

'18



OF
EMPOWERMENT



**Houston Area
Urban League**

2018

ANNUAL REPORT





Enterprise Rent-A-Car is proud to support Houston Area Urban League

Supporting communities now and into the future.

Since our founding in 1957, Enterprise has been dedicated to strengthening the communities where customers and employees live and work. Even as we've expanded across the globe, we remain true to that same commitment: supporting programs, practices, and partners that improve the quality of life in the places that we call home.

Enterprise employees live this mission by donating their time and energy to worthwhile endeavors: supporting local food banks, cleaning up parks and volunteering at local homeless shelters. Enterprise holds an annual United Way campaign that encourages employees to make a positive impact in their community. At Enterprise, we understand that giving back is what drives us each day.

In 2018 we celebrated the Houston Area Urban League's 50-year history of helping Houstonians pursue economic self-reliance, social justice, and equal rights for our fellow neighbors. HAUL has shown itself to be perfectly equipped to help broker better lives for many.

We began modestly, in the midst of the Civil Rights era, in a little building at 4702 Dowling Street. Since then, we have seen thousands of lives changed and individuals and families become self-sustaining; we have instilled in young people the drive to learn and excel through our education department; our housing programs have helped those most vulnerable in our community to stay in their homes, our health outreach programs provide pro-active solutions to healthy living, and economic development and job training programs provide the tools for self-advancement.

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 the Houston Area Urban League continues to enable African-Americans and other minorities to secure

economic self-reliance, parity, power and civil rights.

During 2018 HAUL served over 10,000 clients. We were moved by the many challenges faced by each client...yet inspired by the resources and opportunities we were able to develop as we helped them to face these challenges. We invite you to review this 2018 annual report as it describes some of our clients who are now thriving as a result of the opportunities provided them.

Through increased partnerships, greater awareness and leveraging technology and talent we will continue to expand the services we offer. We will not tire, we will not stop. We are grateful for the support of our donors, sponsors and agency auxiliaries; the Guild and Young Professionals who are directly responsible for helping with each client's success. Because of their commitment and support, HAUL can continue to help those in need as we move forward.

It is HAUL's goal to 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.

The Houston Area Urban League again thanks our sponsors and supporters for all you have done and continue to do.

We are sincerely yours,



Jerry P. Martin
Board Chair



Judson W. Robinson, III
President and CEO

HOUSTON AREA URBAN LEAGUE HISTORICAL PROFILE

The Houston Area Urban League (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.

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 founded on June 19, 1968 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's signature programs were:

1) Employment and Economic Development and 2) Support services that included housing, welfare, and training. During HAUL's first year of operation, it was also able to implement voter registration drives, specialized job training, and health education. For 50 years, HAUL has been a voice for the economically disadvantaged.

In early 1995, HAUL began a quest to secure a permanent residence. Increases in program activities produced the need for additional space. Primary issues related to selecting a site were location and function. With these factors in mind, HAUL identified the Old Federal Reserve Building at 1301 Texas. The building has three floor levels above grade and one basement level. It contains approximately 25,200 gross square feet.

In October 1998, HAUL moved into a "Home of Its Own" in downtown Houston. The generous financial support of major corporations and foundations to the capital campaign helped make this happen.

On October 16, 2005 HAUL received via donation, a 5,100 square foot, one story brick building on 2.5 acres of land, located at 1620 Bland Street in the Acres Homes community. This facility had previously served as the Cameron Iron Workers Social & Charity Club building. These workers were not permitted

to join white unions and subsequently formed the Cameron Iron Workers Social and Charity Club in 1965. It wasn't until 1975 that they constructed a formalized meeting facility known as Cameron Center. In recent years many of the original members have passed on, and the remaining members aspired to see the legacy live on.

In 2007, Mrs. Sylvia K. Brooks, the first female President and Chief Executive Officer of HAUL she retired after 17 years of service. Currently, Mr. Judson W. Robinson, III, serves as President and Chief Executive Officer.

THE MISSION OF HAUL IS TO ENABLE AFRICAN-AMERICANS AND OTHER MINORITIES TO SECURE ECONOMIC SELF-RELIANCE, PARITY, POWER, AND CIVIL RIGHTS.

The mission of HAUL is to enable African-Americans and other minorities to secure economic self-reliance, parity, power, and civil rights. HAUL's history of distinguished services includes: employment and housing for families impacted by national disasters; support services for the unemployed impacted by the Enron collapse; housing for families and the elderly impacted by the mortgage crisis as a result of economic downturns and the most recent recession; and, education support for children and youth who are underperforming in public schools. In 2008, HAUL implemented a holistic approach in providing services to families to ensure that their needs are met comprehensively, effectively, and efficiently.

The 2005 Hurricanes Katrina and Rita left the city of New Orleans devastated and many of its residents homeless. The charitable organization "Oprah's Angel Network," partnered with Habitat for Humanity to build and furnish homes for approximately 65 families forced to relocate to Houston as a result of the storms. The community was named "Angel Lane".

As part of the planned community, the Houston Area Urban League was commissioned to build and operate a community center for the residents of Angel

Lane. The purpose of the center is to provide social services and a place for recreational activities. The Angel Lane Community Center has roughly 4,500 square feet of air-conditioned/heated indoor space, including a

large multipurpose room, two classrooms (one of which will be used as a computer lab), restroom facilities, a kitchen, a small office, and two covered outdoor spaces to be used for community gatherings. HAUL provides services such as; small business workshops, employment orientation, housing counseling, health and wellness screening, financial education, youth development and family support classes.

In 2017, again HAUL was called on to help the many citizens impacted by Hurricane Harvey. Though Harvey was a challenge for our great city, it has taken all Houstonians to bring sunshine back into the lives of those most affected. Hurricane Harvey dumped

HAUL HISTORICAL PROFILE CONTD.

more than 9 trillion gallons of water on Houston, the equivalent of a years' worth of rainfall in 4 ½ days. More than 130,000 homes were damaged in the storm; nearly 28,000 were completely destroyed or incurred major damage. Yet, Houston stood "Strong", and our response was immediate.

HAUL began immediately providing much needed help to our citizens. We deployed staff to the major shelters at the George R. Brown Convention Center and NRG to assist with intake, FEMA and Red Cross registration. Our Griggs location was transformed into a Resource Center for Disaster Recovery Assistance. Staff and volunteers took telephone inquiries, made safety check calls on existing clients, and referred others to proper agencies while serving walk-ins as well. We assisted job seekers and posted job opportunities on our website/social media outlets while the downtown location served as a collection site for buckets, mops, bleach, diapers, socks, water, personal hygiene and other essentials for those in immediate need.

HAUL was determined to create positive benefits for the citizens in the Greater Houston community.

The agency continues to be committed to insuring that everyone has the opportunity to fulfill their life goals and dreams, offering them hope and opportunity.

Today, the HAUL is ready, committed, and determined to create real, positive and enduring benefits for the citizens of Houston. It is a 501 (c) (3) non-profit, community-based United Way agency, affiliated with the National Urban League. 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. The agency continues work toward ensuring that all Houston citizens have an opportunity to participate fully in the benefits of being an American, a Texan, and a Houstonian.

THE AGENCY CONTINUES WORK TOWARD ENSURING THAT ALL HOUSTON CITIZENS HAVE AN OPPORTUNITY TO PARTICIPATE FULLY IN THE BENEFITS OF BEING AN AMERICAN, A TEXAN, AND A HOUSTONIAN.

2018 BOARD OF DIRECTORS

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Walter Strickland

Jasmine Turner

Laurie Vignaud

Ralph D. West

EDUCATION AND YOUTH DEVELOPMENT

HOUSING AND SOCIAL SERVICES

WORKFORCE DEVELOPMENT AND TRAINING

ENTREPRENEURSHIP CENTER FOR ECONOMIC ENHANCEMENT



2018 IMPACT REPORT

The Houston Area Urban League (HAUL), an Affiliate with 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 DEVELOPMENT

The Houston Area Urban League (HAUL) Education and Youth Development Department is designed to empower individuals, families and communities with the knowledge, skill sets and values that will enable them to thrive in any environment. This is achieved by providing services that are designed to promote educational, social and emotional development of children and families by finding their strengths and designing a plan that will develop their areas of improvement. Education and Youth Services of HAUL embraces a cradle to career model, preparing children to be self-sufficient adults, while supporting parental engagement throughout their educational development years. HAUL's cradle to career model provides

quality services that support the education of children, youth and families in school, college, work and life.

The HAUL Project Ready Program is a call to action for the communities we serve. The goal of this program is to strengthen the family structure by helping each community partner in setting 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 for teachers, and top-notch curriculum materials to address the academic and personal needs of each family.

THE PROGRAM
SERVICES ARE
DESIGNED TO
SUPPORT:

ACADEMIC ACHIEVEMENT

CAREER AWARENESS

SOCIAL DEVELOPMENT

FAMILY ENGAGEMENT AND INVOLVEMENT

COLLEGE CULTURE AND AWARENESS

IN 2018, HAUL EDUCATION AND YOUTH DEVELOPMENT
DEPARTMENT ACHIEVED THE FOLLOWING OUTCOMES:

971

AT-RISK YOUTH SERVED

155

NON-PROFIT SERVED THROUGH
LEADERSHIP DEVELOPMENT

1777

PARENTS SERVED THROUGH PARENTING
CLASSES AND WORKSHOPS

1312

SERVED THROUGH ACADEMIC
SUPPORT PROGRAMS

351

SERVED THROUGH CHARACTER
DEVELOPMENT

85

SERVED THROUGH HEALTH
EDUCATION PROGRAM

145

SERVED THROUGH JOB TRAINING
SERVICES

65

SERVED THROUGH MENTORING PROGRAM

1111

YOUTH INVOLVED IN SUMMER PROGRAM

HOUSING AND SOCIAL SERVICES

Created in 1973, the Housing and Social Services Department is a HUD Approved Housing Counseling Agency, and is staffed by five Housing Counselors, two Disaster Case Managers and a Veteran Case Manager with over 36 years of housing counseling experience, 30 years of outreach and housing education experience, 22 years of case management experience and 10 years of financial education and mortgage loan expertise. HAUL Housing Services are provided in English and Spanish, Housing Counselors and Case Managers have HUD approved housing certifications for areas of expertise.

HAUL is certified to provide designated housing programs which include Financial

Management/ Budget Counseling, Mortgage Delinquency and Default Resolution Counseling, Pre-purchase Counseling, Rental Counseling, Financial/Budgeting and Credit Enhancement Workshops, Pre-purchase Homebuyer Education Workshops, Fair Housing Center Outreach/Education, Services for Homeless, Post Homeownership Education & Counseling, Financial Coaching and Disaster Housing Counseling. All Housing Counselors and Case Managers are aligned with National Industry Standards for Homeownership Education and Counseling Code of Ethics and Conduct and HUD Disaster Recovery best practices.

1. Homebuyer Education Workshop

First Time Homebuyer and Housing Program are enrolled for one year. Pre-purchase homebuyers are scheduled for an intensive six-hour group education and then scheduled for a minimum of two hours one-on-one counseling. Volunteer instructors provide steps for utilizing the services of a 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.

3. Mortgage Default Counseling

Default counseling assisted families experiencing financial difficulties to prevent mortgage default. Mortgage Default Counselors provide information on the foreclosure process and one-on-one assistance to secure community and/or legal resources, develop a household budget, and negotiate with lenders for repayment strategies

4. Financial Education Program

Educates families with basic money management skills, which include goal setting, understanding your money, developing and maintaining a budget, savings, credit / debit and credit management.

5. The Credit Enhancement Program

Also available to other individuals and families interested in improving their credit worthiness by increasing their credit scores. Credit scores are a critical factor used by lending institutions in making loan approval.

6. Veteran Homeless Prevention and Rapid Re-Housing Support Program

Provides limited financial assistance for housing stabilization and services to prevent veterans and their families from becoming homeless and help those who are experiencing homelessness to be rapidly re-housed and stabilized.

7. Homeless Assistance Counseling (Homeless Prevention and Rapid Re-Housing)

The Houston Area Urban League provides case management to persons who are homeless or at risk of becoming homeless by preventing households from losing their home or returning to stable housing as quickly as possible.

8. Veteran Homeless Prevention and Rapid Re-Housing Support Program

The program is designed to educate and counsel first time homebuyers in transitioning the mindset of a renter to that of a homeowner.

9. HAUL's Financial Coaching Program

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, financially underserved, little or no access to credit with no financial education or training. Financial coaching is a tool to teach, coach, help consumers take control of their money, protect themselves by asking questions and develop skills to prosper in the financial market place.

10. Fair Housing Initiative Program

The program assists low and moderate income, the elderly, disabled and immigrants in the City of Houston and surrounding Gulf Counties with outreach, education, counseling and filing of Fair Housing complaints.

11. Disaster Housing Counseling

Addresses the following issues: connecting homeowners to FEMA, SBA and other relief efforts; coordinating with agencies working on non-housing issues; reviewing income and expenses; addressing credit and debt issues; applying and advocating for mortgage, insurance, and government relief; accessing affordable mortgage products; recognizing and avoiding scams; assessing whether to repair, rebuild or relocate; applying for home repair assistance programs; applying for down payment and mortgage assistance programs; referrals to other legal and social services programs and helping families to prepare for the next disaster.

HOUSING AND SOCIAL SERVICES CONTD.

IN 2018, THE HOUSING AND COMMUNITY
DEPARTMENT ACHIEVED THE FOLLOWING OUTCOMES:

338	BASIC NEEDS ASSISTANCE - RENT ASSISTANCE
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2045	CASE MANAGEMENT
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2150	FAIR HOUSING
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1991	FINANCIAL EDUCATION
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266	FINANCIAL LITERACY PARTICIPANTS
-----	---------------------------------

421	HOME BUYER EDUCATION PARTICIPANTS
-----	-----------------------------------

53	HOMELESS INDIVIDUALS SERVED
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2101	INFORMATION AND REFERRAL SERVICES
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41	MORTGAGE DEFAULT COUNSELING
----	-----------------------------

260	NON-PROFITS SERVED THROUGH CAPACITY BUILDING
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1934	PRE-PURCHASE AND MORTGAGE PHONE COUNSELING
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98	VETERANS SERVED
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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 their marketability. The program provides clients with techniques for job search, presentation management, 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 – all provided with the goal of full-time employment. Program staff helps clients address employment barriers including inadequate family support; involvement with the criminal justice system; inadequate education; lack of job skills and orientation to current skills and qualifications required by employers.

Workforce Occupational Skills Training

assists clients in meeting the challenges brought about from constantly changing employment skill needs of existing and emerging industries in the Gulf Coast Area. One program 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.

HAUL's Job Bank is a self-directed employment process comprised of electronic and traditional postings allowing clients to identify up to date local, regional and national jobs. Thousands of jobs can be browsed using the intuitive sites where clients can apply online or email/text message.

WORKFORCE DEVELOPMENT AND TRAINING CONTD.

IN 2018, WORKFORCE DEVELOPMENT AND TRAINING
ACHIEVED THE FOLLOWING OUTCOMES:

193

CLIENTS GAINING EMPLOYMENT

1836

ECONOMIC DEVELOPMENT TRAINING
PARTICIPANTS

941

JOB READINESS WORKSHOPS AND
EMPLOYMENT ASSISTANCE

1425

JOB SEARCH ASSISTANCE

59

JOB TRAINING

21

VETERANS SERVED

1041

HARVEY DISASTER RELIEF

ENTREPRENEURSHIP CENTER FOR ECONOMIC DEVELOPMENT

The Houston Area Urban League's (HAUL) Entrepreneurship Center enhances services provided to small businesses by promoting economic development, access to capital, promoting job creation and vibrant business communities. The core services provided by the Entrepreneurship Center are through its Small Business University, one-on-one counseling, event facilitation and referral for Certification as a Small Business with the City of Houston, State of Texas, Port of Houston METRO and Houston Minority Supplier Development Council.

HAUL's Entrepreneurship Center Program partners with the City of

Houston, Houston Minority Supplier Diversity Council, Port of Houston, SBA, MBDA, LiftFund, HCC Entrepreneurship Center, faith-based organizations, universities and small business development centers to be effective in providing training, advocacy and outreach to the local community, minority and women-owned businesses, and non-traditional urban residents. Core program services are designed to promote business ownership and address the needs of small business enterprise expansion. At the end of year 2017, HAUL had achieved the following outcomes:

IN 2018, ENTREPRENEURSHIP CENTER FOR ECONOMIC ENHANCEMENT
ACHIEVED THE FOLLOWING OUTCOMES:

342

CLIENTS COUNCELED

646

TOTAL COUNSELING HOURS

1049

TOTAL TRAINING ATTENDANCE

517

TOTAL CLIENTS SERVED

1836

TOTAL CLIENT PARTICIPATION



Houston Area Urban League, Inc.

2018

SUCCESS STORIES



SHAKITA SCOTT
PROJECT READY NULITES
PARTICIPANT

Shakita Scott's took her first airplane ride when she attended the National Urban League's Youth Summit in St. Louis, Missouri. Shakita began participating in the Houston Area Urban League's Project Ready NULITES in school year 2016-2017. Since her time on the campus of Washington University in St. Louis, she has been committed to participating in Project Ready NULITES, and her family has made arrangements and accommodations to ensure she participates.

As a teen parent, Shakita has a remarkable story of family support. While Shakita is in school her mother babysits for her. Shakita's family has developed a system of support to ensure Shakita is able to continue being a part of school activities.

Shakita has emerged as a leader in the program, and is keenly aware of her responsibilities as a parent. She often tells stories about her children. She also has talked to staff about her future plans and how she intends to care for her children. The support Shakita has from her family and the Houston Area Urban League staff is remarkable.

Her family is an example of the significance of extended family members especially among African Americans - how multiple generations support and care for one another. It makes one remember the African phrase - "It Take a Village to Raise a Child".

SHAKITA HAS EMERGED AS A LEADER IN THE PROGRAM, AND IS KEENLY AWARE OF HER RESPONSIBILITIES AS A PARENT. SHE OFTEN TELLS STORIES ABOUT HER CHILDREN. SHE ALSO HAS TALKED TO STAFF ABOUT HER FUTURE PLANS AND HOW SHE INTENDS TO CARE FOR HER CHILDREN.

HOUSING AND SOCIAL SERVICES



MELVIN HALSEY
FIRST TIME HOME BUYER,
US NAVY VETERAN

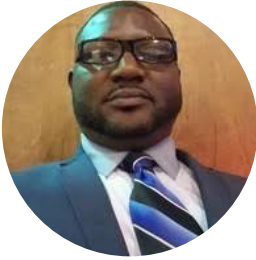
Thanks to the Houston Area Urban League's First Time Home Buyer workshop and Veterans Program, Mr. Melvin Halsey was able to purchase a brand new home via the VA and receive financial assistance due to Hurricane Harvey.

Mr. Melvin Halsey was initially referred to HAUL'S First Time Home Buyer workshop by his mother in order for him to purchase a home. Mr. Halsey is a United States Navy Veteran. He entered active duty on January 9, 1985. He was honorably discharged on October 8, 1987. He has lived in the Houston area all of his life.

Mr. Halsey attended one of our First Time Home Buyer's workshop in January, 2018. He received a face-to-face Pre-Purchase Counseling session in order to go over his budget, credit and savings. Upon review of Mr. Halsey's budget, it was very clear that he did not have any savings and that he was over extended with his creditors. He had secured a new job at the VA hospital

a year prior to attending the workshop. He knew that he had to build employment history plus create a budget that would allow him to purchase a home. He was provided him with a plan to pay down his credit cards and start on a savings plan. Every few months he would schedule a face-to-face appointment sometimes as early as 6 am. He was very committed to increasing his credit scores in order to be pre-approved for a loan. He never lost hope. He has now purchased his new home with a Texas Veterans loan.

A few months after he purchased his home, Mr. Halsey invited HAUL staff to his brand new home. He stated that without the Houston Area Urban League's help, he would not be a proud new homeowner. He will continue to maintain his credit and savings. Furthermore, he has great pride with all of his family members that continue to support him. He has certainly achieved the American Dream.



ENOW TANYI
MECHANICAL ENGINEER
ARMY CORP OF ENGINEERS

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, I took a physical and flew to Chicago to start basic training.

About three months later, I landed in Pensacola, Florida, where I was stationed 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.

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.

I would be there for six months in recovery. Eventually, I was sent back to the medical battalion where I worked for one year. The military asked me if I was interested in re-enlisting for five more years, but I had other plans. I applied at the Colorado School of Mines where the concentration or focus is engineering and science. After two years, I received 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. I eventually graduated with a degree in Mechanical Engineering.

I began looking for employment aggressively and putting in applications while at Workforce Solutions so that he could take care of my family. I met Rommell from the Houston Area Urban League (HAUL) through one of the

WORKFORCE DEVELOPMENT AND TRAINING CONTD.

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 my NCCER Certification, I entered

the industry as an Electrician Technician. After only working a short time, I 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. Thank you Houston Area Urban League.

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.



KILEY SUMMERS
ROLE MODEL FOR PRE-VENTURE
TECH COMPANIES

In December 2018, it was announced that Houston Area Urban League Entrepreneurship Center client Kiley Summers, Founder of SpenDebt, was one of twelve winners nationwide of the \$50,000 Arch Grant.

SpenDebt is a financial technology company providing a micropayment debt solution to aid in progressively paying off debt through every day purchases. “The more consumers spend, the faster their debts are paid off,” said Founder and CEO, Kiley Summers. Kiley participated in the fall 2015 cohort of Small Business Development University. Since then, he has leveraged the Urban League Entrepreneurship community to expand his network and obtain the necessary resources to attract investors from HAUL business advisors and associates.

Since its inception, the Arch Grants has handed more than \$7 million to more than 130 early-stage companies since 2012. It calculates that past winners employ more than 1,400 people, generate \$135 million in revenue and have attracted more than

\$173 million in follow-on capital. The organization does not take an ownership stake in the companies, but the founders are required to run the business from St. Louis for at least one year. Emily Lohse-Busch, Arch Grants’ executive director, described the winners as “an incredibly talented, diverse, impressive group of founders who will only add to the robust St. Louis ecosystem. In addition to the \$50,000 in cash, the companies receive free or discounted services from local firms.

The Houston Area Urban League is super-proud of the work that Kiley Summers continues to do as a start-up in the Fintech industry. Since graduating from the Urban League business incubator, Kiley continues to use his SpenDebt platform to give back to our ecosystem as a mentor in our small business development university. Due to his early start-up success, Kiley now serves as a role model for pre-venture tech companies looking for a pathways to successfully launch their company at the Houston Area Urban League incubator program.



Houston Area Urban League, Inc.

2018

FINANCIAL STATEMENT

HOUSTON AREA URBAN LEAGUE
(A Texas Non-Profit Corporation)

**STATEMENT OF FINANCIAL POSITION
DECEMBER 31, 2018 AND 2017**

ASSETS:	CURRENT ASSETS	2018	2017
	Cash and Cash Equivalents	\$505,083	\$311,902
	Cash and Cash Equivalents, Restricted	449,171	492,433
	Pledges Receivable	104,237	139,313
	Grants Receivable	212,820	267,683
	Other Receivables	65,455	34,770
	Prepaid Expenses	38,379	14,751
	Total Current Assets	1,375,145	1,260,852
	NON-CURRENT ASSETS		
	Cash, Restricted	9,741	46,820
	Certificates Of Deposit	253,207	252,180
	Rent Deposit	10,711	10,712
	Property and Equipment, Net	2,762,780	2,860,233
	Total Noncurrent Assets	3,036,439	3,169,945
	Total Assets	4,411,584	4,430,797
LIABILITIES:	CURRENT LIABILITIES		
	Accounts Payable	\$102,976	\$4,729
	Accrued Expenses and Other Liabilities	77,731	58,723
	Unearned Revenue	531,033	492,433
	Total Current Liabilities	711,740	555,885
	NON-CURRENT LIABILITIES		
	Unearned Revenue	262,948	299,000
	Total Noncurrent Liabilities	262,948	299,000
	Total Liabilities	974,688	854,885
	NET ASSETS		
	Temporarily Restricted	555,337	731,461
	Unrestricted	2,881,559	2,844,451
	Total Net Assets	3,436,896	3,575,912
	Total Liabilities and Net Assets	\$4,411,584	\$4,430,797

**STATEMENT OF ACTIVITIES FOR THE YEARS ENDED
DECEMBER 31, 2018 AND 2017**

			2018			2017
	Unrestricted	Temporarily Restricted	Totals	Unrestricted	Temporarily Restricted	Totals
REVENUES						
Contributions:						
United Way	\$655,245	\$.....	\$655,245	\$677,127	\$.....	\$677,127
Others	112,907	204,556	317,463	261,285	328,299	589,584
Federal Grant Revenue	139,393	.....	139,393	542,265	.....	542,265
State and Local Grants	756,444	.....	756,444	440,917	.....	440,917
Foundation and Corporate Grants Revenue	4537,118	.....	537,118	498,652	.....	498,652
Fund-Raising and Special Events	1,133,337	.....	1,133,337	572,655	70,000	642,655
In-Kind Contributions	142,508	.....	142,508	601,905	.....	601,905
Rental Income	94,042	.....	94,042	106,612	.....	106,612
Program Fees	10,617	.....	10,617	11,407	.....	11,407
Interest Income	2,180	.....	2,180	1,136	.....	1,136
Other Income	36,541	.....	36,541	53,148	.....	53,148
Net Assets Released From Restrictions	380,680	(380,680)	.....	204,926	(204,926)	.....
Total Revenues	4,001,012	(176,124)	3,824,888	3,972,035	193,373	4,165,408
EXPENDITURES						
Program Services:						
Special Projects	103,026	.....	103,026	114,772	.....	114,772
Education and Youth Services	546,541	.....	546,541	585,790	.....	585,790
Workforce Development and Training	625,853	.....	625,853	767,287	.....	767,287
Housing and Community Services	986,633	.....	986,633	710,605	.....	710,605
Economic Development	112,714	.....	112,714	115,222	.....	115,222
Health Initiatives	117,934	.....	117,934	137,217	.....	137,217
Total Program Services	2,492,701	.....	2,492,701	2,430,893	.....	2,430,893
Support Services:						
Management and General	1,162,271	.....	1,162,271	1,567,416	.....	1,567,416
Fundraising Activities	308,932	.....	308,932	194,887	.....	194,887
Total Support Services	1,471,203	.....	1,471,203	1,762,303	.....	1,762,303
Total Expenditures	3,963,904	.....	3,963,904	4,193,196	.....	4,193,196
Change In Net Assets	37,108	(176,124)	(139,016)	(221,161)	193,373	(27,788)
Net Assets, Beginning Of Year	2,844,451	731,461	3,575,912	3,065,612	538,088	3,603,700
Net Assets, End Of Year	\$2,881,559	\$555,337	\$3,436,896	\$2,844,451	\$731,461	\$3,575,912



2018

SUPPORTERS

1st Metro Church of Houston	Byron C. Stevenson	DMA Development
A. Fortson	Cadence Bank	Company, LLC
A. Martin Wickliff, Jr.	Calvin Calhoun	Don G. Hudson
Accenture	Calvin Guidry	Donald Bowers
Albertson Safeway	Calvin Nelson	Donetta Goodall
Alexander Exterminating Company	CAMAC Foundation	Douglas Coughlin
Alief Independ School District	Capital One	Dr. and Mrs. William Blocker
Allen Boone Humphries	Carl Moses	Dr. Austin Lane
Robinson LLP	Carmela Walker	Dr. Judith Craven
Allstate Giving	Catholic Health Initiative	EAN Holdings, LLC
Allstate Insurance	CenterPoint Energy	Ed Ryland
Amegy Bank	Chapman 4 J. Williams	Ed Wulfe
American Charities	Charities Aid Foundation	Edward Hamb
American Petroleum Institute	Charleen Jones	Efstratia Verinakis
Anadarko Petro Corp.	Charles Swindell	Elite Tax
Angel Lane Funds	Chevron	Elizabeth Campbell
Annengerg Foundation	CHEVRON Your Cause	Elliot Guidry
Anthony McClendon	Chris Brown for Comptroller	Elmer D. Rogers
Association of Black Engineers	Cindy and Kendall Miller	Emancipation Park
and Architects	Claude Cummings	Emeralda R. Douglas
AT&T Your Cause	Clutch City Foundation	Emerson
Attorney Ricky Anderson	Coca-Cola Southwest Beverages	Enterprise Car Rental
Attorney Vince Ryan	COMCAST	Episcopal Funds
Aurora Technical Services, LLC	Comcast Foundation	Eric Goodie
Autry Osby	Cookie Montez	Eric Phillips
B.A Clarkson-Morgan	Cora and Judson Robinson III	Erizon Solutions
Barbara and John Jacob	Courtney Grisby	Ernest Peebles
Barbara Bush Foundation	Cozen O'Connor	Esther Friedman Family
Barbara L. Seymour	Dallas-Ft. Worth Urban League YP	Foundation
Barbara and Gerald Hines	Dana Hewling	Farmers Insurance
Baylor St Luke's Medical Group	Daniel Measurement	Felicia Jackson
Beth Wolff Realtors	& Construction	Fidelity Charitable
Beto for Texas	Danita and Craig Wiltz	First Metropolitan Church
Beverly Broussard	Dave Edwards	Flagship Capital Partners
Blue Cross and Blue Shield	David Aikens	Fluor Enterprises
of Texas	David Anderson	FMC Energy System
BP America	David Mincberg	Fox 26/My 20
BP Foundation	Debra and Calvin Guidry	Franchelle Jones
BracewellIII LLP	Decision Information	Fred Zeidman
Brandon Pittman	Resources Inc.	Frost Bank
Brenda Banks	Deion Dorsett	Galen Pierce-Gardner
Brentwood Baptist Church	Delivering Good, Inc.	Gant & Hicks
Brookhollow Baptist Church	Delta Sigma Theta Sorority, Inc.	GE Baker Hughes
Bruce Matson DDS	Demetrious Guidry-Moo	GEICO
Bud Light/Silver Eagle Distributors	Dick Hite	Gerald Wilson

Gilda Ramirez
 Gina and Jon Carroll
 Glenda Kizzee
 God is Good, Inc
 Godsey Martin Law Firm
 Gordon Goodman
 Graham Holdings
 Greater Houston Community
 Foundation - Harvey Relief
 Greater Washington
 Urban League
 Greg Wise Realty
 Gunda Corp.
 Harris County Improvement
 HAUCDC
 HAUL GUILD
 HAUL YP
 Health Care Serv Corp.
 H-E-B
 Helen Varcados
 Herman Burroughs
 Hilton Americas Hotel
 HINES
 HMA Delta Sigma Theta
 Sorority, Inc.
 Holman Street Baptist Church
 Houston Astros, LLC
 Houston Dynamo
 Houston First Corp.
 Houston Kellogg Fund
 Houston Minority
 Business Association
 Houston Port Authority
 Houston Rockets
 Houston Texans
 Hungry Heart Media
 Hunt and Hunt Engineering
 Iberia Bank
 Impact Partner
 Iris M. Cross
 J Brook Ward
 J. Kent Friedman
 James Davis, Gulfgate, Dodge
 Chrysler, Jeep & Ram
 James Donatto

James Harris
 Janis Hadnott
 Jaslyn House
 Jeanine Barsamian
 (The Tank Tiger, LLC)
 Jennifer Roy
 Jerry Charping
 Jerry Martin
 Jesse and Betty Tutor
 Joanne and Peter Linden
 Joel Benavidez
 John & Barbara Jacob
 John Gillon
 John Robinson
 Joseph Batilla
 Joseph Williams
 Josie Ybarra
 JP Morgan Chase
 JPMC Foundation
 Justin Martin
 Juwana Pierson
 Karen and John Hofmeister
 Karen and Ken Black
 Karen and Ramon Manning
 Karen Hofmeister
 Katie and Patrick Oxford
 Kelsey Wright
 Kelsey-Seybold
 Ken & Karen Black
 Kenneth Guidry, Jr.
 Kimberly Hicks
 Konstantina I. Kavouris
 KPMG
 KPRC TV
 Kristyn Page
 Kroger
 KS Mang't Svc.
 Ladonna Parker
 Laurie Vignaud
 Law Office of Yates
 & Associates
 Leadership Consulting, Inc.
 Lilly Grove Baptist Church
 Louis Sklar Family Foundation
 Loyce and James Owens

Lupher, LLC
 Lydia Rios
 Lyondell Chemical
 Macy's
 Marathon Oil
 Marc Grossberg
 Marek Family Foundation
 Margaret and Stephen Klineberg
 Maria Papavlou
 Maria Velasquez
 Marian Harper
 Marilyn Boss
 Marina Coryat
 Marion McCollam
 Mark Lupher
 Mark Newsome
 Marla Kline
 Marquette Companies
 Martin Fein Interests, Ltd.
 Marty and Sue Wickliff
 McConnell Jones Lanier
 & Murphy
 Melissa and Jamey Rootes
 Micah Ndu Ine
 Michael J. Flannigan
 Michael Stubbs
 Michelle Levi
 Michelle Sabino
 Mike Collier for Texas
 Mikey Wesley
 Morehouse School of Medicine
 Morris Smith
 Muhammed Shakoor
 Multiple Contributors
 NALCAB Funds
 National Urban League
 Neil Bush
 Newpark Resources
 Nicole Booker
 Nicole Lazarre
 NRG Retail
 Office Evolution, Inc
 Palmetto Partners
 Pamela A. Ulmer
 Pamela McKay

Pamela Severson
 Paradise Cemetery
 Partner 451
 Paypal Charity Giving
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 Phillip Yates
 Phillips 66
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 Port of Houston
 Prairie View A&M Foundation
 President George H.W. Bush
 Product of Society LLC
 Pro-Vision Academy
 Radio One
 Raelyn McNair
 Ralph Douglas West
 Randall's
 Raymond Joseph
 Reed Parque Townhomes
 Regions Bank
 Reliant
 Ric Campo
 Rice University
 Rice/RWJ Foundation Funds
 Richard Hite
 Robert Simpson
 Roderick Walker
 Romeo Dsouza
 Rommell Williams
 Roy Perry
 Rusty Hardin & Associates, LLP
 Ruth J. Simmons
 Ryan Colburn
 Ryland Enterpre.
 Sandra Herrera
 Schlumberger
 Scholastic Inc.
 SCI
 Scoey Morris
 Sean O'Toole
 Shadywood Foundation
 In Memory of Dan Arnold
 Shawn and Donald Bowers
 Shay Randall

Shell Oil
 Sherman Lewis II
 She's Happy Hair
 Shipley Do-Nuts MLK
 Smith, Graham & Co.
 Investment Advisors
 Sodexo Health & Wellness
 Southwest Airlines
 Spring and William M. Cox III
 Spring Williams Cox
 Spurgeon Robinson
 Stanton & Eliz. Bro
 State Farm
 Stephanie and Rod Paige
 Stephen Klineberg
 Steve Kean
 Strada Education Network
 Sylvia Jones
 Tanglewood Corp
 Tara Yeoman
 Target Corp
 Taylor Construction
 Management
 TechnipFMC
 TedsI Infrastructure Group
 Terhea Moore
 Terry W. Roberson
 Texas Black Expo
 Texas Veterans
 The Benevity Comm
 The Church Without Walls
 The Cozen O'Connor
 The Fort Bend Church
 The Fountain of Praise
 The Lewis Group
 The Reason For Hope
 The Robert and
 Janice McNair Foundation
 The Tiger Tank
 Theofanis Verinakis
 Twice Media Productions
 United National Ins.
 United Way Austin
 United Way of Midland
 United Way Texas Gulf Coast

UPS Foundation
 Uptown Houston
 Urban One
 UW Metro Chicago
 UW of Delaware
 UWGPSNJ
 Vickie Howard
 Victor Lofton
 Vince Ryan
 W.T. Alexander
 Walter Elrich
 Walter Strickland
 Warren Broadnax
 Wells Fargo
 Will Norwood
 Willie Williams (National
 Technical Association)
 Windsor Village UMC
 Winstead Civic Trust
 Winstead Law
 Wise Men
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