2020 NABSW ANNUAL REPORT
CODE OF ETHICS:
In America today, no Black person, except the selfish or irrational, can claim neutrality in the quest for Black liberation nor fail to consider the implications of the events taking place in our society. Given the necessity for committing ourselves to the struggle for freedom, we as Black Americans practicing in the field of social welfare, set forth this statement of ideals and guiding principles.

If a sense of community awareness is a precondition to humanitarian acts, then we as Black social workers must use our knowledge of the Black community, our commitments to its self-determination, and our helping skills for the benefit of Black people as we marshal our expertise to improve the quality of life of Black people. Our activities will be guided by our Black consciousness, our determination to protect the security of the Black community, and to serve as advocates to relieve suffering of Black people by any means necessary.

Therefore, as Black social workers we commit ourselves, collectively, to the interests of our Black brethren and as individuals subscribe to the following statements:

- I regard as my primary obligation the welfare of the Black individual, Black family, and Black community and will engage in action for improving social conditions.

- I give precedence to this mission over my personal interest.

- I adopt the concept of a Black extended family and embrace all Black people as my brothers and sisters, making no distinction between their destiny and my own.

- I hold myself responsible for the quality and extent of service I perform and the quality and extent of service performed by the agency or organization in which I am employed, as it relates to the Black community.

- I accept the responsibility to protect the Black community against unethical and hypocritical practice by any individual or organizations engaged in social welfare activities.

- I stand ready to supplement my paid or professional advocacy with voluntary service in the Black public interest.

- I will consciously use my skills, and my whole being as an instrument for social change, with particular attention directed to the establishment of Black social institutions.
In 1981, Dr. Morris F.X. Jeff, Jr. developed the Harambee Closing Ceremony for the annual conference in honor of our African culture and our brothers and sisters throughout the African Diaspora. Harambee is a Kiswahili word that translates as “pulling together” or “we all pull together.” In 1993, this closing ceremony was renamed the Morris F.X. Jeff Harambee Ceremony to honor his legacy and immeasurable contributions to NABSW.

The establishment of NABSW’s Office of Student Affairs exemplifies the importance and value of developing young professionals. This office, which is managed by students and financially supported by NABSW, is concerned with the recruitment and retention of students and faculty of African ancestry. NABSW scholarships are available to NABSW student members through the Office of Student Affairs.

NABSW publications have included The Black Caucus Journal, and the National Newsletter. Respectively, they were published bi-annually and quarterly. Each publication reflected the historical development of the organization, practice issues within human services, social welfare and juvenile justice systems, and other systems that impact the client, community, staff, educator, and policy maker.

Nationally and internationally, NABSW has consistently supported efforts of people of African ancestry. Our 1972 position statement on transracial adoption was clear evidence of attempts for Black Family Preservation. This position statement challenged agency practices and served to change procedures that discriminated against African American prospective adoptive families seeking to adopt. Furthermore, the position fostered a movement that continues today, whereby agencies aggressively develop effective and ongoing adoptive parent recruitment procedures for African American children.

In December 2000, NABSW was a key co-sponsor of the State of the Black World Conference in Atlanta, Georgia. NABSW collaborated with Congressman Danny Davis (Illinois), and a Congressional sub-committee to host a Congressional Town Hall meeting in January 2002 that focused on the overrepresentation of children of color in the child welfare system (Corpus Christi, Texas). NABSW activities also include participation in efforts to secure reparations for people of African ancestry; overrepresentation of African American children in child welfare and juvenile justice systems; health and wellness of African Americans; voter education, and numerous advocacy efforts at the local chapter level and regional and the national level.

In April 2002, NABSW Founders and other child welfare experts developed a Welfare Reform position paper. In collaboration with the National Center on Permanency for African Children, NABSW’s Robert L. Little Kinship Care Roundtable published a Kinship Care position paper (October 2002). Additional NABSW position papers include Preserving Families of African Ancestry (January 2003) and Domestic Violence in the African American Community (October 2002). During the administration of the 10th National President, Dr. Gloria Batiste-Roberts, two books were commissioned, Righteous Self Determination The Black Social Work Movement in America. The first book published by NABSW was The Healing Power of the Circle (March 2008) edited by Dr. Rhonda Wells-Wilbon and co-edited by Dr. Cheryl Davenport Dozier and Righteous Self Determination The Black Social Work Movement in America (April 2010) written by Dr. Patricia Reid-Merritt, published by Black Classic Press.

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.

NABSW hosts national and international annual conferences that are open to its membership and potential members. Convened in cities around the Unites States, our annual National Conference brings scholars, practitioners, and administrators together with conference goers in a variety of social work settings to dialogue on social work issues in our communities. The International Education Conference provides a summer opportunity for travel to Africa and countries throughout the African Diaspora to experience African culture, heritage, and social institutions.

NABSW advocates for the inclusion of people of African ancestry at the decision and policy-making levels and continues to be a change agent in the areas of social work education, practice, and research. Members of NABSW recognize the necessity for people of African ancestry to maintain control of our communities and accountability of self and others of African ancestry. Through its membership, NABSW seeks to link with others of African ancestry throughout the Diaspora.
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.

Before May 8, 1968, several social work-related advocacy groups comprised of people of African ancestry had been addressing issues of racism and poverty in America. Their common goal was Black liberation, racial equity and self-determination and improved social work practice and service delivery. They recognized the need for educational institutions to revamp curricula to educate and inform ethical and culturally competent practice more effectively.

This coalition of human service practitioners of African ancestry brought together various disciplines, both degreeed and non-degreeed. Through the National Association of Black Social Workers, Inc., people of African ancestry had an opportunity to unify in combating racism and white supremacy in the social welfare system. This new organization immediately articulated demands for change within the existing welfare structure, and at the same time placed emphasis upon expanding and strengthening the NABSW network through local chapter development.

The years 1968 and 1969 saw demands for change made upon traditional local and national Eurocentric focused human services and social welfare systems.

At its 1968 and 1969 national conferences, NABSW presented the National Conference on Social Welfare a position statement. This document became the first position statement of NABSW. In 1969, it was also presented to the Delegate Assembly of the National Association of Social Workers. As a result of the pressure felt by the united presence and influence of NABSW, both organizations, and the Council on Social Work Education made some changes that included, but were not limited to, increasing the number of people of African ancestry who served on committees and held various offices within these organizations.

Additionally, substantive efforts were also made by these organizations to address the existence of white supremacy and racism. NABSW, recognizing white racism as a white problem to be addressed by whites, advisedly redirected its energies to the accountability of social welfare systems in Black communities, and developing service delivery strategies that reflected the Black experience.

Since 1969, NABSW has sponsored annual National conferences that address issues of social work service delivery, education, research, and alternative ideas of improving communities in America for people of African ancestry. Beginning with the 1979 National Conference in St. Louis, Missouri, NABSW has provided the host chapter with an opportunity to address local inequities. This social action component has supported the efforts of local chapters and kept NABSW on the cutting edge of social issues and advocacy. Cenie "Jomo" Williams, Jr., the first National President, spearheaded much of the early activity. Brother Williams was appointed as the organization’s first Executive Director (1974-1982). He began the organization of NABSW chapters in the United States, South America, the Caribbean, and Canada.
National President

Melissa Smith Haley serves as the 14th National President. She joined NABSW over 20 years ago as a student at Xavier University in New Orleans where she received her Bachelors Degree in Mass Communication. She is a proud second generation graduate of Clark Atlanta University School of Social Work where she and her father received their Masters Degrees of Social Work. Melissa is the Vice President of Program Operations for a non profit in New Orleans Louisiana. She has successfully managed several state and federal contracts totaling over 12 million dollars annually and a staff of over 100.

During her 15 year tenure with the agency she has held the following positions: Facility Manager-Single Room Occupancy for Recovering Addicts, Assistant Program Director of Substance Abuse Services, Program Director of Recovery Services, Program Director of Children and Family Services and Program Director of Supportive Services. Her duties include staff training, contract implementation, budget development and management, hiring, program outcomes, quality assurance and stakeholder engagement.

Melissa's professional achievements include: Recipient of the NABSW Cenie Jomo William Scholarship, License Graduate Social Worker in the state of Louisiana, Outstanding Leadership-Clark Atlanta University School of Social Work presented by the Class of 1996, Past President Clark Atlanta University Chapter of ABSW, Past President Metro Washington, DC Chapter of ABSW, National Conference Workshop Co-Chairperson, National Conference Plenary Co-Chairperson and National Conference Co-Chairperson for NABSW.

National Vice President

Dr. Renata A. Hedrington Jones, Vice President. She was born in Chicago and raised in Washington, DC. She retired from Richmond Public Schools after 30 years of service. She currently serves as Core faculty at Walden University.

Dr. Hedrington Jones received the the Nia Lifetime Achievement Award from NABSW. Her goals are to make life better for others through education, mentoring and life experiences. She loves teaching on the collegiate level. She also believes God has blessed her to share through education. She has had an abundance of experiences that are valuable to the social work profession.

She aspires to conduct the wishes of the ancestors, founders, and African American communities and the world through purposefulness and the Principles of Ma'at.

National Treasurer

Michael “Mtumishi” Guynn serves as the National Treasurer. He has actively been involved in NABSW for over 20yrs. In 2001 he joined ABSWGLA Chapter and have previously held three terms as chapter president. On the national level served on the Conference Committee, Finance Committee, Fundraising Committee, and International Education Committee.

He is one of the founders of the African Jegna Collective which was founded in 2014 at the 46th Annual Conference in Indianapolis, Indiana. Mike attended Xavier University of LA and earned a B.S. in Psychology and a M.A. in Counseling.

He recently completed a 26yr career with the Los Angeles County Department of Children and Family Service as a senior field social worker. Currently he is a freelance consultant specializing in Child Welfare and Child Protection.
EXECUTIVE COMMITTEE

National Recording Secretary

Ms. Sondra Malry serves as the National Recording Secretary. She has been a member of NABSW since 1974, joining as a student while in the Graduate School of Social Work at the University of Houston. As an active member of NABSW for over 40 years, Ms. Malry has served on the Nominating Committee, served as the Presidential Affairs Coordinator for the 10th National NABSW President, Co-Chair of the Harambee Rituals and Ceremony committee, as the Sankofa Mentorship Project Consultant, as well as the National Corresponding Secretary, serving from 2011 thru 2014.

Ms. Malry has also been the Student Advisor to several Houston area Graduate and Undergraduate student chapters for NABSW. Ms. Malry obtained her LMSW, with a specialty in Administration and Planning from the University of Houston in 1976 and has been a Licensed Clinical Social Worker since 1989. She recently retired from the State of Texas' Protective Services for Children after over 36 years of service.

Ms. Malry continues to provide approved State Supervision to social work practitioners and trainees who are seeking Licensure. She is in private practice with Malry & Associates.

National Corresponding Secretary

Ange Anglade serves as the National Corresponding Secretary. She is an active member and immediate past president of the Metro DC Chapter. She joined the Metro DC Chapter over 25 years ago and have severed in several leadership roles. She currently served as co-chair the Innovation Committee for the National office. Ange is a proud 2003 graduate of the African Centered Academy. Ange is a graduate of Howard University where she earned her Master's Degree in Social Work. She also earned her BSW from Mercy College.

Ange is a Certified Life Coach, Parent Trainer and Licensed Graduate Social Worker, with management and program development skills. She has over 30 years of professional experience in creating and implementing family support and youth development programs from the ground-up.

She currently serves as Program Director at a non-profit where she provides leadership, management and implementation of programs Black girls and their families.

National Member-At-Large

Ashley Waddell serves as one of the National Members at Large. Ashley is the youngest Executive Committee Member in the history of NABSW. She is a graduate of Virginia Commonwealth University (VCU) School of Social Work, located in Richmond, Virginia, where she earned a Bachelors and Clinical Master's degree. During her studies, Ashley developed a reputation rooted in scholarship, leadership, and service. Ashley currently works as a school social worker in Henrico, Virginia, where she is committed to ensuring the well-being of students experiencing trauma, low self-esteem, displaced anger, and truancy.

Ashley began her journey with NABSW as a student and has previously served as Secretary and Vice President of the VCU Chapter of ABSW. Now as a member of the local Richmond Chapter of ABSW, Ashley diligently serves on the Mentorship, Scholarship, and Benevolence Committees.

National Member-At-Large

Damion Wilson serve as one of the National Member at Large. He has been active with NABSW for over 15 years. Damion is a proud graduate of the Ethelyn R. Strong School of Social Work at Norfolk State University (HBCU) and Virginia Commonwealth University School of Social Work. Damion first joined the student chapter at Virginia Commonwealth University where he became entrenched into the mission of NABSW. He would eventually join the chapter in Hampton Roads where he currently serves as President. During his tenure with NABSW, Damion has served as Chairman of the Communication and Information Committee (CIC) and has been active with promoting the values and ideology of the organization.

Damion’s passion has been working with youth from adverse backgrounds. He has tirelessly worked to transform the lives of many young people through promoting positive self-identify and building upon principles of self-determination. He has past experiences in areas of mental health, foster care, and as a school social worker.

Presently, Damion is employed with Virginia Beach City Public Schools where he serves as the Coordinator of School Social Work Services.
Breanna Kelley & Dr. James Freeman (National Conference Co Chairs)
&
Yvette Rouse, National Conference Event Planner

OUTCOMES:
350 CONFEREES
35 + SPEAKERS
20+ SESSIONS
10+ CEUs
2 DAYS
1 ACTION-PACKED EXPERIENCE

In Memory

JOE BENTON, NABSW 11TH PRESIDENT
- Columbia, SC Chapter
1946-2021

Born on August 10, 1946, in Chattanooga, Tennessee, he grew up in Seattle, Washington, the eldest of four children. He earned a BA in Social Sciences from Benedict College in Columbia, SC, where he was a member of the Omega Psi Phi Fraternity. He would go on to earn an MSW from the University of Washington in Seattle.

Ever committed to social justice and the wellbeing of his people, Joe began working in social services in 1965. Over the course of his five-decade career, he conceptualized, planned, organized, and implemented many human services programs with an emphasis on youth. He held positions as Assistant Commissioner in South Carolina’s Department of Juvenile Justice and the Director of the Youth Development Bureau of Health and Human Services in President Jimmy Carter’s administration. He was dedicated to service in his professional community as well. He served as interim director of the SC State Employees Association; the Board of Communities in Schools of the Midlands; and the President of the National Association of Black Social Workers. Most recently, Chairman of the Board of Trustees of the SC Organization of African Unity and visiting professor of Social Work at South Carolina State University. He was a member of the Alpha Iota Boule Fraternity.

With his colleagues and special friends Burnett Gallman and Derrick Jackson, Joe pioneered Afrikan-centered rites of passage programs for manhood and womanhood training, graduating over 400 boys and girls since 1990. He was one of the founders of KRST Universal Temple where he served as the Senior Elder of the Elders Council for twenty-one years. Joe received awards for his work, including the MLK “Keeping the Dream Alive Award” from the University of South Carolina; the Human Service Worker of the Year by SC Cross-Cultural Council; and The Pioneer Award from the National Association of Black Social Workers; and the SC State Employees Association State Male Employee of the Year. He traveled widely in the US and abroad. He has regaled us all with his stories about his trips to Cuba, Ghana, Sierra Leone, South Africa, Mozambique and England. He was an avid reader, movie buff, and music aficionado. His library was a source of inspiration for all who ventured inside. He loved gadgets of all kinds and wowed his grandchildren with his treasure trove of toys. His family and friends all have shared their stories about his generosity, integrity and warmth.
Congrats to sister Abdula for her first birthday cancer free!!

Congrats to Sister Alice Thompson on her retirement!
NABSW EVENTS/ACTIVITIES

(continued)

NABSW Celebrates Black Business Month

Owner: Dr. Charmain Jackman
InnoPsych, Inc. aims to disrupt racial inequities in mental health by changing the face of therapy. We are making it easier and faster for people of color to find therapists of color through our national therapist of color directory; reducing stigma in mental health through our engaging mental health programming and wellness products; and empowering therapists of color to launch their own therapy practices through our business development courses and coaching.

Website: www.innopsych.com

The Triggered Project presents

THE IKEMBA BLACK SOCIAL WORK FILM FESTIVAL

April 10, 18, 27 2021

Non Members 3 movie pass $60 add $10 for CEU's
NABSW Members 3 movie pass $60 add $10 for CEU's

INCLUDED MOVIES
Confused by Love, Live Young Blood, Knockaround Kids
The Finance Committee launched FY2020 with elevated ambition and enthusiasm. An initial goal was established to provide monitoring and oversight for NABSW's financial resources while keeping the elected leadership and membership apprised of NABSW's financial solvency. Making recommendations for long term growth remained paramount with the Finance Committee throughout the year. The Finance Committee, in collaboration with the Treasurer, ensured equitable distribution of funding to committees to provide assurance that the goals and mission of NABSW were compatible with committees' purpose, objectives and expectations.

Major Accomplishments:

- Allocated funding to complete organizational audits years 2015-2018.
- Reauthorized QuickBooks purchase and approval to transition organizational financial transactions to a cloud platform.
- Reviewed NABSW's scholarship structure and provided recommendations for improvements.
- Reviewed and assessed budgetary allocations for 2021 National Virtual Conference.
- Collaborated with Bookkeeper, Office Manager & Fund Development to finalize 2020 Conference refunds.
- Monitored, reviewed and provided recommendations to the Executive Committee to eliminate any undue financial burden due to the pandemic.

NABSW enjoys a 50 plus years legacy and has demonstrated tremendous resilience and tenacity during the most recent budget year. Fiscal Year 2020 proved no different and tested the fiscal character of this great organization. The charts and data here reflect NABSW's performance by key departments. Despite the most severe financial hardship that has ever confronted NABSW, the Treasurer and Finance Committees imposed necessary spending limits to remain within the projected budget. As a result, NABSW ended the 2020 budgeted year in the black in excess of $30,000.00. The national membership is to be commended for its support and keeping NABSW financially solvent when challenged with the most severe economic downturn in NABSW's rich history.
NABSW met with multiple challenges during 2020. That is why we acknowledge the panic facilitated by the challenges. However, we met every challenge with a positive attitude and significant perseverance. As the backbone of the African American community, we must see each and every challenge as an opportunity to allow our small shining lights assume the role of gifts from the Creator to move with caution and purposefulness. We are NABSW strong.

As our “united” lights shined as a burst of strength and light we felt the wind beneath our wings and remembered what it means to “let this little bit of light of ours” become the beam in what may have been sleepless nights. The NABSW strength united us, and we allowed thoughts to become visions that resulted in realities. One of the realities is we “Hired” a “MEMBERSHIP COORDINATOR” to facilitate our growth and development.

We are fortunate to have a Membership Committee on which our “at large members” serve as well as our recording secretary. What a DYNAMIC team to have to ensure that NABSW is on social media, that recruitment efforts illuminate on social media, and that we live up to our name, NABSW STRONG.

Our Membership team developed a PLAN OF ACTION to increase membership.

What MEMBERS can do for NABSW:

- Participate on local and national committees
- Under the structure, activities
- Respond to calls for action
- Partner with your chapter to ensure positive outcomes
- Outreach to potential members
- Speak life into your chapter and national organization
- Empower yourself to make significant contributions
The Block Party
Focus Groups
Revamping of Scholarship Process
Restructuring and renaming of OSA. It was approved at the Steering Committee and OSA will now be called Student and Emerging Leaders Committee (SELC).

Student and Emerging Leaders Committee (SELC) is the new and innovative name to encompass the emergence of our students as professionals. They will continue to blossom and for you the liberation of Black people at all levels of practice. SELC serves as a pathway to the world of work, research and leadership. It is our vision to promote connectivity and enhance professional development for students and recent grads. Our students and emerging leaders are that significant group who will impact social change in the world.

Office of Student Affairs
Community Leadership Tuition Scholarship recipient: Shayla Betts

The Cenie "Jomo" Williams Tuition Scholarship recipient:

Kayla McNeil

ARCHIVES

Archives is working diligently to establish a timeline to complete the cataloging of documents and placing in repository. We are attempting to address specifics that may warrant legal counsel. We have been advised that this is a normal step as well as insurance. We will explore key factors necessary to satisfactorily complete this intricate process. We will continue with updates of the process. We appreciate the continued support of the membership.
Individual Chapter Service Award

Yolonda Lewis – Central Indiana ABSW
David M. Jones – Greater Detroit ABSW
Sandra Thomas – Houston ABSW
Julius Hayes - Philadelphia ABSW
Shena M. Dance – New Jersey ABSW
Sylvia Brown-Jones – Lansing ABSW
Marlene Morris – New York ABSW
BYRON K. PARKER
DISTINGUISHED INDIVIDUAL AWARD RECIPIENT
HOUSTON CHAPTER
* A native resident of Houston, but moved to California for about 8 years. Returned to Houston after 4 years ago.
* Member and current Chair of the Social Action Committee, former Vice President of ABSW-Houston, the Co-founder of the C.O.R.E. (the Coalition of Urban Residential Experts), the SNAP Community Center, St. John's Church and other collaborative networks.
* Served on the Director and Administrator of the Lighthouse for the Retarded of Life Residential Treatment Center. He received his Licensed Child Care Administrator certificates in September 2019.
* Visiting Professor and Field Instructor @ Texas Southern University Department of Social Work/Neighborhoods.
* Mentor, Role model for the San Alto Mentorship Program @ Prairie View University & S.U. 12.
* She continues to participate and provide support, as a community organizer, social activist, and advocate for a variety of community events and social justice efforts involving HIV, poverty, racism for Black men and women being oppressed.

Ms. Frankye Johnson

NIA LIFETIME ACHIEVEMENT AWARD

Johnnie Hamilton-Mason, MSW, PhD

EDUCATOR OF THE YEAR AWARD

- Co-Founder of the Central Indiana Association of Black Social Workers
- Served on the Central Indiana ABSW board for several years in numerous roles including Co-President, Vice President, Member-at-Large and serves as Steering Committee Representative.
- Served on National Health and Wellness Committee and Conference Committee through NABSW.
- She helped co-author the Manual on Disaster Response for NABSW and has presented on the national and local level numerous times.
- She serves as the Administrator of Social Work for the Marion County Public Health Department
- She has served on several boards and committees in Marion County including the Indiana Black Expo Your Life Matters committee, Marion County Minority Health Coalition and several others
- In her work she has personified the principles of MAAT and the Nguzo Saba.

- Simmons College School of Social Work, Boston, MA (since 1991)
- Eva Whiting White Endowed Chair Professor
- Past Director of Doctoral Program (2004-2007)
- Co-founder of the Pharnal Longus Academy for Undoing Racism
- Harvard University W.E.B. DuBois Institute non-resident fellow in African American research
- Co-Chair of CSWE’s Council on the Role and Status of Women in Higher Education
- Past Co-Chair of the HIV/AIDS Task force for NABSW
- Author of numerous publications, most recent: Systemic Racism in the United States: Scaffolding as Social Construction.
What Chapters Can Do for NABSW:

- **Increase**
  - Innovation- Technology, Social Media
- **Donate**
  - Donate to NABSW-Sponsor a student
- **Ensure**
  - Ensure Your Chapter is Registered by October 31st
- **Attend**
  - Attend NABSW Activities
- **Support**
  - Support system improvement- Chapter Reports