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### **Chair's Message**



There is an oft repeated saying: "If you want to get a task completed, give it to someone who is busy."

There was a time that I believed that statement to be a universal truth. After all, busy people often learn how to budget their time, make use of time saving techniques and are often driven to complete tasks even if they must work into the wee hours of the night.

However, as I have aged, life experiences have taught me that the old adage quoted above is not necessarily correct. I have learned that often times the best answer

## Did You Overextend Yourself?

*"What happens to a dream deferred? Does it dry up Like a raisin in the sun? ...Or does it explode?" ~Langston Hughes*

### Real Talk Leadership:

*Head & Heart Moves That Allow Us to Spring Into Action*

In January, we speed into the New Year tackling head on a long list of resolutions that are almost impossible to keep. Just about this time of the year -February to March- we realize we may have overextended ourselves on the resolution front. Sometimes this gets us down. We feel defeated. But hear this: It's okay to admit we might have put in too large an order to handle in our normal lives.



Dr. Thyonne Gordon CEO, Beyond Story AABLI alumna, Class #3

Once we accept that there's too much on our plates, it's time to reset our resolutions so that they work for us. Whatever resolutions we had, a sure-fire way to keep them is to put in place some tools that will accelerate our process.

Top leaders use these five tools regularly to keep from overextending and to stay on track. Try them and let us know how they work for you.

*Read more...*

### Faculty Office Hours: Finance

#### TIPPING NONPROFIT SACRED COWS

#### *"Basic Misconceptions About Nonprofits"*

Some basic misconceptions about nonprofit organizations have taken root in our society. It may surprise you that, as nonprofit executives, trustees, consultants, foundation executives and government administrators,



Paul Hudson, Managing Director, Hudson & Holland Advisors, LLC  
AABLI Board & Faculty Member

Photo: Leroy Hamilton

you can give when tempted to take on more obligations or commitments than time will allow, is to say NO!

AABLI exists, in part, because I said no to offers to serve on various Boards. I realized that it was important for African Americans to be members of various Boards and Commissions. But I also realized I could not try to serve on innumerable Boards, but I could create an organization that would identify, educate and place many individuals on Boards and moreover they could and would be more effective than one individual stretched too thin.

Remember the next time you are tempted to add one more task to your "to do" list, saying no may lead to a better result for all concerned.

Stay encouraged,



Virgil Roberts  
AABLI Board Chair



Image credit:  
[www.jsums.edu](http://www.jsums.edu)

## Learn How to Use Social Media as YOUR Media Outlet

Thursday, March 17, 2016  
Check-in & Breakfast 8:30am  
Program 9-11am

we are among those who have perpetuated them. These misconceptions - think of them as sacred cows - have developed as a result of our charitable culture, tax regulations, legislation and funding guidelines.

In my experience, these sacred cows often are accepted without question, as if printed on the flip side of the Ten Commandments. Unfortunately, our belief in them supports the status quo and contributes to a lack of flexibility and innovation within the nonprofit sector.

So what are these nonprofit sacred cows? [Read more here...](#)

## Welcome Class #9



Photo: Leroy Hamilton

Congratulations to the members of Class #9, who finished AABLI's two-day intensive Board Leadership Program on Saturday, January 30, 2016, at Loyola Law School (downtown Los Angeles campus). This amazing group of professionals worked tirelessly to complete the required curriculum and earn certificates in board governance. After delving into a real-life case study, members presented their assessments and recommendations to the faculty for constructive feedback.

A heartfelt welcome to Class #9!

Katarina Eleby  
Manager, Programs & Operations

## Why Attend the Board Leadership Program?

"I can share with you personally my experience with the African American Board Leadership Institute. I am very glad I participated in the program, which provides important board skills and a strong professional network. My goal is to join a nonprofit or state commission so I can help my community on social, political and economic levels by having a say in how resources reach that community. Down the line, I would also like to join a corporate board."



Brittany Carter  
Class #7

Photo: Leroy Hamilton

At this point, I am in talks with a board I found through AABLI. I consider it my personal

*AABLI partners  
with NCM Network*

Attend this informative seminar, featuring a panel of experts, to learn how social media can educate and engage your audience, make your nonprofit newsworthy, and increase your visibility.

Limited seating... [Click here](#) to register.

*Check out the panelists:*

Kevin Boie  
Director, Digital Operations  
KABC-TV ABC7  
[@kevinboie](#)

Juntae DeLane  
Digital Brand Manager  
USC  
[@JuntaeDeLane](#)

Debbie Laskey, MBA  
Brand Marketing & Social Media Strategist  
[@DebbieLaskeyMBA](#)

Monique Stennis, MBA  
Social Media Manager  
University of Redlands  
[@MoniqueStennis](#)

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**April 2016  
Board Leadership Program**



Thursday and Friday  
April 22-23, 2016  
8am - 5pm  
Loyola Law School  
(Downtown Campus)

responsibility to join a board not only to expand my network, but to enhance my personal and professional experience.

AABLI is there to help me, as an alum, achieve my objectives. I have learned a great deal from the board interview process alone.

Board leadership on the right board with strong professionals will help me grow and understand politics and business at a level beyond what might be possible in my regular work environment. Understanding the behind-the-scene politics of any business or foundation will help me navigate my career journey."

*Brittany Carter is an AABLI alumna, Class #7. She is a senior accountant at 19 Core Media, in Los Angeles.*

## Affiliated Placements



Steven Temple  
Class # 1



Georgia Zachary  
Class # 7



Rashidi Jones  
Class # 6

Our 75th placement



Kafi D. Blumenfield  
AABLI Associate



Stuart Lott  
Class # 8



Karen Driscoll  
Class # 6



Brickson Diamond  
AABLI Faculty



Keithly A. Garnett  
Class # 4



Bonnie Boswell  
Class # 1

[Click here to view other AABLI-affiliated placements](#)

\$600 - Early registration  
(before March 18)  
\$700 - Tuition Fee  
(after March 18)

Deadline for applications: April 1st

[Apply today!](#)

#### Quick Links

[Our Website](#)

[Board Leadership Program Application](#)

[Member Organization Application](#)

#### Get Social!

Does it surprise you that roughly half of more than 400 million LinkedIn member profiles are incomplete, blank or look like abbreviated résumés? I've scanned hundreds of them, so no surprises are there for me. But I am perplexed, given that five out of six recruiters review LinkedIn profiles to determine if they should contact a candidate. It's a safe bet that a number of other professionals do the same.



Monique Stennis Social Media Manager  
*University of Redlands AABLI alumna, Class #6*

Photo: Leroy Hamilton

Why don't people do something about their profiles? For many of us, the biggest obstacle is the summary section. It can be both intimidating and uncomfortable to write about ourselves. But considering what's at stake, it's worth a little discomfort.

[Click here to read more...](#)

#### Spotlights



[\(213\) 346-3241](#)

Engage with Us on Social Media!



Mark Loranger, CEO of the nonprofit organization **Chrysalis**, wanted to brainstorm ways to diversify the group's board of directors. Chrysalis' clients reflect the diversity of the communities it serves, he reasoned, but its board does not.



Enter AABLI founder Virgil Roberts, who suggested that a partnership with AABLI could help Chrysalis build a more diverse board. Chrysalis Board Chair Hayward Kaiser and its Executive Committee have made board diversity one of the organization's top goals for 2016. They look forward to meeting AABLI members who are interested in learning more about Chrysalis' work and how it can have an impact on their community.

Chrysalis' mission is to create a pathway to self-sufficiency for homeless and low-income individuals by providing the resources and support needed to find and retain employment. Over the past 32 years, more than 50,000 men and women have regained their dignity and become self-sufficient through their participation in Chrysalis employment services and transitional jobs program. Chrysalis centers in Los Angeles' Skid Row, Santa Monica, and Pacoima are currently supported by a staff of 80 and a dedicated volunteer base of more than 400 community members.

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**Exceptional Children's Foundation** (ECF) President and CEO Scott Bowling describes this organization as the only one of its kind in California that provides a continuum of lifespan services for individuals with developmental

disabilities and other special needs. Its 22-member volunteer board of directors is a highly engaged group of professionals with diverse backgrounds.

ECF learned about AABLI from Sierra Smith, AABLI's outreach and engagement manager, who spoke highly of the Institute's mission and leadership. Following AABLI's online and telephone interview process, ECF was pleased to learn it had been approved as an AABLI member organization.

"I am delighted the two organizations have found each other," said Bowling. "I have attended AABLI-sponsored events and have been favorably impressed by the quality of the professionals and speakers it attracts. It is clear from my experiences that, like ECF, AABLI values the creation of inclusive, diverse communities. Nonprofit boards should reflect this value."

Clients are referred to ECF after they are diagnosed with developmental delays, autism, Down syndrome, cerebral palsy, learning/intellectual disabilities, emotional disturbances, or traumatic brain injuries. With an annual operating budget of \$25 million, ECF serves more than 3,700 children and adults of all ages, and their families, at its 15 service sites throughout Los Angeles County. The ECF board's multiple active committees report to the full board at quarterly meetings.

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Professionals interested in board engagement opportunities may contact Katarina Eleby at (213) 346-3291 or [keleby@aabli.org](mailto:keleby@aabli.org).

## Staff News

Yvette Chappell-Ingram was named recipient of the "2016 NAACP LEADERSHIP EMPOWERMENT AWARD," to be presented at the

*2016 Roy Wilkins Freedom Fund Awards*

*Gala, Thursday, May 19,*

*2016, at the beautiful and historic Millennium Biltmore Hotel.*



Photo: Leroy Hamilton

Katarina Eleby, manager of programs and operations, was elected president of the Physical Therapy Board of California, adding four years to her term of service.

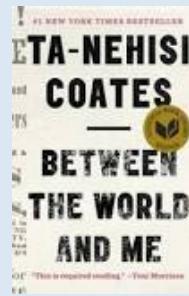
Teberina Johns joins the staff as part-time associate communications & operations coordinator.

Go team!

Yvette Chappell-Ingram  
President and CEO

## AABLI Head Faculty Latonya Slack's Recommended Reading

"This book will elevate your understanding of race and all of its implications. Coates weaves a multilayered web that incorporates perspectives from the "formerly known as" Baby Boomer, GenX and Millennial generations. It's interesting for AABLI alumni and friends because of his keen understanding of race, double consciousness and micro aggression, and because of the way he navigates through all of that for himself and his son."



### Thank You to Our Supporters



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