

NATIONAL
ASSOCIATION OF
BLACK JOURNALISTS
WWW.NABJ.ORG



Annual Report

2009





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2009

National Association of Black Journalists
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NABJ's MISSION

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

Founded by 44 men and women on December 12, 1975, in Washington, D.C., NABJ is the largest organization of journalists of color in the nation. Many of NABJ's members also belong to one of the dozens of professional and student chapters that serve black journalists throughout the country.

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NABJ BOARD OF DIRECTORS 2009-2011

NABJ IS COMMITTED TO:

STRENGTHENING ties among black journalists.

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

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

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

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

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

PROVIDING informational and training services to the general public.

PRESIDENT

KATHY Y. TIMES
Independent Journalist
Jackson, MS

VICE PRESIDENT/PRINT

DEIRDRE M. CHILDRESS
Entertainment/Film/
Weekend Editor
The Philadelphia Inquirer
Philadelphia, PA

VICE PRESIDENT/ BROADCAST

BOB BUTLER
Reporter
KCBS Radio
San Francisco, CA

SECRETARY

ROLAND MARTIN
Analyst
TV One/CNN/Essence
Chicago, IL

TREASURER

GREGORY LEE
Senior Assistant Sports Editor
The Boston Globe
Boston, MA

PARLIAMENTARIAN

TONJU FRANCOIS
Editorial Producer
CNN en Espanol
Plantation, FL

REGION I DIRECTOR

KATINA REVELS
Photo Editor
The Associated Press
New York, NY

REGION II DIRECTOR

CHARLES ROBINSON
Correspondent/Associate Producer
Maryland Public Television
Baltimore, MD

REGION III DIRECTOR

KEN KNIGHT
Multimedia Reporter/Web Producer
The Tampa Tribune
Tampa, FL

REGION IV DIRECTOR

KEITH REED
Independent Journalist
Cleveland, OH

REGION V DIRECTOR

CINDY GEORGE
Health Reporter
Houston Chronicle
Houston, TX

REGION VI DIRECTOR

LISA COX
TV News Producer
KTLA-TV Los Angeles/Tribune
Los Angeles, CA

ASSOCIATE REPRESENTATIVE

APRILL O. TURNER
National Communications Director
Partnership for Working Families
Washington, DC

STUDENT REPRESENTATIVE

GEORGIA DAWKINS
Producer
WBBH/WZVN
Fort Myers, FL
Florida A&M University
Tallahassee, FL

PRESIDENT'S REPORT

Dear NABJ Family and Friends,

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

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

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

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

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

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

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

Yours in Service,



Kathy Times
NABJ President



NABJ'S BENEFITS AND SERVICES AT A GLANCE

Access

to year-round professional development through the NABJ Media Institute, the annual Convention and Career Fair and regional conferences.

Opportunities

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

Professional Development

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

Recognition

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

Annual

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

Partnerships

to recruit and work with aspiring black journalists in high schools and colleges.



NABJ COMMITTEES, TASK FORCES, AND PROGRAMS



MEMBERSHIP

The committee locates new members, reclaims former members, retains current members while creating programs for this purpose. It also shall be responsible for evaluating all individual membership applications and affiliate chapter applications.

PROGRAMS

The committee develops and implements programs for the annual national convention.

AWARDS

The committee develops and distributes criteria for various national journalism categories in the annual NABJ Salute to Excellence awards contest.

MEDIA MONITORING

The committee monitors the national media for discrimination and other injustices to people of African descent in coverage and employment practices. It shall report issues of concern to the Board of Directors and the membership.

CONSTITUTION AND OPERATING PROCEDURES

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

FINANCE

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

COUNCIL OF PRESIDENTS

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

HALL OF FAME

Legendary black journalists who have made outstanding contributions to journalism are inducted annually.

PRINT ADVOCACY

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

NABJ COMMITTEES, TASK FORCES AND PROGRAMS



STUDENT EDUCATION ENRICHMENT & DEVELOPMENT PROGRAM (SEED)

The SEED program provides valuable benefits for student members by placing student interns at media companies nationwide, providing more than 12 scholarships annually and coordinating the NABJ Convention student projects.

NABJ JOURNAL

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

SPECIAL HONORS

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

ELECTIONS

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

COMMUNICATIONS

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

DEVELOPMENT

Actively pursues new business partnerships and fundraising initiatives for NABJ.

MEDIA INSTITUTE

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

OTHER COMMITTEES

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

NABJ COMMITTEES, TASK FORCES AND PROGRAMS

NABJ AWARDS

ARTS & ENTERTAINMENT TASK FORCE

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

ASSOCIATE MEMBERS TASK FORCE

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

COPY EDITORS TASK FORCE

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

DIGITAL JOURNALISM TASK FORCE

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

FOUNDERS TASK FORCE

The Founders Task Force includes NABJ Founders, Past Presidents and former National Board Members with at least 25 years of membership in NABJ. The group's purpose is to reaffirm NABJ's founding principles and fortify NABJ through the contributions of its members' time, talents, historical perspectives and collective memory in alignment with the organization's mission and strategic plan.

LGBT TASK FORCE

The mission of this task force is to unite NABJ's lesbian, gay, bisexual and transgender members so they may support and strengthen one another; while assisting NABJ in carrying out its mission of inclusion and excellence.

SPORTS TASK FORCE

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

VISUAL TASK FORCE

The NABJ Visual Task Force (VTF), formed in 1990, provides a venue for visual journalists in the areas of photojournalism, design and informational graphics, broadcast photojournalism and visual leadership for newspaper, magazine, broadcast and online publications.

YOUNG JOURNALISTS TASK FORCE

The NABJ Young Journalists Task Force provides a forum and support for NABJ's members in the first few years of their careers. The Task Force annually recognizes emerging journalists doing exemplary work.

WORLD AFFAIRS TASK FORCE

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

HALL OF FAME

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

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

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

2009 INDUCTEES:

EARL CALDWELL
Reporter and Civil Rights Activist

PEGGY PETERMAN
St. Petersburg Times

LYNN NORMENT
Editor, EBONY Magazine

LARRY WHITESIDE
Reporter, The Boston Globe

IDA B. WELLS AWARD

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

2009 RECIPIENT:

BOBBI BOWMAN
Diversity Director
American Society of News Editors (ASNE)

SPECIAL HONORS

NABJ Special Honors represent the highest awards NABJ can bestow upon a member. NABJ members, affiliate chapters and others nominate those who represent the best among black journalists.

2009 SPECIAL HONORS RECIPIENTS:

JOURNALIST OF THE YEAR

MICHELE NORRIS
National Public Radio

LIFETIME ACHIEVEMENT

MICHAEL WILBON
The Washington Post/ESPN

LEGACY AWARD

LEON CARTER AND SANDY ROSENBUSH
Sports Journalism Institute

COMMUNITY SERVICE AWARD

THE CHAUNCEY BAILEY PROJECT

JOURNALISM EDUCATOR OF THE YEAR

LAWRENCE KAGGWA
Howard University

STUDENT OF THE YEAR

JAMISHA PURDY
Howard University

PERCY QOBOZA FOREIGN JOURNALISTS AWARD

ANDERSON SHADRECK MANYERE

BEST PRACTICES

TV ONE

EMERGING JOURNALIST OF THE YEAR

CYNTHIA GORDY

CHAPTER OF THE YEAR

NABJ CHICAGO

STUDENT CHAPTER OF THE YEAR

UNIVERSITY OF GEORGIA'S GRADY COLLEGE

STUDENT EDUCATION ENRICHMENT AND DEVELOPMENT (S.E.E.D) PROGRAM

The **Student Education Enrichment and Development (S.E.E.D) Program** continues to provide valuable benefits for student members. In 2009, student interns were placed at media companies nationwide; 22 scholarships were awarded and more than three dozen students participated in the convention Student Projects program.

INTERNSHIPS & SCHOLARSHIPS

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



2009 NABJ SCHOLARSHIP CLASS

CAROLE SIMPSON SCHOLARSHIP

COURTNEY STRETT
Columbia University
New York, NY

ALLISON E. FISHER SCHOLARSHIP

AYANFEOLUWA OLONADE
Hope College
Holland, MI

CNN SCHOLARS

ERIC BURSE
DuPont Manual
High School
Louisville, KY

MONTANA WILLIAMS
University of Florida
Gainesville, FL

LARRY WHITESIDE SCHOLARSHIP

DANIEL SAMPSON
Texas Southern University
Houston, TX

DEANTAE PRINCE
Indiana University
Bloomington, IN

NBC NEWS INTERNSHIP

SUMMER SULEIMAN
Louisiana State University
Baton Rouge, LA

WALTER SMITH RANDOLPH
Villanova University
Villanova, PA

NABJ SCHOLARSHIP

ANTHONIA AKITUNDE
Northwestern University
Evanston, IL

JEVONYA HUGHES
Norfolk State University
Norfolk, VA

BYNTA ERNEST
Grambling State
University
Grambling, LA

BRYANT MADDRICK
Temple University
Philadelphia, PA

MATTHEW MCKNIGHT
Georgetown University
Washington D.C.

DANIELLE DOUGLAS
Columbia University
New York, NY

WESLEY LOWERY
Ohio University
Athens, OH

BOLANLE OMISORE
Columbia University
New York, NY

NEWHOUSE SCHOLARSHIP

ADELE HAMPTON
University of Maryland
College Park, MD

SHERRI WILLIAMS
Syracuse University
Syracuse, NY

CHIMWEMWE MSISKA
Indiana University
Bloomington, IN

JAMES HENRY HILL, III
Santa Clara University
Santa Clara, CA

ALLEEA HILL
Rutgers University
New Brunswick, NJ

MORGAN McMILLAN
Northwestern University
Evanston, IL

WESLEY LOWERY
Ohio University
Athens, OH

STUDENT SHORT COURSES & STUDENT PROJECTS

STUDENT PROJECTS

Aspiring journalists can receive invaluable real life newsroom experience by working closely with seasoned journalists to produce daily coverage of the NABJ Annual Convention & Career Fair.

NABJ offers an expenses-paid fellowship to outstanding students pursuing a career in journalism. For one week, students work on varied news assignments. Students produce stories for the NABJ Monitor, the convention newspaper as well as for NABJ TV, NABJ Radio and nabjconvention.org, the daily news web site. They work alongside professional journalists and journalism educators from across the country. Students gain hands-on experience using the latest tools to produce breaking news as they cover NABJ's annual Convention, and produce longer-form multimedia storytelling on broader issues.

STUDENT SHORT COURSES

Each year, students from around the country participate in broadcast and print short courses organized and staffed by NABJ's professional members.

The NABJ Student Multimedia Short Course is aimed at encouraging student members to pursue television management careers. The project gives students access to mentors who work as news directors, producers, writers, assignment editors, directors and the like at some of the top television stations in the country. The program also offered hands-on experience and a practical understanding of what these jobs entail.

NORTH CAROLINA A&T STATE UNIVERSITY

FLORIDA A&M UNIVERSITY



2009 MULTIMEDIA PROJECT PARTICIPANTS

SOPHIA ADEM

Howard University
Washington, DC

YAMICHE ALCINDOR

Georgetown University
Washington, DC

BAHIYJAU ALLEN

Ohio University
Athens, Ohio

KARISE ALLEN

Cheyney University
Cheyney, PA

NIA J. ARNOLD

Northwestern University
Evanston, IL

STEPHANIE CLAYTOR

Syracuse University
Syracuse, NY

JESSICA COLEY

Morgan State University
Baltimore, MD

BREANA COPELAND

Moore College
Art & Design
Philadelphia, PA

RANDI CROWDER

University of North Texas
Denton, TX

SHARISE DARBY

Hampton University
Hampton, VA

BLISS DAVIS

Bowling Green
State University
Bowling Green, OH

DAYNETTE DELOATCH

Benedict College
Columbia, SC

BRITTNEY FENNELL

Hampton University
Hampton, VA

TAMEKA FLOWERS

Kutztown University
Kutztown, PA

ADELE HAMPTON

University of Maryland
College Park, MD

JARRAD HENDERSON

University of Missouri
Columbia, MO

HEATHER HOPE

Ohio State University
Columbus, OH

FRANCESA HOSKINS

Southern University
and A&M College
Baton Rouge, LA

BRITTNEY HUTSON

Howard University
Washington, DC

GERRICK KENNEDY

Ohio State University
Columbus, OH

NORRIS KYLES

Alabama State University
Montgomery, AL

WESLEY LOWERY

Ohio University
Athens, Ohio

CORINNE LYONS

Wayne State University
Detroit, MI

LARRY MILLER

Point Park University
Pittsburgh, PA

MONIQUE MITCHELL

Florida A&M University
Tallahassee, FL

SHANEEN QUARLES

Penn State University
University Park, PA

DION RABOUIN

Ithaca College
Ithaca, NY

ERYN ROGERS

Northwestern University
Evanston, IL

DANIEL SAMPSON

Texas Southern University
Houston, TX

AARON SINCLAIR

Morgan State University
Baltimore, MD

MONIQUE MITCHELL

Florida A&M University
Tallahassee, FL

HERBENESHA SMITH

Sam Houston State University
Huntsville, TX

BRITTANY SMITH

Michigan State University
East Lansing, MI

JENNIFER SMITH

San Francisco State University
San Francisco, CA

SHAUNA STUART

University of Maryland
College Park, MD

SUMMER SULEIMAN

Louisiana State University
Baton Rouge, LA

NICQUEL TERRY

Michigan State University
East Lansing, MI

JAZMUND WALKER

University of Alabama - Birmingham
Birmingham, AL

VERONICA WELLS

University of Missouri- Columbia
Columbia, MO

NATELEGE WHALEY

Howard University
Washington, DC

COMMUNICATIONS

THE NABJ WEBSITE AND NABJ E-NEWS CONTINUE TO UNDERGO ENHANCEMENTS.

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

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

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

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

THE JOURNAL

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

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

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

ADD NABJ AS YOUR FRIEND ON FACEBOOK, FOLLOW @NABJ ON TWITTER AND ADD NABJ TO YOUR NETWORK ON LINKEDIN

NABJ MEDIA INSTITUTE

The NABJ Media Institute offers quality web seminars and hands-on professional development, entrepreneurial guidance and technical training at national and regional conferences as well as sponsored events around the country.

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

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

SEMINARS AND WEBINARS

In-person seminars are designed for those who aspire to advance to management, to learn the business of freelancing, to start a business as well as writing, editing and producing.

Additionally, the Institute addresses issues such as the achievement gap in education and national standardized testing.

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

THE INSTITUTE ALSO OFFERS THE NABJ/ NY TIMES LEADERSHIP ACADEMY

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

Since January 1998, the Media Institute has held workshops for leaders of its affiliate chapters. It also has held seminars on civic journalism to give NABJ members exposure to reporting on local governments and grassroots organizations.

2009 FELLOWS OF NEW YORK TIMES AND NABJ LEADERSHIP ACADEMY

DORINE BETHEA
MEREDITH CLARK
SONJA FOSTER
TASHA ROBERTSON



NABJ CONFERENCE ON HEALTH CARE DISPARITIES

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

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

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

Marian Wright Edelman of Children's Defense Fund delivered information on children's health. Edelman opened up a conversation about holistic

views of child health. This part of the conference informed journalists on the roles of housing, school, the economy and the community in the health of our children.

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

Conference attendees took part in a group discussion about strategies for covering the health and well being of people of color. Questions raised included: How will members of NABJ move health and health policy stories forward in their publications or in new programming and new media efforts? and What are NABJ members willing to do to help foster health equity?



2009 NABJ CONVENTION AND CAREER FAIR

The National Association of Black Journalists held its 34th Annual Convention and Career Fair in Tampa on August 5-9. NABJ Staff and the convention planning committee worked to make this year's "Refresh. Rejuvenate. Reclaim." Convention a resounding success.

There were 2,302 paid registrations in 2009.

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

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

HIGHLIGHTS OF THE 2009 CONVENTION

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

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

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



2009 REGIONAL CONFERENCE

REGION I

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

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

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

THE REGION ONE CONFERENCE

SESSIONS INCLUDED:

Final Cut Studio

Multimedia Journalism for the Ethnic Media

Google 101: Getting the Most from the Web

Online Storytelling with Audio and Images

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

PANELISTS INCLUDED:

Mark Briggs, author of "Journalism 2.0: How to survive and thrive in the digital age"

Erica Boeke, co-author of "GameFace: The Kick-Ass Guide for Women Who Love Pro Sports" and creator of GoGameFace.com



TREASURER'S REPORT

THE NATIONAL ASSOCIATION OF BLACK JOURNALISTS last gave an audited statement on its finances following fiscal year 2006. During the intervening period, the association has executed annual audits and tax preparations.

This report will be an overview of NABJ's audited positions from fiscal years 2007 through 2009. During this period, NABJ endured the rocky economic climate that affected our nation and the media industry, but experienced declines in memberships, sponsorships and investments.

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

THE HIGHLIGHTS

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

- Successfully renegotiated a new lease agreement with the University of Maryland for four years at \$20,000 annually with a mutual fifth-year option that has a potential escalation charge. This relieves NABJ from a 20-year, \$500,000 deal – including a \$150,000 deposit – that was signed in 2007.
- Revitalized relationship with TraMar Group, which successfully negotiated smaller room blocks for the San Diego and Philadelphia conventions. The company is looking to reduce lodging commitments for the 2013 Convention in Orlando. TraMar also will return as manager of vendors at the annual convention to ensure reduced costs because charges are often added on-site. This on-site expertise, at the direction of the Treasurer, will realize increased savings for the association.
- Successfully reduced the contracts of companies such as TraMar to cut expenses. NABJ examined and will reduce costs further through similar negotiations with other vendors.
- Instituted zero-based budget principles, which will be utilized in 2010.
- Reorganized debt structure with vendors NABJ owes by arranging payment plans.
- The Treasurer assumed full-control of NABJ's finances until a new executive director could be hired. This means the Treasurer will be responsible for every order and expense for the association, for maximizing and managing existing contracts and for developing and signing new contracts.
- Managed and directed 2010 Budget Process.
- Treasurer deeply involved in 2010 Convention planning process as a member of the Program Committee to provide counsel on finances and to help manage Student Projects and Task Forces in an effort to control on-site Convention expenses.
- Received \$150,000 grant from the Ford Foundation to fund professional scholarships and NABJ's move to its new headquarters as well as upgrades to the association's website.

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

TREASURER'S REPORT

INVESTMENTS

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

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

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

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

OPERATING BUDGET

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

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

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

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

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

PLANNING AHEAD IN FISCAL 2010

NABJ will continue to face fiscal challenges in 2010, not the least of which is raising money in a climate where many media companies continue to scale back support. Still, the overall forecast for 2010 is brighter than 2009. The board's goal in 2010 should be to maintain aggression with fundraising while controlling expenses.

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

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

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

INDEPENDENT PUBLIC ACCOUNTANTS' REPORT

2009 FINANCIAL REPORT

To the Board of Directors
National Association of Black Journalists

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

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of National Association of Black Journalists as of December 31, 2009 and the changes in its net assets and its cash flows for the years then ended in conformity with accounting principles generally accepted in the United States of America.

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

Adams, Foster, Nole & Williams, P.A.

Certified Public Accountants

Baltimore, Maryland

October 1, 2010

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

	2009	2008
ASSETS		
Current Assets		
Cash and cash equivalents	\$ 158,661	\$ 142,376
Accounts receivable	15,780	117,031
Prepaid expenses	8,929	18,235
Total current assets	<u>183,369</u>	<u>277,642</u>
Property and Equipment		
Equipment	266,860	266,306
Furniture and fixtures	50,046	50,046
Total property and equipment	316,906	316,352
Less: accumulated depreciation	<u>(282,265)</u>	<u>(254,104)</u>
Net property and equipment	34,641	62,248
Other Assets		
Investments	744,484	861,976
Total other assets	<u>744,484</u>	<u>861,976</u>
Total Assets	<u>\$ 964,494</u>	<u>\$ 1,201,866</u>
LIABILITIES AND NET ASSETS		
Current Liabilities		
Accounts payable and accrued expenses	\$ 462,339	\$ 186,715
Deferred revenue	<u>197,814</u>	<u>118,032</u>
Total current liabilities	660,153	304,747
Net Assets		
Unrestricted net assets	(1,088,510)	(523,778)
Temporarily restricted net assets	<u>1,372,850</u>	<u>1,420,607</u>
Total net assets	<u>284,341</u>	<u>896,829</u>
Total Liabilities and Net Assets	<u>\$ 964,494</u>	<u>\$ 1,201,866</u>

2009 FINANCIAL REPORT

2009 FINANCIAL REPORT

NATIONAL ASSOCIATION OF BLACK JOURNALISTS
Statement of Activities and Changes in Net Assets
Years Ended December 31, 2009 and 2008
(With Comparable Totals)

	2009			2008 Total
	Unrestricted	Temporarily Restricted	Total	
Revenue and Support				
Contributions and grants	5708,444	522,324	\$730,768	\$620,062
Convention registrations	599,948	-	599,948	956,865
Membership dues	240,680	-	240,680	273,674
Media institute	21,540	-	21,540	
Program fees	56,705	-	56,705	59,604
In-kind contributions	-	-	-	5,208
Interest and dividends income	21,322	-	21,322	
Net realized and unrealized gain/(loss) on investments	59,444	-	59,444	1513,4031
Miscellaneous income	16,653	-	16,653	56,786
Net assets released from restrictions	78,371	(70,371)	-	-
Total revenue and support	<u>1,795,105</u>	<u>(48,047)</u>	<u>1,747,058</u>	<u>1,438,796</u>
Expenses				
Program expenses				
Convention	910,285	-	910,285	801,156
Media institute	78,959	-	78,959	217,532
Scholarship	136,851	-	136,851	164,000
SEED	24,664	-	24,664	-
Total program expenses	<u>1,150,759</u>	<u>-</u>	<u>1,150,759</u>	<u>1,180,688</u>
Supporting expenses				
National office	964,196	-	964,196	593,888
Governance	21,448	-	21,448	-
Membership	67,244	-	67,244	-
Other supporting expenses	156,190	-	156,190	190,295
Total supporting expenses	<u>1,209,079</u>	<u>-</u>	<u>1,209,079</u>	<u>784,183</u>
Total unrestricted expenses	<u>2,359,837</u>	<u>-</u>	<u>2,359,837</u>	<u>1,964,871</u>
(Decrease) in net assets	(564,733)	(48,047)	(612,780)	(\$26,075)
Net assets/(deficit) beginning of year	(523,778)	1,420,897	897,120	1,421,195
Net Assets/(deficit) End of Year	<u>\$ (1,088,511)</u>	<u>\$ 1,372,850</u>	<u>\$ 284,341</u>	<u>\$ 897,120</u>

NATIONAL ASSOCIATION OF BLACK JOURNALISTS
Statements of Cash Flows
Years Ended December 31, 2009 and 2008

	2009	2008
Cash Flows from Operating Activities		
Change in net assets	\$ (612,780)	\$ (526,075)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation and amortization	38,162	39,476
Unrealized gain/loss on investments	159,444	541,703
Changes in assets and liabilities:		
Increase/(decrease) in assets:		
Accounts receivable (net)	101,251	81,512
Prepaid expenses	9,306	(9,804)
Increase/(decrease) in liabilities:		
Accounts payable	295,626	(53,149)
Deferred revenue	79,782	14,690
Total adjustments	<u>454,663</u>	<u>617,428</u>
Net cash provided from operating activities	<u>1158,092</u>	<u>91,753</u>
Cash Flows from Investing Activities		
Proceeds from sale of investments	176,936	228,462
Purchase of property and improvements	(2,554)	-
Net cash used from investing activities	<u>174,382</u>	<u>228,462</u>
Cash Flows from Financing Activities		
Principal payment on long-term debt	-	(227,566)
Net cash (used) by financing activities	<u>-</u>	<u>(227,566)</u>
Net increase in cash and cash equivalents	16,285	92,249
Cash and cash equivalents in beginning of year	142,176	50,127
Cash and Cash Equivalents at End of Year	<u>\$ 158,661</u>	<u>\$ 142,376</u>
Supplemental Disclosure		
Interest expense paid during the year	\$ -	\$ 7,562



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