



# Community Services Advisory Committee Agenda

Monday, July 14, 2025, 5:30 PM

\*Hybrid\* Meeting

The Community Services Advisory Committee serves the City Council by advising on human services issues including:

- Community service needs
- Human services priorities
- Plans and policies
- Funding requests
- Annual funding plans
- Collaborative & regional planning initiatives
- Service trends & updates

## Members:

- Caitlin Konya
- Fabian Ahmed
- Jennifer Corona
- Judith Williams (*Chair*)
- Ken Nsimbi
- Marta Hood
- Pam Fernald

## Staff:

- Erin Bryant-Thomas, *Human Services Manager*
- Barbara Mailo, *Administrative Assistant III*
- Kim Cooper, *Human Services Coordinator*
- Miriam Maiteri, *Human Services Coordinator*

This meeting will be conducted in a hybrid format. The meeting will be broadcast on SeaTV Government Access Comcast Channel 21 and live-streamed on the City's website <https://seatacwa.gov/seatvlive>. The public may view the meeting in- person in the Council Chambers at SeaTac City Hall. A quorum of the Council may be present.

ITEM	TOPIC	PROCESS	WHO	TIME
1.	Call to Order		Judy Williams, Chair	5 minutes 5:30-5:35
2.	Approve Minutes from June 9, 2025	Action	Members	5 minutes 5:35-5:40
3.	<b>Presentation:</b> International Rescue Committee	Presentation	Lauren Nicolas Card Small Business Program Coordinator	20 minutes 5:40-6:00
4.	<b>Presentation:</b> Orion	Presentation	Nicole Zinn Partners and Grants Manager	20 minutes 6:00-6:20
5.	<b>Presentation:</b> REWA	Presentation	Mahnaz Eshetu- Executive Director	20 minutes 6:20-6:40
6.	WA MASS Project Updates	Informational	Miriam Maiteri	5 minutes 6:40-6:45
7.	Human Services Updates	Informational	Kim Cooper	5 minutes 6:45-6:50
8.	Next Meeting – August 11, 2025	Informational	Members	1 minute 6:50-6:51
9.	Adjourn		Judy Williams, Chair	1 minute 6:51-6:52



# Community Services Advisory Committee Meeting Minutes

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June 9, 2025, Meeting  
5:30 pm – 7:30 pm  
\* Hybrid Meeting \*

**Members Present:** **Judith Williams** (Chair) – arrived after minutes approval  
**Marta Hood**  
**Caitlin Konya**  
**Jennifer Corona**  
**Fabian Ahmed**  
**Ken Nsimbi** – arrived after minutes approval

**Members Absent:** **Pam Fernald**

**Staff Present:** **Kim Cooper**, *Human Services Coordinator*  
**Barb Mailo**, *Admin 3*

**Council Present:** None

**Others Present:** *Asian Counseling and Referral Services Clinical Director* **Harumi Hashimoto**  
and *Deputy Director* **G. Castro**, *Crisis Connections – Regional, Teen Link and*  
*211 Chief Executive Officer* **Michelle McDaniel**, *Highline Area Food Bank*  
*Executive Director* **Courtney Wellberg**

**Commence:** 5:31 PM  
**Adjourn:** 6:41 PM

1. Call to Order / Introductions	<b>Ms. Konya</b> called the meeting to order at 5:31 pm
2. Approval of May 12, 2025, Meeting Minutes	<b>Review and Approve</b> <ul style="list-style-type: none"><li>Ms. <b>Corona</b> motioned to approve the meeting minutes. Second by Mr. <b>Ahmed</b></li></ul> <b>Motion passed: 4:0</b>
3. Presentation: Asian Counseling and Referral Services	<b>Presentation</b> <p>Presented by <i>Asian Counseling and Referral Services Clinical Director</i> <b>Hashimoto</b> and <i>Deputy Director</i> <b>Castro</b></p> <p>Discussion commenced with Ms. <b>Corona</b>, Ms. <b>Konya</b>, <i>Asian Counseling and Referral Services Clinical Director</i></p>

	<b>Hashimoto</b> and <i>Deputy Director Catro</i>
4. Presentation: Crisis Connections – Regional, Teen Link and 211	<p><b>Presentation</b></p> <p>Presented by <i>Crisis Connections – Regional, Teen Link and 211 Chief Executive Officer</i> <b>McDaniel</b></p> <p>Discussion commenced with Ms. <b>Corona</b>, Ms. <b>Konya</b>, Ms. <b>Hood</b>, Mr. <b>Ahmed</b>, and <i>Crisis Connections – Regional, Teen Link and 211 Chief Executive Officer</i> <b>McDaniel</b></p>
5. Presentation: Highline Area Food Bank	<p><b>Presentation</b></p> <p>Presented by <i>Highline Area Food Bank Executive Director</i> <b>Wellberg</b></p> <p>Discussion commenced with Mr. <b>Ahmed</b>, Ms. <b>Corona</b>, Ms. <b>Konya</b>, <i>Highline Area Food Bank Executive Director</i> <b>Wellberg</b>, and Mr. <b>Nsimbi</b></p>
6. Human Services Updates	<p><b>Informational</b></p> <p><i>Human Services Coordinator</i> <b>Cooper</b> – no updates tonight</p>
7. Next meeting – July 14, 2025	<b>Informational</b>
8. Adjourn	<i>Chair</i> <b>Williams</b> adjourned the meeting at 6:41 pm

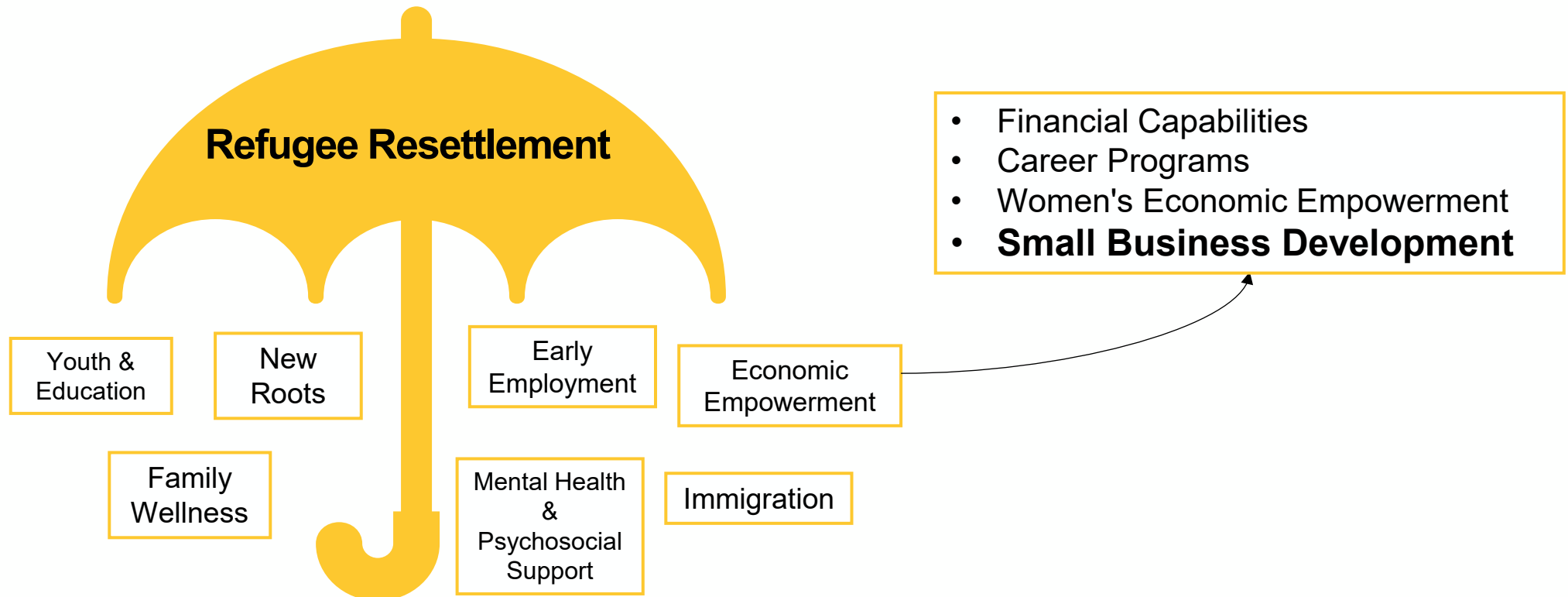


## **IRC Seattle Small Business Program**

Lauren Nicolas Card  
SeaTac Community Advisory Committee  
14 July 2025

# Brief Overview of the IRC

- Founded in 1933 at the request of Albert Einstein
- Seattle office opened in 1976 in response to the influx of Vietnamese refugees



# **Center for Economic Opportunity (CEO)**

# About CEO

CEO is a national, non-profit financial institution that offers small-dollar business loans to refugees, immigrants, and other-credit-thin individuals.

- IRC-CEO is a subsidiary of the International Rescue Committee
- 501(c)(3) non-profit
- Certified Community Development Financial Institution (CDFI) Loan Fund



# Benefits of a CDFI Lender

- 153 business loans made overall in FY23
- **Accessibility:**
  - **41** loans made to borrowers with credit scores below 580-no activity reported
- **Opportunity:**
  - **60** loans made to borrowers considered to be very low to extremely low-income
  - **131** loans made to borrowers with humanitarian or other immigrant status
    - **22** loans made to U.S.-born borrowers
- **Hardship accommodations**



# Loan Products

# Business Microloan

Loan Type	Maximum Loan Amount	Maximum Term	Fixed Interest Rate	Closing Fee
Microenterprise	\$2,500	12 months	0.00%	2%
	\$5,000	24 months	2.99%	2%
	\$5,000	36 months	3.99%	2%
	\$50,000	72 months	8.99% - 11.99%	2%
Digital Accelerator	\$2,500	12 months	0.00%	2%
	\$2,500	18 months	0.99%	2%
	\$2,500	24 months	1.99%	2%

- Digital Accelerator Loan – funding available for business digitization or digital expansion
  - Software purchases
  - Hardware purchase
  - Online Sales
  - Digital marketing
  - Digital payment methods
  - Online presence

# Credit Building Ladder Loan

CEO Credit Ladder Loan Terms				
Credit Ladder	Loan Amount	Months to Repay	Monthly Payment	Interest & Fees*
1st Rung	\$100	6	\$16.67	0%
2nd Rung	\$300	8	\$37.50	0%
3rd Rung	\$1,000	20	\$50.00	0%

\*Requires enrolment in CEO's FREE Digital Package, which includes electronic loan disbursement, automatic repayment, e-mailed monthly account statements and SMS text message reminders.

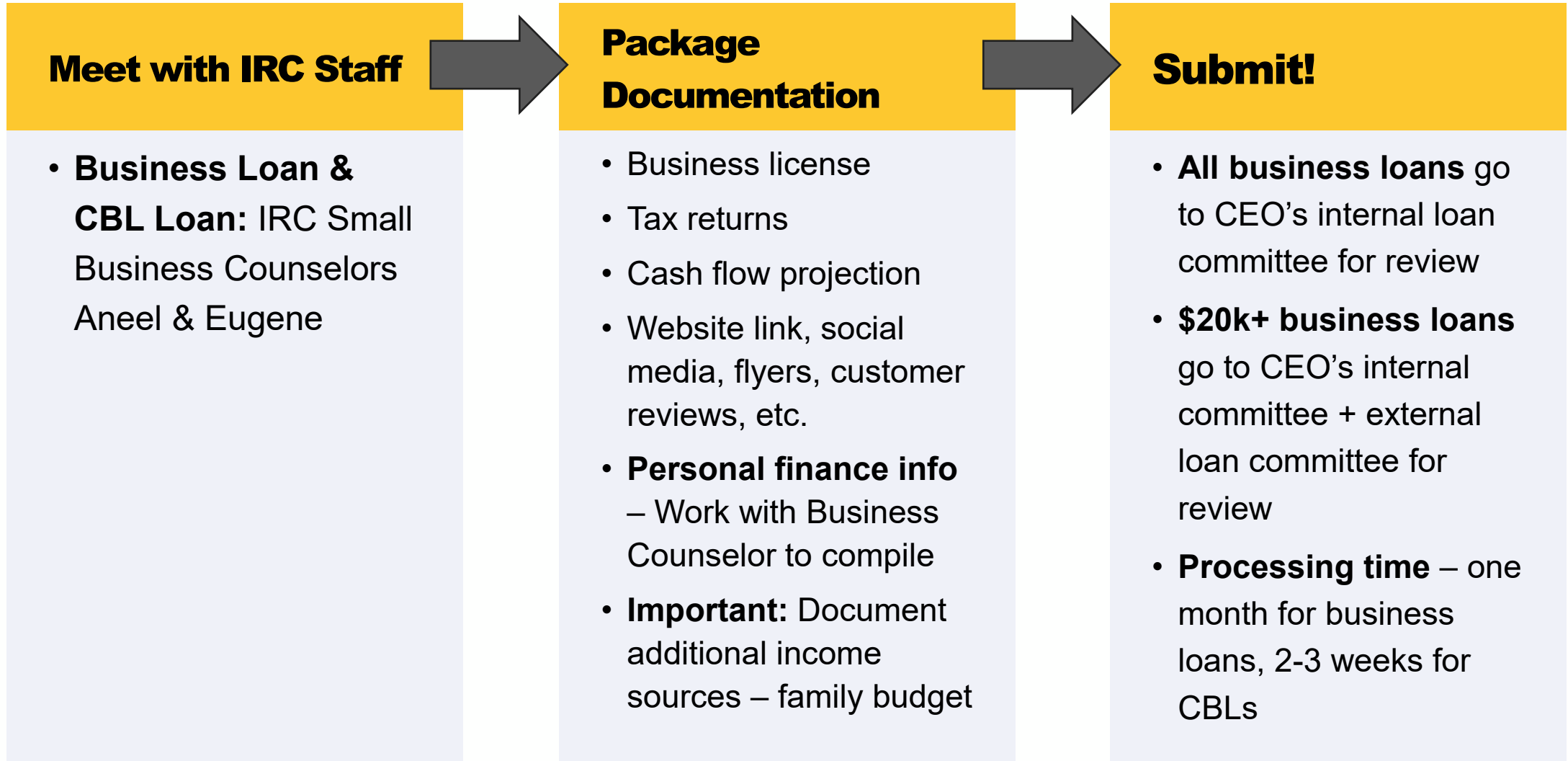
Upon completion of the Credit Building Ladder:

- 34 on-time payments
- 3 installment loans opened and paid in full
- No hard inquiries
- \$0 paid to build your credit!

- **Why should personal credit matter to small business owners?**

# **Application Process**

# Application Process



# **Common Roadblocks**

# Common Roadblocks

- **Lack of formal profit & loss statements, general recordkeeping**
- **Current/active credit challenges**
- **Lack of personal/household additional income, financial support**
- **Time**
  - Minimal staff for loan processing
  - Client expectations for processing time – NOT an emergency funding source
- **Collateral**
  - No collateral
  - Insufficient understanding of the process of submitting collateral documentation

# **Success Stories**



# Olayinka Ola



 Instagram: @AyoCollectionsUS

 **Popup Shop:** 12325 Lake City Way NE,  
Seattle, WA 98125





# Contact Us

**Lauren Nicolas Card** | *Senior Coordinator for Small Business*

Lauren.NicolasCard@rescue.org | (872) 269-0060

**Aneel Ahmadzai** | *Small Business Counselor*

Aneel.Ahmadzai@rescue.org | (601) 317-9396

\*Dari, Pashto, Urdu, Hindi

**Eugene Melnyk** | *Small Business Counselor*

Eugene.Melnyk@rescue.org | (206) 880-0168

\*Ukrainian, Russian

**Thank you!**

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**Asante!**

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**Gracias!**

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**Дякую**

# **Seatac Human Services Community Advisory Committee**

July 14, 2025

# Orion's Mission



We believe everyone should have the opportunity to work. We offer hope and create paths to employment through building esteem, mentoring, training, education, community services and successful businesses.

# Orion History



- Social Enterprise 501(c)(3) established in 1957 by parents of children with disabilities
- Wood shop and metal shop training developed in partnership with a local church
- Goal since the start of Orion has been (and still is) to assess, train, educate and to provide vocational services to individuals with disabilities and/or barriers to employment



# U.S. Unemployment



## 2024 U.S. **Unemployment Rates**

- People without disabilities – 3.9%
- People with disabilities – 8.1%

**People with disabilities are twice as likely to be unemployed and three times more likely to live in poverty than people without disabilities.** They are also twice as likely to work part time and in service occupations. (BLS)

**Formerly incarcerated** individuals experience extreme rates of unemployment, hovering around six out of every 10 people being jobless from the time of release to four years after release. (US Chamber)

# Theory of Change



Goal:

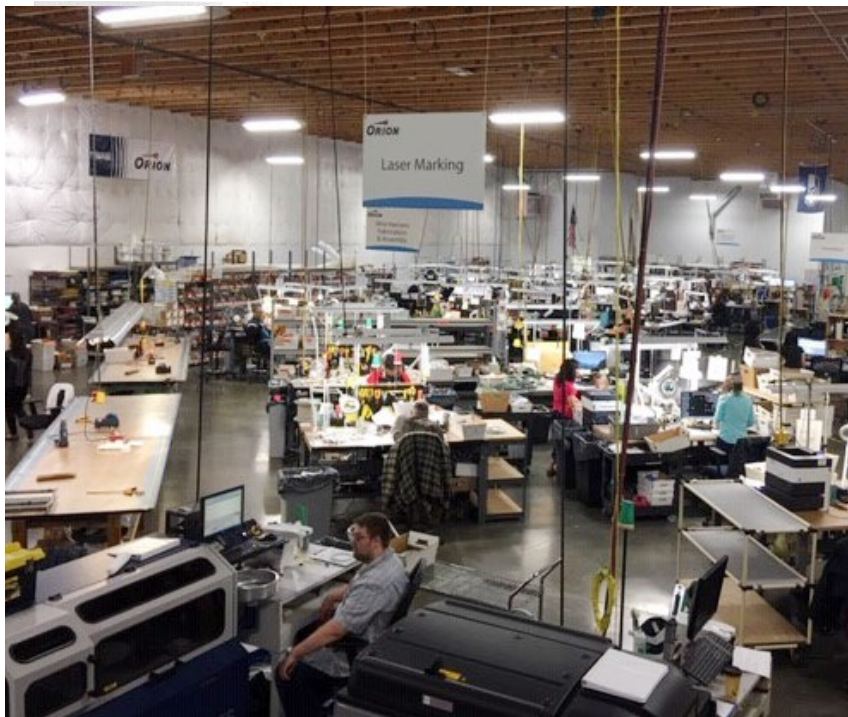
“Build stability, ability, and belief to access and sustain long-term employment.”

## Four Key Outcomes

- Gain Employment
- Reduce Barriers
- Gain (Soft and Technical) Skills
- Build Self-Esteem



# Our Business

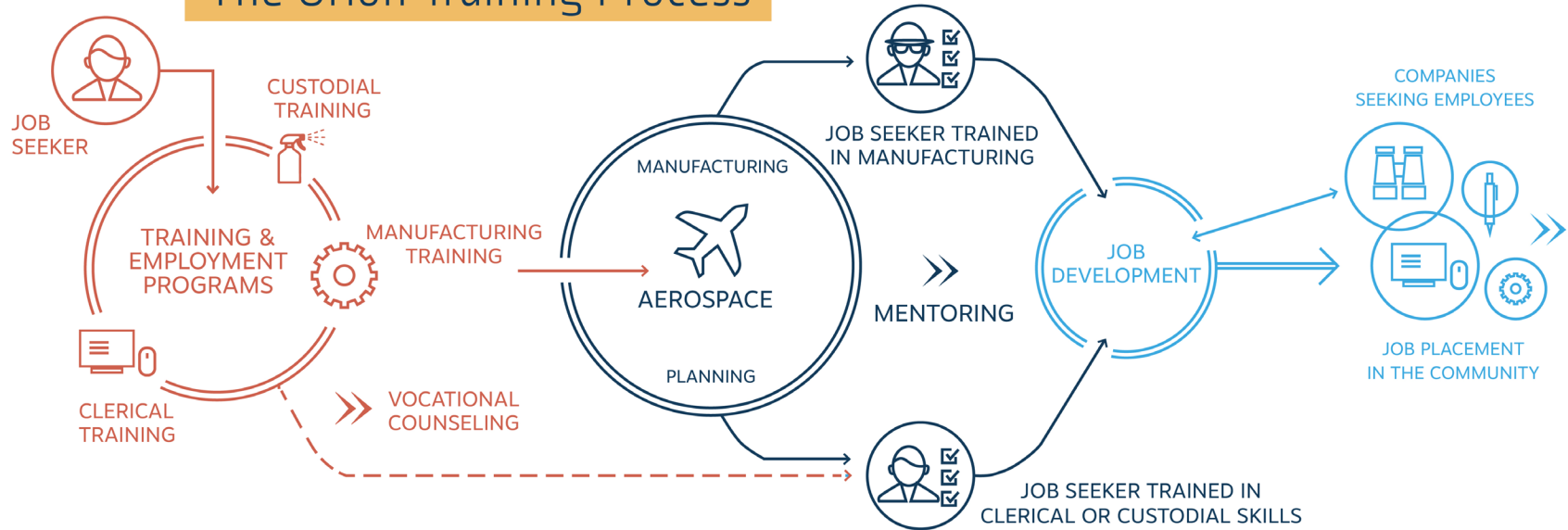


- Award-winning aerospace manufacturing business that manufactures components for every Boeing commercial aircraft
- Manufacture over 1.5 million parts annually
- Training programs are integrated into this business as on-the-job training
- Two locations, Auburn and Mukilteo
- We hold ourselves to the highest standards for performance, quality, and safety. Quality metrics: 99.94%

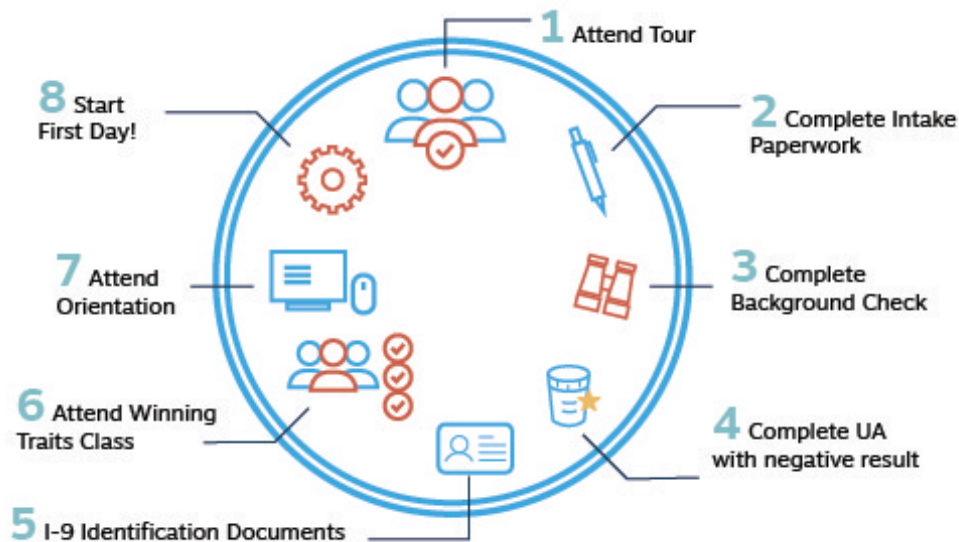
# Training & Employment



## The Orion Training Process



# Monday Tours



# Manufacturing Training



- 4-6 months average
- Paid minimum wage
- Assess and Train in different work areas
- Work side by side with a mentor who evaluates technical abilities and work traits
- Classroom-based training (math, blueprint reading)
- Monday - Thursday
- Part time – when available
- Swing shift available



# Custodial Training



Participants receive hands-on experience in Custodial practices including:

- Restroom Cleaning
- Proper Chemical Dilution
- Hard Floor Care
- Carpet Care
- Best Practices of Disinfecting, and more

Participants are paid minimum wage plus shift differential





# Clerical Customer Service



- Self paced
- Instructor evaluates technical abilities and soft skills
- 8 – 12 weeks
- Classroom-based Training 3 hours each day
- Examples of subjects studied include:
  - Keyboarding and Ten-key
  - Microsoft Office Suite
  - Customer Service Strategies
  - Office Etiquette
- Receive stipend of \$5/day

# What We Focus On



Attendance



Attitude



Appearance



Team Work



Time  
Management



Communication



Organization



Respect



Character

# Vocational Counseling

Participants receive support from a Vocational Counselor who provides:

- Assessment and feedback on progress
- Case management services to help manage/minimize barriers
- Assistance to set personal and professional goals
- Job path exploration
- Participant advocacy





# Wraparound Support



- Each participant receives guidance and assistance to reduce barriers

Consistent vocational counseling

Manage personal obstacles

Identify strengths and set personal and professional goals

Connections to mental health, medical, dental, legal, food, clothing, identification, transportation, childcare, etc.

# Job Development

Job Developers work 1:1 with participants to provide guidance and assistance in finding permanent employment.

- **Job Match!**
- Resume development
- Job Applications
- Job Search guidance
- Interview Preparation
- Locate appropriate Employers
- Other assistance as necessary
- 90 days retention services



# Employer/Industry Partners

Providing feedback on upskilling and career opportunities

80+ employers / partners in the community including:

- Tessera (Skookum Aerospace)
- Competition Specialties
- RBK Manufacturing
- Skills Inc.
- Boeing
- AJAC – link with Apprenticeship opportunities
- ATS
- Sekisui
- Hy-Tek

## what is a BARRIER?



**33%**  
Female

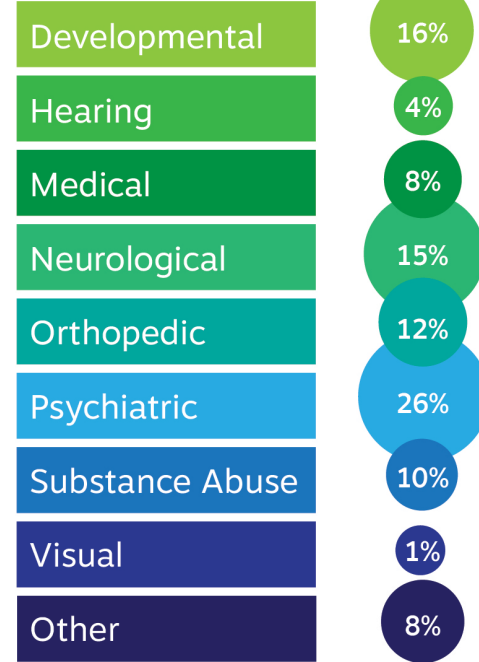


**66%**  
Male



**1%**  
Non-binary

## dis ABILITY



ORION

# 2024 Social Return on Investment



ANNUAL RETURN ON  
INVESTMENT FOR  
SOCIAL ENTERPRISES

2:1

NUMBER OF JOB MATCHES  
MADE IN 2024

113

PEOPLE PLACED IN JOBS  
OVER THE PAST 10 YEARS

2,500

AVERAGE STARTING WAGE  
PER HR.

\$20.52

AVERAGE NUMBER OF HOURS  
PER WEEK

38

Nearly all positions offered full time hours and benefits,  
which place individuals on a career path to increased  
wage earning potential.

## History

- 2019 – 336 served
- 2020 – 247 served
- 2021 – 256 served
- 2022 – 280 served
- 2023 – 401 served
- 2024 – 378 served

# Support Services



- Housing
- Washington ID and Social Security Card
- Transportation
- Food Handlers card
- Starter tool set for job
- ORCA card/ Fuel Cards
- Clothing





# Tours



- Auburn tours every Monday at 9am – open to all!
- Mukilteo tours by appointment



# Questions?



***Thank You!***

Nicole Zinn

[Nicole.zinn@orionworks.org](mailto:Nicole.zinn@orionworks.org)

***[www.orionworks.org](http://www.orionworks.org)***





# Refugee Women's Alliance

*July 2025*





# Overview



ReWA's History



Our People



Our Programs



Financial Overview &  
Community Support



Our Strategic Goals



Questions?





# Our Mission

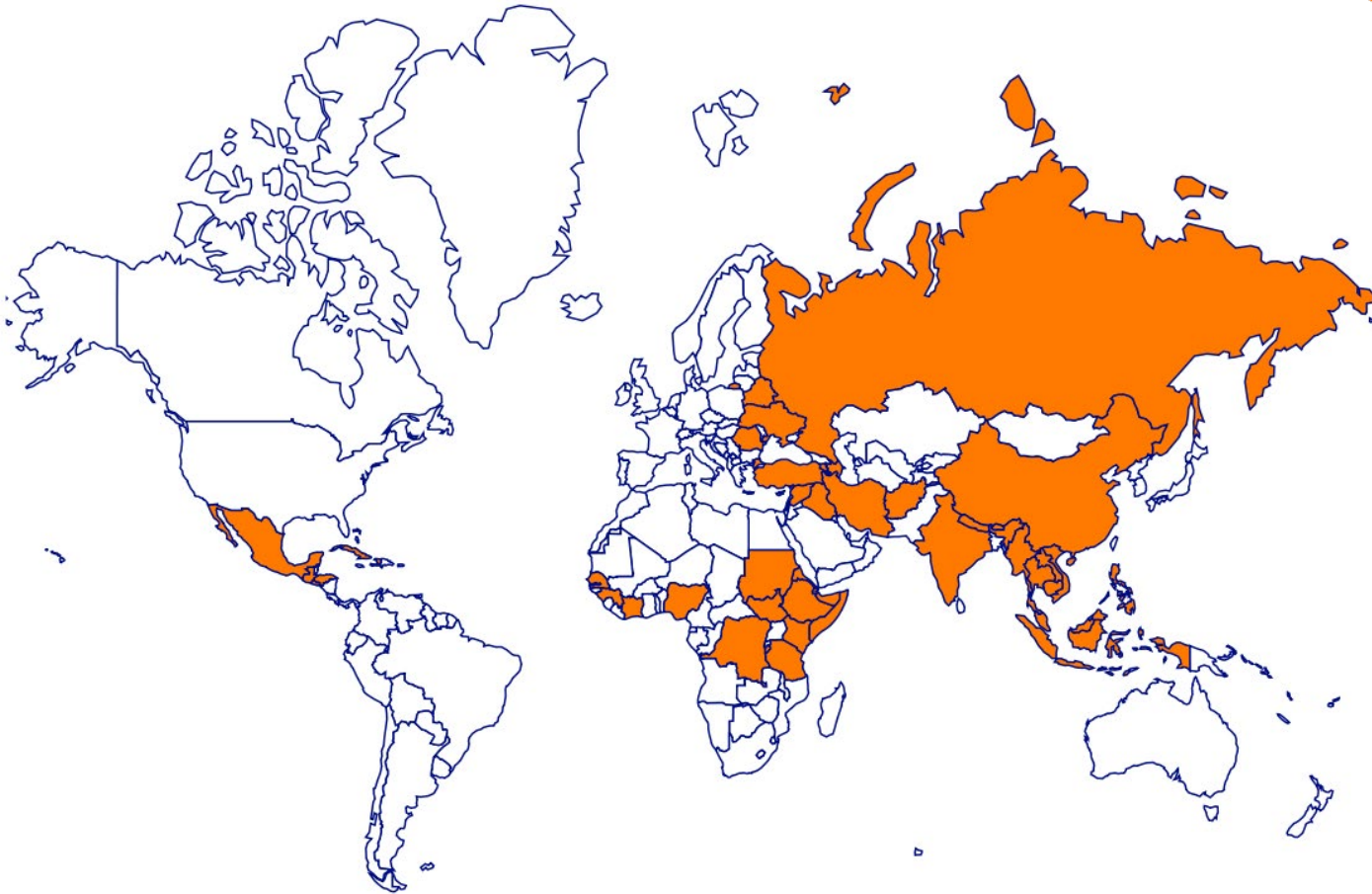
Founded in 1985, Refugee Women's Alliance is a nonprofit, multi-ethnic organization that promotes inclusion, independence, personal leadership & strong communities by providing refugee and immigrant women and families with culturally and linguistically appropriate services.





## History

- Founded in 1985 by immigrant women from Southeast Asia, originally called the Southeast Asian Women's Alliance (SEAWA)
- ReWA has grown with our community, expanding to 7 offices and over 200 staff members across King County
- Over 80% of staff are immigrants or refugees
- ReWA has a broad base of funding, including state, federal, and local governments, individuals, foundations, and corporations. Generous private organizations and donors play a vital role in our continued service to newcomers in our community.



We serve women, men, and children from more than 70 countries around the world.

Our 200-plus staff members speak more than 60 languages and dialects.





# What is a Refugee?

A refugee is a person who has been forced to flee their country because of persecution, war, or violence, and cannot return due to a well-founded fear for their safety.



War and ethnic, tribal and religious violence – sometimes caused by climate change – are leading causes of refugees fleeing their countries.



# Global View

By the end of 2024, more than 123.2 million individuals were forcibly displaced worldwide as a result of persecution, conflict, violence or human rights violations.

This includes:

- 36.8 million refugees
- 73.5 million internally displaced people
- 8.4 million asylum seekers



*In 2024 an estimated 49 million people, or 40% of the 123.2 million forcibly displaced people, were children under 18.*



# Top 10 States for Resettlement

Table VIII: Refugee Arrivals by State of Initial Resettlement, FY 2021

State	Total Refugees Arrivals	Percentage of Total Arrivals
California	986	8.64%
Texas	923	8.09%
New York	710	6.22%
Kentucky	665	5.83%
Michigan	534	4.68%
North Carolina	502	4.40%
Washington	477	4.18%



Source: <https://www.state.gov/report-to-congress-on-proposed-refugee-admissions-for-fiscal-year-2023/>





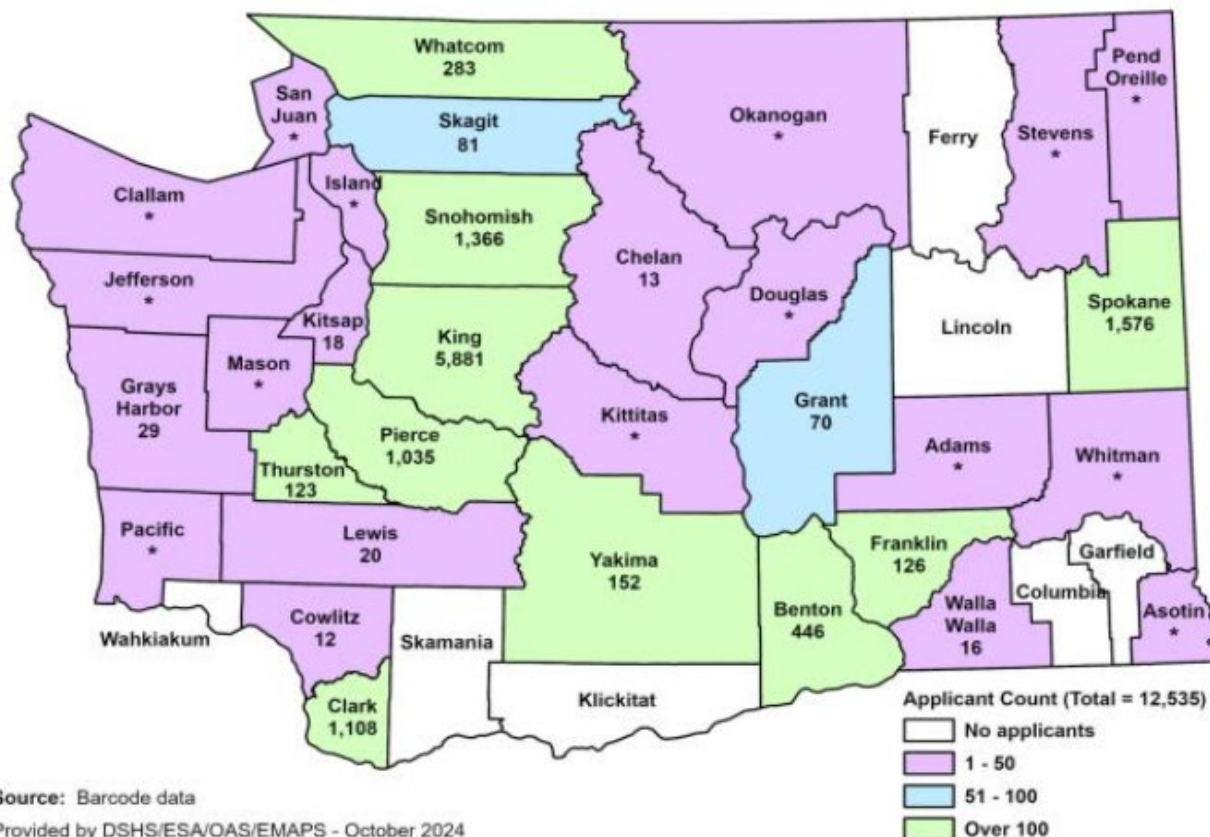
## King County received 46% of arrivals to Washington state in 2024

Over the last decade,  
King County's  
population grew by  
about 320,000, the  
third-largest increase  
of any U.S. county.

Half of that growth —  
160,000 people —  
was from international  
immigration.

*(Seattle Times)*

Newly Arrived Refugee and Humanitarian Immigrant Applicants for DSHS Services  
by Residential County in Washington State: October 2023 - September 2024



Source: Barcode data

Provided by DSHS/ESA/OAS/EMAPS - October 2024

\* When necessary, values less than 10 (but greater than zero) are not displayed in order to help protect client confidentiality. These counties are denoted with an asterisk (\*).



# ReWA Departments

## ReWA Programs

CSEW/Behavioral  
Health

Youth  
& Early Childhood  
Education

Family  
Empowerment

Domestic  
Violence

Lake City Center

Immigration  
& Naturalization

MLK Center

Housing

Beacon Hill Center

Family Services

## Administrative Departments

Facilities

Development

Finance

IT

HR

Admin Support



# Early Learning Centers

Accredited by NACCP, ReWA provides high quality, low-cost, bi-lingual and bi-cultural childcare and preschool for children ages 0-5. Families have full-day care and before/after school care paid by family and/or subsidy from WA state or City of Seattle.

- Ages 0-3: Support the learning process of children 3 and younger in reaching their development milestones.
- Ages 3-5: In partnership with Seattle Preschool Program (SPP) & Early Childhood Education and Assistance Program (ECEAP), we provide low-cost to free preschool education for children and families living in the city of Seattle limits.



# Early Learning Centers

- **Current Early Learning Centers: Serving 217 Multicultural Children/Families in 2024-2025:**
  - South Seattle/MLK Rainier Valley Early Learning Center (Serving 65 Children/Families)
  - Beacon Hill Early Learning Center (Serving 72 Children/Families)
  - Lake City Early Learning Center (Serving 80 Children/Families)

***New Learning Centers scheduled to open in September 2025: Northaven (Northgate area) & Othello (South Seattle)***

## **Community Partnerships & Engagement:**

- **Seattle Kraken One Roof Foundation** (Learn to Skate Program – weekly ice-skating lessons)
- **Seattle Art Museum:** Preschool children are taught by teaching artists
- **Seattle Tilth Alliance:** Provide high quality, locally sourced produce to families; cooking class

***Senior Director of Education, Susan Lee***



# Youth Program

Refugee and immigrant youth face unique challenges. ReWA's Youth program is committed to providing high quality, culturally relevant services that develop the whole youth.

## Key Components of the Youth program:

- **1st – 12th Grade After-school programming** in 14 different after-school programs across King County. ReWA's thriving **STEAM program** in Seattle, caters to 3rd to 5th-grade students at two local elementary schools. Specifically designed for English Language learners and BIPOC students, the program takes a holistic approach with a STEAM curriculum that follows a spiral structure, incorporating Universal Design Learning concepts.
- **Parent workshops and home visits** that build connections between families and schools, while fostering parent engagement in the schools their children attend. ReWA also helps families understand the education system, rights and resources available for ELL students, and post-secondary options as outlined by their children in their Student Individual Plan.

***Senior Director of Education, Susan Lee***



# Youth Program

## Key Components of the Youth program, con't:

- **Post-Secondary Success Program (PSSP)** provides help to youth ages 16-24 who are interested in going to college or vocational schools. PSSP participants receive:
  - one-on-one case management and personalized coaching
  - opportunities for career and major exploration
  - opportunities to visit local colleges
  - personalized scholarship search
  - guidance on writing personal statements
  - assistance to complete the FAFSA or WASFA
  - family-oriented workshops about the application process, financial aid, scholarships, etc.



# Family Empowerment

ReWA's bilingual case managers work one-on-one with clients to break down barriers and help them thrive by providing information and resources such as job skills training, job search, nutrition, healthcare, government benefits, and childcare.

## Key Components of the program:

- Resume and cover letter preparation assistance and Interview preparation.
- Job search, placement assistance, and retention services.
- Transportation assistance to interviews and job fairs.
- Workshops and Referrals to help clients meet their basic needs
- Assistance navigating American systems such as school enrollment and applying for a driver's license.
- Six levels of English-as-a-Second-Language classes, from beginner to intermediate.
- Computer Literacy classes four days a week.

***Senior Director Family Empowerment, Crisann Brooks***



# Family Empowerment

The Day 1 Career Pathways offers:

**Home Care Aide Training Program:**

- Career Coaching
- Training and Certification for Home Care Aide
- Short-term rental and tuition assistance
- Re-train and re-certify in your previous career
- Case management services

**As a WorkSource Connection Site in King County, ReWA offers online access to WorkSource services.**





# Family Empowerment: Naturalization & Legal Services

ReWA offers help to refugees and immigrants who want assistance with the naturalization process.

- Bilingual staff who speak English, Somali, Farsi, Dari, Vietnamese, Ukrainian, and Russian, and help clients complete application forms (N400, fee waiver, medical disability waiver) and appointments.
- A staff attorney to answer naturalization questions.
- Classes and tutoring to help applicants prepare for their citizenship interview and English and civics tests. Mock interviews to practice for the naturalization interview.
- Legal representation at the interview, as needed, to help address complicated issues, e.g. a criminal history or medical disability.

***Senior Director Family Empowerment, Crisann Brooks***



# Family Empowerment: Naturalization & Legal Services

- **Free Citizenship classes which are offered online**
- **Citizenship Clinics**  
ReWA partners with the City of Seattle's Office of Immigrant and Refugee Affairs and others to offer special and free one day events to help eligible residents apply for citizenship. These events work best for residents who do not have special issues associated with their naturalization application.
- **Green Card Application Assistance and Low-Cost Immigration Services**  
ReWA assists refugees who have been in the U.S. for less than five years with their green card application. Our staff speak English, Farsi, Dari, Ukrainian, Russian, and Somali.

*For modest fees, ReWA can assist immigrants and refugees with petitioning for family members, employment authorizations, applications for travel documents, green card renewal, and citizenship certificates for children.*

**Senior Director Family Empowerment, Crisann Brooks**



# Homelessness Prevention

Through our Homelessness Prevention program, 705 families were housed or remained housed in 2024. Housing assistance is coupled with case management and employment support to prevent homelessness and promote self-sufficiency.

**99% of ReWA clients remained housed for at least 6 months**, which makes ReWA an industry leader in fighting homelessness.

## Key Components of the Homelessness Prevention Program:

- Find housing that is within client's budget so that they can achieve stability.
- Provides emergency assistance for rent and utilities bills for eligible refugees and immigrants.
- Help clients move into their new home and connect with donated furniture and other household essentials to ensure that their basic needs are met.
- Expanded housing services with new ORIA Housing Subsidy program for serving refugee and immigrants who have lived in the US for less than 5 years.

**Senior Director Family Empowerment, Crisann Brooks**



# Domestic Violence Survivors

ReWA strives to increase the safety and well-being of refugee and immigrant women by providing support to survivors and raising awareness of domestic violence, sexual assault and human trafficking.

In 2024, ReWA offered comprehensive support services to over 705 survivors of domestic violence and sexual assault.

## Key Components of the DV Program:

- Comprehensive support services in 24 languages and dialects.
- Assistance with applying for protection orders, developing safety plans, and accessing safe shelters
- Help understanding and navigating the legal system.
- Family law services, including separation and divorce.
- Support groups for refugee and immigrant women who have experienced violence or who are at risk of violence.
- Community education and outreach.
- Consultation and educational training to service providers and law enforcement agencies.
- Mental health counseling and consultation.
- Referral to community resources for survivors of crime, and survivors of domestic violence and sexual assault.
- After-hour cellphone helpline crisis calls in 10 different languages.

***Domestic Violence Program Director– Carlin Yoophum***



# Center for Social-Emotional Wellbeing (C-SEW)

ReWA provided trauma informed, resiliency based, licensed behavioral health counseling services to 160 clients aged 19-84 during 2024. We have offices in Kent and SeaTac offering in-person and remote counseling services.

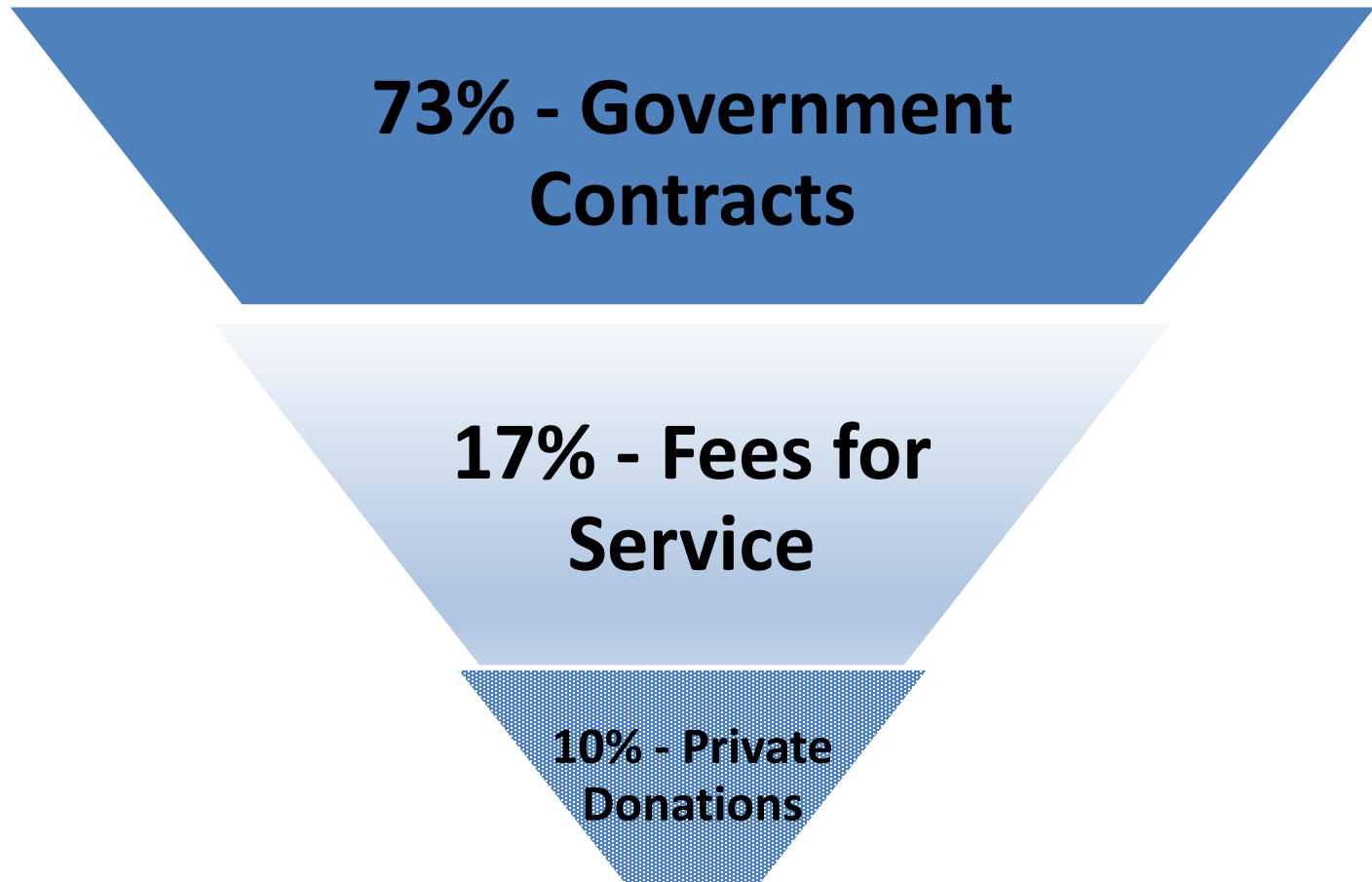
Key Components of the program:

- Individual and family counseling.
- Group counseling.
- Psychiatric services.
- Multi-lingual trauma-informed and resiliency-based licensed counseling services.
- Information and referral services.
- Workshops on topics including:
  - providing mental health services for immigrant communities.
  - Cultural competencies for immigrant communities.
  - health and wellness for immigrant communities.
  - women-specific therapy for immigrant communities.

***Director, CSEW– Anne Pariseau, LMHC***



## How is ReWA Funded?

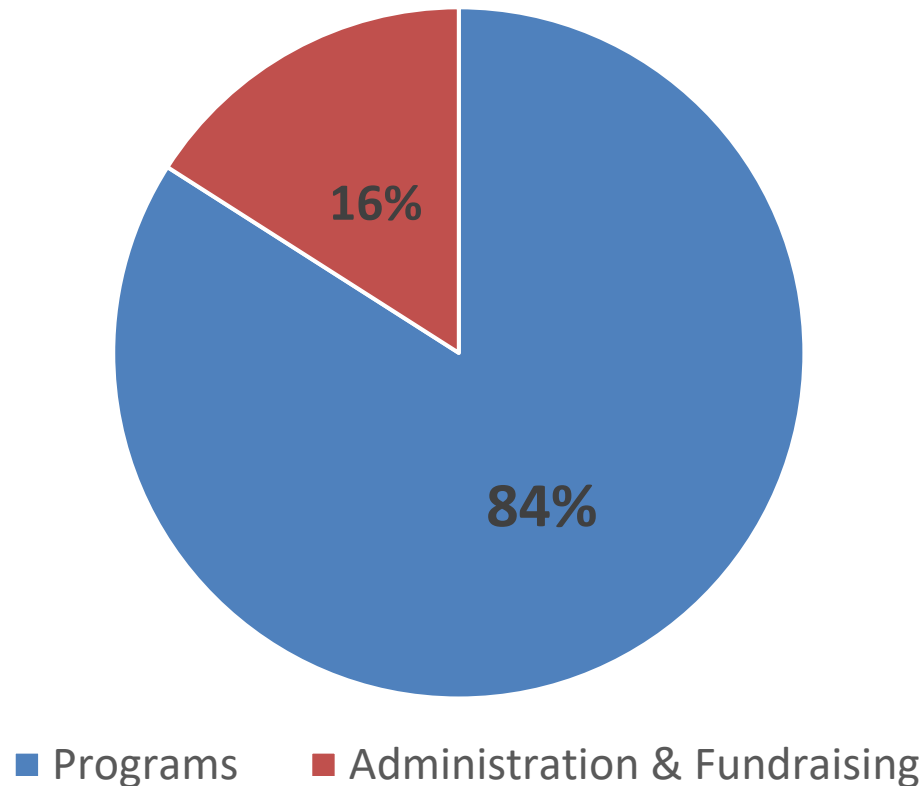


- On average over the last six years, 65% to 73% of our funding has come from Government Agencies
- Significant private organizational funders include The Gates Foundation, the Day 1 Foundation, M.J. Murdock Trust, the One Roof Foundation, and Google.



## ReWA invests in services

On average, 83-85% of our expenditures go directly to programs serving Immigrant and Refugee individuals and families



Percentages above based on 2023 audited financials



# ReWA's Strategic Goals

## **Program Development:**

- Continue expansion of Early Childhood Education Center
- Expand Housing and Employment Programs
- Explore partnership possibilities for our Science-Technology-Engineering- Arts-Math programming (STEAM).

## **Capacity Building:**

- Build on our implementation of an organization-wide technology plan
- Develop wider base of private funding sources to provide flexibility to meet emerging needs
- Develop communication and informational resources to position organization to respond to changes in federal immigration policies





# Board Members

## Board Officers

- **Shevanthi Daniel-Rabkin** (Senior Director of Programs, Democracy at Work Institute), Chair
- **Kiran Dhillon** (Executive Director, Cancer Vaccine Institute at UW), Vice Chair
- **Cynthia Chirot** (COO, Federal Home Loan Bank (*Retired*) and Community Volunteer), Secretary
- **Teresa Cho** (Chartered Professional Accountant, Camber Consulting), Treasurer

## Board Members

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- Tasleem Kachra (Senior Program Officer, The Bill & Melinda Gates Foundation)
- Kristin Bunce (Education Policy Advisor (*Retired*))
- Carllene Placide-Edwards (Current Leadership Position with The Boeing Company)
- Sheila Kelley Fernandez (Finance Manager, Sustainability at Amazon)
- Caleb Stephens (Senior Relationship Manager, Key Bank)
- Chris Baird (Founding Partner, Corvid Law PLLC)
- Samson Negassi (Senior Structural Engineer, The Boeing Company)



## Q&A

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