



NABAINC[®]
ANNUAL REPORT

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Welcome to the NABA, Inc. Annual Report for 2020-2021. In this report, we have included highlights from the past 18 months that provide an overview of NABA's new strategic direction, partners and future initiatives.

For the past 53 years, NABA has helped thousands of Black professionals reach their potential. As we embark on the next chapter in NABA's history we will continue to engage, empower, and educate Black Business Leaders and institutions by providing a platform to enhance skills, change systems and elevate voice.

President & CEO

I am honored to serve as your president and CEO and am grateful that I have been given the opportunity to lead this organization at a time of such transformational change. For those of you who attended this year's annual convention, you heard over and over again how as leaders we need to advance diversity, equity and inclusion. I believe as a premier, global business organization, we can drive societal change and bridge existing gaps for Black Business Leaders.

Our strategy moving forward is to focus on the four P's – platform, partnership, program and point of view. We will be working to build and to deliver sustainable programs and platforms aimed at increasing black representation in the business community.

During this past year, we have been focusing on updating our technology, creating a more effective infrastructure, offering consistent value to our members such as providing more CPE sessions and collecting data to show the impact of our work.

With the support of the Board of Directors, our management team has been aggressively working to grow our membership so we can play a significant role in helping to shape the landscape of this country and the world.

We are already shaping opinion and working closer with the American Institute of Certified Public Accountants to be at the table when it makes a decision that impacts the black student or professional.

Industry data shows that African American representation in the business world lags other races and ethnicities, and this is unacceptable. To change that narrative, NABA has been aggressive in securing millions of dollars in funding from our corporate sponsors that is allowing us to offer training programs and scholarships to our young people, equipping them with the skills to succeed in this competitive world.

NABA is an organization that thinks globally, executes regionally, and acts locally. I am confident we can pave the way to a more just world by unleashing endless opportunities for Black Business Leaders.

We've made great strides this past year, but we have much more work to do. Our management team and I look forward to working with you as we write a new chapter of NABA Nation.



Guylaine Saint Juste
President & CEO

A stylized, handwritten signature in white ink that reads "G. Saint Juste".

Chairman of the Board

These are very exciting times at NABA as we navigate a new direction for the organization by bringing all the chapters under One NABA. There is a strong sense of community and belonging among the NABA family. We will continue to foster this energy as we look at new ways to evolve and to grow our membership, partnerships and scale the impact of our work.

We are in an enviable position among many associations in that we are a sought-after partner for programs and philanthropic support. During this past year, we have celebrated a number of wins with CLA Foundation, Deloitte, EY, FEI (Financial Executives International) and others who have openly shared their continued commitment to our mission. We also focused on strategic partnerships such as with Diverse Organization of Firms (DOF). DOF now has a representative that sits on the NABA Board. This was a key win for us because DOF shares best practices in everything from networking and marketing to legislative issues with Black CPA and financial firms.

Our mission is more important than ever. As Black Business Leaders, we must work diligently to reach a new generation of young people and to excite them about the opportunities that await them in the business world.

Creating long term value for NABA Nation and our stakeholders demands that we address our business model and the disruptive forces facing associations. As one NABA, we are focusing on the following:

Sustainability: Funding and operational strategies for growth.

Relevance & Brand: Clear strategy that aligns with impact, outcomes and goals. Impactful programs, proven theory of change and theory of impact.

Expansions: Education and technological advances, social Media usage, website infrastructure

Risk & Compliance: well-run organization

As your chairman, I look ahead to these next six months with optimism and hope as we create One NABA where we empower Black Business Leaders at every step in the journey.



Herschel Frierson
Board Chairman

A handwritten signature in black ink that reads "Herschel Frierson".

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.

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

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.

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."

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.

VALUES

All In
Intention
Morals
Service

Theory of Change: One NABA



In July 2021, Saint Juste, her executive team and the Board of Directors engaged in a comprehensive strategy and risk assessment of NABA. Our Theory of Change clearly defines multiple pathways that include Community Colleges and entrepreneur tracks.

Becoming One NABA

United vision, direction and coordinated plan of execution; consistent branding and marketing; streamlined business functions and activities; more robust programming; and support for chapters and volunteers.

NATIONAL

- Execution of organizational strategy, mission, vision
- Annual professional and student conventions
- Standardized national programs
- Regional events
- Career and internship opportunities
- Branding, marketing and communications
- National partnerships, business development and philanthropy
- Consolidated audit, 990, financial statements
- NABA foundation
- National Scholarships



CHAPTERS

- Local Chapter governance
- Local events
- Develop local partnerships (academic, business, community)
- Engage and serve members
- Serve on volunteer leader taskforce
- Drive membership growth
- Manage local website content and social channels
- Deliver standardized ACAP program
- Represent local chapter in One NABA initiatives
- Regional scholarships

NABA will engage, empower, and educate Black Business Leaders and institutions by providing a platform to enhance skills and elevate Voice. Our 5 Es: engage, empower, educate, enhance, and elevate.



Key Partnerships & Programs

WABANK

Deloitte

In 2021, **Deloitte** was the lead sponsor of our 50th annual convention, Insight 2021 and host of the opening plenary. **Lara Abrash**, Chief Executive Officer, Deloitte US Audit & Assurance and **Joe Ucuzoglu**, Chief Executive Officer, Deloitte US, and other Deloitte leaders, led the Resilient Leadership Opening Plenary. This session focused on how resilient, agile, empathetic and progressive leaders are shaping the future as businesses and society adjust to the 'new normal.' The annual NABA Convention & Expo was held virtually for the second year.



insight
JUNE 22 - 24

Resilient Leadership
Opening Plenary Speaker



Lara Abrash
Chief Executive Officer
Deloitte US Audit & Assurance

The image is a promotional graphic for the 'Resilient Leadership' opening plenary speaker. It features the 'insight' logo at the top left, followed by the dates 'JUNE 22 - 24'. Below this, the title 'Resilient Leadership' is prominently displayed, with 'Opening Plenary Speaker' underneath. A circular portrait of Lara Abrash, a woman with dark hair wearing a red jacket, is positioned on the right side. At the bottom, her name 'Lara Abrash' is written in bold, followed by her title 'Chief Executive Officer' and 'Deloitte US Audit & Assurance'. The background is dark with a faint gear icon and blue wavy lines at the bottom.



insight
JUNE 22 - 24

Resilient Leadership
Opening Plenary Speaker



Joe Ucuzoglu
Chief Executive Officer
Deloitte US

The image is a promotional graphic for the 'Resilient Leadership' opening plenary speaker. It features the 'insight' logo at the top left, followed by the dates 'JUNE 22 - 24'. Below this, the title 'Resilient Leadership' is prominently displayed, with 'Opening Plenary Speaker' underneath. A circular portrait of Joe Ucuzoglu, a man with grey hair wearing a dark suit and yellow tie, is positioned on the right side. At the bottom, his name 'Joe Ucuzoglu' is written in bold, followed by his title 'Chief Executive Officer' and 'Deloitte US'. The background is dark with a faint gear icon and blue wavy lines at the bottom.

PwC

PricewaterhouseCoopers

PricewaterhouseCoopers (PwC) partnered with **NABA, Inc.** to provide a comprehensive assessment of the organization's technology infrastructure and to create a state-of-the-art technology roadmap. By providing an evaluation and technical and professional support for improvement, PwC produced insightful data analytics to support the organization in becoming a premier member-based association in the future. This \$375k investment included a pro bono team of IT and technology professionals who continue to support the strategic planning and implementation of NABA's new technology framework.

CLA

(CliftonLarsonAllen)

In September 2021, **CLA (CliftonLarsonAllen)**, made a multi-year commitment to work with NABA to grow the ranks of underrepresented professionals across its service lines. As part of the arrangement, NABA now shares space with the firm's staff in Greenbelt, Maryland, and have access to CLA's 120 other office locations nationwide. The firm and the association are partnering to create a work-study program, and the firm hopes to tap NABA's network to increase its job recruiting pipeline, among other projects. Through its work with NABA, CLA also promises to accelerate its recruiting of Black individuals within the accounting profession.



The background features a dark green overlay with a grid and candlestick price charts. A large, semi-transparent watermark of the word 'NABAIN' is centered across the bottom half of the image. The charts show price fluctuations with green and red bars. Text elements include '9 Nov.', '0,4000', '0,3000', '0,2000', '0,1000', '0,0000', '37.756,950', '37.796,950', '40,000', '▲ 0 %', '0 Pkt.', 'Forum', '1 Feb.', '18 Feb.', 'Voreinstell...', '4 Jan.', and 'Mittel'.

Financial Report

INDEPENDENT AUDITORS' REPORT

OPINION

We have audited the financial statements of the National Association of Black Accountants, Inc. (NABA), which comprise the statement of financial position as of December 31, 2021, and the related statements of activities, functional expenses and cash flows for the eighteen-month period then ended, and the related notes to the financial statements.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of NABA as of December 31, 2021, and the changes in its net assets and its cash flows for the eighteen-month period 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 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 financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the 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 financial statements are available to be issued.

INDEPENDENT AUDITORS' REPORT

(cont.)

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the 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 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 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 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 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.

INDEPENDENT AUDITORS' REPORT

(cont.)

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.

Marcum LLP

MARCUM
ACCOUNTANTS ▲ ADVISORS

Washington, DC
June 27, 2022

2021 Statement of Financial Position

ASSETS

Cash	\$ 425,499
Receivables	\$ 85,379
Investments	\$ 3,546,098
Prepays, deposits and other assets	\$ 20,758
Property and equipment, net	\$ 11,570

TOTAL ASSETS

\$ 4,089,304

LIABILITIES & NET ASSETS

Liabilities

Accounts payable and accrued expenses	\$ 534,795
Due to chapters and regions	\$ 69,050
Contract liabilities	\$ 964,121

TOTAL LIABILITIES

\$ 1,567,966

NET ASSETS

Without donor restrictions	\$ 1,294,464
With donor restrictions	\$ 1,226,874

TOTAL NET ASSETS

\$ 2,521,338

TOTAL LIABILITIES & NET ASSETS

\$ 4,089,304

Statement of Activities

OPERATING REVENUE & SUPPORT	Without Donor Restrictions	With Donor Restrictions	Total
National Convention.....	\$ 2,414,724	-	\$2,414,724
Grants and contributions.....	\$1,564,895	\$781,058	\$2,345,953
Membership dues.....	\$1,122,112	-	\$1,122,112
Advertising and other.....	\$649,247	-	\$649,247
In-kind contributions.....	\$663,333	-	\$663,333
Net assets released from restrictions:			
Satisfaction of program restrictions.....	380,193	(\$380,193)	-
TOTAL OPERATING REVENUE & SUPPORT	\$6,794,504	\$400,865	\$7,195,369
EXPENSES			
Program Services:			
National Convention.....	\$1,840,036	-	\$1,840,036
Membership.....	\$1,067,493	-	\$1,067,493
Other programs.....	\$640,905	-	\$640,905
Scholarships.....	\$354,453	-	\$354,453
TOTAL PROGRAM SERVICES	\$3,902,887	-	\$3,902,887
Supporting Services:			
Management and general.....	\$2,721,720	-	\$2,721,720
TOTAL SUPPORTING SERVICES	\$2,721,720	-	\$2,721,720
TOTAL EXPENSES	\$6,624,607	-	\$6,624,607
CHANGE IN NET ASSETS FROM OPERATIONS	\$169,897	\$400,865	\$570,762

Statement of Cash Flows

For the Eighteen-Month Period Ended December 31, 2021

NONOPERATING ACTIVITIES

Forgiveness of debt – PPP.....	\$619,307	-	\$619,307
Investment income, net.....	\$424,650	-	\$424,650
CHANGE IN NET ASSETS.....	\$1,213,854	\$400,865	\$1,614,719
NET ASSETS, BEGINNING OF YEAR.....	\$80,610	\$ 826,009	\$906,619
NET ASSETS, END OF YEAR.....	\$1,294,464	\$1,226,874	\$2,521,338

CASH FLOWS FROM OPERATING ACTIVITIES

Change in net assets..... \$1,614,719

Adjustments to reconcile change in net assets to net cash provided by operating activities:

Depreciation and amortization..... \$28,232
 Forgiveness of debt – PPP..... (\$619,307)
 Net realized and unrealized gains on investments..... (\$217,428)

Changes in assets and liabilities:

Receivables..... \$6,300
 Prepaids, deposits and other assets..... \$215,800
 Accounts payable and accrued expenses..... \$271,621
 Due to chapters and regions..... (\$73,441)
 Refundable advances..... (\$331,750)
 Contract liabilities..... (\$547,505)
 Deferred rent and lease incentive..... (\$21,407)

NET CASH PROVIDED BY OPERATING ACTIVITIES **\$325,834**

Statement of Cash Flows

For the Eighteen-Month Period Ended December 31, 2021

CASH FLOWS FROM INVESTING ACTIVITIES

Proceeds from sales of investments.....	\$614,442
Purchases of investments.....	(\$2,261,490)

NET CASH USED IN INVESTING ACTIVITIES.....(\$1,647,048)

CASH FLOWS FROM FINANCING ACTIVITIES

Proceeds from loan - PPP.....	\$309,652
Principal payments on capital lease obligation.....	(\$6,831)

NET CASH PROVIDED BY FINANCING ACTIVITIES..... \$302,821

NET DECREASE IN CASH..... (\$1,018,393)

CASH, BEGINNING OF YEAR..... \$1,443,974

CASH, END OF YEAR..... \$425,581

CASH REPORTED ON THE STATEMENT OF FINANCIAL POSITION

Cash.....	\$425,499
Cash held for investment purposes.....	\$82

TOTAL CASH REPORTED ON STATEMENT OF FINANCIAL POSITION..... \$425,581

SUPPLEMENTAL INFORMATION

Noncash financing activities: Forgiveness of debt - PPP.....	\$619,307
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Future Initiatives

As NABA works to build more sustainable and impactful programs for our members, we will work with and through our dedicated partners who are focused on the growth and development of Black Business Leaders.

Deloitte & NABA's MADE Partnership

NABA received a grant of \$670,000 from the Deloitte Foundation to provide support to community college students seeking the opportunity to study accounting at an Historically Black College or University (HBCU).

The Deloitte Foundation grant to support NABA's strategy is aligned with other similar investments that aim to diversify the pipeline of CPA talent. Deloitte's Making Accounting Diverse and Equitable (MADE) commitment aims to transform the future of the accounting profession, combining both financial support and resources to help address the identified barriers faced by racially and ethnically diverse students, and support them as they chart their pathway from high school to business professional to leadership in the profession.

“In order to diversify the CPA talent pipeline, deliberate action must be taken to directly address many of the challenges and barriers faced by racially and ethnically diverse students,” said Lara Abrash, Chief Executive Officer, Deloitte US Audit & Assurance. “We are proud to work with NABA, through the Deloitte Foundation, to increase awareness of this life changing profession and help equip students with the coaching, career training, and other skills they need for success in the accounting profession.”

Deloitte.

“The Deloitte Foundation is excited to work with NABA to offer an HBCU education to racially and ethnically diverse community college students seeking a CPA career,” said Erin Scanlon, Deloitte Foundation president. “It is important for us to support organizations that share our goal to inspire and help propel students on their education and career pathways, while ultimately building inclusive pipelines of talent ready for the jobs of tomorrow.”

The grant will support work in 2022 and 2023 focused on piloting a two to four year business degree bridge program to develop a deeper understanding of key factors to help students successfully transfer from community colleges to HBCUs and to test methods and frameworks to activate them. This funding from the Deloitte Foundation will boost NABA's capacity to work with HBCUs towards creating sustainable pathways for racially and ethnically diverse community college students to enter the accounting profession.

Deloitte & NABA's MADE Partnership

The core objectives of NABA's HBCU strategy include:

- Accelerating the timeline for transforming the future of the accounting, finance, and business professions by investing in NABA's existing training programs to equip future Black Business Leaders with the skills they need for success.
- Co-designing and orchestrating platforms and collaborations that support the long-term goals articulated by both organizations and providing wrap-around services to Black students and business leaders to sustain their growth.
- Advancing NABA's CPA Bound program to increase the number of CPAs in the accounting field.

“The Deloitte Foundation’s investment in NABA acknowledges the importance of diversifying the CPA and accounting talent pipelines and the critical role community colleges and HBCUs can play in the continuum of developing future Black Business Leaders,” said Guylaine Saint Juste, NABA Inc. President and CEO. “NABA’s new organizational strategy can help students move from the classroom to the c-suite. We are honored to work with the Deloitte Foundation to drive meaningful change in the educational and financial sectors.”

CLA

CliftonLarsonAllen

This past June, the CLA Foundation invested \$1 million to seed our new program—Pathway to College. This money will support scholarships and work experiences for Black students in high schools, community colleges and HBCUs as they matriculate through a pathway into the public accounting and advisory profession. In addition to supporting the Pathway to College program over the next five years, a portion of the grant funds will be set aside to create a base for scholarships with lasting impact. CLA will also offer paid internships to students throughout the five-year grant commitment.



“I believe the impact we have with NABA in the Black community will be replicated in the future. I’ve seen our CLA Foundation contributions rise every year since inception. I couldn’t be more thrilled about the opportunities we have to support the communities in which we work and live, with equity, inclusion, and a dose of joy.”

— **Jen Leary**, Chief Executive Officer, CliftonLarsonAllen LLP

ACAP

Accounting Career Awareness Program

NABA is launching ACAP as a national program. We will be expanding opportunities in accounting and business for high school students who wish to attend historically Black colleges and universities (HBCUs). Deloitte donated \$250,000 and CLA donated \$50,000 to this program.

Powered by



CAQ

Center for Audit Quality

In May, NABA and CAQ entered a new partnership centered on supporting students as they transition from community college to Historically Black Colleges and Universities (HBCUs). NABA will oversee the program with a CAQ \$1 million grant for a five-year period.

CAQ CENTER FOR
AUDIT QUALITY

“Through this collaboration with NABA, we aim to address current barriers to entry that Black students face when exploring a career in accounting, and to increase the number of Black CPAs within the public company audit profession.”

– Julie Bell Lindsay, Chief Executive Officer, CAQ

DOF

(Diverse Organization of Firms)

DOF is back under the umbrella of NABA. It supports Black CPA and financial firms by sharing best practices through networking and mentoring; advocating in the legislative and executive branches of state, local and the federal government; and keeping abreast of and pursuing evolving niche market opportunities.



DOF

*Black Firms in Accounting
and Beyond*

“We couldn’t be more thrilled with the rejoining of our two organizations,” said Odysseus Lanier, DOF Immediate Past Chair. “We are excited by the new strategic direction for NABA, and we know together we will solve complex problems related to Black-owned firms accessing opportunities in the global marketplace.”

– Odysseus Lanier, DOF Immediate Past Chair

FEI

(Financial Executives International)

NABA has entered into a strategic partnership with FEI, the association of choice for CFOs. FEI was brought on board to help increase NABA membership and to develop a robust mentor match – a one-on-one mentor relationship between students and professionals.



“We believe that the future of the profession depends on a community effort to develop emerging talent. FEI’s membership comprises a wealth of knowledge from some of the most reputable and influential financial leaders in their fields. We hope that by extending access to those individuals through FEI Engage, NABA can continue to bridge the opportunity gap for Black professionals in the accounting, finance, and related business professions.”

– **Andrej Suskavcevic**, President & CEO of Financial Executives International & Financial Education & Research Foundation (FERF)



Investors & Partnerships

2021 Corporate Partners

(As of May 17, 2021)

LEAD SPONSOR

Deloitte

FOUNDERS

EY

PACESETTER

Bank of America

BDO

KPMG

Microsoft

PwC

RSM

Wells Fargo

DIAMOND

DHG

JP Morgan Chase

Plante Moran

TITANIUM

Amazon

Boeing Company

Clifton Larson Allen (CLA)

Crowe

Edward Jones

Grant Thornton

HCA Healthcare

PayPal

PepsiCo

Prudential

State Street

Xero

PLATINUM

Abbott Laboratories

Becker Education

Cisco

Dow Chemical Company

Johnson & Johnson

Marriott International Robert

Half/Protiviti

Walgreens

Walmart

GOLD

AIG

Andersen

American Express

Guidehouse

Internal Revenue Service

Kaiser Permanente

TIAA

SILVER

BNY

Mellon

Cummins

Danaher

Equitable

FDIC

Hillrom

Kohl's

LFG

Moss Adams

Nike

Westrock

BRONZE

Blue Cross Blue Shield

Corning

CSX Transportation

Exelon

Exxon Mobil

Facebook

Fisher Investments

Katz, Sapper & Miller

Marcum

NextEra Energy

PNC Bank

P&G

Wellington Bank

Western Bank Alliance

Wipfli

CORPORATE CONTRIBUTORS

AICPA

Ayco

Brown Schultz Sheridan & Fritz

CrossCountry Consulting

Delve Risk

FAF

Marriott International

Prudential

Target

2021 Corporate Members

Abbott Laboratories
Bank of America
Boeing Company
Citi Bank
CLA
Credit Suisse
Danaher
Deloitte
EY
Humana
Johnson & Johnson

JP Morgan Chase
KPMG
Microsoft
PepsiCo
Phillips 66
Plante Moran
Prudential
PwC
Robert Half/Protiviti
RSM
SMBC

State Street
Twitter
Wells Fargo
YPTC
Stanley Black & Decker

Investors

Scholarship Donors

- Alpha Phi Alpha Fraternity
 - Barry C. Winter, CPA
 - Chuck Burch
 - Claudette Griffin Memorial
 - Colin & Nora O'Garro
 - Crimson & Cream (DST Sorority)
 - Edwin & Una Jenkins
Scholarship
 - GEAAF
 - Gwen Skillern
 - Hidden Figures (AKA Sorority)
 - Iota Phi Theta Fraternity
 - Jamila Abston
 - Joyce & Josephine Harris
 - Justin & Desirae Butler
 - Kappa Alpha Psi Fraternity, Inc
 - Kenneth E. and Leslie H. Cooke
 - Les Netter
 - Omega Psi Phi Fraternity
 - Phi Beta Sigma Fraternity
 - Rabbi Donald B Starr
 - Ralph and Valerie Thomas
 - Richard McNamee
 - Sigma Gamma Rho Sorority
 - TDC
 - Thalia Smith
 - Thomas S Watson Jr. Memorial
 - William L Jackson Scholarship
 - Zeta Phi Beta Sorority
-

Capital Campaign

- Crowe
- DHG
- EY
- Goldman Sachs
- KPMG
- Microsoft
- PayPal
- Plante Moran



Leadership

NABAIN

NABA Board of Directors



Herschel Frierson, Chairman



ZeNai Brooks, Central Region President



Sherry Ann Mohan, CPA Vice-Chair



Brittani Bishop, MBA,
Western Regional President



Jesse Rhodes, Jr., National Treasurer



Angel Johnson, National Director



Noel Abdur-Rahim, CPA, MS
National Secretary



Jason Booker, National Director



Steven L. Harris, CPA, CGMA
Immediate Past Chairman



Durran Z. Dunn, CPA, CIA, National Director



Crystal Martin, Southern Regional President



Tasha Austin, National Director



Rautz Marc, Eastern Region President



Kimi Ellen, CPA, National Director

National Leadership Team

- **Guylaine Saint Juste**, President & CEO
 - **Catherine Foca**, Chief Strategist
 - **Kim R. Wilson**, Senior Vice President, Stakeholder Experience & Engagement
 - **Lauren Burke Silva**, Chief Development Officer
 - **Erika Cospy**, MBA, Chief Impact & Growth Strategy
 - **Shon McGhee**, Sr. Vice President, Finance & Operations
 - **Toi Eshun**, Sr. Vice President of Marketing and Communications
 - **Suzanne Brown**, Senior Vice President, Impact and Engagement
-

National Headquarters Staff

- **Deanna Stango**, Manager of Executive Operations
- **Kenali Battle**, Regional Program Director
- **Agai Jones**, Director, Philanthropic Engagement
- **Karen Faucette**, Director of Corporate Engagement
- **LeiLani Smith**, Manager, Membership
- **Christopher Smith**, Creative Director / Web Developer

Legal Counsel

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

IT Help Desk

- **1R Technologies**

Chapter Presidents

Central Region - ZeNai Brooks, President

Chicago - Monica Harrison, President

Columbus - Chontae Pennyman, President

Detroit - Earline Crawford, President

Greater Indianapolis - Aurmaudra Bradley, President

Milwaukee - Jaquilla Ross, President

Minneapolis/St. Paul - Orlando Bryant, President

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