

WELCOMING
AMERICA



THIS IS WHO WE ARE

ANNUAL REPORT

America has long been a beacon for those seeking refuge and opportunity. When we are at our best, Americans are living out the values of a welcoming nation.

Millions of people are on the move; over 60 million are fleeing for their very lives. **At this time of unprecedented migration, the world desperately needs welcoming role models.**

If we listen to Washington and the campaign trail, it might seem that America is turning its back on newcomers. But if we put our ears to the ground and listen to local voices, we hear a very different story. **Community leaders from around the country are pushing full steam ahead toward a new era of inclusion and appreciation for diversity.** These welcomers realize it's not just the right thing to do, it's the smart thing to do.

Welcoming communities represent the best of who we are. At Welcoming America, we are working hard to support this movement at this crucial point in history. In time, it will transform this country and beyond. Thank you for supporting Welcoming America during this momentous year. **We could not do it without you.**

Warmest regards,

DAVID LUBELL
Founder and Executive Director, Welcoming America

David Lubell was recognized as a 2015 Young Global Leader by the World Economic Forum.



Photo: Deborah Hakes/Welcoming America

THIS IS WHO WE ARE

Welcoming America inspires people to build a different kind of community—one that embraces immigrants and fosters opportunity for all.

OUR VIBRANT NETWORK



This map represents our members during 2015.

We are leading a movement of inclusive communities across the nation that are becoming stronger by making everyone who lives there feel like they belong.

Leaders in this movement include our growing network of 104 local government and nonprofit members working in 115 communities.



Photo: Loris Guzzetta/Church World Service Lancaster

THIS IS WHY IT MATTERS

After enduring years of war and instability in Laos, Bounthanh Phommasathit and her family settled in Columbus, Ohio, in 1979 in the hopes of a better life. With support from the community, Bounthanh found a home and job; now her whole family is thriving—and giving back to the community that welcomed them so many years ago.

In fact, the Phommasathits employ nearly 250 people, contribute over \$3 million to the local economy annually, and provide needed services through their home healthcare and job placement businesses. "Everyone that comes to our door gets the help they need. We like to be able to connect people and services, always looking at what's best for that particular individual and family," says Bounthanh.

Columbus' spirit of neighborliness helps make stories like Bounthanh's possible. The city, a member of Welcoming America, recognizes that new Americans make communities stronger and collaborates with local partners to create inclusive practices and policies that are helping immigrant residents and the whole city flourish.

Just as new Americans do not have to go it alone, efforts to help immigrants do not have to either. Welcoming America helps communities embrace newcomers so immigrants like Bounthanh can participate, thrive, and belong. Because together we are stronger. Because this is who we are.

★ Immigrant-owned businesses in Ohio generate **\$1.3 BILLION** of income annually

Bounthanh Phommasathit (pictured) and her family have become staples of the community that embraced them.

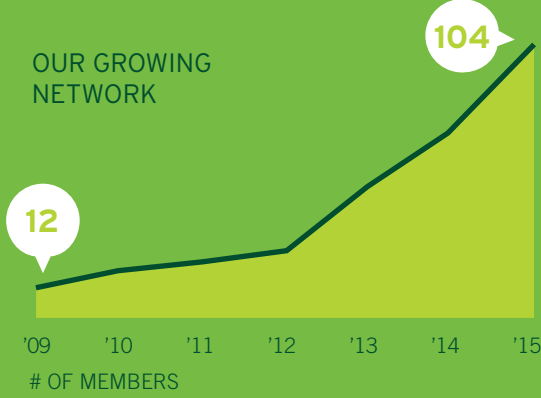


Photo: Tariq Tarey

THIS IS WHAT WE DID

WE GREW AND SUPPORTED A MOVEMENT OF LEADERS WHO ARE STRONGER TOGETHER:

OUR GROWING NETWORK



WE DEMONSTRATED THAT WELCOMING ISN'T JUST THE RIGHT THING TO DO, IT'S THE SMART THING TO DO:



Nashville's efforts to welcome and incorporate a vibrant, growing immigrant population has helped create tangible **economic gains** throughout the city and across sectors

WE ACTED AS A COACH, CONNECTOR, AND RESOURCE:



Photo: Deborah Hakes/Welcoming America



Designed resources and tools that sparked and grew welcoming efforts, such as "America Needs All of Us: A Toolkit for Talking about Race, Bias, and Change"

Hosted **54** transformative trainings for

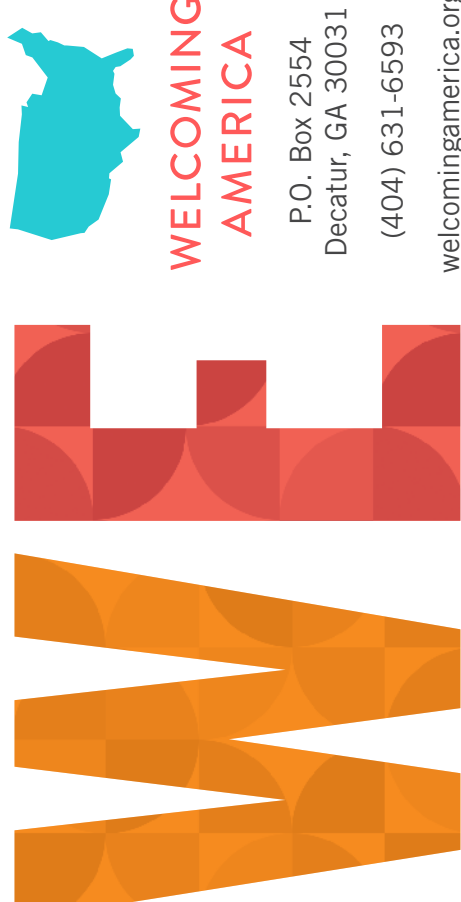
4,047 LEADERS

Welcoming America's education and training manager, Jennifer Driver, outlines the intersections of race, bias, and immigration and how these elements play out in welcoming work.

WE HELPED RESHAPE NATIONAL AND LOCAL POLICY AND CULTURE AROUND IMMIGRATION:

As a lead partner for the **White House's Building Welcoming Communities Campaign**, we prompted more local welcoming efforts and channeled federal support to **50+ communities**

We catalyzed **245** Welcoming Week events in 85 communities, attracting over **22,000 ATTENDEES**



WELCOMING
AMERICA

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(404) 631-6593
welcomingamerica.org

A CORNHUSKER WELCOME

For over seven years, Welcoming America’s model and local partners have helped Nebraska’s rural communities value and engage new residents and their contributions.

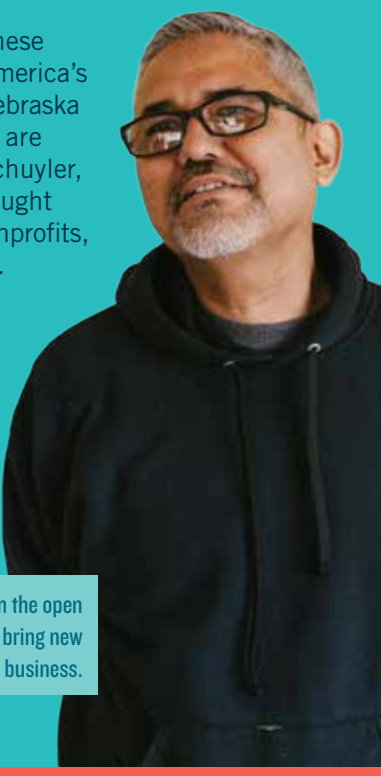


And thanks to these efforts, immigrants are bringing new energy to these Midwestern towns.

Mexican immigrant Javier Arizmendi and his family found opportunity and belonging in the open arms of Schuyler. Grateful for a new home and gracious neighbors, Javier has helped bring new vitality to town by reviving an aging hotel, the Schuyler Inn, into a successful business.

Because of the dedication of these communities and Welcoming America’s member Nebraska Is Home / Nebraska Appleseed, welcoming efforts are thriving in places like Crete, Schuyler, and Columbus. Towns have brought

together diverse leaders from schools, libraries, businesses, nonprofits, city governments, and more to plan for immigrant inclusion. Local business tours have connected longer-term residents with immigrant business owners and the goods and services they provide. Leaders of diverse backgrounds are building relationships with one another and are bettering their communities together.



Our partners agree that Welcoming America plays a vital role in making local welcoming efforts possible:

“It’s really huge to stay connected to the larger movement across the country because it can oftentimes feel like you’re isolated, especially when you’re challenged or you have a problem.... I can always pick up the phone or send an email to someone at Welcoming America or within the network who has similar experiences, and we can help each other.”

CHRISTA YOAKUM
Nebraska Is Home

Photos: Marcelo Asher Quarantotto

THRIVING COMMUNITIES FOR ALL

With Welcoming America’s support and expertise, our network members are taking proactive steps to improve the lives of immigrants and all residents.

THE CITY OF DENVER

is supporting local initiatives that unite diverse residents and create stronger, more connected neighborhoods. One effort, led by the Black United Fund of Colorado, is a community garden project that is creating connections between local African and African-American communities.

THE CITY OF ATLANTA

has committed to deepening trust between local law enforcement and its immigrant communities. In that vein, the Atlanta Police Department created a Multicultural Liaison Unit that includes officers who speak ten different languages, including Spanish, Thai, Tagalog, French, and Patwa.

Motivated by the understanding that diversity drives innovation,

THE CITY OF SAN JOSÉ

is enhancing its reputation as a technology hub by empowering its immigrant residents. With our guidance, the city established an Office of Immigrant Affairs and is formalizing its Welcoming San José Immigrant Integration Plan.



Photo: Boise City

“Law enforcement isn’t just about making an arrest but about truly providing justice and making sure everyone feels safe and a part of their community.” —Police Refugee Liaison Officer Dustin Robinson, posing here with a young refugee resident of Boise on World Refugee Day 2015. The Boise program is among a growing number of trust-building efforts being developed by communities across the United States to deepen relationships between police and diverse residents.

A CITY RESOLVED TO WELCOME

The welcoming movement stands as a beacon of hope during backlash against refugees and immigrants. We show a strong welcoming front because *this* is who we are.

In one case, the city of **Roanoke, Virginia**, found their welcoming values threatened by unwelcoming comments from the mayor.

But the people of Roanoke chose a different path.

The City Council made a motion unanimously endorsing Welcoming America’s principles and publicly re-committed to being a Welcoming City, and hundreds of people gathered to celebrate diversity and the “real Roanoke.”



“The city of Roanoke is home to a rich tapestry of backgrounds, and that is one of many reasons it’s a great place to live. We must not allow ourselves to be ruled by fear and distrust of our fellow man.... It is my hope that Roanoke will continue to be the welcoming and compassionate place that so many are happy to call home.”

Virginia Delegate
SAM RASOUL

Delegate Rasoul, the only Muslim member of the Virginia House, spoke on countering Islamophobia and building an inclusive America at our Welcoming Interactive.

Photo: Deborah Hakes/Welcoming America

WELCOMING IS THE MOVEMENT OF OUR TIME

In the United States and beyond, communities are finding strength in diversity.

As immigrants and refugees have become a global topic of discussion, welcoming is crossing international waters. Welcoming America is working with partners in Germany, Australia, and other corners of the world to exchange solutions that foster inclusive communities.



Photo: Gregor Fischer/EPA

Welcoming America is changing the world. Will you help us create lasting change?

DONATE TODAY

- Online at welcomi.ng/givetowelcoming
- Through a check made out to Welcoming America sent to:
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- Through your donor-advised fund using our Federal Tax ID # 27-1049805

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FINANCIALS

To advance our growing movement, Welcoming America invested in our programs and growth in 2015, launching new efforts and attracting greater support.

More people and organizations than ever before are investing in our welcoming efforts, and we raised \$2,551,140, a

65%
GROWTH OVER
2014’S REVENUE

Our strong financial position set the stage for our ever-growing and deepening slate of transformative programs, which drew on key investments in talented people, scalable technology, and internal systems, including monitoring and evaluation.



REVENUE BREAKDOWN

- Government: 6.5%
- Foundations: 89.64%
- Individuals, Corporations, and Other Income: 3.86%



EXPENSE BREAKDOWN

- Programs: 68%
- Fundraising: 15%
- General and Management: 17%

Overall, Welcoming America invested
\$2,485,546
in our programs and organizational capacity.

To see our full audited financials, visit:
welcomi.ng/2015AuditedFinancials

Because of the support of welcomers like you, Welcoming America can help more communities become inclusive places for all residents and change the way the world views immigrants. Thank you.

ACKNOWLEDGMENTS

Our deepest appreciation goes out to all of our institutional supporters, without whom this incredible year would not have been possible, including:

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| Anonymous | Einhorn Family Charitable Trust | John S. and James L. Knight Foundation |
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A huge thank you to our individual supporters.

Through your generosity, we have welcomed, united, and transformed lives and communities. Thank you for being the ultimate welcomer.

Our Welcoming Refugees project, in partnership with the Office of Refugee Resettlement, lifts up the efforts of refugee-serving organizations like Friends with Refugees. Friends with Refugees helps refugee mothers like Hawa Abdelrahman—pictured here with her son Ahmed—learn English, pursue U.S. citizenship, and gain a sense of community.



Photo: Deborah Hakes/Welcoming America

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