



**CROSS OVER
COMMUNITY
DEVELOPMENT**

IMPACT REPORT 2022

CREATING BRIDGES. REMOVING BARRIERS

LETTER FROM THE EXECUTIVE DIRECTOR

Dear Friends,

I am delighted to express my gratitude to all of you who have supported the work CROSS OVER COMMUNITY DEVELOPMENT (COCD) is doing for immigrants and refugees in the City of Dayton. That is because you have believed and trusted that COCD, though small, can contribute to their support.

Our modest contribution has unearthed challenges immigrants and refugees face in Dayton, and you have acted upon those challenges to achieve big results. Cross Over Community Development was born from a collection of ideas from great minds of generous American mentors and refugees.

COCD was nurtured with the training of Welcome Dayton and the Dayton Collaboratory, supported by the office of Mayor Nan Whaley and her policy advisor who involved the University of Dayton for additional support. It was strengthened by ABLE lawyers, molded by Dayton Score mentors and reinforced by input from local and regional academic professors as well as countrywide volunteers.

In the history of the City of Dayton, COCD was a prime organization born to take up the role of assisting immigrants and refugees discharged into communities from the Initial Reception and Placement Program (IRP). The integration of immigrants and refugees is a very long process and requires efforts by diverse actors. Together (public institutions, private organizations, academic institutions, community organizations and members), we can work to make their integration a sustainable achievement that will influence generations to come.

2022 has been fruitful in many aspects to your credit. We first commend the 3.5 years of partnership with Kettering Health and their unconditional support of COCD that has contributed to teaching English to refugees and continued our operations.

The three years of partnership with the University of Dayton in various services has also been beneficial. This year, we appreciate the UD Immigration Clinic and Human Rights Center with which we have handled more than 100 immigration cases resulting from a huge backlog of immigration cases at USCIS due to the effects of COVID-19.

This year, we received strong support from Dayton SCORE in information and data management. This support came at a time when we were struggling to handle clients' data. With our partnership with Catholic Social Services, COCD can now receive immigrant and refugee referrals from the Initial Reception and Placement (IRP) program they manage. The important support received from The Dayton Foundation and Dollar General Literacy Foundation has permitted us to continue our ESL classes both online and in person.

Dayton Metro Library, Main Campus, offered us space to provide information and support to immigrants and refugee referrals/walk-ins. Without this space, these activities would have been impossible to execute. The University of Cincinnati, Ohio State University, Wright State University and Sinclair Community College are our long-time partners who are always present in our diversified work through their students. We also want to acknowledge the contribution of space by Ahiska Turkish Community Center for our ESL.

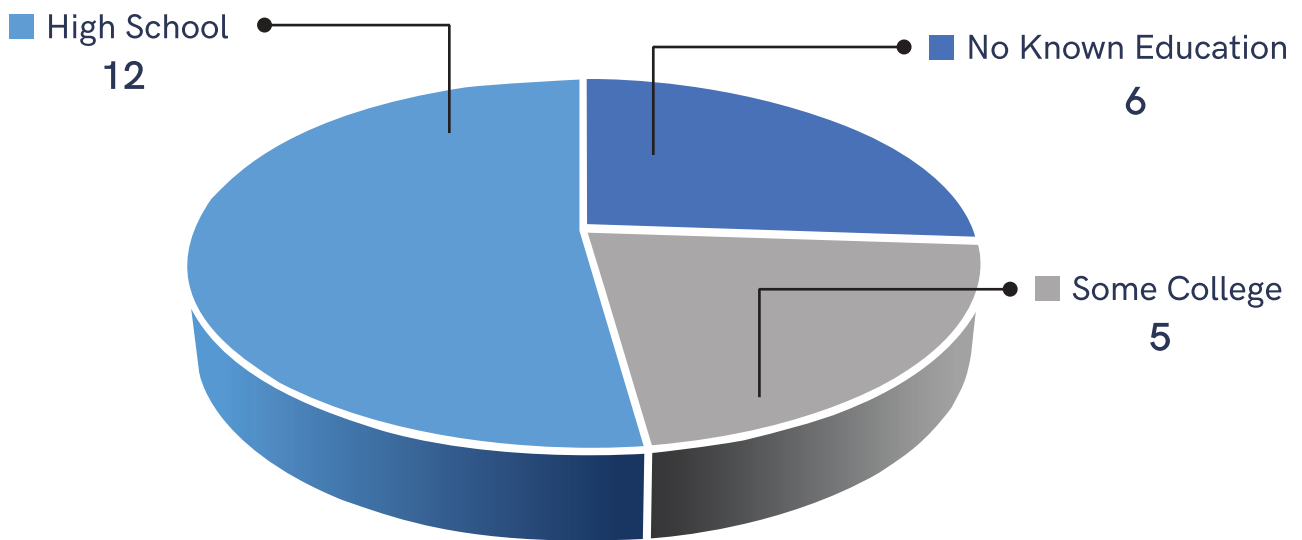
Thank you again for your continued support and belief in the mission of COCD. I look forward to our continued work together.

Warm regards,
Catherine Bitwayiki
Executive Director
Cross Over Community Development



THE IMPACT REPORT BY NUMBERS

EDUCATION: ESL – In- Person



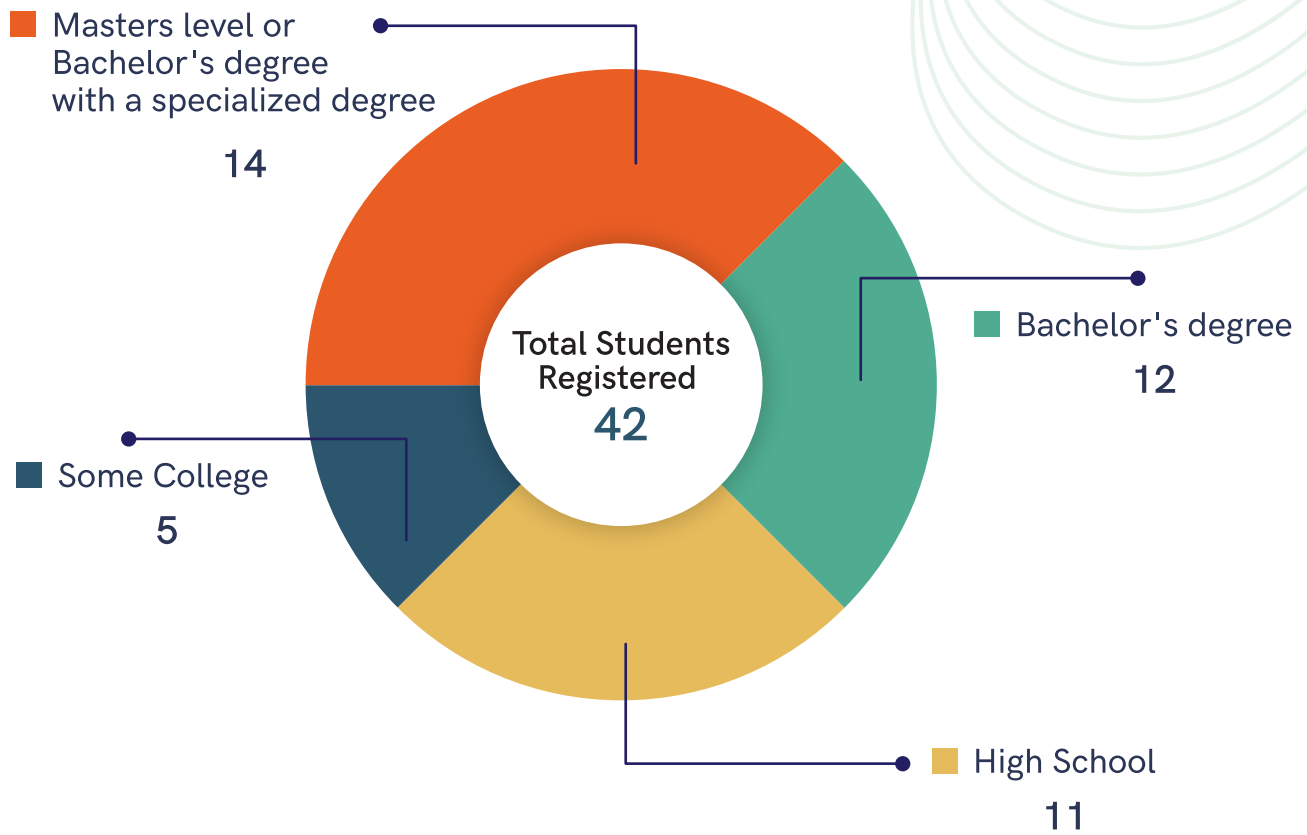
Total Number: 23

Participation in class:

15 students participate regularly. 17 are employed, 6 unemployed



ESL – Online Classes Education Level



ESL – Online Class



Immigration Legal Services



We served 100 clients.

Family Mentoring



We served 125 clients.

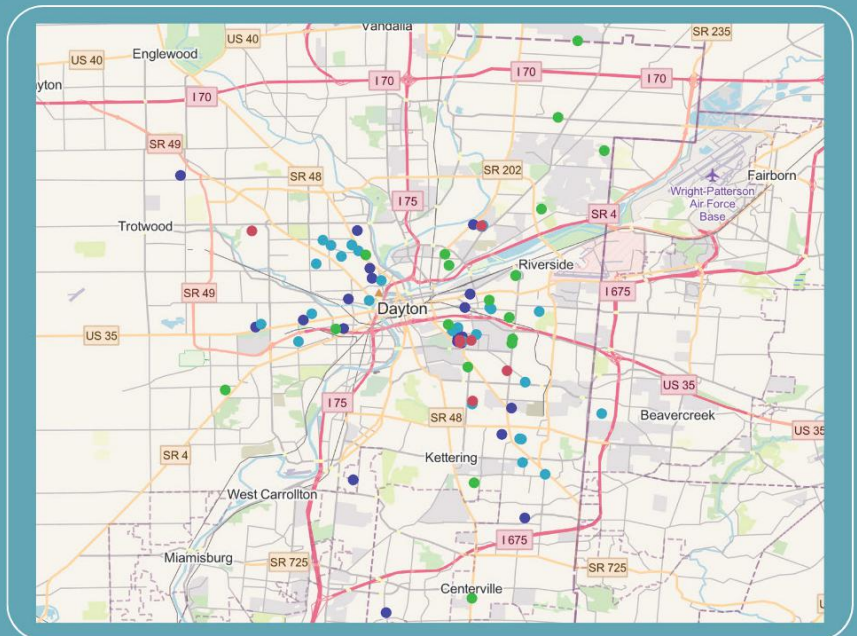
OUR CLIENTS' MAP

FAMILY MENTORING

EMPLOYMENT

ESL PROGRAM

IMMIGRATION



KETTERING HEALTH



Supporting the integration of immigrants and refugees is undeniably a good cause in which it is worth investing time, energy and money. However, it took three years for Cross Over Community Development (COCD) to build relationships and gain the trust of the community members in order to receive funding to support its mission. Despite shortage of funding, we never ceased to inform the public about the lack of community programming assistance that takes into consideration the vulnerability of immigrants and refugees. Most newcomers arrive here with limited or no English skills, and this hinders them from accessing services and opportunities. As the COCD Executive Director was advocating for a change during a Forum on Immigrants and Refugees that was organized by the University of Dayton, Human Rights Center in February 2019, a man with a mission to serve this vulnerable population, Peter Bath, the then Kettering Health Network Vice President of Missions and Ministry, offered to help.

Mr. Peter Bath's involvement in the work of COCD made a huge impact. The initial funding KH offered to COCD was to support the ESL classes that were taking place at Colorado Ave Baptist Church and the management of COCD. Also, COCD's clients were offered an opportunity to access entry level jobs at KH. At least four people were hired by KH. When the COVID-19 pandemic struck, COCD transitioned to online English classes. This gave us access to great teachers from all over the country and we learned a lot from them. In the meantime, the management of KH changed as Peter Bath retired and Mr. Jonathan Duffy, the current Executive Director of Missions and Ministry, replaced him. Mr. Duffy, who is an immigrant from Australia, has led an international humanitarian and relief agency that has 130 offices globally. He has traveled extensively including to countries where the refugees and immigrants we serve originate and he understands their needs very well, empathizes with them and has a heart to serve. He committed to continue to support COCD and the funding received helped to sustain the organization and expand its services. The year 2022 has seen so many accomplishments that will be enumerated in detail in the following lines thanks to this generous support.



Jonathan Duffy



UNIVERSITY OF DAYTON LEGAL CLINIC

In 2020, COCD approached the University of Dayton – Law School to request assistance with immigration cases as there was no service available to help immigrants and refugees at that time. COVID-19 caused most services to shut down and refugees had limited access to services. UD recommended Professor Ericka Curran who is also an immigration attorney to work with us. At least 95% of COCD refugees’ cases were related to the adjustment of status from being a refugee to a lawful permanent resident (seeking a green card). Attorney Curran, her students and other community volunteers helped COCD clients to apply for their green card in both 2020 and 2021. Unfortunately, the United States Citizenship and Immigration Services, commonly known as USCIS, accumulated a huge backlog of immigration cases during the pandemic and post-pandemic periods that affected processing time. These delays have heavily affected the lives of the refugees.

According to U.S. immigration law, refugees are required to apply for lawful permanent resident (LPR) status after they have been physically present in the U.S. for at least one year. As discussed above, many refugees submitted their applications, but USCIS processing time was delayed, and these applications have now been in pending status for two years. Besides Attorney Curran and her team, other attorneys assisted refugees PRO BONO to submit their applications.

Professor Curran, in addition to being an immigration attorney, worked as an advocate for refugees by educating employers that requesting additional documents not required by Form I-9 to establish identity and employment authorization, was in violation of the law. Requesting an individual to present a Permanent Resident Card (green card), to establish identity and/or employment authorization when an employee has produced a valid ID and a social security card is considered unfair documentary practice and this is prohibited under the INA (Immigration and Nationality Act).

To date, unfortunately, some of the refugees have not yet received notices confirming that their applications have been received.

While refugee status doesn’t expire and although refugees are work authorized upon admission to the US, employers started requiring refugees to provide green cards or at least receipts confirming their pending applications. Many refugees had neither. Employers started threatening to fire refugees and some ended up doing so. The Bureau of Motor Vehicle - BMV refused to renew refugees’ driving licenses for failure to provide either green cards, or receipts for pending applications. Banks refused to offer loans and credit cards and other services requiring proof of lawful permanent residency. 2022 has indeed been one of the most difficult years for refugees and immigrants trying to adjust to a new life in America. Thankfully, refugees in Dayton were not alone in this struggle.



Professor Ericka Curran



Many employers listened and reinstated their employees. In the worst-case scenarios, however, the attorney had to resort to contacting the Department of Justice, Immigrant and Refugee Section for intervention. We received overwhelming requests, but we were only able to handle 100 cases. This situation has indicated to COCD the need to set up a program for Immigration Legal Service.

“ I was fired due to the delay in issuing my green card. Attorney Ericka intervened. I am now back to my work. I am so thankful “



SCORE DAYTON

One of the successes of 2022 is the setting up of the COCD Customer Relationship Management (CRM) system by the developer Alan Schussheim, volunteer at Dayton Score. During the pandemic in May 2020, COCD received 60+ volunteers interested in teaching ESL online. Many of these volunteers were students who wanted to participate in teaching practicum, internship or observation hours. We received more students who wanted observation hours than those who wanted to teach. Their teachers needed us to provide a report about those students. However, monitoring all of them simultaneously was difficult. Since we couldn't manage them properly, we lost them altogether. This failure taught us a big lesson: we needed a Management Information System (MIS) to help in recruiting and managing volunteers, and to do client management.

In the course of events, One Source a Cincinnati based organization, assisted us in developing an advisory committee structure to help us recruit volunteers to work on COCD projects. When we approached Dayton SCORE, we were seeking support in the recruitment of volunteers. Fortunately, we met Alan Schussheim, an exceptionally talented volunteer with unusual dedication. He proposed to develop the CRM as mentioned above. It is capable of handling information for clients, volunteers and supports recruitment as well.



Mr. Alan Schussheim

The CRM offers 10 administrator licenses with the capacity to record 10,000 entries each. As we progressed with using it, we realized that we should develop it to meet the needs of nonprofits. Consequently, the current system is capable of handling case management and course management in addition to the initial system we have used to manage clients and volunteers. We can pull up reports as we want and record volunteer hours that can be used for our project management. We are so thankful that we are better organized than before.

CATHOLIC SOCIAL SERVICES

2022 marks the first time in history when we have achieved another milestone towards sustainable integration of refugees. Since COCD's inception, its founders have always dreamed of becoming a post-resettlement agency. When refugees arrive, they receive supports through Reception & Placement (R&P) programming. The role of resettlement agencies, like Catholic Social Services, is to provide initial support to newly arrived refugees during their first 3 months in their new community. After this, available services transition to employment services, with limited case management supports. COCD observed the challenges refugees encountered after exiting this program and started building relationships



with community services providers in order to plan how to efficiently support refugees whose IRP cases closed.

We are grateful for our partnership with the current management of Catholic Social Services of the Miami Valley. Through this partnership, IRP cases are now referred to COCD to receive additional support and case management. COCD bridges the gap between the IRP program and the long-term support needed for the refugees in the community.



Although not all refugees who exit the IRP program are required to work with COCD, we are happy to say today that the majority of refugees are aware that they have somewhere to turn for their extended needs.

Of the 43 individuals referred to COCD, 16 people received assistance with clothing, household equipment and appliances. Thirteen (13) people received assistance with accessing benefits at Job and Family Services. We are still working with eight (8) immigration related cases. In addition to these clients, we received many refugees who recently arrived from other states, and we assisted them with enrolling their children in Dayton Public Schools and 12 of them were assisted with immigration related cases.



DAYTON METRO LIBRARY

COCD is grateful to have been allocated space where we work to assist refugees and immigrants in addressing some of the questions they have and connecting them to opportunities and resources. During summer, COCD was able to tutor two students who had never had a chance to study in English and they were enrolled in public school in 9th and 11th grades. We enrolled them in an intensive English program where they would study from 10 am to 2 pm every day from Monday through Friday. Refugee children often arrive with a gap in their education because back in their countries they didn't have access to quality education and consequently, they lack the skills necessary to succeed in their new country. When we started tutoring those children, we realized that they had the zeal and the motivation to learn. They were smart and looked like promising students.

ACADEMIC INSTITUTIONS

At COCD, we believe in the power of community. We leverage multiple community partners and professionals from academic institutions to get insights and ideas that guide us to real solutions that break down barriers so that immigrants and refugees can integrate successfully in the community. We specialize in advocacy and are committed to helping immigrants and refugees navigate the web of social services by building bridges that facilitate access to available resources and opportunities in the community. We are proud to have the support of students who serve in various capacities as part of their internship practicum hours, experiential learning or community engagement. Students have assisted the families we serve in completing applications to access benefits, job applications, tutoring and other activities that demanded higher qualifications and skills.

COCD is thankful for the support of the faculty and staff from the University of Dayton, the University of Cincinnati, Ohio University, and the Ohio State University who supported the organization directly or who have provided COCD with access to their resources, facilities, and expertise. This has greatly helped us to achieve our mission.

We appreciate all the help and support provided by these institutions and we hope that they will continue to support COCD's mission in the future. Their commitment to serving the refugee and asylee community has been instrumental in our ability to make a real and lasting impact in the lives of those we serve.



EDUCATION

ENGLISH AS A SECOND LANGUAGE (ESL)

The ESL is the essential component of education for non-native speaking refugees and immigrants. The importance of English language acquisition for the integration of refugees is well established, particularly as a pathway to education, employment, health and social connections. Without English skills, access to services and opportunities is almost impossible. COCD has successfully implemented its ESL program to break this barrier with the help of our dedicated certified ESL teachers and our partners.

ONLINE ESL CLASSES

This year we saw a big number of applicants resulting from hiring bilingual teachers.



Jack Duffy is a native of South Carolina. He graduated from International TEFL Academy and is a certified ESL teacher with multiple years of professional experience. Prior to becoming a teacher, Jack graduated from the University of Montana with a degree in communication studies. Jack speaks Spanish in addition to English.

Unlike the previous years where we focused on pre-literate or illiterate adults because they presented more adjustment challenges, this year we promoted our ESL to the community of immigrants as whole and the response was surprising.

42 students registered and took a placement test. The online ESL registration has revealed that there are many highly educated immigrants who are underutilized because they lack the English skills required to reenter the workforce. From the response we received, 33.3% held master's degrees or an additional specialization degree after a bachelor's degree, 28.6% possess bachelor's degrees, 11.9% have some college degree and 26.2% possess high school/GED.

Based on their availability and the score they obtained, students were placed at the Beginner, Elementary and Upper Intermediate levels. COCD uses the Intercambio curriculum, and we strictly follow this curriculum in all our courses. In each book there is a scope and sequence with set objectives. Our online ESL classes are held Monday through Friday in three tiers:



 **8-10 AM CLASS:**

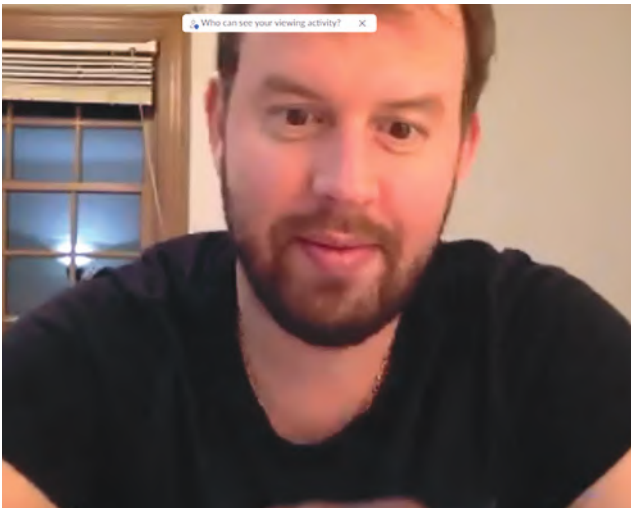
The students in this class were placed at Elementary level and have now moved to Intermediate Level.

 **10 AM - 12 PM CLASS:**

Participants of this class were assessed at the upper intermediate level. They have now moved to the Advanced level.

 **6 PM - 8 PM CLASS:**

This Beginner ESL class is for adults who are literate in their native language but have virtually no English language skills. Students in this level started by learning the alphabet. The students in this class have improved dramatically in that most of them are capable of providing personal information. One particular success story involves a Ukrainian student who first arrived without knowing the alphabet. He happens to be the student that most recently scored a 100% on the last beginner class level test, according to his teacher. He is currently working on starting his own company.



Another noteworthy detail is that in all exams students have had thus far, no student has ever failed an exam. The reason for this assiduity is that most of the online students are highly educated. Consequently, they are eager to either reclaim their careers, recertify, or access a more advanced level of education.



IN-PERSON ESL CLASSES

Cross Over Community Development has initiated a partnership with the Ahiska Turkish Community Center. Through this partnership, the two organizations envisage to use the Center to develop and promote high quality ESL classes for all immigrants.



As such, COCD has recruited these highly qualified teachers to meet the needs of our students.

The instructor of the in-person class is Raymond Goering:



Ray, a native of Dayton, is an Engineer and seasoned ESL teacher. He is multilingual and speaks French and Japanese, in addition to English. Ray is qualified with the Cambridge University RSA-CELTA certification, a world-recognized program. He spent 13 years teaching English and overseeing the Inuyama City English Program in Japan. Ray also taught EFL, at the Antalia International University, in Turkey. When he teaches Turkish students, he relates to them better because he is culturally competent.

We started with a cohort of 23 adults Turkish – Russian students. 12 of these students have high school and 5 others have some college education. The few remaining students have lower than high school.



This group of newcomers arrived in Dayton following the war between Russia with Ukraine and are eager to learn the English language quickly to integrate in the community to access opportunities and resources. At least 80% of this group are working in survival jobs, therefore improving their languages skills will help them access full-time jobs with benefits.



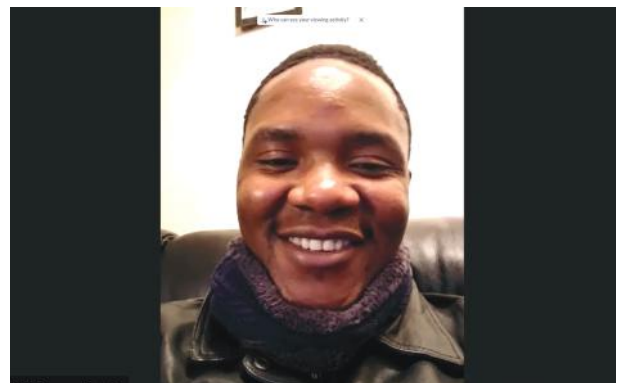
GENERAL EQUIVALENCY DIPLOMA - GED

COCD GED class are offered virtually. Like other classes, GED English and Social Studies is a experienced instructor with more than 20 years in teaching learners of English as a Second Language (ESL).



Maureen Rabbitt is a native of St Louis Missouri. She has been an ESL Teacher for the past twenty years instructing beginner to advanced students for both children and adults. She holds a Bachelor of Arts in French and Political Science. She studied abroad in Strasbourg, France for five months and completed a diploma in the School of Liberal Arts. She graduated with Honors in French, and she has a business certificate in French. Language Trainers, and Executive Language Training. She has taught beginners to advanced-level students. Maureen studied for many TESOL coursework classes at the University of California of Santa Clara’s extension program. Maureen Rabbitt speaks intermediate French and Spanish in addition to English.

The Math and Science tutors completed the program and left to fulfill other obligations. 4 students participated in this class. Three need One student took the test and passed. He has been granted his GED. The student further applied for college and obtained admission for the Fall 2023 at Kent University.



COLLEGE READINESS

4 students participated in the program. Two students participated in our online program and other two students in a physical location at Dayton Metro Library - Southeast Branch. The later will have to resume their class after recovery. The two online students moved from Elementary level to Intermediate level after scoring 70%.



TESTIMONIALS AND SUCCESS STORIES



"I think I am very lucky to have a teacher like Jack. My main fear was that I would not be able to understand what the teacher was teaching me, because it would not be in my native language Ukrainian. However, Jack was able to find the right teaching method and I do not feel any discomfort in class. Our classes are always interesting and informative. He is very attentive and tolerant of students and he is very educated and universally developed. Any aspect of the study gives me complete information. The English language class became for me a lifeline in the ocean called the United States of America. When you seek protection from war in another country, you are confused and depressed. Support in many of the basic aspects of life that we have received in America helps us live a normal life. Especially I want to note the support in studying English; this is the foundation that helps to build a normal life, be confident in the future, and realize yourself as a professional. Learning English gives me a sense of self-confidence. I feel progress in language proficiency which gives me the opportunity to erase the language barrier in the country where I live. Every day I practice what learned and my interlocutors are increasingly telling me that my English is better than it was before. I am sure that is the English classes help me feel more confident in myself. I am ready to continue my studies in order to improve my English skills and in the future to find a good job in my specialty. Jack is always helpful and answers for my questions, even in professional jargon (such as accounting)." - **Lesia Cheberiak**



"My name is Diana Bach, I moved to the United States about 15 years ago. My first language is Spanish; for me learning English is very important. For many years I tried learning at different times, but because of work and family obligations it's very hard to continue the process. This class with Mr. Duffy is very convenient because I can take this virtual class in my house. I love this class; I am learning every day! It is the only time I have during the day to learn, speak and connect my mind with the English language. These classes motivate me and remind me that I must improve and keep learning more every day to improve in all aspects, both professionally and personally. Mr. Duffy is organized and has an excellent ability to manage and conduct the class in a way that all students can participate in a meaningful way that is extremely enriching. This allows me to truly connect with the classes and inspires me to learn in an entertaining and enjoyable environment. Finally, I want to thank you for investing in these projects in the community which contribute to the personal growth of people and make a better place."

- **Diana Bach**



"Dear Catherine, Although I am at the basic level of English, this has been very important to me, since Professor Jack teaches in a participatory way and focused on our daily life. This free online English course will allow me to break the social barrier that I have to the lack of communication in my current environment, support my children in their primary studies, in addition to saving time and money by not needing to move to a place to this learning. Thank you very much for this great opportunity."

- **Dora Santamaria**



PLANS FOR 2023

EDUCATION



In 2023, COCD plans to continue supporting the integration of immigrants and refugees in the community. To address the issue of limited access to services due to language barriers, COCD will expand its ESL classes to reach more newcomers and increase the number of teachers and resources available. Additionally, COCD will work to establish more partnerships with local businesses and organizations to provide job opportunities for clients.

IMMIGRATION AND LEGAL SERVICES



COCD will continue its partnership with the University of Dayton Law School and increase efforts to connect clients with Pro bono lawyers. COCD is also exploring possibilities of expanding its partnership with other network of pro bono lawyers to provide services to a greater number of immigrants and refugees or to provide a full-service Immigration Legal Service with case management. COCD will start Naturalization classes for citizenship to be offered Monday through Thursday from 9:30 am - 11:00 am.

ADVOCACY



COCD will continue to inform the public about the lack of community programming that takes into consideration the vulnerability of immigrants and refugees and advocate for change to support the needs of this population. COCD will continue to expand the network of stakeholders through community outreach and public engagement, leveraging the collaborative momentum created.



SERVICES TO ELDERLY AND OTHER TRAINING

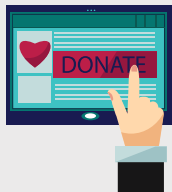
COCD has observed that seniors in the community of immigrants and refugees do not receive the support they need due to their lack of English skills and cultural understanding. In 2023, COCD would like to bridge that gap by providing services to older refugees to ensure they have access to aging services and provide them with culturally sensitive services not currently available in the community. Training such as traffic education and gardening programs are anticipated to bring different cultures and races together. Overall, our goal is to continue to support the integration of refugees and immigrants through the creation of programs and activities that bring the community together and promote inclusivity and mutual understanding.



SUPPORT OUR CAUSE

1 Online Donation

<https://crossovercd.org/donate/>



2 Checks

Cross Over Community Development
P.O. Box. 531 Dayton, OH 45401

3 Planned Gifts

Please name Cross Over Community Development as the beneficiary of your will, trust, retirement account and insurance policy. You will be recognized on our donor's page.

4 Corporate Giving



Support the communities where you do business and where your employees and customers live. Show them you care by sponsoring an event or providing volunteers for a project. All the gifts remain in the Greater Dayton area.

5 Workplace and Matching Gifts



Ask your employer if a matching gift program is offered. You may be able to double or triple your generosity with a matching gift. Many employers also offer direct charitable giving.

6 Give your time



Volunteers serve alongside our professional staff to empower local families. To learn more, please contact us at info@crossovercd.org or click <https://crossovercd.org/volunteer> and scroll down to complete the volunteer form.

7 Give Household Items

Welcome Refugee Neighbors by donating grocery store gift cards, bus passes, gas cards, or welcome gift baskets. To donate, please contact: catherine@crossovercd.org





ACKNOWLEDGEMENT OF OUR DONORS

Thank you to all our donors who gave in support of the Cross Over Community Development mission and help our students thrive and succeed!

KETTERING HEALTH

USDA PANDEMIC RESPONSE AND SAFETY (PRS)

DOLLAR GENERAL LITERACY FOUNDATION

THE DAYTON FOUNDATION

DAYTON FRIENDS CHURCH

ED BOLKA

GERALD J RICHARDSON

BIG RIVER RESOURCES LLC

ZAFAR RIZVI

JESSICA HARRISON

DORNA & ALEX

JESSICA HARRISON

JANET E. & RICHARD H. FUTRELL

MATAN AND ANGIE HSU-MAZUR

TARA SIRA

TIM HEISHMAN





THANK YOU