“The time is always right to do what is right.”

—Dr. Martin Luther King, Jr.

Marlon Kimpson
SC Senate District 42

www.marlonkimpson.com

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WE PERSIST: PAVING THE PATH TO JUSTICE
A SPECIAL BREAKFAST EVENT
IN HONOR OF
DR. MARTIN LUTHER KING, JR.

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I HAVE A DREAM

that my four little children will one day live in a nation where they will not be judged by the COLOR of their skin, but by the content of their CHARACTER.

PROUD SUPPORTER OF THE MLK CELEBRATION

CHARLESTON PLACE
TABLE OF CONTENTS

1  Letters of Welcome & Support  
   Page 7

2  Schedule of Events  
   Page 18

3  MLK Summit & Ecumenical Service Programs  
   Page 19

4  Acknowledgments & Appreciation  
   Page 22

5  Speakers & Honorees  
   Page 30

6  We Persist in Paving the Path to Justice: Featured Program  
   Page 35

7  Songs  
   Page 45
“The time is always right to do what is right.”

—MARTIN LUTHER KING, JR.

Blackbaud celebrates MLK Day 2022 and is working every day to continue Dr. King’s legacy of diversity, inclusion, and EQUALLITY.

www.blackbaud.com
City of Charleston

JOHN J. TECKLENBURG
MAYOR

January 13, 2022

Dear Friends:

It is my great pleasure to welcome you to the 50th Annual Reverend Dr. Martin Luther King, Jr. Celebration, considered South Carolina’s largest tribute to the enduring legacy of Dr. King, and to the 22nd Annual Business and Professional Summit. Over the course of 10 days every January, our community enjoys various events such as the MLK Area Worship Services, Tri-County Ecumenical Service, Holiday Parade, and the Business and Professional Summit. Although the events this year are primarily virtual due to the Covid-19 pandemic, we are anticipating a great turnout and are grateful to our sponsors for their continued support.

Dr. Martin Luther King, Jr. achieved unequalled moral stature and commanded worldwide respect as he led our nation in its quest for civil and human rights with remarkable eloquence and courage. So, as we celebrate the anniversary of his birth, let us reaffirm our commitment to the honorable principles for which Dr. King lived, and ultimately, gave his life.

I would especially like to thank United States Ambassador to the European Union, The Honorable William E. Kennard, who will serve as the keynote speaker for this important event. As the former Chairman of the Federal Communications Commission appointed by President Bill Clinton, Ambassador Kennard became well known for advocating for people at risk of being stranded on the wrong side of the digital divide. U.S. News & World Report dubbed Kennard a “consumer champion for the digital age.” Furthermore, I offer sincere congratulations to the staff and Board of Directors of the YWCA of Greater Charleston for their many years of service to the Lowcountry.

Once again, welcome and thank you for joining us.

Most sincerely yours,

[Signature]

John J. Tecklenburg
Mayor, City of Charleston

P.O. BOX 652, CHARLESTON, SOUTH CAROLINA 29402
843-724-3737 TECKLENBURG@CHARLESTON-SC.GOV
YWCA Greater Charleston  
1064 Gardner Road, Suite 113  
Charleston, SC  29414

Dear Friends:

It is an honor and a privilege to extend warm greetings to all the benefactors of the 50th Annual Dr. Martin Luther King, Jr. celebration commemorating the 68th Anniversary of the Civil Rights Movement. I look forward to celebrating with you at the 22nd Annual Breakfast with the theme of “We Persist: Paving the Path to Justice.”

Dr. Martin Luther King, Jr. achieved unequaled moral stature and commanded worldwide respect as he led our nation in the quest for civil rights for African-Americans and all people through his eloquence, personal courage and non-violent philosophy.

The YWCA and local members of the Greater Charleston Region exemplify Dr. King’s life long ambitions with continuous work of peace and justice, human rights activism, women’s health and sustainable development for everyone regardless of color or creed. We are humbled and proud to be involved in the commemoration of the life and works of Dr. Martin Luther King, Jr. and the Civil Rights Movement.

Congratulations to the Staff and Board Members of the YWCA for their accomplishments of the past and best wishes for a bright and successful future.

Sincerely,

Will Haynie
Mayor  
TOWN OF MOUNT PLEASANT
**Diversity, Equity, and Inclusion** are the cornerstones of our Bosch values. We believe in the right of everyone to experience dignity, safety and respect. We are committed to diverse perspectives and inclusive behaviors as we believe they are key enablers that make us stronger as a company.
January 2022

YWCA Greater Charleston
1064 Gardener Rd, Ste 113
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Dear Friend,

Welcome to the 50th Annual Martin Luther King Jr. Celebration in the Lowcountry. This year’s theme is We Persist: Paving the Path to Justice. I remember paving a path once, literally. I was 21 years old, had just purchased my first home, and wanted to add a brick path to lead to the front door. The first challenge I faced was that I had never paved a path before and had no clue where to start. However, that didn’t stop me. I persisted. Persistence is something that starts in our gut when faced with every reason that we should quit. Sometimes we need to persist in our thoughts before we can start persisting in our actions. However, having the never-give-up attitude is what gets us to where we need to go. Persistence alone wouldn’t have paved my path. I needed to educate myself on how to do it, then take it one step at a time and get to work. When I faced a challenge, I needed to dig deeper, understand more. My current way of thinking wasn’t enough. Eventually, I completed the path, and boy was it worth it.

Each day we make choices and forge a path in life. My prayer is that those choices and the path each of us is building, one day at a time, one step at a time, is a path of unity. There are days it will be hard: persist. There are days we will not be confident in what we are doing: educate ourselves deeper. Just don’t give up.

Enjoy the celebrations. Connect with friends. Make new friends. Make a difference.

Warm regards,

Mayor Christie Rainwater
January 2022

Dear Fellow MLK Celebrants,

The 50th Annual Rev. Dr. Martin Luther King, Jr. Celebration reflects the times and traditions that make our community a great place to live by bringing thousands of people together, whether in-person or virtual, from all walks of life, to renew and act of their commitment to social justice and economic freedom. This great civic celebration reflects the goals Dr. King proclaimed in his world-renowned August 28, 1968 “I Have A Dream” speech.

Your MLK Celebration has historically been considered South Carolina’s largest event of its kind honoring Dr. King. Backed by more than 25,000 attendees at MLK events, volunteers, church patrons, businesses, and advertisers; your MLK Celebration represents 30 years of annual celebrations, sponsored by the YWCA Greater Charleston. For that, we salute the YWCA Greater Charleston, its Board of Directors, Advisory Council, and staff for making this celebration a lasting tradition of goodwill and good works.

As our community undergoes rapid change and growth, we must work continuously to ensure that there is equal opportunity for all, while expanding our economy, improving our schools, and enriching our civic and cultural lives.

I am humbled and proud to be involved in this time-honored tradition of commemorating the life and work of Dr. Martin Luther King, Jr. and The Civil Rights Movement.

Sincerely,

R. Keith Summey
Mayor, City of North Charleston
Charity Missionary Baptist Church

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Inspiration starts young. When we encourage the next generation, there’s no limit to where we can go. Boeing is proud to sponsor the YWCA of Greater Charleston and fuel the minds that will tackle tomorrow’s challenges, today.
January 13, 2022

We Persist: Paving the Path to Justice. This year’s theme should cause us all to think, reflect and take inventory of the price of freedom. It is not free.

Persistence means to keep doing what is necessary even through trials, tribulations and obstacles. This year’s tribute is monumental not simply because it marks 50 years of honoring Dr. King, but because these 50 years have not been without hardship and hurdles… and yet here we are together once again. Here we are together to honor the life of a man who died for what he believed in and fought for. How will you honor that life? How will you move us closer to that dream of justice? We have studied, trained, and acknowledged; now what will we do to reject the status quo and fight for change?

Create change in 2022 by joining one of our initiatives. Our monthly Racial Equity Institute workshops train leaders and laypeople to proactively understand and address racism. (See the NCPD case study on page 35 for its impact on local law enforcement.) This year, we also held our first Called to Forgive sessions, centering on the possibilities of racial understanding and led by Rev. Anthony B. Thompson.

We are in our fourth year of our WE 360° workshops for women entrepreneurs of color, our fifth year of Y Girls Code clubs for girls of color, and our fourth year of SheStrong, training and empowering young high school women to develop as social justice advocates, leaders, and changemakers. Keep an eye out, too, for one of our newest initiatives: Racial Healing Circles, held in collaboration with the Social Justice Racial Equity Collaborative and convened by The Sophia Institute, created to erase false hierarchies and create an understanding of our common humanity. Last but not least, sign our Stand Against Racism pledge each year to publicly declare your intention to end prejudice and racism.

We thank our sponsors, members, volunteers, board, and staff for being steadfast on this journey. Without you this work would not be possible.

In the words of Dr. King: If you can’t fly, then run; if you can’t run, then walk; if you can’t walk, then crawl … but whatever you do, you have to keep moving forward.

In solidarity,

LaVanda Brown, M.Ed
Executive Director
YWCA Greater Charleston
WHY WE CELEBRATE

The civil rights movement that spanned 1955 through 1968 was led by Reverend Dr. Martin Luther King, Jr. in challenging and compelling the U.S. Congress to dismantle the laws of segregation, discrimination, and racism against African Americans. This pivotal period of history is why we gather in the tri-county area for the annual Rev. Dr. Martin Luther King, Jr. Celebration.

We encourage you to always remember those 13 years of Dr. King’s leadership, which shaped public policy and changed the course of American history forever. Due to the sacrifices of those who endured physical abuse while sitting-in at lunch counters, boycotting buses and businesses, and marching down highways and byways across the South, today all Americans have been freed to accomplish their goals, living out the American dream.

Make it your personal challenge to never forget:

- The Montgomery Bus Boycott of 1956, which led to the desegregation of public transportation
- The March on Washington in August 1963, which led to the passage of the Civil Rights Act dismantling institutional racism
- Bloody Sunday on the Edmund Pettus Bridge in Selma, AL and the Selma-to-Montgomery March in 1965, which forged passage of the Voting Rights Act
- Passage of the Fair Housing Act of 1968
- Passage of the MLK federal holiday

Make it your personal commitment, each time you celebrate the holiday, to vote in every election, to encourage other citizens to register and vote, and to make voting a priority for people you know and love. Lest we forget, it took generations of men and women to link heritage to hope and action through sacrifice, vision, and personal commitment, leading to passage of the King federal holiday.
MAKING HISTORY

YWCA Greater Charleston was founded in 1907. It has been eliminating racism and empowering women across the Charleston region ever since.

The organization played an important role during the civil rights movement in Charleston with Rev. Dr. Martin Luther King, Jr.’s wife, Coretta Scott King, participating with its members and board in the historic 1969 MUSC hospital strike. By happenstance, YWCA Greater Charleston’s executive director at that time was Mrs. Christine O. Jackson: Coretta Scott King’s first cousin.

In 1972, Mrs. Jackson founded one of the first MLK tributes in America. She was sitting in an evening meeting at the Charleston YWCA in 1968 when she received word of Dr. King’s assassination, shaking her badly. She had last seen him in 1967 when he came to Charleston to speak.

In its first year the tribute consisted of a ball, suggested to her by a YWCA volunteer, Mrs. Margaret Thomas; Mrs. Jackson added a worship service. The pastor of an Alabama church served as the keynote speaker at her invitation. In its second year, the keynote speaker was Dr. King’s father, Martin Luther King, Sr. "I remember Mayor Joe Riley being at that celebration," she says.

In the third year, the ecumenical worship service moved to Morris Street Baptist Church. Eventually, area worship services spread throughout the Charleston region, and in 2020 the ecumenical service began to rotate throughout tri-county churches.

A breakfast for business leaders and professionals became a fixture in 2000, after she walked into Mayor Joe Riley’s office unannounced. Atlee Prince and Spencer Pryor had come up with the idea, and with the mayor’s support, the breakfast was born. Cecelia Roger was its first chair. Mayor Joe Riley still attends the event.

YWCA Greater Charleston continues to make history as it strives to eliminate racism and empower women—not only with its annual Rev. Dr. Martin Luther King, Jr. Celebration, but with programs like:

- RACIAL EQUITY INSTITUTE workshops led monthly by experts nationally renowned for helping communities address institutional racism

- WE 360°, a multi-week workshop series specifically designed to help women entrepreneurs of color overcome barriers in business

- Y GIRLS CODE clubs, financially empowering girls of color by preparing them to enter the high-paying, male-dominated technology field

- WHAT WOMEN BRING, an annual event celebrating women’s leadership in business, community, and culture across South Carolina
We proudly support the 50th Annual Rev. Dr. Martin Luther King, Jr. Celebration.
## 2021 SCHEDULE

<table>
<thead>
<tr>
<th></th>
<th>Event</th>
<th>Date</th>
<th>Time</th>
<th>Keynote Speaker</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>22nd Annual MLK Summit</td>
<td>13 January, 2022</td>
<td>7 AM</td>
<td>US Ambassador William E. Kennard</td>
<td>The Camden Room at The Charleston Visitors Center &amp; Virtual</td>
</tr>
<tr>
<td>2</td>
<td>MLK Ecumenical Service</td>
<td>16 January, 2022</td>
<td>4 PM</td>
<td>Reverend Anthony B. Thompson</td>
<td>Greater St. Luke AME Church &amp; Virtual</td>
</tr>
<tr>
<td>3</td>
<td>MLK Parade</td>
<td>17 January, 2022</td>
<td>12 PM</td>
<td>Mrs. Christine O. Jackson</td>
<td>Recorded in downtown Charleston; aired for all to see on NBC WCBF News 2 at noon</td>
</tr>
</tbody>
</table>


2022 SUMMIT
At The Camden Room: Special thanks to the Charleston Area Convention & Visitors Bureau

<table>
<thead>
<tr>
<th>NETWORKING</th>
<th>In person</th>
</tr>
</thead>
<tbody>
<tr>
<td>OPENING REMARKS</td>
<td>The Honorable John Tecklenburg: Mayor, City of Charleston</td>
</tr>
<tr>
<td>THE OCCASION</td>
<td>Rev. Dr. Adam J. Shoemaker: Rector, St. Stephen’s Episcopal Church</td>
</tr>
<tr>
<td>MUSIC SELECTION</td>
<td>Jayla Jackson</td>
</tr>
<tr>
<td>WELCOME</td>
<td>LaVanda Brown: Executive Director, YWCA Greater Charleston</td>
</tr>
<tr>
<td>YOUTH RECITATION</td>
<td>Sophie Levenson: Charleston Jewish Federation</td>
</tr>
<tr>
<td>MUSIC SELECTION</td>
<td>Zandrina Dunning and Stephen Washing: The ZD Experience</td>
</tr>
<tr>
<td>REMARKS</td>
<td>Kendra Snipe: Chair, YWCA Greater Charleston Board of Directors</td>
</tr>
<tr>
<td>YOUTH PRESENTATION</td>
<td>Becca White: Charleston Jewish Federation</td>
</tr>
<tr>
<td>AWARD PRESENTATION</td>
<td>Dwayne Green, Danielle Hardee: Joseph P. Riley, Jr. Vision Award Chairs</td>
</tr>
<tr>
<td>HONOREE REMARKS</td>
<td>Thaddeus Bell, MD, DHL</td>
</tr>
<tr>
<td>MUSIC SELECTION</td>
<td>Rev. Randolph Miller: Pastor, Greater Unity AME Church</td>
</tr>
<tr>
<td>INTRODUCTION</td>
<td>Anita Zucker: CEO, The InterTech Group, Inc. and 2022 MLK Summit Chair</td>
</tr>
<tr>
<td>KEYNOTE ADDRESS</td>
<td>The Honorable William E. Kennard: US Ambassador to the European Union</td>
</tr>
<tr>
<td>CLOSING REMARKS</td>
<td>The Honorable John Tecklenburg: Mayor, City of Charleston</td>
</tr>
</tbody>
</table>
## 2022 Ecumenical Service

Presiding: Rev. Dr. Krystal Sears, Pastor, Greater St. Luke AME Church

<table>
<thead>
<tr>
<th>Program</th>
<th>Details</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Call to Worship</strong></td>
<td>Rev. Dr. Krystal Sears: Pastor, Greater St. Luke AME Church</td>
</tr>
<tr>
<td><strong>Opening Selection</strong></td>
<td>Greater St. Luke AME Church</td>
</tr>
<tr>
<td><strong>Invocation</strong></td>
<td>Rev. Dr. Karen Reed-Perrineau: Pastor, St. Paul AME Church, Kingstree, SC</td>
</tr>
<tr>
<td><strong>Welcome</strong></td>
<td>Parker Jones: Greater St. Luke AME Church</td>
</tr>
<tr>
<td><strong>Scripture Lesson</strong></td>
<td>Dr. Charlesetta Prioleau: Pastor, New Jerusalem Church</td>
</tr>
<tr>
<td><strong>Music Selection</strong></td>
<td>String Ensemble</td>
</tr>
<tr>
<td><strong>Welcome</strong></td>
<td>LaVanda Brown: Executive Director, YWCA Greater Charleston</td>
</tr>
<tr>
<td><strong>Youth Recitation</strong></td>
<td>Zihaire Jackson: The Rock, The Word, The Truth Ministries</td>
</tr>
<tr>
<td><strong>Offertory Appeal</strong></td>
<td>Rev. Dr. Eduardo Curry: Pastor, Mount Carmel AME Church</td>
</tr>
<tr>
<td><strong>Offering Blessing</strong></td>
<td>Rev. Vermelle Owings: Assistant Minister, Greater St. Luke AME Church</td>
</tr>
<tr>
<td><strong>Youth Recitation</strong></td>
<td>Moses Luther Lane: West Ashley High School</td>
</tr>
<tr>
<td><strong>Award Presentation</strong></td>
<td>Cleo Brown-Rowland, Nashonda Hunter: Harvey Gantt Triumph Award Chairs</td>
</tr>
<tr>
<td><strong>Honoree Remarks</strong></td>
<td>Trudy B. Lucas: National Action Network</td>
</tr>
<tr>
<td><strong>Introduction</strong></td>
<td>Rev. DeMett Jenkins: International African American Museum</td>
</tr>
<tr>
<td><strong>Keynote Address</strong></td>
<td>Rev. Anthony B. Thompson: Author, Called to Forgive</td>
</tr>
<tr>
<td><strong>Music Selection</strong></td>
<td>MLK Community Choir</td>
</tr>
<tr>
<td><strong>Call to Action</strong></td>
<td>Rabbi Stephanie Alexander: Kahal Kadosh Beth Elohim</td>
</tr>
<tr>
<td><strong>Closing Remarks</strong></td>
<td>Kendra Snipe: Chair, YWCA Greater Charleston Board of Directors</td>
</tr>
<tr>
<td><strong>Benediction</strong></td>
<td>Rev. Dr. Krystal Sears: Pastor, Greater St. Luke AME Church</td>
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</tbody>
</table>

20
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We thank all who made our 50th Annual Reverend Dr. Martin Luther King, Jr. Celebration possible

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- Dr. Martin Luther King Jr.

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Teresa Olivia Boone Creecy, Chavis AME
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Victoria Judge Forrest, Greater St. Luke AME
Mr. & Mrs. Harry Jamison, First Baptist Church of James Island
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Robin Hillyer Miles, Secular Humanists of the Lowcountry

AT LARGE

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In honor of MLK and His Dream
- TL Collard, The Unitarian Church
In Memory of Mark Jeffery Miller - Mattese
T. Lecque (Mother), St. Peter’s AME Church
In Memory of Dr. Shirley McGee Brown
- LaVanda Brown, Revelation of Christ Church

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Reverend Bobby & Sister Regina Stephens, Springfield Baptist

GOLD
Councilman Handy Miles Jr. & Rhonda Miles, Greater St. Luke AME

SUPPORTER OF THE 2022 MLK CELEBRATION
Today as we honor a giant among men, the Rev. Dr. Martin Luther King, Jr., let’s also acknowledge and appreciate the leadership team of YWCA Greater Charleston, who live YWCA’s mission to “eliminate racism and empower women” into our world each and every day.

| Linda Ketner
2022 AWARD COMMITTEES

We thank all who made our 50th Annual Reverend Dr. Martin Luther King, Jr. Celebration possible

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Jennifer Dunlap
Octavia Edwards
Tamika Gadsden
Rev. Demett Jenkins
Bobby Teachey

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Dwayne Green | Chair
Danielle Hardee | Co-Chair

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Herbert Drayton
Marc Gibson
Sydney Hamer
Sonia Hanson
Janet Hart
Marlon Kimpson
Danny Martin, Jr.
Lena McIlwain
Tomeka Middleton
Donald Smith

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If you can’t fly then run... whatever you do, you have to keep moving forward.

- Martin Luther King Jr.
YWCA.GC STAFF

We thank all who made our 50th Annual Reverend Dr. Martin Luther King, Jr. Celebration possible

Photography: Mell Bell

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LaVanda Brown, M.Ed
Bio: ywcagc.org/director

DIRECTOR OF PROGRAMS
Tina L. Singleton
Bio: ywcagc.org/director-of-programs

OFFICE MANAGER
Melissa Calcutt
Bio: ywcagc.org/office-manager

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We thank all who made our 50th Annual Reverend Dr. Martin Luther King, Jr. Celebration possible

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Photography: Mell Bell
Google is proud to keep Rev. Dr. King’s dream alive.
SUMMIT KEYNOTE

THE HONORABLE WILLIAM E. KENNARD
US AMBASSADOR TO THE EUROPEAN UNION

Appointed by President Barack Obama in 2009 to serve as ambassador to the European Union and as chair of the Federal Communications Commission by President Bill Clinton in 1997, Ambassador Kennard became well known for advocating for people at risk of being stranded on the wrong side of the digital divide. Presiding over the FCC during a historic time that saw an explosion of new wireless phones and brought the Internet to a majority of US households, he worked to bring the Internet to disadvantaged schools and libraries, communications technologies to those with disabilities, phone service to rural areas, and more ownership and employment opportunities for women and minorities in communications. A graduate of Stanford University and Yale Law School, he is chair of the board of directors of AT&T, a member of the boards of Ford Motor Company and MetLife, and on the boards of trustees of Yale University and the International African American Museum in Charleston.
CONGRATULATIONS to a
PHENOMENAL
WOMAN
TRUDY B. LUCAS

ECUMENICAL KEYNOTE

REV. ANTHONY B. THOMPSON
AUTHOR OF ‘CALLED TO FORGIVE’

Husband of Myra Thompson, one of the Emanuel Nine, Rev. Thompson’s unimaginable ordeal and forgiveness of his wife’s killer has been chronicled by Time magazine and the New York Times. His subsequent calls for forgiveness and racial equity have been heard across the world.

Ordained into the Holy Order of Deacons of the Reformed Episcopal Church in 1997 and into the Holy Order of Presbyters of the Reformed Episcopal Church in 1998, he served as pastor of St. Stephen’s Reformed Episcopal Church of Summerville from 1995 to 2010, and serves today as vicar of Holy Trinity Reformed Episcopal Church of Charleston. He has spread his message of forgiveness during appearances on CNN, PBS, Showtime, TBN, Fox & Friends, Focus on the Family, and other media outlets. A mentor of young people for 40 years, he holds a Master of Divinity degree from Cummings Theological Seminary.

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PARADE MARSHAL

MRS. CHRISTINE O. JACKSON
EXECUTIVE DIRECTOR EMERITUS, YWCA.GC

To commemorate the 50th year of the Reverend Dr. Martin Luther King, Jr. Celebration, Mrs. Jackson, executive director emeritus of YWCA Greater Charleston and founder of the Celebration, served as parade marshal.

Mrs. Jackson led YWCA Greater Charleston for 38 years, taking the reins at a pivotal time for Charleston and the nation: during the Civil Rights Movement. Her first year was 1966, two years after the passage of the landmark Civil Rights Act and just one year after the passage of the Voting Rights Act. She was the first cousin of Coretta Scott King, wife of Dr King, and together with YWCA Greater Charleston’s members and board at the time, the two marched in the historic 1969 MUSC hospital strike. In addition to other highly effective programs created to eliminate racism and empower women, in 1972 Mrs. Jackson founded the annual Celebration, one of the first MLK tributes in America.
The time is always right to do the right thing

— Martin Luther King, Jr.
VISION AWARD

THADDEUS BELL, MD, DHL
JOSEPH P. RILEY, JR. VISION AWARD RECIPIENT

Before going into medicine, Dr. Bell began his career as a teacher in Gaffney, SC, where he was the first African American to teach at an all-white high school in the state. In 1980 he co-founded the Elijah Wright: Cross Family Health Center, a free clinic for the underserved in Cross, SC, where he was the only physician for 10 years. He went on to serve as a physician at the Ralph Johnson Veteran Hospital in Charleston, and to enter private practice in family medicine in North Charleston. While in private practice he served as a medical consultant to the Charleston and Berkeley County Jails and medical director of the Fenwick Hall Drug & Alcohol Abuse Treatment Center. He has also served as a sports medical consultant to the US Olympics Committee at the Olympic Training Center. He holds distinguished degrees from South Carolina State University and the Medical University of South Carolina, graduated from the School of Aerospace Medicine, and earned a master’s degree from Atlanta University.

TRIUMPH AWARD

TRUDY B. LUCAS
HARVEY GANTT TRIUMPH AWARD RECIPIENT

Trudy B. Lucas, manager of religious affairs and external relations of the National Action Network (NAN) under Rev. Al Sharpton, manages the advancement of NAN’s advocacy goals in human and civil rights by mobilizing influential faith-based organizations, fraternities and sororities, organized labor, and professional associations. Prior to joining NAN, she was recruited by Rev. Nelson B. Rivers, III to serve as manager of stakeholder relations for the National Association for the Advancement of Colored People (NAACP). She was an integral part of NAN’s response to the Mother Emanuel shooting and the removal of the Confederate battle flag from the South Carolina State Capitol. She also served as an ambassador for the documentary EMANUEL, ensuring it was viewed in communities across the nation, and was responsible for 1,500 volunteers during the historic 2020 National Action Network March on Washington, which was attended by more than 250,000 people.
NCPD: A CASE STUDY

In 2018, Metanoia, a faith-based nonprofit in North Charleston, facilitated the enrollment of three North Charleston Police Department (NCPD) senior officers to attend one of our Racial Equity Institute two-day workshops.

Their feedback inspired Chief Reginald Burgess to look for a way for all 340 of NCPD’s officers to be trained at our REI workshops.

THE NCPD

NCPD serves roughly 90,000 residents, plus many more day workers and visitors. Its mission is to “provide professional public safety services while working in partnership with the citizens of North Charleston to identify, prevent and solve the problems of crime, social disorder and neighborhood decay, thereby improving the quality of life in our community.”

Chief Burgess (at left) recognized that the participation of his officers in our workshops would support NCPD’s three central strategic themes: strengthening partnerships with the community it serves; reducing crime; and creating safe neighborhoods. “We are always looking for opportunities to further build trust and open dialogue with our citizens and communities,” he says.

THE CHALLENGES

Much of the interaction between officers and the community takes place by dispatch. With a call for service, there is already a predetermined reason why officers are there. North Charleston is a fast-paced city, and it’s not unusual to have 35 calls pending each night. As a result, officers are forced to go from call to call to call. They get a quick snapshot of problems in the community without knowing the root causes of what might have led to a particular incident.

In addition to responding to a multitude of calls and patrolling, officers are also obligated to engage
in additional training, both online and in person. Officers were wary of adding another training, particularly one that they perceived would in part present a negative portrayal of the police.

THE PARTNERSHIP

Metanoia’s initial support for the three senior officers helped pave the way to a deeper understanding of REI and the need for NCPD officers to attend our workshops. We were the first to bring REI to Charleston, institutionalize it in the Lowcountry, and now expand its reach across the Southeast. Knowing our extensive, deep history in our region since 1907 also made NCPD’s decision an easy one.

Once Chief Burgess committed to provide our REI workshops to his officers, a meeting took place between NCPD, Metanoia, the Coastal Community Foundation, and us. Chief Burgess shared NCPD’s strategic plan, and we discussed how REI supports it. The result was a three-year Coastal Community Foundation grant to share the cost of officers’ REI participation with NCPD.

NCPD RESPONSE TO REI

Since April 2019, five officers have participated each month in an REI workshop attended by other members of the community.

Former training officer Captain Andrew Glover (at left), of the NCPD Accountability Bureau, serves as NCPD lead liaison and works closely with our equity training coordinator to monitor the participation of officers and address any issues. Quarterly meetings with Chief Burgess and his commanders offer another opportunity for updates and problem solving.

What needed to be obtained first, recalls Captain Glover, was buy-in from the officers. Anticipating a negative portrayal of the police, they were initially guarded. When they realized REI was not about individual biases but the way racism shows up in all systems, including in criminal justice, many felt more receptive.

As with some other REI community participants, the officers were mandated to attend REI, and were
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not as open. “Sometimes these officers go to the class, and they talk to other officers who aren’t as open to certain classes, and they’ll get an opinion from that person on the class. But then they’ll go, and say, “No, this right here is perfect. This tells us why we’re doing what we’re doing in the community.

“When they go to classes, they think it is going to be tactically directed toward their job, they think it is going to be a tool they can use on their belt to make an arrest of continue to do their job. But when they come back, mind blown sound, this class breaks down why these issues are happening these days, and they absolutely love it. Some people will come in and say, ‘Fishing pond,’ and I’ll know exactly what they mean, while others who have not attended will say, ‘What are they talking about?’”

Because officers attend REI with community members, their demeanor is seen during the workshops. After one workshop, a community member called Chief Burgess to inform him about the demeanor of two officers during the workshop. Chief Burgess addressed them and held them accountable. He welcomes the scrutiny.

“It opens their mind so when they go to a call now, they think there’s a lot that could have happened to get this individual to this point of anger, this point of break. We’re not here because of the one incident that’s happening now, there’s a background to this. Things have been happening over time.

CAPTAIN ANDREW GLOVER

THE RESULTS

As of this writing, 108 NCPD officers of all ranks have attended our REI workshops.

Many officers have ‘aha’ moments during REI. Before COVID, when workshops were held in person, officers were able to sit alongside community members, delve into the history of racism in the US, and participate in small groups. This allowed officers to interact with the community in a completely
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Sterling Shine   Corey Holmes
different manner than on the streets, and provided an opportunity to see each other’s humanity.

It has taken some time, but the tone has changed after two years of officer participation in REI. Instead of Captain Glover serving as the only advocate for REI, officers are hearing about REI from their peers. REI is now a must-do and is eagerly sought after by officers.

“In the beginning, I picked who would attend, but recently I switched it up to see where we’re going, to see the mindset, and I asked who wants to go,” says Captain Glover. “I sent emails asking for volunteers to attend the next REI class, and within five minutes, the class was filled. I have a pool of people waiting to go.”

NCPD intends to continue its partnership with us until all its officers have attended REI, and to use what is measured and learned to help develop policies and practices that will reduce disparities.

“ A paradigm shift has occurred: from officers being told to attend REI to officers volunteering and being excited about attending, and seeing it as a valuable training. It makes my job easier.
CAPTAIN ANDREW GLOVER

WHAT OTHER PARTICIPANTS SAY

“This was a great seminar that broke things down in a digestible way. I have a lot to think about and this helped me shift my perspective in a myriad of ways. Context matters, and this seminar gave me historical context that I needed to fully understand the scope of what we as a nation are dealing with today. Thank you to the facilitators and YWCA!”

While I was required to attend, I found the session valuable for my continued healing, as it relates to on-the-job racism I have experienced.
Lift every voice and sing
‘Til Earth and heaven ring
Ring with the harmonies of Liberty
Let our rejoicing rise
High as the list’ning skies
Let it resound loud as the rolling sea
Sing a song full of the faith
That the dark past has taught us
Sing a song full of the hope
That the present has brought us
Facing the rising sun of our new day begun
Let us march on ‘till victory is won

God of our weary years, God of our silent tears
Thou who has brought us thus far on the way
Thou who has by Thy might led us into the light
Keep us forever in the path, we pray
Lest our feet stray from the places, our God
Where we met Thee
Lest our hearts, drunk with the wine of the world
We forget Thee
Shadowed beneath Thy hand,
may we forever stand
True to our God, true to our native land

Stony the road we trod
Bitter the chast’ning rod
Felt in the days that hope unborn had died
Yet with a steady beat
Have not our weary feet

Come to the place
on which our fathers sighed
We have come over a way
That with tears have been watered
We have come, treading our path
Through the blood of the slaughtered
Out from the gloomy past
‘till now we stand at last
Where the white gleam of our star is cast

"Give us the ballot and we will no longer have to worry the federal government about our basic rights."

- Dr. Martin Luther King Jr.

www.charleston-democrats.com
According to the Library of Congress, this song has its roots in African American hymns dating from the early 20th century, and was first used as a protest song in 1945, when striking tobacco workers in Charleston, South Carolina sang it on their picket line.

CHORUS

We are not afraid
We are not afraid
We are not afraid today

CHORUS

We shall overcome
We shall overcome
We shall overcome some day

CHORUS

Oh, deep in my heart
I do believe
We shall overcome some day

We’ll walk hand in hand
We’ll walk hand in hand

We shall all be free some day

CHORUS

We shall all be free
We shall all be free
We shall all be free some day
Dr. Martin Luther King, Jr.’s most celebrated and influential speech is but one of his many acts of service from a lifetime of activism. Together, we honor his heroic legacy in advancing civil rights and recognize YWCA Greater Charleston for their decades of service to eliminate racism and empower women.

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My Friend and Shero

TRUDY B. LUCAS
As She Receives
THE YWCA 2022
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This is what ‘The Lord’ requires of you: to do what is right, to love mercy, and to walk humbly with your God.

Micah 6:8

Rev. Melanie D. Collins

Coastal Community Foundation of South Carolina

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—Dr. Martin Luther King, Jr.
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