



**CWS**

**VIP**



Vital Integration Partner

**CWS Vital Integration Partner (VIP) Program** is a way for CWS to nationally partner with companies/organizations that are committed to integrating best practices to serve and support newcomers (refugees and other vulnerable displaced populations). These partners can include a wide range of organizations across the United States, such as for-profit companies and non-profit organizations.

**Church World Service (CWS)** is an inclusive and faith-based organization whose mission is to transform communities around the globe through just and sustainable responses to hunger, poverty, displacement, and disaster. Formed in 1946, the organization emerged as a collective international response to the atrocities of World War II. CWS leveraged relationships in both communities in crisis and communities with surplus to create a comprehensive network of humanitarian aid. Nearly 80 years later, CWS' community-led work reaches 65+ countries – including the United States, where CWS coordinates critical services in 50+ cities for tens of thousands of newcomers each year. Individuals and families served by CWS' network of U.S.-based offices having fled violence, war, persecution, political upheaval, or other crises in their home countries. Though they may arrive with little in terms of possessions, however, they bring an invaluable contribution to America's unique identity as a country where diversity, inclusion, innovation, entrepreneurship, safe spaces, and welcome are prioritized.

## Why should a company/organization become a CWS VIP?

- Companies partnering with CWS can further their social responsibility programs, which fosters positive relationships with local communities and enhances public image.
- Access to a new pool of hardworking and well-supported potential employees.
- Ability to receive technical assistance from CWS staff on best practices for working with newcomers.
- Local CWS employment staff can provide interpretation/job readiness/job coaching/onboarding help for clients hired on, while case management staff can provide referrals to support services as needed.
- Dedicated spot on CWS webpage and publicity on social media and press releases
- Opportunities for volunteerism and team building experiences



"In a world that is increasingly becoming more diverse, refugee inclusion is not just a moral imperative; it is essential for building more compassionate and sustainable communities. Collaborating with organizations like CWS is crucial in creating meaningful opportunities for refugees, fostering understanding, and promoting a future of dignity, equality, and hope for all."

— JESSICA REYES, GORDON FOOD SERVICE

# Strategies for Integration Success

These are strategies that CWS has identified as beneficial for newcomer's integration and inclusion into their new community.

- Transportation assistance or assistance purchasing a vehicle
- Specific new hire orientation sessions and/or onboarding for people who speak English as a second language
- Clear pathway for promotion and record of advancing refugee employees
- Established hiring plan/practice for refugees
- Housing assistance
- Onsite or subsidies towards childcare
- Onsite or subsidies towards English language/adult education classes
- Philanthropy to CWS—in-kind or monetary support
- Day of Service/volunteer programs, including skills based volunteering and pro bono work
- Workplace Giving Program
- Serving on CWS training /speaking panels
- Mentorship program for refugee clients/employees
- Provide trainings on key topics such as interview preparation, job skills, and financial literacy

## CWS Provides

- CWS staff provide interpretation support, employment services/case management for clients, supports for employers, trainings and written resources on resettlement and integration, technical assistance on volunteerism, donations, advocacy, and other best practices.
- Community Transformers will receive a featured story on CWS blog and social media posts highlighting the partner's work with CWS.
- CWS VIP: Vital Integration Partners webpage that features all partners (prominence of logo will be based on tier level)
- Webpage of resources for partners, including a CWS Employer Best Practices Guide.
- Digital toolkit, including social media graphics and logo files that partners can use to promote their work with CWS
- CWS will promote partnerships by collaborating to develop stories and multimedia content throughout the year highlighting the positive impact of these partnerships for CWS clients and the larger community.

Partners are ranked based on how many strategies for success they meet:

2-3 STRATEGIES  
4-5 STRATEGIES  
6+ STRATEGIES



*The higher the tier the more personalized your support will be.*

"I am beyond grateful for the continued privilege in the partnership between Truist and CWS. It always brings me so much joy to share the incredible impact we have had within the Church World Service community. Over the past few years, our collaboration has enabled us to empower individuals within the CWS community by providing them with essential financial education and support. Our achievements within the CWS community would not have been possible without your unwavering support and commitment to the partnership. Together, we are making a lasting difference in the lives of these individuals, enabling them to build a brighter future for themselves and their families.

— KRISTINA RAY ASSISTANT VICE PRESIDENT, FINANCIAL INCLUSION LEADER, TRUIST