



# 2024 ANNUAL REPORT

**Rupani Foundation USA**

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# Table of Contents

RUPANI OVERVIEW	1
MESSAGE FROM THE CHAIRMAN	2
MESSAGE FROM THE CEO	3
OUR BOARD	4
OUR THEMATIC FRAMEWORK	5
PROGRAMS 2024	6
GRANTS IN 2024	7
2024 IN NUMBERS	8
IMPACT ASSESSMENTS	9
SUCCESS STORIES	10
TESTIMONIALS	11
FINANCIAL REPORT	12
PARTNERSHIPS AND COLLABORATIONS	13





## RUPANI OVERVIEW

Rupani Foundation USA is shaping tomorrow by investing in the earliest years of life through culturally responsive, community-rooted education and care. With a focus on maternal mental health, early childhood development, and refugee well-being, we're building strong foundations for lifelong success. Our work empowers families, uplifts communities, and nurtures the potential of every child.

### OUR VISION

A sustainable society for future generations where every person, regardless of their background, can lead a dignified, healthy, and prosperous life.

### OUR MISSION

To empower underserved communities through comprehensive early childhood development programs, refugee support services, and health education initiatives that promote self-sufficiency and family well-being.

### OUR VALUES

- Collaboration - Partnering with communities, organizations, and donors
- Education - Championing early learning as the foundation for a brighter future
- Empowerment - Equipping families with knowledge and resources for lifelong success
- Inclusivity - Serving every child and family, no matter their background or situation
- Sustainability - Creating lasting change through holistic and community-driven solutions



# MESSAGE FROM THE CHAIRMAN



Dear Friends and Partners,

2024 was a year of growth, resilience, and impact for Rupani Foundation. Our Thriving Together program expanded from 3 to over 20 community centers across Houston, empowering thousands of families. Parents became leaders, children gained confidence, and facilitators emerged as champions of early childhood development.

The results speak volumes: 87% of parents now understand child development better, and 100% feel confident supporting their children's growth. Behind these numbers are stories of transformation, families finding hope and communities building strength.

We also launched the Refugee Career Pathway Program, funded by the Office of Refugee Resettlement, to help refugees access professional careers through comprehensive career mapping. Additionally, our Ethnic Community Self-Help Program supported Afghan refugees with prenatal care, health navigation, and income-generating skills like sewing, graduating 20 participants with certificates and tools for success.

These achievements were made possible by the dedication of our team, the trust of our partners, and the courage of the families we serve. As we look ahead, we remain committed to expanding our reach and deepening our impact, ensuring every family has the resources and opportunities they deserve.

Thank you for believing in our mission. Together, we are building a legacy of hope, resilience, and possibility.

With appreciation,

Nasruddin Rupani  
Chairman, Rupani Foundation

# MESSAGE FROM THE CEO



As we reflect on 2024, we are filled with immense pride and gratitude for the extraordinary impact we've achieved together. This year marked a period of unprecedented growth and transformation for Rupani Foundation USA. We expanded our reach, deepened our programs, and touched the lives of thousands of families across Houston and Harris County.

From distributing over 8,000 backpacks at our record-breaking Back-to-School event, to graduating 2,575 mothers and children from our Thriving Together program, and serving 313 Afghan refugees through our Holistic Wellbeing initiative, every milestone represents real families empowered with knowledge, skills, and hope for a brighter future.

Beyond numbers, 2024 was about building resilience and creating pathways to opportunity. We strengthened partnerships, introduced innovative approaches to early childhood development, and amplified our commitment to mental health and economic empowerment. These efforts are not just programs, they are lifelines for families striving to break cycles of poverty and achieve long-term stability.

None of this would have been possible without the unwavering support of our donors, partners, and collaborators. Your trust and generosity fuel our mission and inspire us to aim higher each year. Together, we are not only transforming lives today but shaping a stronger, more equitable tomorrow.

## Vision for 2025

As we look ahead, our focus is on scaling impact and deepening engagement. In 2025, we aim to:

- Launch new community-based early childhood centers in underserved neighborhoods.
- Expand our mental health and well-being programs to reach additional families.
- Strengthen economic empowerment initiatives, creating pathways for financial independence for low-income caregivers.
- Build strategic partnerships with local partners and institutions to amplify resources and opportunities.

Our vision is clear: to create a holistic ecosystem where every child thrives, every parent feels supported, and every family has the tools to succeed. With your continued support, we will make this vision a reality.

Thank you for standing with us in this vital work. We look forward to continuing this journey of impact and innovation in 2025 and beyond.

Azizullah Baig  
CEO, Rupani Foundation USA

**95.6%**

Client satisfaction rate

**\$3.4 M**

Total budget

**75%**

Expansion to our beneficiaries base

# OUR BOARD

Mr. Nasruddin Rupani  
Chairman, Board of Directors

Ms. Mahtab Moradi  
Board Secretary

Mr. Hussain Ahmed  
Treasurer

Mrs. Annie Farino  
Director

Dr. Mazhar Khawaja  
Director

Mrs. Mona Rupani  
Director

Mr. Minhas Vellani  
Director

Mrs. Natasha Somani  
Director

Mr. Mustafa Tameez  
Director

Mr. Farooq Esani  
Director

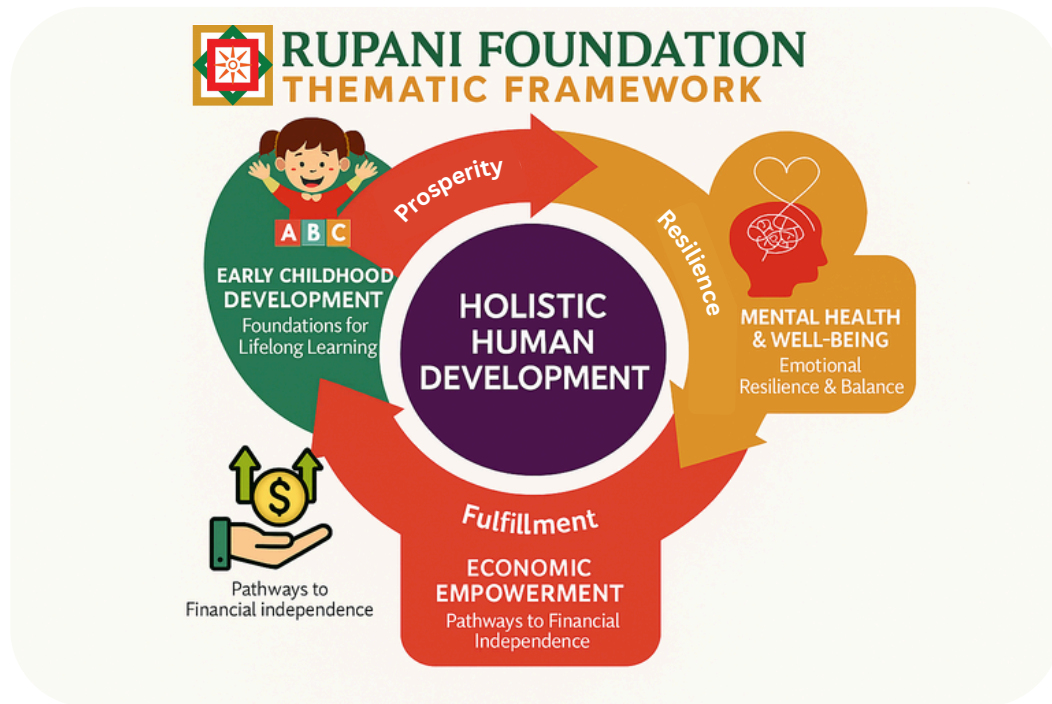
Pastor David Sincere  
Director

Dr. Farida Abjani  
Director

Mrs. Farida Rupani  
Director



# OUR THEMATIC FRAMEWORK



Rupani Foundation's Thematic Framework promotes Holistic Human Development by integrating three pillars: Early Childhood Development (ECD), which builds cognitive, emotional, and physical foundations for lifelong learning; Economic Empowerment, which equips individuals and families with resources and opportunities for financial independence; and Mental Health & Well-being, which fosters emotional resilience and psychological balance. The intersections of these areas create transformative outcomes. ECD + Mental Health leads to Resilience, ECD + Economic Empowerment drives Prosperity, and Economic Empowerment + Mental Health results in Fulfillment. Together, these synergies enable individuals and communities not only to survive but to thrive socially, economically, and emotionally.

# OUR PROGRAMS

## Early Childhood Development

The Rupani Foundation's early childhood development program is known as the Informed Parents Program. It is informed by the United Nations and World Bank Group Nurturing Care Framework, which equips parents and caregivers with practical skills for positive, productive parenting to support early childhood development.

Our holistic approach to ECD recognizes that a child's growth is shaped by multiple, interconnected factors—physical, emotional, cognitive, and social. Rather than focusing on one aspect (like education or nutrition alone), a holistic model integrates services and support systems to nurture the whole child within the context of their family and community

## Economic Empowerment

Our Economic Empowerment (EE) Program supports the economic integration and self-sufficiency of underserved populations in the Greater Houston Area, including individuals with Limited English Proficiency (LEP) and New Americans, through a holistic, career-focused approach. The program integrates career counseling, job readiness training, vocational education, contextualized English as a Second Language (ESL) instruction, and individualized support to help participants overcome language and cultural barriers, gain relevant credentials, and transition into stable, in-demand employment. Grounded in evidence-based practices such as the career pathways framework and wraparound service models, the EE Program addresses both immediate employment needs and long-term economic mobility.

## Mental Health and Wellbeing

Mental health is the foundation for families to grow, connect, and nurture one another in a positive, supportive environment. When caregivers and children feel emotionally safe and understood, they are better equipped to build strong, healthy relationships that foster trust, resilience, and lifelong learning. Prioritizing mental well-being at home helps families manage stress, communicate effectively, and support each other through life's challenges. It also creates the emotional space needed for children to thrive and for parents to feel empowered in their roles. By embracing mental health as a vital part of family life, we lay the groundwork for stronger, more nurturing homes and brighter futures.

# OUR GRANTS IN 2024

## **THRIVING TOGETHER: Early Childhood Initiative Fund (ECIF)**

Our flagship Thriving Together program is currently operating at 23 sites across Harris County, graduating 2,575 mothers and children through an 18-week evidence-based curriculum focusing on language, cognitive, physical, and social-emotional development. The program expanded with six new locations and added groups at existing sites, while Brain Builders Sessions provided interactive parent-child activities promoting developmental milestones. Notable achievements included Children's Museum visits, engaging 32 children and 26 mothers, and a commendation from Harris County for our exceptional class environment and teaching methodologies.

The Mother Action Committee engaged 16 mothers in leadership development and community involvement, distributing \$1,000 in H-E-B gift cards to motivate participation. Additional topical workshops on family strengthening, parenting, and stress management rounded out comprehensive support services for this refugee population.

## **ETHNIC COMMUNITY SELF-HELP (ECSH) PROGRAM:**

The ECSH program, funded by the Office of Refugee Resettlement (ORR), achieved 90% of deliverables while serving 313 pregnant Afghan refugee women through four major prenatal events, providing essential baby care items and medical consultations with Ibn Sina Clinic doctors. Six health navigation sessions covered mental health awareness, dental care, nutrition, yoga for wellness, menstruation awareness, and self-care. A transformative 8-week sewing class graduated 20 participants who began generating income through alterations and home sewing services, with top performers receiving sewing machines and all participants earning certificates.

## **REFUGEE CAREER PATHWAY (RCP) PROGRAM**

Launched in October 2024 with support from the Office of Refugee Resettlement (ORR), the Refugee Career Pathway (RCP) Program represents a groundbreaking initiative designed to empower refugees by breaking down barriers to professional careers and providing essential tools for success in the U.S. job market. Built around the career pathways model, the program helps refugees identify clear, achievable entry points into their chosen professions through comprehensive career mapping that provides insights into qualifications, responsibilities, career growth opportunities, and salary expectations.



# 2024 IN NUMBERS

## OVERALL OUTREACH

8,000+

Community members served through the Back-to-School Drive

313

Pregnant women supported through prenatal events

2,575

Mothers and children graduated from Informed Parenting and Brain Builder programs

98

mothers supported through health navigation services

\$90,000

Total raised through donations and in-kind contributions

1,313

Items donated to families through different donors

2,200

Welcome Baby Bags and Keep it Kits distributed

23

Active Informed Parents (IP) cohorts across Harris County

28

Community Health Workers trained

20

Participants completed an 8-week sewing class

300

Hygiene kits distributed to families

180+

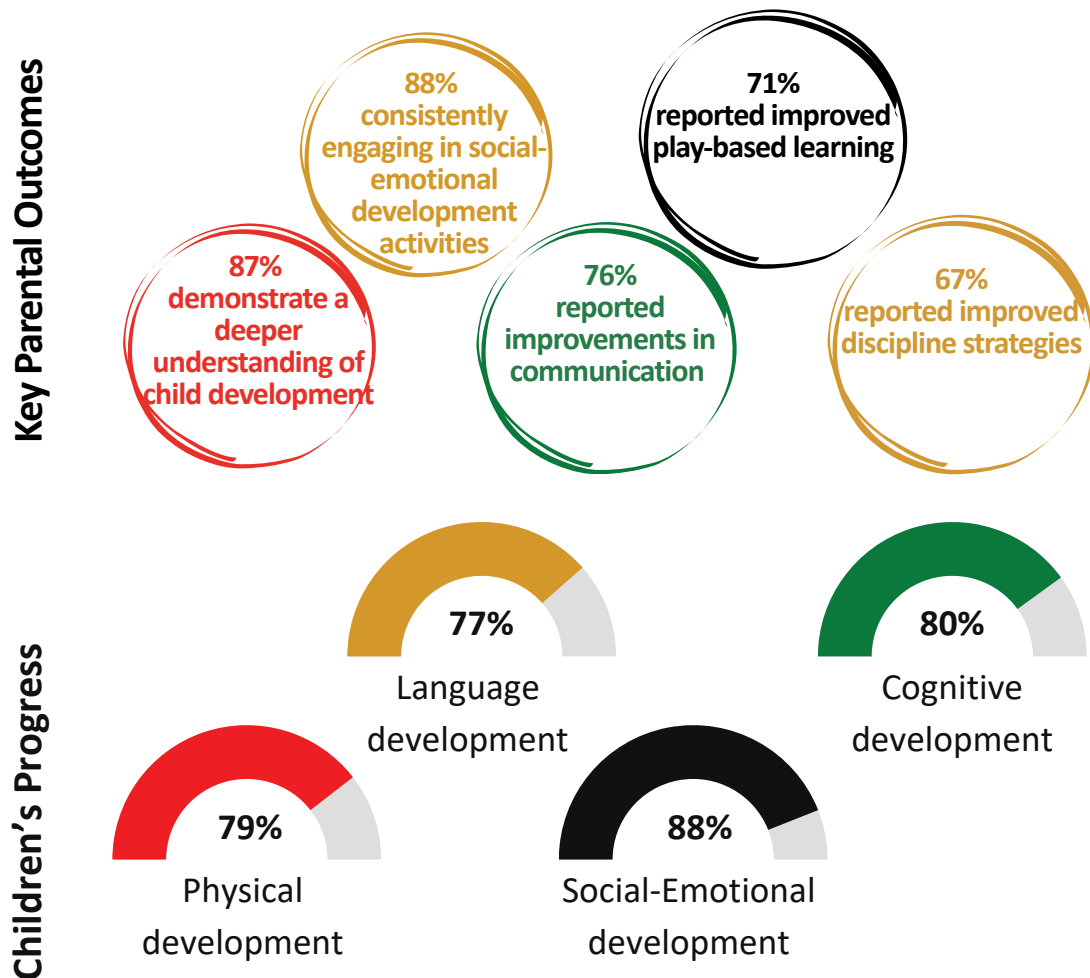
Families served through food drives

# IMPACT ASSESSMENT

An impact assessment was conducted for Thriving Together, one of our signature programs, a two-year initiative (2023–2025) funded by Harris County’s Early Childhood Impact Fund (ECIF). The assessment examined the program’s effectiveness in leveraging Early Childhood Development (ECD) as a transformational tool for marginalized communities.

Using a mixed-methods approach that combined quantitative surveys, focus group discussions, and key informant interviews, the evaluation assessed the program’s relevance, coherence, and effectiveness. A random sample of 132 participants from underserved neighborhoods across Houston revealed significant positive outcomes across all key metrics.

The assessment demonstrated measurable improvements in parenting practices, child development milestones, and family resilience. Over 85% of participating caregivers reported increased confidence in early learning strategies, while children showed notable gains in language and socio-emotional skills. Additionally, families expressed stronger connections to community resources, contributing to improved well-being and economic stability. These outcomes affirm the program’s role as a catalyst for long-term change in vulnerable communities.



# SUCCESS STORIES

TRANSFORMING LIVES THROUGH EARLY CHILDHOOD DEVELOPMENT

## Emilia's Journey: From Overwhelmed to Empowered

Every week, Emilia Gomez brings her nephew Joaquin and daughter Isabella to the Rupani class at Southwest Multi-Service Center. This routine represents a profound transformation from when she first enrolled. Joaquin, who has autism, was withdrawn and barely made eye contact. Emilia felt isolated, serving as his sole advocate while navigating misunderstanding from others.

The warm, welcoming facilitators saw Joaquin not as a burden, but as an individual with potential, the first spark of hope Emilia had felt in a long time. Through games, stories, and structured play, Joaquin began participating, sharing toys, and using gestures to communicate. Isabella blossomed into a confident, empathetic sister. "I just didn't know how to communicate with Joaquin," Emilia recalls. "Now I'm not just surviving anymore. We're learning, growing, and enjoying our time together. I feel like I'm finally doing something right."

## Lucas: A Remarkable Transformation

Three-year-old Lucas from Venezuela struggled with hyperactivity and emotional regulation. Initially shy and disruptive, he cried frequently and took toys from other children, causing one parent to withdraw from the class. Recognizing Lucas's unique needs, ECD facilitators engaged with his mother, teaching positive reinforcement strategies like "we share" instead of "no" and "walking feet" instead of "no running."

His mother embraced these methods, actively participating in sessions and implementing structured activities at home. After three weeks, Lucas's behavior improved significantly. He began sitting at the table during meals, participating in class, and following instructions. "The program has taught me the importance of quality time with my children, even amidst stress," his mother shares. "I now understand that updating our parenting knowledge and seeking new resources is essential."



## Building Connection and Confidence

When Kai's mother joined the Informed Parents program, she felt isolated with no social life and lingering postpartum depression. After just three classes, she saw Kai transform from hesitant to confident, expressing himself freely and even making up songs. The program brought unexpected community, she connected with other mothers sharing similar experiences, offering mutual support and understanding. "I learned that I didn't have to put so much pressure on myself," she reflects. "The program gave me more than just a routine for my child, it gave me a sense of hope and connection that I didn't know I needed."

## Sara: Prioritizing Presence

Sara, mother of Camila (4 years) and Javer (20 months), discovered the power of being present. Through ECD classes, she realized she'd been caught up saying "Mommy is busy." Now, when her children need her, she stops and focuses on them. The girls quickly picked up English, with Camila counting, knowing days of the week, and recognizing colors. Javer developed language skills through gestures and figures. "By being more present, we've built a stronger bond," Sara shares. "They're not just learning academically, they're learning how to express themselves and approach the world around them."



# TESTIMONIALS

## COMMUNITY VOICES

Throughout the year, we've received heartfelt words of gratitude and encouragement from parents whose children participated in our Informed Parents and Brain Builders classes. Their stories reflect the true impact of our mission — empowering families, nurturing children's development, and strengthening our communities.

*"I am incredibly thankful to the Rupani Foundation for this free class. Our kids learned so much, and the classroom environment was perfect. The teachers were exceptional, and my child thoroughly enjoyed the experience."*

*"It's amazing to see the positive changes in my child, who has had a great time playing and socializing with other kids. The impact of this class has been significant, and I am truly grateful for this opportunity. Thank you, Rupani Foundation!"*

*"Rupani programs are important for our children and the whole family because they learn to interact with others and prepare for school, and provide holistic development. It also helps their brain and mobility development. We really appreciate the services and connection the team provided us to survive and thrive"*

*"Rupani's classes have made a big difference for us! They've helped me use play to improve my son's learning skills, and the program has had a huge impact on our parenting approach."*

*The classes create a wonderful space for our babies to thrive and learn. I look forward to attending each week. They've educated me on how to better work with my baby and provided immense support. I highly recommend Rupani's classes to other parents!"*

*"It's been amazing to see my daughter explore new activities, and we've both improved our communication skills significantly. I highly recommend this program to other parents — it's been incredibly beneficial for my child's brain development and growth."*



# FINANCIAL REPORT

## ORGANIZATIONAL BUDGET 2024

REVENUE	
Government	\$2,413,682
Foundations	\$911,842
Special Events	\$33,000
Other Individuals	\$25,000
In-kind contributions	\$36,183
<b>TOTAL REVENUE</b>	<b>\$3,419,707</b>

EXPENSE	
Personnel	\$2,156,192
Professional Fees	\$148,000
Travel & Conferences	\$83,257
Information	\$39,700
Occupancy	\$60,000
Office Expenses	\$88,574
Insurance	\$1,650
Program Services	\$180,557
Training	\$424,000
Fees & Other	\$27,000
Other Expenses	\$174,594
In-Kind Expense	\$36,183
<b>TOTAL EXPENSES</b>	<b>\$3,419,707</b>

### Financial Overview

The Rupani Foundation's annual budget for 2024 was \$3,419,707, which was 31% higher than the annual budget for 2023 (\$2,607,879). 70% of the funds were secured through Federal and Harris County government grants. This includes significant support for the Thriving Together project under the Harris County Early Childhood Impact Fund.

Our financial operations are guided by a comprehensive Accounting Policy and Procedure Manual, ensuring transparency and compliance. All project income and expenditures are meticulously tracked in QuickBooks, aligned with our organizational chart of accounts. Additionally, we engage DK Partners, an independent accounting firm, to provide tertiary oversight and strengthen financial governance.

For full transparency, the organization's Single Audit Reports and IRS Form 990 are publicly available on our official website.

# PARTNERSHIPS AND COLLABORATIONS

## Donors



## Partners



## Collaborators

