NABJ’s 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.

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 throughout the country.

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 as well as 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.

Working 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.

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Kathy Y. Times
Independent Journalist
Jackson, MS

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Philadelphia, PA

Vice President/Broadcast
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KCBS Radio
San Francisco, CA

Secretary
Roland Martin
Analyst
TV One/CNN: Essence
Chicago, IL

Treasurer
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Senior Assistant Sports Editor
The Boston Globe
Boston, MA

Parliamentarian
Tonju Francois
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New York, NY

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Maryland Public Television
Baltimore, MD

Region III Director
Ken Knight
Multimedia Reporter/Web Producer
The Tampa Tribune
Tampa, FL

Region IV Director
Keith Reed
Independent Journalist
Cleveland, OH

Region V Director
Cindy George
Health Reporter
Houston Chronicle
Houston, TX

Region VI Director
Lisa Cox
TV News Producer
KTLA-TV Los Angeles/Tribune
Los Angeles, CA

Associate Representative
April O. Turner
National Communications Director
Partnership for Working Families
Washington, DC

Student Representative
Georgia Dawkins
Producer
WBBH/WZVN
Fort Myers, FL

Florida A&M University
Tallahassee, FL
Dear NABJ Family and Friends,

As the 18th president of the National Association of Black Journalists (NABJ), I want to express my sincerest gratitude for all the support you have given me as I endeavored to lead our proud organization in the second half of 2009.

Here is a summary of our activities and accomplishments for the year.

We continued to lead the fight for black journalists as newsrooms nationwide downsized. Positions held by black journalists were cut by an alarming 13.5 percent in 2008, making African Americans the single most targeted group for job loss in newsrooms across the country, according to a study released by the American Society of News Editors (ASNE).

We celebrated with NABJ member Eugene Robinson, who won the Pulitzer Prize for his commentaries tracing the election of Barack Obama to the presidency. The Pulitzer Committee commended Robinson’s “eloquent columns” on the ascent of the nation’s first African-American president showcasing “graceful writing and grasp of the larger historic picture.”

NABJ held its first conference on Health and Health Disparities at the Morehouse School of Medicine in Atlanta. Featured speakers included former U.S. Surgeon General David Satcher, M.D. and Marian Wright Edelman of the Children’s Defense Fund. During the conference, I announced plans for Healthy NABJ, an initiative designed to educate members and the communities we serve about health risks that disproportionately affect African Americans. We look forward to expanding the health fair and health programming at next year’s convention.

The 34th Annual Convention and Career Fair in Tampa, Fla. was a success. Special guests included LeBron James, the Rev. Al Sharpton, and Lisa Jackson, head of the U.S. Environmental Protection Agency.

I thank all of you for your contributions to the association in 2009. It has been an honor to serve as your 18th president. I look forward to the continued success of NABJ for many years to come, as we continue our founders’ mission to provide “quality programs and services” while advocating on behalf of black journalists worldwide.

Yours in Service,

Kathy Times
NABJ President

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 Developmentfor black journalists seeking to improve their skills and advance to newsroom management.

Recognitionof journalistic excellence and achievement via the annual Salute to Excellence and Special Honors awards.

Annualsubscriptions to the NABJ Journal, NABJobs Online, NABJ Forum, MyNABJ.org and NABJ E-News.

Partnershipsto recruit and work with aspiring black journalists in high schools and colleges.
<table>
<thead>
<tr>
<th><strong>NABJ Committees, Task Forces, and Programs</strong></th>
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**Constitution and Operating Procedures**
The committee considers 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.

**Finance**
The committee provides financial advice to ensure the Board of Directors successfully meets its financial goals. The committee also shall 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 and 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.

**Council of Presidents**
The council fosters effective chapter management, develops strategies for chapters to recruit and retain members, develops strategies to assist chapters in raising funds for scholarships and other award programs. It shall also aggressively recruit members to NABJ while working to reach a consensus and make recommendations on how mutual problems can be addressed and resolved within NABJ.

**Hall of Fame**
Legendary black journalists who have made outstanding contributions to journalism are inducted annually.

**Print Advocacy**
Upon the direction of the Vice President/Print, this committee completes an annual census of managers in print and online newsrooms.

**Student Education Enrichment & Development Program (SEED)**
The SEED program provides valuable benefits for student members by placing student interns at media companies nationwide, providing more than 12 scholarships annually and coordinating the NABJ Convention student projects.

**NABJ Journal**
Published four times a year, the NABJ Journal provides news and information about NABJ activities, members, chapters as well as journalism organizations with similar goals. The NABJ Journal, which is distributed to NABJ Members and individual subscribers, explores industry-related issues, trends and lifestyles as they affect African Americans while examining the media’s triumphs and deficiencies and spotlighting outstanding achievements of journalists so that others may learn and emulate.

**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 journalists. Awards include Lifetime Achievement, Legacy Award, Journalist of the Year and Emerging Journalist of the Year.

**Elections**
This committee oversees the biennial election process. The committee shall set candidate standards, rules, regulations and qualifications for nominations, and the election process and arbitrate any disputes about that procedure. The Board of Directors will have the authority to supersede decisions of the committee by a two-thirds vote of Board members.

**Communications**
This committee actively develops, implements and executes a communications strategy for NABJ.

**Development**
Actively pursues new business partnerships and fundraising initiatives for NABJ.

**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 additional committees.

<table>
<thead>
<tr>
<th><strong>MEMBERSHIP</strong></th>
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<tbody>
<tr>
<td>The committee locates new members, reclaims former members, retains current members while creating programs for this purpose. It also shall be responsible for evaluating all individual membership applications and affiliate chapter applications.</td>
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<table>
<thead>
<tr>
<th><strong>PROGRAMS</strong></th>
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<tr>
<td>The committee develops and implements programs for the annual national convention.</td>
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<tr>
<th><strong>AWARDS</strong></th>
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<tr>
<td>The committee develops and distributes criteria for various national journalism categories in the annual NABJ Salute to Excellence awards contest.</td>
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<tr>
<th><strong>MEDIA MONITORING</strong></th>
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<tr>
<td>The committee monitors the national media for discrimination and other injustices to people of African descent in coverage and employment practices. It shall report issues of concern to the Board of Directors and the membership.</td>
</tr>
</tbody>
</table>
NABJ COMMITTEES, TASK FORCES AND PROGRAMS

ARTS & ENTERTAINMENT TASK FORCE
The NABJ Arts and Entertainment Task Force is available to members who cover arts and entertainment. This group offers a great way to connect to the broader arts and entertainment community during and beyond the annual convention.

ASSOCIATE MEMBERS TASK FORCE
The Associate Members Task Force (AMTF) includes part-time journalists, part-time freelance writers, educators, marketing and public relations professionals, as well as other media workers. The purpose of this task force is to advance issues related to these sectors and to NABJ’s mission.

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 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 enhances journalism and transforms the media landscape, journalists must adapt and use new tools in order to survive and thrive. The Digital Journalism Task Force (DJTF) keeps NABJ members on the cutting edge as they navigate rapidly evolving newsrooms and the media landscape.

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 group’s purpose is to reaffirm 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.

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; while assisting NABJ in carrying out its mission of inclusion and excellence.

SPORTS TASK FORCE
The NABJ Sports Task Force promotes diversity in America’s sports department and provides programming to develop the next wave of America’s sports journalists.

VISUAL TASK FORCE
The NABJ Visual Task Force (VTF), formed in 1998, 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 JOURNALISTS TASK FORCE
The NABJ Young Journalists Task Force provides a forum and support for NABJ members in the first few years of their careers. The Task Force annually recognizes emerging journalists doing exemplary work.

WORLD AFFAIRS TASK FORCE
The NABJ World Affairs Task Force promotes coverage of and about the people and the African diaspora and those who live on the Continent by providing opportunities for NABJ members to travel to Africa and abroad to gain international reporting experiences.

NABJ AWARDS

HALL OF FAME
Every year, NABJ pays homage to legendary black journalists who have made outstanding contributions to the industry.

On April 5, 1990, seven distinguished journalists became charter members of the NABJ Hall of Fame. In the years since, NABJ has inducted another three dozen journalists into the esteemed Hall of Fame.

Nominations are approved by the NABJ Board of Directors. New inductees are installed annually at the NABJ Hall of Fame Banquet and Inductions.

2009 INDUCTEES:
- Earl Caldwell
  Reporter and Civil Rights Activist
- Peggy Peterman
  St. Petersburg Times
- Lynn Norment
  Editor, EBONY Magazine
- Larry Whiteside
  Reporter, The Boston Globe

IDA B. WELLS AWARD
NABJ and the National Conference of Editorial Writers (NCEW) jointly and proudly confer the prestigious Ida B. Wells Award to a media executive or manager who has made outstanding efforts to help newsrooms and news coverage more accurately reflect the diversity of the communities they serve.

2009 RECIPIENT:
- Bobbi Bowman
  Diversity Director
  American Society of News Editors (ASNE)

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 journalists.

2009 SPECIAL HONORS RECIPIENTS:
- Journalist of the Year
  Michele Norris
  National Public Radio
- Lifetime Achievement
  Michael Wilson
  The Washington Post/ESPN
- Legacy Award
  Leon Carter and Sandy Rosenbush
  Sports Journalism Institute
- Community Service Award
  The Chauncey Bailey Project
- Journalism Educator of the Year
  Lawrence Kagawa
  Howard University
- Student of the Year
  Jamsha Purdy
  Howard University
- Emerging Journalist of the Year
  Cynthia Gordon
- Chapter of the Year
  NABJ Chicago
- Student Chapter of the Year
  University of Georgia’s Grady College

Best Practices
- TV One
- Emerging Journalist of the Year
  Cynthia Gordon
- Chapter of the Year
  NABJ Chicago
- Student Chapter of the Year
  University of Georgia’s Grady College

American Society of News Editors (ASNE)

Percy Qoboza Foreign Journalists Award
Anderson Shadreck Manere

Reporters Without Borders Award
Howard University
The Student Education Enrichment and Development (S.E.E.D) Program continues to provide valuable benefits for student members. In 2009, student interns were placed at media companies nationwide; 22 scholarships were awarded and more than three dozen students participated in the convention Student Projects program.

**Internships & Scholarships**
The mission of the scholarship and internship program is to provide monetary support to those students who are pursuing a career in journalism. NABJ provides more than $100,000 each year in scholarships and internships for African-American journalism students.

### 2009 NABJ Scholarship Class

**CNN Scholars**
- Carole Simpson
- Eric Burse
- Montana Williams

**LARRY WHITESIDE SCHOLARSHIP**
- Larry Whiteside
- Daniel Sampson
- DeAntae Prince

**NABJ Scholarship**
- Anthonia Akitunde
- Jevonya Hughes
- Bynta Ernest
- Bryant Magruder

**NABJ Scholarship (continued)**
- Matthew McKnight
- Danielle Douglas
- Wesley Lowery
- Bolanle Omosore

**NEWHOUSE SCHOLARSHIP**
- Adele Hampton
- Sherri Williams
- Chimwe Misioka
- James Henry Hill, III

**CNN Scholars (continued)**
- Eric Burse
- Montana Williams

**2009 NABJ Scholarship Class (continued)**
- University of Florida (Athens, GA)
- Indiana University (Bloomington, IN)
- Santa Clara University (Santa Clara, CA)

### Student Projects
Aspiring journalists can receive invaluable real life newsroom experience by working closely with seasoned journalists to produce daily coverage of the NABJ Annual Convention & Career Fair. NABJ offers an expenses-paid fellowship to outstanding students pursuing a career in journalism. For one week, students work on varied news assignments. Students produce stories for the NABJ Monitor, the convention newspaper as well as for 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 hands-on experience using the latest tools to produce breaking news as they cover NABJ’s annual Convention, and produce longer-form multimedia storytelling on broader issues.

### Student Short Courses & Student Projects

#### Student Short Courses
Each year, students from around the country participate in broadcast and print short courses organized and staffed by NABJ’s professional members.

The NABJ Student Multimedia Short Course is aimed at encouraging student members to pursue television management careers. 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. The program also offers a practical understanding of what these jobs entail.

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## 2009 Multimedia Project Participants

<table>
<thead>
<tr>
<th>Name</th>
<th>Affiliation</th>
<th>Location</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sophia Adem</td>
<td>Howard University</td>
<td>Washington, DC</td>
</tr>
<tr>
<td>Yamiche Alcindor</td>
<td>Georgetown University</td>
<td>Washington, DC</td>
</tr>
<tr>
<td>Bahiyah Allen</td>
<td>Ohio University</td>
<td>Athens, Ohio</td>
</tr>
<tr>
<td>Karise Allen</td>
<td>Cheyney University</td>
<td>Cheyney, PA</td>
</tr>
<tr>
<td>Nia J. Arnold</td>
<td>Northwestern University</td>
<td>Evanston, IL</td>
</tr>
<tr>
<td>Stephanie Claytor</td>
<td>Syracuse University</td>
<td>Syracuse, NY</td>
</tr>
<tr>
<td>Jessica Coley</td>
<td>Morgan State University</td>
<td>Baltimore, MD</td>
</tr>
<tr>
<td>Breana Copeland</td>
<td>Moore College</td>
<td>Philadelphia, PA</td>
</tr>
<tr>
<td>Randi Crowder</td>
<td>University of North Texas</td>
<td>Denton, TX</td>
</tr>
<tr>
<td>Sharise Darby</td>
<td>Hampton University</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Bliss Davis</td>
<td>Bowling Green State University</td>
<td>Bowling Green, OH</td>
</tr>
<tr>
<td>Daynette Deloatch</td>
<td>Benedict College</td>
<td>Columbia, SC</td>
</tr>
<tr>
<td>Brittany Fennell</td>
<td>Hampton University</td>
<td>Hampton, VA</td>
</tr>
<tr>
<td>Tameka Flowers</td>
<td>Kutztown University</td>
<td>Kutztown, PA</td>
</tr>
<tr>
<td>Adele Hampton</td>
<td>University of Maryland College Park</td>
<td>MD</td>
</tr>
<tr>
<td>Jarriad Henderson</td>
<td>University of Missouri</td>
<td>Columbia, MO</td>
</tr>
<tr>
<td>Heather Hope</td>
<td>Ohio State University</td>
<td>Columbus, OH</td>
</tr>
<tr>
<td>Francesa Hoskins</td>
<td>Southern University and A&amp;M College</td>
<td>Baton Rouge, LA</td>
</tr>
<tr>
<td>Brittany Hutson</td>
<td>Howard University</td>
<td>Washington, DC</td>
</tr>
<tr>
<td>Gerrick Kennedy</td>
<td>Ohio State University</td>
<td>Columbus, OH</td>
</tr>
<tr>
<td>Norris Kyles</td>
<td>Alabama State University</td>
<td>Montgomery, AL</td>
</tr>
<tr>
<td>Wesley Lowery</td>
<td>Ohio University</td>
<td>Athens, Ohio</td>
</tr>
<tr>
<td>Corinne Lyons</td>
<td>Wayne State University</td>
<td>Detroit, MI</td>
</tr>
<tr>
<td>Larry Miller</td>
<td>Point Park University</td>
<td>Pittsburgh, PA</td>
</tr>
<tr>
<td>Monique Mitchell</td>
<td>Florida A&amp;M University</td>
<td>Tallahassee, FL</td>
</tr>
<tr>
<td>Jenae Quarles</td>
<td>Penn State University</td>
<td>University Park, PA</td>
</tr>
<tr>
<td>Dion Raboun</td>
<td>Ithaca College</td>
<td>Ithaca, NY</td>
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<tr>
<td>Netelege Whaley</td>
<td>Howard University</td>
<td>Washington, DC</td>
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<tr>
<td>Eryn Rogers</td>
<td>Northwestern University</td>
<td>Evanston, IL</td>
</tr>
<tr>
<td>Daniel Sampson</td>
<td>Texas Southern University</td>
<td>Houston, TX</td>
</tr>
<tr>
<td>Aaron Sinclair</td>
<td>Morgan State University</td>
<td>Baltimore, MD</td>
</tr>
<tr>
<td>Herbenesha Smith</td>
<td>Sam Houston State University</td>
<td>Huntsville, TX</td>
</tr>
<tr>
<td>Brittany Smith</td>
<td>Michigan State University</td>
<td>East Lansing, MI</td>
</tr>
<tr>
<td>Jennifer Smith</td>
<td>San Francisco State University</td>
<td>San Francisco, CA</td>
</tr>
<tr>
<td>Shauna Stuart</td>
<td>University of Maryland</td>
<td>College Park, MD</td>
</tr>
<tr>
<td>Summer Suleiman</td>
<td>Louisiana State University</td>
<td>Baton Rouge, LA</td>
</tr>
<tr>
<td>Nicquel Terry</td>
<td>Michigan State University</td>
<td>East Lansing, MI</td>
</tr>
<tr>
<td>Jazmune Walker</td>
<td>University of Alabama - Birmingham</td>
<td>Birmingham, AL</td>
</tr>
<tr>
<td>Veronica Wells</td>
<td>University of Missouri - Columbia</td>
<td>Columbia, MO</td>
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## Communications

**The NABJ Website and NABJ E-News continue to undergo enhancements.**

NABJ.org serves as the primary communication vehicle to members and non-members. The weekly NABJ E-News keeps users abreast of current association activities and time-sensitive matters.

To enhance the membership experience and the user friendliness of the NABJ Website, a new online portal called “My NABJ” was introduced in late 2006. This member benefit was designed as a one-stop shop for members to update their profiles and access the most up-to-date details about NABJ programming. More importantly, “My NABJ” allows a member to register for events in real time. Every effort has been made to ensure that the new service is comprehensive and practical.

NABJ’s official publication, the “NABJ Journal,” continues to be a valuable member benefit. The quarterly magazine presents news and addresses issues about NABJ and the media that affect black journalists and the community.

NABJ now posts updates on Facebook as well as Twitter (@NABJ).

**The Journal**

**Provides** news and information about NABJ activities, its members, its affiliate chapters and other journalism organizations with similar goals;

**Explores** industry-related issues, trends and lifestyles as they affect African Americans;

**Examines** the media’s triumphs and deficiencies, spotlighting outstanding achievements of journalists so that others may learn and emulate.

**Add NABJ as your FRIEND on Facebook, FOLLOW @NABJ on Twitter and add NABJ to your Network on LinkedIn**
The NABJ Media Institute offers quality web seminars and hands-on professional development, entrepreneurial guidance and technical training at national and regional conferences as well as sponsored events around the country.

The Media Institute also seeks to teach, compile, disseminate and chronicle information about African Americans in the field of journalism, and acts as a clearinghouse for information to entities interested in the media and establishing a connection with black journalists. The Media Institute presents conferences that explore topics ranging from multimedia technology and political reporting to health care issues.

NABJ has joined with Belmont University/Freedom Forum Diversity Institute, Georgetown University, Morehouse College, Bloomberg, New York Times, CBS, CNN, Poynter Institute/NewsU, and Breakthrough Inc., to deliver first-rate classroom instruction and online training. Ideas are always welcome and will be heard.

**Seminars and Webinars**

In-person seminars are designed for those who aspire to advance to management, to learn the business of freelancing, to start a business as well as writing, editing and producing. Additionally, the Institute addresses issues such as the achievement gap in education and national standardized testing.

Web seminars (webinars) cover a range of topics on the subject of management in today’s newsroom. These tools will help prepare journalists for their new role in a supervisory position and show them how to become more effective and productive. Participants will discover the importance of how influence and relationships can determine their success as a manager.

**THE INSTITUTE ALSO OFFERS THE NABJ/NY TIMES LEADERSHIP ACADEMY**

The Institute is funded through corporate grants and private donations to the NABJ Freedom Fund (an initiative launched to help the organization become more self-sufficient through the support of individual members.)

2009 FELLOWS OF NEW YORK TIMES AND NABJ LEADERSHIP ACADEMY

**DORINE BETHEA**
**MEREDITH CLARK**
**SONJA FOSTER**
**TASHA ROBERTSON**

On Jan. 30-31, 2009, NABJ presented its first Conference on Health Care Disparities at the Morehouse School of Medicine in Atlanta, Georgia.

Attendees learned how to cover major health and medical stories. Topics included: obesity, heart disease, stroke, HIV/AIDS, mental health and the aftermath of Hurricane Katrina.

Former Surgeon General David Satcher, M.D. presented on the topic of mental health. A panel composed of Dr. Satcher and others discussed coverage of those issues and emerging trends such as depression, bipolar disease, schizophrenia and post traumatic stress disorders, that have all been linked to substance abuse, incarceration, domestic violence and increased higher unemployment rates in communities of color.

Marian Wright Edelman of Children’s Defense Fund delivered information on children’s health. Edelman opened up a conversation about holistic views of child health. This part of the conference informed journalists on the roles of housing, school, the economy and the community in the health of our children.

Other important topics covered throughout the Health Care Disparities Conference included information on understanding and covering health care policy, covering aging and health, clinical trials and African Americans, the real story behind HIV/AIDS 25 years later, health issues faced by incarcerated men, health disparities in cancer and women’s health.

Conference attendees took part in a group discussion about strategies for covering the health and well being of people of color. Questions raised included: How will members of NABJ move health and health policy stories forward in their publications or in new programming and new media efforts? and What are NABJ members willing to do to help foster health equity?
The National Association of Black Journalists held its 34th Annual Convention and Career Fair in Tampa on August 5-9. NABJ Staff and the convention planning committee worked to make this year’s “Refresh. Rejuvenate. Reclaim.” Convention a resounding success.

There were 2,302 paid registrations in 2009.

The NABJ Convention is the largest annual gathering of minority journalists in the country. The 2009 Convention and Career Fair included more than 50 workshops, an exhibit hall with journalism recruiters as well as demonstrations and training sessions by top digital and multimedia journalism organizations including Google, the Poynter Institute and the Gannett Foundation.

In 2009, NABJ hosted special health-related exhibitors that offered free health screenings and much more as part of the new healthy NABJ initiative. A Convention favorite, the NABJ Authors’ Showcase & Bookstore featured works by black authors and book signings by black journalists including Gwen Ifill, Leonard Pitts and Robin Roberts.

**Highlights of the 2009 Convention**

The Healthy NABJ initiative educated participants on the importance of health and wellness. Journalists had access to cooking demos, fitness and wellness education, and massage therapy sessions – all conducted by experts in their respective field.

Journalists also walked away with tools to enhance their multimedia skills. Topics included social media, blogging, web design and the latest trends in broadcast journalism. There also were courses on the latest software, including Audacity, Soundslides and Adobe’s Final Cut Pro.

Notable attendees included the 2009 NBA MVP LeBron James, Rev. Al Sharpton, Tony Award Winner Anika Noni Rose and Lisa Jackson, administrator of the U.S. Environmental Protection Agency.

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**2009 Regional Conference**

**Region I**

On Saturday May 30, 2009, NABJ Region One conducted a one-day regional workshop focused on new skills from top media partners including Poynter, Google and NBC News.

Participants were provided hands-on training and access to digital news experts on-site at the state-of-the-art new CUNY Graduate School of Journalism in New York City.

As the journalism industry steps forward, NABJ desires to help journalists pave their own path of success by providing engaging workshops that will get them ahead.

**The Region One Conference Sessions Included:**

- Final Cut Studio
- Multimedia Journalism for the Ethnic Media
- Google 101: Getting the Most from the Web
- Online Storytelling with Audio and Images

A mid-afternoon workshop panel included several former traditional media journalists who have harnessed the power and the reach of the Internet for successful transitions to digital journalism careers.

**Panelists Included:**

- Mark Briggs, author of “Journalism 2.0: How to survive and thrive in the digital age”
- Erica Boohee, co-author of “GameFace: The Kick-Ass Guide for Women Who Love Pro Sports” and creator of GoGameFace.com
TREASURER’S REPORT

The National Association of Black Journalists last gave an audited statement on its finances following fiscal year 2006. During the intervening period, the association has executed annual audits and tax preparations.

This report will be an overview of NABJ’s audited positions from fiscal years 2007 through 2009. During the intervening period, the association has executed annual audits and tax preparations.

Still, 2009 was a year of transition for an association suffering through an international financial crisis and an industry undertaking brutal downsizing.

The Highlights

NABJ’s investments withstood the violent economic downturn in 2008. During the year, the association borrowed $90,000 from its long-term account and borrowed $250,000 from its scholarship reserves to fund operational expenses.

The association ended 2009 with $150,000 in its reserve account managed by Citigroup Smith Barney.

The association’s scholarship account continued to post improvements following a tough 2008. At the end of 2008, the account had a balance of $861,976. The account is under the management of Atlanta-based Jackson Securities.

As of December 31, the association’s total investment portfolio stood at $744,484.

OPERATING BUDGET

NABJ generated revenue and support in 2009 of $1,795,105. In the same period, the organization reported total operating expenditures of $2,359,837.

The operating budget for Fiscal 2009 posted a deficit of $564,732. NABJ fell short of revenue projections in several line items, including membership dues, contributions and Convention registrations.

Revenue is derived from membership dues, corporate contributions, Convention registrations as well as program and miscellaneous income.

In 2009, income from the Convention remained NABJ’s primary source of revenue – and expenses. Audited convention income was $1,387,419 and expenditures were $910,285. On the expense front, several line items exceeded budget projections, including professional consulting, Convention hotels and scholarships.

NABJ took several steps to curtail spending 2009, including streamlining staff, renegotiating hotel contracts and establishing alternative arrangements with vendors.

INVESTMENTS

NABJ’s investments withstood the violent economic downturn in 2008. During the year, the association borrowed $90,000 from its long-term account and borrowed $250,000 from its scholarship reserves to fund operational expenses.

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PLANNING AHEAD IN FISCAL 2010

NABJ will continue to face fiscal challenges in 2010, but the least of which is raising money in a climate where many media companies continue to scale back support. Still, the overall forecast for 2010 is brighter than 2009. The board’s goal in 2010 should be to maintain aggression with fundraising while controlling expenses.

The Board approved a budget of $2,242,227 for Fiscal 2010, with a projected surplus of $87,773.

Despite the tough year, NABJ continues to have financial resources to accomplish its mission. Still, there some serious challenges facing the association. The Board and staff will feverishly develop strategies and enact policies and procedures to ensure NABJ overcomes its fiscal challenges. With continued support from the membership, NABJ will forge into 2010 well prepared to have a greater impact on the industry and to meet the needs of its diverse membership.

Information for the financial statement that accompanies this report was provided by the NABJ Board of Directors and prepared by the local office of Abrams, Foster, Nole & Williams, P.A. Citigroup Smith Barney and Jackson Securities, two investment firms under the direction of the NABJ Treasurer that manage the association's investment portfolio, furnish investment counseling to the board and provide the investment information. Independent accountants audit the investment portfolio and financial records annually.

WHAT HAVE WE ACCOMPLISHED TO HELP ALLEVIATE FINANCIAL PRESSURE FROM NABJ:

• Successfully renegotiated a new lease agreement with the University of Maryland for four years at $20,000 annually with a mutual fifth-year option that has a potential escalation charge. This relieves NABJ from a 20-year, $500,000 deal – including a $150,000 deposit – that was signed in 2007.

• Reorganized debt structure with vendors NABJ owes by arranging payment plans.

• The Treasurer assumed full-control of NABJ’s finances until a new executive director could be hired. This means the Treasurer will be responsible for every order and expense for the association, for maximizing and managing existing contracts and for developing and signing new contracts.

• Managed and directed 2010 Budget Process.

• Treasurer deeply involved in 2010 Convention planning process as a member of the Program Committee to provide counsel on finances and to help manage Student Projects and Task Forces in an effort to control on-site Convention expenses.

• Received $150,000 grant from the Ford Foundation to fund professional scholarships and NABJ’s move to its new headquarters as well as upgrades to the association’s website.

• Instituted zero-based budget principles, which will be utilized in 2010.

A tough funding environment and other issues, some of which President Times outlined previously to NABJ members, necessitated dipping into reserves in 2009 – leaving an end-of-year balance of $158,661. Also, NABJ posted an operational shortfall of $564,733. Still, the association ended 2009 with a total liability and net assets of $964,494.
To the Board of Directors
National Association of Black Journalists

We have audited the statement of financial position of National Association of Black Journalists (Association), as of December 31, 2009 and the related statements of activities and changes in net assets, and cash flows for the year then ended. These financial statements are the responsibility of the Association’s management. Our responsibility is to express an opinion on the financial statements based on our audit. The financial statements of National Association of Black Journalists as of December 31, 2008, were audited by other auditors whose report dated January 11, 2010, expressed an unqualified opinion on those statements.

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 of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our 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, 2009 and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit was made for the purpose of forming an opinion on the basic financial statements taken as a whole. The accompanying information is presented for purposes of additional analysis and is not a required part of the basic financial statements. Such information has been subjected to the procedures applied in the audit of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

October 1, 2010

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

2009 Financial Report

NATIONAL ASSOCIATION OF BLACK JOURNALISTS
Statements of Financial Position
December 31, 2009 and 2008

<table>
<thead>
<tr>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Cash and cash equivalents</td>
<td>$30,000</td>
</tr>
<tr>
<td>Accounts receivable</td>
<td>157,300</td>
</tr>
<tr>
<td>Prepaid expenses</td>
<td>1,275</td>
</tr>
<tr>
<td><strong>Total current assets</strong></td>
<td>187,575</td>
</tr>
<tr>
<td>Property and equipment</td>
<td>566,350</td>
</tr>
<tr>
<td>Furniture and fixtures</td>
<td>50,045</td>
</tr>
<tr>
<td><strong>Total property and equipment</strong></td>
<td>616,395</td>
</tr>
<tr>
<td>Less: accumulated depreciation</td>
<td>(283,726)</td>
</tr>
<tr>
<td>Net property and equipment</td>
<td>332,669</td>
</tr>
<tr>
<td>Other Assets</td>
<td></td>
</tr>
<tr>
<td>Investments</td>
<td>$74,413</td>
</tr>
<tr>
<td><strong>Total other assets</strong></td>
<td>74,413</td>
</tr>
<tr>
<td><strong>Total assets</strong></td>
<td>$904,488</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Liabilities and Net Assets</strong></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td></td>
</tr>
<tr>
<td>Accounts payable and accrued expenses</td>
<td>$46,313</td>
</tr>
<tr>
<td>Deferred revenue</td>
<td>107,812</td>
</tr>
<tr>
<td><strong>Total current liabilities</strong></td>
<td>154,125</td>
</tr>
<tr>
<td>Net Assets</td>
<td></td>
</tr>
<tr>
<td>Unrestricted net assets</td>
<td>(1,104,516)</td>
</tr>
<tr>
<td>Temporarily restricted net assets</td>
<td>1,321,150</td>
</tr>
<tr>
<td><strong>Total net assets</strong></td>
<td>216,634</td>
</tr>
<tr>
<td><strong>Total liabilities and net assets</strong></td>
<td>$904,488</td>
</tr>
</tbody>
</table>
### 2009 Financial Report

#### National Association of Black Journalists

#### Statement of Changes in Net Assets

**Years Ended December 31, 2009 and 2008**

(With Comparative Fig 1)

<table>
<thead>
<tr>
<th>Description</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenue</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Dues and assessments</td>
<td>730,944</td>
<td>679,042</td>
</tr>
<tr>
<td>Membership dues</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Miscellaneous</td>
<td>159,961</td>
<td>35,455</td>
</tr>
<tr>
<td>Total revenue</td>
<td>890,905</td>
<td>714,497</td>
</tr>
<tr>
<td><strong>Expenses</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Program expenses</td>
<td>410,216</td>
<td>881,380</td>
</tr>
<tr>
<td>Scholarship</td>
<td>78,955</td>
<td>85,092</td>
</tr>
<tr>
<td>Total program expenses</td>
<td>1,213,401</td>
<td>1,761,708</td>
</tr>
<tr>
<td>Total expenses</td>
<td>1,706,059</td>
<td>1,968,173</td>
</tr>
<tr>
<td><strong>Net Income (Loss)</strong></td>
<td>-260,059</td>
<td>-254,676</td>
</tr>
</tbody>
</table>

**Cash Flows from Operating Activities**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Change in cash and cash equivalents</td>
<td>$ (162,786)</td>
<td>$ (26,031)</td>
</tr>
<tr>
<td>Increase (decrease) in accounts receivable</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Increase (decrease) in investments in marketable securities</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Increase (decrease) in accounts payable</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Increase (decrease) in deferred revenue</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Total cash flows from operating activities</td>
<td>-260,059</td>
<td>-254,676</td>
</tr>
</tbody>
</table>

**Cash Flows from Investing Activities**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proceeds from sale of investments</td>
<td>146,958</td>
<td>228,642</td>
</tr>
<tr>
<td>Proceeds from investment in program expenses</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Net increase in cash and cash equivalents</td>
<td>18,885</td>
<td>12,407</td>
</tr>
</tbody>
</table>

**Cash Flows from Financing Activities**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proceeds from bank loans</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Proceeds from bank loans - interest</td>
<td>-</td>
<td>-</td>
</tr>
<tr>
<td>Net increase in cash and cash equivalents</td>
<td>18,885</td>
<td>12,407</td>
</tr>
</tbody>
</table>

**Net Increase in Cash and Cash Equivalents at Year End**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Total cash and cash equivalents at year end</td>
<td>$ 118,061</td>
<td>$ 142,785</td>
</tr>
</tbody>
</table>

**Supplemental Information**

<table>
<thead>
<tr>
<th>Description</th>
<th>2009</th>
<th>2008</th>
</tr>
</thead>
<tbody>
<tr>
<td>Interest expense</td>
<td>5</td>
<td>-</td>
</tr>
</tbody>
</table>

---

22 National Association of Black Journalists

National Association of Black Journalists 23
<table>
<thead>
<tr>
<th>Item</th>
<th>2009</th>
<th>2008</th>
<th>2007</th>
<th>2006</th>
<th>Total</th>
<th>% Change</th>
<th>Total</th>
<th>% Change</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sales</td>
<td>1,423</td>
<td>1,215</td>
<td>1,097</td>
<td>978</td>
<td>4,724</td>
<td>-2.9%</td>
<td>5,634</td>
<td>1.7%</td>
</tr>
<tr>
<td>Cost of Goods Sold</td>
<td>1,148</td>
<td>956</td>
<td>857</td>
<td>710</td>
<td>3,661</td>
<td>-7.3%</td>
<td>4,190</td>
<td>-8.3%</td>
</tr>
<tr>
<td>Gross Profit</td>
<td>275</td>
<td>259</td>
<td>240</td>
<td>268</td>
<td>832</td>
<td>-2.8%</td>
<td>1,444</td>
<td>-6.4%</td>
</tr>
<tr>
<td>Operating Expenses</td>
<td>564</td>
<td>506</td>
<td>443</td>
<td>408</td>
<td>1,921</td>
<td>-8.8%</td>
<td>2,132</td>
<td>-9.6%</td>
</tr>
<tr>
<td>Operating Income</td>
<td>211</td>
<td>153</td>
<td>127</td>
<td>110</td>
<td>591</td>
<td>-12.8%</td>
<td>706</td>
<td>-9.4%</td>
</tr>
<tr>
<td>Interest and Depreciation</td>
<td>8</td>
<td>6</td>
<td>5</td>
<td>7</td>
<td>26</td>
<td>-12.5%</td>
<td>26</td>
<td>-12.5%</td>
</tr>
<tr>
<td>Income Before Income Tax</td>
<td>173</td>
<td>147</td>
<td>122</td>
<td>103</td>
<td>445</td>
<td>-13.0%</td>
<td>532</td>
<td>-11.9%</td>
</tr>
<tr>
<td>Income Tax</td>
<td>78</td>
<td>65</td>
<td>52</td>
<td>47</td>
<td>242</td>
<td>-11.2%</td>
<td>262</td>
<td>-12.8%</td>
</tr>
<tr>
<td>Net Income</td>
<td>95</td>
<td>82</td>
<td>69</td>
<td>56</td>
<td>272</td>
<td>-13.7%</td>
<td>270</td>
<td>-12.0%</td>
</tr>
</tbody>
</table>

Note: The % Change columns represent the percentage change from the previous year.