

Preparing for the Next Generation of Leadership in Florida

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NATIONAL ALLIANCE OF COMMUNITY ECONOMIC DEVELOPMENT ASSOCIATIONS

n  ceda

building prosperous communities together

Roadmap for presentation

- Key Characteristics of the Field
- Characteristics of Leadership Demographics
- **The Last 20 Years vs The Next 20 Years**



GROUNDING VALUES IN RESEARCH

Resources to Cultivate Community-Based Development Organizations

Community-Based Development Organizations, 2018

National



\$54.2 B
in assets

\$27.5 B
in revenues

5,720
Organizations

Community-Based Development Organizations, 2018

Florida



\$1.5 M
in assets

\$720 M
in revenues

230
Organizations

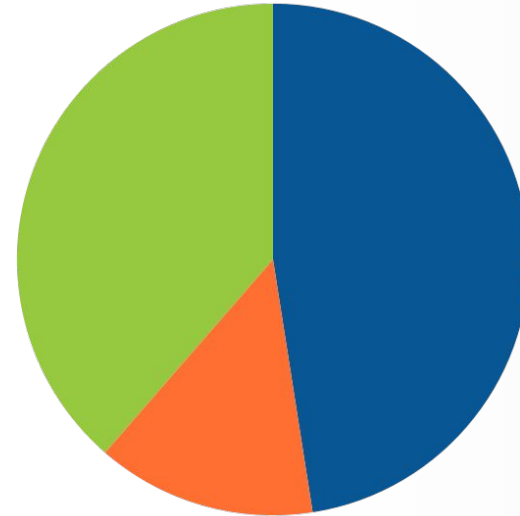
KEY CHARACTERISTICS OF COMMUNITY-BASED DEVELOPMENT ORGANIZATIONS

**5,720
Organizations**

**5% LGBTQ+
Directors**

**51% Female
Directors**

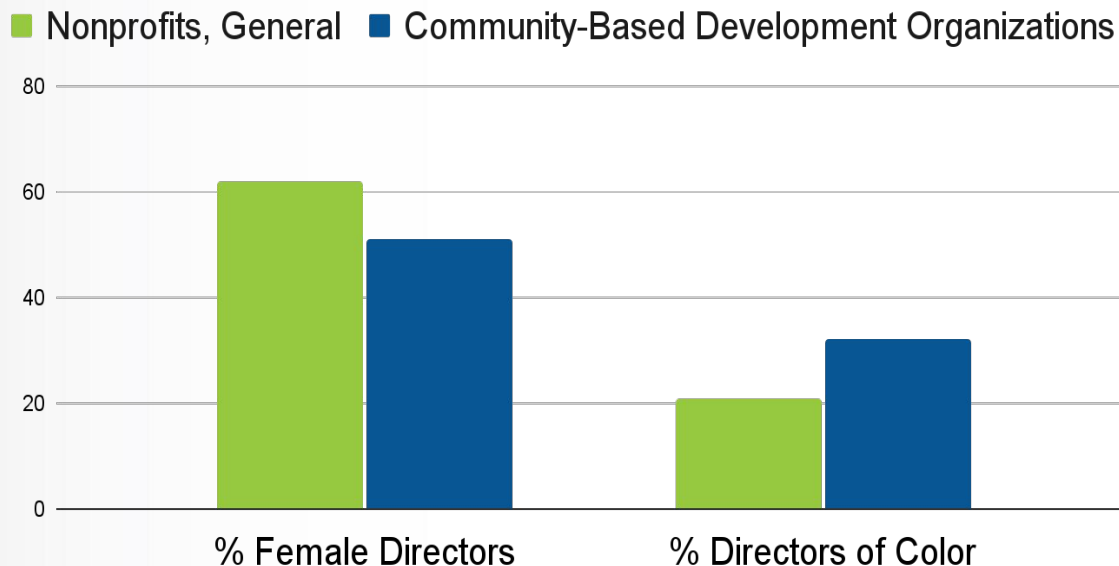
Geographical Service Area, 2018



● Urban ● Rural ● Mixed

The Average Community-Based Development Organization Director

Demographics of Leaders, 2022

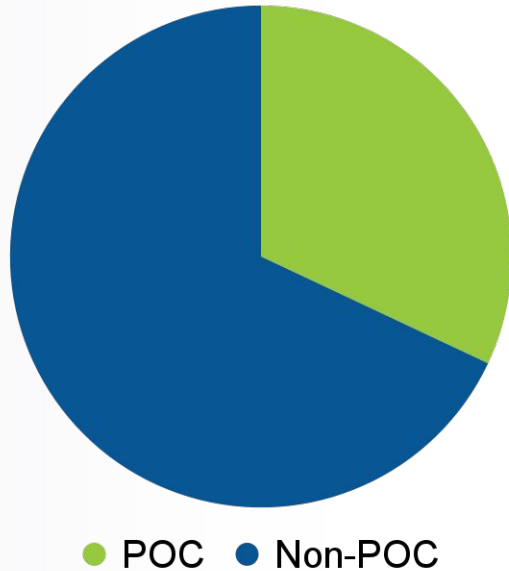


55 years
Average Age
CBDO Director

7 years
Average Tenure
CBDO Director

Leading the Field

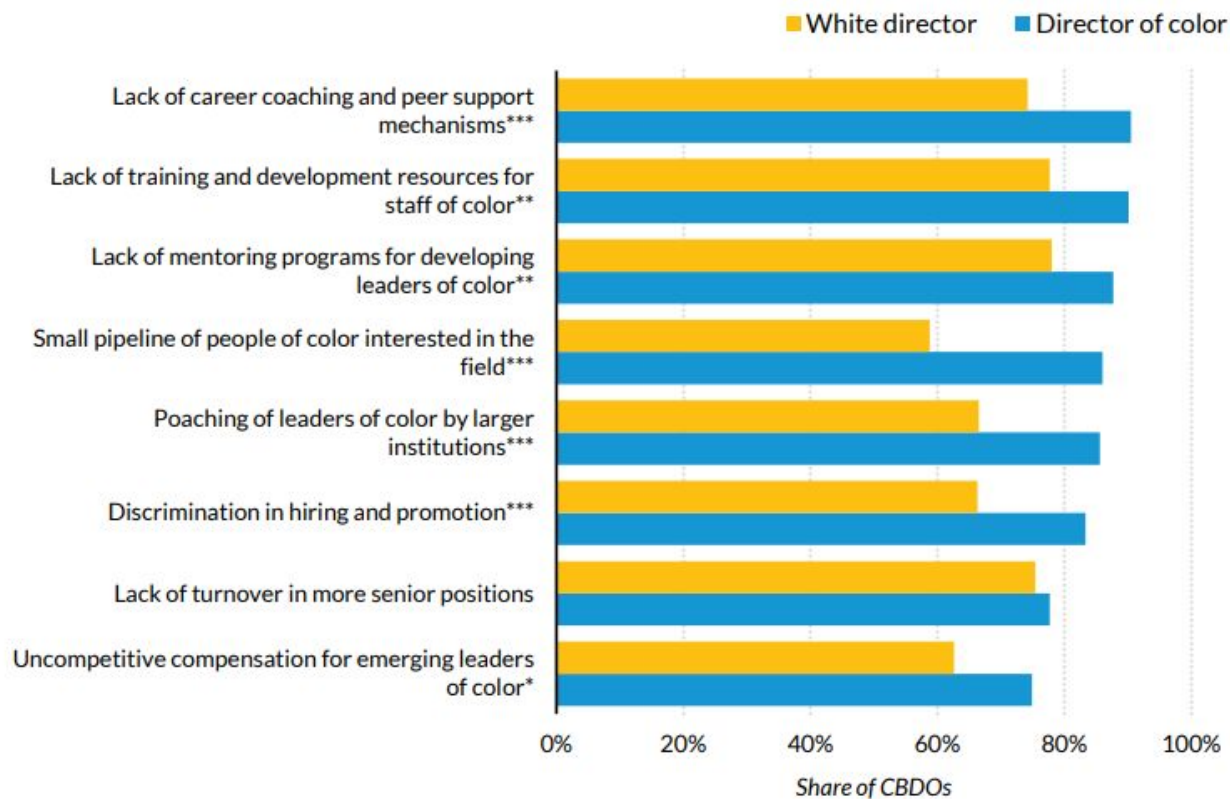
Race of CED Organization Leader, 2022



“ Most respondents reported significant systemic barriers to the career advancement of leaders of color—such as a small pipeline of staff of color and discrimination in hiring and promotions—and obstacles to organizations led by people of color, such as entrenched political and funding relationships among white-led organizations.”

The State of Community-Based Development Organizations Fact Sheet, Urban Institute

Barriers to Leaders of Color, by Race/Ethnicity of Director, 2022



URBAN INSTITUTE

How financially healthy are organizations?

<https://www.urban.org/projects/grounding-values-cbdos>

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The last 20 years vs the next 20 years



The last 20 years vs the next 20 years

- Median age of Executive Director - have not changed
- (in mid 30s – mid 50s)
- Better at gender balance – 50/50 vs 40/60
- Leadership has been replenished
- POC leadership stay the same

The last 20 years vs **the next 20 years**

- Leadership of color don't have low hanging fruit of professional development opportunities
- Access to training, peer sharing, support needed!
- Transition within NACEDA network (+ or -)?

Helpful links!

<https://www.naceda.org/grounding-values>

<https://www.naceda.org/money-meets-community-series>

<https://www.urban.org/projects/grounding-values-cbdos>

<https://www.urban.org/projects/grounding-values-cbdos/phase-two>

Questions? Chat with me at the exhibit table tomorrow or reach out to NACEDA team if you'd like more info!

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