



# NCCJ's 2022 Annual Report: a Community Renaissance

*Forging a new path forward, together.*



*After two summers of social distancing, Anytown 2022 was a summer to remember.*

A “renaissance” – or “rebirth” – is a time of great possibility and upheaval that brings up a lot of emotions for everyone experiencing it.

And friends, we've all been experiencing it together.

We see you – our community – stepping out of the fog and isolation of the pandemic. We see your deep hunger for connection – and community building – and positive change. We feel it, too.

We see you armed with a new awareness of social and systemic inequities, more aware than ever before that the choices you make in your lifetime will shape our collective future – and our children's futures, and their children's futures, on and on for generations to come.

We see you ready to move forward.

Thanks to your investments of time, talent, and treasure, NCCJ took some big steps forward in 2022. This report shines a spotlight on some of what we accomplished last year, together.

We're grateful to you. Thank you for standing with NCCJ as a partner in our shared work of building more compassionate, respectful, and inclusive communities for all of us – not just some of us.

**Thank you.**

*Now let's keep going.*

# Celebrating 85 Years of NCCJ

In 2022, NCCJ celebrated 85 years of service to the Triad.

Since 1937, we have served Triad communities by fostering understanding and respect among people of all cultures, races, and religions.

Over the years, we've significantly expanded our focus, grown our programs and evolved our methods to meet the changing needs and priorities of the communities we serve.

Yet our fundamental approach to this work remains the same as it was in the 1930s, when the NCCJ "Tolerance Trio" of faith leaders traveled the country preaching interfaith tolerance; and in the 1940s, when NCCJ's Brotherhood Week could boast President Franklin D. Roosevelt as its first honorary chairman.

NCCJ convenes conversations between people of different identities and backgrounds, guiding them to find common ground and forge bonds of mutual understanding and respect.

That's because once you sit down with someone to have a respectful conversation and you get to know them, it becomes so much harder to stereotype them – or dehumanize them – or hate them.

When enough of us embrace an "all-inclusive" vision, we can turn the tide away from hate and redirect society toward tolerance and compassion.

NCCJ's approach for de-escalating intergroup tensions and promoting tolerance works. We know this because we've done it before; during the 1930s, one of the most pivotal decades of the 20th century, as fascism posed a great threat to democracy in America and around the world.



## BROTHERHOOD WEEK

FEBRUARY 19th to 28th, 1943

We are fighting for the right of men to live together as members of one family rather than as masters and slaves. We are fighting that the spirit of brotherhood which we prize in this country may be practiced here and by free men everywhere. It is our promise to extend such brotherhood earthwide which gives hope to all the world. The war makes the appeal of Brotherhood Week stronger than ever.

FRANKLIN D. ROOSEVELT

Learn more about NCCJ's history at [bit.ly/nccj85years](https://bit.ly/nccj85years) or scan the code:



## *New Name, Same NCCJ*

Over the years, the NCCJ acronym has stood for a few different names. We were founded as the National Conference for Christians and Jews.

Later, as the scope of our work grew beyond interfaith work to encompass other aspects of identity, we became known as the National Conference for Community and Justice.

In June 2022, NCCJ's Board of Directors voted to formally change our full legal name to **North Carolina for Community and Justice**.

This change ensures that our name accurately reflects what we are already doing and indeed, what we have always done: **serving people and communities in North Carolina.**

NCCJ is dedicated to countering bias, bigotry and racism and working to build more just and compassionate communities for all of us – not just some of us.

In other words, we're still the same NCCJ.



## NCCJ hosted our "sister" nonprofits from across the U.S.

In September, NCCJ hosted the annual **National Federation for Just Communities (NFJC) Conference**. Like NCCJ, most NFJC members were originally founded as chapters of the old national NCCJ.



Today, our organizations are all fully independent nonprofit organizations. Scattered across the country – from Buffalo to Omaha, from Detroit to Greensboro – we are all doing very similar work in our own communities.

We gather each year for mutual growth and support in our work to build more just communities for all people.

### **Our time together was anchored by experiences at many significant Greensboro sites, including:**

- a reception and tour at the Historic Magnolia House
- a tour and a panel discussion between Brenda James, Lewis Brandon and Roslyn Smith (all student participants in the 1960 Sit-Ins) at the International Civil Rights Center & Museum
- and an Underground Railroad Tour in the woods at Guilford College, led by historian James Shields.
- **Fun fact:** we also learned that Dr. Kyle Farmbry, president of Guilford College, attended Anytown as a high school student in Philadelphia!

**Thank you to the organizations whose sponsorship made this gathering possible:** Aston Carter; the Center for Creative Leadership; Guilford College; the International Civil Rights Center & Museum; and O. Henry Hotel. Special thanks also to The Historic Magnolia House and UNC-Greensboro for their warm hospitality.

# Unpacking White Supremacy Culture in our Workplace

At NCCJ, we don't only live out our mission through the programs and resources we offer. We also live our mission internally, by supporting each other in our individual journeys of examining and challenging our own biases, prejudices and assumptions.

While racial equity and antiracism education has been a core piece of NCCJ's staff training for many years, 2022 marked our team's first full year of taking an honest, curious look at white supremacy culture. Right now, you may be asking yourself (as we did), "what's white supremacy culture?"

Tema Okun, who coined the term, defines it this way:



Artwork by Tema Okun

*"White supremacy culture is the widespread ideology baked into the beliefs, values, norms, and standards of our groups (many if not most of them), our communities, our towns, our states, our nation, teaching us both overtly and covertly that whiteness holds value, whiteness is value... It pits other races and racial groups against each other while always defining them as inferior to the white group."*

NCCJ's team began this phase of our collective social justice journey by grounding ourselves in a shared understanding of what white supremacy culture is and how it manifests inside and outside of our organization.

Every step of this ongoing journey helps us better position ourselves to see manifestations of white supremacy culture – to challenge them – and to begin transforming them.

Learn more at [bit.ly/nccj-wsc](https://bit.ly/nccj-wsc) or scan the code:





*The founding members of the Triad DEI Collaborative are: Kiva Elliott, Jennifer Mencarini, Ivan Canada (NCCJ's executive director) and Milagros Russell.*

***"You don't have to do this work alone!": NCCJ co-launched the Triad DEI Collaborative***

In June, NCCJ helped launch the Triad DEI Collaborative, a new peer and support learning space for people doing DEI (diversity, equity and inclusion) work in organizations across the Triad. The collaborative's purpose is to create a space for people to collaborate, learn, spark inspiration, and refresh their spirits as they continue in this critically important yet difficult and often lonely work.

The Triad DEI Collaborative, which had more than 25 members by the end of 2022, offers its members professional and personal development; challenges and innovations for present-day and future work; relationship-building and networking; opportunities to connect with and hear from industry leaders; and the integration of practical solutions that foster a culture of belonging.

Interested in joining the Triad DEI Collaborative? Email Savannah Knoble at [sknoble@nccjtriad.org](mailto:sknoble@nccjtriad.org)

Learn more at [bit.ly/DEIcollaborative](https://bit.ly/DEIcollaborative) or scan the code:



## Spotlighting Duke Energy Foundation's investments in NCCJ's work

In December, the Duke Energy Foundation awarded NCCJ a \$25,000 Social Justice and Racial Equity grant for the third consecutive year.

In addition to providing much-needed funding to grow NCCJ's capacity and expand our reach, these grants have inspired NCCJ to dream bigger and find new ways to connect with and serve people across North Carolina. Duke Energy Foundation's cumulative investments have been nothing short of transformative for NCCJ's work of building more compassionate and respectful communities.

**When it comes to promoting equality,  
words are not enough.**



Learn more at [bit.ly/nccjduke](https://bit.ly/nccjduke) or scan the code:

## Fostering youth leadership and social engagement through Guilford County Schools' learning hubs

School shutdowns during the pandemic led to learning loss, plummeting attendance, and social disengagement, particularly for students who couldn't log on remotely. Guilford County Schools (GCS) created "learning hubs" for students to access the internet, their schoolwork, and other resources like tutoring, extracurriculars, and mental health support. In 2021 and 2022, NCCJ partnered with GCS to offer two program options to teens participating in the learning hubs: a youth leadership track and a social justice track.

Gwen Adamson's grandchildren Daniela and Santiago participated in several of NCCJ's sessions. She says the learning hubs helped both teens begin to repair the learning loss and social disengagement they experienced during the height of the pandemic. "I've seen so much social improvement," Gwen says, "especially with Daniela... she has blossomed. She's a different child. She comes home and she'll sit with me while I'm cooking and tell me about her day."



Learn more at [bit.ly/gcshubs](https://bit.ly/gcshubs) or scan the code:

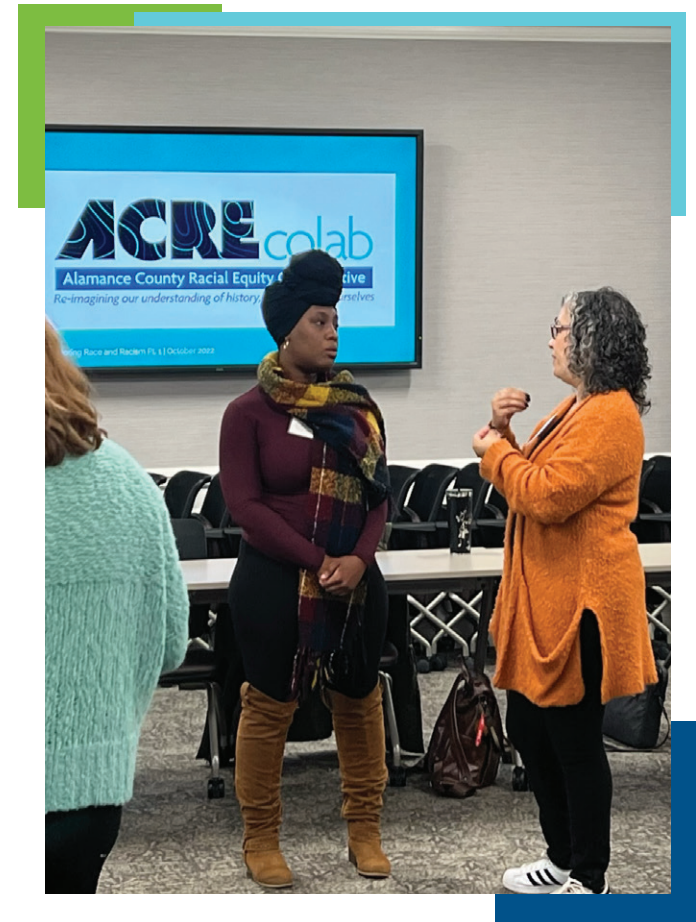
## NCCJ and Impact Alamance launch ACRE Colab's second cohort

Leaders who are comfortable and confident talking about race and equity are leaders who are equipped to lead meaningful, sustainable change. In 2021, NCCJ partnered with Impact Alamance to pilot a new initiative, the **Alamance County Racial Equity Collaborative (or ACRE Colab)**. This 8-month program equipped a cohort of 26 Alamance nonprofit and government leaders with knowledge, skills and tools to create more inclusive and equitable workplaces and communities.

Participants have told us that ACRE helps them ...

- feel more confident in conversations about race and equity
- see how racial equity work is applicable to their day-to-day lives
- convince top leadership that racial equity work is worthwhile

Following this successful pilot, NCCJ and Impact Alamance launched the second ACRE cohort in the summer of 2022. A third cohort is scheduled to launch in 2023.





# NCCJ's Board of Directors

Peter Amidon  
Brandon Bell  
Allie Blosser  
Megan Callahan  
Madeleine Dassow  
Derek Ellington, *Citation Award Dinner chair* \*  
Kiva Elliott  
Dominic Fillippa  
Barbara T. Frye  
Maria Gonzalez  
Gary M. Grandon  
Niketa Greene \*\*  
Mona Gillis Edwards, *immediate past chair*  
Mark Hale, *director at-large*  
Andrew Herman, *director at-large* \*  
Bryle Hatch, *director at-large*  
Hugh Holston, *secretary*  
Cile Johnson \*  
Ron Johnson \*  
Tanisha Jones  
Karen Kahn  
Wanda Legrand \*  
Giselle Mansi \*\*  
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Kelly Morrison  
Ron Milstein, *chair*  
Mindy Oakley  
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Kristina Schwartz \*  
Aaron Strasser  
Hilda Tajalli  
Gerard L. Truesdale  
Waiyi Tse  
Leslye Samet Tuck  
José Villalba



\* left Board (6/30/2022)  
\*\* joined Board (7/1/2022)

# Our Staff



Ivan Canada  
*executive director*

A'Va Farior  
*SECU Public Fellow*

Hanna Fishastion  
*Anytown intern*

Gloria Hoover  
*assistant development director*

Savannah Knoble  
*administrative project coordinator*

Alison Whitman Jones  
*finance and data management director*

Maria Perdomo  
*assistant program director*

Michael Robinson  
*program director*

Logan Weaver  
*UNCG MPA Cemala Fellow*

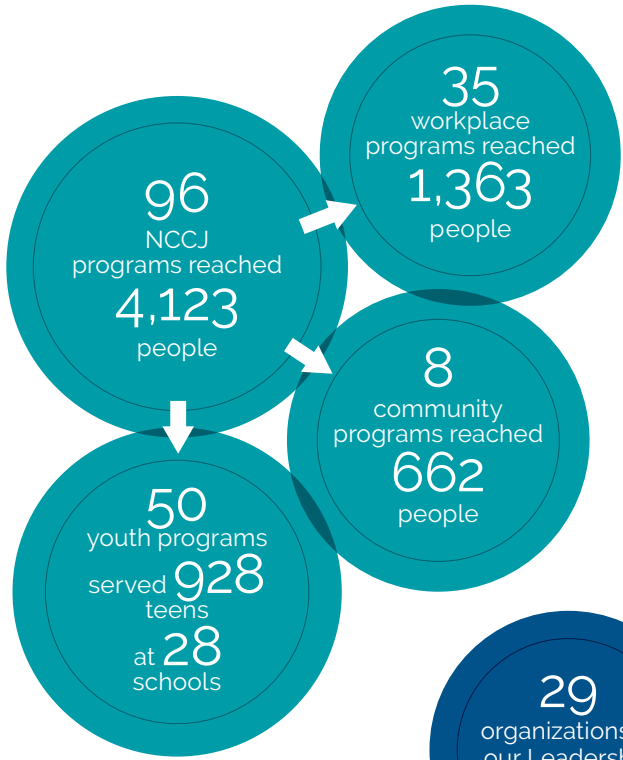
Erika Rain Wilhite  
*development and communications director*

# 2022

# NCCJ By the Numbers

2021-22 Academic Year & NCCJ's Fiscal Year July 1, 2021 – June 30, 2022

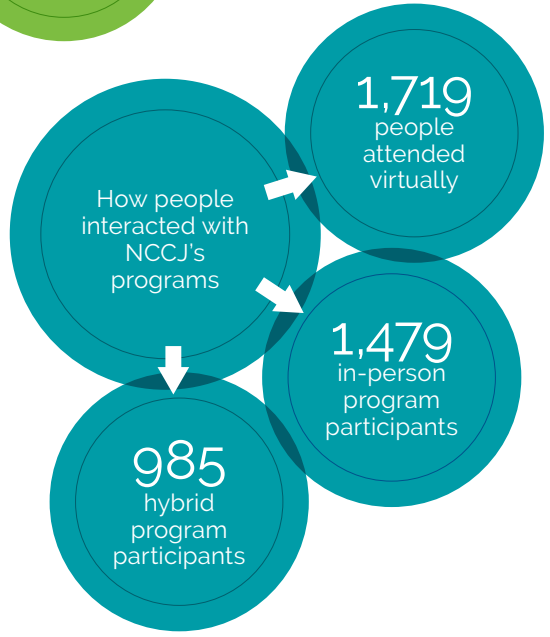
NCCJ Youth Ambassadors completed **4,208** service-learning hours



102 individuals and couples in our Leadership Circle (our major donor group) gave \$1,000+

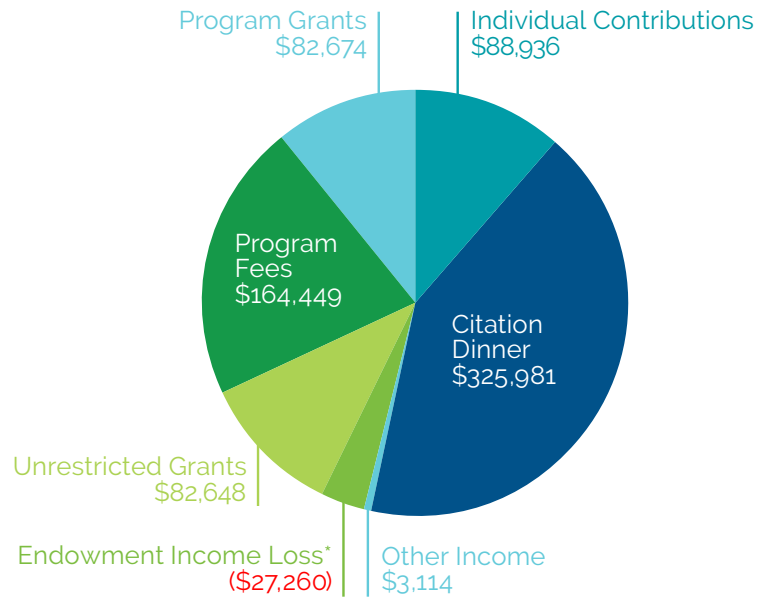
29 organizations in our Leadership Circle gave \$5,000+

See the full list of NCCJ's 2022 Leadership Circle donors at [nccjtriad.org/donate](https://nccjtriad.org/donate) or scan the code:

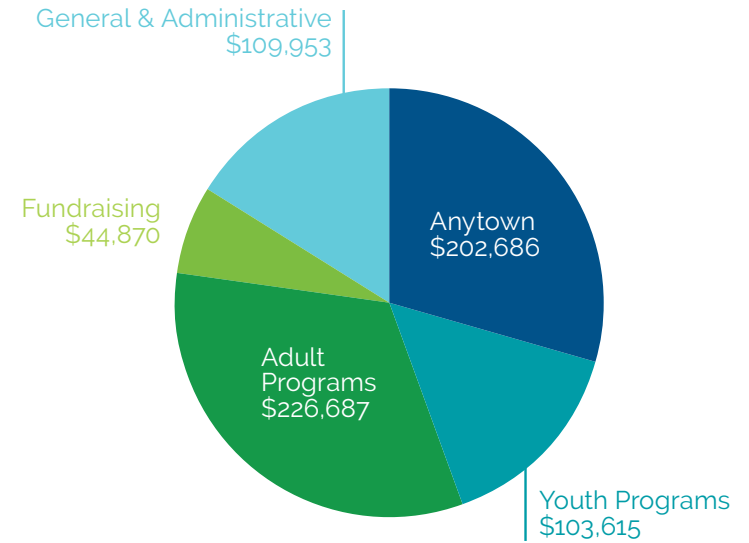


# 2021-22 Financial Summary

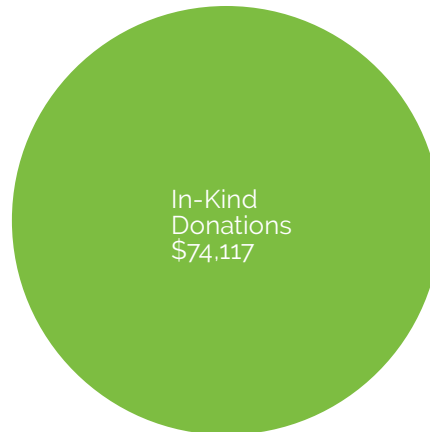
Income and Expenses for NCCJ's Fiscal Year July 1, 2021 – June 30, 2022



**Total Income**  
**\$720,542**



**Total Expenses**  
**\$687,811**



**Non-Cash Contributions**  
**\$74,117**

\*Note: our endowment funds lost value due to market fluctuations