



Kermit Eady is the Founder and former President/CEO of the Black United Fund of New York. BUFNY was founded in 1979 as a mechanism to organize the human and financial resources of Black and minority people to participate in their growth, development, and empowerment, by utilizing the operational principles of self-help, mutual aid, volunteerism, and venture philanthropy. Prior to developing BUFNY, Mr. Eady worked for 15 years in the fields of Social Work and Education, holding such positions as Assistant Professor at Medgar Evers College, Director of Admissions and Recruitment at the Norfolk State University Graduate School of Social Work, and Manager with the City of New York.

As the leader of BUFNY, Mr. Eady organized and broke through corporate barriers to gain access to workplace charitable solicitation. His efforts led the self-help organization to a high level of participation in payroll deduction systems at such corporations as IBM, New York Telephone (Verizon), AT&T and Bell Laboratories (Lucent Technologies). He also organized access to payroll deduction systems in City, State, County and Federal agencies of New York: the New York City Combined Municipal Campaign (CMC) and Board of Education, City University of New York (CUNY) system, New York City Housing and Transit Authorities, Carver Bank, Inner City Broadcasting Corporation, Greater Harlem Nursing Home, Edwin Gould Children Services, Health and Hospitals Corporation, E. G. Bowman Company, Tri-borough Bridge and Tunnel Authority, Port Authority of New York and New Jersey, New York State Employee Federated Appeal (SEFA), Westchester and Nassau Counties, Bronx-Lebanon Hospital, North General Hospital in Harlem, and others.

Millions of people all over the country now benefit and have greater freedom of choice due to Mr. Eady's pioneering efforts through the thousands of charitable organizations that followed his lead into the payroll deduction marketplaces. Hundreds of thousands of employees have also benefited in expanded workplace options for giving. Consequently, millions of dollars are now being given to non-traditional, as well as mainstream organizations. From 1989 through 1991, Mr. Eady led BUFNY to become the first organization other than United Way, to manage the Combined Federal Campaign in New York City and set record-breaking results by raising over \$6 million for over 1,500 charities.

Under Mr. Eady's leadership, BUFNY maintained its commitment to the empowerment of Black people and other communities by providing financial and technical assistance in excess of \$15 million to over 2,000 community-based organizations. BUFNY helped save over \$540,000 in Black-owned land in the Sea Islands of South Carolina, and developed housing for low and moderate-income families in response to the urging of contributors and their support of the expansion of BUFNY's commitment to economic development.

Housing Development, “Gut Rehabbed” over four hundred units of affordable housing in Manhattan, Brooklyn and Queens with some apartments renting for as little as \$600 per month. For first-time homeowners, twelve two family homes were renovated in Queens, NY. Other projects were also planned for Albany/Troy, Westchester and Nassau Counties, and other areas of New York State.

Mr. Eady led BUFNY’s economic development expansion with the opening of the first Harvest Information & Technology Center in June 1997, in Harlem. The second center, located in Brooklyn’s MetroTech Center, was added in 2001. The Harvest Centers provided copy, computer and internet communication services, in addition to a wealth of business and personal information and document preparation services.

After 9/11, BUFNY established the only Black victim relief fund in the U.S.A., and raised over \$65,000.

By mid-2003, Mr. Eady successfully negotiated the acquisition of radio station WCKL 560-AM in upstate Catskill, NY to help deliver the much-needed message of empowerment to Black and other communities. This acquisition placed BUFNY in a unique and advantageous position among non-profit organizations in New York State.

The Black United Fund of New York was founded over 25 years ago with only \$8,000 in capital. It was a well-positioned, proven economic development institution, whose assets and program services grew to over \$100 million.

The unique 25-year experiment in community empowerment and self-reliance using the principle of self-help that Mr. Eady led with the Black United Fund of New York stands as a powerful testament to commitment, dedication and vision for community empowerment and nation building —now and the future.

Eady Associates

In October 2003, Kermit Eady founded Eady Associates, a full service consulting company whose principles have years of combined training and work experience in the areas of for-profit and not-for-profit business development, organizing, social work, motivational speaking, housing, and land development, accessing payroll deduction markets, fundraising, computer systems, and network integration, website design, financial systems and services, and more. Eady Associates’ primary thrust is to deliver the best consultation services that can help lead to empowerment and the achievement of personal and/or business objectives in support of one’s vision and mission which brings about networking and interlocking, thereby creating a community support and delivery system.

In addition, from May 2005 through September 2005 Mr. Eady was responsible for raising over \$200,000 for The New York Christian Times sponsorship of the Black Church Means Business Conference.

Distance Learning

Long held to be a revolutionary approach to education, distance-learning made even greater inroads in educational history when in March 2007 Eady Associates in conjunction with Norfolk State University's School of Social Work produced a very successful two day seminar; "Community and Neighborhood Development: Social Entrepreneurship." The two-day seminar was hosted by Columbia University's School of Business and was video transmitted into Norfolk State and Elizabeth City State Universities. Participants in this historical event included Dr. Leonard Jefferies, Mr. Chuck Sutton, Mr. Milton Allimadi, Dr. Theodore Burke, Mrs. Carrie Waites and Miss Terrie Williams.

Public Speaking & Training

Kermit Eady, in March 2008 completed a Board Development weekend with the Board of Directors of the YWCA of West Essex, New Jersey. The board of directors was trained relative to their board functions and their relationship the Chief Executive Officer. Topics discussed included board selection, selecting and evaluating a CEO, functions of the executive committee, financial management-Board and Staff, accounting needs, fundraising and more.

Mr. Eady also speaks and trains on the utilization and power of payroll deduction along with the need for business development. He also offers high quality motivational speaking which can cover all of the above topics along with the world of politics and other issues affecting the Black Community here and throughout the Diaspora.

Empowerment Institute

Started in August 2006 Eady presents a six week in depth training on how to develop a business even when you do not have do not have lots of money. In this seminar, series participants are taught twelve universal / spiritual laws. We buttress this teaching by bringing in entrepreneurs that have developed successful businesses, which always highlight their utilization of these laws, even if they did not know they had used them.

Empowerment Hour Online University

In August 2007, Kermit Eady began the Empowerment Hour Online University. This two-hour internet radio program teaches economic empowerment online utilizing guests that have built businesses from scratch and guests that within their professions understand the need for entrepreneurship and are willing to share their vision and learning.

Some of our guests have been Mr. Butch Lewis, NYS Regent Dr. Adelaide L. Sanford, Dr. King E. Davis, Miss Terrie Williams, Councilman Charles Barron, Former Congresswoman Cynthia McKinney, Imhotep Gary Byrd, and many more.

Media and Public Presentations

Over the last 25 years, Mr. Eady has appeared in multiple media outlets and presented at numerous institutions. Some of them are:

News Print: New York Times, Wall Street Journal, New York Daily News, New York Post, Washington Post, New York Amsterdam News, Village Voice, New York Daily Challenge, New York Voice, New York Beacon, News Week, Chronicle of Philanthropy, Fundraising Management, Not-for-Profit Times, Crain's Business Week, Black Enterprise;

Cable & Network TV: CNN News, WABC/TV - Like It Is, Fox 5 - The McCreary Report, BET: Ed Gordon Show, Manhattan Neighborhood Network (MNN): The Gilchrist Experience, MNN: The Florence Rice Show, MNN: The Harvest Report, Kermit Eady host of, WNET/PBS: The Charlie Rose Show;

Radio: WLIB: Mark Riley/Politics Now, WLIB: Imhotep Gary Byrd/The Global Black Experience, WWRL National Black Network: Bob Law/Night Talk, WBAI: Imhotep Gary Byrd/The Global Beat Experience, WBAI: Earl Caldwell/The Caldwell Chronicle, WWRL: Donna Wilson/Drive Time, WHCR: Leroy Baylor/The Communicators, WLIB: Wayne Gilman Show, WKRS ("Kiss"): Open Line, WINS News; Tom Joyner Show, The Empowerment Hour Online University

Institutions: Columbia University, Hunter College, Medgar Evers College, Norfolk University, Lehman College, CEMOTAP, Association of Black Social Workers, The State of the Race Conference convened by Ron Daniels, National Committee for Responsive Philanthropy, University of Minnesota, and Morgan State University.

Personal/Civic

Native of St. Stephen, SC; Bachelor of Arts from Morgan State University

Masters in Social Work from New York University

Specialization: Community Organization and Planning

Served under the leadership of Regent Adelaide Sanford on the ad-hoc committee for low performing schools

The mission of Kermit Eady is to educate and teach people how to become economically empowered. I believe that when a people become empowered economically, other systems, i.e. social, political, education will fall into place. As these systems which need to be developed are being nurtured by us, our mission then becomes one of guiding and shaping what these systems should look like morally, ethically and structurally. In educating people on how to become empowered, I teach what God has taught me, particularly as He taught me in the developmental process of the Black United Fund of New York. In 1979, I started BUFNY, with eight thousand dollars; and after twenty-five years development had taken place BUFNY had amassed over one hundred million in assets. Now being led by the spirit, I have been told to teach what has been taught to me.

The teaching begins by educating on the power of universal / spiritual laws, and how to make them part of life and business. I strongly believe that in the natural realm, business development is the key to the empowerment process; however, one must put their business on a spiritual level, because it is very difficult for Black entrepreneurs to succeed in the natural realm. The reality is that our businesses can be closed at will by the rich *powers that be*, but when developed on a spiritual plain, its destruction becomes impossible.

The implementation of the educational process takes place under two structures: personal lectures and the Seminar Series of Eady Associates Empowerment Institute. In the Institute, I teach a series on universal laws and principals. Following that, we bring in Black entrepreneurs to tell their stories regarding starting and developing businesses with very little money to begin with. In most cases, without the entrepreneur's knowledge, we've found that some of the laws and principles have already been put into practice in their business acumen.

My mission and commitment is to educate and empower from an economic perspective.

KERMIT EADY

Kermit Eady, the one-hundred million dollar legendary asset developer, is an award winning communicator. His talks, radio and television interviews and presentations have provided assistance and encouragement to business owners, students, and civic leaders throughout North America. By using his genial wit, warmth, insight, and realism in presentations, he brings hope and help to his audiences everywhere.

Universal/Spiritual Laws and Principles

God has established universal laws and principles that when followed and practiced, create success. These laws and principles apply regardless of ones religion or faith.

Understandably, we are not advocating specific religion or faith; however, these laws and principles are biblically based. For example: “Life and Death is in the Power of the Tongue.”

This Holy Bible scripture simply means what you confess (out of your mouth) is what will happen. There is also the principle that states: “God did not give us a spirit of fear but one of power, love and a sound mind.” As you learn more laws and principles and practice them, you will definitely see positive changes in your behavior and your life. Our Empowerment Institute students will be taught these basic universal laws and principles and how to best apply them.

AREAS OF EXPERTISE AND DISCUSSION TOPICS

- God and Business-
Universal/Spiritual Laws and Principles
- Fundraising (i.e.: payroll deductions)
- Leadership and Teamwork
- Ethics
- Mentoring
- Coping with Change
- Family

Venues

- Churches
- Civic Groups
- Universities/Colleges
- Financial
- Non-Profit Organizations
- Motivational/Inspirational
- Wealth Building
- Youth, Women’s/Men’s Groups

1. **What makes you qualified to teach start up business?**
I started the Black United Fund of New York with \$8000, and in 25 years built the business into over \$100 million in assets.
2. **I understand you used Black people's money as the genesis of your business ventures, how did you do that?**
I opened the payroll deduction market in city, state, and federal government systems for the Black United Fund of New York as well as Cooperation's such as Verizon, IBM, AT&T, etc. This also opened the market place for other not for profits as well.
3. **Can you teach us how to access and implement a payroll deduction plan for our organization?**
Yes, I most certainly can. Remember, it is the best way to raise money in the world.
4. **What do you mean by Universal/ Spiritual Laws?**
These are laws that God put in place in the universe that governs it, and therefore governs us. If we follow these laws, we will have success regardless of one's faith or religious beliefs; the laws work.
5. **Can you come to my place of business and speak to my staff, and motivate them?**
Yes, I can; we can discuss your needs, and I will design a presentation just for your staffs needs.
6. **Are you available for private business consultation?**
Yes, please call me and we will take it from there.
7. **Why were you motivated to start the Black United Fund of New York?**
Quickly, I realized that Black people needed to develop a mechanism whereby they could take their own money and reinvest into their infrastructure. Therefore, Payroll deductions, worksite solicitations from Black People became the way to go. The numbers show that if we averaged one dollar per person from the Black workforce, based on fifty-two weeks we could raise one billion, sixteen million dollars a year.
8. **Can this kind of fundraising be done outside New York?**
Yes, it can be done in almost every state in the country.
9. **What happened to the Black United Fund of New York?**
Elliot Spitzer, New York State Attorney General, DESTROYED the fund. He gave no reason for what he did. I was never accused of anything, and Mr. Spitzer gave no reason to the public as to his reasons for destruction. However, The Black Political leadership supports him.
10. **Have you written a book(s) on all of your experiences?**
No, I am working on a book now.



KERMIT EADY/ President & Founder

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