



2020 Annual Report

YOU CAN MAKE A CHANGE
IN THE LIFE
OF ONE CHILD TODAY



TABLE OF CONTENTS

Letter-----Page 3

Bernie L. Bates, the Name-----Page 4

About the Organization-----Page 5

Vision, Mission and Goals-----Page 6

President’s Letter-----Page 7

Financial Snapshot-----Page 9

Statement of Financial Position-----Page 10

2021 Proposed Budget -----Page 11

General Governance-----Page 13

Accountability and Control-----Page 14

Board of Directors-----Page 15

Bernie L. Bates Foundation, Inc.

P.O. Box 150653 Alexandria, Virginia 22315-0653



Dear Friends of the Bernie L. Bates Foundation, Inc.:

The Board of Directors is proud to present this copy of the Bernie L. Bates Foundation, Inc. (BLB) 2020 Annual Report. The report summarizes the highlights from Fiscal Year 2020. This has been a pivotal year where we focused our efforts on our core mission to:

- ✓ Fund educational scholarships, and other types of financial aid to worthy individuals, both undergraduate and graduate.
- ✓ Assist community groups and individuals in educational, civic improvement and charitable activity.
- ✓ Accept and make donations of money for educational and charitable purposes, in connection with or incidental to the accomplishment of the non-profit purposes of participating organizations.
- ✓ Promote the general welfare by providing from time-to-time services to the community.
- ✓ Encourage and promote the development of community's people, physical assets and institutions.

This Report presents:

- ✓ Genesis and history of the foundation to include the Foundation's structure.
- ✓ Appropriate financial data.
- ✓ Current services provided that include programmatic efforts underway.
- ✓ The Organization's short term and long-term goals.
- ✓ Description of the organizational mission and guiding principles as it relates to our core functions.
- ✓ The clearest picture of status of the organization and where the organization is heading.

Also enclosed are the 2020 financial statement and the proposed budget for FY 2021. We believe this information will be helpful to you in assessing the organization's effectiveness and responsibilities. As always, we need more volunteers and active board members. As you read the report, think of areas where you might want to become involved. We have many areas that need more attention and time. On behalf of all BLB Board Members - thank you for your support. Your assistance, lending hand and positive comments inspire us to move forward to continue the status of BLB as a viable and sustainable organization.

Sincerely yours,

Richard G. Morris, President
Bernie L. Bates Foundation, Inc.

Bernie L. Bates, the Name



Bernie Leroy Bates was born April 8, 1944 in Ashville, N.C. to Ms. Ivy Bates. He was raised in High Point, N.C. by his maternal grandparents, Joe Parker and Idell Tussey.

Brother Bates credited his grandparents with instilling in him the value of academic excellence and to living a purposeful life. In 1971, he married Patricia Belton. From that marriage, two sons were born: Bernie, Jr., and Belton Parker. Bernie Bates was initiated into the Omega Psi Phi Fraternity, Inc. on April 6, 1963 through Alpha Chapter, Howard University.

Brother Bates enlisted in the United States Army on May 18, 1965. He was commissioned a Second Lieutenant upon completion of Infantry Officer Candidate School in 1967 and was immediately detailed to service in the Military Intelligence Branch. In 1972, he graduated from Howard University, Washington, D.C. with a degree in Political Science. While at Howard University and after graduation, he remained extremely active in the fraternity, participating in Scholarship fundraisers for needy kids and supporting other scholarly activities on their behalf. He received his Law degree from George Washington University, Washington, D.C. in 1975 and transferred to the Judge Advocate General's Corps, United States Army in 1976. He was admitted to the Bar of the District of Columbia and maintained membership in the National Bar Association and the American Bar Association.

As a career military officer, Brother Bates attained the rank of Lieutenant Colonel. His military assignments included: The Defense Language Institute of Monterey, California where he studied Mandarin Chinese and combat in the Republic of South Vietnam. He also served at Fort Meade, Fort Holabird, Fort Bragg and in the Republic of Germany and the Military District of Washington. Lieutenant Colonel Bates earned military awards and decorations which included: The Bronze Star Medal, The Meritorious Service Medal, the Army Commendation Medal, the National Defense Service Medal, The Vietnam Service Medal, the Vietnam Campaign Medal, the Vietnam Cross of Gallantry with Palm, the Parachutist Badge, the Army Service Ribbon, and the Overseas Ribbon. Bernie L. Bates, loving Husband, Father, Son, Brother, and family member; as well as esteemed Brother of Omega Psi Phi Fraternity, Inc. died suddenly on August 27, 1984 at Fort McNair, Washington, D.C.



About The Organization



The Bernie L. Bates Foundation, Inc. is a 501(c)(3) organization that provides scholarships to college-bound students, high school seniors and provides funding for other critical social needs in the community. Bernie L. Bates Foundation, Inc. also participates in the annual [Combined Federal Campaign \(CFC\)](#) and our campaign number ID is 58697.

We invite you to peruse our website to see our involvement with social upward mobility, community service, scholarship opportunities and other community-related activities. If you need support in areas that we have not identified, wish to donate, or have a general inquiry please complete our web-based contact form.

The purpose of our Foundation is to give back to the community. Together our combined efforts can yield funding for scholarships to deserving students, facilitate support for senior citizen programs, and engender sharing with those in need of a helping hand. Your patronage, your support, your contributions—all makes it possible to gain and maintain effective community programs. We look forward to working with you—God Bless.

Additionally, the Foundation conducts direct and comprehensive engagements with the community that targets improvements in the quality of life. [Psi Alpha Alpha Chapter](#) of the Omega Psi Phi Fraternity incorporation with the Foundation, awarded \$77,000 to eighteen students over the last eight years. In addition, one-time grants valued from \$330-\$1,500 have also been awarded during this time totaling more than \$6,750.



Vision, Mission and Goals



Our Vision: Within the next 5 years ending 2023, Bernie L. Bates Foundation, Inc. will provide greater assistance to our community and enhance the general welfare of the citizens in Fairfax County and surrounding areas by increasing our assets to 1 million dollars.

Our Mission: The Bernie L. Bates Foundation, Inc. shall:

- ✓ Award scholarships to college students and college-bound high school students
- ✓ Provide support to less fortunate by assisting to feed, clothe, house, and educate them.
- ✓ Support food banks and other helping facilities in the community
- ✓ Assist in community educational activities such as talent enrichment and college preparation programs.
- ✓ Seek out opportunities to support and mentor our youth in our community.

Our Goal:

- ✓ Solidify effective marketing and branding materials.
- ✓ Expand the impact of the revenue generating potential of Combined Federal Campaign and Smile.Amazon on our financial statement.
- ✓ Explore and identify funders offering grant making opportunities consistent with the mission and vision of the foundation.
- ✓ Secure the pro bono services of a legal entry willing to provide legal counsel to the board when such may be required.
- ✓ Complete outreach to the Central Fairfax and Northern VA Black Chambers of Commerce.
- ✓ Increase foundation assets by no less than 5%.
- ✓ Double the number of Million Dollar Challenge participants in 2021.
- ✓ Conduct three hands-on-training topics for Board members in 2021.



Bernie L. Bates Foundation, Inc.
President's Report
December 20, 2020

"None of us, including me, ever do great things. But we can all do small things, with great love, and together we can do something wonderful." – Mother Teresa

Directors, this is my third letter in as many years. In undertaking such a report, it is contextually important to offer a backdrop that provides the following considerations in determining our foundation's target market:

- ✓ Setting of measurable goals.
- ✓ Creation of marketing materials.
- ✓ Setting of a social media strategy.
- ✓ Consistent maintenance and updating of the foundation's website.
- ✓ Creation of a donor-based database.
- ✓ Showcasing of foundation results.
- ✓ Finally, the formulation of partnerships.

As a foundation, we continue to struggle to place a deep footprint into our community's social fabric. Nonetheless, as a team, we have demonstrated a commitment to try. These efforts generate creative approaches to social and community engagement through blbinc.org and revenue-generating resources like Smile.Amazon, the Combined Federal Campaign, donations, etc.

Regarding the utilization of technology inclusive of social media, I continue to fall short and need your help. On these platforms, we still need to achieve independent exposure via Facebook, You-Tube, etc. We must have something to talk about that will pique others' interest through webinars, training, the hosting of events, or otherwise.

In two previous updates, I touted the importance of exploiting the cable-based resources within Fairfax Public Access (FPA) but to no avail. Except for one occasion where three Brothers participated in a Saturday FPA orientation, little interest has been demonstrated. It is with regret, but also clear that now, it is not the will of the foundation to move forward, and so with reluctance, I move on.

Board members may remember my outreach to all requesting ideas and personal aspirations the foundation could pursue and support. I received three out of a possible 15 responses. Directors, your input, and actions are desperately needed if, as a foundation, we are going to walk the talk.

To serve on some boards, an individual must pay for their seat to serve on others they are paid. Here we only ask that you both wear the title of Director proudly and offer a bit of your time.

As the year comes to a close, the foundation continues to position itself in the following manner:

- ✓ The foundation has improved its good standing regarding its newfound exemption from the annual filing of its solicitation certification. Similarly, the foundation's state sales tax exemption status remains intact.
- ✓ The foundation is currently reviewing its by-laws for any needed updates as the foundation moves forward with its desire to expand its level of community and business engagement.
- ✓ The PsiAA/BLB MOA process continues to be refined as both move toward this document's finalization.
- ✓ The foundation formed a nominations committee for a nascent program, the Privilege Award; the committee has implemented the first steps to activate the program that will be used to champion the foundation's vision and mission.
- ✓ The value of partnerships and communications between foundations can be evidenced by relationships being forged by such entities as the Thoroughly Immersed Foundation in Long Beach, CA, the Omega Lamp Foundation in Columbus, OH, the Delta Omega Foundation in Petersburg, VA, and the George Mason University Foundation.
- ✓ The re-emphasis on Smile.Amazon as another revenue-generating resource offers financial promise and hope.

- ✓ Purposeful branding activities are underway that will incorporate the foundation's image, its presence with the community, its Million Dollar Challenge initiative ("Be One in a Hundred") its promotion of Smile.Amazon (Make BLB Smile!) and its Combined Federal Campaign efforts.
- ✓ The foundation maintains its Dishonesty Bond, Directors and Officers Insurance, event insurance, and other measures that serve to protect the foundation's assets.
- ✓ The board's grant-seeking team has begun taking proactive steps that will hopefully result in one or more future grant awards, quite possibly in conjunction with the foundation's current Reading for Success program and its partnership with Riverside Elementary School.
- ✓ Efforts continue to secure the pro bono services of a legal entry willing to provide legal counsel to the board when such may be required.
- ✓ Outreach to the Central Fairfax and Northern VA Black Chambers of Commerce are currently underway with the hopes of solidifying these relationships in the coming year.
- ✓ Given the past performance and future projections, a goal to increase foundation assets by no less than 5% is both fitting and reasonable, and the board is so charged with helping to facilitate such an outcome.
- ✓ The foundation seeks to double the number of Million Dollar Challenge participants in 2021.
- ✓ The foundation will conduct three hands-on-training topics for Board members in 2021.

In other matters, the 2020 BLB Scholarship and Recognition Awards Breakfast was a resounding success. It reflected the committed work of a team of individuals bent on ensuring only the finest of outcomes. In similar fashion and in partnership with PSI Alpha Alpha (PsiAA) chapter, BLB's visibility proved quite apparent through chapter activities such as the BLB Memorial Scholarship, Talent Hunt, and Achievement Week Programs.

Like its support for youth aging out of foster care, the foundation's Reading for Success program continues to reflect the priority the foundation places on such undertakings. The board should find most gratifying the positive feedback provided by both staff and students alike.

Additionally, 2020 became the year of Covid-19, and with that came the challenge to rise to the occasion in both giving to and support for the Fairfax community. Again, in partnership with PsiAA, the foundation was able to find a way to target catering on five occasions to first responder sites who the foundation and PsiAA were determined to "Thank for Being Who They Were!". Also noteworthy was the foundation's support for an aspiring young man's dream to continue flight lessons with an eye toward earning both a private and commercial pilot's license.

As I approach 2021, I am hopeful that we will be able to solidify and make progress in the foundation's branding efforts through the creation of effective marketing materials, our community exposure, the foundation's use of virtual technology, the creation of a foundation donors list, the formulation of measurable goals and the showcasing of foundation results.

Everybody can be great because anybody can serve. You don't have to have a college degree to serve. You don't have to make your subject and verb agree to serve. You only need a heart full of grace. A soul generated by love.

--Dr. Martin L. King, Jr.

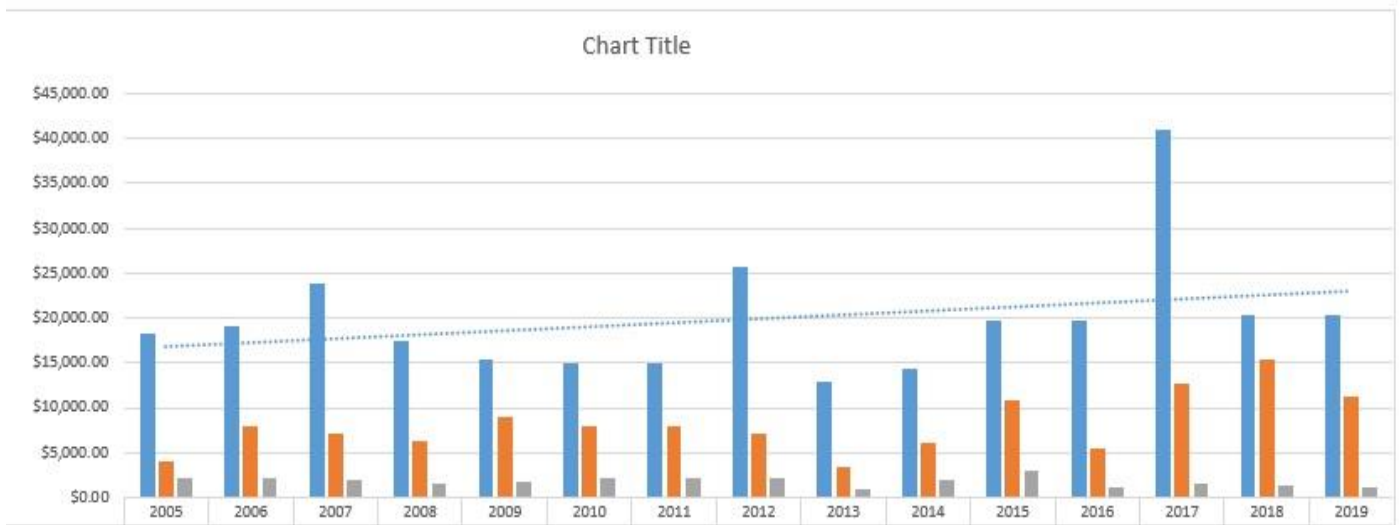
Humbly submitted,



Richard G. Morris, President
Bernie L. Bates Foundation, Inc.

Financial Snapshot

Dashboard—\$447,548.35 Supporting The Community...FY 2005 - 2019



Statement of Financial Position

December 31, 2020



Assets	
Cash & Cash Equivalents	\$ 27,175
Notes Receivable	\$ 35,000
Investments	\$ 320,812
Total Assets	\$ 382,987
Liabilities	
Scholarships Payable	\$ 9,750
Notes Payable	\$ 44,750
Total Liabilities	\$ 54,500
Net Assets (Foundation Equity)	
Temp Restricted Net Assets	\$ 40,500
Unrestricted Net Assets	\$ 287,987
Total Net Assets	\$ 328,487
Total Liabilities & Net Assets	\$ 382,987

2021 Proposed Budget



Income :				
100000	CFC			\$ 2,500
110000	AmazonSmile Foundation			\$ 150
150000	Psi Alpha Alpha Programs			\$ 46,200
151000	Social Action			
151100	Christmas/Thanksgiving Baskets			\$ 1,080
151200	Christmas Toys			\$ 900
151300	Rebuilding Together			\$ 500
151400	Sponsorship and Marketing			\$ 1,420
152000	Talent Hunt			\$ 2,300
153000	NCAA Raffle			\$ 10,000
154000	Golf Tournament			\$ 10,500
	Psi Alpha Alpha			\$ 5,000
155000	Achievement Week			
155100	Ads			\$ 8,000
155200	Banquet			\$ 1,500
155300	Psi Alpha Alpha			\$ 5,000
157000	Celebrate Fairfax			\$ 500
160000	Other Income			\$ 6,000
161000	Million Dollar Challenge			\$ 2,000
	Donations (various):			
162000	In Memory Of			\$ 500
163000	Donations - Other & Investment Redemption			\$ 2,000
164000	Student Awards			\$ 500
165000	ManUp Mentoring/I Believe I Can Fly			\$ 1,000
166000	Reading for Success			
170000	Endowment (George Mason Univ)			
171000	Psi Alpha Alpha			\$ 500
			Total Income	\$ 55,850
Expenses:				
500000	PAA Scholarships/Programs			\$ 34,550
510000	Scholarships			\$ 15,000
520000	Social Action			

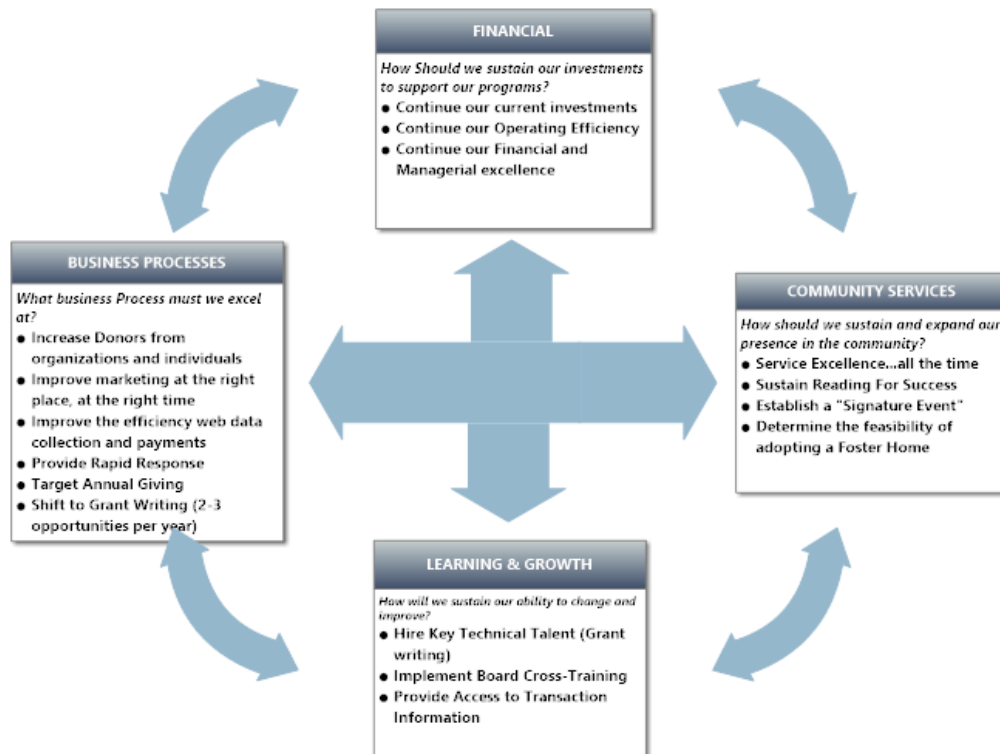
521000		Christmas Toys/Stuff the Bus		\$ 1,000
522000		IMO		\$ 500
523000		I Believe I Can Fly		\$ 2,000
524000		New Hope Housing		\$ 500
525000		Rebuilding Together		\$ 500
530000		Talent Hunt		\$ 2,300
540000		Achievement Week		
541000		Psi Alpha Alpha Booklet		\$ 6,000
542000		BLB Sponsorship		\$ 750
550000		Golf Tournament		\$ 500
		Psi Alpha Alpha		\$ 5,000
		Bill Hickey Tournament		\$ 500
600000	Bernie Bates Scholarships			\$ 500
601000		CFC Expenses		\$ 500
610000	Community Recognition			\$ 1,500
611000		Students		
620000	Student Awards Breakfast			\$ 500
630000	Fairfax County Foster Care			\$ 500
640000	Reading For Success (incl. storage)			\$ 1,700
650000	ManUp Mentoring			\$ 2,300
660000	NOVA Urban League Freedom House Museum			\$ 500
670000	Investments			\$ 5,000
680000	Omega Charities			\$ 1,000
681000		Youth Academy Program		\$ 500
682000		Third District Foundation		\$ 500
690000	Administrative Fees			\$ 2,800
700000	Information Technology (IT)			\$ 2,000
		Maintenance and Software		
710000	Sponsorship and Marketing			\$ 1,500
711000		Public Relations		\$ 1,500
712000		Third District		\$ -
720000	Contingency (President Discretionary)			\$ 500
730000	Endowment (George Mason Univ)			\$ 1,000
		Total Expenses		\$ 55,850

General Governance



- ❖ **By-Laws and Articles of Incorporation**
 - ❖ **Policies and Procedures Manual**
 - ❖ **Internal Revenue Code (501 (c) (3))**
 - ❖ **Statement of Conflict of Interest**
- ❖ **Commonwealth of Virginia Incorporation**
 - ❖ **General Liability – State Farm**
- ❖ **Director Bonding Liability – JT McKinnon Financial Services**

The duties of the various bodies within the Bernie L. Bates Foundation, Inc. (BLB) are determined by the laws of the State of Virginia and by the organization governance policy and Bylaws. This organization governance policy is decided by the Board of Directors (Board). The Board and its Executive Committee are responsible for the management of the Organization. BLB prepares annual and interim financial statements according to general accounting principles. To-date the Board has identified an independent auditor who on an annual basis conducts any required audit. To the maximum extent possible, organization actions and records are taken and recorded appropriately. The decision-making body with responsibility for managing the foundation are the Board of Director and its designees. The operations of the foundation are coordinated through the president of the board in consultation with the board’s executive Committee. Day-to-day operational responsibility rests within each project area and assigned volunteer members with related tasks.



Accountability and Control



1. The President has overall responsibility for the operations of the Executive Committee.
2. All financial books and records are kept in a manner consistent with Generally Accepted Accounting Principles.
3. All financial books and records are open for public inspection upon request.
4. An annual report is prepared within three months after the close of each fiscal year. This report will account for the current financial status of the foundation and describe all material progress made with the projects of the foundation.

A copy of the annual report is sent automatically to each major donor (specifically those individuals participating in the foundation's Million Dollar Challenge program) and to all other donors upon specific request. The annual report is also made available to the public on the Internet, or as may otherwise be requested during normal business hours upon request. The Internet version may be freely downloaded. A non-donor may also have a hard copy of the annual report furnished to him by mail, at cost, upon request.

2020 Bernie L. Bates Scholarship and Recognition Awards Ceremony



Board of Directors



The Board under the foundation Bylaws and principles manage BLB. According to the foundation articles of incorporation, the Board currently consists of 17 members appointed by vote or by position within the partnering organization. All directors are required to be active with a hands-on approach with the foundation's activities and to disclose circumstances that might be perceived as a conflict of interest.

- The Board supervises the operation and management of BLB and decides on significant matters relating to strategy, investments, organization, and finance.
- The Board is responsible for overseeing management and for the proper organization operations. It is likewise responsible for overseeing the proper supervision of accounting and control of financial matters.
- The Board has defined a working order, the principles of which are published in the annual report and on the organization's website.
- The Board elects a President and a Vice President from among the Board members.
- The Board approves the organizational structure.
- The Board evaluates its performance annually.
- The Board also reviews the By-Laws annually and amends it when required.
- The Board meets regularly monthly at least ten times a year.



President
Richard G. Morris



Vice President
Jerome W. Haggins, I



Secretary
Kenneth M. Younger



Treasurer
Jeffrey L. Owens



Assistant Treasurer
George E. Davis



Director Emeritus
Marion Barnwell



Director
Bradford M. Caldwell



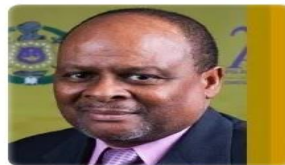
Director
Hector Sheppard, Jr



Director
Kerry Bell



Director
W.J. Williams, Jr



Director
Norris C. Middleton



Director
Marvin Chisolm



Director
W.J. Williams, Jr



Director
Chester Keller



Immediate Past President
Mario T. Powell