



KIRCO

**2020 IMPACT**

# A MESSAGE FROM OUR LEADERSHIP

2020 was a year of great challenge, but it was also a year that revealed tremendous strength. It is through adversity that we rediscover who we are. The courage of individuals. The resilience of families. The collective power of communities. Immigrants and refugees know about courage, resilience and the importance of community. We know how to rebuild, and how to do it together.

The pandemic confronted us with unprecedented challenges. At the end of March, our entire organization pivoted to respond to a new reality. Almost overnight, 285 staff transitioned to working from home and adapting how they did their job supporting community members. We had to reimagine all 281 of our programs, most of which rely on face-to-face and hand-on interaction. Serving meals, tutoring, interpreting, filling out job applications, practicing for an interview, teaching English. All of our sites and our co-located services closed their physical doors, but we continued providing services. We reconstructed our programs and invested in changes to ensure the stability of support systems that our community members rely on.

We set up a new phone connect line that immediately links people to services. Our International Language Bank expanded to provide unemployment insurance support in 237 languages. We organized drive-by events to distribute groceries and essential items. We delivered meals to elders in their homes. We mentored students and encouraged parents virtually. We played a key role in providing contact tracing and wraparound services to those immediately impacted by the pandemic. Our dedicated team of IRCO staff and volunteers make it possible for us to respond to crises and continue to reach so many people. Their commitment to communities makes us who we are.

This year's turmoil wasn't limited to the pandemic. The movement for racial justice also swept our country, but demands for change didn't just happen in protests downtown. This is the work that IRCO strives to do every day, addressing systemic inequity by ensuring access to programs and services. IRCO has been helping families in Oregon build new beginnings for 45 years, and together we will emerge stronger. The perseverance, compassion and generosity of our staff, volunteers, donors and funders got us through this year, and it is that strong community of support that will move us forward as we continue to build new beginnings together.

With gratitude,



Lee Po Cha, Executive Director

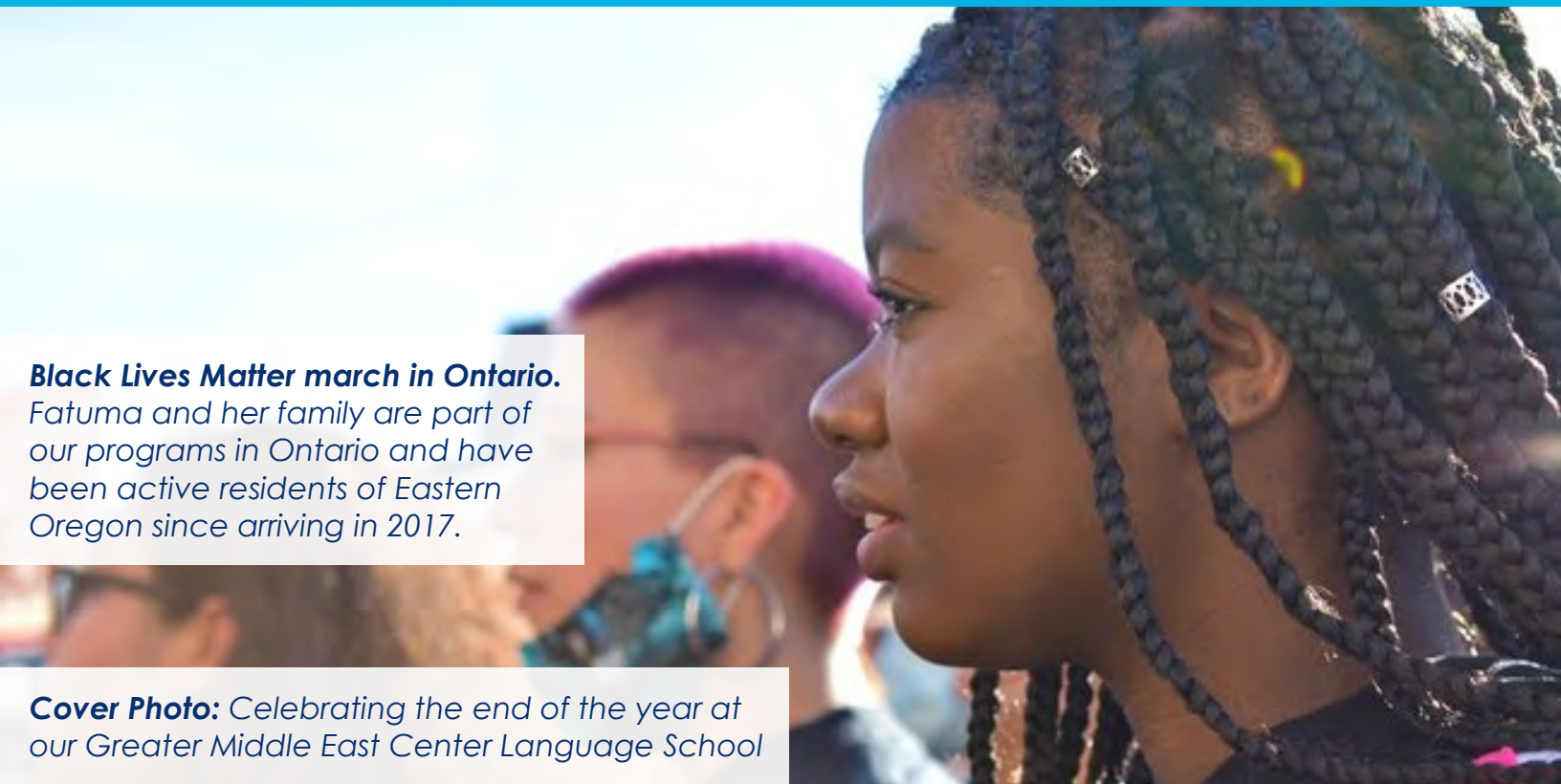


Gerry Uba, Board President

## **Black Lives Matter march in Ontario.**

*Fatuma and her family are part of our programs in Ontario and have been active residents of Eastern Oregon since arriving in 2017.*

**Cover Photo:** Celebrating the end of the year at our Greater Middle East Center Language School



# OUR IMPACT

# 26,710

## BEGINNINGS BUILT in our communities



- Latinx 10%
- Middle Eastern 5%
- Multiracial 4%
- Indigenous/  
Native American 1%
- Pacific Islander/  
Native Hawaiian 3%
- Slavic/Eastern European 8%
- African Immigrant & Refugee 9%
- African American/Black 16%
- Asian 19%
- White/Caucasian 25%

**75%** of those we serve come from **COMMUNITIES OF COLOR**

## CULTURALLY SPECIFIC CENTERS



### 7,562

community members  
served

### AFRICA HOUSE

provided gift cards and food boxes to more than 900 community members to ease financial burdens during COVID19. To support the many families who lost jobs, 725 more individuals received rental assistance.



### 11,173

community members  
served

### PACIFIC ISLANDER AND ASIAN FAMILY CENTER'S

new name recognizes the diverse communities it has grown to serve. Our Pacific Islander team supported over 1,400 Pacific Islanders during the pandemic with gift cards, PPE and food boxes, and staffed COVID testing events for communities not comfortable being tested.



During the pandemic, our emerging Greater Middle East Center provided 250 members of the Greater Middle Eastern community with financial support to cover basic needs like food, utilities and rent.



1,020 Slavic community members received COVID19 assistance from our emerging Slavic and Eastern European Center, through PPE, grocery funds, rental assistance, emergency meals for seniors, gift cards and laptops.

# BUILDING NEW BEGINNINGS

## CHILDREN



**700**  
CHILDREN

engaged in programs that adapted to continue offering developmental and social interactions, like activity boxes and virtual parent-child group gatherings

## EMPLOYMENT & TRAINING



**940**  
JOB SEEKERS

found employment, with more than 50% of job placements made during COVID19's high unemployment rates

## YOUTH



**775**  
K-12 STUDENTS

participated weekly in virtual summer learning, from book clubs, STEM, cooking and photography to culturally specific language and dance classes

## COMMUNITY DEVELOPMENT



**245**  
PARENTS AND CHILDREN

empowered by our Community Education Workers to remove barriers in early education and healthcare and address inequities that disproportionately impact families of color

## FAMILY



**1,200**  
PEOPLE

received housing stability support, such as rental and utility assistance

## LEGAL



**1,100**  
COMMUNITY MEMBERS

engaged in our immigration legal services for asylum, citizenship, work permits, clinics, legal navigation, and emergency support for undocumented immigrant communities

## SENIORS



**9,000**  
MEALS  
DELIVERED

monthly to elders isolated at home during the pandemic

## INTERNATIONAL LANGUAGE BANK



**9,570**  
HOURS OF  
INTERPRETATION

provided by phone to diverse communities as language assistance needs doubled during the pandemic

# COVID19: RESPONSE & REBUILD

## COMMITMENT TO OUR COMMUNITIES



**20,000+**

**MASKS** donated to IRCO staff and communities



**3,745**

**FAMILY MEMBERS** got emergency financial relief



**910**

**COVID19 TESTS** for BIPOC, refugee and immigrant communities



**550**

**INDIVIDUALS** had wraparound COVID19 services and quarantine support



**945**

**EDUCATIONAL KITS** delivered to students to aid in distanced learning



**4,200**

**PEOPLE** received over **1 million** pounds of food through weekly food pantries



**“IRCO is a blessing upon blessing. Our kids don’t feel lonely during the pandemic, and they help us with food and paying our rent and bills. They come at just the right time and place to help. IRCO is a chain of love and support. They helped our family survive the pandemic.”**

Oregon’s Pacific Islander community was one of the hardest hit by COVID19. Meleane is part of IRCO’s Tongan sewing class. Her kids are involved in our Tongan language class, preserving their culture. During the pandemic, our Pacific Islander programs supported the family through food boxes, emergency assistance, and continued community connection.

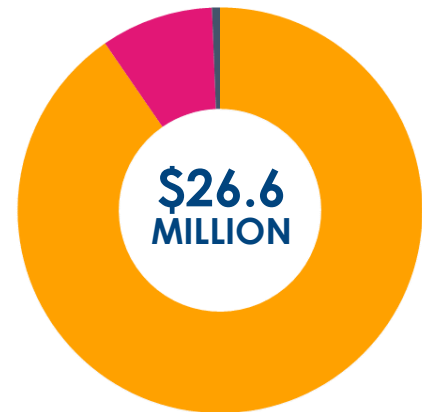
# FINANCIAL SNAPSHOT

REVENUE



- 78% (\$21,433,768) Government Grants and Contracts
- 10% (\$2,798,675) Interpretation and Translation Fees
- 6% (\$1,706,678) Other Private Grants
- 5% (\$1,429,930) Contributions
- 1% (\$243,575) Other

EXPENSES



- 89% (\$23,600,217) Program Services
- 10% (\$2,803,095) Management and General
- <1% (\$191,229) Fundraising

**INCREASE IN NET ASSETS**  
\$1,018,085

Net assets at beginning of year	\$8,508,912
Net assets at end of year	\$9,526,997

## DONOR IMPACT

### SUSAN & KIRK ANDREWS



“We wanted to do something bigger in our current environment given the pandemic and its inequitable impact on immigrants and refugees.”

“We see a lot of good happening at IRCO and in the community they support,” Susan Andrews says. She and her husband Kirk partnered with IRCO in 2020 to develop and successfully pilot a program-driven stock donation. Gifting in this way increases the impact more than 20%.

The Andrews first got involved in our youth mentoring program and met the six Kyanza siblings, who were orphaned in a foreign country after their father had been killed in Congo and their mother passed away from cancer soon after resettling in Oregon.

Six years later, Susan and Kirk have seen the Kyanzas through high school graduations, college applications and career changes. They celebrate accomplishments and holidays together. “We receive a huge amount of inspiration from the Kyanza family and their resilience and success. We benefit from our relationship easily as much as we put in,” Susan says.

Now, the Andrews have made a generous multiyear commitment supporting IRCO’s Africa House youth mentoring and occupational training programs that help families like the Kyanzas. Gifts like this fill significant program gaps that grants can’t cover.

Find our donor list at [www.irco.org](http://www.irco.org)

# THANK YOU FOR INVESTING IN OUR COMMUNITIES



Active Children Portland  
Barbara Jennings & Richard Teutsch  
Bolsinga Heineman Family Fund  
Brown & Brown Northwest Insurance  
Business Oregon  
Capital One  
CareOregon  
Central City Concern  
Central East Portland Rotary  
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Clackamas Workforce Partnership  
Coalition of Communities of Color  
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Metro  
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Multnomah County  
Neighborhood Partnerships  
New Avenues for Youth  
Nike  
No Kid Hungry  
Northwest Area Foundation  
Northwest Health Foundation  
Northwest Evaluation Association

NW Natural  
On Q Financial  
OnPoint Community Credit Union  
Oregon Community Foundation  
Oregon Community Health Workers Association  
Oregon Energy Fund  
Oregon Food Bank  
Oregon Health Authority  
Oregon Health Equity Alliance  
Oregon Housing and Community Services  
Oregon Law Foundation  
Oregon Worker Relief Fund  
Parkrose Shaver Parent Faculty Association  
Perkins Coie  
Port of Portland  
Portland Children's Levy  
Portland Housing Bureau  
Portland Public Schools  
Portland Rock Gym  
Portland State University  
Project Access NOW  
Prosper Portland  
Providence Health & Services  
Refugee Disability Benefits of Oregon  
Reynolds School District  
Refugee & Immigrant Services & Empowerment  
Rivermark Community Credit Union  
RMF Foundation  
SAIF  
Self Enhancement, Inc.  
Social Venture Partners  
SRM Advisors  
State of Oregon  
Stoll Berne  
The Boeing Company  
The Contingent  
The Healy Foundation  
The Standard  
Tickner Family Fund  
Tigard-Tualatin School District  
TriMet  
U.S. Dept. of Education  
U.S. Dept. of Health & Human Services  
U.S. Dept. of Housing & Urban Development  
U.S. Dept. of Justice  
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Umpqua Bank  
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Village Baptist Church  
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OUR MISSION IS TO PROMOTE THE INTEGRATION OF  
REFUGEES, IMMIGRANTS AND THE COMMUNITY  
AT LARGE INTO A SELF-SUFFICIENT, HEALTHY  
AND INCLUSIVE MULTI-ETHNIC SOCIETY

**building new beginnings**

[www.irco.org](http://www.irco.org)