



PAIR EMPOWERING REFUGEE YOUTH

2018-2019 IMPACT REPORT



PAIR's educational mentoring programs enable refugee youth to navigate American society, reach their academic potential, and become community leaders.

PAIR HOUSTON

LETTER FROM OUR EXECUTIVE DIRECTOR

As school bells rang in the 2018-2019 academic year, over 300 refugee students from across the globe awaited their after-school oasis. Students excitedly shared their summer experiences: PAIR summer camp and field trips, internships and preparation for college. It's in moments like these, where refugee students from over 30 different countries and speaking as many languages at home are stronger together.

PAIR programs create space for young refugees to spend time with friends, to learn from mentors, and to create goals for their lives as leaders and future citizens. Throughout the school year and during academic breaks, PAIR youth development staff and volunteer mentors meet with refugee youth at five Houston public schools. Thanks to PAIR's intensive and caring approach in its programs, hundreds of bright futures are emerging.

While refugee students grapple with navigating culture and school, life and academic skills built through PAIR programs forge new paths to a successful life in the United States. Creative writing workshops cultivate students' English development and self-esteem. High school "boot camp" summer sessions prepare middle school students for the academic rigor of high school. Computer literacy and online safety curricula equip students for lives in the digital age. Just as each refugee's experiences are uniquely their own, PAIR tailors program and lessons to meet the needs of each student and school community.

Thanks to dynamic partnerships, PAIR students graduate at rates surpassing their peers, gaining work experience, and applying for and attending college. This year, the Global Scholars program expanded to integrate students who were less graduation-ready. Providing intensive case management and one-to-one mentoring, PAIR's Global Scholars persevered and 100% graduated with their high school diploma! Milestones like these are remarkable, and are only the start for these young men and women as they become college students, community leaders, and citizens.

In the current environment, with refugee resettlement under attack at a national level, we thank you for your commitment to our newest Americans. The phenomenal accomplishments listed in this report underscore the value that refugees bring to our community. We look forward to another year growing to meet the needs of refugee youth as they launch their next phases of life.



Jennifer Garmon, LMSW
Executive Director
**PAIR - Partnership for the
Advancement
& Immersion of Refugees**

A handwritten signature in black ink that reads "Jennifer Garmon". The signature is written in a cursive, flowing style.

OUR STUDENTS

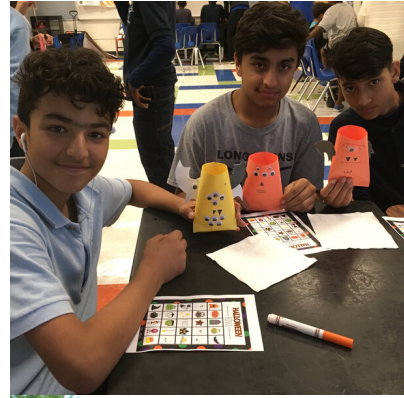
REFUGEE YOUTH

Refugees are people who have fled their countries of origin due to persecution, war or violence. Many refugee youth have experienced trauma and some were born and/or raised in refugee camps with limited, interrupted, or no access to education. Refugee youth in Houston face numerous challenges related to language, social and cultural adjustment, living in poverty, limited family support, and unfamiliar education systems. They attend schools with low graduation and college enrollment rates.

Despite the challenges, PAIR students contribute diverse perspectives, are committed to their education, and determined to succeed. PAIR supports refugee students in overcoming these challenges to be able to thrive in their education and become leaders in their communities.

PAIR STUDENTS:

- Come from **30 different countries**
- Have been in the **U.S. for 3 years on average**
- **100%** qualify for free lunch programs based on income
- **40%** of new PAIR students speak "little" or "very little" English
- **100%** of Global Scholars are **first-generation college students**

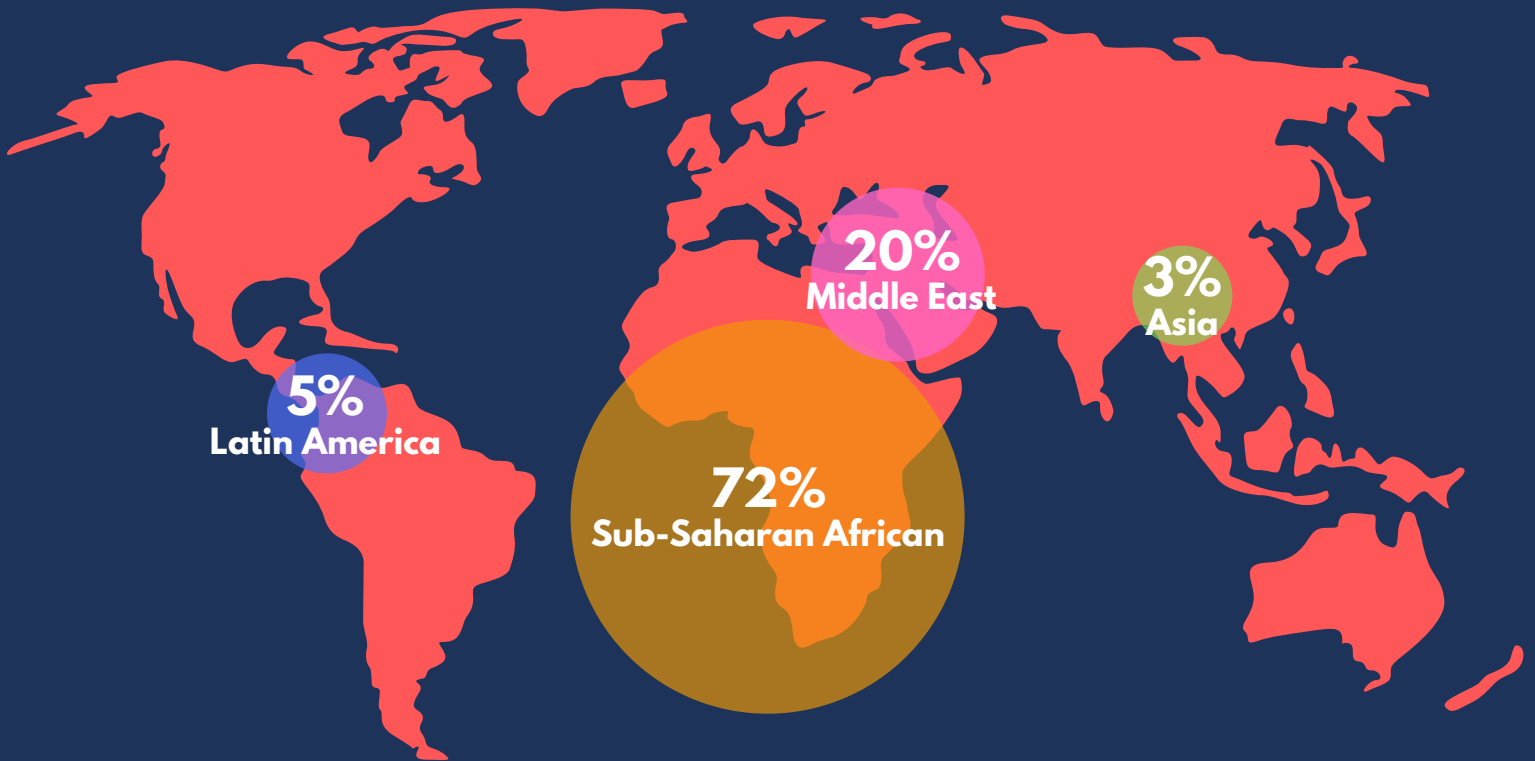


COUNTRIES OF ORIGIN

Top 5 countries of origin:

1. Democratic Republic of the Congo
2. Afghanistan
3. Eritrea
4. Ethiopia
5. Iraq

By Region:



OUR PROGRAMS

GLOBAL LEARNERS

Middle school students attend semi-weekly after-school sessions to engage in integrated curriculum, receive homework help, and practice speaking English in a safe environment.

GOALS:

- Build English proficiency
- Support academic engagement
- Develop social and emotional skills
- Promote cultural orientation

- 3 middle schools
- 150 students
- 100 volunteer mentors
- 113 after school sessions
- 49 individual mentoring sessions
- 15 field trips, college visits, and service projects



"I joined PAIR in 2018. Someone came to visit me at lunch and showed me a picture of PAIR. My favorite thing about PAIR is when we learn something new. I want to pass my tests, go to high school, go to college, and be a doctor."
- 6th Grade PAIR Student

SUMMER LEARNERS

Summer program extends cultural support and language immersion during the academic break and provides opportunities for recreation, arts, and team-building.

- 3 weeks of camp
- 60 students
- 15 total camp sessions
- 4 field trips



OUR PROGRAMS

GLOBAL LEADERS

High school students attend semi-weekly after-school sessions to practice English, develop leadership, explore careers, and learn academic, social and life skills necessary to succeed in high school and adulthood.

GOALS:

- Advance English proficiency
- Build social and emotional skills
- Promote leadership and civic engagement
- Increase graduation and career preparedness



"I am from Ethiopia and moved to Houston when I was 14 years old. Now, I am a sophomore in high school. I like PAIR because I get to make new friends and learn English. I want to work and make money so that I can help homeless people."
- 10th Grade PAIR Student

- 2 high schools
- 130 students
- 90 volunteer mentors
- 77 after school sessions
- 5 career guest speakers
- 9 field trips, college visits, and service projects

SUMMER LEADERS

Students supplement progress made during the school year and build a broad community of peers. They participate in activities tailored to their needs and interests including employment, STEM, leadership, health, and academics.

- 20 students learned about science, technology, engineering and math at Rice University's CampSpark!
- 4 students explored future education and career paths at Project GRAD's College and Career Institute.
- 10 students increased their knowledge of healthy relationships and reproductive health at PAIR's Camp HERE (Health Education for Refugee Enrichment).



OUR PROGRAMS

GLOBAL SCHOLARS

High school juniors and seniors participate in individual mentoring sessions and case management. They prepare for testing, complete graduation requirements, navigate financial aid and scholarships, research careers, write essays, develop professional skills, apply for and enroll in higher education, and transition to college and adult life.

GOALS:

- Increase high school graduation rates
- Develop knowledge and skills for college access
- Increase participation in post-secondary education

- 29 students
- 25 community mentors
- 2,238 hours in individual mentoring and case management
- 93% of students participated in at least one college or career visit

CLASS OF 2019

Students are attending college at:

University of Houston-Downtown
Houston Community College
University of Houston
State Fair Community College
University of Texas at Austin
Bryn Mawr College
Wellesley College

They are studying:

Biology/Biochemistry
Criminal justice
Education
Filmmaking
Health and behavioral science
Nursing
Sociology/Social Work



"PAIR helped me to get a mentor and scholarships. I got accepted to the University of Houston and I'm going to get my bachelor's degree in education. I want to teach other kids who don't speak English."
-PAIR Graduate



OUR IMPACT

2018-2019:



English Language Learning and Academic Engagement

- 97%** or more of PAIR students practice English daily
- 93%** of rising 9th graders feel confident about starting high school
- 98%** of students want to continue their education after high school

Cultural Orientation and Leadership Development

- 88%** or more of PAIR students learned about American culture
- 96%** of students work as part of a team with other students and mentors at PAIR

Social and Emotional Skills

- 94%** of students feel supported in PAIR to share their ideas
- 95%** of students report that helping people is important to them

College and Career Readiness

- 100%** of high school students increased their understanding of graduation and college admissions requirements
- 100%** of PAIR seniors graduated from high school on time
- 84%** enrolled in higher education in the semester following their high school graduation
- 100%** FAFSA completion rate
- 80%** of graduates' financial need was met through non-loan aid
- \$189K** in scholarships awarded to PAIR students

JOSELYNE'S STORY

Joselyne was born in Rwanda after her parents fled war in the Democratic Republic of Congo. Before moving to the U.S. in 2014, Joselyne had spent her entire life in a refugee camp. One of her biggest challenges when she arrived in the America was learning how to speak English. She did not know any words and found it difficult to speak to people and make friends.

Joselyne describes her first week of school in America as “awkward.” “You see new people you’ve never seen before,” she says. “You sit with them but you can’t talk to them. When they said ‘hi’ to me, all I could say back was ‘No English, please.’”

Joselyne’s family initially arrived in Washington State, and moved to Houston three years later to be closer to relatives and friends. On their second day at Westbury High School, Joselyne and her siblings stayed after school for PAIR. Joselyne says the Global Leaders program taught her “how to make friends, how to speak with new people, how to behave, be a good person, and not disrespect others.”



At the start of her senior year, Joselyne found out that she had not met the requirements to be able to graduate from high school. She was missing course credits and had passed only one out of the five state STAAR standardized tests required to receive her diploma. Although she tried several times to pass the tests, these were too difficult for her given the gaps in language and prior education.

“I put more effort into studying and reading books,” Joselyne says. “My mom was worried because I was so unhappy, so sad, losing weight and had no time to sleep.”

As a senior, Joselyne was invited to join PAIR’s Global Scholars. She was assigned a mentor and worked with PAIR staff to study for her exams, practice writing, apply for financial aid, and enroll in college.

“My mentor Katherine met with me once a week and helped me prepare for STAAR tests and complete the projects I needed to graduate,” Joselyne says. “She taught me how to be me and always told me I would graduate and everything would be alright. Because of her, I started believing in myself.”

After months of hard work, Joselyne successfully completed her classes and projects, and graduated from high school! She was awarded a PAIR-Caring Friends scholarship and is now attending Houston Community College.

“Now I have peace of mind. I sleep, I eat, and I’m not worried like I was in high school,” she says. “What I want people to know about PAIR is that PAIR can help you with a lot of things: do homework, know more about careers, and achieve your goals. If PAIR was not there for me, I wouldn’t have graduated.”



"At PAIR, my siblings and I met good, new people who have kind hearts and who were happy to help us with everything we needed."

PARTNERS AND SUPPORTERS

CONTRIBUTORS

Andrews Family Foundation
Aria Foundation
Asian American Youth Giving Circle
Bridgeway Capital Management
The Brown Foundation
Caring Friends Inc.
ExxonMobil Community Summer Jobs Program
Harris County Department of Education, CASE for Kids
Harris County Department of Protective Services -
Community Youth Development Fund
H-E-B Tournament of Champions
The Herzstein Foundation
Hilda and Hershel Rich Family Fund
Houston Arts Alliance
The Jeremy Lin Foundation
Mandy Kao Foundation
New York Life Foundation
The Powell Foundation
The Rockwell Fund
The Samuels Family Foundation
The Select Center for Economic Opportunity
SOS Inc.

SCHOOL AND UNIVERSITY PARTNERS

Baylor College of Medicine
Houston Community College
Houston Independent School District
Jane Long Academy
Las Americas Newcomer School
Paul Revere Middle School
Margaret Long Wisdom High School
Westbury High School
The Kinkaid School
University of Houston
University of St. Thomas
Rice University

COMMUNITY PARTNERS

Alliance for Multicultural Community Services
Apollo Chamber Players
Arab-American Cultural & Community Center

The Awesome Fund
Bee Busy Inc.
Brazos Bookstore
BRYCS (Bridging Refugee Youth and Children's Services)
Catholic Charities
City of Houston Hire Houston Youth Summer Jobs Program
CollegeCommunityCareer
Core Dance
Dress for Success
HoustonFotofest International
Freewheels Houston
Holy Child Charity
Houston Area Women's Center
Houston Dynamo and Dynamo Charities
Houston Food Bank
Houston Grand Opera
Houston Metro
Houston Public Library
Houston Symphony
Interfaith Ministries for Greater Houston
Keep Houston Beautiful
The Pangea Network
Planned Parenthood Gulf Coast
Plant It Forward Farms
Project GRAD and CaféCollege
RAHA Houston
Refugee Council USA
Refugee Services of Texas
ReVision
SusieCakes and Second Servings of Houston
Usborne Books
TakeRoot
UNHCR
UNICEF
Westbury Community Garden
World Affairs Council of Greater Houston
Writers in the Schools
YMCA International Services

OUR NUMBERS

REVENUE

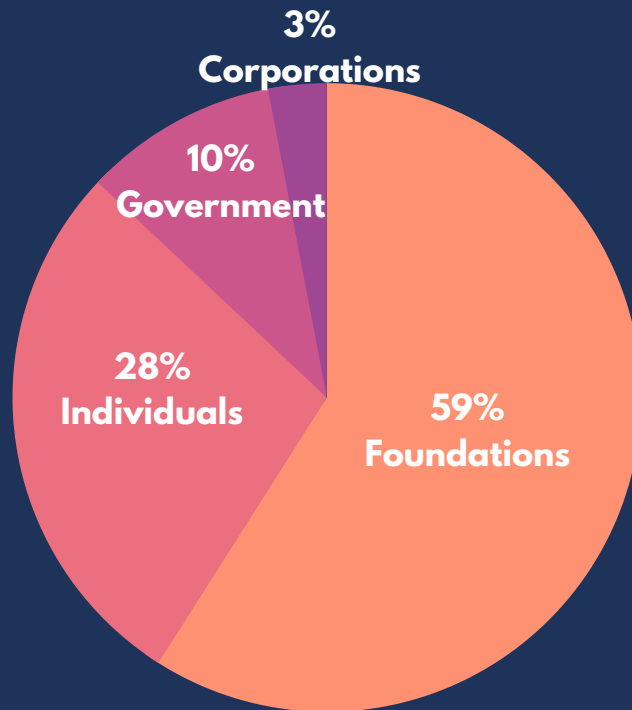
Total: \$448,484

Foundations: \$266,223.52

Individuals: \$125,877.87

Government: \$43,543.90

Corporations: \$12,068.21



EXPENSES

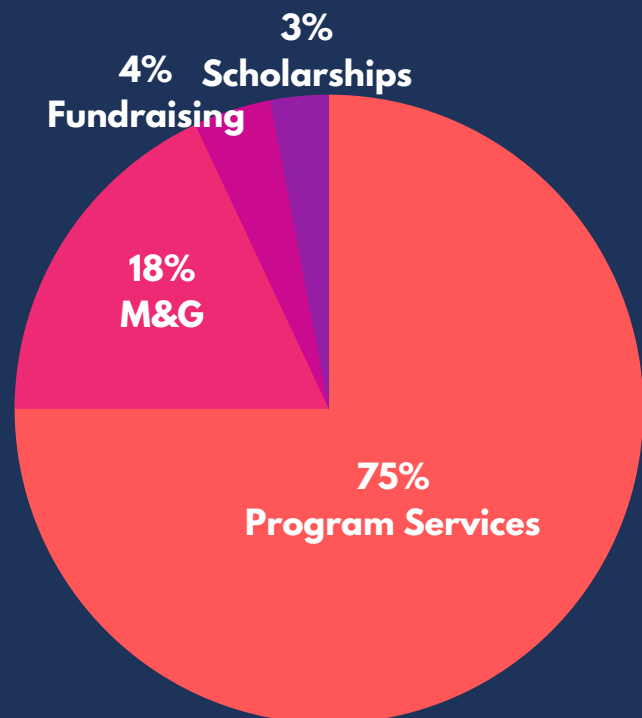
Total: \$391,138

Program Services: \$292,255.35

Management and General: \$69,013.99

Fundraising: \$16,467.66

Scholarships*: \$13,400.84



*PAIR retains a portion of multi-year scholarship awards for student use in future years.

THE FACES BEHIND PAIR

BOARD OF DIRECTORS AND ADVISORS

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Hidalgo, Harris County



MEET ABBIE

GLOBAL LEARNERS PROGRAM MANAGER



Abbie joined PAIR in August of 2015 as leader of two middle school programs. In the past four years she has helped to facilitate four Learners Summer Camps, worked as a school year coordinator for Global Learners and Global Scholars, and she now directs the full Learners team as the Program Manager.

What surprised Abbie most about working with PAIR kids was how quickly she established relationships and trust with her students despite the language and cultural barriers. "I learned that there are many non-verbal ways to spend quality time with a young person and show genuine interest in their well-being," she says.

Although one of the most difficult parts of her job remains starting fresh with a new group of students each year and bridging the cultural and language gaps, Abbie sees each year as a fresh opportunity to introduce new students to the PAIR community. She is encouraged by the way PAIR students make space for new friends and reach outside of their cultural group to welcome someone.

Abbie's work is driven by her value for empathy. She'd like for our society to go beyond empathy and celebrate each other's differences, holidays and traditions, enjoy food or music together. PAIR provides a small taste of this cultural exchange.

"The activities that bring me the most joy are those that showcase the students' strengths and interests. We frequently incorporate talent shows, presentations, and sharing time. It is important to take time to celebrate successes."

"The students we serve benefit from PAIR programming in many different ways; for some, it's a safe and comfortable place in the middle of a daunting new city; for others, it's a tool to develop academically and to explore their creative expression." Abbie is so thankful to the PAIR students, families, staff, partners, volunteers and caring donors whose contributions to PAIR advance all of these causes and more.

OUR STAFF



Jennifer Garmon, Executive Director
Mariel Sanchez, Senior Program Manager
Abbie Drozek-Fitzwater, Program Manager
Melanie Hering, Program Manager
Saba Shaikh, Operations Coordinator
Nazia Frank, Volunteer Coordinator
Krstina Roberts, Global Scholars Program Coordinator
Ximena Duarte, Global Scholars Program Coordinator
Jenna Jensen, Global Leaders Program Coordinator
Abby-Lane Barnes, Global Learners Program Coordinator
Innocent Tuyiringire, Global Learners Program Assistant

GET INVOLVED

VOLUNTEER OPPORTUNITIES

After-school group mentors | Individual mentors | Career speakers
Field trip volunteers | Summer camp volunteers



After-school mentor assists a middle school student with his homework.



Global Learners mentor and students smiling proudly after completing an emotional literacy project.



Global Scholars student and mentor celebrate graduation!

A WORD FROM OUR VOLUNTEERS



"PAIR has taught me to adapt to the needs of people who are very different and unique from one another and understand things from a diverse array of perspectives."

-PAIR Mentor



"I have learned a lot more about the refugee experience and the importance of supporting refugees. I also learned more about unique perspectives and rich cultural traditions refugees have to offer in the United States."

- PAIR Mentor



OUR MISSION

To empower refugee youth to navigate American society, reach their academic potential, and become community leaders through educational mentoring programs.

OUR VISION

By developing the potential within each student, Houston's refugee youth will become positively adjusted, self-sufficient, engaged members of our community.

At the core of PAIR's efforts is the resolution to bridge the education gap and foster economic mobility. For many of our students, arrival in the U.S. brings the new and unexpected possibility of receiving secondary and higher education. PAIR's work assists refugee youth in taking full advantage of this opportunity and to equip these motivated students to pursue an education path that will further improve the quality of life for themselves and their families.

