Arizona Refugee Resettlement
Quarterly Meeting

September 14, 2016
FFY 2016

Refugee Arrival Summary
Approved Refugee Placements FY 2016

Pima  1,130
Maricopa  3,001
Total Arrivals  4,131
# Year-to-Date Arrivals · Top Five Countries

<table>
<thead>
<tr>
<th>Country</th>
<th>Total</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>DRC</td>
<td>323</td>
<td></td>
</tr>
<tr>
<td>Syria</td>
<td>187</td>
<td></td>
</tr>
<tr>
<td>Somalia</td>
<td>145</td>
<td>787</td>
</tr>
<tr>
<td>Iraq</td>
<td>73</td>
<td></td>
</tr>
<tr>
<td>Burundi</td>
<td>59</td>
<td></td>
</tr>
</tbody>
</table>

**PIMA COUNTY**
## Year-to-Date Arrivals • Top Five Countries

<table>
<thead>
<tr>
<th>Country</th>
<th>Total</th>
<th>Grand Total</th>
</tr>
</thead>
<tbody>
<tr>
<td>DRC</td>
<td>699</td>
<td></td>
</tr>
<tr>
<td>Cuba</td>
<td>655</td>
<td></td>
</tr>
<tr>
<td>Syria</td>
<td>530</td>
<td>2,665</td>
</tr>
<tr>
<td>Somalia</td>
<td>428</td>
<td></td>
</tr>
<tr>
<td>Iraq</td>
<td>353</td>
<td></td>
</tr>
<tr>
<td>Location</td>
<td>Arrivals</td>
<td></td>
</tr>
<tr>
<td>----------</td>
<td>----------</td>
<td></td>
</tr>
<tr>
<td>Pima</td>
<td>961</td>
<td></td>
</tr>
<tr>
<td>Maricopa</td>
<td>3,488</td>
<td></td>
</tr>
<tr>
<td><strong>Total Arrivals</strong></td>
<td><strong>4,449</strong></td>
<td></td>
</tr>
</tbody>
</table>
Standing Updates: Refugee Health

Stella Kiarie  
Refugee Health Coordinator  
(602) 364-3592  
stella.kiarie@azdhs.gov
Standing Updates: Refugee Health

Maricopa County Refugee Health Statistics
June 1, 2016 – July 31, 2016 *

- Scheduled for Domestic Medical Screening: 698
- Completed Domestic Medical Screening: 647 (93%)
- Completed within 30 Days: 647 (93%)
- Referred to Behavioral Health Services: 22

* August data is not yet available
Standing Updates: Refugee Health

Pima County Refugee Health Statistics
June 1, 2016 – July 31, 2016 *

- Scheduled for Domestic Medical Screening: 183
- Completed Domestic Medical Screening: 182 (99%)
- Completed within 30 Days: 90 (49%)
- Referred to Behavioral Health Services: 15

* August data is not yet available
Behavioral Health First Aid Training

- July 29th, 2016
- 25 participants (24 case managers, 1 community representative)
- Training covered a broad range of behavioral health topics
Refugee Behavioral Health Work Session August 4th, 2016

- 120 participants (providers, case managers, ECBOs, RRP, resettlement agencies, screening clinics, etc.)

- Topics included: intro to refugee behavioral health, female genital cutting, adverse childhood experiences, trauma, survivors of torture and survivors of war, refugees with chronic illness, and access to care among Somali refugees.

- Presentations will soon be available on the Refugee Health Program website, [www.azhealth.gov](http://www.azhealth.gov)
Adjustment and Social Support Groups

- Five eight-week long adjustment support groups completed
- Focus: sexual and gender-based violence, survivors of war/torture (SOW/SOT), mixed groups, and school-aged children

Training

- 11 curriculums developed (currently under evaluation for standardization within the state)
Contractor Highlights
ORR Health Promotion Grant Funding

Next steps

- Year Two groups
- Training formalization after finalization
- Expansion of training
Thank you!
Arizona Immigrant and Refugee Services
Resettlement and Employment Outcomes and Trends
Quarterly Meeting
September 14, 2016
Arrival Trends

- Target for FY 2016: \(270 + 10\% = 297\)
- FFY 2015 arrivals: 183
- FFY 2016 Year-to-date arrivals: 296
- 44 cases, 134 people
- Seven secondary migrants/transfers, no out-migrants and three asylum seekers
Arrival Trends

- Compared to the last report out:
  - Arrivals from Burma increased
  - No arrivals from Iran or Bhutan

<table>
<thead>
<tr>
<th>Region</th>
<th>Arrival Rate</th>
</tr>
</thead>
<tbody>
<tr>
<td>Syria</td>
<td>27%</td>
</tr>
<tr>
<td>DR Congo</td>
<td>27%</td>
</tr>
<tr>
<td>Iraq</td>
<td>14%</td>
</tr>
<tr>
<td>Burma</td>
<td>13%</td>
</tr>
<tr>
<td>Central African Republic</td>
<td>7%</td>
</tr>
<tr>
<td>Afghanistan</td>
<td>4%</td>
</tr>
<tr>
<td>Eritrea</td>
<td>4%</td>
</tr>
<tr>
<td>Pakistan</td>
<td>4%</td>
</tr>
</tbody>
</table>
## Employment Statistics
### FY 2016

<table>
<thead>
<tr>
<th>Assistance Type</th>
<th>MGP</th>
<th>Refugee Program (RP)</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td></td>
<td>RCA</td>
</tr>
<tr>
<td><strong>Employable Caseload</strong></td>
<td>82</td>
<td>19</td>
</tr>
<tr>
<td><strong>Employed</strong></td>
<td>59</td>
<td>3</td>
</tr>
<tr>
<td><strong>Average Hourly Wage</strong></td>
<td>$10.47</td>
<td>$9.42</td>
</tr>
<tr>
<td><strong>90-Day Retention</strong></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>180-Day Employment</strong></td>
<td>100%</td>
<td></td>
</tr>
</tbody>
</table>
Challenges: Responses

- Employment: on-going employer identification
- Staff efficiency in a growing team: created a Coordinator position
- Capacity of new team members: staff training (ECDC national and on-line training), HIPAA and other specialized training
New Opportunities

- Expanding apartment options
- Increased donations: most apartment set-ups, 34 bikes
- Economic opportunities: exploring
- Advocacy and community mobilization
- AIRS Board expansion
Community Consultation

- Faith groups
- Agency staff: DES, Department of Health
- Glendale and Phoenix Police
- Schools
- Community organizations
- Business partners
- Financial institutions
Resettlement Trends

Refugee Resettlement:

- FFY 2016 finishes September 30, 2016
- 660 refugees expected to be resettled
- “Surge” of refugees August and September: Medical cases, attached minors included
Resettlement Trends

- FFY 2017: October 1, 2016 through September 30, 2017
- Expecting heavy arrivals to continue through October
- Continue to see arrivals from Congo, Iraq, Somalia, Afghanistan, and Syria
Resettlement Trends

Cuban Haitian Entrant Program (CHEP):

- 200 Clients anticipated for FY 2016
  (January 1st 2016 – December 31st 2016)

- 189 clients received YTD

- Experiencing surge in SW Border Crossers due to large number of Cuban clients detained in South America who were recently granted passage north.
Asylees, Secondary Migrants

Walk-Ins for July 2016– Sept. 2016:

- Asylees: 0

- Secondary Migrants: 16 cases and 29 individuals from Texas, Florida, Arkansas, Nevada, California and New York

- Non-CHEP Cuban cases: 74 cases with 90 individuals
## Employment Data

<table>
<thead>
<tr>
<th>Assistance Type</th>
<th>MG</th>
<th>RCA</th>
<th>TANF</th>
<th>NC</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employable Caseload</td>
<td>33*</td>
<td>125</td>
<td>62</td>
<td>22</td>
</tr>
<tr>
<td>Employed</td>
<td>29</td>
<td>85</td>
<td>41</td>
<td>16</td>
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<tr>
<td>Average Hourly Wage</td>
<td>$9.80</td>
<td>$10.14</td>
<td></td>
<td></td>
</tr>
<tr>
<td>90-Day Retention</td>
<td></td>
<td></td>
<td>90%</td>
<td></td>
</tr>
<tr>
<td>180-Day Employment</td>
<td>88%</td>
<td>*Cases that completed 180 days in Match Grant from June to August 2016</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>
Community Engagement:
Building Relationships in Arizona

Community Support
Community Engagement: Building Relationships in Arizona

New **Refugee Ministry Volunteer Group** began working with their first family:

**St. Thomas More Catholic Church**

Started working **one-on-one** with a newly arrived refugee family!

The (4) month partnership will center on **job readiness**, **maintaining employment**, and **ongoing orientations about living an independent life in America**!
Community Engagement: Building Relationships in Arizona

St. Gregory Catholic Church

Donation used to purchase bicycles, helmets, & locks, to help clients gain and maintain employment!
Community Engagement: Building Relationships in Arizona

Ongoing Refugee Ministry Volunteer Group:

**Notre Dame High School** “Women of the Word and Works of Mercy”

Continues to sponsor a new family every month

- Furniture for families of 4 or 5
- New beds for the family
- Household items
Community Engagement:
Building Relationships in Arizona

Church of Jesus Christ of Later Day Saints (L.D.S)

- August 27, 2016
- Large Donation of Hygiene & Household Items For New Arrivals!
Community Engagement: Building Relationships in Arizona

Investing in Human Capital & a Culture of Philanthropy

Proud to be working with graduate students from the following universities:

- Arizona State University
- Northern Arizona University
- University of Phoenix
- The University of New England
- Our Lady of the Lake University-Texas
Quarterly Meeting
IRC PHOENIX
Reporting Period: June - August 2016
## Arrivals FY 2016
Reception & Placement (1,241 individuals)

<table>
<thead>
<tr>
<th>FY2016 1st TRIMESTER</th>
<th>FY2016 2nd TRIMESTER</th>
<th>FY2016 JUNE – AUG. ARRIVALS</th>
<th>FY2016 SEPT. ARRIVALS</th>
</tr>
</thead>
<tbody>
<tr>
<td>98 Cases (244 individuals)</td>
<td>132 Cases (402 Individuals)</td>
<td>153 Cases (528 Individuals)</td>
<td>38 Cases (67 Individuals)</td>
</tr>
<tr>
<td>3 SIV Cases (8 Individuals)</td>
<td>3 SIV Cases (13 Individuals)</td>
<td>0 SIV Cases (0 Individuals)</td>
<td>0 SIV Cases (0 Individuals)</td>
</tr>
</tbody>
</table>
## Arrival Trends

### FY 2016 Walk-in Cases

<table>
<thead>
<tr>
<th>JUNE – AUGUST 2016</th>
<th></th>
</tr>
</thead>
<tbody>
<tr>
<td>Secondary Migrants</td>
<td>9 Cases (16 Individuals)</td>
</tr>
<tr>
<td>Asylees</td>
<td>4 Cases (6 Individuals)</td>
</tr>
<tr>
<td>Parolees</td>
<td>0 Cases (0 Individuals)</td>
</tr>
</tbody>
</table>
Top Five Arrival Groups

- Syrian
- Somali
- Congolese
- Iraqi
- Burmese
Trends

• Arrivals remain high
• Large families
• Congolese remained steady
• Arrivals with high medical needs
Employment Outcomes
June – August 2016

• 112 job placements
• 64 State-funded (RSS/TAG-F/TAG-D) gained employment
• Average Hourly Wage – $9.39
• 95% of companies that hired offer medical benefits
Resettlement Challenges

- High resettlement numbers for remaining FY
- Increase & fluctuating rental rates
- Electric not included (extra cost & training)
- Rental insurance required by some complexes
- Families with children - immunizations for school enrollment
- School enrollments (80 in August)
Successes

- Improved availability of 3-4 bedroom units
- New apartment complexes reaching out to us
- City of Phoenix Section 8 applications (50)
- Medical provider partnerships
Intensive Case Management (ICM)

- Serves individuals that exhibit significant barriers to wellbeing and self-sufficiency: medical, mental health, single parent, elderly, gender-based violence.

- Provide case management and services for up to 1 year.

<table>
<thead>
<tr>
<th>Month</th>
<th>Enrollments</th>
</tr>
</thead>
<tbody>
<tr>
<td>June</td>
<td>14</td>
</tr>
<tr>
<td>July</td>
<td>16</td>
</tr>
<tr>
<td>August</td>
<td>24</td>
</tr>
</tbody>
</table>
Intensive Case Management (ICM)

Enrollment & Trends:

- 54/165 enrolled during this quarter
- Presenting issues overwhelmingly medical
- 80% exhibit medical needs; 19% single parents; 15% elderly
- Rely heavily on community partners across sectors to address clients’ specific needs
Health Programs

• Bridges to Safety – Domestic Violence Screening

• Training to over 200 community medical and mental health providers.

• Pathways to Wellness – Five groups conducted at schools and at the IRC office. Focused on adjustment support for teens, victims of human trafficking, and survivors of torture.
Health Programs

• Syrian Health Initiative – RHS15 screening for Syrian arrivals

• Partnering with community for Gender Based Violence and Female Genital Cutting initiatives
Credit Building Loans

Goal: Build Personal Credit History

Steps:

• Complete Financial Education Training
• Receive loan ($100-$300)
• Pay loan

(Six loans in this period)
Micro-enterprise Program

Provides start-up loans to new entrepreneurs. Creates jobs and a path to self-sufficiency.

- During this reporting period, five new businesses started totaling $41,500
- Year-to-date the program funded 18 start-ups totaling $126,000
Car Loans to Newly Employed Refugees

- Up to $8,000 if qualified
- Interest rate 9% with auto withdraw
- Max term 48 months
- Success Story:
  29.9% to 9% interest rate
Individual Development Accounts (IDA)

Savings Program

• Car Loans

• Home Loans
Interpreter Services

• Providing 45+ languages of lesser diffusion to the community

• Forefront of language services for trained interpreters for difficult to find languages, such as Rohingya

• Averaging over 1000 hours of interpreter use per month

• Partnerships for services in Maricopa County and State of Arizona
Immigration and Citizenship

• Organizing over 16 citizenship classes and providing instruction to over 200 eligible students

• Completed over 500 naturalization applications

• Outreach to civic leaders and foreign ambassadors for group immigration processing and Affidavit of Relations for Central American Minor Program
IRC Hosted Community Events

• In June IRC partnered with **LUSH Cosmetics** and customers wrote thousands of welcome postcards which were placed in the homes of new arrivals.

• On June 17, IRC hosted a community appreciation event at **DeSoto Market** to celebrate WRD.

• On June 20, IRC hosted **11 Portuguese professionals** working with immigrants and refugees through the State Department and discussed refugee resettlement in AZ – best practices & challenges.
IRC Hosted Community Events

• On June 24, IRC staff met with the **Guatemalan consulate** to discuss immigration and human trafficking. IRC has increased outreach to Hispanic media about CAM and immigration services.

• On July 15, IRC hosted a group of 50 young African leaders through the **Mandela Fellowship Program** and ASU for an all day series of workshops on refugee resettlement.
Refugee Focus - Phoenix
Resettlement and Employment Trends
September 14, 2016
Arrival Trends

Refugee Arrivals

June 1, 2016 - August 31, 2016: 418
PRM approved refugee arrivals: 920
October 1, 2015 - August 31, 2016: 843 (91.63%)

- Cuban Parolees: 2
- Secondary Migrants: 5
- Asylees: 2
Arrival Trends

Demographics:

Arrived

Iraqi, Syrian, Congolese, Somali, Eritrean, Burmese, Bhutanese, Cuban, and SIV (Iraq, Afghanistan).

Assured

Congolese, Somali, Cuban, Iraqi, Eritrean, Burmese, Syrian, SIV (Afghanistan) and Iranians.
# RF Phoenix Employment Statistics

**March 1, 2016 – June 30, 2016**

<table>
<thead>
<tr>
<th>Assistance Type</th>
<th>MGP</th>
<th>Refugee Program (RP)</th>
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</thead>
<tbody>
<tr>
<td></td>
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</tr>
<tr>
<td>Employable Caseload</td>
<td>186</td>
<td>29</td>
</tr>
<tr>
<td>Employed</td>
<td>105</td>
<td>13</td>
</tr>
<tr>
<td>Average Hourly Wage</td>
<td>$9.05</td>
<td></td>
</tr>
<tr>
<td>90-Day Retention</td>
<td></td>
<td></td>
</tr>
<tr>
<td>180-Day Employment</td>
<td>81%</td>
<td></td>
</tr>
</tbody>
</table>
Employment Trends

130 Job Placements

MGP: 105
RCA: 13
TANF: 7
NO CASH: 5

Hospitality
Manufacturing (includes construction, large scale food prep)
Retail
Security and Customer service
Others (includes janitorial, medical assistant)
Program Highlights

Volunteers: 48 active during June 2016

Interns: 3 (2 full time and 1 part time)

Placements:

- ELT tutor
- Computer tutor
- Child Services Assistant
- Immigration support
- Women’s Empowerment Program Assistant
- Volunteer Class Instructors*
- One-on-one public transit volunteers
- Field trip coordinators
- Interpreters
- Mentors
- The Mission Continues Post 9/11 Veteran Fellowship

* Cultural orientations, tenant trainings, public transit training, health and safety classes, child safety training
Congregational Support

- Approximately 15 families were sponsored by 14 churches during this quarter.
Women’s Empowerment Program (WEP)

- New Class: Leadership Development
- Training: Child Care Providers, Direct Care Worker, Kith & Kin
- Monthly health and nutrition classes
- Ongoing sewing and computer classes
- Number of women in WEP continues to increase
Children’s Services

- 76 school enrollments from June – August

- 139+ summer school enrollments

- Through the Refugee School Impact Grant and Lord of Life Grant RF was able to provide 159 students with backpacks containing uniforms, supplies and shoes
Children’s Summer Program
Small Groups and Sports
English Language Training (ELT) Program
Maricopa County
June - August, 2016
Refugee Focus provides ELT to refugees and other eligible beneficiaries to improve their ability to obtain and retain gainful employment by demonstrating general English language ability, listening comprehension, oral communication, reading, and writing.
A total of 632 students attended classes between June - August, 2016.

Classes that match the diverse educational needs of the learners include:
- Pre-literate/Basic
- Beginning
- Intermediate
ELT is designed to help refugees with English language acquisition through:

Ten Classes:

- Five classes at Refugee Focus
- Three classes at International Rescue Committee
- Two classes at Harold Smith School
- Class locations are easily accessible or are provided along bus routes.
- Classes focus on both “survival English” and also vocational English.
ELT Initiatives

- To provide additional academic support in the form of individual and small group tutoring for learners entering the program with limited or no literacy (approximately 30 percent of program currently)

- To enhance ELT program offerings through stand-alone vocational modules and family literacy programming

- To provide comprehensive welcome to ELT program
Refugee School Impact Grant
Phoenix Quarterly Meeting
September 14, 2016
June 2016 – August 2016

395 children were enrolled in Metro Phoenix public schools

5 summer volunteers and interns at IRC provided over 576.50 hours of service valued at over $13K

25 schools being impacted by refugee student enrollment including new school districts – Paradise Valley Unified School District and Mesa Public Schools

331 people participated in school orientation at IRC

79 parents participated in parent workshops and meetings

181 teachers and community partners received professional development training including over 165 school professionals across 21 schools

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New Students and Schools

395 students enrolled in Metro Phoenix Schools

Schools with most enrollments:
- Westwood Primary
- Simpson Middle
- Central High
- Paradise Valley High
- Palomino Primary
- Palomino Intermediate
- Montebello
- Alta Vista
- Desert Spirit
- Landmark
- Desert Garden
- Sonoran Science Academy
Volunteer and Intern Support - Girl Scouts

- 15 girls from Rwanda, Democratic Republic of Congo, Syria, and Burma

- Activities included: bracelet making, no-oven cooking, and tie-dying shirts. Girls also created vision books about their goals in life. At the end of that project, they discussed how they could make their dreams a reality.
Arizona Science Center Field Trip with the Somali American United Council
Professional Development

Training for working with refugee students:

- Girl Scouts: 16 staff members
- GUHSD: 18 teachers and staff
- IESD: 68 new teachers
- PESD: 59 teachers and staff
- Sonoran Science Academy: 20 teachers and staff

*Training provided to 181 people across 21 schools and one organization*
Refugee Focus Summer Programs

Glendale Elementary School District (1st – 8th Grade): 120 students
   Harold Smith
   Desert Garden
   Desert Spirit

Isaac Elementary School District (1st – 8th Grade): 30 students
   Joseph Zito

Alhambra Elementary School District (3rd – 4th Grade): 15 students
   Westwood
   Simpson
Swim Program – Boys & Girls Clubs and Pitchfork Aquatics
Major Concerns for Elderly Refugees

1) Inability to learn English to pass citizenship test to preserve SSI benefits
2) Health problems (PTSD, depression, age-related)
3) Inability to navigate health care system
4) Isolation, inability to adapt to changes-rapid assimilation of younger family members
5) Lack of transportation and family support
Our Program

Case Management

- About 500 clients, speaking a total of 18 languages
- 3.75 full-time case managers speaking ten languages, combined
- Assistance applying for SNAP, long-term care, disability, senior HUD housing, SSI
- Help with immigration issues
- Referrals to mainstream aging services
Our Program

Mosaic Center

- Congregate meals, educational activities, health literacy

- Pre-literacy and Citizenship Program

![Image of a gathering at Mosaic Center with a woman serving food and people eating]
- 84% of caseload is at preliterate level
- 159 clients currently enrolled
- 238 on waitlist
- Eight classes held at five different locations around Phoenix

(six preliterate level, one “High Beginners”, one citizenship)
Results

FY 2013 – FY 2014: 21 clients became citizens
FY 2014 – FY 2015: 44 clients became citizens
FY 2015 – FY 2016: 52 clients became citizens
Unaccompanied Refugee Minor Program (URMP)

The only program in Arizona that is entrusted by the Office of Refugee and Resettlement (ORR) to provide services to Unaccompanied Refugee Minors coming from areas of conflict or who are facing persecution and were forced to flee their homeland.
Numbers

- 2015-2016 Arrivals: 23 URM Clients (4 with SIJS or Trafficking Visas)

- Currently serving 49 URM Clients (Seven to 20 years old)

- Country of Origin: 14 countries from three continents
  - Afghanistan, Bhutan, Burma, Burundi, D.R. Congo, EL Salvador, Eritrea, Guatemala, Honduras, Liberia, Mexico, Rwanda, Somalia, and South Sudan.
Placements

- 21 live in traditional foster homes
- 24 live in agency-assisted Independent Living apartments
- Four alternative placements: one group home, one residential treatment center, three therapeutic foster homes
Education and Employment

Education
- Three in ASU, NAU, & GCU
- Two in Community Colleges as of 5/30
- 31 in high schools
- Two in middle schools
- Three in elementary schools

Employment
- 18 URMS are employed on a part / full time basis
- Employers: Amazon, goodwill, fast food restaurants, airport, care givers, and child care centers.
Education and Employment

Education
- Three in ASU, NAU, & GCU
- Two in Community Colleges as of 5/30
- 31 in high schools
- Two in middle schools
- Three in elementary schools

Employment
- 18 URMS are employed on a part/full-time basis.
- Employers: Amazon, Goodwill, fast food restaurants, airport, care givers, and child care centers.
High School Graduations!

- Four current clients & one emancipated client
- Three graduated from Central High School
- One graduated from Centennial High School
- One graduated from AZCYR’s High School (AZ Call-A-Teen Youth Resources Inc.)
College Graduations!

- One emancipated client graduated from Grand Canyon University with a Bachelors in Science and is now a Registered Nurse.
- One emancipated client graduated from Arizona State University with a Bachelors degree.
- One client received her AA from Glendale Community College.
Training

- Youth Trainings
  - Internet Safety
  - Substance Abuse
  - Healthy Relationships
  - Life Skills
  - Preventing Sexual Harassment

- Parent Training
  - Title 21: Prudent & Reasonable Parenting Standards
  - Preventing Sexual Harassment
Training (Cont’d)

- Independent Living (IL) Training
  - Nine clients completed IL classes this summer.

- JAG – Jobs for Arizona Graduates:
  - Partnership with the City of Phoenix – Nine clients completed the ten-week course and are set to graduate on Oct 7, 2016.
Community Service Events & Activities

- Community Services
  - Every Quarter

- Activities
  - Movie Nights & Art Nights for Clients
NEW AMERICAN COMMUNITY INC

A Cooperative Corporation (Consortium) to provide resources in the New American Community by fulfilling community needs.
Membership

Membership is open to both organizations and individuals.

Membership is open to all who agree to NAC’s purpose and laws, regardless of race and gender, and all members shall have equal rights, unless otherwise stated in the articles and bylaws.

Colored brochures will be distributed shortly, displaying membership information and upcoming NAC activities for the community and potential new members.

Membership fees will be: $250 per organization & $120 per individual per year.
New American Community, Inc.

BOARD OF DIRECTORS:

- President: Dr. Mohamed Ali Abukar
- Vice President: Abdi Aden Abdi
- Secretary: Fatema Alharbi
- Treasurer: Sadiki Ikyebwe
- Board Member: Tika Sapkota
- Board Member: Basam Salman
Community Development Initiative

The NAC will be bringing together the New American Communities through targeted, empowerment, entrepreneurship and community development initiatives.

This increases:

- Healthy and stable families and communities
- Engaged and active community participation
- Social and economic well-being
- Microenterprise and small business growth
- Decreased or no welfare recipient
- Increased safety in low-income areas

...and creates a more vibrant Arizona!
NAC, Inc’s Current Initiatives

- At the present NAC is temporarily headquartered at the SAUC’s center.

- Empowering and strengthening refugee ethnic based organizations (MAAs) both in Pima & Maricopa Counties.

- Creating an organizational website, promoting NAC cooperative and program activities; including information regarding empowerment and vocational training for New Americans.
NAC, Inc’s Current Initiatives

- Identifying volunteer caseworkers from the ECBOs/MAAs (Members), to begin programming related to empowerment and vocational training for New Americans in both Phoenix and Tucson to obtain necessary skills to be successful.

- Developing NAC business plan, working with RRP, ASU/SSW and WTAP.

- Building community partnerships in the mainstream & considering potential business locations (warehouse type) with large training space and second store.
Sustainability

After the initial influx of required start-up funds NAC will achieve self-sustainability through:

- Membership dues
- Individual leasing fees
- Sales of goods and promotional materials
- Grants and donations
Empowerment & Resource Center

- Our Immediate plan is to establish an Empowerment & Resource Center to enable refugees to gain more confidence and take the path toward achieving stability and self-sufficiency.

- The Empowerment & Resource Center, will be a place where New Americans, and other members of the community, can obtain vocational/educational training and professional skills.
Empowerment & Resource Center

The NAC’s Empowerment & Resource Center will also assist refugees to gain knowledge and skills in: life skills, viable work skills, work habits, leadership, teamwork, time management, problem solving and conflict resolution, attendance and tardy policies, American laws and culture, and entrepreneurship for self-sufficiency.
OUTCOMES

We are certainly moving toward success and in the meantime we recognize that there is much more to do and many challenges to face.

The empowered New Americans will be ready to take fundamental responsibility to engage in the development of Social Entrepreneurship by promoting sustainable values, identifying proper business models and creating a cultural and linguistic support network that can immensely benefit the New Americans.