

Annual Report
FY 2018-2019



ReEstablish
RICHMOND



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Letter from the Executive Director

Friends, it is my honor to share with you ReEstablish Richmond's first annual report. We are deeply grateful and constantly humbled by the generosity of our donors and volunteers.

Through the generosity of your time, talent, and treasures, the lives of those resettling in Richmond are being impacted on a daily basis. Our programs in transportation, health + wellness, and community engagement enable our newest neighbors to rebuild their social, educational, and vocational networks. It is through these networks and support that they all move forward on the path toward self-sufficiency.

ReEstablish Richmond achieved several milestones in nonprofit development in the last year. The generosity of our donors allowed us to put our two full-time employees on payroll, stabilizing our human resources. We were able to contract with a part time masters level social worker to help supervise interns, support direct client work, and help develop the internal structures that we need to become more effective and efficient. We established a set of values that we

filter all decisions through to help us establish the why and how of our work.

In the upcoming year, we plan on undergoing a strategic planning process that will more closely examine who we serve, how we need to grow, and how that growth will happen.

We hope that what follows will give you a glimpse into what and how your investments have changed the lives of resettled families in the last year!

Many Thanks,

Kate M. Ayers, Executive Director

The stories that evolve from the connections we make is where true community building happens. Whether it is introducing new neighbors, connecting an English tutor with an eager student, or helping various faith communities find meaningful ways to serve, community is built across all race, ethnicity, and religious boundaries.

-Kate Ayers

Our Mission

ReEstablish Richmond helps refugees establish roots, build community, and become self-sufficient.

Who we serve

"A refugee is a person forced to flee his or her home because of war or political upheaval and seek safety in another country. They have well-founded reasons to fear persecution because of their race, religion, nationality, membership in social group, or political opinion. Refugee status is determined by the United Nations."

- International Rescue Committee, 2016

Our clients primarily came from



Afghanistan

Bhutan

Sudan

Democratic
Republic of the
Congo

Egypt



Our Values

ReEstablish Richmond makes every choice—from volunteer and client matches to programming to events—with our values in mind. We witness these values in the communities in which we work, and we strive to mirror them back to the families and individuals who inspire us every day.

Welcome

We believe that strong communities are created when newcomers are genuinely welcomed to belong.

We want to be intentionally inclusive, celebrating differences and creating a safe space for those who have lived in fear.

We stand against racism, intolerance, and discrimination in any form.

Integrity

We believe that trust-building requires accountability, humility, honesty, and fairness.

We make sure that our practice is consistent with what we say we value and that it makes room for continuous learning, growing, and improving.

ReEstablish Richmond staff made time for a full-day retreat in order to put words to our values. The need for articulated values became clear in the midst of a period of our organization's rapid growth. Now, we reference them daily.



Our Values

Flexibility

We believe that valuing and centering refugee and immigrant voices means that we continue to respond by adapting our programs and practices in innovative, sustainable ways. We value our freedom as an independent, local, community organization to do so.

We strive to identify and fill systemic gaps that hinder refugee and immigrant communities from meeting their needs. As a nimble organization with a firm foundation, we keep our focus on the humans who need our services, while acknowledging our limitations and navigating the space between our clients' various traditions and cultures, their ever-changing needs, and available community resources.

Equity + Justice

We believe that the same opportunities should be available to everyone, everywhere.

We acknowledge the disparities and oppression faced by refugee and immigrant communities and seek to amplify their voices while pursuing wholistic solutions.

We advocate with refugees and immigrants, designing our services to reduce the barriers that prevent them from accessing community resources.

Empowerment + Self Determination

We believe that people make the best decisions for themselves when they understand their options and have the support they need to take the next step.

We see, value, and empower the whole person and strive to practice active-listening and to meet our clients where they are.

We are committed to connecting refugees and immigrants to life-building tools and resources and to walking beside them to identify and work toward their goals.



Our Values

Authenticity

We believe that our clients are entitled to be their authentic selves, and we want to be authentic about who we are so that we can communicate openly and honestly with one another.

We recognize that the majority of our leadership, staff, and volunteer base does not mirror our clients, so we strive to practice self-awareness and constantly reflect on our privileges in order to ensure that our processes and programming will center the voices and experiences of refugees and immigrants.

Collaboration

We believe that working together is better than working alone, and cooperating with local organizations and individual volunteers can help make Richmond a better, more welcoming place for everyone.

We are committed to building partnerships across the community, supporting one another's efforts, and increasing the chances of our clients' success.

Community

We believe that refugee and immigrant voices matter—that they possess a wealth of knowledge and experiences—and that the empowerment of our newest neighbors is both good for Richmond and good for refugees and immigrants.

We strive to create opportunities for connection and education between local Richmonders and newcomers—building knowledge, fostering community, and enriching everyone.



Our Values

Respect for Human Dignity + Worth

We believe that every human life is equal and worthy of respect and that every person needs to feel accepted, seen, and heard.

We strive to protect and promote the human dignity and individual, cultural, and spiritual identities of our clients. Although many of us are individually motivated by our faith to do this work, we are not a faith-based organization, and we value and respect the diverse faith systems of our clients and community partners.

Our History



ReEstablish Richmond was founded by the community, for the community.

In 2010, Patrick Braford noticed a gap in Richmond's services for refugees. Government programs assigned families to Richmond upon entering the U.S., but once they arrived, they often didn't have the resources or skills to secure adequate housing. Patrick's passion for their inclusion in the wider community led him to start ReEstablish Richmond, a 501(c)3 nonprofit organization focused on helping refugees settle into Richmond while maintaining ties to their home culture.

Patrick didn't do this work alone, of course. Partnership and collaboration have been part of our DNA from the beginning; as Patrick shared his vision with others, people across the Richmond community were drawn to join the team. ReEstablish Richmond would not be who we are today without their dedicated efforts.

The services that we provide have shifted over the years to meet the ever-changing needs of the Richmond refugee population, but we have never strayed from our focus of helping our newest community members make a life of their own in the River City.

Our Board of Directors



Rick Hanson, Retired/volunteer

Marilyn Breslow, Retired/volunteer

Marjie Patterson, The Federal Reserve

Ayad Aljadery, Graduate Student

Katie Bisceglia, Stauer

Kelly Beekman, Partner, Envoy Portfolio

Ramona Taheri, Peace Operations Training Institute

Richard Sasso, Altria

Mohib Hafizi, Bon Secours

Pient Tran, The Federal Reserve

Marielle McFarland, Henrico County Office of
Management and Budget

Sarah Merryman, Mobelux

Lindsey Leach, UNOS

Sadia Shah, VCU

Kate Ayers, ReEstablish Richmond

Our Organization

Board of Directors



Kate Ayers,
Executive Director



Volunteers + Interns



Laura Jones,
Refugee
Outreach
Coordinator



Volunteers +
Interns



Jamieson Reid,
Resource
Development
Coordinator



Volunteers +
Interns



Helen Rai,
Programs and
Operations
Manager



Volunteers +
Interns



Maura Sinnenberg,
Volunteer Manager and
Community Outreach
Coordinator



Volunteers +
Interns



Our Programs



Transportation

Lack of reliable transportation is a major barrier to self-sufficiency and community integration. Our robust transportation program provides clients with the learning and support needed to achieve transportation independence. This programming ranges from bus orientations to learner's permit classes in Arabic, Dari, Nepali, Spanish, and Swahili.



Health + Wellness

Because of the stress and trauma of the refugee experience, people who have resettled are ten times more likely to show symptoms of post-traumatic stress disorder, depression, and anxiety. Our Health + Wellness program promotes healthy lives, both physically and mentally, and helps refugees build connections in their new community. This programming includes trauma-informed yoga, community health educators, and community gardening.



Community Engagement

Building meaningful relationships is an important part of community integration. Through our community connections and dedicated volunteers, we help refugees achieve their professional and educational goals. When resettled folks find success in their new lives, the whole town benefits. This programming includes volunteer engagement that ranges from community mentorship to English language tutoring to job support—to name but a few aspects of our volunteer engagement initiatives.



ReEstablish Richmond served **200** clients through

- Learner's permit classes
- DMV orientations
- Behind-the-Wheel scholarships (\$4000)
- Bus orientations

*"So many people are getting their license which helps them get a job.
You are helping people in such important ways."*

- Shekiba from Afghanistan

In the coming year, ReR hopes to address issues of equal language access regarding study materials and testing at the DMV through a partnership with Legal Aid Justice Center. ReR will also be partnering with Sacred Heart Center to offer a transportation program to the Latinx immigrant community.



Health + Wellness

ReEstablish Richmond supported **3** health + wellness community groups

- Bhutanese
- Congolese
- Afghan

We facilitated group meetings in these three communities to assess needs for healthy living and identify activities they could participate in that promoted health + wellness. Among the activities were practicing yoga, volunteering at Shalom Farms, and forming a social support group.

I've learned about the challenges refugee mothers face. Too often they feel isolated and overwhelmed, staying home to care for children while husbands work long hours to provide for the family. The high cost of day care means it's not an option. This makes pursuing an education, receiving training or getting a job outside the home extremely difficult. And like all moms, they worry about their kids. - Beth Monroe, supporter of Afghan Wellness Group

Next year, ReEstablish Richmond plans to further develop and grow these community health and wellness groups listed above so that greater numbers of resettled community members are equipped to live healthier lives.



Community Engagement

ReEstablish Richmond facilitated over **16** educational, networking, and outreach programs in the community.

WelcomeFest:
A Cultural Fair with
The Steward School

WCVE Community
Idea Station's
Refugee Voices and
Ambassadors
Training

Soles 4 Souls
and Macy's
Winter Coat
Drive

World Refugee Day
Community
Resources Fair

St. Bridgette's
Catholic Church and
Ridge Elementary
Backpack and School
Supply Drive

Field Trip with the
Congolese
Community to see
the VMFA Congo
Masks Exhibit

1st Annual
Refugee and
Immigrant
Volunteer
Summit
(RAIVS)

Educational
programming
provided to more
than 8
congregations,
schools, and
organizations

In the coming year, ReR plans to continue to partner with key organizations that will help build networks for resettled communities. Two specific partnerships will be with Henrico County Public Libraries through their Neighbors Event Program and the YMCA to host the 8th annual World Refugee Day Fair with a capacity of serving at least 800 participants.

A photograph showing two women embracing warmly. The woman on the left is wearing a green t-shirt with 'It's roots,' printed on it. The woman on the right is wearing a red headscarf with gold stars and a yellow and white striped top. They are in a crowded indoor setting, possibly a community center or event space, with other people and tables visible in the background.

Volunteer Engagement

ReEstablish Richmond held **4** volunteer orientations and trainings, trained **116** volunteers, and matched **90** volunteers with ReR clients for mentorship, English language, and employment support.

For every dollar we invest in volunteer engagement, we get a \$3 return. This means our clients gain high-value, capacity-building skills at no cost to them.

Our volunteers have reported
6218
hours of direct and indirect service this year.

Next year, ReEstablish Richmond hopes to add our volunteer coordinator to our payroll, to further establish volunteer roles and teams for our various areas of focus, to complete service enterprise certification, and to build training modules for volunteers and interns to help with direct client work overflow.



Financial Health

FY2019 Total
Income

\$309,359.90



FY2019 Total
Expenses

\$168,444.30



FY2019 Net
Income

\$140,915.60

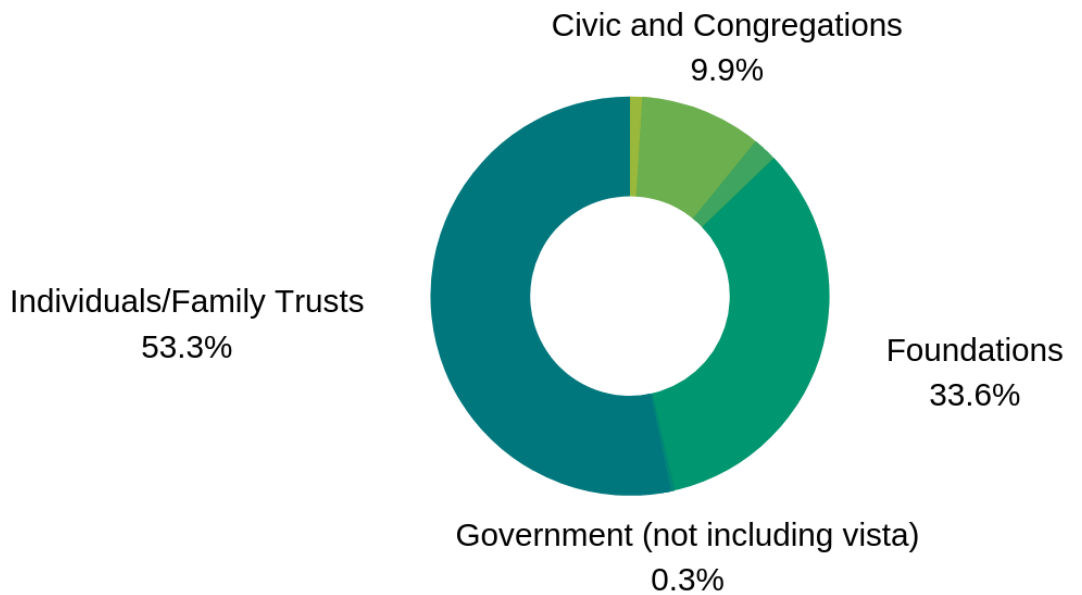
As of June 30, 2019, we have \$215,983.47 in reserves with no liabilities

Note: These reserves are earmarked for FY2020 and will enable us to add a full time Volunteer Coordinator position. This position had previously been funded by Americorps VISTA Program.

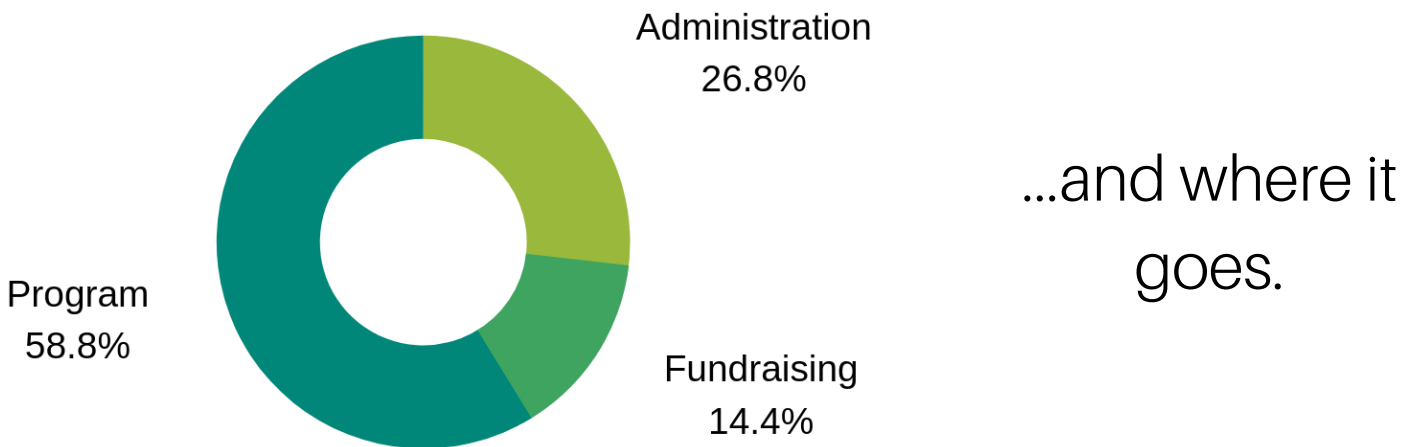


Financial Management

Where our money comes from...



Expenses



An important note about expenses: This was a year of tremendous growth. We added 2 full time employees to payroll and built a stronger infrastructure that will sustain our expansion and improve the quality and impact of services.



Final Thoughts from our Constituents

XXX shared that he was so grateful for the connections that he has made through your organization. He said that the first year living in Richmond had been extremely lonely, because no one came to visit them. He said now with the connections that they have made, there is always someone coming over to their house to see them, and they don't feel so lonely anymore.

*- ReR volunteer,
sharing a client's
thoughts about
our services*

*- Lawyer who provided
pro bono support for a
RER client in need of
support navigating the
legal system in a fair
and equitable way.*

It was a treat to meet XXX and both of you, and our firm is glad to help when we can. ReEstablish Richmond is doing such important work. We're glad to have played a very small part.

Thanks for keeping in touch with me. I know you are busy, and I appreciate feeling valued. I taught for many years, and often having volunteers was way more work than just doing things myself. But it is such a gift for everyone when we find the right fit as a volunteer!

- ReR volunteer

A special thank you to the photographers whose beautiful photos are featured in this report, including Kim Villamera, Matt Jones, Maura Sinnenberg, and Rachel Saffron!