



NAACP 2007 ANNUAL REPORT



STAND and be COUNTED

- *To aid the cause ... 1 + 1 = Many*
- *To take a position that one is prepared to uphold*
- *To exhibit courage and strength in the face of adversity*





OUR MISSION

Founded in 1909, by a multiracial group of progressive thinkers, the National Association for the Advancement of Colored People (NAACP) is a non-profit organization established with the objective of insuring the political, educational, social and economic equality of minority groups. The NAACP has as its mission the goal of eliminating race prejudice and removing all barriers of racial discrimination through democratic processes.

This mission is accomplished by seeking the enactment and enforcement of federal, state and local laws securing civil rights, and by informing the public of the adverse effects of racial discrimination.

Throughout its history, the goal of racial equality has been sought by educating members and the greater society of their constitutional rights and by taking all lawful actions to secure the exercise of those rights.

From school and workplace desegregation, voter registration to health and economic empowerment training, the NAACP has played a significant role in establishing legal precedents to improve the quality of life of those who are socially, politically, economically and environmentally disenfranchised.

As the nation's oldest and largest civil rights organization, the NAACP has worked successfully with allies of all races who believe in and stand for the principles on which the organization was founded. Throughout its history, some of America's greatest minds have worked to effect change.

From corporate partnerships to tireless volunteer labor, the NAACP has evolved to meet the challenges of the day, while remaining true to its original mission. With renewed commitment, the new NAACP is poised to meet the challenges of the 21st century.

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CHAIRMAN'S LETTER

Dear Friends:

I am pleased to report that the state of the NAACP is healthy and that our prospects on the eve of our 100th birthday are great.

When a group of interracial progressives formed the NAACP in 1909, they optimistically envisioned the newly formed organization quickly raising a healthy annual budget.

JULIAN BOND

The *New York Times* quoted one of the NAACP's founders, Oswald Garrison Villard, saying if we raise \$1 million we'll be on our way. Sadly, at year's end, they had raised only \$1140 and were \$210 in debt.

We've come a long, long way since then. While the NAACP has never been able to boast the multi-million dollar budgets of our adversaries, we've been able all these years to keep our doors open, our hard-working staff paid, and our hundreds of thousands of volunteers supplied with assistance and ideas about ways to effectively carry out our mission.

We've been rewarded for the work we've done with enormously high favorability rates among all Americans. In June, '07, the respected polling firm of Penn, Schoen & Berland Associates confirmed that our work is both valuable and valued. The NAACP has the highest favorability of 17 organizations working in the civil rights arena, viewed favorably by almost all blacks, 94 percent, including 70 percent who view it very favorably, and by three-quarters of the general public. Fully 93 percent of blacks surveyed believe the NAACP represents the interests of the African-American community, and 67 percent believe this strongly.

Our fastest growing membership category is college and high-school aged young people—and we've added thousands of e-members, connected to us via the internet, in the last two years. In another measure, our website www.NAACP.org averaged more than 151,000 visitors per month, receiving 1,816,917 total visitors and more than 10 million page views for the year. These numbers represent increases of 20 percent and 85 percent respectively over recorded figures for 2006.

In 2008, our 2000 local units staffed by our corps of volunteers, are continuing to be the front-line grass-roots troops of the civil rights movement. For much of 2008 through November, they will be engaging in our traditional non-partisan voter registration drives, insuring that more votes will be cast this fall. They've also continued what has become an annual preoccupation for the NAACP—insuring that all votes are fairly and honestly counted.

We're proud of what we've accomplished, but we know there is more to be done. Building on the victories and successes of the past, we pledge all our energies to redouble our efforts at making America the "more perfect union" we've worked to achieve for almost 100 years.

Sincerely,
Julian Bond
Board Chairman

INTERIM PRESIDENT'S LETTER



DENNIS HAYES

Dear NAACP Members and Friends:

The National Association for the Advancement of Colored People presents our 2007 Annual Report. In its 98th year, we take pride in being, still, the preeminent civil rights organization in the world.

Our 2007 theme, “Power Beyond Measure,” symbolizes what can be accomplished when we stand together behind the foundational principles that have kept our organization strong while advancing civil rights for all people.

Among other accomplishments in 2007, the NAACP: called upon Congress to issue a moratorium on race-based foreclosures resulting from sub-prime lending practices directed toward African Americans and filed a class-action lawsuit against 14 of the country’s largest mortgage lenders; gathered more than 63,000 petition signatures in support of the “Jena 6” defendants who received unequal treatment surrounding a racial conflict and then presented the petition to Governor Kathleen Blanco of Louisiana; was instrumental in the Congressional passage of a bill increasing the minimum wage; lobbied for enactment of the Second Chance Act in assisting ex-felons with re-entry into society; pressed for legislation for the divestment of funds in the Sudan until such time as the situation in Darfur is resolved; partnered with Wall Street financial service firms initiating the Gateway to Leadership summer internship program which inaugurally graduated 19 students from Historically Black Colleges and Universities (HBCUs); and petitioned the U.S. Department of Justice to take the necessary steps in protecting African-American mayors from racial intimidation and death threats.

As we move closer to our Centennial, we will continue to diligently address and work toward the elimination of economic, educational, and social inequities that rob America of the ideal for equal opportunity to all its citizens. Our mission is as relevant today as it was in 1909 and through our collective efforts and strength, the NAACP’s mission will one day be attained.

Yours truly,

Dennis Courtland Hayes ←

Interim President & CEO



**ROY LEVY
WILLIAMS**

SCF CHAIRMAN'S LETTER

My Dear NAACP Friends:

The year 2007 was such an unusual one for the NAACP it can probably best be described by borrowing the phrase from Charles Dickens. "It was the best of times, it was the worst of times...It was the season of light, it was the season of darkness. It was the winter of despair, it was the spring of hope."

The "best of times"...spending most of the year under the extremely capable leadership of Attorney Dennis Hayes, those staff members we were able to retain, worked hard, carried a greater load in all of our programs and made an impact in this country, as well as, countries in Europe, Africa, and South America.

The "worst of times"...it was pretty close! Our staff dwindled as did our budget. We had a hard time making payroll and for a number of reasons, (some of which were not in our control) we weren't bringing in the amount of money we anticipated.

"It was the season of light"...we made structural changes to strengthen our organization as we move into our next 100 years of existence. We took on issues that reminded people we are the "largest and oldest; baddest and boldest civil rights organization in America"...so at every level of the organization, those who believed, gave their financial support and found others who would do the same. To brighten the light even further, each member of the Board of Trustees and the Board of Directors decided to give \$1,000.00 of their own money, in addition to all the money they raised.

"It was the season of darkness"...we faced false accusations from many individuals who simply don't understand the dedication of each and every NAACP'er. We even attacked ourselves...staunch workers and supporters began to doubt their own worth and that of their organization. It was especially "dark" for the Trustees, since we were left with a shell of a development staff. And we were left with contracts for firms that simply were not performing...and debts where there was no justification for the cost.

"It was the winter of despair"...at every level of this organization, we lost in death some of the most admirable people who have ever been associated with the NAACP.

But it is, "the spring of hope"...where I would like to focus. The Special Contribution Fund Board of Trustees continues to become stronger as an entity that will help finance the programs of the NAACP. Its members have found money for almost one-third of the programs operated by the Association. Many of the Trustees are more actively involved and quite frankly, I take pride in knowing I had a lot to do with creating that atmosphere.

It is the "spring of hope" that made me personally feel it is time for new leadership at the helm of SCF. Although I will remain on the Board of Trustees and for that matter the Board of Directors, I am relinquishing my

seat as Chair of SCF and member of the Directors' Executive Committee. It will give me more time to work on the NAACP's Centennial Committee, as well as create some special fund raising projects for the Association. More importantly, it will also give my good friends, Eugene Duffey who has agreed to step into the role of Chair for 2008 and Dr. John Arradondo who will be our new Treasurer, a chance to work with Ben Jealous our bright and dynamic President/CEO elect.

This letter, thus, provides me the opportunity to thank the many wonderful people I have worked with while chairing the Board of Trustees. And as always I begin by saluting each of you who are working at the ground level. Your readiness to take on the issues, your willingness to be a paid member and sell memberships to others, your eagerness to find grants for GOTV, ACT-SO, education, health and other special projects provides the basic strength—the engine—of the organization. Thank you and please help us continue to build.

And as I have in the past, I ask you to get to know the names of the Trustees. Look for them and thank them for their support. Although the quiet arm of the Association, they are powerful people and I thank them for the support given me over my tenure as Chair.

Let me take this opportunity to thank all of the companies, corporations, foundations, and funds who have contributed to SCF and the NAACP during my tenure. Extra thanks for those who contributed in 2007: we know the economy was worse and we know there was less to go around—so we especially thank you for believing and supporting us.

Finally, I want to thank the staff at our national office. Thanks to those who are not only carrying their load (doing their job) but also filling the void of vacant positions. Thanks for being creative, determined and committed. Thanks to those who are paid for “full time” and work time-and-a-half and even double time. And thanks to those who are “part time” some of whom I know put in at least 40 quality hours every week. My heroes and heroines, in your case it doesn't seem to matter what others say, you are determined to make a difference in the movement.

A friend of mine said to me, “the NAACP needs fixin'!” I hope it is clear ... that “fixin'” began to take place in 2007. As a result we will move into 2009, our second century of existence as “the most loved, and most hated, the most feared, and revered, the most cussed and discussed Civil Rights Organization in America.

Hey, I'll be around, so please stop me and chat. I would love to get a chance to thank each one of you!

Yours with the Spring of Hope,

→ *Roy Levy Williams*

Chairman

NAACP 2007 OVERVIEW

We are one. We are many. We are the NAACP. We are the voice of those silenced. We are strength for the weak and advocate for the abandoned. Individually and collectively, for 98 years, the NAACP has represented people around the world working to improve lives through equal opportunity, economic empowerment, and educational attainment.

The NAACP stands on the firm foundation of nearly a century of successful fights to remove barriers caused by racial prejudice that limits access to the democratic process, and economic and educational opportunities. Since 1909, the NAACP has united everyday citizens to effect change through courts, marches and demonstrations, and by training for the next generation of leaders.

In 2007, NAACP members took stands on numerous issues ranging from challenging handgun manufacturers to keep guns off the streets to battling derogatory media images of African Americans, to



Illinois U.S. Sen. Barack Obama greets NAACP conventioners during his bid for the Democratic Party nomination for president of the United States.



Legendary R&B singer Eddie Levert, NAACP Vice Chair Roslyn M. Brock, U.S. Rep. Sheila Jackson Lee (D-Texas) and NAACP Chairman Julian Bond before the historic mock funeral for the N-word in July.

Below—NAACP President & CEO Dennis Courtland Hayes, third from right, Rainbow/PUSH founder and President Rev. Jesse Jackson, center, and approximately 40,000 protesters took to the streets of Jena, La. in September to demand justice for six teenagers who faced overly aggressive prosecution and extended incarceration for their role in a series of racially-charged skirmishes in the small town. The event was the largest civil rights activity to occur in decades and the NAACP played a pivotal role.





supporting black leaders and members of other ethnic minorities seeking strategies to combat discrimination abroad.

With the presidential election campaign underway, the NAACP in 2007 was heavily involved in voter registration and empowerment efforts. Candidates attended the annual NAACP national convention in Detroit, coming to state their cases before a politically savvy, activist audience.

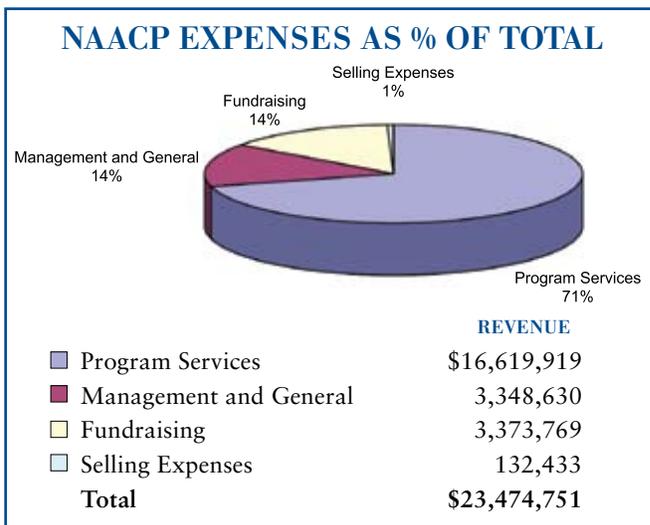
Young people were empowered by a broad array of programs that opened doors to new opportunities on Wall Street and in the broader financial services sector, leadership training through the EMERGE Leadership Institute (ELI), and a training curriculum for all youth members and advisers. In addition, young adult leaders attended the Leadership Summit 500 Symposium and Town Hall meeting during the national convention.

Through 2,200 branches and state conferences, NAACP members have stood united in actions including declaration of a state of emergency in protest of a surge of assaults on young African Americans and staging one of the largest marches in recent history to protest hate crimes and unequal treatment of youth in Jena, La.

NAACP members fought in the courts as well, including filing a class action racial discrimination lawsuit against pharmaceutical giant Eli Lilly & Co. Another class action lawsuit accused some of the largest U.S. mortgage lenders of predatory practices that contributed to borrowers losing their homes to foreclosure.

The NAACP also draws strength from its partnerships. Last year, NAACP partnered with the National

Above—Members of the New York and New England Area Conferences NAACP participate in the “Save Our Homes” Rally on Wall Street held in December in reference to the continuing mortgage crisis in America. Right—Rev. David Goatley (left), member NAACP Board of Directors and Executive Secretary of the Lott Carey Foreign Missions, at Italian Baptist Union Convention in Rome, Italy.



Association of Home Builders and Habitat for Humanity to continue to build affordable housing for Hurricane Katrina survivors and others in need. A partnership with the National Urban League and the Southern Poverty Law Center was established to assist the Civil Rights Era Cold Case Initiative, which investigates unresolved murders of NAACP workers and others during the Civil Rights Movement.

Mindful that damage to the African-American community can come from the inside as well as through external forces, the NAACP, during the national convention joined with rappers in a ceremonial burial of the “N” word. The historic ceremony was meant to signal a halt to use of self-degrading language that has poisoned African Americans since slavery.

Steeped in history and standing on the accomplishments of nearly a century of global influence, the NAACP remains a relevant voice on the issues of the day. As the association’s centennial anniversary approaches, members remain prepared to carry the torch and lead those willing to stand up and be counted.



2007 NAACP HIGHLIGHTS

STATE OF EMERGENCY TO PROTECT AFRICAN-AMERICAN YOUTH

Last year presented many tumultuous challenges especially as it related to protecting African-American youth. In 2007, the NAACP tackled reports of violence and overly aggressive prosecution by law enforcement officials symbolized by the boot camp beating death of Martin Lee Anderson, the assault of Shelwanda Riley by a police officer and countless other recent dehumanizing attacks.

In response, the NAACP declared a “State of Emergency” calling for immediate action by local and state authorities as well as the U.S. Department of Justice and the U.S. Congress. The NAACP demanded that the nation live up to its constitutional obligations to serve and protect all Americans with dignity and fairness regardless of race, ethnicity, gender, religious faith and other differences.

In October, the Florida State Conference of the NAACP held a march and rally in Tallahassee to demand justice for Martin Lee Anderson, a black 14-year-old who tragically died while in custody at the Bay County Boot Camp. Adding insult to the tragedy, an all-white jury acquitted deputies and a nurse who were captured on videotape participating in the videotaped violent abuse that led to Anderson’s death. The U.S. Department of Justice agreed to review the case.

A series of cases around the country revealed Anderson’s killing to be part of an emerging pattern of attack that required immediate attention from the NAACP.

- On Oct. 4, 15-year-old Shelwanda Riley was thrown around, punched and pepper sprayed by a police officer in Fort Pierce, Fla.
- A 14-year-old, DeOnté Rawlings, was fatally shot by an off duty District of Columbia police officer, for allegedly stealing a mini-bike and shooting at

[8]



AP Photo/Pool, Terry Barner

Beverly Neal, right, the executive director of the Florida NAACP, leads about 40 NAACP members on a tour of the former Bay County Sheriff’s Office boot camp on Wednesday, Oct. 3, 2007, in Panama City, Fla. Across the street, the trial for eight former boot camp employees accused in the death of former inmate Martin Lee Anderson is taking place.

the officer during a foot chase. An autopsy found no gunshot residue on the boy and suspicious injuries to his elbows, knees and face.

- Isaiah Simmons III, 17, lost consciousness and died after being restrained in a face down position for more than two hours by seven adult staff at the Bowling Brook Preparatory School, a privately run residential program under contract with the Maryland Department of Juvenile Services. Witnesses said the staffers sat on the boy’s limbs, chest and head. Simmons died after staffers waited 41 minutes to call 911 upon realizing he had lost consciousness. The state medical examiner ruled his death a homicide. However, the Carroll County State’s Attorney and a grand jury refused to charge the staffers with manslaughter. They were charged with misdemeanor reckless endangerment.

Numerous other cases were investigated and added to a long list of assault and unequal justice for African-American youth. According to a report commissioned by the NAACP and other advocacy groups, when white youth and minority youth were charged with the same offenses, African-American youth with no prior record were six times more likely to be incarcerated than white youth with a similar background. Latino youth were three times as likely as white youth to be incarcerated.



JENA 6 MARCH ORGANIZED — — —

The NAACP has been engaged for a year in activities seeking fairness for the Jena 6, six Louisiana teens who have faced overly aggressive prosecution and extended incarceration for fighting with a white high school classmate after a series of racial incidents including the hanging of nooses in a tree.

The Association worked with numerous groups, individuals, local, state and federal officials to coordinate demonstration activities in support of fair sentencing and treatment of Mychal Bell, and five other students. The charges against Bell could lead to many years of imprisonment.

On Sept. 20, more than 30,000 protestors including celebrities such as Salt-n-Pepa took to the streets of Jena, La. to make it known that the world was watching. Rock icon David Bowie, donated \$10,000 to the Jena 6 Legal Defense Fund.

The NAACP, in conjunction with the American Civil Liberties Union, the Southern Poverty Law Center and the Southern University Law Center, provided additional legal support and resources to the defendants' attorneys and remains committed to the defense of the young men.

The NAACP organized the Jena 6 National Week of Solidarity and Action, from September 16-21. A petition with 60,000 names was presented to Louisiana Gov. Kathleen B. Blanco on Sept. 19. The signatures represented those across the country who are concerned about unequal treatment of the

Above left—Thousands stream out of Ward 6 Park onto the streets of Jena, La. led by NAACP Interim President & CEO Dennis Courtland Hayes (third from right) and others on Sept. 20; Top right—Jena protesters wear their sentiments on their shirts; Lower right—Rap music legends Kurtis Blow (left) and DJ Eric B. participate in the STOP Campaign press conference in April.

defendants and a disturbing climate that led to the escalation of events in the southern town.

NAACP MEETINGS THREATENED IN MAINE

While some may ask if society has moved beyond the need for the NAACP, the answer was made blatantly clear in October when the northern Maine chapter received threats that were serious enough to force the group to meet at police stations and cancel its annual Kwanzaa celebration. The event normally draws people from up and down the coast of Maine. Only about 35 percent of the chapter's current members are black.

A restraining order was sought by state prosecutors against a man who made threats to shoot "any and all black persons" attending the Association's meetings at the stone church where they were normally held. The chapter has 175 members from Augusta to the Canadian border. According to the U.S. Census Bureau, Maine has the fewest black residents of all of the U.S. states. There are 250 to 300 reports of bias incidents every year from around the state.

NATIONAL CONVENTION—BURIAL OF THE “N” WORD

The 2007 annual NAACP National Convention was one of the Association’s most memorable. With a legacy of being at the forefront of important issues of the day, the NAACP did not shy away from tackling one of the troubling topics of the year—the “N” word. Several highly publicized incidents—most notably, a tirade by “Seinfeld” actor Michael Richards, who used the word repeatedly during a Los Angeles comedy routine captured on a camera phone—made the word a topic for public discussion.

Discourse over racially insensitive remarks heated up further after talk show host Don Imus described black members of the Rutgers University women’s basketball team as “nappy-headed hos” on April 4. Black leaders challenged the entertainment industry and the American public to stop using the N-word and other racial slurs. Minister and rap icon Kurtis Blow called for people, especially young people, to stop buying music by artists who use offensive language.

To put the matter to rest, on Monday, July 9, NAACP delegates and supporters marched from Cobo Hall to Hart Plaza in Detroit, where the burial services for the N-word took place. The goal was to transform minds. The N-word is considered the most vicious of all racial insults and is the best-known example of racist language and self-hatred when used by African Americans.



The N-word’s burial was meant to celebrate the end of its destructive usage and impact, and to heighten awareness about its casual use.

Thousands gathered for the procession featuring a horse drawn carriage bearing a wooden coffin adorned with black roses and a ribbon with the N-word displayed. NAACP Chairman Julian Bond, Detroit Mayor Kwame Kilpatrick, hip-hop legend Kurtis Blow and R&B legend Eddie Levert led the procession.

The event echoed NAACP’s 1944 symbolic funeral in Detroit for Jim Crow, the systemic, mostly Southern practice of discrimination and segregation of blacks from the end of post-Civil War Reconstruction into the mid-20th Century.

Above—NAACP Vice Chair Roslyn M. Brock and NAACP National Board of Directors members Hazel N. Dukes and Rev. Wendell Anthony, NAACP Interim President & CEO Dennis Courtland Hayes and others bid good riddance to the N-word in a mock funeral for the derogatory term.

Below—Hundreds marched through downtown Detroit on July 9 to participate in a mock funeral for the N-word.





Members of the Mississippi State Conference NAACP and volunteers with Habitat for Humanity continue to build homes in the Gulf region for those displaced by Hurricane Katrina, including a community named in honor of Dorothy Height, long-time leader of the National Council of Negro Women.

HURRICANE KATRINA WORK CONTINUES

During the 2007 NAACP Convention in Detroit, Chairman Julian Bond discussed the lessons learned in the aftermath of Hurricane Katrina and its long-reaching impact on some of the city's poorest residents.

"Although New Orleans was unique in many ways – music, cuisine, culture—its race and class issues were the norm and not the exception," Bond said. "And finally, Katrina resulted in a loss of moral authority for the United States, at home and abroad. Americans were not the only ones who watched Katrina's disaster unfold on television. The images were seen around the world. If we at home felt revulsion and shame, imagine what our enemies abroad thought—or even our friends. It is reminiscent of the role segregation played in international politics."

As one of the organizations leading quick response efforts to Katrina's victims, the NAACP has continued its work to build homes for those who want to return and provide assistance for many who can't.

The NAACP has centralized operations of its Gulf Coast Advocacy Center (GCAC) within the Louisiana State Conference of NAACP branches, which is the affiliate entity responsible for maintenance of the organization's volunteer base and its core advocacy.

GCAC was launched in New Orleans to address employment, education, housing and voter registration issues in the region in the wake of Hurricane Katrina and other major storms.

The Louisiana NAACP continues to partner with experts in developing research reports that reveal inequities and monitor relief. Grants would also be provided to reduce disparities in disaster preparedness.

Since 2005, GCAC has been an on-the-ground resource for evacuees who desperately want to return to New Orleans but lack access to local resources. It has become a clearinghouse for information, recommending individuals directly to those resources that address their needs.

BRINGING THE FIGHT FOR CIVIL RIGHTS TO THE COURTS

The NAACP in 2007 became actively involved in high-profile court cases involving employee discrimination and predatory lending.

The Association joined the Conway, S.C. Branch and a Maryland resident in filing a class-action lawsuit against Friendly's Ice Cream Corp., and local franchisee owners for discriminating against African Americans by closing the Ocean Boulevard location during every Black Bike Week from 2000 through 2005.

The lawsuit is based on differential treatment of two large motorcycle events held each May in Myrtle Beach. Thousands of white motorcyclists and tourists visit Myrtle Beach each year in mid-May for an event known as "Harley Weekend." A week later, a similar number of African-American tourists attend Black Bike Week, the only weekend each year when the majority of Myrtle Beach tourists are African American.

The lawsuit asserts the defendants didn't allow customers to eat inside the restaurant and only offered inferior services outside the restaurant. During Harley Week, the same Friendly's restaurant allowed customers to eat inside with the full menu available to them.

The NAACP and other plaintiffs had tried to negotiate with the chain for the last two years with no success.

Last year, the NAACP became involved in a class action lawsuit filed against pharmaceutical company Eli Lilly & Co. based on descriptions of unfair termination rates, pay discrimination



and a hostile working environment. Hundreds of current and former African-American employees came forward.

The NAACP joined other national and community-based organizations in calling for immediate action by Eli Lilly and for greater corporate accountability when such incidents or allegations occur. One incident involved a former employee who found a black doll with a noose around its neck in her work space after she raised complaints of racial discrimination.

Plaintiffs involved in the lawsuit hope to bring about change to enable employees to speak freely without fear of retaliation.

In addition, the NAACP filed a lawsuit in Los Angeles federal court against 14 of the country's largest lenders, alleging systematic, institutionalized racism in sub-prime home mortgage lending. This is the first known lawsuit to challenge such lending practices on a broad scale. The lawsuit was announced at the NAACP's 98th annual convention in Detroit.



PRESIDENTIAL CANDIDATES ADDRESS THE NAACP

Candidates vying to become the next president of the United States attended the NAACP annual convention in Detroit last July to indicate they wanted the support of the Association and its members. Democratic candidates included all who were in the race as well as the two frontrunners Sen. Barack Obama and Sen. Hilary Clinton.

The NAACP invited all nine Republican candidates to the Presidential Candidate Forum, but only one showed up: Colorado Congressman Tom Tancredo. He received an enthusiastic standing ovation for valuing the importance of attending the event with the Democrats and not ignoring the African-American vote.

Though it was not a debate, the forum presented an opportunity for the candidates to present themselves and their positions on issues important to NAACP voters.

Democrat Mike Gravel, a former U.S. Senator from Alaska, was the only candidate repeatedly to criticize the others and his party as not having taken strong enough action to end American involvement in Iraq.

During the 98th NAACP Annual Convention in Detroit, all eight of the Democratic Party contenders for the presidential nomination participated in a candidates' forum that was broadcast live via the Internet and various local and cable television outlets. Illinois U.S. Senator Barack Obama became the Democratic Party's nominee for president of the United States, making him the first African American to ever achieve that level of success in American political history.

LITTLE ROCK 9 ANNIVERSARY

The 50th anniversary of the integration of Little Rock Central High School in Arkansas and the sacrifices made by the Little Rock Nine and the late Daisy Bates, former president of the Arkansas State Conference of NAACP Branches were celebrated last year. Leaders in public education, civil rights and social justice convened in Little Rock, May 17-19 for the 7th biennial Daisy Bates Education Summit.

Under the theme, “Little Rock Central High 1957: Honoring the Legacy, Facing the Challenge,” the summit honored the nine courageous African-American teenagers who bravely desegregated Little Rock Central High School under the guidance of Daisy Bates and the protection of soldiers from the U.S. 101st Airborne Division on orders from President Dwight Eisenhower.

The summit was designed to inspire and promote activism toward the goal of educational equity and using that equity as a platform for building solutions to the challenges in public education. The summit featured a variety of events that were free and open to the public.

An opening panel discussion, May 18 on “The Challenge of Accountability”, included educational leaders such as National Education Association President Reg Weaver, Philander Smith College President Walter Kimbrough, Arkansas Baptist President Fitz Hill, and others who focused on the role advocacy groups and local organizations have played.

SEAN BELL POLICE SHOOTING

The NAACP expressed outrage at the New York State Supreme Court verdict in the shooting death of Sean Bell, who was killed in a 50-shot barrage by police after a bachelor party to celebrate his upcoming wedding. Bell was unarmed when he was shot in the Jamaica section of Queens.

Bell was shot and killed by plain clothes New York police detectives in an incident that sparked fierce criticism of the police.

The New York State Conference NAACP planned a Day of Mourning and other reconciliation activities in wake of the verdict. The NAACP took a stand to speak out on the appearance of legally-sanctioned



Top—Six members of the Little Rock 9 discuss their achievement and lives last year in a forum at Central High School 50 years after they integrated the facility under federal protection.

Center—Collectible coins commemorating the 50th anniversary of the Little Rock 9's contribution to American education were unveiled during the 7th Biennial NAACP Daisy Bates Education Summit held in Little Rock in May.

Bottom—The famed picture of the Little Rock 9 in the living room of their advisor, former Arkansas State Conference NAACP President Daisy Bates, second from right in back row.

violence against African Americans. The Association also challenged the statutes governing the use of deadly force by law enforcement entities as woefully inadequate. The NAACP urged Congress to hold hearings on the use of force policies and the Law Enforcement Trust and Integrity Act.



Left—NAACP Interim President & CEO Dennis Courtland Hayes addresses the inaugural graduating class of the Gateway to Leadership program.

Right—Graduates of the first Gateway to Leadership program pose with their sponsors. Participants in the program are high achievers selected from the business schools of historically black colleges and universities.

WALL STREET INTERNSHIP BRINGS DIVERSITY TO FIRMS

The NAACP is actively involved in creating opportunities at every level, the NAACP and the Money Management Institute (MMI) last year introduced Gateway to Leadership, a groundbreaking program that places outstanding African-American students in internships at some of the nation's premier financial services companies.

The Gateway to Leadership program prepares students—many of them from historically black colleges and universities—for leadership roles in the financial services industry and their communities. It also establishes a network infrastructure for ongoing support throughout their careers.

The program was conceived by Brinker Capital founder Charles Widger, a member of MMI's Board of Governors, with the goal of increasing the number of African-Americans in a field where they have been traditionally underrepresented.

Gateway to Leadership drew 19 undergraduate students from an initial pool of 50 based on recommendations made by the business school deans of their respective institutions. The interns, half of them women, are students from Bennett College, Florida A&M University, Hampton University, Howard University, Grambling State University, Southern University and the University of the Virgin Islands. Hosting firms include: A.G. Edwards, Bank of America, Brinker Capital, Charles Schwab & Co., Inc., Goldman Sachs, IXIS Asset Management Global Associates, Legg Mason, Lockwood Advisors, Inc., an affiliate of Pershing LLC and The Bank of New York, New York Life Investment Management LLC, Morgan Stanley and Prudential Financial.

Interns were placed in programs focusing on asset management, research, managed accounts, trading,

capital markets, sales and marketing and finance and accounting. Students also had the opportunity to participate in a case study competition working with program liaisons from host firms. The case-study project took place at the end of the summer, allowing students to showcase skills learned through their experience and test program hosts on their team-building and mentoring capabilities.

The program began with a May 17 orientation in Arlington, Va. and closed Aug 2, with a special session in New York City, where winners of the case study competition were announced and all students had a chance to reflect and share their experiences. Participating students received weekly stipends, summer housing and round-trip transportation.

SENATE PASSES DARFUR DIVESTMENT LEGISLATION

The NAACP has been among the outspoken activists for Darfur. Last year, the NAACP along with other groups including the Save Darfur Coalition, Genocide Intervention Network, National Association of Evangelicals and the American Jewish World Service succeeded in getting the Senate to pass the Sudan Accountability and Divestment Act. The measure authorized state and local governments to divest from companies that support the Khartoum government at the expense of marginalized populations in Sudan and prohibits federal contracts with those companies.

President Bush described the ongoing crisis in Darfur as "genocide" more than three years ago and identified the Government of Sudan and its allied militia as responsible. Since then, diplomatic efforts by the United States and the international community have failed to put sufficient pressure on the Sudanese government to end the violence. As many as 400,000 people in Darfur have been killed and more than 2 million have been displaced.



NAACP MONITORS HISTORIC VENEZUELA ELECTIONS

The NAACP joined other public interest entities from the United States in sending independent observers to monitor Venezuela's constitutional reform election on December 2. The election served as an historic moment for the formal recognition of Afro-Venezuelans by the Venezuelan government as they are formally enshrined in that nation's constitution.

The mission is part of the NAACP's efforts to connect African Americans with people of African descent around the world for the mutual attainment and protection of human and civil rights.

A four-member delegation including NAACP National Board member and Texas State Conference President Gary Bledsoe, Esq., NAACP Assistant General Counsel Victor Goode, Esq., NAACP International Affairs Consultant Tasha Coleman, and NAACP Chairman Roy Levy Williams traveled to Caracas for the election.

The NAACP has reviewed the status of Afro-Latinos, including those currently living in Venezuela, and found that much like in the United States people of African descent in Latin America are disproportionately marginalized and disenfranchised, face great disparities in health care, education and shelter, generally living in extreme poverty. A provision in the proposed constitution under consideration would formally recognize Afro-Venezuelans, clearly bestowing upon them all the rights, privileges and obligations of Venezuelan citizenship.

The goal of the NAACP delegation was to observe the election, gauge the effects constitutional changes might have on the lives of Afro-Venezuelans, assess

U.S. Homeland Security Director Michael Chertoff, left, with NAACP Interim President & CEO Dennis Courtland Hayes and NAACP National Board of Directors member and NAACP Special Contribution Fund Board of Trustees Vice Chair Dr. Marcella Maxwell at the 32nd Armed Services and Veterans Affairs Awards dinner in July.

A delegation made of NAACP National Board members and staff acted as independent observers in Venezuela's constitutional reform election held in December. A subsequent report was filed detailing their experience and recommendations.

the support for the changes among the Venezuelan people and monitor the challenges faced by the nation's people and government.

The United Nations conferred Non-Governmental Organization (NGO) status on the NAACP in 2003. The designation allows the NAACP to serve as an adviser and mentor to foreign governments and the Secretariat of the United Nations on human rights matters.

NAACP MILITARY PERSONNEL RECOGNIZED

More than a dozen members of the military received distinguished honors during the 32nd annual Armed Services and Veterans Affairs Awards dinner during the NAACP's 98th annual convention in Detroit.

U.S. Homeland Security Secretary Michael Chertoff was the evening's keynote speaker, highlighting the contributions of minorities in the military as U.S. forces continue to fight terrorism at home and abroad. The event honored people who have worked to promote and implement equal opportunity positions in the military.

Chertoff received the Benjamin L. Hooks Distinguished Service Award, given to a U.S. Department



of Defense civilian in a policy-making position for efforts to implement policies and programs that promote equal opportunity in the military. Chertoff was noted for his extensive commitment to justice, equal rights and upholding the law.

Admiral Thad W. Allen, Commandant of the U.S. Coast Guard, was awarded the Meritorious Service Award for exceptional meritorious service to the government for championing equal opportunity, civil rights, diversity and anti-discriminatory policy initiatives.

The veterans' affairs department of the United Auto Workers (UAW) in Detroit received this year's Julius E. Williams Distinguished Community Service Award, honoring its broad service initiatives through community service partnerships. The department's mission is to assist in addressing the political and social needs and problems of its members and their families.

— SPINGARN MEDAL RECIPIENT

Michigan Congressman John Conyers, Jr., became the 92nd recipient of the Spingarn Medal – the NAACP's highest honor. Conyers received the award during the 98th NAACP National Convention in Detroit at the annual Spingarn dinner. He was selected on the basis of his advocacy for civil rights and civil liberties and record of supporting NAACP priorities.

Conyers, currently chairman of the influential House Judiciary Committee, has served longer in Congress than any other African American. He has been re-elected 20 times since taking the House seat in 1964. He is one of the 13 founding members of the Congressional Black Caucus (CBC) and is considered the dean of the group.

With 40-plus years in Congress, his major accomplishments include the Violence Against Women Act of 1994; the Motor Voter Bill of 1993; the



NAACP Executive Director Emeritus Benjamin L. Hooks, left, shares a smile with his wife Frances after receiving the Presidential Medal of Freedom from President George W. Bush in November. The Presidential Medal of Freedom recognizes exceptional meritorious service. In 1963, President John F. Kennedy reintroduced it as an honor for distinguished civilian service in peacetime.

Martin Luther King Holiday Act of 1983; the Jazz Preservation Act of 1987. His Judiciary Committee work puts him in a central role in advancing civil liberties, ensuring equal protection and access to voting as well as combating violence against women.

After the 2000 presidential election, Conyers co-authored comprehensive election reform legislation aiming to end discriminatory practices. Enacted in 2002, the bill advances civil rights and protects voting rights by establishing federal minimum standards for election machines and requiring balloting sites be made accessible to those with disabilities.

Conyers intervened to prevent abuse of women in Michigan prisons. A series of hearings and his contact with the U.S. Department of Justice led to the creation of a Michigan policy that restricts male correctional officers from guarding women held in private quarters.

FORMER NAACP LEADER RECEIVES MEDAL OF FREEDOM

Rev. Dr. Benjamin Lawson Hooks, a former NAACP Executive Director, was among eight people who received the Medal of Freedom from President George W. Bush.

The Presidential Medal of Freedom, the nation's highest civilian honor, recognizes exceptional meritorious services. It was established by President Truman in 1945 to recognize notable service in war.

With his family, Michigan U.S. Rep. John Conyers, chairman of the House Judiciary Committee, celebrates after receiving the 92nd Spingarn Medal. The Spingarn Award, first presented in 1915 by NAACP Chairman Joel E. Spingarn, is designed to highlight distinguished merit and achievement among African Americans.



In 1963, President John F. Kennedy reintroduced it as an honor for distinguished civilian service.

Hooks served as executive director of the NAACP from 1977 to 1992, and throughout his career has been a vocal campaigner for civil rights in the United States. During his tenure, Hooks implemented many NAACP programs that exist today including Women in the NAACP and NAACP ACT-SO (Academic, Cultural, Technological and Scientific Olympics) competitions both began under his administration.

In the late 1980s, Hooks formed a relationship with Major League Baseball that led to the creation of a Sports Advisory Council and the expansion of employment opportunities in the sport for African Americans. Hooks has also received the NAACP's highest honor, the Spingarn Medal, given to him in 1986. He currently serves as an adjunct professor in the political science department of the University of Memphis.

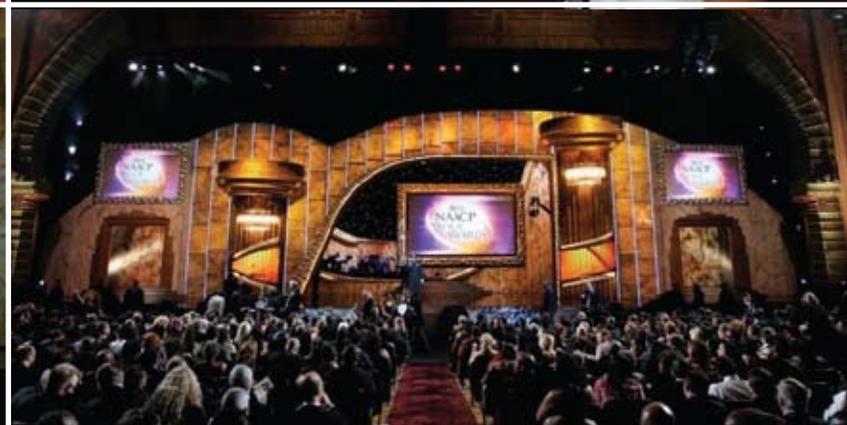
NAACP IMAGE AWARDS - - - - -

One of the NAACP's most-anticipated annual events is the Image Awards, which aired live on Fox Television on March 2. The NAACP Image Awards honors projects and individuals that promote diversity in the arts in television, recording, literature and motion pictures.

The 38th Image Awards show was a star-studded event held at the Shrine Auditorium in Los Angeles with LL Cool J serving as host. The theme was "Youth Create Change." Presenters included celebrities such as Tyra Banks, Terrence Howard, Nia Long, Vanessa Williams, and Bernie Mac. Awards were given in 35 categories, with winners selected by NAACP leaders from across the country.

More than 1,200 entries were narrowed down to five nominees in each category. Three outstanding individuals were given the top honors during the telecast: The President's Award went to CNN anchor Soledad O'Brien; Bill Cosby was inducted into the Image Awards Hall of Fame, and renowned musician and activist Bono received the NAACP Chairman's Award.

The 38th NAACP Image Awards aired live on the FOX television network March 2. Clockwise from the upper left—CNN news personality anchor Soledad receives the President's Award during the telecast. TV talk show host, media mogul and philanthropist Oprah Winfrey makes remarks. Comedic actor and author Dr. Bill Cosby entered the NAACP Image Awards Hall of Fame during the show. He was introduced by one of his successful protégés, actress Raven Symone. The crowd at the Shrine Auditorium enjoys the 38th Annual NAACP Image Awards. Acclaimed musician and activist Bono makes remarks after receiving the Chairman's Award, bestowed in recognition of special achievement and distinguished public service. Bono is a passionate and entrepreneurial advocate in the fight against AIDS and extreme poverty in Africa.



PROGRAMS

NAACP YOUTH & COLLEGE

The NAACP Youth & College Division, founded by Juanita Jackson in 1935, was formed out of sheer initiative and drive. It has been a driving force behind the Association's missions and successes. In 2007, the Division received a two-year \$600,000 grant from the AT&T Foundation to implement a variety of initiatives focused on training, membership, marketing, internship opportunities, and program outreach.

The Youth & College Division helped create the Emerge Leadership Institute (ELI), a new training curriculum for youth members and advisers attending the Civil Rights Advocacy Training Institutes.

In an effort to address the continuing problems of racial discrimination, intolerance, hate crimes and insensitivity at institutions of higher education, the Youth & College Division created the Campaign to End Campus Racism. The campaign is a multi-level effort to achieve significant changes at various levels of the educational hierarchy—from policy-making bodies to student populations.

The Division is also helping to prepare the next generation of NAACP through well-attended events conducted through its youth councils and college chapters as well as an annual Teen Summit forum and voter registration drives.

Youth & College events during the national convention included State of Young Black America Plenary Session and the Youth Freedom Fund Awards Dinner with special guests Romeo, Master P and Pras from The Fugees. The Division was also involved in the "Justice for the Jena" campaign aimed at assisting the six young men charged with aggravated assault in Jena, La.

In an effort to save lives, the Youth & College Division joined the Black AIDS Institute and the Magic Johnson Foundation in co-hosting the 4th Annual National Black Student HIV/AIDS Teach-In and Town Hall Meeting. The event attracted students from across the country who received information on how to mobilize their peers to battle continued



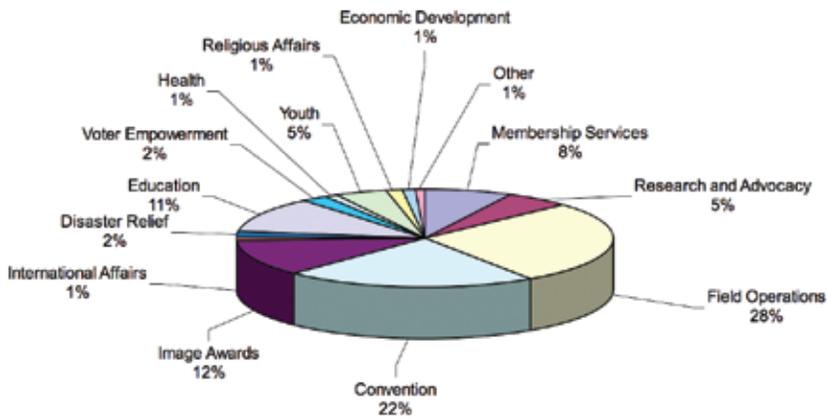
From top—NAACP Youth & College Division members in New York use a 'Bury the N-Word' theme as they march in the city's African American Day Parade. Center—promotion of the STOP Campaign during an event and a member of the Kutztown University NAACP chapter. Bottom—NAACP Youth & College Division National Director Stefanie Brown, center, and other members at a Congressional Black Caucus Legislative Weekend function.

cases of HIV infection, especially among African-American women and young adults—a group that continues to grow.

The NAACP Youth & College Division plays an especially important role in peacekeeping. A team of students including Youth & College Division members traveled to various cities in Italy to conduct conflict resolution training at high schools.

In preparation for the U.S. presidential election and general voter empowerment, the Youth & College Division developed the Vote Hard campaign and conducted a national training conference in Baltimore.

NAACP PROGRAM EXPENSES



Membership Services	\$ 1,165,935
Research & Advocacy	841,627
Field Operations	4,265,729
Convention	3,343,378
Image Awards	1,884,711
International Affairs	176,934
Disaster Relief	301,184
Education	1,767,229
Voter Empowerment	347,241
Health	174,494
Youth	697,547
Religious Affairs	210,899
Economic Development	188,988
Other	122,763
Cost of Sales	1,131,260
TOTAL	\$16,619,919

ACT-SO

NAACP's ACT-SO (Academic, Cultural, Technological and Scientific Olympics) is a yearlong enrichment program designed to recruit, stimulate, improve and encourage high academic and cultural achievement among African-American high school students. Gold medalists at the local level qualify for the national finals held each summer at the NAACP convention.

Talented young people from more than 24 disciplines were named as national winners in the NAACP youth initiative. Gold, Silver and Bronze medalists were announced during the NAACP's 98th Annual Convention.

Competition categories include architecture, biology/microbiology, chemistry/biochemistry, computer science, physics, music, original essay, playwriting, poetry, dramatics, music, oratory, drawing, filmmaking/video, painting, photography, sculpture, mathematics, entrepreneurship, earth and space sciences, medicine and health, and engineering.

The 2007 national competitions were held July 5-8 at the Hyatt Regency and Ritz Carlton hotels in Dearborn, Mich.

Founded in 1978 by renowned author and journalist Vernon Jarrett, ACT-SO provides a forum through which African-American youth demonstrate academic, artistic and scientific prowess and expertise, with an opportunity to gain the kind of recognition normally reserved for entertainers and athletes.

ACT-SO programs span the better part of a year beginning in the fall, with planning sessions and coaching of participants through winter months, culminating in nearly 200 local competitions that run through April. The ACT-SO program benefits greatly from the dedication and commitment of more than 100 community volunteers and business leaders who serve as mentors and coaches.

ACT-SO dance competitors strike a pose following a stellar, energy-packed performance in Detroit's COBO Hall.





ACT-SO national winners receive internships, apprenticeships and financial awards from major corporations. Over the last six years State Farm Insurance has awarded personal computers to all 75 winners. Other ACT-SO corporate sponsors include: McDonald's, the Maryland Institute College of Art, United Parcel Service, Ronald McDonald House Charities, Sodexo, Wal-Mart, Northern Illinois University, Shell Oil, Coca Cola, the US Navy, The Walt Disney Company, Toyota Motor Sales, Microsoft, Lockheed Martin, Dow, Northrop Grumman, Kodak, Hyatt, Nestle, the U.S. Department of Agriculture, NASA and the National Oceanographic and Atmospheric Administration.

Famed ACT-SO alumni include musician Kanye West, actress Jada Pinkett-Smith, filmmaker John Singleton and comedian Anthony Anderson.

NAACP LAUNCHES CIVIL RIGHTS SCHOOLS

To help kick off its centennial celebration in 2009, the NAACP initiated a series of Civil Rights Schools (CRS), bringing together renowned historians, scholars and social scientists to discuss the Association's past, present and future. The two-day sessions, sponsored in large part by Starbucks under its multi-year commitment to collaborate with the NAACP on community initiatives each focused on a specific 25-year period of the Association's history.

The first session held at UCLA's Ralph J. Bunche Center for African American Studies, the weekend of Sept. 7-8, featured a town hall meeting on the NAACP and the arts, titled "Artists & Activists."

The event presented a unique opportunity for attendees to examine the cultural impact of entertainment and the arts. On Sept. 8, the scholars and historians engaged in an intergenerational dialogue with UCLA students in a roundtable discussion.

Other Civil Rights Schools were held at New York University, Howard University and Harvard University. Additional supporters included ABC, CBS, FOX, NBC and the Game Show Network.

The NAACP Civil Rights Schools will insure the intellectual integrity of the NAACP centennial media projects. The projects include a documentary and a major mini-series.

(See page 24 for more information about the NAACP centennial events.)

Above left—ACT-SO medals await their recipients; ACT-SO competitors participate in their version of the roll call of the states

Below—noted panelists in the Civil Rights School held at Howard University in November applaud comments and share in the discussion.





Clockwise from upper left—U.S. Sens. Hillary Rodham Clinton and Barack Obama grin at remarks made during an NAACP Washington Bureau function. U.S. Rep. Barney Frank (D-Mass.), at podium, participates in a press conference on NAACP-supported legislation. NAACP Washington Bureau Director Hilary O. Shelton testifies before a U.S. Senate committee.

WASHINGTON BUREAU

For more than 65 years, the NAACP Washington Bureau has been the premier civil rights advocacy entity on Capitol Hill. The Bureau, established June 1, 1941, as the NAACP’s federal legislative liaison and national public policy office has been a key force behind landmark legislation including the 1964 Civil Rights Act, the 1965 Voting Rights Act and its reauthorizations, the 1968 Fair Housing Act, the 1991 Civil Rights Restoration Act, and the 2002 Help America Vote Act among countless others.

Under Washington Bureau Director Hilary Shelton, the office has renewed its focus on engaging the grassroots NAACP membership in the federal legislative process. The Bureau’s Action Alert network sends e-mails and faxes to branches, members and friends around the country calling attention to actions on Capitol Hill that affect the NAACP legislative priorities and letting people know what they can do to have an effect on those actions.

The Bureau also produces an annual Civil Rights Legislative Report Card designed to give NAACP members insight into the general voting patterns of members of Congress. The Report Cards demonstrates how every member of Congress voted on the issues important to the NAACP.

The Washington Bureau takes an active role in aiming to influence Congressional debate on many important

civil rights issues including hate crimes, racial profiling, police accountability, predatory lending, economic empowerment, health care, educational equity and election reform among others.

In 2007, the Bureau successfully advocated for increasing the federal minimum wage; passing a law enabling people, companies and states to divest themselves from financial involvement in the Sudan; and reducing sentences for people convicted of federal crack cocaine charges. We have also seen significant progress on legislation to help prevent hate crimes; to increase federal programs to help ex-offenders re-enter society; to increase low-income housing stock across the nation; and to end deceptive practices in federal elections.

A nation’s budget is, in its aggregate, a statement about the values and priorities of its people. Every year the NAACP Washington Bureau works hard to ensure the federal budget protects and enhances our priorities, including high-quality public education for every child, access to adequate and affordable health care for all Americans, job training programs and the protection of civil rights and civil liberties are always protected and enhanced in the federal budget. The Washington Bureau strives to continue to address these and other needs through our work with the federal government.

IN MEMORY

In 2007, the NAACP lost some of its most dedicated workers and supporters. We honor and salute them!

JULIA WASHINGTON BOND



The entire NAACP family mourned the loss of Julia Washington Bond, mother of NAACP Chairman Julian Bond. She died Nov. 1 at the age of 99.

Born in 1908 in Nashville, Tenn., she

graduated from Fisk University in 1929 with a degree in English, and attended graduate school at the University of Chicago.

She was married to Horace Mann Bond, a college instructor at Fisk. He kept a journal detailing the lives of the poor black farm families that was published in 1997 as *The Star Creek Papers* with Horace and Julia Bond listed as authors.

The couple later moved to Atlanta where Horace Mann became a dean at Atlanta University (now Clark Atlanta University).

She returned to school at the age of 56 and received a degree in library science from Atlanta University. She worked for seven years at Atlanta University's Trevor Arnett Library and retired as a part-time reference librarian at the university's Robert W. Woodruff Library in 2000 at the age of 92.

YOLANDA KING



Yolanda King, the eldest child of civil rights leaders Rev. Dr. Martin Luther King, Jr. and Coretta Scott King, collapsed and died May 15, 2007, after giving a speech at an American Heart Association event in Santa Monica, Calif. She was 51.

King, an actress, author, producer, and peace activist, was best known for her motivational and inspirational contributions to society. She lived in California and appeared in numerous films.

Yolanda was founder and CEO of Higher Ground Productions. Founded by King in 1990, it served as a vehicle for delivering her messages of peace, unity and diversity to the world through her passionate lecture performances.

She was also a regular attendee at the NAACP Image Awards and had been a presenter at the annual event.

King was a 1976 graduate of Smith College in Northampton, Massachusetts, where she majored in theater and Afro-American studies. She also earned a master's degree in theater from New York University.

Phyllis Wright-Davis

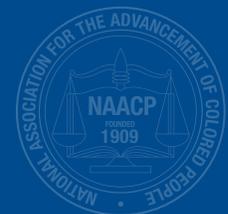
Rome Branch and the Georgia State Conference of the NAACP

U.S. Rep. Julia M. Carson

Indiana 7th Congressional District

Herb Henderson

Former Association General Counsel & long-time leader of the West Virginia State Conference



DR. WILLIAM HENRY WADDELL, IV



Dr. William Henry Waddell IV, a pioneer in veterinary medicine and the last man to serve as a U.S. Army Buffalo Soldier, died January 30, 2007 in Hawaii. He was 98.

Waddell, a lifetime NAACP member, was born in South Richmond, Va., in 1908. He studied veterinary medicine at Lincoln University in Pennsylvania in 1935 and became that state's first licensed black veterinarian. He later co-founded the Tuskegee Institute School of Veterinary Medicine in Alabama, where he served as the first faculty member.

He worked with George Washington Carver on peanut oil therapy. Waddell was also the first member of the American Veterinary Medicine Association and the first black veterinarian to practice in West Virginia.

Waddell was a member of the U.S. Army from 1941 to 1946 as a Buffalo Soldier in the 9th and 10th Cavalry Regiments.

ASA G. HILLIARD, PH.D.



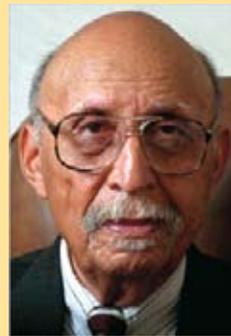
Asa G. Hilliard, III, a scholar, historian and psychologist who helped connect African Americans to their roots through annual tours to Egypt died in August, while leading a trip to the North African country. He was 73.

Hilliard, who was the Fuller E. Callaway Professor of Urban Education at Georgia State University, was a frequent guest at NAACP conventions, meetings and training sessions where he championed generational transfer of information and creation of wisdom councils.

School districts, public advocacy organizations, government agencies and private businesses often called on Hilliard to validate testing, give advice on African content in educational materials and identify biases for training programs.

He wrote more than 200 research reports, books and articles on testing, African history and culture, teaching strategies, and child growth and development. He was a founding member of the National Black Child Development Institute and the Association for the Study of Classical African Civilizations.

OLIVER W. HILL, SR.



Oliver W. Hill, Sr., the NAACP Spingarn medalist and civil rights attorney who was among the architects of the strategies that led to school desegregation in the United States, died August 5. He was 100.

Hill graduated second in his 1933 class at Howard University Law School, behind long-time friend Thurgood Marshall. In 1940, he won one of the earliest civil rights cases ever heard in Virginia, establishing equal pay for black teachers.

Hill joined the U.S. Army in 1943, serving in Europe during World War II. Returning to his law practice after the war, he won the right to equal transportation for black schoolchildren in a decision by the Virginia Supreme Court. By 1949, he had become the first black since Reconstruction elected to Richmond's city council.

A lawsuit argued by Hill in 1951 on behalf of students protesting conditions at their high school, in Farmville, Va., became one of five cases decided under *Brown v. Board of Education*.

On August 11, 1999, President William J. Clinton, awarded Hill the highest honor the nation can bestow, the Presidential Medal of Freedom.

CENTENNIAL UPDATE

THE NAACP CENTENNIAL

100 Years of Standing Up for Civil Rights

The NAACP will be celebrating its outstanding and challenging history during its centennial celebrations, which include a broad range of activities.

NAACP Civil Rights Schools

The 3rd Civil Rights School took place December 7 – 9, 2007, on the campus of Harvard University, in Cambridge, Mass. The focus of discussion for this session was on the Roy Wilkins Years, 1960 – 1984. Panelists included Kweisi Mfume, NAACP Former President & CEO, Patricia Sullivan, Historian, Herbert Boyd, Managing Editor Black World Today, Lorenzo Morris, Chairman Political Science Department Howard University, Hilary O. Shelton, Director NAACP Washington Bureau and Denton Watson, Former Director NAACP Public Relations.

The fourth and final installment of the Civil Rights School took place in New York City, at New York University April 25th and 26th, 2008. It focused on the Rev. Dr. Benjamin L. Hooks Years, 1984 to the present.

NAACP Centennial Legacy Calendars

Sales of the 2008 NAACP Centennial Legacy Calendar are progressing. Orders continue to be received via the Internet, telephone and by mail. Orders have been received from individuals from Germany, Africa, and the Caribbean island of Martinique. NAACP Units placed orders for the calendars to be sold as fundraising activities for Dr. Martin Luther King Day Celebrations, Black History Month, and NAACP Founding Day Programs.

Centennial Boutique

The sale of NAACP Centennial memorabilia will be launched at the 2008 National Board and Annual Meeting in New York. NAACP Centennial memo-



abilia will be available for purchase during the weekend. Items to be purchased will include: Bomber Jackets, Windbreakers, Tee Shirts, Caps, and Mugs. Once a vendor is selected, items will be available at the 2008 NAACP Convention and online throughout 2009.

CENTENNIAL PROJECTS IN DEVELOPMENT

Centennial Special Events

A Centennial Reception will be held this year during the National Convention in Cincinnati, Ohio at the National Underground Railroad Freedom Center.

To kick-off the year of Centennial Celebrations, there will be a special centennial event during the 100th Annual Meeting, February 2009, in New York City. A Town Hall Meeting will be held in conjunction with this special event focusing on NAACP history. Both events will be sponsored.

There will be seven Centennial Special Event Galas, one held in each region either a dinner or reception. State/Area Conferences will hold a Centennial Celebration Dinner during their Annual State/Area Conventions in 2009.

For the major national event gala, the centerpiece of the 2009 Convention Spingarn Award Dinner will be the Centennial Gala. It will have an expanded program featuring a Centennial theme. This dinner is already a sponsored event, therefore Centennial Benefit Tables can be sold at designated prices, all of which would be net income for the Association.



Roslyn M. Brock

Centennial Task Force Committee Members

Roslyn M. Brock, Chairman

Michelle Adderley
Karen Boykin-Towns
Maurice L. Coleman
Patricia J. Crawford
Hazel N. Dukes
Patrick Gaston
Bishop William H. Graves

Dr. Benjamin L. Hooks

Pamela Horowitz
Kenneth Hughlon
Nancy Lane
Dr. Annie B. Martin
Philip D. Murphy
Clarence O'Banner
Rabbi David N. Saperstein

Percy E. Sutton

Josie J. Thomas
Nicholas I. Wiggins
Roy Levy Williams

National Staff Members:

Mildred Bond Roxborough
Paula Brown Edmé
Vic Bulluck

“It Happened in Little Rock”

As part of the Centennial Celebration in 2009, in collaboration with The Little Rock Nine Foundation and playwright and Rajendra Ramoon Maharajare, the NAACP is working to produce “It Happened in Little Rock.” This play is the first of its kind in the American theater, to give a voice to the often-overlooked contributions of the NAACP and the Little Rock Nine, in the fight for equality in public education, throughout America.

The play will open in Syracuse, New York and run for two months at the Syracuse Stage Theater, from September through October. At the conclusion of its upstate run, “It Happened in Little Rock” will move downstate to the historic Duke Theater, in the heart of New York City’s Theater district. It will run for the month of November. A star-studded opening night will feature, celebrities, NAACP leaders and members of the Little Rock Nine, noted civil rights leaders and historians, community activists and NAACP members from local units. The NAACP will assist in media and marketing the sale of tickets to NAACP Units, educational institutions, other grass roots organizations, the ecumenical community, and fraternal organizations.

Centennial Montage

The NAACP is in discussion with the *New York Times* to collaborate on a montage of NAACP media and historical events. From its archives, the *New York Times* will compile “The NAACP In Review” which will be a documentary of news articles and photos of historical NAACP events from 1909 through the present, featured in the pages of the *Times*.

Centennial Book

The *CRISIS* magazine is working with Gibbs Smith on the publication of a book highlighting the historic achievements of the NAACP. This one-of-a-kind book will be a collection of stirring historic photographs and documents that will reflect the rich history of the NAACP and the role of the Association in the pursuit of civil rights and social justice, from 1909 to 2009.

Centennial Web-Site

A Centennial Website is being developed utilizing up-to-date tools and technology to highlight NAACP history via the Internet. With the use of motion, pictures and video, a chronology of 100 years of advocacy for civil rights and social justice, legislative initiatives and political activism in America will be accessible to individuals, who go on the website.

“NAACP WE ARE 100”

NATIONAL CENTENNIAL ACTIVITIES

NAACP CIVIL RIGHTS SCHOOLS

A series of conferences held on four university campuses across the country. The conferences convened renowned historians and social scientists, who focused on a specific quarter of NAACP history. On April 25th and 26th the fourth and final installment of the Civil Rights Schools took place in New York City, at New York University. The focus will be on the Rev. Dr. Benjamin L. Hooks Years, 1978 to the present.

NAACP CENTENNIAL LEGACY CALENDARS

A three-year project, 2007-2009, the 2008 NAACP Centennial Calendar, 2nd edition, are available to individuals and NAACP Units. NAACP Units can place orders for the calendars to be sold as a fundraising activity. Orders have been received from individuals from Germany, Africa, and the Caribbean island of Martinique. Calendars are still available.

NAACP COMMEMORATIVE LITHOGRAPH

The original artwork of renowned artist Elizabeth Catlett, Jonathan Green and Sam Gilliam have been commissioned to commemorate the 100th Anniversary of the NAACP. There will be a limited number of Centennial serigraphs of each, available.

NAACP BROADWAY PRODUCTION

The play, “*It Happened In Little Rock*” will highlight the contributions of the NAACP and the Little Rock Nine to the elimination of racial segregation in American public schools.

NAACP HISTORIC HIGHLIGHTS

This one-of-a-kind book will be a collection of stirring historic photographs and documents, with accompanying text, which will reflect the rich history of the NAACP and the role of the Association, in the pursuit of civil rights and social justice from 1909 to the present.

“NAACP WE ARE 100” CENTENNIAL BOUTIQUE

Memorabilia will be launched at the 2008 National Board of Directors Meeting. Items will be available for sale at the Annual Meeting, the National Convention in Cincinnati, Ohio and on the Internet.

NAACP NATIONAL CONVENTION

A Centennial Reception will be held during the 2008 99th National Convention at the National Underground Railroad Freedom Center, in Cincinnati, Ohio.

NAACP 100 ANNIVERSARY 2009 ANNUAL MEETING

The Centennial Kick-Off will take place at the 100th Annual Meeting, February 2009, in New York City with a Town Hall Meeting and Reception.

NAACP CENTENNIAL GALA

A high point of the year of Centennial Celebrations will occur at the 100th National Convention in New York City. The Spingarn Dinner which will feature our theme “We are 100” will have an expanded program.

NAACP CENTENNIAL DOCUMENTARY

Work on an NAACP documentary film history is in progress. The proposed premier will be at the 2009 Centennial National Convention.

“NAACP WE ARE 100”
SUGGESTED NAACP UNIT ACTIVITIES

NAACP REGIONAL GALAS

In 2009, it is proposed that each of the seven regions will host an NAACP Centennial Celebration Dinner or Reception in a major market, commemorating the contributions of the leadership from each of the state/area conferences that comprise the region.

NAACP STATE/AREA CONFERENCE GALAS

The centerpiece of the 2009 State/Area Conference Annual Convention can be an “NAACP We Are 100” Centennial Celebration Reception and Dinner. With major statewide corporate sponsorship and ticket sales at a minimum of \$100.00, this event can be a major fundraiser for the State/Area Conference.

NAACP HALL OF JUSTICE

At the 2009 State/Area Conference Annual Convention, the contributions of NAACP volunteers and the Association’s grassroots work throughout the state or area conference can be acknowledged with a major “NAACP Hall of Justice” display. Consisting of NAACP memorabilia, photographs, historic papers and personal effects, it will mark civil rights milestones, achievements and the contributions of individuals, in the state/area conference.

NAACP “WE ARE 100” ANNUAL FREEDOM FUND DINNERS

Every NAACP Unit (Branch and Youth Unit) can feature the centennial theme at the Annual Freedom Fund Dinner. With major support from local corporations, businesses and individuals, this can be a major fundraiser for the unit. Tickets sales should be priced at a minimum of \$100.00 (for 100 years of changing America). A video presentation highlighting major historic civil rights milestones, protests, demonstrations, marches, hearings, etc., emphasizing the impact the Units have had in the community, can be shown during the dinner.

NAACP “WE ARE 100” ORAL HISTORY

Units can organize an Oral History Project. A joint project with the Branch, Youth Unit and local College Chapter, the units can interview key civil rights leaders and social justice advocates in their communities articulating, “*The Real Story*” of the civil rights movement. What really happened through their eyes? Units should work with the local radio stations, public TV, the media and journalism departments of the local university.

LITTLE ROCK NINE AND BEYOND

An invitation to individuals from all ethnic and religious backgrounds to relay the circumstances in which they played a pivotal role in the integration of public schools in the geographic location of the NAACP Branch and Youth Unit. A collaborative effort between the Branch, Youth Units and College Chapter, the program will provide an opportunity to say “Thank You” to individuals and the NAACP for changing the course of access to public education in their community.

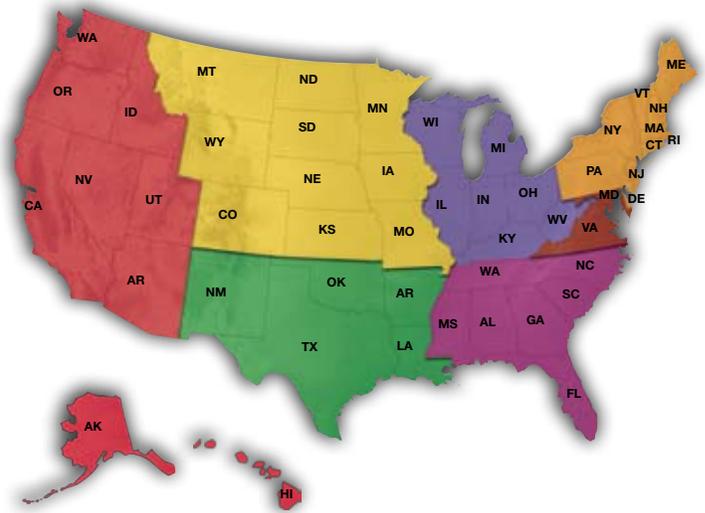
NAACP “WE ARE 100” MONTAGE

Working with local newspapers, the local unit can work with the archives department to create a montage of headline stories featuring NAACP civil rights stories.

NAACP & THE BLACK CHURCH

The NAACP Branch and Youth Unit can plan an NAACP Sunday, highlighting the relationship and important role of the NAACP and the Black Church.

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- Region I (includes Germany)
- Region II (includes Japan)
- Region III
- Region IV
- Region V
- Region VI
- Region VII

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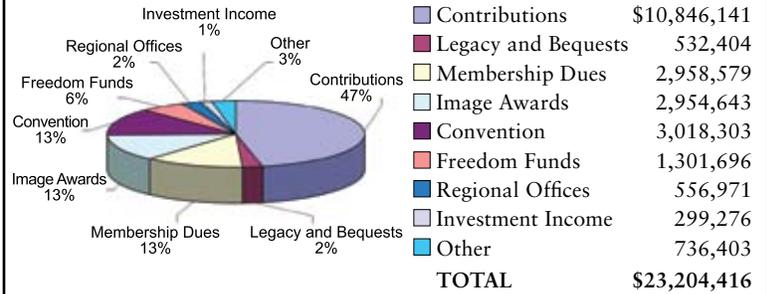
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“We admire the work that the NAACP has been doing for almost one hundred years to promote social and economic equality for all,” said Laura Swapp, Starbucks global director, diversity and inclusion. “At Starbucks, we embrace diversity as an essential component in the way we do business. For us, that means that we reflect, support and invest in local—and global—communities and neighborhoods. That’s why our relationship with the NAACP is so important to us. Since announcing our multi-year commitment in 2006, we have given financial and in-kind support to several NAACP programs, including the Civil Rights Schools and New Orleans Gulf Coast recovery efforts. They have been a great partner and we look forward to our continued collaboration.” — *Starbucks*



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As individuals and families navigate an increasingly complex financial landscape, their need for information and resources to help create and manage their assets is becoming a priority. Bank of America shares the NAACP's commitment to helping communities and their residents to achieve financial stability, and actively promotes fair and equitable economic growth for all, while working to eliminating economic disparities.

Bank of America and the NAACP have partnered to remove the barriers that stand between many African-Americans and their dreams of financial independence by providing homebuyer education, credit counseling and technical assistance for small business owners and entrepreneurs.

“Innovative initiatives like the NAACP's Economic Empowerment Program enable families and individuals to realize their economic goals,” said Andrew D. Plepler, Global Community Impact Executive and President of the Bank of America Charitable Foundation. “Thanks to this partnership, Bank of America and the NAACP are promoting financial stability among individuals and families, the cornerstone of healthy communities and a healthy economy.”

In addition to supporting the NAACP's Economic Empowerment Program, Bank of America has provided more than \$5 million since 2002 to the NAACP in operating grants. The NAACP uses these grants to engineer economic outreach programs, such as financial literacy seminars, sponsorships of national and local programs, and educational programs for small business owners. Also, Bank of America has served as a significant sponsor of the NAACP Image Awards and the NAACP Annual Convention for many years.



AT&T and the AT&T Foundation's dedication to education efforts have spanned several decades, driven to help students succeed in school, in the workforce and in life. The NAACP has benefited from that focus, with AT&T working in partnership on some of the most important educational initiatives.

The NAACP's broad base educational programs work to address issues and policies that relate to educating all citizens fairly, equally and reducing the gaps in access to educational opportunities. But with the support of AT&T, the NAACP has been able to focus particular attention on the alarming dropout rate of children of color.

For more than four years, AT&T has been a lead supporter of the NAACP's Back to School/ Stay in School Program. This program takes a comprehensive approach to tackling barriers to academic achievement, from addressing parental/family involvement and providing academic assistance to hosting back-to-school rallies that encourage communities to join in the NAACP's efforts of motivating students.

AT&T continues its commitment to education through the recent launch of AT&T Aspire, a new philanthropic program to address high school success and workforce readiness. AT&T Aspire supports the great work of the education and nonprofit communities to help our kids succeed in school and help students see the connection between education and their best future.

“AT&T remains steadfastly dedicated to ensuring education continues to unlock barriers to success and opportunity for all people. We are fortunate to partner with the NAACP in our efforts, considering its long and successful history of working to achieve educational equality,” states Marie Long, AT&T Vice President of Constituency Relations.

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BILL & MELINDA GATES *foundation*

The Bill & Melinda Gates Foundation’s work in education is guided by a simple premise that “Every young person in the U.S. needs—and deserves—the chance to attend strong schools. Its goal is for all students—regardless of race or family income—to graduate from high school prepared to succeed in college, career, and life. All students, all schools, everywhere.”

The NAACP’s active education agenda, which evolves around ensuring that all minority children receive a quality education and that continuing graduation rates increase among all communities experiencing education disparities, aligns with the Gates Foundation’s objectives.

With the support of the foundation, the NAACP was able to build on its current activities by leveraging its state conferences, national partnerships, and local affiliates to help ensure that states are successful in implementing a high school redesign agenda that effectively addresses the academic needs of African American students, specifically the issue of high school graduation and college readiness rates.

Through a comprehensive program inclusive of advocacy, an awareness campaign, community outreach and training to stakeholders at the local, state and national levels, the NAACP was able to build a strong local support in key states around the country, to ensure that state efforts are sustained and that they adequately meet the needs of minority and at-risk students.

FORD FOUNDATION

The Ford Foundation’s relationship with the NAACP speaks directly to its model of philanthropy — “to be a long term and flexible partner with innovative leaders of thought and action.” As one of the longest standing partners of the NAACP, The Ford Foundation’s support can be felt in many areas of the Association from supporting equity to building organizational capacity.

“The Ford Foundation has been a tremendous partner of the NAACP for many years. Its broad base support of the Association speaks volumes of its continuing commitment to our shared mission of improving lives,” states Dennis Hayes, Interim President and CEO.

Headquartered in New York, with offices in Asia, Africa, the Middle East, Latin America and Russia the Ford Foundation is one of the largest foundations in the world. Chartered in 1936 by Edsel Ford, the Ford Foundation distributes \$15 billion worldwide in more than 50 countries.



FINANCIALS

COMBINED STATEMENT OF FINANCIAL POSITION

As Of December 31, 2007 (With Comparative Totals For 2006)

ASSETS	2007	2006
Cash and Cash Equivalents	\$ 1,744,328	\$ 1,587,558
Investments	4,606,706	5,509,622
Accounts Receivable, Net	1,159,793	927,582
Fixed Assets	1,330,091	1,505,320
Other Assets	123,994	244,685
Total Assets	8,964,912	9,774,767
LIABILITIES AND NET ASSETS		
Liabilities:		
Accounts Payable and Accrued Expenses	1,541,229	2,321,885
Pension Liabilities	297,652	-
Other Liabilities	290,701	49,565
Total Liabilities	2,129,582	2,371,450
Net Assets:		
Unrestricted	4,312,788	3,925,615
Temporarily Restricted	2,522,542	3,477,702
Total Net Assets	6,835,330	7,403,317
Total Liabilities and Net Assets	\$ 8,964,912	\$ 9,774,767

COMBINED STATEMENT OF ACTIVITIES

Year Ended December 31, 2007 (With Comparative Totals For 2006)

SUPPORT AND REVENUE	2007	2006
Support:		
Contributions	\$ 10,846,141	\$ 12,532,265
Grants	53,000	325,500
Disaster Relief	6,548	600,351
Legacy and Bequests	532,404	62,916
Total Support	11,438,093	13,521,032
Revenue:		
Membership Dues	2,958,579	3,330,370
Image Awards	2,954,643	2,042,914
Convention	3,018,303	3,061,150
Freedom Funds	1,301,696	1,118,816
Regional Offices	556,971	488,145
Subscriptions	45,518	47,213
Advertising	127,300	152,833
Investment Income	299,276	852,010
Other	504,037	449,563
Total Revenue	11,766,323	11,543,014
Total Support and Revenue	23,204,416	25,064,046
EXPENSES		
Program Services	16,619,919	21,776,249
Management and General	3,348,630	4,133,290
Fundraising	3,373,769	3,315,110
Selling Expenses	132,433	98,342
Total Expenses	23,474,751	29,322,991
Excess of Expenses over Revenue	(270,335)	(4,258,945)
Effect of Adoption of recognition provisions of SFAS 158	(297,652)	-
Decrease in Net Assets	(567,987)	(4,258,945)
Net Assets, Beginning of Year	7,403,317	11,662,262
Net Assets, End of Year	\$ 6,835,330	\$ 7,403,317

COMBINED STATEMENT OF CASH FLOWS

Year Ended December 31, 2007 (With Comparative Totals For 2006)

CASH FLOWS FROM OPERATING ACTIVITIES	2007	2006
Changes in net assets	\$ (567,987)	\$ (4,258,945)
Adjustments to reconcile changes in net assets to net cash used in operating activities:		
Depreciation	282,975	335,069
Unrealized loss on investments	11,712	(280,242)
Adjustment in initially applying SFAS 158	297,652	-
Changes in Assets and Liabilities:		
Increase in accounts receivable	(232,211)	(172,082)
Decrease (Increase) in other assets	120,691	(6,880)
(Decrease) Increase in accounts payable and accrued expenses	(780,656)	781,727
(Decrease) Increase in other liabilities	241,136	(29,063)
Net cash used in operating activities	(626,688)	(3,630,416)
CASH FLOW FROM INVESTING ACTIVITIES		
Sale of investments	891,204	2,277,133
Purchase of furniture and equipment	(107,746)	(63,164)
Net cash provided by investing activities	783,458	2,213,969
Net increase (decrease) in cash and cash equivalents	156,770	(1,416,447)
Cash And Cash Equivalents, Beginning of Year	1,587,558	3,004,005
Cash And Cash Equivalents, End of Year	\$ 1,744,328	\$ 1,587,558





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