SAVE OUR CITIES

POWERING THE DIGITAL REVOLUTION

ANNUAL REPORT 2018
“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
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 Sandburg kicked off the conference with the announcement of and 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-thevote 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

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 REENTRY 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
**PROJECT READY**

- The 2018 Project Ready program year had a robust start. We completed onboarding for the 12 newly funded sites. The onboarding 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 PRMS 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 Q42018, 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.”
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 enabled 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.
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.
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 of 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.
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
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<td>Brackenridge Foundation</td>
<td></td>
</tr>
<tr>
<td>International Business Machines Corporation</td>
<td></td>
</tr>
<tr>
<td>United Way of New York City</td>
<td></td>
</tr>
<tr>
<td><strong>$1,000-$2,499 ($1,000.00 +)</strong></td>
<td></td>
</tr>
<tr>
<td>The Christian Methodist Episcopal Church</td>
<td></td>
</tr>
<tr>
<td>Constructomics, LLC</td>
<td></td>
</tr>
<tr>
<td>Cowles Charitable Trust</td>
<td></td>
</tr>
<tr>
<td>Federal Bureau of Investigation</td>
<td></td>
</tr>
<tr>
<td>National Urban League Guild/Leah Riddle-George</td>
<td></td>
</tr>
<tr>
<td>New York Urban League</td>
<td></td>
</tr>
<tr>
<td>Rose Associates, Inc.</td>
<td></td>
</tr>
<tr>
<td>USI-New York</td>
<td></td>
</tr>
<tr>
<td>Vision Technical Group Inc.</td>
<td></td>
</tr>
<tr>
<td><strong>$500-$999 ($500.00 +)</strong></td>
<td></td>
</tr>
<tr>
<td>American International Group</td>
<td></td>
</tr>
<tr>
<td>Cardinal Health</td>
<td></td>
</tr>
<tr>
<td>Faircom New York, Inc.</td>
<td></td>
</tr>
<tr>
<td>Grand Rapids Urban League</td>
<td></td>
</tr>
<tr>
<td>Main Street Landing LLC</td>
<td></td>
</tr>
<tr>
<td>Pinellas County Urban League</td>
<td></td>
</tr>
<tr>
<td>Pitney Bowes Inc.</td>
<td></td>
</tr>
<tr>
<td><strong>$250-$499 ($250.00 +)</strong></td>
<td></td>
</tr>
<tr>
<td>BDW Enterprises LLC</td>
<td></td>
</tr>
<tr>
<td>Beachside Research LLC</td>
<td></td>
</tr>
<tr>
<td>Iota Phi Lambda Sorority, Inc.</td>
<td></td>
</tr>
</tbody>
</table>
INDIVIDUALS
The President’s Circle Founders’ Society
(established 2007)
Willard W. Brittaint
Alma Arrington Brown*
Ursula M. Burns
Michael J. Critelli
Earl G. Graves, Sr.
Karen and John D. Hofmeister
Vina and Thomas D. Hyde
Dr. Ray R. Irani
John E. Jacob
Robert L. Johnson
Vernon E. Jordan, Jr.
Ralph S. Larsen
Carolyn and Edward T. Lewis
William M. Lewis, Jr.
Jonathan S. Linen
Dr. Kase Lukman Lawal
Lori and Liam E. McGee
Marc H. Morial and Michelle Miller
William F. Pickard, Ph.D.
Hugh B. Price
J. Donald Rice
John W. Rogers, Jr.
Andrew C. Taylor
Carrie M. Thomas*

2018 President’s Circle Members
($10,000 +)
Champion ($1,000,000 +)
Visionary ($500,000-$999,999)

Whitney M. Young, Jr. Fellow
($100,000- $499,999)
George E. Haynes Fellow
($50,000-$99,999)
William F. Pickard

Catalyst ($25,000 - $49,999)
David L. and Rhonda Cohen
Sandra Frazier
Jordan Family Foundation, Inc.
George Lucas Family Foundation
The Mandy and Tim Murphy Family Fund
Noemi and Michael Neidorff

Advocate ($10,000 - $24,999)
Susan and Jon R. Campbell
Bruce Culpepper
The Dalio Foundation
Karen and John D. Hofmeister
Ann and Vernon E. Jordan, Jr.
Gale V. King
The Leibowitz and Greenway Family Charitable Foundation
The Betty J. Stebman Fund
Steward Family Foundation
Barbara and Andrew C. Taylor
George Willis

Executive Circle ($1,000-$9,999)
Executive Circle: Influencer
($5,000 - $9,999)
David G. Clunie
Ray Dempsey Jr.

Joi Ernst
Beth Lamoreaux and Joel Feinberg
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

Executive Circle: Pioneer
($1,000 - $4,999)
Khary P. Barnes
Judith and Frederick Buechner
Robert Book
Catherine V. Buell
Susan and James H. Buford
James E. Castillo, Jr.
Paula and Charles Collins
Vergena M. and Ray Clark
Harmelden A. Dean
Scott Delman
Melinda and Dale R. Egeberg
Donna Epps
Edward H. Fenster
James Ferguson
Nicholas Fettman, M.D.
Michael C. Ford
Thomas E. Gilliam
Terry H. Grady
The Gordon and Llura Gund Foundation
Virginia B. and Russell W. Hawkins Sr.
Alexis and Charles Herman
LaTroya and James E. Hester
Cokethea Hill
Derrick C. Hill
Sandra Davis Houston
Jean and Ernest M. Howell
Monalisa Johnson/Sierra Productions
Sheree and Andrew A. Johnson, Jr.
Charlene and Rodney Lake
Rodney Lee
Herman L. Lessard, Jr.
Ann and William Lincoln
Louis B. Lynn, Ph.D.
June and David Makower
Catherine M. McEvilly
Jerome Meniffee
Paula and Steve Millstein
J. Brandon Neal
Lida Orzeck
Lester Poretsky Family Foundation
Siva Raven
Frances and Vincent Reed
The Honorable Rodney E. Slater
Al Smith
Toni Miranda and Hal Smith
Sonya Snedecor
Stauna Soanes
Rhonda Spears-Bell
Elizabeth and Charles Stafford
Stevens/Murphy Family Foundation
Laysha Ward
Ramona and Stan Wilcox
Christopher Wolfe
Maureen and Paul Wycisk

**Associate Circle Members**
($250 - $999)

Armond Adams
Mary M. Adu
Nanette Aguirre
Angela Allen
Eric Alexander
Beverly J. Anderson
Curtis E. Anderson
Judith Armstrong
Elizabeth and Frank J. Arrison
Jean-Loup Baer
Janice A. Barclay, M.D.
George E. Barnes
Omer Baror
Hattie L. Barron
Elton Bates
Sheryl Battles
Cora Beckom
Wilbur B. Bell
Michael H. Begler
Larry W. Bennett
Todd Bittner
Joseph L. Bonaparte
Laura Borland
Wilbert J. Briggs
Constance A. Brown
Elaine and Lawrence G. Brown
Julia L. C. Brown
Catherine M. Brunson
Judith Burke Berhannan
Jean W. Cahouet
Denise Campbell
Cheryl Capps

Joseph H. Chitwood
John Chowning
Cecily Clark
Penni Lane Clifton
Edward M. Cohen
Rosalind Cohen
Oscar Cole
Eartha Collins
Milton H. Coulthurst
Michael Coyle
Samuel L. Cunningham
Clark Cutler
Ena L. Farley, M.D.
Hattie Crumpton
Catherine Dargan
Caroline G. Darst
Benjamin Y. Davies, Sr.
Cheryl Davis
Tony Davis
Eugene Dixon
Shirley S. Donelson
Reverend James K. Donnell
Aurora Edwards
Keith A. Emmons, M.D.
John Everett
Claudia M. Fegan
Andrea Fey
Helen and Roy Finestone
Paul Floyd
Mary and Michael S. Flynn
Alton Garrett
Jennifer Gauthier
Dr. Jennie Patrick and Dr. Benjamin Glover
Thomas Goodwin
John Grattan, Jr.
Dorothy E. Grier
Peggy and Sam Grossman
Philip G. Hampton, II
Catherine Hansen
Daniel A. Harris
Frazeal L. Harris
Gaylene V. Harris
J. B. Harrison
Sharon and Ronald E. Harrison
Rose M. Hasell
The Haynes Family Charitable Fund
Julian L. Haywood, M.D.
Leroy Henderson
James Henle
Evelyn Higginbotham
Walter W. Hoff
Brandon Hollinshead
George W. Holmes
Evelyn H. Hood
Lillar and Ottmar Hudson
Mike Hudson
Anne Hungerford
Vivian W. Hummler
Carlessia A. Hussein
Annette W. Jackson
Courtney Jackson
Wanda H. and Zachary Jackson
Anthony Jenkins
Arthur Johnson
George E. Johnson
Larry Johnson
Robert N. Johnson
Kearline Jones
Ruby L. Kimbrough
Sabrina Kizzie
Krzysztof Kozubski
Steven Krueger
Helen and George Ladd Charitable Corporation
Brenda Lakin
Edison R. Lara Sr.
Nicolaine Lazarre
Michael Lee
Diane and Bruce Lercher
Kathy V. Leverett
Philip G. Lewis
Alice and Charles Lewis-Hutchinson
Bernette J. Johnson, J.D.
Elizabeth Johnson
Marcus Johnson
James E. Joiner
Joanna and Dennis Keith
Lynn and Ronald Law
Laurence Lewis
Rachel and William Lester, Jr.
Elaine Lieberman
Eloise and Arthur T. Liggins
Loretta De Loach
Herman M. Long
Rhea B. Lucien
Theodore Lumpkin, Jr.
Bryan M. Lumpkins
Joanne Lyman
James Maier
William J. Malinchak
Nancy and Burton Malkiel
Joseph Marcus
Zach Marine
Christine Martin
Eugene Martin
Judith V. Mason
Thomas Alterman Mazgaj
Sayward Mazur
Stewart Macaulay
Grant Marani
Fay and Robert A. Marchman, Esq.
Paul Marshall
Lawrence D. McCoy
Kaye L. Merrey
Jonathan Messeri
Kim McCant
Beverly S. McKenna
Kenneth W. McKnight
Thomas McPherson
Nancy Michael
Amanda Michaels
Jasymn Mimiko
Glenn C. Moeller
Nathaniel P. Moore
Vivan E. Moore
W. Bradley Morehouse
Mary Morello
Michael Morini
Gregory A. Morris
B. Murphy
Melvin L. Myers
Robbie E. Narcisse
National Sorority of Phi Delta Kappa, Inc.
J. Thomas Nelson
Benjamin S. Neufeld
Linda L. Newman
Conway C. and Johnnie M. Newton
Kara Nic
Timothy J. Northcross
Lionel Nowell, III
Judith A. Oberholtzer
Katherine Y. Overby
Melvin Owens
Wanda Patrick
Marianne and Thomas L. Philbrick
Vicky Smith and David Porteus
Julie and Kent Price
Trevor Prince
Jade Rahmani
Tiffany Raspberry
Ms. Jennifer Recht
Laurie and Roy L. Regozin
Al B. Reid
Ray Reid
John Reiser
Cephus Rhodes
Constance L. Rice
Cy Richardson
William H. Rivers Jr.
Jan N. Roberts
Margaret Robbins
Jeanette E. Rogers
Rebecca Rohr
Bernice Rohret
Laura Roesener
Jane and Anthony E. Rothschild
Dorothy Russ
Lois H. Ruttenberg
Clarence Sampson
Margaret and Jonathon Saphier
Elizabeth Sayman
Janet S. Scholtes
Rima Segal
Matthew F. Shannon
Gary Shorter
Albert H. Small
Robert Smolinski
Carolyn Sommerich
Nathaniel Stevenson IV
Gordon R. Stewart
Clarence Stone Sr.
Clifford Swint
Theodis P. Teamer
Franklin A. Thomas
Michael E. Thompson
John Tilley
Ruth Luchey Toliver
Althea Tong
Sylvia H. Tureaud
Isabelle Verdini
Barbara and Carl G. Vinson, Jr.
Andrew Walker, III
Michael D. Ward
Lateefah Washington
Walter Washington
Herbert Waldren
Kevin Walker
Moses L. Walker
Kevin Walkes
Alice R. Washington
Rebecca Wasserman and Noah Peeters
Mildred Weissman
David Whaley
Mary Wheat
Edward L. Wheeler
David Wingo
Derek Wilson
Elizabeth Worcester
Jon A. Yasin
Ann V. Young, M.D.

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
# CONSOLIDATED STATEMENTS OF FINANCIAL POSITION

as of December 31, 2018

## ASSETS

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and cash equivalents</td>
<td>$12,018,989</td>
</tr>
<tr>
<td>Grants and pledges receivable, net</td>
<td>13,585,689</td>
</tr>
<tr>
<td>Franchise fees receivable, net</td>
<td>816,604</td>
</tr>
<tr>
<td>Prepaid expenses and other assets</td>
<td>568,718</td>
</tr>
<tr>
<td>Investments</td>
<td>19,314,874</td>
</tr>
<tr>
<td>Interest rate swap agreement</td>
<td>38,616</td>
</tr>
<tr>
<td>Property and equipment, net</td>
<td>12,836,474</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td><strong>59,179,964</strong></td>
</tr>
</tbody>
</table>

## LIABILITIES AND NET ASSETS

### Liabilities

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Line of Credit</td>
<td>1,500,000</td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>4,222,414</td>
</tr>
<tr>
<td>Accrued payroll and vacation benefits</td>
<td>536,154</td>
</tr>
<tr>
<td>Accrued pension benefit costs</td>
<td>725,009</td>
</tr>
<tr>
<td>Contract advances and other deposits</td>
<td>220,708</td>
</tr>
<tr>
<td>Deferred rent credit</td>
<td>1,543,258</td>
</tr>
<tr>
<td>Bonds Payable (net of debt issuance cost $130,734)</td>
<td>3,976,355</td>
</tr>
<tr>
<td>Accrued defined contribution costs</td>
<td>6,657,207</td>
</tr>
<tr>
<td><strong>Total liabilities</strong></td>
<td><strong>19,381,105</strong></td>
</tr>
</tbody>
</table>

### Net assets

#### Without donor restrictions

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Undesignated</td>
<td>$5,283,647</td>
</tr>
<tr>
<td>Pension related</td>
<td>(10,207,828)</td>
</tr>
<tr>
<td><strong>Total without donor restrictions</strong></td>
<td><strong>(4,924,181)</strong></td>
</tr>
</tbody>
</table>

#### With donor restrictions

<table>
<thead>
<tr>
<th>Description</th>
<th>2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total net assets</td>
<td>44,723,040</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td><strong>$59,179,964</strong></td>
</tr>
</tbody>
</table>
# Financial Statement

## STATEMENT OF ACTIVITIES

for the Year Ended December 31, 2018

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

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.
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

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FAX# (618) 463-9021  
E-mail bkwm51@aol.com

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Urban League of Greater Atlanta  
Peachtree Center – International Tower  
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Atlanta, GA 30303  
(404) 659-1150  
FAX# (404) 659-5771  
E-mail njohnson@ulgatl.org

AURORA, ILLINOIS  
Theodia Gillespie, President  
Quad County Urban League  
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Aurora, IL 60505  
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FAX# (630) 851-2703  
E-mail theodia@aol.com

AUSTIN, TEXAS  
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(512) 478-7176  
FAX#(512) 478-1239  
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FAX#(410) 523-4022  
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Southwestern Michigan Urban League  
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FAX#(269) 962-2228  
E-mail kyraul@ulbc.org

BINGHAMTON, NEW YORK  
Jennifer Lesko, President  
Broome County Urban League  
43-45 Carroll Street  
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(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  
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Darnell L. Williams, President  
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88 Warren Street  
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(617) 442-4519  
FAX#(617) 442-9813  
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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  
Jennifer Lesko, 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

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FAX#(704) 373-2262  
E-mail teddy.mcDaniel@urbanleaguecc.org
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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: cgoverton@fwurbanleague.org

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1301 Texas Avenue
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(713) 393-8700
FAX#(713) 393-8787
E-mail: judrob@haul.org

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Gwen Grant, President
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FAX#(816) 471-3064
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GARY, INDIANA
Vanessa Allen-McCloud, Ed.D, President
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