

NORFOLK STATE UNIVERSITY

2023 REPORT ON PHILANTHROPY



2023 REPORT ON PHILANTHROPY



**YOUR
PHILANTHROPY
LEAVES A
TIMELESS
LEGACY**

MESSAGE FROM THE PRESIDENT

As we prepare to celebrate Norfolk State University's 90th year as a higher education institution in 2025, we hope that this year's edition of the *NSU Report on Philanthropy* will demonstrate to you the real impact of your giving. We would like to take this opportunity to say "thank you" to all of Norfolk State University's benefactors, contributors, and supporters.

Our vision is to be recognized nationally as a premier public institution offering outstanding academic programs, innovative research, and community engagement opportunities. Your continued generosity enables us to carry out the University's mission – the commitment to transforming students' lives through exemplary teaching, research and service.

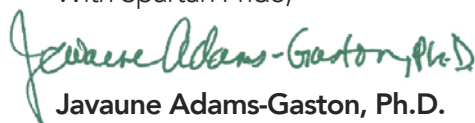
At Norfolk State University, we believe now is our time to show the impact of an HBCU education and why it is important – now more than ever – to continue to invest in the Spartan mission. We live in a world with many challenges. Our students, alumni and faculty are making contributions to help make our world a better place.

In this issue, read about how John and Temesha McNeill, developed a love for Norfolk State and for each other when they attended the institution in the '90s. Now, the married couple is giving back by establishing an alumni fund for first-generation college students. Also, you will read about NSU alumnus Dr. Robert Scott, who now works in a senior leadership role for the Kraft Heinz Company. Scott shares how his DNIMAS experience prepared him for the world of work and why he cherishes his educational experience at Norfolk State and his commitment to giving. You will also learn about the legacy of the late John G. Hatcher Jr., an NSU grad, who spent more than 40 years serving people and families at the Wesley Community Service Center in Portsmouth, Virginia, and the graduate fellowship created in his name.

In addition, you will see updates about the generosity of our donors inducted into the Lyman Beecher Brooks Society and Emerald Society. Their gift and yours continue to make a difference in the lives of our students at Norfolk State. We hope you enjoy the additional story features, images from our beautiful campus, and university highlights in this year's philanthropy report.

Thank you for making a difference through your financial support at this special time in our university's history. As always, **BEHOLD THE GREEN AND GOLD!**

With Spartan Pride,



Javaune Adams-Gaston, Ph.D.
President



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WHAT AN ELECTRIFYING TIME...



MESSAGE FROM THE VICE PRESIDENT

As we reflect on the past year, it is with sincere gratitude that we share some remarkable achievements of Norfolk State University's philanthropic community. The sentiment of Now Is Our Time resonates with the unwavering commitment of our donors and partners.



Our Spartan community rallied together to embrace the opportunities of the present. Collectively, more than 4,000 donors joined us in seizing the moment to make a lasting impact on the university. From scholarships that empowered deserving students like Clay Jones, a Computer Science/Cybersecurity major from Indian River High School to groundbreaking research initiatives led by Dr. Messaoud Bahoura who received a research award from the National Science Foundation for his solar radiation project. Your generosity has fueled progress across our campus and beyond.

In 2023, we embraced new partnerships that gave birth to visionary projects like NSU being designated an Apple Distinguished School for 2023-26 and legislative funding for a new science building to take us deep into the 21st Century. Your belief in our mission allowed us to explore uncharted territories, from cutting-edge facilities to transformative programs. Together, we turned opportunities into realities.

Every gift, every pledge, and every act of kindness that contributed to nearly Nine Million dollars raised last year, has set the stage for a historic announcement coming this fall. Whether you supported students, faculty, or community outreach, your contributions have made an indelible mark. Your collective efforts have strengthened the Spartan spirit and brought new life to the phrase, BEHOLD!

Thank you for being part of this journey. Now is our time to Shine! Now is our time to Soar! Now is our time to shape a brighter future for Norfolk State University!

Behold,

A handwritten signature in green ink, appearing to read "Cliff Porter".

Clifford Porter, Jr., J.D.
Vice President for University Advancement

ABOUT THIS ISSUE

Now is Our Time...



To celebrate and acknowledge the achievements of Norfolk State University's fundraising program and the donors who have remained steadfast in their efforts to sustain our mission. Now is our time to embrace the present, take hold of new opportunities, and create impactful moments.

**ALL GREAT
ACHIEVEMENTS
REQUIRE TIME.**

– MAYA ANGELOU

As you scan through the pages of Norfolk State University's *Report on Philanthropy*, you will be inspired, uplifted, and motivated. Within these pages contain the stories of extraordinary people – people from diverse walks of life who believe in and are deeply rooted in the mission of Norfolk State University. Their financial support and yours have sustained this institution since its founding in 1935. Every dollar donated to the University is an investment in human potential. NSU students, faculty and staff continue to make a difference.

The Chronicle of Philanthropy (News on Giving Dropped Last Year) reported a drastic drop in philanthropy in 2023. The Chronicle went on to report that three new reports offer hope to fundraisers, suggesting that giving may be on the rebound, and will grow over the next two years. “Philanthropy will grow an inflation-adjusted 4.2 % in 2024 and 3.9 % in 2025 researchers (Lilly Family School of Philanthropy & consulting firm CCS Fundraising) predict.” Recession and other unexpected changes in the financial environment could continue to affect giving. Yet NSU donors remained resolute in their giving.

According to data from the National Postsecondary Student Aid Study (NPSAS), nearly three-quarters of all undergraduates (72%) received some type of financial aid in the 2019-2020 academic year. Seventy-four percent of graduate students also received financial aid packages including grants, graduate assistantships and loans during the same period. *Inside Higher Education* published an article in July 2023, that reported federal financial aid continues to be a key source of funding for students going to college. The total amount of aid that graduate and undergraduate students received in 2022-2023 was \$240.7 billion in the form of grants, federal loans, federal education tax benefits and federal work-study. The need is still great, and your contributions make a difference.

Throughout this report, you will see the investment in human capital realized because of donors like you. Read the profile of NSU alumnus and former DNIMAS student Dr. Robert Scott, president of research and development for the Kraft Heinz Company. Scott leads an organization that supports a \$28 billion business. His first donation to NSU was through the DNIMAS (Dozoretz National Institute for Mathematics and Applied Sciences) alumni association. Today, Scott is instilling the legacy of giving in his children. Be inspired by the lives of Dr. Elsie M. Barnes and John G. Hatcher Jr. They both passed away in 2022, but both are still contributing to Norfolk State. Barnes held several positions at the University, but she loved teaching. When news reporters were trying to analyze the results of an election or a candidate’s campaign, they called Barnes for her expertise and insight. Hatcher majored in sociology at NSU and spent 48 years of his life building, strengthening and nurturing communities at the Wesley Community Service Center in Portsmouth, VA.



PROFESSOR ELSIE BARNES MEMORIAL Scholarship Fund Established



Dr. Elsie M. Barnes imparted wisdom to young scholars at Norfolk State University for 44 years. During her tenure, she held other positions, including vice president for academic affairs, chairman of the political science department, and dean of the College of Liberal Arts. She was so much more than an instructor. Barnes was an icon, a political scientist, researcher, mentor, leader, risk-taker, and an educator's educator. She constantly communicated in a straightforward manner and was the go-to woman for local media seeking political analyses on election nights. Barnes offered a unique and informed perspective on politics and the governing foundation. Hampton Roads media outlets sought her out before, during, and after any election for her take on projections as well as the processes involved. She was soft-spoken, but her words and insights demonstrated a vast knowledge of Virginia, Washington, D.C., and national politics.

Barnes passed away in May 2022, but her incredible legacy will live on. Her siblings, Edna Barnes of Wyndmoor, PA; Jennifer Barnes of Chesapeake, VA; and Andrew Barnes of Lewes, DE, have set up the Elsie M. Barnes Memorial Scholarship Fund with a \$60,000 donation to NSU. "We decided to create the memorial scholarship fund because of Elsie's love for teaching and encouraging young people to be self-sustaining. She believed the best way to obtain self-reliance was by getting a good education," Jennifer Barnes explained.

"We grew up in a safe, happy and well-disciplined home. Education was very important to us because our father regularly stressed the importance of studying and getting good grades. Our cousins and neighbors were



schoolteachers and served as role models," Barnes reminisced. Surrounded by educators and community advocates, the Barnes family were integral parts of the community. " In school, Elsie and I were members of the basketball team. We were also members of a lot of school clubs. Church had a great influence on our education. We were leaders in the church –

**DR. ELSIE M. BARNES
WAS AN ICON, A MENTOR,
AND AN EDUCATOR'S EDUCATOR
AT NORFOLK STATE UNIVERSITY
FOR 44 YEARS.**

secretaries of Sunday school, choir and usher members. Elsie assumed the role of Church Youth Orator. She loved public speaking, and she was good at it."

The family believes the memorial scholarship will draw gifted scholars to Norfolk State. "Scholarships attract the brightest and best students to colleges. Scholarships enable students to obtain an education they may not have been able to obtain otherwise. Consequently, NSU continues to help students develop into mature, responsible adults and lifelong learners." The Elsie M. Barnes Memorial

Scholarship Fund was established to aid students in the liberal arts program. "We found it fitting to create a memorial scholarship that would benefit students pursuing a liberal arts degree... a field of study Elsie loved so much."

Elsie Barnes exemplified hard work and tenacity. For most of her adult life, she spent educating and mentoring young people at Norfolk State University. She assumed leadership positions in her neighborhood and was a member of numerous educational and other assorted organizations that focused on helping young people succeed and thrive. "The main benefit of this gift is to enable students who wish to attend NSU but cannot do so because of financial reasons. Elsie was a scholarship recipient. The scholarship enabled her to pursue a dream. There are others who have dreams and can accomplish theirs too with help."

Thinking about honoring a loved one with a contribution that not only honors their legacy but will continue to enhance Norfolk State University's programs and invest in human potential? Visit www.nsu.edu/Support-Norfolk-State or call the Office of University Advancement at 757-823-8323.





2023 REPORT ON

PHILANTHROPY

TOTAL GIFTS AND PLEDGES
\$8,784,756

ALUMNI DONATIONS
\$2,699,740

DONATED BY THE NSU ALUMNI
ASSOCIATION AND ITS CHAPTERS
\$96,980

DONATED BY CORPORATIONS
AND FOUNDATIONS
\$2,278,425.92

GIFTS FROM MATCHING
GIFT PROGRAMS
\$11,720

GIVEN BY GRADUATES FROM
THE COLLEGE OF LIBERAL ARTS
\$440,123

GIVEN BY GRADUATES
FROM CSET
\$755,110

GIFTS FROM THE
NSU FOUNDATION
\$376,277.87

GIFTS FROM NSU
ATHLETICS FOUNDATION
\$110,950

TOTAL NUMBER OF DONORS

4,158

TOTAL NUMBER OF ALUMNI DONORS

2,505

DONORS WHO WERE FRIENDS OF NORFOLK STATE

853

GIFTS OF \$5,000 OR MORE

245

NUMBER OF CLUBS AND ORGANIZATIONS THAT DONATED TO NSU

77

TOTAL NUMBER OF ALUMNI DONORS WHO GRADUATED FROM THE SCHOOL OF BUSINESS

312

GIFTS OF \$50,000 OR MORE

36

ALUMNI PARTICIPATION RATE

8.65%

WOMEN DONORS

50.38%

DONORS WHO RESIDED IN VIRGINIA

32.30%

NEW ENDOWMENTS

20

DONORS WHO RESIDED IN WASHINGTON DC, MARYLAND AND NORTH CAROLINA

10.91%

ALUMNI DONORS WHO GRADUATED BETWEEN 1970-1990

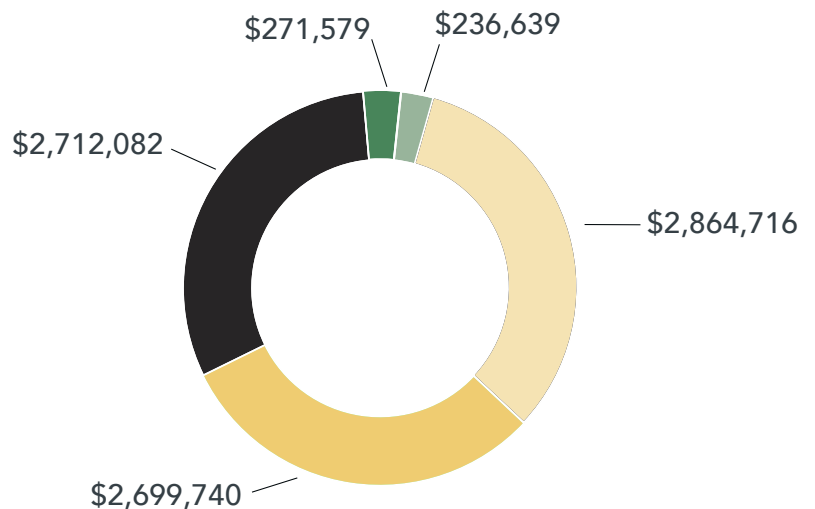
26.82%

ALUMNI DONORS WHO GRADUATED FROM THE COLLEGE OF LIBERAL ARTS

21.87%

TOTAL GIFTS AND PLEDGES

- Total from Clubs & Organizations
- Total from Alumni
- Total from Friends of NSU
- Total from Faculty and Staff
- Total from Corporations & Foundations





HUSBAND & WIFE TEAM UP TO MAKE

Giving A Family Affair

Kathy Pope Belfield is a proud Norfolk State University alumna. A member of the class of 1987, Belfield was a business administration major with a concentration in business management. Today, she is a senior budget analyst for the Department of Commerce, Office of Satellite and Product Operations (OSPO) division of the National Oceanic and Atmospheric Administration (NOAA). Rev. Jeffrey Belfield, indoctrinated in all things Spartan, is partially retired and owns J.D. Belfield Enterprise and is part owner of Scaffold Resources – construction companies. She is president of the Prince George’s County, Maryland Chapter of the NSU Alumni Association, a member of Delta Sigma Theta, Inc. (Epsilon Theta ‘85) and a self-proclaimed Spartan ambassador. He is an honorary member of the Maryland Chapter of NSU Alumni Association. The Belfield team, or more formally known as Mr. & Mrs. Jeffrey and Kathy Belfield, will be inducted into the Lyman Beecher Brooks Society of donors who have donated \$100,000 in cumulative giving. Members are



honored with the Lyman Beecher Brooks medallion and new members are inducted into this society every five years.

Kathy Belfield had a strategy in place for giving to her alma mater. “When I graduated in 1987, I didn’t really think I could afford to donate to the University. My husband asked me once how much I had given to NSU. When I told him I’d given \$100, he was flabbergasted,” she laughed. Her plan was to get a house, have kids, be settled in a good job and then give. “I’d made my first donation 12 years after I graduated. I had a guilty conscience about it, and I realized I needed to do more for Norfolk State.”

NSU’s *Report on Philanthropy* has been an inspiration – igniting a challenge for the Belfields. “When I first saw our names in that book it felt good. I checked every giving category and told myself, I want to be in that category next year.

WE LIKE TO SPREAD THE LOVE.

I challenged myself to give more the next year. The goal was to donate \$100,000 before I retired.” Kathy Belfield will retire in the next couple of years, after serving in the federal government for 36 years. “The University keeps us informed with campus news and activities and we decide what fund we will donate to.” One of her favorite Bible scriptures is 2 Corinthians 9:7 – “Every man according as he purposeth in his heart, so let him give; not grudgingly, or of necessity for God loveth a cheerful giver. “We like to spread the love.”

The couple has donated to the Delta Sigma Theta, Incorporated Scholarship Fund, Joyce Hall Shambley and Harold D. Shambley Endowed Scholarship Fund, Shirley Hurdle Lassiter



Memorial Scholarship Fund, the Spartan Legion Marching Band, the NSU Emergency Relief Fund, and the Emery L. Fears Memorial Scholarship among dozens of other causes. “We formed the Kathy Pope Belfield and Jeffrey David Belfield Endowed Scholarship Fund housed in the School of Business in July 2021. This past February, we created a new endowment in my mother’s honor – the Henry and Queen Pope Endowment under the Ethelyn R. Strong School of Social Work. Without the love and support of my parents, I would not be a Spartan.”

Once Belfield retires, she plans to be more involved with Norfolk State University. “I’ll be like an emissary wearing my NSU branded clothing. When people stop and ask about it, I’ll invite them to join our alumni chapter. I’m planning to create a 501(c)3 organization in an effort to assist high school students prepare for college. It is so important that we support the next generation of young men and women who want to obtain a college degree but can’t afford it. After all, they are our future.”

EMERALD SOCIETY INDUCTEES

2015 EMERALD SOCIETY INDUCTEES

Glenn R. Carrington '77
Joyce D. Daniel '74*
William T. Delk '67 & Mozella W. Delk '68
Jack L. Ezzell
Thelma M. Hayes '41*
Earlie P. Horsey '76 & Charolette C. Horsey '75
Earl E. Lee '84
Dr. Robert B. Lee, III (B.S.'66) & Dr. Margaret G. Lee
Harvey L. Lindsay*
Marty L. Miller '69
Shelvie H. Osborne '79
B. Kennon E. Outlaw '68
Carlton L. Perkins '73
Dr. Leroy E. Stiff '65* & Dr. Minnie A. Stiff '65
COL (Ret.) James W. Whitehead '76

2017 EMERALD SOCIETY INDUCTEES

Dr. Janet M. McKenzie '73
G. Gilmer Minor*
Eddie N. Moore & Elisia A. Moore
Robert C. Nusbaum*
Kyle B. O'Quinn '15

2018 EMERALD SOCIETY INDUCTEES

Rhonda L. Allen '83
Dr. Tommy L. Bogger '68 & Nan H. Bogger '70
Lewis C. Booker '74
COL (Ret.) Byron L. Cherry, Ph.D. (B.S. '82)
& Rev. Josephine B. Cherry '83
COL (R) Harold L. Hagans '71 & Teresa Hagans
Dr. Carl W. Haywood '71
Rev. Dr. Keith I. Jones '76
Clarence L. Lewis '67 & Vivian Lewis
Michael M. Riddick '69 & Mona A. Riddick
CDR. William "Lin" Walton '66 USN (Ret.)

2022 EMERALD SOCIETY INDUCTEES

Dr. Morry D. Brown '91
& Amy Brown
Russell A. Clark '71*
& Parisiene T. Clark '71
Lajuana M. Collins, M.D. (B.S. '83)
Blanche Neal Duggins '65
Ernest M. Ellis, Jr., CIA, CFE '77
Deborah C. Fontaine, Ph.D.
LTC (Ret.) James R. Harris '91
& Angelita Harris
Curtis L. Hurdle
Dr. Grady H. James
The Honorable Jerome James
Clevester Jones '91
& Dameron L. Jones '91
Tamara A. Jones, M.D. (B.S. '96)
Crystal C. Lassiter '92
Lorie A. McCowan '96
Delbert H. Parks
Mervin Pitchford '70
& Sandra Pitchford '70
Challis L. Purrington, Sr. '74
& Mary E. Purrington '75
Robert M. Randall '73
Archie W. Robinson '70
Dr. Michael M. Shackelford
& Dorothy Shackelford
Chester L. Steward '71
& Frances W. Steward '71
Bobby N. Vassar, J.D. (B.A. '69)
Jon Yarbrough
& Katherine L. Yarbrough

*Deceased



NORFOLK STATE
Andria Chapman-Tullaceo
President, Virginia Museum
Chapman

NORFOLK STATE
Name
Title

NORFOLK STATE
Alice Smith-Baker

The Emerald Society honors distinguished donors who contribute \$50,000 or more in cumulative giving. The Emerald Society provides valuable support to Norfolk State University.

ENDOWMENT FUNDS

100 Kappas for \$100K Endowed Scholarship
 Achievable Dream Endowed Scholarship Fund
 Adolphus C. Hailstork III Endowed Scholarship
 AEA Education Foundation Inc. Endowed
 Scholarship Fund
 AEA Education Foundation Inc.
 Patrick L. Allen, Sr. Endowment
 AEA Education Foundation Inc.
 Roscella L. Plowden Endowment
 AGLVA Natural Gas Leadership
 Endowed Scholarship
 Agnes Moore Jennings Endowed Scholarship
 Gary T. & Fredericka A. McCollum Endowment
 AKA-HBCU Endowed Scholarship Fund
 Alzie Frances Walker II Endowed Scholarship Fund
 Arthur A. Wall Scholarship
 Arthur and Malofia A. Lamb Parker
 Endowed Scholarship Fund
 Augustine & Herta Okonkwo Biology Endowment
 B Kennon E Outlaw Electrical/Electronic
 Engineering Endowed
 B Kennon E Outlaw Physics
 Endowed Scholarship Fund
 Bank of America Endowment
 Barbara Stanley Bracey-Scott
 Memorial Endowed Fund
 Beazley Foundation Endowed Scholarship
 Bell Atlantic/White Scholarship
 Bishop Kim W. Brown '84
 Endowed Scholarship Fund
 Bonhams Cascade for SVEA Endowment
 Brandon Jones Memorial Endowed Scholarship
 Brumage, Byrd, Ferguson, Satterfield, Williams,
 Warner Endowment
 Burwell H. and Joella O. Cachelin
 Endowed Fund for The Arts
 Business Integration Group Business
 and Technology Endowed
 Carnival Fund
 Central Virginia Chapter of NSUAA
 Endowed Scholarship Fund
 Charles & Judith Saunders Endowed
 Scholarship for Accounting
 Charles H. & Babbette Smith Scholarship
 Charles M. Williams Sr Endow.
 for Arts & Scientific Research
 Charles O. Christian Endowed Athletic
 Scholarship Fund
 Charlie & Rosa Brown Endowed
 Charlotte Avery Johnson
 Endowed Scholarship Fund
 Ches/VB Chapter/The Links
 Chloe E. Jones Endowed Scholarship Fund
 Clarence & Mary Coleman Endowed
 Clarence Lewis Technology Endowed Fund
 Cle & Dameron L. Jones Endowment Fund
 Cluster Scholarship
 COL (Ret) James W. Whitehead, Jr.
 Endowed Scholarship Fund
 Col (Ret.), Dr., and Ms. Morgan Endowed
 Scholarship Fund
 COL(Ret.) Timothy, Janet, & Marie Lamb
 Endowed Scholarship Fund
 College Endowment Funding Plan
 Colonel Chauncey F. Crenshaw MAC
 Endowed Scholarship
 Colvin Gibson History Scholarship Fund
 Conrad M. Hall Chair for Constitutional
 and U.S. History
 Corprew Avenue Foundation
 Endowed Scholarship
 D. Bryan Dodson Endowed Scholarship
 Daniel D. Felder, Jr. Endowed Scholarship

*List includes endowments fully established through December 31, 2023

Deborah C. Fontaine & Gerald E. Hunter
 Presidential Scholars
 Delbert and Lerlynn Parks Endowment
 for Diversity in STEM
 Delta Epsilon Silver Star Scholars
 Endowed Scholarship Fund
 Derrick and Anita Glymph Endowed
 Scholarship for Nursing
 DeWayne "Lou" and Jacqueline
 Wilcher Endowed Fund
 Dewoatha Stewart Jarvis Fund
 Diageo Endowed Scholarship Fund
 Diggs/Scarborough, SGRho Sorority, Inc.
 Endowment Fund
 Digital Gaming Corporation
 Endowed Program Fund
 Disney/HRIM Endowment
 DNIMAS Alumni Chapter Endowed Scholarship
 DNIMAS Support Endowed Scholarship Fund
 Dominion Energy Endowment for CAAmPP
 Dominion Virginia Power Engineering Scholars
 Dong Soo Kim Scholarship
 Dorothy B. Brothers Endowed Scholarship Fund
 Dr. Andria Chapman-Taliaferro
 Endowed Scholarship Fund
 Dr. Carla T. Jones Endowed Scholarship
 Dr. Carolyn Winstead Meyers
 Endowed Scholarship

Dr. Clarence Cuffee Endowed Scholarship
 Dr. Clarence W. Murray, Jr. Memorial Scholarship
 Dr. Deborah '76 and Phillip Foreman Endowed
 Scholarship Fund
 Dr. Elsie Barnes Endowed Scholarship
 Fund for Liberal Arts
 Dr. Howard G. and Dr. Eloise C. Adams
 Endowed Scholarship
 Dr. Hugo Owens Endowed Scholarship
 Dr. James E. Savage, Jr. Psychology
 Endowed Scholarship
 Dr. James E. Savage, Jr. Psychology
 Endowed Scholarship
 Dr. James W. Howell, Sr. Endowed
 Scholarship Fund
 Dr. Joy A. Cooley-Doles &
 Mr. Dannis R.A. Doles Endowment
 Dr. Robert Orlando Scott and Family
 Endowed Scholarship Fund
 Dr. Rudolph T. Gordon Endowed Scholarship
 E.L. Hamm Scholarship
 E.L. Brown Professorship
 Earl Clanton Memorial Fund
 Earlie & Charolette Horsey Endowed Scholarship
 Edward F. & Ruth W. McCoy Scholarship
 Edward L. Brown, Sr. Endowment
 Edward W. and Joanne Boyd Bullock
 Endowed Scholarship Fund
 Edwards Sr, Hines Jr, and Kennerly
 Endowed Scholarship Fund



ENDOWMENT FUNDS

Elisia A. and Eddie N. Moore, Jr. Endowed
Scholarship Fund

Emma Ruth Williams Endowed Scholarship Fund

Epsilon Pi Alumni Association Endowed
Scholarship Fund

Eric Wilson Endowed Scholarship

Ernest Hodge Institute for Entrepreneurship

Estherine James Harding Endowed Scholarship

Ethel Rollins Cross STEM Scholarship Fund

Ethelyn Strong Scholarship

Farmer-Wilson Endowed Teaching
Scholarship Fund

First Baptist of Hampton

Ford Motor Scholarship

Founders Scholarship

Fran W. Steward Endowed Scholarship Fund

G. Hedgespeth Sr. Scholarship

Garyn C. Clark Endowed Scholarship

General Endowed Scholarships

Georgia Ryder Scholarship

Gerald DeForest Tyler Endowed
Accountancy Scholarship

Gladys Brown Carrington Endowed Scholarship

Greater NOVA Endowed Scholarship

GWC Brown Scholarship

H. Z. Plummer, Jr. Scholarship

Hannah S. Paik-Nae

Harold & Teresa Hagans Endowed
Scholarship Fund

Haughton Endowed Scholarship

HB Wilson Endowed Scholarship

Heather A. Johnson Wall and Walter Wall
Endowed Athletics Fund

Helen Bessant-Byrd Endowed Scholarship

Herbert & Vannie Mccoy Crudup Endowed
Scholarship

Inell Parham Taylor and
Donnell Parham '80 Endowment

Iris W. Perkins Endowed Scholarship

J. Fergus Endowed Scholarship

J.E. Fergus

J.W. Jordan Scholarship

Jahari Deon George Endowed Scholarship Fund

James Bowser Scholarship Endowment

James Douglas Gill Scholarship

Jessie and James Lilly Jr. Family Endowed
Scholarship Fund

John and Temesha McNeill Generational Growth
Endowed Fund

John G. Hatcher Jr. Memorial Endowed
Graduate Fellowship

John Henry and Norma Weldon Endowment

Johnny E. Hayes Perpetual Memorial Scholarship

Jonathan, Dionis, Jonathan Jr.,
and Jackson Mason Endowment

Joy Stephanie Strong Memorial Scholarship

Joyce Hall Shambley & Harold D Shambley
Endowed Scholarship

Joyce W. Bowers Scholarship Fund

Julia L. and Charles R. Foxx, Jr.
Endowed Scholarship Fund

Kappa Alpha Psi Scholarship

Kathy Pope Belfield and Jeffrey D. Belfield
Endowed Scholarship

L & M Stiff Scholarship

Lajuana M. Collins, MD Endowed Scholarship

Larnell B. Exum and Tina E. Exum
Endowed Scholarship Fund

Larry Carr Endowed Scholarship Fund

Lavern Bazemore Exum Endowed Scholarship

Leatha Lamison-White Endowed Fund

Levitin Family Endowed Scholarship

Lillie Mae and Engle Greene, Jr.
Endowed Scholarship Fund

Lin Walton, Sr. Endowed Scholarship

*List includes endowments fully established through December 31, 2023

Lorie McCowan Accountancy Endowed
Scholarship Fund

Lucile Westby Endowed Scholarship

Luis Zambrana, Jr. Memorial Endowed
Scholarship Fund

Lyman Beecher Brooks Alum Scholarship

M Boyd Jones

Maggalean Williams Weston Endowment

Margaret A. Pemberton Endowed Scholarship

Marie Hoffman Gerszewski Endowed Scholarship

Marie V. McDemmond Endowed Scholarship

Marty L. Miller Endowed Scholarship Fund

Mary & Challis Purrington Endowed
Scholarship Fund

Mary Etta Jones Endowed Scholarship

Mary T. Henderson Endowed Scholarship

Melvin O. Smith Scholarship

Micah and Kandi Hall Endowed Scholarship Fund

Michael Brian Fleming Endowed
Memorial Scholarship

Michael M. & Dorothy B. Shackelford Endowment

Michael & Traci Massie Endowed School Epsilon
Pi Alpha Phi Alpha

Milteer/Baker Endowed Scholarship

Mona Taylor Gunn Endowed Scholarship Fund

Mr. and Mrs. James R. Harris Jr.
Endowed Scholarship Fund

Mr. Russell and Mrs. Parisiene Clark
Endowed Scholarship Fund

Nanette D. Emanuel Endowed Scholarship

Nat Warren Tennis Complex Endowment

Noah F. Ryder Scholarship

NSU Pershing Rifles & Angels Alumni
Endowed Scholarship Fund

NSU Retirees Association Endowed Scholarship

Nursing Alumni Endowed Scholarship

NY Metro Chapter/NSU Alum Assc

Okonkwo Nursing Endowed Scholarship

Padreus D. Pratter Psychology Department
Endowed Fund

Parish Grimes Endowed Scholarship

Pat Lee Scholarship

Patricia A. (White) Daniel '70 Endowed
Scholarship Fund



Physics Scholarship

PI GAMMA Chapter Endowment

PointsBet Virginia LLC Endowed Scholarship
Fund for DNIMAS

Priscilla Maren & Janeen Jackson Endowed
Fund for the Arts

Quincy Sr. & Josephine Scott
Endowed Scholarship

R. Bell/RBELL Construction Group, LLC
Endowed Scholarship

Raymond A. Jackson Endowed Scholarship Fund

Rayverlyn Simon-Dunston Endowed
Scholarship Fund

Reginald and Inez P. Billups Distinguished
Faculty Award

Rhonda L. Allen Endowed Scholarship Fund

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*List includes endowments fully established through December 31, 2023



Thelma Hayes Scholarship
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Vashon C. Jackson Legacy Honors Endowed Fund
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Virginia Council on Social Welfare
Endowed Scholarship
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LYMAN BEECHER BROOKS LIBRARY





ALUMNI COUPLE ESTABLISH ENDOWMENT FUND FOR First-Generation College Students

John and Temesha McNeill met and fell in love while they were students at Norfolk State University. They exhibit a nurturing spirit, not only toward family and NSU, but for people in general especially married couples. Today they operate a marriage coaching business that helps couples diagnose relationship issues and develop practical solutions. Temesha McNeill revealed that she and her husband were first-generation college students, and as such they identified a need at the University. They have established the John and Temesha McNeill Generational Growth Endowment Fund to provide scholarships for up-and-coming first-generation college students. Now, empty nesters, the McNeills appreciate the life they planned. “We enjoy spending time together traveling, encouraging other married couples, and coming back to Norfolk State homecomings,” exclaimed Temesha.



The couple owns and operates McNeill Enterprise, where in addition to marriage coaching, the company invests in real estate. While at NSU, Temesha majored in mass communications and received a bachelor of science degree in 1996. John obtained a bachelor of science degree in nursing and earned a

commission in the U.S. Navy in 1996. Temesha says the most special moment at Norfolk State was meeting each other in 1994.

OUR FIRST THOUGHT, AFTER THE FIRST TIME WE DONATED, WAS I WISH WE COULD GIVE MORE.

“One of the greatest things we love about NSU is the relationships we have built with other Spartans. Many of our friends graduated from NSU, and we love getting together with our friends and reminiscing about the good old days. We know that those relationships are what makes being a Spartan so great,” she said. The McNeills have been benefactors to the University over the years creating their first endowment in 2023. “Our first thought, after the first time we donated, was I wish we could give more.” That first donation, the relationships built over time, and the gratitude toward NSU planted a seed in the couple. “That very thought is what drove us to the place of starting our very own scholarship endowment.”

As first-generation college students, John and Temesha remembered facing financial hardships and academic challenges. “We wanted to provide some assistance to students who may also be experiencing some of the same challenges.” Their goal is to help Norfolk State University continue its efforts to make higher education accessible. “We want to help NSU continue to provide an affordable education. We know and understand the level of impact of higher education and how it can change the trajectory of an individual’s life. Education helped to change our lives and gave us both an opportunity to compete in corporate America.”



Normally, the McNeills designate their contributions for the nursing program, WNSB 91.1 FM, and Alpha Phi Alpha Fraternity, Inc. “Although we typically give towards the academic program that resonates the most with us, we do provide assistance in other areas as well. The idea is to simply meet a need; so where there is a need, we want to assist.”

If alumni team McNeill were given the chance to talk to potential NSU donors, Temesha simply stated that she would ask, “If not you, then who? If not now, then when?” It is through the generosity of donors like John and Temesha McNeill that make a difference every day on campus and throughout the community.

JOHN G. HATCHER JR. MEMORIAL ENDOWED

Graduate Fellowship Program



Norfolk State University alumnus and proud Portsmouth, Virginia son, John G. Hatcher Jr., was the Executive Director for Wesley Community Service Center for 44 years. Hatcher began his career at the Center in 1970 while attending

NSU. He graduated in 1972 with a bachelor's degree in sociology. In 1978, after serving in several other capacities, Hatcher was named executive director. The man with a good heart and gentle spirit passed away in March 2022 at the age of 72. Hatcher demonstrated a deep and abiding love for the people and community he served. As he reflected on his extraordinary career at the Center during a newspaper interview, Hatcher told *The Virginian-Pilot*, "I'm most proud of being able to connect all kinds of people – White, Black, rich, poor, across denominational lines. It's a wonderful legacy." Hatcher was the

longest-serving director of the Wesley Community Service Center and its first African American executive director," explained Olga Summerville, one of John Hatcher's sisters and estate trustee. "His guiding inspiration throughout his life was to building, strengthening and nurturing communities, connecting all walks of people across the divisive lines of race, class, religion, and age. John Hatcher served the city of Portsmouth well and with a humble spirit."

Hatcher was passionate about helping others and was committed to financially supporting Norfolk State. "John donated faithfully to NSU and supported its causes and events," said Summerville. "He had a deep compassion for his alma mater and his fraternity (Delta Zeta Chapter – Phi Beta Sigma). John was proud to be a Spartan alongside his other siblings. He maintained close ties with the institution until his death." Hatcher bequeathed, in his last will and testament, an estate gift of \$58,000 for the creation of the John G. Hatcher Jr. Memorial Endowed Graduate Fellowship Program.

The fund exclusively provides financial support for full-time, degree-seeking students who demonstrate a record of leadership and initiative.

Additionally, the graduate fellowship program will be administered through the Ethelyn R. Strong School of Social Work. Hatcher had lofty aspirations for his final gift to NSU. The fellowship seeks students who are interested in developing projects focused on, but not limited to, the following areas:

- **Housing Equity**
- **Violence Prevention**
- **Economic Growth and Sustainability**
- **Social and Environmental Justice**
- **Family Preservation**
- **Youth Development**
- **Health and Wellness**
- **Education**
- **Reentry**

The fellowship program will provide a foundation for students who are interested in careers in grassroots organizing and leadership in community-based groups. The fellowship agreement stipulates that the grant-funded award focuses on original student work that enhances the quality of life and conditions for historically vulnerable communities in Portsmouth. Fellows

will collaborate with churches, city government officials, healthcare facilities, businesses, schools and community organizations like the Wesley Community Service Center to highlight complex problems and provide concrete solutions that can translate into policy alternatives.

Summerville believes it was imperative for Hatcher to leave an estate gift to the NSU. "Because of his love for his alma mater and also to continue his life's work. John spent 48 years of his life committed to working for improved conditions in the most vulnerable communities and to effect change. This grant-funded initiative will continue to identify the issues and conditions and research concrete solutions for those in historically vulnerable neighborhoods."

John G. Hatcher, Jr., was selfless, giving of his time, treasures, and bits and pieces of himself to the people and causes he held dear. Summerville and family believe that, if he were alive, he would wholeheartedly advocate for supporting Norfolk State University. "Giving to one's alma mater provides opportunities for growth in students and institutions. Through his own experiences, John would stress the transformative power of giving back. He would emphasize the importance of making a meaningful difference in the lives of others, even beyond his own lifetime."





NORFOLK STATE
UNIVERSITY

PLANNING YOUR LEGACY

*Support The Programs You Care About
At Norfolk State University*

While it's impossible to know or control what happens in the future, you can have security about achieving your ultimate goals by making a plan.

Planning is one way to create a secure future for you and your loved ones while also supporting NSU. With a good plan, you can rest easy knowing that your family will be well cared for and your property will pass to your intended beneficiaries.

HOW TO MAKE A BEQUEST TO NORFOLK STATE UNIVERSITY

A bequest is one of the easiest gifts you can make to significantly impact NSU's mission. Your estate planning attorney can include a provision in your will that leaves a lasting gift to our beloved institution. Your bequest could be a gift of specific assets (such as a vehicle, artwork or coin collection), a dollar amount (\$1,000, \$10,000 or \$50,000), or a percentage of your estate (3%, 10% or even 25%). A bequest could also be made from the residue of your estate or what is left after all gifts have been made to your heirs.

BENEFICIARY DESIGNATION GIFTS

It's easy to designate beneficiaries for assets that are not transferred through a will. For example, you can designate us as a beneficiary of your retirement assets, life insurance policy, bank accounts and investment funds by completing a simple form. Please contact your account or asset administrator to designate us as a beneficiary of these assets. Let us know if we can make sure the proper designations are in place so that your plans are carried out according to your wishes.

BEQUEST BENEFITS

A charitable bequest or beneficiary designation gift is an easy way for you to help us here at NSU.

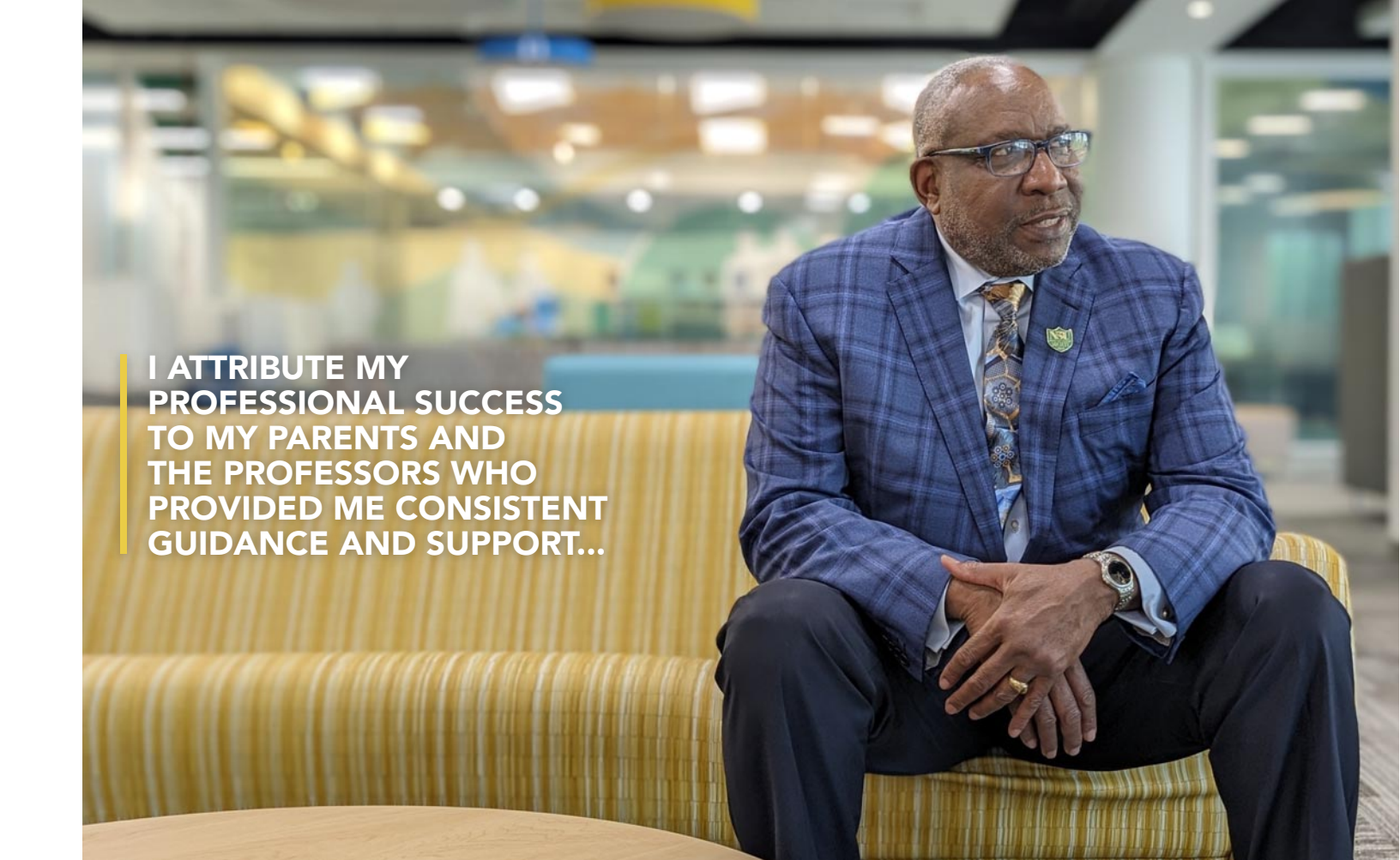
Here are some of the many benefits:

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This information is not intended as tax, legal or financial advice. Gift results may vary. Consult your personal financial advisor for information specific to your situation.



I ATTRIBUTE MY PROFESSIONAL SUCCESS TO MY PARENTS AND THE PROFESSORS WHO PROVIDED ME CONSISTENT GUIDANCE AND SUPPORT...

ALUMNI BUSINESS PARTNERS

Share Legacy Planning

Anthony Epps '73 and **Michael Gray '79** are business partners, long-time friends, NSU alumni and financial and estate planners. Epps majored in sociology and Gray majored in business administration with an emphasis in marketing. Together they run Apex Financial Group of Virginia, Inc., located in Portsmouth, VA. The business partners share a similar philosophy when it applies to planned giving to the University. Epps has established an endowment in memory of his parents. The Robert L. Epps Sr. and Blanche A. Epps Endowed Scholarship Fund will provide scholarships and financial support to sociology majors and student-athletes. "I attribute my professional success to my parents and the professors who provided me consistent

guidance and support during my time at Norfolk State. Planned giving helps the University assist students in their endeavors primarily getting a good education." Epps has been giving to NSU since the '80s. "We need to give back."

Gray has the same sentiment as his partner. "We have a responsibility to give back to Norfolk State University. If the University can't get all the funding it needs for various initiatives, then it's up to us to give so that the institution can continue to grow. The endowment is created for future legacy. It's a continuation of perpetual contribution. It's built to leverage the investment so that it can accumulate over the years." When they were asked about the impact of this type of

gift Gray said, “We all have to leave this earth. If we can leave something behind that will be a lifelong contribution – a lifetime gift – it becomes a legacy.”

The Portsmouth businessmen have stayed connected to the University by participating in several on-campus fundraising events. Apex Financial Group of Virginia, Inc., even conducted a planned giving seminar at Norfolk State University. The workshop was offered to alumni and faculty. “We were trying to motivate potential donors to see the benefits of using life insurance policies as a means to create a type of gift that keeps on growing,” explained Epps. When asked why they continue to contribute to their alma mater, Gray said, “I am grateful for this University. I look back and see all that the institution has

accomplished.” Epps added, “I continue to give to NSU because it is underfunded. The state doesn’t provide all that the University needs, so I give back. If we don’t give back, we may lose what we have.” Gray added, “I look at what other universities are doing when it comes to fundraising. At a Georgia Tech football game, I bought a program booklet. They were asking their alumni for a minimum of \$25,000 donations. This really opened up my eyes,” he stated.

“We have supported the University for years because of the exceptional level of support that we received from faculty and staff. We hope that our gift will motivate others to help so that deserving students who want a college education can attend Norfolk State University. **BEHOLD!**”



**THE STATE DOESN'T
PROVIDE ALL THAT THE
UNIVERSITY NEEDS, SO
I GIVE BACK.**



EVERY GIFT MATTERS **THANK YOU!**

Norfolk State University thanks those whose generous contributions in 2023 supported our efforts and inspired us to continue forging onward. Thank you for making us a priority in your charitable giving last year.

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Based on Gifts and Pledges Received January 1 – December 31, 2023

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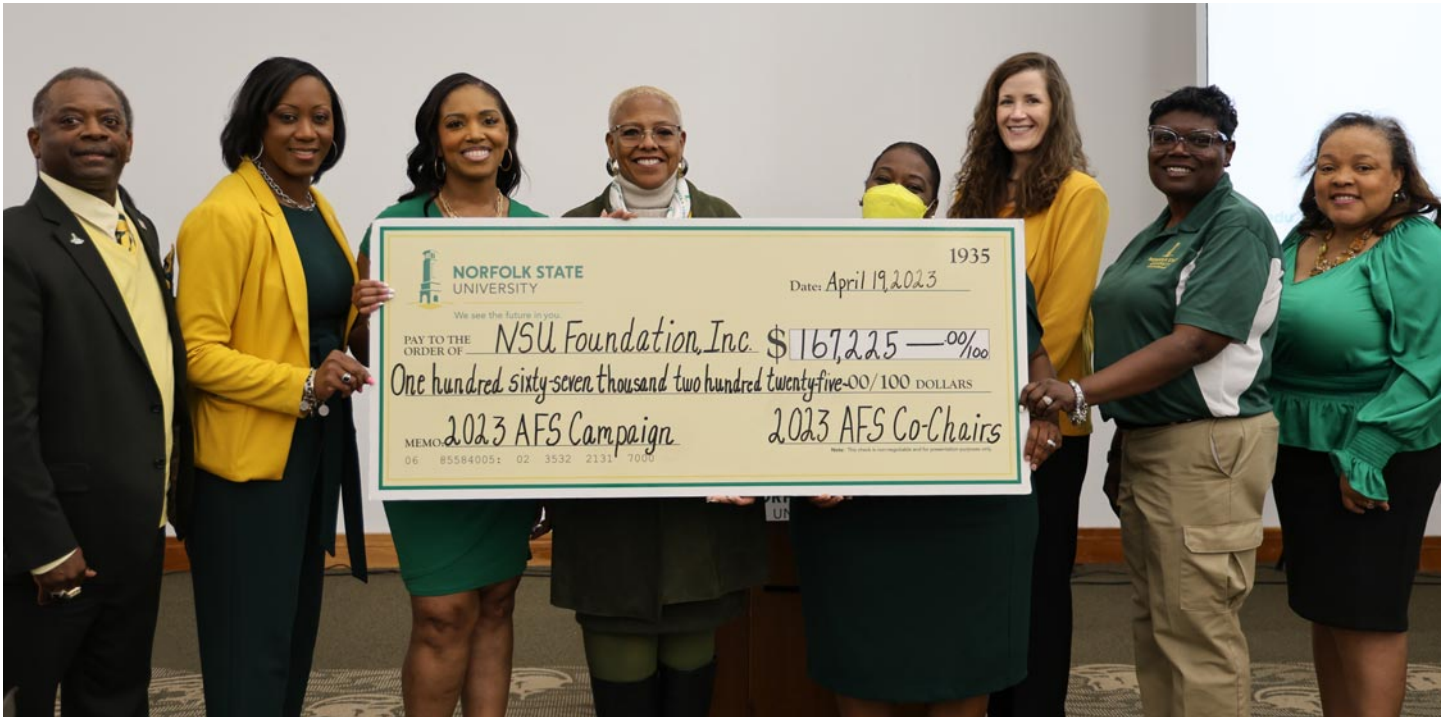
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Alumnus, Former DNIMAS Undergraduate Inducted into Emerald Society



Dr. Robert Scott has always been drawn to the sciences. Selected for enrollment in Norfolk State University's Dozoretz National Institute for Mathematics and Applied Sciences (DNIMAS) program, the academic journey

set his feet on a path that changed his life. The DNIMAS program was established in 1985 with the goal of producing graduates fully prepared to complete advanced studies in the basic and applied sciences. "I grew up in Suffolk, Virginia, in a rural setting where agriculture and livestock were a way of life. I thought I would pursue being a veterinarian." He credits NSU for a career that he loves. "I am president of research and development for the Kraft Heinz Company and accountable for creating innovation and leading

the R&D organization to support a \$28 billion business. I've always had a deep connection to the University. It created so many pivotal moments in my life from the DNIMAS scholarship, which is likely the only reason I had an opportunity to go to college, to being my first real employment as an assistant professor upon completing my Ph.D."

For his longstanding financial commitment, having donated more than \$50,000 to Norfolk State University, Robert Scott will be inducted into NSU's Emerald Society of donors. The Emerald Society recognizes individuals whose lifetime giving to Norfolk State University is \$50,000–\$99,999. Members of this prestigious group are honored with an elegant lapel pin featuring an emerald. Upon reaching this milestone, new members of this society are inducted every one to two years. "My first donation to the University was probably through the DNIMAS Alumni Association many years ago. I've always dreamt



about repaying NSU for the investment they made in me becoming the professional I am today. From the financial support as a DNIMAS scholar to the professors who challenged me for excellence to the University that hired me and started my career journey. I also thought about the many young people who, like me, need financial support to have a chance at pursuing higher education. I am proud to support the University and the Emerald Society is a great recognition of substantial support, but there is more that I look forward to doing for Norfolk State University.”

NSU has had a significant impact on legions of students who have forged careers in diverse industries. Because of the generous financial support of alumni and friends, NSU graduates are changing the world we live in. Scott graduated from the University in 1991 and later attended Georgia Tech, where he received his Ph.D. In his role at Kraft Heinz, his team creates and evaluates every new product developed for the company. “Ninety-seven percent of all the households in the U.S. use a Kraft Heinz product.” When asked about specific R&D projects, Scott explained, “We just launched a new ketchup innovation

– the pickle ketchup.” Last year the company released ‘a new to the world’ frozen food item, the Lunchables Grilled Cheesies – a crispy grilled cheese microwaveable sandwich. “Another of our initiatives includes feeding the hungry, and we plan to deliver 1.5 billion meals to people in need by 2025. We also developed a plant-based hotdog – the NotHotDogs.”

Scott says he continues to contribute to the University because of its mission. “NSU has a wonderful mission that empowers students to turn their aspirations into reality and this resonates so true with me. NSU went further than this with me. They also helped me imagine an aspiration much bigger than my situation would allow me to see for myself, and then they helped me turn this into a reality.” He designates his gifts generally for students who need financial help, but has a preference for students majoring in biology, sociology, history, physics and communications. “These happen to be the majors of myself, my wife and our three college-aged kids. We decided on this as a family. It was important as I wanted to create a giving behavior in my kids.”





Annual Faculty & Staff Campaign Highlights Continued Commitment of the Student Accounts Department

Michelle Holland-Frazier knows how to rally a team around a worthy cause and raising funds during the Norfolk State University annual faculty and staff campaign was a goal in which her whole department was united. She is vested in NSU as is the whole division. And this year's campaign was not the first time the entire office participated. Holland-Frazier is a senior accountant in the Bursar/Student Accounts office in the Division of Finance and Administration. "We've been giving like this for years – consistently at 100%," remarked Holland-Frazier. Student Accounts is responsible for billing and collections of student tuition, course fees, room and board and other educational-related fees. The department is also responsible for the posting of employee tuition benefits and the billing of third-party and contract accounts.

Holland-Frazier shared a breakdown of the Bursar's Office outlined here:

CASHIERS OFFICE

- Karma Johnson-Freeman - Cashier Supervisor
- Marche' Coffey - Head Cashier
- Jillian Rose - Cashier

STUDENT ACCOUNTS

- Sandra Riggs - Bursar
- Sonya Jackson – Assistant Bursar
- Michelle Holland-Frazier – Senior Accountant
- Raymond Johnson – Perkins Loan Manager
- Monica Morris
- Corey McCoy
- Keiayra Everette

Holland-Frazier has been at Norfolk State University for 17 years. "I love it here. My original plan was to be here for a couple of years and go back to ODU, but I'm going to be staying here," she laughed. Working directly with the students is quite rewarding for the team she noted. "We see what the students go through. We see their need first-hand."

"The team feels it's important to give to the university because we like to be a part of the reason some students are able to graduate. Monetary donations allow students that may not have the financial means an opportunity to complete their education. It's important for us to show continued support to NSU because we are proud members of the NSU family," said Sonya Jackson, assistant bursar.

Besides their official duties in student accounts, team members have also been known to volunteer, whenever possible serving as greeters for new students, helping with move-in day, and in group activities with the enrollment management team. "Many of those members have since retired. I'm not sure about the current group over the last few years, but it's important that we show 100 percent commitment to the students.

It's our way of not just serving them at the front counter or during the registration process, but to support them behind the scenes and to have a stake in how they further their education," added Holland-Frazier.

When asked how she would persuade other departments and/or prospective donors to give to the University, Holland-Frazier reflected a bit and said, "It's essential that all of us show our continued commitment to the University and be a part of the NSU family. We feel really strongly about this effort and hope that other departments feel the same." The Bursar's fundraising is not just limited to the NSU campus. "We always encourage our family members to support an HBCU or to give to Norfolk State. We think that HBCUs are instrumental in providing support and guidance to students. I know we've had some big donations over the past couple of years since COVID. This encourages us to help be a part of that. Not to just sit back and receive those donations but for all of us to be a part of what we're building here at Norfolk State."

Way to go, team. Congratulations on a job well done.



WORK PROGRAM ARCHITECTS DESIGN WORLD-CLASS CAMPUS EXPERIENCES & ESTABLISHES ENDOWMENT



Work Program Architects (WPA) was founded in 2010 by Mel Price and Thom White. Price serves as WPA's CEO and managing principal. Its mission is to strengthen community through a collaborative design process. "We do

this by taking on projects that aim to solve difficult problems around social, economic, and coastal resilience," explained Mel Price. According to WPA's website, the organization seeks to improve the lives of people and the ecosystem. The company is working on and/or has completed several high-profile projects around Hampton Roads including the Elizabeth River Project's new Ryan Resilience Lab, the William A. Hunton YMCA, Mary W. Jackson Neighborhood Center, The Chrysler Museum Perry Glass Studio Expansion, Next Steps to Success at the St. Vincent DePaul House, and Norfolk State University's new science building. Touting a long partnership with Norfolk State University, WPA has recently established an endowment fund and will be inducted into the Lyman Beecher Brooks Society.

"The decision to donate to Norfolk State University was spurred by a long history of working for and with the University to transform students' lives through world-class campus experiences," continued Price. "We have been fortunate to design several buildings on campus including the new G.W.C. Brown Memorial Hall and the forthcoming new science building. Our whole team has seen how much NSU has contributed to our firm's success,

and the decision to donate was supported and celebrated by all."

Regarding the newly established endowment, Price noted that the firm's primary work on campus is for students. "We wanted to ensure that students who are studying the arts, theater and education can learn at the state-of-the-art institution that is NSU. We know that anyone graduating in these disciplines will end up giving back tenfold to the Hampton Roads community and so it's an extremely easy investment to make. NSU is dedicated to excellence, integrity, engagement, diversity, inclusion and financial empowerment through a student-centered approach." WPA's philosophy regarding preparing young minds for the work world is embedded in its culture. The organization empowers young designers by tailoring their training to fit specific needs much like the University's academic programming. "We ensure they acquire essential skills, knowledge, and decision-making skills for success in the workforce. We aim to equip young talent with the tools they need to thrive in their careers and contribute meaningfully to the workplace and society."

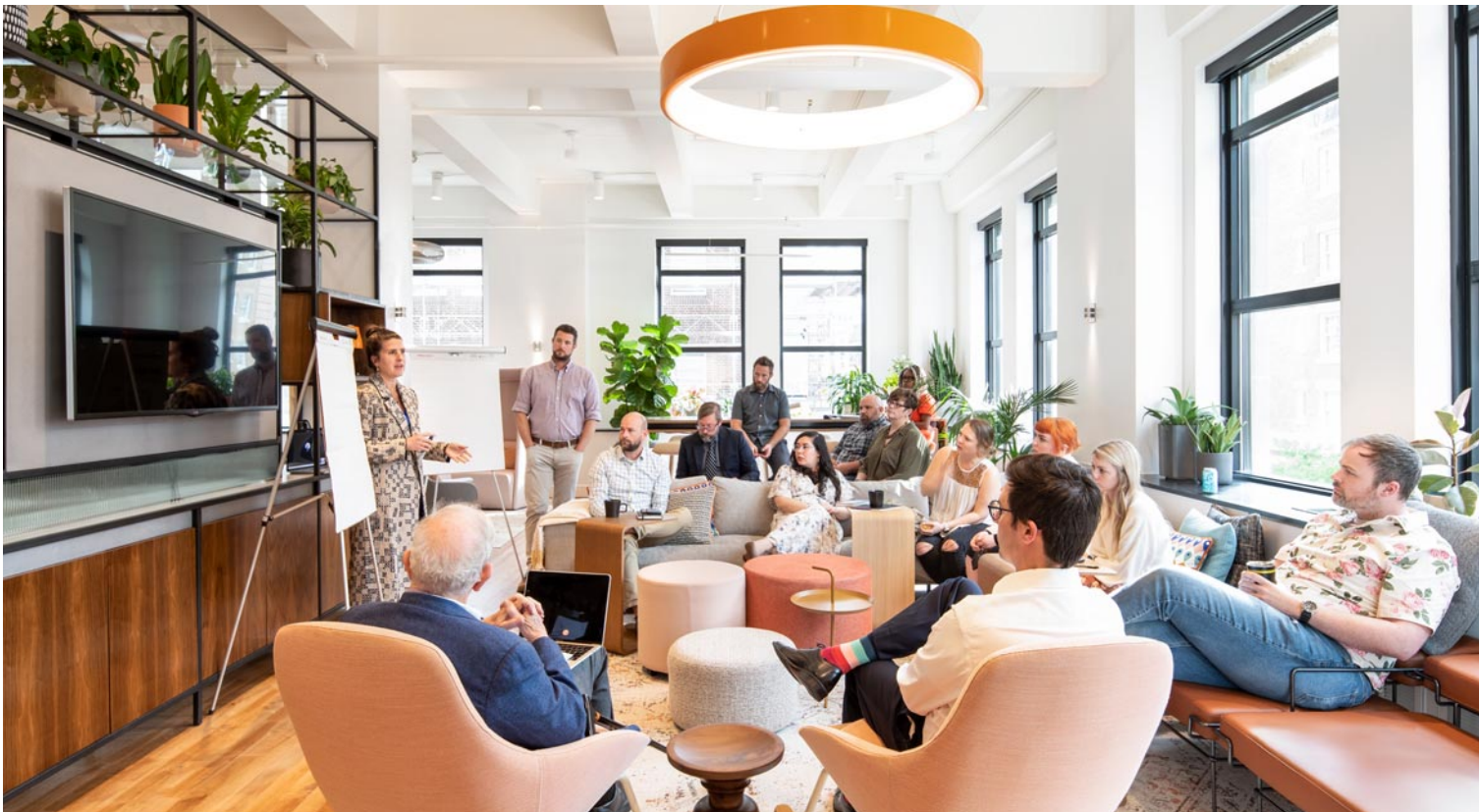
Price believes that businesses and corporations play a vital role in supporting higher education. She says that this support is a symbiotic relationship where business can contribute through scholarships, sponsorships, internships and collaborative research initiatives. "By investing in higher education, businesses not only foster talent development, but also contribute to the advancement of knowledge and innovation, benefitting the educational institution, the corporation, and society at large."

WPA has been steadily donating to the University over the years. NSU awarded the contract to design and build G.W.C. Brown Memorial Hall to WPA when the company was new. "The opportunity provided us with a springboard to grow WPA, hire talented people, and increase our positive impact on the community. We've been planning to give back from the moment we landed our first project at NSU. When the chance came to contribute to the University's comprehensive campaign and enter the Lyman Beecher Brooks Society giving level, we decided that like NSU's campaign slogan, Now is Our Time, Price declared. "We know that there is increased pressure on students to take breaks from school to keep student loan debt to a minimum. We hope that this gift provides a small cushion of financial stability that will allow NSU students to graduate on time. We believe in the positive impact they will have on society once they graduate, so the sooner, the better."

If she had the opportunity to talk with potential donors, Price said she'd tell them that NSU is an



exceptional institution filled with extremely hard-working students. "The school pride that Spartans feel is palpable far outside the gates and it invigorates our city and region. For corporations who have not yet visited the campus, please do. Once you experience the Green and Gold, you will be compelled to contribute to Norfolk State University's legacy. Behold!"



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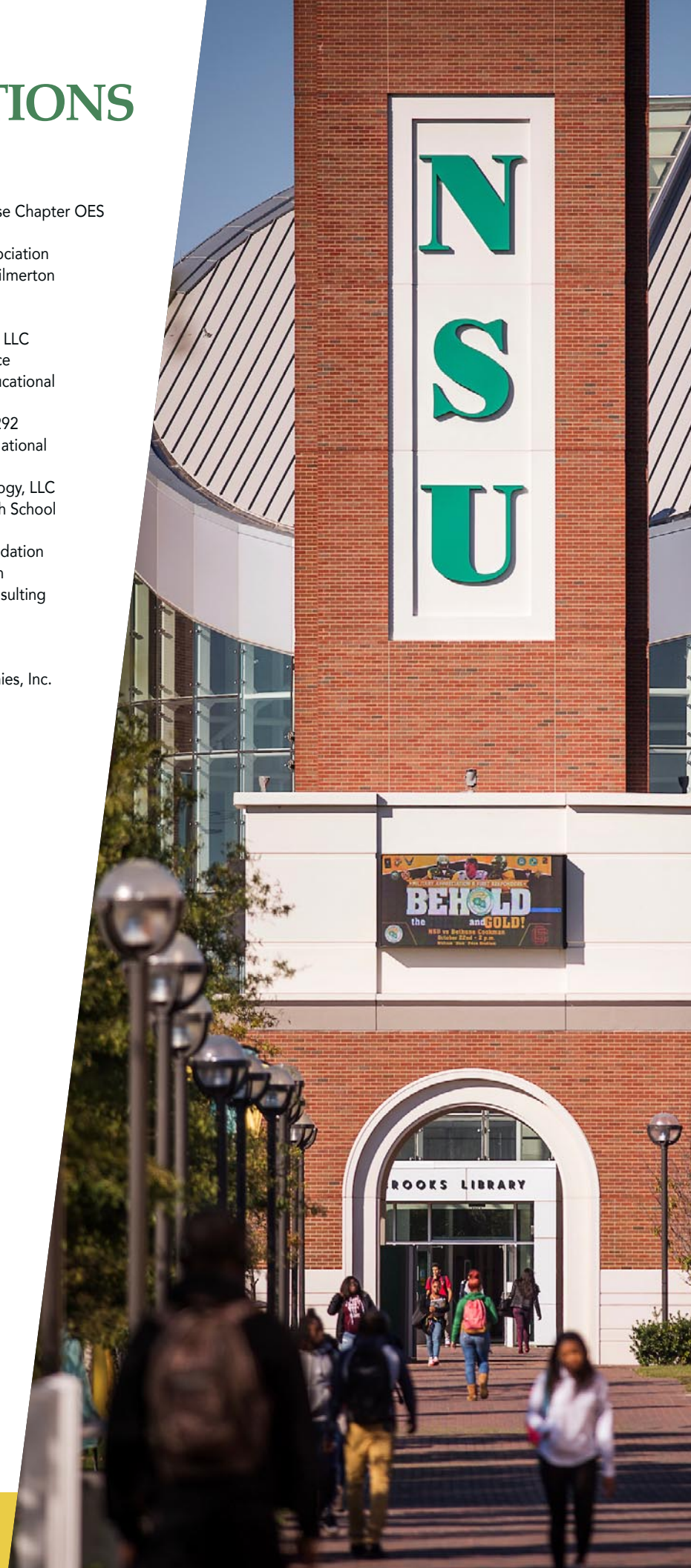
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