

Refugee Pride: 365



ANNUAL REPORT
FISCAL YEAR 2024
APRIL 1, 2023 - MARCH 31, 2024



**ORAM PROTECTS AND EMPOWERS LGBTIQ
ASYLUM SEEKERS AND REFUGEES GLOBALLY,
CREATING SUSTAINABILITY
AND SYSTEMIC CHANGE.**

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear Friends,

This past year, ORAM celebrated a significant milestone: our 15th anniversary of assisting and supporting LGBTIQ refugees and asylum seekers globally.

Leading ORAM for the last five years has been one of the greatest honors of my life, and I am thrilled to celebrate this milestone with you and the LGBTIQ refugees we serve. ORAM's reach over the past year has grown and evolved, impacting thousands of LGBTIQ refugees around the globe. Unfortunately, the past twelve months have also seen the introduction of anti-LGBTIQ legislation across the U.S. and around the world, alongside rising xenophobia and anti-immigrant and refugee sentiments.

Against this backdrop, ORAM's innovative programs have helped vulnerable yet resilient LGBTIQ refugees and asylum seekers rebuild dignified lives in transit countries while they await resettlement. As we entered uncharted waters and expanded our programs, the organization required a roadmap to address the future needs of ORAM and the queer refugees we serve. So last year, our team embarked on a comprehensive three-year strategic planning process. Within the plan, we structured ORAM's ongoing programmatic efforts into three pillars: protection, empowerment, and advocacy. In this report, you will find ORAM's incredible impact in these categories.



One of the most rewarding parts of my job is meeting and working alongside the remarkable LGBTIQ refugees ORAM serves. I've had the opportunity to visit ORAM's areas of operation and see firsthand how our programs impact the community we serve and also hear their feedback which helps us ensure we are offering the best services possible. Throughout this report, you'll read about people ORAM has served over the last year and how they are improving their lives.

Thank you for your solidarity, allyship, and support over the past year. ORAM's life-changing work would not have been possible without the generosity of our community of donors, who have stepped up for LGBTIQ refugees in so many significant ways. Together, we are helping people live with dignity and pride. In many countries around the world, the LGBTIQ community and our allies celebrate June as Pride Month, but Pride is more than 30 days on a calendar. It's a 365 days-a-year commitment.

Thanks to this vibrant community, the LGBTIQ refugees ORAM serves can celebrate Refugee Pride: 365 days a year. Please enjoy the following pages of the report to see how LGBTIQ refugees embody *Refugee Pride: 365*.

In solidarity,

Steve Roth
Executive Director



ORAM'S LEGACY PIONEERING ADVOCACY AND SUPPORT FOR LGBTIQ REFUGEES

ORAM is one of the first international NGOs to assist people fleeing persecution based on their sexual orientation and/or gender identity and expression (SOGIE). Founded in San Francisco in 2008, ORAM has been a pioneer in protecting and empowering extremely vulnerable LGBTIQ refugees and asylum seekers globally.



EARLY YEARS AND ADVOCACY

ORAM's initial priority was providing legal support to LGBTIQ individuals forced to flee their homes. ORAM also provided training to staff members from NGOs, governments, and UNHCR on the unique protection needs of the severely marginalized LGBTIQ refugee population. This foundational work set the stage for broader recognition and support of LGBTIQ refugees and is work we still do today.

JOINING ALIGHT AND EXPANDING REACH

In 2018, after a decade of impactful work, ORAM merged with Alight (formerly the American Refugee Committee), an organization that has served displaced communities in over 20 countries for more than 40 years. This partnership marked a significant milestone, relocating ORAM's office to Minneapolis. ORAM also registered as a nonprofit in Germany and opened an office in Berlin.

NEW LEADERSHIP AND MISSION

In 2019, Steve Roth took over as ORAM's executive director. Under his leadership, ORAM adopted the following mission statement:

"ORAM protects and empowers LGBTIQ asylum seekers and refugees globally, creating sustainability and systemic change."

This mission continues to guide ORAM's work today. ORAM began providing direct support to LGBTIQ refugees and asylum seekers through economic empowerment initiatives in Kenya and skills training in Mexico. ORAM's team, programs, and community continue to grow today as we strive to meet the needs of the rising number of LGBTIQ refugees globally.

IMPACT AND CHALLENGES

Over the last 15 years, ORAM has made a tremendous impact on the refugee sector, positively affecting the lives of thousands of individuals through housing, skills training, and job mentorship. However, the journey has also highlighted the severe challenges faced by LGBTIQ refugees and asylum seekers globally.

From facing SOGIE persecution to climate crises, numerous factors drive LGBTIQ people to flee their home country. Unfortunately, many transit countries are unwelcoming or unsafe for LGBTIQ individuals, making it even more difficult to navigate complex systems due to the discrimination and violence they often encounter.

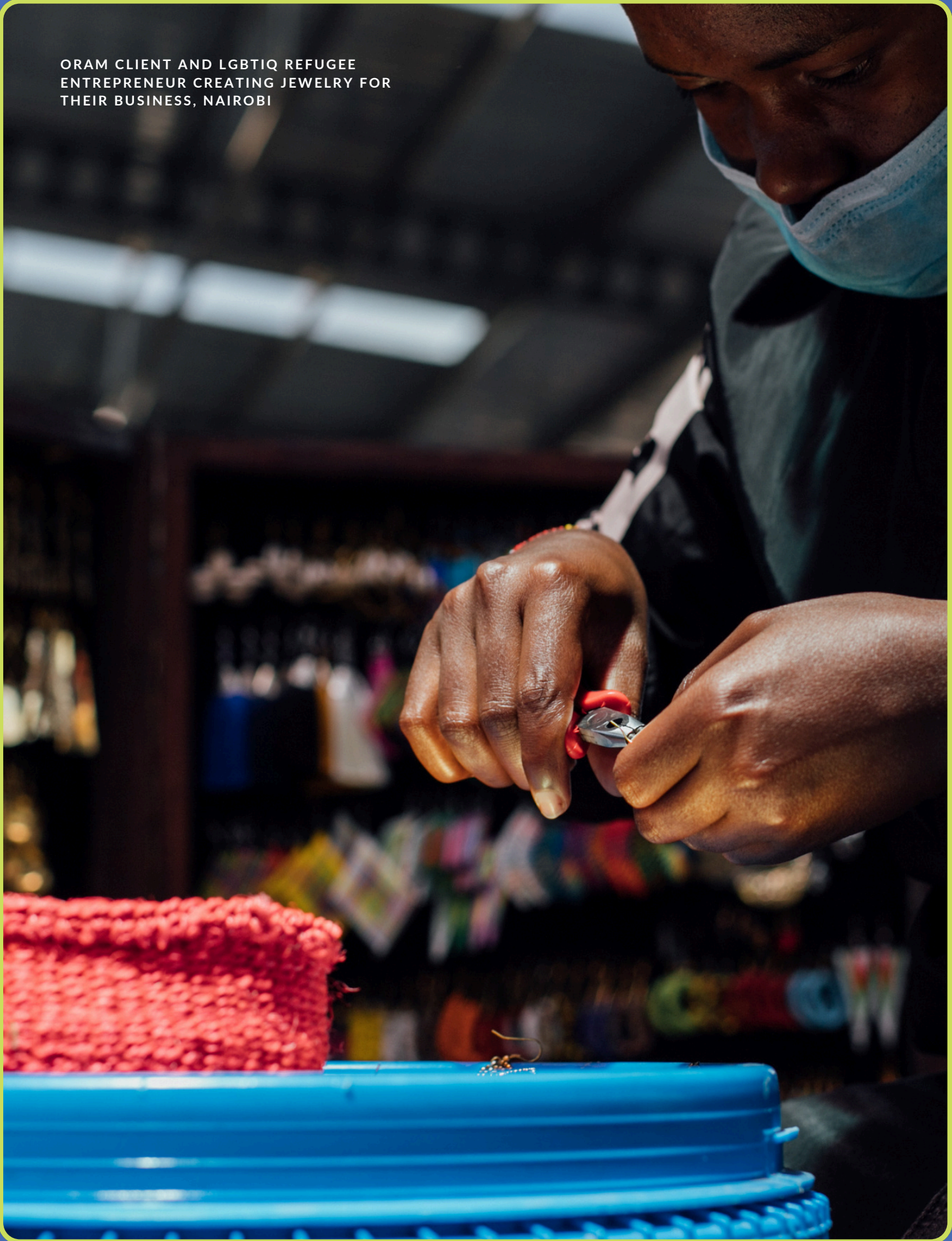


LGBTIQ REFUGEES RECEIVING SKILLS TRAINING IN HAIR DRESSING, KAKUMA REFUGEE CAMP



ORAM CLIENT AND LGBTIQ REFUGEE
ENTREPRENEUR CREATING JEWELRY FOR
THEIR BUSINESS, NAIROBI

ORAM CLIENT AND LGBTIQ REFUGEE
ENTREPRENEUR CREATING JEWELRY FOR
THEIR BUSINESS, NAIROBI



ORAM'S THREE YEAR STRATEGIC PLAN

In 2023, ORAM embarked on a journey to craft a new strategic plan to guide our work and future growth. Thanks to the hard work, commitment, and determination of our dedicated team and many others, we have ORAM's new Board-approved three-year strategic plan.

OUR CONTINUED WORK INCLUDES:



Centering
LGBTIQ Refugees
& Localization



Providing Tools
for Self-Sufficiency
& Capacity Building



Building &
Leveraging
Partnerships

THE PLAN ALSO IDENTIFIES OUR CORE VALUES: C.A.R.E.S.

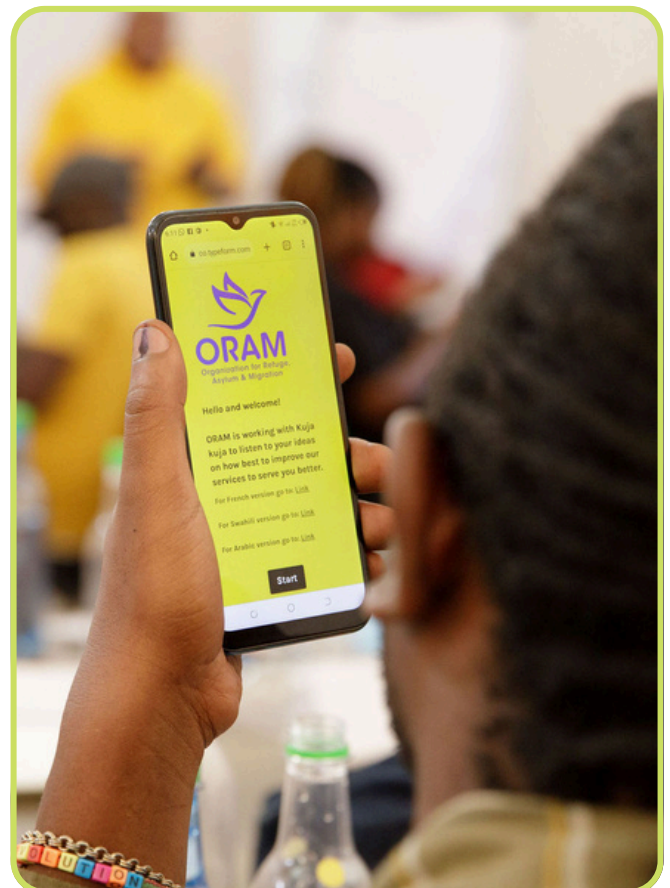
Collaborative - We are team players and foster openness with all stakeholders.

Adaptive - We listen to community needs to respond to crises flexibly and effectively.

Responsive - We respond to voices on the ground and to emergent needs with timeliness.

Equitable - We use an equity lens in our internal processes and approaches to assessing our impact.

Solutions-oriented - We find ways to solve problems by ensuring the solutions are long-term, sustainable, impactful, and equitable.



INTRODUCING ORAM'S IMPACT PILLARS

For the past 15 years, ORAM has refined our programs by learning from the communities and refugees we support. Our programs help LGBTIQ refugees and asylum seekers achieve self-sufficiency while adapting to their specific contexts, allowing us to address the unique needs of both the community and individuals.

OUR CURRENT STRATEGIC PRIORITIES:

Building critical organizational infrastructure in development, communications, and operations.

Serving as a hub to connect LGBTIQ refugees with stakeholders, funders, and collaborators in the space to make the necessary linkages.

Structuring our work into three programmatic areas - **protection, empowerment, and advocacy.**

OUR CURRENT AND FUTURE IMPACT IS STRUCTURED INTO THE THREE KEY PROGRAMMATIC AREAS:

PROTECTION

OF LGBTIQ REFUGEES

EMPOWERMENT

OF INDIVIDUALS, ORGANIZATIONS,
AND COMMUNITIES

ADVOCACY

FOR LGBTIQ REFUGEES AND THE SECTOR

PROTECTION

ORAM PROTECTS LGBTIQ REFUGEES: 365

ORAM provides protection, safety, and stability to LGBTIQ refugees so they can have the capacity to take actions to rebuild their lives with dignity and pride.

SHELTER

LGBTIQ refugees and asylum seekers often face significant barriers in securing housing due to discrimination and persecution due to their sexual orientation, gender identity, or expression. ORAM offers short-term and emergency housing to ensure the safety and basic needs of LGBTIQ refugees are met. Some of our housing solutions are provided in partnership with Airbnb.org.

EMERGENCY RESPONSE

ORAM actively supports LGBTIQ asylum seekers during emergencies and humanitarian crises. Whether responding to Russia's invasion of Ukraine, addressing the ongoing drought in Kenya, or reacting to changing laws like the anti-homosexuality act in Uganda, we provide critical assistance. This includes emergency cash aid to new arrivals and vulnerable communities in first countries of asylum, helping them meet their basic daily needs during times of crisis.

SERVICE REFERRALS

Through strategic partnerships, ORAM refers clients to other local and international service providers - and vice versa - to ensure that LGBTIQ asylum seekers and refugees receive well-rounded support in their country of asylum.

RESETTLEMENT REFERRALS

ORAM advocates for the quick and expedited resettlement of vulnerable LGBTIQ refugees and asylum seekers. When possible, we refer LGBTIQ refugees through available resettlement pathways, helping them find safety in third countries or secure countries of asylum.



PROTECTION IMPACT : FISCAL YEAR 2024

4,192

Nights of safe short-term housing were provided to LGBTIQ refugees in Kenya and Europe.

60

LGBTIQ refugees and asylum seekers were sensitized on the legal framework on asylum seeking process, refugee status determination, refugee rights and obligations in Kenya.

232

LGBTIQ refugees and asylum seekers received short-term safe housing from ORAM in Germany and Kenya.

32

LGBTIQ refugees and asylum seekers in Kakuma Refugee Camp received shelter through a partnership with UNHCR and Peace Winds Japan, resulting in enhanced safety, well-being, and social integration in the camp. and obligations in Kenya.

61

LGBTIQ refugees received multi-purposed cash assistance in Kenya.

8

LGBTIQ refugee-led community-based organizations (CBOs) in Kenya received financial assistance to support 70 LGBTIQ asylum seekers and refugees, especially new arrivals, with shelter, food, and non-food items.

MEET SIMON* (HE/HIM)

Simon, a gay man from Uganda, was working as a bank branch manager when he was outed to his family. Simon fled to Kenya, enduring hunger, exhaustion, and hostility on the long journey. In Kakuma, Simon experienced persecution, stigma, and violence from other refugees and officials. Simon and other LGBTIQ refugees waited in the reception center for months, sleeping outside with one eye open to watch their belongings.

When Simon finally was assigned a shelter in the camp, it wasn't long until a group of other refugees destroyed it in an apparent act of homophobic violence by other refugees. Forced to return to the overcrowded reception center, Simon continued to wait for relief.

That relief came one year later when Simon learned about ORAM. "I really appreciate the support ORAM is giving to us. It has given us hope that we are human beings...we can get assistance like other people get in the camp," Simon said.

Now, with a foundation to support himself, Simon dreams of a future where he can advocate for others. "I know that one day, I can advocate for vulnerable people. I see what I'm supposed to do," he said.

**Simon's name has been changed for his safety.*



EMPOWERMENT

ORAM EMPOWERS LGBTIQ REFUGEES: 365

ORAM empowers individuals, organizations, and communities in transit countries by supporting them with the tools and resources they need to ensure their safety and self-sufficiency.

CLIENT SKILLS TRAININGS

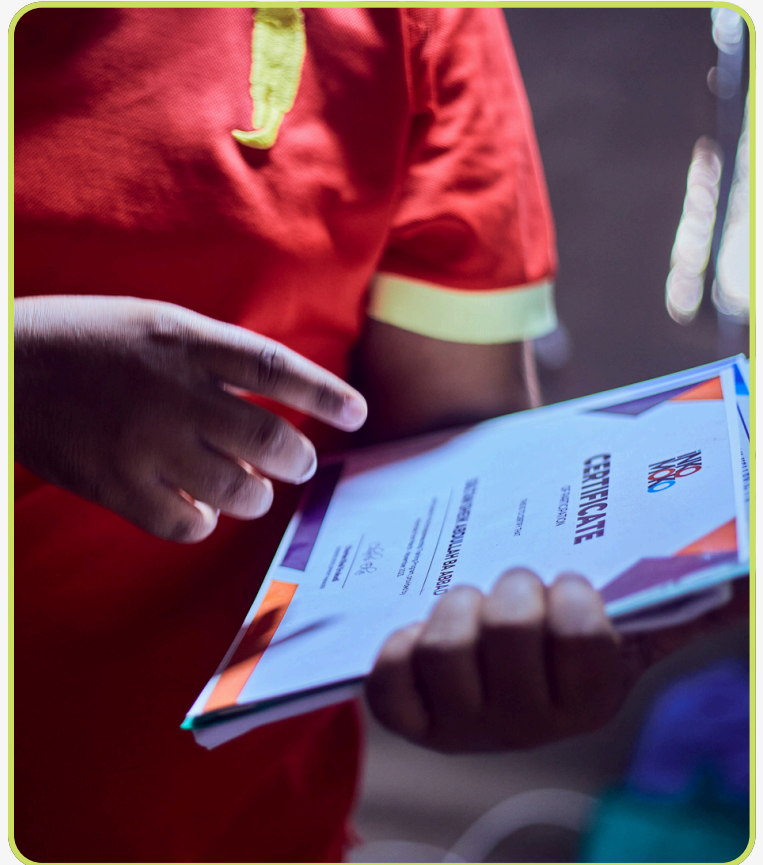
LGBTIQ refugees often need to acquire new job skills to align with the market demands of transit countries. ORAM provides comprehensive training in market-driven skills, equipping refugees with the tools to rebuild their lives, generate income, and integrate into the country of asylum.

LIVELIHOODS PROJECTS

LGBTIQ refugees and asylum seekers often are unable to get legal work authorization in transit countries. ORAM's livelihood projects enable LGBTIQ refugees to learn useful skills to become self-reliant. We offer seed funding for LGBTIQ refugees to start their own businesses, complemented by mentorship that ensure sustainable and resilient income generation.

CAPACITY STRENGTHENING

ORAM provides refugee-led organizations (RLOs) with the skills and resources to support their fellow queer refugees and respond to emergencies. Through capacity-strengthening activities, ORAM trains LGBTIQ refugee community leaders to lead members of their community-based organizations toward self-sufficiency.



MENTORING

Strong mentorship provides LGBTIQ refugees the business skills needed to rebuild their lives and become leaders within their communities. Through ORAM's Training of Trainers (ToT) program in Kenya, students in our training programs obtain the skills to become teachers to other LGBTIQ refugees. Our Economic Empowerment program in Europe connects lesbian, bisexual, trans, intersex, and queer (LBTIQ) refugees from Ukraine with comprehensive job training and mentorship programs.

EMPOWERMENT IMPACT : FISCAL YEAR 2024

195

LGBTIQ refugees trained in small business management and financial literacy.

70

LGBTIQ refugees and asylum seekers received digital skills training that increased their ability to access online job opportunities in Mexico and Kenya.

156

LGBTIQ refugees and asylum seekers increased their economic self-sufficiency through skills training in Europe and Kenya.

63

LGBTIQ refugees and asylum seekers received seed funding to start businesses to help meet their basic needs in Kenya.

142

LGBTIQ refugees and asylum seekers received training and financial support to establish kitchen gardens, which enhanced their access to diverse foods in Kenya.

20

LGBTIQ refugees participated in ORAM's training of trainers (ToT) program to learn about small business management and financial literacy training methodology to coach the community.

MEET BOJI (THEY/HE/SHE)

Boji, a nonbinary queer person from Ukraine, arrived in Berlin a few days before Russia launched its full-scale invasion of Ukraine. Boji struggled to find employment in Berlin after resigning from their job.

"It's hard to find a job in Germany. Many companies want German speakers," Boji said about the tough competition in finding English-speaking jobs.

After submitting 130 job applications and going through 40 interviews, Boji enrolled in ORAM's economic empowerment program. ORAM connected Boji to a mentor, a German man who works for BCG (a consulting group) and previously for L'Oreal. The mentorship helped Boji improve his pitch and interview confidence.

"[My mentor] helped me with the pitch structure and to talk with KPIs to show an impact in my previous roles," Boji shared.

After two mentorship sessions, Boji interviewed and was offered a graphic design job and credits mentorship for helping them land a job.



ADVOCACY

ORAM ADVOCATES FOR LGBTIQ REFUGEES: 365

ORAM supports the LGBTIQ refugee sector with partnerships, collaboration, and advocacy to drive sustainable solutions to address challenges and champions the rights of LGBTIQ refugees.

INCLUSION TRAINING

ORAM's inclusion training helps organizations understand the unique challenges faced by LGBTIQ refugees and asylum seekers. Our goal is to make international refugee organizations more inclusive for the displaced LGBTIQ community. The training involves stakeholders from LGBTIQ organizations, local refugee-serving organizations, international humanitarian organizations, UNHCR and local authorities who serve displaced persons.

CAPACITY STRENGTHENING

ORAM strengthens the capacity of civil society organizations (CSOs) and, when applicable, LGBTIQ CSOs on the unique challenges of LGBTIQ refugees and needs to support the community through outreach, mentorship support, peer learning and networking opportunities, and developing organizational assessment tools.

HUB FOR LGBTIQ ISSUES AND SUPPORT

ORAM serves as a hub to connect queer refugees with stakeholders, funders, and collaborators in the space. We connect LGBTIQ refugees with the support, resources, and advocates needed to live safe and empowered lives.

AMPLIFY LGBTIQ REFUGEE VOICES

ORAM partners with on-the-ground organizations and individuals to ensure our work reflects their needs and concerns. Alongside transparent reporting on ORAM's current projects, we also elevate the voices of LGBTIQ refugees through interviews and blog posts.



COALITION AND NETWORKS

ORAM broadens global understanding of LGBTIQ refugee needs by actively participating in influential networks and coalitions. Our involvement in these groups ensures that the unique challenges faced by LGBTIQ refugees are recognized and addressed on a global scale. Key partnerships include the Council for Global Equality, ILGA World, the Global Refugee Forum, Engage for Good, and World Pride.

ADVOCACY IMPACT : FISCAL YEAR 2024

61

Individuals and 26 organizations received inclusion training from ORAM through the LGBTIQ Refugee Inclusion Program in Poland.

21

Partnerships were established with businesses, funders, and other organizations to provide LGBTIQ refugees with mentorship and job placement opportunities in Mexico, Germany, and Kenya.

97%

Of individuals who participated in ORAM's inclusion training in Poland improved their knowledge of LGBTIQ inclusion in the refugee sector.

16

Civil society organizations (CSOs) targeted to participate to receive capacity strengthening support from ORAM in Poland (four of which are LGBTIQ CSOs).



MEET JOAN (SHE/HER) AND VANESA (SHE/HER)

Joan and Vanesa are a lesbian couple from Colombia. Lacking mental health resources and safe spaces in Colombia, Joan and Vanesa fled to Mexico City, where they became refugees. Reflecting on their experiences in Colombia, Joan and Vanesa became mental health activists and founded their own business, **Poesía Pintada** (*Painted Poetry*).

"I feel [Poesía Pintada] has been very good because it's also helped others to express many of those feelings and emotions we keep hidden in the closet," Vanesa shared.

ORAM partnered with Joan and Vanesa's business to offer an art therapy workshop to 24 LGBTIQ refugees and asylum seekers in Mexico City.

"It builds that self-esteem that will help you develop other abilities that you weren't aware of, using art as a tool for communication," Joan shared about the workshop's impact.

In addition to the workshop, Joan and Vanesa illustrated ORAM's guide for LGBTIQ refugees and asylum seekers in Mexico City.

LGBTIQ REFUGEE FROM HAITI PARTICIPATING IN AN ADVOCACY ACTIVITY, TIJUANA



ORAM STAFF AND BOARD CHAIR AT A FUNDRAISING EVENT, BERLIN



ORAM AMPLIFIES REFUGEE PRIDE: 365 GLOBALLY



ORAM BRINGS LGBTIQ REFUGEE ISSUES TO THE GLOBAL STAGE

Over the last twelve months, ORAM team members ensured that the unique challenges impacting LGBTIQ refugees and asylum seekers were front and center at various conferences and events around the world. As part of ORAM's new strategic plan, we will pursue advocacy to complement our programmatic work in key areas, and this year ORAM's global staff had several opportunities to do this.

The various conferences and events covered a wide range of topics, in many different regions of the globe. We were thrilled that many of ORAM's team members were able to represent the organization and the LGBTIQ refugees and asylum seekers we serve.

HIGHLIGHTS OF EVENTS IN 2023 OUR TEAM PARTICIPATED IN:

- MAY - THE COUNCIL FOR GLOBAL EQUALITY'S SPRING MEETING WASHINGTON DC
- JUNE - THE SOCIAL INNOVATION SUMMIT LOS ANGELES
- JUNE - UNHCR'S GLOBAL ROUNDTABLE ON LGBTIQ REFUGEE ISSUES GENEVA
- JULY - VI MEETING OF LGBTI+ POLITICAL LEADERSHIP OF THE AMERICAS AND CARIBBEAN MEXICO CITY
- OCTOBER - AIRBNB'S AFRICA TRAVEL SUMMIT JOHANNESBURG
- NOVEMBER - THE ALLIANCE FOR GENDER EQUALITY IN EUROPE (AGEE) ROUNDTABLE BRUSSELS
- DECEMBER - THE GLOBAL REFUGEE FORUM GENEVA



MAKE REFUGEE PRIDE: 365 POSSIBLE

ORAM's partners enable ORAM to provide the tools needed for LGBTIQ refugees to rebuild their lives globally. There are many ways our partners help further our mission, including through generous financial contributions, providing opportunities for displaced LGBTIQ persons, and utilizing their resources to spread awareness for queer refugees and asylum seekers issues.

Join the **ORAM's Refugee Pride: 365** movement and make a difference. Whether you're starting your journey with us or looking to deepen your impact, here are some ways to get involved.

INDIVIDUALS

Donate

Every donation helps build a path for LGBTIQ refugees.

Guardians

Monthly donors who advance the mission and vision of ORAM through consistent and impactful support.

Advocates

High level monthly donors (\$100+/month) who sustain and champion the mission and vision of ORAM through their significant and ongoing support.

Ambassadors

Major donors (\$1,000+ annually) who bolster and illuminate the mission and vision of ORAM.

Visionaries

Endowment and legacy donors who are forward-thinking and transformative in ensuring the long-term mission and vision of ORAM through their enduring and impactful contributions.

GROW YOUR IMPACT

Corporate Match & Employee Giving

Make your donation go further to help LGBTIQ refugees through utilizing your corporate match.

We want you to be a part of the Refugee Pride: 365 movement. ORAM participates in the Combined Federal Campaign (CFC) and is active in Benevity.

Volunteer

Volunteer opportunities include Events, Skills Based Volunteering, Board Service and more. If interested, please contact Kyle at kylek@oramrefugee.org.

In-Kind Support

In-kind donations help ORAM spread the word about our work and help us reach more LGBTIQ refugees. Thank you to one of our in-kind partners, Captain Notepad, for the generous in-kind donation of printed copies of this report!

MAKE REFUGEE PRIDE: 365 POSSIBLE

CORPORATE ENGAGEMENT

ORAM celebrates the global corporate community's commitment to supporting LGBTIQ refugees. ORAM's approach to corporate partnerships is much like our work in the field. We listen and collaborate with corporate partners to build deeply impactful partnerships.

If you would like to explore partnership opportunities for your company, please contact Melissa at melissap@oramrefugee.org. Engagement opportunities include:

Lunch & Learns, ERG Events, Panel Participation, Mentorship, Field Teaching, and Multifaceted Sponsorship Opportunities.



MICROSOFT STAFF AT AN LGBTIQ REFUGEE SHELTER, TIJUANA

THANK YOU

We are deeply grateful to our generous community of supporters who make our work possible. All the support ORAM receives, whether from foundations, corporations, individuals, or organizations, helps us provide more LGBTIQ refugees with the tools to help them rebuild their lives with dignity.

CORPORATE








Amazon Music
Buffalo Exchange
Microsoft
Visa
Visa Germany






FOUNDATIONS

Alliance for Gender Equality in Europe
AmazonSmile Foundation
Airbnb.org
Center for Disaster Philanthropy Global Recovery Fund
Equality Without Borders
GiveOut
Mossier LLC
The Stonewall Inn Gives Back Initiative
Wellspring Philanthropic Fund

AMBASSADORS

\$1,000+

AccountingX
Anonymous
 Anonymous
 Anonymous
Arjun Nagarkatti
Bob Nankin
Daniel Creekmore
Daniel Morgan Duty Charitable Fund
David Buchan
 David Hardy
David Lassiter & Todd Harding
Debrah & Doug Engen
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Rajiv Desai
 Ron Florance Fund
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Steve Dumas
Steve Roth
Steven Walker
The Bob Morrison Giving Fund
The Voelbel Family Fund
The Witkin Family Fund
 Theodore Cornwell
 Tim Aitkens
Ward & Kris Brehm Fund
Vino Ambrose

ADVOCATES

Recurring

Aaron Zimmerman
Christine Chambliss
Colleen Clawson
Elodie Sampere
Gavin Johnston Stewart
Jude Thaddaeus
Karla Nagy
Nancy Bares
Roy Miranda

GUARDIANS

\$100+ Month Recurring

Andrew Ward

VISIONARIES
















































Endowment and Legacy

 Ricardo Valdes
Steve Dumas

YOU MADE AN IMPACT

SUPPORTERS

 NEW DONOR

-  Aaron Mattingly
- Abbe Land
- Aik Hong Lee
- Alan Miles
- Alexander Perten
- Alexis Walstad
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- Alison Moed
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-  Angel Chen
-  Anna Glassman-Kaufman
- Anne C. Campbell
-  Annie Bosick
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-  Anonymous (x 12)
- Ari Weinstein
-  Ashish Rohira
-  Barry Goldblatt
-  Belle Marie Mahoney
- Ben Abold-LaBreche
-  Bennett Yellin
-  Bex Takacs-Britz
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-  Desoye Osunade
- Dexter Tang
- Dipali Desai
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-  Eddie Hunt
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-  Eric Stults
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-  Heather Campbell
-  Howard Herman
- Ian Lording
-  Ilyas Iliya Fund
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- James Franicevich & Eugene Rodriguez
- James McCloud
- James Raymond
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-  Jenny Gonzalez-Bohnert
- Jerry Lee & Don Ofstedal
- Jim Oakley
-  Jo Haugen
- Joe Lavy
-  John Allen
- John Gappa
- John Murakami
-  John Welch
- Jon & Toni Kvamme
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-  Jose Rodriguez
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- Josie Presley
-  JP Van Zytveld
-  Juan Magallanes
-  Julia Starr
-  Kaitlyn Dormer
- Katherine Bloom O'Connell
- Katherine Jacobson
-  Katie Zitnik
- Ken Janssens
-  Koen Brommann
- Kristy Lynch & Theresa Starkey
- Kyle Kvamme
-  Laura Tarlo-Ross
- Laurence Edwards
-  Lawrence Glinzman
- Lawrence Wexler
- Leah Combs
- Lee Badgett
- Leslie Anderson-Zand
- Lia Evans
-  Linda Gonzalez
- Luis Guitart
- Maciek Kolodziejczak
-  Mackenzie Bledsoe
-  Madison Growe
-  Marc Malkin
-  Marifi Deungria
- Mark & Kristin White
-  Mark Aurigemma & Brad Greenwood
-  Mark Duran
-  Mark Scheider
- Mark Thompson
- Mark Weaver
- Mary & Justin Lee
- Mary Nicol
-  Matthew Pond
- Matthew Wilch
-  Maureen Mahoney
-  Max Pritchard
-  Maya Chandrasekaran
- Marissa & Dan Zwelling
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-  Michael Reedy
-  Michelle Orro
- Milo Pinkerton
-  Moira Turner
- Monica Devens
-  Nader Khorassani
-  Nathan Rackstraw
-  Nicholas Linell
- Nick Alm
-  Nicki Hangsleben
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-  Patricia Deuter
-  Paul Munkholm
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-  Samar Shah
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-  Sean Kim
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-  Simon Levay
-  Siobhan Yorgun
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- Stephen Huey
- Stephen Yale-Loehr
- Steve Blaha
- Steven Brook
- Steven Elman & Thomas Holt
-  Steven Oppenheim
- Steven Schultz
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-  Teamtrio Fund
-  Todd Calvin
- Todd Pederson
- Tom Chatt & George Scheideman
-  Tommy Ho
-  William A. Goldsberry
- Zachary Johnson

FINANCIALS

FISCAL YEAR APRIL 1, 2023 - MARCH 31, 2024

CONSOLIDATED STATEMENT OF ACTIVITIES AND CHANGE IN NET ASSETS

REVENUES & SUPPORT	MAR 31, 2023	MAR 31, 2024
Contributions	\$216,961	\$236,575
Grants	\$739,712	\$774,502*
Consulting fees	\$50,664	\$37,475
Other revenue	\$19,212	\$8,760
Total Revenue	\$1,026,549	\$1,057,312

*This total does not include the \$740,122 in FY24 grants that have not yet been released from donor restrictions

EXPENSES	MAR 31, 2023	MAR 31, 2024
International programs	\$612,547	\$1,170,548
General & administrative	\$183,658	\$257,945
Fundraising	\$81,988	\$173,076
Total Expenses	\$878,193	\$1,601,569

OTHER	MAR 31, 2023	MAR 31, 2024
Foreign currency translation (loss/gain)	\$2,987	(\$7,419)
Changes in net assets	\$151,343	(\$551,676)
Net assets at the beginning of the year	\$59,964	\$211,307
Net assets at the end of the year	\$211,307	(\$340,369)

CONSOLIDATED STATEMENT OF ORAM'S FINANCIAL POSITION AS OF MARCH 31, 2024

CURRENT ASSETS	MAR 31, 2023	MAR 31, 2024
Cash & cash equivalents	\$334,019	\$326,289
Grants receivable	\$100,000	--
Prepaid expenses & other assets	\$28,730	\$6,191
Deposits	\$4,842	\$4,298
Total Assets	\$467,591	\$336,778

CURRENT LIABILITIES	MAR 31, 2023	MAR 31, 2024
Accounts payable	\$64,922	\$203,949
Refundable advance	\$168,788	\$448,103
Accrued salaries & related benefits	\$22,574	\$25,095
Total Liabilities	\$256,284	\$677,147

NET ASSETS	MAR 31, 2023	MAR 31, 2024
Without donor restrictions	\$42,257	(\$340,369)
With donor restrictions	\$169,050	--
Total Net Assets	\$211,307	(\$340,369)
Total Liabilities and Net Assets	\$467,591	\$336,778

AN ORAM CLIENT WITH AMARANTHA, OR PIGWEED, AS A PART OF THEIR KITCHEN GARDEN, KAKUMA



OUR TEAM

The people who help make Refugee Pride possible 365 days a year.

STAFF

SENIOR LEADERSHIP

Steve Roth *Executive Director*

Anja Limon *Director of Programs*

Melissa Pierce *Director of Development*

GLOBAL TEAM

Adam McNally *Inclusion Specialist*

Aras Örgen *Capacity Strengthening Specialist*

Barbara Ngianah *MEAL Assistant*

Camille Ogoti *Germany Program Manager*

Kennedy Mwangi *Program Assistant - Nairobi*

Kyle Kvamme *Communications & Development Coordinator*

Oliver Dougherty *Ukraine Program Officer*

René A. Tec-López *Mexico Program Officer*

Priscilla Kendi *Program Assistant*

Reuben Okwach *Program Officer - Kakuma*

Winfred Wangari *East African Program Manager*

BOARD

Rajiv Desai *Chair*

Elodie Sampere *Vice Chair*

Arjun Nagarkatti *Treasurer*

Perry Witkin *Secretary*

Enrique Torre Molina *Member*

Nicki Hangsleben *Member*

VOLUNTEERS

Alex Bourgeau *Tech Support*

Hayden Ekdall *Event Volunteer*

James Guest *Event Volunteer*

Jorge Chavez *Event Volunteer*

Kenzie Bledsoe *Event Volunteer*

Marina Demianchuk *Volunteer Project Assistant*

Mark Aurigemma *Volunteer/Translator*

JOIN THE MOVEMENT

Join ORAM in helping provide LGBTIQ refugees and asylum seekers with the tools needed to live dignified lives and embrace Refugee Pride: 365.



DONATE

Give online at
oramrefugee.org/donate
or scan the QR code.

Donations by mail can be sent to:
ORAM 1325 Quincy St NE Ste A1
Minneapolis, MN 55413
EIN: 26-3748676



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Refugee Pride:
365





ORAM

**Organization for Refuge,
Asylum & Migration**