



WE HEAR YOU

By Maya Angelou

*This Special Commemorative Poem was presented by Dr. Maya Angelou
at the National Urban League Centennial Conference, July 28, 2010*

*Baba Fururu Erereo Owo
Kanyenye Eley Ye
Bo Ele Ri Fun Bati
Wasa Wo Enuwayu Ya Wo
Eye Borere*

Centuries of voices have rumbled down the years
Voices stacked upon voices
Close as accordion pleats
Voices telling, relating, informing
The horror stories they say,
Father, they have taken me across water
Wider than the world
Wetter than my tears
I received treatment worse than the lowest dog
In your compound

Voices pleading, calling, begging
Hear me,
Someone speak to me
Speak of me
Speak for me
The voices shout in languages
Various as Kru, Fahnti, Uruba, Hausa

A fierce urgency forces the sound out
And upon the air into the ears
Of courageous men
Of brave women
They respond
I hear you and I will speak to you
I will speak of you and
I will speak for you.

I will be joined by numerous other voices
Who also hear your calling
We will send our voices to the land
To industries and minds hardened
Against you and your children

They will be persuaded
To look upon your faces with favor
And upon your future with promise

We hear your calling
And we begin by giving you 100 years
Of loving defense

We shall encourage the world to look
Upon your complexion and see community
We have lapped off the branch
Which holds the swaying bodies
Which you have been made idle

We shall search and find work for you
Which will compensate your efforts
And define your worth

Our voices shall march
Up and down the cotton rows,
In sharecroppers cabin, and
On the mean streets of ghettos

We shall listen
For your sake
We have entered the waste and
Where the twin horrors
Of hate and violence abide.
We have offered our hand of friendship
Along with a climate
Which means to soothe the angry heart
And calm the bellicose spirit.

We have stretched our hands
Across ten score of years
To pull your names
From the forgotten roster

We have wiped your tears with the palms of our hands
We have listened and we continue to listen
We shall continue to speak for you
You will not be abandoned
You will not be forgotten

We will call your name loudly
Our people
And you may call us
The Urban League.



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Marc H. Morial
President & CEO

This is the Time to Stand Together

As the Centennial anniversary of the National Urban League, 2010 was both a year of reflecting on our groundbreaking past, and looking with optimism toward the future.

The National Urban League, along with its affiliates, provided direct service to 2.6 million people, a record. This included a doubling of the people who accessed our job and housing services. This is a testament to our relevance, and impact as an economic first responder.

As we commemorated the National Urban League's remarkable 100-year-old heritage, we were reminded of those who led the Movement in its younger years. We are humbled by their courage, proud of their achievements, inspired by their actions. Their legacy motivates and informs us. We share their quest for equality. We carry on their commitment to racial justice. We continue their dedication to economic parity and empowerment.

As we embark on our second century of civil rights and economic justice leadership in the face of the Great Recession, we confront challenges that were all too familiar to our founders: turbulent social change, financial upheaval, political instability -- challenges that disproportionately impact our communities and our people.

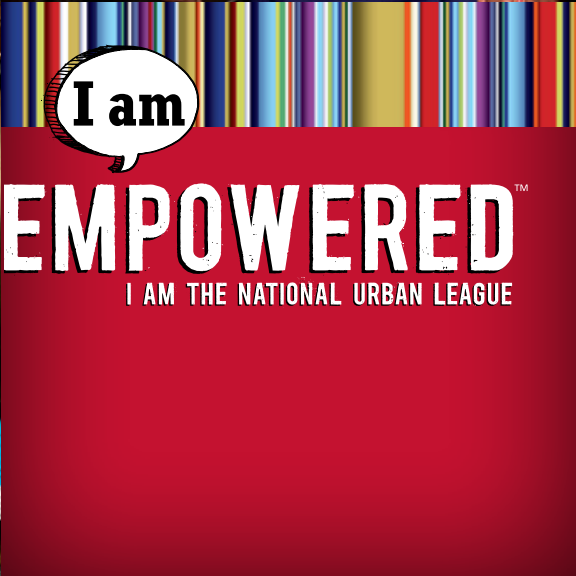
Our Movement continues to carry a message of hope and personal empowerment. In 2010, we set out a bold vision to guide us over the next 15 years. We launched "I Am Empowered" with four

aspirational goals for the America of 2025: 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.

This is the time - when our world seems most unpredictable, when opportunities are lost, jobs are scarce – this is the time to stand together. This is the time to take the I Am Empowered pledge and set to work to restore the confidence and stability that will lead to prosperity and equality.

In these pages you will see how we are marshaling the people and the resources to achieve these bold goals in Education, Employment, Housing, and Healthcare, reaching more than a million Americans each year with the tools, tactics, techniques and training to create a better today and brighter tomorrow. Read about how we advocate and legislate, ensuring that our voices are heard in Washington and among state, local and national policymakers. See how, from strategic planning to tactical implementation, we are working to help children succeed, families thrive and urban neighborhoods survive.

Building upon our history, and fueled by belief in our just cause, as we enter our second 100 years, I am confident that we will meet the challenges of this new world order with renewed energy and dedication, faith in our abilities and hope for the future.



Four Aspirational Goals for America

We started our Centennial Celebration in 2010 with a bold, nationwide call to action. We launched I AM EMPOWERED, an initiative focusing on four aspirational goals for America in education, employment, housing, and healthcare, the cornerstones of a good quality of life.

I AM EMPOWERED reminds Americans of the power of the individual to become a force for change by encouraging collective action to bring change to entire communities and urban areas.

As 2010 began, we toasted the centennial year and kicked off I AM EMPOWERED with a festive launch at Gospel Uptown, the historic Harlem venue known as the Inspirational Place. In February, during Black History Month, I AM EMPOWERED received national recognition as National Urban League President and CEO Marc H. Morial rang the Closing Bell at the New York Stock Exchange, and was a featured guest on the nation's leading morning news program, Today.

Across the country, at the 100 National Urban League affiliates, in the media, at events and job fairs, online and across social media platforms, the I AM EMPOWERED message of hope and individual empowerment is galvanizing millions of people to take the pledge to commit to help achieve the goals by 2025.

“I pledge to responsibly commit my time and talent to ensure that the nation is empowered to achieve the following goals by 2025”

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

photos clockwise from top left: Zuhirah Khaldun-Diarra, Sheryl Underwood, Annelle Lewis; Matt Lauer; Steve Capus; Mayor Michael Bloomberg (NY); Red carpet event; Staff on the Today Show Plaza; Hoda Kotb

GOAL ONE

Every American child is ready
for college, work and life.



Engaging, Encouraging, Empowering Our Youth

“In our first century, the National Urban League helped desegregate the nation’s schools and open doors of opportunity. In our second century, we will employ new strategies and technology to ensure that everyone has an equal chance to walk through those doors.”

-- Marc H. Morial, National Urban League President & CEO

Education and Youth Development

In addition to a focus on the transition from high school to college or career, the Education and Youth Development division focuses on the delivery of high-quality educational supports, including adolescent literacy development, youth leadership, and out-of-school time learning opportunities in order to build the “social capital” of young people.

Because young people grow and develop in the context of their families and communities, we have a strong parent education and engagement component to ensure a broad range of support for children and youth across the developmental spectrum.

Project Ready

A National Urban League signature program, Project Ready is designed to develop students’ knowledge and capacity for post-secondary success, bringing together proven and promising practices on youth development, adolescent literacy, out-of-school time learning, and student success, grounded in the Urban League legacy.

2010 Project Ready By The Numbers

- 1,200 Project Ready students
- 28 students received *Payless ShoeSource*® scholarships
- 26 affiliates participated in Project Ready
- 3 affiliates pilot Project Ready: *Middle School Transitions*.
- 3 affiliates pilot Project Ready: *Science Technology Engineering and Mathematics (STEM)*

In 2010, we expanded Project Ready’s reach to include new affiliates and added new focus areas ranging from the critical transition from middle to high school, to new literacy and science initiatives.

Youth Leadership Summit 2010

The 2010 annual Youth Leadership Summit attracted a record attendance: 528 young people and their chaperones from 50 Urban League affiliates and two guest organizations gathered in Washington, D.C. for activities that included The Youth Town Hall, Project Ready Invitational College Fair and Workshops, and Project Ready Day of Service.



top left: Earvin “Magic” Johnson addresses students top right: Elijah Dariah
bottom: Rapper COMMON, Raequan Jones, Marc H. Morial

Highlights included appearances by noted author, poet and lecturer Sonja Sanchez, and NBA Hall of Famer and Entrepreneur Earvin “Magic” Johnson, and the awarding of 15 “I Am EMPOWERED” Marathon Oil Social Responsibility Scholarships of \$1,000 each.

Youth Development / Out of School Time

In 2010, 17 Urban League affiliates were awarded funds to pilot youth development / Out of School Time programs; and 23 affiliates signed up to be Local Champions of high-quality Out of School Time programs using technology such as Verizon’s Thinkfinity resource. To date, these programs have served 3,087 young people, with 1,619 parents and guardians actively engaged with their students, and 169 community partners providing support services.

Education Advocacy and Engagement

In 2010, the National Urban League launched the two-year Equity and Excellence Project with eight affiliates in Pennsylvania and Tennessee to develop more effective advocates for educational improvement efforts. We also convened 26 diverse organizations dedicated to family empowerment and education reform to explore ways to develop a shared educational equity and excellence agenda.

Black Executive Exchange Program - BEEP

For 42 years, the National Urban League Black Executive Exchange Program, or BEEP, has placed executives of color on the campuses of the nation’s historically black colleges and universities to help students prepare for their careers. In their role as Visiting Professors, these corporate and government leaders mentor and guide black collegians, many of whom are the first in their families to pursue higher education.

In group seminars and individual coaching sessions, in classroom visits and networking events, BEEPers provide invaluable insights into the professional world that help inform students about what it takes to succeed, and help faculty design relevant curricula that addresses current business needs.

BEEP blends the practical with the academic. For example, at North Carolina’s Fayetteville State University, the weeklong series of BEEP events begins with an etiquette dinner where students are introduced to the social protocols of business and networking events. This is followed by a rigorous schedule of classroom lectures and seminars.

Whether on a large campus like Florida A&M or in a smaller setting like Elizabeth City State University in North Carolina, BEEP has the

flexibility to tailor its seminars with an innovative mix of professional skills and abilities to remain relevant and effective.

At several colleges, BEEP is engaging students in the planning and logistics of the program, providing real-world experience in management skills. Students develop the seminar themes, arrange lodging and transportation for the visiting executives, recruit faculty help, and even solicit support from local businesses. A Visiting Professor at Lincoln University in Pennsylvania wrote, “It was heartwarming to see how beautifully the students organized the program and to witness their dedication and commitment.”

And at three colleges, students have formed a Junior League of BEEP Associates, tweaking the model to become junior BEEPers themselves, helping high school students make the transition to higher education.

This signature program, that has linked the corporate world and the public sector with black colleges and universities to guide students on their career paths, continues, in its 42nd year, to expand, empower and inspire.



top: BEEP Students preparing for presentation bottom: BEEP Conference 2010

2010 BEEP By The Numbers

- 565 participating executives
- 134 companies, government agencies represented
- 69 campus events reached thousands of students

“I went from someone who needed help, to learning to help myself, and then helping fellow students. It’s mind blowing.”

-- Damarcus “Mr. BEEP” Alexander



BEEP Youth Profile:

Damarcus Alexander

The National Urban League’s Black Executive Exchange Program, BEEP for short, empowered Damarcus Alexander, 21, to be more and do more than he ever imagined. Arriving on the campus of Southern University’s A&M College in Baton Rouge four years ago, he met the BEEP campus liaison who told him, “BEEP would be good for you.”

Little did he know then how good it would be, that he would become a campus BEEP leader, meet ambassadors and leaders of industry, score a prized internship at Johnson & Johnson, and help more than 50 students get jobs and internships in corporate America and win over \$60,000 in scholarships. In fact, his experience with the program, coupled with his passion for helping people and his drive to succeed, earned him the nickname “Mr. BEEP” from his dad.

“As students, we don’t know what we don’t know,” Damarcus says. “BEEP not only puts you in contact with successful executives who look like you and may share similar background experiences, but it provides that extra polish that sets you apart from the competition: helping you develop your personal branding, teaching you how to present yourself and interview successfully, even dining etiquette.”

In Damarcus’ words, BEEP “inspires and empowers.” His personal “ah-ha” moment came at his first BEEP conference during his sophomore year. “I found hundreds of people like me, people who had a vision, a goal and the drive and the passion to want to make a difference in the world.” The words tumble out in a rush of excitement.

He attended a presentation at the conference by William Rolack, an ADECCO executive, and knew that was the mentor for him. He Googled Rolack’s name, discovered that Rolack would be attending a diversity summit in New York at the United Nations. With no spare cash and little travel experience, Damarcus found a way to get there, and get his mentor. “BEEP showed me how to take the initiative,” he says modestly.

Before graduating in 2012 with a degree in Business Management, and minors in Supply Chain Management and Human Resources, Damarcus is paying it forward: working as an intern in the BEEP division at the League’s New York City headquarters. “I want to plant the seed that has flowered in me,” he says. “I want to make a difference in people’s lives.”

GOAL TWO

Every American has access
to jobs with a living wage
and good benefits.



Working to Close the Wealth Gap in America

“Growing small and medium-sized minority-owned businesses is one of the best ways to close the wealth gap in America.”

-- Marc H. Morial, National Urban League President & CEO

Entrepreneurship and Business Development

Now in its sixth year, the Entrepreneurship Center program has experienced explosive growth, especially in 2010, when a record-high number of nearly 6,000 minority participants sought management training and consultative business services at nine local National Urban League chapters.

The newest center, New Orleans, opened in 2010, joining established programs in Atlanta, Chicago, Cincinnati, Cleveland, Jacksonville, Kansas City, Los Angeles, and Philadelphia.

The program is designed to help minority entrepreneurs acquire the management skills necessary to take advantage of new business opportunities and qualify for financing, two critical factors that can fuel higher levels of business growth. That means building a foundation of business skills and community contacts that can open doors to opportunity and pave the way to profitability.

The benefits ripple throughout the community as entrepreneurial businesses expand, they add to the tax base, and provide living-wage employment to people in the community.

At the Entrepreneurship Centers, participants receive both individual management consulting and group skills-training services ranging from financial and strategic planning to marketing and advertising tactical assistance.

Thanks in part to his participation in the Entrepreneurship Center program at the National Urban League of Greater Cincinnati, Lonnie Grayson's business, Environmental & Safety Solutions, Inc., has continued to expand. In the last year alone, E&SS more than doubled revenue and payroll.

The company provides OSHA and EPA compliance assistance to the construction, manufacturing, healthcare, and power distribution industries. E&SS takes pride in ensuring compliance for customers through cost-effective services designed to preserve and protect the health and safety of employees, the public, and the environment.

“We received needed support in developing a strategic business plan from the Urban League's African-American Business Development Program,” explains Grayson, E&SS president, a mechanical engineer. “It's a living document that includes setting milestones for the business, establishing critical hiring and employee development plans, and targeting customers. It's an excellent resource for small business.”

Connections through the program opened doors to lucrative municipal contracts, a new source of business for E&SS, and the strategic planning and internal development made it possible for E&SS to seize the opportunities to serve new industries, like beer and snack food packaging companies, that were thriving during the recession.

“It's invaluable,” Grayson explains. “Small business development is the key to turning the economy around.”

2010 Entrepreneurship Center Program Growth By The Numbers

- 5,938 clients.
- 10,911 hours of management consulting
- 11,242 hours of group skills training
- \$20 million in new bonding, new contracts and financing to entrepreneurs

Tapping Into the Talents of the Next Generation

Project Lead

Project Lead began in 2006 as the National Urban League's incubator to develop internal talent capable of becoming affiliate CEOs. Three years later, Project Lead expanded its focus, inaugurating the Emerging Leaders Program to identify and nurture promising individuals to fill a variety of advancement opportunities, either as employees or volunteers, at both the local and national levels.

"It is vitally important for us to continue to develop a pipeline of talented individuals with the training, skills and abilities to fill openings now and in the future," explains Wanda Jackson, Senior Vice President – Human Resources. "To do this right, we partnered with Duke Corporate Education, ranked No. 1 in the world in custom executive education by Financial Times and BusinessWeek."



Inaugural Emerging Leaders class

In 2010, the first class of 20 high-potential individuals completed the 13-month Emerging Leaders Program. The class was comprised of candidates who were working at our affiliates, members of the League's Young Professionals who are employed outside of the League, or League volunteers who are committed to our mission.

From a session with American Express executives, they gained invaluable perspectives on how national policy intersects with the League agenda and the corporate world. From meetings with League senior executives and affiliate CEOs, they learned about the challenges and successes of bringing high-quality, effective programs to the people

and communities we serve. And from participation in components of the Executive Fundraising Academy, they obtained critical resource-development skills.

Another important component in the National Urban League's plan to develop promising talent is the Whitney M. Young, Jr. Urban Leadership Development Conference. The third conference, held in 2010 in Birmingham, Alabama, attracted 400 participants for intensive training in areas from nonprofit financial and program management to executive leadership.

To reach young adults, the National Urban League Summer Internship Program introduces college sophomores and juniors students in the New York City metro area and Washington, D.C., to the world of nonprofit management. The program is becoming increasingly popular, with more than 100 applicants seeking the 14 coveted spots in 2010. In addition to learning how the National Urban League works with government agencies and corporations to advance equal opportunity for all, the 2010 summer interns had the unique opportunity to meet the regional head of the Adecco Group, Theron (Tig) Gilliam, Jr., who shared his perspectives on leadership.

Directors Inclusion Initiative

To address the serious underrepresentation of African Americans on the boards of directors of companies traded on the NYSE and NASDAQ, the National Urban League, in partnership with Advance America, launched the Director Inclusion Initiative.

A corporate board certification program, this initiative prepares executives to serve public companies as professional and competent board members. The 2010 inaugural class of seven director candidates completed 50 hours of education on corporate governance, regulation and strategy issues provided by Corporate Directors Group.



Building Skills to Get Back to Work

“General economic growth will no doubt lift up African Americans, but it will not close the historic disparities in joblessness between black and white America. It’s important that job training be provided by urban-serving organizations that are close to and understand the communities they serve.”

-- Marc H. Morial, National Urban League President & CEO

Workforce Development

The Workforce Development Division took center stage in 2010 as the fight for employment became an all-out war for jobs. The highest casualties of the Great Recession are among African American citizens who are disproportionately affected by high unemployment, the result of layoffs and the slow-to-recover national economy.

All together, the three major programs in the Workforce Development Division recorded an increase of more than 26% in the numbers of people seeking assistance in 2010.

With a U.S. Department of Labor grant of \$16 million, plus \$2.6 million in funds from the Recovery Act, the Mature Worker Program placed 133 seniors in jobs, and provided subsidized employment, job training and placement referrals for 1,800 low-income seniors, aged 55 and older, in six locations: Boston, Dayton, Detroit, Newark, Pittsburgh, and Westchester County, New York.

At the other end of the age spectrum, the Urban Youth Empowerment Program, funded by \$2.9 million in federal grants, provided job training, GED/High School Diploma programs, and employment services to young adults, including adjudicated youths and drop-outs. The Youth Empowerment Program services reached nearly 500 persons in 2010, and placed 40 participants in unsubsidized jobs.

The largest initiative, the Workforce Investment Demonstration Project, included 10 affiliates that served nearly 22,000 community residents with job training and employment services. In the fifth and final year of a partnership with Wal-Mart, the Workforce Investment Development Project provided traditional employment services including client assessment, interviewing and referrals, in addition to Job Readiness workshops, and specialty training that together resulted in 1,892 job placements.

2010 Workforce Development By The Numbers

- Made over 2,065 direct job placements
- Assisted more than 25,000 job seekers
- 26% more job seekers than in 2009



*“It’s never too late to change and grow.
I learned never to give up.”*

-- Phillip Shelton



Workforce Development Youth Profile:

Phillip Shelton

“It’s all about change,” declares Phillip Shelton of Charlotte, NC.

He’s talking about the transformative power of the training, guidance and help he received through the workforce development programs at the Urban League of Central Carolinas.

Through the Professional Empowerment Program, he learned important life lessons. “It’s never too late to change and grow,” he says. “I learned never to give up.”

Through the League’s workforce development training, he learned marketable HVAC skills and earned the national HVAC credential called EPA Section 608 Universal, that changed his employability, and his self-assurance.

“My confidence has increased and I am working at a local heating and air conditioning company in a high-growth field with lots of opportunity,” he says.

Before coming to the Urban League, the future wasn’t so bright. As a nonviolent offender with a criminal record, his future looked bleak with no marketable skills, and a self-admitted “sour attitude” the result of a tight Recession-era job market coupled with multiple job rejections. “The story was always the same: they would say that my record disqualified me.”

“The Urban League opened a lot of doors for me, to a new career and a new life,” Phillip says. The League “not only has given me a second chance and a way to make a living, but the opportunity to be

of service to the community. The League has been a blessing to me. I do feel empowered as a citizen; my position in life is worth more to society now.”

With a second chance to do well, Phillip Shelton now is aiming to do good.

“I am enrolled in the University of Phoenix and in the process of changing my major from Information Technology to Business Management. My goal is to start my own company and hire folks who need a second chance, a chance like I had, to make a change.”

GOAL THREE



Every American lives in safe,
decent, affordable and energy
efficient housing on fair terms.

Rapidly Responding to Fight Foreclosures

“The American home, by definition, reflects much more than mere property. It is the foundation of family and community and represents the collective promise of the chance to build prosperity that lasts through generations.”

-- Marc H. Morial, National Urban League President & CEO

Housing and Community Development

During the foreclosure crisis in 2010, as the economic recession continued to batter urban America and the communities we serve, Urban League housing counselors were in the trenches, fighting every day to help families keep, afford or find decent, safe shelter.

As 2010 began, we expanded our comprehensive housing counseling program to stem the flood of foreclosures. But by the end of 2010, that flood became a tsunami, as severe federal budget cuts threatened to sink the supports that, for many, kept them financially afloat as the last, best hope before homelessness.

Our clients tend to be the hardest to serve those whose housing payments are more than 60 days late and who are unable to navigate the bureaucracy successfully on their own.

Research estimates that African-American homeownership will decline by 11 percent, as homeowners of color are disproportionately hurt by record foreclosure rates and double-digit unemployment.



2010 Housing By The Numbers

- 15,524 families facing foreclosure received help, an increase of 3,593 from 2009, with alternative housing recommended for 579 families.
- 441,493 clients sought help from our affiliates, two-and-a-half times more than in 2009.
- 1,188 participants in UL housing programs bought homes, up 14.8% over 2009. The average home price, \$122,197, was up 28% compared to 2009.

Facing this crisis of epic proportions, we mobilized to do battle. Our legacy of providing effective, efficient housing support and counseling paid off. At a time when most federal efforts to curb foreclosure rates have fallen far short of their goals, the counseling program stands out as a proven method of helping families fend off foreclosure.

This led to strong bipartisan support from Congress, which responded by increasing funding for the counseling program to \$87.5 million and providing emergency funds for foreclosure prevention counseling through the National Foreclosure Modification Counseling program.

We responded quickly, reorganizing and mobilizing staff, acquiring necessary training, and launching an enhanced, targeted foreclosure prevention effort.

Also in 2010, with Citi Foundation, we piloted a financial literacy initiative at seven affiliates, reaching more than 850 people. The initiative provided a low-cost option for financial services and offered guidance and one-on-one financial coaching to help more African-American families enter the financial mainstream, build credit, and properly use banking services like check cashing and money orders.

We expect even more demand for financial and homeownership counseling in 2011. A continued emphasis on pre-purchase housing counseling will help families achieve homeownership, and teach them how to maintain their investment in 2011 and beyond.



“I knew the Urban League. I trust their work and I trust them.”

-- Keith Burns



Housing Profile:

Keith Burns

Keith Burns never imagined that he would be in danger of losing his home, the beige bungalow with the crisp white trim outside Seattle where he raised his children as a single dad, and where the grandkids now come to visit.

After all, he had an excellent credit score. Always paid his bills on time. Worked hard. For 24 years, he had steady work as a pressman at the local newspaper, sometimes pulling triple shifts, always taking the overtime to build a nest egg of financial security.

But in 2010, the overtime evaporated, his hours were slashed to less than full time, his benefits were cut or eliminated. He was running through his savings making monthly payments on an adjustable rate mortgage. For the first time in his life, Keith Burns was falling behind.

“That’s when the fear set in,” Burns recounts. “I didn’t want to lose the house.

The market was bad and I couldn’t sell it. I felt trapped.”

He contacted the lender and discovered that his mortgage had been resold. It was tough tracking down the new mortgage holder. When he finally made contact, he got the runaround. “They dragged their feet, they just wouldn’t respond, and after calling and calling, all I got were more forms to fill out,” Burns remembers. “It was frustrating and frightening.” Time was running out.

When the lender finally responded with a new loan agreement, Burns had only three days to respond. “I didn’t trust the lender, and I didn’t know if they were getting me into another bad deal,” Burns says. He knew he needed help. Fast.

He found a listing for the Urban League of Metropolitan Seattle on the government’s HUD website, which recommended accredited specialists to assist with housing issues.

“I knew the Urban League,” Burns says. “I trust their work and I trust them.”

In fact, the Urban League’s First Time Buyers program helped him buy the family home, the one that he was in danger of losing.

At the Urban League, the counselors immediately reviewed his loan application, contacted his lender, and tenaciously negotiated an affordable loan modification that allowed Burns to meet the deadline and keep his home.

“I am very grateful for the Urban League,” Burns says. “In good times, when I was doing well, they were there to help me reach up and fulfill my dream of home ownership for me and my family. In these bad times, they were there to reach out to me and help me secure the home that I worked so hard to get.”

GOAL FOUR

Every American has access
to quality and affordable
health care solutions.



Healing Communities, One Client At A Time.

“African Americans are almost twice as likely to lack health insurance as whites, making it is critical that we continue to defend the law and work to reduce health disparities for communities of color. “

-- Marc H. Morial, National Urban League President & CEO

Health and Quality of Life

The National Urban League’s signature Community Health Worker Program, developed with the Morehouse School of Medicine, empowers communities by improving people’s health and quality of life. To close the enormous gaps in healthcare accessibility and affordability, the program places health educators, sometimes called health guides or navigators, within Urban League affiliates.

Community Health Workers are located in neighborhoods that are familiar and convenient to underserved populations. They connect traditionally underserved African-Americans in impoverished, urban communities with healthcare providers.

Studies show that these structured programs, offered in familiar community environments, help correct negative stereotypes about healthcare providers and the stigmatism associated with seeking treatment. Every dollar invested in CHW programs saves many more by avoiding emergency room visits, preventing diseases, managing chronic illnesses, and providing early treatment.

In addition to providing access to medical providers, Community Health Workers help clients obtain insurance, offer health and nutrition workshops, provide support and guidance in following treatment plans, and activities that promote healthy lifestyles.

A rigorous evaluation component provides evidence-based data that can be used to provide detailed information on health disparities, and inform and influence local and national health policy.

In 2010, we introduced new awareness and prevention programs, expanded existing outreach initiatives, and continued to connect clients to high quality healthcare services.

2010 Health & Quality of Life By The Numbers

- 91,000 preventive health screenings including cholesterol levels, blood pressure, bone density, and body mass indexes were completed in 15 Urban League cities as part of the Urban League-Walgreens Take Care Health Bus Tour.
- More than 500 men and families served through Save our Sons, an innovative health education program centered on diabetes prevention among African American men in Dallas and Lorain County, OH.
- More than 200 families in Columbia, SC, received comprehensive healthcare services through the I Am Woman program that provides workshops on healthy cooking, eating and diabetes prevention, treatment and care.
- More than 560 HIV-related events and trainings, and more than 11 million advertising, marketing and outreach impressions delivered through the Act Against AIDS Leadership Initiative, a collaboration of the National Urban League, 16 other traditional African-American institutions and the Centers for Disease Control and Prevention to increase HIV/AIDS-related awareness, testing, and treatment.



centennial conference



For four days in July 2010, a virtual constellation of stars in entertainment, the arts, politics, business, media, and civil rights gathered in Washington, D.C., to celebrate the 100th anniversary of the National Urban League. The Centennial Conference commemorated the League's first century of leadership and service, and kicked off its second hundred years by calling for a new civil rights strategy to meet the new challenges to equal opportunity in America.

President Barack Obama topped the roster of distinguished speakers that included members of his Cabinet - Secretary of Education Arne Duncan and Secretary of Labor Hilda Solis – along with UN Ambassador Susan E. Rice, and the chairs of the two major political parties, Republican Michael Steele and Democrat Tim Kaine.

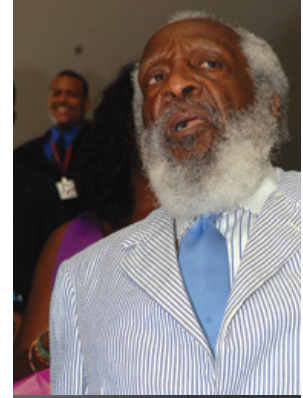
The Centennial Conference featured longtime leaders of the movement including NAACP President Ben Jealous, Rev. Jesse Jackson, Ambassador Andrew Young, Vernon Jordan, and Rev. Al Sharpton.

The Women of Power Awards Luncheon honored nine women from the worlds of sports, entertainment, business and civil rights including actress Angela Bassett, boxer Laila Ali, National Public Radio's Michelle Norris, and Angela Conyers-Benton, founder of BlackWeb 2.0.

The four days of plenary sessions, workshops and meetings were capped with the glittering, festive Whitney M. Young, Jr. Awards Gala that honored four living legends: poet and author Maya Angelou; NBA all-star Earvin "Magic" Johnson, Jr.; actor, director and author LeVar Burton; and award-winning actress Alfre Woodard.

As President and CEO Marc H. Morial said, "In our first century, the National Urban League helped desegregate the nation's schools and open doors of opportunity that had historically been closed to African Americans. In our second century, we will forge new partnerships, employ new strategies and use new technology to lead and deliver on our mission of bringing economic empowerment to people in the communities we serve."









Accelerating Activism Through Advocacy, Research and Analysis

“In our first century, marching, litigating, sit-ins, and freedom rides were important tools of advancement. In our second century, we will add to that arsenal effective policy advocacy, technology-based organizing and social mobilization networks, and encourage innovation and transformation as we recruit a new generation of leaders to whom we soon shall pass the baton.”

-- Marc H. Morial, National Urban League President & CEO

National Urban League Policy Institute

The work of the National Urban League Policy Institute embodies the 21st century approach Marc Morial references above. Each day, our efforts to advance the National Urban League’s work through research and policy analysis bring us closer to realizing the American dream of empowerment for all.

The Washington-based National Urban League Policy Institute continues to develop as a premier policy resource for our communities and for the nation. Our growth comes at a critical time as we equip ourselves with the tools to tackle the seemingly insurmountable

challenges in providing the education, training and meaningful employment necessary to help urban communities to build, and in some cases, maintain economic empowerment. The policy/advocacy staff for the institute has more than doubled, giving us some of the capacity needed to expand our focus areas.

While the challenges caused by a punishing economic recession and a



U.S. Senate Republican Leader
Mitch McConnell, Kentucky



bottom left: Karen Finney, David A. Wilson, Robert Traynham, and Donna Brazile, State of Black America 2010 panelists; *bottom right:* Al Sharpton and Marc H. Morial

shrinking federal budget for job programs and social services may, at times, seem overwhelming, we are buoyed by the results of our expanded efforts to advocate for economic empowerment and social equality.

Legislative Policy Conference

In a year when it seemed as if the top three topics on everyone's agenda were jobs, jobs and jobs, the National Urban League Centennial Legislative Policy Conference kicked off with a well-timed Centennial Jobs Symposium, featuring participation by the Congressional Black Caucus and other members of Congress.

During the two-day Legislative Policy Conference, affiliate delegations attended 174 Congressional meetings for personal, face-to-face discussions with lawmakers. In addition to the focus on employment issues, the conference featured two high-profile workshops tackled financial regulatory reform and preparing children for college and life in the adult world. The conference concluded with a luncheon and keynote speaker Lisa P. Jackson, Administrator of the Environmental Protection Agency.

The State of Black America 2010

Our response to the growing unemployment crisis was swift, detailed and thoughtful. The League's six-point plan for creating jobs is the centerpiece of the League's 34th edition of The State of Black America 2010. Subtitled Jobs: Responding to the Crisis, the plan proposes targeted investments for direct job creation, greater access to credit for small businesses, job training for the chronically unemployed, additional counseling relief for those caught in the backlog of the foreclosure process, and tax incentives for clean energy companies who employ individuals in the targeted communities. Guest authors included Labor Secretary Hilda Solis; Education Secretary Arne Duncan; Patricia Coulter, CEO of the Urban League of Philadelphia; and Barton Taylor, President of the Young Professionals.

In addition, the Policy Institute advocated for job creation legislation, funding increases for summer jobs for youth, and extension of unemployment insurance benefits to the millions of out of work Americans.

On other key issues, the Policy Institute worked with the White House and federal agencies on the government-supported housing finance system, and with private sector lenders and non-profit advocates to establish fair rules for residential mortgages.

In 2010, we mobilized 65,000 Urban League supporters to support healthcare reform legislation and contact their members of Congress to support the passage of the Affordable Care Act. As a major player in the fight to prevent childhood obesity, we worked with our affiliates to raise awareness of the issue and advocate for increased access to healthy food and creation of safe spaces for physical activity in communities.

In an increasingly digital world, access to broadband internet services is becoming an essential component of modern life. The League is a member of the Broadband Opportunity Coalition that received a \$28.5 million grant from the U.S. Department of Commerce in 2010. Combined with nearly \$23 million in matching contributions, funding for the sustainable broadband adoption initiative, at \$51.5 million, is the largest amount given to any organization under the program. Our research staff, in collaboration with the Joint Center for Political and Economic Studies, will formally evaluate the program and its effectiveness at helping low-income households in 19 local communities to adopt broadband services.



Leading. Connecting. Trendsetting. Mobilizing: Young Leaders Making a Difference

National Urban League Young Professionals

More than 4,400 young professionals aged 21-40 empower their communities and change lives through volunteerism, philanthropy and membership development as members of the National Urban League Young Professionals organization.

The Young Professionals both give and get: providing leadership development, networking opportunities, and community outreach that advance their own careers and empower others.

A virtual who's who of the next generation of leaders, members include elected and appointed officials, corporate executives, educators, lawyers, doctors, engineers, writers, photographers, and a host of other professions.

Young Professionals turned out in force at the National Urban League's Centennial Conference in Washington, D.C., with more than 500 participants at the Young Professionals Summit that featured groundbreaking workshops and plenary presentations focusing on how they can help America achieve the Empowerment Goals by 2025.

Among the key activities in 2010, the League's Young Professionals promoted healthy habits among 2,000 teens nationwide during its Seventh Annual National Day of Service and rallied for a better

America through jobs, education and equal opportunity for all to at the new Martin Luther King Jr. Memorial in Washington, D.C.

More than 100 Young Professionals attended the 2010 Leadership Weekend in Birmingham as part of the National Urban League's Whitney M. Young Leadership Conference. Sponsored by YUM! Brands, Leadership Weekend helped participants to tailor their development needs by focusing on skills enhancement, community empowerment, and chapter operations.

The first National Day of Empowerment, an historic collaboration between the Young Professionals and the National Council of Urban League Guilds, addressed the issue of child hunger in America. Supported by YUM! Brands, the National Day of Empowerment reached more than 2,800 families.

2010 Young Professionals By The Numbers

- 4,428 members in 53 chapters
- 37,770 hours volunteered
- \$806,762 value of volunteer hours
- \$113,053 raised for League affiliates

Reshaping. Rebuilding. Retaining. Recruiting: Guilders Empower Change

National Council of Urban League Guilds

Through a five-point program encompassing Community Service, Education, Leadership Development, Fundraising, and Mentoring, the National Council of Urban League Guilds connects the League to its communities, empowering social change.

Guilders contribute thousands of volunteer hours each year to local affiliates, providing the perspective, guidance and insight that come from their years of experience in the movement, and raising funds that allow the League to continue to deliver programs that empower people and enrich communities.

In 2010, in an historic collaboration with the National Urban League Young Professionals, the Guild held the first National Day of Empowerment, with the support of YUM! Brands, addressing the issue of child hunger in America.

In 2010, for the 6th year, the Guilds participated in their Annual National Healthy Awareness Day of Service project, providing local communities health information, tips, and demonstrating Guilders' volunteerism. The theme centered around First Lady Michelle Obama's commitment to combat obesity, a contributor to a wide range of medical conditions including heart disease, high blood pressure, diabetes, cancer, and asthma.

In an effort to efficiently and consistently engage the affiliates in their regions, the four Guild Regional Coordinators held monthly conference calls with affiliate presidents to address critical issues in their local chapters, and identify and implement ideas to refresh and revitalize the growth of the Guilds.



Frankie M. Brown, James H. Buford, Vanessa R. Elliott and Marc H. Morial

2010 Guilds By The Numbers

- 2,500 members in 53 chapters
- 36,654 hours volunteered
- \$764,235 value of volunteer hours
- \$307,129 raised for League affiliates

54th Annual Equal Opportunity Day Awards Dinner Honoring the Champions of Civil Rights, Social Justice

The National Urban League's Centennial Celebration concluded a yearlong series of events in November 2010 with a festive, star-studded Equal Opportunity Day Awards Dinner that presented the League's highest honors to recipients who epitomize the League's mission of championing equal opportunity, civil rights and social justice.

The Leadership Award was bestowed upon Ursula Burns, Chairman and Chief Executive Officer of Xerox Corporation, the first African-American woman to head a Fortune 500 company.

The Corporate Leadership Award was presented to MetLife® in recognition of the company's unwavering support and partnership of the League for more than 60 years.

New in 2010, the I Am EMPOWERED™ Award recognized high school students Magen Greer of Cleveland and Rmani Crawford from Rochester for their outstanding achievements in the League's signature education program, Project Ready.

Chaired by John F. Killian, National Urban League Trustee and Executive Vice President and Chief Financial Officer of Verizon Communications, the dinner raised over \$2 million, attracted more than 900 guests, and featured entertainment by Corrine Bailey Rae, the acclaimed British Grammy-winning singer and songwriter.



*top: Marc H. Morial & Ursula Burns
bottom left: Barton Taylor, Rmani Crawford and Magen Greer
bottom right: Corrine Bailey Rae*

2010
the year
in pictures





2010
the year
in pictures





Donor Category Report 2010

Corporations, Foundations and Nonprofits

Centennial Partners

AT&T
BP America, Inc.
Comcast
Continental Airlines
Eli Lilly and Company
Nationwide Insurance Foundation
Scripps Network
The UPS Foundation
Walmart
Wells Fargo & Company

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

Citi
Citi Foundation
Enterprise Rent-A-Car
Shell Oil Company
The UPS Foundation
Verizon Foundation
Walgreen Company
Wells Fargo & Company

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

Bank of America Corporation
Goldman Sachs 10,000 Small Businesses
MetLife Foundation
Pfizer Inc.
Scripps Networks
State Farm Insurance Companies

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

Best Buy
Bill & Melinda Gates Foundation
ExxonMobil Foundation
Fannie Mae
The Ford Foundation

Freddie Mac
PepsiCo
Pitney Bowes, Inc.
W.K. Kellogg Foundation

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

Altria Client Services Inc.
American Electric Power Company, Inc.
Anheuser-Busch Companies
Bloomberg, L.P.
Casey Family Programs
Centene Corporation
The Coca-Cola Company
General Mills, Inc.
Johnson & Johnson
Macy's Inc.
Marriott International, Inc.
Prudential Foundation
Robert Wood Johnson Foundation
Sodexo, Inc.
Sprint Nextel Corporation
Target Foundation
Time Warner Inc.
Toyota
U.S. Army
The Xerox Foundation

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

AAR Corporation
AARP
Advance America, Cash Advance Centers, Inc.
The Allstate Foundation
AstraZeneca Pharmaceuticals, LP
Center for Disease Control and Prevention
Continental Airlines

FedEx Corporation
Ford Motor Company
General Motors Company
Intel Corporation
J.C. Penney Company, Inc.
Kraft Foods Inc.
MillerCoors Brewing Company
Moët Hennessy U.S.A.
The Schott Foundation for Public Education
Unilever North America
United States Department of Agriculture
Volkswagen Group of America, Inc.
The Walt Disney Company

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

Adecco
American Honda Motor Co, Inc.
ARAMARK Corporation
Central Intelligence Agency
Chevron Corporation
CVS Caremark Corporation
Darden Restaurants
Dell Computer Corporation
Delta Air Lines, Inc.
Diageo North America
Eastman Kodak Company
Edward Jones
GEICO Corporation
Harrah's Entertainment, Inc.
JPMorgan Chase
McDonald's Corporation
National Football League
New York Life Insurance Company
Nissan North America, Inc.
Payless Shoesource, Inc.
The Servicemaster Company
Starbucks Corporation

Walton Family Foundation
Yum! Brands, Inc.

\$10,000 - \$24,999 (\$10,000 +)

The ACT 1 Group
Aetna, Inc.
Alcatel-Lucent
American Honda Foundation
Amtrak
Andrews Kurth LLP
The Annie E. Casey Foundation
Aon Foundation
The Bank of New York Mellon Corporation
Barclays Capital
Burger King Corporation
CB Richard Ellis, Inc.
CBS Corporation
Cisco Systems, Inc.
ConAgra Foods, Inc.
Connecticut General Life Insurance Company
Consolidated Edison Company of New York, Inc.
Consumers Union
Cox Enterprises, Inc.
Credit Suisse Inc.
Deloitte
DineEquity, Inc.
Educational Testing Service
EMC Corporation
Empire BlueCross BlueShield
Ernst & Young
General Electric Company
The Goodyear Tire & Rubber Company
The Hartford Financial Services Group, Inc.
Henry and Lucy Moses Fund
Hess Corporation



The Home Depot, Inc.
 Human Services Charities of America
 Hyatt Hotels Corporation
 Inter-American Foundation
 International Business Machines Corporation
 KPMG LLP
 The Leibowitz and Greenway Family Charitable Foundation
 Limited Brands
 Lockheed Martin
 Marathon Oil Corporation
 MasterCard International
 MGM Resorts International
 Microsoft Corporation
 Morgan Stanley
 Municipal Credit Union
 Mutual of America Life Insurance Company
 National Education Association
 NBC Universal
 Northrop Grumman Corporation
 NYSE Euronext
 Praxair, Inc.
 PricewaterhouseCoopers LLP
 Qualcomm Incorporated
 The Robert B. Choate Trust
 Roche
 Teach For America
 The TJX Companies, Inc.
 Turner Broadcasting System, Inc.
 Turner Construction Company
 Waste Management, Inc.

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

American Express Foundation
 Black Entertainment Television
 Colgate-Palmolive Company

Country Financial
 Cracker Barrel Old Country Store, Inc.
 Dearfield Associates, Inc.
 Dolgencorp, LLC.
 EmblemHealth Services, LLC
 Estee Lauder Inc.
 The Ferriday Fund
 GMAC Financial Insurance
 H.J. Heinz Company Foundation
 The Kroger Co.
 Lazard Ltd.
 Mary W. Harriman Foundation
 Mattel, Inc.
 Mortgage Insurance Companies of America
 MTV Networks Inc.
 National Council of Urban League Guilds
 National Human Services Assembly
 National Wildlife Federation
 New York Yankees
 The Robert Wood Johnson Foundation
 Rosenthal Family Foundation
 Sony Corporation of America
 Unitrin, Inc.
 W.W. Grainger, Inc.
 The Williams Capital Group, L.P.
 YMCA of The USA

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

Accenture
 Bridgestone Americas Trust Fund
 DeVry University
 Dr. Pepper Snapple Group
 Giant Food
 The Johns Hopkins Hospital
 National Basketball Association
 National Hockey League

National Urban League Guild
 Office of Minority Health Resource Center
 Ryder System, Inc.
 Starbucks Coffee Company
 Sumitomo Corporation of America Foundation
 University of Phoenix

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

American Automobile Association
 Ariel Investments, LLC
 Asurion
 Carver Federal Savings Bank
 Collective Brands, Inc.
 ConocoPhillips Inc.
 Denny's Corporation
 The Cowles Charitable Trust
 EuroAmerican Communication, Inc.
 Gilbane Building Company
 Global Novations, LLC
 The Gordon and Llura Gund Foundation
 The Hudson Group
 Jennifer Temps
 Jobs For The Future, Inc.
 The Lumina Foundation for Education
 The Malkin Fund
 Medgar Evers College
 Mitchell and Titus, LLP
 Motorola, Inc.
 National Urban League Guild
 The Shubert Organization, Inc.
 UBS Americas
 Urban League of Pittsburgh
 Virginia State University

\$250-\$999 (\$250 +)

A Servant's Heart Inc.
 ALH Foundation, Inc.
 The Barrington Foundation, Inc.
 Bronx Community College Auxiliary Enterprise Corporation
 Central Florida Urban League
 Columbia Urban League
 The Davidow Charitable Fund
 The Harbor Bank of Maryland
 Helen and George Ladd Charitable Corporation
 Iota Ohi Lambda Sorority, Inc.
 National Association of Social Workers Foundation
 Rhumblin Advisors Corporation
 The Segal Company
 Sims Family Fund
 Urban League of Greater Miami, Inc.
 Urban League of Springfield
 Urban League of Union County
 Whitney M. Young, Jr. School of Social Work

Individuals

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 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
 Dr. Kase Lukman Lawal
 Carolyn and Edward T. Lewis
 William M. Lewis, Jr.
 Jonathan S. Linen
 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
 Jeffrey E. Thompson

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 Cynthia and Stephen S. Rasmussen

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 Noemi and Michael F. Neidorff
 Christopher J. Williams

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 Alma Arrington Brown
 Ursula M. Burns
 Earl G. Graves, Sr.
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 Robert L. Johnson
 Vernon E. Jordan, Jr.

Ralph S. Larsen
 Dr. Kase Lukman Lawal
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 Diane Taite-Howard
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 (\$1,000 - \$4,999)**

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 National Urban League Guild
 Claudia Polite

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 Andrew Snorton
 Rhonda Spears Bell
 Barton J. Taylor

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 John Vanderstar
 Carl G. Vinson
 Alcuin Walker
 Major Paul D. Walker
 Thomas H. Wheadon
 Gwenneth White
 Tonya L. White
 Patricia A. Williams
 Susan L. Williams

2010 Legacies and Bequests

Estate of Calvin D. Banks
 Estate Of Ruth B. Jaynes
 Estate of Wesley B. Lawrence
 Estate of Sinclair Lewis
 Estate of LaDoris Shepard

*Deceased

2010 Financial Statements

Statements of Financial Position
As of December 31, 2010

	2010
ASSETS	
Cash and cash equivalents	\$7,876,876
Investments	19,201,709
Interest receivable	
Grants and pledges receivable, net	12,761,683
Franchise fees receivable, net	663,909
Other receivables	4,671,079
Prepaid expenses and other assets	321,581
Property and equipment - net of accumulated depreciation/amortization	1,568,443
Total assets	<u>\$47,065,280</u>
LIABILITIES AND NET ASSETS	
Liabilities	
Accounts payable and accrued expenses	\$3,849,718
Accrued payroll and vacation benefits	1,002,027
Accrued pension benefit costs	5,629,966
Accrued defined contribution costs	559,370
Deferred rent credit	383,259
Contract advances and other deposits	2,669,064
Total liabilities	<u>14,093,404</u>
<i>Net Assets</i>	
Unrestricted	4,977,942
Undesignated	-
Pension related	(7,657,883)
Total unrestricted net assets	<u>(2,679,941)</u>
Temporarily restricted	15,629,752
Permanently restricted	20,022,065
Total net assets	32,971,876
Total liabilities and net assets	<u>\$47,065,280</u>

A complete copy of the 2010 Audit Report can be provided at 120 Wall Street.

Statement of Activities
For the Year Ended December 31, 2010

	Unrestricted	Temporarily Restricted	Permanently Restricted	Total
OPERATING ACTIVITIES				
Revenue, Gains, and Other Support				
Government grants and contracts	\$19,886,746	\$-	\$-	\$19,886,746
Donated materials and services	6,662,193	-	-	6,662,193
Contributions	4,074,797	15,837,329	-	19,912,126
Legacies and bequests	47,987	-	-	47,987
Special events	2,162,707	-	-	2,162,707
Federated fundraising agencies	3,321	-	-	3,321
Program service fees	8,231,523	-	-	8,231,523
Franchise fees	981,000	-	-	981,000
Investment return designated for current operations	593,479	-	-	593,479
Sale of publications	72,202	-	-	72,202
Other	732,470	-	-	732,470
Net assets released from restrictions				
Satisfaction of restrictions	16,942,606	(16,942,606)	-	-
Total revenue, gains, and other support	60,391,031	(1,105,277)	-	59,285,754
OPERATING EXPENSES				
Program Services				
Economic empowerment	26,798,054	-	-	26,798,054
Education and youth empowerment	4,993,847	-	-	4,993,847
Civic engagement and leadership empowerment	7,327,048	-	-	7,327,048
Centennial Celebration	8,875,883	-	-	8,875,883
Technical assistance to affiliates	1,855,053	-	-	1,855,053
Health and quality of life empowerment	2,375,181	-	-	2,375,181
Civil rights and racial justice empowerment	287,666	-	-	287,666
Total program services	52,512,732	-	-	52,512,732
Supporting Services				
Management and general	4,484,735	-	-	4,484,735
Fundraising	3,258,168	-	-	3,258,168
Total expenses	60,255,635	-	-	60,255,635
Changes in net assets from operations	135,396	(1,105,277)	-	(969,881)
NON-OPERATING ACTIVITIES				
Investment return net of amount designated for current operations	1,699,961	-	-	1,699,961
Pension-related changes other than net periodic pension credit	(338,561)	-	-	(338,561)
Total non-operating activities	1,361,400	-	-	1,361,400
Changes in net assets	1,496,796	(1,105,277)	-	391,519
Net assets at beginning of year	(4,176,737)	16,735,029	20,022,065	32,580,357
Net assets at end of year	\$(2,679,941)	\$15,629,752	\$20,022,065	\$32,971,876

Directory of Presidents

AKRON, OHIO

Fred Wright
President
Akron Community Service Center
And Urban League
440 Vernon Odum Blvd
Akron, OH 44307
(330) 434-6995
www.akronurbanleague.org

ALEXANDRIA, VIRGINIA

Lavern Chatman
President
Northern Virginia Urban League
1315 Duke Street
Alexandria, VA 22314
(703) 836-2858
www.nvul.org

ANCHORAGE, ALASKA

Troy Buckner
Interim President
Urban League of Anchorage-Alaska
2627 C Street – Suite 100
Anchorage, AK 99503
(907) 276-0390
www.nul-anchorage.org

ALTON, ILLINOIS

Brenda Walker McCain
President
Madison County Urban League
408 E. Broadway Street
Alton, IL 62002
(618) 463-1906
www.ulmadisonco.org

ANDERSON, INDIANA

William Raymore
President
Urban League of Madison County, Inc.
1210 West 10th Street
Anderson, IN 46015
(765) 649-7126
www.urbanleaguemc.org

ATLANTA, GEORGIA

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