



**Greater Baltimore Urban League
Annual Report 2023**



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From the CEO



It is my privilege to share our accomplishments in this year's annual report. This year has been a remarkable one for us, marked by unparalleled success in various key areas. Our fundraising efforts have exceeded all expectations. Thanks to the generous support of our donors and the dedication of our team, we have raised significant funds, allowing us to expand our reach and deepen our impact. This financial strength has been pivotal in sustaining and growing our programs.

We have also forged and expanded partnerships with a variety of organizations and institutions. These collaborations have been instrumental in amplifying our mission and enhancing our capabilities. Through these partnerships, we have been able to leverage resources, expertise, and networks to further our cause.

A significant focus this year has been on building our capacity and infrastructure. We have invested in our team, technology, and processes, ensuring we are well-equipped to meet the challenges and opportunities of our work. This strengthening of our foundation is vital for our long-term success and sustainability.

Crucially, we have made significant progress in creating economic mobility for Black and minority communities. Through our initiatives, we have empowered individuals with the skills and opportunities necessary to improve their economic status.

Our high-level certification programs are a prime example of this commitment. These programs are designed to provide valuable skills and ensure our participants are positioned in the middle to upper-class income brackets.

We are also proud to highlight our programs that offer great exposure to Historically Black Colleges and Universities (HBCUs) and diverse college experiences for our youth. Recognizing the importance of alternative paths to success, we have included initiatives that introduce our youth to trades as a viable and valuable option for future career development. These programs are designed to provide both educational and practical skills, offering a comprehensive approach to career readiness and economic advancement.

Our efforts have translated into tangible outcomes, with numerous success stories of individuals who have transformed their lives through our programs. This impact resonates beyond individuals, positively affecting families and communities, and contributing to breaking the cycle of poverty and inequality.

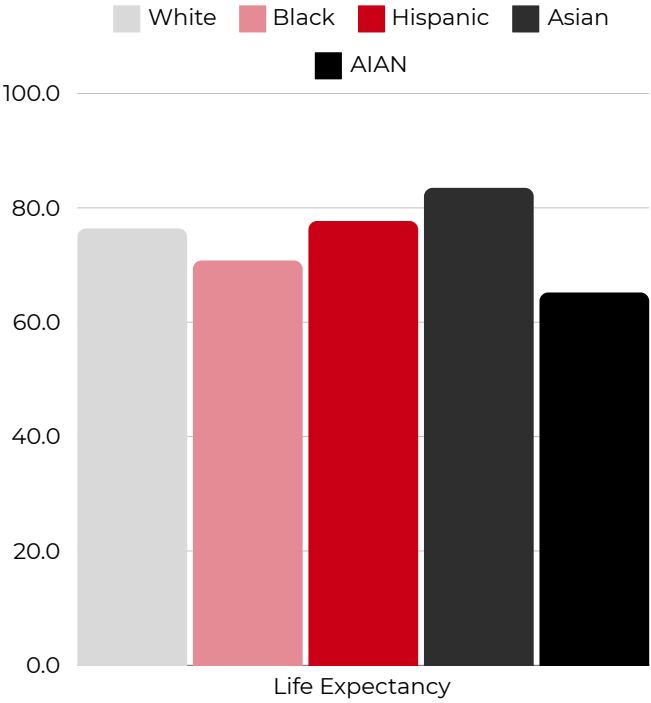
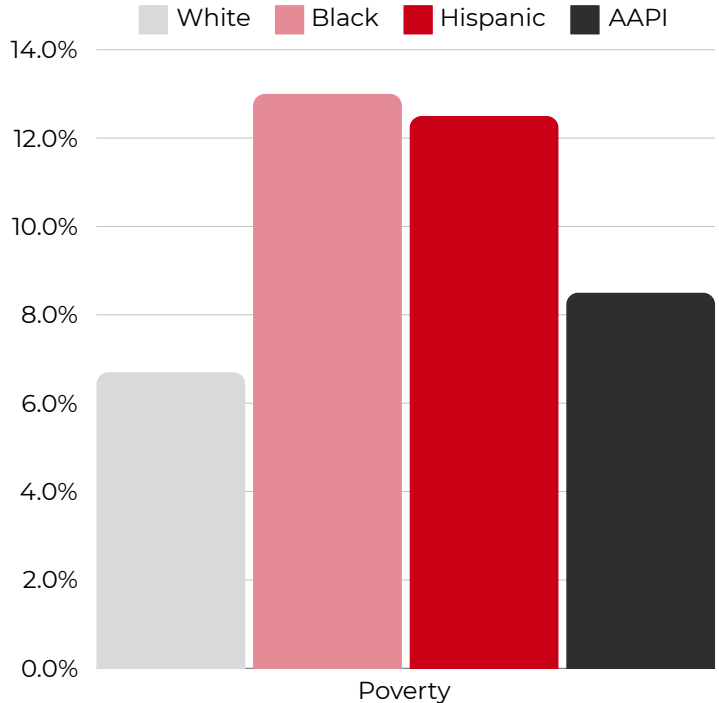
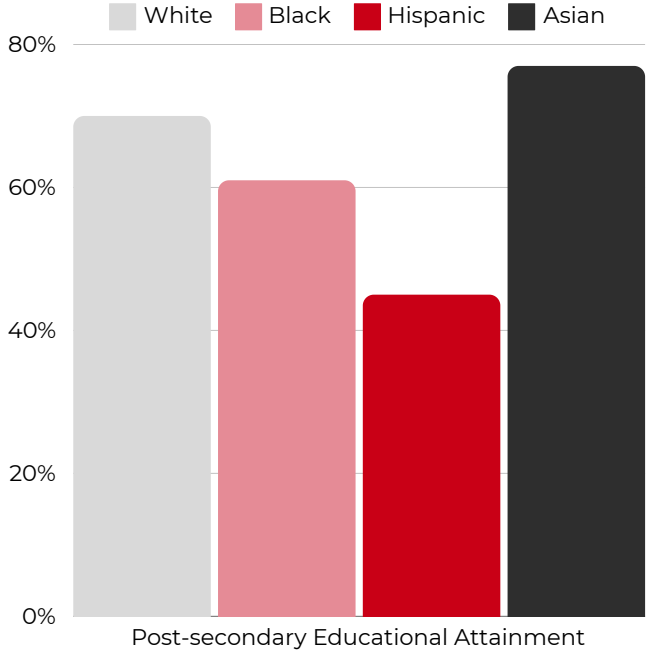
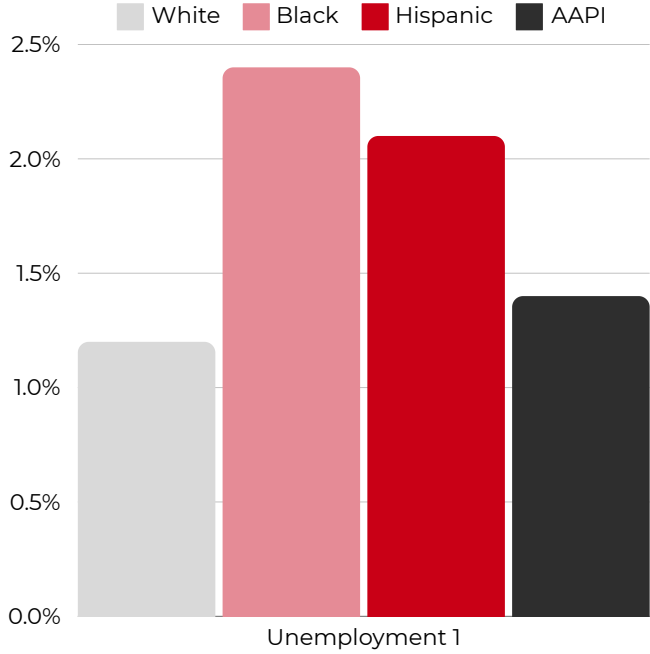
As we reflect on these achievements, we are filled with Gratitude for the support of our community and a renewed sense of commitment to our mission. We look forward to building on this momentum and continuing to make a significant difference in the lives of those we serve.

Thank you for being a part of this transformative journey. Together, we are making a lasting impact.

With Great Regards,

Tiffany Majors
President and CEO
Greater Baltimore Urban League

Racial Inequity in Maryland



The above represent racial disparities in four key indicators. They highlight patterns that have recurred for years and show that racial minorities often perform worse on quality of life metrics relative to white individuals, with the exception of Asians in education and life expectancy. The Greater Baltimore Urban League works to remove these disparities.

[Unemployment data](#)

[Post-secondary educational attainment data](#)

[Poverty data](#)

[Life Expectancy data](#)

Our Mission

The Greater Baltimore Urban League is a nonprofit that enables African Americans and other minorities to secure economic self reliance, parity, power and civil rights.



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2023 AT A GLANCE

TOTAL AMOUNT RAISED

2023 \$11,281,016

2022 \$4,054,703

NUMBER OF PROGRAMS FUNDED

20

NUMBER OF LIVES TOUCHED

41,000

Our Programs and Activities

This year, we served over 41,000 people in the Greater Baltimore Region, 96% of which were individuals of color. We served through a combination of programs as well as one-time and multi-day events.

Our Focus -

Advocacy

Technical assistance and support to minority entrepreneurs

Workforce Development

Youth Development

Health Equity

We reached people through local community fairs, media and radio outreach, AFRAM, Jazzy Summer Nights, CIAA and Center Court, African American Heritage Weekend, forums, webinars, town halls, newsletters and church speaking engagements.

Entrepreneurship

Our Organization proudly offers free technical assistance and coaching specifically tailored for minority entrepreneurs. This initiative is designed to empower these entrepreneurs by providing them with essential skills and knowledge to thrive in a competitive market.

Our comprehensive services include business planning, financial management, marketing strategies, and legal guidance, all delivered by experienced professionals. By investing in the success of minority businesses, we are not only fostering economic growth but also contributing to a more diverse and inclusive business community. This program reflects our commitment to leveling the playing field and ensuring that minority entrepreneurs have the resources and support they need to succeed.



Entrepreneurship

This year, we have made a significant impact in the entrepreneurial sphere by providing a range of technical support and coaching services specifically tailored for minority entrepreneurs. We have proudly served **87** entrepreneurs, equipping them with the necessary tools and knowledge to thrive in their respective industries. Additionally, our commitment extended to financial support, where we have allocated over **\$210,000** in funding, including direct small business grants. The initiative not only fosters business growth but also contributes to the broader goal of economic empowerment within minority communities.

2023 was year three for our National Black Restaurant Accelerator Program in collaboration with the National Urban League and PepsiCo Foundation. Through this program **33** black restaurant owners were trained, mentored and provided with funding opportunities, which allowed them support the goals of their businesses.





Workforce Development

Our workforce development team coordinated highly anticipated Cyber Security, IT and Construction programs this year. We successfully hosted four diverse cohorts, specializing in IT, construction, and general services. These cohorts were brought together to enhance workforce development and support. This initiative marks a significant step in fostering skill development across these vital sectors.

These programs served 70 participants. The benefits gained by the participants enhanced their economic status and empowered them to improve the quality of their families' lives, some of whom are youth on our Youth Programs. Consequently, these programs impacted 170 individuals.

Youth and Programs

We have made significant strides in educational support by providing comprehensive college and career readiness programs to students in grades 6 through 12. In a further commitment to enhancing educational pathways, we introduced a new pillar of trades specifically tailored for high school students. This year marked a milestone achievement as we awarded over \$65,000 in college scholarships to eight deserving scholars, demonstrating our dedication to fostering the academic and professional growth of young minds.

This year, our college and career readiness programs have made significant strides in providing comprehensive support to student in grades 8 through 12. We have organized a variety of college visits, offering students a firsthand experience of campus life and academic opportunities, which are crucial in shaping their higher educational choices. Additionally, recognizing the importance of vocational paths, we have included trade education support and visits, exposing students to a spectrum of career options beyond traditional college degrees.

These initiatives are instrumental in broadening the horizons of our students, helping them make informed decisions about their futures, and equipping them with the necessary tools and knowledge to succeed in their chosen paths.

In addition to our educational programs, we extended our community outreach through a coat drive, toy drive, turkey drive, 2 community meals, and a Back to School drive. We also attended numerous community events to share about the Urban League and learn about areas of opportunity. Through all these, we impacted 6,557 youth.



Advocacy and Health Advocacy

Our advocacy efforts have been steadfastly focused on promoting health equity, and ensuring affordable, accessible healthcare both in Maryland and across the nation. We have championed policies and initiatives aimed at closing the health disparity gap, particularly in underserved communities. Nationally, our work has involved collaborating with key stakeholders to influence healthcare legislation, ensuring that every individual has the right to quality and affordable healthcare services, regardless of their background or location.

We provided targeted health education and ensured accessible vaccination programs with a focus on COVID-19 that has directly impacted the lives of over 20,000 individuals. Our efforts have been focused on addressing the unique health challenges faced by these communities, reducing disparities and promoting a healthier, more informed population. This initiative represents a crucial step towards achieving greater health equity and demonstrates our commitment to the wellbeing of every member of our society.



Outreach Events

We were intentional about serving the community through one-time and multi-day events, often in collaboration with other organizations dedicated to enhancing equity in the community. Through these events we impacted 40,000 people.

Our civil rights nonprofit is deeply committed to serving marginalized communities through targeted community outreach efforts. With a clear objective to collaborate effectively with other community organizations, we aim to eliminate the duplication of services. This approach ensures a more efficient utilization of resources and maximizes the impact of our collective efforts. By working closely with local groups and stakeholders, we focus on identifying specific community needs, coordinating our services to fill gaps rather than overlap, and advocating for systemic changes. This collaborative strategy not only enhances service delivery but also strengthens community bonds, fostering a united front in the fight for social justice and equality.

Program Highlights



Black Restaurant Accelerator Program

Partner: National Urban League, PepsiCo Foundation

Participants: 33

Purpose: Train, mentor and provide opportunities for funding and networking to black restaurant owners.

Highlight: The Pepsi Taste of Baltimore event on 9/12, attended by 101 members of our community, including notable Baltimore city food critics, which provided increased exposure for the Restaurateurs.



Cyber Security Program

Partner: Comcast

Participants: 70

Purpose: Provide high-demand cyber security skills to minorities.

Highlight: Seeing our participants successfully graduate!



Reach Inspire Support Engage

Partner: Stanley Black and Decker

Participants: 15

Purpose: Provide high school students with increased exposure to STEM professionals and opportunities.

Highlight: All 12th grade participants from the first year received \$1,500 scholarships from Stanley Black and Decker

Our Community

Our impact is a credit to all who support us. Without the support of our community's time and resources, we would be unable to implement programs and execute events. We are regularly amazed by the level of dedication shown to the mission of the Greater Baltimore Urban League. Our core community is described below.

Greater Baltimore Leadership Association

Volunteers aged 21-40, who support GBUL's objectives by promoting the professional development of their members and serving the community.

The Guild

Volunteers aged 40+ who donate their time to deliver services that extend public understanding and support of the National Urban League and its programs.

Impact Partners

The committed individuals, organizations and institutions which we work with in different capacities to promote racial equity in the Greater Baltimore area.

Funders

All who contribute financially to the cause; whose generosity provides the opportunity for us to continue to serve.

Our Team

In 2023, the unwavering commitment and focused efforts of our staff have been instrumental in achieving significant success. Their dedication to meeting grant deliverables and programmatic goals has not only ensured the effective implementation of our initiatives, but has also led to outstanding outcomes. This success is a testament to the team's hard work and the strategic approach adopted in executing our mission, reflecting the positive impact we have made through our programs and services. This achievement underscored our organization's capacity to deliver on our promises and make a meaningful difference in the communities we serve. Due to the great labor of the teams, we have forwarded the goals of the organization and achieved success with our partners.



Partners & Funders

- Albertsons
- Amazon
- AME Churches
- Baltimore City NAACP
- Baltimore Votes
- BGE
- Black Water Management
- Broadway Services
- C&C Catering
- CDC Covax
- Comcast
- Coke Consolidated
- Cordish Companies
- CSL Behring
- Downtown Partnership of Baltimore
- Enterprise
- Fly Fat Guy
- Fraport
- French Toast Connection
- Geico
- Giant Foods
- Great Quality Consulting
- Legacy Creators
- Life Church Ministries
- Minority Business Administration
- National Urban League
- PEACE Team
- Pepsi Foundation
- Reasonable Tech solutions
- Reginald F. Lewis Museum
- Rita S. Church Recreation Center
- Small Business Administration
- Stanley Black and Decker
- State Farm
- State of Maryland
- St. Paul's Church
- Support by Design
- Taste This
- TD Charitable
- The Finn Group
- Truist
- US Department of Education
- US Department of Labor
- Verizon
- Walmart
- Wells Fargo
- Wexford Science and Technologies
- World Trade Center

Our Board Of Directors

Andy Dolloph

Brett Kelly, Treasurer

Carliss Maddox

Cedric A. Johnson, P.E.

Cheo D. Hurley

Coby Smith

Fitzgerald Presume

Gary H. Gilliard

Jermel Miller, P.E, Secretary

Kevin C. Setzer

Krystal T. Davis

LI'Rae Robinson

NaTasha Horton

Paris M. Brown, Vice-Chair

Ricky D. Smith, Board Chair

Solomon Rogers

Tiffany Majors, President and Chief Executive Officer

Tisha Skinner

Tony Hill

Traci Horne

Revenue	
40000 Membership Dues	
40300 Membership-BUL Guild	2,958.00
40400 Membership-Young Prof	1,200.00
40500 Membership-Board Members	60,000.00
Total 40000 Membership Dues	64,158.00
41000 Contributions	
41100 Contributions-Individuals	10,020.87
41200 Contributions-Business & Org	471,767.04
41225 Contributions-NUL	140,250.00
41600 Contributions-UntdWy/ComFedChar	1,297.36
Total 41000 Contributions	623,335.27
42000 Special Events	
42100 Special Events-GALA	187,752.88
42200 Special Events-Golf Tournament	4,685.00
42450 Special Event- Guild	
42550 Special Events-Other	50.00
Total 42000 Special Events	192,487.88
42475 Special Events-Building	
43000 Direct Public Grants	
43100 Corporate and Business Grants	116,000.00
Total 43000 Direct Public Grants	116,000.00
44000 Government Grants	66,710.00
44100 Federal Grants	87,462.54
44200 State Grants	24,605.64
44300 Local Government Grants	
Total 44000 Government Grants	178,778.18
44500 Grants and Scholarships	
45000 Investments	
45020 Dividend, Interest (Securities)	199.68
45040 Unrealized Gains & Losses	554.40
Total 45000 Investments	754.08
46000 Other Types of Income	
46400 Miscellaneous Revenue	57,338.61
Total 46000 Other Types of Income	57,338.61
47000 Rentals	
47100 Rental Income-Building	18,607.00
Total 47000 Rentals	18,607.00
48000 Purchase of Service Fees	117,957.00
Total Revenue	\$1,369,416.02
GROSS PROFIT	\$1,369,416.02

Statement of Activity: Revenue January-December 2022

Statement of Activity: Expenditure

January-December 2022

Expenditures	
50000 Salaries & Wages	0.00
50100 Salaries-Professional	383,179.26
50200 Salaries-Clerical	71,659.85
50300 Salaries-Other	
50400 Salaries-Student Wages	10,725.00
Total 50000 Salaries & Wages	465,564.11
51000 Payroll Taxes	
51100 FICA Taxes	32,857.61
51200 State Unemployment Taxes	6,997.03
Total 51000 Payroll Taxes	39,854.64
52000 Fringe Benefits	
52100 Benefits-Health Insurance	23,568.19
52150 52150 Benefits - Vision	190.88
52300 Benefits-Group Life	1,786.11
52310 Benefits - Life Insurance-CEO	171.00
52350 Benefits-Dental	1,790.26
52400 Benefits-Workers Compensation	1,842.00
Total 52000 Fringe Benefits	29,348.44
53000 Professional Fees	
53200 Professional Fees-Audit & Acctg	58,130.00
53300 Professional Fees-Payroll	2,606.48
53500 Professional Fees-Training Fees	110.00
53600 Professional Fees-PR	
53610 Professional Fees- Consultant	75,932.57
53700 Professional Fees-Contractual	203,528.00
Total 53000 Professional Fees	340,307.05
54000 Supplies	
54100 Supplies-Office	2,637.86
54110 Supplies-Computer Supplies	
54115 Computer Equipment	5,091.47
54400 Supplies-Other	8,520.72
54500 Supplies-Building/Grounds	533.65
54700 Supplies-Training Materials	187.14
54800 Supplies- Student Meal/Snacks	1,016.10
Total 54000 Supplies	17,986.94
55000 Utilities	
55100 Utilities-Gas & Electric	6,187.49
55200 Utilities-Water	2,500.00
Total 55000 Utilities	8,687.49
56000 Communications	
56100 Telephone	2,419.46
56110 Cell Phone	2,721.29
56200 Telephone Equipment Maintenance	
56300 Telephone Leasing	
56400 Internet Service	3,901.02
Total 56000 Communications	9,041.77

57000 Postage & Delivery	429.85
58000 Occupancy	
58100 Occupancy-Rent	1,000.00
58200 Occupancy-Property Maintenance	159.51
58300 Occupancy-Building Repairs	16,810.42
58700 Occupancy-Alarm Services	
Total 58000 Occupancy	17,969.93
59000 Equipment Rentals & Maintenance	663.94
59500 Small Office Equipment	3,037.56
59550 Office Furniture Expense	1,793.07
60900 Business Expenses	
60911 Late fees and Service Charges	1,172.89
60915 Bank Fee and Wire Transfers	126.00
60920 Business Registration Fees	640.20
60930 Fines, Penalties, Judgments	
Total 60900 Business Expenses	1,939.09
61000 Insurance	
61100 General Business Insurance	9,175.68
61200 D&O Liability Insurance	
Total 61000 Insurance	9,175.68
64000 Special Events-Costs	952.68
64100 Special Events-GALA	140,632.07
64200 Special Events-Golf Tournament	7,922.40
64400 Special Events-Other Young Prof	1,067.31
64600 Special Events-Other	14,631.99
Total 64000 Special Events-Costs	165,206.45
65000 Printing/Duplicating	1,027.87
65010 Publication/ Subscriptions	187.61
Total 65000 Printing/Duplicating	1,215.48
65100 Other Types of Expenses	3,739.27
65110 Advertising Expenses	218.68
65120 Marketing & Promotional Materials	
65130 Interest Expense - General	301.66
65150 Memberships and Dues	3,557.10
65160 Other Costs	6,461.72
Total 65100 Other Types of Expenses	14,278.43
65500 Other Publicity& Promotions	3,962.18
66000 Payroll Expenses	
Taxes	
Federal Taxes (941/944)	0.00
MD Unemployment Tax	0.00
Total Taxes	0.00
Wages	
Bonus	
Regular Pay	
Retroactive Pay Rate	0.00
Salary	
Total Wages	0.00
Total 66000 Payroll Expenses	0.00

Taxes	
Federal Taxes (941/944)	0.00
MD Unemployment Tax	0.00
Total Taxes	0.00
Wages	
Bonus	
Regular Pay	
Retroactive Pay Rate	0.00
Salary	
Total Wages	0.00
Total 66000 Payroll Expenses	0.00
68000 Transportation & Travel	
68100 Transportation-General	13,575.10
68200 Lodging & Airfare	13,906.53
68300 Travel Meals	5,226.46
Total 68000 Transportation & Travel	32,708.09
69000 Conferences & Meetings	
69100 Conference Registration Fees	5,673.21
69300 Agency Meeting Costs	5,747.63
69400 Meals-Development	2,364.46
69500 Meals-Programs	6,431.89
69600 Participant Events	6,524.30
Total 69000 Conferences & Meetings	26,741.49
70000 Awards and Grants	
70100 Specific Assist to Ind-Scholars	7,500.00
70200 Specific Assist to Ind-Tokens	385.00
70300 Specific Assist to Ind-Other	7,000.00
70400 Grant Award	
FED Taxes	
Total Expenditures	\$1,207,616.68
NET OPERATING REVENUE	\$161,799.34
Other Expenditures	
60912 Deprecation Expense	135,867.37
80000 Ask My Accountant	23.16
Total Other Expenditures	\$135,890.53
NET OTHER REVENUE	\$ -135,890.53
NET REVENUE	\$25,908.81

Statement of Activity Comparison: Revenue July 2022-June 2023

	Jul 2022 - Jun 2023	Jul 2021 - Jun 2022 (PY)	
Revenue			
40000 Membership Dues			
40200 Membership-Business & Org	1,000.00		
40300 Membership-BUL Guild	2,318.00	2,800.00	
40400 Membership-Young Prof	1,875.00	1,800.00	
40500 Membership-Board Members	30,000.00	60,000.00	
Total 40000 Membership Dues	\$ 35,193.00	\$ 64,600.00	
41000 Contributions			
41100 Contributions-Individuals	12,320.20	6,461.38	
41200 Contributions-Business & Org	559,858.12	617,244.04	
41225 Contributions-NUL	109,746.25	104,500.00	
41600 Contributions-UntdWy/ComFedChar		1,661.34	
Total 41000 Contributions	\$ 681,924.57	\$ 729,866.76	
42000 Special Events			
42100 Special Events-GALA	200,252.88		
42200 Special Events-Golf Tournament	7,685.00	13,365.00	
42400 Special Events-Other Young Prof	240.95		
42450 Special Event- Guild	912.50		
42500 Special Event-Workshops	10.00		
42550 Special Events-Other	50.00		
Total 42000 Special Events	\$ 209,151.33	\$ 13,365.00	
44000 Government Grants			
44000 Government Grants		66,710.00	PPP Loan forgiveness
44100 Federal Grants	693,017.27	22,195.00	
44200 State Grants	46,307.64	39,982.36	
44300 Local Government Grants	7,500.00	6,847.50	
Total 44000 Government Grants	\$ 746,824.91	\$ 135,734.86	
45000 Investments			
45020 Dividend, Interest (Securities)	299.52	195.00	
45040 Unrealized Gains & Losses		554.40	
Total 45000 Investments	\$ 299.52	\$ 749.40	
46000 Other Types of Income			
46400 Miscellaneous Revenue	429.92	59,050.92	FY22 write off of old debt
Total 46000 Other Types of Income	\$ 429.92	\$ 59,050.92	
47000 Rentals			
47100 Rental Income-Building	20,460.00	22,236.00	
Total 47000 Rentals	\$ 20,460.00	\$ 22,236.00	
48000 Purchase of Service Fees			
48000 Purchase of Service Fees	16,822.13	245,767.87	
Total Revenue	\$ 1,711,105.38	\$ 1,271,370.81	

2023 End of Year Video



Karenthia Barber



**Greater Baltimore
Urban League**

*Empowering Communities.
Changing Lives.*