

EST. JUNE 2007



African American
CHAMBER OF COMMERCE OF
NEW JERSEY

2025

A summary of AACCNJ
Activities during 2025

ANNUAL REPORT

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Members: \$275
General Admission: \$325

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African American
CHAMBER OF COMMERCE OF
NEW JERSEY

Accredited State Chamber
of Commerce with Distinction
U.S. Chamber of Commerce

FEBRUARY
2026 19

THE VENETIAN
GARFIELD, NJ

16TH ANNUAL CIRCLE OF ACHIEVEMENT AWARDS GALA

FORGING AHEAD



Michael J. Garner, MBA, CCA
Chief Business Diversity Officer,
City-Wide Mayor's Office of M/WBES, NYC

Floyd A.B. Rance III
Stephanie Tavares-Rance
Founders, Run&Shoot Filmworks

Stedman Graham
CEO
S. Graham & Associates

Dr. John E. Harmon Sr.
Founder, President & CEO
AACNJ

Karine Apollon
Chief Diversity Officer
NYC Department of Education

Tanya L. Freeman, Esq.
Managing Partner
Callagy Law, P.C.

Adenah Bayoh
CEO, Adenah Bayoh
and Companies

KEYNOTE SPEAKER

MASTER OF CEREMONIES

PREMIER SPONSOR



GOLD SPONSOR



SILVER SPONSOR





20 JUNETEENTH 26 INNOVATION EXPO LEADING THE WAY FORWARD



JUNE 10, 2026
INNOVATION EXPO (9:00 A.M. - 6:00 P.M.)
NETWORKING RECEPTION (4:00 P.M. - 6:00 P.M.)

DOUBLE TREE BY HILTON - CHERRY HILL, PHILADELPHIA
2349 MARLTON PARK WEST
CHERRY HILL, NJ 08002





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PROGRAM

| | | | |
|------------|--|------------|--|
| 6:00 PM | NETWORKING RECEPTION | 7:55 PM | PRESENTATION: CHARLENE POLITE CORLEY, VP, INCLUSIVE INSIGHTS BUSINESS INCLUSION, IMPACT & BELONGING, NIELSEN IQ |
| 7:00 PM | OPENING REMARKS DR. JOHN E. HARMON, SR., IOM FOUNDER, PRESIDENT & CEO, AACNJ | 8:30 PM | CLOSING REMARKS DR. JOHN E. HARMON, SR., IOM |
| 7:15 PM | PRESENTATION: 2025 RECAP & 2026 FORECAST DR. JOHN E. HARMON, SR. IOM | 8:35 PM | NETWORKING & DESSERT |
| 7:45 PM | SPONSORSHIP RECOGNITION | 9:00 PM | PROGRAM ENDS |

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Letter from the **CHAIRMAN**

December 10, 2025

Dear AACCNJ Members, Partners, and Friends,

As Chairman of the Board of the African American Chamber of Commerce of New Jersey, I am honored to present our Annual Report, reflecting a year of meaningful progress, strengthened relationships, and continued momentum for our organization and for the Black business community across our state.

This year reaffirmed an essential truth: Black businesses are not only vital to the cultural fabric of New Jersey, they are central to its economic strength and long-term prosperity. When Black-owned businesses are given equitable access to opportunities, capital, and markets, they compete successfully, innovate at the highest levels, and deliver substantial economic value. Their success is proven and consistent when access and opportunity are present.

Under the leadership of our President and CEO, John Harmon, AACCNJ has continued to expand its statewide footprint, deepen its impact, and champion the economic interests of Black businesses with unwavering commitment. John's vision and tireless advocacy have strengthened our role as a leading voice for equity, economic inclusion, and business development in New Jersey.

A major milestone this year was the acquisition of the 27,000 square foot AACCNJ Transformation Center in Trenton. This facility represents a historic investment into the future of Black entrepreneurship and economic mobility. Designed as a statewide hub for innovation, workforce training, youth development, and business support, the Transformation Center equips AACCNJ to deliver services at greater scale and with deeper reach, further advancing the mission John has championed for nearly two decades.

Our progress is also fueled by the strong support of major corporations located throughout New Jersey. These partners recognize the essential role that the Black business community plays in driving economic growth, innovation, and competitiveness. Through contracting opportunities, capacity-building initiatives, sponsorships, and collaborative programming, they help expand the reach of our mission. We value these relationships and will continue partnering with them to make New Jersey a more affordable, inclusive, and prosperous place for all residents.

At the same time, we remain focused on addressing the long-standing barriers that limit Black participation in local, county, and state procurement. Black businesses have always had the talent, capability, and competitive strength to excel. What they require, and what they deserve, is access. Real access to contracts, networks, capital, and opportunities that allow them to demonstrate the excellence and capacity they have always possessed. Ensuring that Black businesses can compete and win in public and private contracting remains one of our highest priorities.

As we move forward, our commitment remains clear: expanding opportunity, strengthening communities, and advancing economic mobility for Black businesses statewide. The work is urgent, the stakes are significant, and the potential ahead of us is extraordinary.

I extend my sincere gratitude to our board, staff, members, partners, corporate supporters, and especially to John Harmon, whose leadership continues to elevate this organization and inspire our collective progress. Together, we will continue building a stronger, more dynamic, and more prosperous New Jersey, one where every business has the opportunity to grow and every community has the opportunity to thrive.

Sincerely,

Chairman of the Board
African American Chamber of Commerce of New Jersey

EST. JUNE 2007



Letter from the **PRESIDENT**

December 10, 2025

Good evening,

We commenced 2025 with profound gratitude for our relationship with the Murphy Administration, our various private sector partners, and the investments made in the mission of the AACCNJ to date. However, the resolution of New Jersey's Disparity Study remains pending. In summary, New Jersey taxpayers allocated approximately \$11 billion dollars in procurement, of which black businesses received only \$3.3 million.

Subsequently, we actively participated in the race for New Jersey's next governor by hosting candidates' forums, community engagement events, and one-on-one meetings. Our objective was to present issues vital to our constituency, including:

- Recommended legislation, based on best practices, to make New Jersey's procurement policies more equitable.
- An increase in the Project Labor Agreement Threshold from \$5 Million to \$35 Million.
- The abolition of using education, occupation, and credit scoring as proxies for auto insurance premiums.
- The elimination of the carve-out for Registered Municipal Accountants.

These were some of the key issues we discussed with the candidates, seeking their adoption if successful. We are pleased that Governor Elect Mikie Sherrill and Lieutenant Governor Elect Dr. Dale Caldwell were successful in their bids, and we intend to collaborate with them to solidify an agenda that will enhance the socioeconomic standing of our constituency.

Throughout the year, we experienced continuous growth with our private sector partners and achieved record levels of success in our various training initiatives and events. Additionally, we received a generous gift of a 27,000-square-foot facility in Trenton, New Jersey, from Nexus Properties. This facility, named the Transformation Center, will enable us to expand our workforce training, small business development, and various trade-related instructional programs, including carpentry, plumbing, electrical, and HVAC. Furthermore, this facility will accommodate various events such as networking, lunch and learns, and educational forums. Our strategic partner in this endeavor is Rowan University, and we are incredibly enthusiastic about the significant collective impact we anticipate making through this facility.

As the Murphy Administration concludes its term, I would like to personally express my sincere thanks to Governor Murphy and the various state agencies for their commitment to the AACCNJ. Their support for our mission has significantly benefited our constituency. The AACCNJ remains dedicated to advocating for fair, transparent, and equitable access to resources, opportunities, and information that will better position the 1.8 million black residents and over 124,000 black businesses to be equitable participants in our state's economy.

Happy Holidays,

Dr. John E. Harmon, Sr., IOM
Founder, President & CEO
African American Chamber of Commerce of NJ

FORECASTING 2026



1 SPONSOR RECOGNITION



2025

ANNUAL REPORT

THANK YOU TO OUR SILVER SPONSORS

FIRSTBANK
CHARITABLE FOUNDATION

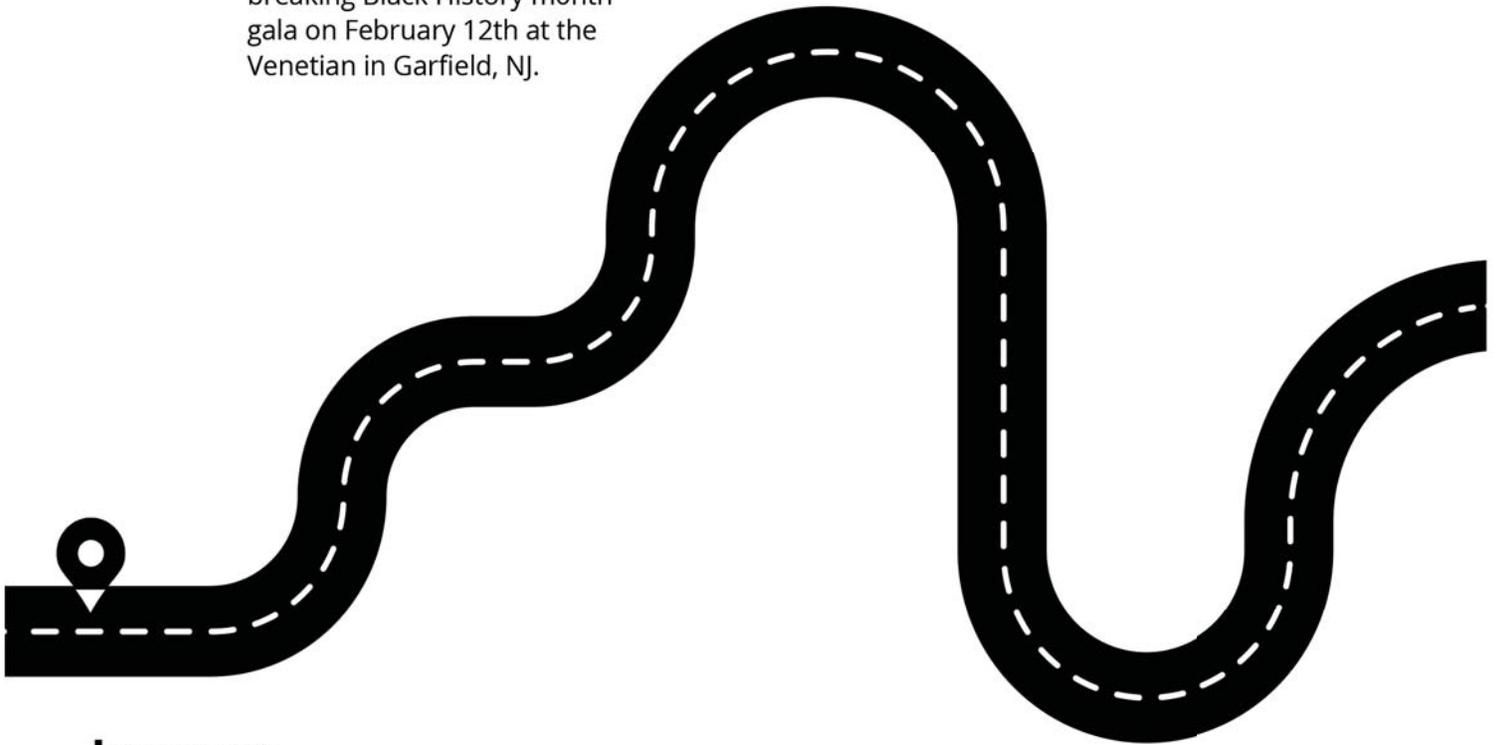


PSEG

February



The AACCNJ hosted a record-breaking Black History month gala on February 12th at the Venetian in Garfield, NJ.



January

Dr. Harmon guest reader for “Kings Who Read”, a Dr. MLK Jr. Literacy Event at Roseville Charter School in Newark, NJ.

March



At the State of Black New Jersey 2025 Summit, the AACCNJ proudly facilitated a distinguished panel discussion featuring the candidates for New Jersey Governor.

2025 ROADMAP



April

Dr. Harmon was a guest speaker for The National Coalition of 100 Black Women, Bergen Passaic Chapter, event.



May

Dr. Harmon gives testimony in opposition to Bill A-4586, designed to address the findings of the NJ Disparity Study.

Dr. Harmon, gave the commencement address to the WPU class of 2025, and was bestowed with an honorary doctoral degree.



June

AACCNJ and Administrators Network launched the Inaugural Transformational Leadership Symposium.

AACCNJ hosted the FIFA World Cup 2026 (TM) Networking event at Delta's in New Brunswick, NJ.



July

The AACCNJ was awarded a \$1 million workforce grant for Justice Impacted individuals through the NJ DOL.



August

The AACCNJ proudly co-hosted an inaugural Film Festival event at the Martha's Vineyard African American Film Festival, marking a significant collaboration that elevated Black artistic expression, storytelling, and creative entrepreneurship on a national stage.



September

Milestone Birthday Celebration for Dr. John E. Harmon.

The AACCNJ presented a Fireside Chat with Michael Garner, and Keith Wright at the Business Leadership Conference.



December

AACCNJ hosted Second FIFA World Cup 2026 (TM) Networking event at Felina's in South Orange, NJ.

November

Small Business Bonding & Readiness Assistance Co-hort 7 Graduation.

AACCNJ hosted Party with a Purpose at NJLM.

October

In collaboration with XP Start Up Labs, LLC., over 100 returning citizens participated in NJ Reentry Entrepreneurial Program (NJREP) with funding from the New Jersey Department of Corrections (NJDOC).

AACCNJ Driven by Success Trucking Summit

2025 AACCNJ GOALS

Goal 1

Raising the exemption threshold on Project Labor Agreements in New Jersey from \$5 Million to \$35 Million so that the limits align with Federal Law.

Goal 2

The abolishment of Registered Municipal Accountant designation as a requirement to perform municipal government audits.

Goal 3

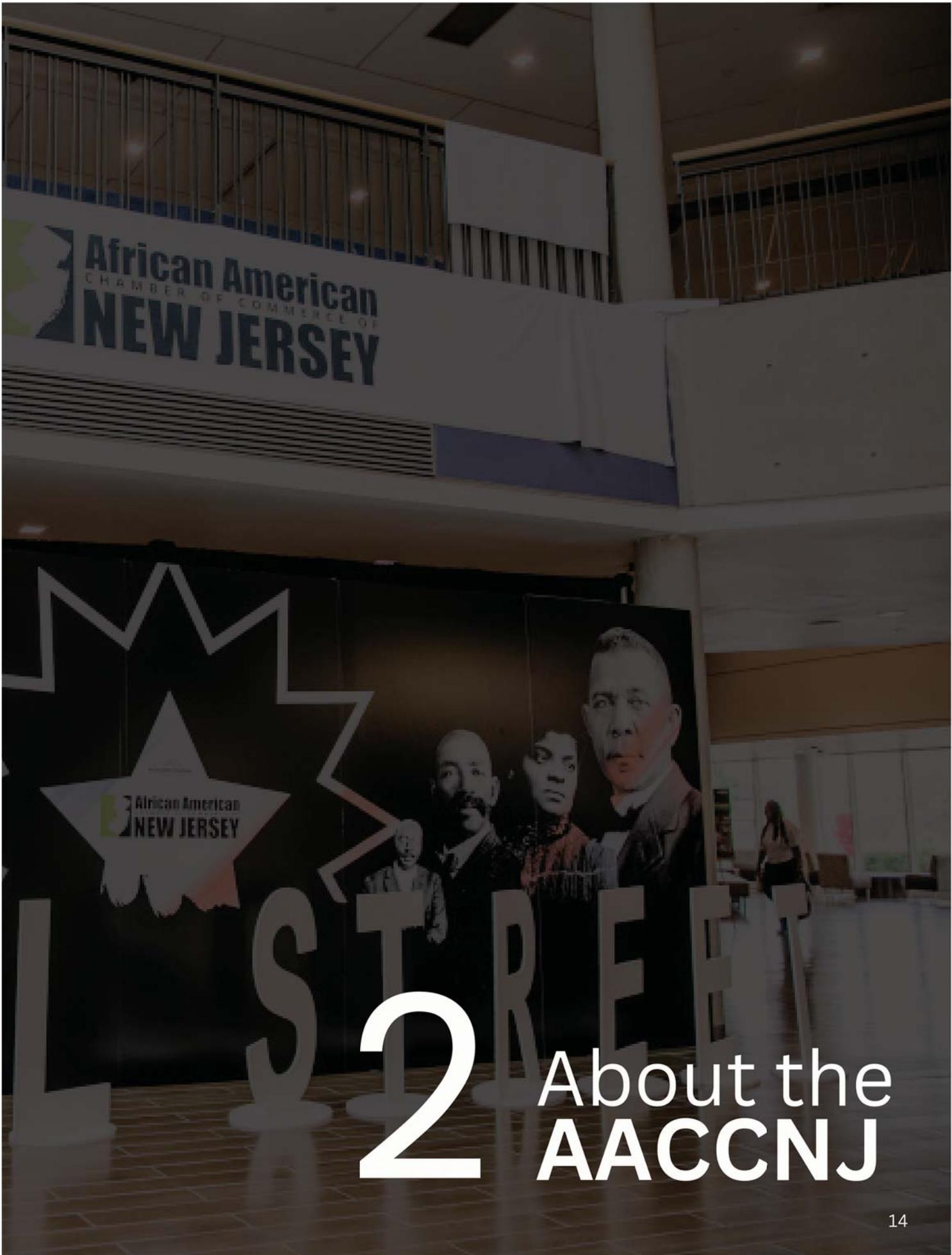
Disaggregation of the spending levels of blacks and other groups; applying all the aspirational goals once adopted to every dollar the state of New Jersey spends, Pension funds, bond finance, professional services, Construction, and Good and Services, etc.

Goal 4

Elimination of Education, Occupation and Credit Scoring as proxies for auto insurance premiums.

Goal 5

A review of New Jersey's State Contracting and Cooperative Purchasing Programs with the intention of modifying the process for more equitable participation and better transparency to the public.



African American
CHAMBER OF COMMERCE OF
NEW JERSEY

African American
NEW JERSEY

L STREET

2

About the
AACCNJ

The African American Chamber

of Commerce of New Jersey performs an essential role in the economic viability of New Jersey. While providing a platform for New Jersey's African American business leaders, to speak with a collective voice, the AACCNJ advocates and promotes economic

diversity fostering a climate of business growth through major initiatives centering on education and public policy. The Chamber serves as a proactive advocacy group with a 501(c) 3tax exemption, which is shared by the National Black Chamber of Commerce.

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About the AACCNJ

November 23, 2022, The United States Chamber of Commerce awarded the African American Chamber of Commerce of New Jersey with its Accredited State Chamber with Distinction designation for its sound policies, effective organizational procedures, and positive impact on the community.



"Chambers of commerce that achieve an Accreditation designation are truly leaders in their industry." said Raymond P. Towle, U.S. Chamber Vice President, Federation Relations and IOM. "This rigorous review includes all aspects of a chamber's policies, operations, and programming. When chambers of commerce earn the distinction of becoming Accredited, it is a mark of excellence for the organization, its staff, and its leadership. Accredited chambers are recognized for their ability to serve as a resource to their region's businesses while maintaining transparent governance practices, sound financial controls, safe work environments, effective communications, and value in programming. They are commended for their continued advocacy of free enterprise, and for their commitment to serving members and their local businesses. Congratulations on this tremendous accomplishment."

IN 2022, THE AACCNJ RECEIVED A PERFECT SCORE IN COMMUNICATIONS & FACILITIES MANAGEMENT FROM THE USCC.

In **March of 2019**, The United States Chamber of Commerce (USCC) awarded the AACCNJ with three stars Accreditation for its sound policies, effective organizational procedures, and positive impact on the community. **The Chamber joins the top 3 percent of all chambers in the nation who are Accredited as both the only accredited Chamber in New Jersey and the only African American Chamber in the U.S. Chamber of Commerce federation to hold this distinction. With approximately 7,000 chambers in the U.S.,** Accreditation with the U.S. Chamber of Commerce is a prestigious honor that distinguishes the high quality, expertise, and strong leadership displayed by Accredited state and local chambers of commerce. In **November of 2022**, the USCC granted the AACCNJ a reaccreditation status with; Statewide Chamber with Distinction. **In October of 2025**, the AACCNJ remained New Jersey's only Accredited Chamber or Business Organization, as declared by the largest business federation in the world, the USCC.

"We are extremely delighted to share with our members and supporters the recent designation awarded by the United States Chamber of Commerce to the African American Chamber of Commerce of New Jersey, of its reaccreditation status "State Chamber with Distinction", said John E. Harmon, Sr., Founder, President & CEO. "The African American Chamber of Commerce of New Jersey is the only Accredited Chamber of Commerce or Business organization in our state - what a significant achievement for the dedicated staff of professionals and Board of Directors."



ORGANIZATIONAL OVERVIEW

The African American Chamber of Commerce of New Jersey (AACCNJ) Inc. was established in 2007 as a 501(c)(3) non-profit, B2B (business-to-business) organization in Trenton, New Jersey. The Founder, President and CEO of the AACCNJ is: John E. Harmon, Sr., IOM., jharmon@aaccnj.com Telephone (609) 571-1620

Serving more than 900 active members, the AACCNJ has become a central beacon for minority and non-minority advocacy building, community and government relations, business development, job retention, and education attainment. The Chamber serves as a mechanism for communication, program creation, and strategic implementation of initiatives and resolutions that help build New Jersey's economic landscape.

To date, the AACCNJ has advocated on behalf of its members on several capital development and procurement projects to insure inclusion. The AACCNJ is a conduit to:



Bridging gaps between the **under-performing populations** in New Jersey and a vital resource to initiating dialogue leading to strategies that address the state's overall competitiveness.



Workforce and development training, job-readiness programs and recruitment services.



Free enterprise activity for **Women, Veteran and Minority-owned business**.



Access to resources in making statewide businesses visible in key markets.



An open line of communication with state and local government officials, and suppliers.



Youth mentorship and entrepreneurial programs.

AACCNJ LOCATIONS

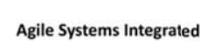
379 West State Street
Trenton, NJ 08618
(Headquarters)

Transformation Center
165 West Hanover Street
Trenton, NJ 08618

Carnegie Center Building
35 Dr. Martin Luther King Jr. Blvd.
Atlantic City, NJ 08401

Mill One
1 North Johnston Avenue
Hamilton, NJ 08609

2025 PRESIDENT'S CLUB



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BOARD OF DIRECTORS COMMITTEES & STAFF **OVERVIEW**

Accredited State Chamber
of Commerce with Distinction
U.S. Chamber of Commerce

BOARD OF DIRECTORS **OFFICERS**



Gary Mann
Chairman, AACCNJ Board of Directors,
President & CEO, Jafel Analytics



John E. Harmon, Sr., IOM
Founder, President & CEO
AACCNJ



Tammeisha D. Smith
Vice Chair, AACCNJ
CEO, Dunbar Center, Inc.



Marcus Dyer, Esq.
Treasurer, AACCNJ Board of Directors
Associate, Withum Smith & Brown



Robert L. Johnson, Esq.
Secretary, AACCNJ Board of Directors
Director and Chief Diversity Officer, Gibbons Law

BOARD OF DIRECTORS



Dr. Denise Anderson, Ph.D., MPH
CEO
Denise Anderson & Associates



Racheal Ankrah-Fosu
Chief Technology Advisor
The Galileo PreSchools
Busy Place Early Learning Center, KIDFIN



William Bowie
President & CEO
Empower Construction



Faye Coleman
CEO
PG Health, LLC



Deborah J. Frazier
Wealth Management Advisor
LRG Wealth, Advisors/Hightower



Hosea Johnson
*Emeritus Board Member
President & CEO, Johnson Associates
Systems, Inc.



Alton Shaw
Vice President of Operations
PRWT



Raymond K. Jones
President
We See You, LLC



Dr. Funke Olayinka, MD
Owner Nothing Bundt Cake, Wayne, NJ
Founder and CEO, GHIT Consulting, Inc.



Will Smith
Vice President
Corporate Shared Services
South Jersey Industries (SJI)



Robert D. Warrington, Esq.
Founding Partner, Dawkins & Warrington
Law Group, LLC



Thomas Webster
Chief Executive Advisor
2020 Business Advisors

COMMUNITY BOARD OF DIRECTORS



John E Harmon, Sr., IOM
 Founder, President & CEO
 AACCNJ



Schnearia Ashley
 Co-Chair, Community Board of Directors
 Senior Vice President
 Truist Commercial Banking



Viviana Lamm
 Co-Chair, Community Board of Directors
 CEO, Risk Strategy Solutions



Carin Heps
 Assistant Vice President
 Member Relations
 Support Manager



Stacey Kavanagh
 Vice President
 Market Manager
 Provident Bank



Wendy Lanski
 Director, Enterprise Vendor
 Management & Operations
 Horizon Blue Cross Blue Shield of NJ



Erik Larsen
 Team Leader
 C&I Northfield Bank



Bill Stephney
 Principal Executive
 Broad Market Media



Jackie P. Taylor
 Partner/Principal, US Alliance &
 Ecosystems Leader Public Sector, EY



Ralph D. Weaver
 Founder & CEO
 East West Connections



Lawrence Wooten
 Senior Manager, Supplier Diversity
 American Water



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Dr. Denise Anderson,
Founder & CEO, Denise Anderson
& Associates (DA&A) LLC



Tasha Youngblood Brown, MBA, CISA
Managing Director
EY

DISPARITY STUDY TASK FORCE



Marcus Dyer, CPA, JD,
Treasurer, AACCNJ
WithumSmith+Brown, PC



Tanya Freeman, Esq.
Chair, NY State Black Business Alliance
(NYSBBA) and Managing Partner Family
Law Practice Group



John E. Harmon, Sr., IOM
Founder, President, & CEO, AACCNJ



Robert Johnson, Esq.
Secretary, AACCNJ
Chief Diversity Officer, Gibbons Law



Gary Mann
Chairman, AACCNJ
CEO, Jasfel Analytics



Monique Nelson,
Executive Chair, UniWorld Group
(UWG)



Tammeisha Smith
Vice Chair, AACCNJ
CEO, Dunbar Center, Inc.



Robert Warrington, Esq.
Former Vice-Chair, AACCNJ
Founding Partner, Dawkins &
Warrington Law Group, LLC

MEMBERSHIP COMMITTEE



Deirdra Oliver
Senior Branch Manager
Visions Federal Credit Union
Saddle Brook, NJ

<https://www.visionsfcu.org/locations/saddle-brook>



Edward Roberts
Founder & Owner
Prep Boyz LLC/ Buggin Out
Pest Control

<https://www.bugginoutipm.com/>



Nadine Brown
CEO
N&R Divine Cleaning Services LLC

www.nrdivinecleaning.com



Pauline Lyod
Founder & Executive Director
Albert Islay Walden
Education Alliance, Inc.

<https://www.islaywalden.org/>



Kim Leiby
Business Development
The Lerepco IT Group

<https://www.lerepco.com/>

AACCNJ STAFF



John E. Harmon, Sr., IOM
Founder, President & CEO



Jacqueline Baptiste
Executive Advisor to President & CEO
& Brand Ambassador



Mary Griffin, PMP, IOM
Vice President of Membership
Retention & Programs



Nicole Baptiste, IOM
Vice President, Membership
Acquisition, & Financial Management



Carmen Gates
Vice President of Community
Development and External
Affairs Officer



Bydeia Harmon
Community
Development Officer



Vivian Harmon
Executive Director
Training & Development Institute



Tammy Holloway
Senior Membership & Program Specialist
NYSBBA, AACCNJ



Demetra Alston
Outreach Coordinator
Training & Development Institute



Nyanpu Kerkulah
Case Manager
Training & Development Institute



Jayme Rittenburg
Administrative Assistant



Margaret Syphax
Member Relations
Support Manager

ADJUNCT STAFF ANNUAL EVENTS TEAM

Helen Walker
Jessica Desmond
Evon Judkins
Leticia Acevedo
Kimberly Smith

Mai Juah
Sabrina Williams
Tressiliane Parker
Vanessa Woolfolk
Victoria Woolfolk

Myrial Pedersen
Isabel Pedersen
Joslyn Morman
Glori Bryson
Shawna Biggs

Tamara Williams
Dorothy Reed
Nancy Jordan
Isaiah Parker
Caleb Parker
Elaina Judkins

ORGANIZATIONAL CHART



Gary Mann
Chairman of the Board, AACCNJ



John E. Harmon, Sr., IOM
Founder,
President & CEO



Jacqueline Baptiste
Executive Advisor to
President & CEO
& Brand Ambassador



Mary Griffin PMP, IOM
Vice President
Membership
Retention & Programs



Nicole D. Baptiste, IOM
Vice President,
Membership Acquisition
& Financial Administration



Vivian Harmon
Executive Director,
Training & Development Institute



Carmen Gates
Vice President of Community
Development and External
Affairs Officer



Jayme Rittenburg
Administrative
Assistant



Demetra Alston
Outreach Coordinator



Nyanpu Kerkulah
Case Manager



Adjunct
Staff



Margaret Syphax
Member Relations
Support Manager



Tammy Holloway Senior
Membership & Program
Specialist NYSBBA, AACCNJ



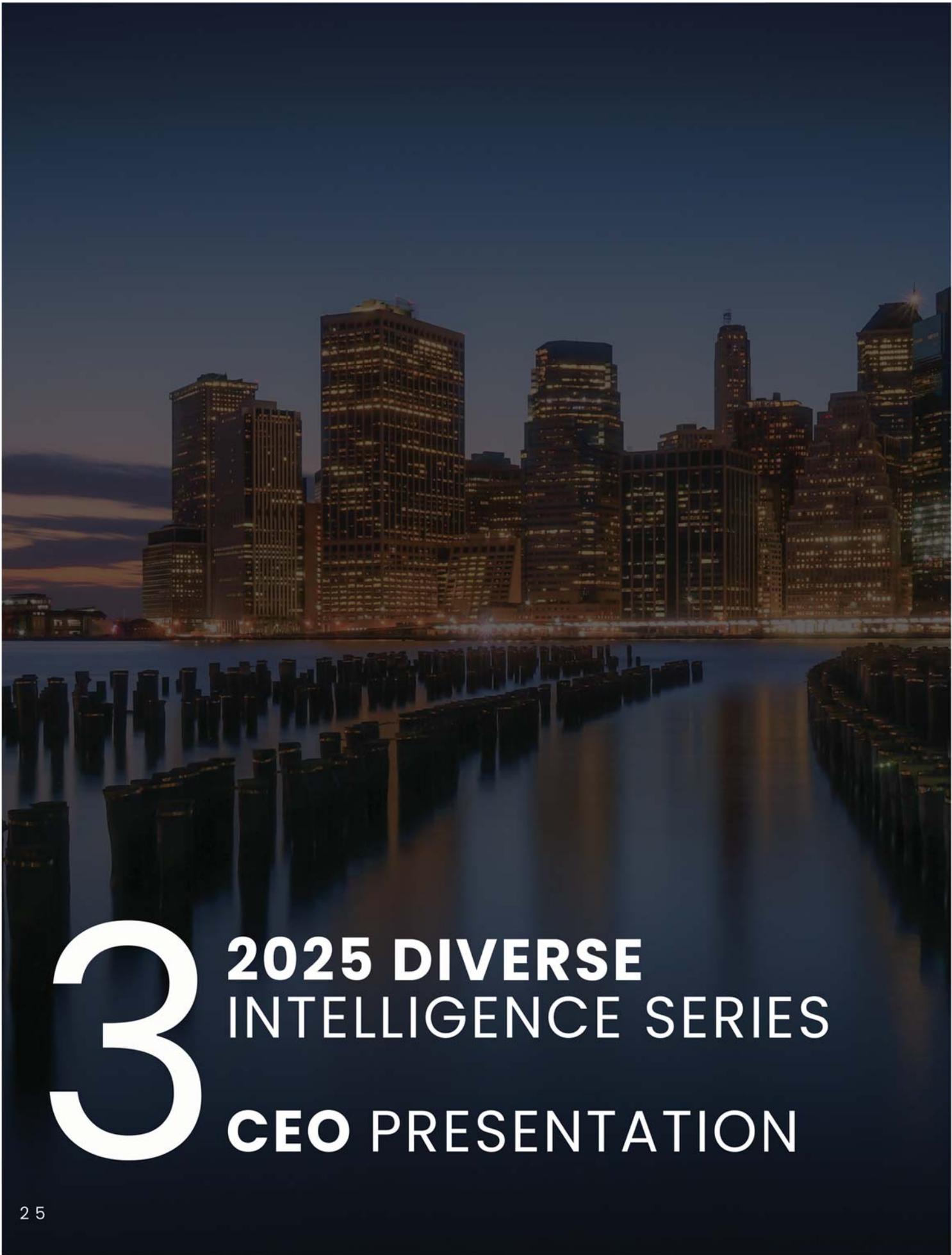
Bydeia Harmon
Community
Development Officer



Consultants



Joe Awundaga, CPA
Accounting



3

**2025 DIVERSE
INTELLIGENCE SERIES
CEO PRESENTATION**

KEYNOTE SPEAKER



2025 DIVERSE INTELLIGENCE SERIES

Charlene Polite Corley is a researcher, thought leader and speaker that's passionate about representation in media.

Charlene combines data and storytelling to amplify the power of historically excluded audiences. Her work showcases media trends and the influence of Black culture to highlight opportunities for brands and programmers to connect through inclusion.

She is a graduate of Florida A&M University with over 15 years of experience across multiple media, sales and market research roles. As VP, Inclusive Insights at Nielsen, Charlene is the lead researcher for Black/African American audiences on the Business Impact, Inclusion & Belonging Thought Leadership Team. Charlene's work has been featured on Good Morning America, Essence, eMarketer, Cannes Lions, SXSW and more.

PRESENTATION



Dr. John E. Harmon Sr. IOM

Founder, President and CEO

The African American Chamber of Commerce of New Jersey

In 1997, as a small businessperson, John E. Harmon, Sr. was an early member of the Metropolitan Trenton African American Chamber of Commerce (MTAACC), becoming its president, two years later. Under his guidance, MTAACC grew its membership, forged alliances with business associations/organizations and government, and forged strategic partnerships in the public and private sectors to benefit African American businesses throughout New Jersey. Harmon recognized the growing need for a statewide organization that could align both government and business interests to advocate for New Jersey's Black entrepreneurs and their communities. That led him to establish the AACCNJ – which is heralded as the leading voice for business development and economic empowerment for New Jersey's Black owned businesses.

Harmon has served as the Founder, President, and CEO of the African American Chamber of Commerce of New Jersey (AACCNJ), since 2007. In this role he has the responsibility of establishing, implementing, and executing the mission, as well as the fiduciary oversight and governance of AACCNJ in accordance with its Bylaws. In addition, he works to identify strategic partnerships in both the public and private sector to connect AACCNJ members and supporters to resources and opportunities to grow and sustain their goals and objectives. Moreover, Harmon serves as an advocate on behalf of the 1.2 million African American residents and the over 88,000 Black owned businesses statewide to ensure that policy at the municipal, county, and federal level provides fairness, equity and access to a level playing field in the marketplace. Harmon hosts the Gold Telly Award winning - AACCNJ monthly television show "Pathway to Success" as well as the Chamber's weekly radio show "The Empowerment Hour."

Prior to his twenty-seven-year career as a chamber executive, Mr. Harmon was previously employed at The Bowery Savings Bank (now part of Capital One Bank) in New York City where he managed the bank's Residential Real Estate Department overlooking major mortgage loan transactions; and at Chemical Bank where he managed third party loan originations for New York, New Jersey, and Connecticut. While working at Chemical Bank, Mr. Harmon established The Affordable Housing Loan Program. Following his banking career, Mr. Harmon founded a transportation company in 1989, called Harmon Transfer, Corp. The company transported dry goods, perishable commodities, and produce throughout the Northeast United States and Canada.

Harmon is the Former Chairman of the Board for the National Black Chamber of Commerce; there are 150 Affiliate Chapters of the NBCC and over fifteen international affiliates. Harmon is a member of the US Chamber of Commerce – Board of Directors, the Federal Reserve Bank of Philadelphia's Economic Community Advisory Council (ECAC), Hackensack Meridian Health Board of Directors, Jersey Central Power & Light and Hermann Transportation. Harmon is also a Board Member of Digital Place Based Advertising Association and is a member of the US Chamber of Commerce Committee of 100.

He is the Founder CEO & Chairman of the New York State Black Business Alliance, Inc. (NYSBBA), and was pinned as a new member of the 100 Black Men of NY in January of 2025. Additionally, Mr. Harmon is a Board member of the New Jersey Chamber of Commerce (NJCC), New Jersey BPU, Supplier Diversity Development Council (SDDC), Opportunity New Jersey, Better Choices, Better Care NJ, Chairman of Crime Stoppers of Greater Trenton. He is a former Board Member of Fairleigh Dickinson University, Investors Bank, American Chamber of Commerce Executives (ACCE), First Book, and Minding Our Business (MOB), a youth entrepreneurial initiative in affiliation with Rider University. H

Harmon was awarded in 2024 with the National Association of Corporate Directors Awards – non-profit governance award. **NJ Biz** Power 100 List for 2024, 2023, 2022 and in 2018 to its Power 10 list. Harmon was acknowledged in 2021 and 2022 by **ROI-NJ**, for two consecutive years as the Number 1 Person of Color in NJ and was recognized in ROI-NJ “People of Color Influencers” for 2025, 2024, 2023 and 2018. Harmon was recognized as one of the **NJ Business Hall of Fame** Class of 2021 Laureates on December 9th, 2021. In 2021, for the third consecutive year, Harmon was acknowledged in **South Jersey Journal’s** list of the “Twenty-five Most Influential African Americans in New Jersey. Harmon was honored by **NJBIA** as the Executive of the Year in October of 2022, and the **New Jersey Symphony Orchestra** at their Spring Gala in May of 2022. Harmon is also recognized as a **Center of Influence (COI)** for the United States Army and was selected as a participant in the Joint Civilian Orientation 2018 Conference (JCOC) hosted by the Secretary of Defense. The JCOC program is the oldest and most prestigious public liaison program in the Department of Defense. Harmon was selected as one of 40 individuals (out of 230 applicants) to attend JCOC 18. In addition, Harmon was the only attendee from the State of New Jersey to participate in the conference. Harmon was the first individual selected as a member of the host committee for **NFL Super Bowl XLVII** held in NJ in 2014.

John E. Harmon, Sr., IOM, ABA, BA, ABA, h.c., BS, L.H.D. h.c. holds an associate degree in Business Administration from Mercer County Community College and holds a Bachelor of Arts degree in Business Management, Fairleigh Dickinson University, 1983. Shortly before graduating in 1983, Harmon received a call from FDU’s career development office encouraging him to apply for a management training program for future bank presidents. Of 150 candidates, he was one of only 12 chosen – and the only African American. Mr. Harmon also successfully completed a one-year Fellowship on Regionalism and Sustainability sponsored by The Ford Foundation and completed the Minority Business Management Seminar at the University of Wisconsin-Madison, in 2009. Additionally, Mr. Harmon completed a four-year Chamber Executive Management Program, at Villanova University, sponsored by the U.S. Chamber of Commerce, in 2014. Harmon was conferred with an honorary Associates Degree in Business Administration from Rowan College Burlington County, in 2014. Harmon was awarded a honorary Doctor of Humane Letters (L.H.D.), honoris causa, from Fairleigh Dickinson University in May of 2022. Harmon was bestowed with an honorary degree of Doctor of Business Administration from Georgian Court University, Lakewood, NJ in May of 2024. Dr. Harmon gave the undergraduate commencement address to the class of 2025, and was bestowed with an honorary doctorate of humane letters degree, from William Paterson University at the Prudential Center, in Newark, NJ, in May of 2025. In September of 2025 Dr. Harmon was bestowed with an honorary doctorate of humane letters from Thomas Edison State University, at Cure Arena, in Trenton, NJ.

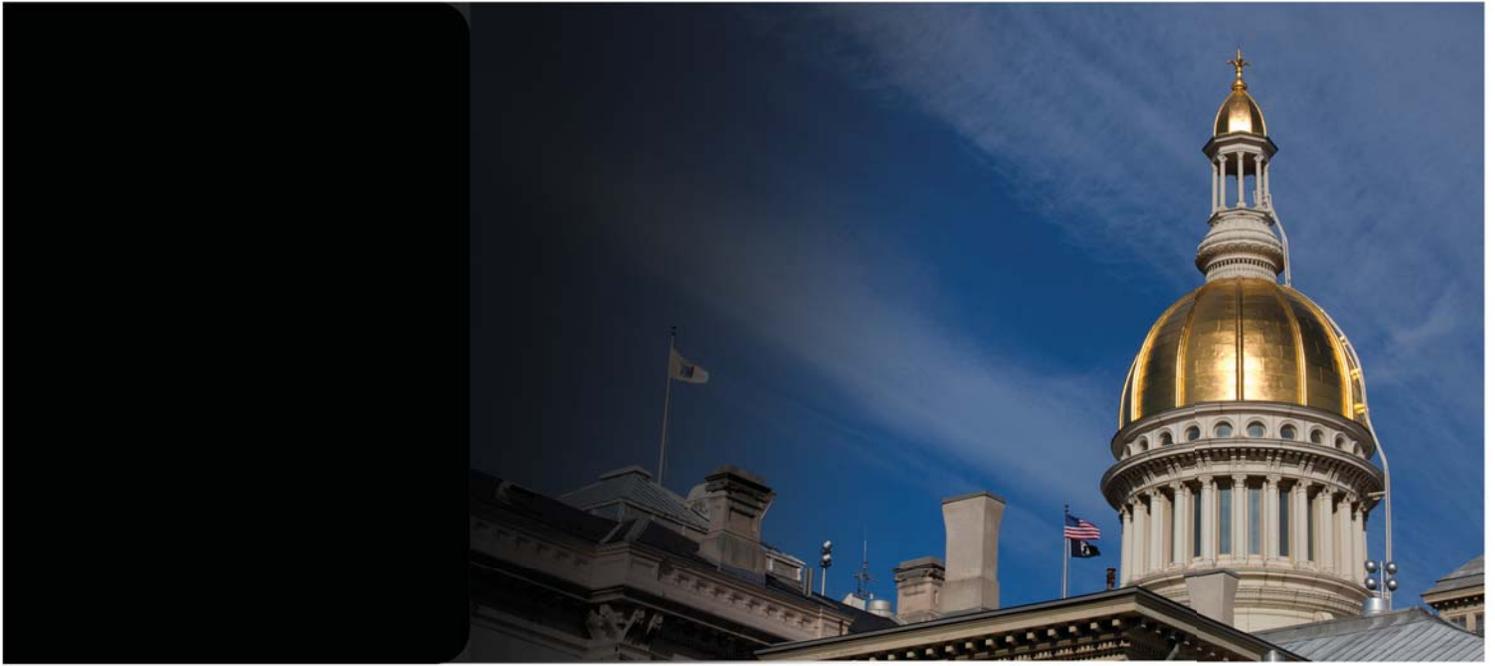
Harmon grew up in a large, working-class family in Trenton, NJ. His father operated his own trucking business; his mother was a factory worker. In high school, Harmon studied auto mechanics and aspired to one day running his own business like his father. Harmon is an avid sports fan, as a young man he played on the local baseball team. Today he enjoys golfing. He has three sons, John Jr., Joshua, and Justin. He is a member of Higher Ground Interdenominational Church, in Ewing, NJ. Harmon released a book in 2025 - Power Moves: The Life and Legacy of a Black Chamber Executive.



4



2025
INSTITUTIONAL
RECAP



2025 CALENDAR OF EVENTS

JANUARY

No events held

FEBRUARY

15th Annual Circle of Achievement Awards Gala

MARCH

Department of Health - "Your Health Our Mission: Serving Black Communities in New Jersey Webinar

Quarterly Meeting at Kean University

The State of Black New Jersey Economic Summit

JULY

Preparing Tomorrow's Workforce- US Chamber College Board

15th Annual Golf Classic

AUGUST

Black Business Month Event
Small Business Expo with City of Atlantic City, hosted by Mayor Smalls

USCC Webinar AACNJ
The Trump Bill, How the New Law Could Reshape Doing Business in NJ

SEPTEMBER

Milestone Birthday Celebration for Dr. John E. Harmon

15th Annual Business Leadership Conference



VIEW 2025 EVENT
PHOTOS AND VIDEOS



APRIL

Mobile Academy - Pathway To Homeownership

Department of Health - "Your Health Our Mission: Serving Black Communities in New Jersey" Webinar

Mobile Academy - Career & Resources Fair - MCCC

MAY

South Jersey Pitch Program & Networking Event

Women Who Empower 2025 Awards Luncheon

DEI in the Private Sector: Key Developments for Business Webinar

JUNE

Educators of Color Leadership Symposium

"From Startup to Stability" with Valley Bank

Third Annual Juneteenth Black Business Expo

Quarterly Meeting in Camden, NJ

OCTOBER

Gubernatorial Town Hall

Preview Event for Transformation Center

15th Annual Corporate Awards Dinner

Leveraging AI to Advance Your Business

TDI Driven by Success Summit

Dynamic Retail Hub, The Pillars Event

Power Link Networking Mixer

NOVEMBER

Community Wealth Builders: First-Time Homebuyer & Small Business Loans Made Simple with Colonial Bank

Mobile Academy Trailblazer Impact Awards Reception

Mobile Academy Youth Leadership Summit

7th Annual Party with a Purpose

DECEMBER

FIFA Networking Event
Holiday Mixer & Annual Meeting

2025 AACCNJ NEW MEMBERS

PRESIDENT'S CLUB



Cyber Security Consulting Ops*



Prudential Advisors*



Highstep Technologies, Inc.*



Turner Construction*



JP Morgan Chase*



North Jersey Pro Soccer LLC*



American Management Services*



Structure Tone*

JANUARY

EBFIT INC
 TechComm Queen Solutions Group LLC DBA
 Serenity Smart Homes
 SOLUTIONS OVER EXCUSES LLC
 Urban Gardens LLC
 Sunscriptions LLC
 Morph Mentoring
 Hattin Construction Management Inc
 The Wellington White Portfolio
 Unique Sweets LLC
 Access Educational Advisors LLC



EST. JUNE 2007

FEBRUARY

TNT Education
 Caldwell University
 The Waldon Group Consultants LLC
 New Jersey Council of County Colleges
 Jersey Construction Business
 Collins Coding Consulting LLC
 MCI Property Management I LLC
 Collegiate Title Corporation

MARCH

Leaders for Life Inc.
 Dr. Chalice C. Rhodes Licensed
 Professional Counselor LLC
 Eden Autism Services
 Maven Community Health
 Community Planning and Advocacy
 Council (CPAC)



APRIL

New Jersey Education Association
Truth Academy
DACK Consulting Solutions
Edison Job Corps
Cyber Security Consulting Ops*
JP Morgan Chase*
LaMar Educational Enterprises LLC
Mervel Corp.
RightChoice Financial and General Contracting
Services
The Brown Bag Collective LLC

MAY

The Arch Group
Shiloh CDC
ECR Dealings LLC
ConsultCare Solutions
Prudential Advisors*
North Jersey Pro Soccer LLC*
TRC - Jersey Central Power & Light (JCP&L)
Peace of Mind Construction Group
NJ Black Heritage Trail
Wisdem USA

JUNE

Primevest Properties LLC
Realtor- Aneesha John
NJ4S-CGS with Acenda Integrated Health
Altruistic Scribe Company
Digital Broadcasting Entertainment LLC
God Has Heard Production Co.
Highstep Technologies, Inc.*
Teacher Apprenteship Network Inc

JULY

Rumph & Associates PC
Arleatha Williams Wealth
Management Advisors
Razor Sharp Global
All Hands-On Deck
Paidr's Port A Pottys
Sophia's Cleaning System LLC

AUGUST

REFORM Alliance
Destiny Supportive Services
Abundant Network LLC
Grow With Snow
TBA & US LLC
PRIMETIME BUSINESS SOLUTIONS
DBA THE UPS STORE
CJL Consulting Group
Cooper University Health Care

SEPTEMBER

LeaderLift
Be Limitless Consulting LLC
Stainless Books
Zone Walk Solutions LLC
American Management Services*
Turner Construction*
DANNI Design Marketing
Windia Dieudonne
Rowan University
New Society Building Management LLC
Mother AI
Rush Claims LLC
Hugh Carter Publishing
Integrity Compliance Consulting
Live Lawyer App LLC
City of Linden
Geraldine Gabriel LLC
Power Partners

OCTOBER

Power Partners
2020 Business Advisors
Digital Broadcasting Entertainment LLC
Geraldine Gabriel LLC
360 Advertising & Communications
Leaders for Life Inc.
4.0 Analytics Inc.
SOLUTIONS OVER EXCUSES LLC
Live Lawyer App LLC
4CS of Passaic County Inc.
Aneesha John
City of Linden
4G Strategic Consulting LLC
Community Planning and Advocacy
Council (CPAC)
American Management Services
Sivetransportationllc
LaMar Educational Enterprises LLC
Integrity Compliance Consulting
A E Talley Construction
Mervel Corp.
Hugh Carter Publishing
A&S Rebar. Inc
Primevest Properties LLC
Rush claims llc
A.M.P. Business Interiors Inc.
AAZUL HOME CONSTRUCTIONS LLC.
Cooper University Health Care
Arleatha Williams Wealth Management
Advisors

NOVEMBER

BODY BACK IN ACTION
1634 Funk LLC
New Jersey Council of County Colleges
THE POINT Communications LLC
1868 Public Affairs
Jersey Construction Business
Claims For You LLC
1911SMOKEHOUSEBBQ

DECEMBER

SKIP BAILEY COACHING LLC
Structure Tone LLC



ORGANIZATIONAL ACCOMPLISHMENTS



EST. JUNE 2007

1

The AACCNJ's new Transformation Center was made possible through the exceptional generosity of Nexus Properties, whose affiliate, Seven One Plus, LLC, gifted the 26,800-square-foot facility to the Chamber. Dante Germano, Managing Member of Nexus Properties, played a key role in facilitating this contribution and ensuring the building could become a long-term asset for the community. This transformative investment is further supported by the New Jersey Economic Development Authority (NJEDA) and strengthened through a formal partnership with Rowan University, which will provide educational programming, workforce-development opportunities, and collaborative initiatives.

2

The African American Chamber of Commerce of New Jersey (AACCNJ) and Rowan University have signed a Memorandum of Understanding (MOU) to establish an academic presence for Rowan at the AACCNJ's new hub, The Transformation Center, in Trenton. This partnership aims to expand educational and training opportunities in the region by integrating Rowan's resources with the chamber's business-focused center.

3



AACCNJ "Pathway to Success" wins Two Bronze Telly Awards in the 2025 Competition. Bronze Award DEI Category for (2) Season Six Episodes.



4

TDI secured more than \$2 million in program funding to strengthen workforce pathways for populations facing systemic barriers — including justice-impacted individuals, people directly or indirectly impacted by the opioid epidemic, and New Jersey veterans, women and historically marginalized populations seeking high-growth careers in manufacturing and supply chain logistics.

5

The African American Chamber of Commerce of New Jersey (AACCNJ), in partnership with the Administrators Network, proudly hosted the inaugural Educators of Color Symposium on June 6, 2025, at the Crowne Plaza in Princeton, NJ. The event brought together a dynamic community of educators, thought leaders, and advocates dedicated to advancing equity and excellence in education.



BOARD OF DIRECTORS ACCOMPLISHMENTS

Gary Mann, CEO, Jastel Analytics, ROI Influencers, People of Color
Marcus Dyer, Principal, Withum, ROI Influencers, People of Color
Tammeisha Smith, CEO, Dunbar Center, ROI Influencers, People of Color
Robert Johnson, Esq., Officer, Chief Diversity Officer, Corporate Group, Gibbons P.C., has been recognized by his peers in the 2026 Edition of The Best Lawyers in America®
Schnearia Ashley, Senior Vice President, Commercial Banker, Truist, was appointed to Governor Shapiro's Advisory Commission on African American Affairs
Tanya L. Freeman, Esq., Co-Founder, Black Business Unblinded, Chair, NYSBBA, named to BINJE's 2025 Best Health Care List Chairs: Chair of the University Hospital Board of Directors

LEADERSHIP & STAFF RECOGNITION

- Jacqueline Baptiste – ROI Influencers People of Color 2025
- Jacqueline Baptiste – Women In Business 2025
- Mary Griffin - Received SDDC Advocate Award
- Carmen Gates – Completed first year of USCC IOM Program
- Carmen Gates – Appointed to the Board of Contact of Mercer County
- Vivian Harmon - Completed first year of USCC IOM Program
- Vivian Harmon - Served as a panelist for Future Ready NJ with NJ Council of County Colleges
- Bydeia Harmon – Completed first year of USCC IOM Program
- Nyanpu Kerkulah - Joined staff as a full time Program Director
- Khadir Williams - Joined staff as a full time Program Coordinator
- Demetra Alston - Promoted to Employment and Outreach Services Coordinator

ALL MEMBER BENEFITS

- Radio Show
- Membership Spotlight
- Monthly members only virtual call with the President
- Member Events Posted on Website - Free promotion of events, ribbon cuttings and services
- Complimentary Regional networking at AACCNJ events
- Dual membership with the US Chamber of Commerce
- Trade specific Roundtables
- Quarterly meetings
- Annual meeting
- Meeting With A Member of Membership Acquisition Team
- Assistance with MBE/MWBE/SBE/DBE Certifications
- Member Resume Portal
- Q&A opportunities with state and local officials and corporate representatives
- Pro Bono Alliance - Pro bono legal services *Annual revenues of \$500,000 or less.
- Ability to post jobs
- Access to RFP opportunities
- Opportunity for referrals and resources for potential opportunities
- Access to members only, promotions and discounts
- Complimentary website development
- Complimentary monthly ROI reports

MEMBERS LV2 - LV5 (\$2,500-\$7,500)

- Spotlight in Magazines
- Guest on RVN TV
- Priority Scheduling as a Quarterly meeting Presenter
- Priority Scheduling as panelist for AACCNJ events
- Standalone social media promos

MEMBERS LV6 - LV9 PLUS PRESIDENT'S CLUB (\$10K AND ABOVE)

- Pathway to Success TV appearance
- President club Roundtable Participation
- Unlimited promo shares on social media
- Company name and logo on AACCNJ website
- Recognition at the AACCNJ Annual meeting
- Supplier Chain Diversity
- High level networking and access to unique opportunities
- President club breakfast during BLC
- Support on Legislative and Public Policy matters

Member
BENEFITS

ROI Influencers PEOPLE OF COLOR M-P

2025

AACCNJ BOARD, STAFF & MEMBERS FEATURED IN ROI INFLUENTIAL PEOPLE OF COLOR 2025

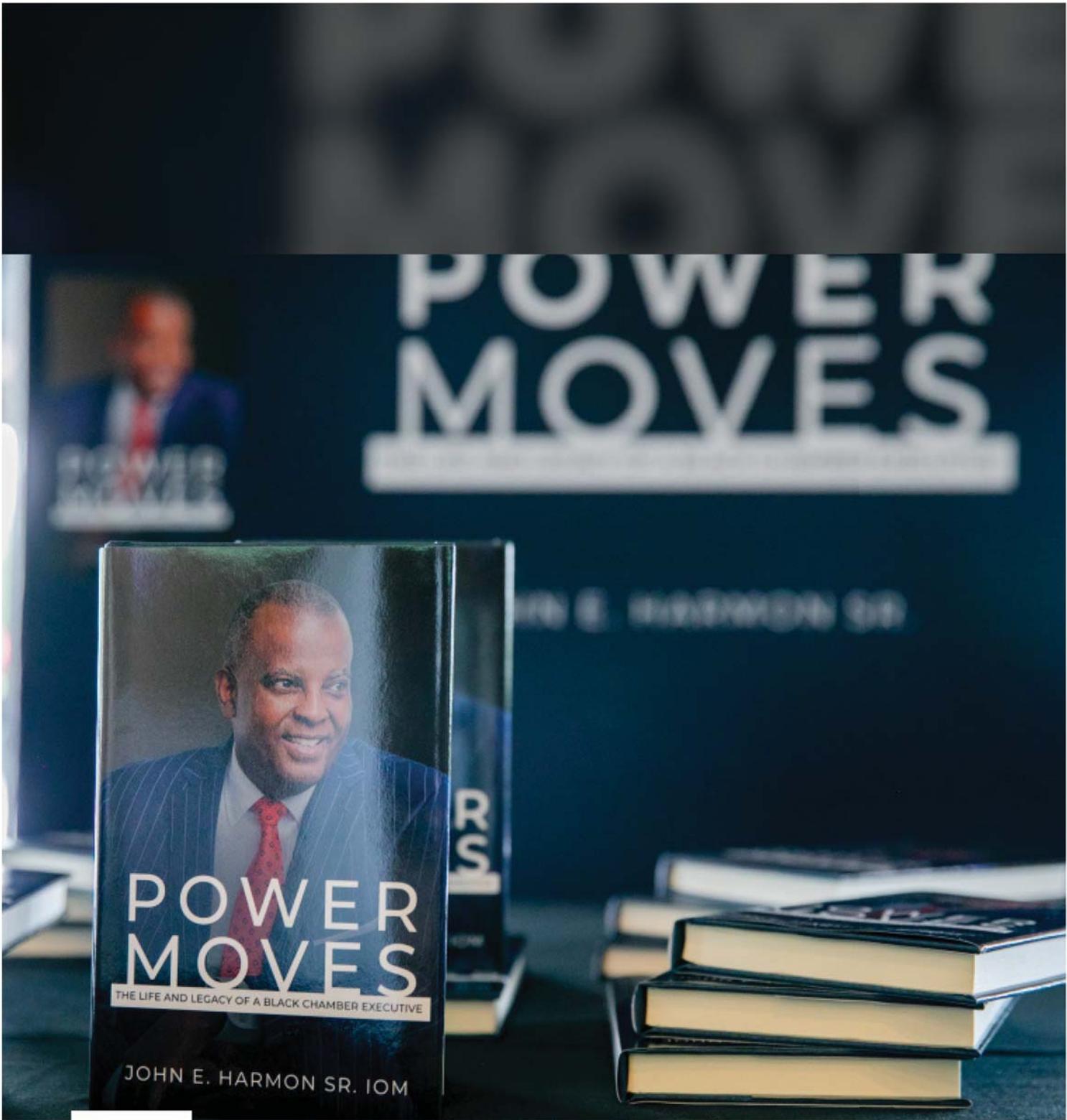
Aburi, Mahalaxmi - Atlantic Health System
Adofo, Baye - Cosmos
Anderson, Leslie - NJ Redevelopment Authority
Baptiste, Jacqueline E. - AACCNJ
Bayoh, Adenah - Adenah Bayoh & Co
Best, William - PNC Bank
Bodden, Michelle - NJEDA
Broadhurst, Vanessa - J&J
Browne Glover, Aisha - Audible
Cardona, Joe - Rowan University
Carroll, Driasillian - Hackensack Meridian Health
Coles, Linda L. - NJM
Cooper, Tai - NJEDA
Dadlani, Sunil - Atlantic Health System
Diaz, Uliseo - HBCBS
Dowdell, Tara - Tara Dowdell Group

Drakeford, Kellie - Kean University
Dulan, Brenda Ross - Ross Dulan Group
Dyer, Marcus - Withum
Ford, Althea - NJBIA
Garofalo, Alberto - Bank of America
Garnesmata, Tammy - Valley Bank
George Johnson, Barbara - Kean University
Ghee, Damien - TD Bank
Gibbs, Gerry - Capital Impact Group
Harmon, John - AACCNJ
Haygood, Ryan - NJ Institute for Social Justice
Hemmings-Durant, Natasha - Girl Scouts Heart
Houshamand, Ali - Rowan University
JaiKumar, SriKanth - Hackensack Meridian
Jennings, Daniel - NJEDA
Johnson, Aiysha (AJ) - NJ Society of CPAs

AACCNJ BOARD, STAFF & MEMBERS FEATURED IN ROI INFLUENTIAL PEOPLE OF COLOR 2025 ...CONTINUED

Johnson, David - PSEG
 Johnson, Robert - Gibbons P.C.
 Johnson, Natalya - J&P
 Jones Jr., LeRoy J. - 1968 Public Affairs
 Karda, Rippi - Verizon
 Kausha, Lisa - Hackensack
 Kemps-Polance, Resherna - Novartis
 Kinsey, Armond - Atlantic Health System
 Kolluri, Kris - NJ Transit
 Kountz, David - Hackensack
 LaRue, Jeannie - Moxie Strategies
 Lee, Rob - Jingoli
 Lim, Teik - NJIT
 Lozano, Calvin - Hackensack
 Malcom-Wint, Tenisha - Girls Scout
 Marshall, Dee - Diverse & Engaged
 Mann, Gary - Jasfel Analytics
 Martinez, Jeffery - PNC Bank
 Martinez, Wendy S. - 1868 Public Affairs
 Masih, Sabeen - Capital Impact Group
 Massey, Ramelle J. - Massey Ins. Agency
 Mathew, Suja - Atlantic Health System
 Mitchell, Xavia - Provident Bank
 O'Toule, Kevin - PANYNJ

Pakas, Elizabeth - Hackensack
 Park, Grace - PSEG
 Pena, Sara - PSEG
 Perry, Marjorie - MZM Construction
 Pinto, Blenda - United Airlines
 Plummer, Braxton - Verizon
 Poe, Eric - CURE
 Porturas, Tomas - Wells Fargo Bank
 Priestley, Rodney - Princeton University
 Pruitt, Crystal - Atlantic Offshore
 Pullin, Dennis - Virtua Health
 Randolph, Marcus - Invest Newark
 Repollet, Lamont - Kean University
 Richardson, Avonia - Hackensack
 Richardson, Lyneir - Rutgers Business
 Shanawani, Rana - Women Center for Entrepreneur
 Slater Stoke, Monica - United Airlines
 Smith, Tammesha - Dunbar Center
 Spiller, Sean - NJEDA
 Suarez, Jacquelyn - NJDCA
 Sumpter, Nikki - Atlantic Health System
 Thigpen, Rick - PSEG
 Vazquez, Felice - Kean University
 Velez, Jen - Horizon Blue Cross



5

FOUNDER, PRESIDENT & CEO REPORT

BOARD OF DIRECTOR AFFILIATIONS

American Chamber of Commerce Executives 2015 - present

Chamber of Commerce Committee of 100 2015 - present

Digital Place Based Advertising Association 2020 - present

Fairleigh Dickinson University 2022 - 2024

Federal Reserve Bank of Philadelphia
(Economic Community Advisory Council), 2020 – present

Greater Trenton 2019 – 2025

Hackensack Meridian Health, Board of Trustees 2020 - present
HMH Investment Committee Meeting
HMH Human Resources Committee

Hermann Transportation 2024 - present

JCP&L 2022 - present

Junior Achievement of New Jersey 2018 - 2024

NJ Chamber of Commerce 2015 – present

NY State Black Business Alliance 2023 - present

One Hundred Black Men of NY 2024 - present

Rutgers Business School Board of Advisors 2019 – present

United States Chamber of Commerce
USCC, Accrediting Board Committee 2022 - present

Governor's Economic Council 2024 - present
Governor's Strategic Innovation Center Advisory Council 2025
MWBE Advisory Council 2025

HMH Board of Trustees
1/15, 2/6, 3/11, 3/19, 3/26, 5/21, 9/10, 9/17

Greater Trenton
1/16

One Hundred Black Men of New York
1/21, 4/15

Rutgers Business School Board of Advisors Meeting
2/14, 6/11, 10/8, 12/4

JCP&L
3/3, 4/24, 7/29, 8/28, 10/30, 12/4

USCC Board Meeting
3/5-3/6, 6/11, 11/11-13

USCC Accrediting Board Meeting
3/5, 6/11, 11/10

USCC CCC100, Washington, DC
3/16 - 3/18

HMH Board of Trustees
2/5, 3/26, 5/21, 7/23, 9/17, 11/19

HMH, Human Resources Committee
3/11

HMH Investment Committee
3/19, 6/18, 9/10, 12/11

HMH Human Resources Committee
3/11, 6/27, 9/15

HMH, Strategic Planning Committee
, 3/19, 5/7, 7/15, 9/10, 9/17, 11/19

MWBE Advisory Council, Strategic Communications
Subcommittee Meeting, City Hall, NYC, 2/24, 6/17, 10/29

Governor's Economic Council Meeting
2/5, 8/18, 12/17

Hermann Board of Directors & Board of Advisors
Meeting, 4/3, 11/12

Governor's Inaugural Meeting of Strategic Innovation
Center Advisory Council, 10/8

EXTERNAL BOARD MEETINGS

A snapshot of meetings and events attended by Dr. John Harmon, President & CEO, to advance the mission and interests of the members of the AACCNJ.



EST. JUNE 2007

CEO EVENTS ATTENDED

1ST QUARTER

NJSJ Virtual Presentation on Disparity Study

OHBMNY Pinning Ceremony

I Am Willingboro Youth Leadership

MLK SEEDS Breakfast

Multicultural Inaugural Ball
Kings Who Read, Roseville Charter School

Islay Walden State Conference, New Brunswick, NJ

AKA MLK Breakfast ReWorld Black Professionals
Elections & Economics

Rutgers University Basketball Game

Fireside Chat with NJ Community Leaders

Central Jersey Board of Realists, Plainfield, NJ

USCC Virtual Member Briefing on DEI Executive
Order on Federal Contractors & Private Sector
Employment

Salem Event – Mobil Academy – Pedricktown

Governor’s Budget Address
AACCNJ & NJEDA, Co-hort 6, Part II, Bonding Class

In-Person Kick-Off for Cohort 4 – PANYNJ Airtran
Tech Event, Fi-Serv, Rutgers Newark

Faith Based Leaders Breakfast Event, Asw. McCoy
Hamilton Twp., NJ

Salem Small Business Academy, Mobil Academy

OHBM Champions of Change Gala – Leaders in
Business Wealth & Excellence, NYC

Capital City Area Black Caucus Meeting, JH
Presentation on Disparity Study

2ND QUARTER

Invitation Only Event with Governor Murphy
Burns & McDonnell Equity in Energy Summit

Conscious Venture Lab – Trenton Kick Off Reception
with Mayor Gusciora, Trenton, NJ

112th NAACP Oranges & Maplewood Branch
Thurgood Marshall Freedom Fund Gala

90th Birthday Salute – Governor Tom Kean, NJPAC

Atlantic City Small Business Academy, Excellent
Customer Service/Leveraging social media
(Dr. Denise Anderson) Presentation

SBBRAP – Co-hort 6 In Person Graduation, TESU
PANYNJ Class and Graduation

Kentucky Derby, Churchill Downs
Louisville, Kentucky

Business Leadership Summit at the Truist
Championship, Philadelphia, PA

Thrive Charter School Boys Basketball 2024-2025
State Champions Dinner, Hamilton, NJ

2025 NJ American Heart Association Ball, Equity
Chamber – AACCNJ, Awards recipient

Commencement for William Paterson University
Newark, NJ

Atlantic City Small Business Academy Graduation
Provident Bank Networking Event

Tanya Freeman, Youth Resource Fair

CEO EVENTS ATTENDED

...CONTINUED

3RD QUARTER

NJCCC, NJ Pathways Summit, Pathways Partner
Panel discussion, Atlantic City, NJ

Munson Steed - Rolling Out's 3rd Annual The Art of
Business and Innovation Experience- Event

Abundant Life's 15th Annual Golf Outing
Hillsborough, NJ

Truist Event, Martha's Vineyard, MA

Statewide Meeting for the Black Agenda
Trenton, NJ

Christopher Aponte Event, Atlantic City, NJ

Pastor Steffie Bartley, Newark, NJ

NABHOOD 29th Annual Trade Show, Miami, FL

AACCNJ Webinar with Senator Booker

Truist Event, Celebrating Leadership & Legacy
Martha's Vineyard, MA

ILBCC Event, Chicago, IL

Paul Robeson Witherspoon Jackson Community
Honors Award Presentation

National Action Network Golf Outing (NAN)

National Business League Conference, Atlanta, GA

UBA Event, hosted by Frank Minor

Afrotech, Newark, NJ

Small Business Bonding Assistance Readiness
Program (SBBARP) CoHort 7

PANYNJ Air Tran Co-Hort 5 Launch

DEBCC - Fifth Annual Black & Gold Gala
Brockport, DE



EST. JUNE 2007

4TH QUARTER

EWR AirTrain Newark Replace Program
Groundbreaking - Newark, NJ

Novella's Conscious Venture Lab, Trenton
Co-hort Launch

Smart Growth Leadership Awards Dinner
South Orange, NJ,

NJ Leads Returning Citizens
Entrepreneur Awards Ceremony

J. Fletcher Creamer & Sons
Member Showcase

NJEDA ICIC Building for Growth Program
Graduation

On the Sidelines with Tab Ramos

The Links Homecoming Event,

NJAC Virtual Workshop Series

Small Business Bonding Assistance Readiness
Program (SBBARP) CoHort 7 Graduation

Fedcap - Celebration of the
Power of Possible Gala, NYC

Returning Citizens Graduation
Bayside State Prison

B.R.E.P.A. Awards Gala, Atlantic City, NJ



NJ Advance Media



Chat Box, David Cruz, NJPBS



Politico Interview



PBS Interview



Synergies, Eric Fowler



The Hill, National publication interview

Awarepreneurs Podcast

Brianna Walston, Brianna Regine
Visionary Consulting, (Research
Study on the Brand Awareness
Strategy of Leading Non-Profits)

Ken Rasato, ONNJ Mornings Interview

Frank Minor Podcast

Dr. Jacqueline King's Podcast
featured Guest



NJ Biz Interview – 3 part series

Part 1: Harmon talks new
book, AACCNJ growth & NJ
disparity study

Part 2: Harmon: NJ governor
candidates must address
Black business equity

Part 3: Harmon shares passion
business and equity outlook in
NJBIZ series



SPEAKING ENGAGEMENTS

SPEAKING ENGAGEMENTS AND TESTIMONIES

I Am Willingboro, Willingboro, NJ

Black History Month Panel Discussion, MCCC

Reentry Entrepreneurial Session

Office of Senator Gopal &
Assemblywoman Donlon & Peterpaul

Black History Month Event,
Mayor Dahlia Vertreese

Horizon Blue Cross, Blue Shield of NJ
Coalition Affinity Group, Black Professionals

The State of Black Wealth Summit
Bank of America

Burns & McDonnell Equity in Energy Summit
Kansas City, MO

Testimony at the Statehouse, Re: Bill A4586 Aca (1R)

Disparity Study Presentation
Mercer County Commissioners

MCCC
Poem in Pocket Day", African Diaspora Exhibit

National Hook Up of Black Women
Fannie Lou Hamer Breakfast

National Coalition of 100 Black Women Bergen
Passaic Chapter, Panel Discussion

Electra Grid Solutions, Hosted Book Reading
Atlanta, GA

Ernst & Young, LLP, Panelist

Disparity Study Presentation to State Legislators
Trenton, NJ

Northern State Prison Final Session

NJBWC, Co-Hort

Tan/4ya Freeman, Youth Resource Fair, Franklin
Township, Remarks and Book Signing

NJCCC, NJ Pathways Summit, Pathways Partner
Panel Discussion

Dr. Jacqueline King's Podcast, featured Guest

Passion & Purpose Celebration, Speaker

Prudential Financial Cocktails & Conversations, Panelist
Rutgers Club

Newark Regional Business Partnership

Statewide Meeting for the Black Agenda

Disparity Study Presentation to County Commissioners

Fireside Chat – HMH Black Resource Group

Panelist, PSEG Leadership Panel on NJ Election
Outcomes



CEO RECOGNITIONS

NJ Black Women's Collective, Women's History Month Event, Honoree, Male Ally Legacy Award Recipient

LISC, NJ Neighborhood Achievement Awards Honoree

NJ American Heart Association Ball, Equity Chamber – AACCNJ, Awards Recipient

Honorary Doctorate & Commencement Speaker – William Paterson, University

ROI NJ – Influencers, People of Color

Honorary Doctorate & Commencement Remarks – Thomas Edison State

The following is a snapshot of meetings attended by John Harmon, President & CEO to advance the mission and interests of the members of the AACCNJ.



CEO 2025 MEETINGS

GOVERNMENT / AGENCIES

City of Atlantic City
 City of East Orange
 City of Hackensack
 City of Hudson
 City of Jersey City
 City of Linden
 City of Newark
 City of Orange Township
 City of Paterson
 City of Plainfield
 City of Trenton
 City of Salem
 City of West Orange
 County of Bergen
 County of Mercer
 County of Essex
 County of Hudson

Department of Corrections
 Metropolitan Transportation Authority (MTA)
 Murphy Administration
 NJ Transit
 New Jersey Business Action Center
 New Jersey Department of Community Affairs (DCA)
 New Jersey Department of Transportation (NJDOT)
 New Jersey Department of Treasury
 New Jersey Economic Development Authority (NJEDA)
 New Jersey Labor Workforce Development (NJLWD)
 New Jersey Housing Mortgage & Finance Agency (NJHMFA)

New Jersey Redevelopment Authority (NJRA)
 New Jersey State Legislature
 New Jersey Turnpike Authority
 New Jersey Municipal & County Government
 Mercer County Park Commission
 Port Authority of New York and New Jersey (PANYNJ)
 PSEG Workforce - Energy Efficiency
 Small Business Authority
 Small Business Development Center
 Township of Montclair
 Township of Ewing
 Township of Lawrence
 City of Jersey City Franklin Township (Somerset)

CHAMBERS OF COMMERCE & BUSINESS ASSOCIATIONS

African American Chamber of Commerce
Choose NJ
Chamber of Commerce of Southern New Jersey

Federal Reserve Bank of Philadelphia
Economic Advisory Council

Gloucester County Chamber of Commerce
Illinois Black Chamber of Commerce (ILBCC)
Junior Achievement NJ (JANJ)
Manhattan Chamber of Commerce
National Business League (NBL)
National Black Chamber of Commerce (NBCC)
New Jersey Chamber of Commerce (NJCC)
NJ Community Colleges Consortium (NJCCC)
New Jersey School Boards Association (NJSB)
newark Alliance

Newark Regional Business Partners
New Jersey Pride Chamber of Commerce (LGBTCC)
New Jersey Alliance for Action
New Jersey Bankers Association
New Jersey Business & Industry Association

New Jersey Veterans Chamber of Commerce (NJVCC)
Mercer County Black Business Alliance for
Opportunity & Equity (MCBBAOE)

Morris County Chamber of Commerce
Princeton Mercer Regional Chamber of Commerce
Supplier Development Diversity Council (SDDC)
United States Chamber of Commerce (USCC)
US Chamber of Commerce Committee of 100
Urban League of Essex County (ULEC)
Statewide Hispanic Chamber of Commerce (SHCC)

COMMUNITY

Children's Home Society of
New Jersey (CHSNJ)
Fedcap
Greater Trenton
New Jersey League of
Conservation Voters
Capital Area YMCA
The FLAME Group
Capital City Area Black
Caucus
United Black Agenda

HOSPITAL SYSTEMS

Capital Health
Hackensack Meridian Health
Jefferson University Health
Robert Wood Johnson
Virtua Health
Atlantic Health System
St. Joseph's Health

MEDICAL INSURERS

Horizon Blue Cross Blue
Shield of NJ
United Healthcare

HEALTH CENTERS

Keys 2 Health Neighborhood
Health Services Corporation

URGENT CARE

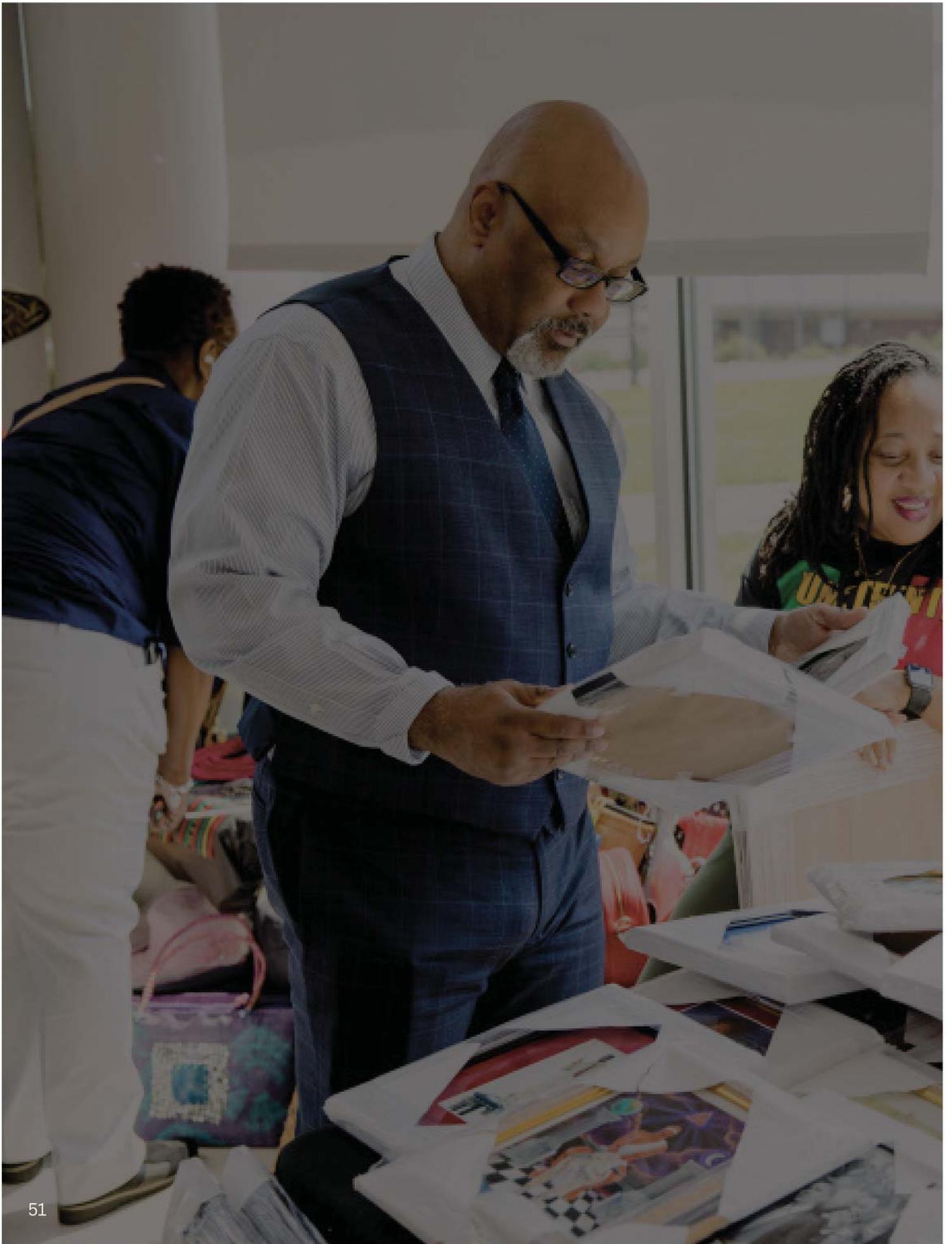
Everyday Urgent Care

COLLEGES AND UNIVERSITIES

Berkeley College
Caldwell University
Camden County College
College of Saint Elizabeth
Fairleigh Dickinson University
Georgian Court University
Kean University
Lincoln Technical Institute

Mercer County Community
College
New Jersey City University
New Jersey Institute of
Technology
Princeton University
Rowan College of Burlington
Middlesex County College

Rutgers University
Rutgers University School of Business
(Center for Urban Entrepreneurship &
Economic Development (CUEED))
St. John's University
Thomas Edison State University
Thomas Jefferson University
William Paterson University

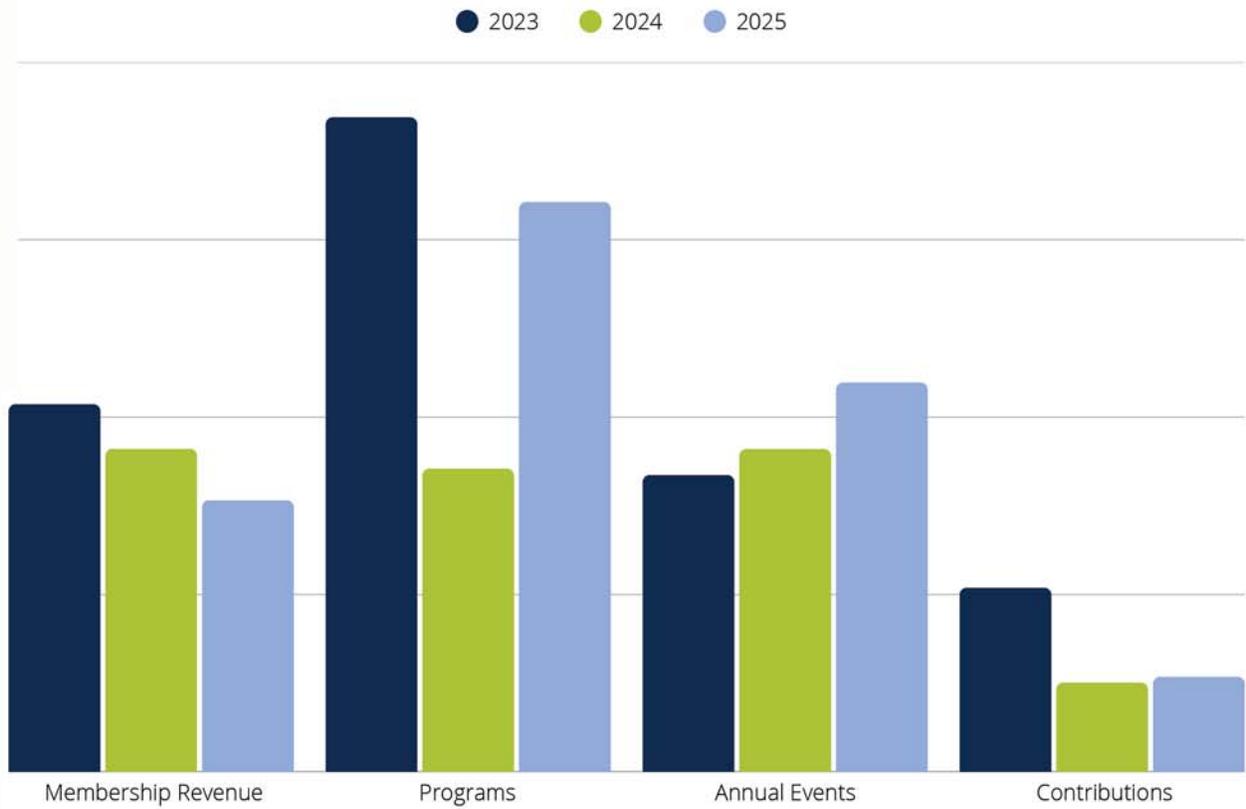




6

2025 AACCNJ IMPACT REPORT

LEGISLATIVE AGENDA



2025 AACCNJ REVENUE REPORT

Year-over-year performance reflects meaningful shifts across key revenue categories. Contributions experienced a modest increase, indicating steady donor engagement and continued confidence in the organization's mission. Membership revenue declined, suggesting changes in renewal patterns, member acquisition, or organizational focus that may warrant strategic attention.

Program revenue saw the most significant growth, more than doubling compared to the prior year—an indicator of expanded offerings, stronger participation, or enhanced program value. Event revenue also increased, demonstrating solid community interest, improved event performance, or more robust sponsorship activity.

Overall, the organization shows strong upward momentum, driven primarily by program and event success, while contributions remained stable and membership trends highlight an area for potential re-engagement strategies.



LEGISLATIVE ADVOCACY

The Socioeconomic Standing of Blacks In NJ and Public Policy

New Jersey is home to 1.8 million blacks and over 124,000 black owned businesses. Blacks voted 94 and 96 percent respectively for the Murphy Administration in their two terms in office. Blacks have the highest poverty and unemployment; their net worth is \$17,000 vs \$322,000 for whites. Homeownership for blacks is 40 percent vs 70 percent for whites.

- Legislative/policy issues that would make a significant impact on economic opportunities and disposable income for blacks if they were modified or abolished in New Jersey:
- Insurance companies in New Jersey, except for CURE Auto Insurance, use Education, Occupation and Credit Scores as proxies to determine auto insurance premiums.
- Most accountants use GAAP- Generally Accepted Accounting Principles to confirm financial soundness of businesses. However, there is a law which allows CPAs with a Registered Municipal Accountants (RMA) designation exclusively to audit the financial conditions of municipalities in New Jersey. There are approximately 20,500 CPAs and only 135 CPAs with an RMA. This law excludes many CPAs from performing audits within their communities notwithstanding experience and capacity.

2024 New Jersey Revised Statutes Title 45

Professions and Occupations Section 45:2B-70

Requirements for qualification as registered municipal accountant Universal Citation:

NJ Rev Stat § 45:2B-70 (2024)

29. A certified public accountant or public accountant holding an active license shall qualify as a registered municipal accountant by passing a registered municipal accountant's examination. Only a registered municipal accountant licensed in this State shall undertake the work of auditing the financial statements of any municipality or county.

The board shall make all the rules governing examinations and the issuance of licenses to registered municipal accountants.

The registration fee for a registered municipal accountant of New Jersey shall be established by the board and shall be imposed for each triennial registration.

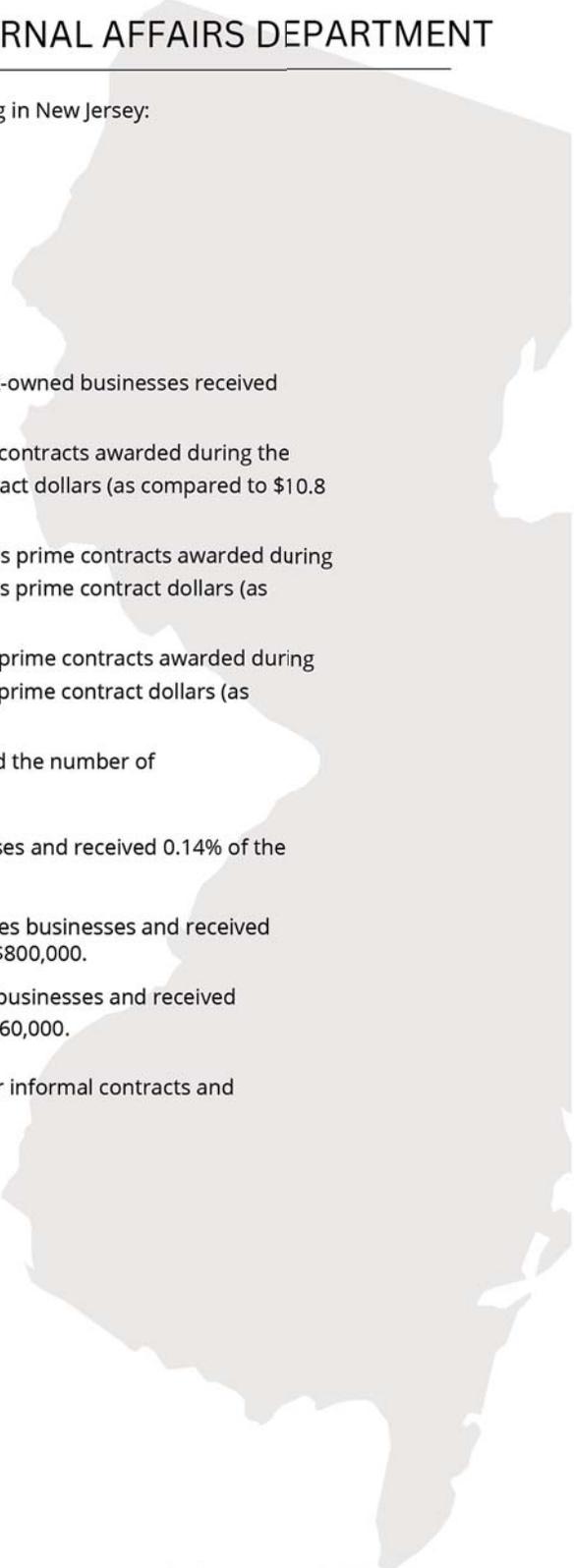
L.1997, c.259, s.29; amended 2001, c.149, s.9.

- Governor James McGreevey established the Project Labor Agreements (PLA) in 2002 as his first Executive Order at a threshold of \$5 Million Dollars. Subsequently, Presidents Obama and Biden had PLA thresholds of \$25 Million and \$35 Million respectfully. We would like to have the threshold levels in New Jersey raised to align with the federal government. This change would allow more businesses to compete for taxpayer funded projects thus potentially impacting the 93 percent sole proprietorship rate of black businesses in New Jersey.



EST. JUNE 2007

EXTERNAL AFFAIRS DEPARTMENT



The importance of arriving at the best legislative outcome for Public Contracting in New Jersey:

What the AACCNJ is seeking from the legislature:

1. Disaggregation of Public Contracting Spend.
2. Application of aspirational goals to all state procurement spending.
3. Insertion of liquidated damages in procurement contracts.

Statewide Disparity Study

A few highlights from the New Jersey Disparity Study results revealed that Black-owned businesses received ~1% (or less) of state contracts in all industries between fiscal years 2015-2020:

Black-owned businesses received 13, or 0.43% of all formal construction prime contracts awarded during the study period, representing \$3,302,674 or 0.03% of the construction prime contract dollars (as compared to \$10.8 billion awarded to White-male-owned businesses).

Black-owned businesses received 65, or 1.15% of all formal professional services prime contracts awarded during the study period, representing \$13,736,729 or 0.34% of the professional services prime contract dollars (as compared to \$3.4 billion awarded to White-male-owned businesses); and

Black-owned businesses received 62, or 0.53% of all formal goods and services prime contracts awarded during the study period, representing \$12,227,367 or 0.38% of the goods and services prime contract dollars (as compared to \$2.9 billion awarded to White-male-owned businesses).

These statistics are disheartening in light of New Jersey's diverse population and the number of qualified/available MWBEs in the State:

Black-owned businesses represent 9.19% of the available construction businesses and received 0.14% of the dollars on construction contracts valued over \$65,000 to \$5,710,000.

Black-owned businesses represent 12.01% of the available professional services businesses and received 1.44% of the dollars on professional services contracts valued over \$40,000 to \$800,000.

Black-owned businesses represent 10.08% of the available goods and services businesses and received 0.46% of the dollars on goods and services contracts valued over \$40,000 to \$360,000.

Black-owned businesses represent 5.97% of the available prime contractors for informal contracts and received 0.75% of the dollars on informal prime contracts for all industries.

The underutilization in each of these categories is statistically significant.

Additional Bills

AACCNJ is also working on A-4724/S-3502, A-4723/S-3505, and A-4485/S-3573.

7 2025 AACCNJ PROGRAMS & DEPARTMENTS





MOBILE ACADEMY

WE'RE ON THE MOVE



IMPACT REPORT

| | YEARS | PROGRAM | IMPACT |
|------------------------------------|------------------------|---|-----------------|
| TALENT DEVELOPMENT | 2014-2019 2014-2016 | Financial Services Talent Network (FSTN) | 3600 100 |
| BOOK DISTRIBUTION PROGRAM | 2014- 2016 | First Book | Over 500K Books |
| YOUTH DEVELOPMENT | 2016 - 2018 | "I AM" Youth Leadership Paterson, Irvington, Atlantic City Willingboro Youth Leadership Summit | 90 |
| | 2019 - 2020 | | 50 |
| | 2020 - 2021 | | 50 |
| | 2021 - 2022 | | 30 |
| | 2022-2023 | | 129 |
| | 2023-2024 | | 84 |
| | 2024 - 2025 | | 235 330 |
| NJMEP | 2022 | Certified Logistics | 20 |
| | 2025 | | 88 |
| FINANCIAL LITERACY PROGRAM | 2022 | The Village Program | 18 |
| YOUTH WORK STUDY PROGRAM | 2022-2023 | Daylight/twilight Alternative high School Plainfield High School | 20 |
| | 2024 | | 20 |
| STEM MOBILE ACADEMY | 2016 | NJ Kids 4 Coding | 40 |
| | 2022 | | 20 |
| | 2023 | STEM-NJ Kids4 Coding Camden | 50 |
| | 2024 | | 60 |
| COMMUNITY DEVELOPMENT TRAINING | 2017-2018 | Holistic Urban Development (HUB) | 50 |
| RE-ENTRY PROGRAM MOBILE ACADEMY | 2018 - 2019 | Entrepreneurial Workshops | 25 |
| | 2020 - 2021 | | 75 |
| | 2022 | Job Readiness/Placement | 54 |
| | 2022 | | 71 |
| | | 2023 | 85 |
| | 2024 - 2025 | NJ Reentry Entrepreneurial Program | 300 |



EST. JUNE 2007



| | YEARS | PROGRAM | IMPACT |
|----------------------|------------------------------|--|----------------------------|
| MOBILE ACADEMY | 2024 2023 | GENERATIONAL DIVERSITY DISCUSSION ANTISEMITISM DISCUSSION | 60 50 |
| MOBILE ACADEMY | 2023 | STATE OF DEI ROUNDTABLE | 250 |
| MOBILE ACADEMY | 2023 | WORK-READINESS WORKSHOP | 18 |
| MOBILE ACADEMY | 2024 2023 | CAREER COACHING | 35 37 |
| MOBILE ACADEMY | 2022 2024 2023 | Atlantic & Essex Counties CAREER FAIRS Mercer County | 655 300 250 |
| MOBILE ACADEMY | 2024 2023 | PATHWAY TO HOMEOWNERSHIP | 201 194 |
| MOBILE ACADEMY | 2025 2024 2023 | REPRESENTATION AT THIRD-PARTY FAIRS, EXPOS, ETC. | 1,500 1,500 1,100 |
| MOBILE ACADEMY | 2025 2024 2023 | DE&I TRAILBLAZER AWARDS | 150 150 150 |
| ENTREPRENEUR PROGRAM | 2025 2024 2022 2023 | Salem Small Business Academy Atlantic City Small Business Academy | 15 26 40 27 16 |
| MOBILE ACADEMY | 2025 | Educators of Color Symposium | 250 |

MOBILE ACADEMY

In 2022, the African American Chamber of Commerce of New Jersey (AACCNJ) created the Mobile Academy to establish and maintain a level and equitable economic playing field throughout the state of New Jersey by augmenting and supplementing the training needs of New Jersey's underserved workforce and business communities. Offered at churches, community centers, schools, parks, and other venues throughout New Jersey, and sometimes virtually, the Mobile Academy, under auspices of AACCNJ's External Affairs Department, facilitates workshops, seminars, and panel discussions that enhance the competencies of New Jersey's minority residents and minority-owned businesses while ultimately improving the economic competitiveness of the state. Esteemed subject matter experts and thought leaders selected by the AACCNJ facilitate the offerings. Thank you to our Mobile Academy Volunteers: Santander US, PSEG, and Tress Parker of East West Connections.

THE "I AM" - YOUTH LEADERSHIP PROGRAM

Since 2013, AACCNJ has hosted the "I AM" Youth Leadership Program (YLP). The "I AM" YLP offers leadership and job-readiness training; life-skills training; direct interaction with professionals from various industries; classroom mentorship, role playing, case studies, and interactive activities; career development workshops; and a closing ceremony with individual letters of recommendation and certificates of achievement. Course titles include:

- Steps to Attaining Leadership
- Team Building
- Ethics
- Public Speaking and Effective Communication
- Job-readiness
- Banking and Financial Literacy
- Entrepreneurship Basics
- Career Day with Government and Corporate Representatives
- STEAM Day (a field trip to a New Jersey Corporation followed by an overview of career opportunities and executive dialogue and mentorship)

YOUTH LEADERSHIP SUMMIT MERCER COUNTY

Inaugural event "Empowering the Leaders of Tomorrow". The event included interactive workshops on Entrepreneurship & Financial Stability. Newark Mayor, Ras Baraka delivered keynote address "Education as a Pillar of Wealth". The event was Wholly funded by New Jersey Department of Community Affairs Community Block Grant

ENTREPRENEUR BUSINESS ACADEMY

The Small Business Academy is a 10-week program for entrepreneurs that includes nine workshops and one roundtable/elevator pitch session. After completing the workshops, enrolled students pitch their businesses to prominent business owners to gain valuable insight. Workshop topics include:



HIGH SCHOOL WORK-STUDY PROGRAM

AACCNJ offers a job-preparedness program to juniors and seniors who attend alternative high schools. The curriculum covers first impressions, the job application process, workplace etiquette, financial literacy, self-care, and time management. Other services include career coaching and job placement. Upon completing all components of the program, participants receive referrals for employment and may earn credits toward their high school diplomas.

NJ KIDS4 CODING

To help address the educational/technological disparities Black children face in their communities, AACCNJ first introduced NJ Kids4 Coding in 2016 to school-aged children (six to 13 years old) to teach them the basics of coding and how it impacts their lives, including potential career opportunities. AACCNJ relaunched NJ Kids4 Coding in 2022 in partnership with Athletics Arts Academy to offer the program to children who live in or near East Orange, New Jersey. AT&T provided financial support to underwrite the rebooted program.

CAREER AND RESOURCES FAIRS

The Mobile Academy Career & Resources Fairs connect jobseekers to hiring employers from various industries. Our Career & Resources Fairs are unique in the fact that we offer wrap around services to prepare job seekers for gainful employment. We feature work-readiness workshops on resume and cover letter writing, professional headshots for social media presence, free haircuts and other services that are useful to job seekers.

THE VILLAGE PROGRAM

Launched in 2021, the Village Program addresses the financial disparities that New Jersey's Black and Brown families face. The eight-week program targets entire households by engaging all family members and teaching them the fundamentals of fiscal literacy and responsibility, job readiness, and job placement to better position them for growth and prosperity.

In 2022, AACCNJ partnered with Trenton Housing Authority and Athletic Arts Academy to recruit families from Trenton and East Orange, New Jersey. Kearny Bank provided financial support. Arman Roy Foundation donated Chromebook laptops to every student that completed the program.

RE-ENTRY ENTREPRENEURIAL PROGRAM

Through its returning citizens entrepreneurship training program, the Mobile Academy provides persons who are incarcerated and will soon be returning to their communities all the building blocks they need to launch successful businesses. The program offers eight, four-hour, in-person workshops on the role and characteristics of an entrepreneur, negotiations, communications, financial tools, marketing, management, leadership, and startup plan development and presentation. Participants also receive technical assistance and coaching sessions.

PATHWAY TO HOMEOWNERSHIP

A monthly collaboration with the New Jersey Housing and Mortgage Finance Agency to teach participants about the basics of home purchasing

PEOPLE

PARTNERSHIPS & POLICY

■ TRAINING AND
DEVELOPMENT
■ INSTITUTE



IMPACT REPORT

| | DESCRIPTION | IMPACT |
|--|--|---|
| SKILLS DEVELOPMENT | Workplace Readiness Training Customer Service & Sales Employment Skills Clinics/Services | 114 52 18 |
| SPECIAL WORKFORCE PROGRAM ENROLLMENTS | Transformation Project (Pathways to Recovery) | 130 |
| PROFESSIONAL DEVELOPMENT | SORA Training/Licensing Online Customer Service Leadership Training Leadership Workshop (EI, CT, C) | 113 15 9 9 |
| COMMUNITY ENGAGEMENT FORUMS/ACTIVITIES | Outreach Tabling Engagement Employer Engagement Workforce Recruitment | 260 70 149 |
| COMMUNITY ENGAGEMENT FORUMS/ACTIVITIES | TDI has engaged in meetings, outreach and/established collaborations with several organizations throughout the year including: Catholic Charities Diocese of Mercer • Encore Claims Service Interfaith Rise Literacy NJ William Paterson University Essex County College Camden County College GHIT Task Force Movement Minority Professional Truckers Association • Dixon Center for Military & Veterans Services • Interplay Learning Dr. Terris Moss Asbury Park Housing Authority 6- NJ Workforce Development Boards • UNIA Human Services Childcare Providers New Beginnings- Reentry Provider Recovery Courts Municipalities | 66 |
| PATHWAYS TO RECOVERY (CENTRAL REGION) | Total Unduplicated applicants qualified under opioid impact criteria Intake certifications WIOA certifications through local One Stops/Department of Labor Career services and training activities logged Certificates/Credentials earned paid internship hours completed employed; 21 achieving 90-day retention supportive services provided | 236 168 137 87 162 71 1077 34 111 |



| | DESCRIPTION | IMPACT |
|--|--|---|
| PARTNERSHIPS | Interfaith Neighbors: Impact Center Gifted Hands Community Center Princeton Justice Initiative Your Voice Heard NJ Reentry Corporation Crawford Leadership Strategies | |
| SUPPORT SERVICE | Transportation Assistance Care and Grooming Supplies Personal Care/Clothing Housing/Homelessness Intervention Food/Nutrition Needs Childcare Sponsorship Healthcare (Physical/Behavioral Health) Computers for education/training/employment | 103 90 12 11 10 3 10 17 |
| SKILLS DEVELOPMENT | Workplace Readiness Training Entrepreneurial Training Customer Service and Sales Employment Skills Clinics/Services English as a Second Language Introduction to Technology: Computer Skills for Employment Haitian-Creole Career Exploration Day | 52 4 20 34 17 18 44 |
| SPECIAL POPULATIONS WORKFORCE SERVICES AND REFERRALS | Transformation Project (Pathways to Recovery) Pathways to Recovery • Opiate impacted individuals • Participants Certified & Trained in at least 1 area NJLEAD • Returning Citizens • Program from Jan 1st -Aug. 31st Migrant Workforce & Support Services Referrals Intensive Career Coaching October 2024-2025, Mercer, Middlesex, Monmouth, Ocean, Union, Somerset & Hunterdon Counties | 130 137 23 58 3 236 Applicants |
| PROFESSIONAL DEVELOPMENT & CERTIFICATION/ LICENSING PROGRAMS | NJMEP- OSHA NJMEP- CNC NJMEP- Welding Health Professions Certifications - Medical Assistant - Medical Sterilization Technician - Certified Nursing Assistant - Phlebotomy Commercial Driver's License Personal Trainer Certification Massage Therapist Licensing Eloomi- Self-Paced Professional Development Dale Carnegie Professional Development Instructor Led NJ Security Officer- Asbury Park NJ Security Officer- Mercer NJ Security Officer Licensing- Mercer 2025 | 8 7 2 4 11 1 1 38 10 12 9 7 87 Applicants |

TRAINING & DEVELOPMENT INSTITUTE



THE INTERSECTION OF
PEOPLE, PARTNERSHIPS & POLICY

The Training & Development Institute (TDI) of the African American Chamber of Commerce of New Jersey proudly closes 2025 as a year defined by expansion, innovation, and transformative impact. Through workforce development, reintegration services and, entrepreneurial pathways, TDI empowered hundreds of New Jersey residents facing barriers related to justice involvement, recovery, poverty, unemployment, food insecurity, trauma, disability, and systemic inequity.

In partnership with the New Jersey Department of Labor, New Jersey Department of Corrections, NJ Department of Labor, New Jersey Council of County Colleges, TDI secured and managed more than \$2 million in competitive workforce funding for the following programs/initiatives:

Pathways to Recovery (P2R)

Job Opportunities for Building
Success (JOBS) Program

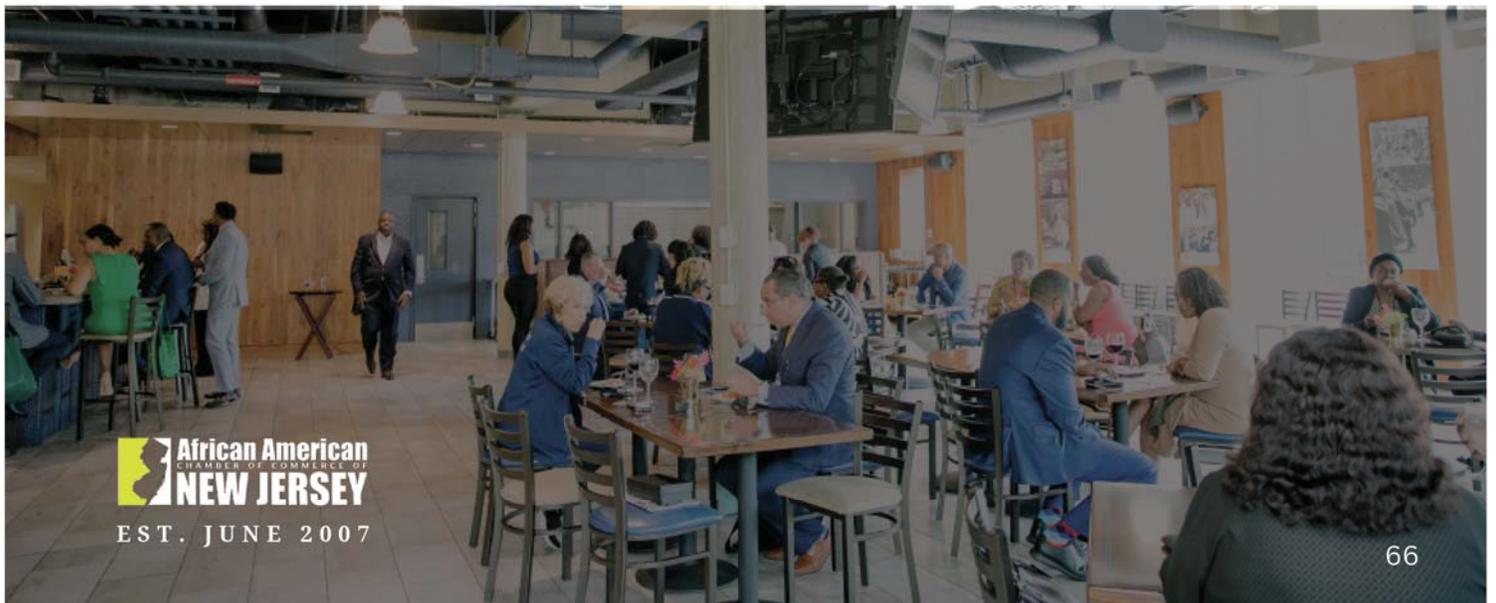
NJLEAD Program

NJ Pathways to Career
Opportunities: Driven By Success

These investments strengthened AACCNJ's statewide capacity to deliver comprehensive, culturally responsive, trauma-informed workforce programs that improve employment outcomes and economic mobility.

TDI's impact also extended to supporting New Jersey residents in accessing SNAP benefits, helping to reduce food insecurity—one of the most persistent barriers faced by participants in our workforce programs. By addressing this foundational need, TDI ensures that individuals are better positioned to engage fully in training, career development, and long term employment.

TDI has expanded its reach across more than seven counties, deepening community partnerships and enhancing access to equitable career pathways. The team delivered comprehensive barrier-removal supports, including career coaching, training sponsorships, legal referrals, childcare assistance, mental health referrals, technology support, and job placement services.





PATHWAYS TO RECOVERY (P2R)- CENTRAL REGION

October 2024-October 2025 serving Mercer, Middlesex, Monmouth, Ocean, Union, Somerset, and Hunterdon Counties Pathways to Recovery (P2R) is a workforce development initiative of the African American Chamber of Commerce of New Jersey's Training and Development Institute (AACCNJ-TDI). The program supports individuals impacted by substance use disorders, unemployment

or other barriers to re-employment by providing wraparound case management, workforce readiness, skills training, career coaching, and employment placement. P2R emphasizes holistic recovery and long-term stability through partnerships with community providers, employers, and supportive services across the Central New Jersey region.

JOB OPPORTUNITIES FOR BUILDING SUCCESS (JOBS) PROGRAM- JULY-OCTOBER 2025

The JOBS program helps justice-impacted individuals reintegrate into the workforce and community through career exploration, credential-based training, and individualized employment plans. Participants receive career readiness instruction, digital literacy, job placement support, and access to expungement and supportive services. JOBS is part of AACCNJ-TDI's broader Empowered Reintegration initiative, focused on helping returning citizens achieve economic independence and personal transformation.

NJLEAD- AWARDED SEPTEMBER 2025

The NJLEAD Program, under AACCNJ's Empowered Reintegration Initiative, provides justice- impacted individuals with the tools, training, and wraparound support needed to successfully transition back into the workforce and community. Through career readiness, skills development, counseling, and personalized case management, participants gain confidence, purpose, and pathways to sustainable employment.

Our team works alongside returning citizens to remove barriers, build professional and life skills, and connect them to meaningful career and training opportunities. The program fosters empowerment, accountability, and long-term success — helping participants not just re-enter society, but truly rebuild their lives.



EST. JUNE 2007



DRIVEN BY SUCCESS

Driven By Success (DBS) is a collaborative, initiative designed to strengthen New Jersey's trucking and transportation ecosystem by expanding pathways to workforce entry, entrepreneurship, and small-business growth—particularly for communities historically underrepresented in the industry. Developed through the Driven By Success Coalition, comprised of the African American Chamber of Commerce of New Jersey (AACCNJ), the Minority Professional Truckers Association (MPTA), Dixon Center for Military and Veterans Services, and Task Force Movement in partnership with Camden County College, Hudson County Community College. The coalition's collective goal was to equip aspiring drivers, owner-operators, and transportation entrepreneurs with the training, business skills, and professional networks needed to thrive in a critical sector of New Jersey's economy.

Funded by the NJ Council of County Colleges (NJCCC), through the NJ Pathways to Innovation Grant, the initiative launched the Business Trucking Academy, an intensive workforce and entrepreneurial development model tailored to individuals seeking careers in commercial driving, logistics, and small-fleet ownership.

Over 18 months, partners developed curriculum and delivered instruction for participants seeking to start, stabilize, or scale trucking and transportation ventures. The program also created a supportive ecosystem for veterans and small-business owners—ensuring equitable access to high quality instruction and mentorship opportunities.

This work culminated in the Driven By Success Business Trucking Summit, a statewide convening celebrating program graduates and bringing together employers, policymakers, transportation leaders, and community partners. The Summit showcased the impact of the 18-month initiative, highlighted the achievements of CDL trainees and new owner operators, and elevated the voices of industry experts through panels, fireside chats, and keynote remarks. Graduates, including small-business owners launching their first fleets, were honored for their dedication and accomplishments. The event also strengthened partnerships across New Jersey's transportation sector and reaffirmed AACCNJ's leadership in developing equitable workforce pipelines and small-business pathways within high demand industries.

Addressing Food Insecurity Through SNAP Outreach & Support. Although the number of completed SNAP applications was modest for this first fiscal year, TDI's SNAP Navigator work had a significant reach and deep community impact. Our team engaged directly with hundreds of residents across multiple counties, providing families with critical information on SNAP eligibility, documentation requirements, and available benefits. Many individuals who were previously unaware of SNAP, unsure of their eligibility, or hesitant to apply were connected to resources, educated about the process, and supported in taking next steps.

Through outreach events, community presentations, tabling, and one-on-one conversations, TDI helped families understand their options and begin the path toward food security. These efforts addressed one of the most persistent barriers we see among workforce participants—ensuring that families have the nutritional stability they need to fully engage in training, employment, and long-term career growth.

STRATEGIC INITIATIVES & PARTNERSHIPS

Black Diaspora United (BDU)

Black Diaspora United (BDU) is a growing initiative of the AACNJ designed to strengthen cultural, economic, and business connections between African Americans and the global African diaspora. As this initiative continues to develop, BDU will serve as a platform for heritage exploration, international partnership building, and new economic pathways—bridging communities through culture, commerce, and shared opportunity.

Circle of Strength Partnership

AACNJ's collaboration with Circle of Strength (COS) deepened our commitment to supporting families of individuals w/o critical direct-care careers. Circle of Strength is a trusted community organization providing advocacy, family support, and comprehensive services to help individuals with disabilities live meaningful and empowered lives.

Through this partnership, AACNJ and COS co-hosted a joint disability and workforce webinar designed to raise awareness about the vital services COS offers and to highlight employment opportunities within the disability support field. The session connected families to essential resources while also introducing jobseekers—particularly those in our workforce programs—to careers in direct care, respite support, and related healthcare roles.

This initiative reflects our shared goal of building a more inclusive workforce, supporting families, and ensuring that individuals with disabilities have access to compassionate, well-trained professionals.



Victor: Walking in Purpose After Recovery Court

Victor's journey is a powerful story of transformation, positivity, and community. After completing Recovery Court, Victor enrolled in the Pathways to Recovery program with a clear goal: rebuild his life with stability and structure. He quickly became an inspiration to other participants — known for his optimism, kindness, and willingness to help.

Victor consistently attended appointments, completed all program requirements, and stayed focused on employment. With support from TDI staff and employer partners, Victor secured a position, where he continued to work and grow. His supervisors describe him as hardworking, dependable, and a team player. Victor's success highlights the importance of supportive services, accountability, and the strength of the recovery community.

NEW, EVOLVING & IMPACTFUL PARTNERSHIPS ACROSS NEW JERSEY

(Employers and Community Partners)

- Urban League of Union County
- > Housing Authority of Elizabeth
- > Trenton Housing Authority
- > Razor Sharp Global, LLC.
- > Integrity House
- > Freedom House
- > Hunterdon Family Support and Recovery Services
- > The Father Center
- > Monmouth Prevention Network
- > Prevention Links
- > Norwescap
- > NJMEP
- > Ewing Public Schools
- > Foundation Academies
- > New Jersey Reentry
- > Preferred Care at Mercer
- > Haddon Homecare
- > Marquis Health Consulting Services
- > Affordable Housing Alliance
- > BHVAC
- > Collaborative Support Programs of New Jersey
- > Novella Center for Entrepreneurship
- > Razor Sharp Barber Shop

LOOKING AHEAD: STRATEGIC PRIORITIES FOR 2026

- Launch current and new programming at the Transformation Center
- > Establish the Employer Influence Network
 - > Expand Empowered Reintegration Services
 - > Activate FIFA 2026 Black Diaspora Initiatives
 - > Grow Credential Training Pathways
 - > Strengthen Case Management & Data Systems
 - > Increase Employment & Retention Outcomes
 - > Establish the Employer Influence Network
 - > Expand Empowered Reintegration Services
 - > Activate FIFA 2026 Black Diaspora Initiatives
 - > Grow Credential Training Pathways
 - > Strengthen Case Management & Data Systems
 - > Increase Employment & Retention Outcomes

TDI stands at the forefront of New Jersey's workforce ecosystem. With strengthened partnerships, increased funding, and a commitment to equity and impact, 2026 promises broader transformation for residents, families, and communities statewide.

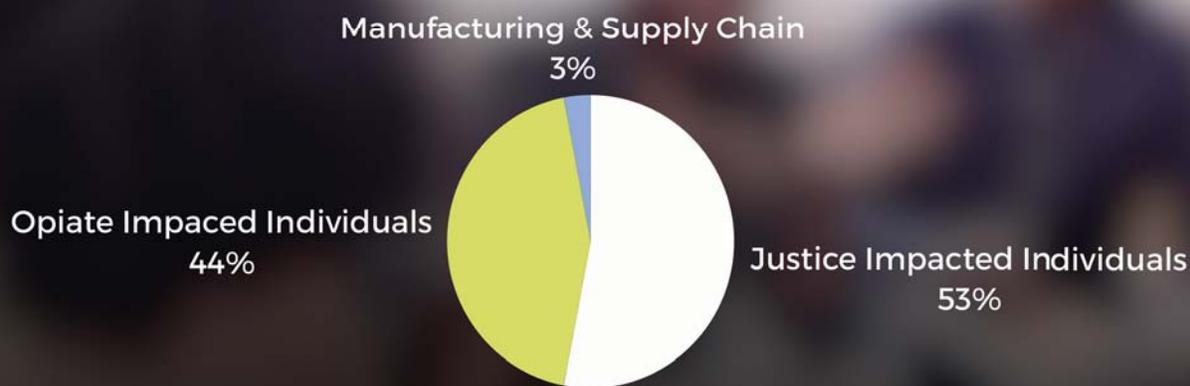
James: A Returned Participant Who Refused to Quit

James first participated in P2R during a previous grant period and later returned with a renewed determination to complete CDL training. A justice-impacted individual with a strong work ethic, James re-enrolled in the program, completed all intake requirements, and committed himself fully to the training process.

With coaching, case management support, and a structured training plan, James successfully earned his CDL-A, opening the door to stable, well-paid employment in the transportation sector. Shortly after, he secured a position as a professional driver and is building the future he once imagined for himself.

James's success demonstrates the importance of offering second chances — and his story shows how powerful it is when someone decides to fully step into their potential.

2025 TDI FINANCIAL REPORT



YEAR IN REVIEW: EXPANDING OUR STATEWIDE FOOTPRINT

TDI secured more than \$2 million in program funding to strengthen workforce pathways for populations facing systemic barriers — including justice-impacted individuals, people directly or indirectly impacted by the opioid epidemic, and New Jersey veterans, women and historically marginalized populations seeking high-growth careers in manufacturing and supply chain logistics.



Accredited State Chamber
of Commerce with Distinction
U.S. Chamber of Commerce



THE TRANSFORMATION CENTER



August 18, 2025

Jeffrey Sussman, Manager
Seven One Plus, LLC by Nexus Holdings LLC
1333 Brunswick Avenue
Suite 200
Lawrenceville, NJ 08648

Dear Mr. Sussman,

On behalf of the Board of Directors, Staff, and Members of the African American Chamber of Commerce of New Jersey (AACCNJ), we want to express our deep appreciation for your generous gift of the property at 165 and 173 West Hanover Street, Trenton, NJ. This property will be designated as The Transformation Center.

The AACCNJ is dedicated to sustaining Black businesses and the communities where they are domiciled. On behalf of the 1.2 million Black New Jerseyans and 124,000 Black-owned businesses, your trust in us allows us to continue supporting underserved communities in New Jersey, particularly in the city of Trenton and Mercer County.

We understand that when we set out with a vision, it can sometimes be difficult for others to grasp the trajectory and how we will accomplish our goals. It begins with a belief in the mission and purpose, and with the support of others, we can actualize that vision. Because of your support, we will continue to serve as a valuable resource and mechanism to enable others to realize their goals, dreams, and aspirations.

The Transformation Center will serve as a hub and incubator for entrepreneurs, as well as a training facility for the community.

Thank you again for your generosity. Please note this letter is an acknowledgment of your gift.

Sincerely,

A handwritten signature in black ink, appearing to read "John E. Harmon, Sr." with a stylized flourish at the end.

John E. Harmon, Sr. : IOM
Founder, President, and CEO



THE TRANSFORMATION CENTER

The Transformation Center is an economic hub dedicated to strengthening small businesses, preparing the future workforce, and building a thriving business ecosystem across New Jersey. This initiative is made possible by our event sponsor, the **New Jersey Economic Development Authority (NJEDA)**.

ROWAN UNIVERSITY TO PARTNER WITH AFRICAN AMERICAN CHAMBER OF COMMERCE OF NEW JERSEY

*"The Transformation Center will be more than a building—it will be a movement, a place where entrepreneurs, education and training providers, workforce candidates and key stakeholders and partners can gather to access opportunity and build prosperity," Harmon said. He thanked sponsors, the **New Jersey Economic Development Authority (NJEDA)**, and Seven One Plus, LLC by Nexus Holdings LLC, which gifted the property to the chamber.*

"Because of your support, we will continue to serve as a valuable resource and mechanism to enable others to realize their goals, dreams and aspirations," Harmon said. "The Transformation Center will serve as a hub and incubator for entrepreneurs, as well as a training facility for the community."



EST. JUNE 2007



CFM

AFRICAN AMERICAN CHAMBER OF COMMERCE OF NEW JERSEY

CAPITAL FUND INC.



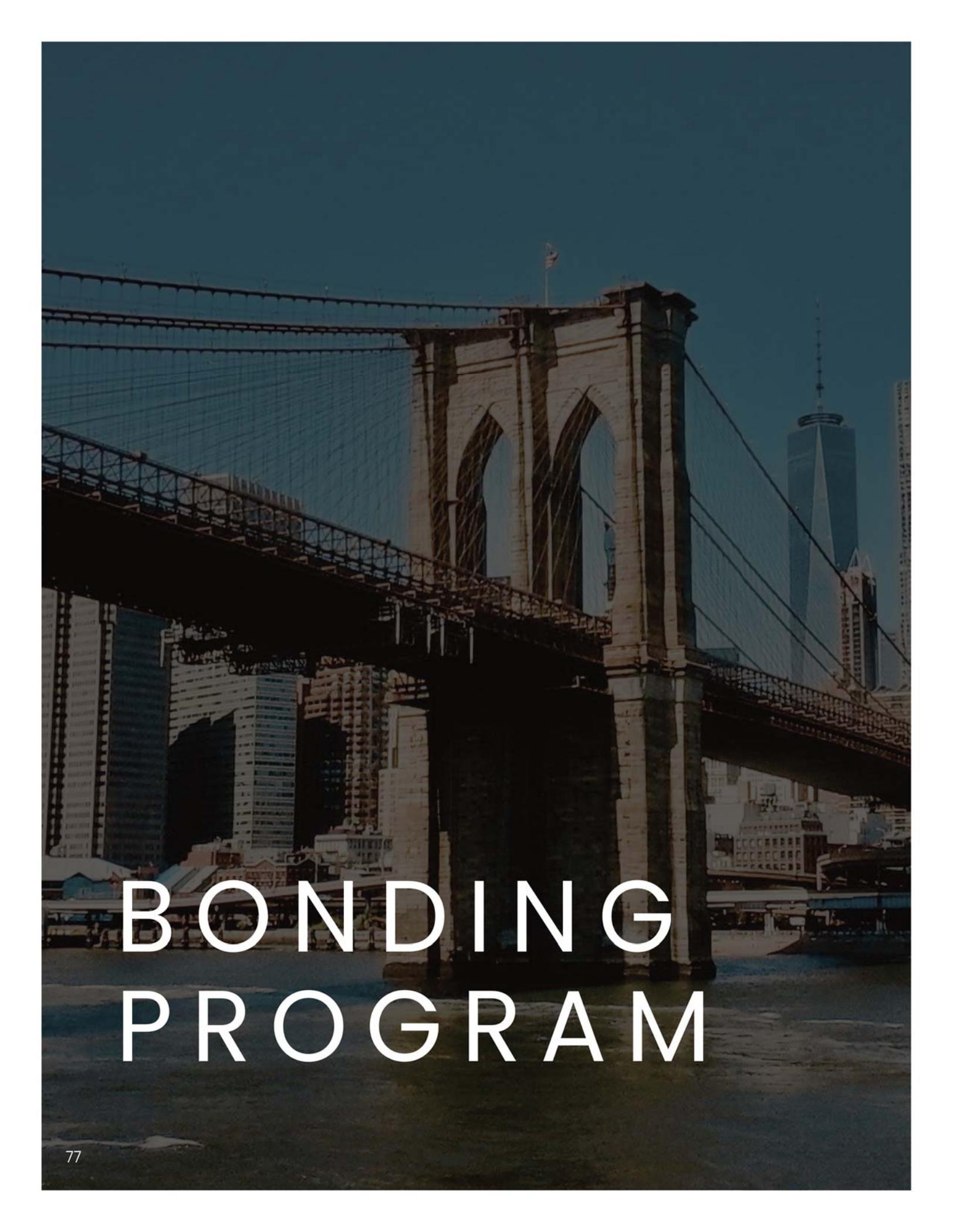
CAPITAL FUND INC.

The primary mission of the AACCNJ Capital Fund is to encourage community and economic development, while supporting economic empowerment of New Jersey's minority small businesses and underserved communities. The objective of the "Fund" is to foster an environment of profitability, sustainability and the growth of African American and other minority owned businesses. Specifically, the actions of providing access to capital and technical assistance developing the profile or infrastructure of minority businesses, which ultimately will elevate underserved communities. The Capital Fund envisions assessing the capacities of minority businesses, developing their strategic makeup and professional profiles via technical assistance, in turn increasing their ability to acquire financing. Our pursuit of CDFI certification from the US Treasury will officially afford us the title to accompany our lending efforts developed over the past 4 years.

Collaboration with the African American Chamber of Commerce of NJ, and with the larger community inclusive of CDFI's, public, private and educational sectors the AACCNJ Capital Fund will endeavor to maximize economic impact.

the year 2025 served as a transitional period for our emerging CDFI from what most have known as our ESBI department of the AACCNJ. The Equitable Small Business Initiative was the foundational lending program which afforded the Capital Fund operational data and reality-based case studies, for our progression towards a stand-alone CDFI. This past year began with the official acquiring of the ESBI's loan portfolio of 18 loans with balances totaling just shy of \$1 million, previously maintained by New Jersey Community Capital the largest CDFI in New Jersey.

As this year progressed our organization would participate in partnership lending to acquire another \$300K in loan balances, by way of our long-time partners Greater Trenton and NJCC. Fortifying the infrastructure of the AACCNJ Capital Fund Inc., complying with regulatory guidelines and installing the systems that will afford us a premier platform for access to capital illustrates today's labor. Continuing to engage our small business community and assessing their needs fuels our strategic planning for tomorrow's vision to become a realization.



BONDING PROGRAM

IMPACT REPORT

| | YEARS | PROGRAM | IMPACT |
|--|--|---|---|
| SMALL BUSINESS TRAINING (CLEAN ENERGY CONTRACTING) | 2021-2022 2021-2023 2021-2024 2021-2025 | PSEG Small Business Certification Readiness Training Program Cohort 1-6 | 74 145 176 210 |
| | 2018 2019 2019 2019 2021 2021 2022 2023 2023 2023 | Construction Construction Healthcare Distribution Distribution Healthcare Logistics & Distribution Healthcare Hospitality/Retail Healthcare II | 400 570 160 460 390 290 80 320 520 254 |
| SMALL BUSINESS BONDING | 2018 - 2022 2018-2023 2018-2024 2018-2025 | Small Business Bonding Readiness Assistance Program | 145 168 211 298 |





PSEG SMALL BUSINESS CERTIFICATION READINESS TRAINING PROGRAM

In March of 2021, Public Service Enterprise Group (PSE&G) entered into a partnership with the African American Chamber of Commerce of New Jersey (AACCNJ) to create and host a Small Business Certification Readiness Training Program (SBCRTP), a program that will better position small, minority-and women-owned businesses to contract with PSE&G.

The SBCRTP is a ten (10) week program that is designed to focus on black-owned, women and minority owned businesses in the State of New Jersey. As there is an absence of black owned, women and minority businesses as subcontractors, the goal of this program is to bridge the racial and gender barriers regarding bidding in the State of New Jersey and bidding with large contractors like PSE&G.

The program includes webinar sessions that covered many topics including job costing, estimating, RFP/BID preparation, and marketing. We also include a session which allows participants to speak directly with PSE&G representatives regarding common pitfalls and difficulties small subcontractors have when bidding with large prime contractors.

After the class sessions are held, the AACCNJ directly provides support to the participants to obtain their MBE/MWBE certifications as well as provide assistance with entry into the Wood Mackenzie portal (PSE&G bidding system).

“We began our sixth cohort in fall 2025. As of November 4, 2025, a total of two hundred and ten students have graduated from the SBCRTP”

BUSINESS ACCELERATOR PROGRAM

The Business Accelerator Program (BAP) is an executive leadership program designed with three goals in mind: to help Black, minority, and women business owners 1) identify barriers and challenges confronting their businesses, 2) address the top three barriers and challenges hindering their businesses, and 3) determine best practices to accelerate their businesses. The curriculum consists of self-directed learning, self-awareness assessments,

instructor-led learning, a daylong virtual workshop, peer-to-peer consultation, mentorship and 12 months of one-on-one coaching. The AACCNJ launched the BAP pilot in November 2021 with an inaugural cohort of 11 AACCNJ members who evidenced a need for improved skills to enhance their ability to grow their capacity and survive as business owners.

SMALL BUSINESS BONDING READINESS ASSISTANCE PROGRAM (SBBRAP)

On May 11, 2018, the New Jersey Economic Development Authority (EDA) entered into a partnership with the African American Chamber of Commerce of New Jersey (AACCNJ) to establish and operate a Small Business Bonding Readiness Assistance Program (SBBRAP), a training initiative that will better position small, minority- and women-owned businesses to compete for state or federal government contracts. Under the SBBRAP, eligible companies participate in a training course designed to increase bonding knowledge and capacity, with a focus on the construction and development industries.

Tuition grants cover the cost of the training for small businesses selected to participate. Launched in January 2019, the SBBRAP provides a comprehensive series of classroom trainings, workshops, and strategic counseling sessions covering a variety of topics relevant to small businesses in all sectors, including bonding and insurance, business development, finance, construction and contract law, construction management, estimating, and credit.

The program kicked off with a series of publicly available educational outreach events throughout the state to provide an overview of how surety bonding worked and engaged potential applicants.

On June 25, 2019 the first SBBRAP students graduated. The first class of twenty-eight students qualified for \$11.8 million in surety bonding that better positioned their firms to bid on public contracts. This was considered a major success for the program and supported Governor Phil Murphy's vision for a stronger and fairer New Jersey economy by preparing small, minority- and women-owned businesses to obtain bonds, a crucial step in competing for state and federal government contracts.

On November 10, 2020, the New Jersey Economic Development Authority (NJEDA) and the African American Chamber of Commerce of New Jersey (AACCNJ) celebrated the advancement of 40 small business owners from the second cohort of the Small Business Bonding Readiness Assistance Program.

The 2020 virtual graduation celebrated the culmination of months of training for three classes of small-, minority- and women-owned businesses as they learned how to prepare to obtain bonds, a crucial step in competing for state and federal government contracts. The graduation honored graduates from our virtual session, which originated from Atlantic City and Newark, as well as previous classes of Camden and Jersey City business owners. To date, participants from the second cohort have qualified for a total of \$11.9 million in surety bonding.

We began our third cohort of students on March 23, 2021. On May 18, 2021, 23 participants graduated from the program with a total of \$11.5 million in surety bonding. We began our fall session on September 14, 2021. We graduated 17 participants with a total of \$4.75 million in surety bonding on November 9, 2021.

September 2022 marked the beginning of classes for our fourth cohort of the SBBRAP. On November 29, 2022 we had 31 students graduate. We began our spring session on March 21, 2023. On May 30, 2023, we celebrated the advancement of 26 students who successfully completed the program. We had a total of 57 graduates with a bondability of \$9.3 million.

We began our fifth cohort of students in September 2023. We successfully graduated 18 students on November 29, 2023. Spring sessions began in February 2024. On May 13, 2024, 28 participants graduated from the program. The total bondability of our fifth cohort totaled \$9.6 million with 46 graduates.

Our sixth cohort began on September 10, 2024. We graduated 30 participants on October 9, 2024. We began our spring session on February 25, 2025. We graduated 29 participants on April 29, 2025. The total bondability of our sixth cohort totaled \$10.1 million in surety bonding.

298

applicants

244

qualified

\$70.3

million in surety bonding

September 2025 marked the start of our seventh cohort. We successfully graduated 28 participants on November 3, 2025. The total bondability of the participants was \$1.6 million in surety bonding. We will begin our spring session in February 2026 and are currently accepting applications.



NEW YORK STATE

BLACK BUSINESS

A L L I A N C E

NYSBBA CALENDAR OF EVENTS

FEBRUARY 2025 - Leaders Causing Leadership - Inspiring Entrepreneurs & Growth Minded Leaders

MAY 2025 - Leveraging Public Sector Opportunities for Community Impact

JULY 2025 - Positioning Businesses for Opportunities In The Current Environment

AUGUST 2025 - Pathway To Wealth Via Homeownership

DECEMBER 2025 - Capital Access: Developing the Alliance between Lenders & Small Business Borrowers



STRATEGIC OBJECTIVES

As the economic opportunities available to Black residents in New York continue to multiply and become more diversified, the need for a central hub and resource center is greater than ever. And while the opportunities are more abundant, attainment of these opportunities for Black New Yorkers has not kept pace with the mainstream. We are confident that our established presence as an elite Chamber of Commerce in New Jersey can be replicated using the same model for success in New York. The strength of our strong Value Proposition to our corporate sponsors, and community partners; as well as our commitment to provide ROI to our members.

- Advocacy for a business agenda that is inclusive, fair and affords capitalistic activities which allows free enterprise in a harmonious fashion
- Healthcare
- Maritime, Transportation, and Infrastructure
- Technology and Innovation
- Equity in Public and Private Sector Opportunities
- Education and Workforce
- Public Policy Engagement

MISSION STATEMENT

The New York State Black Business Alliance performs an essential role in the economic viability of New York. As affirmed in its mission statement, the NYSBBA is dedicated to creating economic parity in corporate business, fair representation in governmental policy and sustainable job development for African American communities throughout New York State

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Small Business

- Advocates membership access to public, private sectors, and community opportunities.
- Training/Development Programs
- Technical Assistance
- Host educational forums and networking events to connect member to information, opportunities, and resources.
- Promotes members through spotlights features in chamber marketing materials and website
- Capacity building strategies



Corporations

- Assist in developing and implementing Public Policy strategies
- Supply Chain Diversity
- Marketing Penetration Strategies
- Promotional Opportunities
- Human Resource Recruitment Services
- Youth Mentorship and Entrepreneur Programs
- Training and Job Readiness Programs



Government

- Public Policy
- Education Reform
- Job Creation
- Partnerships to increase contracting with women and minority owned businesses
- Promotes a pro-business agenda
- HUD Section 3
- Title VI



STEERING COMMITTEE

Businesses who are members of a Chamber of Commerce elect a board of directors or executive council to set policy for the chamber. The board or council then hires a President, CEO or Executive Director, plus staffing appropriate to size, to run the organization.



John E. Harmon Sr., IOM
 Founder, CEO & Chairman
 New York State Black Business Alliance
 Office (609) 571-1620
 jharmon@aaccnj.com



Arnold Baker
 President
 Black Marlin Marine
 abaker@nys-bba.com



Michael Gardner MBA
 Chief Diversity & Inclusion Officer,
 Metropolitan Transportation
 Authority - State of New York



Christine McMahon
 President and CEO, FedCap



Gary Mann
 President & CEO, Jasfel Analytics



Monique L. Nelson
 Chair, UniWorld Group,
 Inc. (UWG)



TAMMEISHA D. SMITH
 Elected Official, Noted
 Community Advocate and
 Volunteer.



Jackie P. Taylor, SHRM-SCP, SPHR
 Partner/Principal, EY
 US Alliances & Ecosystems Leader-
 Govt & Public Sector

NYSBBA SPOTLIGHTS PARTNERSHIPS AND SPONSORS



A black and white photograph of a hand moving a chess piece. The hand is positioned at the top right, reaching down to move a chess piece from the center towards the left. The chess pieces are silhouetted against a light background. The king, knight, and rook are visible on the board.

6

PRESS RELEASES

THE EMPOWERMENT HOUR
PATHWAY TO SUCCESS
THE CHAMBER PERSPECTIVE

MEDIA PARTNERS
SERVICE PROVIDERS

PATHWAY -to- SUCCESS



The show can reach
29.6M viewers



6 seasons



Awards
Telly Awards:
Gold Winners
Bronze Winner
"Cultural Television Category"

The AACCNJ is extremely proud to be a Telly Gold Award winner. The Gold Telly is a high honor. Out of 12,000+ entries from all 50 states and 5 continents, only about 3% of all entries worldwide earn this prestigious gold honor.

Telly Awards: Gold Winner 2021

"Cultural Television Category"

(Winning show: EP 108 "Monique Nelson", 12/5/2020)

Telly Awards: Bronze Winner 2023

"Cultural Television Category"

(Winning show: EP 212 "Dometi Pongo", 12/4/21)

Telly Awards: Bronze Winner 2024

"Category: Directing"

(Winning show: EP 411 "2023 Expo Special", 11/4/2023)

Telly Awards: Bronze Winner 2024

"Category: Editing"

(Winning show: EP 411 "2023 Expo Special", 11/4/2023)

Two Bronze Telly Awards in the 2025 Competition.

Bronze Award DEI Category for (2) Season Six Episodes.

Episode 601

Tohma Gadson-Shaw

Director, Supply Chain Sustainability and Supplier Diversity, ConEd

Episode 602

Derek Peterson

CEO & Founder, Soter Technologies

Episode 603

Dr. Keith Wright

Spiritual Leader, Author, Former Director, PANYNJ

Episode 604

James Hughes

Broker- Salesperson, Team Leader,

Keller Williams NJ Metro Group

Episode 605

Jerry Chambers

President, CEO, Chambers Brokerage Services

Episode 606

Christopher Aponte

Founder, President & CEO

ACLEEF Real Estate Executive/Entrepreneur

Episode 607

Kevin Johnson

CEO, K Johnson Enterprises LLC

Episode 608

Al Maghazehe

President & CEO Capital Health

Episode 609

Bill Stephney

Producer, Kaepernick & America, Philly On Fire and Can You Hear That Sound? Films Principal, Broad Market Media LLC, Producer, and Curator, New Jersey Performing Arts Center (NJPAC) Senior Advisor, LIFTstudios Adjunct Professor, Clive Davis Institute of Recorded Music/Tisch/NYU

Episode 610

Baye Adofo-Wilson

Lawyer, Consultant and Real Estate Developer, BAW Development LLC

Episode 611

Tony Wittcock

Director & CTO, Cyber Security Consulting Ops

Episode 612

Michael Bernstein

President, The College of New Jersey (TCNJ)

Episode 613

Dr. Lois Green- Senior Vice President of Wellness, Diversity,

Equity, and Inclusion at University Hospital

Episode 614

Leon Baptiste

President, LB Electric Co. LLC

STRATEGIC OBJECTIVES

Telly Awards honors excellence in video and television across all screens and is judged by leaders from video platforms, television, streaming networks, production companies. This year's winners include Pixar Animation Studios, JP Morgan, Hearst Media, ESPN, LinkedIn, NATO, MTV Entertainment Studios, NASA, the LA Clippers (NBA), Sawhorse Productions, Univision, Al Jazeera, Warner Brothers, Discovery, ABC TV, Telemundo and more.

The Telly Awards is the premier award honoring video and television across all screens. Established in 1979, The Telly Awards receives over 12,000 entries from all 50 states and 5 continents. Entrants are judged by The Telly Awards Judging Council—an industry body of over 250 leading experts including advertising agencies, production companies, and major television networks.

The focus of Pathway to Success, now in its sixth season on NJPBS & PBS, is to highlight the mission of the AACCNJ and its partnerships. The AACCNJ uses this platform to raise the profiles of its members, their businesses, and their stories. Pathway to Success has the platform to reach 29.6 million on-line viewers. Produced by the AACCNJ, Pathway to Success highlights the African American business community.



Production Team:

John E. Harmon, Sr., Host & Executive Producer, (AACCNJ)
Chris Daniel, Producer, Director & Editor (Daniel Productions)
Jacqueline Baptiste, Co-Producer, (AACCNJ)

Production Crew:

Antonio Johnson, Utility, Camera, Audio, Lighting (Daniel Productions)
Andrew Burroughs, Camera, Lighting (Green Glass Films)
Alvin Fair, Lighting, Audio, Utility (Green Glass Films)

The Show's Producer, Chamber Member Chris Daniel, of Daniel Productions, also won a 2025 Silver Telly in the Editing Category for another program his company produced for another African American client.

View past episodes here: <https://www.njpbs.org/programs/pathway-to-success/>
And on [pbs.org](https://www.pbs.org)

Pathway to Success is available to stream on [pbs.org](https://www.pbs.org), [njpbs.org](https://www.njpbs.org) and the free PBS App, available on iPhone, Apple TV, Android TV, Android smartphones, Amazon Fire TV, Amazon Fire Tablet, Roku, Samsung Smart TV, and Vizio.



— THE CHAMBER —
 PERSPECTIVE
AFRICAN AMERICAN CHAMBER OF COMMERCE OF NEW JERSEY

The focus of our television show is to highlight our mission and our partnerships.

The AACCNJ uses this platform to raise the profiles of its members, their businesses, and their stories. AACCNJ's "The Chamber Perspective" serves as an educational and motivational resource to Inspire, Inform and Empower.

SEASON 3

E1

Dr. John E. Harmon, Sr., President & CEO, AACCNJ

E2

Veda Shamsid-Deen, Founder & CEO, T3 Creators Collective & Co-Founder/COO, ARConnex

E3

Keith Wright, Ph.d., Spiritual Leader, Author, and Former Director PANYNJ

E4

Tracey Syphax, Author/Entrepreneur From the Block to the Boardroom LLC. & CJ Meenan, Co-founder and Startup Strategist of XP Startup Labs

E5

Ray Jones, Founder We See You Security LLC

E6

H. Robert Tillman Esq., Tillman Law Group

E7

Tara Williams-Harrington- MBA, PHR, CEBS, Owner at Brick City Bricks 4 Kidz

E8

Phillip Woolfolk – Managing Director, Main Street Advisory, LLC and Phillip Speaks, LLC

E9

Clint Parker, Ph.D., Dean of Grant Leadership and Business, Pillar College

E10

Carin Hep- Assistant Vice President, Small Group & Individual Broker Channel Sales, Delta Dental of NJ, Inc, Delta Dental of Connecticut, Inc.

E11

Lawrence Burden, Camden Site Director, Hopeworks

E12

Aaron Fitchner Ph.D., President, New Jersey Council of County

E13

Jessica Dahl- President at Global One Partners,

E14

Lester Taylor, Founder of Taylor Law Group and Chair of the Education, Labor, and Employment Group

AIRING ON



 atlantic city
electric™
AN EXELON COMPANY



EMPOWERMENT HOUR RADIO SHOW



January 7, 2025

Lhann David, Owner,
David Home Solutions LLC
Natasha Gomez, Owner, The Bloc Society

January 14, 2025

Steve Jones, Founder & CEO, POCSTOCK

Sidney Jackson, VP of Development,
New Jersey Symphony

January 21, 2025

Tohma Gadson-Shaw, Director of Supply
Chain Sustainability & Supplier Diversity
ConEd (re-air)

Deiredra Oliver, Senior Branch Manager, NJ
Region, Credit Union (re-air)

January 28, 2025

Andre Morgan, CEO, Solutions Over
Excesses LLC

Samia Cherry-Gefard, Vice President, FG
Management Group

February 4, 2025

Jason Hall, Owner, JH Pestaway
Channell Wilkins, CEO, Sunscriptions LLC

February 11, 2025

Emerson Simon, Chief Business
Officer/Partner, Sugen International LLC

Valerie Mathis-Leake, Agency Owner
Swindell Agency

February 18, 2025

Fareeda Stokes, CEO & Founder, Harkes
Realty & Associates

Dr. Elise Counts, Owner & CEO, Circle of
Strength LLC

February 25, 2025

Sean Ryan, President, McGraw Hill
Stacy Kreizman, Senior Manager of Patient &
Community Outreach, The Leukemia & Lymphoma
Society

Kenya Eason, Cancer Patient/Survivor

March 4, 2025

Joyel Crawford, Founder & Owner, Crawford
Leadership (re-air)

Nyene Baker, Founder, Visionary Philanthropy
Group Inc. (re-air)

March 11, 2025

Roy Howson Jr., Owner & Operator, Banana Cellular
Solutions

Avis Yates Rivers, CEO & Founder, Technology
Concepts Group International, LLC (TCGi)

March 18, 2025

Dr. Michelle Walker-Davis, CEO & Founder, IMG
Grants and Gov't Contracts Eric Wall, Founder &
Executive Director, EBFIT Inc.

March 25, 2025

Ada Aguilar, Founder & Owner, Maru & Ming (re-
air)

Edward Roberts, Founder & Owner, Prep Boyz
LLC/Buggin Out Pest Control (re-air) April 1, 2025

Dr. Chalice C. Rhodes, Owner, Licensed Professional
Counselor LLC Pastor Sonita Johnson, St Johns
Pentecostal Outreach Church Inc.

Minister Wadiya Davenport, St Johns Pentecostal
Outreach Church Inc. April 8, 2025

Penda Howell, CEO & Publisher, New Jersey Urban
News

Mildrene Volcy, Director of Development &
Community Relations, Autris Healthcare

April 22, 2025

Ella Graham, President & CEO, Homeowners
1st LLC

Lisa V. Gale, PhD, Founder & Principal, LVG
Strategy Group (Re-air)

April 29, 2025

Altarik White, President & CEO, Leaders for
Life, LLC

Dr. June DePonte-Sernak, Statewide Diversity
Leadership Officer, Center for Family Services

May 6, 2025

Valerie Mathis-Lecke, Agency Owner,
Swindell Agency (Re-air)

Dr. Elise Counts, Owner & CEO, Circle of
Strength LLC (Re-air)

May 13, 2025

Amber Perry, Vice President, Regulatory
Policy & Strategy, Pepco Holdings

Dr. Pauline Lloyd, Founder & Executive
Director, Albert Islay Walden Education
Alliance

May 20, 2025

Dr. Michelle Walker-Davis, CEO & Founder,
IMG Grants and Gov't Contracts (Re-air)

Roy Howson Jr., Owner & Operator, Banana
Cellular Solutions (Re-air)

May 27, 2025

Dr. Robert M. Tull, Jr., Co-founder,
Administrator Network

Brishen Miller, Executive Artistic Director,
Passage Theater Company



EMPOWERMENT HOUR RADIO SHOW



June 3, 2025

Lisa Nix, Owner/Founder, Action Photo Booth Company

Dee C. Marshall, CEO, Diverse & Engaged

June 10, 2025

Takeerah Jones, CEO, Busy Bees Learning Center LLC

June 17, 2025

Christopher Aponte, Owner/Founder, Aponte Realty, LLC

Eric Wall, Founder & Executive Director, EBFIT Inc. (Re-air)

June 24, 2025

Jay Redd, Managing Director, Stono Public Affairs

Marilyn D. Davis, President & CEO, MDD Connections, LLC

July 1, 2025

Dr. Chalice C. Rhodes, Owner, Licensed Professional Counselor LLC (Re-air)

Pastor Sonita Johnson, St Johns Pentecostal Outreach Church Inc. (Re-air)

Minister Wadiya Davenport, St Johns Pentecostal Outreach Church Inc. (Re-air)

July 8, 2025

Stephen L. Ball, Founder & CEO, Wisdem USA
Anita D. Wemple, President & CEO, Community Planning & Advocacy Council

July 15, 2025

Penda Howell, CEO & Publisher, New Jersey Urban News (Re-air)

Mildrene Volcy, Director of Development & Community Relations, Autris Healthcare (Re-air)

July 22, 2025

Tenisha Malcolm-Wint, Director, Leadership Center, Girl Scouts Heart of NJ

Ashley Williams, Owner, Serenity Smart Homes

July 29, 2025

Carin P. Hep, Assistant VP, Small Group & Individual Broker Channel Sales, Delta Dental of New Jersey, Inc.

Stacy Kreizman, Senior Manager of Patient & Community Outreach, The Leukemia & Lymphoma Society (Re-air)

Kenya Eason, Cancer Patient/Survivor (Re-air)

August 5, 2025

Roy Howson Jr., Owner & Operator, Banana Cellular Solutions (Re-air)

Avis Yates Rivers, CEO & Founder, Technology Concepts Group International, LLC (TCGi) (Re-air)

August 12, 2025

Penda Howell, CEO & Publisher, New Jersey Urban News (Re-air)

Mildrene Volcy, Director of Development & Community Relations, Autris Healthcare (Re-air)

August 19, 2025

Mike Winans, NJ State Organizer, REFORM Alliance

Dr. Elise Counts, Owner & CEO, Circle of Strength LLC (Re-air)

August 26, 2025

Lhann David, Owner, David Home Solutions LLC (Re-air)

Natasha Gomez, Owner, The Bloc Society (Re-air)

September 2, 2025

Jason Murray, CEO, Abundant Network, LLC
Raheem Veal, Founder & CEO, Razor Sharp Global

September 9, 2025

Dr. Marilyn Pendelton, EdD, RN, LNC, CSN, Transdisciplinary Wellness Strategist, Educator, Grief Recovery Method Specialist, Your Voice Heard, LLC

Tasha Youngblood Brown, MBA, CISA, CEO & Founder, The Brown Bag Collective, LLC, Evolved Technology Ventures Corp

September 16, 2025

Dr. Elise Counts, CEO, Circle of Strength LLC

Corinne Rivera, Deputy Director Circle of Strength LLC

Dr. Robert M. Tull, Jr., Co-founder, Administrator Network (Re-air)

September 23, 2025

Andre Morgan, CEO, Solutions Over Excuses
Sam Samuel III, Founder, God Has Heard Productions



EMPOWERMENT HOUR RADIO SHOW



September 30, 2025

Brishen Miller, Executive Artistic Director, Passage Theater Company

Monah Yancy, Director of Advancement, Passage Theater Company

Dr. Richard J. Helldobler, President, William Paterson University

October 7, 2025

Jay Redd, Managing Director, Stono Public Affairs (Re-air)

Marilyn D. Davis, President & CEO, MDD Connections, LLC (Re-air)

October 14, 2025

Gino Brown, Senior Vice President – Director of Residential & Consumer Lending, 1st Colonial Community Bank

Robert B. White, President & CEO, 1st Colonial Community Bank

Kwame Floyd, Founder & Executive Director, Teacher Apprenticeship Network

October 21, 2025

Sophia Wilson, Operations Manager & Owner, Stand Up for Salem, Sophia's Cleaning Systems LLC

Kenneth M. Karamichael, Ed.M., Associate VP Professional Studies & Business Development, Georgian Court University

October 28, 2025

Matilda Archer, Founder & Owner, Clean Numbers Bookkeeping

Melanie Willoughby, Executive Director, New Jersey Business Action Center

November 4, 2025

Krista Hayes, Founder & CEO, Zone Walk Solutions, LLC

Louis Mosca, CPA, Exec. VP & COO, American Management Services





PRESS COVERAGE



2025 AACCNJ PRESS RELEASES

SCAN TO VIEW ALL 2025 PRESS RELEASES ON WWW.AACCNJ.COM

Email Marketing

2025 Total Subscribers: 7,378

2024 Total Subscribers: 6,786
2023 total Subscribers: 6,446
2022 Total Subscribers: 5,458
2021 Total Subscribers: 5,365

Instagram

2025 Total Followers: 3,181

2024 Total Followers: 2,467
2023 Total Followers: 2,006
2022 Total Followers: 1,408
2021 Total Followers: 1,096

LinkedIn

2025 Total Followers: 4,035

2024 Total Followers: 3,454
2023 Total Followers: 2,244
2022: Total Followers: 1,248
2021 Total Followers: 619

Facebook

2025 Total Followers: 5,880

2024 Total Followers: 4,440
2023 Total Followers: 3,900
2022 Total Followers: 3,200
2021 Total Followers: 2,547

Twitter

2025 Total Followers: 1,179

2024 Total Followers: 1,228
2023 Total Followers: 1,626
2022 Total Followers: 1,115
2021 Total Followers: 987

Website Pageviews

2025: 99.5 k pageviews

2024: 80.8 k pageviews
2023: 58 K pageviews
2022: 11.7 k pageviews

THANK YOU TO OUR SERVICE PROVIDERS



Business Promotion Ideas Inc.
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Trenton Makes Graphics
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MEDIA PARTNERS





Accredited State Chamber
of Commerce with Distinction
U.S. Chamber of Commerce

CONGRATULATIONS

GOVERNOR-ELECT MIKIE SHERRILL & LT. GOVERNOR-ELECT DR. DALE CALDWELL

On behalf of the Board of Directors, staff, and members of the African American Chamber of Commerce of NJ (AACCNJ), we extend our sincere congratulations on your recent electoral victory.





Accredited State Chamber of Commerce with Distinction

U.S. Chamber of Commerce

The African American Chamber of Commerce of New Jersey has been incorporated as a 501(c)(3) in accordance with the Internal Revenue Code and provides advocacy and support for businesses throughout the State of New Jersey.

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