Dear Friends,

The year 2016 marked organizational growth for the Congressional Black Caucus Foundation, Incorporated (CBCF), as the CBCF continued its efforts to advance the global black community.

The Theme for this year’s annual report — “BEYOND ALL LIMITS.” — expresses the reach and character of our accomplishment throughout the year. Here are just a few examples of the broad scope of leadership, education, innovation, outreach and financial strides that marked those accomplishments.

The common thread among all of our successes is the continued commitment to our mission and the critical work by our volunteers, board of directors, corporate advisory council members, and generous individuals and sponsors. We would not be where we are today without each of you.

We look forward to continuing our great work together.
Contents

Leadership Institute .................................................. 4
Annual Legislative Conference .................................. 12
CBC Spouses .............................................................. 15
Center for Policy Analysis and Research ...................... 16
Resource Development ................................................. 19
Volunteer Highlights .................................................... 21
Social Media: Reaching Beyond All Limits ..................... 22
2016 in Numbers ......................................................... 24
Statement of Activities ............................................... 25
Corporate Advisory Council ......................................... 26
CBCF Staff .............................................................. 27
2016 Donors .............................................................. 28
Board of Directors ...................................................... 30
Leadership Institute

During its 40th year, through the CBCF Leadership Institute, the Foundation continued developing the next generation of leaders willing and able to push Beyond All Limits to achieve success. In 2016, the Leadership Institute offered fellowships, internships and scholarships to prepare African-American professionals for careers in public service and corporate America. Fellows and interns worked for federal agencies, on Capitol Hill, and in business, and gained first-hand experience by working with members of the Congressional Black Caucus (CBC) and other leaders in Washington, D.C. The Institute is proud to support the commitment of young leaders to make a difference in health, science, education, business, and on national and international issues.

“My internship with CBCF was by far the most important thing I’ve done when it comes to my career. I was inspired, excited and exhilarated. This internship definitely confirmed that I can be the change I want to see in the world.” MICHAEL HOLLOMAN, Summer Congressional Intern
Fellowships

Nine fellows completed the Congressional Fellows Program for early career-policy professionals committed to contributing to public policy and pursuing legislative careers. Fellows worked with Congressional Black Caucus members, served on congressional committees and assisted policy professionals. The program also welcomed the new 2016-2018 cohort of Congressional Fellows.

All 2014-2016 fellows successfully secured full-time employment.

Eight new fellows joined the 2016-2018 Congressional Fellows Program:

- **Abdul Deensie** — Foreign Policy Fellow
- **Alexandrine De Bianchi** — Telecommunications Diversity and Inclusion Fellow
- **Erin Robinson** — STEM Fellow
- **Jonathan Riley** — Science and Technology Fellow
- **Judith Zoe Cadore** — Energy Fellow
- **Kimberly Toots** — Financial Services Fellow
- **Mia Keeyes** — Women in Health Science Leadership Fellow
- **Priscilla Barbour** — Energy Fellow
- **Ronald Madlock** — Education Fellow
Internships

Both on Capitol Hill and across the world, CBCF interns worked to develop their leadership skills and discover opportunities BEYOND ALL LIMITS. A total of 88 interns participated in legislative and business programs throughout the year, including the newly launched Pathways to the C-Suite program for those who aim to serve in the private sector.

The 2016 programs welcomed:

- 24 Walmart Emerging Leaders
- 13 State Farm Communications Interns
- 46 Congressional Interns
- 5 Pathways to the C-Suite Interns

“This was a great opportunity to meet other successful Black students and I was happy with my placement.” LIZA TILLMAN, Fall Emerging Leaders Intern
Twenty students successfully completed the Spring 2016 CBCF Emerging Leaders and Communication Internship Programs. Originally a cohort of 22, two interns were offered full-time positions in the offices of Sen. Joe Donnelly and Sen. Richard Durbin within the first two months of the program.

In May, CBCF welcomed 46 students to the Congressional Internship Program sponsored by Altria, Bank of America, Chevron, Comcast, Prudential, and UPS. These emerging leaders experienced an intense week of orientation filled with important seminars on congressional research, policy writing, professional etiquette and networking.

Successful interns found new leadership roles in Washington, D.C., and around the country, in teaching, legislative support, nonprofit organizations and politics.

“I thoroughly enjoyed my time in the program, and am so grateful for the opportunity to have such an experience!”
ASHLEE ROSSLER, Spring Emerging Leaders Intern

“Please continue this program. You gave a 19-year-old an opportunity of a lifetime!”
AARON WILLIFORD, Spring Emerging Leaders Intern
Scholarships

To help African-American students pursue higher education and move BEYOND ALL LIMITS, CBCF continued offering scholarship opportunities. Throughout its 40th anniversary year, CBCF reached out to more than 900 high schools, colleges and universities across the country. With the support of its stakeholders, CBCF awarded a total of $609,183 in scholarships to 395 students based on leadership ability, community service, academic talent and financial need. Two Louis Stokes Health scholars participated in semester-long study abroad programs in Scotland and in Romania, helping fulfill CBCF’s goal to increase global awareness in black emerging leaders. Recipients with science, technology, mathematics, and health majors increased from 44% to 50%. CBCF received more than 2,600 applications for health, arts, and general scholarship programs, an increase of 14% from 2015.

“Through the funding, I was able to take four public policy classes ... I was able to use the education from my MD/MPH to go to Kenya and provide a neonatal resuscitation training to staff at the largest maternal hospital in East Africa, Pumwani Maternity Hospital.”

PERIS JUNE NGANGA, CBC Spouses Education Scholarship recipient
“I was able to accept the position at the Google Summer Institute because of the CBCF Scholarship. That opportunity was extraordinary. My class was entirely either female or minority males who were all attending really big name schools like Harvard and MIT. It was a boost to learn alongside them and to have confidence in my contributions and experiences.”

JONATHAN FORD, CBC Spouses Education Scholarship recipient

“Family medicine is a lower paying specialty, but it is the backbone of our health system and it is lacking in numbers. Because of this scholarship, I have been able to select a specialty that I am passionate about, because I am a little less worried about my debt.”

BRITTANY WATSON, CBC Spouses Education Scholarship recipient

“I have been able to take advantage of leadership opportunities, study groups, and clinical experiences due to this scholarship.”

MARISSA HELLER, CBC Spouses Education Scholarship recipient
China Study Abroad

For the third year, CBCF and its partners provided the opportunity to study abroad in China. Twenty STEM and Business majors from Congressional Black Caucus member districts participated in the initiative, organized and administered by the China-U.S. Exchange Foundation (CUSEF) in collaboration with CBCF. This year’s activities included seminars on Chinese culture, history and language; classes on U.S.-China relations; visits to field and site locations; interactions with local students; and tours of cultural attractions. The program promotes African American interest in careers and study options involving U.S.-China relations, and expands opportunities for African Americans in an era of increased globalization.

“It’s a once-in-a-lifetime experience for young professionals, especially those who don’t have access to a lot of opportunities outside their homes.” ALEXIS FULLER, Emerging Leaders U.S. - China Study Delegation participant

“This program is a rare opportunity ... Even if someone were to purchase a ticket to China on their own, that does not come with the opportunities and encounters that this program creates.” JASMINE YOUNG, Emerging Leaders U.S. - China Study Delegation participant
Sojourner Truth Legacy Project

The women of the Congressional Black Caucus and the Sojourner Truth Legacy Project hosted three events to reach BEYOND ALL LIMITS in promoting black women’s power and leadership. The first event, held in July in Philadelphia, Pennsylvania, brought together women leaders across industries to network and build bonds of support for women’s leadership. During the Annual Legislative Conference, a town hall on Black Women and Girls in American Media: Overcoming Biases and Boundaries featured Angela Rye (IMPACT Strategies), Erica Ash (Survivor’s Remorse), Vanessa De Luca (ESSENCE), and Daphne Valerius (The Souls of Black Girls). The audience and panel engaged in a thoughtful dialogue on how black women and girls are portrayed in American media and what is needed to ensure a more holistic and varied representation of all black women experiences and identities. At the annual Sojourner Truth Women’s Leadership Reception, more than 300 attendees recognized and celebrated black women leadership. Collectively, more than 700 people attended these events.

IN MEMORIAM

In 2016, the CBCF mourned the loss of two of our emerging leaders. Jonathan E. Riley, Esq., CBCF Science and Technology Congressional fellow, served in the office of Rep. G. K. Butterfield. Dmitri Clemons was a CBCF China Study Abroad delegate.

RAY HILL

Louis Stokes Health Scholar, Ray Hill, graduated from Morehouse College with a bachelor of science in Psychology. He was accepted to the University of West Georgia where he will be pursuing a Master’s degree in Psychology. This year, Ray was profiled in the United Health Foundation’s Diverse Scholars Initiative. Says Ray: “My ultimate career goal is to integrate my knowledge of Cognitive Psychology and Business and Media Marketing to find connections in the way that we perceive information and our mental processes that follow behind it.”
Annual Legislative Conference

In celebration and commemoration of four decades of action to go BEYOND ALL LIMITS, the 2016 Annual Legislative Conference proved to be one of the largest in CBCF history, attracting almost 10,000 attendees. The conference featured more than 100 policy sessions and 12 signature events. The theme — Defining the Moment, Building the Movement — resonated in many of the issue forums, with several sessions focusing on a call to action on voting, civil rights and criminal justice. The majority of the policy sessions were recorded and uploaded to ALC Video on Demand, allowing CBCF to reach diverse, new audiences.

“The ALC Professional Development Series for Educators was excellent…I truly hope that this event will take place next year and every year for educators to come together and have meaningful discussion about our babies and the work that needs to be done to support them.” AIRAM THURMAN, ALC ’16 Attendee
Media partnership with ASPiRE and STARZ brought fresh attention to the conference, with actors from the hit shows Power, Survivor’s Remorse, and Ash vs. Evil Dead featured in a discussion on the importance of diversity in media.

CBCF’s Professional Development Series was expanded to a new industry with the National Medical Association (NMA) Series. The goal for the series, which began in 2015 with educators, is to generate a new level of civic engagement, and provide industry-certified professional development hours.

ALC also unveiled a refreshed Exhibit Showcase to more than 9,000 attendees with movie trailer premiers and screenings, financial planning seminars, a fashion show and art seminars. The changes provided new opportunities for learning, professional development and networking among conference attendees.

One of the ALC’s highlights was the Prayer Breakfast, a multi-generational tradition that offered a message of perseverance, reflection and celebration of CBCF’s efforts. This year’s ministry included Grammy award-winning gospel recording artist, Tasha Cobbs. The keynote address by Rev. Dr. Cynthia Hale of the Ray of Hope Christian Church in Georgia brought a standing ovation. The Alfred Street Baptist Church choir from Virginia ushered in great moments of praise and reflection.

On a memorable historic note, attendees welcomed President Barack Obama to commemorate his final year in office, honoring him for creating a legacy of engagement and inclusion across racial, social and economic fronts.

“This was my best experience yet. I was able to speak with some elected officials staff about issues at home, connect with those who may offer resources or insight on things in Flint. Loved the networking. Fabulous panels and timely topics. Diverse conversations being addressed which is welcomed.”

JASMINE BOWDEN, ALC ’16 Attendee

“This is not traditionally a meeting we attend but it is important for pharma to be in the room to help figure out solutions and potential partners in addressing inequities in health care options and access.”

RACHEL COOPER, ALC ’16 Attendee
“The Community Breakfast and Health Fair is an impactful event for the community providing resources to more than 300 of the district’s homeless. It is really great to see uninsured patients receive quality care while free health screenings, fun activities and information on services relating to healthy living are also provided.” MARILYN PREMPEH
CBC Spouses

Scholarship Classic

In the spirit of creating possibilities Beyond All Limits, the Mervyn L. & Stephanie Tubbs Jones Memorial Scholarship Classic continued raising funds to support deserving students across the country. The premier fundraiser of the Congressional Black Caucus Spouses’ General Education Scholarship Program, it was named in honor of the late Rep. Stephanie Tubbs Jones and her spouse, Mervyn L. Jones.

About 200 attendees took part in the June 2016 event, held at Lansdowne Resort in Virginia, including members of Congress, Fortune 500 corporate executives, policy influencers, philanthropists, and CBCF supporters, staff, alumni and volunteers.

Community Breakfast and Health Fair

CBCF held its 11th Annual Community Breakfast & Health Fair in September. Hosted by the Congressional Black Caucus Spouses, the event provided services to 300 homeless and low-income men and women at the Central Union Mission homeless shelter. CBC members and spouses, sponsors and staff served breakfast, courtesy of Albertsons, while community partners provided health screenings and services.

Additions to the fair included free haircuts sponsored by local barbers, massages, and a book giveaway sponsored by First Book. The Sears Holdings Corporation Associate Gospel Choir traveled from Chicago and created a lively and uplifting atmosphere through their musical performances.
The Center for Policy Analysis and Research (CPAR) continued to build a robust research framework for change BEYOND ALL LIMITS with its New Horizons Initiatives. Key initiatives included minority access to capital as well as multi-university research on the Democratic National Convention and on voter suppression in the 2016 elections. Also noteworthy were outreach programs to youth through AVOICE and the Executive Economic Summit.

“Thank you, Dr. Watkins, the YCAPP, and the Congressional Black Caucus Foundation for this experience and your willingness to assist me in furthering my education.”

BLAKE PAGE, Richmond Public Schools student
New Horizons Initiatives

CBCF engaged with communities on voting rights issues and against voter suppression laws that disproportionately disenfranchise black voters. Efforts included collaborating on the National Day of Voting Action campaign with the Voting Rights Caucus, National Election Defense Coalition, Transformative Justice Coalition and several members of the CBC. The Foundation unveiled a Voting Rights Toolkit and Vote2016 social media campaign during the CBCF Annual Legislative Conference. In partnership with Rep. John Conyers, CPAR discussed the gutting of the Voting Rights Act of 1965 and the state battle against voter suppression. The National Town Hall was covered by C-SPAN and focused on major policy issues facing African Americans in the next administration and the power of the black vote.

CBCF completed its Youth Challenged Advised & Positively Promoted (YCAPP) program with 45 public high school students from the City of Richmond, Virginia. YCAPP students joined the National Town Hall at the 46th Annual Legislative Conference followed by an exclusive student training session on the Avoice criminal justice exhibit with Rep. Robert Scott and Tracy Martin, the father of the late Trayvon Martin.

The Foundation launched the Black History and Policy Briefing Series (BHPBS) aimed at promoting civic education, political awareness and developing leaders with CBCF staff and the Chess and Community of Athens, Georgia.

CPAR awarded a $15,000 grant to bring a group of public school students to Washington, D.C., to tour CBCF offices and visit their Congressional Representatives on Capitol Hill.

Economic Summits

Two Executive Economic Summits were held in 2016. In May, the Capital Wealth Creation in Business and Technology series headed to Berkeley, California. The second summit was held in November in Atlanta, Georgia, focusing on black women business leaders and access to capital.
Avoice: Our Heritage

CBCF hosts the Avoice Heritage Celebration during Black History Month each year to pay tribute to the legacy of African-American legislators and to showcase the Avoice virtual library, an online repository that captures the legislative and political achievements of African Americans in Congress. The 2016 event took the theme, “Because they serve, we soar.”

Publications

In 2016, CPAR released policy reports on minority business development and entrepreneurship and environmental sustainability in black communities:

- Black Women Business Leaders Navigating Access to Capital
- Transportation, Sustainability, and Equity, and the Effect on the African-American Community
- Voting Rights Toolkit
Phenomenal Year of Fundraising

The Foundation achieved a banner year for fundraising, with support from donors exceeding expectations and goals and striving to go BEYOND ALL LIMITS in supporting CBCF’s mission. In 2016, CBCF prepared more emerging leaders for careers in public service, expanded its educational public policy outreach to African Americans nationwide, and provided numerous forums to exchange ideas and develop solutions for challenges facing our community.

Fundraising brought in $11 million in 2016. That included a significant increase in individual giving, up from $894,962 in 2015 to $1,162,758.

A total of 249 new donors contributed nearly $800,000 in revenue. Gifts from new major individual donors totaled nearly $100,000.

Bristol-Myers Squibb recently joined the CBCF family as a sponsor supporting the Leadership Institute and CBCF’s Swearing-in Ceremony.

“Developing a powerfully diverse and broadly inclusive workforce is an essential element of Bristol-Myers Squibb’s mission to help patients prevail over serious diseases. Aligned with the diverse and inclusive culture we stand for, our company proudly supports the work of the Congressional Black Caucus Political Education and Leadership Institute in training tomorrow’s leaders and raising awareness of the issues affecting the African American community.” said KIM LOVE, Bristol-Myers Squibb’s Director of Strategic Alliance Development. CBCF is pleased to partner with Bristol-Myers Squibb and looks forward to working with them in 2017 to achieve its mission.
CBCF, in collaboration with Coca-Cola, hosted the fall 2016 Executive Economic Summit in Atlanta, Georgia, at the Coca-Cola World Headquarters.

CBCF and the Ford Motor Company hosted a brunch to commemorate the grand opening of the Smithsonian National Museum of African American History and Culture.
Volunteer Highlights

Overview and strategic highlights

In this 40th year, CBCF launched its new year-round CBCF Volunteer Program to mobilize volunteers BEYOND ALL LIMITS. As in the past, hundreds of volunteers — college students, corporate leaders, and others — came from across the country to staff CBCF events including the Heritage Celebration, Scholarship Classic, and the 46th Annual Legislative Conference. But this year, in addition to fueling CBCF events, a corps team of professionals volunteered their services to CBCF throughout the year. More than 500 volunteers signed up via a new online volunteer application. Girl Scout Cadette Troop 6486 and the Reid Temple AME Girl Scout Troop assisted with the 46th Annual Legislative Conference, stuffing conference bags and helping with the Prayer Breakfast and Phoenix Dinner. They designed a commemorative patch to highlight their participation.

“I cannot help but be of service to the foundation that gave me the opportunity of a lifetime. CBCF has provided me with skills that I will be able to use throughout my life. I feel that it is my duty to assist with the 46th Annual Legislative Conference. As CBCF’s core values state: ‘I Lead, and now it is time I Serve.’ ” STEVEN WILLIAMS, CBCF Volunteer and Former Intern

“Volunteering with CBCF is a great way to give back to the community and to be a positive example to my peers and the next generation about the power, support and love that is in our community!” SHEIMALIZ GLOVER, CBCF Volunteer
“I will be forever indebted to the CBCF. I have grown, met amazing and inspiring individuals, and worked in a place I’ve always wanted to be. You have taught me to dream.” ZARINAH MUSTAFA, Summer Congressional Intern
Beyond All Limits 2016 in Numbers

**Scholarships**

- Raised $523,330 for scholarships by the 24th Annual Mervyn L. and Stephanie Tubbs Jones Memorial Scholarship Classic.
- 395 scholarships awarded.

**Study Abroad**

- 18 students participated in 2-week CBCF hosted U.S.-China exchange program.
- 15 emerging leaders participated in the inaugural US - Japan Study Delegation program.

**Internships**

- 37 college students and young professionals completed the Emerging Leaders and Communications Internship programs.
- 46 more interns completed the Congressional Summer Internship Program.
- 5 interns participated in our Inaugural Pathways to the C-Suite Internship Program in the private sector.
- 18 non-Congressional Black Caucus offices with CBCF Intern Placements.
- 8 interns secured full-time employment after their internships.

**Fellowships**

- 9 fellows graduated the 20-month program for the 2014-2016 cohort.
- New CBCF fellows began their terms in congressional offices.
- Obtained permanent positions on Capitol Hill after their fellowship.
- 6 secured full-time employment at local policy organizations in their field.

**Annual Legislative Conference**

- Registrants, 5.9% increase from prior year.
- Attendees were from areas outside of the D.C. metro area, more than 100 international.
- Policy forums held on topics including poverty, public health, economic development.

**Philanthropy**

- 100% increase in Giving Tuesday donations over previous year.
- Nearly $300,000 increase in donations from individuals over previous year.
- Exceeded $11,000,000 in revenue in 2016.

- 9,810 registrants, 5.9% increase from prior year.
- 184% increase in Giving Tuesday donations over previous year.
- 300,000 donations over previous year.
- 11,000,000 in revenue in 2016.

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- 395 scholarships awarded.

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- Exceeded $11,000,000 in revenue in 2016.
# Statement of Activities

For the Year Ending Dec. 31, 2016

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<thead>
<tr>
<th>Source Description</th>
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<th>TEMPORARILY RESTRICTED</th>
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Corporate Advisory Council

Kimberly Bassett  
Executive Office of Mayor Muriel Bowser

Paul Brathwaite  
Podesta Group

Chaka Burgess  
Empire Consulting

Engel Burns  
Shire

Ray Dempsey  
BP

Julia Feliz Sessoms  
Intel Corporation

Michaela Fernandez Allen  
Walmart

Nichole Francis Reynolds  
MasterCard

Monique Hall  
DCI Group

Robert Harris  
The Glover Park Group

Gerald Harvey  

Alethia Jackson  
Walgreens

Erica Johnson  
Diageo

Maisha Leek  
Boys & Girls Club

John Mason  
Altria

Keith McCoy  
Exxon

Jerome Murray  
Office of Stacey Plaskett

Andrea Price-Carter  
NASL

Norm Ross, Jr.  
MGM Resorts

Kenneth Thompson  
PepsiCo

Shawna Watley  
HK Law

Daron Watts  
Sidley Austin, LLP

Mariko Bennett  
Baxter Healthcare

Evony Blake  
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Our mission is to advance the global black community by developing leaders, informing policy and educating the public.

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