



Greetings Leadership LINKS Network,

I can hardly believe that what began as a prayer and invitations to join a social media group has become the nonprofit, Leadership LINKS, Inc., and the Leadership LINKS Network that we see today!

I originally reached out to a few peers to begin a conversation about mutual support and mutual investment. We were all thriving as leaders and community servants, but I believed then, as I do today, that we can have a greater impact when we work together. United by our passions for education, leadership, mentorship, faith, and public service, we are committed to equipping the next generation of leaders.

At Leadership LINKS, Inc., we make longterm investments in small groups of people, because intentional, deep work and dedication produces transformation and positively impacts lives, and with this transformation, we influence the communal, systemic, and social change that ripples across generations. We mentor and we multiply.

Our work centers the needs, education, and development of Black girls and young women, as research indicates that the historical and social challenges are unique for this targeted group, and service organizations that are led by or support this targeted group are significantly underfunded across the Southern Region of the United States.



POUR Y YOUR LIVE YOUR VOUR OREAN DREAM

2017 "Walk in Purpose" Leadership Summer Program for Girls 2017



2018 "Walk in Purpose" Leadership Summer Program for Girls We need your support as we strategically expand our programming across the Southern Region and expand the Leadership LINKS Network, an intergenerational and multi-ethnic group of leaders and strategic partners which includes businesses, churches, and schools across the nation.

Thank you for your prayers and support, as we continue to **Mentor Across Generations**.

To all the founders, organizational leaders, mentors, contractors, volunteers, parents, donors, sponsors, churches, schools, and strategic partners who have supported this work over the years, I offer my sincere thanks and appreciation.

A special thanks to all our Youth LINKS Leaders and Young Women LINKS Leaders, who have accepted the challenge to grow, and use their skills and resources for the greater good of humanity to become the leaders that their diverse communities and our world needs.

Happy Anniversary Leadership LINKS! Cheers to the next eight years and beyond.

With Love and Abundant Blessings,

Dr. Natasha Sistrunk Robinson

Visionary Founder & Chairperson



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Celebrating Eight Years of Service



#### How we work

Our Purpose

This is who we are

Leadership LINKS exists to educate and equip servant leaders who are committed to using their skills and resources for the greater good of humanity.

This is why we exist

To connect people with Purpose

Our Vision Our Mission

Offer leadership education that facilitates impactful living, character and spiritual development.

Our Values

Our values are integral to how we work and they represent the strength of our organization and network

Love ◆ Inspiration ◆ Network ◆ Knowledge ◆ Service

OUR Story

Founded by six African American graduates of the U.S. Naval Academy, we have cultivated Leadership LINKS, both the nonprofit organization, Leadership LINKS, Inc., and a thriving Leadership LINKS Network.

We are leveraging the organization and the network to equip Black girls and young women to become changemakers! Left to Right: Admiral Arthur Johnson, Jr.; Natasha Sistrunk Robinson; Dr. Tracey Nicole Hayes; Tasya Lacy; QuaWanna Bannarbie; Davede Alexander



**How It Started** 

Founding Directors at the pilot of the "Walk in Purpose" Leadership Summer Program for Girls 2015

Church Network: First Baptist Church of Glenarden School Network: SHABACH! Christian Academy Location: Upper Marlboro, MD





# Our Founders



ADMIRAL ARTHUR J. JOHNSON, JR. U.S. Navy (retired) United States Naval Academy 1979 Location: Maryland



**QUAWANNA BANNARBIE**U.S. Navy service
United States Naval Academy 1999
Location: Virginia



DR. TRACEY NICOLE HAYES
U.S. Navy (retired)
United States Naval Academy 1992
Location: North Carolina



**DR. NATASHA SISTRUNK ROBINSON**U.S. Marine Corps service
United States Naval Academy 2002
Location: North Carolina



U.S. Navy service
United States Naval Academy 1997
Location: Maryland



**DAVEDE ALEXANDER**U.S. Navy service
United States Naval Academy 2001
Location: Maryland





"Never doubt that a small group of thoughtful committed citizens can change the world; indeed, it's the only thing that ever has."

Margaret Mead

2012 2013 2014 2015

Natasha sent first dream email to her personal Network

February 24, 2012

"We Have a Dream" Founders Retreat #1 (MD)

July 13, 2013

"Identify the What" Founders Retreat #2 (MD)

April 5, 2014

"Establish an Organization?" Founders Retreat #3

April 18, 2015

Founding Directors hosted a pilot of the "Walk in Purpose" Leadership Summer Program for Girls in Maryland

Theme: Unlock the Leader Within

August 2-7, 2015



August 28, 2015

Leadership LINKS, Inc. formally established as a 501(c)(3) nonprofit in NC

#### February 2017

Hosted
"Path to College"
event in
Jamestown, NC



July 30 - August 4, 2017

"Walk in Purpose" Leadership Summer Program for Girls in Jamestown, NC

Theme: Live Your Dream

#### October 2016

Hosted "LINKS Leader Forum for Youth" event for collegepreparation at the University of MD



#### August 8-12, 2016

"Walk in Purpose" Leadership Summer Program for Girls in Jamestown, NC

Theme: Commit Work Success







Launched **Season 1** of Leadership LINKS Mentoring Program for Girls (NC)

(Aug 2017-May 2018)



"LINKS Leader Path to College" Event in High Point University (HPU)

November 2017



#### **Global Initiative:**

Women's Mentoring Conference

School Network: West Africa Theological Seminary in Lagos, Nigeria

August - September 2017







April 2018

1st Leadership Experience Tour (LET)

Business Network: The King Center School Network: Spelman College in Atlanta, GA



July 30 - August 3, 2018

"Walk in Purpose" Leadership Summer Program for Girls in Jamestown, NC

Theme: Study Seek Grow





**Summer 2018** 

Global Leadership Experience

Sponsored Youth LINKS Leader, Miss Solé to Nepal



November 2018

1st Green and Black Gala in High Point, NC





May 2019

2nd Leadership Experience Tour (LET)

School Network: Tuskegee University in Alabama



July 29 - August 2, 2019

"Walk in Purpose" Leadership Summer Program for Girls in Jamestown, NC

Theme: Lead with Love





Summer 2019

Sponsored two (2) Youth LINKS Leaders Global Leadership Experiences

> Miss Nilah in Israel Miss Lilian in Japan



August 2019 - May 2020

**Season 3** Leadership LINKS Mentoring Program for Girls





November 2019

Underground Railroad Tour at Guilford College, NC



#### Spring - Summer 2020

Hosted weekly
"I Need You to Survive"
Prayer Calls and Mental
Health Check-ins
with Youth LINKS Leaders
Facilitated by: Natasha
Sistrunk Robinson and
Spiritual Director, Mr. Paul
Stolwyk

# November 2019 2nd Green and Black Gala in High Point, NC



#### Summer 2020

Hosted 8 Virtual
Book Discussions
about the Leadership
Journey & Telling our
Own Stories
(Featured Becoming
by Michelle Obama &
A Sojourner's Truth
by Natasha Sistrunk
Robinson)



August 2020 - May 2021

Appointed the 1st Youth Leadership Committee (YLC)

August 2020

Celebrated **5 Year Anniversary**(virtual celebration)



Summer 2020

Hosted National Youth
Leadership Essay Contest
with cash awards for the
winners



August 2020 - May 2021

**Season 4** of Leadership LINKS Mentoring Program for Girls (virtual) August 2021 - May 2022

Season 5 of Leadership LINKS Mentoring Program for Girls (hybrid model: virtual & face-to-face)









#### April 2022

3rd Leadership Experience Tour (LET) Charlottesville, VA

School Networks:
University of Virginia &
Virginia State University
Business Network:
Theological Horizons



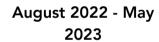












Season 6 of Leadership LINKS Mentoring Program for Girls (hybrid model: virtual & face-to-face)





May 2022 - May 2023

Appointed the 2nd Youth Leadership Committee (YLC) June 2022 - April 2023

Season 1 of the Leadership LINKS Mentoring Program for Young Women 2023

April 2023

4th Leadership Experience Tour (LET) to Philadelphia











Sponsored two (2)
Global Initiatives for
Young Woman LINKS
Leader, Miss Chase
Clark (London) and
Youth LINKS Leader,
Miss Eden (Costa Rica)



June 2023

Launched Season
2 of the Leadership
LINKS Mentoring
Program for Young
Women



August 2023

Launched Season 7 of the Leadership LINKS Mentoring Program for Girls





In 2024 our desired work is to create more access and opportunities by:

**1. Expanding our Mentoring Program** in NC and possibly VA.

Targeted locations include Durham, NC and Alexandria, VA

- 2. Resuming and expanding the "Walk in Purpose" leadership Summer program to become a week-long overnight experience.
- **3.** Completing our 12-Day **Global Leadership Experience Tour** to Canada.

This "Footsteps of a Freedom Fighter" experience was planned for Summer 2020, but was postponed due to COVID-19.

**4.** Expanding and deepening our relationships and create intentional strategic partnerships with our school, church, and business networks.

We have visited 10 college campuses in 6 different states.

LEADERSHIP LINKS, INC. Programs by the Numbers















### college acceptance rate for Youth LINKS I who are active in our mentoring program college acceptance rate for Youth LINKS Leaders



Class of 2023



Class of 2023





Class of 2023





Class of 2022





Class of 2022





Class of 2022





Class of 2022





Class of 2022





Class of 2021





Class of 2020





Class of 2020





Class of 2020





## LINKS LEADERS STORIES REFLECTIONS ON MENTORING PROGRAM(S)





I have become more comfortable being a leader and have realized that I am capable of doing it successfully...I now know that public speaking is very important when it comes to leading...Being able to put what I have learned to use in future projects and jobs excites me.

MISS CARRINGTON (NC)







I would let others know that the way they will enter the program, surely they won't stay the same if they stick it through. I would share with them that the program will bring clarity in areas...and bring direction in places that felt overwhelming, whether that be one's vocational calling, relationship, finances and/or navigating difficulty-this program surely will provide aid in all that.

#### MISS WHITNEY STEPHENS (NJ)







This mentoring experience has been transformative to my life. I understand the assignment, which is to help shape the lives of youth and young women through planting seeds, sharing my life experiences, as well as pointing them towards the Word of God...I consider my time with Leadership LINKS as part of my reasonable act of service.

#### MISS NATALIE STENNIS (NC)

Leadership LINKS Mentor Leadership LINKS, Inc. Ambassador







## LEADERSHIP LINKS, INC. Programs

Eight years of investment filled with programs and growth

#### "WALK IN PURPOSE" LEADERSHIP SUMMER PROGRAM FOR GIRLS

This dynamic week long summer leadership and character development program prepares rising 6th through 12th grade girls for innovation, executive leadership, and entrepreneurship. One of the ways that we accomplish this goal is by introducing program participants to career fields where women are traditionally underrepresented in the higher echelons of leadership. These sectors include: Science, Technology, Engineering, and Math (STEM); Media and Arts; Business and Entrepreneurship; and Military and Government.

#### LEADERSHIP LINKS MENTORING PROGRAM FOR GIRLS

The Leadership LINKS Mentoring Program for Girls offers leadership education, mentorship, character and spiritual development to prepare 6th-12th grade girls for innovation, entrepreneurship, and executive leadership. Through this program and our strategic partnerships, we create access and opportunities, provide professional development and training, and life skills. The program's curriculum is delivered using a small-group mentoring model.

#### LEADERSHIP LINKS MENTORING PROGRAM FOR YOUNG WOMEN

The Leadership LINKS Mentoring Program for Young Women (ages 18-30) offers mentorship, career coaching, professional, character and spiritual development. Leadership development includes a curriculum, the cultivation of life skills, and offers numerous opportunities to assess one's vocational calling, outline a leadership path, and grow a supportive professional Network, while also providing the tools and resources needed to thrive in the workplace. Program participants are young women who are already working but looking to build their confidence and leadership skills. They may be actively engaged in their desired career fields, completing higher level degrees, preparing for or completing advanced degrees or certifications, or in transition between jobs and/or careers.





## LEADERSHIP SERVICE OPPORTUNITIES (LSO)

Our Leadership Service
Opportunities (LSO) allow LINKS
Leaders to serve their local
communities and/or give back to
the organization, while
expanding the Leadership LINKS
Network. LSOs fulfill our purpose
and commitment to use our skills
and resources for the greater
good of humanity by addressing
community, national, and/or
global needs. Within the girls
mentoring program, LSOs are
often led by our Youth
Leadership Committee (YLC).

## LEADERSHIP EXPERIENCE TOUR (LET)

The Leadership Experience Tour (LET) gives participants an exciting learning adventure designed to further develop their Knowledge of history and culture and position them to walk in purpose with a hopeful future. Whether visiting college campuses, learning about historical events, discussing social challenges and movements, or exploring the impact of arts and culture, the LET educates LINKS Leaders about how leaders before them have committed to using their skills and resources for the greater good of humanity, which inspires and gives them the confidence and courage to intentionally address the challenges of our day.

### LEADERSHIP LINKS BOOK DISCUSSIONS

The Leadership LINKS Network is a community of life-long learners, who are constantly developing themselves. Therefore, we offer book discussions to support our communal commitment to Knowledge, and to provide leadership education, character or spiritual development that unites and strengthens our community of like-minded leaders so we can best support and serve the Youth and Young Women LINKS Leaders in our programs.





Destiny Aviation Services, LLC is committed to increasing the nation's pool of aviation professionals by introducing aviation and aeronautics to previously unreached segments of America through classroom education, simulator training, flight instruction and exposure to the full spectrum of aviation operations.

www.destinyaviationservices.com



The Forum for Theological Exploration (FTE) is a leadership incubator that inspires young people to make a difference in the world through Christian communities. FTE provided seed funding to launch the mentoring program for young women.

www.fteleaders.org



Innovo develops effective strategies designed to sharply increase the presence of government, academy, and non-profit organizations in their respective target markets. Innovo accomplishes its mission through strategic marketing, gamechanging customized events and engagement campaigns designed to propel organizations to reach their goals.

www.innovostrat.com



JHWriting+ is a professional writing, editing and proofreading service dedicated to helping people perfect their thoughts, deliver their message, and realize their dreams.

www.jhwritingplus.com



Ivery Steps seeks to awaken the inventor, the problem solver, and the world changer in every student. The organization's mission is a reflection of its founder, Stephanie Ivery, who is an engineer, educator, entrepreneur, and encourager.

www.iverysteps.com



Susan Seay, a wife and mom to 7, understands the challenges of being an intentional parent. Her uncommon wisdom through the podcast, coaching, mentoring, and speaking helps overwhelmed moms become more intentional and live on purpose.

www.susanseay.com





Dr. Natasha Sistrunk Robinson is a soughtafter international speaker and author or editor of several books including *Voices of Lament* (featuring essays from 29 Women of Color), *Journey to Freedom* Exodus Bible study, *A Sojourner's Truth*, *Hope for Us* Bible study, and *Mentor for Life*. She is host of *A Sojourner's Truth: Conversations for a Changing Culture* podcast.

www.natashasrobinson.com



Founded by Dr. Natasha Robinson, T3
Leadership Solutions, Inc. offers
customized leadership development
programs for individuals and organizations
which include consulting, executive
leadership coaching, and mentorship.

www.t3leadershipsolutions.com



Chase's Chance is a nonprofit organization that works to increase self-efficacy in the lives of youth, so they can become progressive community leaders, embrace their abilities, and strive to make their dreams a reality. Their vision is to provide basic needs to the communities that impact youth or students, so they can feel empowered to meet their personal goals one day at a time.

www.facebook.com/chaseschance



TruMotivate is a tool that uses the individuals' own stories to help them discern their unique giftings from God - their core motivations - and how to apply these in their occupation, work or volunteer opportunities. This tool was developed in partnership with the Barna Research group.

www.barna.com/trumotivate



Savor the Moment is a family owned Bakery & Dessert Café that offers a safe space for communities to come together to eat delicious desserts, drink a good cup of coffee, and enjoy genuine conversations. They support local businesses and promote social awareness.

www.savorthemomentbakery.com



Classy Mom Creations LLC. is a black-owned and woman-owned small business that is committed to creating joyous gifting moments for the giver and receiver.

www.facebook.com Classy Mom Creations LLC





Emerywood Baptist strives to be concerned about the things that matter, like hunger to know an abundant life by God's grace and acceptance.



The focus of Grace Community Church is to make disciples who live the gospel crossing ethnic and economic lines. Leadership LINKS, Inc. was a Faith Promise Partner of Grace Community Church between 2017-2022.



First Baptist Church of Glenarden (FBCG), led by Pastor John K. Jenkins Sr., is a vibrant, Biblebased church in Prince George's County, Md. FBCG has impacted both local and global communities through its 100-plus ministries and programs.

www.emerywoodbaptistchurch.com

www.gracegso.org

www.fbcglenarden.org





**KEVIN RAYFIELD** (Treasurer)

Kevin Rayfield served on the Board of Advisors (BOA) and as the organization's treasurer between 2018-2022.



#### PAUL STOLWYK (Spiritual Director)

Paul Stolwyk began volunteering with the organization in 2017, joined the BOA in 2019, serving in the role of Spiritual Director, and became a Board Director in 2021 until he transitioned from this life in 2022.



#### **HENRY "HANK" MANGUM** (Lawyer)

Hank Mangum served at the organization's lawyer from its incorporation in 2015 until his retirement in 2022.



#### DR. NICOLE HAYES (Founding Director)

Dr. Nicole help lay the foundation for the organization in 2012 and continued in intentional and selfless acts of faithful service as a mentor, director, and more through 2020.

# Jur 2023-2024 (ender ship)



DR. NATASHA SISTRUNK ROBINSON Visionary Founder and Chairperson

Durham, NC



**CAPTAIN CARRIE WOLFE** 

**Board Treasurer** Alexandria, VA



**QUAWANNA BANNARBIE** 

(term ended June 2023) Suffolk, VA



ADMIRAL ARTHUR J. JOHNSON, JR.

Founding Director Upper Marlboro, MD



STEPHANIE POLK

Legal Counsel Upper Marlboro, MD

oard of Hovisors



**BROOKE HEMPELL** Atlanta, GA



**JEROME PRESTON** Colfax, NC



**CHRIS LARSON** Greensboro, NC



**CAPTAIN (SELECT) LADONNA SIMPSON** Annapolis, MD



**DERONTA ROBINSON** Durham, NC



**RONALD MATTISON** Charlotte, NC



#### HELP CELEBRATE OUR 8TH ANNIVERSARY BY BECOMING A LEADERSHIP LINKS AMBASSADOR TODAY.

A Leadership LINKS Ambassador makes a monthly financial commitment to help the organization budget and plan programming for the calendar year.



**Text-to-Give** - In honor of our 8th Anniversary, Text the code MENTORGENERATIONS to 44321





Make a monetary donation via certified check or money order to "Leadership LINKS, Inc." and mail to 4214 West Wendover Ave. #1007, Greensboro, NC 27407



#### Become a Leadership LINKS Ambassador; either

a.) set-up a monthly recurring donation electronically through the Givelify phone app or button on the www.LeadershipLINKSInc.org website, or **givelify** 

b.) arrange automatic payments of the recurring donation through transfer from your bank or financial institution. Contact admin@LeadershipLINKSInc.org for instructions.



# Contact Us

Do you want to partner with us as we equip Black girls and young women to become changemakers?



In support of our mission, we are seeking committed servant leaders to join our team and Leadership LINKS Network.

#### **BECOME A MENTOR**

There are several mentoring opportunities within our programs:

- Program mentors are those who serve on our leadership team and are responsible for program delivery and facilitation of our small groups of middle school, high school, or young women leaders. Program mentors must undergo training with the organization.
- Career mentors offer 1-on-1 mentorship and coaching in their professional fields within our young women's program.
- We also welcome mentors as guest speakers in both programs or as facilitators and instructors in our Leadership Exploration Workshop (LEW) series.

## BECOME A LEADERSHIP LINKS AMBASSADOR

Leadership LINKS Ambassadors further the organization's mission by ensuring that the financial budget can support programming and provide security for the future development of the organization.

#### JOIN THE NETWORK

The Leadership LINKS Network consists of individuals and organizations to include businesses, schools, and churches that strategically partner together to support the organization's work. Please contact us discuss discuss opportunities.



336-525-6506



admin@LeadershipLINKSinc.org



www.LeadershipLINKSinc.org



4214 West Wendover Ave. #1007 Greensboro, NC 27407



@LeadershipLINKSInc.



@LeadershipLINKS



Leadership LINKS



@company/leadership-LINKS.inc

