

“THERE CAN BE NO TIME-OUTS IN THE FIGHT FOR FREEDOM AND EQUALITY.” - VERNON EULION JORDAN, JR. “EVERY MAN IS OUR BROTHER, AND EVERY MAN’S BURDEN IS OUR OWN. WHERE POVERTY EXISTS, ALL ARE POORER. WHERE HATE FLOURISHES, ALL ARE CORRUPTED. WHERE INJUSTICE REINS, ALL ARE UNEQUAL.” - WHITNEY M. YOUNG “AMERICA’S GREATNESS WILL BE UNATTAINABLE IF IT FAILS TO CONTINUOUSLY STRIVE FOR IMPROVEMENT FOR EVERYONE.” -MARC H. MORIAL

UNITE!

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A MESSAGE FROM OUR LEADERSHIP

DEAR PARTNERS IN THE MOVEMENT:

2025 was a year defined by a clear and urgent call: **the call to UNITE**. The Urban League of Louisiana continued its work at a moment when unity is not only needed, but essential. In a time of national uncertainty, shifting political landscapes, and widening social and economic disparities, our charge to bring people together has never been more important.

Throughout this year, we were reminded that true progress is rooted in collaboration and shared purpose. In every community we serve, we saw how connection fuels resilience. We witnessed families, partners, advocates, and leaders come together to push for stronger opportunities and more equitable outcomes. The work of unity took many forms, including expanding pathways to economic mobility, strengthening civic participation, and increasing access to services that help families thrive. Each effort was rooted in the belief that Louisiana grows stronger when more people are able to fully participate and prosper.

Our work remains grounded in our vision which guides every strategy, partnership, and program we design and deliver. Our mission requires us to move beyond isolated solutions. We remain steadfast in advancing a holistic, family-centered approach across all areas of our work, recognizing that the challenges families face does not occur in silos. When we support the whole family, we strengthen the whole community.

This year reaffirmed what we already know: progress requires partnership, and unity creates momentum. The strides we made in 2025 were possible because of supporters like you. Individuals, organizations, leaders, and allies who believe in our mission and invest in our work make this progress possible.

As we carry the momentum of 2025 into 2026, we do so strengthened by your support, inspired by our shared purpose, and steadfast in our commitment to building a more equitable Louisiana for generations to come.

Yours in the movement,



Judy Reese Morse
President and CEO



Ronald Carrere Jr.
Board Chairman

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Debra Vaughan

Education & Youth Development

Gilma Pavon, *Director, Family Information*

Belencia Breaux, *Director, Clarence L. Barney Head Start Center*

Shelita Brimmer, *Lead Teacher*

Reyan Brimmer, *Early Learning Teacher*

Nyla Burrell, *Early Learning Teacher*

Branæ Davis, *Early Learning Teacher*

Sarah Evans, *Food Technician*

Diamond Floyd, *Early Learning Teacher*

Nidja Francois, *Early Learning Teacher*

Chesshiara George, *Asst. Preschool Teacher*

Kimberly Green, *Preschool Teacher*

Ervin Hartford, *Janitor*

Kristine Hitts, *Family Advocate*

Lisa Howard, *Floater*

Kay Jackson, *Food Technician*

Keyoca Johnson, *Preschool Teacher*

Jacinta Meyers, *Early Learning Teacher*

Vera Seals, *Asst. Family Advocate*

Amyri Torregano, *Asst. Preschool Teacher*

STAFF, CONTINUED

Carol Anderson, *Project Ready Program Coordinator*

Shandrolette Burrell, *Project Ready Tutor*

Jakki James, *Project Ready Tutor*

Robin Wallace, *Project Ready Tutor*

Entrepreneurship & Innovation

Dr. Carla Antoine, *Director, Women's Business Resource Center*

Frank Johnson, III, *Director, Contractor's Resource Center*

Elizabeth Kensel, *Director, Small Business Support Services Center*

Christina Rousseau, *Program Manager, Entrepreneurship & Innovation*

Policy & Social Justice

Charles E.J. Phipps, *Senior Director, Policy, Advocacy & Legal Affairs*

John West II, *Director, Advocacy*

Workforce Development

Ronnie King, Jr., *Director, Apprenticeships*

Bobby Burkes, Jr., *Business Services Coordinator*

Tennille Burks, *Triage Coordinator*

Dedra Evans, *Career Development Specialist*

Carla Goudia, *Compliance and Fiscal Support*

Brenda Hubbard, *AT&T Connected Learning Center Manager*

Chaunte Humble, *Career Development Specialist*

Lloyd Jackson, *Career & Workforce Fundamentals Instructor (North Louisiana)*

Communications

Jonathan Barnes, *Communications*

Finance & Operations

Cynthia Harris, *Director, Finance*

Yulbritton Shy, *Director, Budget & Operations*

Edwina Blackstone, *Staff Accountant*

Linda Carter, *Accounts Payable Staff*

OUR MISSION

To build a Louisiana where Black and other people of the global majority have economic self-reliance, generational wealth, civil rights, and equitable representation.

OUR VISION

We envision a Louisiana in which a legacy of wellbeing and economic security passes from one generation to the next and where Black and other people of the global majority are living their full potential.

2GEN APPROACH

HOLISTIC, FAMILY-CENTERED APPROACH. MULTI-GENERATIONAL IMPACT.

The Urban League of Louisiana recognizes that sustainable change happens when we support the entire household — not just individuals in isolation.

We address the interconnected needs of all family members, simultaneously and strategically. Our programs and advocacy work in tandem, creating a wide-ranging ecosystem of support that fosters generational advancement, from cradle to career and ensures that families are not navigating fragmented services.

At the Urban League of Louisiana, families experience a coordinated pathway to stability, opportunity, and success. This 2Gen approach works because we build relationships with families focused on desired family outcomes. We take the burden of alignment and coordination off parents and put it on the programs, systems, and policies.

Key components of the holistic, family-centered approach include:

COMMON BASIC INTAKE FRAMEWORK

This year, a cross-departmental Working Group redesigned our Client Intake Process to create a unified, family-centered approach. By reviewing all existing forms, studying national 2Gen best practices, and integrating a Family Outcomes Matrix, we developed a streamlined Common Basic Intake Form. This process helps us understand each family's needs, connect them to appropriate services, and gather real-time insights into the barriers they face, which helped inform both our programming and advocacy.

COMMON CLIENT DATABASE

We also centralized our client data into a single intake database, replacing program-by-program tracking. This shared system allows us to identify demographic trends, common challenges, and family aspirations. With stronger data insight, we can design better programs, build intentional partnerships, measure outcomes and impact, and center family voice to guide our policy agenda.

ORGANIZATIONAL PROCESSES AND SYSTEMS

To support our holistic 2Gen approach, we strengthened internal communication and alignment. Staff continued to meet, learn, and work as one unified Urban League of Louisiana. We launched League Link, our new intranet that streamlines communication, collaboration, and workflow management. In our commitment to continuous improvement, we developed Theory of Change/Logic Models and Evaluation Plans for each program and administrative function, guiding us toward greater effectiveness and ensuring transparent, impact-driven stewardship of resources through our new "Budget for Impact" process.



EDUCATION & YOUTH DEVELOPMENT SPOTLIGHT

DEVANTE KELLY

Devante Kelly is a 9th grade student at Scotlandville Magnet High School who proved when talent meets passion, innovation follows. Devante participates in Project Ready where he was introduced to AI Chatbot tools. Devante's AI Chatbot learning began during the summer and continued into the fall during the Project Ready Afterschool program.

"As an engineering magnet student, I love challenges and I turned a summer opportunity into a technological achievement," says Devante. "Through Project Ready, I created a study buddy named English I Study Buddy that helps incoming freshman students who need guidance or assistance in their English

courses. The English I Study Buddy gives quick and fast responses to various questions related to literacy questions, reading passages, and annotated text."

Devante believes "the best way to shape the future is to build it-one Chatbot at a time."

Devante's AI Chatbot was highlighted by the National Urban League and his creation not only showcases his own ingenuity, but also provides a lasting tool that will benefit every 9th grade student who follows, giving future freshmen a supportive, student-designed resource to strengthen their confidence and success in English I.

EDUCATION & YOUTH DEVELOPMENT

The Urban League of Louisiana's Education & Youth Development Division serves as the organization's central hub for advancing educational equity through a holistic, two-generation (2Gen), family-centered approach. Our work is grounded in the belief that children thrive when their families thrive, and that true educational empowerment must support both students and the adults who guide them.

Through a continuum of programs, initiatives, and resources, Education and Youth Development promotes opportunity, access, and excellence by equipping young people with the academic and social tools they need for success while simultaneously empowering parents and caregivers as advocates, partners, leaders, entrepreneurs, and participants in the workforce. This integrated strategy ensures that families are informed, engaged, and supported at every stage of the educational journey, from early childhood through high school and into post-secondary pathways for their children and the entire family.

FAMILY INFORMATION AND RESOURCE INITIATIVES

The Urban League of Louisiana's Family Information and Resource Initiatives empower parents to become successful agents and advocates for excellent schools, educates parents about schools and equips parents to become leaders. Our team continues to endorse its Parents Ready to be Involved to Deliver Excellence Leadership Academy for parents (P.R.I.D.E.), Parent Charter Board member training, New Orleans Guide to High Schools and Beyond, New Orleans Guide to Early Childhood Education Resource website and app, and its Stay Connected newsletter.

EDUCATION EQUITY FOR LOUISIANA

The goal of Education Equity For Louisiana is to ensure that all children, regardless of race or economic status, are given an excellent education that prepares them for success beyond school. We are committed to achieving equity by removing barriers to high academic achievement and by ensuring the creation of systems of opportunity by which ALL students have the necessary resources to reach their fullest potential. Our approach to achieving equity is data-driven, community-driven, and results-focused.

PROJECT READY

Urban League of Louisiana's Project Ready program prepares 9th - 12th grade youth for success in college and career. The program offers academic enrichment and tutoring; cultural and social development activities and a mentoring component; college and career exposure and exploration activities; dual enrollment courses including career and technical education training towards an industry-recognized credential; and provides STEAM exposure and Experiential learning.

By centering families as essential partners, Education & Youth Development creates pathways for long-term success, strengthens school-family relationships, and advances our mission to ensure that all children and their families, regardless of race, income, or zip code, have the opportunity to reach their highest potential and thus achieve economic self-reliance.



2025 METRICS

6532

community members served/engaged by the Family Information and Resource Initiatives.

26

Participants completed the 12-week P.R.I.D.E. (Parents Ready to be Involved to Deliver Excellence) Unhoused/In Transition Cohort training covering sessions that included Parenting, Behavioral Health and Digital Literacy. Parents received childcare assistance, stipends, transportation assistance, and meals.

1730

students and parents accessed the New Orleans Guide to High Schools and Beyond and the New Orleans Guide to Early Childhood Education Resource website for critical information on high schools and early childhood programs.

OVER 300

students served by Project Ready.

946

hours of ACT Math Foundations received by Project Ready students.

768

hours of College and Career Readiness achieved by Project Ready students, paired with academic/enrichment support through after-school tutoring, summer learning, and STEM activities.

4

College tours attended by Project Ready students.

107

Students participated in the Urban League's Workforce Career & Resource Expos.



CLARENCE L. BARNEY HEAD START CENTER SPOTLIGHT

AMANDA ATKINS PHILLIPS

When Amanda Atkins Phillips joined the Urban League of Louisiana in 2019 as an Early Learning Teacher, she brought with her a passion for children and a commitment to growing professionally—yet her path forward was still unfolding. At the time, Amanda was working to earn her Child Development Associate (CDA) credential, a goal she achieved while balancing the responsibilities of being a mother of three and returning to school sixteen years after her high school graduation.

Earning her CDA opened new doors, and Amanda immediately enrolled in Delgado Community College to continue her education. Through supportive conversations with Belencia Breaux, Director of the Clarence L. Barney Head Start Center, Amanda learned of a more direct route to achieving her long-term goal of earning a bachelor's degree. She transferred to Southern University at New Orleans, where she excelled academically and graduated Magna Cum Laude in May 2025.

Her drive to uplift children and families did not stop there. Amanda is currently enrolled in

the Howard University School of Social Work's online program, advancing her expertise in the field of family and community wellbeing. A natural leader, she was initiated into Delta Sigma Theta Sorority, Inc. through the Epsilon Chi Chapter in Spring 2025 and is now an active member of the New Orleans Alumnae Chapter. Amanda also contributed to organizational progress at ULLA as a member of the Common Intake Working Group, helping to shape systems that will benefit families statewide.

In 2025, Amanda took the next step in her professional journey, becoming the Center Manager at Pricilla Edwards Head Start. While she has transitioned to a new role, Amanda's roots with the Urban League of Louisiana run deep. She remains a shining example of the transformative impact of opportunity, guidance, and determination.

Amanda will always be an Urban Leaguer, and her success is a testament to the power of education, perseverance, and the family-centered support that defines our work.



CLARENCE L. BARNEY HEAD START CENTER

The Urban League of Louisiana Clarence L. Barney Head Start Center, nestled in the Desire neighborhood in the upper 9th ward of Orleans Parish, plays a pivotal role in supporting families by fostering child development and learning in the crucial early years. Since beginning operation as a federally-funded Early Head Start Center in 1998, the Urban League Clarence L. Barney Head Start Center has provided early learning services to over 1,500 children, birth to 5 years. The Center is a delegate agency of Total Community Action, Inc., and maintains a rating of Proficient as identified by the Louisiana Department of Education. School readiness, child safety, maintaining good health and family support are key areas of focus. Early childhood education provides a critical foundation for lifelong development and learning, and with a strong history of success, our children consistently achieve developmental milestones in the early learning domains. The staff works closely with parents to achieve outcomes which lead to independence and self-sufficiency.



2025 METRICS OUR CHILDREN

83%

of children met or exceeded milestones in the early learning domains of social-emotional, physical, language, cognitive, literacy, and mathematics development.

100%

of children completed speech, vision, and hearing screenings.

80%

of preschool graduates were kindergarten ready and had the academic, social-emotional, and physical skills to succeed in “big school”.

100%

of children with verified disabilities receive services during the school day.

18,774

nutritious meals served (breakfast, lunch, snacks).

12%

of children with verified disabilities served. Together, we discover a child’s strengths, vulnerabilities, talents, and special needs.



2025 METRICS OUR STAFF

64%

of education, social services and administrative staff achieved Ancillary Certificates (Louisiana Early Childhood Certification).

80%

of education staff have a Master's Degree, Bachelor's Degree, Associate's Degree or Child Development Certificate (CDA) in Early Childhood Education, and the remaining 20% are pursuing a CDA.

100%

of staff participated in professional development in area of education, health & safety, nutrition, and family engagement.

100%

of Staff completed First Aid and CPR training.

2025 METRICS OUR FAMILIES

100%

of Urban League Head Start Families participated in the social services family outcomes process.

61%

of Heads of Household working or in school.

18

hours (12 sessions) of Afterschool Reading and literacy guidance and resources provided to promote collective learning among families. Each session included a healthy meal for the whole family.

114

hours of home visits and parent/teachers conferences were held one-on-one with families to provide individualized services and support to enhance a healthy learning environment at home.





WORKFORCE DEVELOPMENT SPOTLIGHTS

DENNIS

Dennis' journey is a powerful example of what's possible when determination meets opportunity. Enrolling in the Lineworker Apprenticeship pathway, he embraced every layer of training, from technical instruction to industry-recognized credentials to personalized career readiness coaching. With each step, he demonstrated a steady commitment to building a better future for himself and aligning his skills with a growing, high-wage field.

In October, Dennis proudly graduated from Delgado,

marking a major milestone in his pathway toward a career in the energy sector. His consistent progress made it clear that he was not only prepared for the demands of the industry but eager to contribute.

Just one month later, Dennis achieved the breakthrough he had been working toward: he secured a position as a Field Technician I with Prolec GE Waukesha. He stepped into the role earning \$28 per hour, with opportunities for overtime and a strong benefits package that included a company truck, per diem support, and a company credit card for work-related needs.

BRIAN

Brian joined the Urban League's Construction Apprenticeship Program with a clear goal: to break the cycle of underemployment and long-term unemployment that had shaped too much of his past. He was not simply looking for a job. He was searching for a life-changing opportunity, a chance to build stability and a meaningful career.

From the start, Brian distinguished himself. His dedication, professionalism, and eagerness to learn earned the respect of instructors and peers. Throughout the cohort, he committed himself fully to every aspect of the program, steadily building skills and earning an impressive list of industry certifications. Each milestone reflected not only his capability but also his determination to succeed. After completing the required construction credentials, Brian secured an apprentice position with M.R. Pittman. He entered the role earning \$41,600 annually, with access to benefits and overtime opportunities.

DARRINTON

Darrinton is a proud resident of Monroe, Louisiana. In early 2025, he participated in an informative and interactive Career & Workforce Fundamentals work-simulated training for professional development, facilitated by the Urban League of Louisiana. Through this stipend-bearing training, Darrinton acquired knowledge and skills that enhanced his abilities, improved his job performance, and fostered professional growth. Moreover, he humbly disclosed in a survey that, although he was an adept automotive

mechanic, he lacked professional qualities that would enhance his employability.

After completing the Urban League of Louisiana's professional development training, Darrinton graduated from Louisiana Delta Community College, where he earned a Certificate of Technical Studies in Automotive Technology, Auto Electrical Technician, and Auto Engine Performance Technician. He also obtained certifications in:

- ▲ S/P2 Automotive Service Safety
- ▲ S/P2 Automotive Service Pollution Prevention
- ▲ Snap-on Meter Certification 504F
- ▲ Dynojet Training Course
- ▲ MACS EPA Section 609 Certification

Today, Darrinton is the Automotive Instructor at Louisiana Delta Community College, where he was once a student. As an Instructor, Darrinton earns \$50,000.00 annually, allowing him to embark on his entrepreneurial journey and fulfill his dreams. Now he runs his own mechanic shop in the evenings and on the weekends.

As a full-circle moment, Darrinton is encouraging his current students to participate in the Urban League of Louisiana's professional development training. From his successful experience, he is charting a path for the professional growth of his students.

Darrinton's achievement of an industry-recognized credential and his successful placement at Delta Community College positions the Urban League of Louisiana to expand its existing Pre-Apprenticeship training, aligned with its Registered Apprenticeship for the Automotive Service Technician program, to other major cities in Louisiana.





OMAR

Omar made the decision to transform his life, and that decision began with choosing the company he kept. He surrounded himself with positive, forward-thinking individuals who encouraged his growth and supported his new direction. His lifelong interest in computers, sparked in childhood, gave him a sense of purpose and a clear path forward.

Omar graduated from Colorado Technical College summa cum laude, earning a Bachelor's degree in Computer Science with a concentration in Cybersecurity. His academic success reflected both his discipline and his renewed commitment to his future.

Omar continued his journey through the Urban League's cybersecurity registered apprenticeship, preparing for a long-term career as a cybersecurity analyst. In June 2025, his hard work paid off when he secured employment with Amazon as a cybersecurity analyst and Robotics Clerk, earning \$46 per hour, which totals \$95,000 annually.

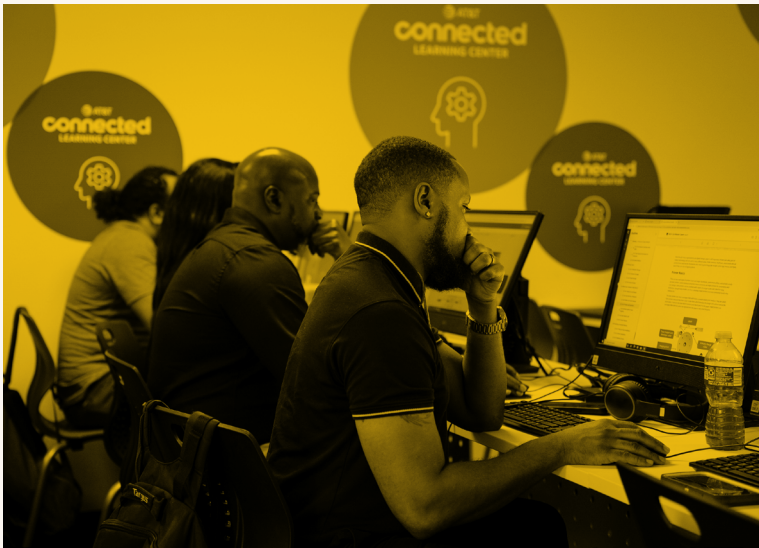


WORKFORCE DEVELOPMENT

Urban League of Louisiana's Workforce Development serves as one of the organization's economic engines, providing individuals with the tools they need to thrive in today's workforce and to help grow Louisiana's pool of qualified workers. Our Workforce Development team serves unemployed and underemployed career seekers aged 16 and above who are residents of the Metro New Orleans, East Baton Rouge, Shreveport, and Monroe areas, working with them to help them transition to employment.

Cherie LaCour-Duckworth, the Vice President of Workforce Development for the Urban League of Louisiana, received the 2025 Whitney M. Young, Jr. Leadership Conference Excellence in Quality Award. Ms. Duckworth has been exceptional in guiding her team to deliver the highest-quality reentry services for adults, while also excelling in data management for the Pathway Home 3 Adult Reentry Program, funded by the U.S. Department of Labor.

In 2025, our Workforce Development team continued to provide its service delivery model, which includes pre-apprenticeships aligned with apprenticeships that guarantee employment opportunities, leading to self-sustainability. Our apprenticeships include paid career-readiness training for professional development, integrated with job shadowing at participating employer partners and connections to employment opportunities through apprenticeships. Also provided are continuous case management, career coaching, tuition assistance, behind-the-business tours, financial literacy, customized career and resource expos, and occupational skills training for those not enrolled in apprenticeships, as well as direct employment placement to help move participants toward high-wage occupations leading to self-sufficiency.



Through the Urban League's Tech Hub, where we operate the AT&T Connected Learning Center, our workforce team provided over 400 local area residents with digital literacy skills to help them become safer in today's digital economy. Using the AT&T Center for career seekers enhances their digital skills as they prepare to become more competitive in today's workforce.

In observance of the 2025 Super Bowl weekend, the Urban League of Louisiana hosted a **Super Tech Bowl: "Scoring Big with Digital Literacy"**, where retired seniors huddled to learn essential skills, including email navigation, video conferencing, online safety and fraud scams, and digital citizenship, including online connections, online misinformation, your digital footprint, etc. Due to the success of this training, ULLA has been invited to expand our digital literacy programs into senior centers across the city, helping to close the digital divide for older adults.

In **North Louisiana**, the Urban League partnered with Delta Community College, Ayers Career College, and North Louisiana Technical Community College, where over 50 career seekers completed the Urban League's Career & Workforce Fundamentals training and entered skills training and attained industry credentials in high-demand sectors, including HVAC, Electrical, Welding, Healthcare, and Automotive Technology. Notably, 80% of credential earners have secured employment, with an average hourly wage of \$24.00.

To ensure inclusivity across the breadth of our work, our workforce division enrolled participants using our 2Gen approach, which allows family members to access services through other Urban League programs. In 2025, two families were positively impacted by our **2Gen model**, which extended to both education and workforce development. **Terry G.**, a young father committed to providing for his child, was released from prison and found himself in a rough environment with limited options. Yet, he was determined to turn his life around. Through a conversation with the mother of a friend, he learned of the Urban League's Workforce Development programs and enrolled in the Automotive Service Technician Pilot Apprenticeship. After becoming an expectant father, things came full circle. Not only did Terry enter the Workforce Registered Apprenticeship,



but his son, Kairo, was enrolled in the Urban League's Clarence L. Barney Head Start Center as an infant. Terry completed the Urban League's Automotive Service Technician Registered Apprenticeship Program and is employed at Banner Chevrolet in the Service Department. At the same time, his son, Kairo, continues to receive high-quality education in the Urban League's Head Start Program. The Urban League of Louisiana has three family members enrolled in its Technology Program, pursuing careers in cybersecurity. Betilieth C. and her two sons, Jarius and Damon, are enrolled in the

Urban League's Registered Apprenticeship for Cyber Security. The trio completed the Career & Workforce Fundamentals and took part in the League's registered cybersecurity apprenticeship. While in the technology apprenticeship, they each earned the required certifications and advanced to Nunez Community College to pursue a Certificate of Technical Studies (CTS). Once they earn CompTIA's A+ certification, they will be placed in on-the-job training to complete the required 2,000 hours.

2025 METRICS

1099

Career Seekers—youth and adults— were facilitated access at the Energy Career & Resource EXPOs, pairing attendees with over 50 employer partners within the Urban League of Louisiana network during Apprenticeship Week, Second Chance Week, and National Workforce Development Month, thereby expanding opportunities in sectors such as energy, technology, automotive, and construction strengthening workforce pipelines.

506

Adult and youth career seekers enrolled and received workforce services through Urban League’s SkillUp Louisiana Multi-Industry Apprenticeship and Career Pathways Programs.

65

Career Seekers were enrolled in the Urban League’s Registered Apprenticeship Program (RAP) for Technology, Automotive, Construction, and Energy.

75%

Adult participants were enrolled in workforce development and connected to employment with average earnings of \$25.00 per hour.

25%

Adult reentry citizens have attained an industry certification, and 25% have retained employment with average earnings of \$20.00 per hour.

ENTREPRENEURSHIP & INNOVATION SPOTLIGHTS

**DEONNE FRANCOIS****AFA Commercial Services**

Since August 2024, Deone Francois, owner of AFA Commercial Services in New Orleans, LA has been a client of ULLA's Contractor's Resource Center (CRC) and has taken full advantage of its services to grow her residential and commercial construction business. Through over 74 hours of one-on-one counseling, and participation in ULLA's 2-Year Business Development Program, Deonne has increased her knowledge of back office systems and secured \$1M in bonding, and over \$1.1M in residential and commercial contracts in 2025.

With strategic planning and project management support from the CRC, Deonne has been able to leave her full-time job, and devote full-time to the management of her thriving construction business. AFA Commercial Services now has efficient back office and field operations to carry the firm into long-term growth in Louisiana and beyond. Her success story is a testament of how hard work and dedication through the Urban League's programs and services can create business growth and economic impact.

**RACQUEL MCCORVEY****Beluxxe Health & Wellness**

Racquel McCorvey, owner of BeLuxxe Health and Wellness, a medspa in Lafayette, credits ULLA's Scale Up! Louisiana program as a transformative part of her growth journey.

With her Scale Up! Louisiana participation as a foundation, Racquel was also able to leverage other programs and opportunities including the Walmart Black Women in Retail initiative, multiple pitch competitions and a vending opportunity at the National Urban League Conference in 2024. Through ULLA's comprehensive support, in 2025, Racquel successfully scaled her business from a 6-figure enterprise to achieve her first million dollars in revenue, demonstrating how targeted business development programs can accelerate growth and create pathways to major business milestones.

"The Scale Up! Louisiana program has helped me to scale my business more than I could have ever imagined," says Racquel. "It has allowed me to expand my network and create a foundation that empowered me to transform my vision into reality."

ENTREPRENEURSHIP & INNOVATION

The Urban League of Louisiana Entrepreneurship & Innovation team is committed to ensuring the success of small businesses across the state of Louisiana with dedicated efforts in supporting minority- and women-owned firms. This work is built upon the documented need for increased access to contracting opportunities, business development services, and capacity-building resources for these diverse groups.

ULLA's Entrepreneurship and Innovation services include business education workshops, one-on-one and small group counseling, hands-on technical assistance, and access to resources relevant to aspiring and existing entrepreneurs across various industries. This work is delivered via the Women's Business Resource Center, Contractor's Resource Center, and Small Business Support Services Center.

START UP! LOUISIANA

In 2025, the Entrepreneurship & Innovation team continued its “Start Up! Louisiana” program, a 9-week online entrepreneurship accelerator that teaches new entrepreneurs how to launch their business ventures the right way. This series provides best practices for how to build a solid business foundation that ensures success. Topics covered focus on developing your entrepreneurial mindset, starting lean, understanding business financials, as well as, how to effectively market to target customers. Participants also receive individual business counseling and access to other support services and resources needed to successfully launch.



SCALE UP! LOUISIANA

This year, the Entrepreneurship & Innovation team launched the 10th cohort of its Scale Up! Louisiana Program. Established in 2018, Scale Up! Louisiana is a statewide, community-based, entrepreneurial education intensive that provides early-stage firms with the education and resources needed for scalability and profitability.

CONNECT TO CAPITAL LOUISIANA: SMALL BUSINESS CAPITAL READINESS PROGRAM

In 2025, the Entrepreneurship & Innovation team hosted 4 cohorts of its “Connect to Capital Louisiana: Small Business Capital Readiness Program” (C2CLA) for small businesses sponsored by Louisiana Economic Development. C2CLA provides a holistic approach to supporting socially and economically disadvantaged individuals across the state of Louisiana in gaining access to a comprehensive set of support services to successfully access capital through the State Small Business Credit Initiative, SBA funding programs, equity investment, and other sources of capital.

WALMART WOMEN IN RETAIL ACCELERATOR PROGRAM

In June, the ULLA Entrepreneurship and Innovation team launched its third and final cohort of the “Walmart Women in Retail Accelerator Program”. Hosted in collaboration with the National Urban League, the program was developed to build the capacity of women-owned retail businesses across Louisiana through education, counseling, mentorship, certification assistance, and connections to supplier inclusion programs. The goal was to increase the visibility and marketability of participating businesses, and to assist in the creation and retention of jobs - allowing for the expansion of sole proprietorships into multi-employee firms.

This year, ULLA supported 15 women-owned retail businesses across Louisiana with general and industry-specific coaching, mentoring, and training. The program also provided direct assistance for obtaining small business certifications, bidding on public and private contracting opportunities, as well as leadership skills training. Over the 3-year program period, ULLA served 37 women retailers.

PEPSICO RESTAURANT ACCELERATOR PROGRAM

In 2025, the Entrepreneurship & Innovation team completed its fifth and final cohort of the PepsiCo Restaurant Accelerator Program (RAP), presented with the National Urban League and sponsored by the PepsiCo Foundation. Part of a \$10 million national investment supporting small food service businesses, the program has aimed to strengthen 500 restaurateurs, food truck owners, and caterers over five years.

Through ULLA's Entrepreneurship & Innovation services, the 2025 RAP delivered industry-specific training on growth strategies, food costing, branding, and marketing, supported by experts from PROOF. Participants also received one-on-one guidance from food service consultants. ULLA awarded ten \$10,000 grants to Louisiana-based operators this year, bringing total direct investments over the five-year program to \$500,000.

INTUIT IDEAS PROGRAM

In 2025, in collaboration with the National Urban League, Intuit, and Values Partnerships, ULLA began supporting local small business owners who were selected to participate in the Intuit IDEAS Program.

Intuit IDEAS is a 12-month accelerator that offers participants complimentary access to Intuit's financial technology platform, including TurboTax, QuickBooks, Mailchimp, and Credit Karma, and is supported by Intuit experts. In addition to this access, ULLA provides participants with personalized coaching and access to resources that address specific business challenges and leverages potential growth opportunities. ULLA also provides specialized technical assistance to help participants integrate Intuit's software suite into their business. 23 participants were selected for this program which culminates in July 2026.

LOUISIANA ECONOMIC DEVELOPMENT – SMALL AND EMERGING BUSINESS DEVELOPMENT PROGRAM

In 2025, the Entrepreneurship & Innovation team completed continued providing supportive services to current and aspiring disadvantaged businesses on behalf of the Louisiana Department of Transportation and Development - Region B, Bridge City/New Orleans and Hammond. The SEBD Program provides small business owners with the managerial and technical assistance needed to grow and sustain a successful business. Through its intermediaries, the program provides free business assessments and assistance with accessing other program benefits including training classes, one-on-one counseling, and the SEBD Roundtables.



The SEBD Roundtables are a yearlong, 10-session, in-person, peer-to-peer learning initiative designed to support the growth and development of Louisiana's small businesses. SEBD Roundtables connect small and emerging business leaders in facilitated sessions that emphasize collaborative learning, strategic problem-solving and peer support. The program uses the Edward Lowe Foundation's PeerSpectives™ Roundtable System, a nationally recognized model for small business development.

LOUISIANA DEPARTMENT OF TRANSPORTATION AND DEVELOPMENT – DBE SUPPORTIVE SERVICES PROGRAM

In 2025, ULLA continued providing supportive services to current and aspiring disadvantaged businesses on behalf of the Louisiana Department of Transportation and Development - Region B, Bridge City/New Orleans and Hammond.

Programming includes monthly outreach and education webinars that focus on capacity-building and business development topics, as well as how to become certified as a DBE through the Louisiana Unified Certification Program. In addition to these open-to-the-public virtual sessions, ULLA also hosts a 2-Year Business Development Program - a cohort-based, modular intensive that provides select DBEs with mastery level training, coaching, and mentorship.

OPPORTUNITIES OUTLOOK QUARTERLY CONVENINGS FOR DBE CONTRACTORS

These quarterly, in-person meet-ups are offered throughout the year and feature procurement officers and prime contractors who provide DBEs and other diverse small businesses with updates on bid opportunities, as well as, required steps and best practices for doing business with their organizations. These sessions also provide an opportunity for direct networking between DBEs and procurement officers, and prime contractors.



AWARDS

- ▲ U.S. Small Business Administration - Louisiana District Office 2025 Women's Business Center of Excellence Award - Dr. Carla Antoine, Director
- ▲ Association of Women's Business Centers 2025 National WBC of Excellence Graduate - Dr. Carla Antoine
- ▲ Association of Women's Business Centers 2025 Business Advisor of the Year Nominee - Beth Kensel
- ▲ TechHer 2025 Business Equity Trailblazer Award - Klassi Duncan

2025 METRICS

293

Clients Counseled

2,750

Counseling Hours

128

Trainings Provided

2,249

Training Attendees

31

New Businesses Created

802

Jobs Supported

57

Capital Infusion Transactions

\$21.4M

Capital Infusion Transactions

POLICY & SOCIAL JUSTICE SPOTLIGHTS

LAMAR GARDERE

Lamar Gardere, a dedicated member of the SEE Change Collective and co-chair of the Income & Wages Working Group, has become one of the Collective's most essential thought partners. Through the work of The Data Center, he and his team have helped bring clarity to the forces shaping the region's wealth gap—translating complex dynamics into insights that communities and policymakers can act on. Their launch of national wealth profiles has not only elevated local understanding but also sparked similar efforts across the country. Lamar's unwavering commitment to producing high-quality, community-grounded data has deeply strengthened the Collective's capacity to craft bold, evidence-based policy solutions.



TERRANCE WOODBURY

Terrance Woodbury, Founding Partner and CEO of HIT Strategies, has been a transformative force in strengthening civic engagement across Louisiana. Through his cutting-edge voter research and mobilization insights, he has equipped our partners with a deeper understanding of how to reach and motivate communities. Terrance has led multiple workshops and shared his expertise at our annual Empowerment and Policy Conference, translating data into strategies that inspire real-world action. His ongoing partnership keeps our civic and policy efforts firmly rooted in real-time voter attitudes, behaviors, and emerging opportunities to make meaningful impact.

POLICY & SOCIAL JUSTICE

The Urban League of Louisiana's Policy & Social Justice work is central to its mission of achieving parity and protecting civil rights, playing a crucial role in advancing initiatives in Workforce Development, Entrepreneurship & Innovation, Health Equity, Criminal Justice Reform, Education & Youth Development, and other quality of life issues.

This team drives transformative strategies that promote equity and enhance the quality of life for African American communities and other communities of color across Louisiana. By focusing on leadership development, policy reform, and capacity-building for Black institutions, the Policy & Social Justice team works to dismantle systemic barriers and foster lasting change.

In 2025, the Urban League of Louisiana's Policy & Social Justice Team advanced an ambitious agenda designed to promote civic empowerment, equitable policy, and inclusive economic growth across the state. Through dynamic partnerships, transformative public programs, and data-driven advocacy, the League reached thousands of residents and influenced key policy decisions that shape Louisiana's future.

This year's accomplishments reflect the team's continued commitment to closing racial and economic gaps, strengthening civic participation, and building pathways for prosperity and justice. From the success of the UNITE Empowerment & Policy Conference and By the People Debate Series to major legislative victories and the expansion of the SEE CHANGE Collective, 2025 marked a year of measurable impact, innovation, and coalition building.

As the Urban League of Louisiana reflects on a year of significant milestones, the Policy & Social Justice Team remains steadfast in its mission to expand opportunity, equity, and civic empowerment. Together with partners, policymakers, and community leaders, the Policy & Social Justice Team continues to drive forward its vision for a more just and equitable Louisiana.

CONGRESSIONAL BLACK CAUCUS PARTNERSHIP AT ESSENCE FESTIVAL

For the second consecutive year, the Urban League of Louisiana partnered with the Congressional Black Caucus to lead voter registration and mobilization efforts at the Cultivating Power activation during the Essence Festival of Culture.

Festival-goers from across Louisiana and beyond were able to update their voter information and learn about upcoming election opportunities. Additionally, Senior

Director Charles Phipps participated in the panel "Man Power," which featured Louisiana Congressman, Troy Carter, Baltimore Mayor, Brandon Scott as well as Pennsylvania State Representative and DNC Vice Chair, Malcolm Kenyatta, centered on the health and wellness of Black men—addressing physical, mental, and emotional challenges while promoting holistic well-being.



VOTER MOBILIZATION TRAINING

In partnership with HIT Strategies, the Urban League of Louisiana hosted a specialized voter mobilization training as part of an MOU with the New Orleans National Pan-Hellenic Council. The training provided in-depth analysis on Black voter engagement and the future of Louisiana's electorate.

SOUTHERN POVERTY LAW CENTER – VOTE YOUR VOICE CONVENING

The Urban League participated in the inaugural Vote Your Voice Convening in Atlanta, hosted by the Southern Poverty Law Center. This gathering brought together grantees from across the South to exchange strategies and strengthen collaboration.

MEET THE CANDIDATE EXPERIENCE

As a culminating touchpoint of the 2025 election season, the Urban League of Louisiana, in partnership with Entergy and Citizens for a Better New Orleans (CBNO), hosted a Meet the Candidate Experience during the 9th Annual National Fried Chicken Festival in New Orleans. This activation provided thousands of festival attendees with opportunities to meet candidates, verify voter registration, and pledge to vote.

LEGISLATIVE AGENDA

The Urban League of Louisiana's 2025 Legislative Policy Agenda outlined a nonpartisan framework of proposed legislation to advance equity, opportunity, and justice across the state. Grounded in constituent input from the League's seven target cities—Alexandria, Baton Rouge, Lafayette, Lake Charles, New Orleans, Monroe, and Shreveport—the agenda prioritized Criminal Justice Reform, Closing the Racial Wealth Gap, Education Equity, Health Equity, Safety, Voting Rights, and Workforce & Economic Development.

Legislative Session Spotlights:

- ▲ Secured \$500,000 for the Healthy Food Retail Act (HB 460) in partnership with Rep. Edmond Jordan, Rep. Jason Hughes, and Sen. Royce Duplessis.
- ▲ Supported SB206 (Sen. Gary Carter) to establish a state minimum wage beginning at \$10/hour in 2025, increasing to \$14/hour by 2029.
- ▲ Advanced HB573 (Rep. Edmond Jordan) to enhance law enforcement transparency and statewide data accessibility.

SEE CHANGE COLLECTIVE

The SEE CHANGE Collective launched a comprehensive public awareness and education campaign in partnership with the TogetherUp Institute. As the Collective's backbone organization, the Urban League of Louisiana is leading this initiative to raise awareness about the wealth gap and promote a shared vision for regional prosperity. A key partner, The Data Center, released its groundbreaking National Data – Local Wealth Profiles & Insights report, offering comprehensive economic data across every U.S. metropolitan area. The methodology and community-driven approach pioneered by the SEE CHANGE Collective are now inspiring similar efforts nationwide, positioning ULLA's regional model as a blueprint for closing wealth gaps across the country.

WAKE UP GEAUX VOTE

Through the Urban League of Louisiana's Wake Up Geaux Vote Platform, and in partnership with Rock the Vote, the League worked with residents statewide to register, verify their voting status, create voting plans, and request absentee ballots.

- ▲ Partnered with more than 20 churches to encourage voter registration and participation.
- ▲ Worked with partners to execute a year-long digital voter engagement campaign, amplifying the reach of both the By the People Debate Series and the UNITE Empowerment & Policy Conference.

URBAN LEAGUE OF LOUISIANA YOUNG PROFESSIONALS

The Urban League of Louisiana Young Professionals (ULLA YP) continues to be a driving force of innovation, service, and empowerment throughout 2025 by serving as one of the Urban League of Louisiana's most active and impactful auxiliaries. As a volunteer auxiliary of the Urban League of Louisiana and a chapter within the National Urban League Young Professionals (NULYP) network of over 10,000 members across over 65 chapters nationwide, ULLA YP engages young professionals who are passionate about equity, advocacy, and community development.

Building on the momentum of the chapter's first-ever National Sylvia K. Brooks Chapter of Excellence Award and Distinguished Chapter Award received at the 2025 National Urban League Conference in Cleveland, Ohio, ULLA YP sustained a year of outstanding programming, partnership, and leadership. Members also earned individual distinctions at the National President's Distinguished and Distinguished Chapter Levels, showcasing the strength and depth of leadership within the chapter.



Throughout 2025, ULLA YP hosted impactful programming that reflected the Urban League of Louisiana's mission to build a Louisiana where Black and other people of the global majority have economic self-reliance, generational wealth, civil rights, and equitable representation. Signature initiatives and events this year included:

- ▲ **Women's & Men's Empowerment Summit & National Day of Wellness** – A powerful and inaugural event that centered on women's & men's mental health, leadership, and wellness, aligning with NULYP's national health equity efforts. The Women's Empowerment Summit was held in March 2025 and the Men's Empowerment Summit was held in August 2025.

- ▲ **Juneteenth & Beyond: Preserving Our Mental Health – Traumas of a Painful Past (West Baton Rouge Parish Museum)** – An intergenerational panel exploring historical trauma, cultural resilience, and community healing.
- ▲ **Workforce Development Tableside Chat** – An intimate, member-led conversation on career mobility and leadership growth.
- ▲ **Reclaim Your Vote: Intro to Politics General Body Meeting** – A civic engagement session highlighting advocacy and mobilization ahead of Louisiana elections.
- ▲ **ULLA YP/ULLA Guild Joint New Member Orientation (Dillard University)** – A collaborative onboarding experience reinforcing the shared mission of the auxiliaries within the ULLA.
- ▲ **YP Partnership Event [Prompt Like a Pro: Unlock the Power of AI to Plan, Slay, & Elevate]** – A cutting-edge virtual workshop on leveraging AI for professional and leadership development. NULYP Event Chapter Partners: Houston Area Urban League Young Professionals (host chapter), Urban League of Louisiana Young Professionals, Columbia Urban League Young Professionals, Urban League of the Upstate Young Professionals, The Exchange at the Indianapolis Urban League, Metropolitan Wilmington Urban League Young Professionals, Urban League Twin Cities Young Professionals, Urban League of Greater Atlanta Young Professionals, Akron Urban League Young Professionals, and Northwest Indiana Urban League Young Professionals.

ULLA YP members also volunteered extensively across the state in support of the Urban League of Louisiana's programming, including the By the People Series, Empowerment & Policy Conference and Gala, and Wake Up Geaux Vote initiatives; which

demonstrates the chapter's deep integration with the Urban League of Louisiana's service and advocacy efforts.

ULLA YP has collaborated with diverse organizations committed to supporting the Urban League of Louisiana's tireless efforts in assisting African Americans and other underserved communities in securing economic self-reliance, parity, power, and civil rights. Additionally, the chapter actively participates in the National Urban League Young Professionals, with many members contributing to multiple committees.

ULLA YP's work was amplified by the dedication of its members and partners. As one of over 65 chapters nationwide, with over 90 members and 20 organizational partners, ULLA YP has a continuation of excellence in programming, leadership, and collaboration. The Urban League of Louisiana Young Professionals remain a powerful catalyst for change by bridging generations, elevating voices, and advancing the mission of the Urban League of Louisiana.



“As Young Professionals, we proudly embrace the Urban League of Louisiana’s call to ‘UNITE.’ Together, we lead with purpose, serve with compassion, and build bridges that connect vision to action. Through unity and collective strength, we continue to advance equity, inspire hope, and create a lasting legacy of empowerment for generations to come.”

– DR. KRYSTAL HOOKER, URBAN LEAGUE OF LOUISIANA
YOUNG PROFESSIONALS PRESIDENT

URBAN LEAGUE OF LOUISIANA GUILD

The Urban League of Louisiana Guild serves individuals with a mind to “give back” ages 40 and over. Guild members work to promote the Movement of the Urban League by establishing progressive fundraising initiatives, creating and leveraging community service programs and developing a cadre of dedicated and informed foot soldiers in the Movement who also serve as volunteers to support various events of the affiliate. The Urban League of Louisiana Guild is a part of a network of 42 guild chapters across the country.

“Information and Collaboration” was the theme for 2025. With an understanding of the new environment, the Guild focused on the importance of teamwork and being a pipeline to vital information as a means to getting everybody engaged to fight the battles that stood ahead of us.

The Guild began the year with a focus on bridging financial literacy gaps within the community. In partnership with WRKF, Baton Rouge's NPR affiliate, the Guild supported the station's annual Money Moves financial literacy workshop—an event free and open to the public that covered a range of critical financial topics. This year's effort included collaboration with the Urban League Young Professionals chapter to help promote the event, encourage youth participation, and increase awareness about financial wellness. The partnership also provided an opportunity to highlight the Urban League's programs and services while inspiring individuals of all ages to join the Movement.

Continuing the financial literacy theme, the Guild worked with the National Council to produce a two-part national online town hall series open to Guild members across the country. The sessions, titled "Financial Trauma and Healing" and "Creating Wealth and Legacy in This New Era," were widely praised and are expected to return in 2026 with new, relevant topics.

The Guild expanded its Faith in Action initiative, strengthening partnerships with churches across the metro area. Through social media outreach, the Guild amplified the Urban League's advocacy efforts in Baton Rouge by sharing informative videos from legislative sessions. Local churches

and ministers then shared these materials with their congregations, helping close the knowledge gap on key community issues while reinforcing that the Urban League continues to stand up for the community.



To close out the year, the Guild launched the Community Impact Series, a collaboration with ministers from the Faith in Action Initiative. This speaker series leverages the strength of the church, established relationships with local pastors, and the Urban League's reputation and resources to foster dialogue on community issues and explore actionable solutions. The inaugural session featured Kenner Councilwoman and Deputy Mayor Dee Dunn, who discussed upcoming city projects, job initiatives, and her commitment to connecting other leaders to future conversations.



“In this new environment, we realize that access to information, access to resources and consistent engagement are the keys not only to making progress but also to holding on to what has already been achieved. Our Guild stands as a bridge ready to bring all these pieces together.”

-URBAN LEAGUE OF LOUISIANA GUILD PRESIDENT, RICARDO THOMAS

EMPOWERMENT & POLICY CONFERENCE AND GALA SPONSORS

SUSTAINING THE MOVEMENT SPONSOR

Ernest N. Morial Convention Center

PLATINUM BENEFACTORS

Entergy New Orleans

First Horizon Bank

Goldring Foundation

Hancock Whitney Bank

GOLD BENEFACTORS

Casey Family Programs

Delta Utilities

Enterprise Mobility

JPMorgan Chase

SILVER BENEFACTORS

Greater New Orleans Foundation

The Helis Foundation

Hope Credit Union

Regions Bank

Shell

Tulane University

BRONZE BENEFACTORS

Blue Cross Blue Shield

Cox Communications

DePaul Community Health Centers

E Pluribus Unum Fund

Foundation for Louisiana

Liberty Bank

Total Community Action, Inc.

Walmart

BENEFACTOR

Acceleraise

The Business Council of New Orleans & the River
Region

City Park Conservancy

LCMC Health

Louisiana Public Health Institute

Ochsner Health

Port of New Orleans

Power Coalition for Equity and Justice

Slater Consulting Group

Teamer Strategy Group

Walgreens

Xavier University



EVENTS AND CONVENINGS

ANNUAL EMPOWERMENT & POLICY CONFERENCE

The annual Empowerment & Policy Conference is a statewide convening designed to examine systems and influence policy decisions. It is an opportunity to hear from national and local experts, policy makers, and community leaders on timely and important topics. The convening is designed to inform, excite, and ignite collective action that advances efforts leading to a sustaining environment for African Americans and other underserved communities to thrive.

The fifth annual Empowerment & Policy Conference was held at the Ernest N. Morial Convention Center on October 28-29. This year's theme, "UNITE: A call for Louisiana to close divides and build pathways to shared prosperity, justice, and opportunity" brought together community members, civic leaders, advocates, and experts for one of the state's most impactful convenings.

The conference featured four dynamic tracks (Health Equity · Wealth Generation · Civil Rights · Authors & Advocacy), the second Special Youth Symposium empowering the next generation of leaders, and the first annual Sybil Haydel Morial Empowerment & Policy Luncheon and Keynote.



The conference had more than 1,000 registrants, 70 speakers and panelists, and 36 generous sponsors who participated in 20 impactful

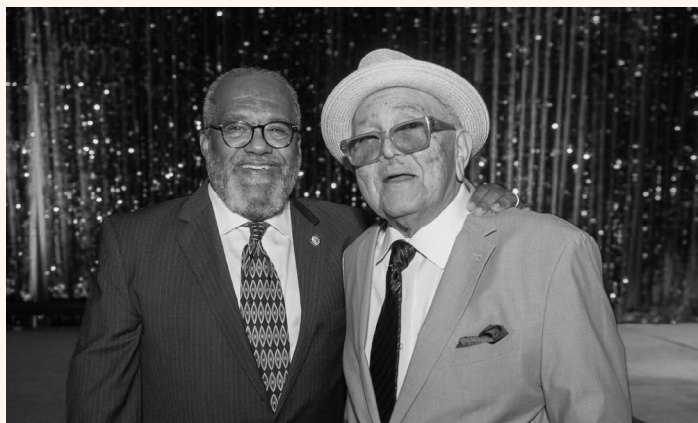
discussions, including 60 students from G.W. Carver High School, St. Augustine High School, and St. Katharine Drexel Preparatory School who took part in the Conference Youth Summit. Together, we were UNITED to close divides and build pathways to prosperity, justice, and opportunity.



ANNUAL GALA

The Urban League of Louisiana held its Annual Gala at the Ernest N. Morial Convention Center on October 30.

The 2025 Annual Gala celebrated incredible honorees for their contributions in Louisiana. With 800 guests in attendance, the Gala was an unforgettable evening of connection and celebration, honoring visionaries for their remarkable contributions.



Honorees included Ronald Chisom, Dee-1, Lamar Gardere, Rhaoul Guillaume, Glenda McKinley, Dr. Andre Perry, Maxine Prescott Sarpy and The Katrina 20 Planning Committee: Ashé Cultural Arts Center represented by Asali DeVan Ecclesiastes, Foundation for Louisiana represented by Christy Slater, Junebug Productions represented by Stephanie McKee-Anderson, and Taproot Earth represented by Colette Pichon Battle, Esq.

BIG HEALTH EVENT

The fourth BIG Health Event took place on August 2 at the Shreveport Convention Center. The BIG Health Event is the Urban League of Louisiana's signature event to advance health equity for African Americans in partnership with Ochsner Health. The event promotes health and wellness for adults and children to positively impact families in Louisiana.



The BIG Health Event featured free Health Screenings, Health Talks, Healthy Culinary Demonstrations by local Chefs, Giveaways, a Kids Zone, Workforce & Entrepreneurship Information and more! Free parking and bus rides were available to all attendees. KSLA TV was on hand throughout the week to do live coverage and remote broadcasts promoting the event.

Over 720 people attended this free health & wellness experience and Ochsner provided over 1,000 health screenings.

A special thanks goes to presenting sponsor Ochsner LSU Health and sponsors Aetna, Coca Cola Bottling Company, Healthy Blue, Humana, KSLA TV, Lilly, Louisiana Healthcare Connections, Louisiana Organ Procurement Agency, Feist Weiller Cancer Center, and SporTran for their support and commitment to advancing health and wellness opportunities for the community. We also thank our partners with Louisiana Workforce Commission, STEM NOLA, and YMCA of Northwest Louisiana for their involvement.

The Urban League of Louisiana continues to work throughout the state to create accessible health and wellness opportunities and demonstrate how they connect to other social determinants of health including education, job opportunities, income, transportation, safe and affordable housing, and access to nutritious foods, all while centering community input and feedback.

BY THE PEOPLE DEBATE SERIES

In partnership with more than 20 community organizations, the Urban League of Louisiana held eight debates through August and September that provided a dynamic, community-powered platform aimed to uplift the voices, needs, and priorities of Black and Brown New Orleanians, and allow residents to hear from candidates in the October Orleans Parish election. The debates included City

Councilmember District A, City Councilmember At-Large, Division 2, City Councilmember District C, City Councilmember District D, City Councilmember District E, City Councilmember At-Large, Division 1, Assessor, and Mayor.



The debates had a total of 1,827 attendees, 7,634 livestream viewers, and 1,519 on-demand viewership. This movement was powered by collaboration. We are deeply grateful to our partners including Xavier University, NAACP New Orleans Branch, NAACP Louisiana Conference, Black Voters Matter, The Collaborative, Housing NOLA, The Links Incorporated (New Orleans, Crescent City, and Pontchartrain chapters), Ashe Cultural Arts Center, Lower 9th Ward Voter Coalition, National Coalition of 100 Black Women GNO, Teamer Strategy Group, Eternal Seeds, Krewe of Themis, New Orleans HBCU Alumni Association, Proficient Media Services, Power Coalition, C.O.P., YWCA, and many more who stood with us to make this possible.

PROGRAM SPONSORS

Clarence L. Barney Head Start Center

Child and Adult Care Food Program
Institute of Mental Hygiene
Louisiana Department of Education
Louisiana Endowment for the Humanities
Total Community Action, Inc.
United Way of Southeast Louisiana

Education & Youth Development

1708 Holloway Family Foundation
Covenant House
Delta Sigma Theta Sorority Inc., New Orleans Alumnae Chapter
Geaux Learn
L.B. Landry High School
LOSFA
Louisiana Endowment for the Humanities
Louisiana State University Admissions
New Orleans Public Schools
New Orleans Youth Alliance (NOYA)
Nicholls State University Admissions
Scotlandville Magnet High School
Southeast Louisiana University Admissions Dept
Society of Louisiana CPAs
Southern University Financial Aid and Admissions
Xavier University Admissions
Youthforce NOLA

Entrepreneurship & Innovation

Capital One
Chevron
Shell
Wells Fargo
U.S. Small Business Administration – Office of Women’s Business Ownership
Louisiana Economic Development – Small and Emerging Business Development Program

Louisiana Economic Development – State Small Business Credit Initiative Technical Assistance Program
Louisiana Department of Transportation and Development – DBE Supportive Services Program Region B
Nasdaq Foundation
National Urban League – Diageo
National Urban League – Intuit IDEAS Program
National Urban League – Mastercard
National Urban League - PepsiCo Foundation
National Urban League – Walmart

Family Information and Resource Initiatives

Bloomberg Family Foundation Inc./Baton Rouge Area Foundation

Policy & Social Justice

Ashé Cultural Arts Center
The Collaborative
Eternal Seeds
Housing NOLA
Krewe of Themis
The Links Inc. - Crescent City (LA) Chapter
The Links Inc. - New Orleans (LA) Chapter
The Links Inc. - Pontchartrain (LA) Chapter
NAACP - New Orleans Branch
National Coalition of 100 Black Women - GNO Chapter
National Pan-Hellenic Council - GNO Chapter
NOLA HBCU Alumni Consortium
Power Coalition
Teamer Strategy Group
Xavier University of Louisiana
W.K. Kellogg Foundation

Project Ready

Louisiana Dept. of Education - 21st Century

Learning Center

Shell

National Urban League - Cox

National Urban League – National Basketball
Association

National Urban League – Next Era Energy

United Way of Southeast Louisiana

Workforce Development

AT&T

Capital One

Department of Labor

GNO, Inc.

Kresge Foundation

Louisiana Community & Technical College System

Mastercard

National Urban League

Paychex

Shell

MEMBERS

Special thanks to the following
2025 Members:

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Louisiana Policy Institute for Children,
Libbie Sonnier
Melvin Spooner
National African American Insurance Association

Sustaining

Bobby Jones
Torrey King

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April Bryan
Covenant House New Orleans
Michelle Easton
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Michael Anderson
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Vashita Batiste
Patrick Bell
Keila Bougere

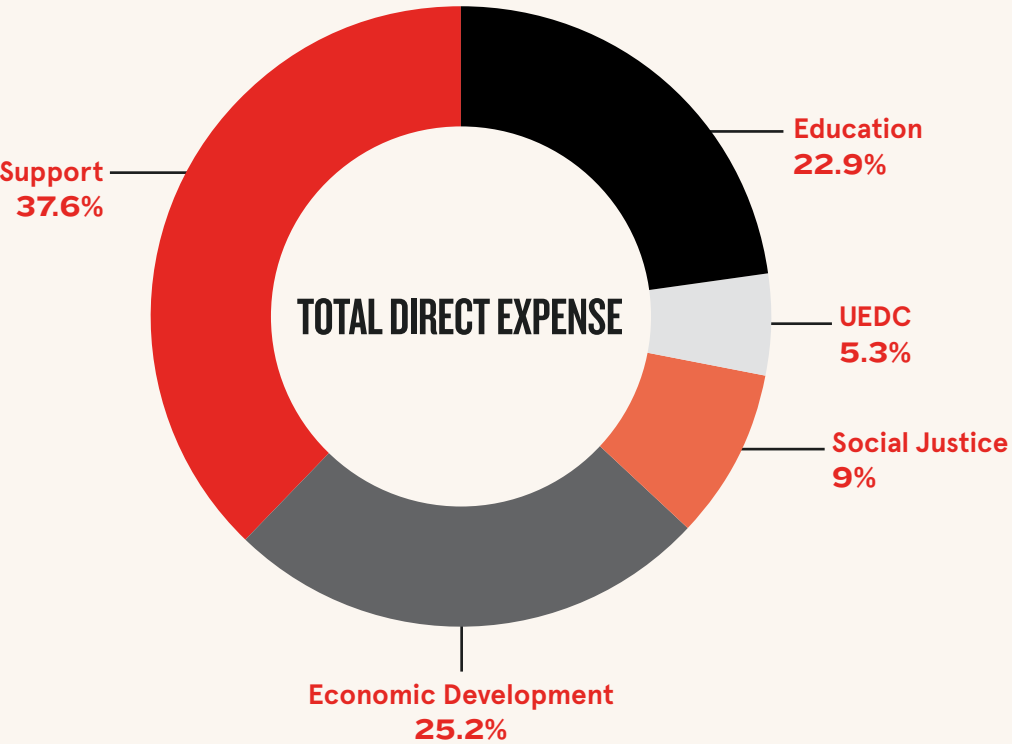
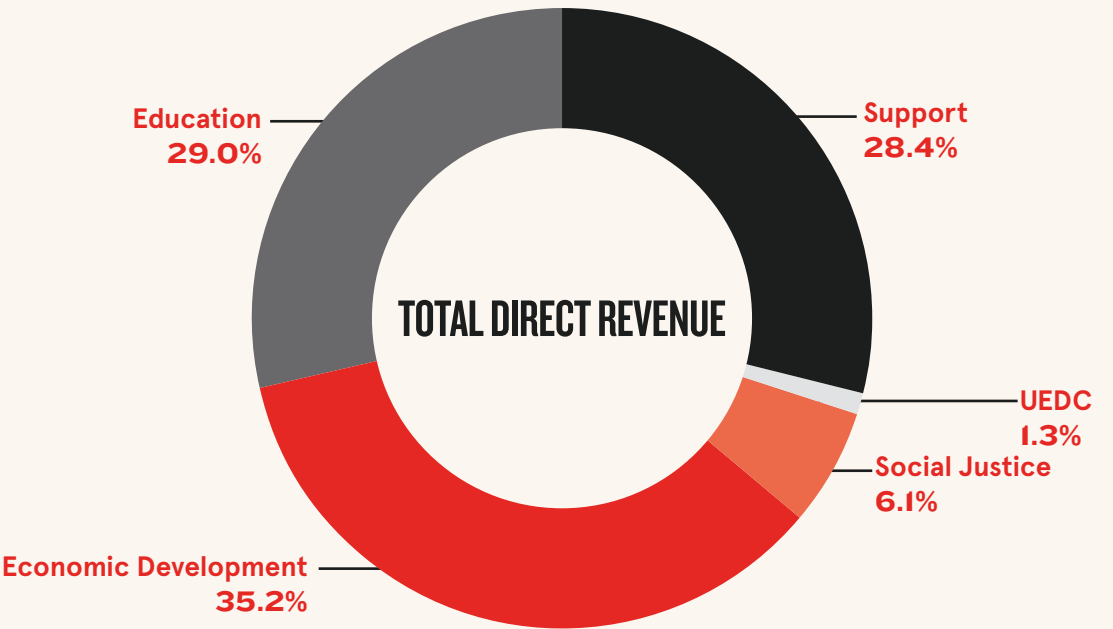
General (Continued)

Lisa Bourgeois Razzaq
Justin Cross
Liam Cureton
Temika Dixon
Noel Franklin
Jacqueline Garcia
B. Dottin-Haley
Kimani Hamilton
Sahara Haney
Nicholas Harris
Rahsaana Ison
Lyneisha Jackson
Beverly Johnson
Toni Jones
Mario Martin
Alexia Mays
Michelle Nailor Octave
Woodrow Parker
Lauren Payne
Patrick Robinson
Jennie Robinson
Keseana Smith
O. Patrick Sutton
Audrey Tuckerson
Trayvis Tyler
Letatia Vance-Norris
Ayana Ussery
Channing Warner
Melanie LaFrance Wiltz

2025 FINANCIAL STATEMENTS - UNAUDITED

STATEMENT OF FINANCIAL POSITION FOR THE YEAR ENDING JUNE 30, 2025

ASSETS	Consolidated (unaudited) 6/30/2025	Consolidated (audited) 6/30/2024
Cash and cash equivalents	\$ 2,995,793	\$ 4,095,827
Short-term investment	3,783	3,656
Due from funding agencies	949,548	871,295
Other Receivables	-	100,000
Prepaid expense & other assets	67,276	71,359
Right of use asset	31,703	79,239
Land, building & equipment, net	5,639,320	5,926,560
Endowment	61,832	54,966
Total assets	9,749,255	11,202,902
LIABILITIES:		
Accounts payable & accrued expenses	527,281	349,913
Revolving line of credit	45,360	47,902
Deferred Revenue		56,555
Current portion of mortgage	68,250	70,231
Long-term liabilities	908,247	969,837
Lease obligation	31,703	79,239
Total Liabilities	1,580,841	1,573,677
NET ASSETS:		
Without donor restrictions	7,495,412	8,718,546
With donor restrictions	673,002	910,679
Total net assets	8,168,414	9,629,225
Total liabilities and net assets	\$ 9,749,255	\$ 11,202,902



SCHEDULE OF REVENUE AND EXPENSES FOR THE YEAR ENDED JUNE 30, 2025

REVENUE	Total
Federal grants	1,824,837
Private Grants	1,496,943
Board generated Self-support	1,116,895
Contribution-Client generated	557,504
Program revenue	385,654
Investment Income	104,154
Other Income	83,894
	-
Grand total revenue	5,569,881
Compensation expense	3,443,876
Program expense	341,861
Occupancy	392,312
Professional fees and contracts	1,174,293
Maintenance & repairs	97,050
Program supplies	164,687
Telephone, internet & telecommunications	86,631
Postage & shipping	3,613
Conferences, conventions & meetings	100,815
Special events	508,079
Equipment rental	85,660
Printing & publications	74,724
Advertising, marketing & promotion	161,347
Dues & subscriptions	9,723
Bad debt expense	-
Other expense (indirect)	4,316
Interest on loan & line of credit	94,465
	-
Total expenses before depreciation	6,743,452
Net difference	1,173,571
	-
Depreciation	287,241

UNITE WITH US:






Please consider making a donation to help sustain our
advocacy at www.UrbanLeagueLA.org/Donate



4640 S. Carrollton Ave.
New Orleans, LA 70119

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Baton Rouge, LA 70802

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