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we are living through one of the most seismic shifts in global culture and norms. It is impossible to reflect on 2019 and the last decade without considering the impact of 2020 and the future that lies ahead.

It has never been more clear that though our pasts may be different, our fates are intertwined. There is no individual health without public health; there is no democracy for the majority without democracy for the minority. There is no success in welcoming without an understanding of how racism and othering are at the heart of unwelcoming attitudes and norms.

To uphold inclusive democracy, every city and town needs not only an ethos of inclusion, but infrastructure and policies to back up its values. That’s where Welcoming America—and our growing global work through Welcoming International—come in.

In 2019, Welcoming America celebrated a decade of work as an organization. Through learning, adaptation, and the extraordinary persistence of our members, partners, and team, we have accomplished more than we could have ever dreamed of in our early days.

Today, the term “welcoming” has become synonymous with the drive to create environments where inclusion thrives and exclusion is soundly rejected. We have helped hundreds of places not only ascribe to these values, but live them—even become certified against them—in policy and practice. We have worked with thousands of extraordinary leaders to connect them to their peers, to what works, and to the strength of collective action.

These leaders have, in turn, raised up other leaders, acting as role models and bringing their communities along journeys that have not always been easy. The result is that in places of every geography, political context, and size, there is a growing chorus of people and institutions whose work is making life measurably better for new Americans—and new Germans, new Australians, and others.

I’m often asked about the secret sauce for this work, and the truth is: nothing happens without leaders who are willing to reconcile our aspirations for a welcoming society with the reality of how far we still have to go. I’ve never been more convinced that these leaders exist in every community, waiting to be tapped, and to rise to the occasion of creating a truly welcoming America and world.

The only question that remains is whether these leaders can continue to count on our collective support. With your continued help, I know the answer will be a resounding yes.

Rachel Peric
Executive Director, Welcoming America
In 2019, Welcoming America celebrated a decade of building a nation of neighbors. In that time, we have helped communities of all sizes and populations striving to become truly welcoming places.

**MILESTONES**

- **2009**
  - David Lubell establishes Welcoming America following his tenure as the founder and director of the Tennessee Immigrant and Refugee Rights Coalition and Welcoming Tennessee.

- **2010**
  - The documentary “Welcome to Shelbyville” launches on the Public Broadcasting Service (PBS) featuring Welcoming Tennessee and its work in making Shelbyville, TN a more welcoming place for immigrants and refugees. The film gained national recognition and media coverage.

- **2011**
  - President Barack Obama establishes the White House Task Force on New Americans, a government-wide effort tasked with better integrating immigrants and refugees into American communities. Welcoming America partnered with the White House to launch and implement the Building Welcoming Communities Campaign as part of the task force’s strategic plan.

- **2012**
  - The Building Welcoming Communities Campaign reaches 50 cities, with Decatur, GA—the headquarters of Welcoming America—the latest to join the growing national movement.

- **2013**
  - The Welcoming Standard and Certified Welcoming are established as formal processes for cities and countries to achieve a truly welcoming status through a comprehensive roadmap for immigrant inclusion. In September, Dayton, OH became the first Certified Welcoming city.

- **2014**
  - Welcoming International initiative launches to expand the welcoming movement into other countries. The initiative is led by founder David Lubell. Rachel Peric becomes Executive Director of Welcoming America.
MEMBERSHIP OVER THE YEARS

FROM OUR MEMBERS & PARTNERS

“In the best moments of our history, America has been defined by welcoming those looking for a better life. Welcoming America is about returning to our roots and that most fundamental ideal of America. For 10 years, I’ve seen ‘welcoming’ take root in small towns and big cities; over the next 10, I hope to see it flower across our country.”

“Participating with Welcoming America and becoming Certified Welcoming has helped our county ensure we are creating a safe, equitable, and welcoming community for everyone. From technical assistance coaching to transatlantic learning opportunities, Welcoming America has helped us create stronger policies and programs for our local community.”

“Since its inception, Welcoming America has been dedicated to the day-to-day work it takes to bring forth a truly inclusive nation where every person feels that they belong. Their growing footprint and partnerships in small towns and big cities, along with their mission-driven staff are working tirelessly to realize their vision of a nation of neighbors. I am immensely grateful for what they do.”

Dan Rearick
Executive Director, Uniting NC; Former Welcoming America board member

Ze Min Xiao
Director, Mayor’s Office for New Americans, Salt Lake County, Utah

Wendy Feliz
Director of the Center for Inclusion and Belonging, American Immigration Council
BUILDING A MOVEMENT OF BELONGING

In 2019, we continued to build a movement around belonging through our programs, events, and toolkits. Here are some of the highlights.

National Inclusion Campaign: With support from the Walmart Foundation, Welcoming America provided small grants and technical assistance to three communities in Missouri, Idaho, and Kentucky to pilot new “Do-It-Together” strategies designed to bring people of different backgrounds together. Activities from the pilot sites will inform the launch of a new national inclusion campaign led by Welcoming America and the American Immigration Council. A critical component is a national media campaign led by the Ad Council, which has a long history of designing communications campaigns to address public issues and stimulate action.

The three pilot projects for 2019 include:

1. Mommy and Kids project  
   Missouri  
   This project brought mothers and children from diverse backgrounds together for enriching activities over several months.

2. Love Your Neighborhood  
   Kentucky  
   U.S. and foreign-born volunteers jointly worked on construction projects on Habitat for Humanity sites and made repairs for neighbors in Louisville’s Portland neighborhood.

3. Work and Play Together  
   Idaho  
   Coordinated by the Downtown Boise YMCA, volunteers from all walks of life came together to build a playground at a local mosque and host a field day for families.

Welcoming Interactive + Welcoming Economies Convening: The 2019 Welcoming Interactive + Welcoming Economies Convening merged cutting edge policies and innovative ideas from the field of immigrant economic development with successful practices and inspiring stories of welcoming communities. Over 400 leaders from across the country came together in Pittsburgh, PA, to learn and share best practices to build inclusive and prosperous communities for all. Welcoming America hosted the convening in partnership with All for All, the City of Pittsburgh, and Allegheny County.

Welcoming Week: Around 3,000 events took place during our annual celebration of the welcoming movement. This year, we partnered with the YMCA of the USA, eBay Foundation, and American Alliance of Museums to bring together immigrants, refugees, and long-time residents in a spirit of unity to build strong connections across the community and affirm the benefits of welcoming for everyone.

Welcoming International Cohort Gathering: The Welcoming International cohort gathered in September in Berlin, Germany. Some outcomes included: setting forth a process for Welcoming Standard guidelines and frameworks, a communications training, and initial discussions on partnership with migrants on economic development.
CREATING POLICY CHANGE
AND WELCOMING INFRASTRUCTURE

In order for welcoming to be sustainable and long-lasting, it must be part of policy change and the infrastructure of places where people live. Here are some ways we did this in 2019.

Certified Welcoming: Certified Welcoming, a formal designation for cities and counties that meet the rigorous criteria set out in the Welcoming Standard, continued in 2019. At the end of 2019, 15 communities were in the pipeline for certification; staff had audited 11 communities; and four new communities (Lucas County, OH; Lancaster, PA; Chula Vista, CA; and Dallas, TX) became Certified Welcoming.

Gateways for Growth: Through the Gateways for Growth Challenge (G4G), 14 communities across the United States received tailored research and/or direct technical assistance from Welcoming America and New American Economy to develop and implement community-wide, multi-sector welcoming plans. Through public-private partnerships and community engagement, these plans set out concrete policies and initiatives to create a more welcoming and inclusive environment for all residents.

International Members: Inclusive Cities, a project of international member COMPAS in the United Kingdom, released its Inclusive Cities Framework modeled off Welcoming Standards from the U.S., Australia, and New Zealand. The Bertelsmann Foundation & PHINEO, international members in Germany, also released the Weltoffene Kommunen Self-Check which were also based on the Welcoming Standards from the U.S. and New Zealand. Members in Australia and New Zealand launched accreditation systems to complement their Welcoming Standards and build welcoming networks in the countries.

Visit to the Hill: In October, we led delegations from Atlanta, GA; Austin/Winona, MN; Salt Lake County, UT; and Saint Cloud, MN in a two-day visit to Washington, DC to receive training on advocacy and meet with Congressional members and staff to engage allies across the political spectrum on the impact of welcoming work at the local level.

Spotlight on: YMCA of the University of Illinois

In 2019, we partnered with the YMCA of the University of Illinois and delivered a training on welcoming economies to 30+ local economic developers, government officials, foundations, nonprofits, and others in Champaign-Urbana. The training helped the Y develop its community-wide strategies for better economic inclusion of immigrants with commitments from the Champaign County Economic Development Corporation and the local governments of the Cities of Champaign and Urbana.

Spotlight on: Bowling Green, KY

The City of Bowling Green was selected as one of 14 communities in Round III of Gateways for Growth, and one of only six to receive both technical assistance and a matching grant towards developing a strategic welcoming plan. After a year of planning, Bowling Green released Building Community and Growing our Economy: A Welcoming Plan for New Americans which included recommendations in the areas of 1) Strengthened & Inclusive Economy, 2) Connected & Safe Communities, and 3) Engaged & Informed Families.

YMCA of the University of Illinois

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Spotlight on: YMCA of the University of Illinois

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MEMBER HIGHLIGHTS

In 2019, our members in the U.S. and abroad delivered key results in building welcoming communities.

91% of members said they received “tangible value” from being part of the Welcoming Network

1,057 is the total number of policies, practices, and programs implemented by members around immigrant inclusion or welcoming in 2019

Rural Communities
Refugee and Immigrant Services and Education (RAISE) in Noel, MO is a grantee of the National Inclusion Campaign. Noel is a conservative town with a meatpacking plant in a rural area (population: 1,800). By providing technical assistance, we helped RAISE broaden their partnerships and engage long-term residents of Noel with immigrants and refugees.

Suburban Communities
In Allegheny County, PA, which includes suburban and urban Pittsburgh, the County Executive’s office served as a host of the 2019 Welcoming Interactive + Welcoming Economies Convening. The county’s Department of Human Services benefited from our partnership with Civity through an internal dialogue series that deepened the department’s equity work.

International Communities
Immigration New Zealand, an international member, received funding to expand its Welcoming Communities program, effectively institutionalizing welcoming across government and scaling up resources in local communities over the next four years.
DONORS & PARTNERS

INDIVIDUAL
Dona Abbott
Rebecca Alban Hoffberger
Sydnee Alenier
Hector Amador
Sean Kwasi Anderson
Anonymous
Laura Assade
Jennifer C. Atwood
Jessica Avila
Ellis Ballard
Sahil Banka
Ande Banks
Jordana S. Battis
Sandra Bedoya-Hanson
Marguerite Belline
Marla Bexley-Lovell
Heath Bhil
Alaric Bien
Emily Blair
Maurine Bluemen-Wagner
Rebecca Borth
Joanna R. Bouldin
Erin E. Braden
Catherine Bradley
Anne Branscome
James M. Bratton
Sue-Chas Bristol
Suzette Brooks Masters
Jodi Brown
Patricia Brown
Theresa Brown
Philip and Judith Bush
Lauren Byrne
Benjamin P. Cabanaw
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Denise Ignasky
Esther Ingber
Tulu Kaifee
Lauren Kanner
Sara Karki
Sy Kaufman
Paula C. Kelly
Aley Kent
Mara Kimmel
Jo Ann Intili and Edward Kissam
Alistair Kiyangi
Benita Kline
Lisa Knoblauch
Stephe Koontz
Satish Kotian
Myron Kramer
John Krehbiel
Jordyne Krumroy
Aishwarya Kumar
Katja Kurz
Debbie Lacy
Adina J. Langer
Dana Ledyard
Hendrick Lee
Isha and Allen Lee
Jessica Lee
Gretchen LeGrand
Anthony F. Lemieux
Jane Leu
Rachel Levin
Diane Lippman
David Lubell
Samuel Lubell
Susan Lubell
Welcoming America strives to list all donors and partners accurately. Any errors or omissions that may have occurred can be corrected upon request.
2018-19 **FINANCIALS**

**2018**

Revenue: $2.77 million

Expenses

- 14.7% Management
- 15.4% Fundraising
- 69.9% Program

**2019**

Revenue: $2.52 million

Expenses

- 14.7% Management
- 15.5% Fundraising
- 69.8% Program

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2019 ANNUAL REPORT
LEADERSHIP & STAFF

The work of welcoming would not be possible without dedicated leaders and staff.

2019 BOARD OF DIRECTORS

Mahvash Hassan, Chair*
Independent Civic Engagement Consultant
San Francisco, CA

Mario Hernández, Member
Director of Public Affairs, Western Union
Denver, CO

Jacob Hsu, Member
CEO, Catalyte
Baltimore, MD

Tulu Kaifee, Treasurer*
SVP, Inclusive Lending Strategy Manager at Truist
Atlanta, GA

Tony Kalm, Secretary
President, One Acre Fund USA
Washington, DC

Mara Kimmel, Member
Researcher and Policy Consultant, Far North Strategies
Anchorage, AK

Hendrick Lee, Member
Co-Founder/Managing Partner, Palm Drive Capital
New York, NY

Jane Leu, Member
Founder, Migration Ventures, Upwardly Global; Smarter Good
San Francisco, CA

Rachel Peric, Member*
Executive Director, Welcoming America
Washington, DC

Jonathan Romero, Secretary and Chair of External Affairs Committee*
Community Organizer
Los Angeles, CA

Heath Wickline, Member
Communications Officer, William and Flora Hewlett Foundation
San Francisco, CA

* = Executive Committee

WELCOMING AMERICA STAFF
(as of December 2019):

Melissa Bertolo
Certified Welcoming Director

Leyla Compani
Chief Development Officer

Molly Hilligoss
Midwestern Regional Manager

Jordyne Krumroy
Southeastern Regional Manager

Isha Lee
Deputy Director

David Lubell
Founding Executive Director, Welcoming International; Founder, Welcoming America

Vanja Pantic-Oflazoglu
International Program Manager

Rachel Peric
Executive Director

Christina Pope
Senior Network Director

Anthony Salas
Membership & Events Manager

Meg Shoemaker Little
Chief Program Officer

Timothy Walden
Communications Manager

Note: Since December 2019, we have welcomed three staff members to the team:

Wesley Myrick
Director of Operations

Lola Pak
Director of Communications

George Zavala
Western Regional Manager
In 2019, Welcoming America had 212 members based in the United States and four international members.

**ALABAMA**
- HICA
  - Birmingham, AL
- Anchorage Museum
  - Anchorage, AK
- Municipality of Anchorage
  - Anchorage, AK

**ALASKA**
- Anchorage Museum
  - Anchorage, AK
- Municipality of Anchorage
  - Anchorage, AK

**ARIZONA**
- Literacy Connects
  - Tucson, AZ

**ARKANSAS**
- City of Fayetteville
  - Fayetteville, AR
- City of Springdale
  - Springdale, AR

**CALIFORNIA**
- City of Anaheim
  - Anaheim, CA
- City of Chula Vista
  - Chula Vista, CA
- City of Daly City
  - Daly City, CA
- City of Oakland
  - Oakland, CA
- City of Redwood City
  - Redwood City, CA
- City of San Jose
  - San Jose, CA

**COLORADO**
- Barrio E
  - Denver, CO
- Denver Office of Immigrant & Refugee Affairs
  - Denver, CO
- Latino Cultural Arts Center
  - Denver, CO

**CONNECTICUT**
- Building One Community
  - Stamford, CT
- Hartford Public Library
  - Hartford, CT
- International Hartford
  - Hartford, CT

**DELaware**
- YMCA of Delaware
  - Wilmington, DE

**DISTRICT OF COLUMBIA**
- Libraries Without Borders
  - Washington, DC
  - Mayor's Office of Immigrant Affairs- Welcoming DC
  - Washington, DC

**FLORIDA**
- Alachua County
  - Gainsville, FL
- City of Delray Beach
  - Delray Beach, FL
- City of Gainesville
  - Gainesville, FL
- City of West Palm Beach
  - West Palm Beach, FL

**GEORGIA**
- City of Brookhaven
  - Brookhaven, GA
- City of Clarkston
  - Clarkston, GA
- City of Decatur
  - Decatur, GA
- City of Doraville
  - Doraville, GA
- City of East Point
  - East Point, GA
- City of Norcross
  - Norcross, GA
- City of Stockbridge
  - Stockbridge, GA
- Coalition of Refugee Service Agencies (CRSA)
  - Atlanta, GA
- Corners Outreach
  - Peachtree Corners, GA
- Latin American Association
  - Atlanta, GA

**IDAHO**
- City of Boise
  - Boise, ID

**ILLINOIS**
- City of Champaign
  - Champaign, IL
- Silk Road Rising
  - Chicago, IL
- YMCA of the University of Illinois
  - Champaign, IL

**INDIANA**
- Associated Churches
  - Fort Wayne, IN
- OrthoWorx
  - Warsaw, IN
- Welcoming Michiana
  - South Bend, IN

**IOWA**
- City of Cedar Rapids
  - Cedar Rapids, IA
- City of Iowa City
  - Iowa City, IA
- Greater Des Moines Partnership
  - Des Moines, IA
- Johnson County
  - Iowa City, IA
- One Siouxland
  - Sioux City, IA

**SOUTHERN POVERTY LAW CENTER**
- Decatur, GA

**IDAHo**
- City of Boise
  - Boise, ID

**ILLINOIS**
- City of Champaign
  - Champaign, IL
- Silk Road Rising
  - Chicago, IL
- YMCA of the University of Illinois
  - Champaign, IL

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- City of Iowa City
  - Iowa City, IA
- Greater Des Moines Partnership
  - Des Moines, IA
- Johnson County
  - Iowa City, IA
- One Siouxland
  - Sioux City, IA

Legend

**MEMBER LEVEL**
- General: G
- Core: C
- Premium: P

**ORG TYPE**
- Nonprofit: ♥
- Government: ♯

**CERTIFIED WELCOMING**
Interested in becoming a member? Visit wamerica.us/membership to learn more or contact membership@welcomingamerica.org.

KENTUCKY
Center for Great Neighborhoods
Covington, KY
City of Bowling Green
Bowling Green, KY
City of Lexington
Lexington, KY
City of Louisville
Louisville, KY
Josephine Sculpture Park
Frankfort, KY
Kentucky Office of Refugees–Catholic Charities
Louisville, KY
Northern Kentucky Chamber of Commerce
Fort Mitchell, KY

 MASSACHUSETTS
City of Cambridge
Cambridge, MA
City of Salem
Salem, MA
East Somerville Main Streets
Somerville, MA
Lowell RISE Coalition
Lowell, MA
Mayor’s Office for Immigrant Advancement–City of Boston
Boston, MA
Merrimack Valley YMCA
Lawrence, MA

MICHIGAN
City of Ann Arbor
City of Ypsilanti, MI
City of Battle Creek
Battle Creek, MI
City of Flint
Flint, MI
City of Kalamazoo
Kalamazoo, MI
City of Sterling Heights
Sterling Heights, MI
Global Detroit
Detroit, MI
Kalamazoo County
Kalamazoo, MI
Macomb County
Macomb, MI
Michigan Office for New Americans
Detroit, MI
Samaritas
Detroit, MI
Township of Clinton
Clinton Township, MI
Washtenaw County
Ypsilanti, MI
Wayne County
Wayne, MI

MINNESOTA
City of Austin
Austin, MN
City of Minneapolis
Minneapolis, MN
City of Saint Paul
Saint Paul, MN
City of St. Charles
St. Charles, MN
City of Winona
Winona, MN
Mixed Blood Theatre
Minneapolis, MN
Project FINE
Winona, MN
#UNITECLOUD
St. Cloud, MN
Welcome Center, Inc.
Austin, MN
YMCA of Greater Twin Cities
Minneapolis, MN

MISSOURI
International Institute of St. Louis
St. Louis, MO
Refugee and Immigrant Services and Education
Noel, MO
St. Louis Mosaic Project
St. Louis, MO

NEBRASKA
Civic Nebraska
Lincoln, NE
Nebraska Appleseed
Lincoln, NE

NEW HAMPSHIRE
City of Nashua
Nashua, NH
New Hampshire Alliance of Immigrants & Refugees / Welcoming New Hampshire
Manchester, NH
Welcoming Concord (Second Start)
Concord, NH
Welcoming Manchester
Manchester, NH

NEW JERSEY
Middlesex County, NJ
Middlesex, NJ
Municipality of Princeton
Princeton, NJ
Piscataway Public Library
Piscataway, NJ
Wayne YMCA
Wayne, NJ
Welcome Home Jersey City
Jersey City, NJ

NEW YORK
Catholic Charities Community Services of New York
New York, NY
Centerstate CEO
Syracuse, NY
City of New York
New York, NY
Hearts and Homes for Refugees
Pelham, NY
Hopeprint
Syracuse, NY
International Institute of Buffalo
Buffalo, NY
Ithaca Welcomes Refugees
Ithaca, NY
The New York Immigration Coalition
New York, NY
Tomkins Chamber
Ithaca, NY
United Photo Industries
Brooklyn, NY
Upwardly Global
New York, NY
Westminster Economic Development Initiative
Buffalo, NY
YMCA Of Greater New York
New York, NY
The YMCA of Greater Rochester
Rochester, NY

NORTH CAROLINA
City of Charlotte
Charlotte, NC
City of Greensboro
Greensboro, NC
City of High Point
High Point, NC
City of Salisbury
Salisbury, NC
Uniting NC
Durham, NC
YMCA of Greater Charlotte
Charlotte, NC

NORTH DAKOTA
African Arts Arena
Grand Forks, ND
City of Fargo
Fargo, ND
City of Grand Forks
Grand Forks, ND

OHIO
Cincinnati Compass
Cincinnati, OH
City of Akron
Akron, OH
City of Dayton
Dayton, OH
Global Cleveland
Cleveland, OH
Home Sweet Home Community
Redevelopment Corp
Dayton, OH
Human Relations Commission,
City of Toledo
Toledo, OH
International Institute of Akron
Akron, OH
Pavilion Ministries
Columbus, OH
Summit County
Akron, OH
Thrive Mahoning Valley
Youngstown, OH
Wave Pool
Cincinnati, OH
Welcome Toledo-Lucas County
Toledo, OH
Woven Oak Initiatives
Cincinnati, OH

OKLAHOMA
City of Tulsa
Tulsa, OK
YWCA Tulsa
Tulsa, OK

OREGON
Bend 2030
Bend, OR
City of Beaverton
Beaverton, OR
Oregon League of Conservation Voters
Portland, OR
The Environmental Center
Bend, OR
The Latino Community Association
Bend, OR

PENNNSYLVANIA
All for All
Pittsburgh, PA
Allegheny County Department of Human Services
Pittsburgh, PA
Bhutanese Community Association of Pittsburgh (BCAP)
Pittsburgh, PA
Borough of State College State College, PA
City of Asylum
Pittsburgh, PA
City of Erie
Erie, PA
City of Lancaster
Lancaster, PA
Global Minds Initiative
Pittsburgh, PA
JFCS Pittsburgh (Jewish Family and Community Services Pittsburgh)
Pittsburgh, PA
Mayors Office/ Bureau of Neighborhood Empowerment (BNE)–
City of Pittsburgh
Pittsburgh, PA
Penn State Law Clinic
University Park, PA
Philadelphia Office of Immigrant Affairs
Philadelphia, PA

TEXAS
Catholic Charities Archdiocese of San Antonio
San Antonio, TX
City of Dallas
Dallas, TX
City of El Paso
El Paso, TX
City of Houston
Houston, TX
City of San Antonio
San Antonio, TX
Las Imaginistas
Brownsville, TX
Refugee Services of Texas
Austin, TX

UTAH
Craft Lake City
Salt Lake City, UT

VERMONT
Champlain Valley Office of Economic Opportunity
Burlington, VT

VIRGINIA
City of Charlottesville
Charlottesville, VA
City of Harrisonburg
Harrisonburg, VA
City of Roanoke
Roanoke, VA
Welcoming Greater Charlottesville
Charlottesville, VA

WASHINGTON
City of Kent
(Kent Arts Commission)
Kent, WA
City of Redmond
Redmond, WA
Eastside Refugee and Immigrant Coalition
Bellevue, WA

WISCONSIN
International Institute of Wisconsin
Milwaukee, WI
Open Doors for Refugees
Madison, WI
YMCA of Metropolitan Milwaukee
Milwaukee, WI

International Members

AUSTRALIA
Welcoming Australia

GERMANY
Bertelsmann Foundation & PHINEO

NEW ZEALAND
Immigration New Zealand

UNITED KINGDOM
Oxford University Centre on Migration, Policy & Society

Think your city or county government is a welcoming place? Get Certified Welcoming! Learn more at certifiedwelcoming.org and contact certified@welcomingamerica.org to get started.

2019 ANNUAL REPORT