

Nourishing
minds out of
poverty.™



Serving Oregon, Washington & California



2019 Annual Report



OUR MISSION

To promote and provide access to education, to administer professional development training and to assist with job placement for persons who have low or no income.

WHO WE SERVE

- People living or working in poverty
- Disabled adults
- Veterans
- People in transition
- People in recovery
- Starting at 15 years of age



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SOCIAL MEDIA

@helpH4S

FEDERAL EIN

47-2389045

This organization is a 501(c)(3) tax exempt organization, IRS Section 170(b)(1)(A)(vi) for both federal and state tax purposes.

Dear participants, supporters, and community stakeholders,

Hunger For Success has seen many challenges in 2019 yet we have many milestones to celebrate.

- We have helped **124 people** in three States. This is the largest number of participants in our history.
- We achieved a three-year international accreditation from CARF.
- 50 jobs found and maintained; the largest number in our history.
- We hosted the Northwest Resource Banquet with the help of Morgan and Andrew Roskam. This event helped us network and collaborate with other excellent nonprofits serving the same underserved population.

I would like to thank our volunteer Board for helping to guide us in the right direction so our organization can provide the best service possible with limited resources.

Our independent contractors and our volunteers put forth a lot of hard work and dedication to help those we serve. We are grateful for their service.

As we celebrate our fifth year of service, this annual report outlines our plans for 2020 and how we will navigate through a pandemic and a new emerging economy.

At your service,

Brad Lebowsky
President and Chair



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COMMUNITY ENGAGEMENT

	2019	2018	2017	2016	2015
Outreach	135	110	64	46	84
Total Participants	124	78	21	9	7
Social Media Impressions	32,136	31,728	21,220	7,517	4,974

TESTIMONIALS

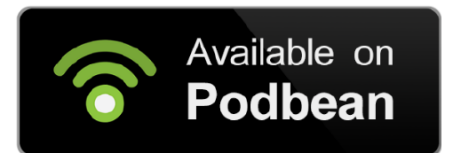
“Hunger for Success has been a light for me in some pretty trying times. Having guidance and the opportunity to learn new skills, I am now much better equipped to deal with problems as they arise. These people really care.”

“I cannot recommend Hunger 4 Success enough! I have not known such an organization that pays such attention to all the important and seemingly little details quite as aptly and attentively as this one. Their focus on the approach to the individual and their unique skills and talents made it feel as if the program was tailor made just for me. Thank you Hunger 4 Success for everything you’ve done for me, and may you continue bringing others to their full potential.”

“...the system focuses not only on your achievements, but on positive feedback that sends you in the right direction.”

Over 1,100 downloads of our podcast designed to give 24/7 access to our participants and job seekers around the United States.

Access our **FREE** podcast on any of these platforms:



STRENGTH BASED ORGANIZATION

What is a strength based organization? We follow over 20 years of research by the Gallup Organization. This study determined that each individual, regardless of culture, socio-economic factors, or education, has 34 strengths.

When you become a participant, the first thing you will do is take The Strengthsfinder Test. This test will determine your top five strengths.

Why is this important? Hunger For Success will use your top five strengths to build your resume, job search strategy, and interview strategy to ensure you find the career (job) that is the best fit for you.

OUR FINANCIALS: Statement of Financial Position

	TOTAL	
	As of Dec 31, 2019	As of Dec 31, 2018
ASSETS		
Business Savings Account	25,040	40,025
Business Checking	<u>1,319</u>	<u>9,876</u>
TOTAL ASSETS	\$26,359	\$49,871
LIABILITIES AND EQUITY		
Liabilities		
Current Liabilities		
Payroll Liabilities		
Federal Taxes (941/944)	95	
WA Paid Family and Medical Leave Tax	4	
WA SUI Employer 17	17	
WA Workers Compensation	<u>86</u>	
Total Payroll Liabilities	<u>\$202</u>	
Total Liabilities	<u>\$202</u>	
Equity		
Net Assets	49,870	32,720
Change in Net Assets	<u>(23,713)</u>	<u>17,151</u>
Total Net Assets	\$26,157	\$49,871
TOTAL LIABILITIES AND EQUITY	\$26,359	\$49,871

Comments:

Hunger For Success saw a decline in grants but decided to use some of our reserves to fund our partnership in Los Angeles through December 2019. We plan on a new partnership in Los Angeles that will share our expense to implement a job and mentoring program for people in recovery.

We have approached a few potential partners and plan on having more meetings with other facilities who care for people in recovery and can use a 21st century approach to helping people in recovery find and keep family wage jobs. In addition, we developed a GED program for those in recovery which helped 62% of our participants obtain their GED.

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OUR EXPECTED OUTCOMES

Overall project goals, expected impact and specific, measurable objectives;

Participants will apply for 10 full time family wage jobs a day, five days a week consistently

Participants will interview five times a month consistently

Participants will be responsive to communication within three days of contact via email or phone

Participants will complete each program milestone prior to applying for full time family wage jobs

Participant will use Indeed.com to search and track the number of applications and interviews they accomplish each month

Participants will provide Hunger For Success monthly input on the quality and quantity of job searches emailed by Indeed.com so timely modifications can be made

OUR FINANCIALS: Statement of Activities

	TOTAL	
	For the years ended 2019	For the years ended 2018
Revenue		
Corporate Donations		760
Event Revenue	3,375	2,795
Fee for Service	15,045	18,675
Grants and Foundations	20,000	53,535
Individual Donations	1,660	981
Other Revenue		1,450
Poshmark Donations	417	470
Uncategorized Income	126	
Interest Earned	<u>16</u>	<u>16</u>
Total Revenue	\$40,639	\$78,682
Expenses		
ADMINISTRATIVE EXPENSES		
Bank Charges & Fees	110	102
Bookkeeping	475	
Business Telephone Expense	1,134	1,151
Employee - President and Chair		3,000
Fringe - Taxes & Payroll Costs Only	1,000	
General Supplies	697	582
Insurance	1,408	1,260
Office Supplies & Software	188	1,133
Payroll Taxes	843	
Wages	5,000	
Postage	114	45
QuickBooks, Payroll and Accounting	1,693	595
State Licensing Fees	20	69
Taxes & Licenses	<u>85</u>	<u>206</u>
Total ADMINISTRATIVE EXPENSES	\$12,767	\$8,143
FUNDRAISING EXPENSES		
Event Expenses	379	7,613
Salesforce/Click and Pledge	387	361
Social Media Fundraising		<u>400</u>
Total FUNDRAISING EXPENSES	\$766	\$8,374

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OUR FINANCIALS: Statement of Activities

TOTAL
For the years ended For the years ended
2019 2018

Expenses

MARKETING EXPENSES

Campaign Monitor	327	108
Printing Materials	623	2,319
Social Media Advertising	<u>138</u>	<u>185</u>
Total MARKETING EXPENSES	\$1,088	\$2,612

PROGRAM EXPENSES

Books for Participants	654	473
CARF Certification - WA State	6,579	
Internet and Web Services	482	210
Intranet	1,386	1,271
Meals	920	250
StrengthFinders Test Expense	<u>1,116</u>	<u>1,601</u>
	\$11,137	\$3,805
Program & Professional Services		
LA Independent Contractors	34,702	38,596
President and Chair	175	
WA Independent Contractors	3,717	-
Total Legal & Professional Services	<u>\$38,594</u>	<u>\$38,596</u>
Total PROGRAM EXPENSES	\$49,731	\$42,401
Total Expenses	\$64,352	\$61,530
Change In Net Assets	\$(23,713)	\$17,152

Comments:

Hunger For Success will seek new opportunities with the state of Washington by extending our services from two counties to statewide services including but not limited to Seattle. In addition, we will seek fee for services for our program in Los Angeles, and programs for employers to improve their overall retention and employee engagement.

We will also diversify our grant prospecting to include foundations and corporations that support veterans, adults with disabilities, workforce development, people in transition (homelessness), and providing human services to people working or living in poverty.

WE'RE LISTENING ...

We begin our program by listening to you, your story, and your goals. While our approach is evidenced-based and proven to be successful, it cannot work unless it is customized to your goals and personal experiences. This is why we have met in person and taken notes, to custom-tailor a plan that works for you.

WE'RE HERE TO HELP...

As a participant, you can ask for any assistance or accommodation you require to be successful and we will do our best to provide it. Our job is to custom-tailor our approach to your unique experiences, goals, and strengths in order to help you find and keep a career you will love for a long time. We offer our services and support for as long as you need, want, or require them by supporting you through the application process, interview process, and with any assistance or support you require while in your career.



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ENGAGE US

Hunger For Success continues our operations to help those we serve. While the Covid-19 pandemic is unprecedented, our participants, and thousands of new people seeking career changes and family wage jobs after massive layoffs, **Hunger For Success** will provide our services and look for new strategies to help those in need.

Our Strategy During the Covid-19 Pandemic:

OUR MESSAGE: As the economy recovers from the Covid-19 Pandemic, our services will be in high demand. As no one knows how the recovery will unfold, **Hunger For Success** will adapt and continue to provide industry leading results.


DIVERSIFY OUR REVENUES: **Hunger For Success** will look at our fundraising pipeline and see how we can diversify revenues to ensure funding continues. Our fee for service programs and finding new organizations to fund our diverse group of participants will help us weather the storm and continue our critical services.

MAINTAIN ENGAGEMENT: We will continue to reach out to our communities through our partnerships, emails, and social media platforms so we know where we need to provide our program. This can be done virtually or we can use delivery services to bring people programs and resources to their doorstep.

WHAT CAN YOU DO?

1. If you know someone in your circle of friends, family, or co-workers that needs help finding or building a new career refer them to our website: www.helpH4S.org
2. If you are stable during this crisis consider donating or volunteering to help people in need. For more information contact Brad at 360-435-7447 or Brad@helpH4S.org.
3. If you are uncertain about your job, career, or what is going on in today's job market, engage us through social media or our podcast.

We never lose site that we are one community and must work together to help those that are most in need.



HUNGERFORSUCCESS®
www.helpH4S.org
careermentorpodcast


Access our FREE podcast on any of these platforms:

Podcast Available on **iTunes**

Listen on **Spotify**

Available on **Podbean**

Also join in with us on social media on these platforms **@helpH4S**



www.helpH4S.org

