MESSAGE FROM THE PRESIDENT

Dear Friends of NABJ,

Just when your vision of success doesn’t fathom moving the National Association of Black Journalists (NABJ) beyond milestones set in the major record-setting year of 2016, this mighty association goes and outdoes itself. Our beloved association convened a memorable and historic 2017 NABJ Convention and Career Fair in New Orleans, Louisiana with a record-breaking attendance of 3,273 convention-goers. That is the highest convention registration number for a singular convention ever. The #NABJ17 Convention was a ceremonious power meeting of black journalists, media professionals, educators and students. The convention theme, “Power Up and Break Through,” echoed beyond the convention week and spoke to the success we experienced over the course of the year.

The NABJ Media Institute brought back recently developed programs and launched new programming too. The #BlackTwitter Conference came back for a successful year two and was held at CUNY Graduate School of Journalism in New York City. The Basics Bootcamp served a great purpose in providing skills-based training for members seeking to improve their writing and editing skills. The training was held in Birmingham, Alabama and was an intimate networking opportunity for students to interact in small groups with journalism professionals.

The NABJ Student Projects Program at the annual convention continues to be a coveted opportunity for students to learn on-the-job training, and JSHOP works to inspire high school students to start on the journalism path early. We are proud of all our NABJ Babies and we are looking forward to celebrating the milestone 30th anniversary of Student Projects in 2019.

We have certainly turned a corner on fiscal operations with a back-to-back surplus ending year. We are most proud of the hard work and dedication of countless volunteers, our NABJ staff and the board.

2017 also marked the year for further implementation of the NABJ Strategic Plan 2017-2020. The association has worked to build out organizational capacity in the national office and program offerings. Higher visibility of the association via projects and advocacy has garnered further partner support. The NABJ board and staff have developed new procedures to ensure an efficient convention site selection process that can be duplicated for years to come.

NABJ has remained relevant to members as our membership rolls have increased, and member engagement is at an all-time high. The number one program item convention-goers have asked for is more social media/digital training, and NABJ has delivered further digital training at the convention and via our year round programming. We also see that NABJ’s net positive value is seen in the consistent positive feedback we received from partners and convention attendees. NABJ has listened to member feedback and created additional spaces to meet member needs, such as the recent development of the Freelancers Task Force. The power and impact of NABJ continues to propel our members, stakeholders and the journalism industry, and 2017 produced remarkable testimonies to that end.

Yours In Service,

Sarah Glover
NABJ President
@sarah4nabj
OUR MISSION

The National Association of Black Journalists (NABJ) is an organization of journalists, students, and media-related professionals that provides quality programs and services to and advocates on behalf of black journalists worldwide.

NABJ IS COMMITTED TO:

STRENGTHENING ties among black journalists.

SENSITIZING all media to the importance of fairness in the workplace for black journalists.

EXPANDING job opportunities and recruiting activities for veteran, young and aspiring black journalists, while providing continued professional development and training.

INCREASING the number of black journalists in management positions and encouraging black journalists to become entrepreneurs.

FOSTERING an exemplary group of professionals that honors excellence and outstanding achievements by black journalists, and outstanding achievement in the media industry as a whole, particularly when it comes to providing balanced coverage of the black community and society at large.

PARTNERING with high schools and colleges to identify and encourage black students to become journalists and to diversify faculties and related curriculum.

PROVIDING informational and training services to the general public.
Founded by 44 men and women on December 12, 1975, in Washington, D.C., NABJ is the largest organization of journalists of color in the nation. Many of NABJ’s members also belong to one of the dozens of professional and student chapters that serve black journalists nationwide.

**NABJ MEMBER BENEFITS:**

**ACCESS** to year-round professional development through the NABJ Media Institute, the annual convention and career fair and regional conferences.

**OPPORTUNITIES** --and a responsibility--to help ensure fair and balanced media coverage of the black community and to encourage the industry to hire and retain more black journalists.

**PROFESSIONAL DEVELOPMENT** for black journalists seeking to improve their skills and advance to newsroom management.

**RECOGNITION** of journalistic excellence and achievement via the annual Salute to Excellence and Special Honors awards.

**SUBSCRIPTIONS** to the annual NABJ Journal, NABJobs Online, NABJ Forum, and NABJ E-News.

**MENTORING AND RECRUITING** the next generation of aspiring black journalists through our partnership programs with high schools and colleges across the country.
NABJ BOARD OF DIRECTORS

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Social Media Editor
NBC Owned
Television Stations
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VICE PRETENT/ BROADCAST
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Reporter
WBBM-TV
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Philadelphia, PA

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Reporter
WWJ/CBS Radio Detroit
Detroit, MI

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(Ala., Ark., Fla., Ga., La., Miss., N.C., Okla., S.C., Tenn., and Texas)
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WPTF-AM/NC News Network
Raleigh, NC

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Yahoo Sports
Los Angeles, CA

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Associate Professor of the Practice
Boston University
Boston, MA

MEDIA-RELATED REPRESENTATIVE
Tanzi West-Barbour
Senior Director of Communications Charters and Choice at Policy Innovators for Education
Washington, DC

STUDENT REPRESENTATIVE
Wilton Charles Jackson II
Louisiana State University
Baton Rouge, LA

Academic Representative
Michelle Johnson
Associate Professor of the Practice
Boston University
Boston, MA

Media-Related Representative
Tanzi West-Barbour
Senior Director of Communications
Charters and Choice at Policy Innovators for Education
Washington, DC

Student Representative
Wilton Charles Jackson II
Louisiana State University
Baton Rouge, LA
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Nathaniel Chambers

MEMBERSHIP MANAGER
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JoAnne Lyons Wooten

DEVELOPMENT CONCIERGE
Heidi Stevens

MEMBERSHIP COORDINATOR
Jovan Riley

PROGRAM COORDINATOR
Alesha Wilson

INTERNS
Brittani Butle
Austyn Ross
Trayonna Hendricks
COMMITTEES & TASK FORCES

COMMITTEES

STANDING COMMITTEES
According to NABJ’s Operating Procedures, the duties of the following nine national standing committees shall be as follows:

AWARDS
Developing and distributing criteria for various national journalism categories in the annual NABJ Salute to Excellence awards contest.

CONSTITUTION AND OPERATING PROCEDURES
Considering any proposed amendments to the Constitution and Operating Procedures suggested by any full member. The Committee shall make recommendations on such changes to the membership for consideration according to the guidelines established by the Constitution and Operating Procedures.

COUNCIL OF PRESIDENTS
Foster effective chapter management, develop strategies for chapters to recruit and retain members, develop strategies to assist chapters in raising funds for scholarships and other award programs. It shall also aggressively recruit members to NABJ and work to reach a consensus and make recommendations on how mutual problems can be addressed and resolved within NABJ.

COMMUNICATIONS
Actively develop, implement and execute a communications strategy for NABJ.

DEVELOPMENT
Actively pursuing new business partnerships and fundraising initiatives for NABJ.

ELECTIONS
Oversee the election process and develop the rules that apply to it. The committee shall set candidate standards, rules, regulations and qualifications for nominations and regulations governing the process and arbitrate any disputes to that procedure. The Board of Directors will have the authority to supersede decisions of the Committee by a two-thirds vote of the Boards members.

FINANCE
Provide financial advice to ensure the Board of Directors successfully meets its financial goals. The committee shall also be available to provide financial advice and counsel to the President, Treasurer and Board of Directors, review and advise the Board on the annual budget, review spending and income quarterly. It shall be comprised of the NABJ Treasurer, two former NABJ treasurers, two independent financial advisors and a top executive from a media company.

MEDIA MONITORING
Monitoring the national media for discrimination and other injustices to people in the African diaspora in their coverage and employment practices. It shall report to the Board of Directors and the membership issues of concern.

MEMBERSHIP
Locating new member, reclaiming former members and retaining current members, and creating programs for this purpose. It also shall be responsible for evaluating all membership applications and affiliate chapter applications.

PROGRAMS
Developing and implementing programs for the annual national convention.

MEDIA INSTITUTE
The Media Institute offers professional development opportunities, technical training, historical documentation and educational programs.

OTHER COMMITTEES
Other work may be done on behalf of NABJ and black journalists by other committees and task forces as deemed necessary by the President and Board of Directors. The President shall appoint all committees.

NABJ JOURNAL
Published online and twice a year in print, the NABJ Journal provides news and information about NABJ activities, its members, chapters and journalism organizations with similar goals. Distributed to NABJ Members and individual subscribers, the journal explores industry-related issue, trends and lifestyles as they affect African-Americans while examining the media’s triumphs and deficiencies, spotlighting outstanding achievements of journalists so that others may learn and emulate.

HALL OF FAME
Legendary black journalists who have made outstanding contributions to journalism are inducted yearly.

PRINT ADVOCACY
Upon the direction of the Vice-President Print, this committee completes an annual census of managers in print newsrooms.

SPECIAL HONORS
NABJ Special Honors represent the highest awards NABJ can bestow upon a member. NABJ members, affiliate chapters and others nominate those who represent the best among black jour-
nalists. Awards include Lifetime Achievement, Legacy Award, Journalist of the Year and Emerging Journalist of the Year.

STUDENT EDUCATION ENRICHMENT & DEVELOPMENT PROGRAMS (SEED)
The SEED program provides valuable benefits for student members by placing student interns at media companies nationwide; providing over 12 scholarships annually, and coordinating the NABJ Convention student projects.

TASK FORCES

ARTS AND ENTERTAINMENT TASK FORCE
The NABJ Arts and Entertainment Task Force is available to members who cover arts and entertainment. Joining this group is a great way to connect to the broader arts and entertainment community.

BLACK PRESS TASK FORCE
The Black Press Task Force includes journalists and owners of black media outlets. The group’s purpose is to advocate on behalf of black-owned media and to foster camaraderie amongst journalist in this space.

BROADCAST TASK FORCE
The Broadcast Task Force includes radio and television journalists. The group’s purpose is to champion diversity in newsrooms across the country, and to inspire camaraderie among broadcast journalists.

COPY EDITORS TASK FORCE
The Copy Editors Task Force includes copy desk managers, copy editors, news editors, line editors, layout and design editors, and yes, recruiters. The group’s purposes are to inspire the camaraderie among editors across the country; to share ideas about editing; and to discuss the ups and downs of working a non-traditional schedule. We also encourage college students to pursue copy editing and other careers in newsrooms.

DIGITAL JOURNALISM TASK FORCE
As technology is enhancing journalism and transforming the media landscape, journalists must adapt and use new tools in order to survive and thrive. The Digital Journalism Task Force keeps NABJ members on the cutting edge as they navigate rapidly evolving newsrooms.

GLOBAL JOURNALISM TASK FORCE
The Global Journalism Task Force promotes coverage of and about the African/African-American experience worldwide.

LGBT TASK FORCE
The mission of this task force is to unite NABJ’s lesbian, gay, bisexual and transgender members so they may support and strengthen one another; to assist the NABJ in carrying out its mission of inclusion and excellence.

MEDIA-RELATED PROFESSIONALS TASK FORCE
The Media-Related Professionals Task Force includes part-time journalists, part-time freelance writers, educators, marketing and public relations professionals, as well as other media professionals. The purpose of this task is to advance the cause of issues related to these sectors and to NABJ.

POLITICAL JOURNALISM TASK FORCE
The Political Journalism Task force is comprised of journalists that cover local, state, and national politics. The group’s purpose is to provide support and programming for political journalists.

PRINT TASK FORCE
The Print Task Force includes copy desk managers, copy editors, news editors, line editors, layout and design editors, and yes, recruiters. The group’s purposes are to inspire the camaraderie among editors across the country; to share ideas about editing; and to discuss the ups and downs of working a non-traditional schedule. We also encourage college students to pursue copy editing and other careers in newsrooms.

SPORTS JOURNALISM TASK FORCE
The NABJ Sports Task Force promotes diversity in America’s sports departments; provides programming toward developing the next wave of America’s sports journalists.

VISUAL TASK FORCE
The NABJ Visual Task Force provides a venue for visual journalists in the areas of photojournalism, design and informational graphics, broadcast photojournalism and visual leadership for newspaper, magazine, broadcast and online publications.

YOUNG BLACK JOURNALISTS TASK FORCE
The Young Journalists Task Force provides a forum and support for fellow journalists in their first few years. The Task Force annually recognizes emerging journalists doing exemplary work.

FOUNDERS TASK FORCE
The Founders Task Force includes NABJ Founders, Past Presidents and former National Board Members with at least 25 years of membership in NABJ. The groups’ purposes are to re-affirm NABJ’s founding principles and fortify NABJ through the contributions of its members’ time, talents, historical perspectives and collective memory in alignment with the organization’s mission and strategic plan.
SEED PROGRAM

The Student Education Enrichment and Development (SEED) Program offers financial, educational, and mentoring support as part of NABJ’s dedication to our student members and aspiring journalists of color. Whether through hands-on training workshops or by connecting young journalists with experienced professionals, NABJ is committed to creating a foundation for the next generation of outstanding journalists.

NABJ awards scholarships annually to deserving high school and college students interested in pursuing journalism careers.

Over the last decade, NABJ has awarded more than a half a million dollars to students studying broadcast, print, and online journalism; photography; graphic design; and communications. NABJ’s scholarships are named in honor of NABJ Founders and pioneering black journalists.

ALLISON E. FISHER SCHOLARSHIP, $2,500
CAROLE SIMPSON SCHOLARSHIP, $2,500
DEWAYNE WICKHAM HIGH SCHOOL SCHOLARSHIP, $2,500
LARRY WHITESIDE SCHOLARSHIP, $2,500
LES PAYNE FOUNDER’S SCHOLARSHIP, $2,500
NABJ SCHOLARSHIP, $2,500
STUART SCOTT SCHOLARSHIP
VISUAL TASK FORCE SCHOLARSHIP, $1,500
STUDENT SHORT COURSES
The NABJ Student Multimedia Short Course is aimed at encouraging student members to pursue television management as a career. Each year, students from around the country participate in broadcast and print short courses organized and staffed by NABJ’s professional members. The project gives students access to mentors who work as news directors, producers, writers, assignment editors, directors and the like, at some of the top television stations in the country, as well as give them hands-on experience and a practical understanding of what these jobs entail.

MULTIMEDIA STUDENT PROJECTS
NABJ offers an expenses-paid fellowship to outstanding students pursuing a career in journalism. For one week during the Annual Convention & Career Fair, aspiring journalists can receive invaluable real-life newsroom experience and produce daily coverage of the convention. Students produce stories for the NABJ Monitor, the convention newspaper, NABJ TV, NABJ Radio and nabjconvention.org, the daily news web site. They work alongside professional journalists and journalism educators from across the country. Students gain experience using the latest tools as they cover NABJ’s annual convention and longer-form multimedia storytelling of broader issues.

NABJ JOURNALISM WORKSHOP (JSHOP)
NABJ’s JSHOP is a four-day workshop for local high school students in the host city of NABJ’s Annual Convention & Career Fair. The program provides interactive learning opportunities through lectures, presentations, hands-on training and field trips. The students learn journalism fundamentals for newsgathering, writing, photography, video production, radio, graphic design, editing, and social media. Professional journalists, educators, and journalism college students provide mentorship and supervision.

NABJ INTERNSHIPS
NABJ offers summer internships annually to college students interested in pursuing a career in journalism. Students gain hands-on training in reporting, editing, photography, graphic design, video production, and public relations at various U.S. news organizations. Past internships sites include NBCUniversal, CBS, NPR, The Associated Press, and Bloomberg News.

NABJ also offers internships at our National Office. Interns gain experience in day-to-day operations of a national, non-profit membership organization devoted to providing quality programs and member services. Summer interns also help to plan and carry out the NABJ Annual Convention & Career Fair.

FOR MORE INFORMATION ON NABJ’S S.E.E.D. PROGRAM, PLEASE VISIT WWW.NABJ.ORG.
The NABJ Media institute offers quality web seminars and hands-on professional development, entrepreneurial guidance, and technical training at sponsored events around the country. The institute seeks to connect, educate, and inspire member journalists on topics that directly affect the communities that they serve. Exploring topics ranging from multimedia technology, political reporting, and health care issues, the institute connects journalists with front-line stakeholders, researchers, policy makers, and other journalists to exchange ideas and information about the topics that matter the most.

NABJ PRESENTS
THE BASICS
BOOTCAMP
February 10-11, 2017
Heritage Hall, University of Alabama Birmingham

With the digital takeover, most journalism workshops have concentrated on multimedia inclusion, including analytics, search engine optimization and other ways to attract readers. Attendees heard what’s needed in the evolved newsroom. But what about writing a story? Or producing a competent package? As newsrooms have changed, the mission — to do good work has stayed the same. Panels for the two-day intense training discussed balancing writing an article with the increasing demands to tell the story through different forms — visuals, social media and the website, of course.

POWERED BY THE
ATLANTA
JOURNAL-CONSTITUTION
BIRMINGHAM ASSOCIATION OF
BLACK JOURNALISTS
AL.COM
ALABAMA BROADCASTERS
ASSOCIATION
MERCEDES - BENZ
PRESENTED BY NABJ YOUNG JOURNALISTS TASK FORCE

#BLACKTITTER17
Saturday, February 25, 2017
CUNY Graduate School of Journalism

Powered by
Sinclair Broadcast Group
Advancement Project
CUNY Graduate School of Journalism

NABJ MEDIA INSTITUTE
presents

#BLACKTITTER17

Featuring speakers from:

BuzzFeed · Mic
BLAVITY · CBS NEWS

Saturday, Feb. 25, 2017
9 a.m. to 7 p.m.
CUNY Graduate School of Journalism
219 W. 40th Street
New York, New York

Panelists: @jozenc, @SylviaObell, @WesleyLowery, @ErrolLewis,
@AvQueenBenet, @DreamDefenders, @meredithlark, @SherrlWrites
@fulloffith22, @WalterReports, @sarahnabj, @manollos

Register at NABJ.ORG
Powered by:
NABJ Young Journalists Task Force

2017 NABJ ANNUAL REPORT 13
Membership in NABJ includes: journalists, journalism educators, students interested in pursuing a career in journalism and people or entities that support the organization's vision and goals.

A constitutional amendment created a special provision applied to election of board members starting with the annual meeting of 2015, that the president, vice president-broadcast, vice president-digital (a new role), secretary, student representative and two regional directors would be elected to two-year terms starting in 2015 and expiring in 2017.

The vice president-print, treasurer, parliamentarian, academic representative, media-related representative and two regional directors were elected to three-year terms that started in 2015 and expire in 2018.

Afterwards, all members of the board of directors (including officers) would be elected to two-year terms.

A new map was instituted as well in October, 2014, which reconstituted the organization into four regions from the six regions previously.

MEMBERSHIP TOTALS

2017 – 3,682
2016 - 3,536
The NABJ Journal has long been the organization’s key publication. It provides news and information about NABJ activities, its members, its affiliate chapters, and other journalism organizations with similar goals.

Articles written by our talented members and journal committee, the NABJ Journal explores industry-related issues and trends as they affect African Americans, examines the media’s triumphs and deficiencies, and spotlights the outstanding achievements of journalists of color.

The NABJ website is a digital one-stop-shop for our members. They can find updates and news releases which highlight the achievements of NABJ members and breaking news events.

Members can also find a full schedule and details for upcoming events. Additionally, there is members only access to networking and career tools such as the NABJ job bank.

Facebook and Twitter offer up-to-the-minute updates on NABJ events and happenings. It also allows for real-time interactions with NABJ members and their work. Social media provides NABJ and its members a thermometer for what’s new and exciting in the journalism industry in real time as its happening.

NABJ Members can also share their excitement about upcoming NABJ events and discuss what speakers they’re looking forward to the most.

NABJ email blasts remind members about upcoming events and offer special discounts campaigns to promote registration.
CONVENTION AND CAREER FAIR

Black journalists power up and break through in NOLA

The National Association of Black Journalists proudly welcomed more than 3,000 attendees to the “Big Easy” for the annual convention, August 9-13, 2017 in New Orleans at the Hilton Riverside Hotel. Our convention was led by a dynamic team of journalists, chaired by Ryan Williams, and programming chair Ava Thompson Greenwell.

This year’s convention offered the latest tools in technology, interactive workshops, and digital training to help journalists “Power Up and Break Through” in their newsrooms across the nation, while maintaining a great tradition of panel discussions, professional development seminars and luncheons. The convention continued its commitment to the fundamentals of journalism, focusing on best practices in writing, reporting, interviewing and the art of the live shot.

NABJ17 kicked off the convention with the Opening Ceremony hosted by CBS News correspondent Michelle Miller Morial. The Newsmaker Plenary, led by keynote speaker Lauren Williams, executive editor of Vox news, was followed by a frank conversation from a panel of distinguished journalists, who reviewed the year in news and took a look ahead. Journalists also heard from Sheryl Boone Isaacs, then president of the Academy of Mo-
tion Picture Arts and Sciences on diversity in the film industry. The treatment by law enforcement against African American men took center stage in a lively discussion at the W.E.B. DuBois Plenary titled: Black and Blue. We inducted four outstanding journalists into the NABJ Hall of Fame for their contributions to the industry, and honored AURN White House correspondent April Ryan as Journalist of the Year. Yvette Miley, NBC/MSNBC, was named Chuck Stone Lifetime Achievement Award winner. The annual NABJ Salute to Excellence Gala, which recognizes individuals who have distinguished themselves for exceptional work in media and journalism, was hosted by Entertainment Tonight’s Kevin Frazier and CNN’s Suzanne Malveaux.

Other convention highlights included signature events such as the Sports Task Force’s Sam Lacy Sports Pioneer Awards, the NABJ Sports Task Force Scholarship Jam, exclusive film screenings and the NABJ Day of Service where NABJ partnered with the St. Bernard Project to rebuild homes for families still trying to recover from Hurricane Katrina.

NABJ also hosted a Town Hall on education held at Xavier University of Louisiana. Throughout the convention week, journalists took advantage of the exceptional career fair and exhibit hall... an opportunity to meet face to face with industry leaders, executives and recruiters.
Annually, NABJ pays homage to legendary black journalists who have made outstanding contributions to the industry. Over the last 20 years, NABJ has inducted over 50 distinguished journalists into the association’s Hall of Fame. On August 11, 2017, The National Association of Black Journalists inducted four journalists into its Hall of Fame. The ceremony was held during NABJ’s Annual Convention and Career Fair in New Orleans, LA. The NABJ Hall of Fame inductees were named by NABJ Board of Directors based on the recommendation of the Hall of Fame Committee. The newest members are:

THE INDUCTEES

MICHAEL DAYS,
Editor, Reader Engagement/Vice President at Philadelphia Media Network

JOHN JENKINS,
News Operations Manager, KXAS-TV (Retired)

REV. AISHA KARIMAH,
Community Affairs Director, WRC-TV (Retired)

GARTH C. REEVES, SR.,
Publisher Emeritus, Miami Times

The NABJ Hall of Fame was created in 1990 when 10 distinguished historical journalists became its charter members. Since then, 53 of the nation’s top journalists have been inducted, among them: Chuck Stone, Gwen Ifill, Robert Maynard, Lynn Norment, Ed Bradley and Carole Simpson. For a complete listing of previous inductees, visit www.nabj.org.
SPECIAL HONORS

JOURNALIST OF THE YEAR
April Ryan, American Urban Radio Networks

PERCY QOBOZA FOREIGN JOURNALIST AWARD
Wesley Gibbings

STUDENT JOURNALIST OF THE YEAR
Gino Terrell, Hamline University

JOURNALIST OF DISTINCTION
Leoneda Inge, WUNC Radio

LEGACY AWARD
Ron Thomas, Morehouse College

PAT TOBIN MEDIA PROFESSIONAL AWARD
Jocelyn Allen, The Allen Lewis Agency

CHUCK STONE LIFETIME ACHIEVEMENT AWARD
Yvette Miley, MSNBC

COMMUNITY SERVICE AWARD
Bobby Henry, Westside Gazette

BEST PRACTICES
The Emma Bowen Foundation

EMERGING JOURNALIST OF THE YEAR
Ernest Owens, Philadelphia Magazine & Candace Smith, ABC News

JOURNALISM EDUCATOR OF THE YEAR
Cheryl W. Thompson, George Washington University

STUDENT CHAPTER OF THE YEAR
Morgan State University

CHAPTER OF THE YEAR
Pittsburgh Black Media Federation
NATIONAL ASSOCIATION OF BLACK JOURNALISTS

Financial Statements
and
Independent Auditor’s Report

Years Ended December 31, 2017 and 2016
INDEPENDENT AUDITOR’S REPORT

To the Board of Directors
National Association of Black Journalists
College Park, Maryland

Report on the Financial Statements

We have audited the accompanying financial statements of National Association of Black Journalists (Association), which comprise the statements of financial position as of December 31, 2017 and 2016, and the related statements of activities and changes in net assets, functional expenses and cash flows for the years then ended, and the related notes to the financial statements.

Management’s Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor’s Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor’s judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the Association’s preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity’s internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.
Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Association of Black Journalists as of December 31, 2017 and 2016, and the changes in its net assets, and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Other Matter

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The Schedule of Revenue by Function (with Comparable Totals) on page 17 is presented for purposes of additional analysis and is not a required part of the financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the financial statements. The information has been subjected to the auditing procedures applied in the audit of the financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the information is fairly stated in all material respects in relation to the financial statements as a whole.

Abrams, Foster, Nole & Williams, P.A.
Certified Public Accountants
Baltimore, Maryland

August 23, 2018
# NATIONAL ASSOCIATION OF BLACK JOURNALISTS

## Statements of Financial Position

**December 31, 2017 and 2016**

### ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Assets</strong></td>
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<td>Cash and cash equivalents</td>
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<td>Accounts receivable</td>
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<td>172,688</td>
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<td>Prepaid expenses</td>
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<td>49,435</td>
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<tr>
<td><strong>Total current assets</strong></td>
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<td>$873,907</td>
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<tr>
<td><strong>Property and Equipment</strong></td>
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<td></td>
</tr>
<tr>
<td>Equipment</td>
<td>42,181</td>
<td>42,181</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>14,344</td>
<td>12,827</td>
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<tr>
<td><strong>Total property and equipment</strong></td>
<td>$56,525</td>
<td>$55,008</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>(53,405)</td>
<td>(52,476)</td>
</tr>
<tr>
<td><strong>Net property and equipment</strong></td>
<td>$3,120</td>
<td>2,532</td>
</tr>
<tr>
<td><strong>Other Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>941,825</td>
<td>880,032</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$2,413,927</td>
<td>$1,756,471</td>
</tr>
</tbody>
</table>

### LIABILITIES AND NET ASSETS

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Current Liabilities</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$56,098</td>
<td>$25,172</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>353,469</td>
<td>165,647</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>$409,567</td>
<td>190,819</td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Unrestricted net assets/(deficit)</td>
<td>472,659</td>
<td>(474)</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>1,531,701</td>
<td>1,566,126</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>$2,004,360</td>
<td>$1,565,652</td>
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<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$2,413,927</td>
<td>$1,756,471</td>
</tr>
</tbody>
</table>
## NATIONAL ASSOCIATION OF BLACK JOURNALISTS

Statement of Activities and Changes in Net Assets

Year Ended December 31, 2017

<table>
<thead>
<tr>
<th>Revenue and Support</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Contributions and grants</td>
<td>$1,363,324</td>
<td>$2,325</td>
<td>$1,365,649</td>
</tr>
<tr>
<td>Advertising revenue</td>
<td>4,000</td>
<td>-</td>
<td>4,000</td>
</tr>
<tr>
<td>Registration revenue</td>
<td>877,472</td>
<td>-</td>
<td>877,472</td>
</tr>
<tr>
<td>Booth revenue</td>
<td>306,800</td>
<td>-</td>
<td>306,800</td>
</tr>
<tr>
<td>Job line communication</td>
<td>64,639</td>
<td>-</td>
<td>64,639</td>
</tr>
<tr>
<td>Membership dues</td>
<td>262,791</td>
<td>-</td>
<td>262,791</td>
</tr>
<tr>
<td>Program fees</td>
<td>179,876</td>
<td>-</td>
<td>179,876</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>76,000</td>
<td>-</td>
<td>76,000</td>
</tr>
<tr>
<td>Interest and dividend income</td>
<td>287</td>
<td>-</td>
<td>287</td>
</tr>
<tr>
<td>Investment income</td>
<td>14,565</td>
<td>-</td>
<td>14,565</td>
</tr>
<tr>
<td>Realized (loss) on investments</td>
<td>(2,869)</td>
<td>-</td>
<td>(2,869)</td>
</tr>
<tr>
<td>Net unrealized gain on investments</td>
<td>56,066</td>
<td>-</td>
<td>56,066</td>
</tr>
<tr>
<td>Net assets released from restrictions</td>
<td>36,750</td>
<td>(36,750)</td>
<td>-</td>
</tr>
<tr>
<td>Total revenue and support</td>
<td>3,239,701</td>
<td>(34,425)</td>
<td>3,205,276</td>
</tr>
</tbody>
</table>

## Expenses

### Program expenses

<table>
<thead>
<tr>
<th>Program expenses</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>Convention</td>
<td>1,681,709</td>
<td>-</td>
<td>1,681,709</td>
</tr>
<tr>
<td>Media Institute</td>
<td>9,790</td>
<td>-</td>
<td>9,790</td>
</tr>
<tr>
<td>Communication, Scholarship, SEED</td>
<td>86,499</td>
<td>-</td>
<td>86,499</td>
</tr>
<tr>
<td>Regional</td>
<td>35,991</td>
<td>-</td>
<td>35,991</td>
</tr>
<tr>
<td>Total program expenses</td>
<td>1,813,989</td>
<td>-</td>
<td>1,813,989</td>
</tr>
</tbody>
</table>

### Supporting expenses

<table>
<thead>
<tr>
<th>Supporting expenses</th>
<th>Unrestricted</th>
<th>Temporarily Restricted</th>
<th>Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>National office</td>
<td>813,507</td>
<td>-</td>
<td>813,507</td>
</tr>
<tr>
<td>Governance</td>
<td>114,232</td>
<td>-</td>
<td>114,232</td>
</tr>
<tr>
<td>Membership</td>
<td>24,839</td>
<td>-</td>
<td>24,839</td>
</tr>
<tr>
<td>Total supporting expenses</td>
<td>952,578</td>
<td>-</td>
<td>952,578</td>
</tr>
<tr>
<td>Total expenses</td>
<td>2,766,567</td>
<td>-</td>
<td>2,766,567</td>
</tr>
</tbody>
</table>

Increase (decrease) in net assets | 473,134 | (34,425) | 438,709 |

Net assets/(deficit) beginning of year | (474) | 1,566,126 | 1,565,652 |

Net Assets End of Year | $472,659 | $1,531,701 | $2,004,360 |
## NATIONAL ASSOCIATION OF BLACK JOURNALISTS
### Statement of Functional Expenses
#### Year Ended December 31, 2017

<table>
<thead>
<tr>
<th>Program Services</th>
<th>Supporting Services</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Convention</strong></td>
<td><strong>National Office</strong></td>
</tr>
<tr>
<td>Media Institute</td>
<td>Governance</td>
</tr>
<tr>
<td><strong>Communication,</strong></td>
<td>**Membership **</td>
</tr>
<tr>
<td><strong>Scholarship and</strong></td>
<td><strong>Development</strong></td>
</tr>
<tr>
<td><strong>SEED</strong></td>
<td><strong>Total</strong></td>
</tr>
<tr>
<td><strong>Regional</strong></td>
<td><strong>Total</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>2017</strong></td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>Total</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Salaries</th>
<th>$240,037</th>
<th>$240,037</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employee benefits</td>
<td>65,191</td>
<td>65,191</td>
</tr>
<tr>
<td>Payroll taxes</td>
<td>20,168</td>
<td>20,168</td>
</tr>
<tr>
<td>Advertising</td>
<td>270</td>
<td>270</td>
</tr>
<tr>
<td>Audio visual services</td>
<td>292,413</td>
<td>292,413</td>
</tr>
<tr>
<td>Bank and credit card fees</td>
<td>10,510</td>
<td>10,510</td>
</tr>
<tr>
<td>Banquets and meals</td>
<td>23,450</td>
<td>23,450</td>
</tr>
<tr>
<td>Decorations</td>
<td>11,279</td>
<td>11,279</td>
</tr>
<tr>
<td>Depreciation expense</td>
<td>929</td>
<td>929</td>
</tr>
<tr>
<td>Dues and subscriptions</td>
<td>7,334</td>
<td>7,334</td>
</tr>
<tr>
<td>Equipment rental</td>
<td>14,116</td>
<td>14,116</td>
</tr>
<tr>
<td>Entertainment</td>
<td>12,372</td>
<td>12,372</td>
</tr>
<tr>
<td>Equipment repairs</td>
<td>21,165</td>
<td>21,165</td>
</tr>
<tr>
<td>Grants, fellowships, and scholarships</td>
<td>3,000</td>
<td>3,000</td>
</tr>
<tr>
<td>Hotel and facilities</td>
<td>5,962</td>
<td>5,962</td>
</tr>
<tr>
<td>In-kind convention expenses</td>
<td>130</td>
<td>130</td>
</tr>
<tr>
<td>Insurance</td>
<td>11,422</td>
<td>11,422</td>
</tr>
<tr>
<td>Interest</td>
<td>886</td>
<td>886</td>
</tr>
<tr>
<td>Intern stipends</td>
<td>15,321</td>
<td>15,321</td>
</tr>
<tr>
<td>Novelties</td>
<td>27,388</td>
<td>27,388</td>
</tr>
<tr>
<td>Office lease</td>
<td>28,529</td>
<td>28,529</td>
</tr>
<tr>
<td>Office supplies</td>
<td>4,816</td>
<td>4,816</td>
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<tr>
<td>Property taxes</td>
<td>130</td>
<td>130</td>
</tr>
<tr>
<td>Postage and shipping</td>
<td>5,241</td>
<td>5,241</td>
</tr>
<tr>
<td>Printing and duplication</td>
<td>13,145</td>
<td>13,145</td>
</tr>
<tr>
<td>Production</td>
<td>50,740</td>
<td>50,740</td>
</tr>
<tr>
<td>Professional fees</td>
<td>274,056</td>
<td>274,056</td>
</tr>
<tr>
<td>Rebates and refunds</td>
<td>5,977</td>
<td>5,977</td>
</tr>
<tr>
<td>Security</td>
<td>7,766</td>
<td>7,766</td>
</tr>
<tr>
<td>Software</td>
<td>193</td>
<td>193</td>
</tr>
<tr>
<td>Telephone</td>
<td>2,023</td>
<td>2,023</td>
</tr>
<tr>
<td>Temporary help</td>
<td>37,676</td>
<td>37,676</td>
</tr>
<tr>
<td>Travel/ground transportation</td>
<td>41,483</td>
<td>41,483</td>
</tr>
<tr>
<td>Website and online services</td>
<td>9,231</td>
<td>9,231</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td>$1,681,709</td>
<td>$2,766,567</td>
</tr>
</tbody>
</table>

**The accompanying notes are an integral part of the financial statements**
<table>
<thead>
<tr>
<th>Program Services</th>
<th>Supporting Services</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Convention</strong></td>
<td><strong>Media Institute</strong></td>
</tr>
<tr>
<td>Contributions and grants-unrestricted</td>
<td>$1,225,448</td>
</tr>
<tr>
<td>Contributions - restricted</td>
<td>-</td>
</tr>
<tr>
<td>Advertising revenue</td>
<td>-</td>
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<tr>
<td>Registration revenue</td>
<td>862,267</td>
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<tr>
<td>Booth revenue</td>
<td>306,800</td>
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<tr>
<td>Job line communication</td>
<td>-</td>
</tr>
<tr>
<td>Membership dues</td>
<td>-</td>
</tr>
<tr>
<td>Program fees</td>
<td>109,232</td>
</tr>
<tr>
<td>In-kind contributions</td>
<td>76,000</td>
</tr>
<tr>
<td>Interest income</td>
<td>-</td>
</tr>
<tr>
<td>Investment income</td>
<td>-</td>
</tr>
<tr>
<td>Realized (loss) on investments</td>
<td>-</td>
</tr>
<tr>
<td>Unrealized gain on investments</td>
<td>-</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$2,639,747</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>Communication, Scholarship and SEED</strong></th>
<th><strong>Regional</strong></th>
<th><strong>Total</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>$12,321</td>
<td>$54,900</td>
<td>$1,308,169</td>
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<td>2,325</td>
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<tr>
<td>4,000</td>
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<tr>
<td>-</td>
<td>11,390</td>
<td>877,472</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>64,639</td>
<td>64,639</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>262,791</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>109,232</td>
</tr>
<tr>
<td>76,000</td>
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<tr>
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<td>287</td>
<td>287</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>14,565</td>
</tr>
<tr>
<td>-</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>-</td>
<td>56,066</td>
<td>56,066</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th><strong>National Office</strong></th>
<th><strong>Governance</strong></th>
<th><strong>Membership</strong></th>
<th><strong>Total</strong></th>
<th><strong>2017</strong></th>
<th><strong>2016</strong></th>
</tr>
</thead>
<tbody>
<tr>
<td>53,767</td>
<td>1,388</td>
<td>-</td>
<td>55,155</td>
<td>$1,363,324</td>
<td>$1,619,407</td>
</tr>
<tr>
<td>2,325</td>
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<td>4,000</td>
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<tr>
<td>877,472</td>
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<td>-</td>
<td>-</td>
<td>877,472</td>
<td>848,276</td>
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<td>61,689</td>
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<td>262,791</td>
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<td>253,062</td>
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<tr>
<td>10,644</td>
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<td>160,925</td>
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</tr>
<tr>
<td>287</td>
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<td>287</td>
<td>146</td>
<td></td>
</tr>
<tr>
<td>14,565</td>
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<td>-</td>
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<tr>
<td>56,066</td>
<td>-</td>
<td>-</td>
<td>56,066</td>
<td>34,254</td>
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</tr>
<tr>
<td>262,791</td>
<td>396,639</td>
<td>3,205,276</td>
<td>3,407,000</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

“See Independent Auditor’s Report”
PARTNERS AND FUNDERS

**FUNDERS**

Annie E. Casey Foundation  
Dow Jones Foundation  
Robert Wood Johnson Foundation  
TEGNA Foundation  
The John S. and James L. Knight Foundation  
Walton Family Foundation

**DIAMOND**

AT&T  
Fed Ex Corp  
NBCUniversal  
Toyota Motor North America  
Walton Family Foundation

**GOLD**

Al Jazeera  
American Civil Liberties Union, Inc  
Annie Casey Foundation  
CNN Worldwide  
Coca-Cola  
Eli Lilly and Company  
ESPN  
Google  
The John S. and James L. Knight Foundation  
Major League Baseball  
McDonald’s  
Robert Wood Johnson Foundation  
TEGNA Foundation  
TEGNA  
Walt Disney World Resort

**SILVER**

ABC News  
AIDS Health Foundation  
AnnaPurna Pictures  
Ancestry  
AOL Inc.  
CBS News  
Dow Jones Foundation  
Easter Seals Bay Area  
Facebook  
FCA/Chrysler  
Fox News  
Gannett Foundation  
Lorna Johnson  
 McClatchy  
MG M Resorts  
NASCAR  
National Association of Broadcasters  
Planned Parenthood  
Public Media Village/NPR

**BRONZE**

Aids Healthcare Foundation  
Alabama Media Group  
California Department of Public Health  
CBS  
Constant Beta Motion Picture Company  
Disney Destinations  
E.W. Scripps Company  
Firelight Media  
Gannett Company, Inc.  
Gift of Hope  
Mercedes-Benz U.S. International Inc  
National Basketball Association  
NBCUniversal  
OWN: Oprah Winfrey Network  
Philadelphia Media Network  
Sinclair Broadcast Group  
Sony Electronics Inc  
Temple University School of Media and Communication  
The Institute of Journalism in New Media  
The University of Pennsylvania  
Turner Sports  
TV One  
U.S. Virgin Island Department of Tourism  
Warner Bros. Television  
WE tv/AMC Networks  
Wells Fargo  
Yahoo Inc

**PATRON**

Advancement Project  
African American Film Critics Association  
Africana Studies Center  
Alabama Broadcasters Association  
Alabama Power  
Alabama Power Company Foundation  
Annenberg School of Communication  
Atlanta Association of Black Journalists  
Atlanta Journal Constitution  
Capital Broadcasting Company/WRAL-TV5  
Central Florida Association of Black Journalists  
Dallas Ft. Worth Association of Black Journalists  
Drexel University  
E.W. Scripps Company/WFTX-TV  
FAMU  
Fox News  
Houston Association of Black Journalists  
JSK  
KXAS NBC5  
League of Conservation Voters  
Marquette University  
Metro Service Group  
Metrocorp  
Millennium 3 Management Inc  
NABJ Tulsa  
Nashville Association of Black Journalists  
NBCUniversal  
New Orleans Convention and Visitors Bureau  
New Orleans Jazz and Heritage Festival and Foundation Inc  
New York Times  
Peniel Solutions LLC  
Pennsylvania Convention Center  
Philadelphia O.I.C.  
PHL Diversity  
Reuters  
S.I. Newhouse School of Public Communications  
San Antonio Association of Black Journalists  
School of Arts & Sciences University of Pennsylvania  
Spectrum News  
Sports Journalism Institute  
Tampa Bay Association of Black Journalists  
The Allen Lewis Agency  
The Birmingham Times  
The New Orleans Advocate  
The Price Lab for Digital Humanities  
Triangle Association of Black Journalists  
Tribune Media Company  
Tulsa Community College  
U.S. Virgin Island Department of Tourism  
University City Science Center  
UPPN  
Visit Philadelphia  
Visit Philly  
WABC-TV  
Wallace House  
WHYY Inc  
WVUE, LLC/Raycom  
Zakat Foundation of America
National Association of Black Journalists
1100 Knight Hall, Suite 3101
College Park, Maryland 20742
Phone: (301) 405-0248 | Fax: (301) 314-1714
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