



**Houston Area  
Urban League**

*Empowering Communities.  
Changing Lives.*



**Stronger Communities**

**Better Futures**

2020 Annual Report



# Letter from Board Chair & CEO

In 2020, the Houston Area Urban League (HAUL) celebrated 52 years of service to the greater Houston community. This was one of the most trying years in our history. As part of our COVID-19 recovery, we launched Safe Houston II, which was our initiative to help new and existing clients impacted by COVID-19.

In spite of the uncertainty of the impact that the pandemic would have on the city, we served more than 10,000 families who continued to receive core services in-person and virtually. Clients were provided with emergency financial assistance for food, clothing, mortgage/rental expenses, utilities, transportation, housing retention assistance, and employment services to sustain and rebuild their lives during the COVID-19 pandemic. Many of our clients were deemed essential workers, and like their work, our commitment did not stop.

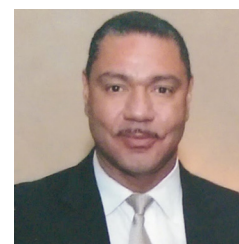
During this crisis, the Urban League provided parents and their children with virtual literacy programs and other education assistance. New and returning clients received employment guidance through our virtual platforms. Our housing staff provided clients with assistance on how to keep their homes. We assisted small minority businesses in maintaining

their businesses by connecting them to resources and providing them with knowledge on how to navigate these uncertain times.

HAUL is thankful to our many friends, organizations, foundations and corporations that supported us and provided funding to continue our work. Each year we work hard to continue the legacy of service that has become our hallmark. Despite many economic challenges, our programs remain strong and the services we provide for our clients and the community at large are still in demand. Because the needs of the disenfranchised remain, the mission of HAUL is steadfast in continuing to enable Black people and other marginalized communities to secure economic self-reliance, parity, power, and civil rights.

It is HAUL's continued goal to expand our reach more deeply into the communities we serve. Through increased partnerships, greater awareness, and enhanced use of technology and talent we will expand our goals... and our services to reach them. We will not tire; we will not stop.

HAUL again thanks our sponsors, supporters and volunteers for all you have done and continue to do.



Calvin Guidry  
Board Chair



Judson W. Robinson III  
President and CEO



# Houston Area Urban League

## Historical Profile

The Houston Area Urban League (HAUL) was founded in 1968 in response to the national demand for equal opportunity and justice thanks in part to the civil rights movement.

It became apparent then as it is today that the need for housing, jobs, education and other social services were needed for low-income people. Founded to help create programming to address these social ills, was the Urban League's purpose. Empowering people by creating opportunities for civil rights and economic equality was and is the strategy for individual and family self-sustainability.

The Urban League movement could be felt all over the country as Urban League affiliates were being established in most major cities. These local affiliates were implementing programs in education, employment, and job training in the midst of national protests, and ultimately the passage of the Civil Rights Act of 1964.

HAUL was organized in the Houston community at a pivotal time. While civil rights issues were being addressed nationally, it became a critical goal for business and community leaders in Houston to also address those issues by bringing an Urban League affiliate to Houston. The impetus for this goal was the awareness by those leaders that education, employment, and training were essential to the economic survival of African American families.

On June 19, 2018, HAUL was established by a group of business professionals and community leaders that included: Quentin Mease, Leo Linbeck, Dan Arnold, Judson W. Robinson, Sr., Gerald Hines, Theodore Hogrobrooks, C.G. Hardy, J.J.

Susberry, Mrs. Clarence Higgins, Carl Walker, James Middleton, Attorney Aloysius M. Wickliff, Sr., and the Houston Business and Professional Men's Club.

HAUL is a 501(c)(3) non-profit community based United Way Agency affiliated with the National Urban League (NUL). HAUL advocates for all under-served persons regardless of race, gender, age groups and or disabilities. HAUL educates stakeholders and participants regarding the economic benefits of quality job training, home ownership counseling, and youth and parental educational programs targeting residents in economically disadvantaged geographic areas like Sunnyside, Acres Homes, Kashmere Gardens, Third Ward and other low income areas. We also work to improve the outcomes of middle income families and dislocated professionals in the Greater Houston area.

HAUL is governed by a 32 member Board of Directors which is responsible for setting direction and policy. Program services are provided by a staff of professionals from a variety of backgrounds related to their respective program areas. Additionally, support for programs and services are provided by a strong cadre of over 300 volunteers who have been nationally recognized for their fundraising and direct service support: The Houston Area Urban League Guild and the Houston Area Urban League Young Professionals.



# HAUL Historical Profile contd.

Though 2020 was an unprecedented year globally, HAUL remained on the front lines of response to the COVID-19 pandemic and social justice issues that greatly impacted those we serve. During 2020 we served over 10,000 clients.

Our Operation Safe Houston initiative allowed us to respond to those in need by providing them with immediate services like food and testing locations, utility, mortgage and rental assistance, and small business technical assistance. We continued programmatic operations for the economically disadvantaged communities through educational webinars, phone and Zoom teleconferences.

With many displaced from jobs, HAUL was a resource for job availability awareness, training, resume preparation and job placement assistance. Our small business classes were operated through video conferencing and other non-touch methods. We continued providing information that helped small businesses remain sustainable during the COVID-19 crisis, as well as assist them with

obtaining other needed assistance available in the Houston area. These are just a few of the many direct services HAUL continued to provide during the crisis.

We are only able to do this work because of the generosity of our donors who continuously partner with us to create positive benefits for the citizens in the Greater Houston community. HAUL is grateful that you believe in our mission and service record enough to support the work we do. We sincerely thank our sponsors, supporters and volunteers for all you have done and continue to do.

HAUL is committed to insuring that everyone has the opportunity to fulfill their life goals/or dreams, offering them hope and opportunity.

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# Houston Area Urban League

## Board of Directors

### 2020 BOARD OF DIRECTORS EXECUTIVE COMMITTEE

Jerry Martin Chair	Marilyn Boss Secretary
Calvin Guidry 1st Vice Chair	Terry Roberson Treasurer
A. Martin Wickliff, Jr. 2nd Vice Chair	Judson W. Robinson III President & CEO
Iris Cross 3rd Vice Chair	

### MEMBERS

Meshesha Bemnet	Odis Mack
Thomas Debesse	Pamela McKay
Donald Bowers	Kristyn Page
Myra Caldwell	Ernest Peeples
Yvette Camel-Smith	David Salazar
Marina Coryat	Morris Smith
Judith Craven	Byron Stevenson
Deion Dorsett	Laurie Vignaud
James Harris	Daryl Wade
Karen Hofmeister	Ralph D. West
Don Hudson	Marguerite Williams
Mark Jacobs	Stephen Wright
Sherman Lewis	





**2020**

## **Impact Report**

The Houston Area Urban League (HAUL), an Affiliate of the National Urban League was founded in 1968. HAUL is a 501(c) (3) nonprofit, United Way Agency and community-based organization. HAUL has been a voice for disadvantaged people of all races and has a long and distinguished record as an agency that offers tangible, lasting benefits to all members of the community without regard to age, sex, race, physical limitations or ethnic background.



# Education and Youth Delopment

The Houston Area Urban League (HAUL) Education and Youth Development Department is designed to empower individuals, families/caregivers and communities with the knowledge, skill sets and values that will enable them to thrive in any environment. We achieve this by providing services that promote educational, social and emotional development of children, youth, caregivers, and parents. HAUL Education and Youth Services embraces a cradle to career model, preparing children to be self-sufficient adults, while supporting parental engagement throughout their educational development years.

The HAUL Project Ready Program is a call for action in the communities we serve. The goal of this program is to strengthen the family structure

by helping each family and community partner set expectations for their families, and teaching a spirit of excellence in education for their children, while fostering an environment for both youth and parent development. We provide training and development for our staff, teachers, volunteers and mentors, curriculum materials to address the academic, social and personal needs of each student and family. The HAUL Project Ready Program integrates a holistic view of providing services that address every area of each student’s life through academic support, life skills development and college and career awareness.



## IN 2020, HAUL EDUCATION AND YOUTH DEVELOPMENT DEPARTMENT ACHIEVED THE FOLLOWING OUTCOMES:

180	AT-RISK YOUTH SERVED
980	PARENTS SERVED THROUGH PARENTING CLASSES AND WORKSHOPS
300	CHILDREN SERVED THROUGH EARLY CHILDHOOD EDUCATIONS
180	FAMILIES SERVED THROUGH HEALTH EDUCATION PROGRAM
180	STUDENTS SERVED THROUGH ACADEMIC SUPPORT PROGRAM
180	STUDENTS SERVED THROUGH CHARACTER DEVELOPMENT
180	STUDENTS SERVED THROUGH MENTORING PROGRAM
75	YOUTH INVOLVED IN SUMMER PROGRAM



- THE HAUL PROGRAM COMPONENTS ARE:
- Academic Achievement
  - Social/Emotional Development
  - College Culture and Awareness
  - Career Awareness
  - Family and Community Engagement



# Housing and Social Services

The Housing & Social Services Department was created in 1973. The department is a HUD Approved Housing Counseling Agency and is staffed by 5 HUD Nationally Certified Housing Counselors (3 bi-lingual Housing Counselors), 3 Certified Financial Coaches and 3 Housing Case Managers (Social Worker MSW, Veteran Specialist). Housing Services are provided in English and Spanish. HAUL housing programs include Financial Management/ Budget Counseling, Mortgage Delinquency & Default Resolution Counseling, Rental Counseling, Financial/Budgeting

and Workshops, Pre-purchase Homebuyer Education Workshops & Counseling, Fair Housing Outreach/Education, Services for Homeless, Post Homeownership Education & Counseling, Disaster Housing Counseling and Financial Coaching.

The goal of the Housing Department is to provide counseling and advice for affordable rental, homeownership and to protect consumers, utilize housing as a platform for improving quality of life, for sustainable communities free from discrimination.

1. **HOMEBUYER EDUCATION WORKSHOP:**  
HAUL provided education and counseling to first time homebuyer candidates in the Greater Houston Metropolitan Statistical Area (MSA). The program is delivered by Housing staff and volunteer instructors providing resources and knowledge to prepare for homeownership. Volunteer instructors are licensed Real Estate professional, Home Inspector, Loan Officer and Insurance Agent.
2. **HOUSING COUNSELING PROGRAM:**  
Provides comprehensive housing counseling that focuses on the needs of the clients. Two strategic goals of the program: (1) to improve the quality of renter and homeowner education (2) provide information to prepare clients for addressing the double-edged problem of securing and maintaining decent housing. HAUL's comprehensive housing counseling assists its clients to completely address all of their housing problems.
3. **FINANCIAL EDUCATION WORKSHOP AND COUNSELING:**  
The program provides group financial education to improve savings, budgeting, debt reduction) and extensive one-on-one counseling to improve credit score within a specific time period.

4. **VETERAN HOUSING/HOMELESS SUPPORT PROGRAM:**  
The program target populations are veterans with a HUD-VASH voucher issued by the Housing Authority and surviving spouses of a veteran. The program is based on the Homeless Prevention and Rapid Re-Housing service model. Services provided are housing counseling, financial management and emergency financial assistance.
5. **FAIR HOUSING CENTER EDUCATION AND OUTREACH PROGRAM:**  
The program will assist low and moderate income, the elderly, disabled and immigrants in the Greater Houston MSA with counseling and filing of Fair Housing complaints for consumers.
6. **HAUL POST HOMEOWNERSHIP EDUCATION AND COUNSELING PROGRAM:**  
The program is designed to educate and counsel first time homebuyers in transitioning the mindset of a renter to that of a homeowner and existing home owners maintain their homes.
7. **MORTGAGE DEFAULT COUNSELING:**  
Mortgage Default Counselors work with clients to help avoid foreclosure or provide assistance during the foreclosure process. Information is provided on the foreclosure process, referral to community and/or legal resources, develop a household crisis budget, and negotiate with lenders for repayment strategies to maintain stable housing.
8. **DISASTER HOUSING COUNSELING/CASE MANAGEMENT**  
(U.S. Department of Housing and Urban Development (HUD) Housing Counseling Disaster Program Guide and Emergency Preparedness Tool Kit):  
Many disaster clients experience post traumatic shock stemming from massive loss or damage to their home, a reduction of income and increased living expenses via crisis budgeting, case management and referrals.
9. **FINANCIAL COACHING:**  
A tool to educate, coach and assist consumers take control of their money (debt reduction, savings, credit & budgeting).

2020

COVID-19 Impact



HAUL implemented Covid-19 Disaster Services working immediately to assess and meet the needs of those who were affected or effected obtain resources and navigate processes to maintain their families. Immediate implementations included:

1.

TRANSITION TO TELEWORK  
PROTOCOL

All Housing staff were equipped with tools to work remotely and out in the community as needed to provide confidentiality of client data.

2.

CONNECTING CLIENTS TO  
PROGRAM SERVICES

Housing Counselors and Case Managers answered an average 100 calls per week assisting clients with navigation process for mortgage default counseling, emergency rental financial assistance, fair housing rights and veteran’s services.

3.

TELEPHONIC  
OUTREACH

“Safety Checks” initiated by Housing Counselors and Disaster Case Managers to existing clients for needs assessments including food, emergency financial assistance, rental, and mortgage.

HAUL Housing Services pivoted from in-person only to a hybrid model of service delivery. HAUL initiated a virtual and in-person housing service delivery model to accommodate client needs and safety precautions due to the impact of Covid-19.



IN 2020, THE HOUSING AND COMMUNITY DEPARTMENT  
ACHIEVED THE FOLLOWING OUTCOMES:

462	BASIC NEEDS ASSISTANCE - RENT ASSISTANCE
2,103	CASE MANAGEMENT
217	FAIR HOUSING
453	FINANCIAL EDUCATION
453	FINANCIAL LITERACY PARTICIPANTS
295	HOME BUYER EDUCATION PARTICIPANTS
21	HOMELESS INDIVIDUALS



# Workforce Development and Training

The Workforce Development and Training Program is designed to help clients become economically stable, increase their personal and professional ability to obtain employment and increase marketability. The program provides clients with techniques for job search, presentation skills, career transition, interview skills, and instruction on the application process and addresses employment retention with the long-term goal of family self-sufficiency. Clients receive assessments, job readiness workshops, resume development, job referrals,

career coaching, placement assistance and support services with the goal of full-time employment. Program staff help clients address potential employment barriers including inadequate family support, involvement with the criminal justice system, inadequate education, a lack of job skills and orientation to current skills and qualifications required by employers. The program offers employers opportunities for virtual recruitment and participation in recruitment sessions.

## PROGRAM COMPONENTS INCLUDE:

- 1. EMPLOYMENT ORIENTATION (BASIC SKILLS TRAINING)**  
Rescheduled based upon COVID-19 market conditions, held bi-monthly via Zoom. This session helps to facilitate an effective job search including: Personal Assessment, Emerging employment/Occupational Trends, Resume Development, Presentation Skills/Dress for Success, Image Management, Effective Communication Skills and Interviewing Techniques. Job Readiness focuses on customer service, asset management and career development, including goal setting, leadership skills, time management and workplace ethics.
- 2. CORE SKILLS TRAINING**  
Provides soft skills which increase job search effectiveness and are important to success on the job. Sessions include peer-to-peer engagement and providing supportive services. Participants gain enhanced coping skills to successfully find and maintain employment, improve interviewing skills, improve communication and social interaction skills that support job placement and retention.



- 3. WORKFORCE OCCUPATIONAL SKILLS**  
Training assists clients in addressing skill needs of existing and emerging high growth/demand industries. Training focuses on the Construction Industry utilizing the National Center for Construction Education Research (NCCER) Core Curriculum for Industry Craft Skills. The program provides an introduction to construction skills needed for the industry and national certification. Other programs include the Urban Apprentice Jobs Program which advanced inclusion in apprenticeships and impact on increasing apprentice diversity.
- 4. URBAN TECH JOBS 2.0**  
The program provides technology training through Amazon Web Services (AWS), Google Analytics and CompTIA training leading to industry recognized credentials and employment in the Information and Technology sector.



# Workforce Development and Training Contd.

5.

JOB TRAINING/PLACEMENT

Coordinates industry employers, labor unions and higher education partners to provide participants with specific training to better prepare for employment.
6.

UW THRIVE FINANCIAL COACHING

Targets economically vulnerable consumers who may have limited access to mainstream financial services, living on the financial margin, facing economic hardships, living below the poverty line and little or no access to credit to help clients take control of their money and develop skills to prosper in the financial market place.
7.

ENTREPRENEURSHIP SERVICES

Provides alternatives to traditional employment for clients by assisting with business start-up, development, planning, expansion and access to capital through instruction, consultation and networking.

The Workforce Development and Training Program is designed to help clients become economically stable, increase their personal and professional ability to obtain employment and increase marketability.



IN 2020, WORKFORCE DEVELOPMENT AND TRAINING ACHIEVED THE FOLLOWING OUTCOMES:	
55	CLIENTS GAINING EMPLOYMENT
753	ECONOMIC DEVELOPMENT TRAINING PARTICIPANTS
439	JOB READINESS WORKSHOPS AND EMPLOYMENT ASSISTANCE
439	JOB SEARCH ASSISTANCE
72	JOB TRAINING
19	VETERANS SERVED
112	BASIC NEEDS ASSISTANCE – COVID-19 DISASTER RELIEF



# Houston Economic Empowerment Center

The Entrepreneurship Center (EC) of the Houston Area Urban League enables minority entrepreneurs to take advantage of new business opportunities and qualify for financing that will put them on the path towards high-level business growth through the application of proper management skills. Entrepreneurs who qualify for the program receive individualized and group training designed to increase their business acumen and ability to operate their businesses profitably, increase their market share, and offer living wage employment opportunities to area residents. The program’s results will be wealth creation, job creation and better economic health in the minority and urban core communities of the Greater Houston Area.

The goal of the Entrepreneurship Center is to help established minority entrepreneurs obtain the necessary management skills that will enable them to take advantage of new business opportunities and qualify for financing that will lead to higher levels of business growth. The program partners with the City of Houston, SBA, Houston Minority Supplier Diversity Council, Port Houston, Greater Houston Chamber of Commerce and organizations to facilitate WDBE, SBE and HUB Certifications.

ONE ON ONE

The Entrepreneurship Center combines direct entrepreneurial skill development assistance from business consultants with targeted resource referrals to insure that assistance received by entrepreneurs is specific to their skill level and needs. One on one sessions provide the client with business support and guidance where staff conduct Business Assessments and Management Skill Evaluations to help clients determine appropriate next steps. The benefits to the client are access to resources and opportunities to develop new skills or enhance existing ones.

WORKSHOPS

The Entrepreneurship Center provides numerous Small Business University sessions throughout the year designed to assist companies that are ready to take the next step in business development. Clients receive group training sessions on business management to advance their entrepreneurial skill level and provide information on new business opportunities and financing options. Small Business University Training modules include: Business Plan Development, Marketing Principles and Strategies, Financial Management, Sales and Marketing, advocacy for Minority Women Business Enterprises and SBE certification, Access to Capital and Bonding resources for minority entrepreneurs.



IN 2020, THE HOUSTON ECONOMIC EMPOWERMENT CENTER ACHIEVED THE FOLLOWING OUTCOMES:

119	CLIENTS COUNSELED
457	TOTAL COUNSELING HOURS
693	TOTAL CLIENTS TRAINED
1566	TOTAL TRAINING ATTENDANCE
4034	TOTAL TRAINING HOURS
2245	TOTAL CLIENT PARTICIPATION

2020

# Success Stories

## Education

### HAUL NULITES PARTICIPATION AMIDST THE ODDS AND COVID

COVID caused grief, anxiety, uncertainty and many other things especially within the first six months of its impact in the United States. Students attending schools in Houston Independent School District left for Spring Break with the thought of returning to school for classes in March. Students were provided several return dates to the classroom to finally learn that classroom learning would continue virtually until the end of the school year. Students quickly had to adjust to 1) virtual learning, 2) a different school schedule, and 3) involvement in extracurricular activities. The Houston Area Urban League like many other nonprofit agencies serving children and youth experienced a decline in engagement and participation as most scrambled to obtain necessary resources to continue services.

Once the Houston Area Urban League made program adjustments and obtained the ample technological resources to resume its Education and Youth Development services (April 2020), youth were contacted by HAUL staff to participate in virtual sessions. All students in HAUL NULITES (the

Houston Area Urban League's high school aged program) received phone calls, text messages and e-mails to resume program activities. However, there's one student who was committed, consistent, and eager to participate in the program as HAUL navigated through the impact of COVID. This student is LaShon Dixon.

LaShon Dixon, an eleventh-grade student at Worthing High School is also a mother. She has a three-year-old daughter and has been able to manage school, motherhood, and household responsibilities during COVID. LaShon would consistently be the first student logged into HAUL's virtual meetings. She would call in advance to make sure the meetings would occur and informed staff if she had technological challenges herself with connecting to the meeting. She waited patiently until others joined the meeting – sometimes waiting 10 minutes before the meetings began. The times when HAUL staff had technological challenges beginning the meetings, she waited patiently too.

The Houston Area Urban League like many other nonprofit agencies serving children and youth experienced a decline in engagement and participation as most scrambled to obtain necessary resources to continue services.





When asked to contact students to remind them of the meetings, LaShon courteously volunteered to contact other students. HAUL staff gave LaShon a student roster with telephone numbers and script to remind students about the meetings. She was also encouraged to find commonality between herself and the students as she made reminder calls while staff did weekly check-ins with the students. Because of her polite demeanor and willingness to help engage students, LaShon received a stipend during the summer months to assist HAUL staff with the NULITES program. During the summer months, the National Urban League coordinated meetings to engage students. LaShon participated in many of those meetings often inquiring about the dates/times prior to the meeting date.

Before and after receiving the stipend, LaShon would always ask if there was something she could do to help with the program. Unfortunately, a change in her family's household income led LaShon to seek employment after school, thus her consistent participation in NULITES changed when in person classes began Fall 2020. However, she did stay connected and informed about program activities and involved as much as possible. For instance, she worked with a few others to create a voter awareness video which HAUL submitted to the National Urban League. The National Urban League encouraged its affiliates to have a group of youth submit a video encouraging people to vote in the 2020 elections.

## Housing and Social Services

The pressures of the pandemic led Ms. Diana Contreras to apply for aid through the Harris County COVID-19 Relief Fund and the Houston Area Urban League was able to provide \$1,200 to help with her mortgage.

Though her husband is employed, Mrs. Diana Contreras felt the pressures of the pandemic on her household budget since she is a homemaker. She took the chance at getting some financial assistance by applying online to the Harris County COVID-19 Relief Fund during the two-day public intake window in late June. Her application made it through the eligibility screening and was matched to the Houston Area Urban League for additional eligibility screening at the start of July. HAUL's HUD Certified Housing Counselor attempted to contact Mrs. Contreras using the 2-2-2 text-email-call method but was unsuccessful. Due to the nature of the program, there was only a 3-day limit on receiving responses. The counselor let her know of the closure of her case due to non-response via email

on August 5th. Unfortunately, Mrs. Contreras did not see the emails until well afterward as they were in her Spam!

She tried to contact her counselor but did not receive a response so she came to the HAUL offices to speak with him on August 10th. Unfortunately, her counselor was out for vacation and the program deadline had already passed. Ms. Contreras was persistent and another counselor was happy to step in to see how we could help. We were able to get all the paperwork filled out and thankfully, while this was happening, the Houston Area Urban League was given an extension by the Harris County COVID Relief Fund. Upon receiving the required documents, the counselor was able to approve Mrs. Contreras for financial assistance. On August 14, 2020, Mrs. Contreras and her 9- and 10-year-old daughters picked up a check for \$1,200.00 to alleviate her greatest concern of being able to pay her mortgage and keep her family home.

**Mrs. Contreras was able to alleviate her greatest concern of being able to pay her mortgage and keep her family home.**



# Workforce Development and Training

**Enow Tanyi:** While attending school in the evenings in Colorado; “One day as I was walking out of class, I bumped into a Marine Corps officer. He introduced himself and spoke to me about joining. He gave me a card so that I could check out the information. From there, I did some research and met the recruiter the next day. He encouraged me to take the exam and I passed it.” That very same day, Enow took a physical and flew to Chicago to start basic training.

About three months later, he landed in Pensacola, Florida, where he would be for two years. “I left Pensacola so that I could be deployed to Afghanistan to work as a Medical Field Technician. There, I was responsible for emergency medical situations. After five months, I was stationed in the field.”

For Enow, remembering this portion of his journey is quite painful. “On one of our most active days, I was attempting to help someone get beyond the line of fire and ended up being shot in the stomach. I went unconscious. Unaware of my location, I was airlifted to receive emergency medical treatment and transferred directly to Germany.”

He would be there for six months in recovery. Eventually, Enow was sent back to the medical battalion where he worked for one year. The military asked him if he was interested in re-enlisting for five more years, but he had other plans. “I applied at the Colorado School of Mines where the concentration or focus is engineering and science.” He was dedicated to it. After two years, he got an externship with GE in Houston. “I liked Houston so much that I decided to put in applications with different schools, so I applied to Prairie View University.” He transferred, attended for two years and graduated with a degree in Mechanical Engineering.

Enow began looking for employment aggressively and putting in applications while at Workforce Solutions so that he could take care of his wife along with their 2 children, ages 4 and 5. “I met Rommell from the Houston Area Urban League (HAUL) through one of the counselors there. This is where I learned about the NCCER Core Certification training. On January 16th, 2018, I signed up for it and started the class one week later. In addition to the construction training, embedded in the session was financial literacy,

job readiness and mental wellness workshops. I also learned during the one on one coaching session about the NCCER Hard Hat Hero’s credentialing program that aligns my military service. I think the most impressionable time in the workshop was being exposed to new opportunities. Construction is something that is used and tied to engineering, so it was really a perfect fit.”

Upon completion of the training and receiving his NCCER Certification, he entered the industry as an Electrician Technician. After only working a short time, while Enow was at work, he received a call from the

Army Corp of Engineers who extended an invitation to interview. “The Army Corp called me in to interview for a Mechanical Engineering Officer position. After the meeting, I was presented with an Offer Letter and so I decided to accept it.” At 40 hours a week, the new opportunity pays \$34.00 an hour.

All I can say is, “God always has a plan for everyone. Just stay focused and fight for it. Learn from your mistakes, stay positive and follow your dreams.”

**I learned about the NCCER Core Certification training. On January 16th, 2018, I signed up for it and started the class one week later. In addition to the construction training, embedded in the session was financial literacy, job readiness and mental wellness workshops.**





# Houston Economic Empowerment Center

## URBAN LEAGUE ENTREPRENEURSHIP CENTER CLIENT DEFIES PANDEMIC AND OPENS ON A BIG MISSION



On October 24, 2020, Houston Area Urban League Client, Chris Garcia, opened the doors to a local Asian fusion restaurant Bao Bros. Bistro in the Northwest Houston area. Bao Bros. Bistro is a fast-casual Asian fusion restaurant centered on Hong Kong and Taiwanese style steamed buns (bao), boba tea, and beer. For those unfamiliar, bao are simply white fluffy steamed breads that originated in China and contain savory or sweet fillings.

Owner Chris Garcia is a graduate of the Houston Area Urban League Program Small Business Development University, and 2019 pitch competition participant at the Small Business Exchange. He grew up in the Copperfield area and couldn't wait to bring the flavors and cooking techniques from his time living in Hong Kong and traveling around Asia back to his local community. "I have always been passionate about food and empowering others to achieve their full potential," Chris says. "Opening a restaurant allows me to bring cultures and flavors of the world to people and communities that otherwise may not

have an opportunity to experience them. It also allows me to show working class individuals a new business model that truly cares about them." Chris has teamed up with renowned chef Sopha Long to push culinary boundaries in the kitchen. Originally of Cambodian and Chinese descent, Sopha brings over 35 years of global culinary experience from places such as Hawaii and Jamaica as well as local experience with Carrabba's and Grace's.

Since 2018, the Houston Area Urban League has continued to provide consultation and technical assistance to Chris Garcia to help him navigate path to entrepreneurship. In November 2020, the Houston Area Urban League donated hundreds of personal protection equipment to Chris for his staff and customers to support his newly launched Bao Bros. Bistro restaurant. Despite the challenges that came with opening a business in the midst of the Covid-19 Pandemic, Chris still finds time to give back to the community as a mentor and subject matter expert at the Houston Area Urban League Entrepreneurship Center where he teaches other emerging entrepreneurs how to launch their businesses utilizing crowdfunding.

Bao Bros. Bistro strives to create products that fuse unique flavors and cooking techniques from all around the globe. Bao Bros. Bistro has a goal to give back 20% of our profits to their employees and communities.

# HOUSTON AREA URBAN LEAGUE

(A Texas Non-Profit Corporation)

## 2020 Financial Statement

STATEMENTS OF FINANCIAL POSITION  
December 31, 2020 and 2019

ASSETS:	2020	2019
<b>CURRENT ASSETS</b>		
Cash And Cash Equivalents	\$1,183,596	\$20,147
Cash And Cash Equivalents, Restricted	66,959	198,959
Pledges Receivable	337,171	141,477
Grants Receivable	374,805	292,217
Other Receivables	55,664	81,966
Prepaid Expenses	26,392	13,870
<b>Total current assets</b>	<b>2,044,587</b>	<b>748,636</b>
<b>NONCURRENT ASSETS</b>		
Long-Term Pledges Receivable, Net	622,376	.....
Certificates Of Deposit	236,568	258,904
Rent Deposit	10,711	10,711
Property And Equipment, Net	2,545,606	2,652,665
<b>Total Noncurrent Assets</b>	<b>3,415,261</b>	<b>2,922,280</b>
<b>TOTAL ASSETS</b>	<b>\$5,459,848</b>	<b>\$3,670,916</b>
<b>LIABILITIES:</b>		
<b>CURRENT LIABILITIES</b>		
Line Of Credit	\$150,000	\$80,000
Accounts Payable	81,113	104,768
Accrued Expenses And Other Liabilities	365,133	119,721
Unearned Revenue	281,437	198,959
<b>Total Current Liabilities</b>	<b>877,683</b>	<b>503,448</b>
<b>NONCURRENT LIABILITIES</b>		
Sba Economic Injury Disaster Loan	149,900	.....
Unearned Revenue	184,661	172,406
<b>Total Noncurrent Liabilities</b>	<b>334,561</b>	<b>172,406</b>
<b>TOTAL LIABILITIES</b>	<b>1,212,244</b>	<b>675,854</b>
<b>NET ASSETS</b>		
Without Donor Restrictions	2,007,481	2,470,284
With Donor Restrictions	2,240,123	524,778
<b>Total Net Assets</b>	<b>4,247,604</b>	<b>2,995,062</b>
<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$5,459,848</b>	<b>\$3,670,916</b>

STATEMENTS OF ACTIVITIES  
For the Years Ended December 31, 2020 and 2019

	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTALS	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTALS
<b>REVENUES</b>	<b>2020</b>			<b>2019</b>		
<b>CONTRIBUTIONS:</b>						
United Way	\$683,694	\$.....	\$683,694	\$561,926	\$.....	\$561,926
Others	831,188	1,814,252	2,645,440	133,517	325,136	458,653
Federal Grant Revenue	300,007	.....	300,007	163,330	.....	163,330
State And Local Grants	775,971	.....	775,971	505,398	.....	505,398
Foundation & Corporate Grants Revenue	488,142	.....	488,142	615,122	.....	615,122
Fund-Raising & Special Events	28,000	.....	28,000	819,155	.....	819,155
In-Kind Contributions	14,493	.....	14,493	84,235	.....	84,235
Rental Income	73,834	.....	73,834	95,619	.....	95,619
Program Fees	31,150	.....	31,150	54,095	.....	54,095
Interest Income	2,430	.....	2,430	6,188	.....	6,188
Other Income	18,501	.....	18,501	18,574	.....	18,574
Net Assets Released from Restrictions	98,907	(98,907)	.....	355,695	(355,695)	.....
<b>TOTAL REVENUES</b>	<b>3,346,317</b>	<b>1,715,345</b>	<b>5,061,662</b>	<b>3,412,854</b>	<b>(30,559)</b>	<b>3,382,295</b>
<b>EXPENDITURES</b>						
<b>PROGRAM SERVICES:</b>						
Special Projects	824,757	.....	824,757	133,474	.....	133,474
Education and Youth Services	377,310	.....	377,310	449,012	.....	449,012
Workforce Development And Training	568,914	.....	568,914	664,270	.....	664,270
Housing and Communtiy Services	724,022	.....	724,022	1,029,519	.....	1,029,519
Economic Development	176,427	.....	176,427	199,981	.....	199,981
Health Initiatives	456	.....	456	14,432	.....	14,432
<b>Total program services</b>	<b>2,671,886</b>	<b>.....</b>	<b>2,671,886</b>	<b>2,490,688</b>	<b>.....</b>	<b>2,490,688</b>
<b>SUPPORT SERVICES:</b>						
Management and General	1,120,784	.....	1,120,784	1,106,415	.....	1,106,415
Fundraising	16,450	.....	16,450	227,026	.....	227,026
<b>Total Support Services</b>	<b>1,137,234</b>	<b>.....</b>	<b>1,137,234</b>	<b>1,333,441</b>	<b>.....</b>	<b>1,333,441</b>
<b>TOTAL EXPENDITURES</b>	<b>3,809,120</b>	<b>.....</b>	<b>3,809,120</b>	<b>3,824,129</b>	<b>.....</b>	<b>3,824,129</b>
<b>CHANGE IN NET ASSETS</b>	<b>(462,803)</b>	<b>1,715,345</b>	<b>1,252,542</b>	<b>(411,275)</b>	<b>(30,559)</b>	<b>(441,834)</b>
<b>NET ASSETS, BEGINNING OR YEAR</b>	<b>2,470,284</b>	<b>524,778</b>	<b>2,995,062</b>	<b>2,881,559</b>	<b>555,337</b>	<b>3,436,896</b>
<b>NET ASSETS, END OF YEAR</b>	<b>\$2,007,481</b>	<b>\$2,240,123</b>	<b>\$4,247,604</b>	<b>2,470,284</b>	<b>\$524,778</b>	<b>\$2,995,062</b>



2020

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