



DIRECTOR'S REPORT

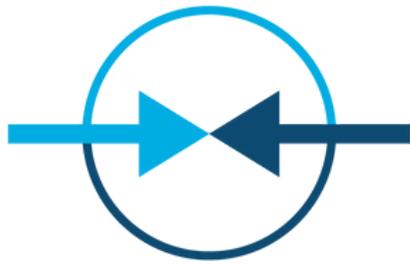


PREPARED AND SUBMITTED BY:
ZACH SZMARA, IC NATIONAL EXECUTIVE DIRECTOR

IMMIGRANT CONNECTION

2021

ALL DATA ACCURATE AS OF 12/07/2021



IMMIGRANT CONNECTION

THE FIRST YEAR OF THE NATIONAL ORGANIZATION

On November 20, 2020 (my 39th birthday), Immigrant Connection received its 501(c)(3) status from the IRS and officially became its own non-profit organization. In many ways, Immigrant Connection's foundation began long before that. Some mark it on February 27, 2014 when the first IC site in Logansport, Indiana was approved by the Department of Justice. Others may look to a meeting that occurred around a church conference room table in Marion, Indiana or to the after-meeting in a Burger King dining room. Others may see the foundation long before that in the Wesleyan spirit that has always been searching for ways to stand for justice and support those on the margins. Others see our movement beginning when Jesus called His followers to practice genuine hospitality - to live out the Gospel by loving immigrants even when society at large (and this isn't any one society at any one time - it has been all societies at all times) may insist that immigrants are either burdens or threats. Or maybe it goes all the way to the Old Testament when God uniquely called His family to follow His lead and love immigrants and express that love in tangible ways.

No matter where you might mark the beginnings of this movement, something new took place 1 year ago when Immigrant Connection became its own organization. For the first time, we had a board, a budget, and a national staff. This first year has been an incredible growing experience as I've had the privilege of bringing together a group of incredible individuals to serve on IC's National Team. One of the main questions we needed to answer in the first year was how IC National would support and empower the IC Legal Network to provide church-based, low-cost immigration legal services in under-resourced communities. We've had 7 years to see the impact of our local sites, but we were in the first year of our national organization.

The mission of Immigrant Connection National is to (1) launch new Local IC Sites in underserved communities, (2) build sustainability and capacity in the IC Legal Network by providing ongoing support and training to Local IC Sites, and (3) build partnerships to resource the IC Legal Network. Specifically, IC National supports a network of Local IC Sites (collectively, the "IC Legal Network"), which are locally or regionally managed and operated, in an effort to ensure that Local IC Sites operate with a high quality of service and are sustainable.

I am proud to share with IC's Board and partners that Immigrant Connection National has finished an amazing first year of living out our mission. We have built out a range of efficient systems and structures to lead the IC Legal Network into forthcoming seasons of exponential growth. Most importantly, this will result in thousands of immigrants and refugees having access to the highest quality immigration legal services at low cost. And all of this will be taking place within the walls of local churches that are tangibly living out the Gospel in their communities. The good work that was done this year has brought, and will continue to bring, more welcome, stability, hope, and transformation in individual lives, communities, and churches.


Zach Szmara, IC National Executive Director



IC NATIONAL BUILDS SUSTAINABILITY & CAPACITY IN THE IC LEGAL NETWORK BY PROVIDING ONGOING SUPPORT & TRAINING TO LOCAL IC SITES

The goal of IC National is not to launch as many Local IC Sites as possible, but rather to build a network of successful, sustainable Local IC Sites that have a *growing capacity to provide exceptional and proficient legal services to an expanding number of immigrants*. IC National is focusing on empowering all Local IC Sites to create and reach capacity goals so that by 2023, all Local IC Sites are serving at least 100 new immigrants per year or more. To best support each unique Local IC Site with the relevant training and resources they need to provide the best immigration legal services, IC National developed and launched the IC Sustainability Pathway, which allows Local IC Sites and staff to have all resources, webinars, recordings, documents, checklists, and templates in one database.

IC's National Director of Site Sustainability, Courtney Tudi, has been instrumental in supporting our sites. In 2021, Courtney led monthly network calls that provided training for all Local IC Sites in developing foundational structures for healthy and sustainable sites. Site staff gained valuable knowledge and insight regarding staff roles, community partnerships, client base, financial practices, and legal ethics.

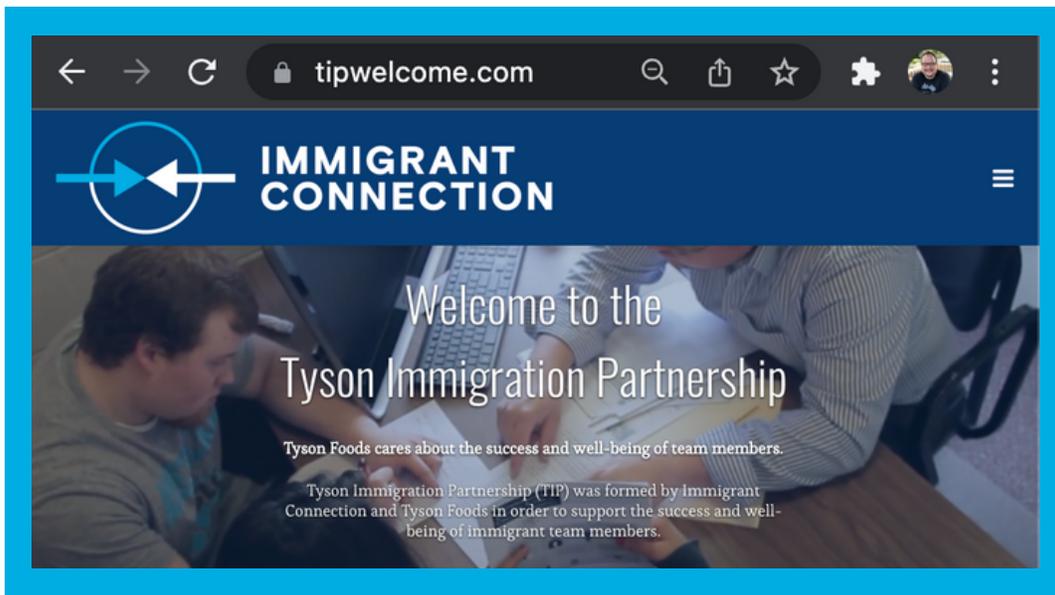
In terms of in-person training for the IC Legal Network, IC National was able to host and lead the largest IC Annual Conference yet in September 2021 - with over 75 people in attendance. The National Team wanted to ensure that during this year's conference, all local IC leaders would tangibly feel the difference of having the support of a national staff. Together, the National Team was able to make this year's conference more impactful than ever before for Local IC Sites and leaders.



>100
Goal of every Local IC Site serving over 100 immigrants by 2023

76
Participants in the 2021 Annual IC Conference

\$125,000 invested in site capacity



IC NATIONAL BUILDS PARTNERSHIPS TO RESOURCE THE IC LEGAL NETWORK

A crucial strength to having a national organization is being able to form strong partnerships that can resource the entire IC Legal Network. Tyson Fresh Foods and Immigrant Connection are continuing to develop the Tyson Immigration Partnership (TIP). What started with 1 Tyson plant partnership will grow into over 28 plant partnerships plus a collaboration with National Immigration Forum to provide a national citizenship portal to serve Tyson employees. Tyson Fresh Meats has invested over 2 million dollars in their partnership with IC, and through this partnership, IC has been able to build capacity. To date, we have served over 800 Tyson immigrant employees, and our goal is to serve 2000 immigrants through the TIP in 2022.

IC's National Director of Operations, Autumn Gale, has been instrumental in building national systems that allow us to further the impact of the Tyson Immigration Partnership. From creating a national helpline (337-TIP-HELP) to building out a full website with interactive scheduling for every local plant - the systems that are being built this year will be able to grow with this national partnership and also allow us to empower local IC site practitioners to serve with much greater efficiency.

TYSON IMMIGRATION PARTNERSHIP INVESTMENT



2

Local Tyson Plants served by Immigrant Connection in 2021

28

Local Tyson Plants will be served by Immigrant Connection in 2022

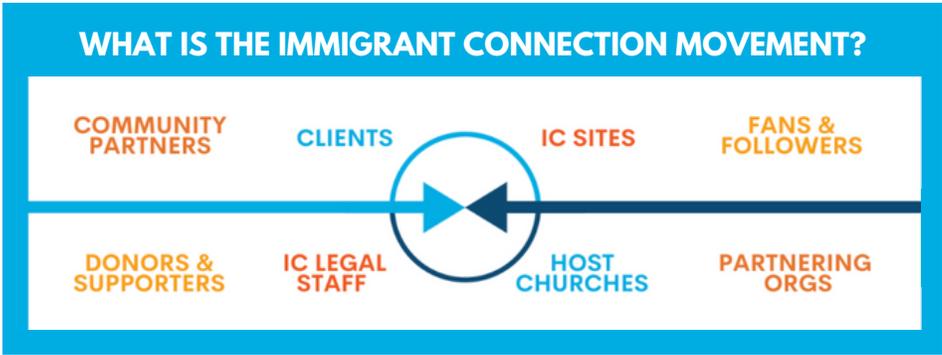
600+

Case Filing Goal for the Tyson Immigration Partnership

86%

Of Tyson Team Members that IC helps become US citizens, stay with Tyson for at least 4 years.

Over 2 million invested since 2019



A GROWING MOVEMENT WITH AN EXPANDING IMPACT

Immigrant Connection National exists to expand and empower the IC Legal Network so that more immigrants and refugees can be served. The past two COVID years have made providing immigration legal services extremely difficult, but the IC Legal Network has been resilient. In 2021, over 2100 immigrants were served across the country. For IC National, it is profoundly meaningful and moving to be able to witness the IC Legal Network making a difference for so many immigrant neighbors, brothers, and sisters. This year, because IC exists, over 200 immigrants are taking the final step and becoming naturalized US citizens, over 300 families were able to reunite or find greater stability, and over 130 DACA recipients were able to go to college or get their first jobs. These are just a few examples of the many stories of strength and resiliency that we celebrate.

In addition to making a greater impact for immigrant clients and their families, we are also reaching more partners for the IC movement. For the first time in our history, we actively sought to increase the number of fans, followers, donors, and supporters in our movement. IC's National Director of Communications, Sera Han, has helped us shape our public messaging in order to invite more people to join the IC movement. Over 700 people follow our social media accounts, and over 200 people read our monthly newsletter. More than these numbers, Sera has helped us define and refine who we are, what we do, and why it has lasting impact.

IC's National Director of Development, Adam Lipscomb, moved our organization from having less than 5 individual donors to over 80 individual donors, including 9 monthly supporters. His fundraising efforts resulted in raising over \$110,000 in 2021, including a gift of \$50,000 from Wesleyan Investment Foundation. He has also developed a new strategy involving curating local partnerships with businesses and local stakeholders in communities where new Local IC Sites will open.



12,000+
Total number of immigrants served since 2014

< 5
Total financial donors before 2020

9
Monthly Supporters

> 80
Individual donors in 2021

\$112,314 invested by donors
\$708,333 invested through grants

TOGETHER

Together is the defining word of 2021. I believe that Immigrant Connection National's official first year (as an organization) has been its best year. And it is because I have the great privilege of working with an outstanding group of leaders on the National Team. As a team, we have worked together to support, equip, and empower local IC leaders who serve around the nation. And all of these local IC leaders, together, have welcomed, loved, served, supported, and legally represented thousands of immigrants and refugees. *Together* - with a National Team, with a National Legal Network, and with our immigrant brothers and sisters. We truly are better together.





IMMIGRANT CONNECTION

2021 YEAR AT A GLANCE

CLIENTS & CASES

2,100

Individuals Served

207

New Naturalized US Citizens

306

Immigrant families stabilized or reunited

72

Countries of Origin

LEGAL NETWORK

1

New Local IC Site

5

Local IC Sites waiting on governmental approval

6

Local IC Sites in Launch Pathway

5

New DOJ Accredited Legal Representatives

DONORS

\$112,314

Total Donations (as of 12/8/21)

82

Total Donors

9

Monthly Donors

2

Donors over \$10,000

ONGOING IC LEGAL NETWORK STATS

12,000+

Individuals served by the IC Legal Network since 2014

18

Local IC Sites operating in communities across the nation

31

Total DOJ Accredited Legal Representatives throughout the IC Legal Network

6

IC National Team Staff Members