Since 2018, she and I worked hand in hand to create and implement a succession plan that would allow for a seamless leadership transition. 2021 was dedicated to creating a Strategic Plan that supports our legacy programs of family, small business, education, and legal immigration services while creating pathways to support growth in lending, housing, workforce, and policy initiatives.

I look back at last year and I am left with tremendous appreciation to the wonderful human beings that work here every day. Our work, centered and grounded in community, moves families out of poverty and creates pathways for transformational impact. Amid an ongoing pandemic, we as a team continued to find innovative ways to serve our community be it in person, curbside, or virtually.

Finally, I am thankful for our board members, partners, and donors who believe in our mission and our community. I am humbled by what we have built and am excited for what is to come. I look forward to working with all of you as we are just getting started!

Muchas Gracias!

Carlos E. Alemán, Ph.D.
Chief Executive Officer
# VISION

An Alabama in which everyone has full and equal participation in our state’s civic, cultural, social, and economic life. Hispanic and immigrant families are empowered to integrate, engage, and lead their communities to reach their families’ aspirations.

# MISSION

Champion equality, civic engagement, and social justice for Latino and immigrant families in Alabama.

# VALUES

- Compassion & Empathy
- Respect
- Transparency & Accountability
- Empowerment & Equity

## FOCUS AREAS

<table>
<thead>
<tr>
<th>DIRECT SERVICES</th>
<th>ECONOMIC EMPOWERMENT</th>
<th>POLICY</th>
<th>FINANCIAL STABILITY</th>
</tr>
</thead>
</table>

## GOALS FY2021-FY2026

<table>
<thead>
<tr>
<th>GOAL 1:</th>
<th>GOAL 2:</th>
<th>GOAL 3:</th>
<th>GOAL 4:</th>
<th>GOAL 5:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Deliver family services that meet community needs</td>
<td>Offer comprehensive legal immigration services</td>
<td>Transform lives through economic access, education, and workforce development</td>
<td>Advocate for policy changes that improve lives</td>
<td>Build a resilient, sustainable organization</td>
</tr>
</tbody>
</table>

### STRATEGIES:

- **GOAL 1:**
  - A. Offer family advocacy services
  - B. Provide navigation and maintain case management services
  - C. Establish a centralized information-and-referral system
  - D. Maintain evidence-based, trauma-informed practices in the delivery of services
  - E. Advocate for and support victims of crime

- **GOAL 2:**
  - A. Provide a full complement of immigration services
  - B. Support a Pathway to Citizenship for lawful, permanent residents

- **GOAL 3:**
  - A. Provide access to capital through the Camino Loan Fund
  - B. Advance the economic position of Latino families
  - C. Support clients in making sound housing decisions
  - D. Increase opportunities for stable employment & career advancement
  - E. Increase the number of students pursuing post-secondary education

- **GOAL 4:**
  - A. Develop a policy agenda to influence systems change
  - B. Reach target audiences with key messages
  - C. Develop leaders for the Latino community
  - D. Establish a statewide policy presence

- **GOAL 5:**
  - A. Increase and broaden financial support from unrestricted contributions
  - B. Generate earned income to fund the mission
  - C. Invest in organizational capacity and systems
  - D. Engage and empower volunteers
**COVID-19 Response**

*600+ Families Served*
Provided over $400k to families for housing, utility and food support.

*550+ Latinos Vaccinated*
Reached over 25 Counties across Alabama

**Programmatic Highlights**

*600+ Families Served*
Provided over $400k to families for housing, utility and food support.

*550+ Latinos Vaccinated*
Reached over 25 Counties across Alabama

**Strong Families**

*2,365 People*
Provided information and referrals, and direct services to 2,365 People

*654 Victims of crime*
Supported 654 Victims of crime

*394 mental health counseling sessions*
Provided 394 mental health counseling sessions

*72 Survivors*
72 Survivors

*58 Families*
Disaster relief assistance to 58 Families
Programmatic Highlights

Citizenship and Immigration

- **960 People** received legal immigration services
- Welcomed **51 new U.S. Citizens**
- Renewed **250 DACA applications**
- Alleviated close to **$852,600** in attorney fees on immigration applications

Empowering Communities

- **180 Families Served**
- Graduated **62** Latino youth from our College Access Program
- Helped **21** students access **$341,969** through FASFA
- Awarded **3** - **$1,500** Scholarships
**¡HICA!'s new emerging CDFI**

Creating inclusive economic growth by providing access to capital for Latinxs, immigrants and Low to Moderate Income (LMI) underserved communities.

**PROGRAMMATIC HIGHLIGHTS**

**Community Economic Development**

- **738** Individuals Served
- Opened **43** new businesses
- Created **68** new jobs
- Assisted **8** families becoming **First-time homeowners**
- Filled **252** tax returns
- **$576,745** Refunded to our low income families

**¡HICA!'s new emerging CDFI**

- Loaned **$171,100** to **26** small businesses
- Awarded **$125K** by the Dept. of Treasury Technical Assistance Grant from the CDFI Fund. It is a path to become a certified Community Development Financial Institution.
MISSION SUPPORT
Carlos Alemán
Chief Executive Officer
Amy Chauvin
Chief Financial Officer
Silvia Espinosa Laxson
Development Director
Nice Shindo
Grants Director
Carlos Torres
Programs Director
Raquel Vasquez
Operations Director
Karla Gomez
Data Analyst
Sarai Hernandez
Office Coordinator
Diana Baez
Receptionist

STRONG FAMILIES
Angelica Melendez
Program Manager
Ana Murillo
Family & Victim Advocate
Ana Bautista
Victim & Court Advocate
Maria Soto
Victim & Court Advocate
Adriana Alderete
Family Advocate

COMMUNITY ECONOMIC DEVELOPMENT
Johanna Alvarez
Program Manager
Gloria Glassco
Business Development Specialist
Candy Marcial
Housing Counselor
Melissa Rodriguez
Loan Officer

CITIZENSHIP & IMMIGRATION
María Elena Frías
Program Manager
Elizabeth Benitez
Immigration Case Manager
Denise Macías
Immigration Case Manager
Morelia Tinajera
Immigration Case Manager

EMPOWERING COMMUNITIES
Micaela Oer
Program Manager
Elizabeth Simpson
College & Career Readiness Coach
Ciomana Angel
College & Career Readiness Coach

Financials

REVENUE $2,428,864
- Program Service Fee 3%
- Special Events 5%
- United Way 2%
- Individuals 9%
- Foundations and Corporations 42%

EXPENSES $2,450,846
- Rent 1%
- Government 33%
- Empowering Communities 14%
- Community Economic Development 23%
- Administration 5%
- Strong Families 33%
- Development and Marketing 6%
- Citizenship and Immigration 19%

Current Assets $983,031
Non-Current Assets $720,979
Total Assets $1,704,010
Liabilities $280,422
Net Assets $1,423,588
Total Liabilities $1,704,010

SCAN QR CODE TO DONATE
117 SOUTHCREST DRIVE
HOMEWOOD, AL 35209
WWW.HICAALABAMA.ORG
THANK YOU TO OUR SUPPORTERS

Foundations and Corporations

$100,000 +
Alabama Department of Economic and Community Affairs
Dept. of Treasure - Community Development Financial Institution
Housing Affordability Trust
United Way of Central Alabama
National Association for Latino Community Asset Builder
The Community Foundation of Greater Birmingham

$75,000 +
Alabama Power Foundation
Independent Presbyterian Church Foundation
Marguerite Casey Foundation

$50,000 +
Alabama Law Foundation
Regions Foundation
Truist Foundation
Walton Family Foundation

$25,000 +
Alabama Media Group
Alabama Power Company
AL Workforce Council Public/Private Partnership Committee
EBSCO Industries, Inc.
Hispanic Federation
Hobson/Lucas Family Foundation
Mike and Gillian Goodrich Foundation
PNC - Community Development
Sanders Family Foundation
UnidosUS
Vulcan Materials Company
Wells Fargo Foundation

$15,000 +
Alabama Forward
AT&T Alabama
BBVA
Daniel Foundation of Alabama
Honda Alabama
Hugh Kaul Foundation
Ratliff Charitable Foundation
Robert R. Meyer Foundation

$10,000 +
Digital Realty Trust
Mi Pueblo Supermarket, LLC
National Partnership for New Americans
Pleiad Foundation
PNC Foundation
Spire Inc.
State Farm Insurance
Taco Bell Foundation
The Caring Foundation
Valley National Bank
Verizon

$5,000 +
BB&T/Truist Bank
Canterbury United Methodist Church
CFGB - LQBTQ Fund
Coca-Cola Bottling Company United
Hispanics in Philanthropy
Immigrant Legal Resource Center
La Jefa
Latino News
Lhoist Solidarity Fund (King Baudouin Foundation)
Ronne and Donald Hess Foundation
Singh Family Foundation
Shipt
The Women’s Fund of Greater Birmingham

$1,000 +
Abogados Centro Legal
Alabama Regional Medical Services
All Saint’s Episcopal Church
Baker, Donelson, Bearman, Caldwell & Berkowitz P.C
BancorpSouth Bank
Birmingham Barons, LLC
Birmingham Strong, LLC
Children’s of Alabama
Consulado General de Mexico
David Baker Architects
Facebook
First Presbyterian Church of Birmingham
Grainger
Jefferson County Sheriff’s Office
Jones Walker, LLP
Junior League of Birmingham
Maynard Cooper Gale
Protective Life Foundation
Rubio Law Firm
Warren Averett, LLC
YouthServe

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