

2021 ANNUAL REPORT



¡HICA!

117 Southcrest Drive Homewood 35209
205.942.5505 www.hicaalabama.org

TRIBUTE TO OUR FOUNDER



Acting with intention, integrity and humility, and with a heart full of love, she contributed to a better world and created space for Latino and immigrants families to achieve their dreams and aspirations.

ISABEL WATKINS RUBIO

Founder and Executive Director 1999 - 2021

WORDS FROM OUR NEW CEO



As ¡HICA!'s new CEO, I want to begin our annual report by thanking Alabama's Latino community. We serve and work with a group of women and men that have made tremendous sacrifices to be here and share the best of themselves with their families and the state they now call home.

I am grateful to our founder Isabel Rubio and her vision. For over 20 years, she built ¡HICA! into the trusted community institution that is the starting point for Alabama's Latino immigrants.

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!

A blue ink signature of Carlos E. Alemán.

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

STRATEGIC PLAN

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.

VALUES

Compassion & Empathy

Respect

Transparency & Accountability
Empowerment & Equity

MISSION

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

FOCUS AREAS

DIRECT SERVICES

ECONOMIC EMPOWERMENT

POLICY

FINANCIAL STABILITY

GOALS FY2021-FY2026

GOAL 1:

Deliver family services that meet community needs

STRATEGIES:

- Offer family advocacy services
- Provide navigation and maintain case management services
- Establish a centralized information-and-referral system
- Maintain evidence-based, trauma-informed practices in the delivery of services
- Advocate for and support victims of crime

GOAL 2:

Offer comprehensive legal immigration services

STRATEGIES:

- Provide a full complement of immigration services
- Support a Pathway to Citizenship for lawful, permanent residents

GOAL 3:

Transform lives through economic access, education, and workforce development

STRATEGIES:

- Provide access to capital through the Camino Loan Fund
- Advance the economic position of Latino families
- Support clients in making sound housing decisions
- Increase opportunities for stable employment & career advancement
- Increase the number of students pursuing post-secondary education

GOAL 4:

Advocate for policy changes that improve lives

STRATEGIES:

- Develop a policy agenda to influence systems change
- Reach target audiences with key messages
- Develop leaders for the Latino community
- Establish a statewide policy presence

GOAL 5:

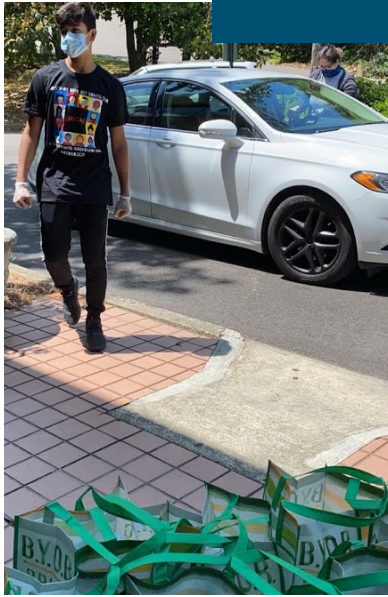
Build a resilient, sustainable organization

STRATEGIES:

- Increase and broaden financial support from unrestricted contributions
- Generate earned income to fund the mission
- Invest in organizational capacity and systems
- Engage and empower volunteers

PROGRAMMATIC HIGHLIGHTS

COVID-19 Response



600+ Families Served

Provided over \$400k to families for housing, utility and food support.

550+ Latinos Vaccinated

Reached over **25**
across Alabama **Counties**

10 Organized 5 vaccination
Sites clinics and 5 testing sites with
community partners

Strong Families

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

Supported **654**
Victims of crime

Provided **394**
mental health **to** **72**
counseling sessions **Survivors**

Disaster relief assistance **to** **58**
Families

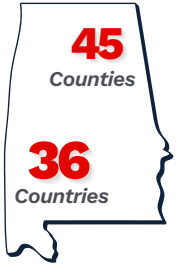


PROGRAMMATIC HIGHLIGHTS

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*

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



camino
loan fund



¡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.

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.

OUR TEAM

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

Maria Elena Frias
Program Manager

Elizabeth Benitez
Immigration Case Manager

Denise Macias
Immigration Case Manager

Morelia Tinajera
Immigration Case Manager

EMPOWERING COMMUNITIES

Micaela Oer
Program Manager

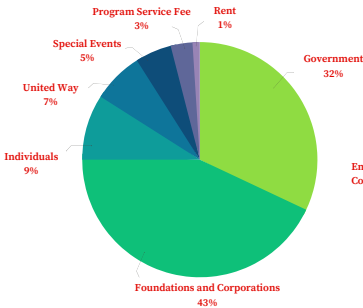
Elizabeth Simpson
College & Career Readiness Coach

Ciomana Angel
College & Career Readiness Coach

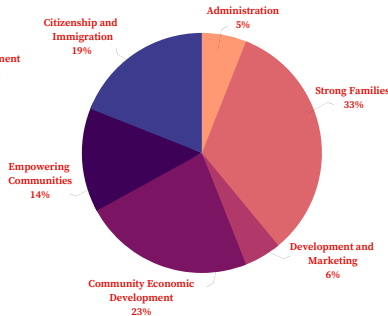
Financials

*Audited

REVENUE \$2,417,018



EXPENSES \$2,396,064



Current Assets	\$1,275,127
Non-Current Assets	\$798,707
Total Assets	\$2,073,834
Liabilities	\$412,913
Net Assets	\$1,660,921
Total Liabilities	\$2,073,834

SCAN QR CODE TO DONATE



**117 SOUTHCREST DRIVE
HOMWOOD, 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
Trust 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/Trust Foundation
Canterbury United Methodist Church
CFGB - LGBTQ Fund
Coca-Cola Bottling Company United
Hispanics in Philanthropy
Immigrant Legal Resource Center
La Jefa
Latino News
Lhoist Solidarity Fund (King Baudouin Foundation)
Mercedes-Benz U.S. International, Inc.
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

A stylized, black cursive logo for the word "Gracias". The letters are thick and fluid, with a long, sweeping tail on the final 's' that extends to the right.

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