



Houston Area  
Urban League

# ANNUAL REPORT

HAUL.ORG

20  
22





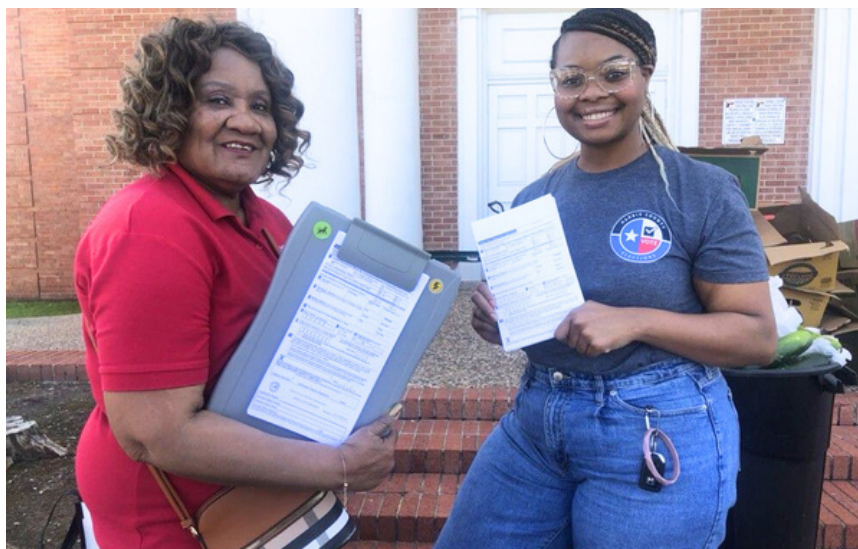


*"It feels good to be able to work again and bring in a second income into the household. Now, we can provide a better life for our children."*

*Arnesha Moss | Urban Tech Jobs Program 2.0 Trainee*



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# A LETTER FROM OUR CEO

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Dear Houston Area Urban League supporters,

I am proud to report that the Houston Area Urban League had a tremendous impact in 2022, providing essential services and programs to thousands of individuals and families throughout our community. However, as we reflect on our successes, we must also acknowledge the challenges facing our city.

One of the most pressing issues we face is the need for community and social advocacy. Our community deserves to be represented by leaders prioritizing education, affordable housing, and equitable economic opportunities. It is why we established the Center for Social Justice and Education in 2021 and work to equip community members with tools to advocate for themselves and their fellow neighbors.

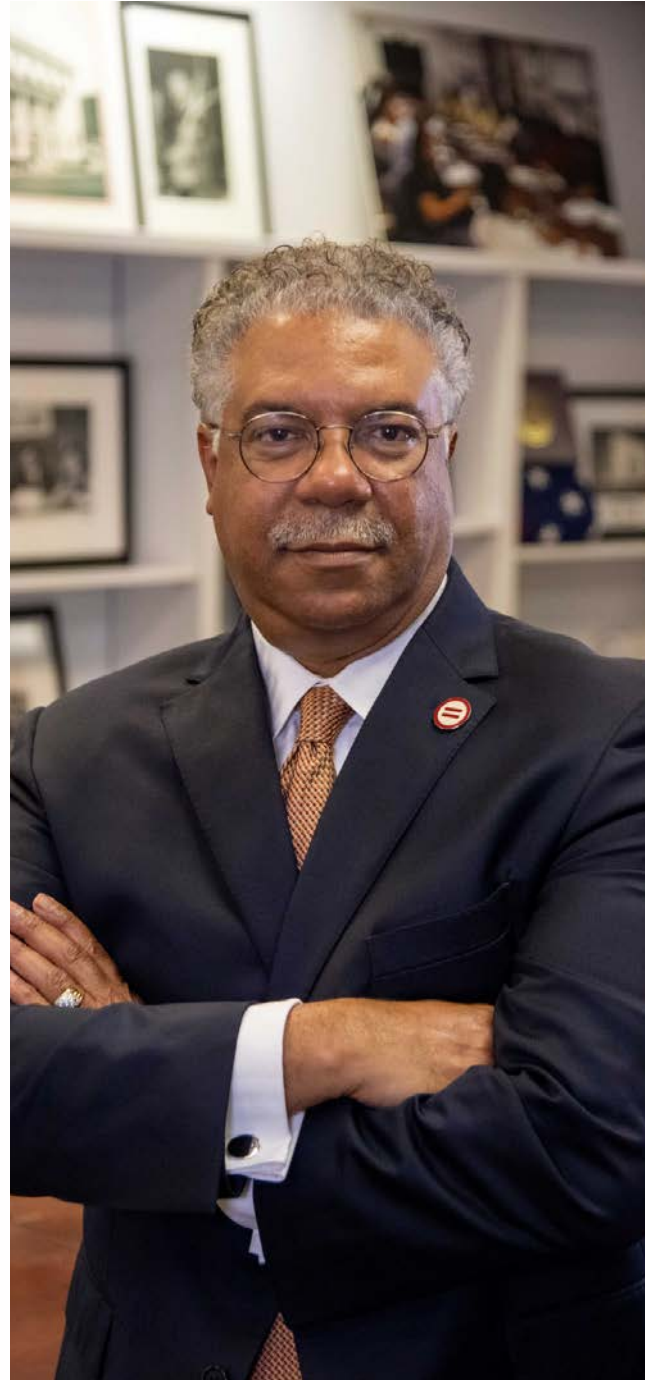
As we look ahead, we know that the key to success is increased literacy in our community. Literacy is essential to breaking the cycle of poverty and creating a more prosperous and equitable Houston. That's why we have expanded several initiatives to promote literacy, including our Family and Community Engagement events (FACE) and our partnership with local school districts to expand access to books and educational resources.

We are also looking at ways to launch in-depth workforce development and training services, certifications, and apprenticeships to embrace a cradle-to-career model in IT, construction, clean energy, and the medical services fields experiencing a boom in the Greater Houston Area. This expansion will help empower and transform the lives of individuals and families for years to come.

At HAUL, we are committed to making a difference in the lives of Houstonians and will continue to work tirelessly to create a more just and equitable society. Thank you for your ongoing support and partnership; we look forward to continuing to work together toward a better future for all.



**Judson W. Robinson, III**





# A LETTER FROM OUR FORMER CHAIRMAN

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Dear Mark,

I am writing to you today to formally hand over the responsibilities of Chairman of the Board of Directors for the Houston Area Urban League to you. It has been my honor and privilege to serve in this position, and I am confident that you will bring the same level of passion, dedication, and commitment to the role that I have.


As you assume this critical leadership position, I also thank you for being a tremendous leader as our treasurer and a dedicated board member who puts his support and time into everything we do.

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

I wish you all the best in your new role as Houston Area Urban League Board Chairman. I am confident that you will continue to build on the strong foundation that has been established and lead the organization to even greater success.



Sincerely,  
Calvin Guidry  
Board Chair' 20-22

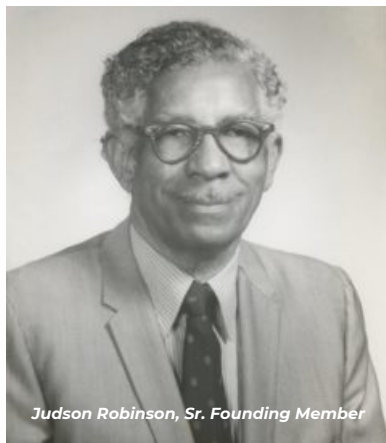


It has been my  
honor and  
privilege to serve  
in this position.



# HISTORY OF HAUL

55 YEARS OF ADVANCING EQUITY



## Empowering Communities and Changing Lives.

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 Houston business and community leaders to 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 nationwide as Urban League affiliates were being established in most major cities. These local affiliates were implementing education, employment, and job training programs amid 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.

We began modestly in a little building at 4702 Dowling Street. 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 also implemented voter registration drives, specialized job training, and health education. For 55 years, HAUL has been a voice for the economically disadvantaged.



### A HOME OF HAUL'S OWN

In early 1995, HAUL began a quest to secure a permanent residence. Increases in program activities produced the need for additional space. The 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 floors 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.



### **BLAND STREET**

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

### **Leadership**

In 2007, Mrs. Sylvia K. Brooks, the first female President and Chief Executive Officer of HAUL, retired after 17 years of service. Mr. Judson W. Robinson, III, has served as President and Chief Executive Officer for over 15 years.



The mission of HAUL is to enable Blacks and other minorities to secure economic self-reliance, parity, power, and civil rights. HAUL's history of distinguished services includes six 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. In 2008, HAUL implemented a holistic approach to providing services to families to ensure that their needs are met comprehensively, effectively, and efficiently.

### **ANGEL LANE**

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 due to 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 center's purpose 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, restroom facilities, a kitchen, a small office, and two covered outdoor areas 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.





## **HAUL'S IMPACT IN THE FACE OF DISASTER**

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 took all Houstonians to bring sunshine back into the lives of those most affected. Hurricane Harvey dumped more than 9 trillion gallons of water on Houston, the equivalent of a year's worth of rainfall in 4 ½ days. Over 130,000 homes were damaged in the storm; nearly 28,000 were 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. We assisted job seekers and posted job opportunities on our website/social media outlets. At the same time, 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.

Though 2020 was an unprecedented year globally, HAUL remained on the front lines of response to the COVID-19 pandemic and social justice issues that greatly impacted those we serve. During 2020 we served over 10,000 clients. Our Operation Safe Houston initiative allowed us to respond to those in need by providing them with immediate services like food and testing locations, utility, mortgage and rental assistance, and small business technical assistance.

We continued programmatic operations for the economically disadvantaged communities through educational webinars, and phone and Zoom teleconferences. With many displaced from their jobs, HAUL was a resource for job availability awareness, training, resume preparation, and job placement assistance. Our small business classes were operated through video conferencing and other non-touch methods. We continued providing information that helped small businesses remain sustainable during the COVID-19 crisis and assisted them with obtaining further assistance in Houston. These are just a few of the many direct services HAUL continued to provide during the crisis.

In 2021 HAUL continued its impact through major COVID-19 vaccine and social justice initiatives. HAUL vaccinated over 4,000 individuals, provided additional economic relief to families in need, and established the Center for Social Justice and Education to teach community members and youth the power of advocacy.

## **HAUL LAUNCHING INTO THE NEXT 55 YEARS**

Today, 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. A 32-member Board of Directors governs HAUL and sets direction and policy. A staff of professionals provides program services from various backgrounds related to their respective program areas. Additionally, support for programs and services are provided by a strong cadre of over 500 volunteers nationally recognized for their fundraising and direct service support: The Houston Area Urban League Guild, the Houston Area Urban League Young Professionals, and Dallas-Fort Worth Young Professionals. The agency continues to work toward ensuring that all Houston citizens can participate fully in the benefits of being an American, a Texan, and a Houstonian.







## 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 investment's, and other key organizational indicators.



# OUR IMPACT

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# 11.3K

**UNDUPLICATED TOTAL AGENCY CLIENTS SERVED IN  
THE GREATER HOUSTON AREA**





# EDUCATION AND YOUTH DEVELOPMENT

The Education and Youth Development program at the Houston Area Urban League is designed to provide educational and personal development opportunities for students of all ages. The program focuses on preparing students to succeed academically and professionally and become community leaders.

## COLLEGE PREPARATION

We provide college preparation services, including assistance with college applications, financial aid, and scholarship searches. Our program also includes college readiness workshops and college tours to help students make informed decisions about their future.

## CAREER DEVELOPMENT

Career Development: We offer career development services to help students explore career options, develop job search skills, and prepare for interviews. Our program includes career assessments, resume writing workshops, and job shadowing opportunities.

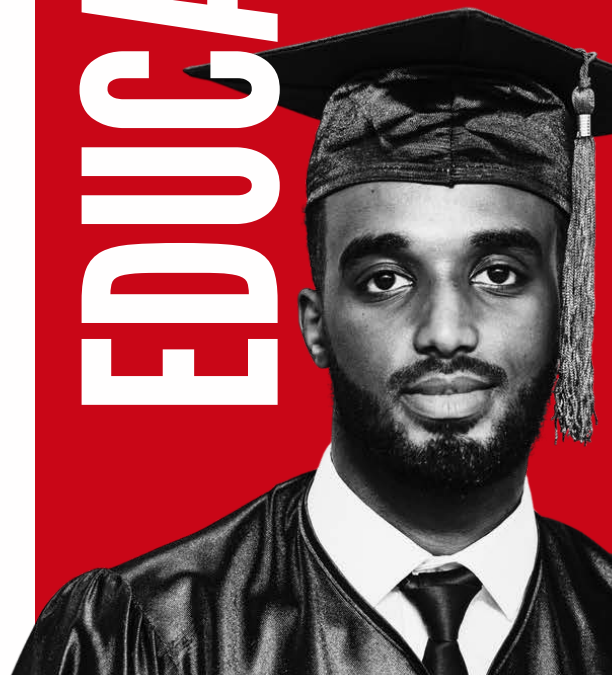
## LEADERSHIP DEVELOPMENT

Leadership Development: We offer opportunities to help students develop the skills and confidence to become community leaders. Our program includes leadership workshops, community service projects, and participation in youth leadership conferences.

# 725

**FAMILIES SERVED**

# EDUCATION & YOUTH DEVELOPMENT



## PROGRAM NUMBERS AT A GLANCE

- Books Distributed | 6,750
- Elementary Students Served | 132
- High School Students Served | 216





## PRINCE HUFF

PROJECT READY NULITE  
SOUTH EARLY COLLEGE HIGH SCHOOL | CLASS OF 2023

Prince Huff is a graduating senior at South Early College High School. Prince is also a student-athlete at Worthing Early College High School and attends the Houston Area Urban League's Project Ready NULITES program. He first learned of the program from his grandfather, who encouraged him to apply.

### THE FRESH PRINCE OF PROJECT READY

Prince has been active in Project Ready NULITES as much as his schedule allows. He has attended the Tuesday/Thursday sessions and college tours, and has been participating in the service-learning project, for which planning began in March 2023. Prince has a 4.3 GPA and will graduate in the top 5% of the 2023 graduating class.

Prince was a Worthing Colts basketball team captain, averaging 13 points and seven rebounds a game, earning district honor. Prince also ran track for the Colts track team helping the Colts track team to go to the state regionals. He is an outstanding student-athlete.

He has amassed over 2M dollars in nationwide scholarship awards from various colleges. Prince will attend Abilene Christian University on an academic scholarship. He intends to play basketball on the college team and study civil engineering. He credits his work with Mr. Kendrick Kitchens in the Project Ready program for "giving him the confidence" to pursue his dream of helping cities improve their infrastructure by designing and constructing roads and bridges.

**\$2M**  
IN SCHOLARSHIP FUNDING  
RAISED FOR THIS  
COLLEGE-BOUND PROJECT  
READY STUDENT

*"My advice to graduating seniors? Stay locked in."  
Prince Huff*

# ENTREPRENEURSHIP CENTER

Empowering, mentoring, and supporting  
underrepresented entrepreneurs

## SMALL BUSINESS UNIVERSITY

We provide college preparation services, including assistance with college applications, financial aid, and scholarship searches. Our program also includes college readiness workshops and college tours to help students make informed decisions about their future.

## BLACK RESTAURANT ACCELERATOR

The Black Restaurant Accelerator Program (BRAP) is a program designed to provide support and resources to Black-owned restaurants in the Houston area. The program is aimed at addressing the systemic barriers that Black-owned businesses face, particularly in the restaurant industry, and providing them with the tools and resources they need to succeed.

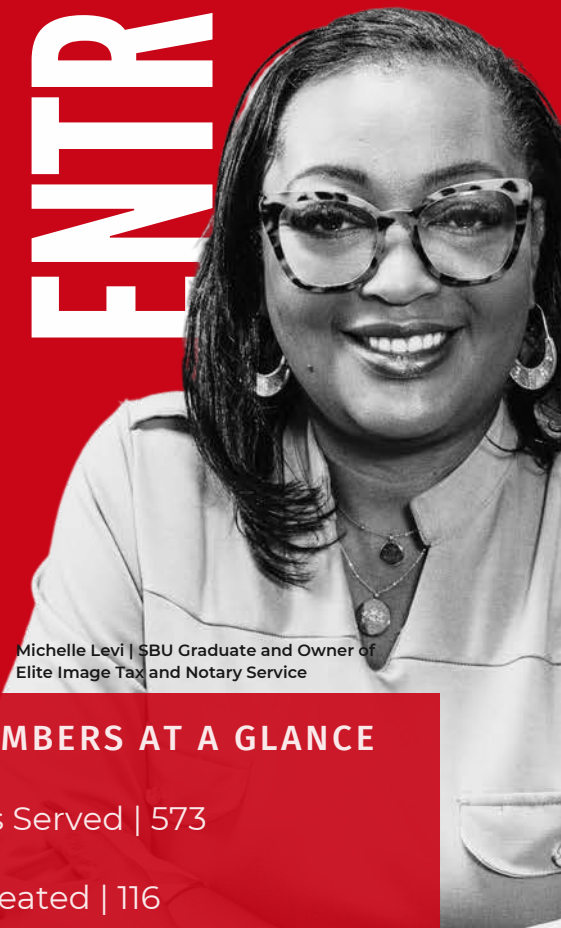
## COMMUNITY NAVIGATOR PILOT PROGRAM

The Community Navigator Pilot Program (CNPP) focuses on reaching and supporting underserved small businesses, including micro and rural businesses, with emphasis on those owned by women, veterans, and socially and economically disadvantaged individuals to help them recover from the effects of COVID-19. services include financial assistance, access to capital, contracting and procurement assistance, marketing, operations, business development, export, and industry-specific training.

# \$2.8M

## IN SALARIES GENERATED BY SBU ALUMNI

# ENTREPRENEURSHIP CENTER



Michelle Levi | SBU Graduate and Owner of  
Elite Image Tax and Notary Service

## PROGRAM NUMBERS AT A GLANCE

- Total Clients Served | 573
- Positions Created | 116





## BIG TIME BBQ

Cory and Burns Original BBQ were able to access additional opportunities from the Houston Area Urban League Entrepreneurship Center by serving as a vendor during the Urban League Small Business Exchange that took place during the 2022 Black Entrepreneurs Week.

During the 2023 Houston Livestock Show and Rodeo, Burns BBQ partnered with Kroger and raised \$20,000 for its Burns BBQ Scholarship Fund, giving back to the next generation. Cory and his team were 1 of 3 black-owned businesses to receive this sponsorship opportunity.



## CORY CRAWFORD

CEO OF BURNS BBQ

SMALL BUSINESS UNIVERSITY, 2022

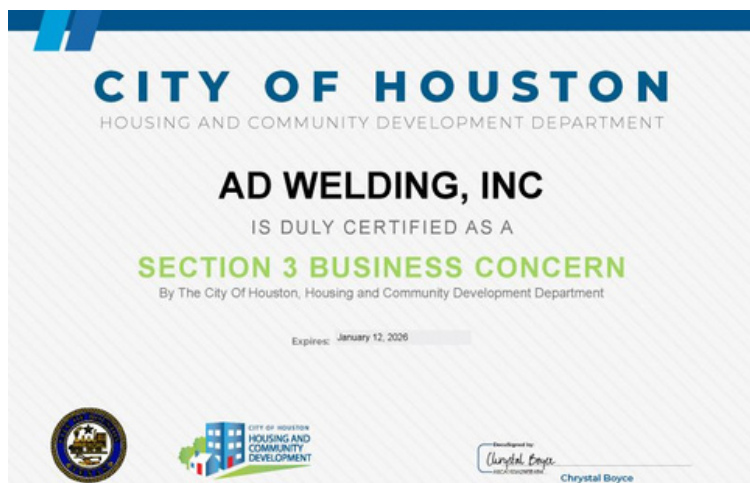
In 2022, Cory Crawford, Houston native and owner of Burns Original BBQ, was awarded a \$10,000 dollar grant from the National Urban League PepsiCo Black Restaurant Accelerator program (BRAP) in partnership with the Houston Area Urban League Entrepreneurship Center.

# \$10K

## BLACK RESTAURANT ACCELERATOR GRANT RECIPIENT



"I don't know where I'd be without assistance from the HAUL SBA CNPP and Mr. Praigg's support."  
Arthur Dirden



## ARTHUR DIRDEN

OWNER, AD WELDING  
SBA CNPP, 2022

A D Welding, Inc. was established by Arthur Dirden in 2017. Initially devoted to welding, Mr. Dirden soon discovered a need for construction-related services and expanded his business to now concentrate on electrical, carpentry, concrete and metal fencing.

# \$50K

CONTRACT WON  
UPON COMPLETION  
OF TRAINING

## START-UP SUCCESS



To facilitate his growth, Arthur had meetings with two professionals. First, he met with Tishia Coleman at the Houston Department of Housing and Community Development. During their meeting, Tishia encouraged Arthur to apply for Section 3 Certification, emphasizing the program's opportunities in residential construction. To facilitate his growth, Arthur had meetings with two professionals. He then met with Mark Praigg, a CNPP Business Consultant from the Houston Area Urban League.

Mr. Praigg met with Arthur over the course of four months to work through the challenges of Section 3 Certification. A significant obstacle was System Award Management (SAM.gov) certification through the Federal government as a prerequisite for obtaining Section 3 certification.

Based upon the technical assistance provided to A D Welding, Section 3 Certification was granted to the company on January 13, 2023. A D Welding was awarded a construction contract of \$50,050 from Ipsum GC LLC precisely because of receiving Section 3 certification.

"I don't know where I'd be without assistance from the HAUL SBA CNPP and Mr. Praigg's support. Not only did he help me with Section 3 Certification, and contract acquisition, but he also connected me to Don Kerl, a Construction Estimator, who is helping me with other construction opportunities."



# HOUSING AND SOCIAL SERVICES

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.

## FIRST TIME HOMEBUYERS TRAINING

HAUL Housing Department works to assist clients in the First-Time Homebuyer and Housing Program over a one-year period. Pre-purchase homebuyers participate in an intensive six-hour group education and are scheduled for a minimum of two hours of optional one-on-one counseling.

## MORTGAGE DELINQUENCY

The two-hour-long group education consists of orienting homeowners to HAUL program process and to the default and foreclosure process in their county and with the lender/ servicer. A list of legal agencies or referrals are provided as requested for additional support services. Homeowners are also provided access to optional one-on-one counseling.

## FINANCIAL EDUCATION

Financial Education workshops educate families with basic money management skills, including goal setting, understanding your money, developing and maintaining a budget, savings, credit/debit, and credit management. The curriculum utilized is Building Wealth, A Beginner's Guide to Securing Your Financial Future by that Federal Reserve Bank of Dallas.

**\$1.8M**  
TOWARDS FORECLOSURE PREVENTION

# HOUSING & SOCIAL SERVICES



## PROGRAM NUMBERS AT A GLANCE

- Total Clients Served | 1,628
- 94% of Incoming Calls are for Housing Needs



## FAIR HOUSING PROGRAM

The program addresses the Fair Housing Organizations Initiative Mortgage Rescue Component, conducting fair housing and lending workshops and community meetings. HAUL advocates and directly assist victims of fair housing and fair lending laws resulting from fraudulent or predatory mortgage rescue.

## RENTAL COUNSELING

Budgeting and money management  
Review of credit report Information on the application process. Available subsidies, the difference between leasing and rental agreements. Additional information is provided on typical expenses as a renter, how to properly communicate with your landlord and more.

## PRE-PURCHASE PROGRAM

The Financial Education and Credit Enhancement Pre-Purchase Program allows homeowners or former homeowners to re-enter the mortgage market more knowledgeable and mortgage ready.

## VETERANS SUPPORT

HAUL Veteran Support Services assist veterans (HUD Vash referral from VA Case Manager), surviving spouse of a veteran, and dependent of a veteran with limited financial assistance for rent or mortgage, financial management, credit counseling, and referrals as needed.







Felix Otero's Home

## FELIX OTERO

Texas Department of Housing & Community Affairs  
2022 Recipient

Felix Otero was struggling to make ends meet and pay their mortgage. He had fallen behind on their payments due to unexpected medical bills and job loss, and were facing the possibility of losing their home.

### HOUSE OF HOPE

Through our Housing Assistance program, we provided this client with \$35,000 in funding for mortgage relief. This support allowed them to catch up on their payments and avoid foreclosure.

Not only did this funding provide immediate relief for the client, but it also helped them to regain financial stability and security. They were able to focus on their recovery and job search without the added stress of potential homelessness.

In addition to the financial support, our Housing Assistance program provided the client with counseling and support services to help them develop a plan for long-term financial stability. Through this program, they received education on budgeting and financial planning and referrals to other support services in the community.

Thanks to the Housing Assistance program at the Houston Area Urban League, this anonymous client was able to keep their home and regain financial stability.

# \$35K

**IN MORTGAGE  
RELIEF, HOA, AND  
UTILITIES SUPPORT  
FOR THIS CLIENT**

*I just wanted to thank you again  
fr- from the bottom of my heart.  
- Felix Otero*



## VICTORY FOR VETERANS

With the support of our veteran's support program, workforce development services, and pre-purchase counseling, Melvin was able to secure financing and purchase a home near our Griggs location. This home gave him the stability and security he needed to rebuild his life and begin a new chapter.

Melvin's success story is a testament to the power of community-based support and the impact that it can have on the lives of individuals and families. With the help of the Houston Area Urban League, Melvin overcame significant barriers to homeownership and achieved his dream of owning a home. We are honored to have been a part of his journey and wish him all the best in his new home and future endeavors.

*"I urge anyone, no matter what level of life you are on, to get over there to the Urban League and see what they have for you, because I guarantee you are going to be surprised what you may find to help you better yourself. So in that sense, like I say, I really, really, really thank the Urban League for the opportunity."*

*Melvin Halsey*

## MELVIN HALSEY

First Time Homebuyers Class, 2022

Melvin Halsey is a veteran who had been previously incarcerated and was struggling to find stable housing. He was living with his mother near Griggs when she suggested he contact the Houston Area Urban League for support. Melvin took her advice and reached out to us, and we provided him with the wraparound services he needed to achieve his dream of homeownership.



# HEALTH & WELLNESS

The Houston Area Urban League's Health and Wellness program aims to improve health outcomes in Greater Houston, assuring access to quality health care and informed individuals who can manage their health through proper nutrition and disease management.

## HRSA COVID-19 OUTREACH PROGRAM

The Houston affiliate received over \$1.3 Million from the National Urban League to hire, train and support the health navigators, conduct outreach and engagement activities in the Greater Houston community, and assist residents in getting vaccinated and boosted.

## HEALTH INSURANCE ENROLLMENT

We are responding proactively to the social determinants of health and focusing on advancing health equity via investments in innovation, programs, and partnership/ coalition-building.

Our strategy addresses this complexity while advancing community agency, voice, and efficacy, deeply rooted in the assets and day-to-day needs of the individuals and communities we serve.

## COMMUNITY HEALTH FAIRS

Our health fairs focus on helping communities identify preventable diseases and addressing the social determinants of health. We aim to highlight practical and actionable solutions to health disparities to advance health equity in Houston.

**169K**  
**OUTREACH CONVERSATIONS  
& INTERACTIONS ABOUT  
COVID-19**

# HEALTH & WELLNESS



## DEMOGRAPHICS SERVED

- Black/African American | 65%
- Hispanic | 31%
- White | 1%
- Asian American | 1%
- Native American | 1%
- Male - 50% | Female -50%

## PROVIDING SUPPORT FOR HOUSTONIANS WHEN THEY NEEDED IT MOST

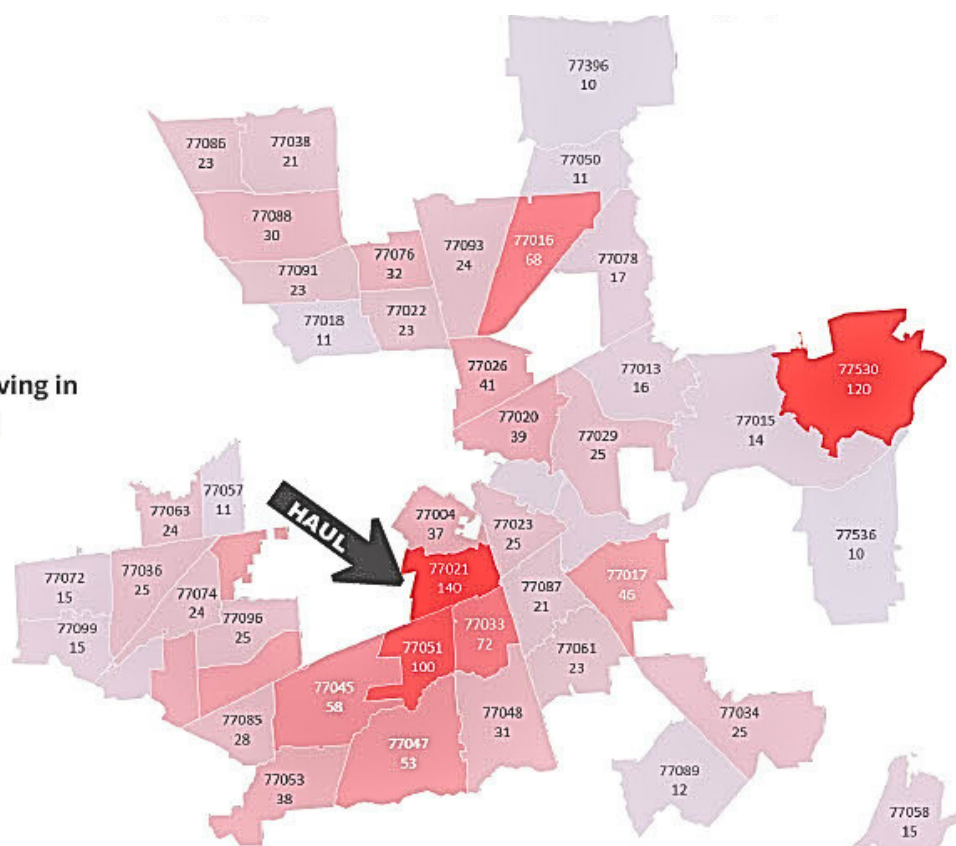
The need for Community Health Navigators was borne out of a workforce development program. HAUL hired the Community Health Navigators to help get facts out about COVID Vaccines' safety and options available to the Greater Houston Community.

All year, the Community Health Navigators headed into communities across the Houston Area to educate community members about the vaccine and assist residents in getting vaccinated and boosted.



## COVID-19 VACCINATION

HAUL reached people living in  
**178 Zip Codes**





# WORKFORCE DEVELOPMENT

HAUL's Workforce Development and Training Programs aim to provide necessary services to help marginalized individuals overcome barriers to self-sufficient employment. We offer industry-recognized credentials that prepare individuals to succeed in emerging and high-growth industries through certification programs.

## URBAN TECH JOBS PROGRAM 2.0

The Urban Tech Jobs Program 2.0 (UTJP) builds on this history and mission to bridge the digital divide by connecting people to quality training and certification, leading to good-paying jobs in the Information Technology (IT) sector. The Urban Tech Jobs Program 2.0 (UTJP 2.0) design and service delivery achieve outcomes leading to career opportunities in the technology industry.

## URBAN ENERGY JOBS PROGRAM

HAUL's UEJP facilitates equitable Registered Apprenticeship program pathways through Pre-Apprenticeship, leading to RAP enrollment and equity partnerships. The primary focus is to connect participants in preparatory training and/or pre-apprentices from communities of color to RAPs in the Clean Energy Industry.

## BASIC SKILLS TRAINING

This core program provides individuals with the essential skills to ensure those seeking employment have more opportunities to find a part-time and/or full-time position successfully. The basic skills that we provide to individuals through our Employment Orientation Core Program include the following: personal assessment, resume development, presentation skills/dress for success, effective communication skills, and interviewing techniques.

**\$4.9M**  
**IN DIRECT ECONOMIC  
IMPACT IN THE  
HOUSTON AREA**

# WORKFORCE DEVELOPMENT



## PROGRAM NUMBERS AT A GLANCE

- Job Placement Counseling | 439
- Participants Placed in Jobs | 123
- Average Hourly Wage | \$19.24
- Urban Energy Jobs Participants | 860
- Urban Tech Jobs 2.0 | 187



## THE FUTURE IS TECH

Arnesha Moss always had an interest in computers but never found the time to pursue training in Information Technology. After completing the short-term training, she was able to apply for Tech Support, Helpdesk/Support positions. “The training and coaching from the Houston Area Urban League gave me the confidence to apply and interview for these positions.”

“It feels good to work again and bring a second income into the household. Now, we can provide a better life for our children.” Mrs. Moss is now interested in next-level certification and plans to enroll for the CompTIA A+ certification cohort this fall.

## ARNESHA MOSS

Urban Tech Jobs Program 2.0 | 2022



## THE BLUEPRINT TO SUCCESS

Terry Anderson came to the Houston Area Urban League looking for job placement assistance and training, if available. “I was looking for consistency and better pay. I wanted to do something I enjoyed doing”. With over ten years of work experience, Terry wanted to obtain additional certification that would make him more marketable. Terry met with one of the career coaches who conducted the initial assessment and encouraged him to participate in the next NCCER Training Class, and soon after, he enrolled.

He excelled in the pre-apprenticeship training, scoring 85% or better on the following exams: Basic Safety-OSHA 10, Hand Tools, Power Tools, Construction Math, Construction Drawing, Employability, and Communication Skills. Mr. Anderson completed the training and graduated, obtaining the NCCER Core Certification, OSHA-30 Certification with Construction Site Safety, and Introduction to Pipeline Safety for Oil & Gas.

## TERRY ANDERSON

NCCER Trainee | 2022

**100%** **NCCER**  
JOB PLACEMENT FOR THE  
OCT-NOV '22 COHORT  
National Center for Construction  
Education and Research



# CENTER FOR SOCIAL JUSTICE & EDUCATION

At HAUL, we are committed to working together and developing solutions that affect the lives of those in our communities striving for a better future and tomorrow. We are committed to informing our communities through the power of education and making it possible for the most vulnerable to live with limited constraints by protecting their civil rights and liberties, among others.

## RACIAL EQUALITY FOR ALL

Racial equity is one of the most important pillars that we will uphold. We will provide a formidable foundation for all participants and ensure they understand the importance of working towards a more equitable, inclusive, and educated society.

## RACIAL EQUALITY IN THE WORKPLACE

Talented professionals, particularly those of color, are negatively impacted by a workplace that does not offer a safe and equitable environment. This makes it much harder for them to succeed. Business leaders need to produce effective solutions to eliminate these barriers.

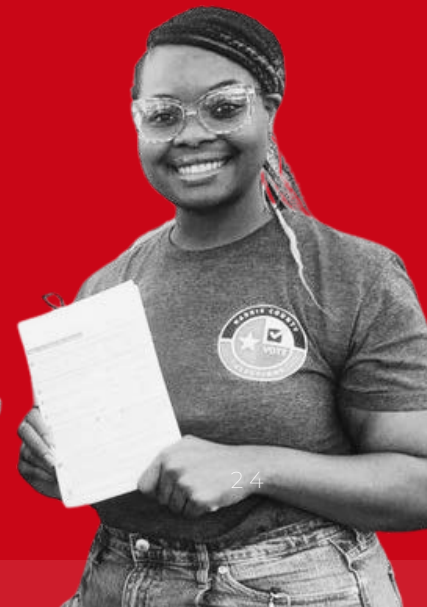
## POLICE REFORM

We believe police reform begins at the local level. We want to encourage participants to become educated on the efforts that the HAUL Center is producing to reform the criminal justice system and the way policing is conducted.

## THE POWER TO VOTE

Voting empowers individuals and their communities. Through this pillar, we will empower community members that their voices matter, and the best way to raise such voices is through the power of the vote.

**500+**  
**VOTERS REGISTERED**



CENTER FOR SOCIAL  
JUSTICE & EDUCATION

# FINANCIALS

## STATEMENT OF FINANCIAL POSITION

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

STATEMENTS OF FINANCIAL POSITION  
December 31, 2022 and 2021

		2022	2021
ASSETS	CURRENT ASSETS		
	Cash and cash equivalents	\$ 5,990,130	\$ 2,140,821
	Cash and cash equivalents, restricted	102,999	102,827
	Pledges receivable	230,875	323,585
	Grants receivable	520,935	254,163
	Other receivables	311,694	244,997
	Prepaid expenses	179,896	23,370
	<b>Total Current Assets</b>	<b>7,336,529</b>	<b>3,089,763</b>
	NONCURRENT ASSETS		
	Long-term pledges receivable, net	200,000	500,000
	Certificates of deposit	215,250	236,662
	Rent deposit	10,711	10,711
	Gift Cards	35,651	-
	Right-of-use Assets, net	1,287,739	-
	Property and equipment, net	2,344,294	2,442,286
	<b>Total Noncurrent Assets</b>	<b>4,093,645</b>	<b>3,189,659</b>
	<b>TOTAL ASSETS</b>	<b>\$ 11,430,174</b>	<b>\$ 6,279,422</b>
LIABILITIES	CURRENT LIABILITIES		
	Line of credit	\$ -	\$ 45,000
	Accounts payable	259,606	121,077
	Accrued expenses and other liabilities	321,209	72,674
	Unearned revenue	62,968	298,794
	Current portion of right of use liabilities	334,367	-
	<b>Total Current Liabilities</b>	<b>978,150</b>	<b>537,545</b>
	NONCURRENT LIABILITIES		
	SBA Economic Injury Disaster Loan	138,362	146,054
	Unearned revenue	152,356	-
	Long-term portion right-of-use liabilities	964,393	-
	<b>Total noncurrent liabilities</b>	<b>1,255,111</b>	<b>146,054</b>
	<b>TOTAL LIABILITIES</b>	<b>2,233,261</b>	<b>683,599</b>
	NET ASSETS		
	Without donor restrictions	5,941,333	2,274,454
	With donor restrictions	3,255,580	3,321,369
	<b>Total net assets</b>	<b>9,196,913</b>	<b>5,595,823</b>
	<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$ 11,430,174</b>	<b>\$ 6,279,422</b>



# FINANCIALS

## STATEMENT OF ACTIVITIES

### STATEMENTS OF ACTIVITIES

For the Years Ended December 31, 2022 and 2021

	2022			2021		
REVENUES	Without Donor Restrictions	With Donor Restrictions	Totals	Without Donor Restrictions	With Donor Restrictions	Totals
Contributions:						
United Way	\$561,853	\$ -	\$ 561,853	\$ 572,337	\$ -	\$ 572,337
Others	4,569,574	471,240	5,040,814	1,165,574	955,441	2,121,015
Federal grant revenue	1,001,421	-	1,001,421	601,982	-	601,982
State and local grants	277,514	-	277,514	567,149	-	567,149
Foundation and corporate grants revenue	545,115	-	545,115	647,944	-	647,944
Fund-raising and special events	964,625	-	964,625	687,763	-	687,763
In-kind contributions	118,001	-	118,001	0	-	-
Rental income	77,451	-	77,451	65,458	-	65,458
Program fees	67,500	-	67,500	26,000	-	26,000
Interest income	2,696	-	2,696	297	-	297
Other income	39,770	-	39,770	4,178	-	4,178
Net assets released from restrictions	537,029	(537,029)	-	89,445	(89,445)	-
<b>TOTAL REVENUES</b>	<b>8,762,549</b>	<b>(65,789)</b>	<b>8,696,760</b>	<b>4,428,127</b>	<b>865,996</b>	<b>5,294,123</b>
EXPENDITURES						
Program Services:						
Special Projects	411,108	-	411,108	437,481	-	437,481
Education and youth services	606,582	-	606,582	478,058	-	478,058
Workforce development and training	529,276	-	529,276	511,520	-	511,520
Housing and community services	868,938	-	868,938	1,000,346	-	1,000,346
Economic development	211,568	-	211,568	187,752	-	187,752
Health initiatives	402,120	-	402,120	66,742	-	66,742
Total program services	3,029,592	-	3,029,592	2,681,899	-	2,681,899
Support services: Management and general	2,051,012	-	2,051,012	1,359,049	-	1,359,049
Fundraising activities	15,066	-	15,066	120,206	-	120,206
Total support services	2,066,078	-	2,066,078	1,479,255	-	1,479,255
<b>TOTAL EXPENDITURES</b>	<b>5,095,670</b>	<b>-</b>	<b>5,095,670</b>	<b>4,161,154</b>	<b>-</b>	<b>4,161,154</b>
CHANGE IN NET ASSETS	3,666,879	(65,789)	3,601,090	266,973	865,996	1,132,969
NET ASSETS, BEGINNING OF YEAR	2,274,454	3,321,369	5,595,823	2,007,481	2,240,123	4,247,604
Restatement	-	-	-	-	215,250	215,250
<b>NET ASSETS, END OF YEAR</b>	<b>\$ 5,941,333</b>	<b>\$ 3,255,580</b>	<b>\$ 9,196,913</b>	<b>\$ 2,274,454</b>	<b>\$ 3,321,369</b>	<b>\$ 5,595,823</b>

# THANK YOU TO OUR 2022 SUPPORTERS

**\$1 MILLION +**

## MACKENZIE SCOTT FOUNDATION

**\$100,000 - \$999,999**



United Way of Greater Houston



EPISCOPAL HEALTH  
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# GET INVOLVED



## 01. VOLUNTEER

Scan me



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.

## 02. PARTNER

Scan me



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).

## 03. DONATE

Scan me



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).





*Celebrating 55 Years of  
empowering communities  
and changing lives!*

# HOUSTON AREA URBAN LEAGUE

**HOUSTON AREA URBAN LEAGUE**  
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