



Immigrant and Refugee  
Community Organization of Manitoba

# Annual Report 2018-19



# IRCOM Highlights



## IRCOM opened a new programming location at 370 Notre Dame Avenue.

This location is buzzing with adult English classes and on-site child care during the day, and our homework programming for youth every weekday evening. We are excited to expand into this much needed program space!



Our Access to Benefits Program offered additional **tax clinics** to newcomers this year, helping **625** newcomers file their taxes and many more access their Canada Child Benefit and GST/HST credits. This year, a total of **\$4.2 million** was leveraged from income tax refunds and benefits!



To help newcomer families settle rapidly and successfully, members of the Community Resource Program staff team conducted **4280 home visits**, welcomed **6100 drop-ins** and made **4590 referrals**.



Our Child Care Program continues to offer play-based and child directed programming. This year, we provided over **1900 hours** of **long-term on-site child care** at **3 different locations** to **120 infants and toddlers**, which supported parents and guardians attending English classes and settlement programs.



We are humbled by the amazing spirit of our volunteers. This year, with over **10,500 volunteer hours logged**, **247 IRCOM volunteers** gave of their time and talent to serve and build relationships with members of the IRCOM community.



Over **\$60,000 in scholarships and bursaries** were awarded to **students of the Homework and Education for Youth Program**. Awards received include the Winnipeg Mayor Scholarship, Ted Rogers Scholarships, and the Arlington Street Foundation Scholarship.

# Vision and Mission Statements

## 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.



# Executive Director's Message



*Looking back, reflecting,* is how we learn and take stock of all we've accomplished and the last year has offered many lessons and moments of pride. The IRCOM community is situated on an ever-shifting landscape; many of our tenants have recently left behind a familiar life, however turbulent, and have courageously moved towards a hopeful but unfamiliar future. I am in awe of the strength of character it takes to walk towards a new beginning, to start over, often with very little.

IRCOM is a home built on a bridge; a place for people living between two worlds. Before our community members need to fully navigate all of life in Canada, they can slowly learn with us.

They can ask questions, take part in training, demonstrate their strengths, and reaffirm their leadership, all while re-imagining life. By listening to our community, being innovative and agile, and by staying true to our values and mission, we've achieved incredible success across our programs, within our buildings, and throughout the continuum of our holistic, wrap around model. No matter the need, our volunteers and staff have been exceptional, responding with compassion and conviction. In the last year we've been fortunate to see:

- Pre-schoolers ready for kindergarten, singing ABC's, sharing with friends, feeling safe in a new school;
- Youth graduating, receiving scholarships, gaining employment, and working towards change;
- Adult students increasing their English language skills while learning about life in Canada;
- Tenants engaging in community leadership, understanding taxes in Canada, winter survival, housing options, tenant rights and responsibilities, and;
- Community members leaving the safety and comfort of our buildings to make new friends, testing their knowledge of the local landscape, and stretching their language skills to start conversations.

My sincerest thanks to the 200+ volunteers who give, and give, and give – time, talent, and treasure. Thank you to the Board and Committee members who share their expertise and knowledge and provide invaluable guidance. Thank you to our partners, friends, and funders for always standing with us. And last but certainly not least, thank you to the incredible team I have the pleasure of working with each day; you make all that we do possible.

***Dorota Blumczyńska, Executive Director***

# Message from the Board



*IRCOM – such a special place to live, work, volunteer, visit and support!*

It is the people of IRCOM that make it special. The immigrants and refugees that live at IRCOM are extraordinary – they are brave, resilient, smart and full of potential. They make a home and life with their families, make new relationships with their neighbours, develop skills and tools to succeed in this new environment and in many cases, learn a new language on top of that!

The phenomenal staff who work at IRCOM are an important part of the support network and community that helps newcomers thrive. They are a collection of talented people who are loyal, kind and work very hard. They are passionate about IRCOM and its mission and give so much of themselves to improve the lives of others. Under the strong leadership of Dorota Blumczynska and Shereen Denetto, the team never ceases to impress with its level of energy, competence and creativity.

For 2018/19, the Board, management and staff continued the momentum in fulfilling the objectives of our Strategic Plan. We turned our focus to evaluation and research to ensure that what we are doing is meeting the needs of the community. We began to increase engagement and philanthropic support to ensure financial stability. We built even stronger relationships with our Indigenous neighbours by sharing truths and spending time together. Finally, we started exploring ways to support youth into adulthood in the hopes of supporting them as they pursue educational and employment opportunities.

On behalf of the Board of Directors, I would like to convey our gratitude to the staff and management of IRCOM for their tireless efforts to meet our goals and objectives.

We cannot overlook the hundreds of volunteers who help each day with their time, knowledge and generosity. We appreciate all that you do. Thanks must also be given to the partners, funders, donors and friends who support IRCOM. We could not achieve all that we have, without their giving nature and commitment to IRCOM's mandate.

We are proud of our achievements, but we continue to learn from our experiences and examine ways to improve the organization, and in turn, the lives of those in the community.

***Paula Hamilton, Vice-President***

# Our Journey with IRCOM

Settlement  
and  
integration

**After School Programs** have lots of activities for my siblings and me. We 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**

## 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

## 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.



## 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!



## 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!

Nurturing  
Indigenous  
- Newcomer  
Relations



## 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!



Community  
(economic)  
development,  
capacity building,  
empowerment

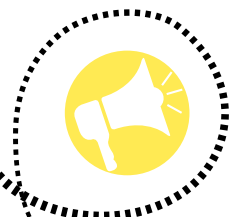


## Child Care Program

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!

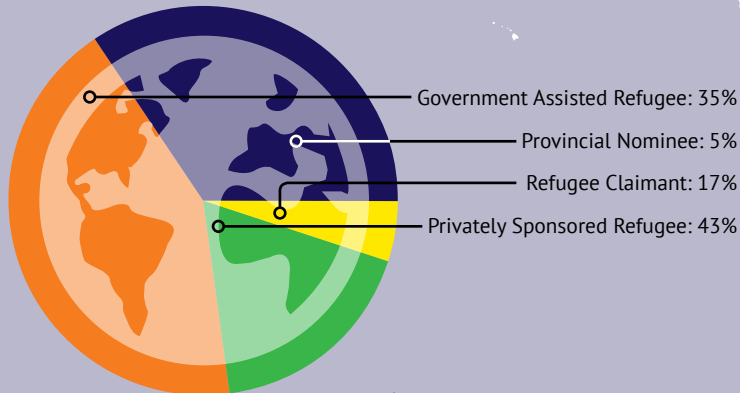
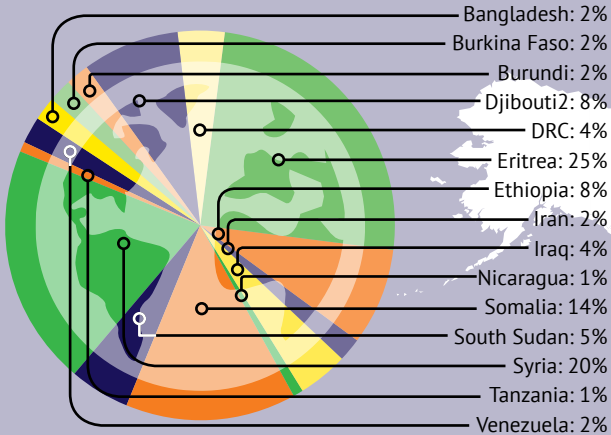
## Newcomer Literacy Initiative

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!



# Welcome to

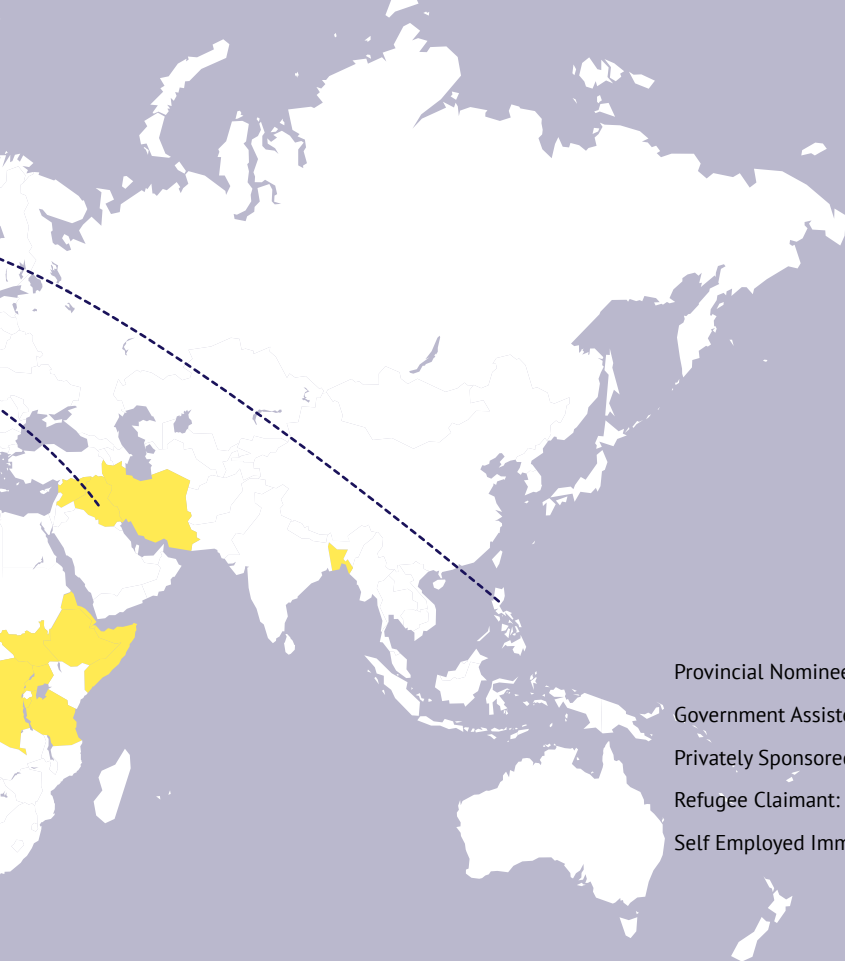
## Ellen House



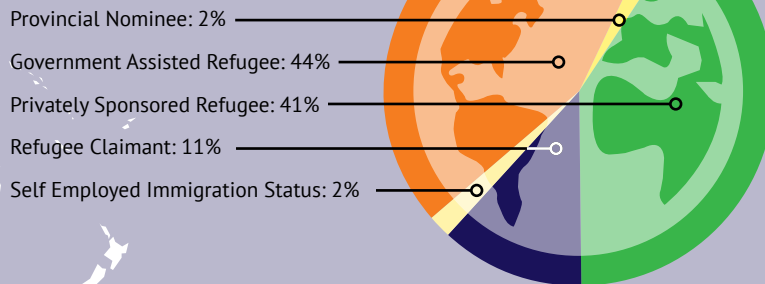
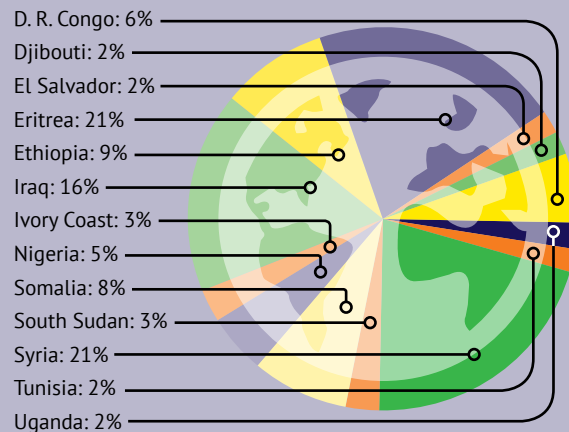
All charts based on tenant demographics for March 2019



# IRCOM House!



## Isabel House





# House

**Winnipeg's vacancy rate** grew to 2.9%, up 0.1% from 2017 (CMHC, 2018). Providing safe and affordable housing is one of the most important things we can do to help newcomers settle successfully in Canada.

At IRCOM, we offer **3 year transitional housing** through an agreement with Manitoba Housing and Renewal Corporation. As soon as tenants move in, they can easily access settlement and wrap-around supports right at their doorstep.

This year, we were thrilled to present the findings of a **3 year longitudinal survey** in partnership with the **Canadian Centre for Policy Alternatives** and the **Manitoba Research Alliance**. This report highlights IRCOM's unique model (holistic wrap-around supports) and demonstrates the essential need for newcomers to find affordable, secure, and good-quality housing at the beginning of their Canadian settlement process.

IRCOM House was also chosen by IRCC-contracted **Pathways to Prosperity: Canada (P2P)** to share our promising practice of providing housing supports with wrap-around holistic services. P2P shot and produced a video showcasing our model. Visit our website to take a look.

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.



IRCOM HOUSE  
95





# After School Programs

After School Programs assist newcomer children and youth to **positively integrate into their community**. We provide opportunities for newcomer children and youth that allow them to learn, play, and develop essential skills for life in Canada.

Our Homework and Education for Youth (HEY) Program continues to thrive. This year, **39 students graduated from high school** and **27 students accepted and pursued post-secondary education**.

**37 youth** graduated from the **Youth Employment Program**. Students in the program worked hard to learn essential skills in resume writing, job interview skills and workplace etiquette.

The **IRCOM Leadership Group** attended the **Youth Action Gathering** at York University in Toronto. This was the end of their **Canadian Council for Refugees Newcomer Civic Engagement Project**. In addition to attending the Youth Action Gathering, the youth were also able to attend the **International Refugee Rights Conference**. The group gained valuable insight and experience and continues to share their learnings with our community.

The **IRCOM Cobras Soccer Program** provided **66 youth** the opportunity to play organized recreational sport in the Winnipeg Youth Soccer Association. Our U12 outdoor boys, U17 outdoor boys, U14 indoor boys, U16 indoor boys, and U18 indoor boys' teams secured league and/or cup honours. Our U18 girls' team experienced a transition year, and we are proud that they were finalists for both the U18 outdoor Cambrian Cup and the U18 Indoor League title.





“

*IRCOM does actually help a lot [of] newcomers to Canada. Especially youth. You guys help us so much. With sports, homework, life stuff, just whatever we need. There's a lot of trash stuff out there but IRCOM is real.*

***Zemen Arefayne, 15 years old, Eritrea***





# Newcomer Literacy Initiative

The Newcomer Literacy Initiative (NLI) provides Adult English as a Second Language literacy classes to newcomers who cannot access mainstream programs due to child care commitments or mobility issues. With **on-site child care and language supports**, the NLI program currently **runs 7 classrooms** serving over **100 students** and their children.

This year, our Foundations class successfully moved into the **new IRCOM program space** located on Notre Dame Avenue. There is child care on site. Notre Dame is a beautiful extension of IRCOM!

Our amazing partnership with the **Red River College Nursing Program** continued this year. Nursing students visited to our classes 3 times. Through discussions with students, they discovered which health topics the students were interested in learning more about, and they put on a **health fair**. This experience helped our students **integrate into their new community** and helped the nursing students assess the language levels of the people they will be working with upon graduation.

For this year's **International Adult Learner's Week**, students brought items from their countries of origin to class to **practice story telling**. The students were very happy to **share their culture and experiences** with the rest of the group. Some students made books about themselves and were proud to read them to the group.



“

*I'm happy with my afternoon time. My teacher is very good and my class too. We work together and learn a lot of English. There are volunteers to help for my English and I like work together.*

***I. Noor, Somalia, Canadian Language Benchmark 2***



# Child Care Program

The Child Care Program (CCP) provides on-site support for parents attending programs or workshops. This year, we were excited to implement a **Music and Movement program** into our long-term child care, which allowed children to practice skills like group setting participation, language acquisition, and exposure to pitch, tempo, rhyming, and rhythm. It was a huge hit!

Through the **construction of a new fence**, we now have an outdoor play space for the children at IRCOM Ellen. We are excited to have **outdoor play space at each of our three locations** where children can practice their problem solving and social skills while benefiting from the fresh air and sunshine.

This year, we opened a **new long-term child care site** at IRCOM's Notre Dame location to support parents attending ESL classes. The new space consists of 10 child care spots (7 pre-school and 3 infants).

We continue to perfect our use of **child portfolios**. Parents were excited to receive their child's portfolio at the end of the year, seeing **how much their children learned and progressed over the year**. It is a visual way of showing families what their children are learning and that they are safe and cared for while attending our programs.



“

*Child Care Program is a very good program. My children love to come the program. They have so many friends and lots of books to read. They learn English and play together. They have very healthy snacks. My children are very happy at Child Care Program.*

*Amina (Abdirmn and Habsa's mother), Somalia*





# Asset and Capacity Building Programs

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

The **Saving Circle Program** enabled **60** newcomers to save for needed assets. Participants **purchased 37 computers, 122 sets of furniture**, and **6** participants saved funds for their children's post-secondary education and **Registered Education Savings Plans (RESPs)**.

Our programs offered nearly **70 workshops, intakes and sessions** over the year, some of which included income tax workshops, Money Management Training sessions, and RESP workshops.

**15** participants in 2018 saved **\$15,000** in a matched savings account and will receive **\$45,000** in matched funds through the Individual Development Account Program in summer 2019.

The Transportation Loan Program enabled **12** participants to save and receive matched funds to put towards their loans, while **74** participants attended Money Management Training sessions.





“

*The [Saving Circle Program] has been beneficial to me and will continue to be in the future. In this program I learned to plan what is useful and important before spending money, setting goals, budgeting, managing credit, saving and investing etc. All the topics that we learned are very important for me and helpful.*

**Esther Munguyiko, D.R. Congo**



# Early Childhood Development Hub

With **24 licensed child care and respite spaces** (4 infant and 20 pre-school) provided in partnership with Freight House Early Learning and Care, along with **weekly parenting programs** and **individualized home visits**, the IRCOM ECD Hub is uniquely tailored for refugee parents and their children.

The ECD Hub continues to be an **Abecedarian Inspired Child Care Centre**. Staff are paired with a group of children to ensure delivery of the program, consistency, relationship building and accountability.

This year, we were thrilled to share the findings of a report from **Health in Common** which highlights the **incredible achievements and outcomes** of the ECD Hub. The study demonstrated that children in the ECD Hub, when compared to a control group, experienced **improved language development** and improved emotional capacity while their parents experienced **enhanced feelings of belonging**, academic/personal life balance, and improved communication with their children.





“

*The daycare has helped me in so many ways. First was my daughter, when we had just moved in the building, that time I had no job, busy running to different places to drop of my resume. I had to look for places where to leave her, and being alone here with my kids, I [had] no one to leave her with, but daycare helped me until I settled and until she started full school.*

***Tina Kabasinga, Uganda***



# Community Resource Program

The Community Resource Program (CRP) continues to work closely with newcomer families at IRCOM Ellen and IRCOM Isabel. We are pleased to have served newcomer refugee and immigrant families through **needs assessments, referrals, home visits and drop-in supports**.

This past year, we continued to **facilitate information sessions and workshops** on topics such as housing, parenting in a new country, social services, employment resources and many more. We also provided our **Men's and Women's Groups** with orientation and gender specific information.

Our **Tenant Leadership group has expanded** and has welcomed many more women and diverse languages and experiences. We partnered with the **Assiniboine Park Conservancy** and brought parents and their children to explore nature in all the seasons at the Assiniboine Park and Zoo. The success of the program allowed the partnership to continue into the next year.

This year also witnessed the growth of our team and an expansion of our **Life Skills Support Program** for families. The success of this program is evident in the **close relationships** built between the families and staff, which has resulted in many more families accessing much needed services.



“

*I am so grateful that I am here with my kids. I can always depend on IRCOM Services whenever I need help with finding resources. When I moved here with my children, I did not know about this city and schools and grocery stores, but the friendly staff who speaks in my language helped me to know everything.*

**Kadra Olhaye from Somalia**







# Common Ground, Stronger Voices

Our Common Ground, Stronger Voices project continues to take a leading role in **bringing together Indigenous communities with newcomer communities** by sharing food, day-to-day realities and community space.

The Community BBQs were a big hit again! Over **400 people** were brought together as IRCOM co-hosted **7 Meet the Neighbourhood BBQs** with Central Neighbourhoods Winnipeg.

Many IRCOM programs collaborated with the Common Ground, Stronger Voices project throughout the year. The ASP program invited an **elder to provide cultural teachings** and make medicine pouches with the children. NLI classes began each class with both a **treaty acknowledgement** and the national anthem.

Three IRCOM staff members are trained facilitators of the **Kairos Blanket Exercise**. We conduct this impactful activity for all new staff so that they can begin to develop a deeper understanding of Indigenous history in a local context.



“

*A common comment we have been receiving in the neighbourhood has been, “Are they (IRCOM) having BBQs again, we really liked that last year!”*

**Wendy Nelson, Community Outreach Worker**



# Greening Program

The Greening Program offers IRCOM tenants **growing plots on the balconies** of IRCOM Ellen. The program had a successful year. The growers involved their family members in watering, weeding and harvesting. Some growers went to the garden in pairs so they could teach each other gardening tips and best practices.

This year, there were **15 tenant growers** who **received garden plots**. The growers harvested leafy vegetables as early as June.

Almost all of the growers participated in a **produce show**, where they presented their produce and gardening experiences to guests. The growers estimated **savings of \$50 per month** on their grocery bills.

Most importantly, the growers felt **deeply connected** to our rich Canadian soil and the **strong sense of self-sufficiency** that comes from growing food for those we love.





“

*The Greening Program is very important even if it is small, but we can do many things. For example, I have kids and they loved the garden and they want to water and to care for it. They got a good habit of work. So please don't stop this good job – everything is good, continue.*

**Zaid Fikadu from Eritrea**



# Volunteer and Community Services Program

We are so fortunate to have **247 volunteers** share their time and resources with IRCOM to support newcomers in their settlement and integration journey.

The Family-to-Family program, in its 12th year, creates the opportunity for Winnipeggers to extend a hand of friendship to our newest neighbours. This year's Family-to-Family Program **matched 9 IRCOM families with well-established Canadian families**. One pair of matched families each had 5 children who loved getting together to play soccer at local parks.

We hosted our **Annual Volunteer Mingle** in January and, while the temperature outside was a frigid -30°C, volunteers were treated to a tropical-themed dinner complete with a fruit juice bar to celebrate their wonderful achievements. This year, **18** volunteers were recognized by IRCOM staff for their **outstanding contributions** to IRCOM programs.





“

*My overall experience with IRCOM was very pleasant. I got to meet and help so many amazing students from all over the world that it made each interaction with different students unique. My best experiences were with helping the students who were the most new to IRCOM and Canada. Being able to see over a short period of time the massive progression in their reading and writing of English showed me truly just how capable and intelligent these students are. IRCOM is such a welcoming and important place that I will never forget my time volunteering with these students.*

**Taven Zastre, HEY Volunteer**



# Changing the Narrative

*“If you feel connected to the future of this country, and if you feel responsible for the future, then you need to care about reconciliation, for the sake of the future of this country,”*

were the words of Senator Murray Sinclair when speaking about the critical role of education in reconciliation. As newcomers to Canada, many of us heed these words as we have come seeking the opportunity to rebuild our lives, to belong, and to offer ourselves to its future. Immigration is part of nation building. Becoming a part of our community isn't possible without inheriting the complex relationship between our Indigenous brothers and sisters and Canada. We have a responsibility to be allies, to help move towards reconciliation, and to live in our new community with purpose.

But these new responsibilities can be difficult to meet. Our stories are often misrepresented and misunderstood, and we're not always given the chance to correct the storyline. Refugees are frequently portrayed as lacking in skills, having limited experience, and in need of more support than they can offer back to our communities. But this is all untrue and this is the narrative IRCOM is working to change.

The real “work” of settlement and integration takes decades and is in the hands of every person. To help build these most important relationships, the IRCOM community is reaching out and inviting every Winnipegger into our lives. Because this is a two-way conversation, we are willing to share our stories and hope you are willing to listen.

Our hope for the future rests in the hands of today. While these authentic friendships begin, we are also focusing our energies on offering a different storyline of the newcomer experience:

- *Together with the Canadian Council for Refugees we are challenging regressive public policies;*
- *Partnering with Immigration Partnership Winnipeg we are contributing to public discourse;*
- *Offering programs with Rossbrook House we are bringing together neighbours in Centennial; and*
- *BBQ'ing with Aboriginal Youth Opportunities we are highlighting stories of resilience and strength in all of our communities.*

**In all these ways, we are contributing to our collective futures and changing the narrative.**

### *Our hearts go out...*

**In March**, the IRCOM family experienced the loss of little Galila, a victim of a car accident outside her home on Isabel Street. We continue to support Galila's mother, also a victim of the accident, and her brother and father. We know the family was and is well-supported by their community who have come together to do what communities do best – help one another in times of need. Together with our neighbours and friends, IRCOM held a vigil on March 22nd, to honour Galila's life and to send love to her family. We wish to thank the first responders who rushed to their aid and who courageously fought to save Galila's life. We want to thank our partners and friends across the city who were and continue to be a great source of strength and compassion for Galila's family and the IRCOM community. A special thank you to Aurora Family Therapy for providing strong crisis supports to tenants and staff alike, as well as to Nor-West Co-Op Community Health. Galila will remain in our hearts and be remembered for her energy for life, happiness, curiosity, and joyfulness.





**Back row, left to right:** Lawrence Deane, Harun Kibirige, Quinn Saretsky, Dorota Blumczynska (Executive Director), Ivy Mannil, Signy Gerrard, Thomas Miles

**Front row, left to right:** Paula Hamilton, Carla Kirkpatrick, Maddie Pearlman, Maryam Al-Azazi, Nedzad Brkic

## Board of Directors

**Nedzad Brkic**  
*President*

**Paula Hamilton**  
*Vice President*

**Harun Kibirige**  
*Treasurer*

**Lawrence Deane**  
*Member at Large*

**Maryam Al-Azazi**  
*Member at Large*

**Ivy Mannil**  
*Member at Large*

**Quinn Saretsky**  
*Member at Large*

**Maddie Pearlman**  
*Member at Large*

**Carla Kirkpatrick**  
*Member at Large*

**Signy Gerrard**  
*Member at Large*

**Thomas Miles**  
*Member at Large*

## Committee Members

### Strategic Planning and Programming Committee Members

**Denis DePape**  
**Mpho Begin**  
**Shauna Labman**

**Valorie Block**  
**Alice Ndanyuzwe**  
**Kathleen Legris**

### Stewardship Committee Members

**Garry Neufeld**

**Yalady Linares Vancol**



## IRCOM Staff

Abdirahman Ahmed  
Abraham Eyob  
Agnieszka Valencia  
Aimable Lugumire  
Aiman Syed  
Alexandria Jaworski  
Allyson Watts  
Amal Shire  
Ana Schujman  
Anderson Assuah  
Anisa Osman  
Aron Gebremariam  
Atta Mousavi  
Avinash Muralidharan  
Aweng Maciek  
Berevan Hesso  
Buffie Babb  
Carlos Vialard

Carol Reimer  
Colin Kowal  
Dawit Gebreezgi  
Dayee Lee  
Deborah Froese  
Deryl Raymundo  
Dorota Blumczynska  
Emilienne Minani  
Elizabeth Diaz Gallo  
Eric Paas  
Esperence Shima  
Estella Marmah  
Fatuma Sufi  
Finan Habtegeorges  
Fitsum Getahun  
Gagandeep Singh  
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Gerri Gregory  
Gloria Mbuyamba  
Glory Charlic  
Golocho Boru  
Griselda Castellon  
Gunny Hassen  
Halima Mohammed  
Hamda Ahmed  
Hozan Ibrahim  
Ingy Gorgy  
Irene Sheldon  
Isobel Armstrong  
Jacqueline D'Souza  
Jen Glenwright  
Jeanine Nziguheba  
Joanna Nickerson  
Joanna Schellenberg  
John Houle

Julie Facuri  
Kilishar Hamde  
Letedikan Izuz  
Ligia Mariz  
Luladei Abdi Hassan  
Maligne Esposito  
Manar Majani  
Mathew Joseph  
Matusala Hagos  
Medhanit Gilamichael  
Mehret Ghebremariam  
Menal Al Fekih  
Michelle Gazze  
Mihret Tekie  
Mohamed Mohamed  
Mubarak Mohamed  
Nasri Sheikh-Hassan  
Nasro Faarax

Neema Muthumwa  
Neveen Basiliou  
Niamat Ahmed  
Nikhat Merchant  
Nyokabi Gitonga  
Osaretin Edegbe  
Payal Shah  
Pat Hardy  
Patrick Jordan  
Paramdeep Kaur  
Rania Shaaban  
Rayne Graff  
Rebecca Deng  
Reem Mohamed  
Reisa Mathura  
Richard Boli  
Rim Gebrehiwet  
Saman Mahmood

Samrawit Feshasion  
Sarah Schwendemann  
Shereen Denetto  
Shoshannah Speers  
Sifo Boramso  
Sita Gurung  
Stephanie Zabar  
Talatu Shokpeka  
Tehut Dibaba  
Tim Froese  
Tsega Weldegebrail  
Vanessa Harari  
Vanessa Kornelson  
Virginia Gonzales  
Wendy Nelson  
Zebiba Ibrahim



# Strategic Plan 2018-2021: Highlights

## Maturing the Organization

Having experienced the impacts of sustained, rapid growth, IRCOM recently produced a three-year strategic plan to develop the organization's ability to adapt and thrive. This includes strengthening core services, streamlining organizational structure, improving staff recognition and retention, improving job evaluation and analysis, and undergoing a compensation review. Importantly, IRCOM was selected as one-of-ten organizations from across Canada to participate in the **Better Beginnings, Bigger Impacts project**, which promises to enhance IRCOM's resiliency, adaptability, and impact.

## Working Towards Financial Sustainability

Having to support rapid growth, IRCOM responded by launching its first-ever Fund Development Strategy. As a result, there were a number of first-of-their-kind events and activities that took place. These include the creation of a Community Engagement Advisory Committee, investment in donor management software, website re-development, a donor appreciation event, and active solicitation of corporate donors. IRCOM is engaged in sharing affirming stories that help 'change the narrative', share information, and contribute to a positive dialogue on refugees and immigration.

## Encouraging Meaningful Indigenous - Newcomer Relationships

Being strongly committed to the tenets of the Truth and Reconciliation Commission, IRCOM is committed to working closely with Indigenous communities to help foster trust and understanding. The **Common Ground Project** held a series of successful **Meet the Neighbours Barbecues** to promote inclusion and cultural awareness. The **Across Cultures and Cold City, Warm Hearts** events were held with the help of Rossbrook House and FortWhyte Alive. The important work of building these bridges is supported by our generous funders and donors.

## Supporting Youth to Become Thriving Adults

Having prioritized support for youth transitioning into adulthood, IRCOM is in the process of gathering information through research, consultation, and engagement in order to create the best model for helping young adults in danger of slipping through the cracks. Some youth are struggling to stay in school while others find it difficult to find stable and secure housing and employment. Others cope with undiagnosed disabilities, mental health issues, and trauma while other youth are leaders in their household or are vulnerable to gang recruitment. Very few services exist in Winnipeg and we are eager to work with our partners to provide greater supports.

**Our 2018-2021 Strategic Plan provides IRCOM with direction for 3 years of continued growth and transformation. We have made great progress on our four strategic priorities!**



# IRCOM Thanks Our Amazing Volunteers!

Abeer Abeer  
 Abrham Tsebaot  
 Abraha Dair  
 Aira Villaneuva  
 Akram Babiker  
 Ali Jafri  
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 Ezenwa Uwahemu  
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 Ginny Collins  
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 Gloria Enns  
 Gloria Nguyen  
 Grace Baxal  
 Graciana Mendoza  
 Griselda Castellon  
 Gurkamaljeet  
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 Halimo Farah

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 Hannah Cameron  
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 Hilda Larson  
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 Hussein Mamma  
 Hyunhee Kim  
 Ian Wilson  
 Ian Girard  
 Israa Ibrahim  
 Ivan Lumbera  
 Jaime Campos  
 James Calgie  
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 Jenna Meade  
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 Jerni Steward  
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 Kelsey Haas  
 Kelsey Wiebe

Kierra Ferguson  
 Kin (Wallace) Ma  
 Kolten Hindmarsh  
 Kristen Nguyen  
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 Marla Rae Warkentin  
 Martha Ayele  
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 Mary Matthias  
 Maryjane Fundal  
 Maureen Perlmutter  
 May Liu  
 Mckenna Baron  
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 Samira Ali  
 Samrawit Hailu  
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 Selina Tian  
 Sena Alem  
 Senait Nesur  
 Shalini Kumari  
 Shannon Selin  
 Shayne Bloomfield-Wong  
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 Sherry Wallis  
 Sherry Shi  
 Shireen Seesahai  
 Sidona Alem  
 Sonia Kaplan  
 Stephen Kesselman  
 Sydeny Baron  
 Tanya Charter  
 Taven Zastre  
 Tehut Dibaba  
 Tejiri Enaworu  
 Teo Traikoski  
 The Klemens family  
 The Lebaron family  
 The Lawrenz family  
 The Makumi family  
 The Mahadi family  
 The Marcil family  
 The McDaniel,  
 Mohamed family  
 The Paisley family  
 The Wilson family  
 Thomas Oomen  
 Thuy (Lucy) Nguyen  
 Tracy Zziwa  
 Tristan Henry

## Tenant Leaders

### Ellen 2018/2019

Khadija Mohamed  
 Medhanit Kiflom  
 Mentay  
 Merhawit Araya  
 Semira Neguse  
 Rozina Yasmin  
 Habiba Mohamed  
 Zaid Ghebrihiwet  
 Griselda Castellon  
 Mejia & Hancell  
 Gutierrez  
 Hibaaq Hassan  
 Salmata Salgo  
 Senait Ogbalidet  
 Nesur

### Isabel 2018/2019

Alemayehu Beyene  
 Clement Dibwe Ilunga  
 Abdullahi Elmi  
 Erkolano Evelind  
 Logale  
 Mohamed Agha  
 Nisreen Al Haddad

Tusia Kozub  
 Tyler Restaff  
 Verna Polcyn  
 Victoria Van Ginkel  
 Victoria Verhoeck  
 Victory Atilola  
 Virginia Gonzales  
 Wisal Dawood  
 Xiaoxia Hu  
 Xin Chen  
 Yunfan (Shelly) Lu  
 Zemzem Hussein



## Funders and Donors

Anonymous Donors

Apuckalypse Now

Assiniboine Credit Union

BellMTS

Canadian Tire Jump Start

City of Winnipeg

Canada Mortgage and Housing Corporation

Clinique Youville Clinic

Constable Edward Finney School

Cambrian Credit Union

Computers for Schools

Credit Union Central of Manitoba

Equitas - International Centre for Human Rights Education

Government of Canada - Immigration, Refugees and Citizenship Canada

Government of Canada - Employment and Social Development Canada

Graham C. Lount Family Foundation

Gwen's Project

Investors Group

Intact Insurance Winnipeg

Jays Care Foundation

Jed's Restaurant

Jewish Foundation of Manitoba

Manitoba Public Insurance

Margolis Capital Group

MB Mission

MNP Winnipeg

Prairie Dawn Foundation

Province of Manitoba – Families

- ECD Hub

- Manitoba Housing and Renewal Corporation

Province of Manitoba – Education and Training

- Bright Futures

- ECD Hub

- First Jobs

Province of Manitoba - Municipal Relations

- Urban Green Team

Province of Manitoba - Justice

- Lighthouses Recreation Connections Manitoba

Rotary Clubs of Winnipeg

Sarasvati Productions

SEED Winnipeg

The Winnipeg Foundation

United Way of Winnipeg

University of Manitoba

University of Western Ontario

Wyatt Dowling Insurance Regent & Bond

Youth Agencies Alliance

Zita and Mark Bernstein Family Foundation

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

For nearly 30 years, IRCOM has been able to continue its mission because of the generous, compassionate support of donors like you. We are grateful that you have chosen to partner with us to touch the lives of 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, United Way of Winnipeg, The Winnipeg Foundation, All Charities Campaign, Benevity and Abundance.**

## Partners

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

## Special Projects & Networks

Asset Building Partnership	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)		

# 2018-19 Financials

## INCOME (\$3,521,020)

Federal Funding: 50%

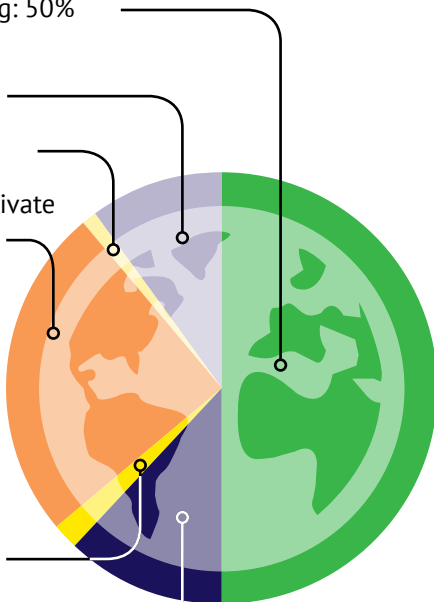
Interest/Other  
Income: 10%

Donations: 1%

Foundations/Private  
Sources: 25%

Municipal  
Funding: 2%

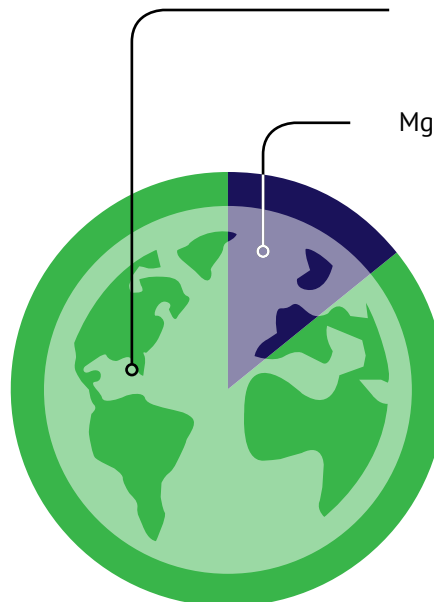
Provincial  
Funding: 12%



## EXPENDITURES (\$3,520,989)

Programming: 84%

Mgmt and Admin: 16%



**Surplus (\$31)**

These figures are based on IRCOM's audited financial statements for 2018-19.  
A copy of our annual audited financial statements is available upon request.

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**[www.ircom.ca/donate](http://www.ircom.ca/donate)**

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