



# Annual Report 2023-24

# IRCOM Highlights



IRCOM's unique **settlement model** – housing plus onsite programming – provided a safe and affordable home to **471 newcomer parents, youth, and children**. This year, we welcomed **42 new families**, totalling 152 people.



Our Newcomer Youth Participatory Action program organized a **youth-led** community forum called **Empowering Youth for Change** to cap off their two-year Participatory Action Research project! Youth shared their research and advocacy work and led a panel discussion with their peers and system stakeholders on anti-racism in education. The project consulted **250 youth and stakeholders** throughout the project! These youth exemplified outstanding leadership, passion, and dedication to community throughout this project.



The **Refugee Integration Support and Employability (RISE)** pre-employability program moved beyond the pilot phase, as the program ran for its **second year**. This year, **63 participants** successfully completed the RISE program! Participants learned about working and finding jobs in Canadian contexts, resume writing, practiced mock interviews, and learned job-specific English and computer skills. While not a focus of the program, **six** participants even **found jobs** through RISE supports!



IRCOM was featured in the **My Future Home Global Report**. We are proud to be part of Canada's network of housing advocates and policy changes as we work together towards **just and equitable solutions** to our housing needs.

IRCOM acknowledges that the land we are on is Treaty 1 Territory, the traditional territories of the Anishinabeg, Cree, Oji-Cree, Dakota, and Dene Peoples, and the homeland of the Métis Nation. The water that IRCOM uses comes from Shoal Lake First Nation #40, an Ojibwa community that is part of Treaty 3. The electricity that IRCOM uses comes from Treaty 5, the homeland of the Ojibwa and Swampy Cree Peoples. IRCOM affirms that we are all treaty people and that we are committed to truth and reconciliation.

## 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



**Every day at IRCOM is marked by quiet celebrations.**

Our tenant families come here after a long and difficult journey. Yet, if you walk through our halls, you see smiles – dads holding babies waiting for daycare to open, or moms walking their kids to school, sharing a greeting as they negotiate strollers through the snow. We see strength, determination, and enormous courage as our families tackle this new life. It makes the long hours and hard work worth it.

We are proud that Canada remains a place that welcomes refugees. The other day, I met a father and son who walked the length of this continent to make it to our doorstep. Today, I spoke with a tenant who was soon moving out from IRCOM. He said that IRCOM was 'so good to us.' With supports for his whole family, and because his rent never exceeded \$500 a month, he could manage the costs of accreditation and training, and he was able to study and work non-stop for three years. Now he has a great job in banking. He said he could never have achieved this without IRCOM!

Last year, IRCOM served 1055 people from over 20 different countries. As you read through our Annual Report, you will see newcomers of all ages enjoying nine distinct programs, learning new skills, gaining knowledge, building connections, and becoming Canadians.

This year, IRCOM was recognized in many ways. We collaborated locally with an international effort to bring vulnerable women and girls in extremely dangerous conditions to Canada for safety and healing. In our meetings with local politicians, we have seen strong support for both immigration and for increasing the stock of deeply affordable housing. We co-presented with housing providers from across Canada at national conferences, and we were thrilled to host a visit from the UNHCR (UN Refugee Agency) Canada!

None of this would be possible without the generous support of our partners, donors, funders, and volunteers! Thank you to board and committee members who make us stronger. Finally, a huge thank you to the staff team. You make every day a great day at IRCOM. Thank you all for helping so many newcomers find a community of belonging.

**Shereen Denetto, Executive Director**

# Message from the Board



**I am pleased to present IRCOM's Annual Report.** This past year has been one of challenges and triumphs as we continue our mission to support newcomers in their journey to settle and thrive in Canada. IRCOM remains steadfast in its commitment to provide essential services and resources to those navigating the complexities of immigration and integration.

Our Homework program was thrilled to receive new classroom computers, increasing their capacity to support even more youth with online assignments and learning. Both Ellen and Isabel continued to see much needed upgrades to make our buildings more accessible, ensuring that all tenants feel at home in our buildings and courtyards.

On behalf of the Board of Directors, thank you to each and every staff member who dedicated their skills and passion to support newcomer families and build an inclusive community. Their resourcefulness, creativity, and tireless efforts continue to have a profound impact on the lives of newcomer families. This team, led by our incredible executive director, Shereen Denetto, have been instrumental in IRCOM's continued success, and I am grateful for their contributions.

Thank you to our tenants and the broader newcomer community who, every single day, show resilience and courage as they make a new home for themselves and their families in Canada.

As President, and a former tenant, it has been an honour to serve with a board who exhibit commitment and competency in pursuit of excellence in settlement service delivery for refugee families as they build new lives in Canada. I want to personally thank the Board of Directors and Committee members for their dedication. We now also have a board that is diverse and representative of the communities we support.

I extend my gratitude to our partners, donors, and supporters whose generosity and commitment enable us to make a meaningful difference in the lives of newcomers. Your contributions ensure that our organization remains a beacon of hope and opportunity for embarking on a new chapter in Canada.

Without all of you, we could not have accomplished what you see in this report.

Thank you, Merci, Miigwetch!

**Beyen Embafrash, Board President**

# Our Journey with IRCOM

The **After School Program** is my favourite place to be! My little sister goes to Children's program. She makes arts and crafts, tries new sports, and reads in English. My brother and I go to Homework program every week. School was hard at first because I was not used to Canadian schools but going to Homework program helps me feel like I can belong here. My brother plays on the boys' soccer team. I'm going to try out for the girls' team this year. In the summer, there are programs every day. We volunteer in the community, we barbeque and play games, visit museums and parks, and learn about the land from Indigenous teachers. My siblings and I made a lot of friends here!

The **Facilities and Tenancies** staff made us feel so welcome. They helped us understand our lease, and the suite is safe and clean. The rent is affordable, so we can save money to pay for our kids' activities and for me to go back to school. I start school to be a healthcare aide this fall! If we need something fixed in our apartment, the Facilities staff can help. My husband even found a job as a painter by volunteering with Facilities. We love living at IRCOM and will be sad to leave, but now we have confidence that our family can find a good home here.



**Our family had been in Canada less than 12 months when we applied to live at IRCOM**

Settlement  
and  
integration

## The **Community Resource Program**

staff and an interpreter met with us in our home as soon as we moved in. They helped us make a settlement plan by identifying our immediate needs – all in our language! The life-skills worker taught us how to catch the bus to get groceries and go to school. Our social worker is helping us access supports for our youngest son who needs a hearing aid. I go to Women's program each week to visit my neighbours and learn about so many things, like going to the doctor, staying active, and getting involved in my community. I'm excited to join the parenting program and cooking program soon. They even have child care during programs!



Wrap-around  
holistic  
services

## The **Greening Program**

is a chance for my family and our neighbours to grow food together. Each family has their garden plot. We can grow vegetables from back home and try new ones. My children love to help. It makes my heart full to use my skills from back home, here, and pass them down to my children. The gardens make our community so beautiful and we get to enjoy fresh, healthy food!



## Asset and Capacity Building Programs

taught us a lot about money in Canada. We learned about credit, interest, and savings. The staff taught us about RESPs and helped us open accounts for our kids' future. I joined a matched savings program to help pay for dental work and save for a college course. A staff member who speaks my language helped me understand taxes and even helped me file them.



### The **Volunteer & Community Services Program**

helped me get Canadian work experience. I started volunteering with the Child Care program. I learned a lot. When my English improved, I was able to get a job outside of IRCOM because of my child care experience. Now that I am working, I come back to volunteer with the After School Program.



Community development, capacity building, empowerment



The **Child Care Program and the ECD Hub** are safe spaces our children. I started English classes with IRCOM because my two-year-old daughter can attend child care while I learn. She is thriving in child care. Many of the staff speak our language but she is learning English so fast. They play games, sing songs, and do lots of crafts. My neighbour is a single mom and she just started a new job. The ECD Hub downstairs is a licensed daycare where she can drop off her child.



## The **Newcomer Literacy Initiative**

helps me learn English with other newcomers. I go to half-day classes at IRCOM while my youngest is in child care. My teacher makes it fun, and we use lots of games to help us remember. I am getting more comfortable speaking English. It's still scary but I now can ask people for help and make my own doctor appointments on the phone!

### **Common Ground, Stronger Voices**

I did not know a lot about Canada before I came here. Common Ground came to my English class, and we learned about different Indigenous cultures. Then I signed up for land-based field trips where we learned about sage, traditional medicine, and made tobacco ties. But my favourite activity was going to the big powwow. The regalia and dancing were amazing! It reminded me of my culture back home. We are all unique but similar!



Nurturing Indigenous - Newcomer Relations

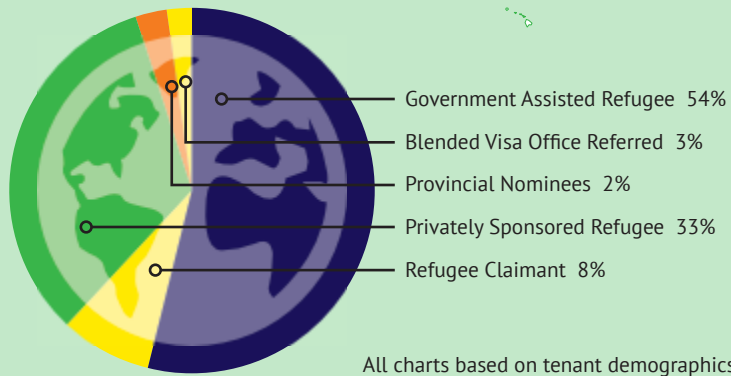
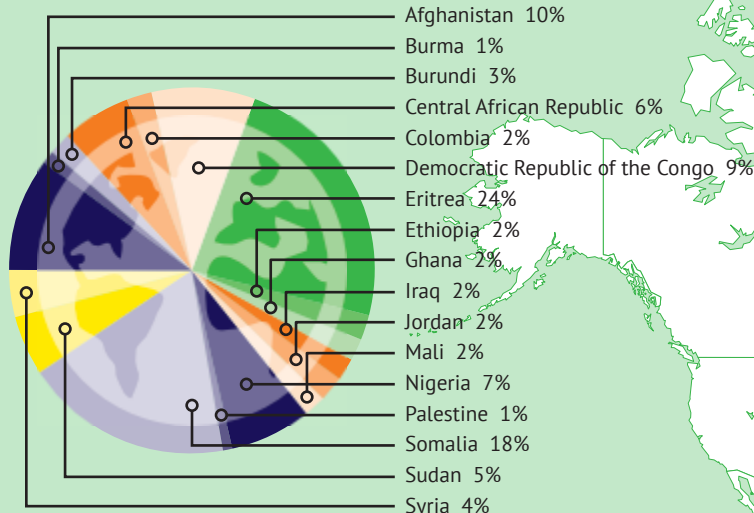
### **Newcomer Youth Participatory Action Research Project**

My friend was part of this new program last year and he told me I should join. We learn about human rights and social justice. We get to be researchers in our own community to learn about the challenges and barriers our peers face. We also talk about solutions and how to advocate for change! This program has inspired me to go to university to study research and social sciences.



# Welcome to

## Ellen House



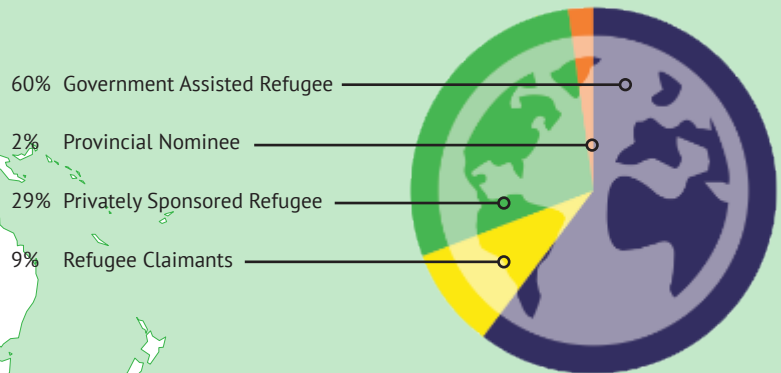
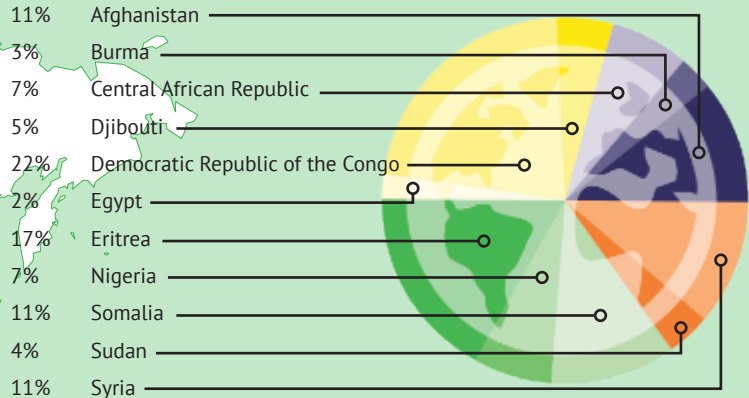
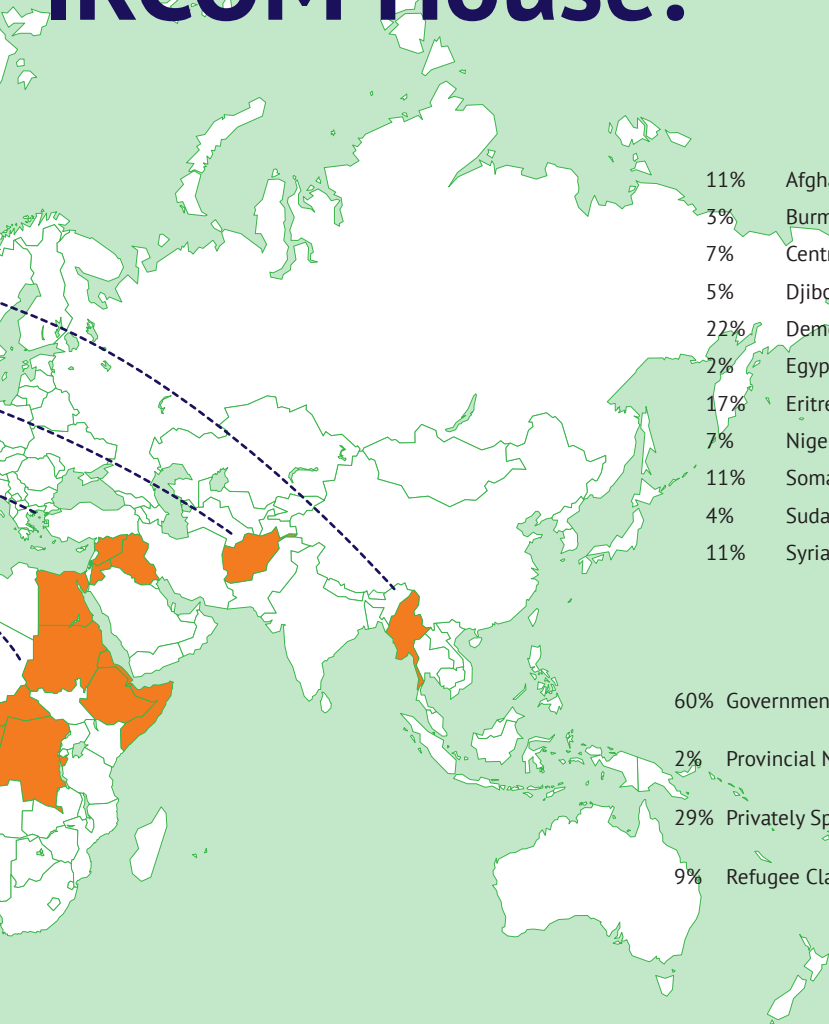
All charts based on tenant demographics for March 2024





# IRCOM House!

## Isabel House





# Facilities and Tenancy Services

**Housing is a fundamental human right** – it is the foundation that allows people to live with dignity. According to the Canadian Mortgage Housing Corporation, in 2023 **social housing** represented only **3.5 percent** of Canada’s total housing stock. Low-income families continue to feel the acute effects, like food insecurity and precarious or inadequate housing, that rising costs and housing shortages bring.

**Safe and affordable housing creates stability** for all other settlement processes to begin. When families move beyond survival mode and precarity, they can focus on learning the language, accessing health and school systems, finding work, and **pursuing their goals**.

Last year, we saw not only a higher volume of applicants but also an increase in highly vulnerable refugee families, facing complex barriers. **IRCOM offers 110 families their first home in Canada** along with the support they need in their first three years, to be able to integrate into Canadian society and thrive. **This year, we welcomed 42 new families to their new home.**

Our Facilities team strengthened **safety and sustainability** in our buildings with LED lighting upgrades throughout Isabel common areas and courtyard improvements, while Ellen received a new key card access system and accessibility enhancements. **Our buildings are brighter and more accessible!**



“

During my first week at 95 Ellen, I had to call [the caretaker] in the middle of the night because of a leak in the bathroom faucet. He stayed with us to ensure the leak was fixed. He is always there when we need him.”

**Laetitia, Ellen tenant**



## After School Programs (ASP)

**ASP holistically supports children and youth's intersectional needs** as they navigate settlement, integration, and belonging. Our strengths-based programs empower children through literacy, arts, and social-recreational opportunities, and youth through leadership and capacity building, pre-employability training, peer support and sharing circles, academic enrichment, and cross-cultural learning.

After one year in our **permanent space at IRCOM's Learning Centre**, our Homework and Education for Youth (HEY) program experienced high attendance and youth engagement. We have seen **youth improve and thrive in school, build positive peer relationships, explore their creative and academic interests, and build interest in post-secondary education.**

The HEY classroom **added new learning aids**, including additional computers so that more youth can now work on homework, access online learning tools, and develop computer skills. A daily sharing circle was introduced, where staff and youth discuss cultural and current events and explore emerging topics such as the influence of AI in education.

**Our Cobras soccer teams in the Winnipeg Youth Soccer Association continue to make us proud!** The U17 Boys placed second in the league finals. The U16 Girls played a great season, experienced some amazing wins, and saw strong development as a team.

Our **Children's Program** went through transition as we reintroduced a cooking program, where children learned about nutrition and made kid-friendly recipes, and we said goodbye to our Mini Girls Sports pilot program.

“

I was shy and didn't know anyone at first. I started Book Club to help with my English and ended up making friends and joining other programs like soccer and Leadership. The staff really listen to us and do everything they can to help us do well.”

**Grade 11 HEY student**





# Newcomer Literacy Initiative

One of the **first steps to integrate into Canadian society is learning English**. Our adult students learn topics that are relevant to their daily lives so that they gain the confidence to do daily tasks like buying groceries, going to the bank, or communicating with their children's teachers. For adult students, learning to do everyday activities and making friends in a new language can be daunting and isolating. IRCOM's NLI program offers a welcoming space to build connections in the community and begin to feel at home.

This year, our **highly accessible** half-day classes with onsite child care, enrolled over **60 adult students**. Students and teachers celebrated many stories of students using English outside the classroom. One student shared that they are **learning English together as a family**. At home, they practice reading to their children in English, and they sing the songs that their child learns while in child care! Another shared how they practiced calling a repairman in class, which gave them courage to call a plumber to fix their sink!

NLI continued to integrate opportunities for **truth and reconciliation** into the classroom. IRCOM's Common Ground, Stronger Voices program visited classes to share Indigenous culture, and students participated in a workshop on powwow protocols – this workshop prepared students to attend the Manito Ahbee Pow Wow.

“

I love coming to school. I don't like being at home. I prefer to come to school and learn English. I never got to go to school in Afghanistan, so I am very happy to come to school in Canada! Now I am going to school for the first time at IRCOM. I am learning English and I love going to school!”

**Habiba, NLI student**





# Child Care Program

**Our Child Care Program helps tenants with young children access IRCOM programs.** Without child care, many parents would not be able to attend settlement and orientation workshops, employability programming, English classes, or parenting and peer support programs.

In program, children play learning games and **acquire important skills** like emotional regulation and positive social interaction. Our diverse team speaks 19 languages combined, most of which are represented within our tenant population – the ability to communicate in families’ first language builds trust among parents and staff as they begin bringing their children to program.

We support parents to learn about their children’s developmental milestones and how to **encourage positive progress at home**. Every program, children explore and play with arts and craft, music, and practice motor skills. The Child Care program empowers children to grow into their own potential and sets them up for success when they are old enough to attend school. We are always amazed to see how children thrive in inclusive and safe spaces!

This year, a **total of 32 children between 6 months and 6 years** attended child care 4 days a week for our 10 months of English classes, totalling an astounding **1,390 hours of childcare**. We also provided 390 hours of child care for 161 workshops/programs across the organization, benefiting **227 newcomer children**.





“ I like the fact that my kids are well taken care of and well supported. The staff really care about the children. He is making new friends, and learning everyday. I am very happy for the daycare.”

**Houda, IRCOM Isabel tenant**



# Asset and Capacity Building Programs

Our **Asset and Capacity Building Program** empowers newcomer families with specialized financial education to increase financial literacy in Canadian contexts. Partnerships with SEED and United Way Winnipeg allow us to provide **money management education, matched savings programs** – including a dedicated program to repay government immigration loans – **access to benefits**, and a **community financial helpline**. IRCOM's financial literacy programs are available to our tenants as well as the broader newcomer community.

The economic reality for many people is increasingly challenging with increased costs to living. Our **holistic approach** alleviates poverty by **leveraging money back to the community** and supporting families to talk about and **implement healthy money habits** that set them up for success both now and looking into the future.

In our matched savings programs, families saved for needed assets like dental care, school tuition, textbooks, computers, and more. Clients received help obtaining identification, filing taxes, and opening RESP accounts. Our Access to Benefits team hosted a special workshop on financial scam awareness and prevention, after identifying a need in our community.

“

At the beginning, I learned a lot of things that seemed difficult for a newcomer. When I [learned more], they become easier, such as how to keep track of my monthly expenses... and the differences between financial institutions. I will be more careful to save money.”

**Ahmad, Money Management program participant and software developer student**





# Early Childhood Development Hub

**The Early Childhood Development (ECD) Hub**, in partnership with Freight House Early Learning & Care, provides quality, licensed childcare inspired by Abecedarian approach, an evidenced-based model that improves socio-emotional learning outcomes for vulnerable children. This holistic approach to daycare **meets the needs of the youngest members** of our community and increases school readiness by fostering learning, development, and socialization in a safe, **culturally diverse environment**.

Our ECD Hub Coordinator helps families without daycare **access respite spots**, enabling them to attend refugee claimant hearings, doctor appointments, or attend to other immediate needs. Daycare is a huge need for our families! It can be a barrier, especially for mothers, to access education, work, or to pursue other settlement goals.

In addition to the daycare component, our ECD Hub Coordinator provides early **child development education** through home visits, one-on-one drop-ins, and **parenting programs**. Parents come to Canada with many skills but settlement stressors, parenting contexts, and environments may be different. IRCOM's ECD Hub works with parents **to honour their cultural values** and learn about parenting in a new country. In parenting programs, parents can learn from each other, support each other, and build relationships with their neighbours.

“

Daycare helped me to access work. I like the daycare it is helping my son to learn, now he knows the alphabet, colors, count numbers and speaks English. His social skills have been improved. He learned painting and coloring. We like the daycare because it helps [us] to work and helped the children to learn more things.”

**Hafsatu, IRCOM Isabel tenant**





# Community Resource Program

The **Community Resource Program** encourages community among our tenants and equips them with information, resources, and **opportunity to use their strengths and pursue their settlement goals**. We provide case management and Canadian life skills coaching to families facing barriers to settlement with home visits **in first language**, accessible drop-ins, and group programming with interpretation and childcare.

This year, we had **1955 home visits and 3811 drop-ins**! Our group programs covered topics such as healthy relationships, reproductive health, dental hygiene, mental wellness, family law, and more.

We were thrilled to add **Inclusion Support Workers** to our team this year, who provided children and youth with disabilities additional supports to **meaningfully participate** in programs. These staff also brought English learning to adults unable to attend English classes.

As always, our work is improved by the considerable **skills and contributions** of our tenants. They not only rebuild social networks with neighbours of diverse backgrounds and languages, but they also contribute their **time and talents** to make our IRCOM community a safe and welcoming place. Tenants organized our Neighborhood Watch and initiated road safety awareness among children and youth, and our **Tenant Leaders** shared valuable feedback with staff and facilitated strong and trusting relationships within our shared community.



“

My son has disabilities, and it was hard for him to attend and participate in program. But now he feels like he's part of it. He's happier and excited to go to program, asking about when he can go again.”

**Father of child in Inclusion program**



# Common Ground, Stronger Voices

The **Common Ground, Stronger Voices** project **integrates Indigenous histories, knowledge, and cultures** into IRCOM programs. Special work shops and events create grassroots opportunities for Indigenous-newcomer communities to **build bridges and foster lasting connections**. IRCOM is committed to **taking actionable steps** and demonstrating reciprocity towards **truth and reconciliation**. We are grateful for the generosity of Indigenous organizations and leaders who walk beside us in this journey.

Partners such as Rossbrook House, FortWhyte Alive, Mount Carmel Clinic, and the North End Women's Centre supported **land-based learning** and joint programming for tenants and community members, including sage picking, a moccasin making workshop, family cooking classes, and a visit to Bois-des-Esprits.

**sākihiwē** festival partnered with us again to host a **community concert** with performers from both newcomer and Indigenous backgrounds, including Hoop dancer Shanley Spence, Double the Trouble, and Winnipeg Dance Collective.

Cultural Advisor, **John Houle**, enriched our events and programs with meaning and ceremony. Knowledge Keeper, **Clayton Sandy**, strengthened our program by connecting our communities, including hosting a mini powwow where tenants learned about grass, fancy, traditional, and hoop dance, and the cultural significance of dancers' regalia. This new event acted as a primer for tenants to attend the **Manito Ahbee Pow Wow, the second largest powwow in Canada**.





“

In my culture, we use plants for healing too. The field trip was good. The Elder taught us how to be thankful for the plants and how they help us. We picked plants together and it reminded me of home. We don't have the same plants as here so now I feel like I know more about the land.”

Fatima, Isabel tenant



# Greening Program

**IRCOM Ellen's** shared balconies turn into container garden plots every summer. Tenants use their agricultural skills, or learn new skills, and **grow healthy, affordable food for their families**. Many involve their children so that they can learn where their food comes from and how to grow it.

The simple act of gardening offers profound opportunities for families to root their cultural foods and knowledge here on Canadian soil, while learning new foods, techniques, and growing climates. The gardens **beautify our community** and promote **wellness** while offsetting the rising cost of groceries. We estimated an average of **\$80 in savings per month** when tenants can supplement their groceries with produce that they harvest.

This past year, we had **13 growers** – 10 were new to the program and brand new to Canada. They were happy to grow organic, healthy food. At the end of the season, we opened the program up to the rest of the Ellen tenants and partnered with the Immigrant Centre to provide a **workshop on nutrition**.

We are planning to expand our gardens and offer more tenants the chance to grow container gardens on their own balconies. We are fortunate to benefit from the incredible skills of our talented Greening Coordinator, as he coaches tenants in growing beautiful gardens.





## Volunteer and Community Services Program

The Volunteer Program **connects Canadians with the newcomer community** through volunteer opportunities in all IRCOM programs and provides newcomers a unique chance to engage in their new environment and **build valuable Canadian work experience**. IRCOM could not provide our diverse suite of programs without the dedication of our volunteers.

This year, our **150 volunteers contributed close to 13,000 hours**, with the most hours in our Newcomer Literacy Initiative and Homework and Education for Youth programs. **Thirty-eight tenant volunteers** also volunteered their time and skills as Neighborhood Watch and Tenant Leaders, making our neighborhood safer for our children and building strong and trusting relationships with all our tenants.

**Twenty-five participants** from IRCOM's employability program, RISE, gained exposure to the Canadian workplace through volunteering with our Child Care and Facilities teams. We also welcomed **20 practicum students** throughout the organization.

**Volunteers generously share their skills and time.** They enrich our programs with one-on-one tutoring, conversational English practice, mentor and our children and youth, and so much more! They lighten the load of our program facilitators and help create a **community of belonging** for all. Thank you to each and every volunteer for sharing their gifts and being part of our community!



“

I [volunteer] at IRCOM because I always like working with newcomers coming from so many different countries and cultures. I was an adult EAL teacher for years after retiring from K-12 and missed the adults a lot. I've been so happy in Carlos' classroom every week as there's such a great atmosphere, camaraderie and learning going on. Thanks so much for the opportunity!”

**Diane, NLI volunteer**



# Research and Evaluation at IRCOM

The **Newcomer Youth Participatory Action Research** team (NYPAR) concluded its two-year youth-led research and advocacy project that focused on newcomer refugee youth and issues faced by them in the education and justice systems. The project was based on an innovative approach to **positive youth and community development** in which youth are trained to conduct systematic research to improve their lives, communities, and the institutions intended to serve them.

**Youth researchers**, guided by Drs. Aynslie Hinds and Sarah Zell, learned about different research methods, particularly survey development, question formulation, and **photovoice** techniques. Youth developed and conducted surveys and interviews and participated in workshops on data analysis. Youth then took findings from their research to **advocate for themselves and their communities**.

The project culminated with a series of workshops with **Just TV** where youth expressed themselves through multimedia in a safe, fun, and creative environment. The result was a powerful video of the group expressing not only their past experiences, but also their hope for changes in the school system going forward, in addition to sharing their hopes for their own futures. Youth also led a **forum on anti-racism in education**, where the voices of young newcomers and racialized young leaders took center stage, offering invaluable insights into their experiences with individual and systemic racism within the education system in Winnipeg.



“

For me, and for a lot of people I know, school is our first experience with institutional racism and racism in general. Our experiences on the playground are those moments that make you realize 'oh, I'm Black'; and what that really means. In middle school, you start to realize that you have all the experiences that teach you or tell you what you are and where you belong. And I think all these experiences have led me to think that this is something that I'm passionate about. This is something that I talk a lot about and I want to do something about it, so I plan on becoming a teacher.”

**NYPAR participant**

## Board of Directors

### Executive:

**Beyen  
Embafrash**  
President

**Thomas Miles**  
Vice-President

**Joan Presto**  
Treasurer

### Members:

**BereketAb Mebrahtu\***  
**Diana (Dee) Dela Cruz**  
**Jen Chartrand\***

**Left to right front row:** Joan Presto, Maryam Razzaq,  
Shakila Atayee

**Left to right middle row:** Surafel Kuchem, Jen Chartrand,  
Shereen Denetto

**Left to right back row:** Thomas Miles, Beyen Embafrash



**Shakila Atayee**  
**Surafel Kuchem**  
**Maryam Razzaq**

**Jennifer Montebruno**  
**Ivy Mannil (ex officio)**

## Committee Members

### Strategic Planning and Programming Committee Members

<b>Thomas Miles</b> (Chair)	<b>Maryam Razzaq</b>	<b>Linxiao Wang</b>
<b>Denis DePape</b>	<b>Surafel Kuchem</b>	<b>Orya Achan</b>
<b>Shakila Atayee</b>	<b>Jennifer Montebruno</b>	<b>Sonia Sharma+</b>

### Stewardship Committee Members

<b>Joan Presto</b> (Chair)	<b>BereketAb Mebrahtu*</b>	<b>Diana (Dee) Dela Cruz</b>
<b>Timur Ganiev</b>		<b>Surafel Kuchem</b>
<b>Beyen Embafrash</b>		

### Governance Committee Members

<b>Beyen Embafrash</b> (Chair)	<b>Thomas Miles</b>	<b>Jen Chartrand</b>
	<b>Joan Presto</b>	<b>Ivy Mannil</b> (ex officio)

\*Resigned in March 2024

+Resigned in June 2023

# Welcome and Thank you

We were excited to welcome **Beyen Embafrash** as our new board president in June 2023. Beyen brings valuable leadership experience and insights to this role and is a strong advocate for newcomer communities.

We also say goodbye to Board members Jen Chartrand, who served from 2021-2024, and BereketAb Mebrahtu, who served from 2022-2024, as well as committee member Sonia Sharma.

We wish you all the best!

Thank you to all our board and committee members who have impacted and changed IRCOM for the better. We are deeply grateful for your contributions.





## IRCOM Staff

Nahla Abdelwahab  
Luladei Abdi Hassen  
Narmine Abed Al All  
Hakeem Adewuyi  
Abdirahman Ahmed  
Abdikadir Ahmed  
Hodan Ali  
Henok Andemichael  
Nardos Andemichael  
Yosra Ayash  
Amjad Ayash  
Hafsatu Aziz  
Taewook Bae  
Nishant Barthwal  
Neveen Basiliuous  
Adija Bayubahe  
Chelsea Bonan  
Vivian Bosa  
Manjeet Brar  
Kristy Brown

James Bussidor  
Carlos Calisto  
Manny Camaclang  
Surjani Caraan  
Tatiana Connor  
Breanne Courcelles  
Shalini De Silva  
Shereen Denetto  
Ajang Deng  
Carina Di Santi  
Diriba Dinber  
Dimetera Domenic  
Cristina Dreyer  
Brenda Ducharme  
Mostafa Ebrahimi  
Nouran Eldesouki  
Amber Epp  
Maligne Esposito  
Oluwapemi Eze  
Tiffany Fernando

Tim Froese  
Carolina Galvis  
Aron Gebremariam  
Fitsum Getahun  
Fikremariam Gezae  
Samuel Ghebretatios  
Yafet Ghebretnsae  
Debora Habte  
Magi Hadad  
Matthew Halchakar  
Kilishar Hamde  
Guesh Haylemical  
Dan Henrickson  
Berevan Hesso  
Hozan Ibrahim  
Ledgie Ison  
Jephthah Iyaro  
Letekidan Izuz  
Patrick Jordan  
Mathew Joseph

Betlhem Kassa  
Arshdeep Kaur  
Mona Kaur  
Mesfin Keno  
Dawit Kiflom  
Colin Kowal  
Latifa Mahama  
Sadio Mahamed  
Ligia Mariz  
Megan Marques  
Nolan McCue  
Emilienne Minani  
Mohamed Mohamed  
Amina Mohammed  
Rose Muambi  
Varina Murray  
Dominique Musafiri  
Drocella Mukankubana  
Senait Nesur  
Mamadou Niangadou

Morgan Nichols  
Yvette Niyonkuru  
Jozi Oliver  
Ariet Opodhi  
Najma Osman  
Issouf Ouermi  
Jenn Paraiso  
Desirae Phillips  
Sam Popel  
Randall Ramoutar  
Kiara Rasmussen  
Deryl Raymundo  
Carol Reimer  
Aziz Roudani  
Ryan Saka  
Grace Salaam  
Eden Samson  
Rania Shaaban  
Mozhgan Shaygan  
Ahmad Shehadeh

Irene Sheldon  
Esperence Shima  
Bettina Shyllon  
Oladoyin Stephen-  
Adeusi  
Saliem Strempler  
Fatuma Sufi  
Zhanna Sytar  
Diba Tabatabaei  
Wan Joo Tan  
Shireen Tawil  
Selam Tesfazghi  
Hani Teweldemedhin  
Ashima Tiku  
Julia Todd  
Agnieszka Valencia  
Seeba Wahabi  
Aida Woldeeslassie  
Isaias Woldetsnae  
Maryem Zahra



## Strategic Plan 2021-2025:

# Living Our Story and Sharing Our Story with Intention

### Developing Sustainable Organizational Systems and Structures



**Meet our Leadership Team:** Lead staff from 9 different programs meet regularly to help steer the ship and move us forward. This year was the “Year of Training” – IRCOM held 23 trainings for 70 staff in 12 months.

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



**Meet our NYPAR Youth Group** and their amazing leadership in highlighting the voices of youth and allies for systemic change in education.

### Actively Pursuing Truth and Reconciliation with Indigenous Communities



**The Common Ground Team** coordinated over 25 sessions that foster relationships and improve understandings between our communities – we are more alike than different!

## Pursuing Program Excellence Verified by Evaluation



**Meet our Research and Evaluation Team:** Megan and Magi have conducted many high-quality in-house evaluations (a first for IRCOM!), helping us hear the voices of our participants, improve programs, and impress our funders

## Stabilizing IRCOM's Funding



**Meet our Finance Team:** Together they run our very efficient department and our amazing team brought in grants from *more than 50 sources* totaling *more than 4 million dollars in revenue* last year, processing donations from hundreds of loyal IRCOM supporters and donors.



**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 Thanks Our Amazing Volunteers and Students!

Jael Jeremano  
Idowu Adeogun  
Sixto Szeto  
Margaret Sheppard  
Terry Woods  
Manar Murad  
Tatianna Connor  
Melanie Gaudreau  
Donna MacKinnon  
Susan Billinkoff  
Diane Zack  
Mamadou Niangadou  
Shannon Chenier Hiebert  
Sherielle Cruz  
Lauryn Watt  
Ishara Herath  
Misha Cook-Libin  
Amanda Lussier  
Hafsatu Abdul Aziz  
Teagan McMahan  
Dean Klassen  
Lyne Courtemanche  
Anika Roberts  
Abrar Abdelmohamoud  
Rahwa Awshek  
Hilary Robson  
Larry Paetkau  
Kathryn Walker  
Emma Cloutier

Jack Hayes  
Wraanga Peyawary  
Leanne Kuo  
Kristin Corkery  
Shenna Fauni  
Janessa Sawatzky  
Muhammad Zain  
Roshni Bhullar  
Shuaib Alimadah  
Charlie Desjarlais  
N'Adom Fosu-Siaw  
Minaam Mahmood  
Denyella Ricci Piedra  
Aron Tekle  
Tusia Kozub  
Shannon Selin  
Hani Teweldemedhin  
Wen Yu  
Zack McAllister  
Ritchie Diggs  
Kasra Sorkhi  
Elizabeth Jones  
Devlin Collins  
Lucie Mukamugema  
Yussra Abdo Mitiku  
Clea Hernandez  
Shayla Larson  
Yvonne Cunanan  
Warren Eaton

Ellery Freedy  
Debora Habte  
Jozi Oliver  
Linxiao Wang  
Amanatjeet Kaur  
Nicola Kish  
Stacey Line  
Nadia Rodzinski  
Nancy McQuade  
Kiru Jock  
Peter Lawrynuik  
Claudine Perrott  
Pat Ross  
Dave Beckett  
Anicet Bayisabe  
Qadija Axmad  
Kennady Prociuk  
Adeena Sajid  
Selin Surmen  
Vanessa Wollmann  
Even Mogos  
Kholesamay (May) Spencer  
Maggie Armstrong  
Daisy Villarama  
Ashman Ashman  
Lucy Bowman  
Kevin Chan  
Samantha Sawazki  
Nathan Solomon

Thao Pham  
Bree Bodman  
Devon Driver  
Ayantu Mulugeta  
Akhil Ramdoyal  
Brendon Virtucio  
Carina DiSanti  
Habibo Aweis  
Carlos Calisto  
Nouran Eldesouki  
Anaïs Biernat  
Jonathan van Dyck  
Omar Ahmed  
Louise Koblauch  
McKenna Black  
Holly He  
Tapu Klee  
Parisa Parisa  
Kesanet Kelati  
Jenna Vandersteen  
Norlita Orbien

## TENANT LEADERS

Ndebo Rugereza  
Laetitia Bahati  
Ahmed Noor Roble  
Manar Murad  
Tamara Murad  
Abdifetah Siyad Korane  
Maryan Omar Farah  
Ali Mohamed Ali  
Azmaria Gebrenigus  
Matiwos  
Hamza A.H. Abdullahi  
Mohammad Dawood  
Khasheei  
Zohra Nawrozi  
Diane Dusabe  
Aliyi Gemedo Jama  
Fatima Bashir  
Bilonda Chatie Mukonkolo  
Adnan Mohamed Shirwa  
Helenic Kalemba  
Abdalla Nourelgalil  
Tigesty Sebhata Habtu  
Daniel Gebru  
Hedayatullah Hedayat

## Funders and Donors

### FUNDERS

Anonymous Donor  
Assiniboine Credit Union  
Calgary Foundation  
Canadian Race Relations Foundation  
City of Winnipeg  
Communities 4 Families  
Community Housing Transformation Centre  
Government of Canada  
Graham C. Lount Family Foundation  
Investors Group Financial Services Inc.  
Manitoba Housing Renewal Corporation  
Manitoba REALTORS® Shelter Foundation  
Province of Manitoba  
SEED Winnipeg Inc.  
TD Ready Challenge  
The Winnipeg Foundation  
United Way Winnipeg

*\*Top Donors are listed above,  
but every donor is valued by IRCOM.*

### DONORS

Apuckalypse Now, Cory Bellhouse  
Be the Change Fund in Honour of Erich Ursula  
and Mary Schmidt  
Chantelle Menard  
Daniel Arthur and Ann Jones Fund  
Doneta Brotchie  
Dorota Blumczynska  
Jaye Miles  
John Vogan  
Jonathan Paterson Foundation  
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Myron Klysh  
Omid Moterassed  
James A Richardson  
Shelmerdine Garden Centre Ltd.  
The Gagnon Family  
Timur Ganiev  
University Medical Group\*

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

Generous support from donors and funders like you makes IRCOM's mission possible. Thank you for your trust and continued support – we are proud to partner with you all! Your generosity makes a difference in the lives of hundreds of newcomers, strengthens our shared community, and brightens the fabric of our nation.

**IRCOM is a registered charity (128429537 RR 0001). We accept donations from individual donors as well as from corporations or foundations. We also accept donations administered through various agencies or charitable giving platforms such as CanadaHelps, United Way Winnipeg, The Winnipeg Foundation, Benevity, and Abundance Canada.**



We wish to extend our deep appreciation 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

## Partners & Special Projects

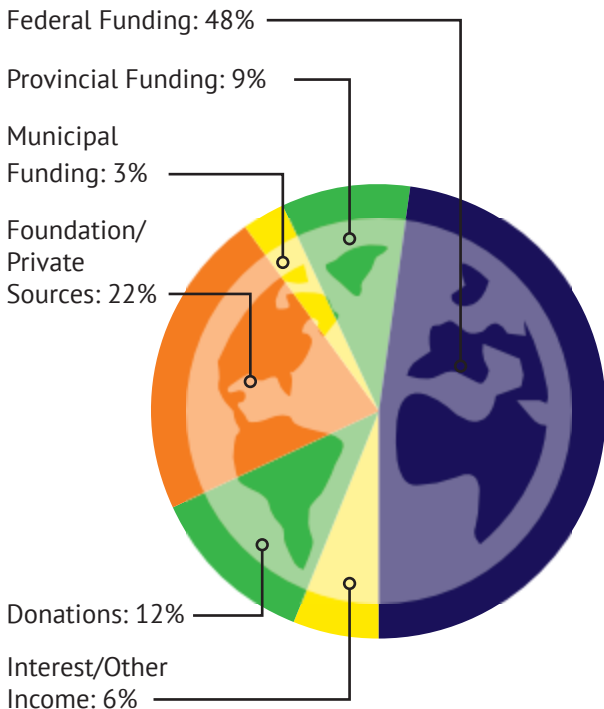
Accueil Francophone	Communities 4 Families Downtown – Parent-Child Coalition	Manitoba Association of Newcomer Serving Organizations	Sexuality Education Resource Centre Manitoba
Art City	Crestview United Church	Manitoba Financial Empowerment Network	Social Planning Council of Winnipeg
Assiniboine Credit Union	Daniel McIntyre Collegiate Institute	Manitoba Interfaith Immigration Council (Welcome Place)	Sport Manitoba Fit Kids Healthy Kids: Safe at Home
Assiniboine Park Conservancy	Dufferin School	Manitoba Non-Profit Housing Association	Sport Manitoba Performance
Aurora Family Therapy Centre	Elmwood Community Resource Centre	Manitoba Possible	St. Charles Soccer Association
Axworthy Health & RecPlex – University of Winnipeg	Empower Manitoba	Manitoba Soccer Association	Technical Vocational High School
Booth University College	Ethnocultural Council of Manitoba	Manitoba Start	The Hood Fams
Boys & Girls Clubs of Winnipeg	Facilitated Solutions	Mosaic Newcomer Family Resource Network	The Manitoba Museum
Canadian Centre for Policy Alternatives	Family Dynamics	Mount Carmel Clinic	The Winnipeg Foundation
Canadian Community Economic Development Network	Freight House Early Learning & Care	N.E.E.D.S. Inc.	Turtle Island Project, Clayton Sandy
Canadian Council for Refugees	Green Action Centre	Network of Organizations for the Wellbeing of Newcomers, Immigrants and Refugees	United Way Winnipeg
Canadian Mortgage and Housing Corporation/ National Housing Strategy Research team: Dr. Sarah Zell, Dr. Jill Bucklaschuk, Dr. Aynslië Hinds, Dr. Lawrence Deane	Harvest Manitoba	New Journey Housing Newcomer Education Coalition	University of Manitoba
Canadian Museum for Human Rights	Hugh John MacDonald School	North End Women's Centre	University of Winnipeg
Canadian Muslim Women Institute	Immigrant Centre Manitoba	Red River College	Valour FC
Centennial Community Improvement Association	Immigration Partnership Winnipeg	Rossbrook House	Victoria Albert School
Central Neighbourhoods Winnipeg	John Houle	Rotary Adventures in Human Rights	West Central Women's Resource Centre
City of Winnipeg	Just TV (Broadway Neighbourhood Centre)	sākihiwē festival	Winnipeg Art Gallery
	KidSport Winnipeg	SEED Winnipeg	Winnipeg Blue Bombers
	Koats for Kids (United Way Winnipeg)	Seven Oaks School Division Met Schools	Winnipeg English Language Assessment and Referral Centre
	Ma Mawi Wi Chi Itata Centre		Winnipeg Regional Health Authority
	Manitoba Advocate for Children and Youth		Winnipeg Youth Soccer Association
	Manitoba Association for Rights and Liberties		Youth Agencies Alliance
			Youth Employment Services

### NEW PARTNERS

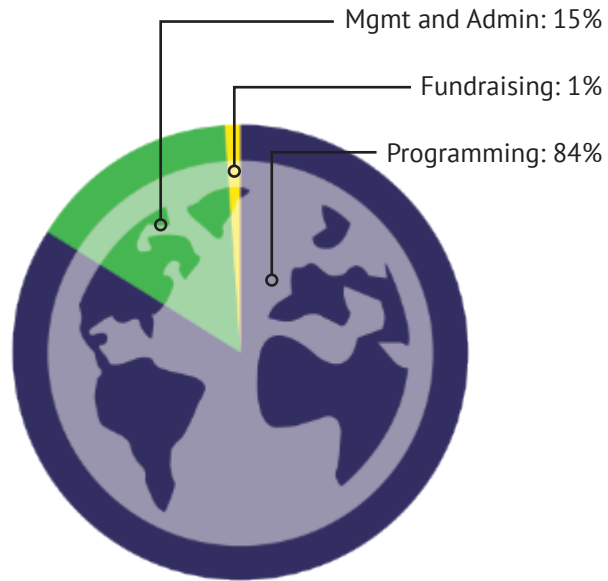
Creative Spaces  
 Manito Anbee  
 Opportunities for  
 Employment  
 SOAR Heartland  
 True North

# 2023-24 Financials

## INCOME (\$3,940,878)



## EXPENDITURES (\$3,939,829)



## Net Income (\$1,049)

These figures are based on IRCOM's audited financial statements for 2023-24. A copy of our annual audited financial statements is available upon request.



Immigrant and Refugee  
Community Organization of Manitoba

**IRCOM House Ellen**  
95 Ellen Street  
Winnipeg, Manitoba  
R3A 1S8

**IRCOM House Isabel**  
215 Isabel Street  
Winnipeg, Manitoba  
R3A 1R5

**IRCOM Learning Centre**  
357 Bannatyne Avenue  
Winnipeg, Manitoba  
R3A 0Z3

(204) 943-8765  
[www.ircom.ca](http://www.ircom.ca)  
[info@ircom.ca](mailto:info@ircom.ca)

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[www.ircom.ca/donate](http://www.ircom.ca/donate)  
or cash/cheque at our office: 95 Ellen St.

