



NAACP

UNIT FINANCIAL & BOOKKEEPING GUIDE

“The Unit must use the uniform bookkeeping system provided by the National Office.” Unit Bylaws (2025) Article V, Section 19

Revised October 2025 by NAACP National Office Finance Department

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Introduction

We, the National Office, acknowledge our responsibility to provide meaningful financial management guidance and best practices to Units. This guidance is a necessary element of proper governance by a parent organization and proper compliance and transparency by the subordinate NAACP Units. This guide outlines a policy framework that provides the boundaries within which all Units shall align and follow to realize the Association's strategic intent and fiscal responsibilities to the membership, funders, and the community at large and its mission.

The significance of Unit compliance cannot be overstated, as it ensures the lawful, ethical, and effective operation of the NAACP from the National Office down to the Unit level. Compliance allows the NAACP to maintain its tax-exempt status, builds public trust, and avoids IRS penalties. Every member of the NAACP plays a role in compliance.

This financial guide shall focus on several areas that are fundamental, yet critical, to the successful continuance of our organization. The development of this financial manual was borne out of the necessity to proactively control five factors:

1. The need to minimize our audit risk by being in total voluntary compliance with all regulatory agencies, including the IRS, state, and local agencies.
2. The need to limit our liability exposures by controlling the events that might impact the organization negatively, such as an absence of proper due diligence.
3. The need to attain a zero-deficiency rating when we are selected for random Review by a regulatory agency.
4. The need to maintain fiscal integrity through the establishment of accounting procedures which comply with generally accepted accounting principles and income tax accounting rules.
5. The need for vital information with which management can effectively, efficiently, and strategically allocate scarce resources in the ever-changing environment in which NAACP conducts business.

Note: The term "Unit" refers to NAACP State/State Area Conferences, Adult Branch, Prison Branch, College Chapter, Youth Councils, Jr. Youth Councils and High School Chapters.

Section 1: Role of Units & Compliance/the Finance Department

The National Office Units & Compliance department works together with Field and Membership to assist with the financial activities of the Units. It also reviews and approves the Annual Financial Reports (AFR) submitted by the Units on an annual basis.

Units & Compliance primary goal is maintaining and enhancing the culture of transparency and compliance from the Association Level down to the Unit Level. The National Office must attest to the IRS that we maintain “general control and supervision” over the Units as the parent company. We do this by reviewing each AFR for accuracy and completeness to provide accurate and complete financial reporting to the IRS when submitting the IRS Group Form 990 filing.

The duties of Units & Compliance include the following:

AFR Review

- Consist of back-office teams providing financial support to all the Units, Field and Membership team members
- Specialists are designated to support the review of all annual financial documents and records
- Prepares and processes financial transactions and supports field and membership with unit assessment and disbursement inquiries

Processing Membership Overages

- Prepares membership overage payments for disbursements to units
- Troubleshoots payment issues such as overpayments, duplicate assessment payments, provides written communication relating to membership overages
- Overages are distributed monthly to units in good standing for the current calendar year, with payments being issued approximately six weeks after the end of each month (e.g., January overages are paid in mid-March). This schedule may be adjusted during high-volume periods, such as the AFR season.
- Units not in good standing will receive overages once they regain good standing status. At that time, a retroactive payment of up to one year of overages will be calculated based on the date the unit returns to good standing.

- A unit in good standing must be compliant on a National level to receive overage payments. See Appendix A7 for definition of Units in good Standing.

Processing Per Capita Assessments

- The National Office will provide a per capita membership payment for State/State-Area Conferences at the rate of twenty-five cents (\$0.25) per new member of each Unit thereof on an annual basis in the first quarter of the following calendar year to State Conferences in good standing.

AFRs from Units

- Accepts and reviews the AFR on a yearly basis
- Provides guidance in preparation of the AFR's with modifications as necessary
- Determines whether the AFR report submitted by the units is accurate and complete
- Coordinates with Units, Field and Membership to communicate with the Units regarding all necessary processes and documentation needed for a Unit to become AFR compliant

The duties of the National Finance Department include the following:

Processing of Daily Transactions

- Cash receipts
- Cash disbursement

Annual Audits, Reporting and Tax Returns

- NAACP (c)(4)
- NAACP Empowerment Programs, Inc. (c)(3)
- NAACP Foundation (c)(3)
- Information tax return (IRS Form 990) for all three entities as above
- Group Tax Return (Form 990 – filed on behalf of all AFR compliant NAACP units)

Advising NAACP units

- Accepting our responsibility to provide timely service and proper guidance to the NAACP units relating to financial transactions and annual financial reporting.
- Preparing reports for units for membership overage payments made.
- Committing to improving our ability to respond to financial inquiries from

NAACP Units in a timely manner.

- Reviewing and updating the policies and procedures to correspond with changing technologies on a regular basis.
- Communicating updates and changes of financial processes to Units on a periodic basis.

Monitoring and Reporting

- Assisting Units with inquiries regarding appropriate bookkeeping for transactions.
- Obtaining documentation to review on a periodic basis.
- Annual Financial Reports (AFR) – continuing to build the culture where NAACP units and members acknowledge the critical role of proper financial reporting to allow for complete and accurate preparation of the annual IRS 990 Group return.

The Finance Department, in coordination with the Field Department, mandates strict compliance with regulations set forth by the IRS and state and local government regulatory agencies.

Section 2: Role of Unit Treasurer

The duties of the Unit Treasurer include the following (Unit Bylaws 2025, Article VII, Section 4):

- A. To receive all monies of the NAACP Unit and promptly deposit the same in the name of the NAACP Unit in a separate account or accounts in a responsible bank or trust company. All digital payment applications must be in the name of the NAACP Unit. No money shall be withdrawn from any account except for transfers into the established Unit bank account by electronic payment. The Treasurer may maintain a credit card for Unit expenses (as outlined below in the Unit Credit Cards section), and no cash withdrawal shall be authorized.
- B. To act as chief financial officer of the NAACP Unit and chair of the Unit Finance Committee.
- C. To make authorized disbursements upon receiving requisitions signed by the Secretary and countersigned by the President. Each requisition shall recite the amount and purpose of the payment requested. Any requisition exceeding one hundred dollars (\$100) or more in the case of Branches, or twenty-five dollars (\$25) or more in the case of College Chapters and Youth Councils, shall be approved by the Executive Committee before a check is therefore issued. The NAACP Unit Bylaws may require that requisitions in

smaller amounts be approved by the Executive Committee.

D. To remit through the Secretary to the Association the proportion of membership fees to which the Association is entitled, as hereinafter provided, within fifteen (15) calendar days after their receipt.

- The Unit shall remit to the treasury of the National Association, the National Office's share of all membership fees within fifteen calendar days of their receipt, in the following proportions, and may retain the balance in its treasury for local purposes: a. REGULAR ADULT MEMBERSHIP. For persons twenty-one (21) years of age and over - thirty dollars (\$30.00): to NAACP National Office eighteen dollars and ten cents (\$18.10) (includes State/State-Area Conference tax); and to unit treasury eleven dollars and ninety cents (\$11.90).
- **50/50 Membership Split**

The National Board of Directors at their October 2021 meeting voted to approve the continuation of the 50/50 split to units for a 1-year extension to encourage units to continue to use the NAACP Member Portal to enter and pay for memberships. The 50/50 split remains as policy beyond the 1-year extension until further notice.

This 50/50 share will apply to units who are entering memberships in the portal only. This does not apply to memberships obtained from individuals online. This 50/50 split applies to all categories of memberships through the NAACP Member Portal.

- E. To submit monthly (treasurer) reports to the NAACP Unit general membership and the Executive Committee at all regular meetings, or whenever required by either body, covering the financial condition of the NAACP Unit showing receipts and disbursements and outstanding accounts unpaid since the last report; to submit an Annual Report to the business of his/her office at the Annual Meeting of the NAACP Unit, to which shall be appended a statement signed by the Unit President and Secretary that all funds by the NAACP Unit have been listed in the Treasurer's report. A copy of all reports by the Treasurer, when adopted by the NAACP Unit, shall be forwarded to the National Office by uploading to the Unit online document storage repository selected by the National Office.
- F. All NAACP Units shall require the President, Treasurer and Secretary to be bonded at the expense of said Unit. A surety bond holds the unit officers accountable for following all the rules and regulations that apply to their role as treasurer. The surety bond makes the President, Treasurer and Secretary

liable for paying any damages caused by any illegal or unethical misconduct on their part.

G. Submit the AFR to include year-end treasurer reports and all bank statements to the National Office on or before March 1st in 2026 for the 2025 AFR year. For the 2026 and future years, Bank Statements and Treasurer Reports can be uploaded monthly throughout the year, but must be uploaded quarterly as follows:

- o January, February, March – due April 30th
- o April, May, June - due July 30th
- o July, August, September – due October 31st
- o October, November, December – due by January 30th

Propriety of Unit Records

All minutes and other official records are the property of the Branch and shall be promptly transferred to the newly elected and qualified officers within thirty (30) days after the election, including but not limited to minutes, financial records, databases, keys, tangible property, fiduciary and liability documents, all social media usernames and passwords, all email usernames and passwords, all bank account numbers, usernames, and passwords are property of the Branch and shall be transferred to the newly elected or newly ascended and qualified officers within thirty (30) days of appointment or ascension. Noncompliance with terms herein shall be considered conduct that is inimical to the best interests of the NAACP, meriting disciplinary action pursuant to Article X. (Unit Bylaws 2025 - Article VI, Section 3b).

Record retention – must be maintained for at least 3 years.

Organizational Records

- Any State required informational registration records.
- Letter establishing the Unit EIN (Employer Identification Number) Tax ID shall be sent to National Office and shall be accessible in the Unit Salesforce Portal.
- Any Federal tax letters should be sent to National Office
- Minutes of all committees and Executive Meetings
- Business Permits and Licenses

Revenue and Cash In (in addition to what was stated before):

Reports, lists and documents relating to:

- Membership dues,
- Fundraising proceeds and expenditures reports,
- Fundraising assessments (as reported in the AFR), and
- Convention assessments (based on membership levels)
- Donations
- Grants and grant agreements
- Contributions

Tax returns, correspondence or forms filed with:

- Federal including Form 941 payroll filings (if any),
- State,
- Local tax, or
- Other government filing documents.

Payroll records:

- All employee records.
- All employee offer letters and assessments.
- Payroll journals and tax payment documents, W-2, 1099s, Form 1096

Payroll taxes

To encourage prompt payment of withheld income and employment taxes, including social security taxes, railroad retirement taxes, or collected excise taxes by employers to the IRS, Congress passed a law that provides for the Trust Fund Recovery Penalty (TFRP). These taxes are called trust fund taxes because as the Unit Treasurer, you hold the employee's money in trust until you make a federal tax deposit in that amount. The TFRP may apply to you if these unpaid trust fund taxes cannot be immediately collected from the Unit and submitted to the IRS.

Unpaid trust fund tax penalties = personal liability of the Unit Treasurer

Annual Financial Reports

- All records that support the numbers in the yearly reports
- Includes detailed General Ledgers
- Includes any sub ledgers, for example petty cash.
- Check registers.
- Includes any reports from online payment platforms or accounting

- software.
- Access to such records shall be available by paper or electronic in readable format.
 - Detailed bank statements, canceled checks, and deposit slips which can be in paper or electronic formats.
 - A detailed bank statement is an official record from a bank that provides a comprehensive summary of all financial transactions in a bank account over a specific period, typically a month. It includes the account's starting and ending balances, a list of every deposit and withdrawal, transfer details, fees, and any interest earned. This detailed record allows account holders to track spending, verify account activity, detect errors or unauthorized transactions, and serves as proof of financial history.

Payments made to the National Office

- To minimize the erroneous posting of NAACP Unit remittances by the National Office upon receiving remittances, **we request that NAACP Unit Treasurer clearly indicate the purpose of each remittance on the face of the check, in the “memo” section.** The memo section should also include the fiscal year the payment relates to and the Unit number if you are sending in remittances for a Youth or College Unit. If the memo section is not large enough to provide payment details, an attached memorandum is requested to properly apply the remittance once received in the Finance Department.
- **Membership payments made to National are best paid through the membership portal when possible.**

Section 3: Unit Bookkeeping, Accounting, and Recording

Books and records

All transactions of the Unit shall be kept in a computerized or manual record-keeping system that can provide reports detailing the information necessary to complete an AFR each year.

- If a computerized accounting system is used, the resulting information or reports for transactions recorded in the system shall be accessible for inspection by the National Office. There are several adequate, yet inexpensive accounting software packages available (i.e., QuickBooks,

FreshBooks, Xero etc.)

- If the Unit does not possess a computer, the financial records should be maintained in a written ledger specifically designed for accounting purposes. For example, a checkbook or accounting paper with columns.
- Any Software purchased shall be approved by the Executive Committee prior to purchase and adding user accounts. The unit software purchase shall not be used for any other business or personal reasons unrelated to NAACP Unit finances.
- The National office will also provide a simple bookkeeping worksheet for those units that do not have a computerized accounting system. (See appendix)

All transactions shall have supporting documentation that can be inspected by the National office or the IRS at any time upon request.

Unit Bank Accounts and EINs

- **Each unit shall have its own bank account** to receive funds and make payments relating to the business of the unit. The Unit Bank account must be established using the EIN of the Unit. Officers and members of the units shall not use their personal accounts or business accounts that they control to transact the business of the unit. If required by the bank for identification purposes only, a member may have to provide their personal social security numbers when establishing bank accounts in the name of the unit, however the EIN must be on the bank account as the identification number of record.
- **Each unit shall have their own EIN as required by the IRS to be included on the National Office Group 990 tax return.**
- It is preferred that the Units & Compliance team provide support to units in obtaining an EIN. Unit leadership can email the team at UFI@naacpnet.org to set up a time to meet and obtain an EIN or book the appointment using this link :
<https://outlook.office.com/book/EINRegistration@naacpnet.org/?ismsalisauthenabled>.
- A copy of the EIN letter must be maintained in the Unit online document storage repository selected by the National Office.

- All EIN online applications will require the name and social security number of an individual associated with the Unit, preferably the Unit President, Treasurer, or Youth Advisor (for Youth and College units). This individual, which the IRS deems the “responsible party,” controls, manages, or directs the applicant entity and the disposition of its funds and assets. The responsible party shall be an individual (i.e., a natural person), not an entity.
- Once the application is completed, the information is validated during the online session, and an EIN is issued immediately.
- **Units are not permitted to use the National Office EIN for any purpose.**
- The Unit can contact the IRS Tax Exempt and Governmental Entity Office and request a duplicate copy of the unit's tax EIN letter; they can be reached at (877) 829-4933 and select EIN from the list of options (updated 2/2025)
- [Online EIN: Frequently Asked Questions | Internal Revenue Service \(irs.gov\)](https://www.irs.gov/efile/online-ein-frequently-asked-questions)

Use of Electronic Payment Apps

- The following Apps/electronic payment methods shall NOT be used by any NAACP Unit to conduct Unit financial transactions:
 - Members' personal financial platforms are not permitted to be used for any reason. This would include any payment platform associated with the members' personal bank accounts.
 - Any financial platforms **NOT** connected to the Unit bank account.
 - Green Dot debit cards or any other forms of prepaid debit accounts shall not be used.
 - **Usage shall be discontinued within 30 days of the approval of this guide.**
- The following apps/payment platforms **are permitted only** if the payment platforms are connected to the bank account established in the name of the Unit:
 - **CashApp, Venmo, PayPal, Square, and Zelle shall only be used to transfer funds to an approved account connected to a Unit bank**

- account.
- The accounts shall have the ability to make payments by check with a checking account or be able to connect to an accounting system or bill payment system that can pay for the Unit's expenses without the use of the above-named platforms that shall not be used.
 - The Unit shall have the ability to show all CashApp, Venmo, PayPal, Square and Zelle transactions reflected in the Unit bank statements.
 - Funds shall be transferred to the Unit bank account at least on a weekly basis. Unit shall not maintain funds on the electronic platforms for longer than a week due to potential security issues.
 - If the CashApp, Venmo, PayPal, Square or Zelle are used for membership intake, the Unit secretary must have access to view the transactions in the apps.
- Approval from Units & Compliance is required prior to signing up for any other platforms not named as approved above.

Unit Disbursements

- There are two methods that are acceptable to use for disbursements of Unit business transactions:
 - 1) Bill payment platforms such as bill.com or accounting software that can make direct payments and/or check payments.
 - 2) Checking account that provides checks to pay Unit expenses and are signed by two authorized signatories.
- All disbursements shall either be paid by a dual signed check or dual approved payment process through a payment platform or accounting software.
- Approved dual signatures or dual approvals will be:
 - Treasurer and President
 - The First Vice President may countersign in the absence of the President.
 - The Assistant Treasurer may sign in the absence of the Treasurer.
- Authorized signatories may not sign checks made out to themselves. Those checks must be signed by one of the other two authorized signers.

- Cash payments to vendors are not permitted.
- Checks should never be made payable to “cash.”
- Checks will never be pre-signed, and the use of signature stamps are not permitted.
- Checks will be written directly to vendors for their goods and services.
- Funds may not be withdrawn in any manner other than by the dual signed check or dual approved payment process through the unit accounting software.

Petty Cash

A Unit may establish a Petty Cash fund lock box or lock bag for minor purchases and other incidentals for a specific event or activity if approved by the executive committee and documented in the meeting minutes.

If a petty cash fund is established, the amount is limited to \$500 for a specific event or activity. The petty cash lock box or lock bag must be maintained by the Treasurer or Assistant Treasurer and adequate records of each transaction shall be retained to include receipts and disbursement forms. Transactions shall be recorded in an electronic or written ledger with an explanation for each transaction. If the Treasurer or Assistant Treasurer are not onsite for the event/activity, then a petty cash fund may not be established for that event or activity. Finance can provide an electronic Petty Cash ledger. (See Appendix A6)

Within three business days of the activity or event, remaining petty cash funds must be returned to the unit bank account. All unit financial management protocols are required when utilizing a petty cash fund and documentation of each payment and receipt of funds must be maintained and upon request provided to Units & Compliance for review.

Unit Credit Cards

Units are allowed to establish and use credit cards; however, the credit card shall be in the name of the unit and the credit card physically held by the Treasurer. The Unit shall only have one credit card, and the Unit credit card shall not be stored in any members phone or Apple Pay, or Google Pay accounts.

Usage of the unit credit card is limited to securing travel and for unit event

related expenses. Travel expenses permitted include air fare, hotel, and rental car for business purposes relating to the unit and shall be related to the mission of the NAACP. Credit cards may also be used for event expenses where vendors will not accept checks. Both travel and event related expenses shall be subject to prior Executive Committee approval.

Travel outside of the United States is not permitted unless prior approval is obtained from the National Office. If travel outside of the United States is not approved by the National Office prior to travel – the Unit members incurring the travel expenses shall reimburse the Unit for those related travel expenses within 30 days.

Monthly credit card charges must be paid within two billing cycles or at the end of the event, whichever is sooner.

It is recommended that the credit card be a secured card to reduce the potential of an unpayable liability to the Unit. A secured credit card is a type of credit card backed by a cash deposit from the unit.

Change in Bank Signatories

The National Office and the Unit bank shall be notified each time there is a change in authorized signatories and previous signatories are to be deleted immediately.

The change of authorized signatories shall happen prior to the previous signatories leaving the unit to allow for smooth transition of responsibilities.

If that is not possible, the departing signatory shall facilitate the changes of incoming authorized signatories to maintain the ability of business continuity.

Processing Disbursements and Income

- I. All disbursement transactions shall be properly documented and maintained:
 - a. Documentation, including disbursement request forms, vendor invoices, statements, receipts, expense reports, and other disbursement backup shall be retained for a period of not less than three years after the filing of the 990 IRS Group return.
 - b. Credit card statements and receipts for all transactions relating to travel.
 - c. All reports relating to disbursements from the online payment platform or accounting software, which may include payment journals, accounts payable ledgers and/or reports of check/ACH

disbursements.

II. Cash and checks received by the Unit shall be processed as follows:

- a. Cash and check receipts as well as all other contributions, grants, membership, or other fundraising activities receipts shall be deposited into the account of the Unit on a timely basis.
- b. The National Office recommends as a best practice that Unit funds are deposited no later than the end of the following business day after receipt.
- c. Documentation of the receipts and deposit slips should be maintained to support the items that were deposited.
 - i. If membership overage payment, the listing of the members and the payment received should be recorded to the written ledger or accounting software.
 - ii. If the receipt was for a grant, the grant agreement, including the unit responsibility for that grant and its donor restricted use shall be maintained in the unit records.
 - iii. For contributions received as donations, the Unit shall maintain as support a copy of the check.
 - iv. Fundraising events and sponsorships includes any type of event/gathering/drive held by the unit that brings in unrestricted funds to the Unit that are **not** donor restricted (excluding ACT-SO and Back-To-School/Stay-In-School and other programs approved by the National Office) shall have documentation to support such activities, such as letters, or solicitation documentation and maintained in the unit records. Restricted funds must be restricted by the donor at the time of donation and documentation is required from the donor stating the intended purpose for usage of the funds.
- d. All income received shall be recorded into the unit's written ledgers or accounting software and maintained according to policy.

****Unit funds shall never be commingled with the personal funds of Unit officers, members, other individuals, or entities at any time. ****

Banking

- It is recommended that Units limit the number of bank accounts they maintain as follows:
 1. Operating (checking)
 2. Savings (interest bearing)
 3. ACT-SO, Back-to-school or Stay-in-school “BTS-SIS” (program restricted funds)
 4. Accounts required by large donors for separating grant funds.

All Bank accounts shall be reported and detailed monthly statements submitted to the National Office quarterly basis. Beginning with the 2025 AFR the Unit Treasurer shall upload all monthly detailed bank statements for all bank accounts to the online document storage repository for review. For 2026 and future years, the Unit Treasurer shall upload all detailed bank statements on a quarterly basis as outlined in Section 6: National Assessments, Year-End Annual Financial Report.

Investments and marketable securities

If the Unit maintains significant cash balances greater than \$50,000, excess funds should be invested in an interest-bearing account or other appropriate investment vehicle. Investments are to be reasonable under the circumstances and are to be made with an appropriate business purpose.

Investments should be short term (with a maturity of less than one year with minimal penalties for early withdrawal if needed) so that any inaccessibility of funds does not unduly restrain Unit operations.

Investment accounts should carry minimum risk of loss.

Each investment shall be approved in writing by the Unit Executive Committee (approval documented in meeting minutes.)

Accounts receivable

Units shall not extend loans. Under no circumstances are Units permitted to extend loans to contributors, donors, members, and fundraising events or for any other purpose.

To the extent funds are due to Units from third parties, collection efforts are to be documented, monitored and reported in writing to the Executive Committee.

Fixed assets

Adequate records shall be maintained detailing all fixed assets owned by the Unit. Records shall include the original cost of each asset. Fixed assets purchased by the Unit are considered Unit owned property and shall remain with the Unit.

Vendor invoices shall be retained for all purchased assets.

The Unit should maintain an inventory list of its assets and include date of purchase, serial number, model description, etc.

It is the responsibility of the Treasurer to determine if the Unit is required to submit a Personal Property Tax return to the State.

Units shall not own or lease motor vehicles to include cars, trucks, buses, motorcycles, boats, and the like.

Real Property

“Units may not own real property. No unit, entity or affiliate may own or maintain or acquire any equitable interest in real property. Notwithstanding the foregoing, the NAACP, Inc., may, at the discretion of the Board of Directors and in accordance with the principles, aims and purposes of the Association, hold and/or own real property for the use and benefit of a particular unit. Any real property shall be owned in the name of NAACP, Inc., and in appropriate instances be held under circumstances approved by the Board of Directors.”

Unit Bylaws (2025), Article III Section 6

Other Assets

Prepaid expenses with a life of less than 1 year should be expensed as incurred.

Security deposits should be separately identified to facilitate proper tracking.

Liabilities

No indebtedness or obligation shall be incurred by the State/State-Area Conference, Branch, Prison Branch, or Authorized Committee or any of its officers or agents in the name of the National Association for the Advancement of Colored People, and the National Office shall not be responsible for any indebtedness or obligation incurred by the State/State- Area Conference,

Branch, Prison Branch, Authorized Committee, or any of its officers or agents. (Unit Bylaws 2025 - Article V Section 16a)

Indebtedness exceeding three hundred dollars (\$300) per month in the aggregate shall not be incurred in the name of, or on behalf of the Unit unless by vote of the Executive Committee. (Unit Bylaws 2025 - Article V, Section 16b)

No indebtedness or obligation shall be incurred by the Youth Unit or any of its officers or agents in the name or on behalf of the Association or of the Unit, and the Association shall not be responsible for any indebtedness or obligation incurred by the Youth Unit or by any of its officers or agents. (Unit Bylaws 2025 - Article V Section 17a)

No indebtedness or obligation of more than twenty-five dollars (\$25) shall be incurred in the name or on behalf of the College Chapter, Youth Council, and High School." (Unit Bylaws 2025 - Article V Section 17a)

Revenues

All funds received by a Unit are to be identified as either "Restricted" or "Unrestricted" as to their use.

➤ Restricted funds include:

- Grants from individuals, corporations, foundations restricted for an intended purpose by the donor must be supported by documentation (a grant agreement or Memorandum of Understanding-MOU) from the donor that includes the restricted purpose of the grant and the responsibilities of the unit to fulfill that purpose.
- Program funds (i.e., ACT-SO, Back-to-school / Stay-in-school)
- Bequests that detail how the funds are to be used.

➤ Unrestricted funds include:

- Membership dues
- Funds from fundraising activities to support general operations of a unit.
- General donations/contributions from the public or any other organizations/businesses in the community of the unit.

Proceeds from fundraising activities are considered unrestricted for AFR purposes.

Further Units are not permitted to restrict funds for general operating expenses, i.e., post office box, rent, leasehold improvements, office supplies, office

equipment, technology improvements, etc. without written approval from the National office.

Membership dues

Membership dues structure is set forth in Unit Bylaws 2025 - Article IV, Section 11

The Unit shall remit to the treasury of the National Association, the National Office's share of all membership fees within fifteen (15) calendar days of their receipt.

NAACP Units shall not retain the National Office share of membership dues for the purposes of defraying operation expenses without prior approval of the National Office President and CEO.

Unrelated Business Income (UBI)

Income generated from a trade or business that is regularly carried on and is completely unrelated to the exempt purpose of the NAACP. Prior to generating UBI for the Unit, the National Office shall review and approve a business case stating the purpose of the UBI, expected income generated from UBI. The Unit shall attest to their responsibility to prepare the IRS Form 990T and pay the associated tax.

An activity will be considered an unrelated business (and subject to unrelated business income tax; (UBIT) if it meets the following three requirements:

- (1) it is a trade or business,
- (2) it is regularly carried on, and
- (3) it is not related to the furtherance of the exempt purpose of the organization.

UBIT is captured on IRS group Form 990 if gross income from unrelated business activities exceeds \$1,000 for any calendar year:

- Advertising revenue
- Commercial activities (i.e., operation of a bookstore or parking facility, rental income, etc.)

Unrelated business income shall be separately reported in the year-end financial report filed by the Unit. However, the tax liability for unrelated business income remains with the Unit.

Salaries for Unit Staff

“Staff may be employed by NAACP Units where budgets warrant such employment, upon terms and conditions approved by the National President/CEO. Such staff shall be approved by the Executive Committee of the Unit.”

Salaries should be approved annually by the Executive Committee of the Unit and approval reflected in the meeting minutes.

Employee v. independent contractor

The key distinction between “employees” and “independent contractors” is the element of control. An employer-employee relationship exists when the Unit has the right to control what work an individual does and how the work gets done.

It is important to properly classify workers as employees to avoid potential IRS penalties which can be significant (\$10,000) for not doing so.

Unit shall withhold payroll taxes from employee salaries and remit the taxes, along with the employer portion, to the IRS on a scheduled basis (recommend monthly, but at least quarterly basis).

Unit shall also file quarterly employment tax returns (Form 941) and an annual employment tax return (Form 940). Payroll taxes are “trust fund taxes” and as such, Unit officers and directors could incur a personal liability for nonpayment to the IRS.

- For any employee that is employed by the unit, the following information shall be provided to National Office on a yearly basis through the AFR, even if that employee did not work for the full year.
 - Name
 - Job Title
 - Hours worked per week
 - Annual Salary Rate

See Appendix A1 for Guidance on filing Form 1099 for independent contractors hired by the Unit

Supporting Documentation

Proper supporting documentation shall be maintained for each transaction.
Proper documentation includes:

Revenues

- Member or donor correspondence
- Check remittance advice
- Check photocopy
- Deposit slip copies
- Conference registration / ticket sales logs

Expenses

- Properly approved purchase requisitions
- Approval should be received in advance of placing orders for goods or services
- Vendor invoices
- Payment approval
- Canceled check

Section 4: Tax Status of NAACP Units

All Units have been designated as 501(c) (4) organizations by the IRS.

A 501(C)(4) organization is a nonprofit corporation operated exclusively for the promotion of **social justice**. Exemption under this Section does not confer deductibility of contributions by donors to the 501(C)(4) unit but may enable it to avoid the restrictions of private foundation status, and the restrictions on lobbying and other political activity.

Units, members or any other individual or corporation shall not establish an entity in the name of or incorporate the name of NAACP or apply to the IRS under 501(c) (3) status.

Definition of Social Justice

NAACP Units are strategically designed to operate exclusively as 501 (c) (4) entities for the promotion of social justice, primarily to further the common good and general welfare of the people of their communities, such as bringing about civic betterment and social improvement. In addition, a 501 (c) (4) shall benefit a community as a whole. Thus, a corporation will not qualify under 501 (c) (4) if its activities benefit only its membership or a select group of individuals.

A 501 (c) (4) corporation may not, as its primary activity, conduct business with the general public in a commercial manner. Any earnings of such an organization shall be devoted exclusively to charitable, educational or recreations and for our purposes, civil rights.

A 501 (c) (4) organization may engage in some social activities, some lobbying, and some political activity. NAACP units were specifically organized as 501 (c) (4) organizations so that they can (1) seek to increase registration and voting; (2) work for the enactment of municipal, state and federal legislations designed to improve the educational , political and economic status of minority groups; (3) seek the repeal of racially discriminatory legislation; (4) work to improve the administration of justice; (5) work to secure equal enforcement of the law; (6) keep the National Office informed of all proposed legislation which affects minority groups.

NAACP Units shall be non-partisan and shall not endorse candidates for public office.

Contributions to 501(c) (4) organizations may not be deducted as charitable contributions by the donor.

Units shall not provide acknowledgment letters for contributions made directly to them.

Section 5: Guidance on Fundraising Activities

General Solicitation of donations

When soliciting donations as a 501(C)(4), Units are required to disclose through an express statement (in a conspicuous and easily recognizable format) that contributions and gifts are **not deductible as charitable contributions** for federal income tax purposes, however they are deductible as an ordinary business expenses.

Solicitations by mail, leaflet, or advertisement in a newspaper, magazine or other print medium **shall** meet the following IRS requirements:

- ❖ Include the statement “**Contributions or gifts to this NAACP Unit are not deductible as charitable contributions for Federal income tax purposes;**”
- ❖ The above statement shall be in the same size type as the primary message stated in the body of the letter, leaflet or ad;
- ❖ The statement is included on the message side of any card or tear off section that the contributor returns with the contribution; and
- ❖ The statement is either the first sentence in a paragraph or itself constitutes a paragraph.

Solicitations by telephone **shall** meet the following IRS requirements:

- ❖ Include the statement “**Contributions or gifts to this NAACP Unit are not deductible as charitable contributions for Federal income tax purposes.**”
- ❖ The statement shall be made in close proximity to the request for contributions, during the same telephone call, by the telephone solicitor; and
- ❖ Any written confirmation or billing sent to a person pledging to contribute during the telephone solicitation complies with the requirements for print medium solicitations.

Solicitation by television **shall** meet the following IRS requirements:

- ❖ Include the statement “**Contributions or gifts to this NAACP Unit are not tax deductible.**”
- ❖ If the statement is spoken, it is in close proximity to the request for contributions; if the statement appears on the television screen, it shall be in large, easily readable type, and appears on the screen for at least five seconds.

Solicitation by Radio **shall** meet the following IRS requirements:

- ❖ Include the statement “**Contributions or gifts to this NAACP Unit are not deductible as charitable contributions for Federal**

income tax purposes.”

- ❖ The statement is made in close proximity to the request for contributions during the same radio solicitation announcement.

Federal, State and Local Grants

- ❖ **Units shall not accept Federal, State and Local governmental grant funding unless approved by the President/CEO.**

Pass through Corporate and Foundation Contributions/Grants

Currently, the National office does not process 501(c)(3) pass through contributions to Units or State/State Area conferences that are intended for fundraising events or any other programs. Units are encouraged to take advantage of the National Office Collective Action Fund which would allow all units to pass through 501(c)(3) funds \$2,500 or greater with a third party (Tides Foundation). These pass-through contributions are subject to Tides Foundation terms and conditions.

Contributions that are less than \$2,500 should be accepted directly by the Unit as a 501(c)(4) donation while the National Office develops a process for accepting these donations as a 501(c)(3).

All Fundraising events

Unit shall inform donors that contributions to the Unit are not deductible as charitable contributions.

For payments to qualify as a charitable contribution they shall be a gift. Where patrons of fund-raising activities (such as charity balls, bazaars, banquets, shows and athletic events) receive a privilege or benefit in connection with a payment to the unit, the presumption is that the payment was not a gift.

Organizations that give donations to Units to support fundraising events can deduct the total contribution as an ordinary business expense, which can be designated as advertising or promotional.

Section 6: National Assessments

As per the Unit Bylaws (2025) Article III, Section 4:

National Assessments

All fundraising assessments (resulting from the Unit Freedom Fund events and any other fundraising events/activities/efforts to bring in dollars to the Unit) for the support of the Association, as established by the Board of Directors, shall be paid to the National Office no later than forty-five (45) days following the close of the event or at least ninety **(90) calendar days before the Annual National Convention**. The above-mentioned assessments refer to the previous calendar year's assessments (and the years prior if the assessment remains outstanding) and shall be paid in order for Unit delegates to be eligible to vote at the National Convention.

The Unit shall submit a financial report of the transactions relating to the fundraising event to National Office, with the National Office's share within 45 days following the date of the event. This report will be submitted to the National Office by email at UFI@naacpnet.org as an attachment and payment should be sent via payment link provided by UFI of the National's finance department.

Fundraising Assessments

The net proceeds (income less related expenses) of each contribution, entertainment, or fundraising effort by a Unit,

- Excluding ACT-SO and Back-To-School/Stay-In-School and other approved programs,
- Excluding College Chapters subject to college and/or university fundraising requirements,

Net proceeds will be divided as follows: 25% to the National Office, 75% to the Unit;

Unless, in any case, written permission is obtained from the National Office for some different division, provided that the entire net proceeds of any fundraising effort for exclusively national purposes shall be transmitted to the National Office.

Notwithstanding the foregoing obligation, a Unit shall be exempt from

disbursing 25% of its net proceeds of each contribution, fundraising or entertainment effort to the National Office if, and when, it increases its membership, as recorded by the National Office, by 35% from the previous calendar year.

When the Branch increases its membership level by 35% from January 1 of a year to December 31 of that same year, the Unit shall be required to submit only 15% of its net proceeds of each fundraising or entertainment effort for the succeeding year to the National Office. The assessment reduction is earned on a year-to-year basis, based on the membership increase of the previous year.

Units that do not satisfy, in full, their fundraising assessments prior to the National Convention (both current and prior years) will be deemed financially non-compliant and will not be eligible to have voting delegates at the National Convention.

Year-End Annual Financial Report (AFR)

The AFR of Unit financial activities provides information needed by the National Office for the completion of the IRS 990 Group tax return filed on behalf of all Units. All financial transactions relating to cash and commitments into and out of the Unit, as well as any investment income and expenses, shall be properly recorded. In addition, if the Unit has assets and liabilities these amounts should be included in the financial reports submitted to the National Office.

- The AFR shall be submitted to the Finance Department of the National Office by March 1st each year, or the unit will be assessed a \$100.00 late filing fee for Adult and Youth and College Units.
- The AFR is updated each year, and an email will be sent to all Units in mid-January when the AFR is available on the website.
- The prior year AFR shall be completed and assessment paid before Unit Finance will accept the current year AFR.
- The AFR will only be accepted by electronic submission except for Prison Units that can provide a written document or form which National will work with the unit or the partnering adult unit to file the

AFR on its behalf.

- The AFR will require detailed bank statements for all unit bank and investment accounts to be submitted electronically to National Office. Summary bank statements are not acceptable.
- The AFR will be reviewed, and a notice will be sent to the Unit for any additional documents required or corrections to be made by the Unit.
- The AFR Assessment payment shall be made and the AFR accepted by the National Office after its review before the Unit will be considered AFR compliant.
- For the 2025 AFR and future years, Units will upload their detailed bank statements into the online document storage repository selected by the National Office.
- Beginning in January 2026, Units must upload their detailed monthly bank, investment, and bank card statements for all accounts along with their monthly Treasurer's report on a quarterly basis.
- Quarterly uploads shall follow the schedule below:
 - January, February, March – due April 30th
 - April, May, June - due July 30th
 - July, August, September – due October 31st
 - October, November, December – due by January 30th
- Units are required to be included in the National Office group 990 and shall not file their own 990.

The AFR due date is March 1st, however for late AFRs, failure to submit an AFR by the end of the National Convention and approved by August 1st will result in the Unit being omitted from inclusion in the Group 990 Tax Return. The IRS will automatically revoke the EIN of any Unit not included on the 990 Group Tax Return for three years. Once the Unit EIN is revoked, the Unit loses its exempt status and will have to cease operating as a 501(C)(4).

Following is the minimum assessment table for Units. The assessment table is based on the total number of members for the Unit as of each year on December 31st of the accounting year for the AFR.

Minimum Assessment should be calculated:					
a.	If Prison Branch = \$50 only				
b.	If Youth Unit = \$75 only				
c.	If Youth State Conference = \$75 only				
d.	If Adult State Conference = \$100 minimum plus fundraising assessment				
e.	If Adult Unit (minimums plus fundraising assessment)				
i.	From members 0-100 = \$300				
ii.	From members 101-500 = \$500				
iii.	From members 501-1000 = \$750				
iv.	From members 1001-2000 = \$1000				
v.	From members 2001-3000 = \$1500				
vi.	From members 3001-3500 = \$2000				
vii.	From members 3501-4000 = \$3000				
viii.	From members 4001 plus = \$5000				

PLEASE NOTE: If the Unit AFR is not completed by June 30, Units & Compliance will hold office hours at the National Convention for Units to sign up to receive support. However, **all required AFR documentation must be uploaded into the AFR prior to meeting with Units and Compliance.** The National Office will accept AFR Assessment payments on site at the National Convention. AFR Payments are required to be paid for the unit to be financially and nationally compliant and shall be received 24 hours prior to voting.

Section 7: Youth and College AFR Submission Tips

Youth and College (Y&C) Units shall have their own bank account in the Y&C Unit's name and obtain their own EIN as required by the IRS to be included in the 990. Adult Units that providing oversight of the Y&C Unit shall maintain separate banking accounts and records that will allow the Y&C Unit to take part in maintaining its Units records.

In the event the Y&C Unit's finances are being managed by an Adult Unit because the youth unit is unable to open/fully access an account due to the age of its members or university policies, special AFR rules will be applied. All revenue and expenses should be reported under the adult unit and the Y&C Unit's AFR should read zero, however must be filed.

An exception is allowed for Y&C Units whose funds are managed by their College or University – an EIN and separate bank account are not required.

Section 8: Past Due AFR Assessments

The National Board of Directors, at its May 19, 2012, meeting passed the following Resolution. *Please note that the suspension clause of this Resolution pertains to units failing to have paid assessments ninety (90) days prior to the Annual Convention and becomes effective January 1, 2013.*

All units shall pay outstanding Fundraising Assessments at the same time that a completed year-end financial report of its annual financial activities is submitted to the National Office, but no later than ninety (90) calendar days before the Annual Convention (Unit Bylaws (2014) Article III, Section 4(a) Bylaws for Units). **If assessments are not paid ninety (90) calendar days prior to the Convention, the unit shall be suspended and not permitted to have delegates and/or alternates during the national convention. If the assessment is not paid in full by the time of the state convention, the unit shall not be permitted to have delegates and/or alternates at the state convention.**

The unit may request a review by the National Office of the assessment to determine its accuracy. If after the review, the unit has not paid by December 31 of the year following the assessment year, the National Office shall remove all Officers and Executive Committee Members and shall suspend the charter.

The State/State Area Conference will have an opportunity to reorganize the unit as directed by the Memberships and Units Committee. The Officers removed may not seek any elected office for one election cycle.

Section 9: Convention Reminder & Assessments

State/Area State Conferences, and Units must become **Nationally Compliant** to receive the link to register delegates and alternate delegates for the National Convention. Registration notices will be sent to the State Conference, Area State Conference, and Unit secretary listed in Salesforce. Registration links will be available once early registration opens.

State Conferences, Area State Conferences, and Units are required to update their unit leadership and contact information and email addresses before March 1.

State Conferences, Area State Conferences, and Units that intend on participating in the National Convention as delegates or alternate delegates are required to pay the all required assessments no later than the close of the first day of onsite registration; units that do not come or that intend on participating as observers do not have to pay the convention assessment.

Members who have been voted as delegates and alternate delegates must be registered by your Unit, State Conference, or Area State Conference secretary. If you have any questions about your registration status, please contact your State Conference, Area State Conference, or Unit secretary or leadership.

Please see below the convention assessment table and the delegate strength table:

CONVENTION ASSESSMENT

State Conferences (Youth and Adult)		\$100.00
Units with.....		
50to	100	\$50.00
101to	500	\$75.00
501to	1,000	\$125.00
1,001to	2,500	\$175.00
2,501to	5,000	\$200.00
5,001to	7,500	\$250.00
Over	7,501	\$300.00
Youth and Young Adult Councils		\$25.00
College Chapters		\$25.00
VOTING STRENGTH		
Representation of Units, Youth Councils, Young Adult Councils, and College and High School Chapters at the Annual Convention shall be on the following basis:		
Voting Members	Delegates	
25 to 49	2	
50 to 100	4	
101 to 500	6	
501 to 1,000	8	
1,001 to 2,500	10	
2,501 to 5,000	12	
5,001 to 10,000	14	
10,001 to 20,000	16	
20,001 to 25,000	18	
Over 25,000 - 1 additional vote for every 25,000 members		

Section 10: Grounds for Suspension or Other Disciplinary Action

When an individual becomes a member of the NAACP, that individual pledges to abide by the rules and policies of the Association and the decisions of the Board of Directors. The Board of Directors, upon satisfactory evidence that an officer or member of the Association, or of a subsidiary Unit of the Association, is guilty of conduct not in accord with the principles, aims, and purposes of the National Association for the Advancement of Colored People as set forth in its Constitution and as defined by the Board or Convention, or is guilty of conduct inimical to the best interests of the National Association for the Advancement of Colored People, may order suspension, expulsion, or other disciplinary action against such officer or member after a full hearing if requested by the respondent in accord with the provisions of this Constitution.

Upon satisfactory evidence that an officer or member of the Association is guilty of misappropriating NAACP Unit funds, the Association may pursue criminal charges and/or civil remedies to collect the misappropriated funds. The officer or member must return all misappropriated funds and pay all collection costs, including reasonable attorneys' fees, to be considered for reinstatement by the Board of Directors. (Unit Bylaws 2025 - Article X, Section 2)

APPENDIX:

A1 - Filing Forms 1099

Nonprofit organizations shall file with the IRS a Form 1099 for any individual or unincorporated business to whom they paid \$600, or more, for any type of service (but not for the purchase of goods). Typical examples are payments for accounting, legal and Computer consultant fees; prizes, awards, and honoraria; rent, maintenance, and contract labor.

A three-tier penalty applies for failing to file correct information returns with the IRS. The penalty system applies to any (1) failure to file on or before the required filing date by January 31st to the payee and February 28th to the IRS, (2) failure to include required information on the form, and (3) reporting of incorrect information. To encourage prompt filings and to remedy errors or omissions, the IRS assesses per return penalties that become progressively higher as time passes.

Typical questions asked:

- Q. *We paid \$1,000 to a consulting firm during the past year. Should Form 1099 be filed?*
R. A Form 1099-MISC should be filed for payments of \$600 or more unless the consulting firm is a corporation.

- Q. *We purchased office supplies from a business that is not incorporated. Should we issue a 1099?*
R. No. Payments for goods and merchandise are exempted.

- Q. *What do we do when we do not have a Social Security or Employer ID number?*
R. Send the payee a Form W-9 requesting the identification number. Meanwhile, file the 1099's without the ID number and amend the returns as soon as the number is received to minimize the penalties. Finally, adopt a policy that no payments will be made in the future until a payee provides an identification number.

- Q. *Does the IRS really try to match the amounts reported on 1099's with those reported on recipients' returns?*
R. Yes. The 1099 copies sent to the IRS are entered into the IRS's compliance computer system for tracing recipients' returns. Recipients receive notices if the matching is not successful.

A2 - Unit Detailed Financial Reviews Performed by the National Office

- Absolute right of National Office
- May be based on random selection.
- May be Targeted - Discretion of the President / CEO and Board of Directors of the National Office
- Size of Unit – including amount of revenue earned, expenses incurred and number of members
- Delinquency in filing Annual Financial Reports and errors or inconsistencies in Annual Financial Reports filed
- Policy pertaining to Unit Detailed Financial Reviews has been adopted by the Board of Directors of the National Office

Consistent Review findings and violations are as follows:

- Documents supporting cash receipts and disbursements are missing.
- Cash receipts are not deposited timely (recommendation is the next business day).
- Bank reconciliations are not prepared timely (recommendation is monthly).
- Units maintain an excessive number of bank accounts.
- Variances exist between amounts reported on the Annual Financial Report and internal Unit records.
- Units do not maintain a list of property and equipment owned. (Real property cannot be owned by a unit unless approved by the Board of Directors and the title is held by the NAACP).
- Membership dues are not properly accounted for.
- Units do not properly disclose their tax status as a 501 (c) (4) entity when soliciting contributions from donors.

- Units do not remit the AFR and annual assessment to the National office by March 1st (August 1st for late AFRs).
- Expense vouchers do not exist to support cash disbursements.
- Checks are made payable to cash.
- Expenses are paid with a Unit credit card.
- Checks are disbursed without dual signatures of the Treasurer and President.
- Checks are signed by the Secretary.
- Unit President or Treasurer are signing their own checks.
- Funds disbursed from restricted ACT-SO and BTS/SIS accounts which do not relate to the programs.
- No uniform filing system exists for storing Unit records.

A3 – Unit Review Guide

The books of the Unit shall be reviewed annually by a review system acceptable to the National office. (Unit Bylaws 2025 - Article V, Section 19)

A4 – Sample Check/Expense Voucher

[Unit Compliance | NAACP](#)

A5 – Sample Monthly AFR Treasurer Report

[Unit Compliance | NAACP](#)

A6 – Sample Petty Cash Ledger

[Unit Compliance | NAACP](#)

A7 – Definitions

AFR Glossary of Terms provides guidance on how to answer each AFR question can be found here: [Unit Compliance | NAACP](#)

A unit in good standing must be:

- National Compliant
- State Compliant

National Compliance

- **Financial Compliance**
 - Units must complete & submit an Annual Financial Report (AFR) with bank statements and the National Assessment Fee amount due on or before the prescribed deadline of March 1 each year. A \$100 late filing fee will be assessed after this date.
 - In addition to submitting the Annual Financial Report (AFR), the National Office must review the report, accept the details of the report and assessment paid in full to the National Office.
 - Unit Fundraising Assessments must be paid within 45 days following the date of the event.
- **Membership Compliance**
 - Branches must maintain a minimum of fifty members in good standing. Prison Branches and Youth & College Division units must maintain a minimum of twenty-five members in good standing.
 - State/State Area Conferences must maintain a minimum of six (6) Branches in good standing and six (6) Youth & College Division units in good standing.

State Compliance

- **Financial Compliance**
 - Units within the jurisdiction of a State/State Area Conference must pay the prescribed state assessment fee to the State/State Area Conference within 60 days prior to start of the annual state convention.
- **Membership Compliance**
 - Only Units in good standing are members of the State/State Area Conference.

A8 – AFR Toolkit:

Things to consider when completing the form:

AFR Prep Checklist

Review the checklist to ensure all required items/documents that the Unit might have are gathered. **The checklist can be found on the AFR Website [Annual Financial Report | NAACP](#) .**

Check off the items that the Unit will expect to have according to the transactions for the Unit.

Plan for what will need to be gathered by understanding what all these items are and whether they apply to your Unit. Some items may not apply.

Before you begin completing the AFR online Unit Finance recommends completion of the AFR checklist first.

Know what documents will be needed for submission with the AFR and convert them to the electronic format that National will be able to open and read.

A specialized bank format file that is a link will not be able to be accessed by National.

The preferred format would be a PDF or in some cases Excel.

Requesting an AFR Meeting with National

The National Office Unit Finance and Compliance team is here to support you!!!

When you email the UFI@naacpnet.org mailbox to schedule a call or zoom meeting to discuss your financials or AFR review, be prepared with this completed checklist below to ensure you have all the needed information readily available for the meeting. Make sure you have documented all your questions and write the answers so that you do not forget. If you do not understand, make sure to ask during the call so as not to delay your ability to complete the AFR. These points will ensure productive conversation. Use the link below to book a time to meet with Units and Compliance.

<https://outlook.office.com/book/EINRegistration@naacpnet.org/?ismsaljsauthenabed>.