

AUSTIN AREA URBAN LEAGUE

IMPACT REPORT

2024

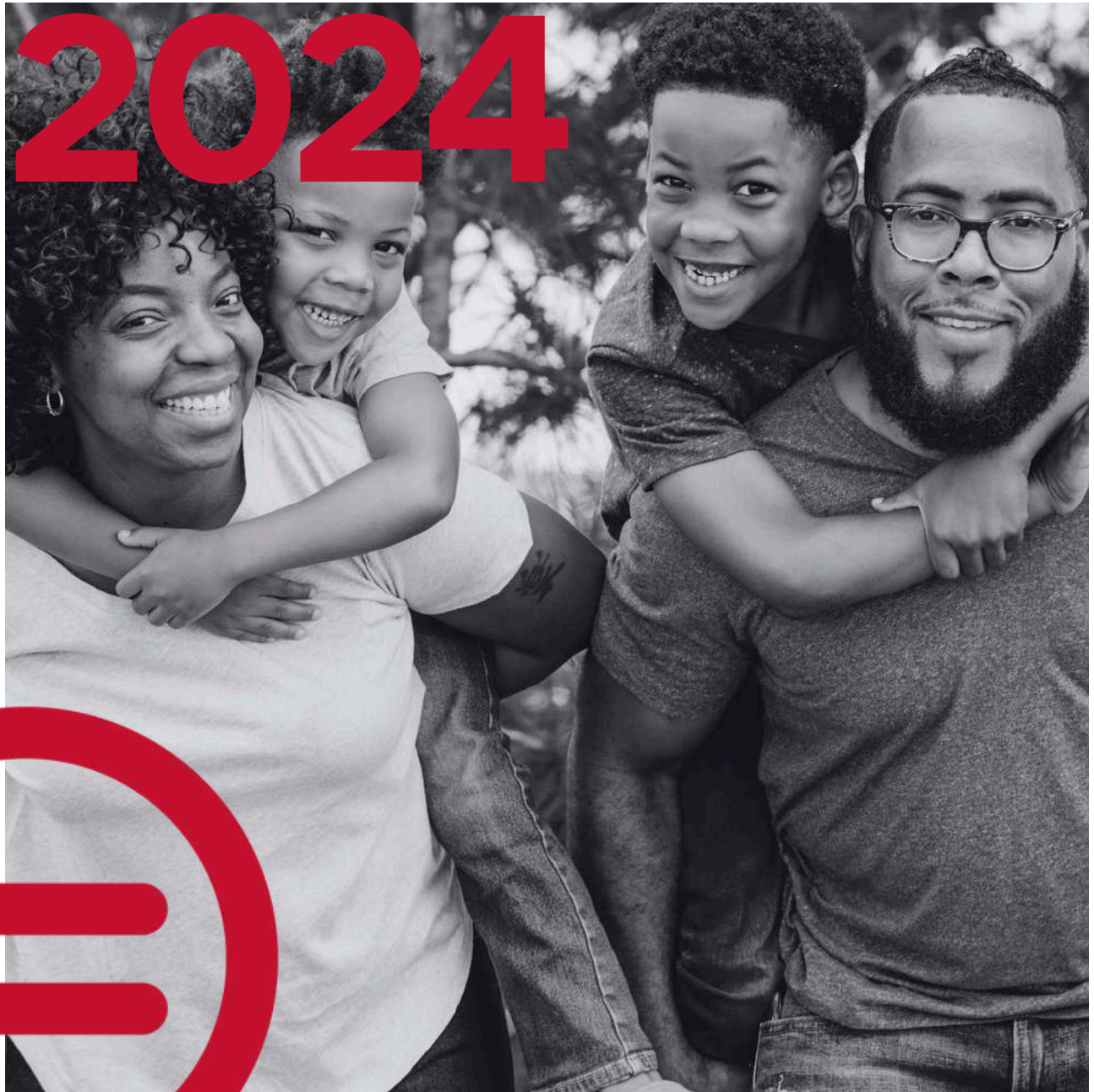


TABLE OF CONTENTS

LETTER FROM THE CEO	1	SOUTHBRIDGE	11
ORGANIZATION OVERVIEW	2	YOUNG PROFESSIONALS	12
EDUACTION & YOUTH DEVELOPMENT	3	GUILD	13
EQUITY & EXCELLECE PROJECT	4	I EMPOWER SOCIETY	14
HEALTH & WELLNESS	5	SIGNATURE EVENTS	15-21
OPERATION HYDRATION & COLD WEATHER SHELTER	6	FINANCIAL STATEMENTS	22-24
WORKFORCE & CAREER DEVELOPMENT	7	SPONSORS	25
PATHWAY TO CAREER	8	CONTACT	26
HOUSING & COMMUNITY DEVELOPMENT	9		
JUSTICE & ADVOCACY	10		



LETTER FROM THE CEO



QUINCY DUNLAP

President & CEO
Austin Area Urban League

As we close the chapter on 2024 and step into the promise of 2025, my heart is full of gratitude for each of you who have walked this journey with us. The Austin Area Urban League exists because of you—your courage, your resilience, and your unwavering belief that together, we can create a brighter, more equitable future.

This year, through Health & Wellness, we extended more than just support; we extended care. Whether it was providing meals, housing, or simply being there for those in their hardest moments, we stood by our neighbors, reaffirming that no one in our community is ever alone.

Through Workforce & Career Development, we witnessed lives transformed as individuals gained the tools to rebuild their futures. It wasn't just about job readiness; it was about restoring dignity, hope, and the belief that every person deserves the opportunity to thrive.

In Education & Youth Development, we watched dreams come alive in the eyes of our young people. From breaking barriers in STEM to forging meaningful partnerships that opened doors to new possibilities, we invested in their potential, knowing that they are the leaders and changemakers of tomorrow.

Our work in Equity & Excellence gave voice to families and students who have long been overlooked. Through advocacy and action, we worked to ensure that everyone—regardless of their zip code or circumstances—has access to the opportunities and resources they need to succeed.

Through Justice & Advocacy, we amplified the power of community voices. Together, we stood for equity, spoke truth to power, and reminded the world that change begins when we come together and demand it.

Finally, In Housing & Community Development, we turned broken spaces into safe sanctuaries. These repairs weren't just about structures—they were about rebuilding hope and creating a foundation for a brighter path ahead.

As we look to 2025, we do so with hearts full of hope and determination. We envision a year of even greater connection, where we not only build upon the progress we've made but also dream even bigger for what's possible. Together, we will continue to uplift, empower, and fight for a world where equity is not just a goal but a lived reality for all.

Thank you for trusting us, standing with us, and believing in this work. You are the heartbeat of everything we do, and we are honored to serve this incredible community.

With all my heart,
Quincy Dunlap
President & CEO, Austin Area Urban League





ORGANIZATION OVERVIEW

ABOUT US

The Austin Area Urban League (AAUL) was established in 1977 as part of the National Urban League's mission to empower African Americans and underserved communities. Over the decades, AAUL has grown into a cornerstone of advocacy and support in Central Texas, addressing critical issues like economic inequality, housing access, education, and health disparities. With a legacy of impactful programs and a commitment to social justice, AAUL continues to champion equity and opportunity for all.

VISION

The vision of the Austin Area Urban League is to provide an opportunity for equitable quality of life to all its residents, in all aspects of life.

MISSION

The mission of the Austin Area Urban League is to provide tools to African Americans and under-served populations to build a foundation for social and economic equity and equality.

EDUCATION & YOUTH DEVELOPMENT



DATA SUMMARY

200

Backpacks Donated

400

Families at Eclipse Explorers

80

Students at College and Career Fair



2024 HIGHLIGHTS

The Education and Youth Development (EYD) department had a transformative year in 2024, achieving key milestones that empowered local youth and strengthened community engagement. In January, AAUL's first all-Black girl Lego League robotics team debuted, followed by the AAUL FTC Robotics Team competing in February. April saw the "Eclipse Explorers" event in partnership with the Thinkery, drawing 400 families. The G.I.R.L. Mentorship Program launched in May, and in August, the Back2School Bash, in collaboration with Thigs DiamondKutz Barbershop, provided over 200 backpacks to students. In November, EYD secured weekly STEM and robotics classes at Austin Achieve, and the College and Career Fair brought together 80 students and 11 HBCUs. December marked the establishment of partnerships with the NECHS Garden Club and the NECHS Entrepreneurship/Business Management Program. These achievements reflect EYD's dedication to expanding educational access and fostering youth success.

EQUITY & EXCELLENCE PROJECT



2024 HIGHLIGHTS

The Equity & Excellence Project (EEP) made significant strides in 2024, promoting equitable access and holistic family health while empowering parents and students. The team organized four successful Dinner and Learn events, fostering community engagement and advocacy. An Equity and Excellence webpage was created as a centralized resource hub for parents and stakeholders, while personalized, one-on-one support was provided to help families navigate school policies and procedures with confidence. A comprehensive equity report of AISD identified opportunities for systemic improvement, furthering the project's mission. Notable achievements include receiving the Austin Voices for Excellent Community Service Award, securing a \$1,000 Thinkery stipend for the Solar Eclipse initiative, and establishing partnerships with Texas State University and the University of Texas, hosting one intern from each institution. These accomplishments highlight the project's commitment to impactful education and community leadership.



DATA SUMMARY

Stakeholders &
Parents Served

161

Stipend
Received

\$1,000

Organization
Collaborations

10

Parents and Students
Counseled

16



HEALTH & WELLNESS

2024 HIGHLIGHTS

The Health & Wellness department achieved significant milestones this year, starting with a community conversation on COVID-19 and vaccine education that drew 25 attendees. Recognized for their impactful efforts, the AAUL Health & Wellness team was selected to continue work on the All In campaign, promoting health and vaccine equity while protecting diverse communities from COVID-19. Their accomplishments were further highlighted by a National Urban League award for their work with the Centers for Disease Control and Prevention (CDC). The team also made strides in community support through the Feed the 5,000 initiative, distributing 390 meals, assisting 140 clients in securing permanent housing, and providing 94 two-year bus passes to those in need.

DATA SUMMARY

351

H.O.M.E.S. PROGRAM
CLIENTS



56

HEAL PROGRAM
CLIENTS



20

DIVERSION PROGRAM
CLIENTS



26-60

AVERAGE AGE OF
CLIENTS



OPERATION HYDRATION



2024 HIGHLIGHTS

As part of our Health & Wellness initiatives, Operation Hydration provides critical relief during extreme heat by distributing bottled water and cooling resources to Austin's most vulnerable communities. This initiative ensures those experiencing homelessness and other at-risk individuals stay safe and hydrated during the hottest months of the year.

DATA SUMMARY

1153

Hygiene Packages Distributed

759

Gallons of Water Distributed

7

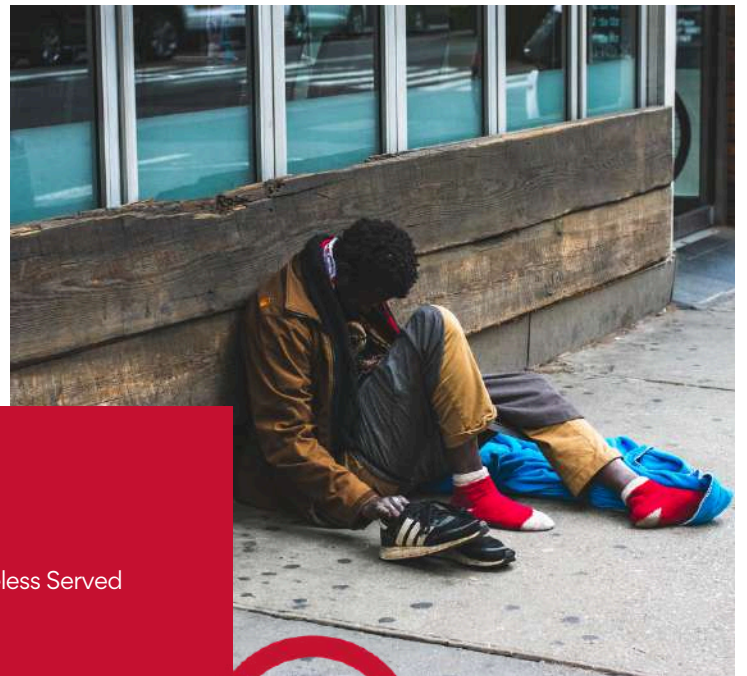
Encampments Served



COLD WEATHER SHELTER

2024 HIGHLIGHTS

Through Health & Wellness, our Cold Weather Shelter offers a warm, safe space for individuals facing freezing temperatures. By partnering with local organizations, we provide emergency shelter, blankets, hot meals, and essential resources to protect Austin's unhoused and vulnerable populations during winter storms.



DATA SUMMARY

75

Veterans Served

399

Chronically Homeless Served

23

Youth Under 25 Years Old Served

168

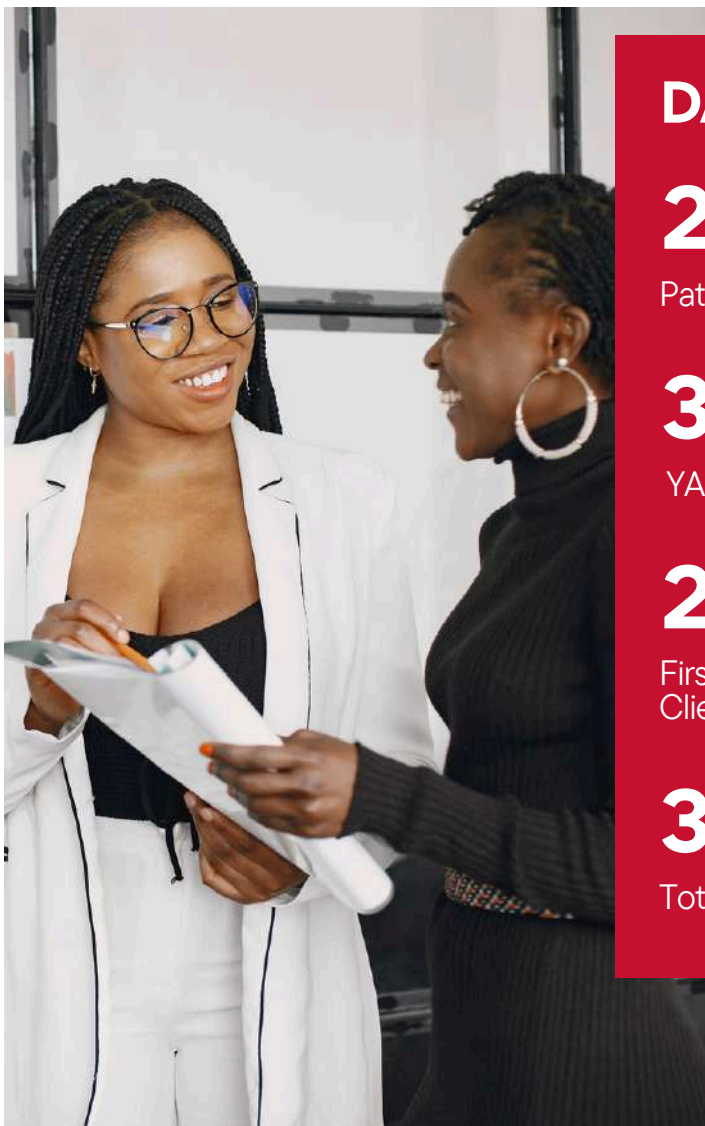
Domestic Violence Victims Served



WORKFORCE & CAREER DEVELOPMENT

2024 HIGHLIGHTS

The Workforce & Career Development department achieved remarkable success this year, focusing on helping the general and reentry populations secure full-time employment and equipping both skilled and unskilled individuals with the knowledge and tools needed for meaningful careers. Highlights include receiving a National Urban League Award for Excellence in Engagement and hosting AAUL's first annual Expungement Clinic, which helped 20 participants remove charges from their criminal history. The team launched a Lunch and Learn initiative to enhance recruitment efforts and fostered partnerships for the Growth Opportunity program, securing 22 collaborative partners. AAUL was selected from 93 affiliates to receive the Verizon Upskill Grant, and the AARP program was extended for another six months. In total, Workforce & Career Development served over 300 participants, with an average salary of \$18 or more, helping to improve lives and create sustainable career paths.



DATA SUMMARY

217

Pathway Home (Ph-3) Clients

31

YARP Clients

20

First Annual Expungement Clinic Clients

300

Total WCD Clients Served



PATHWAY TO A CAREER

2024 HIGHLIGHTS

The Pathway to a Career program, a cornerstone of the Workforce and Career Development department, had a significant impact in 2024, equipping students with essential job readiness skills to thrive in today's competitive workforce. Over the course of three weeks, students gained confidence in digital skills, mastered Microsoft Word, and basic Excel, built, or enhanced their resumes, explored AI tools like ChatGPT, and created Indeed accounts. The program culminated in mock Zoom interviews, preparing participants for real-world job opportunities. Led by Japell Brooks, the program consistently delivered results, with 70% of students securing jobs during or within a month of completing the course, and 90% earning job interviews within the same week. One high school senior earned a full-tuition scholarship through scholarship prep assistance, and 99% of students reported increased confidence in digital, resume, and interviewing skills. With 100% of students graduating with individualized materials, Pathway to a Career continues to pave the way for student success and career advancement, exemplifying the department's commitment to empowering individuals for brighter futures.



DATA SUMMARY

100%

Graduation Rate

99%

Of Students Reported Increased Confidence In Digital, Resume And Interview Skills

90%

Of Students Earned Interviews Within The Same Week Of Graduation

70%

Of Students Earn A Job Either During Class Or Within The First Month After Graduation



HOUSING & COMMUNITY DEVELOPMENT



2024 HIGHLIGHTS

The Housing and Community Development department demonstrated resilience and dedication in 2024, overcoming significant challenges to make a lasting impact on the community. Despite a three-month funding shutdown, the team's unwavering commitment led to the successful completion of 67 minor home repair projects by the end of the fiscal year, thanks to strong partnerships with Meals on Wheels and Rebuilding Together Austin. The department set ambitious goals for the year, targeting 67 minor repairs, 3 plumbing projects, and 30 Go Repair projects. To date, they have enrolled 40 participants for minor home repairs, 3 for plumbing, and 20 for Go Repair, reflecting steady progress despite delays. The department's relentless focus on improving lives and strengthening communities ensures that more families will benefit from safe and secure housing in the year ahead.



DATA SUMMARY

40

Minor Repair Clients

3

Plumbing Clients

20

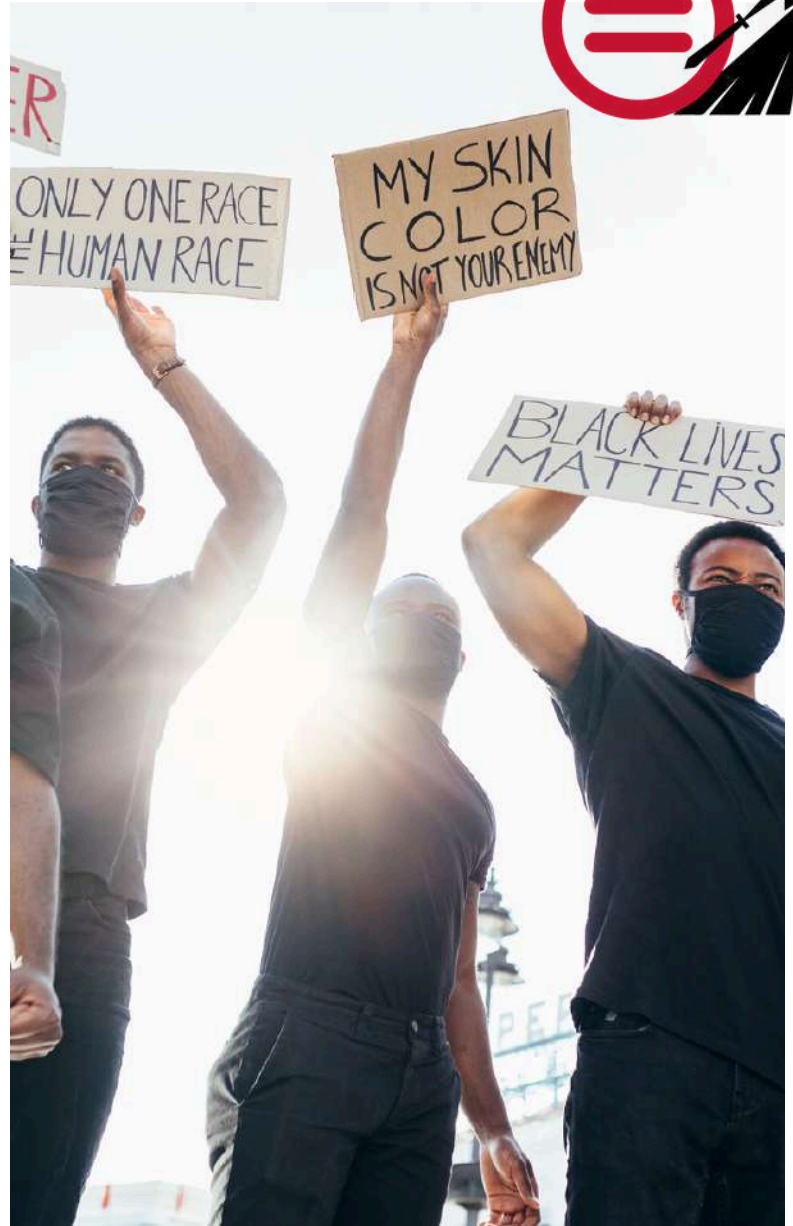
Go-Repair Clients

JUSTICE & ADVOCACY



2024 HIGHLIGHTS

The Justice & Advocacy Division had a transformative year in 2024, making significant strides across housing, environmental advocacy, legal reform, and voter education. Through strategic community engagements, public testimonies, and impactful events, the division successfully mobilized resources and amplified its mission of community empowerment. Highlights include the MLK Day Activation, which engaged 52 attendees in honoring Dr. Martin Luther King Jr., and the Earth Day Activation, which drew 1,000 participants for environmental advocacy. Advocacy efforts like the Planning Commission Testimony in April, which advocated for housing improvements under the HOMES Phase 2 project, and the Police Contract City Council Vote Testimony in October, with over 250 attendees underscored the division's commitment to justice and equity. Other notable events included the Rural Disproportionality Conference, Counsel at First Appearance Townhall, and the Know Before You Go Delta Event, which focused on voter education.



DATA SUMMARY

MLK Day
Activation

52

Earth Day
Activation

1,000

Counsel at First
Appearance Townhall

25

Police Contract City
Council Vote Testimony

200+

SOUTHBRIDGE SHELTER

2024 HIGHLIGHTS

In 2024, Southbridge achieved significant milestones in supporting residents toward stability and empowerment. Partnerships with the Department of Public Services and the Social Security Office enabled residents to secure vital documents quickly, while bi-monthly health services and MAP card assistance ensured access to essential care. Therapy Works ATX provided mental health support through weekly men's groups and counseling tools, and LaDonna Tavernier, LCDC, offered expert addiction recovery guidance. The G.U.N. Rights (God. Universe. Nature.) program, led by Dr. Linda Taylor, enriched residents' lives through monthly fellowships, block parties, and life skills workshops. Southbridge continues to provide resources and opportunities to help residents rebuild and thrive.

SUCCESS STORY

When Dennis Villarreal arrived at Southbridge on April 9, 2024, he had a clear goal: secure stable housing and meaningful employment. With support from Southbridge, he obtained all vital documents through the DPS partnership, setting the foundation for his journey. Determined to rebuild his life, Dennis secured a job as a locksmith, saved diligently, and purchased a truck—bringing him one step closer to independence. By October 2024, his hard work paid off when he moved into his own home. Now, 90 days later, Dennis remains employed and housed, a testament to resilience and the power of opportunity.



DATA SUMMARY

Year To Date
Unduplicated
Clients

144

Residents
Gainfully
Employed

30

Residents
Successfully
Housed

36

Residents
Received Vital
Documents

25



YOUNG PROFESSIONALS



2024 HIGHLIGHTS

The Austin Area Urban League Young Professionals (AAUL YP) is a vibrant group of passionate leaders and innovators aged 21 to 40, dedicated to empowering the BIPOC community through advocacy, volunteering, and professional development. As a cornerstone of the Urban League movement, AAUL YP focuses on cultivating future leaders who advance equity, amplify underrepresented voices, and create lasting, meaningful change in the community.

At the heart of AAUL YP's mission is a commitment to building a culture that prioritizes community values over individual goals. By fostering a deeper understanding of shared responsibility and the interconnectedness of our collective well-being, AAUL YP inspires its members to take an active role in shaping a stronger, more equitable future for all. This approach encourages members to not only grow as professionals but also as compassionate and engaged citizens working toward systemic progress. By addressing critical needs, AAUL YP continues to empower young professionals to lead with purpose and make a tangible difference in the lives of others.

GUILD

2024 HIGHLIGHTS

The Austin Area Urban League Guild is a dedicated volunteer auxiliary of professionals aged 40 and above who support the mission and programs of the Austin Area Urban League through advocacy, community service, and fundraising. Comprised of passionate individuals committed to making a difference, the Guild addresses critical issues impacting underserved communities while fostering leadership, collaboration, and empowerment.

In 2024, the Guild made a significant impact through meaningful collaborations and community-focused initiatives. Partnering with the National Urban League for Texas Advocacy Day, they engaged with legislative staff and NUL's Director of Criminal Justice, Anthony Collier, to address priorities like Clean Slate legislation, prison safety, and the Second Look Act. As part of their annual Health Awareness initiatives, they joined The Links (Austin Chapter) for Project SWAG, providing seniors with vital information on health, wellness, housing, and community involvement. Additionally, their Financial Fitness Seminar, a collaboration with NABA, empowered over 600 participants with knowledge on banking, credit building, tax planning, and more. This impactful project earned the Guild a First Place Regional Award at the 2024 National Urban League Conference, highlighting their commitment to empowering and uplifting our community.



I EMPOWER SOCIETY



FUTURE PLAN

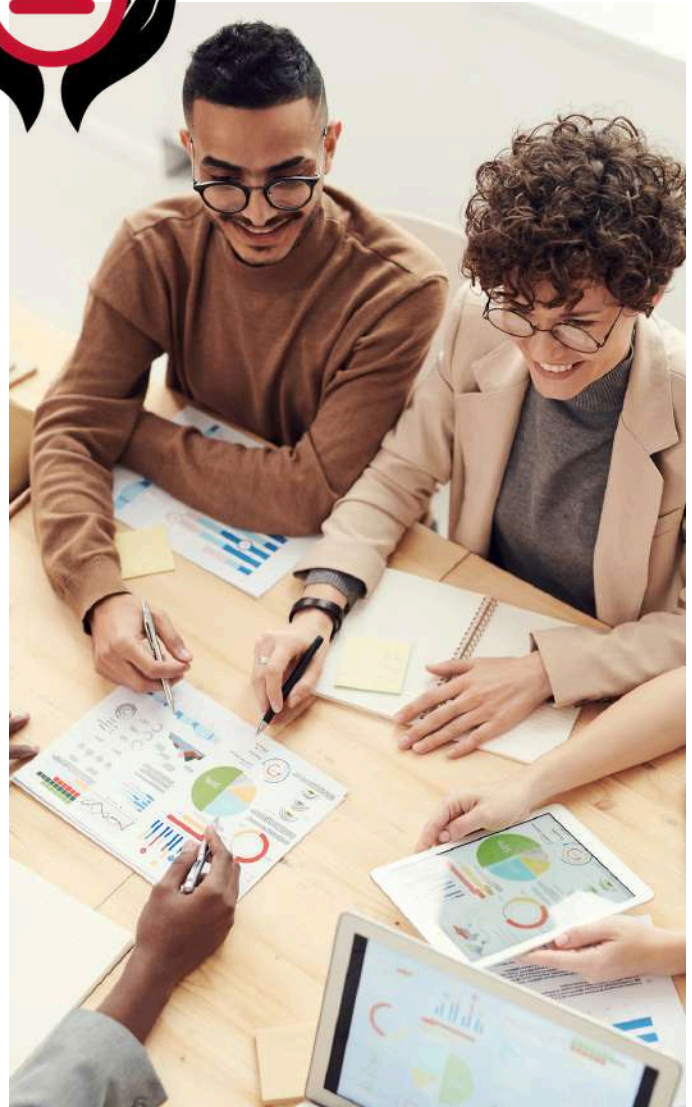
Since 1977, the Austin Area Urban League (AAUL) has been at the forefront of empowering communities and transforming lives. Through dynamic programming, advocacy, and partnerships, we have remained a trusted institution driving equity and opportunity. The I Empower Society is a distinguished giving program that invites corporations to join us in this vital mission. By contributing at a leadership level, corporate partners directly fuel impactful initiatives that create lasting change for generations to come.

WHY JOIN THE I EMPOWER SOCIETY?

Becoming a member of the I Empower Society positions your organization as a leader in corporate social responsibility and a champion of equity and inclusion. This partnership provides your company with the opportunity to:

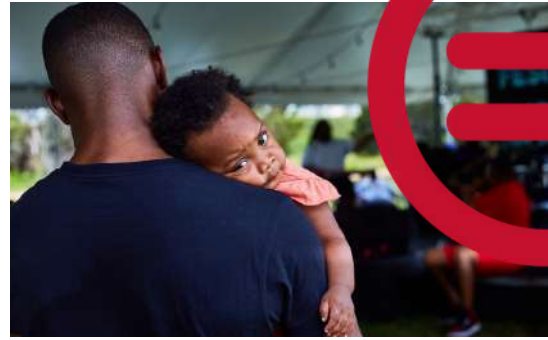
- Align with a regionally recognized institution committed to advancing equity.
- Showcase your commitment to community transformation through exclusive brand recognition.
- Foster employee engagement and development through mentorship, volunteerism, and community activities.
- Gain access to high-profile events and networking opportunities with other like-minded leaders.
- Enhance your brand visibility with co-branded media impressions that amplify your organization's commitment to social impact.

Membership in the I Empower Society offers tangible benefits that extend beyond recognition. It's an opportunity to connect, lead, and make a meaningful difference in the lives of those we serve.



EMPOWER COMMUNITIES, INSPIRE CHANGE

By joining the I Empower Society, your organization becomes a vital part of the movement for equity, opportunity, and empowerment. Together, we can ensure a brighter, more inclusive future for all. Make your mark today and join us in transforming lives and building a lasting legacy.



SIGNATURE EVENTS



MOTHER DAUGHTER TEA





FREEDOM FEST





MOM'S BRAIN COOLER



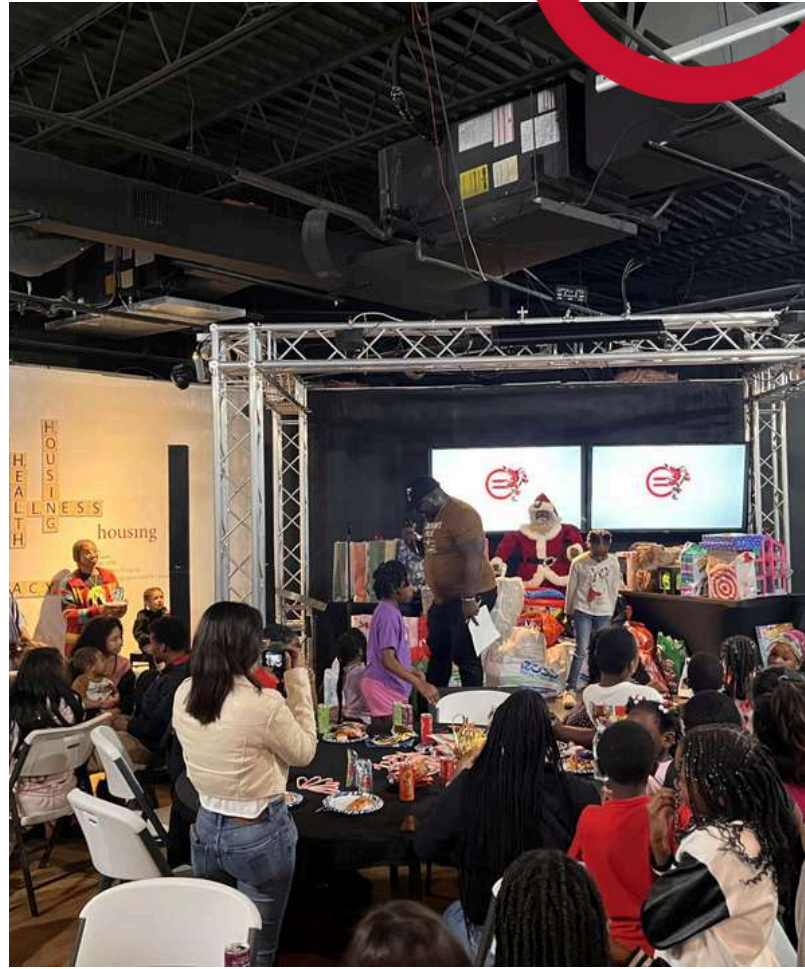
EQUAL OPPORTUNITY DAY GALA



HBCU BASKETBALL CLASSIC



URBAN SANTA





STATEMENT OF FINANCIAL POSITION

DECEMBER 31, 2023

ASSETS

Cash	\$1,187,974
Investments	1,989,618
Federal awards receivable	1,050,794
Local awards receivable	874,464
Corporate and other support receivable	59,000
Prepaid expenses and security deposit	31,595
Right of use asset - operating leases	15,757
Restricted cash	1,500,000
Fixed assets	1,306,610
Total	\$8,015,812

LIABILITIES

Accounts payable	\$270,713
Accrued liabilities	296,173
Accrued employee benefit plan contribution	37,514
Operating lease obligation	19,001
Debt	1,194,758
	1,818,159
Total	

NET ASSETS

Without donor restrictions	6,074,765
With donor restrictions	122,888
Total	6,197,653
Total Liabilities & Net Assets	\$8,015,812



STATEMENT OF ACTIVITIES

DECEMBER 31, 2023

REVENUE	WITHOUT DONOR RESTRICTIONS	WITH DONOR RESTRICTIONS	TOTAL
Local awards	\$4,063,440	\$0	\$4,063,440
Federal awards	2,163,631	0	2,163,631
Corporate and other support	1,061,098	55,081	1,116,179
Special events	225,244	0	225,244
Interest and dividends	160,570	0	160,570
Other	48,876	0	48,876
Net assets released from restriction	103,246	(103,246)	0
Total	7,826,105	(48,165)	7,777,940
EXPENSE			
Program			
• Health and Wellness	2,217,902	0	2,217,902
• Home Repair	1,213,394	0	1,213,394
• Workforce Development	1,012,776	0	1,012,776
• Southbridge Shelter	2,949,088	0	2,949,088
• Education	465,490	0	465,490
• Entrepreneur	40,083	0	40,083
	7,898,733	0	7,898,733
• Administrative	1,639,508	0	1,639,508
• Fundraising	400,037	0	400,037
Total	9,938,278	0	9,938,278
CHANGE IN NET ASSETS	(2,112,173)	(48,165)	(2,160,338)
BEGINNING NET ASSETS	8,186,938	171,053	8,357,991
ENDING NET ASSETS	\$6,074,765	\$122,888	\$6,127,653



STATEMENT OF CASH FLOWS

DECEMBER 31, 2023

CASH FLOWS FROM OPERATING ACTIVITIES

Change in net assets	(\$2 160,338)
Depreciation	23,428
Amortization of right of use asset	189,978
Change in local awards receivable	(161,691)
Change in federal awards receivable	(523,062)
Change in corporate and other support receivable	583,510
Change in accounts payable	(132,599)
Change in operating lease obligation	(190,973)
Change in prepaid expenses and security deposit	6,667
Change in accrued liabilities	98,625
Total	(2,266,455)

CASH FLOWS FROM INVESTING ACTIVITIES

Fixed asset purchases	(1,181,839)
Purchases of investments	(1,989,618)
Total	(3,171,457)

CASH FLOWS FROM FINANCING ACTIVITIES

Principal payments on debt	(32,533)
Loan proceeds	1,158,387
Total	1,125,854

NET CHANGE IN CASH AND RESTRICTED CASH	(4,312,058)
BEGINNING CASH AND RESTRICTED CASH	7,000,032
ENDING CASH AND RESTRICTED CASH	\$2,687,974

THANK YOU TO OUR SUPPORTERS

NONE OF THE AUSTIN AREA URBAN LEAGUE'S SUCCESS WOULD BE POSSIBLE WITHOUT GENEROUS DONORS LIKE YOU

A+FEDERAL CREDIT UNION

FROST BANK

ACC

HACA

**AIDS HEALTHCARE FOUNDATION
HOUSTON BINZ**

HOGG FOUNDATION

ARTCRETE DESIGNS LLC

HUSTON-TILLOTSON UNIVERSITY

AUSTIN COMMUNITY FOUNDATION

INNOVATION OFFICE/CITY OF AUSTIN

AUSTIN REVITALIZATION AUTHORITY - ARA MS. NATALIE M. COFIELD

CADENCE BANK.

OMICRON NU NU CHAPTER

CAPITAL METRO

RICHARD DAVIS

CATELLUS

SPECTRUM

CENTENE

SUNFLOWER BANK

CITY OF AUSTIN WATER

TEXAS PLUMBING

CITY OF CEDAR PARK TOURISM

UFCU-C

COCA-COLA SOUTHWEST BEVERAGES

UNIVERSITY OF TEXAS AT AUSTIN-DDCE

COMMUNITIES FOUNDATION OF TEXAS

US VENTURE

ENTERPRISE HOLDINGS

WAYMO

FAYETTE COMMUNITY FOUNDATION

WAYNE DEMOSS ESTATE

FIRST IN TEXAS

WELLS FARGO FOUNDATION



CONTACT US



Every man is our brother,
and every man's burden is
our own. Where poverty
exists, all are poorer. Where
hate flourishes, all are
corrupted. Where injustice
reins, all are unequal.



WHITNEY M. YOUNG

Phone/
512-478-7176

Website/
aaul.org

Email/
info@aaul.org

Address/
8011 Cameron Rd. Bldg. A-
101 Austin, Tx