



Of Color, Inc.

# 2025

## IMPACT REPORT

2033 W. 95th St., Chicago, IL 60643 | [www.ofcolorinc.org](http://www.ofcolorinc.org) | (312) 300-3135



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# A Letter From Our Founding *Executive Director*

2025 was an accomplishment of hard work and the success for those we serve throughout communities in need across the city of Chicago. We celebrated **five years of service and six years** of existence with a host of community partners, funders, foundations, friends and future supporters. We will always be grateful to those we serve, our residents and clients that trust and allow us access into your lives and your homes. We cannot do this work without a dedicated and mission-driven team of staff. To our employees, who are trailblazers across this work, and reside in many of the communities that Of Color Inc. serves – we offer a HUGE thank you for your passion and your servitude.

Our foundations and funders continue to increase their support helping us to do the work that we do. Thank you! It is an honor to work with you to meet the many areas of needs that people suffer to secure.



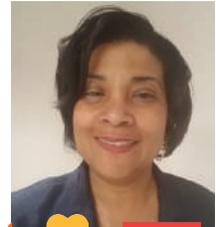
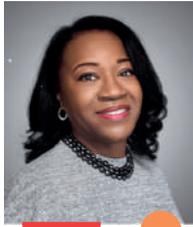
Renita White,  
Executive Director

A handwritten signature of Renita White in black ink.

## LET'S LOOK BACK AT THE SUCCESSES OF OUR WORK FROM INCEPTION TO 2025....

- We served 1,696 people across more than twenty at-risk communities in the city of Chicago.
- We served 407 veterans and helped them to secure wages that averaged \$20.85 per hour.
- We helped 627 families and children to secure affordable housing.
- We increased our staff from 15 to 25 dynamic professionals; many who reside in the communities that we serve.
- We matched our employee retirement plan to give sustainability to their families as we do this very important work.
- The foundations that support us raised their level of giving by 7% to enhance our work.
- We increased our individual donor base by 24%.
- 1,367 individuals received jobs that offered a livable wage, averaging \$18.04/hour, higher than the city of Chicago's minimum wage level at \$16/hour.
- We secured a capacity building grant to support the hiring of a skilled Development Manager who will help us with future agency fiscal needs.

# Meet The *Board of Directors*



From Left to Right:

Angela Whiteside Smith, Esp. (Chairwoman), Karen A. Swinger, MBA (Board Vice Chair), Dr. Camilla Johnson DHSc, MPA, LSSG, BA, CSM, (Board Secretary), Sandra A. Moss (Board Treasurer), Brenda Duncan (Founding Board Member), Melina Higbee (Founding Board Member), Cosette Ayele (Board Member), Azia Provine (Board Member), Jamie Ricks (Board Member), Matt Strauss (Founding Board Member Aug. 2019–Aug. 2025)

## A NOTE FROM OUR CHAIRWOMAN

As I reflect on Of Color Inc's (OCI) milestone and 5th year of service, I am filled with an even deeper sense of purpose than when I first joined this board. To see OCI's continued commitment to economic and educational opportunity translate into real outcomes for youth and veterans in our community is extraordinary. We grew our dedicated staff from 8 to 25 professionals over this time period; many of whom live in the very communities we serve.

Our Board of Directors remains committed to governance grounded in the real needs of our community. From supporting our incredible executive team, overseeing OCI's financial health, championing program expansion and attracting new board talent, my fellow board members demonstrate what stewardship and mission-driven leadership look like in action.

What I know for sure is that OCI's best days are ahead. With plans to strengthen our Employment Training Center, deepen foundation and corporate partnerships, and expand our reach across Chicago's communities, every program we launch and every dollar we steward is an act of love for our community.

I am so proud of what we have built together, and I am more excited than ever about what comes next.

In service and gratitude,

*Angela Whiteside Smith*

**ANGELA WHITESIDE SMITH,  
CHAIRWOMAN,  
BOARD OF DIRECTORS**

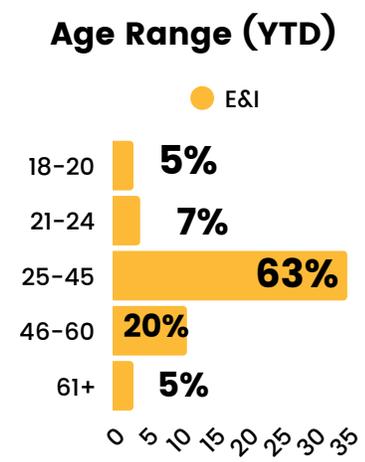
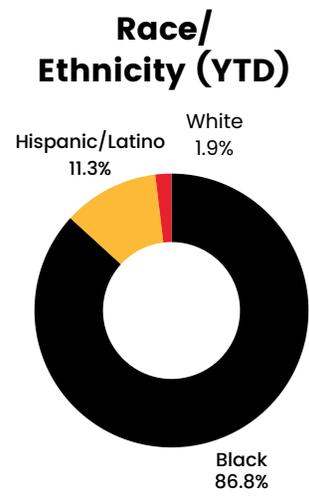
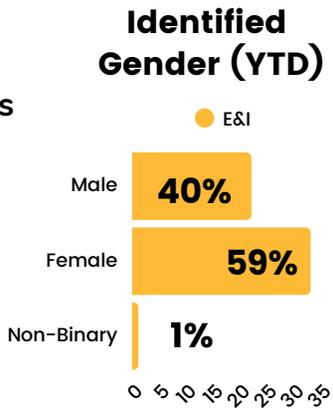


# Employment & Income *E&I*

Employment and Income Program (E&I) is designed to support unhoused adults in their journey towards stability and self-sufficiency through securing permanent employment. This program is made possible through the spectacular partnership with All Chicago, HUD and the Department of Human Services.

**56**  
Total NEW & Unduplicated Clients Served

**>1%**  
Identified as Having a Disability

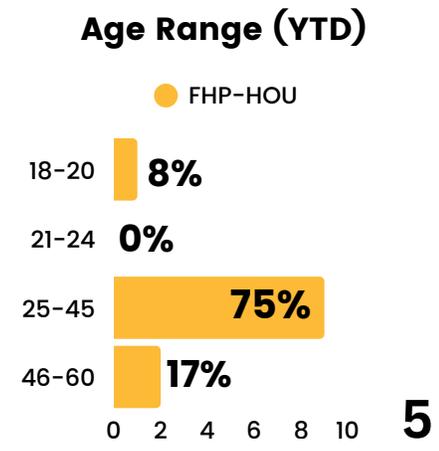
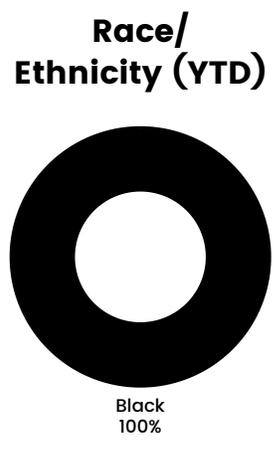
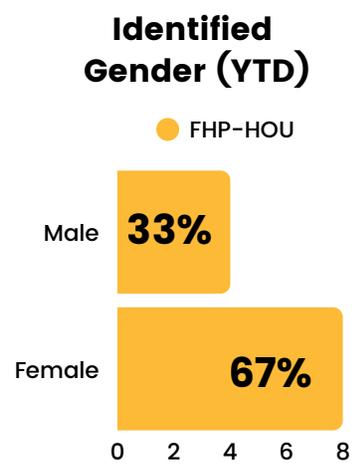


# Flexible Housing Pool *FHP*

We provide a cross-sector investment and innovative program delivery strategy to increase supportive housing resources in Chicago and Cook County for populations at the intersection of homelessness, complex physical and behavioral health needs, and criminal justice involvement. Of Color Inc serves families and children to help them sustain housing and work with those that are able to find employment with a livable wage.

**12**  
Total NEW & Unduplicated Clients Served

**8%**  
Identified as Having a Disability



# Homeless Veteran Reintegration Program

*HVRP*

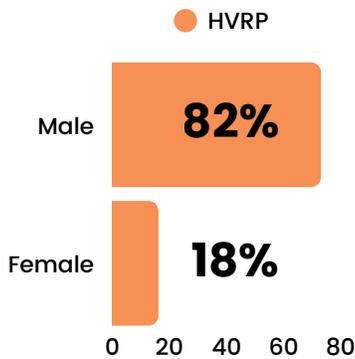
We provide Chicago Veterans with employment, housing and supportive services to successfully reintegrate into society. We also deliver ongoing mentoring, coaching, and support to tackle the core issues of Veteran homelessness.



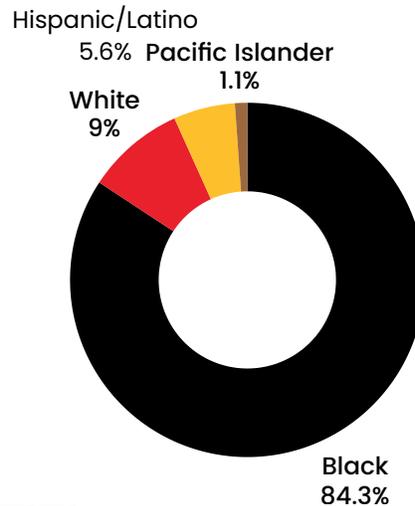
**89**  
Total NEW &  
Unduplicated  
Clients Served

**24%**  
Identified as  
Having a Disability

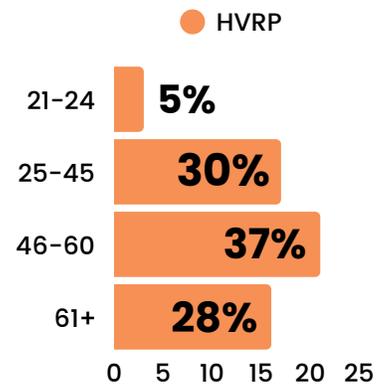
**Identified Gender (YTD)**



**Race/Ethnicity (YTD)**

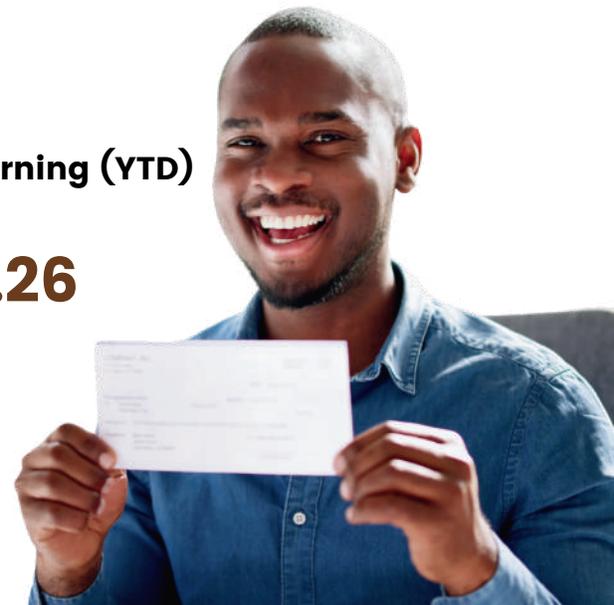


**Age Range (YTD)**



**Hourly Wage Earning (YTD)**

**\$21.26**



# Housing Urban *HUD* Development- SNOFO

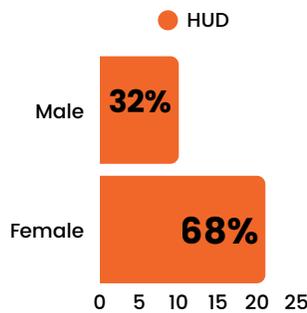


Our HUD program focuses on young adults ages 18-24 (with clients turning 25 within the year), to break a cycle of homelessness before it is started and integrating linkage to health service providers as an added component.

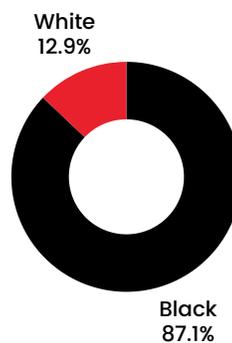
**30**  
Total NEW &  
Unduplicated Clients  
Served

**3%**  
Identified as  
Having a Disability

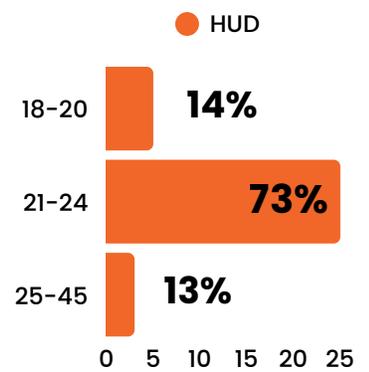
## Identified Gender (YTD)



## Race/Ethnicity (YTD)



## Age Range (YTD)



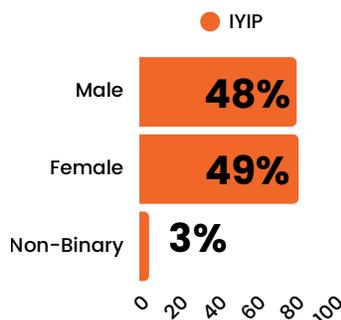
# Illinois Youth *IYIP* Investment Program

Our Illinois Youth Investment Program provides a comprehensive, wraparound workforce and case management model that introduces employability skill sets, work, and personal ethics to youth participants (ages 18-24) in summer and year-round projects. Our goal is to get our youth work-ready and prepare them for entry-level work experiences, postsecondary opportunities, and long-term employment opportunities.

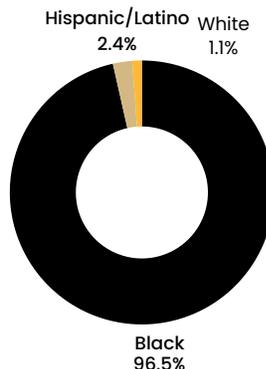
**173**  
Total NEW &  
Unduplicated  
Clients Served

**5%**  
Identified as  
Having a Disability

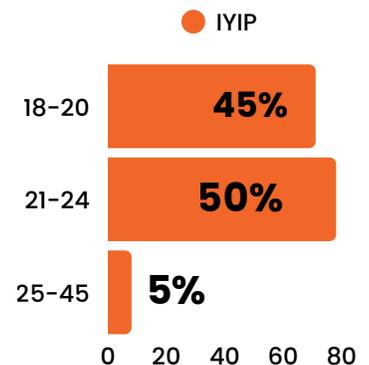
## Identified Gender (YTD)



## Race/Ethnicity (YTD)



## Age Range (YTD)



# Rapid ReHousing Program *RRH*

Our Rapid Rehousing program (RRH) is funded through ARPA and the Mayor's Office, working with families of one or more individuals. The goal is to ensure families with children sustain their own housing thus minimizing the risk of continued homelessness.



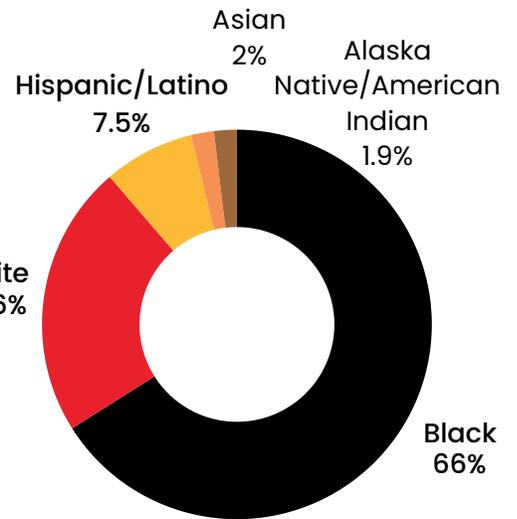
**55**

Total NEW & Unduplicated Clients Served

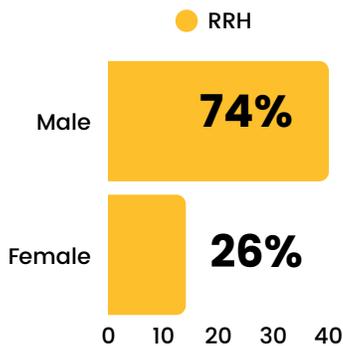
**9%**

Identified as Having a Disability

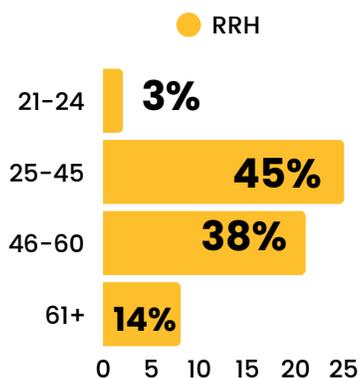
## Race/Ethnicity (YTD)



## Identified Gender (YTD)



## Age Range (YTD)



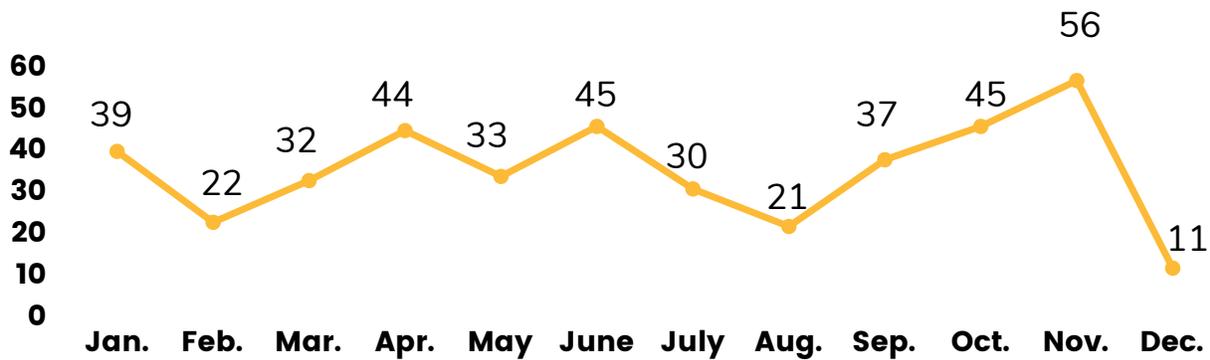
# Our Clients



## **NEW & UNDUPLICATED TOTAL CLIENTS SERVED THROUGH OF COLOR INC.'S SERVICES AND RESOURCES IN 2025**

# 415

## **NEW & UNDUPLICATED CLIENTS SERVED THROUGH OF COLOR INC.'S SERVICES AND RESOURCES EACH MONTH IN 2025**



**VETERANS**

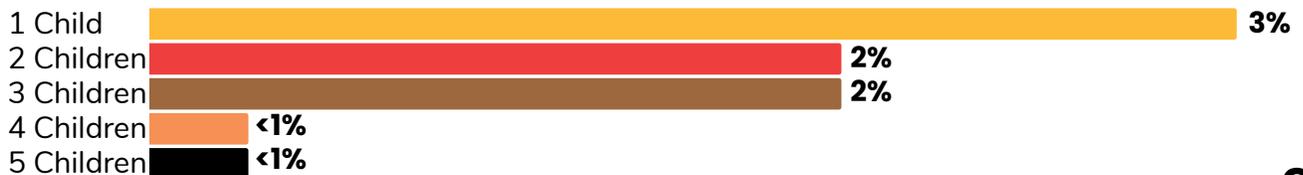
**21%**

**IDENTIFIED AS HAVING A DISABILITY**

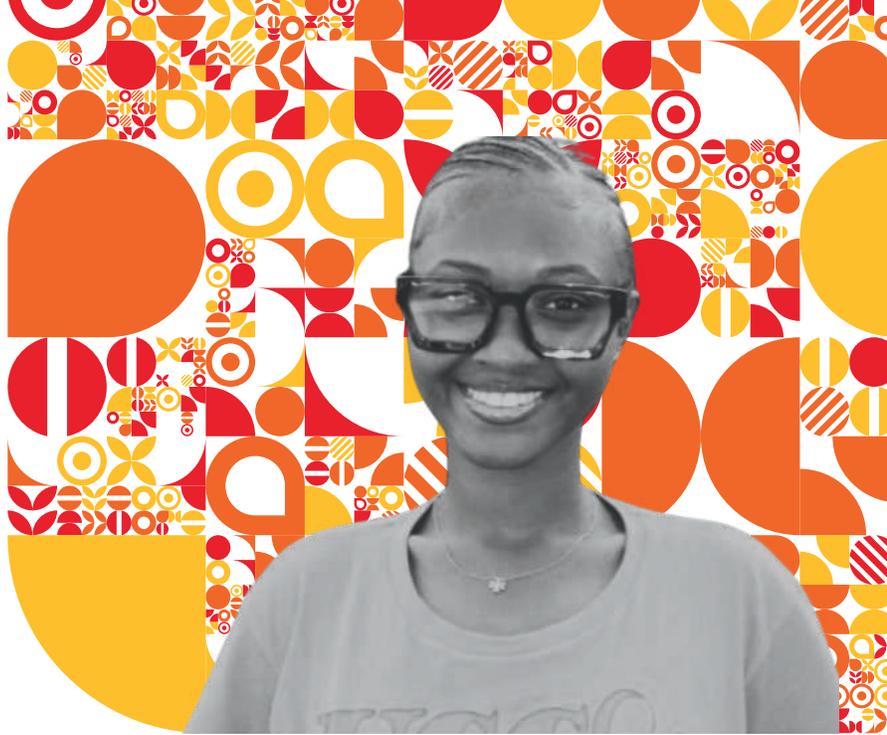
**8%**

**NUMBER OF PEOPLE 18 & UNDER WITHIN CLIENT HOUSEHOLD**

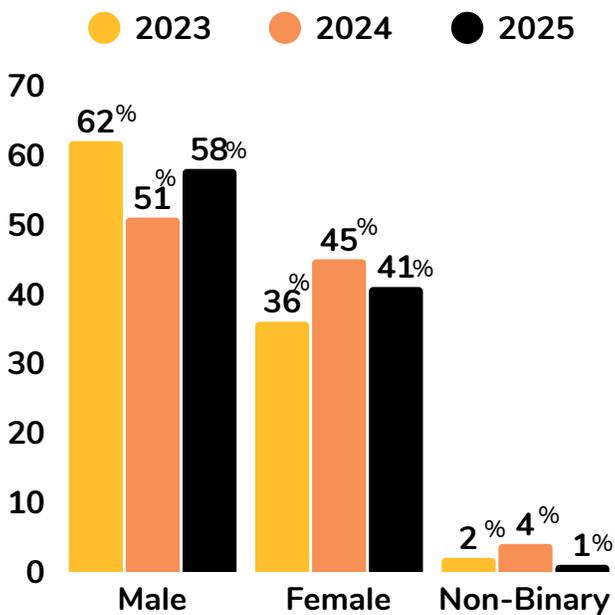
● 1 Child   ● 2 Children   ● 3 Children   ● 4 Children   ● 5 Children



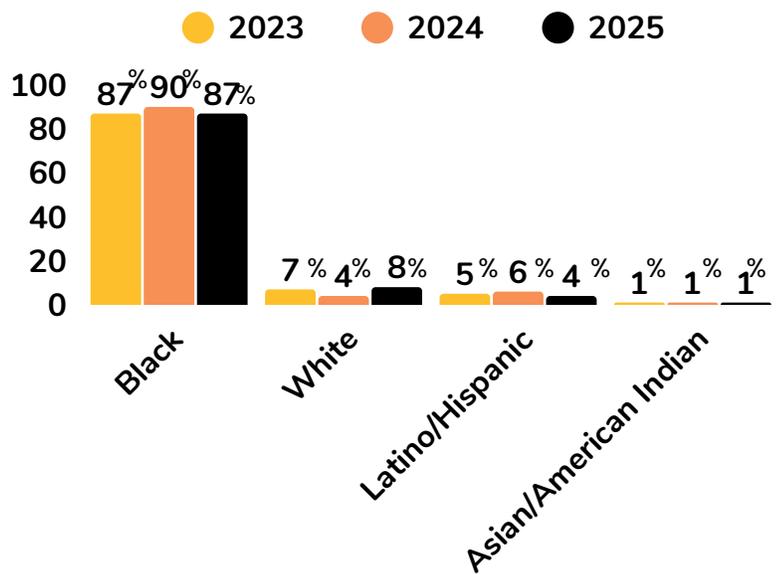
# Our Clients



## IDENTIFIED GENDER

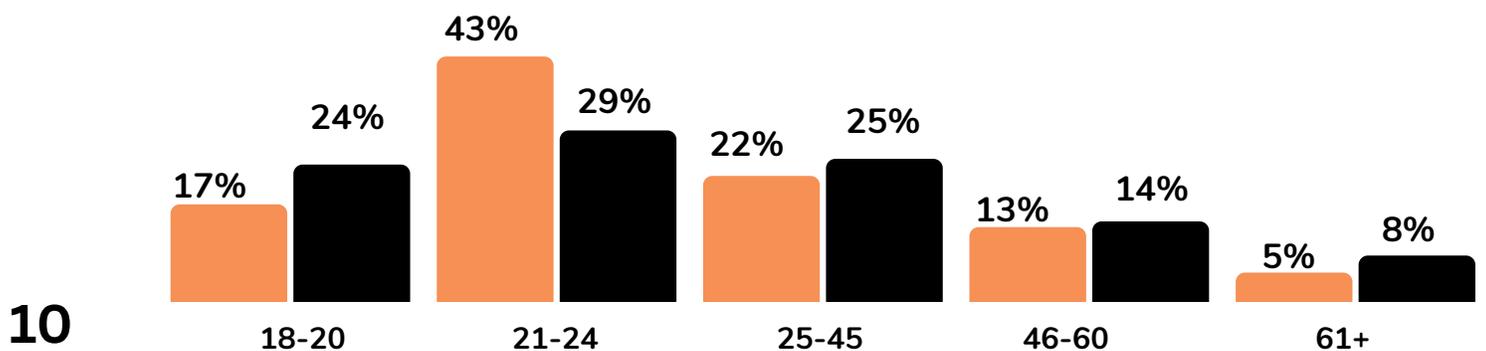


## RACE/ETHNICITY



## AGE RANGE

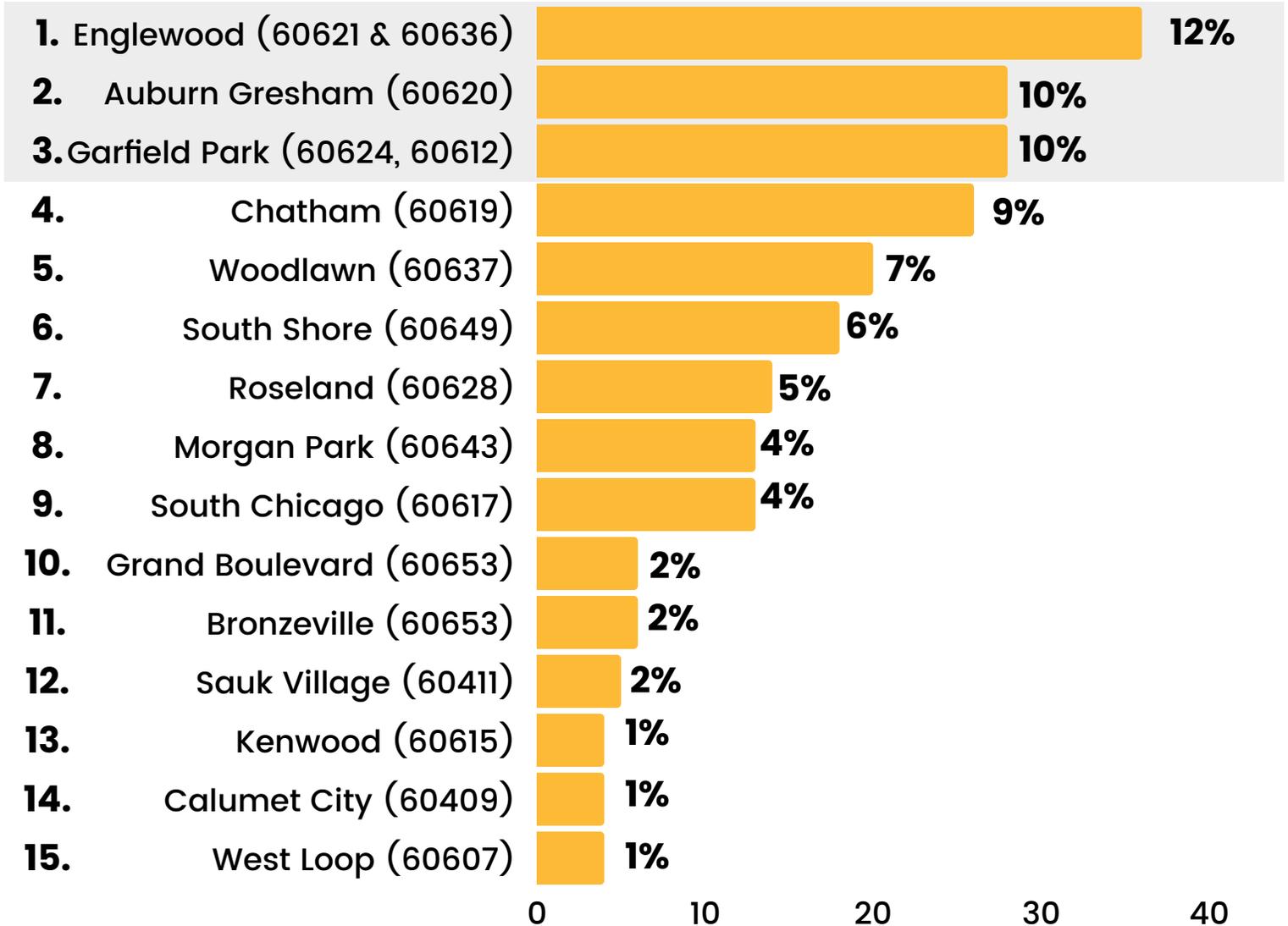
Legend: 2024 (Orange), 2025 (Black)





# Our Clients

## TOP 15 ZIP CODES



\*Zoning for Zip Codes were sourced from Chicago.gov, Chicago Community Area and Zip Code Map <https://www.chicago.gov/content/dam/city/sites/covid/reports/2020-04-24/ChicagoCommunityAreaandZipcodeMap.pdf>

\*There were a total of 290 clients with housing that provided a zip code upon entering into programming.

\*Zip Codes with 3 or less clients were not included in this graph. Some clients zip code were not included because they were without housing or opted out of disclosing that information. Areas with 3 or less clients include: 46312, 46323, 60085, 60104, 60130, 60303, 60304, 60406, 60413, 60415, 60419, 60426, 60430, 60438, 60466, 60473, 60478, 60484, 60608, 60609, 60610, 60613, 60616, 60622, 60623, 60632, 60633, 60644, 60645, 60827, 60804, 60651, 60827.



# Our Impact

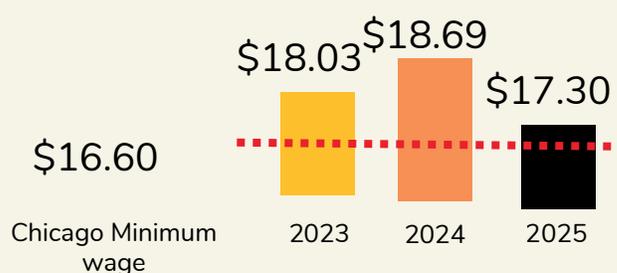
Total clients that secured **housing** through programming or connected to housing resources

## 59%

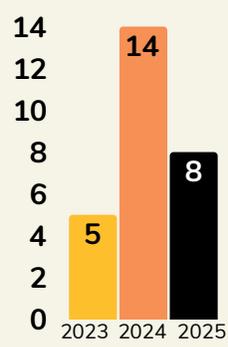
Total clients that secured **employment opportunities** through programming

## 51%

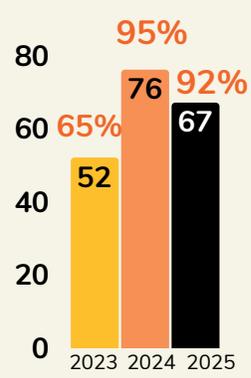
Clients earned **average hourly wage**



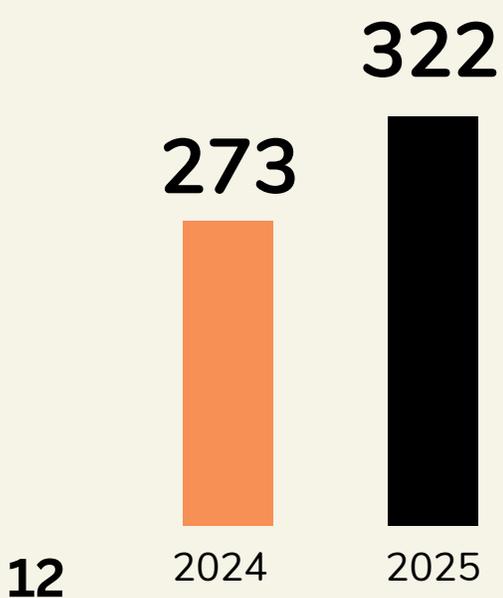
Total youth enrolled in **post-secondary** education



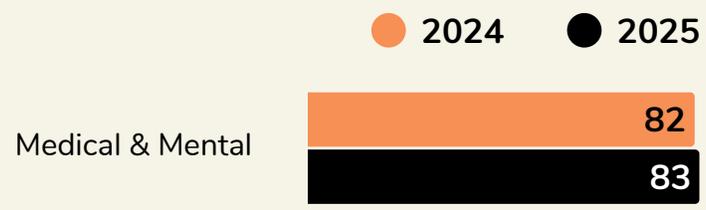
Total youth enrolled in programming that completed **Work-Based Learning**



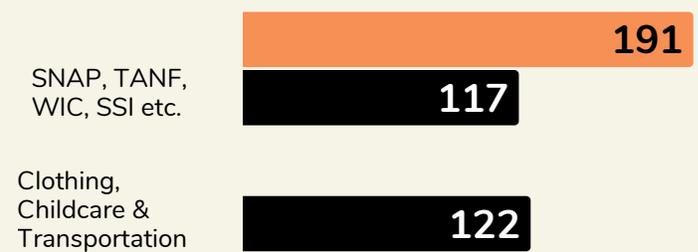
## Total clients connected to resources in 2025



Total clients connected to **health linkages** in 2025



Total clients connected to **social resources** in 2025\*



\*Data for Clothing, Childcare & Transportation were not collected in 2024

# Impactful *Stories*

## EMPLOYMENT & INCOME (E&I)

### Jalissa's Journey Toward Stability, Confidence, and Employment

Jalissa, a single mother, came to Of Color, Inc. (OCI), during a deeply challenging time in her life, facing housing instability and the temporary loss of custody of her child. Determined to rebuild her life and create a more secure future for her family, she connected with our Employment & Income team in search of both opportunity and support.

Through individualized services, Jalissa received job readiness coaching, resume support, job referrals, and essential supportive services, including bus cards to help her stay connected to interviews and work opportunities. With consistent guidance and her own dedication, Jalissa worked diligently to prepare for employment and regain stability.

Her perseverance paid off when she secured full-time employment as a Patient Services Representative at the University of Chicago Medicine. Accomplishing this milestone brought financial stability, a clear career pathway, and renewed confidence. Since starting her position, Jalissa has maintained steady hours at work and made strong progress toward reuniting with her child.

With continued financial guidance and support from Of Color Inc., Jalissa is strengthening her financial foundation and building a more stable future for herself and her family, proving that with the right support and determination, lasting change is possible.



# Impactful *Stories*

**HOUSING & URBAN DEVELOPMENT (HUD) – SNOFO**

## **Rooted in Hope: From Homelessness to a Home**

For nearly a year, Ms. Lopez navigated homelessness brought on by family-related challenges, relying on sheer resilience to get through each day. During this difficult period, she pieced together temporary solutions, sleeping in her vehicle at times and staying with friends and acquaintances when she could never losing sight of her hope for stability and a better future.

Her turning point came when she was referred to Of Color, Inc. (OCI). With the steady guidance and support of her case managers, Ms. Lopez was able to secure safe, stable housing marking a powerful step forward in her journey toward independence. Having a place to call home gave her the foundation she needed to begin rebuilding her life.

Since then, Ms. Lopez's progress has been remarkable. She recently welcomed a new baby and re-entered the workforce part-time as a cashier at T.J. Maxx, balancing work and motherhood with determination and grace. With support from her case manager, she also accessed essential resources, including enrollment in the Women, Infants, and Children (WIC) program to help meet her family's nutritional needs.

Looking ahead, Ms. Lopez has set clear goals: securing full-time employment, achieving homeownership, and building long-term financial independence. She has already taken meaningful steps toward these goals by opening a savings account and committing to making regular deposits from each paycheck. Her journey reflects not only her resilience, but her unwavering commitment to creating a stable, thriving future for herself and her child.



# Impactful *Stories*

## HOMELESS VETERAN REINTEGRATION PROGRAM (HVRP)

### Veteran Kim's Path to a New Career in Clean Energy

After facing housing insecurity and searching for stable employment, Veteran Kim connected with Of Color Inc.(OCI), through our Homeless Veterans Reintegration Program (HVRP), determined to rebuild his life and secure a sustainable future. During his time in the program, he learned about our partnership with ComEd and the ComEd Market Development Initiative (MDI) and became interested in pursuing a career in the growing clean energy sector.

With the support of program staff and OCI's MDI partnership, Mr. Kim received hands-on training, industry exposure, and career guidance designed to prepare him for long-term success. His commitment and hard work paid off when he received a job offer and the opportunity to continue building his skills through additional certifications with his new employer.

Veteran Kim, a proud graduate of the MDI program is building a meaningful career in clean energy, marking a powerful step forward in his journey toward stability, purpose, and long-term self-sufficiency. His story reflects what's possible when veterans are connected to opportunity, training, and supportive pathways to lasting employment



# Impactful *Stories*

## ILLINOIS YOUTH INVESTMENT PROGRAM (IYIP)

### Myrel's Path to Stability and Career Growth

Myrel first connected with Of Color, Inc. (OCI), through an internal referral from our Housing and Urban Development (HUD) program and entered the Illinois Youth Investment Program (IYIP), eager for an opportunity to build stability and move her life forward. At the time, she was seeking not just a job, but a real pathway to consistent employment and long-term growth. Through IYIP, Myrel completed a paid Work-Based Learning (WBL) experience where she strengthened her workplace habits, gained hands-on experience, and proved her reliability and commitment to success.

Following WBL, Myrel continued working closely with her Business Service Representative, who provided ongoing guidance, encouragement, and job placement support. With that consistent partnership and Myrel's own determination, she secured full-time employment as a Home Care Health Aide with Addus Home Care. The role marks a major milestone for Myrel, offering both stability and a meaningful career path in a field where she can grow and make a difference.

Looking ahead, Myrel is excited to build her career, strengthen her independence, and continue working toward her long-term goals. Her story is a powerful reminder of what's possible when opportunity meets dedication and when the right support is there every step of the way.



# FINANCES

2024-2025

## STATEMENT OF FINANCIAL POSITION

As of June 30, 2025

Total Assets	\$ 557,264
Total Liabilities	\$ 307,549
<b>TOTAL LIABILITIES &amp; NET ASSETS</b>	<b>\$ 557,264</b>
<b>TOTAL NET ASSETS</b>	<b>\$ 249,715</b>

## STATEMENT OF ACTIVITIES

For the fiscal year ending June 30, 2025

### Revenue

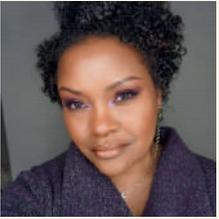
• Program	\$ 1,481,885
• Fundraising	\$ 68,779
<b>TOTAL REVENUE</b>	<b>\$ 1,550,664</b>

### Expense

• Program	(\$1,259,746)
• Management & General, Support	(\$ 323,498)
• Fundraising	(\$ 34,246)
<b>TOTAL EXPENSE</b>	<b>(\$1,617,490)</b>

<b>CURRENT YEAR CHANGE IN NET ASSETS</b>	<b>\$28,468</b>
Net Assets at Beginning of Year	\$ 221,247
<b>NET ASSETS AT END OF YEAR</b>	<b>\$ 249,715</b>

# THANK YOU FOR 2025



**Ladon Brumfield**  
**Youth Services**  
**Manager**



**Kimiata Fields**  
**Director of**  
**Housing and**  
**Workforce**



**Brandy Harrell**  
**Director of**  
**Youth and**  
**Employment**  
**Services**



**Nicole Henry**  
**Finance Officer**



**Janay Kearney**  
**Quality**  
**Improvement**  
**Manager**



**Keisha Norris**  
**Health and**  
**Housing Service**  
**Manager**



**Amber Scott**  
**Director of**  
**Human**  
**Resources**



**Diana Stupak**  
**Social Media**  
**Manager**



**Renita Weathersby**  
**Director of**  
**Homeless and**  
**Support Services**



**Lexi Wulf**  
**Marketing/**  
**Communications**  
**& Social Media**  
**Executive**

