



ATLANTA  
NEIGHBORHOOD  
DEVELOPMENT  
PARTNERSHIP, INC.

# NeighborWorks Week **Neighbors Together**

Saturday, June 8, 2019 | GSU Perimeter Decatur Campus



Building Strong Communities Together Every Day!

Today's Event Made Possible By Our Partners



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## ABOUT ANDP & NEIGHBORWORKS AMERICA

**About Atlanta Neighborhood Development Partnership** - ANDP is a private, non-profit organization created in 1991 to promote, create and preserve affordable housing through direct development, lending, policy research and advocacy that result in the equitable distribution of affordable housing throughout the metropolitan Atlanta region. ANDP is a chartered member of NeighborWorks.

**About Georgia State LIFT** - Georgia State University and State Farm have introduced a first-of-its kind public-private partnership focused on taking students in South DeKalb county from high school to college. The "Learning, Income, and Family Transformation (LIFT) was created to continue improving these outcomes by combining data-driven academic advisement with scholarships, employment opportunities, leadership training, and more to help students stay on track for graduation.

**About NeighborWorks Week** - Neighbors Together 2019 is part of NeighborWorks Week. Each June, NeighborWorks America and its network of local organizations, including ANDP, mobilize tens of thousands of volunteers, businesspeople, neighbors, friends, and local and national elected and civic leaders in a week of neighborhood change and awareness.

**About NeighborWorks America** - For 40 years, Neighborhood Reinvestment Corp., a national, nonpartisan nonprofit known as NeighborWorks America, has strived to make every community a place of opportunity. Our network of excellence includes more than 240 members in every state, the District of Columbia and Puerto Rico. NeighborWorks America offers grant funding, peer-exchange, technical assistance, evaluation tools and access to training, as the nation's leading trainer of housing and community development professionals. NeighborWorks network organizations provide residents in their communities with affordable homes, owned and rented; financial counseling and coaching; community building through resident engagement; and collaboration in the areas of health, employment and education. In the last five years, our organizations have generated more than \$34 billion in investment across the country. More online at [www.neighborworks.org](http://www.neighborworks.org).

NeighborWorks Week 2019  
Neighbors Together  
Georgia State University  
Perimeter Decatur Campus  
Saturday, June 8, 2019



## Today's Agenda

### 9:30 a.m. WELCOME & ANNOUNCEMENTS

Pia L. Scott, EdD, Georgia State LIFT-Perimeter  
Susan Adams, Atlanta Neighborhood Development Partnership, Inc.  
Don Phoenix, NeighborWorks America  
Nadira Rahman, Neighbors Together/CLI Team

### OPENING PLENARY (All attendees, Gymnasium)

Ronnie Galvin, Community Organizer & Community Builder  
Beckah Terlouw, Strategist, Invisible Strategy Consulting

### 10:15 a.m. BREAKOUT SESSION #1

#### Attendees Age 25 & Under (Room SB1190)

*How to Prepare for Today's Job Market*

Paul Allen, In The Door, LLC

*Principles of Financial Wellbeing*

Lebarron Edwards, Personal Finance Strategist

#### Attendees Ages 26 & Older (Remain in Gym)

*Developing Your Inner Leader*

Beckah Terlouw

Ronnie Galvin

### 11:45 a.m. WORKING LUNCH - FISHBOWL

*All Attendees Served Boxed Lunches from Jason's Deli in Gymnasium*

### 12:30 p.m. BREAKOUT SESSION #2

#### Attendees Age 25 & Under (Room SB1190)

*Realizing Your Leadership Potential*

Beckah Terlouw

(Door Prize Drawing- Must be present to win)

#### Attendees Ages 26 & Older (Remain in Gym)

*Building Strong Communities*

*for People of All Ages*

Ronnie Galvin

### 2:00 p.m. FINAL SESSION

*All Attendees in Gymnasium*

*Wrap-Up, Surveys, Door Prize Drawings (Must be present to win)*

### 2:30 p.m. ADJOURNMENT

*Turn in your survey on the way out and get a special treat!*





## PRESENTER BIOGRAPHIES



**Paul Allen** is the Assistant State Director of IN THE DOOR managing workforce development projects for 21 counties in the State of Georgia. Paul works closely with local businesses, government agencies, community partners, and job seekers to address the growing skills gap. After spending over a decade working in education, teaching in the International Baccalaureate program at Central High School, Paul knows what truly matters to the current and future workforce — and it's not mastering the marketing flavor of the week. It's how well you connect with the heart-beating people you're trying to help and communicate your understanding back to them. Paul holds a Master's Degree in Business Administration and a Bachelor's Degree in History from Loyola Marymount University of Westchester California. In addition to his extensive teaching and training and experience, Paul is a trained career and business coach. Paul believes that education is the medicine that can remedy the disturbing cycle of poverty and restore the values that will breed success in our society.



**Labarron Edwards** is a Financial Literacy and Personal Financial Strategist who helps Small Businesses, Corporations and Families create financial game plans that focus on monetary growth and expense reduction. Before becoming a financial professional, Labarron was a medical professional who assisted in specialized surgical procedures that helped alleviate skin cancer from concerned patients at New York Presbyterian Hospital. After a successful medical career helping all kinds of people from all walks of life have peace of mind physically, he now serve humanity financially and helps create peace of mind through proper financial education as well as other aspects of his expertise. Labarron currently holds Life insurance licenses in 8 states including his home state of GA as well as FINRA SIE, Series 6, 63 and 26 certifications. Additionally Labarron has Annuities licenses and certifications in multiple states as well. Labarron has been married for 24 years and has 4 amazing, well rounded and ambitious children. He enjoys spending quality time with his family, travelling and genuinely helping society get on track financially through teaching proven financial concepts. Labarron is available for workshops, classes as well as private consultations. You can reach Labarron at [dominionrvp@edwardsandassociatesatl.com](mailto:dominionrvp@edwardsandassociatesatl.com)



**Ronnie Galvin** has committed his life's work to community building, community organizing, and social change. For the past 3 ½ years Ronnie has been engaged in efforts to advance a national agenda for economic justice, with a particular emphasis on building Black political power, leadership, and community organizing infrastructure that can amplify a demand for massive reinvestments in communities that have been traumatized by the American political economy. Starting on July 8th, he will be transitioning to lead a provocative body of work that centers on community wealth building. In this next endeavor, Ronnie will be convening grassroots organizations, anchor institutions, policy makers, and community developers with the goal of activating businesses that are grounded in the values of shared ownership and prosperity. Educationally he earned a B.S. in Business Administration from the Citadel Military College of South Carolina (1990) and a Masters of Divinity degree from the Candler School of Theology at Emory University (here) in Atlanta, Georgia. (Reverend) Ronnie is also an ordained minister at Covenant Baptist UCC Southeastern Washington, DC. He is married to Dr. Yanique Redwood, CEO of the Consumer Health Foundation in Washington, DC. They are the parents of two young adult children—Alana and Darren.



**Beckah Terlouw** is a Strategist with Invisible Strategy Consulting, and she works nationally with organizations to increase engagement, innovate programs, and improve performance. She offers training and consulting services focused on community and young adult engagement, board development, project management, sustainability planning, and asset-based community development. She began working with youth and young adults in 2003 and is a firm believer that each young person deserves the opportunity to dream, make mistakes, and continually learn. Driven by a strengths-based approach, Beckah integrates this style into her work because people of all ages thrive in collaborative environments where they are able to use innate strengths with learned skillsets. Originally from West Michigan, Beckah has lived in Colorado since 2009. She is a Gallup-Certified Strengths Coach, a Certified Real Colors Facilitator, and holds an MPA in Nonprofit Management and a BA in Sociol

## NEIGHBORS TOGETHER / CLI TEAM



**Victoria Anglin** has lived in unincorporated South DeKalb County for 25 years. For the past six years, she has been a resident of the Belvedere Park neighborhood. Victoria serves as Secretary for the Towers Action Group, which is a part of the DeKalb Sustainable Neighborhoods Initiative. She volunteers for the local community garden and she helps support the mission of Partners in Action for Healthy Living (PAHL). Victoria loves the wide diversity represented in her neighborhood. She would like to see more residents become active and engaged contributors to the community. Victoria is passionate about good health. She works in aquatic physical therapy. In her spare time, she enjoys working out and gardening.



**Gwendolyn Davis** has called the Old National Corridor of South Fulton County her home for more than 30 years. She loves that her community has plentiful trees and greenspace but is also convenient to the airport and downtown Atlanta. Since 2013, Gwendolyn has volunteered with United Way's College Park Opportunity Zone to improve conditions for area residents. Recently, she was recruited to work with the South Fulton Human Services Coalition (SFHSC). Working with SFHSC partner agencies, Gwendolyn intends to provide support services for the Corridor's homeless and unemployed. She would like to see restaurants and business services replace the numerous fast-food and check-cashing businesses along that thoroughfare. After a long career in journalism, communications consulting and college-teaching, Gwendolyn is getting closer to full retirement. She is an avid reader and enjoys the performing arts.



**Sonia Delbridge** is a 15-year resident of the Stage Coach subdivision, a neighborhood of 100 homes in the Ellenwood community of Clayton County. Over the years, Sonia has developed life-long friendships with neighbors who have become extended family. Sonia joined a grassroots community organization where she serves on the executive committee. Twice a year, Sonia visits all 100 homes in the community to collect money to support the upkeep and beautification of the neighborhood entrance. Sonia hopes to return from the CLI with strategies for energizing her community. She would love to see greater participation in neighborhood meetings and events. Sonia works as a trainer at Emory University. In her spare time, she enjoys being active in her church and community, doing yard work, and putting together jigsaw puzzles.



**Ellen Peek** has lived in the Kelley Lake neighborhood of South DeKalb for 24 years. She values the close-knit, caring nature of her community. Ellen serves as one of the chairs of the McNair cluster for the DeKalb Sustainable Neighborhoods Initiative. She also serves on the Community Engagement Committee at Kelley Lake Elementary. Ellen started a non-profit called Pro Scholar Students Inc. to provide scholarships to deserving students. Ellen would like to see improvements to the housing conditions in her neighborhood. Some homes are blighted and in code violation. Ellen is a para-professional in Special Education for the DeKalb County School system. In her spare time, she plays kickball, serves as a Girl Scout Troup leader and works with her nonprofit.



**Archie Polk** has been a resident of the East Point community for 12 years. He describes East Point as a "melting pot" and he loves the rich diversity of the residents. As a semi-retired, self-employed professional, Archie is using his time to give back to the community. He is particularly interested in how houses of worship, neighborhood associations and civic groups can engage to improve the quality of life in East Point. He would like to improve the sidewalk and pedestrian infrastructure of local neighborhoods, and he has a passion for providing cultural enrichment opportunities for youth. In his spare time, Archie enjoys walking, biking, watching documentaries and pursuing historical research.



**Nadira Rahman** - A native of Atlanta, Nadira has called the City's West End neighborhood her home for more than 15 years. She loves living within walking distance of several parks. As a yoga instructor and avid runner, Nadira is passionate about health and wellness and addressing existing health disparities in the community. In fact, she teaches yoga classes to her West End neighbors. She would love to see improved access to healthy food options in the neighborhood. Nadira is a 2018 graduate of the Transformation Academy, an initiative of the Transformation Alliance designed to increase the capacity of community residents to participate in decisions about planning and the real estate developments impacting their neighborhoods. She hopes that she can bring her experiences from the CLI to life in the West End community.



**Robbin West** has lived in the Riverside Drive community of Austell for 20 years. Robbin values the diversity and old-fashioned "hometown" feel of her neighborhood. She has served as a volunteer at the local high school, and she is a community ambassador in the "We Thrive in Riverside" tenant association. Robbin is eager to see more quality, affordable housing and improved job opportunities in her neighborhood. She hopes that the CLI experience will help her become an even better "servant to the community." Robbin works as a defense travel administrator for the Navy Recruiting District of Atlanta. When she's not working or volunteering, Robbin enjoys dance, travel and movies.

Neighbors  
Together 2019  
Summit

What do we  
Want to  
Accomplish?

- Examine our role as leaders in our communities
- Explore the challenges and opportunities that come with leadership between different generations
- Young people will learn about money management and how to prepare yourself for the workforce
- Have fun– and look good doing it!!!

Lessons from  
the Dancing  
Guy

The Lone Nut  
First Follower  
The Movement

The Dancing Guy  
The First Follower  
The Movement

What Did  
We Learn?

Break the Huddle

Youth Breakout Sessions:  
***How to Prepare for  
Today's Job Market  
Financial Well Being***

Adults 25+ Breakout  
Session:  
***Developing Your  
Inner Leader***

***5 Leaders 24 or Younger***

Working Lunch:  
Between the  
Generations

***5 Leaders 25 or Older***

***A Frank Conversation  
about Leadership and the  
Future of our Communities***

Break the Huddle

Youth Breakout Sessions:  
***Realizing Your  
Leadership Potential***

Adults 25+ Breakout  
Session:  
***Building Strong  
Communities for  
People of All Ages***



Wrap-Up

***Reflection & Action***

***Surveys***

***Final Drawing***

***Going Forth***

# LEADERSHIP IN THE CONTEXT OF COMMUNITY



*“Great leaders give people  
opportunities not orders.”*

*Tao Te Ching*

The word *leadership* creates a variety of images in our minds from the President of the United States to the president of the PTA. Each person approaches and defines leadership differently.

*Please answer the following question*

**How do you define leadership?**

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The word *community* creates a variety of images in our minds from the nation to your neighborhood. Each person identifies and defines community differently.

**How do you define community?**

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# A Leader is ...

A leader is a person from a community that people decide to follow. She or he knows that their main job is to get people involved and inspire them. They also need to be able to direct resources and energies of an organization toward a specific goal. The best leaders are self-aware self-confident and their values are rooted in the people they serve.

# A Community is

A community is a space where there is a commitment and willingness to coexist. It is not a leaderless group but rather a group of leaders. All capabilities in the group are utilized this creates a flow in which different people lead or contribute when it is appropriate. People are working toward a mutually agreed upon vision.



## **Principle for Developing Community Leaders**

- Leaders are not born they are developed: experience + education +critical thinking.
- Leaders learn to lead through support and experience and mentoring
- Leaders are connected and accountable to an organizational structure.
- Diversity is valued in leadership everyone has something to contribute everyone has a place.
- Leaders have a clear understanding of the history and culture of the community.
- Leaders respect the history and culture of the community.
- Leaders should represent the values, vision, and passion of the community.

# Skills of Effective Leaders

*Skills are a set of items taught so as to have others become proficient*

- The ability to listen actively, hear the unsaid
- The ability to speak in public and communicate with diverse cultures and people
- The ability to resolve conflict
- The ability to think strategically and critically
- The ability to effectively facilitate a community meeting
- The ability to build relationships
- The ability to evaluate their own work and the work of others
- The ability to delegate tasks
- The ability to understand and use agreed upon decision making process

Let's think about it

What two skills are really working for me right now?

What two skills are challenging me right now?

What one skill do I want to work on over the next 6 months?

What do I need to do?

Who can help me reach this goal?

Attachment E  
**Sample ~~~ 5 Whys Worksheet ~~~ Sample**

WHAT IS THE PROBLEM?	
WHY DID THIS HAPPEN? WHAT CAUSED THIS PROBLEM?	
ANSWER:	WHY?
ANSWER:	WHY?
ANSWER:	WHY?
ANSWER:	WHY?
ROOT CAUSE:	
ACTION:	

# CL 126: Realizing Your Leadership Potential

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## Course Goal

This leadership development workshop is offered exclusively for young adult leaders under age 25. This course prepares participants to critically examine individual strengths and areas for development, as well as to build a unique plan for further development.

## Course Learning Objectives

1. Participants will explore a variety of leadership styles, values, and qualities and what it means to be young and a community leader.
2. Participants will proactively identify strategies to develop their community leadership skills based on their unique strengths.

## Who's Your Instructor?

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Beckah Terlouw is a strategist and coach with Invisible Strategy Consulting. She is passionate about cultivating individual leadership and strengthening team collaboration, and she works nationwide with individuals, communities, and businesses. Driven by a strengths-based approach, she integrates this style into her work because people of all ages thrive in collaborative environments where they are able to use innate strengths and learned talents.

Actively involved in her community, Beckah began volunteering at age 14 in Mrs. VanderMolen's 1<sup>st</sup> grade classroom, tutoring kids who struggled with reading. She continued volunteering through high school and college, served two-terms in AmeriCorps where she completed over 3,700 hours of community service at a homeless shelter and managing an after-school program. Beckah is currently vice president of Clayton United Neighborhood Association, and previously served two years as Co-Chair of YNPN Denver's Board of Directors and four years on the executive team with Growing Home Board of Directors.

Beckah was raised in Michigan and now calls Denver home. She is a Certified Gallup Coach, Real Colors® Facilitator, and holds an MPA in Nonprofit Management and a BA in Sociology.

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# Head, Hands, Heart

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## **Head**

Something I know about and enjoy learning about...



## **Hands**

Something I can do, fix, make, or create...



## **Heart**

Something I'm excited, passionate, or concerned, about...

# Leadership

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**There's more than 18,000,000 Google hits for definition of leadership.**

Leadership is a process of social influence, which maximizes the efforts of others, towards the achievement of a goal.

**The best leaders have something in common.**

- **Self-Awareness.** Powerful leaders understand their strengths and talents, and know where they need help and support. Great leaders work to continually develop and practice their strengths and talents.
- **Lean on Others.** Effective leaders look for people with diverse talents and strengths, so they can get more done and maximize their team. They want others to also practice and develop their own strengths.
- **Listen to Others.** Great leaders ask for input and ideas from others, and they are purposeful to understand their team's needs and the needs of the community.

**When you think about leadership, what do you see?**

Leaders are...

Leaders look like...

If I became more of a leader than I am right now, then...

# Strengths & Talents Survey

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Rank each statement based on what is most natural to you. This survey isn't about what you can do, but about you do naturally.

4 ----- 3 ----- 2 ----- 1  
Most Like You ...Rank each statement... Least Like You

1. I usually want...

- \_\_\_\_\_ A. Excitement
- \_\_\_\_\_ B. Explanations and reasons
- \_\_\_\_\_ C. Harmony
- \_\_\_\_\_ D. Structure

2. I'm great at...

- \_\_\_\_\_ A. Making quick decisions.
- \_\_\_\_\_ B. Thinking about questions.
- \_\_\_\_\_ C. Understanding others' needs.
- \_\_\_\_\_ D. Having others depend on me.

3. People who know me best would say I'm...

- \_\_\_\_\_ A. Competitive and bold
- \_\_\_\_\_ B. Reserved and think a lot
- \_\_\_\_\_ C. Sensitive to others and kind
- \_\_\_\_\_ D. Dedicated and organized

4. I know others care when they...

- \_\_\_\_\_ A. Surprise me with something.
- \_\_\_\_\_ B. Allow me to be myself.
- \_\_\_\_\_ C. Spend time talking with me.
- \_\_\_\_\_ D. Finish the things that I've asked for.

6. You can expect me to be...

- \_\_\_\_\_ A. Courageous
- \_\_\_\_\_ B. Intelligent
- \_\_\_\_\_ C. Understanding
- \_\_\_\_\_ D. Responsible

7. Friends can expect me to share...

- \_\_\_\_\_ A. Enthusiasm and new ideas
- \_\_\_\_\_ B. Objectivity and independence
- \_\_\_\_\_ C. Compassion and consideration
- \_\_\_\_\_ D. Stability and security

8. In groups, I'm usually the one who...

- \_\_\_\_\_ A. Comes up with new ideas
- \_\_\_\_\_ B. Gives meaningful insight
- \_\_\_\_\_ C. Makes sure people get along
- \_\_\_\_\_ D. Does exactly what I said I would

9. When I'm frustrated or mad, I can be...

- \_\_\_\_\_ A. Rude and rebellious
- \_\_\_\_\_ B. Sarcastic and withdrawn
- \_\_\_\_\_ C. Avoidant and disappointed
- \_\_\_\_\_ D. Self-pitying or blaming

10. I prefer to be...

- \_\_\_\_\_ A. Free and spontaneous
- \_\_\_\_\_ B. Competent and logical
- \_\_\_\_\_ C. Accepted and appreciated
- \_\_\_\_\_ D. Prepared and ready

11. I want my community to know me as...

- \_\_\_\_\_ A. Innovative and unique
- \_\_\_\_\_ B. Accurate and intelligent
- \_\_\_\_\_ C. Thoughtful and considerate
- \_\_\_\_\_ D. Achieving and consistent

# Strengths & Talents: Opportunities

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## Do Your Math.

Once you've answered each statement, add all of the number values next to each separate letter. You can absolutely use your phone calculator!

- ☐ Add all the As
- ☐ Add all the Bs
- ☐ Add all the Cs
- ☐ Add all the Ds

Double check your math by making sure your grand total is 100. If you need help, just raise your hand.

A	B	C	D

## Mark Your Two Highest Strengths & Talents.

- ☐ Star your highest score.
- ☐ Triangle your second highest score.



# Notes + Ideas about Strengths & Talents

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Green

Blue

Gold

Orange

Other Thoughts

# Collective Strengths & Talents

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The most valuable part about understanding your colors is understanding how your talents, skills, and behaviors show up—and how they impact others. As leaders, we also need to understand how our team’s talents, skills, and behaviors affect us. Remember that successful leaders 1) are self-aware, 2) lean on others, and 3) listen to others.

In your groups, brainstorm the answers based on your colors.

	<b>Color:</b>
<b>What do we value? Or what's important to us?</b>	
<b>What are we good at?</b>	
<b>What keeps us involved?</b>	
<b>What challenges do our strengths and talents cause...</b>	

# Strategize: Your Leadership Foundation

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## 1. Build Your Brand

Tell us about your, and take control your message. Personal branding is how people remember you—from your online person, to your best, professional, in-person self. Whether you mean to or not, the content you share, the posts you tagged in, or the comments you post somewhere in the big old internet, represent who you are. People can search you both intentionally and coincidentally and make assumptions about your interests, your tone, your sense of humor, your outlook on life, and even your abilities. But it's not just online that shows your brand. In real life, when you leave your home—you interact with people, you go places, you say thing, you surround yourself with people—you are branding yourself then too. It's important to make choices that reflect your best self.

Something I will do on Monday...

## 2. Develop Your Expertise

Think you're good? You can definitely be better! No matter how good any of us are at a skill or role, we can get better. Building your expertise results from participating in professional development, and there are a variety of ways to do this. Options vary in terms of cost and time commitment. If you have money for professional development, you have options like going back to school for a degree or certification, attending conferences (like this CLI), and going to one-time workshops. When money is tighter, there are great options like internships, volunteering, independent reading / research, and shadowing colleagues.

Something I will do this month...

## 3. Build Connections

**Build meaningful connections. Create your network.**

Networking utilizes new and existing contacts to assist with projects or needs at hand. This includes helping with a job search, achieving career goals, implementing change in a community, initiating policy change, searching for a new home, etc. Our networks consist of personal, professional, and/or familial contacts. These connections can serve as information resources, and community partnerships, and even as access to influential individuals who may be able to provide you with advice, access, and opportunities.

Something I will do today...

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## Reflections: 25 and Older

***What did you learn from  
the previous fishbowl  
session?***

***What do you admire  
about young people in  
your community?***

***What are we learning  
from them?***

## A Love Letter to Our Youth (24 and younger):

Who am I?

Why did I decide to become a leader (or the first follower!) in our community?

What I'm most proud of?

What do I regret?

What are the good things I see in you?

What is my biggest concern for you?

What is my hope for you?

Sign your name

## Individual Reflection

## Individual Reflection



## Group Action Opportunities

## Group Action Opportunities

# Reflection & Action

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Something that squared up  
with what I already know.



Something that changed  
my thinking or gave me new info.



Something that completed a circle  
of knowledge for me.



Something that I can do--and  
will take forward.



**Atlanta Neighborhood  
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