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

A MESSAGE FROM OUR LEADERSHIP

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%
Latina 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

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

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.

— Saman, Refugee and Immigrant Student Empowerment Program

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

CHILDREN

95%
of children were
KINDERGARTEN READY

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

870

thronging & ready to learn
KINDERGARTEN READY • LITERACY

95%

breaking down barriers
SUPPORTED & SUCCESSFUL YOUTH • HIGH SCHOOL GRADUATION

95%

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95%
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.

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

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.

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

creating career paths
post-secondary enrollment • connect to a career track

empowering & educating
self-advocacy • access to care
SENIORS

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

7,982 MEALS WERE SERVED to refugee and immigrant elders.

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

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

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.

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

Everyone at IRCO is so friendly.

stabilizing & strengthening SOLID HOUSEHOLDS

6,882 households were stabilized & strengthened.

leading independent lives COMMUNITY INTEGRATION

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— Huynh-Le, Senior Lunch Program
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 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

INCREASED KNOWLEDGE OF AFRICAN COMMUNITIES and cultures after attending our public school trainings

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

5,200 COMMUNITY MEMBERS SERVED

325 youth received consistent ACADEMIC SUPPORT AND MENTORING

90% of school staff showed INCREASED KNOWLEDGE OF AFRICAN COMMUNITIES

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.

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
connecting across cultures

INTERNATIONAL LANGUAGE BANK

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

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
Statement of Financial Position

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<tr>
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<th>2017</th>
<th>2018</th>
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<tbody>
<tr>
<td>Total Assets</td>
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<td>Total Liabilities</td>
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<td>2,632,375</td>
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<tr>
<td>TOTAL NET ASSETS</td>
<td>$7,062,457</td>
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Statement of Revenues, Support and Expenses

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<tr>
<td>TOTAL REVENUES AND SUPPORT</td>
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<td>EXPENSES</td>
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<td>Management and General</td>
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<td>Fundraising</td>
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<td>Net assets at beginning of year</td>
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<td>7,062,457</td>
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<tr>
<td>Net assets at end of year</td>
<td>7,062,457</td>
<td>7,897,474</td>
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</tbody>
</table>

FINANCIAL ACTIVITY

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.
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

IRCO
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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