



ANNUAL REPORT



Nashville International
Center for Empowerment

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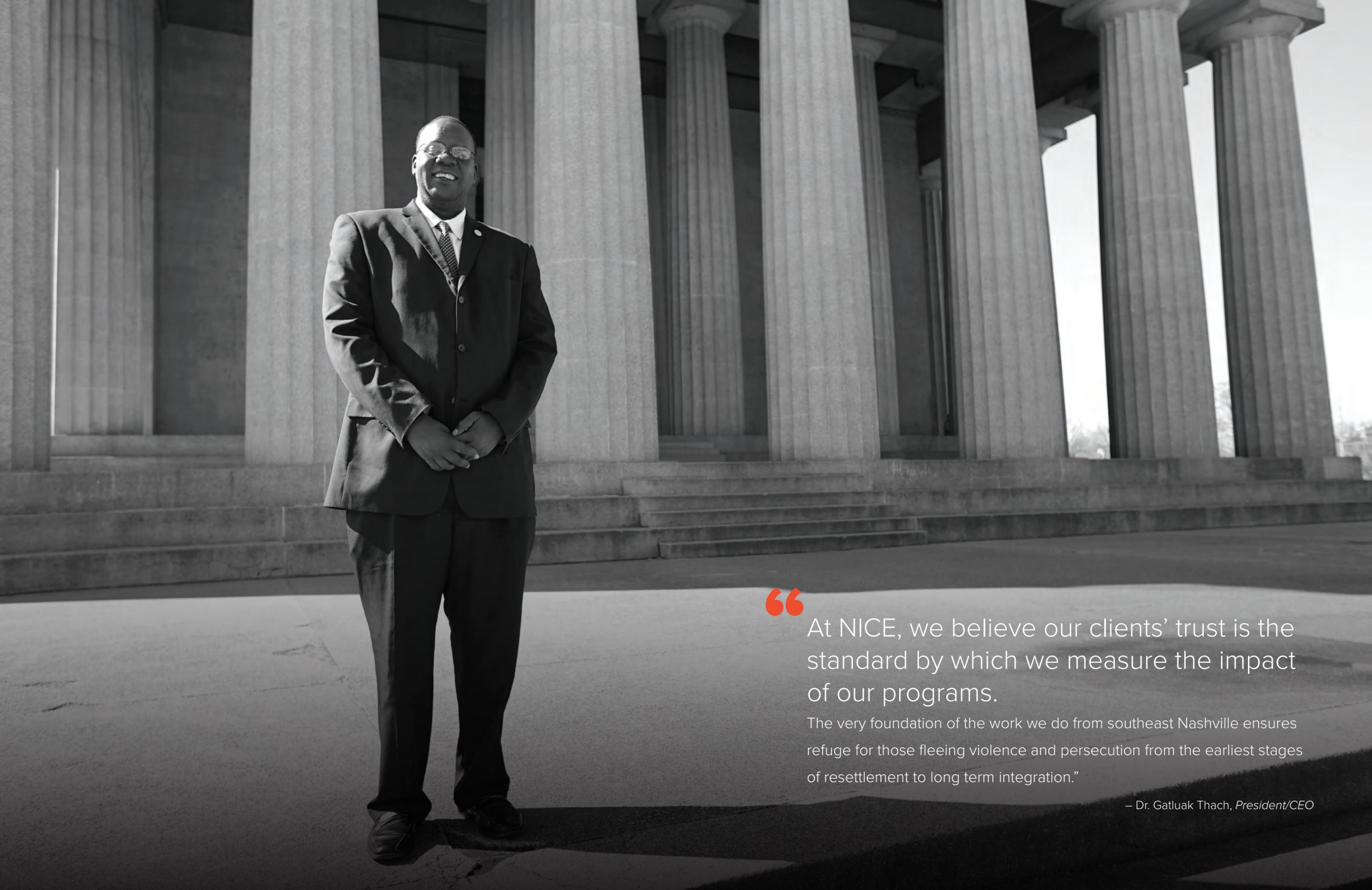
noun

a condition of being safe or sheltered from pursuit, danger, or trouble

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At NICE, we believe our clients' trust is the standard by which we measure the impact of our programs.

The very foundation of the work we do from southeast Nashville ensures refuge for those fleeing violence and persecution from the earliest stages of resettlement to long term integration.”

– Dr. Gatluak Thach, *President/CEO*



President/CEO's Note

We have been honored to serve Nashville's growing refugee and immigrant community for over a decade as they rebuild their lives in our city. Following a year of enduring uncertainty and challenges to US refugee resettlement, the Nashville International Center for Empowerment (NICE) continues to invest in the future of New Americans in Middle Tennessee. At NICE, we believe our clients' trust is the standard by which we measure the impact of our programs. The very foundation of the work we do from southeast Nashville ensures refuge for those fleeing violence and persecution from the earliest stages of resettlement to long term integration.

Many New Americans face significant socioeconomic challenges after relocating. By establishing social connectivity, civic participation, reciprocity, and trust, the flagship PEACE and Citizenship program additions seek to build social capital within the immigrant and refugee community. Our partnership with Peace Ambassadors USA has been instrumental in volunteering their time and resources to this mission. An ongoing partnership with a local nonprofit, Carpenter's Square, accommodates our growing number of students in citizenship classes. By fostering a relationship between New Americans and the Greater Nashville community, we have connected clients to community resources and local government with the essential support from partners at Cross Point Church, Church of Jesus Christ Latter Day Saints in Spring Hill, Nashville Soccer Club, Rasouls Market, Donelson Christian Academy, Community Resource Center, Bed Bath & Beyond, and many more.

Immigrant-fueled revitalization is present in all sectors of the Tennessee economy. We strive to stay attuned to the immigrant voices in our midst in order to affect systemic change as Nashville grows and diversifies. Today, NICE works at the intersection of migration, rapid urbanization, and development. Our committed staff hopes to contribute to reducing social inequality and to create a place that is inclusive, safe, and welcoming for all. It is an ambitious goal. However, we continue to gain forward momentum as we build upon our humble beginnings in a small apartment living room where refugee women in Nashville first gathered to learn English. I offer a special thanks to all our funders, individual donors, and more than 400 dedicated volunteers who support our mission. Your confidence in our work creates optimism for future growth. Together, we can improve and expand our services for the next decade.

Thank you,

Dr. Gatluak Thach
President/CEO

WHO WE ARE

Nashville International Center for Empowerment (NICE) is an Ethnic Community Based Organization (ECBO) providing essential social services for refugees and immigrants in Middle Tennessee. It is the only ECBO in the state of Tennessee founded and run by a former refugee, and whose majority of staff are primarily from refugee and immigrant communities.

Creating programs that meet the specific needs expressed by New Americans reflects a commitment to empower clients to become self-sufficient and interdependent members of the community. Since 2005, NICE has worked to realize its vision of integration, empowerment, and civic participation for New Americans by recognizing and equipping New American talent, labor, entrepreneurial spirit, and spending power in Tennessee.



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.

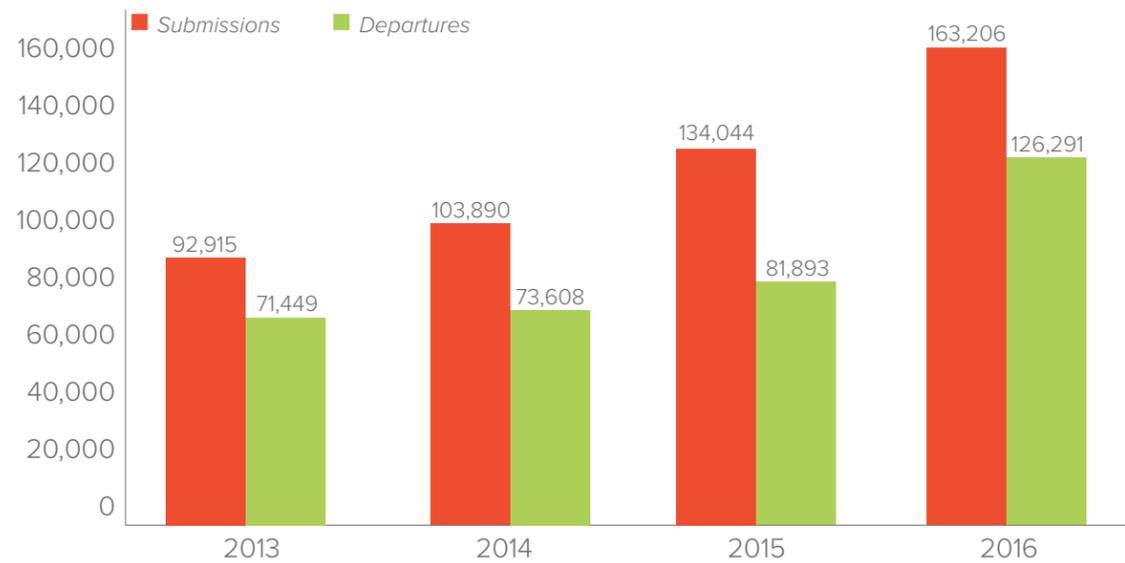


Values

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

RESETTLEMENT FACTS

UNHCR Resettlement Submissions and Departures 2013 - 31 December 2016



Top 3 UNHCR Resettlement Operations (Submissions)

Jordan	32,405
Turkey	28,926
Lebanon	24,426

Top 3 Refugees' Countries of Origin (Submissions)

Syrian Arab Republic	77,254
Democratic Republic of the Congo	22,824
Iraq	12,831

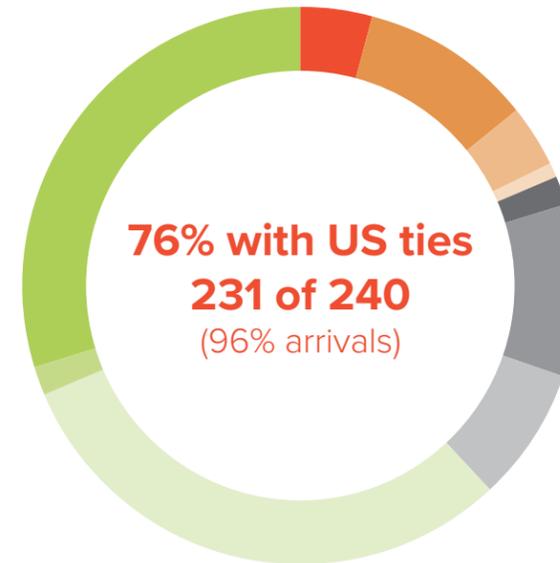
Top 5 Countries of Resettlement (Submissions)

	Submissions	Departures
United States	108,197	78,761
Canada	19,790	21,865
United Kingdom	8,837	5,074
Australia	4,828	7,502
France	4,571	1,328

Source: www.unhcr.org/resettlement-data.html

NICE Arrivals

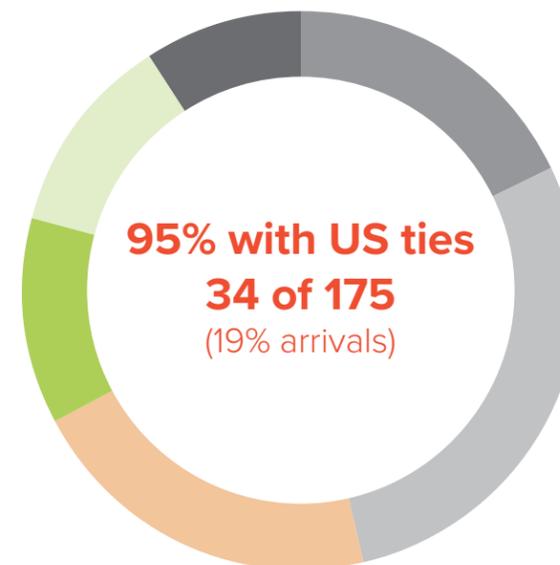
October 2016 through September 2017



Sudan	5%
Somalia	12%
Syria	4%
Russia	1%
Eritrea	2%
Bhutan	12%
Burma	9%
DRC	36%
El Salvador	2%
Iraq	35%

NICE Arrivals

October 2017 through December 2017



Ethiopia	9%
Bhutan	18%
Burma	29%
DRC	12%
Iraq	12%
Russia	23%

287
arrivals in FY16

231
arrivals in FY17

175
arrivals planned for FY18

KEY STATS



945

clients served in Adult Education programs



229

youth participated in afterschool and summer programs



231

refugees resettled



372

refugees sought stable employment



227

clients assisted with citizenship applications



323

clients utilized our health services



31

clients assisted with family reunification applications



258

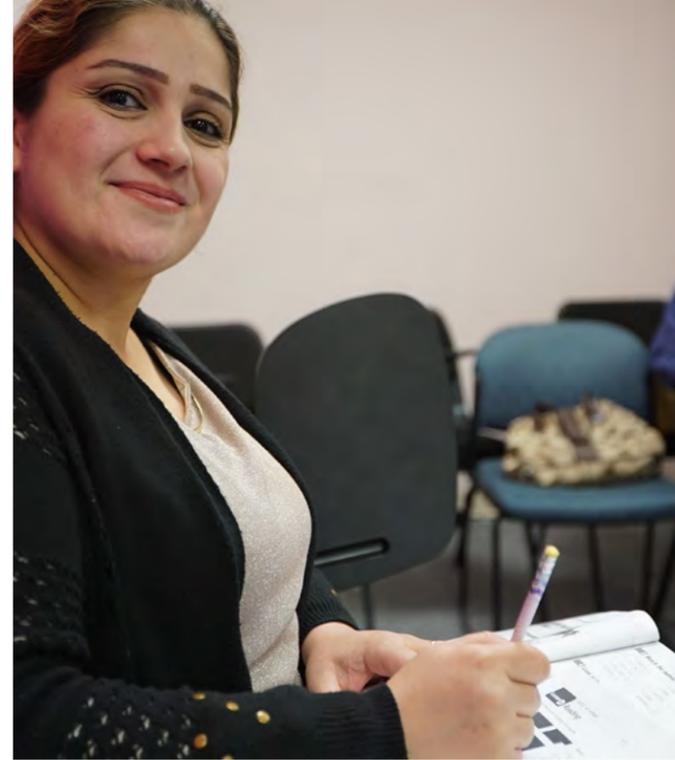
clients assisted with green card applications



400

new volunteers gave their time to NICE

***In FY2017, NICE served 2,903 clients**





RESETTLEMENT AND EMPLOYMENT PROGRAMS

Resettlement

Our resettlement program prepares New Americans upon arrival to successfully begin their life in the US. Last year, the resettlement staff assisted 231 refugees through direct social services in reception and placement through providing appropriate housing, modest furnishings, basic essentials, case management and social service assistance, client transport, and temporary financial subsidies for new arrivals. NICE provides social services and education to New American communities in Middle Tennessee, especially among the Burmese, Iraqi, Congolese and Somali communities.



Employment

Employment opportunities are expedited for clients to achieve financial independence and overcome initial resettlement challenges. 372 NICE clients sought employment last year. Community partnerships with Tyson Foods, St. Thomas Health, Vanderbilt University, Belmont University, and others have been essential in providing competitive work opportunities that offer higher salaries, health benefits, and education incentives.



HEALTH, IMMIGRATION, AND PEACE PROGRAMS



“I get peace, and rights, and freedom.”

– Mohamed Hamdan, Sudanese refugee originally from Darfur

Health

The Nashville Refugee Health Initiative (NRHI) at NICE intervenes to overcome client health barriers related to trauma, acculturation, access to proper care, transportation, and medical assistance. In FY 2017, the NRHI provided case management, transportation and educational services to instruct clients on getting to their appointments, become insured, and achieve positive health outcomes through exercise and diet classes.

Mohamed Hamdan, a 35-year-old Sudanese refugee originally from Darfur, came to Nashville after a long and difficult journey through an Ethiopian refugee camp, South Sudan, and the Americas before receiving his asylee status in Ohio. Not long after resettlement, he was in a car accident and had to go to the hospital. Thanks to the support of the health staff in helping him obtain cash assistance, food stamps, and Medicare, Mohamed has been able to overcome setbacks. He is grateful for the opportunity to live and work in the United States, saying “I get peace, and rights, and freedom.”



323
clients utilized
our health program
offerings



22
clients participated
in fitness classes



37
clients participated
in cooking classes

Immigration

Comprehensive immigration services range from paperwork assistance, translation and interpretation, consultation, follow-up, and public notarization, making a complex system more accessible to New Americans.

Over the course of the year, our immigration program supported 227 applications for citizenship, 258 applications for green cards, 35 Green Card replacement applications, 25 travel document applications, 31 family reunification applications, and 27 applications for other related programs. This cost-effective program facilitates pathways for citizenship, naturalization, and family reunification, possibly even after years of separation.

PEACE

The Proactive Engagement to Achieve Community Empowerment program (PEACE) was developed in partnership with Peace Ambassadors USA and received its first federal funding for 2017-19. PEACE is one of only five programs nationally to win this funding and the only program in the South. NICE and Peace Ambassadors have 30+ years' collective experience in programming and community outreach for New Americans that represent a diversity of nationalities, cultures, and ethnicities. The PEACE program's overall mission is to empower youth and adults to become leaders through community engagement that models inclusivity, unity, and solidarity. By 2019, the program aims to create community-led spaces for open dialogue, enhanced access to resources, and resiliency nurtured across diverse communities in the greater Nashville area.



195
clients participated
in health screenings



48
clients supported
by Intensive Case
Management services



21
elders assisted

ADULT, YOUTH, AND CITIZENSHIP PROGRAMS



Adult Education

Locally based at Glencliff High School, Overton High School, and Peace Ambassadors USA, this program provides some of the most essential resources for clients eager to increase economic mobility and community integration. In 2017, 945 students were served in the Adult English classes, which offer seven levels of increasing difficulty through bi-weekly classes. Additionally, a transitional class is offered for those clients preparing for the High School Diploma equivalency course.

Melvin Vasquez, a busy mother of two, takes time out of her week every Tuesday and Thursday to attend an English class. After relocating from El Salvador to be with her husband who fled during the Salvadoran Civil War, Melvin started over in a city very different from her rural village. A nurse in El Salvador, Melvin was met with few nursing opportunities in Nashville and began working as a maid. Balancing a job along with two kids, Melvin works diligently to attend evening English classes. **These classes have helped her improve her English skills, and she hopes to eventually earn her nursing degree in the United States.**



Youth Education

Youth Education supports refugee and immigrant students as they adjust to the Metro Nashville Public School system. Children in the program receive **individualized homework help from program mentors, assistance navigating a foreign academic culture, college counseling, and English language instruction.** An elementary school student who participated in the after school program said, "I want to be a doctor and help peoples' stomachs."

Citizenship

To begin the process of obtaining US citizenship, citizenship classes focus on civics, American history, English, and interviewing skills. After registration, students are placed into appropriate class groups and receive **bi-weekly citizenship instruction.** The program includes **localized civic participation activities** and **USCIS exam practice.** Classes receive **tours of key governmental and civic history sites from guest speakers** and **group/individual tutoring.**



229

youth participated in afterschool and summer programs



945

students enrolled in English classes

FINANCIALS

Income



ENTITY	INCOME	% OF TOTAL
Federal	\$1,059,505	61.7%
City	\$108,121	6.3%
Foundations	\$263,840	15.4%
Individuals	\$20,814	1.2%
Program Revenue	\$69,279	4.0%
Corporations	\$196,959	11.5%
Total Income	\$1,718,519	100.0%

Expenses



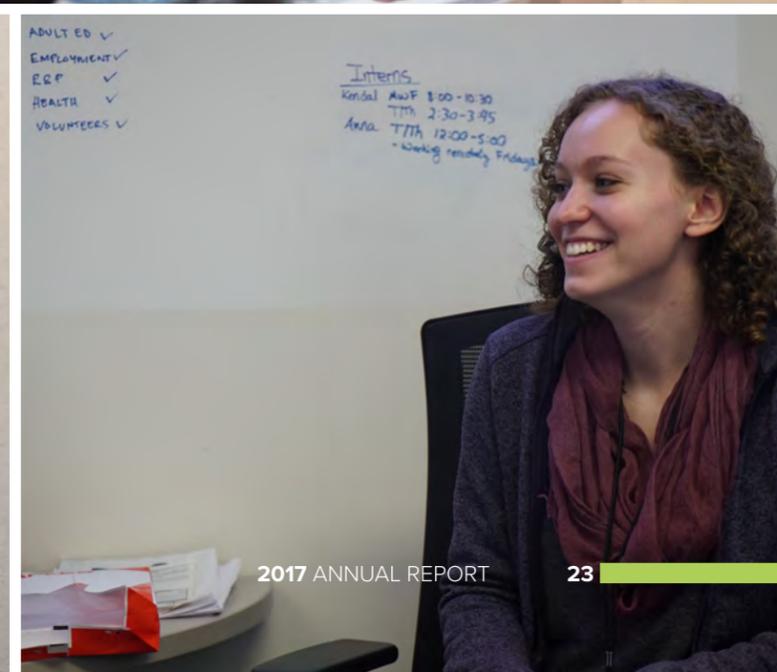
ENTITY	EXPENSE	% OF INCOME
Program	\$1,518,520	88.4%
Administration and Fundraising	\$174,681	10.2%
Total Expense	\$1,693,201	98.5%

BOARD / EXECUTIVE OFFICERS

- Chair:** Beatrice Gatebuke, MA | FASHA
- V. Chair/Secretary:** Rosemary Lokule | Self-Employed
- Treasurer:** Hanaa Hamed | TFLI & Family and Children's Center
- President/CEO:** Dr. Gatluak Ter Thach | NICE
- Muna Muday | Student

Advisory Members

- Andrea Ayers | Law Office of Andrea M. Ayers
- Asrar Babikir | Catholic Charities, Nashville
- Bruce Buchanan | Office of Siskind Susser PC
- Chuol Both | Toshiba
- Joseph Dickson | HealthTrust Purchasing Group/HCA
- Mahmoud Eltighani, PhD | Tennessee State University
- Mohamed Shukri Hassan | Metro Nashville Arts Commission
- Julia Lydon, PhD | Retired, Metro Nashville Public Schools
- Tom Negri | Community Volunteer
- Jeff Pack | Community Volunteer
- Avi Poster | Nashville for All of Us
- Anatina Sharma | Google
- Stan Thangaraj | City College of New York
- William Thompson, MD | Doctors Without Borders



FUNDERS



Thank you to all of our community partners

- Bed Bath & Beyond
- Belmont University
- Carpenter's Square
- Catholic Charities
- Centerstone
- Center for Nonprofit Management
- Church of Jesus Christ Latter Day Saints in Spring Hill
- Community Resource Center
- Cross Point Church
- Donelson Christian Academy
- Hands On Nashville
- Meharry Medical College
- Metro Nashville Public Schools
- Nashville Adult Literacy Council
- Nashville Public Library Foundation
- Nashville Soccer Club
- Peace Ambassadors
- Rasoul's Market
- Siloam Health
- St. Thomas Hospital
- Tennessee Foreign Language Institute
- Tennessee Immigrant and Refugee Rights Coalition
- Thriftsmart
- Tyson Foods
- Under Armour
- Workforce Essentials



12

YEARS

OF DEDICATED

SERVICE

WELCOMING

NEW

AMERICANS



Nashville International
Center for Empowerment