



2023 ANNUAL REPORT

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A LETTER FROM OUR PRESIDENT & CEO

Dear Friends and Supporters,

As we reflect on 2023, we're filled with immense pride and gratitude for the strides we've made together. Hosting the National Urban League Conference in July 2023 in Houston allowed us to serve over 10,000 Houstonians, providing essential back-to-school supplies and fostering meaningful dialogue. Our Entrepreneurship Center's efforts resulted in over \$200K+ worth of capital granted to businesses, driving economic empowerment in our community. Additionally, our active participation in the voting rights lawsuit challenging SB1 demonstrates our unwavering commitment to democracy and inclusivity.

I'm thrilled to announce our recognition with the prestigious 4.9 Award from the National Urban League, reflecting our dedication to excellence. With 100% completion of our strategic plan goals, we're excited for the future. None of these achievements would have been possible without your unwavering support. Together, we'll continue empowering communities, making a lasting impact for generations to come.



Thank you for your continued dedication to the Houston Area Urban League. Here's to an exciting 2024 as we embark on the next 55 years of impact.

Judson W. Robinson III
President & CEO, Houston Area Urban League

A LETTER FROM OUR CHAIRMAN



Dear Supporters and Advocates,

As the Chairman of the Board for the Houston Area Urban League, I am humbled to address you at the close of another impactful year. In times of uncertainty and challenge, the role of organizations like the Urban League becomes even more crucial. Throughout 2023, we stood firm in our commitment to serving the needs of our community, and your unwavering support has been instrumental in our success.

From hosting the National Urban League Conference in Houston to actively participating in the fight for voting rights, our endeavors have been marked by resilience and dedication.

In a world where disparities continue to widen, the work of the Houston Area Urban League remains vital. As we navigate the complexities of the present moment, it is clear that our mission of fostering equity and opportunity is more relevant than ever. Your belief in our cause fuels our determination to effect positive change and build a more just society.

As we look ahead to 2024 and beyond, I am filled with optimism for the future of our organization and the communities we serve. Together, we will continue to empower individuals, uplift families, and make a lasting impact on the trajectory of countless lives.

Thank you for your unwavering support of the Houston Area Urban League. Your partnership is truly invaluable as we navigate the challenges and opportunities that lie ahead.

Sincerely,

Mark Jacobs
Chairman of the Board
Houston Area Urban League



NATIONAL URBAN LEAGUE CONFERENCE 2023

#NULCONF23

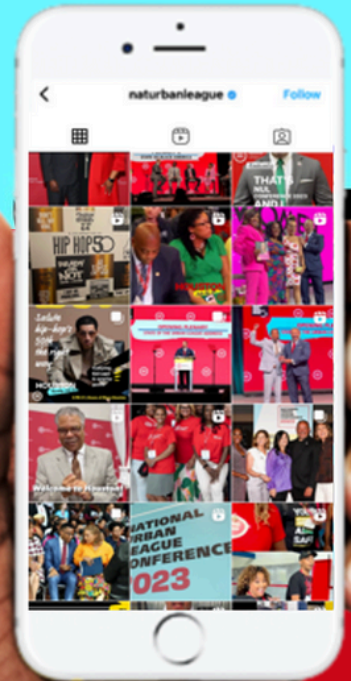
HOUSTON

July 26-29

HOUSTON WAS BIGGER & BETTER!

The 2023 National Urban League Conference proved to be the ultimate gathering for civil rights and urban advocacy, bringing together leaders spanning business, government, social advocacy, and entertainment, nurturing invaluable networking, idea exchange, insights, and strategic alliances in pursuit of justice.

Commemorating the Houston Area Urban League's 55th Anniversary, our combined in-person and virtual event explored the nation's transformation and the evolution of the racial justice movement, weaving these pivotal themes across our plenaries, forums, and virtual sessions.



15,970

Total Conference Attendees

8,646

**Total
In-Person
Attendees**

7,324

**Total
Virtual
Attendees**



NATIONAL URBAN LEAGUE

COMMUNITY & FAMILY DAY EXPO

Presented by  CenterPoint
Energy

In Partnership with  Houston Area
Urban League

Saturday, July 29

10:00 AM-5:00 PM



10,000

Backpack Giveaway

6,000

Potential New
Houston Area Urban
League Clients

1,000

Health Screenings

100

MWBE Businesses
Showcased at Expo

"By supporting this important conference, we can join forces with the Houston Area Urban League and other esteemed partners to address critical issues, foster diversity and inclusion, help to create livable wage jobs and drive positive change in underserved communities."



Dave Lesar, Chief Executive Officer

CenterPoint Energy

Community and Family Day Sponsor

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.



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.

ADMINISTRATIVE GOALS



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 investment's, and other key organizational indicators.

TOTAL
CLIENTS
SERVED

85,907





Houston Area
Urban League

OUR PROGRAMS

Family Support Services

Education and Youth Development Services of the Houston Area Urban League (HAUL) embraces a cradle-to-career model, preparing children to be self-sufficient adults, while supporting parental engagement throughout their educational development years. Services are designed to promote educational, social and emotional development of children and families. HAUL has adopted the National Urban League's Project Ready program. Project Ready is a Signature Program of the National Urban League.

Housing & Social Services

At the Houston Area Urban League, we are creating pathways to prosperity through homeownership. The Houston Area Urban League is on the frontline of the affordable housing shortage in the Houston Area. Since the pandemic, we've seen a significant rise in demand for pre-purchase counseling, rental counseling assistance, and foreclosure prevention counseling.

Workforce Development

Our comprehensive training programs at the Houston Area Urban League prepare individuals for sustainable employment opportunities by offering tailored skill-building workshops, vocational training, and career coaching services. Through personalized guidance and industry-relevant curriculum, participants gain the expertise and confidence needed to excel in their chosen fields, empowering them to thrive in today's competitive job market.

Entrepreneurship Center

The Entrepreneurship Center (EC) was created for the sole purpose of empowering, mentoring, and supporting our cohort of entrepreneurs, particularly entrepreneurs of color, in gaining the wisdom, knowledge, and skills to become self-sufficient and triumphant business owners by providing the foundation necessary to create successful enterprises.

By providing the resources to under-resourced entrepreneurs, we can provide the pathway towards increasing the economic health of communities in need of revitalization and redevelopment.

Health & Wellness

Promoting holistic well-being is at the heart of our health and wellness initiatives at the Houston Area Urban League. Through accessible healthcare resources, wellness education, and community outreach programs, we prioritize preventive care, mental health support, and healthy lifestyle choices. By addressing the social determinants of health and fostering a culture of wellness, we empower individuals to lead healthier, more fulfilling lives, strengthening the fabric of our community.

Center for Social Justice, Education, and Civic Engagement

The Houston Area Urban League's Center for Social Justice Education and Civic Engagement serves as a hub for fostering community empowerment and advocating for equitable societal change. Through interactive workshops, educational seminars, and grassroots initiatives, we engage individuals in critical dialogue, promote social awareness, and cultivate a sense of civic responsibility, inspiring active participation in addressing systemic injustices and promoting inclusivity for all.

FAMILY SUPPORT SERVICES



1,424

of people interactions
during outreach



Total Clients Served

4,391



Total Books Distributed

28,000

SUCCESS EDUCATION STORY



Texas School Ready has spread its influence across the state, with thousands of early childhood programs embracing its research-backed approach. Among its key partners is the Houston Area Urban League, one of 25 lead agencies for TSR. Together with local educators, they provide a comprehensive suite of services, including professional development, coaching, and curriculum support.



Teachers enrolled in TSR experience transformation firsthand. Equipped with new strategies and knowledge, they create engaging classrooms where every child can thrive. Through targeted training programs, educators enhance their language-building skills, literacy instruction, and overall teaching practices.



The impact of TSR is clear. Research studies consistently demonstrate improvements in teacher practices and student readiness skills. From bustling cities to rural communities, TSR leaves a lasting impression on early childhood education.

TSR's success wouldn't be possible without support. As we continue our mission to ensure every child is prepared for success in school and beyond, we invite you to join us. Your contribution can make a real difference in the lives of at-risk children across Texas.

Together, we can create a brighter future for our children and our communities. Join us in supporting Texas School Ready today.

625

Children served in the
Texas School Ready
Project

Thank you
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HEALTH & WELLNESS SUCCESS STORY



\$400

Worth of monthly
subsidies awarded for
this client

Tracy Mancilla faced a challenging situation when her son lost Medicaid coverage due to an increase in her income. Struggling to find affordable health insurance, Tracy was deeply concerned about her son's well-being, particularly regarding his access to necessary medical care. Despite her efforts, receiving a denial letter from Medicaid added to her worries, highlighting the financial barriers she faced.

After seeking assistance from the Houston Area Urban League (HAUL), Tracy's life underwent a significant positive transformation. HAUL provided crucial support and guidance, helping Tracy navigate the complexities of the healthcare system and find tangible solutions that benefited her family's well-being.

Tracy's most immediate relief came in the form of securing affordable health insurance for her 6-year-old son with HAUL's assistance. Qualifying for a subsidy of approximately \$400 per month through the Marketplace Insurance significantly reduced the financial burden of healthcare costs. Tracy was able to choose a plan with a manageable \$60 monthly premium, ensuring her son's essential healthcare needs were covered without excessive financial strain.

HAUL's support also ensured continuity of care for Tracy's son by helping her find an insurance plan that covered his trusted doctor. This alleviated Tracy's concerns about switching providers and allowed her son to continue receiving care from a familiar healthcare provider. Additionally, the financial stability provided by the subsidy and HAUL's guidance empowered Tracy to focus on providing for her family's needs without constant worry about healthcare expenses. Overall, Tracy emerged from her experience with HAUL feeling empowered, relieved, and confident in her ability to advocate for her family's healthcare needs, demonstrating the significant positive impact of HAUL's services on individuals like Tracy.

14

Thank you
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YOUTH EDUCATION SERVICES



Total Youth Served

1,475



Total Value of Gift
Cards Distributed

\$2,070

444

Participants in the 2023
Youth Summit

YOUTH DEVELOPMENT SUCCESS STORY



RICARDO RAMIREZ

2023 Project Ready Student
of the Year

Meet Ricardo, a young student with boundless potential hidden behind a veil of shyness. When he first joined Project Ready, Ricardo was reserved, hesitant to step out of his comfort zone. But beneath his quiet demeanor lay a determined spirit eager to shine.

Throughout the program, Ricardo steadily emerged from his shell, guided by dedicated mentors and fueled by his own perseverance. With each challenge he faced, Ricardo pushed himself further, embracing opportunities for growth and learning. Whether it was tackling tough coursework or engaging in leadership activities, Ricardo approached each task with unwavering determination.

As the months passed, Ricardo's hard work began to bear fruit. His grades improved, reflecting his dedication to academic excellence. But perhaps even more remarkable was the transformation within him. Where once there was hesitation, now there was confidence. Ricardo began to speak up in class, sharing his ideas and insights with newfound assurance.

By the time the 2023 National Urban League Conference Youth Summit arrived, Ricardo had become a beacon of inspiration for his peers. His journey from quiet observer to active participant had not gone unnoticed. At the Youth Summit, amidst a gathering of bright young minds, Ricardo was honored as the Project Ready Student of the Year.

For Ricardo, this recognition was more than just an award—it was a testament to his resilience and growth. With each step he took outside his comfort zone, Ricardo discovered the power within himself to overcome obstacles and reach new heights. And as he stood on stage, surrounded by applause, Ricardo knew that his journey was only just beginning. With his newfound confidence and determination, there was no limit to what he could achieve.

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ENTREPRENEURSHIP CENTER



Total Clients Served

2,715



Total Training Hours

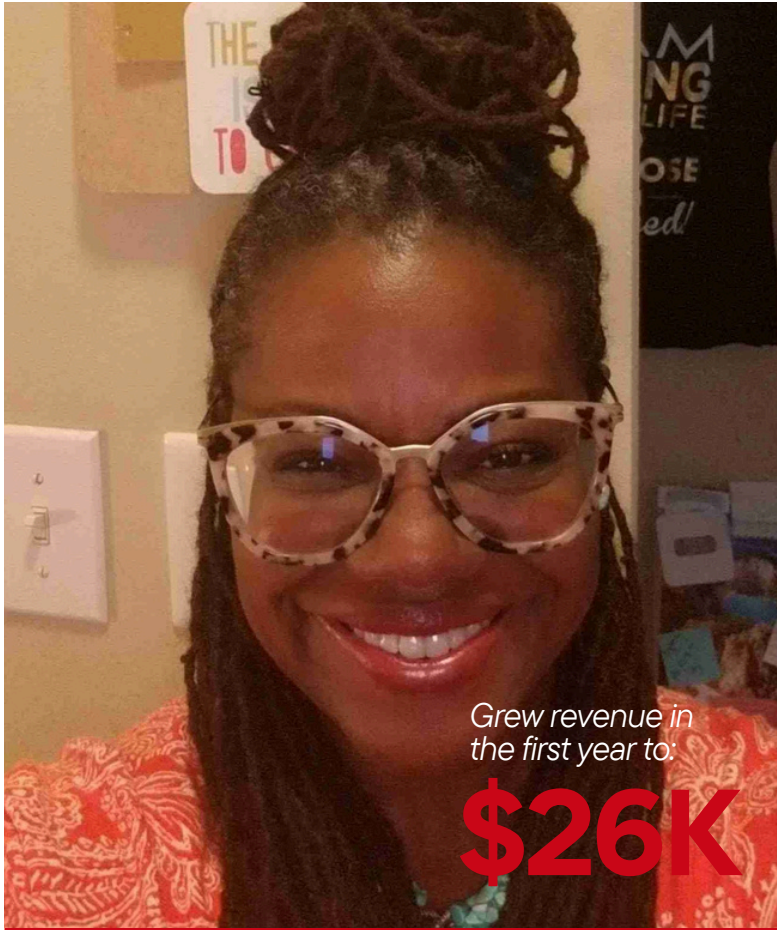
1,788



Amount of Grants
Distributed

\$110,5000

ENTREPRENEURSHIP CENTER SUCCESS STORY



JOY JONES

Client
Code Wiz Franchisee



CODE WIZ
learn to code. have fun!

Joy Jones, once just a dreamer with a vision, transformed her entrepreneurial aspirations into a thriving reality with the support of the Entrepreneurship Center. When Joy first walked through our doors in 2023, she carried little more than a passion for her craft and a determination to succeed. Today, her success story stands as a testament to the power of perseverance and partnership.

Under the guidance of our dedicated advisors, Joy navigated the complexities of business ownership with unwavering resolve. Armed with newfound knowledge and strategic insights, she set out to turn her dreams into tangible achievements.

Within a year of partnering with the Entrepreneurship Center, Joy's once modest venture blossomed into a flourishing enterprise. With a sharp focus on quality and innovation, she propelled her revenue from a mere \$0 to an impressive \$26,000 annually. But Joy's impact extended far beyond her own bottom line.

Fueled by her growing success, Joy made a conscious decision to reinvest in her community. Recognizing the power of job creation, she expanded her team, welcoming six part-time employees onto her payroll. Through her commitment to providing meaningful employment opportunities, Joy not only supported her own business but also contributed to the economic vitality of her community.

With the Entrepreneurship Center by her side, Joy defied the odds, transforming obstacles into opportunities and setbacks into successes.

Thank you

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JPMORGAN CHASE & CO.



ENTREPRENEURSHIP CENTER SUCCESS STORY



CRYSTAL LISTER

SBU Client

In the bustling entrepreneurial landscape of Houston, Crystal Lister stands out as a testament to the transformative power of community support and strategic guidance. Her journey, intricately woven with determination and resilience, paints a vivid picture of success against all odds.

Crystal's story begins with a unique twist - she wasn't just another aspiring entrepreneur seeking guidance; she was already generating revenue when she enrolled in the Small Business University program offered by the Houston Area Urban League (HAUL). Despite her initial success with Mommy and Me: The Listers, Crystal recognized the potential for growth and development that partnership with HAUL could offer.

Her decision proved to be fortunate, as she delved into the resources and connections provided by the program. One standout moment in Crystal's journey came when she participated in the Small Business Exchange Pitch Competition held on December 2, 2023. With unwavering confidence and a compelling business pitch, Crystal emerged victorious, securing a substantial \$12,000 prize.

Reflecting on her experience, Crystal shared, "Thanks to this network of entrepreneurs, I've not only seen a rise in revenue but also received invitations to larger platforms such as radio shows, school campuses, and more." The impact of her involvement with HAUL extended far beyond financial gains; it opened doors to unprecedented opportunities for exposure and networking.

The tangible results of Crystal's dedication and HAUL's support were evident in the numbers. Her revenue soared by approximately 10%, a testament to the effectiveness of the strategies implemented through the Small Business University program.

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ENTREPRENEURSHIP CENTER SUCCESS STORY



SHAWN WIGGINS

Client

Meet Shawn Wiggins, a visionary entrepreneur on a mission to revolutionize the landscape of mental health care, particularly for the Black community. His journey is not just a success story; it's a testament to the transformative power of determination and community support.

Shawn's vision began to take shape when he identified a crucial gap in the mental health care system: the underrepresentation of Black mental health providers.

With a fervent belief in the importance of culturally competent care, Shawn set out to create a platform that would not only connect individuals with qualified therapists but also foster a sense of belonging and understanding.

His breakthrough came when he participated in the Black Entrepreneurs Week Tech Pitch Competition on December 1, 2023. Armed with his innovative idea and unwavering determination, Shawn captivated the audience and secured a game-changing \$20,000 grant to bring his vision to life.

With the seed funding in hand, Shawn wasted no time in materializing his dream. In the year that followed, he launched LoopHealth, a groundbreaking platform dedicated to amplifying Black voices in mental health care. Through LoopHealth, individuals could find and connect with a diverse network of culturally sensitive therapists, breaking down barriers to access and stigma.

The impact was immediate and profound. Within months of its launch, LoopHealth gained traction, garnering widespread attention and acclaim within the Houston community and beyond. But for Shawn, success was not merely measured in revenue but in the lives touched and transformed.

Today, LoopHealth stands as a beacon of hope and healing, a testament to Shawn's unwavering commitment to his community. With \$15,000 in revenue generated within its inaugural year, the platform has not only provided vital support to countless individuals but has also created opportunities for therapists seeking to make a meaningful difference.

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HOUSING & SOCIAL SERVICES



Clients Served

1,570



Total Payment
Assistance Distributed

\$1,020,000



Veterans and Surviving
Spouses Served

145

HOUSING & SOCIAL SERVICES SUCCESS STORY

A nombre de nuestra familia queremos expresar nuestra mas profundo y sincero agradecimiento por tu labor y la de tu equipo, bajo la asesoria de ustedes, logramos conservar nuestra casa y por eso estaremos siempre en deuda con ustedes. Pediremos a Dios los bendiga y guie para que puedan ayudar a muchas familias más que estén pasando por momentos difíciles.

*Saludos
Familia Cortes*

*Sandra,
On behalf of our family, we want to express our deepest and most sincere gratitude for your work and that of your team. Under your guidance, we managed to preserve our home, and for that, we will always be in your debt. We will ask God to bless and guide you so that you can help many more families going through difficult times.*

The Cortes Family



CESAR CORTES

Texas Homeowners
Assistance Fund Recipient



In 2023, amidst financial turmoil and uncertainty, Cesar Cortes found himself at a crossroads. As a Texas homeowner grappling with mounting debts and the looming threat of foreclosure, he turned to the Houston Area Urban League (HAUL) and the Texas Homeowners Assistance Fund (TXHAF) for a lifeline.

Cesar's journey began with overwhelming stress and anxiety. His family was facing the daunting reality of being \$30,000 behind on their mortgage payments, struggling to keep up with the demands of homeownership in the midst of economic challenges. With each passing month, the burden of debt seemed to grow heavier, casting a shadow over their hopes for stability and security.

Enter HAUL and TXHAF, beacons of hope in Cesar's darkest hour. Through their comprehensive assistance programs, Cesar received the support and guidance he desperately needed to navigate through the storm. With their expert guidance, he was able to access the resources necessary to bring his mortgage current, lifting the weight of uncertainty off his shoulders.

But the assistance didn't stop there. Understanding the importance of sustained support during times of crisis, HAUL and TXHAF provided Cesar with an additional lifeline - three months of continued assistance. This extended support not only provided Cesar and his family with the breathing room they needed to regain their financial footing but also empowered them to plan for a brighter future with confidence and resilience.

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HOUSING & SOCIAL SERVICES SUCCESS STORY



RAMONA AGHAHOWA

Texas Homeowners
Assistance Fund Recipient



When Ramona arrived at HAUL (Houston Area Urban League), she was burdened with the weight of financial distress, facing a daunting mortgage default of approximately \$30,000. Lost and overwhelmed, she knew she needed help but wasn't sure where to turn.

Thankfully, Ramona found solace and hope through HAUL's mortgage default counseling program. With the compassionate guidance and expertise provided by the dedicated counselors at HAUL, she embarked on a journey toward financial recovery. But it wasn't just HAUL's support that propelled her forward; she also received invaluable assistance from TXHAF (Texas Housing Assistance Foundation), which played a crucial role in helping her emerge from default.

Through a combination of financial education, personalized counseling, and strategic planning, Ramona regained control of her financial situation. She committed herself wholeheartedly to the process, determined to overcome the obstacles standing in her way.

As she worked tirelessly to address her mortgage default, Ramona found herself not only navigating the complexities of financial management but also rediscovering her own resilience and strength. With each milestone achieved and each hurdle overcome, she gained confidence in her ability to shape her own destiny.

Finally, after months of hard work and perseverance, Ramona emerged victorious. She stepped out of the shadows of financial uncertainty and into the light of a brighter future. The weight that had once burdened her shoulders lifted, replaced by a sense of accomplishment and empowerment.

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HOUSING & SOCIAL SERVICES SUCCESS STORY



BRENDA CAMPBELL

Veteran Surviving Spouse

In our pursuit of empowering communities and individuals, the Houston Area Urban League (HAUL) is proud to share the inspiring success story of Brenda Campbell, a resilient veteran surviving spouse. Brenda's journey with HAUL spans over three to four years, during which she has been the recipient of vital assistance and support.

Brenda's story is a testament to the impact of HAUL's comprehensive services, particularly in the realm of homeless prevention and veteran assistance. Facing challenging circumstances, Brenda turned to HAUL for support, and we were there every step of the way.

In 2023 alone, Brenda faced the imminent threat of homelessness due to financial difficulties. However, thanks to HAUL's intervention, Brenda received the necessary assistance with her rent, preventing her from losing her home. This crucial support was provided not once, but three times throughout the year, totaling \$1,329 in funds. As a result, Brenda was able to maintain stability and security in her current rental unit, providing her with a safe haven amidst life's uncertainties.

Beyond financial aid, Brenda actively engaged with HAUL's community events and workshops, enriching her knowledge and skills in various areas. She participated in monthly workshops held in Altura Heights by the esteemed Cookie Montez, covering topics such as budgeting, credit management, fraud prevention, and financial literacy. These sessions empowered Brenda with valuable insights and tools to navigate her financial landscape effectively, fostering her independence and resilience.

Furthermore, Brenda benefited from HAUL's partnership with "Clothed By Faith," a service dedicated to providing clothing assistance to individuals in need. This invaluable support not only helped Brenda meet her budgetary expenses but also ensured her comfort and well-being, particularly during harsh weather conditions.

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TEXAS VETERANS
COMMISSION



URBAN ONE



COMCAST

HOUSING & SOCIAL SERVICES SUCCESS STORY

WALTER DASHIELL

Texas Veterans Commission Client



*

In the heart of our mission to serve those who have served our country, we encountered Mr. Walter Dashiell, a 95-year-old veteran whose life had been a testament to resilience and sacrifice. However, in the face of mounting financial burdens, Mr. Dashiell found himself overwhelmed, with over \$7000 in arrears on his rent.

Upon hearing Mr. Dashiell's plight, our team sprang into action, determined to restore dignity to this venerable veteran. We knew that mere words wouldn't suffice; action was needed to uplift him from the depths of despair.

With unwavering commitment, we rallied resources from our network, recognizing that collective efforts would be instrumental in making a meaningful impact. Together with another non-profit organization, we formed a coalition dedicated to alleviating Mr. Dashiell's financial burden.

Through collaborative endeavors and sheer determination, we managed to completely eliminate the balance of Mr. Dashiell's arrears, lifting the weight of uncertainty that had plagued him for far too long. However, our mission was not yet complete.

Drawing upon the Veteran Assistance Funds, we further bolstered our efforts to ensure that Mr. Dashiell's financial stability was not a fleeting moment but a lasting reality. With these funds, we provided additional support, ensuring that Mr. Dashiell could confidently embrace the future without the looming shadow of debt.



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TEXAS VETERANS
COMMISSION



URBAN ONE



COMCAST

WORKFORCE

DEVELOPMENT

Urban Energy
Jobs Program



Houston Area
Urban League

LOOKING
FOR A JOB
IN ENERGY?

Come train with us.



4,650+

Local, Energy Related
Firms

7K+

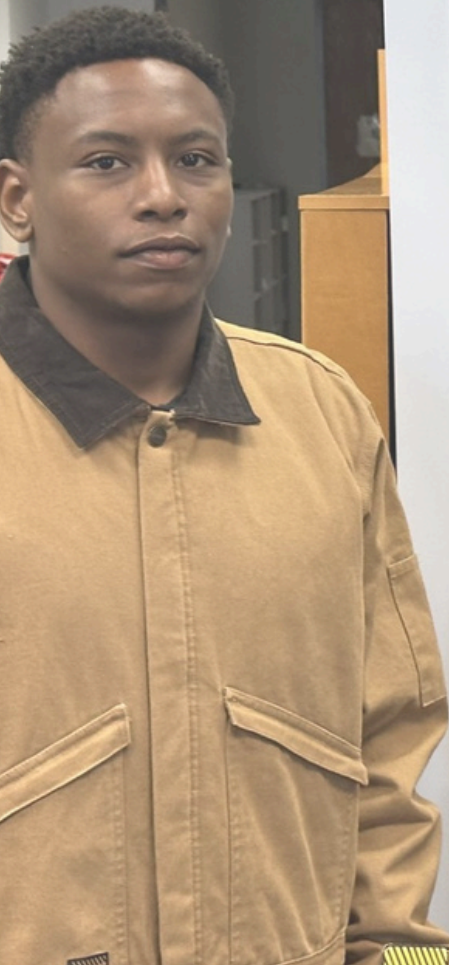
Jobs

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Clients Served

3,832



Orientations Conducted

796



Total Number of
Job Placements

152

WORKFORCE DEVELOPMENT SUCCESS STORY



**ZIRAM LINSOMB,
ZAVION LINSOMB,
NICHOLAS JOHNSON,
AND JASON GILLUM**

Urban Energy Jobs Program Trainees

The four clients came to HAUL after hearing about the Urban Energy Jobs Program; two brothers, a cousin, and their best friend. They expressed a desire to change their lives and get any type of job to help support themselves and their family. One of the clients stated, "We are taking too many chances in these streets; it's dangerous out there." After speaking with a family member who advised them to quit the street life and acquire certifications and skills, they met with a Workforce Career Coach and completed their Individual Career and Education Plan.

The Urban Energy Jobs Program provided access to a career and training. All four clients were introduced to an opportunity in El Campo, TX, as Solar Panel Installers. Willing to drive over 80 miles one way, they were referred to IBEW for onboarding and job placement. After working with HAUL, the clients became members of the International Brotherhood of Electrical Workers Union (IBEW) and started working at a Solar Farm in El Campo, Texas. All four participants were hired as Union Contractors and placed at one of the largest Solar Power Projects in Texas.

The project calls for the installation of 1.4 million solar modules across 4,000 acres in Wharton County and will generate 500MWac/631MWdc of renewable energy, enough to power 100,000 homes. The participants are now in the Union and earning \$20.70 per hour to start.

This opportunity has potentially saved their lives and given them the chance to gain valuable skills and work experience in the energy industry. The four young men are now self-sufficient, able to help support their family, and are role models for the younger members of their family. Next steps: the clients will connect with a financial coach to begin their journey to financial stability and are primed to acquire assets. In addition to direct job placement, participants received transportation assistance (gas card) and Personal Protection Equipment (PPE) in the form of steel-toe boots, insulated coveralls, thermos shirts, and pants. They continue to work with our Workforce Team for opportunities to upskill and gain industry-recognized credentials.

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JPMORGAN CHASE & CO.



WORKFORCE DEVELOPMENT SUCCESS STORY



REGINA SALAU

Urban Energy Jobs Program Trainees

As of March 2024, Regina is the Cultural Pillar Lead of HP Global Multicultural Impact Network. She will be part of the Multicultural global network leaders, focused on the global cultivation of HP's Diversity, Equity, and Inclusion and will have the opportunity to create and lead events that add value to that goal on a global scale! Regina will also be supporting the African American Delegate Leader in this role. "I'm truly excited and looking forward to all the challenges, growth, knowledge, people, and amazing experience this role will bring! Once again, major thanks to the Houston Urban Area League for submitting me to HP as an apprentice. This opportunity has truly been a blessing, and being able to land my first tech role within such a major company like HP is still surreal. Thank you for what HAUL is doing for minorities and the African American community in Houston."

Regina Salau is one of five Houston Area Urban League (HAUL) clients selected as an Apprentice with Hewlett Packard in partnership with Multiverse. HAUL was contacted about a new apprenticeship program in Technology for individuals with limited work experience and/or education in Information Technology. With this apprenticeship opportunity, clients can earn while they learn, get real-world experience, and build a meaningful career in the tech industry. HAUL Workforce Development and Training team referred twenty participants from our Urban Tech Jobs Program (UTJP), sponsored by Comcast. After two years of unsuccessfully securing employment in IT, Regina contacted HAUL and enrolled in our Urban Tech Jobs Program (UTJP). UTJP features a multi-layered approach that includes technology awareness, basic skill building, digital literacy, technology job training, and upskilling for workers currently in the technology field.

Regina obtained training and professional certifications in Scrum and Business Data Analysis with experience utilizing Windows, Office Suites, Jira, and cloud software such as AWS and Google. After reviewing the HP Apprenticeship opportunity, she applied and was accepted into the program in April 2023 as a System Solutions and Design Analyst for the Global Indirect Procurement team. Regina and four other participants from HAUL are part of an initiative by HP to add 10 African American/Black underrepresented minority groups into the Tech industry as apprentices. The program aimed to provide minorities, specifically those with no technical work experience and/or formal education, an opportunity to enter the workforce at HP as a full-time employee.

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to the following sponsors:



JPMORGAN CHASE & CO.





Clients Served

4,220



Total Advocacy U
Participants

512



of Potential Voters
Engaged Via Text

61,603

VOTER ENGAGEMENT SUCCESS STORY

MAYORAL FORUM

Wheeler Avenue Baptist Church



In a collaborative effort to foster civic engagement and community empowerment, the Houston Area Urban League (HAUL) joined forces with Delta Sigma Theta Sorority Inc. to host a transformative event. Together, they orchestrated a Mayoral, City Controller, and City Council Candidate Forum, a pivotal gathering aimed at informing and mobilizing Houston residents.

Set within the esteemed walls of Wheeler Avenue Baptist Church, the forum served as a beacon of civic participation, drawing an impressive crowd of 316 attendees. From seasoned community leaders to impassioned residents eager for change, the diverse audience exemplified the spirit of democracy in action.

Throughout the evening, candidates vying for key positions in the city government articulated their visions, policies, and plans for the future of Houston. With transparency and accountability at the forefront, attendees were provided with invaluable insights into the platforms and aspirations of those seeking to lead their city.

Beyond the exchange of ideas, the forum fostered a sense of unity and purpose within the community. It became a platform where voices were heard, concerns were addressed, and collective aspirations were articulated. As attendees left the event, they carried with them a renewed sense of empowerment and a commitment to shaping the future of their beloved city.

The Mayoral, City Controller, and City Council Candidate Forum stands as a testament to the power of collaboration and civic engagement. Through partnerships like these, HAUL and Delta Sigma Theta Sorority Inc. continue to empower communities, amplify voices, and drive positive change in Houston and beyond.

Thank you
to the following sponsors:



CIVIC ENGAGEMENT & EDUCATION SUCCESS STORY



ADVOCACY U

Held in conjunction with professors from Prairie View A&M as well as professors from Thurgood Marshall School of Law

In the fall of 2023, Advocacy U orchestrated a groundbreaking collaboration with esteemed professors from Prairie View A&M and the Thurgood Marshall School of Law, setting a new standard for student empowerment and academic engagement. This innovative partnership aimed to amplify student voices and foster critical dialogue on campus-specific issues, culminating in a resounding success that reverberated across both institutions.

Advocacy U's fall session embraced a tailored approach, tailoring content delivery to resonate deeply with students at Prairie View A&M and the Thurgood Marshall School of Law. Leveraging the expertise of seasoned professors from both campuses, Advocacy U crafted pre-packaged modules infused with relevant insights and perspectives, ensuring maximum relevance and impact.

The collaborative effort bore fruit as the meticulously curated content garnered an impressive 1464 views on YouTube, sparking vibrant discussions and igniting a passion for advocacy among students. By harnessing the power of digital platforms, Advocacy U transcended geographical boundaries, reaching students far beyond the confines of campus walls.

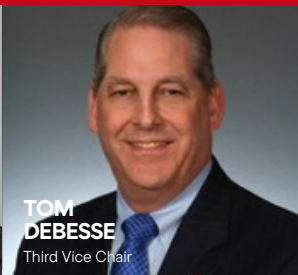
The success of Advocacy U's fall session underscored the transformative potential of collaboration and community-driven initiatives in higher education. By uniting academia with advocacy, Advocacy U catalyzed meaningful change and empowered students to become catalysts for social progress within their respective communities.

Thank you
to the following sponsors:





2023 BOARD OF DIRECTORS



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

STATEMENTS OF FINANCIAL POSITION
For the Year Ended December 31, 2023 and 2022

	<u>2023</u>	<u>2022</u>
ASSETS		
CURRENT ASSETS		
Cash and cash equivalents	\$ 3,520,642	\$ 6,093,129
Pledges receivable	793,896	230,875
Grants and contributions receivable	480,417	520,935
Other receivables	321,413	311,313
Prepaid expenses	8,072	180,277
Total current assets	<u>5,124,440</u>	<u>7,336,529</u>
NONCURRENT ASSETS		
Long-term pledges receivable, net	-	200,000
Certificates of deposit	216,226	215,250
Investments	2,543,762	-
Right-of-use Assets, net	958,305	1,287,739
Property and equipment, net	2,937,360	2,344,294
Other assets	40,993	46,362
Total noncurrent assets	<u>6,696,646</u>	<u>4,093,645</u>
TOTAL ASSETS	<u>\$ 11,821,086</u>	<u>\$ 11,430,174</u>
LIABILITIES		
CURRENT LIABILITIES		
Accounts payable	\$ 430,992	\$ 488,537
Payroll liabilities	75,568	76,500
Funds held for others	53,033	15,778
Unearned revenue	23,968	62,968
Current portion of right of use liabilities	286,311	334,367
Current portion of notes payable	20,791	-
Total current liabilities	<u>869,872</u>	<u>978,150</u>
NONCURRENT LIABILITIES		
SBA Economic Injury Disaster Loan	150,820	138,362
Note payable	734,823	-
Unearned revenue	170,503	152,356
Long-term portion right-of-use liabilities	678,082	964,393
Total noncurrent liabilities	<u>1,734,228</u>	<u>1,255,111</u>
TOTAL LIABILITIES	<u>2,604,100</u>	<u>2,233,261</u>
NET ASSETS		
Without donor restrictions	6,216,050	5,941,333
With donor restrictions	<u>3,000,936</u>	<u>3,255,580</u>
Total net assets	<u>9,216,986</u>	<u>9,196,913</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 11,821,086</u>	<u>\$ 11,430,174</u>

The accompanying notes are an integral part of these financial statements.

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

STATEMENTS OF ACTIVITIES
For the Year Ended December 31, 2023

	Without Donor Restrictions	With Donor Restrictions	Total
OPERATING ACTIVITIES:			
PUBLIC SUPPORT AND REVENUES			
Contributions:			
United Way	\$ 486,977	\$ -	\$ 486,977
Others	92,910	552,771	645,681
Federal grant revenue	1,151,579	-	1,151,579
State and local grants	335,611	-	335,611
Foundation and corporate grants revenue	1,315,276	-	1,315,276
Sponsorships and special events	2,275,026	-	2,275,026
In-kind contributions	33,651	-	33,651
Rental income	74,624	-	74,624
Net assets released from restrictions	807,415	(807,415)	-
TOTAL REVENUES	6,573,069	(254,644)	6,318,425
EXPENSES			
Program services:			
Special projects	313,252	-	313,252
Education and youth services	742,602	-	742,602
Workforce development and training	615,731	-	615,731
Housing and community services	1,213,092	-	1,213,092
Economic development	292,215	-	292,215
Health initiatives	461,150	-	461,150
Total program services	3,638,042	-	3,638,042
Support services:			
Management and general	2,762,249	-	2,762,249
Fundraising activities	55,262	-	55,262
Total support services	2,817,511	-	2,817,511
TOTAL EXPENSES	6,455,553	-	6,455,553
Changes from operating activities	117,516	(254,644)	(137,128)
NON OPERATING ACTIVITIES:			
Interest income	116,476	-	116,476
Other expense	40,725	-	40,725
Changes from nonoperating activities	157,201	-	157,201
CHANGES IN NET ASSETS	274,717	(254,644)	20,073
NET ASSETS, BEGINNING OF YEAR	5,941,333	3,255,580	9,196,913
NET ASSETS, END OF YEAR	\$ 6,216,050	\$ 3,000,936	\$ 9,216,986

The accompanying notes are an integral part of these financial statements.

ACKNOWLEDGEMENTS FOR OUR 2023 SUPPORTERS

Sustaining Sponsorship

MACKENZIE SCOTT FOUNDATION



\$100,000 - \$999,999



United Way of Greater Houston



KINDER FOUNDATION

RAYMOND JAMES

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THE ASTROS FOUNDATION

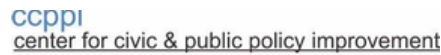


HALLIBURTON



Comerica Bank.

\$50,000 - \$99,999



\$25,000 - \$49,999



Houston Style Magazine

Steven Kean

Dr. Ruth J. Simmons



WELLS FARGO

WE THANK YOU FOR YOUR CONTINUED SUPPORT IN OUR PROGRAMS

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\$10,000 - \$24,999

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Texas Southern University
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\$1,000 - \$9,999 Continued

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District/Uptown Houston
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HCSC/Dollars for Doers
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\$500 - \$999

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VOLUNTEER

