



www.ourinclusion.org
e: info@ourinclusion.org
p: +1-321-4451480



In our inaugural year, INCLUSION embraced a spirit of collaboration and commitment to the community. What began as a vision is quickly taking shape through events, workshops, and strategic partnerships that advanced our mission of empowering marginalized communities, particularly immigrants and underrepresented populations.



Letter from the Board

At INCLUSION, we are proud to present our first Annual Report, highlighting the progress and milestones reached in our inaugural year. 2024 marked a year of dynamic engagement, meaningful collaboration, and significant achievement within our vibrant community.

Since its incorporation, INCLUSION has hosted a series of preliminary activities and informational sessions to raise awareness about our mission and introduce our projected programs. These early efforts have been made possible entirely through the dedication of our founding directors, who have personally covered all initial expenses or secured in-kind donations of space and services. To date, no funds have been received or disbursed by the organization directly.

As we await final confirmation of our 501(c)(3) status, we are preparing to open a dedicated bank account to formally launch operations, pursue grant opportunities, and begin accepting charitable contributions. Guided by our mission to support immigrant and low-income communities, we are laying a strong and transparent foundation for long-term impact and sustainable growth.

We are deeply grateful to all who have supported Inclusion's vision in this foundational year and look forward to the journey ahead.

About INCLUSION: our Mission and Vision

INCLUSION is a community-rooted nonprofit organization based in Orlando, Florida, dedicated to empowering marginalized communities, particularly immigrants and underrepresented populations, including Hispanic, African American, women, immigrants, and others navigating systemic barriers.

We believe that by providing the knowledge and skills needed to integrate and succeed in their new communities, we work to create inclusive pathways for these marginalized individuals toward financial independence, civic engagement, and collective well-being. By building on the strengths of our communities and honoring their identities, while fostering economic independence and a strong sense of belonging, we are creating productive citizens as quickly as possible.

Education is a powerful tool for empowerment and transformation, and when aligned with a mission-driven and community-focused structure and goals, we envision a future where citizens thrive, contributing to the cultural, economic, and social richness of their communities while preserving and celebrating their cultural heritage. By fostering understanding, we create inclusive spaces that promote diversity, civic participation, economic empowerment, and foster inclusion and a strong sense of belonging to their communities.

INCLUSION provides culturally relevant, community-based educational programs that foster informed decision-making and long-term stability for marginalized communities, particularly for immigrants and underrepresented populations. Our core programs are designed to foster informed decision-making and long-term resilience through financial and economic literacy, English language learning, healthcare navigation, employment and enterprise exploration, immigration legal orientation, and cultural heritage initiatives.

INCLUSION takes a collaborative, community-centered approach, partnering with government agencies, financial institutions, fellow nonprofit organizations, educational institutions and legal professionals to deliver services that are both comprehensive and deeply responsive to the unique needs of each individual. Our goal is to ensure that every

person receives the support they deserve, empowering them with the skills, tools and advocacy they need to thrive in their communities.

Core Program Areas

Empowerment Through Education

Inclusion provides culturally relevant, community-based educational programs that foster informed decision-making and long-term stability for immigrant and underrepresented communities. Our core areas of focus include:

- **Financial and Economic Literacy:** We offer workshops that build foundational knowledge in personal resource management, supporting informed economic choices and long-term goals like housing stability and financial resilience.
- **English Language Learning:** Through basic and intermediate instruction with a focus on conversational skills and pronunciation, our programs help participants improve communication, expand job opportunities, and support social integration.
- **Navigating Healthcare Systems:** We orient individuals to the U.S. healthcare landscape, providing guidance on public health programs and insurance options, so they can make informed choices about their well-being and access available resources.
- **Understanding Immigration Processes:** Through legal orientation sessions, we help participants understand the U.S. immigration system, including visa categories and pathways to legal residency, empowering them to protect their rights and avoid misinformation.
- **Cultural Heritage and Community Identity:** We support the preservation and celebration of the American cultural heritage through programs that promote intergenerational learning, community storytelling, and cultural exchange. Our initiatives include intercultural events, educational workshops, and collaborative community projects. These activities strengthen community identity, foster mutual understanding across cultures, and ensure that heritage and histories remain vibrant and accessible. By centering youth, elders, and underrepresented groups, we help build inclusive spaces that honor diversity and create opportunities for connection and civic participation.

2024: A Year in Review

We connected with local residents, engaged in educational outreach, and laid the groundwork for long-term impact. Since its incorporation, INCLUSION has organized a series of preliminary activities and informational sessions to raise awareness about our mission and introduce the programs we plan to offer. These early efforts have been made possible through the dedication of our founding directors, who personally covered all initial expenses or secured in-kind donations of space and services. At this stage, no funds have been received or disbursed directly by the organization. However, as we await confirmation of our 501(c)(3) status, we are preparing to open a dedicated bank account to formally launch operations, seek grant funding, and begin accepting charitable contributions.

Key Milestones – 2024

Launch of INCLUSION's Official landing website

➡ www.ourinclusion.org now serves as a digital hub for program information, resources, and community engagement.

Social Media Presence Established

➡ Active accounts launched on Facebook, Instagram, and X (formerly Twitter) to share updates, educational content, and event information.

Community Outreach Across Two States

➡ Programmatic activities and outreach events conducted in both Florida and Texas, extending INCLUSION's reach into diverse immigrant and underserved communities.

First Annual Performance Report Created

➡ Documenting the organization's foundational year, including impact, partnerships, and financial transparency.

First In-Person Board Meeting Held – Orlando, FL

➡ Board members gathered in Orlando to reflect on 2024 achievements, affirm governance priorities, and build strategic alignment.

Development of 2025 Activity Calendar

➡ Planning for expanded outreach, educational programs, and community partnerships set in motion with a preliminary calendar for 2025.

Initial Workshops and Sessions Delivered

➡ INCLUSION directly engaged with over 180 individuals through financial literacy workshops, community info sessions, and one-on-one advising.

Events & Outreach – 2024

Orlando, Florida Initiatives

- **Informational event at Centro de Ayuda Hispana – February 2024 (Orlando, FL)**
A comprehensive introductory session that presented INCLUSION's mission, goals, and upcoming programs to the community.
 - ⇒ Financial literacy orientation provided to 35 low-income individuals.
 - ⇒ Topics covered: Income planning resources and budgeting and money management.
- **“Finanzas Personales” Workshop – April 2024 (Orlando, FL)**
Workshop with 24 participants, free to the public.
 - ⇒ Focus: Financial wellness, financial empowerment, and practical tools for supporting informed economic decision-making.
- **“Lo Que No Dicen del Credit Score” Workshop – August 2024 (Orlando, FL)**
Workshop with 32 participants, free to the public and community members.
 - ⇒ In-depth session on income planning resources, workforce readiness training and financial empowerment.
- **United Way Annual Impact Celebration – October 2024 (Daytona, FL)**
A comprehensive introductory session that presented INCLUSION's mission, goals, and upcoming programs to the community.
 - ⇒ Outreach to 10 attendees during the event.
 - ⇒ Topics: Introducing Inclusion, its mission, vision and main programs.
- **CuatroGatos Foundation, Informational Session (Orlando, FL) <https://cuatrogatos.org>**
 - ⇒ A comprehensive introductory session that presented INCLUSION's mission, goals, and upcoming programs to the community.
 - ⇒ Outreach to 20 attendees during the event.

Austin, Texas Initiatives

- **Individual Financial Education Sessions – Nov-Dec 2024**

A comprehensive introductory session that presented INCLUSION's mission, goals, and upcoming programs to the community.

⇒ Personalized orientation on financial wellness, financial empowerment, and practical tools for supporting informed economic decision-making. Support provided to 3 low-income families, 12 individuals.

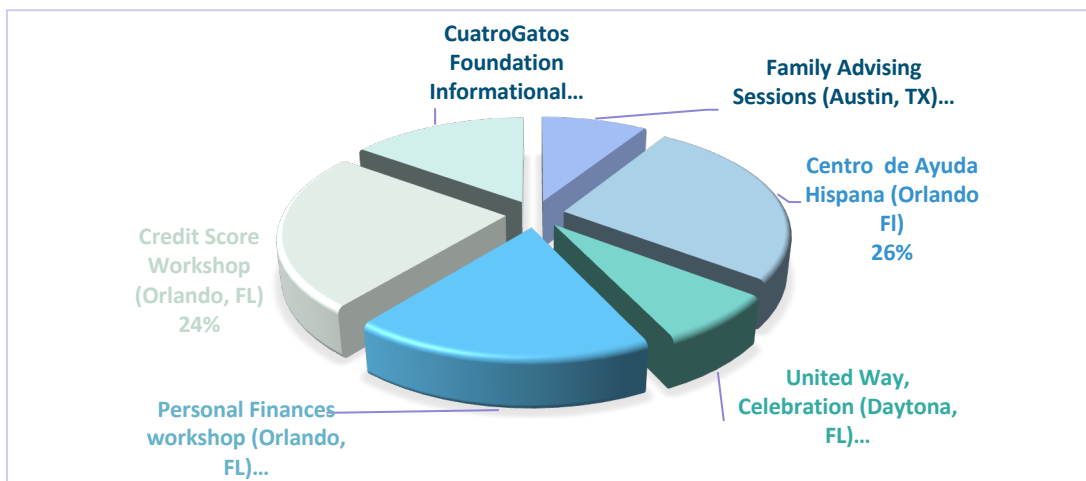
- **Community Info Session: Introduction to INCLUSION – December 2024**

⇒ Held in collaboration with a local elderly care center.

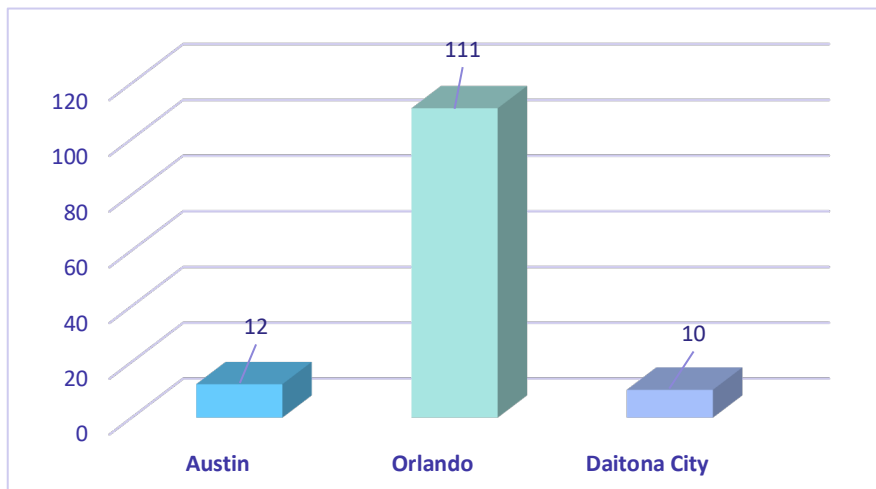
⇒ Presented INCLUSION's mission and upcoming programs to Austin-area residents and potential partners.

INCLUSION – 2024 Numbers of people oriented by activity and city

People Oriented by Activity



People Oriented by City





2024 EVENTS



INFORMATIONAL EVENT – JULY 2024, ORLANDO, FL

WE EMPOWER IMMIGRANTS IN THEIR JOURNEY TO ADAPT AND SUCCEED IN THEIR NEW HOMELAND

WE ADVOCATE A STRONG SENSE OF BELONGING AND ACHIEVEMENT, AS WELL AS CONTRIBUTING TO THE DEVELOPMENT AND GROWTH OF THEIR ADOPTED COMMUNITIES, FOSTERING A POSITIVE IMPACT ON THEIR OVERALL PROSPERITY.

INCLUSION is a non-profit organization registered and incorporated in Orlando, Florida, and committed to and more pressing issues that help the cultural, legal and financial knowledge to build their dreams.

Our support is thoughtfully designed to offer comprehensive assistance in providing the following array of programs and economic empowerment and foster inclusion within society:

- Personalized Financial Coaching
- Comprehensive English Language Learning
- Navigating the real estate system
- Basic Orientation about
- Strategic Taxation
- Employment options



BOARD MEMBERS RUBEN ASTUDILLO AND ANDRES ABREU – 2024, ORLANDO, FL

FINANZAS PERSONALES

TALLER GRATUITO

¡Aprende a controlar tu dinero y alcanza tus metas financieras!

CLASE GRATIS Y ABIERTA A TODOS

ABRIL 24, 2024

6:00 PM-8:00 PM

THE LIBRE INSTITUTE
5732 SEMORAN BLVD
ORLANDO, FL 32822

TALLER GRATUITO (CUPOS LIMITADOS)

LO QUE NO TE DICEN DEL CREDIT SCORE

CONTENIDO

- Cómo mejorar el Credit Score
- Cómo leer el Credit Report
- Ejercicios Prácticos

UBICACIÓN

The Libre Institute
5730 S Semoran Blvd, Orlando, FL 32822

AGOSTO 14 6:00 - 08:00 PM

REGISTRATE

407/3466430 y 321/4650686

Global Business Structuring



INFORMATIONAL EVENT AT CENTRO DE AYUDA HISPANA – FEBRUARY 2024, ORLANDO, FL



2024 EVENTS



INFORMATIONAL EVENT AT CENTRO DE AYUDA HISPANA – FEBRUARY 2024, ORLANDO, FL



INFORMATIONAL EVENT AT CENTRO DE AYUDA HISPANA – FEBRUARY 2024, ORLANDO, FL



"FINANZAS PERSONALES" WORKSHOP – APRIL 2024, ORLANDO, FL



Core Values in Action

- **Inclusivity:** Equal access for all, regardless of background, ensuring all voices are heard and supported.
- **Empowerment:** Helping individuals achieve economic independence.
- **Respect:** Valuing the dignity, contributions, and identities of every individual within the community.
- **Cultural Sensitivity:** Approaching individuals and communities with an understanding of their unique cultural backgrounds and needs.
- **Community Building:** Creating supportive environments where individuals and groups collaborate to drive mutual success and growth.
- **Advocacy:** Acting as a voice for marginalized communities to ensure their needs are heard and addressed in all aspects of society.
- **Collaboration:** Partnering with organizations to amplify our impact and build a network of mutual support.
- **Accountability:** Transparency in all our operations and commitments.

Looking Ahead: Vision and Goals for 2025

As INCLUSION moves into its second year, we are energized by the progress we've made and focused on the strategic steps that will allow us to deepen our impact. Our primary administrative goal for 2025 is to complete all necessary filings to secure our IRS 501(c)(3) tax-exempt status. This milestone is critical for:

- Develop a strategy to apply for and receive grants in order to support Inclusion's operation, expenses and organizational growth.
- Accepting grants, donations, and charitable contributions
- Scaling our services and expanding outreach initiatives

We are proud to share that throughout our founding year, **INCLUSION was entirely funded and supported by its founders**. In the year ahead, we will work toward diversifying our funding sources to build a sustainable model that ensures the longevity and growth of our mission.

In addition to strengthening our organizational infrastructure, we remain steadfast in our commitment to empowering immigrant and underserved communities through education, connection, and opportunity. Our 2025 programmatic goals include:

- Expanding our library of digital learning tools to cover new topics providing accessible, practical resources to individuals and families.
- Continuing to center Hispanic and underserved populations, with culturally responsive, linguistically accessible programs rooted in the lived experiences of the communities we serve.
- Strengthening partnerships with fellow nonprofits, educational institutions, and financial professionals to amplify impact and foster a broad network of support.

Together, we look ahead with purpose and determination—ready to build on our foundation, grow our reach, and continue creating pathways to informed, self-determined lives.

2025-2026 Calendar of Activities and Events

(Provisional Schedule – Dates and Locations TBD)

Laying the Foundation

- Community Welcome & Orientation Sessions
Introduction to INCLUSION's mission and programs for new community members
- Workshop Series: Personal Finance Basics
Topics: Budgeting, debt management, savings strategies

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- English Language Learning – Level Beginners (8-week course)
Focus: Conversational English, pronunciation, and job-related vocabulary
 - Legal Orientation Session: Understanding Immigration Processes
Topics: Visa categories, residency pathways, rights education

Building Capacity

- Tax Preparation 101 (Virtual & In-Person Sessions)
Orientation on tax filing, credits, and common forms for immigrant households
- Employment Readiness Workshop
Topics: Resume building, job search tools, interview skills
- Small Business Exploration Bootcamp (3-part series)
Intro to entrepreneurship, basic business planning, licensing info
- Healthcare Navigation Workshop
Orientation to public health programs, insurance options, and patient rights
- English Language Learning – Level Intermediate (8-week course)
Focus: Workplace conversation, healthcare terms, pronunciation practice

Strengthening Roots

- Credit Literacy Workshop
Deep dive into credit scores, credit cards, and long-term credit health
- Community Resource Fair (with partners)
Info booths, mini-sessions, and direct services from nonprofit collaborators
- Youth Program: Exploring Cultural Identity
Activities exploring heritage, history, and creative expression
- Orientation on Retirement Planning Basics for First-Time Savers
Intro to 401(k), IRAs, and goal setting.

Celebrating Progress

- Annual “Empowerment Through Education” Event
Featuring success stories, speakers, workshops, and cultural performances
- Evaluation & Feedback Board of Directors
Gathering and input to guide 2026 programming
- Holiday Community Gathering & Cultural Showcase
Celebration with food, music, storytelling, and intergenerational exchange

In Gratitude

We extend our heartfelt thanks to every community member, volunteer, advisor, and partner who contributed to INCLUSION's journey in 2024. Your dedication, insight, and generosity continue to inspire our efforts.

Together, we are building a stronger, more inclusive future—one individual, one family, and one community at a time.

INCLUSION Board of Directors

Orlando, Florida

www.ourinclusion.org