



Annual Legislative Report

July 1, 2012 to June 30, 2013

Requiring Certification: S.L. 2011-145, Section 14.10 (a)

Due Date: September 1, 2013

Submission Date: August 30, 2013

Receiving Entities:

The Joint Legislative Commission on Governmental Operations, the Fiscal Research Division

Submitting Entity:

North Carolina Institute of Minority Economic Development





Figure 1: Institute Board Chairman, Jim Mebane; Secretary of Commerce, Sharon Decker; Keva Walton, Sr. VP member engagement, Charlotte Chamber; Institute Vice Chair, Gwynn Swinson; Institute President, Andrea Harris; Supplier Diversity Manager, SAS Institute Inc., Annette Stevenson

TABLE OF CONTENTS

1. Introduction	2
About The Institute.....	2
2. The Institute’s Programs and Policy.....	6
3. Business Development Summary	7
North Carolina MBDA Minority Business Center	7
2013 Executive Networking Conference.....	9
Construction Resource Centers of North Carolina	11
Executive Education Management Program for Design and Construction	12
Women’s Executive Education Leadership Program	12
Women’s Business Center of North Carolina	13
Strategic Partnerships And Successful Events	13
WBC Partnerships, Sponsorships and Events	14
4. Workforce Innovations	17
Public Allies of North Carolina.....	17
The Institute Student Internship Program	18
5. Historical Impact And Goals	20
Historical Service Impact Summary	20
Organizational Goals	20

INTRODUCTION

A healthy economy is balanced and agile, and whether the business climate is booming or challenging, we must always work to sustain existing companies and to stimulate new ones. Job retention and creation, an expanded tax base, access to market opportunities, and access capital provide the core foundation of all the programs and services of the Institute. In every sector of every community, we must recognize that business diversity is an imperative to business in the 21st century. It's About Business.

The Institute promotes and contributes data and information as key components of a knowledge-based economy; promotes education and training as integral to a competitive workforce; and promotes access to market opportunities, affordable capital, and strong management systems to maintain and grow a competitive business community. Sustainable and profitable small businesses help grow North Carolina.

The North Carolina Institute of Minority Economic Development (The Institute) respectfully submits this report for fiscal year July 2012 through June 2013. The report provides a description of the Institute's programs and accomplishments.



ABOUT THE INSTITUTE

The NC Institute of Minority Economic Development (The Institute) was chartered in 1986 as a statewide economic development agency. The organization was established in response to the dearth of data and information on minority and women owned businesses; the growing gap in wealth between major population sectors and the larger economy; and the need for a strong infrastructure to build, support, and sustain minority and women owned business enterprises. With encouragement and leadership from the NC Department of Commerce, the Institute began operations in 1988 with an intentional focus on **building the value of business diversity**.

From inception to the present, the Institute has published over 25 reports from *The Role of State Government in Minority Business Development* to *Buying Power* publications to reports on the *Economic Impact of Historically Black Colleges and Universities*. To lessen the cost of travel out of state for minority businesses to attend executive training the Institute established an Executive Education Series in partnership with Business Schools at North Carolina Universities. Working collaboratively with the corporate sector, non-profits, trade associations, foundations, and state, federal, and local governmental entities, the Institute operates the Women's Business Center of North Carolina (WBC), the NC Minority Business Development Agency (MBDA), Public Allies of North Carolina (PANC, and Emerging Markets Investment Fund (EMIF), and general business development and advocacy programs. Today, it celebrates the contributions of M/WBEs to the North Carolina economy.

OUR VISION

The vision of the Institute is to create an environment in which business diversity is embraced as critical to a healthy economy, and an environment in which race, gender, or geography are no longer barriers to economic opportunity and prosperity.

STRATEGIC APPROACH

Engaging a comprehensive multi-disciplinary strategy, the Institute strives to increase the productivity of population sectors with limited economic resources and wealth through business diversity.

The Institute's technical support, research, and information activities are structured to build a stronger knowledge base, grow and sustain businesses, and strengthen and expand leadership development and engagement. We strive to build effective strategic partnerships to expand our capacity and to optimize the use of existing resources. This strategic approach is showing positive results across the state.

The Institute is also engaged in policy research and analysis on emergent trends in North Carolina's low-wealth and minority communities. By closing the data and information gap and engendering discussion and action on the economic challenges confronting diverse businesses, the Institute facilitates:

- The formation of new and more effective partnerships that build business diversity;
- Leads the implementation of effective strategies that strengthen private sector initiatives that enhance access to markets and affordable capital; and
- Promotes and coordinates innovative job training and placement partnerships.

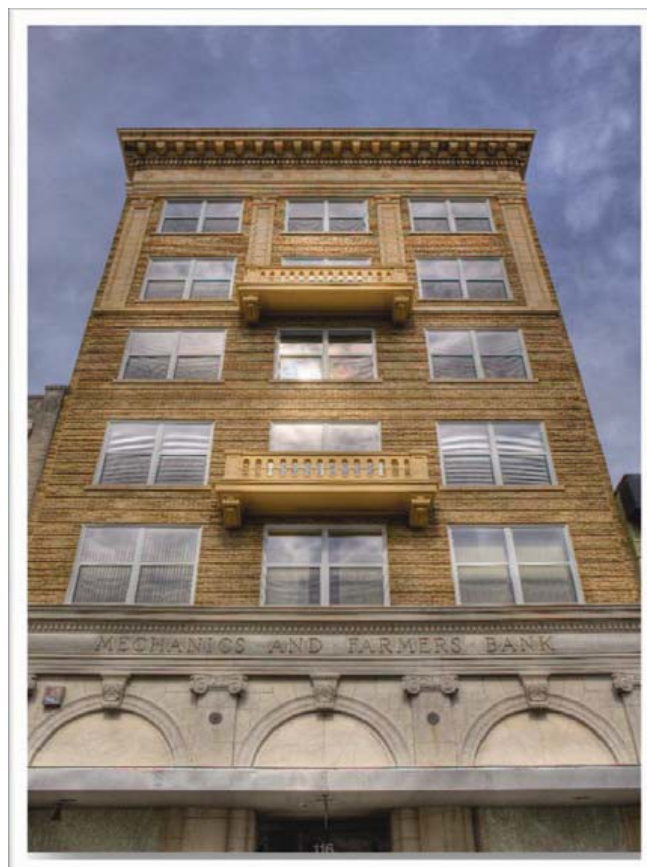


Figure 2: The Institute owns and preserves a National Landmark on historic "Black Wall Street" in Durham, NC

STRATEGIC OBJECTIVES

- Provide assistance and support to small businesses, with a particular focus on minority, women, and veteran-owned business enterprises;
- Improve access to capital, market opportunities, and management assistance;
- Support and assist aspiring women entrepreneurs through education (including executive level) and training to better prepare and equip firms for success;
- Build local capacity in at least three (3) geographic regions of the state that provide the organization with statewide coverage and the ability to assist small firms ;



Figure 3: NC Institute of Minority Economic Development President, Andrea Harris

- Sustain and expand support and assistance to major corporations in expanding business opportunities to small businesses;
- Implement an internal business development model that builds financial stability and equity for firms, expands their procurement and market opportunities;
- Work to increase the overall number of MWBE businesses and the jobs they create and retain;
- Address issues of sustainability and succession;
- Maintain a small incubator facility to house businesses and nonprofits, and to serve as office space for the Institute;
- Attract strategic partners that build a base of expertise to maximize benefits to businesses and communities; and
- Promote and support the creation and sustainability of “on the ground” based initiatives that build the economic assets of limited resource populations and communities.

STRATEGIC PARTNERS

The Institute is proud of its ability to build strategic partnerships and relationships with major corporations, governmental agencies, financial institutions, trade associations, and non-profits. The Institute creates and sustains initiatives and programs that have an impact on addressing the needs of historically underutilized businesses across our state which provide dynamic economic growth opportunities for North Carolina overall. By using comprehensive, multi-disciplinary strategies, productive outcomes for groups with limited resources can be achieved, as highlighted throughout this report.

LOCATION

The Institute is headquartered in downtown Durham in the former Mechanics and Farmers Bank headquarters building. This historic landmark is in the heart of what was once known as “Black Wall Street”, an historic African American business district now in the midst of the ongoing Durham downtown transformation. The Institute understands clearly the building’s historic relevance to the downtown business community. The Institute works diligently to maintain the historic property, originally built by NC Mutual Life Insurance Company that is registered as a National Historic Landmark.

The downtown branch of Mechanics and Farmers Bank (M&F Bank) continues to serve as the first floor anchor tenant serving customers from the Research Triangle Region to the Charlotte metropolitan market.

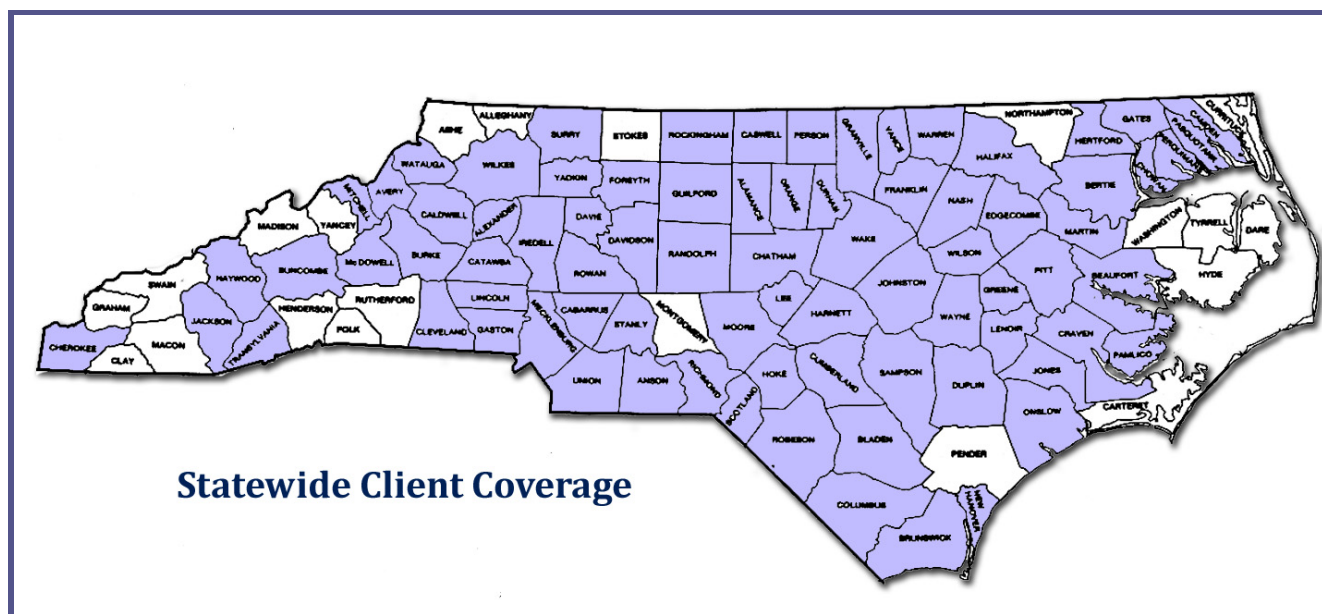


Figure 4: The Institute’s Statewide Client Coverage Map

THE INSTITUTE'S PROGRAMS AND POLICY

To fulfill our mission, the Institute (along with our strategic partners) administers several innovative programs to address the business development needs of its clients. They are:

- NC Statewide MBDA Business Center™
- Executive Education Institute
- Women's Business Center of North Carolina
- Public Allies of North Carolina
- Construction Resource Centers of NC
- Workforce Innovations
- Executive Networking Conference
- Research and Policy Initiatives



BUSINESS DEVELOPMENT SUMMARY

The Business Development Department is focused on building the capacity of businesses and the economic intelligence of diverse groups through the following programs:

- North Carolina's MBDA Minority Business Center™ (formerly known as the NC Minority Business Enterprise Center (MBEC))
- Women's Business Center of NC
- Construction Resource Centers of North Carolina
- Executive Education Institute
- Emerging Markets Investment Fund
- Special Projects

The Business Development Department provides services to any existing and aspiring business/entrepreneur, with a particular focus on firms representing low-wealth population sectors (minorities, women). From July 1, 2012 to June 30, 2013, the business development department:

- Provided one-on-one technical assistance to 549 business start-ups clients;
- Created 480 new jobs;
- Provide financial education and training to 5,109 participants through
- Assisted with securing loans and contract funding in the amount of \$6,469,304; and
- Assisted with securing procurement contracts in the amount of \$81,420,087 (bringing the total of combined dollar value of procurement and financial awards to \$87,889,391)

NORTH CAROLINA MBDA MINORITY BUSINESS CENTER

The North Carolina MBDA Minority Business Center (NCMBC) accomplished its work in the areas of



Figure 5: Nat Irvin, Professor of Management University of Louisville at the Executive Networking Conference

market building, client services, and operational quality during the performance period. Activities included:

- Promotion of NCMBC services and programs in the minority business community;
- Providing extensive managerial and technical assistance through individual counseling, education and training events, and customized detailed technical assistance;
- Identification, development and pursuance of public/private sector contractual opportunities; and
- The utilization of strategic partners.

The Institute: *Impacting North Carolina's economy through the growth of minority' businesses. Minority-owned firms generate \$1 trillion in economic output to the U.S. economy and create 5.8 million Jobs.*

Minority Business Development Agency Fact Sheet,
August 2012, www.mbda.gov

During the performance period, the NCMBC successfully guided clients into export and government contract education, assisted clients with the attainment of large volume transactions, provided technical assistance in areas such as business planning, market research and financial packaging, and maintained strategic partners.

TECHNICAL ASSISTANCE

The NCMBC focused its energies on assisting numerous large scale clients (revenues in excess of \$500,000) profitability, job retention and job

creation. NCMBC also provided needed managerial and technical assistance to businesses with revenues under \$500,000, particularly firms with revenues of \$0 to \$250,000.

The NCMBC partnered with private corporations and local, state, and federal organizations to gather information of the market demand for various commodities and professional services that minority businesses can provide. Our ability to maximize our client's exposure, assist in capability building, and provide quality technical assistance has been critical to our client's success. Table 1 and Table 2 portray activity in hours of technical assistance, training provided, and dollar value of awarded transactions.

As noted, the NCMBC program goals are set for dollar procurement transactions, financial award transactions, job creations, and new clients, which ultimately will lead to stronger MBE capacity and the opportunity to be more competitive.

MBC IMPACT SUMMARY

Table 1: MBC IMPACT SUMMARY (NCMBC Impact Summary (July 1, 2012 - June 30, 2013))

Category	Impact
Jobs Created	202
Jobs Retained	62
Clients Counseled (One-on-One Technical Assistance)	194
Workshop & Seminar Attendees	353
Companies/individuals aware of NCMBC through brief counseling, intake, referrals, inquiries, acknowledgement and networking.	3804
Dollar Value of Awarded Contracts & Procurements	\$54,283,561
Dollar Value of Awarded Financial Transactions	\$4,354,804
Total Value of Contracts & Financial Transactions	\$58,638,365

NC MBC CLIENT AWARD TRANSACTIONS

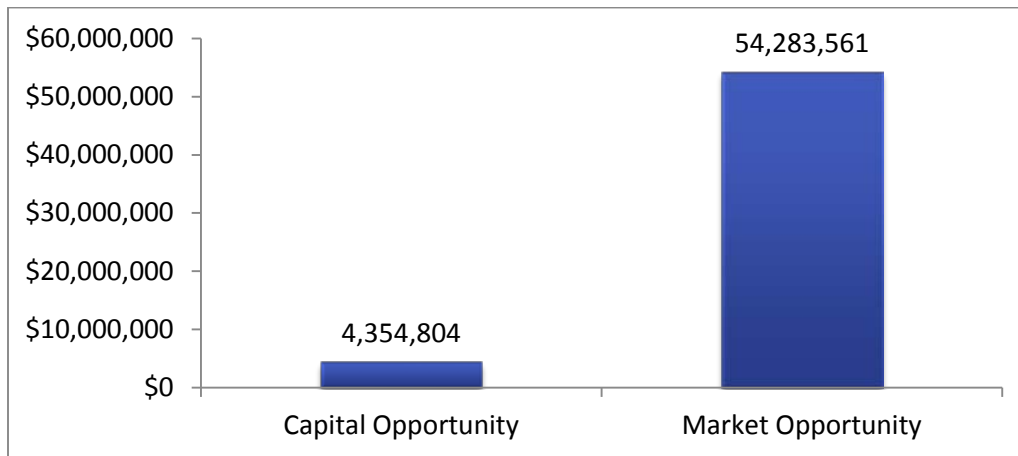


Figure 6: NC MBC Distribution of Client Award Transactions by Type (July 1, 2012 - June 30, 2013)

2013 EXECUTIVE NETWORKING CONFERENCE



Figure 7: Speaker, Sec. of Commerce Sharon Decker - ENC Willie Deese CEO Dinner

Each year, the Institute invites minority and women-owned businesses and corporations to come together to strengthen existing business relationships and nurture new ones. The conference always provides hands on training and opportunities for networking between Minority Business Enterprise suppliers and contractors. This year's conference was held on April 4-6, 2013 in Pinehurst, North Carolina in partnership with the Carolina Minority Supplier Development Council.

This year's theme, *Creating the Future: Leveraging Business and Relationships and Unleashing the Innovative Engine*. The conference was designed to focus on three particular growth areas; Construction, and Utilities and Telecommunications.

Presenters included Dr. Leonard Greenhalgh, Professor of Management Tuck School of Business at Dartmouth College speaking on the need for MBE Innovation. An MBE Roundtable was moderated by D. Keith Pignes, Dean of the School of Business at North Carolina Central University. The panelists included Astrid Chirinos, Executive Director Latin American Chamber of Commerce, Sri Mudunuri, President IT People Corporation and Roy Roberts, President and CEO Alliance of Professionals & Consultants.



Figure 8: ENC - Luncheon Speaker, Gov. Pat McCrory



Figure 9: ENC Event Awards Dinner Speaker - Leadership Consultant, Olympic Gold Medalist and Award Winning Author, Bonnie St. John

At the Conference’s executive luncheon, Governor McCrory, (pictured above) discussed the challenges of innovating in a state government culture accustomed n to working in silos, in adequate computer technology and lacking in customer service. .

During Thursday night’s annual Willie Deese CEO Dinner, ENC guests were treated to an enthusiastic keynote address by Secretary of Commerce, Sharon Decker (pictured above), a former Duke Energy executive from Rutherfordton, North Carolina. Secretary Decker told the audience “the challenge we face is that North Carolina has had a declining economy for almost 12 years with a net loss of jobs during that time.” The Secretary also noted that North Carolina was one of only a few states that actually had in-migration “Many people are coming to North Carolina without jobs.”

Secretary Decker also stated that there were five fundamental areas she needed to focus on as Commerce Secretary and noted Health, Education, Economic Development, Tourism/Arts/Culture and Quality of Life/Environment.

On Friday morning April 6, 2013 participants heard a special presentation by Dr. Nat Irvin “Where are the Business and Marketing Opportunities in the Future”. There was an exciting panel discussion moderated by Leah Brown, President of A10 Clinical Solutions on Innovation in Healthcare with representatives from Novant Health, Duke University and Connectivity concepts.

CONSTRUCTION RESOURCE CENTERS OF NORTH CAROLINA

The Construction Resource Centers of North Carolina (CRC) is a unique concept. The NCIMED CRC model created a network of plan rooms with the resources specific to the construction industry.



CONSTRUCTION RESOURCE CENTERS OF NORTH CAROLINA

The CRC assists small and minority contractors, by providing the technical expertise to eliminate barriers of entry to public and private construction opportunities. CRC services include, but are not limited to:

- Certification assistance (DBE, SBE, HUB, etc.)
- Pre-qualification assistance (DOT, GCs, etc.)
- Serving as an immediate point of contact for project owners to post, list, and distribute bid information (RFPs, RFIs, etc.); and a key distribution point for project information
- Providing one-on-one estimating and bidding
- Locating trade specific opportunities upon request
- Providing group training opportunities (i.e. OSHA 10, bidding and estimating software)
- Full access to cutting edge technology, plotters, and other NCIMED resources

The CRC was created at the request of small, minority and majority contractors in the Triangle area. Small contractors were in need of a resource to facilitate the opportunity to participate and be competitive. Majority contractors were in need of a qualified pool of DBEs to solicit and engage in project opportunities. However, small and minority contractors were struggling to compete in the market place; they lacked the resources or the technical tools to compete.

The CRC is the result of an initial partnership between NCIMED and Lend Lease, a large majority general contractor with a presence in North Carolina. Lend Lease donated resources to offer small contractors access to estimating and bidding software. Lend Lease was also instrumental in assisting the CRC with securing space at North Carolina A&T State University for the Greensboro site.

Without the CRC partners, small and minority contractors would lose a valuable resource that enables them to grow and sustain their businesses, while being competitive in the market place. CRC partnerships add value to our clients by providing the tools necessary to create a level playing field. One such partner is Lenovo. Lenovo donated several new laptops to the CRC to insure that small and minority businesses would have access to the best technology as part of the CRC training and education program.

The CRC offers all services to small and minority contractors, at virtually no cost; most services are free of charge. Services are available to clients and non-clients of the organization. Contractors and their employees have full access to CRC sites, resources and services in four locations in North Carolina (Raleigh, Durham, Greensboro, and Fayetteville). Charlotte location pending.

CRCNC partners include, but are not limited to:

- Lenovo
- C.T. Wilson
- Lend Lease
- Skanska
- Balfour Beatty
- Retenbach
- LSG,LLC
- Fayetteville Business Center
- United Minority contractors of NC
- Hispanic Contractors of the Carolinas
- IBM (Research Triangle Park)
- Fayetteville State University

- NC State University
- NC A&T State University
- NC Department of Transportation

Vision

Ensuring access and opportunity for minority construction contractors in North Carolina.

Mission

The mission of the CRCNC is to eliminate barriers of entry, to public and private construction opportunities for minorities in the construction industry.

Table 2: Construction Resource Centers of North Carolina Impact Summary (FY2010 - FY2012)

Construction Resource Centers of North Carolina (NCIMED Plan Rooms)				
Historical Impact	FY 2010-2011	FY 2011-2012	FY 2012-2013	Total 3 year Impact
Opportunity Visits	394	613	869	1876
Bids Submitted	43	96	43	345
Total Awards	\$ 2,956,835	\$ 19,629,735	\$ 23,931,076	\$ 46,517,646
Education & Training Sessions	30	31	73	134
Jobs Retained	52	54	47	153
Certification Applications	40	87	49	176

EXECUTIVE EDUCATION MANAGEMENT PROGRAM FOR DESIGN AND CONSTRUCTION

In February and March 2013, in collaboration with the North Carolina Department of Transportation and UNC-Kenan-Flagler Business School the Institute hosted the Executive Education Management Program for Design and Construction. The EMP-DC is an executive level program for all types of construction firms, including engineering, design, and suppliers, that provides an intensive series of courses designed to deliver cutting-edge training to business owners and managers in areas critical to business success.

The EMP-DC series was designed to build business capacity through the enhancement of strategic management techniques and business leadership skills. Participants in the program received practical instruction from business educators from Kenan-Flagler, and other leading business experts. Participants benefited from group discussions, graduate level case studies and the sharing of

innovative ideas, best practices, and strategies for future business success. The 27 participants represented various industries; construction, engineering, architecture and transportation.

WOMEN'S EXECUTIVE EDUCATION LEADERSHIP PROGRAM

In the spring of 2013, the Women's Business Center of NC completed the last two of a three part series for its Women's Executive Education Leadership Series. The series was created and designed for mature women-owned firms and focused on Managing Information and Managing Human Capital. The 32 participants represented a range of industry sectors; the legal profession, medical, healthcare, nonprofit community, It services, and construction. There were a total of 75 participants who attended the three sessions that were offered.

The series structure provided participants with extensive course content, leading business and academic experts, and access to new innovative

business techniques and resources. The sessions were led by industry and academic experts from UNC Kenan-Flagler Business School, Meredith College and the Center for Creative Leadership. There were approximately 60 participants who engaged in a 48 hour rigorous MBA Graduate level curriculum designed to give the participant guidance and strategies on business growth and sustainability.

WOMEN'S BUSINESS CENTER OF NORTH CAROLINA

The Women's Business Center of North Carolina (WBC) is a partnership program between the Institute and the U. S. Small Business Administration (SBA). The



**The Women's
Business Center
of North Carolina**

Center's main objective is to

promote economic self-sufficiency for women in North Carolina through entrepreneurship.

Now in its eleventh year of operation, the Institute's Women's Business Center continues to provide training and technical assistance at all stages of business development to women entrepreneurs across the state. The most significant challenges reported by women are:

- 1) Competing and succeeding in a male dominated business environment;
- 2) Maintaining growth and competitiveness for their business; and
- 3) Balancing family and work responsibilities.

WBC services include one-on-one business counseling, workshops, seminars and networking opportunities.

STRATEGIC PARTNERSHIPS AND SUCCESSFUL EVENTS

Certification Workshop – Raleigh Chamber of Commerce

WBC strengthened its partnership with the Raleigh Chamber of Commerce, participating as a panelist for the certification workshop, to help small, minority & women-owned businesses. The discussion addressed the various options for certification, and how to maximize the value of the certification process.

WBENC Women's Business Enterprise National Council) Certification

In an effort to increase procurement opportunity and awareness among women owned businesses, the Women's Business Center has partnered with the Greater Women's Business Council (GWBC), to offer workshops designed to help women owned businesses learn more about the WBENC certification process. WBC supports GWBC by participating in the Certification Committee, which reviews certification applications and conducts site visits. The Women's Business Enterprise National Council, founded in 1997, is the nation's leading advocate of women- owned businesses as supplier's to America's corporations and the largest third-party certifier of businesses owned and operated by women in the United States.

Tax Lunch and Learn Series- Statewide

The Women's Business Center of NC in partnership with NC Department of Revenue, NC Department of Commerce Division of Workforce Solutions, IRS and SBA hosted a series of workshops across the state focused on small business tax programs, work opportunity tax credits and SBA loan guarantee programs. This initiative reached hundreds of small business owners making them aware of the 2012 Small Business tax credit, the Small Business Taxpayer Recovery Program, Work Opportunity Tax

Credits as well as funding resources guaranteed by the US Small Business Administration.

WBC PARTNERSHIPS, SPONSORSHIPS AND EVENTS

- WEEL'S - Women's Executive Education Leadership Series
- Export Seminar Series with US Commerce, NC Commerce, SBTDC and SBA
- Marketplace 2013 – Procurement Opportunities for Small Business. SBTDC/PTAC
- A New Mission - Military Women as Entrepreneurs Conference at Camp Lejeune
- 32nd Annual State Construction Conference and HUB Reception
- NC VetBiz Annual Meeting and Conference
- Business Connections Marketplace-Greensboro Chamber
- NC Department of Commerce, International Trade Division Road Show
- Count Me In-Urban Rebound NC- award based program for women in business, including business acceleration counseling for a year.
- Raleigh Chamber of Commerce Business Expo
- North Carolina Military Business Center (NCMBC) partnering with various events statewide
- Central Piedmont Community College's Small Business Week Conference
- SBA's Boots to Business Seminar Series at Seymour Johnson Air Force Base
- SBA Microloan Program seminar series across Western NC, Charlotte Region, Triad Region and RTP Region.
- NC Small Business Advisor's Professional Development Conference, Wilmington
- NC Entrepreneurship Summit, Asheville

Table 3: Women’s Business Center Partnerships & Collaborative Workshops and Trainings

Organization	Location
Alamance Community College Small Business Center	Burlington, NC
Asheville Buncombe Tech Community College	Asheville, NC
Bennett College	Greensboro, NC
Center for Economic Empowerment & Development (CEED)	Fayetteville, NC
Central Piedmont Community College	Charlotte, NC
City of Durham Economic Development	Durham, NC
Durham Technical Community College Small Business Center	Durham, NC
East Carolina University	Greenville, NC
Edgecombe Community College Small Business Center	Tarboro, NC
Fayetteville Business Center	Fayetteville, NC
Fayetteville Community College Small Business Center	Fayetteville, NC
Google	Statewide
Greater Raleigh Chamber of Commerce	Raleigh, NC
Greater Women’s Business Council (GWBC)	Charlotte, NC and Atlanta, GA
Greensboro Chamber of Commerce	Greensboro, NC
Internal Revenue Service	Statewide
Johnson C. Smith University	Charlotte, NC
Martin Community College Small Business Center	Williamston, NC
National Association of Women Business Owners (NAWBO)	Raleigh, NC
National Association of Women in Construction (NAWIC)	Raleigh, NC
NC Department of Administration’s Office for Historically Underutilized Businesses (HUB)	Statewide
NC Department of Agriculture	Statewide
NC Department of Commerce	Statewide
NC Department of Revenue	Statewide
NC LEAP	Statewide
NC Military Business Center	Statewide
Roanoke-Chowan Community College Small Business Center	Ahoskie, NC
Rocky Mount/Edgecombe CDC	Rocky Mount, NC
Rowan Cabarrus Community College Small Business Center	Kannapolis, NC
SAS Institute	Cary, NC
Skanska USA	Durham, NC
Small Business Technology and Development Center (SBTDC)	Statewide
Southeastern Community College Small Business Center	Whiteville, NC
U.S. Department of Labor, Women’s Bureau	Washington, DC
U.S. Small Business Administration (SBA)	Statewide
Upper Coastal Plain Council of Governments	Wilson, NC
US Commercial Services/US Department of Commerce	Statewide
Vance Granville Community College Small Business Center	Henderson, NC
Wake Technical Community College Small Business Center	Raleigh, NC and Cary NC
Women’s Business Enterprise National Council (WBENC)	Washington, DC

WBC Impact Summary

Table 4: Women's Business Center Client Impact Summary (July 1, 2012 to June 30, 2013)

Category	July 2012 – June 2013
Business Client Counselling	355
New Business Starts	13
Jobs created	260
Jobs Retained	21
Financial awards (loans)	\$2,114,500
Procurement awards	\$3,205,450
Client Certifications	8
Total Training Events	144
Total training participants	4,683

PUBLIC ALLIES OF NORTH CAROLINA

In 2011, Public Allies North Carolina (PANC) welcomed as its new Operating Partner, the North Carolina Institute of Minority Economic Development. The



The Institute's reputation for fostering creativity, collaborations and its commitment to personal

and professional growth made the organization an ideal partner. The program places young adults in ten-month, paid apprenticeships with local non-profit organizations known as "Partner Organizations". PANC has been operating throughout the Triangle for the past fifteen years and is excited to expand its vision across North Carolina. The Institute's strategy focuses on young adult engagement and relationship building with partner organizations that have a key focus on community economic development.

Public Allies is an AmeriCorps program whose mission is to advance new leadership to strengthen communities, nonprofits and civic participation. Public Allies work to change the face of leadership in communities across the country by demonstrating their conviction that everyone can lead, and that lasting social change results when citizens of all backgrounds step up, take responsibility and work together. Public Allies prepares young adults to practice values that invigorate public life: collaboration, diversity, inclusion, asset based change, continuous learning and integrity. Over the past fifteen years, PANC has developed a reputation as one of the premier service and development programs for emerging community leaders in the Triangle area.

In FY 2012 and 2013, PANC staff partnered with local Triangle nonprofit organizations who agreed to become placement sites for the nine (9) Allies selected to participate the first full year of operation. Local placement sites such as SEEDS in Durham, allowed the Ally to expand the Durham Inner-city Gardeners programs (DIG), working with community residents to cultivate fruits and vegetables for the Durham Farmers Market; the Durham Crisis Response Center's Rape Prevention Center where two of the Allies placed worked with staff to educate and provide outreach to young women on rape prevention. At the Inner-Faith Food Shuttle, the Ally worked with staff to help improve and expand the free Farmers Markets held at mainly rural health clinics for patients with chronic illnesses; on the campus of NC A&T State University, the Ally worked at the Greensboro Plan Room and Resource Center to help market and evaluate training sessions for students in the field of construction and management.

The Allies that were selected came from as far away as Texas and New York to participate in the program and to gain valuable nonprofit experience firsthand.

This year, in addition to the Allies that were placed across the Triangle, the PANC staff with the help of a \$75,000 grant, were able to extend the program to rural Robeson County. With the grant, the PANC staff was able to partner with the Robeson County Community Development Corporation to assist with the placement of (5) five young men and women from across the county with various nonprofit organizations.

In addition to the Robeson County CDC, local partners include Sacred Pathways, Inc., the Pembroke Housing Authority, Odum Baptist Children's Home of Pembroke, the University of NC

Pembroke, and the NC Academic Center for Excellence in Youth Violence Prevention at UNC Chapel Hill.

THE INSTITUTE STUDENT INTERNSHIP PROGRAM

For many years the Institute created a workplace training environment for college youth, business developers and entrepreneurs through paid internships as a strategic investment in the future of North Carolina. Beginning in 2011 The Institute partnered with The North Carolina Community Development Initiative (The Initiative), continuing to grow North Carolina’s non-profit workforce by participating in its summer Youth Leadership Program; an eight-week paid internship for rising high school seniors.

The youth leadership program exposes young interns to valuable work experience in local community

economic development organizations and other non-profits teaching them the skills and life lessons that they will need to be great leaders in North Carolina and beyond. The Initiative provides stipends for students to work on an eight-week project at an organization located in their home community across the state. During the summer, the interns gather four times as a group to share their experiences, visit minority and women owned businesses and participate in forums designed to teach servant leadership principles.

The Institute welcomed over 20 interns ranging from rising high school seniors to college students. From 2011-2013 we have tracked the interns placed in our organization and documented their current status. To date, 100% of all rising seniors completed high school, with 85% advancing to North Carolina colleges and universities and another 5% attending universities out of state, (2 students entered as high school seniors in 2013)

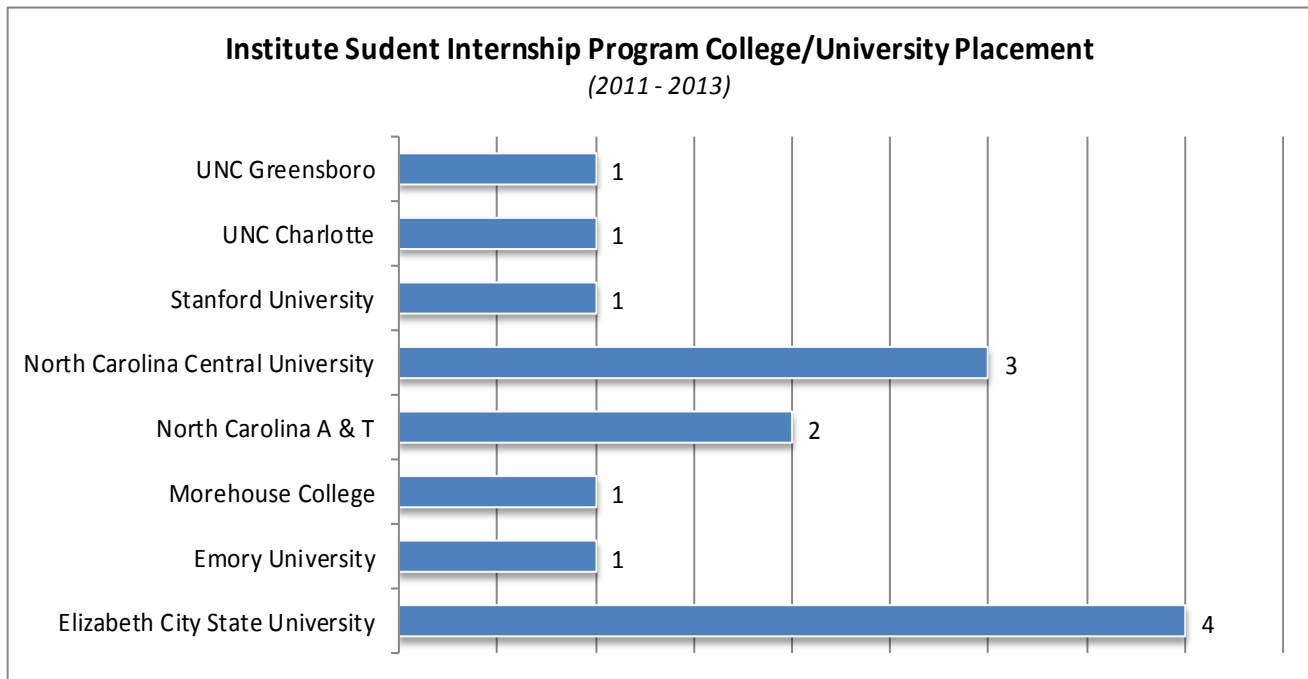


Figure 10: Institute Student Internship Program College/University Placement (2011 - 2013)

WORKFORCE DEVELOPMENT DEMONSTRATION PROJECT

In the spring of 2012, the Institute launched a pilot jobs program designed to generate short-term employment opportunities to unemployed persons. The program focused solely on young adults, senior citizens and the chronically unemployed. The Program goals include:

- The Introduction or reintroduction of unemployed adults to the workplace in public, private and
- non-profit settings, with an emphasis on the skills needed for employment opportunities;
- Exposing unemployed persons to labor force opportunities through workshops, trainings, and or
- information and resource materials;
- Assist the public, private and non-profit entities in assisting the unemployed; and

- Monitor and host at least one (1) focus group to better assess the elements and or tools needed for positive job placement.

The twelve (12) participating businesses and organizations selected to participate in the Pilot Program welcomed the opportunity to work with the Institute in developing a model program that could be replicated throughout North Carolina.

As a result of the success of the pilot program, the City of Durham has partnered with the Institute to develop a Telecommunications and Energy Jobs Training Pilot Demonstration Project. The City of Durham applied for the grant through the NC Department of Commerce, Division of Workforce Development. The project will focus on job recruitment and retention for unemployed and dislocated workers for industry specific employment in energy, healthcare and telecommunications. The project will begin in the fall of 2013.

HISTORICAL IMPACT AND GOALS

HISTORICAL SERVICE IMPACT SUMMARY

The table below provides an overview of the Institute's impact by key indicator from 2004 through 2013.

Table 5: NCIMED Impact Summary (Fiscal Years 2011 - 2013)

Historical Impact	2010-11	2011-12	2012-13	Total 3 Year Impact
Contracts Awarded	\$23,160,686	\$54,929,741	\$81,420,087	\$159,510,514
Financial Transactions	\$35,375,455	\$33,308,140	\$6,469,304	\$75,152,899
Jobs Created	104	290	480	874
Businesses Served	1,351	3,249	4,159	8,759
Training Participants	4,747	5,997	5,109	15,853

ORGANIZATIONAL GOALS

The goals of the Institute for the FY 2013-2014 Fiscal Year are as follows:

- Provide assistance and loan packaging to business clients to help clients secure at least \$10 million in loans, lines of credit, and bonding;
- Provide leadership and assistance to business clients that helps clients realize at least \$50 million in contract awards;
- Provide training and access on relevant business information for a minimum of 2,000 participants;
- Assist at least 25 firms in securing appropriate certifications (HUB), 8(a), CMSDC, WBNC, HUBZone, DBE, Veterans;
- Provide work experience, training, and guidance to at least 25 young adults;
- Assist in providing soft skills and other training and job placement assistance for at least 30 displaced individuals;
- Strengthen partnerships with the private sector, as well as contractual service relationships with both the public and private sectors;
- Publish at least one economic impact related report;
- Promote a statewide Minority Economic Development Week collaboration;
- Coordinate an Executive Networking Conference; and
- Host at least two business diversity related forums

NC Institute of Minority Economic Development Board of Directors

Executive Officers

James L. Mebane, Chair

Retired Senior Vice President
First Citizens Bank
Raleigh, NC

Gwynn T. Swinson - Vice Chair

Attorney
Raleigh, NC

Nathan Garrett Esq., CPA (not active),

Treasurer

Retired, Cherry Bekaert & Holland, L.L.P.
Durham, NC

Dr. Tyrone R. Baines – Secretary

Supplier Diversity Consultant
American Honda Motor Company
Durham, NC

Board Members

Martin Eakes

Chief Executive Officer
Self-Help
Durham, NC

Will Mann

Regional Community Development Manager
East Region & Carolinas
Wells Fargo Social Responsibility Group
Winston-Salem, NC

Dr. Edward Fort

Chancellor Emeritus & Professor
North Carolina A&T State University
Greensboro, NC

Lewis H. Myers

Director, Marketing Development
The Freelon Group
Research Triangle Park, NC

Lori Jones Gibbs

Vice President, Community Development
Banking - PNC
Raleigh, NC

Michael Suggs

Executive Director
Goler Community Development Corporation
Winston-Salem, NC

NCIMED Itemized Expenditures

NC Institute of Minority Economic Development, Inc. Itemized Expenses By Fund

Fiscal Year Ended June 30, 2013

	General	State	Bldg	Other Grants	FC	ZSR	BOA	Allies	MBDA	Rural	DOT	WBC	TOTAL
Expenses													
Salaries	\$41,427.57	\$754,240.39	\$0.00	\$1,500.00	\$28,800.00	\$49,199.76	\$0.00	\$91,809.07	\$213,726.14	\$0.00	\$0.00	\$108,454.32	\$1,289,157.25
Payroll Taxes	\$3,997.91	\$80,156.07	\$0.00	\$0.00	\$2,250.00	\$3,899.88	\$0.00	\$6,731.81	\$10,489.73	\$0.00	\$0.00	\$5,358.18	\$112,483.58
Health Insurance	\$0.00	\$120,966.91	\$0.00	\$0.00	\$2,499.96	\$4,349.88	\$0.00	\$13,209.79	\$12,710.55	\$0.00	\$0.00	\$9,950.07	\$163,687.16
Pension Expense	\$24,704.16	\$34,617.47	\$0.00	\$0.00	\$1,449.96	\$2,519.88	\$0.00	\$4,212.39	\$5,666.83	\$0.00	\$0.00	\$2,136.48	\$75,337.17
Temporary Employees	\$0.00	\$24,257.30	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$24,257.30
Specialized Technical Assistance	\$82,160.00	\$160,084.95	\$0.00	\$0.00	\$0.00	\$24,650.00	\$0.00	\$0.00	\$0.00	\$5,818.00	\$0.00	\$0.00	\$273,312.95
Contract Services	\$0.00	\$98,309.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$14,636.00	\$0.00	\$0.00	\$112,945.94
Office Expense	\$6,881.31	\$24,648.94	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$57.00	\$0.00	\$0.00	\$409.28	\$0.00	\$31,096.53
Program Expense	\$283,022.10	\$167,755.86	\$0.00	\$21,918.00	\$7,395.00	\$9,542.96	\$0.00	\$53,362.47	\$0.00	\$19,177.28	\$29,312.15	\$0.00	\$573,485.82
Sponsorships	\$1,700.00	\$16,215.00	\$0.00	\$500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$18,415.00
Client assistance	\$3,189.00	\$1,087.50	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,276.50
Non Contract T.A	\$35,500.00	\$68,996.26	\$0.00	\$11,076.00	\$2,500.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$23,177.80	\$0.00	\$141,250.06
Postage	\$2,313.39	\$1,451.52	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$30.79	\$0.00	\$0.00	\$0.00	\$0.00	\$3,815.70
Communications	\$6,784.66	\$53,874.13	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$96.55	\$0.00	\$0.00	\$0.00	\$0.00	\$53,970.68
Travel/Meals&Lodg	\$175.00	\$12,840.50	\$0.00	\$2,015.76	\$0.00	\$301.98	\$0.00	\$830.36	\$0.00	\$1,380.69	\$0.00	\$0.00	\$106,248.58
Memberships	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$13,015.50
Printing/Duplication	\$6,630.25	\$5,085.40	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$11,715.65
Subscriptions/Reference Materials	\$0.00	\$9,111.83	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,111.83
Special Projects	\$5,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$5,000.00
Staff/Professional Development	\$805.81	\$20,387.64	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$21,093.45
Insurance & Bonding	(\$322.00)	\$13,942.34	\$3,404.92	\$0.00	\$0.00	\$0.00	\$0.00	(\$304.38)	\$0.00	\$0.00	\$0.00	\$0.00	\$17,025.26
Regional Business Development Initiatives	\$1,615.00	\$3,257.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$4,872.21
Professional Consultants	\$0.00	\$40,329.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$40,329.22
Board Expense	\$0.00	\$3,827.06	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,827.06
Rent	\$0.00	\$9,048.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$9,048.00
In-Kind Rent	\$20,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$20,000.00
Occupancy Costs	\$573.05	\$40,790.21	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$41,363.26
Repairs & Maintenance	\$395.76	\$84,367.02	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$84,762.78
Equipment Lease/Maintenance	\$0.00	\$33,831.09	\$0.00	\$825.00	\$0.00	\$0.00	\$0.00	\$13.70	\$0.00	\$0.00	\$0.00	\$0.00	\$34,669.79
Interest & Finance Charges	\$0.00	\$3,279.22	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$3,279.22
Depreciation & Amortization	\$0.00	\$68,823.92	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$68,823.92
Other Expenses	\$6,910.69	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$1,482.63	\$0.00	\$0.00	\$0.00	\$0.00	\$8,423.32
Total Expenses	\$533,123.66	\$2,051,118.03	\$3,404.92	\$37,834.76	\$41,894.92	\$94,494.34	\$0.00	\$153,552.18	\$242,293.25	\$41,211.97	\$52,899.23	\$125,899.05	\$3,381,026.31
Transfers To/From Fund	(\$25,000.00)	\$0.00	\$25,000.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00	\$0.00
Total Expenses	\$508,123.66	\$2,051,118.03	\$28,404.92	\$37,834.76	\$44,894.92	\$94,494.34	\$0.00	\$153,552.18	\$242,293.25	\$41,211.97	\$52,899.23	\$125,899.05	\$3,381,026.31



North Carolina Institute of Minority Economic Development

114 West Parrish Street
Durham, NC 27701

919.956.8889

www.ncimed.com

