

Good Tidings

News from the Hampton Roads Community Foundation • Summer 2021

\$1 million Facebook award will support Black communities

In recognition of its efforts to advance racial equity, the Hampton Roads Community Foundation received a \$1 million award from Facebook that is supporting Black nonprofit organizations in the region.

The Foundation used the money to create the Black Community Partnership Fund to provide at least 20 grants to organizations with a majority Black board of directors, executive leadership and/or staff, and that primarily serve Black people. The Foundation is one of only 20 community foundations nationwide to receive this funding.

Providing funds directly to Black-led nonprofits helps confront the injustices Black people face on a daily basis. It is a conscious step to address the racial disparities that have impacted Black communities for generations.

The award is part of Facebook's commitment to support Black businesses, creators, and nonprofits.

"We're excited to work with the Hampton Roads Community Foundation to help bring much-needed funding to nonprofits that are serving and supporting the Black community in Hampton Roads," said Marcy Scott Lynn, Facebook director of global impact partnerships. "We're providing funding directly to the Foundation to build on its track record of supporting Black-led nonprofits and ensure that people locally are making the decisions about where these dollars are most needed and can have the most impact."

The award builds upon the Foundation's ongoing efforts to advance a more equitable and inclusive community.



Find the full list of grant recipients at BlackCommunityPartnershipFund.org

"We are elated that Facebook recognized the Hampton Roads Community Foundation's commitment to racial equity and chose to partner with us to support Black-led nonprofits," said President and CEO Deborah DiCroce. "Too often, racial bias and inequities limit opportunities for Black people. Thus, the Black Community Partnership Fund will help challenge and dismantle structural racism in our community."

In 2019, the Foundation's Board of Directors approved a Racial Equity statement and pledged to take steps to mitigate the impact of racism and explore the history of race in the region, including hosting community-based forums, creating an annual Black Philanthropy Month celebration,

conducting an internal equity assessment of the Foundation's practices, and participating in numerous training sessions on racial equity.

Vivian Oden, vice president for equity and inclusion, who manages the Foundation's racial equity work, said the funding will address systemic racism by providing support directly to organizations led by Black people and that serve people in the Black community.

"The community foundation trusts Black-led nonprofits to know how to address critical needs in their communities," Oden said. "The Black Community Partnership Fund will leverage the strength of Black leaders and organizations to make a lasting impact in the Black community." 

Our Commitment to Racial Equity

We believe that racial equity is essential to the success of our region and its people. We further believe that advancing a more equitable and inclusive community is core to the mission of the Hampton Roads Community Foundation.

Race has long held a defining place in American society. It is embedded in our culture, laws and policies, educational institutions, and economy. The result is a system of racial bias and inequities that

limits opportunities for People of Color. If left unchallenged, such structural racism threatens our future.

To be sure, this system is bigger than the Hampton Roads Community Foundation and the region. It is nonetheless a powerful force pushing against "a thriving community with opportunity for all"—what our community foundation envisions for the people of Hampton Roads.



Deborah DiCroce
President and CEO

Soundings

An Equitable and Just Society Starts with Each of Us

I was brought up to believe that all people have dignity and deserve to experience the fullness of life.

Too often, our society has not treated People of Color in this way. For example, during a recent online forum sponsored by the Hampton Roads Community Foundation, I listened as nationally renowned author Richard Rothstein chronicled the discriminatory housing practices sponsored by government at all levels and the long-lasting negative consequences they have had on Communities of Color, especially African Americans.

In his book, *The Color of Law*, Rothstein documents how American cities became racially divided due to federal, state, and local government policies that systemically imposed residential segregation. Coupled with unscrupulous real estate and lending practices, such actions precluded People of Color from attaining generational wealth in ways afforded to Whites.

These practices, along with inequities in healthcare, education,

and the economy, are an underlying part of America's history of segregation. To the point, our reckoning of them is a necessary step toward realizing the Foundation's vision of "a thriving community with opportunity for all"—what we envision for the people of Hampton Roads.

Indeed, this reckoning has undergirded the Foundation's keen focus on racial equity for the last three years. Among other things, we have engaged civic leaders, residents, and experts to consider the most pressing needs of our region through an equity lens. And, we are using the insights gained from these continuing conversations to chart where we will put our strategic focus in helping to effect real systemic change in the region and beyond. A racially equitable, just society is core to our mission and, we believe, is essential to the success of the region and its people. The journey inherent in this commitment is a long one, to be sure, but with an increasing urgency that calls for action from all of us.

At our recent Color of Law event, I shared steps we can individually take both to better understand the urgency of the moment and to challenge the structural racism that threatens our future as a region and as a nation. They include the following:

- Join your civic league and get to know your neighbors.
- Report housing discrimination you witness or experience.
- Advocate for integrated, equitable, high-quality educational experiences for all.
- Learn from local segregation stories shared by the region's residents at www.livingtogetherlivingapart.com/the-stories.
- Write op-ed pieces, talk to elected officials, join a local civic board, committee or commission, run for office, form coalitions.

In short, I opined, play to your strengths and engage because the business of an equitable and just society starts with each of us.

For more information about the Foundation's commitment to racial equity, visit hamptonroadscf.org/racialequity.

A Conversation with Amanda Lloyd



For four years, Amanda Lloyd has been the executive director of the Academy for Nonprofit Excellence, which is made possible through a partnership between Tidewater Community College and the Hampton Roads Community Foundation.

Why did you join the Academy? It mixed my three passions of nonprofit community work, with higher education, and training and development. I did training and development at the city of Norfolk for a decade. I've volunteered for nonprofits my entire life. My Ph.D. is in higher education. It was a perfect fit.

Did you make any changes? I decided to implement a regional nonprofit conference. I also added a networking component, N.O.W. (Networking on Wednesday).

Who should attend? What would they learn? The Academy is for anybody who's currently working in nonprofits or volunteering – from the executive director to the marketing level. It's just \$70 for a five-hour class.

What topics do attendees need information about? I teach about starting a nonprofit. A lot of people don't know all the processes they have to do to make sure their nonprofit is in compliance.

So how do you assist? The Academy helps them with tools and resources and information. I don't have a law degree and I'm not a tax attorney, but I can direct them to state and federal websites. I also create binders with all the forms they need to have. Plus, I let them know that starting a charitable organization means you're not going to get a paycheck for a while.

What's your specialty? The Certificate of Nonprofit Management. You must complete 10 continuing education credits to earn it. Employment reference checks often come to us about participants in the program.

Do you help job seekers? We are known for our weekly nonprofit "Jobs Alert" emails. Many folks in Hampton Roads have gotten a job from these alerts. We have about 5,000 subscribers.

Learn more at academy.tcc.edu

Hampton Roads Nonprofits Rise to the Challenges of the Pandemic

Samaritan House: A Resource for People Experiencing Violence and Homelessness

Samaritan House budgets \$30,000 annually for hotel rooms to give people being abused or experiencing homelessness a safe temporary stay.

With the COVID-19 pandemic, domestic violence increased as stay-at-home restrictions exacerbated abusive situations. Early in the pandemic, Samaritan House used all of its hotel money.

“That was a really scary time,” Samaritan House Executive Director Robin Gauthier said. “I was applying for every COVID grant that was out there” to get emergency funds to keep people housed.

Samaritan House received two COVID Response grants from the Hampton Roads Community Foundation, one for \$10,000 from the Foundation and a joint \$20,000 grant with United Way of South Hampton Roads.

Those grants enabled Samaritan House to pay for 43 weeks of hotel stays, at \$693 a week per family or household, Gauthier said.

For more than 35 years, Samaritan House has been a resource for people in Hampton Roads experiencing violence and homelessness. The nonprofit provides comprehensive services, including victim advocacy and children’s programs, and it runs 14 safe houses for emergency shelter.

“There was a huge spike in domestic violence,” she said, with



pandemic-related unemployment and evictions putting extra stress on families. “That combined with limiting how many people per shelter (because of the coronavirus) gave us an overflow we had to deal with.”

Samaritan House placed between 12 and 15 families at a time in hotels, Gauthier said.

“Most of them (the families) were in imminent danger from domestic violence, with no room in our shelters,” Gauthier said. “We put them in hotels temporarily until shelter opens up.”

In a couple of cases, the hotel grant funds assisted people experiencing homelessness, Gauthier said, including a 65-year-old woman who arrived at Samaritan House’s Virginia Beach office late one afternoon. Gauthier did not disclose the woman’s name to preserve her privacy.

Wet, shivering, and wearing scrubs, the woman had just walked, using a walker, from a local hospital after being discharged. A hospital band was still on her wrist.

Tapping into funds from the community and private foundations, Samaritan House took the woman to a hotel and gave her additional food, clothing, and hygiene supplies.

A case manager met with her the following morning and gleaned more information about her family history. Within a week, Samaritan House was able to connect her back with her family.

“Having that extra money for hotels has been extremely helpful at this time,” Gauthier said. 🕒

F.R.E.E. Foundation

Helping People Regain Mobility and Remain Independent

Debbie Menadier joined the Foundation for Rehabilitation Equipment and Endowment just before the COVID-19 pandemic hit.

The statewide nonprofit lost its local program space when a supporter had to make cutbacks. Menadier, F.R.E.E.’s program assistant and lone paid staff member in South Hampton Roads, soon found herself working from home.

“My other office is a storage unit,” said Menadier. F.R.E.E. was using the unit temporarily so it could continue to provide medical equipment and assistive devices to people who cannot afford them.

F.R.E.E. collects donated equipment, such as crutches, walkers, wheelchairs, and shower chairs to help people regain mobility and remain independent.

In late 2019, F.R.E.E. of South Hampton Roads received \$14,000 from the Hampton Roads Community Foundation. During that time, it served 312 individuals and families. Of those, 104 clients reported that without equipment



FRONT AND CENTER:
Ms. Easter Worlds

FROM LEFT TO RIGHT:
Sean Robinson PM/FF,
Chesapeake FD

Debbie Menadier, F.R.E.E.
Foundation of SHR
Emily Giordano, Occupational
Therapist,
Kindred at Home Healthcare
Kip Reid EMT/FF,
Chesapeake FD

provided by F.R.E.E., they would have had to move in with family members or into facilities.

During the pandemic, F.R.E.E. adapted to continue providing services. It now does community outreach via phone, video chats, and emails. This has increased its ability to work closely with other organizations to meet client needs. For example, Menadier has cultivated a relationship with Chesapeake Emergency Services. When paramedics go into a home and note that someone needs medical equipment, they contact F.R.E.E. In one case discovered by EMS staff, F.R.E.E. gave a Hoyer Lift to help a client get in and out of bed and also connected the client with a hospital bed so they could stay home rather than go into a care facility.

“It’s all about the patients, all about their need and trying to help them and working with their families,” Menadier said.

Menadier also understands firsthand what F.R.E.E.’s services mean to families. Her mother received a lift chair from F.R.E.E. when she was sick.

“I can’t imagine what she would have done without it,” Menadier said. 🕒



Hampton Roads Community Foundation

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Change Service Requested

The mission of the Hampton Roads Community Foundation is to make life better in Hampton Roads through leadership, philanthropy, and civic engagement. Its vision is a thriving community with opportunity for all. Established in 1950, the community foundation is a 501(c)3 public charity that helps residents of southeastern Virginia lead better lives.



Confirmed in Compliance with National Standards for U.S. Community Foundations

Don and Penny Lewis

Legacy Gift to Help Students Forever

Dr. Don and Penny Lewis were a team – dedicated to each other and their Hampton Roads community. Don, a pediatric neurologist, was 60 when he passed away in Norfolk in 2012. Colleagues remember him as a gifted medical teacher, mentor, researcher, and compassionate patient advocate.

After a 20-year Navy career, Don enjoyed a 19-year career at Eastern Virginia Medical School and Children’s Hospital of The King’s Daughters.

For several years Penny, a community volunteer and retired Tidewater Community College employee, pondered the best way to remember Don and give back to the region that meant so much to them.

In 2019, she arranged for a charitable bequest through the Hampton Roads Community Foundation that will “cover all the bases and institutions that were important to both of us.”

Her future legacy gift will establish the Don and Penny Lewis Fund to provide scholarships for TCC graduates pursuing undergraduate or



Dr. Don and Penny Lewis

graduate work at either Old Dominion University or EVMS.

“We were under-the-radar people,” Penny said. “Outside CHKD, EVMS, TCC, and our church community, we didn’t have a big presence.”

Don grew up in a Navy family and graduated from what is now known as Manor High School in Portsmouth. He attended the U.S. Naval Academy and Virginia Commonwealth University School of Medicine. He completed a residency in neurology at the naval hospital in Portsmouth and a fellowship in pediatric neurology at the Children’s Hospital of Philadelphia.

Penny grew up in Prince William County, Virginia, and met Don while studying psychology at the University of Richmond. The couple married in 1973 shortly after both graduated.

Penny earned a master’s degree in counseling from ODU and began a 25-year career at TCC, where she advised students about courses and careers. After retiring from TCC in 2007, Penny worked for the University of Virginia for nine years.

Outside the medical world, Don loved gardening, golf, and going on medical mission trips to treat children in Honduras and Haiti. Today, Penny spends her time volunteering with archeologists at Historic Jamestown where she cleans artifacts as well as volunteers in the gift shop at St. Andrew’s Episcopal Church in Norfolk where she and Don worshipped and he served as a senior warden. ☺

Do you want to leave a lasting legacy to your community? Learn how a gift in your will or estate plans can forever help Hampton Roads. Call Kay Stine, vice president for development, at (757) 622-7951.