



Immigrant and Refugee
Community Organization of Manitoba

Annual Report 2019-20



IRCOM Highlights



Traditional Indigenous Games training provided a chance for IRCOM's staff and community to respond to the Truth and Reconciliation Calls To Action. By learning about the Seven Teachings, the Medicine Wheel and reconciliation, participants had an opportunity to share, listen and heal together.



The **Youth Employment Program** provided youth with employment skills, resume building workshops and job interview training. Forty-one youth gained the skills and confidence they need to succeed in the workplace, while **28 graduates of the program gained employment**, and 13 are gaining further training.



Our **Access to Benefits Program** supported 786 clients in leveraging **\$5.6 million dollars** through the Canada Child Benefit, GST tax credits, the Manitoba Child Benefit, and in Disability tax credits.



IRCOM's Executive Director, Dorota Blumczyńska, was elected as the **President of the Canadian Council for Refugees** in Ottawa in November.



The **After School Programs'** youth are ecstatic to get to their soccer games in one trip with two brand new vans. Transportation is no longer a barrier to participation. **Thank you to the Chipman Family Foundation – The Winnipeg Foundation, Birchwood Automotive Group, and our generous donors for making dreams possible.**





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.

Vision and Mission Statements

Executive Director's Message



There are more than one hundred families living at IRCOM.

Mothers, fathers, children and youth, even a few aunts and uncles, and a handful of grandparents – over 400 refugees from more than 20 nations globally. Some have waited for years to be resettled, their lives suspended often without access to education, employment, or basic human rights. Many have described coming to Canada as being equal to winning the human lottery – incredible luck – and not the product of hard work, courage, or an unrelenting fight to survive.

The stories, highlights, and photos in the following pages demonstrate the incredible resilience, hard work, and hope of our community members. We celebrate our families' many joys with them: parents completing Canadian Language Benchmark levels and money management training sessions; watching toddlers grow into pre-schoolers ready for school; seeing older children join leadership groups, become champions in soccer, graduate high school, and complete pre-employment training. Our staff, volunteers, and I join in and witness these accomplishments every day. It brings me to tears knowing that so many have come from unimaginably difficult situations and yet so many are thriving in our small community.

Yet these stories are not without their challenges. In fact, many of the families I have met seem to shine on the outside, but are struggling to cope with past, current, and future realities. This is also the present case organizationally at IRCOM. I don't mean to sound pessimistic, I'm naturally an optimist, but from where I sit, the future may be vastly different than what we've come to know and love. Significant challenges are on our horizon and we are bracing ourselves, as our organizational survival depends on decisive and timely action. What I can say at present, however, is that I am thankful for every single one of our supporters. You have made IRCOM what it is today: a community of belonging, a home for vulnerable refugee families in need, a place to put down roots, to grow, to thrive. Thank you to our staff, volunteers, donors, funders and partners for welcoming newcomer families with open arms, for helping to build relationships with Indigenous communities, and for trusting in IRCOM to help bring about a shared vision of a diverse, inclusive and equitable world.

Dorota Blumczyńska, Executive Director

President's Message



It has been an unprecedented year during my time as President of IRCOM!

It is through both struggles and successes that individuals and teams become stronger. Well, 2019–2020 gave us plenty to improve our fortitude. Last year I spoke about the resilience of immigrants and refugees as they arrive and adjust to a new life in Winnipeg. That same spirit and strength was on display this year as well, not only by the newcomers we welcomed into our community, but also by our dedicated staff. Each employee, on their own and as a group, demonstrated resolve and flexibility when confronted with changes and challenges.

When faced with significant changes to the way funding from Immigrant, Refugees and Citizenship Canada would be made to organizations that work in the settlement sector, we came together and shared ideas on how to adapt to the new reality and still stay true to our mandate. While it was unfortunate that the funding cuts necessitated the loss of jobs for some of our valuable staff members, we remained determined to support newcomer families and continue the programming we believe is needed to help them succeed.

Shortly after facing that obstacle, we were confronted by COVID-19, as was the rest of the world. This unparalleled occurrence was not something we were prepared for and we could not rely on previous experience for the right path to follow. But just as our staff and tenant families have done time and time again when faced with new situations or barriers, they first contemplate, and then communicate and collaborate to find ways to help each other cope.

On behalf of the Board of Directors, I want to extend sincere appreciation to the staff and management of IRCOM for their passion and commitment. I also want to personally thank my fellow board and committee members for their shared interest in improving the lives of newcomers and working towards continued growth and transformation through our Strategic Plan. I cannot close without acknowledging the many volunteers whose gifts of humanity, time and expertise help us to succeed. And finally, without the partners, funders, donors and friends who support IRCOM each year, we could not have accomplished all that you will see in this report.

Paula Hamilton, President, IRCOM Board of Directors

Our Journey with IRCOM

After School Programs have lots of activities for my siblings and me like cooking and Girls' and Boys' Nights. We also learn about leadership and how to find a job. I did much better in school this year with help from the Homework Program and we met professionals like engineers and lawyers to learn about their careers. We also had fun! We visited the Rec Plex, Skyzone, and went swimming. In the summer there are programs for all of us, and I can keep coming to IRCOM even after my family moves out!

House

We were so excited when the staff in House called to show us an available suite at IRCOM. Not only was it clean and beautiful, it was accessible for my sister who uses a wheelchair. We came for a tour and signed our lease right away! Once we moved in, House kept our suite in good repair. My neighbour got on-the-job training fixing up suites in the building. This provided him with Canadian work experience and now he has a full-time job in construction!



Our family had been in Canada less than 6 months when we applied to live at IRCOM

Settlement
and
integration

Community Resource Program

Staff helped us to develop a settlement plan as soon as we moved in. Having an interpreter and meeting in our home made us feel more comfortable. It is great to have staff on-site to help us with all of our questions. They helped me understand important letters relating to taxes, bills, immigration, and more. IRCOM paid me to cook a meal for our community meeting where we can share our concerns and tell staff what kinds of workshops and programs we want to see at IRCOM. When my eldest daughter was struggling, the social worker really helped our family.

Wrap-around
holistic
services

The Greening Program

allows us to garden here in Canada using both the seeds and knowledge from back home! We have container gardens on every balcony where we can put our skills to use, work side-by-side with our neighbours, and beautify our community by growing our own healthy and nutritious food. This year, I was given a plot at Dufferin School to grow vegetables. I like to visit our garden while my daughter plays basketball with her friends.

Asset and Capacity Building Programs provide us with many ways to learn about money management and improve our financial knowledge. I was able to save money and get a matched amount to buy an item important for our family – I bought a laptop to help me with my education and saved for a college course. We were even able to get our taxes done!

Common Ground, Stronger Voices

When I first arrived in Canada, I knew very little about the history of this country. In my English classes, I began to learn about treaties and Canada's relationship with the First Peoples of this land. In the summer, IRCOM had community barbecues in our courtyard where I got to meet my neighbours that I had never spoken with before! I learned so many new things and realised we have a lot in common. I love learning about Indigenous cultures and sharing stories about my history too!

**Nurturing
Indigenous
- Newcomer
Relations**

Volunteer & Community Services Program I really wanted to find a job in Canada so I started volunteering at IRCOM as a Tenant Leader. In our first year at IRCOM, we were paired with a Canadian family who met with us many times for fun activities. Our children played together and we were able to learn about each other's cultures. We learned a lot of useful tips about living and working in Canada and we remain friends still today!

**Community
(economic)
development,
capacity building,
empowerment**

Newcomer Literacy Initiative

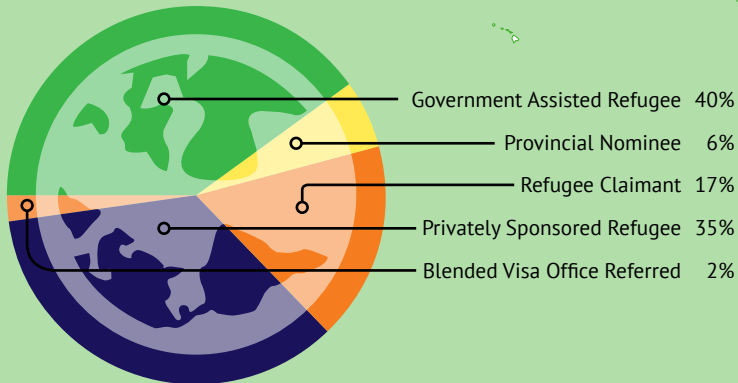
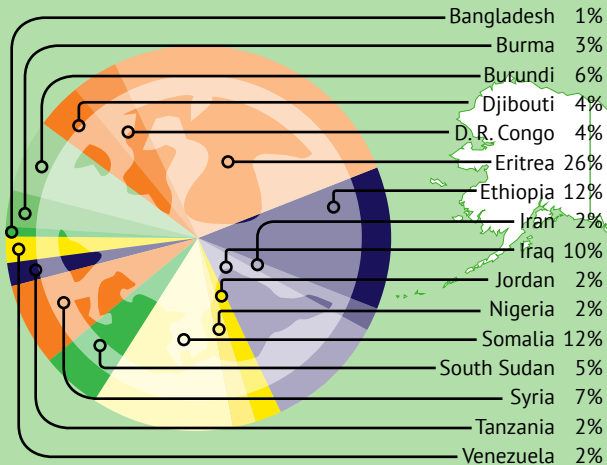
Learning English is one of the main goals in our settlement plan. I am able to attend my half-day classes at IRCOM and at a nearby school (Hugh John Macdonald) while my children are in child care right on site. This is a great opportunity for our whole family and will help my wife and I find jobs soon!

Child Care Program

I was worried that I could not start English classes without anyone to watch my two-year-old son. Then I learned that IRCOM has a Child Care Program that my son can attend while I am attending classes and programs. He loves his friends in Child Care, and many staff speak our language. They are like family to him! He is also learning English and his numbers, I'm so proud of him!

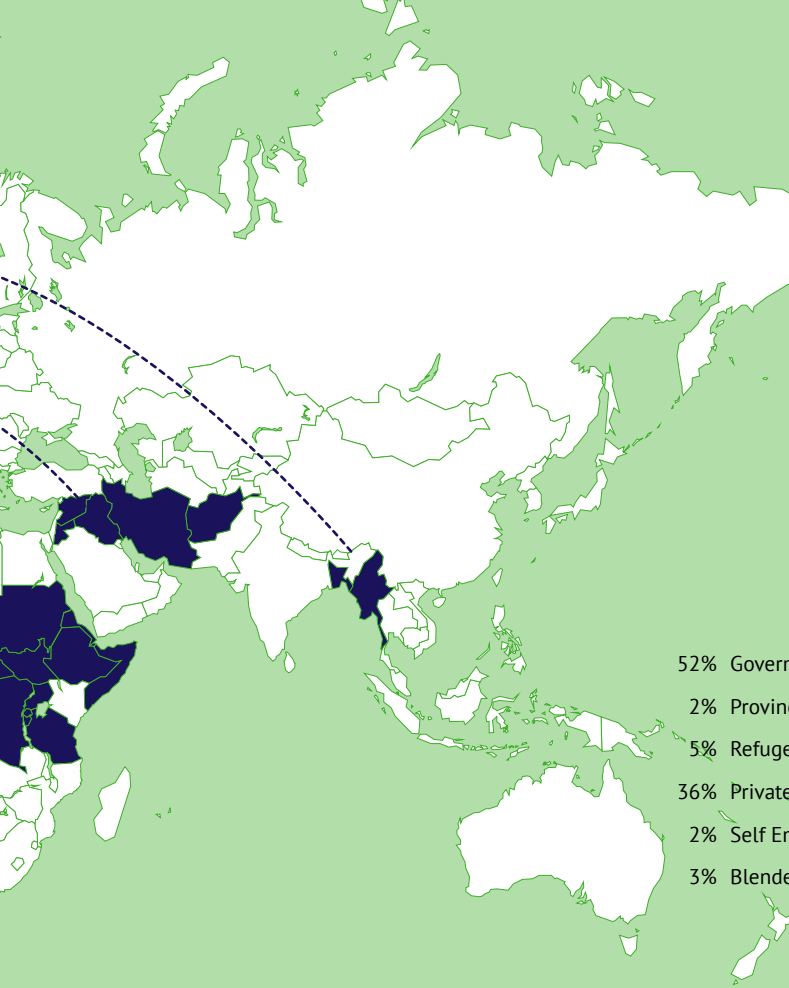
Welcome to

Ellen House

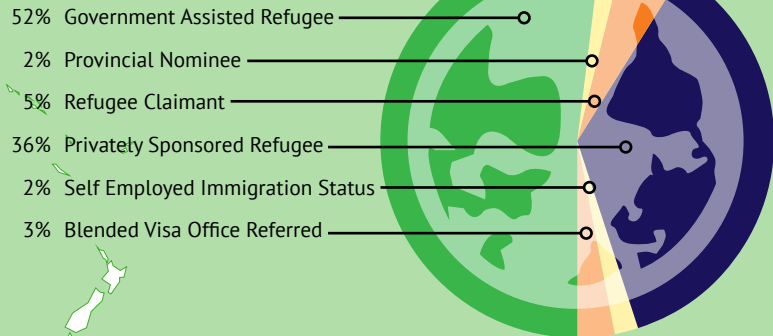
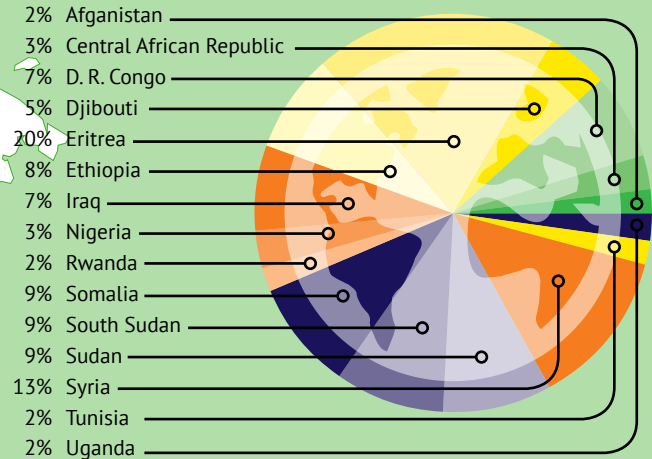


All charts based on tenant demographics for March 2020

IRCOM House!



Isabel House





House

Winnipeg's vacancy rate has grown to 3.0 % (CMHC, 2019), up 0.1% from 2018. Of the services IRCOM offers, safe and affordable housing is one of the most important things we can provide newcomers to help them settle successfully in Canada.

IRCOM's three-year transitional housing allows tenants **access to settlement resources and wrap-around supports** like childcare and education within their building.

IRCOM manages two housing locations: IRCOM Isabel and IRCOM Ellen, fondly named after the streets where they stand. In House, we provide great opportunities for tenants to **obtain valuable Canadian work experience** while improving the building they live in.

This year, we piloted **IRCOM's Suite Sponsorship Project**. The goal was to engage corporate and community volunteers to refurbish (clean, paint, and repair) IRCOM apartments and contribute to the **Canadian Life Skills Program** (Community Resource Program). Volunteers were excited to participate in this hands-on project and new families enjoyed the benefits of newly refurbished suites.

IRCOM was fortunate to partner with the **National Housing Strategy/CMHC** in a funded research project to address the housing needs of refugee families combined with wrap-around supports. We are excited to enter the second phase of research and look forward to the findings in 2021.

*Our friends from RBC helped pilot the Suite Sponsorship Project, to be launched in 2021!



“

Before arriving in Canada, we were worried about life and housing in the new community. During our living at IRCOM, we felt a sense of security and safety, especially since my parents are living with me and there are a plenty of services that are given to them. IRCOM was as a golden gate that enabled us to integrate in Canada.

Mohammad Agha, tenant at IRCOM Isabel



After School Programs

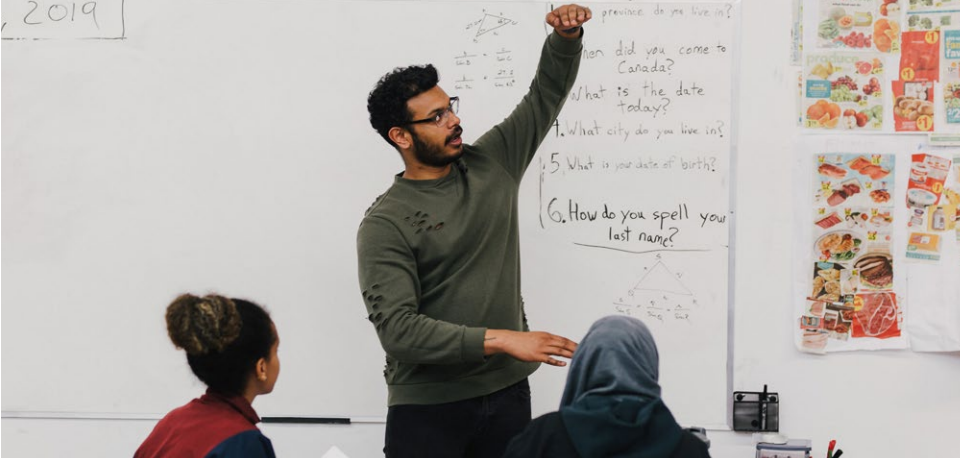
Our After School Programs (ASP) provide opportunities for newcomer children and youth to learn, play, and develop **essential skills** for life in Canada.

The Homework and Education for Youth (HEY) Program pairs youth with a mentor for the school year to receive more extensive social and educational supports. This year, we had **54 volunteers, 178 participants, 25 graduations**, and one student who received a Ted Rogers Scholarship. We launched our first book club, held art competitions each week, awarded monthly field trips to our top ten students, and had ten young minds join the **Youth for Truth and Reconciliation project** with **Ma Mawi Chi Itata Centre**.

Our Youth Employment Program helped 41 youth gain the skills and confidence they need to succeed in the workplace. **28 graduates of the program gained employment** and 13 are either in school or gaining further training.

Mode Shift 2019 led to our tenants and staff hosting a **12-hour block party** and sharing ideas for calming traffic in the neighbourhood. The event ended up being so successful that tenants and participants suggested we host future events in the summer to help build a **healthier, happier, and safer community**.

Through sport, youth build friendships, stay active, and come together as a team. The **IRCOM Cobras Soccer Program** had three boys' soccer teams and we introduced our first girls' volleyball team. We averaged 20 children per session in our **hockey program**, helping kids learn to embrace the ice and snow, and connect through Canada's game.



“

It's an atmosphere full of acceptance. Growth in both staff, adults, and children in IRCOM is encouraged and visible. No need for fear of being judged or looked down upon. Provides many opportunities for anyone that comes into the building. Overall in my opinion the best non-profit organization in Manitoba!

Rina Urquiola, Volunteer, After School Programs



Newcomer Literacy Initiative

The Newcomer Literacy Initiative (NLI) provides **Adult English as a Second Language (ESL)** literacy classes to newcomers who cannot access mainstream programs due to childcare commitments or mobility issues. With on-site childcare and language supports, the NLI serves over 110 students and 50 children across seven classes. We continue English language instruction despite COVID-19 classroom cancellations by staying in contact with students by phone and through various online platforms.

In January, NLI delivered a workshop for volunteers about **strategies for teaching** English literacy learners. This workshop helped our volunteers better understand where our students are coming from for them to be more effective in the classroom.

We continued our amazing partnership with the **Red River College Nursing Program**. Nursing students volunteered for one day and found out which health topics the students are interested in learning more about. A month later they came back for a health fair. This collaboration helped our students understand the health system and helped the nursing students assess the language levels of the people they will be working with once they graduate.

NLI teachers Patrick Jordan and Elizabeth Diaz Gallo wrote an article in the Spring 2020 edition of **Childcare Bridges Magazine**, called “Considerations and Practical Ideas for Communication with Low Language Program Participants.” The article helps service providers work with clients who have low level English skills.



“

Every morning I write five sentences to describe things with adjectives. We take turns reading the Treaty Acknowledgment every morning, and our reading gets better. We have a coffee break and then we exercise for 15 minutes. We read Discover Canada which also improves my reading. Every Friday we do our spelling test which helps me with my English spelling.

Hibaaq Hassan, CLB 3-4, Somalia



Child Care Program

The Child Care Program (CCP) provides on-site support for parents attending programs or workshops. This year, our Early Childhood Educators took **Circle of Security training** together – an **attachment theory-based** program for teaching and responding to the children in our program.

Our childcare team finds happiness every day in the development of young minds and hearts. In the **family craft program**, the team had a chance to get to know the whole family unit better and by continuing our **music program** for children, the kids experienced the joy of moving, singing, and creating together.

In order to better meet the needs of our tenants and community members, we **increased** the number of available **childcare spots for infants**, allowing space for 25 infants from families enrolled in our Newcomer Literacy Initiative. We provided childcare for 163 short-term programming events, which included **345 children aged 6 months to 12-years-old**. Throughout the school year, we cared for 85 children, 25 of whom were under a year-and-a-half upon entering the long-term care program.



“

Music serves as a great equalizer, because there is always a way to contribute/participate in music group, either by singing along, making a suggestion of what to sing, moving along, playing an instrument, or sitting with/nearby the group. Music time is a fun way to practice social skills and direction following in a group setting.

Joanna Kroetsch, Music Instructor, CCP



Asset and Capacity Building Programs

Our Asset and Capacity Building Programs (ACBP) aim to build the capacity of low-income households to gain essential **financial literacy skills** and the **knowledge** they need to meaningfully participate in the social and economic aspects of Canadian life. Our Asset Building, Access to Benefits, and Immigration Loan Repayment programs assist newcomer families with managing their finances and **saving for assets** that provide them with **long-term benefits** through a capacity building approach.

This year, ACBP held **108 workshop sessions** to help our participants and their families, including income tax workshops, Money Management Training (MMT) sessions, and Registered Education Savings Plan (RESP) workshops, which led to **110 children having RESPs opened** for their futures.

With the support of **SEED Winnipeg**, IRCOM was able to support 74 individuals **obtain proper identification**, a key tool needed to increase access to many other benefits and services.

Our goal is to help newcomer families develop the skills and knowledge to succeed well beyond their time with IRCOM. Our Access to Benefits Program alone supported **786 clients** in leveraging **\$5.6 million** through the Canada Child Benefit, GST tax credits, the Manitoba Child Benefit, and in Disability tax credits.

Many of the ACBP services match participant savings with contributions from IRCOM and donors, allowing people to save money faster. The Saving Circle, Individual Development Account, and Immigration Loan Programs are specialized ways to help newcomers reach their goals faster. This year, across these three programs, newcomers saved **\$61,797** and received **\$99,698** in matching funds. This helped our community members purchase computers, furniture, or other essential items for their future success.



“ We left our home country, Syria, due to the ongoing war. After losing our son Zain, we stayed at refugee camps in Jordan for 6 years. Later on, we moved to Winnipeg, Manitoba, Canada! IRCOM warmly welcomed us and helped us adapt to our new way of life in all areas. The ACBP has an important role to understand our benefits from the Canadian government for newcomers.

Amjad and Yosra Ayash, Syria



Early Childhood Development Hub

The Early Childhood Development (ECD) Hub, in partnership with **Freight House Early Learning and Care**, provides **22 licensed childcare and respite spots** to families living at IRCOM House. Children with disabilities are especially supported through our partnership with Freight House, as we jointly **advocate for inclusion workers and subsidies**.

Childcare is an invaluable part of settlement and integration, especially for single parents. The respite component **helps families meet their immediate needs**, which can often be stepping stones to achieving their short and long-term goals. The availability of respite spots provides families experiencing moments of crisis with **options** that help them deal with emergencies or address barriers without worrying about their little ones.

The **ECD Hub's volunteer program** helps newcomers in the community by providing Canadian work experience and references for volunteers. Volunteering has played a **significant role** for newcomers, leading to **employment, internships, and volunteering opportunities** that have improved large aspects of their integration and settlement.

Multiple families have reported **improved English skills** among their children and better behaviour as well, with special emphasis on children **learning to share and developing and maintaining friendships**.

**Pictured - one of the many beautiful faces we see each day.*



“

When I go to my school to learn English, Sylvia comes to daycare to learn. She learns so many different things like colours, the alphabet, songs. All the teachers are so helpful and nice. Sylvia loves them. She also likes all the snacks.

July Paw, Burma



Community Resource Program

The Community Resource Program (CRP) provides **direct support** to the families living at IRCOM. CRP staff regularly schedule home visits with families to set goals for their future. They provide **high needs support**, Canadian Life Skills training, parenting programs, workshops, and drop-in services at IRCOM Isabel and IRCOM Ellen.

This year, we were able to expand the scope of the **Canadian Life Skills Program** to include delivering one-on-one money management **training in first language**. The need for first language service delivery came out of observing many families with low levels of English language struggle with words related to budgeting, credit and banking. We can now provide quicker and **more comprehensive understanding** to families, and participants can ask questions they would otherwise not ask.

In our parenting programs we introduced two new workshops— **Circle of Security** and **Coping with Change**. These were very popular among the parents who enthusiastically participated. Coping with Change helped young and new parents tackle the challenges of immigrating to a new country and raising a family.

Many of the Isabel tenants came to the end of their tenancy this past year, and staff supported their search for suitable, affordable, and safe permanent housing. Two families were lucky to be selected for home ownership through **Habitat for Humanity**.



“

IRCOM supported me a lot by giving me the opportunities to use my skills and knowledge of my culture to volunteer in being a part of the programs. This helped me to develop confidence in myself and made me accept an invitation to be a part of cooking program where I demonstrate Middle Eastern cooking.

Raawa Al Nassan, Syria



Common Ground, Stronger Voices

The Common Ground, Stronger Voices project brings Indigenous and newcomer communities together in an **open learning environment**. IRCOM continues to be committed to working closely with Indigenous communities in our neighbourhoods and beyond to help build trust and understanding.

For the fourth year, IRCOM partnered with **Rossbrook House** and **FortWhyte Alive** to host **Cold City, Warm Hearts** – an event where kids snowshoe, bake bannock, and learn more about each other. Through play, children see strangers become friends, and reconciliation flows from the new connections that remain in their hearts and minds, long after the event is over.

IRCOM hosted six **“Meet the Neighbours” BBQs** to invite members of the Centennial community to meet newcomer families, and share food and friendship. Over half of respondents to our surveys said they wanted to join in with further programs, including Food Handlers and Emergency First Aid training, weekly gatherings, sharing circles, and exercise classes.

Thirty of our youth and staff were invited to a **Riel House Métis Soirée**, where members of the Louis Riel Institute taught the rich history of the Métis Nation through exploring the site, entertainment, and crafting.

Elder Ron Bell provided a tour and teaching session for 24 of our staff, community members, and our friends from **Aboriginal Youth Opportunities (AYO!)** at the **Bannock Point Petroforms**. For most people, this was their first time seeing the formations. Through the Teachings, many IRCOM participants learned about Indigenous uses of plants as medicine and traditions for leaving offerings at spiritual sites, which reminded them of home.

“

The Indigenous Games training is fun and easy to implement. Most games require no equipment and, for those that do, the equipment is simple props that can be made with things you probably already have. Blair is a great facilitator, getting everyone involved. Everyone had a great time!

Gerri Gregory, IRCOM staff member and participant in the Traditional Indigenous Games training held at IRCOM





Greening Program

At IRCOM Ellen, the Greening Program helps tenants **transform balcony space into lush gardens**. Leaders guide families through planting, watering, weeding, and harvesting. For some, this is their first time growing plants in Canada, while others are more experienced and lend a hand.

This year, **14 tenant growers** harvested leafy vegetables as early as June, saving around \$55 per month on groceries, while getting their hands dirty and learning a new skill.

Growers were satisfied with this season, leaning on each other and **forming bonds over their gardens**. At the end of the program, the Coordinator encouraged growers to avoid wasting their produce as fall arrived by transplanting certain crops, like tomatoes, into indoor pots, to help them to fully ripen.



“

If you compare the price of the organic fruits and vegetables to those that you grow by yourself, you feel happy. This is my hard work. This is what my effort – the time, the commitment I gave – this is the outcome.

Rozina Yasmin, Bangladesh



Volunteer and Community Services Program

Volunteers are key to offering the services IRCOM provides, and they also show the willingness of our community to help each other, to welcome new friends, and to spend their time teaching and learning.

The IRCOM community is incredibly thankful to its volunteers this past year who gave **10,279 volunteer hours**. Out of **273 volunteers**, 40% of them volunteered in our Newcomer Literacy Initiative, 50% in our After School Programs, and 10% in various other programs, including the Child Care Program. We also had the assistance of **34 practicum students** from a wide variety of academic institutions contribute to our efforts.

Nine established Canadian families matched with IRCOM families in the **Family-to-Family Program**. These volunteers **bonded with their matched families** on a deep level: helping with the move into permanent housing, going on excursions, including a Valour FC game, visiting the Manitoba Museum, and a wrap-up event at Uptown Lanes.



“

It's a rewarding feeling to work with immigrants and refugees. I'm so inspired to work with them because I get to experience other cultures and at the same time learn from them. It's a fulfilling experience!

Gary Sanchez, NLI Classroom Volunteer CLB 3-4



Changing the Narrative

Thank you for making Winnipeg our home.

#FindingHomeAgain #RefugeesWelcome



HELP US WELCOME
NEWCOMERS.

DONATE TODAY!
[IRCOM.CA](https://www.ircom.ca)



In the past year, IRCOM launched an ambitious communications plan. We were more than guided by the overarching theme of our strategic plan, “Changing the Narrative”; we moved ideas to action. Fortunate to have the support of many partners, we ran a gratitude campaign across Winnipeg, thanking our incredible community for welcoming our newest neighbours to our province. With our Executive Director, Dorota Blumczyńska, recently affirmed as the President of the Canadian Council for Refugees, IRCOM’s capacity to change the narrative seemed more possible than ever. However, at the turn of 2020, we began to see challenge after challenge – locally, nationally and globally. With the most recent crisis of COVID-19, our hopes for a more open world came crashing down. To begin, due to COVID-19, the Canadian border is closed to all refugees. Canada has stopped resettling refugees both through our government assisted and private sponsorship programs. Canada is also turning refugee claimants away. These actions fly in the face of international law, The 1951 Refugee Convention, and the Canadian Charter of Rights and Freedoms. Global migration, especially of refugees isn’t likely to resume for months if not longer, not until COVID-19 passes, the economy recovers, and the world settles into the new normal. That may take years, during which the IRCOM community will need to significantly redefine our mission and purpose.

Our collective actions have far reaching impacts, some of them on the lives of people we have never met. We can't shut out those most in need while saying that we are focused on saving human lives – there is no integrity in that. Our shared hope is that the compassion that evokes heroism in many of us would mean taking actions that save the lives of refugees – not unlike the actions we are taking to save the lives of our neighbours, friends, and family.

If there is any community which has the strength of character to persevere through such enormous adversity, it is IRCOM. Living inside the heart of every migrant who has left familiar shores in the hope of finding a new beginning, is the belief that each of us is worthy of life, liberty, and the security of our person. The Charter promises this to us, but it's not solely a Canadian legal framework, it is the scaffolding of our lives. No matter what comes, freedom is not something anyone can ever take from us. Our borders must remain open to our brothers and sisters; it is our duty as fellow human beings to protect one another. Justice is not easy, it is expensive, sometimes inconvenient, but a world without justice does not honour all that we've been given.

In the months and years to come, we will continue to raise our voices and to fight the good fight. With partners, allies, and fellow advocates from coast to coast to coast, together we will Change the Narrative, we will remind one another and the whole of society that:

- Immigration is not solely a labour market strategy, people are not cogs in machinery – we welcome the world to Canada because together we are building our nation.
- Everyone is entitled to life, liberty, and security of their person – whatever their status, we create a better world when, above all else, we respect human rights.
- The rule of law, which aims to bring about equality, the sharing of power, resources, and access to information must be upheld even as we face unimaginable difficulties.

Simple, yet foundational. We are unapologetic for what we believe to be true: there is a future, and we can shape it together.

Board of Directors

As of IRCOM's Annual General Meeting - June 18th, 2019:

Paula Hamilton
President

Lawrence Deane
Vice-President

Harun Kibirige
Treasurer

Thomas Miles
Member at Large

Signy Gerrard
Member at Large

Ivy Mannil
Member at Large

Maddie Pearlman
(resigned August, 2019)
Member at Large

Quinn Saretsky
(resigned November 2019)
Member at Large

Maryam Al-Azazi
(resigned February 2020)
Member at Large



From left: Paula Hamilton (President), Thomas Miles (Board Director) and Maryam Al-Azazi (Board Director) at the IRCOM Holiday Party, Dec 19, 2020.

The following Directors joined the IRCOM Inc. Board mid-year:

Shauna Labman, *(elected September 2019), Member at Large*

Beyen Embafrash, *(elected September 2019), Member at Large*

Kathleen Legris, *(elected March 2020), Member at Large*

Committee Members

**Strategic Planning
and Programming
Committee
Members**

Mpho Begin
Valorie Block
Denis DePape

**Stewardship
Committee
Members**

Yalady Linares Vancol
Timur Ganiev
Nedzad Brkic

Special thanks to our Community Engagement Advisory Committee – an important group of stakeholders who helped shape IRCOM's outreach efforts.

Brendan Reimer

Valorie Block

Vinh Huynh

Sabena Von Asten

Abraham Daniels

Paul LeCapp

Matthew

Tenbruggencate

Kirk Warren

Blair Graham

Jackie Wild

IRCOM Staff

Chhatra Bhattarai
Manuel Camaclang
Surya Chhetri
Isata Kamara
Mesfin Keno
Dominique Musafiri
Gabriel Nabess
Manolo Revidad
Luladei Abdi Hassen
Abdirahman Ahmed
Hamda Ahmed
Niamat Ahmed
Menal Al Fekih
Emmanuel Allieu
Nora Ampomah
Erin Anderson

Margaret Armstrong
Kalkidan Baraki
Ali Hassan Barbed
Neveen Basiliou
Olanike Bello
Dorota Blumczynska
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Gololcha Boru
Carlos Calisto
Glory Charlic
Shalini De Silva
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Elizabeth Diaz Gallo
Tehut Dibaba
Jackie Dolynchuk

Osaretin Edegbe
Maysaa El Assady
Nouran Eldesouki
Maligne Esposito
Abraham Eyob
Julie Ann Facuri
Tim Froese
Michelle Gazze
Dawit Gebreezgi
Rim Gebrehiwet
Aron Gebremariam
Fitsum Getahun
Medhanit Gilamichael
Nyokabi Gitonga
Jennifer Glenwright
Virginia Gonzales

Ingy Ramiz Gorgy
Rayne Graff
Gerri Gregory
Sita Maya Gurung
Kilishar Hamde
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Sultana Mahmood
Manar Majani
Maria Marciano Morillo
Ligia Mariz
Estella Marmah
Robert Marriott
Reisa Mathura
Gloria Mbuyamba
Nsamba
Nikhat Merchant
Emilienne Minani
Mohamed Mohamed
Avinash Muralidharan
Pillai Saralakumari

Drocella Ndashimiye
Wendy Nelson
Yvette Niyonkuru
Jeanine Nziguheba
Ahmed Ali Omar
Anisa Osman
Eric Paas
Huong Pham
Cheryl Radcliffe
Carol Reimer
Joanna Schellenberg
Sarah Schwendemann
Rania Shaaaban
Payal Shah
Nasri Sheikh-Hassan
Irene Sheldon

Esperence Shima
Amal Shire
Talatu Shokpeka
Gagandeep Singh
Fatuma Haji Sufi
Aiman Syed
Mihret Tektie
Tesfaldet Teklemicael
Sarah Thiessen
Agnieszka Valencia
Carlos Vialard
Seeba Wahabi
Tsega Weldegebrail
Arsema Yohannes
Stephanie Zabar



Strategic Plan 2018-2021: Highlights

Maturing the Organization

With the help of **Lift Philanthropy Partners**, IRCOM has succeeded in strengthening core services by developing a performance measurement framework (PMF). In its preliminary implementation stages, the PMF will help IRCOM demonstrate our social impact and improve program delivery. To build in internal equity and increase employee retention and satisfaction, IRCOM implemented an organization-wide job analysis, evaluation, and compensation review, resulting in adjustments to the compensation structure. IRCOM developed an IT strategy to adopt the tools and infrastructure it needs to run its daily business more effectively, and capture and report its outputs and outcomes from its wrap-around service delivery model.

Working Towards Financial Sustainability

IRCOM developed a Communications and Fund Development strategy and experienced growth in its audience and individual giving program. IRCOM's profile in the community increased by launching its first **'Finding Home, Again' newsletter** and having a strong presence on social media. By exploring new ventures, IRCOM launched a pilot project that enabled groups to refurbish suites, saving in-house expenses on suite turnovers. IRCOM continues to share stories that help 'change the narrative' and is leading Winnipeg's settlement sector.

Encouraging Meaningful Indigenous - Newcomer Relationships

Reconciliation is an ongoing individual and collective process. This year, the IRCOM community continued to work together with Indigenous partners to engage in learning opportunities and relationship building activities. Through the Common Ground Project, program participants and staff attended a Métis Soiree Evening at **Riel House**, visited the Petroforms for land-based teaching with Elders Ron Bell and John Houle, attended Indigenous Insights and Traditional Indigenous Games workshops. IRCOM continues to invest in these important initiatives and is committed to the tenets of truth and reconciliation.

Supporting Youth to Become Thriving Adults

This past year, IRCOM youth and young adults initiated face-to-face meetings with Winnipeg Police Chief Danny Smyth and three members of his senior leadership. The meeting highlighted the need to form better relationships, de-stigmatize police in the eyes of newcomers and de-stigmatize newcomer youth (and adults) in the eyes of police. Several recommendations stemmed from those meetings for relationship-building and to deepen understandings. Staff have encouraged young adults to volunteer and engage with younger youth, to build self-efficacy, and to learn about local resources and services. Particularly, in the **Youth Employment Program**, cohorts of young adults have been integrated into our holistic wrap-around model to be more involved in extra-curricular activities through IRCOM.

Funders and Donors

Anonymous Donors
 Apuckalypse Now
 Arthur E. Wright Community School
 Assiniboine Credit Union
 Birchwood Automotive Group
 Canada Mortgage and Housing Corporation
 Chemo Savvy Inc.
 Chipman Family Foundation Fund
 CIBC
 City of Winnipeg
 Credit Union Central of Manitoba
 Double Dutch Books
 Ecole Constable Edward Finney School
 Equitas - International Centre for Human Rights Education
 Good News Fellowship Church
 Government of Canada - Employment and Social Development Canada
 Government of Canada - Immigration, Refugees and Citizenship Canada
 Graham C. Lount Family Foundation
 IG Wealth Management
 iQmetrix
 Jewish Foundation of Manitoba
 Louis Riel School Division

Mediation Services - Restorative Action Centre
 MNP Winnipeg
 Oxfam Canada
 Prairie Dawn Foundation
 Province of Manitoba – Families - Manitoba Housing and Renewal Corporation
 Province of Manitoba – Education and Training
 - Bright Futures
 - Healthy Child Manitoba
 - First Jobs
 Province of Manitoba - Municipal Relations
 - Urban Green Team
 Province of Manitoba - Justice
 - Lighthouses Recreation Connections Manitoba
 RBC Advice Centre
 Relish Branding
 Royal Bank of Canada
 Royal Direct Charities Committee
 SEED Winnipeg
 Services DWPV (Québec) S.E.C.
 Telus Friendly Future Foundation
 The Winnipeg Foundation

United Way of Winnipeg
 University of Manitoba
 University of Western Ontario
 University of Winnipeg
 Wawanesa Mutual Insurance Company
 Winnipeg Trails Association Inc.
 Wyatt Dowling Insurance Regent & Bond
 Youth Agencies Alliance
 Zita and Mark Bernstein Family Foundation

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

IRCOM continues to fulfill its vision and mission because of the generous support of donors like you. We are thankful that you have chosen to journey with us to embrace and empower thousands of newcomers. 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 CanadaHelps, All Charities Campaign, United Way of Winnipeg, The Winnipeg Foundation, GiftFunds Canada, Benevity Community Impact Fund, Benefaction Foundation, and Abundance Canada.

IRCOM Thanks Our Amazing Volunteers!

Olayemi Ade-Ogunade	Gavin Betker	Braden Cruise	Melody Fauteux-Scott	Sandeep Gill	Tori Hubbard	John koroma
Anne Adindu	Christina Beyene	Tracy (Xu) Cui	Muriel Fernando	Ian Girard	Israa Ibrahim	Tusia kozub
Most Shanjida Akter	Anju Bhandari	Marcio Da Silva	Samrawit Feshasion	Joshua Gitonga	Bio Irabor	Shivani Kukreja
Allen Alcantara	Tanmay Bhatia	Abraha Dair	Patrick Ficek	Marianne Gray	Mohammad Islam	Ryan Kwan
Shahla Alhabian	Awet Biagaber	Mathew Daniel	Leah Field	Merriam Grieve	Natalie Jebb	Kyei Kyei-Poakwah
Hamza Alhusami	Gololcha Boru	Wisal Dawood	Ana Flores	Melissa Guenther	Nelson Jenson	Hilda Larson
Janet Allen	Katie Bowman	Constance DeCorby	Lindy Fontaine	Bojing Gui	Norina Jimeno	Ken Lau
Rwaa Alnasan	Loreleen Britton	Dianne DeGagne	Nahid Foroughi	Chelsea Guindon	Hayley Jonasson	Peter Lawrynuik
Laura Arango	Diomede Burihabwa	Jamila Dhahrab	Laura Francis	Prakrity Gurung	Elizabeth Jones	Kristen Lee
Merhawit Araya	Jordyn Calvert	Kamaljit Dhaliwal	Heather Frayne	Tadesse Haile	Sooah Jung	Tristan Lemoine-Mousseau
Victory Atilola	Hannah Cameron	Mily Dhar	Carolina Fresca	Nada Hajjar	Godfrey Kajuna	Esther Kalokoh
Sifat Aurora	Sean Campbell	Mia Dion	Lilian Fridfinnson	Assia Hakem	Dana Kapoostinsky	Stefanie Leslie
Amjad Ayash	Jaime Campos	Velma Doerksen	Maryjane Fundal-Pacheco	Andrew Hallick	Harmandeep Kaur	Brandon Leverick
Adepeju Ayoola	Isabela Cancian Selba da Silva	Ian Donnelly	Sandra Funk	Helen Halpin	Paramdeep Kaur	Chantal Liywalii
Robabeh Babaei	Chris Carlyle	Lavonne Dueck	Nicole Ganea	Barry Hammond	Taranjit Kaur	Annika Loeppky
Akram Babiker	Laura Carr-Pries	Ryan Duplassie	Avanteeka Ganguly	Patrick Harrison	Mafata Keita	Aimable Lugumire
Vineet Bansal	Dani Castro	Warren Eaton	Melanie Gaudreau	Chloe Heinrichs	Zahra Khani	Meng Luo
Debora Baraki	Elaine Chabbert	Kevin Edbert	Delia Gavrus	Tristan Henry	Paria Kian	Kin Ma
Kalkidan Baraki	Laura Cheah	Nouran Eldesouki	Jersalem Gebreezgi	Kolten Hindmarsh	Sorosh Kian	Donna MacKinnon
Heather Barkman	Rashi Chhabra	Cindy Ellison	Gebreezgi	Pat Hogue	Delaney Killam	Pavankumar Malaghan
Mckenna Baron	Andrew Cockerill	Charles Enns	Samy Gebreezgi	Billy Hong	Youngah Kim	Parisa Malihipour
Sydney Baron	Ginny Collins	Gloria Enns	Suzi Gebrezgabiher	Eun-Ah Hong	Sarah Klassen	Karen Malik
Grace Baxal	Julia Collins	Eric Epp	Lidya Gebru	Kui Hong	Byungjun Ko	Yza Manabat
Tapendra BC	Regina Mariel	Karlisle Epp	Naomi Gebru	Bouho Houssein	Louise Koblauch	Manjot Mann
Tikvaa Beka	Cristobal	Jared Esser		Xiaoxia hu	Massogbe Kone	Elbethel Masresha
	Brittany Cross	Curtis Falk		Lin hao (Karry) Huang	Selcuk Koran	Mary Mathias

IRCOM Thanks Our Amazing Volunteers!

Reisa Mathura	Thi Thuy Nguyen	Deryl Raymundo	Jessica Shields	Chinonye Udechukwu
Ramanjeet Mavi	Baoping Nie	Emma Reznichuk	Jaskaran Sidhu	Mohammad Ullah
Nyasha Mazimba	Sebastian	Nat Richard	Lovejot Singh	Mandalyn Unger
Lindsay McCulloch	Njebarikanuye	Reena Angelica Rulloda	Mohan Singh	Rina Urquiola
Miranda McGregor	Minahil Noor	Jiyoung Ryoo	Jaymie Sorro	Sikander Vempalli
Heather McIntyre	Fadumo Nur	Anja Sadovski	Carlos Sosa	Victoria Verhoek
Nancy McQuade	El-Shaddai Nyakilu	Sahra Salad	Daniela Stahl	Maria Villanueva
Jenna Meade	Kasereka Nyelele	Cassandra Sanchez	Jerni Stewart	Sofiya Volosozhar
Meheret Mekuria	Cynthia Okojie	Gary Sanchez	Ije Stoddart	Tu Thanh Vuong
Graciana Mendoza	Grace Olowoyeye	Tamar Sawatsky	Brenna Stratford	Nilaj Wadawekar
Perla Mendoza-Davies	Quinn O'Neill	Samantha Sawazki	Aparna Surampudi	Najma Wadi
Gedo Mengesha	Michael Osei	Elizabeth Schirmer	David Syzek	Joel Waldie
Diane Merker	Sartu Osman	Korri Schneider	Oksana Tarabanovska	Lorraine Walker
Brenna Mirhady	Anthonya Oyebadejo	Shireen Seesahai	Jeanna Taylor	Nastashya Wall
Maria Monteiro	Odunayo Oyewole	Harkirat Sekhon	Brooklynn Taylor Clark	Sherry Wallis
Noel Mücen	Larry Paetkau	Shannon Selin	Fiori Teklesselase	Xueyao Wang
Anotidaishe Muringani	Seulki Park	Monisha Shah	Nathanyel Terrace	Meagan Wiebe
Deb Naaykens	Derick Parker	Yousef Sharaka	Lan Thi Thuy Nguyen	Savannah Xavier
Saradha Nagappan	Luz Payares	Yasmin Shardow	Elise Thorlacius	Tongtong Yan
Justine Narine	Kevin Peng	Donnalee Sharpe	Rachele Yerex	Daliny Yang
Madison Neapew	Maureen Perlmutter	Sahar Sherianaghiz	Audrey Young	Nusrat Zahan
Fabiola Nexhipi	Anh Pham	Sonam Sherpa	Kitty Toews	Afshan Zaheer
Anthony Ngayan	Jacqui Phaneuf	Sherry Shi	Ginny Toni	Taven Zastre
Gloria Nguyen	Shannon Pruden		Justine Trinh	Pasquina Zemangi
	Dmitry Rabinovich		Mozit Tsegai	Jiawei Zhen
			Marhaba Tuerxun	

Family to Family

The Dupuis Family
The Furaha/Mulimbwa Family
The Wilson Family
The Beaudry Family
The Smith Family
The Weier/Powell Family
The Goolcharan/Korbaj Family
The Wang Family
The Campbell Family
The Peluso Family

Previous practicum students
Service learning students

Tenant Leaders

Ellen 2019/2020
Khadija Aouled
Merhawit Araya
Semira Zemichael
Jolly Neema
Bahati Mihigo
Rozina Yasmin
Maria Alejandra
Zaid Gebrehiwet
Huruy Tesfamarian
Hafsa Nathan

Isabel 2019/2020
Dibwe Clement Ilunga
Mohammad Othman Agha
Alemayu Gidey
Abdulah Elmeh
Nisreen Al Haddad
Suaad Dhahrab
Khalid Dhahrab
Salah Hassan Idris
Ntinyaba L. Mbanza
Hassan Abdirahman Mouhomed

Partners

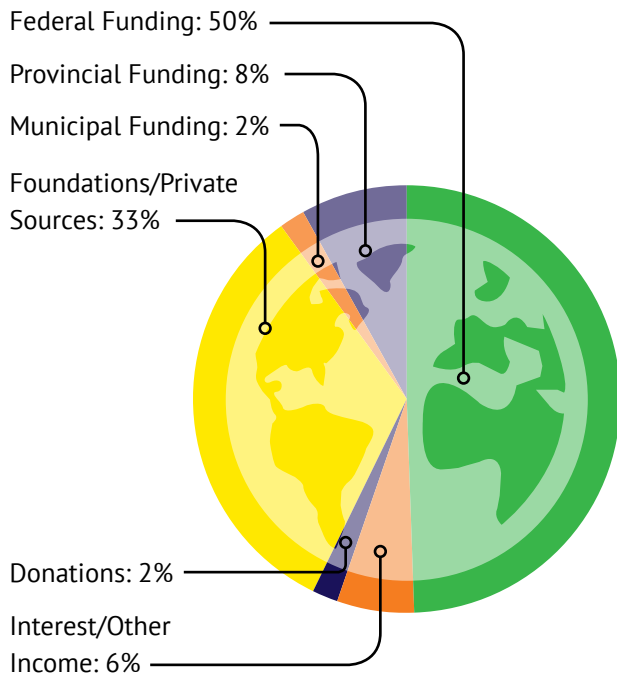
Aboriginal Youth Opportunities!	City of Winnipeg	LEGO Program (Lakeshore School Division)	Ndinawemaaganag Endaawaad	Thrive Community Resource Centre
Accueil Francophone	Community Volunteer Income Tax Program	Louis Riel Institute	New Journey Housing	University of Manitoba
Agape Table	Daniel McIntyre Collegiate Institute	Magnus Eliason Recreation Centre (SNA)	Oxfam	University of Winnipeg
Art City	David Livingstone School	Manitoba Financial Empowerment network (MFEN)	Red River College	Victoria Albert School
Assiniboine Credit Union	Deloitte	Manitoba Housing and Renewal Corporation (MHRC)	Refugee613	West End Cultural Centre
Assiniboine Park Conservancy	Dufferin School	Manitoba Human Rights Commission	Rossbrook House	William Whyte Neighbourhood Association
Aurora Family Therapy Centre	Elmwood Community Resource Centre	Manitoba Interfaith Immigration Council (Welcome Place)	Rotary District 5550 World Peace Partners	Winnipeg Art Gallery
Axworthy Health & Recplex – University of Winnipeg	Family Dynamics	Manitoba Museum	SEED Winnipeg	Winnipeg English Language Assessment and Referral Centre (WELARC)
Booth College	Freight House Early Learning & Care	Manitoba Research Alliance	Sexuality Education Resource Centre Manitoba (SERC)	Winnipeg Harvest
Boys & Girls Club of Winnipeg	Frontier College	Manitoba School Improvement Program	Shaughnessy Park School	Winnipeg Police Service
Canadian Centre for Policy Alternatives	General Wolfe School	Manitoba Soccer Association	SOAR Heartland (MB Mission)	Winnipeg Regional Health Authority
Canadian Council for Refugees (CCR)	Graffiti Art Gallery	Manitoba Start	Social Planning Council of Winnipeg	Winnipeg Repair Education and Cycling Hub (WRENCH)
Canadian Mennonite University	Hugh John Macdonald School	Menno Simons College	Society for Manitobans with Disabilities	Winnipeg Youth Soccer Association
Canadian Muslim Women's Institute	Immigrant Centre Manitoba	Mosaic Newcomer Family Resource Network	Spence Neighbourhood Association	WISE-KidNetic Energy (University of Manitoba)
Central Neighbourhoods Winnipeg	Immigration Partnership Winnipeg	Mount Carmel Clinic	Sport Manitoba (KidSport)	YMCA-YWCA Winnipeg
Children of the Earth High School	Jays Care Foundation	N.E.E.D.S Centre	St. Charles Soccer Association	Youth Agencies Alliance
Circles for Reconciliation	Just TV (Broadway Neighbourhood Centre)		Sudanese Canadian Community Centre	
	KidThink		Technical Vocational High School	
	Knox Centre			

Special Projects & Networks

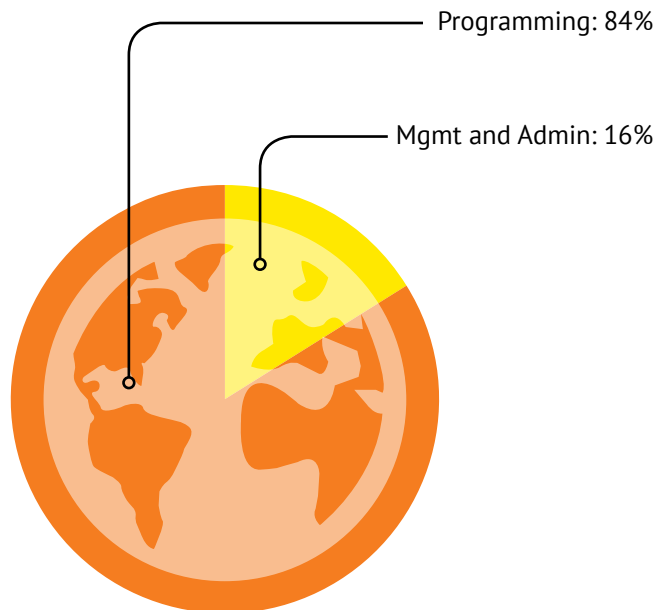
Empower Manitoba	Communities 4 Families	Immigration Research West	Network of Organizations for War Affected Newcomers (NOWAN)
Canadian Community Economic Development Network (CCEDNet)	Downtown – Parent-Child Coalition	Infant and Toddler Networking Group of Manitoba	Rotary Adventures in Human Rights
Centennial Community Improvement Association	Community Engaged Research on Immigration Network	Manitoba Association of Newcomer Serving Organizations (MANSO)	Youth Agencies Alliance (YAA)
Common Ground Advisory Committee	Gang Action Interagency Network (GAIN)		

2019-20 Financials

INCOME (\$3,773,157)



EXPENDITURES (\$3,878,307)



Deficit (-\$105,150)

These figures are based on IRCOM's audited financial statements for 2019-20.
A copy of our annual audited financial statements is available upon request.

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IRCOM INC.
Immigrant and Refugee
Community Organization of Manitoba



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