



50 YEARS OF *Impact*

URBAN LEAGUE OF BROWARD COUNTY

2023 - 2025 BIENNIAL REPORT

MESSAGE FROM CEO AND BOARD CHAIR



GERMAINE SMITH-BAUGH, ED.D.
PRESIDENT AND CEO
Urban League of Broward County



TIM HOGANS, JR.
OUTGOING CHAIR
Chen Moore & Associates



MARIE WAUGH
INCOMING CHAIR
HR Executive

As we close out our 50th Anniversary, we are filled with gratitude and a profound sense of pride in what we have built together. For five decades, our mission has been driven by people: neighbors showing up for neighbors, partners leaning in with purpose, and a shared conviction that every person deserves the opportunity to thrive.

To our volunteers, thank you for giving your time so generously. To our staff, thank you for your steadfast commitment, compassion, and measurable impact. To our Board of Directors, thank you for your leadership and faithful stewardship. And to our community, our clients, supporters, and partners, thank you for trusting us and walking alongside us.

Over the past two years, your support has helped transform vision into meaningful growth. Together, we expanded our capacity to serve by partnering with iBridge LLC to form Impacful LLC, the parent of Kairos Impact Management Systems, a tech-forward platform that helps nonprofits work smarter and reach people faster through stronger data management tools, sharper analytics, and more effective intake systems.

We also leaned into what matters most: listening. Through a statewide listening tour with Urban League affiliates across Florida, we created space for residents to gather, share what they're experiencing, and help shape solutions grounded in real community needs.

At the same time, our commitment to excellence was recognized on the national stage as the Urban League of Broward County earned 5-Star Affiliate Recognition from the National Urban League, an affirmation of our accountability, performance, and outcomes.

We took a decisive step into what will become Legacy Village, our bold answer to advancing health equity for those who need it most. At the same time, we accelerated transformational affordable workforce housing by moving Village@Oakland Park forward with unanimous approvals at both the city and county levels. Alongside this progress, we strengthened our financial profile through philanthropy, enhancing our sustainability and positioning the organization for long-term growth. We deepened this momentum through the CDFI recertification of our subsidiary, the Central County Community Development Corporation, expanding our ability to attract and deploy resources that invest in people, neighborhoods, and long-term mobility.

We accomplished all of this while remaining anchored in the work our communities need most, serving families every day through the Urban League's transformational solutions: education, entrepreneurship, jobs, justice, housing, and health. These are not simply program areas; they are the building blocks of stability, dignity, and generational progress. They are where hope becomes practical, where opportunity becomes accessible, and where we continue to meet people with tangible pathways.

As we conclude this golden milestone, we do so with full hearts, honoring the legacy behind us and looking forward with hope. Thank you for being part of our story, and for helping ensure the next chapter is even stronger than the last.

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BALANCE SHEET

2023-2024

As of June 30, 2024

Current Assets	\$22,538,539
Current Liabilities	\$4,472,966
Public Support & Revenue	\$14,039,476
Expenses	\$14,193,563
Total Assets	\$31,024,826
Total Liabilities	\$10,724,535

2024-2025

As of June 30, 2025

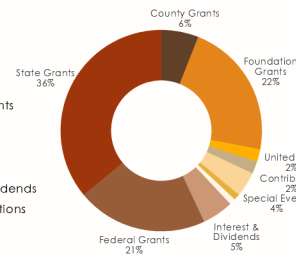
Current Assets	\$21,545,171
Current Liabilities	\$2,745,573
Public Support & Revenue	\$12,567,061
Expenses	\$11,917,390
Total Assets	\$35,236,085
Total Liabilities	\$13,959,783

PUBLIC SUPPORT & REVENUE

2023-2024 2024-2025
\$14,039,476 | \$12,567,061

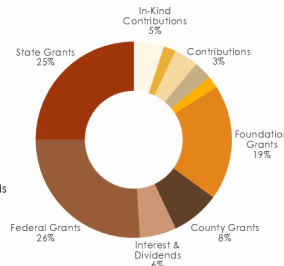
2023-2024

21%	Federal Grants
36%	State Grants
6%	County Grants
22%	Foundation Grants
2%	United Way
2%	Contributions
4%	Special Events
5%	Interest and Dividends
1%	In-kind Contributions
1%	Rental Income



2024-2025

26%	Federal Grants
25%	State Grants
8%	County Grants
2%	United Way
19%	Foundation Grants
3%	Contributions
4%	Special Events
6%	Interest and Dividends
5%	In-kind Contributions
2%	Rental Income

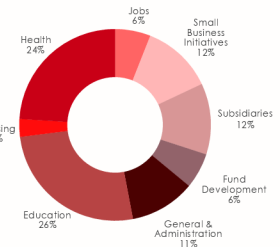


EXPENSES

2022-2023 2024-2025
\$14,193,563 | \$11,917,390

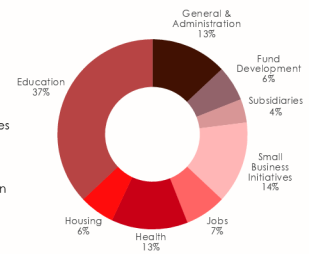
2023-2024

26%	Education
3%	Housing
24%	Health
6%	Jobs
11%	Small Business Initiatives
12%	Subsidiaries
6%	Fund Development
11%	General Administration



2024-2025

37%	Education
6%	Housing
13%	Health
7%	Jobs
14%	Small Business Initiatives
4%	Subsidiaries
6%	Fund Development
13%	General Administration



\$10K+ FUNDERS and MAJOR DONORS

2023-2024

Between July 1, 2023 - June 30, 2024

Aetna - CVS Health
AHF
Amazon
Amerant Bank
American Express
American Express National Bank
Bank of America Foundation
BankUnited, NA
Bank Investment Securities
Association (BISA)
Broward College
Broward County
Broward Health
Broward Healthy Start Coalition
Broward Sheriff's Office
Capital One
Charities Aid Foundation
Children's Services Council
of Broward County
Citi Foundation
CITY HOME

Cleveland Clinic Florida
Community Foundation
of Broward
CSL Behring
Enterprise Mobility
Fifth Third Bank
Flagstar Bank
Florida Blue/Florida Blue
Foundation
Florida Education Fund
Florida Lottery
Florida Office of
Attorney General
Florida Power & Light
Freddie Mac
HCA Foundation
Hotwire
Humana
JM Family Enterprise, Inc.
JP Morgan Chase & Company

Memorial Healthcare System
Miami Dolphins
Microsoft
Morgan Stanley
National Urban League
PNC Bank
Sunshine Health
TD Bank
The Jim Moran Foundation
Third Federal Foundation
Tripp Scott, P.A.
Truist Foundation
United Way of Broward County
US Department of Health Office
of Minority Health
US Department of Justice,
Bureau of Justice Assistance
Valley Bank
Wells Fargo
Wells Fargo Foundation

AHF
Amazon
Amerant Bank
American Express
American Express National Bank
Athene
Bank of America Foundation
BankUnited, NA
BISA
Broward College
Broward County
Broward Healthy Start Coalition
Broward Sheriff's Office
Caesars/Harrah's Entertainment
Corp
Capital One
Charities Aid Foundation
Charles Schwab
Children's Services Council of
Broward County
Citi Foundation
CITY HOME

Cleveland Clinic Florida
Community Foundation of
Broward
CSL Behring
Edward Jones
Enterprise Mobility
Fifth Third Bank
Florida Blue/Florida Blue
Foundation
Florida Commerce
Florida Education Fund
Florida Lottery
Florida Office of Attorney
General
Florida Philanthropic Network
Florida Power & Light
Freddie Mac
HCA Foundation
JM Family Enterprise, Inc.
JP Morgan Chase & Company
Memorial Healthcare System

Miami Dolphins
Microsoft
Morgan Stanley
National Urban League
OneMain Financial
PNC Bank
Sunshine Health
TD Bank
TD Charitable Foundation
The Jim Moran Foundation
PNC Bank
Third Federal Foundation
Tripp Scott, P.A.
Truist Foundation
Turner Construction Company
United Way of Broward County
US Department of Health Office
of Minority Health
Valley Bank
Ventus Charitable Foundation
Wells Fargo
Wells Fargo Foundation

JOB AND TRAINING

1,600+

JOB SEEKERS SERVED

With approximately 4% of Broward County residents unemployed and nearly half of households facing financial insecurity, the Urban League is connecting opportunity with talent, serving over **1,600 job seekers**, and helping individuals secure jobs paying \$16.00 or more.

HOUSING

UNLOCKED

\$4.8M

IN HOME PURCHASES

In Broward County, one of the nation's least affordable housing markets relative to wages, the Urban League expanded access to homeownership, equipping nearly **2,000 aspiring homeowners with education** and **unlocking \$4.8 million in home purchases** for Broward families.

EDUCATION

100%

 MATRICULATION RATE

While Broward County Public Schools face significant enrollment declines, the Urban League delivers results, achieving a **100% matriculation rate** and **preparing over 500 students** each year for **long-term academic success**.

ENTREPRENEURSHIP

\$1.10M

DEPLOYED IN CAPITAL

In response to persistent barriers to business growth among Black and Hispanic communities, who make up over 60% of Broward County's population, the Urban League **deployed \$1.10M in capital** and **equipped nearly 1,500 entrepreneurs** with technical assistance, fueling business creation and growth.

HEALTH

SERVED

4,000+

MOTHERS AND FAMILIES

In response to Broward County's maternal health disparities, the Urban League is expanding equitable, preventive care, **serving over 4,000 mothers** and families, including **208 who receive critical doula support** to improve outcomes and reduce risk.

JUSTICE

100%

 OF PARTICIPATING YOUTH DID NOT RE-OFFEND

Amid persistent socio-economic disparities, rising juvenile arrests, and limited preventive resources in Broward County, the Urban League delivered proven solutions, ensuring over 100 participants successfully completed their diversion program, maintaining a **100% non-re-offense rate**, and **expanding prevention reach by 14.4%** to keep more than 1,500 youth out of the justice system.

COMMUNITY IMPACT

To receive a detailed report regarding the programmatic impact, contact the Urban League of Broward County.

¹ All program outcomes reflect Urban League of Broward County internal program data collected from fiscal years 2023-2025. Community data sourced from Broward County government reports, the Florida Department of Juvenile Justice, Florida Department of Health, and the United Way of Broward County ALICE Report.

BOARD OF DIRECTORS

2023-2024

EXECUTIVE COMMITTEE

Chair
Tim Hogans, Jr.
Florida Power & Light

1st Vice Chair
Marie Waugh
HR Executive

2nd Vice Chair
Pablo Pino
TD Bank

Secretary
Giselle Cushing
Aetna

Treasurer
James Malone
Community Capital
Management

Member-At-Large
Ralph Renzi
Cox Media Group Miami

Immediate Past Chair
Shawn Sackman
Regions

President and Chief
Executive Officer
Germaine Smith-Baugh, Ed.D.

DIRECTORS

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Connections for Business

Jay Cohen
Cohen, Blostein & Ayala PA

Mildred Coyne, Ed.D.,
Educator

Nelson Fernandez
ANF Group, Inc.

Shanequa Fleming, Ed.D.
Culture Accelerators

Stephanie Green
Fifth Third

Sandra Juliachs
Bank of America

Jeanine Karp
rbb Communications

Cindy Mason
Florida Blue

Adriene McCoy
Baptist Health South Florida

Dana Moore
Kimpton Hotels

Brenda Morrison
The Miami Foundation

Dennis D. Smith
Tripp Scott, P.A.

Jonathan Stanley
CITY Furniture

Dana Sutton
Enterprise Holdings, Inc.

Paul Tanner
Las Olas Capital Advisors

Wayne Thompson
Albion Ventures

Caren Snead Williams
JM Family Enterprises, Inc.

Charlene Zein
Sunshine Health

2024-2025

EXECUTIVE COMMITTEE

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Marie Waugh
Digicel Group

1st Vice-Chair
Pablo Pino
TD Bank

2nd Vice-Chair
Charlene Zein
Sunshine Health

Secretary
Giselle Cushing
Aetna

Treasurer
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Management

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Executive Officer
Germaine Smith-Baugh, Ed.D.

DIRECTORS

Ravi Abbineni
JM Family Enterprises

Alphie Aiken
Microsoft

Jane F. Bolin
Peyton Bolin, PL

Jay Cohen
Cohen & Blostein, P.A.

Baldwyn English
Florida Power & Light

Nelson Fernandez
ANF Group, Inc.

Shanequa Fleming, Ed.D.
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Jeanine Karp
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Cindy Mason
Florida Blue

Adriene McCoy
Baptist Health South Florida

Dana Moore
IHG Luxury & Lifestyle
Americas

Brenda Morrison
National Urban League YPN

Roshell R. Rinkins
W.K. Kellogg Foundation

Dennis D. Smith
Tripp Scott, P.A.

Dana Sutton
Enterprise Holdings, Inc.

Paul Tanner
Las Olas Capital Advisors

Wayne Thompson
Albion Ventures

ABOUT US

Founded in 1975 as an affiliate of the National Urban League, the Urban League of Broward County is a community-based organization dedicated to empowering communities and changing lives in the areas of education, entrepreneurship, jobs, justice, housing, and health.



Mission

The mission of the Urban League movement is to enable African-Americans and others in historically underserved communities to secure economic self-reliance, parity, power, and civil rights.

Vision

We will be a catalyst for change in Broward County and one of the best human service organizations in the State of Florida. We will be the provider of choice for our customers, the employer of choice for our co-workers, the investment of choice for our corporate, government and philanthropic partners, and a model of integrity and excellence for a community-based organization.

Values

We value integrity, innovation, impact, passion, commitment, empowerment, and excellence.

URBAN LEAGUE OF
BROWARD COUNTY
Sunshine Health Community
Empowerment Center
560 NW 27th Avenue
Fort Lauderdale, FL 33311
Phone (954) 584-0777
Fax (754) 200-5750
www.ulbroward.org

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 [LinkedIn.com/company/urban-league-of-broward-county](https://www.linkedin.com/company/urban-league-of-broward-county)