



NASHVILLE INTERNATIONAL
Center for Empowerment



2016 Annual Report





2016 Annual Report

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ONE DREAM
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Letter from our Chair and President



A handwritten signature in black ink that reads "Gatluak Thach".

GATLUAK THACH, PHD
President and CEO



A handwritten signature in black ink that reads "Amy Richardson".

AMY RICHARDSON, MPH
2016 Board Chair

Dear NICE family,

In the past year, refugees and immigrants have captured headlines in the media more frequently than we've seen in recent memory. Indeed, the world is facing its greatest refugee crisis since World War II with 65.3 million (or 1 in every 113 people) displaced people around the world. At NICE, refugees and immigrants are more than just statistics. We get to see, hear, and experience the realities behind the media headlines. We learn the stories behind the stories; we see the faces; we hear the cries of sorrow and triumph; we live the reunification with family members, the struggle through English verb conjugation and the securing of that first job.

In 2016, NICE saw an increase in needs for services. We have full classrooms of our new neighbors who desire to learn English. They're seeking support in finding affordable

housing and meaningful employment. We are proud that NICE embodies a local, grassroots service center where we can walk alongside refugee and immigrant clients as they work to use their own gifts, talents, interests and strengths to adjust to and thrive in our community.

We know the journey for successful adjustment is not an easy one, it will continue to require dedication and commitment from our clients, our staff, and a supportive community. We are indeed proud of the collective efforts that continue to make a difference in the lives of refugee and immigrant families.

Though there is significant uncertainty in the year ahead, NICE remains firm in its commitment to our mission: to ensure refugees and immigrants achieve their full potential now and for generations to come. We invite you to join us in celebrating NICE's accomplishments in 2016 on the pages ahead. If you haven't had a chance to hear and experience the stories behind the stories, come partner with us in empowering refugees and immigrants—and invite others to join!



Mission

To ensure refugees and immigrants achieve their full potential now and for generations to come.

Vision

A strong, prosperous and peaceful community enriched by diversity.

Values

Love, unity, respect, trust, community, empowerment, equal employment opportunity, free of discrimination, professionalism, support, and encouragement.



Who We Are

Nashville International Center for Empowerment (NICE) is a non-profit, community-based organization dedicated to ensure refugees and immigrants achieve their full potential now and for generations to come. Through direct social services and educational programs, NICE provides wrap around services to assist New Americans in the Greater Nashville area during their transition to the United States. NICE envisions a diverse community in which its clients are fully integrated, empowered, and contributing members of society. Since its founding in 2005, NICE has served over 23,000 refugees and immigrants from more than 72 nations.

Key Stats



◀ 754

Adult Education clients enrolled

231

Youth served through after-school/summer programs

215▶

Refugees placed in stable jobs



355▶

Health Clients



569

Immigration applications processed



◀ 315

Refugees resettled



Volunteer Impact



300

Total number of
volunteers in 2016



8,800

Total number of volunteer
hours in 2016

Refugee Process

“A refugee is someone outside his or her own country with a well-founded fear of persecution in that country based on: (1) race; (2) religion; (3) nationality; (4) membership in a particular social group and/or (5) political opinion.”*

According to the United Nations High Commissioner for Refugees (UNHCR), there are currently over 21 million refugees around the world – the highest number since World War II. Over half of these refugees are 18 years old or younger.



Settle

Settle in refugee camp. Refugees spend years in these camps, even decades, before being granted asylum in another country.

Flee

Leave homeland due to fear of persecution



2,051

In fiscal year 2016, TN welcomed 2,051 refugees, with the greatest numbers from the Democratic Republic of Congo (516), Iraq (349), Syria (241), Somalia (232), and Burma (178). 315 of these arrivals were assisted by NICE.**



Travel

Once accepted for Refugee Status, the refugee will travel to the USA and be paired with a resettlement agency like NICE.

Apply

Apply for Refugee Status through UNHCR. Refugees then go through very intensive screening and interviewing processes.



Resettlement and Employment Programs

RESETTLEMENT

NICE saw its highest number of new arrival refugees in 2016. Our rapidly developing Reception and Placement (R&P) program has aided the resettling of refugees from nations including Afghanistan, Democratic Republic of Congo, Iraq, Syria, Uganda and more. Members of the resettlement team meet the refugees at the airport and assist the individual or families through initial housing, medical appointments, school registration, and community mapping. Caseworkers help new arrivals break down barriers to integration ensuring a smooth transition to American life.

315

Total number of new arrivals in 2016

EMPLOYMENT

NICE's Employment programs are designed to help clients find work quickly upon arrival in the United States and become self-sufficient so they are not dependent upon government assistance. Local employers such as Tyson, St. Thomas Health, Vanderbilt University, and Belmont University have been key partners with NICE and have hired several of our clients in the past year.

215

Total number of clients placed in jobs



Adult and Youth Programs

ADULT

NICE's Adult Education Program has maintained consistent growth in each of its three site locations at Glenclyff and Overton High Schools and Peace Ambassadors USA. With over 500 students enrolled in 2016, NICE is seeing an increasing demand for English language services. NICE provides seven levels of English classes with each student receiving an average of four hours of instruction per week. Additionally, NICE offers pre-high school equivalency math, social studies, and reading classes to serve as a stepping stone to the official high school diploma preparation course generally offered for native speakers. All of NICE's Adult Education classes are taught by trained educators to ensure quality curriculum.

YOUTH

The Youth Education Program provides academic support to Metro Nashville Public School (MNPS) refugee and immigrant students through after-school and summer programming. All youth programs provide one-on-one homework help through mentors, academic assistance, enrichment activities, college counseling, and English language learning. For the 2016-2017 school year, NICE is projected to serve over 200 refugee and immigrant students from Glenclyff and Antioch High Schools, McMurray Middle School, and within the summer program.

100

Citizenship
classes taught

1,840

English
classes taught

30

Pre-high school
equivalency
class students

754

Total
clients
Served

98

Summer
program
students

231

Total youth
students *doubling*
from *previous year*



CULTURAL EXCHANGE

NICE's Culture Exchange program hosts professional development workshops for Metro Nashville Public Schools (MNPS) employees. These workshops are tailored to the specific needs of the school based on its demographics, staff interests and concerns. NICE supplies representatives from specific refugee and immigrant communities and educates personnel on cultural concepts unique to the population being presented. Additionally, concepts of trauma sensitivity and how to establish a culturally responsive classroom are discussed thereby better equipping educators to engage immigrant/refugee families.

Health and Immigration Programs

HEALTH

NICE's Nashville Refugee Health Initiative (NRHI) aims to unite community members to create a community-based, family-centered, and culturally-competent support network to assist New American development of sustainable healthy lifestyle habits. NHRI offers cooking and fitness classes, medical screenings, and Intensive Case Management services to refugees and immigrants.

355

Clients served

34

Fitness classes held

276

Screenings performed

108

Cases managed

IMMIGRATION

In 2016, NICE filed 221 citizenship based applications, 227 green card based applications, 49 family reunification applications, and 72 applications in other categories.

NICE offers such services as immigration forms assistance, interpretation, consultation, case follow-up, and notary public to guide Nashville immigrants in becoming integrated members of the community and official U.S. citizens.

569

Immigration clients served



Community Partners

THANK YOU TO OUR 2016 FUNDERS



THE FRIST FOUNDATION



SCARLETT FAMILY FOUNDATION



THANK YOU TO OUR 2016 EVENT SPONSORS



THE DOROTHY CATE AND THOMAS F.
FRIST FOUNDATION



THANK YOU TO ALL OF OUR COMMUNITY PARTNERS

Catholic Charities

World Relief

Siloam Health

Peace Ambassadors

Metro Nashville Public Schools

Thriftsmart

Tennessee Immigrant and
Refugee Rights Coalition

Nashville Public
Library Foundation

Tennessee Foreign
Language Institute

Family Resource Center(s)

Nashville Adult Literacy Council

Centerstone

Center for Nonprofit Management

Hands On Nashville

Workforce Essentials

Numerous local churches
and faith centers

One World, One Dream





Financials

INCOME

70.7%

Federal grants

\$1,305,399

14.3%

Private Foundations

\$265,053

5.8%

Other

\$106,808

3.8%

Organizations

\$70,778

3.0%

Program Revenue

\$55,650

1.8%

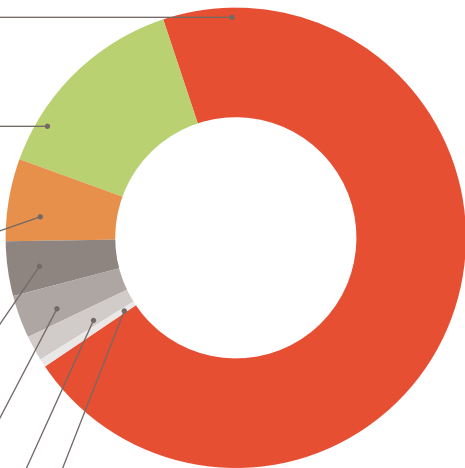
Individual

\$32,904

0.6%

In-Kind

\$10,688



\$1,847,281

Total income

EXPENSE

11.7%

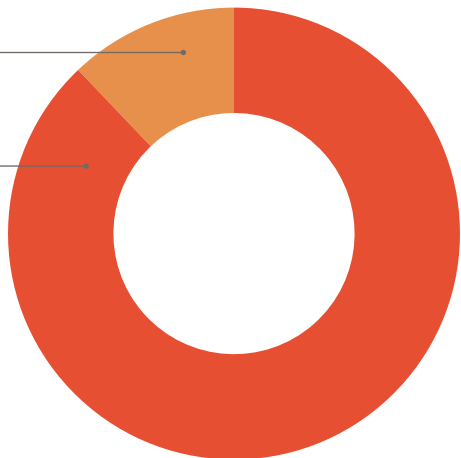
Admin & Fundraising

\$215,313

84.5%

Program

\$1,561,823



\$1,777,136

Total Expense
96.2%

Board of Directors

EXECUTIVE

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NICE

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Thank



Thank you!

Join us in 2017

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FINANCIAL GIFTS | COMMUNITY PARTNERSHIPS



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Center for Empowerment

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