



īrcco

2018 ANNUAL REPORT

A MESSAGE FROM OUR LEADERSHIP

We start at the beginning. The first steps in a new country. The first conversation entirely in English. The first college graduate. The first full-time job. The first vote in an election. New beginnings happen at every stage in life.

At IRCO, we recognize the earlier the investment, the bigger the impact. We are investing in our communities, and together we're seeing the impact. We see that when we invest in early childhood education and equitable learning in preschool, we have more parental involvement and kids who are kindergarten ready. We witness the benefits of youth advocacy and mentorship when immigrant and refugee students are confident in their identity and comfortable in their skin. We observe that when we provide employment services to underserved community members, it lifts entire neighborhoods. We know that when we empower communities, they develop the skills to speak for themselves and lead.

When immigrants and refugees come to Oregon, they become part of the fabric of the state. For almost 45 years, IRCO has provided support to communities in need.

As we expand our resources and capacity, we recognize that we cannot do this work alone. We are reminded of the importance of supporters like you. Together, we can create a healthy, safe and caring environment to build new beginnings.

With gratitude,



Lee Po Cha, Executive Director



Trinh Tran, Board President

building new beginnings at every stage

CHILDREN • YOUTH • EMPLOYMENT & TRAINING • COMMUNITY DEVELOPMENT • FAMILY • SENIORS

OUR IMPACT

35,800

COMMUNITY MEMBERS SERVED IN 2018

14,399
FAMILY

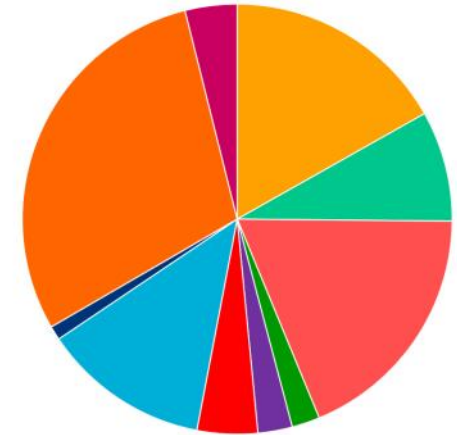
9,934
YOUTH

5,053
COMMUNITY DEVELOPMENT

4,398
EMPLOYMENT & TRAINING

1,148
SENIORS

868
CHILDREN



African American/Black 17%
African Immigrant & Refugee 8%
Asian 19%
Indigenous/Native American 1%
Latinx 12%
Middle Eastern 3%
Multiracial 4%
Native Hawaiian/Pacific Islander 2%
Slavic/Eastern European 5%
White/Caucasian 29%

Over
70%

of those we serve come from communities of color

IRCO helps my kids start to learn at an early age.

This program helps kids develop basic skills to get them ready for school. They get to learn and play in a happy, friendly and safe environment. Parents meet other parents to learn different ideas about raising children. And the kids come from different backgrounds, which helps families become more knowledgeable about other cultures and beliefs.

— Van, Schools Uniting Neighborhoods (SUN) P-3 Play and Learn Group at Lincoln Park Elementary School



CHILDREN

95% of children were **KINDERGARTEN READY**

870 family members were supported with **HOME VISITS, PARENTAL EDUCATION, DEVELOPMENTAL SCREENINGS AND COMMUNITY RESOURCES**

RESPONDING TO COMMUNITY EARLY LEARNING NEEDS

IRCO partnered with Social Venture Partners of Portland to release the first local comprehensive study on the need for culturally specific and culturally responsive preschools. The report confirmed that there is a significant gap in culturally specific and culturally responsive models and curricula, and we are actively responding to the recommendations for early learning opportunities—both home-based and center-based.

thriving & ready to learn

KINDERGARTEN READY • LITERACY



IRCO shaped who I am today.

When my family arrived in Portland and I started high school, I spoke no English and everything was new to me. IRCO was a turning point in my life. My English improved and I received the tools to become a student again. Without IRCO, I would not have graduated from high school or have a full-ride scholarship to college.

— Saman, Refugee and Immigrant Student Empowerment Program

breaking down barriers

SUPPORTED & SUCCESSFUL YOUTH • HIGH SCHOOL GRADUATION

YOUTH

5,971 students were enrolled in **SUN AFTER SCHOOL PROGRAMS**

92% of students showed an increase in at least one of the following:
POSITIVE CULTURAL IDENTITY
CONFLICT RESOLUTION SKILLS
FUTURE ORIENTATION

1,618 youth at risk of gang involvement received support through **OUTREACH, MENTORSHIP AND CASE MANAGEMENT**



IRCO's Immigrant Nurse Credentialing Program impacted my life so much.

I've gained self-confidence as an immigrant nurse and I know I can do the job in the U.S. I encourage immigrant nurses not to lose hope. Whatever they have learned in their country, they can sharpen their knowledge and be ready. They should not be intimidated because of their race and background. Be open and pursue your dreams!

— Emily, Immigrant Nurse Credentialing Program Graduate

EMPLOYMENT & TRAINING

4,306

people received assistance through **RESUME BUILDING, JOB COACHING AND SKILLS DEVELOPMENT**

1,697

job seekers were placed in **EMPLOYMENT IN A VARIETY OF FIELDS** including healthcare, construction and manufacturing

92%

of refugees who sought work through IRCO **FOUND FULL-TIME JOBS**

creating career paths

POST-SECONDARY ENROLLMENT • CONNECT TO A CAREER TRACK

With IRCO, you can become part of the government process.

We were trained to do opinion polls and learned how to listen to other opinions. Because the program was so diverse, I became a lot more aware of the needs and values of other communities.

— Hanna, Diversity and Civic Leadership Engage Program



COMMUNITY DEVELOPMENT

562

community members **ENROLLED IN HEALTHCARE**

424

individuals increased **ACCESS TO TRANSPORTATION** through low-income fare programs

238

emerging leaders engaged in **PARTICIPATORY DEMOCRACY ACTIONS** like budget forums, voter drives, election canvassing and leadership development training

empowering & educating

SELF-ADVOCACY • ACCESS TO CARE



IRCO helped me get electricity and pay for my utility bills.

It's like they were wiping away my tears. When you are in a new country where you don't know anyone, it is so helpful to see someone who has your back.

— Chantal, Family Stability Services

FAMILY

6,882

people received support for their **UTILITY BILLS**

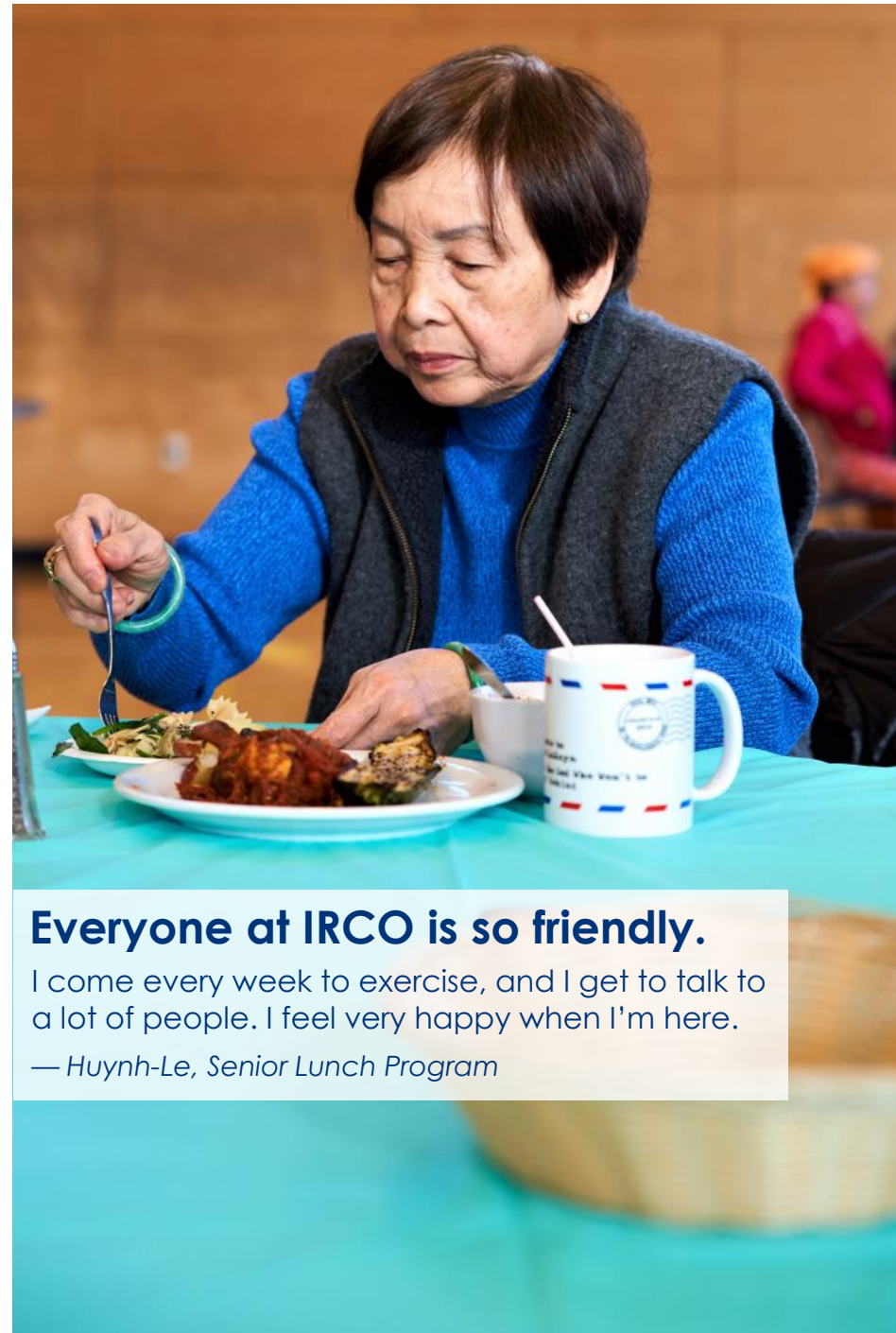
3,717

parents and kids had **ACCESS TO FRESH FOOD** at our school-based food pantries

2,245

victims and survivors of domestic violence received **BEHAVIORAL COUNSELING AND INTERVENTION**

stabilizing & strengthening
SOLID HOUSEHOLDS



Everyone at IRCO is so friendly.

I come every week to exercise, and I get to talk to a lot of people. I feel very happy when I'm here.

— Huynh-Le, Senior Lunch Program

leading independent lives
COMMUNITY INTEGRATION

SENIORS

7,982

MEALS WERE SERVED to refugee and immigrant elders

198

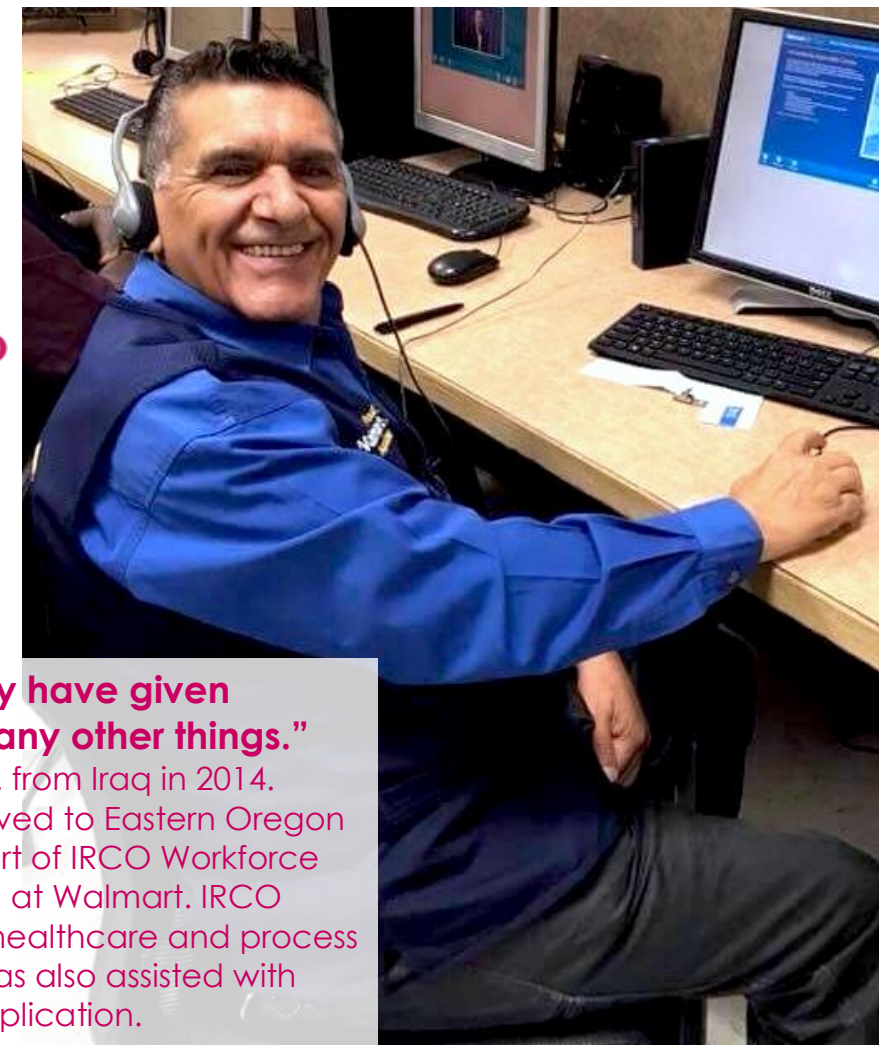
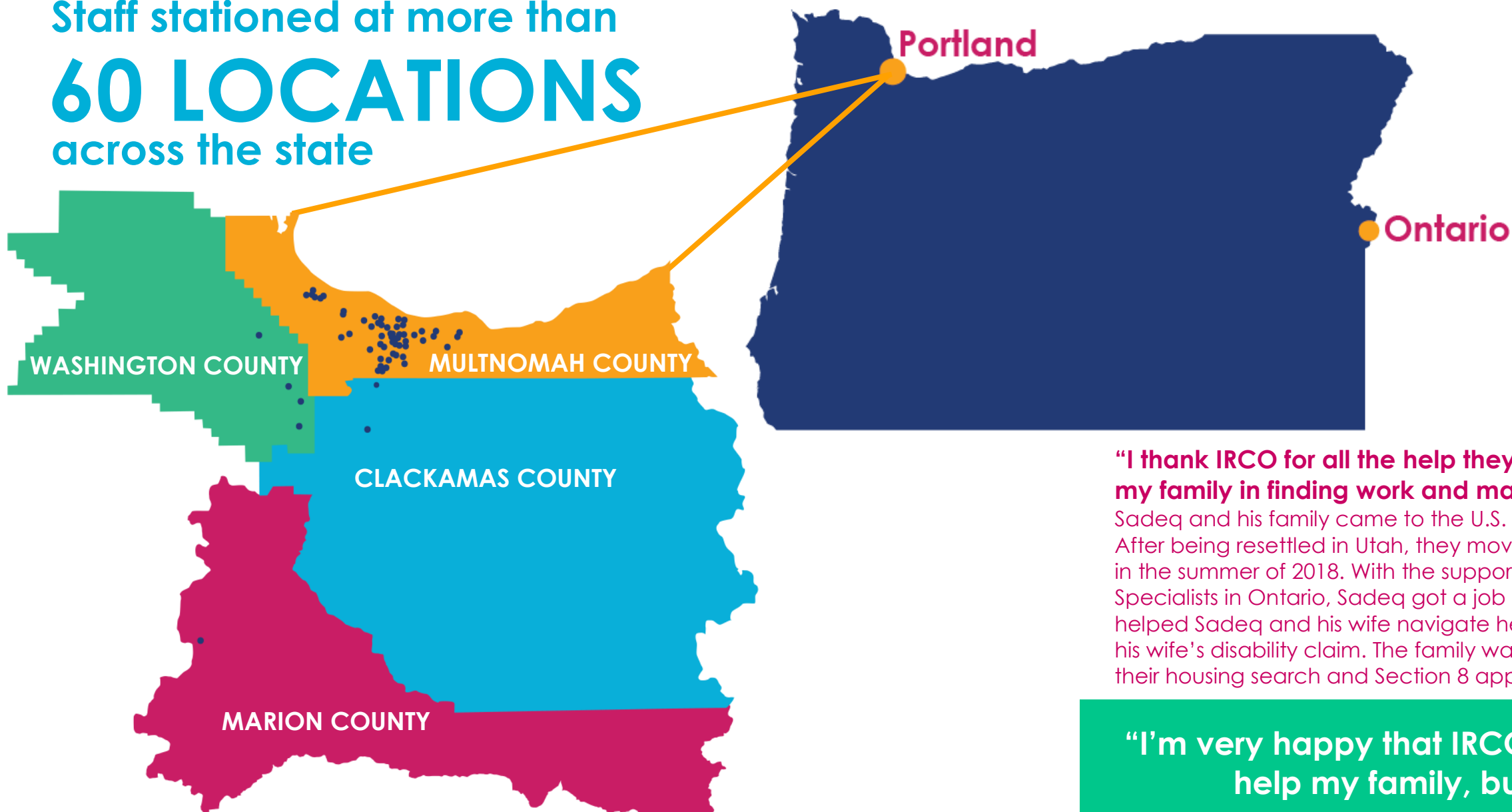
elders learned about the **U.S. CITIZENSHIP PROCESS** through weekly classes and instruction

174

elders attended **WEEKLY SENIOR GATHERINGS** and engaged in group activities like exercise, computer skills, knitting and gardening

Expanding to meet the needs of new Oregonians

Staff stationed at more than
60 LOCATIONS
across the state



“I thank IRCO for all the help they have given my family in finding work and many other things.”
Sadeq and his family came to the U.S. from Iraq in 2014. After being resettled in Utah, they moved to Eastern Oregon in the summer of 2018. With the support of IRCO Workforce Specialists in Ontario, Sadeq got a job at Walmart. IRCO helped Sadeq and his wife navigate healthcare and process his wife’s disability claim. The family was also assisted with their housing search and Section 8 application.

“I’m very happy that IRCO staff are here in Ontario, not only to help my family, but all the other refugee families here.”

AFRICA HOUSE

growing strong together



Africa House helped me get accustomed to America. I didn't know any English, but coming to Africa House and talking to people with similar experiences helped me learn English and communicate with others.
— Yusra

5,200

COMMUNITY MEMBERS SERVED

325

youth received consistent **ACADEMIC SUPPORT AND MENTORING**

90%

of school staff showed **INCREASED KNOWLEDGE OF AFRICAN COMMUNITIES** and cultures after attending our public school trainings



ASIAN FAMILY CENTER

bridging communities



They helped my family with lots of things. For me personally, with clothes and school, but they helped my parents with health insurance, transportation and housing.
— Clayton

12,272

COMMUNITY MEMBERS SERVED

2,054

community members engaged in **CULTURAL COMMUNITY BUILDING** events and gatherings

1,013

people found and kept **STABLE HOUSING**





CULTURAL COMMUNITY CENTERS

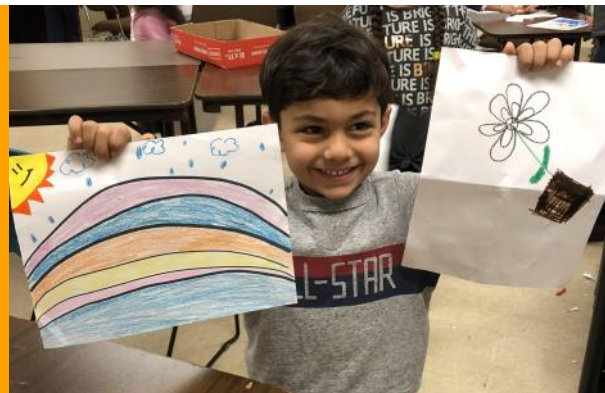
SLAVIC CENTER

277 children and youth engaged in **CULTURALLY SPECIFIC PROGRAMS** that strengthened their community ties

19 advocates were trained to **REPRESENT THEIR COMMUNITY** and become the next generation of leaders

MIDEAST HOUSE

Culturally specific services for Middle Eastern community members are growing. By developing the capacity of staff members to better serve the Middle Eastern community, IRCO aims to support efforts to create a MidEast House as a community hub in the coming years.



IRCO CITIZENSHIP DAY 2018
Citizenship provides hope, security and reassurance to immigrant and refugee communities.

LEGAL SERVICES

702 community members were assisted through **LARGE SCALE COLLABORATIVE LEGAL CLINICS**

212 individuals were served through legal consultations and opened cases on immigration matters such as **NATURALIZATION, REFUGEE/ASYLEE ADJUSTMENT OF STATUS, PERMANENT RESIDENT CARD REPLACEMENT AND EMPLOYMENT AUTHORIZATION APPLICATIONS**



INTERNATIONAL LANGUAGE BANK

connecting across cultures

821
 HOURS INTERPRETED for our deaf and hard of hearing community members

428
 individuals had documents TRANSLATED FROM THEIR HOME COUNTRY

248
 LANGUAGES SPOKEN by our interpreters



VOLUNTEERS

My goal as a volunteer is to be a consistent presence of support, positive energy and affirmation to every student I help.

The best part of being an IRCO volunteer is seeing the remarkable growth and transformation in the students I tutor. I'm there to help with math, but I hope that each student can realize how big of an impact they can have on our community and world. Volunteering at IRCO has given me a lot of hope and joy.

— Erin, Tutor in IRCO's Refugee and Immigrant Student Empowerment Program at David Douglas High School

OUR VOLUNTEERS SERVED

26,847
 HOURS

\$450,000
 IN MONETARY VALUE

FINANCIAL ACTIVITY



Statement of Financial Position

	2017	2018
Total Assets	8,930,052	10,529,849
Total Liabilities	1,867,595	2,632,375
TOTAL NET ASSETS	\$7,062,457	\$7,897,474

Statement of Revenues, Support and Expenses

	2017	2018
TOTAL REVENUES AND SUPPORT	\$25,488,059	\$25,383,398
EXPENSES		
Program Services	23,026,415	22,379,933
Management and General	1,605,128	2,061,087
Fundraising	96,452	107,361
TOTAL EXPENSES	\$24,727,995	\$24,548,381
Increase in net assets	760,064	835,017
Net assets at beginning of year	6,302,393	7,062,457
Net assets at end of year	7,062,457	7,897,474

THANK YOU TO OUR SUPPORTERS



We are grateful to every donor who contributed to our work this year. Find our full list at www.irco.org.

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|--|---|---|
| 107 Independent Supporters Trust | Metro | Portland Public Schools |
| Active Children Portland | Metropolitan Family Service | Portland State University |
| Adidas | Metropolitan Group | Project Access NOW |
| Asian Pacific American Network of Oregon | Metropolitan Public Defender Services, Inc. | Prosper Portland |
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| Coalition of Communities of Color | Northwest Health Foundation | State of Oregon, Oregon Health Authority |
| Collins Foundation | Olive Bridge Fund | TeAda Productions |
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| David Douglas School District | Oregon Community Health Workers Association | Trailblazers Foundation |
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| Gridworks Lab, Inc. | Oregon Public Health Institute | U.S. Department of Education |
| Health Share of Oregon | Oregon State University Extension Service | U.S. Department of Health & Human Services |
| Hillsboro School District | Passinart: A Theatre Company | United Way of The Columbia-Willamette |
| Home Forward | Paul C. Phillips Revocable Trust | Washington County |
| JP Morgan Chase | PDX Summer School | Whole Kids Foundation |
| Kaiser Permanente Foundation | Perkins Coie LLP | Worksystems, Inc. |
| Kelley Imaging | Portland African American Leadership Forum | |
| Latino Network | Portland Children's Levy | |

PHOTO CREDIT: Katharine Kimball, Doug McClay and Sankar Raman

IRCO'S MISSION IS TO PROMOTE THE
INTEGRATION OF REFUGEES, IMMIGRANTS
AND THE COMMUNITY AT LARGE
INTO A SELF-SUFFICIENT, HEALTHY
AND INCLUSIVE MULTI-ETHNIC SOCIETY



**IMMIGRANT AND REFUGEE
COMMUNITY ORGANIZATION**

MAIN OFFICE
AFRICA HOUSE
ASIAN FAMILY CENTER
COMMUNITYWORKS
INTERNATIONAL LANGUAGE BANK
SENIOR CENTER

www.irco.org

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AFRICA HOUSE

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