



International Rescue Committee in San Diego

2016 ANNUAL REPORT

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About the IRC

The International Rescue Committee responds to the world's worst humanitarian crises, helping to restore health, safety, education, economic wellbeing, and power to people devastated by conflict and disaster. Founded in 1933 at the call of Albert Einstein, the IRC is at work in over 40 countries and 29 U.S. cities helping people to survive, reclaim control of their future and strengthen their communities.



Director's Message

Dear Friends,

In 2016 we saw the global number of forcibly displaced people increase to the highest levels since World War II as conflicts around the world continued to push families from their homes in search of safety. The United States continued to be an important lifeline for those fortunate to be selected and approved for resettlement, and right here in San Diego we welcomed more Syrian refugees than any other city in the US.

In calendar year 2016, a total of 1,548 new refugees arrived in San Diego through the IRC, and this marked the first time in the past 8 years that Iraq was not the most common country of origin among newly arrived families. While the Syrian conflict entered its fifth year, Syrian families who fled years earlier were just starting to make it through the refugee vetting process and began arriving in the fall of 2016, quickly becoming the largest group to arrive that year.

I was inspired by how our community stepped up to welcome these families. San Diegans went above and beyond to give their time as volunteers, contribute financial resources to programs serving refugee and immigrant families, and lend their voices to tell our representatives that San Diego continues to stand with refugees.

While the IRC in San Diego worked to serve refugees throughout 2016, we also were proud to continue to invest in residents of the communities in which we work. More than 40% of the 9,675 individuals who walked through our doors in 2016 were non-refugee immigrants and low-income San Diegans. These families came to the IRC because they needed support in finding work, making their families and communities healthier, growing their businesses, graduating from high school, and more.

The IRC's investment in these families and our community is critical; while San Diego is a city of opportunity, the neighborhoods in which we work are plagued by poverty rates of 30% or more. A diverse, inclusive community is vital to the health of our region and the IRC in San Diego is committed to work that advances this goal.

Thank you for your support that makes this work possible; together we can continue to ensure that all San Diegans have the opportunity to thrive in our vibrant city.

Sincerely,

A handwritten signature in dark ink, appearing to read 'D Murphy', written over a light-colored background.

David Murphy
Executive Director

Top 10 Countries of Origin

All clients served in 2016



Established in 1975, the International Rescue Committee in San Diego is one of 29 chapters of the 2nd largest refugee resettlement agency in the US. With over 80 full and part-time staff across two locations and over 400 volunteers contributing more than 30,000 hours each year, the IRC in San Diego supports individuals as they work to improve their economic stability and future prospects. In 2016, the IRC in San Diego served thousands of refugees, immigrants, and low-income families through a comprehensive suite of programs:

- **Resettlement** and case management for refugees rebuilding their lives in San Diego.
- The **Center for Financial Opportunity** helps families achieve economic independence through workforce development programs, financial education and coaching, small business development programs, and access to an integrated set of financial products.
- **Food Security and Community Health** through community-based food and farming projects.
- **Youth Programs** that offer educational and developmental opportunities to refugee youth.
- **Immigration** services to help reunite and keep San Diego families together.

120

Countries of origin

20%

Had some post-secondary education

60%

Came to the US as a refugee or asylum seeker, many others were native San Diegans

79%

Reported less than \$18K/year in earned income

1 in 7

Was a child with an entire life still to live

REFUGEE RESETTLEMENT



The Jouriyeh family fled their home in Homs, Syria, in 2014 when it became too dangerous to stay. For days at a time they were trapped inside because it was too dangerous to go to school or work. After nearly two years of waiting as refugees in Jordan, they finally landed in San Diego in late August 2016 just as the U.S. reached its commitment to resettle 10,000 Syrian refugees that year. IRC staff picked them up at the airport, secured housing for them, and helped them begin the long process of rebuilding their lives in the United States. Today, the children are attending school, Nadim has found a job and the family is settling in to their new community.

In 2016 there were over 65 million refugees and internally displaced persons worldwide, the highest number since World War II. The U.S. Refugee Resettlement program continued to be a critical lifeline to help families escape persecution and violence. Our staff worked tirelessly to secure housing, address urgent health needs, enroll children in school, and provide in-depth cultural orientation to help San Diego feel like the welcoming, accessible community that it is. Most of these families are now a vibrant part of our community – shopping in grocery stores, waiting at school bus stops, playing soccer in

the park, and working alongside their American colleagues with employers across our region. While in some ways resettlement is the last step in a long journey, in many ways, it is also just the first step in rebuilding a life torn apart by violence and war. And because it is just a first step, the IRC in San Diego offers a continuum of programs designed to support families holistically – programs that four out of five refugees resettled by the IRC access within their first three years in the U.S.

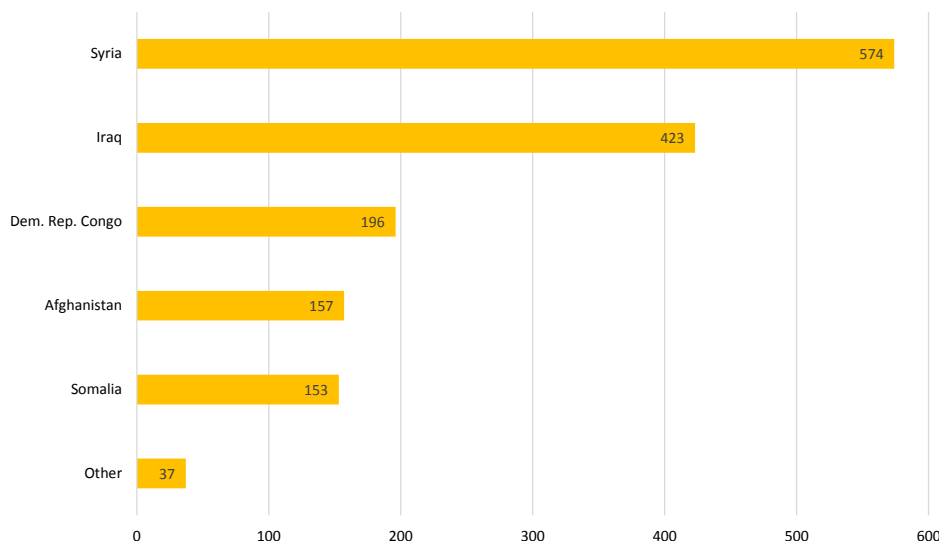
1,548

New refugees welcomed to San Diego by the IRC

7 years

The average amount of time families had been waiting to get to safety

2016 New Arrivals by Country of Origin



All of the nearly 10,000 people who walked through the doors of the IRC in San Diego in 2016 are unique — but one way they are overwhelmingly similar is that they, and their families, struggle to get by. Nearly 80% reported less than \$18,000 in earned income, and in a city where a two-parent, two-child family with both parents working needs more than \$70,000 a year in income to cover basic expenses, financial instability is a common struggle. The Center for Financial Opportunity (CFO) provides a continuum of integrated economic empowerment services designed to lift — and keep — families out of poverty. Based on the Annie E. Casey Center for Working Families model, the IRC in San Diego's CFO served over 5,930 people in 2016 in a variety of programs.

EARLY EMPLOYMENT

As the local economy in San Diego continued to grow, the IRC programs worked to prepare unemployed individuals for jobs and underemployed individuals for careers that offer real opportunities for professional growth and living wages. Now in its sixth year, the IRC's unique bilingual vocational ESL Program known as VESL Plus provided comprehensive, intensive classes that build the English knowledge, employability, financial literacy, transportation skills, and computer skills of refugees who are new to our community and eager to begin working. In fewer than three months, the IRC prepares these adults to take entry-level jobs that are central to our local economy — jobs in hospitality, food services, manufacturing, and more.

CAREER DEVELOPMENT

While a first job is important, lasting financial health depends on a career that offers family-sustaining wages. In 2016, the IRC in San Diego enrolled nearly 100 adults — many of whom had been stuck in low-skill, low-wage jobs for years — into career pathway programs in healthcare, building trades, culinary arts, and hospitality management. With the IRC's support, these individuals strengthened their soft skills, developed new in-demand technical skills, earned certificates and credentials, and explored career pathways in partnership with industry experts. Upon completion of the program, and with intensive individual career counseling, they secured jobs that paid wages that were, on average, more than 25% higher than entry-level work.

INTEGRATED SERVICES AND IMPACT

"Integrated services" means that when a client visits the IRC in San Diego's Center for Financial Opportunity (CFO), they don't just get the one service that brought them through the door, but all the services they need, improving their odds for getting—and staying—out of poverty.

This model works. In 2016, CFO clients saw:

- Wage-based income increase by 63%
- Median net income increase by \$392/month



Congolese students in Vocational ESL class use laptops, some for the first time in their lives, to practice their English and learn to type.

VOLUNTEER INCOME TAX ASSISTANCE

CFO families are working families and these working families must file taxes each year. These tax refunds — many of them derived from the federal Earned Income Tax Credit program — are overwhelmingly spent within our community and often are used to help families purchase or repair a commuting vehicle, pay healthcare costs, or support education costs for children. In 2016, the IRC helped 3,132 low-income individuals file their taxes for free, bringing nearly \$6 million in tax refunds back into the pockets of working families and the coffers of our local economy.



Zeyad's Journey

Zeyad was a civil engineer in Iraq, until he was forced to flee for the safety of his family. He left behind his career, certifications, and years of experience. Since arriving in the US in June 2013, he has been working diligently to rebuild his career in San Diego with the help of the IRC.

2013

Arrives in US
Enrolls in Vocational ESL
First job in the US —
Valet at ACE Parking

2014

Enrolls in Career Development
Attends Work Readiness Training & Resume Building workshops
Participates in Financial Literacy classes & establishes and raises credit score to 730
Second job in the US —
Maintenance Engineering at Cape Rey Carlsbad — A Hilton Resort

2015

Continues to work with IRC Career Counselor to plan ahead and work toward his career goals
Continues gaining US work experience at Cape Rey Carlsbad

2016

Hired to current job —
Building Engineering at Paragon Services Engineering, earning \$25/hour
Zeyad is now looking forward to taking the courses necessary to become recertified in his field.

CENTER FOR FINANCIAL OPPORTUNITY



Four years ago, Remon came to the U.S. through the Special Immigrant Visa (SIV) program. This hard-working father of 4 began working with IRC Financial Counselors, enrolling in an incentivized savings program that matched his savings efforts dollar for dollar. He also got help understanding his budget and strengthening his credit.

In 2016, with IRC's help, Remon took a step he never imagined when he first came to San Diego four years ago – he bought a home. With a mortgage payment that was \$550 less than his rent and a recent promotion that increased his hourly wage from \$11 to \$14, Remon and his family are on their way to lasting financial stability.

SMALL BUSINESS DEVELOPMENT

For some families, the path to financial self-sufficiency is through entrepreneurship. The IRC in San Diego was proud to help 268 local entrepreneurs start and grow their businesses in 2016 through a two-pronged approach to support small business development. Staff business counselors provide intensive technical assistance, and IRC provides loans of up to \$15,000 – ensuring that refugee, immigrant, and disadvantaged entrepreneurs have both the knowledge and capital they need to succeed. Because of the hard work of these entrepreneurs and IRC's support, San Diego is home to 42 brand new businesses in the past year, and these businesses are providing childcare services, transportation services, beauty services, and more to our local community.

268

Local entrepreneurs started or expanded businesses

968

San Diegans received financial education, counseling and coaching

COMMUNITY LENDING

Access to training, counseling, and resources is key to helping a family move toward financial self-sufficiency. In many cases, access to affordable, culturally-appropriate loan products is just as important. For example, a newly arrived refugee may have just started a job in Carlsbad, but lives in El Cajon. To keep that job, which is critical to his family's financial health, he needs a car — but with no savings, no credit score, and very little earnings history, he most likely will not qualify for an affordable auto loan.

For this reason, the IRC in San Diego offers a continuum of affordable loan products that help people establish and build credit, purchase vehicles, finance needed vocational training, and start and grow small businesses. With nearly 20 years of lending experience, IRC's expertise in lending to people that mainstream financial institutions consider unqualified is a cornerstone of our economic empowerment programs. In 2016, IRC's loan portfolio included nearly 400 active loans and maintained a 94% repayment rate.

FINANCIAL EDUCATION, COUNSELING AND COACHING

Family financial health is not just about income; it is about sound financial habits and a focus on building assets for the future. IRC's staff of highly-qualified financial counselors, fluent in a half-dozen languages, delivered financial education, counseling, and coaching to 968 San Diegans in 2016. Whether the family needed help with budgeting, building credit, disputing erroneous credit payments, or enrolling in incentivized savings programs to build a financial cushion or purchase an asset such as a car or home, IRC's team was there to help.



In-Home Childcare Licensing Program graduates (above) gain the skills and support they need to start their own businesses during the free, three-week program. IRC counselors are available to work with those who wish to expand their businesses, like Hawa Fallah:

Hawa came to the US as a refugee from Liberia in 2009 and began working with the IRC Microenterprise Program to start her in-home family childcare facility in 2013. She continued working with the IRC to improve her business management and marketing skills and as a result grew her business to care for up to 8 children at a time. In late 2015 IRC staff helped Hawa develop a business expansion plan that allowed her to move out of her apartment and into a house, obtain a Large Family Child Care License enabling her to care for 50% more children, and hire a part time childcare assistant. Soon after, Hawa sought financial counseling from the IRC related to mortgage planning and was able to leverage her increased income to purchase her first home. Homeownership has helped reduce expenses, further increasing profit, and is an important asset to her future financial well-being.

FOOD SECURITY AND COMMUNITY HEALTH

The IRC in San Diego continued to invest in making San Diego a healthier place in 2016, through operation of the City Heights New Roots Community Garden, the Fresh Farm Community Garden in El Cajon, a Youth FarmWorks site, and Farmers' Markets in City Heights and El Cajon. Community garden plots helped 160 families grow fresh, healthy produce for their families and friends.

Thirteen of those gardeners went one step further, selling their produce at local Farmer's Markets and making nearly \$50,000 in sales over the course of 2016. Whether for income generation, healthy eating, or to reap the benefits of spending time outdoors with neighbors and tending to a garden plot with love, a community garden is more than just green space in the neighborhood: it is the foundation of health and well-being for all.

The IRC continued effective, evidence-based programming at local Farmer's Markets as well, providing 1,778 low-income shoppers with matching funds to stretch their food dollars and bring fresh, healthy produce home from the market and onto their tables.



Youth FarmWorks helps refugee and inner city youth transcend challenging barriers to aspire to higher work and educational goals. Through internships at community gardens, youth gain work readiness skills in communication, teamwork, and time management.

160

Families grew organic, healthy food at IRC community gardens

\$50K

Sales earned by 13 farmers in 2016

1,778

Low-income shoppers received matching funds to buy produce at Farmers' Markets

In many respects, the Fresh Farm Community Garden in El Cajon has become a home away from home for many people. Gardeners enjoy tea with each other in the shade, and are busy tending to their productive plots and earning supplemental household income at the same time.

Cross-cultural friendships emerge between gardeners, such as between retired Kaiser Permanente employee Vendla [Vennie] Anderson and fellow gardener, Iraqi Raad Kareem. Vennie loves being a welcoming "American ambassador" to the Iraqi gardeners and giving impromptu English lessons.





Connect2Work program participants, all of whom had been in the US for less than one year, visit their first career fair in the at Cuyamaca College on a Career Explorations field trip.

251

Youth served in 2016

68

At-risk youth earned high school diplomas

70

Young people enrolled in post-secondary education and training

In 2016, the IRC served 251 youth through programs based at three high schools as well as in a community-based model, to best reach those youth who are disconnected from school and work and need intensive support to grow and develop to their full potential.

In 2016, IRC's Connect2Work program expanded to the East Region of our community, enabling us to serve an even greater range of 16-24 year olds who can participate in youth-friendly work readiness classes, remedial basic skills and high school diploma prep programs, paid internships, and hands-on career exploration activities.

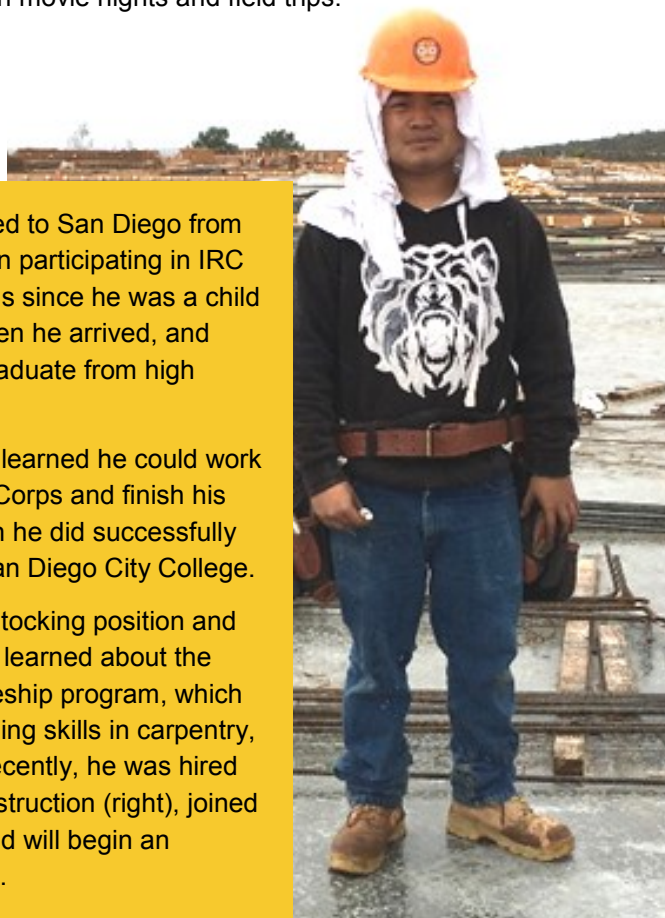
IRC helped 68 at-risk youth earn a high school diploma 2016 and helped nearly 70 young people enroll in post-secondary education and training. The young people we worked with this year came from more than 20 countries. They were ambitious – diving into not just school and work but also community service events, youth leadership activities, public speaking through the IRC Peacemakers program, and some plain old-fashioned fun which can be in short supply for at-risk youth through movie nights and field trips.



Myo and his family were resettled to San Diego from Burma in 2008, and he has been participating in IRC youth and employment programs since he was a child (left). Myo spoke no English when he arrived, and despite his hard work did not graduate from high school on time.

But with the help of the IRC, he learned he could work for the California Conservation Corps and finish his diploma at the same time, which he did successfully and subsequently enrolled at San Diego City College.

He was working an entry-level stocking position and attending ESL classes when he learned about the Bridges2Building pre-apprenticeship program, which he successfully completed, gaining skills in carpentry, tile, electrical, and plumbing. Recently, he was hired to a position with Hamman Construction (right), joined Union Carpenters Local 547, and will begin an apprenticeship program in 2017.





IRC Girl's Academy participants joined members of the Peacemakers club for community service projects throughout San Diego, volunteering at local food banks, clean-up days and more, to learn about, connect with, and give back to their new community.

Across all programs, the IRC strives to be responsive to the needs of women and girls. In 2016, several exciting initiatives took shape to meet their unique needs. Women in Action supported Iraqi and Syrian refugee women to develop the knowledge, skills, and confidence to set and achieve personal goals that help them and their families achieve self-sufficiency.

In 2016 48 women participated in Women's Wellness Groups, benefiting from an evidence-based Pathways to Wellness curriculum that helped refugee women learn to manage the stress of acculturation in healthy ways. IRC's Girls Group, based at Crawford High School, helped empower the next

generation of female leaders to engage in their community, set goals, and plan for ambitious futures.

Project CHOP, IRC's food-based social enterprise, continued to grow in 2016, providing refugee women the opportunity to work in a commercial kitchen preparing lightly-processed vegetables for sale to schools and also preparing artisanal vegetable and dip platters for sale to corporate and individual consumers. By building English and job skills – while earning much-needed income – these women were making an impact in their own lives and the lives of their families, and also contributing to healthy food access across San Diego County.

48

Women participated in Women's Wellness Groups

42

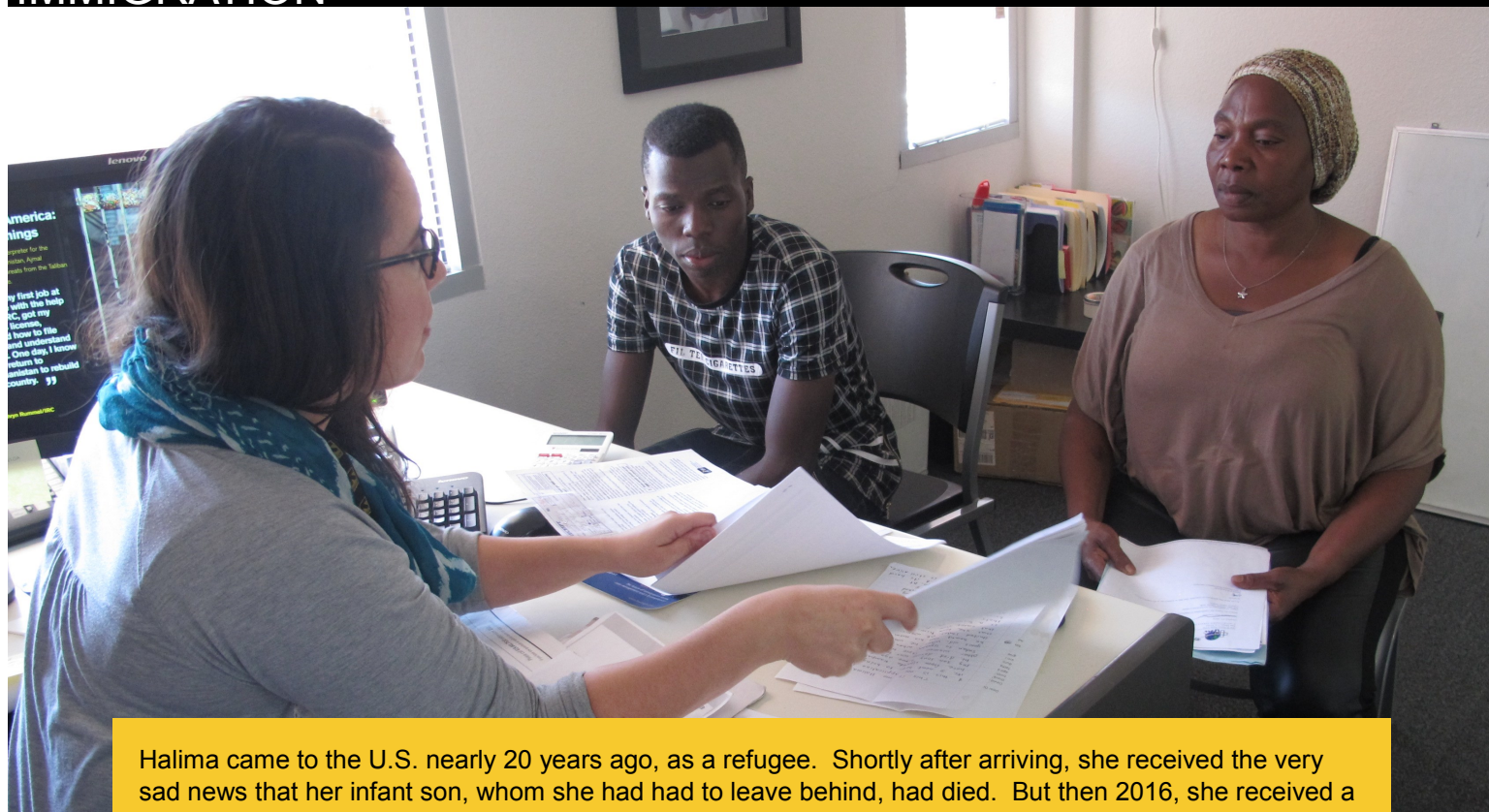
Women started or expanded businesses

137

Women gained employment

Project CHOP



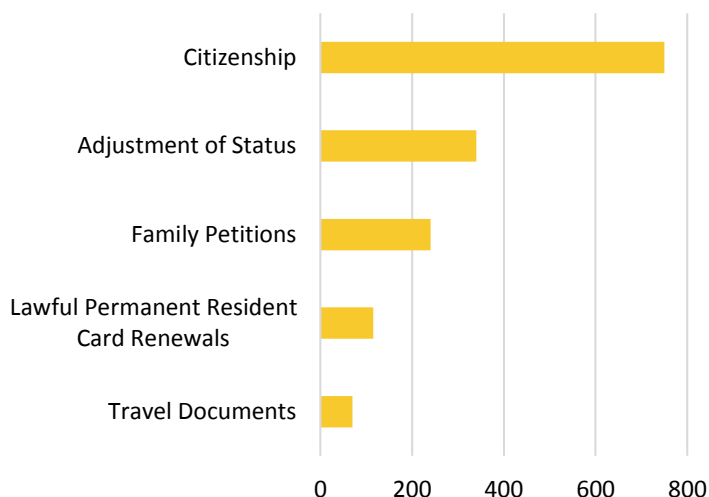


Halima came to the U.S. nearly 20 years ago, as a refugee. Shortly after arriving, she received the very sad news that her infant son, whom she had had to leave behind, had died. But then 2016, she received a letter from a young man in Sudan who said he was her son. Not only that, he was a rising soccer star and was coming to the U.S. to try out for a soccer team. After taking great pains to verify this amazing story, Halima worked with the IRC to apply for a green card for her 19 year old son so that he could be reunited with her and make America his home.

The culmination of the long journey to achieve safety and stability, for many refugees, is U.S. citizenship. In 2016, the IRC in San Diego helped 622 people become U.S. citizens, bestowing both rights and responsibilities on each person and enabling them to fully participate in our democratic nation. Becoming a U.S. citizen requires lots of hard work, and IRC citizenship education classes, as well as free interview preparation workshops, offered accessible education and support for nearly 400 San Diegans in 2016.

Particularly in our border region, where 1 in 4 residents is foreign-born, access to affordable, accredited immigration services is of paramount importance, and IRC's team of fully-accredited Bureau of Immigration Affairs staff provided services to 2,243 individuals in 2016. By helping community members secure and renew green cards, secure necessary travel documentation, avail themselves of federal immigration benefits such as Deferred Action for Childhood Arrivals and more, IRC's immigration services are ensuring that families are able to live, work, travel, and study in our region.

Top 5 Services Provided in 2016



2,243

Individuals received assistance with immigration issues

400

People attended free citizenship classes and Interview practice workshops

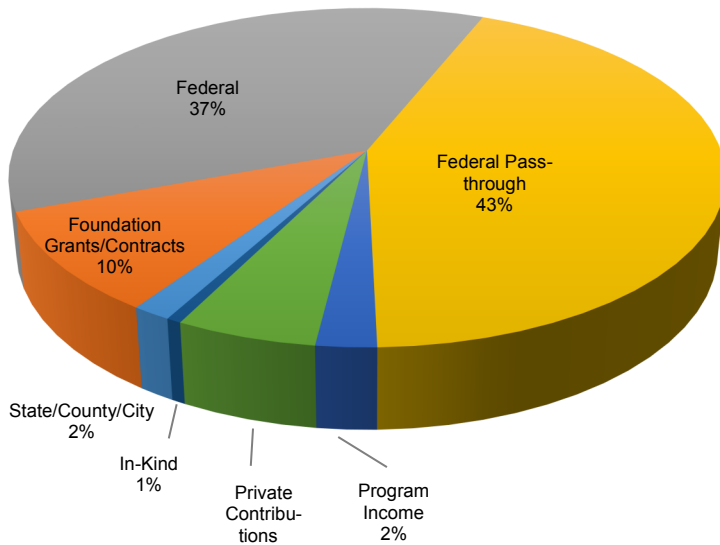
622

People became US citizens

SUPPORTERS AND FISCAL RESPONSIBILITY

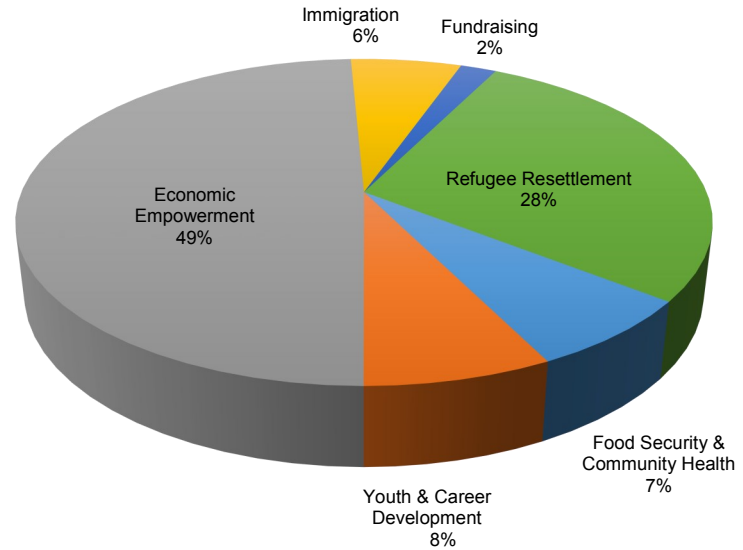
The IRC in San Diego is proud to have the support of more than two dozen funding partners and nearly one thousand individual donors. With an office-wide 2016 budget of \$7.8 million in 2016, the IRC in San Diego responsibly stewards

2016 Revenue Sources



these resources to ensure that every 92 cents of every dollar invested directly supports high-impact programming for families who need it most. IRC earned the highest ratings with CharityWatch, Charity Navigator, and others in 2016.

2016 Program Expenditures



Thank you to our generous program funders:

211 San Diego
 Bank of America
 Bureau of Population, Refugees and Migration
 California Department of Social Services
 Catholic Charities USA
 Center on Policy Initiatives
 Chubb Charitable Foundation
 Citi Bank
 City of San Diego
 Corporation for National and Community Service
 County of San Diego
 County of San Diego Health and Human Services Agency
 Department of State
 Equality Alliance
 Federal Home Loan Bank of San Francisco
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 Metlife Foundation
 Office of Refugee Resettlement
 Office of Statewide Health Planning and Development
 Parker Foundation
 Price Charities
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 San Diego Workforce Partnership
 SANDAG
 Starbucks Foundation
 Starwood Hotels
 The Women's Foundation of California
 US Citizenship and Immigration Services
 US Bank
 Union Bank
 United States Department of Agriculture
 Wells Fargo
 Whole Planet Foundation
 Women's Empowerment International

GET INVOLVED

The IRC in San Diego cannot continue its work without the support of its community. There are many ways to help:

Donate.

We rely on local individual cash and in-kind gifts to continue our work.

+1 619 641 7510 x242 | SanDiego@Rescue.org

Rescue.org/sdDonate

Volunteer.

Each year, over 400 individuals and groups volunteer with the IRC in San Diego.

+1 619 641 7510 x272 | VolunteerSD@Rescue.org

Rescue.org/sdVolunteer

Hire a Refugee.

Each year, over 150 employers hire refugees — get your company involved.

+1 619 641 7510 x293 | Kirsten.Moore@Rescue.org

Attend an Event.

Each year, the IRC in San Diego hosts the International Documentary Film Series in the spring and A Taste of the IRC in the fall.

+1 619 641 7510 x242

Rescue.org/Films | Rescue.org/Taste

Help Your Workplace Get Involved.

Corporate volunteer and donation programs offer terrific opportunities for partnership with the IRC in San Diego.

+1 619 641 7510 x242 | Laurel.Dalsted@Rescue.org

THE IRC'S RATINGS

The American Institute of Philanthropy's CharityWatch gives the IRC an A+. Charity Navigator awarded the IRC its highest rating. And the Better Business Bureau Wise Giving Alliance notes the IRC meets all 20 standards.



THE IRC'S EFFICIENCY

- Program Services 92%
- Management & General 6%
- Fundraising 2%

