



Annual Report 2023





ABOVE: Oleg Marchenko, a doctor with the IRC's mobile health clinic in Ukraine, checks a patient's blood pressure. The village of Spodobivka has no working pharmacies, and the closest hospital is 15km away.

COVER IMAGE: Fajer really likes the color red and playing with her sister. The 6 year old from Baghdad participated in an Ahlan Simsim School Readiness program implemented by the IRC with support from the Iraqi Ministry of Education.

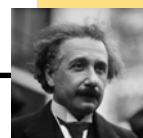
CONTENTS

- 2 Celebrating 90 Years at the IRC
- 4 Message from the President and Chairs of the IRC Board of Directors and Advisors
- 6 Where We Work
- 8 IRC Impact in 2023
- 11 Program Impact
- 31 Policy and Advocacy
- 32 IRC Leadership
- 34 Gender, Equality, Diversity & Inclusion
- 36 Our Funding Strategy
- 37 Financial Report
- 38 How You Can Help

Celebrating 90 Years at the IRC

For nearly a century, the International Rescue Committee (IRC) has been at the forefront of delivering innovative solutions that transform lives and futures.

Crises like those we faced in 2023 bring out the best in the IRC. We approach them with both new and proven solutions so that we can support more people at the most difficult times of their lives. Here are just a few examples of how we have grown and evolved our programs over the last 90 years to meet the needs of people facing humanitarian disasters—often under seemingly impossible circumstances.



1933

Led by Albert Einstein, a group gathers in New York City and vows to use “any and all means” to help Europeans fleeing Nazi persecution. This organization would become the **International Relief Association (IRA)**.

1940

As the Nazi regime grows in power, American journalist Varian Fry co-founds the **Emergency Rescue Committee (ERC)**. He and his team help evacuate more than 2,000 refugees from Vichy France. Two years later, the IRA and ERC join forces to become the **International Rescue Committee (IRC)**.



1956

The IRC creates resettlement and relief programs for 200,000 refugees in the aftermath of the attempted Hungarian revolution. **The operation is the IRC's largest since its founding**—opening health centers and shelters for displaced children across Europe.

1962

The IRC embarks on its **first initiative in Africa**, working with refugee doctors and local partners to provide medical assistance to Angolan refugees. We are one of the first international humanitarian organizations to **integrate local workers and community leaders into our program delivery**.

Message from the President and Chairs of the IRC Board of Directors and Advisors

2023 was a tumultuous year for the people the IRC serves. Our world seemed more flammable than ever, and the protections for people caught up in danger, insecurity and poverty more threadbare than ever. This makes the IRC's work all the more important, and the innovation in programming that we advocate especially so.

Fortunately, the spirit of innovation is in our DNA. Nearly 90 years ago, Varian Fry and others embarked on a mission to help refugees escape Nazi-occupied France. Since then, the IRC has been dedicated to helping people whose lives have been shattered by conflict and disaster, including the effects of climate change. In this report, you'll read just a few of the ways the IRC is focused on delivering programs that change lives—many lives—every single day.

With your help, we have been able to serve 34.5 million clients in 2023. Their stories of courage and resilience

are our North Star. We know that political debate follows the latest horror. Our job is to respond but also to stay the course.

That is why there is a new IRC team in Gaza, a beefed-up presence in Sudan and its neighbors, and long-standing commitments in countries from Afghanistan and Bangladesh to Syria, where the headlines have moved on but the needs have not been addressed.

Our asylum and cross-border programs served nearly 50,000 people arriving in the U.S. with a safe place to rest, regroup and ask questions. This tells us that asylum seekers can be met with dignity—even in large numbers.

We have also seen the incredible impact of our pioneering partnership with Sesame Workshop to deliver the Ahlan Simsim early childhood development initia-

tive in the Middle East—the largest in a humanitarian setting. A new impact report reveals that 11 weeks of learning in the Ahlan Simsim remote preschool program produced learning gains comparable to a year of in-person preschool. Meanwhile, our new REACH program is delivering immunizations to “zero-dose” children under the age of 5 in four countries in Central and East Africa. This partnership with GAVI is also pioneering—and just beginning, with one million doses delivered already.

To achieve effective, impactful programs that emphasize human dignity and serve as many people as possible, the IRC puts clients at the center of our work—not just as people we serve, but as stakeholders and co-creators. Throughout this report, you will repeatedly see how client feedback was crucial to shaping and improving our programs this past year.

We are so proud of the staff and volunteers around the world who met new and growing crises with expertise, persistence and compassion. And we are so grateful to you, our partners and donors, who have been steadfast in your support.



Timothy F. Geithner

Timothy F. Geithner

Co-Chair
IRC Board of Directors



Sally Susman

Sally Susman

Co-Chair
IRC Board of Directors



Eduardo G. Mestre

Eduardo G. Mestre

Chair
IRC Board of Advisors



David Miliband

David Miliband

President and CEO



1975

As the Vietnam War ends, the IRC takes a leading role in what would become **the largest refugee resettlement effort in American history**. Our 16 resettlement offices would grow to 29 refugee and asylum integration centers across the U.S.

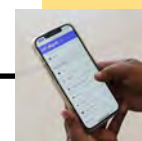


1992

Civilians in Sarajevo, Bosnia and Herzegovina, are afraid to go out in the city to get food because of sniper fire. **The IRC finds ways to help families stay both safe and fed**, including distributing vegetable seeds so that people can grow their own food.

2005

Only days after Hurricane Katrina slams into the Gulf Coast, the IRC dispatches an emergency team to Louisiana, our **first response to a humanitarian crisis in the U.S.** Simultaneously, we continue our long-term aid to tsunami-affected communities in Indonesia, illustrating the IRC's philosophy of a **“tailored” emergency response**.



2015

The IRC launches **the Signpost Project**, a partnership with leading tech companies such as Cisco, Google.org and Zendesk, which uses social and digital media to connect people affected by crisis with vital resources.

2018

The IRC and Sesame Workshop launch Ahlan Simsim, **the largest early childhood intervention in the history of humanitarian response**, to reach children in the Middle East whose lives have been upended by conflict and crisis. Since then, the initiative has delivered vital services and programs to more than three million children and caregivers.



2024

The IRC and partners deliver their **one millionth dose of lifesaving vaccines** to children living in some of Central and East Africa's most remote and challenging places.



WHERE WE WORK

Working in more than 40 countries, the IRC helps people whose lives and livelihoods are shattered by conflict and disaster, including the climate crisis, to survive, recover and rebuild their lives.

- Direct IRC programming
- Remote or partner-led programming
- ◆ IRC office (no programming)

IRC IMPACT IN 2023



34.5M
people reached
in countries
affected by crisis

2,828,438
people served through
built or rehabilitated
water systems



227,779

children supported
through IRC safe spaces
and other protection
programs—an increase
of over 130% since 2021




2023: 227,779 children supported



2022: 122,390 children supported

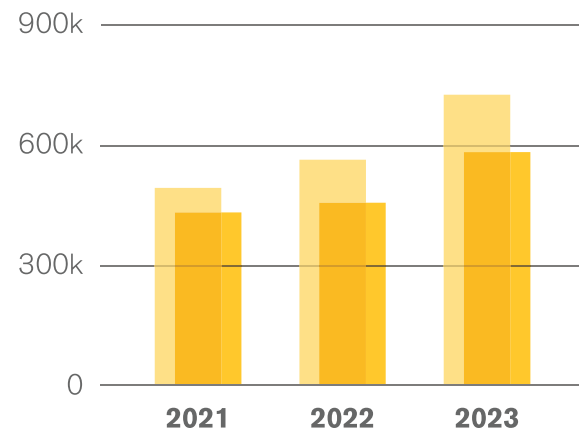


2021: 98,128 children supported

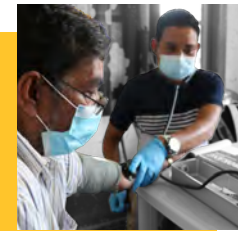
 = 20,000 children

721,357

people admitted for nutrition
services—an increase of more than
200,000 people since 2021



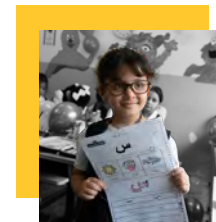
● Children under 5 admitted
● Total people admitted



10,687,491
primary health
consultations provided



3,282
health facilities
supported



1,589,208
children and
youth enrolled in
learning programs

45,082

women survivors of
gender-based violence
received counseling



1,645,941

people reached with cash
assistance or vouchers



\$79,142,851

given in cash or vouchers



ABOVE: Ameera,* a 15-year-old Syrian refugee who is visually impaired, works on a craft with an IRC staff member at a women's protection center in Lebanon.

*Name has been changed to protect the client's privacy

PROGRAM IMPACT

For decades, the IRC has been supporting people in the hardest moments of their lives. We are always improving our programs and working to reach more clients with even greater impact.

One way we do this is through rigorous research and testing. In fact, the IRC has generated or partnered on 88 impact evaluations and cost-efficiency analyses in 30 countries. This combination of impact and efficiency studies amounts to more research in humanitarian contexts than any peer organization.

While research and testing are one way to increase our impact, partnerships with local government, civil society and private sector organizations are one of the most effective ways to increase our scale. Local partners know better than anyone what their communities need. The IRC can provide resources and support to help these experienced organizations make a difference in more lives.



Rapid and effective response to emergencies

Emergency response is one of the IRC's globally recognized strengths. This expertise has put us on the front line of many of the worst crises in recent times, from violence in Darfur to flood-devastated Pakistan, from the earthquakes in Türkiye/Syria to the war in Gaza.

Immediately after an emergency strikes, a committee at the IRC evaluates the situation and consults regional teams to decide if and how we will mount a response. From there, we move quickly, mobilizing staff and supplies and connecting with local partners.

Our exact programming varies based on local needs, with a particular focus on the needs of women and girls. Usually, the greatest needs are: medical care; water, sanitation and hygiene (WASH); cash assistance; and protection. The IRC launched 58 emergency responses in fiscal year (FY) 2023.

Powerful earthquakes destroy lives and homes in Türkiye and Syria

In February 2023, a series of devastating earthquakes struck Türkiye near the Syrian border, the most powerful of which measured magnitude 7.8. Nearly 60,000 people lost their lives, and countless others were injured or left destitute.

The IRC, which has worked in Syria since 2012, had more than 1,000 staff inside the country at the time of the earthquakes. After securing the welfare of their own families, our team members mounted a rapid response to help affected families in Türkiye and Syria. In the first

three months, we worked with 11 trusted local partners to provide emergency cash assistance, dignity kits for women and girls, and protection services for families.

Umm Omar, a 39-year-old widow and mother, was in desperate straits after the earthquakes. "The hardest thing is when you wake up and cannot afford bread," she said. Umm applied for and received cash assistance from the IRC. "It was the first time we received a good sum of money to support our house. I bought food, a gas cylinder and heating."

IRC IMPACT IN TÜRKIYE AND SYRIA

AS OF FEBRUARY 2024

- 
\$500,000
 distributed to 10 partner organizations within 48 hours
- 
36,600
 households received cash assistance totaling \$5.5 million
- 
916,000
 people benefited from health consultations

LEFT: In northwest Syria, IRC staff quickly mobilize to support people affected by the 7.8-magnitude earthquake.



► **Disaster can strike anytime, anywhere.** That's why IRC country teams are trained to react to emergencies at a moment's notice. Our global emergency team—doctors, engineers, social workers and logisticians—aims to arrive within 72 hours to provide life-changing aid to the people who need it most.

This global emergency team grew in FY 2023. In addition to a full-time, 20-person team, the IRC expanded its standby global surge staff to 130. This combination of full-time and standby staff means that we can quickly ramp up an emergency response in life-or-death situations when every second counts.

“**The Libya team worked tirelessly to stand up a response, and we were able to commence health activities within 48 hours.**”

– SU'AD JARBAWI
IRC Regional Vice President for the Middle East and North Africa

The impact on mental health is a major concern. “The emotional trauma caused by this disaster is profound, and so there is a need for significant investment in mental health services by the international community,” said Majduleen Alhlafi, a medical team leader with IRC Libya.


The second year of a grueling war in Ukraine

The IRC launched its emergency response in Ukraine in February 2022, immediately after the full-scale war began. In the first months of the crisis, the IRC was focused on emergency supplies, cash assistance and supporting local hospitals. In the second year, we increased our programs for women and girls, developed health care services and provided more support for Ukrainian refugees who temporarily settled in nearby countries. Mental health has also been a significant focus.

► **Olena finds a supportive community in Dnipro**

Olena, 60, comes from a small town, which she describes as being filled with beds of roses, near the front lines of the conflict. Olena suffers from depression, which has gotten worse since the full-scale war began. Like millions of others, she was displaced by the conflict. Living in Dnipro, she is far from her hometown, her children and

IRC IMPACT IN UKRAINE
AS OF JANUARY 2024

 **813,000** people benefited from IRC services, including cash assistance, emergency supplies and psychosocial support

- **130,000** people received more than \$24 million in cash assistance
- **More than 190,000** people have received important supplies, including tools, clothing, stoves, blankets and hygiene items

 **\$680,600** worth of critical medicine and medical supplies delivered to hospitals and health care facilities in conflict-affected areas

ABOVE: IRC medical staff treat a man who was injured when two dams collapsed in northeastern Libya as a result of Storm Daniel.


her sister, but she has found some comfort at the IRC's women's center in the area. “The psychologist supported me a lot,” she said. “I went to her many times, especially when my mother was very sick.”

Torrential rains cause disastrous flooding in Libya


In September 2023, the deadliest cyclone ever recorded in the Mediterranean region swept away entire neighborhoods in coastal towns across eastern Libya. Torrential rain and flooding killed 6,000 people and displaced more than 40,000—a prime example of how climate change exacerbates already-dire conditions in conflict-affected countries.

The IRC, working alongside other NGOs, immediately conducted a joint needs assessment to scale up services. Since then, we have been distributing hygiene supplies, supporting health facilities and deploying mobile medical teams to provide a variety of health care services, from general surgery to mental health treatment.

IRC IMPACT IN LIBYA
AS OF MARCH 2024

 **20,000** people provided with health services

 **NEARLY 600** women and children assisted with psychosocial support

 **1,500** people provided with survival essentials—including tarps, thermal blankets and hygiene items

► **FY 2024 SPECIAL REPORT: The IRC sends a brave, skilled emergency medical team into Gaza**

After Hamas attacked Israel on October 7, 2023, killing 1,200 people and taking over 200 hostages, Israeli forces began a ground and air assault in Gaza. In the subsequent months, Israeli operations have caused severe destruction and widespread death and displacement there.

We could not have done our jobs without the Gaza MAP staff and all they did for us. They themselves had lost family members and were displaced, but they still showed up.

– DR. SEEMA JILANI
Pediatrician and member of MAP and the IRC's first EMT

Despite access constraints, the intensity of the conflict and no established IRC presence in Gaza, we partnered with Medical Aid for Palestinians (MAP) and deployed an emergency medical team (EMT) to Al-Aqsa Hospital in central Gaza on December 26. For almost two weeks, the team provided direct clinical care to patients with traumatic injuries, including blast and shrapnel wounds and full-body burns. What the team saw on this first deployment was heart-wrenching, and it cemented our resolve to help however we could. In the months since, the IRC has deployed multiple EMTs and formed several other partnerships to deliver lifesaving services to people in desperate need. Visit [Rescue.org](https://www.rescue.org) for the latest.

ACTING ON CLIENT FEEDBACK

Meeting people where they are in Pakistan

Cash assistance is a lifeline in places like Pakistan, where severe flooding has put livelihoods in jeopardy. One woman was giving birth in the hospital on the day she was meant to pick up the cash for her family. She called the IRC's client hotline to explain her situation, and we delivered the cash to her right where she was—in the hospital. "It is not only financial but mental support for our family that releases our stress," she said.

DONOR SPOTLIGHT

The Bill & Melinda Gates Foundation

The Bill & Melinda Gates Foundation has been a critical supporter of our emergency relief efforts since 1996. In 2022-2023, it committed grant funding to support our response to the floods in Pakistan, the earthquake that affected Syria and the cyclone in Myanmar, which bolstered our efforts to deliver food and clean water, improve sanitation, and provide medical attention, shelter and critical cash assistance. In addition to \$1.8 million for emergency response, the foundation supported two learning and innovation grants to develop and study new approaches to disaster assistance.

The Rogers Family Foundation

The Rogers Family Foundation has been a supporter of the IRC since 2015, with three generations of family involved in the decision to support the IRC year after year. When Lois and John Rogers learned of the Türkiye/Syria earthquake, they knew it would require a large-scale humanitarian response. Their foundation made an important gift to help affected families get the food and health services they needed. Thanks to the Rogers family, the IRC is able to reach crisis-affected people in meaningful ways—in Syria, Türkiye and beyond.



Simplifying malnutrition treatment to save more lives



Getting treatment close to home

In remote communities, a mother often must walk half a day to reach the nearest health facility. She might arrive only to discover the treatment her children need is out of stock. The next day, she may have to undertake an even longer journey in the hope that this next facility will have the specific treatment her children need.

In such places, malnourishment among children is alarmingly high. Overly complex, costly and underfunded health care delivery systems mean these children go untreated.

The IRC has designed a streamlined approach to health care delivery that focuses on enabling community-based screenings and treatment using a simplified treatment protocol. We use a simple method for diagnosing malnutrition and one kind of therapeutic food (instead of two) to treat children with varying degrees of malnutrition in

IRC IMPACT IN 2023

-  2,506,986 children and pregnant and lactating women screened for malnutrition
-  578,963 children under 5 admitted for nutrition services
-  1,618 malnutrition treatment clinics supported

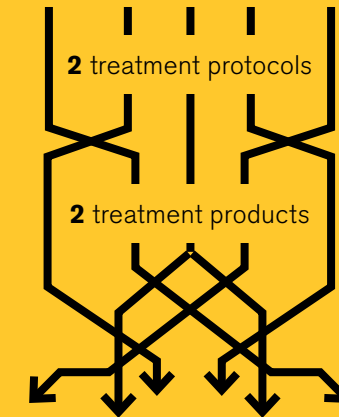
ABOVE: In Chad, Yande Made, 30, helps her baby girl eat the nutritious, therapeutic food provided by IRC staff when they screened her for malnutrition.



COMPARING APPROACHES TO MALNUTRITION TREATMENT

TRADITIONAL APPROACH

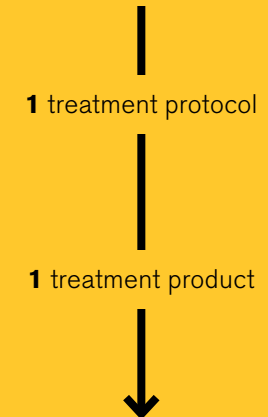
Complex weight-based diagnosis



2 points of service, which means long distances to access treatment

SIMPLIFIED APPROACH

Simple diagnosis



1 point of service, which means care closer to home

one program. This makes it easier for clinics to maintain supplies and easier for community health managers to treat children at a local level.

The IRC has tested this simplified approach with more than 100,000 children in five countries, building a foundation of evidence that proves the method is safe and highly effective. We reach more children using fewer resources.

“I’ve seen [the simplified approach] with my own eyes; I’ve seen it save hundreds of children’s lives. It works and is cheaper.”

— SHASHWAT SARAF
IRC Regional Emergency Director for East Africa

ABOVE: Nasteho’s son, who is being treated for malnutrition, gets a check-up when an IRC mobile health clinic visits Olol, Somalia.

DONOR SPOTLIGHT

Moderna

Acutely malnourished children are particularly vulnerable to infections. The Moderna Charitable Foundation was the first private sector partner to invest in the IRC’s infection prevention and control (IPC) global health priority. With a \$2.5 million grant in 2022, the IRC has made sustained IPC improvements in 40 facilities in the Democratic Republic of the Congo and Sierra Leone and reached more than 300,000 people.

Together, we are driving transformation and innovation to create sustainable health systems, build resilience and improve access to quality health care for communities in West and Central Africa.

A return to health: One family’s story

Nasteho is a 25-year-old mother of three children ages 6 and under who lives in Olol, Somalia. She and her husband raise livestock, but extreme weather has reduced their herd by a third. They were unable to sustain their income, so they couldn’t provide healthy food to their children, who became malnourished.

When Nasteho learned about the IRC’s programs from other mothers in the area, she was able to access health care, medicine and nutritional supplements, including ready-to-use therapeutic food, from a mobile medical team—all free to the family.

“It wasn’t a pleasant feeling, seeing my child sick while I couldn’t afford his treatment. ... I felt very happy once my child was treated,” Nasteho said.

ACTING ON CLIENT FEEDBACK

Bringing treatment closer to home in Myanmar

In Myanmar, many IRC clients expressed a similar concern: the difficulty and danger of traveling long distances on washed-out roads during monsoon season to receive malnutrition treatment. That’s why the IRC brings nutrition supplements to villages, where community health workers then distribute them—eliminating the need for families to travel to get the treatment they need. In addition, the IRC pays the transportation costs for emergency nutrition cases.

“One IRC staff member in particular inspires Sabah*: “She tells us that a woman should be firm and defend her rights ... that there is no difference between a boy and a girl.”



Prioritizing the safety and well-being of women and girls

Because gender is a major predictor of how crisis and conflict will impact a person's mind, body and future, the IRC focuses on the unique needs of women and girls in crisis contexts. From decades of research and experience, we know that women and girls face disproportionate risks of gender-based violence and other threats.

Through a variety of programs that are tailored to meet local needs, the IRC works with women and girls to direct their own futures. We teach new skills, provide business loans and explain the importance of women's rights.

Sabah learns to advocate for her future in Lebanon

Sabah is a 15-year-old Syrian refugee who lives in Lebanon with her family. Despite her youth, she was engaged to be married, but she really wanted to finish her education. After participating in protection and empowerment sessions at an IRC women and girls' safe space, Sabah felt confident enough to tell her family that she was too young to marry. With her parents' support, she broke off her engagement and is now continuing her studies.

Nyatuoy feels empowered to speak up in South Sudan

After her husband was killed during the civil war in South Sudan, Nyatuoy Chan and her children were twice displaced: once because of violence, once because of flooding. Now Nyatuoy has resettled in a more secure place and is regaining control of her life with help from

the IRC women's center. She is participating in recreational activities such as sewing while learning about women's rights and leadership. She feels empowered by the center, which, in her words, “changed my life because even the trauma I used to have around the death of my husband has reduced. My life has improved.”



LEFT: Syrian refugee Sabah has found comfort and community at the IRC's safe space for women and girls in Lebanon.

ABOVE: With support from the IRC's women's center in South Sudan, Nyatuoy has started sewing and selling bedsheets to pay her children's school fees. Here she demonstrates her newly gained crocheting skills.

*Name has been changed to protect the client's privacy



ACTING ON CLIENT FEEDBACK
 Dedicating more time to learning a trade

The IRC in Yemen helps women develop new skills so that they can earn money—or even start small businesses. When a survey revealed that clients felt the skills-building training period was too short, the IRC extended the sessions: Women can now follow up three months of basic training with two more months of advanced study in makeup or stitching. Our clients feel more confident in their skills, and the extended training period has proven its worth in the marketplace.




LEFT: Sara's youngest son is 9 years old and has cerebral palsy. She is determined to find high-quality developmental programs for him when they reach their new country.

Sara finds a network of support in Mexico

In early 2023, a criminal cartel in southern Mexico tried to extort 36-year-old Sara.* She and her sons were forced to abandon the home they loved, “a very beautiful place; we have many parks, many streams,” as she described it. The IRC met Sara at a shelter in Ciudad Juárez while she was waiting to get an appointment with U.S. Customs and Border Protection to apply for asylum. The IRC holds sessions at the shelter to help women access protection services, from psychosocial support and case management to raising awareness of gender-based violence.

*Name has been changed to protect the client's privacy



IRC IMPACT IN 2023

-  **792,554**
visits by women and girls to IRC safe spaces
-  **299,066**
women benefited from livelihood programs
-  **7,453**
women participated in vocational training

Working with men to prevent violence against women

The IRC's program Engaging Men through Accountable Practices (EMAP) supports individual behavior change in men. It's intended to transform harmful patriarchal norms in the community. The program starts with community meetings with women to talk about what behavior changes will help most. These conversations inform how men's groups will engage with violence prevention. The program then moves into 16 weeks of sessions with men. These sessions are accountable to the women's groups, thereby keeping women and girls at the center of our programming, even when we're working with men.

IRC IMPACT IN 2023

-  **45,082**
women survivors of gender-based violence received counseling
-  **13,758**
men and women completed EMAP training



Life-changing assistance for refugees in the U.S.

The IRC's Resettlement, Asylum and Integration teams in the U.S. resettle refugee families and provide critical information and services to new arrivals so they can adapt to life in their new country.

A welcome center that lives up to its name

With many years of experience helping refugees and asylum seekers resettle, the IRC understands the importance of meeting new arrivals with dignity and support.




The Phoenix Welcome Center in Arizona, which has served more than 150,000 people since its founding in 2019, provides humanitarian assistance to families who have fled violence and persecution in their home countries.

During their stay, the IRC and partner organizations offer food, shelter, clothing, medical evaluations, travel assistance and legal guidance. The IRC has learned lessons at the Phoenix Welcome Center that have made our resettlement, asylum and integration programs more effective everywhere we provide them.

Paying it forward

In 2020, Fabricio* embarked on the dangerous journey from his home country in South America to the U.S. When he arrived at the U.S.-Mexico border, officials sent him to an immigration detention facility, where he was held for 10 months.

IRC IMPACT IN 2023

- 
37,231
people served at the Phoenix Welcome Center
- 
13,556
people provided with legal assistance in the U.S.
- 
12,461
people resettled in the U.S.

*Name has been changed to protect the client's privacy



ABOVE: Fabricio volunteers at the IRC's Phoenix Welcome Center once a week to support other migrants like himself.

LEFT: After being reunited, the whole Hussaini family leaves the airport—together—for their new home in Salt Lake City, Utah.



After being released, Fabricio arrived at the Phoenix Welcome Center. He distinctly remembers the smell of roast chicken in the air when he entered the facility for the first time.

"Wow, that amazing smell, and the taste was wonderful," he recalled. And so was the moment. "To be free again and to feel that someone is taking care of you."

Most families leave the center within 48 hours to reunite with relatives or sponsors across the nation. But with no connections in the U.S., Fabricio did not have a clear path forward. He stayed with the IRC for several months. Now, with a work authorization in hand, he has a full-time job at a local resort. Yet he still chooses to spend his free time volunteering at the center, helping other new arrivals: "I know what [asylum seekers] are feeling because I was on that side. ... I want to help people like [the center] helped me."

An emotional reunion in Salt Lake City

When the Taliban took control in Afghanistan, Hazar Hussaini knew that he and his family—his wife, Sanowbar, and their eight children—had to leave quickly for their own safety. In the chaos at the Kabul airport, three of the children were separated from the family. With no way of reuniting with their parents in Kabul, the children had to remain behind with their grandmother.

Twenty-one months later, with untiring assistance from IRC staff and a U.S. government program, the family was made whole again. The three children were reunited with their parents and siblings in the Salt Lake City airport.

During those 21 months, the IRC helped Hazar, Sanowbar and their five other children settle into their new life in Salt Lake City, including providing rent support. But nothing could make up for the fact that part of their family was missing. Sanowbar said, "We were always in this deep anxiety, thinking, 'Where are they and what are they doing?' And now they are here."

LEFT: Sanowbar embraces her daughter at the airport in Salt Lake City nearly two years after they were separated in Afghanistan.

DONOR SPOTLIGHT

The Howard G. Buffett Foundation

In 2021, the Howard G. Buffett Foundation partnered with the IRC in Miami to establish the Miami-Dade Labor Trafficking Alliance. The alliance focuses on providing public education about human trafficking, offering social services to survivors, connecting survivors to community resources and conducting investigations to indict and convict perpetrators of human trafficking.

This project is critical for survivors seeking to heal and rebuild their lives. We have been fortunate to partner with the Miami-Dade Police Department, which has allowed us to take on more cases and increase our scope of services.

Eva Havas

Eva has a long history of support and a deeply personal family connection with the IRC. Because of their political activism, her parents were forced to flee from Austria to France in 1938, where Eva was born in 1940. After encountering multiple challenges and seeking political asylum, they finally received political refugee status with the help of the IRC and left on the last civilian boat to safely depart Lisbon for the U.S. in 1941.

Her father became a theoretical physics researcher and her mother became a cancer researcher, and they were both academics. They also continued their political activism, and their history became an important part of Eva's legacy. Eva, a retired academic, is a longtime supporter of the IRC and a member of our legacy society, meaning she has included the IRC in her long-term charitable plans. She is proud to build on her family's legacy of supporting our clients around the world for years to come.



Virtual and in-person support for refugees in Europe

The IRC's Resettlement, Asylum and Integration team in Europe provides critical information and services to refugees, helping them adapt to life in their new country.

Through the Signpost program, Ukrainian refugees help other refugees

When a person flees their home in distress, they may soon find themselves in a foreign country where they don't know anyone and they don't know the language, but they need to find a safe place for their family to sleep. Somehow, they also need to resolve their legal status, enroll their children in school, apply for benefits, get a job and so much more.

That's where the IRC's Signpost project comes in. Signpost is a digital program that provides communities in crisis with information about travel routes, humanitarian services, emergency resources and legal rights—a form of digital social work in emergencies. All over the world, instances of the Signpost platform are helping refugees, migrants and displaced people solve problems and make informed decisions while navigating crises. The Signpost project served 6.6 million people in FY 2023 and won a U.N. Sustainable Development Goals Action Award.


As of 2023, Refugee Info was one of 14 regional instances of Signpost. Through IRC Serbia's Refugee Info in Central Europe (RICE) program, refugees from Ukraine are helping their fellow Ukrainians organize new lives. Though it draws on the global Signpost network's extensive experience, RICE's precise programming is unique to the region's needs. One of the program's strengths is its partnerships with prominent civil society organizations in the region.





◆ = IRC office and regional base of operations

Yuliia Tupikina became familiar with the IRC after the war in Ukraine escalated. Yuliia and her daughter fled to Bratislava, the capital of Slovakia, where her documents were stolen. She went to a refugee help center, where an IRC partner helped sort it out and connected her to the RICE team. Yuliia came to feel confident that when she texted Refugee Info as other needs came up, she would get reliable information, partly because it was staffed by Ukrainian refugees who had recently been through what she was going through.


IMPACT OF REFUGEE INFO IN CENTRAL EUROPE IN 2023

 641,992 people accessed information on the site

 35,210 people participated in two-way or tailored communication

 88.2% of RICE clients surveyed reported that the information they received was helpful

GLOBAL IMPACT OF SIGNPOST IN 2023

 Signpost was available in **18 countries** and **25 languages**

 148,000 users sent a message and received a direct response from a community moderator

TOP LEFT: Signpost is available in 25 languages, making it possible for displaced people to ask questions and get responses in their native languages.

DONOR SPOTLIGHT

The Charles Antetokounmpo Family Foundation

As a Greek-Nigerian son of immigrants, Giannis Antetokounmpo, a professional basketball player with the Milwaukee Bucks, teamed up with the IRC to support our work in Greece. With a \$200,000 grant from the Charles Antetokounmpo Family Foundation, the IRC in Greece provides comprehensive mental health services and tailors programming with careful consideration of clients' cultural backgrounds. Most of our clients have faced many layers of trauma—from war and violence to the loss of homes and loved ones—making it all the more important to treat mental health.

Google.org

Since 2015, Google.org has been a steadfast supporter of the IRC. Over the past nine years, Google.org has provided over \$25 million in funding and more than 10,000 hours of pro bono support to the IRC. Signpost is among Google.org's most significant investments. Thanks to their support, the program has registered 15 million users in 30 countries, to date. Google.org's consistent reinvestment and commitment underscore its visionary approach to philanthropy, transforming challenges into opportunities and paving the way for a more resilient and tech-enhanced humanitarian future.



Razia*—28 years old and eight months pregnant—is part of the Muslim population in Myanmar, one of the countries on the IRC's 2023 Emergency Watchlist. A nurse at the local IRC health center is helping her prepare for her upcoming delivery.

*Name has been changed to protect the client's privacy

POLICY AND ADVOCACY

The IRC's Policy and Advocacy team works alongside its supporters, clients and partners to advocate for policies that deliver near- and long-term change for our clients—whether living in crisis zones or recently resettled.

Here are just a few activities from FY 2023:



2023 EMERGENCY WATCHLIST

Each year, the IRC releases our Emergency Watchlist, which profiles the 20 countries most at risk of worsening humanitarian crises in the coming year. The analysis draws on 65 quantitative indicators as well as qualitative feedback from IRC staff and clients from the affected regions. This report, the IRC's flagship analysis product, identifies global trends, raises the alarm about growing risks and offers solutions to the root causes driving humanitarian crises. The 2023 report examined where the guardrails meant to reduce the impact of crisis have been weakened or dismantled.



UK TASKFORCE ON ACCESS TO CLIMATE FINANCE

The IRC's advocacy with experts and policy- and decision-makers in the UK helped lead to Somalia becoming a pilot country for the UK's Taskforce on Access to Climate Finance. This pilot will pave the way for Somalia—and countries facing similar challenges—to receive a more equitable level of climate funding from global donors. This funding can help countries that are conflict-affected and climate-vulnerable undertake both anticipatory and responsive actions to protect their populations from some of the worst consequences of climate change.



MALNUTRITION AT UNGA

The IRC led the charge on reforming how the world tackles acute malnutrition among children at the United Nations General Assembly (UNGA) in September 2023. We organized an event at which high-level representatives from countries such as Somalia, Kenya and South Sudan could emphasize to donor states and U.N. agencies how important and urgent it is to modernize and simplify diagnosing and treating malnutrition.



ADVOCACY IN THE US

IRC advocacy at the state level helped pass 93 positive bills, with a focus on policies related to housing, education, health and employment. These pieces of legislation will help newcomers to the U.S. settle in and thrive in their new communities. Our efforts also helped secure \$90 million in funds to support refugees across the U.S.



IMMIGRATION REFORM

With a group of partners in Washington, D.C., the IRC has advocated for case management as an alternative to prison-like detention for individuals seeking safety in the U.S. In FY 2023, this advocacy secured \$20 million in federal funding, and the president's budget for FY 2024 requested an additional \$15 million for the pilot program. This funding could improve how many asylum seekers are treated at U.S. borders.

IRC LEADERSHIP

The IRC is governed by a volunteer, unpaid Board of Directors. The Advisors provide guidance on policy, advocacy, fundraising and public relations.

IRC BOARD OF DIRECTORS AND STAFF LEADERSHIP

David Miliband
President and CEO

Timothy F. Geithner
Co-Chair, Board of Directors

Sally Susman
Co-Chair, Board of Directors

Eduardo G. Mestre
Chair, Board of Advisors

Angela Mariana Freyre
Secretary

Martin Bratt
Treasurer

Liv Ullmann
Honorary Vice-Chair, International

BOARD OF DIRECTORS

Masood Ahmed
Titilola Banjoko
George Biddle
Kerwin Charles
François-Xavier de Mallmann
Cheryl Cohen Effron
Laurence D. Fink
Victoria Long Foley
Kenneth French
Timothy F. Geithner, *Co-Chair*
Udi Grofman

Becca Heller
Maria Hummer-Tuttle
Uzodinma Iweala
Matthew Johnson
Kathrin Jungehülsing
Christina Kirby
Andrew Klaber
Steven Klinsky
Prakash A. Melwani
Eduardo G. Mestre
David Miliband, *ex officio*
Jillian Muller
Janet Napolitano
Viet Thanh Nguyen
Thomas Nides
Michael J. O'Neill
Kathleen M. Pike
Pamela Saunders-Albin
Joshua L. Steiner
Sally Susman, *Co-Chair*
Mona Sutphen
Merryl H. Tisch
Abraham Verghese
Maureen White
Leah Joy Zell

BOARD OF ADVISORS

H.M. Queen Rania Al Abdullah of Jordan
Morton I. Abramowitz
Zeid Ra'ad Al Hussein
Laurent Alpert
F. William Barnett

Alan R. Batkin
Christoph Becker
Georgette F. Bennett
Vera Blinken
Betsy Blumenthal
W. Michael Blumenthal
Mary Boies
Andrew H. Brimmer
Jennifer Brokaw
Tom Brokaw
Glenda Burkhart
Frederick M. Burkle
Sarah R. Cannon
Néstor Carbonell
Robert M. Cotten
Maha Dakhil
Susan Dentzer
Laurent Desmangles
Trinh D. Doan
Jodie Eastman
Andra Ehrenkranz
Laura Entwistle
Katherine Farley
H.R.H. Princess Firyal of Jordan
Jeffrey E. Garten
Corydon J. Gilchrist
Robin Gosnell
Evan G. Greenberg
Maurice R. Greenberg
Sarah K. Griffin
Ziad Haider
Philip Hammarskjöld
Leila Heckman
Karen Hein
Lucile P. Herbert
John Holmes
Robert Horne
Badr Jafar
Aly S. Jeddy
Deepak Kamra
M. Farooq Kathwari
Yong Kwok
David Levine
Reynold Levy
Winston Lord
John Mack
Vincent A. Mai
Robert E. Marks
Roman Martinez IV

Kati Marton
Eduardo G. Mestre, *Chair*
W. Allen Moore
Sara Moss
Indra K. Nooyi
Sarah O'Hagan
Anjali Pant
Scott Pelley
Dylan Pereira
David L. Phillips
Milbrey Rennie
Condoleezza Rice
Gideon Rose
George Rupp
Omar Saeed
George S. Sarlo
Reshma Saujani
Rajiv Shah
James T. Sherwin
Gillian Sorensen
James C. Strickler
Tony Tamer
E. Eric Tokat
Liv Ullmann
Josh Weston
Jonathan Wiesner
William T. Winters
Tracy Wolstencroft

CHAIRS EMERITI

Alan R. Batkin
Katherine Farley
Winston Lord
Sarah O'Hagan
Thomas Schick
James C. Strickler
Jonathan L. Wiesner
Tracy Wolstencroft

STAFF LEADERSHIP BOARD

David Miliband
President and CEO
Jeannie Annan
Chief Research and Innovation Officer

Martin Bratt
Acting Chief Financial Officer
Harlem Désir
Senior Vice President, Europe

Ciarán Donnelly
Senior Vice President, Crisis Response, Recovery and Development

Ebighe Emafo
Senior Vice President, People and Culture

Angela Mariana Freyre
Senior Vice President, General Counsel

Madlin Sadler
Chief Operating Officer

Hans Van de Weerd
Senior Vice President, Resettlement, Asylum and Integration

IRC UK BOARD OF TRUSTEES

Dr. Titilola Banjoko
Chair
Natalie Au
Chair, Safeguarding Committee
Rt Hon. Alistair Burt
Chair, External Relations Committee

Francesco Garzarelli
Chair, Audit and Governance Committee

Kathryn Ludlow
Chair, People and Culture Committee

Kemal Ahmed
Najwa Al Abdallah
Sir Hugh Bayley
Ciarán Donnelly
Martin Hyman
Huey Nhan-O'Reilly
Cressida Pollock
Noelia Serrano

IRC DEUTSCHLAND BOARD OF DIRECTORS

Kathrin Jungehülsing
Chair

Rhoda Berger
Anna Sophie Herken
Solveigh Hieronimus
Walid Nakschbandi
Dr. Kara Preedy
Nina Pütz
Majda Ruge
Alexander Schlaubitz
Dr. Rupert Graf Strachwitz
Elke Waltheim

IRC BELGIUM BOARD OF DIRECTORS

Kathleen Hayen
Imogen Sudbery

IRC SWEDEN BOARD OF DIRECTORS

Harlem Désir
Chair
Therese von Blixen-Finecke
Martin Bratt
Hans Dahlgren
Madlin Sadler

IRC KOREA BOARD OF DIRECTORS

Eun Young (Grace) Lee
Chair
Getenet Ayana
Auditor
Isabella De Mattia
Ra Eang
Adnan bin Junaid
Erzsebet Karkus

List as of December 31, 2023

GENDER, EQUALITY, DIVERSITY & INCLUSION AT THE IRC

From the desk of the IRC's Chief GEDI Officer:



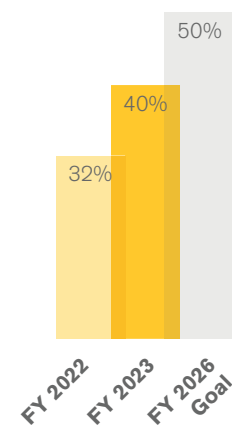
The IRC is committed to tackling gender inequalities and ending systemic discrimination and fostering an inclusive working environment where everyone feels respected, heard, valued and supported. I am truly inspired by the efforts at the office, regional and global levels this year.

While recognizing the journey ahead, I am very proud of what we have accomplished. There are many ongoing activities and important progress around the organization—you can read about them in the [2023 Gender, Equality, Diversity and Inclusion \(GEDI\) annual report](#)—but this year I want to highlight three: equitable pay, program design and leadership diversity.

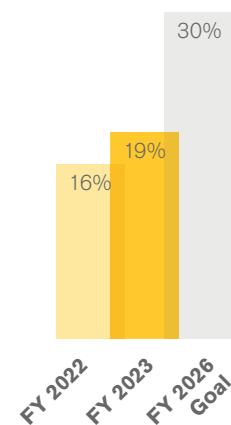
In solidarity,
Cica Dadjo

SENIOR LEADERSHIP DIVERSITY

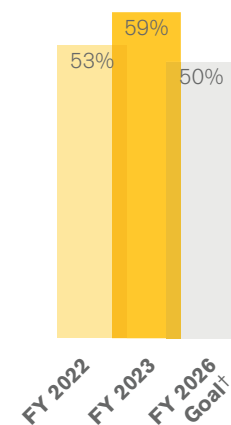
Percentage of senior leadership group who self-identify with one of the defined races or ethnicities*



Percentage of senior leadership group who come from the crisis regions where we work



Percentage of senior leadership group who identify as women



* Black, Indigenous or Native Peoples, Hispanic/Latinx, Middle Eastern or North African, or Asian/Pacific Islander

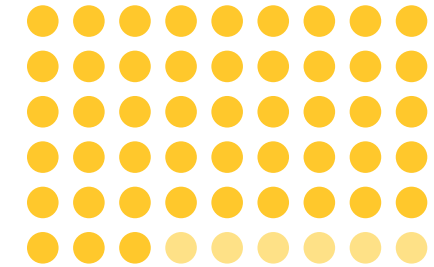
† 50% was intended as a minimum goal. This goal has been surpassed, but we continue to monitor it so that our efforts to diversify leadership do not result in backtracking on overall gender balance.

GEDI GOAL SPOTLIGHTS

GOAL: The IRC has a compensation and benefits program that is transparent and ensures the entire workforce is compensated equitably.

Why: In addition to upholding our core value of fairness, equitable compensation will attract and retain high-quality talent and improve employee satisfaction and trust.

Progress: Through our Global Pay Review Project, 48 out of 54 (89%) IRC countries achieved market competitive pay targets in FY 2023. That is a 19% increase from 2022.

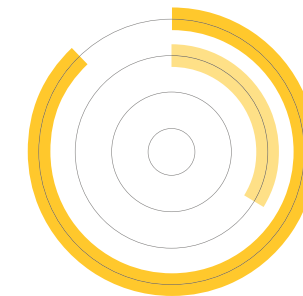


48 out of 54 (89%) IRC countries achieved market competitive pay targets in FY 2023

GOAL: The IRC mainstreams GEDI in our program design and delivery tools, processes and accountability mechanisms.

Why: Structural barriers and power imbalances primarily undermine women and girls. We take a feminist approach to humanitarian work so that we can deliver better outcomes for our clients.

Progress: In FY 2023, 88% of project proposals from country teams included targeted actions to address barriers to achieving equal outcomes for identified marginalized groups—33.7% of those actions focused on gender-related barriers.



- 88% of project proposals included targeted actions aimed at achieving equal outcomes for marginalized groups
- 33.7% of those actions focused on gender-related barriers

GOAL: The IRC has a diverse workforce at all levels of the organization that reflects the places we work and people we serve, and key roles in all departments are based closer to the regions where we work.

Why: Diversifying our leadership is a matter of principle, but it is also practical. When our leadership better reflects the places we work and the people we serve, we will be a more effective organization.

Progress: The IRC has made meaningful advances toward our leadership diversity goals, as you can see in the charts to the left. To further support our women leaders, we scaled up our female mentorship program to seven countries and 200+ staff.



7 countries added to female mentorship program



200+ staff added to female mentorship program

OUR FUNDING STRATEGY

Dear Friends,


Thank you for your generous support of the IRC. We are so grateful for your steadfast commitment. Over the last six years, the IRC's organizational budget has nearly doubled (from \$744M to \$1.363B).


Unfortunately, as you have witnessed, need has grown at an even faster rate. In 2020, 168 million people were in need of humanitarian assistance. Just three years later, that number is 363 million.


We have been—and continue to be—diligent about making sure every dollar we receive from donors makes the greatest possible impact for the people we serve. In fact, the IRC has produced or partnered on 30% of impact evaluations in the humanitarian sector, while only having 3% of the sector's funding.

To make the greatest impact, we need the **right kind of funding**.

Private sector funding enables the IRC to invest in infrastructure and capabilities that are critical to scaling our impact.

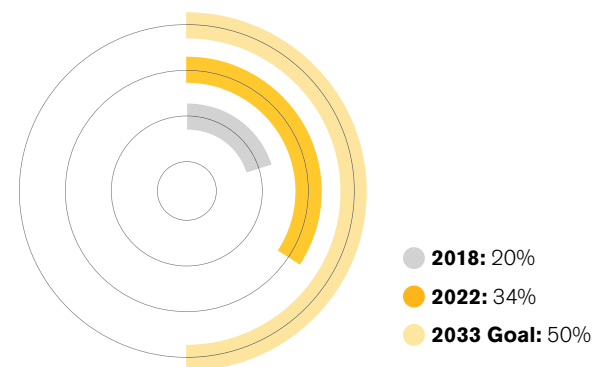
 **Flexible:** Enables us to allocate resources where need is greatest and invest in critical infrastructure to scale more effectively.

 **Innovative:** Enables us to take risks, experiment and test to find new solutions to the most challenging problems.

 **Stable:** Enables us to predict future funding and better plan long-term through multi-year recurrent donations.

Over the last five years, the IRC has invested in obtaining more flexible private sector funding, and the proportion of flexible funding to overall funding has grown. As part of our Strategy100, the IRC aims to be 50% privately funded by 2033.

Percent of the IRC's private sector funding by year*



Because of your support, the IRC is able to be innovative, evidence-driven and effective. With humanitarian need rising so quickly, the IRC needs your help more than ever to serve more people.

Sincerely,

Madlin Sadler
Chief Operating Officer



*Percentages are approximate

Public funding comes from country governments and institutions like U.N. agencies.

Private funding comes from private institutions such as corporations, foundations, trusts and individuals.

FINANCIAL REPORT

CONSOLIDATED STATEMENT OF ACTIVITIES

Years ended Sept. 30, 2023 and Sept. 30, 2022 (Amounts in thousands)

	FY 2023	FY 2022
OPERATING REVENUES		
Contributions	\$ 251,916	\$425,065
Contributed goods and services	17,589	12,136
Grants and contracts	990,171	876,781
Foundation and private grants	92,000	82,504
Investment return used for operations	7,416	5,455
Loan administration fees and other income	3,875	3,295
Release from restrictions	—	—
Total Operating Revenues	1,362,967	1,405,236

OPERATING EXPENSES

Program Services:

Crisis Response, Recovery & Development (CRRD)	857,275	801,689
Resettlement, Asylum & Integration (RAI)	424,440	322,995
Total Program Services	1,281,715	1,124,684

Supporting Services:

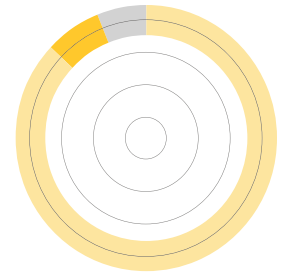
Management and General	110,665	83,656
Fundraising	89,103	83,095
Total Supporting Services	199,768	166,751
Total Operating Expenses	1,481,483	1,291,435

Excess of Operating Revenues Over Operating Expenses

	(118,516)	113,801
Excess without donor restriction	(13,808)	17,119
Excess (deficiency) funds with donor restriction*	(104,708)	96,682
Endowment, planned giving and other non-operating activities (net)	32,623	(40,180)
Increase in net assets	(85,893)	73,621
Net assets at beginning of year	384,295	310,674

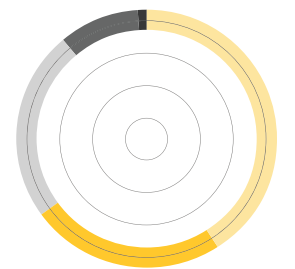
NET ASSETS AT END OF YEAR **\$ 298,402** **\$ 384,295**

*Unspent temporary restricted funds are carried forward and therefore may produce deficits in the years when expended. Complete financial statements, audited by KPMG LLP, are available at [Rescue.org](https://www.rescue.org).



THE IRC'S EFFICIENCY

Program Services	87%
Management and General	7%
Fundraising	6%



PROGRAM SERVICES†

Health	41%
Economic Well-being	24%
Safety	24%
Education	10%
Power	1%

† Organized according to the outcomes defined in the IRC's Strategy100

HOW YOU CAN HELP

DONATE

Online: Visit [Rescue.org](https://www.rescue.org)

By phone: **1-855-9RESCUE**

By mail: International Rescue Committee
P.O. Box 6068
Albert Lea, MN 56007

Donations are tax deductible. The IRC also accepts gifts in the form of securities. For more information, please contact Stock.Gifts@Rescue.org.

ADVOCATE

Text RESCUE to 35565 to join the IRC's global online family and receive alerts and news about humanitarian issues that are important to you. Visit [Rescue.org/Act](https://www.rescue.org/act) to see our latest actions.

VOLUNTEER

Volunteers help refugees and asylum seekers adjust to their new lives in the U.S. For information, visit [Rescue.org/Volunteer](https://www.rescue.org/volunteer).

FUNDRAISE

Start your own fundraising campaign to support the IRC and make a difference. For information, visit [irc.donordrive.com](https://www.irc.donordrive.com).

JOIN THE CONVERSATION

X @RESCUEorg Instagram @RESCUEorg Facebook @InternationalRescueCommittee

LinkedIn @InternationalRescueCommittee TikTok @rescueorg

GIFTS THROUGH YOUR WILL

Support refugee families in the future through a gift to the IRC in your will and become a member of our legacy society. For information and suggested language or to indicate that you have already included the IRC in your estate plans, please call **(212) 551-2954** or email PlannedGiving@Rescue.org.



In Somalia, the IRC helps communities access clean water and promotes hygiene and sanitation practices that will help prevent the spread of diseases.

AMMAN

6 Khalil Dabbas Street
Al-Rabieh
Amman 11185, Jordan

BERLIN

Wattstraße 11-13
13355 Berlin, Germany

BRUSSELS

Tree Square
5-6 Square de Meeus
1000 Bruxelles, Belgium

DAKAR

Immeuble 2K Plaza
2e étage
Route du King Fahd, Almadies
Dakar, Senegal

GENEVA

Rue Jean-Antoine
Gautier 7
1201 Geneva, Switzerland

LONDON

100 Wood Street
London
EC2V 7AN
United Kingdom

NAIROBI

Merchant Square
Riverside Drive
Nairobi, Kenya

NEW YORK

122 East 42ND Street
12TH Floor
New York, NY 10168, USA

SAN SALVADOR

Av. La Capilla #411
San Salvador, El Salvador

SEOUL

432, Eonju-ro, Gangnam-gu
13TH Floor
Seoul, Republic of Korea, 06210

STOCKHOLM

c/o The Park
Magnus Ladulåsgatan 3
118 65 Stockholm, Sweden

WASHINGTON, D.C.

1030 15TH St NW, 7TH floor
Washington, DC 20005, USA