building new beginnings
Dear Friends and Supporters,

With the Syrian refugee crisis so frequently in the news this year, IRCO has also been in the spotlight as one of the first stops for newly arrived refugees in Oregon. We take pride in the talented and determined people who walk through our doors every day—and in being part of their journey to achieve self-sufficiency and build new beginnings.

At IRCO, we are committed to serving all of our most vulnerable populations, including immigrants and refugees. Through our more than 120 programs, ranging from childhood development to senior services, we served more than 28,000 people in 2015.

Our programs break down the barriers that face newcomers—learning English, finding jobs, navigating new cultures, enrolling kids in school—so families and individuals can thrive.

IRCO is truly a community-based organization. Our staff and leadership reflect the communities we serve, and we have the support of numerous stakeholders—a strong network of funders, donors, partners, advocates and volunteers.

With the support you give us, we will continue to build new beginnings.

Lee Po Cha,  
Executive Director

Chanpone Sinlapasai-Okamura,  
Board President
2015
PROGRAM IMPACTS

28,660
TOTAL CLIENTS SERVED IN 2015

8,517
YOUTH ACADEMIC

6,935
EMPLOYMENT & TRAINING

7,639
FAMILY

2,111
SENIORS

1,891
COMMUNITY DEVELOPMENT

1,289
CHILDREN

278
ECONOMIC DEVELOPMENT
AFRICAN HOUSE

With a full decade of experience, IRCO Africa House is the only culturally-specific one stop center targeting the increasingly diverse and rapidly growing number of African immigrants and refugees living in Oregon. In 2015 Africa House served over 3,300 community members.

OUR ACCOMPLISHMENTS

Providing nearly 1,500 community members with energy and rental assistance. 90% of rental assistance applicants kept their housing, and 70% obtained employment or increased their income.

Engaging over 100 youth from diverse African countries in one-on-one mentoring, academic support and family engagement activities. Helped 157 children and youth achieve academic success.

Supporting more than 250 youth to exit or avoid gang involvement.

Providing permanent resident status adjustment, citizenship applications, and family reunification services to over 500 individuals.

Educating and empowering 73 community leaders.

Supporting over 35 families and 67 children through home visits, parent education, kindergarten preparation, developmental and health screenings, and referrals to social services.
ASIAN FAMILY CENTER

Now more than 20 years old, IRCO Asian Family Center (AFC) is well known as the first culturally-specific community center focused on the diverse needs of Asian Pacific Islander communities. In 2015 AFC served over 9,700 community members.

OUR ACCOMPLISHMENTS

Providing utility payment assistance and energy conservation education to more than 3,500 community members. Assisting 83 households to stabilize housing and income through rental assistance and employment-focused case management.

Supporting more than 75% of our students to demonstrate improved math and literacy skills. 92% of parents/caregivers engaged in supporting their child’s progress.

Providing 1,490 community members access to affordable healthcare coverage.

Encouraging over 600 youth to exit or avoid gang involvement through leadership and mentoring programs.

Educating and empowering 446 community leaders.

Supporting over 150 families and 247 children through home visits, parent education, kindergarten preparation, developmental and health screenings, and referrals to social services.
Faiza met her husband Abduelrasoul, who had fled Sudan, in a Jordanian refugee camp. They had five children in Jordan and came to the U.S. in 2012 with the hope of raising their family in a safe place with opportunities to build their future. They now have twin newborn boys, and their five school-aged children—ranging from kindergarten through 7th grade—all attend Vestal School in outer Southeast Portland. Our bilingual bicultural staff have helped them navigate and translate life in the U.S.—introducing Abduelrasoul and Faiza to their kids’ teachers so they understand their progress and needs, connecting them to resources for clothes and school supplies, and setting up in-home and afterschool tutoring. We also worked with them to move into an affordable home that’s big enough for the whole family.

“IRCO gives our family so many good services.”

IRCO Children Programs work to support parents and keep children healthy, safe and ready to learn.

745 individuals with children from more than 20 different cultural backgrounds received home visits that included parent education and skill building, developmental and health screenings, kindergarten readiness and transition, and navigating community resources.

235 families received the support necessary to keep their children safely in their home or be reunited with their children after time in foster care.
EMPOWERING YOUTH

IRCO Youth Academic Programs ensure students receive a quality education to break down barriers that lead to inequities.

In many ways, Mohammed (pictured above on right) is a regular 6th grader who enjoys kickball and superheroes. As a Sudanese refugee born in Jordan, he has faced serious academic challenges with reading. His parents came to the U.S. eager to improve their children’s opportunities, but they have struggled with navigating the U.S. education system. As Arabic speakers, they’ve found it difficult to communicate with school staff about their son’s needs.

Our bilingual bicultural staff acted as translator and facilitator between his parents and teachers, and Mohammed received culturally specific literacy support at weekly afterschool tutoring. Over the fall term, he volunteered to share his writing and read out loud to the class. His negativity about his abilities has nearly disappeared. Now Mohammed says things like, “I’m so smart!”

2,400 students received culturally specific and responsive afterschool programming.

435 parents were supported through our family engagement programming.

85% of students demonstrated improved literacy abilities and
95% showed improved math skills.

Students in IRCO’s INSPIRE Program
IRCO Family Programs provide education, intervention and resources to keep families together and thriving.

The Dang family has been working with IRCO since the first day they arrived as immigrants from Vietnam in 2001. When she got here, Thao says, she was so frustrated about her new life in a new culture. We helped Thao find a laundry job she loved at Portland Hospital Service Corporation. We connected the family to energy assistance and helped them buy a house through Habitat for Humanity. And their daughters—now 8, 11 and 13—were enrolled in early childhood programs to help prepare them for school. “The only thing that overcomes hard luck is hard work,” Thao says now. “But if we as a community don’t help each other, then who will?”

“Thanks to IRCO who has given good luck to my family.”

1,249 individuals were supported through domestic violence prevention and intervention.
766 individuals received intensive case management and attended workshops on family stability and healthy relationships.
5,651 low-income individuals and families received anti-poverty assistance, including case management and energy and rental assistance.
Asegedech Ayeche, a 74-year-old Ethiopian immigrant, spent several years sleeping on the floor or a couch in her nephew’s small apartment in Beaverton. With a wife and children, he had no room for a bed for her. After senior services staff at Africa House connected her to Alberta Simmons Plaza in Northeast Portland, Asegedech moved into her own one-bedroom apartment. “Now I’m so happy,” she says. “I have my own place. I have my own bedroom.”

We introduced Asegedech to resources like Community Warehouse to furnish her apartment with everything she needed, from linens and dishes to furniture. She loves all of the new things she picked out. “Before, I had nothing that was mine,” she says. Her new home is very close to her church, Ethiopian markets and Amharic-speaking neighbors. “My community speaks my language. I understand everything and can communicate with people from my own country.”

IRCO Senior Services assist elders with direct services and community resources to lead independent lives.

81 refugee elders received instruction to become American citizens—most passing their naturalization interview on the first attempt.

500 immigrant, refugee and mainstream elders were helped to stay in their own homes.

6,893 meals served to refugee and immigrant elders.
IRCO Employment & Training Programs provide intensive support services, including job training, development and placement.

Meme Lay and Mu Cha Por, both refugees from Myanmar/Burma, are pursuing their healthcare careers with the support of our employment and training programs. After graduating in June 2015 from the Certified Nursing Assistant training program at Mt. Hood Community College, we helped them write resumes and practice for interviews—and they were both hired at Cornerstone Care Option, one of IRCO’s employment partners. “I enjoy my job because I can help others, like others have helped me to succeed,” says Mu Cha. “IRCO helped me with funding, so I can be prepared with job uniforms, gas to make it to work and training every day, and classes to learn English better.”

2,226 refugees and asylees received employment coaching, placement and retention services.

77% of job seekers who have been in the U.S. for over 9 months were placed in jobs.

76% of those jobs were retained for at least 90 days.

1,352 job seekers received vocational training, employment coaching and/or retention services.

935 youth were placed in short-term work experiences to develop professional skills and references, with 168,300 total hours worked.
IRCO Economic Development Programs invest in immigrants and refugees so they can become self-sufficient.

When Zau Htun Maran arrived in the U.S., he wanted to buy his family a house. Born and raised in Myanmar/Burma, Zau also lived in Malaysia for many years, working in a restaurant. “I was so excited to participate in the Refugee Individual Development Account program at IRCO,” he says. “I started to make monthly deposits into my savings account. Now I understand what a savings plan is and how it works for my family.”

Zau completed our Financial Literacy Training, applied for a Habitat for Humanity house, and moved his family into their new home, which is very close to his job. “My son really enjoyed moving here because he has a better place to play. I am very thankful for all of the opportunities IRCO has given me.”

57 small business owners were supported to start businesses, write business plans, develop marketing strategies and secure loans.

89 newcomers started savings accounts to help reach their goals, buy homes or cars, or pay for tuition.

38 refugee women became licensed childcare providers, many with home-based businesses.
IRCO Community Development Programs empower communities of color to address equity issues for our newest Oregonians.

Our culturally specific leadership development programs trained:

- **364** Slavic community leaders
- **198** Asian Pacific Islander community leaders
- **78** African community leaders

Nai Zhao, a member of the Lu-Mien community, was one of two leadership graduates who testified to elected City officials for increased resources for growing immigrant and refugee communities:

“In my community, we tend to shy away from public systems. These cultural norms keep refugee communities in silos, away from the larger systems that impact their lives daily. Only once we’ve come together can we identify the main issues our community faces and begin to address them.

I hope to mirror the experience I had in IRCO’s leadership program to help develop more Mien leaders—because ethnic refugee communities have lived experiences that shape the way they interact with other communities and systems. These should be recognized.”

Nai graduating from the Asian Pacific Islander leadership program
STRATEGIC PLAN HIGHLIGHTS

15% increase in agency management diversity better reflects the programs, services and clients we serve

104% increase in social media engagement

640 community leaders trained in civic engagement and system change

286% increase in fundraising efforts

CLIENTS SERVED BY ETHNICITY

28% Mainstream: 8,024
27% Asian/Pacific Islander: 7,738
18% African Immigrant & Refugee: 5,159
12% Hispanic/Latino: 3,439
6% Slavic/Eastern European: 1,720
4% Middle Eastern: 1,146
2% Native American: 701
2% Other: 446
1% Multiracial: 287
### Statement of Financial Position

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<tr>
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<th>2014</th>
<th>2015</th>
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<td>Total Assets</td>
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<td>Total Liabilities</td>
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<td><strong>Total Net Assets</strong></td>
<td><strong>5,315,294</strong></td>
<td><strong>5,422,458</strong></td>
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### Statement of Revenues, Support and Expenses

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<td>Expenses</td>
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<td>Program Services</td>
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<td>Increase in net assets</td>
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<tr>
<td>Net assets at end of year</td>
<td>5,315,294</td>
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IRCO BOARD OF DIRECTORS FY2015
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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.

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