READYING EMERGING LEADERS IN SUPPORTIVE HOUSING
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THURSDAY, JUNE 29, 2023

Mark Jennings, Executive Director - Project FIND
Dr. Patricia Gray, Doctoral Lecturer - Silberman School of Social Work at Hunter College
Nicole Clare, Chief Real Estate Development Officer - BRC
Chinetta Mitchell, Assistant VP of Supportive Housing - Lantern Community Services
Tierra Labrada, Associate Director of Advocacy – The Network

AGENDA

• RESH START
• THE "WHY"
• RELISH OVERVIEW
• CURRICULUM & COLLABORATION
• MENTORSHIP AND SPONSORSHIP
• RELISH FROM A SCHOLAR
• NETWORK’S ROLE
RACIAL EQUITY IN SUPPORTIVE HOUSING WORKGROUP

Our Vision
A volunteer affinity group launched in 2020 to examine and implement tangible solutions to advance leadership and racial equity for New York Supportive Housing Industry stakeholders who identify as Black.

Our Mission
Advocate for policies and practices that advance racial and wage equity & improve the quality of life for Black people connected to the supportive housing sector.
The "Why"

Black people have been historically and disproportionately impacted by poverty and homelessness and face the most systemic barriers to accessing economic and social opportunities. Yet, data shows that the leadership of service providers does not reflect the populations they serve.
THE "WHY"

Mark Jennings noticed during hiring committees that internal candidates were being overlooked for promotional opportunities. To address this, he designed a series of programs, with human resources and the training department to help internal candidates be more prepared for upward mobility.

June 2020

The Black Lives Matter movement and George Floyd protests hit close to home on Fordham Road, in the Bronx, where Mark lives. He sat with his wife and children, wondering how he could help the movement without throwing rocks or protesting.

June 2020

Mark soon afterward started pitching ideas to help frontline workers deal with the dual stress of the pandemic and racial injustice. His ambition was for organizations like CSH and Supportive Housing Network of New York to support his efforts by advertising the events to their members. Each organization approached declined, so Mark produced the events for his agency.

October 2020

RESH meetings started via Zoom. Initial meetings focused on planning and determining “Who we are, whom we want to be, and how we will be different.” Calling ourselves a “working group” was intentional. Though we were just forming, it was clear we didn’t wish to simply talk about issues but to be real parts of the change we had the audacity to ho in the world.
PLANNING FOR ACTION

- Pay Equity Advocacy
- DEI Cultural Changes
- Housing Development
- Leadership Training
- Service Delivery
PROJECTS (2021-2022)

- Mentorship
- Pay Equity
- Expanding and Supporting DEI Initiatives
- Providing a safe space for Black and BIPOC supportive housing staff to support and learn from one another

THE RAMP UP TO RELISH
READYING EMERGING LEADERS IN SUPPORTIVE HOUSING

[RELISH]

Curriculum
6 wks, in person

Mentorship
12 weeks, 1:1

Community
Forever!
COLLABORATION W/ SUPPORTIVE HOUSING PROVIDERS
ACADEMIC LEADERSHIP

Dr. Patricia Gray

Dr. Samuel Aymer
VOICES FROM THE FIELD: THEORY MEETS PRAXIS

MORENIKE WILLIAMS

Moreniike, better known as Nike (Nikki), joined Community Access's management team in October 2005 as the Director of Human Resources. In 2010, during a restructuring she was promoted to Director of Administrative Services (overseeing HR, purchasing and office services and joined the Senior Management team. In 2019, Nike was named Chief People Officer by the new CEO Cal Hedigan.

SHELLY MICHAELS

Shelly Michaels, SHRM-SCP, MSHRM; A Senior Certified HR Executive professional with a successful track record of 15 years of experience guiding organizations in solving complex strategic and operational challenges while developing and driving innovative solutions that promote organizational efficiency, cost-effectiveness and increase employee engagement and productivity.
EVALUATION

28 SCHOLARS

- DIRECTORS
- SUPERVISORS
- SOCIAL WORKERS
- OPERATIONS

ELIGIBLE SCHOLARS RECEIVED CONTINUING EDUCATION
MENTOR & SPONSOR
Nicole Clare

CHANDRA REDFERN
Chandra Redfern, CEO of the Neighborhood
Buffalo Federation of Neighborhood
Centers (BNFNC), is best described as a
compassionate, creative and visionary
servant leader. As a nonprofit executive
leader with over 20 years of experience,
Chandra has a proven ability to
create diverse and strategic
partnerships that make a community
impact.

CHINETTA MITCHELL
Chinetta Mitchell is a Senior Program
Director at Lantern Community Services,
where she oversees the management of
multiple permanent housing units serving
multiple permanent housing units serving
low-income individuals as well as homeless
single adults living with special needs and
HIV/AIDS. In this role, she also directs the
management of a family supportive housing

SHARON DORR
Sharon Dorr has a diverse career with 30
years of experience in the field of Human
Services. Her various job positions have
allowed her to build her skill set throughout her career. Ms.
Dorr has been known as someone who is
responsible for fostering a team-oriented
professional climate that promotes
excellent service delivery, maintains high
standards and supports workforce
development.

TAMIKCO COATES
Tamika Coates is a Program Director at Jasper
Hall, Lantern Community Services. Her
professional goal is to open a women's
clothing boutique. She also wishes to operate
her own private practice offering therapy to
celebrities or black boys & men. She graduated
from the Silberman School of Social Work in
May 2018. Two fun facts about me, I am good at
troubleshooting network problems,
writing, reading, etc. I also can read, write
<table>
<thead>
<tr>
<th>Scholar Title</th>
<th>Areas of Expertise</th>
<th>Mentor Title</th>
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<tbody>
<tr>
<td>Senior Program Director</td>
<td>Housing Operations; Leadership Development; Program Administration; Supervision</td>
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<td>Program Director</td>
<td>Board Development; Finance; Fundraising; Leadership; Org. Development</td>
<td>President and</td>
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<td>Program Director</td>
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<td>Associate Area Dir</td>
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<td>Program Director</td>
<td>Clinical Program Management; Leadership Development; Program Admin; Program Area</td>
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<td>Program Director</td>
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<td>Area Dir</td>
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<td>Leasing Coordinator</td>
<td>Evaluation/Outcome measures; Supervision</td>
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<tr>
<td>Leasing Coordinator</td>
<td>Evaluation/Outcome measures; Supervision</td>
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<td>Housing Operations; Human Resources; Leadership Development; Organizational Dev.</td>
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<td>Director of Facilities and Operations</td>
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<td>Leadership Dev, Organizational Dev, Program Administration, Program Evaluation/Outco</td>
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<td>Vice President, Supportive Housing</td>
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<td>Senior Vice Presi</td>
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<td>Board Development; Fundraising; Housing Development; Org. Development; DEI</td>
<td>Chief Real Estate Development Of</td>
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I wanted to dedicate my life to housing walking, giving poor people homes that afford them safety and a measure of dignity in their lives.
SPONSORSHIP

READYING EMERGING LEADERS IN SUPPORTIVE HOUSING (RELISH)
LEADERSHIP DEVELOPMENT PROGRAM
AGENCY AUTHORIZATION

RELISH aims to provide Black emerging leaders in the nonprofit homeless and housing sector with the management, leadership and networking skills required for upward mobility in the industry. RELISH will provide a cohort with a 24-week intensive learning and mentoring program designed to engage Scholars in a robust, tangible experience that helps to prepare them for the next step in their career. In addition to bi-weekly seminars, scholars will have access to Black nonprofit executive leaders who will serve as mentors, assisting in practical application of the coursework, and providing additional support and networking opportunities.

This opportunity is currently only available to employees within the nonprofit shelter and/or supportive housing sector. In order to participate, all applicants must return this signed Agency Authorization Form. This form certifies the agency fully supports the employees professional development by agreeing to the following:
- Providing six (6) full days of paid time to participate in live class sessions, and allow an additional twelve one hour mentoring sessions over a 24-week period.
- In advance of the program start date, paying the $2,500 program fee.
- When necessary, assisting the employee with access to documents such as agency financial statements, program budgets, funder standards and/or organizational charts.

This form must be signed by an executive director or designee.

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<tr>
<th>Agency</th>
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<table>
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<tr>
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RELISH FROM THE VIEW OF A SCHOLAR

CHINETTA MITCHELL

APPLICATION PROCESS?

Please complete all of the questions and the requested uploads. The deadline is 11:59 PM on July 31, 2022.

The application consists of the following sections:

1. Applicant Information
2. Resume - Upload- PDF Only
3. Work Recommendation - Upload - PDF Only / Must be on Company Letterhead
4. Agency Authorization - Upload - PDF Only (You may upload the completed form in the application or send it to njennings@projectfind.org by the application deadline).
5. Application Questions - (max 500 words each):
   1. Tell us how the RELISH program will help you.
   2. Tell us a few examples of innovations you have implemented to help a person, community, program, or agency.
   3. Please provide anything additional you wish for us to know.

*The application can be saved and resumed later. The save button is at the end of the page.

AGENCY AUTHORIZATION FORM: This form needs to be signed by an executive within your agency. You can download the form here or email njennings@projectfind.org for a copy.

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THE PROCESS

WHY DID I APPLY?

WHAT WAS THE CLASSROOM AND MENTORING EXPERIENCE LIKE?

HOW IS THE EXPERIENCE PAYING OFF?
FORMING A COMMUNITY

Great Job Chinetta! Look at you making history in Women’s History Month. Congratulations!!

I'm here in Albany fighting for more pay for us.

working with you more... Your energy & expertise will continue to carry you far.

Good morning beautiful black people!!! I am so happy to share with you I have been promoted to Assistant Vice President!!!

Congratulations and well deserved and we are...

I was talking my shit today....
RELISH SCHOLAR PROMOTIONS

3K INCREASE
Unsure of New Position

10k INCREASE
Move to Senior AVP

14K INCREASE
Associate Vice President

18K INCREASE
Lateral Move
THE NETWORK'S ROLE

- Project Management
- Fiscal Sponsorship
- Communications
- Admin Support
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EMAIL ADDRESSES

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- CMITCHELL@LANTERNCOMMUNITY.ORG
- TLABRADA@SHNNY.ORG
THANK YOU!