

ANNUAL REPORT 2021



RADIANT HANDS
TAMPA

TABLE OF CONTENT:

Message from the Director.....	1
Mission.....	2
Our Services.....	3
Fast Facts.....	4
Our strengths.....	5
COVID-19 Practices.....	6
Sponsorship Programs.....	7
Counseling.....	7
Radiant Kitchens & Radiant Tailors.....	8
Community Engagement.....	9
Community Outreach.....	10
Medical Assistance.....	11
Afghan Refugees.....	12
Thanks to Officials.....	13
Media Gallery.....	14-17
2021 Income Report.....	18
2021 Expenses Report.....	19
Radiant Hands partners.....	20
Radiant Hands In The News.....	21-22
Support Radiant Hands.....	23

A MESSAGE FROM OUR DIRECTOR



Dear Community Members and Friends,

At Radiant Hands Tampa, we are at once celebrating a phenomenal year and looking forward to a future that is bound to be exciting and adventurous.

As you will see on these pages, we are innovating, planning, and preparing for what is next across all that we do.

As we reflect on this past year, we are reminded of all the amazing moments and breakthroughs for our families, which were made possible because of your generosity and support. 2021 was a year of growth with new programming for our Skill Development/Business Establishment and the establishment of Phase I of our multipurpose space. We indeed have been on a journey to help our families heal and move into productive lives.

A couple of highlights from our work during 2021 include the grand opening of Radiant Tailors, which became an official business for refugees and is entirely run by hard working ladies. The inspirational experience of their training on the industrial machines by another talented refugee, the challenges of understanding business concepts, and the emotional moment when this fully fledged business was announced was priceless. Radiant Hands' Full Self-Sufficiency plan was seen at its best form through this project.

The second highlight was the Afghan evacuee's resettlement! The inspiring journey of welcoming the families with an institutional work experience, and topped with Ihsan, was portrayed in its best form. It showed how sincere, professional and structured work is making an enormous difference in the lives of others. Radiant Hands welcomed, housed, and provided many different services to hundreds of Afghan families with ultimate proficiency. These achievements were made possible by our volunteers and supporters.

Our sincere appreciation and thanks to everyone who contributed to remind our families that they are cared for. So many people are cheering them on toward growth and success!

In 2022, our goal is to continuously enhance our programs, classes, and staffing and provide a safe place for the families to belong as they continue on their journey to full integration. With your support, we'll celebrate even more achievements in 2022!

Best wishes for 2022

Ghadir Kassab
Director, Radiant Hands



MISSION

To empower women and families in the North-Central Florida region by providing them with spiritual, emotional, educational, and financial support with the goal of helping them to achieve independence in mind.

VISION

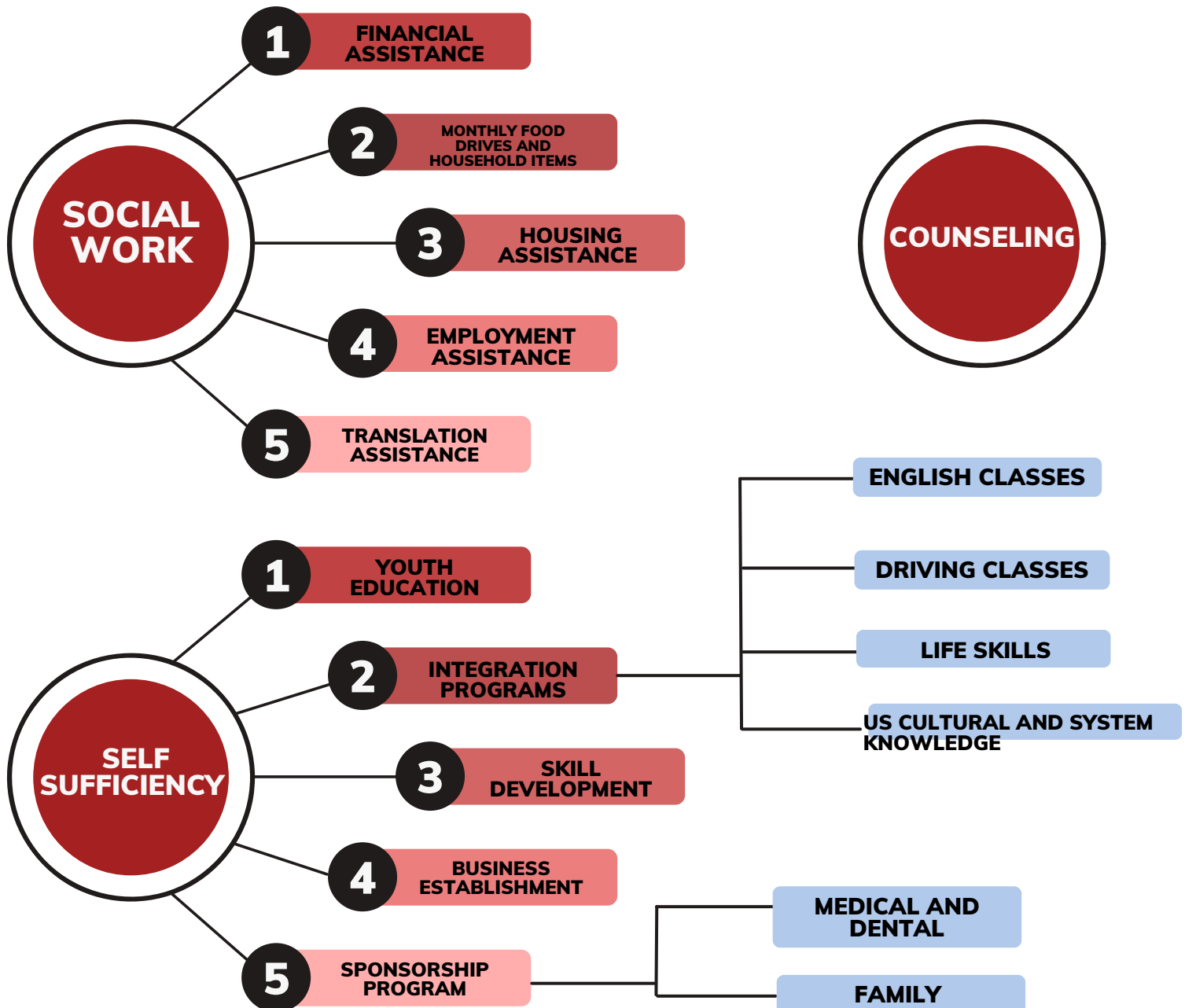
In doing so, we hope to encourage and enable women and families to contribute individually and collectively in strengthening our community as a whole.



OUR SERVICES

Radiant Hands continues to provide social work services such as financial, housing, and employment assistance as well as outreach services. Several programs have been designed as an added component in the service structure to represent Radiant Hands' long-term sustainable self-sufficiency plans.

Radiant Hands has received tremendous support from our community and many big entities who believed in Radiant Hands' mission and vision in the Afghan refugee assistance journey. Our partner, Islamic Relief USA, has provided financial assistance towards our rental, utility, and dental support. The counseling services have remained an integral part of Radiant Hands' work and exemplify our mission.



FAST FACTS:

2021



4950
Beneficiaries
(All services)



600 Beneficiaries
\$289,000 in Financial Aid



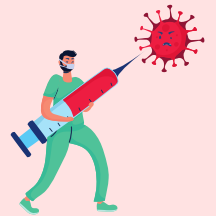
100 Beneficiaries
Dental Assistance
Program



2000
Beneficiaries
Food Assistance



650 Beneficiaries
Social Work



40
Vaccinations



265 Beneficiaries
3,300 Educational Hours



\$52,000 of
Donated Items

OUR STRENGTHS



a sincere and motivated team



an inspiring theory of change



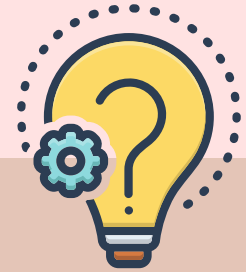
a wonderful community



Amazing, dedicated volunteers



a reliable process



a sound logic model



transparency

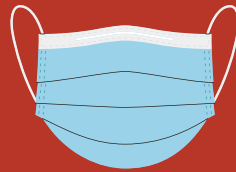


documented journeys



fantastic partners

COVID-19 PRACTICES



Radiant Hands' target client base did not change throughout COVID-19. After assessing our resources, Radiant Hands altered its objectives to better support our families' emotional, physical, and financial wellbeing. Radiant Hands achieved this by translating essential CDC guidelines for families, changing the allocated budget to provide immediate financial assistance due to widespread job loss, and ensuring clients utilized all available government compensation by assisting in filing for unemployment. After assessing clients' new increasing needs due to COVID-19, the Radiant Hands staff developed individual three-month work plans for families. Radiant Hands implemented all CDC guidelines in our office space, such as requiring masks, social distancing, sanitizing rooms, and scheduling a minimal amount of clients per day in addition to specific time slots for distributions. With CDC restrictions, it was increasingly difficult for families to keep up with the rapid shift of services from in-person to online platforms. Many families lack multiple devices and strong internet connections. They do not possess specific technological skills, so it was difficult to obtain many of the necessary documents before granting assistance while minimizing any communication misunderstandings. However, our case managers never hesitated to stay on the phone to guide them step-by-step through several online applications and taught them how to upload documents. All project planning was implemented over Zoom meetings. Case managers met clients virtually and obtained online the verification documents needed per our policy. PRFs were discussed and approved during financial assistance meetings. All payments were made directly on clients' behalf to vendors. Many clients struggle with leading financially stable lives, especially since several clients lost their jobs or had their hours significantly reduced. Still, with our case managers' support and guidance, individuals filed for external grants or obtained new jobs altogether. Radiant Hands was delighted to help our clients secure jobs to get them one step closer to financial stability.

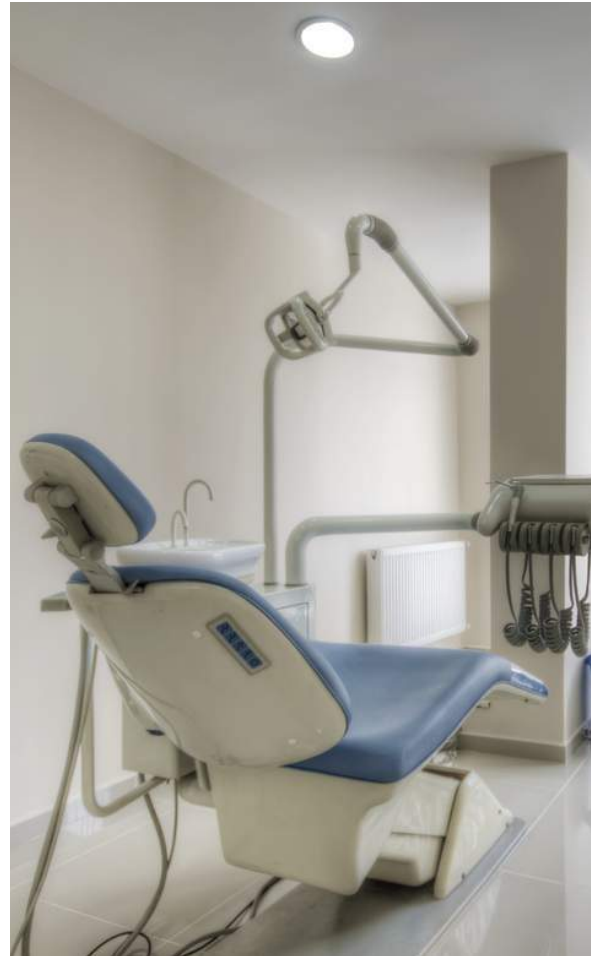
SPONSORSHIP PROGRAMS

- **Dental Sponsorship:**

Through a generous partnership, several dentists supported clients referred by Radiant Hands who either lost their health insurance or had insurance that did not cover major dental needs. We currently have 100 beneficiaries under this program.

- **Family Sponsorship:**

With the generous support of our community members, basic monthly expenses were covered for families who cannot survive on their own. We currently have 40 beneficiaries under this program.



COUNSELING

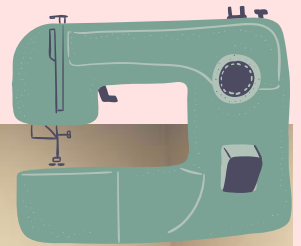
Radiant Hands has been dedicated to providing counseling services for all clients for the community at large. We hired a psychologist who graduated from the University of South Florida and obtained her Bachelor of Arts in Psychology & Criminology, as well as her Master of Arts in Rehabilitation and Mental Health Counseling, with a concentration in Marriage and Family Therapy. She is a dually licensed Marriage and Family Therapist (LMFT) and Mental Health Counselor (LMHC) in the state of Florida, as well as a nationally Certified Rehabilitation Counselor (CRC) and Certified Eating Disorders Specialist (CEDs).

RADIANT KITCHENS

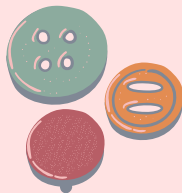


Our Radiant Kitchens ladies catered numerous events this year and finished working with USF students on creating their recipe book which is now being sold at the Radiant Hands office. They also are preparing frozen food that is ready to be cooked. This year they catered for big events such as the Radiant Hands Annual Dinner 2021, where they served over 200 people.

RADIANT TAILORS



Radiant Tailors gained a lot of customers this year alongside a lot of positive feedbacks. Moving to the new space made it better for the ladies to organize their work and be more efficient.



COMMUNITY ENGAGEMENT

- **Donations:**

The generous donations of our community was not only limited to financial support, but also to in-kind donations like furniture, household items, clothes and computers. All of these items were moved to our storage units and are used when a family arrives.

- **Volunteers:**

Our wonderful volunteers never ceased to amaze us this year with their selflessness and dedication. They have been there actively helping Radiant Hands through all times.

We are very thankful to these amazing people.



HOUSING

Our staff and volunteers routinely coordinated together to furnish houses for our refugees using donated items that are still in good condition. They make sure they don't miss out on any small detail that concerns the families starting from large furniture to the smallest decorative item. The result is a nicely furnished and cozy house where the refugees can feel motivated to start working on their dreams and capturing opportunities to eventually become successful, independent individuals .



COMMUNITY OUTREACH

Back to School Supplies Drive

During the last weekend of July, all donated school items are packed into backpacks by Girl Scout troops and distributed to all school-aged children of our needy families.

Eid Bazaar

Midway in Ramadan annually, Radiant Hands makes sure every family got brand new Eid clothes, shoes and hijabs for each individual. All items were donated by the community.

Toy Drive for Eid annually

In collaboration with MWO (Muslim Women's Org of Tampa), we make sure a smile is drawn on the faces of our small children as we gather toys and distribute them on Eid. We make sure they sense the happiness of Eid after moving away from their homeland.

Interfaith Thanksgiving

Radiant Hands prepared food baskets and gave gift cards to our lovely families during this year's Thanksgiving.



Ramadan food boxes

Every year, Radiant Hands makes sure the families receive their needs for the month prior to the start of Ramadan. We provide halal meat, dry goods and dates. These boxes are given to the families during the weekend before Ramadan starts.



MEDICAL ASSISTANCE



Our most delightful news of the year was expanding our services and comprising new partners into our journey. Free Refugee Clinic is the name of the project we added to our multipurpose center. This project has brought relief for many refugees as they have their health checkups by professionals such as Dr. Masoud Khan, the head of Pioneer Foundation, and Dr. Aimal Nikamal, who help immensely by coming in monthly and checking on our refugees.

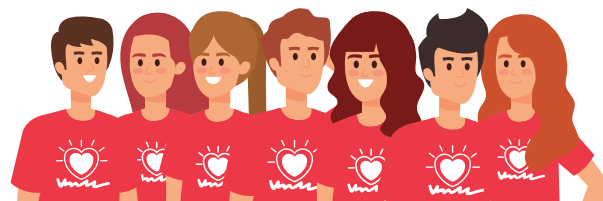
The need for medications is assessed and accordingly provided by Radiant Hands or the pioneer foundation. This service is also helping other clients who have no insurance plans and need health checks.



AFGHAN REFUGEES



With the arrival of many Afghan families into Tampa, we instituted the Afghan Resettlement Program. **130** volunteers were gathered and divided into **8** teams. **2,000** hours were spent on various services. These hours were provided by those volunteers to welcome our beloved families warmly and make them feel at home while everything gets prepared: from a cozy house to food and assistance with all they need. We welcomed 121 families, housed 42 families, furnished 32 houses, provided 1544 individual hot meals and provided 350 food boxes.



Welcomed 121
families and
housed 42



Furnished 32
houses



provided 1544
hot meals



provided 350
food boxes



Our biggest thanks go to U.S. Representative Kathy Castor, District Director at U.S. House of Representatives Marcia Meija, member of the Florida House of Representatives Fentrice Driskell, Tampa City Council Member representing District 5 Orlando Gudes and last but not least, Radiant Hands longtime advocate and friend Tampa City Councilman Luis Viera, District 7, for helping in making this journey possible and always being there for Radiant Hands.







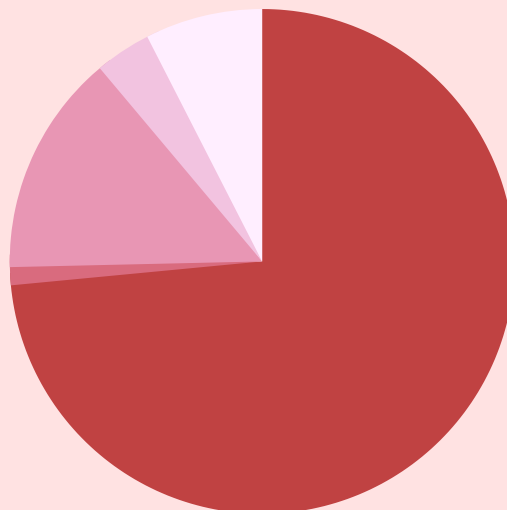


2021 INCOME

In Kind Donations
7.5%

IRUSA 2021
14.2%

200 Muslim Women Grant
1.2%

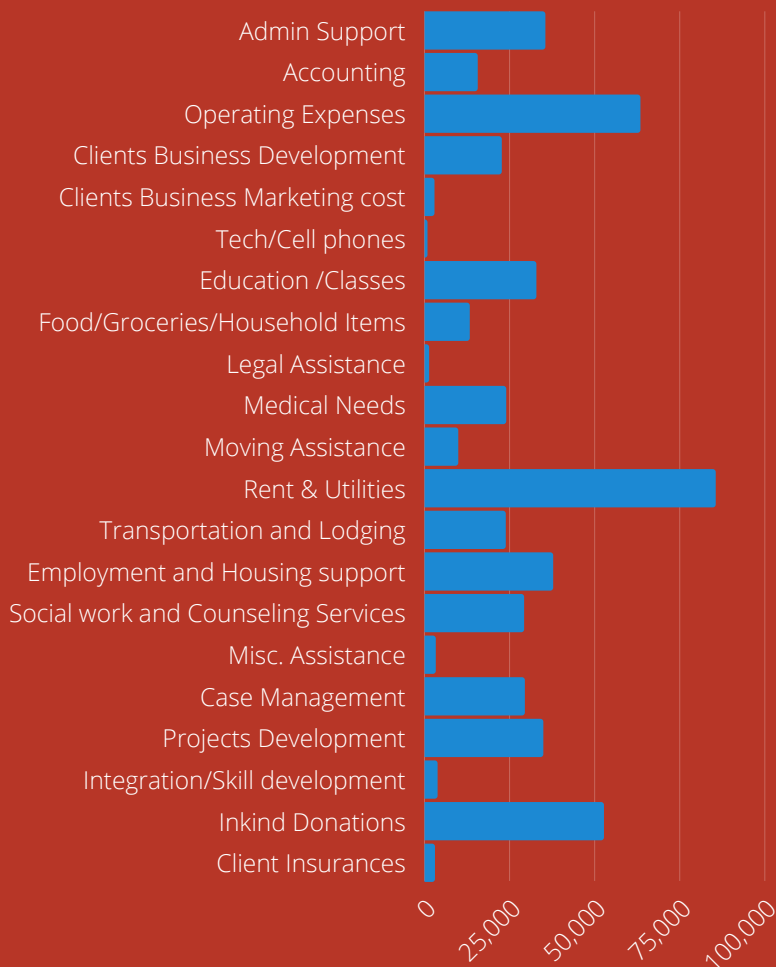


Direct Public Support
73.5%

Direct Public Support	\$510,646.56
Islamic Relief USA	\$98,943.8
Together Rising	\$25,000
200 Muslim Women Who Care	\$8,000
In Kind Donations	\$52,278.42



2021 EXPENSES



Admin Support	\$35,378.30
Accounting	\$15,500.00
Operating Expenses	\$63,305.70
Clients Business Development	\$22,565.62
Clients Business Marketing cost	\$2,789.97
Tech/Cell phones	\$737.23
Education /Classes	\$32,732.63
Food/Groceries/Household Items	\$13,160.43
Legal Assistance	\$1,223.65
Medical Needs	\$23,874.09
Moving Assistance	\$9,782.38
Rent & Utilities	\$85,427.33
Transportation and Lodging	\$23,737.37
Employment and Housing support	\$37,669.26
Social work and Counseling Services	\$29,130.53
Misc. Assistance	\$3,170.98
Case Management	\$29,347.40
Projects Development	\$34,775.28
Integration/Skill development	\$3,703.39
Inkind Donations	\$52,589.42
Client Insurances	\$2,934.02





A SPECIAL THANK YOU TO OUR SUPPORTERS

In 2021, we had a record number of donors. Each and every one of our donors is really important to us and we want to give a special thank you to all of you who donated. Here we want to highlight some of the donors whose generous contribution put us closer to our goals in 2021. Two Hundred Muslim Women Who Care and Together Rising also recognized our work this year and gave us generous grants to support our vision.

OUR COMMUNITY PARTNER



RADIANT HANDS IN THE NEWS



RADIANT HANDS IN THE NEWS

Channel 9 TV

[https://l.facebook.com/l.php?u=https%3A%2F%2Fwww.baynews9.com%2Ffl%2Ftampa%2Fnews%2F2021%2F08%2F30%2Frefugee-from-afghanistan-waits-to-welcome-brother-to-tampa%3Ffbclid%3DIwAR3OghA-F6RYFg2-LzOBqLBzZ01YxbD5rTEm7ur5s5fdpp_MsxyZpet51pU&h=AT2BSKkcxRG-_cok1XRn4kvfyd2MecwoC9ym9GPNbG8QGxZl1j31ailGyDTVvYtlwpzJUur1uXaSWw2UHUzq5IY9jh_Zdbr-gTimV8x8QATv0VlbYejVgMfgZyLtlDXQGog&__tn__=R\]-R&c\[0\]=AT0acPvCtjTJH1vZonTMMFfZu71nQLdVew2ueRfVl3Sp4GKzn39jvb1MSS8IW_wub_xj8BXk9VMVZh5IsMISfVYYoyki39XyU8XuxVX0hKU2CEXGe7s0gqVCvh8eSHIUowwWmMlySW0oLdVOspmyRYGsJUvgfPhnez1_XPgLBcxp37byGCOXk-YMNaAtQkDsLg0qve-TXisnDCkoZw](https://l.facebook.com/l.php?u=https%3A%2F%2Fwww.baynews9.com%2Ffl%2Ftampa%2Fnews%2F2021%2F08%2F30%2Frefugee-from-afghanistan-waits-to-welcome-brother-to-tampa%3Ffbclid%3DIwAR3OghA-F6RYFg2-LzOBqLBzZ01YxbD5rTEm7ur5s5fdpp_MsxyZpet51pU&h=AT2BSKkcxRG-_cok1XRn4kvfyd2MecwoC9ym9GPNbG8QGxZl1j31ailGyDTVvYtlwpzJUur1uXaSWw2UHUzq5IY9jh_Zdbr-gTimV8x8QATv0VlbYejVgMfgZyLtlDXQGog&__tn__=R]-R&c[0]=AT0acPvCtjTJH1vZonTMMFfZu71nQLdVew2ueRfVl3Sp4GKzn39jvb1MSS8IW_wub_xj8BXk9VMVZh5IsMISfVYYoyki39XyU8XuxVX0hKU2CEXGe7s0gqVCvh8eSHIUowwWmMlySW0oLdVOspmyRYGsJUvgfPhnez1_XPgLBcxp37byGCOXk-YMNaAtQkDsLg0qve-TXisnDCkoZw)

Channel 8 TV

<https://www.wfla.com/news/hillsborough-county/tampa-bay-organizations-preparing-to-resettle-afghan-refugees/amp/>

Channel 8: Radiant Hands Office

<https://fb.watch/7TnUIZvn5l/>

TampaBayTimes-Article

<https://www.tampabay.com/news/2021/08/25/local-nonprofits-prepare-to-resettle-afghan-refugees-in-tampa-bay-area/?outputType=amp>

8On Your Side- Article

<https://www.wfla.com/news/hillsborough-county/tampa-organization-prepares-to-welcome-thousands-of-afghan-refugees/amp/>

Channel 8 TV

<http://www.youtube.com/watch?v=KFM06BY7Bjc>

Channel 8 TV

<https://www.wfla.com/news/local-news/tampa-bay-organizations-provide-resources-for-fleeing-afghan-refugees/amp/>

Fox News TV

<https://www.fox13news.com/news/bay-area-humanitarian-groups-prepare-to-welcome-afghanistan-refugees.amp>

WMNF Radio Interview

https://sound.wmnf.org/sound/wmnf_210901_100600_12newsW1_423.MP3?fbclid=IwAR1mNChFWy-xOKwguCRphBOXmhz1gAB6ivSi3twlFIFIZ-Ywlrzbpqgamb_E

In 2021, every dollar given helped us provide exceptional and successful support for 1000 refugees and underprivileged women. This success is a testament to the generosity of spirit in donors. There are many ways to continue to support Radiant Hands as we push forward to reach our goal for 2022.

To learn more, visit our website or contact us directly.

WWW.RADIANTHANDS.ORG/DONATE



