

HUMAN RIGHTS INITIATIVE — OF NORTH TEXAS —

ANNUAL REPORT 2019

THE MONUMENTAL TRIUMPH OF ESCAPING ABUSIVE ENVIRONMENTS OFTEN DEMANDS EVERYTHING FROM SURVIVORS. WE'RE HERE TO HELP.

FISCAL YEAR 2019
July 1, 2018-June 30, 2019

LETTER FROM THE EXECUTIVE DIRECTOR

Why do we do this work?

The very short answer is because of our clients. Last year I was privileged to receive the Martin Luther King Award from the Dallas Bar Association. (An extraordinary honor for this Alabama native.) At the luncheon I told people that I didn't do this work because I felt pity for our clients. No, it is because of the tremendous respect which I've grown to have for the brave, resilient people that I have had the privilege of serving for the last thirty years. I recently had a great reminder of that when I saw a former client in the hallway. He came into our office in 2013. He was 14 years old and had fled his home in Central America. Because of injuries he received from the violent street gangs who sought to murder him, he was using a walker. With great effort he survived those injuries and came here to the US. Our great lawyers helped him get a Special Immigrant Juvenile Visa and a Green Card. I asked him what he is doing these days, and in flawless English, he told me he's entering his junior year of college, studying Computer Science. What can I add to that? Our country is lucky this young man chose to come here. He believes that this is a country where you can achieve much with hard work, resilience, and education. That is still true, because you help us make that happen. That requires a team of dedicated professionals:

- Our lawyers who did the intake and the complicated legal analysis of whether he had a case;
- Our Volunteer Coordinator who found his pro bono lawyer and the translators of his documents;
- Our Client Intake Manager who took his first phone call;
- Our legal assistants and accredited representatives who did much of the actual legal documentation;
- Our Social Service Director and Case Manager who made sure all his many social service needs were met;
- Our social media staff who helped tell his story;
- Our Development Director who sought the resources to make our work possible;
- Our board who helped us pursue this mission;
- Our founders Betsy Healy and Serena Connelly, who envisioned that we could do this work of compassion with excellence;

And last but not least: YOU, who are our community, our partners, who support this work.

Thank you.


Bill Holston

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ABOUT HRI

MISSION

HUMAN RIGHTS INITIATIVE OF
NORTH TEXAS EXISTS TO SERVE
IMMIGRANTS WHO HAVE SUFFERED
HUMAN RIGHTS ABUSES WITH
FREE LEGAL SUPPORT
AND SOCIAL SERVICES.

VISION

WE BELIEVE HUMAN RIGHTS
SHOULD BE GUARANTEED AND
HUMAN DIGNITY SHOULD BE
DILIGENTLY PROTECTED.
WE ENVISION A COUNTRY THAT
EMPOWERS IMMIGRANTS AND
WELCOMES THEM INTO OUR
COMMUNITIES AND HEARTS.

WWW.HRIONLINE.ORG

BACKGROUND

Founded December 1999 by social worker Serena Simmons Connelly and lawyer Elizabeth Healy, the Dallas-based Human Rights Initiative of North Texas has grown into an award-winning agency helping immigrant survivors of human rights abuses from all over the world. Our courageous and resilient clients are eligible to apply for legal status under the humanitarian provisions of United States immigration laws and policies: they are asylum seekers fleeing persecution; children who have been abandoned, abused, or neglected; and victims of family violence and violent crimes. HRI's Legal team partners with a network of over 250 pro bono attorneys from top DFW firms and corporations to help clients access the U.S. Immigration System, and our Social Services team offers transitional support and referrals to help address trauma and ease the hardships of profound displacement. At HRI, all services are free, and all are designed to help forge a path to safety, stability, and opportunity. For more information, visit www.hrionline.org.

MODEL

Human Rights Initiative is proud of our innovative and efficient model: to provide the highest quality services at no cost to clients, HRI pairs in-house expertise with an extensive volunteer network. HRI recruits, trains, and supports pro bono attorneys, medical professionals, translators, mentors, interns, office and event volunteers, and others.

FY 2019
7/1/2018 - 6/30/19

14

full-time staff

455

pro bonos & non-legal volunteers

SERVING

631

people with legal services

1155

people with social services

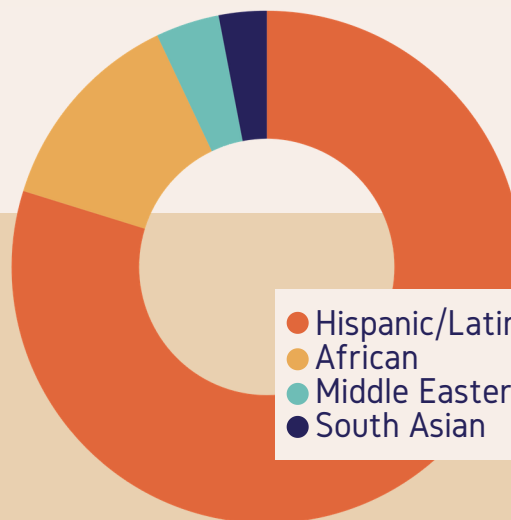
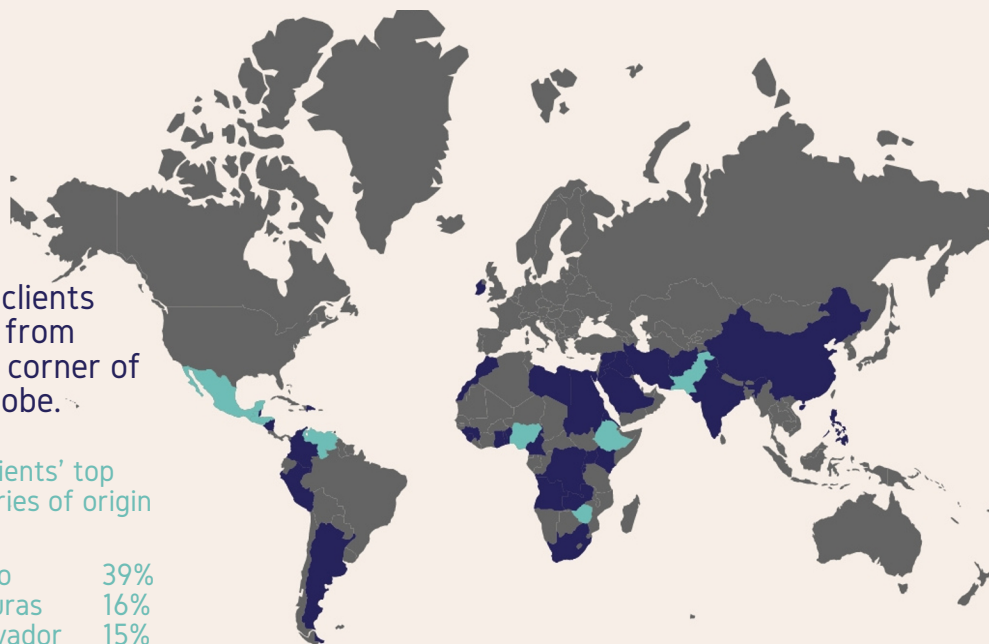


HRI's clients come from every corner of the globe.

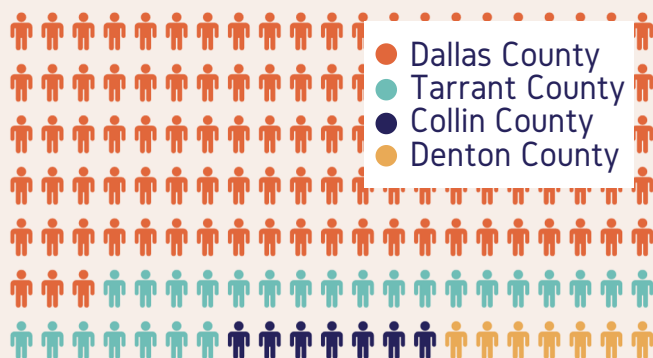


Our clients' top countries of origin are:

Mexico	39%
Honduras	16%
El Salvador	15%
Guatemala	4%
Venezuela	4%
Zimbabwe	2%
Pakistan	2%
Ethiopia	2%
Nigeria	2%



Hispanic/Latinx
African
Middle Eastern/Arab
South Asian



County of Residence

FY 2019 CLIENTS: A SNAPSHOT



22%

ages 0-18

72%

ages 18-50

6%

ages 50+

II. OUR WORK IN CONTEXT

On August 15—just shortly after the close of our own fiscal year—HRI filed a federal comment in opposition to this Administration’s most draconian assault on American humanitarian programs for people fleeing violence: a rule that turns people fleeing persecution back to their persecutors simply because their journey to safety required that they travel through another country to reach the US southern border. The rule—officially called an Interim Final Rule, or IFR—is the most recent in an onslaught of federal rulemaking, policymaking, and executive orders attempting to eviscerate the humanitarian protections available under our laws.

Despite its efforts, the government has not succeeded: HRI continues to represent clients who have made it to the United States and, with the assistance of our in-house attorneys and pro bono network, win their cases.

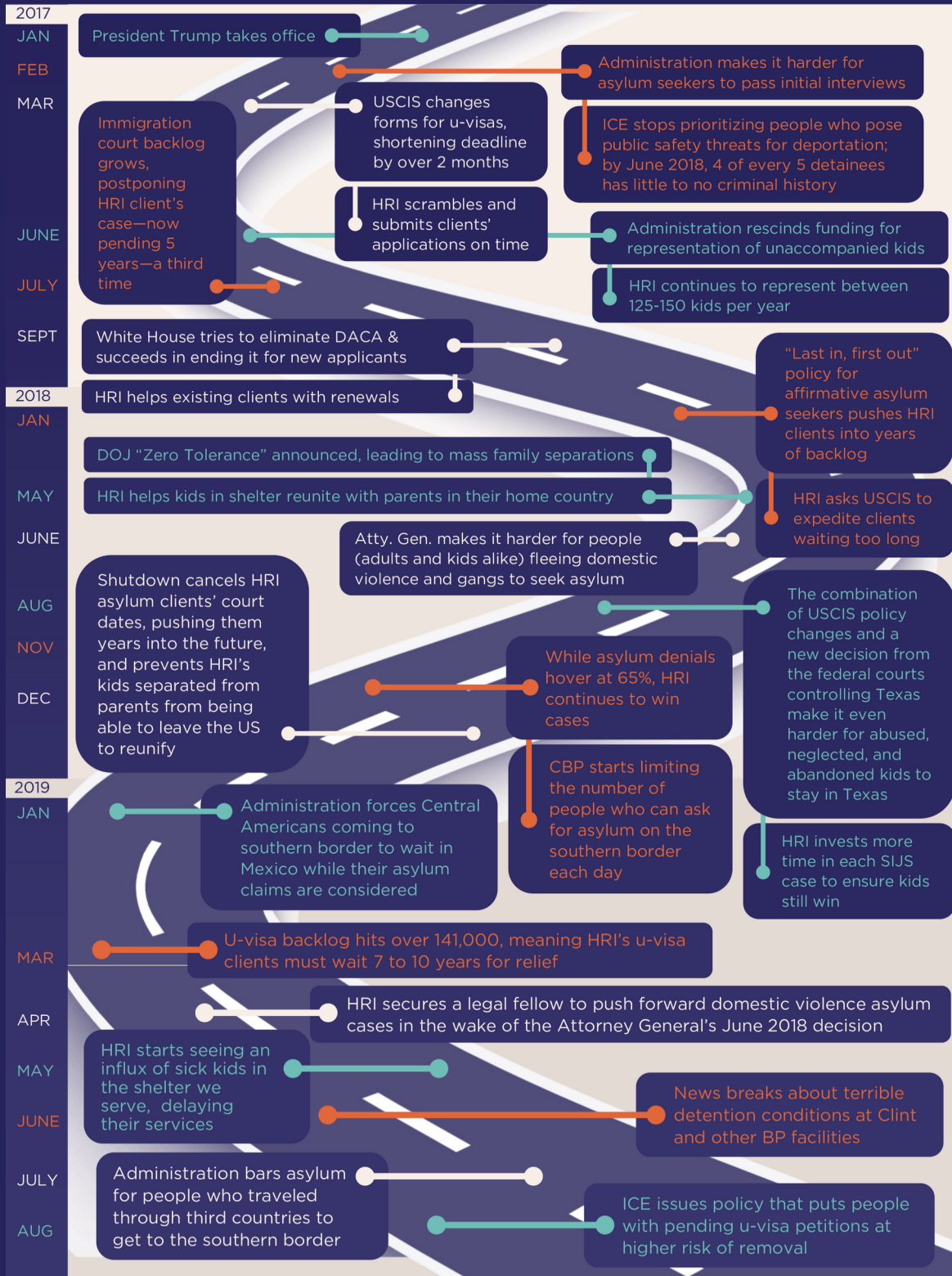
But the government’s cruel policies have significantly impacted our clients and the way HRI must work. In an effort to prevent people from accessing immigration relief in the United States, the Administration implemented its “Remain in Mexico” policy in January of this year. Under the policy, people who come to El Paso, Brownsville, Laredo and other ports of entry for safety must wait across the border until they have an immigration hearing. The immediate effect of this policy is that asylum clients that need our help can’t get to us. But the policy also spells indefinite delays for our clients already here in the US awaiting decisions on their cases. Asylum officers and immigration judges are

being taken away from pending cases to give the appearance of due process to people stuck on the Mexican side of the border. That means our asylum clients—many of whom have waited years for their cases to be heard—are being pushed further into the backlog.

Although the backlog is a longstanding immigration problem, the Administration's efforts to realize inflammatory campaign promises like "extreme vetting" and mass removals have made it worse. In furtherance of its campaign commitments, the Administration has diverted critical resources away from the government's administrative immigration arm—USCIS—and required cumbersome redundancies in application review. Since fiscal year 2014, USCIS case numbers are down, but case processing times are up 91%. For our clients seeking asylum before USCIS, that means more years waiting for the decision that will allow them to reunite with spouses and children they had to leave behind—often still in danger. For our clients fleeing domestic violence eligible for immigration relief under the Violence Against Women Act, that can mean years before getting access to the important lifeline of work authorization. For any of our clients that must tell their stories to the government, it means lost memories of exactly what happened, and years before moving past the trauma that they've survived.

As our clients wait years in legal limbo, exposed to threats of removal under the Administration's heightened enforcement program, our lawyers must grapple with shifting legal precedent delivered by the U.S. Attorney General. Because the immigration system—including its courts—are all part of the executive branch, they are all subject to the politics of the Executive. In June 2018, for example, the Attorney General issued a decision attempting to limit access to asylum for survivors of domestic violence and gang violence; a little over a year later, the Attorney General issued a decision undermining asylum protections for people being persecuted because of their family groups. In April, HRI secured legal fellow to contribute to the nationwide effort

SNAPSHOT: TRUMP ADMINISTRATION'S HUMANITARIAN ROLLBACKS



FY 2019 BACKLOG: A SNAPSHOT



8 out of every 10
asylum cases we
handled this year
are **still awaiting
a decision**

6 out of every 10
children's cases
we handled this
year are **still
awaiting a
decision**



WAIT TIMES FOR:

VAWA clients



18 months to
2 years

U visa clients
(Filed 2014-2015)



4 to 5
years

U visa clients
(Filed 2016-2018)



6 to 8
years

U visa clients
(Filed 2019)



7 to 10
years

challenging these decisions in court—but they remain a tremendous barrier for people seeking relief.

These decisions do not just influence people whose cases are going through immigration court; they are also applied administratively, often as part of broader policy changes making humanitarian protections more difficult to access. These changes are not only for asylum seekers. Policy changes affecting unaccompanied kids have caused Special Immigrant Juvenile Status (SIJS) approval rates to plummet, dropping from 78% in 2017, to 54% in 2018, to 22% in 2019. At HRI, we are not immune to these trends and we expect that they will increasingly affect our clients, but for now we are holding the line: in Fiscal Year 2019, our SIJS program approvals held strong at 90%. To continue to win our cases, HRI must take extra time with every case—responding to burdensome requests for evidence and appealing cases that have been inappropriately denied.

Our experience demonstrates that the Administration's goal is has, in part, succeeded: it is harder than ever for people seeking safety in the United States to successfully navigate the immigration system. But we—together with partners locally and across the country—are fighting back to protect our clients. And we continue to win.





PROGRAMS: DESCRIPTIONS, GOALS & YEAR IN REVIEW

HRI's primary services are separated into three programs: Asylum, Crime Victims, and Children's. Additionally, all HRI clients receive social services support through our Social Services Program. In 2019, we added a Director of Advocacy and Community Engagement.

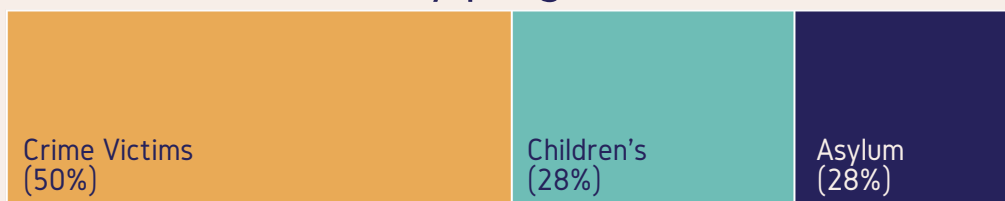
FY 2019

77 new cases

117 closed cases

1,191 active matters
(e.g., primary applications,
work authorization applications,
green card applications, etc.)

Client breakdown by program:



LEGAL SERVICES: ASYLUM

The Asylum Program serves clients who are afraid to return to their home country because they believe they will be harmed or endure suffering because of their identity. Our asylum clients receive free legal representation for their asylum cases, which may be evaluated administratively by US Citizenship and Immigration Services or in court by an immigration judge.

APPLYING FOR ASYLUM

Under most circumstances, a client must apply for asylum within one year of entrance into the United States. He or she must be unable or unwilling to return to his/her country of origin due to a legitimate fear of future persecution. A person who has fled his or her home and come to the United States is eligible for asylum if he or she can prove a well-founded fear of persecution based on one or more of the following grounds:

- Race
- Religion
- Nationality
- Political opinion
- Membership in a particular social group

The Asylum Program's main goal is to obtain grants of asylum for our clients from the Dallas Immigration Court or from the Houston Asylum Office.

SEEKING ASYLUM: FLORENCE'S* STORY

This year, HRI was thrilled to celebrate a grant of asylum with Florence and her daughter, who fled to the United States from their home for safety.

In 2016, Florence attended an LGBTQ Pride event in her home city. The police shut it down and arrested Florence for allegedly "recruiting men and women into the gay and lesbian lifestyle." They took her to a facility hours away where she was tortured, raped, and left for dead. Through the help of a stranger she was able to find her way home to her daughter. She was followed two separate times, presumably by government agents. Out of fear for her life and her daughter's, she obtained a tourist visa and came to Dallas.

HRI helped Florence prepare evidence to support her case, and a pro bono attorney assisted her in obtaining her Green Card. She is now eligible to live and work in the United States. HRI Social Services helped Florence secure housing, medical care, and trauma therapy. Today, Florence and her daughter are safe and building their life in the United States.

* All client names changed for anonymity.

Asylum Program priorities are to take on strong cases we think will warrant a grant of asylum and cases that will push the case law so future clients with similar claims will be able to obtain asylum.

While always striving to develop better resources, the Asylum Program has been successful in creating a bank of research and samples that are provided to pro bono attorneys when they take on an asylum case. Depending on the posture of the asylum case, a single case can take upwards of 10 years to close. The Asylum Program continues to take on new cases while being mindful of how many cases are currently pending.

LEGAL SERVICES: CHILDREN'S

The Children's Program serves undocumented children who have been abandoned, abused, and/or neglected by one or both parents. We prioritize the most vulnerable children, so long as they are younger than 18. Our goal is to help children obtain Legal Permanent Resident status (green card) through this work. Because the Children's Program recognizes and understands these children's particular vulnerabilities, we limit the number of clients served to allow for a responsive, holistic relationship.

APPLYING FOR RELIEF AS AN IMMIGRANT CHILD

An immigrant child who:

- Has suffered neglect, abuse or abandonment

May be eligible to receive Special Immigrant Juvenile Status (SIJS) when:

- A state Juvenile or Family Court determines that return to home or last country of residence is not in the child's best interests

Most Children's Program clients have landed in Dallas after a journey through Central America to the US Southern border, where the government has identified them as unaccompanied.

HRI may meet a client during our weekly visits to a DFW-based Office of Refugee Resettlement shelter; we may meet a client because she was released from some other shelter to a family member or family friend in the Dallas area. HRI's Children's Program represents children first in family court, where a judge makes necessary findings of fact about abuse, neglect, or abandonment, and decisions about the child's best interests. Once we secure the required documents in family court, we represent children in the administrative adjudication of their immigration applications. When necessary, we also represent children in their appeals in federal court.

SEEKING SPECIAL IMMIGRANT JUVENILE STATUS: TOMAS'S* STORY

Tomas was born to young parents who had grown up together in their small Central American village. They had known each other all their lives, but they had not been a couple long when Tomas's mother discovered she was pregnant. His parents separated and his father moved to the United States. His mother soon followed, trying to repair the relationship, leaving Tomas in the care of his grandmother. Tomas's father continued to abuse his mother and they broke up for good. Tomas did not hear from his father again.

Tomas's mother regularly sent money home for his care and they communicated regularly. Tomas enjoyed a supportive relationship with his grandmother but did not feel entirely safe at home due to gang activity and the prevalence of gang participation—sometimes willing, sometimes forced—among young men in his community. When Tomas was about 11, his mother was again the victim of a violent crime: a man she had been seeing attempted to murder her. Her attacker was arrested and deported, but not before declaring an intention to harm Tomas. Informally, a detective working the mother's case suggested that she bring Tomas to the United States for his own safety.

Between the unease of this specific threat and the gang violence in his hometown, Tomas was motivated to join his mother, and came to the United States with a family friend. Unfortunately, the friend abandoned Tomas at the border. Tomas was sent to a shelter in New York before being released to his mother in North Texas. He found his way to HRI and we applied for SIJS. There were many complications in this case, and a successful outcome depended upon the combined efforts of HRI's Children's Program attorney, DOJ Accredited Representative, and pro bono attorney. Without SIJS, Tomas would have been deported to a place where he had no one to protect and provide for him, a place the State Department's own Country Conditions Report acknowledges a high risk of commercial sexual exploitation, gang recruitment, and gang violence.

LEGAL SERVICES: CRIME VICTIMS

Clients in our Crime Victims Program are eligible for legal relief under the U Visa program or provisions of the Violence Against Women Act. As with all HRI services, representation is provided at no charge to clients. Our goal is to support the healing of violent crime survivors by providing them with legal status and the ability to work legally.

SEEKING A U-VISA: MARIA'S* STORY

Maria and Juan met in Mexico when she was 16 and he was 21. Her family was physically and emotionally abusive, and Juan made her feel safe.

About a year later, Maria got pregnant. She and Juan worried that her family would beat her and her child to death for becoming pregnant out of wedlock, so they crossed the Texas border on a raft and went to live with Juan's relatives.

Once in the U.S., the abuse began. Juan regularly hit Maria, threatened to call immigration to have her deported, and threatened to harm her family in Mexico if she left him. After a particularly bad fight, Maria and their son fled to the police, and made their way to a domestic violence shelter.

Because Juan was not a citizen or lawful permanent resident, Maria did not qualify for a path to citizenship under the Violence Against Women Act, but she did suffer substantially and assist law enforcement in the prosecution of a violent crime, so she was eligible for a U Visa, which opens the door for further legal relief. She and her son were established in the United States and had access to resources through the shelter, so HRI Social Services simply helped them find furniture for their new home.

APPLYING FOR RELIEF AS A VICTIM OF VIOLENT CRIME IN THE UNITED STATES

An immigrant who has been the victim of a violent crime in the United States may be eligible to file a petition for a U Visa. The client must prove that he or she:

- Has suffered substantial physical or mental abuse as the direct or indirect victim of a qualifying crime
- Has been helpful, is being helpful, or is likely to help in the investigation or prosecution of the criminal activity
- Has a certification from law enforcement certifying his or her aid in the investigation or prosecution of the criminal activity

APPLYING FOR RELIEF AS A VICTIM OF DOMESTIC VIOLENCE WHEN YOUR PARTNER IS A CITIZEN OR LAWFUL PERMANENT RESIDENT

An immigrant who has been the victim of physical and/or psychological abuse by a U.S. Citizen or Lawful Permanent Resident spouse may be eligible to file a petition based on the Violence Against Women Act (VAWA). The client must prove he or she is/has:

- Married to an abusive U.S. Citizen or lawful permanent resident
- A person of good moral character
- In good faith marriage
- Lived with his/her spouse

SOCIAL SERVICES

The Social Services department priorities are providing supportive services to clients awaiting resolution of their legal cases. This includes identifying a family's most urgent needs, linking them to our community partners and services and providing expert advocacy and guidance when they encounter challenges and barriers to obtaining documents and services.

The Social Services department also prioritizes planning programs and events to keep clients engaged with our agency and to build their connections with others outside of their legal case.



Essentials
(housing, food,
clothing,
toiletries)



Medical (including
dental & mental
health)



Childcare



Help obtaining
driver's licenses
& documents



Education

TOP SOCIAL SERVICE NEEDS

by the numbers

200	attended HRI's Free Clothing Bazaar
153	received free toiletries/baby items
150	participated in Holiday Wish
89	received bus passes
56	helped with legal documents, benefit programs & school enrollment

Some of the free programs our Social Services department offers include:

- ESL classes through a partnership with Dallas County Community College District (DCCCD)'s WorkReadyU program
- Youth Empowerment Program (YEP), an educational program offering guidance for immigrant teen youth, helping them to identify barriers in achieving career and educational goals after high school and to envision and plan for the future
- Job readiness/employment workshops hosted by volunteer group InterNations
- Free Sporting events including Texas Rangers baseball games and Dallas Mavs basketball games
- Holiday Party/Clothing Bazaar, where we provide a free meal and distribute free clothing, household goods, and baby items
- Holiday Wish Program, which provides free gifts and grocery cards to our families in need during the holiday season
- Essentials for Life Program, which provides clients with warm winter items during our annual Holiday Party, toiletry and hygiene items, and other essential supplies such as baby items throughout the year

ADVOCACY AND COMMUNITY EDUCATION

Our guiding principle is that we will engage in partnership-based advocacy: strategies and tactics driven and set by our clients, which give clients agency over the systems with which they interact. We have begun engaging in networking calls with organizations engaged in state and federal advocacy on our issues and regularly participate in national working group calls focused on advocacy strategies on issues that affect our clients. We continue to be involved locally in the Force for Immigrants Rights & Empowerment Coalition, which works to network among immigration service providers in DFW and have been working in coordination with other local partners on policy efforts.

Goals for the Advocacy Program include:

- Build programs that empower our clients to drive our advocacy strategies and have power over the systems they are navigating
- Be an authoritative local and regional voice ensuring that issues affecting our clients are meaningfully reported and understood by the public
- Be recognized as a service by potential clients, especially in North Texas communities outside of Dallas and in non-Latino communities
- Reduce barriers for our clients impeding their success in the United States

We will be evaluating our Advocacy successes by tracking our progress on strategies we identify to move forward each goal. Because partnership-based advocacy is our guiding principle, a key metric of success will be establishing permanent infrastructure to integrate our clients into our advocacy work.



directly reached through presentations, collaborative actions, clinics, workshops, and educational programs.

VOLUNTEER RECRUITMENT AND TRAINING

PRO BONO ATTORNEYS AND OTHER VOLUNTEERS

We actively recruit and train volunteers to help fulfill our mission: providing excellent, responsive, and always free legal and social services to immigrant survivors of human rights abuses. Pro Bono attorneys are recruited by work with our Pro Bono Association, networking with our active volunteers, speaking at Dallas Bar events, and advertising on our website and social media. We provide both regular quarterly and additional occasional Continued Legal Education (CLE) programs. These presentations describe our programs, offer foundational information on immigration, and outline the basics of client representation.

pro bono attorneys



289 people



Over 6,500 hours



Valued at more than \$3 Million

non-legal volunteers



166 people



Over 5,000 hours



Valued at more than \$120,000

Pro bono attorneys are trained, supported, and supervised by Legal Department Directors. A dedicated Volunteer Coordinator recruits and cultivates volunteers, runs background checks, oversees the matching of clients and pro bono attorneys, assigns and supervises translations, and generally assures both the quality of volunteer experience and the confidentiality and professionalism due to clients. HRI has been fortunate to work with attorneys from some of the top law firms and corporations in the area.

HRI also benefits from the services of a large group of non-legal volunteers who provide medical assistance, mental health, translation, and much more. These volunteers are recruited by attending community events, tabling at universities, speaking at community and professional organizations, and strategically using our social media platform. All volunteers are encouraged to attend our monthly volunteer training, and all must consent to and pass a background check and sign a confidentiality agreement. HRI is constantly recruiting new translators as the need for a variety of languages from around the world grows. Most of our translators speak Spanish, as that

FY 2019 PRO BONO HALL OF FAME

Over 1,000 hours

Akin Gump
Solo practioners
Small corporations



Over 400 hours

Winston & Strawn
Sidley Austin
Kilpatrick Townsend



Over 300 hours

Clark Hill



Over 200 hours

Katten Muchin Rosenman
Thompson & Knight
Vinson & Elkins
Bowman & Brooke



Over 100 hours

Gibson Dunn



Over 50 hours

AT&T
Fragomen
Holland & Knight
Jones Day



is the highest need for our clients. We have translators that speak languages such as Amharic, Arabic, Farsi, French, Kirundi, Mandarin, Norwegian, Oromo, Portuguese, and many more. Current goals and priorities are around recruiting more translators and interpreters for languages from West Africa. We are continuing to build relationships with religious organizations and community groups that have a large number of bilingual members. Volunteers are trained and placed by our Volunteer Coordinator.

PARTNERSHIPS AND COLLABORATION

Partnership is at the heart of everything we do at HRI.

COOPERATIVE AND COLLABORATIVE RELATIONSHIPS

HRI leadership is actively involved in the Force for Immigrant Rights and Empowerment Coalition (FIRE), ASISTA, and a number of local, statewide, and national coalitions and working groups that collectively strategize and exchange information regularly. We sustain regular outreach to faith communities and have spoken to Methodist, Presbyterian, Episcopal, and Unitarian churches as well as synagogues.

HRI's Social Services Director has developed collaborative relationships with over 140 North Texas nonprofit agencies. Some of our strongest relationships include: Catholic Charities in Dallas and Fort Worth, Mosaic Family Services, DASH Network, Agape Clinic, Genesis Women's Shelter, Hope's Door, and Momentous Institute.

HRI BOARD OF DIRECTORS

HRI's board members bring a wealth of legal, business, and nonprofit management expertise to the organization. They are executives at national and multinational corporations, lawyers at corporate and specialty law firms, and leaders in the nonprofit and philanthropic community. Each year, current Board members identify the skills and perspectives needed and generate

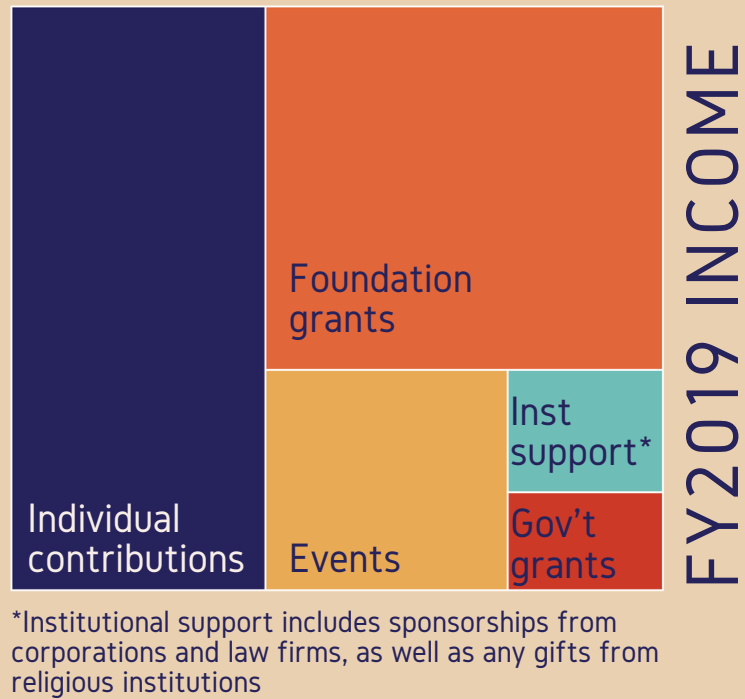
prospective members. The Pro Bono Association is another significant source of potential leadership, as are members of our coalition partners.

FUNDRAISING

TOTAL INCOME
\$1,350,252.24

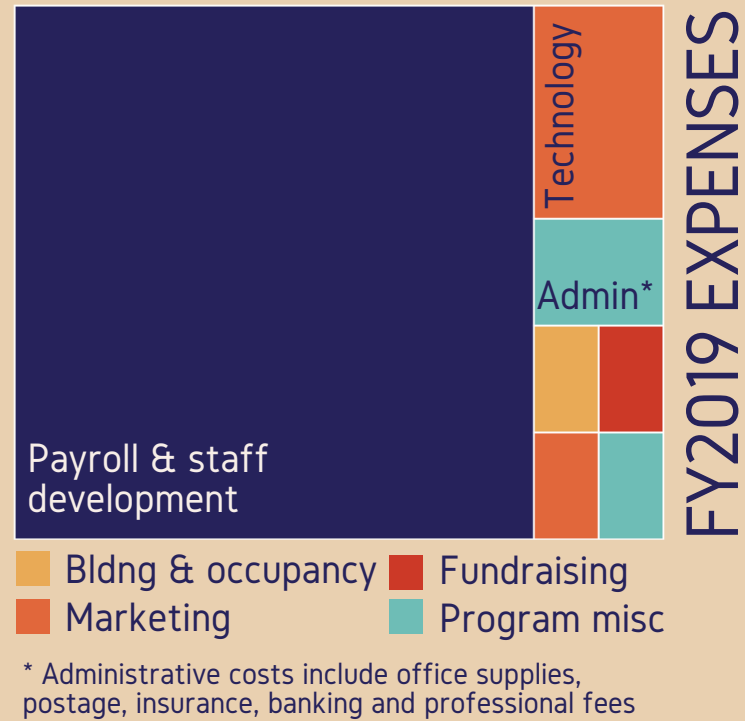
TOTAL EXPENSES
\$736,813.03

NET ORDINARY INCOME
\$613,439.21



Grants over \$5,000 awarded in FY 2019

Harold Simmons Foundation	\$300,000
Meadows Family Foundation	\$95,000
VERA Institute for Justice	\$54,000
Boone Foundation	\$50,000
Hoblitzelle Foundation	\$40,000
Philip R Jonsson Foundation	\$15,000
Women of St Michael's	\$8,000



IV.

APPENDICES

APPENDIX A: BOARD OF DIRECTORS

HRI'S BOARD OF DIRECTORS FY19

Aubrey Lavery Meyers
Chair

Sanjeeb Samanta
Chair Elect

Almaz Woldeab
Treasurer

Rocio Garcia
Secretary

Corey Admire
Greg Curry
Patricia Freshwater
Elizabeth A. Healy
Natalie Nanasi
Laura O'Rourke
Ashlie Alaman Stamper
Alan Wright

HRI'S ADVISORY BOARD FY19

Serena Simmons Connelly*
Kenneth Z. Altshuler, M.D.
Cecilia Boone
Patricia Cook, MD*
Lauren Embrey
Don Glendenning*
Amb. Swanee Hunt
Sarah Losinger
The Hon. Ann Margolin
Michael Meadows
Caren H. Prothro

*Honorary life members

Aubrey Lavery Meyers, Chair

Ms. Meyers is the Vice President and Associate General Counsel of a Texas-based home loan company. Prior to her in-house role, she was an associate at Holland & Knight and Patton Boggs. Ms. Meyers has focused on giving back to the community through mentoring, pro bono legal work, and educating young lawyers on how they can do the same. She continues to give back to her alma maters, mentoring pre-law students from the John Marshall Pre-Law Society at the University of Texas at Dallas, and current students at the University of Illinois College of Law. She began volunteering as a pro bono attorney for the Human Rights Initiative of North Texas in 2011 and has developed a passion for helping those who are seeking asylum in the United States.

Sanjeeb Samanta, Vice Chair

Sanjeeb Samanta leads Global Customer Support Experience Operations at Texas Instruments (TI). Sanjeeb has been with TI for over 20 years and prior to joining TI worked with companies such as IDM, Technip, Price Waterhouse, and IBM in Asia, Europe, and the US. He is an alum of UT Dallas. Mr. Samanta is the winner of TI's 2015 Founders Community Service Awards and is actively involved in helping the refugee community in the metroplex partnering with HRI and Heart House. He is a member of the US India Chamber of Commerce, President of Dallas Squash, and is one of the Ambassadors (leaders) of InterNations Dallas, among other roles he plays in the community.

Almaz Woldeab, Treasurer

Ms. Woldeab is Managing Director and Chief Financial Officer for the Civitas Capital Group family of companies. She is responsible for directing and overseeing the financial functions of the firm including Accounting, Financial Reporting, Financial Planning, Budgeting, Treasury, and Audit. Before joining Civitas, Ms. Woldeab was at Texas Instruments, Inc. for over 12 years where she held several positions in Financial Planning and Management, Accounting and Financial Reporting, including most recently leading the preparation of the

company's Annual Plan and quarterly updates. She has also served as a controller for the Texas Instruments Foundation, a non-profit foundation. Ms. Woldeab holds a Bachelor of Science in Accounting from the University of Texas at Dallas and a Masters of Business Administration from the Cox School of Business at Southern Methodist University. She is also a Certified Public Accountant.

Rocio Garcia, Secretary

Ms. Garcia is an associate in the firm's capital finance and real estate group. Her practice focuses on commercial real estate and she has experience in real estate acquisitions and dispositions, including hotels and real estate owned (REO) property. Ms. Garcia has worked with landlords and tenants on leasing matters, including office, industrial and retail-lease negotiations for properties across the United States. She also has experience advising on real estate issues in corporate mergers and acquisitions. An active member in her community, Ms. Garcia dedicates time to public service and pro bono efforts in Dallas.

Corey Admire, Director

Ms. Admire is a partner at Shupe Ventura, PLLC where her practice focuses on large development projects involving economic development incentives between the private sector and municipalities, counties, or other governmental and quasi-governmental such as special districts, tax increment reinvestment zones, public improvement districts, "Type A" and "Type B" development corporations. Ms. Admire began her legal career in the public finance section of Fulbright & Jaworski (now Norton Rose Fulbright). Ms. Admire graduated cum laude from Southern Methodist University Dedman School of Law where she was a Sarah T. Hughes Scholar and a member of the Order of the Barristers. In 2017, Ms. Admire was named to the inaugural SMU Dedman School of Law Emerging Leader Board. Prior to law school, Ms. Admire was an ER/Trauma

nurse who trained at Parkland Hospital in Dallas. Having grown up in North Texas, she has been active in a number of community initiatives and organizations, both on the volunteer and board leadership levels. Prior to joining the board of Human Rights Initiative of North Texas, Ms. Admire served five years as the Chair of the Board of Directors for Café Momentum (www.cafemomentum.org), a nationally-recognized, innovative nonprofit providing young people who have spent time in the Dallas County Juvenile Justice System with a one-year paid restaurant internship where they receive full-time case management, culinary skills, and life-skills training as well as post-internship support. Ms. Admire enjoys traveling with her husband Phil and their four children.

Greg Curry, Director

Mr. Curry is a Partner in Thompson & Knight's Energy Litigation Practice Group and serves as a member of the Management Committee and the Firm's Client Services Partner. In addition to HRI, Mr. Curry is actively involved in several organizations, including the Texas Association of Defense Counsel, International Association of Defense Counsel, State Bar of Texas, Dallas Bar Association, and DRI-The Voice of the Defense Bar. He is a Fellow of the American Bar Foundation, Texas Bar Foundation, Dallas Bar Foundation, and Litigation Counsel of America and is a member of The College of the State Bar of Texas. Mr. Curry has been recognized by numerous publications for his outstanding legal work, including The Best Lawyers in America by Woodward/White Inc. (2007-2013) and Texas Super Lawyers by Thomson Reuters (2003-2012).

Patricia Freshwater, Director

Since 2011, Ms. Freshwater has been a partner with Schwamkrug, Freshwater & Lopez, PLLC, a law firm providing a full range of legal advice and representation to immigrants. She is passionate about protecting immigrants' rights and committed to providing effective legal representation in a wide

range of immigration matters, from helping people apply for U.S. citizenship to defending immigrants facing deportation and separation from their loved ones. Prior to opening Schwamkrug, Freshwater, & Lopez, PLLC, Ms. Freshwater completed an Equal Justice Works Fellowship with a Dallas area non-profit organization. Ms. Freshwater graduated summa cum laude from the University of Virginia School of Law in 2006, where she was a Notes Editor for the Virginia Law Review, and a participant in the Immigration Law Clinic. From 2006-2007, she clerked for the United States District Court for the District of Maryland.

Elizabeth A. Healy, Director

Ms. Healy was instrumental in founding Human Rights Initiative of North Texas in 1999 and served as Executive Director of the organization until November 2005. Ms. Healy remains firmly committed to the agency's mission and now leads the Board of Trustees. Prior to her years with HRI, she was an associate with Cowles & Thompson, PC. She also completed a judicial clerkship at the Dallas Court of Appeals. Ms. Healy is currently a Program Officer with the Harold Simmons Foundation, Dallas, TX.

Natalie Nanasi, Director

Ms. Nanasi came to the United States as a refugee in the early 1980s. She is now the Director of the Judge Elmo B. Hunter Legal Center for Victims of Crimes Against Women at Southern Methodist University (SMU), Dedman School of Law, where she supervises students' representation of survivors of a range of gender-based harms. Ms. Nanasi was previously a Practitioner-in-Residence at American University, Washington College of Law and the Senior Immigration Attorney and Pro Bono Coordinator at the Tahirih Justice Center, where she advocated for immigrant women and girls fleeing human rights abuses such as female genital mutilation, domestic and sexual violence, forced marriage and honor crimes.

Laura O'Rourke, Director

Ms. O'Rourke is a Dallas lawyer with Baker & McKenzie, LLP in the Securities Litigation group. She has been actively involved in pro bono services throughout her legal career and is currently Co-Chair of the Dallas Office (Baker & McKenzie, LLP) Pro Bono Committee. She has also been an avid supporter of Humans Rights Initiative of North Texas since she started practicing law in 2002. She currently is a member of the HRI Pro Bono Attorney Liaison Committee. Ms. O'Rourke is also an active supporter of various civic endeavors in the Dallas community such as: Lawyers in the Classroom, Big Brothers/Big Sisters, Girls, Inc., Habitat for Humanity, Susan G. Komen, Salvation Army, and others.

Ashlie Alaman Stamper, Director

Ms. Alaman Stamper is a native Dallasite, earning her undergraduate degree from Southern Methodist University before getting her J.D from The University of Texas School of Law. Ms. Alaman Stamper is currently counsel at Luminant (a subsidiary of Vistra Energy), Texas's largest competitive power generator, where her primary practice is real estate and includes environmental compliance and construction contracts and disputes. Prior to Luminant, Ms. Alaman Stamper spent three years in Bracewell's environmental strategies section. Ms. Alaman Stamper is committed to pro bono and community service. In addition to taking clients through Dallas Volunteer Attorney Program, each month she serves as the attorney of record for DVAP's pro se clients at the monthly prove up clinic. Ms. Alaman Stamper also spent much of her time in 2016 working with the Clemency Project, which was tasked with helping federal inmates seek a reduction of their sentences based on changes in the sentencing guidelines which stemmed from recognized disparities in sentencing based on race and socioeconomics. Through her efforts, Ms. Alaman Stamper secured the early release of one of her clients, allowing him the opportunity to re-join his family and society and regain his life. Most recently, Ms. Alaman Stamper has focused on immigration issues –

working with Gateway of Grace teaching English to refugees, and with Human Rights Initiative, providing pro bono legal assistance to immigrants seeking to escape abusive spouses and attain United States' citizenship. Ms. Alaman Stamper has been recognized twice in the last three years as DVAP's corporate attorney of the year, and as the Association of Corporate Counsel's Pro Bono Attorney of the year in 2016.

Alan Wright, Director

Mr. Wright is a partner at Kilpatrick Townsend in Dallas, TX. Alan has practiced law for over 30 years and was previously a partner at Crouch & Ramey, a litigation law firm based in Dallas. Mr. Wright is Board Certified in Civil Appellate Law by the Texas Board of Legal Specialization. He has worked extensively as a consultant and advisor to trial lawyers before, during, and after trial. In addition to his traditional appellate court practice, Mr. Wright has also focused his appellate efforts on summary judgments, expert witness challenges, jury charges, disqualification and recusal, arbitration-related litigation, mandamus and other extraordinary writs, supersedes and judgment enforcement, and attorney's fees issues. Mr. Wright was recognized as a Texas "Super Lawyer" in 2003, 2004, 2005 and 2009 for Appellate Law and again in 2015 and the four years immediately preceding for Appellate Law, Business Litigation, and General Litigation by Texas Monthly and Law & Politics magazines. Mr. Wright was also recognized in The Best Lawyers in America for Labor and Employment Law in 2013, 2014, 2015, and in 2016 for Commercial Litigation.

APPENDIX B: HRI STAFF FY19

William O. Holston, Jr.
Executive Director

Maryam Baig
Marketing & Special Events
Coordinator

Elisandra De La Cruz
Case Manager, Children's Program

Layne Faulkner
Volunteer Coordinator

Zeyla Gonzalez
DOJ Accredited Representative

Kristina Morales
DOJ Accredited Representative

Anna Rupani
Director of Children's Program

Jennifer Weil
Director of Development

Kali Cohn
Director of Community Education &
Advocacy

Zainab Ellis
Director of Social Services

Pilar Ferguson
Director of Asylum Program

Elean Martinez
Client Intake Manager

Carolina Pina
Case Management Coordinator &
Legal Assistant

Sara Wahl
Director of Crime Victims Program

APPENDIX C: Insurance Certificate



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)
10/14/2019

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER IMA Select LLC 6200 LBJ Freeway Suite 200 Dallas TX 75240		CONTACT NAME: Debra Henderson PHONE (A/C No. Ext): 972-458-8700 FAX (A/C No.): 972-458-8755 E-MAIL ADDRESS: debra.henderson@imacorp.com	
		INSURER(S) AFFORDING COVERAGE INSURER A: Hartford Fire Insurance Company	NAIC # 19682
INSURED Human Rights Initiative of North Texas, Inc. 2801 Swiss Ave Dallas TX 75204		INSURER B: INSURER C: INSURER D: INSURER E: INSURER F:	

COVERAGES **CERTIFICATE NUMBER:** 46643371 **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:			46SBAZT1901	4/8/2019	4/8/2020	EACH OCCURRENCE \$ 1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$ 300,000 MED EXP (Any one person) \$ 10,000 PERSONAL & ADV INJURY \$ 1,000,000 GENERAL AGGREGATE \$ 2,000,000 PRODUCTS - COMP/OP AGG \$ 2,000,000 \$
A	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input checked="" type="checkbox"/> NON-OWNED AUTOS ONLY			46SBAZT1901	4/8/2019	4/8/2020	COMBINED SINGLE LIMIT (Ea accident) \$ 1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED <input type="checkbox"/> RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below	Y/N	N/A				PER STATUTE <input type="checkbox"/> OTH-ER <input type="checkbox"/> E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 The General Liability policy includes a blanket automatic additional insured endorsement that provides additional insured status to the certificate holder only when there is a written contract between the named insured and the certificate holder that requires such status.
 The General Liability policy includes a blanket automatic waiver of subrogation endorsement that provides this feature only when there is a written between the named insured and the certificate holder that requires it.
 The policy includes an endorsement providing that 30 days notice of cancellation [or coverage change] will be furnished to the certificate holder.

CERTIFICATE HOLDER

Meadows Foundation Inc.
 3003 Swiss Ave
 Dallas TX 75204

CANCELLATION

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

Butt Unesner

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ACORD 25 (2016/03)

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APPENDIX D: Form 990, Audit, and Financial Statements

WOOD, STEPHENS & O'NEIL, L.L.P.

Certified Public Accountants
6300 Ridglea Place, Suite 318
Fort Worth, TX 76116
Tele. (817)-377-1700 Fax (817)-377-1870

September 24, 2019

Human Rights Initiative Of North Texas Inc.
2801 Swiss Ave.
Dallas, TX 75204

Enclosed is the Form 990 federal tax return for a tax-exempt organization, prepared from the information provided to us. This return will be e-filed with the IRS once we receive a signed Form 8879-EO, IRS e-file Signature Authorization for an Exempt Organization.

Thank you for the opportunity to be of service. For further assistance with your tax needs, please contact our office at (817)-377-1700.

Sincerely,

Wood, Stephens & O'Neil, L.L.P.

**Wood, Stephens &
O'Neil, L.L.P.**
Certified Public Accountants

6300 Ridglea Place, Suite 318
Fort Worth, TX 76116
Tele. 817-377-1700
Fax 817-377-1870

September 24, 2019

Independent Auditor's Report

To the Management and Board of Directors
Human Rights Initiative of North Texas, Inc.:

We have audited the accompanying financial statements of the Human Rights Initiative of North Texas, Inc., a not-for-profit organization, which comprise the statement of financial position as of June 30, 2019 and 2018, and the related statements of activities, functional expenses, and cash flows for the years then ended, and the related notes to the financial statements.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with accounting principles generally accepted in the United States of America; this includes the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audits. We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. Accordingly, we express no such opinion. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of the Organization as of June 30, 2019 and 2018, and the changes in its net assets and its cash flows for the years then ended in accordance with accounting principles generally accepted in the United States of America.

Wood, Stephens & O'Neil, L.L.P.

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS, INC.
STATEMENT OF FINANCIAL POSITION
JUNE 30, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
<u>ASSETS:</u>		
Cash and cash equivalents	\$ 1,512,139	\$ 1,121,587
Contributions and grants receivable	114,991	112,399
Prepaid expenses and deposits	-	3,250
Property and equipment, net	36,721	4,046
Investments - endowment fund	373,419	257,215
TOTAL ASSETS	<u><u>\$ 2,037,270</u></u>	<u><u>\$ 1,498,497</u></u>
 <u>LIABILITIES:</u>		
Accounts payable and accrued liabilities	41,266	30,133
TOTAL LIABILITIES	<u>41,266</u>	<u>30,133</u>
 <u>NET ASSETS:</u>		
Without donor restrictions	1,527,585	1,112,476
With donor restrictions	95,000	98,673
Endowment fund with donor restrictions	373,419	257,215
TOTAL NET ASSETS	<u>1,996,004</u>	<u>1,468,364</u>
 TOTAL LIABILITIES & NET ASSETS	<u><u>\$ 2,037,270</u></u>	<u><u>\$ 1,498,497</u></u>

The accompanying notes are an integral part of these financial statements.

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS, INC.
STATEMENT OF ACTIVITIES
YEARS ENDED JUNE 30, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
<u>Changes in net assets without donor restrictions:</u>		
Revenues:		
Contributions and grants	\$ 1,089,560	\$ 520,218
Contributions - in-kind - donated legal services	3,161,000	2,893,000
Contributions - in-kind - donated rent	165,725	165,725
Fundraising events, net of direct expenses	155,395	160,808
Investment and miscellaneous income	8,864	4,232
Net assets released from restrictions	98,673	8,407
Total revenues without donor restrictions	<u>4,679,217</u>	<u>3,752,390</u>
Expenses:		
Program services	3,999,360	3,671,886
Management and general	88,251	81,989
Fundraising	176,497	163,976
Total expenses	<u>4,264,108</u>	<u>3,917,851</u>
<u>Increase (decrease) in net assets without donor restrictions</u>	<u>415,109</u>	<u>(165,461)</u>
<u>Changes in net assets with donor restrictions</u>		
Contributions and grants	195,000	102,500
Investment income - endowment fund, net of fees	16,204	14,379
Net assets released from restrictions	(98,673)	(8,407)
<u>Increase (decrease) in net assets with donor restrictions</u>	<u>112,531</u>	<u>108,472</u>
INCREASE (DECREASE) IN NET ASSETS	527,640	(56,989)
NET ASSETS, at beginning of year	1,468,364	1,525,353
NET ASSETS, at end of year	<u>\$ 1,996,004</u>	<u>\$ 1,468,364</u>

The accompanying notes are an integral part of these financial statements.

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED JUNE 30, 2019

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>2019 Total Expenses</u>
Salaries, payroll taxes and benefits	\$ 602,981	\$ 63,472	\$ 126,944	\$ 793,397
Donated legal services	3,161,000	-	-	3,161,000
Donated rent	125,951	13,258	26,516	165,725
Client assistance and social services	17,979	1,893	3,785	23,657
Bank charges	-	-	-	-
Dues and subscriptions	1,365	144	287	1,796
Equipment leases	7,006	738	1,475	9,219
Insurance	4,960	522	1,044	6,526
Marketing expenses	12,756	1,343	2,685	16,784
Office and miscellaneous expenses	6,220	655	1,309	8,184
Postage and delivery	3,457	364	728	4,549
Printing and copying	3,523	371	742	4,636
Professional fees	5,510	580	1,160	7,250
Recruiting, training and development	213	22	45	280
Rent and occupancy expenses	13,785	1,451	2,902	18,138
Software expense and computer maintenance	21,957	2,311	4,623	28,891
Telephone and internet	5,935	625	1,249	7,809
Travel	653	69	138	860
Depreciation	4,109	433	865	5,407
TOTALS	<u><u>\$ 3,999,360</u></u>	<u><u>\$ 88,251</u></u>	<u><u>\$ 176,497</u></u>	<u><u>\$ 4,264,108</u></u>
	93.79%	2.07%	4.14%	100.00%

The accompanying notes are an integral part of these financial statements.

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS, INC.
STATEMENT OF FUNCTIONAL EXPENSES
YEAR ENDED JUNE 30, 2018

	<u>Program Services</u>	<u>Management and General</u>	<u>Fundraising</u>	<u>2018 Total Expenses</u>
Salaries, payroll taxes and benefits	\$ 559,742	\$ 58,920	\$ 117,840	\$ 736,502
Donated legal services	2,893,000	-	-	2,893,000
Donated rent	125,951	13,258	26,516	165,725
Client assistance and social services	18,366	1,933	3,867	24,166
Bank charges	1,021	108	215	1,344
Dues and subscriptions	1,636	172	344	2,152
Equipment leases	4,973	523	1,047	6,543
Insurance	4,454	469	938	5,861
Marketing expenses	2,887	304	608	3,799
Office and miscellaneous expenses	7,361	775	1,550	9,686
Postage and delivery	3,909	412	823	5,144
Printing and copying	1,610	170	339	2,119
Professional fees	5,320	560	1,120	7,000
Recruiting, training and development	1,459	154	307	1,920
Rent and occupancy expenses	14,660	1,543	3,086	19,289
Software expense and computer maintenance	15,642	1,647	3,293	20,582
Telephone and internet	5,163	543	1,087	6,793
Travel	3,517	370	740	4,627
Depreciation	1,215	128	256	1,599
TOTALS	<u><u>\$ 3,671,886</u></u>	<u><u>\$ 81,989</u></u>	<u><u>\$ 163,976</u></u>	<u><u>\$ 3,917,851</u></u>
	93.72%	2.09%	4.19%	100.00%

The accompanying notes are an integral part of these financial statements.

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS, INC.
STATEMENT OF CASH FLOWS
YEARS ENDED JUNE 30, 2019 AND 2018

	<u>2019</u>	<u>2018</u>
<u>CASH FLOWS FROM OPERATING ACTIVITIES</u>		
Change in net assets	\$ 527,640	\$ (56,989)
Adjustments to reconcile change in net assets to net cash provided by operating activities:		
Depreciation expense	5,407	1,599
(Increase) decrease in contributions receivable	(2,592)	(107,399)
(Increase) decrease in prepaid expenses and deposits	3,250	(3,250)
Increase (decrease) in payables and accrued liabilities	11,134	2,747
Net Cash Provided By (Used For) Operating Activities	<u>544,839</u>	<u>(163,292)</u>
<u>CASH FLOWS FROM INVESTING ACTIVITIES</u>		
(Increase) decrease in investments - endowment fund	(116,204)	(14,379)
Capital expenditures	(38,083)	-
Net Cash Provided By (Used For) Investing Activities	<u>(154,287)</u>	<u>(14,379)</u>
<u>CASH FLOWS FROM FINANCING ACTIVITIES</u>	-	-
Net Cash Provided By (Used For) Financing Activities	<u>-</u>	<u>-</u>
Net increase (decrease) in cash	390,552	(177,671)
Cash and cash equivalents at beginning of year	1,121,587	1,299,258
Cash and cash equivalents at end of year	<u>\$ 1,512,139</u>	<u>\$ 1,121,587</u>
<u>SUPPLEMENTAL DISCLOSURES</u>		
None applicable	-	-

The accompanying notes are an integral part of these financial statements.

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS, INC.

NOTES TO FINANCIAL STATEMENTS YEARS ENDED JUNE 30, 2019 AND 2018

NOTE A - NATURE OF ACTIVITIES AND SIGNIFICANT ACCOUNTING POLICIES

Nature of Activities

The Human Rights Initiative of North Texas, Inc. (the Organization), is a Texas not-for-profit organization formed in 1999. The Organization's mission is to promote international human rights through local services to refugees and immigrants who have suffered human rights abuses. The Organization primarily handles asylum cases and matters under the Violence Against Women Act and the Victims of Trafficking and the Violence Protection Act. Legal services are primarily provided through an extensive network of volunteer attorneys. Other services provided include referrals to appropriate area service providers, job search assistance, group activities, and individual guidance. All services are provided to individuals in the North Texas area.

General

The Organization's prepares its financial statements in accordance with generally accepted accounting principles promulgated in the United States of America (U.S. GAAP) for not-for-profit organizations. The Organization has implemented FASB ASU No. 2016-14 in the current year, applying the changes retrospectively. The Organization's financial statements have been prepared on the accrual basis of accounting. The significant accounting and reporting policies used by the Organization are described below to enhance the usefulness and understandability of the financial statements.

Financial Statement Presentation

The Organization, in accordance with not-for-profit accounting standards, reports information regarding its financial position and activities according to two classes of net assets: net assets without donor restrictions and net assets with donor restrictions. Net assets without donor restrictions are resources available to support operations. The only limits on the use of these assets are the broad limits resulting for the nature of the organization, the environment in which it operates, the purpose specified in its corporate documents, its application for tax-exempt status, and any limits resulting from contractual agreements with creditors or others that are entered into in the course of its operations. Net assets with donor restrictions are resources that are restricted by a donor for use for a particular purpose or in a particular future period. Some donor-imposed restrictions are temporary in nature, and the restriction will expire when the resources are used in accordance with the donor's instructions or when the stipulated time has passed. Other donor-imposed restrictions are perpetual in nature; consequently the organization must continue to use these resources in accordance with the donor's instructions. This class would also include any donor-restricted endowment funds and beneficial interests in a perpetual trust. When donor restrictions are satisfied, either by using the resources in the manner specified by the donor or by the passage of time, the expiration of the restriction is reported in the financial statements by reclassifying to net assets without donor restrictions. Any net assets restricted for acquisition of buildings or equipment are reported as net assets with donor restrictions until the specified asset is placed in service by the organization, unless the donor provides more specific directions about the period of its use.

All revenues and net gains are reported as increases in net assets without donor restrictions in the statement of activities unless the donor specified the use of the related resources for a particular purpose or in a future period. All expense and net losses other than losses on endowment investments are reported as decreases in net assets without

donor restrictions. Net gains on endowment investments increase net assets with donor restrictions, and net losses on endowment investments reduce that net asset class.

Functional Expenses

The costs of providing the Organization's various programs and other activities have been summarized on a functional basis in the statement of functional expenses. Accordingly, certain costs have been allocated among the programs and supporting services benefited.

Expenses that can be identified with a specific program are charged directly to that program. Costs common to multiple functions have been allocated among the various functions benefited using a reasonable allocation method that is consistently applied. Whenever new space or programs are added, the bases on which the costs are allocated are evaluated.

Management and general activities include the functions necessary to provide support for the organization's program activities. This include activities that provide governance, oversight, business management, financial recordkeeping, budgeting, legal services, human resource management, and similar functions that ensure an adequate working environment and an equitable employment program.

Fundraising activities include publicizing and conducting fundraising campaigns, maintaining donor lists, conducting special fundraising events, and other activities involved with soliciting contributions from donors.

Management Estimates and Assumptions

Management uses estimates and assumptions in preparing statements in accordance with generally accepted accounting principles. Those estimates and assumptions affect the reported amounts of assets and liabilities, the disclosure of contingent assets and liabilities, and the reported revenues and expenses. On an ongoing basis, the Organization's management evaluates the estimates and assumptions based upon historical experience and various other factors and circumstances. The Organization's management believes that the estimates and assumptions are reasonable in the circumstances; however, the actual results could differ from those estimates.

Property and Equipment

Property and equipment is recorded at cost. Depreciation is computed on the straight-line basis over the estimated useful lives of the assets, which range from 3 to 10 years. The Organization follows the practice of capitalizing all expenditures for property and equipment in excess of \$1,000.

Gifts-in-Kind Contributions

A not-for-profit organization may receive contributions in a form other than cash or investments. Often these are donated supplies, which are recorded as contributions as of the date of the gift and as expenses when the donated items are placed into service or distributed. If an organization receives a contribution of land, buildings or equipment, the contributed asset is recognized as an asset at its estimated fair value as of the date of gift. Donated use of facilities is reported as contributions and as expenses at the estimated fair value of similar space for rent under similar conditions. The value of donated rent, recorded on the accompanying financial statements, was \$165,725 for the years ended June 30, 2019 and 2018. The Organization also receives in-kind contributions from numerous local attorneys who volunteer their services as pro-bono legal counsel. Management estimated the value of such donated legal services as \$3,161,000 and \$2,893,000 for the years ended June 30, 2019 and 2018, respectively. The Organization has recognized these amounts as contributions and expenses in the accompanying financial statements. In addition, a number of volunteers donated their time in support of the Organization's programs during the year.

Contributions and Grants Receivable

Contributions receivable are unconditional promises to give that are recognized as contributions when the promise is received. Contributions receivable that are expected to be collected within one year are recorded at net realizable value. When deemed necessary, the Organization uses an allowance method to determine the uncollectible portion, based on prior years' experience and management's analysis of the promises made. Contributions receivable that are expected to be collected in more than one year are recorded at fair value at the date of promise. Fair value is measured as the present value of the discounted future cash flows. The discounts on these contributions are computed using risk-adjusted interest rates applicable to the years in which the promises are received. Amortization of the discounts is included in contribution revenue. Conditional promises to give are not included as support until the conditions are substantially met.

Income Taxes

The Organization is exempt from income taxes under Section 501(c)(3) of the Internal Revenue Code. The Organization would be subject to tax on income unrelated to its exempt purposes.

Investments

In accordance with professional accounting standards, the Organization's investments are reported at fair value, with any unrealized gains and losses resulting from fluctuations in fair value included in the statement of activities. Unless specifically restricted by a Board designation or by a donor, all income, including realized and unrealized gains and losses, from investments is generally included in unrestricted net assets and used for general operating purposes.

Cash and Cash Equivalents

For purposes of the statement of cash flows, the Organization considers all unrestricted short-term, highly liquid investments with original maturities of three months or less to be cash equivalents.

Concentrations of Credit Risk

Financial instruments which potentially subject the Organization to concentration of credit risk consist principally of cash investments. The Organization places its cash investments with high quality financial institutions and limits the amount of credit exposure to any one institution.

Fair Value of Financial Instruments

At June 30, 2019 and 2018, the Organization's financial instruments consisted of cash and cash equivalents. Unless otherwise indicated, the fair values of these financial instruments approximate their recorded values.

Liquidity and Availability

At June 30, 2019, \$1,490,864 of the financial assets of the Organization are available for general expenditure, that is, without donor or other restrictions limiting their use, within one year.

Subsequent Events

Management has evaluated subsequent events through September 24, 2019, the date the financial statements were available to be issued. Events occurring after this date have not been evaluated to determine whether a change in the financial statements would be required.

NOTE B - PROPERTY AND EQUIPMENT

Property and equipment at June 30, 2019, consisted of the following:

Furniture and fixtures	\$ 15,482
Computers, software and equipment	90,238
Less accumulated depreciation	<u>(68,999)</u>
	<u>\$ 36,721</u>

Property and equipment at June 30, 2018, consisted of the following:

Furniture and fixtures	\$ 15,482
Computers, software and equipment	52,155
Less accumulated depreciation	<u>(63,591)</u>
	<u>\$ 4,046</u>

Depreciation expense for the years ended June 30, 2019 and 2018 amounted to \$5,407 and \$1,599, respectively.

NOTE C - SERVICE ORGANIZATION

The Organization has contracted with an independent professional employer organization (PEO). As such, the PEO is the employer of record for tax, benefits and insurance purposes for the Organization's employees. This co-employment relationship allows the Organization to maintain direct control of the day to day activities of employees, while the PEO assumes the administrative functions of human resources and absorbs many employer-related liabilities.

NOTE D - LEASE COMMITMENTS

The Organization leases office space in the Wilson Historic Block District provided rent free by the Meadows Foundation. The current rent free lease agreement runs through May 31, 2020. During the fiscal year ended June 30, 2019, the Organization received an additional 5-year rent free lease extension through May 31, 2025. Under this lease agreement, the Organization is responsible for its share of the utilities, maintenance and upkeep of the property. The value of this donated rent, recorded on the accompanying financial statements, was \$165,725 for each of fiscal years ended June 30, 2019 and 2018.

At June 30, 2019 the Organization was obligated under a copier lease agreement, which expires in May, 2021. This lease is classified as an operating lease. The future minimum lease payments under this operating lease are approximately \$6,500 per year.

NOTE E - NET ASSETS WITH DONOR RESTRICTIONS

At June 30, 2019 and 2018, net assets with donor restrictions were \$95,000 and \$98,673. These consist of contributions and grants received or to be received by the Organization to support various programs during the subsequent fiscal year.

NOTE F - ENDOWMENT FUND INVESTMENTS

In prior years a board member and major donor provided \$200,000 to the Organization to establish an endowment fund. During the fiscal year ended June 30, 2019, this donor provided another \$100,000 designated to this endowment fund. The investment income from this endowment fund is used to supplement the annual operating budget and other fundraising efforts of the Organization. The endowment fund assets, which consist of various diversified publicly traded mutual funds, are held and managed by the Communities Foundation of Texas. In accordance with professional accounting standards, these endowment fund investments are reported at fair value.

NOTE G - INVESTMENTS AND FAIR VALUE MEASUREMENTS

The Organization reports its fair value measures using a three-level hierarchy that prioritizes the inputs used to measure fair value, in accordance with accounting principles generally accepted in the United States. This requires that entities maximize the use of observable inputs and minimize the use of unobservable inputs when measuring fair value. The Organization uses Level 1 inputs to measure fair value for all of its investments. Level 1 inputs are used when quoted prices for identical assets or liabilities in active markets are present to which an entity has access at the measurement date.

NOTE H - MAJOR DONORS

During the fiscal year ended June 30, 2019, the Organization received contributions totaling approximately \$500,000 from one individual and former board member and a related family foundation. These contributions were used to fund the Organization's programs and increase its operating cash reserves. Should this individual donor and the related family foundation decrease their ongoing financial support of the Organization in future years, this may affect the Organization's programs.

WOOD, STEPHENS & O'NEIL, L.L.P.
Certified Public Accountants
6300 Ridglea Place, Suite 318
Fort Worth, TX 76116
Tele. (817)-377-1700 Fax (817)-377-1870

September 24, 2019

Human Rights Initiative Of North Texas Inc.
2801 Swiss Ave.
Dallas, TX 75204

Enclosed is the Form 990 federal tax return for a tax-exempt organization, prepared from the information provided to us. This return will be e-filed with the IRS once we receive a signed Form 8879-EO, IRS e-file Signature Authorization for an Exempt Organization.

Thank you for the opportunity to be of service. For further assistance with your tax needs, please contact our office at (817)-377-1700.

Sincerely,

Wood, Stephens & O'Neil, L.L.P.

Return of Organization Exempt From Income Tax

OMB No. 1545-0047

2018

Department of the Treasury
Internal Revenue Service

Under section 501(c), 527, or 4947(a)(1) of the Internal Revenue Code (except private foundations)

▶ Do not enter social security numbers on this form as it may be made public.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.Open to Public
Inspection

A For the 2018 calendar year, or tax year beginning 07-01, 2018, and ending 06-30, 2019																				
B Check if applicable: <input type="checkbox"/> Address change <input type="checkbox"/> Name change <input type="checkbox"/> Initial return <input type="checkbox"/> Final return/terminated <input type="checkbox"/> Amended return <input type="checkbox"/> Application pending	<table border="1" style="width:100%; border-collapse: collapse;"> <tr> <td colspan="2">C Name of organization HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.</td> <td>D Employer identification no. 75-2842602</td> </tr> <tr> <td colspan="2">Doing business as</td> <td rowspan="3">E Telephone number (214) 855-0520</td> </tr> <tr> <td>Number and street (or P.O. box if mail is not delivered to street address)</td> <td>Room/suite</td> </tr> <tr> <td colspan="2">2801 SWISS AVE.</td> </tr> <tr> <td colspan="2">City or town, state or province, country, and ZIP or foreign postal code DALLAS, TX 75204</td> <td>G Gross receipts \$ 4,791,748</td> </tr> <tr> <td colspan="3"> F Name and address of principal officer: WILLIAM HOLSTON JR. SAME AS C ABOVE </td> </tr> <tr> <td colspan="3"> I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 J Website: ▶ WWW.HRIONLINE.ORG K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ L Year of formation: 1999 M State of legal domicile: TX </td> </tr> </table>	C Name of organization HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.		D Employer identification no. 75-2842602	Doing business as		E Telephone number (214) 855-0520	Number and street (or P.O. box if mail is not delivered to street address)	Room/suite	2801 SWISS AVE.		City or town, state or province, country, and ZIP or foreign postal code DALLAS, TX 75204		G Gross receipts \$ 4,791,748	F Name and address of principal officer: WILLIAM HOLSTON JR. SAME AS C ABOVE			I Tax-exempt status: <input checked="" type="checkbox"/> 501(c)(3) <input type="checkbox"/> 501(c) () (insert no.) <input type="checkbox"/> 4947(a)(1) or <input type="checkbox"/> 527 J Website: ▶ WWW.HRIONLINE.ORG K Form of organization: <input checked="" type="checkbox"/> Corporation <input type="checkbox"/> Trust <input type="checkbox"/> Association <input type="checkbox"/> Other ▶ L Year of formation: 1999 M State of legal domicile: TX		
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Part I Summary

Activities & Governance	1	Briefly describe the organization's mission or most significant activities: TO PROVIDE ASSISTANCE TO POLITICAL AND RELIGIOUS REFUGEES AND VICTIMS OF TORTURE, HUMAN RIGHTS VIOLATIONS AND SURVIVORS OF DOMESTIC VIOLENCE AND CRIME.
	2	Check this box <input type="checkbox"/> if the organization discontinued its operations or disposed of more than 25% of its net assets.
	3	Number of voting members of the governing body (Part VI, line 1a) 3
	4	Number of independent voting members of the governing body (Part VI, line 1b) 4
	5	Total number of individuals employed in calendar year 2018 (Part V, line 2a) 5
	6	Total number of volunteers (estimate if necessary) 6
Revenue	7a	Total unrelated business revenue from Part VIII, column (C), line 12 7a
	7b	Net unrelated business taxable income from Form 990-T, line 38 7b
	8	Contributions and grants (Part VIII, line 1h) 8
	9	Program service revenue (Part VIII, line 2g) 9
Expenses	10	Investment income (Part VIII, column (A), lines 3, 4, and 7d) 10
	11	Other revenue (Part VIII, column (A), lines 5, 6d, 8c, 9c, 10c, and 11e) 11
	12	Total revenue - add lines 8 through 11 (must equal Part VIII, column (A), line 12) 12
	13	Grants and similar amounts paid (Part IX, column (A), lines 1-3) 13
	14	Benefits paid to or for members (Part IX, column (A), line 4) 14
	15	Salaries, other compensation, employee benefits (Part IX, column (A), lines 5-10) 15
	16a	Professional fundraising fees (Part IX, column (A), line 11e) 16a
	16b	Total fundraising expenses (Part IX, column (D), line 25) 16b
	17	Other expenses (Part IX, column (A), lines 11a-11d, 11f-24e) 17
	18	Total expenses. Add lines 13-17 (must equal Part IX, column (A), line 25) 18
Net Assets or Fund Balances	19	Revenue less expenses. Subtract line 18 from line 12 19
	20	Total assets (Part X, line 16) 20
	21	Total liabilities (Part X, line 26) 21
	22	Net assets or fund balances. Subtract line 21 from line 20 22

Part II Signature Block

Under penalties of perjury, I declare that I have examined this return, including accompanying schedules and statements, and to the best of my knowledge and belief, it is true, correct, and complete. Declaration of preparer (other than officer) is based on all information of which preparer has any knowledge.

Sign Here	WILLIAM HOLSTON JR	Signature of officer	Date	
	WILLIAM HOLSTON JR, EXEC DIR	Type or print name and title		
Paid Preparer Use Only	Print/Type preparer's name	Preparer's signature	Date	Check <input type="checkbox"/> if self-employed PTIN
	Hal O'Neil CPA	Hal O'Neil CPA	09-24-2019	P00482709
	Firm's name ▶	Wood, Stephens & O'Neil, LLP		
	Firm's address ▶	6300 Ridglea Place Suite 318 Fort Worth TX 76116		
				Firm's EIN ▶
				Phone no.
				817-377-1700

May the IRS discuss this return with the preparer shown above? (see instructions) ☒ Yes ☐ No

For Paperwork Reduction Act Notice, see the separate instructions.

Form 990 (2018)

Part III Statement of Program Service Accomplishments

Check if Schedule O contains a response or note to any line in this Part III

1 Briefly describe the organization's mission:
TO PROVIDE ASSISTANCE TO POLITICAL AND RELIGIOUS REFUGEES AND VICTIMS OF TORTURE, HUMAN RIGHTS VIOLATIONS AND SURVIVORS OF DOMESTIC VIOLENCE AND CRIME.

2 Did the organization undertake any significant program services during the year which were not listed on the prior Form 990 or 990-EZ? Yes No
If "Yes," describe these new services on Schedule O.

3 Did the organization cease conducting, or make significant changes in how it conducts, any program services? Yes No
If "Yes," describe these changes on Schedule O.

4 Describe the organization's program service accomplishments for each of its three largest program services, as measured by expenses. Section 501(c)(3) and 501(c)(4) organizations are required to report the amount of grants and allocations to others, the total expenses, and revenue, if any, for each program service reported.

4a (Code:) (Expenses \$ 3,999,360 including grants of \$) (Revenue \$)
THE ORGANIZATION'S ASYLUM PROJECT PROVIDED FREE LEGAL SERVICES TO INDIGENT APPLICANTS FOR POLITICAL ASYLUM; THE ORGANIZATION'S WOMEN AND CHILDRENS PROGRAM PROVIDED FREE LEGAL SERVICES TO HELP INDIGENT IMMIGRANT WOMEN AND CHILDREN. THE ORGANIZATION ALSO PROVIDED VARIOUS REFERRALS FOR THE HOUSING, FOOD AND MEDICAL NEEDS OF THE ORGANIZATION'S CLIENTS.

4b (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4c (Code:) (Expenses \$ including grants of \$) (Revenue \$)

4d Other program services (Describe in Schedule O.)
(Expenses \$ including grants of \$) (Revenue \$)

4e Total program service expenses 3,999,360

Part IV Checklist of Required Schedules

	Yes	No
1 Is the organization described in section 501(c)(3) or 4947(a)(1) (other than a private foundation)? If "Yes," complete Schedule A	<input checked="" type="checkbox"/>	
2 Is the organization required to complete Schedule B, Schedule of Contributors (see instructions)?	<input checked="" type="checkbox"/>	
3 Did the organization engage in direct or indirect political campaign activities on behalf of or in opposition to candidates for public office? If "Yes," complete Schedule C, Part I		<input checked="" type="checkbox"/>
4 Section 501(c)(3) organizations. Did the organization engage in lobbying activities, or have a section 501(h) election in effect during the tax year? If "Yes," complete Schedule C, Part II		<input checked="" type="checkbox"/>
5 Is the organization a section 501(c)(4), 501(c)(5), or 501(c)(6) organization that receives membership dues, assessments, or similar amounts as defined in Revenue Procedure 98-19? If "Yes," complete Schedule C, Part III		
6 Did the organization maintain any donor advised funds or any similar funds or accounts for which donors have the right to provide advice on the distribution or investment of amounts in such funds or accounts? If "Yes," complete Schedule D, Part I		<input checked="" type="checkbox"/>
7 Did the organization receive or hold a conservation easement, including easements to preserve open space, the environment, historic land areas, or historic structures? If "Yes," complete Schedule D, Part II		<input checked="" type="checkbox"/>
8 Did the organization maintain collections of works of art, historical treasures, or other similar assets? If "Yes," complete Schedule D, Part III		<input checked="" type="checkbox"/>
9 Did the organization report an amount in Part X, line 21, for escrow or custodial account liability, serve as a custodian for amounts not listed in Part X; or provide credit counseling, debt management, credit repair, or debt negotiation services? If "Yes," complete Schedule D, Part IV		<input checked="" type="checkbox"/>
10 Did the organization, directly or through a related organization, hold assets in temporarily restricted endowments, permanent endowments, or quasi-endowments? If "Yes," complete Schedule D, Part V	<input checked="" type="checkbox"/>	
11 If the organization's answer to any of the following questions is "Yes," then complete Schedule D, Parts VI, VII, VIII, IX, or X as applicable.		
a Did the organization report an amount for land, buildings, and equipment in Part X, line 10? If "Yes," complete Schedule D, Part VI	<input checked="" type="checkbox"/>	
b Did the organization report an amount for investments - other securities in Part X, line 12 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VII		<input checked="" type="checkbox"/>
c Did the organization report an amount for investments - program related in Part X, line 13 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part VIII		<input checked="" type="checkbox"/>
d Did the organization report an amount for other assets in Part X, line 15 that is 5% or more of its total assets reported in Part X, line 16? If "Yes," complete Schedule D, Part IX		<input checked="" type="checkbox"/>
e Did the organization report an amount for other liabilities in Part X, line 25? If "Yes," complete Schedule D, Part X		<input checked="" type="checkbox"/>
f Did the organization's separate or consolidated financial statements for the tax year include a footnote that addresses the organization's liability for uncertain tax positions under FIN 48 (ASC 740)? If "Yes," complete Schedule D, Part X		<input checked="" type="checkbox"/>
12a Did the organization obtain separate, independent audited financial statements for the tax year? If "Yes," complete Schedule D, Parts XI and XII	<input checked="" type="checkbox"/>	
b Was the organization included in consolidated, independent audited financial statements for the tax year? If "Yes," and if the organization answered "No" to line 12a, then completing Schedule D, Parts XI and XII is optional		<input checked="" type="checkbox"/>
13 Is the organization a school described in section 170(b)(1)(A)(ii)? If "Yes," complete Schedule E		<input checked="" type="checkbox"/>
14a Did the organization maintain an office, employees, or agents outside of the United States?		<input checked="" type="checkbox"/>
b Did the organization have aggregate revenues or expenses of more than \$10,000 from grantmaking, fundraising, business, investment, and program service activities outside the United States, or aggregate foreign investments valued at \$100,000 or more? If "Yes," complete Schedule F, Parts I and IV		<input checked="" type="checkbox"/>
15 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of grants or other assistance to or for any foreign organization? If "Yes," complete Schedule F, Parts II and IV		<input checked="" type="checkbox"/>
16 Did the organization report on Part IX, column (A), line 3, more than \$5,000 of aggregate grants or other assistance to or for foreign individuals? If "Yes," complete Schedule F, Parts III and IV		<input checked="" type="checkbox"/>
17 Did the organization report a total of more than \$15,000 of expenses for professional fundraising services on Part IX, column (A), lines 6 and 11e? If "Yes," complete Schedule G, Part I (see instructions)		<input checked="" type="checkbox"/>
18 Did the organization report more than \$15,000 total of fundraising event gross income and contributions on Part VIII, lines 1c and 8a? If "Yes," complete Schedule G, Part II	<input checked="" type="checkbox"/>	
19 Did the organization report more than \$15,000 of gross income from gaming activities on Part VIII, line 9a? If "Yes," complete Schedule G, Part III		<input checked="" type="checkbox"/>
20a Did the organization operate one or more hospital facilities? If "Yes," complete Schedule H		<input checked="" type="checkbox"/>
b If "Yes" to line 20a, did the organization attach a copy of its audited financial statements to this return?		
21 Did the organization report more than \$5,000 of grants or other assistance to any domestic organization or domestic government on Part IX, column (A), line 1? If "Yes," complete Schedule I, Parts I and II		<input checked="" type="checkbox"/>

Part IV Checklist of Required Schedules (continued)

	Yes	No
22 Did the organization report more than \$5,000 of grants or other assistance to or for domestic individuals on Part IX, column (A), line 2? <i>If "Yes," complete Schedule I, Parts I and III</i>	22	X
23 Did the organization answer "Yes" to Part VII, Section A, line 3, 4, or 5 about compensation of the organization's current and former officers, directors, trustees, key employees, and highest compensated employees? <i>If "Yes," complete Schedule J</i>	23	X
24a Did the organization have a tax-exempt bond issue with an outstanding principal amount of more than \$100,000 as of the last day of the year, that was issued after December 31, 2002? <i>If "Yes," answer lines 24b through 24d and complete Schedule K. If "No," go to line 25a</i>	24a	X
b Did the organization invest any proceeds of tax-exempt bonds beyond a temporary period exception?	24b	
c Did the organization maintain an escrow account other than a refunding escrow at any time during the year to defease any tax-exempt bonds?	24c	
d Did the organization act as an "on behalf of" issuer for bonds outstanding at any time during the year?	24d	
25a Section 501(c)(3), 501(c)(4), and 501(c)(29) organizations. Did the organization engage in an excess benefit transaction with a disqualified person during the year? <i>If "Yes," complete Schedule L, Part I</i>	25a	X
b Is the organization aware that it engaged in an excess benefit transaction with a disqualified person in a prior year, and that the transaction has not been reported on any of the organization's prior Forms 990 or 990-EZ? <i>If "Yes," complete Schedule L, Part I</i>	25b	X
26 Did the organization report any amount on Part X, line 5, 6, or 22 for receivables from or payables to any current or former officers, directors, trustees, key employees, highest compensated employees, or disqualified persons? <i>If "Yes," complete Schedule L, Part II</i>	26	X
27 Did the organization provide a grant or other assistance to an officer, director, trustee, key employee, substantial contributor or employee thereof, a grant selection committee member, or to a 35% controlled entity or family member of any of these persons? <i>If "Yes," complete Schedule L, Part III</i>	27	X
28 Was the organization a party to a business transaction with one of the following parties (see Schedule L, Part IV instructions for applicable filing thresholds, conditions, and exceptions):		
a A current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28a	X
b A family member of a current or former officer, director, trustee, or key employee? <i>If "Yes," complete Schedule L, Part IV</i>	28b	X
c An entity of which a current or former officer, director, trustee, or key employee (or a family member thereof) was an officer, director, trustee, or direct or indirect owner? <i>If "Yes," complete Schedule L, Part IV</i>	28c	X
29 Did the organization receive more than \$25,000 in non-cash contributions? <i>If "Yes," complete Schedule M</i>	29	X
30 Did the organization receive contributions of art, historical treasures, or other similar assets, or qualified conservation contributions? <i>If "Yes," complete Schedule M</i>	30	X
31 Did the organization liquidate, terminate, or dissolve and cease operations? <i>If "Yes," complete Schedule N, Part I</i>	31	X
32 Did the organization sell, exchange, dispose of, or transfer more than 25% of its net assets? <i>If "Yes," complete Schedule N, Part II</i>	32	X
33 Did the organization own 100% of an entity disregarded as separate from the organization under Regulations sections 301.7701-2 and 301.7701-3? <i>If "Yes," complete Schedule R, Part I</i>	33	X
34 Was the organization related to any tax-exempt or taxable entity? <i>If "Yes," complete Schedule R, Part II, III, or IV, and Part V, line 1</i>	34	X
35a Did the organization have a controlled entity within the meaning of section 512(b)(13)?	35a	X
b If "Yes" to line 35a, did the organization receive any payment from or engage in any transaction with a controlled entity within the meaning of section 512(b)(13)? <i>If "Yes," complete Schedule R, Part V, line 2</i>	35b	X
36 Section 501(c)(3) organizations. Did the organization make any transfers to an exempt non-charitable related organization? <i>If "Yes," complete Schedule R, Part V, line 2</i>	36	X
37 Did the organization conduct more than 5% of its activities through an entity that is not a related organization and that is treated as a partnership for federal income tax purposes? <i>If "Yes," complete Schedule R, Part VI</i>	37	X
38 Did the organization complete Schedule O and provide explanations in Schedule O for Part VI, lines 11b and 19? Note. All Form 990 filers are required to complete Schedule O.	38	X

Part V Statements Regarding Other IRS Filings and Tax ComplianceCheck if Schedule O contains a response or note to any line in this Part V ☐

	Yes	No
1a Enter the number reported in Box 3 of Form 1096. Enter -0- if not applicable	1a	3
b Enter the number of Form W-2G included in line 1a. Enter -0- if not applicable	1b	0
c Did the organization comply with backup withholding rules for reportable payments to vendors and reportable gaming (gambling) winnings to prize winners?	1c	X

Part V Statements Regarding Other IRS Filings and Tax Compliance (continued)

		Yes	No
2a	Enter the number of employees reported on Form W-3, Transmittal of Wage and Tax Statements, filed for the calendar year ending with or within the year covered by this return	2a	0
b	If at least one is reported on line 2a, did the organization file all required federal employment tax returns?	2b	X
Note. If the sum of lines 1a and 2a is greater than 250, you may be required to e-file (see instructions)			
3a	Did the organization have unrelated business gross income of \$1,000 or more during the year?	3a	X
b	If "Yes," has it filed a Form 990-T for this year? If "No" to line 3b, provide an explanation in Schedule O	3b	
4a	At any time during the calendar year, did the organization have an interest in, or a signature or other authority over, a financial account in a foreign country (such as a bank account, securities account, or other financial account)?	4a	X
b	If "Yes," enter the name of the foreign country: ▶ See instructions for filing requirements for FinCEN Form 114, Report of Foreign Bank and Financial Accounts (FBAR).		
5a	Was the organization a party to a prohibited tax shelter transaction at any time during the tax year?	5a	X
b	Did any taxable party notify the organization that it was or is a party to a prohibited tax shelter transaction?	5b	X
c	If "Yes" to line 5a or 5b, did the organization file Form 8886-T?	5c	
6a	Does the organization have annual gross receipts that are normally greater than \$100,000, and did the organization solicit any contributions that were not tax deductible as charitable contributions?	6a	X
b	If "Yes," did the organization include with every solicitation an express statement that such contributions or gifts were not tax deductible?	6b	
7	Organizations that may receive deductible contributions under section 170(c).		
a	Did the organization receive a payment in excess of \$75 made partly as a contribution and partly for goods and services provided to the payor?	7a	X
b	If "Yes," did the organization notify the donor of the value of the goods or services provided?	7b	
c	Did the organization sell, exchange, or otherwise dispose of tangible personal property for which it was required to file Form 8282?	7c	X
d	If "Yes," indicate the number of Forms 8282 filed during the year	7d	
e	Did the organization receive any funds, directly or indirectly, to pay premiums on a personal benefit contract?	7e	X
f	Did the organization, during the year, pay premiums, directly or indirectly, on a personal benefit contract?	7f	X
g	If the organization received a contribution of qualified intellectual property, did the organization file Form 8899 as required?	7g	
h	If the organization received a contribution of cars, boats, airplanes, or other vehicles, did the organization file a Form 1098-C?	7h	
8	Sponsoring organizations maintaining donor advised funds. Did a donor advised fund maintained by the sponsoring organization have excess business holdings at any time during the year?	8	
9	Sponsoring organizations maintaining donor advised funds.		
a	Did the sponsoring organization make any taxable distributions under section 4966?	9a	
b	Did the sponsoring organization make a distribution to a donor, donor advisor, or related person?	9b	
10	Section 501(c)(7) organizations. Enter:		
a	Initiation fees and capital contributions included on Part VIII, line 12	10a	
b	Gross receipts, included on Form 990, Part VIII, line 12, for public use of club facilities	10b	
11	Section 501(c)(12) organizations. Enter:		
a	Gross income from members or shareholders	11a	
b	Gross income from other sources (Do not net amounts due or paid to other sources against amounts due or received from them.)	11b	
12a	Section 4947(a)(1) non-exempt charitable trusts. Is the organization filing Form 990 in lieu of Form 1041?	12a	
b	If "Yes," enter the amount of tax-exempt interest received or accrued during the year	12b	
13	Section 501(c)(29) qualified nonprofit health insurance issuers.		
a	Is the organization licensed to issue qualified health plans in more than one state?	13a	
Note. See the instructions for additional information the organization must report on Schedule O.			
b	Enter the amount of reserves the organization is required to maintain by the states in which the organization is licensed to issue qualified health plans	13b	
c	Enter the amount of reserves on hand	13c	
14a	Did the organization receive any payments for indoor tanning services during the tax year?	14a	X
b	If "Yes," has it filed a Form 720 to report these payments? If "No," provide an explanation in Schedule O	14b	
15	Is the organization subject to the section 4960 tax on payment(s) of more than \$1,000,000 in remuneration or excess parachute payment(s) during the year	15	X
If "Yes," see instructions and file Form 4720, Schedule N.			
16	Is the organization an educational institution subject to the section 4968 excise tax on net investment income?	16	X
If "Yes," complete Form 4720, Schedule O.			

Part VI Governance, Management, and Disclosure For each "Yes" response to lines 2 through 7b below, and for a "No" response to line 8a, 8b, or 10b below, describe the circumstances, processes, or changes in Schedule O. See instructions.

Check if Schedule O contains a response or note to any line in this Part VI ☒

Section A. Governing Body and Management

		Yes	No
1a	Enter the number of voting members of the governing body at the end of the tax year	1a	11
If there are material differences in voting rights among members of the governing body, or if the governing body delegated broad authority to an executive committee or similar committee, explain in Schedule O.			
b	Enter the number of voting members included in line 1a, above, who are independent	1b	11
2	Did any officer, director, trustee, or key employee have a family relationship or a business relationship with any other officer, director, trustee, or key employee?	2	<input checked="" type="checkbox"/>
3	Did the organization delegate control over management duties customarily performed by or under the direct supervision of officers, directors, or trustees, or key employees to a management company or other person?	3	<input checked="" type="checkbox"/>
4	Did the organization make any significant changes to its governing documents since the prior Form 990 was filed?	4	<input checked="" type="checkbox"/>
5	Did the organization become aware during the year of a significant diversion of the organization's assets?	5	<input checked="" type="checkbox"/>
6	Did the organization have members or stockholders?	6	<input checked="" type="checkbox"/>
7a	Did the organization have members, stockholders, or other persons who had the power to elect or appoint one or more members of the governing body?	7a	<input checked="" type="checkbox"/>
b	Are any governance decisions of the organization reserved to (or subject to approval by) members, stockholders, or persons other than the governing body?	7b	<input checked="" type="checkbox"/>
8	Did the organization contemporaneously document the meetings held or written actions undertaken during the year by the following:		
a	The governing body?	8a	<input checked="" type="checkbox"/>
b	Each committee with authority to act on behalf of the governing body?	8b	<input checked="" type="checkbox"/>
9	Is there any officer, director, trustee, or key employee listed in Part VII, Section A, who cannot be reached at the organization's mailing address? If "Yes," provide the names and addresses in Schedule O	9	<input checked="" type="checkbox"/>

Section B. Policies (This Section B requests information about policies not required by the Internal Revenue Code.)

		Yes	No
10a	Did the organization have local chapters, branches, or affiliates?	10a	<input checked="" type="checkbox"/>
b	If "Yes," did the organization have written policies and procedures governing the activities of such chapters, affiliates, and branches to ensure their operations are consistent with the organization's exempt purposes?	10b	
11a	Has the organization provided a complete copy of this Form 990 to all members of its governing body before filing the form?	11a	<input checked="" type="checkbox"/>
b	Describe in Schedule O the process, if any, used by the organization to review this Form 990.		
12a	Did the organization have a written conflict of interest policy? If "No," go to line 13	12a	<input checked="" type="checkbox"/>
b	Were officers, directors, or trustees, and key employees required to disclose annually interests that could give rise to conflicts?	12b	<input checked="" type="checkbox"/>
c	Did the organization regularly and consistently monitor and enforce compliance with the policy? If "Yes," describe in Schedule O how this was done	12c	<input checked="" type="checkbox"/>
13	Did the organization have a written whistleblower policy?	13	<input checked="" type="checkbox"/>
14	Did the organization have a written document retention and destruction policy?	14	<input checked="" type="checkbox"/>
15	Did the process for determining compensation of the following persons include a review and approval by independent persons, comparability data, and contemporaneous substantiation of the deliberation and decision?		
a	The organization's CEO, Executive Director, or top management official	15a	<input checked="" type="checkbox"/>
b	Other officers or key employees of the organization	15b	<input checked="" type="checkbox"/>
If "Yes" to line 15a or 15b, describe the process in Schedule O (see instructions).			
16a	Did the organization invest in, contribute assets to, or participate in a joint venture or similar arrangement with a taxable entity during the year?	16a	<input checked="" type="checkbox"/>
b	If "Yes," did the organization follow a written policy or procedure requiring the organization to evaluate its participation in joint venture arrangements under applicable federal tax law, and take steps to safeguard the organization's exempt status with respect to such arrangements?	16b	

Section C. Disclosure

17 List the states with which a copy of this Form 990 is required to be filed ►

18 Section 6104 requires an organization to make its Forms 1023 (1024 or 1024-A if applicable), 990, and 990-T (Section 501(c)(3)s only) available for public inspection. Indicate how you made these available. Check all that apply.
☐ Own website ☐ Another's website ☒ Upon request ☐ Other (explain in Schedule O)

19 Describe in Schedule O whether (and if so, how) the organization made its governing documents, conflict of interest policy, and financial statements available to the public during the tax year.

20 State the name, address, and telephone number of the person who possesses the organization's books and records: ►
WILLIAM HOLSTON JR. (214)855-0520, 2801 SWISS AVE., DALLAS, TX 75204

Part VII Compensation of Officers, Directors, Trustees, Key Employees, Highest Compensated Employees, and Independent ContractorsCheck if Schedule O contains a response or note to any line in this Part VII ☐**Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees****1a** Complete this table for all persons required to be listed. Report compensation for the calendar year ending with or within the organization's tax year.

- List all of the organization's **current** officers, directors, trustees (whether individuals or organizations), regardless of amount of compensation. Enter -0- in columns (D), (E), and (F) if no compensation was paid.
- List all of the organization's **current** key employees, if any. See instructions for definition of "key employee."
- List the organization's five **current** highest compensated employees (other than an officer, director, trustee, or key employee) who received reportable compensation (Box 5 of Form W-2 and/or Box 7 of Form 1099-MISC) of more than \$100,000 from the organization and any related organizations.
- List all of the organization's **former** officers, key employees, and highest compensated employees who received more than \$100,000 of reportable compensation from the organization and any related organizations.
- List all of the organization's **former directors or trustees** that received, in the capacity as a former director or trustee of the organization, more than \$10,000 of reportable compensation from the organization and any related organizations.

List persons in the following order: individual trustees or directors; institutional trustees; officers; key employees; highest compensated employees; and former such persons.

☐ Check this box if neither the organization nor any related organization compensated any current officer, director, or trustee.

(A) Name and Title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(1) ASHLIE STAMPER BOARD MEMBER		X						0	0	0
(2) TRICIA FRESHWATER BOARD MEMBER		X						0	0	0
(3) COREY ADMIRE BOARD MEMBER		X						0	0	0
(4) NATALIE NANASI BOARD MEMBER		X						0	0	0
(5) SANJEEB SAMANTA CHAIR		X		X				0	0	0
(6) ANITA KELLEY BOARD MEMBER		X						0	0	0
(7) ELIZABETH HEALY BOARD MEMBER		X						0	0	0
(8) DAVID SATTERFIELD TREAS.		X		X				0	0	0
(9) GREG CURRY BOARD MEMBER		X						0	0	0
(10) ALANAUBREY WRIGHT CHAIR ELECT		X		X				0	0	0
(11) CAROLYN RUIZ BOARD MEMBER		X						0	0	0
(12) WILLIAM HOLSTON JR. EXEC. DIR.	40.00			X				88,582	0	0
(13)										
(14)										

Part VII Section A. Officers, Directors, Trustees, Key Employees, and Highest Compensated Employees (continued)

(A) Name and title	(B) Average hours per week (list any hours for related organizations below dotted line)	(C) Position (do not check more than one box, unless person is both an officer and a director/trustee)						(D) Reportable compensation from the organization (W-2/1099-MISC)	(E) Reportable compensation from related organizations (W-2/1099-MISC)	(F) Estimated amount of other compensation from the organization and related organizations
		Individual trustee or director	Institutional trustee	Officer	Key employee	Highest compensated employee	Former			
(15)										
(16)										
(17)										
(18)										
(19)										
(20)										
(21)										
(22)										
(23)										
(24)										
(25)										
1b Sub-total										
c Total from continuation sheets to Part VII, Section A										
d Total (add lines 1b and 1c)								88,582	0	0

2	Total number of individuals (including but not limited to those listed above) who received more than \$100,000 of reportable compensation from the organization ▶	0		Yes	No
3	Did the organization list any former officer, director, or trustee, key employee, or highest compensated employee on line 1a? <i>If "Yes," complete Schedule J for such individual</i>	3			X
4	For any individual listed on line 1a, is the sum of reportable compensation and other compensation from the organization and related organizations greater than \$150,000? <i>If "Yes," complete Schedule J for such individual</i>	4			X
5	Did any person listed on line 1a receive or accrue compensation from any unrelated organization or individual for services rendered to the organization? <i>If "Yes," complete Schedule J for such person</i>	5			X

Section B. Independent Contractors

1

Complete this table for your five highest compensated independent contractors that received more than \$100,000 of compensation from the organization. Report compensation for the calendar year ending with or within the organization's tax year.

(A) Name and business address	(B) Description of services	(C) Compensation

2

Total number of independent contractors (including but not limited to those listed above) who received more than \$100,000 of compensation from the organization

►

Part VIII Statement of Revenue

Check if Schedule O contains a response or note to any line in this Part VIII ☐

				(A) Total revenue	(B) Related or exempt function revenue	(C) Unrelated business revenue	(D) Revenue excluded from tax under sections 512-514
Contributions, Gifts, Grants and Other Similar Amounts	1a	Federated campaigns	1a				
	b	Membership dues	1b				
	c	Fundraising events	1c	155,395			
	d	Related organizations	1d				
	e	Government grants (contributions) . .	1e				
	f	All other contributions, gifts, grants, and similar amounts not included above	1f	4,611,285			
	g	Noncash contributions included in lines 1a-1f: \$		3,326,725			
	h	Total. Add lines 1a-1f ▶		4,766,680			
Program Service Revenue			Business Code				
	2a						
	b						
	c						
	d						
	e						
	f	All other program service revenue					
	g	Total. Add lines 2a-2f ▶					
Other Revenue	3	Investment income (including dividends, interest, and other similar amounts) ▶		23,841	23,841		
	4	Income from investment of tax-exempt bond proceeds . . . ▶					
	5	Royalties ▶					
	6a	(i) Real					
		(ii) Personal					
	b	Less: rental expenses					
	c	Rental income or (loss)					
	d	Net rental income or (loss) ▶					
	7a	(i) Securities					
		(ii) Other					
	b	Less: cost or other basis and sales expenses					
	c	Gain or (loss)					
	d	Net gain or (loss) ▶					
	8a	Gross income from fundraising events (not including \$ 155,395 of contributions reported on line 1c). See Part IV, line 18 a					
	b	Less: direct expenses b					
	c	Net income or (loss) from fundraising events ▶					
	9a	Gross income from gaming activities. See Part IV, line 19 a					
b	Less: direct expenses b						
c	Net income or (loss) from gaming activities ▶						
10a	Gross sales of inventory, less returns and allowances a						
b	Less: cost of goods sold b						
c	Net income or (loss) from sales of inventory ▶						
Miscellaneous Revenue			Business Code				
11a	MISC. INCOME		900099	1,227	1,227		
b							
c							
d	All other revenue						
e	Total. Add lines 11a-11d ▶			1,227			
12	Total revenue. See instructions ▶			4,791,748	25,068	0	0

Part IX Statement of Functional Expenses

Section 501(c)(3) and 501(c)(4) organizations must complete all columns. All other organizations must complete column (A).

Check if Schedule O contains a response or note to any line in this Part IX ☐**Do not include amounts reported on lines 6b, 7b, 8b, 9b, and 10b of Part VIII.**

	(A) Total expenses	(B) Program service expenses	(C) Management and general expenses	(D) Fundraising expenses
1 Grants and other assistance to domestic organizations and domestic governments. See Part IV, line 21 . . .				
2 Grants and other assistance to domestic individuals. See Part IV, line 22				
3 Grants and other assistance to foreign organizations, foreign governments, and foreign individuals. See Part IV, lines 15 and 16				
4 Benefits paid to or for members				
5 Compensation of current officers, directors, trustees, and key employees				
6 Compensation not included above, to disqualified persons (as defined under section 4958(f)(1)) and persons described in section 4958(c)(3)(B)				
7 Other salaries and wages	793,397	602,981	63,472	126,944
8 Pension plan accruals and contributions (include section 401(k) and 403(b) employer contributions) . .				
9 Other employee benefits				
10 Payroll taxes				
11 Fees for services (non-employees):				
a Management				
b Legal	3,161,000	3,161,000		
c Accounting	7,250	5,510	580	1,160
d Lobbying				
e Professional fundraising services. See Part IV, line 17 .				
f Investment management fees				
g Other. (If line 11g amount exceeds 10% of line 25, column (A) amount, list line 11g expenses on Schedule O.) . .				
12 Advertising and promotion	16,784	12,756	1,343	2,685
13 Office expenses	8,184	6,220	655	1,309
14 Information technology				
15 Royalties				
16 Occupancy	183,863	139,736	14,709	29,418
17 Travel	860	653	69	138
18 Payments of travel or entertainment expenses for any federal, state, or local public officials				
19 Conferences, conventions, and meetings				
20 Interest				
21 Payments to affiliates				
22 Depreciation, depletion, and amortization	5,407	4,109	433	865
23 Insurance	6,526	4,960	522	1,044
24 Other expenses. Itemize expenses not covered above (List miscellaneous expenses in line 24e. If line 24e amount exceeds 10% of line 25, column (A) amount, list line 24e expenses on Schedule O.)				
a POSTAGE, PRINTING, EXPENSE	9,185	6,980	735	1,470
b TELE., INTERNET, SOFTWARE	36,700	27,892	2,936	5,872
c CLIENT ASSISTANCE SER.	23,657	17,979	1,893	3,785
d RECRUITING & TRAINING	280	213	22	45
e All other expenses	11,015	8,371	882	1,762
25 Total functional expenses. Add lines 1 through 24e .	4,264,108	3,999,360	88,251	176,497
26 Joint costs. Complete this line only if the organization reported in column (B) joint costs from a combined educational campaign and fundraising solicitation. Check here <input type="checkbox"/> if following SOP 98-2 (ASC 958-720)				

Part X Balance SheetCheck if Schedule O contains a response or note to any line in this Part X ☐

		(A) Beginning of year		(B) End of year
Assets	1 Cash - non-interest-bearing	1,121,587	1	1,512,139
	2 Savings and temporary cash investments		2	
	3 Pledges and grants receivable, net	112,399	3	114,991
	4 Accounts receivable, net		4	
	5 Loans and other receivables from current and former officers, directors, trustees, key employees, and highest compensated employees. Complete Part II of Schedule L		5	
	6 Loans and other receivables from other disqualified persons (as defined under section 4958(f)(1)), persons described in section 4958(c)(3)(B), and contributing employers and sponsoring organizations of section 501(c)(9) voluntary employees' beneficiary organizations (see instructions). Complete Part II of Schedule L		6	
	7 Notes and loans receivable, net		7	
	8 Inventories for sale or use		8	
	9 Prepaid expenses and deferred charges	3,250	9	
	10a Land, buildings, and equipment: cost or other basis. Complete Part VI of Schedule D	10a 105,719		
	b Less: accumulated depreciation	10b 68,998	4,046	10c 36,721
	11 Investments - publicly traded securities	257,215	11	373,419
	12 Investments - other securities. See Part IV, line 11		12	
	13 Investments - program-related. See Part IV, line 11		13	
	14 Intangible assets		14	
	15 Other assets. See Part IV, line 11		15	
16 Total assets. Add lines 1 through 15 (must equal line 34)	1,498,497	16	2,037,270	
Liabilities	17 Accounts payable and accrued expenses	30,133	17	41,266
	18 Grants payable		18	
	19 Deferred revenue		19	
	20 Tax-exempt bond liabilities		20	
	21 Escrow or custodial account liability. Complete Part IV of Schedule D		21	
	22 Loans and other payables to current and former officers, directors, trustees, key employees, highest compensated employees, and disqualified persons. Complete Part II of Schedule L		22	
	23 Secured mortgages and notes payable to unrelated third parties		23	
	24 Unsecured notes and loans payable to unrelated third parties		24	
	25 Other liabilities (including federal income tax, payables to related third parties, and other liabilities not included on lines 17-24). Complete Part X of Schedule D		25	
	26 Total liabilities. Add lines 17 through 25	30,133	26	41,266
Net Assets or Fund Balances	Organizations that follow SFAS 117 (ASC 958), check here <input checked="" type="checkbox"/> and complete lines 27 through 29, and lines 33 and 34.			
	27 Unrestricted net assets	1,112,476	27	1,527,585
	28 Temporarily restricted net assets	98,673	28	95,000
	29 Permanently restricted net assets	257,215	29	373,419
	Organizations that do not follow SFAS 117 (ASC 958), check here <input type="checkbox"/> and complete lines 30 through 34.			
	30 Capital stock or trust principal, or current funds		30	
	31 Paid-in or capital surplus, or land, building, or equipment fund		31	
	32 Retained earnings, endowment, accumulated income, or other funds		32	
	33 Total net assets or fund balances	1,468,364	33	1,996,004
	34 Total liabilities and net assets/fund balances	1,498,497	34	2,037,270

Part XI Reconciliation of Net AssetsCheck if Schedule O contains a response or note to any line in this Part XI ☐

1	Total revenue (must equal Part VIII, column (A), line 12)	1	4,791,748
2	Total expenses (must equal Part IX, column (A), line 25)	2	4,264,108
3	Revenue less expenses. Subtract line 2 from line 1	3	527,640
4	Net assets or fund balances at beginning of year (must equal Part X, line 33, column (A))	4	1,468,364
5	Net unrealized gains (losses) on investments	5	
6	Donated services and use of facilities	6	
7	Investment expenses	7	
8	Prior period adjustments	8	
9	Other changes in net assets or fund balances (explain in Schedule O)	9	0
10	Net assets or fund balances at end of year. Combine lines 3 through 9 (must equal Part X, line 33, column (B))	10	1,996,004

Part XII Financial Statements and ReportingCheck if Schedule O contains a response or note to any line in this Part XII ☐

	Yes	No
1 Accounting method used to prepare the Form 990: <input type="checkbox"/> Cash <input checked="" type="checkbox"/> Accrual <input type="checkbox"/> Other _____ If the organization changed its method of accounting from a prior year or checked "Other," explain in Schedule O.		
2a Were the organization's financial statements compiled or reviewed by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were compiled or reviewed on a separate basis, consolidated basis, or both: <input type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2a	X
b Were the organization's financial statements audited by an independent accountant? If "Yes," check a box below to indicate whether the financial statements for the year were audited on a separate basis, consolidated basis, or both: <input checked="" type="checkbox"/> Separate basis <input type="checkbox"/> Consolidated basis <input type="checkbox"/> Both consolidated and separate basis	2b	X
c If "Yes" to line 2a or 2b, does the organization have a committee that assumes responsibility for oversight of the audit, review, or compilation of its financial statements and selection of an independent accountant? If the organization changed either its oversight process or selection process during the tax year, explain in Schedule O.	2c	X
3a As a result of a federal award, was the organization required to undergo an audit or audits as set forth in the Single Audit Act and OMB Circular A-133?	3a	X
b If "Yes," did the organization undergo the required audit or audits? If the organization did not undergo the required audit or audits, explain why in Schedule O and describe any steps taken to undergo such audits	3b	

SCHEDULE A
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Public Charity Status and Public Support

Complete if the organization is a section 501(c)(3) organization or a section 4947(a)(1) nonexempt charitable trust.

► Attach to Form 990 or Form 990-EZ.

► Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2018

**Open to Public
Inspection**

Name of the organization

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

Employer identification number

75-2842602

Part I Reason for Public Charity Status (All organizations must complete this part.) See instructions.

The organization is not a private foundation because it is: (For lines 1 through 12, check only one box.)

- 1 ☐ A church, convention of churches, or association of churches described in **section 170(b)(1)(A)(i)**.
- 2 ☐ A school described in **section 170(b)(1)(A)(ii)**. (Attach Schedule E (Form 990 or 990-EZ).)
- 3 ☐ A hospital or a cooperative hospital service organization described in **section 170(b)(1)(A)(iii)**.
- 4 ☐ A medical research organization operated in conjunction with a hospital described in **section 170(b)(1)(A)(iii)**. Enter the hospital's name, city, and state: _____
- 5 ☐ An organization operated for the benefit of a college or university owned or operated by a governmental unit described in **section 170(b)(1)(A)(iv)**. (Complete Part II.)
- 6 ☐ A federal, state, or local government or governmental unit described in **section 170(b)(1)(A)(v)**.
- 7 ☒ An organization that normally receives a substantial part of its support from a governmental unit or from the general public described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 8 ☐ A community trust described in **section 170(b)(1)(A)(vi)**. (Complete Part II.)
- 9 ☐ An agricultural research organization described in **section 170(b)(1)(A)(ix)** operated in conjunction with a land-grant college or university or a non-land-grant college of agriculture (see instructions). Enter the name, city, and state of the college or university: _____
- 10 ☐ An organization that normally receives: (1) more than 33 1/3% of its support from contributions, membership fees, and gross receipts from activities related to its exempt functions - subject to certain exceptions, and (2) no more than 33 1/3% of its support from gross investment income and unrelated business taxable income (less section 511 tax) from businesses acquired by the organization after June 30, 1975. See **section 509(a)(2)**. (Complete Part III.)
- 11 ☐ An organization organized and operated exclusively to test for public safety. See **section 509(a)(4)**.
- 12 ☐ An organization organized and operated exclusively for the benefit of, to perform the functions of, or to carry out the purposes of one or more publicly supported organizations described in **section 509(a)(1)** or **section 509(a)(2)**. See **section 509(a)(3)**. Check the box in lines 12a through 12d that describes the type of supporting organization and complete lines 12e, 12f, and 12g.

- a ☐ **Type I.** A supporting organization operated, supervised, or controlled by its supported organization(s), typically by giving the supported organization(s) the power to regularly appoint or elect a majority of the directors or trustees of the supporting organization. **You must complete Part IV, Sections A and B.**
- b ☐ **Type II.** A supporting organization supervised or controlled in connection with its supported organization(s), by having control or management of the supporting organization vested in the same persons that control or manage the supported organization(s). **You must complete Part IV, Sections A and C.**
- c ☐ **Type III functionally integrated.** A supporting organization operated in connection with, and functionally integrated with, its supported organization(s) (see instructions). **You must complete Part IV, Sections A, D, and E.**
- d ☐ **Type III non-functionally integrated.** A supporting organization operated in connection with its supported organization(s) that is not functionally integrated. The organization generally must satisfy a distribution requirement and an attentiveness requirement (see instructions). **You must complete Part IV, Sections A and D, and Part V.**
- e ☐ Check this box if the organization received a written determination from the IRS that it is a Type I, Type II, Type III functionally integrated, or Type III non-functionally integrated supporting organization.

f Enter the number of supported organizations

g Provide the following information about the supported organization(s).

(i) Name of supported organization	(ii) EIN	(iii) Type of organization (described on lines 1-10 above (see instructions))	(iv) Is the organization listed in your governing document?		(v) Amount of monetary support (see instructions)	(vi) Amount of other support (see instructions)
			Yes	No		
(A)						
(B)						
(C)						
(D)						
(E)						
Total						

Part II Support Schedule for Organizations Described in Sections 170(b)(1)(A)(iv) and 170(b)(1)(A)(vi)

(Complete only if you checked the box on line 5, 7, or 8 of Part I or if the organization failed to qualify under Part III. If the organization fails to qualify under the tests listed below, please complete Part III.)

Section A. Public Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
1 Gifts, grants, contributions, and membership fees received. (Do not include any "unusual grants.")	5,674,871	5,471,464	4,841,871	3,842,251	4,766,680	24,597,137
2 Tax revenues levied for the organization's benefit and either paid to or expended on its behalf						
3 The value of services or facilities furnished by a governmental unit to the organization without charge						
4 Total. Add lines 1 through 3.	5,674,871	5,471,464	4,841,871	3,842,251	4,766,680	24,597,137
5 The portion of total contributions by each person (other than a governmental unit or publicly supported organization) included on line 1 that exceeds 2% of the amount shown on line 11, column (f)						566,132
6 Public support. Subtract line 5 from line 4						24,031,005

Section B. Total Support

Calendar year (or fiscal year beginning in) ▶	(a) 2014	(b) 2015	(c) 2016	(d) 2017	(e) 2018	(f) Total
7 Amounts from line 4	5,674,871	5,471,464	4,841,871	3,842,251	4,766,680	24,597,137
8 Gross income from interest, dividends, payments received on securities loans, rents, royalties and income from similar sources						
9 Net income from unrelated business activities, whether or not the business is regularly carried on						
10 Other income. Do not include gain or loss from the sale of capital assets (Explain in Part VI.)						
11 Total support. Add lines 7 through 10						24,597,137
12 Gross receipts from related activities, etc. (see instructions)					12	
13 First five years. If the Form 990 is for the organization's first, second, third, fourth, or fifth tax year as a section 501(c)(3) organization, check this box and stop here ▶ <input type="checkbox"/>						

Section C. Computation of Public Support Percentage

14 Public support percentage for 2018 (line 6, column (f) divided by line 11, column (f)).	14	97.70	%
15 Public support percentage from 2017 Schedule A, Part II, line 14	15	97.66	%
16a 33 1/3% support test - 2018. If the organization did not check the box on line 13, and line 14 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization ▶ <input checked="" type="checkbox"/>			
b 33 1/3% support test - 2017. If the organization did not check a box on line 13 or 16a, and line 15 is 33 1/3% or more, check this box and stop here . The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
17a 10%-facts-and-circumstances test - 2018. If the organization did not check a box on line 13, 16a, or 16b, and line 14 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here . Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
b 10%-facts-and-circumstances test - 2017. If the organization did not check a box on line 13, 16a, 16b, or 17a, and line 15 is 10% or more, and if the organization meets the "facts-and-circumstances" test, check this box and stop here . Explain in Part VI how the organization meets the "facts-and-circumstances" test. The organization qualifies as a publicly supported organization ▶ <input type="checkbox"/>			
18 Private foundation. If the organization did not check a box on line 13, 16a, 16b, 17a, or 17b, check this box and see instructions ▶ <input type="checkbox"/>			

Schedule B
(Form 990, 990-EZ,
or 990-PF)

Department of the Treasury
Internal Revenue Service

Schedule of Contributors

OMB No. 1545-0047

2018

- ▶ **Attach to Form 990, Form 990-EZ, or Form 990-PF.**
▶ **Go to www.irs.gov/Form990 for the latest information.**

Name of the organization

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

Employer identification number

75-2842602

Organization type (check one):

Filers of:

Section:

Form 990 or 990-EZ

☒ 501(c)(3) (enter number) organization

☐ 4947(a)(1) nonexempt charitable trust **not** treated as a private foundation

☐ 527 political organization

Form 990-PF

☐ 501(c)(3) exempt private foundation

☐ 4947(a)(1) nonexempt charitable trust treated as a private foundation

☐ 501(c)(3) taxable private foundation

Check if your organization is covered by the **General Rule** or a **Special Rule**.

Note: Only a section 501(c)(7), (8), or (10) organization can check boxes for both the General Rule and a Special Rule. See instructions.

General Rule

- ☐ For an organization filing Form 990, 990-EZ, or 990-PF that received, during the year, contributions totaling \$5,000 or more (in money or property) from any one contributor. Complete Parts I and II. See instructions for determining a contributor's total contributions.

Special Rules

- ☒ For an organization described in section 501(c)(3) filing Form 990 or 990-EZ that met the 33 1/3% support test of the regulations under sections 509(a)(1) and 170(b)(1)(A)(vi), that checked Schedule A (Form 990 or 990-EZ), Part II, line 13, 16a, or 16b, and that received from any one contributor, during the year, total contributions of the greater of **(1)** \$5,000; or **(2)** 2% of the amount on (i) Form 990, Part VIII, line 1h; or (ii) Form 990-EZ, line 1. Complete Parts I and II.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, total contributions of more than \$1,000 *exclusively* for religious, charitable, scientific, literary, or educational purposes, or for the prevention of cruelty to children or animals. Complete Parts I (entering "N/A" in column (b) instead of the contributor name and address), II, and III.
- ☐ For an organization described in section 501(c)(7), (8), or (10) filing Form 990 or 990-EZ that received from any one contributor, during the year, contributions *exclusively* for religious, charitable, etc., purposes, but no such contributions totaled more than \$1,000. If this box is checked, enter here the total contributions that were received during the year for an *exclusively* religious, charitable, etc., purpose. Don't complete any of the parts unless the **General Rule** applies to this organization because it received *nonexclusively* religious, charitable, etc., contributions totaling \$5,000 or more during the year ▶ \$ _____

Caution: An organization that isn't covered by the General Rule and/or the Special Rules doesn't file Schedule B (Form 990, 990-EZ, or 990-PF), but it **must** answer "No" on Part IV, line 2, of its Form 990; or check the box on line H of its Form 990-EZ or on its Form 990-PF, Part I, line 2, to certify that it doesn't meet the filing requirements of Schedule B (Form 990, 990-EZ, or 990-PF).

Name of organization HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.	Employer identification number 75-2842602
----------------------------------------------------------------------------	-----------------------------------------------------

Part I Contributors (see instructions). Use duplicate copies of Part I if additional space is needed.

(a) No.	(b) Name, address, and ZIP + 4	(c) Total contributions	(d) Type of contribution
1	SERENA & TOM CONNELLY ON FILE DALLAS, TX 75204	\$ 200,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
2	HAROLD SIMMONS FOUNDATION ON FILE DALLAS, TX 75204	\$ 300,000	Person <input checked="" type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)
		\$	Person <input type="checkbox"/> Payroll <input type="checkbox"/> Noncash <input type="checkbox"/> (Complete Part II for noncash contributions.)

SCHEDULE D
(Form 990)

Department of the Treasury
Internal Revenue Service

Supplemental Financial Statements

▶ Complete if the organization answered "Yes" on Form 990,
Part IV, line 6, 7, 8, 9, 10, 11a, 11b, 11c, 11d, 11e, 11f, 12a, or 12b.

▶ Attach to Form 990.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2018

Open to Public
Inspection

Name of the organization

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

Employer identification number

75-2842602

Part I Organizations Maintaining Donor Advised Funds or Other Similar Funds or Accounts.

Complete if the organization answered "Yes" on Form 990, Part IV, line 6.

	(a) Donor advised funds	(b) Funds and other accounts
1 Total number at end of year		
2 Aggregate value of contributions to (during year)		
3 Aggregate value of grants from (during year)		
4 Aggregate value at end of year		
5 Did the organization inform all donors and donor advisors in writing that the assets held in donor advised funds are the organization's property, subject to the organization's exclusive legal control?		<input type="checkbox"/> Yes <input type="checkbox"/> No
6 Did the organization inform all grantees, donors, and donor advisors in writing that grant funds can be used only for charitable purposes and not for the benefit of the donor or donor advisor, or for any other purpose conferring impermissible private benefit?		<input type="checkbox"/> Yes <input type="checkbox"/> No

Part II Conservation Easements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 7.

1 Purpose(s) of conservation easements held by the organization (check all that apply).

<input type="checkbox"/> Preservation of land for public use (e.g., recreation or education)	<input type="checkbox"/> Preservation of a historically important land area
<input type="checkbox"/> Protection of natural habitat	<input type="checkbox"/> Preservation of a certified historic structure
<input type="checkbox"/> Preservation of open space	

2 Complete lines 2a through 2d if the organization held a qualified conservation contribution in the form of a conservation easement on the last day of the tax year.

	Held at the End of the Tax Year
a Total number of conservation easements	2a
b Total acreage restricted by conservation easements	2b
c Number of conservation easements on a certified historic structure included in (a)	2c
d Number of conservation easements included in (c) acquired after 7/25/06, and not on a historic structure listed in the National Register	2d

3 Number of conservation easements modified, transferred, released, extinguished, or terminated by the organization during the tax year ▶ _____

4 Number of states where property subject to conservation easement is located ▶ _____

5 Does the organization have a written policy regarding the periodic monitoring, inspection, handling of violations, and enforcement of the conservation easements it holds? ☐ Yes ☐ No

6 Staff and volunteer hours devoted to monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ _____

7 Amount of expenses incurred in monitoring, inspecting, handling of violations, and enforcing conservation easements during the year ▶ \$ _____

8 Does each conservation easement reported on line 2(d) above satisfy the requirements of section 170(h)(4)(B)(i) and section 170(h)(4)(B)(ii)? ☐ Yes ☐ No

9 In Part XIII, describe how the organization reports conservation easements in its revenue and expense statement, and balance sheet, and include, if applicable, the text of the footnote to the organization's financial statements that describes the organization's accounting for conservation easements.

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 8.

1a If the organization elected, as permitted under SFAS 116 (ASC 958), not to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide, in Part XIII, the text of the footnote to its financial statements that describes these items.

b If the organization elected, as permitted under SFAS 116 (ASC 958), to report in its revenue statement and balance sheet works of art, historical treasures, or other similar assets held for public exhibition, education, or research in furtherance of public service, provide the following amounts relating to these items:

(i) Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
(ii) Assets included in Form 990, Part X	▶ \$ _____

2 If the organization received or held works of art, historical treasures, or other similar assets for financial gain, provide the following amounts required to be reported under SFAS 116 (ASC 958) relating to these items:

a Revenue included on Form 990, Part VIII, line 1	▶ \$ _____
b Assets included in Form 990, Part X	▶ \$ _____

For Paperwork Reduction Act Notice, see the Instructions for Form 990.

Schedule D (Form 990) 2018

Part III Organizations Maintaining Collections of Art, Historical Treasures, or Other Similar Assets (continued)

3 Using the organization's acquisition, accession, and other records, check any of the following that are a significant use of its collection items (check all that apply):

- a ☐ Public exhibition
b ☐ Scholarly research
c ☐ Preservation for future generations
d ☐ Loan or exchange programs
e ☐ Other _____

4 Provide a description of the organization's collections and explain how they further the organization's exempt purpose in Part XIII.

5 During the year, did the organization solicit or receive donations of art, historical treasures, or other similar assets to be sold to raise funds rather than to be maintained as part of the organization's collection? ☐ Yes ☐ No

Part IV Escrow and Custodial Arrangements.

Complete if the organization answered "Yes" on Form 990, Part IV, line 9, or reported an amount on Form 990, Part X, line 21.

1a Is the organization an agent, trustee, custodian or other intermediary for contributions or other assets not included on Form 990, Part X? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII and complete the following table:

	Amount
c Beginning balance	1c
d Additions during the year	1d
e Distributions during the year	1e
f Ending balance	1f

2a Did the organization include an amount on Form 990, Part X, line 21, for escrow or custodial account liability? ☐ Yes ☐ No

b If "Yes," explain the arrangement in Part XIII. Check here if the explanation has been provided on Part XIII ☐

Part V Endowment Funds.

Complete if the organization answered "Yes" on Form 990, Part IV, line 10.

	(a) Current year	(b) Prior year	(c) Two years back	(d) Three years back	(e) Four years back
1a Beginning of year balance	257,215	242,836	219,401	224,711	
b Contributions	100,000				
c Net investment earnings, gains, and losses	16,204	14,379	23,435	(5,310)	
d Grants or scholarships					
e Other expenditures for facilities and programs					
f Administrative expenses					
g End of year balance	373,419	257,215	242,836	219,401	

2 Provide the estimated percentage of the current year end balance (line 1g, column (a)) held as:

- a Board designated or quasi-endowment ☐ _____ %
b Permanent endowment ☐ _____ %
c Temporarily restricted endowment ☐ _____ %

The percentages on lines 2a, 2b, and 2c should equal 100%.

3a Are there endowment funds not in the possession of the organization that are held and administered for the organization by:

- (i) unrelated organizations
(ii) related organizations

	Yes	No
3a(i)		X
3a(ii)		X
3b		

b If "Yes" on line 3a(ii), are the related organizations listed as required on Schedule R? ☐

4 Describe in Part XIII the intended uses of the organization's endowment funds.

Part VI Land, Buildings, and Equipment.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11a. See Form 990, Part X, line 10.

Description of property	(a) Cost or other basis (investment)	(b) Cost or other basis (other)	(c) Accumulated depreciation	(d) Book value
1a Land				
b Buildings				
c Leasehold improvements				
d Equipment		105,719	68,998	36,721
e Other				
Total. Add lines 1a through 1e. (Column (d) must equal Form 990, Part X, column (B), line 10c.)				36,721

Part VII Investments - Other Securities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11b. See Form 990, Part X, line 12.

(a) Description of security or category (including name of security)	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1) Financial derivatives		
(2) Closely-held equity interests		
(3) Other		
(A)		
(B)		
(C)		
(D)		
(E)		
(F)		
(G)		
(H)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 12.) ▶		

Part VIII Investments - Program Related.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11c. See Form 990, Part X, line 13.

(a) Description of investment	(b) Book value	(c) Method of valuation: Cost or end-of-year market value
(1)		
(2)		
(3)		
(4)		
(5)		
(6)		
(7)		
(8)		
(9)		
Total. (Column (b) must equal Form 990, Part X, col. (B) line 13.) ▶		

Part IX Other Assets.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11d. See Form 990, Part X, line 15.

(a) Description	(b) Book value
(1)	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 15.) ▶	

Part X Other Liabilities.

Complete if the organization answered "Yes" on Form 990, Part IV, line 11e or 11f. See Form 990, Part X, line 25.

1. (a) Description of liability	(b) Book value
(1) Federal income taxes	
(2)	
(3)	
(4)	
(5)	
(6)	
(7)	
(8)	
(9)	
Total. (Column (b) must equal Form 990, Part X, col. (B) line 25.) ▶	

2. Liability for uncertain tax positions. In Part XIII, provide the text of the footnote to the organization's financial statements that reports the organization's liability for uncertain tax positions under FIN 48 (ASC 740). Check here if the text of the footnote has been provided in Part XIII ☐

Reconciliation of Revenue per Audited Financial Statements With Revenue per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total revenue, gains, and other support per audited financial statements		1	4,791,748
2	Amounts included on line 1 but not on Form 990, Part VIII, line 12:			
a	Net unrealized gains (losses) on investments	2a		
b	Donated services and use of facilities	2b		
c	Recoveries of prior year grants	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	4,791,748
4	Amounts included on Form 990, Part VIII, line 12, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total revenue. Add lines 3 and 4c . (This must equal Form 990, Part I, line 12.)		5	4,791,748

Reconciliation of Expenses per Audited Financial Statements With Expenses per Return.

Complete if the organization answered "Yes" on Form 990, Part IV, line 12a.

1	Total expenses and losses per audited financial statements		1	4,264,108
2	Amounts included on line 1 but not on Form 990, Part IX, line 25:			
a	Donated services and use of facilities	2a		
b	Prior year adjustments	2b		
c	Other losses	2c		
d	Other (Describe in Part XIII.)	2d		
e	Add lines 2a through 2d		2e	
3	Subtract line 2e from line 1		3	4,264,108
4	Amounts included on Form 990, Part IX, line 25, but not on line 1:			
a	Investment expenses not included on Form 990, Part VIII, line 7b	4a		
b	Other (Describe in Part XIII.)	4b		
c	Add lines 4a and 4b		4c	
5	Total expenses. Add lines 3 and 4c . (This must equal Form 990, Part I, line 18.)		5	4,264,108

Supplemental Information.

Provide the descriptions required for Part II, lines 3, 5, and 9; Part III, lines 1a and 4; Part IV, lines 1b and 2b; Part V, line 4; Part X, line 2; Part XI, lines 2d and 4b; and Part XII, lines 2d and 4b. Also complete this part to provide any additional information.

SCHEDULE G
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Supplemental Information Regarding Fundraising or Gaming Activities

Complete if the organization answered "Yes" on Form 990, Part IV, line 17, 18, or 19, or if the organization entered more than \$15,000 on Form 990-EZ, line 6a.

▶ Attach to Form 990 or Form 990-EZ.

▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2018

Open to Public Inspection

Name of the organization

Employer identification number

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

75-2842602

Part I Fundraising Activities. Complete if the organization answered "Yes" on Form 990, Part IV, line 17.
Form 990-EZ filers are not required to complete this part.

1 Indicate whether the organization raised funds through any of the following activities. Check all that apply.

- | | |
|--------------------------------------------------------------------|-------------------------------------------------------------------------|
| a <input type="checkbox"/> Mail solicitations | e <input type="checkbox"/> Solicitation of non-government grants |
| b <input type="checkbox"/> Internet and email solicitations | f <input type="checkbox"/> Solicitation of government grants |
| c <input type="checkbox"/> Phone solicitations | g <input type="checkbox"/> Special fundraising events |
| d <input type="checkbox"/> In-person solicitations | |

2a Did the organization have a written or oral agreement with any individual (including officers, directors, trustees, or key employees listed in Form 990, Part VII) or entity in connection with professional fundraising services? ☐ **Yes** ☐ **No**

b If "Yes," list the 10 highest paid individuals or entities (fundraisers) pursuant to agreements under which the fundraiser is to be compensated at least \$5,000 by the organization.

(i) Name and address of individual or entity (fundraiser)	(ii) Activity	(iii) Did fundraiser have custody or control of contributions?		(iv) Gross receipts from activity	(v) Amount paid to (or retained by) fundraiser listed in col. (i)	(vi) Amount paid to (or retained by) organization
		Yes	No			
1						
2						
3						
4						
5						
6						
7						
8						
9						
10						
Total ▶						

3 List all states in which the organization is registered or licensed to solicit contributions or has been notified it is exempt from registration or licensing.

Part II Fundraising Events. Complete if the organization answered "Yes" on Form 990, Part IV, line 18, or reported more than \$15,000 of fundraising event contributions and gross income on Form 990-EZ, lines 1 and 6b. List events with gross receipts greater than \$5,000.

		(a) Event #1 VARIOUS (event type)	(b) Event #2 (event type)	(c) Other events NONE (total number)	(d) Total events (add col. (a) through col. (c))
Revenue	1 Gross receipts	182,434			182,434
	2 Less: Contributions				
	3 Gross income (line 1 minus line 2)	182,434			182,434
Direct Expenses	4 Cash prizes				
	5 Noncash prizes				
	6 Rent/facility costs				
	7 Food and beverages				
	8 Entertainment				
	9 Other direct expenses	27,039			27,039
	10 Direct expense summary. Add lines 4 through 9 in column (d) ▶				27,039
	11 Net income summary. Subtract line 10 from line 3, column (d) ▶				155,395

Part III Gaming. Complete if the organization answered "Yes" on Form 990, Part IV, line 19, or reported more than \$15,000 on Form 990-EZ, line 6a.

		(a) Bingo	(b) Pull tabs/instant bingo/progressive bingo	(c) Other gaming	(d) Total gaming (add col. (a) through col. (c))
Revenue	1 Gross revenue				
Direct Expenses	2 Cash prizes				
	3 Noncash prizes				
	4 Rent/facility costs				
	5 Other direct expenses				
	6 Volunteer labor	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	<input type="checkbox"/> Yes _____ % <input type="checkbox"/> No	
	7 Direct expense summary. Add lines 2 through 5 in column (d) ▶				
	8 Net gaming income summary. Subtract line 7 from line 1, column (d) ▶				

9 Enter the state(s) in which the organization conducts gaming activities: _____

a Is the organization licensed to conduct gaming activities in each of these states? ☐ Yes ☐ No

b If "No," explain: _____

10a Were any of the organization's gaming licenses revoked, suspended or terminated during the tax year? ☐ Yes ☐ No

b If "Yes," explain: _____

**SCHEDULE M
(Form 990)**

Department of the Treasury
Internal Revenue Service

Name of the organization

Noncash Contributions

- ▶ Complete if the organizations answered "Yes" on Form 990, Part IV, lines 29 or 30.
- ▶ Attach to Form 990.
- ▶ Go to www.irs.gov/Form990 for instructions and the latest information.

OMB No. 1545-0047

2018

**Open to Public
Inspection**

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

Employer identification number

75-2842602

Part I Types of Property

	(a) Check if applicable	(b) Number of contributions or items contributed	(c) Noncash contribution amounts reported on Form 990, Part VIII, line 1g	(d) Method of determining noncash contribution amounts
1 Art - Works of art				
2 Art - Historical treasures				
3 Art - Fractional interests				
4 Books and publications				
5 Clothing and household goods				
6 Cars and other vehicles				
7 Boats and planes				
8 Intellectual property				
9 Securities - Publicly traded.				
10 Securities - Closely held stock				
11 Securities - Partnership, LLC, or trust interests				
12 Securities - Miscellaneous				
13 Qualified conservation contribution - Historic structures				
14 Qualified conservation contribution - Other				
15 Real estate - Residential				
16 Real estate - Commercial				
17 Real estate - Other				
18 Collectibles				
19 Food inventory				
20 Drugs and medical supplies				
21 Taxidermy				
22 Historical artifacts				
23 Scientific specimens				
24 Archeological artifacts				
25 Other ▶(DONATED RENT)	X		165,725	FMV
26 Other ▶(LEGAL SERVICES)	X		3,161,000	FMV
27 Other ▶()				
28 Other ▶()				

29 Number of Forms 8283 received by the organization during the tax year for contributions for which the organization completed Form 8283, Part IV, Donee Acknowledgement **29**

	Yes	No
30a During the year, did the organization receive by contribution any property reported in Part I, lines 1 through 28, that it must hold for at least three years from the date of the initial contribution, and which isn't required to be used for exempt purposes for the entire holding period?		X
b If "Yes," describe the arrangement in Part II.		
31 Does the organization have a gift acceptance policy that requires the review of any nonstandard contributions?		X
32a Does the organization hire or use third parties or related organizations to solicit, process, or sell noncash contributions?		X
b If "Yes," describe in Part II.		
33 If the organization didn't report an amount in column (c) for a type of property for which column (a) is checked, describe in Part II.		

SCHEDULE O
(Form 990 or 990-EZ)

Department of the Treasury
Internal Revenue Service

Name of the organization

Supplemental Information to Form 990 or 990-EZ

Complete to provide information for responses to specific questions on
Form 990 or 990-EZ or to provide any additional information.

- ▶ Attach to Form 990 or 990-EZ.
- ▶ Go to www.irs.gov/Form990 for the latest information.

OMB No. 1545-0047

2018

**Open to Public
Inspection**

Employer identification number

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

75-2842602

01. Form 990 governing body review (Part VI, line 11)

THE ORGANIZATION PROVIDES A COPY OF THE FORM 990 TO ALL MEMBERS OF ITS GOVERNING BODY.

02. Conflict of interest policy compliance (Part VI, line 12c)

THE ORGANIZATION'S BOARD CONTINUALLY MONITORS AND ENFORCES ALL CONFLICT OF INTEREST
POLICIES.

03. Governing documents, etc, available to public (Part VI, line 19)

GOVERNING DOCUMENTS ARE MADE AVAILABLE AS REQUIRED.

Federal Supporting Statements**2018 PG01**

Name(s) as shown on return

Tax ID Number

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

75-2842602

FORM 4562 - LINE 19B

Statement #567

BASIS	RP	CV	METHOD	DEDUCTION
36,383	5	HY	SL	3,638
1,700	5	HY	SL	<u>170</u>
TOTAL				<u><u>3,808</u></u>

990**Overflow Statement****2018**
Page 1

Name(s) as shown on return

FEIN

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

75-2842602

OTHER EXPENSES - PROGRAM

<u>Description</u>	<u>Amount</u>
EQUIPMENT LEASES	\$ 7,006
DUES AND SUBSCRIPTIONS	1,365
Total:	<u>\$ 8,371</u>

OTHER EXPENSES - MGT.

<u>Description</u>	<u>Amount</u>
EQUIPMENT LEASES	\$ 738
DUES AND SUBSCRIPTIONS	144
Total:	<u>\$ 882</u>

OTHER EXPENSES - FUND.

<u>Description</u>	<u>Amount</u>
EQUIPMENT LEASES	\$ 1,475
DUES AND SUBSCRIPTIONS	287
Total:	<u>\$ 1,762</u>

* Item is included in UBIA
for Section 199A calculations.
See "UBIA" in lower right corner.

Depreciation Detail Listing

Program Services
For your records only

2018

PAGE 1

Name(s) as shown on return

Social security number/EIN

HUMAN RIGHTS INITIATIVE OF NORTH TEXAS INC.

75-2842602

MAIN RENTS INTRINSIC OF NORTH LEAS INC.												73 2012002			
No.	Description	Date	Cost	Basis Adjustment	Business percentage	Section 179	Bonus depreciation	Depreciable Basis	Life	Method	Rate	Prior Depreciation	Current Depreciation	Accumulated Depreciation	AMT Current
1	ASSETS PRE-2011		34,746		100.00			0	5		0	34,746		34,746	
2	SERVER AND COMPUTERS	07012012	24,897		100.00			24,897	5		0	24,897		24,897	
3	TWO COMPUTERS	01052015	3,101		100.00			3,101	5	SL HY	20	2,480	620	3,100	620
4	COMPUTER HARDWARE	08042016	4,893		100.00			4,893	5	SL HY	20	1,468	979	2,447	979
5	COMPUTER HARDWARE	01222019	36,383		100.00			36,383	5	SL HY	10		3,638	3,638	3,638
6	COMPUTER SOFTWARE	05012019	1,700		100.00			1,700	5	SL HY	10		170	170	170

Human Rights Initiative of North Texas, Inc

Profit & Loss Budget vs. Actual

July 2018 through June 2019

	Jul '18 - Jun 19	Budget
Ordinary Income/Expense		
Income		
4059 - Human Rights Day	9,313.00	25,000.00
4058 - Event Sponsor	0.00	100,000.00
1401 - Contribution Revenue	0.00	0.00
4030 - Individual Contributions		
4111 - Board Gifts (Trustees & Advis)	44,275.00	35,000.00
4054 - Restricted - Client Assistance		
4071 - Holiday Wish	7,531.13	0.00
4054 - Restricted - Client Assistance - Other	200.00	10,000.00
Total 4054 - Restricted - Client Assistance	7,731.13	10,000.00
4070 - Unrestricted	468,507.57	195,000.00
4030 - Individual Contributions - Other	0.00	0.00
Total 4030 - Individual Contributions	520,513.70	240,000.00
4031 - Corporate Gifts	56,730.46	5,000.00
4032 - Law Firm Gifts	4,100.00	1,000.00
4131 - Religious Organizations	5,088.50	12,500.00
4035 - Fund Raising Event/Appeal		
4057 - North Texas Giving Day	38,428.35	30,000.00
4056 - Small Fundraising Event	6,516.16	5,000.00
4036 - Fourth of July	70,645.00	50,000.00
4037 - Thanksgiving	0.00	1,000.00
4038 - 5k Event	370.00	5,000.00
4039 - Fall Concert & Art Auction	76,347.32	5,000.00
4040 - Quinceanera	0.00	0.00
4035 - Fund Raising Event/Appeal - Other	0.00	0.00
Total 4035 - Fund Raising Event/Appeal	192,306.83	96,000.00
4110 - Grants		
4112 - Simmons Grant	300,000.00	350,000.00
4050 - Restricted - Temporary		
4051 - Children' Program		
4113 - VERA Insititute	47,810.96	54,000.00
4051 - Children' Program - Other	145,000.00	0.00
Total 4051 - Children' Program	192,810.96	54,000.00
4052 - Women & Girls Program	0.00	169,000.00
4055 - Asylum Program	0.00	10,000.00
4050 - Restricted - Temporary - Other	40,000.00	0.00
Total 4050 - Restricted - Temporary	232,810.96	233,000.00
4110 - Grants - Other	27,113.00	130,000.00
Total 4110 - Grants	559,923.96	713,000.00
4150 - Miscellaneous Income	2,275.79	0.00
4156 - Investment Income on Endowment	0.00	0.00
Total Income	1,350,252.24	1,192,500.00
Gross Profit	1,350,252.24	1,192,500.00

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

	Jul '18 - Jun 19	Budget
Expense		
2200 · Payroll Administrative Fees	569,509.25	840,000.00
6001 · Program Expenses		
6246 · Books Purchased	866.46	1,000.00
6571 · Background Check Service	641.85	600.00
6280 · Case Management Software	5,400.00	7,200.00
6235 · CLE Expenses	566.62	250.00
5100 · Social Services		
5112 · Holiday Wish Gifts	5,782.88	10,000.00
5110 · Client Assistance	645.40	5,000.00
5100 · Social Services - Other	162.97	0.00
Total 5100 · Social Services	6,591.25	15,000.00
6110 · Mileage/Parking reimbursements	1,656.47	1,750.00
6112 · VERA expenses	1,142.26	2,750.00
5111 · Filing Fee Assistance	0.00	0.00
Total 6001 · Program Expenses	16,864.91	28,550.00
6247 · Employee Training & Development		
6350 · Travel		
6351 · Lodging	0.00	0.00
6350 · Travel - Other	860.00	1,000.00
Total 6350 · Travel	860.00	1,000.00
6236 · Conference Fees	0.00	0.00
6247 · Employee Training & Development - Other	0.00	5,000.00
Total 6247 · Employee Training & Development	860.00	6,000.00
5000 · Fundraising Expenses		
5020 · Meals/Entertainment	0.00	500.00
5021 · Fundraising Supplies	0.00	0.00
5090 · Donor Management Software	0.00	2,500.00
5030 · Fees for Credit Card Processing	5,406.81	3,000.00
6000 · Event Expense		
6010 · Small Fundraising Event Expense	0.00	0.00
5060 · Fall Concert & Art Auction	10,541.94	18,000.00
5038 · 5k Event	1,225.00	4,450.00
5037 · Thanksgiving Event	727.00	2,500.00
6000 · Event Expense - Other	0.00	2,500.00
Total 6000 · Event Expense	12,493.94	27,450.00
5000 · Fundraising Expenses - Other	60.00	0.00
Total 5000 · Fundraising Expenses	17,960.75	33,450.00
6770 · Marketing Expenses		
6344 · Website Fees	0.00	120.00
6346 · Website Design	265.43	50,000.00
6780 · Design and Print Costs	0.00	50,000.00
6790 · Office	0.00	0.00
6770 · Marketing Expenses - Other	11,172.93	5,000.00

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

	Jul '18 - Jun 19	Budget
Total 6770 · Marketing Expenses	11,438.36	105,120.00
6250 · Postage and Delivery		
6252 · US Postal Service	0.00	1,200.00
6253 · Express Delivery FedEx/DHL	0.00	0.00
6250 · Postage and Delivery - Other	3,149.21	4,200.00
Total 6250 · Postage and Delivery	3,149.21	5,400.00
6260 · Printing and Copying		
6262 · Printing Stationary & Card	0.00	0.00
6260 · Printing and Copying - Other	2,942.61	4,200.00
Total 6260 · Printing and Copying	2,942.61	4,200.00
6160 · Dues and Subscriptions		
6232 · Professional Dues/Memberships	745.86	800.00
6158 · Membership Dues	120.00	1,000.00
6160 · Dues and Subscriptions - Other	0.00	0.00
Total 6160 · Dues and Subscriptions	865.86	1,800.00
6245 · Recruiting	185.00	250.00
6243 · Strategic Planning	0.00	1,000.00
6550 · Office Supplies	1,985.22	3,600.00
6170 · Office Equipment		
6241 · Office Bottled Water	581.67	600.00
6176 · Copier Lease	6,399.80	6,840.00
Total 6170 · Office Equipment	6,981.47	7,440.00
6321 · Technology		
6322 · Computer Purchase	24,888.08	52,000.00
6261 · Software Expense	449.15	6,500.00
6320 · Computer Maintenance	30,244.65	20,000.00
Total 6321 · Technology	55,581.88	78,500.00
6242 · Internal Meeting Exp	3,260.42	2,500.00
6300 · Maintenance & Repair	0.00	
6340 · Internet and Phone Expenses	3,983.37	6,900.00
6390 · Building & Occupancy Expense		
6391 · Electricity	7,196.67	10,200.00
6394 · Janitorial Services	6,075.04	7,800.00
6440 · Office Moves, Rearr, Purchases	0.00	0.00
6810 · Property Tax	1,113.97	0.00
6390 · Building & Occupancy Expense - Other	0.00	0.00
Total 6390 · Building & Occupancy Expense	14,385.68	18,000.00
6180 · Insurance		
6181 · Directors & Officers	0.00	225.00
6182 · Liability Insurance	2,595.75	3,260.00
6180 · Insurance - Other	0.00	2,500.00
Total 6180 · Insurance	2,595.75	5,985.00
6270 · Professional Fees		
6272 · Accounting & Tax	0.00	0.00

Human Rights Initiative of North Texas, Inc

Profit & Loss Budget vs. Actual

July 2018 through June 2019

	Jul '18 - Jun 19	Budget
6273 - Audit	0.00	7,000.00
6270 - Professional Fees - Other	7,250.00	1,000.00
Total 6270 - Professional Fees	7,250.00	8,000.00
6570 - Employee Benefits, Other	1,240.00	1,200.00
6240 - Miscellaneous	15,507.24	500.00
6002 - Banking Expenses		
6130 - Bank Checks & Deposit slips	0.00	500.00
6120 - Bank Service Charges	163.70	250.00
6002 - Banking Expenses - Other	102.35	
Total 6002 - Banking Expenses	266.05	750.00
6150 - Depreciation Expense	0.00	0.00
6450 - Contract Labor	0.00	2,250.00
66900 - Reconciliation Discrepancies	0.00	0.00
9997 - Legal Volunteer Value		
9998 - Legal Volunteer - Contra	0.00	0.00
9997 - Legal Volunteer Value - Other	0.00	0.00
Total 9997 - Legal Volunteer Value	0.00	0.00
Total Expense	736,813.03	1,161,395.00
Net Ordinary Income	613,439.21	31,105.00
MOVING EXPENSE		
Fee Fund		
Other Income/Expense		
Net Other Income		
Net Income		

Human Rights Initiative of North Texas, Inc

Profit & Loss Budget vs. Actual

July 2018 through June 2019

	FY20
Ordinary Income/Expense	
Income	
4059 · Human Rights Day	25,000.00
4058 · Event Sponsor	100,000.00
1401 · Contribution Revenue	0.00
4030 · Individual Contributions	
4111 · Board Gifts (Trustees & Advis)	35,000.00
4054 · Restricted - Client Assistance	
4071 · Holiday Wish	0.00
4054 · Restricted - Client Assistance - Other	10,000.00
Total 4054 · Restricted - Client Assistance	10,000.00
4070 · Unrestricted	195,000.00
4030 · Individual Contributions - Other	0.00
Total 4030 · Individual Contributions	240,000.00
4031 · Corporate Gifts	5,000.00
4032 · Law Firm Gifts	1,000.00
4131 · Religious Organizations	12,500.00
4035 · Fund Raising Event/Appeal	
4057 · North Texas Giving Day	30,000.00
4056 · Small Fundraising Event	5,000.00
4036 · Fourth of July	50,000.00
4037 · Thanksgiving	1,000.00
4038 · 5k Event	5,000.00
4039 · Fall Concert & Art Auction	5,000.00
4040 · Quinceanera	0.00
4035 · Fund Raising Event/Appeal - Other	0.00
Total 4035 · Fund Raising Event/Appeal	96,000.00
4110 · Grants	
4112 · Simmons Grant	350,000.00
4050 · Restricted - Temporary	
4051 · Children' Program	
4113 · VERA Insititute	54,000.00
4051 · Children' Program - Other	0.00
Total 4051 · Children' Program	54,000.00
4052 · Women & Girls Program	169,000.00
4055 · Asylum Program	10,000.00
4050 · Restricted - Temporary - Other	0.00
Total 4050 · Restricted - Temporary	233,000.00
4110 · Grants - Other	130,000.00
Total 4110 · Grants	713,000.00
4150 · Miscellaneous Income	0.00
4156 · Investment Income on Endowment	0.00
Total Income	1,192,500.00
Gross Profit	1,192,500.00

Human Rights Initiative of North Texas, Inc

Profit & Loss Budget vs. Actual

July 2018 through June 2019

	FY20
Expense	
2200 - Payroll Administrative Fees	921,000.00
6001 - Program Expenses	
6246 - Books Purchased	1,000.00
6571 - Background Check Service	700.00
6280 - Case Management Software	7,200.00
6235 - CLE Expenses	650.00
5100 - Social Services	
5112 - Holiday Wish Gifts	10,000.00
5110 - Client Assistance	
5100 - Social Services - Other	
Total 5100 - Social Services	
6110 - Mileage/Parking reimbursements	2,000.00
6112 - VERA expenses	2,750.00
5111 - Filing Fee Assistance	
Total 6001 - Program Expenses	
6247 - Employee Training & Development	
6350 - Travel	
6351 - Lodging	
6350 - Travel - Other	1,000.00
Total 6350 - Travel	
6236 - Conference Fees	
6247 - Employee Training & Development - Other	2,000.00
Total 6247 - Employee Training & Development	
5000 - Fundraising Expenses	
5020 - Meals/Entertainment	
5021 - Fundraising Supplies	
5090 - Donor Management Software	2,500.00
5030 - Fees for Credit Card Processing	6,000.00
6000 - Event Expense	
6010 - Small Fundraising Event Expense	
5060 - Fall Concert & Art Auction	12,000.00
5038 - 5k Event	4,450.00
5037 - Thanksgiving Event	1,500.00
6000 - Event Expense - Other	2,500.00
Total 6000 - Event Expense	
5000 - Fundraising Expenses - Other	
Total 5000 - Fundraising Expenses	
6770 - Marketing Expenses	
6344 - Website Fees	
6346 - Website Design	
6780 - Design and Print Costs	
6790 - Office	
6770 - Marketing Expenses - Other	

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

	FY20
Total 6770 · Marketing Expenses	
6250 · Postage and Delivery	
6252 · US Postal Service	
6253 · Express Delivery FedEx/DHL	
6250 · Postage and Delivery - Other	4,200.00
Total 6250 · Postage and Delivery	
6260 · Printing and Copying	
6262 · Printing Stationary & Card	
6260 · Printing and Copying - Other	4,200.00
Total 6260 · Printing and Copying	
6160 · Dues and Subscriptions	
6232 · Professional Dues/Memberships	800.00
6158 · Membership Dues	
6160 · Dues and Subscriptions - Other	
Total 6160 · Dues and Subscriptions	
6245 · Recruiting	
6243 · Strategic Planning	
6550 · Office Supplies	3,600.00
6170 · Office Equipment	
6241 · Office Bottled Water	600.00
6176 · Copier Lease	6,840.00
Total 6170 · Office Equipment	
6321 · Technology	
6322 · Computer Purchase	22,000.00
6261 · Software Expense	
6320 · Computer Maintenance	
Total 6321 · Technology	
6242 · Internal Meeting Exp	
6300 · Maintenance & Repair	
6340 · Internet and Phone Expenses	6,900.00
6390 · Building & Occupancy Expense	
6391 · Electricity	10,200.00
6394 · Janitorial Services	7,800.00
6440 · Office Moves, Rearr, Purchases	
6810 · Property Tax	
6390 · Building & Occupancy Expense - Other	
Total 6390 · Building & Occupancy Expense	
6180 · Insurance	
6181 · Directors & Officers	
6182 · Liability Insurance	3,260.00
6180 · Insurance - Other	2,500.00
Total 6180 · Insurance	
6270 · Professional Fees	
6272 · Accounting & Tax	

Human Rights Initiative of North Texas, Inc

Profit & Loss Budget vs. Actual

July 2018 through June 2019

	FY20
6273 · Audit	7,000.00
6270 · Professional Fees - Other	1,000.00
Total 6270 · Professional Fees	
6570 · Employee Benefits, Other	1,200.00
6240 · Miscellaneous	
6002 · Banking Expenses	
6130 · Bank Checks & Deposit slips	500.00
6120 · Bank Service Charges	250.00
6002 · Banking Expenses - Other	
Total 6002 · Banking Expenses	
6150 · Depreciation Expense	
6450 · Contract Labor	
66900 · Reconciliation Discrepancies	
9997 · Legal Volunteer Value	
9998 · Legal Volunteer - Contra	
9997 · Legal Volunteer Value - Other	
Total 9997 · Legal Volunteer Value	1060100
Total Expense	
Net Ordinary Income	
MOVING EXPENSE	50000
Fee Fund	5000
Other Income/Expense	1,116,000

Net Other Income

Net Income

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

Ordinary Income/Expense

Income

4059 · Human Rights Day
4058 · Event Sponsor
1401 · Contribution Revenue
4030 · Individual Contributions
 4111 · Board Gifts (Trustees & Advis)
 4054 · Restricted - Client Assistance
 4071 · Holiday Wish
 4054 · Restricted - Client Assistance - Other
 Total 4054 · Restricted - Client Assistance
4070 · Unrestricted
4030 · Individual Contributions - Other
Total 4030 · Individual Contributions
4031 · Corporate Gifts
4032 · Law Firm Gifts
4131 · Religious Organizations
4035 · Fund Raising Event/Appeal
 4057 · North Texas Giving Day
 4056 · Small Fundraising Event
 4036 · Fourth of July
 4037 · Thanksgiving
 4038 · 5k Event
 4039 · Fall Concert & Art Auction
 4040 · Quinceanera
 4035 · Fund Raising Event/Appeal - Other
Total 4035 · Fund Raising Event/Appeal
4110 · Grants
 4112 · Simmons Grant
 4050 · Restricted - Temporary
 4051 · Children' Program
 4113 · VERA Insititute
 4051 · Children' Program - Other
 Total 4051 · Children' Program
 4052 · Women & Girls Program
 4055 · Asylum Program
 4050 · Restricted - Temporary - Other
 Total 4050 · Restricted - Temporary
4110 · Grants - Other
Total 4110 · Grants
4150 · Miscellaneous Income
4156 · Investment Income on Endowment

Total Income

Gross Profit

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

Expense

2200 · Payroll Administrative Fees

6001 · Program Expenses

6246 · Books Purchased

6571 · Background Check Service

6280 · Case Management Software

6235 · CLE Expenses

5100 · Social Services

5112 · Holiday Wish Gifts

5110 · Client Assistance

5100 · Social Services - Other

Total 5100 · Social Services

6110 · Mileage/Parking reimbursements

6112 · VERA expenses

5111 · Filing Fee Assistance

Total 6001 · Program Expenses

6247 · Employee Training & Development

6350 · Travel

6351 · Lodging

6350 · Travel - Other

Total 6350 · Travel

6236 · Conference Fees

6247 · Employee Training & Development - Other

Total 6247 · Employee Training & Development

5000 · Fundraising Expenses

5020 · Meals/Entertainment

5021 · Fundraising Supplies

5090 · Donor Management Software

5030 · Fees for Credit Card Processing

6000 · Event Expense

6010 · Small Fundraising Event Expense

5060 · Fall Concert & Art Auction

5038 · 5k Event

5037 · Thanksgiving Event

6000 · Event Expense - Other

Total 6000 · Event Expense

5000 · Fundraising Expenses - Other

Total 5000 · Fundraising Expenses

6770 · Marketing Expenses

6344 · Website Fees

6346 · Website Design

6780 · Design and Print Costs

6790 · Office

6770 · Marketing Expenses - Other

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

Total 6770 · Marketing Expenses
6250 · Postage and Delivery
 6252 · US Postal Service
 6253 · Express Delivery FedEx/DHL
 6250 · Postage and Delivery - Other
Total 6250 · Postage and Delivery
6260 · Printing and Copying
 6262 · Printing Stationary & Card
 6260 · Printing and Copying - Other
Total 6260 · Printing and Copying
6160 · Dues and Subscriptions
 6232 · Professional Dues/Memberships
 6158 · Membership Dues
 6160 · Dues and Subscriptions - Other
Total 6160 · Dues and Subscriptions
6245 · Recruiting
6243 · Strategic Planning
6550 · Office Supplies
6170 · Office Equipment
 6241 · Office Bottled Water
 6176 · Copier Lease
Total 6170 · Office Equipment
6321 · Technology
 6322 · Computer Purchase
 6261 · Software Expense
 6320 · Computer Maintenance
Total 6321 · Technology
6242 · Internal Meeting Exp
6300 · Maintenance & Repair
6340 · Internet and Phone Expenses
6390 · Building & Occupancy Expense
 6391 · Electricity
 6394 · Janitorial Services
 6440 · Office Moves, Rearr, Purchases
 6810 · Property Tax
 6390 · Building & Occupancy Expense - Other
Total 6390 · Building & Occupancy Expense
6180 · Insurance
 6181 · Directors & Officers
 6182 · Liability Insurance
 6180 · Insurance - Other
Total 6180 · Insurance
6270 · Professional Fees
 6272 · Accounting & Tax

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

6273 · Audit

6270 · Professional Fees - Other

Total 6270 · Professional Fees

6570 · Employee Benefits, Other

6240 · Miscellaneous

6002 · Banking Expenses

6130 · Bank Checks & Deposit slips

6120 · Bank Service Charges

6002 · Banking Expenses - Other

Total 6002 · Banking Expenses

6150 · Depreciation Expense

6450 · Contract Labor

66900 · Reconciliation Discrepancies

9997 · Legal Volunteer Value

9998 · Legal Volunteer - Contra

9997 · Legal Volunteer Value - Other

Total 9997 · Legal Volunteer Value

Total Expense

Net Ordinary Income

MOVING EXPENSE

Fee Fund

Other Income/Expense

Net Other Income

Net Income

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

Ordinary Income/Expense

Income

4059 · Human Rights Day
4058 · Event Sponsor
1401 · Contribution Revenue
4030 · Individual Contributions
 4111 · Board Gifts (Trustees & Advis)
 4054 · Restricted - Client Assistance
 4071 · Holiday Wish
 4054 · Restricted - Client Assistance - Other
 Total 4054 · Restricted - Client Assistance
 4070 · Unrestricted
 4030 · Individual Contributions - Other
Total 4030 · Individual Contributions
4031 · Corporate Gifts
4032 · Law Firm Gifts
4131 · Religious Organizations
4035 · Fund Raising Event/Appeal
 4057 · North Texas Giving Day
 4056 · Small Fundraising Event
 4036 · Fourth of July
 4037 · Thanksgiving
 4038 · 5k Event
 4039 · Fall Concert & Art Auction
 4040 · Quinceanera
 4035 · Fund Raising Event/Appeal - Other
Total 4035 · Fund Raising Event/Appeal
4110 · Grants
 4112 · Simmons Grant
 4050 · Restricted - Temporary
 4051 · Children' Program
 4113 · VERA Insititute
 4051 · Children' Program - Other
 Total 4051 · Children' Program
 4052 · Women & Girls Program
 4055 · Asylum Program
 4050 · Restricted - Temporary - Other
 Total 4050 · Restricted - Temporary
 4110 · Grants - Other
Total 4110 · Grants
4150 · Miscellaneous Income
4156 · Investment Income on Endowment

Total Income

Gross Profit

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

Expense

2200 · Payroll Administrative Fees

6001 · Program Expenses

6246 · Books Purchased

6571 · Background Check Service

6280 · Case Management Software

6235 · CLE Expenses

5100 · Social Services

5112 · Holiday Wish Gifts

5110 · Client Assistance

5100 · Social Services - Other

Total 5100 · Social Services

6110 · Mileage/Parking reimbursements

6112 · VERA expenses

5111 · Filing Fee Assistance

Total 6001 · Program Expenses

6247 · Employee Training & Development

6350 · Travel

6351 · Lodging

6350 · Travel - Other

Total 6350 · Travel

6236 · Conference Fees

6247 · Employee Training & Development - Other

Total 6247 · Employee Training & Development

5000 · Fundraising Expenses

5020 · Meals/Entertainment

5021 · Fundraising Supplies

5090 · Donor Management Software

5030 · Fees for Credit Card Processing

6000 · Event Expense

6010 · Small Fundraising Event Expense

5060 · Fall Concert & Art Auction

5038 · 5k Event

5037 · Thanksgiving Event

6000 · Event Expense - Other

Total 6000 · Event Expense

5000 · Fundraising Expenses - Other

Total 5000 · Fundraising Expenses

6770 · Marketing Expenses

6344 · Website Fees

6346 · Website Design

6780 · Design and Print Costs

6790 · Office

6770 · Marketing Expenses - Other

Human Rights Initiative of North Texas, Inc
Profit & Loss Budget vs. Actual
July 2018 through June 2019

Total 6770 · Marketing Expenses

6250 · Postage and Delivery

6252 · US Postal Service

6253 · Express Delivery FedEx/DHL

6250 · Postage and Delivery - Other

Total 6250 · Postage and Delivery

6260 · Printing and Copying

6262 · Printing Stationary & Card

6260 · Printing and Copying - Other

Total 6260 · Printing and Copying

6160 · Dues and Subscriptions

6232 · Professional Dues/Memberships

6158 · Membership Dues

6160 · Dues and Subscriptions - Other

Total 6160 · Dues and Subscriptions

6245 · Recruiting

6243 · Strategic Planning

6550 · Office Supplies

6170 · Office Equipment

6241 · Office Bottled Water

6176 · Copier Lease

Total 6170 · Office Equipment

6321 · Technology

6322 · Computer Purchase

6261 · Software Expense

6320 · Computer Maintenance

Total 6321 · Technology

6242 · Internal Meeting Exp

6300 · Maintenance & Repair

6340 · Internet and Phone Expenses

6390 · Building & Occupancy Expense

6391 · Electricity

6394 · Janitorial Services

6440 · Office Moves, Rearr, Purchases

6810 · Property Tax

6390 · Building & Occupancy Expense - Other

Total 6390 · Building & Occupancy Expense

6180 · Insurance

6181 · Directors & Officers

6182 · Liability Insurance

6180 · Insurance - Other

Total 6180 · Insurance

6270 · Professional Fees

6272 · Accounting & Tax

Human Rights Initiative of North Texas, Inc
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6273 · Audit

6270 · Professional Fees - Other

Total 6270 · Professional Fees

6570 · Employee Benefits, Other

6240 · Miscellaneous

6002 · Banking Expenses

6130 · Bank Checks & Deposit slips

6120 · Bank Service Charges

6002 · Banking Expenses - Other

Total 6002 · Banking Expenses

6150 · Depreciation Expense

6450 · Contract Labor

66900 · Reconciliation Discrepancies

9997 · Legal Volunteer Value

9998 · Legal Volunteer - Contra

9997 · Legal Volunteer Value - Other

Total 9997 · Legal Volunteer Value

Total Expense

Net Ordinary Income

MOVING EXPENSE

Fee Fund

Other Income/Expense

Net Other Income

Net Income