



WOVEN TOGETHER



2025
IMPACT
REPORT

Stitching Strength, Hope, and Community

Dear Friends,

This past year tested immigrant families and the organizations that serve them in profound and painful ways. As policy threats intensified and enforcement actions stirred fear and instability across the country, families turned to Ayuda for support.

In these moments, what matters most is how communities respond. For Ayuda, that has meant showing up with clarity, care, and resolve. As the need for our services increased, we remained on the frontlines — defending rights, ensuring access to safety and justice, and offering critical support.

Over the years, Ayuda has woven together legal services, social support, language access, and advocacy into a strong and cohesive framework of care. Each piece is distinct, yet carefully connected, reinforcing the others to create a holistic model that centers the clients we serve. This work is strengthened by the commitment of our partners and sustained by the generosity of our donors, whose investment makes it possible for us to respond with urgency, compassion, and impact.

It is this integrated approach, along with the collective support from people like you, that has carried us through one of the most difficult years in recent memory. Your partnership is not just part of this structure; it is essential to it. **Because of you, Ayuda continues to serve immigrant families and survivors of violence with consistency, compassion, and determination.**

Looking ahead, the path for immigrant communities remains uncertain. But our commitment remains unwavering. We will continue to evolve, invest in the services our communities rely on, and meet each new challenge with the same courage and determination that has guided us for more than five decades.

With your continued support, we are forging a resilient future — rooted in dignity, strengthened by community, and built to endure.



Warmly,

Paula Fitzgerald
Executive Director, Ayuda

The Pattern that Guides Us

	OUR MISSION	OUR VISION	OUR CORE VALUES
<p>OUR IMPACT THIS YEAR:</p> <p>2,875</p> <p>LOW-INCOME IMMIGRANTS RECEIVED A HELPING HAND</p> <p>99</p> <p>NONPROFITS PROVIDED LANGUAGE ACCESS TO THEIR CLIENTS</p> 	<p>Ayuda advocates for low-income immigrants through direct legal, social, and language services, training, and outreach in Washington, D.C., Maryland, and Virginia.</p>	<p>We envision a community where all immigrants succeed and thrive in the U.S.</p>	<p>Excellence Integrity Collaboration Inclusion Client-centeredness Wellbeing</p> 



2025

A Patchwork of Moments that Mattered



<<< Ayuda to Your Next Step – Job Fair

In partnership with The Next Step Public Charter school, Ayuda co-hosted a job fair to help students and clients explore career opportunities.

Photo provided by The Next Step PCS.



D.C. Budget Advocacy June 2025 >>>>>

Ayuda's team joined local partners to demand D.C. leaders pursue policies that support our immigrant communities.



^^ Honoring the life of Luis Rumbaut, Ayuda's 2nd Executive Director

After his passing on June 28, 2025, Ayuda leaders honored Luis Rumbaut, a lifelong immigrant champion who served as our second Executive Director.



^^ Standing with Immigrants

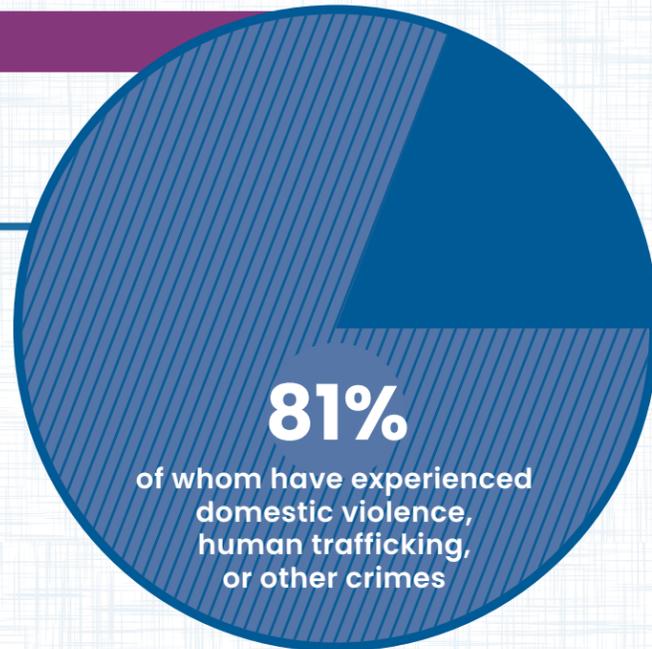
Ayuda recognized the impact of our 2025 awardees at Standing With Immigrants: McGuireWoods, Latham & Watkins, Waterwell, and former D.C. Attorney General Karl Racine.

Threads of Impact - By the Numbers

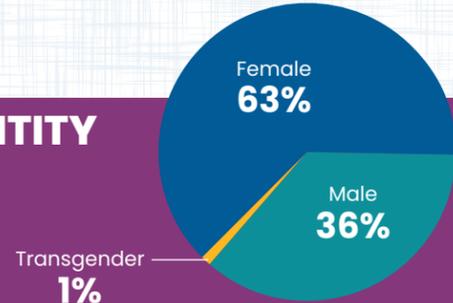
IN 2025, AYUDA SUPPORTED:

2,875
Low-Income Immigrants

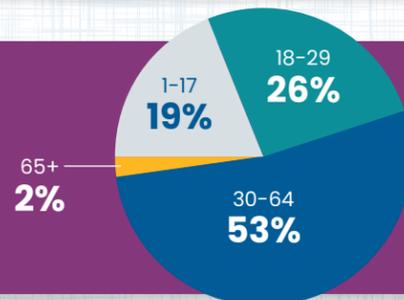
from **84** different countries
in **33** different languages



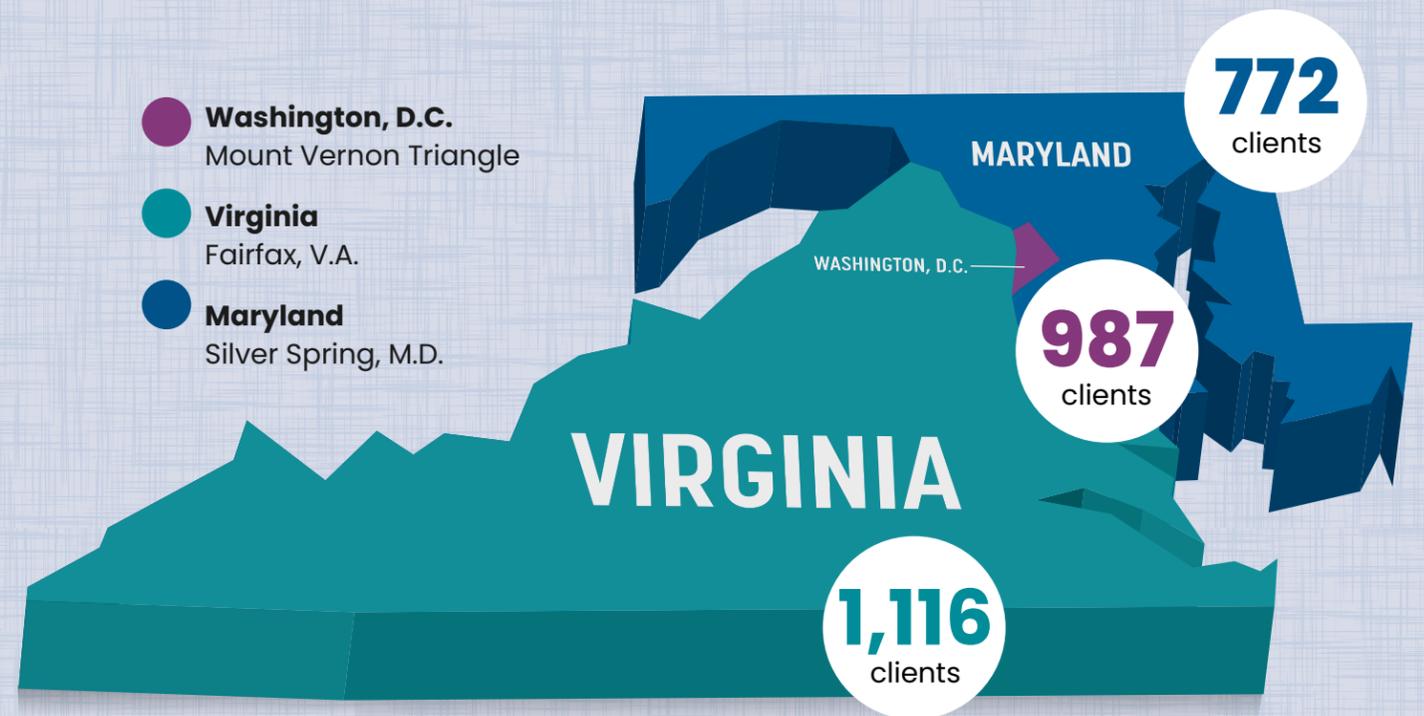
GENDER IDENTITY BREAKDOWN



AGE BREAKDOWN



Ayuda proudly serves immigrants across D.C., Maryland, and Virginia, and reaches even more individuals by partnering on language access with local nonprofits.



Secured immigration relief for **793** immigrant clients



Provided holistic social services to **831** immigrant survivors



Provided **2,360** interpretation sessions to the clients of 99 local nonprofits



Helped secure a **\$4 million increase** in Virginia state funding for services to support survivors



Ayuda's volunteer and pro bono community donated **7,192 hours of their time**

Woven from Courage, Strengthened by Voices

DONOR VOICES: MISSY AND ERIC HERENDEEN

“Ayuda’s work is staffed by competent, compassionate individuals. Their wraparound model and steadfast commitment to honoring the dignity of our immigrant neighbors align with our personal values and faith system. As a social worker married to an attorney, using our time, talent, and treasures for advocacy and funding is faith in action – work we are thankful for.”

LATINOS@AMAZON HQ2

“Supporting Ayuda reflects who we are,” shared Laura Molinares, President, Latinos@Amazon HQ2. “Many of us see our own families in the communities Ayuda serves.” What began as one-time volunteer event has evolved into ongoing employee engagement and support. Partnering with Ayuda has deepened their commitment to creating lasting impact for immigrant families across the DMV area.

STAFF VOICE: RYAN DURAZO, SUPERVISING IMMIGRATION ATTORNEY, AYUDA

“If I could tell everyone in America one thing about my clients, it is that they are so smart and so determined to make their lives and this country a better place. These kids are going from living on the streets, from fearing for their lives to being honor roll students in just a matter of a few years. And the only thing holding them back from reaching their dreams is a slip of paper that says ‘you can stay in this country.’”

MORE VOICES OF IMPACT



Every Ayuda program is a patch in our quilt of protection for immigrants—distinct in purpose, united in impact.

A Patch of Justice

Our legal services teams offer direct representation to help immigrants navigate the complex justice system - whether in immigration court, family court or beyond.

In a year of rapidly changing immigration policies, Ayuda’s legal work became more challenging, yet also more important than ever before. For many of our clients, fast-paced changes in immigration law meant that the goal posts shifted, putting critical immigration relief further out of reach. Yet for every change, our dedicated immigration legal team stood by clients, helping them navigate the turbulence and stay on the path to legal status.

For immigrant survivors, who can often secure immigration relief provided they help law enforcement bring their perpetrators to justice, 2025 brought additional barriers. As more police departments have begun formally collaborating with ICE, many of our immigrant survivor clients have come to fear law enforcement, forgoing the relief they qualify for or even declining to seek help.

Highlights & Achievements

- **Project END**, which combats immigration legal services fraud, expanded its reach in response to a surge in fraudsters targeting immigrants via social media. The program provided training to **172** legal service providers and individuals, and directly helped **53** people targeted by this pernicious fraud.
- Ayuda’s **Domestic Violence and Family Law** team worked hand-in-hand with **77** immigrant survivors, helping them seek protective orders, divorce, custody, child support, and other legal protections to help them rebuild their lives.
- Our **Children’s Legal Program** continued to defend unaccompanied children amid existential funding threats from the Trump Administration.

AYUDA’S LEGAL TEAM



Served
2,358
immigrants



Represented
clients in
1,751
cases



Provided brief
immigration
consultations to
435
clients

Oscar's Story

Oscar* was raised in Nicaragua amid deep economic hardship. While his mother and aunts worked long hours in the capital, he was cared for by his grandmother and took on responsibility for younger relatives from an early age. As he began to understand his LGBTQ identity in middle school, Oscar faced rejection and verbal abuse in a country – and within a family – where he was not accepted.

In January 2022, Oscar fled Nicaragua in search of safety, arriving in the United States after a traumatic journey and time in detention. He moved to Michigan to live with a U.S. citizen husband who had promised stability and the chance to finish school. Instead, Oscar was forced to work without pay in his husband’s construction business and endured escalating manipulation and physical violence, ultimately requiring hospitalization.

When Oscar escaped to the D.C. area, Ayuda became his lifeline. Ayuda’s legal team helped him understand his rights, carefully document the abuse, and pursue immigration relief through Violence Against Women Act and T visa protections, allowing him to live and work safely and independently. With legal status, **Oscar is now rebuilding his life in Fairfax** – continuing therapy, working, and pursuing a future in healthcare. He has earned his Certified Nursing Assistant certification and is working toward becoming a Licensed Practical Nurse.

“The journey for many of our clients is incredibly difficult. Many flee war, torture, and unstable systems - only to face new obstacles here. I’m compelled to be part of an organization that brings dignity and relief.”

Irfana Anwer, Pro Bono Managing Attorney, Ayuda

*All identifying details, including the client’s name, have been anonymized for safety.

A Patch of Stability

Our social services team offers comprehensive support to help immigrant survivors heal from trauma and rebuild their lives.

In 2025, immigrant survivors of domestic violence, sexual assault, trafficking, stalking, and other crimes faced mounting barriers to safety. Increased immigration enforcement, courthouse arrests, and expanded collaboration between local law enforcement and ICE left many afraid to seek help, report abuse, or access essential services. Some endured harm in silence rather than risk detention or deportation. In this climate of fear and uncertainty, **Ayuda's social services team adapted quickly** — meeting clients in safe ways, strengthening emergency and safety planning, and providing flexible financial and emotional support. Even amid instability, survivors found steadiness, protection, and a path forward.

Highlights & Achievements

- As enforcement intensified, safety planning became a cornerstone of our team's response. Each immigrant survivor has unique needs, and works with their case manager to build a plan tailored to their healing and stability goals. In 2025, **99% of our social services clients prioritized developing an emergency safety plan — a dramatic rise from 24% the previous year.**
- Despite widespread fear and increased ICE presence that kept many survivors isolated at home, participation in our healing and skill-building groups grew significantly. Attendance in spaces like *Mejorarte*, *Hermanas Unidas*, crochet circles, and hospitality job readiness training rose to **336** participants — up from **234** the year before.
- To support survivors isolating at home, our team partnered with the **Capital Area Food Bank** to ensure groceries could be delivered through DoorDash directly to clients' homes.

AYUDA'S SOCIAL SERVICES TEAM



Provided case management and/or therapy to

831

immigrant survivors



Provided immigrant survivors and their families:

11,114

pounds of food



14,050

diapers



\$282,936

in direct financial support

Ana's Story

When **Ana*** first came to Ayuda, she felt completely hopeless and overwhelmed. She had been living in constant fear of immigration enforcement and was terrified to leave her home or engage with any court systems, immigration agencies, or even nonprofits like Ayuda.

On top of that, she was carrying the deep trauma of exploitation and had very limited support. Everything in her life felt uncertain and unsafe. Over time, through consistent case management, safety planning, and connections to legal and mental health resources, Ana slowly began to rebuild trust.

For the first time in a long time, she felt like she could breathe and imagine a future for herself.

Today, Ana is moving into her own apartment with support from Ayuda's funding and advocacy. She will also participate in our hospitality training this year to receive additional assistance in workforce development.

Ana's experience is a powerful reminder of the impact of holistic support and the importance of creating a space where survivors feel safe, believed, and empowered.

"Ana's journey continues to motivate me because it shows how Ayuda can help restore hope and stability in a survivor's life, even amid uncertainty."

Nuri Martinez-Molina, Supervising Case Manager, Ayuda

*All identifying details, including the client's name, have been anonymized for safety.



A Patch of Equity

Our language access program ensures that Ayuda clients and the clients of partner nonprofits can get help – regardless of the language they use to communicate.

In 2025, federal actions rolled back longstanding language access protections – weakening enforcement of rights that immigrants with limited English proficiency and our Deaf and hard of hearing community-members rely on to get help. Furthermore, the designation of English as the nation’s official language sent a harsh message that still reverberates. As immigrants and survivors of crime faced heightened fear and uncertainty, partner organizations relied upon our Language Access Program for trusted interpretation, translation, and leadership. **While language access is often treated as optional, at Ayuda it has always been foundational.** Our team expanded interpreter trainings and responded to increasingly complex requests, ensuring immigrants and survivors could still advocate for themselves.

Highlights & Achievements

- Ayuda’s **Community Legal Interpreter Bank** and **Victim Services Interpreter Bank** broke down language barriers for the clients of **99 local nonprofits**. Whether fighting for justice in court or getting services to heal, survivors could count on Ayuda to connect them with trauma-informed, culturally sensitive interpretation.
- Interpretations for pro bono law firms rose from **44** to **130**, reflecting the growing commitment in our local pro bono community to specialized language support.
- To meet rising demand for skilled interpretation professionals, Ayuda expanded its interpreter banks from **165** to **199** professionals and provided specialized training to **53** interpreters, helping grow the talent pool of language professionals.

TOP 10 MOST REQUESTED LANGUAGES

- | | |
|-------------|---------------------------|
| 1. Spanish | 6. American Sign Language |
| 2. Amharic | 7. Tagalog |
| 3. French | 8. Vietnamese |
| 4. Arabic | 9. Turkish |
| 5. Mandarin | 10. Haitian Creole |

AYUDA’S LANGUAGE ACCESS TEAM PROVIDED:



BUILD-ing a More Inclusive Talent Pipeline

Across the region, there is a critical shortage of qualified, specialized interpreters and no clear pathway for many aspiring interpreters to enter, advance, and build sustainable careers in the field.

In 2025, Ayuda’s Language Access program launched the BIPOC and Deaf, Underrepresented Interpreters Learning and Development (BUILD) program to address this gap. BUILD is not just a training, but a workforce development initiative that expands access to career pathways in interpretation. The program supports both aspiring interpreters and experienced professionals from BIPOC, Deaf, and other underrepresented communities as they build and advance their careers.

Each participant begins with a one-on-one assessment to identify their experience, goals,

and barriers to advancement. From there, Ayuda works alongside participants to map out a personalized pathway that may include specialized training, certifications, technology access, and professional development opportunities. BUILD also provides financial support to ensure that cost is not a barrier to entering or advancing in the field.

Even in its first year, BUILD is already creating tangible outcomes. One participant has progressed from foundational training to full-time employment, demonstrating how targeted investment can open doors to stable, meaningful careers. **In partnership with the Greater Washington Community Foundation, Ayuda is helping build a stronger, more diverse pipeline of interpreters and expand economic opportunity in the communities we serve.**

“BUILD was created to remove barriers to professional development for BIPOC, Deaf, and underrepresented language interpreters – providing scholarships, training, and equipment so they can grow their skills and serve communities that too often go unrepresented.”

Paige Jordan, Senior Language Access Manager, Ayuda





A Patch of Community Courage

Ayuda’s Advocacy Program works to influence public policy to help ensure that immigrants in the District of Columbia, Maryland, and Virginia can thrive without barriers to legal pathways, the social safety net, and equitable language access.

In 2025, Ayuda faced a dramatically different policy landscape. The anti-immigrant rhetoric that the 2024 presidential campaign was characterized by evolved into administrative actions and legislation that unjustly criminalize and dehumanize our communities, violate their civil rights, and undermine their safety and dignity. The Advocacy Program’s work expanded to respond to the moment.

Staff co-led public pressure campaigns, strengthened and led coalitions, submitted regulatory comments, joined amicus briefs and impact litigation, testified in several public hearings, grew our voice in the media, and met with legislators on the local, state, and federal levels, **all in defense of immigrants in the D.C. metropolitan area.**

Highlights & Achievements

- In coalition with a cross-sectional, diverse group of partners, successfully pushed for the reversal of critical cuts to the D.C. social safety net, securing a final FY26 budget that:
 - Fully funds the **Access to Justice Initiative** at **\$31M**, allowing Ayuda and legal services nonprofits across D.C. to serve more immigrants, survivors, and low-income neighbors.
 - Increases funding for the **Office of Victim Services and Justice Grants (OVSJG)** by **14.3%** over the previous year, meaning that more survivors of domestic violence, human trafficking, and other crimes will be able to access the full continuum of care.
- Together with the **Virginia Sexual and Domestic Violence Action Alliance**, successfully advocated for increased state investment in victim services securing a **\$4M** increase in state funding.

36
meetings with legislative offices

22
public hearing testimony delivered

Moments that Moved the Needle

Ending law enforcement collaboration with ICE

In 2025, policies that expanded collaboration between local police and immigration enforcement made it harder for immigrant families to stay safe. New federal and state actions fueled a surge in 287(g) agreements across Virginia, contributing to thousands of ICE arrests and deepening fear in already vulnerable communities.

In D.C., Ayuda and our partners successfully defended the Sanctuary Values Amendment, protecting critical limits on police involvement in immigration enforcement. But that victory was short-lived. A declared “crime emergency” brought an increased federal presence, and a new police order reopened the door to collaboration with ICE.

For the survivors we serve, these decisions carry real consequences. They mean hesitating before calling the police, even in moments of crisis. They mean choosing between safety and the risk of detention. Ayuda is working alongside coalition partners to push for accountability and restore protections so every person can seek help without fear.



Fighting for immigrants’ healthcare access

At the start of the year, many of Ayuda’s clients relied on the D.C. Healthcare Alliance for basic and life-saving care. The program served thousands of low-income residents, many of them immigrants, who are ineligible for Medicaid.

When proposed cuts threatened the program, Ayuda stood alongside the Keep DC Healthy coalition to defend it. Despite these efforts, the Alliance was dismantled, leaving more than 25,000 residents without coverage and creating a devastating gap in the city’s safety net.

For our clients, this loss is deeply personal. **It means missed medications, untreated conditions, and impossible choices between paying rent or seeing a doctor.** Ayuda continues to advocate for the restoration of healthcare access while seeking funding to help cover our clients’ critical medical expenses, because no one should be denied care when they need it most.



Strengthening language access protections

As a proud member of the D.C. Language Access Coalition (DCLAC), Ayuda has continued advocating for an amendment to strengthen the D.C. Language Access Act. Originally passed in 2004, the Language Access Act requires local agencies to provide interpretation and translation services that allow residents to access services regardless of the languages they use to communicate. The law is critical, but lacks mechanisms to ensure that agencies actually honor their language access obligations. Over the last few years, DCLAC has been working with the DC Council toward the introduction of an amendment that would bridge the gap, and made a number of significant strides in 2025.



Our Volunteers: Many Hands, One Quilt

Each volunteer thread strengthens our mission, weaving compassion and care into every client's journey.

From donation drives to hands-on service projects, community volunteers turn compassion into tangible support for families in need. Corporate partners deepen this impact through coordinated giving and service, helping immigrant families access essential resources while fostering dignity, stability, and a stronger sense of belonging.

AMALGAMATED BANK >>>>>

Amalgamated Bank employees bag groceries for the families we serve.



GIFTS VOLUNTEERS >>>>>

GIFTS volunteers wrap toys to bring our immigrant kids a joyful holiday.

332
volunteers

Spent
1,708
hours supporting
Ayuda's work



<<<<< STEPTOE TEAM

StepToe team members pose after packaging winterwear kits for clients.



Our Pro Bono Partners: Crafting Justice Together

Ayuda partners with distinguished law firms and corporate legal teams to increase access to representation and serve more community members.

With the help of our pro bono partners, we offer low-stakes consultations in which immigrants can get personalized brief legal guidance and start the path to securing immigration relief. Consultations are available free of charge, and in the client's language of choice.

Under mentorship from Ayuda staff attorneys, many pro bono partners provide **direct representation**, helping meet the historically high demand for legal services. Volunteer attorneys walk hand-in-hand with our immigrant neighbors as they secure everything from work permits to asylum and other forms of humanitarian relief.

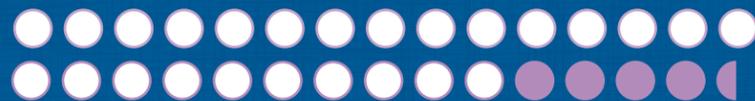
Now more than ever, we are grateful to strengthen access to justice for our immigrant community through these crucial partnerships.

"It was incredibly comforting to know that we could pick up the phone and tap into our resources at Ayuda, not just for legal guidance and suggestions on the substantive merits of the case, but also a true trauma-informed perspective that was sensitive to the realities of what we were dealing with and the practicalities of these court proceedings we were in that were very foreign to us."

Ryan D. Frei, Partner, McGuireWoods / Pro Bono Partner



AYUDA'S 2025 PRO BONO CLINICS



served
294
immigrants
and their
family members

86%
of whom were
found eligible for
immigration relief

5,484
Pro Bono Hours
Donated in 2025

HEAR MORE

Threads of Generosity: Our Donors

From classrooms to concerts, yoga sessions, cabarets, comedy stages, and our supporters' homes, Ayuda's community wove powerful threads of generosity and transformed connection into meaningful impact.



<<< GRASSROOTS COMEDY

Grassroots Comedy hosted an event featuring some of D.C.'s funniest comedians during Pride and Immigrant Heritage Month, raising funds to support the immigrant community.

KIDS FOR KIDS FUND >>>

The Kids for Kids Fund, a student-led grantmaking program organized by Giving Square, chose Ayuda and received grants in support of our immigrant families.



<<< AGORA INTERNATIONAL WOMEN'S DAY

Vendors and community members gathered at Agora, organized by Yasmin Paraskevas of Yas Media, to celebrate women's leadership while supporting Ayuda.



UNITED IN GLITTER >>>>>

Supporters from Latinx History Project, LULAC, and D.C. Drag Queens teamed up to host an inspiring show, donating ticket proceeds to support Ayuda.



Hands that Guide: Our Leadership

Meet the dedicated leaders who provide governance, guidance, and strategic direction to advance Ayuda's mission.

Board of Directors

Paul Lee
Chair, Steptoe

Hans Manzke
Vice Chair, LINK

Kevin Metz
Treasurer

Jill Flack
Secretary

Agnes Buanya
CareFirst

Joyce Cowan
Massumi + Consoli LLP

Jeremy Haldeman
Hispanic National Bar Association

Alice Lugo
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Miguel A. Martinez Jr.
PwC

Victoria Ortega
Blank Rome

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Boeing

José Antonio Tijerino
Hispanic Heritage Foundation

Samir Varma
Thompson and Hine LLP

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NVMS Conflict Resolution Center

Stacy Brustin
The Catholic University of America

Erick Castro
Georgetown University

Andrew Dana
Call Your Mother Deli

Patty First
The Raben Group

Jennie Guilfoyle
VECINA

Iris Jimenez
La Casita Pupusería

The Honorable Paul Wickham Schmidt
Retired, Federal Immigration Court Judge

Paula Douglas Seidel
Powerful Partnerships

Andrew Selee
Migration Policy Institute

The Honorable Walter Tejada
Virginia Latino Leaders Council

Michael Tubman
Lucid Motors

Ayuda Senior Management

Paula Fitzgerald
Executive Director

Teng Chamchumrus
Chief Operating Officer

Marilyn Lovo
Language Access Director

Victoria Maqueda Feldman
Director of Legal Programs

Ana Plaza
Social Services Director

Anusce Sanai
Associate Director of Legal Programs

Rose Spero
Operations Director

Laura Trask
Director of Development and Communications

Sarah Terlizzi
Director of Grants and Contracts

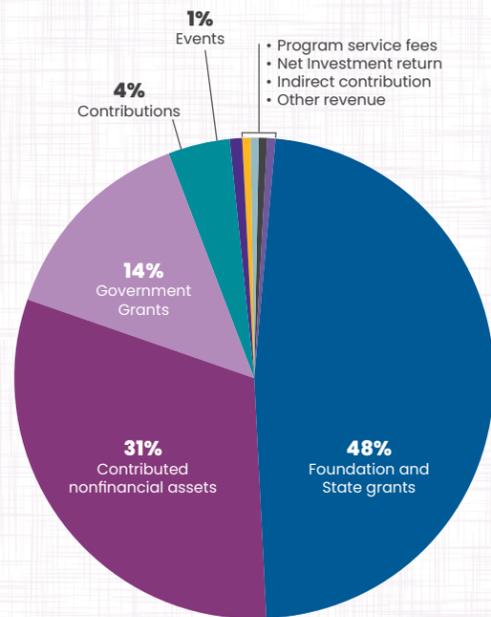
Elsy Vasquez
Finance Director

Financial Snapshot

Our audited financials reflect the complexity of public funding, with some government-supported resources categorized within combined state and foundation funding; additional detail is available upon request. In 2025, Ayuda reported revenues exceeding expenses, reflecting a prudent and strategic approach to spending in a volatile funding environment while maintaining continuity of services and safeguarding long-term sustainability.

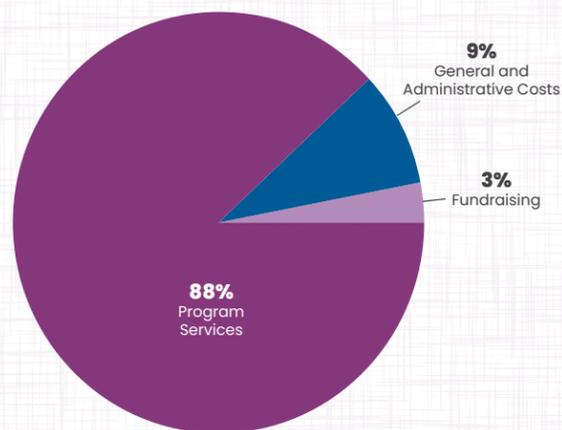
REVENUE AND SUPPORT

Foundation and state grants	\$9,754,939
Contributed nonfinancial assets	\$6,376,200
Government grants	\$2,870,894
Contributions	\$778,505
Events	\$303,402
Program service fees	\$79,656
Other revenue	\$63,377
Net investment return	\$57,261
Indirect contributions	\$12,960
Total revenue and support	\$20,297,194



EXPENSES

Program Services	\$16,751,053
General and Administrative Costs	\$1,628,657
Fundraising	\$539,983
Total Expenses	\$18,919,693



FULL AUDIT REPORT

Together, We Stitch What Comes Next

As need continues to grow, Ayuda will continue to stand beside immigrant families and survivors of violence with compassion, expertise, and unwavering support. In 2026, we will deepen our legal and social services, strengthen language access, and expand advocacy so that our immigrant neighbors can thrive and live without fear.

Ayuda's work ahead is only possible when we act collectively and operate as one. **Together, we will stitch a stronger, bolder, and more just future.**



DONATE TODAY!





MARYLAND OFFICE

Mon - Fri, 8:30 AM - 4:30 PM
240-594-0600
Silver Spring, M.D. 20190

D.C. / ADMIN OFFICE

Mon - Fri, 9:00 AM - 5:00 PM
202-387-4848
Washington, D.C. 20035

VIRGINIA OFFICE

Mon - Fri, 8:30 AM - 4:30 PM
703-444-7009
Fairfax, V.A. 22031

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