



African American
Leadership Forum

2022 ANNUAL REPORT

THE CHARGE TOWARD A THRIVING REALITY

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MESSAGE FROM THE CHIEF EXECUTIVE OFFICER

A Moment of Transparency

The transition to the African American Leadership Forum was a profoundly thoughtful decision. It was one I wrestled with, sought counsel and prayed upon.

I asked critical questions of myself, our community and the stakeholders that support this work. Is it worth it? Do we still see the relevancy in the organization? Have other entities emerged to fill the void?

I was heartened to learn that our community still saw value in this organization and my ability to shepherd it into its next phase. **This is personal, the work and our shared vision for a radical Black future.**

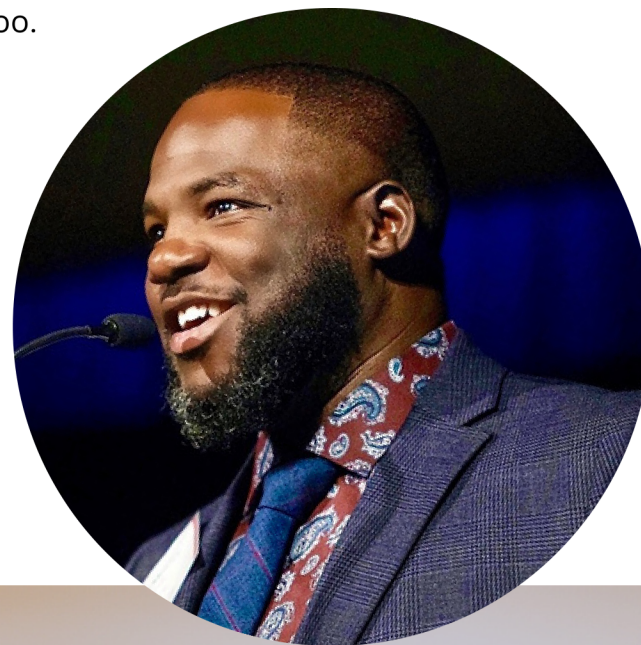
I've encountered a board, staff and community even more emboldened to do the radical imagining necessary – not shying away from the momentous lifts to transform systems, but recognizing that it is personal for them too.

This annual report is not about The Forum. It is about our community activating its agency, witnessing transformative power and the Black voices that rise to be architects of their communities.

We stand on the pillars of justice and liberation as we charge toward a thriving reality. May you read the shared accomplishments and be inspired to join us.

In solidarity,

Adair Mosley, *Chief Executive Officer*
African American Leadership Forum



2022 brought an elevated sense of urgency to our work in a region beckoning for seismic changes and lasting solutions to public safety issues, employment, educational, economic, health and housing disparities facing African Americans in Minnesota. With the first ever major wave of AALF staff hires completed, giving the organization multi-departmental work capacity, the charge for impact was underway.

Ever constant threats about public safety topped community concerns, prompting our push to all agencies and law enforcement, for better policing and other non-traditional such alternatives to ensure the physical and psychological safety for citizens in their own neighborhoods. Almost about to begin on the road to recovery, the police shooting of 22-year old Amir Locke In February, exacerbated tensions only further.

No injustice should ever go unchallenged and AALF led a community outcry seeking clarity and answers. Demonstrators took to the streets, again just as they had in 2020.

Our public statement admonished law enforcement officials, issuing a blistering rebuke of no-knock search warrants, which led to Locke's death at the hands of a Minneapolis SWAT officer. The eradication of these no-knock warrants would later serve as a centerpiece of our legislative policy agenda.

Strategic advocacy serves as the through line with all of our work, in vastly improving the lives of Black Minnesotans with the help of our collective forum.

KEY FOCUS AREAS



PUBLIC SAFETY



EMPLOYMENT



HOUSING



EDUCATION



HEALTHCARE



ECONOMIC
OPPORTUNITY

PUBLIC SAFETY

Our productive efforts in the Public Safety pillar garnered attention and interest throughout the state. From the five events held in 2022, AALF convened and collaborated with nearly 1,000 leaders.

As major crimes continued to escalate, we published a timely Public Safety Impact Report consisting of gathered data and solution recommendations for reducing crime while promoting safety. The Impact Report was circulated state-wide amongst our collective forum. Additionally, The Forum funded six different Minnesota organizations with sub grants, a cumulative total of \$75,000. These six organizations comprised our highly public “Community Solutions” team, providing for additional boots on the ground. The six were selected from our touted Black-Centered design outreach and methodology, ensuring buy-in from the Black community, as entities that have gained the trust of neighborhoods.

Still actively operating today are four key members of The Forum, who comprise our Public Safety Scoping Team. These four leaders are AALF’s eyes and ears deeply connected to community. They serve as watchdogs, advocates and listening boards for everything AALF champions regarding neighborhood and public safety.

COMMUNITY SOLUTIONS TEAM



The final Public Safety event of 2022 featured an informative and rousing panel discussion moderated by The Forum's Chief Brand Officer Marc Watts. The event took place in George Floyd Square. One of the panelists, a former Minneapolis Police sergeant, reminded the audience that "crime must also be fought by citizens."

Those in attendance encouraged AALF to continue driving towards creative equitable solutions in making neighborhoods safer. Now, some progress and impact: As of this writing, violent crimes have dropped in nearly every essential category in 2023, throughout the Twin Cities, and public safety officials are pointing to community engagement, among other factors, in this latest downward trend.

SCOPING TEAM



AYOLANDA MACK
Co-Founder,
Black Family
Blueprint



ELIZER DARRIS
Co-Exec.
Director,
MN Freedom
Fund



JUSTIN TERRELL
Exec. Director,
MN Justice
Research
Center



KEVIN REESE
Co-Exec.
Director,
Until We
Are All Free





EMPLOYMENT

Embarking on our critical work in the Employment sector, we brought on a Minneapolis research institution, ACET Inc. This firm facilitated research and metrics gathering to evaluate employment conditions, gaps and the lived experiences of Black Minnesotans.

The ACET partnership strengthened our approach ensuring the outcomes are data driven and consistent with our community's aspirational needs. As was the case for the exploration into the Public Safety pillar, we generated a comprehensive Employment Impact Report that detailed the findings and our recommendations for solutions.

This summary regarding employment emphasized sweeping change and how to accomplish such in five specific areas: a) earnings and wages b) industries and occupations c) workplace environment d) leadership pipelines and e) exploring new careers and/or job changes.

Detailed with a solutions framework, the Employment Impact Report was curated from a \$45,000 subgrant, a series of public convenings along with the immersive qualitative and quantitative measurements that ACET is known for statewide. AALF also assembled a four-member scoping team to assist the work moving forward, similar to what we created in the Public Safety realm.

2023 now promises a more fierce and more unapologetic Forum as we transition to new issue areas, including economic prosperity, generational wealth building, education, health, public safety and environmental justice. Much of the progress, however, starts right here with improving the employment picture.

We imagine the day when every Black Minnesotan enjoys accessibility to jobs, occupations and business opportunities that allow them to thrive. Every Black Minnesotan should live within a home whose head of household is able to earn a livable wage that is family sustainable.

Our Employment Impact Report also recommends that Minnesota corporations establish apprentice and sponsorship work programs to develop future Black leaders in the employment sector.

SCOPING TEAM



**DENISE
FELDER**

Owner, Lead
Facilitator &
Career Adviser,
DeniseMpls



**JAMES
HOUSTON**

Inclusion
& Diversity
Consultant,
Xcel Energy |
Owner, Houston
Resources LLC



**COURTNEY
SCHROEDER**

Director of
Global Inclusion,
General Mills



**DR. CHRIS
TAYLOR**

Vice President
for People
Experience
& Inclusion,
M Health
Fairview

"Organizations should consider charting the leadership paths of White employees and compare that to the typical arc of Black employees. The goal would be to illuminate the differences, double standards and extra expectations for career movement."

- AALF 2022 Employment Impact Report





JOSIE R. JOHNSON LEADERSHIP ACADEMY

"22 for 2022"

The 2022 cohort of Josie R. Johnson Leadership Academy (JRJLA) fellows marshaled in a new era of the program.

The 22 distinguished fellows received leadership training under a newly revised curriculum, and the Dr. Josie R. Johnson herself was the cohort's first speaker of the session. The 2022 fellows were selected from a record number of 62 applicants, representing a long and wide swath of Minnesota's leadership personas, ranging from healthcare and corporate leaders to the faith-based and military sectors.

The JRJLA cohort is run by AALF's Managing Director of Leadership Development, Adora Land.

The six-month experiential learning program culminated in an uplifting graduation ceremony. All 22 fellows presented their final projects in front of a live room audience, consisting of torchbearer mentors, AALF staff and Academy alums. They were required to create a program pitch that will influence one or more of AALF's core focus areas.

For the 2022 cohort, the fellows received cumulatively more than 72 hours of one-on-one coaching. Each fellow was provided 12 hours of "Leadership Excursion" experiences.

The fellows made connections with 21 influential torchbearers who offered additional leadership development and career guidance. Stipends provided to fellows totaled \$22,000.

Since its founding in 2015, more than 130 people have graduated from the program. Academy alums are working today throughout the Twin Cities corporate, private, government and nonprofit sectors. Two Academy alums work full-time as staff members at AALF, and one of the alumna is a former AALF board member. This marked the eighth graduating class since the cohort was founded.





JOSIE R. JOHNSON LIFETIME ACHIEVEMENT AWARD

Dr. Josie R. Johnson gets mentioned everyday at The Forum of course, as the namesake of our Leadership Academy.

On October 20th of 2022, we did something however, that fortified that permanence. A cozy private ceremony at our Minneapolis headquarters marked the event. Invitees included some of Dr. Johnson's family members, AALF board members and staff. First we officially designated our large meeting room as the "Josie R. Johnson Conference Room."

Then, we presented Dr. Johnson as AALF's inaugural recipient of our Lifetime Achievement Award, which included a proclamation honoring this day. The edict read ---

"Now therefore this day October 20th shall forever be remembered and celebrated in the AALF calendar as Dr. Josie R. Johnson Day, for her pioneering spirit and a legacy of fearless contribution distinguishing her as the first recipient ever of the Lifetime Achievement Award bestowed upon her today by the African American Leadership Forum Twin Cities."

In her acceptance remarks Dr. Johnson, 92-years-old, took us on an amazing journey along many historical stops of her vaunted Civil Rights career.

Widely recognized as the "First Lady of Minnesota Civil Rights" we were all in awe seated in a room alongside living history.

"Thank you for this wonderful recognition and I will always be honored that my name is part of AALF's outstanding leadership academy," said Dr. Johnson. "Don't ever let anyone tell you it's not possible. Stay strong in the fight and keep on keepin' on, as my father would say," acknowledged Dr. Johnson in her gracious remarks.



TRANSITION OF LEADERSHIP

AALF WELCOMES ADAIR MOSLEY AS NEW CHIEF EXECUTIVE OFFICER

A six-month national search found the distinguished leader we wanted, in our own backyard. And so, to the excitement of our entire network, **Adair Mosley, a bold visionary, took the reins as AALF's new Chief Executive Officer on October 10th.** Prior to joining AALF, Adair served as President and CEO of Pillsbury United Communities.

"I am deeply honored to be chosen as the next CEO of the African American Leadership Forum Twin Cities, to continue my true ambition of driving transformative impact across our state. I believe in the collective power of the Black community and all the potential we hold," said Adair. "I look forward to leading fearlessly, unapologetically and authentically to meet this moment."

Adair succeeded Marcus Owens, who had served AALF in similar capacity since 2018. Marcus announced his departure to staff earlier in March. **In the interim, Chief Operating Officer Shanaya Dungey and Chief Brand Officer Marc Watts, had served as AALF's Co-Interim CEOs.**

Adair has a track record of strong leadership, transformative innovation and fundraising. He had been with Pillsbury United Communities for the past 11 years. Earlier in 2022, Adair received national headlines for raising \$1M to provide every single student of North Minneapolis High School's graduating class of 2022, a post-secondary scholarship. He also served instrumental in opening North Market, a full-service grocery store located in north Minneapolis.

He wasted no time in expediting the work at AALF. In Adair's very first 90 days he reconfigured the organization's programmatic framework, under an innovative Theory of Change model. He revised The Forum's structure, inputs, outcomes and evaluation, with the announced long-term goal of creating the Black Agenda For Change. So much more to come in 2023!

An organizational rebranding along with a new website. Data mining and research. A Policy Entrepreneur Fellowship. Impactful discourse. Brave command to seize the moment.

Needless to say, Adair has instilled an even greater sense of urgency in our objective of accelerating social change. A reimagining, if you will, through the lens of Afro-Futurism!

Our 2022 Board Chair Kevin Lindsey champions this new direction for AALF. "This moment in the Twin Cities provides us with a unique opportunity to create a healthy, vibrant and prosperous future for the African American community. In pairing the talented AALF staff with Adair's leadership to cultivate the best ideas within our community, this organization is poised to succeed and become a model for metropolitan areas in the United States to emulate."



MORE EXCEPTIONAL LEADERS JOIN AALF IN 2022



Leondra Mitchell
Chief Insights Officer



Niila Hebert
Chief Strategic
Engagement Officer



Ingrid Sabah
Managing Director,
Operational Effectiveness
& Culture



Brittany Travis
Managing Director,
Brand Strategy & Marketing



Amber Jones
Managing Director,
Policy Impact

With a heavy workload already in the public safety realm and with critical work looming large in employment and the additional sectors, one strategic hire at a time allowed AALF to level up.

In addition to Adair, Ingrid Sabah joined the Forum and is now the Managing Director of Operational Effectiveness and Culture. Her role is to oversee structure, processes and systems that ensure organizational efficiency.

Brittany Travis came onboard full-time and now serves as the Managing Director of Brand Strategy and Marketing. She oversees the strategic development and management of communication, marketing and public relations functions. Brittany had previously worked for AALF as a part-time contributor.

Amber Jones, a former JRJLA Fellow joined AALF full-time in 2022. She is now the Managing Director of Policy Impact. Amber leads the Forum's community engagement and advocacy work.

Leondra Mitchell joined the organization in an executive leadership role and now serves as Chief Insights Officer, overseeing market research, data analysis and public policy.

AALF also promoted Niila Hebert to an executive leadership role. Her new position is Chief Strategic Engagement Officer. Niila had been working at AALF for more than a year as a Senior Director.

These key additions blossomed the staff to eleven full-time employees at the end of 2022, completing AALF's second wave of major hiring in as many years. This provided the African American Leadership Forum its most accomplished and distinguished staff capacity in the history of the organization.



MESSAGE FROM THE CHIEF OPERATING OFFICER

Dear Beloved Community, Supporters, Partners, and Allies,

I am honored to connect with you through our Annual Report, a moment of reflection on a year marked by growth and learning. In my capacity as the Chief Operating Officer of the African American Leadership Forum, I wish to express my deep appreciation for the support of our community. I am thankful for the privilege of contributing to our mission's pursuit and take pride in the dedication and achievements of our team. In the face of challenges, our team's commitment and innovative spirit propelled us to new heights in 2022.

Guided by the generosity of our funders, the organization reached a significant funding milestone, increasing our capacity and operational budget. This accomplishment underscores the trust the community has in the Forum. With increased resources comes an immense amount of responsibility – the responsibility to be conscientious stewards of the assets entrusted to us. We've focused on optimizing our efficiency to maximize our impact. We have diligently refined our processes, ensuring that every resource is used responsibly. These efforts laid the foundation for a seamless transition in leadership and direction in 2022.

These resources were also instrumental in fueling our research endeavors and expanding our team's capabilities, enabling us to evolve into a think-and-do tank, testing community-driven solutions to catalyze change in the lives of those we serve. We are approaching challenges from multiple angles; championing a more holistic, Black-Centered approach to identifying needs and amplifying solutions in our community.

In closing, I extend my heartfelt gratitude to each of you who has been a part of our journey. Your support, whether through your time, your generosity, or your advocacy, has been the driving force behind our achievements.

With deep appreciation,

Shanaya Dungey, *Chief Operating Officer*
African American Leadership Forum



2022 STATEMENT OF ACTIVITIES

FY22 Support and Revenues

Individual Contributions	\$21,863
Foundation Contributions	\$886,443
Corporate Contributions	\$102,100
Interest	\$9
Total	\$1,010,415

FY22 Operating Expenses

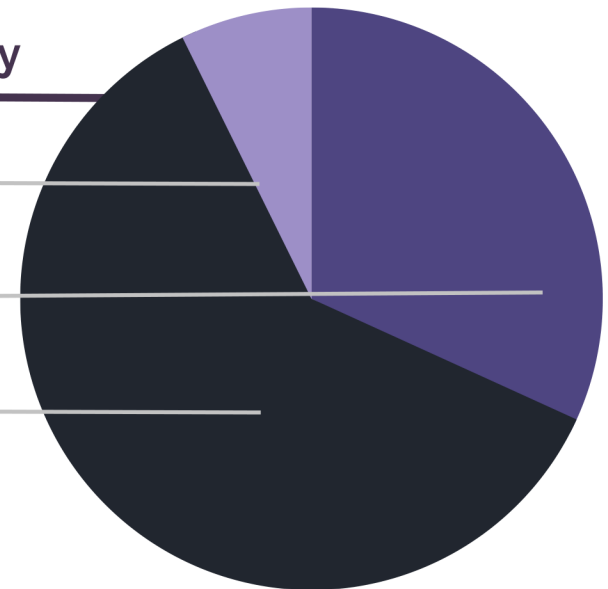
Program Expenses	\$1,352,056
Administrative Expenses	\$704,644
Fundraising Expenses	\$162,174
Total	\$2,218,874

Operating Expense Summary

FUNDRAISING
7.3%

ADMINISTRATION
31.8%

PROGRAM
60.9%



2022 CONSOLIDATED STATEMENT OF FINANCIAL POSITION

Current Assets

Cash	\$2,906,828
Receivables	\$730,575
Prepaid Expenses	\$11,196
Total Current Assets	\$3,648,599

Liabilities

Accounts Payable	\$124,867
Payroll Liabilities	\$76,714
Total	\$201,581

Total Assets

Current Assets	\$3,648,599
Fixed Assets	\$57,565
Other Assets	\$13,086
Total Assets	\$3,719,250

Assets

Net Assets with Donor Restrictions	\$1,979,945
Net Assets without Donor Restrictions	\$1,537,724
Total Net Assets	\$3,517,669
Total Liabilities and Net Assets	\$3,719,250

FUNDERS SUMMARY

Thank You!

The African American Leadership Forum is thankful for the gracious support of its donors in 2022

\$200,000 +



Wells Fargo
Foundation



\$100,000 +



The Toro Company



FUNDERS SUMMARY

\$50,000 +



\$10,000 +



INDIVIDUAL CONTRIBUTORS

Thank You!

With deep gratitude, the African American Leadership Forum recognizes its individual contributors in 2022.

\$8,000 +

Dr. Sylvia Bartley

\$1,000 +

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Kevin Armstrong
John Taylor**

\$25 +

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Saskia Muehlbach
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Niamh Murphy
Jiaying Ni
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Thank You!

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\$25 +

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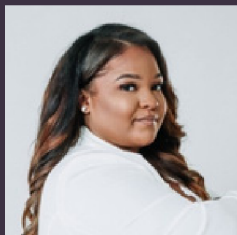
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African American
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