



ANNUAL REPORT
2014-2015

IN MEMORY OF MASOUD MORADI-TALEGHANI

On September 2, 2014 IRCOM suffered a great loss with the sudden passing of our long-time IT guru, Masoud Moradi-Taleghani. Masoud was an important character in the IRCOM story, and in all of our lives, as an entirely brilliant and genuine man. We had all eagerly imagined him continuing to play an essential role in the many chapters yet to come. We are deeply saddened to continue this story without Masoud and are reminded daily of what a true comrade he was for his colleagues and the newcomer community as a whole.

Masoud is best remembered as he provided tech support; uncensored, with intense dedication and a sincere passion that is rare. It wasn't unusual to see Masoud, within minutes of leaving him a voice mail, heading towards IRCOM in his yellow windbreaker ready to fix the problem at hand and dispense with his special brand of advice. This advice and his unique candor are greatly missed as is his immense resourcefulness. We all learned from Masoud's ability to shun flashy complex solutions for simple homespun ones that saved us thousands of dollars and always got the job done. It wasn't until he was no longer with us that we truly appreciated the creativity that he brought to his life's work.

As IRCOM's longest serving volunteer, Masoud donated literally thousands of hours over the past two decades; something few of us will ever do in our lives. It wasn't until 2013 that IRCOM was finally in a position to offer him compensation, and even then it never amounted to a fraction of what he was worth. Not once did he ever behave as if IRCOM owed him anything. We can't overstate our gratitude for this generosity.

It is with deepest thanks that we dedicate this year's annual report to Masoud. We know that his role in building our strong foundation will continue to be felt as the rest of IRCOM's story unfolds.



1955–2014

TABLE OF CONTENTS

Mission Statement & Objectives	2
IRCOM Values	3
President's Message	4
Executive Director's Message.....	5
Unity in Motion.....	8
IRCOM House	10
After School Program	12
Newcomer Literacy Initiative.....	14
Child Care Program	16
Asset Building Program.....	18
Community Resource Program	22
Greening Program	24
Volunteer Program	26
Family to Family Program	28
Board & Committee Members	29
Staff Members	29
IRCOM Funders & Partners	30
Volunteer & Practicum Students.....	30
Financial Reports.....	31

Special thanks to Sandra Wiebe for her hard work writing and organizing this year's annual report.

MISSION STATEMENT

IRCOM strives to empower newcomer families to integrate into the wider community through affordable transitional housing, programs, and services.

IRCOM OBJECTIVES

HOUSING: To provide safe and affordable transitional housing to low-income newcomer families in their 1st three years of living in Canada. To ultimately provide newcomer families with a comfortable and nurturing environment that empowers both parents and children to smoothly adapt to their new community.

PROGRAMMING: To connect people with quality and accessible programs that support participants and community members to gain the tools they need to integrate and settle into Winnipeg life. Our programs will consistently aim to fill gaps and build partnerships with others working in the community and settlement sectors.

BE AGENTS OF CHANGE: Help to facilitate systematic change by engaging the public and policy makers to better understand newcomer issues, while highlighting the stories and voices of newcomers with the goal of achieving wider societal change.

BUILD COMMUNITY: Create and support a community within and beyond IRCOM where individuals feel safe, loved, cared for, welcome, supported, respected and included.

DEVELOP AS 'LEARNING' ORGANIZATION: To be a 'learning organization' that is always developing, adapting and growing, as we work to meet the changing needs of our staff, stakeholders and community members.

OUR VALUES

At IRCOM, we love what we do with our community. We are full of hope and optimism. Here, everyone should feel welcome, safe and respected. We believe that we are not just 'clients' 'staff' or 'volunteers'. We are all part of the same community. These are our values:

- 1. WE PUT PEOPLE FIRST:** We are a loving, welcoming community – an extended family – where everyone has a voice and where every voice counts. We go the extra mile to walk beside newcomer community members on their settlement journey. At IRCOM, we honour each story and embrace people's traditions and cultures.
- 2. WE ARE AGENTS OF CHANGE:** At IRCOM, we listen to community needs and work to make positive changes. Sometimes this means innovation and thinking "outside the box" to find a solution. Sometimes, it means having the courage to speak even when your voice shakes. And always, this means supporting and being an ally for ALL newcomers, regardless of status.
- 3. WE ARE HOLISTIC:** IRCOM's all-inclusive, wrap-around model aims to meet the needs of newcomers at many levels including physical, social and emotional. Beginning with a safe place to call home, we provide whole family support and never give up on our children, youth or adults.
- 4. WE VALUE INTEGRATION:** At IRCOM, we believe integration is a two way street – this means that we assist newcomers to adapt to Canadian society and help Canadians adapt to our evolving society. We work to build bridges and connections between all communities.
- 5. WE VALUE INDEPENDENCE:** IRCOM values the wisdom, experience and skills our newcomer community members contribute. We also know that it can take time to adjust to a new home. So, at IRCOM, we provide opportunities, including employment, to support our families move toward independence and success. In this spirit, IRCOM offers a "hand-up, not a hand-out."
- 6. WE VALUE DIVERSITY:** At IRCOM, we have a passion for a society made of many peoples; this means we are open-minded, inclusive and respectful of others. IRCOM is committed to having a diverse team of staff and volunteers that includes those with lived immigrant and refugee experiences. We seek to be representative of the newcomer community we serve, at every level of the organization. Our community members are not just participants, but active decision makers.
- 7. WE VALUE PARTNERSHIPS:** At IRCOM, we know we cannot work alone. We must reach out and build strong partnerships with those who share our values so that the newcomer community has good services and supports that work together for their benefit.

PRESIDENT'S MESSAGE



On behalf of the Board of Directors, I am pleased to present this 23rd Annual Report of the Immigrant & Refugee Community Organization of Manitoba Inc. (IRCOM) to our supporters and broader constituency. This report covers the fiscal year from April 1, 2014 to March 31, 2015.

In a year characterized by financial uncertainties for many non-profit organizations and NGO's, IRCOM managed to grow its financial commitments, enabling us to support and enhance existing programming for new Canadians. With strong support from our growing partnership base, the IRCOM management and board were able to focus on the mission and objectives of IRCOM for the foreseeable future. However, with continued financial and operational challenges expected for the next few years, the board is embarking on an operational review of the organization, with input from staff, to ensure that IRCOM is strategically positioned to continue to efficiently deliver housing, programs, and other services cost effectively to new Canadians.

We appreciate the support of our many funders, and will continue to nurture the relationships that have been developed with other community organizations, government agencies, foundations, and business leaders that respond to the needs of new Canadians in our community.

In partnership with Manitoba Housing and Community Development, the deep refresh of one of its existing buildings on Isabel and Ross will enable IRCOM to nearly double the existing number of safe, affordable transitional suites we offer, to increase its flexibility to accommodate larger families, and to expand the programming space. With the anticipated opening of the Isabel/Ross facility in the spring of 2016, IRCOM House Isabel, having two physically separated facilities creates some operational challenges and opportunities. In addition to an occupancy plan, the IRCOM management team has been preparing a programming and staffing plan to meet the settlement service needs of our new Canadian families cost effectively, delivering some of the same programs and services as well as new initiatives at both facilities in an integrated manner.

On the programming side, we continue to strengthen and grow our relationship with the well over thirty funders that support our work, earning their trust and respect, and building their confidence in our ability to develop and deliver quality programs that help to successfully integrate new Canadians into the local community. We expect these partnerships to grow and flourish in the future as we all continue to develop a better understanding of each other's needs and expectations. The IRCOM management and staff have shown leadership in the development of integrated housing and programming supports for new Canadians, but it has been the support of those who believe in our work that has made all that we do possible. Many members of the IRCOM team have a "lived experience" as immigrants or refugees, and bring that personal understanding to our work. It is this passion to create effective programs and services that meet the ever changing needs of our newest community members, and the needs of our newest Canadians, which sets IRCOM apart.

On behalf of the Board of Directors, I wish to extend thanks to the staff and management of IRCOM for the dedication and enthusiasm that they bring to their jobs every day. As chair, it has been my pleasure to have a dedicated board membership which exhibits commitment and competency in pursuit of our goal of excellence in settlement service delivery and supporting newcomer families as they build new lives in our Canada.

Michael Dudar, President & Chair

EXECUTIVE DIRECTOR'S MESSAGE

By Dorota Blumczynska

“After all, this was your year,” Shereen texted me, asking that I write this message from the ED. It was shortly after the birth of our third child, Maya Donna. At the time, Shereen Denetto, our Director of Programming, did not yet know that she would be appointed the Interim Executive Director and that IRCOM would be ending the 2014-15 year with yet another significant change.

This past year challenged our small organization in many difficult and transformative ways, but despite it all, as a team we remained true to our mission and our values.

In the spring of 2014, our teams were in the throes of change management preparations anticipating the long awaited and much delayed opening of our second housing facility, IRCOM House Isabel. We made great plans and even greater commitments to ourselves and our community to continue to provide excellent programming and a smooth, well-thought out plan for managing our organizational growth.

We embarked on a process to review our programs in anticipation of expanding across two sites. We looked at our human resource practices, knowing our team would grow. We reviewed our housing policies and practices, eager to welcome 300 New Canadians into a home that was modern, spacious, and warm.

Little did we know that due to circumstances out of our control, and only months after hiring many more team members, IRCOM House Isabel would be delayed for many more months. Upon learning the magnitude of the challenges in construction, we put our transition plans on hold as we re-adjusted our expectations and started to understand that this road would be even longer and more circuitous than imagined.

On the last Friday of August, I was casually chatting with our longest-serving volunteer, friend and supporter of IRCOM, and our most incredibly knowledgeable IT professional, Masoud Moradi-Taleghani, about how to network our two sites to ensure that we functioned as one organization that would effectively continue to serve the newcomer community. On the following Tuesday, it was with great sadness that we learned that Masoud had suddenly passed away in the early hours of a warm and beautiful fall day. With Masoud's passing, we not only lost a dear friend but we found ourselves, as an organization, unprepared to deal with everything he had been doing behind the scenes. We learned a great deal about IT infrastructure and networks in due course, and figured out what we needed as an organization, but we are quite sure we will never be able to replace the deep wisdom and generosity of spirit that Masoud shared with IRCOM.

Bad things come in threes, they say. In late fall of 2014, after several years of significant financial support to one of our core youth programs, a corporate funder under new leadership changed social responsibility focus. We received the news that this stream of funding would be ending soon and we were unsure we would receive the last payment to take us to year end. We found ourselves without a second site, without integral IT support, without adequate space for all the new staff we had hired, and now without adequate funding to keep those positions. Our management team was showing the signs of too much stress and heavy workloads, and we collectively needed to find our way back to what made IRCOM so wonderful and so worth fighting for.





Perhaps it was because we felt tremendously humbled, or perhaps it was because we had no choice, but as a team we committed to ensuring that we would not only survive these difficulties but we would use them to ensure IRCOM was better equipped the next time. We started the process of long-term financial sustainability planning and developed an IT strategy. As a management team, we went through a renewal process to rebuild trust and confidence in one another.

In early March 2015, a couple of weeks before the birth of the baby, uncertain who would be replacing me, having gone to extraordinary lengths as a team to find funding to continue all of our core programs, I took stock and great comfort in knowing that despite all these difficulties, we had achieved extraordinary things:

- A group of newcomer youth, who had shown great leadership and achievement through community involvement, went to Edmonton to attend a three-day human rights workshop at the John Humphrey Centre for Peacebuilding and Human Rights Training with our **After School Program**. There they were certified as facilitators of the Right to Play program, which uses fun and interactive games to teach and promote human rights for children of all ages. Our Children's Program engaged in the Human Mosaic Peace Building Project, where they created a fictional story promoting peace and diversity. Their story, along with the illustrations they created for it, were displayed along with the projects from other groups at the Museum for Human Rights.
- The **Asset Building Program** delivered its highest number of money management sessions to date, with an impressive graduation rate of 100%. They were able to develop first-language money management materials thus providing financial empowerment to more families. Also, with SEED Winnipeg, IRCOM was thrilled to be chosen as a partner site to deliver a pilot project addressing the huge financial burden on newcomer refugees who begin their new lives in Canada deeply in debt because they are required to repay the costs of transportation to Winnipeg. Finally, we became a delivery site for the innovative SEED program Access to Benefits which leverages grants, benefits and savings for low-income families.
- The **Community Resource Program** tapped into the simple fact that men and women often open up, ask more questions, share more and therefore learn more, when they are in men-only or women-only spaces. Both the Men's BBQ initiative as well as the Women's Hi Tea group this year became an instant success. Through partnerships we started a grocery shuttle to Superstore, and launched a bridge-building program with Aboriginal and newcomer parents with small children.
- The **Greening Program** beautified IRCOM balconies while expanding their "grower" supports to newcomer residents in other surrounding inner-city communities through workshops focusing on container and raised bed gardening, greens, tomatoes, composting, and soil types.

- Our **Housing Department** led the way in opening our interim second site at 400B Logan Avenue, a generous partnership supported by Manitoba Housing. Housing also managed to enhance internal efficiencies, resulting in the quickest suite turnarounds in IRCOM's history.
- In the fall of 2015, in partnership with Manitoba Public Insurance, the **Newcomer Driver's Education Program** which offers English as an Additional Language adapted curriculum and supports was launched. It received an immediate and overwhelming response from the newcomer community. In our first two cohorts, we were proud to have 100% of students successfully graduate from both our in-class and in-car training program.
- The **Newcomer Literacy Initiative**, a unique program which is tailored to those with additional barriers such as single parents, or those with limited literacy even in their own language, found a new home for their fifth classroom, at our new temporary site at Logan. Here, in this beautiful space, children are cared for while their parents can focus on learning.
- The **Child Care Program**, which provides care while parents are in programs, came into its own this year, providing culturally responsive and stimulating environments and activities for children, resourced by our existing team of newcomer women and enhanced by the addition of our new Early Childhood Educators.
- The **Volunteer and Community Services Program** supported over 130 volunteers engaged in all aspects of IRCOM's programming, and across our four major sites. This year, the largest Family-to-Family program was run, bringing together Canadian families with newcomer families to build friendships, learn about each other, and build bridges between communities as they learn about others' lives.



We ended this busy year with a strategic planning and priority setting retreat, inviting staff, board and community members to a day of reflection and forward thinking, acknowledging that the funding climate for social services aimed at supporting new Canadians is changing and that we continue to face challenges with respect to government policies that limit the numbers of newcomers arriving, especially those of a refugee background. We struggled in setting our course for the next three years. Ultimately, our strategic priorities for 2015-2018 will be to: 1) pause to strengthen the organization; 2) build longer-term financial sustainability; 3) build Newcomer–Aboriginal relations; and 4) successfully transition to a two-site organization with the opening of IRCOM House Isabel.



I would like to sincerely thank our many partners, supporters and friends for your continued patience around the opening of IRCOM House Isabel. Thank you for your continued support in this past year and for your continued faith in us not just as an organization, but as fellow Canadians.

Shereen said, "After all, this was your year." However, she was wrong. I have been fortunate in the seven years I've been with IRCOM that no moment, no month, and no year were ever mine alone. I shared all of this time with the most incredible, passionate, and skilled teammates and community members possible.

On behalf of the staff, board, volunteers, practicum students, and friends of IRCOM, all of whom give selflessly of their time, energy, skills and passion to make all we do possible, I give my heart-felt thanks.

Now as a family with three children we find ourselves outnumbered, sleep-deprived, often eating breakfast well into the afternoon – my life at home is equally precious, rewarding and delightful as all of my time in my other home, IRCOM.



UNITY IN MOTION

Working in solidarity to create sustainable change

Noëlle DePape, Director of Training & Development

Here at IRCOM we put a lot of value in fostering allies and working in solidarity to better serve the newcomer community. Through building meaningful bridges and collaborations we are able to make strides that would not be possible in isolation. We believe that coalitions and collaboration represent a move forward – a network building that opens spaces for deeper transformation. We are one part of the broader community working within vibrant and diverse neighbourhoods that all bring unique attributes, knowledge and skills in working for the betterment of the newcomer community and society as a whole.

Through these coalitions, we work together to broaden the lens for the enhancement of services and supports and for the advocacy of newcomer issues and wider societal change. We are grateful for the meaningful bridges that we have been able to forge and it is our hope to be able to continue to strengthen these bridges as we look to the future.

UMOJA (MEANING 'UNITY' IN SWAHILI)

Umoja is part of a unique network that was established 7 years ago to build and foster trust, respect and positive relationships between the newcomer community and the Winnipeg Police Service (WPS).

Sparked by an incident of racial profiling, this advisory group came together with a common goal – break down stereotypes and constructs of the 'other' and build a more positive foundation for moving forward. People coming from a refugee background often have distrust for people in uniforms when they come to Canada. At the same time, incidents of racial profiling and discrimination, especially with our youth, may work to re-enforce these conceptions leading to further mistrust. We feel that bringing together the newcomer community and WPS for conversation and relationship building is essential to working to create positive, sustainable change.

This multi-stakeholder platform coalition comprised of the WPS, RCMP, community leaders, numerous service providers and the Crime Prevention Branch has come together to foster

*"I offer you friendship.
I see your beauty.
I hear your need. I
feel your feelings. My
wisdom flows from the
highest source. I salute
that source in you. Let
us work together for
unity..."*

— Mahatma Gandhi

this trust through a number of avenues. These include speaking to the cadets about the challenges refugees face as well as WPS presentations to ethnocultural communities on topics such as gang prevention, crime prevention and rights in Canada. We also work to recruit newcomer youth who are interested in becoming police, providing them with mentorship training and summer camp initiatives.

NEWCOMER EDUCATION COALITION (NEC)

The NEC is a collective vision of allies that started in August 2014. This coalition is committed to ensuring that all newcomer youth are able to access the academic, social and cultural supports that will allow them to succeed in the school system, start meaningful careers and settle successfully into their new communities.

It was recognized that many newcomer youth were struggling in the mainstream public school system. Some reasons for this struggle include challenges from being placed in age appropriate classrooms but lacking the literacy skills to succeed in that environment, disrupted schooling, and lack of extra support. This has led to a high amount of disengagement among newcomer youth and higher drop-out rates. Additionally, many of these youth are going through the EAL stream, which restricts their post-secondary access, greatly limiting their future potential and success.

The NEC came together with the shared value of meeting these challenges through innovative thinking and advocacy. This multi-stakeholder working group is comprised of the Community Education Development Association (CEDA), the Premier's Advisory Council on Education, Poverty and Citizenship, IRCOM, the Newcomer Employment Education Development Services (NEEDS), Peaceful Village, school division personnel, Mount Carmel Clinic and consultants. Through this working group, a youth consultation with 50 newcomer youth was initiated. This platform

worked towards hearing their voices and ensuring we were being responsive to their needs. Our next step is bringing youth leaders to speak with policy makers and board trustees about some of these struggles in order to improve understanding.

EARLY CHILDHOOD EDUCATION HUB (ECE HUB)

Five years ago we participated in a strategic planning session that included board members, staff members and community leaders that looked at the need to reduce childcare barriers for newcomers with children and assist them in a more successful transition. Out of this identified need, and in collaboration with Healthy Child Manitoba, Freight House, and the Province of Manitoba, the seed for the Early Childhood Education hub took root. The ECE hub is a collaboration that will be hosted through IRCOM Isabel. This initiative will allow parents to pursue education and training as well as support them in their settlement challenges as they raise children in a new culture.

In addition to this demonstrated need from the community, this initiative also emerged at a time when there was a focus on research and innovative thinking in the area of Early Childhood Development. This research is showing that if you invest early in the lives of children they have a higher chance of success later. This project is still in the development stage and we are going to conduct a participatory needs assessment with the community in seeking to ensure that all voices are heard as to what kind of supports and services are needed.

Together, we are hoping to create a family resource center that will have a few different avenues: a nursery school, respite care and a drop in center. These components will work to allow parents access to appointments and interviews, build social networks they need to succeed and assist both the parents and their children towards successful settlement.





IRCOM HOUSE

Carlos Vialard, Director of Housing & Community Development



Photo credit: Chris Friesen

The three most common languages spoken at IRCOM House for the 2014-2015 year were Somali, Arabic and Tigrinya and the three largest countries of origin at the end of the year included Somalia, Eritrea and the Democratic Republic of Congo.

At IRCOM, we are an extended family that welcomes, embraces and learns from all traditions and cultures while working to empower newcomer families in their settlement journeys. On average, there are 300 families living at IRCOM representing 20 different countries of origin at any given time, with approximately a third of those residents being children and youth under the age of 17.

The IRCOM House team works to put people first. We seek to ensure that we are being responsive to the wide diversity of resident's needs and are committed to transitioning people in and out of the building while maintaining the complex in the best possible condition for our residents. IRCOM house is seen as a very special place for the city and perhaps for the whole country. We believe this is because of the community feeling in and around IRCOM and we hear people commenting on this aspect in anticipation of joining the community as soon as possible. Often, when future tenants come to look at IRCOM the question is not “do we like it?” it’s “when do we move in?”

One of our challenges this year was the transitioning of IRCOM House staff, as both core staff departed at the same time. We were lucky to have our caretaker and the rest of the people working in the building help us make sense of our surroundings in meeting this challenge. This past year also saw the arrival of a tenant who had an abundance of maintenance experience both in his native country of Somalia and in Saudi Arabia. This tenant has been supporting IRCOM House in numerous ways including stepping up and doing an admirable job in the Caretaker role when needed and supervising some of our LITE programming. Not only have his maintenance skills

been crucial, but he also speaks Somali and Arabic, which help us communicate with our tenants...

On the repair and upgrading side of IRCOM House, the 2014-2015 year saw the restoration of numerous kitchens, updated appliances and renovated washrooms in the apartments for our tenants. A heavy rainstorm caused an extensive amount of damage to the roof, walls and ceiling tiles in the program room. In keeping with our commitment to providing valuable job skills and training whenever possible, three male and three female youth were hired under our LITE partnerships to put up new dry wall, ceiling tiles and to paint the program room. This provided our youth an opportunity to gain a little bit of extra income while providing tangible experience in maintenance and repair work.



LITE continues to be a fundamental aspect in the House Program. In fulfilling our objective of giving ‘a hand up’ and ‘not a hand-out’, the program works to increase employability, independence, and success. The second portion of the LITE program incorporated a new initiative that brought together an all-male intergenerational group of participants and paired them – one adult with one youth. The participants were hired through an interview process and the After School Program worked to help them prepare their resume and practice interviews. This crew came together extremely well and were able to complete the patching and painting of all our hallways! Next year we look forward to continuing this upgrade by painting our stairwells and installing new ceiling tiles where needed. IRCOM always strives to ensure that all of our residents feel welcome, safe and included in the opportunities and supports we offer. We are looking towards hiring an all-female crew for some of our upcoming LITE projects in meeting our objective of being inclusive.

Other initiatives for the upcoming year include replacing our playground structure with a more safe and updated version, stump removal in the yard, and painting parking lines in our parking lot. Continual maintenance of the building and grounds ensures the safety and well-being of our IRCOM community.

We are pleased to announce that the construction for IRCOM Isabel has started up again, and we anticipate opening in early 2016. Between 50 and 60 new families will benefit from the housing aspect of this complex, allowing for larger family accommodation and multigenerational housing opportunities, as well as incorporating universally accessible suites to serve all newcomers in need of affordable housing and supports. We look forward to the opportunity to continue fostering relationships with the vibrant Centennial community.

“Before I came to Canada I had professional experience in maintenance. When I got to IRCOM I started to volunteer my time in the maintenance department and when our caretaker Manny went away for 2 months I was able to step into his caretaker role. I also became a leader of the LITE crew. This program helps people get training and hours in small maintenance jobs and painting. Some of the participants were young, some were old but they all worked perfectly! This training helps participants learn skills that will help them find other jobs and get to know the different ways maintenance is done here. Now I have people who live here coming to ask me for more work.”

— Yusuf Abdi – LITE Program leader

One particular youth, Khaled*, was struggling in terms of family and school and was quickly becoming disinterested in hobbies and sports. Khaled was given the opportunity to go on the Edmonton human rights trip with IRCOM over the summer. After the experience, he presented a 180-degree turn around, displaying an increased level of leadership and maturity. Recently, Khaled came to the homework club and showed the teacher how they have been achieving honour roll grades! This has been an inspiring example and really speaks to the first hand value of these programs for the future success of our youth.

*not his real name

AFTER SCHOOL PROGRAM

Debbie Froese & Marko Gjuric, Co-Program Managers

On an average day, the After School Program works directly with up to 90 children and youth!

The After School Program (ASP) uses a wrap-around holistic approach to provide critical educational, recreational and social supports for children and youth ages 6- 21, in a fun, safe and inclusive setting. ASP works to build healthy and meaningful avenues for these youth as they integrate into the wider community and is committed to aiding them in overcoming barriers, addressing their challenges and providing greater opportunities to reach their potential.

An important aspect of ASP is connected to our objective of building community in an inclusive manner. This involves fostering a supportive environment where all individuals feel safe, welcomed, supported, respected and included. To this end, we design our programs in a manner that seeks to never turn away a child or youth even when our structured program is at capacity. This is done through offering both structured and drop-in programming on the same evening to ensure that everyone has an option of participating.

With the addition of a new teacher and liaison to IRCOM's ASP team this past year, our after school Homework Club has seen exponential growth and achievement and often responds to up to 50 participants a day. As a newcomer himself, our new liaison knows first-hand the challenges of trying to integrate into the Canadian school system and has been instrumental in connecting with our youth - helping them work through their challenges and achieve their educational goals. This program's success also has a lot to do with bridging and connecting the ASP staff with the schools and youth. On this note, we are very pleased to announce that this year boasts our highest expected grade 12 graduates and the highest amount pursuing post-secondary education yet.

Through an identified need from the youth, the pre-employment program that emerged in the 2013-2014 program year has seen tremendous success and growth and remains a highlight for both our ASP staff and youth. This 10-week program works to empower youth by teaching skills that assist them in attaining and retaining their jobs more successfully. Through bridges and partnerships throughout the community, this program also provides a practical learning component with volunteer experience, honorariums and paid work to add diverse experience in building their resumes for future success!





As a learning organization, ASP works to consistently identify and fill gaps in our program and is responsive to the changing and evolving needs of the community we serve. This past year we initiated training for ASP staff focused on the use of language and becoming allies of the LGBTI (Lesbian, Gay, Bisexual, Transgender and Intersex) community towards creating a safe space for everyone. We also implemented a high needs supports team, with training focused on ‘youth dealing with trauma’ and ‘connecting with youth who have faced trauma in the past’.

Unique opportunities have been presented and embraced this past year. This summer we were able to take 14 youth, ages 15-18 to the John Humphrey Center for Peacebuilding and Human Rights Training for their ‘Right to Play’ certifications in Edmonton. This was a very exciting training opportunity for our youth to learn facilitation skills, run workshops and activities for kids, and teach them about human rights. These students have shown exceptional leadership capabilities as the next generation of advocates and decision makers in creating positive, sustainable change.

Through strong partnerships, the ASP work together with organizations to provide services and supports for our newcomer children and youth. The University of Winnipeg Recplex

is one of these new partnerships that has emerged and is blossoming. This partnership allows us to accommodate more youth for our Friday night drop in programs and we are thrilled to run our soccer, track and field, and basketball practices out of this facility. This past year we had a total of 6 competitive teams in a variety of sports and our athletes experienced tremendous success with the track team winning numerous medals and our U18 boys soccer team placing second in their division!

In this upcoming year, thanks to our new partnership with Good Life Kids Foundation, we hope to implement a more structured skating and hockey program for our children and youth. We have also received lots of feedback on how much the youth enjoy camping and we hope to implement more hiking and canoeing trips with IRCOM this upcoming summer!

“The After School Program has helped me communicate better with people because I used to be shy. It has made me a stronger person.”

— ASP Youth Program participant





NEWCOMER LITERACY INITIATIVE

Jen Glenwright – Manager/Teacher

“Here in English class you have 20 people in your family. This is more than school. We are family”

— NLI participant

The Newcomer Literacy Initiative (NLI) has flourished over the years. We continue to offer 5 classes with on-site childcare in collaboration with the Child Care Program. The NLI program consists of two Foundations classes, one Canadian Language Benchmark (CLB) 1–2 class, one CLB 3 class and one CLB 4 class. In these classes we remain committed to integrating relevant information on settlement into our curriculum in a safe, inclusive and supportive manner.

In 2007, we noticed that a lot of newcomer mothers had difficulty accessing programs due to childcare needs and this isolation segregated these mothers from the rest of the wider community. Because of these challenges, many women were not able to learn English, decreasing their ability to integrate successfully. In working to be responsive to our community’s needs, we initiated the NLI program with childcare onsite to break down this barrier, providing these women with an avenue to learn English, and gain greater access to employment, social networks and other community resources.

This year found improved collaboration with other IRCOM partner programs in our dedication to meet the needs of the newcomer community and provide accessible resources. We had our first ever orientation session to the NLI program in conjunction with the Child Care Program making these programs more cohesive. The Asset Building Program conducted Money Management Training for the first time and the CRP came in to discuss the services and programs that are open to the broader newcomer community.

This year our external partnerships really flourished as well. The Smile Dental Clinic came in and worked alongside our students to create a pamphlet about dental hygiene for newcomers and their children. In this initiative, the Smile Dental Clinic conducted a focus group with the students identifying which pictures, images, and words were understandable with a limited amount of English and literacy. This pamphlet is going to be shared in the community through different newcomer organizations around the city.

All of our students really enjoy collaborative activities and we look forward to continuing to nurture these relationships. Other collaborations for the 2014-2015 year included:

- A visit from Animal Services teaching the 'do's and don'ts' in approaching a dog
- Red River Nursing Students coming in for Health Fair presentations
- A field trip to the Western Aviation Museum
- Our Meatball Extravaganza with Hugh John Macdonald

This NLI program witnessed a lot of major changes this past year as we transitioned to a federally standardized format entitled the 'Portfolio Based Language Assessment Foundation' (PBLA). This shift to a more formalized structure means that our students engage in more self-assessment with weekly reading, writing, listening and speaking measurements. This works to ensure that the student can track their progress and can be aware of what they need to work on in order to reach the next CLB level. While transitioning may present some challenges, we look forward to the positive results that will come out of such an initiative.

This past year hosted 90 students in the NLI program, with 10 students moving up a benchmark and 4 students graduating from the program! Hugh John Macdonald continues to be instrumental in their commitment to providing space for 4 of our NLI classes and onsite childcare space for our programming.

One of our main objectives in the NLI program this year was incorporating joint activities with our students and their children from the Child Care Program. We were able to have all the students and their children participate in the Cultural Days Celebration where the students all dressed in their beautiful cultural attire, hosted presentations and provided ethnic food for all to enjoy. It was a day filled with dancing, music and laughter! In this upcoming year we are hoping to implement a collage activity for our students and their children to create together.

The essence of the NLI program is it's supportive environment; one that builds community and lasting relationships between our students. One of our participant's husbands became very ill and our student had to miss some classes. The other students noticed that she was not attending on a regular basis like she used to and inquired about her absence. The students wanted to show support and everyone came together to donate \$5-\$20 each to a grocery fund for her family in this time of need. We were very humbled by this display of support and community. The NLI program continues to feel like family for our students, teacher and volunteers.



CHILD CARE PROGRAM

Irene Sheldon, Childcare Program Manager/Early Childhood Educator

The Child Care Program provides access to on-site training for newcomer parents with small children. By providing much needed child care, the program allows parents to attend English language classes as well as a variety of workshops and courses that support both the parents and their children in their transition to their new community. Our dedicated child care team works to welcome newcomer children into our safe, nurturing learning environment using an inclusive model that incorporates mental, physical and emotional growth. This holistic model promotes a learning curriculum rooted in play and provides engaging activities that work to develop the mind, body and spirit of the child.

“If no childcare, I have to stay home. Where do I put my baby? I go to school, I learn English, my son learns English. Now we can speak English together.”

— Fatuma – Child Care Program participant

When newcomer parents come to Canada they are faced with multiple barriers in transitioning into the wider community. One of these barriers is the lack of available access to childcare. Many newcomers arrive as single parents and do not have extended family to aid in childcare assistance as they face a waitlist for childcare up to 2 years long. This creates extensive challenges for many newcomers, often denying them access into important settlement programs. The Child Care Program emerged to meet this need by offering access to all newcomer families to our programs and services.

This year, the Child Care Program has been utilized over 600 times through both long term and short term programming for children from 6 months to 6 years. This child care has provided parent’s access to Newcomer Literacy Initiative classes, Asset Building Program services and classes, Community Resource Program training and workshops, and the Greening Program.

What first emerged as a grassroots child-minding initiative has grown into a formal Child Care Program this past year! This opportunity and growth means a shift in what the program is able to deliver. This past year we have fostered a focus shift from “how do we keep the children safe while the parents are learning” to “how do we help the children grow and learn as well”. On this note, we offer engaging activities that help to promote children’s physical, social, emotional, cognitive, and language development.



Our child care philosophy incorporates a lot of free play in a developmentally appropriate space that offers choices for play activities. We believe that children will choose the things they need to learn and then we can assist them with their learning by adapting to each child's special interests throughout their time with us.

A primary Child Care Program objective is to promote and celebrate diversity and be inclusive to all regardless of abilities and capabilities. We work to build bridges and connections between all communities and this is reflected through our diverse staff and participants involved in the childcare program. One aspect of this diversity is the representation of 14 different languages through our staff in our program. We work to celebrate diversity while at the same time provide learning about Canadian culture. In the future, we also hope to make the childcare program as welcoming to everyone as possible by having all the different languages and cultures of the children represented through books, alphabets and games.

In continuing to develop as a learning organization, the childcare program works to help newcomer woman from the community develop skills for future employment within the Canadian child care system. This is done through a variety of trainings that this past year incorporated including Positive Discipline, Learning through Play, Growing a Reader and Guiding Groups of Children. Other courses included Success Skills, Resume Writing and Job Application training. The newcomer staff are being trained in a way that will help open up job opportunities for them.

With the transition into a formal Child Care Program the 2014-2015 year welcomed the addition of three Early Childhood Educators (ECE's). We believe that by having the certified ECE's as well as newcomer woman on staff, it will create a more inclusive environment that will work for the best interest of the children.

While flexibility at IRCOM is one of our greatest assets, it can also provide some challenges. The childcare program currently runs up to 70-75 different programs per month and often runs three different programs in the same day. In order to allow for accommodation of all programming, early and open communication has been key in ensuring the program's success.

As we look ahead to the next year, we remain committed to providing a safe, supportive and supervised environment for the children to play, learn and grow. We plan on continuing our healthy nutritious snacks and supporting a diverse and caring staff to offer a community of support to all families. We hope to continue to work towards determining and implementing what works best for different groups of children and being able to provide a diverse range of opportunities that will help them grow and learn best.





ASSET BUILDING PROGRAM

Fitsum Getahun, Manager

“My life has gotten better as a result of my participation in the program. I do not feel stress, I got help with what I wanted to do, and that took away the stress.”

— ABP participant

What started in 2009 as a pilot program has strengthened over the years and continues to expand into new directions thanks to the partnerships that have been created and continue to grow. The Asset Building Program (ABP) was able to expand this past year to include the Transportation Loan Financial Literacy Pilot Project, the Access to Benefits Program, and the Newcomer Driver Education Program in addition to our Savings Circle (SC) and Individual Development Account (IDA).

Low-income individuals and families face financial challenges when they lack the assets and capacities to increase their income. Many newcomers arrive with these low-income barriers and financial pressures as well as transportation loans, large family to support and limited knowledge about financial management in the Canadian economic system. Some newcomers, especially those coming from a refugee background, have little to no experience with financial services, taxes and even ‘money’ itself. In responding to this need, IRCOM was able to establish an Asset Building Program.

IRCOM’s Asset Building Program is intended to help low-income newcomers and families gain financial literacy, acquire essential assets, build capacities and gain the skills needed to better succeed in their transition into their new community. Through increasing financial knowledge and providing relevant settlement information, this program is crucial in empowering our newest community members in their integration.

Both the SC and IDA are match-saving asset building programs. The SC supports participants to save up to \$250 over a 6-month period who are then matched with \$750 to enable them to purchase immediate foundational needs. In the IDA program, participants can save up to \$1,000 over a three-year period and are matched up to \$3,000 for longer-term investments. One of our major partnerships that make these programs possible is SEED Winnipeg and through this partnership we have also been able to initiate and implement both the Transportation Loan Project and the Access to Benefits program.

When newcomers arrive in Canada, they have to start repaying their transportation loan as soon as they arrive. This is a government loan that covers the transportation costs from their prior country to Canada. Loans run anywhere from \$2,000 to \$10,000 for a family depending on the family size and how far they travelled.

Through the process of interviewing the participants for this project, we heard first-hand how these transportation loans deepen the multiple barriers that newcomers already face. Through these interviews we have also been able to see the dedication that these newcomers demonstrate in paying back their transportation loans even when they cannot afford essential items for themselves and their families. The repayment rate of these loans is more than 90%!

The program's main focus is offering financial literacy classes to people who are affected by transportation loans and providing a match credit of \$750 towards repayment. Having the opportunity to witness this program emerge is one of IRCOM's highlights of the year!

The Access to Benefits Program works to help give a 'hand up' by equipping newcomers with the tools and knowledge they need to navigate systems such as taxes, GST, disability saving and other benefits as they move towards independence in their new surroundings. We have seen many families who come as single parents, or with disabled family members who are unaware of the programs that Canada has in place to aid with these financial challenges. It is with this new initiative that we hope to be able to further support, serve and empower newcomers.

This year, the ABP saw exceptional successes in all aspects of the program and conducted over 500 one-on-one meetings. It has worked to serve 10 different ethno-cultural groups and boasts a near 100% success rate for attendance in the programs and meeting asset goals!



NEWCOMER DRIVER EDUCATION PROGRAM

In collaboration with MPI, we have been able to expand, enhance and strengthen our program delivery by providing a two-year pilot Newcomer Drivers Education Program. This program works under IRCOM's mandate of capacity building and skill development and is guided by our mission and values in prioritizing this program for low-income newcomer families and single newcomer parents with dependent children.

The NDEP seeks to build capacity for our newcomers by breaking down barriers to employment, decreasing isolation and building independence. By providing this access and training to our newcomer population, this program also promotes safety, awareness and rules of the road for effectively fostering responsible drivers in our community.

The response to this program was beyond our expectations, and in one month alone we received over 250 phone calls regarding registration. So far we have completed 2 intakes with 32 people graduating from this program and we are pleased to announce a 100% success rate!

This program was highlighted through media coverage with CBC, Global TV, Winnipeg Free Press and the Winnipeg Sun. This brought awareness to the wider community concerning challenges surrounding newcomers in attaining their driver's license and the restrictions that not having a driver's license can have in their settlement process.



Other ABP successes included:

- 16 information sessions administered
- 30 money management training sessions completed
- 246 interviews conducted
- 67 SC participants and 20 IDA participants registered
- 52 tax and benefits supports delivered
- 15 RESP participants invested
- 32 NDEP graduates
- 40 Transportation Loan participants accepted

In maintaining IRCOM's objective of ensuring that programs are inclusive, our Money Management Training for our SC and IDA programs is provided through an EAL delivery model with special language adaptations to include all EAL levels. Even with these adaptations, language barriers remain a challenge. We offer interpreters when needed, peer support when appropriate and one-on-one support when the participants aren't benefiting from a group session due to a language gap.

In looking ahead, it is our hope that these much needed pilot programs will be able to continue and become permanent aspects of the ABP. The response to these projects, through stories and shared voices represents the need of such a program and the impact that will surely follow. We want to thank TD SEDI, United Way, SEED Winnipeg, Assiniboine Credit Union and all other partner agencies that are supporting the Asset Building Program.

ASSET BUILDING POST CASH OUT SUCCESS STORY

Devi Bhattarai, Man Mahat and Mana Bhattarai

We asked Devi, his wife Man and his mother to participate in the Asset Building Program post cash out interview. Originally from Bhutan, Devi and his family moved to Canada in October 2013 from Nepal. They described their experience in Canada as a difficult one. Man expressed “it was very hard and because there is a small Bhutanese community it is hard to get around”. However, with the support of IRCOM and Welcome Place they now feel more hopeful about their future. Language barriers, finding employment and studying have been the hardest things to deal with. “Nobody is perfect, Saving Circle taught us how to save money, and we attend Child and Family Services (CFS) classes, we were scared of CFS because we have a 3 year old son”.

Devi and his family have lived at IRCOM for a little over a year and have participated in many of the programs offered. They have attended Family to Family program, Saving Circle, The Transportation Loan Financial Literacy Pilot Program and also the Newcomer Driver Education Program. With their Matched Savings in the Saving Circle program, they purchased a laptop. “I did not have a laptop and now I have one, and I know where to get it” said Devi. Sometimes it was hard to save; “we get small money from Social Assistance and with that we had to buy diapers, food and we also had to pay our transportation loan”. Through the Money Management Training sessions, they learned how to save money, what was important to buy and what was not. They also realized that if it was not an emergency, then they could potentially save more. “We also got a \$200.00 gift from a friend” said Man.

Their laptop asset helped them get around the city by searching bus routes and addresses, searching for jobs and social media like Facebook. “I can now find cheap things from Kijiji with my laptop” said Man. Overall, their life has gotten better and their asset has decreased their stress level. In the winter they would spend more time outside because they

came out too early or missed their bus, but with the laptop they can identify how much time they need to be outside. As parents, they feel they could learn more about budgeting on a monthly basis. Both Man and Devi contribute to their sons’ RESP account and save for paying off their transportation loan. They both have plans to further their education but first they would like to improve their English and get a better job. The biggest challenge they face when it comes to savings is not having enough money.

Devi and Man got accepted into the Newcomer Driver Education Program. When he described his experience with not having a drivers licence, Devi said, “They always ask, do you have a drivers licence, do you have a car?” Since participation, “I have learned to follow traffic rules, be aware of speed limits and pedestrian safety. We are also very happy that we got our beginners licenses”.

Mana is the only participant from the family in the Transportation Loan Financial Literacy Pilot Program. She heard about the program through her son, Devi. She described the process to be short. “First we filled out the application, then I was interviewed, and then I was accepted!” Mana discussed how the program allowed her to understand the impact/repercussions of not paying her loan. “I have a better idea about saving money, budgeting, and using money, I am better now than before”. Apart from matched savings, and the money management sessions, Mana particularly enjoyed meeting people from different countries.

When they get together with their family and friends, they talk about the programs they attend and share ideas. They have recommended many of IRCOM’s programs to their uncles, cousins, and friends. Overall, they feel tremendous gratitude for the programs they participate in. “We are very happy.”





COMMUNITY RESOURCE PROGRAM

Talatu Shokpeka, Community Program Manager

The Community Resource Program (CRP) works closely and directly with tenants in providing consultations and needs assessments upon arrival, drop-in supports, and monthly educational workshops that are relevant throughout their settlement journey. The heart of this program seeks to ensure that the newcomer community has the tools they need to successfully integrate into IRCOM and the wider Winnipeg community. This year we were pleased to be able to welcome 33 families to our community!

Our main focus this past year was ensuring that all our actions remained committed to and guided by our mission statement, objectives and values. To this end, we worked in collaboration with other IRCOM programs and external partners in providing a people-centered approach based on participatory feedback from the newcomer community.

In seeking to empower our tenants we start our home visit needs assessments by discussing what their goals are and how we can go about assisting them in attaining their goals. We are strongly committed to the philosophy that by walking with our tenants in the direction they seek, we can facilitate empowerment in a way that supports newcomers to become independent sooner as they integrate into Winnipeg life.

To ensure that our staff is ever evolving to meet the changing needs of the newcomer community, we continuously work towards the capacity building of our staff. In CRP, we do this training in a way that allows staff to specialize in different areas including: CFS Facilitator training, Trauma Incident Intervention training, Aboriginal Cultural Awareness training, and more general supervision and management training.

The CRP team continued to be extremely dedicated and had a remarkable number of successes this year including:

- 35 Needs Assessments and Settlement Plans conducted
- 191 home visits concluded
- 2,490 drop-ins sessions
- 2,628 referrals completed
- 51 workshops and orientations provided
- 449 tenant participation in workshops/activities accomplished
- 10 field trips/outings with 283 participants implemented

This year also offered numerous workshops and training opportunities for our tenants and other newcomers. Some of the recurring topics administered from previous years include: gang awareness, parenting and family law, winter preparedness and home ownership. All of our workshops had a high attendance rate and one community meeting reached an astonishing 64 participants in attendance!

Between our staff and tenant volunteers, IRCOM speaks an astonishing 18 different languages!



In community consultations we aim to foster an environment where the newcomer community not only hears from us, but we hear from them as well in our continued commitment to listen and be responsive. From community identified needs, we were able to offer an Anti-Bullying workshop, a Doing Business in Canada workshop, and a Self-Employment Information workshop, offered in collaboration with SEED Winnipeg.

Two extremely successful initiatives that came from community consultations this past year were our Men's and Women's Groups. They seek to build meaningful relationships and covers topics with open dialogue through informal get-togethers such as Teas or BBQ's. The program has become so popular that we don't have to remind participants about it; they come and ask us "is there a program this week?"

One of the challenges that we have at IRCOM is finding enough space for our programs. Our Women's group was able to meet this challenge

by holding their bi-weekly get-togethers in different participant's apartments. Not only did we meet the space challenge, but the women also felt more comfortable and open in asking questions and engaging in dialogue within this informal setting. One of our hopes for the upcoming summer is that we are able to offer fitness classes as part of our Women's Group as this was identified as a gap in programming that we seek to fill.

Through partnerships, the CRP works with over 30 organizations to facilitate access to community resources for newcomers. This year was home to two new and exciting initiatives: the 'Grocery Shuttle' and joint programming for 'Wiggle, Giggle and Munch'.

The 'Grocery Shuttle', in collaboration with the University of Manitoba and Dufferin School, provides transportation to Superstore to buy groceries in bulk. The need for this program is extremely high and the impact can be especially seen with our single moms who face difficulty due to lack of transportation. Our joint Wiggle, Giggle and Munch programming with Dufferin School aims to help fill the gap for parents with younger children through relationship building and engaging activities.

The CRP continues to find ways to ensure that everyone's voices are heard and their needs are met by providing avenues to empower both parents and children to smoothly adapt to their new community.

"When newcomers come to Canada, IRCOM really works to help us out. They allow us up to 3 years with affordable rent and supports. IRCOM is our friend, it is a place where our friends help us out and we try to help our friends out too. We volunteer time and we try to help with the neighbourhood watch and support the security in the building."

— IRCOM resident



GREENING PROGRAM

Jim Beckta, Greening Program Coordinator

“When I first got to the garden and started growing food, other people in the building became interested and wanted their own gardens. I told them who to talk to and how to get their own started and since then they have become good friends of mine. They keep visiting me and thanking me for helping them get their own gardens, for helping them become part of the community”
— Ismaili Mbindo –
Greening Program grower

With a record breaking 17 growers this past year, all the available spaces were filled to the brim! Our growers continue to come from a diversity of backgrounds, where we embrace and learn from their wide range of skills and knowledge. This past year’s participants came from Bhutan, the Central African Republic, India, Sierra Leone, the Democratic Republic of Congo, Colombia, Burma and Iraq.

IRCOM’s Greening Program strives to meet the unique and ever changing skills and needs of our diversity of growers in an inclusive, welcoming and supportive environment. This means a lot of informal talking to identify needs, one-on-one matching with experienced growers and new growers, and providing participants with the space and resources to be able to use their gardening skills to their fullest potential.

Our newcomers enjoy the Greening Program for a variety of reasons. For some, it is the therapy of digging in the dirt that draws them. For others it is the access to healthy and nutritious food for their family. There is also the social aspect that gives people a chance to come together and share stories through common interests as well as building a sense of community through inclusion and support. Regardless of what brings our participants to the garden, they all benefit through this program. The Greening Program ultimately works to support our wrap-around holistic model by fostering social networks, nurturing emotional needs through therapeutic movements and through the supply of much needed low-cost healthy foods.

This past year saw growing success on all the balconies, raised beds in the children’s play area and the much-appreciated residential yard that holds about 300 sq. feet of growing space. Anticipation for the next growing season has already started and the excitement is exemplified by the number of people already coming and asking “Jim, are we going to grow again this year?”

AT IRCOM, we have a passion for a society made of many peoples, and embrace all forms of knowledge and traditions. Many farmers and gardeners that come through IRCOM bring a wide range of knowledge about growing and often introduce different nutritious greens and vegetables into our surroundings. Over the years, our growers have introduced us to numerous seeds from all different parts of the world and this year some of our Congolese growers introduced an extremely nutritious green called ‘Black Night Shade’.





In working to provide supports for our growing initiative, participants were invited to attend a series of gardening workshops delivered by the Greening Coordinator this past year. Through an EAL delivery model that enabled a wider range of access, these workshops covered a variety of gardening-related topics designed to increase participant's knowledge about growing in Winnipeg conditions. This material was then compiled into a 'Newcomer Gardening Manual' by the William White Residents Association to ensure that the knowledge sharing could continue.

Knowledge sharing remained the theme when we were approached by United Way Winnipeg to do an interview with one of our growers. One natural 'green thumb' came to mind – a Congolese lady, who had only been growing for two years and had benefited from an excellent mentor from our one-to-one matching in the previous year. She had worked with other growers and really helped out where possible. The interview was a great success and brought more awareness to the benefits of newcomers having the opportunity to grow fresh produce.

This June we were delighted to have the opportunity to re-embark on a partnership with Dufferin School. IRCOM believes in building strong partnerships in order to provide services and supports and it is through such collaborations that we were able to revive the Dufferin growing space in anticipation for the summer of 2015. With a full crew of volunteers provided in partnership with the Boys and Girls Club and the William White Residents Association along with our IRCOM staff, we were able to revitalize a good portion of this space for the upcoming season!

Space continued to be a challenge this past year, as we lost the one large patio to the fixing of the roof in August, but with the space we had we were very successful in our growing! In addition to the preparations with the Dufferin community growing initiative, we are also hoping to fix three raised beds in our children's play area to better accommodate our growing number of participant's signing up for the program.

It is our hope to be able to nurture these relationships as we look forward to the continued partnerships that make this program and the extended growing space outside of IRCOM possible for our residents!





VOLUNTEER PROGRAM

Vanessa Kornelsen, Volunteer & Community Services Manager

This year IRCOM experienced an outstanding number of dedicated volunteers – 236 came through our doors and we hosted 30 practicum students! Our volunteers come from diverse cultural backgrounds and range in age from 7 to 78 years old. With our volunteer community partaking in virtually all areas of programming, we can say with certainty that without our dedicated and innovative volunteer base, we would not be able to provide the services and supports that we do.

A big part of what inspires the Volunteer Program at IRCOM is our belief that everyone has something to offer and we value everyone's contributions. Our Volunteer staff do their best to match people with a position that best fits their goals, skills, and aspirations in joining the IRCOM family. The Volunteer Program works to engage the wider community through volunteer experience, cross-cultural training, relationship building and awareness/education to better understand the challenges that newcomers face in settling into their new community. Ultimately, it works to create wider societal change through welcoming, understanding, and embracing all walks of life.

The strong relationships that blossom through our Volunteer program and the impact of these relationships can be seen throughout many of our programs. Volunteers and our Newcomer Learning Initiative (NLI) students can be seen sharing stories about each other's lives during coffee break. Our Family to Family program participants often talk about the increased confidence they gain just by knowing that Canadians wanted to be their friends and the feeling offered from a warm welcoming face.



“The volunteer program at IRCOM is a great opportunity; it has been a life changing experience for me. I serve in three programs: the Asset Building Program, the Newcomers Literacy Initiative and the After-School Program. In each one of them we (participants, volunteers and facilitators) learn and laugh, make friendships and share life experiences. My passion, hope and determination of creating a brighter society have been made stronger through these programs. Thanks to IRCOM, I feel fulfilled and happy now that I am part of a strong and supportive IRCOM Community.”

— Felista Karanja, Volunteer Program participant

In addition to the training opportunities that we offer to our volunteers, IRCOM encourages our volunteers to reach out to us for other training support as well. Our self-directed learning initiative works to develop our volunteers in areas they are interested in which parallel our values and mandate. We strongly believe that this will not only benefit IRCOM as an organization but also will benefit newcomers as a whole, and Winnipeg as a community. We work to support people who take initiative and people who work towards creating positive change in our society.

IRCOM is very excited about two of our newest programs and congruent volunteer opportunities. With the implementation of the New Drivers Education Program (NDEP) and the New Child Care Program, we have been able to further diversify our volunteer base.

The NDEP recruits experienced drivers who have been driving for 3 years or more, have their own vehicle and are willing to help with in-car training for the participants once they have completed the program requirements. While the new NDEP has brought about a greater diversity of volunteers, it has also been one of our challenges to find this specific skill set and the assets needed to fill this volunteer position.

In response to our increase in Child Care Program support staff, we have also been able to take on more Childcare volunteers. The Child Care program is unique in that it has drawn in a lot of newcomer women from all over the

world as volunteers. This enables us to support newcomer volunteers with valuable work experience in our now formalized structure of the Child Care Program as they move towards independence. In this light, we are pleased to announce that some of our newcomer volunteers in this program have moved on to find jobs in nearby daycare centers!

Through our practicum students, we are able to establish numerous partnerships with post-secondary educational institutions and organizations. To this end, we continue to have positive and meaningful partnerships with the University of Manitoba, Canadian Mennonite University, Menno Simons College, University of Winnipeg, The Mauro Centre for Peace and Justice, Red River College and Canada World Youth. This past year also saw a new partnership emerge with Booth College.

With up to 60 volunteers a week in some of our programs, we organize numerous volunteer recognition events. This year we hosted the Volunteer Mingle, the Holiday Celebration and the Summer Celebration where our volunteers could be found running the carnival games for the youth. This year was also home to our first ever Adult Language Partners outing where the volunteers and their language partners went to the Red River Exhibition Winter Wonderland together to enjoy the tour of the light festival.

Thank you to all our passionate volunteers who continue to make IRCOM the supportive, loving and welcoming community that it is!





FAMILY TO FAMILY PROGRAM

Vanessa Kornelson, Volunteer & Community Services
Program Manager

At IRCOM, we believe that integration is a two way street and work to assist newcomers to adjust to Canadian society while at the same time working to help Canadians adapt to our evolving community. The Family-to-Family program represents this objective by building bridges, connections and fostering meaningful relationships. As we celebrate our 7th successful year of this program, we also celebrate the uniting and lasting effects on the lives of nearly 50 families!



The Family to Family Program seeks to decrease the isolation of newcomer families through positive interaction with established Canadian families. In maintaining IRCOM's value of being agents of change, this program is designed to raise awareness about newcomer's lives and build cross-cultural bridges that work to break down stereotypes, prejudices and misrepresentations. Through social relationships, shared stories and shared values of the families involved, this program creates societal change while integrating the newcomer families into the wider community.

Each spring, families are matched through interviews with the program coordinator. This is done to get a sense of the personalities involved and best match the families through commonalities and the ages of their children. The program continues to flourish! The 2014-2015 year successfully matched 11 established Canadian families with IRCOM newcomer families.

This year, the program kicked off with a get-to-know-you session held at IRCOM. All the families were invited to join in some icebreaker games followed by lunch and a scavenger hunt around the building. It was fun, relaxed and allowed the families to meet each other in a comfortable setting.

The summer progressed and families were diligent about meeting and required very little unexpected support from the staff. In addition to meeting at the training session, the kick-off party, the mid-point check and the final party wrap up, the families were asked to get together 3 times on their own for relationship building and engaging social outings.

The halfway potluck event this past summer saw a record of 100% attendance! As the summer wound down, the participants were sad to see the program come to a close but gathered at a local bowling alley for one last celebration filled with laughter.

The program's impact goes beyond providing the opportunity to build relationships and decrease isolation – it builds lasting memories for all families and provides newcomer families an opportunity to make friends in the wider community as well as practice their English and learn more about Canadian culture. It also provides established Canadian families the chance to meet new people from a different background, explore a new culture, make new friends, and expand their level of awareness surrounding issues faced by newcomers. The opportunity to develop these relationships is in large part due to the generous contributions of Investors Group, and their donation is greatly appreciated.

"I realized how short our summer really is and wonder if for some families, starting a little earlier would work. It's a great program and I hope it can continue. Our family was definitely enriched by the experience."

— Family to Family
program participant

BOARD & COMMITTEE MEMBERS

Mike Dudar, *President*

Carrie Solmundson, *Vice President*

Nedzad Brkic, *Treasurer*

Alvin Catamisan, *Treasurer (until January 2015)*

Robert Katyrnuik, *Member at Large*

Ab Frieg, *Member at Large*

Felicity Chappell, *Member at Large*

Menno Peters, *Member at Large*

Valorie Block, *Member at Large*

Noma Sibanda, *Member at Large (until September 2015)*

Jack Watts, *Director Emeritus*

Janet Kinley, *Committee member*

John Wiens, *Committee member*

Vonda Plett, *Committee member*

STAFF MEMBERS

ADMINISTRATIVE TEAM

Dorota Blumczynska, *Executive Director*

Allyson Watts, *Accountant*

Noëlle DePape, *Director of Training and Development*

Shereen Denetto, *Director of Programming*

Carol Rebudal, *Office Administrator*

Masoud Moradi-Taleghani, *IT Specialist (until September 2015)*

VOLUNTEER PROGRAM

Erin Anderson, *Volunteer & Community Services Manager*

Vanessa Kornelson, *Volunteer & Community Services Program Assistant*

HOUSING TEAM

Carlos Vialard, *Director of Housing & Community Development*

Manny Revidad, *House Manager*

Agnieszka Sheehan, *Housing Assistant*

Letegebriel Sium, *Caretaker*

Manny Camaclang, *Weekend Caretaker*

Garry Neufeld, *Director of Housing (until July 2014)*

Maryam Al-Azazi, *Housing Assistant (until July 2014)*

COMMUNITY RESOURCE PROGRAM

Talatu Shokpeka, *Community Resource Programs Manager*

Richard Boli, *Community Resource Specialist*

Carol Reimer, *Community Resource Specialist Social Worker*

Jim Beckta, *Greening Coordinator*

Peter Karari, *Community Resource Program Manager – Isabel (until January 2015)*

ASSET BUILDING PROGRAM

Fitsum Getahun, *Asset Building Program Manager*

Zebiba Ibrahim, *Program Assistant (on maternity leave)*

Mbula Makau, *Program Assistant*

Amal Shire, *Access to Benefits Systems Navigator*

Seid Omer, *Newcomer Driver Education Specialist*

AFTER SCHOOL PROGRAM

Debbie Froese, *Co-Program Manager*

Marko Gjuric, *Co-Program Manager*

Thomas Gerezeghier, *Education Support Worker*

Surafel Kuchem, *Teacher/School Liaison*

Mandela Kuet, *Youth and Family Support Worker*

Nadia Paul, *Education Assistant*

Fatuma Sufi, *Program Support Worker*

Gololcha Boru, *Program Support Worker*

Sarah Schwendemann, *Program Support Worker*

Qualitt Boru, *Program Support Worker*

Bisetsa Bahati, *Program Support Worker*

Aron Tekle, *Driver*

Muuxi Adam, *Program Manager (until August 2014)*

Muluken Tegegne, *Lead Support Worker (until January 2015)*

Amal Shire, *Program Support Worker (until January 2015)*

NEWCOMER LITERACY INITIATIVE

Jen Glenwright, *NLI Manager*

Aiman Syed, *Instructor & ICCP Program Coordinator*

Manuel Zuniga, *Instructor*

CHILD CARE PROGRAM

Irene Sheldon, *Child Care Program Manager*

Shauna Neault-Pawlychyn, *Early Childhood Educator*

Jackie Juanillo, *Early Childhood Educator*

Jeanine Nziguheba, *Early Childhood Educator (in training)*

Fireweini Zeremariam, *Child Care Assistant*

Glory Charlic, *Child Care Assistant*

Sifo Boramso, *Child Care Assistant*

Sita Maya Gurung, *Child Care Assistant*

Saadia Abdullahi, *Child Care Assistant*

Letekidan Isuz, *Child Care Assistant*

Khadijat Busari, *Child Care Program Manager (Until July 2014)*

Fana Aklilu, *Child Care Assistant (until October 2014)*

Paw Ku, *Child Care Assistant (until October 2014)*

Suad Ahmed, *Child Care Assistant (until February 2015)*

IRCOM FUNDERS & PARTNERS

FUNDERS

Assiniboine Credit Union
 Assiniboine Rotary
 Canadian Association for the Advancement
 of Women, Sport and Physical Activity
 Canadian Commission for UNESCO
 Canadian Heritage
 Canadian Women's Foundation
 Cargill Foundation
 Catherine Donnelly Foundation
 Central Neighbourhoods Development
 Ceridian Cares
 Citizenship and Immigration Canada (CIC)
 City of Winnipeg
 Communities for Families
 Downtown Parent Child Coalition
 Healthy Child Manitoba
 Healthy Together Now (HTN)
 Heifer International
 Cardinal Foundation
 George Weston Limited
 GoodLife Kids Foundation
 Great-West Life
 Investors Group
 Jewish Foundation of Manitoba
 Kidsport
 Local Investment Towards Employment (LITE)
 Manitoba Alternative Food Research Alliance
 Manitoba Children and Youth Opportunities
 Manitoba Coalition for Safer Waters

Manitoba Healthy Living, Youth & Seniors
 Manitoba Housing
 Manitoba Justice
 Manitoba Labour & Immigration
 Manitoba Public Insurance (MPI)
 Mountain Equipment Co-op
 Neighbourhoods Alive!
 Province of Manitoba
 Rogers Youth Fund
 Rotary Club of Charleswood
 Rotary Leadership Circle
 RBC Royal Bank
 SEED Winnipeg
 Service Canada
 Sport Manitoba
 Stony Mountain Correctional Facility
 Target
 TD Canada Friends of the Environment
 Foundation
 TD-SEDI
 United Way of Winnipeg
 Wawanesa
 Winnipeg Foundation
 Winnipeg Police Endowment Fund
 WRENCH

DONATIONS

Canadian Tire Foundation
 Hugh John MacDonald School
 Investors Group

Occupational Health Centre
 RBC Foundation
 Snow Angel Films
 Private Donors

PARTNERS

Agape Table
 Animal Services
 Art City
 Aurora Therapy Centre
 Bike Dump
 Boys & Girls Club of Winnipeg
 Canadian CED Network (CCEDNet)
 Canadian Council for Refugees (CCR)
 Canadian Mennonite University
 Canadian Muslim Women's Institute
 Central Neighbourhoods Development
 Corporation
 Dufferin School
 Family Dynamics
 Folk Festival
 Freight House Early Learning & Care
 Frontier College
 Hugh John Macdonald School
 Immigrant Centre Manitoba
 Islamic Social Services Association (ISSA)
 Kani Kanichihk
 Knox United Church
 Manitoba Financial Literacy Forum
 Manitoba Human Rights Commission
 Manitoba Interfaith Immigration Council

Manitoba Museum
 Manitoba Start
 Menno Simons College
 Mount Caramel Clinic
 MOSAIC
 N.E.E.D.S Centre
 Parks Canada
 Recreation Connection Manitoba
 Red River College
 Rossbrook House
 SEED Winnipeg
 Sexuality Education Resource Centre
 Siloam Mission
 SOAR Heartland
 Society for Manitobans with Disabilities
 Spence Neighbourhood Association
 St. Charles Soccer Association
 St. John Brebeuf School
 University of Manitoba
 University of Winnipeg
 Victoria Albert School
 Work and Social Opportunities Inc. (WASO)
 Western Aviation Museum
 West End Cultural Centre
 Winnipeg Art Gallery
 Winnipeg Downtown Biz
 Winnipeg Harvest
 Winnipeg Police Department
 Winnipeg Regional Health Authority
 YM-YMCA

VOLUNTEERS AND PRACTICUM STUDENTS

Abdulahi Isack	Burkholder	Faustine Muyenzi	Jenn Lavina	Kirby Hammond	Mavis Matenge	Patricia Avomo	Shuaib Adam
Abigail Egbufu	Carla Kowal	Felista Karanja	Jennifer Balaton	Kristen Pachet	May Liu	Patricia Eyamba	Somia Sadiq
Aditi Kapoor	Carol Sanders	Fiona Haftani	Jeremy Krahn	Kristin Haight	Meaghan Menzies	Patricia Galicia	Sonia Kaplan
Agatha Rohs	Cathy Bay	Florida Padilla	Jeremy Siemens	Kumaran Sivagnanam	Medhanit Gilamichael	Paul Messing	Stephanie Cooper
Agnieszka Sheehan	Charlotte Pennel	Gabby Huggins	Jessica Davies	Laura Winters	Meghan Ominga	Paul Sarte	Suad Ahmed
Ainslie McConkey	Charissa Marero	Gabriel Gabriel	Jessica Piec	Laurie Bailey	Meheret Mekuria	Paula Hamilton	Sukhpal Bhanga
Ajoke Dare	Christina Dumaua	Gaby Guimond	Joel Savard	Laxmi Sharma	Melissa McGregor	Peoyuan Dong	Sukhvinder Singh
Alexandra Wiebe	Christina McCleod	George (Hoaxi) Ji	Joel Savard	Lea Ishemwe	Meret Shaker	Qaalitt Boru	Susan Mason
Alice Konefall	Christine Caligiuri	Gillian Marero	John Majok	Lea Leashemwe	Michael Proch	Quinn Webber	Susan Steiger
Amina Mohamud	Clarney Gomis	Gololcha Boru	John Schwandt	Leah Deane	Michelle Rosner	Racehl Gwenthner	Susanna Mesa
Amy (Yiou) Meng	Cleo Syverson	Gretel Acht	Jon Gurniak	Leah Goertzen	Mickenzie Tyler-West	Rachel Coffin	Tara Kachur
Angela Konklin	Daadir Faarax	Harpreet Kaur	Jonathan Friesen	Leanne Fontaine	Minseo Yi	Rachelle Sorin	Taya Audu
Angela Ming Cung	Dale Swirsky	Harun Mahmood	Julia Davission	Leonard Koberstein	Mischa Pustogorodsky	Ramanpreet Brar	Tizita Bizuneh
Anne Mahon	Daniel Nickel	Heather Gillis	Julia Epp	Lili Schwaister	Mohammed Azazi	Ramogi Nyonje	Tony Chahine
Annette Riziki	Danny Ochea	Ian Wilson	Julia Neil	Lindsay Dahl	Monica Montalvo	Rasmeeth Ghuman	Tony Nwaha
Areej Tahboub	Dave Waldman	Iddi Phanuel	Justin Majok	Louise Waldman	Monique Ndaya	Richard Chukwuma	Tony Wang
Aron Tekle	David Kariuki	Iseyas Gebremariam	Justin Rempel	Lucasz Lorentz	Munni Akther	Richard Kemp	Valorie Block
Aruna	Deanna Betteridge	Jack Lawrence	Karen Jantzen	Lydia Negash	Musaka Sadi	Richard McCrae	Vanessa Nunes
Atileo Deng	Deryl Raymond	Jade (Weiju) Han	Karen Kernaghan	Lynette Van Bruggen	Mustafa Mahdi	Ruiyu Li	Veronica Beauchesne
Avi Staller	Donnalee Sharpe	Janet Allen	Karen Loeb	Margaret Nyamori	Myra Smith	Rualan Geng	Veronica Sears
Barbara Burt	Doreen Kanagwa	Janine Kwizera	Karin Warkentin	Mariah Baldwin	Nader Shaker	Ryan Hayes	Vivianne Combiadakis
Benjamin Bender	Eason Zhenyu	Janviere	Kari Broadfoot	Mariam Teklu	Nafisa Curle	Saeed Al-Azazi	Wanita Dueck
Bernard Mou	Edward Nkyi	Muvunandinda	Karla Braun	Marita Nalam	Neil Block	Salam Al-Sayed	Wenlan Nyenon
Bethany Stephens	Elisabeth Ndururutse	Jasmine Dancho	Karlisle Epp	Mark Stulzer	Nicole Nguenha	Sandra Wiebe	Xander Bynski
Bobi Stupak	Elizabeth Schirmer	Jason Maas	Kate Menzies	Mary Jane Kroeker	Nina Singh	Sani Murtala	Xuefeng Li
Brad Curle	Ellen Ward	Jason Neufeld	Katrice Kazmerik	Maryam Al-Azazi	Norbert Sharma	Sarah Albiani	Yasaman Mohaddes
Brian Pound	Emily Laird	Jeanette	Kendall McLean	Masoma Behsodi	Oluymisi Nuga	Seema Mehboob	Yelena Metrik
Brienna Swanson	Emily Quinton	Girukwishaka	Kidus Tedla	Mathieu Fontaine	Papaguy Alimasi	Shannon Abs	Yemane Araya
Brittany Fletcher	Eun-Ah Hong	Jeff Haight	Kim Commodore	Maureen Monson	Pat Hogue	Sharon Kronstall	Ziyin Wang
Byron Rempel	Fatemah Alhelal	Jenilyn Bacay	Kirandeep Gill	Maureen Perlmutter	Pat McGarry	Shenna Song	

Gail Friesen C.G.A.
Professional Corporation

238 St. Mary's Road
 Winnipeg, Manitoba
 R2H 1J3

Gail Friesen, BA, M Ed, CMA, C.G.A.

Telephone: (204) 233-3974
 Fax: (204) 233-4008 or (204) 231-3389
 E-mail: gailfr@mts.net

INDEPENDENT AUDITOR'S REPORT

To the Directors of Immigrant and Refugee Community Organization of Manitoba Inc.

I have audited the accompanying financial statements of Immigrant and Refugee Community Organization of Manitoba Inc., which comprise the statement of financial position as at March 31, 2015 and the statements of operations, changes in net assets and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian accounting standards for not-for-profit organizations, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

My responsibility is to express an opinion on these financial statements based on my audit. I conducted my audit in accordance with Canadian generally accepted auditing standards. Those standards require that I comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

I believe that the audit evidence I have obtained is sufficient and appropriate to provide a basis for my audit opinion.

Opinion

In my opinion, the financial statements present fairly, in all material respects, the financial position of Immigrant and Refugee Community Organization of Manitoba Inc. as at March 31, 2015 and the results of its operations and its cash flows for the year then ended in accordance with Canadian accounting standards for not-for-profit organizations.

Gail Friesen C.G.A.
Professional Corporation

Winnipeg, Manitoba
 May 26, 2015

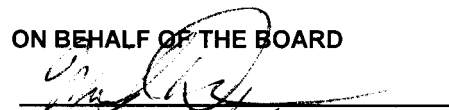
GAIL FRIESEN C.G.A.
 PROFESSIONAL CORPORATION

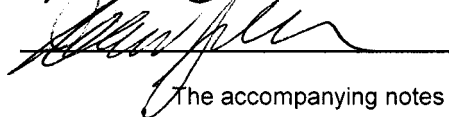


IMMIGRANT AND REFUGEE COMMUNITY ORGANIZATION OF MANITOBA INC.
 Statement of Financial Position
 March 31, 2015

	2015	2014
ASSETS		
CURRENT		
Cash	\$ 318,526	\$ 332,245
Accounts receivable	394,675	247,448
Accounts receivable, IRCOM House Inc.	-	8,055
Prepaid expenses	2,971	4,062
	<u>716,172</u>	<u>591,810</u>
LONG TERM INVESTMENTS	<u>73,541</u>	<u>72,325</u>
	<u>\$ 789,713</u>	<u>\$ 664,135</u>
LIABILITIES AND NET ASSETS		
CURRENT		
Accounts payable	\$ 67,828	\$ 58,372
Accounts payable, IRCOM House Inc.	8,785	-
Deferred revenue	610,088	501,548
	<u>686,701</u>	<u>559,920</u>
NET ASSETS		
General Fund	<u>103,012</u>	<u>104,215</u>
	<u>\$ 789,713</u>	<u>\$ 664,135</u>

ON BEHALF OF THE BOARD


 _____ Director


 _____ Director

The accompanying notes form an integral part of these financial statements.

IMMIGRANT AND REFUGEE COMMUNITY ORGANIZATION OF MANITOBA INC.

Statement of Operations

Year Ended March 31, 2015

	2015	2014
REVENUE		
Government of Canada - CIC	\$ 944,889	\$ 651,681
Government of Canada - Service Canada	4,840	9,666
Government of Canada - Other	1,500	2,900
Manitoba Housing and Renewal Corporation	89,600	89,600
Province of Manitoba - Housing and Comm. Dev.	65,405	58,980
Province of Manitoba - Lighthouse	12,000	12,000
Province of Manitoba - Urban Green Team	12,431	9,881
Province of Manitoba - Other	2,000	6,287
City of Winnipeg	77,300	73,810
Rogers Communications	193,469	192,009
United Way of Winnipeg	170,624	161,070
Winnipeg Foundation	44,540	47,012
Catherine Donnelly Foundation	-	32,820
RBC Foundation	31,000	30,815
Canadian Women's Foundation	17,229	13,561
Investors Group	41,781	11,629
TD SEDI	45,585	9,053
MPI Grant	33,832	-
Jewish Foundation	8,488	-
Other grants	37,196	24,620
	<u>1,833,709</u>	<u>1,437,394</u>
OTHER INCOME		
Management fees - IRCOM II	22,500	-
Interest income	2,786	3,001
Donations	7,545	7,300
Recovery of overhead costs	65,868	53,167
Fundraising, other income	7,490	14,831
	<u>106,189</u>	<u>78,299</u>
	<u>1,939,898</u>	<u>1,515,693</u>
EXPENSES		
Advertising and promotion	15,302	1,675
Equipment rental	4,835	5,467
Insurance	6,289	4,734
Interest and bank charges	3,388	2,460
Memberships	4,154	7,711
Office	55,538	33,169
IRCOM II expenses	6,570	-
Board of Directors expenses	1,729	1,480
Programming	398,919	209,376
Professional development	18,730	5,496
Professional fees	41,767	27,118
Salaries and wages	1,357,957	1,090,777
Sub-contracts	4,852	15,154
Supplies	13,291	12,810
Telephone	7,780	7,665
	<u>1,941,101</u>	<u>1,515,092</u>
EXCESS (DEFICIENCY) OF REVENUE OVER EXPENSES	\$ (1,203)	\$ 601

The accompanying notes form an integral part of these financial statements.



Immigrant and Refugee
Community Organization of Manitoba

95 Ellen Street | Winnipeg, Manitoba, R3A 1S8

Phone: (204) 943-8765 | Fax: (204) 943-4810 | Email: info@ircom.ca

www.ircom.ca