



IABA
INTERNATIONAL ASSOCIATION OF BLACK ACTUARIES

BUILDING LEGACY THROUGH LEADERSHIP

2025 Annual Report



LETTER FROM THE PRESIDENT



Gloria Gilliam, ACAS, MAAA
IABA President

As President, my focus is on strengthening and expanding the work already in motion. My priorities include broadening our already strong pipeline, increasing engagement among our more experienced members through thoughtful and relevant programming, and diversifying our funding sources to complement the important support of our corporate sponsors.

At its core, IABA is a community dedicated to creating spaces where individuals feel seen, supported, and empowered. I am committed to leading in a way that honors that legacy while also positioning the organization for continued growth and long-term sustainability.

I am deeply grateful to those who have served before me and to all who continue to contribute their time, talent, and energy to IABA. I look forward to working alongside each of you as we continue to build on our momentum and shape the next chapter of this organization.

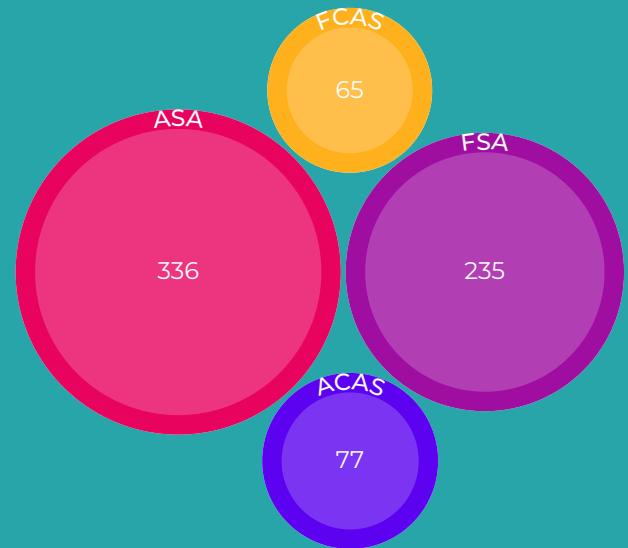
As I reflect on my first six months as Board President of IABA, I do so with sincere gratitude and a strong sense of responsibility. It is a privilege to serve an organization that has been such an important part of my professional journey and one that continues to make a meaningful impact on the actuarial community.

Over the years, I have had the honor of serving IABA in several leadership roles, including Volunteer Committee Chair, Board Secretary, and Vice President of the board. Each of these experiences has deepened my appreciation for the commitment of our volunteers, the strength of our membership, and the lasting value of the work IABA does to develop and elevate actuarial talent. I am proud of the foundation we have built together and encouraged by the opportunities that lie ahead.

MEASURING OUR MISSION

Membership Breakdown

IABA currently has a total of **720** credentialed members, reflecting the organization's growing impact within the actuarial profession. Of these members, 80% hold credentials from the Society of Actuaries, 20% from the Casualty Actuarial Society, and less than 1% from other credentialing bodies. This year, IABA welcomed **30** new credentialed members, further strengthening its network of Black actuaries.



Student Programming Highlight

70 Scholarships Awarded

In 2025, IABA awarded \$214,000 in scholarships to support the academic and professional growth of aspiring Black actuaries. This investment continues our commitment to building a more equitable pipeline.

32 Boot Camp Participants

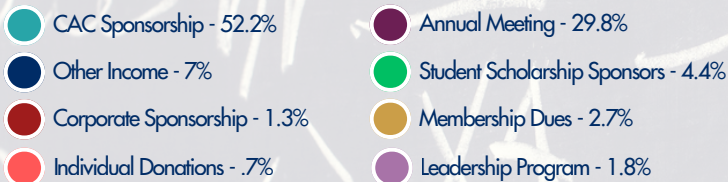
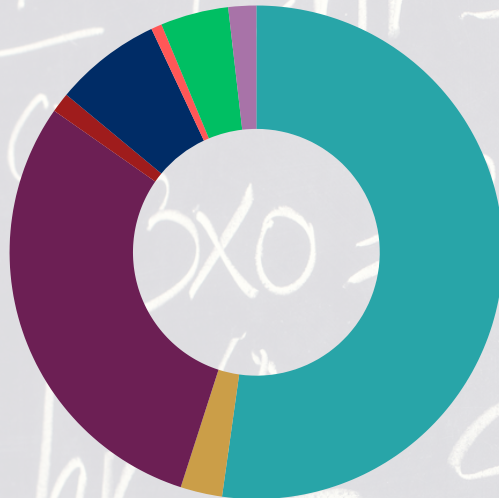
In 2025, students participated in IABA's Boot Camp, gaining critical exposure to the actuarial profession and practical tools for success. The program continues to serve as a key entry point into the pipeline.

Volunteerism

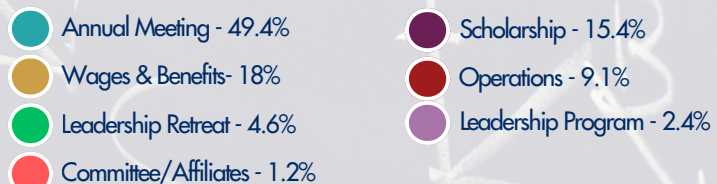
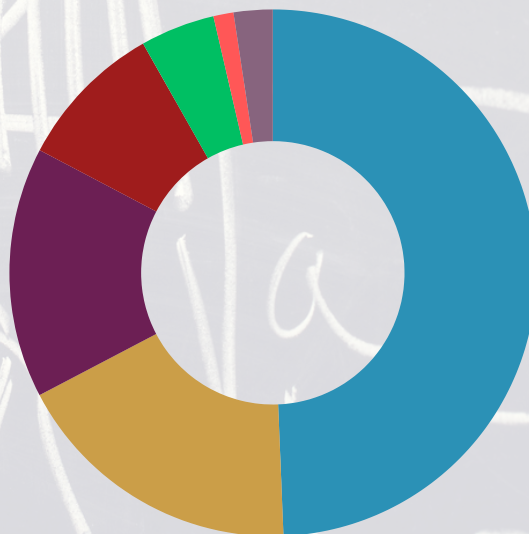
IABA's leadership continues to grow in both depth and reach, with **39** leaders serving across our board, committees, and affiliates. These individuals drive the strategy, programs, and partnerships that power our mission and impact. A major milestone in 2025 was the launch of a new affiliate chapter in Charlotte, North Carolina, expanding our presence in the Southeast and creating new opportunities for engagement, mentorship, and programming. This expansion reflects IABA's commitment to cultivating leadership at every level and strengthening our connections to Black actuaries and aspiring professionals across the country.

COLLECTIVE INVESTMENT SHARED SUCCESS

Revenue - **\$1,424,492**



Expenses - **\$1,390,269**



THANK YOU CORPORATE ADVISORY COUNCIL



EMERGING LEADERS PROGRAM

The 2025 Emerging Leaders Program cohort represents a diverse mix of organizations across the actuarial landscape, including Genworth, The Hartford, Cooperators Life Insurance Company, USAA, Aetna/CVS Health, PwC, Deloitte, RGA Reinsurance, and Lincoln Financial. This broad representation spans consulting, reinsurance, and insurance sectors, reflecting IABA's growing impact and the shared commitment among corporate partners to develop the next generation of actuarial leaders.

- Total Participants: 11
- Participants hold mid-to-senior-level actuarial roles across consulting, insurance, and reinsurance.
- Titles range from Actuary and Senior Associate to Executive Director & AVP.
- Many participants are already leading teams or managing strategic workstreams, making them well-positioned for the program's leadership focus.

REWRITING LEADERSHIP: THE IABA WAY



Goes beyond best practices to embrace the complexity of leadership



Focuses on energy and mindset, in addition to skills



Builds collective wisdom and an IABA community of leaders, versus individual development



Uses real leadership experiences (case studies)



Addresses the leadership experience for Black leaders, specifically



EMERGING LEADERS PROGRAM

NATHANIEL CLAY

When Nathaniel Clay was nominated by his colleagues and leadership at Lincoln Financial for IABA's Emerging Leaders Program, he felt both honored and inspired. **"Their confidence in my leadership potential inspired me to apply and continue growing in ways that would both challenge and stretch me,"** he says. Joining the inaugural cohort also allowed him to help shape a program that will influence future generations of Black actuaries.

The program had a deeper impact than he anticipated. **"What I didn't expect was how deeply the program would help me clarify what I want from both my career and my life,"** Nathaniel reflects.

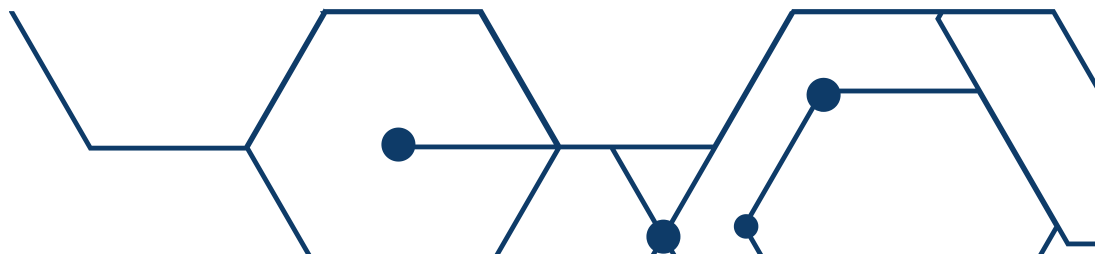
One of his most valuable takeaways was developing a personal self-advocacy plan. Previously, he often said "yes" to opportunities without considering how they aligned with his long-term goals.

Today, he approaches decisions with greater intention. **"My self-advocacy plan has helped me define what I want—without limitation—and be intentional about the roles I pursue. It's already changed how I evaluate new projects and how I communicate with leadership."**

Beyond leadership development, Nathaniel found something equally valuable: community. Through his cohort, progress partner group, and connections with leaders across the profession, he discovered a stronger sense of belonging. **"Meeting the cohort in person, connecting with my progress partner group, and engaging with leaders at different stages of their journey—it reminded me I'm not alone."**

The program also challenged him to be more intentional in building mentorship and sponsorship relationships. **"Intentionality is a form of self-respect,"** he says. **"I now make sure my mentors know exactly where I'm heading."**

His advice to future participants is simple: **"Just do it."** For Nathaniel, the Emerging Leaders Program is about far more than leadership skills. **"If you want to grow, connect with community, and gain the tools to design the career and life you want, this program is absolutely worth the investment."**



BOOT CAMP SPOTLIGHT: NERISSA SANDERSON

When Nerrisa Anderson applied to IABA's 2025 Boot Camp, she was looking for more than exam preparation—she was looking for direction.

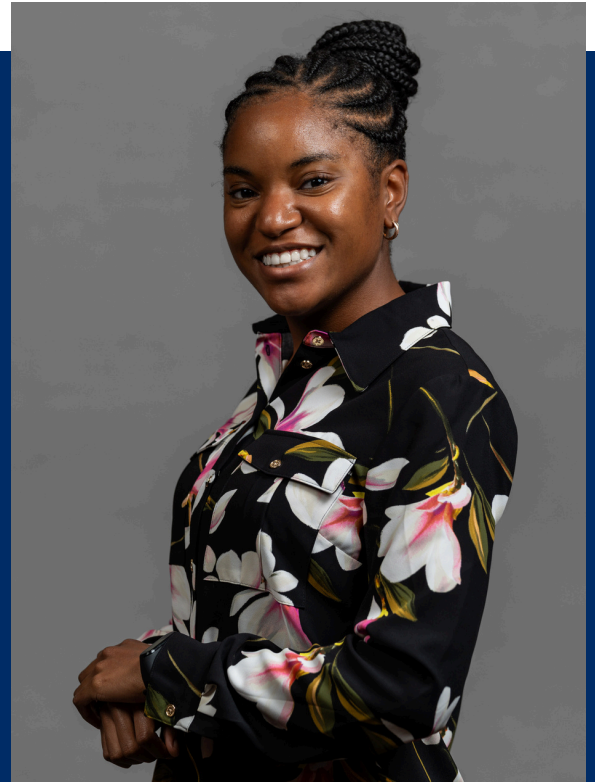
"I knew passing exams was required to enter the actuarial profession," she shares, "but I didn't know where to go to learn what I needed outside of the classroom." Boot Camp became that bridge, providing practical skills, professional exposure, and a clearer path toward her first actuarial role.

The experience broadened her understanding of the profession and introduced her to opportunities she had never considered. One of her favorite memories was working alongside fellow participants on the Boot Camp case study. **"It was an amazing experience getting to know this group of people who have become my friends in such a short time,"** she says.

Beyond expanding her career perspective, Boot Camp strengthened her professional skills. From networking and communication to resume development and mock interviews, Nerrisa left more confident and prepared. **"I've already used these skills at career fairs,"** she notes.

Hearing the stories of actuaries at different stages of their careers also left a lasting impression. **"The sky truly is the limit,"** she says. **"This career is about how many times I get back up, not the individual failures."**

Now focused on securing her first actuarial internship and passing her first exam, Nerrisa credits Boot Camp with helping her move forward with confidence and resilience. Her advice to other students is simple: **"Apply. It's easy to disqualify yourself. Don't let concerns about experience, travel, or finances stop you from finding the help and community you didn't even know you needed."**



MEET THE TEAM

IABA BOARD & STAFF



Gloria Gilliam
ACAS, MAAA
President



Brandon Wright
FSA, MAAA
Vice President



Nicole Harrington
FCAS, MAAA
Treasurer



Nikaya Smith
FSA
Secretary



Stephen Abrokwa PhD,
FSA, CERA, MAAA
Immediate Past President



Dwayne Husbands
FSA, CFA, MAAA
Immediate Past President



Valerie Adelson
FSA, FCIA
Director



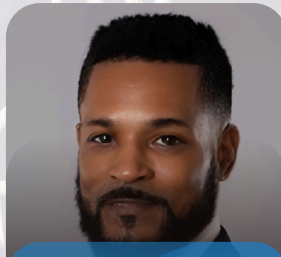
Jonathan Applewhite
FSA, MAAA
Director



Dalesa Bady
ACAS, MAAA
Director



Maambo Mujala
FSA, MAAA
Director



Anthony Weatherspoon
ASA, MAAA
Director



Muhammad Alliyu
Student Liaison



Jeffrey Brown
Executive Director



Parker Williams
Programs

MEET THE TEAM

IABA COMMITTEE & AFFILIATE LEADERS

Committee Chairs

Affiliate Chairs - Kimaada Boyce, FSA, FCIA & Brandon Rosemond

Annual Meeting Chairs - Nicole Harrington, FCAS, MAAA

Boot Camp Chair - Kemi Adeagbo & Anu Ogunrombi, ASA

Exam Prep Chairs - Mary Ampaw-Asiedu, ASA & Ruby Kodiah

Finance Chair - Nicole Harrington, FCAS, MAAA

Marketing & Communication Chairs - Rachel Ndjuluwa, FSA, CERA

Membership & Impact Chairs - Nana Coleman, ASA & Paul Muvembi, ASA

Mentoring Chair - Nykosi Hollingsworth, ASA

Scholarship Chair - Jevon Holder, ASA

Technology Chairs - Paa Kwesi Mensah & Adam Latham

Volunteer Management Chair - Joycelyn Aryeetey, ACAS

Affiliate Leaders

Atlanta - Tenesia McGruder, FSA, MAAA

Boston - Darriyon Romany

California - Alex Knights, FSA, EA

Chicago - David Guede, ASA, FCA

Hartford - Nykosi Hollingsworth, ASA & Hannah Salas

Houston - Lamine Gueye, ASA & Platini Nono Mamvou

Montreal - Valerie Adelson, FSA, FICA

New York / New Jersey - Alpha Bada, FSA, MAAA & Jonas Brobbey, ASA, FRM

Charlotte - Tia Jones, ASA & Okasate Traore, FSA, MAAA

Philadelphia/PA - Farouk Busari, FSA, CERA & Kudzanai Maveneke, FSA, CERA

Phoenix - Rodney Agyare

Toronto - Kimaada Boyce, FSA, FCIA

Washington, D.C. - Nikaya Smith, FSA & Koyin Aladesuru, ASA

LETTER FROM THE EXECUTIVE DIRECTOR



As I reflect on my second year as Executive Director of IABA, I'm struck by how clearly 2025 has lived into our theme: Building Legacy Through Leadership. This year wasn't just about programs or milestones; it was about elevating voices, investing in people, and positioning IABA for the future.

One of our proudest accomplishments was launching the Emerging Leaders Program, an initiative to equip our actuaries with the tools, confidence, and mentorship to lead.

We also reinstated the Student Liaison position on the Board, ensuring that student voices are not just heard but woven into our decision-making.

That step, along with our plan to launch three affiliate chapters on college campuses in 2026, signals a new era of visibility and connection between IABA and the next generation of Black actuaries.

This year we plan to expand Boot Camp to reach more students and launch a second Emerging Leaders cohort to keep our leadership pipeline strong and diverse.

Just as important as our programming is the infrastructure that supports our community. In the coming year, IABA will launch a new website and member management system. This upgrade will modernize our digital presence, improve the member experience, and make it easier to connect and engage.

This year reminded me that legacy isn't defined by what we leave behind, it's about what we build for tomorrow.

Thank you for a wonderful 2025 and for being part of my journey.

Jeffrey Brown
Executive Director





THANK YOU



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WEBSITE

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