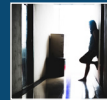




# STRENGTH IN NUMBERS



# 2022

PUBLIC SERVICE ANNUAL REPORT

Together  
We Can  
Do **More**



MVA Public Service Committee

**Moore & VanAllen**

# Embracing Collaboration and Expansion

## *Co-chairs' Message*

We are proud to share **Moore & Van Allen's (MVA) 2022 Public Service Report**, our annual reflection on the firm's pro bono work, volunteerism, and giving in the past year. Uncertainty seemed to dominate the year, and our professionals and partners worked to provide assistance and comfort to some of the most vulnerable members of our community, from international refugees to the elderly facing end-of-life issues, to families who couldn't afford gifts during the holidays, and many more.

As the world entered a new phase of the coronavirus pandemic, even more challenges arose at home and overseas. Our attorneys and staff confronted those challenges head-on and continued to dedicate themselves to tireless service.

Two key themes emerged from the past year: collaboration and expansion. Despite the lockdowns and isolation that characterized the pandemic, MVA professionals worked closely with our partners to serve the underserved, uplift communities, and address emerging problems created by world unrest, civil discord, and rising costs for families. Together, we built on our previous work and also launched new initiatives to address rising needs.

To maintain focus on our commitment to racial and social equity, which we and many other organizations made in 2020 after the murder of George Floyd, MVA and Robinson Bradshaw launched the Charlotte Legal Initiative to Mobilize Businesses (CLIMB) in 2021. CLIMB offers pro bono legal services for non-litigation business law matters to low-income entrepreneurs in the Charlotte area, prioritizing applications from BIPOC, female, LGBTQ+, veteran, and disabled individuals owners of small businesses.

Expanding our efforts to address racial and social equity also involved collaboration to help address the economic pressure created by rising food and housing costs. Our attorneys and staff worked with Charlotte Pro Bono Triage, Legal Aid of North Carolina, Thompson Family, the International Refugee Assistance Program, Safe Alliance, the Charlotte Center for Legal Advocacy, and many more partners to provide services for people experiencing housing and food insecurity, human trafficking, domestic violence, sexual assault, and other crises and difficulties.

We are exceedingly grateful to all our employees and partners for continuing to work with us to make a difference. As we reflect on the many challenges that arose in the past year, we can celebrate how much work has been done. May this report help inspire us all to roll up our sleeves and tackle all the work there is still to do.

With gratitude,

### **Ed O'Keefe**

Member, Financial Regulatory Advice  
& Response  
Co-chair, Public Service Committee

### **Kimberly Zirkle**

Member, Financial Services  
Co-chair, Public Service Committee



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## Mobilizing Entrepreneurs in Underrepresented Communities

In the wake of George Floyd’s murder in May 2020, a collaboration of 24 law firm leaders in Charlotte, including MVA Managing Member **Tom Mitchell**, gathered to discuss how the legal industry could harness its energy and resources to address racial disparities and social injustices. This group eventually formed the Carolinas Social Impact Initiative (CSI). In addition to MVA, other member law firms include Alexander Ricks; Alston & Bird; Bradley; Cadwalader; Wickersham and Taft; Hamilton Stephens Steel + Martin; Hedrick Gardner; Holland & Knight; Hunton Andrews Kurth; James McElroy & Diehl; Johnston, Allison & Hord; Katten Muchin Rosenman; King & Spalding; K&L Gates; Mayer Brown; McGuireWoods; Nelson Mullins; Offit Kurman; Parker Poe; Robinson Bradshaw; Shumaker; Troutman Pepper; Winston & Strawn; and Womble Bond Dickinson.

MVA and Robinson Bradshaw launched the first CSI program, the Charlotte Legal Initiative to Mobilize Businesses (CLIMB), in September of 2021 to provide volunteer legal services to low-income entrepreneurs and small businesses in the Charlotte area.

CLIMB offers eligible entrepreneurs and small-business owners full-service representation on non-litigation business law matters, prioritizing applications from historically underresourced groups (BIPOC, female, LGBTQ+, veteran, and disabled entrepreneurs), and works with referral sources that serve individuals and businesses in those groups.

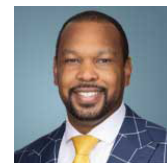
The goal of CLIMB is to create a sustainable program that engages volunteer lawyers to make the broadest possible impact in Charlotte and its surrounding communities. By providing access to legal services at no cost, CLIMB seeks to assist clients in building and sustaining thriving businesses; support commercial activity in historically underresourced communities in the Charlotte area; and foster economic mobility and opportunity, which are essential components of racial and social justice.

To date, the program has assisted more than 40 clients in a range of transactional pro bono matters. The program looks forward to expanding its volunteer base in the coming months to ensure continued increased access to pro bono representation for small businesses in the Charlotte-Mecklenburg region.

For more information, visit [www.climbnc.org](http://www.climbnc.org).

# CLIMB

CHARLOTTE LEGAL INITIATIVE TO MOBILIZE BUSINESSES



*“Assisting clients via the CLIMB program was a no brainer for me as a way to help ensure that resources are not the reason businesses are not able to achieve their dreams. Working at MVA affords me the ability to work towards my own goals, both professionally and financially, and it is only right to reach out to others to help them do the same. Proper legal representation can truly make or break a business and when it is all said and done, I want to be on the right side of that equation in helping others grow and prosper.”*

**- Remington Jackson**  
Commercial Real Estate Associate  
Charlotte Office

## Combatting Food Insecurity within our Communities

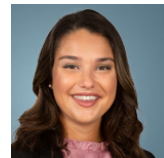
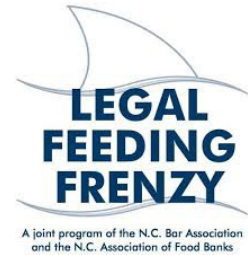
Over the past seven years, MVA has competed in the annual Legal Feeding Frenzy hosted by the North Carolina Bar Association (NCBA). A partnership between the NCBA's Young Lawyers Division and Feeding the Carolinas, the Frenzy boasts a one-month competition among legal organizations across the state of North Carolina with one goal — to fight hunger.

Led this past year by Litigation Associate **Lexi Narducci**, Team MVA recommitted to the Frenzy throughout the month of March 2022. Since the onset of the pandemic, the need to feed the hungry is greater than ever — one in five adults and one in four children are food-insecure. The Frenzy works to support Feeding Across the Carolinas, which unites 10-member food banks to provide a healthy, adequate, and consistent food supply to communities across North and South Carolina. Funds raised by MVA directly support MVA's long-standing community partnership with the Second Harvest Food Bank of Metrolina.

Team MVA responded to the call to help during the 2022 Frenzy by collectively raising more than \$40,000. In turn, Second Harvest will convert these funds into more than 300,000 pounds of food, as well as use the contributions to keep refrigerated trucks on the road to distribute fresh produce, dairy, and meats to partner agencies. In short, funds result in critical and healthy foods reaching more people in need.

Overall, the Legal Feeding Frenzy participants collectively raised more than \$230,000 in support of Feeding the Carolinas and local food banks across the state of North Carolina. MVA was honored to be recognized as the Frenzy Champion in the large law firm category, but more importantly, to lend critical support to in-need families.

The legal community across North Carolina collectively championed the Legal Feeding Frenzy to support Feeding Across the Carolinas. **MVA is honored to participate in the effort and proud of our employees who continue to support our long-standing partner: the Second Harvest Food Bank of Metrolina.**



*“Second Harvest Food Bank of Metrolina has been a vital part of the Charlotte community and surrounding region, but its mission perhaps has never been as important as it is today. The pandemic, along with rising inflation, has forced families to suspend buying necessities they simply can no longer afford. Second Harvest provides not only food pantry essentials, but vital household items such as diapers and hygiene products to alleviate the stress of securing basic items we often take for granted.”*

**- Lexi Narducci**  
Litigation Associate  
Charlotte Office



## Building a Foundation of Stability for Families in Crisis

For almost a decade, MVA has dedicated resources to preventing homelessness in Mecklenburg County through a pro bono partnership with Legal Aid of North Carolina (LANC), a critical service that provides pro bono representation for in-need working families facing eviction or inhabitable living conditions.

According to the 2021 Charlotte-Mecklenburg Housing & Homelessness Data Factsheet, approximately 40 percent of the homeless population in Charlotte was attributed to families. The average length of stay in a shelter is 109 days in Mecklenburg County — a 43-day increase from 2015. Once homeless, families face barriers preventing access to safe and stable housing, such as rapidly rising rent and home costs, that can feel insurmountable. That is why MVA supports the city of Charlotte in its goal to prevent and end family, youth, and child homelessness through programs like the MVA Housing Rights Project.

Led by MVA Litigation Member **Nader Raja**, the MVA Housing Rights Project helps minimize the disruption to family life caused by emergency relocation. Through use of pro bono attorneys and staff, the project provides clients with a sense of control over major life decisions and defends clients' basic rights to decent housing. Last year the project assisted a client in landlord negotiations related to a number of issues experienced at the client's apartment, including lack of heat and a rodent infestation. With assistance from MVA pro bono counsel, the client was able to move out of the apartment and secure safer and more comfortable housing. MVA attorneys were also able to negotiate a settlement for the client which was most helpful in assisting in the moving and resettling processes.

As a long-standing partner of LANC, MVA continues to prioritize the relationship and preserve the organization's mission of ensuring justice for those in need. In addition to leading MVA's effort, Raja also co-chairs the Charlotte Pro Bono Triage eviction representation project (*see page 10*). Similar to MVA's efforts, the project works to increase legal representation for those at risk of losing their homes.

MVA continues to support the good work of LANC and its staff, who work tirelessly to ensure access to adequate legal representation for the most vulnerable of clients.



**LEGAL AID OF  
NORTH CAROLINA**



*"I choose to help housing clients because housing is truly a basic human need that many of us take for granted. I think it is important that landlords realize there are lawyers out there who will help tenants who may otherwise have had little bargaining power and no choice but to accept poor living conditions because they have nowhere else to go. I find it very rewarding to see how my presence in court next to my client or my drafting of a complaint or demand letter can really make a difference in the outcome of their cases and in their lives."*

**- Kate Wellman**  
Litigation Member  
Charlotte Office



## Providing Comfort and Counsel to Senior Citizens

Providing MVA attorneys serving the firm's Pro Bono Wills Project do more than simply donate time. They act as personal advisors to the local community of senior citizens.

For over a decade, the firm's Wills Project has partnered with the Charlotte Center for Legal Advocacy (CCLA) to assist elderly residents of Mecklenburg County with estate planning services. The program, led by Charlotte Financial Services Member **Chris Fowler**, empowers residents of Mecklenburg County over 60 years old to make their own plans and decisions governing end-of-life issues through the completion of a will and healthcare power of attorney.

Legal problems facing the elderly population are often more critical than those problems affecting any other segment of our population. The elderly in poverty are less likely to seek the assistance of an attorney because they either do not have financial resources to pay for legal services, do not think a problem has a legal solution, or do not realize that they have problems requiring legal intervention. Each client found through the program is an opportunity for MVA attorneys to provide advocacy, advice, and quality representation in securing the client's estate.

MVA works with a minimum of three new pro bono cases per month and continues to value the relationships established through the firm's partnership with CCLA.



*"Estate planning documents are expensive, so I am glad we can provide this service to folks who would not otherwise be able to afford it. I enjoy meeting new people through the Wills Project and working one-on-one with the clients to tailor the documents to reflect their wishes. Our clients care about their families and are planning ahead to make the future easier for their loved ones."*

**- Courtenay Clark**  
Corporate Associate  
Charlotte Office



# Empowering Human Trafficking Survivors Financially

Recognized as a leading law firm in the fight against human trafficking, MVA has expanded its support of survivors beyond legal needs to assisting survivors with financial inclusion.

Under the leadership of MVA Senior Counsel **Sarah Byrne** and Corporate Real Estate Member **Chris Thompson**, the project continues to provide comprehensive legal services for human trafficking survivors, including working with prosecutors and law enforcement to ensure that victim rights are protected at all stages of the criminal process; expunging criminal records that pose obstacles to employment, housing, and education; and asserting parental rights.

In response to the discovery that human trafficking survivors often experience financial exploitation when trafficked, MVA now offers credit repair and financial inclusion support for survivor clients. As part of the Charlotte Triage Pro Bono partnership, MVA co-champions the human trafficking credit repair program to assist survivors in restoring their credit status in the wake of identity theft or the financial fraud or coercion that commonly occurs while being trafficked.

The credit repair efforts works closely with the United Nation's Finance Against Slavery and Trafficking (FAST) Initiative to increase survivor and bank engagement in the Survivor Inclusion Initiative, a program designed to increase victim access to banking products and services. Like legal representation, these financial inclusion initiatives are key to survivors recovering from victimization and securing safety, security, and independence.

"The main goal of providing credit restoration services is helping to remove obstacles for survivors who have already overcome such incredibly difficult situations," said Laura Sammon, Wells Fargo Financial Crimes Risk and Control Officer and co-leader of the Charlotte Pro Bono Triage program supporting human trafficking survivors. "We help remove the residual effects of a horrific time in a survivor's life so they can regain a sense of empowerment and financial security. Once we work to repair the damage done to a survivor's credit, they are then able to apply for student loans and purchase a home or vehicle, which allows them to thrive."

MVA is a leader in its work to support trafficking survivors and has served as a founding member of the National Survivor Law Collective (NSLC), a collaboration of U.S. organizations focused on providing free legal services to survivors of human trafficking. The NSLC connects survivors to lawyers and provides trauma-informed training to lawyers nationwide. In 2021, the NSLC co-authored the Legal Deserts Report, which analyzed access to legal services for human trafficking survivors across the county.

MVA is proud to lead the charge in providing pro bono legal support and advocacy for survivors of human trafficking.

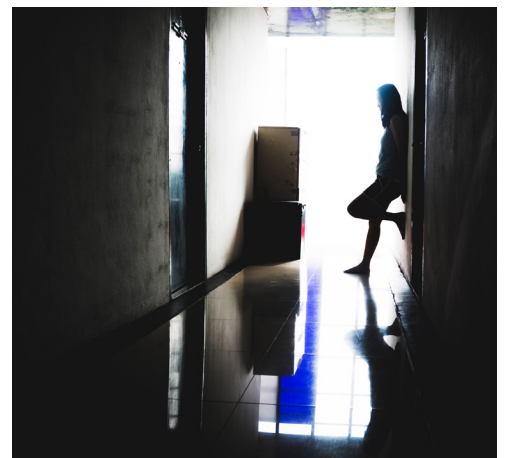


*"The biggest reward for serving our trafficking clients is knowing that we are helping them have a second chance at a new life and recover from the trauma that they have experienced. Human trafficking does not end when a victim is removed from the trafficking situation. We must continue to work together to support and remove obstacles so survivors do not fall victim to future exploitation, and can begin to heal and feel whole again."*

**- Collins Bailey**

MVA Paralegal

MVA Human Trafficking Pro Bono Project Volunteer  
Charlotte Office



## Advocating Against Intimate Partner Violence by Serving Victims

Together in partnership with Safe Alliance, MVA attorneys and staff continue to support the restoration and empowerment of domestic violence survivors. The firm collaborates with Safe Alliance in a variety of capacities to support the organization's mission of providing hope and healing to those affected by domestic violence and sexual assault.

The MVA Domestic Violence Pro Bono Project (Project) works in conjunction with the Safe Alliance Legal Representation Project (LRP), which supports victims of domestic violence who could not otherwise afford an attorney to advocate for their rights. The LRP represents roughly 400 clients a year with 40 percent of those clients being served by pro bono attorneys.

The Project, which was led by Litigation Associate **Rachael Coe**, routinely pairs volunteer attorneys to work alongside one another to offer support to both each other and the client. In addition, MVA has partnered with the Wells Fargo Legal Department to provide domestic violence protective orders (DVPOs) to clients referred by Safe Alliance. Wells Fargo and MVA attorneys work in tandem to offer sound legal counsel and if needed, courtroom advocacy, as clients navigate difficult legal and emotional circumstances.

Over the past year, the LRP has expanded its volunteer offerings for pro bono attorneys, particularly those attorneys in transactional practices. Opportunities include reviewing DVPO pleadings, drafting pro se pleadings for family court, providing custody consultations to survivors of domestic violence and sexual assault, and offering a variety of pro bono counsel to clients of the Survivor Resource Center, a one-stop resource for victims seeking basic health and human services including housing, employment, family law, healthcare, etc.

MVA is proud of its overarching support not only for Safe Alliance clients, but for the organization's broader mission. MVA Financial Services Member **Kimberly Zirkle** continues to serve on the Safe Alliance Board of Directors, where she provides guidance and oversight to the organization's endeavors. Throughout the past year, the firm also focused on engaging with Safe Alliance through its Walk a Mile fundraiser, through the firm's annual Strategic Choice Campaign (page 11), and supporting the organization's annual fundraising event — Breakfast of Hope.



*"I choose to volunteer legal services for the MVA Domestic Violence Pro Bono Project because even just a few hours of our time can make a huge impact on the lives of families affected by domestic and intimate partner violence. It's a privilege to be a part of the amazing work that Safe Alliance is doing all across the Greater Charlotte area—I can't think of an organization or a cause that is more deserving of our support."*

**- Will Baxley**  
Litigation Associate  
Charlotte Office



## Ensuring Refugees' Rights as Crisis Increase

Over the last year, MVA volunteer attorneys continued to lend pro bono assistance to refugees seeking safety around the globe. In partnership with the International Refugee Assistance Program (IRAP) and led by Financial Services Associate **Anastasia Fanning**, MVA pro bono attorneys provide comprehensive legal representation to refugees throughout the registration, protection, and resettlement processes.

Pathways to safety continue to be disrupted for IRAP clients due to widespread travel restrictions, immigration backlogs, and humanitarian crises that are leaving many in further uncertainty. In the wake of the U.S. troop withdrawal from Afghanistan, IRAP served as a comprehensive source of legal information for Afghans seeking safety and provided direct legal representation to fleeing Afghans. The organization's attorneys, working with its pro bono partners at MVA, provide skilled legal aid to clients in harm's way and assist those on their journey to securing permanent legal status.

MVA is proud to support IRAP's mission of preserving human rights for vulnerable populations and will continue to advocate for the rights of displaced people.

For more information on IRAP, visit <https://refugeerights.org/>.



## Increasing Impact by Collaborating for Change



MVA continues its participation in the Charlotte Pro Bono Triage, a consortium of corporations and law firms dedicated to meeting the unmet legal needs of low-income people in Charlotte by training legal departments and law firm lawyers in specific pro bono services, including evictions, Social Security and healthcare access, driver's license restoration, human trafficking survivor representation, and criminal record expunctions.

The goal of Charlotte Triage is to help Legal Aid shift some of the practice areas affecting low-income people over to a "second ring": the private bar. Accordingly, under the Charlotte Triage plan that kicked off in September 2018, champions in law firms and corporate legal departments began training pro bono lawyers to serve unrepresented clients in these three identified service areas — with the prospect of expansion as the Charlotte Triage grows.

Now in its fourth year, the Charlotte Triage is focused on training even more lawyers and legal professionals to provide increased services in the future, and refreshing the experience of the initial volunteers. MVA Senior Counsel **Sarah Byrne** serves as co-champion of the Charlotte Triage's human trafficking program along with Laura Sammon and Anna O'Neal of Wells Fargo. In addition, MVA Litigation Member **Nader Raja** continues to serve as co-champion of the Triage Eviction Project.

MVA is proud to participate in the Charlotte Triage, which continues to bring together clients, lawyers, the community, and city leaders to promote the ideal of excellence in pro bono legal representation, and to celebrate the importance of service to neighbors in need.



*"We are incredibly proud of the Charlotte Triage and the service it brings to the legally underserved in the Charlotte area. It is a wonderful example of how our broader legal community can come together to make a difference."*

**- Tom Mitchell**  
Chair, Moore & Van Allen

## Taking a Strategic Approach to Creating Collective Impact

MVA employees once again demonstrated their deep and unwavering commitment to giving back to our communities through the 2021–2022 Strategic Choice Campaign, in which the firm collectively raised more than \$208,000 in individual employee donations to support MVA's long-standing community partners in 2022. The funds, which the firm allocates to eight beneficiary organizations based on employee selections, will assist in the areas of health and human services, the arts, legal services, homelessness, domestic violence, human trafficking, and hunger. MVA is grateful for its generous team members who share in the firm's commitment to serving others and make it possible for the firm to have a strategic impact on community concerns.

2021-2022 Strategic Choice Beneficiary Organizations:



*"We are proud to partner with more than 400 companies across the Charlotte region who all believe that no matter the circumstances, we have a collective responsibility to serve our neighbors in need. Together, these organizations have helped us move from response to recovery from the COVID-19 pandemic and continue to positively affect our neighborhoods. The commitment from our corporate partners, and the team at MVA, is an impressive reminder of the power of unity."*

**- Clint Hill**  
United Way of Central Carolinas  
Chief Development Officer

## Lifting Up Children and Families



**THOMPSON**

Strengthening Children, Families & Communities

Over the 2021 holiday season, MVA's Charlotte office lent support to Thompson Child and Family Focus, a leading provider of clinical and prevention services for children and families across the Carolinas, by fulfilling the holiday wish lists of more than 75 children. MVA employees went above and beyond by raising an unprecedented \$25,000 and providing generous in-kind donations to the organization as well.

Through surplus funding, the firm purchased general supplies such as bedding, diapers, hygiene items, and gift cards that Thompson Family will use in their facilities in the coming months. MVA Finance Member **Ryan Smith** also spearheaded an effort to purchase 179 new bikes in support of KidsFirst and Hancock's Bikes for Kids. The donated bikes will be distributed to children identified by Crisis Assistance Ministry and Thompson Child and Family Focus.

Litigation Member **Frank Schall** led MVA's involvement in this program with support by an outstanding team of floor captains from throughout the firm: **Holly Bannerman, Amanda Franklin, Peter Stewart, Taylor Festa, Courtenay Clark, Shaun Wallace, Brendan Bailey, Cally Marvel, Zachary Latos**. Special thanks to **Tricia Jordan, Daniel Torres** and **Diarra Mayfield** who helped sort, pack and deliver toys and supplies to Thompson's Matthews facility!





## By the Numbers

# THE IMPACT



**6,392**

MVA attorneys and paralegals donated 6,392 hours of legal services to 170 pro bono clients in 2021.

**5,171**

MVA employees (attorneys and non-legal professionals) donated 5,171 hours of volunteer service to community efforts in 2021.



**Totaling over \$325,000**

MVA works together to support organizations that are near and dear to our employees' hearts. In 2021, employees made individual financial contributions through firm-led giving campaigns totaling over \$325,000. These funds benefitted organizations such as the Arts & Science Council, the Charlotte Center for Legal Advocacy, Legal Aid of North Carolina, Second Harvest Food Bank of Metrolinas, Thompson Child & Family Focus Services, and the United Way, among others.



### Pro Bono Areas of Focus

- Domestic Violence
- Guardianship
- Housing Rights
- Human Trafficking
- Immigration & Refugee Assistance
- Prisoners' Rights
- Small Business & Nonprofit Support
- Wills and Estates



### PRO BONO HONOR ROLL:

- Bobby Bowers
- Bill Butler
- Sarah Byrne
- Jules Carter
- Lianne Foley
- Mattie Gibbons
- Jonathan Gilmartin
- Rashaad Hamilton
- Fielding Huseth
- Matt Kain
- Tony Lathrop
- James Manning
- Gabe Mathless
- Katherine McDiarmid
- Jim McLoughlin
- Lexi Narducci
- Mark Nebrig
- Ed O'Keefe
- Raquel Macgregor Pearkes
- Joseph Piligian
- Kaitlin Powers
- Nader Raja
- Michael Robinson
- Russell Sizemore
- Zachary Smith
- Sara Page Waugh
- Elizabeth Weisner
- John Zaloom
- Kimberly Zirkle

## IN THE COMMUNITY

MVA and its employees recognize the incredible value of investing in our long-standing partners by way of hands-on pro bono and public service hours, board service, and charitable contributions. The following represents a handful of organizations that MVA is proud to work alongside – in a variety of capacities – and who share the firm's vision of serving the greater good.

### A21

Adams Street Foundation  
Alexander Youth Network  
American Heart Association  
Arts & Science Council  
Arts+  
Beds for Kids  
Blumenthal Performing Arts  
Boys & Girls Club of Charlotte  
Bright Blessings  
Camp Luck  
Care Ring, Inc.  
Catawba Lands Conservancy  
Charlotte Center for Legal Advocacy  
Charlotte PRIDE  
Charlotte-Mecklenburg Library Foundation  
Child Care Resources  
Children's Theatre of Charlotte  
Community Building Initiative  
Community Matters Café  
Community School of the Arts  
Council for Children's Rights

### Crisis Assistance Ministry

Food Bank of Central and Eastern North Carolina  
Foundation for the Carolinas  
Give Hope  
Green Beret Foundation  
Heart Math Tutoring  
Human Rights Campaign North Carolina  
Human Society of Charlotte  
Human Trafficking Legal Center  
Justice Ministries  
Juvenile Diabetes Research Foundation  
Law Firm Antiracism Alliance  
Legal Aid of North Carolina  
Leukemia & Lymphoma Society  
Levine Jewish Community Center  
March of Dimes  
Mecklenburg Bar Foundation  
Mint Museum of Art  
National Survivor Law Collective  
North Carolina Bar Foundation  
North Carolina Pro Bono Resource Center  
PFLAG Charlotte

### PrideLink

Pro Bono Institute  
Pro Bono Net  
Roof Above  
Safe Alliance  
Salvation Army  
Second Harvest Food Bank of Metrolina  
St. Jude's Children's Research Hospital  
Supportive Housing Communities  
Sustain Charlotte  
The Arts Empowerment Project  
Thompson Child & Family  
United Way of Central Carolinas  
Urban Land Institute  
Urban Promise  
Veterans Bridge Home  
Veterans Life Center  
Wayfinders  
Women Lawyers of Charlotte  
Women's Impact Fund  
Youth Development Initiatives  
YWCA of the Central Carolinas