“The Welcoming Center changed my life; it quickly felt like home and took my depression away.”

Read Fatemeh’s inspiring story on page 8!
Thank you for taking the time to read this letter. We know it would be easy to skip ahead to the “more interesting” information on the following pages, but then you would miss some highlights from this past year. The investment of time and resources from individuals, companies, foundations, government agencies, and community partners has a direct and meaningful impact and it is worth highlighting each year in our annual report. **Together we are building a society where immigrants experience increased economic stability, stronger social capital, deeper community connection, and expanded representation in public life.**

Have you noticed lately how everyone is starting to talk about diversity, equity, and inclusion? Some are even highlighting the contributions that immigrants are making in our region. Most of our donors and funders have been championing these issues with us all along. **Together we have been making strategic investments to build a more inclusive and equitable society for more than 17 years.** From connecting immigrants to gateway jobs when we started in 2003 to building contextualized English and small business training classes to now partnering with the local workforce system and helping employers better engage immigrant talent, we remain at the forefront of promoting inclusive economic growth through immigrant integration. We know we will succeed because we never walk alone.

Over the past year, our staff, participants, and board worked together to draft and adopt a Theory of Change for the Welcoming Center. **We articulated our core values: asset-based, collaboration, imaginative thinking, participant-centered, and community.** These values were deeply rooted in our work when we launched the Global Craft Market in 2019, a cooperative endeavor bringing ten women from ten countries together to launch new businesses in Philadelphia. This past year, one of our longtime partners in promoting the integration of immigrants into the workforce launched the WES Mariam Assefa Fund and made a significant investment in us because they shared our values and believed in our approach to working with immigrants of all education and skill levels. **Together, with their financial support and our experience, we will deepen our impact locally and provide a road map for others to adopt nationwide.**

You may recall that in 2019, we were excited to move into new office space in Chinatown. We were still just a short walk to City Hall, but our new location in one of Philadelphia’s most iconic immigrant neighborhoods, put us closer to the types of small businesses we support and made it very convenient to enjoy dim sum, bánh mì, bibimbap or nearly anything from the nearby Reading Terminal Market. For the first time, we enjoyed an abundance of natural light pouring through the big walls of windows and we were able to host large workshops, networking events and celebrations in our open space and still have plenty of room to work independently or in teams around the office.

**In the spring of 2020, we find ourselves working remotely and connecting through Microsoft Teams and Zoom.** We have virtual staff meetings, training programs, graduation ceremonies, and even lunches and happy hours online now. We have become familiar with the artwork and book collections in the background or the cats or dogs or children that pop up on our colleagues’ screens as we try to conduct our work professionally from home.

In last year’s annual report we said “so much has changed, but our mission remains the same.” This year, it is safe to say that so much more has changed and our mission is more critical than ever. We are grateful for everyone who has invested their time, talent, and financial resources in our success. **Together we will realize that vision of a more inclusive and equitable world.**

Best regards,

DEAR FRIENDS OF THE WELCOMING CENTER,

Anuj Gupta
Board Chair

Peter J. Gonzales
President and CEO
**FINANCIALS**

Welcoming Center for New Pennsylvanians’ total revenue in FY 2019 (July 1, 2018 - June 30, 2019) was $2,459,580. We are supported by multiple revenue streams including generous donations from individuals, corporate sponsors, foundations, and government contracts. The 2019 Solas Awards, our annual premier fundraising event, raised over $325,000 accounting for 13.2% of the Welcoming Center’s annual operating budget. Together, our supporters are helping to build a more equitable society.

**Total Revenue: $2,459,580**

- Government Grants and Contracts - $1,598,496
- Foundation Grants and Contributions - $512,257
- Direct Fundraising - $236,902
- Other Revenue - $98,869
- Contributed Goods and Services - $13,056

**Total Expenses: $2,505,335**

- Programs and Services - $2,206,043
- Management/General - $188,006
- Fundraising - $111,286
Solas means "light" in Gaelic. The Solas Awards was created to shine a light on visionary leaders that illuminate the positive impact immigrants in the Philadelphia region have on the economy.

In 2019, we moved the event to the Pennsylvania Academy of the Fine Arts and added a silent auction to raise additional funds and engage our community further. We welcomed 400 attendees and raised more than $325,000. Our community came together to celebrate and recognize our honorees:

Dr. Bhavna Shyamalan, Co-Founder and Vice President, M. Night Shyamalan Foundation, was presented with the Dennis Clark Solas Award for her leadership, vision, and tireless advocacy for advancing human rights and addressing social injustice around the world.

The Chamber of Commerce for Greater Philadelphia received the Atlas Award for Advancing Opportunity for their work in recognizing and highlighting the role of immigrants in strengthening the region’s economy, contributing to the workforce, and revitalizing and stabilizing neighborhoods. Yvette A. Núñez received the award on behalf of the Chamber.

THANK YOU

We would like to thank the individuals, corporate sponsors, and institutions that made the Welcoming Center’s work possible during FY 2019 (July 1, 2018 - June 30, 2019). Together, you made 2019 our most impactful year yet.
OUR MISSION

The Welcoming Center promotes inclusive economic growth through immigrant integration.

ABOUT US

Welcoming Center for New Pennsylvanians is a nonprofit organization based in Philadelphia. Founded in 2003, the Welcoming Center works to open doors of economic opportunity for immigrants of all education and skill levels and to build immigrants’ individual and collective agency to address barriers to integration and wellbeing. We work together with our participants, a broad spectrum of organizations, and both public and private sector institutions to advance learning, shape policy, and grow the economy through immigrant integration.

WORKFORCE DEVELOPMENT

Contextualized ESL and Skills Training: Our Contextualized ESL program is designed for English Language Learners to co-currently learn English language skills while working on occupational skills.

International Professionals Program: This program addresses “brain waste” among highly educated, foreign-trained immigrant professionals in Philadelphia who are unemployed or underemployed. This program combines classroom-based and experiential training with one-on-one coaching to support participants in securing meaningful employment.

ENTREPRENEURSHIP

Business Training Program: We offer training to individuals looking to start or grow their business. This includes technical assistance and guidance on licenses and regulations. Our hands-on assistance helps entrepreneurs develop business plans, grasp city regulations, understand business operations, identify capital, create marketing strategies, and much more.

Global Craft Market: Our Global Craft Market is a collective of local immigrant artists who share their hand-made, fair traded crafts to celebrate and sustain craft making traditions and artisans from around the world.

COMMUNITY ENGAGEMENT

Immigrant Leadership Institute: The Immigrant Leadership institute is a five-month training program that prepares residents of Greater Philadelphia with the skills, knowledge, and tools necessary to engage in civic life. The Institute represents a dynamic approach to creating opportunities where immigrants speak for themselves and participate in the cultural, political, and social life of the city.

Participant Advisory Council: The Participant Advisory Council comprises our program graduates and provides the Welcoming Center with insight into the needs and challenges of our programs and offers us opportunities to improve the way we serve our community.
MARIAM IBRAHIM

In 2017, Mariam Ibrahim moved to the United States from Egypt after earning a bachelor's degree in physics. She spoke little English when she arrived and spent much of her first six months in the U.S. isolated and yearning to move back to her home country, despite the danger and limited choices she faced there. With help from her brother, Mariam enrolled in an English class at the Center for Literacy. It was there that her journey truly began.

Mariam excelled in the English class and began working to get her bachelor's degree accredited for work in the U.S. After a long and tiresome year of trying to secure sealed transcripts from her university in Egypt, Mariam had to make a tough decision—begin work without an accredited degree or return to school to earn a new degree.

A member of Mariam’s church told her about the Welcoming Center and soon after, she enrolled in the Immigrant Leadership Institute (ILI). During the five-month program, she learned about American culture, honed skills to help navigate social situations, and found a supportive community. As a member of the five-person team, Mariam helped organize a public forum entitled "English is a Bridge. Are You Willing to Cross It?" to bring awareness to the lack of English classes available in Northeast Philadelphia, a community with one of the largest immigrant populations in the city. The forum effectively garnered the attention of many leaders in the community and opened the conversation to create opportunity for immigrant informed solutions. She shared with us that one of the hardest yet most rewarding parts of the ILI program was public speaking: "It helped us gain confidence in ourselves, in our skills, and remember that we can do many things in society to help ourselves and others."

Soon after completing the ILI program, Mariam made the decision to return to school to earn a new degree and began taking classes at Community College of Philadelphia. She is now working towards transferring to Jefferson University to earn a degree in Radiation Therapy. Additionally, Mariam has worked to improve her translation skills and through a connection at the Welcoming Center, she has left the food industry and secured a job as a translator with a Physical Therapy office, allowing her to spend more time focusing on school.

Since moving to the U.S. three years ago, Mariam has worked tirelessly to improve her life. Despite many roadblocks, her passion, tenacity, and big heart have helped her create connections and put her on the path to reaching her goals.

“The Immigrant Leadership Institute helped us gain confidence in ourselves, in our skills, and remember that we can do many things in society to help ourselves and others.”
Question: What was your experience like moving to the United States?
Answer: I am fortunate that I was able to travel to Philadelphia a few times before moving here in March of 2018. Visiting made the move feel much more familiar, but I quickly realized I had nothing to do outside of cooking meals for my husband and me. After spending most of my life focused on school and then work, not having anything to do was the most difficult part of my transition.

I applied for a working permit and after being approved I began looking for jobs. My friend was enrolled in the Welcoming Center’s International Professionals Program (IPP), and when she found out I was searching for a job she referred me. I knew it was the right opportunity since applying to jobs in the United States was new to me.

Q: What was your biggest take away from the International Professionals Program?
A: The program helped me realize that I’m not that different from native English speakers. I have skills and vast knowledge and I learned to be confident in that.

I also learned the importance of networking in the U.S. This was emphasized a lot by the Welcoming Center and I’m glad it was because it is not part of the culture in China and is one of the major reasons I have my job today.

Q: How did the International Professionals Program and the Immigrant Fellowship Program impact you?
A: The combination of these two programs played a large role in securing my current full-time position.

After graduating from the IPP, I joined the Immigrant Fellowship Program (IFP) while continuing my search for a permanent job. Through the IFP, I worked for the City at the Office of Workforce Development and the Office of Adult Education. Despite having a bachelor’s degree in economics, a master’s degree in finance, and work experience in China, the three months I spent working for the government through the IFP gave me the United States-based experience I needed in order to be considered for work here. This experience coupled with the networking skills I gained during the IPP helped me land my first job in the U.S.

Q: What has your career looked like since graduating from the International Professionals Program and leaving the Immigrant Fellowship Program?
A: I secured a job with Wharton Executive Education at University of Pennsylvania. I started as a program coordinator and after one year in the role, I received a promotion and I am now the Program Manager. Additionally, due to the pandemic, I was asked and accepted an additional temporary role as the Executive Assistant to the Vice Dean.

When college-educated immigrants like Lucy are unemployed or underemployed, it results in a waste of human capital which represents a loss to employers, host communities, and immigrants themselves. Lucy’s story is not unique. Many immigrants move to the U.S. with skills, knowledge, and experience, but are not afforded the same opportunities available to those with U.S. education and work experience. The Welcoming Center’s International Professionals Program and Immigrant Fellowship Program provides participants with the tools they need to begin using their advanced education and valuable skills to build a career in the U.S.
Fatemeh Fard

An artist. A mother. A strong woman. Fatemeh Fard moved to the United States in 2007 to be with her American husband, leaving her home, her family, and her architecture career in Iran. After living in various cities across the country with her husband and three children, Fatemeh found herself in a shelter with her kids at her side. At the time, she spoke little English, was caring for her children, and dealing with depression and PTSD but powered by her faith and drive to create a better life for her children she continued to move forward. After two years in the shelter, Fatemeh found housing in the City of Sisterly Love.

Fatemeh began taking English classes at the Center for Literacy and in seeking additional resources she was directed to the Welcoming Center where she was met with open arms. “The Welcoming Center changed my life; it quickly felt like home and took my depression away.” Fatemeh considers the Welcoming Center community her family, sharing that she built fast and deep relationships with the staff who listened and provided motherly support, ultimately reminding her she wasn’t alone. This reminder coupled with the re-discovery of art as therapy had a positive influence on her confidence and mental health and played a significant role in relieving her depression. With college degrees in architecture and design, a lifetime of learning the arts and crafts of her culture, and a passion for creating, Fatemeh discovered a great fit at the Welcoming Center’s Global Craft Market.

Through the Global Craft Market, Fatemeh learned the logistical, financial, and marketing aspects of running a business; but in her time at the Welcoming Center she gained so much more than lessons in entrepreneurship, she found lifelong friends and a community that provides endless encouragement. While gaining the technical skills needed to be a successful entrepreneur, Fard was channeling her feelings and hardships into creating meaningful art and fighting her depression with the help of mental health resources and her Welcoming Center family. Fatemeh’s passion and artistic ability along with all that she learned at the Welcoming Center led to the creation of her own shop, Strong Woman Design.

Fatemeh creates tableware, jewelry, needlepoint, and much more, all of which are an expression of her emotions and a tribute to her culture and life experiences. Through the Global Craft Market, she has sold her pieces at Reading Terminal Market, Cherry Street Pier, The Oval, and has many of her pieces available through an Etsy store. In addition to caring for her children, creating art, and running Strong Woman Design, Fatemeh is furthering her education at Community College of Philadelphia. While obstacles remain, Fatemeh is a strong woman who has never let a challenge stop her.

“The Welcoming Center changed my life; it quickly felt like home and took my depression away.”
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Donate online through our website welcomingcenter.org/donate or write a check addressed to Welcoming Center for New Pennsylvanians. We also accept stock and mutual fund donations.

For more information please contact Rebecca Rathje, 215-557-2858, or rebecca@welcomingcenter.org.

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