Connecting immigrants and other St. Louisans...for a shared future!
On the cover, left: With the assistance of instructor Angy Folkes, a young Nepalese refugee learns to backspace in the Institute's Smart Classroom.
Right: Young performer in Scottish St. Andrews Society presents his culture at the annual Festival of Nations.

Photos by Wayne Crosslin/International Institute.
2008 Year in Review

Our activities were many and varied in three focus areas: economic development, social services, and culture and community. In all, our 80 staff provided services to 9,017 clients. 900+ volunteers assisted by providing more than 16,700 hours of volunteer service valued at $386,800.

The International Institute Community Development Corporation, a supporting organization of the Institute, officially launched in April. Details about this new initiative and participating banking partners are included in this report.

In the spring, senior Institute staff began serving as guest speakers for one of the two monthly Citizenship Ceremonies conducted at the downtown Eagleton Courthouse.

We hosted a World Refugee Day celebration on June 20 including lunch with 75 representatives of partnering and collaborating organizations. Thanks to Gedlu Metaferia and AMAAM for their help in facilitating the celebration.

More than 100,000 visitors were in attendance at Festival of Nations, our two-day multicultural celebration at the end of August. The annual event would not be possible without the support of nearly 100 ethnic organizations, performance troupes, businesses, and hundreds of volunteers as well.

On September 15, I was privileged to celebrate my 30th anniversary with the International Institute. To mark the occasion, the Board of Directors landscaped the main entrance of our facility and erected a commemorative plaque.

In November, the Institute and our staff were singled out for several awards and recognitions. Most financially significant, our economic development services received Bank of America Neighborhood Excellence Initiative status, resulting in a two-year $100,000 per year capacity building grant. The entire agency but most especially our refugee resettlement and Festival of Nations was also recognized with a Kick Ass Award by the 52nd City Magazine. And St. Louis Magazine listed me at 38 among 52 Most Influential St. Louisans.

By year’s end, a brand position statement was formalized under the leadership of Board member Donna Heckler. This internal effort begins the process of positioning the agency to get its message out in a clear and consistent manner — vitally important in this time of economic downturn amidst growing human need.

Anna Crosslin
President & CEO
**Economic Development**

Improving the Financial Security of Immigrants and All St. Louisans

We offer matching savings accounts, known as the IDA Program. Immigrants can buy a home or a reliable car, enroll in post-secondary education or start or expand a small business. Funding sources include the Office of Refugee Resettlement, Department of Health and Human Services (DHHS) as well as a grant from the United Way of Greater St. Louis. 2008 was the fourth of a five-year IDA federal funding cycle. By year-end, a total of 148 accounts had been opened in the current cycle, for:

- Entrepreneurship 22%
- Education 16%
- Home purchase 54%
- Vehicle 8%

In the past decade, we have helped more than 100 refugee families buy homes at an average purchase price of $120,000. That's more than $12 million in economic contributions that participating immigrants have made locally. They are helping to stabilize previously declining neighborhoods and otherwise strengthening our community as well.

Additionally, we provide hands-on technical assistance and micro-loans to immigrant entrepreneurs, also with federal and local support. Immigrants need sound business plans and linguistically and culturally sensitive technical assistance to successfully start, strengthen, and expand businesses.

Micro-loans, up to $15,000 per loan, were provided with a grant from the Office of Refugee Resettlement, DHHS. Loans can be made or supplemented to a maximum of

*continued on next page*
Sales Impact of IDA Asset-Building Program

- Amount spent on purchasing assets with ORR IDA fund is $1.7 million
- Additional attributable sales in the community is $900,000
- Economic impact (total of assets purchased and additional sales) is $2.6 million
- Total additional sales in the community during the last decade of operation is at least $12 million

Job Creation by Small Business Center

- Through various business start-ups and expansions, 65 jobs were created, resulting in 93 total jobs in the economy
- The 93 jobs produced $2.4 million in wages
- Total revenue created from the 65 jobs was $4.3 million
- Total economic impact was $6.7 million
- Total economic impact after a decade of operation was nearly $100 million

Support of Local Institutions

- Bank of America Foundation - $200,000 total in capacity-building funds during 2008-09, plus leadership training through Neighborhood Excellence Initiative (NEI)
- Citi Summer Intern Program - $10,000
- National City - $6,000 for staff training
- United Way of Greater St. Louis - $25,000 in 2007/08 for loan officer staffing

When Hamid Kazemian, Iranian refugee, needed advice and referrals to take possession of a barber shop in St. Charles, he turned to our Small Business Center staff. Today, Fresh Cutz caters to a multi-racial clientele from many sectors. Hamid employs four barbers and two stylists, all American-born.

In all, 304 income tax returns were prepared for agency clients with total federal refunds of $251,205 and state refunds of $62,983. We are grateful to VITA volunteers for their assistance with this service.

In November, our economic development services received Bank of America Neighborhood Excellence Initiative status. As a result, we received a two-year $100,000 per year capacity building grant. Additionally, leadership training will be provided in the New Year for the agency’s president, Anna Crosslin, and an emerging leader, Erica Fendler.
**International Institute Community Development Corporation**

**Growing Our Market to Meet the Need**

In 2006, the International Institute incorporated a subsidiary not-for-profit corporation called the International Institute Community Development Corporation (IICDC). The IICDC, a separate 501(c)3 organization, was founded to broaden micro-lending opportunities for St. Louis’ immigrant entrepreneurs. The IICDC utilizes additional tax opportunities only available to community development corporations for banks to participate in building a loan fund pool.

At the time, due to grant restrictions, the International Institute’s micro-lending was limited to refugees who have been in the US for less than five years. Other refugees as well as the wider immigrant community could not qualify, even though these would-be entrepreneurs would benefit from linguistically and culturally-sensitive technical assistance and lending services as well.

The IICDC fund enables staff to serve immigrants as well as refugees and expands the maximum loan from $15,000 to $35,000.

In April 2008 agreement was reached with four banking partners to contribute a total of $180,000 annually for five years to a pooled micro-lending fund. The banking partners were National City/PNC, Pulaski Bank, Southern Commercial Bank, and Southwest Bank/M&I.

The IICDC provides services through a Memo of Understanding with the Institute. Institute Small Business Center staff serve as loan officers for the IICDC pooled loan fund and the Institute’s VP & Director of Economic Development also serves as Director of the IICDC.

In summer 2008 the IICDC was certified as a CFDI/CDE by the US Department of Treasury, opening the doors for further lending and financial assistance services to strengthen low income communities in our region.

By year’s end, the IICDC had made 6 micro-loans for a total of $92,000.

**IICDC Board of Directors**

- Patavee Vanadilok, Esq. - Chair
- David L. Kirkland - Vice Chair
- Linda Eggleston - Secretary
- Ryan Clark, MBA, CPA, CVA - Treasurer
- Derek C. Mays - Immediate Past Chair
- Ihssan ("Al") Alyasiri
- Sarah Nguyen-Bani
- Frederick J. Berger, Esq.
- Ezezew Biru
- Gonzalo Corvera
- Patrick Naabien
- Pari Sheth, Esq.
- Joseph S. Stock
- Ibro Tucakovic
- Lynette Sledge Watson

**IICDC Statement of Financial Position**

**Year Ending December 31, 2008***

<table>
<thead>
<tr>
<th>ASSETS 2008</th>
<th></th>
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<tbody>
<tr>
<td>Current assets</td>
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<tr>
<td>Cash and cash equivalents</td>
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<td>Current portion of notes receivable</td>
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<td>Total current assets</td>
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<table>
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<tr>
<th>Liabilities and Net Assets</th>
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</tr>
</thead>
<tbody>
<tr>
<td>Current liabilities</td>
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<tr>
<td>Lines-of-credit</td>
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<tr>
<td>Total liabilities</td>
<td>46,247</td>
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<tr>
<td>Net assets</td>
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<td>Equity equivalent investments</td>
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<tr>
<td>Total liabilities and net assets</td>
<td><strong>$322,953</strong></td>
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</tbody>
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*Unaudited. 2008 audited statement will be available in Summer 2009. Please direct any questions to the Institute’s accounting office (314) 773-9090 ext. 126.*

In April 2008, four banking partners agreed to contribute $900,000 to a pooled loan fund for immigrant and refugee lending over 5 years:

- **National City**
- **Pulaski Bank**
- **SOUTHWEST BANK**
- **Southern Commercial Bank**
Social Services

Providing Transition Services to Newcomers

English Classes for Adults

Counseling & Social Work
- Elderly
- Mental health
- Victims of human trafficking
- Domestic violence

Job Training & Placement

Refugee Resettlement

Immigration Forms & Photos

Some refugees have been abruptly uprooted from their homes as a result of war or unforeseen hostility. Mired in legal limbo, others have been languishing in refugee camps for a decade or more. Regardless of their circumstances, refugees are uniformly traumatized and in need of a helping hand when they arrive in St. Louis.

In the first hectic months after resettlement, we focus on meeting basic needs for the refugees we sponsor. Essential support includes food, housing, clothing, and interpretation along with medical assistance and even trauma therapy.

But refugees quickly begin to transition from a position of total dependence as they learn about and get more oriented to their new surroundings. Their resiliency and ability to survive in the face of sometimes horrific conditions enables most of these new arrivals to adapt to their new environment in a surprisingly short time.

Soon, these new arrivals join programs with thousands of other clients determined to learn English, support their families, and to eventually take their places as fully participating St. Louisans of immigrant heritage.

They attend English classes day after day or, frequently, evening after evening after a long day at work! Here, they get customized training to develop English skills for the workplace and everyday life.

For instance, some students aren’t literate in their native language. So, we’ve developed individualized literacy instruction provided by trained volunteer tutors.

Our students also enjoy field trips to local attractions and community resources, like the public library. And their lives are enriched by on-site performances, concerts, and presentations by guest speakers.

As students progress, they can enroll in our 10-week Bridge-to-College course or begin studying for US Citizenship. We even offer a special citizenship class for elderly immigrants. Computer training, Michigan testing services, and pronunciation instruction are also available.

Most new arrivals also attend job readiness classes while concurrently learning English. They must understand American workplace culture to get and keep a job. Our 10-week state-certified vocational training program offers immigrants patient care assistant training when they want to enter healthcare professions.

With funding from Office for Refugee Resettlement, DHHS, the Institute established the Telephone Conversation Partners program and re-started the Home Visitor Program. Both are heavily supported by
Iranian refugee mother and daughter.

Photo by Wayne Crosslin/International Institute.
2008 Accomplishments

414 refugees were sponsored from Somalia, Afghanistan, Iraq, Nepal, Congo, Burma and elsewhere.

1,861 immigrant students received English instructional services. 832 volunteers provided 9,382 service hours, valued at $199,985.

198 adult immigrants attended US Citizenship preparation classes. 77% of those who attended for at least 20 hours demonstrated progress toward their goal of becoming naturalized.

719 clients were provided with job services, including 293 placed in jobs at 118 companies. 71% of jobs included medical insurance. Average wage for all placements was $8.43.

329 immigrants were seen by therapists and social workers; 64 individuals seen in counseling and 265 receiving social work services. Of clients in therapy, 84% increased their GAF scores within 6 months; 96% of clients receiving social work intervention accomplished some or all of their service plan goals.

Lead Charitable Support

National City Job Training Facility

Emergency Client Needs - William T. Kemper Foundation - Commerce Bank, Trustee

Wayne Crosslin/International Institute

Social Services

continued from page 5

community volunteers. In addition to providing much-needed home management and language learning assistance to refugees, these programs strengthen ties between St. Louis community residents and refugees.

Through the same funding source, and with significant assistance from student interns, the agency also developed a new Home Management class for new arrivals, which is now held every Friday afternoon, just prior to the continuing Work Readiness class.

For some elderly immigrants, we offer weekly meetings where interpreters discuss health and nutrition, energy assistance, Social Security, and the like. Special events and field trips help the elderly learn and feel more integrated in St. Louis.

In October, Institute was awarded a three-year Department of Health and Human Services outreach grant for the Family Violence Prevention and Services Program. The grant award for $250,000 was one of only four new grants awarded nationally this year.

The Institute is the lead agency in establishing the Immigrant Family Violence Institute (IFVI). With five sister agencies around the US, we began developing best practices for culturally appropriate outreach, prevention and direct services to eliminate violence against immigrant women.

The five other agencies involved in the project include International Institute of the Bay Area, International Institute of Boston, International Institute of New Jersey, Jewish Vocational Services in Kansas City, and Nationalities Service Center of Philadelphia.

The lead researcher and evaluator will be Dr. Catherine Striley, Washington University School of Medicine. We expect to release initial results from our work in 2009.
Ethnic Mediation Council

As new Americans become more integrated in the broader community, they want to preserve their arts and present them to all St. Louisans. Among the most popular venues is our annual Festival of Nations, the largest, most diverse multi-ethnic event in our region. This fun-filled annual late summer celebration promotes the many cultural traditions of St. Louis, those of newcomers and long-timers alike.

In May we collaborated with the St. Louis Public Library to produce a one-day Mini-Fest. Held on May 3 at the library’s headquarters facility in downtown St. Louis, the Mini-Fest offered visitors a sneak peak at St. Louis’ dance, music, crafts and culture — which would be on full display at the much awaited annual Festival of Nations.

Festival of Nations finally arrived on August 23 and 24. More than 100,000 visitors crowded into Tower Grove Park. There they delighted in music and dance on three-stages, shopped at dozens of ethnic gift booths, and dined on ethnic cuisine from literally the four corners of the world. Hundreds of ethnic organizations and volunteers continue to make this magnificent celebration possible.

We worked to inform St. Louisans about our New Americans and to correct misinformation. Our student interns launched Institute pages on Facebook, sent updates via Twitter and connected through many

continued on page 10
Dancers from the Korean Culture & Resource Center are a highlight at the annual Festival of Nations.

Photo by Wayne Crosslin/International Institute.
other popular communication sites. They hosted blogs and even developed a festival video for YouTube. We hosted the Leadership St. Louis class again in December.

Finally, we took great pleasure in joining our partners and collaborators at other events throughout the year. One of the most gratifying for many of us was the dedication of the minaret at the Islamic Center’s South Kingshighway facility. It was a great pleasure to share the event with thousands of Bosnian-Americans including many former clients. Among the noted guests was Dr. Mustafa Ceric, head Imam of the Bosnian Muslims in Bosnia-Herzegovina.

Overcoming language and cultural barriers

II Business Solutions Center

• Translation & Interpretation
• Training & Consulting

More businesses and other service providers are seeking our help with communication and cultural issues related to their increasingly diverse customers and workforces. We have responded positively and creatively by introducing the International Institute Business Solutions Center (IIBSC).

The Language Services program of the IIBSC provides fee-based services including top notch interpretation and translation for commercial, governmental and non-profit organizations.

Additionally, in 2008 in collaboration with Barnes-Jewish Hospital’s Center for Diversity & Cultural Competence, we developed and implemented a six-session cultural competency training for 48 BJC staff over six months. These individuals are now implementing department-specific cultural competency training sessions throughout the hospital.

The Institute has been contracted to conduct a second round of training in 2009 with 30 more staff. BJH is to be commended for their significant ongoing commitment to this endeavor, as cultural competence in health care is essential to eliminating disparities in health outcomes among minority populations.
Five Star Senior Center
Fuel-Volunteers for a Better City
Gateway Earned Income
Community Coalition
Gateway Greening
Gateway to Grace Church
Grace Hill
HEC-TV
Hispanic Chamber of Commerce
Hispanic Leaders Group
Hispanic STL
Human Development Corporation
Husch Blackwell Sanders LLP
Immigrant & Refugee Women’s Prog.
Institute for Family Medicine
Islamic Center
Jazz St. Louis
Jewish Community Relations Council
Jobs With Justice
John Burroughs High School
Joia
JVS - Kansas City
Kansas City Center for Urban Agriculture
KETC-TV, Channel 9
Leadership St. Louis - FOCUS
League of Women Voters
Legal Services of E. MO-Elder
Law Project
Legal Services of E. MO-Immigration
Law Project
LIFT - Missouri
Lindenwood University French Club
Lions Club
Magic House
MasterCard Worldwide
Mercy Neighborhood Ministry
MERS/Goodwill
Micah House at St. Louis University
Mid East Area Agency on Aging
Minority Advocacy Coalition
Missouri Career Centers
MO Citizens for the Arts
MO Dept of Conservation
MO Folk Arts Program
MO Immigrant & Refugee Advocates
Monsanto
National City Bank/PNC
Nerinx Hall
Nest
Nestle Purina Pet Care
New City Fellowship
Oasis International
Operation Food Search
Operation School Bell, Assistance League
Principia College
Professional Latino Action Network
Pulaski Bank
Quartet Seraphin
RAC-Arts Commandos
Refugee & Immigrant Consortium of STL
Refugee & Immigrant Services, Diocese of Jefferson City
Regional Health Commission
SAWERAA
SCORE
Shakespeare Festival of St. Louis
SIU-Edwardsville
SLPS - Adult Education & Literacy Program
SLPS - K-12 Bilingual / ESL Program
Social Security Administration
South Grand Community Improvement District
Southern Commercial Bank
Southwest Bank/M&I
SSM Rehab
St. John’s Mercy Medical Center
State of Missouri, Dept of Higher Education
Step UP! St. Louis
STL Agency for Training & Employment
STL Area Agency on Aging
STL Catholic Charities Community Services - Southside
STL City Health Department
STL Community Colleges
STL Community Credit Union
STL Convention & Visitors Bureau
STL County Dept. of Workforce Dev.
STL Ethnic Heritage Council
STL Lead Prevention Coalition
STL Mental Health Board
STL Police Department
STL Public Library
STL Rescue & Restore Coalition
STL Science Center
STL Symphony Orchestra
STL University
STL University High School
STL University Service Leadership Program
Suburban Journals - Olds Newsboys Day
Taiwan Buddhist Tzu Chi Found. USA
Tower Grove Park
UM - St. Louis
United Hebrew Congregation
United Way of Greater STL
Urban League
US Attorney’s Office - Eastern MO
US Bank
VECTOR Communications
Washington University
Washington U - Occupational Therapy
Washington U - School of Law
Washington U - School of Medicine, Department of Psychiatry
Washington U - GWB School of Social Work
Washington U - Alternative Dispute Resolution Program
Washington U - Dept. of Anthropology
Webster University
Whitfield School
World Affairs Council
Youth in Need
In fall 2008, the Institute got a $200,000 NEI grant from Bank of America. Here, with Ms. Crosslin are (left) Ann Steck, Institute Board Treasurer & Sr. Risk Officer for BoA and (right) Pat Mercurio, President of Missouri Region, BoA.

### 2008 Honor Roll of Donors

#### $100,000+
Bank of America, NEI

#### $25,000-$49,999
Ameren Community Development Corporation
American Small Business Alliance
The Boeing Company
Citi
The William T. Kemper Foundation-Commerce Bank, Trustee

#### $10,000-$24,999
Master Card International
National City Bank
The Pettus Foundation
Spoehrer Family Charitable Trust

#### $5,000-$9,999
Anheuser-Busch
Enterprise Rent-A-Car
Norman J. Stupp Foundation-Commerce Bank, Trustee
Jane M. & Bruce Robert
Sev-Rend Corporation
US Bank

#### $1,000-$4,999
Ameren UE
AT&T
Ashok Chawla
Crestwood Sam’s Club #4741
Deaconess Foundation
Emerson
Rick E. Essen
Grossman Iron & Steel
Ted Hellmuth
Jane Allen Jones
John F. McDonnell
Monsanto Fund
Randal Narike
Kiku Obata
Stacey & Scott Sifton
Edgar & Janice Smart
Southwest Bank/M&B
Ann & Bob Steck
Suburban Journals
Old Newsboys Day
Target
The Lawrence Group
Trinity Presbyterian Church
Sandy & George Tsai
Helen & Jon Turner
Webster University
Willert Home Products

#### $500-$999
Dan Albes
Anna Mayer & Wallace J. Beck
Ezeew Biru
Covidien
Henry P. Day
Eugene V. DeFelice
Fischer-Bauer-Knirps Foundation
i-squared
William B. Jenkins
Ladue School District
Alfred E. Lippmann
Grace Yin & Frank Lo
Manchester United Methodist Church
Pfizer Foundation
(United Way Campaign)
Schnucks - eScript Card
Ruth & Alvin Siteman
Robert J. & Patricia Teak
The Mirror Stage
Georgia D. Vancleve
Eileen Wolflington

#### $250-$499
All Souls Christian Action Group
Julie & Charles Cobaugh
Tina L. Deelon
First Unitarian Church of St. Louis
Pamela Garvey
Nancy Kalishman
David L. Kirkland
Amparo B. Kollman-Moore
Ladue Chapel Women’s Association
Kathy Leonard
Brenda Malone
Derek Mays
Garie & Ken Perry
Laura M. Radcliff
M. Ravarino
Ann & Sam Rynearson
Chris Salinas
Daniel Schesch
St. Louis Professionals for Health Care Quality
Michael Stokes
Thomas Walker
Gina Williams
Joseph R. Williamson

#### $100-$249
African Mutual Assistance Association of MO
Edgar Aguilar
Deborah & Malik Ahmed

Are We There Yet?, LLC
Mary Bard
Anita M. Barker
Lorraine T. Bemis
Molly Berendt
Dean Berry
William Brinson
Christine A. Brochtrup
Todd Budin
Cardinal Machine & Nipple Works, Inc.
Kelly Childress
Coalition of Asian Americans-JACL
Melissa Condie
Ann M. Corrigan
Corvera Abatement Technologies, Inc.
Patrick Cuba
Cuddles Day Care
William Curtis
William H. Danforth
Simon R. Dix
Joseph R. Dugan
Nancy Durbin
Electronic Transfer Business Solutions
Joe Ernest
Ethical Society of STL
First Presbyterian Church of Kirkwood
Aida Fuentes
Robert J. Gaddy
Steven Harting
Anne Hetlage
Alan W. Hopefl
Beth Hunsicker
Douglas Hurley
HY-C Company, Inc.
Karen Jordan
Emma Kafalenos
Rema Kandaramath
Rodney K. Kerner
Katherine Kornfield
Leadership Dialogue, LLC
Suzanne LeLaurin
Gregg M. Lemley
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Lu Lu Seafood Restaurant
Margaret McCalpin
Mathew McCauley
Patrick McWay
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Dan O’Connor
Mr & Mrs Robert V. Ogrodnik
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Mohammed Riad
Eric Rios
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Seema Enterprises, Inc.
Mr & Mrs Arthur Seltzer
Bruce Seymour
Barbara Simon
Southern Commercial Bank
Mr & Mrs Richard R. Stith
Peter Tao & Helen Lee
Laura Toledo
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UHY Advisors MO, Inc.
United Way of Greater St. Louis
Norma J. Vavra
Peggy A. Wann
Mark Wyn
Katherine L. Yanczer
Robert Zweibel

Up to $100
Marylin Abbott
Yousef Ahmed
Arthur Ahrens
Edwin H. Albes
Theresa Andrews
Anonymous
Anti-Defamation League
Charles G. Arthur
Richard Aston
Ralph A. Barger
Susan Barnard
Brenda Battle
Otis & Cynthia Beard
Michelle Behr
James Belgeri
Stephen Blase
Christopher Borgsmiller
Kristin Borgstede
Teresa Brauch
Shawna Brinson
Daniel Brown
Jimmy Brown
Helen S. Cadoret
Linda Callanan
Jean Campbell
Debby Carpenter
Chaminade College Preparatory
School
Megan L. Christie
Lettitia Clemons
Brian Collard
Sandra Cooper
David Costigan
Rex A. Couture
Susan Crawford
Melissa Crites
Ellen C. Dailey
Quang N. Dang
Virginia Daugherty
Mr & Mrs Jaymes Dearing
Bree DeGraw
Carmen S. Dence
Teresa Deshields
Irl Don
Mary Cronin & Dennis Doyle
John Driscoll
Webster R. Dunbar
Marjorie C. Eddy
Bernard Edler
Brenda Ellis
Vera Emmons
Taylor Ericson
Judy & Wayne Failoni
Jon Faulkner
Arlene Fehr
Kely Fitzgerald
Brooks S. Foster
Katie Francis
Steven Funk
Gateway Digital Press
Susan Genz
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Lisa Givens
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Tobi Haskell
Mark V. Havermann
Tim Hayes
Kimberly Henke
Matthew Henke
Kimberly A. Henricks
Edward Hickman
Robert Hoffman
Warren L. Hoffmann
Carol Iglauser
Iranian Cultural Society
of the Midwest
Courtney Irwin
Karen J. Isbell
Islamic Foundation of Greater
St. Louis
Charles D. Joerger
Lucille L. Joiner
Frances H. Jones
Ava Jordan
Khadija Kargbo
Shelli Kastin
Venkateswara R. Katragadda
Elena G. Kenyon
Bradley Ketcher
John D. King
Wallace Klein
Shelby Kopp
Alan Kretchmar
La Fuente Mexican Organization
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Carolyn Lamas
Joseph Laviana
L’Ecole Culinaire
Shawna Lemke
Wei Liao
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Mr & Mrs Joseph P. Logan
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Julia Macias
Bill Marston
Julie Mayer
Kevin McDevitt
Robert E. McGlaughlin
Michael J. Sommers & Associates
Wendy Miller
Missouri River Cloggers
Lucy Morris
Rama Nachu
Haritha Nannapaneni
John S. Olsson
Nicoletta Parato
James Parker
Tim Parker
Parkway South High School
Murali Parthasarathy
Virginia G. Pasewark
Shashi Pathak
Judith Peer
Helen & Austin Peppin
Mary K. Peterson
Chris Petranoff
Jeffrey Pevnick
William R. Piper
PNA Sports Club
Henry R. Podgorny
Polish Radio Program
Kimberly Potts
Sandy Pumphrey
Priya Raman
Gary Ratkin
C. R. Rau
Daniel Reed
Heidi Riddlesperger
Kim Riley
Karen Ritter
Lee N. Robins
Milton Ross
Sharath Sahadevan
Dolores A. Santha
Gerald Sauer
Saul Mirowitz Day School —
Reform Jewish Academy
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Jeannine Schleicher
Steven Schmidt
Al Schmeoker
Leanne & Harvey Schneider
Winona J. Schrieber
Egon Schwarz
Diane Shade
Jonathan Shanker
Michael Shapiro
David Sharp
Amy Shasserre
Vibhakar Shroff
Lisa Shrum
Phyllis B. Siegel
Alison Stieloff
Daniel Smith
Daynique Smith
Leon Spanos
St. Louis Cultural Flamenco
Society
St. Louis Irish Arts
St. Margaret Mary Parish School
of Religion
Diane M. Sterrett
Adam Streeter
Kathryn M. Sullivan
Fred Summers
Michael Tansey
Agatha C. Thaller
Rusty Thompson
Troi Tomson
Dennis J. Tuchler
Robert Underwood
United Way of Greater Milwaukee
Diana G. Valdez
Dr & Mrs Alberto B. Viloria
Chris Vogeleer
Herb Walker
Elizo Watanabe
Katie Wedding
James Weger
Kenneth Westmoreland
Mariann M. Witkowski
Cheng Yu
Feng Yu
Ferenc Zahoran
Burmese refugees prepare soil at the Institute’s urban garden, operated with the support of the Monsanto Fund.

2008 Board of Directors
As of December 31

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Ashok Chawla

Vice Chair
Jane Allen Jones

Secretary
Grace Yin Lo

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Anna E. Crosslin

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Corvera Abatement Technologies

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SIU-Edwardsville

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Willert Home Products

2008 Staff
As of December 31

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Sr. VP Individuals & Families

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Sr. VP Culture & Community

Cesar Figari-VP & Director
Finance & Operations

Marisa Echevarria-
Accounting Sup.

Christina Juels-
Administrative Services Mgr.

Kate Howell-
Community Relations Mgr.

Sarah Bekemeyer
Emsada Bilkan
Mary Harris
Tim Niehoff
Rosa Puerto
Jorge Rincon
Michael Thomas
George Willams

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Daniel Albes, Program Manager

Erica Fendler
Julie Mauchenheimer
Jasmina Jakupovic
Mohamed Mohamed
Niloufar Safariyeganeh
Holly Fuller

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Sarah Barnard-Asst. Director

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Educ. Office Sup.

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Corrie Christy
Samantha Ericson
Angela Folkes
Julia Garrett
Hyrije Hoxha
Mirsada Karadzic
Eric Kramer
Marlene Kruse
Sevil Kyazimova
Laura Maddox
Benigna Marchiukaitis
Mary Owens
Richard Rash
Brian Ryan
Maryska Suda
Sharon Thornton

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Lara Fallon-Social Work Coord.
Booker Gilliam-Housing Mgr.
Spogmai Hashmi-MG Coord.
Kathy Tucker-Area Team Leader
Khadra Bashir-Area Team Leader
Kathy Wiegard-Adm. Sup.
Hussein Hassan Ali
Ahmad Barekzai
Zemka Basic-Docic
Nsengiyumba Bertrand
Zlata Bilkan
Hazira Caus
Marilou Connoyer
Hang Dam
Semere Desu
Fadumo Farah
Jasminka Grubor
Abdulahi Haji
Jessica Harvath
Saad Hussein
Varasteh Khazaeli
Umar Mamakmov
Lany Van L. Maas
Shivan Nagim
April Reitter
Kam Sing
Basia Yeziora

II Language Services
Andrea Wren-Supervisor
Aida Avdic
Sarah Graber Barekzai
Tim Niehoff

Quality Assurance, Program Development & Training
Paul Costigan-VP & Director
Kelly Patterson Moore
Asmira Ogrestvic
Jane Knirr
Rene Kreisel
Nikko Farmer
Pamela Jackson
Marybeth Smith
Amanda Stiembel

Volunteers
Kristen Armstrong
Andrew Aul
Melissa Benton
Molly Berendt
Dean Berry
David Betz
Joshua Bickl
Nancy Birge
Dan Bischoff
Dana Bolger
Roseborn Bonsi
Sharon Bower
Laura Brodhun
Katherine Brikscon
Sara Brouilllette
Andrew Chappelle
Peter Cherson
Corrie Christie
Maja Cirkic
Carly Clements
Julia Cobaugh
Sharon Coleman
Elliot Crim
Hang Dam
Ginny Daugherty
Linda Davis
Susan Davis
Mark DeBarr
Joe DeNoyer
Charles Donnelly
Kelly Dougherty
Nancy Durbin
Michael Elliot
Samantha Ericson
Ana Escobar
Caitlin Fagan
Bryan Evans
Edward Falk
Robert Flahive
Anna Fischer
Tanya Fox
Terri Frazier
Linda Fried
Amy Gartenberg
Becky Gill
Melanie Blake Gilmore
Jeanette Glaenzer
Helene Gottesmann
Elaine Grimm
Emily Griffing
Maggie Grindler
Marte Harrell
Joe Harter
Ted Hellmuth
Laurie Hellmuth
Paul Hinojosa
Jennifer Hirsch
Natalie Hornsby
Lindsey Horton
Lucie Howe
Alma Hukic
Alejandra Iberico
Bob Juergens
Bluena Khatri
Roberta Kilstrom
Edward Kindley
RJ King
Melissa Kingsbury
Tom Kinsell
Barbara Koessell
Staci Kramer
Gabrielle Krus
Yvonne Kung
Don Lachowicz
Betsy Lehn
Ashley Mace
Marilyn McCarthy
Ashley Miller
Whitney Morgan
Les Myers
Laura Naccarato
Eva Navarijo
Hodiah Nemes
Dan O’Connor
Patricia O’Connor
Dena O’Malley
Mairin O’Malley
Sister Bertha O’Neill
Brigid Oddy
Stephanie Osborne
Mary Owens
Sanchita Pant
Margaret Parks
Joyce Patton
Carrie Pegg
Helen Peppin
Garie Perry
Mary Peterson
Anil Poudel
Fran Raniere
Cordie Reese
John Richardet
Carole Rigglin
Margaret Rossi
Sharon Ryan
Stephanie Sachs
Ben Sandler
Erin Schmidt
Paige Schneebelen
Shelby Schroeder
Michael Shaw
Stacey Sifton
Barbara Simon
Jennifer Slesinger
Annie Smart
Amanda Smith
Heather Smith
Lindsay Smith
Sally Steindorf
Caroline Stephens
Kathryn Sullivan
Erin Szopiak
Patti Tao
Rose Thomson
Natalie Thomure
Jessica Trout
Jackie Unser
Samia van Hartum
Anna Wagner
Jillian Wade
Joan Walker
Tim Wall
Christina Wang
Christine Ward
Kyle Whitehead
Blake Williamson
Kathleen Wise
Joseph Wisniewski
Noelle Wyman
Mark Wyn
Sharon Yim
Laura Young
Nawal Ziyadeh
Volunteers demonstrated incredible generosity in 2008. They came out in hundreds, if not thousands, to give a hand to immigrants-in-need. Volunteers help in each program at the International Institute, from job readiness classes (pictured above) to Festival of Nations. Supporters came from every walk of life to assist their new neighbors— from high school and college students to retirees. Last year, volunteers gave a total of 16,946 hours valued at over $358,207!

Interns play a huge role in our mission. They provide unique talents, fill the needs of every department, and champion our cause in the community. Among others last year, we were fortunate to host a Bank of America Student Leader, Blake Gilmore, one of five outstanding high school students chosen (from hundreds of applicants) to serve a paid internship in an local non-profit agency. Holly Fuller also joined us in economic development as our Citi Summer Intern.

Of special note are our volunteers and interns who take the skills they learn at the Institute and apply them in settings across the world. The Pentagon, the International Red Cross, Sudan, Rwanda, the Peace Corps, The School for International Training in Vermont, and Washington University are just a few places that our friends have gone after they complete their work with us!

i-squared multiplies!

Our Young Friends Network continued to grow in 2008. Our membership list increased by the hundreds! I-squared hosted or participated in more than 50 events, including volunteering for Discover St. Louis Field Trips, networking at Focus St. Louis’ Connect With activities, and imbibing at a quarterly Happy Hour. The most popular activity is the monthly International Dinner Club, averaging 20 guests each time. They get together to share a meal at one of St. Louis’ many ethnic restaurants. We hope you’ll join us at one of our next events!

I-Squared Board of Directors
Kimberly Henricks, President
Stacey Sifton, Vice President
Alison Sieloff, Secretary/Treasurer

Committee Chairs
Laura Toledo, Education (Book/Film Club)
Beth Hunsicker, Education (Book/Film Club)
Bree DeGraw, Social
Susie Bushnell, Social
Sam Charrington, 1000x10 Campaign
Even with such modest costs, the federal resettlement per capita is woefully inadequate to meet initial resettlement needs—for even one month. Please help!

Make a tax-deductible contribution to the William K. Y. Tao Family Refugee Resettlement Fund today!

Refugees frequently arrive with little more than the clothes on their backs. They must rely on an extremely modest federal resettlement grant and support from their receiving communities. Here a young girl is clutching a doll that she has received at the holidays, perhaps the only gift she will get during the season.

<table>
<thead>
<tr>
<th>Single Person</th>
<th>2 People</th>
<th>3 People</th>
<th>4 People</th>
<th>5 People</th>
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<tbody>
<tr>
<td>Security Deposit</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td>$575</td>
</tr>
<tr>
<td>One Month Rent</td>
<td>$500</td>
<td>$500</td>
<td>$500</td>
<td>$575</td>
</tr>
<tr>
<td>Utilities</td>
<td>$75</td>
<td>$75</td>
<td>$75</td>
<td>$100</td>
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<tr>
<td>One Month Food @$3 day/each</td>
<td>$90</td>
<td>$180</td>
<td>$270</td>
<td>$360</td>
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<tr>
<td>One Week Bus Pass</td>
<td>$12</td>
<td>$24</td>
<td>$36</td>
<td>$48</td>
</tr>
<tr>
<td>Subtotal</td>
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<td>$1,279</td>
<td>$1,381</td>
<td>$1,658</td>
</tr>
<tr>
<td>Resettlement per capita</td>
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<td>$900</td>
<td>$1,350</td>
<td>$1,800</td>
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<tr>
<td>Funding Gap</td>
<td>($727)</td>
<td>($379)</td>
<td>($31)</td>
<td>$142</td>
</tr>
</tbody>
</table>

Address questions to:
Anna Crosslin, President
(314) 773-9090, ext 119

*Unaudited Statement as of 6/16/09. Final audit available after 8/1/09.*
Since 1919, the International Institute has been providing adjustment services to new Americans and fostering cross-cultural understanding. We are a Missouri non-profit corporation with full 501 (C) (3) status.

For further information, please contact:
International Institute of St. Louis
3654 S. Grand Blvd., St. Louis, MO 63118
(314) 773-9090
www.iistl.org