



2025

Impact Report

K
SUITE
www.ksuiteclt.org

About Us

KSuite began in 2020 when a group of Kingdom-minded C-Suite executives felt compelled to use their platforms, resources, and relationships to meet urgent needs in the city of Charlotte, NC. What started as a small circle of faith-driven leaders has evolved into a collaborative network of business executives who believe their influence is meant to serve a higher purpose by helping every person in Charlotte have the opportunity to thrive and prosper.



“Seek the peace and prosperity of the city to which I have carried you into exile. Pray to the Lord for it, because if it prospers, you too will prosper.” Jeremiah 29:7

From the Founders

Who is KSuite? An action network of Kingdom-minded C-Suite Business-leaders using their platforms to impact upward mobility in our city

Why We Created KSuite | When we looked across Charlotte's landscape, we saw abundant resources to mobilize churches and equip nonprofits. Yet no one was intentionally recruiting, activating, and equipping Kingdom-minded leaders living out their calling in the marketplace. We believe God has given us something unique to contribute. Our approach—bringing business acumen to the city's most pressing challenges—is critical to solving the problems facing Charlotte.

Our Origin | Over a decade ago, Charlotte was named dead last for upward mobility. Through key moments like Movement Day and ForCLT's inaugural State of the City report, our efforts began in earnest and were formalized into KSuite in 2020. Since then, we have strategically applied our gifting as marketplace leaders where we believe we can be most impactful. We do not believe this list is exhaustive, but focused effort in strategic areas will be our greatest asset.

Our Action Networks | KSuite concentrates on housing, education, employment, and healthcare. We seek more than meeting needs. As Christian leaders, we promote awareness of good work already happening, catalyze partnerships among Kingdom-minded leaders, and discern whether to start, strengthen, or scale efforts toward flourishing. This distinctly Christian approach—rooted in building God's Kingdom in Charlotte—sets our work apart.

Our New Focus: Family

For 2026, we are adding a fifth action network: **family formation**. Research consistently shows that *family structure is the single greatest indicator of upward mobility*—yet this truth has been largely abandoned by civic and social leaders in discussions about poverty and opportunity. We are deeply troubled by this continued neglect of family's importance in pursuing a flourishing city.

The two most consequential decisions affecting upward mobility and all of life are your decision to follow Christ and how you build your family. Faith and family formation create the foundation for true flourishing. We cannot create enough systems to support brokenness—we must address the source. It is our conviction that our city will flourish as it embraces relationship with Christ, forms families according to Kingdom principles, and empowers those transformed by these decisions to serve, love, and sacrifice for their neighbors.

As KSuite grows in membership, influence, and impact throughout 2026 and beyond, we are formulating our response to this critical need. It is our intention to become an authoritative voice contending in the public square for Kingdom solutions to community problems—solutions that refuse to ignore the central role of faith and family in human flourishing.

Dan Horner Joshua Blackson John Richter Tom Layman

Purpose of KSuite

KSuite exists to unite Christian business leaders who are actively using, or are interested in activating, their platforms to advance the Kingdom of God. By connecting high-impact executives across Charlotte, KSuite raises awareness of the good work already happening, builds strategic partnerships, and inspires members to leverage their companies, expertise, and relationships to love God and love people in tangible ways.

We have concentrated our efforts on four essential pillars of upward mobility: housing, education, employment, and healthcare. These interconnected areas create clear pathways for upward mobility while addressing systemic barriers that prevent individuals and families from flourishing.

The power of KSuite lies not in running programs directly, but in mobilizing its network of connected business leaders to address Charlotte's most urgent needs with discernment and action. Members engage through three strategic approaches:

1

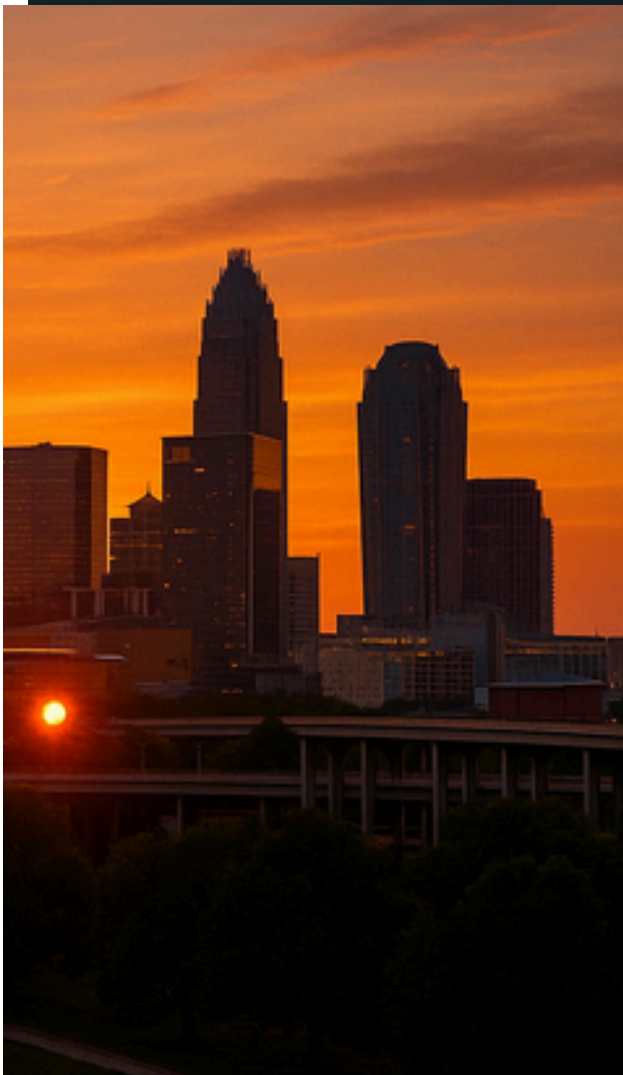
Strengthen existing work: When effective community responses already exist, KSuite members come alongside them—offering leadership, expanding capacity, and sharing wisdom, resources, or influence to help solve problems and increase their impact.

2

Scale promising solutions: When programs or interventions show strong outcomes but limited reach, KSuite members help scale them by investing capital, connecting to new networks, or providing strategic talent and insights to multiply effectiveness.

3

Start new responses when necessary: Only when no adequate solution exists, KSuite encourages its members to initiate new work. These are not KSuite-run entities, but member-led, Kingdom-driven responses—launched through the network, supported by capital and connections, but owned by members moved and convicted to act.



Our Value

KSuite is an action network of Kingdom-minded C-Suite business leaders using their platforms—their time, talent, and treasure—to impact upward mobility in our city. The collective efforts of members have opened access to life-changing resources for thousands of Charlotte residents and deepened unity between the marketplace, nonprofit, and church sectors. These stories of impact have also produced valuable insights that will shape the next chapter of KSuite's mission as members continue to serve with conviction, creativity, and purpose.

This impact report celebrates what God has done through the faith and generosity of KSuite leaders, highlights the key lessons that are guiding the network's future, and outlines a shared vision for continued Kingdom impact across our city and beyond.

*From that time Jesus began to preach, saying, "Metanoia', for the kingdom of heaven is at hand."
Matthew 4:17*

Action Networks

HOUSING

EDUCATION

HEALTH CARE

EMPLOYMENT

FAMILY

Strategic Partnerships:

MISSION
CHARLOTTE

All The Good
CONSULTING

 THE
NEIGHBORLINESS
NETWORK

 FORCLT

Housing

THE REALITY

Charlotte faces a housing crisis of staggering proportions. **By 2029, Mecklenburg County will face a shortage of 111,628 units—68,488 rental and 43,140 for-sale homes.** This shortage forces families into impossible choices: paying far more than they can afford, living in substandard conditions, or facing homelessness.

Currently, **265,999 households are burdened by unaffordable housing costs**—nearly half of all Mecklenburg County households, representing over 600,000 people. Unaffordability doesn't mean families simply can't access housing. It means they stretch beyond their means to secure it, putting them at constant risk of falling off a poverty cliff. A flat tire, an asthma attack, a missed paycheck—any unexpected expense can trigger a downward spiral ending in eviction and homelessness.

THE IMPACT

In response, KSuite members got to work. Between 2020 and 2024, they raised and invested \$193.3 million, developing 845 new units of affordable housing across Charlotte—more than the entire cities of Raleigh and Jacksonville, Florida, built during the same period. These aren't just numbers—they represent hundreds of families who now have stable homes.

KSuite members have strategically developed housing options to increase accessibility: single-family homes, townhomes, and apartment complexes. Our approach includes wraparound support that makes pathways to homeownership possible—financial education, mentorship, down payment assistance, and ongoing relational support that helps families maintain stability and build generational wealth.

Looking forward, members have already secured an additional \$38 million to build 600 additional homes over the next five years—a tremendous achievement in the housing arena.



1

\$193.3 Million Raised and invested (2020 - 2024)

2

845 New Units Of affordable Housing developed across Charlotte

SOURCES:

[North Carolina Housing Finance Agency](#) | [Georgia Family Connection Partnership](#) | [National Low Income Housing Coalition](#)

Housing

THE STORY

One single mother recently moved into an affordable apartment at *Evoke Living at Westerly Hills*, ending a long season of instability moving between family members' homes, unable to afford high rent prices and large security deposits traditionally required for a lease.

When she finally received the keys to her new apartment, tears welled up in her eyes. With her two elementary-aged children standing beside her and her six-month-old daughter resting on her hip, she said quietly, "This is the first lease I've ever signed. I can't believe we have a place to call our home."

Thousands of individuals like her now have access to stable, beautiful homes they call their own. Each home represents a tangible expression of the Kingdom coming to earth—leaders using their platforms to make the love of God visible in the life of our city.



THE INTERCONNECTED CHALLENGE

Housing instability often comes from multiple vulnerabilities happening at once. KSuite members have seen families secure affordable housing only to lose it due to medical emergencies, missed work, or rising bills. Their experiences confirm why KSuite's four pillars matter: without stable employment, accessible healthcare, and educational opportunities that support rising incomes, even affordable housing remains out of reach.

MAXIMIZING HOUSING STOCK

To meet the growing need, KSuite members are expanding rental assistance for the lowest-income families, preserving existing affordable units, and creating new pathways through public-private partnerships, innovative financing such as rent-to-own programs, and zoning reform. Federal and local efforts like SHOP also provide additional routes to homeownership.

LEVERAGING INFLUENCE & COLLABORATION

KSuite members bring significant marketplace and policy influence. By advocating for fairer development policies and removing systemic barriers, they help create a more equitable housing landscape. This work must be paired with more partners, business leaders, developers, nonprofits, and local organizations, who can walk relationally with families and support long-term transformation.



Employment

THE REALITY

In North Carolina, **37% of workers earn less than \$15 per hour — nearly one in three live at or below the federal poverty line.** In Mecklenburg County, a living wage requires \$39,000 annually, yet the most common jobs pay far less: food service averages \$16.32/hour, personal care \$17.50/hour, building and grounds maintenance \$17.81/hour.

For those seeking to move forward economically out of these low-paying jobs — high school graduates entering trades, immigrants navigating language barriers, formerly incarcerated individuals reentering the workforce, or those born into poverty wanting to get ahead—the path forward is often unclear, feeling at best like a mystery and at worst like an impossible climb. The challenge isn't lack of jobs. Workers need education about what opportunities exist, training to develop necessary skills, and Kingdom-minded employers willing to give them a chance.

THE IMPACT

KSuite members have been hard at work building the network and infrastructure to help bridge this gap through job-readiness programs, employer partnerships, and wraparound support. Over 500 individuals have accessed training, with 77 completing certification programs and 28 securing living-wage employment. The impact extends powerfully into immigrant and refugee communities, where 81 graduated from ESL and workforce programs, gaining language skills essential for career advancement. Six achieved U.S. citizenship, opening doors to expanded opportunities.

Looking ahead in 2026, KSuite is launching KSuite Employment Connection—a closed-loop digital platform creating custom matches between prepared candidates and Kingdom-minded employers. Partnering with nonprofits providing case management and mentoring, the platform launches with 7 partner nonprofits, 12 businesses, 50 positions, and 65 job seekers. This relational approach—built on mentorship and long-term commitment—reflects the conviction that hiring is ministry and transformation happens through patient investment in people.



SOURCES:

[Oxfam America 2022 Report / Axios Charlotte](#) | [NC Justice Center](#) | [MIT Living Wage Calculator](#) | [Bureau of Labor Statistics Occupational Employment and Wage Estimates](#) | [State of Working North Carolina \(2024 Report\)](#) | [NC Budget & Tax Center](#) | [Economic Policy Institute](#)

Employment

1

500+ trained individuals accessed job-readiness opportunities

2

77 Certifications graduates of comprehensive workforce programs

3

28 Living-Wage Jobs: Individuals secured employment that transformed families

4

Immigrant and Refugee Impact: 81 graduates gained ESL + workforce preparation skills.

5

Citizenship Growth: 6 participants achieved U.S. Citizenship



THE STORY

These may seem like numbers, but behind every certification earned, every citizenship achieved, stand real families having doors opened to opportunity that will change their lives and generations after them. Each placement creates ripple effects—a parent affording stable housing, a refugee building belonging, a formerly incarcerated individual restoring dignity through work.

KSuite members walk alongside workers through challenges, celebrate milestones, and invest in long-term success. Each opportunity represents the Kingdom coming to earth, demonstrating that every person carries God-given potential worthy of investment.

1

Foundational Needs: Housing, childcare, and food security directly impact job stability.

2

Community Voice: Effective job programs must be built WITH communities, not brought in from outside.

3

Development is Relational: Economic development requires patient, consistent investment in people.

Employment

RECOMMENDATIONS

1

Invest in Specialized Training: Support programs tailored to communities facing unique barriers, immigrants, refugees, returning citizens, and individuals overcoming homelessness or addiction. Prioritize organizations already proving success with these populations so they can grow and deepen their impact.

2

Strengthen Post-Employment Mentoring: Partner with nonprofits that provide long-term support after hiring. Mentoring, coaching, and accountability significantly increase job retention and help employees navigate challenges like transportation, childcare, or financial strain.

3

Mobilize Kingdom-minded Employers: Recruit and equip employers who view hiring as ministry. These leaders offer flexibility, grace, and long-term commitment, creating meaningful opportunities for people in transition and expanding second-chance employment across the network.



Education

THE REALITY

Only 39% of third graders in Charlotte-Mecklenburg Schools are reading at grade level. This matters because 96% of students who read on grade level by third grade will graduate high school—while roughly 75% of students who don't read on grade level by the end of third grade never catch up. Students who are behind in reading at the end of third grade are four times more likely to drop out of high school.

The consequences compound over a lifetime. Lifetime earnings of high school dropouts are \$260,000 less than peers who earn a diploma. Students from low-income families are 2.4 times more likely to drop out than middle-income kids, and over 10 times more likely than high-income peers.

For children born into poverty in Charlotte—already ranked last among major cities for upward mobility—the path forward often depends on access to quality education and exposure to career pathways that remain invisible without social capital and connections.



SOURCES:

[SHARE Charlotte](#) | [Belk Foundation](#) | [Cato College of Education](#) | [Graduation Alliance](#) | [The Edvocate](#)

Education

THE IMPACT

KSuite members have leveraged their unique marketplace positions to create educational opportunities that don't exist in traditional systems—opening doors to worlds students would never otherwise encounter.

DIME (Diversity Investment Management Engagement) is the only high school wealth management program in the United States, providing 11th and 12th graders direct access to investment professionals and comprehensive wealth-building education. Qualifying graduates receive a funded investment account, creating immediate stakes in their financial future.



SCALE (Scott Clark Accelerator for Leadership & Education) provides real-world marketing experience through partnerships with local school districts, contributing nearly \$80,000 in donated services to Charlotte organizations.

Together, these programs have served over **200 students**, generating **\$90,000 in college scholarship awards** and **\$30,000 invested in graduate accounts**.

Looking ahead in 2026, DIME is releasing a web-based game teaching wealth-building habits through interactive financial scenarios—meeting young people where they are while building critical financial literacy.



The SCALE program attracts students from all over the Charlotte region. When asked why he wanted to participate, a Title I high school student declared on the first day, ***"I want to break the chains of poverty and build generational wealth for my family."***

He started strong with enthusiastic participation. A few weeks in, however, he stopped attending. Program leaders tracked him down and discovered he had been paying \$40 for an Uber to transport him to and from each session. He simply couldn't afford to continue. That's where the community service officers of the Mecklenburg County Sheriff's Office stepped in. They transported this student, along with another, each day so both could complete the program.

After graduating from high school, the student asked to be considered for employment at the dealership. That was three years ago. Today, he has entered an apprentice program to become an automotive technician.

These may seem like programs and statistics, but behind every student mentored and every scholarship awarded stand young people whose trajectories are forever changed. Each represents doors opened, potential unlocked, and futures reimagined—demonstrating that every young person carries God-given potential worthy of investment.

Education Recommendations

Building on demonstrated success, the education pillar should focus on deepening impact through strategic concentration and network activation:

1

Focus Mentoring and Tutoring:

Concentrate volunteers and mentoring efforts in a small number of high-need schools. Going deeper builds trust, meets real student needs, and creates measurable models before expanding citywide

2

Business-Based Learning:

Open fellowships and internships inside KSuite member businesses. These real-world opportunities give students social capital, professional skills, and experiences classrooms cannot replicate.

3

Scale Educational Technology:

Once DIME's wealth-literacy game launches, use the KSuite network, businesses, schools, and nonprofits, to spread access widely and multiply impact without additional program infrastructure.

These recommendations emphasize depth over breadth, leveraging existing business platforms as educational environments, and using KSuite's network to amplify proven innovations. The goal is not to create new programs but to maximize the impact of what's already working through strategic focus and creative deployment of business resources.

Healthcare

THE REALITY

Nearly 70% of working Americans with health insurance report difficulty affording healthcare costs.

While insurance coverage protects against financial catastrophe, it doesn't create health. Across Charlotte, employees show up to work managing chronic conditions without proper guidance, delaying care until minor issues become major crises, and lacking support to build habits that could transform their wellbeing.

The impact ripples through businesses and families alike: increased sick days, reduced productivity, mounting healthcare costs despite coverage, and workers caught in cycles of reactive rather than proactive care. For families already stretched financially, poor health outcomes compound every other challenge—making it harder to advance in careers, care for children, or build toward better futures.

After a year of research, KSuite's healthcare pillar identified a critical gap: **insurance provides access to care, but working families need personalized guidance, health education, and coaching to make decisions creating lasting wellness.** This is where Kingdom-minded business leaders can make unique impact—investing upstream in employee health to create downstream transformation.

THE IMPACT

In 2026, **KSuite members are launching a pilot program providing personalized health planning and life coaching to employees.** This layered approach equips workers with guidance on nutrition, exercise, preventive care, and when to seek medical attention. The goal is straightforward: minimal employer investment yielding significant returns through reduced absenteeism, increased productivity, lower healthcare costs, and improved quality of life.

The pilot begins with two partner businesses, reaching approximately 500 employees in year one. The program establishes baseline metrics—sick days, healthcare utilization, productivity, and health status—then tracks outcomes to build a data-driven case for expansion. After the pilot year, KSuite will package measurable outcomes into a business case for other Charlotte employers, actively recruiting businesses to implement the model and multiply impact across working-class communities.

THE STORY

While the healthcare pillar is just beginning its work, the vision is clear: **healthier workers mean stronger businesses and families with greater capacity to rise economically.**

Each employee served represents the Kingdom coming to earth—leaders demonstrating that every person carries God-given worth deserving of investment in their wholeness and wellbeing.

SOURCES:

[CDC Foundation \(January 2015\)](#) | [U.S. Census Bureau - Small Area Health Insurance Estimates \(SAHIE\)](#) | [County Health Rankings \(Uninsured data\)](#) | [KFF State Health Facts](#) | [NC State Center for Health Statistics](#):

Future of KSuite

Through years of hard work and innovation, KSuite members have worked to meet the needs of Charlotte residents in housing, employment, education, and healthcare. God has worked through the business leaders and businesses of KSuite members in ways that have surpassed the impact of entire cities nationwide. This work deserves to be celebrated, but it also calls us to hope. Hope for what is possible when the business community joins hands with the nonprofit sector to demonstrate the gospel in action and create small, tangible expressions of Heaven on Earth in our community.

KSuite has now grown to twenty-six members. The impact of this group has been remarkable, yet the needs continue to grow. The affordable housing gap is widening, living-wage jobs are becoming harder to find, and access to quality healthcare and education is increasingly difficult in a time of financial strain and social division. These challenges remind us that transformation will not come from effort alone, but through faith expressed in compassion, community, and creativity. And we have learned something profound: we cannot create enough systems to support brokenness. True flourishing requires addressing the source—which is why we are now embracing family formation as essential to upward mobility.

Help is needed. KSuite is inviting new members who are ready to use their influence, resources, and expertise to serve others. The time is now to join. The path forward is clearer than ever before. KSuite members have learned that creating opportunities is only the beginning. Sustainable change occurs when these opportunities are combined with relationships, mentorship, and practical coaching that help people not only access resources but also thrive within them. This includes walking alongside individuals and couples as they navigate the two most consequential decisions for lasting prosperity: following Christ and building strong families. This means partnering with grassroots nonprofits, churches, and community leaders who walk with people every day and know how to provide both encouragement and accountability.

The business community represents one of the most powerful and often overlooked forces for good in our city. When business leaders use their platforms for compassion, justice, and creativity, transformation follows. And when we have the courage to speak truth about faith and family—even when cultural leaders have abandoned these foundations—we position our city for genuine, generational change. The work already accomplished through KSuite shows what can happen when faith and leadership intersect with humility and service.

We celebrate all that God has already done through the members of KSuite and pray with anticipation for what is to come. May this next season be marked by courage, generosity, and connection as we continue building a city where life, in all its fullness, can flourish for everyone.



K
SUITE