Key takeaways from our project together

**Financial Impact**
Since 2021, AAABNA has supported ~$6 million in Neighborhood Opportunity Fund (NOF) investment in the Austin neighborhood.

**Business Impact**
In 2023, AAABNA provided 192 business consultations, made 99 referrals, and hosted 70 new business outreach and attraction initiatives.

**Community Impact**
Interviewed community members called Soul City “synergy and energy for the community” and “what many of us have dreamed of having...all our lives.”

**Member Impact**
~90% of survey respondents believe that AAABNA is currently serving its mission well, with over 50% indicating it is doing so “very well.”
Today’s Objectives

• Get AAABNA’s sign-off on external-facing “marketing” materials
• Share internal-facing materials to inform AAABNA’s strategic planning
• Introduce some potential considerations for board governance
• Align on project conclusion / wrap-up
Today’s Objectives

• Get AAABNA’s sign-off on external-facing “marketing” materials
• Share internal-facing materials to inform AAABNA’s strategic planning
• Introduce some potential considerations for board governance
• Align on project conclusion / wrap-up
Introduction to AAABNA and “Soul City”

February 19th, 2024
AAABNA supports African American business owners and local economic and cultural revitalization, with a focus on Chicago’s Austin neighborhood.

**Austin African American Business Networking Association (AAABNA)**

**To create new business opportunities for African Americans in the Austin area as well as the City of Chicago**

AAABNA’s unique mix of 1) assistance for small businesses, 2) support for economic and cultural revitalization along Chicago Avenue, and 3) **enablement of networking opportunities** drives their impact on the community.

**How we impact our community**

- **Small Business Assistance**
  - **Chicago Business Center (CBC):** AAABNA helps small business owners navigate City and State resources and processes, apply for grant funding, and grow their businesses.
  - **Chicago Neighborhood Business Development Center (NBDC):** AAABNA offers local community/market information, consulting, and introductions to community partners to help businesses thrive.
  - **Illinois Small Business Development Center (SBDC):** AAABNA also provides small business advice as part of Illinois’ SBDC program.

- **Community Revitalization**
  - **Chicago Corridor Management:** AAABNA works with community members, the City, State, and corporations to drive economic and cultural revitalization on Chicago Ave as part of the “Invest South/West” initiative.
  - **Building “Soul City” on Chicago Ave:** AAABNA is building a “cultural enclave” for African Americans via community outreach and attracting private and public investment.

- **Networking Opportunities**
  - **Business breakfasts and newsletter:** AAABNA offers monthly networking events with a guest speaker lineup to connect and educate local small business owners, as well as publishing a weekly business newsletter.
  - **Community engagement:** AAABNA hosts a growing number of annual events for local community members, including a 5K, Chili Cook-Off, and Kwanzaa Gala.

**AAABNA in action**
AAABNA’s services and events are helping create Soul City, a cultural enclave for African Americans and an economic driver for the Austin Community.

What is “Soul City”?

The Soul City Vision: “Chicago is known for its rich cultural enclaves like Greektown, Chinatown, and Boystown that are economic drivers. There should be a place in the city that functions as a cultural enclave for African Americans. Soul City is it.” —Malcom Crawford, Executive Director, AAABNA

AAABNA is working with community members, businesses, and the City to transform Chicago Ave into a commercial and cultural hub through:

1. Guiding development of underutilized land
2. Promoting Black culture, arts, and entertainment
3. Facilitating economic development and job creation
4. Pursuing development that serves the neighborhood

From Malcolm’s vision...

Select key events

Feb. 2017
AAABNA advocates for Chicago Ave to be designated a “Retail Thrive Zone”

Aug. 2020
AAABNA helps design a development plan for Austin as part of “Invest South/West”

June 2021
AAABNA launches the Soul City Blues Festival

2021-2022
AAABNA solicits community feedback on Chicago Ave’s new streetscape design

Nov. 2022
City officials break ground on streetscape construction

Jan. 2023
AAABNA introduces community residents to potential Soul City Arch designs

Civic leader and resident perspectives

Historically [Chicago] Ave was the social place for black residents...You’re connected to your historical legacy [with Soul City] We want to showcase who we are and our culture...it’s creating synergy and energy for the community.”

State Representative Camille Lilly, 78th District

Many of us have dreamed of having something like Soul City all our lives...Having a corridor that is culturally inclined to entertained...for us to be added to that, it gives a lot of weight. The walkability, the convenience...Austin is on the rise!”

CEO, ACT Yoga, Austin

Soul City Corridor really stands for me as what would have been...if we had not been hit by the drug epidemic, violence, and all these other socio-economic factors...It’s really nice to be able to gather with folks who share a collective vision of what’s possible.”

Founder, Front Porch Arts Center, Austin
AAABNA has created opportunities for Austin small business owners to overcome challenges—particularly low access to capital

Low access to capital and retail leakage have historically been obstacles to Austin small businesses

- Oak Park has ~53,000 residents and 8 full-service grocery stores, while Austin historically had ~100,000 residents and no full-service grocery stories
- In 2021, Crain’s Chicago Business wrote, “Chicago Avenue had been written off as an urban desert, with little to catch the eye beyond small storefronts, litters and vacant lots.”

Historically, small business owners were not able to start business in the [Austin] community... They were surviving with what they had.

State Representative Camille Lilly, 78th District

AAABNA creates avenues of opportunity for business owners to find and access funding

- In November 2023, Forty Acres Fresh Market broke ground in Austin with support from AAABNA and NOF grant funding

The fact that it [Forty Acres] is black owned is a very proud moment and a proud part of our community. As a community that is largely African American to now have an African American-led grocery store is a good feeling.”

Malcolm Crawford, Executive Director, AAABNA

“They served as advisors and technical assistance for the Neighborhood Opportunity Fund (NOF). It was a totally new process that I was intimidated by, but working with AAABNA I felt confident to hit "submit" on the application"

Founder and CEO, ACT Yoga
AAABNA has successfully helped small business and the City of Chicago develop new commercial and civic spaces along the Soul City Corridor.

Through Invest South/West, AAABNA is working with the City and community residents to revitalize Chicago Ave as a focal hub for pedestrian activity, shopping, transportation, and quality-of-life amenities.

AAABNA’s support is helping achieve the following:

1. Community Programming
2. Enhanced Landscapes
3. Lighting
4. Pedestrian Safety

Notable projects:
1. CTA Bus Turnaround & Art Installation
2. L. May Creations
3. T&C Fitness
4. Divvy Stations
5. Lockwood Plaza
6. Mr. Anthony’s Cleaners
7. Laramie State Bank
8. Pedestrian Bumpouts
9. Pedestrian Bumpouts

Contributions:
- CTA
- NOF Grant
- Other
Public artwork has been instrumental in Soul City’s development, helping to create a unique, unifying neighborhood aesthetic

“Pop Courts” by Vanessa Stokes

AAABNA has worked with Vanessa in both installing her artwork and opening her first restaurant

“I create art to bring our community together.. As humans, we bond over beauty and food and art.. There’s no better way for us to thrive together.”
Vanessa Stokes, Artist and Consultant

“Human Nature Mural” by Jordan Campbell

AAABNA has worked with Jordan to assess art and amplify representation of PoC-created art

“It’s on the first black-owned gym on Chicago Avenue. It is about consistency, determination and inclusivity, and the importance of physical, mental and spiritual health.”
Jordan Campbell, Artist

“Austin Soul City Gateway” by Bernard Williams

Bernard worked with the Austin City Council and AAABNA to create the Austin Soul City Gateway, which serves as an entrance to the neighborhood

“The function of the gateway serves to be an announcement. It says, ‘here we are, who we are, and that we’re on the move, we’re vital and strong as a community.’”

Communities, historically, have identified themselves in the way that they decorate their space. The artwork is a reflection of the Austin community and acts as a visual voice.”
Bernard Williams, Artist
From 2021-2023, AAABNA helped Austin small businesses receive nearly ~$6M in City grant funding via technical assistance and other support.

**Key recent achievements**

- Small grant: $0m, $1m, $2m, $3m
- Large grant: ~$1.0m, ~$1.8m, ~$2.8m

- 2021: ~$1.0m
- 2022: ~$1.8m
- 2023: ~$2.8m

**Testimonials**

- **AAABNA has great point people** to navigate the acquisition and business process. They have a lot of information....They were very helpful as I navigated the process of getting a Chicago recovery grant...and were my first point of contact as I navigated this grant with the city.”
  
  Founder and Artistic Director, Front Porch Arts Center

- **AAABNA has a vast arsenal of business techniques and a dynamic team.** Someone also knows the answer. Their technical support is a ‘hand-in-glove’ working relationship with tutelage and mentors to point things out for you. They helped me receive a $250k Neighborhood Opportunity Fund grant.”
  
  Founder and CEO, ACT Yoga

- The process of navigating MBE certifications is like a barrier built into the system. [AAABNA] has helped suggest people to help with this process. They also provide value to the community through facilitating conversations about grants and how to obtain them.”
  
  CEO, UpGrade Sales Consulting
Case studies illustrate how AAABNA’s services and networking opportunities enable successful development in the Austin neighborhood

### AAABNA’s Impact: Case Studies

<table>
<thead>
<tr>
<th>The challenge</th>
<th>CTA Electric Bus Line Turnaround, 2021</th>
<th>ACT Yoga, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Helping the CTA get community feedback on public art:</td>
<td>▶ The City of Chicago planned to install a public art piece at Austin’s Chicago Avenue CTA bus facility, which was part of the City’s first electric bus line, but lacked a plan to ensure local community buy-in before moving forward</td>
<td>Advising an Austin small business owner opening a yoga studio:</td>
</tr>
<tr>
<td></td>
<td>▶ Marshawn Feltus, an Austin resident and yoga fan, sought technical assistance and advice to open the yoga studio in Austin, ACT Yoga</td>
<td></td>
</tr>
</tbody>
</table>

### AAABNA’s approach

<table>
<thead>
<tr>
<th></th>
<th>CTA Electric Bus Line Turnaround, 2021</th>
<th>ACT Yoga, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>Hosting a community feedback session:</td>
<td>▶ AAABNA partnered with CTA in December 2016 to host a session to gather community feedback and allow the installation’s artist, Shinique Smith, to directly answer any questions</td>
<td>Providing funding and networking support:</td>
</tr>
<tr>
<td></td>
<td>▶ AAABNA helped Feltus apply for Neighborhood Opportunity Fund (NOF) and Back to Business grants and connected Feltus with local business owners and potential customers via AAABNA’s business breakfasts</td>
<td></td>
</tr>
</tbody>
</table>

### AAABNA’s impact

<table>
<thead>
<tr>
<th></th>
<th>CTA Electric Bus Line Turnaround, 2021</th>
<th>ACT Yoga, 2023</th>
</tr>
</thead>
<tbody>
<tr>
<td>By creating a space for feedback, AAABNA helped secure the Austin community’s approval for the first permanent public art installation, enriching Chicago’s first electric bus facility.</td>
<td>AAABNA helped Feltus receive a $250k NOF grant, meet local business owners, and attract potential customers, leading to the opening of the first yoga studio on Chicago’s West Side.</td>
<td></td>
</tr>
</tbody>
</table>
Austin residents highlight AAABNA’s critical role in promoting networking, community connection, and business development

What is the Austin community saying about AAABNA?

**Feedback**

"It’s an organization for small business owners in the community that focuses on creating a network... that’s unique.”
CEO, UpGrade Sales Consulting

"Being a black man in the community, just knowing I have that space is important... I’m down here two or three times a week.”
Founder and CEO, ACT Yoga

"Being able to be a bridge for business owners who want to go through the Invest SouthWest Chicago recovery application process... AAABNA does a really good job with that.”
Founder, Front Porch Arts Center, Austin

**Additional commentary**

"They’re more flexible, they’re more open [than similar networking organizations]. They’re more interested in what the business owners that come to them actually do.”
Founder, S.A.M.S Cleaning & Janitorial Services

"It means a lot when they’re in it and helping the people they’re helping, generating wealth in our community and bringing the community together.”
CEO, Lets Juze
Today’s Objectives

• Get AAABNA’s sign-off on external-facing “marketing” materials
• **Share internal-facing materials to inform AAABNA’s strategic planning**
• Introduce some potential considerations for board governance
• Align on project conclusion / wrap-up
Introduction to the AAABNA team!

Malcolm Crawford
Executive Director

Charmaine V. Rickette
Chairwoman

Bernard Headley
Secretary

Ade Onayemi
Treasurer

Shirley Fields
Board Member

Letrusia May
Board Member

Eric Strickland
Director, CBC

Corey Dooley
Corridor Manager

Ron Smith
Facilities Manager

“Eric has a vast arsenal of business techniques... it’s a dynamic team over there with Malcolm, Eric, Corey, and Ron.”

Founder and CEO, ACT Yoga
~50% of AAABNA annual funding is allocated through the City

**AAABNA Funding Sources & Allocations, 2023**

<table>
<thead>
<tr>
<th>Source</th>
<th>Funding Allocation</th>
</tr>
</thead>
<tbody>
<tr>
<td>LISC ($80K)</td>
<td>$185K</td>
</tr>
<tr>
<td>CBC ($80K)</td>
<td>$120K</td>
</tr>
<tr>
<td>NBDC ($25K)</td>
<td>$88K</td>
</tr>
<tr>
<td>SBDC ($80K)</td>
<td></td>
</tr>
<tr>
<td>ED Grant ($40K)</td>
<td></td>
</tr>
</tbody>
</table>

**Challenges**

**Ongoing challenges:**
- CBC: AAABNA ends up losing money each year due to reimbursements ($80K has never been received)
- SBDC (matching grant): Using their services created budget constraints, as AAABNA had no reimbursement potential

**Lost funding:**
- Soul City Funding (State funding): Fell through due to large amount of paperwork
- B2B (State funding): $15K grant was not paid despite all deliverables being complete; pursuing further creates additional challenges

**Funding reimbursements and administrative obstacles** seem to be key challenges in AAABNA’s ability to source and maintain funding
AAABNA increased all core services significantly from 2022 to 2023, according to BACP reporting.

<table>
<thead>
<tr>
<th>Service Offerings</th>
<th>2022</th>
<th>2023</th>
<th>Increase</th>
</tr>
</thead>
<tbody>
<tr>
<td>Business consultations</td>
<td>30</td>
<td>192</td>
<td>+162</td>
</tr>
<tr>
<td>Agency events</td>
<td>45</td>
<td>158</td>
<td>+113</td>
</tr>
<tr>
<td>Referrals</td>
<td>7</td>
<td>99</td>
<td>+92</td>
</tr>
<tr>
<td>New business outreach &amp; attraction</td>
<td>15</td>
<td>70</td>
<td>+55</td>
</tr>
<tr>
<td>Collaborations</td>
<td>2</td>
<td>14</td>
<td>+12</td>
</tr>
</tbody>
</table>

**AAABNA BACP Annual Reporting, 2022 vs. 2023**

Business consultations and agency events increased the most from 2022 to 2023 among AAABNA service offerings.
Based on internal survey insights, AAABNA has a very strong and positive community presence, and can use its internal resources / skillsets of existing members to expand its community impact, especially among youth.

<table>
<thead>
<tr>
<th>AAABNA Internal Survey Insights</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Survey respondents come from a variety of backgrounds, but are all highly satisfied with AAABNA’s services</strong></td>
</tr>
<tr>
<td><strong>Community events draw the most engagement from AAABNA members, and most respondents believe AAABNA is effectively serving its mission</strong></td>
</tr>
<tr>
<td><strong>Most respondents have community / economic development expertise, and can serve as valuable resources to increase youth engagement and entrepreneurship training in the community</strong></td>
</tr>
<tr>
<td><strong>AAABNA members have a strong relationship with the organization, are familiar with its mission, and are active in attending events</strong></td>
</tr>
</tbody>
</table>
Respondents came from diverse backgrounds, but all believe strongly in the value of AAABNA

**What is your connection to Austin?**

Living, working, and owning a business were indicated most often as survey respondents’ connection to Austin.

**Testimonials**

“Being a black man in this community, just knowing I have this space is important.”
CEO, ACT Yoga, Austin

“When my family migrated from Mississippi in the 1950s and settled on the West Side, they had hoped to be a part of a living, breathing community, where people that lived in the community worked in the community, found value in that community, and had a vision for that community. The Soul City corridor really serves to me as what things could’ve been if everything had turned out well.”
Assistant Professor of English, Poet, Chicago State University

“Soul City is the first space in this city where black people are the ones actually implementing and creating a brand. Malcolm is looking at us, the people who live here, to create what the community looks like as we move forward.”
Artist and Consultant, VS Creative Consulting LLC
Respondents indicated overall high satisfaction with AAABNA services and high likelihood to recommend to a friend or colleague.

How satisfied are you with AAABNA’s services for your business on a scale of 1-7?

- 7: “Extremely satisfied” (80%)
- 6: “Very satisfied” (20%)
- 5: “Somewhat satisfied” (10%)
- 4: “Neither satisfied nor dissatisfied” (10%)
- 3: “Slightly dissatisfied” (5%)
- 2: “Very dissatisfied” (3%)
- 1: “Extremely dissatisfied” (2%)

Total responses: N = 41

How likely are you to recommend AAABNA’s services to a friend or colleague on a scale of 1-7?

- 7: “Very likely” (75%)
- 6: “Likely” (5%)
- 5: “Somewhat likely” (15%)
- 4: “Neither likely nor unlikely” (10%)
- 3: “Somewhat unlikely” (5%)
- 2: “Likely” (3%)
- 1: “Very unlikely” (2%)

Total responses: N = 41

80% of respondents indicated 6-7 out of 7 in satisfaction of AAABNA services.

75% of respondents indicated “very likely” to recommend AAABNA.
Respondents highlighted AAABNA’s community events as drawing the highest engagement and providing the highest value.

Community events seem to draw the most engagement and value from AAABNA participants; remaining AAABNA services are fairly distributed in value provided to its members.
A majority of AAABNA’s network has expertise in community / economic development and professional services.

What is your area of expertise? (n=41)

<table>
<thead>
<tr>
<th>Area</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community / Economic Development</td>
<td>17</td>
</tr>
<tr>
<td>Professional Services</td>
<td>11</td>
</tr>
<tr>
<td>Education &amp; Social Services</td>
<td>7</td>
</tr>
<tr>
<td>Food &amp; Beverage</td>
<td>2</td>
</tr>
<tr>
<td>Events &amp; Entertainment</td>
<td>2</td>
</tr>
<tr>
<td>Other</td>
<td>7</td>
</tr>
</tbody>
</table>

Commentary

AAABNA works with like-minded individuals who have expertise in community / economic development and can help strengthen AAABNA’s community presence.

“I’ve been involved with AAABNA for 7 years. I was introduced to Malcolm by Alderman Mitts. I am an entrepreneur / CEO and my area of expertise is in Project Management / Community Development. To further promote business opportunity, AAABNA should continue to build on the Soul City brand.”

Business Owner, Community Development

“I’ve been doing community engagement, as well as art and culture engagement organizing for a long time, which is what got me into creative consulting. I consult with artists and non-profit organizations. I combine the two, working on community development through art.”

Artist and Consultant, VS Creative Consulting
~90% of respondents believe that AAABNA is currently serving its mission well, with over 50% indicating it is doing so “very well”

How well does AAABNA currently serve its mission to create business opportunities for African Americans in Austin and Chicago? (n = 41)

Testimonials

“I have seen AAABNA’s monthly business networking meetings grow, where it used to be just a few people, and now they have to add chairs in the back of the room to support the crowd.”

Founder, S.A.M.S Cleaning & Janitorial Services

“AAABNA has a vast arsenal of business techniques and a dynamic team. Someone also knows the answer. Their technical support is a ‘hand-in-glove’ working relationship with tutelage and mentors to point things out for you. They helped me receive a $250k Neighborhood Opportunity Fund grant.”

Founder and CEO, ACT Yoga

AAABNA is seen as a strong pillar for providing business opportunities to the Austin and Greater Chicago community, whether through personalized support or through regular organized events to encourage business owners to build their network.
Respondents indicated that an increased focus on training and youth involvement would help AAABNA strengthen its impact and mission.

While AAABNA provides essential services to the community, members are expressing a desire for increased focus on youth involvement and entrepreneurship training, along with expanded networking opportunities.

Comments on Areas of Improvement

“I think there is a need to provide (or partner with another organization) to provide entrepreneurial training or classes. I think it would help to strengthen the businesses that are being started within the community.”
Consultant/Photographer

“There is a need to get more youth involved and establish more leadership roles for them.”
Community Case Manager
Today’s Objectives

• Get AAABNA’s sign-off on external-facing “marketing” materials
• Share internal-facing materials to inform AAABNA’s strategic planning
• **Introduce some potential considerations for board governance**
• Align on project conclusion / wrap-up
Inspire compiled a list of questions about board effectiveness from local non-profit and for-profit board leaders

<table>
<thead>
<tr>
<th>Potential questions to consider when optimizing board effectiveness</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>1. What is the governance framework?</strong></td>
</tr>
<tr>
<td>- What responsibilities does the board have (and not have) within the non-profit?</td>
</tr>
<tr>
<td>- What positions / titles do different members hold within the board (e.g., committees)?</td>
</tr>
<tr>
<td>- What expectations / cultural norms exist for board members in general? What is protocol if these expectations are not fulfilled?</td>
</tr>
<tr>
<td><strong>2. How do we conduct meetings?</strong></td>
</tr>
<tr>
<td>- What types of items should be included in a typical board meeting agenda?</td>
</tr>
<tr>
<td>- What are the expectations for board member conduct during meetings? What are the expectations for board member attendance?</td>
</tr>
<tr>
<td>- How do board decisions get reached when there is disagreement?</td>
</tr>
<tr>
<td><strong>3. What standing does the board have?</strong></td>
</tr>
<tr>
<td>- How much should the board focus on long-term strategy vs. day-to-day operations?</td>
</tr>
<tr>
<td>- What types of projects should the board take on within the non-profit?</td>
</tr>
<tr>
<td>- How will the board fund its projects / efforts?</td>
</tr>
</tbody>
</table>
Today’s Objectives

• Get AAABNA’s sign-off on external-facing “marketing” materials
• Share internal-facing materials to inform AAABNA’s strategic planning
• Introduce some potential considerations for board governance
• Align on project conclusion / wrap-up
After this project, AAABNA can leverage Inspire’s materials to both help with promotion and to inform strategic planning.

**Workstream 1:** Internal data consolidation

**Workstream 2:** Stakeholder interviews

**Workstream 3:** Stakeholder survey

**Workstream 4:** Board strategy

### Inspire
- Inspire is happy to provide additional edits to the external marketing materials. However, our contract will expire shortly.

### AAABNA
- AAABNA can use all or part of Inspire’s external materials as part of promotional materials or to share with conferences, other non-profits, etc.
- Survey results and board framework can help inform AAABNA’s future strategic planning, either with SVP or internally.
What is your occupation?

<table>
<thead>
<tr>
<th>Occupation</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>Entrepreneur / Business Owner</td>
<td>11</td>
</tr>
<tr>
<td>Professional Services</td>
<td>5</td>
</tr>
<tr>
<td>Education</td>
<td>5</td>
</tr>
<tr>
<td>Other</td>
<td>5</td>
</tr>
<tr>
<td>Public Works</td>
<td>5</td>
</tr>
<tr>
<td>Real Estate</td>
<td>4</td>
</tr>
<tr>
<td>Contractor</td>
<td>3</td>
</tr>
<tr>
<td>Media Arts / Entertainment</td>
<td>2</td>
</tr>
</tbody>
</table>
What is your relationship with AAABNA?

“I’ve been an active member since 2014. I’ve been involved with a number of social service agencies and became aware of AAABNA. It is my belief that our community issues need both social and economic rejuvenation. AAABNA has been promoting that and working toward that economic renewal. That’s why I have been involved.”
Consultant / Photographer, Marketing & Communications

“I am a founding member and support of AAABNA. I moved my architecture practice from Oak Park to the Austin community in 2005 in order to help establish AAABNA.”
Architect, Community Engagement and Planning

“I’ve been a member of AAABNA for four years. They have been a pivotal force in our community. I find their grant / funding application awareness, their community activities, their general business consultancy, and their monthly business brunches to be the most valuable.”
Entrepreneur, Education

“AAABNA is trying to get the community to come together. I own an art gallery in Austin and consider myself to be a somewhat active member of the organization .”
Business Owner, Entertainment

“I have had over a 15-year relationship with AAABNA, I started as a member and continue to attend their monthly business brunches. Many of my clients reside in the Austin neighborhood.”
Business Owner, Property and Casualty Insurance

“My dad introduced me to AAABNA many years ago. It’s been a long time. I can’t even remember how long ago it was. I grew up in this area and attend several community activities / events.”
Tech Support / Entrepreneur, Cannabis Dispensary

Members truly believe in the mission of AAABNA and want to support it

Members see AAABNA as a necessary pillar of community

AAABNA demonstrates strong member retention
Familiarity and attendance

The majority of survey respondents demonstrate familiarity with AAABNA’s mission and active levels of engagement with AAABNA’s events.
EY provides a board effectiveness framework defined by 2 pillars and 5 elements

Effective board governance overview

1. Self evaluation process to identify the collective actions / targeted outcomes of the board
2. A delegated authority matrix to ensure transparency around voting procedures
3. Informal ways to enhance trust and build personal connections amongst board members
4. Formal board meeting schedule, with no surprise meetings, and a circulated agenda
5. Board skills matrix detailing individual strengths; board member roles revisited periodically
<table>
<thead>
<tr>
<th>Email</th>
<th>Occupation</th>
<th>Area of expertise</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:samsjcleansingservices@gmail.com">samsjcleansingservices@gmail.com</a></td>
<td>Entrepreneurship</td>
<td>Education</td>
</tr>
<tr>
<td><a href="mailto:vscreativeconsulting@gmail.com">vscreativeconsulting@gmail.com</a></td>
<td>Entrepreneur / CEO</td>
<td>Project Management / Community Development</td>
</tr>
<tr>
<td><a href="mailto:brokerfields@gmail.com">brokerfields@gmail.com</a></td>
<td>Realtor / Business Owner</td>
<td>Housing</td>
</tr>
<tr>
<td><a href="mailto:d45coleman@yahoo.com">d45coleman@yahoo.com</a></td>
<td>Business owner</td>
<td>Barbecue</td>
</tr>
<tr>
<td><a href="mailto:Jessieduncan124@gmail.com">Jessieduncan124@gmail.com</a></td>
<td>Community liaison</td>
<td>Networking / Mentoring</td>
</tr>
<tr>
<td><a href="mailto:BlackCrescent61@gmail.com">BlackCrescent61@gmail.com</a></td>
<td>Business owner</td>
<td>Unarmed security and Community Development</td>
</tr>
<tr>
<td><a href="mailto:Mareta.brownmiller@gmail.com">Mareta.brownmiller@gmail.com</a></td>
<td>Project Manager</td>
<td>Community relations and events</td>
</tr>
<tr>
<td><a href="mailto:Bob@meadcomm.com">Bob@meadcomm.com</a></td>
<td>Consultant / Photographer</td>
<td>Marketing and Communications</td>
</tr>
<tr>
<td><a href="mailto:Shavanna.blakes198@qmail.com">Shavanna.blakes198@qmail.com</a></td>
<td>N/A</td>
<td>N/A</td>
</tr>
<tr>
<td><a href="mailto:Changinoasis@gmail.com">Changinoasis@gmail.com</a></td>
<td>Professional Education Developer</td>
<td>Education and Business</td>
</tr>
<tr>
<td><a href="mailto:charmaine@uncleremususa.com">charmaine@uncleremususa.com</a></td>
<td>Restaurant Owner</td>
<td>Leadership</td>
</tr>
<tr>
<td><a href="mailto:Bernard.headley@cookcountyil.gov">Bernard.headley@cookcountyil.gov</a></td>
<td>Community Engagement Liaison</td>
<td>Banking</td>
</tr>
<tr>
<td><a href="mailto:simplyandc@gmail.com">simplyandc@gmail.com</a></td>
<td>Electrician</td>
<td>Electrical</td>
</tr>
<tr>
<td><a href="mailto:Robbie@urbanessentialsinc.com">Robbie@urbanessentialsinc.com</a></td>
<td>CEO</td>
<td>Social services</td>
</tr>
<tr>
<td><a href="mailto:bodas80@aol.com">bodas80@aol.com</a></td>
<td>Retired</td>
<td>Computer technician</td>
</tr>
<tr>
<td><a href="mailto:Tyanna@bethelnewlife.org">Tyanna@bethelnewlife.org</a></td>
<td>Campus manager</td>
<td>Partner relations</td>
</tr>
<tr>
<td><a href="mailto:Blackcrescent61@gmail.com">Blackcrescent61@gmail.com</a></td>
<td>Business owner / CPS Community Development Coordinator</td>
<td>Security services / Sales / Community Development</td>
</tr>
<tr>
<td><a href="mailto:Madamethflowers@gmail.com">Madamethflowers@gmail.com</a></td>
<td>Tech Support / Entrepreneur</td>
<td>Working with cannabis infused and non infused products.</td>
</tr>
<tr>
<td><a href="mailto:Chris@yourpassion1st.com">Chris@yourpassion1st.com</a></td>
<td>Business owner</td>
<td>Youth Engagement</td>
</tr>
<tr>
<td><a href="mailto:brokerfields@gmail.com">brokerfields@gmail.com</a></td>
<td>Realtor</td>
<td>Real Estate</td>
</tr>
<tr>
<td><a href="mailto:Energymason123@gmail.com">Energymason123@gmail.com</a></td>
<td>Retired</td>
<td>Marketing</td>
</tr>
<tr>
<td><a href="mailto:Rmurphytasman@gmail.com">Rmurphytasman@gmail.com</a></td>
<td>Tax Accounting Consultant</td>
<td>Tax accounting</td>
</tr>
<tr>
<td><a href="mailto:Jmayn60651@yahoo.com">Jmayn60651@yahoo.com</a></td>
<td>Case Manager</td>
<td>Community connector</td>
</tr>
<tr>
<td><a href="mailto:ms.latanya1973@yahoo.com">ms.latanya1973@yahoo.com</a></td>
<td>Education Curriculum Coordinator</td>
<td>Child Development and Developmental challenges, and Head Start curriculum</td>
</tr>
<tr>
<td><a href="mailto:womack.jon@gmail.com">womack.jon@gmail.com</a></td>
<td>Real estate broker / property manager / investor</td>
<td>Real estate investment and management, project management, and small business development</td>
</tr>
<tr>
<td><a href="mailto:arcabo@live.com">arcabo@live.com</a></td>
<td>Architect</td>
<td>Community Engagement and Planning</td>
</tr>
<tr>
<td><a href="mailto:mattsimpson100@gmail.com">mattsimpson100@gmail.com</a></td>
<td>Public administrator</td>
<td>Economic development</td>
</tr>
</tbody>
</table>