



NABAINC

2024 | 2025

ANNUAL REPORT

# 2024-2025 COMPOSITE REPORT

## PERSPECTIVE

Over the past several years, NABA has continued to evolve, not simply as an organization, but as a dynamic ecosystem advancing community, expanding learning, and shaping the future of leadership.

What may once have been viewed primarily as a professional association has grown into something far more expansive: a connected platform where students, professionals, corporate partners, entrepreneurs, educators, and emerging leaders come together to learn, grow, and create opportunity together.

This evolution reflects a broader understanding of what leadership requires in today's world.

The future of business is changing rapidly. Industries are being reshaped by technology, artificial intelligence, innovation, and shifting workforce dynamics. Career paths are no longer linear. Skills must continuously evolve. In this environment, community, continuous learning, and connected ecosystems will increasingly define which individuals and organizations are positioned to lead.

That is the space NABA is building toward.

At the center of this transformation is the belief that leadership development is not a single moment, but a lifelong journey. It begins with exposure and access. It grows through learning, mentorship, and experience. It accelerates through community, confidence, and opportunity. And ultimately, it produces leaders who not only advance themselves but create pathways for others.

This philosophy has guided NABA's expansion over the past five years. Through investments in student development, scholarships, workforce readiness, convenings, innovation, and strategic partnerships, NABA has strengthened its role as a learning platform, a leadership incubator, and a catalyst for economic mobility. More importantly, it has strengthened the connective tissue between aspiration and achievement.

The numbers reflect meaningful progress, thousands of students engaged, hundreds of scholarships awarded, millions invested in educational and professional advancement, and a growing national footprint that continues to expand year over year. Yet the full measure of impact extends beyond metrics alone.

Impact lives in the confidence gained by a student who now sees leadership as attainable. It lives in the relationships formed between mentors and emerging professionals. It lives in the community created when people feel seen, supported, and empowered to grow into the fullest version of themselves.

NABA's future is not rooted solely in programs or events. It is rooted in an ecosystem that connects community, learning, and leadership across every stage of development.

An ecosystem connects community to belonging to **matter**ing.  
Learning to leadership.  
Exposure to opportunity.  
Potential to progress.



2024-2025 COMPOSITE REPORT

# PERSPECTIVE

It creates continuity across every stage of development; from students exploring what is possible, to professionals building careers, to executives shaping industries, to entrepreneurs creating new pathways for innovation and ownership.

This is why NABA continues to invest in platforms that strengthen community, expand learning, and deepen engagement year-round. It is why the organization continues to advance leadership development, workforce readiness, and AI readiness. It is why partnerships matter. And it is why NABA's ecosystem remains central to how we create sustainable opportunities at scale.

The theme of Insight 2026: WIN (We Invest Now) reflects this next chapter.

WIN is more than a convention theme. It is a mindset grounded in collective advancement and intentional investment. It reflects a clear belief that the future will belong to organizations willing to invest now: in people, in learning, in innovation, and in ecosystems that create sustainable opportunity over time.

As we look ahead, NABA's greatest opportunity is not simply to respond to the future of business, but to help shape it.

To build leaders who are adaptable.

To strengthen communities where talent thrives.

To foster learning that equips individuals to grow and lead in a changing world.

And to ensure that the next generation inherits not only opportunity, but the tools, network, and confidence to lead boldly into what comes next.

This is not simply a reflection on where we have been.

It is a perspective on where we are headed.

2024-2025 COMPOSITE REPORT

## BOARD CHAIR



NABA Nation,

Serving as Chair of the NABA Board of Directors has been one of the great privileges of my career.

Under this board's leadership, we strengthened our governance in which we built a committee structure that accelerates impact and designing a nomination process that is broad, fair, and transparent. We also positioned NABA, Inc. to carry this organization forward for the next half century and beyond.

I am proud of what this board has accomplished, our steadfast commitment to making a profound and positive impact on the lives of Black Business Leaders, both nationally and globally, and I am confident in what comes next.

As I prepare to pass the baton and step into the role of Immediate Past Chair, I do so with gratitude for the board members who served alongside me, for the national staff who executed the vision, and for every member who entrusted us with their professional home.

To the incoming board: our foundation is strong and our mission remains clear. I trust you to write the next chapter.

Let's go, NABA Nation!

In service,

A handwritten signature in black ink, appearing to read 'Herschel', written in a cursive style.

Herschel

## 2024-2025 COMPOSITE REPORT

# PRESIDENT & CEO



Hello NABA Nation!

What an honor it has been to serve you for the past five years.

This journey has been transformational-not just for the organization, but for me. In leading NABA, I have also found a community where I belong. A Place where I can lead change forward alongside people who believe in what we are building together .

At NABA we believe:

- When people are given the opportunity, they exceed our wildest expectations.
- In an owner's mindset: that everything comes for us, nothing is against us.
- In the power of community to uphold, to foster, and to accelerate. Forever, we will be lifting as we climb.
- That learning happens in classrooms and boardrooms, yes, but also in the moments that shape our leadership and expand our perspective, such as when we serve, when we engage, and when we connect.
- We also believe that the "we" must always be greater than the "me." That when I win, you win. We must never lose sight of the fact that we are all intricately woven in this experience called humanity.

In time when loneliness has become a national crisis, when robust debate has given way to alienation, NABA is building something different. A community where everyone is welcome. Where perspective and belief are honored. Where we remain centered on the principles of justice.and Ubuntu.

We do not operate alone. We are part of a wondrous ecosystem of partners who advance this work alongside us..

Thank you to Big Brothers Big Sisters, for walking with us. To Korn Ferry, for years of partnership in Leadership U for Humanity. To YUPRO Placement, for helping launch CAN. To Franklin University, for accrediting our work. To Geroge Mason University (my proud alma mater) for forging a strategic partnership with us. The countless partners who shall remain nameless (you know who you are): Thank you. We salute our chapters and hub leaders. Our board, who continues to govern us forward with steadfast commitment. Our corporate Advisory Board. Our newly formed Leadership Council. And of course, the incomparable NABA, Inc. team.

Special thanks to our executive team: Catherine Foca, Kim Willimas, Kim Wilson, Lauren Burke-Silva, Tunisia Carter who model ALL IN. EVER.Y DAY. And to each and every one of you who has been part of this transformation and will continue to write the story of NABA.

Join us as we shape the next five years!

With warmth and gratitude,

# 2024-2025 COMPOSITE REPORT

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CLA  
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## 2024-2025 COMPOSITE REPORT

# OUR HISTORY | The Founding NABA Nine

In 1969, nine African-American financial leaders met in New York City to confront the lack of representation in accounting—just 136 Black CPAs out of 100,000 nationwide. They founded NABA to champion professional and academic excellence for Black accountants.

- Ronald Benjamin
- Earl Biggett
- Donald Bristow
- Bertram Gibson
- Kenneth Drummond
- Richard McNamee
- Frank Ross
- George Wallace
- Michael Winston

From nine visionaries to a thriving national ecosystem, NABA has evolved from an advocacy organization into a dynamic platform for leadership development—connecting students, professionals, entrepreneurs, and corporate partners across accounting, finance, technology, and business. What began as a bold stand for representation has become a transformative force shaping the future of business leadership, proving that when community, learning, and opportunity converge, the possibilities for the next generation are limitless.



*“Lifting As We Climb”*



# MISSION, VISION, & VALUES

## Mission

We engage, empower, and educate business leaders and institutions by providing a platform to enhance skills and elevate voices. Our 5 Es: Engage, Empower, Educate, Enhance, and Elevate. Doing so, we're "lifting as we climb."

## Values

ALL IN  
INTENTION  
MORALS  
SERVICE

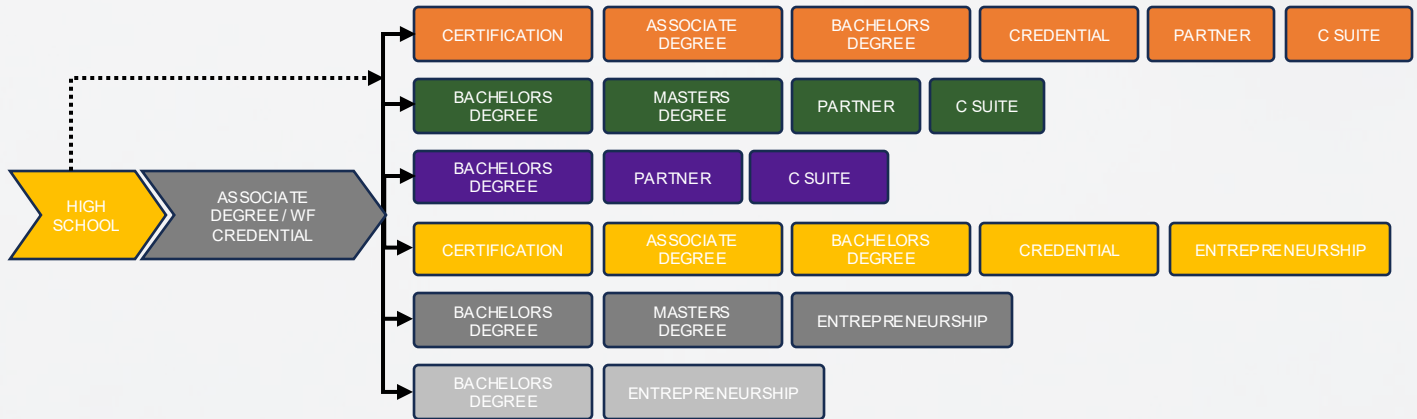
## Vision

NABA's vision is for unlimited opportunities and growth for leaders across all related business professions.

# THEORY OF CHANGE: ONE NABA



NABA Inc.'s Theory of Change outlines our strategic approach to achieving our mission of engaging, empowering, and educating business leaders and institutions.



This comprehensive framework guides our actions and initiatives, ensuring they are aligned with our vision of creating a more just world with endless opportunities for growth and advancement. Through our collective efforts, we aim to lift as we climb, ensuring that our progress benefits our members and the broader community.

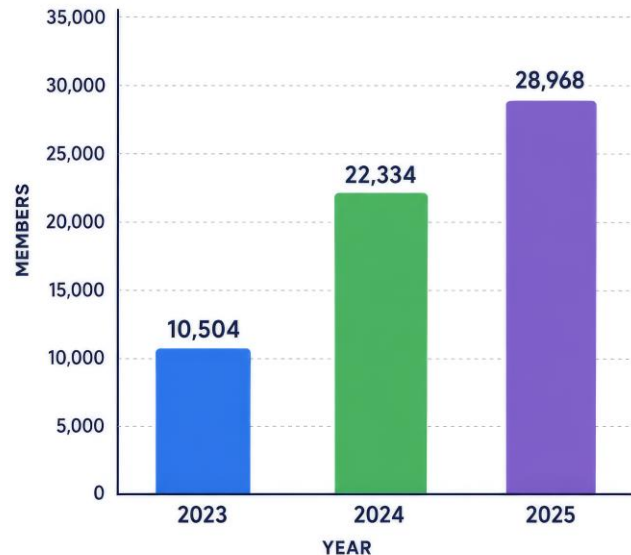
## OUR MEMBERSHIP

NABA's membership growth reflects more than rising numbers it signals a stronger, more connected community each year.

From 2023 to 2025, membership increased steadily as more professionals, students, and partners chose to engage with NABA as a place to build relationships, access opportunities, and grow together.

- 2023 -2024 growth:  
**112.6% increase**
- 2024 to 2025 growth:  
**29.7% increase**
- 2023 to 2025 overall growth:  
**175.8% increase**

### MEMBERSHIP GROWTH



This trajectory highlights the expanding value of the NABA community one that continues to attract and sustain members through meaningful connection, shared purpose, and year-over-year momentum.



NABA   
FOUNDATION



**Ralph Thomas**  
Chair Emeritus  
NABA Inc. Foundation

At NABA, we often speak about pathing and paving a more just world. That work begins with leaders willing to go first—leaders who create opportunity where none existed before and leave a clearer path for those who follow.

Ralph Thomas is one of those leaders.

Throughout a distinguished career spanning more than three decades, Ralph has exemplified integrity, vision, and service. As the first Black CEO of a state CPA society, the New Jersey Society of CPAs, he did more than break barriers, he redefined what leadership could look like and demonstrated the power of excellence, credibility, and purpose.

Ralph's leadership has always been marked by quiet authority. He has a unique ability to elevate every room he enters, bringing thoughtful perspective, principled decision-making, and an unwavering commitment to advancing the profession.

That same spirit guided his service as the inaugural Chair of the NABA Foundation Board. At a pivotal moment in our organization's history, Ralph helped establish the governance, discipline, and values that continue to strengthen the Foundation today. His leadership ensured that the Foundation was built not only to serve the present, but to create lasting impact for future generations.

As Ralph transitions to the role of Chairman Emeritus of the NABA Foundation, we celebrate a legacy defined not simply by accomplishments, but by the opportunities he created, the institutions he strengthened, and the countless leaders whose journeys have been made possible because he chose to lead the way.

On behalf of NABA and the NABA Foundation, thank you, Ralph, for your extraordinary leadership, service, and commitment. Your impact will continue to be felt for generations to come.



**Steven Harris**  
Board Chair  
NABA Inc. Foundation

Dear NABA Foundation Community,

As I step into the role of Chair of the NABA Foundation Board, I do so with a deep sense of responsibility—and an equally strong sense of stewardship for what has been built and what must come next.

Under Ralph's leadership, the Foundation has established meaningful momentum. We now enter a phase that requires sharper focus, stronger execution, and a shared commitment to delivering outcomes that extend far beyond any single moment or initiative.

At the center of our work going forward is the SEE Framework—advancing Stewardship, Entrepreneurship, and Education to drive generational impact. This framework reflects not only what we prioritize, but how we invest, how we lead, and how we define success.

Stewardship is the foundation of that commitment.

It means we are accountable not only for the resources entrusted to us, but for the results those investments make possible. It requires disciplined governance, transparency in how we operate, and a long-term view that strengthens trust, protects mission integrity, and builds durable capital for the future.

- Stewardship also calls for a different posture in how we engage—with partners, with investors, and with one another. This is shared ownership. It is aligned accountability. And it is how we ensure that our work produces lasting opportunity.
- To bring that commitment to life, we will focus on a set of priorities that define both our ambition and our accountability:
- Strengthen our approach to impact-driven investment—ensuring that every dollar deployed is aligned to measurable outcomes and long-term advancement
- Scale participation and accountability across leadership, with clear expectations for full engagement from the Board and broader leadership ecosystem

## 2024-2025 COMPOSITE REPORT



- Advance the SEE pillars with intention:
  - Entrepreneurship as a driver of ownership, economic mobility, and ecosystem growth
  - Education as a pathway supported by access, mentorship, and professional pipelines
- Expand the range of solutions we bring to market, including new models of mission-aligned capital that extend our impact beyond traditional approaches and reinforce long-term sustainability
- Operate with discipline and transparency, strengthening governance, metrics, and reporting to reinforce trust and ensure we are delivering on what we promise

This is not a passive moment for the Foundation. It is a call to lead—with clarity, with urgency, and with accountability.

We will measure our success not only by the resources we secure, but by the outcomes we enable—students who persist, graduate, and advance, and the strength of the pathways and systems we build to support them.

The opportunity in front of us is significant. So is the responsibility.

I am energized by what is ahead and confident in our ability to meet this moment—together, with discipline, and with purpose.

It's time to take this work to the next level.

With appreciation and focus,

A handwritten signature in black ink, appearing to read "S. L. Harris", written in a cursive style.

**Steven L. Harris**  
Chair, NABA Foundation Board

## 2024-2025 COMPOSITE REPORT



At the heart of our mission is the commitment to create a more just world where everyone can succeed and thrive. In 2023, NABA Inc. launched the NABA Foundation. The NABA Foundation channels its efforts into five pivotal areas: education, earnings, entrepreneurship, enterprise, and equity. We believe that fostering economic and educational opportunities is paramount for individual and community well-being. Through dedicated initiatives, we are actively working to turn this belief into a reality for all.

### EDUCATION

Education is the foundation for a successful career and a fulfilling life. Our foundation is dedicated to making higher education accessible to students, regardless of their financial circumstances. To achieve this goal, we offer scholarships to deserving students who demonstrate academic excellence, leadership potential, and financial need.

### ENTREPRENEURSHIP

Entrepreneurship is a key driver of economic growth and innovation and should be accessible to everyone, regardless of their background or financial means. We support programs that help underrepresented business leaders start and grow businesses, with a focus on those providing professional services.

### EQUITY

Equity in asset ownership is essential for long-term financial stability and wealth accumulation. Our foundation is dedicated to ensuring that underrepresented business leaders have the opportunities and resources needed to invest in assets that appreciate over time.

### EARNINGS

Equitable earnings for underrepresented professionals are critical to addressing systemic inequality, closing the racial wealth gap, and fostering social and economic progress. We support programs that provide business leaders with the skills and knowledge they need to advance in their careers and help them pursue advanced education and training.

### ENTERPRISE

It is important for underrepresented entrepreneurs and communities to achieve economic empowerment, overcome systemic barriers, foster innovation, and build community wealth. We support initiatives that promote an inclusive economy, innovation and competition.

### NABA FOUNDATION BOARD OF DIRECTORS

- **Steven L. Harris, CPA, CGMA, Chair**  
(Effective December 2025)
- **E. ZeNai Savage, CPA**  
Treasurer
- **Ralph Thomas**  
Chair Emeritus  
(Effective December 2025)
- **Herschel Frierson**  
Ex Officio
- **Kimi Ellen**  
Secretary
- **Guylaine Saint Juste**  
President



**DIVERSE**  
**ORGANIZATION**  
of **FIRMS**

## DIVERSE ORGANIZATION of FIRMS



**Kimi Ellen, CPA**  
Board Chair, Diverse  
Organization of Firms  
Board Member, NABA Inc.

NABA Nation –

As Board Chair of the Diverse Organization of Firms, I have the privilege of leading one of the most vital dimensions of NABA’s mission: empowering minority-owned professional and financial services firms to thrive. DOF is not a partner to NABA — it is NABA’s entrepreneurship engine, purpose-built to ensure that firm ownership, innovation, and professional excellence are woven into everything we do as one organization.

DOF’s roots run deep. Founded in 1986 to advocate for diverse-owned accounting firms, this division has evolved over nearly four decades—achieving 501(c)(3) status in 2015, expanding its scope in 2018 to include all professional financial services firms, and formally adopting the name Diverse Organization of Firms in 2020. Each milestone has strengthened NABA’s ability to serve the full continuum of business leadership: from students and early-career professionals to seasoned firm owners and entrepreneurs.

To every NABA member who is an entrepreneur or aspires to be one: DOF is your home within this organization. Through DOF, you gain access to mentorship, business development resources, and a powerful national network of firm owners who are building, growing, and leading together. This is what one NABA looks like — a unified community where career advancement and business ownership exist under the same roof.

Learn more at [dofinc.org](https://dofinc.org). We look forward to building with you.

Warm regards,

A handwritten signature in black ink that reads "Kimi Ellen".

Kimi Ellen, CPA

## DIVERSE ORGANIZATION of FIRMS

The Diverse Organization of Firms (DOF) is NABA's entrepreneurship arm: the division of the organization dedicated to ensuring that professional and financial services firms have the visibility, resources, and network to compete and grow at scale. DOF is not a separate initiative working alongside NABA. It is NABA, operating at the intersection of professional excellence and business ownership.

DOF represents the full spectrum of entrepreneurship within NABA Nation: from emerging firms generating \$25K in revenue to established practices exceeding \$10 million. With more than 80 member firms nationwide, this division delivers what no other network can: a unified community of professionals who serve clients, solve business challenges, and strengthen the broader economy together.

In 2025, DOF focused on accelerating access to contracts, capital, and talent — priorities that directly advance NABA's mission of building economic power and expanding leadership. Looking ahead, the division is projected to grow to 150 member firms by 2026, generating over \$350K in annual revenue and deepening NABA's impact across the entrepreneurship landscape.

**One NABA. One mission. Community, Learning, and NABA as ecosystem: from the boardroom to the business owner's desk.**



# KEY PARTNERSHIPS

# THE POWER OF PARTNERSHIP



**Ray C. Price, Jr.**  
Chairman NABA Corporate  
Advisory Board &  
Chief Financial Officer, CLA  
(CliftonLarsonAllen)

*Ray Price, Jr.'s career journey illustrates NABA's impact in corporate partnerships converge to create opportunity. His move to CLA where he is CFO shows how these connections not only advance individual careers but also strengthen organizations through shared commitment and collaboration.*

Ray Price, Jr. spent nearly two decades building his career at Bank of America, rising to CFO of Private Wealth Management at Bank of America Merrill Lynch. When he started to consider his next chapter, his first move was to plug the NABA Network.

As a lifetime NABA member and Chair of the Corporate Advisory Board, Ray has long invested in the organization. That investment paid forward. Through his relationship with NABA President and CEO Guylaine Saint Juste, Ray connected with CLA CEO Jen Leary. In July 2024, Ray joined CLA as Chief Financial Officer, leading financial operations for one of the largest national accounting firms in the United States.

Jen Leary called the hire part of building a “dream team” of leadership at CLA; talent to drive growth and positively disrupt the profession,

*“NABA has been a constant throughout my career . They have an invaluable network that creates real opportunity,” he said. The relationships I’ve built through them, including with Guylaine, shaped this next step. That’s the power of community and connection that I always strive to pay forward.”*

# 2024-2025 COMPOSITE REPORT

## KEY PARTNERSHIPS



### CAQ (Center for Audit Quality)

Our collaboration with the CAQ marks a vital step in our journey to empower future accounting professionals. Together, we conducted a comprehensive survey of over 1800 students, illuminating trends and interests in accounting degrees. The CAQ's steadfast support for our PTC program bolsters our efforts to cultivate talent and we look forward to deepening our partnership through the Accounting + program, enriching the experience of students in our ACAP Program and fostering a new generation of diverse, skilled leaders in the field of accounting.



### CLA

CLA (CliftonLarsonAllen LLP), the eighth-largest accounting firm in the United States, stands as a cornerstone of support within NABA Inc., generously sponsoring our headquarters office building and serving as a driving force behind our transformative Pathways to College Program (PTC). Beyond their financial contributions, CLA is the proud employer of numerous chapter presidents, exemplifying their commitment to nurturing leadership and fostering inspired careers within our organization. Their unwavering dedication propels our mission forward, empowering us to create meaningful impact and drive positive change in the world of professional services, accounting, and finance.



### YUPRO Placement

The Opportunity Exchange is a national partnership between NABA, Inc. and YUPRO Placement, a leading skills-first placement firm connecting diverse talent with apprenticeships, contract, and permanent roles at top U.S. employers. The collaboration expands career opportunities and professional growth for both communities. In 2024 YUPRO served as an employment partner in the CAN program. To date, 197 YUPRO members have joined NABA, Inc., and 124 NABA members have joined the YUPRO talent community.

## 2024-2025 COMPOSITE REPORT

# KEY PARTNERSHIPS



NABA, Inc. and the Indiana CPA Society (INCPAS) partnered to launch ConnectIN, a bold, future-focused initiative aimed at strengthening Indiana's workforce and talent pipeline. Focused on fields like accounting, business, and emerging technologies, ConnectIN supports students and professionals through every stage of their journey while expanding access to career pathways, mentorship, and entrepreneurship. With a shared commitment to economic growth and inclusion, NABA and INCPAS are laying the foundation for a more resilient, innovative, and diverse workforce across Indiana.



Through our partnership with TACTYC, NABA Inc. leverages their platform to amplify our commitment to student success and community engagement. Our sponsorship of their annual convention, enables us to foster collaboration and identify community colleges for the establishment of NABA chapters, expanding our reach and impact. Additionally, we showcase our transformative initiatives like the PTC and PwC Community College Initiatives at their convention, ensuring our programs reach deserving students. With a representative from TACTYC sitting on the accounting pipeline task with the AAA, our collaborative efforts continue to shape the future of accounting education, preparing the next generation of leaders for success.



NABA, Inc. and Big Brothers Big Sisters of America (BBBSA) launched a national partnership to expand access to mentorship, career exposure, and financial education for underrepresented youth. Aligned with BBBSA's Big Futures model, the collaboration strengthens pathways from high school to college and careers while connecting young people to industry leaders, hands-on learning, and meaningful mentoring relationships. Building on a successful pilot, the partnership is scaling nationwide to advance economic mobility and equip youth with the tools, networks, and opportunities needed to thrive.



PROGRAMS

# 2024-2025 COMPOSITE REPORT PROGRAMS

## 310%

### Increase in Scholarship Applicants:

By expanding access and adjusting eligibility criteria, we saw a 310% jump in scholarship applications, which attracted a broader, more diverse group of driven students ready to excel.

To demonstrate our dedication to educational equity, we substantiated our theory of impact by strategically lowering GPA requirements for national scholarships.

## 32%

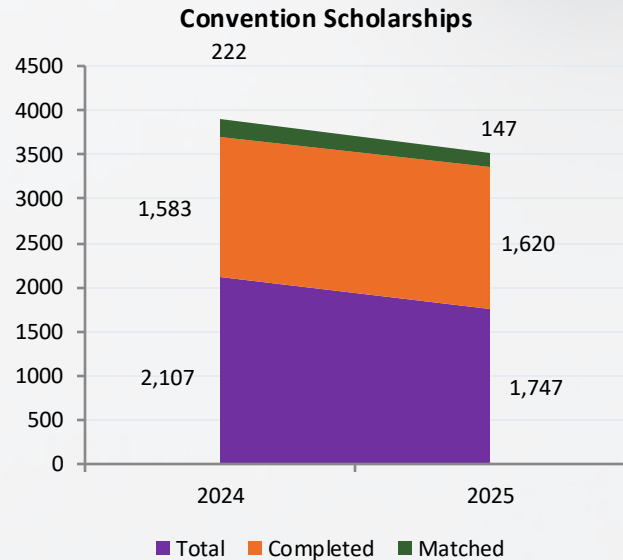
### Growth in Convention Attendance:

Scholar engagement at our national convention grew by 32%, with attendance rising from 350 to 663. This growth reflects our commitment to creating transformative spaces for connection, learning, and leadership development.

## \$942K

### Awarded:

We awarded more than \$942,000 in scholarships, affirming our investment in the next generation of leaders and helping students stay focused on their futures, not financial barriers.



### NATIONAL SCHOLARSHIPS

Scholarships	2024	2025
Total	2107	1747
Completed	1583	1620
Matched	222	147
\$ Delivered	\$801.6k	\$507.2k

2024-2025 COMPOSITE REPORT

# NABA'S PATHWAY OF PROGRAMS

Supporting Students from High School through Early Career



Together, these initiatives form a coherent, measurable talent pipeline strategy that supports the profession's sustainability and future competitiveness.

# 2024-2025 COMPOSITE REPORT PROGRAMS



ACAP, our Accelerated Career Awareness Program, introduces high school students to careers in accounting, finance, and business through immersive, week-long college residency experiences.

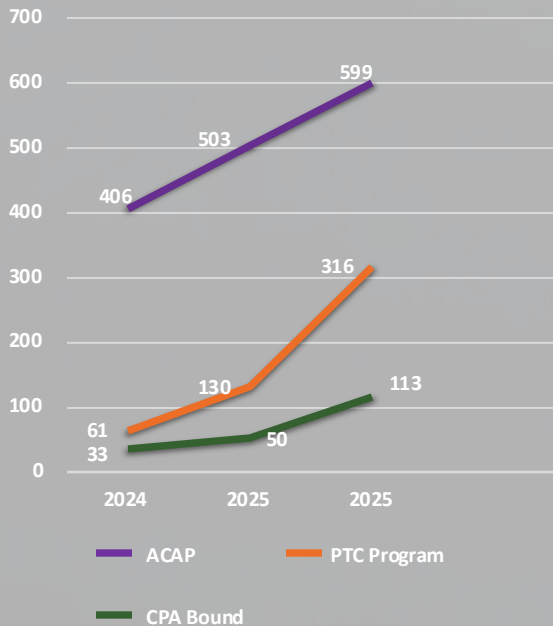
## 2025 Highlights:

- 25 campuses across the U.S. (up 56% from 2024)
- 891 students engaged (up 49% from 2024)
- 1,600+ applicants (a 15.6% increase in applicants year over year)
- Nearly \$120,000 in scholarships awarded

*ACAP is where the pipeline begins.*

## PARTICIPATION BY PROGRAM

2024 - 2025



# 2024-2025 COMPOSITE REPORT PROGRAMS



## Pathways to College Program (PTC)

### Strengthening the Community College → HBCU → Workforce Pipeline

PTC connects over 300 community college students to top HBCU business and accounting programs through academic coursework, scholarships, and corporate engagement.

#### Participating Institutions

- Howard University
- Florida A&M University
- Morehouse College
- Spelman College
- NC A&T State University
- Tuskegee University
- Xavier University of Louisiana

#### Program Outcomes

- Increased HBCU transfer enrollment
- Stronger academic and career readiness
- Direct alignment to corporate recruiting pipelines
- Awarded 13 multi year scholarship to freshman recipients
- Over 450 students reached in the program since inception



## Building Tomorrow's Business Leaders Through Hands-On Apprenticeship and Mentorship

Earn While You Learn. Credential While You Work

The CAN Program is a comprehensive certification initiative. This is a federally aligned apprenticeship model combining:

- 2,000+ hours of paid on-the-job training
- 300+ hours of virtual instruction
- 48 academic credits through Franklin University (Instruction supported by Howard University's Center for Accounting Education)
- Official U.S. DOL Apprenticeship Certificate – portable Federally recognized credential

#### Program Highlights:

- 10 Apprentices positioned for career advancement (Cohort 1 – pilot year)
- 17 supervisors strengthened as leaders
- 14 new Apprentices in Cohort 2

#### Partner Benefits

- Supervisor growth via Korn Ferry's Leadership U for Humanity program
- Customized workforce training
- Reduced turnover through early engagement
- Talent developed to your firm's needs
- Diversified entry-level hiring pipeline

## 2024-2025 COMPOSITE REPORT PROGRAMS



NABA's CPA Bound 2.0 program is a comprehensive initiative designed to address the barriers our professional and student members face in obtaining their Certified Public Accountant (CPA) license. The program aims to create and equip a community of CPA candidates with the tools and resources needed for licensure achievement.

### **A national CPA pipeline program providing:**

- Peer mentorship & accountability
- Monthly exam coaching
- Office hours & community support
- Scholarships for review materials & prep courses
- National partnership with Becker CPA Review

### **Program Highlights:**

- 153 participants currently enrolled (as of December 2025)
- 26 member have passed at least 1 CPA Exam (as of December 2025)

*Note: Please refer to the Business Development team for specific pricing information*



NABA's CPA Bound Corporate Cohort program is a comprehensive initiative designed to address the barriers our professional members face in obtaining their Certified Public Accountant (CPA) license. The program aims to create and equip a community of CPA candidates with the tools and resources needed for licensure achievement.

### **A national CPA pipeline program providing:**

- Firms sponsor up to 30 candidates per year
- Enhanced Becker packages
- Progress tracking & outcomes reporting
- Employer-branded CPA success pipeline

## 2024-2025 COMPOSITE REPORT PROGRAMS

# NABAWILL

WE INTENTIONALLY LEARN & LEAD

### High-Impact Talent Accelerator for Future-Ready Leaders

#### **Where early-career talent becomes tomorrow's managers**

NABA's WILL program is a Early-Career Leadership Accelerator for Future-Ready Managers. WILL is a transformative, high-impact talent development experience designed to cultivate high potential early career associates into confident, future ready managers, without disrupting billable hours. Developed and owned by NABA, in collaboration with Howard University, WILL blends real world learning, academic, sociological, and psychological frameworks.

- Cohort-based leadership development program
- Designed for 1st–3rd year associates in Financial Services
- Developed by NABA in collaboration with Howard University
- Hybrid delivery: In-person touchpoints, live virtual, and self-paced learning
- Focuses on executive presence, strategic thinking, and workplace navigation

#### **Partner Benefits**

- Strengthens early-career manager readiness
- Improves retention, performance & promotion pipelines
- Creates leaders who drive results and and readiness to lead high-impact work
- Builds a stronger leadership bench by developing executive presence, relationship building skills, and a confident leadership voice—driving better performance on high-stakes initiatives

# 2024-2025 COMPOSITE REPORT PROGRAMS

## Community College Career Access Pathway

**Community College → Bachelor's Degree →  
Accounting, Finance and Business-Related  
Careers**

A strategic program that establishes community college chapters at institutions with strong transfer pathways, diverse student populations, and active student-organization infrastructure. The initiative expands early awareness, access, and engagement in accounting, finance, and business careers while strengthening academic and professional pathways for community college students.

### Key Outcomes

- Strengthened pipeline into four-year institutions and career pathways
- New opportunities for early work experience and internships
- Stronger enrollment and retention among business-track students
- Expanded diverse talent pipeline for accounting and related disciplines

### Partner Value

- Build early relationships with diverse, high-potential and motivated talent
- Visibility and brand alignment as a champion for equity, mobility, and career readiness
- Strengthens pipeline for in-demand accounting and business roles

*Note: Please refer to the Business Development team for specific pricing information*

## Accounting Scholars Development Program (ASDP) Howard University

**Community College → Bachelor's Degree →  
Accounting Career**

A fully funded, week-long residential program for community college accounting, business, and finance students, hosted at Howard University.

### Key Outcomes

- Hands-on instruction by faculty & industry leaders
- Academic readiness for bachelor's-level accounting programs
- Increased transfer and CPA pipeline success

### Partner Value

- Direct access to high-potential transfer students
- Branded mentorship & recruitment engagement
- Long-term pipeline cultivation

## 2024-2025 COMPOSITE REPORT

# PROGRAMS

### SVEC Black Corporate Board Readiness (BCBR) Cohorts

Sponsored cohorts of the Santa Clara University/SVEC Black Corporate Board Readiness Program (BCBR) participate in an intensive, six-week executive education experience designed to prepare high-potential leaders for corporate board service. With over 40 virtual contact hours and 4 hours of one-on-one mentorship, participants gain in-depth expertise in corporate governance, strategic personal branding for board positions, and navigating the unique challenges and opportunities of corporate directorship. This transformative program equips leaders with the knowledge, skills, and confidence to excel in boardroom leadership and drive meaningful impact.

### SVEC Certified Ethical Professional (CEP) Cohorts

Sponsored cohorts of the Santa Clara University/SVEC Certified Equity Professional (CEP) Program gain access to the premier certification body for equity compensation professionals, housed within the Certified Equity Professional Institute (CEPI) at the Leavey Executive Center. This prestigious program offers a rigorous three-exam certification process, demonstrating mastery and expertise in the dynamic field of equity compensation, and equipping participants with the skills to excel as industry leaders.

*Note: Please refer to the Business Development team for specific pricing information*

# 2024-2025 COMPOSITE REPORT PROGRAMS

# RLA

— RISING LEADERS ACADEMY —

The Rising Leaders Academy is a comprehensive initiative tailored to enhance the educational and career readiness of NABA's high school and college student members. This program is designed to equip students with vital skills that are essential for academic success and professional growth.

Through a structured curriculum and hands-on activities, participants will develop strong foundations in numeracy and writing, gain critical financial literacy expertise, and build leadership capabilities. By fostering these core competencies, the Rising Leaders Academy empowers students to navigate their educational journeys confidently and prepares them to excel in their future careers as leaders in accounting, finance, and business.

# YEP

YOUNG ENTREPRENEURS PROGRAM

### **A hands-on entrepreneurship experience where students:**

- Build business models
- Use AI for market research
- Learn financial planning & pitching
- Compete in NABA Tank (Shark Tank-style pitch competition)

### **Partner Engagement**

- Corporate mentors guide student teams
- Innovation branding opportunities
- Future founder & intrapreneur pipeline access

# ELI

EMERGING LEADERS INSTITUTE

The Emerging Leaders Institute (ELI), powered by KPMG, is a premier NABA leadership development program dedicated to shaping the next generation of Black Business Leaders.

A premier leadership development experience for:

- College students at National Convention
- High school students at Regional Conferences

### **Grounded in NABA's Five E Framework:**

1. Engage
1. Empower
2. Educate
3. Enhance
4. Elevate

### **Outcomes**

- Professional identity development
- Leadership confidence & executive exposure
- Corporate pipeline engagement



INVESTORS &  
PARTNERSHIPS

# 2024-2025 COMPOSITE REPORT

## 2024 INVESTORS

### NAMED SCHOLARSHIP INVESTORS

- Alexis Adams Scholarship
- The Aubrey Harrell Excellence in Accounting Scholarship
- Juliet Taylor Williams and Sam Jolla, Sr. Memorial Scholarship
- Dunlap Scholarship Fund
- Durran Dunn Scholarship
- Claire Leary Scholarship Fund
- Claudette Griffin Memorial
- Foca Family Scholarship Fund
- Frank C. Parker, III Scholarship
- Frederick E. Davis, Jr. Scholarship
- Greg Giesler - A More Juste World Scholarship
- Herschel Frierson Scholarship
- James and Tina Watson Scholarship Fund
- Leadership Unlocked by Jesse Rhodes Jr Scholarship
- Kenneth E. and Leslie H. Cooke
- Kimi Ellen Scholarship
- Kim Williams Family Scholarship Fund
- Leary Family Scholarship Fund
- Les Netter Scholarship
- Meagan Leary Scholarship Fund
- Ralph and Valerie Thomas Scholarship Fund
- Ray & Tisha Price Scholarship Fund
- Reese Blair Scholarship
- Richard McNamee Memorial Scholarship
- Stephen and Maria Metoyer Scholarship
- Steven & Arica Harris Family Scholarship
- Tawana M. Nichols Scholarship Fund
- The TDC Scholarship
- Thomas S. Watson, Jr. Memorial Scholarship
- Tiffany D. Harrison Scholarship
- Rabbi Donald B. Starr, CPA Memorial Scholarship Fund
- Ramsey Family Scholarship
- Saint Juste Family Scholarship
- Sherry-Ann Mohan Scholarship
- Thalia Smith Scholarship Fund
- Tracey Walker Scholarship
- Mr. and Mrs. Theo Bunting Scholarship Fund
- Ms. Violetta Fortune Scholarship Fund
- Wells and Carol Hale Memorial Scholarship Fund

- WMH Advisors LLC Scholarship Fund
- The Aspiring Black CPA Fund (E. ZeNai Savage)
- CLA Triad North Carolina Office
- Indiana State CPA Society
- Robin Washington Excellence in Leadership

### DIVINE NINE

- Crimson & Cream (Delta Sigma Theta Sorority, Incorporated) Scholarship
- Hidden Figures (Alpha Kappa Alpha, Incorporated) Scholarship
- Kappa Alpha Psi Scholarship - Funded by Trevor Williams
- Omega Psi Phi Fraternity Scholarship Fund

### NABA INC. CHAPTERS

- Austin (Sponsor: Meta)
- Austin (Sponsor: Dell)
- Austin (Sponsor: Anderson Broadhead Law Firm)
- Atlanta (Sponsor: Crowe)
- Atlanta (Sponsor: Crowe)
- Northern New Jersey (Sponsor: NJCPA)
- Northern New Jersey (Sponsor: Broadridge Financial)
- Northern New Jersey (Sponsor: EY)
- Northern New Jersey (Sponsor: Eisner Amper)
- Northern New Jersey (Sponsor: Johnson & Johnson)
- Northern New Jersey (Sponsor: Merck)
- Northern New Jersey (Sponsor: Prudential)
- San Diego (Sponsor: Deloitte Foundation - Precious Driver)
- Greater Hartford (Sponsor: KPMG - Hartford Office)
- Greater Hartford (Sponsors: EY - Hartford Office & The Hartford)
- Greater Hartford (Sponsor: PwC - Hartford Office)
- Greater Hartford (Sponsor: Deloitte - Hartford Office)
- Greater Hartford (Sponsor: Pratt & Whitney - RTX)
- Greater Hartford (Sponsor: Talcott Financial Group)
- Greater Hartford (Sponsor: Global Atlantic Financial Group)

# 2024-2025 COMPOSITE REPORT

## 2024 INVESTORS

### **DIVERSE ORGANIZATION FIRMS**

DOF Scholarship

### **PATHWAYS TO COLLEGE**

Deloitte Foundation  
CLA Foundation  
PwC

### **CORPORATE SCHOLARSHIPS**

Andersen

AICPA  
Amazon  
Brown Schultz Sheridan & Fritz (BSSF)  
Crowe  
EY  
Forvis  
Fidelity Investments  
GEAAF  
KPMG  
Microsoft  
PayPal  
PNC Bank  
Pratt & Whitney (Raytheon)  
Protiviti/Robert Half  
Protiviti  
PWC

RSM  
Rubin Brown  
Accenture  
CAQ  
CLA  
Google  
Deloitte  
DOW Chemical  
DOF  
Grant Thornton  
Prudential  
EY  
Next Era Energy  
KPMG - Title Sponsor for Golf Classic  
RSM  
Wells Fargo

## 2024-2025 COMPOSITE REPORT

# 2025 SCHOLARSHIP INVESTORS

### NAMED INVESTORS

- A More Juste World Scholarship
- Foca Family Scholarship
- Frank C. Parker, III Scholarship
- Frederick E. Davis, Jr. Scholarship
- James and Tina Watson Scholarship Fund
- Kim Williams & Family Scholarship
- Kimi Ellen Scholarship
- Leary Family Scholarship
- Rabbi Donald B. Starr, CPA Memorial Scholarship
- Richard McNamee Memorial Scholarship Fund (Warren Coopersmith Family Foundation)
- Saint Juste Family Scholarship
- Stephen and Maria Metoyer Scholarship Fund
- Tawana M. Nichols Scholarship
- The Arica Harris 50 for 50 Scholarship
- The TDC Scholarship
- Thomas S. Watson, Jr Memorial Scholarship
- Tiffany D. Harrison Scholarship
- Weaver Scholarship
- WMH Advisors, LLC Scholarship
- Donna Cohen
- Dr. Deborah Carter
- Durran Dunn
- Erica Mosley
- Ernest L Duncan
- Gwen Skillern
- Guylaine Saint Juste
- Jada Dunn
- James Suh
- James Watson
- Janaye Williams
- Javin Rudolph
- Jay Jarrett
- Jean Wells
- Jessica Johnson
- Kai Cheng
- Karen Faucette
- Kenali Elliott
- Kenya Cherry Cook
- Kenyetta Jackson
- Kim Williams Family Scholarship Fund
- Kim Wilson
- Kimberlee Berry
- Latasha Brown
- Leilani Smith
- Lisa Griffin
- Lori Burke
- Matthews Business Associate Services LLC
- Mekiah Carter
- Mona Lita Carr
- Naomi Jenkins
- Nora O'GARRO
- Norma McDonald
- Ozoemena Nnamadim
- Pamela Champ-Powell
- Peter Calixte
- Randall Gaines
- Rashiba Hill
- Sarah Cooper
- Sherard Byrd
- Sherry Ann Mohan

### DIVINE NINE

- Crimson & Cream (Delta Sigma Theta Sorority, Incorporated) Scholarship
- Hidden Figures (Alpha Kappa Alpha, Incorporated) Scholarship

### NATIONAL SCHOLARSHIP FUND

- Adaeze Nwachuku
- Amber Ikpe
- Angela Haskell
- Bakary B. Sanneh
- Brian Thomas
- Brittani Jackson
- Chan Solutions
- Chris and Catherine Foca
- Christopher Smith
- Christina Salu
- Colin O'Garro
- Daphne Darbouze
- Diane Simpkins

# 2024-2025 COMPOSITE REPORT

## 2025 SCHOLARSHIP INVESTORS

### NATIONAL SCHOLARSHIP FUND (CONTINUED)

- Susan Close
- Tanya Davis
- Tawana Nichols
- Terrell Bell
- The Aspiring Black CPA Fund
- Tory Stanley
- Tre'von Matthews
- Tunisia Carter
- We Are TactIQ
- Wendy Morton-Huddleston
- Yousive Camara

### OPERATING ENDOWMENT

- Anonymous
- Ray Price, Jr. and Tisha Price
- Sherry Ann Mohan
- Theodore Bunting, Jr.

### ENDOWED SCHOLARSHIPS

- Ramsey Family Endowed Scholarship
- Violetta Fortune Endowed Scholarship
- Supporters of the W. Virginia Walker Memorial Endowed Scholarship
  - Beverly Dale
  - Anonymous
  - Carrie Maultsby-Lute
  - Cecily Odiari
  - Christal Gauthier
  - David Southern
  - Derek Gordon
  - Dianne Jewell
  - Ed Magee
  - Gustavo Rearte
  - Heather Buffington-Anderson
  - Joseph Stecher
  - Anonymous
  - Kreiner/Lovejoy Family Fund
  - Anonymous

- Lily Toney
- Lisa Gelobter
- Lo Toney
- Michael Fels
- Michael Venerable
- Mike Putman
- Myron Wick
- Anonymous
- Anonymous
- Richard Watkins
- Robin Allgren
- Robert and Sandra McNamara
- Robert Collins
- Veronica Reed
- Vickie Stephens
- Anonymous
- William J. Casey Irrevocable Trust
- Supporters of The Arica Harris 50 for 50 Scholarship Ride
  - Anonymous
  - Afia Phillips
  - Akilah Bernard
  - Alicia Hunter
  - Alia Kemet
  - Amy Atwood
  - Amy Stensland
  - Andrea Romeros
  - Angelica Prescod
  - Anita Franklin
  - Ann Abad
  - Arica Harris
  - Ashley Morris
  - Bill Welborn
  - Anonymous
  - Brionna Bryant
  - Carmia Marshall
  - Carrie Kessler
  - Anonymous
  - Chris Lydon
  - Chris Sykes
  - Christie Griffin

# 2024-2025 COMPOSITE REPORT

## 2025 SCHOLARSHIP INVESTORS

### ENDOWED SCHOLARSHIPS (CONTINUED)

Cindy Little  
Anonymous  
Dana Kyles, PMP  
Dana Ware  
Dannetta Bland  
David G. Clunie Charitable Gift Fund  
Demetrius Grooms  
Derrick Montgomery  
Anonymous  
Dionne Dailey  
Ebony Lucas  
Elaina Ferguson  
Elisha Wilkinson  
Emery Skolfield  
Erica Randall  
Erin Moss Fergusn  
Anonymous  
Felicia Malter  
Fred Kostecki  
Fredricka Johnson  
Anonymous  
Harper Family Fund  
Hayley Price  
Henry Ristuccia  
James Davis  
James Perry  
Jasmina Woodson  
Jasmine Butler  
Jeanice Baker

Anonymous  
Anonymous  
Jessie Abercrombie  
Anonymous  
Anonymous  
Judith Southard  
Anonymous  
Katie Dear  
Kelli Wright  
Kelly Henry  
Kevin Alm  
Anonymous  
Anonymous  
Kim McClelland  
KiMonyca McCoggle  
Anonymous  
Kristin Johnson  
Kristy Stadyk  
Landon Stone  
Lauren Angelo  
Leesha Wilson  
Lisa Lockett  
Anonymous  
Mason Grove  
Maya Cockroft  
Miranda Clark  
Mona Lita Carr  
Myesha Williams  
Naima Hashim-White  
Naima Hashim-White  
Nick Graff  
Anonymous  
Nora O'Garro

Norm Eaker  
Omar Gates  
Ondrea R. Willis  
Patrick Chanod  
Patrick Smith  
Paul Bryant  
Anonymous  
Rachel Burse  
Robert Crumpton  
Anonymous  
Rodney Bahr  
Rodney Kinzinger  
Ron Daugherty  
Sandra Hauser  
Stacy Carlock  
Tameka Ward  
Tiffany Walker  
Anonymous  
Anonymous  
Toni Williamson  
Tony Sgroi  
Anonymous

### NABA, INC. CHAPTERS

- Greater Hartford
- Richmond
- San Francisco
- San Diego
- Northern New Jersey

## 2024-2025 COMPOSITE REPORT

# 2025 SCHOLARSHIP INVESTORS

### **DIVERSE ORGANIZATION FIRMS**

DOF Scholarship

### **PATHWAYS TO COLLEGE**

Deloitte Foundation

CLA Foundation

### **CORPORATE SCHOLARSHIPS**

Andersen

Bennett Thrasher

Brown Plus

CAQ

Deloitte Foundation

EY

Grant Thornton

KPMG

Microsoft

PNC

PwC

Robert Half

Rubin Brown

### **ACAP**

Adeidra Washington

Ana Blake

Angela Dunlap

Angelica Smith

Brian Gibson

Caroline Waweru

Colin O'Garro

Darlene Garcia

Greg Turner

Jasmina Woodson

Jennifer Walker

Lisa Ong

Lindsey Kiser

Malcolm Williams

Mary Sellers

Maurice Smith

Melanie Allen

Moses Wilcox

Nicolette Smith

Nilton Garcia

Nora O'Garro

Shannon Tisdale

Shariyf Muhammad

Steve Denson

Wayne Rowe

Yvette Philip



LEADERSHIP

# 2024-2025 COMPOSITE REPORT

## NABA BOARD OF DIRECTORS



**Herschel Frierson**  
Chairman  
Crowe LLP



**Sherry Ann Mohan, CPA**  
Vice-Chair  
JP Morgan Chase & Co.



**Steven L. Harris,**  
**CPA, CGMA**  
Immediate Past Chairman  
RubinBrown LLP



**Durran Z. Dunn,**  
**CPA, CIA**  
National Treasurer  
Bennett Treasurer



**Noel Bowers,**  
**CPA, MS**  
National Secretary  
PwC



**Crystal Martin**  
Southern Regional President  
One Eighty Consulting, LLC



**E. ZeNai Savage, CPA**  
Central Region President  
Indy Chamber



**Tawana Nichols**  
Western Region President  
Sugar Bowl Bakery



**Trevor W. Williams, CPA**  
Eastern Region President  
GRF CPAs & Advisory



**Jesse Rhodes, Jr.**  
National Director  
Amazon



**Kimi Ellen, CPA**  
National Director  
Benford, Brown &  
Associates



**Stephen Metoyer**  
National Director  
Deloitte Tax, LLP



**Tasha Austin-**  
**Williams, Ph.D.**  
National Director  
Deloitte



**Theodore Bunting, Jr.**  
National Director  
Public Company Board  
Member



**Wendy Morton - Huddleston,**  
**CGFM, PMP**  
National Director  
WMH Advisors, LLC

# 2024-2025 COMPOSITE REPORT

## CORPORATE ADVISORY BOARD



**Ray C. Price, Jr., Chair**  
Chief Financial Officer  
CLA (CliftonLarsonAllen)



**Aaron Anderson**  
Chief Accounting Officer  
META



**Alexis Adams, CPA**  
Tax Partner  
Grant Thornton LLP



**Alfonzo Alexander, MBA, CPC**  
President & CEO  
Alexander Success Group, Inc.



**Alice Jolla**  
Chief Accounting Officer &  
Corporate VP, Microsoft



**B. Aubrey Harrell**  
Retired Partner  
KPMG, LLP



**Frederick Davis, Jr.**  
Partner  
Aprio



**Greg Giesler**  
Senior Managing Director  
Business & Commercial  
Finance, Accenture



**James Watson, CPA**  
Chief Solutions Officer  
CLA (CliftonLarsonAllen)



**Jeff L. Tate**  
Chief Financial Officer  
DOW



**Kenneth Bouyer**  
Americas Director of Inclusiveness  
Recruiting, Ernst & Young



**Korey Thomas**  
VP-Internal Audit  
Whirlpool



**Tiffany D. Harrison**  
Former VP of Finance & CFO  
The Boeing Company, Inc.



**Ralph Albert Thomas, CGMA**  
Retired CEO & Executive  
Director, NJ Society of CPAs



**Stephen Hilton**  
SVP Finance, Treasurer  
Robert Half



**Mark Finkelstein**  
SVP and CFO  
Prudential Financial



**Tracey Walker**  
Chief Executive Officer  
SHRM Linkage



**William Washington III**  
Global CFO  
Baker McKenzie

# 2024-2025 COMPOSITE REPORT

## NABA STAFF

### EXECUTIVE LEADERSHIP TEAM

- **Guyline Saint Juste**, President & CEO
- **Kim Williams**, Chief Revenue Officer
- **Catherine Foca**, Chief Operating Officer
- **Kim R. Wilson**, Senior Vice President, Stakeholder Experience & Engagement
- **Tunisia Carter**, Director of Executive Operations & Governance
- **Lauren Burke**, Head of Experience, NABA, Inc. President & COO, We Are TactIQ
- **James Suh**, Head of IT & Insights

### LEGAL COUNCIL

- **Dorothy Deng**, Partner, Whiteford, Taylor & Preston

### NATIONAL HEADQUARTERS STAFF

- **Charles Askew**, Director, Programs
- **Kenali Battle**, Director, Student Programs
- **Kimberly Fields**, Director, Events
- **Mona Lita Carr**, Director, Philanthropic Engagement
- **Tanya Davis**, Director, Geography
- **Sammar Asif**, Head of Programs
- **Daphne Darbouze**, Associate Director, Organizational Effectiveness
- **Erica Mosley**, Associate Director, Marketing & Communications
- **Jennifer D'Antonio**, Associate Director, Technology
- **Jocelyn Jarrett**, Associate Director, Events
- **Amber Ikpe**, Manager, Sales Operations
- **Courtney Dover**, Manager, Executive Operations
- **Crystal Gray Brown**, Manager, Executive Operations
- **Deanna Stango**, Manager, Accounting & Finance
- **Janaye Williams**, Manager, Executive Operations
- **Kelly Harrod**, Manager, Executive Operations
- **LeiLani Smith**, Manager, Memberships
- **Nora O' Garro**, Manager, ACAP Program
- **Sharonda Merrell-Walton**, Manager, Executive Operations
- **Jeffrey Marshall**, Vice President, Marketing & Communications
- **Javin Rudolph III**, Senior Director, Sales
- **Karen Faucette**, Senior Director, Corporate Engagement
- **Naomi Jenkins**, Senior Director of Applications
- **Christopher Smith**, Creative Director

# 2024-2025 COMPOSITE REPORT

## NABA LEADERSHIP COUNCIL



**Latasha Brown**  
Business and Executive  
Coach Business  
Franchise Owner



**Rachael Gibson**  
Chief Inclusion & Impact  
Officer, Crowe Foundation  
Leader, Crowe



**Courtney Kincaid**  
President & CEO,  
Indiana CPA Society



**Thalia Smith**  
Partner, Deloitte



**Brandon M Alexander**  
Tax Director - Noble  
Investment Group



**Tory Stanley**  
Audit Senior  
Manager, LBMC



**Ime Ekanem**  
Director, Finance & Enterprise  
Transformation | Business  
Enablement, Uber



**Chelsea Jackson**  
AICPA Legacy Scholar  
| Master of  
Accountancy Student



**Tawana Nichols**  
Director of Accounting,  
Sugar Bowl Bakery



**Wayne Williams**  
Associate Professor at Fox  
School of Business at Temple  
University



**Folashade Abiola-Banjac**  
Principal, Leader of the  
Forensic, Litigation &  
Investigations Practice, CLA



**Orume Hays**  
Board Member &  
Award-Winning CPA



**Antoine Junior Melay**  
Vice President, Client  
Relations for Workforce  
Development Training,  
Windwalker Group



**Derkyl Paton**  
Co-owner Paton Bros /  
President of NABA NNJ



**Paul Morgan**  
Sales and Trading Analyst  
at Bank of America



**Kim Wilson**  
Senior Vice President, Stakeholder  
Experience & Engagement



**Tanya Davis**  
Director, Geography,  
NABA Inc.

## 2024-2025 COMPOSITE REPORT

# CHAPTER PRESIDENTS

<b>Cara Sylvers</b>	Western	Houston	Chapter President
<b>Daniel Bennett</b>	Western	Austin/Central-Texas	Chapter President
<b>Christopher Mitchell</b>	Western	Dallas Ft. Worth	Chapter President
<b>Naomi Granger</b>	Western	Las Vegas	Chapter President
<b>Kendale King</b>	Western	Los Angeles	Chapter President
<b>Marcus Brooks</b>	Western	San Diego	Chapter President
<b>Innocent Obi</b>	Western	San Francisco	Chapter President
<b>Tai Moultrie</b>	Western	Seattle	Chapter President
<b>Ike Okoronkwo</b>	Southern	Atlanta	Chapter President
<b>Demetria Jones</b>	Southern	Charlotte	Chapter President
<b>Bernard Harris</b>	Southern	Chattanooga	Chapter President
<b>Erin Hudson</b>	Southern	Greater Orlando	Chapter President
<b>Joshua Lopez</b>	Southern	Greensboro	Chapter President
<b>Paul Colin</b>	Southern	Jacksonville	Chapter President
<b>Marlene Houston Alexander</b>	Southern	Memphis	Chapter President
<b>Tanya Munford Pitts</b>	Southern	Middle Georgia	Chapter President
<b>Theodore Bunting</b>	Southern	Nashville	Chapter President
<b>Jordain Franklin</b>	Southern	New Orleans	Chapter President
<b>Brandon Brake</b>	Southern	Research Triangle Park	Chapter President
<b>Sarah Gaymon</b>	Southern	South Florida	Chapter President
<b>Steven Mackall</b>	Eastern	Baltimore	Chapter President
<b>Darrell L. Matthews</b>	Eastern	Greater Hartford	Chapter President

## 2024-2025 COMPOSITE REPORT

# CHAPTER PRESIDENTS

<b>Jody James</b>	Central	Chicago	Chapter President
<b>Cythenia Russell</b>	Central	Cincinnati	Chapter President
<b>Duane Morris</b>	Central	Cleveland	Chapter President
<b>Tenesha Hartgrove</b>	Central	Columbus	Chapter President
<b>Earline Crawford</b>	Central	Detroit	Chapter President
<b>Tory Stanley</b>	Central	Greater Louisville	Chapter President
<b>Aurmaudra Bradley</b>	Central	Indianapolis	Chapter President
<b>Jackie Dammeier</b>	Central	Iowa	Chapter President
<b>Gary Parker</b>	Central	Kansas City	Chapter President
<b>Mac Kirskey</b>	Central	Milwaukee	Chapter President
<b>George Mensah</b>	Central	Northwest Arkansas	Chapter President
<b>Nicholas Page</b>	Central	Omaha	Chapter President
<b>Jeremiah Hathorn</b>	Central	St. Louis	Chapter President
<b>Tamara Jenkins</b>	Central	Twin Cities	Chapter President
<b>Fola Abiola-Banjac</b>	Eastern	Metro Washington DC	Chapter President
<b>Kevin Weems</b>	Eastern	New York	Chapter President
<b>Derkyl Paton</b>	Eastern	Northern New Jersey	Chapter President
<b>Cheryl Hopkins</b>	Eastern	Philadelphia	Chapter President
<b>Andrea Barnett</b>	Eastern	Richmond	Chapter President

## 2024-2025 COMPOSITE REPORT

# PAST BOARD CHAIRS

**1969–1971 Frank K. Ross,**  
CPA Founding Board Chair

**1971–1973 William Aiken,** CPA

**1973–1974 Theodore A. Wilson,** CPA\*

**1974–1975 Fred S. Moultrie,** CPA

**1975–1977 Thomas Barrow,** CPA

**1977–1979 Marion Holmes,** CPA\*

**1979–1980 Carl P. Simpson,** CPA

**1980–1982 Vernon Evans,** CPA, CMA

**1982–1983 Phillip Pierce,** CPA

**1983–1985 William Aiken,** CPA\*

**1985–1986 Ramona H. Pearson,** CPA

**1986–1987 Clarence L. James, Jr.,** CPA

**1987–1988 Ronald Leverett\***

**1988–1990 Greta J. Russell,** CPA

**1990–1992 Ralph Albert Thomas,** CPA

**1992–1994 Dr. Lawrence T. Mathews,** CPA

**1994–1997 Angela L. Avant,** CPA

**1997–2000 Daniel H. Moore,** CPA

**2000–2002 Erby L. Foster, Jr.,** CPA

**2002–2004 Kim Griffin-Hunter,** CPA

**2004–2006 Norman Jenkins,** CPA

**2006–2008 Gwendolyn D. Skillern,** CPA

**2008–2010 Walter J. Smith,** CPA

**2010–2013 Calvin Harris, Jr.,** CPA

**2013–2016 Kenneth E. Cooke,** CPA

**2016–2020 Steven Harris,** CPA

*\*Deceased*



# 2024 | 2025

## ANNUAL REPORT

To access financial statements for [2024 Click Here](#) / [2025 Click Here](#)  
NABA, Inc. is a non-profit, 501(c)(3) member-based association dedicated  
to bridging the opportunity gap for professionals and students in all  
business-related fields, and entrepreneurship. NABA advances people,  
careers, and its mission by providing education, resources, and  
meaningful career connections, fulfilling the principle of our motto: Lifting  
as We Climb. To learn more about NABA and its programs visit:

<http://www.nabainc.org>

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301-474-6222