



Rooted Growing Thriving

2024
ANNUAL
REPORT



MESSAGE FROM EXECUTIVE DIRECTOR

ROXANA NOROUZI

This year, I celebrated three years of being the Executive Director of OneAmerica, and I am clearer than ever that we can't just fight for our right to exist. We must demand that our systems include a future where we all thrive. Where we all have what we need and where we are equal, valued and loved.

We deserve affordable childcare, an education system that reflects us, a democracy where we are represented and counted, and economic security in a state where the rich pay what they owe and everyone has what they need to thrive.

We made some progress on this vision this year, winning \$25 million to welcome newly arrived migrants into our state, electing pro-immigrant champions to office and building the leadership of immigrants from our communities. You'll read about many of these victories in this report.

But we also know too well that the current political moment presents an uphill battle for our people and issues. An aggressive anti-immigrant agenda dedicated to harming immigrants and our families is on the horizon, but OneAmerica was built to stand for moments like this. We are clear that alone we do not have the power to bend the arc towards justice. We know that our liberation is intertwined with others in our movement, and we must bring our multiracial bases together to dismantle the root causes, which keep us fighting one another instead of for our collective freedom.

And that is exactly what we are doing.

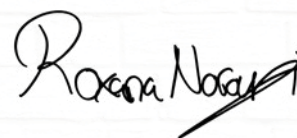
The next 10 years are about building a long-term vision for our future with a set of aligned organizations, doing the radical work of moving more powerfully together.

We are rooting our path to liberation in the leaders we build and invite into our movement. Leaders who will channel their feelings of pain and anger into action and power. Leaders who will build our collective base and be ready to flex our power regardless of the political terrain.

We are building our political power to ensure immigrants are no longer on the fringes but at the center of decision making in all parts of our lives and our champions are standing for and with us.

We are strengthening OneAmerica as an institution to have the power we need to make our vision for the world a reality.

I was taught as an organizer the one thing that defines us is having hope. I look at the hope OneAmerica has brought to our movement for 23 years in times of hate, fear, and despair. And all of us who built the foundation of where we are today and will continue to build the future we create together. Every day, I hold on to that hope to keep sight of what is possible for OneAmerica and for our people. I look forward to building a country where we all can thrive, together.



THE ONEAMERICA FAMILY

Our family of organizations create movements for immigrant and refugee leaders to grow and organize together, advocate together, and champion candidates like us.

OUR VISION

We envision a peaceful world where every person's human rights and dignity are respected, where communities appreciate differences and stand together for justice and equality, and where each person contributes to the common good.



OneAmerica is our 501(c)(3) home for building immigrant power for collective change. We advance the fundamental principles of democracy and justice at the local, state, and national levels by building power within immigrant communities in collaboration with key allies.



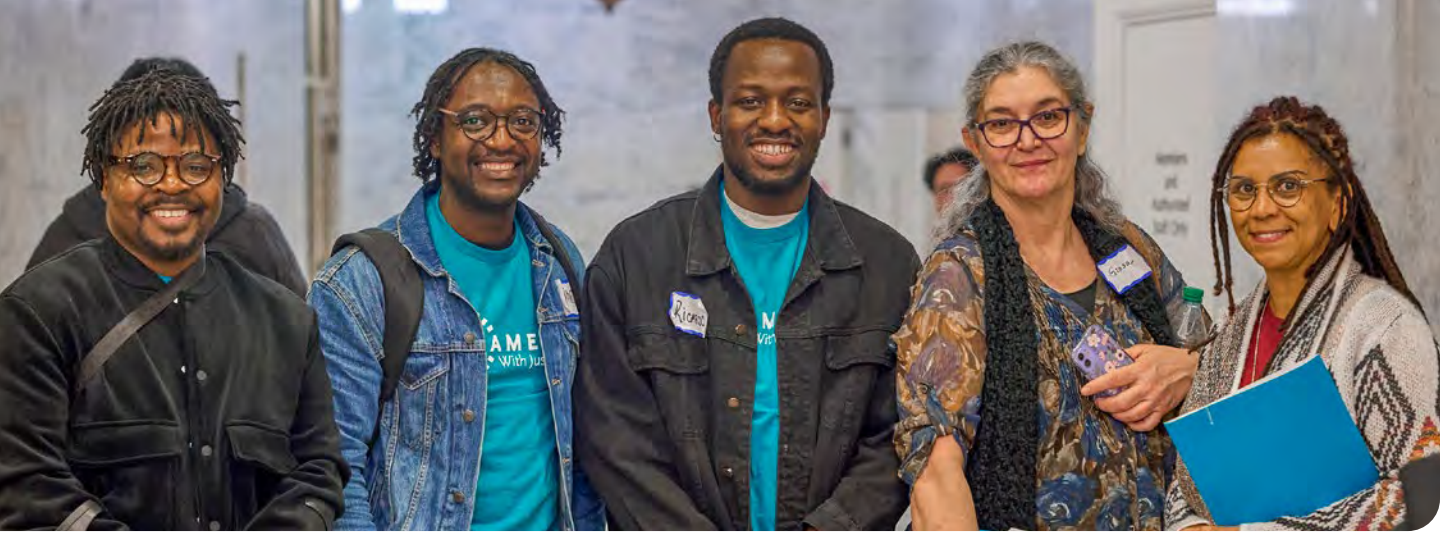
OneAmerica Votes is a non-partisan 501(c)(4) organization promoting democracy and building power in immigrant and refugee communities through advocacy, civic engagement, and leadership development.



OneAmerica Votes Justice Fund is a State Political Action Committee working to elect pro-immigrant candidates that share our values in Washington State.



The OAV Justice for All PAC is a Federal Political Action Committee works to build the political power of immigrant and refugee communities through direct engagement in federal elections.



ORGANIZING ASYLUM SEEKERS & NEWLY ARRIVED MIGRANTS

Everyone deserves to be safe, but many people around the world still live with the constant fear of being persecuted. Today, asylum seekers still travel thousands of miles to come to the US. They dream of escaping the conditions in their homelands and building a better life for themselves and their families.

The United States has a long history of welcoming people from around the world, but once people enter the country, they are often on their own. They have to figure out how to navigate a new country where they may not speak the language, have access to care, or know who to ask for help.

By 2023, hundreds of newly arrived asylum seekers had arrived in Tukwila, just 10 miles South of Seattle. Many of these folks were living at the Riverton Park United Methodist Church, where Pastor Jan Bolerjack and her congregation welcomed them and provided temporary housing and food.

However no single church – no matter how big-hearted – could support all of the folks arriving on their doorstep, asking for help. Shelters in the community were full, and many families had to sleep outside in the damp, cold winter. “I was arrested and tortured,” said Daniel Vingo, a political activist who fled Angola. “I came here to save my own life, only to live in a tent in the middle of winter.”

Our state government needed to step in to fund services and organize a solution that would keep people safe, housed, and fed. But without pressure from advocates and those directly impacted having a voice at the table, the political will to intervene did not exist.

“ I went to Olympia, where I talked to elected officials and participated in democracy, something that was shut down in my home country. But most important, I started to reclaim a part of myself. I saw myself as a leader again and joined a community that is now like my family.

~ **Daniel Vingo**

“Why so many asylum-seekers like me make the journey to Tukwila”,
The Seattle Times, April 26, 2024



OneAmerica along with other organizations like the Washington Immigrant Solidarity Network (WAISN) organized a coalition to support these asylum seekers. We convened a group of partner organizations, faith communities, elected leaders, and officials from the city, county, and state to come up with real, practical solutions to support our new neighbors.

At the same time, we also started organizing people living at the Riverton Church. The asylum seekers were able to transform feelings of anger and frustration into action. They wrote letters, testified at city council meetings, marched in the streets and [published op-eds in The Seattle Times](#). Hundreds of asylum seekers came to our lobby day in Olympia to advocate for funding for their families and neighbors. They shared their stories of walking thousands of miles after leaving their entire lives behind in their home countries to escape violence, persecution, kidnapping, and poverty. We were proud to support them in speaking with one voice in Tukwila, Seattle, and Olympia.

Organizing both individual asylum seekers and organizations worked. We won \$1 million from King County and \$25 million from the state of Washington to pay for legal support, housing, education, and basic needs for asylum

seekers. The money from the state specifically was allocated to the Office of Refugee and Immigrant Assistance, which granted it out to service providers.

“Organizations such as OneAmerica and WAISN brought us together and showed us that when we participate, plan together and organize as a community of immigrants, we can achieve our goals,” said Rosa Puche, who arrived in Tukwila from Colombia.

This was a huge victory, but our work to win support for the asylum seekers in Tukwila and around the state is ongoing. At the end of 2024, OneAmerica hired two King County organizers, who are continuing to build our base of asylum seekers, developing leaders and marshalling resources to support our most recent neighbors.



ORGANIZER-IN-TRAINING ACADEMY

OneAmerica's mission is to organize immigrants and refugees - and the folks who are often best equipped to do that work are people from our communities. However, it can be hard to find candidates for organizing jobs from our communities.

Historically, people like us were rarely mentored to take up roles in movement organizations. Over many years, we've learned a significant lesson: to build a thriving home for our communities, we need to build our own pipeline and cultivate our own staff and leaders who are directly impacted by the issues we are organizing around.

In May 2024, we launched our Organizer-in-Training (OIT) Academy to invest in the next generation of organizers for our movement. This six-month program was designed to teach skills and provide on-the-ground training to build individuals' organizing muscle. It also created a pathway for member-leaders and community members into movement work.

Nine organizers based in King and Yakima County joined the program. After applying for the job, they attended a two-day organizing academy, where they learned the basics of organizing: how to have a one-to-one conversations, how to make an ask, and how to move people in their communities to act.

“ My time as an organizer in training gave me the tools to turn passion into action ... I learned how to connect with people, build leadership, and work collectively toward change... These lessons showed me that organizing is more than mobilizing people, it's about building strong relationships that create lasting power and change.

~ Ziauddin Baraki

Over the following six months, the OITs put their training into action. They did everything from registering voters at community events to making an ask at our Member Assembly to hundreds of people to join us to get out the vote, from helping young people on college campuses complete their FAFSA applications to knocking doors for our endorsed candidate. They trained volunteers, attended community

events and re-energized our geographic bases in both Central and Western Washington.

Because of the Organizer-in-Training program, we had [our most successful year ever in our voter outreach efforts](#). Their get out the vote efforts helped to propel progressive city council candidate Alexis Mercedes Rinck to victory in Seattle. In the 14th Legislative District in Central Washington, our three endorsed Latina candidates came within single digits of winning seats in the legislature in

part because the OITs, and their leaders, were out on the doors, talking to hundreds of voters. And they knocked doors to the defeat of three major ballot initiatives – 2019, 2117, and 2121 – which preserved programs working people depend on.

At the end of the year, three of the OITs joined OneAmerica as full-time staff organizers, working in South King and Yakima counties. They've continued to build our bases, organizing immigrants and allies to win a Washington where we all can thrive.

'24 ELECTION RESULTS

While the post-November 2024 national landscape is bleak for immigrants, refugees, and our allies right now, here in Washington, we won in big ways in the fall of 2024. These victories allow us to defend our gains, protect our people, and propel our vision forward.

In fact, Washington was one of the only states in the country where the national Republican wave failed to materialize. That is because of years of work by organizations like OneAmerica Votes building relationships in communities and talking to voters.

We knocked on over 7,000 doors across the state and through canvassing, phone calls, and mailers, reached 12,000 voters.

This work led to some historic firsts across the state, by candidates endorsed by OneAmerica Votes:

- In Seattle, Alexis Mercedes Rinck, a queer Latina and a renter, became the youngest person ever elected to a seat on the city council.
- Wil Fuentes became the first openly gay Latino on the Clark County Council after winning his race for Position 3.



- Adrian Cortes, a public school teacher, flipped a Senate seat in Southwest Washington, becoming the first Democrat to win the 18th Legislative District since the 1990s.
- In the 6th Congressional District, Emily Randall, became the first queer Latina in the country elected to the US House of Representatives.

In places where we were unsuccessful in this election, we laid the groundwork for future victories. For example, in the 14th Legislative District, based in Central Washington, we supported three first-time Latina candidates running for legislative office. All three came within 8.5 points of winning because of the work of our leaders, staff, and organizers-in-training.

There is a clear mandate in Washington to build a thriving home for our communities, no matter where we were born or what language we speak at home.

MEMBER ASSEMBLY

OUR THRIVING HOME

In September, immigrants, refugees, and allies from across Washington gathered together for OneAmerica Votes' third annual Member Assembly.

This was a big undertaking. Not only was it our largest member assembly ever, with nearly 250 people in attendance, but we also had simultaneous interpretation in five languages: Spanish, Dari, French, Portuguese, and Amharic.

This was a chance for us to share our stories directly with elected officials - many of whom were in the room with us. As Roxana Norouzi, OneAmerica's Executive Director, reminded the crowd in her introduction, "we believe when we get together, and not see our problems as individual but as collective issues, and demand that our state and country can and should do better, we can win."

Eight OneAmerica Votes leaders spoke at the event, sharing their personal stories about the need for a wealth tax, wage replacement for unemployed undocumented workers, and universal childcare.

"Mothers shouldn't have to choose between taking care of our children or having the ability to work or grow our skills in school. We should all be able to access and afford childcare, no matter where we come from. Our state has to continue to fund childcare programs to make sure mothers like me can truly thrive," said Madina Hassany, a OneAmerica leader who immigrated to the US from Afghanistan.

As part of this event, Representative My-Linh Thai promised to fight for progressive revenue. Representative Juilo Cortes committed to fighting for a childcare supports. Senator Lisa Wellman agreed to champion a wage replacement program for undocumented workers. And the Speaker of the Washington House of Representatives Laurie Jenkins



committed to passing progressive revenue and prioritizing the needs of immigrants in the state budget.

These elected officials, plus other candidates endorsed by OneAmerica Vote, publicly committed to fighting for our immigrant communities. They signed a pledge to fight for a thriving home for all Washingtonians, no matter where we were born or what language we speak at home, which hangs in the OneAmerica Votes office.

As one of our Organizers-in-Training, Sergio, reminded us, "our movement is about more than just fighting back against systems that exclude us. It's about building the world we deserve."

But we must build that world together. We also asked our leaders in attendance to make a commitment too. At our membership assembly, we launched our field program for the November elections. Dozens of people signed up for shifts to get out on the doors and talk to voters. And we also made an ask for people to join as us OneAmerica Votes members, with monthly contributions.

As Roxana told our assembled leaders, "A thriving future is possible for all of our children, for all of our communities if we channel our fear and anger into organizing and fighting for what we deserve."

OUR VICTORIES

250 leaders attended our annual member assembly in September

Trained **40** immigrant, parent, and youth leaders on the fundamentals of organizing through our **Power Building Institute** and **Campaign Action Team**

Delivered free English and Digital Literacy classes to **172** immigrants and refugees in Washington State through our **English@Home** program

Grew our dues-paying membership program to **150** people, tripling its size

Trained **9** directly-impacted immigrant leaders through our first ever **Organizer-in-Training** program

Made **200,000** voter contact attempts in Clark, King, and Yakima Counties through door knocking, phone banking, and texting, and had **4,000** conversations with voters

30 out of **38** endorsed OneAmerica Votes candidates won their election, and we beat back three billionaire-funded ballot initiatives

Mobilized **268** people to take **630** actions online to support our federal and state legislative priorities

Provided free citizenship services and information to **288** individuals via our **Washington New Americans** program and **184** completed their naturalization applications, **99** mailed during Fiscal Year 2024





ONEAMERICA STAFF

Kawthar Abdullah

Early Learning Campaign Manager

Jordan Alcantara

Operations Manager

Omar Ali

Youth Organizer

Ziauddin Baraki

King County Regional Manager

Patrick Burke

Communications Manager

Andrick Campos

Human Resources Associate

Nicole Castro

Yakima County Regional Organizer

Bianca Dávila

Managing Director

Cristina Dominguez

English Innovations Coordinator

Rosana Donoso Barredo

Senior Washington New Americans Manager

Nicole Feliciano

Candidate Pipeline Manager

Nora Fogarty

Development Director

Eli Goss

Policy Director

Joel Johnson

Organizing Director

Soumyo Lahiri-Gupta

Immigration Advocacy Manager

Samantha Luna-Patterson

Early Learning and Civic Engagement Fellow

Mary Monaghan

Finance Manager

Kathy Mulkerin

Electoral Pipeline Manager

Kimmy Nguyen

Development Administrative Assistant

Roxana Norouzi

Executive Director

Ashlen Olmstead

Washington New Americans Program Associate

Marisa Parshotam

English Innovations Program Manager

David Peña

Washington New Americans Administrative Manager

Edith Reyes

King County Regional Organizer

Rosa Aguilar Rodriguez

Washington New Americans Civic Engagement Associate and Organizer

Melissa Rubio

Deputy Director

Eiman Saad

English for Afghan Newcomers Coach

Allison Santos

Civic Engagement Fellow

Radu Smintina

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Bonnie Stern Wasser

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Clarissa Thompson

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DONOR RECOGNITION

Government, Corporate, and Philanthropic Contributions

Thank you to all our funders, business supporters, and organizational allies that help fund our work for justice and build power for immigrant and refugee communities.

ACLU of Washington

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Asian Americans Advancing
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Bainum Family Foundation

Ballmer Foundation

Bill & Melinda Gates Foundation

Cedarmere Foundation

Chinese Information and Service Center

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City of SeaTac

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City of Seattle Office of Immigrant
& Refugee Affairs

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Program at Shelter Rock

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United Way of King County

University of Washington College of Education

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Washington State Association for Justice

Washington State Labor Council, AFL-CIO

DONOR RECOGNITION

Individual Contributions

Thank you to the individuals supporting our work at every level. You are helping build a powerful movement for justice, and we're proud to have you as a part of the OneAmerica family.

\$10K+

Carmen Berkley Sharon Chen	Julie Edsforth & Jabe Blumenthal	Justin Hayashi & Rebecca Chan	Janet Levinger & William Poole Neil McCaw	Sam McVeety Katie & Scott Renschler
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\$5,000-9,999

Norm Bontje Peter Carlin	Kathleen Edwards David Habib	Vivek Narasimhan	Martha Kongsgaard	Warren Smith
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\$2,500-4,999

Patricia Bakker Susanne Daniell Leslie Dozono	Steven Gillis Mary Laumer & Carol Pencke	Hannah Lidman & Dan Shiovitz	Ruth Ann Lipscomb	Elaine Mary Nonneman
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\$1,000-2,499

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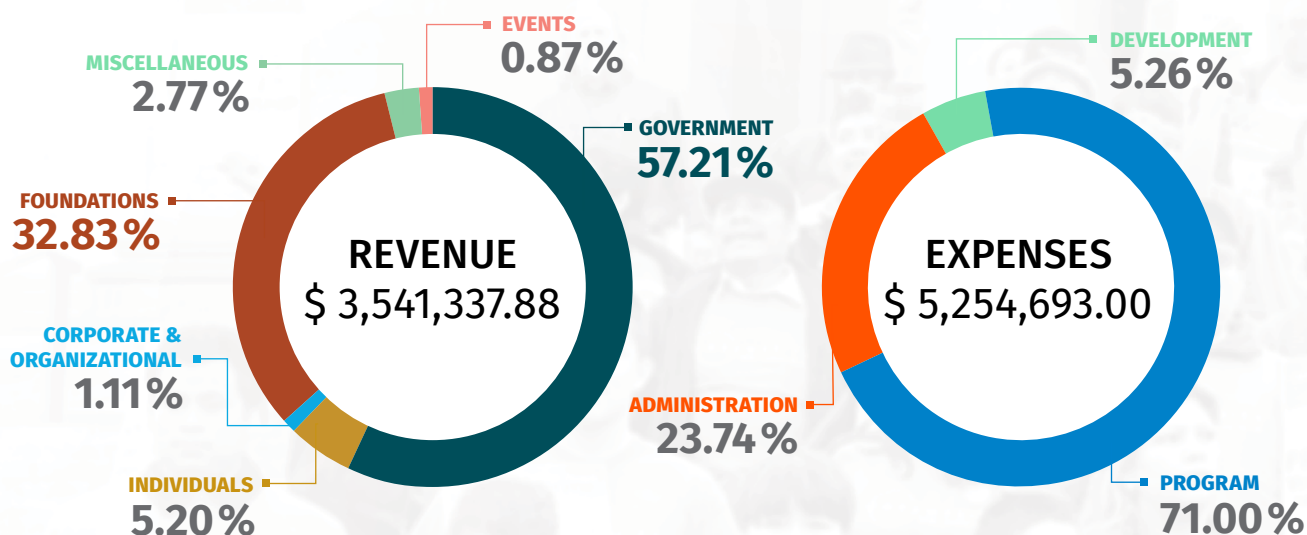
\$500-999

Kathryn Bridger Uzma Butte Erin Chen Brian Chu & Cinthia Ilhan-Vazquez Janis & Chandler Felt Steve Greenberg	Aaron & Makeba Greene Fred Grimm Rebecca Guthrie Mary Jimenez Nubia Lopez Holly Marklyn Kemely Nieva	Jeffery Ojemann & Karen Selboe David Peña Patrick Ragen Barbara Rosen Mary Jean Ryan Jaylen & Amanda Sandoval	Elizabeth Schott Andrea Soroko Naar & Devin Naar Shara Svendsen Rich Stolz & Joy Borkholder	Brooke Densmore Williams Lydia Zepeda
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AUDITED FINANCIALS

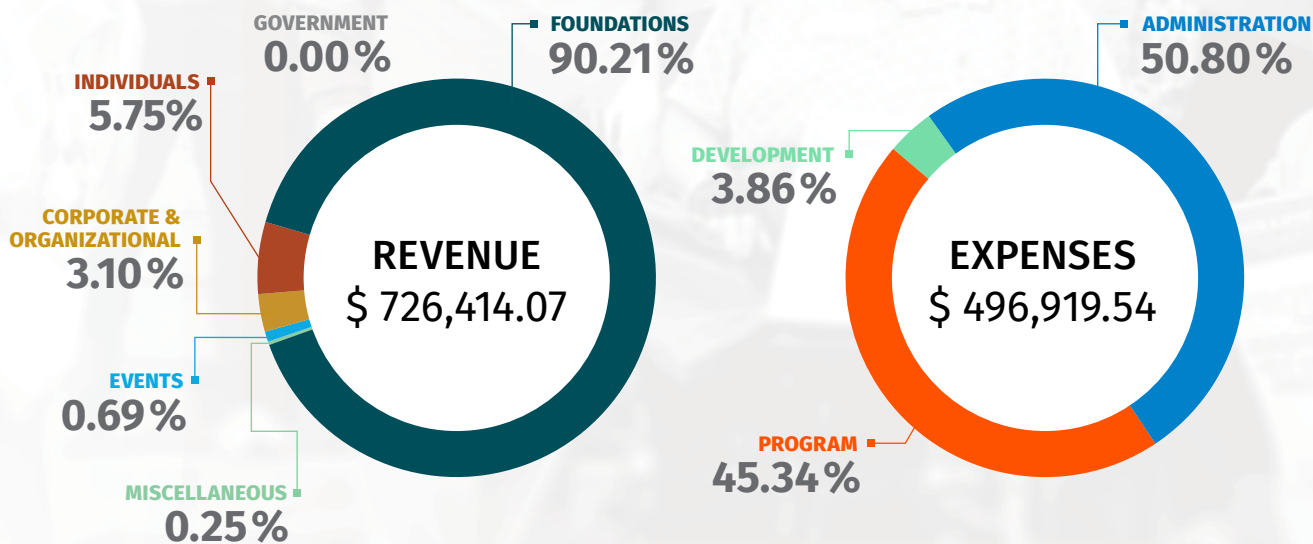
Our work is powered by the generosity and solidarity of our supporters. Interested in supporting OneAmerica with a donation, bequest, sponsorship, grant or in kind gift? Contact our Executive Director Roxana Norouzi at roxana@weareoneamerica.org

ONEAMERICA



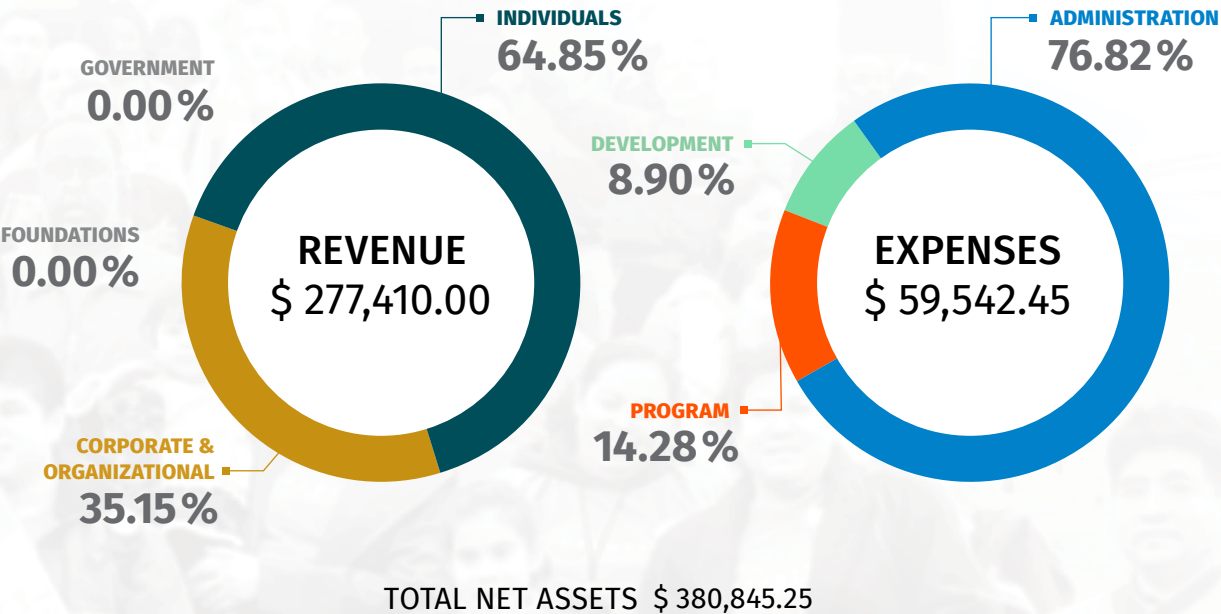
TOTAL NET ASSETS \$ 6,310,684.00

ONEAMERICA VOTES

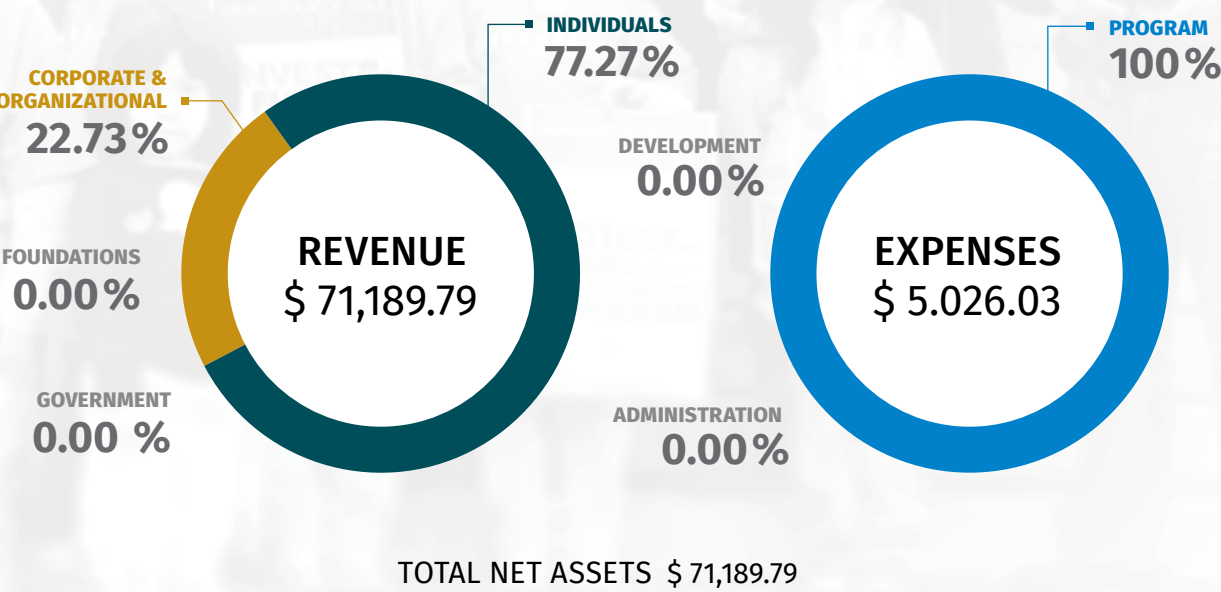


TOTAL NET ASSETS \$ 3,250,609.09

ONEAMERICA VOTES JUSTICE FUND



OAV JUSTICE FOR ALL PAC





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