For the past several years, the Community Foundation has been on a racial equity journey. This effort has included our board and staff in reflective, deliberative, thoughtful and sometimes provocative conversation and opportunities for learning and dialogue.

What is the outcome of this so far? As we move forward, it is clear that devoting ourselves to a mission that endeavors to “foster a thriving Central New York community” requires us to embed equity more explicitly into our work. Towards that end, we are implementing a racial equity lens across our operations – this is not just about what we fund through grantmaking and our strategic initiatives but applies to all of our functions.

This past year, we started utilizing a racial equity impact assessment tool to guide revisions to our policies and practices. We have broadened networks for recruiting for job openings and incorporated diversity, equity and inclusion goals into staff annual performance assessments. We’re reviewing vendors for the CNY Philanthropy Center and Community Foundation operations and are working with our investment consultant to assess our investment pool to track minority and women-owned investment managers. We’ve initiated an effort to gather more robust data on our grantees so that we can more accurately track nonprofits led by and serving communities of color. Through our communications efforts, we’ll be telling stories that explicitly identify systemic racism.

From the murder of George Floyd on through the reckoning on structural racism that has gathered momentum ever since, this year has seen an acceleration of our work. The story of the Black Equity & Excellence Fund, as described in the cover story of this newsletter, is ultimately one of ‘trust-based’ philanthropy – devolving power by trusting those closest to an issue to make decisions. We have learned so much already from this initiative in just the past year and have been energized by the response that we have received from community foundations in other parts of the country who are starting down a similar path.

We believe that embracing racial equity offers immense opportunities for us and for Central New York. There is a significant economic dividend that will accrue to communities that commit themselves to racial equity. This ‘community return on investment’ can take many forms, but ultimately lifts everyone in the greater Syracuse metropolitan area. We are committed to calling others into this journey and hope that you will join us.
In March 2020, about two weeks after the pandemic began, the Community Foundation partnered with other local funders and government officials to establish the COVID-19 Community Support Fund to support nonprofit organizations working with communities that are disproportionately impacted by consequences of the coronavirus pandemic. These partners and hundreds of individuals, corporations and foundations donated over $1.8 million to the fund.

This outpouring of support from our community was awe-inspiring. The gifts were of all sizes. Some people donated a few dollars. Others forwarded their government stimulus check because they thought somebody else could use it more. Children conducted fundraisers, musicians performed online concerts to raise money and businesses that were still operating contributed a portion of their profits to the fund. The COVID-19 Community Support Fund operated throughout 2020, funding grants to about 100 nonprofits serving those most in need.

Now, as we progress through 2021 and the prospect of widespread vaccinations means a return to some of the activities and way of life we’ve missed, how can donors support the organizations they love? Unfortunately, the outlook for nonprofits is shaping up to be a difficult one this year. Reserves have been drawn down and budget cuts have reduced governmental support at state, county and municipal levels. While some nonprofits have been able to shrink their operational footprint to reduce expenses, others such as food pantries, hospitals and higher education have had to continue or even increase their operations.

While these conditions seem dire, most nonprofits are expected to survive the pandemic. In addition, because of the stress put upon each organization, they will emerge with clarified and refined purposes. They will have the opportunity to rebuild with a renewed focus on their mission and donors are going to be key to this work.

For those charities that you love the most, communication is the best place to start. Read their reports and mailings. Reach out to the people you know there and ask how they are doing. See what programs are operating and ask how you can help. Your time, talent and treasure are all resources in need right now.

Another place to learn about the key impact areas in our community is cnyvitals.org. This site is an incredible source of information for donors where local data is aggregated to tell the story of our community. You can learn what fellow residents are experiencing. You can see the progress being made and learn about the nonprofits doing that work. Volunteer opportunities, donation options and other engagement possibilities, like joining a board or community action group, can all be found here.

Also, don’t forget that we are here to help you in the process of learning about our community and local nonprofits. Please reach out to let us know what you are thinking about and we can offer resources and guidance to help.
BLACK EQUITY AND EXCELLENCE: BRINGING OPPORTUNITY TO EVERYONE

ASTEIR BEY
CO-DIRECTOR OF THE U.S. OPERATIONS OF VILLAGE BIRTH INTERNATIONAL
For most soon-to-be mothers, the months leading up to the big day are filled with trepidation, excitement and hope. But for Black women, this time period also comes with confusion and fear.

According to the Annie E. Casey Foundation, infant mortality rates among Black babies are 11 per 1,000 born versus 4.8 for those that are White. Major contributors to this discrepancy are decades of bias and racist policies in banking, real estate and healthcare that have led members of the Black community to experience financial insecurity, gaps in health insurance coverage, and less access to healthy food and quality care.

Syracuse's Sankofa Reproductive Health & Healing Center, a nonprofit organization that offers free health and wellness programs, is working to change that locally by providing community doula care for Black women.

“THERE’S A NEED TO ADDRESS CHILDBIRTH IN A CULTURAL WAY THAT IS LACKING FOR MANY WOMEN OF AFRICAN DESCENT,” said Asteir Bey, co-director of the U.S. operations of Village Birth International, the center's fiscal sponsor. “Syracuse has high poverty and issues around Black reproductive healthcare that are misunderstood or poorly managed.”

A grant from our Black Equity & Excellence Fund provided Sankofa with funding to hire more Black doulas and increase its maternal health community outreach and education. This is 1 of 27 grants totaling $544,889 we awarded over the past 6 months through the fund’s first 2 rounds of grantmaking.

We established the fund in June 2020, committing to invest at least $1 million in Black-led organizations working in historically underserved communities and projects that counteract inequities. An all-Black advisory council reviews grant proposals and makes funding decisions.

The fund’s creation was inspired by large demonstrations in Central New York and across the world calling for an end to racism. The demonstrations galvanized a national reckoning about the country’s legacy of slavery and the role structural racism plays in creating inequities in education, housing, healthcare and employment – leading opportunity in America to traditionally depend on who you are and where you come from.

Another Black Equity & Excellence Fund grant recipient, Healing through Art Therapy, received support for programming for Black youth that experience activity limitations.

“Disabilities in brown and Black communities are not talked about. Back in the day, families took care of their families at home,” said LaToya Jones, founder and president.

A virtual art program will include discussion with a mental health professional. “Kids can be more expressive when they’re doing art,” Jones said. “They are able to talk with each other in a safe space.”

She hopes at least 10 youth participate, and she looks forward to in-person events that connect Black youth that experience activity limitations and their families with resources.

Bey hopes the Sankofa Center grows, too. “Our community has always been organizing against injustice. This is just the beginning.”
When Richard Levy moved to the United States as a Holocaust survivor, he had no notion of racism and knew little about the history of slavery in the United States. However, when he married his wife, Betty, he became sensitized to the problem of racism in America.
Richard remembers Betty as a beautiful, highly intelligent woman with deep convictions and an original mind. Betty and Richard were members of the Congress of Racial Equality (CORE) and protested the urban renewal projects in Syracuse that threatened the homes and livelihoods of Black families starting in 1963. They were both arrested for their efforts and spent a brief time in jail. The couple was married for nearly 60 years until Betty passed away in 2019.

As a long-time fundholder of ours, Richard has supported several nonprofits and initiatives. A major charitable passion of his is the equity and inclusion sector, through which he has supported the Southern Poverty Law Center, the Equal Justice Initiative and the American Civil Liberties Union (ACLU). He also served on the board of the Central New York Chapter of the New York Civil Liberties Union (NYCLU).

Recently, to honor Betty's memory, Richard added our Black Equity & Excellence Fund to his long list of equitable causes he supports. We established the fund in June of 2020 to support Black-led nonprofit organizations and projects that counteract systemic racism. Richard's intimate understanding of racism also stems from his own history of persecution. He realized this as he returned to his childhood home in 2009.

"Among the many emotional experiences of my visit was seeing that the Germans are dealing in a very serious and determined way to acknowledge and atone for the Holocaust," he said.

As a beneficiary of The Luxembourg Agreement, a German program that provided financial restitution for losses and suffering as a result of the Holocaust, Richard was able to understand, in a personal way, the wealth gap between races. This compelled him to support our Black Equity & Excellence Fund to address past injustices for future generations.

Richard is excited to contribute funding to our Black Equity & Excellence Fund and hopes that his contributions can be used to fund programs that promote equity.

"IT OPENED MY EYES TO THE FACT THAT IF WE COULD ACKNOWLEDGE THE EVILS OF SLAVERY AND ATONE FOR THEM, RACE RELATIONS IN THIS COUNTRY WOULD BENEFIT GREATLY."

As a beneficiary of The Luxembourg Agreement, a German program that provided financial restitution for losses and suffering as a result of the Holocaust, Richard was able to understand, in a personal way, the wealth gap between races. This compelled him to support our Black Equity & Excellence Fund to address past injustices for future generations.

Richard is excited to contribute funding to our Black Equity & Excellence Fund and hopes that his contributions can be used to fund programs that promote equity.

FOR MORE INFORMATION ABOUT THE BLACK EQUITY & EXCELLENCE FUND, VISIT CNYCF.ORG/EQUITY
In December and March, our board of directors approved more than $1 million in grants to nonprofit organizations through our Community Grantmaking program.

### Community Impact

<table>
<thead>
<tr>
<th>Arts, Culture &amp; Humanities</th>
<th>Education</th>
<th>Environment &amp; Animals</th>
<th>Healthcare</th>
<th>Healthcare</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>$25,000</strong> SYRACUSE STAGE</td>
<td><strong>$53,400</strong> ON POINT FOR COLLEGE</td>
<td><strong>$50,000</strong> SKANEATELES LAKE ASSOCIATION</td>
<td><strong>$25,000</strong> ALZHEIMER’S ASSOCIATION</td>
<td><strong>$30,000</strong> SUNY Upstate Foundation</td>
</tr>
<tr>
<td>Host racial equity training for its staff and board</td>
<td>Provide career, college access and college success services for students</td>
<td>Develop an in-person and virtual curriculum for its Emerging Scientists Program</td>
<td>Maintain its 24/7 Support Line service</td>
<td>Hire a nurse coordinator for its Pediatric Kidney Transplant and Chronic Kidney Disease Center</td>
</tr>
<tr>
<td><strong>$40,500</strong> EVRISON MUSEUM OF ART</td>
<td><strong>$45,000</strong> THE READING LEAGUE SYRACUSE</td>
<td><strong>$36,070</strong> SUNY ESF</td>
<td><strong>$25,000</strong> CENTRAL/EASTERN NY LEAD POISONING RESOURCE CENTER</td>
<td><strong>$31,200</strong> SUNY Upstate Foundation</td>
</tr>
<tr>
<td>Hire a full-time grant writer</td>
<td>Launch its Diversity in Early Education &amp; Care Initiative in Syracuse</td>
<td>Conduct a land restoration project to improve the water quality of Skaneateles Lake</td>
<td>Purchase Lead Care II Machines for medical practices that serve neighborhoods where elevated blood levels are high</td>
<td>Conduct research to determine the changes in cardio-respiratory functions during seizures</td>
</tr>
<tr>
<td><strong>$17,250</strong> MUSEUM OF SCIENCE &amp; TECHNOLOGY FOUNDATION (MOST)</td>
<td><strong>$10,000</strong> PARTNERS IN LEARNING</td>
<td></td>
<td><strong>$215,000</strong> CITY OF SYRACUSE</td>
<td><strong>$15,000</strong> SUNY Upstate Foundation</td>
</tr>
<tr>
<td>Launch a new after-school mentorship program for Black youth</td>
<td>Produce reading lessons that will air on WCNY for elementary school students</td>
<td></td>
<td>Support its Lead Abatement Program and launch workforce training and certification</td>
<td>Launch a program that promotes physical fitness for youth with vision impairments</td>
</tr>
<tr>
<td><strong>$14,837</strong> SYRACUSE CHILDREN’S THEATRE</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Hire a student success specialist to support students of all abilities</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
## Human Services

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>A TINY HOME FOR GOOD</td>
<td>$35,000</td>
<td>Restore property that will serve as its headquarters</td>
</tr>
<tr>
<td>BRADY FAITH CENTER</td>
<td>$60,000</td>
<td>Create a workforce development plan for its new apprenticeship program at Brady Market</td>
</tr>
<tr>
<td>FLOYD CHILDREN’S FOUNDATION</td>
<td>$10,000</td>
<td>Host diversity, equity and inclusion assessments, trainings and community workshops</td>
</tr>
<tr>
<td>FRANK H. HISCOCK LEGAL AID SOCIETY</td>
<td>$10,000</td>
<td>Support its client-centered legal services</td>
</tr>
<tr>
<td>IT’S ABOUT CHILDHOOD &amp; FAMILY</td>
<td>$10,000</td>
<td>Hire a program director</td>
</tr>
<tr>
<td>JUNIOR ACHIEVEMENT OF CENTRAL UPSTATE</td>
<td>$15,000</td>
<td>Launch a new youth entrepreneurial program</td>
</tr>
<tr>
<td>PGR FOUNDATION</td>
<td>$25,099</td>
<td>Purchase technology equipment and hire tutors for its Back to School Pandemic Preparation Series</td>
</tr>
<tr>
<td>SYRACUSE PARKS CONSERVANCY</td>
<td>$10,000</td>
<td>Provide Greening Grants to local groups for neighborhood greening projects</td>
</tr>
<tr>
<td>YWCA SYRACUSE &amp; ONONDAGA COUNTY</td>
<td>$18,500</td>
<td>Host programming for girls ages 5-18 to help build self-resilience</td>
</tr>
</tbody>
</table>

### Public & Societal Benefit

<table>
<thead>
<tr>
<th>Fund Name</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>CORNELL COOPERATIVE EXTENSION OF MADISON COUNTY</td>
<td>$65,131</td>
<td>Host its Curbside Market Program that provides grocery items to Madison County residents</td>
</tr>
<tr>
<td>MADISON COUNTY LIBRARY SYSTEM (CANASTA LIBRARY FISCAL AGENT)</td>
<td>$3,000</td>
<td>Launch its County Library Sanitization Fogger Loaner Program</td>
</tr>
<tr>
<td>O’G’S AGAINST VIOLENCE</td>
<td>$10,000</td>
<td>Host an anti-violence community training program</td>
</tr>
<tr>
<td>ONONDAGA EARTH CORPS</td>
<td>$10,000</td>
<td>Purchase tree-planting supplies for the Westcott Reservoir on behalf of the Westville Neighborhood Association</td>
</tr>
</tbody>
</table>

**These grants were made possible through the support of the following funds.**

**Human Services**

- A TINY HOME FOR GOOD
- BRADY FAITH CENTER
- FLOYD CHILDREN’S FOUNDATION
- FRANK H. HISCOCK LEGAL AID SOCIETY
- IT’S ABOUT CHILDHOOD & FAMILY
- JUNIOR ACHIEVEMENT OF CENTRAL UPSTATE
- PGR FOUNDATION
- SYRACUSE PARKS CONSERVANCY
- YWCA SYRACUSE & ONONDAGA COUNTY

**Public & Societal Benefit**

- CORNELL COOPERATIVE EXTENSION OF MADISON COUNTY
- MADISON COUNTY LIBRARY SYSTEM (CANASTA LIBRARY FISCAL AGENT)
- O’G’S AGAINST VIOLENCE
- ONONDAGA EARTH CORPS

**To learn more about these funds and many others that make our grantmaking possible, visit → CNYCF.ORG/FUNDS**
It begins with understanding the mechanisms of a permanent fund. When a fund is created to last forever, it has two main objectives: keeping pace with inflation and making grants each year. Both of these goals require the fund to be invested. The Finance Committee of our board, advised by our investment consultant, is responsible for our investment choices and policies.

Since the Community Foundation has been around for over 90 years and looks forward to many years to come, keeping up with inflation is critical. Also, we want to maximize the amount of grants available from each fund since supporting nonprofits is the whole reason a fund is created. Our Finance Committee evaluates these factors each year and has historically allocated 4 to 5% of each fund’s balance as the amount available for grantmaking annually.

For example, a fund established with a $50,000 gift can grow exponentially assuming a 4% annual spending rate and a 7% rate of return. By year 25, the endowment’s value could grow to more than $86,000 and have already granted out $63,643 to the community. By year 50, those numbers could grow to an endowment value of $150,000 and more than $170,000 in grants awarded! Keeping pace with inflation makes each permanent fund as effective 50 years from now as it is today. Stewardship of the assets entrusted to us is one of our most important responsibilities.

Most of the funds at the Community Foundation are permanent funds and the majority are designated for specific nonprofits or scholarships. However, some of the permanent funds are for the greatest current needs of our community or, like Bob Vitkus’s fund, are for fields of interest. These more broadly supportive funds are what our community investment team deploys in our two Community Grant rounds each year and our initiatives such as Black Equity & Excellence. Over time these funds support many different nonprofits, since the most pressing needs in an interest area today may not be the same two years or two decades from now. We monitor the progression of each fund’s interest area and fund organizations whose services are making the greatest impact.

Last year, we received a $10 million bequest from Bob Vitkus, a successful oral surgeon. This gift created a permanent fund that will support the causes important to Bob year after year. As we shared this story throughout the community, a question that came up often was how grant spending from funds such as this one actually works. This is a common inquiry I answer for donors (including Bob) when creating their fund or legacy plan.
$10 Million Estate Gift from Dr. Robert J. Vitkus Will Preserve Nature for Central New Yorkers to Enjoy

When Bob Vitkus, a prominent oral surgeon and an avid hunter and fly fisherman, passed away last year, his estate named us as the recipient of $10 million to support outdoor parks and recreation areas, a cause that had significant importance to him. Bob’s thoughtfulness and quiet resolve came from spending time with the lands, lakes, oceans and mountains that he bonded with over the years. While Bob will be missed by so many, his legacy lives on through his gracious financial support for the conservation of Central New York’s land.

Participatory Budgeting

We partnered with the Transforming Communities Initiative (TCI) to develop a pilot participatory budgeting campaign on the Westside of Syracuse. The Peacemaking Program, facilitated through the Center for Court Innovation, has been selected as the project lead. The goal of the campaign is to create a resident-led grantmaking opportunity. Residents identify potential projects in their neighborhood based on social determinants of health. In this democratic process, community members will decide how to spend the available funding, giving them the opportunity to help make decisions about what is happening in their community.

Oneida Library Grand Opening

In February, we attended the grand opening of the new Oneida Public Library. We provided the organization with a $100,000 grant to support the construction of its new building in Oneida. The new library is 18,000 square feet and includes a spacious area for patrons to comfortably browse collections. The Community Room has a seating capacity of 100 and is available to community members for meetings and events. The library is now completely accessible with updated features and amenities that will support Madison County residents for years to come.

Traditions in Giving Event Recap

On March 25th, we hosted a virtual panel discussion entitled “Giving Traditions” and invited some of our donors to share what inspires their charitable choices and the change they hope to see in our community. The panelists were Mark and Karla Hall, Andrea Waldman, Steve and Elaine Jacobs, and Vicki Brackens. They each shared their giving stories and how giving has shaped their lives, communities and families. If you missed it or if you’d like to watch the video again, you can view it at youtube.com/cnycf.
GRANTEE STORY

PUPPETS & ENTERTAINMENT

Connecting the Dots in Reading Lessons
"I picture kids sitting cross-legged in front of the TV, just enjoying the show and learning," said Maria Murray, CEO and president of The Reading League, a national organization based in Syracuse. "I want the show to be aligned with the loving, warm education of Mister Rogers."

The Reading League trains and supports kindergarten through 12th-grade educators in reading instruction. When schools closed in March 2020, the organization partnered with WCNY, the Syracuse City School District and others to provide lessons on public television during the pandemic.

Television programming – rather than Zoom or other computer-based platforms – allowed families with limited access to broadband or technology to participate.

WCNY’s TV Classroom broadcasted 45 hours of programming a week to 19 counties for 9 weeks. The Reading League collaborated on 30 reading lessons for the TV Classroom.

When school reopening was uncertain, parents and educators worried about the long-term effects of missed classroom time.

“This was a very terrifying moment in education,” Murray said. “The cost of learning loss could be catastrophic. It could impact all future learning. Literacy is the foundation of all reading. Low literacy can lead to an increase in crime and poverty.”

The Reading League connected last summer with Dusty and Dott, characters portrayed by Andrea Dotto and Brendan Malafronte, and the show’s concept evolved. The couple, COVID-displaced Broadway actors, live in Manlius. Another character, Alphabott, sports an iPad-like head and a magnetic whiteboard that displays word exercises.

We supported the production of “Reading Buddies” with a community grant.

The show focuses on three components of skilful word reading: phonological awareness, letter names/sounds and blending sounds to decode words accurately. The content comes from curricula used by Syracuse schools and other local districts.

Filming at WCNY’s studio – following COVID social distancing guidelines – started March 8, 2020. The show airs on The Reading League’s YouTube channel and WCNY’s Global Connect.

“Like Mister Rogers is loved in Pittsburgh, we want Reading Buddies to be loved in Central New York,” Murray said. “We’re going to make kids into little readers, and they’ll love it.”
NEW STAFF & BOARD MEMBERS

CATHERINE BERTINI
Catherine is the board chair of Global Alliance for Improved Nutrition (GAIN) and professor emeritus at Syracuse University’s Maxwell School of Citizenship and Public Affairs. She previously served as executive director of the United Nations World Food Program (WFP) and as the UN under-secretary general. A resident of Homer, NY, Catherine was named the 2003 World Food Prize Laureate for both her transformational leadership at the WFP and the positive impact she had on the lives of women. She served as a senior fellow at the Bill and Melinda Gates Foundation, on the jury for the Hilton Foundation Humanitarian Prize and as a Rockefeller Foundation fellow. Catherine is a fellow in the American Academy of Arts and Sciences, the National Academy of Public Administration, and the International Union of Food Science and Technology, as well as a member of the Council on Foreign Relations.

JOSEPH LAZZARO, CFP®, CLU®
Joe is a certified financial planner and partner with CenterBridge Planning Group, LLC. Along with his financial planning and investment profession, Joe is the treasurer and a board member of The Red House Theater, former president and board member of the Financial Planning Association of CNY, former endowment chair & board member at Interfaith Works and a volunteer at the Samaritan Center and the Syracuse City School District Mentoring Program. Joe attended the University of Rochester where he earned his Bachelor of Science focused on economics and finance.

CAERESA RICHARDSON, PMP®
Caeresa is the owner of Gypsy Freedom, Central New York’s first sustainable fashion boutique. After spending many years as a corporate engineer, she created Gypsy Freedom to unite style and awareness, making them accessible for the everyday woman. Originally from Buffalo, she is very active in the local community. Most notably, she is a business consultant at the WISE Women’s Business Center, a board member of The Gifford Foundation and a member of The Women’s Fund of Central New York Leadership Council at the Community Foundation. Caeresa is a graduate of Syracuse University, where she earned a Bachelor of Science in mechanical engineering, and an avid reader and traveler. She resides in Liverpool, NY with her husband, David, and daughter, Sharon Rose.

KYMBERLE BENDERSKI
Accountant
Kymberle Benderski joined the Community Foundation as Accountant. She is responsible for day-to-day accounting activities and assists with the Community Foundation’s financial reporting. Kymberle, who is from Penfield, NY, received her accounting degree from SUNY Brockport. She lives in North Syracuse with her husband and two dogs, King and Mya. When she’s not playing with her dogs, you can find her at the barn riding and training her show horse, Jerry.

DANA LYONS-CANTY
Manager, Post-secondary Scholarship Access and Completion for Say Yes Syracuse
Dana Lyons-Canty’s role is focused on cultivating the college-ready mindset, providing a path towards post-secondary access, and supporting college completion. Born in Spain and raised in Germany, her family moved to Syracuse’s Hancock Air Force Base when she was a child. A proud product of the Syracuse City School District, Dana holds a master’s degree in criminal justice administration, a bachelor’s degree in psychology from Syracuse University, and an associate’s degree in criminal justice from Onondaga Community College. Having deeply rooted family ties to the Syracuse community, the higher-education community and a background in Operation Management, Dana strives to give back to the Syracuse community through her work. She recently married a fellow “Orangeman,” with whom she was reunited after their initial introduction as college freshmen nearly 30 years ago.

AHMEED TURNER
Executive Director of Say Yes Syracuse
Ahmeed Turner joined the Community Foundation as Executive Director of Say Yes Syracuse. As a former counselor, violence prevention educator, career transition specialist and therapist, Ahmeed has extensive experience in needs assessment and program development. He graduated from Pennsylvania’s Cheyney University with a bachelor’s degree in psychology, holds a master’s degree in marriage and family therapy from Syracuse University and a second master’s degree in nonprofit administration from Mendoza College at the University of Notre Dame. Ahmeed is a native Syracusan and is married with two wonderful daughters. After going to college west of Philadelphia and spending four years in Washington, D.C., Ahmeed later moved back to Syracuse where he earned his master’s degree. Ahmeed joined Say Yes in 2009 and remains deeply committed to the Syracuse community.
UPCOMING EVENTS & DEADLINES

Events

NONPROFIT EVENT
PERFORMANCE MANAGEMENT LEARNING COMMUNITY INFORMATION SESSION
MAY 28, 2021

NONPROFIT EVENT
PERFORMANCE MANAGEMENT LEARNING COMMUNITY INFORMATION SESSION
JUNE 7, 2021

NONPROFIT EVENT
N.E.W.S.: CONNECTING WITH CLIENTS DURING TURBULENT TIMES
JUNE 10, 2021

ADVISOR EVENT
2021 ANNUAL PROFESSIONAL ADVISOR CONTINUING EDUCATION VIRTUAL SEMINAR: SPECIAL CHARITABLE PLANNING OPPORTUNITIES FOR 2021 & REVEALING RESEARCH TO MOTIVATE YOUR CLIENTS, FEATURING RUSSELL JAMES, J.D., PH.D., CFP®
OCTOBER 14, 2021

Grant Deadlines

WOMEN’S FUND
JUNE 15, 2021

BLACK EQUITY & EXCELLENCE
JULY 9, 2021

THE LEADERSHIP CLASSROOM
JULY 9, 2021

LEADUP CNY
JULY 9, 2021

MARSELLUS EXECUTIVE DEVELOPMENT PROGRAM
JULY 9, 2021

PERFORMANCE MANAGEMENT LEARNING COMMUNITY
JULY 9, 2021

OSWEGO COUNTY COMMUNITY FOUNDATION
JULY 15, 2021

COMMUNITY GRANTS
OCTOBER 8, 2021

JOIN US FOR OUR EXCITING EVENTS AND WORKSHOPS THIS YEAR! VISIT CNYCF.ORG/EVENTS TO REGISTER.