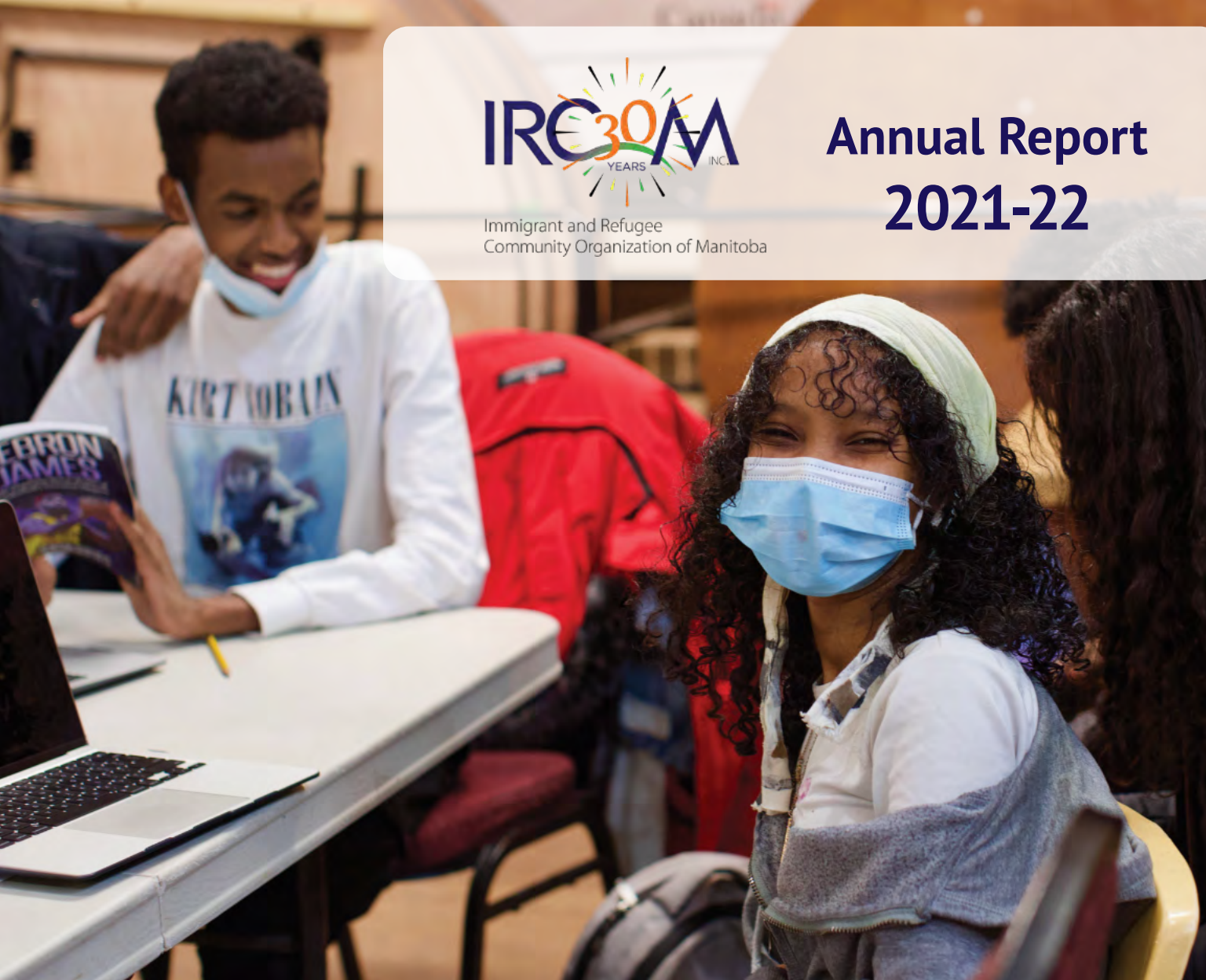




Immigrant and Refugee  
Community Organization of Manitoba

# Annual Report 2021-22



# IRCOM Highlights



**We welcomed our new Executive Director Shereen Denetto** in 2021. She is a familiar face to our IRCOM community with eight years of previous experience in senior executive roles at IRCOM. We excitedly look forward to our future here at IRCOM with Shereen leading the organization.



**Our 95 Ellen sites received a much-needed update.** We were able to renovate the hallways with a fresh coat of paint, new flooring, and replacement lighting.



**Our volunteers contributed a combined total of 3,000 hours**, even amidst the COVID-19 pandemic. One of our current volunteers reached an astounding 866 hours. Our volunteers are an important part of IRCOM – we could not have the impact we do without them. We are grateful for the efforts of every single individual.



**In our Newcomer Literacy Initiative, 30 students advanced** to the next-level English class. Twenty-eight laptops were loaned to students and their families so they could continue classes remotely.



**Our After-School Program's Homework Program supported 2055 students** and had 29 students graduate high school. This achievement was thanks to our ASP staff and volunteers adapting so well to remote programming and providing youth with access to computers.





## 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



**This past year at IRCOM has been a testament to resilience, strength, and courage.**

Two years into the pandemic, we can clearly see the value of a place like IRCOM and the community of support we provide. Our families continued to be a source of inspiration as they bravely managed the twin tasks of coping with the pandemic and settling in their new home. We provided first language information about vaccines, held clinics on-site, and provided food hampers to those self-isolating. Our settlement team continued home visits so families could get the hands-on help they needed and our housing department remained on-site throughout. We helped families navigate the bewildering world of e-services, and hundreds of families remained stable because of our financial empowerment programs.

Now, our hallways are filled with the joyous laughter of children as they run to program after school. Older siblings receive 'learning recovery' support to help catch up after two years of interrupted learning. I've seen adult English learners hanging on their teacher's every word, knowing that these language skills will open doors. Child care programs and our ECD Hub create welcoming and enriched spaces for little ones. Our youth sports are ramping up with new programming to encourage girls in sports. Our Tenant Leaders are full of great ideas for new and needed services. As things stabilize, more volunteers are returning and will continue to make an incredible difference in the lives of our families. Our commitment to Indigenous-newcomer bridge-building is as strong as ever and we are grateful to our Indigenous partners for their generous guidance.

I'd like to thank the Board and Committee members who share their expertise, knowledge, and invaluable guidance. Thank you to our partners, friends, and funders for believing in IRCOM. Because of you, hundreds of newcomers can find home again. Deep appreciation to Erin Anderson for serving as Interim Executive Director and for giving your all.

I am thrilled to be at IRCOM as Executive Director. I love coming to work! Every day, I am energized by the vitality, passion, warmth, and good humor of our amazing team.

**Shereen Denetto, Executive Director**

# Message from the Board



**This year has been one of changes and new beginnings for IRCOM.** Over the last twelve months the organization has hired a new Executive Director and launched a new 3-5 Year Strategic Plan. Our staff has joined a union, and we have negotiated the organization's first collective agreement. Our buildings have continued to be full of newcomer families.

Layered on all of this has been the pandemic. This involved times of closing our buildings to staff and visitors and learning new procedures for remote work and programming. Month by month our residents and staff needed to adjust to changing health directives related to being on-site or working off-site.

Through all of this IRCOM has maintained remarkable stability. We have continued to provide a safe and supportive environment for over 100 refugee families. We have been able to do this through the shared values and the capable attention of highly committed staff and volunteers.

IRCOM's Board is also going through changes. We have recruited four new Board members and four new committee members. This will broaden the diversity of experience on the Board and will enhance the range of capabilities we have in providing guidance to IRCOM's programs. We greatly appreciate these excellent volunteers.

Our new Executive Director has been handling all of this transition with confidence and sure-handed decision-making. Shereen Denetto is new to the title of Executive Director, but she is not at all new to IRCOM or to management roles within the organization. Prior to being away from IRCOM for a short period, Shereen spent seven years in various roles including Associate ED and Acting ED. Since stepping back into the executive role, Shereen has helped the organization consolidate its activities and make important progress toward its strategic priorities.

2021-2022 has definitely been a year of transition and change. It has also been a year of progress in furthering IRCOM's values and purposes. Through all the challenges IRCOM continues to build a "community of belonging."

**Lawrence Deane, Board President**

# Our Journey with IRCOM

**After School Programs** has 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. The Newcomer Driver Education Program has special driver education classes and in-car training just for newcomers! I hope to use my license to look for work. 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 realized 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!

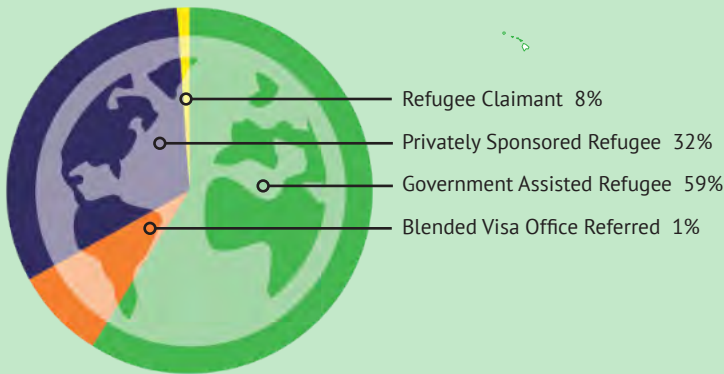
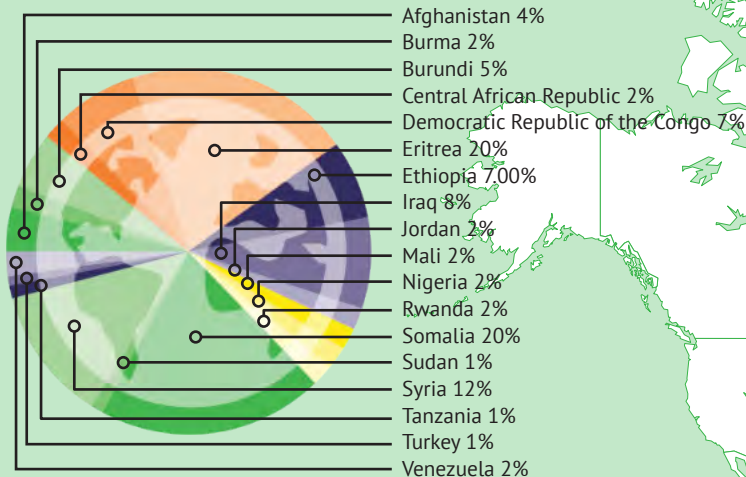
## Child Care Program

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

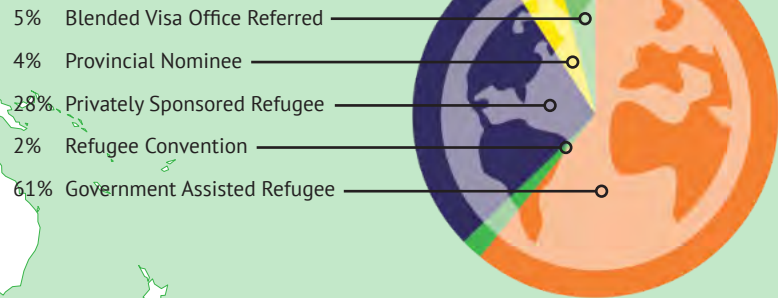
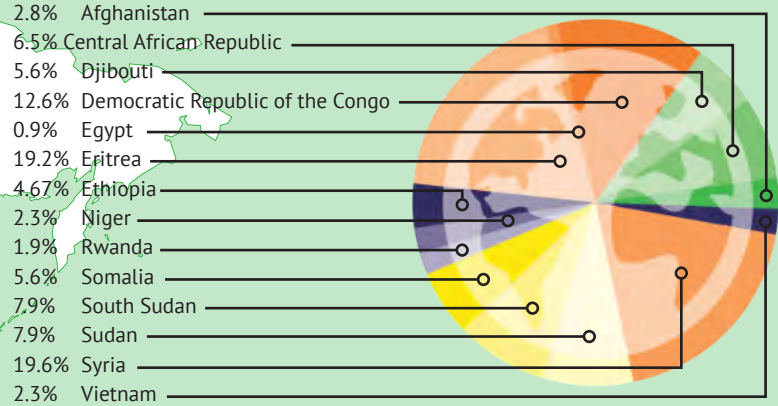
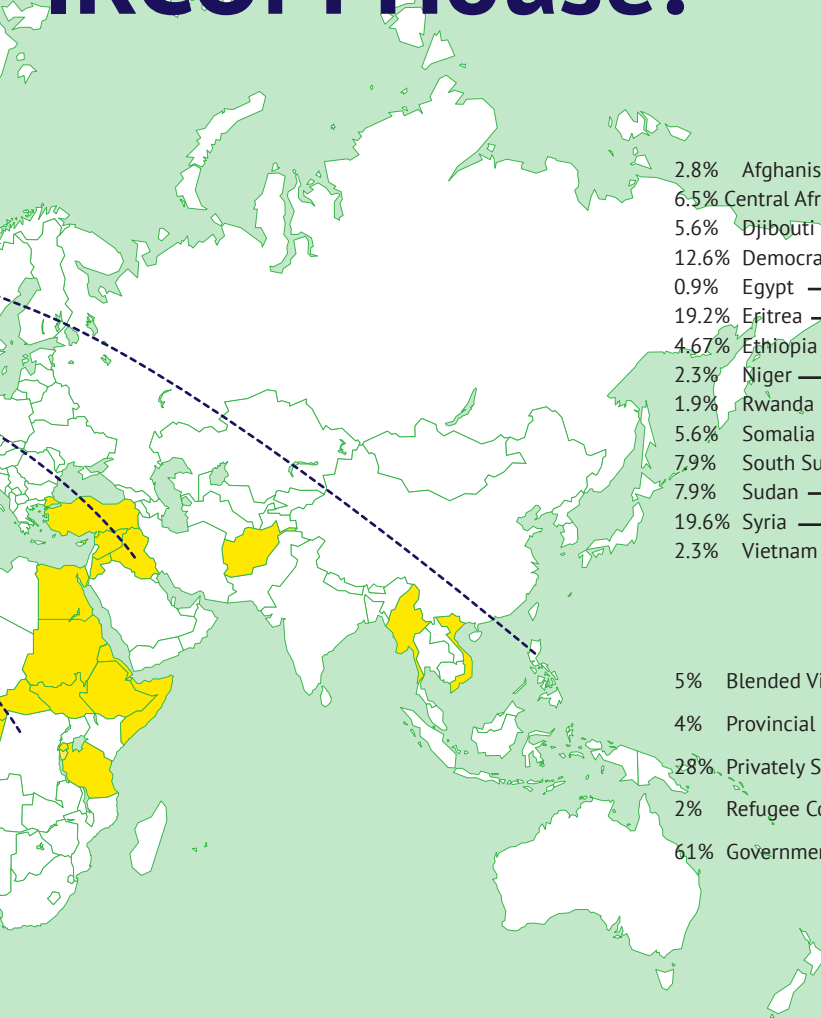


All charts based on tenant demographics for March 2021



# IRCOM House!

## Isabel House





# House

All across Canada, we are facing a critical shortage of affordable housing for low-income families. IRCOM's housing is rent-geared-to-income and **provides the foundation for our families to access settlement services and a new start** – it is one of the most important things we can do to help newcomers settle successfully in Canada.

In the past year, Tenancy Services welcomed **24 new newcomer families** to live in our transitional housing at 95 Ellen and 215 Isabel, a total of 106 people.

Our **three-year transitional housing program**, coupled with holistic wrap-around services and programs, empowers refugee newcomer families to integrate into the wider community.

**IRCOM Ellen underwent a transformation.** The main level hallways received new flooring, lighting, and paint, and new lighting was installed throughout the hallways of the upper floors. The updates have made IRCOM Ellen a brighter, more accessible space that helps build community pride.

**Housing is a human right** and at IRCOM we go above and beyond to provide the best possible housing for our families. We work closely with them to understand the contexts they have come from, and to help them learn what is expected of tenants in Canada.



“

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 (ASP)

The ASP provides opportunities for newcomer children and youth to learn, play, and develop skills for life in Canada. Our holistic programs offer academic and recreational activities, including **Book Club, Literacy, and Arts and Crafts** in a safe and inclusive learning environment.

Two years into the pandemic, our **Homework and Education for Youth (HEY)** staff were well-positioned to seamlessly transition from in-person to remote to hybrid, as needed. Staff creatively adapted classes, tutoring sessions, and activities for students' needs.

The children's **skating program** resumed, with an average of 18 children each week. We are excited to have more newcomer girls participate in physical activity – 44% of skating participants were newcomer girls. Additionally, our **new multi-sport program** for newcomer girls launched in 2021 with 59 girls aged six to 10 participating.

The **IRCOM Cobras** fielded three teams (43 youth) in the Winnipeg Youth Soccer Association. The U16 and U17 boys teams placed third and second, respectively. The U16 girls participated in WYSA for the first time since 2019 and this young team is looking forward to growing next year.

The **Youth Employment Program** explored entrepreneurship through art with local artist, Dimitry Komar, culminating in a year-end art exhibit and sale. Together, the youth earned \$1200.



“

I really appreciate the support given to my son, Ameer. There is huge improvement for him, even teachers at school, they are all happy with his improvement.

**Hafsa Nathan, Tanzania, Ellen tenan**





# Newcomer Literacy Initiative

The NLI program offers an opportunity for newcomers to learn English as they start their new lives in Canada. Improving their English helps them achieve goals such as getting jobs, communicating with their children's schools, accessing healthcare, and making connections with others in Canada.

Students have been **eager to learn, particularly in technology access and digital literacy development**. After a successful switch to online classes, students were excited to return to in-person. They continue to develop language skills they use in everyday life.

Students who did not have the opportunity for an education in their home countries now have **access to classes to develop literacy skills**. In addition, childcare is provided to support education across generations, which enables parents to attend classes.

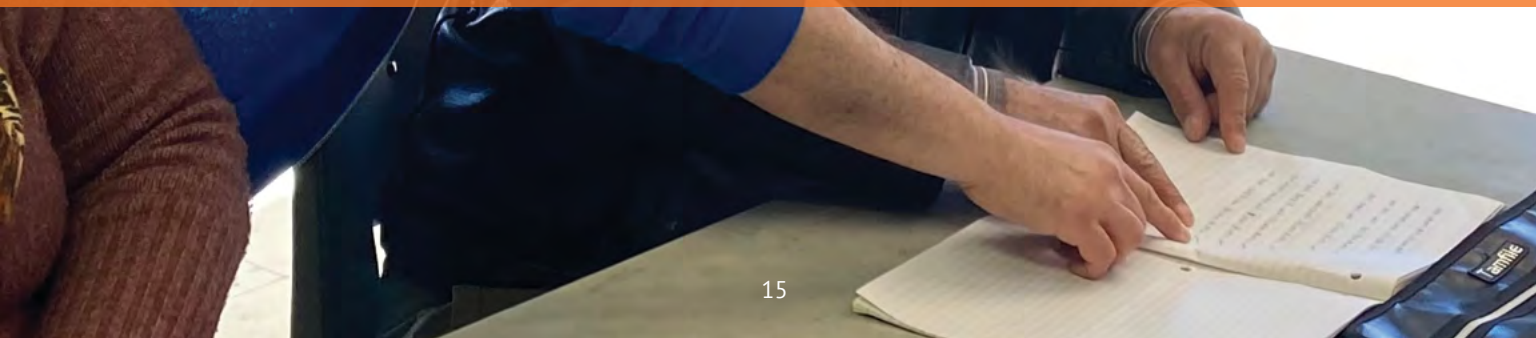
**This year we had 30 students advance to the next level of English class.**



“

When I started volunteering with NLI, I wanted to learn more about teaching English. I didn't realize how fun, interesting, and rewarding working with a skilled teacher and diverse group of language learners would be. I've enjoyed building relationships with students, seeing their growth, and contributing to a program that embraces multiculturalism.

**Elena Tepperman (NLI volunteer)**





# Child Care Program

The CCP supports parents with access to childcare during IRCOM programming. We help children **develop language, literacy, and social skills**, as well as create a safe place to play, grow and learn.

This year we adapted the type of service we provide in many ways. During remote programming, we stayed **connected with craft and play materials** delivered to participants and **hosted online Zoom parties with IRCOM families**. Children engaged in music, physical movement activities, and stories. When in-person, joy is found in connecting with children and families and supporting them in their learning. Being part of the laughter, learning, and teachable moments keeps us going.

Throughout the school year, we supported **32 IRCOM programs** and provided childcare for four babies, three toddlers, and 25 preschoolers while their parents attended classes and workshops.





“

[My daughter] Masa has started speaking more, whether it's Arabic or English. She is calmer. Her way of playing with her brothers is different. Her table manners have also become better. She also learned more things like drawing, asking for something from her brothers, her dad, or myself.

May Kerdi, Syria, Isabel tenant



# Asset and Capacity Building Programs

The ACBP provides financial literacy skills and knowledge through **Money Management Training, matched savings programs,** and **Access to Benefits** assistance. Our programs are delivered through a partnership with SEED Winnipeg, and make a tangible difference in household finances for newcomers to Canada, across Winnipeg. These pragmatic programs, coupled with strong policy advocacy, are making a difference in our fight against poverty in our community.

Despite the challenges of the pandemic, job insecurity, and inflation, we have seen a high rate of success in participants completing their savings goals! The Access to Benefits Navigators has been extremely busy filing taxes and connecting families to benefits.

This year we were able to run two scam prevention workshops and eight tax preparation workshops.



“

ACBP is like an extra leg, they helped me with my income tax issues, Child Care Benefits, and setting up RESP accounts. Money Management Trainings have been very ... As a newcomer I'm extremely thankful to the staff at IRCOM especially ACBP for helping newcomers to be established in Canada.

**Maria Marcano, Venezuela**





# Early Childhood Development Hub

The ECD Hub, in partnership with Freight House Early Learning & Care, provides 17 preschool and three infant spots for high-quality, licensed daycare for tenants and community members, onsite at our Isabel location. Inspired by the Abecedarian approach, our diverse team connects with children's families and provides child-centered learning and care. Three respite spots are available for family emergencies or short-term needs.

Our ECD Hub Coordinator visits families in the home and facilitates parenting programs, including **Cooking Program, Nobody's Perfect, Positive Discipline in Everyday Parenting, Family Bookmaking**, and community outings. Twenty-nine parents participated in our parenting programs this year.

The Hub is a resource for parents and children alike – children learn routine, increase their vocabulary and social skills, and are well prepared for pre-school and kindergarten. Parents can access information related to parenting in Canadian contexts while honoring their cultural values. The licensed daycare component also enables parents to keep commitments such as doctor appointments, school meetings, bank appointments, and employment training. Single parents are able to get some time for self-care as they are the only provider for their families.





“

My daughter did not experience any negative challenges except positive outcomes. I noticed a great deal of improvement in her learning skills.”

Parents of Alia



# Community Resource Program

The CRP supports families with systems navigation, community connections, and information about life in Canada. After lease signing with Tenancy Services, our CRP Social Workers and Family Settlement Coordinators conduct **in-home needs assessments followed by regular home visits and life skills coaching.**

Our offices serve as a **drop-in center for our tenants.** We also organize targeted workshops to address tenant needs, Men's and Women's support groups, family outings, and community events. All adult programs have complimentary onsite childcare.

Although COVID-19 created a lot of distance, we have **been able to maintain strong relationships with current and past tenants.** We are thrilled to get back to in-person programming and connect with people in a way that brings a lot of joy and stronger support. We are very happy to see our offices busy again and our program spaces full.

**In 2021 we had 5006 drop-ins, 850 home visits, 62 group programs, and five community outings.**





The Community Resources cooking program



# Common Ground, Stronger Voices

Common Ground, Stronger Voices builds **bridges between Indigenous and newcomer communities**. Through authentic partnerships with Indigenous peoples and organizations, IRCOM strives to enhance relationships and foster understanding between newcomers to Canada and Indigenous peoples, moving us further along the journey of truth and reconciliation.

On March 22<sup>nd</sup>, 2022, IRCOM participated in the **Creating Positive Partnerships event**. The Turtle Island Project, Mosaic Newcomer Family Resource Network, Manitoba Museum, and IRCOM all collaborated on a joint all-staff relationship-building event. This creative, immersive learning experience was held at the Manitoba Museum. The Turtle Island Project lead sixteen Sharing Circles at iconic spots throughout the galleries. Eight specially designed tours further exposed learners to Indigenous worldviews, histories, and contributions, as well as stories of migration to Manitoba.

**Common Ground offered eight different learning workshops for staff, 12 community programs, and events with 14 partnering agencies and many Indigenous leaders.**



“

I learned about the richness in Indigenous cultures and history,” “In my Sharing Circle we talked about what each individual can do to contribute to relationship building. It made us pause and think about our own role in this regard.”

Program participants





# Greening Program

IRCOM's communal **balconies are transformed each year into container plots** for families to grow their own food. Families chose which vegetables to grow and, with support from our Greening Coordinator, plant and harvest fresh and healthy food for their families.

Gardening is an excellent way for participants to use skills they bring from their country of origin to their new life in Canada, **rooting their cultural foods and knowledge here on Canadian soil** while also learning new foods, techniques, and growing climates. Growing fresh, healthy vegetables for their families also bring joy and gardening becomes a way for families to spend quality time with each other as children are able to learn more about how food is grown and participate in the watering and harvest. On top of all of this, in summer our balconies overflow with lush greenery and beautify our building!

**This year, 14 families (70 people) grew gardens which translated to an average of \$60 per month in savings on monthly grocery bills.**





Participant tending to Ellen's garden



# Volunteer and Community Services Program

IRCOM provides essential community services to its tenants and the surrounding neighborhood through the help of our committed volunteers. The Volunteer Program connects Canadians with the newcomer community through opportunities to volunteer in all IRCOM programs, and also provides newcomers with the support that helps connect them to their new community and build valuable work experience.

In 2021–2022, our volunteers put in an amazing 3,000 hours, with the largest contribution in our Newcomer Literacy Initiative Program. **Eleven tenants** also contributed their skills – particularly working with our Facilities and Childcare teams. IRCOM would not be capable of undertaking the good work that we do without the support of our many dedicated volunteers.

After two years of not being able to host our annual Volunteer Mingle, we were excited to bring it back in 2021. Thirty participants enjoyed a fun-filled evening with bowling and pizza. We not only celebrated our team for their dedication to our programs but for their commitment to continue volunteering virtually. We are grateful for each of their contributions.





“Volunteering in the NLI program is a truly rewarding experience, one that has helped me to become more culturally aware. The determination of the students to learn English and move forward with their lives in Canada is so inspiring. Working with the dedicated and caring IRCOM staff is a bonus!

**Donna MacKinnon, NLI – Foundations Volunteer**

## Board of Directors

As of IRCOM's Annual  
General Meeting -  
June 22, 2021:

**Lawrence Deane**  
President

**Signy Gerrard**  
Vice-President

**Harun Kibirige**  
Treasurer



From Left to Right: Harun Kibirige (Treasurer),  
Shereen Denetto (Executive Director),  
Shauna Labman (Director), Lawrence Deane (President)

**Ivy Mannil**  
Member at Large

**Thomas Miles**  
Member at Large

**Shauna Labman**  
Member at Large

**Beyen Embafrash**  
Member at Large

**Jennifer Chartrand**  
Member at Large

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

BereketAb Mebrahtu  
Diana (Dee) Dela Cruz  
Joan Presto  
Shakila Atayee

## Committee Members

**Strategic Planning  
and Programming  
Committee Members**

**Denis DePape**  
**Mpho Begin**  
**Thomas Miles**  
**Lawrence Deane**

**Beyen Embafrash**  
**Jennifer Chartrand**  
**Shauna Labman**

**Stewardship  
Committee  
Members**

**Timur Ganiev**  
**Harun Kibirige**  
**Lawrence Deane**

# Good-bye!

We are sad to say goodbye to  
long-term Board and  
Committee members:

**Lawrence Deane,**  
**Harun Kibirige,**  
**Shauna Labman,**  
and **Valorie Block.**

Deep appreciation to  
**Kathleen Legris** and  
**Yalady Linares**, as well!

You have left an indelible  
mark on IRCOM, we are  
deeply grateful.



Immigrant and Refugee  
Community Organization of Manitoba

# *Thank you!*

We wish to extend our deepest thanks to Cultural Advisor **John Houle** and Knowledge Keeper **Clayton Sandy** for their guidance and partnership in helping IRCOM move forward on our journey of Truth and Reconciliation





## IRCOM Staff

Luladei Abdi Hassen  
Mariam Aden  
Hakeem Adewuyi  
Abdirahman Ahmed  
Khalid Ali  
Emmanuel Allieu  
Matthew Altieri  
Henok Andemichael  
Erin Anderson  
Yafet Araya  
Amjad Ayash  
Itiovie Ayeni  
Adepeju Ayoola  
Silky Bhandari  
Anais Biernat

Pouya Bornaki  
Michael Both  
Yunzhuo Bu  
Carlos Calisto  
Manuel Camaclang  
Surjani Caraan  
Nestor Castro  
Shalini De Silva  
Shereen Denetto  
Jamila Dhahrab  
Sarain Diamond  
Diriba Dinber  
Sarah Diona  
Keith Dixon  
Jackie Dolynchuk  
Nouran Eldesouki  
Amber Epp

Maligne Esposito  
Tim Froese  
Aron Gebremariam  
Fitsum Getahun  
Rayne Graff  
Gerri Gregory  
Kilishar Hamde  
Gunner Hassen  
Daniel Henrickson  
Hozan Ibrahim  
Zebiba Ibrahim  
Oluwanisola Iyaro  
Letekidan Izuz  
Preetha James  
Patrick Jordan  
Mathew Joseph  
Bethem Kassa

Paramdeep Kaur  
Mesfin Keno  
Dawit Kiflom  
Colin Kowal  
Lilia Lesnic  
Saman Mahmood  
Caroline Makau  
Deng Malual  
Ligia Mariz  
Megan Marques  
Reisa Mathura  
Hussein Meshe  
Emilienne Minani  
Mohamed Mohamed  
Rachele Molyneaux  
Dominique Musafiri

Immaculate Nabisere  
Drocella (Ndashimiye)  
Mukankubana  
Senait Nesur  
Maureen Oligbo  
Jennie Paraiso  
Rachel Popowich-Scott  
Deryl Raymundo  
Carol Reimer  
Gloria Rengifo  
Aziz Roudani  
Zaenab Saeed  
Ryan Saka  
Novelyn Salaam  
Joanna Schellenberg  
Sarah Schwendemann  
Rania Shaaban

Irene Sheldon  
Esperence Shima  
Fatima Shire  
Talatu Shokpeka  
Bettina Shyllon  
Fatuma Sufi  
Sara Tesfazghi  
Olusesan Tunji-  
Abimbola  
Rina Urquiola  
Agnieszka Valencia  
Seeba Wahabi  
Isaias Woldetnsae  
Hanna Woldeyohannes  
Mahran Zazai  
Jackson Zidona







*"Our heartfelt sympathies go out to all of our staff, volunteers, and families who lost loved ones to COVID-19. The pandemic has altered all of our lives, but some have experienced profound loss. Our hearts are with you."*

# Living Our Story and Sharing Our Story with Intention

## Developing Sustainable Organizational Systems and Structures

Our new Strategic Plan takes a deep dive internally to strengthen the organization. We will promote diversity, be mindful of intersectionality and build inclusion in our hiring. We will create career development pathways and further integrate cross-training, succession planning, leadership development, ongoing mentorship, evaluation, and follow-up to ensure changes we are having the desired impact. We seek to better understand and strengthen retention and workplace wellness.

## Establishing a Clear Vision for Social Justice Advocacy Goals and Roles

IRCOM has always been a leader in advocating for change. We understand the importance of looking at the root causes of problems and not accepting the status quo. That said, we need to clarify our social justice advocacy, priorities, and roles. We also want to empower our community to share their stories and enable IRCOM to speak more to our model so others can learn from the IRCOM experience.

## Actively Pursuing Truth and Reconciliation with Indigenous Communities

Our Common Ground, Stronger Voices project remains the central hub for so many activities – staff learning, co-programming, Traditional Knowledge, and cultural sharing – that move us further in our journey of Truth and Reconciliation. We are grateful to our Indigenous friends and advisors who help us learn and grow. We know we can play an important role to ensure our families have accurate information and the opportunity to learn from, and make connections with, Indigenous communities.

## Pursuing Program Excellence Verified by Evaluation

This practical strategic priority sees us implementing a new data management system to streamline data collection and help us tell our story. It will support case management and help us better understand the IRCOM model. We will have greater capacity to evaluate and improve programs, ensuring a strong participant voice in that process. One area that is already emerging is the need for more employability programming.

## Stabilizing IRCOM's Funding

By hiring a Fund Development Specialist and setting up a robust system of grant-writing, IRCOM will enhance financial sustainability; assess progress from baselines; pursue more long-term government, multi-year and unrestricted funding; build individual and corporate donor engagement; use social media; and, establish an IRCOM endowment fund.

## Changing the Narrative

*“A refugee is someone who survived and who can create the future.”*

– Amela Koluder, originally from Bosnia and Herzegovina

IRCOM has always believed in a “hand up, not a handout.” We not only work where people live, but we are also often part of the same communities. Immigrant, refugee, BIPOC, or white, we are closely connected by the same ideals. We cannot turn away when we hear stories of discrimination and witness systemic barriers that are embedded in our institutions, services, and even our own workplace. Our Anti-Racism Committee has held several speaking events for staff to help us deconstruct, name, and address barriers that exist in society. They have developed our anti-racism statement. We have worked tirelessly through inter-sectoral partnerships to help address systemic barriers in settlement, health, sports, education, housing, and the justice system. Along this journey, we find wonderful allies in ordinary Canadians who value a diverse, thriving society, one that understands that refugees can “create the future.”



IRCOM's Anti-Racism Statement: 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.

**IRCOM believes that housing is a human right, not a commodity.** In fact, when you explore this idea further, it describes IRCOM perfectly! “Everyone has the right to live in security, peace and dignity” in housing that “meeting standards of adequacy, ... legal security of tenure, affordability, habitability, availability of services, accessibility, location and culture.” (National Right to Housing Network).

## IRCOM Thanks Our Amazing Volunteers!

Susan Shorthill

Anthony Ngayahn

Arezoo Salmahni

Linhao (Karry) Huangh

Annika Loepphky

Manjot Mann,h Ma

Mel Ng'wahne

Lavonne Dueckh

sartu osmanh

Nadia Rodzihnski

Mia Loepphky

Laury Santamaria De Minyety

Nancy McQuahde

Diksha Sharmha

Xinran Wang

Sheila Lam

Joanna Jacobh

Eunice Valenhcia

Joey Cuevahs

Victor Babarhinde

Shannon Selinh

Erika Serrahno

Gary Sanchez

Benigne-Benie Aaron

Xinran Hu

Lynn Liao

Jacqui Phaneuf

Donna MacKinnon

Leslie Adrian

Maggie Armstrong

Samantha Sawazki

Arpan Giri

Peter Lawrynuik

Hannah Simonson

Shenna Fauni

Kristina Pham

Linxiao Wang

Summer Stevenson

Elena Tepperman

Sham Hagos

Melanie Gaudreau

Tithi Patel

Shireen Tawil

Terry Woods

Gabrielle Swan

Jenna Vandersteen

Kacey Atwood

Shujun Xu

Charlie Sharp

Faustina Dalmacio

Devon Driver

Setti Yosief

Elbethel Masresha

Justin lane

Jade Do

Hanna Samavi

Tan Jia Ming

Karen Malik

Taewook Bae

Liam Nguyen

### Tenant Leaders

Mehraz Hossain

Abdullah Ayash

Mohammed Azab

Abdel hakim Ali AL ALI

Ndebo Rugereza

Chaltu Gedo

Huruy Tesfamariam

Destin Ndebo Rugereza

Said Abdallah

Bontu Gada Kabato

Kowser Ali Mahdi

Fouad Al Diab

Seid Abdallah Abdoulaye

Salah I. Hassan Idris

Daniel Ghebru

Bilonda Chatie

Mukonkolo

Suleyman Sedat Cavdar

Sylvester Ndahimana

Mohammad Dawood

Khasheeli

Zohra Nawrozi



## Funders and Donors

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 The Estate of Susan Williams  
 United Way Winnipeg  
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 Winnipeg Foundation  
 Winnipeg Regional Health Authority - Healthy Together Now

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

IRCOM continues its mission because of the generous support from donors and funders like you. We are grateful for your contributions and your decision to partner with us. Your support helps us touch the lives of newcomers here in Canada. Your generosity not only changes the lives of thousands of newcomers, it also brightens the fabric of our nation. Once again, thank you for supporting IRCOM!

**Donations from the public and donations directed through CanadaHelps, United Way of Winnipeg, The Winnipeg Foundation, All Charities Campaign, Benevity, and Abundance.**

## Partners

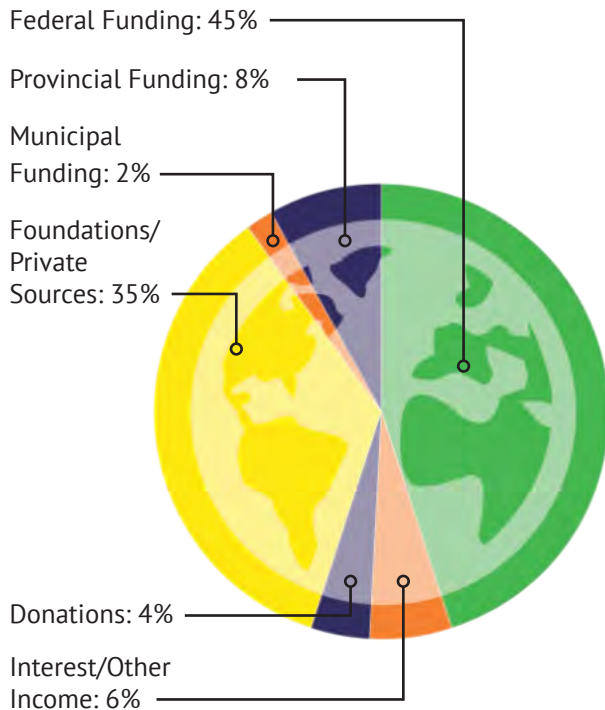
Accueil Francophone	Council of South Sudanese	KidSport Winnipeg	Red River College	Assessment and Referral
Art City	Community of Manitoba	Koats for Kids (United Way	Rossbrook House	Centre
Assiniboine Credit Union	Dufferin School	Winnipeg)	sākihiwē festival	West Central Women's
Assiniboine Park Conservancy	Elmwood Community	LIFT Philanthropy Partners	SEED Winnipeg	Resource Centre
Aurora Family Therapy Centre	Resource Centre	Louis Riel Institute	Sexuality Education Resource	Winnipeg Blue Bombers
Axworthy Health & RecPlex –	Ethnocultural Council of	Ma Mawi Wi Chi Itata Centre	Centre Manitoba	Winnipeg Folk Festival
University of Winnipeg	Manitoba	Manitoba Advocate for	Spence Neighbourhood	Winnipeg Repair Education
Aboriginal Youth	Facilitated Solutions	Children and Youth	Association	and Cycling Hub (The
Opportunities	Family Dynamics	Manitoba Association for	Sport Manitoba Fit Kids	WRENCH)
Booth University College	Food Matters Manitoba	Rights and Liberties	Healthy Kids: Safe at	Winnipeg Trails Association
Canadian Centre for Policy	Freight House Early Learning	Manitoba Human Rights	Home	Winnipeg Youth Soccer
Alternatives	& Care	Commission	Sport Manitoba Performance	Association
Canadian Council for	Frontier College	Manitoba Interfaith	St. Charles Soccer Association	Winnipeg Regional Health
Refugees	General Wolfe School	Immigration Council	Technical Vocational High	Authority
Career Trek	Community Financial	(Welcome Place)	School	Youth Employment Services
Central Neighbourhoods	Counseling Services	Manitoba Possible	The Hood Fams	City of Winnipeg - Indigenous
Winnipeg	Harvest Manitoba	Manitoba School	The Manitoba Museum	Accord
Circles for Reconciliation	IG Wealth Management	Improvement Program	The Winnipeg Foundation	Ka Ni Kanichihk
City of Winnipeg	Immigrant Centre Manitoba	Manitoba Soccer Association	United Way Winnipeg	Mount Carmel Clinic
Canadian Muslim Women	Immigration Partnership	Manitoba Start	University of Manitoba	MHRC- Manitoba Housing
Institute	Winnipeg	Mosaic Newcomer Family	University of Winnipeg	True North Foundation
Centre for Entrepreneurship	Just TV (Broadway	Resource Network	Valour FC	SOAR Heartland
Education and	Neighbourhood Centre)	New Journey Housing	Victoria Albert School	
Development (Halifax)	Knox Centre	North End Women's Centre	Winnipeg English Language	

## Special Projects & Networks

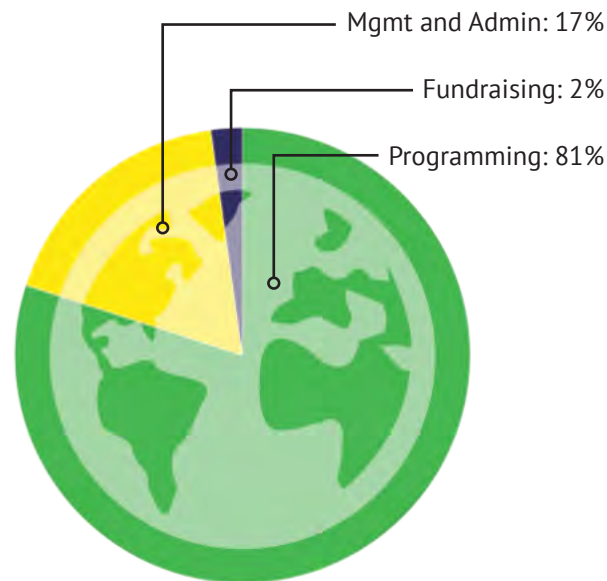
Empower Manitoba	Manitoba Association of Newcomer	Police Accountability Coalition (PAC)	CMHC Research Team: Dr. Sarah Zell,
Canadian Community Economic	Serving Organizations (MANSO)	Rotary Adventures in Human Rights	Dr. Jill Bucklaschuk, Dr. Aynslie Hinds,
Development Network (CCEDNet)	Network of Organizations for the	Social Planning Council of Winnipeg	Dr. Amelia Curran, Dr. Lawrence
Manitoba Financial Empowerment	Wellbeing of Newcomers,	Youth Agencies Alliance (YAA)	Deane
Network (MFEN)	Immigrants and Refugees - NOWNIR	Ma Mawi Wi Chi Itata Centre Inc.	
Communities 4 Families Downtown	Newcomer Education Coalition		
– Parent-Child Coalition	(NEC)		

# 2021-22 Financials

## INCOME (\$3,187,446)



## EXPENDITURES (\$3,370,665)



**Net Income (\$-183,219)**

These figures are based on IRCOM's audited financial statements for 2021-22.  
A copy of our annual audited financial statements is available upon request.

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IRCOM House Isabel  
215 Isabel Street  
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Immigrant and Refugee  
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