



# Dr. Germaine Smith-Baugh

PRESIDENT AND CEO | URBAN LEAGUE OF BROWARD COUNTY

"In the presence of women, magic happens."

**Dr. Germaine Smith-Baugh has dedicated three decades of service to the Urban League Movement.**

Since being named President and CEO in 2006, Dr. Baugh has elevated the profile of the Urban League of Broward County (ULBC) to a premier nonprofit organization dedicated to promoting social and economic advancement in underserved communities.

The ULBC now boasts more than \$21 million in assets while also governing state appropriated funds for seven other Urban League affiliates. During her tenure, Dr. Baugh not only spearheaded the opening of an iconic \$9 million Community Empowerment Center located in the Historic Sistrunk neighborhood of Fort Lauderdale, she was instrumental in securing Greater Fort Lauderdale as the destination for the National Urban League Conference, which attracted over 13,000 attendees and generated an estimated economic impact of \$10 million for the region.

A champion for economic empowerment, with a depth of expertise in organizational leadership and enhancing equity and inclusion within the business community, she also led the development of the Entrepreneurship Center and Small Business Loan Fund to expand access to capital and opportunities for minority business owners.

Notably, the Central County Development Corporation, the ULBC subsidiary which supports economic development efforts of the Entrepreneurship Center and The Small Business Loan Fund, was designated as a certified Community Development Financial Institution (CDFI) by the US Treasury Department.

Dr. Baugh's philanthropic leadership, which has always been rooted in service, extends well beyond her work with ULBC. She currently serves on local, statewide, and national boards including Florida Community Loan Fund and the BankUnited Board of Directors. She is also the founding member of the Florida State University Chapter of SISTUHS, an organization established to foster the personal growth and development of African American women which has now expanded to multiple chapters across the East Coast.

Recognized for breakthrough leadership by both the nonprofit industry and her peers, Dr. Baugh is a graduate of Leadership Florida Class XXXIV and was inducted into The Jim Moran's Institute of South Florida Fellows and Broward County Women's Hall of Fame.

Dr. Baugh has been recognized as one of Broward County's 100 Outstanding Women, featured as a South Florida Business Journal Ultimate CEO, and named the 2025 NFL Changemaker by the Miami Dolphins. She has also received distinguished leadership and service honors from nonprofit and civic organizations.

Dr. Baugh was honored with the African American Achiever Award in Community Service by JM Family Enterprises and the Making Our Community Stronger Award by Be Strong International.

Despite all her professional and rewarding philanthropic achievements, Dr. Baugh points to her role as proud wife to Paul and loving mother to Allan and Victoria as her greatest accomplishments.

Born in St. Thomas, Virgin Islands, Dr. Baugh credits her success to a strong commitment to her faith and family, and the demonstration of strong work ethics by her parents. Dr. Baugh holds a doctorate in Organizational Leadership from Nova Southeastern University, a bachelor's degree in Business Communications and a Master of Social Work from Florida State University.