2019 IMPACT REPORT

Culture + Consciousness +
Community + Spirituality +
Move + Meant

AFROCENTRIC COMMUNIVERSITY

BUILDING CIVICALLY ENGAGED & CULTURALLY CONSCIOUS COMMUNITY INSTITUTIONS

CONTENTS

AFROCENTRIC COMMUNIVERSITY

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01 — TO OUR PARTNERS

Jalyn Gordon

The Afrocentric Communiversity, LLC

Founder & Visionary

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Identities: Strategist, Black Mama, Daughter, Friend, Soror, Coach, Consultant, Avid Reader, Community Builder, Black Millennial, Womanist and friend of any and all Black communities.

I am so grateful for 2019. Without it, I wouldn't have my sun, a larger network, a restored sense of confidence in my abilities as a Coach & Consultant and expanded my Life Work into a new city.

To whomever is reading this impact report, I want you to know all things are possible. If the vision was bestowed unto you, then it can come into fruition. Our minds are really marvelous places you know. We can dream ourselves into success. That's actually how I started the Communiversity. I never dreamed my impact would be this significant. When I receive compliments about my work, it can be really challenging to accept them. I consider myself a servant of the community. I put my all into the visions of other people. I always think about the progress of the community before I consider the progress of my work as a company.

Last year's document was called an Annual Report. This year, I am switching gears, wallowing in my wins of 2019 and showcasing my company's impact - all of the amazing projects and people I reached.

140+ CONSTITUENTS

AND COMMUNITY INSTITUTIONS IMPACTED BY THE WORK OF THE COMMUNIVERSITY

2019 IMPACT OVERVIEW

When we look at reports about nonprofits in the United States, they often leave out grassroots organizations. According to Stefan Toepler, there are two types of nonprofits that are not required to register with the IRS: religious institutions and non-profits that gross less than $5,000 per year. Grassroots organizations are typically run on the premise that community dollars are pre-ferred over funding from larger, institutional grants, corporations and foundations. This means it is nearly impossible to get an ac-curate count of nonprofits. It also means when we read historio-graphical texts about community organizing or quantitative data about grassroots groups, we are receiving biased, incomplete information.

The Communiversity chooses to work with grassroots institutions for a reason. I am invested in pro-viding agency to as many people as I can. Oftentimes, that agency comes from house meetings, the PTO parents, the church fellow-ship hall and the numerous hours on a conference call. My own agency as a Community Builder came from these same places.

The Communiversity's platform and partner base is expansive, from border to border. If you ever wonder who is a candidate for my services, let the numbers tell you. We need to bring these folks to the forefront of research.

There is great work excluded from research. The work that sustains the heartbeat of revolutions.

2000+
DIGITAL & PHYSICAL MESSAGE IMPRESSIONS

143 PEOPLE MY WORK HAS REACHED[1]

66 HOURS OF PERSONAL DEVELOPMENT/TRAINING COMPLETED[2]

4 PARTNER COMMUNITY INSTITUTIONS SERVED

3 ORGANIZATIONAL DEVELOPMENT PROJECTS COMPLETED

The Fifth Ward Community Rede-velopment Corporation hosts a fabulous festival for Houston's Fifth Ward with an attendance of 5,000+. This community-centric festival is a collaborative effort between FWCRC, neighborhood residents, civic associations, volunteers and local change agents. 2019's festival com-bined activism with entertainment, assisting individuals recovering from Hurricane Harvey with four stages packed with gospel, poetry, R&B and local artists. Paul Wall even made an appearance that day.

1.
7 Black Captain Program (FWCRC)
103 Health & Wellness Fair with GO Nabe
5 GODS in the Tre Managerial Feasibility Report
15 GO Steering Committee
10 FWCRC Focus Group Facilitation
3 ATX Community Childcare Scholarship

2.
20 hours NeighborWorks
5 hours of webinars
41 hours of retreats (GO Nabe Facilitators at camp, 6 hours at GO Nabe Communities, 10 hours of reading, 5 hours miscellaneous)

ABOUT THE COMPANY

MISSION STATEMENT

The Afrocentric Communiversity, LLC seeks to provide consulting services to Black community institutions, nonprofits and organizations using an African-centered framework.

VISION STATEMENT

The Communiversity envisions a world of efficient, well-managed Black community institutions that make large social impact through Afrocentricity, community engagement and research.

MOTTO

Building civically engaged and culturally conscious community institutions.

"The work is growing. With a pregnant staff of 1, I am extremely proud of the work the company accomplished this year. Our reach is exactly on target with our projected growth for the next 3 years."

The Afrocentric Communiversity's Work is Guided by Three Pillars:

I. Afrocentricity is our framework for our consulting practice.

Afrocentricity is an intellectual paradigm articulated by Molefi Asante that places the interests, values, and perspectives of Africans as the subject of all conversation. Afrocentricity has been used as a framework to develop educational institutions & programming, holidays, understand child rearing, create communities for people of color, even understand architecture.

II. Community Engagement creates long lasting community institutions.

The goal of several organizations is to have a name that outlasts its work - to be in history books, minds, and mouths for centuries to come. Community support is a foundational function for organizations that have a need in communities. The Communiversity teaches its partners how to be engaged with its community on all levels - civically, politically, economically, and emotionally - in order to create a base of support and understanding of the work they do.

III. There is a gap between the Black academy and the community.

In the Communiversity, we value research by Black scholars and about Black people. I have considered it my duty to equip the community with the research to make their institutions successful.

WHAT ARE OUR TARGETS FOR 2020?

» Consulting & Coaching impact reaches 3,000+

» Consult with 15 different partners

» Branch into 2 different states

» Have 5 minimum contracts throughout the year

» 100 hours of personal development/training

» Estimated social media reach of 4,000+

IN EACH MOMENT, CHOOSE BETTER.

COMPANY PRINCIPALS

RECIPROCITY

We give not because we expect anything in return, but because it is what the universe expects from us.

RIGHTEOUSNESS

Doing what is right is not always easy, but doing what is right has the power to transform how we exist in the world and with each other.

SPIRITUALITY

We come from a people who were steadfast and strong in their faith. Throughout history, our Supreme Being has had many names: Ausar & Auset, God, Allah, Jehovah, and many more. No matter the name, their power and our faith were the same.
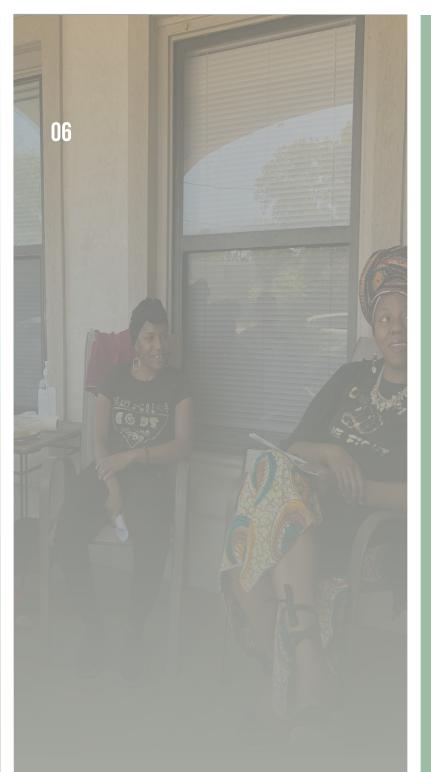
DISCIPLINE

Succumbing to the socialization of the world is tough. Discipline to a righteous way of life is imperative.

INTERDEPENDENCY

Individualism implies a person has the ability to exist without the assistance and wisdom from not only their community, but also from their ancestors. We need each other to survive.

RESOURCEFULNESS

A resourceful group of people are aware of the universe and their impact to it. Understanding human beings are not the only life forces on earth that help us work in tandem with and in consideration of others.

G.O.D.S. in the TRÉ
AFRIKAN CENTERED PRIVATE SCHOOL

GROWING THE ORIGINAL DAUGHTERS AND SUNS IN THE TRE

JayIn had an intimate conversation with G.O.D.S in the Tre about their work together in 2019.

G.O.D.S. in the Tre is an African-centered private school in Houston's Third Ward. G.O.D.S. in the Tre contacted The Communiversity to discuss all things growth for their suns and daughters. The Founder, Mama Juni, wanted to know the logistics about transitioning into more defined roles for a Principal and/or School Manager.

Question 1: Why did you invest in consulting services?
[I liked the idea of having] someone outside of what's going on give me a different view or perspective and it doesn't look as wild and crazy as it feels inside. You help things look a little more promising and clear for me. So that was a part of what I truly needed and miss [working with you].

Question 2: What revelations did you receive from your time working with The Communiversity?
The part for me that really I was grateful that you did and I truly would like to to have gotten more with a newer group that I was working with their perspective from the teachers, and I was working with, huh, that's helpful. I mean, because you don't quite get the honesty or the transparency thing. So that was a revelation for me to heat their thoughts and what their suggestions and ideas were. Also, it wasn't as bad as I felt like the overall situation was. And it seems feasible...you know it seems like it's just something I can accomplish step by step in practice, you know, get on it, stay on it. And so the planning part for me was revolutionary because I thought I was a decent planner but, having three four major things going on at one time made it hard.

Question 3: What advice would you give to someone looking to hire a Coach or Consultant?
[Definitely find someone that] understands your vision, understands where you're coming from, has something in common with you and doesn't just jump from one industry to the next.

I like truly a divine connection with this because I've never specifically heard any consulting companies focus on empowering the African American community like this bike specifically for them. So I would advise them to find someone that specifically deals with their demographic.

Question 4: What were the changes you felt within yourself and within your organization after working with the Communiversity?
I felt great. And I was like, Oh, I have some answers and some solutions. I felt better prepared and equipped to deal with things. You put the research and the statistics and things behind [the managerial feasibility report]. You can feel something, think you [have all the answers] but to see [the report] all laid out, you feel better.

I brought [the report] up in staff meetings [because I was proud].

Question 5: Why do you believe people are skeptical about hiring a Consultant for their school?
Money is just always an issue. You hope and you want what you're paying for, you get the value back. And then truthfully, any quick google of consulting, you know, averages and price rates, makes you feel like I'm gonna have to just [wait]. With you, I feel like truly I was underpaying you. I was like, "I can't believe that! Really?"

I mean, you were so thorough! You put some real effort, time, energy and thought behind what you've done. One of my hesitations was also going out on faith and saying, "Look, Ask for what I needed and go for it." We were able to figure it out and work it out and I was able to get what I needed,

Question 6: How do we as a community create successful Afrocentric schools in the age of Trump?
Honestly, I feel like there has to be some form of collaboration or connection to show unity about the cause and why it's so important. We have schools that have been here for decades and newer [schools]. We need to be encouraging one another, connecting, sharing information even. We should be saying, "Listen, this is something we utilize in our school and find helpful," and vice versa. We've got to get beyond trying to capture our little market.

It just is so glaring. We've gotta get

out of these public schools. They will dump you when they feel like it's worth it to them. And they've been trying to push us out. They've been giving us the last of the last and misinforming us about so much -- purposefully neglecting major parts of life. So, I feel like we have to put it out there: what we have, what we can offer and share and encourage other like- minded teachers to create their own schools. We can create many schools, 50 to 60 kids every [school]. Ten people on staff and it can be a completely totally different dynamic force.

Again, it comes down to money. We need to get behind lobbying for school choice and a voucher type system that pays me, my tax dollars, and lets me send it to whoever is best for my child. So that's one of the bigger things I feel like as a community we need to start pushing for - our own tax dollars to go towards private education.

Question 7: Seperate from the Communiversity, what are some things you are proud G.O.D.S in the Tre accomplished in 2019?
I loved the confidence in our children. I don't hear them talk about what they cannot do. It's like the saying 'We're AfriCANS'. We can do this, we can figure it out.

I love the way they would encourage and correct each other on this. [Telling each other], "You can do this. No, no, don't say you can't." -- checking

one another on their social dynamic and how they treat one another. You can hear them saying, "Is that Ma'at? Are you doing Ma'at?" And you hear them having little conversations at recess and it's like, wow, these kids are really [onto some] things and they appreciate who they are. They are so connected.
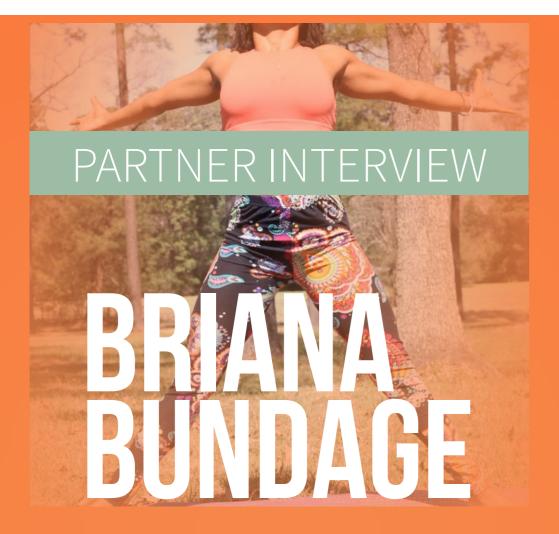
I'm just proud of them. They take on academia from grade levels I know they would not be introduced to in public education but are open to trying it and feeling like they can do it. They'll get it - even if it's, you know, hard in the moment.

Question 8: If you could make one ask from your community, what would it be?
Support yourself. Support those that are trying to create things for you. And likewise create things that we specifically need and want. Stop waiting on it to get perfect or a specific standard before you decide to chime in or contribute. Why are you waiting?

We tend to compare ourselves to this standard Western business. Not that we can't go there or surpass it, realize everything has a ground floor. Especially with us being constantly denied financing and opportunities. . . it takes a lot to get up and go for something when you don't have simple and basic things. So get in on these grassroots [movements], support those that are trying to create a better circumstance.

"Support yourself. Support those that are trying to create things for you. And likewise, create things that we specifically need and want."

PARTNER INTERVIEW

BRIANA BUNDAGE

Question 1: Why did you invest in Coaching services?

I knew I had a vision and I knew that I had an idea in mind, but I needed guidance on how to execute that successfully because I know that I can have a lot of ideas and probably get none of them done without proper planning. So I knew that counseling will help me to plan accordingly and just learn some things about how to be more professional. Because I didn't really care to do that. But learning the counseling sessions have helped me to understand the importance of having a certain level of professionalism to my work, because while it is spiritual work, it still needs to be real work. And not just some anything type of thing that I'm giving my clients.

Question 2: What revelations did you receive from your time working with The Communiversity?

Just understanding that while the work that I am doing is for Black people, I don't need to treat it like Black people will just receive anything. Not that that's what I thought about my business before, But that's a revelation that I really had from working with you because well, I know that I'm trying to serve a certain type of community. Um, there's a way that you can serve them and still make it be [authentic]. Caucasian people have a certain standard for things. Working with you has helped me to see why that standard is important. Originally I saw it as unnecessary. I would think to myself, my people understand me. It's a cultural thing. But honestly, it is a cultural thing. And my people deserve that in their culture as well. And [our sessions] have shown me how to incorporate [culture and professionalism] and how to do [it].

Question 3: What advice would you give to someone looking to hire a Coach or Consultant?

Definitely make sure [you hire] someone who does their work in a way that aligns with your values and your morals because. I told you I was working with someone on this level before, but it wasn't right because she had different core values. It differed from my personal morals and how I wanted to represent myself. [It's important because] when you are coming together to do this work, you are coming from the same place on the same level of understanding. And that's not even like on a cultural level, but on the level of knowing yourself and knowing who you're working with.

Question 5: What was your favorite moment or session with the Communiveristy?

[Discussing my Life Work values] and figuring that out with you.

[I really enjoyed] the questions that you asked me to determine what my [social media] page is for and who my audience is. [It was nice to learn] how to actually look at those demographics on Instagram, and then I was able to see like, dang, my target audience is actually who I'm speaking to now. I was doing that unconsciously. And it was really nice getting that confirmation that I am already on the right track.

Question 6: What is the impact of a healthy Black mama on the community? What is the impact of a healthy Black family on the world?

I think before it even gets to a communal level, her community starts within her home and with her children. So if this mother is healthy, and able to care for her children, that is going to be creating that community. When this mom is healthy, when she can nurture her children the right way, when her children can go out into the community and share the things that the mom has nurtured and poured into them, then that's kind of creating this level of sustainability. Eventually, that family working within the community having these values and having these things that not just the mother has instilled, of course, like it comes from both mother and father, but having the things that the mom is able to share and give because she is in a healthy state that pours into her family.

The healthy black family shows us [healthy Black families do and need] to exist, and outside of like the fact that it needs to exist, how it can exist. If more healthy black families are represented within the world, then that will just create more healthy black families. Kind of like how you see what's happening now that social media is really more popular. I feel like the black community is actually thriving because we are able to have this access to each other and kind of like, see representations of what looks healthy. We don't know what's really true or what's real on social media, but most people are trying to show the best versions of themselves there. That means they're trying to show what a healthy relationship looks like, they're trying to show what healthy eating looks like, how they support a healthy family unit, and just people being able to see that, I think it's helping build more families like that [imagery].

Question 7: You prefer to be called a Birth Worker versus a Doula, why is that distinction important to you?

[In experiences with previous clients, the] definition of what a doula was did not match mine. And I do not want people to get the wrong idea of me. Although I do offer like doula services, I don't want to consider myself a doula [brcause the term 'doula' dates back to] slavery. I would not like to continue that terminology or like that language. I feel like the only reason why I still associate with it is because that's what people know as birth work - doula.

I do feel like it's important for me to separate myself from that title because I don't want anyone to define who I am for myself, instead of like people going, "Oh, she's a doula. This is what she must do". When I come back with an approach of [saying] "I'm a birth worker," then that allows me to share who I am instead of them having a mindset of like, Okay, this is what she does and this is what I'm going to get from her.

Question 8: If you could make one ask from the community, what would it be?

We start thinking for ourselves.

A lot of people follow a lot of different things, and [don't have] their own intention for it, which is why it's probably not working for them. For example, as someone who is trying to get into spirituality and I'm thinking from my own personal experience, at the beginning of my journey, I was really authentic in what I was doing. Somewhere along like the midpoint of my journey, I learned about all these different things and started to apply all these different things, but not really from a true space of my personal understanding or meaning for what I'm doing. It's just like, Oh, I read that this does this, so let me try that.

When you start to do that for yourself and know why you're doing it for yourself and you have thought through your own process for what this means for you, that's when the work really starts to kick in. So, you could be doing all these things, but they're just actions with nothing behind it. When people start to think for themselves, then that puts meaning to the action.

PARTNER INTERVIEW
FIFTH WARD GO NEIGHBORHOODS

JALYN INTERVIEWED COMMITTEE MEMBERS OF FIFTH WARD'S GO NEIGHBORHOODS COMMITTEE WHERE SHE SERVED AS THE INITIATIVE'S MANAGER. MANAGED BY FIFTH WARD COMMUNITY REDEVELOPMENT CORPORATION, GO NEIGHBORHOODS WORKS TO TRANSFORM LOCAL COMMUNITIES THROUGH THE LEADERSHIP OF LOCAL

What is GO Neighborhoods? Why is it important to Fifth Ward? Why is it important to Houston?

"It's unique because it's not a partnership with an organization, but it's a partnership with an entire neighborhood that puts community front and center to drive community development and quality of life improvements."

"I'm going to answer that from a city of Houston perspective and having been part of many planning efforts and seeing many planning efforts, there's not much in the way of capacity to implement [initiatives like GO Neighborhoods] especially from the community driven implementation. So I think that's what makes this initiative unique is that it is community driven and at the end of this, there's action as opposed to a plan that sits on the shelf."

What were some of the memorable moments with Jalyn as your Community Coordinator?

"I think a memorable moment for me like I got a little warm, happy feeling is [. . .] when I was able to transition the work to you, and step away a little bit. And I came

back for a meeting, I saw [new committee members sitting at the table]. I think you opened the door where before we were internally trying to set up protocols and systems and all this stuff which was good and important. I don't know if it was a moment for you, but it was a moment you made possible that there were people that came to the table and the door was blown open a little wider."

"You know, the way that you approach meetings is different. There's a different vibe - there's a moment of reflection, there's a moment to connect everybody and it deviates from what I had been trained my entire life, especially coming out of business school [where I was taught], 'let's get some stuff done I don't care about your feelings.' You ground us in those feelings. And I think that that was something that is memorable for me and that I am trying to instill now into my rapid fire meetings."

What advice would you give to someone looking to hire a Community Engagement Specialist to manage a program in their organization?

"Oh, I would say [look for] someone who not only knows their stuff academically [such as] pro-

gram management organization - you know those basic things that everybody's looking for. But you also have to know how to manage personalities, which Jalyn I think that you did a good job of in managing all the different group dynamics and the nuance that comes along with what you can't learn from a book. That's just a soft personal skill someone has to kind of come into it. Also, knowing how not to engage in conflict, even when you're right [. . . and know] your position is justified over someone else's."

"I want to echo that because I was thinking about this in terms of if you're looking to fill a position, [you are] looking to check boxes. But a good community engagement specialist, manager, whatever you want to call it, it's about the experience and the approach and that isn't learned through textbooks. That is experience, that is personality - and that is something that not everybody has."

"I look for someone with a level of humbleness, because, yes, we need someone who doesn't engage in conflict, who understands that there's going to be, you know, disagreement about approach. But they would also know when to say, I can put my opinion aside and hear what

you're saying and try it that way. And then know when to also say, 'I just want it that's the way it's gonna be.' [They also need to] have a level headed approach so you're not always saying, 'No, it's got to be my way.' or you're always saying, 'Well, geez, you know, we'll do whatever you want.' So someone who's got respect for the community enough to be honest and present, and listen, and be able to speak up and know when to step back. And I think that's a very difficult muscle to know."

What were some of your biggest moments of impact in 2019? How was Jalyn helpful in manifesting them?

"I would have to say my favorite memory is sitting at the Nickel Grille [with the community] and having a nice conversation and a bit of a breakthrough and building trust in [their] confidence in me as a human, as a person. And I thought that was a kind of the essence of what [GO Neighborhoods] is about: building those relationships and moving them forward in a progressive way."

"I would have to say one of the maybe the first Saturday meetings we had at the clinic. I felt like it could have been another one of those meetings where we sit and talk and don't really leave with anything tangible, but I felt the structure that you came in with really helped us knock down some key goals and set foundation for a group that I experienced to be kind of fluid."

How do you balance being grassroots as well as being a "grasstop" organization?

"I appreciate the structure of [GO Neighborhoods] being grassroots because I do have the freedom to bring up [things like pace and community needs and my feelings are] honored and wasn't just shut down and said, 'Nope, this is what we're doing.' And so of course, I love being able to work in the grassroot space and have those conversations welcomed and validated. In a grasstop organization, [leadership] says, 'Nope, this grant came through, this is what the funder wants, this is what's gonna happen, this is when it's gonna happen, I don't care that it's not ready to stand up, it's just gonna happen.' At an agency, there's just lots of other factors at play. Sometimes the voice of the community can be prioritized and sometimes they can't, because at the end of the day [they] are [a] nonprofit, but [they are also] a business and have to keep the lights on. So working with [GO Neighborhoods] you don't have those financial pressures so you can make decisions that are more in line with the community voice."

"City government tries to come down and touch the tips of the grass. What has been really great being part of this organization is finding the roots and being part of that and understanding

it so that I can then inform the municipal governments or any other organization at the grass top or above, how to get to the roots and how to bring everything together. So we just have a whole big forest of grass."

"I will say that I'm still struggling with it. You shared this analogy with me Jalyn months, months and months ago when we were grappling with the animating philosophy of [GO Neighborhoods]. And I think one of the things is that I have to recognize that I'm not the grassroots and I have to keep that open. And I have to make sure that if I'm not it, then someone needs to represent that. Then, my job is to make sure there's space at the table for that. I can't [say] I can speak on behalf of [a group of people] because I talked to a couple of folks the other day at this event [and] now I'm authorized to speak on [their] behalf. It's um, it's really really difficult. It's really hard because you have to tell yourself you don't know it all and you have to make space so it's really hard."

What is the most important aspect of building sustainable leadership in a community?

"You have to empower those that are following you to question you, your leadership [style], your authority and your decision making so they can grow and become leaders as well. I like to have two approaches to my style of leadership. One, lead from behind and lead in a way that I work myself out of a job. So if I do ever leave, there's hopefully a logical replacement for me or I groomed somebody to assume that position. I try not to lead from a place of I have power and I want to hold on to power, but it's leading from a position of how do I use my platform to pull another leader up and

to develop another leader."

"I like that concept of leading from behind. [It's] really critical to [build] the capacity of [those] around you or we have that one planning session and we have that one, you know, understanding or project or event and then it's like, okay, I got 15 other things to do, I'll see you in January!"

What advice would you give to another organization about managing community-led projects?

"Patience, a lot of patience."
"Organizations need to increase their comfort with variety in voices. Not just diversity [as in Black or Hispanic] but also diversity in terms of education level, how people present [or] how people speak. I noticed that on our committee, not, I'm not saying anyone did this intentionally, but on our committee, we were all higher educated working professionals. Eventually we started to get some diversity in education levels. But also feel like when we try to bring in other community members who may not have been coming from the professional working world, they sometimes feel intimidated and overwhelmed. So I think organizations can do a better job about being intentional and making diverse members, candidates who feel like they belong in [a neighborhood committee] as well."

If you could make one ask from

your community, what would it be?

"I think about this all the time. I think about the influx of resources that can come to Fifth Ward that oftentimes does, but the different groups just can't get on the same page. We can't all support one project or get behind one singular thing. It's just a handful of people doing this community activism work. You see the same people over and over at all the meetings that you go to, but, [the community project] has to be either owned by [GO Neighborhoods] or owned by [the] Super Neighborhood [Association] or owned by civic club or owned by [the] Progressive Ward or whoever. And the competing interests just don't allow us to all rally behind one singular thing, for any given moment. I think we lose a lot of momentum and opportunity and then people get worn out and disengaged. So really, nothing gets done, because everybody just wants to do their own thing."

"Showing up with an open mind and looking for those common missions. Nobody's going to agree on the same thing, the same approach. But I see so many initiatives that are battling each other in certain ways, but are aligned. They're all pulling for the same thing. They're calling for preservation of culture, better opportunities for the kids and better health access. I think everybody needs to recognize that and accept that it's not going to be perfect, but we gotta do it as a united front and show up."

'You have to empower those that are following you to question you, your leadership style, your authority and your decision making, so they can grow and become leaders as well.'

POTENTIAL REACH

TYPES OF ORGANIZATIONS SERVED

1,425,024
Total Registered Nonprofits Nationally

106,764
Number of Registered Nonprofits in Texas

34,053
Estimate of grassroots organizations in Texas (by budget size)

37.5%

25%

12.5%

12.5%

12.5%

■ SERVICE ORGANIZATION/NON-PROFIT

■ EDUCATION

■ INTERDISCPLINARY

■ SPIRITUAL ADVOCACY/AWARENESS

■ FINANCIAL/ACCOUNTING/SMALL BUSINESS CONSULTATION SERVICES

Over the years, The Communiversity has expanded to be able to affect change within many organizations and communities, but there is still much to be done. We are passionately in tune with this reality each and every day.

In order to see change at scale, it will take widespread strategies across the continent. We are only just getting started. In 2019, we supported organizations across several sectors and various major metropolitan cities.

We are working to continuosly expand our reach into more organizations and communities that are aligned with our core values and mission.

CITIES WE HAVE SERVED IN 2019

HOUSTON • DALLAS • AUSTIN • CHICAGO

KWANZAA 2019

2019 was the first year the Communiversity & it's Founder celebrated Kwanzaa (shocking right?). Previous Kwanzaa's were honored with traditions such as watching a documentary or movie, reflection & meditation or attending a community celebration - I never planned a week long celebration.

I am very excited about the feedback I received from the community regarding our celebrations which ranged from political advocacy (because the personal is political) to community service.

December 26th (Umoja) - Writing letters to Cyntoia Brown & movie night "The Black Candle: A Kwanzaa Celebration"

December 28th (Ujima) - Volunteering with Elevated Lives at a community garden

December 29th (Cooperative Economics) - Support local, Black owned businesses for 24 hours

December 30th (Nia) - Black Cards Revoked Game Night

December 31st (Creativity) - Spent time tapping into our creative self through painting, journaling, reading, etc.

January 1st (Faith) - Restorative Ritual

A total of 8 individuals accompanied the Communiversity either virtually or physically in activities during the week. Below is a copy of a journal entry reflecting on my first Kwanzaa celebration, but first...

Why is Kwanzaa So Important to Me?

1) I advocate for the celebration, honor, and sustainability of "new" traditions that instill healthy identity politics in the Black community and keep those of us without (and with) direct roots to the continent focused on "the reason for the season" as the Black folks say.

2) We are the current adults - traditions will either live or die with us. I prefer for this one to live.

3) Get Black millennials involved with, educated & excited about Kwanzaa. I understand many have a false identity of Kwanzaa. It does not have to be a stereotypical, mad hypocritical, hotep ass celebration. Kwanzaa is relevant to the generation now more than ever.

Kujichagulia - yesterday. A day dedicated to the Black community reflecting on self-determination. A day I spent submerged in the community, with the community. A day when I reflected on working in my divine purpose. A day when I realized relationships should be determined by me and should always have my best interest at hand. Kujichagulia is a principle I have the least amount of problems with. I have goals & typically accomplish them. However, I am not always confident in my work. Moving from 'doing because I know this is right for others" and "doing this and being confident and excited about it" will be my new focus. Along with not letting the opinions and thoughts of others make me waver. But that's hard! My work is for the people! I want and need them to feel served by what I do. Which is funny because

I'm also learning a lot of folks do not understand what I do. Those moments are quickly followed by love & compassion from my friends that are excited and moved by what I do. Kugichagulia - self-determination. An endless road that leads to an endless amount of revelations, self-inflicted expectations and self-love. A road I am thankful to travel. Ase, Hetepu, and Amen.

Ujima - collective work & responsibility. By far my favorite event for Kwanzaa thus far. When you move people to tears, you know your work is needed and valued. This is definitely the moment that makes me the most proud. Just taking some time to focus and do work. I love it. It makes me happy, full, and validated to know my Life Work is valued. I love that. Collective work and responsibility is what the AC (Afrocentric Communiversity) is all about . . . collective groups of people that aspire to be and do their wildest dreams. People who dedicate their lives to be the best public servant they can be. I'm glad I ended the year manifesting Ujima in such a positive way. So blessed, so thankful.

2020 GOALS & METRICS

COMMUNITY ENGAGEMENT METRICS

Attend a minimum of 1 community engagement event/month

Estimated social media reach of 4,000+

Informing

-Create 3 initiatives to keep my partners (past & present) and the community updated about relevant information for their Life Work success

-Host a minimum of 5 workshops in 2020

-Activate Facebook as a space for individuals to communicate with the Communiversity

Consulting

-Consult with a minimum of 15 partners about their Life Work

-Introduce my business in two new states

-Have a minimum of 5 contracts in 2020

Involving

-Receive feedback on services from all partners with completed and incomplete contracts

-Receive feedback from all individuals who have a consultation

Collaborating

-Collaborate with another organization on 1 project, program or initiative

Empowering

-Newsletter re-engagement campaign to give inactive subscribers a chance dictate content

-Implement any reasonable feedback from all contracts in 2020

IMPACT METRICS

-Services reach an estimated 3,000+
-Consult with 15 different partners
-Introduce my work in 2 different states
-Have 5 minimum of contracts throughout the year
-Provide leadership coaching to at least 6 future Community Builders

FINANCIAL METRICS

-Triple profit from 2019
-Improve our margins by 10%
-Increase salaries for staff
-Create a Financial Emergency Plan

PERSONAL DEVELOPMENT METRICS

-100 hours minimum of personal development/training
-Transition to becoming a full-time entrepreneur

HOW TO INVEST

There are several different ways to invest in my work. For individuals who are interested in short, simple investments, you can donate funds for consultations & other services via PayPal.

Donations can be sent via:

CASHAPP $afrocommuniversity

PAYPAL   paypal.me/afrocommuniversity

If you are interested in becoming a **major funder** for the Communiversity & its work, please email me at afrocommuniversity@gmail.com to discuss growth and investment opportunities.

AFROCENTRIC COMMUNIVERSITY

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