Indian American
Community Services

2025

IMPACT REPORT

IACS Night Market 2025

Connecting communities. Empowering lives. Creating lasting change.

Indian American Community Services (IACS) brings people together, connects individuals and families to essential resources, and builds pathways to opportunity, dignity, and belonging.

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IACS Milestones

1984–2014

- 1984: India Association of Western Washington (IAWW) established
- 43,250 Indians in King County (2010 Census)
- Youth summer camp, monthly senior lunch, cultural celebrations

2015–2017

- First weekly pop-up centers established in Bellevue
- IAWW evolved into a full support-services organization serving seniors, families, toddlers and youth
- Free monthly legal clinics for family law and immigration launched

2020

- Pandemic response: COVID testing, vaccinations, public health advocacy
- IACS Small Business Services initiated
- IACS Crisis Services (Mental Health & Wellness, Housing, Legal, Food Services) established and expanded.
- Youth Advocacy and Civic Engagement Program launched

2021-22
RENAMED AS IACS

- **IAWW rebranded as Indian American Community Services (IACS)**
- Services expanded into Bothell, Bellevue, Issaquah, Kent, Redmond, Sammamish
- Annual IACS Night Market launched
- Member of Washington State Department of Commerce Small Business Resiliency Network

2023
IACS KENT CENTER

- **IACS purchased and initiated the development of the IACS Kent Community Center**
- IACS led the East King County Asian Pacific Islander Coalition
- Partnered with Youth Eastside Services for Youth Mental Health First-aid Program

2025

- Secured funding for Phase 1 renovation of the Kent Center
- Launched **Rapid Response for Crisis** — legal, housing, food
- Launched weekly programming for **teens & young adults with special needs**

43,250
2010

→

115,525

Indian Americans are now one of the largest immigrant groups in the U.S. — 115,525 in King County.

Source: U.S. Census Bureau (2010); ACS estimate (2025), King County.

A LETTER FROM OUR EXECUTIVE DIRECTOR

Greetings from Indian American Community Services (IACS).

As we enter the final quarter of 2026, I invite you to pause with us—to reflect on the progress of our programs, the state of our community, and the impact we have built together. Across our community, families have navigated job losses, barriers to navigating immigration, healthcare, mental health, housing, personal crises and the profound isolation when the systems around us feel uncertain.

The IACS team and volunteers continue to persevere and serve our community by providing much-needed, integral connection points and support services.As immigrants, our journey across multiple oceans was rooted in hope, driven by perseverance, resilience, and above all, a quest for dignity. Yet we face uncertain and hostile times, made to feel unwelcome on one end while facing resentment or being reduced to being labeled as the “model minority” on the other. Neither label defines us.

We work hard to put food on the table and keep a roof over our families. We strive to connect and support our youth and our elders. We are students, workers, entrepreneurs, survivors, artists, advocates, neighbors, and community builders. We are not a stereotype. We are a community proud to grow roots in our adopted homeland.

Meeting the Moment

The years 2025 and 2026 have tested IACS as an organization. They have also clarified our purpose. When circumstances have demanded more, we have expanded rather than stepped back. We have strengthened essential services, leaned into coalition partnerships, and drawn upon the extraordinary knowledge and resilience that already exist within our community.
We know that no single organization can do this work alone.

Our strength comes from collaboration—from the partnerships we have cultivated across this homeland we now call home, and from the State, County, and City leaders, nonprofits, businesses, faith communities, volunteers, donors, and neighbors who stand alongside us. When othering and hate feel unbearable, you remind us that we are not alone. You are our partners. You are our advocates. You are our volunteers and donors. You are our neighbors. You are part of the IACS family.

The Stories Behind the Numbers

This Impact Report will share the numbers, photographs, programs, and milestones that tell part of our story. But numbers can never tell the whole story. Behind every statistic is a person. Behind every program is a relationship. Behind every outcome is someone who chose to show up. They are the meaning behind our work.

They remind us that community is not an abstract idea. It is built in gardens and classrooms, in kitchens and small businesses, at senior gatherings, around shared meals, through acts of service, and in the simple rituals that connect one generation to another. This is the impact of IACS. And this impact exists because of you.

Looking Ahead

As we look toward the final months of 2026 and beyond, we do so with clear eyes and renewed purpose. There is still much work ahead. We will continue to outreach, co-create, support and serve. We will continue to listen to our community and evolve with it. We will continue to build partnerships, reach across cultures, invest in people and neighborhoods, and create pathways toward greater stability, opportunity, and belonging. Thank you for believing in IACS. Thank you for standing with our community through difficult moments and hopeful ones. Thank you for volunteering, giving, partnering, advocating, listening, and simply showing up. Most of all, thank you for reminding us that the journey of building a community does not end when we arrive somewhere new. It begins there.

With gratitude and in community,
Lalita Uppala
Executive Director
Indian American Community Services

Who We Are

Indian American Community Services (IACS) formerly known as India Association of Western Washington (IAWW), is the longest-serving Indian community based organization in the Pacific Northwest. IACS works to connect and empower the Asian-Indian community through programs, services, and advocacy for people of all ages and all life stages. As a result, IACS is able to involve its full community in ways that incorporate and respect cultural traditions and values.

Our Mission

IACS engages the Indian American community across all life stages, connecting people through culture, arts, and support services, while fostering a welcoming and inclusive space for all.

We Meet People Where They Are

At IACS we focus on providing resources and assistance to people within the community of all ages with services tailored specifically to their needs. We are committed to supporting the local Indian community with critical programs and services, especially for those most at-risk members of our community.
For over three decades, we have continuously improved opportunities to supply our knowledge and resources in order to strengthen the community.

Through our pop-up locations, we bring our services closer to the communities we serve, making support more accessible, approachable, and responsive to their needs.
We are now looking forward to our first IACS owned community center in Kent.

EMPOWERING PEOPLE, BUILDING COMMUNITIES

Who We Serve

Early Childhood Services

Families with young kids (0-5)

Early childhood enrichment, education, developmental screening, and family support.

IACS Anvi Career Services

Women

Career and employment support, workforce training, and financial empowerment.

Crisis and Legal Support

Families & Individuals

Free legal clinics, immigration, family law, and emergency resources.

Civic Engagement & Advocacy

Community Members

Voter outreach, town halls, and leadership opportunities to raise our voice.

Youth Leadership Program

Youth ages (11-18)

Peer mentorship, mental health support, and leadership training.

Senior Services

Seniors

Healthcare navigation, transportation, digital literacy, and wellness programs.

Small Business Support

Entrepreneurs & Businesses

Marketing, compliance, technical assistance, loans, and credit building.

Therapy and Counseling Support

Mental Health

Workshops, healing circles, support groups, and mediation services.

ESSENTIAL SERVICES. MEASURABLE IMPACT. LASTING CHANGE.

2025 Impact at a Glance

*Our **2025** impact reflects what's possible when **community, compassion, and commitment** come together.*

14,460
Total individuals impacted

342
Youth connected

$145,000
Small business loans

$225,000
Crisis assistance

5,788
Hours of crisis support

336
Hours of Mental Health support groups

1,280
Seniors served

361
Small businesses assisted

THE NEXT NEW CHAPTER - A COMMUNITY HOME

IACS Kent Community Center

After decades of showing up for this community from pop-up locations, we are ready to build something permanent.

In 2022, following more than two years of listening sessions with the community, IACS purchased a 22,000 sq ft building in Kent, WA. Of that space, 12,000 sq ft is leased to a third party, and 10,000 sq ft will be renovated into a community center hub for all ages and races. It is a place where youth, seniors, families, entrepreneurs and workers can walk through to find support. Apart from serving Indian American community, it will serve as a much needed community space for all immigrants in Kent and surrounding areas.

The project will be completed in two phases.

PROJECT TIMELINE

2022 - Building purchased

Now - Phase 1 permitting approvals underway

Jan 2027 - Phase 1 renovation begins

Dec 2027 - Phase 1 estimated completion

- Community Gathering Space
- Wellness Studio
- Learning Center
- Commercial Kitchen
- Art Gallery
- Chatur Chai Cafe

IACS Community Center; 10210 Southeast 260th Street; Kent

Dec 2027

Estimated Completion

10,000+
sq ft community center

22,000
sq ft building

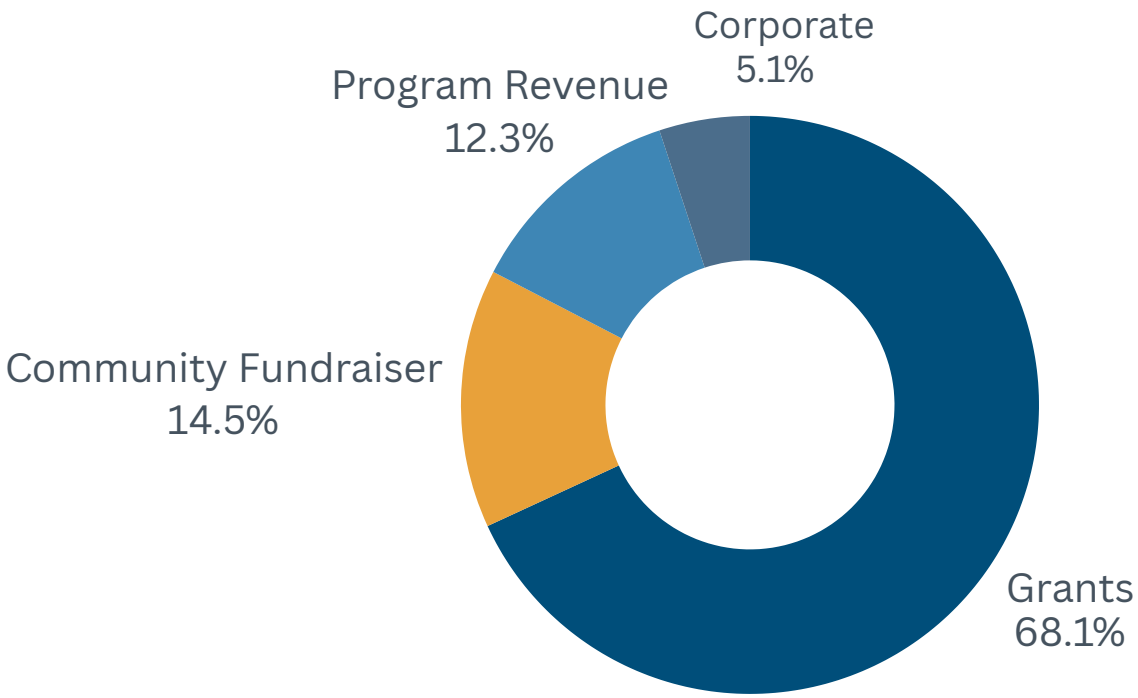
Kent center updates and IACS Capital Campaign
https://iacswa.org/kent-center/

2025 FINANCIALS

2025 Financial Snapshot

Fiscal Year 2025 compared with 2024.

WHERE THE MONEY COMES FROM



Total revenue: $3,450,000

- Grants $2,350,000
- Community Fundraiser $500,000
- Program Revenue $425,000
- Corporate $175,000

WHERE THE MONEY GOES · TOTAL EXPENSES $3,167,000

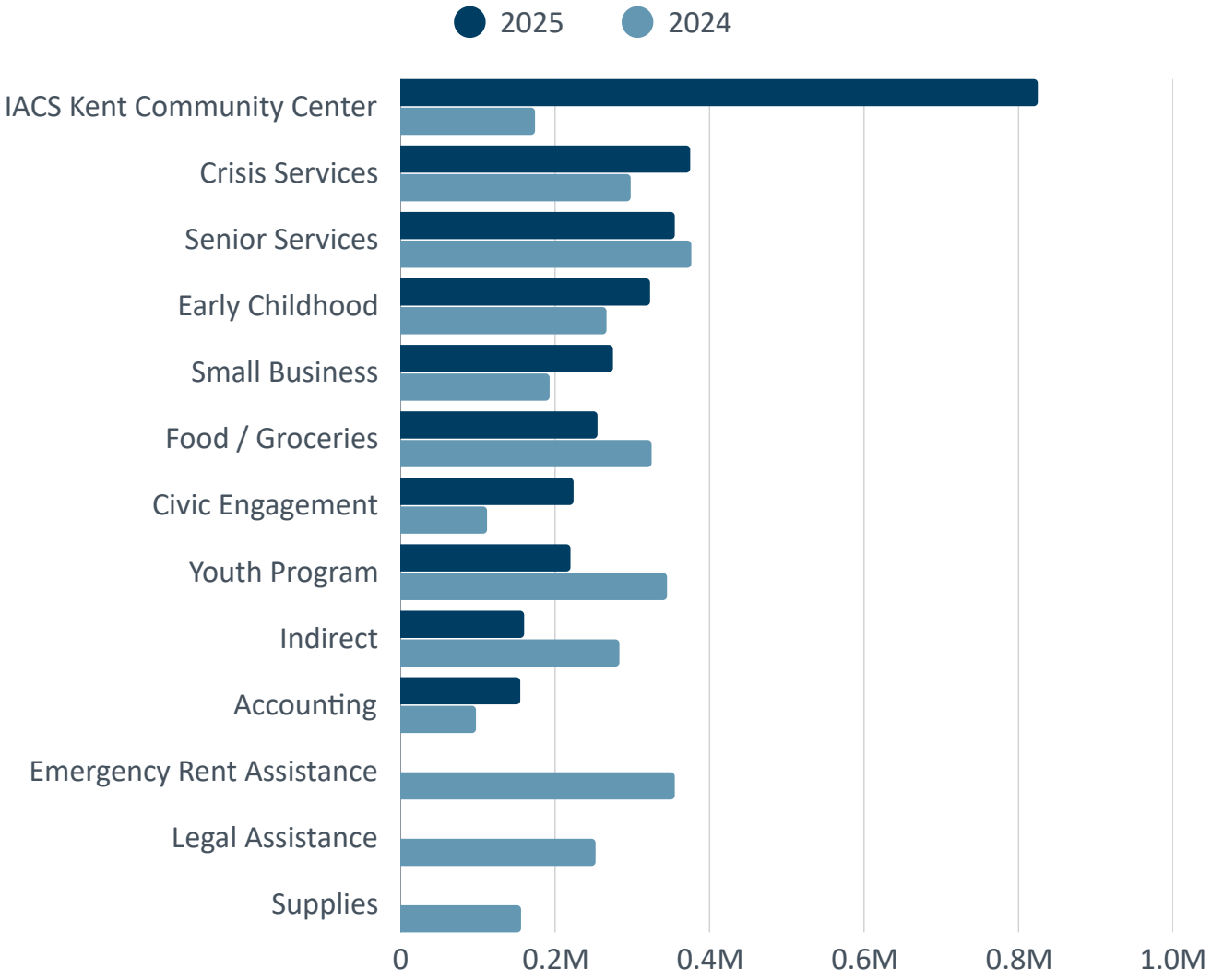
FOR EVERY $1 SPENT

64¢ Programs & services · 26¢ IACS Kent Community Center · 10¢ Indirect costs

2024-25 Financial Snapshot

Fiscal Year 2025 compared with 2024.

EXPENSE DISTRIBUTION ACROSS SERVICES · TOTAL EXPENSES $3,167,000



*Emergency Rent Assistance, Legal Assistance and Supplies were reported as separate categories in 2024. In 2025, these expenses are distributed across the program categories above.

IACS Kent Community Center spending rose in 2025 with the start of Phase 1 renovation.

The $283,000 difference between revenue and expenses is being held as operating reserve.

PEOPLE WE REACHED

Each little person = 1,000 community members

ENRICHMENT. CAREGIVER SUPPORT. WELLNESS. LITERACY

Early Childhood and Seniors

NURTURE. DEVELOP. THRIVE

Early Childhood Program

Motherhood can feel isolating and overwhelming, especially for young immigrant mothers without family support. Many pause their careers to raise children or are waiting for work permit changes, waiting to revisit their professional lives, often losing time in the process.

The IACS Early Childhood program gives families, caregivers, and toddlers a strong start. We pair **developmental screening, nutritional support, and caregiver coaching** with enrichment that equips caregivers with the tools and community connections for an environment where children thrive.

2,300	612	175	363
Hours of enrichment programming	Support group hours	Families received developmental screening	Toddlers and parents received support

AGING WITH DIGNITY

Senior Services

The IACS Seniors program addresses isolation through **daily programming spanning wellness, resource navigation, and financial and digital literacy -** a safe, supportive platform where seniors and families thrive.

- Crisis & Mental Health Services
- Medicare & Medicaid
- Digital Literacy
- Food & nutrition
- Health & wellness
- Employment resources
- Senior referral services
- Family caregiver referrals

1,040	612	635	156
Support group hours	Seniors received mental health support	Seniors supported with digital literacy	Seniors reached out for emergency rental assistance

CAREER PATHWAYS FOR JOB SEEKERS AND GROWTH FOR LOCAL ENTREPRENEURS

Career & Small Business Support

CAREER & WORKFORCE TRAINING

IACS Anvi

IACS Anvi equips women and job seekers with **one-on-one mentoring, career fairs, skill-building workshops and practical tools** to land jobs, earn promotions and build long-term financial independence.

2,670	296	238	111
Hours of 1:1 mentoring	Hours of workshops provided	Women mentees registered	Achieved positive career outcomes

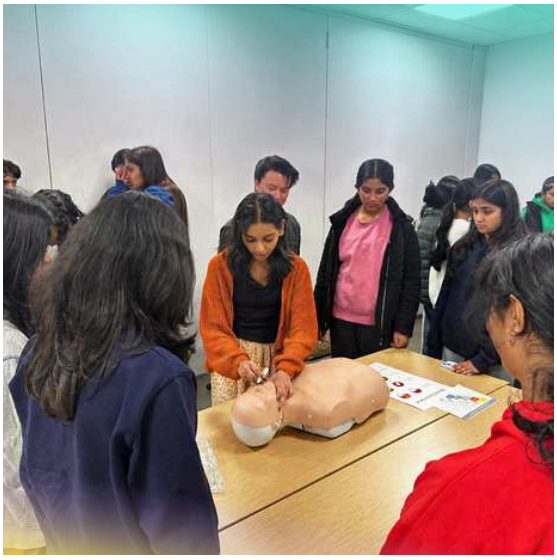
ENTREPRENEURS & WORKERS

Small Business Support

IACS helps entrepreneurs start, stabilize and grow through **one-on-one technical assistance, financial and digital literacy,** mentoring, and the **IACS Night Market.** We also educate **workers on their rights and safety**.

361	3,670	183	$145,000
Businesses given technical assistance	Technical assistance hours provided	Businesses received rent & financial aid	In loans & grants accessed by small businesses

Youth Leadership & Civic Advocacy



ENGAGEMENT. INSPIRATION. IMPACT

YOUTH LEADERSHIP PROGRAM

IACS empowers the next generation to lead with purpose, confidence, and cultural pride. **Through peer tutoring, mental health first aid, safety awareness, civic advocacy, and our signature summer camp,** youth develop leadership skills rooted in service and community engagement, often returning as mentors to inspire future leaders.

2,670
Hours of mental health support

296
Hours of youth community service

238
Hours of tutoring by IACS peer tutors

409
Youth participated in the program year-round

COMMUNITY VOICES

CIVIC ENGAGEMENT & ADVOCACY

IACS empowers communities to raise their voices and influence policies that shape their lives. **Through youth-led voter registration drives, town halls, candidate forums, civic summits, and direct advocacy with elected officials,** we foster meaningful civic engagement, strengthen community representation, and build a more inclusive democracy.

1,560
Community Members Engaged

4,500
Voter engagement — doors knocked

2,110
Hours of community outreach and listening sessions

Crisis, Mental Health & Legal Services

PROTECTION. RECOVERY. EMPOWERMENT

Legal and Crisis Services

When crisis strikes, whether it's the threat of eviction, domestic violence, or loss of immigration status, IACS is often the first place community turns to for help. IACS offers **free legal clinics, personalized case management, consultations for protection orders, safety plans, power of attorneys, deportation defense**, while also offering **vocational training, emergency housing and food assistance to income eligible clien**ts.

3,450
Hours of culturally nuanced case management

368
Hours of free legal clinics

$225,000
Emergency rental assistance to income-eligible crisis clients

Hope. Healing.

Mental Health Support

When emotional well-being is challenged, no one needs to navigate the challenge alone. Often taking the first step towards support, healing, and recovery can be daunting.

IACS provides culturally nuanced approaches to mental health and wellness services across all age groups. From programming on **meditative art, horticulture, service projects, music, fitness to nuanced support groups and free 1:1 mental health counselin**g working with behavioral health providers and partners embedding strategies for support into daily regimens, IACS has carved a comprehensive, connected approach to therapy and counseling.

4,570
Hours of mental health support

2400
Hours of Case Mangement

417
Adults in behavioural health care

Community Voices

IACS is the steady hand, the lifeline, the infrastructure that changes isolation to belonging. IACS shows up no matter how difficult the personal situation to make sure one doesn't have to walk alone.

- **Chandru Chandrasekaran, IACS Board Member**

"IACS helped me right from providing me food, to helping me stand on my feet, got me a job, when I was in need of money.

IACS has a group called Saathi. If anyone needs help, or knowledge, they are of tremendous help. Now IACS has taken place of my parents, because parents are far away and they cannot do anything to help me from there."

– Crisis Survivor

I attended the LinkedIn 101 Workshop which was informative with ideas that the mentors explained. It was so clear, and I got an idea on how to modify my LinkedIn profile. I am working on my profile now. I would like to thank IACS for organizing such events for us. I am glad that I got a chance to participate.

– LinkedIn Workshop attendee

To me and my family, IACS is a bridge between the roots that shaped me and the future my children are building as Indian-Americans. I see it bringing together people across generations, economic circumstances, and stages of their journey here, from those newly arriving to people who have been here all their lives. Its work reaches young people, mothers and families facing hardship, and seniors. That breadth matters: people from many walks of life can find support and a place in community. I give my time because I want my children to thrive here while staying connected to where we come from, and because I believe we build a stronger community when everyone has a place in it."

Anu arora , team coach, mindfulness expert

I had been on cholesterol medication for decades and cholesterol was close to upper limit and triglycerides were elevated but now my LDL cholesterol is at ideal level (my doctor's words) and triglycerides also reduced significantly (although some more work to be done).

I am a great proponent of the EBH program and hope to make these changes more permanent. Thanks to you, IACS, and the rest of the team for the guidance.

- **Mansoor Mirza, Senior Services, participant of the EBH (Evidence based Health) program**

I extend my heartfelt gratitude to the ANVI team for their exceptional service to the Indian community. I was fortunate to be assigned a remarkable mentor, Sharmila Raman. When we first met, I had lost confidence in my job search, but Sharmila's guidance, motivation, and unwavering belief in me turned things around.

She not only highlighted my strengths but also provided resources, showed me open positions, and facilitated networking with professionals. Throughout the challenging phase, she never wavered in her support. All her motivation helped me to find the available opportunity and now I restarted my career last week. One-on-one mentor program through ANVI is truly invaluable! I believe that many women like me, seeking to re-enter the workforce, would benefit immensely from having mentors like Sharmila! My sincere thanks to her.

– Revathi Shanmugan,
ANVI Mentee, IACS Women's Career

IACS 2025 COMMUNITY IMPACT & GIVING REPORT

Thank You

The team that makes it happen

To our staff, volunteers, donors, and partners: thank you for showing up for our community, day after day. Your time, generosity, and heart make every program in this report possible.

The measure of a thriving community is how it shows up for the people who need it the most.

That's what IACS does!

Join Us

There are many ways to be part of the IACS community. Here is how you can get involved.

Volunteer With Us

Lend your time and talents to programs that support children, youth, families, and seniors across our community.

iacswa.org/about/volunteer

Attend Our Events

Join our cultural celebrations, workshops, and community gatherings throughout the year.

iacswa.org/events

Make a Donation

Your gift helps IACS serve thousands of families across our community.

See page 20 for more ways to give.

iacswa.org/donate

Follow Us

Stay connected for community news, stories, and new ways to get involved.

facebook.com/IACSWA | instagram.com/iacs_wa

Scan to visit us at iacswa.org

Contactus@iaww.org | 253-234-9989

IACS, PO Box 404, Bellevue, WA 98009-0404

“Investing in IACS is investing in stability, economic security, and belonging for thousands of families — not just today, but for generations to come.”

Join Us in Lighting the Way

We welcome contributions via:

- Donations
- Donor Advised Funds
- Legacy Gifts
- Stocks
- Employee Matching Programs
- Year-End Giving Plans

executivedirector@iacswa.org

Scan the code to donate today

https://iacswa.org/donate/