



Annual Report

**We're creating
a Nashville
where everyone
belongs,
no matter
how far you've
come to get
here.**

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About

Every minute, 30 people worldwide are displaced from their homes due to war, unrest, or natural disaster. In a new place, with a new language and culture, and away from all they've ever known, they start again.

At NICE, we're empowering a more peaceful, tolerant world—a world where everyone belongs. So even if some of us have come a long way to get here, every neighbor is welcomed with open arms and given every opportunity to live the life they dream of. NICE helps our newest neighbors begin a new life in Nashville—through help with education, language learning, health, employment and everything they need to feel part of the community. Because inclusion is a human right. And while we may not be able to change the whole world all at once, we can change it little by little, starting within our own community, one new neighbor at a time.



Mission

The Nashville International Center for Empowerment is made up of a diverse group of staff and volunteers who have come together with a mission to ensure refugees and immigrants achieve their full potential now and for generations to come. We have developed a deep understanding of the needs and long-term aspirations of refugees and immigrants because of our own professional and lived experiences. NICE is an Ethnic Community Based Organization (ECBO), composed of a board and staff who are primarily refugees and immigrants. Through a multidimensional social services approach, we aim to make Middle Tennessee a welcome home for New Americans.



In August 2021, the world witnessed heart-wrenching scenes from Afghanistan, as thousands of our Afghan allies scrambled to flee the country after the Taliban takeover of Kabul. The crisis resulted in one of the largest airlifts in history - over 120,000 people were evacuated from the country, and nearly 80,000 Afghans made it to the United States.

The evacuees who were en route to the United States were first flown to military bases abroad for initial screening and vetting, and then to one of eight military bases in the US.

This monumental evacuation effort was both urgent and unprecedented, but it was only the first step in a long and complex journey to welcome our Afghan allies to the United States.

Right in midst of the challenges presented by the ongoing COVID-19 pandemic, NICE was preparing for a resettlement effort unlike any we have ever faced. Due to the emergency nature of the evacuation, there was no time to go through the accustomed refugee resettlement processes, and the infrastructure for welcoming our Afghan allies in our nation's community had to be built in real time. Over the course of the next several weeks, the team at NICE received regular updates from our local, State, and federal partners as we eagerly anticipated the arrival of Afghans in Nashville.

The majority of Afghan evacuees were assigned the status of "Humanitarian Parole", an immigration class used for short-term humanitarian relief, but that does not include the same benefits that refugees normally receive. It took Congressional action to bestow equivalent resettlement benefits to those under humanitarian parole, but numerous challenges still remained.

Our growing team at NICE was working diligently to resolve these challenges. Through the development of strategic partnerships, invigorated community support, and the profound dedication of our staff, NICE was able to welcome our Afghan allies to Nashville with the tools and resources they need to prosper now, and for generations to come.

We know that Nashville's strength is found in its richness of diversity. As we work together to welcome and empower more of our new neighbors, our city becomes increasingly vibrant, our communities flourish, and our cosmopolitan economy grows.

2021 by the Numbers



2,040
Total served



783
Adult Education



181
Youth Education



224
People resettled
including **142**
Afghan evacuees



69
Employment



100
Health



14
Open Door
Network Sponsor
Groups



217
Volunteers



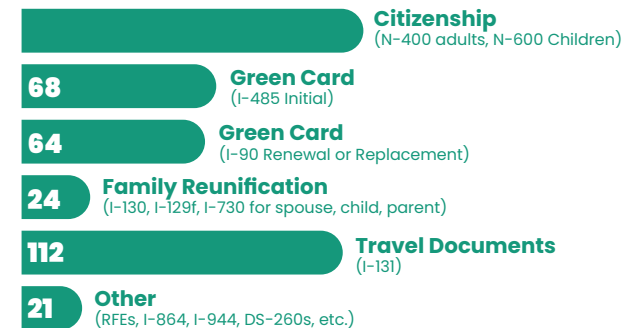
4,300
Volunteer hours



250
Transportation



408
Immigration

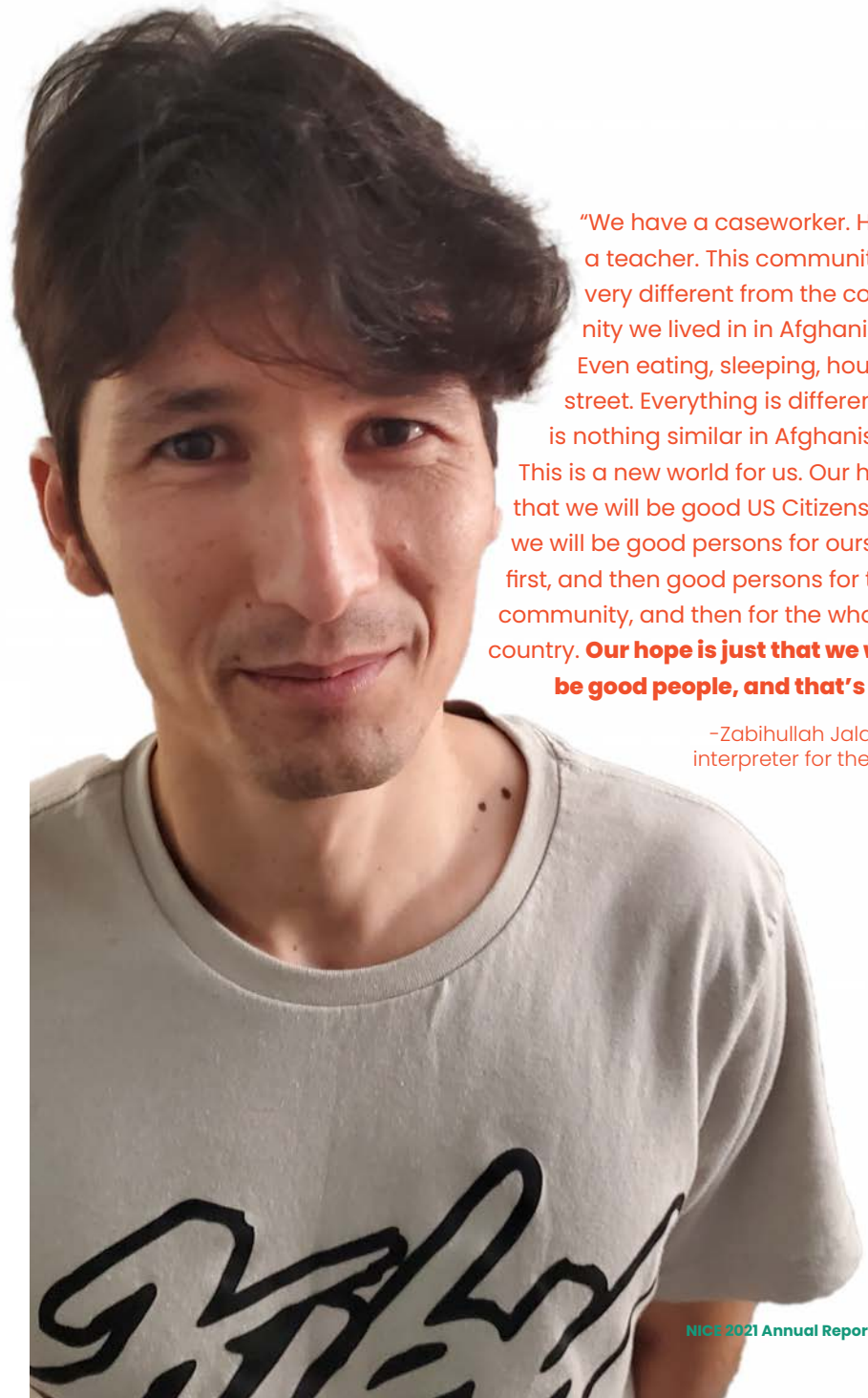


Resettlement

In order for NICE and the entire national resettlement system to establish the infrastructure needed to support the arrival of Afghan evacuees, a temporary halt to the United States' traditional Reception & Placement (R&P) program became necessary. Through numerous stakeholder meetings and rigorous preparation, NICE made a temporary pivot to focus our resettlement efforts on the newly-formed Afghan Placement & Assistance (APA) program. **In three months, NICE would resettle almost double the number of individuals that we welcomed in the previous year.**

NICE was able to significantly increase staff capacity in order to effectively serve all our new arrivals. We welcomed several new case managers, grew our transportation team, added a new program manager, and created a new position on our staff to coordinate housing and community resources.

Our resettlement team was faced with the daunting challenge of finding housing for Afghan evacuees arriving in Nashville on extremely short notice, often only a couple days. Through the generosity of community members, donors, and hosts, we were able to first find temporary housing solutions, and eventually move our new neighbors to apartment complexes and single-family homes throughout the city. Through a newly-formed partnership with the Community Resource Center, NICE was able to supply our Afghan allies with a wide range of household items to furnish their new homes. Other integral partnerships were formed to provide food assistance, immigration support, and cultural orientation to our new Afghan neighbors as they began the next phase of their lives in their new community here in Nashville.



"We have a caseworker. He is like a teacher. This community is very different from the community we lived in in Afghanistan. Even eating, sleeping, house, street. Everything is different. There is nothing similar in Afghanistan.

This is a new world for us. Our hope is that we will be good US Citizens. That we will be good persons for ourselves first, and then good persons for the community, and then for the whole country. **Our hope is just that we will be good people, and that's it."**

-Zabihullah Jalali, former interpreter for the US Army

Resettlement



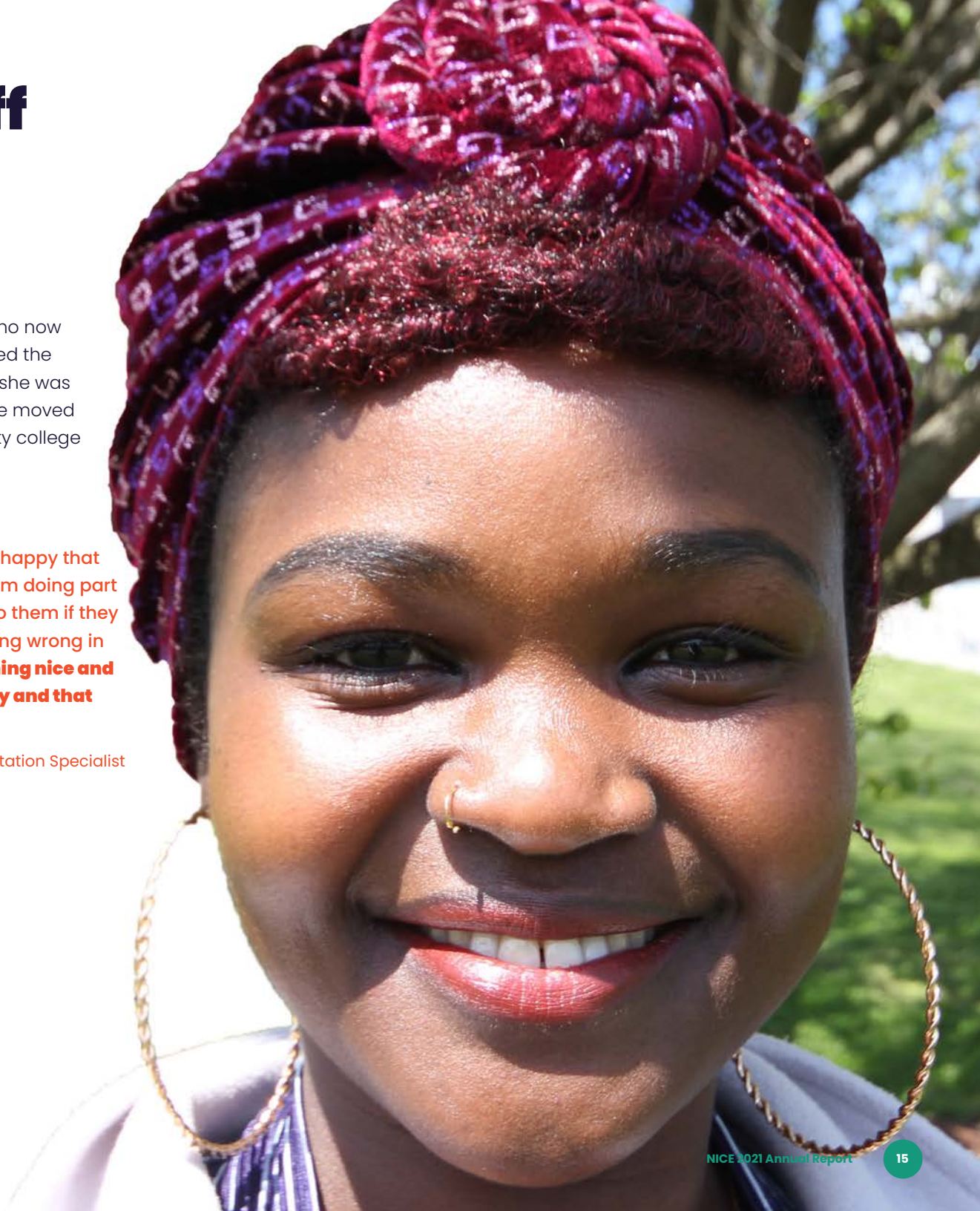
Resettlement Staff Spotlight

Hanan Shaibu

Hanan Shaibu is a former Sudanese refugee in Nashville who now brings others opportunities everywhere she goes. Hanan fled the conflict in the Darfur region of Sudan with her family when she was 14-years-old. She lived in a refugee camp in Kenya until she moved to the United States in 2014, where she attended community college and began volunteering with NICE.

“At one time, I had nobody to talk to. It was hard, but I’m happy that in the future I’ll be solving that problem for other people. I’m doing part of that right now. Every day, I go pick people up and talk to them if they have something to say, if they are sad, if something is going wrong in their life. At the end of the day, I want to tell them something nice and make sure they know that everything is going to be okay and that it’s not the end of the world.”

- Hanan Shaibu, NICE Transportation Specialist



The Path to Self-Sufficiency

The cornerstone of our resettlement work at NICE is empowering refugees to be self-sufficient. When refugees first arrive in the United States, they are entering an entirely new environment, with a plethora of obstacles to be overcome and new paths to be traversed. During the first couple months in Nashville, our R&P case managers help refugees get acclimated to their new lives and help our new community members transition to the next phases of their journey toward self-sufficiency. The NICE Refugee Self-Sufficiency (RSS) program steps in during this transition to provide access to new pathways toward health, employment opportunities, and assistance navigating the various state and federal benefit program refugees may be eligible for.

Benefits

The NICE benefits team not only helps our clients gain access to their benefits, we also walk alongside refugees to help them better understand the nuances involved in each program, and work actively to resolve issues and backlogs that may present themselves. This year, we have implemented a comprehensive orientation program to help recently arrived refugees get a more thorough sense of the benefits that are available to them, and how to make most use of those benefits on their path to self-sufficiency. This year, our benefits team has worked closely with the Tennessee Department of Human Services to make the process of accessing SNAP/EBT benefits more efficient so that all refugees we serve can receive their food assistance within two weeks of their arrival.



65
Enrolled in
SNAP/EBT

13
Enrolled in
WIC

134
Enrolled in
Refugee Cash
Assistance Program

32
Enrolled in
Match Grant
Program

“When I visited a newly-arrived Afghan family in their home to distribute their Food Stamp card, the whole family gathered around to learn about the card, even the little kids. They had lots of good questions and, by the end of the visit, they felt confident in how to use their card and they seemed excited to be able to go shopping for their own food.”

– Shayna Solomon, NICE Refugee Benefits Navigator

The Path to Self-Sufficiency

The Match Grant program is an alternative option to Refugee Cash Assistance. Through this program, refugees pursue economic and employment stability without using publicly-funded cash assistance. For their first four to six months in America, refugees receive housing and a cash allowance, as well as employment-seeking assistance and case management. Match Grant is designed to help those refugees with higher levels of education find employment quickly, promoting self-sufficiency and reducing the need for government assistance.

Refugee Cash Assistance (RCA) is an eight-month, employment-based eligibility program that assists our clients financially while searching for a job. This program also gives our clients access to ESL classes to improve their English abilities.

Without extensive experience in American grocery stores, these benefits can be very difficult to actually use. Our amazing benefits intern, Alyssa Stephens, took an Afghan mother-to-be to the grocery store to figure out how to use her WIC card effectively. At first, they had some trouble with using WIC, because some of the same exact items are both eligible and not eligible just because they are slightly different sizes! But through working together to navigate the complicated system, they ended up being able to buy about \$80 worth of groceries and used up nearly all of the month's benefits in the day before they were set to expire. The mother-to-be said that, now that she had gone with Alyssa, she thinks she'll be much more able to use next month's WIC benefits independently. Our benefits team has also been growing capacity to take clients on education shopping trips by training dedicated volunteers.



Immigration

The NICE immigration program provides affordable immigration services to our community in Middle Tennessee. As more and more people are displaced from their homes around the world, **we see the need to break down as many barriers to access as possible in the immigration process.** We assist clients by filing immigration forms, providing interpretation, consultation, conducting immigration case follow-ups, and public notarization.

This year, our immigration team was able to help Afghan evacuees face the significant hurdle of filing for asylum through the establishment of a critical community partnership. The majority of Afghan evacuees entered the United States under the immigration status of "Humanitarian Parole," a designation that gives permission to remain in the United States for only two years. The asylum process is the primary mechanism for ensuring that our Afghan allies are able to legally remain in the United States beyond those two years.

The process of gaining asylum or Lawful Permanent Resident (LPR) status in the United States is long and complicated. With many of our new neighbors requiring expert legal assistance to begin this process, the road to gaining permanent residency in the United States can also be costly and inaccessible. With the help of our partnership with Vanderbilt University Law School, Tennessee Justice for our Neighbors, and the Tennessee Immigrant and Refugee Rights Coalition, our neighbors currently going through the resettlement process have been able to access necessary legal resources free of charge.

119
Citizenship
(N-400 adults, N-600 Children)

68
Green Card
(I-485 Initial)

64
Green Card
(I-90 Renewal or Replacement)

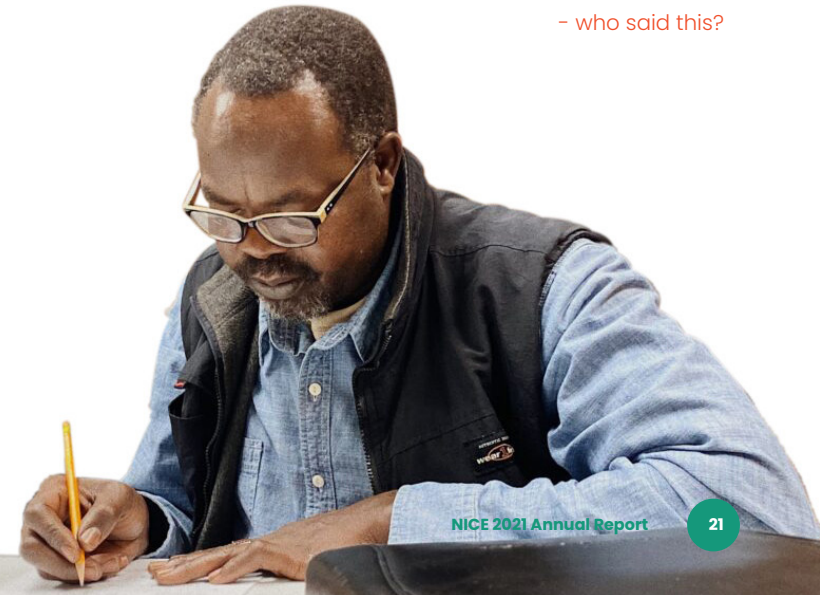
24
Family Reunification
(I-130, I-129f, I-730 for spouse, child, parent)

112
Travel Documents
(I-131)

21
Other
(RFEs, I-864, I-944, DS-260s, etc.)

"One of our clients was a helicopter pilot for the Afghan Air Force and after arriving in Nashville, he expressed interest in joining the US military. In order to join the military, he would first need to file for asylum. A few weeks ago, one of the pro bono lawyers took my client's case. When we met recently, he expressed his excitement in starting this journey. **He hopes that one day soon he will be able to continue his love of flying and is thrilled at the possibility of doing so as a US serviceman.**"

- who said this?



Adult Ed

Over the previous year, NICE closely monitored public health guidelines surrounding the COVID-19 pandemic, and worked in tandem with our community partners to safely offer the opportunity for our adult education students to return to in-person classes. However, many of our students chose to continue participating in our online programming, because these asynchronous virtual classes allowed for more scheduling flexibility. As a result, **we saw more success on the standardized Comprehensive Adult Student Assessment Systems (CASAS) tests from our online students, including gains in English proficiency levels.**

NICE English language classes also prepare students for the workforce. Students in the adult education program can attend class three days a week to learn essential communication skills in speaking, listening, grammar, reading and writing. This year, each English course will also include lessons on the computer using NorthStar Digital Literacy. As part of their weekly English instruction students will learn how to operate a computer, store files, and practice using a keyboard and mouse.



This year, 45 ESL students have participated in our new digital literacy program. We are so excited to watch them build upon their skills and prepare for the workforce!

We have partnered with Catholic Charities and Bank of America to offer a bilingual banking certification course to our new neighbors who are interested in workforce development and pursuing careers in banking! Through this course, students take classes eight hours per week where they learn about banking operations, technology, equipment, customer service skills, and the soft skills necessary to begin a career in the banking industry as a relationship banker.

“I am happy we have computer lessons. I work at Amazon and I have always wanted to learn how to use my computer.”

- Martha, Level 2 Student

84
served in
Citizenship
Classes

38
served in
HiSET Diploma
Classes

630
served in ESL
Classes

31
served in Workforce
Development
Classes



Student Success

Increases in standardized test scores are certainly one measure of success for our students, but **some of the most significant accomplishments we see are evidenced in displays of resilience that reverberate far beyond exam results.**

Layla Hasan is a very successful NICE student. After failing the citizenship exam two times, she realized that she needed to improve her English in order to reach her goal. She enrolled with NICE's English class in April as a high beginner (Level 2) student and registered for our citizenship program in July. She attended both English and citizenship preparation class earning over 150 hours in 9 months. She made progress on her exams and will be moving to the intermediate class this spring of 2022. Layla recently achieved her dream of American citizenship. She passed the citizenship exam and took the Oath of Allegiance on the same day!

Youth Education

2021 saw the return of Nashville-area students to the classroom, and NICE joined a consortium of community stakeholders that worked diligently to ensure that student safety remained our number one priority. Over the course of the year, NICE was able to serve 181 students across our Afterschool, Youth Mentorship, School Enrollment programs.

Middle School

Our NAZA-funded after-school programs meet four days a week at McMurray and Margaret Allen Middle Schools. Through art therapy, academic interventions, and English as a Second Language lessons, our program staff work to mitigate the effects of interrupted education and cultural/ language-based barriers. These programs help students build resiliency and a sense of belonging while equipping them with language, cultural, academic, and stress coping skills.

57
served in
afterschool
programs

53
served in
Refugee School
Impact program

39
served in Youth
Mentorship
programs

31
served in
summer camp

High School

During the school day, our Youth Program Coordinators join classrooms throughout Nashville alongside Metro Nashville Public School teachers to provide direct support services. While our primary purpose is to aid often under-resourced teachers, NICE further enriches the learning process with our English as a Second Language, civics, and literacy curriculum. Our SIFE (Students with Interrupted Formal Education) programs provide art therapy, in-school mentorship, and Social Emotional Learning pull-out groups.

Through our **Refugee School Impact Grant (RSIG)**, NICE is able to provide an overview to all eligible students soon after they arrive in Nashville by introducing them to US-based schooling and equipping them with the required resources to be successful in K-12 education. NICE also provides case management services to students who need more individualized attention, including mediation between the school and our client's family for any purpose including parent engagement, addressing behavioral issues, grades and progress, understanding extracurricular opportunities, and more.

Our **Culture Exchange Program** provides cultural awareness training designed to equip teachers and school administrators with background information about specific cultural groups from the refugee/immigrant communities. NICE is also now leading training sessions that encourage schools to develop school-wide systems of support that are capable of addressing pre-existing trauma within these communities.

Youth Education

Youth Mentorship

NICE's community-based youth mentoring program is designed to encourage and support mutually beneficial, long-standing relationships between adult role models and New American children ages 6 to 18. NICE matches every volunteer mentor with a child who lives within a 40-minute radius of the volunteer's home, school or office. Volunteer mentors are asked to make a commitment of visiting, calling or creating a virtual or in-person meeting with a mentee youth at least four times a month for at least a semester. The Youth Mentorship Program was designed to empower New American children to gain knowledge and development.

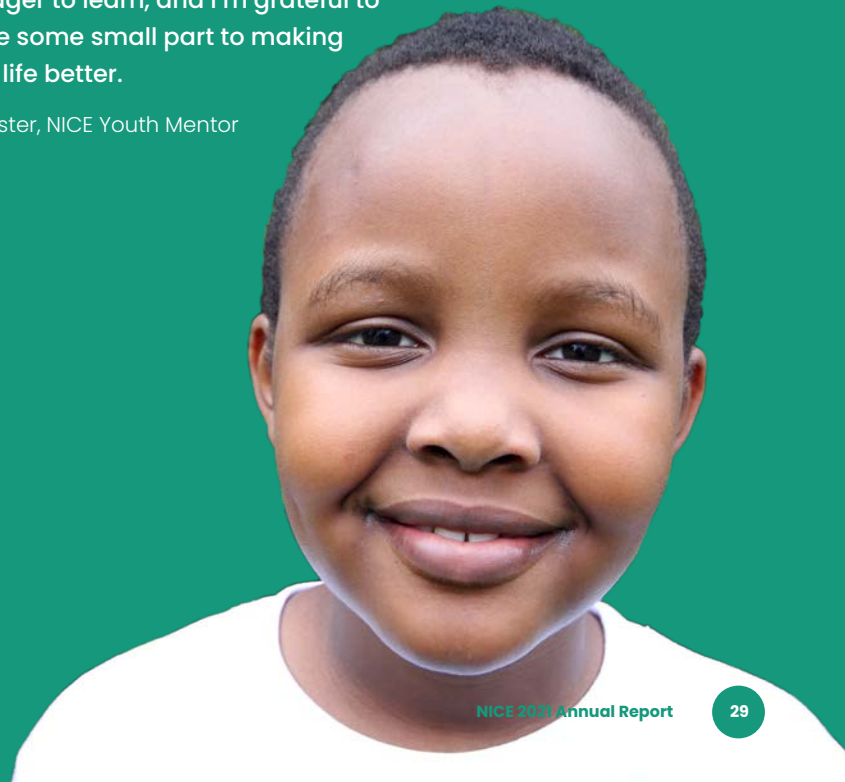
Mentors and mentees develop meaningful relationships with the support of NICE. The success of a mentoring experience depends on the contributions and commitment of everyone involved in the mentoring relationship; the organization, the parent/guardian, the mentee and the mentor.

I have been working with Islaha for 6 months now. At the beginning he was very shy and quiet. For Thanksgiving I gave him a pecan pie to try American Thanksgiving food. The next day he sent me a video of him trying the pie and thanking me for it. **In the video, his English is flawless. He is able to speak with confidence, and is so polite.** He is doing well at school and seems to have a lot of friends as well.

- Jill Furlong, NICE Youth Mentor

I started with them barely understanding a word I said. Now, I walk in, I'm greeted with a firm handshake from each of them, I ask them how they are (and the answer is always "Good!"), but now I add a question and ask them how they're each feeling. And, with that question, they are starting to express themselves ("I feel happy", "I feel sleepy." "I feel mad." etc.). Our sessions are much more structured because they are able to follow along more easily. But, **the biggest success is how, through everything they've been through and through all of the new things they're facing, Yvonne, Cadet, and Honorine are always in good spirits.** They're always happy to see me, greet me affectionately, they're eager to learn, and I'm grateful to contribute some small part to making their new life better.

- Tom Chester, NICE Youth Mentor



Employment

NICE's Employment Program focuses on removing barriers to employment for its refugee clients by building relationships with local employers who can offer job opportunities that will lead to self-sufficiency. When new refugees arrive in the United States, they are required to reach self-sufficiency within 90 days, which usually necessitates securing gainful employment. We work alongside our Adult Education department to offer workforce development and career coaching to our clients who are seeking employment.

Despite the continuing challenges of the COVID-19 pandemic, the NICE Employment team worked with over 30 different employment partners in a wide variety of industries including food production, hospitality, shipping, and warehousing, and secured meaningful employment for 69 of our clients. We are proud to have high standards for our employment partners, and require employers to pay our clients a living wage of at least \$15/hr, in addition to providing advancement opportunities, benefits, and other training to support New Americans in their careers. We are proud to partner with employers who are invested in the success of our clients.



"First of all, I wanted to extend my gratitude for the help you've provided to this facility. It's safe to say lives have been changed for the better due to our collaboration and we appreciate your commitment and help. I must have the most culturally diverse facility in Middle Tennessee and it's quite a joy engaging with people from all over the world."

- Luis Hidalgo, Director of Operations at McKesson (a medical product distribution company employing several NICE clients)



Health

It is vital that refugees receive adequate healthcare in order to achieve their full potential.

Our Intensive Case Management (ICM) program offers culturally and linguistically competent services that provide clients with case management, access to medical/mental assistance services, social adjustments, COVID-19 testing, knowledge of the U.S. healthcare system, and health screening and referrals. Our clients include people who are elderly, people with disabilities, survivors of violence and torture, and those experiencing psychological issues stemming from living through war and conflict. Due to the pandemic, our case managers continued their efforts through both virtual and socially distanced appointments. Our Health team also supports mental health referrals and provided clients with financial assistance and services including referrals for English as A Second Language classes and job placement

Our health team builds partnerships with local healthcare providers and community organizations to benefit our clients. Our health case managers attend weekly COVID-19 strategy meetings with Siloam Health, Metro Nashville Health, and several other community organizations. Case managers also work closely with Centerstone, our mental health care provider, to get clients connected to care and to troubleshoot issues as they arise. Through this expanded focus on mental healthcare, we are in the process of building a partnership with the Mental Health Cooperative for referrals to enhance our services for Afghan clients in need of mental health services.

NICE's health program also provides culturally sensitive COVID-19 preventative education focusing on vaccine hesitancy, health system barriers, and distrust in western medicine. NICE has supported and expanded the provision of COVID-19 vaccine education by recruiting and training three bilingual COVID-19 Trusted Messengers who speak Swahili, Somali, Arabic, and Kurdish, four language groups that make up some of the largest immigrant and refugee communities in the Davidson County area. Our Trusted Messenger team provides culturally competent COVID-19 vaccine education through home visits and community events at schools, community centers, churches, businesses, and food markets. The Trusted Messengers from NICE delivered information and resources to over 566 individuals regarding COVID-19 prevention and the safety and efficacy of the vaccines.

"We had the immense privilege to experience and enjoy the profound hospitality of an Afghan refugee family during a vaccine home visit today. The whole family invited us in to have hot tea and snacks on the cold morning. I was in awe of their story. They escaped from the Taliban with their 3 daughters. The father brought tears to my eyes talking about how excited he is that his daughters will have the opportunity to learn and go to school. We take so much for granted in America. I learned a big lesson today in what true courage, love, and perseverance looks like. It was a good day."

- Christian Ketel, Vanderbilt University School of Nursing

Health Staff Spotlight

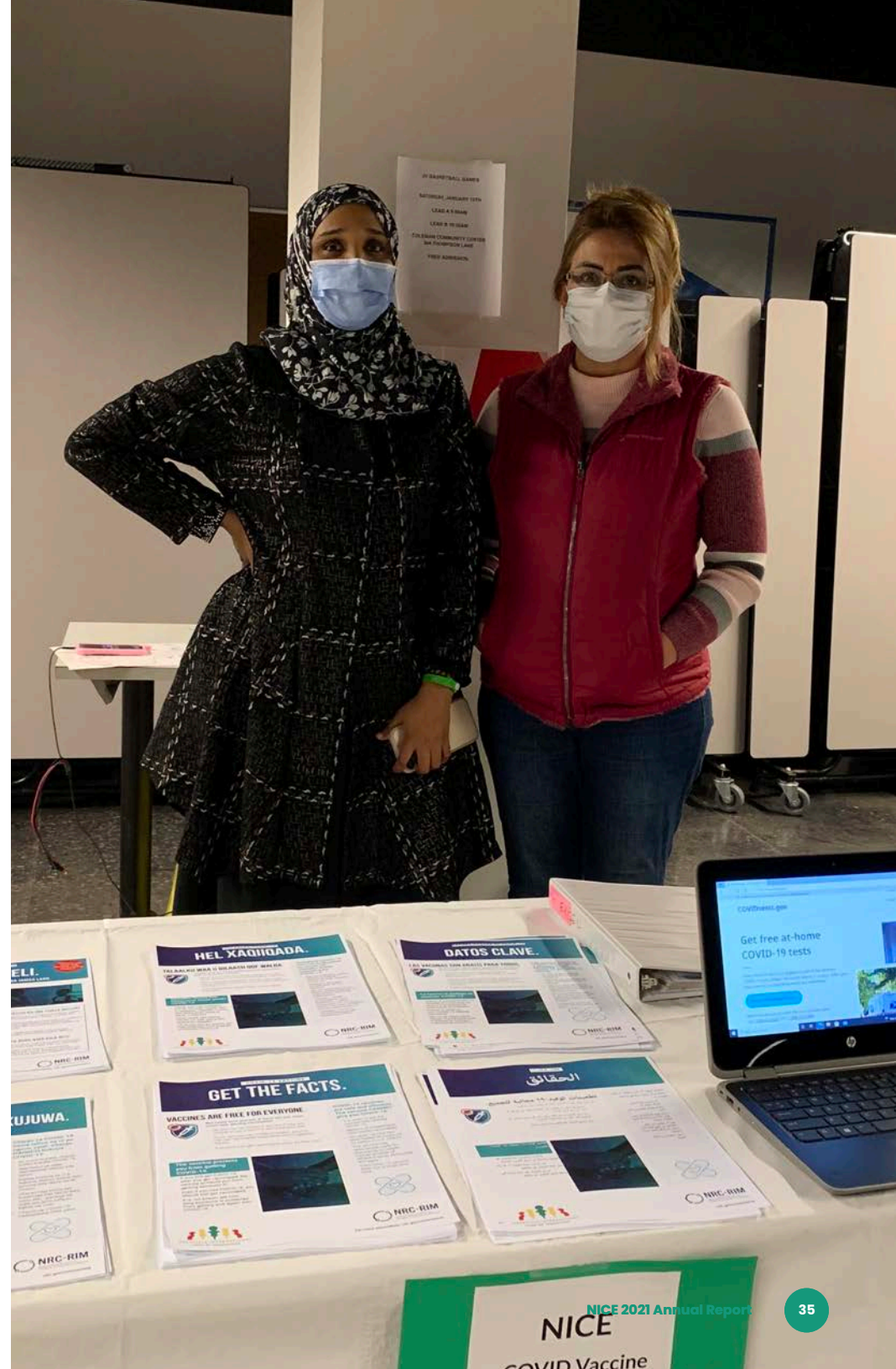
Kabita Poudel



Kabita Poudel, a Health Case Manager at NICE, left Bhutan with her family to live in a refugee camp in Nepal when she was only three years old, where she lived for 20 years. She went on to become Certified Medical Assistant, caring for her neighbors in the camp, before she was resettled by NICE in 2012.

“Working at NICE, my main goal is to help the community of immigrants. If there are any needs that they have, **I want to step in and help them because I went through the same situation and don’t want them to face the same difficulties.**”

– Kabita Poudel, NICE Health Case Manager



Open Door Network

It takes a whole community to foster community for all.

The Open Door Network empowers community support for our newest Nashville neighbors—by connecting Nashvillians and organizations to refugees who are starting over here. **Because when someone is searching for a place to belong, our door is always open.**

NICE launched our co-sponsorship program, The Open Door Network, in 2021 in order to provide a network of support to refugees who are integrating into their new community here in Nashville.

Every year, more and more people around the world are being displaced from their homes, and community sponsorship programs like the NICE Open Door Network are becoming integral parts of the refugee resettlement process.

By training and equipping our Open Door Network teams with knowledge, tools, and guidance, **our clients become connected to a community of support** - large enough to ensure that someone is (nearly) always available to meet their needs. Carrying out our organization's mission depends on our ability to successfully create pathways to economic self-sufficiency for our clients. There are significant barriers that newly-arrived refugees must overcome in order to get to that point, and the Open Door Network allows NICE to help remove obstacles more quickly than before and scale-up services. By acquiring some of our staff's skills, local Nashvillians provide an equivalent, sustainable, and controlled measure of services to refugee families.

In its pilot phase, the NICE Open Door Network has already partnered 14 families with sponsor groups from local Nashville community groups.

Each week, teams spend at least 5 hours with their partnered family, providing a wide range of services.



"I moved to the area about nine months ago, and I knew no one. And so I think I saw this social media clip and it was about joining this team, about Afghan refugees coming to the area and welcoming them. And I thought to myself and I talked to my daughter about it and we were like, what if we know no one here would have someone coming here to a new country, a new culture, new language. And we didn't they didn't know anybody. What if that was us? And so we thought if we know no one, they know no one, maybe we could be their one and they can be our one. It's just been a way to do life together. **It's just been a very meaningful relationship and a very meaningful friendship, and that's kind of what it's turned into."**

- Heather Garrison, NICE Open Door Network team member

Community Partners

1 Hotel Nashville
12 South Neighborhood
ABC Technologies,
Acklen Avenue Church of Christ
Alpha Kappa Alpha Sorority, Inc.
American Automobile Association
American Job Center
American Muslim Advosory Council
American Red Cross
Belmont University
Belmont University,
Bruce Buchanan, Sebelist
Buchanan Law
Catholic Charities
Center for Nonprofit Management
Centerstone
Christ Church Cathedral
Church at Pleasant Grove
Church of Jesus Christ Latter Day Saints
Community Resource Center
Commute with Enterprise.
Councilwoman Zulfat Suara
Cross Point Church
Crown Bakeries,
Dollar General
Elmahaba Center

Enfield Management
Feeding Nashville
Frist Art Museum
Giving Machines Nashville
Glenciff High School
Goodwill Industries of Middle Tennessee
Greater Nashville Regional Council
Hands On Nashville
Hattie B's Hot Chicken
Jewish Federation and Jewish Founda-
tion of Nashville and Middle Tennessee
Just Serve
Kroger,
Law Offices of Steven J Simerlein
LEAD Southeast
Lentz Public Health Center
McGruder Family Resource Center
Meharry Medical College
Mental Health Cooperative
Metro Human Relations Commission
Metro Nashville Police Department
Metro Nashville Public Schools
Metro Office of Public Safety Middle
Midtown Fellowship West Nashville
MJ Morgan
Mother to Mother
Music City Soccer Club

Nashville Adult Literacy Council
Nashville Children's Theatre
Nashville Diaper Connection
Nashville Pan-Hellenic Council
Nashville Predators
Nashville Public Library Foundation
Nashville Public Radio
Nashville Public Television
Nashville St. Thomas Hospital
Nashville Zoo
Nashville Software School
National Healthcare Corporation
Neighborhood Health
Newroz Market
Quanta Computer,
Redpepper
Second Harvest Food Bank
Sewanee, The University of the South
Shade Tree Clinic
Share Mobility,
Siloam Health
Soles for Souls
Southern Word
St. George's Episcopal Church
STEM Preparatory Academy
Tennessee Department of Human
Services

Tennessee Foreign Language Institute
Tennessee Immigrant and Refugee
Rights Coalition
Tennessee Justice Center
Tennessee Justice for our Neighbors
Tennessee Office for Refugee
Tennessee Resettlement Aid
Tennessee State University
The Donelson Fellowship
The Nashville Food Project
The Temple
Thriftsmart
Tyson Foods
Under Armor
United Way of Greater Nashville
Vanderbilt Law School Legal Clinic
Vi-Jon
Woodmont Hills Church
Workforce Essentials
World Central Kitchen

Partnership Spotlight

Community Resource Center

This year, NICE partnered with the Community Resource Center to receive donations to help provide home essentials for our new neighbors as they go through the resettlement process. Necessities like cooking supplies, hygiene items, and cleaning supplies are critical to helping our new friends feel welcome and comfortable in their new home in Nashville.

“At the Community Resource Center, we provide basic essentials to our most vulnerable neighbors here in middle Tennessee, both in times of disaster and in seasons of ongoing need. When the Afghan resettlement process was starting, the team at NICE reached out to us to see if we had any capacity to partner together, particularly on the materials management side of things.

We get a call from the housing team at NICE when a family has moved from temporary into permanent housing. We find out how many people are in the family and what their needs are, and then we do sort of a version of supermarket sweep. **We pack up everything that the family might need and add some extra where we can.**”

- Megan McGuire, Director of Partnerships and Events, Community Resource Center



Welcoming Nashville

In response to the news that hundreds of Afghan evacuees were set to resettle in Nashville, NICE teamed up with Catholic Charities, the American Muslim Advisory Council, and the United Way of Greater Nashville to establish a joint fund that would amplify the funding message of the cohort of organizations working in tandem to serve our Afghan allies.

Since its inception, the Welcoming Nashville Fund developed into an ongoing, collaborative effort between multiple local organizations to welcome our new neighbors with the full spectrum of resources and services they need to prosper in their new community. **The strategic and coordinated response demonstrates once again that Nashville’s generous spirit in times of need is second to none.** The partner agencies involved in this effort include: NICE, Catholic Charities, AMAC, United Way of Greater Nashville, Metro Nashville Public Schools, Tennessee Justice for Our Neighbors, Community Resource Center, Tennessee Resettlement Aid, The Branch of Nashville, WeGo Public Transit, Siloam Health, Councilwoman Zulfat Suara, Meharry Medical College, Vanderbilt University, Metro Action Commission and the Tennessee Office for Refugees.

“We are extremely grateful for the multi-agency collaboration initiated by the launch of the Welcoming Nashville Fund. **Through the ceaseless work of our staff, partners and volunteers, our new neighbors are being welcomed to their new community with open arms and warm hearts.** However, we still need support to meet the unprecedented challenges faced by our Afghan friends, and by the agencies that are serving their transition into the U.S.”

- Chris Linthicum, NICE Director of Resettlement Services

Funders

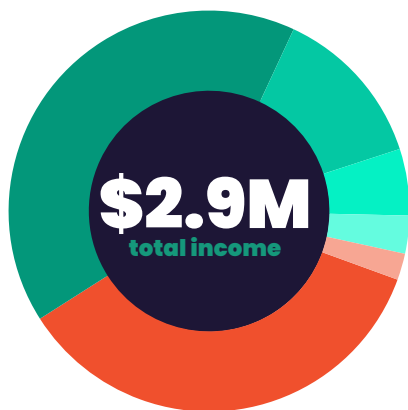


NICE Neighborhood

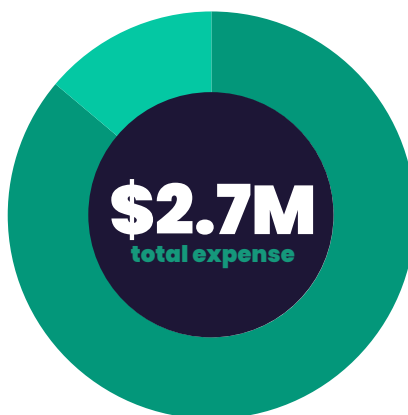
The NICE Neighborhood is a group of dedicated individuals committed to empowering Nashville's refugee community by donating monthly. By joining the NICE Neighborhood, these individuals make a commitment to be a supportive neighbor to newcomers in our Nashville community. **NICE Neighbors ensure that their New American neighbors can thrive in Nashville by lending a helping hand.** In 2021, we are happy to report that the NICE Neighborhood program nearly doubled in size!

- | | | |
|--------------------|---------------------|------------------|
| Allison Chan | Farris Smith | Martha Henley |
| Amanda Adams | Fletcher Prouty | Neil DeCrescenzo |
| Andrea Flores | Garth Barlow | Peyton Smith |
| Annette Galloway | Georgeanne Ross | Rebeca Bell |
| Ashley Panas | Isabelle Speed | Ryoko Suzuki |
| Benjamin Haynes | James Walters | Samantha Lee |
| Benjamin Kornfield | Janice Winter | Sarah Mickle |
| Carolyn Heinrich | Jonathan Niconchuk | Sharon Kozy |
| Charles O'Dell | Joshua Grahe | Shawn Reilly |
| Christopher Zeller | Kaitlyn Kownacki | Shivangi Parikh |
| Claire Hampton | Kathy MacLachlan | Sydney Mathieu |
| Claudia Cappo | Kristen Ingebretson | Timothy Brewer |
| Corey Spicer | Laura Henkhaus | Travis O'Guin |
| Delani Pechioli | Leah Hashinger | William Stout |
| Donna Davis | Margaret Lane | Yancey Gregory |

Analysis of Operations



Entity	Income	% of Total
Federal	1,050,900	35.4%
State & Local Gov't	1,214,870	40.9%
Foundations	387,445	13.1%
Individuals	159,337	5.4%
Program Revenue	90,894	3.1%
Organizations	63,292	2.1%
Total income	2,966,739	100.0%



Entity	Income	% of Total
Program	2,339,320	86.1%
Admin & Fundraising	376,837	13.9%
Total Expense	2,716,157	100.0%

One World, One Dream

For the second year in a row, the NICE annual fundraising event and community celebration, One World, One Dream, was held virtually, due to COVID-19 safety precautions. Despite the distance, attendees were treated to a delightful occasion, and party hosts throughout Nashville gathered close friends and family in their homes to share meals made from a list of recipes around the world, provided by NICE.

The event featured music by multi-platinum singer/songwriter, Meghan Kabir, poetry by esteemed youth poet Monserrat Escobar Artrega, and keynote address by Karla McKanders, J.D, a Clinical Professor of Law at Vanderbilt University.

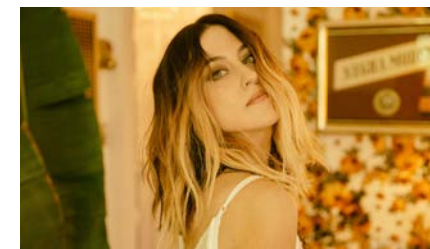
Attendees also participated in an interactive team trivia contest that challenged their knowledge of world geography and culture.

Trivia Question

**answer at the bottom of the page*

The flag of Bhutan features a _____ holding four jewels?

- a. Phoenix
- b. Monkey
- c. dragon
- d. Lion



Trivia answer: ***c. Dragon**

2021 One World, One Dream Honorees

The Sonrisa Trippe Volunteer of the Year Award

Awarded annually to an outstanding volunteer.

Presented to Gil Chilton and Deborah Fowler

Donna Pack Community Empowerment Award

Awarded to the person or group that has had a significant influence on the lives of refugee and immigrant families during the year.

Presented to Andrew Phay

New Arrival Award

Awarded to a person, group, or entity that has made it possible for newly arrived refugees to find a home with opportunities and to become empowered through access to social services.

Presented to The Scarlett Family Foundation

The Genesis Award

Presented to a person, group, or entity that has had a long-time, significant impact on the lives of refugees in Middle Tennessee.

Presented to Congressman Jim Cooper

Thanks to our amazing group of sponsors, One World, One Dream was able to raise over \$24,000 for NICE to support our work!

One World, One Dream Sponsors

DOLLAR GENERAL



VANDERBILT



TENNESSEE
Immigrant
& Refugee
Rights
COALITION



MARS



Giving Machines Nashville

NICE was thrilled to be selected as one of the five local beneficiary organizations of Nashville's inaugural year hosting the Light the World Giving Machines initiative.

The Giving Machines first debuted in 2017, and have since raised millions of dollars for non-profits around the world. While they may appear to look like a regular vending machine, the Giving Machines actually allow users to give an item or service to someone in need. Each donation drops a symbolic card into a donation bin at the bottom of the machine, and all funds go directly to the charities for the purchase of these items.

This wonderful project captured the spirit of generosity and giving that shines bright throughout the Music City. The donations made through the Giving Machine to NICE have helped welcome refugees to their new community here in Nashville with the tools and resources they need to prosper, now and for generations to come. We are grateful to the team at Just Serve for organizing this campaign and including NICE!



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**7,307 miles from
our birthplace,
we found home.**



NASHVILLE INTERNATIONAL
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