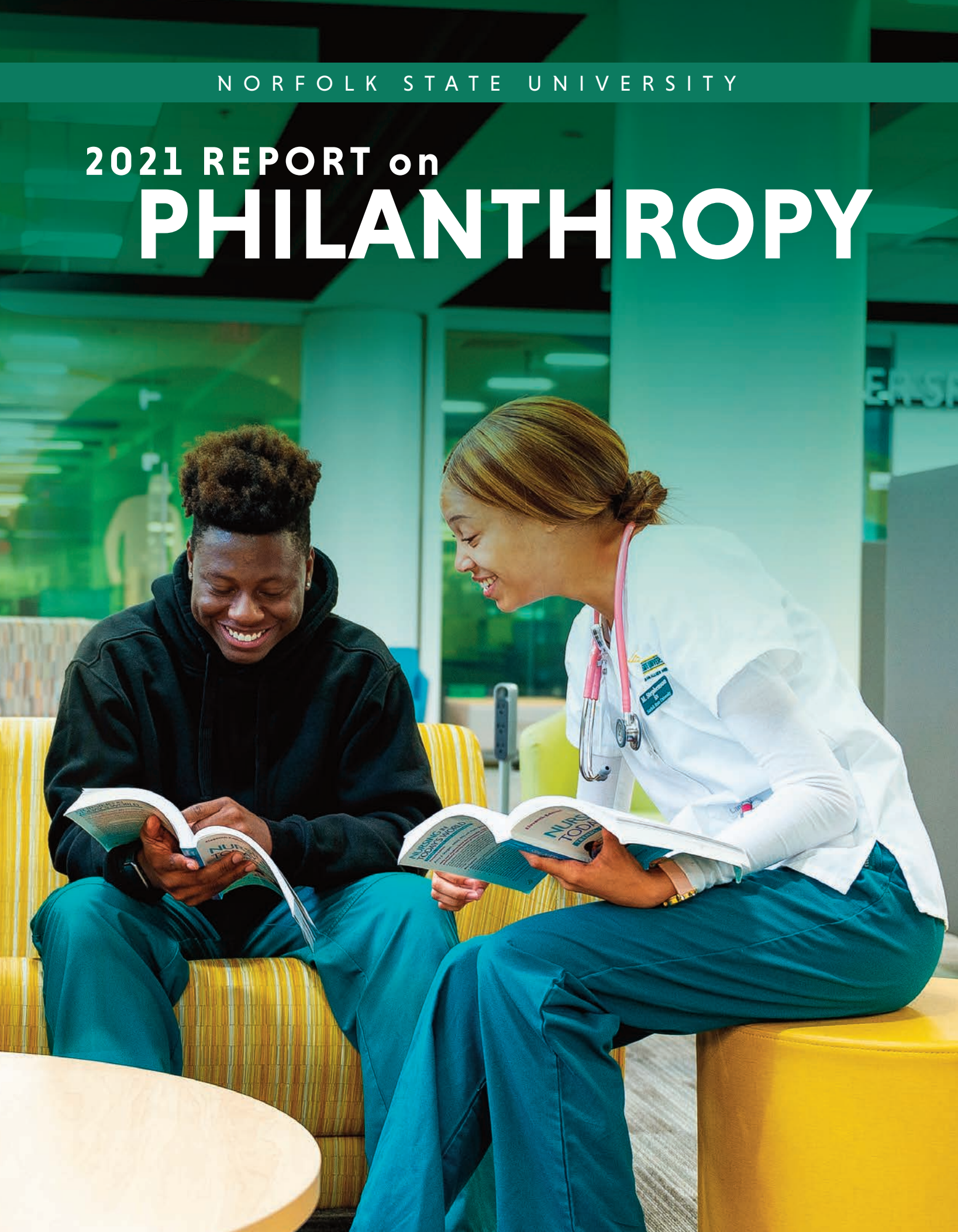
NORFOLK STATE UNIVERSITY

2021 REPORT on PHILANTHROPY



Message from the President

Dear Spartans and Friends of the University,

We have stood together to face yet another year of challenges and we grew stronger. As the pandemic continues to rage across the nation, and threats of violence against HBCUs become more common, our Spartan family and friends have weathered the storm and persevered to keep our students, faculty, and staff safe, healthy, and thriving. I cannot thank you enough for the support you have shown our community.

This 2021 Report on Philanthropy offers insight into the "Culture of Care" that our community works so hard to provide to our faculty, students, staff, and surrounding communities. Donors from all over the country came together to provide $10,511,509 from 4,155 individuals and organizations. Your generosity allows us to achieve our mission of transforming the lives of our students in and outside of the lecture halls. Our students and faculty will make history in 2023 as the Spartan Legion Marching Band will make its first appearance in the Rose Parade in Pasadena, California. Your gifts have a positive impact on students by ameliorating financial hardship and uncertainty. Each donation you make demonstrates your commitment to Norfolk State and our "Culture of Care."

You have shown your faith in the educational mission of Norfolk State University, and we know you are ready to help us build the next generation of Spartan leaders. I am dedicated to ensuring the mission of Norfolk State continues to grow and provide the support needed for our students to achieve. We have ambitious goals to help elevate Norfolk State University's financial future. We need your support now more than ever to continue to fill the void so that our students are equipped to be successful in their chosen career paths.

Thank you for the privilege of leading Norfolk State University as your seventh President. With your energy and support, we will continue to dream bigger, emerge more resilient and "See the Future in Our Students."

BEHOLD!

Javaune Adams-Gaston, Ph.D.

Javaune Adams-Gaston, Ph.D.
President

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Message from the Vice President for University Advancement

Greetings Spartans,

I have never been prouder to serve as your Vice President for University Advancement here at Norfolk State University, and I thank you for the privilege and the honor to present this comprehensive report on NSU's philanthropic achievements.

This year has brought us many challenges, yet the perseverance of the Spartan community to surpass those challenges continues to astound me. Our work continues to ensure our students not only survive their journey through NSU's halls, but that they thrive. Let us take a moment to celebrate all of the accomplishments that we have achieved. Some of which include recognition as a top 20 HBCU by US News and World Report and partnering with Apple to equip every eligible student with Apple devices.

In this 2021 review, we'll share how you — the alumni and friends of Norfolk State — rose to meet the needs of our students amidst the challenges of our society.

As a result of your response, we raised over $10 million, our number of donors is up 18% over last year, with an amazing 400% jump in endowment giving from you, our Spartan Family. This is a monumental expression of the trust and commitment that you have to this institution.

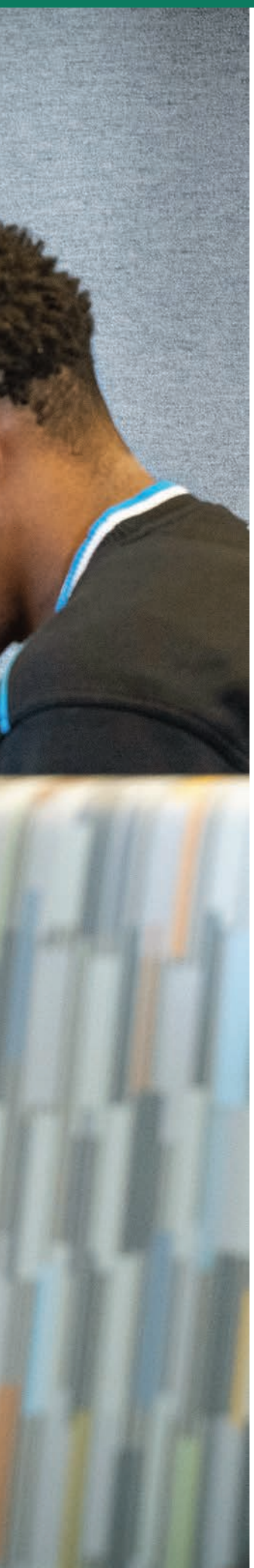
Norfolk State University has emerged stronger than ever from another year of uncertainty because of your support. And for that, I say thank you. Thank you for your commitment to Norfolk State. Thank you for rising to meet the challenges with us, and for showing your pride in our institution in ways that will continue to provide for students for years to come. Thank you for continuing to see the future in our students.

BEHOLD!

Clifford Porter, Jr., J.D.
Vice President for University Advancement

Panel Discussion
Speakers

2021 REPORT ON PHILANTHROPY



BLAZING A TRAIL
of Student Success Through Impactful Giving

Your giving to Norfolk State University makes an impact. Costs of higher education continue to rise as economists and financial analysts predict, and this increases the need for scholarships, grants, and other types of financial assistance for those seeking a college degree. COVID-19 is still impacting the economy and students' ability to pay for higher education. More than 90% of Norfolk State University students are on some type of financial assistance. Scholarships allow students to concentrate on their studies and obtaining a degree rather than worrying about how they will pay tuition, room, and board. This is how scholarships afford students a greater chance of success.

Your generous gift makes an impact!

Many NSU students are also first-generation college students. Your financial support and willingness to give create a variety of scholarship opportunities that provide much-needed financial support.

According to research from the College Board's report Trends in Student Aid Highlights, the total amount of financial aid awarded to undergraduate and graduate students nationwide in 2020-2021 was $234.9 billion. The average amount of aid per full-time equivalent student in 2021 was $14,800 per undergraduate and $26,920 per graduate student.

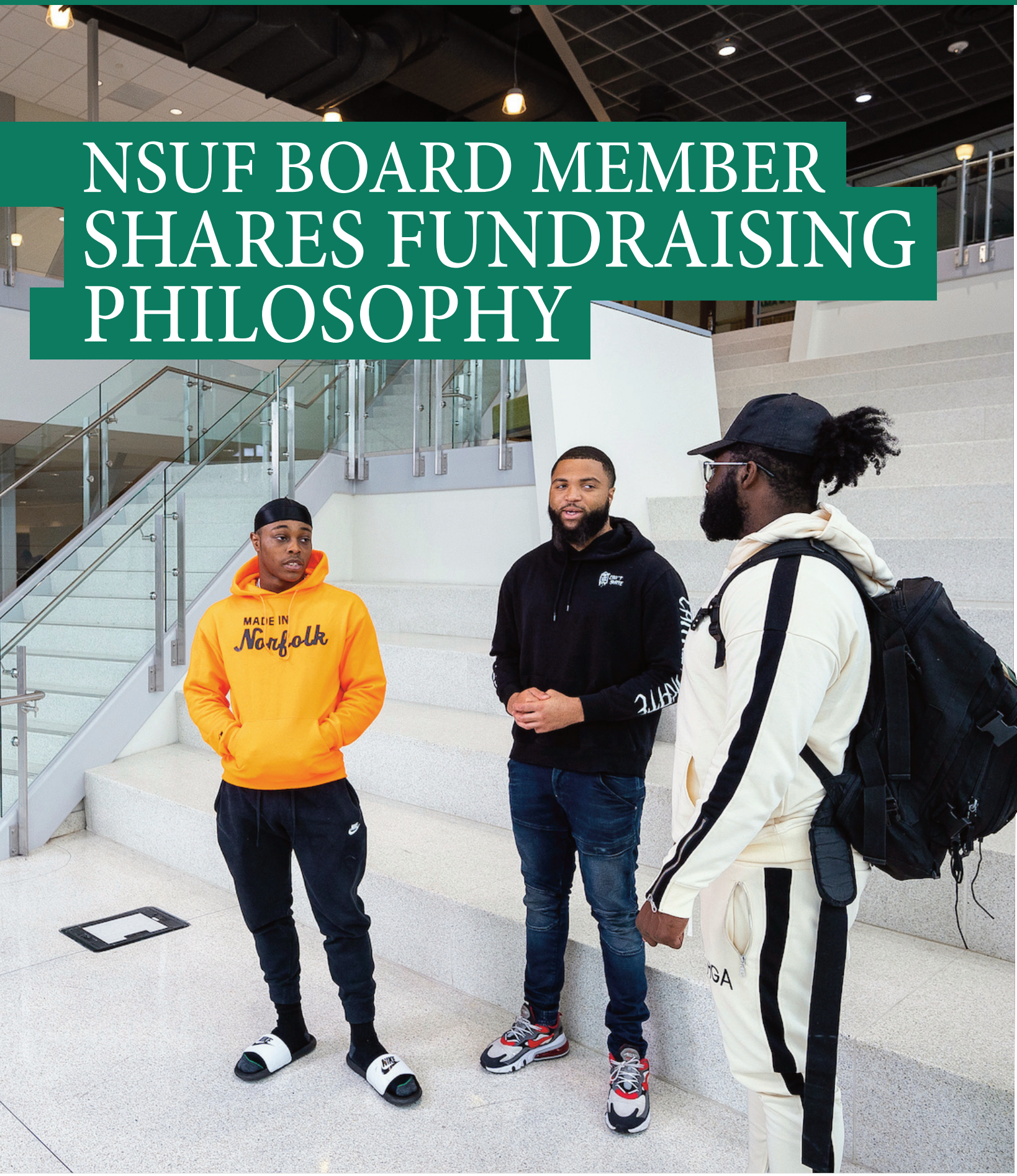
In a State Council of Higher Education for Virginia (SCHEV) report, "for every $2,000 in average unmet need, graduation rates decline." The report also noted that meeting all students' financial needs corresponds with a 9% increase in graduation rates. "Meeting students' financial need is not only a completion strategy but also an equity strategy. That is important because The Virginia Plan for Higher Education sets a goal of 70% higher education attained statewide by 2030."

Your giving makes an impact!

According to the U.S. Bureau of Labor Statistics, the average weekly salary of an individual that has earned a bachelor's degree is approximately $1,248. If you multiply that by 52 weeks in the year, the result is approximately $65,000 per year. In comparison, an individual with a high school diploma earns around $39,000 annually. Every donation – every dollar invested in a scholarship means that another student will be able to realize the dream of a college education. A college degree from Norfolk State University is an investment in the individual student and in the broader sense – an investment across the world.

Obtaining a college degree makes an impact and your gifts definitely have an impact!

NSUF BOARD MEMBER SHARES FUNDRAISING PHILOSOPHY



Earl E. Lee has a reputation at Norfolk State University and in the Hampton Roads community. An NSU alumnus class of '84, Lee has a reputation for being a no-nonsense leader who is truly passionate about NSU.

"He puts his money, time and effort into the things that are going to manifest results," said Misti Goodson, Director of Development Services and Stewardship in NSU's University Advancement division.

Lee has served on the Norfolk State University Foundation Board for about two years and says that he believes the foundation's goal is to "cultivate donorship."

"Let me elaborate on my definition of donorship," he said in a recent interview. "First, we need to ensure our approach, processes and methodology allows for all levels of donors including major gifts, mid-level endowments and individual contributions." Lee further explains his fundraising philosophy saying, "I believe it's appropriate for the NSUF to host fundraisers; however, we must do it with a purpose. For example, the NSUF just completed its Virtual 5K Run/Walk. Of course, the purpose was to raise money for student initiatives. But we had a focus on driving community involvement and student participation." Lee admits that major gifts and mid-level endowments are important, but he says the foundation must continue its momentum toward individual and small business gifts.

Lee, president and owner of JaNay's Cleaners in Chesapeake, said his own experience at NSU definitely had an impact on his decision to serve on the foundation board.

"Norfolk State saved me," Lee reflects. He recounts graduating from high school with a low GPA, serving three years in the U.S. Army, and then deciding to go to college. He received numerous rejection letters. "Fortunately for me, Norfolk State University accepted me – although it was a probational acceptance. I graduated from NSU with a 3.65 GPA. I will always be indebted to Norfolk State University because of the opportunity they gave me."

And, in what has resonated as a recurring theme among NSU alumni, faculty, staff, donors and others affiliated with NSU, giving back, or paying it forward is also Lee's mantra.

"My attitude about volunteering with the NSUF Board is simple: if I don't, who will and how can I ask others to support the university if I'm not involved, invested, and leading from the front," he said. "Leadership matters, and we as the NSUF Board must lead by example and from the front."

As a member of the NSUF Board, he has set high goals. "I want to assist the board through our ongoing transformation. Moreover, I want to ensure we are focused on cultivating donors on all levels and doubling our current endowments over the next few years," says the businessman who serves on the board's Development Committee. "My overarching role is to support the mission of the foundation and assist in our transformation."

Lee has given his time and treasures to NSU.

"I've been invested with Norfolk State since graduation. I chaired the advisory board for the School of Science and Technology (currently named the College of Science, Engineering & Technology) for many years. I have also served as second vice president for the Norfolk State University Alumni Association and served as a guest speaker for career day. I make many classroom visits to speak with students."

In summary, Lee said, "If Norfolk State University calls, this Spartan will respond."

2021 REPORT ON PHILANTHROPY At-A-Glance

Total Gifts and Pledges
$10,511,509

Alumni Donations
$1,775,296

Donated by the **NSU Alumni Association** and its chapters
$123,708

Donated by **Corporations** and **Foundations**
$7,695,743

Gifts from **Matching Gift Program**
$118,138

Given by **graduates** from the **College of Liberal Arts**
$161,129

Gifts from **Religious Organizations**
$51,150

Total number of **alumni donors**
2531

Total number of donors
4155

Donors who were **friends of Norfolk State**
803

Gifts of $5,000 or more
141

Total number of **alumni donors graduated** from **School of Business**
610

Number of **clubs and organizations** that donated to NSU
55

Gifts of $50,000 or more
22

Alumni Participation Rate
9.4%

Women donors
2185

Donors who resided in **Virginia**
2456

Donors who were **NSU faculty and staff**
445

Donors who resided in **Washington DC, Maryland and North Carolina**
473

Alumni donors who **graduated** after **1990**
1263

Alumni donors who **graduated** from the **College of Liberal Arts**
538

Endowed Scholarships |

PROVIDE LONG-LASTING DIVIDENDS

Students Realize their Dreams of Obtaining College Degrees

Amari Butler wants to become a registered nurse. The New Jersey native told the Report on Philanthropy that Norfolk State University has been instrumental in helping her to achieve both her educational and professional goals.

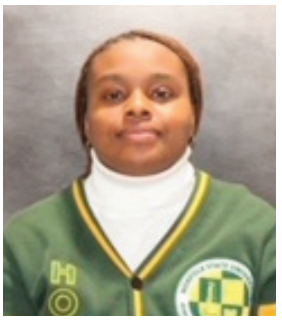
"NSU is providing me with the quality education to reach my goal of becoming the first person in my family to become a registered nurse with my bachelor of science degree," Butler said in her Spartan Profile. She has participated in university activities that also assisted in rounding out her academic experience including serving on the Student Government Association, NSU Sister Circle and the Southeastern Virginia Chapter of National Black Nurses Association, among others.

"My professional goal is to become a registered nurse," she said. "I have an interest in the trauma specialty." She plans to take the National Council Licensure Examination or NCLEX in July and has started planning her next steps. "After about two years of nursing experience, I will seek to obtain higher education in nursing."

The nursing major, who graduated in May 2022, received both the Lyman Beecher Brooks Alum Scholarship and the Dorothy J. Price Endowed Scholarship. "Receiving these scholarships throughout my years at NSU has been a tremendous blessing. I am able to graduate loan- and debt-free! I will forever remain grateful for this great life opportunity," Butler exclaimed.

When talking about the University, she tells others that Norfolk State University is a great school for students to better their futures and prepare for exciting careers. "One very important lesson I learned was to always remain true to yourself. This includes listening to your gut, and to listen to what your body is trying to tell you."

Derricka Jones, who also graduated in May 2022, is a Dozoretz National Institute for Mathematics and Applied Sciences (DNIMAS) scholar who majored in electrical and electronics engineering. She hails from Portsmouth, Virginia, and says that NSU was instrumental in her goals long before she began attending.



"My father, mother, and older sister all graduated from the University. I was able to participate in cybersecurity camp here at NSU, as well as the Summer Bridge Program," Jones said.

She received several scholarships to continue her education including the Provost Scholarship, the Strength NSU Endowment, the Carnival Fund and the Virginia Aerospace Business Association Scholarship. Her long-term goal is to work at the National Aeronautics and Space Administration (NASA). "My few short-term goals include obtaining my master's degree in electrical/mechanical engineering and a Ph.D. in aerospace engineering."

When the DNIMAS scholar talks about Norfolk State University she tells people, "Norfolk State is a huge family, and you will be accepted into various groups of your choice. There are so many opportunities for you that will help you succeed and gain the experience you desire."

Endowed scholarships are the financial investment that keeps on giving. Donors that create endowments begin a legacy of continued giving that can end up supporting various students for decades.

Derricka Jones summarizes the real meaning behind scholarships. "Every scholarship that I have received since attending Norfolk State University has allowed me to focus on my education without the worry about finances. The scholarships have helped me believe that NSU genuinely wants me to be a part of the student body and to matriculate successfully."

These stories, and a myriad of others just like them, show that donating to Norfolk State University makes a positive impact on student lives, our community and the world.

BOARD MEMBER COMMITS

TIME AND TREASURES TO NORFOLK STATE

Fundraising is about building strong relationships, connections, and being able to make a case for one's organization. When we at the Report on Philanthropy talked with Norfolk State University Board of Visitors member Delbert H. Parks, we found a different kind of relationship – a connection with the university that spanned time and space. Parks is the vice president and site executive for Micron Technology Virginia, a Manassas-based high-tech manufacturing facility. Parks talked about his connection to NSU.

"Gov. Ralph Northam wanted to fill an open position on the university's Board of Visitors. I knew about Norfolk State from sports and several of our employees were from NSU," Parks said. Reminiscing about his initial experience with the university, he admitted, "I met with the rector, and I wanted to get involved. I wanted to join the Board of Visitors."

As Parks relates Micron's connection with Norfolk State he said, "Micron has interacted on different levels with NSU. We invested $300,000 in the cleanroom at the university to support students." Micron Technology Virginia builds semiconductor devices for cars, cell phones, and more. The company is the number one supplier in the state for these components. "I've done this work for 28 years," Parks reflected. Micron is committed to helping students to jumpstart their careers in STEM and supports students, educators, and communities by developing programs that support STEM education in cities where Micron employees reside.

Parks has had an affinity for the HBCU experience for decades and shared another reason for his $100,000 contribution to Norfolk State.

"My mom was a brilliant science student in high school, but she couldn't afford to go to college. My wife and I want to leave a legacy behind . . . a legacy that supports the next generation of Black students and especially women in the STEM area," Parks said. "I believe in the NSU mission, and its mission aligns with my values. It's important for us to better ourselves. God has blessed us and it's the right thing to do."

A Texas native, Parks has two children in college. They are not STEM majors, but he says he's okay with that. "We have to put kids first and invest in them. It's important to prepare them for their academic careers and to enable them to be productive citizens so they, in turn, give back to the community."

Dr. Javaune Adams-Gaston, NSU president who is also known as Dr. J, has fired up the campus and its supporters, according to Parks. "Dr. J's belief in Norfolk State has lit a fire at that school. When I talk about NSU, I tell people that the university is a family. I am proud of the work Dr. J and the NSU staff have accomplished. They've invested in the structure of the university, and it's become a part of the fabric of community," Parks explained. "I feel pride in this institution."

Parks believes that God has placed us all here for a purpose . . . for a specific reason. "Investing in the next generation of professionals is vital," Parks said. "We're excited to be a part of Norfolk State."

ALUMNUS REMINISCES ABOUT UNIVERSITY'S PROFOUND IMPACT

Norfolk State University professors and staff have historically been known to have made life-altering impacts on every generation of students. Countless recollections have been shared about the generosity, caring and empathy of the faculty towards their charges.

When talking to retired Army Lt. Col. Larry Carr, an NSU alumnus – class of 1969, he relays similar stories about the faculty. Carr's memories are laced with humor, wisdom and gratefulness, which is at the root of Carr's recent action.

Carr made a gift of $25,000 to NSU for the creation of an endowed scholarship for students majoring in political science. He created the endowment for students in political science with the hope that they will be active in politics.

Carr's classmates in the 1960s made plans to change the world.

"As students, we used to have conversations in the student government office, with other history and political science majors about things going on at the school, in the city, state and the world," Carr said. "We would debate endlessly into the night about the solutions to world problems."

He fondly remembered one professor in particular – former Virginia General Assembly Delegate Dr. William P. Robinson Sr.

"Dr. William P. Robinson headed up the political science department. He was brilliant. We talked about court cases, how cases got to the Supreme Court, and how dissenting opinions often wound up being the majority opinion."

Another endearing moment Carr remembered was when Muhammed Ali visited Norfolk State. "Ali was a really captivating speaker."

Those long discussions and debates undoubtedly influenced Carr's professional life, outlook, and hope for humanity. He was elected to the Sacramento City Council in 2014 and re-elected in November 2016. Prior to his service on the Sacramento City Council, Carr taught at Sacramento High School and started a JROTC program. He hopes that his contribution to NSU will inspire other students to examine politics as a calling.

Carr continues to give to Norfolk State because he said he owes the institution a debt of gratitude for molding him into the person he has become. "Who knows where I would have been had it not been for Norfolk State. It profoundly changed my life. The professors cared about the students . . . took an interest in their lives. They treated you like a human being. Dr. Robinson would put 20 bucks on his secretary's desk, and any student that needed money for food, the bus, or whatever could take the money out of the box. He would never ask you to pay it back. He worried that students wouldn't be able to make it through the day. The professors knew you by name and knew your issues," Carr recollected passionately.

Carr is a man whose horizons and life outlook were broadened because of NSU's influence. "It's important that we not just take in this life. Norfolk State opened my eyes to a larger world, and when I was in a position to contribute to pay my debt, I did," Carr said. "We all get here on somebody's shoulders. If I can help some student on the edge to get over the hump, then I want to give back."

"Students get personalized care at NSU that you can't get at larger institutions," Carr observed. "Here at the University is your opportunity to make something of yourself. The experience is transformational and worth the significant investment."

Sisters' Endowment Honors Father's

Coaching & Life Legacy

Before the term "girl dad" was popularized after the death of NBA star Kobe Bryant in 2020, sisters Charlene Andrews and Annette Ross had a girl dad of their own – a basketball legend. Their basketball legend, Coach Charles Christian, who served as Norfolk State University's basketball coach from 1973 to 1978, and from 1981 to 1990.

"He was the University's winningest basketball coach with 319 wins and 95 losses," boasts Charlene Andrews.

According to the NSU Athletics website, Christian led the University to win seven CIAA Tournament championships, three Division II regional tournament titles...advancing to the Division II national quarterfinals each time.

Andrews and Ross have the best memories of their dad. Andrews retells the memory of both the men's and women's basketball games at Norfolk State being packed with students. "Standing room only," she said. "Some of the professors gave students time off from a class to go to the games in the middle of the week."

"Daddy was the first basketball coach to have a team play in Joseph G. Echols Hall. There was no equipment room, so he took space from his office and the locker room to build an equipment room," Andrews remembered. As both sisters reflected on their father's contributions on and off the court, they felt it was time for something to be done to honor and commemorate his legacy. Ross and Andrews have gifted NSU $25,000 for the Coach Christian Floor Naming Endowment.

Coach Christian was not only a coaching legend. He embodied the spirit of what it meant to be a father and a servant to the community.

"I was definitely a daddy's girl," said Annette Ross. "I went everywhere with him – was always by his side."

Even when Coach Christian worked on the roof of their home, Ross was with him. Ross recounted their early years living across the street from Booker T. Washington High School.

"Daddy was a coach and a counselor. I tried to play basketball but wasn't any good at it. I did have a pair of white high-top Converse sneakers though," she laughed. "Because of our father, I learned to appreciate jazz. Mama and daddy introduced us to so many things. We were very close to daddy. They gave us a wonderful life."

"Daddy was not only a phenomenal coach. He was likewise a phenomenal advisor. He knew the importance of education and athletics. He treated the students and student-athletes as if they were his own family," recounted Andrews. "An NSU professor once told me how much he respected daddy and his coaching staff because they made sure the players did their work and kept up with their assignments. Such comments made me even prouder to be his daughter."

The Coach Christian Floor Naming Endowment to Norfolk State University is the siblings' first gift to the University. They have been working on this gift for several years.

"When we first started working on this, we wanted to name a street," noted Andrews. The final iteration of their tribute to the coach was renaming the gymnasium floor. Ross and Andrews credit a host of NSU staff, former staff and alumni in making the Coach Charles Christian endowment a reality, including , Fran Steward (NSU Athletics Foundation), Earl Jones (former NSU basketball player) and Clifford Porter (current Vice President for University Advancement).

"We hope the endowment will help produce high-quality graduates that set a good example for the Norfolk State University family, and demonstrate how we support HBCU students and NSU," noted Ross.

"The objective is to assist student-athletes who need money for their fifth year and summer school," Andrews said. "This aligns with the University's mission to provide students with the financial assistance they may need to graduate."

"I grew up on that campus," Ross said. "I wore NSU paraphernalia, and for my school's show-and-tell days, I showed a variety of cups from Norfolk State."

Being exposed to a university library while still in high school, Ross said helped her to master the library systems. When the sisters talk about the University to other individuals, the overarching theme is pride.

Andrews said, "NSU is a community, a family, and the pride of the Norfolk community. Daddy relished in the pride his players brought to NSU." Her sister finished, "NSU is a family and a community. That family was our family."

"It's an honor to be able to make a gift that will allow students to know about Coach Charles Christian. They see the flags around the arena and now we'll be able to honor his legacy as a coach, a father, and a public servant. We are recognizing him for doing so much," both sisters agreed.

Charlene Andrews

Annette Ross

You can help support the Coach Christian Floor Naming Campaign

reach its $250,000 goal by making a gift online at www.nsu.edu/givenow and designate to the Charles O. Christian Endowed Fund or by texting **COACHCHRISTIAN** to **41444** on your mobile device.

Editor's Note: Although Andrews and Ross have not seen renderings of how Coach Christian's name will be emblazoned on the gymnasium floor, they envision his name etched in the University's history and at the baselines under each basketball goal.

On the Road to Pasadena:

SPARTAN LEGION BANDMEMBER TALKS ABOUT THE JOURNEY

It's been all over the news and social media. The Norfolk State University Spartan Legion Marching Band has been selected to perform in the 2023 Rose Parade. The announcement was made last October during the homecoming game, and the crowd went wild!

The Rose Parade has a deep and long tradition. The Valley Hunt Club organized the first Tournament of Roses in 1890. The parade was added, before the competition, to show off the abundance of flowers in Pasadena even in the dead of winter. Over the many years the parade evolved and today the Rose Parade is a New Year's tradition viewed by millions of people all over the world.

Report on Philanthropy spoke with Jacob Hopson, a senior majoring in biology, who leads the saxophone section about what it's like to be chosen for the Rose Parade.

Being chosen to perform in the 2023 Rose Parade, "is a great achievement for the Spartan Legion. It opens up a lot of doors for different opportunities in the future," Hopson said. "It will help with recruitment, band recognition and morale. We know our musical journey is not complete and we can keep marching forward to achieve new goals," Hopson mused. "For me, I feel participating in the Rose Parade is huge for the band."

Hopson revels in the Legion's growth and its many accomplishments. He proudly talks about his colleagues and the band's faculty and staff, and he knows the Spartan Legion has considerable work over the next few months. "We've got a lot to do to get prepared for this event. We'll have more exercise sessions throughout the day. We're going to start marching more. We will also contemplate, reflect and grasp the importance of performing in the Rose Parade,"

Hopson said. "This is big for the Legion. We work so hard all the time, and it feels as though we are finally getting the recognition we deserve. It's another milestone for Norfolk State – a commemoration of our success."

Hopson added, "They will talk about this performance until the end of time – like people are still talking about the Legion taking part in a Grammy Award-winning music video." (Justice Heavy Metal – Album Woman Worldwide).

Hopson observed that being a member of the Spartan Legion is a calling. He says the experience has taught him more than just how to play a mean saxophone, but he's also learned many valuable life lessons.

"What I like best about being in the Spartan Legion is how through my time here, I have become a different man," Hopson said. "When I first joined the band, I had no idea what I was doing. I was so immature. Looking back on where I've come from to where I am now, I'm a lot more mature. Today, I make an impact on everybody that I come into contact with."

The musician doesn't necessarily picture himself becoming a professional musician. On one hand, Hopson noted that he would like to play small gigs and teach younger children the fundamentals of the saxophone. "But my ultimate goal is to become an exotic wildlife veterinarian," he said. No matter what career path he chooses, there is no doubt that he will use the lessons he's learned as a member of the Spartan Legion.

You can support the Spartan Legion's efforts on their Road to Pasadena by visiting *www.nsu.edu/givenow* or by texting **RoadToPasadena** to **41444**.

Q&A

University Advancement Staff Establishes Strong Connections *to* Contributors

Editor's Note: To thoroughly understand the nature of fundraising and philanthropy, we offer insight into the role that University Advancement staff play in researching, identifying, and securing potential donors through Q&A interviews like the following.

Philip C. Sherrill
Director of Leadership and Major Gifts

Q. How long have you been in the position of Director of Leadership and Major Gifts?
A. I was hired in 2012 as Director of Corporate and Foundation Relations. My title was changed to Director of Leadership and Major Gifts sometime in 2020.

Q. What is your role in the University Advancement hierarchy?
A. My role in the organization is to solicit and cultivate philanthropic gifts, in support of NSU's strategic goals and priorities, which include student scholarships, academic programs, special initiative projects (e.g., Donor Legacy Wall), planned/estate gifts, naming opportunities, and endowed gifts to strengthen the University's endowment.

Q. What drives you to continue the work as a fundraiser?
A. I am inspired by my great grandfather Joseph Charles Price, the son of a slave who founded Livingstone College. Working to support HBCUs feels as though I am continuing the work he started.

Q. In your role, do you also research potential donors and analyze them as prospects?
A. Yes, although we recently hired a prospect researcher. The prospect researcher is constantly mining our database to ensure that I am always communicating with our top prospects.

Q. How do you connect and/or maintain connections with NSU donors?
A. I spend most of my time on the telephone speaking directly with alumni. I am also a big proponent of leveraging social media, especially LinkedIn to forge relationships with donors.

Q. What do you like most about your job?
A. That's easy. Getting to know our alumni and connecting with people who have a passion for making a difference with a cause they care about.

Misti D. Goodson

Director of Development Services & Stewardship

Q: How long have you served as the Director of Development Services & Stewardship?
A: Since 2015. my entire career at Norfolk State has been in University Advancement. Eleven years in Communications and Marketing as the assistant director; three years as advancement writer and nearly eight years as a manager and/or director of Development Services and Stewardship.

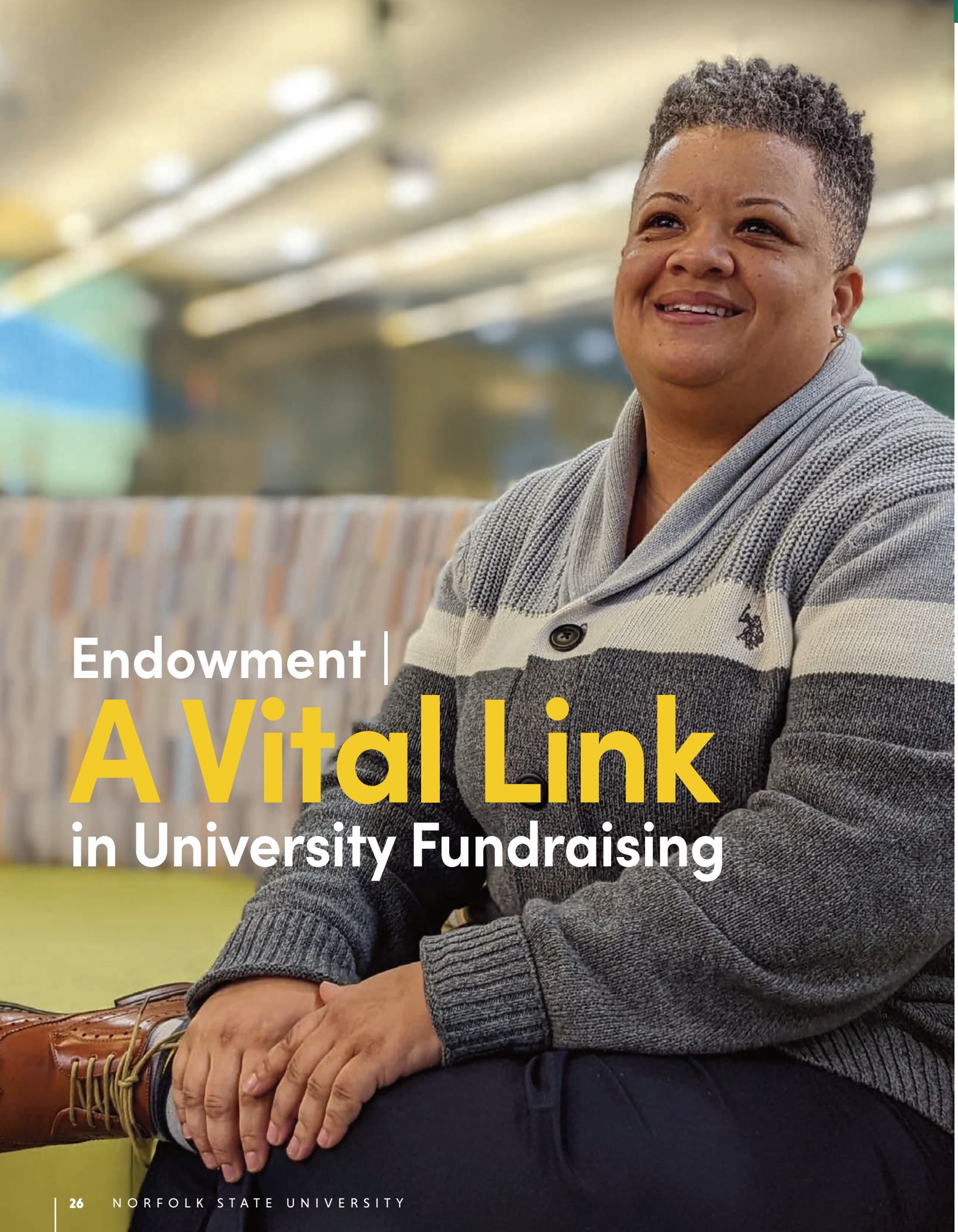
Q: What is your role in the University Advancement hierarchy?
A: As the director of Development Services and Stewardship, I manage the day-to-day functions of the Office of Development Services and Stewardship, which is an essential unit within the division of University Advancement. In this capacity, I provide administrative leadership and operational expertise for the workflow related to donor gifts, reporting, and stewardship.

Q: Besides ensuring all donations are accounted for and donors thanked and acknowledged, what other functions and/or tasks are you and your team responsible for?
A: The Office of Development Services is a team of four individuals: two gift processors, a database administrator, and me. Our team supports the mission of Norfolk State University and its advancement professionals' efforts. We are responsible for the daily depositing, processing, and recording of all gifts and pledges to NSU in a timely and efficient manner, and providing reliable fundraising reports for annual tax statements, training and technology required to accomplish NSU's fundraising goals. We also strive to provide positive customer experiences for donors and prospective donors while ensuring that they are fully cultivated, engaged, and recognized in meaningful ways.

Q: In your role, do you have donor solicitation or potential donor identification duties?
A: If you work in University Advancement, rule #1 is to know that fundraising is everyone's business and responsibility. Although my primary role is not donor solicitation, I know that donors give to people with whom they have established relationships. It is not uncommon for me to solicit donors or provide a friendly fundraising pitch for some of our University's annual giving initiatives or special events. On occasion, I close the deal.

Q. How do you connect and/or maintain connections with NSU donors?
A: I maintain my connections with NSU donors by doing what I say I will do in a timely manner. I have built a foundation of trust with many NSU alumni and friends and a reputation for being straightforward and honest. I think having good follow-through; being consistent and always keeping the lines of communication open are essential to donor relations and stewardship.

Q: What do you like most about your job?
A: What I like most about my job is the flexibility. I get to utilize most of my talents: writing, critical thinking, and talking a lot. Each day is really a new adventure. I also get to engage with so many people throughout campus and in the community. I rarely get bored.



Endowment | A Vital Link in University Fundraising

We at the Norfolk State University ROP have often written that fundraising is part art and part science. Part art...fundraising is a discipline that requires diligent people who can creatively connect to prospective donors. Part science...fundraising is a business discipline that requires people who understand how money and investments work. According to Investopedia.com, University endowments are comprised of money or other financial assets that are donated to academic institutions. University endowments have a specific legal structure that is intended to indefinitely perpetuate a pool of investments for a specific purpose.

The Norfolk State University Foundation Inc. (NSUF) is a nonprofit fundraising corporation established to support quality education and to generate private financial support for the academic development of the University. The Foundation is governed by a volunteer Board of Directors whose members serve as advocates for the University and its programs.

"The NSU Foundation also manages, invests and administers private gifts, including endowment and real property to assist University Advancement in its fundraising initiatives, and annual goals," said Crystal Jenkins, Executive Director for the NSU Foundation.

"Since March of 2019, I have served as the foundation's manager, and in December of 2020, my title changed to executive director," she said. Before the title change, Jenkins said she served among the accounting staff and as the accounting director from 2012 through 2017. The NSU Foundation Inc., incorporated in 1971, is a separate nonprofit 501 (C)(3) established exclusively to provide support to Norfolk State.

"Although my team and I work very closely with University Advancement, I have always been employed full-time by the Foundation," Jenkins said.

Jenkins describes her role as the foundation's executive director as having to work closely with the NSUF board of directors to fulfill its mission and ensure the fiscal integrity of the foundation.

"Additionally, I manage the day-to-day operations of the foundation and currently supervise a team of three employees," stated Jenkins. "My team and I work closely with the NSU president and the vice president for University Advancement on strategic University priorities where the foundation can offer support to create significant economic impact for the students and the community." As NSUF executive director, Jenkins added that she also participates in initial donor meetings to secure financial support for the University and connect donors to the assistant vice president of development in University Advancement for future cultivation.

"More than anything, I enjoy interacting with student interns and serving as a professional mentor for them while they also get hands-on accounting experience," she said. "I love knowing that every effort I exert will ultimately benefit a student here at Norfolk State with a scholarship or other needed assistance during their matriculation."

As of December 31, 2021, NSU's unaudited endowment portfolio was valued at $83,475,906.

"With the transformational gift from philanthropist MacKenzie Scott and favorable investment performance, the University's endowment experienced significant growth. This growth allows the foundation to provide the institution with 143% more money in general, operational, student scholarships and academic support as compared to prior years," Jenkins detailed.

The foundation executive director further explained how endowment funds work as compared to other types of capital from donations.

"Endowment funds are established with the initial capital coming from donations and then invested to generate interest over time. That interest can be withdrawn at a certain limit annually and the principal is never to be spent. Non-endowed funds are also created with initial donations, but the main difference is these funds are not invested over time and do not generate interest. This means the initial capital can be spent at any time."

When asked about how more difficult fundraising would be without the endowment, Jenkins explained, "Having an endowment provides reliable, long-term financial support to NSU and flexibility to adapt to the ever-changing needs of our students and the University in general. It also gives University Advancement time to engage in long-term planning and cultivation with major donors for NSU. Endowed and non-endowed funds are both critically beneficial for students and the University."

EVERY GIFT MATTERS! THANK YOU!

Norfolk State University thanks those whose generous contributions in 2021 supported our efforts and inspired us to continue forging onward. Thank you for making us a priority in your charitable giving last year.

INDIVIDUALS

Based on Gifts and Pledges Received
January 1 – December 31, 2021

Spartan Circle ($50,000 - $74,999)

Mr. Delbert H. Parks
Drs. Melvin T. and Patricia L. Stith

University Circle ($25,000-$49,999)

Mrs. Kathy P. Belfield
Mr. Myron T. Bowers
LTC (Ret.) Larry R. Carr
Mrs. Charlene E. Christian-Andrews and Mrs. Annette Ross
Mrs. Joyce D. Daniel
Ms. Vernita M. Exum
Mr. Markus J. Gillis
LTC (Ret.) & Mrs. James R. Harris, Jr.
Mr. Earlie P. and Mrs. Charolette C. Horsey
Mr. Clevester & Mrs. Dameron L. Jones
Mr. Lin Walton, CDR, USN (ret.)

1935 Sustainer's Circle ($10,000-$24,999)

Anonymous (1)
President Javaune M. Adams Gaston & Mr. Dmitri Gaston
Dr. & Mrs. Tommy L. Bogger
Dr. & Mrs. Morry D. Brown
Mr. Glenn R. Carrington
Mrs. Parisiene T. Clark
Mrs. Blanche Neal Duggins
Mr. Tony and Dr. Patricia H. Fisher
Mr. Darien C. Grant
Mr. and Mrs. Rodney E. Greene, Sr.
Mr. Micah C. and Mrs. S. Kandi Hall
Dr. Carl Wheatley Haywood
The Honorable and Mrs. Raymond A. Jackson
The Honorable Jerome James
Mr. Darrel E. Jones
Rev. Keith I. Jones
Tamara A. Jones, M.D.
Colonel Timothy Lamb
Ms. Crystal C. Lassiter
Ms. MaryHelen and Mr. David Lewis
Ms. Lorie A. McCowan
Mr. Robert Maurice Randall
Mr. Archie W. Robinson
Ms. Joyce Hall Shambley and Dr. Harold D. Shambley
Mr. Joseph L. Wiggins

Pillars ($7,500-$9,999)

Ms. Rhonda L. Allen
Ms. Keisha J. Ceasar
Mr. Charles R. and Mrs. Clementine S. Cone
Dr. Deborah S. Foreman
COL (R) and Mrs. Harold L. Hagans, Jr.
Mr. Horace E. Jordan Jr.
Mr. & Mrs. Marty L. Miller
Ms. Shelvee H. Osborne
Mrs. Frances W. and Mr. Chester L. Steward, Sr.
Colonel James W. Whitehead, Jr.
Dr. Albert J. and Mrs. Brenda W. Williams

Cornerstones ($5,000-$7,499)

Mrs. Renitalynette K. Anderson
Mr. Charles N. Brown
LTC (Ret.) Ronnie L. Brown & Mrs. Diane Ampey-Brown
Ms. Kathy Bullock
Mr. & Mrs. Shedrick Byrd
Mr. Raymond S. Calloway
Mr. Clifton J. & Mrs. Eunice R. Crocker
Mr. and Mrs. Clarence D. Demory
LTC (Ret.) Larnell B. & Mrs. Tina Exum
Colonel Michael E. Freeman
Drs. Stephen E. and Beverly B. Harris
Mr. Charlie B. Harris
Mr. Gerald E. Hunter
Dr. Grady H. James
Mr. Anthony Kendall
Ms. Glenda Lassiter
Dr. Robert B. Lee, III and Dr. Margaret G. Lee
Mr. and Mrs. Clarence L. Lewis
Ms. Delceno C. Miles
Ms. Allison P. Moore
COL (Ret.) Conrado B. and Dr. Phyllis D. Morgan
Ms. Nancy K. Myrick
Mr. and Mrs. Farley R. Perkins
Mr. Mervin and Mrs. Sandra Pitchford
Mr. Clifford Porter and Mrs. Bonisha Townsend Porter
Mr. and Mrs. Challis L. Purrington, Sr.
Ms. Bridgette J. Riddick
Mr. Michael M. Riddick and Mrs. Mona A. Riddick
Mr. and Mrs. William S. Sivels, Jr.
Mr. Bobby N. Vassar, J.D.
Mr. and Mrs. Clyde D. Wiggins
Mr. Paul L. and Mrs. Brenda B. Wright
Mr. Lloyd M. Yates

Green & Gold Circle ($2,500-$4,999)

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Mr. Levi M. Bell
Mr. Antwong L. Berkley
Mrs. Arvett L. Blount
Ms. Marjean Boettcher
Mr. and Mrs. Lewis C. Booker
Ms. Brook Brandon
Mr. William A. Brothers
Mr. Franklin E. Clarke
Mr. Norfleet Claude, Jr.
Mr. Carlton Lafayette Clemons, Jr.
Mr. and Mrs. Walter R. Clemons
Dr. Deborah DiCroce
Mr. Jonathan L. Elder
Mr. Ernest M. Ellis, Jr.
Dr. Dorothy M. Freeman
Dr. Mildred K. & Mr. Douglas B. Fuller
Colonel Thaddious L. Goodman
Mr. Elverett E. and Mrs. Joyce L. Gregg
Mr. Larry Griffith
Mrs. Estherine J. Harding
Mr. Larry D. and Mrs. Denice D. Harris
Mr. Antonio L. Harrison
Ms. Joan B. Harvey
Mr. Devon M. Henry
Ms. Michelle D. Hill
Ms. Wanda Lowe Hodges
Mr. Curtis L. Hurdle
Ms. Chloe' E. Jones
Mr. Jerry L. Jones
Dr. John R. Jones
Mr. T. Irle Jones
Mr. Anton V. Kashiri
Dr. Michael O. Keeve
Mr. and Mrs. James D. Lamb, Jr.
Ms. DeShera G. Lassiter
Ms. Judy March
Dr. Aliecia R. McClain
Mr. Ernesto R. Perez
Mr. Carlton L. Perkins
Dr. Charlie D. Roberts Jr.
Mr. & Mrs. James E. Salter Jr.
James E. Savage Jr., Ph.D.
Dr. and Mrs. Michael M. Shackleford
Ms. Carolyn J. Simpkins
Mr. Isaac J. Smith
Mr. and Mrs. Joseph A. Staton, Sr.

Mr. W L Taylor
Ms. Symone L. Thomas
Mr. and Mrs. Lynwood A. Turner
Mr. Joel R. Wagner
and Dr. Dianne Davis-Wagner
Mr. Earl H. and Mrs. Marilyn L. Watford
Ms. Melody M. Webb
Mrs. Maggalean W. Weston
Mr. and Mrs. Cecil E. Williams, Jr.
Mrs. Constance B. Williams
LT. Taj A. Worthy

Loyalty Circle ($1,000-$2,499)

Anonymous (4)
LTC (Ret.) Crispin A. Abad, Sr.
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Mona Adkins Easley
Ms. Michelle P. Alexander
Dr. Juan and Mrs. Tara Alexander
Dr. Abdinur M. Ali
Mrs. April T. Allbritton
Ms. Jennifer P. Allen
Ms. Yvonne Allmond
Mrs. Karla J. Amaya Gordon
Ms. Barbara M. Amos
Ms. Brenda H. Andrews
Ms. Camilla H. Ashby
Mr. Ashley D. Avery
Mr. Reagan Aviha
Mrs. Tonia Ayers
Mrs. LaVerne Moore Bagley
Ms. Carla A. Bailey
Mr. Willard Bailey
Dr. Beryle I. Baker
Mrs. Jennifer B. Baker
Mr. and Mrs. John W. Baker, Jr.
Mrs. Linda E. Baker
Dr. Carray and Mrs. Alesia Banks
Mr. Bryan S. Barker, Sr.
Ms. Gloria W. Barnes
Mrs. Etta C. Baum
Ms. Alisha L. Bazemore
Mr. Clifford Boakye Mensah
Dr. Dianne Boardly Suber
Mrs. Wanda Boone
Ms. Pamela F. Boston
Mr. John H. Bowman
Mr. and Mrs. Cassell E. Brabble
Mrs. Sarah Bradby
Mr. Tristan R. Breaux
Mr. Roderick & Mrs. Sonja A. Bridgers
Mr. Ronald W. and Demetria C. Brinkley
Mr. Richard T. Brooks
and Mrs. Martha N. Brooks
Mr. Charles F. Brown
Ms. Cynthia L. Brown
Mr. Gilbert J. Brown
Mr. James & Mrs. Valerie Brown
Dr. Leonard Brown
Captain Kimberly Y. Brown Mason
and Mr. Eric Mason
Dr. Michelle R. Buchanan, M.D.
Mrs. Anne V. Bunch
Mrs. Willie M. Butts
Mrs. Carol J. Byrd
Mr. Ericke S. Cage, J.D., LL.M.
Dr. Maxine Hankins Cain
Ms. Kathleen R. Campbell
Mr. Michael and Mrs. Laurie M. Carpenter
Mr. Percy C. and Mrs. Catheline G. Carter
Mr. Leon H. Carter
Ms. Nadja L. Carter
Col. (Ret.) Thomas H. Chapman
Andria N. Chapman Taliaferro, D.D.S.
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Mr. and Mrs. Thomas N. Chewning
Major Rafael E. Chico Lugo
Mr. and Mrs. Carl Coates
Ms. Jenice Coffey
Mr. Jesse E. Coley
Mr. Reginald B. Collins
Ms. Renee R. Collins
Ms. Towanda R. Colquiett
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Dr. Johnetta Davis
Mrs. Nicole K. De Jesus
Mr. Andre Dean
Maj. Gen. (Ret.) Arthur T. & Mrs. Debra R. Dean
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Ms. Karen Dewalt
Mr. & Mrs. Gerald W. Dixon
Mr. Dwight B. Dodson
Mrs. Helena Lynch Dodson
Ms. Nequita A. Dowling
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Dr. Howard Duncan
Dr. Elizabeth D. Dungee Anderson
Mrs. Marolyn V. Edmonds
Mrs. Banita Edwards Porter
Mr. Frank T. Elliott
Mr. Anthony C. & Mrs. Zana D. Epps
Mr. Morris T. Exum
Dr. Charlie H. Fairchild
Drs. Edgar and Barbara Farmer
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Dr. Rhonda Fitzgerald
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Tracey D. Ford, Ed.D.
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and Mrs. Willie McCargo Freeman
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Dr. Doveanna S. Fulton
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Ms. Lonnie Gillian
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Mr. Christopher Goodman, Jr.
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Ms. Sylvia Gregory
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Dr. Gloria P. Hagans
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Mr. Corey A. Harrell
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Mr. Robert and Dr. Gladys C. Heard
Mr. Fred Helm
Mr. Devon O. Higgins
Mr. Gregory J. Hill
Mr. Darren L. Avent
and Mrs. Charita J. Hill Avent
Mr. Richard Hillian
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Ms. Shirley Holmes
Ms. Valerie B. Holmes
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Mrs. Arketa R. Howard
Dr. Thorna Humphries
Mr. Charles J. Hunter
Dr. Sandi B. Hutchinson
Ms. Janeen T. Jackson
Dr. Breshell Jackson Nevels
Ms. Shana Z. James
Mr. Clifton Jarvis
Ms. Crystal D. Jenkins
Mr. Rodney D. Jennings
Ms. Joyce S. Johnson
Ms. Patrice L. Johnson
Mrs. Heather A. Johnson Wall
Mr. Dennis Jones
Ms. Dominique C. Jones
Dr. Dorothy L.R. and Mr. Elliott C. Jones
Mr. George A. Jones
Leonard W. Jones, Esquire
Mrs. Luwanda Foster Jones
Mr. Robert L. Jones
Mr. and Mrs. William A. Jones
Mr. William H. Jones Jr.
Mr. Derrell and Dr. Dalphine A. Joppy
Mr. Solomon S. Irving
Dr. Sharon D. Kelly Green
Mr. David R. Kenerson, Jr.
Ms. Brenda H. King

Dr. Sharon Kirkland Gordon
Mr. and Mrs. Michael N. White
Mr. Lawrence K. Land
Ms. Doris E. Langhorne
Dr. and Mrs. Curtis T. Langley
Professor Andreas K. Lauer
Mr. and Mrs. Theophilus Lawton
Mr. Earl E. Lee
Mrs. Carol A. Levitin
Ms. Vicki N. Lewis
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Mr. and Mrs. George A. Lindsay, Jr.
Mr. Walter L. Lindsay, Jr.
Dr. Denise M. Littleton
Dr. Valjean Livingston
Dr. Brandon D. Lucas
Drs. Nicholas A. & Kimberly R. Lumsden
Mr. Eric L. Majette
Mr. Laurence T. & Mrs. Bertha Manning
Mr. Sam Maren
Ms. Ronaydee Marquez
Mrs. Joan K. Marsh
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Mr. and Mrs. Brian McIntyre
Mr. Kenneth R. McIntyre
Willie L. McMillian Jr.
Dr. Felicia E. Mebane
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Mr. Dennis Montgomery
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Dr. and Mrs. James L. Moore III
Ms. Deborah D. Morton
Dr. Justin L. Moses
Mr. Michael Mullins
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Dr. and Dr. Wilbur L. Myrick, Ph.D.
Mr. James T. Newton
Mr. John S. Niblett, Jr.
Ms. Barbara J. Nicholson
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Mr. Jimmie L. Nixon
Mr. Jesse Earl Owens, II
Mr. Shawn Z. & Mrs. Latisha O. Tarrant
Mr. and Mrs. Arthur Palmer
Mr. Donnell C. Parham
Mr. and Mrs. Dwight M. Parker, Sr.
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Mr. Dwayne Paxton
LCDR USN (ret) John and Mrs. Rose Pemberton
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Mrs. Carol R. Pickett
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Ms. Natalia A. Pierson
Mr. Michael L. Pines
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Mr. and Mrs. Lee A. Powell
Dr. Dionne L. Price
Mrs. Mel Price
Mr. Marvin Dennis Prince
Mr. and Mrs. Randy Pugh
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LTC (Ret.) and Mrs. William R. Rainey
Dr. Terri Reed
Mrs. Deborah A. and Mr. Clifton Reid, Jr.
Dr. Emmett L. Ridley
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Mr. James R. Robinson
Mr. Robert L. Rodgers
Mr. and Mrs. Ervin L. Rogers
Sydana D. Rogers Hollins, Ph.D.
Mr. Kenneth Rogers
Mr. Zackary N. Rogers
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Mr. Philip C. Sherrill
Mr. Aran & Mrs. Margot Shetterly
Dr. Richard A. Singletary
Mr. and Mrs. William S. Sivels, Jr.
Mrs. Danielle T. Smith Jones
Dr. and Mrs. Milton T. Smith
Ms. Patrice C. Smith
Mr. Robert R. Smith
Mrs. Alisia D. Smith Rucker
Mrs. Carrie G. Snead
Rev. Lavon Snyder
Dr. and Mrs. Kyo D. Song
Mr. Donald M. Sparrow
Drs. Linwood R. and Glora Spruiell
Mr. Carlos D. Spruill
Ms. Linda Spruill Banks
Mrs. Crystal Square Williams
Dr. Marie St. Rose
Mrs. Josephine B. Stanley Brown
Mr. Erik L. Stephenson
Lisa Price Stevens, M.D.
Mr. and Mrs. Alfred R. Steward
Dr. Minnie A. Stiff
Mr. Wesley Stith
Mrs. Oretha Hill Stone
and Dr. Clarence L. Stone, Sr.
Dr. Randolph Sykes, Jr.
Ms. Francine A. Taliaferro
Ms. Andrea C. Tatum
Lieutenant Colonel Antoine D. Taylor
Ms. Vinnie L. Terrell
Mr. Reginald and Mrs. Joyce Terry
Mrs. Pearl Walden Thomas
Mr. Herbert L. Townes
Ms. Alisha M. Tucker
Viola Vaughan Eden, Ph.D.
Mr. and Mrs. John H. Vaughter, Jr.
Ms. Tarrye L. Venable
Dr. and Mrs. James M. Victory
Mr. and Mrs. Michael W. Walker
Mr. Trenton L. Walker
Mr. Anthony O. Walters
Ms. Yolanda J. Ward
Mr. and Mrs. John E. Warren
Ms. Marilyn H. Watkins
Dr. Ingrid E. Watson Miller
Mr. Sterling Weaver
Ms. Monica L. White
Ms. Tanya S. White
COL (Ret.) and Mrs. Moses Whitehurst, Jr.
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Ms. Brenda M. Williams
Mrs. Davida H. Williams
Mrs. Delores G. Williams
Mrs. Viola V. Williamson
Mr. Benjamin Wilson
Mrs. Margie W. Wilson Coefield
Mr. Jimmie D. Wilson
Mr. and Mrs. Karl D. Wilson
Mr. and Mrs. James Wilson
Ms. Julia B. Wingard
Colonel James E. Wood
Mr. Calvin M. Woodhouse, Jr.
Mrs. Keshia D. Woodous

Heritage
($750 - $999)

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Mr. Carey Aursby
Mr. Kevin W. Bailey
Mr. Vincent R. Bess
Mr. and Mrs. George A. Bradby
LTC John W. Brown, Jr.
Mr. Terry W. Butler
Mr. & Mrs. Jerome A. Bynum
Ms. Frances W. Chavous
Mr. and Mrs. Jacob L. Cheeks
Mr. Theodore V. Cross
Ms. Regina L. DaCosta
Mr. Tariq Davis
Mr. Troy S. Dildy
Mr. Cameron Dye
Mr. Stephen L. Edmonds
Rev. Dr. James Edwards III
& Rev. Dee W. Edwards
Mr. Earl Eley
Mr. Valente J. Frazier
Ms. Misti D. Goodson
Dr. and Mrs. Geoffrey V. Guns
Dr. Tarin T. Hampton
Mr. Hiram C. Harris
Mr. Dwight D. Hendricks
Ms. Margaree G. Hood
Mr. Keith P. Hubbard
Mr. Levander Hughes Jr
Ms. Regina Humphrey
Mrs. Thea J. Jackson
Mr. Carlton Jarvis
Mr. John A. Jessup
Mr. and Mrs. Joe W. Johnson
Mr. and Mrs. William H. Johnson
Ms. Linda V. Jones
Mr. and Mrs. Donald D. Larrimore
Ms. Marion Y. Lee

Dr. Cassandra L. Newby Alexander & Dr. William Alexander
Mr. Edward Nichols
Mr. Dennis D. Patterson
Mr. Earl Plummer
Mr. and Mrs. Caleb Powell, Jr.
Mr. James Lewis Rivers
Mr. Greg Sherrill
Mr. Hiram K. Smith
Ms. Linda L. Smith
Mr. Cecil A. Taylor
Mr. Lewis T. Taylor, Sr.
Mr. Dwayne H. Webb
Mrs. Donna M. Webb Alexander
Mr. Ted Wilder
Mr. Mikelle C. Williams, Sr.
Mr. William R. Wright
Mr. Ronnie Wyche

Dean's Club ($500 - $749)

Anonymous (2)
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Dr. Olusoji Akomolafe
Mr. Josef D. Allen
Mr. and Mrs. William W. Anderson, Jr.
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Sheryl D. Bailey, Ph.D.
Ms. Patricia Stagg Baker
Ms. Maxine S. Bane
Mr. Gregory B. Baptiste
Mr. Joseph Barden
Dr. Melissa J. Barnes
Mr. Ephraim J. Bennett
Mr. Darius McCullough Benton
Mr. Festus C. Bett
Ms. Brenda L. Betts
Dr. Suely Black
Ms. Gloria M. Blair
Ms. Beverly W. Bonner
Ms. Tracy D. Boone
Ms. Christine A. Booth
Mr. Kenneth D. Brandon, Sr.
Ms. Tracy A. Broady
Dr. Karl B. Brockenbrough
Dr. George W. Brown
Ms. Hattie L. Brown
Ret. Keva R. Brown
Mr. Stanley R. Brown
Mr. Claude A. Burrell
Dr. Cynthia Burwell
Mr. Clifton D. Cabarras
Ms. Tracy R. Caldwell Gore
Mr. Kirk Callwood
Ms. Michia M. Carrier
Mr. Joshua Celestin
Ms. Tené Cherry Hale
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Ms. Kristy Clark
Dr. Lorenzo B. Clemons
Ms. Noelle N. Cook
Mr. Donald W. Coppedge
Mr. Raymond Council
Ms. Regina T. Crawley
Ms. Andrea N. Crump
Ms. Vance F. Davis
Mr. Spencer M. Dempsey
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Mr. and Mrs. James Doughtie
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Mr. Stanley Drew
Mr. George R. Easter
Mr. Wendell J. Elam
Mr. Gerald K. Epps
Mr. Vincent I. Epps
Mr. Rodney O. Evans
Mr. Henry G. Flood Jr.
Mr. Emmett T. and Mrs. Andrea Forbes
Ms. Linda D. Forbes
Ms. Janice M. Foreman
Colonel and Mrs. Jeffrey D. Freeland
Bishop Fernando E. Gaines
Mr. Barry Gardner
Mrs. Kimberly E. Gaymon
Mr. and Mrs. Jackson C. Gerst, Jr.
Mr. Reginald A. Geth
Mr. Kenneth A. Giles
Ms. Tarah S. Goggins
Mr. Darryl L. Gray
Mr. William T. Harper III
Okema Harper Branch ,Ed.D.
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Mr. John G. Hatcher, Jr.
Mr. Clifton Eugene Hayes Jr.
Ms. Barbara Henley
Ms. Dawn Hess
Mr. Daryl Hines
Mr. Walter Hoff
Dr. Bernadette J. Holmes
James W. Howell, Ph.D.
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Mrs. Valencia H. Ingram
Mrs. Catherine Jacocks
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Ms. Iva A. Jeffreys
Ms. Nelly Jerop
Mr. and Mrs. Eugene Johnson, Jr.
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Mr. Michael J. Johnson
Ms. Candace L. Jones
Mr. and Mrs. Claywood Jones
Pastor and Mrs. James W. Jones, Sr.
Mr. and Mrs. Leon H. Jordan
Mrs. Stephanie A. Jordan Venson
Mr. Louis and Mrs. Olivia Kearney
Mr. and Mrs. Elijah C. Kent
Ms. Cicely King
Bishop Bennie Kingwood
Mr. Kenneth J. Knuckles
Ms. Laura E. Kostel
Rev. Aleisha A. Langhorne
Mr. Steve E. Lassiter
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Ms. Jacquelyn P. Lee
Ms. Michelle Leverette
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Mr. James L. McCargo Jr.
Dr. Janet M. McKenzie
Ms. Deborah Y. McKissick
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Benefits of the Donor Honor Roll

- You receive public recognition of your generous support.
- You receive the personal satisfaction that comes from making a gift.
- You demonstrate leadership, compassion, and commitment to NSU's mission.
- Your gift encourages your peers to also make a gift.
- You may ask that your gift be listed anonymously if you choose.

Penn National Gaming
ESTABLISHES ENDOWED SCHOLARSHIP

Diverse corporations across the Commonwealth of Virginia and the U.S. are taking a new interest in the country's HBCUs. Norfolk State University has drawn the interests of companies such as Apple Inc., IBM, Netflix, Dominion Energy, Virginia Natural Gas, Microsoft and others because of its excellent faculty and time-honored model for student success. In October 2021, another major corporation donated more than a million dollars to the University. Penn National Gaming created the Penn National Gaming Legacy Endowed Scholarship as part of the company's new Science, Technology, Engineering and Mathematics (STEM) scholarship program at HBCUs. Norfolk State was one of Penn National's STEM initiative initial participating schools.

Penn National is among the nation's largest and most diversified online gaming and entertainment companies. In February 2020, Penn National partnered with Barstool Sports which promotes the company's land-based and online casinos, and sports betting products to national audiences. Additionally, in October 2021, Penn National acquired Score Media and Gaming Inc. aka theScore. Combined, these entities and Penn National have become one of North America's leading digital, entertainment, sports content, gaming and technology companies.

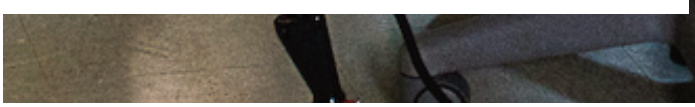
As the country dealt with a racial reckoning in 2020, Penn National created another enterprise – the Penn Diversity Committee. "The Penn Diversity Committee was born out of one of the most challenging times in our nation's history as the world grappled with an outpouring of racial and social anguish," explains Justin Carter, Senior Vice President for regional operations. "The mission of the Penn Diversity Committee is to put the company's longstanding stance on diversity, equity and inclusion into action."

The committee, which reports directly to CEO Jay Snowden, is chaired by Carter. "It is comprised of diverse team members at every level throughout the organization. The Diversity Committee is a step in ensuring the company has mechanisms in place to listen to and learn from its members about important ongoing social justice issues," Carter said.

Through Penn National Gaming Inc.'s STEM Scholarship Program, the gaming company will dedicate more than $4 million over five years to fund STEM scholarships and internship opportunities at the company. "The initial participating HBCUs include NSU, Bowie State University in Maryland and Wilberforce University in Ohio," stated Carter. "Penn National is deeply committed to fostering a culture that welcomes a diverse set of customers and its more than 22,000 dedicated team members. In addition, as a long-standing good corporate citizen, we're committed to being a trusted and valued member of our communities and a responsible steward of our finite natural resources," Carter explained.

Penn National's commitment to fund STEM scholarships and internships is an extension of the company's established collaboration with 33 HBCUs across the country. This continued partnership facilitates career opportunities at Penn National's properties while increasing participation in its Leadership Excellence at the Penn National Gaming Program (LEAP). "The program provides hands-on training, mentoring and real-world experience to new or recent college graduates interested in building long-term careers in the gaming industry," noted Carter.

"We are incredibly proud of our partnerships with HBCUs. The STEM Scholarship Program is another important step in narrowing the representation gap in STEM fields among certain underrepresented communities."



The Blazin' Hot 91.1 FM Case

FUNDRAISING IMPACTS ALL FACETS

Did you know that the radio is the one communication and entertainment device that is present in almost every household in the United States? Used commercially since the 1900s and even through all its iterations, radio remains a vital cultural and informational tool. Norfolk State University's radio station WNSB 91.1 FM, a live learning laboratory, signed on the air in February 1980.

Since then, WNSB 91.1 FM a Public Broadcasting Service (PBS) affiliate, has trained generations of students in the art of broadcasting. Students in the University's mass communications field learn everything from station management to program production, sound engineering, and writing on-air copy. The station's music format has changed over the decades, but WNSB continues to keep its finger on the pulse of its listening audience – on campus and off.

"We are playing an urban alternative format, which is an innovative approach to attracting a younger, multicultural audience to public media," said Maynard Scales, General Manager. Scales explained that the station targets young affluent African American adults. "Our core listeners are ages 35-54. Additionally, our format appeals to the 25-49

demographic. We tend to skew towards women."

Although WNSB 91.1 FM, now using the call-sign Blazin' Hot 91.1, still receives the bulk of its operational budget – exceeding 50% – from the Corporation for Public Broadcasting (CPB), the radio station still relies on donors and sponsorships to stay on the air. The staff conducts fundraisers annually. "We have a successful partnership with the Corporation for Public Broadcasting. The CPB covers a large portion of our annual budget," Scales confirmed. "In the past, we've done the tried and trusted giving campaigns with call-outs to listeners soliciting pledges."

Scales admits that these types of campaigns have had moderate success.

"We intend to continue tweaking our formula and trying new and innovative offers to listeners such as program director or PD for a Day. A donor of a certain level would have the chance to run the station for an hour. The donor would be on-air, pick the music and take calls. Hopefully, the PD for a Day would encourage their friends to listen during that time frame and solicit donations."

Being a radio on-air personality and program producer for part of the broadcast sounds like a tempting deal.

Marvin Fowlkes, on-air WNSB personality and graduate of the University's cybersecurity program, said that working at the radio station tremendously impacted his studies. He notes, "My interest in radio along with cybersecurity is that the two coexist. Since information must be stored securely on the radio station servers, working at the station allowed me to sharpen my skills in IT as everything that makes the radio station function is driven by hardware and software components. That along with networking that converts our voice from analog to digital, also known as voice/audio over IP (internet protocol) allows listeners to hear us in their vehicles and smartphones," Fowlkes explained.

Fundraising greatly matters to Blazin' Hot 91.1. The general manager admits, "While every dollar counts, we recognize that fundraising and sponsorship performance in the past two years demonstrated that we have an opportunity to improve."

The station relies on the monies it receives from donors and sponsors. "We use these funds to keep certain programs and operational functions running smoothly. Without these dollars, we would be hard-pressed to find revenue from other sources. The loss of this funding would seriously derail the station causing us to provide fewer services for our listeners." Scales also admitted that without donors and sponsors, the station's community engagement and classroom connections would be adversely impacted.

"Fundraising efforts support operational functions that give our many interns the opportunity to learn in our live laboratory," Scales said. "These dollars are critical to the learning processes we perform here at WNSB."

You can help support WNSB 91.1 FM by making a gift online at www.nsu.edu/givenow and designate to WNSB Membership or by texting **Hot91** to **91999** on your mobile device.

LYMAN BEECHER BROOKS SOCIETY

The Lyman Beecher Brooks Society recognizes individuals, whose cumulative giving to Norfolk State University has reached $100,000 or more. The members of this prestigious group are presented a distinguished University award in recognition of their lifetime giving and commitment to Norfolk State University.

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The following individuals will be inducted at the next Lyman Beecher Brooks Society ceremony for contributions made through December 31, 2021.

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Mr. Earlie P. Horsey and
Mrs. Charolette C. Horsey
Mr. Earl E. Lee
Mr. Marty L. Miller
Mr. Carlton L. Perkins
Mrs. MacKenzie Scott
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*Deceased

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Based on Gifts and Pledges Received
January 1—December 31, 2021

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Jack Kent Cooke Foundation
Score Digital Sports Ventures Inc.
Sentara and Optima

President's Circle ($100,000+)

The Benevity Community Impact Fund
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Peninsula Alumni Chapter NSUAA
Pershing LLC
Portfolio Recovery Associates, Inc.
Raymond James
Richmond Alumni Chapter NSUAA
RRMM Architects, P.C.
S.B. Ballard Construction Co.
Saunders, Matthews & Pfitzner, PLLC
Second Baptist Church
Second Calvary Baptist Church
State Farm Insurance Company
Sting Fastpitch
TECNICO
Thermo Trol Systems, Inc.
Titan America
Tonya V. Edwards State Farm Insurance Company
University Dental PA
Vanguard
Vanguard Charitable
Virginia Beach Chapter Alumni Chapter NSUAA
Virginia State University Tidewater Alumni Chapter
Voorhees College
Washington D.C. Alumni Chapter NSUAA
Woodlawn Memorial Gardens

Heritage ($750-$999)

Alumni Band Chapter NSUAA
BAE Systems Shared Services, Inc.
Cengage Learning
Clinton for Virginia
Dodge and Cox
First Baptist Church Campostella
Marlin Softball Academy
Mt. Carmel Baptist Church
Mt. Lebanon Missionary Baptist Church
National Council of Negro Women, Inc.
RiverSource Life Insurance Company
Suffolk Alumnae Chapter of Delta Sigma Theta
The Goodies Factory, Inc.
Virginia Wesleyan College

Dean's Club ($500-$749)

Another Chance Foundation, Inc.
ARK Insurance Agency, Inc.
Bethany Baptist Church
Booker T. Washington Alumni Suffolk
Charles and Vernola Jackson DAF Renaissance Charitable
Crocker Funeral Home, Inc.
Custom Event Coordinator, LLC
Dance Theatre Alumni Chapter NSUAA
First Baptist Church West Munden
First Genesis of Virginia
Greater Cincinnati Foundation
International Longshoremen's Association - Local 1970
Lloyd Media Group
Mount Gilead Baptist Church
National Association of Teachers of Singing

Norfolk Chapter, Chums, Inc.
Oak Grove Baptist Church
Push Comedy Theater
Send Me A Trainer Virginia Beach
Shall Ortho PLLC
Shiloh Baptist Church
Suffolk Alumni Chapter NSUAA
Tabernacle Baptist Church
The Hampton Roads Committee of 200+ Men, Inc.
The Office Talk Podcast

Partner's Club ($250-$499)

Atlanta Alumni Chapter - NSUAA
Baron's Pub
Bay Automotive
Bayside High School
Capital Driver Rehabilitation Consultants, LLC
Crossroad Cleaners & Laundry
First United Presbyterian Church
Frazer Enterprises, Inc., d/b/a Vitalink Communications
Green Run High School
Greene Anesthesia Services, P.C.
Gregory's Professional Lawn Maintenance & Landscaping, LLC
Hayes for Delegate
Hilliard Enterprise Inc. dba Sweet Frog
IBM Corporation
Indian River High School
Integrated Management Group, LLC, dba IMGoing
J.T. Fisher Funeral Services
Keith Matthews Funeral Home
KLA Web Designs
Minority AIDS Support Services, Inc.
National Financial Services LLC
New York Life
Norfolk Public Schools
Norfolk Redevelopment and Housing Authority
NSUF Holdings, LLC
Peninsula Institute for Community Health
Petersburg High School
Rebellion Softball LLC
RideWitMe Entertainment
Rugged Evolution Beard Care
Running Etc.
SIDEARM Sports
Steele Bullock Funeral Home
Summit Insight
Timothy Johnson Insurance Agency Inc.
Virginia Kids Fashion Week, LLC
World Market
YWCA of South Hampton Roads

Century ($100-$249)

4PEACE
Anonymous (1)
A Touch of Perfection Civic Organization
Alpha Kappa Alpha Sorority, Inc., Omicron Upsilon Omega Ch.
AmazonSmile Foundation
America's Charities
Avant Garde Management Corporation
Blackout Electric
Booker T. Washington Class of 1968
Chesapeake Rebellion Fastpitch
Chesapeake Virginia Beach Alumnae Delta Sigma Theta Sorority
Church Hill Classics, LTD
DAC Investors LLC
Darknight Ent
Detroit Alumni Chapter NSUAA
Dixon Hayes, LLC
Dominion Energy Charitable Foundation
Dorcas Bethany Bessie Ellison Order of the Eastern Star, PHA
Early Childhood Funders Collaborative
Equity Relations Foundation, Inc.
Essex County Links
Exelon Corporation
Fergusons Sewing Machine Service
Fitchett Mann Funeral Services, Inc.
Friends of Joe Baron
GE Reunion Committee
Great Workplaces, LLC
J.P. Morgan Chase Foundation
Joshua Lodge 66
JW Data, LLC
Liberty Academy Daycare and Preschool
Manor High School
Metropolitan Funeral Service
MMULLEN & Associates PA LLC
Nu Society Management, LLC
Philadelphia Alumni Chapter NSUAA
Providence Masonic Lodge No. 189
River City Pearls Interest Group Alpha Kappa Alpha Sorority
SACSA
Sadler Brothers Oil Co., Inc.
Shann Hart Development Enterprises
Sigma Gamma Rho Sorority, Inc. Norfolk Alumnae Chapter
Sophisti Ratchet
St. Mark Missionary Baptist Church
St. Mark United Church of Christ
Style Haven LLC
The Arever Group Inc.
Thompson Hospitality Services
Tom's Lawn Service LLC
Tots Around the Clock

Patrons ($1-$99)

A.O. Davidson Council District #1
AeristeenVA with VA Hip Hop Social
Baltimore Metro Chapter NSUAA
Booker T. Washington Class of 1944/1945
ClubCorp Service Center
Covered by Aloysia
Cybergrants for Exelon Corporation
Dance Dimensions
Elizabeth Fragrant Rose Chapter No. 34 OES
FromTheTopRopes
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