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final

Form **990**

Return of Organization Exempt From Income Tax

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except black lung benefit trust or private foundation)

▶ The organization may have to use a copy of this return to satisfy state reporting requirements

OMB No 1545-0047

2008

Open to Public Inspection

Department of the Treasury
Internal Revenue Service

A For the 2008 calendar year, or tax year beginning and ending	
B Check if applicable: ☐ Address change ☐ Name change ☐ Initial return ☐ Termination ☒ Amended return ☐ Application pending	C Name of organization NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE Doing Business As Number and street (or P.O. box if mail is not delivered to street address) Room/suite 4805 MOUNT HOPE DRIVE City or town, state or country, and ZIP + 4 BALTIMORE, MD 21215 F Name and address of principal officer BENJAMIN TODD JEALOUS 4805 MOUNT HOPE DRIVE, BALTIMORE, MD 21215
D Employer identification number 13-1084135	
E Telephone number 410-580-5777	
G Gross receipts \$ 24,649,687.	
H(a) Is this a group return for affiliates? ☐ Yes ☒ No	
H(b) Are all affiliates included? ☐ Yes ☐ No If "No," attach a list. (see instructions)	
H(c) Group exemption number ▶	
I Tax-exempt status: ☒ 501(c) (3) ◀ (insert no.) ☐ 4947(a)(1) or ☐ 527	
J Website: ▶ WWW.NAACP.ORG	
K Type of organization: ☐ Corporation ☐ Trust ☒ Association ☐ Other ▶	
L Year of formation: 1909 M State of legal domicile: MD	

Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: TO ADVOCATE FOR CIVIL RIGHTS OF MINORITY GROUPS IN THE U.S.A.	
	2	Check this box ☐ if the organization discontinued its operations or disposed of more than 25% of its assets.	
	3	Number of voting members of the governing body (Part VI, line 1a)	3 64
	4	Number of independent voting members of the governing body (Part VI, line 1b)	4 0
	5	Total number of employees (Part V, line 2a)	5 98
	6	Total number of volunteers (estimate if necessary)	6 21000
	7a	Total gross unrelated business revenue from Part VIII, line 12, column (C)	7a 0.
7b	Net unrelated business taxable income from Form 990-T, line 34	7b 0.	
Revenue	8	Contributions and grants (Part VIII, line 1h)	Prior Year 10,941,515. Current Year 18,042,312.
	9	Program service revenue (Part VIII, line 2g)	10,790,192. 6,801,903.
	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d)	239,409. -775,467.
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e)	483,592. 580,939.
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12)	22,454,708. 24,649,687.
Expenses	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3)	
	14	Benefits paid to or for members (Part IX, column (A), line 4)	
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10)	7,681,377. 5,958,683.
	16a	Professional fundraising fees (Part IX, column (A), line 11e)	
	16b	Total fundraising expenses (Part IX, column (D), line 25) ▶ 2,281,541.	
17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24f)	14,135,719. 15,462,179.	
18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25)	21,817,096. 21,420,862.	
19	Revenue less expenses. Subtract line 18 from line 12	637,612. 3,228,825.	
Net Assets or Fund Balances	20	Total assets (Part X, line 16)	Beginning of Year 13,083,059. End of Year 17,204,432.
	21	Total liabilities (Part X, line 20)	1,848,780. 4,472,694.
	22	Net assets or fund balances. Subtract line 21 from line 20	11,234,279. 12,731,738.

Part II Signature Block

Sign Here	Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.	
	Signature of officer Benjamin T. Jealous	Date 1/7/10
Paid Preparer's Use Only	Type or print name and title BENJAMIN TODD JEALOUS, PRESIDENT & CEO	
	Preparer's signature Neil N. Cobb	Date 1/7/10
Firm's name (or yours if self-employed), address, and ZIP + 4	Check if self-employed ☐ Preparer's identifying number (see instructions)	
	Firm's name (or yours if self-employed), address, and ZIP + 4 THOMPSON, COBB, BAZILIO AND ASSOC. 1101 15TH ST., N.W., SUITE 400 WASHINGTON, DC 20005	
EIN ▶		Phone no. ▶

May the IRS discuss this return with the preparer shown above? (see instructions) ☐ Yes ☐ No

SCANNED FEB 12 2010

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Part III Statement of Program Service Accomplishments (see instructions)

1 Briefly describe the organization's mission:

TO ADVOCATE FOR CIVIL RIGHTS OF MINORITY GROUPS IN THE U.S.A.2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? ☐ Yes ☒ No

If "Yes", describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? ☐ Yes ☒ No

If "Yes", describe these changes on Schedule O.

4 Describe the exempt purpose achievements for each of the organization's three largest program services by expenses. Section 501(c)(3) and 501(c)(4) organizations and section 4947(a)(1) trusts are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 2,935,331. including grants of \$) (Revenue \$ 3,007,993.)

CONVENTION - THE CONSTITUTION OF THE NAACP MANDATES THAT A CONVENTION BE HELD EVERY YEAR TO ESTABLISH POLICIES AND PROGRAMS FOR THE UPCOMING YEAR

4b (Code:) (Expenses \$ 1,661,560. including grants of \$) (Revenue \$ 1,383.)

REGIONAL FIELD STAFF AND STATE CONFERENCES - NAACP REGIONAL AND FIELD OFFICES ARE RESPONSIBLE FOR ASSURING THAT NAACP UNITS ARE VIABLE AND CAPABLE OF CARRYING OUT THE NAACP'S MISSION AT THE LOCAL LEVEL. THIS EFFORT REQUIRES PROVIDING THE NECESSARY TRAINING, TOOLS AND MATERIALS TO VOLUNTEERS, ALONG WITH DISSEMINATING AND IMPLEMENTING NAACP'S POLICIES AND MANDATES.

4c (Code:) (Expenses \$ 2,000,201. including grants of \$) (Revenue \$ 2,393,024.)

IMAGE AWARDS - THE NAACP IMAGE AWARDS HONORS PROJECTS AND INDIVIDUALS OF ALL RACES WHO HELPED PROMOTE POSITIVE IMAGES OF PEOPLE OF COLOR. THE AWARDS TAKES PLACE ANNUALLY AND IS USALLY AIRED ON NETWORK TELEVISION WITHIN A WEEK OF TAPING.

4d Other program services. (Describe in Schedule O.)

(Expenses \$ 9,052,720. including grants of \$) (Revenue \$ 3,103,071.)

4e Total program service expenses ► \$ 15,649,812. (Must equal Part IX, Line 25, column (B).)

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? <i>If "Yes," complete Schedule A</i>	X	
2 Is the organization required to complete Schedule B, Schedule of Contributors?	X	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? <i>If "Yes," complete Schedule C, Part I</i>		X
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities? <i>If "Yes," complete Schedule C, Part II</i>	X	
5 Section 501(c)(4), 501(c)(5), and 501(c)(6) organizations. Is the organization subject to the section 6033(e) notice and reporting requirement and proxy tax? <i>If "Yes," complete Schedule C, Part III</i>		
6 Did the organization maintain any donor advised funds or any accounts where donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? <i>If "Yes," complete Schedule D, Part I</i>		X
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? <i>If "Yes," complete Schedule D, Part II</i>		X
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? <i>If "Yes," complete Schedule D, Part III</i>		X
9 Did the organization report an amount in Part X, line 21; serve as a custodian for amounts not listed in Part X, or provide credit counseling, debt management, credit repair, or debt negotiation services? <i>If "Yes," complete Schedule D, Part IV</i>		X
10 Did the organization hold assets in term, permanent, or quasi-endowments? <i>If "Yes," complete Schedule D, Part V</i>		X
11 Did the organization report an amount in Part X, lines 10, 12, 13, 15, or 25? <i>If "Yes," complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable</i>	X	
12 Did the organization receive an audited financial statement for the year for which it is completing this return that was prepared in accordance with GAAP? <i>If "Yes," complete Schedule D, Parts XI, XII, and XIII</i>	X	
13 Is the organization a school as described in section 170(b)(1)(A)(ii)? <i>If "Yes," complete Schedule E</i>		X
14a Did the organization maintain an office, employees, or agents outside of the U.S.?		X
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, and program service activities outside the U.S.? <i>If "Yes," complete Schedule F, Part I</i>		X
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or assistance to any organization or entity located outside the United States? <i>If "Yes," complete Schedule F, Part II</i>		X
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or assistance to individuals located outside the United States? <i>If "Yes," complete Schedule F, Part III</i>		X
17 Did the organization report more than \$15,000 on Part IX, column (A), line 11e? <i>If "Yes," complete Schedule G, Part I</i>	X	
18 Did the organization report more than \$15,000 total on Part VIII, lines 1c and 8a? <i>If "Yes," complete Schedule G, Part II</i>		X
19 Did the organization report more than \$15,000 on Part VIII, line 9a? <i>If "Yes," complete Schedule G, Part III</i>		X
20 Did the organization operate one or more hospitals? <i>If "Yes," complete Schedule H</i>		X
21 Did the organization report more than \$5,000 on Part IX, column (A), line 1? <i>If "Yes," complete Schedule I, Parts I and II</i>		X
22 Did the organization report more than \$5,000 on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>		X
23 Did the organization answer "Yes" to Part VII, Section A, questions 3, 4, or 5? <i>If "Yes," complete Schedule J</i>	X	
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer questions 24b-24d and complete Schedule K. If "No," go to question 25</i>		X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?		
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?		
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?		
25a Section 501(c)(3) and 501(c)(4) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>		X
b Did the organization become aware that it had engaged in an excess benefit transaction with a disqualified person from a prior year? <i>If "Yes," complete Schedule L, Part I</i>		X
26 Was a loan to or by a current or former officer, director, trustee, key employee, highly compensated employee, or disqualified person outstanding as of the end of the organization's tax year? <i>If "Yes," complete Schedule L, Part II</i>		X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, or substantial contributor, or to a person related to such an individual? <i>If "Yes," complete Schedule L, Part III</i>		X

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Part IV Checklist of Required Schedules (continued)

	Yes	No
28 During the tax year, did any person who is a current or former officer, director, trustee, or key employee:		
a Have a direct business relationship with the organization (other than as an officer, director, trustee, or employee), or an indirect business relationship through ownership of more than 35% in another entity (individually or collectively with other person(s) listed in Part VII, Section A)? <i>If "Yes," complete Schedule L, Part IV</i>		X
b Have a family member who had a direct or indirect business relationship with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		X
c Serve as an officer, director, trustee, key employee, partner, or member of an entity (or a shareholder of a professional corporation) doing business with the organization? <i>If "Yes," complete Schedule L, Part IV</i>		X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>		X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>		X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>		X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>		X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>		X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Parts II, III, IV, and V, line 1</i>	X	
35 Is any related organization a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>		X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>		X

Form 990 (2008)

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

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Part V Statements Regarding Other IRS Filings and Tax Compliance

		Yes	No
1a Enter the number reported in Box 3 of Form 1096, Annual Summary and Transmittal of U.S. Information Returns. Enter -0- if not applicable	1a 33		
b Enter the number of Forms W-2G included in line 1a. Enter -0- if not applicable	1b 0		
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?			X
2a Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a 98		
b If at least one is reported on line 2a, did the organization file all required federal employment tax returns? Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file this return. (see instructions)		X	
3a Did the organization have unrelated business gross income of \$1,000 or more during the year covered by this return?			X
b If "Yes," has it filed a Form 990-T for this year? If "No," provide an explanation in Schedule O			
4a At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?			X
b If "Yes," enter the name of the foreign country: See the instructions for exceptions and filing requirements for Form TD F 90-22.1, Report of Foreign Bank and Financial Accounts.			
5a Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?			X
b Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?			X
c If "Yes," to question 5a or 5b, did the organization file Form 8886-T, Disclosure by Tax-Exempt Entity Regarding Prohibited Tax Shelter Transaction?			
6a Did the organization solicit any contributions that were not tax deductible?			X
b If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?			
7 Organizations that may receive deductible contributions under section 170(c).			
a Did the organization provide goods or services in exchange for any quid pro quo contribution of more than \$75?			X
b If "Yes," did the organization notify the donor of the value of the goods or services provided?			
c Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?			X
d If "Yes," indicate the number of Forms 8282 filed during the year	7d		
e Did the organization, during the year, receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?			X
f Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?			X
g For all contributions of qualified intellectual property, did the organization file Form 8899 as required?			X
h For contributions of cars, boats, airplanes, and other vehicles, did the organization file a Form 1098-C as required?			X
8 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds and section 509(a)(3) supporting organizations. Did the supporting organization, or a fund maintained by a sponsoring organization, have excess business holdings at any time during the year?			
9 Section 501(c)(3) and other sponsoring organizations maintaining donor advised funds.			
a Did the organization make any taxable distributions under section 4966?			
b Did the organization make a distribution to a donor, donor advisor, or related person?			
10 Section 501(c)(7) organizations. Enter: N/A			
a Initiation fees and capital contributions included on Part VIII, line 12	10a		
b Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b		
11 Section 501(c)(12) organizations. Enter: N/A			
a Gross income from members or shareholders	11a		
b Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them)	11b		
12a Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?			
b If "Yes," enter the amount of tax-exempt interest received or accrued during the year N/A	12b		

Form 990 (2008)

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**
Part VI Governance, Management, and Disclosure (Sections A, B, and C request information about policies not required by the Internal Revenue Code.)

Section A. Governing Body and Management

For each "Yes" response to lines 2-7b below, and for a "No" response to lines 8 or 9b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

	Yes	No
1a Enter the number of voting members of the governing body	64	
1b Enter the number of voting members that are independent	0	
2 Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?		X
3 Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors or trustees, or key employees to a management company or other person?		X
4 Did the organization make any significant changes to its organizational documents since the prior Form 990 was filed?		X
5 Did the organization become aware during the year of a material diversion of the organization's assets?		X
6 Does the organization have members or stockholders?		X
7a Does the organization have members, stockholders, or other persons who may elect one or more members of the governing body?		X
7b Are any decisions of the governing body subject to approval by members, stockholders, or other persons?		X
8 Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a The governing body?	X	
b Each committee with authority to act on behalf of the governing body?	X	
9a Does the organization have local chapters, branches, or affiliates?	X	
b If "Yes," does the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with those of the organization?	X	
10 Was a copy of the Form 990 provided to the organization's governing body before it was filed? All organizations must describe in Schedule O the process, if any, the organization uses to review the Form 990	X	
11 Is there any officer, director or trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O		X

Section B. Policies

	Yes	No
12a Does the organization have a written conflict of interest policy? If "No," go to line 13	X	
b Are officers, directors or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	X	
c Does the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this is done	X	
13 Does the organization have a written whistleblower policy?	X	
14 Does the organization have a written document retention and destruction policy?	X	
15 Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision:		
a The organization's CEO, Executive Director, or top management official?	X	
b Other officers or key employees of the organization?	X	
Describe the process in Schedule O. (see instructions)		
16a Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?		X
b If "Yes," has the organization adopted a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and taken steps to safeguard the organization's exempt status with respect to such arrangements?		

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed **AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, IN**

18 Section 6104 requires an organization to make its Forms 1023 (or 1024 if applicable), 990, and 990-T (501(c)(3)s only) available for public inspection. Indicate how you make these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request

19 Describe in Schedule O whether (and if so, how), the organization makes its governing documents, conflict of interest policy, and financial statements available to the public.

20 State the name, physical address, and telephone number of the person who possesses the books and records of the organization **NAACP - 410-580-5777**
4805 MOUNT HOPE DRIVE, BALTIMORE, MD. 21215

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

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Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent Contractors

Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

1a Complete this table for all persons required to be listed. Use Schedule J-2 if additional space is needed.

• List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation, and **current** key employees. Enter -0- in columns (D), (E), and (F) if no compensation was paid

• List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.

• List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.

• List all of the organization's **former** directors or trustees that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons

☐ Check this box if the organization did not compensate any officer, director, trustee, or key employee

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
ASHLEY ANDERSON BOARD MEMBER	1.00	X						0.	0.	0.
REV. WENDELL ANTHONY BOARD MEMBER	1.00	X						0.	0.	0.
OPHELIA AVERITT BOARD MEMBER	1.00	X						0.	0.	0.
HONORABLE FRED L. BANKS BOARD MEMBER	1.00	X						0.	0.	0.
DR. WILLIAM BARBER, III BOARD MEMBER	1.00	X						0.	0.	0.
GARY BLEDSOO BOARD MEMBER	1.00	X						0.	0.	0.
KAREN BOYKIN-TOWNS BOARD MEMBER	1.00	X						0.	0.	0.
CORA BROOKENRIDGE BOARD MEMBER	1.00	X						0.	0.	0.
AMOS BROWN BOARD MEMBER	1.00	X						0.	0.	0.
CLAYOLA BROWN BOARD MEMBER	1.00	X						0.	0.	0.
DEBRA BROWN BOARD MEMBER	1.00	X						0.	0.	0.
JESSICA BUTLER-GRANT BOARD MEMBER	1.00	X						0.	0.	0.
BISHOP CLARENCE CARR BOARD MEMBER	1.00	X						0.	0.	0.
DONALD CASH BOARD MEMBER	1.00	X						0.	0.	0.
WILLIAM E. COFIELD BOARD MEMBER	1.00	X						0.	0.	0.
CAROLYN COLEMAN BOARD MEMBER	1.00	X						0.	0.	0.
JAMES W CROWELL, III BOARD MEMBER	1.00	X						0.	0.	0.

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Form 990 (2008)

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Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
HAROLD CRUMPTON BOARD MEMBER	1.00	X						0.	0.	0.
REV. THERESA A DEAR BOARD MEMBER	1.00	X						0.	0.	0.
EDWARD DUBOSC BOARD MEMBER	1.00	X						0.	0.	0.
HAZEL N. DUKES BOARD MEMBER	1.00	X						0.	0.	0.
CHRISTOPHER EDLEY BOARD MEMBER	1.00	X						0.	0.	0.
WILLIS EDWARDS BOARD MEMBER	1.00	X						0.	0.	0.
KATHERINE T EGLAND BOARD MEMBER	1.00	X						0.	0.	0.
SCOTT X ESDAILC BOARD MEMBER	1.00	X						0.	0.	0.
MYRLIC EVERS-WILLIAMS BOARD MEMBER	1.00	X						0.	0.	0.
MICHAEL FLEMING BOARD MEMBER	1.00	X						0.	0.	0.
1b Total								902,481.	0.	0.

2 Total number of individuals (including those in 1a) who received more than \$100,000 in reportable compensation from the organization

5

- 3 Did the organization list any **former** officer, director or trustee, key employee, or highest compensated employee on line 1a? If "Yes," complete Schedule J for such individual
- 4 For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? If "Yes," complete Schedule J for such individual
- 5 Did any person listed on line 1a receive or accrue compensation from any unrelated organization for services rendered to the organization? If "Yes," complete Schedule J for such person

	Yes	No
3	X	
4	X	
5		X

Section B. Independent Contractors

1 Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization

(A) Name and business address	(B) Description of services	(C) Compensation
SHAREGROUP P.O. BOX 55783, BOSTON, MA 02205	TELEMARKETING	248,417.
OMP 1133 19TH STREET, NW, WASHINGTON, DC 20036	CONSULTANTS-DIRECT MAIL	240,000.
VICANGELO FILMS, INC 846 YALE STREET, SANTA MONICA, CA 90403	IMAGE AWARDS-PRODUCTION	124,828.

2 Total number of independent contractors (including those in 1) who received more than \$100,000 in compensation from the organization

3

SEE SCHEDULE J-2 FOR PART VII, SECTION A CONTINUATION

Form 990 (2008)

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Form 990 (2008)

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Part VIII Statement of Revenue

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512, 513, or 514
Contributions, gifts, grants and other similar amounts	1 a Federated campaigns	1a					
	b Membership dues	1b	3,103,071.				
	c Fundraising events	1c					
	d Related organizations	1d					
	e Government grants (contributions)	1e					
	f All other contributions, gifts, grants, and similar amounts not included above	1f	14,939,241.				
	g Noncash contributions included in lines 1a-1f \$						
	h Total. Add lines 1a-1f			18,042,312.			
Program Service Revenue	2 a <u>CONVENTION</u>	Business Code		3007993.	3007993.		
	b <u>IMAGE AWARDS</u>			2393024.	2393024.		
	c <u>FIGHTING FOR FREEDOM</u>			1399503.	1399503.		
	d <u>REGIONAL OFFICES</u>			1,383.	1,383.		
	e						
	f All other program service revenue						
	g Total. Add lines 2a-2f			6801903.			
	Other Revenue	3 Investment income (including dividends, interest, and other similar amounts)			-775,467.		
4 Income from investment of tax-exempt bond proceeds							
5 Royalties							
6 a Gross Rents		(i) Real (ii) Personal					
b Less rental expenses							
c Rental income or (loss)							
d Net rental income or (loss)							
7 a Gross amount from sales of assets other than inventory		(i) Securities (ii) Other					
b Less: cost or other basis and sales expenses							
c Gain or (loss)							
d Net gain or (loss)							
8 a Gross income from fundraising events (not including \$ _____ of contributions reported on line 1c). See Part IV, line 18		a					
b Less direct expenses		b					
c Net income or (loss) from fundraising events							
9 a Gross income from gaming activities. See Part IV, line 19		a					
b Less direct expenses		b					
c Net income or (loss) from gaming activities							
10 a Gross sales of inventory, less returns and allowances		a					
b Less cost of goods sold	b						
c Net income or (loss) from sales of inventory							
Miscellaneous Revenue	11 a <u>OTHER INCOME</u>	Business Code		580,939.	580,939.		
	b						
	c						
	d All other revenue						
	e Total. Add lines 11a-11d			580,939.			
	12 Total Revenue. Add lines 1h, 2g, 3, 4, 5, 6d, 7d, 8c, 9c, 10c, and 11e			24,649,687.	7382842.	0.	-775467.

**NATIONAL ASSOCIATION FOR THE
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Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns.

All other organizations must complete column (A) but are not required to complete columns (B), (C), and (D).

Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to governments and organizations in the U.S. See Part IV, line 21				
2 Grants and other assistance to individuals in the U.S. See Part IV, line 22				
3 Grants and other assistance to governments, organizations, and individuals outside the U.S. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	5,958,683.	2,764,864.	2,753,162.	440,657.
8 Pension plan contributions (include section 401(k) and section 403(b) employer contributions)				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees)				
a Management				
b Legal				
c Accounting				
d Lobbying				
e Professional fundraising services. See Part IV, line 17				
f Investment management fees				
g Other				
12 Advertising and promotion	611,229.	141,481.	467,498.	2,250.
13 Office expenses	90,580.	53,744.	34,752.	2,084.
14 Information technology				
15 Royalties				
16 Occupancy	1,841,530.	596,734.	1,217,743.	27,053.
17 Travel	469,893.	186,868.	249,054.	33,971.
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings	4,215,095.	3,985,386.	229,709.	
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization				
23 Insurance				
24 Other expenses. Itemize expenses not covered above. (Expenses grouped together and labeled miscellaneous may not exceed 5% of total expenses shown on line 25 below.)				
a POSTAGE AND DELIVERY	1,988,375.	830,509.	83,864.	1,074,002.
b PRINTING	1,389,973.	646,051.	56,515.	687,407.
c CONSULTING FEES	1,366,531.	703,160.	305,409.	357,962.
d AWARDS	1,048,779.	1,011,720.	36,500.	559.
e SUBSCRIPTION FEES	961,533.	949,416.	7,697.	4,420.
f All other expenses	1,478,661.	3,779,878.	-1,952,393.	-348,824.
25 Total functional expenses. Add lines 1 through 24f	21,420,862.	15,649,811.	3,489,510.	2,281,541.
26 Joint Costs. Check here ☐ if following SOP 98-2. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation				

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

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Part X Balance Sheet

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing		1	
	2 Savings and temporary cash investments	1,682,337.	2	4,625,916.
	3 Pledges and grants receivable, net		3	
	4 Accounts receivable, net	861,844.	4	1,995,433.
	5 Receivables from current and former officers, directors, trustees, key employees, or other related parties. Complete Part II of Schedule L		5	
	6 Receivables from other disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges		9	
	10a Land, buildings, and equipment: cost basis	10a 7,390,426.		
	b Less: accumulated depreciation. Complete Part VI of Schedule D	10b 6,113,782.	1,293,970.	10c 1,276,644.
	11 Investments - publicly traded securities		11	
	12 Investments - other securities. See Part IV, line 11	5,460,143.	12	4,750,545.
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11	3,784,765.	15	4,555,894.
16 Total assets. Add lines 1 through 15 (must equal line 34)	13,083,059.	16	17,204,432.	
Liabilities	17 Accounts payable and accrued expenses	1,305,427.	17	1,955,475.
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow account liability. Complete Part IV of Schedule D		21	
	22 Payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable		24	
	25 Other liabilities. Complete Part X of Schedule D	543,353.	25	2,517,219.
	26 Total liabilities. Add lines 17 through 25	1,848,780.	26	4,472,694.
Net Assets or Fund Balances	Organizations that follow SFAS 117, check here ☒ and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	9,067,850.	27	9,922,140.
	28 Temporarily restricted net assets	2,166,429.	28	2,809,598.
	29 Permanently restricted net assets		29	
	Organizations that do not follow SFAS 117, check here ☐ and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	11,234,279.	33	12,731,738.
	34 Total liabilities and net assets/fund balances	13,083,059.	34	17,204,432.

Part XI Financial Statements and Reporting

	Yes	No
1 Accounting method used to prepare the Form 990: ☐ Cash ☒ Accrual ☐ Other		
2a Were the organization's financial statements compiled or reviewed by an independent accountant?		X
b Were the organization's financial statements audited by an independent accountant?		X
c If "Yes" to lines 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant?		
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?		X
b If "Yes," did the organization undergo the required audit or audits?		

NATIONAL ASSOCIATION FOR THE

Schedule A (Form 990 or 990-EZ) 2008 **ADVANCEMENT OF COLORED PEOPLE**

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Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I.)

Section A. Public Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	15,070,190.	15,915,848.	15,871,386.	13,900,094.	18,042,312.	78,799,830.
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 - 3	15,070,190.	15,915,848.	15,871,386.	13,900,094.	18,042,312.	78,799,830.
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						
6 Public Support. Subtract line 5 from line 4.						78,799,830.

Section B. Total Support

Calendar year (or fiscal year beginning in)	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
7 Amounts from line 4	15,070,190.	15,915,848.	15,871,386.	13,900,094.	18,042,312.	78,799,830.
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources	755,668.	335,364.	283,843.	239,409.	-775,467.	838,817.
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV.)	718,860.	533,499.	437,626.	483,592.	580,939.	2,754,516.
11 Total support. Add lines 7 through 10						82,393,163.
12 Gross receipts from related activities, etc. (see instructions)					12	34,881,634.

13 **First five years.** If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ☐

Section C. Computation of Public Support Percentage

14 Public support percentage for 2008 (line 6, column (f) divided by line 11, column (f))	14	95.64 %
15 Public support percentage from 2007 Schedule A, Part IV-A, line 26f	15	93.99 %
16a 33 1/3% support test - 2008. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☒
b 33 1/3% support test - 2007. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here. The organization qualifies as a publicly supported organization		☐
17a 10% -facts-and-circumstances test - 2008. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		☐
b 10% -facts-and-circumstances test - 2007. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here. Explain in Part IV how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization		☐
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions		☐

Schedule A (Form 990 or 990-EZ) 2008

Part III Support Schedule for Organizations Described in Section 509(a)(2) (Complete only if you checked the box on line 9 of Part I.)**Section A. Public Support**

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
1 Gifts, grants, contributions, and membership fees received (Do not include any "unusual grants.")						
2 Gross receipts from admissions, merchandise sold or services performed, or facilities furnished in any activity that is related to the organization's tax-exempt purpose						
3 Gross receipts from activities that are not an unrelated trade or business under section 513						
4 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
5 The value of services or facilities furnished by a governmental unit to the organization without charge						
6 Total. Add lines 1 - 5						
7a Amounts included on lines 1, 2, and 3 received from disqualified persons						
b Amounts included on lines 2 and 3 received from other than disqualified persons that exceed the greater of 1% of the total of lines 9, 10c, 11, and 12 for the year or \$5,000						
c Add lines 7a and 7b						
8 Public support (Subtract line 7c from line 6)						

Section B. Total Support

Calendar year (or fiscal year beginning in)▶	(a) 2004	(b) 2005	(c) 2006	(d) 2007	(e) 2008	(f) Total
9 Amounts from line 6						
10a Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
b Unrelated business taxable income (less section 511 taxes) from businesses acquired after June 30, 1975						
c Add lines 10a and 10b						
11 Net income from unrelated business activities not included in line 10b, whether or not the business is regularly carried on						
12 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part IV)						
13 Total support (Add lines 9, 10c, 11, and 12)						
14 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ ☐						

Section C. Computation of Public Support Percentage

15 Public support percentage for 2008 (line 8, column (f) divided by line 13, column (f))	15	%
16 Public support percentage from 2007 Schedule A, Part IV-A, line 27g	16	%

Section D. Computation of Investment Income Percentage

17 Investment income percentage for 2008 (line 10c, column (f) divided by line 13, column (f))	17	%
18 Investment income percentage from 2007 Schedule A, Part IV-A, line 27h	18	%

19a **33 1/3% support tests - 2008.** If the organization did not check the box on line 14, and line 15 is more than 33 1/3%, and line 17 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☐

b **33 1/3% support tests - 2007.** If the organization did not check a box on line 14 or line 19a, and line 16 is more than 33 1/3%, and line 18 is not more than 33 1/3%, check this box and stop here. The organization qualifies as a publicly supported organization ▶ ☐

20 **Private foundation.** If the organization did not check a box on line 14, 19a, or 19b, check this box and see instructions ▶ ☐

SCHEDULE C
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Political Campaign and Lobbying Activities
For Organizations Exempt From Income Tax Under section 501(c) and section 527

► To be completed by organizations described below.

► Attach to Form 990 or Form 990-EZ.

OMB No. 1545-0047

2008
Open to Public
Inspection

If the organization answered "Yes," to Form 990, Part IV, line 3, or Form 990-EZ, Part VI, line 46 (Political Campaign Activities), then

- Section 501(c)(3) organizations: Complete Parts I-A and B. Do not complete Part I-C.
- Section 501(c) (other than section 501(c)(3)) organizations: Complete Parts I-A and C below. Do not complete Part I-B
- Section 527 organizations: Complete Part I-A only.

If the organization answered "Yes," to Form 990, Part IV, line 4, or Form 990-EZ, Part VI, line 47 (Lobbying Activities), then

- Section 501(c)(3) organizations that have filed Form 5768 (election under section 501(h)): Complete Part II-A. Do not complete Part II-B
- Section 501(c)(3) organizations that have NOT filed Form 5768 (election under section 501(h)): Complete Part II-B. Do not complete Part II-A.

If the organization answered "Yes," to Form 990, Part IV, line 5 (Proxy Tax), then

- Section 501(c)(4), (5), or (6) organizations: Complete Part III.

Name of organization NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	Employer identification number 13-1084135
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Part I-A To be completed by all organizations exempt under section 501(c) and section 527 organizations.

See the instructions for Schedule C for details.

- 1 Provide a description of the organization's direct and indirect political campaign activities in Part IV.
- 2 Political expenditures ► \$
- 3 Volunteer hours

Part I-B To be completed by all organizations exempt under section 501(c)(3).

See the instructions for Schedule C for details.

- 1 Enter the amount of any excise tax incurred by the organization under section 4955 ► \$
- 2 Enter the amount of any excise tax incurred by organization managers under section 4955 ► \$
- 3 If the organization incurred a section 4955 tax, did it file Form 4720 for this year? ☐ Yes ☐ No
- 4a Was a correction made? ☐ Yes ☐ No
- b If "Yes," describe in Part IV.

Part I-C To be completed by all organizations exempt under section 501(c), except section 501(c)(3).

See the instructions for Schedule C for details.

- 1 Enter the amount directly expended by the filing organization for section 527 exempt function activities ► \$
- 2 Enter the amount of the filing organization's funds contributed to other organizations for section 527 exempt function activities ► \$
- 3 Total of direct and indirect exempt function expenditures. Add lines 1 and 2 and enter here and on Form 1120-POL, line 17b ► \$
- 4 Did the filing organization file Form 1120-POL for this year? ☐ Yes ☐ No
- 5 State the names, addresses and employer identification number (EIN) of all section 527 political organizations to which payments were made. Enter the amount paid and indicate if the amount was paid from the filing organization's funds or were political contributions received and promptly and directly delivered to a separate political organization, such as a separate segregated fund or a political action committee (PAC). If additional space is needed, provide information in Part IV.

(a) Name	(b) Address	(c) EIN	(d) Amount paid from filing organization's funds. If none, enter -0-	(e) Amount of political contributions received and promptly and directly delivered to a separate political organization. If none, enter -0-

NATIONAL ASSOCIATION FOR THE

Schedule C (Form 990 or 990-EZ) 2008

ADVANCEMENT OF COLORED PEOPLE

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Part II-A To be completed by organizations exempt under section 501(c)(3) that filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.

- A** Check ☐ if the filing organization belongs to an affiliated group.
B Check ☐ if the filing organization checked box A and "limited control" provisions apply.

Limits on Lobbying Expenditures (The term "expenditures" means amounts paid or incurred.)	(a) Filing organization's totals	(b) Affiliated group totals												
1a Total lobbying expenditures to influence public opinion (grassroots lobbying)														
b Total lobbying expenditures to influence a legislative body (direct lobbying)														
c Total lobbying expenditures (add lines 1a and 1b)														
d Other exempt purpose expenditures														
e Total exempt purpose expenditures (add lines 1c and 1d)														
f Lobbying nontaxable amount. Enter the amount from the following table in both columns														
<table border="1" style="width:100%; border-collapse: collapse;"> <thead> <tr> <th style="width:35%;">If the amount on line 1e, column (a) or (b) is:</th> <th style="width:65%;">The lobbying nontaxable amount is:</th> </tr> </thead> <tbody> <tr> <td>Not over \$500,000</td> <td>20% of the amount on line 1e</td> </tr> <tr> <td>Over \$500,000 but not over \$1,000,000</td> <td>\$100,000 plus 15% of the excess over \$500,000.</td> </tr> <tr> <td>Over \$1,000,000 but not over \$1,500,000</td> <td>\$175,000 plus 10% of the excess over \$1,000,000.</td> </tr> <tr> <td>Over \$1,500,000 but not over \$17,000,000</td> <td>\$225,000 plus 5% of the excess over \$1,500,000.</td> </tr> <tr> <td>Over \$17,000,000</td> <td>\$1,000,000</td> </tr> </tbody> </table>	If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:	Not over \$500,000	20% of the amount on line 1e	Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.	Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.	Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.	Over \$17,000,000	\$1,000,000		
If the amount on line 1e, column (a) or (b) is:	The lobbying nontaxable amount is:													
Not over \$500,000	20% of the amount on line 1e													
Over \$500,000 but not over \$1,000,000	\$100,000 plus 15% of the excess over \$500,000.													
Over \$1,000,000 but not over \$1,500,000	\$175,000 plus 10% of the excess over \$1,000,000.													
Over \$1,500,000 but not over \$17,000,000	\$225,000 plus 5% of the excess over \$1,500,000.													
Over \$17,000,000	\$1,000,000													
g Grassroots nontaxable amount (enter 25% of line 1f)														
h Subtract line 1g from line 1a. Enter -0- if line g is more than line a														
i Subtract line 1f from line 1c. Enter -0- if line f is more than line c														
j If there is an amount other than zero on either line 1h or line 1i, did the organization file Form 4720 reporting section 4911 tax for this year?	☐ Yes ☐ No													

4-Year Averaging Period Under Section 501(h)

(Some organizations that made a section 501(h) election do not have to complete all of the five columns below. See the instructions for lines 2a through 2f of the instructions.)

Lobbying Expenditures During 4-Year Averaging Period

Calendar year (or fiscal year beginning in)	(a) 2005	(b) 2006	(c) 2007	(d) 2008	(e) Total
2a Lobbying non-taxable amount	1,000,000.	1,000,000.	1,000,000.	1,000,000.	4,000,000.
b Lobbying ceiling amount (150% of line 2a, column(e))					6,000,000.
c Total lobbying expenditures	671,996.	724,226.	568,390.	442,943.	2,407,555.
d Grassroots non-taxable amount	250,000.	250,000.	250,000.	250,000.	1,000,000.
e Grassroots ceiling amount (150% of line 2d, column (e))					1,500,000.
f Grassroots lobbying expenditures					

Schedule C (Form 990 or 990-EZ) 2008

NATIONAL ASSOCIATION FOR THE

Schedule C (Form 990 or 990-EZ) 2008

ADVANCEMENT OF COLORED PEOPLE

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Part II-B To be completed by organizations exempt under section 501(c)(3) that have NOT filed Form 5768 (election under section 501(h)). See the instructions for Schedule C for details.

	(a)		(b)
	Yes	No	Amount
1 During the year, did the filing organization attempt to influence foreign, national, state or local legislation, including any attempt to influence public opinion on a legislative matter or referendum, through the use of:			
a Volunteers?			
b Paid staff or management (include compensation in expenses reported on lines 1c through 1i)?			
c Media advertisements?			
d Mailings to members, legislators, or the public?			
e Publications, or published or broadcast statements?			
f Grants to other organizations for lobbying purposes?			
g Direct contact with legislators, their staffs, government officials, or a legislative body?			
h Rallies, demonstrations, seminars, conventions, speeches, lectures, or any other means?			
i Other activities? If "Yes," describe in Part IV			
j Total lines 1c through 1i			
2a Did the activities in line 1 cause the organization to be not described in section 501(c)(3)?			
b If "Yes," enter the amount of any tax incurred under section 4912			
c If "Yes," enter the amount of any tax incurred by organization managers under section 4912			
d If the filing organization incurred a section 4912 tax, did it file Form 4720 for this year?			

Part III-A To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6). See the instructions for Schedule C for details.

	Yes	No
1 Were substantially all (90% or more) dues received nondeductible by members?	1	
2 Did the organization make only in-house lobbying expenditures of \$2,000 or less?	2	
3 Did the organization agree to carryover lobbying and political expenditures from the prior year?	3	

Part III-B To be completed by all organizations exempt under section 501(c)(4), section 501(c)(5), or section 501(c)(6) if BOTH Part III-A, questions 1 and 2 are answered "No" OR if Part III-A, question 3 is answered "Yes." See Schedule C instructions for details.

1 Dues, assessments and similar amounts from members	1	
2 Section 162(e) non-deductible lobbying and political expenditures (do not include amounts of political expenses for which the section 527(f) tax was paid).		
a Current year	2a	
b Carryover from last year	2b	
c Total	2c	
3 Aggregate amount reported in section 6033(e)(1)(A) notices of nondeductible section 162(e) dues	3	
4 If notices were sent and the amount on line 2c exceeds the amount on line 3, what portion of the excess does the organization agree to carryover to the reasonable estimate of nondeductible lobbying and political expenditure next year?	4	
5 Taxable amount of lobbying and political expenditures (line 2c total minus 3 and 4)	5	

Part IV Supplemental Information

Complete this part to provide the descriptions required for Part I-A, line 1; Part I-B, line 4; Part I-C, line 5; and Part II-B, line 1i. Also, complete this part for any additional information.

Schedule D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Attach to Form 990. To be completed by organizations that
answered "Yes," to Form 990, Part IV, line 6, 7, 8, 9, 10, 11, or 12.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization **NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Employer identification number
13-1084135

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts. Complete if the
organization answered "Yes" to Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate contributions to (during year)		
3 Aggregate grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		☐ Yes ☐ No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds may be used only for charitable purposes and not for the benefit of the donor or donor advisor or other impermissible private benefit?		☐ Yes ☐ No

Part II Conservation Easements. Complete if the organization answered "Yes" to Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply)

☐ Preservation of land for public use (e.g., recreation or pleasure)	☐ Preservation of an historically important land area
☐ Protection of natural habitat	☐ Preservation of certified historic structure
☐ Preservation of open space	

2 Complete lines 2a-2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year

	Held at the End of the Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 8/17/06	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the taxable year ▶

4 Number of states where property subject to conservation easement is located ▶

5 Does the organization have a written policy regarding the periodic monitoring, inspection, violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff or volunteer hours devoted to monitoring, inspecting, and enforcing easements during the year ▶

7 Amount of expenses incurred in monitoring, inspecting, and enforcing easements during the year ▶ \$

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIV, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" to Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116, not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIV, the text of the footnote to its financial statements that describes these items

b If the organization elected, as permitted under SFAS 116, to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenues included in Form 990, Part VIII, line 1 ▶ \$

(ii) Assets included in Form 990, Part X ▶ \$

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 relating to these items

a Revenues included in Form 990, Part VIII, line 1 ▶ \$

b Assets included in Form 990, Part X ▶ \$

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's accession and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition
 b ☐ Scholarly research
 c ☐ Preservation for future generations
 d ☐ Loan or exchange programs
 e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIV.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Trust, Escrow and Custodial Arrangements. Complete if organization answered "Yes" to Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV and complete the following table:

c Beginning balance

d Additions during the year

e Distributions during the year

f Ending balance

	Amount
1c	
1d	
1e	
1f	

2a Did the organization include an amount on Form 990, Part X, line 21? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIV.

Part V Endowment Funds. Complete if organization answered "Yes" to Form 990, Part IV, line 10

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance					
b Contributions					
c Investment earnings or losses					
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance					

2 Provide the estimated percentage of the year end balance held as:

- a Board designated or quasi-endowment ► _____ %
 b Permanent endowment ► _____ %
 c Term endowment ► _____ %

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

(i) unrelated organizations

(ii) related organizations

	Yes	No
3a(i)		
3a(ii)		
3b		

b If "Yes" to 3a(ii), are the related organizations listed as required on Schedule R?

4 Describe in Part XIV the intended uses of the organization's endowment funds.

Part VI Investments - Land, Buildings, and Equipment. See Form 990, Part X, line 10.

Description of investment	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment				
e Other				

Total. Add lines 1a-1e. (Column (d) should equal Form 990, Part X, column (B), line 10(c).) 0.

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Schedule D (Form 990) 2008

13-1084135 Page 4

Part XI Reconciliation of Change in Net Assets from Form 990 to Financial Statements

1	Total revenue (Form 990, Part VIII, column (A), line 12)	1	24,649,687.
2	Total expenses (Form 990, Part IX, column (A), line 25)	2	21,420,862.
3	Excess or (deficit) for the year. Subtract line 2 from line 1	3	3,228,825.
4	Net unrealized gains (losses) on investments	4	
5	Donated services and use of facilities	5	
6	Investment expenses	6	
7	Prior period adjustments	7	
8	Other (Describe in Part XIV)	8	
9	Total adjustments (net). Add lines 4-8	9	0.
10	Excess or (deficit) for the year per financial statements. Combine lines 3 and 9	10	3,228,825.

Part XII Reconciliation of Revenue per Audited Financial Statements With Revenue per Return

1	Total revenue, gains, and other support per audited financial statements	1	24,649,687.
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:		
a	Net unrealized gains on investments	2a	
b	Donated services and use of facilities	2b	
c	Recoveries of prior year grants	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	24,649,687.
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total revenue. Add lines 3 and 4c. (This should equal Form 990, Part I, line 12.)	5	24,649,687.

Part XIII Reconciliation of Expenses per Audited Financial Statements With Expenses per Return

1	Total expenses and losses per audited financial statements	1	21,420,862.
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:		
a	Donated services and use of facilities	2a	
b	Prior year adjustments	2b	
c	Losses reported on Form 990, Part IX, line 25	2c	
d	Other (Describe in Part XIV)	2d	
e	Add lines 2a through 2d	2e	0.
3	Subtract line 2e from line 1	3	21,420,862.
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:		
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a	
b	Other (Describe in Part XIV)	4b	
c	Add lines 4a and 4b	4c	0.
5	Total expenses. Add lines 3 and 4c. (This should equal Form 990, Part I, line 18.)	5	21,420,862.

Part XIV Supplemental Information

Complete this part to provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, Part XI, line 8, Part XII, lines 2d and 4b; and Part XIII, lines 2d and 4b.

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Schedule G (Form 990 or 990-EZ) 2008

13-1084135 Page **2**

Part II Fundraising Events. Complete if the organization answered "Yes" to Form 990, Part IV, line 18, or reported more than \$15,000 on Form 990-EZ, line 6a. List events with gross receipts greater than \$5,000.

		(a) Event #1	(b) Event #2	(c) Other Events	(d) Total Events (Add col. (a) through col. (c))
		(event type)	(event type)	(total number)	
Revenue	1 Gross receipts				
	2 Less. Charitable contributions				
	3 Gross revenue (line 1 minus line 2)				
Direct Expenses	4 Cash prizes				
	5 Non-cash prizes				
	6 Rent/facility costs				
	7 Other direct expenses				
	8 Direct expense summary. Add lines 4 through 7 in column (d)				()
9 Net income summary. Combine lines 3 and 8 in column (d)					()

Part III Gaming. Complete if the organization answered "Yes" to Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/Instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (Add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Non-cash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	☐ Yes _____ % ☐ No	
	7 Direct expense summary. Add lines 2 through 5 in column (d)				()
	8 Net gaming income summary. Combine lines 1 and 7 in column (d)				()

	Yes	No
9 Enter the state(s) in which the organization operates gaming activities _____		
a Is the organization licensed to operate gaming activities in each of these states? _____	9a	
b If "No," Explain _____		
10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? _____	10a	
b If "Yes," Explain _____		
11 Does the organization operate gaming activities with nonmembers? _____	11	
12 Is the organization a grantor, beneficiary or trustee of a trust or a member of a partnership or other entity formed to administer charitable gaming? _____	12	

Schedule G (Form 990 or 990-EZ) 2008

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Schedule G (Form 990 or 990-EZ) 2008

13-1084135 Page **3**

13 Indicate the percentage of gaming activity operated in:

- | | | |
|--------------------------------------|------------|---|
| a The organization's facility | 13a | % |
| b An outside facility | 13b | % |

14 Provide the name and address of the person who prepares the organization's gaming/special events books and records:

Name ► _____

Address ► _____

15a Does the organization have a contract with a third party from whom the organization receives gaming revenue?

15a

- b** If "Yes," enter the amount of gaming revenue received by the organization ► \$ _____ and the amount of gaming revenue retained by the third party ► \$ _____

- c** If "Yes," enter name and address.

Name ► _____

Address ► _____

16 Gaming manager information.

Name ► _____

Gaming manager compensation ► \$ _____

Description of services provided ► _____

☐ Director/officer

☐ Employee

☐ Independent contractor

17 Mandatory distributions.

- a** Is the organization required under state law to make charitable distributions from the gaming proceeds to retain the state gaming license?

17a

- b** Enter the amount of distributions required under state law distributed to other exempt organizations or spent in the organization's own exempt activities during the tax year ► \$ _____

Schedule G (Form 990 or 990-EZ) 2008

**Department of the Treasury
Internal Revenue Service**

▶ Complete if the organization answered "Yes," on Form 990, Part IV, lines 21 or 22.

▶ Attach to Form 990.

**Open to Public
Inspection**

Name of the organization

Name of the organization	NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE

Employer identification number
13-1084135

Part I	General Information on Grants and Assistance
---------------	---

1 Does the organization maintain records to substantiate the amount of the grants or assistance, the grantees' eligibility for the grants or assistance, and the selection criteria used to award the grants or assistance?

2 Describe in Part IV the organization's procedures for monitoring the use of grant funds in the United States.

Part II

Grants and Other Assistance to Governments and Organizations in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 21, for any recipient that received more than \$5,000. Check this box if no one recipient received more than \$5,000. Use Part IV and Schedule I-1 (Form 990) if additional space is needed

1 (a) Name and address of organization or government	(b) EIN	(c) IRC section if applicable	(d) Amount of cash grant	(e) Amount of non-cash assistance	(f) Method of valuation (book, FMV, appraisal, other)	(g) Description of non-cash assistance	(h) Purpose of grant or assistance
SEE ATTACHED LIST							
VARIOUS			0.	0.	CASH		

2 Enter total number of section 501(c)(3) and government organizations

33 Enter total number of other organizations

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule I (Form 990) 2008

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Part III

Grants and Other Assistance to Individuals in the United States. Complete if the organization answered "Yes" on Form 990, Part IV, line 22. Use Schedule I-1 (Form 990) if additional space is needed.

(a) Type of grant or assistance	(b) Number of recipients	(c) Amount of cash grant	(d) Amount of non-cash assistance	(e) Method of valuation (book, FMV, appraisal, other)	(f) Description of non-cash assistance
				.	

Part IV

Supplemental Information. Complete this part to provide the information required in Part I, line 2, and any other additional information

[illegible]

**SCHEDULE J
(Form 990)**

Department of the Treasury
Internal Revenue Service

Compensation Information

For certain Officers, Directors, Trustees, Key Employees, and Highest
Compensated Employees

▶ Attach to Form 990. To be completed by organizations that
answered "Yes" to Form 990, Part IV, line 23.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the organization

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Employer identification number

13-1084135

Part I Questions Regarding Compensation

	Yes	No
1a Check the appropriate box(es) if the organization provided any of the following to or for a person listed in Form 990, Part VII, Section A, line 1a. Complete Part III to provide any relevant information regarding these items. ☐ First-class or charter travel ☐ Travel for companions ☐ Tax indemnification and gross-up payments ☐ Discretionary spending account ☐ Housing allowance or residence for personal use ☐ Payments for business use of personal residence ☐ Health or social club dues or initiation fees ☐ Personal services (e.g., maid, chauffeur, chef)		
b If line 1a is checked, did the organization follow a written policy regarding payment or reimbursement or provision of all of the expenses described above? If "No," complete Part III to explain.	1b	
2 Did the organization require substantiation prior to reimbursing or allowing expenses incurred by all officers, directors, trustees, and the CEO/Executive Director, regarding the items checked in line 1a?	2	
3 Indicate which, if any, of the following the organization uses to establish the compensation of the organization's CEO/Executive Director. Check all that apply. ☐ Compensation committee ☐ Independent compensation consultant ☐ Form 990 of other organizations ☐ Written employment contract ☐ Compensation survey or study ☐ Approval by the board or compensation committee		
4 During the year, did any person listed in Form 990, Part VII, Section A, line 1a:		
a Receive a severance payment or change of control payment?	4a	X
b Participate in, or receive payment from, a supplemental nonqualified retirement plan?	4b	X
c Participate in, or receive payment from, an equity-based compensation arrangement?	4c	X
If "Yes" to any of lines 4a-c, list the persons and provide the applicable amounts for each item in Part III.		
Only 501(c)(3) and 501(c)(4) organizations must complete lines 5-8.		
5 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the revenues of:		
a The organization?	5a	X
b Any related organization?	5b	X
If "Yes," to line 5a or 5b, describe in Part III.		
6 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization pay or accrue any compensation contingent on the net earnings of:		
a The organization?	6a	X
b Any related organization?	6b	X
If "Yes" to line 6a or 6b, describe in Part III.		
7 For persons listed in Form 990, Part VII, Section A, line 1a, did the organization provide any non-fixed payments not described in lines 5 and 6? If "Yes," describe in Part III.	7	X
8 Were any amounts reported in Form 990, Part VII, paid or accrued pursuant to a contract that was subject to the initial contract exception described in Regs. section 53.4958-4(a)(3)? If "Yes," describe in Part III.	8	X

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J (Form 990) 2008

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

13-1084135

Part II	Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees. Use Schedule J-1 if additional space is needed.
---------	--

For each individual whose compensation must be reported in Schedule J, report compensation from the organization on row (i) and from related organizations, described in the instructions, on row (ii). Do not list any individuals that are not listed on Form 990, Part VII.

Note. The sum of columns (B)(7)-(iii) must equal the applicable column (D) or column (E) amounts on Form 990, Part VII, line 1a

[illegible]

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the Organization

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Employer identification number
13-1084135

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
JAMES GALLMAN BOARD MEMBER	1.00	X						0.	0.	0.
DR. DAVID GOATLEY BOARD MEMBER	1.00	X						0.	0.	0.
BISHOP WILLIAM H. GRAVES BOARD MEMBER	1.00	X						0.	0.	0.
GENERAL HOLIEFIELD BOARD MEMBER	1.00	X						0.	0.	0.
ALICE HUFFMAN BOARD MEMBER	1.00	X						0.	0.	0.
FRANK A. HUMPHREY BOARD MEMBER	1.00	X						0.	0.	0.
LEONARD JAMES, III BOARD MEMBER	1.00	X						0.	0.	0.
DERRICK JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
DR. ERNEST JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
SHAYLA A. KING BOARD MEMBER	1.00	X						0.	0.	0.
OLUYEMI S. KUKU BOARD MEMBER	1.00	X						0.	0.	0.
WILLIAM LUCY BOARD MEMBER	1.00	X						0.	0.	0.
BOB LYDIA BOARD MEMBER	1.00	X						0.	0.	0.
DR. ANNIE B. MARTIN BOARD MEMBER	1.00	X						0.	0.	0.
KAMERON MIDDLEBROOK BOARD MEMBER	1.00	X						0.	0.	0.
LORRAINE MILLER BOARD MEMBER	1.00	X						0.	0.	0.
JEROME W. MONDESIRC BOARD MEMBER	1.00	X						0.	0.	0.
MICHAEL NELSON BOARD MEMBER	1.00	X						0.	0.	0.
SABLE NELSON BOARD MEMBER	1.00	X						0.	0.	0.
ADORA OBI NWEZE BOARD MEMBER	1.00	X						0.	0.	0.

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J-2 (Form 990) 2008

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

OMB No 1545-0047

2008

Open to Public
Inspection

Name of the Organization

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Employer identification number
13-1084135

Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
JABARI PAUL BOARD MEMBER	1.00	X						0.	0.	0.
REV. KEITH A. RATCLIFF, BOARD MEMBER	1.00	X						0.	0.	0.
MADIE A. ROBINSON BOARD MEMBER	1.00	X						0.	0.	0.
ALFRED J. RUCKS BOARD MEMBER	1.00	X						0.	0.	0.
ANITA L. RUSSELL BOARD MEMBER	1.00	X						0.	0.	0.
LEON RUSSELL BOARD MEMBER	1.00	X						0.	0.	0.
RABBI DAVID N. SAPERSTEIN BOARD MEMBER	1.00	X						0.	0.	0.
REV. MORRIS L. SHEARIN, BOARD MEMBER	1.00	X						0.	0.	0.
MAXINE A. SMITH BOARD MEMBER	1.00	X						0.	0.	0.
LEONARD F. SPRINGS BOARD MEMBER	1.00	X						0.	0.	0.
GLORIA SWEET-LOVE BOARD MEMBER	1.00	X						0.	0.	0.
REV. OSCAR S. TILLMAN BOARD MEMBER	1.00	X						0.	0.	0.
YVONNE WHITE BOARD MEMBER	1.00	X						0.	0.	0.
ROY LEVY WILLIAMS BOARD MEMBER	1.00	X						0.	0.	0.
RICHARD G. WOMACK BOARD MEMBER	1.00	X						0.	0.	0.
JULIAN BOND BOARD MEMBER	1.00			X				0.	0.	0.
ROSLYN BROCK BOARD MEMBER	1.00			X				0.	0.	0.
JESSE H. TURNER, JR BOARD MEMBER	1.00			X				0.	0.	0.
BENJAMIN TODD JEALOUS PRESIDENT & CEO	37.50			X				93,020.	0.	0.
ANGELA CICCULO INTERIM GEN. COUNSEL/SEC	37.50			X				130,624.	0.	0.

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J-2 (Form 990) 2008

Department of the Treasury
Internal Revenue Service

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

Open to Public Inspection

Employer Identification number
13-1084135

[illegible]

SCHEDULE O
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Information to Form 990

▶ Attach to Form 990. To be completed by organizations to provide additional information for responses to specific questions for the Form 990 or to provide any additional information.

OMB No 1545-0047

2008
Open to Public
Inspection

Name of the organization

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Employer identification number
13-1084135

FORM 990, PART III, LINE 4D, OTHER PROGRAM SERVICES:

RELIGIOUS AFFAIRS - THE NATIONAL RELIGIOUS AFFAIRS COMMITTEE

COORDINATES AN ANNUAL NAACP RELIGIOUS COMMUNITY DAY. THE RELIGIOUS

AFFAIRS DEPARTMENT CONDUCTS WORKSHOPS DURING THE STATE CONFERENCES,

REGIONAL TRAINING CONFERENCES AND THE NATIONAL CONVENTION; EDUCATES

PATORS, CHURCHES AND RELIGIOUS LEADERS ON THE HISTORY AND PROGRAMS OF

THE NAACP; AND PRESENTS MORAL AND ETHICAL INTERPRETATIONS OF THE CIVIL

RIGHTS STRUGGLE AND THE CHURCH'S RELATIONSHIP TO THE STRUGGLE FOR ALL

DENOMINATIONS.

EXPENSES \$ 172965. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

EDUCATION - THE FUNDAMENTAL GOAL OF THE NAACP'S EDUCATION ADVOCACY

AGENDA IS TO PROVIDE ALL STUDENTS ACCESS TO QUALITY EDUCATION. THE

NAACP EDUCATION DEPARTMENT SEEKS TO ACCOMPLISH THIS GOAL THROUGH POLICY

DEVELOPMENT, TRAINING, COLLABORATION, NEGOTIATION, LEGISLATION AND

LITIGATION. THE NAACP EDUCATION DEPARTMENT'S RESOURCES ARE

STRATEGICALLY FOCUSED ON THREE MAJOR OBJECTIVES: PREVENTING RACIAL

DISCRIMINATION IN EDUCATIONAL PROGRAMS AND SERVICES; ADVANCING

EDUCATIONAL EXCELLENCE; PROMOTING AN EQUAL OPPORTUNITY EDUCATION

AGENDA; THE EDUCATION AGENDA ALSO INCLUDES THE ACT-SO PROGRAM. THE

OBJECTIVE OF ACT-SO IS TO PREPARE, RECOGNIZE AND REWARD AFRICAN

AMERICAN YOUTH WHO EXEMPLIFY SCHOLASTIC AND ARTISTIC EXCELLENCE. NAACP

UNITS CONDUCT ANNUAL COMPETITIONS FOR STUDENTS IN GRADES 9-12

THROUGHOUT THE COUNTRY. PARTICIPATING UNITS HOLD LOCAL COMPETITIONS IN

THE CATEGORIES OF SCIENCE, HUMANITIES, PERFORMING AND VISUAL ARTS. THE

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TOP WINNERS FROM THE LOCAL COMPETITIONS THEN COMPETE AGAINST WINNERS
FORM OTHER CITIES AT THE NATIONAL ACT-SO FINALS HELD DURING THE NAACP'S
ANNUAL CONVENTION.

EXPENSES \$ 332211. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

VOTER EMPOWERMENT - THE NAACP VOTER EMPOWERMENT PROGRAM INVOLVES GROUPS
AND ORGANIZATIONS COMMITTED TO EDUCATING AND EMPOWERING AFRICAN
AMERICANS TO VOTE. LITERATURE, MATERIALS AND EXPERTISE ARE PROVIDED TO
NAACP UNITS AND COALITION PARTNERS TO ENSURE THE DEVELOPMENT OF
SUCCESSFUL VOTER EMPOWERMENT CAMPAIGNS.

EXPENSES \$ 1603048. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

YOUTH AND COLLEGE - THE YOUTH PROGRAM'S OBJECTIVES ARE TO INSPIRE,
MOTIVATE, AND CREATE INTEREST IN CIVIC ACTIVITIES; PROVIDE YOUNG PEOPLE
WITH AN UNDERSTANDING OF PERTINENT ISSUES; DEVELOP ORGANIZATIONAL
SKILLS FOR IMPLEMENTATION OF COMMUNITY-RELATED ACTIVITIES; AND
ENCOURAGE ACTIVE PARTICIPATION IN THESE ACTIVITIES.

EXPENSES \$ 421606. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

INTERNATIONAL AFFAIRS PROGRAM - THE ASSOCIATION WAS RECOGNIZED BY THE
UN AS AN NGO IN 2003 AND IN FURTHERANCE OF ITS NGO STATUS, THE
INTERNATIONAL AFFAIRS PROGRAM WAS ESTABLISHED TO PROMOTE THE CIVIL
RIGHTS OF PEOPLE OF COLOR THROUGHOUT THE WORLD. THE ASSOCIATION ACTED
AS AN INDEPENDENT, NON-PARTISAN OBSERVER IN BOTH THE 2006 PRESIDENTIAL
ELECTIONS AND 2007 CONSTITUTIONAL REFORM REFERENDUM IN VENEZUELA. IT
ALSO ADVOCATED FOR THE CONDEMNATION OF THE GENOCIDE OCCURRING IN THE

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DARFUR REGION OF SUDAN. FURTHERMORE, MEMBERS OF THE ASSOCIATION MET IN
PARIS WITH THE CONSEIL REPRESENTATIF DES ASSOCIATION NOIRES (CRAN) IN
2006 AND 2007 TO DISCUSS THE STATUS OF BLACKS IN FRANCE.

EXPENSES \$ 133526. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

KATRINA DISASTER RELIEF FUND - THE IMPETUS FOR THIS PROGRAM WAS THE
CATASTROPHE CREATED BY HURRICANE KATRINA IN 2005. IN RESPONSE TO THE
NEEDS OF THE VICTIMS OF THIS DEVASTATING HURRICANE, THE ASSOCIATION
SOLICITED FUNDS AND SPENT THOSE FUNDS TO HELP THE VICTIMS IN BOTH NEW
ORLEANS AND THE MISSISSIPPI GULF COAST.

EXPENSES \$ 56380. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

MEMBER SERVICES - THE NAACP NATIONAL MEMBERSHIP DEPARTMENT IS
RESPONSIBLE FOR THE GROWTH OF MEMBERSHIP THROUGH THE PLANNING,
STRUCTURING AND DIRECTING OF CAMPAIGNS THROUGH NAACP UNITS, CHURCHES
AND OTHER ORGANIZATIONS. THE MEMBERSHIP DEPARTMENT'S STAFF PROCESSES
ALL NEW AND RENEWED MEMBERSHIP GIFTS AND PROVIDES DIRECT SERVICE TO
INDIVIDUAL MEMBERS AS WELL AS LOCAL UNITS OF THE NAACP.

EXPENSES \$ 2340436. INCLUDING GRANTS OF \$ 0. REVENUE \$ 3103071.

HEALTH - THE NAACP IS AN ADVOCATE FOR EQUALITY IN HEALTH CARE FOR
AFRICAN AMERICANS AND SEEKS TO ADDRESS THE DISPARITIES BETWEEN THE
QUALITY OF CARE RECEIVED BY AFRICAN AMERICANS AND OTHER GROUPS. THE
NATIONAL HEALTH DIRECTOR WORKS WITH THE NATIONAL HEALTH COMMITTEE TO
CREATE AND IMPLEMENT PROJECTS; EVALUATES AND DRAFTS POLICY STATEMENTS;
AND REPRESENTS THE NAACP AT CONFERENCES, WORKSHOPS, AND ON ADVISORY

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BOARDS.

EXPENSES \$ 69087. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

**ECONOMIC DEVELOPMENT/FAIR SHARE - THIS DEPARTMENT ADVOCATES FOR
INCREASED ACCESS TO CREDIT AND CAPITAL FOR AFRICAN AMERICANS AND OTHER
MINORITIES. THE DEPARTMENT ALSO ADMINISTERS BOTH THE ECONOMIC
RECIPROCITY INITIATIVE AND THE FAIR SHARE AGREEMENT. THE ERI PROJECT
MEASURES CORPORATE AMERICA'S COMMITMENT TO AFRICAN AMERICANS AND OTHER
PEOPLE OF COLOR, WHILE THE FAIR SHARE PROJECT SEEKS TO ENSURE THAT A
FAIR SHARE OF AFRICAN AMERICAN CONSUMER DOLLARS ARE REINVESTED IN THEIR
COMMUNITIES.**

EXPENSES \$ 261671. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

**RESEARCH ADVOCACY AND POLICY - THIS OVERARCHING DIVISION WAS CREATED
LATE IN 2005 TO PROVIDE RESEARCH AND DEVELOP NAACP POLICY ON PUBLIC
POLICY ISSUES AFFECTING PEOPLE OF COLOR IN THE US. DEPARTMENTS UNDER
RAP INCLUDE CIVIC ENGAGEMENT, CRIMINAL JUSTICE, ECONOMIC EMPOWERMENT,
EDUCATION, HEALTH AND INTERNATIONAL AFFAIRS.**

EXPENSES \$ 2904538. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

LEADERSHIP 500 SUMMIT

EXPENSES \$ 341604. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

CENTENNIAL

EXPENSES \$ 415648. INCLUDING GRANTS OF \$ 0. REVENUE \$ 0.

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FORM 990, PART VI, SECTION A, LINE 10: A SUBCOMMITTEE OF THE BOARD OF
DIRECTORS REVIEWED THE NAACP 990.

FORM 990, PART VI, SECTION B, LINE 12C: THE ORGANIZATION IS RESPONSIBLE
FOR REVIEWING THE STATEMENTS AND MONITORING COMPLIANCE WITH THIS POLICY.

FORM 990, PART VI, LINE 17, LIST OF STATES RECEIVING COPY OF FORM 990:

AL, AK, AR, CA, CO, CT, DC, FL, GA, HI, IL, IN, IA, KS, KY, LA, ME, MD, MA, MI, MN, MS, MO, NE, NH
NJ, NM, NY, NC, ND, OH, OK, OR, PA, RI, SC, SD, TN, UT, VT, VA, WA, WV, WI

FORM 990, PART VI, SECTION C, LINE 19: UPON REQUEST

[illegible][illegible][illegible]

**NATIONAL ASSOCIATION FOR THE
ADVANCEMENT OF COLORED PEOPLE**

Part V Transactions With Related Organizations

Note. Complete line 1 if any entity is listed in Parts II, III, or IV.

1 During the tax year, did the organization engage in any of the following transactions with one or more related organizations listed in Parts II-IV?

	Yes	No
a Receipt of (i) interest (ii) annuities (iii) royalties (iv) rent from a controlled entity		☒
b Gift, grant, or capital contribution to other organization(s)		☒
c Gift, grant, or capital contribution from other organization(s)		☒
d Loans or loan guarantees to or for other organization(s)		☒
e Loans or loan guarantees by other organization(s)		☒
f Sale of assets to other organization(s)		☒
g Purchase of assets from other organization(s)		☒
h Exchange of assets		☒
i Lease of facilities, equipment, or other assets to other organization(s)		☒
j Lease of facilities, equipment, or other assets from other organization(s)		☒
k Performance of services or membership or fundraising solicitations for other organization(s)		☒
l Performance of services or membership or fundraising solicitations by other organization(s)		☒
m Sharing of facilities, equipment, mailing lists, or other assets		☒
n Sharing of paid employees		☒
o Reimbursement paid to other organization for expenses		☒
p Reimbursement paid by other organization for expenses		☒
q Other transfer of cash or property to other organization(s)		☒
r Other transfer of cash or property from other organization(s)		☒

2 If the answer to any of the above is "Yes," see the instructions for information on who must complete this line, including covered relationships and transaction thresholds.

(A) Name of other organization(s)	(B) Transaction type (a-r)	(C) Amount involved
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		

Part VI Unrelated Organizations Taxable as a Partnership

Provide the following information for each entity taxed as a partnership through which the organization conducted more than five percent of its activities (measured by total assets or gross revenue) that was not a related organization. See instructions regarding exclusion for certain investment partnerships.

[illegible]

- If you are filing for an **Additional (Not Automatic) 3-Month Extension**, complete only Part II and check this box ☒ **X**
- Note.** Only complete Part II if you have already been granted an automatic 3-month extension on a previously filed Form 8868
- If you are filing for an **Automatic 3-Month Extension**, complete only Part I (on page 1)

Part II Additional (Not Automatic) 3-Month Extension of Time. Only file the original (no copies needed).

Type or print File by the extended due date for filing the return. See instructions.	Name of Exempt Organization NATIONAL ASSOCIATION FOR THE ADVANCEMENT OF COLORED PEOPLE	Employer identification number 13-1084135
	Number, street, and room or suite no. If a P.O. box, see instructions 4805 MOUNT HOPE DRIVE	For IRS use only
	City, town or post office, state, and ZIP code. For a foreign address, see instructions. BALTIMORE, MD 21215	

Check type of return to be filed (File a separate application for each return)

- | | | | | | |
|--|--------------------------------------|--|--------------------------------------|------------------------------------|------------------------------------|
| ☒ Form 990 | ☐ Form 990-EZ | ☐ Form 990-T (sec 401(a) or 408(a) trust) | ☐ Form 1041-A | ☐ Form 5227 | ☐ Form 8870 |
| ☐ Form 990-BL | ☐ Form 990-PF | ☐ Form 990-T (trust other than above) | ☐ Form 4720 | ☐ Form 6069 | |

STOP! Do not complete Part II if you were not already granted an automatic 3-month extension on a previously filed Form 8868.**NAACP**

- The books are in the care of **▶ 4805 MOUNT HOPE DRIVE, BALTIMORE, MD. - 21215**
Telephone No **▶ 410-580-5777** FAX No. **▶**
- If the organization does not have an office or place of business in the United States, check this box ☐
- If this is for a Group Return, enter the organization's four digit Group Exemption Number (GEN) **▶** ☐. If this is for the whole group, check this box ☐. If it is for part of the group, check this box ☐ and attach a list with the names and EINs of all members the extension is for.

- I request an additional 3-month extension of time until **NOVEMBER 15, 2009.**
- For calendar year **2008**, or other tax year beginning **▶**, and ending **▶**.
- If this tax year is for less than 12 months, check reason: ☐ Initial return ☐ Final return ☐ Change in accounting period
- State in detail why you need the extension

ADDITIONAL TIME IS NEEDED TO GATHER THE INFORMATION NECESSARY TO FILE A COMPLETE AND ACCURATE TAX RETURN.

8a If this application is for Form 990-BL, 990-PF, 990-T, 4720, or 6069, enter the tentative tax, less any nonrefundable credits. See instructions.	8a	\$
b If this application is for Form 990-PF, 990-T, 4720, or 6069, enter any refundable credits and estimated tax payments made. Include any prior year overpayment allowed as a credit and any amount paid previously with Form 8868.	8b	\$
c Balance Due. Subtract line 8b from line 8a. Include your payment with this form, or, if required, deposit with FTD coupon or, if required, by using EFTPS (Electronic Federal Tax Payment System). See instructions.	8c	\$ N/A

Signature and Verification

Under penalties of perjury, I declare that I have examined this form, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete, and that I am authorized to prepare this form.

Signature **▶** Title **▶ PRESIDENT & CEO** Date **▶**

SCHEDULE J-2
(Form 990)

Department of the Treasury
Internal Revenue Service

Continuation Sheet for Form 990

▶ Attach to Form 990 to list additional information for Form 990, Part VII, Section A, line 1a.

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Part I Continuation of Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees

(A) Name and Title	(B) Average hours per week	(C) Position (check all that apply)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
JAMES GALLMAN BOARD MEMBER	1.00	X						0.	0.	0.
DR. DAVID GOATLEY BOARD MEMBER	1.00	X						0.	0.	0.
BISHOP WILLIAM H. GRAVES BOARD MEMBER	1.00	X						0.	0.	0.
GENERAL HOLIEFIELD BOARD MEMBER	1.00	X						0.	0.	0.
ALICE HUFFMAN BOARD MEMBER	1.00	X						0.	0.	0.
FRANK A. HUMPHREY BOARD MEMBER	1.00	X						0.	0.	0.
LEONARD JAMES, III BOARD MEMBER	1.00	X						0.	0.	0.
DERRICK JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
DR. ERNEST JOHNSON BOARD MEMBER	1.00	X						0.	0.	0.
SHAYLA A. KING BOARD MEMBER	1.00	X						0.	0.	0.
OLUYEMI S. KUKU BOARD MEMBER	1.00	X						0.	0.	0.
WILLIAM LUCY BOARD MEMBER	1.00	X						0.	0.	0.
BOB LYDIA BOARD MEMBER	1.00	X						0.	0.	0.
DR. ANNIE B. MARTIN BOARD MEMBER	1.00	X						0.	0.	0.
KAMERON MIDDLEBROOK BOARD MEMBER	1.00	X						0.	0.	0.
LORRAINE MILLER BOARD MEMBER	1.00	X						0.	0.	0.
JEROME W. MONDESIRC BOARD MEMBER	1.00	X						0.	0.	0.
MICHAEL NELSON BOARD MEMBER	1.00	X						0.	0.	0.
SABLE NELSON BOARD MEMBER	1.00	X						0.	0.	0.
ADORA OBI NWEZE BOARD MEMBER	1.00	X						0.	0.	0.

LHA For Privacy Act and Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule J-2 (Form 990) 2008