

SISTERS OF NIA, INC.

2023

# IMPACT REPORT



PREPARED BY

Synthia Smith

Founder & Executive Director



9630 Bruceville Rd., Suite 106-318

Elk Grove, CA 95757

[www.sistersofnia.org](http://www.sistersofnia.org)

916-538-1470





# Table of Contents

**04**  
**A Word From Our Executive Director**

---

**05**  
**Our Mission & Vision**  
**Our Core beliefs & Values**

---

**07**  
**Board of Directors**

---

**09**  
**Our Staff**

---

**11**  
**Our Audience**

---

**12**  
**Our Finances**

---

**13**  
**2023 in Review**

---

**17**  
**How Impactful Are Our Programs?**

- Camp Nia
- ATL HBCU/Black History Tour
- Monthly Program

---

**20**  
**Our 2013 Alumnae**

---

**23**  
**Our Scholarship Program**

---

**30**  
**Why Support African American Women in Higher Education?**

---

**31**  
**Our Grantors, Partners, & Partnerships**

---

**32**  
**Our Accomplishments, Our Future**

---



*A word from our...*

## OUR FOUNDER & EXECUTIVE DIRECTOR



Greetings and Happy 2024 Sisters of Nia family! Founded in 2009, Sisters of Nia, Inc. is celebrating a remarkable milestone as we are in the midst of our 14th year of programming. We take immense pride in this achievement and want to share our excitement with our Sisters of Nia community – our families, friends, alumnae, and supporters. It's a time for all of us to reflect on the legacy we've built together.

As we look back on the year 2023, it fills us with great pride and joy to see what a small grassroots, community-based nonprofit like ours has accomplished. We've achieved feats that are often unheard of for organizations of our size, surpassing even some larger nonprofits. As you peruse this Annual Report, you'll gain insight into our accomplishments. However, it's crucial to emphasize that a significant portion of our success is owed to the unwavering support we've received from our community – through grassroots fundraising, individual donors, grant funders, and sponsors. Much of what we do wouldn't be possible without YOU!

We continue to excel in providing a much needed and valuable resource for young people in our community, all while creatively managing our program on a modest budget. Our efforts have reaped substantial rewards, and we eagerly anticipate further growth in 2024. We're brimming with excitement about what the new year holds for Sisters of Nia, and we look forward to extending our impact to even more girls who can benefit from what our organization has to offer.

Sisters of Nia, Inc. continues to be a cherished and distinctive program within the Sacramento community. There are no other programs like ours in the region, and possibly not even in the entire nation. Our unique three-year model enables us to cultivate strong relationships with our girls and their families, fostering a sense of community that brings out the best in our youth.

We take immense pride in all the achievements highlighted in this annual report. These accomplishments have been made possible through our collaboration with an extraordinary group of supporters, partners, and funders. We are profoundly grateful for your support as there is still much work to be done to fulfill our mission and vision of ensuring that our girls are supported, nurtured, inspired, encouraged, and empowered to lead purposeful lives.

Wishing you a blessed and prosperous 2024!

In Appreciation & Gratitude,

Synthia Smith  
Founder, Executive Director  
ssmith@sistersofnia.org



# Our Mission & Vision

Founded in 2009, Sisters of Nia, Inc. seeks to empower adolescent girls by providing cultural and educational programs designed to instill strong social skills, leadership development, and academic excellence in our young ladies. Our Vision is to inspire, encourage, and empower girls to reach their fullest potential and live their life with a purpose.

Our program spans three years and addresses various aspects of adolescent girls' lives, with a distinct focus each year from sixth through eighth grade. The program culminates in eighth grade with our Atlanta HBCU/Black History tour and a significant rites of passage ceremony. We stay closely connected with current participants and our alumnae, offering ongoing support by facilitating referrals for counseling, tutoring, and other essential community services.

# Our Core Beliefs & Values

- We believe each girl has the potential to be successful.
- We believe each girl has the ability to change and to create change.
- We believe it is essential that each girl be taught to maintain a balance between personal and emotional health, personal growth, and self-care.
- We value each girl as a unique individual with unique gifts and talents.
- We embrace Afrocentric values.
- We value direct and honest communication between the leaders and the girls at an effort to maintain authenticity of the program.



Adolescent girls undergo a period of significant developmental changes that align with transitions from elementary to middle school and then from middle school to high school. These changes encompass physical growth and shifts in their lives, goals, behaviors, and personalities. Sisters of Nia aims to assist girls in thriving during these challenging phases by offering a curriculum grounded in Afrocentric principles, tailored to each grade level, and designed to provide support, nurturing, and empowerment.

Sisters of Nia welcomes girls from diverse ethnicities and backgrounds. Our extensive program data has demonstrated that engagement in our comprehensive three-year program results in notable improvements in ethnic pride, emotional maturity, self-esteem, decision-making abilities, academic performance, positive peer interactions, positive parental relationships, and life skills development. Our curriculum, activities, and events are thoughtfully designed, drawing upon well-researched theories to ensure optimal growth and success of our participants.

**We Are  
Honored  
&  
Humbled To  
Do What  
We Do!**

## **We aim to:**

- Strengthen knowledge and appreciation for African American culture, ethnic pride, and identity.
- Improve self-esteem.
- Inspire self-motivation leading to the achievement of academic and personal goals.
- Reinforce positive peer relationships and decrease negative peer interactions.
- Develop a strong sense of social responsibility.
- Provide health education.



A UNITED VISION...

# OUR BOARD OF DIRECTORS

We are very fortunate to have a strong and active volunteer Board of Directors to govern Sisters of Nia.



**Donna Berry**  
**President**

**Board Member Since 2009**

**Education:**

B.S. in Civil Engineering  
University of California, Davis  
Licensed Professional Civil Engineer

**Additional Information:**

Women Who Move the Nation Award, 2024  
National Association of Black Women in  
Construction California Woman Honoree, 2024  
WTS Woman of the Year, 2020  
California Transportation Foundation Board  
Member

**Job Title/Workplace:**

Chief Engineer/Deputy Director of Project  
Delivery (1st African American woman to hold  
this position), California Department of  
Transportation (Caltrans)



**Erica Morgera**  
**Vice President**

**Board Member 2014-2017 & 2022-Current**

**Education:**

B.A. in Education & Public Policy,  
Ashford University  
Master's in Education Specializing in Family  
& Community Services, Ashford University  
Certificate in Diversity and Equity in the  
Workplace, University of South Florida  
PhD in Social Work,  
University of Southern California

**Additional Information:**

President, Sigma Gamma Rho Sorority Inc.  
Eta Alpha Sigma Chapter  
Member of Society for Diversity

**Job Title/Workplace:**

Diversity, Equity, & Inclusion Consultant,  
California State Department of Human  
Resources



**Arielle Julie**  
**Secretary**

**Board Member Since 2021**

**Education:**

B.A. in Communication Studies, University  
of Michigan, Ann Arbor

**Additional Information:**

She Shares Conversation Series,  
Mentor and Board Member  
Founder of Arielle Julie Consulting

**Job Title/Workplace:**

Senior Manager of Talent Brand  
Operations at The Zillow Group



**Jennifer Houston**  
**Treasurer**

**Board Member Since 2020**

**Education:**

B.A. in Accounting, University of Phoenix

**Additional Information:**

Small Business Owner of 4 Businesses:  
JDB Notary Service  
Haute Baubles Jewelry & Apparel, LLC  
Hill Sisters Boogie Custom Creations  
Birds Nest Deals & Steals

**Job Title/Workplace:**

Auditor/Financial Analyst at  
California Department of Social Services



**D'Karla Davis**  
**Community Liaison**

**Board Member Since 2017**

**Education:**

B.S. in Applied Behavioral Science, University  
of California, Davis  
MPA, Public Administration,  
University of Southern California (USC)  
Certificate in Change Leadership,  
Cornell University  
Doctorate IP in Educational Leadership,  
University of California, Davis

**Additional Information:**

Member of Delta Sigma Theta Sorority, Inc.

**Job Title/Workplace:**

Consultant, Self-employed



**Maya Hill**  
**Nia Alumna**

**Board Member Since 2020**

**Education:**

B.S. in Computer Engineering  
California State University, Sacramento

**Additional Information:**

Board Member, Network of Intel for African  
American Ancestry (Communications  
Liaison & Treasurer),  
Member, National Society of Black  
Engineers (NSBE)

**Job Title/Workplace:**

AI Software Solution Architect at  
Intel Corporation



# REFLECTIONS FROM OUR BOARD PRESIDENTS

*As the Sisters of Nia Board President, I am profoundly proud of our young girls' accomplishments in 2023. It is our organization's commitment to empower young women and foster their growth. I have witnessed the positive impact of Sisters of Nia on the lives of our young girls. Our programs provide them with essential skills, mentorship, and a supportive community to transform their futures with brighter outcomes and opportunities.*

*Their journeys inspire me daily, reinforcing my belief in the potential for positive change when our community continues to invest in the future of these bright and promising young women.*

*As Sisters of Nia embarks on 2024, I am confident there will be numerous successes to recognize and celebrate within the amazing young woman we are fortunate to know and serve.*

*~ Donna Berry*

*It has always been important to me to be part of something larger than myself. That's why it's an honor to be part of the Sisters of Nia board once again. I have had the privilege of seeing this organization develop from the early years to where we are now.*

*I am most proud of being part of an organization that creates environments where Black girls can thrive, receive financial support through scholarships, and later go on to become empowered Black women who empower other Black women.*

*I look forward to what we will accomplish in 2024 and the continued impact we will make in the lives of young Black girls.*

*~ Erica Morgera*



# OUR STAFF ~ A UNITED TEAM



## Synthia Smith Founder, Executive Director

**Education:**  
B.A. in Liberal Studies, CSU Hayward  
CA Multiple Subject Teaching Credential, Patten College  
Master's Degree in Human Services w/Concentration in  
Counseling Studies, Capella University

**Job Title/Workplace:**  
Small Business Owner - Sweet T's Travel Services

"I had many challenges as an adolescent that led to low self-esteem, low self-confidence, and a rebellious nature. Unfortunately, I didn't have a program like Sisters of Nia to help guide me during those times. It is my intent and hope that Sisters of Nia can provide the support needed to be a catalyst for change in the lives of the girls we serve. It's my goal to inspire, empower, and encourage all our girls to live their life with a purpose. I found my purpose in Sisters of Nia."

## Zara Carter-Alvarado Administrative Assistant

**Education:**  
A.A. in General Business, American River College  
Project Management Program, University of the Pacific  
Certificates of Achievement:  
Introduction to Analytical Staff Work  
Business Writing For Results  
Business Writing  
Entrepreneurship/Small Business Management

**Job Title/Workplace:**  
Small Business Owner - Ayuda Virtual Assistant Services

"I am passionate about social equity and community-building and committed to empowering young girls through my role as an administrative assistant. I feel honored and dedicated to supporting the mission of Sisters of Nia. I wish I had a program like this when I was growing up."



## DeNita Johnson Director of Family Services

**Education:**  
B.A. in Psychology  
California State University, Northridge

**Job Title/Workplace:**  
Lead High School Counselor  
California Innovative Career Academy (C.I.C.A.)

"I feel blessed to impart the importance of education, encouragement, and guidance for the development of young people. Exposing young girls to the principle of 'living life with purpose' is extraordinary. I'm honored to be part of the Nia family."

## Dr. Malika Hollinside Creative Director

**Education:**  
B.A. in Ethnic/Pan African Studies  
California State University, Northridge  
M.A. in Bilingual/Multicultural Education  
Sacramento State University  
PhD in Educational Leadership  
Sacramento State University

**Job Title/Workplace:**  
Chair and Associate Professor, Ethnic Studies Dept.  
San Joaquin Delta College

"I have benefited incredibly from every Nia girl. Their growth in confidence, knowledge, motivation, intelligence, happiness, and spirit are a testament to the power of our program."



## Jeanette Rowe Facilitator

**Education:**  
B.A. in Psychology  
California State University, Stanislaus  
M.S. in Education Counseling with an Emphasis on  
Career Development  
California State University, Sacramento

**Job Title/Workplace:**  
Dean of Culture  
Growth Public Schools

"I am a poet, educator and community activist and have been working in the realm of education for ten years. I am driven daily by the interactions I have with students and families; I believe movement is spiritual and I am also very passionate about physical, mental, and emotional health and wellness. I hope to help all Nia girls find their voice and tap into their creativity through written and artistic expression."

## Lydia Overton Facilitator

**Education:**  
B.A. in Family and Consumer Science, California  
State University, Sacramento  
M.A. in Psychology: Marriage and Family Therapy,  
University of San Francisco

**Job Title/Workplace:**  
Mental Health Counselor  
City of Sacramento

"I truly believe in the purpose of Sisters of Nia and I wanted to be a part of that. I want to provide a safe place for young African American girls to explore and tap into their own purpose and greatness. Growing up I did not have an organization that empowered me as a black girl so I understood the importance of Sisters of Nia. I am very fortunate to dedicate my time to such an influential program and throughout my years of volunteering I have seen my confidence as a young woman increase as well."



## Mia Bell, Camp Nia Alumna Facilitator

**Education:**  
B.A. in Environmental Studies, California State University, Monterey  
M.A. (In Progress) Environmental Policy and Management, University of California, Davis

**Job Title/Workplace:**  
Junior Planner, City of Sacramento (Planning and Community Development Department)

"As a young girl, I noticed when I was the only black girl in the room. When I attended a summer camp hosted by Sisters of Nia, it was the first time I was surrounded by people who looked like me that were not my blood family. It was a life altering experience for me; that's why I joined the Nia Team: to continue to provide that space for other young girls in my position."



# BESE SAKA ~ WE ARE ONE!



**Emily Carter**

**Nia Alumna**

**Facilitator**

**Education:**

NCE College  
Medical Assistant Certificate

Cosumnes River College  
Nursing AS (IP)

**Job Title/Workplace:**

Medical Assistant, Transitions Clinic  
Barista, Folsom Cafe

"I became an Nia facilitator to make a connection with the girls who are part of the program and to be a mentor to them. I also wanted to give back to the program that helped me so much during my adolescent and teen years."

**Mikayla Ray**

**Nia Alumna**

**Facilitator**

**Education:**

A.A. Degrees in Social Sciences, Communication Studies, and Interdisciplinary Studies  
Sacramento City College

B.A. in Communication Studies  
CSU Sacramento (IP)

**Job Title/Workplace:**

Lead Guard, Valor Security

"The reason I chose to become a Nia facilitator is quite simple, yet meaningful. I wanted to give back to the organization and community that taught me so much about who I am as an African American woman.

As an alumni of Sisters of Nia, I continue to be supported by the program and want to provide that same support to girls coming up behind me."



**Petetoria Arafiles**

**Nia Alumna**

**Facilitator**

**Education:**

B.A. in Kinesiology w/specialization in Movement Studies  
Minor in Adapted Physical Education  
California State University, Northridge

**Job Title/Workplace:**

Student Support Coach  
Campus Sacramento (Formerly MTI College)

"Programs like Sisters of Nia are important for the community and young women growing up in the world. I chose to become a Nia Facilitator to make an impact in whatever way I can and to share my experiences from being the program. I hope to help blossom the next generation of leaders."

**Promise Johnson**

**Camp Nia Alumna**

**Facilitator**

**Education:**

B.A. in Broadcast Journalism & Documentary  
Chapman University

**Job Title/Workplace:**

Associate Producer  
CBS13/Good Day Sacramento

"I chose to become a facilitator because of how much I enjoyed Camp Nia. I think it is so important to learn the values that Sisters of Nia teaches. To be able to lead a group of girls through the program is a privilege and I truly enjoy it. I hope to inspire girls in the program like I was inspired in Camp Nia."



Sisters of Nia is deeply appreciative and honored to have alumnae serve as facilitators because their involvement brings a unique and invaluable perspective to our programs. As former participants, these alumnae intimately understand the organization's mission and impact, making them powerful advocates and role models for current participants. Their experience not only reinforces the sense of community and sisterhood within the organization but also inspires and empowers the next generation of young women. Their continued engagement speaks volumes of the program, reflects their commitment to giving back, and ensures that the Sisters of Nia legacy endures, further enriching the program's impact.



We grew from serving 17 zip codes in 2022 to 25 zip codes in 2023!

# WHO DO WE SERVE?

Sisters of Nia began in 2009 as an after-school program at Ps7 Middle School in the Oak Park neighborhood of Sacramento. Because we were school-based, we were only able to service girls who attended that school. After 7 years, we moved from the PS7 campus to the Sacramento Food Bank (still in the Oak Park neighborhood) so we could open the program to all girls in the Sacramento area. We stayed there for 2 years until we outgrew the space. We were fortunate to start meeting at Pacific Charter Institute; the space was free and our program could still be open to all girls in the community. We met there until Covid-19 hit, which caused us to move our meetings to Zoom for a year and a half. Fortunately, we were able to bring our in-person meetings back in October of 2021; we rented a space at St. Paul Missionary Baptist Church and stayed there for one year. September of 2022, we moved to Highlands Community Charter School; the space is free...such a blessing! We pride ourselves in being a diverse community; we currently service girls from 25 different zip codes. Check out a few stats from the most recent U.S. Census below:

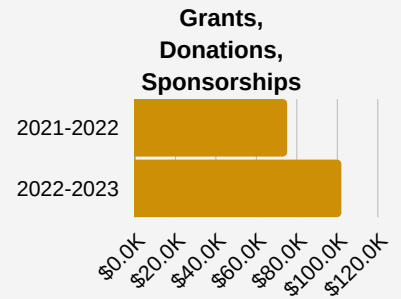
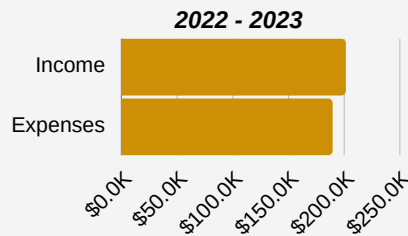
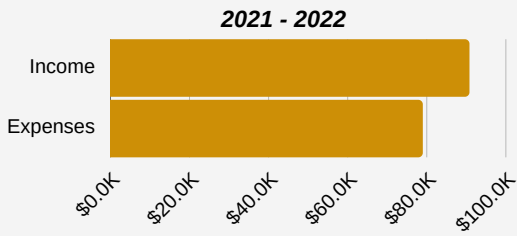
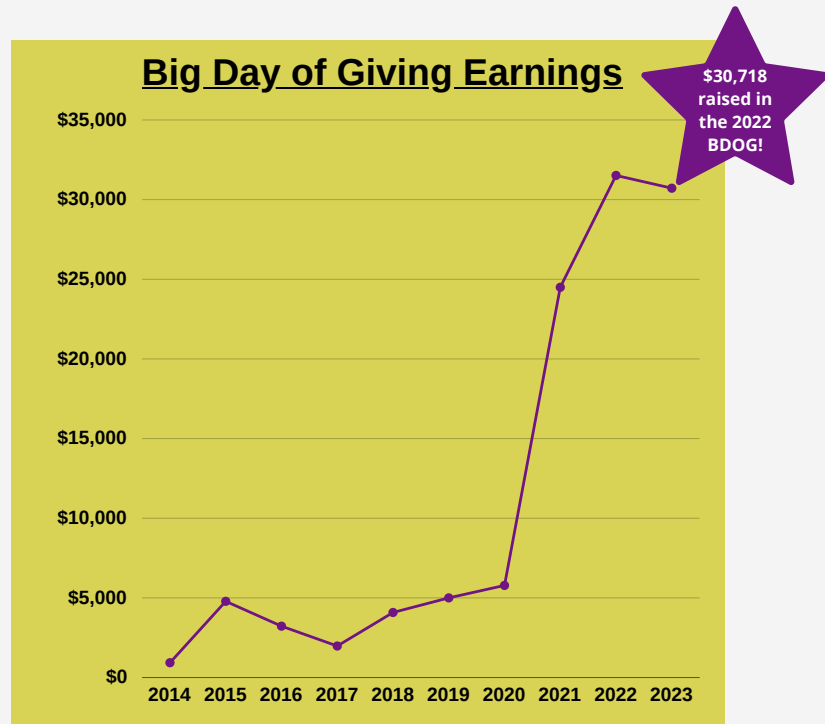
Zip Code	Median Household Income	% Below Poverty Level	Zip Code	Median Household Income	% Below Poverty Level
94503	\$122,500	11%	95820	\$84,208	6.7%
94533	\$84,907	8.8%	95821	\$51,188	18.2%
95209	\$94,342	16%	95822	\$67,323	13%
95624	\$86,675	13.9%	95823	\$53,238	10.2%
95645	\$52,375	13.3%	95825	\$50,560	29.5%
95670	\$80,063	13%	95827	\$80,810	11.6%
95691	\$86,675	13.9%	95828	\$64,423	17.1%
95757	\$117,356	10.5%	95829	\$102,342	8.4%
95758	\$80,063	13%	95831	\$86,665	7.9%
95812	\$56,019	20.2%	95833	\$74,677	7.4%
95814	\$44,537	27.9%	95834	\$84,073	13.6%
95815	\$45,929	19.2%	95835	\$106,843	3%
95817	\$48,359	18.9%			

10 of the 25 zip codes we service are below the median household income for Sacramento County (\$76,422) and Sacramento City (\$71,074).

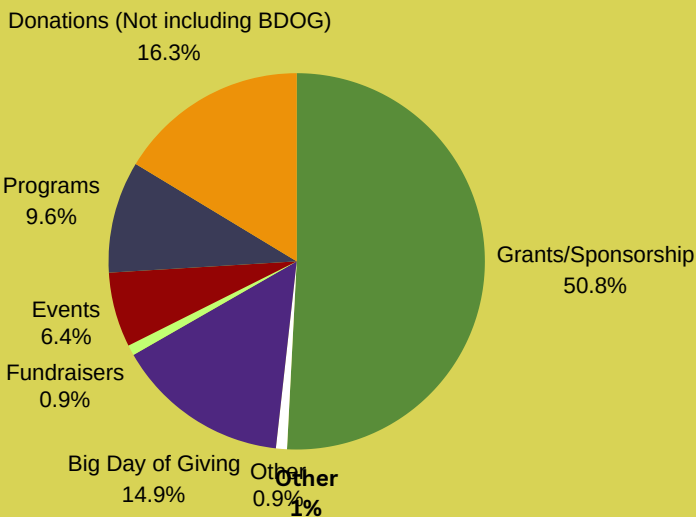
# THE NUMBERS...

## OUR FINANCES

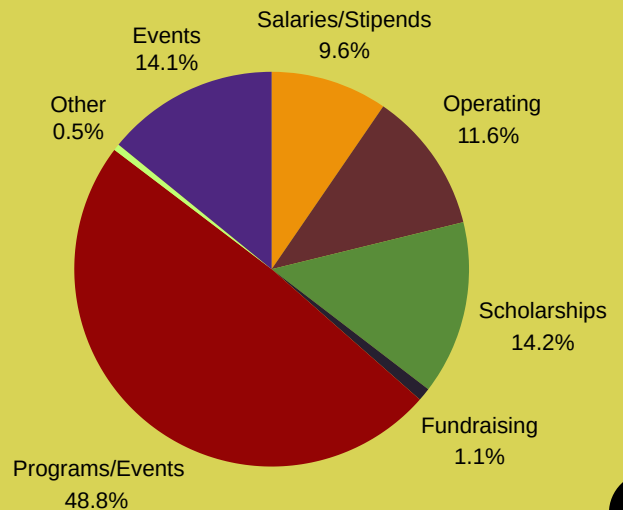
Our finances operate on a fiscal year (FY) from July 1-June 30. This page provides an overview of our 2022-2023 FY finances and a comparison of our finances for FYs 2021-2022 and 2022-2023. Thanks to ALL our generous donors, 2022-2023 was, financially, another very successful year for us. Once again, the Big Day of Giving (BDOG) contributed tremendously to this success. THANK YOU so much to ALL of our amazing donors and supporters, especially to those who have been supporting us for years...your continued support means the world to us!



**2022-2023**  
**Income Overview**  
**Total Income - \$201,552**



**2022-2023**  
**Expenses Overview**  
**Total Expenses - \$189,627**



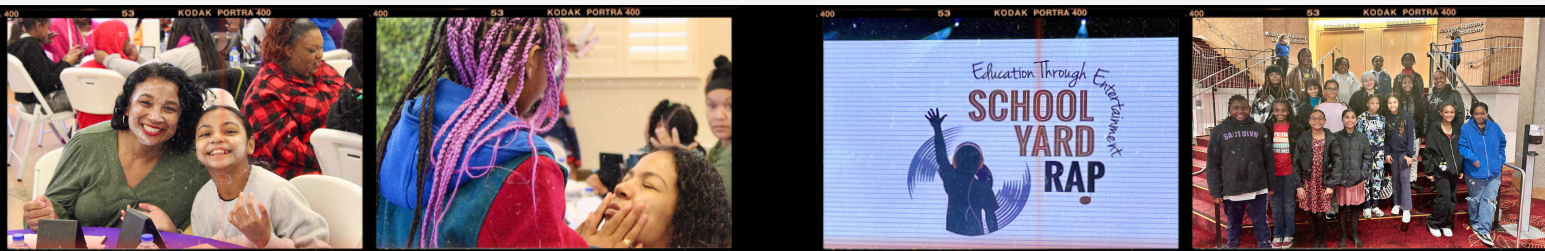
# WHAT DID WE ACCOMPLISH IN 2023?

## OUR YEAR IN REVIEW

2023 was another great year! We were able to reinstate several programs/activities AND expanded! Check out our year in review to learn a bit about all that we accomplished last year.

### January

- Annual Mother/Daughter Spa Party; 1st one since 2019 due to Covid. Mothers & daughters spent time pampering each other with facials, hand scrubs, and foot massages.
- Our girls attended the show “Our Story” in preparation for Black History Month.



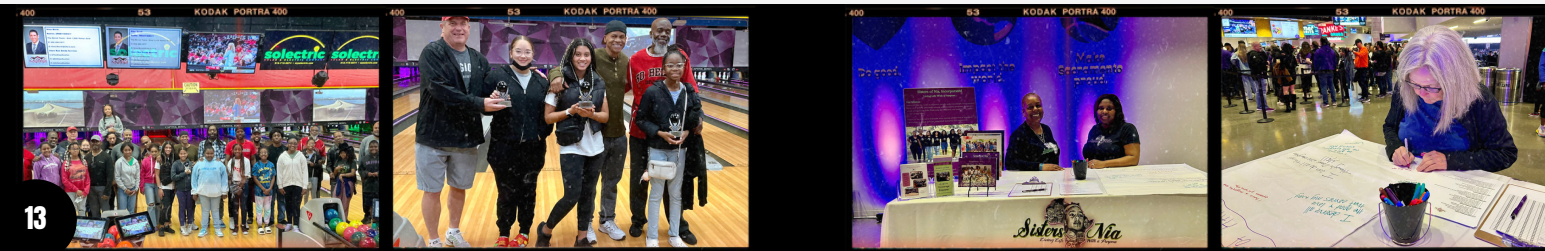
### February

- Camp Nia Black History Month program: due to the demand for Camp Nia to continue, we kept the program going during the fall and winter. The Camp Nia girls came together with the Sisters of Nia girls to put on a Black History Month performance which was a blend of what they performed during summer and new performances they learned from the camp extension program. 21 girls returned from the Camp Nia summer program to participate in the Camp Nia extension program and over 150 people attended their Black History Month performance!



### March

- Father/Daughter Bowling Competition: 1st one since 2019 due to Covid. It gets quite competitive and it's always a special treat to see all our Nia dads spending quality time with their daughters. The 1st place father/daughter team wins a trophy and bragging rights!
- Kings Game Tabling: Several fans stopped by our table to learn more about who we are and what we do and even added a personal affirmation to our “Wall of Affirmations.”
- Hired Administrative Assistant: We welcomed Zara Carter-Alvarado to the Nia family; she has been instrumental in helping us behind the scenes.





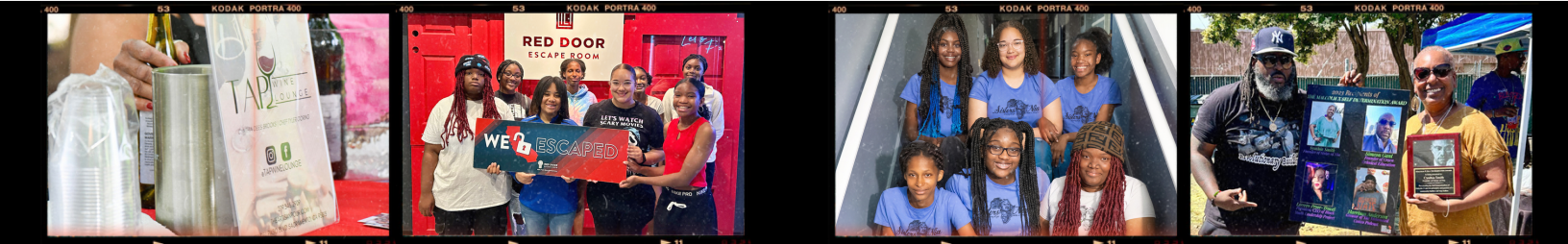
# April

- 1st Annual Donor Appreciation Mixer: Held at The Brickhouse, an art gallery in Oak Park, this was our THANK YOU to our donors who have supported us over the years. Several currently enrolled girls and Nia alumnae shared about their experiences in the program and how Nia continues to impact their lives today.
- Nia Swag Shop: We hosted a Pop Up at Underground Books in Oak Park; we sold hoodies, tumblers, and other swag. Nia alumni were there to share about the program and their experiences as a Nia girl.



# May

- Big Day of Giving (BDOG): We hosted “A Taste of Nia” at TAP Wine Lounge in Del Paso Heights where some of our Nia girls shared about their experiences in the program. That day, many of YOU helped US raise over \$30,000!
- 8th Grade Highlights: Team building outing at Red Door and photo shoot before heading to Atlanta.
- Malcolm X Self Determination Award: Our Founder & Executive Director, Synthia Smith, received this award for exuding the principles and passion of a community builder and a way maker; awarded by The Voice of the Youth Founder, Berry Accius. This award is definitely very fitting for and greatly appreciated by Synthia.



# June

- End of Program Year: 8th grade girls placed official Nia membership bracelets on wrists of 6th & 7th grade girls; all 6th & 7th grade girls received Adinkra awards.
- Scholarship Awards Reception: We awarded \$26,500 to 40 young women pursuing various levels of education above a high school diploma. Pleshette Robertson, founder and CEO of Sac Cultural Media Foundation, was our Emcee for the event; we had over 250 in attendance.
- 8th grade Atlanta HBCU/Black History Tour: Eight girls attended this life-changing trip. We visited Spelman College and Clark-Atlanta University; the Dr. Martin Luther King, Jr. King Center; the A.P.E.X. Museum; the National Center for Civil and Human Rights; and various other fun sites.





# July

- 10th Annual Rites of Passage Celebration: We are excited to see what the future holds for our eight 2023 Nia alumnae!
- Camp Nia, our Summer Performing Arts Camp: 40 girls participated in the camp; we provided 11 full and 6 partial scholarships. Our theme, "Old Soul," was full of old-school themes, songs, and dances and featured Noa Sanaa, an up-and-coming author, poet, and activist. The show was amazing!



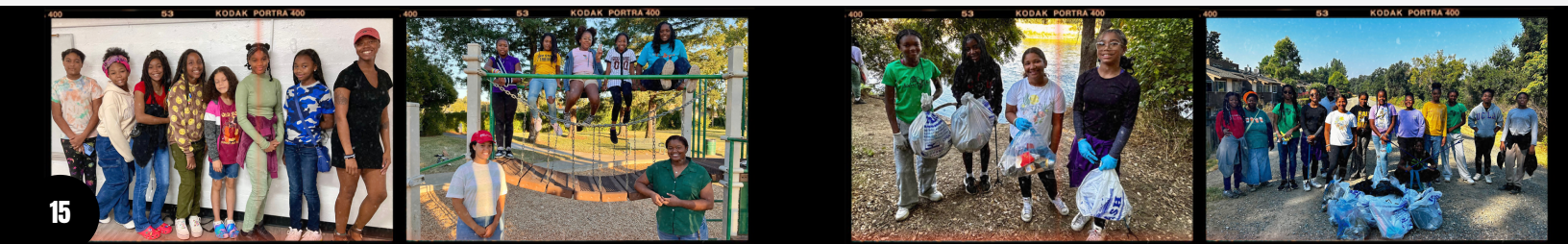
# August

- Group Outing: Sacramento Music Circus to see the dressed rehearsal of "Ragtime." For many of our girls, this was their first experience seeing a professional musical production. (Not pictured)
- 13th Annual Retreat: Held at Quarry Park in Rocklin for our 7th and 8th grade girls with a focus on strengthening self-esteem, sisterhood, and problem-solving skills. Due to a sponsorship from the Women Lawyers of Sacramento, we were able to charter a bus so our whole group could ride to our retreat location together. Our girls participated in group challenge activities, challenge/ropes courses, zip lining, and pedal boating. Many of the girls overcame fears in order to participate in these activities and, in doing so, created a stronger sense of self-esteem as well as a stronger bond with their Nia sisters after accomplishing tasks together they never viewed as possible.



# September

- New Nia Year Begins: 10 new 6th grade Nia girls began the Sacramento program. We also started a new cohort of 6th grade girls in Elk Grove at the Gil Albani Community Center. This is amazing growth for our program... now we have two meeting locations! Our Elk Grove cohort meets on Monday evenings. We also hired four new facilitators to work with our two new cohorts of 6th grade girls. Three of our new facilitators are Nia alumni and the other is Camp Nia alumni...we are so honored and blessed to have each of them.
- Community Service: We partnered with the American River Parkway Foundation for the Great American River Clean-up Day. Service is an important part of our program; we want our girls to leave Sisters of Nia with the idea that "Service is the rent we pay for the privilege of living on this earth" (Shirley Chisolm).







# October

- Our Promise (United Way) Kick Off @ State Capitol: We attend this annually at an effort to expose more people to Sisters of Nia (table pictured below to far left).
- Board Celebration: Our board attended a catered luncheon in celebration of all our accomplishments in the prior fiscal year (not pictured).



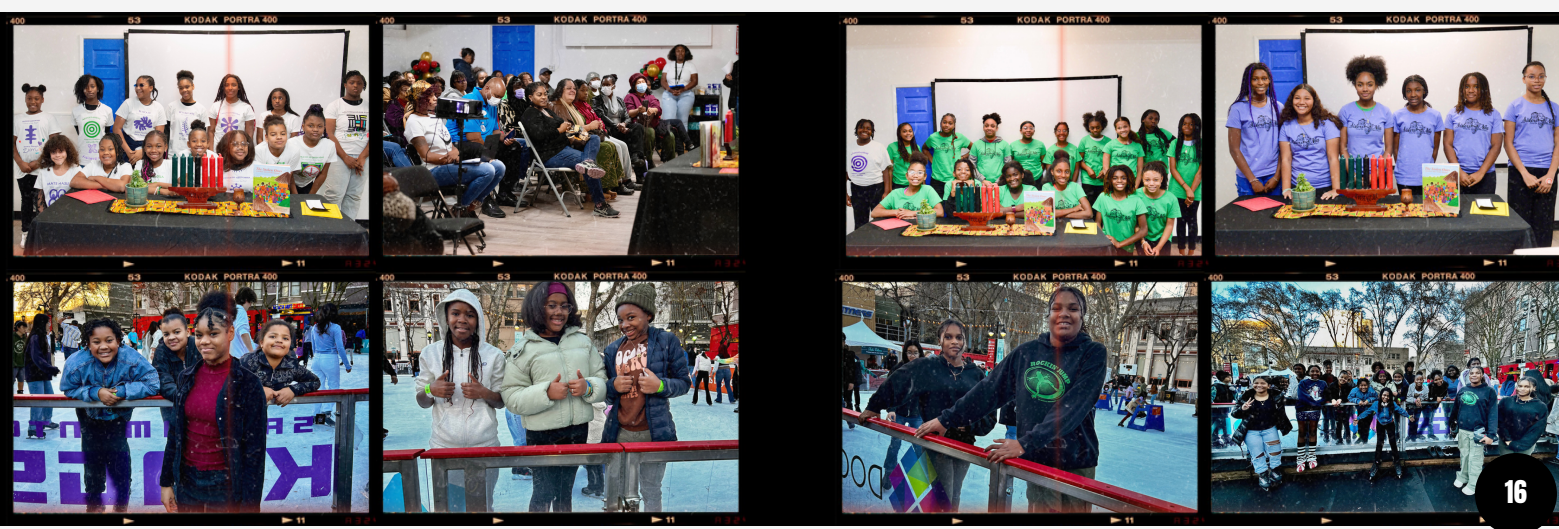
# November

- Youth Leadership Conference: We hosted our annual Youth Leadership Conference in partnership with Cosumnes Community Services District and had 50 youth attend! We offered workshops in hands-only CPR, self-defense, and robotics; we also had two dynamic speakers (one poetess and a keynote), Zumba, and a dance performance. We had an overwhelmingly positive response from the youth who attended!
- Nia Swag Shop: We hosted our second Pop Up at Underground Books in Oak Park; we sold hoodies, tumblers, and other swag. Nia alumni were there to share about the program and their experiences as a Nia girl (pictured above).



# December

- Kwanzaa Celebration: 1st Kwanzaa Celebration since 2019 due to Covid; we had a packed house! Our girls shared information about what Kwanzaa is and why we should celebrate it.
- Ice Skating: We ended 2023 with our annual ice skating outing at the Downtown Sacramento Ice Rink...so much fun!



# HOW IMPACTFUL ARE OUR PROGRAMS?

## CHECK OUT WHAT OUR GIRLS & PARENTS SAY!

Program evaluation serves as a cornerstone of our program's success and effectiveness. We prioritize the feedback loop by requesting participants to complete evaluations following each event they attend. Their insights and perspectives are not only welcomed but cherished, as they offer invaluable guidance for the ongoing growth and refinement of our program. By actively listening to and incorporating participant feedback, we can adapt, innovate, and ensure that our program continues to meet the evolving needs and expectations of our community. In essence, their contributions empower us to cultivate a more responsive, impactful, and meaningful program experience for all involved.

## CAMP NIA - OUR SUMMER PERFORMING ARTS CAMP

### CAMP EVALUATIONS FROM GIRLS & PARENTS

"I really loved acting because it's like being in another world. Everyone at camp is supportive of each other and we can be ourselves. There's never any conflict."  
Camper

"I have learned that I'm not shy anymore and I'm really creative."  
Camper

"Camp Nia helped me grow and feel more confident in what I want to do someday."  
Camper

"Becoming of age isn't always easy. Camp Nia helped my daughter be confident going into new spaces and realizing she is enough and has much to offer the world."  
Camp Nia Parent

"I learned to be comfortable in my own skin."  
Camper

"My daughter felt 'seen' and validated in who she is as a young Black girl."  
Camp Nia Parent

"I feel like I can accomplish way more without having to be afraid of being a big crowd, and being on stage."  
Camper

"I am kinder, more respectful and, more confident."  
Camper

"I am more confident in my black girl magic, and I feel more confident dancing."  
Camper

"In two short weeks the camp gave my daughter a sense of community."  
Camp Nia Parent

"Just being with this group has made her feel part of something. Meeting friends and going through social situations at camp has helped her in so many ways. Such a safe environment for overcoming shyness and overall amazing experience."  
Camp Nia Parent

"I enjoyed seeing how well everything went in less than 8 days. I loved seeing an all Black Girl/Woman operated production and cast."  
Camp Nia Parent

"Excellent job all around. Your program will save a lot of black girls."  
Camp Nia Parent

"Being part of Camp Nia helped me reach out to others. I don't have many friends so it was nice to make a friend who looks like me."  
Camper

"My daughter cried on the very first day; she's shy and was nervous, but by Day 3 that nervousness was gone. She made friends and 'friends with Black girls' as she put it as her closest friends are Asian and Hispanic. She was so excited to have met girls that looked like her and vibed with her in a way that she hasn't been able to connect with others."  
Camp Nia Parent

"My daughter has a positive community of black girls and women that she didn't have before."  
Camp Nia Parent

"Amazing experience! I am grateful for the opportunity to send my daughter and know she was safe and well cared for."  
Camp Nia Parent

"I came out of my shell and learned I like being on stage."  
Camper

## CAMP NIA PROGRAM STATS

After attending Camp Nia,

- 96% of our girls felt more confident about performing in front of other people.
- 100% of our girls felt more confident about being a Black girl.
- 92% of our girls felt safe to express themselves during camp without being judged.
- 100% of our girls made new friends.
- 98% of our girls enjoyed the camp and hope to come back next summer.



# ATLANTA HBCU/BLACK HISTORY TOUR

## HOW DID THIS EXPERIENCE IMPACT OUR GIRLS?

As a culminating rite of passage, the 8th grade Nia girls participate in a significant journey known as the Historical Black Colleges & Universities (HBCU)/Black History Tour. This excursion takes them to various HBCUs and sites of importance in African and African-American history. The aim is to complete their understanding of African history learned in monthly sessions and to deeply instill the Sisters of Nia principles. During the tour, the girls witness real-life connections to the lessons they've been taught. They experience firsthand the richness of African heritage and the resilience of the African-American community. These experiences reinforce their cultural identity and understanding.

"I was able to learn more about my culture and history. The lunch counter experience was probably the most eye opening experience for me. This whole trip helped me grow as a person."

"This trip unlocked so many things in me that hasn't been unlocked until now. I learned so many things about my history that I didn't know."

"This trip taught me so much about my history that I have not learned in school. None of what I learned here was taught in school."

"Going to the Atlanta trip gave me an idea of where I might want to go to college. I also thought the museums were fascinating."

"All the museums we went to really opened my eyes to what Black people had to go through and that even people who weren't Black who supported the Civil Rights Movement also didn't get justice for the crimes committed to them."

"This trip helped me learn to trust myself with money more and making sure I don't forget things."

"The lunch counter simulator was a lot to handle. I have a lot of respect for the people who had to go through all that."

"My favorite place we visited was the National Center for Civil & Human Rights. The lunch counter experience was kind of uncomfortable but it showed me what it was like back then. I felt a rollercoaster of emotions while I was there."

"I really enjoyed hanging out with the girls outside of our meetings. Everyone is so kind. I felt very accepted."

"I've enjoyed getting to know the girls better. I learned new things about everyone and we all grew closer."

"I liked the A.P.E.X. Museum because we learned about the back story of slavery and how and why it came about. We don't learn about that in school."

"I enjoyed the bonding experience on this trip and being able to see things you don't get to see every day. Not everyone is fortunate enough to travel like we did. I learned a lot and had a good time."

"I learned so much about my history. It really made me think about why what I learned at these museums is not being taught to kids at school."

"The MLK house was cool to see where Dr. King grew up and where he started and grew as a person. It was beautiful to be able to see his burial site. That was really special."

"I learned a lot of new things that don't traditionally teach in school. I like when we went to the museums it was our people teaching us about our history."



# HOW EFFECTIVE IS OUR MONTHLY PROGRAM?

## END OF PROGRAM EVALUATIONS FROM OUR 2023 GRADUATES AND PARENTS...

Our 3-year program concludes with a rites of passage ceremony, signifying the girls' transition to higher levels of maturity, embodying purpose, confidence, and motivation as young women. To be considered Nia alumni, every girl is required to complete a sequence of eight tasks, symbolizing the Nia principles. These tasks encompass research, presentations, and interviews, facilitating the girls' exploration and connection with diverse African Americans in their families, communities, and career aspirations. As the program concludes, each girl emerges equipped with a toolkit, ensuring her readiness for the future ahead. Below is our 2023 alumni's feedback about their experience as a Nia girl.

"I enjoyed learning about Africa."  
Nia Alumni

"This program has improved my confidence and helped me grow as a person."  
Nia Alumni

"This program has forever changed me and my daughter."  
Nia Parent

"I enjoyed the opportunities that I was able to have. I also enjoyed the community of sisters and leaders, and getting taught a lot of life lessons that I will carry with me."  
Nia Alumni

"My daughter was exposed to young black girls who have similar goals as she does. Since being in GATE since 1st grade, she's usually one of 2-3 black kids in the class. Being part of Sisters of Nia has been impactful to connect and find her tribe amongst her own. It had also reinforced the goals she already had and she is now considering an HBCU. It feels like she's more articulate when she has to speak in front of people and I know that's directly related to the monthly presentations."  
Nia Parent

"I am overjoyed and grateful to see my daughter mature and shine through SON. As a white mother, I am ignorant to culturally important messages to share with my daughter. SON was a wonderful balance between my parenting and love, and her cultural history/heritage and current African American significance."  
Nia Parent

"I loved the open and honest conversations we had as a group. Nothing was left unsaid and things you may normally be unable to talk about were discussed."  
Nia Alumni

"Being in Sisters of Nia was an amazing and unforgettable experience that had and will continue to have a positive impact on my life."  
Nia Alumni

"Being in this program changed the way I acted, communicated and thought about things."  
Nia Alumni

"Sisters of Nia really gave me an outlet to go to whenever I needed it and I appreciate everything they've done for me!"  
Nia Alumni

"My daughter's confidence and cultural awareness has grown. She has become more inquisitive and she appreciates and is very proud of her heritage."  
Nia Parent

"I thought the monthly activities were insightful. I also appreciated the parent workshops...lots of beneficial information and support from the other parents who also felt the same way. It was nice to not feel alone."  
Nia Parent

"I enjoyed being able to talk about how I feel without being judged."  
Nia Alumni

"I enjoyed everything my daughter learned in the program. I learned alongside her. I was especially appreciative of the extracurricular things that she was able to do as part of Nia, such as the Kings and Sac Republic games, skating and bonding activities."  
Nia Parent

"It's allowed me to see growth and maturity in my daughter's life. It has also improved our relationship and communication."  
Nia Parent

"Sisters of Nia impacted me in many ways. All the Nia leaders have helped me know my worth, and become more confident in myself."  
Nia Alumni

# 100%

of the girls who have graduated our program reported that after being part of Sisters of Nia:

- their self-esteem has improved.
- they are more confident, especially being an African American girl.
- they have more self-control and make better choices.
- the program made a positive impact on their life and they have improved as a person.
- they would recommend the program to other girls.



OUR 2013 ALUMNAE...

# WHERE ARE THEY NOW?

As the second group of Sisters of Nia girls completed the program, our ten 2013 alumnae hold a special place in our hearts. Our 2013 alumnae include entrepreneurs, educators, engineers, and agriculture professionals. We are proud to still have a connection with most of them to this day. As we say, "Once a Nia girl, always a Nia girl." All of our alumnae (and we have over 90) know that the Sisters of Nia board and staff are here to support them forever. We take pride that they want to stay connected to Sisters of Nia and often come back to volunteer as guest speakers, workshop leaders, program assistants, and even board members! We recently caught up to some of our 2013 alumnae...check out what they're up to now and what they have to say about Sisters of Nia today.

**100%**

*of our 2013 alumnae  
went on to college after  
high school*

**70%**

*have earned an  
Associates or a  
Bachelor's Degree OR  
Career Certification*





## Akosua Boateng

### Education:

University of California at Los Angeles (UCLA), B.A. in Sociology, Minor in Education

### Job Title/Workplace:

Case Manager, Mosaic Family Services in Dallas, TX (Works with survivors of domestic violence and human trafficking.)

### Additional Info:

Currently pursuing a Masters in Counseling at Southern Methodist University; working towards becoming a Licensed Professional Counselor with the goal to offer culturally competent and trauma informed counseling to marginalized and underserved communities.

"I truly believe that the intervention and guidance of my mentors at Sisters of Nia helped instill core values, skills and morality that set the trajectory of my life from middle school onward. The education and mentorship I received from Sister of Nia played a huge part in why I am one who highly reveres service to others, responsibility to my community, and finding my purpose through social justice. It is because they poured into me and offered me purposeful guidance, that I have the consciousness to be a positive force who touches the lives of those around me; to replicate the giving love and healing togetherness that I experienced as a part of this group. With the understanding that I am, because we are."

## Ashley Lowe

### Education:

Langston University, B.A. in Liberal Education, Minor in Psychology

### Job Title/Workplace:

Lead 3rd Grade Teacher, Greenwood Leadership Academy in Tulsa, OK

### Additional Info:

Married in 2022, Expecting Baby #1 in April 2024; Participating in Ministry training

"Sisters of Nia is beneficial to every girl that receives the opportunity because it truly teaches you the importance of knowing who you are and where you came from. This program creates a safe space for young ladies to dream and have a vision at a young age which is necessary, especially in this generation. This program also allows you to connect with different resources and people, not just for the moment, but future plans as well. I am very blessed that I was able to be apart of such an amazing organization."



## Jade Harris

### Education:

California Coast University, Majoring in Psychology & Applied Behavior Analysis

### Job Title/Workplace:

Behavior Consultant, Ed Sped Solutions

### Additional Info:

Certified Registered Behavior Technician

Entrepreneur, Small Business Owner of JT Creations specializing in Event Planning

"Sisters of Nia helped my self esteem, guided me to find my purpose and provided a safe space for me to express myself. I gained lots of good habits from Sisters of Nia; it helped me develop a passion for being a good influence for youth and helping people. I still write in my journal when it's time to reflect on my growth and choices I've made. And I still have my journal entries from Sisters of Nia which always reminds me of my growth and who I want to be."



## Makaela Franklin

### Education:

California State University, Sacramento, B.A. in Social Work  
University of Southern California (USC), M.A. in Social Work (IP)

### Job Title/Workplace:

Youth Wellness Facilitator, SAC Connect

### Additional Info:

Entrepreneur, Small Business Owner of SO Kae Kreations specializing in providing custom services including t-shirts, sweatsuits, tumblers, puzzles, wine glasses, and much more!

"As a Black woman living in a society that often fails to embrace her, it became crucial for Nia to cultivate a sense of self-acceptance within oneself. The Nia program was enormously valuable, as it not only educated me about my culture but also fostered personal growth, instilling in me having a strong sense of self-worth. Nia is the foundation of my identity, empowering me to become a confident and fearless Black woman. Thank you, Nia!"



## Maya Hill

### Education:

California State University, Sacramento, B.S. in Computer Engineering

### Job Title/Workplace:

AI Software Solution Architect, Intel

### Additional Info:

Board Member, Sisters of Nia, Inc.

Board Member, Network of Intel for African American Ancestry (Communications Liaison & Treasurer)

"Sisters of Nia played a pivotal role in my life, acting as a catalyst that propelled me to greater heights. The program has instilled in me a profound sense of resilience, empowering me to navigate challenges with the confidence that I can overcome any obstacle and achieve my goals."



## Raina Cadena

### Education:

B.A. in Communications (IP)

### Job Title/Workplace:

Store Manager, Garage Clothing

"Sisters of Nia is important to me because I was able to create lasting friendships, girls I still talk to and root for today. Some of my favorite memories were created in the classroom with these girls. One of the biggest parts of Sisters of Nia is public speaking, this is the reason why in school and my everyday life I have no problem speaking eloquently. It's also one of the main reasons my major is communications."



## Stacia Harris

### Education:

Sacramento City College & Abe Bartending School, Bartending License

### Job Title/Workplace:

Cashier & Prep Person, Quick Quack Car Wash

"Sisters of Nia is a beneficial program because it helps teach young women of color about our Black history and that we should be proud of our ethnicity. Nia has definitely taught me to be a proud Black woman and to step out of my shell. I had many fun times during my time in the program and experienced events that further explored my culture."



## Zaniyah Baskerville

### Education:

Langston University, B.A. in H.P.E.R (Health, Physical Education and Recreation)

### Job Title/Workplace:

Trampoline and Tumbling Coach, The Flip Shop in Missouri

### Additional Info:

Raises & cares for farm animals

"Sister's of Nia helped me build relationships. I learned how to build a sisterhood, how to be a friend, how to support a fellow sister. My favorite part was learning Swahili."



# Our Scholarship Program

Thanks to the generous donations of our supporters, we awarded 40 young women \$26,500 in scholarships in 2023! This was a tremendous success as this was the largest amount we have ever awarded without grant support. So, thank you to EVERYONE who donated to our 2023 scholarship fund. May of 2016 was our first year awarding scholarships; that was the first year we had alumnae girls graduating from high school. From 2016-2019, we awarded two scholarships per year...one was reserved for a Sisters of Nia alumnae and the other was open to any girl graduating high school in Sacramento County. Each scholarship award was \$500. In 2020, we awarded a total of five scholarships totaling \$5,000; one scholarship was reserved for a Sisters of Nia alumnae returning to college in the fall. In 2021, we awarded 24 scholarships totaling \$12,500. and in 2022, thanks to a grant we received from the California Commission on the Status of Women and Girls, we awarded \$50,000! 2022 was our largest year of scholarship awards in the history of the program.

In 2023,  
Sisters of Nia awarded  
40 young women...

**\$26,500**

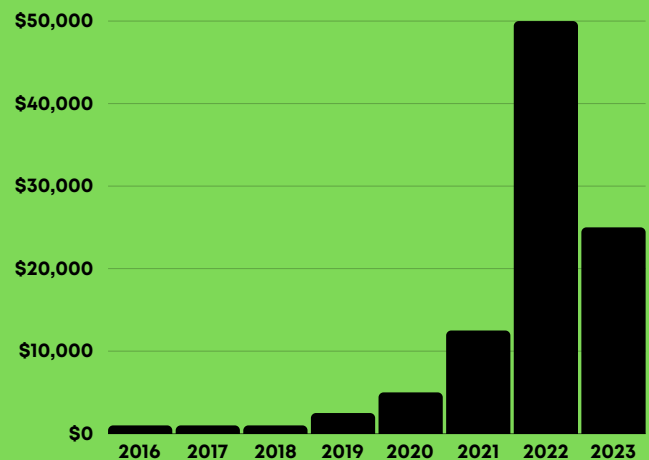
in scholarship FUNDS!!!

We celebrated all 40 recipients at our  
2nd Annual  
Scholarship Awards Reception

Much APPRECIATION to our two Event Sponsors:  
SMUD  
California Commission on the Status  
of Women and Girls (CCSWG)



Amount Awarded in Scholarships Since 2016



We have awarded  
**120**  
scholarships totaling  
**\$98,000**  
since 2016!

Thank You to EVERYONE  
who has supported our  
Scholarship Fund  
over the years!



# "Sankofa" Award \$250 Book Scholarship


Sankofa is an African word from the Akan tribe in Ghana. The literal translation of the word and the symbol is "it is not taboo to fetch what is at risk of being left behind."

The word is derived from the words:

- SAN (return)
- KO (go)
- FA (look, seek and take)

The Sankofa symbolizes the Akan people's quest for knowledge among the Akan with the implication that the quest is based on critical examination, and intelligent and patient investigation. The Sankofa symbol is based on a mythical bird with its feet firmly planted forward with its head turned backwards. The Akan believe the past serves as a guide for planning the future. To the Akan, it is this wisdom in learning from the past which ensures a strong future.

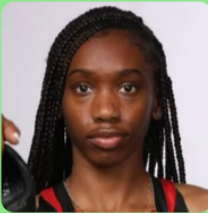
Sisters of Nia is excited to provide five \$250 book scholarships to our Sankofa awardees in support of their continued quest for knowledge and we hope they share their wisdom with those who come behind them.




**Amani Britton**  
Undecided  
Nursing




**Anita White**  
Southern University A & M  
Accounting



**Kaliyah Piston**  
CSU Northridge  
Kinesiology

**Shamona Thompson Ross**  
CSU Sacramento  
Pursuing a  
Master's in Social Work



**Sydney Stafford**  
UC Santa Cruz  
Political Science



# George Spillman Legacy Scholarship \$250

George Spillman worked was a pillar in the Del Paso Heights community. He was highly involved on the Grant High School campus with students and their families; he became loved and appreciated by the entire Del Paso Heights community. George's work was so impactful that he has a street named after him in the New Faze Development in Del Paso Heights. In honor of his legacy, George's children created a scholarship in his name to be awarded to the 2023 graduating seniors of the Grant High School Lady Pacers Women's Basketball team. Each of the recipients was required to maintain a minimum 3.5 GPA to play on the team. It is with great honor the children of George Spillman award this scholarship to these amazing young women.



# "Imani" Award

## \$500

### Scholarship



**Jada Grey**  
Xavier University  
Sociology & African  
American Studies



**Sheila Clough**  
Cosumnes River College  
Human Services

Imani, one of the Sisters of Nia principles and also a principle of Kwanzaa, means faith. It means to believe with all our heart in our people, our parents, our teachers, our leaders and the righteousness and victory of our struggle. The ancient Egyptian double symbol of the ankh (life) and djed pillar (stability, endurance) serves as a symbol of steadfastness in commitment to the Good, the Right, and the Beautiful in life.

Sisters of Nia is proud to provide four \$500 scholarships to our Imani awardees. We hope they continue to have faith in themselves and that they remain committed to the Good, the Right, and the Beautiful in life.



**Sierra Hollingsworth**  
Cal Poly San Luis Obispo  
Environmental  
Engineering



**Sydney Scott**  
Elon University, Studying  
Abroad at University of Sydney  
Public Health Studies



# "Kugichagulia" Award

## \$750

### Scholarship



**Amaya Pernel**  
UCLA  
African American  
Studies



**Daniella Mensah**  
Sacramento City College  
Psychology

Kugichagulia, another of the Sisters of Nia principles, means self-determination - to define ourselves, name ourselves, create for ourselves and speak for ourselves. It's symbol is the Ahenwa - The Akan throne, symbol of national identity, cultural groundedness and rightful governance.

Nia is excited to proud to provide four \$750 scholarships to our Kugichagulia awardees. We hope this scholarship award empowers them to stay grounded in who they are and determined to reach their goals.



**Kendall Willis**  
Xavier University  
Pre-Med/Biology



**Madison Benitez**  
UC Davis  
Neurobiology,  
Physiology, and Behavior



# Johnson Family Scholarships

The Johnson Kids Scholarship was created by former students for future students. The purpose of this scholarship is to help create opportunities for young adults to build their own path to success. The Johnson kids recognize the value of a good education and that it is important to give a chance to others who are also finding their way.

The purpose of the Johnson Family Scholarship is to financially contribute to a young person's desire to pursue higher education. Recognizing the importance of earning an education, the Johnson Family hopes to help young women achieve their educational goals and prepare a pathway to a prosperous and successful future.

*JOHNSON KIDS FAMILY  
BOOK SCHOLARSHIP,  
KIARA DAVIS*  
\$250  
ATTENDING:  
LOUISIANA STATE UNIVERSITY  
BUSINESS, WORKING TOWARD  
AN M.B.A.



*BREANNA STURGILL  
JOHNSON FAMILY,  
SCHOLARSHIP*  
\$500  
ATTENDING:  
HAWAII PACIFIC  
UNIVERSITY  
MAJORING IN NURSING



# Peter S. Pile Family Legacy Scholarship

## \$500

"Whatever you want to do you can do." Peter S. Pile, a lover of education, spoke those words to his children, and we trust that he would speak those same words to all. Peter instilled a love for education in each of his children. Education is very important and highly valued to the Pile Family. They take pride in achieving goals and reaching back to help others do the same. In turn, the Pile family hopes this scholarship empowers the recipients to have the courage and confidence to pursue any personal and career goals she may aspire towards and that the recipients will reach back and encourage other young women do the same.

*SAMIA  
RASBERRY*

*ATTENDING:  
TUSKEGEE  
UNIVERSITY  
MAJORING IN  
ANIMAL SCIENCE*



# Wanda Peecher Legacy Scholarship \$500

Wanda Peecher was a wonderful mother and grandmother. She was very devoted to and was tremendously loved by her family, but also by so many others. Wanda was an avid reader with an outgoing personality and a great sense of humor. Wanda was a strong Black woman who had 7 children and worked outside of the home, which was unpopular during her time. She believed that anyone could overcome anything and was a part of the early feminist movement. Wanda was the rock of her family. The Peecher family is excited to award a recipient who reflects these values; a young woman who Wanda Peecher would be proud to award a scholarship in her name.

*MAYA  
COOPER*

*ATTENDING:  
AMERICAN  
RIVER  
COLLEGE  
MAJORING IN  
BUSINESS*



## Hill-Hayes Family Scholarships

The Hill-Hayes Family Scholarship is in honor and memory of James Hill and Arlene Patterson (Hayes), the father and grandmother of Jennifer Houston (current board member of Sisters of Nia) to support and advance the goals and mission of our Sisters of Nia members. Throughout their lives they not only promoted and uplifted their community, but also instilled the importance and value of the Black family.

*HILL-HAYES FAMILY  
BOOK SCHOLARSHIP,  
NIA BRAGG*

*\$250  
ATTENDING:  
FOLSOM LAKE COLLEGE  
MAJORING IN BIOLOGY*



*HILL-HAYES FAMILY  
SCHOLARSHIP,  
MADELINE  
MCDUGALL*

*\$500  
ATTENDING:  
CAL POLY SAN LUIS OBISPO  
MAJORING IN JOURNALISM*



# Marie Cobbs Family Scholarships \$750

The Marie Cobbs Scholarship Fund allows the Cobbs' family and friends to gather and raise funds for a deserving young lady in the Sacramento area. Marie Cobbs encouraged and supported scholarship and education many years and this is our opportunity to honor her legacy.

JAYDEN ALFORD

ATTENDING:  
VANDERBILT UNIVERSITY

MAJORING IN  
BIOMEDICAL ENGINEERING



RYEN CLARK

ATTENDING:  
UCLA

MAJORING IN  
JOURNALISM



# Hill Family Scholarship

This scholarship was created by our Nia alum and board member, Maya Hill. Her grandparents, Emmanuel and Ora Lee Hill, started Maya's college fund. Neither of them finished high school, but they knew how valuable education was. So, Maya created this scholarship in their name in honor of them in support of other young women.

ZOLA GREY

HILL FAMILY BOOK SCHOLARSHIP, \$250  
ATTENDING CSU NORTHRIDGE  
MAJORING IN MARKETING, ART HISTORY MINOR



PRECIOUS BEALER

HILL FAMILY SCHOLARSHIP, \$500  
ATTENDING CSU SACRAMENTO  
MAJORING IN CHILD DEVELOPMENT



DESTINY AKINS

HILL FAMILY SCHOLARSHIP, \$1,000  
ATTENDING SAN DIEGO STATE UNIV.  
MAJORING IN NUTRITIONAL SCIENCES



# Spillman Family Legacy Scholarships \$1,000

Education. Integrity. Service. Paying it Forward. These are just a few of the values that George and Kurdell Spillman instilled in their three children. In their home growing up, college education was never an "if" but a "when." Their goal was to instill in their children the importance of education, to be of service to others, and to always be sure to pay it forward. The Spillman Family Legacy Scholarship aims to support young women as they pursue higher education.

*AMINATA FALL*

ATTENDING:  
CSU SACRAMENTO

MAJORING IN  
CIVIL ENGINEERING



*ALEXIS DANIELS*

ATTENDING:  
UC DAVIS

MAJORING IN  
PSYCHOLOGY



# Sample Family Legacy Scholarships \$1,000

Each of the recipients selected represent Sample family values: excellence, family-oriented, hard work, passion for education, goal driven, and passion for helping others. The Sample Family Legacy Scholarship is awarded to young women who demonstrate these values through their application, essay, letter of recommendation, and video submission. The intent of this scholarship is to help make life a bit easier financially for a young woman who fits the Sample family values.

*LIA MACK*

ATTENDING:  
UCLA

MAJORING IN  
SOCIOLOGY



*MIKAYLA RAY*

ATTENDING:  
CSU SACRAMENTO

MAJORING IN  
COMMUNICATION STUDIES



# Woman on Fire Scholarships \$1,500

The Woman on Fire recipients were selected for this award because their applications stood out just a little more; they showed they have overcome some life challenges, learned how to be comfortable in who they are as a rising Queen, are serious about being connected to and improving their community, and are a great example of how to live life with purpose.

**AISSATOU FALL**  
ATTENDING CSU SACRAMENTO  
MAJORING IN CIVIL ENGINEERING



**AYANNA BOATENG**  
ATTENDING TULANE UNIVERSITY  
MAJORING IN SOCIOLOGY



**DORIAN MENDOZA**  
ATTENDING UC DAVIS  
MAJORING IN AFRICAN & AFRICAN  
AMERICAN STUDIES AND SOCIOLOGY



**MAYA BARNES**  
ATTENDING LOYOLA MARYMOUNT L.A.  
MAJORING IN COMMUNICATIONS



**MIKAYLA MCDANIEL**  
ATTENDING CHAPMAN UNIVERSITY  
MAJORING IN CREATIVE PRODUCING



**MONET COOK**  
ATTENDING HOWARD UNIVERSITY  
MAJORING IN INTERNATIONAL AFFAIRS



It is our honor and pleasure to have the ability to award scholarships each year to deserving young women in the Sacramento area. We look forward to seeing our awardees continue to live their life with purpose and we hope for them to Inspire, Encourage, and Empower other Young Women to do the same.



# WE TRULY APPRECIATE OUR DONORS, GRANTORS, SPONSORS, AND PARTNERSHIPS!



We express heartfelt gratitude to our donors, grantors, sponsors, partners, and volunteers for your unwavering support in 2023. Your contributions have been pivotal in providing quality programs for adolescent girls in grades 6-8 in Sacramento. Achieving our goals and realizing projects is possible because of your generosity. On behalf of the Sisters of Nia girls, staff, and Board of Directors, we deeply appreciate your belief in Sisters of Nia, Inc. See below for our list of 2023 corporate and community sponsors, grantors, and partnerships. Thank you for making a lasting impact on the lives of young girls in our community.

## Corporate & Community Sponsors/Grantors

**\$10,000+**

Enterprise Holdings Foundation  
Margaret Deterding Fund c/o  
Sacramento Region Community Foundation  
Martha's Daughter - 1st sponsor ever for our 2024  
Atlanta HBCU/Black History Tour

**\$2,500+**

Blackbaud Giving Fund  
City of Sacramento  
County of Sacramento

**Up to \$2,499**

Amazon Smile Charities  
B.E.S.T. Program  
Benevity Causes  
BetterWorld  
Bright Funds  
California Commission on the  
Status of Women & Girls  
Fidelity Charitable  
Tanya Curry of Lyon Realty  
Pinterest  
Sierra Health Foundation  
Soroptimist International  
of Metro Sacramento  
Walmart  
Women Lawyers of Sacramento

### All Individual Donors

Too many to list!

We had well over 400 individual donors in 2023!



Photo of Synthia Smith accepting a donation from the Soroptimist International of Metro Sacramento.



Photo of Synthia Smith accepting a donation from Tanya Curry, Real Estate and Lifestyle Expert

## Community Partnerships

Access Sacramento  
Alpha Phi Chapter, Chi Eta Phi Sorority, Inc.  
American River Parkway Foundation  
Blessings Catering  
Broadway at Music Circus  
California Mermaid Convention  
Chipotle  
College Track  
Cosumnes Community Services District  
Elk Grove Unified School District  
Girls Rock Sacramento  
Home Depot  
Father Keith B. Kenny K-8 School  
Kimyetta Barron Photography  
Haute Baubles Jewelry and Apparel  
Highlands Community Charter & Technical Schools  
Hill Sisters Boogie Custom Creations  
Mary Kay Consultant, LeKisha Appleton  
Nugget Markets  
Our Rightful Place  
Panda Express  
Raley's  
Rancho de los Amigos  
RC Willey  
Sacramento Ballet  
Sacramento Black Chamber of Commerce  
Sacramento City Unified School District  
Sacramento Kings  
Sacramento Region Community Foundation  
Sac Cultural Hub  
Sac Republic  
School of Engineering and Sciences (High School)  
Shades of Color  
Sweet Things Cup Cakery  
TAP Wine Lounge  
Trader Joe's  
Underground Books

**Thank you to each and every one of you!  
We appreciate you all!**



## WHAT'S NEXT?

### OUR ACCOMPLISHMENTS...OUR FUTURE

We remain deeply enthusiastic about the future prospects of Sisters of Nia! Despite navigating the ongoing recovery challenges of Covid, we are grateful to have sustained and even flourished throughout 2023. It was a year filled with unexpected success, marked by a substantial influx of funding through donations and grants. We extend heartfelt gratitude to all our donors, grantors, sponsors, and stakeholders for their unwavering support. With anticipation, we eagerly await the opportunities and accomplishments that 2024 will bring.

### Our 2023 Accomplishments:

- Expanded our program with an additional 6th grade cohort in Elk Grove;
- Hired 2 facilitators for Elk Grove and 2 for our Sacramento meeting locations for a total of 9 paid part-time facilitators;
- Hired a part-time administrative assistant;
- Secured \$11,000 in sponsorships for our 2024 Atlanta trip;
- Reinstated several events/programs for the first time since Covid:
  - Annual Mother/Daughter Spa Party
  - Annual Father/Daughter Bowling Competition
  - Annual Kwanzaa Celebration;
- Awarded 40 young women \$26,500 in scholarships;
- Completed Copyright process for Year 1 of our program curriculum;
- Increased our Revenue by 220%;
- Developed new community partnerships;



**SUCCESS!!**

**2023 WAS AN INCREDIBLE YEAR!**

### Our 2024 Goals:

- Complete copyright process for our Year 2 and Year 3 curriculum.
- Expand our program to add a new 6th grade cohort to the Elk Grove meeting location. (There would be a 6th & 7th grade group in Elk Grove.)
- Hire 2 new facilitators for the new Sacramento 6th grade cohort.
- Hire 2 new facilitators for the new Elk Grove 6th grade cohort.
- Secure a grant writer.
- Secure \$10,000 in sponsorships for our 2025 Atlanta trip.
- Secure \$100,000 in grant funding for our programs.
- Increase our Revenue by 25%.
- Award \$25,000 in scholarships.
- Increase number of Nia volunteers.
- Maintain current supporters and donors.
- Increase community partnerships.



**#GOALS**

**THANK YOU**  
for helping us continue to  
**IMPACT**  
the lives of girls and to  
**INSPIRE,**  
**EMPOWER,**  
and **ENCOURAGE**  
girls to live their life with a  
**PURPOSE!**





**TOGETHER,  
there is no limit to  
the lives we can  
IMPACT!**





**9630 Bruceville Rd., Suite 106-318**

**Elk Grove, CA 95757**

**[www.sistersofnia.org](http://www.sistersofnia.org)**

**916-538-1470**