



NABAINC

2023

ANNUAL REPORT



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Navigating Challenges, Forging Ahead: Our Resolve in Empowering Black Business Leaders

The journey toward driving systemic change is woven with both triumph and adversity. As NABA Inc. reflects on our progress throughout 2023, we are confronted with the stark reality that the racial wealth gap is not only persistent, but it is widening. This divide echoes through generations, casting a shadow on our collective pursuit of economic equality.

Amidst this backdrop, we also confront a new challenge—an assault on the very principles of diversity, equity, and inclusion that underpin our mission. In 2023, legislative efforts sought to silence the voices advocating for change, erase history, and stifle discussions on critical issues like DEI.

These attempts to restrict knowledge not only threaten to deepen existing divides but also undermine the very fabric of our society. They strike at the heart of our mission, seeking to erode the progress we have fought so hard to achieve over the last 55 years.

But adversity has always been the catalyst for change. At NABA Inc., we refused to be deterred. We stood firm in our commitment to empower Black Business Leaders at every step in their journey, driving progress and amplifying Black voices. Our success is a testament to the steadfast support of our corporate sponsors and devoted members, whose contributions have fueled our growth and expanded our influence. Together, we have forged new frontiers and championed systemic change in pursuit of a more inclusive and equitable future.

As we embark on the next chapter of our journey, guided by a clear vision and unwavering commitment, we invite you to join us. Delve into this report, explore our achievements and stand with us in our mission to empower Black excellence.

Together, we will continue to path and pave a more just world.



PRESIDENT & CEO



Guylaine Saint Juste
President & CEO

NABA Nation,

Thank you for choosing to be a part of this wondrous journey, as together, we path and pave a more just world. In 2023, we continued to focus on our vision, power our mission, and lead with our values. Our operating principle of “move fast, fail fast, and learn faster” guided us as we launched innovative programs, continued to grow our infrastructure toward operational excellence, and established our foundation to play our part in closing the Black wealth gap.

In 2023, we made significant strides with several key programs. We launched NABA Empower, a free resource to help our members tackle life's challenges. Our Pathways to College Program is entering its second year, with plans to expand in 2024. In collaboration with Deloitte, we supported three cohorts of experienced executives through the Black Board Initiative, preparing them for board assignments.

Additionally, our National Convention & Expo, Insight 2023: Elevate, brought together over 3,600 members to engage and elevate our voice, complemented by two regional conferences with nearly 2,000 attendees. The NABA Foundation remains dedicated to closing the Black wealth gap through five tenets: education, earnings, entrepreneurship, equity, and enterprise. We are working towards our goal of managing \$1 billion in assets.

In 2023, we awarded nearly \$1 million in scholarships, supporting over 200 students to attend our Convention and proving our scholarship theory of impact.

All this is possible because of incredible partners like Deloitte, PwC, Accenture, CLA (CliftonLarsonAllen) and the Center for Audit Quality (CAQ), who believe in us, with us, and for us. These firms commit time and talent and treasure the service of our mission. To Deloitte and all our Deloitte partners who continue to invest and build with us: Lara Abrash, Kwasi Mitchell, Heather McBride-Leef, Thalia Smith, Reese Blair, Stephen Metoyer, and dear board member and executive sponsor Dr. Tasha Austin-Williams, thank you for your unrelenting focus on equity in systems and belonging

for people. I am deeply grateful to Jen Leary, James Watson, Greg Giesler, Julie Bell Lindsey and Elizabeth Barentzen for going beyond allyship to accomplices.

Our board members, Corporate Advisory Board (CAB), and local volunteer leaders are the heartbeat of this mission. To our NABA, Inc. team, especially our executive leadership—Catherine Foca, Kim Williams, Kim Wilson, Telaekah Brooks, Marc Raygoza, Toi Eshun, Shon McGhee, and Tunisia Carter—thank you for your unwavering dedication.

Together, we are lifting as we climb, paving the way to a more just world, and creating endless opportunities for Black Business Leaders. I am honored to be on this journey with you.

Warmth and gratitude,



BOARD CHAIR



Herschel Frierson
Chairman

NABA Nation,

Serving as Chair of NABA Inc. is an incredible honor and privilege. The passion, dedication, and commitment of our members, national staff, volunteers, and partners never cease to inspire me. This collective drive fuels our commitment to making a profound and positive impact on the lives of Black Business Leaders, both nationally and globally.

We have successfully transitioned the board to a governance structure and launched six committees, reinforcing our dedication to our mission.

Reintroducing NABA, Inc., we now operate as the holding entity driving our Theory of Change (ToC). This encompasses the Diverse Organization of Firms (DOF), which fosters entrepreneurship; the Foundation, which aims to close the Black wealth gap; and NABA, our network for Black Business Leaders.

Dr. Tasha Austin-Williams, Chair of the Strategy, Innovation, and Technology Committee, is leveraging AI (Artificial Intelligence) and Gen AI to propel us forward. Kimi Ellen, CPA, Chair of both the DOF Advisory Board and Audit Committee, ensures we operate with soundness and sustainability. Durrant Dunn, CPA, CIA, Chair of the Finance Committee, collaborates with top leaders to build a robust financial foundation. ZeNai Savage, CPA, Central Regional President, and Ad Hoc Committee Chair, guides us with policies to operate as OneNABA. Sherry Ann Mohan, CPA, National Board Vice Chair and Chair of the Human Capital Committee, leads us in implementing the best human-centric policies. Noel Bowers, CPA, National Board Secretary and Chair of Governance & Ethics Committee, ensures the highest levels of ethics and integrity.

To our regional presidents — ZeNai Savage, Crystal Martin, Trevor Williams, and Tawana Nichols — thank you for embracing our new way of operation. To the remaining board members, thank you for your service. And a special thanks to Jason Booker, Brittani Bishop, and Angel Johnson, whose terms have ended. Your

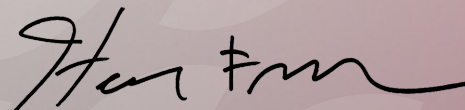
contributions have left a lasting impact on NABA.

In 2024, we launched bold aspirations to build a strong Black institution, aiming for 100,000 members and \$1 billion in assets under management. These are ambitious goals, but we firmly believe we can achieve them. Together, we must.

As we look ahead, I am optimistic and determined to continue engaging, empowering, educating, enhancing, and elevating Black Business Leaders. To our members, national staff, volunteers, and partners—thank you for your unwavering support and commitment to NABA's mission.

Let's go, NABA Nation! Lifting as we climb, we are writing the next 55 years into the world's landscape.

In service,





OUR HISTORY

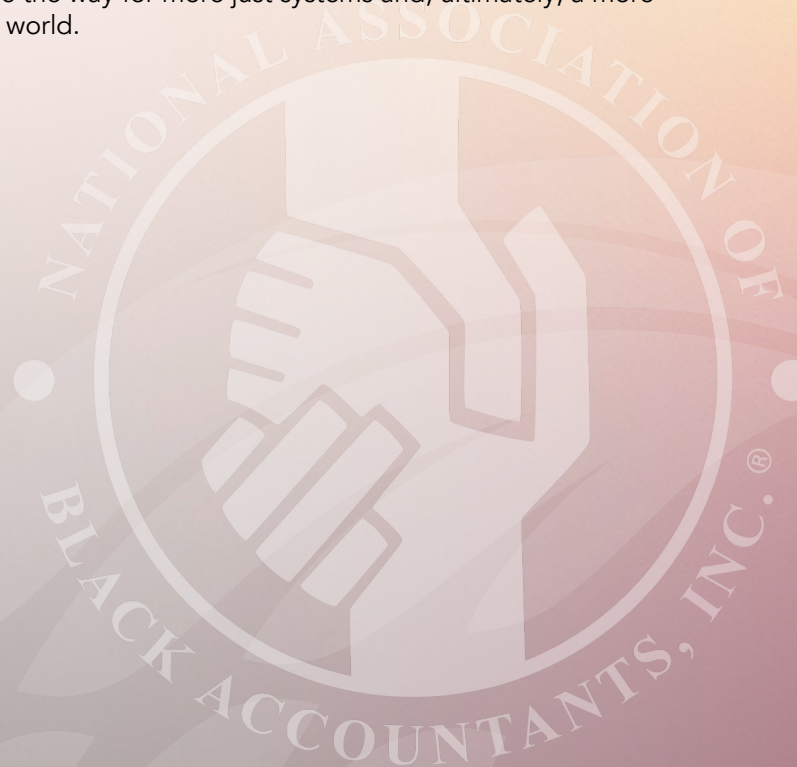


In December 1969, nine African-American financial leaders met in New York City to discuss their unique challenges and limited opportunities in the accounting profession. In that year, there were only 136 African-American Certified Public Accountants (CPAs) out of 100,000 in the United States. NABA's founding nine sought to establish an organization to address the concerns of Black professionals entering the accounting field and commit to professional and academic excellence.

NABA remains true to its founder's mission of enlarging the pipeline of Black Business Leaders into every level of accounting, finance, business, and entrepreneurship. We remain committed to our motto, "lifting as we climb," as we pave the way for more just systems and, ultimately, a more just world.

FOUNDING NABA NINE

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





MISSION, VISION, & VALUES

Mission

We engage, empower, and educate Black 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

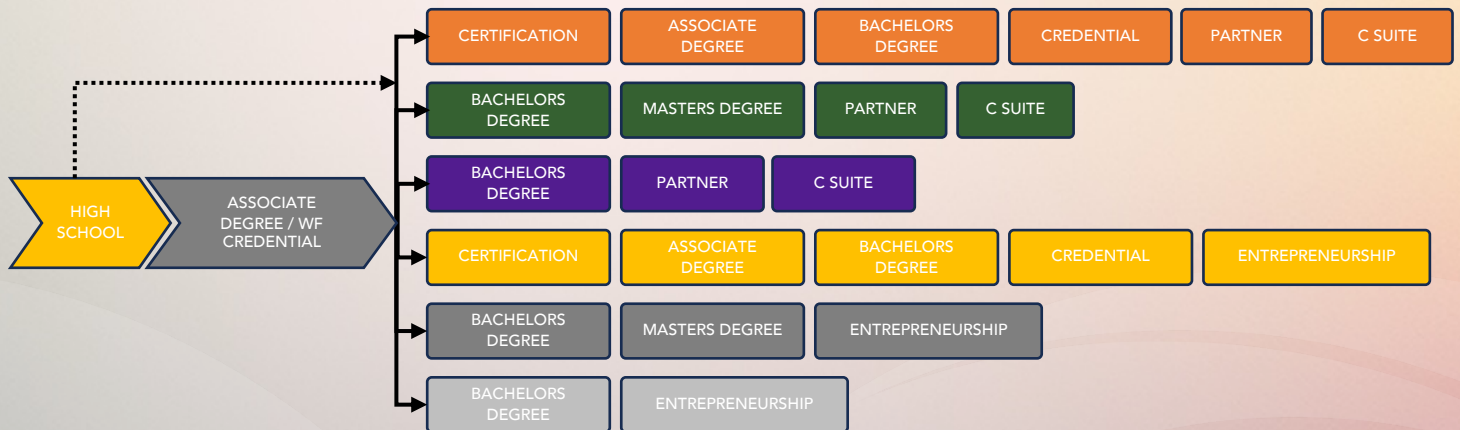
ALL IN
INTENTION
MORALS
SERVICE

Vision

We path and pave the way to a more just world, unleashing endless opportunities for growth and advancement so that Black Business Leaders achieve the best version of themselves at every point of their journey

THEORY OF CHANGE: ONE NABA

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



NABA FOUNDATION



Ralph Thomas
Chair
NABA Inc. Foundation

Dear NABA Members, Partners, and Staff,

This year marks a significant milestone as we celebrate the launch of our foundation. Our journey began with a vision to empower and support talented students, and I am proud to share that we have made tremendous strides since our inception. The exponential growth of our scholarship program is a testament to our commitment to investing in the future of Black Business Leaders.

Our foundation's scholarship program has exceeded our expectations, allowing us to reach and impact more students each year. This growth is not just about numbers; it is about creating meaningful opportunities and opening doors for the next generation of leaders. We believe in our student members' potential to make a difference in their communities and beyond, and we are committed to providing the resources and support they need to succeed.

I would like to extend our heartfelt gratitude to our individual and corporate donors. Your generosity and unwavering support have been instrumental in the success of our programs. Together, we are making a tangible difference in the lives of our members and the broader community. Thank you for being a part of NABA Nation.

Together, we are building a brighter future.

Warm regards,

Ralph Thomas



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 Black 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 Black Business Leaders have the opportunities and resources needed to invest in assets that appreciate over time.

EARNINGS

Equitable earnings for Black professionals are critical to addressing systemic inequality, closing the racial wealth gap, and fostering social and economic progress. We support programs that provide Black 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 Black 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

Ralph Thomas
Chair

Tasha Austin
Vice Chair

Kimi Ellen
Secretary

E. ZeNai Brooks, CPA
Treasurer

Herschel Frierson
Ex Officio

Steven L. Harris, CPA, CGMA
Director At-Large

Guyline Saint Juste
President



DIVERSE ORGANIZATION
OF FIRMS



DIVERSE ORGANIZATION of FIRMS

NABA Nation -

On behalf of the Diverse Organization of Firms (DOF), we are happy to be a part of NABA Nation once again! As board chair of the DOF, I can personally attest to the vibrant energy and transformative impact that NABA brings to our community.

Founded in 1986, the DOF has a rich history of empowering, educating, and advocating for Black-owned CPA and financial services firms. Over the years, DOF has evolved to become an independent organization, achieving 501(c)(3) status in 2015. We have continually expanded our reach and impact, including revising our bylaws in 2018 to include Black-owned firms providing financial services. In July 2020, we proudly adopted the name Diverse Organization of Firms, reflecting our commitment to inclusivity and excellence. Our mission is to ensure innovation, mentorship, relevancy, and continued value within the accounting profession.

We invite NABA members who are entrepreneurs or aspiring entrepreneurs to join the DOF community. Becoming a member of the DOF offers numerous benefits, including access to a network of experienced professionals, resources for business development, and opportunities for mentorship. By joining the DOF, you will be part of a supportive community dedicated to fostering business growth and professional excellence among Black-owned firms. Together, we can create a powerful network that not only advances individual careers but also strengthens our collective impact on the accounting and financial services industries.

For more information about the DOF and our mission, please visit our website at dofinc.org. We look forward to connecting with you and being a part of your journey towards professional excellence.

Warm regards,

Kimi Ellen, CPA



Kimi Ellen, CPA

Board Chair, Diverse
Organization of Firms
Board Member, NABA Inc.



DIVERSE ORGANIZATION of FIRMS



The Diverse Organization of Firms (DOF) is now a part of the NABA brand portfolio, expanding our ability to support entrepreneurs in the professional services industry. The DOF is the only site that connects Black CPA and Financial Services firm owners nationwide who deliver services that help clients resolve business challenges. With over 60 members, ranging in revenue size from \$25K to over \$10 million, DOF brings a diverse array of professional services firms back into NABA's fold.

In 2024, DOF's focus is on enhancing access to contracts, capital, and talent, thereby enriching NABA's programming and opportunities for members. Looking ahead, we anticipate significant growth, with DOF projected to expand to 150 members by 2026, generating over \$350K in annual revenue as an integral division of NABA.

This exciting development underscores NABA's commitment to fostering diversity, equity, and inclusion across the professional landscape.



KEY PARTNERSHIPS

KEY PARTNERSHIPS

Deloitte.

\$460,000

through its MADE (Making Accounting Diverse and Equitable) commitment to support the Accounting Scholars Development Program and ACAP at Howard University, empowering community college and high school students.

\$200,000

in pro bono assistance for strategic initiatives including advisory sessions, dashboard implementation, and training sessions.

\$55,000

in chapter support, demonstrating their commitment to fostering diversity, equity, and inclusion, in collaboration with NABA.

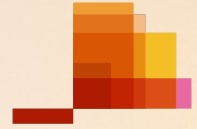
Deloitte was the lead sponsor of the annual NABA Inc. national convention and expo, Insight 2023: Elevate, an event convening over 3,600 Black Business Leaders, including 600 Deloitte leaders and professionals, for a dynamic multi-day event.



Deloitte spearheaded the convention's opening plenary, "Visionaries of Change," with Lara Abrash, Chair, Deloitte US and Dr. Tasha Austin-Williams, Risk & Financial Advisory Principal, Deloitte & Touche LLP, providing insights into diversifying the talent pipeline in accounting and finance, followed by a discussion led by Carla Harris, Senior Client Advisor at Morgan Stanley, on leadership and DEI initiatives.



KEY PARTNERSHIPS



pwc

\$650K

Sponsorship for the conferences, convening over 1,500 students nationwide.

\$50K

Awarded in scholarships to 10 students.

5

Community college chapters launched, achieving record enrollment at Howard Community College.

\$1M

Investment in NABA's technology infrastructure, supporting the launch of an updated membership portal and a pro bono team of IT professionals.

As lead sponsor of our regional conferences in Washington, D.C. and Minneapolis, MN, PwC has been a driving force behind NABA's mission. Through active engagement and financial investment, PwC demonstrated its commitment to fostering diverse talent by awarding scholarships, reviewing over 100 student resumes, and hosting a highly attended regional hospitality suite. The conferences featured inspiring remarks from Jabari Thomas, PwC Assurance Senior Manager, and included events such as the student networking luncheon, career-building learning sessions, and case interview prep workshops.

PwC also continued its commitment to NABA's digital transformation strategy and fostering diverse talent through strategic sponsorships and thought leadership, including serving as the accelerator sponsor of our National Convention & Expo for the second year in a row. Leveraging its expertise in emerging technologies and industry best practices, PwC collaborated closely with NABA to explore innovative solutions to streamline processes, enhance member engagement, and drive sustainable growth.

These efforts supported the growth of our community college chapters and played a pivotal role in our national scholarship program, ensuring a lasting impact on the professional journeys of many aspiring Black Business Leaders.



KEY PARTNERSHIPS



Accenture solidified its commitment to diversity, equity, and inclusion

serving as the Executive Sponsor of the 52nd annual NABA Convention & Expo, where KC McClure, Chief Financial Officer, contributed to discussions on C-suite leadership's evolving role and the importance of DEI and ESG goals in driving innovation and profitability.

Beyond the convention, Accenture's Platinum Sponsorship of the 2023 Regional Conferences in Washington, D.C., and Minneapolis showcased its dedication to fostering talent and advancing DEI initiatives. Through strategic engagements, professional development sessions, and exclusive executive events, Accenture underscored its commitment to nurturing the leaders of tomorrow and shaping the future of Black business leadership, with a total investment of \$1 million over four fiscal years, including \$250,000 in 2023 alone.



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.



NABA Inc. collaborated with KPMG US on the Empower High School Experience Program. This enriching three-week paid internship, which included ACAP alumni, offered high school students a valuable opportunity to explore career paths in public accounting and professional services as they embark on their academic and professional journey. Through interactions with KPMG mentors and immersion in the company culture, participants gained invaluable career insights and built essential skills that will support them throughout the span of their careers.



KEY PARTNERSHIPS



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.



The Opportunity Exchange marks a groundbreaking national partnership between NABA, Inc. and YUPRO Placement, the nation's leading skills first placement firm, representing and placing diverse talent for full time apprenticeships, contract and contract to hire positions, and permanent roles with America's top employers. This collaboration is dedicated to enriching the career prospects of our talent communities, offering a unique platform for professional growth and development. To date, 197 individuals from the YUPRO Placement community have become members of NABA Inc., and in turn, 124 individuals of the NABA Inc. organization have joined the YUPRO Placement talent community.



KEY PARTNERSHIPS



American Accounting Association

The American Accounting Association (AAA) and NABA Inc. collaborated to host the Accounting Pipeline Stakeholder Symposium in Washington, DC, on September 28-29, 2023.

This vital event tackled the accounting student pipeline crisis by convening diverse stakeholders to explore solutions and shape the future of accounting education and the profession. Mark Taylor, President of AAA, highlighted the significance of the partnership in addressing this critical issue, while Guylaine Saint Juste, President & CEO of NABA Inc., emphasized their commitment to fostering collaboration and innovation. The symposium focused on strengthening relationships and fostering joint learning, with discussions aimed at identifying specific areas where stakeholders can make an impact.

By pooling expertise and resources, attendees explored opportunities to amplify their efforts, ensuring a robust and diverse talent pool for the future of the accounting profession.



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.



We are proud to partner with Big Brothers Big Sisters of Central Mass and MetroWest, a dedicated ally in our mission for student success and professional growth. Through their support, our MassBay Community College Chapter and ACAP Program at Framingham State University are in a position to thrive. Together with PwC, they play a pivotal role in identifying talented individuals and ensuring our members receive the mentorship and resources needed to excel.

The image features a dark green background with several overlapping, wavy, organic shapes. The outermost shape is a vibrant green, followed by a dark green layer, and a central white area. At the bottom right, there are thin, curved lines in yellow and orange. The overall composition is dynamic and modern.

PROGRAMS



NATIONAL SCHOLARSHIPS

68%

Increase in Scholarship Applicants:

By strategically lowering GPA requirements, we achieved a remarkable 68% increase in applicants, fostering a more diverse pool of talented individuals committed to academic excellence.

57%

Growth in Convention Attendance:

Through dedicated efforts, we attained a 57% surge in NABA scholars' participation at the annual national convention, elevating attendance from 200 to 350 attendees. This significant expansion underscores our commitment to providing invaluable opportunities for professional development and networking.

\$967K

Awarded:

Demonstrating our commitment to education and advancement, we proudly awarded over \$967K in scholarships. These scholarships empower students to pursue their academic and professional aspirations without financial constraints.

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



While the average scholarship awardee maintained a commendable GPA of 3.5 or higher, this transformative shift widened opportunities for a more diverse pool of students and attracted high-achieving individuals deeply committed to academic excellence.



PROGRAMS



Thanks to the support of the Deloitte Foundation, CLA Foundation and CAQ, NABA Inc. awarded 51 winter scholarships through its Pathways to College (PTC) program to students at Bright Point Community College, Howard University, Prince George's Community College, Reynolds Community College, and Virginia State University.

With a focus on bridging transitions from community colleges to Historically Black Colleges and Universities, the PTC program plays a pivotal role in addressing disparities in graduation rates for Black students. Beyond academic support, the program offers mentorship, scholarships and valuable resources, exemplifying NABA's commitment to creating pathways, fostering opportunities, and supporting the next generation of Black Business Leaders.

NABAEmpower

In 2023 we launched NABA Empower, a member resource designed to extend beyond professional development and provide access to vital wrap-around services. NABA Empower connects members with a vast network of free and reduced-cost social services across the United States, including financial aid, food assistance, medical care, and more, ensuring members have the support they need to thrive in the face of any challenge. Through access to crucial resources, local assistance and ease of connection, NABA Empower reaffirms our commitment to empowering Black Business Leaders at every step of the journey.

LEADERSHIP U FOR HUMANITY

In our pursuit to foster a new generation of leaders dedicated to conscious inclusion and empowered by diversity, NABA has proudly collaborated with the Korn Ferry Charitable Foundation to offer Leadership U for Humanity to our esteemed members. We are excited to report that numerous NABA Regional and Chapter leaders have embraced this opportunity, across two cohorts. This program stands as a testament to our commitment to nurturing inclusive leadership practices that drive better results. Through this partnership, we are equipping our leaders with the skills and insights necessary to navigate today's diverse landscape with confidence and compassion, ensuring a brighter, more inclusive future for all.



FINANCIAL REPORT



INDEPENDENT AUDITORS' REPORT

To the Board of Directors of the
National Association of Black Accountants, Inc.

OPINION

We have audited the consolidated financial statements of the National Association of Black Accountants, Inc. and NABA Foundation (collectively referred to as NABA), which comprise the consolidated statement of financial position as of December 31, 2023, and the related consolidated statements of activities, functional expenses and cash flows for the year then ended, and the related notes to the financial statements.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of NABA as of December 31, 2023, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

BASIS FOR OPINION

We conducted our audit in accordance with auditing standards generally accepted in the United States of America (GAAS). Our responsibilities under those standards are further described in the Auditors' Responsibilities for the Audit of the Financial Statements section of our report. We are required to be independent of NABA and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

RESPONSIBILITIES OF MANAGEMENT FOR THE FINANCIAL STATEMENTS

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about NABA's ability to continue as a going concern within one year after the date that the consolidated financial statements are available to be issued.



INDEPENDENT AUDITORS' REPORT

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with GAAS will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the consolidated financial statements.

In performing an audit in accordance with GAAS, we:

- exercise professional judgment and maintain professional skepticism throughout the audit.
- identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the consolidated financial statements.
- obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of NABA's internal control. Accordingly, no such opinion is expressed.
- evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the consolidated financial statements.
- conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about NABA's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.



INDEPENDENT AUDITORS' REPORT

SUPPLEMENTARY INFORMATION

Our audit was conducted for the purpose of forming an opinion on the consolidated financial statements as a whole. The consolidating schedules are presented for purposes of additional analysis and is not a required part of the consolidated financial statements. Such information is the responsibility of management and was derived from and relates directly to the underlying accounting and other records used to prepare the consolidated financial statements. The information has been subjected to the auditing procedures applied in the audit of the consolidated financial statements and certain additional procedures, including comparing and reconciling such information directly to the underlying accounting and other records used to prepare the consolidated financial statements or to the consolidated financial statements themselves, and other additional procedures in accordance with auditing standards generally accepted in the United States of America. In our opinion, the consolidating schedules are fairly stated, in all material respects, in relation to the consolidated financial statements as a whole.



FINANCIAL REPORT

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. AND AFFILIATE

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

December 31, 2023

ASSETS

Cash	\$ 2,321,003
Accounts receivable	356,946
Grants and contributions receivable	518,068
Investments	9,516,937
Prepaid expenses	38,500
Right-of-use asset--operating	120,202
Property and equipment, net	289,480

TOTAL ASSETS **\$ 13,161,136**

LIABILITIES AND NET ASSETS

Liabilities

Accounts payable and accrued expenses	\$ 1,302,041
Due to chapters and regions	20,000
Lease liability--operating	120,202
Other liabilities	12,111
Contract liabilities	594,620

TOTAL LIABILITIES **2,048,974**

Net Assets

Without donor restrictions	8,882,284
With donor restrictions	2,229,878

TOTAL NET ASSETS **11,112,162**

TOTAL LIABILITIES AND NET ASSETS **\$ 13,161,136**



FINANCIAL REPORT

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. AND AFFILIATE

CONSOLIDATED STATEMENT OF ACTIVITIES

For the Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING REVENUE AND SUPPORT			
Grants and contributions	\$ 4,292,930	\$ 2,085,720	\$ 6,378,650
National Convention	5,091,540	-	5,091,540
Regional Convention	2,012,203	-	2,012,203
Membership dues	688,362	-	688,362
In-kind contributions	390,000	-	390,000
Advertising and other	93,320	-	93,320
Net assets released from restrictions:			
Satisfaction of program restrictions	<u>2,157,415</u>	<u>(2,157,415)</u>	<u>-</u>
TOTAL OPERATING REVENUE AND SUPPORT	<u>14,725,770</u>	<u>(71,695)</u>	<u>14,654,075</u>
EXPENSES			
Program Services:			
National Convention	4,724,146	-	4,724,146
Other programs	4,237,552	-	4,237,552
Scholarships	1,114,101	-	1,114,101
Chapters and regions	1,273,553	-	1,273,553
Membership	<u>540,810</u>	<u>-</u>	<u>540,810</u>
Total Program Services	<u>11,890,162</u>	<u>-</u>	<u>11,890,162</u>
Supporting Service:			
Management and general	<u>2,573,071</u>	<u>-</u>	<u>2,573,071</u>
Total Supporting Service	<u>2,573,071</u>	<u>-</u>	<u>2,573,071</u>
TOTAL EXPENSES	<u>14,463,233</u>	<u>-</u>	<u>14,463,233</u>
Change in Net Assets from Operations	262,537	(71,695)	190,842



FINANCIAL REPORT

CONSOLIDATED STATEMENT OF ACTIVITIES

For the Year Ended December 31, 2023

NONOPERATING ACTIVITIES

Contributions from chapters and regions	166,074	-	166,074
Investment income, net	<u>634,957</u>	-	<u>634,957</u>

CHANGE IN NET ASSETS	1,063,567	(71,695)	991,872
NET ASSETS, BEGINNING OF YEAR	7,818,717	2,301,573	10,120,290
NET ASSETS, END OF YEAR	<u>\$ 8,882,284</u>	<u>\$ 2,229,878</u>	<u>\$ 11,112,162</u>

The accompanying notes are an integral part of these consolidated financial statements.



FINANCIAL REPORT

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. AND AFFILIATE

CONSOLIDATED STATEMENT OF CASH FLOWS

For the Year Ended December 31, 2023

	<u>2023</u>
CASH FLOWS FROM OPERATING ACTIVITIES	
Change in net assets	\$ 991,872
Adjustments to reconcile change in net assets to net cash provided by operating activities:	
Depreciation and amortization	55,694
Net realized and unrealized gains on investments	(197,560)
Amortization of right-of-use asset	22,944
Changes in assets and liabilities:	
Accounts receivable	(212,318)
Grants and contributions receivables	1,327,002
Prepaid expenses	24,282
Accounts payable and accrued expenses	491,808
Due to chapters and regions	(9,500)
Lease liability	(22,944)
Other liabilities	(29,289)
Contract liabilities	<u>(53,967)</u>
NET CASH PROVIDED BY OPERATING ACTIVITIES	<u>2,388,024</u>
CASH FLOWS FROM INVESTING ACTIVITIES	
Purchases of property and equipment	(170,720)
Proceeds from sales of investments	5,985,078
Purchases of investments	<u>(6,803,784)</u>
NET CASH USED IN INVESTING ACTIVITIES	<u>(989,426)</u>
NET DECREASE IN CASH AND CASH EQUIVALENTS	1,398,598
CASH AND CASH EQUIVALENTS, BEGINNING OF YEAR	<u>2,686,896</u>
CASH AND CASH EQUIVALENTS, END OF YEAR	<u>\$ 4,085,494</u>



FINANCIAL REPORT

NATIONAL ASSOCIATION OF BLACK ACCOUNTANTS, INC. AND AFFILIATE

CONSOLIDATED STATEMENT OF CASH FLOWS

For the Year Ended December 31, 2023

CASH AND CASH EQUIVALENTS REPORTED ON THE STATEMENT OF FINANCIAL POSITION

Cash	\$ 2,321,003
Cash and cash equivalents held for investment purposes	<u>1,764,491</u>

TOTAL CASH AND CASH EQUIVALENTS REPORTED ON STATEMENT OF FINANCIAL POSITION

\$ 4,085,494

SUPPLEMENTAL CASH FLOW INFORMATION

Noncash operating activities	<u>\$ 22,944</u>
Right-of-use asset	<u>\$ (22,944)</u>
Lease liability	

The accompanying notes are an integral part of these consolidated financial statements.



INVESTORS & PARTNERSHIPS



2023 CORPORATE PARTNERS

Abbott	Cummins	Johnson & Johnson	Rockwell Automation
Accenture	Danaher	JP Morgan Chase	RSM
Alvarez and Marsal	Deere& Company	Kreischer Miller	RTX
Amazon	Deloitte	Koch Industries	Rubin Brown
American Express	Eaton	KPMG	SEC
Andersen	Edward Jones	Ledgent Finance	State Street Bank
Aprio	Eisner Amper	& Accounting	Target
Baker Tilly	Exelon	Locked Martin	TE Connectivity
Bank of America	EY	Lowe's	Veritas Reit
BDO	FBI	Medtronic	Victoria's Secret
Becker Education	FDIC	Merck	Voya Financial
Best Buy	Fidelity Baxter	Microsoft	Walmart
BNY Mellon	Forvis	Morgan Stanley	Warner Brothers Discovery
Boeing	Freeport-McMoran	Moss Adams	Wells Fargo
Center for Audit Quality	GE	NextEra Energy	Western Alliance Bank
Cargill	Genuine Parts Company	PCAOB	Withum
Caterpillar	Global Atlantic Financial	Pfizer	Workday
Chevron	Company	PKF O'Connor Davies	Xero
Cisco	Goldman Sachs	Plante Moran	YPTC
Citibank	Grant Thornton	PNC Bank	YUPRO Placement
CLA (CliftonLarsonAllen LLP)	Guidehouse	Protiviti	
Coca - Cola	HCA Healthcare	Prudential	
CohnReznick	Hilton	PwC	
Crowe LLP	IRS	Raymond James	
		Robert Half	



2023 CORPORATE MEMBERS

PREMIER

Bank of America
Danaher
Electronic Arts
Exelon
GE (NEW)
Grant Thornton
Hyatt
Johnson & Johnson
Kohls (RENEWED)
Microsoft
Protiviti
Prudential
Raytheon
Robert Half/Protiviti
RSM
Target
VACO
WSF

PREMIER PLUS

Accenture
American Express
Barclays
Citibank
CLA
Deloitte
FDIC
KPMG
PwC
Wells Fargo
Workday (new)



2023 INVESTORS

NAMED SCHOLARSHIP INVESTORS

Kim Williams and Family
NABA Executive Team
Claudette Griffin Memorial
Les Netter
Thomas S. Watson Jr. Memorial
Hidden Figures (Alpha Kappa Alpha Sorority, Inc.)
Edwin & Una Jenkins Scholarship
Richard McNamee Scholarship
Wilner & Maxiannie Saint Juste
Herschel Frierson Scholarship
Joseph & Angel Bundy Scholarship
Durrant Dunn Scholarship
The Watson Family Scholarship
Kenneth E. and Leslie H. Cooke
Thalia Smith
TDC
Frank C. Parker, III

DIVINE NINE

Crimson & Cream (Delta Sigma Theta Sorority)
Kappa Alpha Psi Fraternity
Omega Psi Phi Fraternity

NABA INC. CHAPTERS

Eastern Region
Austin Cen-Tex Chapter
Greater Hartford Chapter
Milwaukee Chapter
New York Chapter
New Jersey Chapter
Richmond Chapter

Diverse Organization Firms

DOF Scholarship

Pathways to College

Deloitte Foundation
CLA
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



LEADERSHIP



NABA BOARD OF DIRECTORS



Herschel Frierson
Chairman



Sherry Ann Mohan, CPA
Vice-Chair



Steven L. Harris, CPA, CGMA
Immediate Past Chairman



Durran Z. Dunn, CPA, CIA
National Treasurer



Noel Bowers, CPA, MS
National Secretary



Crystal Martin
Southern Regional President



E. ZeNai Savage, CPA
Central Region President



Tawana Nichols
Western Region President



Trevor W. Williams, CPA
Eastern Region President



Jesse Rhodes, Jr.
National Director



Kimi Ellen, CPA
National Director



Stephen Metoyer
National Director



Tasha Austin, Ph.D.
National Director



Theodore Bunting, Jr.
National Director



Wendy Morton - Huddleston, CGFM, PMP
National Director

NATIONAL LEADERSHIP TEAM

Guylaine Saint Juste, President & CEO

Kim Williams, Chief Revenue Officer

Catherine Foca , Chief Operating Officer

Telaekah Brooks, Chief Education Officer

Marcelino Raygoza, Chief Technology Officer

Toi Eshun, Senior Vice President, Marketing & Communications

Kim R. Wilson, Senior Vice President, Stakeholder Experience & Engagement

Shon McGhee, Senior Vice President, Finance & Accounting

LEGAL COUNCIL

Dorothy Deng, Partner, Whiteford, Taylor & Preston

IT HELP DESK

1R Technologies

NATIONAL HEADQUARTERS STAFF

- **Karen Faucette**, Senior Director, Corporate Engagement
- **Christopher Smith**, Creative Director
- **Kenali Battle**, Director, Student Programs
- **Mona Lita Carr**, Director, Philanthropic Engagement
- **Shasta Foy**, Director, DOF & Chapter Relations
- **Tunisia Carter**, Director, Executive Operations & Governance
- **Daphne Darbouze**, Associate Director, Organizational Effectiveness
- **Erica Mosley**, Associate Director, Marketing & Communications
- **Amber Ikpe** , Manager, Sales Operations
- **Deanna Stango**, Manager, Accounting & Finance
- **Janaye Williams**, Manager, Executive Operations
- **Kelly Harrod**, Manager, Executive Operations
- **LeiLani Smith**, Manager, Memberships
- **Louise Gray** , Manager, Organizational Effectiveness
- **Nora O' Garro** – Manager, ACAP Program



CORPORATE ADVISORY BOARD

Ray C. Price

CFO, Private Wealth Management, International
& Institutional

Tracey Walker, CCD-AP

Principal, Chief Culture, Diversity and Inclusion
Officer
RSM

Frederick Davis Jr.

Partner
Mitchell & Titus, LLP

Jeff L. Tate

EVP and CFO
Leggett and Platt

Alice Jolla

Chief Accounting Officer and Corporate VP
Microsoft

B. Aubrey Harell

Partner
KPMG, LLP

Kenneth Bouyer

Americas Director of Inclusiveness Recruiting Leader
Ernst & Yung

Derrick A. Roman

Retired Partner
PricewaterhouseCoopers

Ralph Thomas, CGMMA

CEO & Executive Director
NJ Society of CPAs

Tiffany D. Harrison

Vice President of Finance & CFO
The Boeing Company, Incorporated

Angela Dunlap

Audit Partner
FORVIS

Reese Blair

Audit Partner
Deloitte

Mark Finkelstein

SVP and CFO, Prudential Financial
Prudential Financial

Alexis Adams, CPA

Tax Partner
Grant Thornton

Alfonzo Alexander, MBA, CPC

Chief Ethics and Diversity Officer
NASBA

James Watson, CPA

Regional Managing Principal
CliftonLarsonAllen (CLA)

Greg Giesler

Senior Managing Director – Business & Commercial
Finance
Accenture



CHAPTER PRESIDENTS

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

- Deceased



CHAPTER PRESIDENTS

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



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*



LIFETIME MEMBERS

Abdool S Akhran
Adaeze C Nwachuku
Adam J Myers
Adrian E Bracy
Adrian J Anderson
Adrian W Vieira
Ainsley A Reynolds
ALBERT BUTLER
Albert R Hunt
Alfonse L Upshaw
Alfred L Ball
Allen A Boston
Allen S Thomas
Amani S Ahmed
Andrante C Etheridge
Andre E Wade
Angel L Ingram
Angela K Dunlap
Angela L Avant
Angela Murphy
Angela R Haskell
Anita T Conner
Ann-Marie Hammond
Anne R White
Anthony G King
Anthony K Anderson
Anthony S Kendall
Antoinette Amoureux Sekou
April L Royster
Arica Harris
Arlene Isaacs-Lowe
Asha N Sullivan
Austin B Groom
Avery A Munnings
Avis M Riley
Avril B Stephens
Avril J Okeke
B. A Harrell
Barbara A McKinzie
Bavan M Holloway
Benjamin D Newhouse
BENNIE L HADNOTT
Bert Mitchell
Bertram Gibson
Betty DuVerger

Betty L Maple
Beverly L Everson-Jones
Brainard C Simpson
Brenda C Hammond
Brenda J Coleman
Bridget M Kinard
Brittani A Bishop
Brittany R R Gilliard
C. Daniel Stubbs
Calvin Harris
Candice F Elliott
Carl P Simpson
Carlyle Fraser
Carol A Wilson
Carolyn Scott
Catherine M Smith-Spears
Catrese Kilgore
Cecil A Sterrod
Cecil B Lucy
Cecil E Flamer
Celia M Thompkins
Chantel E Day
Charles Burch
Charles D Carter
Charles E Davis
Charles V Daniel
Charlotte L Comer
Charmain Eubanks-Thomas
Chester N Watson
Chris O Okafor
Chrisalle M Williams
Claire Babineaux-Fontenot
Clarence E Lockett
Clarence L James
Clifton Addison
Cordelia Ekwueme
Crystal D Martin
CURT L TOMLIN
Curtis E James
Dana M Moss
Daniel B Hobson
Daniel E Worrell
Daniel H Moore
Dannetta E Bland
Darrell A Baxter

Dave A Sewell
David B Harrison
David E Harrison
Deatrice D Russell-Tyner
Deborah A Cowan
Deborah D Carter
Dee-Ah C Iris-Outerbridge
Deidra M Barksdale
Derek Bell
Derric A Gregory
Derrick A Roman
Dmitri L Stockton
Donald R White
Donna Hankins
Donna M Cooper
Dorothy T Page-Proctor
Douglas T Gaines
Dwayne Adams
Earl G Fagan
Earl S Biggett
Ebony W Stubbs
Eddie L Lightsey
Edwin M Jenkins
Edwin Neal
Emma S Walker
Emmanuel A Tuffuor
Enitan F Adesanya
Erby L Foster
Eugene Padgett
Eugene S Hampton
Faye L Ashby
Faye L Mitchell Moore
Felicia A Murrill
Felicia C Farrar
Floran Syler
Florence N Onochie
Francis N Thomas
Frank C Parker
Frank K Ross
Fred L Gamble
Fred S Moultrie
Frederick E Davis
Freida M Winkfield Shaw
Gairy R Moore
Genevia G Fulbright

George L Miles
George S Willie
George Wallace
Gloria E Bracy
Grace A Mullings
Graylin E Smith
Greg Parris
Gregory Collins
Gregory Ellison
Gregory Johnson
Greta J Russell
Gwen B Johnson
Gwendolyn A Wiggins-Walcott
Gwendolyn D Skillern
Harold S Parnell
Harry J Richards
Harvey E Hoskins
Hassan Miah
Herschel Frierson
Hubert D Glover
Humphrey O Williams
Ida E Yarbrough
Iris D Atkinson-Barnes
Isaac Smith
J. B Johnson
J. Edward Robinson
J. Frank Johnson
James C McIntyre
James D Brown
James H Talley
James M Kirkland
James M Lewis
JAMES T WILLIAMS
Jamila A Mayfield
Janice T Sparks
Janine P Rouson
Jeff Badu
Jeff Roberson
Jeff Tate
Jeffery L Hill
Jenice J Prather-Kinsey
Jesse Rhodes
Jimmy McMillian
Joe N Lowry
Joe O Okeke

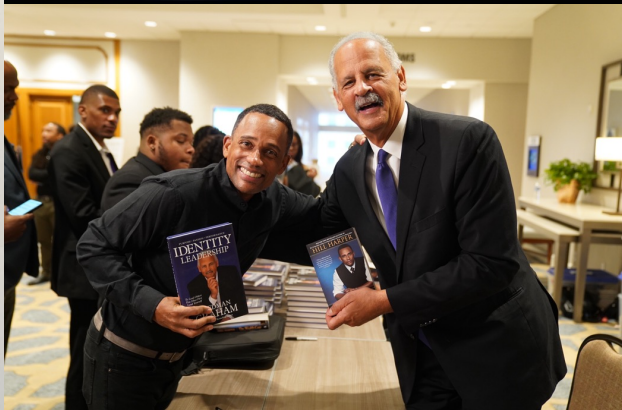
John F Wilson
John L Green
Johnny F Session
Johnny Jefferson
Jonell Dunston
Judson Mitchell
Kadian Douglas
Karla Munden
Kathy-Ann A Edwards
Keana Spencer
Keeca P Parks
Keith A Smith
Kelli S Wright
Ken Bouyer
Kenneth Drummond
Kenneth E Cooke
Kerri Patrick
Kevin L Miller
Kim G Griffin-Hunter
Kim Jenkins
Kimberly Ellison-Taylor
Kimberly Parris
L. Anne Williams
L. Matthew Perry
Lamont J Waddell
LaNita E Ray
Larry D Bailey
Latarsha Brazle
Latasha N Brown
LaToya M Lacey
Lawrence T Mathews
Lebone C Moses
Lee G Anderson
Lemar Swinney
Leona H Locke-Dotson
Leslie A Netter
Leslie D Patterson
Linda Guyden
Linda M Bryant
Linda O Hendricks
Lionel M Stevens
Lisa L Howze
Lloyd G Anderson
Lucey J Turnage
Lydia M Washington



CONVENTIONS



CONVENTION RECAP



INSIGHT 2023

ELEVATE

2023 NATIONAL CONVENTION & EXPO

Thank you to everyone who participated in making the 2023 NABA National Convention & Expo, Insight: Elevate, in New Orleans, Louisiana, an outstanding success. This event marked a pivotal moment for NABA Nation, bringing together more than 3,600 attendees for several enriching days filled with dynamic speakers, illuminating educational sessions, and valuable opportunities to reconnect with each other. The convention served as a platform to exchange ideas, deepen knowledge, and strengthen relationships, embodying the spirit of unity and progress that defines NABA's mission.

Throughout the convention, attendees were immersed in a stimulating environment designed to foster growth and innovation within the accounting and finance sectors. From thought-provoking keynote addresses to interactive workshops and networking sessions, Insight: Elevate provided a unique space for professionals to engage in meaningful discussions, gain fresh perspectives, and explore emerging trends shaping the industry's future. This gathering underscored NABA's commitment to excellence and inclusivity, empowering participants to elevate their skills, expand their networks, and contribute to a stronger, more connected community. As we reflect on the event's success, we extend our sincere appreciation to everyone whose dedication and enthusiasm made this convention an unforgettable experience and a catalyst for ongoing advancement in our field.



2023 REGIONAL CONFERENCES

The NABA Link Regional Conferences mark a pivotal step in fostering a dynamic and inclusive talent ecosystem.

Relaunched in 2023 with events in Washington DC and Minneapolis, MN, these conferences serve as catalysts for shared success, connecting students and early career professionals with opportunities that shape the trajectory of accounting, business, and finance. By facilitating connections and opening doors to new horizons, NABA Link Regional Conferences are instrumental in cultivating a vibrant community poised for exponential growth.



WASHINGTON, DC

921 attendees

18 exhibitors

23+ hours CPE training

15 sponsors

21 CPE sessions

MINNEAPOLIS, MN

612 attendees

15 exhibitors

22 hours of CPE training

15 sponsors

19 CPE sessions



IN MEMORIAM



IN MEMORIAM



RONALD BENJAMIN

On June 22, 2023, NABA Inc. lost a cherished member and a founding pillar, Ronald Benjamin, at the age of 81. Ron's remarkable contributions to NABA and the accounting profession will forever be remembered and cherished.

Ron Benjamin, born on December 31, 1941, in the Bronx, was a product of his vibrant community. He earned a Baccalaureate Degree in Business Administration – Public Accountancy from Pace University and a Master's Degree in Business Administration from Baruch College, Zicklin School of Business. His pursuit of knowledge and excellence laid the foundation for a distinguished career.

In 1984, Ron reached a significant milestone by becoming a partner at Mitchell & Titus, LLP, where he led the Nonprofit Organizations practice. His expertise and dedication were pivotal in shaping the firm's policies and procedures for accounting and audit matters in the nonprofit sector. Before his tenure at Mitchell & Titus, Ron was a director at Stewart, Benjamin & Brown, P.C., which later merged with Mitchell & Titus, and he served as an Executive in Residence at CliftonLarsonAllen LLP Division (CLA) until April 2022.

Ron's influence extended beyond his professional roles. As an active member of the New York State Society of Certified Public Accountants (NYSSCPA), he chaired the Accounting for Nonprofit Organizations Committee and the Exempt Organizations Committee, and he served on the Board of Directors. His contributions to these committees left an indelible mark on the profession.

A trailblazer and one of the "Founding NABA Nine," Ron was instrumental in establishing the National Association of Black Accountants. His unwavering commitment to fostering diversity and inclusion in the accounting field has left an enduring legacy.



IN MEMORIAM

"I have had the privilege of knowing Ron since the early stages of his professional journey. We worked together for a significant period of three years at a firm formerly known as Ross, Stewart, and Benjamin. Throughout the years, Ron consistently demonstrated a strong work ethic, unwavering support, dependability, and a remarkable commitment to uplifting young professionals. His invaluable support during our collaborative efforts in establishing NABA was truly impactful. Ron played a crucial role in the formation of NABA, and his signature stands proudly among the initial signatures on NABA's incorporation documents."

– Frank Ross, CPA-retired, NABA Founder

"Ron embodied the qualities of kindness, respect, and dedication, always ready to lend a helping hand in empowering others to reach their career aspirations. Throughout our journey together, we shared numerous significant life moments, including our first jobs, his marriage, the joyous arrival of his children, our roles as founding members of NABA, and countless others. His absence leaves a profound void in our hearts, and his presence will be deeply missed."

– Earl Biggett, Sr., CPA-retired, NABA Founder

Beyond his professional accomplishments, Ron leaves a legacy of love and family. He is survived by his beloved wife, Carmen Benjamin, daughters Nicolle and Danielle, son Christopher Benjamin, son-in-law Joshua Kurz, and cherished grandchildren, Zachary and Ian. His sister Christine (Tina) Benjamin-Austin, half-brother Frederick Garvey, brother-in-law John Austin, nephew Ari Benjamin, and cousins Marilyn Smith and Michael Garvey also mourn his passing.

Ron Benjamin's legacy of excellence, compassion, and dedication will always be a guiding light for NABA and the broader accounting community.



IN MEMORIAM




JOHNNY SESSION

NABA Inc. celebrates the life of its Lifetime member, Johnny Session, CPA, who passed away on May 29, 2023, at the age of 74. Johnny was an icon throughout the organization and a pillar of the NABA community as a founding member of the Greater South Florida - Miami chapter, past-President of the Southern Region (1992 - 1994), and President of the Tallahassee chapter (2023).

Johnny served in various roles and capacities throughout NABA, aiding professional members and student members at Florida A&M University, his alma mater, and Florida State University, through his kindness, generosity, motivational leadership, and big heart.

Johnny's career and leadership within public accounting spans over 40 years. He was a partner with Watson Rice LLP, and a retired employee of the City of Tallahassee in which he worked for over 30 years including being the Controller. Johnny was also an active member in the Florida Government Finance Officers Association (FGFOA), the Florida Institute of Certified Public Accountants (FICPA), the American Institute of Certified Public Accountants (AICPA), and the Government Finance Officers Association (GFOA). He established a citywide coalition group to create the Volunteer Income Tax Assistance Program (VITA) in Tallahassee, in collaboration with the Tallahassee Chapter of NABA, the City of Tallahassee, the Tallahassee Community College (TCC), Florida A&M University, and the United Way starting in fiscal year 2005 and to-date.

Johnny is survived by his wife, sons, family, and friends. His passing is a great loss to our community, and he will truly be missed.



NABA, Inc. is a non-profit, 501(c)(3) member-based association dedicated to bridging the opportunity gap for Black professionals and students in the accounting, finance, 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>



2023

ANNUAL REPORT

6406 Ivy Lane, Suite 200B Greenbelt,
Maryland 20770
Local Business Line (Admin/Ops):
301-474-6222