

100

BLACK MEN  
OF SYRACUSE INC.

“What They See is What They’ll be”



New Member Kit

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**BLACK MEN  
OF SYRACUSE INC.**

## **Our Mission**

100 Black Men of Syracuse Inc. is committed to improving the quality of life in the Greater Syracuse Community through education, mentoring and service.

## **Our Vision**

100 Black Men of Syracuse Inc. seeks to serve as a beacon of leadership by utilizing our diverse talents to create an environment where our children are motivated to achieve and to empower our people to become self-sufficient shareholders in the economic and social fabric of the communities we serve.

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### Membership Application

#### Applicant Information

- Principal Member ----- \$300**
- Supporting Member ----- \$200**
- Associate Member ----- \$150**

*(Choose one)*

#### Membership Descriptions

**Principal Members** are eligible for support by the organization to attend the 100 Black Men of America annual and regional conferences, as well as development workshops that improve the mission of the organization and its services. Principal members retain the right to vote on all matters before the general membership and are eligible to serve as an officer or member of the board of directors.

**Supporting Members** financially support the chapter but are unable to devote sufficient time to mentoring, tutoring and/or committee work. Supporting Members have no voting privileges and are eligible to upgrade to a higher member level at any time.

**Associate Members** must serve on at least one committee and are ineligible to serve as an officer or a member of the board of directors. Except for a vote of the committee served, Associate membership carries no other voting privileges. Associate Members can only upgrade to a higher membership level once their annual membership expires.

Full Name

Home Address

City

State

ZIP

Cell Phone

Personal Email Address

Name of Current Employer

Job Title

Hobbies/Interests

Highest Level of Education

Special Skills/Talents

Additional info. (e.g. elected official, etc.)

Non-employment affiliations

Additional info. (e.g. elected official, etc.)

Return application and application fee/initial dues payment to: 100 Black Men of Syracuse  
2610 S. Salina St., Syracuse, NY 13205

## PERSONAL

Special Skills or Talents: \_\_\_\_\_

Interests/Hobbies: \_\_\_\_\_

Other affiliations: \_\_\_\_\_

Name of Member Sponsoring Your Application: \_\_\_\_\_

## BACKGROUND CHECK

I understand that a New York Police background check is required as a condition of membership because I will be volunteering to mentor minors. The purpose of the background check is to protect you, the youth served by 100 Black Men of Syracuse and the organization. A non-youth related criminal conviction will not necessarily disqualify you from membership.

## MEMBER DUES

Member Level	Principal	Supporting	Associate	Honorary
Amount	\$300	\$200	\$150	None
Background Check	\$25	\$25	\$25	Assigned Specific Role
Total	\$325	\$225	\$175	\$0

The appropriate membership fee, which can be paid in full or with a deposit equal to one quarterly installment payment at the time the application is submitted, must accompany the completed membership application. Membership fees are refundable if the application for membership is withdrawn or not accepted. The background check fee is non-refundable.

Applicant's Name (please print): \_\_\_\_\_

Applicant's Signature \_\_\_\_\_ Date \_\_\_\_\_

## MEMBERSHIP APPROVAL PROCESS (see page 7)

# APPLICANT RECOMMENDATION FORM

Name of Applicant's Name: \_\_\_\_\_

Recommender's Name: \_\_\_\_\_

Please give this recommendation to TWO people who have significant and direct knowledge of your qualifications and character. Your references should come from individuals in two different settings. Consider recent employers, professional colleagues, volunteer/community members, college faculty and other personal references (not including relatives). Please ask each of your recommenders to seal their individual letter in an envelope, sign his or her name across the seal and return to you. Your application will not be considered without these recommendations.

Instructions to Recommender: Thank you for taking the time to write a recommendation for the applicant to The 100 Black Men of Syracuse, New York, Inc. The mission of the 100 Black Men of Syracuse is to serve and uplift our community through educational, economic development, mentoring and health and wellness programs. Your candid opinion of this applicant's character and leadership qualities is most helpful.

To be successful in the program, candidates must possess the following at a minimum:

- Passion for civic engagement and community outreach
- Significant personal initiative
- Strong work ethic and volunteerism spirit

We ask that you answer the following questions and statements on your professional letterhead (if appropriate) and include your daytime telephone number. Please observe the following:

- Sign and date your recommendation letter.
- Place it with this form in a sealed envelope.
- Write your signature over the seal.
- Return it to the applicant. The applicant must submit your recommendation as part of his application.



Based on your personal experience with the candidate, please direct your comments to these specific questions:

1. How long have you known the applicant and in what capacity? \_\_\_\_\_
2. The 100 Black Men of Syracuse seeks candidates with intellectual honesty and a driving passion to be involved.
3. Commitment and perseverance are essential. Please evaluate the candidate's capacity to sustain a substantial work effort over a prolonged period of time.
4. Do you believe this individual has the potential to become a community change agent? If so, why?

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5. We appreciate any other comments or observations you can offer about this candidate.

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# Membership Approval Process

The membership chairman will contact the prospective Principal, Supporting or Associate member to review the eligibility criteria and following steps:

A. Prospective members will attend a member orientation session presented by the membership committee.



B. Prospective members will submit a completed membership application form accompanied by the full annual dues due or a deposit equal to one quarterly payment based on the preferred membership level. See the membership application form for amounts.

C. With the completed application, all prospective members must submit to a background check verification form with a non-refundable check for \$25 made out to 100 Black Men of Syracuse for a New York State Police background check.

D. Prospective members shall be interviewed by the organization's membership committee. It will be stressed at the interview that a commitment must be made to mentoring, attending monthly meetings, responding to email and letter correspondence, and participating in chapter events. All new members will receive a folder and copy of the organization's bylaws (a must-read) and other important chapter information.

E. Upon completion of the interview, the membership committee will make its recommendation to the organization's board of directors. Other members of 100 Black Men of Syracuse will be given the opportunity to comment on prospective members.

F. If approved by the board of directors:

1. Principal membership and Associate members will be appointed to a committee and/or specific activity to be monitored by the Chairman of the membership committee.
2. Principal and Associate members must complete the 100 Black Men of America online mentoring training program's Modules I-IV to be monitored by the membership committee.
3. Supporting and Honorary members' specific roles will be defined and monitored by the membership committee.
4. New members will be introduced to the general membership at its next scheduled meeting.
5. Associate and Supporting members may request a change in their status through the membership committee.

# Committee Structure

100 Black Men of Syracuse has six standing committees of which each Principal and Associate member is expected to take an active role. Review the list below and make any comments on the next page of how you might support our mission based on your interest or past experiences. This information will be useful in assigning you to a committee. Please check your preferences if applicable.

**Social Enterprise Committee**

The Social Enterprise Committee is a working sub-committee that shall be responsible for seeking and reviewing new funding opportunities and managing the organization's corporate partnership program and fundraising efforts and addressing economic development issues as approved by the Chapter's Board of Directors.

**Education Committee**

The Education Committee shall be responsible for the administration, planning and execution of all matters associated with the organization's education programs as approved by its board of directors. A recognition and awards program will be held annually. The committee shall oversee mentoring efforts, scholarships and strategies aimed toward the organization's mission and vision statements.

**Accountability Committee**

The Accountability Committee shall be responsible for identifying and monitoring program measures of success aimed toward the mission and value statements as approved by the organization's board of directors.

**Communications/ Public Relations**

The Communications/Public Relations Committee shall be responsible for the administration, planning and execution of all matters associated with the organization's public relations program as approved by its board of directors.

**Health & Wellness Committee**

The Health & Wellness Committee shall be responsible for the administration, planning and execution of all matters associated with the organization's health and wellness programs.

**Membership Committee**

The Membership Committee shall be responsible for the management of the new member application process, mentoring training program, membership participation, attendance at monthly meetings, reinstatement of former members, as well as assessment of potential categories of memberships.

**Nominating Committee**

The Nominating Committee is an ad hoc committee and shall be chosen prior to the organization's Annual Meeting. The Nominating Committee will be responsible for developing and maintaining a current list of potential candidates to insure the best possible slate of officers and board of directors.



# Committee Comments

(please indicate the committee[s] you are referring)

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*Committee Structure (Comments)*

## About 100 Black Men of Syracuse

100 Black Men Of Syracuse Inc. initially began as an idea conceived by Jerome Walker and Walter Eiland following their participation in 1995's Million Man March. Their plan to build a grassroots organization that would pursue many of the ideals they brought back from the March would take root in their consciousness over the next few years. In 2007, they convened about 25 to 30 black men who shared their common concerns about the state of the Syracuse community. The group recognized the necessity for a stronger presence of African-American males working to halt the deterioration of their neighborhoods and acting on a strong desire to rebuild a sense of community from within.

They looked at the national organization 100 Black Men Of America as a feasible model that could help them begin this process. Hence, the 100 Black Men of Syracuse interest group was formed. During this first year, members of the group:

- adopted bylaws
- opened an office at the South Side Innovation Center in Syracuse
- held its first elections

At the same time, the organization launched a wide range of initiatives and activities consistent with its mission of improving the quality of life within the community it serves and enhancing educational and economic opportunities. After working to develop its programs and build collaborations with other organizations, the group submitted its application for membership to 100 Black Men of America Inc. in March 2009. In June of the same year, 100 Black Men of Syracuse Inc. was inducted into and awarded a formal charter at the national organization's 2009 Annual Conference held in New York City.

In addition to sponsoring group mentoring programs at four Syracuse public schools, 100 Black Men of Syracuse started what it called its Manhood Training program, which later rebranded as STEP 1 and now includes females, though in separate mentoring groups. Sessions were held outside the school setting and were designed to guide young men and later females through those rites of passage into adulthood.



*Co-founders Walter Eiland, left, and Jerome Walker*

The organization's work with youth also included its sponsorship of SAT prep classes and participation in the Percy Hughes School "Bookmen Day" reading program, as well as the financial assistance provided for local teens traveling on tours of Historical Black College and trips to the Rochester Institute of Technology's Imagine RIT Innovation and Creativity Festival.

Members also display their willingness to collaborate with other groups by their participation in community events, such as Mary Nelson's Annual Youth Day Barbecue, Community Wide Dialogue's Duck Race to End Racism, Juneteenth Festival, Youth Impact Program, "A-OK Acts of Kindness Weekend" and, more recently, a summer interactive summer camp for middle school and high school students.

In recognition of the tireless volunteer efforts exhibited by its members, Omega Psi Phi Fraternity Inc.'s Chi Pi Chapter honored 100 Black Men of Syracuse in 2011 as its Organization of the Year. Two years earlier, the Syracuse/Onondaga County NAACP presented its Community Service Award to the 100. More recently, 100 Black Men received the 2020 Community Service Award presented by Upstate Medical University.

More information is available on the chapter's website at [www.100blackmensyr.org](http://www.100blackmensyr.org).

## Our National Organization

The overall concept of the 100 began in New York in 1963 when a group of concerned African American men began to meet to explore ways of improving conditions in their community. The group eventually adopted the name, “100 Black Men, Inc.” as a sign of solidarity. These men envisioned an organization that would implement programs designed to improve the quality of life for African Americans and other minorities. They also wished to ensure the future of their communities by aiming an intense number of resources toward youth development. These members were successful black men from various walks of life. These visionaries were business and industry leaders such as David Dinkins, Robert Mangum,

Dr. William Hayling, Cyril deGrasse Tyson, Livingston Wingate, Andrew Hatcher, and Jackie Robinson. Dr. William Hayling, a member of the New York organization, had relocated to Newark, NJ and sought to replicate the 100’s impact in that area. In 1976, Dr. Hayling formed the 100 Black Men of New Jersey. A movement had been born. Men across the country began to form 100 Black Men organizations to leverage their collective talents and resources. Chapters were formed in Los Angeles, Indianapolis, St. Louis, Pittsburgh, Atlanta, the San Francisco/Oakland Bay Area, Nassau/Suffolk, and Sacramento.

At a meeting held May 16-18, 1986 at the Flamingo Hilton Hotel in Las Vegas, it was agreed that the best model for a newly formed national organization was a federation governance model. This model leveraged human and financial resources, and supported chapter growth while preserving chapter autonomy. It was also voted that a National Steering Committee would include the Presidents of each chapter, along with two members from each chapter.

A final meeting was held on October 2, 1986 at the L’Enfant Plaza Hotel in Washington. Chapters represented were: Los Angeles, St. Louis, Indianapolis, Atlanta and New Jersey. The chapters decided that the name of the organization would be: “100 Black Men of America, Inc.”

The following individuals were elected as officers:

- Oliver Lofton, Esq. (New Jersey) – Vice-President
- Moses Gray (Indianapolis) – Secretary
- Jesse C. Swanigan (St. Louis) – Treasurer

On May 27, 1987, in Atlanta, Georgia, this newly formed organization introduced itself to the nation during its first national conference. Noted speakers included the late Alex P. Haley and the late Honorable Maynard H. Jackson. In 1989, Nathaniel Goldston became the organization’s second National President and grew the organization to 43 chapters. Thomas W. Dortch Jr. was elected the third National President in 1994. That year he spearheaded an aggressive plan entitled “Four For The Future.” Since that time, the organization has strategically channeled its resources toward programs that support these important areas: Mentoring, Education, Health & Wellness, and Economic Development. Leadership Empowerment overlays each area.

Today, the organization has more than 100 chapters, which are located in the United States, Africa, England, and the Caribbean, including Syracuse, NY. There are more than 10,000 members who include educators, corporate executives, physicians, attorneys, entrepreneurs, and men from numerous other professions. The 100’s national offices are based in Atlanta, Ga.

The chapters, buoyed by the leadership and resources of 100 Black Men of America, reach more than 125,000 underserved, underrepresented youth annually through their various programs.



*John E. Armstrong Jr.,  
CEO of 100 Black Men of  
America, speaks during the  
100 Black Men of Syracuse  
2019 Annual Banquet.*



# Checklist

The checklist provided here is intended to keep you on track in successfully completing the membership approval process and to begin giving back to our community the 100 way.



Review & complete membership application form



Complete background check



Provide two letters of recommendation from sponsoring members



If applicable, indicate the preference(s) for committee assignments



If applicable, indicate the preference(s) for committee assignments



After gaining membership approval, receive new member packet



Prepare to complete the required online mentoring training modules provided by 100 Black Men of America, if applicable



Meet with current member assigned to assist in the on-boarding process

