

Enabling African  
Americans to Secure  
Economic Self-reli-  
ance, Parity, Power,  
and Civil Rights.

2005 Annual Report / Empowering Communities. Changing Lives.



**National**  
Urban League

[www.nul.org](http://www.nul.org)



# *Our Movement*

## Who We Are

Established in 1910, the Urban League is the nation's oldest and largest community-based movement devoted to empowering African Americans to enter the economic and social mainstream. Today, the National Urban League, headquartered in New York City, spearheads the non-partisan efforts of its local affiliates. There are over 100 local affiliates of the National Urban League located in 35 states and the District of Columbia providing direct services and reaching more than 60 million people nationwide through programs, advocacy and research.

## Our Mission

The mission of the Urban League movement is to enable African Americans to secure economic self-reliance, parity, power and civil rights.

Michael J. Critelli  
*Chairman of the Board*

Marc H. Morial  
*President and CEO*



### **Message from the Chairman of the Board and President and CEO**

2005 will be remembered as a defining moment for this nation. Hurricane Katrina and the flood affecting New Orleans and the Gulf Region will be recorded as one of the most catastrophic events on American soil. This tragic storm, which displaced one million people, and its aftermath, highlighted the persistent issues of race, poverty, and the economic gap between Americans. Katrina underscored the critical need for the nation to focus its attention and capacity on economic empowerment—especially for the poor and the working poor.

#### **National Urban League's Mission Reaffirmed**

For the National Urban League, this disaster underscored the importance of the fundamental work of our Movement and its historic mission as a civil rights advocate and direct service provider to African Americans and other people in need. Within days of the hurricane, the New Orleans Urban League affiliate, which was devastated by the hurricane, relocated temporarily to Baton Rouge, Louisiana to continue to serve the most vulnerable Americans—many of whom had lost everything. The affiliate assisted nearly 500 victims while staff members remained homeless themselves for many weeks. Urban League affiliates nationwide immediately stepped in, assisting Katrina victims with food and clothing and connecting victims to other vital resources. By December 2005, our affiliates' tireless work had given over 30,000 Katrina survivors job

training and employment, housing counseling and placement services, all funded by the Urban League Katrina Fund with the generous support of Citigroup, Freddie Mac and Nehemiah Foundation.

#### **"Katrina Bill of Rights"**

On the advocacy front, the National Urban League proposed the "Katrina Bill of Rights," which campaigned for a 9/11-like victims' compensation fund, the right of every neighborhood to return and rebuild, the right to vote and the first right to work in rebuilding the Gulf Coast. The "Katrina Bill of Rights" became the clarion call for other civil rights organizations to protect every hurricane victim's right to rebuild their lives.

As 2005 ended, it seemed ironic that a hurricane had returned the Urban League Movement to its roots while defining its future. In 1910, the National Urban League was established to provide housing, job training and employment to blacks migrating from the stifling, racially segregated south. At that time, there was racial division, poverty and economic despair. In 2005, a natural disaster forced another migration of thousands of Americans in need of jobs, housing and help to new communities. Once again, the Urban League Movement was there to assist. In the future, the National Urban League will direct its energies to help close the economic gaps so vividly revealed by Hurricane Katrina with a renewed dedication and new Strategy for the 21st century.



### **Our Five-Year Strategy**

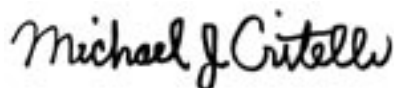
In 2005, the National Urban League adopted a new five-year Strategy to guide the organization to its 2010 centennial. This Strategy focuses our resources on becoming and assisting our 100 affiliates to become recognized architects in changing the economic conditions of African Americans. Our principal advocacy, research, and financial efforts will be sharpened to strengthen existing economic empowerment and closely related programs, while developing new, innovative programs that enhance our constituents' economic status. In doing so, the League will impact more constituents and measurably help close the economic gap between African Americans and other urban families.

The Strategy is one component of a larger, more comprehensive effort to move our organization from "Good to Great." This effort introduced the Urban League Census, which measured our affiliates' cumulative programmatic and economic impact on the communities we serve. For example, our economic empowerment and education programs served 483,730 people from job training, home ownership, financial literacy and business assistance programs to after-school, college prep and childhood literacy services.

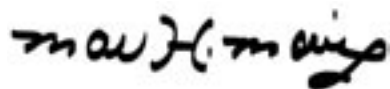
Additional work continued in the three other empowerment areas: health and quality of life, civil rights and racial justice and civic engagement. The League's Black Male Commission completed its report and action

steps for this troubled population. Health programs fostered exercise, better nutrition and community forums on issues of well-being. Our advocacy efforts, led by the National Urban League Policy Institute, were instrumental in stemming proposed federal cuts to jobs, housing and education programs affecting the most disadvantaged citizens in our country.

In short, 2005 was a monumental year for both the nation and the League. The hurricane and its after-effects unmasked the pressing and continuing needs of many Americans. The Urban League Movement responded in full force and the National Urban League embarked on a new Strategy to ensure that we impact more people in the years ahead. Closing the economic gap is the work of the 21st century civil rights movement and the National Urban League and its affiliates will lead the way.



Michael. J. Critelli  
*Chairman of the Board*



Marc H. Morial  
*President and CEO*

*“Hurricane Katrina underscored the critical need for this nation to focus its attention on the persistent issues of race, poverty and the economic gap between Americans. Economic empowerment must be the civil rights agenda for the 21st century and the National Urban League Movement’s programs, advocacy and research will lead the way.”*

**Marc H. Morial**  
President and CEO

# National Urban League Five-Year Strategy

The National Urban League's mission is to enable African Americans to secure economic self-reliance, parity, power and civil rights.

To achieve its mission in the 21st century, the National Urban League's strategy is (1) to serve as a leader in designing, testing, and promoting innovative solutions to improve the economic status of African Americans and other similarly-situated urban constituents, and (2) to develop and support local leaders who can address the challenges facing their communities in creative and meaningful ways. Some of the components of this strategy are:



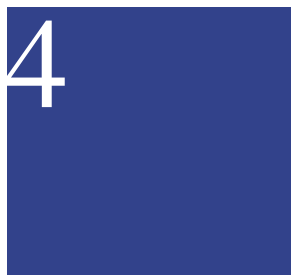
*To help the League's constituents prepare for and find jobs, develop financial skills, and launch and grow businesses.*



*To increase homeownership among National Urban League's constituents, improve the educational system and the academic performance of our children and promote prevention and wellness among working-aged adults.*



*To engage in research and advocacy to inform and influence policies that advance National Urban League's strategic priorities and fulfill its historic civil rights mandate.*



*To support our local affiliate leaders by assisting them in areas such as fundraising, financial management, marketing and governance.*



*To continually enhance National Urban League's capacity to measure and certify the effectiveness of programs serving its target constituents.*

Guided by this mission and strategy, the National Urban League is working and investing across the country to reduce economic disparities and help African Americans and others in need realize the American dream.

# 112,063 served through career training and development **Jobs**

The National Urban League's Economic Empowerment effort to improve economic conditions for African Americans and urban constituents focuses on four key areas: home ownership, financial literacy, job training/employment and entrepreneurship. Program efforts have evolved to assist every constituent along the "economic empowerment ladder" from first-time job seekers to entrepreneurs creating jobs. The National Urban League and its affiliates' job training, employment assistance and support serves 112,063 people annually from at-risk urban teens to senior citizens.

In 2005, the National Urban League's premier program to help 18–21 year-olds who were out of work and out of school, produced significant results. Initially funded through a \$9.3 million grant from the U.S. Department of Labor, the *Urban Youth Empowerment Program (UYEP)* operated through 15 affiliates providing educational assistance, skills training and on-the-job experience to 1,144 young people, including dropouts, ex-offenders and homeless young adults. The highly successful program has produced the following results to date:

- 1) 83% of at-risk participants stayed with the program
- 2) 25% of participants earned their GED's and/or high school diplomas
- 3) 40% of participants increased their reading and math scores
- 4) Average earnings increased by 12% over the targeted goal of \$7.00 per hour
- 5) Recidivism rate for participants was 50% less than anticipated

The successful launch of UYEP has enabled another two-year grant of \$20 million to expand the program to 27 affiliates including six in the Gulf Coast region affected by Hurricane Katrina.

LaToya Williams



## **LaToya Williams Beat the Odds to Get a Job, Skills and Opportunity**

As a high school dropout and pregnant teenager, LaToya Williams was not expected to beat the odds until she enrolled in the *Urban League of Greater Dallas and North Central Texas Urban Youth Empowerment Program (UYEP)*, funded by the Department of Labor.

UYEP gives at-risk, young men and women, 18 to 21 years old, intensive educational help to earn a GED or high school diploma as well as on-the-job skills through community service. A private sector internship eventually leads to full time employment.

Urban Leaguers gave LaToya the life skills and job training to not only get her GED, but continue her studies as she worked nights at a nursing home. LaToya earned her high school credentials and now is a certified nurse's assistant.

"My goal is to attend nursing school, take business classes and eventually run my own nursing home. I want to help the elderly," said Ms. Williams.

Kamilla Hunt



Kamilla Hunt, a lifelong Jersey City resident and single mother of a 16-year-old, made her dream of home ownership a reality through the Urban League of Hudson County's Home Counseling Program.

The Urban League's housing counselors provided Ms. Hunt, an educator and no stranger to hard work, with necessary credit counseling, budget and savings skills and resources for low interest rate mortgages, down payments and closing costs.

In 18 months, she improved her credit score and pre-qualified for a mortgage. Today she is the proud owner of a one-family home in New Jersey, and her daughter is a college candidate.

"With the skills I obtained at the Urban League, I could make better financial decisions and show my daughter how we could reach our goal of owning a home," said Ms. Hunt.

## *\$50 million in new mortgage investments, 34,000 clients served*

# Home Ownership and Financial Literacy

**Home Ownership Counseling and Financial Literacy:** Among the first steps in closing the wealth gap for African Americans are home ownership and financial literacy. The average net worth of African Americans is less than *one-tenth* of that of whites (\$6,100 vs. \$67,000). Despite rising home ownership rates nationwide, there has been a persistent 25% disparity in the rate between African Americans and whites. That's why the National Urban League has partnered with leading funders to help increase financial literacy and homeownership rates to help more individuals achieve the American Dream of owning a home.

Through a grant from the U.S. Department of Housing and Urban Development (HUD), the *HUD Comprehensive Housing Counseling Program* enabled 31 affiliates to provide intensive housing counseling, credit and financial education, home ownership and foreclosure prevention services to 34,000 clients in 2005.

#### Results:

- 700 new homeowners and 2,000 in the pipeline to buy homes.
- \$50 million in new mortgage investments.
- 700 home foreclosures prevented.

Strong partnerships with Citigroup Foundation, American Honda Finance Corporation and Freddie Mac, through three essential programs respectively: *Financial Connections*, *Know Your Money* and *Credit Smart*, have helped 20 affiliates provide financial literacy training to over 2,000 African-American families and young professionals.

#### Results:

- Surveys reveal over 90% of program participants increased their knowledge and confidence about financial principles, budgeting, credit and money management.
- 80% of students said the lessons learned from *Know Your Money* enabled them to chart a more positive financial future.
- 85% stated that they would recommend the *Know Your Money* course to others.



# Helping Entrepreneurs Creates Jobs and Community Wealth

A third component of the National Urban League's economic empowerment strategy to close the wealth gap for African Americans involves promoting business growth and expansion to spur development and the creation of new jobs in urban communities. This is the fundamental pillar to the unfinished quest of African Americans to enter the economic mainstream. In 2005, the League helped over 100 African-American business owners with technical assistance from basic financial literacy through management counseling, business training, financing and more. Key National Urban League initiatives in 2005 included:

- 1) The *Urban Entrepreneur Partnership Program (UEP)*: UEP combines private, public and non-profit sector resources and financing to assist minority and urban business owners through five Urban League "economic empowerment centers." Funded with the support of the Ewing Marion Kauffman Foundation, the Business Roundtable, the National Economic Council, the Small Business Administration (SBA) and the Minority Business Development Agency, economic empowerment centers provide technical support, business training, enterprise mentoring and coaching, access to debt and equity financing and access to private and government contract opportunities.
- 2) *New Markets Tax Credit Program* (Stonehenge Capital/National Urban League Empowerment Fund) encourages private investment in minority entrepreneurship and business development nationwide, thereby increasing access to capital in historically neglected and economically underserved urban areas.
- 3) The National Urban League and ExxonMobil have partnered to help identify and attract minority dealers and distributors to own and operate ExxonMobil service stations.
- 4) Through the National Urban League's Economic Opportunity Institute (EOI), social entrepreneurs from Urban League affiliates and other non-profit organizations receive executive training, year-round technical assistance and access to social investment funding to augment and diversify revenues. With initial funding from the Prudential Foundation and the J. Willard and Alice S. Marriott Foundation, more than 50% of the EOI graduates have developed successful social entrepreneurship initiatives in education services, recruitment and employment services, business support services and affordable housing development.

John Stelly



When 36-year-old businessman John Stelly, President of Nissan of Lake Charles, wanted to expand his auto dealership's facility in Lake Charles, Louisiana, the National Urban League was there to help.

As part of the League's economic empowerment strategy to increase jobs and close the economic gaps in urban communities, African-American entrepreneurs can now secure financing through the *Stonehenge Capital/National Urban League Empowerment Fund*. This fund is a New Markets Tax Credit program providing loans designed for businesses in low-income, distressed neighborhoods.

The Empowerment Fund encourages private investment in minority-owned businesses and enabled Louisiana's Hibernia National Bank to purchase the New Markets Tax Credit to finance Mr. Stelly's construction loan. When construction is complete in 2006, the new facility will reflect the cutting edge of auto retailing.

This project has been in the works since before Hurricanes Katrina and Rita and is a community investment that involves commitment from important local and national partners. "It's all very positive for our business and for this neighborhood," said Mr. Stelly.



### August

Urban League affiliates help Katrina victims with food and clothing. New Orleans and Jackson Mississippi Urban League affiliates are flooded. National Urban League syndicated column reaching 15 million readers advocates for Katrina victims having "First Right to Work."

### September

The National Urban League and Black Entertainment Television forge national telethon for Hurricane Relief raising \$13 million for American Red Cross disaster relief.

National Urban League President and CEO Marc H. Morial visits victims in Houston with former Presidents Clinton and George Bush and testifies before Congress regarding FEMA.

### October

Urban League Katrina Fund created to connect evacuees to long-term jobs and housing helping 30,000 people.

National Urban League calls for "Katrina Bill of Rights" including victims' compensation fund. It becomes part of Congressional Black Caucus' rebuilding Gulf Coast legislation.

National Urban League helps stop attempts by Gulf Coast contractors to evade Davis-Bacon Act prevailing fair wage regulations.

### November

National Urban League urges FEMA to rescind order evicting 50,000 families from temporary housing; National Urban League syndicated column urges Americans to avoid Katrina fatigue.



## *An Advocate for Nearly One Million*

On August 29, 2005, Hurricane Katrina and the flood affecting New Orleans, and other cities in the Gulf Region were recorded as one of the most catastrophic events on American soil. Nearly 1,000,000 Americans were displaced; thousands lost everything—livelihood, home, community.

The National Urban League and its affiliates immediately stepped in, assisting Katrina victims with food and clothing, connecting victims to other vital government resources and serving as a national advocacy voice for Katrina survivors. Our own New Orleans Urban League affiliate, which was devastated by the hurricane, relocated temporarily to Baton Rouge to continue to help over 500 victims, while staff members remained homeless themselves for many weeks.

As the outpouring of assistance and media attention faded, Urban League affiliates nationwide got to work, focusing on the short- and long-term needs of Katrina families. Affiliates provided more than 30,000 hurricane survivors job training and employment, housing counseling and placement services. The generous contributions of Citigroup, Freddie Mac and Nehemiah Foundation made the critical work of the Urban League Katrina Fund possible.

The National Urban League became the leading civil rights advocate for Katrina victims. We proposed a “Katrina Bill of Rights,” which advocated for a 9/11-like victims compensation fund, the right of every neighborhood to return and rebuild, the right to vote and the first right to employment in rebuilding the Gulf Coast. The “Katrina Bill of Rights” became the clarion call for other civil rights organizations to protect every hurricane victim’s fundamental right to return and rebuild their lives. Our work continues.

### **December**

Morial meets with President Bush to urge faster Katrina relief, building and recovery.

### **January**

National Urban League questions whether New Orleans’ rebuilding plan violates victims’ rights to return; urges need for fully funded flood control system and method to pay for it.

### **February/March**

National Urban League urges U.S. Attorney General to enable voting out-of-state to protect Louisiana citizens’ voting rights; advocacy efforts force Louisiana legislature to create satellite voting in 10 sites.

10,000 people march in New Orleans voter rally by National Urban League, NAACP Legal Defense Fund, Rebuild Hope Now and National Coalition of Black Civic Participation.

### **April**

National Urban League and U.S. Dept. of Labor announce two-year, \$20 million grant to expand job training, job placement and educational assistance to Katrina-affected cities and other communities.

National Urban League and civil rights groups organize mayoral debates in Atlanta, Baton Rouge, Houston and New Orleans.

National Urban League demands that FEMA not revoke housing vouchers promised to Katrina victims.

### **May**

National Urban League calls for independent inspection of nation’s flood control systems to avert Katrina repeat in 2006 hurricane season.

# Impacting People

## Other Key Programs

### **Education and Youth/Health and Quality of Life**

Improving educational achievement, the health and quality of life for African-American families is essential to closing the economic gap between these families and other Americans. The level of educational attainment is directly related to income and employment opportunities. Improving the health of African-American families results in family stability and increased worker productivity.

In 2005, National Urban League and its affiliates' education programs served 268,064 parents and students from toddlers to teenagers, conducting Head Start, childhood literacy, after-school and college preparatory programs including but not limited to the following:

- 1) **Reading Information Centers** reached 40,000 parents in nine communities. Funded by UPS, the centers provided parents with resources and techniques for language and pre-reading development as well as information on pertinent education issues.
- 2) **"Project Ready"** is a college preparatory program funded by Time Warner and piloted in three cities to create a student-developed, evidence-based, college readiness program.
- 3) **National Urban League Incentives to Excel and Succeed (NULITES) Youth Leadership Initiative**, in 57 cities, gives students personal and leadership development via seminars and community service.

The League's Health Division seeks to increase awareness of symptoms and perils of chronic illnesses by designing, implementing and evaluating comprehensive outreach prevention initiatives. As a result, the Division provided healthcare education to 124,700 individuals and has raised awareness in the areas of obesity, cardiovascular disease and mental health. Key health programs include:

- 1) **Lift Every Voice**—a national diabetes education program supported by the Center for Disease Control and Prevention.
- 2) **Healthy Steps**—a fitness and nutrition education initiative in partnership with America on the Move and funded by the PepsiCo Foundation.
- 3) **Mental Health Forum**—expert-led discussions facilitated by Urban League affiliates and generously funded by the Lilly Foundation, addressing depression, fear, stress and the need for community resources.
- 4) **Urban Health and Fitness Campaign**—a campaign designed to address obesity through prevention in urban communities supported by the U.S. Department of Health and Human Services.

## Advocacy, Civil Rights and Racial Justice

### **National Urban League Policy Institute (NULPI)**

In 2005, National Urban League Policy Institute (NULPI) in Washington, D.C. was re-energized by a new leader, Executive Director Stephanie Jones, more intense focus on advocacy, effective mobilization and a new name. Formerly known as the Institute for Opportunity and Equality, in 2005 NULPI influenced public policies adversely affecting urban constituents and produced comprehensive research reports like *The State of Black America 2005*, and a groundbreaking study "Sunday Morning Apartheid: A Diversity Study of the Sunday Morning Talk Shows," that received praise and expansive news coverage.

National Urban League Policy Institute coordinated the second annual Legislative Policy Conference, where more than 260 Urban League Affiliates, board members/trustees, Guild and Young Professionals stormed Capitol Hill for two days of intense meetings with members of Congress. Delegations discussed key national policy issues including: (1) proposed federal budget cuts to education, Medicaid and Community Development Block Grant programs; (2) the need for important prisoner re-entry legislation; (3) opposition to judicial nominees whose records demonstrated an unwillingness to uphold civil rights protections. NULPI also called for renewal and extension of the Voting Rights Act of 1965 before its key sections expire in August 2007.

Through action alerts, conference calls, and stronger partnerships with other civil rights organizations, National Urban League Policy Institute helped derail attempted eliminations to programs and policies affecting job training, education, housing, home ownership and weakening of the Workforce Investment and Community Reinvestment Acts.

In the wake of Hurricane Katrina, National Urban League Policy Institute was instrumental in formulating the "Katrina Bill of Rights" which influenced the *Displaced Citizens Voter Protection Act of 2005*, and the Congressional Black Caucus' *Hurricane Katrina Recovery, Reclamation, Restoration, Reconstruction and Reunion Act of 2005*, that mirrored many of the recommendations from the Katrina Bill of Rights. NULPI monitored FEMA's attempts to evict 50,000 Katrina evacuees from temporary housing and recommend helping evacuees' transition to long-term housing through the creation of a workable plan to enable Gulf Coast citizens to recover, return and rebuild.

# *Over 5,200 people dedicate their time and support* **Volunteers**

**Civic Engagement:** We are especially grateful to the thousands of people who volunteer time, money and support to the National Urban League and its over 100 Urban League affiliates. Each group plays an essential part in the Urban League Movement.

- 1) National Urban League Board of Trustees—The governing body of the National Urban League that determines the organization’s mission, purpose and long range plans and objectives. This diverse group is comprised of distinguished leaders from the public and private sectors as well as Urban League constituent groups.
- 2) National Council of Urban League Guilds (4,000 members, 85 chapters) organizes community service initiatives and fundraisers for local affiliates.
- 3) Council of Board Chairs—Corporate and community leaders serving on affiliate boards of trustees who often secure public and private sector resources to assist the local Urban League.
- 4) National Urban League Young Professionals (NULYP) is comprised of 21–40 year-old adults, over 9,000 members and 57 chapters. They donate their time to corporate, social and community activism.
- 5) Black Executive Exchange Program (BEEP) is comprised of over 400 African American executives who serve as visiting professors on 52 Historically Black Colleges and Universities.



Sandra Livsey-Martin



Michelle Crockett



Nolan Rollins



Nicole Whittington



Josephina Aguayo



Dennis Dowdell, Jr.



Priscilla J. Hollman



Dr. Maxine A. Worthham



Brian Lacey



Andy Taylor



Alexis Herman



Robert Taylor

# 2005 Donors

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

Citigroup  
Freddie Mac

## \$500,000–\$999,999 (\$500,000.00+)

American Honda Foundation  
Fannie Mae Foundation  
JPMorgan Chase Foundation  
PepsiCo, Inc.  
Prudential Foundation  
State Farm Insurance Companies  
The UPS Foundation

## \$250,000–\$499,999 (\$250,000.00+)

Bank of America Corporation  
Citizens Charitable Foundation  
Dell Computer Corporation  
ExxonMobil Foundation  
The Ford Foundation  
GE Foundation  
Ewing Marion Kauffman  
Foundation  
MetLife Foundation  
Nationwide Mutual Insurance  
Company  
Nissan North America, Inc.  
Shell Oil Company  
Time Warner Inc.  
Verizon Foundation

## \$100,000–\$249,999 (\$100,000.00+)

The Allstate Foundation  
Altria Group, Inc.  
American Legacy Foundation  
Blockbuster Inc.  
The Annie E. Casey Foundation  
The Coca-Cola Company  
Eastman Kodak Company  
Eli Lilly and Company  
Enterprise Rent-A-Car Company  
Ford Motor Company Fund  
General Motors Corporation  
The Gillette Company  
Heineken, U.S.A.  
Johnson & Johnson  
Marriott International, Inc.  
McDonald's Corporation  
Nehemiah Corporation of America  
Pfizer, Inc.  
Pitney Bowes, Inc.  
The Procter & Gamble Company  
Sears, Roebuck and Co.  
Sodexo, Inc.  
Sprint Corporation  
Toyota Motor Sales, U.S.A., Inc.  
Wal-Mart Stores, Inc.

## \$50,000–\$99,999 (\$50,000.00+)

Alzheimer's Association  
American Express Foundation  
Carnegie Corporation of New York  
Michael J. Critelli  
DaimlerChrysler Corporation Fund  
Intel Corporation

The Robert Wood Johnson  
Foundation  
Major League Baseball  
MBNA America Bank, N.A.  
Office Depot, Inc.  
Panasonic Corporation of  
North America (PNA)  
The Walt Disney Company/  
ABC, Inc.  
Waste Management, Inc.  
The Xerox Foundation  
Zomba Music Publishing/BMG

## \$25,000–\$49,999 (\$25,000.00+)

The Alcoa Foundation  
Anheuser-Busch, Inc.  
Aramark Corporation  
AT&T Corporation  
AutoNation, Inc.  
Cendant Corporation  
Central Intelligence Agency  
ConAgra Foods, Inc.  
Darden Restaurants Foundation  
Denny's Corporation  
Federated Department Stores  
Fuji Photo Film U.S.A. Inc.  
GEICO Corporation  
General Mills, Inc.  
GlaxoSmithKline  
Goodyear Tire & Rubber Company  
Harrah's Inc.  
Hogan & Hartson L.L.P.  
JC Penney Company, Inc.  
Kelly Services, Inc.  
New York Life Insurance Company  
NIKE, Inc.  
Retail Ventures Services, Inc.  
Source Media  
Stonehenge Capital Company, Inc.  
Andrew C. Taylor  
Unilever HPC-USA  
United Way of America

## \$10,000–\$24,999 (\$10,000.00+)

ADT Security Services, Inc.  
Alma Arrington Brown  
B&C Associates, Inc.  
BellSouth Corporation  
Bloomberg L.P.  
Bowne & Co., Inc.  
Bridgestone/Firestone Trust Fund  
Bristol-Myers Squibb Foundation  
Willard W. Brittain  
Burger King Corporation  
Caterpillar, Inc.  
ChevronTexaco Corporation  
CIGNA Corporation  
The Comcast Corporation  
Countrywide Home Loans, Inc.  
Dewey Square Group  
USDA Forest Services/  
Business Operations  
Gap Foundation  
Harold R. Henderson  
The Home Depot, Inc.

HSBC—North America  
Cathy L. Hughes  
International Business Machines  
Corporation  
LaGrant Communications  
The Leibowitz and Greenway  
Family Charitable Foundation  
The Limited, Inc.  
Lockheed Martin  
Lowe's Companies Inc.  
Marathon Oil Company  
Liam E. McGee  
Merrill Lynch & Co., Inc.  
MGM Mirage  
Henry and Lucy Moses Fund  
National Football League  
North Carolina Mutual Life  
Company  
Northrop Grumman Corporation  
Pacific Gas & Electric Co.  
Paul, Hastings, Janofsky &  
Walker LLP  
William F. Pickard  
Polo Ralph Lauren Corporation  
Sara Lee Corporation  
Walls Communications  
Wendy's International  
Yates Services, LLC  
Young & Rubicam, Inc.

## \$5,000–\$9,999 (\$5,000.00+)

American Multi-Cultural Sales  
The Annenberg Foundation  
Best Buy Community Relations  
Changing Our World  
Chesapeake Bay Academy  
Chevy Chase Bank  
Citi Cards, North America  
CVS/Pharmacy  
Earnest Partners  
The Ferriday Fund  
Global Lead Management  
Consulting  
Mary W. Harriman Foundation  
H.J. Heinz Company Foundation  
Hershey Foods Corporation  
Hewlett Packard  
Hughes Capital  
John E. Jacob  
Gregory W. Jones  
Star Jones Reynolds  
Vernon E. Jordan  
The Kroger Co.  
Lee Hecht Harrison, Inc.  
The May Department Stores  
Company  
Paul McKinnon  
McLarty Companies  
Moet Hennessy U.S.A.  
Marc H. Morial  
National Association of  
Neighborhood/American  
Legacy  
New York Yankees  
North General Hospital

The Nurture Nature Foundation  
Pharmaceutical Research and  
Manufacturers of America  
Stephen S. Rasmussen  
Rohm and Haas Company  
Rooms To Go  
RP Exhibit Service, Inc.  
Scholastic Inc.  
The Schott Foundation for  
Public Education  
Sony Electronics Inc.  
Stryker Orthopaedics  
Robert D. Taylor  
TBWA Chiat/Day Inc.  
The Tommy Hilfiger  
Corporate Foundation  
The Tonamora Foundation  
United Insurance Company  
of America  
The United Supreme Council,  
A.A.S.R. (P.H.A.)  
United Way of Tri-State, Inc.  
Weyerhaeuser Company  
Winston & Strawn LLP

## \$2,500–\$4,999 (\$2,500.00+)

Aetna ING  
The Bank of New York Company  
Mark A. Boles  
Colgate-Palmolive Company  
Domino's Pizza, Inc.  
Drinker Biddle & Reath  
E & S Gallery, Inc.  
Executive Audio Visual  
George P. Johnson  
Wanda Herndon  
Hoffmann-La Roche Inc.  
John Hofmeister  
John F. Killian  
Macy's East  
Martha M. Mitchell  
James C. Morton  
National Urban League Guild  
Public Relations Seminar  
Silverstein Properties  
Don Wofford  
Wyeth  
Andrea Zopp

## Legacies & Bequests

Estate of Virginia P. Ridley  
Estate Of Ruth B. Jaynes  
Estate of Sinclair Lewis

## ■ STATEMENT OF FINANCIAL POSITION

December 31, 2005

	Unrestricted	Temporarily Restricted	Permanently Restricted	2005 Total
<b>Assets</b>				
Cash and cash equivalents	\$ 360,190	\$ 6,426,359	\$ 689,837	\$ 7,476,386
Investments	—	—	19,178,403	19,178,403
Interest receivable	76,480	580	—	77,060
Grants and pledges receivable, net	137,534	7,005,698	93,200	7,236,432
Affiliate dues receivable, net	768,719	—	—	768,719
Other receivables	3,035,671	—	—	3,035,671
Prepaid expenses and other assets	596,887	—	—	596,887
Property and equipment—net of accumulated depreciation/amortization	1,835,582	—	—	1,835,582
<b>Total assets</b>	<b>\$ 6,811,063</b>	<b>\$ 13,432,637</b>	<b>\$19,961,440</b>	<b>\$40,205,140</b>
<b>Liabilities and Net Assets</b>				
<b>Liabilities:</b>				
Accounts payable and accrued expenses	\$ 1,830,717	\$ —	\$ —	\$ 1,830,717
Accrued payroll and vacation benefits	266,527	—	—	266,527
Accrued pension benefit cost	4,306,910	—	—	4,306,910
Deferred rent credit	683,853	—	—	683,853
Contract advances and other deposits	2,477,394	—	—	2,477,394
<b>Total liabilities</b>	<b>9,565,401</b>	<b>—</b>	<b>—</b>	<b>9,565,401</b>
<b>Net Assets:</b>				
Unrestricted	2,179,077	—	—	2,179,077
Temporarily restricted	—	13,432,637	—	13,432,637
Permanently restricted	—	—	19,961,440	19,961,440
	2,179,077	13,432,637	19,961,440	35,573,154
Deferred pension cost in excess of unrecognized prior service cost	(4,933,415)	—	—	(4,933,415)
<b>Total net assets</b>	<b>(2,754,338)</b>	<b>13,432,637</b>	<b>19,961,440</b>	<b>30,639,739</b>
<b>Total liabilities and net assets</b>	<b>\$ 6,811,063</b>	<b>\$ 13,432,637</b>	<b>\$19,961,440</b>	<b>\$40,205,140</b>

## ■ STATEMENT OF ACTIVITIES

For the year ended December 31, 2005

	Unrestricted			Temporarily Restricted	Permanently Restricted	2005 Total
	General Operating	Board Designated	Total			
<b>Operating Activities</b>						
<b>Revenue, Gains and Other Support:</b>						
Government grants and contracts	\$ 8,410,618	\$ —	\$ 8,410,618	\$ —	\$ —	\$ 8,410,618
Donated materials and services	16,250	—	16,250	96,627	—	112,877
Contributions	3,247,527	—	3,247,527	10,709,910	2,742	13,960,179
Legacies and bequests	25,098	—	25,098	—	—	25,098
Special events, net of expenses	991,306	—	991,306	—	—	991,306
Federated fund-raising agencies	32,049	—	32,049	—	—	32,049
Program service fees	4,965,561	—	4,965,561	—	—	4,965,561
Affiliate dues	945,500	—	945,500	—	—	945,500
Investment return designated for current operations	1,101,029	—	1,101,029	—	—	1,101,029
Sale of publications	260,011	—	260,011	—	—	260,011
Other	994,146	—	994,146	—	—	994,146
Net assets released from restriction:						
Satisfaction of restrictions	11,893,024	—	11,893,024	(11,891,424)	(1,600)	
<b>Total revenue, gains and other support</b>	<b>32,882,119</b>	<b>—</b>	<b>32,882,119</b>	<b>(1,084,887)</b>	<b>1,142</b>	<b>31,798,374</b>
<b>Expenses</b>						
<b>Program Services:</b>						
Economic empowerment	13,043,618	—	13,043,618	—	—	13,043,618
Education and youth empowerment	5,287,313	—	5,287,313	—	—	5,287,313
Civic engagement and leadership empowerment	6,108,060	—	6,108,060	—	—	6,108,060
Technical assistance to affiliates	1,051,327	—	1,051,327	—	—	1,051,327
Health and quality of life empowerment	1,199,255	—	1,199,255	—	—	1,199,255
Civil rights and racial justice empowerment	227,363	—	227,363	—	—	227,363
<b>Total program services</b>	<b>26,916,936</b>	<b>—</b>	<b>26,916,936</b>	<b>—</b>	<b>—</b>	<b>26,916,936</b>
<b>Supporting Services:</b>						
Management and general	3,862,723	640,032	4,502,755	—	—	4,502,755
Fund raising	1,632,138	480,000	2,112,138	—	—	2,112,138
<b>Total expenses</b>	<b>32,411,797</b>	<b>1,120,032</b>	<b>33,531,829</b>	<b>(1,084,887)</b>	<b>1,142</b>	<b>33,531,829</b>
<b>Change in net assets from operations</b>	<b>470,322</b>	<b>(1,120,032)</b>	<b>(649,710)</b>	<b>(1,084,887)</b>	<b>1,142</b>	<b>(1,733,455)</b>
<b>Non-Operating Activities</b>						
Board designated transfer	(474,606)	474,606	—	—	—	—
Investment (deficit) return net of amount designated for current operations	(343,303)	—	(343,303)	—	—	(343,303)
<b>Change in net assets</b>	<b>(347,587)</b>	<b>(645,426)</b>	<b>(993,013)</b>	<b>(1,084,887)</b>	<b>1,142</b>	<b>(2,076,758)</b>
<b>Net assets at beginning of year</b>	<b>2,526,664</b>	<b>645,426</b>	<b>3,172,090</b>	<b>14,517,524</b>	<b>19,960,298</b>	<b>37,649,912</b>
<b>Net assets at end of year before deferred pension cost</b>	<b>\$ 2,179,077</b>	<b>\$ —</b>	<b>\$ 2,179,077</b>	<b>\$ 13,432,637</b>	<b>\$19,961,440</b>	<b>\$35,573,154</b>

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Note: Affiliate Listing as of 6/24/06  
\*New Urban League Affiliate, 2005

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VerticalNet

**Andrea Zopp ('04)**

Note: Numbers in parentheses denote  
year Trustee joined the Board

## NATIONAL URBAN LEAGUE COUNSEL

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Vice Chairman and  
Advisor to the Chairman—Retired  
American Express Company



# National Urban League

- **National Urban League**

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