

She Steps Forward International Transparency & Provider Disclosure Statement

Date: 06/25/2025

Revised and Adopted 08/07/2025

1. Purpose of This Document

At She Steps Forward International, we are committed to transparency, ethical integrity, and informed consent. This document discloses relationships between our organizational leadership (directors, board members, staff, or advisors) and their outside professional services, which may be of interest to individuals who engage with our nonprofit.

We believe our community deserves full visibility into these dual roles so they can make well-informed, voluntary decisions when interacting with any provider affiliated with the organization.

2. Individuals with Dual Roles

The following individuals serve the nonprofit in official leadership or advisory capacities and also offer independent services outside the organization:

Name	Nonprofit Role	Independent Services	Contact Information
Elaine A. Lankford	President, Executive Director	CEO, She Steps Forward Ministries, LLC dba She Steps Forward Coaching	elaine@shestepsforwardcoaching.com
Joni Rosebrock	Vice President	CEO, Joni Rosebrock, LLC	jonirosebrock@gmail.com
Darrell M. Lankford	Treasurer	Estimating Manager, Marine Hydraulics International, Inc	lankchevy@gmail.com
Andrea Anderson	Board Member	CEO, Andrea Leigh Co, LLC	andrealeighco@gmail.com
Gina Lokken	Board Member	CEO, GinaMarie Coaching, LLC	hello@ginamarie.net
Phil Card	Board Member	CEO, Conch Enterprises LLC dba Phil P. Card Consulting AND dba JP Strategy Hub	philcard2@gmail.com
Myrna Miott	Board Member	Founder, iPromote Hope	myrna@ipromotehope.com

Robyn Graham	Board Member	CEO, Robyn Graham, LLC	robyn@therobyngraham.com
Becker Waningu	African Director - Kenya	CEO, Jaybex Events, LTD	eventsjaybex@gmail.com
Brenda Asige-Waningu	Advisory Board - Kenya	Co-founder, Jawabu Professional Services, LTD	bribreeasige@gmail.com
Zachy Lenau	Advisory Board	Co-founder, 28Lions	zachy@28lions.com
Nicole Andrew	Advisory Board	Co-founder, 28Lions	nicole@28lions.com
Justin Janowski	Advisory Board	CEO, Faith2Influence	justin@faith2influence.com
Michele Bryant	Advisory Board	CEO, READI Real Estate, CEO, READI Training & Development, Founder, The Word of God is Simply Abundant Ministries	info@readirealestate.com info@readitraining.com christissimplyabundant@gmail.com
Curtis Bryant	Advisory Board	Production Controller/Project Manager, MARMC Department of the Navy, Executive Director, READI Real Estate, Founder, Kingdom Prophetic Visionary Ministry	curtisbryantre@gmail.com info@readirealestate.com
Dr. Felisha Ford	Advisory Board	Dean, Jakes Divinity School	fford@tdjakes.org
Laura Naiser	Advisory Board	CEO, Agape Soul Spa, LLC	laura@agapesoulspa.com

Important Note: Engaging with any individual listed (hereinafter, each a “Related Provider” and collectively, the “Related Providers”) above outside the scope of **She Steps Forward International** is entirely optional and separate from your participation in nonprofit programs. You may choose to engage with any Related Providers upon the mutually agreed upon services, scope, and costs at your discretion. If you choose to engage, the terms and conditions of such engagement will control the engagement. There is no other connection or current fee sharing agreements between **She Steps Forward International** and any Related Provider.

3. Conflict of Interest Policy

All directors, officers, and key staff at **She Steps Forward International** adhere to a formal **Conflict of Interest Policy**, which includes:

- Mandatory annual disclosure of outside interests
- Recusal from votes or decisions where a personal financial interest exists
- Board-level review of disclosed relationships for appropriateness and transparency
- No individual may benefit financially from their nonprofit role

We take all necessary steps to ensure that nonprofit programs remain free of undue influence and are not used as marketing pipelines for any affiliated service provider.

4. Participant Rights

- You are never required to use the services of a nonprofit-affiliated provider.
- No program benefits or participation status are affected by your decision to engage or not engage these individuals privately.
- All services obtained from affiliated providers occur entirely outside the nonprofit and are not covered, endorsed, or monitored by **She Steps Forward International**.

5. Contact & Questions

If you have questions, would like to request additional information, or wish to report a concern related to a conflict of interest, please contact us at:

Email: elaine@shestepsforwardinternational.org

Phone: 757-620-8544