



Immigrant and Refugee
Community Organization of Manitoba

Annual Report 2020-21



Vision Statement

A Community of Belonging

Mission Statement

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



The immigrant and Refugee Community Organization of Manitoba Inc. (IRCOM) condemns racism, violence, and injustice against Black, Indigenous, and People of Colour (BIPOC).

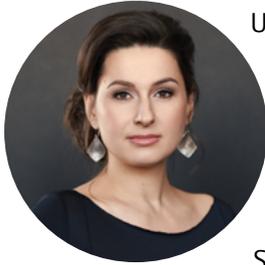
IRCOM stands in solidarity with our communities against systemic racism in Winnipeg and around the world.

IRCOM commits to taking action by looking inward and addressing racism, discrimination, and systemic biases in its own operations.

IRCOM encourages staff, partners, funders, and our many supporters to engage in active listening, dialogue, and learning from BIPOC communities' experiences of social and economic exclusion.

IRCOM calls upon all individuals to work collectively for justice, and to build relationships stemmed in mutual respect and cross-cultural understanding.

Executive Director's Message



Undoubtedly, for nearly every person in our community, the past year has felt like a never ending test of strength and determination. IRCOM entered the “year of the pandemic” with news of a significant decline in federal funding, an inevitable reduction of critical programs, and the need to layoff dozens of staff. Beyond our walls, the global pandemic closed borders, halted decades of refugee resettlement, and for many, shattered dreams of being reunited with family.

The anguish was profound. But within days of lockdown, we launched into crisis response mode. Staff, who together speak more than 20 languages, called every family, to relay in their mother tongue public health orders, to ask what they needed, to remind them we were still there. As some families began to run out of food, because they lost childcare or didn't have the means yet (credit cards, digital literacy, local knowledge) to get groceries safely delivered to their homes, we brought food to them. Door to door hamper delivery began. Everyone sheltered in place as required, so we came to them. For the first time in my thirteen years with IRCOM, the buildings were quiet.

The IRCOM many of us know and love is a vibrant place where laughter echoes through the halls. It is a people, uprooted and displaced, who despite everything, continue to believe in the possibility of Finding Home, Again. That is how I will always remember IRCOM; the way it took up home in my heart and I in return found family in its arms.

For now, however, this is my last Executive Director's message. It isn't a goodbye, rather, it's “until we meet again”, and it is my absolute heartfelt thanks to the thousands upon thousands of people: tenants, participants, volunteers, community partners, funders, supporters, who have shared this chapter with me.

To my team, I love you. That's it. Now and always, I will love.

To the Board, thank you. Thank you for the giving me a chance, I will not forget it.

To Winnipeg: donors, funders, partners, thank you for taking care of your neighbours as you would your kin.

In my language, Polish, when we say farewell to someone we deeply respect, we kiss their hands.

I kiss your hands.

Dorota Blumczyńska, Executive Director

President's Message



This time last year, we were responding to the introduction of COVID-19 and planning to adjust our programs and services, as well as our lives in general. We took steps to keep our staff, tenants, volunteers and community safe and informed, and everyone pulled together to help each other. At no time did I think that when I wrote my message this year, we would still be facing this challenge. I want to give credit to IRCOM's leadership group who helped the team navigate through the problems and for the staff's consistent willingness to go above and beyond.

I am frankly never surprised at what they are able to do when faced with adversity because they never cease to amaze. So, not surprised, but amazed, and grateful.

I must always acknowledge my colleagues on the Board and Committees who also remained dedicated, flexible and enthusiastic about our work and committed to supporting the vision of IRCOM. And without our partners and funders, we could not achieve all that we do, so a huge thanks to them for their continuous support.

Guiding our work and progress was our partnership with LIFT Philanthropy Partners (LIFT).

Through the partnership, IRCOM developed a performance measurement framework to both prove and improve its social impact, implemented an information technology strategy that supported our growth goals, and created communication plans and organizational structures that increased our internal capacity. As a result, IRCOM has now demonstrated the positive social outcomes of its unique wrap around housing model and has matured as an organization to one that is efficient, effective, and resilient. We are in a stronger position for future growth.

A significant reason for that strength is due to our recently departed Executive Director, Dorota Blumczynska. She demonstrated passion and commitment. She advocated fiercely. She continuously and effortlessly built relationships in the community. She led by example. As a result, IRCOM grew steadily and flourished under her 10 years of leadership. She left knowing there was a strong, talented and devoted team ready to carry on the important work.

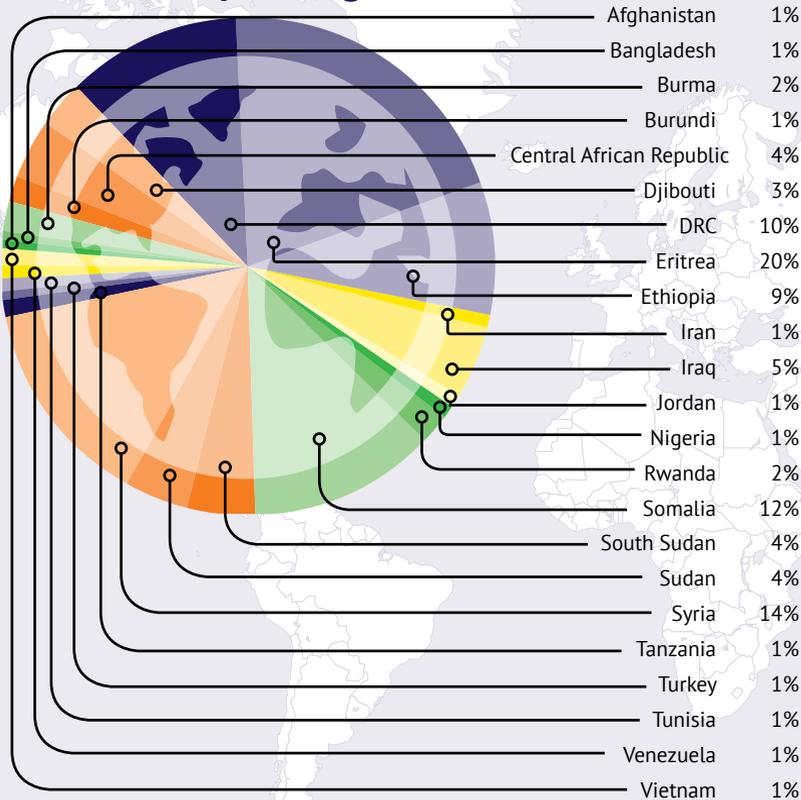
And so we shall.

Paula Hamilton, President, IRCOM Board of Directors

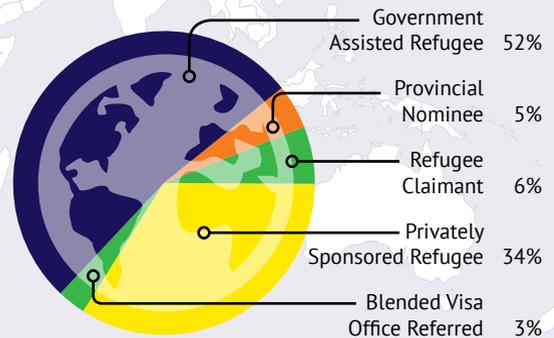


Welcome to IRCOM House!

Country of Origin



Immigration Class



All charts based on tenant demographics for March 2021

IRCOM Programs

A Year Like No Other

APRIL 1, 2020 – MARCH 31, 2021



AFTER SCHOOL PROGRAMS



Hosted an average of
450
one-on-one
virtual sessions per
month with over
150
youth

ASSET AND CAPACITY BUILDING PROGRAMS



The Access to
Benefits Team served
1,353
people

COMMUNITY AND CHILD CARE PROGRAMS



600
Children's learning
packages delivered
to families

HOUSE



40
New families
welcomed
including
80
adults
110
children

COMMUNITY RESOURCE PROGRAMS



5,258+
Calls were made
to families
in
20
different
languages

AFTER SCHOOL PROGRAMS



26
graduates

RECEIVED

15
scholarships

17 pursued post-secondary education

100+

meals delivered to HEY participants each month

Sports program included virtual workouts, nutrition /performance classes and more!

ASSET AND CAPACITY BUILDING PROGRAMS



RESULTING IN

\$7,099,394

in benefits, including Canada Child Benefit, Pandemic Benefits (CERB, CRB, CRSB, EI, CESB etc.), GST/ HST credits, disability tax credits and income tax refunds

450 taxes filed in March 2020 alone!

participants completed Money Mgmt. Training virtually **60**

COMMUNITY AND CHILD CARE PROGRAMS



Zoom parties for families **30**

EAL TEACHERS CREATED

220

videos for

52

NLI students in Foundations to CLB 2 classes

25

CONTRIBUTED

2550 hours

in addition to **6** practicum students

HOUSE



FROM

17
countries

SPEAKING

14
languages

To lessen the impact of the pandemic, families were offered lease extensions

Prospective tenants were given virtual tours and received protective equipment upon move-in

COMMUNITY RESOURCE PROGRAMS



A team of

30

staff, interpreters and volunteers shared weekly public health information with tenants, and responded to specific concerns

74

families received IT devices to increase connectivity during COVID-19

1,431 food hampers delivered to families in need



AFTER SCHOOL PROGRAMS



30-35

Children's packages delivered **each week** (arts & crafts, literacy/numeracy material)

30

youth trained in **labour market skills** through Employment Program

13

Peer Support program attendees per week

Enrichment program attendees per week

10

20

Leadership program participants

ASSET AND CAPACITY BUILDING PROGRAMS



Newcomers saved

\$47,386.34

and in matching funds, received

\$106,141.83

across the Saving Circle Program, Individual Development Account Program, and Transportation Loan Program

COMMUNITY AND CHILD CARE PROGRAMS



PARTNER COMMUNITY EVENTS

100 Soccer Balls (skills camp)

100 soccer balls and swag provided to participants

Common Ground: Celebrating Indigenous-Newcomer Relations Virtual Concert Series

63

participants in the Play and Sing Music Program

12

participants in the Belonging Blossoms Art program

21

neighbourhood families participated in virtual cooking classes

HOUSE



Out of 23

families who have successfully transitioned to stable housing outside of IRCOM

13% purchased a house

39% moved into the private rental market

31% moved into Manitoba Housing

13% moved out of province

4% moved into Winnipeg Housing

4% unknown

COMMUNITY RESOURCE PROGRAMS



Early Childhood Development Hub hosted

3568

child care sessions for 16 children over 223 days

SUMMER ACTIVITIES

13

growers

attended gardening workshops, planted and harvested on IRCOM balconies

4 socially-distanced family picnics

10 virtual parenting program sessions

The IRCOM Community



Board of Directors



Paula Hamilton
President

Lawrence Deane
Vice-President

Harun Kibirige
Treasurer

Thomas Miles **Beyen Embafrash**

Signy Gerrard **Kathleen Legris**

Ivy Mannil **Johise Namwira**

Shauna Labman **Yalady**
Linares Vancol

Strategic Planning and Programming Committee

Mpho Begin

Valorie Block

Denis DePape

Stewardship Committee

Timur Ganiev

Our hearts go out to the family and friends of Nedzad Brkic, who served our community so well as IRCOM Board President from 2016 – 2019.

He will always be remembered for attending IRCOM soccer games and being an incredible advocate for our community. He will be missed.



Nedzad (right) at a community gathering with an IRCOM tenant / 2018

IRCOM Staff

Luladei Abdi Hassen
Abdirahman Ahmed
Khalid Ali
Emmanuel Allieu
Matthew Altieri
Erin Anderson
Yafet Araya
Amjad Ayash
Buffie Babb
Olanike Bello
Silky Bhandari
Chhatra Bhattarai
Dorota Blumczynska
Carlos Calisto
Manuel Camaclang
Surjani Caraan
Surya Chhetri
Shalini De Silva
Shereen Denetto
Jamila Dhahrab
Elizabeth Diaz Gallo
Diriba Dinber
Jackie Dolynchuk
Nouran Eldesouki
Amber Epp
Maligne Esposito

Tim Froese
Dawit Gebreezgi
Suzan Gebrezgabiher
Fitsum Getahun
Nyokabi Gitonga
Rayne Graff
Gerri Gregory
Kilishar Hamde
Pat Hardy
Gunni Hassen
Zebiba Ibrahim
Letekidan Izuz
Patrick Jordan
Mathew Joseph
Betlhem Kassa
Paramdeep Kaur
Mesfin Keno
Colin Kowal
Lilia Lesnic
Saman Mahmood
Sultana Mahmood
Caroline Makau
Ligia Mariz
Reisa Mathura
Emilienne Minani
Mohamed Mohamed
Dominique Musafiri

Gabriel Nabess
Immaculate Nabisere
Mukankubana (Drocella) Ndashimiye
Anisa Osman
Cheryl Radcliffe
Randall Ramoutar
Deryl Raymundo
Carol Reimer
Gloria Rengifo
Manolo Revidad
Zaenab Saeed
Blake Sagan
Joanna Schellenberg
Sarah Schwendemann
Rania Shaaban
Payal Shah
Irene Sheldon
Esperence Shima
Amal Shire
Talatu Shokpeka
Dhirta Subedi
Fatuma Sufi
Rina Urquiola
Agnieszka Valencia
Don Vanderhooft
Seeba Wahabi
Isaias Woldetnsae

Funders and Donors

Anonymous Donor
Aqueduct Foundation
Assiniboine Credit Union
BellMTS
Breakfast Club of Canada
Canada Mortgage and Housing Corporation
Canadian Association of Refugee Lawyers
Canadian CED Network
Career Trek
Cargill Limited
Central Neighbourhoods
City of Winnipeg
Communities 4 Families – Downtown Parent-Child Coalition
Community Food Centres Canada
Credit Union Central of Manitoba
Daniel Arthur and Ann Jones Fund
Ecole Belmont School
Ecole Lansdowne School
Government of Canada - Employment and Social Development Canada
Government of Canada - Immigration, Refugees and Citizenship Canada
Graham C. Lount Family Foundation
IG Wealth Management
Jonathan Paterson Foundation
Kevin Chipman Community Fund
Prairie Dawn Foundation
Province of Manitoba – Families - Manitoba Housing and Renewal Corporation
Province of Manitoba – Education and Training
- Bright Futures
- Healthy Child Manitoba
Province of Manitoba - Municipal Relations
- Urban Green Team
Province of Manitoba - Justice
- Lighthouses, Crime Prevention
Province of Manitoba - Sport, Heritage and Culture
- Safe at Home Manitoba
SEED Winnipeg
St. Mary's Academy
Summit Search Group
Stephen Paterson Foundation
Telus Friendly Future Foundation
The Winnipeg Foundation
Three Seas Foundation
United Way Winnipeg
Wawanesa Mutual Insurance Company
Wheelhouse Cycle Club
Winnipeg Trails Association Inc.
Youth Agencies Alliance

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*We would like to say...
Thank you.*

Special thanks to every funder and donor who helped us make it through this difficult year of COVID-19. We acknowledge special COVID-19 support grants and funding from United Way Winnipeg, The Winnipeg Foundation, Graham C. Lount Family Foundation, Anonymous Donor and Telus Friendly Future Foundation. We are so thankful for every food hamper drop off, donations of personal protective equipment, masks, sanitization products, technology, and many other donations made by the community to help IRCOM this year. Your generosity has not only changed the lives of our community members, it has brightened the fabric of our nation. Once again, thank you for supporting IRCOM!

Donations from the public and donations directed through Abundance Canada, Benevity, All Charities Campaign, CanadaHelps, Charities Aid Foundation of Canada, GiftFunds Canada, My Tribute Gift Foundation, The Winnipeg Foundation, and United Way Winnipeg.

IRCOM Thanks Our Amazing Volunteers!

Gavin Betker
Awet Biagaber
Gololcha Boru
Andrew Cockerill
Julia Collins
Mihret Demissie
Ian Donnelly
Velma Doerksen
Samrawit Feshasion
Melanie Gaudreau
Pat Hogue
Harmandeep Kaur
Peter Lawrynuik
Annika Loeppky
Donna MacKinnon
Manjot Mann
Graciana Mendoza
Justine Narine

Liam Nguyen
Sartu Osman
Derick Parker
Anh Pham
Jacqueline Phaneuf
Angela Robertson
Gary Sanchez
Samantha Sawazki
Chris Sigurdson
Jaymie Sorro
Mozit Tsegai
Kitty Toews
Mohammad Ullah
Rina Urquiola
Eunice Valencia
Natashya Wall
Pascuina Zemangi

Tenant Volunteers

Ellen Tenants

Rozina Yasmin
Maria Morillo Marcano
Olatilewa Fakayode
Abiba B. Salumu
Alphonsine Tshilendi Mputu
Rose Mbombo Muambi
Semira Neguse Zemichael
Amadine Ntakagero
Meaza Yemane Abraham
Zuheib Abdihakim Osman
Abdirahman Abdihakim
Osman
Abdel Al Naasan
Hiwet Kifle Abera
Kesanet Kelati Beraki
Kadra Ahmed Olhaye
Mohammad Bin Ahmad

Isabel Tenants

Salah T.Hassan Idris
Khalid Dhahrab
Adam Ali Saeed Ahmed
Seid Abdallah Abdoulaye
Gebre Y. Mahre
Abdurahman S. M. Seid
Fouad Al Diab
Muthanna Al Abdu

IRCOM's volunteer capacity was reduced this year due to COVID-19. We hope to welcome back our 200+ volunteers next year!

Partners

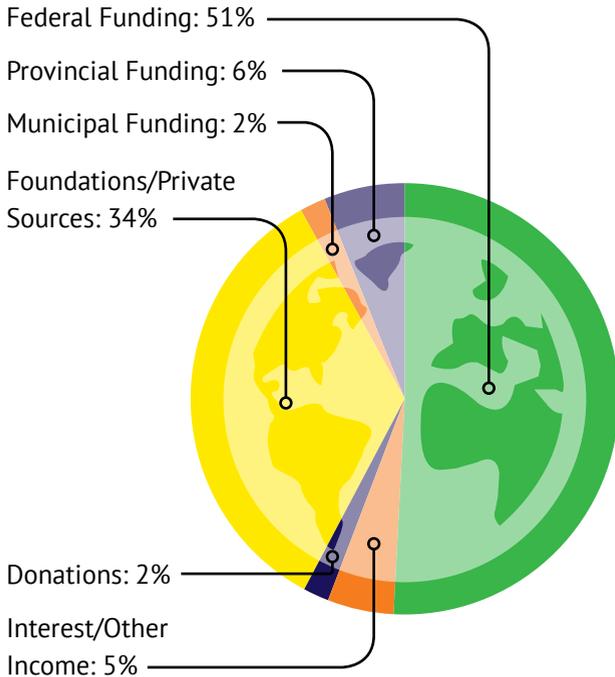
Accueil Francophone	Council of South Sudanese	James Favel	Menno Simons College	The Manitoba Museum
Addictions Foundation of Manitoba	Community of Manitoba	John Houle	Mosaic Newcomer Family Resource Network	The Winnipeg Foundation
Art City	Daniel McIntyre Collegiate Institute	Just TV (Broadway Neighbourhood Centre)	Ndinawemaaganag Endaawaad	United Way Winnipeg
Assiniboine Credit Union	Dufferin School	Knox Centre	N.E.E.D.S.	University of Coburg - Germany
Assiniboine Park Conservancy	Elmwood Community Resource Centre	KidSport Winnipeg	New Journey Housing	University of Manitoba
Aurora Family Therapy Centre	Ethnocultural Council of Manitoba	Koats for Kids (United Way Winnipeg)	North End Women's Centre	University of Winnipeg
Axworthy Health & RecPlex – University of Winnipeg	Facilitated Solutions	LIFT Philanthropy Partners	One Trunk Theatre	Valour FC
Aboriginal Youth Opportunities	Family Dynamics	Louis Riel Institute	Pegcity Steppers	Victoria Albert School
Booth University College	Food Matters Manitoba	Ma Mawi Wi Chi Itata Centre	Prosper Canada	Winnipeg English Language Assessment and Referral Centre
Boys & Girls Clubs of Winnipeg	Freight House Early Learning & Care	Manitoba Advocate for Children and Youth	Red River College	West Central Women's Resource Centre
Canadian Centre for Policy Alternatives	Frontier College	Manitoba Association for Rights and Liberties	Rossbrook House	Wilfrid Laurier University
Canadian Council for Refugees	General Wolfe School	Manitoba Health and Seniors Care	sākihiwē festival	Winnipeg Art Gallery
Canadian Mennonite University	Government of Canada - Employment and Social Development Canada: Community Financial Counseling Services	Manitoba Human Rights Commission	SEED Winnipeg	Winnipeg Blue Bombers
Career Trek	Harvest Manitoba	Manitoba Interfaith Immigration Council (Welcome Place)	Sexuality Education Resource Centre Manitoba	Winnipeg Folk Festival
Central Neighbourhoods Winnipeg	Hugh John MacDonald School	Manitoba Possible	Spence Neighbourhood Association	Winnipeg Repair Education and Cycling Hub (The WRENCH)
Circles for Reconciliation	IG Wealth Management	Manitoba Research Alliance	Sport Manitoba Fit Kids	Winnipeg Trails Association
City of Winnipeg	Immigrant Centre Manitoba	Manitoba School Improvement Program	Healthy Kids: Safe at Home	Winnipeg Youth Soccer Association
Canadian Muslim Women Institute	Immigration Partnership Winnipeg	Manitoba Soccer Association	Sport Manitoba Performance	Winnipeg Regional Health Authority
		Manitoba Start	St. Charles Soccer Association	Youth Employment Services
			Technical Vocational High School	
			The Hood Fams	

Special Projects & Networks

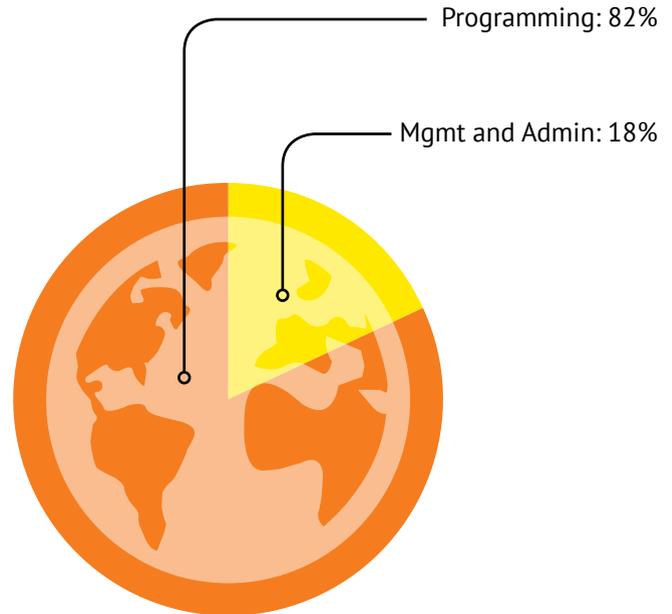
Empower Manitoba	Common Ground Advisory Committee	Network of Organizations for War Affected Newcomers (NOWAN)	Rotary Adventures in Human Rights
Canadian Community Economic Development Network (CCEDNet)	Communities 4 Families Downtown – Parent-Child Coalition	Newcomer Education Coalition (NEC)	Social Planning Council of Winnipeg
Manitoba Financial Empowerment Network (MFEN)	Manitoba Association of Newcomer Serving Organizations (MANSO)	Police Accountability Coalition (PAC)	Youth Agencies Alliance (YAA)
Centennial Community Improvement Association (CCIA)	Migrant Worker Solidarity Network	Rotary International District 5550	
		World Peace Partners	

2020-21 Financials

INCOME (\$3,716,595)



EXPENDITURES (\$3,175,129)



Net Income (\$541,466)

These figures are based on IRCOM's audited financial statements for 2020-21. A copy of our annual audited financial statements is available upon request.

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Change a life.

Support IRCOM programs.

We happily accept donations via our website:

www.ircom.ca/donate

or cash/cheque at our office: 95 Ellen St.