A Year of FOSTERING BELONGING

2021 ANNUAL REPORT
LETTER FROM THE EXECUTIVE DIRECTOR

When the boat carrying my mother and grandparents arrived in New York Harbor in 1949, my grandmother, Esther Nisenthal Krinitz, glimpsed the Statue of Liberty for the first time. Having grown up in Poland's Jewish community, she escaped the horrors of the Holocaust and arrived in the U.S. as a 22-year-old refugee. Seeing Lady Liberty inspired a mix of wonder and relief. Years later, she recounted that moment as the one when she could finally be free to be herself without fear.

At Welcoming America, we strive to ensure that people of all faiths, races, and backgrounds — including newcomers from Afghanistan, and most recently, Ukraine — can experience freedom and belonging in the places they call home. The United States was built on the promise of a democracy that protects and reflects all of us, yet we often fall far short of living out these values. The challenges of our times — the uneven toll of the COVID-19 pandemic; the continuing scourges of racism, violence, xenophobia, and inequality in our communities; and the unprecedented levels of displacement across the globe — illustrate the urgency to build a democracy that protects and reflects all of us.

Our 2021 annual report, “A Year of Fostering Belonging,” includes inspiring stories from Welcoming Network members and Welcoming International partners — from Canada to Kansas, Australia to San Antonio — who are investing not only in physical infrastructure, but also in social infrastructure, to ensure that no one is left out. These places offer scalable, sustainable examples for others to foster belonging: Championing language access in public health campaigns; proactively connecting immigrant inclusion and racial equity efforts; and building community-wide responses to welcome Afghans and other newcomers.

There’s a growing understanding that welcoming communities are a reinvigorating force in both U.S. and global democracy. Against a year of challenges, 2021 saw immense growth in demand for Welcoming America's offerings, including a 30% membership expansion and a surge in interest in our Certified Welcoming program, coaching and technical assistance offerings. We now have a new, ambitious goal: To get to 50 Certified Welcoming places by 2026, the year the United States will turn 250 years old. These 50 leading places will send a strong statement about who we are becoming — and about who belongs in America.

In 2021 we bid farewell to David Lubell — Welcoming America's founder, inaugural executive director, and founding director of our Welcoming International initiative — after 12 years of leadership. With a new honorary title of Founder and Director Emeritus of Welcoming America, David will continue to inspire leaders in the U.S. and across the globe as we build this next era of welcoming together.

Like the Statue of Liberty that inspired my grandmother, welcoming communities serve as a beacon for all of us who believe that a thriving multicultural and multiracial democracy is not only possible, but also being lived out every day in communities everywhere. Welcoming leaders show us that a vision of inclusive democracies for all is within reach. We couldn’t be more grateful to our champions, supporters, members, and partners for working with us to realize it.

Rachel Perić
Executive Director, Welcoming America
Fostering Belonging By the Numbers

Change and challenge were constants in 2021, illustrating both the timeliness and urgency of Welcoming America’s efforts to foster belonging in both physical and digital spaces — and across international boundaries. The numbers tell the story of our impact in growing the leaders and places committed to building welcoming infrastructure and deepening belonging for all:

65,000

Visitors to our website, who in turn downloaded and engaged with welcoming toolkits and resources nearly 10,000 times.

7,000

Global participants in Welcoming America webinars and training programs.

1,000

Inclusion-focused policies implemented in Welcoming America member communities.
Change and challenge were constants in 2021, illustrating both the timeliness and urgency of Welcoming America’s efforts to foster belonging in both physical and digital spaces — and across international boundaries. The numbers tell the story of our impact in growing the leaders and places committed to building welcoming infrastructure and deepening belonging for all:

- **18** Smaller U.S. communities committed to inclusion as part of our Rural Welcoming Initiative
- **24** National partnerships from Welcoming Week
- **450** Global events promoting neighbor-to-neighbor connections during Welcoming Week
- **30** Percent growth of the Welcoming Network, from 217 to 281 members, in 2021
- **99** Headlines about Welcoming America’s work and impact across the globe
- **20** Cities and counties that have achieved or are working toward achieving Certified Welcoming status
Advancing an Inclusive Pandemic Response

With ongoing efforts to respond to the COVID-19 pandemic and safely reopen local economies. Welcoming America, along with our Welcoming Network members and partners, championed inclusion and belonging at every step. Here’s how:

PROMOTING LANGUAGE ACCESS
We supported the development of multilingual public health and emergency communications with training from our partners at Global Wordsmiths. More than 75 participants attended a series of 10 virtual language access workshops.

SHAPING INCLUSIVE EMERGENCY MANAGEMENT
Working with the Institute for Diversity and Inclusion in Emergency Management, we developed a new tool to help emergency management teams build effective plans that engage all residents, including immigrants and refugees.

ENSURING VACCINE EQUITY
We bolstered immigrant vaccine access across the U.S. by providing grants to 14 Welcoming Network communities with the support of the World Education Services (WES) Mariam Assefa Fund, as part of our Resilient Rapid Response Initiative.

“COVID-19 taught us that emergency management needs additional resources and staff that are trained in the application of an equity lens in their work. By partnering with Welcoming America, we’re able to share this life-saving learning with other communities across the country.”
– Federico Rios, City of Charlotte, North Carolina
Boosting Vaccine Confidence in Local Communities

Immigrants played outsized roles as frontline workers at the start of the COVID-19 pandemic, but were underrepresented amongst communities receiving the COVID-19 vaccine in early 2021. As an organization invested in promoting an inclusive pandemic response, Welcoming America understood that the trusted community leaders and organizations engaged in its Welcoming Network had a key role to play in boosting vaccine access and confidence. “Our network was uniquely positioned to address factors like language barriers, religious and cultural concerns, and the misinformation circulating in communities across the country,” explained Isha Lee, Welcoming America’s deputy director.

In response, Welcoming America convened its best-attended webinar to date — a February 2021 session with more than 900 participants — on overcoming COVID vaccine hesitancy in immigrant communities, featuring national experts from the Mayo Clinic and Centers for Disease Control and Prevention (CDC). Session organizers equipped Welcoming Network members with tools and strategies to promote equitable vaccine access in local communities.

The webinar also created an opportunity for deeper engagement with the CDC. In April 2021 Welcoming America coordinated a special listening session between 30 CDC staff and eight members of its Welcoming Network, who shared on-the-ground perspective on challenges to vaccine confidence in local immigrant communities. The session helped shape the CDC’s ongoing efforts to advance language access and community partnerships, as well as specific outreach initiatives focused on migrant farm workers, meat processing workers, and other immigrant groups.

“Being able to connect directly with the CDC to share voices and concerns from our communities was a powerful opportunity,” said Jodie Stanley, Education and Outreach Coordinator with the Human Rights Department at the City of Greensboro, North Carolina, a Welcoming America network member. “The pandemic has shown the urgency of ensuring all residents are included in community and civic life, especially efforts to advance public health. We’re truly in this together.”
Meeting the Moment

The year 2021 saw climate disasters, action on addressing racial and economic inequality, and one of the largest humanitarian evacuation efforts in history. We met each moment with new and ongoing efforts to foster welcoming, belonging, and opportunity for all:

CULTIVATING INCLUSIVE DECISION-MAKING

We convened 42 participants — representing 32 states plus the District of Columbia — committed to advancing a shared goal: Creating civic boards, councils, and commissions that reflect the backgrounds and experiences of local community members. Our inaugural Community of Practice met eight times, creating change in places like Grand Forks, North Dakota, where “citizen comment” at school board meetings has now been changed to “public comment.”

ADVANCING EQUITY IN CAREER PATHWAYS

In collaboration with the International Rescue Committee (IRC) and 11 partners, we participated in a year-long dialogue about the urgency of building an economic recovery that includes all workers — and creating career pathways programs that work for the people who need them most.

“We appreciated Welcoming America’s partnership in the Working Group on Equitable Career Pathways," said Erica Bouris of the International Rescue Committee. "The collaboration has helped advance critical state and federal changes to build a more equitable, resilient workforce and open opportunity for all workers, including immigrants and refugees.”

Fostering Belonging Individually & Structurally

As part of the ongoing Belonging Begins With Us campaign, we conducted a three-part virtual training series called Fostering Belonging Individually and Structurally. Made available to the public, the videos featured experts from the Othering & Belonging Institute, Essential Partners, leaders from the Welcoming Network, and more who shared ways individuals can deepen belonging for others in any space.

"Belonging Begins With Us" was also the theme of Welcoming Week in September. A virtual kick off event featuring comedian Peter Banifaz and drag performer Jackie Cox, kicked off a week of 300+ events taking place across 35 U.S. states and Canadian provinces. At least 17 local governments issued Welcoming Proclamations declaring the inclusive values of their communities.
Welcoming Afghans in San Antonio

In the summer of 2021, as the U.S. airlifted people out of Kabul, Tino Gallegos’ phone lit up with inquiries from San Antonio residents who knew their city would soon be receiving Afghan newcomers — and were eager to support efforts to welcome them.

“Over the years we’ve built collaborative models to welcome hurricane evacuees from neighboring cities and states, asylum seekers from the southern border, and SIVs [Special Immigrant Visa holders] from Afghanistan,” said Gallegos, who then served as immigrant liaison in San Antonio’s city hall. “We learned that people are willing to help and want to help, but there’s a need for someone to coordinate.”

Gallegos’ team quickly mobilized the city’s community, faith, business, military, and higher education leaders in a multi-sector response group, following recommendations from a timely resource created by Welcoming America and numerous national partners.

“The connections run horizontally between community members, and also vertically in allocating resources from state and federal partners to local levels,” said Gallegos. “Being members of Welcoming America made us feel connected to other communities that were living through the same moment.”

San Antonio’s cross-sector collaborations grew into a dedicated website, AfghansInSA.org, which curates opportunities for long-term residents to support new neighbors.

“We started to see a need for San Antonio residents and organizations to be more structurally paired with new arrivals, to support their full inclusion,” said Nadia Mavrakis, CEO of Culturingua, an organization that coordinated San Antonio’s inaugural “Welcome Walk” in December 2021.

The event drew more than 300 participants, long-time residents and newcomers alike.

“It was physically a one-mile walk and metaphorically an opportunity for long-term residents to walk alongside new refugee and immigrant neighbors together into their new lives in San Antonio,” Mavrakis said. “The walk launched our Communities of Welcome program, a community sponsorship model that we’re now piloting, building on the individual sponsorship models that help resettle refugees in countries like Canada and New Zealand, and increasingly, the U.S.”

Remarks from Mayor Ron Nierenberg, delivered at the Welcome Walk, underscore the city’s full commitment to community-wide welcoming and inclusion.

“When we talk about San Antonio to the world, they know it’s through our diversity that we find strength, and through the embrace of our diversity, that we find unity,” he said.
Growing Grassroots & Global Welcoming

With growing numbers of civic leaders embracing inclusion as a way to address shared challenges, Welcoming America’s reach, network, and impact grew across the globe. We engaged our expanding network in lasting ways:

**WELCOMING ON A GLOBAL SCALE**

With growing global momentum around fostering belonging, the Welcoming International Alliance — a group of six national welcoming networks, including and convened by Welcoming America, who together advance inclusion strategies with hundreds of local governments and civil society organizations across the world — deepened its impact in 2021. Publishing a series of multilingual *Stories of Resilience*, the Alliance shared lessons learned from COVID-19 pandemic response while also building collective capacity for welcoming. In 2021, the Welcoming International Alliance partner networks comprised:

- **Australia**: Welcoming Australia
- **Canada**: Immigration, Refugees, Citizenship Canada
- **Germany**: Weltoffene Kommune (Bertelsmann Stiftung & Phineo)
- **New Zealand**: Welcoming Communities (Immigration New Zealand)
- **United Kingdom**: Inclusive Cities (University of Oxford Centre on Migration, Policy & Society)
- **U.S.**: Welcoming America

**COOKING UP CONNECTIONS**

We gathered favorite recipes from members, staff, and friends of our Welcoming Network, added a dash of storytelling, and stirred in promising community-building models. The result was the *Taste of Belonging Cookbook*, downloaded to use in more than 3,000 kitchens and communities, promoting the truth that food is a shared language.

“Virtual collaborations with the Welcoming International Alliance helped our team navigate a time of great challenge and growth. The difficulties of the COVID-19 pandemic underscored the importance of welcoming and inclusion in communities across New Zealand. Implementing ideas from our global network of peers, we added six new localities to our network in 2021.”

— Alesano Schuster Nakhid, Immigration New Zealand Welcoming Communities Programme
Celebrating Welcoming Week in Canada

Welcoming Week 2021 saw 350-plus virtual and in-person events held in the U.S. and across the globe, including nationwide engagement from Canada as part of an effort coordinated by the federal agency Immigration, Refugees, and Citizenship Canada (IRCC), a partner in the Welcoming International Alliance.

With declining populations and aging workforces, Canadian communities like Timmins, Ontario recognize that welcoming newcomers isn’t just the right thing to do; it’s also a demographic and economic lifeline. During Welcoming Week, Timmins used IRCC’s digital toolkit, a resource inspired by Welcoming America’s template, to encourage organizations and businesses to promote welcoming with social media and events. The community enjoyed story and photography exhibits, along with entrepreneurship and financial literacy seminars tailored to newcomers.

“Our neighborhoods thrive when residents connect and build community — and our local economy benefits from newcomers helping to fill gaps in the workforce,” said Christy Marinig, CEO of the Timmins Economic Development Corporation. “Participating in Welcoming Week helped us demonstrate that Timmins is fully committed to inclusion, block-by-block and in our local business community.”

Building Gateways for Growth in Kansas

Decades of demographic change has prompted Dodge City, a Welcoming Network member since 2020, to prioritize work fostering belonging. In 2021, the city joined Gateways for Growth (G4G), a program administered by Welcoming America and the American Immigration Council to promote inclusion with community-level research, select funding, and technical assistance. With 27,000 residents, Dodge City is one of G4G’s smallest participants, but also positioned for great impact.

“Rural communities are seeing that there are things they can do at the local level to be more welcoming,” said Ernestor De La Rosa, Dodge City’s assistant city manager. “Newcomers are a reason their local population and economies are growing.”

Via G4G, Dodge City engaged multisector stakeholders in a year-long planning process to shape the city’s inaugural Welcoming Plan. Hundreds of residents, immigrants and non-immigrants alike, completed bilingual surveys about government services, employment, and civic engagement opportunities.

“Because G4G folks are more engaged with local government, it affects them the most. That’s where the real impact occurs,” said De La Rosa.

Photo credit: City of Dodge City
Our Members in 2021

In 2021, our Welcoming Network saw unprecedented growth and impact. These local governments and nonprofit organizations were committed to advancing belonging in their communities and beyond.

ALABAMA
City of Birmingham Mayor’s Office
Hispanic Interest Coalition of Alabama

ALASKA
Anchorage Museum
Municipality of Anchorage

ARIZONA
Pima County Public Library

ARKANSAS
Northwest Arkansas Council

COLOMBIA
City of Aurora
City of Denver Office of Immigrant & Refugee Affairs
One Morgan County
Companeros: Four Corners Immigrant Resource Center
Growing Home
Hispanic Affairs Project
Intercambio Uniting Communities
YMCA of Metropolitan Denver

CONNECTICUT
Building One Community
Hartford Public Library
International Hartford
Otis Library

DISTRICT OF COLUMBIA
Many Languages One Voice (MLOV)
The Phillips Collection

FLORIDA
Alachua County
City of Gainesville
Miami-Dade Office of New Americans
Tampa Museum of Art
Weave Tales
Refugee Stories

GEORGIA
Athens/Clarke County
City of Atlanta Mayor’s Office of Immigrant Affairs/ Welcoming Atlanta
City of Brookhaven
City of Clarkston
City of Decatur
City of Doraville
City of East Point
City of Norcross
City of Stockbridge
Welcoming Avondale Estates

IDAHO
City of Boise
Idaho Office for Refugees at Jannus, Inc.
Unity Alliance of Southern Idaho

ILLINOIS
City of Bloomington
City of Champaign
Champaign County Economic Development Corporation
Chicago Citywide Literacy Coalition
Interfaith Community for Detained Immigrants
Silk Road Rising
Syrian Community Network
The Immigration Project
YMCA of the University of Illinois

INDEANNA
Amani Family Services, Inc. (Welcoming Ft. Wayne)
Associated Churches

Legend | ORG TYPE: Nonprofit: ♥ Government: 🏛 | CERTIFIED WELCOMING: Certified: ⭐ In Progress: ✨
Immigrant Welcome Center
Johnson County Public Libraries, Adult Learning Center
OrthoWorx
Welcoming Michiana

IOWA
City of Cedar Rapids
Johnson County
Polk County Iowa Board of Supervisors
Marshalltown
YMCA-YWCA
One Siouxland

KANSAS
City of Dodge City
Johnson County/Johnson County Developments Support
Catholic Charities of Southwest Kansas
International Rescue Committee in Kansas
Kansas Hispanic and Latino American Affairs Commission
Vibrant Health KC

KENTUCKY
City of Bowling Green
City of Lexington (Global Lexington)
City of Louisville
Kentucky Office of Refugees – Catholic Charities
Northern Kentucky Chamber

LOUISIANA
Catholic Charities of New Orleans
Home is Here
New Orleans
Louisiana Organization for Refugees and Immigrants (LORI)

MAINE
City of Portland
Office of Economic Opportunity

MAINE TECHNOLOGY INSTITUTE (MTI)
New England Arab American Organization (NEAAO)

MARYLAND
City of Baltimore Mayor’s Office of Immigrant Affairs
City of Salisbury
Montgomery County (Gilchrist Immigrant Resource Center)
Prince George’s County

MASSACHUSETTS
City of Boston Mayor’s Office for Immigrant Advancement
City of Cambridge
City of Salem
International Institute of New England
Lowell RISE Coalition
New Hampshire Alliance of Immigrants & Refugees / Welcoming New Hampshire

MICHIGAN
City of Ann Arbor City
City of Battle Creek
City of Detroit Mayor’s Office of Immigrant Affairs & Economic Inclusion
City of Flint/International Center of Greater Flint
City of Grand Rapids
City of Kalamazoo
City of Sterling Heights
City of Troy
Kalamazoo County
Kent County Administration (Welcoming Kent County and Grand Rapids)

Oakland County Executive
Office of Global Michigan
Ottawa County
Washtenaw County
Welcoming Kent County and Grand Rapids
Centro Multicultural La Familia
Global Detroit
Immigrant & Refugee Resources Collaborative
Jewish Family Services of Washtenaw County
Michigan Immigrant Rights Center
Samaritas

MINNESOTA
City of Austin
City of Minneapolis
City of Owatonna
City of Saint Charles
City of Saint Paul
City of Winona
#UniteCloud
Arts Midwest
Lead for Waseca
Minneapolis Regional Chamber
Project FINE
Region Five Development Commission
Southeast Minnesota Together

Southern Minnesota Initiative Foundation
Southwest Initiative Foundation
Welcome Center, Inc. (Austin Welcome Center)
West Central Initiative
Worthington Area YMCA
Intercultural Mutual Assistance Association

MISSOURI
Greater Kansas City Chamber of Commerce
Catholic Charities of Central and Northern Missouri
Gateway Region (Emerson) YMCA
International Institute of St. Louis
Jewish Vocational Family Services
Kansas City Library Refugee & Immigrant Services & Empowerment
Migrant and Immigrant Community Action Project (MICA)
Refugee and Immigrant Services and Education (RAISE)
St. Louis Mosaic Project
Vitendo 4 Africa
YMCA of North Kansas City
Literacy KC

“As an global tech hub, San José is home to people from all over the world — nearly 40% of the population was born outside the U.S. Partnering with Welcoming America has helped us connect with other communities committed to fostering models of welcoming and inclusion, and advance our own efforts to ensure that all San Joseans feel like they fully belong.”

– Zulma Maciel, Director, Office of Racial Equity, City of San José, CA
“Utah has a long legacy of welcoming immigrants and refugees into our communities — and we’re proud to continue that tradition today. The challenges of 2021 taught us that inclusion matters, and we’re proud to be part of Welcoming America’s efforts to demonstrate that welcoming is possible in communities of all sizes and geographies across the country.”

– Ze Min Xiao, Director, Center for Economic Opportunity and Belonging, Economic Development Corporation of Utah

NEBRASKA
City of Crete
City of Lincoln
City of South Sioux City
Lancaster County
HOPE Esperanza
Nebraska Appleseed

NEVADA
Northern Nevada International Center

NEW HAMPSHIRE
City of Nashua
Welcoming Concord (Second Start)
Welcoming Manchester

NEW JERSEY
Jersey City Division of Immigrant Affairs - Department of Health and Human Services
Municipality of Princeton
Metropolitan YMCA of the Oranges/Wayne
Piscataway Public Library

NEW MEXICO
City of Albuquerque
La Plaza de Encuentro Gathering (Encuentro)

NEW YORK
City of Buffalo
Center for Family Life in Sunset Park
Centerstate CEO
Hearts and Homes for Refugees
International Institute of Buffalo
Ithaca Welcomes Refugees
Neighbors for Refugees
The New York Immigration Coalition
The YMCA of Greater Rochester
Tompkins Chamber
YMCA of Greater New York

NORTH CAROLINA
City of Charlotte
City of Greensboro
City of High Point
Colaborativa La Milpa
International House of Metrolina
Uniting NC
YMCA of Greater Charlotte

NORTH DAKOTA
City of Grand Forks
Bismarck Global Neighbors
Global Friends Coalition

OHIO
City of Akron
City of Cincinnati
City of Columbus
City of Dayton
City of Toledo
Human Relations Commission
Cuyahoga County
Lucas County
Summit County
Welcome Bowling Green
Global Cleveland
African Professionals Networking (APNET)
Cincinnati Compass
Heartfelt Tidbits
International Institute of Akron
Of All Trades
Thrive Mahoning Valley
Toledo Lucas County Public Library/Welcoming Toledo-Lucas County
Wave Pool
Ebenezer Healthcare Access

OKLAHOMA
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OREGON
City of Portland Office of Community & Civic Life
High Desert Museum
Oregon League of Conservation Voters
The Environmental Center
The Latino Community Association

PENNSYLVANIA
Allegheny County Department of Human Services
Borough of Dormont
Borough of State College
City of Erie
City of Lancaster
City of Philadelphia Office of Immigrant Affairs
City of Pittsburgh
Mayor’s Office/ Bureau of Neighborhood Empowerment
Erie Regional Chamber and Growth Partnership
Northeast Family YMCA
Penn State Law Center for Immigrants’ Rights Clinic
The Global Switchboard
Urban Redevelopment Authority of Pittsburgh
Welcoming Center
Women’s Opportunities Resource Center
YMCA of York and York County

RHODE ISLAND
Rhode Island Community Food Bank

SOUTH DAKOTA
Connecting Cultures - Yankton
South Dakota Voices for Peace

TENNESSEE
City of Knoxville
City of Nashville
Updating the Welcoming Standard & Expanding the Certified Welcoming Program

With 64 new communities joining our Welcoming Network in 2021, we are committed to building opportunities for members and other stakeholders to deepen their efforts to promote belonging. We received thousands of comments from partners and the public on ways to update our Welcoming Standard — a comprehensive roadmap for immigrant inclusion created in 2017 — to reflect regional, national, and global best practices in welcoming. Moving forward, we will use this updated Welcoming Standard to encourage more communities become Certified Welcoming, a formal designation for cities and counties that have created policies and programs reflecting their values and commitment to immigrant inclusion.

In 2021, Pittsburgh became the 12th Certified Welcoming community, completing a formal process that measures and validates immigrant inclusion programs and policies. The designation came during Welcoming Week, just as the city was preparing to welcome Afghan arrivals.

“Pittsburgh has a tradition of welcoming immigrants from all around the world to contribute to the rich cultural fabric of our city,” said William Peduto, mayor of Pittsburgh. “We know that today, just as it has been historically, immigrants make our city stronger because when our neighbors have equitable access to opportunities and succeed, Pittsburgh succeeds.”

Feyisola Akintola, Manager of Immigration Affairs, shows off Pittsburgh’s status as Certified Welcoming. Photo Credit: City of Pittsburgh
Donor Recognition

Welcoming America is deeply appreciative of our generous supporters, without whom our work to build a more welcoming world would not be possible.

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“We know that belonging and inclusion are foundational in building thriving communities. As Walmart strives to be an integral part of the communities where we operate, we’re proud to partner with Welcoming America and invest in efforts to build trust, deepen empathy, and ensure that everyone feels like they belong in the places we all call home.”  

– Melissa Carter, Walmart Foundation

Every effort has been made to ensure the accuracy of donor names. Please contact us for any corrections.
2020-2021 Financials

Welcoming America’s expenses are in three categories: management, fundraising, and programs. Management expenses include all costs and fees associated with general business functions, including technology, accounting, benefits management, and operations. Fundraising expenses include all costs associated with securing and maintaining financial support for our mission and programs, including development staff. Program expenses include all costs necessary to develop, deliver, evaluate, and scale programming, including staff and supplemental partner resource costs.

2020
Revenue: $2.37 million
Expenses:
- 15% Management
- 9% Fundraising
- 76% Programs

2021
Revenue: $4.48 million
Expenses:
- 17% Management
- 12% Fundraising
- 72% Programs

Photo credit: City of Winooski
Leadership & Staff

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Ze Min Xiao
Director, Center for Economic Opportunity and Belonging, Economic Development Corporation of Utah

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Christina Pope
Senior Director, Welcoming International

Anthony Salas
Senior Events and Membership Manager

Samantha Weinberg
Development Manager

George Zavala
Western Regional Manager

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Sage Beardsley
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GET CERTIFIED WELCOMING:
certifiedwelcoming.org

JOIN WELCOMING WEEK:
welcomingweek.org

DONATE:
welcomingamerica.org/ways-to-give

STAY IN TOUCH WITH US!
Visit us online: WelcomingAmerica.org
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Joshua celebrates becoming a new U.S. citizen at city hall in Tulsa, Oklahoma while wearing an Old Navy flag tee as part of a 2021 partnership with Welcoming America and the clothing brand to celebrate new citizens during the Fourth of July. Credit: City of Tulsa