



Houston Area  
Urban League

# 2021

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# ANNUAL REPORT

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A photograph of a young man with dark curly hair, wearing a brown t-shirt, smiling and looking towards the right. Next to him is an older man with a beard, wearing a grey blazer over a green t-shirt, looking down. They are in a kitchen with white cabinets and a stainless steel refrigerator in the background. Two glass jars with decorative items are hanging from the cabinets above them.

# AROUND

— “

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..

2020 LETTER FROM BOARD CHAIR & CEO

” —

# THE *League*

## UPCOMING EVENTS

DEC  
2022

Equal Opportunity Day  
Gala 2022

JUN  
2023

Advancing Equity  
Luncheon 2023

JUL  
2023

National Urban League  
Conference in HTX



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me! 

See More Events and Register!

# CEO'S LETTER

**JUDSON W. ROBINSON, III**

President & CEO



The Houston Area Urban League (HAUL) was founded on June 19, 1968, as an affiliate of the National Urban League in response to the demand for equal opportunity and justice, thanks in part to the civil rights movement. For over 53 years, we have provided programs of Education and Youth Development, Workforce Training, Housing Assistance, Entrepreneurship Support, Health and Wellness Initiatives, and Social Justice. This work is even more critical today as we experience the longer-term effects of COVID-19, social justice ills that continue to divide us as a nation, and tragedy that leaves many unable to secure economic self-reliance parity, power, and civil rights.

HAUL educates stakeholders and participants regarding the economic benefits of quality job training, homeownership counseling, and youth and parental educational programs targeting economically disadvantaged areas like Sunnyside, Acres Homes, Kashmere Gardens, Third Ward, and other low-income communities. We also work to improve the outcomes of middle-income families and dislocated professionals in the Greater Houston area.

As we seek to find a new normal after COVID-19, HAUL remains on the front lines of response to the COVID-19 pandemic, the Winter Storm, and social justice issues that greatly impacted those we serve. During 2021 we served over 10,000 clients with job training, small business technical assistance, mentoring and education of children and youth, assistance with utility, mortgage, and rental assistance, and help for first-time homebuyers. We continued programmatic operations for the economically disadvantaged communities through educational webinars, and phone and Zoom teleconferences.

We can only do this work because of the generosity of donors, volunteers, and allies who continuously partner with us to create positive benefits for the citizens of the Greater Houston community. HAUL has committed to ensuring that everyone has the opportunity to fulfill their life goals and dreams, offering them hope and opportunity. Thank you for joining us in this great work!

Sincerely,

A handwritten signature in dark ink, appearing to read 'Judson W. Robinson, III', with a stylized flourish at the end.

Judson W. Robinson, III

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**TO DONATE**



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## HAUL'S HISTORY

The Houston Area Urban League (HAUL) was founded in 1968 in response to the national demand for equal opportunity and justice, thanks to the civil rights movement. It became apparent then, as is today, that the need for housing, jobs, education, and other social services was needed for low-income persons. That need still exists today, on a national level and right here in the Greater Houston area.

We seek to enable Black people and other marginalized communities to secure economic self-reliance, parity, power, and civil rights. For over 53 years, we have provided the following six (6) programs targeting residents in economically disadvantaged geographic areas in the Greater Houston area: Education and Youth Development; Workforce and Economic Development; Workforce Training; Housing; Social Justice; and Health and Wellness Initiatives.

Our focus is on Education and early literacy; Youth Development programs; Workforce Development & Occupational Skills training; Economic Development and Financial literacy; and Housing and Social Services. All this helps influence the likelihood of long-term family and community stability. Join us in our mission to empower communities and change lives by following our social media pages and making a generous donation at [www.haul.org](http://www.haul.org).

## OUR GOALS

We plan ahead for a prosperous today and are continuously prepping for an empowered rewarding, memorable, and secure future for you & your community.

### PROGRAM GOALS

#### EDUCATION & YOUTH DEVELOPMENT

1. Expand in-person/virtual educational services to more Greater Houston school districts through broadband access.
2. Starting in Harris County (HC) Precinct 1, partner with HC Commissioners and staff to expand virtual educational services throughout the county.

#### ENTREPRENEURSHIP CENTER

1. Become Houston's go-to organization regarding business start-up and expansion.
2. Recruit and coach individuals who want to start or build a business, building their technical skills, and opening the door to financing opportunities.
3. Support established businesses preparing for expansion.

### ADMINISTRATIVE GOALS

#### HUMAN RESOURCES

1. Conduct a human resources assessment to determine appropriate staffing levels throughout the organization.
2. Develop succession plans for critical HAUL positions.
3. Provide managers with training, tools, and resources to maximize efficiency and effectiveness of organization.

#### MARKETING & COMMUNICATIONS

1. Improve agency and program communications platforms, resources and processes.
2. Increase community's understanding of HAUL, its programs, and its impact on our community.
3. Provide quarterly updates to current and new donors so they are more aware of the impact of organization.



### WORKFORCE DEVELOPMENT AND TRAINING

1. Significantly increase client certifications in growing industries.
2. Expand opportunities for client training on soft skills.
3. Build a high quality Wi-Fi enabled computer training lab to compliment HAUL's in-person service delivery model.



### HOUSING AND SOCIAL SERVICES

1. Facilitate access to stable housing serving vulnerable populations in rural areas surrounding Houston.
2. Position HAUL as a subject matter expert on resources to re-build homes in response to natural disasters.
3. Connect HAUL clients with referrals and resources that promote a healthy lifestyle.



### CENTER FOR SOCIAL JUSTICE AND EDUCATION

1. Develop a greater understanding of the justice system and its history of application on People of Color (POC).
2. Build relationships with local, state, and federal elected officials and partner with them on social justice issues and related legislation.
3. Partner with other community organizations to seek and negotiate just solutions to social justice issues.



### RESOURCE DEVELOPMENT

1. Develop and implement a comprehensive Resource Development plan, broadening the types and sources of funding for HAUL.
2. Train and support the HAUL board, volunteers and staff members in their role as serving as HAUL's ambassadors, opening the door to additional funding, and in-kind resources through their contacts and relationships.
3. Build on current board leadership in fund development, involving all board members in meaningful financial support of HAUL.



### FACILITIES & INFRASTRUCTURE

1. Update facilities assessment to determine how current facilities are meeting the needs of clients and staff (program and administrative).
2. Conduct an IT audit documenting computer/server/printer/software inventory, security, and broadband capabilities at all facilities.
3. Develop budget for IT investments with goal in mind to be able to provide both in-person and virtual services to clients for all programs.



### FINANCE

1. Upgrade to new Financial Reporting Software to streamline financial reporting process.
2. Train financial, management, and board staff on new financial reporting software and it's reporting capabilities.
3. Develop a board dashboard that highlights financial trends, critical financial indicators, return on investments, and other key organizational indicators.

# 2021 IMPACT REPORT

PLANNING FOR TODAY, IMPACTING OUR FUTURE

HAUL's strategic plan takes into consideration both internal and external opportunities and the difficult realities related to virtual service delivery.



As our teams address challenging goals, the plans when implemented have the power to strengthen and transform our organization and community.



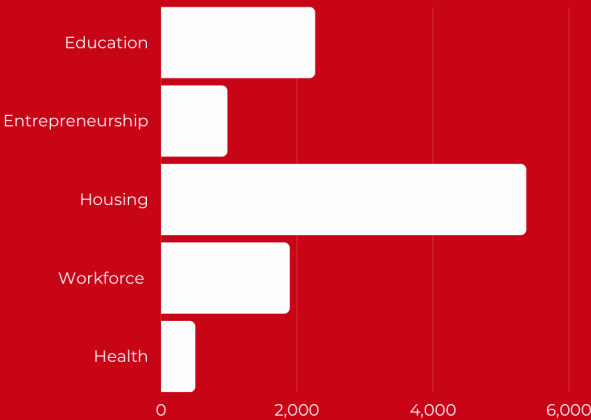
## TOTAL SERVED

We invite you to read through the impact of the programs in 2021 and see the potential for partnership to advance equity for all.

**JAN - DEC 2021**

**Total Clients Served \***

## 2021 AGENCY AT A GLANCE



Total number of unduplicated clients served in 2021.

**10,993**

*\*Unduplicated client numbers*

## EDUCATION & YOUTH DEVELOPMENT

2,263  
SERVED

HAUL Education and Youth Services embrace 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 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.

### HAUL Program components are:

- Project Ready Mentoring
- Academic Achievement
- Social/Emotional Development
- College Culture and Awareness
- Career Awareness
- Family and Community Engagement



**MELANIE HERRERA**

Melanie Herrera is a current sophomore at Lone Star College who was able to attend school thanks in part to a HAUL partnership and scholarship with Freeport LNG. Students who go through HAUL's Project Ready program have the opportunity to receive annual scholarships for up to 4 years to assist with tuition, books, and board. Melanie has finished her freshman year with honors and seeks to next year transfer her Associate's Degree to a local university and continue in the medical field to become an Anesthesiologist.

With this scholarship, Melanie has the opportunity to become a first-generation college graduate. As HAUL continues to advance equity for all, educating youth and partnering with corporations and businesses to increase the opportunities for others is paramount.

### PROGRAM NUMBERS AT A GLANCE

Parenting Classes 660

Early Childhood Development 30

Technical Assistance 6

Character Development 374

Mentoring Program 374

Summer Program 195

Health Education 374

## ENTREPRENEURSHIP CENTER & SMALL BUSINESS UNIVERSITY

972  
SERVED

HAUL's Entrepreneurship Center works with private, public and nonprofit resources to build strong, sustainable and successful minority businesses. The result is 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 new or 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. This occurs through a Small Business Development University, One on One Mentoring, and Workshops.



### HAUL Program Components Are:

- Small Business Development University
- One on One Consulting
- Advisors

### PROGRAM NUMBERS AT A GLANCE

Small Business University 972

One on One Mentoring 374

New Businesses Created 151

## HOUSING & SOCIAL SERVICES

5,369  
SERVED

The Housing & Social Services Department is a HUD approved housing counseling agency that provides services in English and Spanish. HAUL's 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.

### HAUL Program components are:

- First Time Homebuyers
- Mortgage Delinquency
- Financial Education Workshop
- Fair Housing Program
- Rental Counseling
- Pre-Purchase Program
- Veteran Support Program



**NIKISHA GREEN**

Nikisha Green is a client who came to HAUL seeking guidance about first-time homeownership. HAUL counselors were able to guide her through a process, educating and guiding her through financial literacy and budgeting, understanding the home buying process, and possible financial resources to achieve her goals.

Due to HAUL's partnership with the Center for Civic and Public Policy Improvement (CCPPI), the City of Houston, and the LIFT Fund, Nikisha was able to receive down-payment assistance and purchase a 3 bedroom home, with over \$50,000 of assistance. This makes her mortgage affordable, fulfills a dream for Nikisha and her family, helps to contribute to the local economy, and creates generational wealth for Nikisha's children. She says "For my children, they now see that if mama, can do it so can we." As HAUL works to advance equity for all, we are thankful for partners that remove barriers to homeownership.

### PROGRAM NUMBERS AT A GLANCE

Home Buyer Education-229  
Mortgage Counseling -241  
Financial Education -568

Case Management- 2,005  
Fair Housing - 339  
Financial Literacy - 477

Rent Assistance - 392  
Referral Services -1,084  
Veterans Served-209

## HEALTH & WELLNESS

500  
SERVED

The Houston Area Urban League's Health and Wellness program aims to increase access to quality healthcare, improve chronic disease management and prevention, and increase access to nutritious foods for under-represented and under-served populations in the greater Houston area through education, awareness and advocacy, health insurance enrollment, faith-based partnerships, and community engagement.

In 2021 we also began a COVID-19 Outreach Initiative that provides information and vaccines to Greater Houston residents that have not received the vaccine. Our goal is to provide 3,200 1st, 2nd or booster vaccine doses, and outreach to 20,000 residents by October 31st.

Thanks to partnerships with the HRSA and City of Houston, we have helped to administer over 1,000 vaccines.

### HAUL Program components are:

- Health Prevention
- COVID-19 Vaccination/Booster
- Health Insurance Enrollment
- Community Health Fairs



### DEMOGRAPHIC NUMBERS AT A GLANCE

Hispanic - 31%  
Non-Hispanic - 69%

Black/African American - 65%  
White 1%  
Asian American - 1%  
Native American - 1%

Male - 50%  
Female - 50%



**JUANITA BAILEY**

Juanita Bailey is a native Houstonian who, like many in economically-disadvantaged communities, experienced hardship and made some negative decisions before overcoming the barriers of prison and poverty to succeed. Juanita participated in HAUL's two-week NCCER and OSHA Training, which placed her on a path of advanced education. She received her certification in pipefitting and is now taking classes at Alvin College to pursue a degree in pipefitting and HVAC.

Juanita's goal is to start her own HVAC company and to pass it down to her children, to create generational equity. "HAUL has changed my life dramatically... because you can tell HAUL cares, they become like your family members, and you don't want to let them down."

Juanita says. "The staff helped to change my mindset, to understand how to present myself, dress appropriately, and get prepared for a future. It was a good feeling to complete something, even though it was just a two-week class. I know I can continue completing and doing other things now."

## WORKFORCE DEVELOPMENT & TRAINING

**1,889**  
SERVED

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.

HAUL's partnership with the National Center for Construction Education and Research provides free training and resources to clients interested in pursuing careers in Construction, Industrial, or Manufacturing.

### HAUL Program components are:

- Employment Orientation
- Core Skills Training
- Workforce Occupational Skills
  - NCCER Certification
  - OSHA 30 Certification
  - Pipeline Safety Certification
  - CompTIA/AWS Certification

### PROGRAM NUMBERS AT A GLANCE

Job Placement Counseling - 439  
Participants Placed in Jobs - 127  
Average Hourly Wage - \$17.28

Urban Jobs Training - 860  
Urban Tech Jobs 2.0 - 187  
Urban Apprenticeship Jobs - 157

Additional Industry Certifications - 72

## SOCIAL JUSTICE & REFORM

Racial equity is one of the most important pillars that we uphold. We provide a formidable foundation for all participants and make sure they understand the importance of working towards a more equitable, inclusive, and educated society. By acknowledging our differences, we can be closer towards securing a more equitable environment that makes it possible for all individuals, especially those from underserved communities, to succeed from a personal and professional standpoint.

To empower the community, we have created a combination of Advocacy U workshops and series to ensure community members and high school youth can understand the importance of social justice through education. Education is vital to spread the word about social inequities and help the community become well aware of current issues that directly impact the lives of many individuals in the city.

### HAUL Program components are:

- Racial Equity For All
- Racial Equity in the Workplace
- Police Reform
- The Power of the Vote



# HOW YOU CAN HELP

If you are looking for ways to make a difference in your community, we have many opportunities that are a perfect fit for your time and interests. Check out the possibilities below and decide what fits best with you, whether it is by contributing your financial support or by giving your time to help HAUL make an impact in others' lives.

Scan me



## 01. VOLUNTEER

The primary way to serve as a HAUL volunteer is to become a member of one of our auxiliary groups: HAUL Young Professionals/HAULYP (18-40) or HAUL GUILD (41+). These groups spearhead Houston Area Urban League volunteer & outreach activities and support the work we do for our community.

Scan me



## 02. PARTNER

We are grateful for the support and partnership of our corporate partners. Their continued support is key to helping ensure HAUL continues to empower our Houston area community and change lives. To learn more about how your company/organization can partner with HAUL to impact the underserved in the Houston Metropolitan area contact us today at [www.haul.org](http://www.haul.org).

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## 03. DONATE

Donations of all sizes from generous supporters help ensure that HAUL continues to impact communities and change lives. Your donation will also help us provide resources for those fighting for equality, education, and opportunity in underserved communities. For more information about how you can donate, please contact us at 713-393-8700 or email [info@haul.org](mailto:info@haul.org).

# FINANCIALS

## STATEMENT OF FINANCIAL POSITON

HOUSTON AREA URBAN LEAGUE, INC.  
(A Texas Nonprofit Corporation)

### STATEMENTS OF FINANCIAL POSITION December 31, 2021 and 2020

ASSETS	CURRENT ASSETS	2021	2020
	Cash and cash equivalents	\$ 2,140,821	\$ 1,183,596
	Cash and cash equivalents, restricted	102,827	66,959
	Pledges receivable	323,585	337,171
	Grants receivable	254,163	374,805
	Other receivables	244,997	55,664
	Prepaid expenses	23,370	26,392
	<b>Total Current Assets</b>	<b>3,089,763</b>	<b>2,044,587</b>
	NONCURRENT ASSETS		
	Long-term pledges receivable, net	500,000	622,376
	Certificates of deposit	236,662	236,568
	Rent deposit	10,711	10,711
	Property and equipment, net	2,442,286	2,545,606
	<b>Total Noncurrent Assets</b>	<b>3,189,659</b>	<b>3,415,261</b>
	<b>TOTAL ASSETS</b>	<b>\$ 6,279,422</b>	<b>\$ 5,459,848</b>
LIABILITIES	CURRENT LIABILITIES		
	Line of credit	\$ 45,000	\$ 150,000
	Accounts payable	121,077	81,113
	Accrued expenses and other liabilities	72,674	365,133
	Unearned revenue	298,998	281,437
	<b>Total current liabilities</b>	<b>537,749</b>	<b>877,683</b>
	NONCURRENT LIABILITIES		
	SBA Economic Injury Disaster Loan	146,054	149,900
	Unearned revenue	215,046	184,661
	<b>Total noncurrent liabilities</b>	<b>361,100</b>	<b>334,561</b>
	<b>TOTAL LIABILITIES</b>	<b>898,849</b>	<b>1,212,244</b>
	NET ASSETS		
	Without donor restrictions	2,274,454	2,007,481
	With donor restrictions	3,106,119	2,240,123
	<b>Total net assets</b>	<b>5,380,573</b>	<b>4,247,604</b>
	<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 6,279,422</b>	<b>\$ 5,459,848</b>

# FINANCIALS

## STATEMENT OF ACTIVITIES

### STATEMENTS OF ACTIVITIES

For the Years Ended December 31, 2021 and 2020

	2021			2020		
REVENUES	Without Donor Restrictions	With Donor Restrictions	Totals	Without Donor Restrictions	With Donor Restrictions	Totals
Contributions:						
United Way	\$ 572,337	\$ -	\$ 572,337	\$ 683,694	\$ -	\$683,694
Others	1,165,574	955,441	2,121,015	831,188	1,814,252	2,645,440
Federal grant revenue	601,982	-	601,982	300,007	-	300,007
State and local grants	567,149	-	567,149	775,971	-	775,971
Foundation and corporate grants revenue	647,944	-	647,944	488,142	-	488,142
Fund-raising and special events	687,763	-	687,763	28,000	-	28,000
In-kind contributions	-	-	-	14,493	-	14,493
Rental income	65,458	-	65,458	73,834	-	73,834
Program fees	26,000	-	26,000	31,150	-	31,150
Interest income	297	-	297	2,430	-	2,430
Other income	4,178	-	4,178	18,501	-	18,501
Net assets released from restrictions	89,445	(89,445)	-	98,907	(98,907)	-
<b>TOTAL REVENUES</b>	<b>4,428,127</b>	<b>865,996</b>	<b>5,294,123</b>	<b>3,346,317</b>	<b>1,715,345</b>	<b>5,061,662</b>
EXPENDITURES						
Program Services:						
Special projects	437,481	-	437,481	824,757	-	824,757
Education and youth services	478,058	-	478,058	377,310	-	377,310
Workforce development and training	511,520	-	511,520	568,914	-	568,914
Housing and community services	1,000,346	-	1,000,346	724,022	-	724,022
Economic development	187,752	-	187,752	176,427	-	176,427
Health initiatives	66,742	-	66,742	456	-	456
Total program services	2,681,899	-	2,681,899	2,671,886	-	2,671,886
Support services: Management and general	1,359,049	-	1,359,049	1,120,784	-	1,120,784
Fundraising activities	120,206	-	120,206	16,450	-	16,450
Total support services	1,479,255	-	1,479,255	1,137,234	-	1,137,234
<b>TOTAL EXPENDITURES</b>	<b>4,161,154</b>	<b>-</b>	<b>4,161,154</b>	<b>3,809,120</b>	<b>-</b>	<b>3,809,120</b>
<b>CHANGE IN NET ASSETS</b>	<b>266,973</b>	<b>865,996</b>	<b>1,132,969</b>	<b>(462,803)</b>	<b>1,715,345</b>	<b>1,252,542</b>
<b>NET ASSETS, BEGINNING 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>
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 2,274,454</b>	<b>\$ 3,106,119</b>	<b>\$ 5,380,573</b>	<b>\$ 2,007,481</b>	<b>\$ 2,240,123</b>	<b>\$ 4,247,604</b>

# THANK YOU TO OUR SUPPORTERS

At HAUL, we are grateful for our supporters who have invested in our mission to empower communities and change lives. The reinvestment of these generous contributions provides us with the resources to continue with our mission while also supporting our expansion into additional communities. Together, let's make tomorrow a brighter place through our efforts today!

## 2021 MAJOR DONORS



# 2021 SUPPORTERS

Aids Foundation	Michael Eigner	Mark Jacobs
Alief ISD FACE Program	Shona R. Elgart	Tina Jammer
Allstate Foundation	Enterprise Holding	Cedric Jolivet
Allstate Insurance	Farmers Insurance	Devin Jones
Amegy Bank	FCG Texas,LLC	Stefani Y. Jones
Ameritrade	Federal Home Loan Bank	Theresa Jones
Annenberg Foundation	Steven Finklea	JPMorgan Chase
Shellye Arnold	Keating Family Foundation	Christina Kobeski
Asian Chamber & Beijing Alumni	Luci & Herb Frith	Erin Kotlan
AT&T Employees	Frontstream	KPMG
Susan Baker	Ft. Bend Church	Kroger
Bank of America	Gates Foundation	Andrew Kugajevsky
Andre Benjamin	GEICO	Patricia Lawson
William Blair	Marvin Gil	Jeannie Le
Becky Bordelon	Matthew Gilliam	Colleen Leary
Donald Bowers	Goldman Sachs Corp.	Sherman Lewis
Kevin Boyer	Gordon Goodman	Vanessa Lugo
Ryan Bronston	Graham Media Group	Marathon Oil
Abimbola Bukoye	Greater Houston Community Foundation	Jerome Martin
Myra Caldwell	Gerald Green	Ruby McCollough
Capital One	H.W. Green	Jayco McCowan
CCPPI	Calvin & Debra Guidry	Edgart James Melton
CDC	Katherine A. Guillo	Christian Menefee
Chevron	Bram Hall	Justine Moore
Chevron Employees	James Harris	MPACT Strategic Consulting
Crystal Clark	HARRIS COUNTY COVID RELIEF	Anamaria Murcia & Jack Moore
Thomas Coleman IV	Harris County Dept. of Education	Nationwide
Comfort Systems USA	HAUL GUILD	Feddie Noble
Community Bank	HAULYP	Danyahel Norris
Consulate Gen. of Israel	Vernon Henry	Cozen O'Connor
Dr. Judith Craven	Christine Herrington	Blake Orsini
Iris Cross	Hines Interest	Stephanie Ourso
Crown Castle USA	HISD	Kristyn Page
Steve Cummings	Houston in Action Census Funds	Julie Pare
Aligentia S. Davis	Darcy Hunter	Bettina Patteson
Defender Media Group	Meredith Hunter	Bishop Pearsall
Delta Sigma Theta Suburban Houston	I Believe Foundation, Inc.	Ivan Perez
Dallas Ft. Worth Urban League Young Professionals	Pasadena Insurance	Pfizer Employees
Debra Dougherty	ITW Corp.	Phillip 66 Black Employee Network
Pamela Durant		Kristan Poirot
		Port of Houston Authority
		PWC Employees

# 2021 SUPPORTERS CONTINUED

Martina Quivers  
Radio One  
Regions Bank  
Anthony Roberson  
Terry Roberson  
Robert Woods Johnson  
Foundation  
Judson Robinson III  
Zach Rosenberg  
SanFran Consumer  
Alvin Schexinder  
Zachary Scott  
Sempre Energy  
Barbara Seymour  
Latrice Shacks  
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Temitope Siyanbade  
Patsie Brown Slaughter  
Daniel Smith  
Desmond Smith  
Michael Smith  
Morris Smith  
Sheila Smith  
Southwest Airlines  
Target Corporation  
Aaron Tate  
Texas Mutual  
Texas Veterans  
The Clifford Group  
The Houston (TX) Chapter of The  
Links, Incorporated  
The Union Home  
United Way of Delaware  
University of Minnesota  
Urban Enrichment  
Urban Tech Jobs 2.0  
UW Metro Chicago  
UWGPNJ  
UWKC  
Verizon  
Vistra Energy/TXU Energy

W.S. Bellows Construction  
Wells Fargo Employees  
Wells Fargo Foundation  
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Thomas Williams  
Russell Willis  
Lorraine Winslow  
Winstead Civic Trust  
George Wyche



## BOARD OF DIRECTORS

2021-2022

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Odis Mack, Second Vice Chair  
Morris Smith, Third Vice Chair  
Mark Jacobs, Treasurer/Finance Chair  
Williams Marguerite, Secretary

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Donald Bowers  
Myra Caldwell  
Yvette Camel-Smith  
Thomas DeBesse  
Phillip Dyson  
Tejuana Edmond  
Keith Garvin  
Kirk Guilanshah  
Lauren Haller-Fontaine  
James Harris  
Victoria Hart, HAULYP  
Lavone Jones  
Sherman Lewis  
Rana McClelland  
Pamela McKay  
Kaydian Murphy  
Anne Rappold  
Sean Reed, DFWYP  
Vanessa Reed  
Terry Scott, GUILD  
Laurie Vignaud  
Daryl Wade  
Ralph West

### HAUL YP Board

Victoria Hart, President  
Marcus Esther, Vice President  
Sheree Slack, Secretary  
Alycea Hampton, Parliamentarian  
Latrice Chatman, Treasurer

### HAUL GUILD Board

Terry Scott, President  
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Iris Lancaster, Corresponding Secretary  
Anita Davis, Recording Secretary  
Nyla Shephard, Treasurer  
Pam Laster, Parliamentarian

### Dallas-Ft. Worth YP

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Tiffany Howell, Vice President  
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Erika Manuel, Secretary  
Bianca Avery, Historian  
Shannen Lawson, Financial Secretary  
Kendall Hill, Equity Officer  
Alise Pitt, Parliamentarian  
Gabrielle Smith, Fund Development Secretary



# 2021

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# A N N U A L REPORT

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Advancing Equity

1301 Texas Avenue Houston, TX 77002  
**HOUSTON AREA URBAN LEAGUE**



**EMAIL**

[info@haul.org](mailto:info@haul.org)

**WEB**

[www.haul.org](http://www.haul.org)