

Nazarene Compassionate Ministries <jheight@nazarene.org>

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May Resource eNewsletter - Immigrant and Refugee Services

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May 2013

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About NCM USA/Canada

NCM partners with local Nazarene churches around the world to clothe, shelter, feed, heal, & educate the least of these.

Mission

Following the example of Jesus, NCM partners with local Nazarene congregations around the world to clothe, shelter, feed, heal, educate, and live in solidarity with those who suffer under oppression, injustice, violence, poverty, hunger, and disease. NCM exists in and through the Church of the Nazarene to proclaim the Gospel to all people in word and deed.

Churches

Local churches are the primary avenue for Nazarenes to reach out to those in their communities.

Greetings, Friends!

Welcome to the second resource newsletter from all of us at Nazarene Compassionate Ministries USA/Canada. It is our goal to serve you by providing resources for the critical work you are doing for the Kingdom.



Each month, this resource newsletter will feature new information, various themes, and highlight different ministries. This month our emphasis is on Immigrant and Refugee Services and how we can best serve those in need.

We would like to hear about your ministry area and receive feedback on how this resource newsletter can better meet your ministry needs. So, connect back with us!

Let me know how else we can serve you.

Jay Height
jheight@nazarene.org
Nazarene Compassionate Ministries

Nazarene Compassionate Ministries seeks to support churches in starting and maintaining ministry to the underserved and marginalized. We believe every church, no matter size or budget, can find ways to meet needs in their community with compassion, creative, and the firm foundation and life-changing power of the Gospel message.

CMCs- Compassionate Ministry Centers

A Compassionate Ministry Center is a non-profit organization dedicated to meeting the needs of the under-resourced in the community. While these organizations are often affiliated with a specific local church, they are in a strategic position to unite others in their community around a high-needs cause.

NDR- Nazarene Disaster Response

Nazarene Disaster Response is Nazarenes mobilizing for disaster through Readiness, Response, and Recovery. Local Nazarenes are in a unique position to understand, serve, and remain with disaster victims in their own neighborhoods. In large-scale events the denomination can come alongside local efforts with the support of volunteers and donors from across the country and through our strong partnerships with other disaster relief agencies. NDR serves victims regardless of race, creed, or economic status by concentrating on assistance to the poor, elderly, and handicapped.

W&W- Work & Witness

Work & Witness provides opportunities for Nazarenes to serve together in support of existing ministries such as churches, CMCs, and Nazarene Disaster Response. Work & Witness can be any type of project, from construction to evangelism to compassionate outreach.

Contact

Toll Free Number: 1-800-306-9950

Signature Theme: Immigrant and Refugee Services

Best Practices, Innovations, Funding Opportunities

In 1951 the United Nations defined a refugee as someone who is forced outside their home country based on a well-founded fear of persecution based on race, religion, nationality, political opinion, or social group. *Immigrants voluntarily choose to leave and are not at risk in their home countries.*

In 2009 the United Nations Refugee Agency (UNHCR) reported that 42 million people around the world left their homes to avoid persecution, of which 16 million were considered refugees. Children under 18 years old make 45% of the world's refugees[1]. Since 1980, 1.8 million refugees have been formally resettled in the United States, with 40,000-75,000 refugees arriving annually, and 35-40% being children[2]. These refugees experience trauma, loss, and poverty prior to their arrival in the United States.

Children in Immigrant Families are foreign-born or have at least one foreign-born parent.

In 2005, 15.7 million children in immigrant families were residing in the United States, 80% of which were born in the United States, and 21% of all US children lived in immigrant families. One in five children in immigrant families has difficulty speaking English, and 27% live in a linguistically isolated household[3].

In linguistically isolated households no person 14 years or older speaks English "very well."

Of children in immigrant families, 32% live in low-income working families, compared to 18% of children in U.S.-born families. A much higher proportion of immigrant children are living in families where no parent has a high school diploma (27%) than children in U.S.-born families (8%)³. The limited English speaking ability, low education level, low income levels, and immigration status place children in immigrant families at risk of poor academic achievement and difficulty accessing better jobs. Programs that strengthen English language skills and provide access to services in native languages are needed to improve outlook for immigrants.

For more data about refugees, check out these sites:

[UNHCR Statistics and Operational Data](#)
[Refugee background information](#)
[Immigration Data Hub](#)

Recommendations for Best Practice in Immigration and Refugee Services

Successful refugee serving organizations respond directly to refugee needs in innovative, creative ways to assist refugees in achieving economic self-sufficiency and social integration within the first year of arrival in the United States.

Economic Self-Sufficiency is defined as *earning a total family income at a level that enables the family unity to*

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support itself without receipt of a cash assistance grant.

Social Integration is a dynamic, multi-directional process in which newcomers and the receiving communities intentionally work together, based on shared commitment to acceptance and justice, to create a secure, welcoming, vibrant, and cohesive society.

Indicators of integration include economic opportunity, language, education, health/well-being, civic participation/engagement, housing, social connections, and belonging/safety.

Reception and placement services initially address the basic needs of new refugee families by (a) arranging housing, (b) providing transportation or education about public transportation options, (c) enrolling children in school, (d) accessing health care, and (e) enrolling families in English language training.

Programs then promote economic self-sufficiency by providing employability services including (1) employment services, (2) employability aptitude and skills assessment, (3) job-related English language instruction, (4) vocational training and skills certification, (5) day care for children, (6) transportation to work, (7) translation and interpreter services, (8) case management services, and (9) obtaining Employment Authorization Documents.

Effective refugee-serving organizations focus not only economic self-sufficiency but also build refugee support systems, strengthen families, improve life skills, and provide legal protection and support of refugee rights.

The following key factors[4] contribute most to successful refugee economic self-sufficiency:

Employability Services Pre- and Post-Employment

1. Pre-employment training that provides refugees with realistic expectations, job preparation skills, and good orientation to the world of work.
2. Job development activities including marketing refugees to potential employers by creating connections and building relationships in the community, and matching client skills with employer needs.
3. Post employment follow-up support including proactive intervention to maintain job placements, translation and mediation, and job upgrading.

Individualized Goal-Oriented Approach

1. Customize services to fit the needs of individuals and families through case managers and individualized assessments to identify refugee's strengths and barriers to overcome to achieve short and long term self-sufficiency goals.
2. Individual and Family Self-Sufficiency Plan that includes steps to be taken by client, agency, and family to work toward short and long term goals, who is responsible for each activity, timeframes, and family budget.

Staff Characteristics

1. Culturally and linguistically diverse staff with cultural background that corresponds to major local refugees groups and personal refugee background.
2. "Mission-driven" staff, dedicated and

committed, with a passion for the work, and belief in what they are doing.

Other important best practices of effective refugee-serving organizations include the following:

Administrative Approaches

- Pair each refugee family with a volunteer or mentor who works with them on a one-to-one basis for six months to support case management, employment, English language training components. Volunteers may provide transportation to job interviews, computer assistance with on-line job applications, resume and interview skill assistance, literacy tutoring, and field trips.
- Co-locate of services including English language training, case management, and program eligibility determination to allow sharing resources such as language capacity of staff and reduce refugee travel time.

Case Management

- "Individualize, intensive, and hands-on process that focuses on relationship building and trust"
- Provides linkage between cash assistance and refugees services to ensure coordination and appropriate allocation of resources
- Holistic family-focused approach that considers children's needs in addition to employment of adult refugees
- Utilize transportation strategies such as coordinating carpools, arranging shared van rides, employer-subsidized transportation to and from work.
- Intensive case management that incorporates home-based life skills and literacy training
- Electronic Self-Sufficiency Plan that allows access for all providers serving the family.

Pre-Employment Training

- Job Readiness Workshop covering topics such as host city introduction, skills assessment, job searching techniques, how to fill out a job application, resumes and cover letters, interview skills, job retention, career ladder, etc. Hands-on training focuses on teaching refugees to complete task independently.
- Employer letter for each refugee that explains refugee status, sponsoring agency and case management services, and authorization to work in the United States.
- Budgeting exercise in which each trainee receives an envelope containing fake money and a list of expected expenses, and travel around the room to "pay stations" for various living expenses.
- Involvement of employers through review of pre-employment training curriculum, providing mock interviews, and educating employers about immigration law.

Job Development

- Two-way relationship between job developers and employers
- Brochures targeted to human resources personnel about benefits of hiring refugees
- Job fairs
- Employer advisory boards for potential refugee employers

to share experiences

- Join Chamber of Commerce for exposure to local business community

Job Workshops and Training

- Employer-specific training provided by community college
- Short term vocational training
- Job clubs
- Subsidized employment/training such as work-study programs

Job Placement and Follow-up

- Includes matching of refugee skills and interests with employer needs as well as follow-up to resolve any conflicts between worker and employer
- Encourage multiple-wage earners within the family
- Match employees at the same employer to assist with language barriers
- Teach refugees how to upgrade to a more advanced job after demonstrating work skills in an entry-level position
- Provide post-placement support to help refugees negotiate cultural differences with their employers

English Language Training

- Employment-based English classes that focus on terms related to specific occupations, resume writing, and completing job applications
- English language training for mothers with pre-school children tutors parents alongside their children on literacy, and also emphasizes life skills, parenting, and health issues

Ethnic Community Self-Help Organizations

- Community, civic, and faith-based organizations play a role in community-building, integration of refugees into society, civic participation, and educating the broader community about refugee culture.

Financial Literacy

- Intermediate course covers banking skills, ATMs and debit cards
- Advanced course discussing building and maintaining credit

Healthy Marriage and Family Enrichment

- Marriage education courses help refugees cope with difficulties of adjusting to a new culture and promote healthy relationships.
- Training discussion topics include communication, conflict resolution, finances, and parenting skills.

Additional recommendations for refugee serving organizations[5]:

- Emphasize assets of immigrant background including cultural values, bilingualism, resilience, and strong religious heritage.
- Engage immigrant community leaders and families through participatory community assessment, community advisory committees, and ongoing communication.
- Hire multilingual and multicultural staff to encourage

participation, help families feel comfortable with the program, and effectively communicate with immigrant families.

- Support family relationships and cultural value of interdependence
- Provide socialization, safety, and security through monoculture or multicultural programming, and bridge US and refugee cultures to promote a positive ethnic identity
- Support academic and educational achievement for children, which is viewed as the key to success by many immigrant families.
- Assign mentors to model successful integration of two cultures for immigrant families.
- Advocate for immigrant families who do not yet understand U.S. systems.
- Recruit participants through direct interaction with the immigrant community by participating in community activities, meeting with community leaders, establishing linkages with ethnic community organizations, refugee resettlement programs, houses of worship, and ESL programs.
- Culturally appropriate programming that accentuates assets rather than deficits.
- Collaborate with other community organizations and service systems
- Evaluate programs using culturally appropriate methods for demonstrating effectiveness

[1] **UN Refugee Agency (UNHCR) Annual Report**, 2009

[2] **Bridging Refugee Youth & Children's Services**, Refugee 101

[3] **Kids Count Data Snapshot: Immigration**, March 2007

[4] **Refugee Economic Self-Sufficiency: An Exploratory Study of Approaches Used in Office of Refugee Resettlement Programs**, 2008

[5] **BRYCS Growing Up in a New Country: A Positive Youth Development Toolkit for Working with Refugees and Immigrants**

Tell Us About Your Efforts with Immigrants and Refugees!

We would love to learn more about the innovative work for immigrants and refugees that is being done by compassionate ministries centers. This information helps us better target our searches for grant opportunities by matching the work you do with donor interests. Please complete our **Immigrant and Refugee Strategies Survey** to indicate if you would be interested in participating in a multi-site national grant initiative (Expected time: < 10 minutes)

Immigration and Refugee Services Funding Opportunities

Office of Refugee Resettlement (ORR) Ethnic Community Self Help Program supports ethnically-based community organizations or faith-based ethnic organizations that serve new refugees. Funds can be used to link refugees to community resources and strengthen refugee communities. This program emphasizes organization of newly arrived refugees with the purpose of inspiring and promoting self-determination, mutual assistance, organizational leadership development, and civic participation. For more information, click [here](#).

Recurring deadline: March

Funding Amount: \$100,000 - 250,000 per year (up to three years)

World Relief Corporation of National Association of Evangelicals pursues partnerships with U.S. churches desiring to effectively engage in holistic global mission as local service providers for 3-5 years focusing on providing case management, employment services, maintenance assistance, and cash allowance to new immigrants from a particular country. Contact your Church Engagement Regional Director, by clicking [here](#).

Refugee Agricultural Partnership Program,

Click [here](#) for more information

Recurring deadline: July

ORR's Microenterprise Development Program provides seed money to refugee serving organizations to start and develop a micro-enterprise program to assist refugees in becoming economically self-sufficient through owning and managing a small business. Click [here](#) for more information.

Deadline: June 10, 2013

Funding Amount: \$100,000-250,000 per year Award

Period: 4 years

Ford Foundation supports organizations that protect immigrant and migrant rights. For more information, click [here](#).

Noyes Foundation supports grassroots organizations engaged in community organizing and advocacy for a sustainable and just social and natural system. The funding priorities are environmental justice, sustainable agriculture and food systems, and reproductive health. Click [here](#) to learn more about the Noyes Foundation.

May & Stanley Smith Charitable Trust promotes self-sufficiency among economically and otherwise disadvantaged adults and families by funding organizations that emphasize breaking the cycle of poverty through direct services such as education, job training and placement, life skills programs, counseling for substance abuse and family relations, transitional housing, and youth development. For more information on the May & Stanley Smith Charitable Trust, click [here](#).

Nazarene Multicultural Ministries Office Resources for Immigration Services

Hotline - Multicultural Ministries provides, through a contracted agreement with **World Relief**, telephone hotline access to an attorney, as well as training and educational materials on

immigration issues for Superintendents, Pastors, and other staff of the Church of the Nazarene. To access the World Relief Hotline, direct questions regarding immigrants who are religious workers to your district church office.

Board of Immigration Appeals - Multicultural Ministries also assists, in partnership with World Relief, selected local churches and Compassionate Ministry sites to seek recognition before the Board of Immigration Appeals (BIA) in the interest of providing competent, affordable, authorized immigration legal services on a limited basis.

- [Overview of Board of Immigration Appeals Recognition and Accreditation](#)
- [BIA Mentoring and Technical Assistance Application Information](#)
- [BIA Step by Step Guide for Non-Profit Agencies by World Relief](#)

For questions about becoming Board of Immigration Appeals Certified call (443-451-1900 x207) or email [Courtney Tudi](#) at World Relief.

June 3 - 7, 2013 - Isaac Project's First Summer Basic Immigration Law Institute | View the syllabus [here](#). The Isaac Project is now supported by the ILRC.

June 17 - 21, 2013 - World Relief Board of Immigration Appeals 40 Hour Training in Fullerton, California | To register and for additional information click [here](#).

September 24 - 28, 2013 - Mennonite Central Committee Basic Immigrant Legal Training | Apply for this training and find more information [here](#).

For additional resources, visit the Multicultural Ministries Office [website](#).

Current Funding Opportunities

American Honda Foundation Invites Applications for STEM Programs from nonprofit organizations for programs that support science, technology, engineering, and mathematics education. Environmental projects, job training, and literacy programs also will be considered. For more information, click [here](#).

Quarterly Deadline: May 1, August 1, November 1, February 1

Funding Amount: Up to \$75,000

Johnson & Johnson Community Health Care Program Invites Applications From Evidence-Based Childhood Obesity Programs that promote wellness and healthy lifestyle choices for children ages 8-12 through community-based education programs. Eligible organizations must deliver core services in one of the following locations: Louisville, KY; Chicago, IL; Las Vegas, NV; Charlotte, NC; Washington, DC. For more details, click [here](#).

Deadline: May 15, 2013

Funding Amount: \$200,000

Award Period: 2.5 years

Safeway Foundation Invites Applications From Nonprofit Organizations whose mission is aligned with four priority area: hunger relief (in-kind and cash grants for food banks and hunger relief organizations), education (youth development and afterschool programs), health and human services (health research and nutritional programs), assisting people with disabilities (community-based employment and job coaching). To apply, click [here](#).

Deadline: Ongoing

Funding Amount: \$2,500 - \$25,000

Nazarene Compassionate Ministries

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