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

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

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

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

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

HAUL again thanks our sponsors, supporters and volunteers for all you have done and continue to do.
It became apparent then as it is today that the need for housing, jobs, education and other social services were needed for low-income people. Founded to help create programming to address these social ills, was the Urban League’s purpose. Empowering people by creating opportunities for civil rights and economic equality was and is the strategy for individual and family self-sustainability.

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

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

On June 19, 2018, HAUL was established by a group of business professionals and community leaders that included: Quentin Mease, Leo Linbeck, Dan Arnold, Judson W. Robinson, Sr., Gerald Hines, Theodore Hogrobrooks, C.G. Hardy, J.J. Susberry, Mrs. Clarence Higgins, Carl Walker, James Middleton, Attorney Aloysius M. Wickliff, Sr., and the Houston Business and Professional Men’s Club.

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

HAUL is governed by a 32 member Board of Directors which is responsible for setting direction and policy. Program services are provided by a staff of professionals from a variety of backgrounds related to their respective program areas. Additionally, support for programs and services are provided by a strong cadre of over 300 volunteers who have been nationally recognized for their fundraising and direct service support: The Houston Area Urban League Guild and the Houston Area Urban League Young Professionals.
Though 2020 was an unprecedented year globally, HAUL remained on the front lines of response to the COVID-19 pandemic and social justice issues that greatly impacted those we serve. During 2020 we served over 10,000 clients.

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

With many displaced from jobs, HAUL was a resource for job availability awareness, training, resume preparation and job placement assistance. Our small business classes were operated through video conferencing and other non-touch methods. We continued providing information that helped small businesses remain sustainable during the COVID-19 crisis, as well as assist them with obtaining other needed assistance available in the Houston area. These are just a few of the many direct services HAUL continued to provide during the crisis.

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

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

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- Yvette Camel-Smith
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The Houston Area Urban League (HAUL), an Affiliate of the National Urban League was founded in 1968. HAUL is a 501(c) (3) nonprofit, United Way Agency and community-based organization. HAUL has been a voice for disadvantaged people of all races and has a long and distinguished record as an agency that offers tangible, lasting benefits to all members of the community without regard to age, sex, race, physical limitations or ethnic background.
The Houston Area Urban League (HAUL) Education and Youth Development Department is designed to empower individuals, families/caregivers and communities with the knowledge, skill sets and values that will enable them to thrive in any environment. We achieve this by providing services that promote educational, social and emotional development of children, youth, caregivers, and parents. HAUL Education and Youth Services embraces a cradle to career model, preparing children to be self-sufficient adults, while supporting parental engagement throughout their educational development years.

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

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

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

THE HAUL PROGRAM COMPONENTS ARE:

- Academic Achievement
- Social/Emotional Development
- College Culture and Awareness
- Career Awareness
- Family and Community Engagement
The Housing & Social Services Department was created in 1973. The department is a HUD Approved Housing Counseling Agency and is staffed by 5 HUD Nationally Certified Housing Counselors (3 bi-lingual Housing Counselors), 3 Certified Financial Coaches and 3 Housing Case Managers (Social Worker MSW, Veteran Specialist). Housing Services are provided in English and Spanish. HAUL housing programs include Financial Management/ Budget Counseling, Mortgage Delinquency & Default Resolution Counseling, Rental Counseling, Financial/Budgeting and Workshops, Pre-purchase Homebuyer Education Workshops & Counseling, Fair Housing Outreach/Education, Services for Homeless, Post Homeownership Education & Counseling, Disaster Housing Counseling and Financial Coaching.

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

1. **HOMEBUYER EDUCATION WORKSHOP:**
HAUL provided education and counseling to first time homebuyer candidates in the Greater Houston Metropolitan Statistical Area (MSA). The program is delivered by Housing staff and volunteer instructors providing resources and knowledge to prepare for homeownership. Volunteer instructors are licensed Real Estate professional, Home Inspector, Loan Officer and Insurance Agent.

2. **HOUSING COUNSELING PROGRAM:**
Provides comprehensive housing counseling that focuses on the needs of the clients. Two strategic goals of the program: (1) to improve the quality of renter and homeowner education (2) provide information to prepare clients for addressing the double-edged problem of securing and maintaining decent housing. HAUL's comprehensive housing counseling assists its clients to completely address all of their housing problems.

3. **FINANCIAL EDUCATION WORKSHOP AND COUNSELING:**
The program provides group financial education to improve savings, budgeting, debt reduction and extensive one-on-one counseling to improve credit score within a specific time period.

4. **VETERAN HOUSING/HOMELESS SUPPORT PROGRAM:**
The program target populations are veterans with a HUD-VASH voucher issued by the Housing Authority and surviving spouses of a veteran. The program is based on the Homeless Prevention and Rapid Re-Housing service model. Services provided are housing counseling, financial management and emergency financial assistance.

5. **FAIR HOUSING CENTER EDUCATION AND OUTREACH PROGRAM:**
The program will assist low and moderate income, the elderly, disabled and immigrants in the Greater Houston MSA with counseling and filing of Fair Housing complaints for consumers.

6. **HAUL POST HOMEOWNERSHIP EDUCATION AND COUNSELING PROGRAM:**
The program is designed to educate and counsel first time homebuyers in transitioning the mindset of a renter to that of a homeowner and existing home owners maintain their homes.

7. **MORTGAGE DEFAULT COUNSELING:**
Mortgage Default Counselors work with clients to help avoid foreclosure or provide assistance during the foreclosure process. Information is provided on the foreclosure process, referral to community and/or legal resources, develop a household crisis budget, and negotiate with lenders for repayment strategies to maintain stable housing.

8. **DISASTER HOUSING COUNSELING/CASE MANAGEMENT**
(U.S. Department of Housing and Urban Development (HUD) Housing Counseling Disaster Program Guide and Emergency Preparedness Tool Kit)
Many disaster clients experience post traumatic shock stemming from massive loss or damage to their home, a reduction of income and increased living expenses via crisis budgeting, case management and referrals.

9. **FINANCIAL COACHING:**
A tool to educate, coach and assist consumers take control of their money (debt reduction, savings, credit & budgeting).
HAUL Housing Services pivoted from in-person only to a hybrid model of service delivery. HAUL initiated a virtual and in-person housing service delivery model to accommodate client needs and safety precautions due to the impact of Covid-19.

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

1. **TRANSITION TO TELEWORK PROTOCOL**
   All Housing staff were equipped with tools to work remotely and out in the community as needed to provide confidentiality of client data.

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

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

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

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

The Workforce Development and Training Program is designed to help clients become economically stable, increase their personal and professional ability to obtain employment and increase market-ability. The program provides clients with techniques for job search, presentation skills, career transition, interview skills, and instruction on the application process and addresses employment retention with the long-term goal of family self-sufficiency. Clients receive assessments, job readiness workshops, resume development, job referrals, career coaching, placement assistance and support services with the goal of full-time employment. Program staff help clients address potential employment barriers including inadequate family support, involvement with the criminal justice system, inadequate education, a lack of job skills and orientation to current skills and qualifications required by employers. The program offers employers opportunities for virtual recruitment and participation in recruitment sessions.

PROGRAM COMPONENTS INCLUDE:

1. EMPLOYMENT ORIENTATION (BASIC SKILLS TRAINING)
   Rescheduled based upon COVID-19 market conditions, held bi-monthly via Zoom. This session helps to facilitate an effective job search including: Personal Assessment, Emerging employment/Occupational Trends, Resume Development, Presentation Skills/Dress for Success, Image Management, Effective Communication Skills and Interviewing Techniques. Job Readiness focuses on customer service, asset management and career development, including goal setting, leadership skills, time management and workplace ethics.

2. CORE SKILLS TRAINING
   Provides soft skills which increase job search effectiveness and are important to success on the job. Sessions include peer-to-peer engagement and providing supportive services. Participants gain enhanced coping skills to successfully find and maintain employment, improve interviewing skills, improve communication and social interaction skills that support job placement and retention.

3. WORKFORCE OCCUPATIONAL SKILLS
   Training assists clients in addressing skill needs of existing and emerging high growth/demand industries. Training focuses on the Construction Industry utilizing the National Center for Construction Education Research (NCCER) Core Curriculum for Industry Craft Skills. The program provides an introduction to construction skills needed for the industry and national certification. Other programs include the Urban Apprentice Jobs Program which advanced inclusion in apprenticeships and impact on increasing apprentice diversity.

4. URBAN TECH JOBS 2.0
   The program provides technology training through Amazon Web Services (AWS), Google Analytics and CompTIA training leading to industry recognized credentials and employment in the Information and Technology sector.
Workforce Development and Training Contd.

5. JOB TRAINING/PLACEMENT
Coordinates industry employers, labor unions and higher education partners to provide participants with specific training to better prepare for employment.

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

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

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

In 2020, Workforce Development and Training achieved the following outcomes:

- Clients Gaining Employment: 55
- Economic Development Training Participants: 753
- Job Readiness Workshops and Employment Assistance: 439
- Job Search Assistance: 439
- Job Training: 72
- Veterans Served: 19
- Basic Needs Assistance - COVID-19 Disaster Relief: 112
Houston Economic Empowerment Center

The Entrepreneurship Center (EC) of the Houston Area Urban League enables minority entrepreneurs to take advantage of new business opportunities and qualify for financing that will lead to higher levels of business growth. The program partners with the City of Houston, SBA, Houston Minority Supplier Diversity Council, Port Houston, Greater Houston Chamber of Commerce and organizations to facilitate WDBE, SBE and HUB Certifications.

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

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

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

| 119 | CLIENTS COUNSELED |
| 457 | TOTAL COUNSELING HOURS |
| 693 | TOTAL CLIENTS TRAINED |
| 1566 | TOTAL TRAINING ATTENDANCE |
| 4034 | TOTAL TRAINING HOURS |
| 2245 | TOTAL CLIENT PARTICIPATION |
COVID caused grief, anxiety, uncertainty and many other things especially within the first six months of its impact in the United States. Students attending schools in Houston Independent School District left for Spring Break with the thought of returning to school for classes in March. Students were provided several return dates to the classroom to finally learn that classroom learning would continue virtually until the end of the school year. Students quickly had to adjust to 1) virtual learning, 2) a different school schedule, and 3) involvement in extracurricular activities. The Houston Area Urban League like many other nonprofit agencies serving children and youth experienced a decline in engagement and participation as most scrambled to obtain necessary resources to continue services.

Once the Houston Area Urban League made program adjustments and obtained the ample technological resources to resume its Education and Youth Development services (April 2020), youth were contacted by HAUL staff to participate in virtual sessions. All students in HAUL NULITES (the Houston Area Urban League’s high school aged program) received phone calls, text messages and e-mails to resume program activities. However, there’s one student who was committed, consistent, and eager to participate in the program as HAUL navigated through the impact of COVID. This student is LaShon Dixon.

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

The Houston Area Urban League like many other nonprofit agencies serving children and youth experienced a decline in engagement and participation as most scrambled to obtain necessary resources to continue services.
The pressures of the pandemic led Ms. Diana Contreras to apply for aid through the Harris County COVID-19 Relief Fund and the Houston Area Urban League was able to provide $1,200 to help with her mortgage.

Though her husband is employed, Mrs. Diana Contreras felt the pressures of the pandemic on her household budget since she is a homemaker. She took the chance at getting some financial assistance by applying online to the Harris County COVID-19 Relief Fund during the two-day public intake window in late June. Her application made it through the eligibility screening and was matched to the Houston Area Urban League for additional eligibility screening at the start of July. HAUL’s HUD Certified Housing Counselor attempted to contact Mrs. Contreras using the 2-2-2 text-email-call method but was unsuccessful. Due to the nature of the program, there was only a 3-day limit on receiving responses. The counselor let her know of the closure of her case due to non-response via email on August 5th. Unfortunately, Mrs. Contreras did not see the emails until well afterward as they were in her Spam!

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

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

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

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

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

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

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

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

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

Upon completion of the training and receiving his NCCER Certification, he entered the industry as an Electrician Technician. After only working a short time, while Enow was at work, he received a call from the Army Corp of Engineers who extended an invitation to interview. “The Army Corp called me in to interview for a Mechanical Engineering Officer position. After the meeting, I was presented with an Offer Letter and so I decided to accept it.” At 40 hours a week, the new opportunity pays $34.00 an hour.

All I can say is, “God always has a plan for everyone. Just stay focused and fight for it. Learn from your mistakes, stay positive and follow your dreams.”
On October 24, 2020, Houston Area Urban League Client, Chris Garcia, opened the doors to a local Asian fusion restaurant Bao Bros. Bistro in the Northwest Houston area. Bao Bros. Bistro is a fast-casual Asian fusion restaurant centered on Hong Kong and Taiwanese style steamed buns (bao), boba tea, and beer. For those unfamiliar, bao are simply white fluffy steamed breads that originated in China and contain savory or sweet fillings.

Owner Chris Garcia is a graduate of the Houston Area Urban League Program Small Business Development University, and 2019 pitch competition participant at the Small Business Exchange. He grew up in the Copperfield area and couldn’t wait to bring the flavors and cooking techniques from his time living in Hong Kong and traveling around Asia back to his local community. “I have always been passionate about food and empowering others to achieve their full potential,” Chris says. “Opening a restaurant allows me to bring cultures and flavors of the world to people and communities that otherwise may not have an opportunity to experience them. It also allows me to show working class individuals a new business model that truly cares about them.” Chris has teamed up with renowned chef Sopha Long to push culinary boundaries in the kitchen. Originally of Cambodian and Chinese descent, Sopha brings over 35 years of global culinary experience from places such as Hawaii and Jamaica as well as local experience with Carrabba’s and Grace’s.

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

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

**2020** | **2019**
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**ASSETS** &nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&nbsp;&n...
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Bishop Pearsall
Blake Orsini
Bobby Tudor
Cadence Bank
Calvin & Debra Guidry
Caden Trust
Cedric Jolivet
CenterPoint Energy
Charities Aid Foundation
Chevron
Chevron Employees
Christine Kobeski
Christine Herrington
City of Houston
Colleen Leary
COMCAST
Comerica Bank
Comfort Systems USA
Community Bank
Conoco Phillips
Consulate Gen. of Israel
Cozen O’Connor
Crown Castle USA
Crystal Clark
Daniel Smith
Danyahel Norris
Darcy Hunter
Debra Dougherty
Defender Media Group
Desmond Smith
Devon Jones
DFWUL YP
Donald Bowers
Dr. Judith Craven
ECMC Foundation
Edgard James Melton
Enterprise Holding
Erie Kotlan
Farmers Insurance
FCG Texas, LLC
Fed. Home Loan Bank
Freddie Noble
Freeport LNG
Frontstream
Ft. Bend Church
GEICO
George Wyche
Gerald Green
Goldman Sachs Corp.
Graham Media Group
Greater Horizons/William Blair
Greater Houston Community Foundation
H.W. Green
Harris County
HAUL GUILD
HAUL YP
HCDE-Case for Kids Connection
H-E-B
HINES
HISD
Honorable Gordon Goodman
Houston in Action
I Believe Foundation Inc.
Iris Cross
ITW Corp
Ivan Perez
James Harris
Javion Bishop
Jayco McCowan
Jeannie Le
Jerome Martin
JPMorgan Chase
Judson Robinson III
Julie Pare
Justine Moore
Katherine Avery Guillot
Keating Family Foundation
Kevin Boyer
Kimberly Sterling
KPMG Employees
Kristan Poirot
Kristyn Page
Kroger
Latrice Shacks
Lorraine Winslow
Luci & Herb Frith
Marathon Oil
Marguerite Williams
Mark Jacobs
Martina Quivers
Marvin Gil
Matthew Gilliam
Meredith Hunter
Michael Eigner
Michael Smith
Morris Smith
Move to Make a Difference
MPACT Strategic Consulting LLC
Mr. & Mrs. Jeff Hines
Myra Caldwell
NALCAB
National Urban League
Nationwide
NRG
Otis Mack
Pamela Durant
Pasadena Insurance
Patricia Lawson
Patsie Brown-Slaughter
Pfizer Employees
Phillips 66
Port of Houston
PWC Employees
Regions Bank
Ric Campo
Rice University
Rockwell Fund, Inc.
Ruby McCullough
Russell Willis
RWJ Foundation Funds
Ryan Bronston
San Francisco Consumer
Sempre Energy
Sheila Smith
Shell Oil
Shell Oil Foundation
Shellye Arnold
Sherman Lewis
Shona R. Elgart
Southwest Airlines
Stefani Y. Jones
Stephanie Ourso
Steve Cummings
Steve Kean
Steven Finklea
Suburban Houston
- Delta Sigma Theta
Susan Baker
Tana R. Fitch
TARGET Employees
Temitope Siyanbade
Terry Roberson
Terry Williams
Texas Mutual
Texas Veterans Agency
The Clifford Group
The Links Inc. Houston Chapter
The Union Home
Theresa Jones
Thomas Coleman IV
Thomas Williams
Tina Jammer
United Way of Delaware
United Way of Greater Houston
Univ. of Minnesota
Urban Tech
United Way Metro Chicago
United Way GPSNJ
United Way Kansas City
Vanessa Davis
Vanessa Lugo
Verizon
Vernon Henry
Vistra Corp.
W. Harris County Insurance
W.S. Bellows Construction
Wells Fargo
Wells Fargo Employees
Winstead Civic Trust
Zach Rosenberg
Zachary Scott
Stronger Communities
Better Futures

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