



National
Urban League

SAVE OUR CITIES

**POWERING
THE DIGITAL
REVOLUTION
ANNUAL REPORT 2018**

www.nul.org

“Without full, equitable inclusion into the digital economy, communities of color will continue to be forced to the fringes of every marker of well-being. Therefore, the National Urban League stands of the digital horizon, poised to secure the promise of the digital future. And there is no app for that.”

Marc H. Morial
President & CEO

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////// A MESSAGE FROM THE PRESIDENT



Marc H. Morial
President & CEO

The year 2018 carried heavy significance for the National Urban League, marking the 50th anniversary of a monumental year for civil rights. We were reminded of the stark legacy of our mission as we marked a half-century of the Fair Housing Act, the assassinations of Martin Luther King, Jr., and Bobby Kennedy and the appallingly strong showing of segregationist George Wallace in the 1968 Presidential election.

On Fair Housing, the anniversary highlighted the erosion of rights under the Trump Administration. A commemorative gathering at National Museum of African American History and Culture in Washington, D.C., meant to celebrate the Fair Housing Act, served instead as an urgent call to action for increased activism to protect the law and expand its enforcement provisions.

About 700 young people of the Urban League Movement the March for Our Lives in Washington, D.C. on March 24, inspired by the massacre at a Parkland, Florida, high school that left 17 students and staff members dead. Urban Leaguers marched to end not only the epidemic of mass shootings in schools, but the plague of gun violence in our communities.

The 2018 State of Black America[®] report, "Powering the Digital Revolution," set out to answer the question, "Are the new job, business and educational opportunities created by increased digitization of our world being equally shared?" Our unprecedented nationwide assessment of the 21st-century digital economy found that Black Americans are overrepresented as tech consumers, but drastically underrepresented as tech employees. African-Americans make up less than 5% of the workforce at social media and technology companies, vs. more than 50% for whites. Less than 6% of total Black employment in 2017 was in the tech industry, vs. 8.5% for whites. For the first time, the report included a Digital Inclusion Index, which measured digital equality across three basic areas: digital skills and occupations, digital access and digital policy. The 2018 Digital Inclusion index was 74.1 percent (100% would represent full equality between white and Black Americans) The report sparked a national conversation about inclusion in the tech industry and inspired employers to reexamine their hiring and recruiting policies.

The year saw a major victory for the Main Street Marshall Plan, the National Urban League's comprehensive blueprint for addressing lack of opportunity and economic inequality in America's urban communities, as it was introduced as federal legislation by members of the Congressional Black Caucus. The Jobs and Justice Act, represents the most inclusive legislation of the Main Street Marshall Plan, first proposed as part of the 2016 State of Black America and finalized in detailed form in 2017.

In June, the National Urban League joined the City of Los Angeles and the entire civil rights movement in mourning the loss of the legendary John W. Mack, longtime President and CEO of the Los Angeles Urban League and a National Urban League trustee.

The theme of "Powering the Digital Revolution" carried through to the National Urban League 2018 Conference in Columbus, Ohio, August 1-4. The conference represented an exploration of the role of cutting-edge technology in every aspect of today's social and economic landscape. Facebook CEO Sheryl Sandberg kicked off the conference with the announcement of an expanded partnership to offer training in social media strategy and digital marketing at our 13 Urban League Entrepreneurship Centers. Our main plenary session, "Beyond the Hashtag: From Online Activism to Offline Change" featured experts in transforming hashtags to action: #MeToo movement founder Tarana J. Burke, #OscarsSoWhite creator April Reign, and Women's March National Co-Chair Tamika D. Mallory.

In keeping with the National Urban League's fundamental principle of civic engagement, September saw the launch of ENOUGH IS ENOUGH. VOTE! Through get-out-the-vote events around the country and a vigorous social media campaign, we reached 16 million people, generating more than 700,000 social media impressions and 39 million in earned media.

We also spent the fall rallying with our civil rights allies against the nomination of Brett Kavanaugh to the Supreme Court. While unsuccessful in preventing his confirmation to the court, we shone a light on his dismal record on cases involving racial and workforce discrimination, and raised awareness about the importance of these issues.

WORKFORCE DEVELOPMENT

WORKFORCE DEVELOPMENT

In 2018, the Workforce Development Division continued to implement a suite of workforce development programs targeted to adults, the long-term unemployed, seniors, youth and returning citizens. These important workforce development programs are further complemented by our foundational program, Project Empower University.

URBAN SENIORS JOBS PROGRAM (USJP) assists low-income adults 55 years or older, who are unemployed and have severely limited employment prospects, by providing them with paid community service assignments, access to training and educational opportunities, job readiness workshops and supportive services including financial and health education assistance with the goal of attaining unsubsidized employment.

- 1,209 Individuals enrolled
- 139 Individuals employed
- 57.7% attained employment rate (exceeds USDOL SCSEP goal)

URBAN YOUTH EMPOWERMENT PROGRAM (UYEP)

engages at-risk and adjudicated youth either to assist them academically or to prepare them for entering the workforce through a comprehensive set of services that include: case management, service learning, restorative justice, education, mentoring, internships, and on-the-job training. Historically targeting 16 to 24-year olds, the model has been effectively applied to younger youth (14 and 15-year olds) as well.

- 700 Individuals enrolled
- 186 Individuals employed (18-24 year olds)
- 86% Employment rate (exceeded USDOL program goal)
- 149 Individuals earned credentials

URBAN REENTRIY JOBS PROGRAM (URJP) engages convicted adults in work release programs to connect them with industry-recognized credentials and employment opportunities. Participants receive access to supportive services, case management, educational, credentialing and training opportunities, mentoring, job readiness assistance, and job placement assistance.

- 200 Individuals enrolled
- 125 Individuals employed (25+)
- 60% Employment rate (met USDOL program goal)
- 108 Individuals earned credentials

URBAN TECH JOBS PROGRAM (UTJP) targets the long-term unemployed and trains them for middle skill occupations in the Information Technology sector. By placing unemployed participants into entry-level IT positions and coupling the work with training, participants will progress to higher wage occupations typically occupied by H1B visa candidates.

- 624 individuals enrolled
- 433 individuals completed one or more trainings
- 203 individuals employed to date

URBAN APPRENTICESHIP JOBS PROGRAM (UAJP) The UAJP, launched in September of 2016, facilitates access to employment through registered apprenticeship and pre-apprenticeship programs and targets historically underutilized populations—persons of color and women. When first launched, the original focus of the UAJP was limited to efforts to recruit individuals for registered apprenticeship opportunities in the wireless infrastructure industry. In 2018, the focus expanded to registered apprenticeship programs across multiple occupations with a specific focus on the following industries: construction, telecommunications, information technology, manufacturing, transportation, and health care.

- 98 individuals enrolled in Registered Apprenticeships
- 613 individuals enrolled in pre-apprenticeships (or preparatory trainings)

PROJECT EMPOWER UNIVERSITY: Project Empower University is designed to be a sequential, systematic approach to moving Urban League affiliates along the pathway to greater capacity and higher performance, with the ultimate outcome of improving financial stability and economic empowerment for the participants they serve. The National Urban League has worked to increase the effectiveness of its national affiliate network's economic services by helping them to implement workforce development best practices—such as employer engagement, career pathways, and effective data management—and to integrate services more broadly. The current iteration of this capacity-building initiative, Project Empower U (PEU), has now been formulated into "Project Empower University," a set of capacity-building stages organized into tiers to help affiliates systematically advance through the planning and implementation of service integration. At present, four (4) Urban League Affiliates have completed Project Empower University and are functioning as peer mentoring Affiliates; and, thirty-six (36) Affiliates are actively participating in Project Empower University. The long-term goal is to advance all Affiliates through Project Empower University.

ENTREPRENEURSHIP CENTERS

The Urban League Entrepreneurship Centers, located in 12 affiliate markets, equipped minority entrepreneurs with the management skills needed to grow their businesses, obtain financing or contracts, and create or preserve jobs. The Entrepreneurship Centers provided a combined 42,725 hours of business counseling and training services to 10,860 clients; assisted clients in procuring more than \$468,000,000 in financing, equity, grants, bonding and contracts; while helping to create or save *61,023 jobs.

**includes 59,652 jobs created/saved from Ohio River Valley Women's Business Council (ORV-WBC) and Ohio Small Business Development Center(SBDC) Hamilton County*

EDUCATION AND YOUTH DEVELOPMENT

PROJECT READY

- The 2018 Project Ready program year had a robust start. We completed onboarding for the 12 newly funded sites. The on boarding approach focused on presenting affiliates with customized tools to ensure they were equipped to successfully implement the programs.
- The 2018 Whitney M. Young Urban Leadership Conference Education and Youth Development track served over 25 affiliate staff. Our featured training focused on our Project Ready college access program. Our training included college scholarship preparation, college admissions, STEAM, parental involvement and our on-line tool Kuder Career Navigator.
- We successfully completed the College KickStart pilot with 2 affiliates (Rochester, NY and New Orleans, LA). The pilot included supporting 30 high school seniors collectively using an online platform. The system provided a comprehensive college list with admission and financial statistics to inform student decisions in selecting the best college fit. It was concluded that 100% of participating students took advantage of early enrollment opportunities for their college selections and indicated that they felt more informed when making enrollment decisions.
- 689 students completed the bi-annual Project Ready year-end youth survey. This was the highest number of youth on record for completing the survey. The results indicate that our impact with the program is moving us closer to the empowerment goal.
- In 2018, we tracked and monitoring 24 programs in 20 cities serving 882 students. The breakdown for the programs are as follows: 12 Mentor; 6 STEAM; 3 Historical and Cultural Literacy (HCL), and 3 Post-Secondary Success sites. The compilations of students for each Project Ready program area is comprised of: 399 Mentor; 288 STEAM; 105 HCL; and 90 Post Secondary-Success.

PROJECT READY MENTOR

- Our federal Project Ready Mentor IV grant operating in seven Urban League affiliate cities (Charlotte, SC; Chicago, IL; Columbia, SC; Houston, TX; Knoxville, TN; Rochester, NY and, Springfield, IL) was successfully closed out in December. The program engaged *434 students during the entire grant period, 56% more than our original target of 245.
- In 2018, we expanded the Project Ready Mentor to include a 5th cohort. The PRM5 cohort consists of Affiliates in the following cities: Atlanta, GA; Buffalo, NY; Greenville, NC; Indianapolis, IN; and, West Palm Beach, FL. Through Q4 2018, the program served 227 youth across five states.
- In late March 2018 we held a 2 ½ day training to onboard the affiliates. The onboarding covered the fiscal invoicing processing, the minimum program standards and the tools to effectively implement the program.

EQUITY AND EXCELLENCE PROJECT

- In February 2018, we organized a group of 12 CEOs and key Affiliate staff to visit the Urban League of Louisiana's Annual Schools Expo held on February 3. On February 2, Urban League Louisiana presented an overview of the planning and execution of the expo. This in-depth session, provided an opportunity for CEOs and staff to learn the process and receive tangible takeaways for replication in their local areas.
- On February 16, Urban League of Pittsburgh CEO Esther Bush was a panelist at a Council of Chief State School Officers (CCSSO) convening in Washington, D.C. She was joined by Deputy State Superintendent of Pittsburgh, Anthony Anderson. The Education Team along with the Washington Bureau provided preparation for CEO Bush building on an ESSA State Review for Pennsylvania complete with key issues and questions.



- The Equity and Excellence Project (EEP) continues to expand and have impact on communities around the country. The 2018 portfolio included 27 Affiliates across 22 States. Of those, 9 – Indiana, Kentucky, New Jersey, New York, Ohio, Oklahoma, Pennsylvania, South Carolina and Tennessee – held equity in education-focused statewide convenings. NUL provided these EEP Affiliates with additional funding and targeted strategic guidance, to support their Statewide Convenings which were focused on increasing understanding of education reform issues and opportunities in those affiliate communities and their states.
- The Wallace Foundation provided a 2-year grant extension for the Equity and Excellence Project: ESSA Leadership Learning Community (ELLC). Under this grant, NUL and the Urban League affiliate CEOs in 10 targeted states (Maryland, Minnesota, Missouri, Nebraska, New York, Ohio, Oregon, Pennsylvania, Tennessee, and Wisconsin) are working with ELLC partners at state and local levels to discuss the use of ESSA to elevate education leadership as a key strategy in district and state School Improvement Plans and Consolidated Plans.
- In Q4 2018, the National Urban League reviewed the Every Student Succeeds Act (ESSA) Consolidated State Plans that have been submitted to and approved by the U.S. Department of Education, rating the plans on 12 Equity Indicators including: early childhood learning, supports for struggling schools, and resource equity. These indicators were selected based on the evidence demonstrating their effectiveness to advance equity and excellence for vulnerable students in our nation's public schools. These consolidated state plans are a preliminary indicator of how states intend to implement the new law and represent a blueprint for state- and district-level decisions that will work to move each state from promise to practice during implementation.

YOUTH LEADERSHIP SUMMIT

- The National Urban League's 29th Annual Youth Leadership Summit was held from July 17 – July 23, 2018 on the campus of The Ohio State University. The theme, developed by the Youth Steering Committee, was: "CTRL/ALT/DELETE:Reboot_Your_World//."
- A total of 358 participants representing 28 Urban League Affiliates and 3 partner organizations from 50 cities from 23 states and the District of Columbia attended.
- The Youth Leadership Summit is the annual culminating event for all of the National Urban League's local and national Education and Youth Development programs. Over five days, middle and high school students from Urban League affiliates throughout the country engaged in a unique educational and developmental experience that provided access to national presenters and content that will help them to further develop important skills, perspective and goals.
- The Title sponsor was Honda, which hosted a full-day onsite visit at the Honda Plant in Marysville, Ohio. Additional sponsors were: FedEx, Intel, State Farm, and ETS; and in-kind sponsors, Dell, Coca-Cola, and Sprint.
- Highlights included the Youth Town Hall, the 10th Annual Project Ready Case Competition, Project Wellness, the Inspiring the Next Generation of Innovators: Science and Innovation Day held at COSI, and our 9th Annual Project Ready Invitational College Fair and Workshops.
- The Summit has an impact beyond the 5 days. A mother of one participant commented, after her son returned home: "Thank you for inviting us to introduce our son to this amazing opportunity. We had the most amazing conversation about his future and his interests. Thanks for helping us broaden his perspective."



HEALTH AND QUALITY OF LIFE

PROJECT WELLNESS, the National Urban League's signature health and wellness program, is operational in more than 15 affiliates. In 2018, Project Wellness began to develop a specific focus on the intersections of health with housing, education and workforce development to create a more comprehensive and complex strategy around achieving health equity by addressing disparities.

PARTNERING AND COMMUNICATING TOGETHER TO ACT AGAINST AIDS (PACT), a Centers for Disease Control (CDC) partnership, paired four Urban League affiliates with local health practitioners to galvanize local communities around HIV and AIDS advocacy, information, outreach and services (testing, treatment and care). The initiative reaches nearly 300,000 people annually through outreach, awareness, testing and education and has enable the National Urban League and its local affiliates to form strategic partnerships with more than two dozen institutions and organizations.

COMMUNITY CATALYST OPEN ENROLLMENT MARKETING AND OUTREACH: Through this project Community Catalyst and partners such as the National Urban League, created plain language resources to disseminate to consumers to raise awareness and educate consumers about their health insurance options. The participating states (Kentucky, Pennsylvania, Indiana and South Carolina) are those with the highest uninsured rates with a focus on key populations that are eligible for marketplace coverage such as young adults, immigrant communities, persons of color and person who identify as LGBTQ.

PFIZER CULTIVATING HEALTH LITERATE COMMUNITIES INITIATIVE works to raise health literacy, increase understanding of clinical research as a component of health literacy and its role in advancing health solutions; develop culturally appropriate and resonant tools and resources that advance health literacy and health equity nationally and help position Pfizer and local Urban League affiliate Presidents and CEOs in leadership roles in addressing health literacy

AMERICAN LUNG ASSOCIATION EMPOWERED TO QUIT- focuses on provide smoking cessation support to African-American and other communities in Chicago, IL; Washington, DC; Atlanta, GA; and Indianapolis, IN and recruiting smokers who are interested in joining a formal smoking cessation program. 2018 was the second year of the project.

AMERICAN HOSPITAL ASSOCIATION PARTNERSHIP: In 2018, the National Urban League stakeholder discussions, activities, and events focused on integrating Community Health Workers (CHWs) into care delivery models and population health management strategies to achieve greater health equity and a reduction in health disparities.

HOUSING AND WEALTH BUILDING

NUL has been a HUD Approved Housing Counseling Intermediary for over 30 years. In 2018 we coordinated a network of 29 affiliates in 19 states and the District of Columbia that helped 19,337 clients improve access to safe and affordable housing. Specifically, our work maximizes opportunities and addresses obstacles related to homelessness, rental and fair housing, as well as homeownership preparation, purchase and sustainability as vehicles of economic mobility. Direct service providers engage clients in goal-setting, budgeting, credit building and repair, helping negotiate terms with agents, and identifying emergency and financial assistance. Each affiliate tailors this menu of services to the community in which it operates and works with a diverse group of public and private organizations to increase impact. An annual grant from HUD through the Comprehensive Housing Counseling program helps subsidize the fulfillment of federal standards and achieve basic outcomes. Additional leverage from philanthropy, private industry, policy analysis and NUL programs in education, workforce development, health and entrepreneurship, create long-term sustainability and economic empowerment for the communities we serve.

FORECLOSURE PREVENTION (“RESTORE OUR HOMES”) helped distressed homeowners understand, evaluate and navigate their financial crises by providing specific action steps and, when possible, helping them avoid foreclosure by negotiating an affordable loan modification or terms of forbearance. In 2018, the League served approximately 2,500 homeowners (85% avoided foreclosure) with the assistance of HUD-Approved Urban League Affiliate Housing Counselors. Since the apex of the great recession in 2009, the Urban League has served more than 50,000 clients through this program.

ASSET BUILDING AND FINANCIAL CAPABILITY (FINANCIAL EMPOWERMENT CENTERS) encapsulates a comprehensive bundled service delivery approach that integrates career development with income supports and financial coaching to help adults and families build the financial capability needed to reach financial stability and upward mobility. The Centers focus on empowering people to earn more, to manage and retain more of what they earn, to reduce debt, enhance credit scores, increase savings and build assets in an integrated goals-driven approach. Launched in the fall of 2013, in the first 4 years of development, the initial three Urban League Financial Empowerment Centers helped more than 3,000 people to build their financial balance sheets and increase their capacity and opportunities for continual growth, and another 6 affiliates have been in the process of establishing FEC operations that will launch in 2019 and 2020. And in addition to these Centers, in 2018, an additional 2,461 clients received financial coaching under the Project Reinvest grant across the NUL Housing Counseling Network.

WASHINGTON BUREAU

2017 HIGHLIGHTS

MAIN STREET MARSHALL PLAN

- National Urban League's Mainstreet Marshall Plan priorities in education, housing, small business, job training, and social justice issues were included in the Congressional Black Caucus' Jobs and Justice Act.

HOUSING & FINANCIAL SERVICES

- Successfully advocated to stop the Corker-Warner housing finance reform legislation that would have terminated GSE affordable housing goals.
- Engaged in a successful campaign to defeat the PROSPER ACT, which would have cut billions of dollars from federal higher education programs for low income students.
- Defeated President Trump's request to eliminate the Senior Community Service Employment Program (SCSEP) and secured funding for SCSEP at \$400 million in the FY19 appropriations agreement, in partnership with SCSEP national grantees.

SOCIAL JUSTICE

- Submitted comprehensive testimony on hate crimes to the U.S. Commission on Civil Rights informed by results of an Urban League affiliate survey on hate crimes & bias-related incidents.
- Facilitated Houston Area Urban League's co-hosting of Texas/Oklahoma voting rights hearing with the National Commission for Voter Justice.
- Successfully advanced criminal justice reform legislation, "The First Step Act" including through securing closed-door negotiation meetings for President Morial, the Congressional Black Caucus and criminal justice advocates.

ADVOCACY

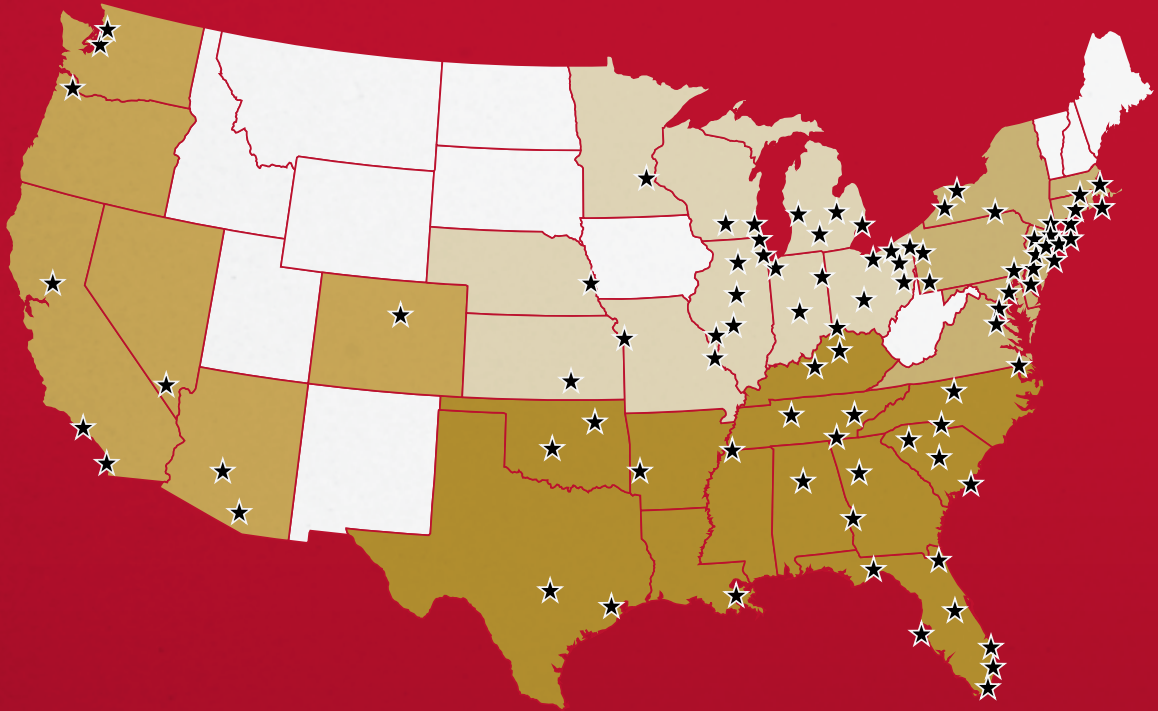
- The 15th Annual Legislative Policy Conference was a success with over 670 participants and 104 Capitol Hill meetings conducted by the Urban League movement with their Members of Congress.
- NULWB staff provided substantive and technical support to the Urban League Movement's participation in the "March for Our Lives" march in Washington, DC.
- Graduated 20 Urban League Young Professional and Guild Members from the Inaugural NULWB Certificate in Advocacy Program and launched the second Certificate in Advocacy Program Class with 30 new participants.
- Launched the WKKF civic engagement campaign, "Enough is Enough. Vote!" reaching 16 million people generating over 717,000 impressions via social media and 39 million in earned media.

FOR THE MOVEMENT PODCAST

- The National Urban League Washington Bureau Launched the For The Movement Podcast produced a total of 37 episodes throughout the year, heard in 44 states and 28 countries which include.

88 AFFILIATE LOCATIONS

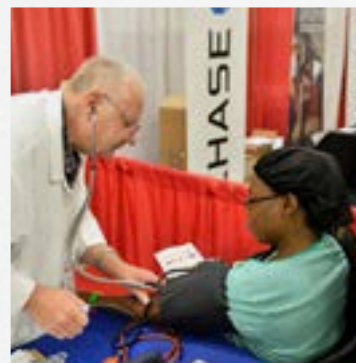
300 COMMUNITIES



Affiliates of the National Urban League are the centers of activity in and around their communities. Their professionally-staffed offices are where Urban League services come to life – where people and their neighborhoods grow, change, and strengthen. Located in 36 states across the U.S., including the District of Columbia, our affiliates cultivate a symbiotic relationship with local residents and companies and advocate for positive change in their communities. While all affiliates must meet the rigorous standards set by the national office, they each have the flexibility to tailor their services to local community needs, thereby ensuring the best results for the communities they serve.







TO OUR SUPPORTERS

The National Urban League thanks each of our individual, corporate and foundation supporters who generously contributed in 2018. Whether a long-standing partner or a new friend, we value your faith in our mission and goals. With your assistance, we are able to continue working toward our Empowerment Goals:

- Every American child is ready for college, work and life.
- Every American has access to jobs with a living wage and good benefits.
- Every American lives in safe, decent, affordable and energy efficient housing on fair terms.
- Every American has access to quality and affordable health care solutions.

To learn more about how to support the National Urban League or for a complete list of our annual sponsors, visit www.nul.org.



Donor Category Report 2018

Corporations, Foundations, Nonprofits and Individuals

CORPORATIONS, FOUNDATIONS AND NONPROFITS

\$1,000,000 + - (\$1,000,000.00 +)

AT&T Inc.
Bill & Melinda Gates Foundation
Comcast Corporation**
JPMorgan Chase & Co.
Nationwide Mutual Insurance Company
Shell Oil Company
United Parcel Service, Inc.
Wells Fargo & Company
W.K. Kellogg Foundation

\$500,000 - \$999,999 - (\$500,000.00 +)

Bank of America Corporation
Centene Corporation
Comic Relief Inc.
Fannie Mae
MasterCard International
State Farm Mutual Automobile
Insurance Company
Toyota Motor Sales, U.S.A., Inc.
The Wallace Foundation
Wal-Mart Stores, Inc.

\$250,000 - \$499,999 - (\$250,000.00 +)

BP America Inc.
Charter Communications
Facebook, Inc.
FedEx Corporation
GEICO Corporation
Pfizer Inc.
Strada Education Network

Verizon Communications Inc.
The Walton Family Foundation
The William and Flora Hewlett Foundation

\$100,000 - \$249,999 - (\$100,000.00 +)

American Airlines, Inc.**
American Express Foundation
Anheuser-Busch InBev
The Branch Banking & Trust Company
The Coca-Cola Company
CVS Health Foundation
Eli Lilly and Company
Freddie Mac
Google, Inc.
Hospital Corporation of America
Huntington National Bank
Johnson & Johnson
KeyCorp
Leadership Conference on Civil Rights
Education Fund Inc.
March for Our Lives Action Fund
Margaret and Daniel Loeb
Third Foundation
New Venture Fund
Target Foundation
TD Bank
YKTG Network Solutions LLC

\$50,000 - \$99,999 - (\$50,000.00 +)

Center For Financial Services Innovation
Chevron Corporation
Citi
Enterprise Holdings, Inc.
Federal Home Loan Bank of San Francisco

Fifth Third Bank
Financial Service Centers of America, Inc.
Ford Motor Company
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Lyft, Inc.
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Marriott International, Inc.
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Sodexo, Inc.
T-Mobile
Time Warner Inc.
Volkswagen Group of America, Inc.
Walgreen Co.

\$25,000 - \$49,999 - (\$25,000.00 +)

AARP
Adecco
AIDS Healthcare Foundation
Altria Client Services Inc.
Amazon, Inc.
American Heart Association
American Petroleum Institute
American Staffing Association
Caesars Entertainment
Caterpillar, Inc.
CIT Group Inc.
Edison Electric Institute
Edward D. Jones & Co., L.P.
Educational Testing Service
Emerson Electric Company
Ewing Marion Kauffman Foundation
Fair Isaac Corporation

First Agency
 Greater Columbus Convention Center
 Hilton Worldwide
 The Hudson Group
 LinkedIn Corporation
 McDonald's Corporation
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 Motion Picture Association of America, Inc.
 National Association for the
 Advancement of Colored People
 NextGen America, Inc.
 PepsiCo, Inc.
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 The Southern Company
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 Viacom International Inc.
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 Ariel Investments, LLC
 The Bank of New York Mellon Corporation
 Bristol-Myers Squibb Foundation
 CBS Corporation
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 Diageo Americas
 Dell Inc.
 Elizabeth For Massachusetts
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 The Guardian Life Insurance
 Company of America
 Limited Brands Foundation
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The Mane Choice Hair Solution LLC
 MFR Securities, Inc.
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 National Football League
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 OhioHealth
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 Sidley Austin LLP
 Suez NA
 US Bancorp
 Weil, Gotshal & Manges, LLP
 World Wide Technology, Inc.

\$5,000-\$9,999 - (\$5,000.00 +)

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 FTI Consulting
 Merck & Co., Inc.
 Mutual of America Life
 Insurance Company
 The Ferriday Fund
 Grace Covenant Church
 Manheim, Inc.
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 The Switzer Group, Inc.

\$2,500 -\$4,999 - (\$2,500.00 +)

American Kidney Fund
 Ballard Spahr LLP
 Brackenridge Foundation
 International Business
 Machines Corporation
 United Way of New York City

\$1,000 - \$2,499 - (\$1,000.00 +)

The Christian Methodist Episcopal Church
 Constructomics, LLC
 Cowles Charitable Trust
 Federal Bureau of Investigation
 National Urban League Guild/Leah
 Riddle-George
 New York Urban League
 Rose Associates, Inc.
 USI-New York
 Vision Technical Group Inc.

\$500 - \$999 - (\$500.00 +)

American International Group
 Cardinal Health
 Faircom New York, Inc.
 Grand Rapids Urban League
 Main Street Landing LLC
 Pinellas County Urban League
 Pitney Bowes Inc.

\$250 - \$499 - (\$250.00 +)

BDW Enterprises LLC
 Beachside Research LLC
 Iota Phi Lambda Sorority, Inc.

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Carrie M. Thomas*

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Champion (\$1,000,000 +)

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George Lucas Family Foundation
The Mandy and Tim Murphy Family Fund
Noemi and Michael Neidorff

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Brad Glazer
Mary W. Harriman Foundation
Gwendolyn and Colbert King
Marc H. Morial and Michelle Miller
Nicholas Perkins
Alma and Gen. Colin L. Powell, (Ret.)
Batia and Dennis Serrette
Jeffrey White

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Legacies & Bequests

Estate of Seymour Israel
 Estate of Ruth B. Jaynes
 Estate of Sinclair Lewis
 Estate of Mary Lindt
 Estate of Classie Mixon
 Estate of Solomon Herbert Rubin
 Estate of Marian Sameth

* Deceased

** Includes In-Kind Contributions

2018 Financial Statements

CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

as of December 31, 2018

2018

ASSETS

Cash and cash equivalents	\$ 12,018,989
Grants and pledges receivable, net	13,585,689
Franchise fees receivable, net	816,604
Prepaid expenses and other assets	568,718
Investments	19,314,874
Interest rate swap agreement	38,616
Property and equipment, net	12,836,474
Total assets	<u>59,179,964</u>

LIABILITIES AND NET ASSETS

Liabilities

Line of Credit	1,500,000
Accounts payable and accrued expenses	4,222,414
Accrued payroll and vacation benefits	536,154
Accrued pension benefit costs	725,009
Contract advances and other deposits	220,708
Deferred rent credit	1,543,258
Bonds Payable (net of debt issuance cost \$130,734)	3,976,355
Accrued defined contribution costs	6,657,207
Total liabilities	<u>19,381,105</u>

Net assets

Without donor restrictions

Undesignated	\$ 5,283,647
Pension related	(10,207,828)
Total without donor restrictions	<u>(4,924,181)</u>

With donor restrictions

Total net assets	<u>44,723,040</u>
Total liabilities and net assets	<u>\$ 59,179,964</u>

STATEMENT OF ACTIVITIES

for the Year Ended December 31, 2018

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING ACTIVITIES			
Revenue, Gains, and Other Support			
Government grants and contracts	\$ 21,498,708	\$ -	\$ 21,498,708
Donated materials and services	7,754,079	-	7,754,079
Contributions	7,139,071	10,419,295	17,558,366
Legacies and bequests	42,314	-	42,314
Special events	1,513,529	-	1,513,529
Program service fees	6,834,751	-	6,834,751
Franchise fees	907,500	-	907,500
Net investment return designated for current operations	1,129,890	-	1,129,890
Sale of publications	4,464	-	4,464
Other	831,010	-	831,010
<i>Net assets released from restrictions</i>			
Satisfaction of restrictions	16,802,184	(16,802,184)	-
Total revenue, gains, and other support	64,457,500	(6,382,889)	58,074,611
OPERATING EXPENSES			
Program Services			
Economic empowerment	27,675,253	-	27,675,253
Education and youth empowerment	5,580,760	-	5,580,760
Civic engagement and leadership empowerment	15,561,133	-	15,561,133
Technical assistance to affiliates	2,672,040	-	2,672,040
Health and quality of life empowerment	1,030,588	-	1,030,588
Civil rights and racial justice empowerment	319,068	-	319,068
Urban Empowerment Fund	410,823	-	410,823
Total program services	53,249,665	-	53,249,665
Supporting Services			
Management and general	8,372,237	-	8,372,237
Fundraising	3,930,079	-	3,930,079
Total expenses	65,551,981	-	65,551,981
Changes in net assets from operations	(1,094,481)	(6,382,889)	(7,477,370)
NON-OPERATING ACTIVITIES			
Net investment return net of amount designated for current operations	-	(1,798,262)	(1,798,262)
Gain in fair value of interest rate swap obligation	21,560	-	21,560
Pension-related changes other than net periodic pension costs	(493,415)	-	(493,415)
Total non-operating activities	(471,855)	(1,798,262)	(2,270,117)
Changes in net assets	(1,566,336)	(8,181,151)	(9,747,487)
Net assets (deficit), beginning of year	(3,357,845)	52,904,191	49,546,346
Net assets (deficit), end of year	\$ (4,924,181)	\$ 44,723,040	\$ 39,798,859

A complete copy of the 2018 Audit Report can be provided at 120 Wall Street, New York, NY 10005 or online at www.nul.org.

Directory of Presidents

AKRON, OHIO

Sadie M. Winlock, President
Akron Community Service Center and
Urban League
440 Vernon Odom Blvd
Akron, OH 44307
(330) 434-3101
FAX #(330) 434-2716
E-mail swinlock@akronurbanleague.org

ALEXANDRIA, VIRGINIA

Tracey Walker, Board Chair
Northern Virginia Urban League
1315 Duke Street
Alexandria, VA 22314
(703) 836-2858
FAX # (703) 836-8948
E-mail: tracey.walker@rsmus.com

ALTON, ILLINOIS

Brenda Walker McCain, President
Madison County Urban League
408 East Broadway Street
P.O. Box 876
Alton, IL 62002
(618) 463-1906
FAX# (618) 463-9021
E-mail bkwm51@aol.com

ATLANTA, GEORGIA

Nancy Flake Johnson, President
Urban League of Greater Atlanta
Peachtree Center – International Tower
229 Peachtree Street NE, Suite 300
Atlanta, GA 30303
(404) 659-1150
FAX# (404) 659-5771
E-mail njohnson@ulgatl.org

AURORA, ILLINOIS

Theodia Gillespie, President
Quad County Urban League
1685 N. Farnsworth Avenue
Aurora, IL 60505
(630) 851-2203
FAX# (630) 851-2703
E-mail theodia@aol.com

AUSTIN, TEXAS

Quincy Dunlap, President
Austin Area Urban League
8011 Cameron Road – Building A-100
Austin, TX 78754
(512) 478-7176
FAX#(512) 478-1239
E-mail quincy_dunlap@aaul.org

BALTIMORE, MARYLAND

J. Howard Henderson, President
Greater Baltimore Urban League
512 Orchard Street
Baltimore, MD 21201
(410) 523-8150
FAX#(410) 523-4022
E-mail jhhenderson@gbul.org

BATTLE CREEK, MICHIGAN

Kyra Wallace, President
Southwestern Michigan Urban League
172 West Van Buren Street
Battle Creek, MI 49017
(269) 962-5553
FAX#(269) 962-2228
E-mail kyraul@ulbc.org

BINGHAMTON, NEW YORK

Jennifer Lesko, President
Broome County Urban League
43-45 Carroll Street
Binghamton, NY 13901
(607) 723-7303
FAX#(607) 723-5827
E-mail jlesko@bcul.org

BIRMINGHAM, ALABAMA

William Barnes, President
Birmingham Urban League
1229 3rd Avenue North
Birmingham, AL 35203
(205) 326-0162
FAX#(205) 521-6951
E-mail william.barnes@birminghamul.org

BOSTON, MASSACHUSETTS

Darnell L. Williams, President
Urban League of Eastern Massachusetts
88 Warren Street
Roxbury, MA 02119
(617) 442-4519
FAX#(617) 442-9813
E-mail dwilliams@ulem.org

BUFFALO, NEW YORK

Brenda McDuffie, President
Buffalo Urban League
15 Genesee Street
Buffalo, NY 14203
(716) 250-2400
FAX#(716) 854-8960
E-mail bmcduffie@buffalourbanleague.org

CANTON, OHIO

Diane Stevens Robinson, Interim President
Greater Stark County Urban League, Inc.
1400 Sherrick Road, SW
Canton, OH 44707-3533
(330) 754-1576
FAX#(330) 615-1493
E-mail: 829drobinson@gmail.com

CHARLESTON, SOUTH CAROLINA

Otha Meadows, President
Charleston Trident Urban League
1064 Gardner Road, Suite 216
Charleston, SC 29407 (843) 769-8173
FAX#(843) 769-8193
E-mail otha.meadows@ctul.org

CHARLOTTE, NORTH CAROLINA

William Teddy McDaniel, President
Urban League of Central Carolinas, Inc.
740 West 5th Street
Charlotte, NC 28202
(704) 373-2256
FAX#(704) 373-2262
E-mail teddy.mcdaniel@urbanleaguecc.org

CHATTANOOGA, TENNESSEE

Warren E. Logan, Jr., President
 Urban League Greater Chattanooga, Inc.
 730 East Martin Luther King Boulevard
 Chattanooga, TN 37403
 (423) 756-1762
 FAX#(423) 756-7255
 E-mail welogan@ulchatt.net

CHICAGO, ILLINOIS

Barbara Lumpkin, Interim President
 Chicago Urban League
 4510 South Michigan Avenue
 Chicago, IL 60653
 (773) 285-5800
 FAX#(773) 285-7772
 E-mail: blumpkin@thechicagourbanleague.org

CINCINNATI, OHIO

Donna Jones Baker, President
 Urban League of Greater Southwestern Ohio
 3458 Reading Road
 Cincinnati, OH 45229
 (513) 281-9955
 FAX#(513) 281-0455
 E-mail djbaker@gcul.org

CLEVELAND, OHIO

Marsha Mockabee, President
 Urban League of Greater Cleveland
 2930 Prospect Ave, East
 Cleveland, OH 44115
 (216) 622-0999 ext. 201
 FAX# (216) 622-0997
 Email: mmockabee@ulcleveland.org

COLUMBIA, SOUTH CAROLINA

James T. McLawhorn, Jr., President
 Columbia Urban League
 1400 Barnwell Street
 P.O. Box 50125
 Columbia, SC 29201
 (803) 799-8150
 FAX#(803) 254-6052
 E-mail culsc@aol.com

COLUMBUS, GEORGIA

Susan Cooper, Interim President
 Urban League of Greater Columbus, Inc.
 802 First Avenue
 Columbus, GA 31901
 (706) 322-6840
 FAX#(706) 596-2144
 E-mail ceo@urbanleaguegc.org

COLUMBUS, OHIO

Stephanie Hightower, President
 Columbus Urban League
 788 Mount Vernon Avenue
 Columbus, OH 43203-1408
 (614) 257-6300
 FAX#(614) 257-6327
 E-mail shightower@cul.org

DENVER, COLORADO

Pastor Del Phillips, Board Chair
 Urban League of Metropolitan Denver
 711 Park Avenue West, Suite 340
 Denver, CO 80205
 (303) 377-2790
 FAX#(303) 377-2794
 E-mail: chairmanulmboard@gmail.com

DETROIT, MICHIGAN

N. Charles Anderson, President
 Urban League of Detroit & Southeastern
 Michigan
 208 Mack Avenue
 Detroit, MI 48201
 (313) 832-4600
 FAX#(313) 832-3222
 E-mail ncanderson@deturbanleague.org

ELIZABETH, NEW JERSEY

Donna Lowe Alexander, Interim President
 Urban League of Union County
 288 North Broad Street
 P.O. Box 730
 Elizabeth, NJ 07208
 (908) 351-7200
 FAX#(908) 527-9881
 E-mail dalexander@uloucny.org

ELYRIA, OHIO

Frank Whitfield, President
 Lorain County Urban League
 200 Middle Avenue, Suite 200
 Elyria, OH 44035
 (440) 323-3364 ext. 23
 FAX#(440) 323-5299
 E-mail fwhitfield@lcul.org

ENGLEWOOD, NEW JERSEY

Jeffrey Richardson, Interim President
 Urban League for Bergen County
 12 Tenafly Road, Suite 104
 Englewood, NJ 07631
 (201) 568-4988
 FAX#(201) 568-4989
 E-mail jrjrichardson@ulbcnj.org

FARRELL, PENNSYLVANIA

Erin Houston, Ph.D., President
 Shenango Valley Urban League
 601 Indiana Avenue
 Farrell, PA 16121
 (724) 981-5310
 FAX#(724) 981-1544
 E-mail ehouston@neohio.twcbc.com

FLINT, MICHIGAN

Reginald Smith, Board Chair
 Urban League of Flint
 P.O. Box 1102
 Flint, MI 48501
 E-mail rsmithflint@aol.com

FORT LAUDERDALE, FLORIDA

Germaine Smith Baugh, President
 Urban League of Broward County
 560 Northwest 27th Avenue
 Fort Lauderdale, FL 33311
 (954) 584-0777
 FAX#(954) 584-4413
 E-mail gsbbaugh@ulbcfl.org

FORT WAYNE, INDIANA

Dr. Cosette Grant-Overton, President
Fort Wayne Urban League
2135 South Hanna Street
Fort Wayne, IN 46803
(260) 745-3100
FAX#(260) 745-0405
E-mail: cgrant@fwurbanleague.org

GARY, INDIANA

Vanessa Allen-McCloud, Ed.D, President
Urban League of Northwest Indiana, Inc.
3101 Broadway
Gary, IN 46409
(219) 887-9621
FAX#(219) 887-4519
E-mail vallen@ulofnwi.org

GRAND RAPIDS, MICHIGAN

Joseph D. Jones, President
Grand Rapids Urban League
745 Eastern Avenue, S.E.
Grand Rapids, MI 49503
(616) 245-2207
FAX#(616) 245-6510
E-mail jjones@grurbanleague.org

GREENVILLE, SOUTH CAROLINA

Jil M. Littlejohn, President
Urban League of the Upstate, Inc.
15 Regency Hill Drive
Greenville, SC 29607
(864) 244-3862
FAX#(864) 244-6134
E-mail jil@urbanleagueupstate.org

HARTFORD, CONNECTICUT

Kathy Reilly, Interim President
Urban League of Greater Hartford
140 Woodland Street
Hartford, CT 06105
(860) 527-0147 ext. 112
FAX#(860) 249-1563
E-mail: kreilly@ulgh.org

HOUSTON, TEXAS

Judson W. Robinson III, President
Houston Area Urban League
1301 Texas Avenue
Houston, TX 77002-3508
(713) 393-8700
FAX#(713) 393-8787
E-mail judrob@haul.org

INDIANAPOLIS, INDIANA

Tony Mason, President
Indianapolis Urban League
777 Indiana Avenue
Indianapolis, IN 46202
(317) 693-7603
FAX#(317) 693-7613
E-mail tmason@indplsul.org

JACKSON, MISSISSIPPI

Beneta Burt, Executive Director
Mississippi Urban League
2548 Livingston Road, Suite 1
Jackson, MS 39213
(601) 987-6783
FAX#: (601) 987-6846
E-mail: benetaburt@bellsouth.net

JACKSONVILLE, FLORIDA

Richard D. Danford, Jr., Ph.D., President
Jacksonville Urban League
903 West Union Street
Jacksonville, FL 32204
(904) 723-4007
FAX#(904) 551-3885
E-mail r.danford@jaxul.org

JERSEY CITY, NEW JERSEY

Muhammad Umar, President
Urban League of Hudson County
253 Martin Luther King Drive
Jersey City, NJ 07305
(201) 451-8888
FAX#(201) 451-4158
E-mail mumar@ulohc.org

KANSAS CITY, MISSOURI

Gwen Grant, President
Urban League of Greater Kansas City
1710 Paseo Boulevard
Kansas City, MO 64108
(816) 471-0550
FAX#(816) 471-3064
E-mail ggrant@ulkc.org

KNOXVILLE, TENNESSEE

Phyllis Y. Nichols, President
Knoxville Area Urban League
1514 East 5th Avenue
P.O. Box 1911
Knoxville, TN 37917-1911
(865) 524-5511
FAX#(865) 525-5154
E-mail pynichols@thekaul.org

LAS VEGAS, NEVADA

Kevin Hooks, President
Las Vegas-Clark County Urban League
3575 W. Cheyenne Avenue, #101
North Las Vegas, NV 89032
(702) 636-3949
FAX#(702) 912-1198
E-mail: khooks@lvul.org

LEXINGTON, KENTUCKY

Porter G. Peeples, President
Urban League of Lexington-Fayette County
148 DeWeese Street
Lexington, KY 40507
(859) 233-1561
FAX#(859) 233-7260
E-mail pg@ullexfay.org

LITTLE ROCK, ARKANSAS

Ken Wade, Interim President
The Urban League of the State of Arkansas
3805 W. 12th Street, Suite 205
Little Rock, AR 72204
(501) 379-1598
FAX# (501) 376-1570
E-mail ken.wade06@gmail.com

LONG ISLAND, NEW YORK

Theresa Sanders, President
 Urban League of Long Island, Inc.
 900 Old Sunrise Highway
 Massapequa, NY 11758
 (631) 882-9512
 FAX#(631) 232-3849
 E-mail there47530@aol.com
 tsanders@urbanleaguelongisland.org

LOS ANGELES, CALIFORNIA

Michael Lawson, President
 Los Angeles Urban League
 4401 Crenshaw Boulevard, Suite 201
 Los Angeles, CA 90043
 (323) 299-9660
 FAX#(323) 299-0618
 E-mail michael.lawson@laul.org

LOUISVILLE, KENTUCKY

Sadiqa Reynolds, President
 Louisville Urban League
 1535 West Broadway
 Louisville, KY 40203
 (502) 585-4622
 FAX#(502) 585-2335
 E-mail sadiqa@lul.org

MADISON, WISCONSIN

Ruben Anthony, Ph.D., President
 Urban League of Greater Madison
 2222 S. Park Street – Suite 200
 Madison, WI 53713
 (608) 729-1200
 FAX#(608) 729-1205
 E-mail ranthony@ulgm.org

MEMPHIS, TENNESSEE

Tonja Sesley-Baymon, President
 Memphis Urban League
 413 N. Cleveland Street
 Memphis, TN 38104-7012
 (901) 272-2491
 FAX#(901) 278-3602
 E-mail tsbaymon@memul.org

MIAMI, FLORIDA

T. Willard Fair, President
 Urban League of Greater Miami
 8500 N.W. 25th Avenue
 Miami, FL 33147
 (305) 696-4450
 FAX#(305) 696-4455
 E-mail twfair@bellsouth.net

MILWAUKEE, WISCONSIN

Eve Hall, Ph.D., President
 Milwaukee Urban League
 435 West North Avenue
 Milwaukee, WI 53212
 (414) 374-5850
 FAX#(414) 562-8620
 E-mail ehall@tmul.org

MINNEAPOLIS, MINNESOTA

Steven Belton, President
 Minneapolis Urban League
 2100 Plymouth Avenue North
 Minneapolis, MN 55411
 (612) 302-3100
 FAX#(612) 521-1444
 E-mail sbelton@mul.org

MORRISTOWN, NEW JERSEY

Mable Davis, Interim Executive Director
 Morris County Urban League
 300 Madison Avenue – Suite A
 Morristown, NJ 07960
 (973) 539-2121
 FAX#(973) 644-9496
 E-mail mdavis@ulmcnj.org

NASHVILLE, TENNESSEE

Clifton Harris, President
 Urban League of Middle Tennessee
 50 Vantage Way, Suite 201
 Nashville, TN 37228
 (615) 254-0525
 FAX#(615) 254-0636
 E-mail charris@urbanleagueofmidtn.org

NEW ORLEANS, LOUISIANA

Judy Reese Morse, President
 Urban League of Louisiana 4640 S. Carrollton Ave. Ste. 210
 New Orleans, LA 70119
 (504) 620-2332 FAX#(504) 620-9654
 E-mail jmorse@urbanleaguela.org

NEW YORK, NEW YORK

Arva Rice, President
 New York Urban League
 204 West 136th Street
 New York, NY 10030
 (212) 926-8000
 FAX#(212) 283-4948
 E-mail arice@nyul.org

NEWARK, NEW JERSEY

Vivian Cox Fraser, President
 Urban League of Essex County
 508 Central Avenue
 Newark, NJ 07107-1430
 (973) 624-9535
 FAX#(973) 624-9597
 E-mail vfraser@ulec.org

NORFOLK, VIRGINIA

Gilbert Bland, Interim President
 Urban League of Hampton Roads, Inc.
 P.O. Box 2176
 Norfolk, VA 23501
 (757) 627-0864
 FAX#(757) 966-9613
 E-mail gbland1@aol.com

OKLAHOMA CITY, OKLAHOMA

Valerie Thompson, Ph.D., President
 Urban League of Greater Oklahoma City
 3900 N. Martin Luther King Avenue
 Oklahoma City, OK 73111
 (405) 424-5243
 FAX#(405) 424-3382
 E-mail vrthompson@urbanleagueok.org

OMAHA, NEBRASKA

Thomas H. Warren, Sr., President
Urban League of Nebraska, Inc.
3040 Lake Street
Omaha, NE 68111
(402) 453-9730
FAX#(402) 453-9676
E-mail twarren@urbanleagueneb.org

ORLANDO, FLORIDA

Glenton Gilzean, President
Central Florida Urban League
2804 Belco Drive
Orlando, FL 32808
(407) 841-7654
FAX# (407) 205-0054
E-mail ggilzean@cful.org

PEORIA, ILLINOIS

Laraine E. Bryson, President
Tri-County Urban League
317 South MacArthur Highway
Peoria, IL 61605
(309) 673-7474
FAX#(309) 672-4366
E-mail lebryson@tcpul.com

PHILADELPHIA, PENNSYLVANIA

Andrea Custis, President
Urban League of Philadelphia
121 S. Broad Street – 9th Floor
Philadelphia, PA 19107
(215) 985-3220 ext: 206
FAX#(215) 985-3227
E-mail acustis@urbanleaguephila.org

PHOENIX, ARIZONA

George Dean, President
Greater Phoenix Urban League
1402 South Seventh Avenue
Phoenix, AZ 85007
(602) 254-5611
FAX#(602) 253-7359
E-mail gdean@gphxul.org

PITTSBURGH, PENNSYLVANIA

Esther L. Bush, President
Urban League of Greater Pittsburgh
610 Wood Street
Pittsburgh, PA 15222
(412) 227-4181/4150
FAX#(412) 227-4803
E-mail ebush@ulpgh.org

PORTLAND, OREGON

Nkenge Harmon Johnson, President
Urban League of Portland
10 North Russell Street
Portland, OR 97227
(503) 280-2600
FAX#(503) 281-2612
E-mail nhj@ulpdx.org

PROVIDENCE, RHODE ISLAND

Beverly Ledbetter, Board Chair
Urban League of Rhode Island Inc.
246 Prairie Avenue
Providence, RI 02905
(401) 351-5000
FAX#(401) 751-5782
E-mail: bel_atty@brown.edu

RACINE, WISCONSIN

Howard Flowers, Interim President
Urban League of Racine & Kenosha, Inc.
718 North Memorial Drive
Racine, WI 53404
(262) 637-8532
FAX#(262) 637-8634
E-mail: ceourbanleagueRK@gmail.com

ROCHESTER, NEW YORK

William G. Clark, President
Urban League of Rochester
265 North Clinton Avenue
Rochester, NY 14605
(585) 325-6530
FAX#(585) 325-4864
E-mail wclark@ulr.org

SACRAMENTO, CALIFORNIA

Cassandra H.B. Jennings, President
Greater Sacramento Urban League
3725 Marysville Boulevard
Sacramento, CA 95838
(916) 286-8600
FAX#(916) 286-8650
E-mail cjennings@gsul.org

SAINT LOUIS, MISSOURI

Michael P. McMillan, President
Urban League of Metropolitan St. Louis
3701 Grandel Square
St. Louis, MO 63108
(314) 615-3662
FAX#(314) 531-4849
E-mail mmcmillan@urbanleague-stl.org

SAINT PETERSBURG, FLORIDA

Watson Haynes, President
Pinellas County Urban League
333 31st Street North
St. Petersburg, FL 33713
(727) 327-3568
FAX#(727) 321-8349
E-mail whaynes@pcul.org

SAN DIEGO, CALIFORNIA

Ray King, President
Urban League of San Diego County
4305 University Avenue – Suite 360
San Diego, CA 92105
(619) 266-6237
FAX#(619) 263-3660
E-mail ray.king@sdul.org

SEATTLE, WASHINGTON

Michelle Merriweather, President
Urban League of Metropolitan Seattle
105 14th Avenue, Suite 200
Seattle, WA 98122
(206) 461-3792
FAX#(206) 461-8425
E-mail mmerriweather@urbanleague.org

SPRINGFIELD, ILLINOIS

Nina M. Harris, President
Springfield Urban League, Inc.
100 North 11th Street
Springfield, IL 62703
(217) 789-0830
FAX#(217) 789-9838
E-mail nharris@springfieldul.org

SPRINGFIELD, MASSACHUSETTS

Henry M. Thomas III, President
Urban League of Springfield
One Federal Street – Building 111-3
Springfield, MA 01105
(413) 739-7211
FAX#(413) 732-9364
E-mail hmthomas@ulspringfield.org

STAMFORD, CONNECTICUT

Valerie Shultz Wilson, President
Urban League of Southern Connecticut
137 Henry Street, Room 220
Stamford, CT 06902
(203) 327-5810
FAX#(203) 406-0008
E-mail vswilson@ulsc.org

TACOMA, WASHINGTON

T'wina Franklin, Interim President
Tacoma Urban League
2550 South Yakima Avenue
Tacoma, WA 98405
(253) 383-2007
FAX#(253) 383-4818
E-mail: president@thetacomaurbanleague.org

TALLAHASSEE, FLORIDA

Curtis Taylor, Interim President
Tallahassee Urban League
923 Old Bainbridge Road
Tallahassee, FL 32303
(850) 222-6111
FAX#(850) 561-8390
E-mail: ctkoot62@gmail.com

TUCSON, ARIZONA

Deborah Embry, President
Tucson Urban League
3425 E Grant Rd Suite #101
Tucson, AZ 85716
(520) 791-9522
FAX#(520) 623-9364
E-mail dembry@tucsonurbanleague.org

TULSA, OKLAHOMA

VACANT
Metropolitan Tulsa Urban League
240 East Apache Street
Tulsa, OK 74106
(918) 584-0001
FAX#(918) 584-0569

WARREN, OHIO

Thomas S. Conley, President
Greater Warren-Youngstown Urban League
290 West Market Street
Warren, OH 44481
(330) 394-4316
FAX#(330) 393-5777
E-mail tconley@wyul.org

WASHINGTON, D.C.

George H. Lambert, Jr., President
Greater Washington Urban League
2901 14th Street, N.W.
Washington, DC 20009
(202) 265-8200
FAX#(202) 265-6122
E-mail glambert@gwul.org

WEST PALM BEACH, FLORIDA

Patrick J. Franklin, President
Urban League of Palm Beach County, Inc.
1700 North Australian Avenue
West Palm Beach, FL 33407
(561) 833-1461
FAX#(561) 833-6050
E-mail frankln@ulpbc.org

WHITE PLAINS, NEW YORK

Sorraya Sampson, President
Urban League of Westchester County
61 Mitchell Place
White Plains, NY 10601
(914) 428-6300
FAX#(914) 328-9765
E-mail limacss@aol.com

WICHITA, KANSAS

Tracee Adams, Interim President
Urban League of Kansas, Inc.
2418 East 9th Street
Wichita, KS 67214
(316) 262-2463
FAX#(316) 262-8841
E-mail: businessdevelopr@gmail.com

WILMINGTON, DELAWARE

Eugene Young, President
Metropolitan Wilmington Urban League
100 West 10th Street – Suite 602
Wilmington, DE 19801
(302) 622-4300
FAX#(302) 622-4303
E-mail eyoung@mwul.org

WINSTON-SALEM, NORTH CAROLINA

James Perry, President
Winston-Salem Urban League
201 West 5th Street
Winston-Salem, NC 27101
(336) 725-5614
FAX#(336) 722-5713
E-mail jperry@wsurban.org

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Urban Empowerment Fund

National Urban League

80 Pine Street, 9th Floor
New York, N.Y. 10005
Tel: 212.558-5300
www.nul.org
www.iamempowered.com

**National Urban League
Washington Bureau**

1805 7th Street, NW
Suite 520
Washington, DC 20001
Tel: 202-898-1604



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