NATIONAL ASSOCIATION OF BLACK SOCIAL WORKERS

Annual Report 2014
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NABSW MISSION
National Association of Black Social Workers, Inc.

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Washington, DC 20020
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nabsw.oficedir@verizon.net

National Executive Committee
Toni Oliver - President
Roxanne Ellis-Denby - Vice-President
Connie Watson - Treasurer
Traci Lewis - Recording Secretary
Sondra Malry - Corresponding Secretary
Angela Washington & O. Yvonette Powell
Members-at-Large
Walter Raleigh Higgs - President,
Office of Student Affairs

Mission Statement

NABSW is comprised of people of African ancestry who are committed to enhancing the quality of life and empowering people of African ancestry through advocacy, human services delivery and research.

National Association of Black Social Workers, Inc. will work to create a world in which people of African ancestry will live free from racial domination, economic exploitation, and cultural oppression. In collaboration with national, international, and other appropriate groups, NABSW will continue to leverage its collective expertise to strategically develop capacity of people of African ancestry to sustain and flourish. NABSW’s vision is guided by the Principles of the Nguzo Saba, which are Unity, Self-determination, Collective Work and Responsibility, Cooperative Economics, Purpose, Creativity, and Faith, and the Seven Cardinal Virtues of Ma’at, which are Right, Truth, Justice, Order, Reciprocity, Balance, and Harmony.

Organizational Profile

NABSW was created during the 1960’s Civil Rights Movement on May 8, 1968 in San Francisco, California by a group of Black Social Workers who were convened for the National Conference on Social Welfare, the largest professional social work organization at the time. This group of Black Social Workers disengaged from that meeting to form what has ultimately become the foremost advocacy group established to address social issues and concerns of the Black community. Those Black Social Workers ultimately became the founders of the National Association of Black Social Workers.

NABSW is designed to promote the welfare, survival, and liberation of the Black Community; and to advocate for social change at the national, state, and local level. NABSW is comprised of over 100 membership chapters, and over 30 university and college student chapters throughout the continental United States, Canada and the Caribbean. Additionally, affiliate groups are in both West and South Africa. Membership is available to persons of African ancestry who, regardless of profession, share similar concerns regarding health and welfare issues in the Black community.
NA BSW EXECUTIVE COMMITTEE
THE EXECUTIVE COMMITTEE

J Toni Oliver  
**President**  
Atlanta ABSW

Roxanne Ellis-Denby  
**Vice President**  
Greater Hartford, ABSW

Connie Watson  
**Treasurer**  
Los Angeles ABSW

Traci Lewis  
**Recording Secretary**  
Columbus (OH) ABSW

Sondera Malry  
**Corresponding Secretary**  
Houston ABSW

Angela Washington  
**Member-at-Large**  
Greater Hartford ABSW

Dr. Yvonette Powell  
**Member-at-Large**  
San Diego ABSW
February 2014
• Participated in 42nd Annual Luncheon; Conducted the Libations ceremony

March 2014
• Introduced NABSW’s Social Worker of the Year, along with Community Service Awardees
• University of Houston’s Annual Social Work Awards Breakfast honoring Social Work Month

April 2014
• Attended & participated at 46th National NABSW Conference held in Indianapolis, IN.
• Delivered & provided the Spiritual Awakening for the Social Issues breakfast Symposium.
• Presenter at the Annual Executive Committee’s Symposium

June 2014
• Held CEU Informational workshop for young brother who was jailed for child Support violations. A local lawyer asked for our assistance and support.

July 2014
• Participated and supported our semi-Annual fund raiser event at the Ensemble Theatre

August 2014
• Participated and attended CEU Leadership workshop delivered by Dr. Thelma Ellen
• Back to school drive, to support Shape Community Center
• Attended and participated with Annual Executive officers’ Strategic Planning & Retreat event

September 2014
• Conducted workshop and presented @Sankofa Mentoring and Membership Drive.

October 2014
• Attended and participated in Annual CEU Ethics workshop on Care Giving

November 2014
• Assisted with Thanksgiving Baskets drive for needy families at Shape Community Center
• Deputized and Conducted Voter’s registration drive during 2014 Elections

December 2014
• Participated in end of year fund raiser at the Ensemble Theatre.
• Contributed to gift cards efforts for Boys at the Shamar Haven Boy’s Home
• Annual Kwanzaa donations provided to Shape Community Center
• Provide Year-round Literacy Tutorials to various local schools
Traci Lewis
Recording Secretary
Columbus (OH) ABSW

ABSW

- Attended and presented a workshop entitled C.H.A.M.P.S.: College and High School Aspiring Mothers’ Partnership for Success; Moms Mentoring Moms at the 46th Annual ABSW conference in Indianapolis April 2014
- Attended the ABSW July SCM in Hartford, Connecticut
- Executive Committee Liaison to the International Education Committee and the International Relations Committee
- Attended the October ABSW SCM in Chicago, IL
- Serve as National Recording Secretary

Columbus Chapter ABSW

- Donated to the Columbus ABSW ‘s 6th Annual Jingle Mix & Mingle Toy Drive
- Serve as the Chapter Vice-President and SCM representative
- Assist with membership recruitment
- Volunteered for the African American Male Wellness Walk

Professional

- Plan and participate in the Student Parent Support Symposium. A national symposium for people who support student parents in institutions of higher education
- Attended a training on Infant Mortality by the Infant Mortality Task Force
- Member of the Healthy Families Collaborative to research and look at the success and challenges to healthy babies being born to young people (male and female) ages 13-19
- Plan and support C.H.A.M.P.S, a mentoring program matching College single moms with pregnant and parenting high-school moms
- Founding member/member of Higher Educational Alliance of Advocates for Students with Children
- Addressing the two-generational approach to poverty by pulling together a unique collaboration with the OSU Access Collaborative Program and community partners to provide project based section 8 housing vouchers, quality childcare and services/resources to single parents with an interest in attending or who are attending 2-year and 4-year institutions
History, despite its wrenching pain, cannot be unlived, but if faced with courage, need not be lived again.

– Maya Angelou
Angela Washington
Member-at-Large
Greater Hartford ABSW

February 2014:

• Chapter sponsored its annual Black History Month Scholarship Breakfast at the Ramada Plaza Hotel. One $500 scholarship book award was provided to student who is a Hartford resident. The chapter also gave out three (3) Community Service Awards to two individuals who have made tremendous contributions to African Americans in the city of Hartford.

March 2014:

• Chapter was invited to represent NABSW at UConn School of Social Work in West Hartford CT for the school’s annual Network Career Fair. Over 100 students attended. Two chapter members attended and handed out materials about NABSW and GHABSW and provided 16 students with the history and membership applications.

• A couple of members are volunteering and mentoring for a girls’ group sponsored by the Village for Children and Families. The groups run throughout the school year.

April 2014:

• The co-chairs of Disaster Preparation/Trauma Response Task Force published the first copy of NABSW’s disaster manual titled: “NABSW’s Cultural Approach to Disaster Readiness & Response”. The book was co-authored by Roxanne Ellis-Denby, Frankye Johnson-Shelby, and Angela Washington. The books were presented at the Author Jazz Café at the 2014 National Conference and each chapter received one complimentary copy.

• Tornadoes struck Central and Southern United States on April 27-30, 2014. NABSW Disaster Preparation/Trauma Task Force, Membership, and OSA joined efforts and outreached to those states where NABSW has chapters, impacted by the storm to offer support and assess any needs. The DP/TR task force was informed by immediate Past President Joe Benton that there was a small town located in Louisville Mississippi (total pop. 6000, primarily African Americans) was greatly impacted by the tornadoes and flooding. A needs assessment was done with a contact in the town of Louisville and a request for detergent and bath soap. DP/TR donated a total of $200.00 in Wal-Mart gift cards.

• Two members of GHABSW were elected to national executive board. President Roxanne Ellis-Denby as NABSW Vice President; Vice President Angela Washington as NABSW Member at Large. This is the first ever all female executive board in the history of NABSW.

July 2014:

• GHABSW hosted the July SCM in Hartford Connecticut. A fund-raiser trip to Foxwoods Casino was sponsored.
August 2014:

GHABSW sponsored its 3rd annual Health Fair/Back to School Drive in collaboration with Liberty Christian Church. There were 13 vendors who provided mammograms, diabetes, HIV, Prostate, Blood Pressure screenings; CPR training, etc. The church provided food. Chapter donated and distributed 100 filled book bags to families in need.

• In response to the shooting of Michael Brown in Ferguson Missouri, NABSW has been present on weekly/bi-weekly conference calls with members of the All Healers Mental Health Alliance to discuss and strategize on relief efforts to the people of Ferguson. Out of these discussions the Emotional Emancipation Healing Circles and Trainings were provided by Association of Black Psychologists under the supervision of Dr. Cheryl Grills. Two trainings occurred in Ferguson in December 2014. NABSW was to be included in future trainings beginning February 2015 and moving forward.

September 2014:

• Members represented GHABSW at the Northern CT Black Nurses Association annual scholarship luncheon. GHABSW presented the Black nurses with a plaque as a token of appreciation of their collaboration with GHABSW and ongoing sponsorship of our activities.

December 2014:

• GHABSW collected 45 coats and 25 pairs of gloves for a coat drive sponsored by students at the University of Saint Joseph. The coats and gloves were distributed to three local shelters in the city of Hartford.

• GHABSW sponsored a diaper drive and collected four cases of diapers and 9 packages of diapers. The diapers were donated to Saint Agnes Home for Teenage mothers.
Roxanne Ellis-Denby  
Vice President  
Greater Hartford, ABSW

September 2014
Began engaging in weekly conference calls with members of the All Healers Mental Health Alliance (AHMHA) in response to the killing of Michael Brown in Ferguson Missouri. Discussions were focused on strategizing on relief efforts to the people of Ferguson. Out of the calls, support was provided to community providers who responded to the crisis situation. AHMHA was able to coordinate and arrange a two-day seminar for the Emotional Emancipation Healing Circle/Train the Trainer in December 2014 for providers and residents of Ferguson. The Association of Black Psychologists under the direction of Dr. Cheryl Grills provided the trainings.

Represented NABSW along with immediate Past President Joe Benton at the Annual Black Congressional Black Caucus Convention in Washington DC and attended the signing of the Memorandum of Agreement along with members of the Institute of the Black World to witness this historical event. The MOA was signed between IBW President Dr. Ronald Daniels and FEMA Commissioner William Fugate. This event was represented by 24 Black organizations under the IBW.

December 2014
Completed and submitted the NBUF report as part of the Annual Campaign for Giving.

February 2015
Participated in the Emotional Emancipation Healing Circle/Train the Trainer session in Brooklyn New York. Angela Washington, Member at Large and several members of three New York Chapters. NABSW provided refreshments for the event. The goal is to arrange for NABSW chapter members across the U.S. and Canada become certified as EEC trainers and facilitators and begin using the circles in their communities as part of the healing process.

March 2015
Attended and participated in a two day consultation about the impact of Hepatitis C in the African American Community. The Department of Health & Human Service located in Washington DC invited NABSW along with other organizations to participate in the discussion and strategize on ways to raise awareness of Hepatitis C and the impact particularly on the baby boomer generation (born between 1945-1965) and medical providers to begin discussing Hepatitis C and treatment with their patients. Met a lot of heavy hitters in the Hepatitis Field who are looking for NABSW to be part of an advisory board to address this very serious health issue.

As a member of the Greater Hartford ABSW chapter, Vice President Ellis-Denby has also been involved in the activities with Angela Washington, Member-At-Large.
NA BSW COMMITTEE STRUCTURE
It is through our committees that the business of NABSW is accomplished. To that end, these are the committees that guide our work and its leadership.

**NATIONAL STANDING COMMITTEES (Administrative)**

**Membership**
Co-Chairs, Darwin Gordon (Kennedy King, IL), Renata Turner (Richmond, VA) Agnes Black (Hartford, CT)  
*Regional & State liaisons to be determined by the co-chairs*
*Executive Committee Liaisons – Angela Washington & Yvonette Powell*

**Communications and Information (aka Human Relations)**
Steven Hayes (Houston), Glenda Duru  
*Executive Committee Liaisons – Sondera Malby & Traci Lewis*

**Finance and Budget**
Addie Hudson (Chicago, IL), Chair  
*Executive Committee Liaison – Connie Watson*

**Members:**
EC Bell (Jackson, MS), Barbara Akins (Metropolitan DC), Linda Thompkins (Philadelphia, PA), John Gordon (Metrolina, NC)

**NATIONAL STANDING COMMITTEES (Programmatic)**

**National Relations**
Co-chairs, Tameka Brown (Columbia, SC), Kenneth Green (Hartford, CT)  
*Members:*
Lia Andrews (Los Angeles, CA), Shane Satterfield (Cincinnati, OH), Melissa Smith Haley (New Orleans, Louisiana)  
*Executive Committee Liaison – Yvontte Powell*

**International Relations**
Chair, Cheikh Ahmadou Banba Mbacke (Detroit, MI)  
*Members:*
Leslie Hollingsworth (Huron Valley, MI) Angela Jenkins New York, NY), Willie Davis (Lansing, MI) Will Barners (Chicago, IL)  
*Executive Committee Liaison – Traci Lewis*

**Comprehensive Health and Wellness**
Co-chairs, Frankye Johnson Shelby (Indianapolis, IN), Anthony Harris (Detroit, MI)  
*Executive Committee Liaison – Roxanne Ellis-Denby & Angela Washington*

**International Education Committee**
Co-Chairs, Dr. Sevaughn Banks (Bay Area, CA), EC Bell (Jackson, MS)  
*Members:*
Dr. Willie Davis (Lansing, MI), Dr. Sandra Mitchell (Richmond, VA), Angela Lewis (Westchester, NY)  
*Executive Committee Liaison, Traci Lewis*

**National Conference Committee**
Co-chairs, Brenda Baker Mbacke (Detroit, MI), Keisha Allen (Detroit, MI)  
National Meeting Planner, Zelma Smith (Atlanta, GA)  
*Executive Committee Liaison, Toni Oliver*
Professional Development
Chair, Dr. James Freeman
Member:
Dr. Sevaughn Banks (Bay Area, CA)
Executive Committee Liaisons – Angela Washington & Yronette Powell

Office of Student Affairs Advisor
Dr. Johnnie Hamilton-Mason (Simmons College, MA)
Executive Committee Liaisons – Roxanne Ellis-Denby (Hartford, CT), Traci Lewis (Columbus, OH)

Constitutional Review
Chair, Lois Hayman-El, Delois Caldwell, Lansing, MI and Dayvid Brown, Indianapolis, IN

Members:
Jacqueline Nash (Jacksonville, FL), Emma Meyers (Columbia, SC)
Executive Committee Liaisons – Toni Oliver (Atlanta, GA), Roxanne Ellis-Denby (Hartford, CT)

Awards Committee
Co-chairs, Patricia Jenkins Lewis, NYC and Gwendolyn Darty, Mobile, AL

Task Forces
Disaster Preparedness
Co-chairs, Gloria Scott (NYC) & Tiffany Person, (Atlanta, GA)
Liaison, Roxanne Ellis Denby (Hartford, CN, Angela Washington, Hartford, CT)

Family Preservation
Warriors & Healers Initiative
Oronde Miller, Chair
Liaison, Zelma Smith

Jegna Collective
Conveners, Anyika Nkululelo (Bay Area, CA) & Mike Guynn (Los Angeles, CA)
Liaison, Leonard Dunston (Durham, NC)

African Center Social Work Academy
Chairperson, Colita Fairfax (Hampton Rhodes, VA)
Liaison, Karen Allen (Metro DC)

Military Initiatives
Co-chairs, Darren Wallace (Atlanta, GA, Tracy Golliday-Champagne (Detroit, MI)

Presidential Advisors
Past Presidents, William Merritt, Leonard Dunston, Judith Jackson, Rudolph Smith,
Dr. Gloria Batiste-Roberts, Joe Benton
ACTIVE CHAPTERS 2014
As a professional membership organization, chapters are the backbone of NABSW. Is it the presence and the work of these chapters that sustains and furthers our vision and mission.

2014 ACTIVE CHAPTERS

ALABAMA
Mobile ABSW

ARKANSAS
Arkansas State University ABSW
Central Arkansas ABSW
University of Arkansas Pine Bluff ABSW

CALIFORNIA
Bay Area ABSW
Fresno ABSW
Greater Los Angeles ABSW
Sacramento ABSW
Southern California Student ABSW
Tri County ABSW

CONNECTICUT
Greater Hartford ABSW
Greater New Haven ABSW

DISTRICT OF COLUMBIA
Metropolitan ABSW

FLORIDA
Jacksonville ABSW
Miami-Dade ABSW
Orlando Gyname ABSW
Central Florida ABSW

GEORGIA
Atlanta ABSW
Clark Atlanta University ABSW

IOWA
Iowa’s Creative Corridor ABSW

ILINOIS
Chicago ABSW
Kennedy-King College ABSW

INDIANA
Central Indiana ABSW

KANSAS
Greater Kansas City ABSW

KENTUCKY
South Central Kentucky ABSW

LOUISIANA
Alexandria ABSW
Louisiana State University ABSW
New Orleans ABSW
Northern Louisiana Regional ABSW
Southern University Baton Rouge

MARYLAND
Baltimore ABSW

MASSACHUSETTS
Greater Boston ABSW
Simmons College ABSW

MICHIGAN
Greater Detroit ABSW
Huron Valley ABSW
Lansing ABSW
Marygrove College ABSW
University of Michigan ABSW

MISSOURI
St. Louis ABSW
University of Missouri Kansas City ABSW

MISSISSIPPI
Jackson ABSW
Mississippi Delta ABSW
NEW JERSEY
Northern New Jersey ABSW

NEW YORK
Buffalo ABSW
Medgar Evars College ABSW
Nassau-Suffolk ABSW
New York City ABSW
Westchester ABSW

NORTH CAROLINA
Cape Fear/Fayetteville ABSW
Eastern North Carolina Regional ABSW
Fayetteville State University ABSW
Johnson C. Smith University ABSW
Metrolina ABSW

NOVA SCOTIA
Halifax ABSW

OHIO
Cleveland ABSW
Columbus ABSW
Greater Akron Canton ABSW
Gran Cincinnati Area ABSW
University of Cincinnati ABSW

OKLAHOMA
Oklahoma County ABSW

PENNSYLVANIA
Bryn Mawr College ABSW
Philadelphia ABSW
Pittsburgh ABSW
University of Pennsylvania ABSW
Widener University ABSW

SOUTH CAROLINA
Benedict College ABSW
Columbia ABSW
Orangeburg University ABSW
Winthrop University ABSW

TENNESSEE
Middle Tennessee State University ABSW

MEMPHIS

TEXAS
Houston ABSW
Prairie View A&M University ABSW
Texas College ABSW

VIRGINIA
Hampton Roads ABSW
Richmond ABSW
Virginia Commonwealth University ABSW

A people without the knowledge of their past history, origin and culture is like a tree without roots.
– Marcus Garvey
If you don’t know where you come from you won’t know when somebody’s taking you back.

– **Joseph Lowery**
Disaster Response Task Force

March 17, 2015
Tiffany Person       Co-Chairperson
Gloria J. Scott      Co-Chairperson
The Task Force is still seeking members.

2015 goals:

- Increase monetary contributions to the National Disaster Relief Fund; allow us to support local Chapters providing assistance to communities impacted by a natural disaster or other traumatic incidents.

These are some fund raising possibilities.

* Sell manuals at the conference,

* Raffle off donated items

* Post an Appeal letter on the web site.

- Increase chapter involvement; providing trainings for chapter leadership or a specified Chapter member as a liaison to the Task Force

- Introduce a Campaign to encourage more members to participate in local CERT trainings and PFA certifications

Current Activities

- The Task Force periodically submits relevant information for posting on the NABSW web site.

- Work in connection with the Health Committee Chairpersons for sharing relevant information and we will continue to work collaboratively.

- In April, The Atlanta ABSW Chapter is presenting a Disaster Preparedness workshop at a local Senior facility.

If you have any suggestions or information to share please feel free to contact us. We welcome your input.
At the 46th Annual National Conference in Indianapolis, a cadre of male NABSW members was encouraged by the then NABSW President-elect, Sister Toni Oliver, to consider engaging NABSW males in a discussion focused on Afrikan manhood development. With that charge, what has since emerged is the NABSW Afrikan Jegna Collective which seeks to become the NABSW “go to” source for Afrikan Manhood Development. Initially, 32 NABSW Brothers identified themselves as interested in the work of the Collective. Early on, the initial Collective core agreed to utilize terms from Afrikan languages and cultures to define ourselves, our work, and not dishonor the role we are assuming by using others terminology, such as mentor. To define ourselves, we adopted the word Jegna (Jenoch in plural form), taken from the ancient Amharic language of Nubia. As a part of Our Jegna Way, we sought to honor those Afrikan Jegna warrior-scholar ancestors who unselfishly sacrificed to train boys to become Afrikan men, warriors, and scholars.

Esteemed warrior-scholar, Dr. Wade Nobles, explains a Jegna as “someone who demonstrates fearlessness, has the courage to protect their people, culture and way of life, and produces a high quality of work.” Ancestor, and warrior-scholar, Nana Baffour Amankwatia II (Dr. Asa G. Hilliard III) defined Jegna as “special people who have been tested in struggle, demonstrated determination in protecting our people and culture, exhibited dedication, created exceptional high quality work, and was dedicated to the nurturance and development of our young by advancing our people and culture.

The Collective has established a Zamani Sasa (Vision/Worldview) which envisions communities where Afrikan men demonstrate strength, character, and integrity by perpetuating their role in maintaining viable Afrikan families. We are driven by our Kazi (Objectives/Work) through which we will strive to:

- establish an NABSW Afrikan Jegna Education and Training Academy;
- develop flexible, universal models for Afrikan Manhood development;
- define and strengthen the Afrikan male identity and spirit;
- instill the Jegna Way to Afrikan manhood from birth to ancestry;
- promote individual and collective self-determination; and,
- purposefully utilize an Afrikan-centered worldview.

Finally, our Akoben (Purpose/Call to Action) acknowledges acceptance of
the challenge to develop Afrikan manhood while guided by the NABSW Code of Ethics, the Cardinal Virtues of Maát, the Principles of the Nguzo Saba, and the Way of the Jegna.

_Tumalize Duara_ ("Let Us Complete the Circle") represents six functional levels of possible NABSW membership participation in the Collective. It also serves as the operational framework for supporting and sustaining the Zamani Sasa, Kazi, and Akoben of the Collective into the future. Within the holistic and naturalistic orientation of the Afrikan worldview, value systems, behavioral patterns, and Afrikan manhood development are rooted. They can be operationalized to work in balance with the social environments, personal lives, and familial roles of Afrikan men. In our worldview, which should be harmonic rather than conflictual, the individual, family, and community are an interconnected and interrelated unit. Unless disrupted, the development of Afrikan manhood should begin early in life and proceed in a culturally conscious manner.

For the sake of balance and order, roles and responsibilities of the Collective have been established; however, we function as a Circle with the input and presence of each Jegna having equal value and importance in consensus decision-making. Key roles are assumed by mutual agreement and rotated as necessary. We convene a 2-hour _Indaba_ (Gathering) via teleconference on the 1st and 3rd Sunday of each month for alternating _SBA_ (Study) or _Shiryawa_ (Planning).

Planning has been initiated for a Circle of Founders weekend retreat at a convenient location as an opportunity for increasing solidarity, discussing a self-sustaining Jegna Education and Training Academy, and design of an adaptable program model for use initially by NABSW chapters of any size or location and, eventually, within our communities at large. A mini-planning gathering of Founders has been planned in Chicago during the 2015 National Conference. At least four (4) of ten (10) Circle of Founders members are presenting unrelated workshops or institutes at the 2015 Conference and will, to some extent, touch on the issue of Afrikan manhood development in their respective presentations. We have also had preliminary discussion on the feasibility of our conducting an Afrikan Manhood Development Symposium, and our 1st Afrikan Jegna Collective Crossing Ceremony at the 2016 National Conference.

Still in a formative stage, we regard our efforts as a marathon rather than a sprint with many new ideas surfacing as we continue orderly but steady progress. In the Spirit of Sankofa, it is anticipated that NABSW Afrikan Jegna Collective Manhood Development will assume high priority through our Zamani Sasa, Kazi, and Akoben.

Following the July 2014 SCM in Hartford, efforts centered on infrastructure development. We employ a collective process for researching and blending Afrikan-centered philosophy, concepts, and
terminology into a functional framework. We have developed and adopted terms from various Afrikan cultures and languages, created archival organizing documents, developed standards for conduct, and other tools.

After a year, some of our accomplishments are as follows:

- Adopted *Ipohunpo* (Consensus Decision-making) as our functional guide.
- Adopted the Adinkra symbol, *Boa Me Na Me Mmoa Wo* ("Help Me To Help You").
- Adopted Afrikan terms for our key roles: *Onye Ndu* (Convener), *Ode Akwukwo* (Scribe), and *Debe Oge* (Time-keeper).
- Adopted process for rotating key roles every six (6) months.
- Adopted process for rotating key roles every six (6) months.
- Adopted process for rotating key roles every six (6) months.
- Adopted process for rotating key roles every six (6) months.
- Adapted and adopted *Our Way of the Jegna* (Warrior-Scholar-Teacher).
- Adopted the terms *SBA* (Study) and *Shiryawa* (Planning) for our *Indabas* (Gatherings).
- Created and adopted our *Zamani Sasa* (Vision), *Kazi* (Objective), and *Akoben* (Purpose).
- Compiled study and reading list for *SBA Indabas* (on-going).
- Compiled reference list of Ancestral and Contemporary Jegnoch (on-going).
- Established two (2) design teams to draft our manhood development program model and training manual, and our Jegna Ghanda (initiation/induction) process.
- Continued efforts to enhance our webpage functionality, and Outreach functions.

The NABSW Afrikan Jegna Collective Circle of Founders was established by *Ipohunpo* (Consensus) on November 16, 2014, and consists of Anyika K.K.S. Nkululeko (Bay Area), Will Barnes (Chicago), J. Vern Cromartie (Bay Area), John Gordon Charlotte), Kenneth Green (Greater Hartford), Michael Guynn (Los Angeles), Julius Hayes (Philadelphia), Joseph Jones (Chicago), Cheikh Ahmadou Banba Mbacké (Greater Detroit), and Allen Powell (New Orleans). Our National Liaison and Advisor is NABSW President Emeritus, Baba Leonard G. Dunston.
International Education Conference (IEC) Committee
APRIL QUARTERLY REPORT - 2015

To date, the group has met four (4) times since the January steering committee meeting:

1/25
2/8
3/1
3/15

The location of the 2015 IEC will be Dominican Republic and Haiti. The dates are 8/11/2015 – 8/22/2015. The brochure is on the NABSW website (http://nabsw.org/events/event_details.asp?id=470822). We have advertised this trip at least four times. There is still room for others to register.

January
February
March
April

The current payment schedule is:

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<th>Payment Schedule</th>
<th>Payment Amount</th>
<th>Payment Dates</th>
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<td>Payment #2 – $560.00 - February 10, 2015</td>
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<td></td>
</tr>
<tr>
<td>Payment #3 – $560.00 - March 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #4 – $560.00 - April 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #5 – $560.00 - May 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>$3,300.00</strong> (Single Occupancy)</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #1 – $660.00 - January 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #2 – $660.00 - February 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #3 – $660.00 - March 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #4 – $660.00 - April 10, 2015</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Payment #5 – $660.00 - May 10, 2015</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

I will be sharing a room with? (Write name below)

I will be sharing a room with? (Write name below)

To date (3/15), there are 24 travelers, although there are others who have expressed commitment. We promised a minimum of 30 in our contract. The IEC agreed to continue this trip for several reasons.

We didn’t want to cancel again
We wanted to keep our reputation of international conferences
We wanted to learn about social services in DR/Haiti.
We felt we could continue the trip and would not lose money and may still, in fact, make a minimal amount. The IEC surveyed its membership to get an idea about conference locations for 2016. Locations (in rank order) include

- Aggregate findings:
  - Venezuela and/or Aruba
  - Spain and/or Morocco
  - Kenya and/or Tanzania
  - Ghana

Results for those who have traveled with NABSW previously:

- Spain and/or Morocco
- Venezuela and/or Aruba
- Kenya and/or Tanzania
- Ghana

(2016 International Conference) Our goal is to:

- Post the RFP on the NABSW website in April
- Make a decision about a travel partner in May
- Announce the 2016 conference in July, this will allow travelers to start payment plans early
# International Relations Committee

**Action Plan 2014-2016**

**October 2014 – July 2016**

<table>
<thead>
<tr>
<th>Action</th>
<th>Task</th>
<th>Assignment</th>
<th>Milestones</th>
</tr>
</thead>
<tbody>
<tr>
<td>#1 Establish formal contacts throughout the African Diaspora.</td>
<td>A. To facilitate relationships with countries (which acknowledge their African ancestry) throughout the Caribbean, Continental Americas, and Continental Africa</td>
<td>International Relations Committee (IRC)</td>
<td>Contacts from countries previously visited by the IEC reestablished.</td>
</tr>
<tr>
<td></td>
<td>B. To solidify relationships and knowledge base for workshop/seminar development relative to employment and volunteer opportunities, agency orientation, partnership, and Diaspora highlights.</td>
<td>International Education Conference (IEC)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>C. To monitor events and communicate needs when an African Diaspora crisis occurs.</td>
<td>IRC Crisis Preparedness</td>
<td>National Conference workshop Organizational collaboration</td>
</tr>
<tr>
<td>#2 Establish NABSW chapters and affinity groups throughout the African Diaspora.</td>
<td>A. To facilitate dialogue with identified groups and organizations interested in NABSW affiliation.</td>
<td>IRC IEC Membership Committee</td>
<td>Increased African Diaspora Membership</td>
</tr>
<tr>
<td></td>
<td>B. To develop introductory information packet for the recruitment, training, and organization affiliation process.</td>
<td>IRC IEC Membership Committee National Office</td>
<td>NABSW history presented during every IEC. Recruitment process begins during IEC site visits.</td>
</tr>
<tr>
<td></td>
<td>C. To develop initiative including members who have determined ancestry via African Ancestry testing.</td>
<td>IRC</td>
<td>Committee renamed Committee identity promoted Research and Study Groups established.</td>
</tr>
<tr>
<td>#3 Maintain, support, and monitor relationships throughout the Africa Diaspora for ongoing contact and longevity of positive relationships.</td>
<td>A. To serve as liaison to provide support to proposed locations and increase NABSW’s membership and service areas.</td>
<td>IRC</td>
<td>Monthly updates to committee webpage</td>
</tr>
<tr>
<td>---</td>
<td>---</td>
<td>---</td>
<td>---</td>
</tr>
<tr>
<td>B. To develop and build upon relationships among people throughout the African Diaspora.</td>
<td>IRC</td>
<td>Monthly updates to committee webpage</td>
<td></td>
</tr>
<tr>
<td>C. To monitor the effectiveness of relationships and communication between NABSW and other entities who are committed to improving the quality of life throughout the African Diaspora.</td>
<td>IRC</td>
<td>Regular communication with affinity groups and partners Collaborative Initiatives</td>
<td></td>
</tr>
</tbody>
</table>

| #4 Recruit IRC committee members and partners. | A. To partner with like-minded Pan-African and Black Nationalist entities committed to addressing issues impacting the African Diaspora. | IRC | Increased IRC membership Increased interest, support and IRC capacity IRC sub-committees created |

<table>
<thead>
<tr>
<th>#5 Develop a stand-alone IRC Annual Symposium or in concert with either the National Conference or IEC</th>
<th>A. To explore the feasibility of a Symposium.</th>
<th>IRC IEC Committee Conference Committee</th>
<th>Report to NABSW President and Executive Committee Present to National Steering Committee</th>
</tr>
</thead>
<tbody>
<tr>
<td>B. To create a Symposium format draft</td>
<td>IRC</td>
<td>Logistical Report Potential Dates U.S and International Locations Personnel Determined</td>
<td></td>
</tr>
<tr>
<td>C. To develop operational budget.</td>
<td>IRC Finance Committee</td>
<td>Cost-Benefit Analysis Tasks identified Function descriptions created</td>
<td></td>
</tr>
<tr>
<td>D. To identify funding.</td>
<td>IRC Finance Committee Partnerships</td>
<td>Potential sources identified Potential partners identified Initial contacts made</td>
<td></td>
</tr>
<tr>
<td>E. To develop Marketing and PR Strategy</td>
<td>IRC NABSW newsletter NABSW website Social Media</td>
<td>Multiple campaigns created Press releases created Cycle format developed</td>
<td></td>
</tr>
</tbody>
</table>
National Membership Committee
Annual Report

April 2015
Chicago, Illinois

Darwin Gordon, Agnes Black, Renata Jones, Co-chairpersons

The goal and purpose of the Membership Committee is to support the growth of the National Association of Black Social Workers, Inc. (NABSW). The committee decided to continue the goals of the previous committee. These goals and objectives focus on the following: Recruiting, Retaining, Reclaiming, Restoring and the use of resources. The current co-chairpersons began working as a committee after the April 2014 Steering Committee Meeting, specifically September 2014. There are five regions, which the co-chairpersons have divided amongst themselves for more effective communication and coverage.

As of March 18, 2015, there are a total of 69 Chapters and 21 Student Chapters. Chapters utilize a variety of methods and activities to meet the membership goals of reclaiming, retaining and recruiting members/chapters. Some of these activities are as follows:

- Reaching out to Schools of Social Work
- Utilizing social media
- Community events/resources to support families/individuals in need
- Kwanzaa programs/activities
- Workshops
- Workshops offering CEU’s
- Partnering with other organizations
- Offering social work licensing sessions

There were five membership inquiries from September 2014 to February 2015. Informational documents were mailed to the persons expressing interest in affiliating. There are two chapters that have Provisional Status and we have gained one new chapter.

The committee will continue to work toward the following goals during the 2015-16 year: increasing membership, conducting quarterly meetings with our Membership Committee, Regional Liaisons, State Delegates and Chapter Leaders and assisting with student chapters, as needed. The Membership Committee will continue to work with chapters on the growth of our organization and the growth in our communities.
National Relations Committee Annual Report

National Relations Committee
Chairpersons Tameka Brown & Kenneth Green

The committee has been monitoring the situation in Ferguson, MO. and has participated in conference calls relating to strategies in respond to this incident.

The committee participated with Fatherhood, Inc. “Save our Sons” night out as requested by President Oliver.

The committee will be developing a legislative/policy platform for the National organization that will address national, state and local issues. The committee is recommending that local chapters develop a legislative/policy agenda and share with the National Relations for review as we formulate our agenda for advocacy.

The committee is seeking members.

A meeting will be scheduled during the 47th annual conference in Chicago, IL.
National Association of Black Social Workers  
Office of Student Affairs: Quarterly Report  
April Steering Committee Meeting  
Chicago, Illinois  
March 31-April 4, 2015

Submitted By: Walter Raleigh Higgs, III, President, Office of Student Affairs NABSW  
Dr. Johnnie Hamilton-Mason, Ph.D., Advisor, Office of Student Affairs NABSW

Mission Statement
The Office of Student Affairs (OSA) is committed to motivating, educating and communicating with current and potential student chapters and their advisors to build the bridge to the national organization. The success and sustainability of the OSA team is dependent upon the leadership, guidance, communication, and support of the NABSW Executive Committee; support of the Elders and village within the organization, collaborative involvement of student chapters, and the leadership provided by OSA national officers.

Vision Statement
The 2014-2015 OSA Administration embraces the challenge to, as Dr. Trisha Dent-Goodley coined, “raising mighty Black social workers” in the 21st century. We are keenly aware of the roads and bridges that have been paved before us and fully understand that we have a responsibility, as Dr. Kimberly Hardy reminded us, to “not let the sacrifices of our Ancestors, Elders and Jegnas become in vain.”

Our administration’s goals are to: (1) mobilize students to become actively engaged in this organization on local and national levels, (2) further enhance our authentic leadership skills through the wisdom of our Ancestors, Elders, Jegnas, and each other to advance our communities, (3) build better pipelines and alliances with our local ABSW chapters. We have heard the call that has been bestowed upon us. However, to further heed the call, we understand that we must fully commit ourselves to cultivating students about the principles of Sankofa and the infusion of our organization’s African values through strongly building mentor/mentee relationship. OSA is charged in the ongoing legacy of the NABSW. For this cause, OSA’s theme for the 2014-2015 administrative year is “Ordering Our Steps to the Mantle of Nia”.
2014-2015 Office of Student Affairs Executive Board Members
Walter R. Higgs, III- President, Simmons College
Jamy A.B. Hardy - 1st Vice President, Eastern Illinois University
Edward D. Scott, Jr. - 2nd Vice President, University of Pennsylvania
Tanyaka B. Cline-Secretary, Southern University of New Orleans
Paula P. Gallamore- Treasurer, Widener University
Ronald J. Frost- Parliamentarian, Simmons College

Administration Highlights since October 2014

Membership:
In addition to aiding our student chapters in establishing and renewing chapter memberships during our administrative year, we have done a lot of outreach to the student chapters to render our support and solidarity for their administration. OSA’s 2nd Vice President Edward D. Scott, Jr. and the OSA Executive Board continue to work closely with any inquiries the student ABSW chapters may have as well as provide any support, if needed.

National Conference: Ordering our Steps to the Mantle of Nia
OSA Conference Activities
OSA will be hosting various events geared towards increasing the student experience while in attendance.

Website and Newsletter Committee:
OSA sent letters of welcome and outreach to all the student ABSW chapters in addition to provided opportunities for them to inquire any questions or recommendations they may had about NABW, OSA or the conference.

OSA Section of NABSW Website:
We were also able to update our web page to reflect this year’s administration.

OSA Sankofa Mentorship Committee:
The OSA Sankofa Mentorship Committee is designed to serve as the liaison to guide the student chapters throughout the Sankofa mentorship process. OSA’s Parliamentarian Ronald J. Frost, along with National Corresponding Secretary Sondera Malry, has worked tirelessly in recruiting both Jegnas and protégés, and pairing them accordingly. Jegnas and protégés have met during the conference and will schedule meeting times beyond the conference. Applications to be a Jegna or a protégé are still available on-site at the OSA merchandise table. For further inquiries about the Sankofa Mentoring Program, one can reach Ronald J. Frost at osa.parlmt@gmail.com.

OSA & the News
OSA made a strong effort this year in getting the word out about NABSW, OSA, and the conference. We, along with President J. Toni Oliver, were recently featured on a radio podcast with the Chicago Black Business Network, an organization with an online radio station that is committed to changing the way that Chicago connects-GLOBALLY.

OSA Scholarship Committee:
The OSA Scholarship Committee has reviewed and solidified the recipients of the NABSW 2015-2016 Scholarships. This year’s recipients are as follow:

- **Cenie Jomo Williams Tuition Scholarship (2,500.00)**  
  Ashley Waddell (VA Commonwealth University)

- **Emma and Meloid Algood Scholarship ($1,000.00) NOTE-Bachelor student ONLY**  
  Cimore Calloway (Ohio State University)

- **Dr. Joyce Beckett Graduate Tuition Scholarship ($1,000.00) NOTE- Graduate student ONLY**  
  Nicole Powell (University of Pennsylvania)

- **Selena Danette Brown Book Scholarship ($250.00)**  
  Nicole Powell (University of Pennsylvania)

- **Stella Brown Book Scholarship ($250.00)**  
  Cimore Calloway (Ohio State University)

- **Dr. Theresa L. Roberts Book Scholarship ($250.00)**  
  Ashley Waddell (Virginia Commonwealth University)

Congratulatory letters and notification have been sent to this year’s recipients where they will follow the mandatory next steps in order to receive their scholarships.

There was also a Rosetta Peterkin one-time book scholarship for $300.00 that was available for this year. However, there was no description provided to have it included in the scholarships for this year. This scholarship will be available next year and will be placed on the application once all necessary information is received.

We are still accepting contributions towards any of our scholarships. All contributions are tax deductible.
## PROFIT & LOSS

### Ordinary Income/Expense

#### Income

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>CEU</td>
<td>30.00</td>
</tr>
<tr>
<td>Conferences</td>
<td></td>
</tr>
<tr>
<td>National Conference</td>
<td>1,890.00</td>
</tr>
<tr>
<td>Total Conferences</td>
<td>1,890.00</td>
</tr>
<tr>
<td>Misc Revenue</td>
<td>1,672.82</td>
</tr>
<tr>
<td>1100 · Bad Debts/Write Offs</td>
<td>-465.00</td>
</tr>
<tr>
<td>4010 · Membership dues</td>
<td>63,545.00</td>
</tr>
<tr>
<td>4020 · Donations/Contribution</td>
<td>6,501.98</td>
</tr>
<tr>
<td>4023 · Donations Scholarships</td>
<td>1,620.00</td>
</tr>
<tr>
<td>4025 · Capital One Affinity Rewards</td>
<td>965.02</td>
</tr>
<tr>
<td>4026 · 50 X 50 Raffle</td>
<td>227.00</td>
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<tr>
<td>4027 · Merchandise Sales</td>
<td>1,675.10</td>
</tr>
<tr>
<td>4028 · Publications</td>
<td>345.00</td>
</tr>
<tr>
<td>4030 · Advertising</td>
<td></td>
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<tr>
<td>4031 · Job Board</td>
<td>14,580.39</td>
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<tr>
<td>4037 · Journal Ads</td>
<td>6,000.00</td>
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<tr>
<td>Total 4030 · Advertising</td>
<td>20,580.39</td>
</tr>
<tr>
<td>4042 · Registrations</td>
<td>141,350.00</td>
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<tr>
<td>4043 · CEUs</td>
<td>4,570.00</td>
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<tr>
<td>4044 · Ethics</td>
<td>1,165.00</td>
</tr>
<tr>
<td>4045 · Exhibitors Fees</td>
<td></td>
</tr>
<tr>
<td>National Conference</td>
<td>11,200.00</td>
</tr>
<tr>
<td>Steering Committee Meetings</td>
<td>1,050.00</td>
</tr>
<tr>
<td>4045 · Exhibitors Fees - Other</td>
<td>-500.00</td>
</tr>
<tr>
<td>Total 4045 · Exhibitors Fees</td>
<td>11,750.00</td>
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<tr>
<td>4046 · Luncheon Income</td>
<td>8,211.00</td>
</tr>
<tr>
<td>4051 · NBUF Donations</td>
<td>4,170.55</td>
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<tr>
<td>4052 · Amex 3% fee Credit Card Fees</td>
<td>25.80</td>
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<tr>
<td>4055 · Returned Check Fee</td>
<td>150.00</td>
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<tr>
<td>4056 · Miscellaneous Revenue</td>
<td>75.00</td>
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<tr>
<td>4057 · Zawadi Chapter Gifts</td>
<td>1,546.00</td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>271,600.66</strong></td>
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</table>

#### Gross Profit

<table>
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<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Total Income</strong></td>
<td><strong>271,600.66</strong></td>
</tr>
</tbody>
</table>

#### Expense

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>7001 · Salaries &amp; Wages</td>
<td>66,863.68</td>
</tr>
<tr>
<td>Description</td>
<td>Amount</td>
</tr>
<tr>
<td>--------------------------------------------------</td>
<td>----------</td>
</tr>
<tr>
<td><strong>7003 · Payroll Taxes</strong></td>
<td></td>
</tr>
<tr>
<td>DOES - Unemployment (Qtly)</td>
<td>20.40</td>
</tr>
<tr>
<td>Medicare Emply</td>
<td>484.75</td>
</tr>
<tr>
<td>Soc Sec Emply</td>
<td>2,072.71</td>
</tr>
<tr>
<td><strong>7003 · Payroll Taxes - Other</strong></td>
<td>3,202.43</td>
</tr>
<tr>
<td><strong>Total 7003 · Payroll Taxes</strong></td>
<td>5,780.29</td>
</tr>
<tr>
<td><strong>7006 · Payroll Processing Fee</strong></td>
<td>173.51</td>
</tr>
<tr>
<td><strong>7007 · Vendor Direct Deposit Fee</strong></td>
<td>36.58</td>
</tr>
<tr>
<td><strong>7051 · Lodging</strong></td>
<td>17,626.92</td>
</tr>
<tr>
<td><strong>7052 · Meeting/Conference Fees</strong></td>
<td>824.88</td>
</tr>
<tr>
<td><strong>7053 · Transport/Bus,Train, Plane,Car</strong></td>
<td>27,882.24</td>
</tr>
<tr>
<td><strong>7054 · Meals</strong></td>
<td>1,288.73</td>
</tr>
<tr>
<td><strong>7056 · Gratuity &amp; Tips</strong></td>
<td>405.00</td>
</tr>
<tr>
<td><strong>7061 · Consultant</strong></td>
<td>23,664.50</td>
</tr>
<tr>
<td><strong>7063 · Contractual Staff/ Temps</strong></td>
<td>2,416.00</td>
</tr>
<tr>
<td><strong>7065 · Utilities</strong></td>
<td></td>
</tr>
<tr>
<td><strong>7066 · Electric</strong></td>
<td>1,366.67</td>
</tr>
<tr>
<td><strong>7067 · Gas</strong></td>
<td>959.48</td>
</tr>
<tr>
<td><strong>7068 · Telephone / Internet</strong></td>
<td>3,577.08</td>
</tr>
<tr>
<td><strong>7069 · Waste Mgmt./Trash Removal</strong></td>
<td>1,811.49</td>
</tr>
<tr>
<td><strong>7070 · DC WASA/Water Bill</strong></td>
<td>329.47</td>
</tr>
<tr>
<td><strong>Total 7065 · Utilities</strong></td>
<td>8,044.19</td>
</tr>
<tr>
<td><strong>7071 · Website</strong></td>
<td>7,595.00</td>
</tr>
<tr>
<td><strong>7080 · Postage &amp; Shipping</strong></td>
<td>2,538.98</td>
</tr>
<tr>
<td><strong>7090 · Printing &amp; Copying</strong></td>
<td>9,343.98</td>
</tr>
<tr>
<td><strong>7101 · Costs of Goods Sold</strong></td>
<td>45.00</td>
</tr>
<tr>
<td><strong>7200 · Mortgage</strong></td>
<td></td>
</tr>
<tr>
<td><strong>7202 · Mortgage interest</strong></td>
<td>13,706.14</td>
</tr>
<tr>
<td><strong>Total 7200 · Mortgage</strong></td>
<td>13,706.14</td>
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<tr>
<td><strong>7210 · Personal property taxes</strong></td>
<td>1,742.92</td>
</tr>
<tr>
<td><strong>7211 · Business expenses and fees</strong></td>
<td>80.00</td>
</tr>
<tr>
<td><strong>7212 · Banking fees</strong></td>
<td>639.40</td>
</tr>
<tr>
<td><strong>7213 · Business taxes</strong></td>
<td>50.00</td>
</tr>
<tr>
<td><strong>7214 · Professional Audit</strong></td>
<td>3,500.00</td>
</tr>
<tr>
<td><strong>7215 · Merchant Fees</strong></td>
<td>10,571.18</td>
</tr>
<tr>
<td><strong>7215b · IPN Fees</strong></td>
<td>106.76</td>
</tr>
<tr>
<td><strong>7217 · Late Fees &amp; Penalties</strong></td>
<td>63.49</td>
</tr>
<tr>
<td><strong>7220 · Repairs/Maintenance</strong></td>
<td>1,688.72</td>
</tr>
<tr>
<td><strong>7225 · Yard /Office Cleaning</strong></td>
<td>430.00</td>
</tr>
<tr>
<td><strong>7240 · Security</strong></td>
<td>1,219.00</td>
</tr>
</tbody>
</table>
PROFIT & LOSS

7241 · Drayage 3,370.50
7242 · Entertainment Cost 2,200.00
7250 · Insurance - non-employee 5,160.00
7260 · Dues / Subscriptions 2,862.35
7261 · CEU Certification 2,505.00
7262 · Host Chapter's Share 4,000.00
7263 · Zawadi Chapter Gift (Out) 1,541.00
7301 · (Supplies) 6,644.39
7302 · Awards 1,129.00
7303 · Honoriums 6,000.00
7304 · Scholarships 8,750.00
7401 · Breakfast / Symposium 22,877.64
7402 · Luncheon 26,239.23
7403 · Reception 10,388.85
7405 · Registration Workers / Exhibitors 1,141.89
7501 · Office Equipment 403.65
7502 · Rental Equipment 11,598.82
7504 · Software 210.44
7505 · Training and Support 14.27
7600 · Misc expenses 74.72

Total Expense 325,438.84

Net Ordinary Income -53,838.18

Other Income / Expense

Other Income
6700 · Interest Income (Interest Bearing Bank Accounts.) 34.95

Total Other Income 34.95

Net Other Income 34.95

Net Income -53,803.23
# BALANCE SHEET

**ASSETS**

**Current Assets**

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1010</td>
<td>BOA - Operating-4222</td>
<td>14,571.23</td>
</tr>
<tr>
<td>1011</td>
<td>BOA - International-4972</td>
<td>5,473.42</td>
</tr>
<tr>
<td>1012</td>
<td>BOA - Buy A Brick-6048</td>
<td>3,142.16</td>
</tr>
<tr>
<td>1013</td>
<td>BOA - (SAVINGS)-9319</td>
<td>1,249.84</td>
</tr>
<tr>
<td>1040</td>
<td>Petty cash</td>
<td>10.00</td>
</tr>
<tr>
<td>1050</td>
<td>BB&amp;T BIDA 5770 (House Savings - restricted)</td>
<td>69,358.51</td>
</tr>
</tbody>
</table>

**Total Checking/Savings** | 93,805.16 |

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1110</td>
<td>Accounts Receivable</td>
<td>10,677.11</td>
</tr>
</tbody>
</table>

**Total Accounts Receivable** | 10,677.11 |

**Other Current Assets**

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1116</td>
<td>Advances</td>
<td>353.98</td>
</tr>
<tr>
<td>1117</td>
<td>Empl Adv TB</td>
<td>-11.00</td>
</tr>
<tr>
<td>1122</td>
<td>Reimb JB</td>
<td>364.98</td>
</tr>
</tbody>
</table>

**Total 1116 · Advances** | 353.98 |

**Total Other Current Assets** | 353.98 |

**Total Current Assets** | 104,836.25 |

**Fixed Assets**

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>1620</td>
<td>Buildings &amp; Land</td>
<td>384,786.25</td>
</tr>
<tr>
<td>1640</td>
<td>Furniture, fixtures, &amp; equip</td>
<td>11,374.00</td>
</tr>
<tr>
<td>1725</td>
<td>Accum depr - building</td>
<td>-51,375.00</td>
</tr>
<tr>
<td>1745</td>
<td>Accum deprec-fum,fix,equip</td>
<td>-5,641.00</td>
</tr>
</tbody>
</table>

**Total Fixed Assets** | 339,144.25 |

**TOTAL ASSETS** | 443,980.50 |

**LIABILITIES & EQUITY**

**Liabilities**

**Current Liabilities**

<table>
<thead>
<tr>
<th>Account</th>
<th>Description</th>
<th>Balance</th>
</tr>
</thead>
<tbody>
<tr>
<td>2010</td>
<td>Accounts payable</td>
<td>-12,943.76</td>
</tr>
</tbody>
</table>

**Total Accounts Payable** | -12,943.76 |
### BALANCE SHEET

**Credit Cards**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2049 · BB&amp;T Visa Card - JEB 0407</td>
<td>116.65</td>
</tr>
<tr>
<td>2055 · BB&amp;T Visa Card - JTO 7353 (BB&amp;T Visa Card - JTO 7353)</td>
<td>12,990.85</td>
</tr>
</tbody>
</table>

Total Credit Cards: 13,107.50

**Other Current Liabilities**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2100 · Payroll Liabilities</td>
<td>1,505.29</td>
</tr>
<tr>
<td>2101 · Hourly Sick (Hourly Sick)</td>
<td>-1,738.51</td>
</tr>
<tr>
<td>2102 · Hourly Vacation (Hourly Vacation)</td>
<td>-604.23</td>
</tr>
<tr>
<td>2160 · Fed W/H (IRS Fed Withholding 941)</td>
<td>99.00</td>
</tr>
<tr>
<td>2162 · Soc Sec W/H (Employee)</td>
<td>7.53</td>
</tr>
<tr>
<td>2164 · Medic W/H (Employee)</td>
<td>1.76</td>
</tr>
<tr>
<td>2166 · DC State W/H</td>
<td>-176.76</td>
</tr>
<tr>
<td>2168 · MD State W/H</td>
<td>210.07</td>
</tr>
</tbody>
</table>

Total Other Current Liabilities: -695.85

Total Current Liabilities: -532.11

**Long Term Liabilities**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>2730 · Mortgages payable</td>
<td>140,797.78</td>
</tr>
</tbody>
</table>

Total Long Term Liabilities: 140,797.78

Total Liabilities: 140,265.67

**Equity**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>3001 · Opening Bal Equity (QB account)</td>
<td>-221,723.66</td>
</tr>
<tr>
<td>3010 · Unrestrict (retained earnings)</td>
<td>579,241.72</td>
</tr>
<tr>
<td>Net Income</td>
<td>-53,803.23</td>
</tr>
</tbody>
</table>

Total Equity: 303,714.83

**TOTAL LIABILITIES & EQUITY**

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>443,980.50</td>
</tr>
</tbody>
</table>

The Finance Committee in conjunction with the Treasurer has established yearly budgets using a zero-based model for our yearly budget. The zero-based principle is where income is merely predictions and expenses are based mostly on prior year’s performance. However, NABSW is the type of organization where changes in income and expenses can fluctuate yearly. Starting the year with a zero-based budget is an acceptable model within federal guidelines for Generally Accepted Accounting Principles. If we were able to stay on budget for income and expenses we would not lose any money. If this occurs then NABSW would be in a position to generate more income than expenses to create a positive cash flow.

The 2014 budget was approved by the Steering Committee in the amount of $558,755.00

Some of the budget line items were overly aggressive and did not produce predicted income. Also, contributing to lost predicted income was the cancellation of the International Educational Conference. Midway through 2014, we realized that we had spent $33,693.25 more than we had received. Most of the expenses were related to National Conference and Steering Committee Meetings. The income from National Conference was $17,365.00 less than 2013 and $37,262.00 less than projected. Other areas that contributed to loss predicted income were Merchandise Sales, Publication, Registrations and Exhibitors. These areas were to provide major additional income and they all fell drastically short. On the expense side we exceeded budget in numerous area especially those related to conference, namely: Breakfast Symposium, Luncheon, and Receptions.

Another major problem with our income flow is that the Organization is still operating on two major income components, those being Membership and National Conference. During the months between July and October there was no income coming into the organization, yet monthly salaries and office expenses continued. As a result there have been four transfers in increments of $10,000.00 to the operating account just to meet payroll and monthly expenses.

Several committees were budgeted to produce income, as well as the new website. None of this occurred. In addition the Office of Student Affairs has to do more to fund their activities and absorb some of their cost, which this organization has traditionally paid.

Overall the organization spent more money than income to the amount of $53,803.23. We only realized $271,600.66 in income; this represented $287,154.34 short of our budgeted amount. Our expenses totaled $325,438.84. Given our lack of sufficient income, our organization is still not operating at a deficit because the organization had enough resources to cover the overages. Those resources have been used to keep our bills current. The money transferred from various accounts to cover monthly expenses is currently being re-paid. A repayment plan was established to ensure those accounts would be brought back to their original status.

The Finance Committee continues to closely monitor spending to ensure that whenever a trend of overspending is occurring, it can be dealt with immediately.

Members of the Finance Committee

Barbara Akins, E.C. Bell, Melaine Bryant, Roxanne Denby-Ellis
J. Toni Oliver, John Gordon, Linda Tompkins, Connie Watson
Paula Gallimore

Addie Hudson, MSW
Addie Hudson
Chair
MOVING FORWARD


The Delegation included:
Toni Oliver - National President
Ken Green - Chair, National Relations Committee
Patrick Crawford - President, DC Metro Chapter
Renata Hedrington Jones - Richmond Chapter
Dr. Denise McLane-Davison - Morgan State University
Dr. Zakiya Newland - VP, Nassau/Suffolk Chapter

The NABSW delegation held a meeting with Emma Mehrabi, a Legislative Aid in Congresswoman Barbara Lee’s office re: social work issues.

Ms. Mehrabi was pleased that the organization reached out for a meeting and stated she looks forward to an ongoing relationship. The Reinvestment Act was reintroduced as HR 1378 on 3/16 and the Senate is reintroducing the act on 3/17. She informed the group that she wasn’t aware of specific organizations being named as members of the Social Work Reinvestment Commission. She was informed that NASW and an American Indian organization were named as potential collaborators. Our specific ask is for NABSW to be included on the commission based on our history, mission and expertise.

The NABSW delegation met to discuss directions for future activities:

The National Relations Committee will draft a letter that can be a template advocacy letter for membership to send to their elected officials. The letter can be e-blasted and made available at the National Conference on our website.

NABSW needs to build capacity to have a presence on the hill. President Oliver receives several invitations to events and tries to have the organization represented. We need to ‘build a bench’ of members that can represent the organization at the events to make sure NABSW is at the table.

The NABSW delegation attended the Social Work Day on the Hill reception sponsored by the Congressional Research Institute for Social Work and Policy (CRISP). This event, conceived by former Congressman Edolphus ‘Ed’ Townes, gathered over 100 social workers from the arenas of education, research, policy and practice. Leaders from social work organizations, including our NABSW President, Toni Oliver, delivered words of welcome. Other organizations present included: National Association of Social Workers, Council on Social Work Education, Clinical Social Work Association and the Association for Community Organizing and Social Administration. An inspirational keynote address was delivered by Ron Dellums, a social work pioneer and former Congressman who represented Northern California in the House of Representatives from 1971-1988. He later served as the mayor of Oakland, California and is currently a Visiting Fellow at Howard University’s Ronald W. Walters Leadership and Public Policy Center.

President Oliver articulated a three-prong platform of her current administration:
(1) healing ourselves from the impact of racism, societal oppression etc.
(2) institution and community building, economic development and self-determination
(3) holding other organizations accountable for the services provided and positions that they hold.

The July steering committee will be in DC and there should be a legislative action component.

Additional items discussed included organizational concerns re: membership, meeting structure, need for an increased use of technology and inter-generational dynamics.

Respectfully submitted,
Dr. Zakiya Newland
Footnote from the President

From our historical nature, the work of NABSW is dependent upon its members and other volunteers. As an organization, we are at a watershed moment. Following the powerful example of our Founders, for 47 years NABSW has not swayed from its Code of Ethics and its Mission and Vision. As Black Social Workers we have remained true to our belief system, standing up and speaking out for what is right and just, remaining committed to improving the quality of life of people of Black African ancestry, focusing on structural racism, social justice, human rights, economic parity, and legislative advocacy. Together the Executive Committee, our administrative and program committees are working to clearly identify and address injustice everywhere it raises its ugly head and create and demand solutions that are in the best interest of people of African ancestry. We are also facing numerous needed improvements to the physical structure of our building. Our IT system needs to be upgraded and made more efficient and it is critical that our financial management is sound and that we are good stewards of our funds and establish organizational management policies and procedures that will support our growth now and into the future.

We have a powerful history on which we stand and we are bolstered by that history, the ancestors, our talents, skills and commitment and most importantly, the Divine Creator. With the commitment and work of our leadership and our membership, the future for us is most promising.

Every great dream begins with a dreamer. Always remember, you have within you the strength, the patience, and the passion to reach for the stars to change the world.
- Harriett Tubman

Aṣẹ́
2015 Advocacy Agenda

The following are legislative issues of interest to the National Association of Black Social Workers:

- Confirmation of Loretta Lynch as Attorney General
- Passage of the Dorothy I. Height and Whitney M. Young, Jr. Social Work Reinvestment Act. H.R. 1466 and S.997
- Passage of the Voting Rights Amendment Act H.R. 3899 and S. 1945

The National Association of Black Social Workers advocates for policy and programmatic initiatives geared toward:

1. eliminating racial discrimination and securing the economic inclusion of truly 100% African American owned media through fair contracting and equal treatment practices.

2. ensuring income equality by instituting a living wage as opposed to minimum wage.

3. supporting Historically Black Colleges and Universities (HBCUs). NABSW supports the White House Advisory Board on Historically Black Colleges and Universities’ involvement in discussions about policy changes and decisions impacting HBCUs including; Pell Grants, Parent Plus Loans and the new community college initiative which could be detrimental to the sustainability of many HBCUs.

4. ending mandatory minimum sentencing.

5. ending the ‘war on drugs’.

6. improving community policing, police training and use of police cameras.

7. ensuring grand jury reform.

8. ending sex trafficking.
   Reference Website: http://www.polarisproject.org/

9. ending domestic violence.
The President’s Message

Habari Gani Family!

During the holiday season I encouraged you to support the social media boycott of what is termed “Black Friday” and to sustain it throughout the commercialized Christmas holiday. My supporting rationale was that if our lives don’t matter, neither should our money. The outcome of joining that effort has been quite positive. The financial industry is still scratching its head trying to figure out why it missed its Black Friday prediction by 11%. This 11% can be translated to approximately twenty-two (22) million dollars. In an attempt to regroup, the financial industry’s rationale was at first to say that many shoppers now wait to do their shopping on cyber Monday. Guess what – those projections were missed, as well. Scrambling to attract shoppers with “last minute” sales, the retail community began hyping “Super Saturday” a shopping event I had never heard of before. Regardless of recognition, the power of our collective decision making was definitely felt during this shopping season. We must now build on that synergy to demonstrate our strength and power and our commitment to building and nurturing our community. To do this, I am asking that we sustain another initiative - #BuyBlack.

We Can’t Breathe

I would love to think we could close the book on 2014 and start a new and exciting new book of adventure and accomplishments, however, with all of the atrocities and abuse we have witnessed at the close of 2014, there is absolutely no way to close a book on the effects of the repeated and arrogant miscarriages of justice that we have witnessed by the recent murders and legal decisions in the highly publicized cases of Trayvon Martin, Jordan Davis, Michael Brown, Eric Garner, Tamir Rice, Ezell Ford and Akai Gurley. I personally know of no one who was surprised by these legal “findings of fact.” While not surprised, we are definitely being shaken out of numbness into the realization that the façade of equality is merely a game of words without substance. We have been forced out of unconsciousness into the conscious reality that as far as we are supposed to have come, we can’t breathe.
Let’s see just how far we’ve come. Beginning with so-called slave revolts of Denmark Vesey and others, all of our civil rights movements have been removed from American history books that train Americans on the virtues of America. What we must not be distracted from is the fact that the first Civil Rights Act was enacted in 1866. The second Civil Rights Act was passed in 1875. The one we are allowed to remember is of course, the Civil Rights Act of 1964.

http://www.pbs.org/wgbh/amex/reconstruction/activism/ps_1866.html

The Radical Reconstruction Period which followed the Civil War (1867-1877) is very similar to our current experiences in this U—S of A. Lest we forget, during this reconstruction period, Blacks were elected to local and state and national legislative offices and were the overwhelming majority of Republican voters (the party of Lincoln).

http://www.history.com/topics/american-civil-war/black-leaders-during-reconstruction

Our expanding numbers, however, became so uncomfortable for white Americans that poll tax was assessed and Jim Crow laws were enacted throughout the country from the 1880s into the 1960s to legislate segregation and with the express purpose of eliminating any semblance of equality and voting rights for Black Americans. An example of the viciousness of Jim Crow is demonstrated by a quote from Bill Tillman (SC Governor and US Senator) who said, “We scratched our heads [to find ways to take blacks off the voter rolls]. We stuffed ballot boxes. We shot them. We are not ashamed of it.”

http://www.charlestoncitypaper.com/charleston/ben-tillman-was-a-racist-terrorist-and-murderer-its-time-to-take-down-his-statue/Content?oid=4857402

We’ve Come A Long Way?

Are you aware of the political and voting strength Blacks had during Reconstruction and many believe we first gained the right to vote in 1964 or have you accepted History that removed these accomplishments? While we are having fifty year celebratory recognitions of the March on Washington, Selma, and the passage of the civil rights and voting rights acts of 1964, the history of Jim Crow is also repeating itself. Both acts have been gutted through Supreme Court decisions. Thirteen (13) states have passed restrictive voting requirements and voter suppression, legislative redistricting and gerrymandering are unbridled in an effort to lessen the impact of the Black vote. Affirmative action cases are rarely, if ever, upheld and many have been stricken for lack of conclusive evidence of intentionality. Stand your ground laws and police murders without consequence have become new tech public lynchings and are becoming more frequent. Through these weapons of mass distraction our attention is drawn away from systemic issues of disenfranchisement and systemic racism and disregard for Black lives in general.
A Call for Activism

We are at a watershed moment that will define how effectively we respond in the face of this growing moral crisis. MLK & JFK both referenced Dante’s Inferno when they said the hottest places in hell are reserved for those who are neutral in the face of moral conflict. We cannot afford to be neutral and we cannot afford to get distracted.

I am calling on NABSW for activism. Many of the hashtag protests are supporting and developing sustained change strategies, a necessary trajectory of protest if it is to have meaning. Some activism is focused on community forums and strategies targeted toward improving police/community relations, police training, police cameras, etc. Some activism is focused on initiatives to document and then eliminate disproportionality and disparities in educational opportunities, affordable housing, living wages, healthcare and social services. Some activism is focused on voter education, voting rights information and legislative advocacy. Some activism is focused on making community safety a community citizen responsibility. Some activism is focused on mentoring youth, especially black males. Black women are quite visible in these movements and more of our men are needed to stand up and show leadership in all of these areas.

I am specifically calling on NABSW to join the #BuyBlack movement and focus our 1.8 trillion of annual spending (the 9th largest in the world) toward our community and with businesses that demonstrate a commitment to give back to our community. We must turn our consumerism into wealth building. Blacks are the profit margin for a tremendous segment of the financial community – with no return on our investment. For example, we are 13% of the population and over 30% of Cadillac Escalade sales. At the same time research shows that dealers quoted significantly lower prices to white males than to black or female test buyers using identical, scripted bargaining strategies.

Our current spending behavior sends our dollars through our community less than one time. In comparison, other ethnic communities’ dollars circulate 5 – 10 times before coming out.

#thismustchangetoday! When we direct our spending, we develop the power to not beg for people to be kind to us, but instead support those things that have positive reciprocal benefits for us and our communities.

If Our Lives Don’t Matter, Neither Should Our Money

Here is what I am asking of you:

Make a commitment to build individual and collective black wealth.

Read Our Black Year, by Maggie Anderson, a book that chronicles the experience of a Black family who chose to buy black exclusively and provides a roadmap for black wealth empowerment.
Download the apps Around The Way and Black Trade Circle/Black Trade Lines. These are GPS based apps that enable you to search for black businesses in your area and add black businesses to the database.

New BlackTradeCircle App:
http://aroundthewayapp.com/

Assess your spending patterns. For instance, are you in nail salons where everyone paying money looks like you and everyone taking money does not? What does that say about what you are choosing to support?

Make a conscious choice to financially support black businesses and community initiatives.

Support and build Black social and economic institutions, and work toward building individual and collective black wealth.

Develop a directory of black businesses within your communities. Circulate it among chapter and outreach to other organization, groups and families to spread the thinking about wealth and wealth building.

Start discussion groups on wealth and investments. Information on dos and don’ts in working with financial advisors is readily available on the web.

Report your individual and chapter accomplishments on NABSW’s Twitter @NABSWLive and FB nabswlive pages.

In the Spirit of Kwanzaa, I ask that you adopt the seven principles as a way of life that constantly demonstrates Umoja - Unity, Kujichagulia - Self Determination, Ujima - Collective Work and Responsibility, Ujamaa - Cooperative Economics, Nia - Purpose, Kuumba - Creativity, and Imani - Faith.

In the Spirit of our Code of Ethics, I ask that we show respect and love for ourselves, our communities, our families and our brothers and sisters throughout the African Diaspora, following our Code of Ethics, making no distinction between their destiny and our own.

In the Spirit of the Ancestors, my prayer for us is that at the end of Our Black Year we will be able to demonstrate and report on the tremendous and positive impacts we have had in our communities and our families.
THE NATIONAL ASSOCIATION OF BLACK SOCIAL WORKERS
CHICAGO, ILLINOIS
MARCH 31 - APRIL 4, 2015

Treasuring
OUR ANCESTRAL WISDOM
Bridging
GENERATIONS & BUILDING
Legacies

HYATT REGENCY O’HARE

47th ANNUAL CONFERENCE
NATIONAL ASSOCIATION OF BLACK SOCIAL WORKERS

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