A Message from Board Chair, Michael Alexander

Dear Friends,

As Chair of the Board of Directors of the Black United Fund, it is my privilege to offer a few words of welcome and invite you to review our expanded annual report for the 18 months between January 2019 through June 2020. Throughout that period, among other things, we converted to a revised reporting and financial year. I hope that in your review of our activities, accomplishments, and growth in lives served and services offered, you will come to appreciate the degree to which BUF has risen to the challenges that have presented themselves to our children, our community, our city, and indeed to our nation. The level of support we received to assist us in our work has been extremely gratifying and validating our board and the extraordinary stewardship of Dr. Foster and her team in leading us.

Characterizing the past 18 months is challenging on many levels. I have often heard it said that the past can sometimes be a useful predictor of the future. I doubt that anyone could have forecast the multiple triggers of anxiety, trauma, and disruption that has engulfed all of us over the course of 2020. In addition to our work supporting local community-based groups and illuminating a path for young people aspiring to realize their educational and career dreams, we found ourselves immersed in the response to the impacts of Covid-19 and the murder of George Floyd. The demands placed on our organization and indeed on our region reminded me of a quote I came across many years ago from Maya Angelou.

“During bad circumstances, which is the human inheritance, you must decide not to be reduced. You have your humanity, and you must not allow anything to reduce that. We are obliged to know we are global citizens. Disasters remind us we are world citizens, whether we like it or not.”

We have indeed been reminded not only of our shared condition, but equally of our shared humanity. We thank those of you who were part of our dedicated and expanded circle of funders, contributors and volunteers. We hope you will accompany us on our journey into the known and yet-defined challenges awaiting us in the year ahead . . . .

With gratitude,

[Signature]

Board Chair, Michael Alexander
A Message from Chief Executive Officer, 
Dr. LM Alaiyo Foster

Greetings friends, colleagues, and BUF community!

In our 2018 organizational report, as I humbly took the reigns of BUF, I introduced myself and the work completed under the leadership of my predecessor. This report, spanning the 18 months of January 1, 2019 - June 30, 2020 showcases efforts and results of my own leadership vision for the organization and I must say, we’ve been busy! Given the challenges of 2020 and knowing our community network had and continues to have our back is meaningful beyond words.

I am honored for this opportunity to have a moment to look at where we have been, be present in where we are, and share the vivid dreams and goals of where we are going. None of this: this work, these results, or our impacts would be possible without the support and efforts of our BUF team, including one “small but mighty” dedicated staff, our amazing contractors, our rockstar program and community volunteers, our esteemed volunteer board of directors and, of course, you! It has been said, “The measure of a woman's character is not what she gets from her ancestors but what she leaves her descendants.” It is my hope and aspiration to continually measure up.

Earlier this year, we, as a nation, were confronted with twin viruses of COVID-19 and racism, which ignited Black nationalism and the mantra “Black Lives Matter!” Because each of these pandemics are far from over, with the plight of racism raging on for more than 400 years and coronavirus disproportionately impacting the health and economic security of BIPOC communities, we are re-publishing an open letter to the community originally written in June 2020. It is my hope, as a result of the work of all of us, that the coming year brings progress, equity, and solidarity, so our beautiful city and our state at-large, can be a better place to live and work for all.

June 2020
My heart and mind are roiled. The residue of long-suppressed, as well as real-time macro- and micro-aggressions, are agitated and things are murky. My soul, like many cities across the nation, is on fire. The recent murders of Lyanna Dior, George Floyd, Breonna Taylor, Ahmaud Arbery, Tony McDade, Mychael Johnson, Nina Pop, and Wilbon Woodard amplify the trauma of living while Black in America. Although strangers to me, we shared a kinship none but “us” can quite understand: growing and (attempting to) survive in a country founded on systemic and structural inequities of endemic racism. Amidst a second viral pandemic, COVID-19 has disproportionately harmed us: Black, Indigenous, POC (BIPOC), and LGBTQIA2S+ people.

As a community servant-leader, I am compelled to speak, take action, and also, to demonstrate self-care and awareness; to offer grace and love. My queer, female-identified, Black-skinned body is still shaking. How can this be 2020?
How do I hold adequate space for not only my own, but others’ loss, sadness, confusion, and rage?

Cornell West recently stated, “America is a failed social experiment”. An experiment in which police kill us in the streets, in our homes- asleep in our beds or otherwise ‘minding our own’, out for a jog, sitting in a car, just... breathing. We have tried: running, begging, sitting-in, kneeling, suing, protesting, writing, praying, crying, ignoring, voting, and more. When we finally break, the focus is on the destruction of property rather than life and lives lost.

We have lived the entirety of our lives with systemic racism, oppression, and implicit biases permeating the fabric of the country and contaminating the air we breathe. We raise our children to understand injustice as a norm - under the guise of their own survival. There are too many names, there have been too many concessions asked and received. White supremacy is at its height; we are witnessing reductionism in its purest form. The increasing frequency with which Black lives are becoming reduced to a #hashtag feels and is irreconcilable.

I appreciate the boldness of the warning declaration, “Dear racism, I am not my ancestors - Sincerely- These hands”. I also cringe. No, I am not my ancestors, but rather, their wildest dream; I am free from the bonds of physical slavery. I am free to love whom I choose. Through professorship, I am able to connect with a diverse trans-disciplinary set of students and budding scholars. Through executive leadership, I am empowered and blessed to shepherd a Black-led legacy organization. I have a platform and opportunity to be a VOICE in my community.

Theoretically, I have the freedom and agency to direct my own life. Yet, for the achievement of their dreams, the world we live in is still their nightmare; despite the years - centuries even - between us, we share all too similar and familiar experiences.

I know the anger is raw, the frustration is real, and the sadness is overwhelming. While it is not for us, as Black and/or LGBTQIA2S+ folk, to resolve this country’s bigotry problem, its racism problem, its own ineptitude of self-control problem... it is for us to be strategic, clear, and strong: ENOUGH IS ENOUGH!

I stand with you in attempting to process, understand, and right historically heinous yet intentionally continuous wrongs. My resolve as a community agent has never been stronger. I welcome BIPOC and/or LGBTQIA2S+ -centered allyship: stand in solidarity, support us as we grieve, process our rage, and take strategic actions to demand undeniably needed change.

Let me be clear: this moment, right now, is a civil rights movement! There is no longer the luxury of standby status: in-action is direct support of oppression - silence is complicity. Please, stand with me, as I stand with you, and take action!

Yours in solidarity,

LM Alaiyo “Dr. A” Foster, Ed.D., NCC, QMHP, CCHW
Chief Executive Officer
ABOUT US

Since 1983, BUF’s purpose has been “to assist in the social and economic development of Oregon’s underserved communities and to contribute to a broader understanding of ethnic and culturally-diverse groups.” BUF’s work increases postsecondary success for BIPOC and low-income youth, increases equity in the distribution of philanthropic support to BIPOC communities, and builds unity and resiliency among minority-led organizations.

BUF is the longest-standing Black-centered foundation in Oregon, supporting grassroots, BIPOC- and female identifying- led organizations by providing grants, organizational mentorship, and affordable office space. BUF’s support is focused on underserved communities and community-driven programs, such as youth science camps; vocational skill-building; quality, culturally-specific mentoring; and access to educational resources.

In each of its focus areas, BUF channels support to BIPOC youth as well as female identifying- and/or BIPOC-led and serving organizations.

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**EMPOWER**

**Scholarships:** Two types of scholarships, offered annually, for high school seniors and undergraduate college students. More on pages 7-9.

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**ENCOURAGE**

**Nonprofit Mentorship & Philanthropy:** Support and funding for grassroots nonprofits. More on page 10.

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**EQUIP**

**Mentor4Success Program:** Postsecondary and early career-building support. More on page 14.

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**ENGAGE**

“BUF Talks” and the Alumni Network: Community supported and peer led professional development. More on page 14.
COVID-19 RESPONSE

The dual pandemics of racism and COVID-19 have a disproportionate impact on BIPOC communities, and this historical marginalization means these communities are bearing the brunt of the virus and its negative impacts yet again. Access to postsecondary opportunities and a well-thought-out career plan have become even more critically essential for survival - in all aspects of the word.

While the future brings opportunities and challenges uncertain for all of us, the Black United Fund of Oregon is committed to being responsive to community needs in the short-term and long-term, acting with urgency and resolve.

In the short-term, we shifted our typical program grants to instead provide unrestricted operating capital, a critical asset during this precarious time. While we were forced to cancel the physical gathering portion of our 23rd Annual Scholarship Awards Luncheon, we still awarded scholarships to eighteen students. We are also taking our programs online and providing technology access to those who need it.

Long-term, we are using this heightened emphasis on technology to learn new skills and implement new program tools and outreach methods that will continue after COVID-19 and ensure our services are more accessible than ever. This includes utilizing new technology needed to quickly pivot in this changing landscape, adapting curriculum, building new partnerships, developing online program modules, upgrading our website, and more. With school closed, the upcoming year uncertain, and social support systems disrupted, our programs continue to provide vital culturally specific and trauma-informed support.

BUF GRANTEE FUND USES

Replace revenue lost due to COVID-19
Modify existing program due to COVID-19
Support for existing programming not impacted by COVID-19
Support for staff salaries

Ninety-Nine Girlfriends
SCHOLARSHIPS

Achieving College Competency & Success for Students (ACCESS) Scholarships

Funding for ACCESS Scholarships is donated by partner schools. Applications and awards are school-specific.

Amina Anderson Scholarship

Amina Anderson served as BUF’s President, helped found Albina Community Bank, and continues to be dedicated to improving her community.

Charles Jordan Legacy Community Service Scholarship

As Portland’s first African American City Commissioner and Portland Parks and Rec Director, Charles inspired and supported all Portlanders. This fund is awarded to private high school students in pursuit of more equitable access to education.

Dr. Ethel Simon-McWilliams Scholarship

Throughout her life, Dr. Ethel Simon-McWilliams made significant contributions in the field of education. This 4-year renewable scholarship honors her contributions to the community.

Ron Herndon Scholarship

Ron Herndon is a community organizer, educator, and co-founder to numerous community-based organizations, including BUF. This scholarship honors his continued community contributions.

Charles Jordan Legacy Community Service Scholars

2019
Amira Tripp Folsom
La Salle Catholic College Preparatory

Hannah Cooper
Central Catholic High School

2020
Kai Ingram
Central Catholic High School

Quincy Jones
De La Salle North Catholic High School

Quincy Jones
Central Catholic High School

Langston Kaptur
Central Catholic High School

Yasmin Woodard
Central Catholic High School
Spring 2019 Scholarship Awards

ACCESS SCHOLARS

Amy Vargas-Moreno  
University of Portland

Angela Gonzalez  
University of Portland

Dario Rolon-Manzo  
University of Portland

Jordan Hammock  
University of Portland

Laetitia Mihigo  
Willamette University

Zion Ward  
Concordia University

RON HERNDON SCHOLARSHIP

Andre Tharp III  
University of Nebraska, Lincoln

Ayaan Salat  
Portland State University

De’Reanna Holmes  
Portland State University

Ebunoluwa “Ebu” Morakinyo  
Oregon State University

La’Don Archie  
University of Nevada, Las Vegas

Miles Rodriguez  
University of Oregon

Pearl Tommy  
Portland State University

Rahewa “Rae” Tekie  
University of Oregon

Seven Antoine  
University of Oregon

Yasmin Abdulaziz  
Linfield College

DR. ETHEL SIMON MCWILLIAMS SCHOLARSHIP

Justice English  
University of Oregon

AMINA ANDERSON SCHOLARSHIP

Alec Jackson  
University of Oregon

Amaya Gustave  
Portland State University

Isabella “Bella” Myers  
Xavier University

Jeanette Mmunga  
University of Oregon

Johana Amani  
University of Oregon

Kerim Semed  
Oregon State University

Mya Brazile  
St. Martins

2019 Scholarship Sponsors

Oregon Lottery  
Wells Fargo  
Travel Portland  
Providence Health and Services

Moda Health  
NW Natural  
Cambia Health Solutions  
Portland General Electric

Crabby Beach Foundation  
United Way  
Kaiser Permanente
Spring 2020 Scholarship Awards

**ACCESS Scholarships**

**Karla Rivas**
University of Portland

**Sitra Mohammed**
University of Portland

**Tre Hamilton**
Pacific University

**Salma Abdulkadir**
Lewis and Clark College

**Ron Herndon Scholarship**

**Aliya Omar**
Portland State University

**Christine Bynum**
Spelman College

**Flen Grisby**
Portland State University

**Jamari West**
Portland State University

**Jashai Green**
Clark Atlanta College

**Kalkidan Ketema**
University of Oregon

**Lisa Armani**
University of Oregon

**Mardre Sykes**
University of Oregon

**Taji Chesimet**
University of Chicago

**Dr. Ethel Simon McWilliams Scholarship**

**Amira Tripp Folsom**
American University

**Jett Sheng**
CETYS Universidad

**Amina Anderson Scholarship**

**Kai Ingram**
Spelman College

**Marley Johnson**
Mt. Hood Community College

**Taylor Greene**
University of Oregon

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**2020 Scholarship Sponsors**

Port of Portland  
NW Natural  
Moda Health  
Umpqua Bank

Crabby Beach Foundation  
Wells Fargo  
Cambia Health Solutions

United Way of Columbia-Willamette  
Northwest Health Foundation
COMMUNITY GIVING

2020 Grant Recipients

Camp Elso
www.campelso.org

Carpe Mundi
www.carpemundi.org

The Children’s Book Bank
www.childrensbookbank.org

Constructing Hope
www.constructinghope.org

Influencers of Neighborhoods
www.inonpdx.org

Northeast STEAM Coalition
www.nesteamcoalition.org

PDX Alliance for Self-Care
www.pdxasc.org

S.T.A.R.S. Mentoring
www.starsmentoringprogram.com

World Stage Theatre
www.worldstagetheatre.org

Organizations Fiscally Sponsored by BUF

Simple X
www.simplex.work

Sista Sistah
www.facebook.com/sistasistahinfo
2020 Grantee Spotlights & Statistics

GRANTEE STATISTIC

How many employees does your organization have?

- 30%: 0 employees
- 10%: 1-2 employees
- 40%: 3-4 employees
- 20%: 5-9 employees

GRANTEE TESTIMONIAL

“The Children’s Book Bank is immensely grateful for the wonderful community support we have received from BUF in order to continue creatively filling children’s lives with books through these challenging times.” - Courtney Campbell, The Children’s Book Bank Grants Director

GRANTEE TESTIMONIAL

“The BUF Grant in-part enabled Carpe Mundi to produce our first-ever podcast series ‘Route of Passage,’ that features student stories and statements of growth based on their study abroad experiences. We traditionally have an in-person storytelling event, which obviously wasn’t possible this year. The podcast gave the students a platform to reflect on their learnings and share their experiences with a broader audience.” - Rachel Alderholder, Carpe Mundi Executive Director

Grantee Spotlight

Constructing Hope puts people to work in the skilled construction trades. Their mission is to rebuild the lives of people in our community by encouraging self-sufficiency through skills training and education in the construction industry, serving people of color, people coming from incarceration, and low-income adults. Constructing Hope grew from the needs and leadership of people of color in their own community.

Last year, Constructing Hope graduated 66 community members and placed 56 into new careers with an average starting wage of $19.85. This year, Black United Fund helped Constructing Hope respond to the pandemic, providing rent assistance, utilities assistance, and gas cards to program graduates.
Workplace Giving Partners

BUF serves as a fiscal sponsor for donations given through our Community Workplace Giving Program. This service allows for donations to reach smaller or lesser known organizations to help them grow and thrive. Donations are administered by BUF who facilitates the donation and provides information and tax deductibility to donors.

Thank you, partners!

Albina Community Bank
Apple
Cambia Health
City of Eugene
City of Portland
City of Salem
Concordia University
First Tech
IBM
Intel
Kaiser Permanente
Legacy Health System
Metro
Multnomah County

Nike
NW Natural
OHSU
PGE
Port of Portland
Portland Community College
Portland Public Schools
Reed College
State of Oregon
Stoel Rives LLP
The Standard
Tri-Met
Umpqua Bank
Volunteers of America
Workplace Giving Recipients

BEAM Village
www.beamvillage.org

Blueprint Foundation
www.theblueprintfoundation.org

Building Blocks to Success
www.bb2s.org

Chess for Success
www.chessforsuccess.org

Constructing Hope
www.constructinghope.org

Downtown Languages
www.downtownlanguages.org

Elevate Oregon
www.elevateoregon.org

KBOO Community Radio
www.kboo.fm

Momentum Alliance
www.momentumalliance.org

Q-Center
www.pdxqcenter.org

Race Talks
www.racetalkspdx.com

World Beat
www.salemmulticultural.org

World Stage Theatre
www.worldstagetheatre.org

Zeta Phi Beta Sorority, Inc.
www.zhibpdx.com
**POSTSECONDARY OPTIONS**

**Mentor4Success (M4S)**

During the 2018-19 school year, BUF anticipated impacting at least 1,000 students through M4S. At the conclusion of the year, BUF exceeded its overall goal more than two times over, expanding post-secondary access and support to 2,316 students through M4S activities.

To measure our impact, BUF listens to how students’ skills and confidence grow through the support we provide. For example, prior to participating, only 36% of students knew how to write an essay specific to their scholarship application versus 97% after the class. Only 44% knew how to request a transcript versus nearly 90% after, and only 56% of students knew how to seek scholarship funding compared with 98% after. Less than 50% of participants say their parents have been able to be part of the college enrollment process, making BUF’s support critical to their postsecondary success.

**LOOKING AHEAD**

In 2020-21, BUF looks forward to new program expansions, including adding new volunteers, programming, and layers of support for Portland’s youth.

Further, BUF recognizes there are many career and postsecondary paths and that vocational training has long been overlooked and under-promoted. BUF’s expanded M4S program will support all students regardless of chosen career, college, or professional development path.

**BUF Talks and the Alumni Program**

Students from Alliance High School, Benson High School, Franklin High School, and Grant High School visited the Adidas campus in January 2020.

The talk inspired me to get out there and search for internships and to create more connections for better options ahead.

- BUF Talk Attendee
Foundation and Corporate Supporters $5,000 & up

CareOregon
Healy Foundation
Henry Hillman Foundation
Heritage Bank
Juan Young Trust
Meyer Memorial Trust
MRG Foundation
Nike Community Impact Fund
OCF Joseph E. Weston Public Foundation
OCF Black Student Success Network

Oregon Community Foundation
Spirit Mountain Community Fund
State Farm Foundation
The Collins Foundation
Trail Blazers Foundation
U.S. Bank Foundation
Umpqua Bank Charitable Foundation
United Way Catalyst Fund
Wells Fargo

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BUF recently changed to a July through June fiscal year, moving away from a calendar fiscal year format to better align with our programs. Our fiscal year 2018 took place from January 1st to December 31st, 2018. From January 1st through June 30th, 2019, BUF had an abbreviated, transitional year. Our new format began in fiscal year 2020, with a full year taking place from July 1, 2019 through June 30, 2020. This report includes Jan. 1, 2019-June 30, 2020 (eighteen months).

### JANUARY 2019 - JUNE 2019

- **INCOME**
  - Foundation Grants: 40%
  - Other Misc.: 24%
  - Workplace Giving: 13%
  - Events: 12%
  - Corporate Support: 10%
  - Individual Donors: 1%

- **EXPENSES**
  - Programming: 67%
  - Fundraising: 9%
  - Admin: 24%

*Earned Income, Investment Income, and Scholarship Income.*

### JULY 2019 - JUNE 2020

- **INCOME**
  - Foundation Grants: 45%
  - Individual Donations: 20%
  - Workplace Giving: 18%
  - Corporate Support: 11%
  - Other Misc.: 6%

- **EXPENSES**
  - Programming: 52%
  - Fundraising: 16%
  - Admin: 32%

**Includes a portion of staff time, professional services, meeting expenses, and office supplies.**
SPECIAL THANK YOUS

Meyer Memorial Trust
For believing in our mission and your dedication to a flourishing and equitable Oregon.

Mahlum Architects
For making our vision a reality, preserving and improving our community space in historically Black NE Portland.

Walsh Construction Co.
For your commitment to equity, education, and postsecondary options for youth in our community.

Alberta Main Street and The SOUL District
For keeping the spirit of NE Portland alive.

Kaiser Permanente
Staff and volunteers for their dedication to Portland and Oregon.

Scorpio Surface Graffiti Removal
For coming to our rescue, when we need it most!

Soundstage Events
For your ongoing support and bringing the community together to celebrate.

The Good Mod
For your support to landscape and prepare for upcoming building renovations.

Renee Anderson and Nancy Hassan
Our dedicated volunteers, who inspire us and remain dedicated to the youth in our community.

Arlene Foster
Dedicated to our internal archiving project to ensure the BUF legacy is told.

Our Individual Donors
Who pledge personal funds to help make BUF’s mission a reality.
“Building United Futures”
Community Hub

Our building – located at 2828 NE Alberta St. - is part of who we are and is a key component of our mission as a culturally-specific, community-driven space. Our presence has power, not only in the work we do but also in the physical spaces we occupy. As the oldest Black-led state foundation, one of the few remaining BIPOC-led organizations in Portland’s historically-Black Alberta neighborhood, and following a particularly difficult and significant year, this motto resonates ever the more.

And, the past year and a half have been a time of major growth for BUF. Our team has grown substantially, and we have taken on new and exciting roles in the community such as helping to manage the historic Oregon Cares Fund and joining the Oregon Community Foundation’s Black Student Success Network. Further, BUF continues to grow our mentoring and capacity building support (via fiscal sponsorship, providing low-cost office space, via cost-sharing measures, etc.) to its grantees and other nonprofits as well.

For many years, BUF’s leaders and constituents have been reimagining the possibilities of the building, while acknowledging what it has been: a source of opportunity, community-building, and philanthropic impact for Oregon’s Black and African diasporic communities. Concluding 2020 with the dramatic partial demolition of BUF’s building shows this vision is launched!

Ultimately, we will rebuild, creating a space not only for our growing team and partners, but as always, to continue to serve as a broader community resource. In partnership with Mahlum Architects, Inc., a series of community input engagements will ensure the final design and function of the space reflects the community’s voice.
BOARD OF DIRECTORS

Michael Alexander | Board President
President and CEO, Urban League of Portland (Retired)

Cobi Lewis | Vice President
SVP & Director, CRA and Corporate Responsibility, Umpqua Bank

Tamara Kennedy-Hill | Recording Sec.
Diversity, Equity, and Inclusion Program Mgr., OnPoint Community Credit Union

Damian Crowder | Treasurer
Prosper Portland, Project Manager

Tamara Brown
Vice President, Relationship Banking Officer, Heritage Bank NW

Tia B. Coachman
Principal, Affirma Consultancy

Donna Eaves
Human Resources, Port of Portland

Patti Miles
Project/Construction Management, Inici Group Inc.

Carla Kelley
Attorney (Retired Senior Counsel)

Vince Porter
Oregon Government Affairs Director, Cambia Health
LEADERSHIP & STAFF

EXECUTIVE OFFICE

DR. LM ALAIYO FOSTER, CHIEF EXECUTIVE OFFICER

A Portland native and Benson High School graduate, Foster holds two bachelor’s degrees from Portland State University, two master’s degrees—one in education, from PSU, and one from Capella University in nonprofit management—and a doctorate in education (EdD) and leadership from Lewis & Clark College. That adds up to more than 20 years in postsecondary education, during which Foster also worked full-time in education and social services. Prior to serving as BUF CEO, she worked as a remote consultant and program officer for the Portland-based Black Educational Achievement Movement while living near family in Texas for two years.

CURTRINA HUFF, EXECUTIVE OFFICE & OPERATIONS MANAGER

Curtrina began her professional career as a paralegal, where she taught classes to help workers and community members expunge their records. Later, as an Executive Legal Assistant, she had the opportunity to work with event planning and supporting a nonprofit board. After working for a number of years as Operations Manager for a small nonprofit, Curtrina joined BUF in 2019.

Curtrina has also served as a teen camp counselor and loves to travel globally.

PROGRAMMING

PAULA BYRD, DEVELOPMENT & PROGRAM ASSOCIATE

After receiving her BA from Portland State University, she returned to her hometown, where she earned her MA in Public Administration with a concentration in Nonprofit Management from the University of Illinois. Paula served as BUF’s Development and Program Associate from Oct 2018-June 2019.

Paula now serves as Youth & Family Services Manager for the Boys & Girls Club of Portland, and we wish her the best!

SYMONE SPARROW, PROGRAM MANAGER

Symone earned her BA in Journalism and Communication with an emphasis in Public Relations from the University of Oregon. After working as Program Manager for three years, and earning her MA in Strategic Communication, she moved to a new position as Community Engagement Manager at First Tech Federal Credit Union. She also serves as a Board Member at PDX Women in Tech. As a fourth generation Portland native, she brought wisdom and a sense of Portland’s history (and its future) to BUF and its Mentor4Success program. We wish her well!

CONTRACTED SUPPORT

DEEPER FUNNER CHANGE, STRATEGIC PLANNING

FUND DEVELOPMENT & COMMUNICATIONS

NINE MEDIA, VIDEOGRAPHY

IT & TECH SUPPORT