



# ECDC Annual Report 2018

**Ethiopian Community Development Council, Inc.**

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# About Us

The Ethiopian Community Development Council, Inc. (ECDC) is a tax-exempt 501(c)(3) non-profit, community-based organization (CBO) established in 1983 to respond to the needs of a growing local Ethiopian community. It quickly became a multi-service provider with national and international reach. ECDC's headquarters is located in Arlington, Virginia, just minutes away from the nation's capital. For 36 years, ECDC has been helping refugees and immigrants re-establish their lives as productive, self-sufficient members of their new communities. Program support comes from corporations, faith-based institutions, foundations, individual contributions, in-kind donations, and local, state, and federal agencies.

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Cover photo: Maria Urbina De Hernandez and Family

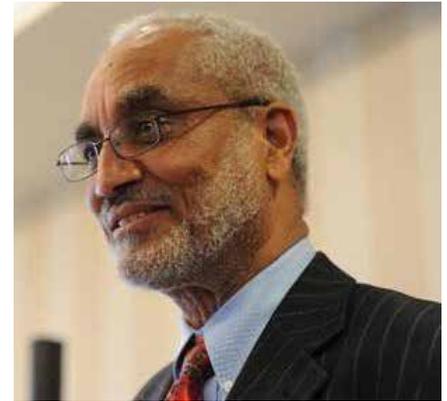
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# The Year in Review

In FY 2018, the refugee resettlement community faced various challenges. The number of refugees resettled in the U.S. dropped drastically from 33,000 in FY 2017 to 22,491 in FY 2018. ECDC continued to conduct its Resettlement and Placement (R&P) program through its network of 13 affiliated community-based organizations and three branch offices located in 18 cities across the country. Due to the low arrival numbers, ECDC only resettled 1,874 refugees. The top five countries of origin were Afghanistan, the Democratic Republic of Congo, Myanmar/Burma, Bhutan, and Eritrea.



ECDC's Matching Grant (MG) program, which assists clients achieve early employment and economic self-sufficiency within 120-180 days of enrollment, enrolled 661 clients and 81% of those achieved self-sufficiency at 120 days and 90% at 180 days. The Preferred Communities (PC) program targets vulnerable refugee newcomers and provides individualized intensive case management for a period of 6-12 months with the goal of empowering individuals to become self-reliant. ECDC's 12 PC sites served 277 clients and recruited and trained 86 volunteers.

ECDC's Enterprise Development Group (EDG) made 131 business loans worth \$3,708,646, 27 car loans worth \$192,480, and 13 consumer loans totaling \$21,500. EDG's business incubator had 26 tenants renting 32 offices. The EDG Income Tax program assisted 1,133 clients—141 VITA clients, 497 clients in Turbo Tax Freedom Edition, which included clients in Denver and Las Vegas, and 495 clients in the My Free Taxes program, resulting in \$161,557 in federal refunds, \$80,436 in Earned Income Credit, and \$17,696 in Child Tax Credit. At an average cost of \$200 for tax preparation fees, client savings were \$222,600.

Held April 18-19 in Alexandria, Va., ECDC's 24th national conference--U.S. Refugee Protection: Reflecting on the Past and Preparing for the Future--featured panel discussions and workshops, giving participants a greater understanding of the historical context of the United States' commitment to refugee protection and resettlement while enabling them to draw upon lessons from the past to prepare for challenges of the future. The goal was to analyze the current refugee narrative with the aim to collectively find ways to educate the public and advocate for the enhancement of support for refugees.

The Axumite Heritage Foundation began the internal finishing of the new Axumite Heritage Foundation library, in Axum, Ethiopia. The current library, housed in the 'Inda Nebri'id, closed for a month as the historic building underwent renovation.

ECDC has always relied on the generous support of local, state, and federal partners in order to provide assistance to newcomers. We are grateful for their support. We are also grateful for the many individuals, organizations, and agencies that support our branch offices, our programs, and the agency overall.

A handwritten signature in blue ink, reading "Tsehaye Teferra".

Tsehaye Teferra, Ph.D., President and CEO

# Programs

## Refugee Resettlement

Despite the challenges in FY 2018, ECDC continued to implement the R&P Program, which supports refugees and Special Immigrant Visa (SIV) holders through their arrival and initial resettlement period in the U.S. ECDC welcomed 1,874 refugees and SIV holders to 16 cities across the country.

The total number of refugees served by ECDC and its affiliates was smaller, which held true for all resettlement agencies, as national arrivals totaled about half of the set ceiling of 45,000 refugees for FY 2018.

In addition to adjusting to new resettlement realities, ECDC provided support to each of its 13 affiliate and three branch offices. For example, ECDC hosted online training on topics ranging from transfer cases to cultural orientation classes. ECDC staff also spent time on-site at affiliates in Arlington, San Diego, Phoenix, Clearwater, Nashville, and Kansas City to ensure these agencies were continuing to operate strong, compliant R&P programs. As part of this process, ECDC staff spoke with newly arrived refugees and SIV holders from around the world, including the Democratic Republic of the Congo, Afghanistan, Burma, and Iraq.

Emily Nesheim Bullock served as the Associate Program Director of the R&P Program. ECDC noted the wide range of supportive services offered by affiliates and remains committed to offering high quality services to each R&P client served by the network to ensure these newcomers are welcomed to their new homes and receive the support they need to begin their new lives as thriving members of their new communities.

## Community Integration

Matching Grant and Preferred Communities programs are managed by Anam Gnaho with a staff of four.

### Matching Grant

- Enrollment—661 clients enrolled as of August 31, 2018, representing 81% of the projected 821.
- ECDC's affiliate network achieved a high level of success in placing clients in jobs leading to early self-sufficiency with a 120-day network average of 81% and a 180-day network average of 90% self-sufficiency for individuals. Of the 109 cases/298 individuals reaching 180-days, 95 cases/267 individuals were self-sufficient.
- At the national training conference, MG affiliate staff attended sessions presented by Anam Gnaho, Tom Giossi, ECDC's Program Officer at ORR, and an intensive one-day hands-on training conducted by Ron Hedrick, the MG Senior Program Officer.
- From October 1, 2017, to June 30, 2018, ECDC affiliates matched the program with \$183,772.28 cash and \$371,785.12 in-kind contributions for a total of \$555,557.40.

## Preferred Communities

- 227 clients were enrolled, representing 60% of the annual projection of 463.
- 155 clients exited the program as self-sufficient.
- 86 volunteers served the program and/or PC cases.
- 77 new partnerships created.

## Axumite Heritage Foundation

The Axumite Heritage Foundation (AHF) is almost finished with construction of the Axumite Heritage Foundation Library's new building (photo below). While still doing some electrical and plumbing work, flooring and installing windows and doors, it is now open for patrons on a limited basis. Work continues on the separate children's library and the artisan's village. Once the work is completed, the library will continue to operate six days a week, 12 hours each day, and will be open to all members of the community.



# Branch Offices

## African Community Center DC Metro



Yarda Salehi, ACC DC Metro client

The ECDC African Community Center of the DC Metro Area (ACC DC Metro), under the leadership of its Director, Sarah Zullo, continued to grow in FY18 by adding new programs and augmenting its staffing capacity. In FY18, the ACC DC Metro had 21 staff members and conducted 18 federal-, state-, county-, and foundation-funded programs. The agency also had 129 interns and volunteers. The ACC DC Metro was approved to resettle 150 SIVs in Virginia but only resettled 102 by the end of September. The approved number for Silver Spring was 250 refugees, but the agency resettled only 178.

With the drastic drop in arrivals, the ACC DC Metro restructured organizational capacity.

The ACC DC Metro continued to run a successful Employment Services program, which included MG and Refugee Social Services with both offices providing services to over 300 clients, including 68 MG clients as of August 2018. Program activities included job development and assistance with job applications and resumes, educating clients about working in America, and placing clients in suitable jobs.

ACC's PC, Ethnic, Services for Older Refugees, and Extended Case Management programs continued to provide targeted services for the most vulnerable clients. Program activities included helping clients to complete SSI applications, conducting citizenship-related training and assisting clients to access resources they need to become fully integrated, and improving participants' social, health, and civic empowerment. ACC's Health Education and Breast Cancer Navigation services provided vital support to many clients. Services included health information, case management support, insurance, provider connections, and health and mental health outreach.

The AmeriCorps program continued to enhance the PC program during the year by providing supplemental ESL sessions, health workshops, and assisting clients access needed resources. ACC's volunteer recruitment grew, and volunteer hours documented in FY 2018 totaled 7,981, valued at \$192,837. In-kind donations remained strong with the ACC DC Metro receiving over \$125,396 in household goods, clothing, diapers, and school supplies for clients. Partners included The Church of Latter Day Saints, IKEA, local churches, professional organizations, and volunteer networks.

Arlington County-funded Supplemental Services continued to be in high demand, and 115 new Arlington residence clients received services in FY18. Immigration continued to be the most requested service, followed by employment, housing assistance, translation, and information about health care.

The ACC DC Metro received a two-year continuation grant, beginning July 2018, to provide employment and supportive services to Fairfax County, Virginia, residents. The Mambo youth life skills training program also started another three-year funding cycle and provided 208 immigrant children in Northern Virginia with anti-tobacco education and self-esteem training.

ACC DC Metro received a \$10,000 award from the Forrest Foundation, which helped cover salary expenses for case managers and provided transportation assistance to clients. It also supplements County-funded activities.

On June 20, 2018, the ACC DC Metro collaborated with the ECDC national office to host World Refugee Day at Pepco Edison Place Gallery in Washington, D.C. An estimated 120 guests attended the event, which included a photo exhibit, a human library, music, international food, and activities. The ACC DC Metro celebrated its sixth Annual Refugees' First Thanksgiving Dinner on November 18, 2018.

ACC DC Metro continues to pursue additional funding opportunities. ACC successfully applied for funding from Montgomery County and the Washington Forrest Foundation. ACC DC Metro also received a grant through the State of Virginia's Domestic Violence Services to Underserved Populations program, which will provide education and referral services to underserved Northern Virginia immigrants.

## African Community Center Denver

ACC Denver proposed to resettle 500 refugees and serve an additional 150 asylees and secondary clients. They actually resettled 168 refugees and assisted 139 asylees and secondary clients. After a two-year absence, the ACC's former director, Jennifer Gueddiche, became the Interim Director, while ECDC sought to find a permanent director. Programs the ACC conducted during the year included resettlement, employment and education, training, and youth enrichment activities.

ACC Denver proposed to resettle 500 refugees for the fiscal year as well as 150 additional asylees and secondary clients. Another 1,300 refugees within the five-year population were also proposed to be served. During the year, ACC provided case management and employment services to 1,758 refugees, including 173 R&P arrivals and 74 Matching Grant clients.

The ACC made 333 unduplicated employment placements with an average wage of \$12.78 per hour. Ninety-five percent of all employment placements retained their jobs for at least 90 days. Thirty-eight of those placements were for Matching Grant clients. Staff registered 72 children for school (K-12). The ACC received a Refugee School Impact Program grant in August 2017 and has provided additional academic support services to 107 students and parent engagement services to their parents.



Mursal Niazi, ACC DC Metro client, Women's Group Member

In FY 2018, 554 refugees received employment services and training through ACC Denver's numerous training programs. Ready for Hospitality, which provided employment readiness training for 37 participants in three one-month class sessions, documented an average wage of \$12.47--an increase from \$12.22 in FY 2017. We Made This (WMT) provided training opportunities for 61 women. Ten women from the WMT program found employment with an average wage of \$15/hour.

During the year, 271 refugee youth attended youth programming at ACC's International City. Daily programming included homework help, enrichment activities, music, art, sports, friendship and learning. On-Trac college readiness and career counseling also were offered by trained adults. Youth 4 Youth, a mentorship program between younger and older refugee students, was an added activity for youth.

In 2018, the ACC awarded 15 students with a \$1,000 scholarship to the post-secondary school of their choice. An additional four-year, full-ride scholarship was awarded to one refugee young person thanks to the generosity of a local donor.

ACC Denver continued involvement in several community events as well as ACC-sponsored outreach activities, resulting in significant increases in outreach and members of the public receiving education about refugee issues.

- ACC-Denver raised \$636,932 in private income to support staff work and refugee basic needs. ACC-Denver distributed \$62,979 in in-kind items through R&P, which was nearly double that of 2017 and \$6,958 in in-kind donations for MG clients. Volunteers contributed an additional
- \$63,819 in volunteer services for MG clients. ACC's cash match for Match Grant was \$16,723. ACC Denver tracked 16,229 volunteer hours, which is equal to 9 FTEs, valued at \$434,613.
- ACC held its annual Summer Soiree Youth Fundraiser in June 2018, which was attended by more than 200 guests and raised over \$47,000.

## **African Community Center Las Vegas**

This was a challenging year due to the decrease in refugees being resettled. It also meant laying off some staff members. ACC LV's projected resettlement capacity of 500 clients in FY 2017 was decreased to 230 clients in FY 2018. However, only 123 refugees and SIVs actually arrived. These newcomers came from Afghanistan, Bhutan, Brazil, Cameroon, Democratic Republic of the Congo, Eritrea, Ethiopia, Iran, Iraq, Pakistan, Senegal and Syria. The managing director of the ACC, Redda Mehari, retired in December. He oversaw the agency for a little over 10 years between November 2002 and 2006 and again between April 2012 and December 2018.

In addition to funding for Reception and Placement and the Matching Grant programs, the ACC LV received funding for the Wilson-Fish program, which provides social services, TAG, Refugee Cash Assistance, and intensive case management.

The ACC LV continued to partner with community organizations, which play an important role in the process of acculturation and integration of refugees. Contributions from these organizations and individuals came in the form of material donations and volunteer time. Deseret Industries, a store operated by The Church of Jesus Christ of Latter-day Saints, provided a grant of \$14,000 to ACC LV to purchase furniture, household and clothing items. The ACC also received donations, such as clothing, hygiene products, and other household goods valued at \$64,735 from individuals and parishioners of various LDS wards and Pastor Isaac David, Jr., of JPL General Merchandise and Donation Center.

Nevada State College School of Nursing sent 22 students, under the supervision of two instructors, to complete their field work at the ACC LV. These students worked closely with the case managers to provide health-related services to clients who were referred to them. They contributed 722 volunteer hours valued at \$21,660. The ACC also had 23 volunteers who contributed 1,432 hours of service worth \$30,043. Through the partnership with the AARP Foundation, ACC had a part-time volunteer who worked as a Receptionist four days per week, covering the front desk and assisting with administrative and clerical duties.

ACC staff and volunteers achieved the following outcomes:

- 43 clients enrolled in the MG Program; 84% became self-sufficient within a 180-days.
- 61 clients enrolled in TANF and 25 clients enrolled in RCA.
- 73 employable adult clients enrolled in ESL classes
- 50 employable adults found jobs and became self-sufficient.
- 5 senior clients enrolled in SSI benefits.

As a BIA-accredited organization, ACC provided immigration services to 25 clients by assisting them with the Adjustment of Status, Citizenship and Petition of Alien Relative processes. This program enables the ACC to generate some income by charging a very affordable fee for these services.



World Refugee Day 2018

Left to Right: Cassandra Munoz- Representing Congresswoman Titus, Milan Devetak – Catholic Charities, Carisa Lopez-Ramirez - State Refugee Coordinator, Michael Perez - CCSN/MRS Client, Nuro Ismail - ECDC/ACC Client, Redda Mehari - ECDC/ACC Former Director, Deacon Tom Roberts – Catholic Charities CEO, Maggie Mora – Representing Congressman Kihuen, Isaiah Sandoval – Representing Congresswoman Rosen, and Javier Rivera-Rojas – Representing Senator Cortez-Masto.

# Success Stories

## Scholarships for Refugees in Denver

"This year, I received The Ambassador Scholarship for college. I am now attending Colorado Community College Denver. I plan to be a nurse. In the future, I also want to go back to the refugee camp and help people. Life is like musical notes, some notes are high and some notes are low, but they make a beautiful song." ~OnTRAC Student Maria Mu, ACC Youth Scholarship Program Participant.



ACC staff and scholars

## Building Community in Denver

ACC hosts quarterly community dinners, which its youth program coordinates. Staff, community members and volunteers are invited to join in food and friendship. ACC anticipates moving its community dinners to its new Youth Programs location, which is in the heart of where many community members live. Attendance is anticipated to be even greater



Staff and clients at ACC Community Dinner

## Gaining Self-Sufficiency in Las Vegas

In 2016, Bidong came to the United States from Uganda as a 23 year-old refugee. ACC Las Vegas welcomed her at the airport, secured safe and affordable housing, and assisted her with R&P core services. Bidong was eager to learn English, so she started attending ESL classes immediately upon enrollment.



Bidong at work

One of the first challenges Bidong faced was her housing situation. Because her roommate moved out, Bidong contacted the Congolese Community, and ACC and soon found another roommate. Bidong also had some health problems that required her to be hospitalized twice.

When she was visited by ACC staff, she had a big smile, filled with the hope that she would be fine and strong again. After being discharged from the hospital, she diligently went to all her doctor's appointments and picked up her medications by herself. On top of all the difficulties she had already faced, she received a call that her mother had passed away in a refugee camp in Uganda.

Being a strong and determined woman, Bidong overcame all her challenges and actively participated in her resettlement and employment processes. Within two months of arrival, ACC staff assisted Bidong get a housekeeping job at the Mandalay Bay Hotel and Casino. This was a great placement, considering that this hotel is one of the largest in Las Vegas. Her hourly pay was considerably higher than the average pay refugees

make in their first job. As a result, she quickly became self-sufficient. She eventually took driving classes, secured her driver's license, and bought a car to ease her commute to work. Now married, Bidong is able to celebrate her success with her dad and sister who arrived recently from Uganda.

## Overcoming Illness to thrive in Greensboro PC Success Story

Negassi\* is an Ethiopian, who was resettled to Boston, Mass., in 2017. Shortly after arriving in the U.S., he was diagnosed with a brain tumor and had to undergo multiple surgeries.

Afterwards, Negassi suffered from a rare infection and required additional surgeries and long-term medication. In January 2018, Negassi decided to move from Boston to North Carolina to join friends and be closer to special treatment options. Shortly after arriving in High Point, a small local church chose him to be their priest and offered him housing.

\*Name changed for privacy.

Negassi was referred to the North Carolina African Services Coalition in February 2018 to receive medical case management support, learn how to navigate the healthcare system in the state, and get help with his medical insurance, as he was no longer eligible for Refugee Medicaid. He was very worried about being able to continue his medical treatment and accessing medication to prevent further infections. Without insurance Negassi would be unable to pay for the expensive treatments.

Immediately after enrollment in the PC program, staff started looking for financial resources to cover his medical costs. They helped him apply for the Orange Card, a program that helps low-income, uninsured adults in Guilford County receive medical care through a community network of doctors, pharmacies and other health care related agencies.

The PC Program Coordinator reached out to multiple organizations in Greensboro for financial assistance with Negassi's medication, as a 30-day supply would cost approximately \$2,000. Finally, the Health and Wellness Pharmacy in Greensboro provided the medication free of charge.

Furthermore, after multiple follow-ups with Negassi's previous doctors in Boston, PC staff successfully connected him with medical providers in Greensboro.

After nine months of PC services, Negassi now independently attends all of his medical appointments and knows how to get his medication refilled, all free of charge. Furthermore, the PC program helped him apply for other benefits, assisted him with getting his driver's license, and connected him to ESL classes.

After feeling that his immediate, basic needs had been met, Negassi was excited to pursue the next steps in his immigration process. The PC team at NCASC referred him to legal services that helped him in his steps toward gaining his Green Card. With the help of the PC program, Negassi was able to meet all of the goals set in his self-sufficiency plan. He is now living independently without worry.

## **Building a New Life in Nashville MG Success Story**

Imagine escaping horrific violence and arriving in a new country with no money, no job prospects, and no access to a community or a network that can help you rebuild your life. This is the situation for millions of Venezuelans whose country has become increasingly authoritarian amid economic collapse. Venezuelans are currently the largest group by nationality to seek asylum in the United States. Currently, approximately 7,000 Venezuelans either have been granted or are waiting to receive asylum in Nashville, Tennessee.

Fleeing Venezuela, Nairy and Francisco Rosales, along with their two children, were granted asylum in April 2018 and resettled in Nashville, Tn. They were later referred to the Nashville International Center for Empowerment (NICE). Upon learning of Nairy and Francisco's background in engineering and enthusiasm for early employment and self-sufficiency, NICE enrolled their family in MG program to help them achieve their goal.

During the MG service period, the Rosales family not only benefited from NICE’s comprehensive employment services but also received the financial assistance, case management, social adjustment, and other supportive services needed to ensure their successful economic and community integration. Having developed an expansive employment network centered on early employment, NICE secured job placements for both Nairy and Francisco immediately after their enrollment. Nairy began working part time in the hospitality industry for Ernst Western Corporation in August 2018, earning \$11 per hour with employer-sponsored health benefits to start after six months on-the-job. During the same month, Francisco became a manager for Sustainable Flooring Solutions, earning \$17 per hour with employer-sponsored health benefits to start after 90 days.

As a result of their participation in the MG program, Nairy, Francisco, and their two children were able to achieve economic self-sufficiency and successfully integrate into the Nashville community. This enabled Francisco and Nairy to begin taking the steps needed to reenter their respective careers as engineers. In addition, NICE helped the Rosales connect with the larger Venezuelan community in Nashville, which in turn also resulted in an increase of asylees being referred to NICE’s MG program.



The Rosales Family

## Finding Stability in Houston



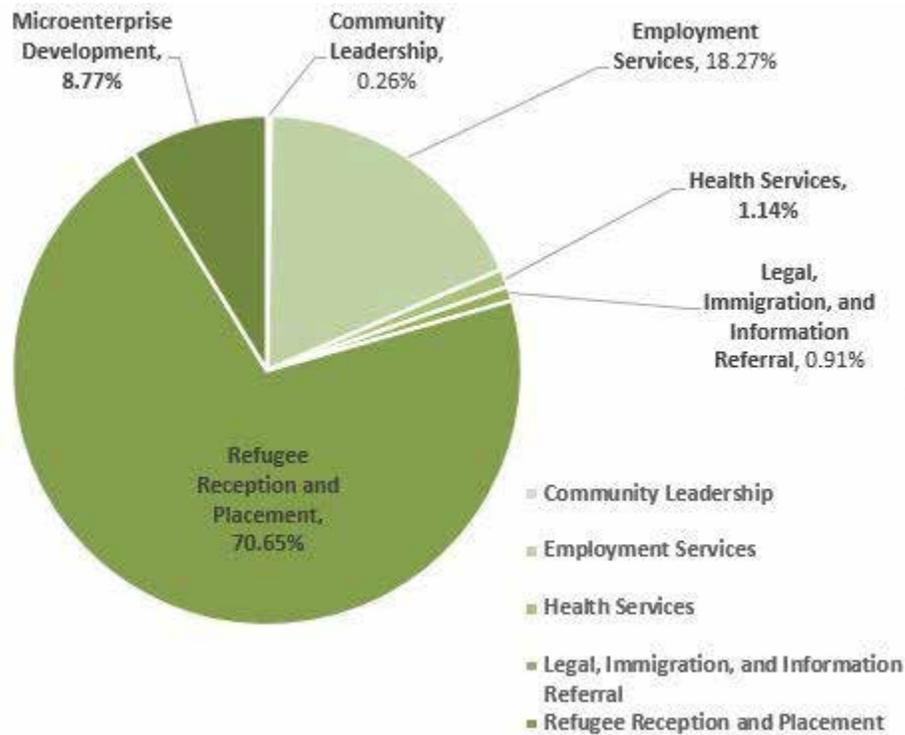
Mr. Mehryoon and his family arrived in the United States as part of the SIV program. He was working for the U.S. Military in Afghanistan as an electrical engineer. Based on his position supporting the U.S. government, he became a target of the Taliban and subsequently fled to the U.S. Mr. Mehryoon arrived in Houston, Tex., just before Christmas 2017 and sought services from ECDC's affiliate, The Alliance, which enrolled the family and provided core services under the umbrella of the R&P program.

The Mehryoon family also benefited from the holistic, wraparound services that The Alliance provides. Mr. Mehryoon quickly earned his driver's license through the agency's Driver's Education program and received support in his job search through the program. Shortly after arrival, Mr. Mehryoon interviewed for a position as an engineer at JSW Steel and received a job offer in March. Now, Mr. Mehryoon earns a salary of \$70,000 per year, and the family has purchased a car to ease transportation to work. His children are enrolled in local schools, and his wife continues to participate in English classes. Mr. Mehryoon credits the support of The Alliance for helping the family achieve their big dreams.

# Financial Report

<b>Ethiopian Community Development Council, Inc. and Subsidiaries</b>		
Condensed Consolidated Statement of Activities		
For the years Ended September 2018 and 2017		
	<b>2018</b>	<b>2017</b>
<b>SUPPORT, REVENUES AND GAINS</b>		
Federal, State and Local government grants	13,279,992	18,763,108
Other Grants and contracts	567,652	520,937
Contributions	368,388	309,183
Fees for services	104,415	99,221
Sales Income	14,913	58,148
Interest Income	467,494	350,863
Rental income	767,015	612,422
Contributed goods and services	547,925	228,053
Other Income	35,791	25,139
<b>TOTAL SUPPORT, REVENUES AND GAINS</b>	<b>16,153,585</b>	<b>20,967,074</b>
<b>EXPENSES AND LOSSES</b>		
Program Services	12,503,172	17,167,538
General and administrative	2,577,796	2,701,575
<b>TOTAL EXPNESES</b>	<b>15,080,968</b>	<b>19,869,113</b>
<b>CHANGE IN NET ASSETS</b>	<b>1,072,617</b>	<b>1,097,961</b>
<b>DEFERRED INCOME TAX</b>		
<b>NET ASSETS AT BEGINNING OF YEAR AS</b>	<b>15,195,132</b>	<b>14,097,171</b>
<b>NET ASSETS AT END OF YEAR</b>	<b>16,267,749</b>	<b>15,195,132</b>

# Financial Report



Community Leadership	0.26%
Employment Services	18.27%
Health Services	1.14%
Legal, Immigration, and Information Referral	0.91%
Refugee Reception and Placement	70.65%
Microenterprise Development	8.77%
	<b>100%</b>

# CONTRIBUTORS & PARTNERS

ECDC is deeply grateful for the support in 2018 of the following partners and individual donors.

Luel Alemayehu and Tabotu Beyenne  
The Alliance  
American Red Cross  
John Andelin and Ginger Geoffrey  
Anonymous Foundation  
Anschutz Family Foundation  
Arlington Community Foundation  
Arlington County, Virginia,  
Department of Human Services  
Arlington, Virginia, CDBG  
Arts in Society  
B & H Way Foundation  
Bank of America  
Buck Foundation  
Capital One Foundation  
The Church of Jesus Christ of Latter-day Saints  
City of Falls Church, Virginia  
Colonial Parking  
Colorado Fabrics  
Colorado Health Foundation  
Colorado Refugee Service Program  
Denver Foundation  
Deseret Industries  
E\*TRADE  
ECDC Enterprise Development Group  
Ethiopian Airlines  
Fairfax County, Virginia, Consolidated  
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Frank Foundation  
Fulkrum Foundation  
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Harvery Family Foundation  
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Alex Kinnaid  
Lutheran Immigration and Refugee Service  
Maryland Department of Housing and  
Community Development

Maryland Office for Refugees and Asylees  
Laura Jane Mausser Foundation  
Mile High United Way  
Ronald Munia  
Nashville International Center for  
Empowerment  
National Life Group  
Nevada State College  
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Sameel Osuri  
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RefugePoint  
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United Way of the National Capital Area  
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United States Conference of Catholic Bishops,  
Migration and Refugee Services  
U.S. Department of Health and Human  
Services, Office of Refugee Resettlement  
U.S. Department of State, Bureau of  
Population, Refugees, and Migration  
U.S. Department of the Treasury (CFDI)  
U.S. Small Business Administration  
Virginia Community Action Partnership  
Virginia Department of Social Services  
Virginia Foundation for Healthy Youth  
Virginia Office of Newcomer Services  
Washington Forrest Foundation  
Wells Fargo Foundation  
Grebawahid Woldu  
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