



IRCOM

IRCOM
Immigrant and Refugee
Community Organization of Manitoba

Annual Report
2024 - 2025

INC.



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Vision and Mission



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.**

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.

Executive Director's Message



Every day at IRCOM, I'm reminded of what a special place this is.

Hamza, Fadumo, and their children are soon leaving IRCOM. Hamza took the time to write us this note: "We ... want to take a moment to say a huge thank you. IRCOM has been so much more than just a place to live—it's been a community that has supported us in so many ways. We're incredibly grateful for everything, from the kindness of the staff to the sense of belonging we've felt here. This place has truly made a difference in our lives, and we'll always

appreciate the time we spent here."

We feel so privileged to journey alongside wonderful people like Hamza, Fadumo, and their children, as they build a new life in Canada. At IRCOM, we are right in the midst of community and our close relationships with our families, students and youth mean our services are all the more effective. In our Annual Report you will learn about the truly holistic model that is IRCOM with programs to serve every member of the family, delivered by our knowledgeable and diverse staff team. Our core programs have been running smoothly with the addition of an exciting new multi-year research-action project addressing dating violence prevention among newcomer teens. **Last year, we served 1885 people from over 20 different countries.** IRCOM was also pleased to support a special humanitarian initiative to house Gazan families with children needing medical aid. With the boom in social housing development, we have some wonderful opportunities for growth and expansion on the horizon, but at the same time have had to contend with funding challenges as immigration levels drop across the country. Yet, IRCOM has weathered many a storm, and this will be no exception. We continue to benefit from the generous support of our partners, donors, funders, and volunteers! Thank you to board and committee members who really show up for IRCOM in meaningful ways. Finally, my eternal gratitude to the staff team. You make our workplace so inviting and friendly, and you give of yourselves wholeheartedly, every day.

Thank you.

Shereen Denetto, Executive Director

Message from the Board



I am pleased to present IRCOM's Annual Report. As we reflect on the past year, I am honoured to share the incredible progress and the impacts of our organization in supporting newcomers. It has been a year of resilience, adaptation, and growth, and I extend my deepest gratitude to our dedicated team, board members, volunteers, partners, and supporters who have made this journey possible.

Our mission to empower and uplift newcomers has never been more critical. Throughout the year, we have expanded our services, strengthened community partnerships, and developed innovative programs to help individuals and families successfully integrate and thrive in their new home. Whether through employment support, language training, housing assistance, or cultural programs, we have worked tirelessly to create meaningful opportunities and a welcoming environment for all. We have continued to make a meaningful difference in the communities we serve. One of the key highlights of this year has been the impact of our After School Program, which continues to invest in our youth in diverse ways. Whether through educational support or engaging youth in sports, our After School Program helps them gain confidence and integrate into the community. Our Asset and Capacity Building Program is another important program to mention, with its significant work being done to support our community with financial literacy. This is just to name a few of our many successful and important programs. These accomplishments reflect our collective dedication and reinforce the importance of our work.

Looking ahead, we are excited about the opportunities that the future holds. We are committed to building on our successes and exploring new ways to support and advocate for newcomers. With a focus on inclusiveness, sustainability, and empowerment, we will continue to drive positive changes and foster a community where everyone has the opportunity to succeed.

On behalf of the Board of Directors, I thank you for your unwavering support and commitment. Together, we will continue to make a lasting impact and create a brighter future for all.

With gratitude and optimism, thank you, Miigwetch!

Beyen Embafrash, Board President

IRCOM Highlights



This year, our **After School Programs** celebrated the incredible achievements of 21 youth by awarding an impressive \$11,000 in scholarships! We couldn't be prouder to champion these young individuals, who have excelled in our HEY program, showcased remarkable talent in sports, demonstrated inspiring leadership, and acted as shining role models for their peers.



In 2015, the Truth and Reconciliation Commission of Canada released its Final Report and Calls to Action. Since then, our **Common Ground, Stronger Voices** program has been taking action to respond! We are nearing 10 years of reconciliation in action as we respond to Calls to Action #93 and #94, partnering with 15 organizations and engaging over 2000 participants last year alone.



This year, we were honoured to receive SEED Winnipeg's Community Builder Award—a testament to the impact of our work. Through our **Asset and Capacity Building Program**, we are proud to equip newcomer families with knowledge and confidence to navigate Canada's financial systems.

Year at a Glance



In this fiscal year, IRCOM served a total of
1885 newcomers!
(from newborns to 85 years old)

Age Breakdown



127	251
0-5 years old	12-17 years old
184	1323
6-11 years old	18 and up



Languages
Spoken
at IRCOM



62
Countries
Represented

Our programs work closely together, to have impressive impacts for families.

Staff referred IRCOM tenants to
helpful resources in Winnipeg

3867 times!



Housing Resources

27 families successfully
transitioned out of IRCOM
into their first permanent
home in Canada.

Financial

Empowerment Services

More than 6 million dollars
in refunds back to families.

Spotlight on Children and Youth

IRCOM's Homework and Education for Youth (HEY) Program



180 youth

attended the HEY
program last year
(108 girls, 72 boys)



Average attendance
per night was

35 youth



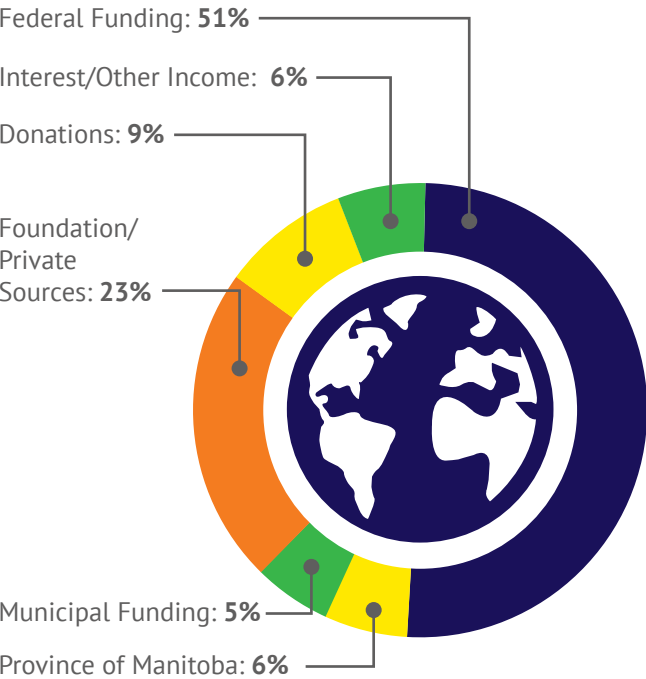
After School Program

148
children
attended
ASP's children
programs

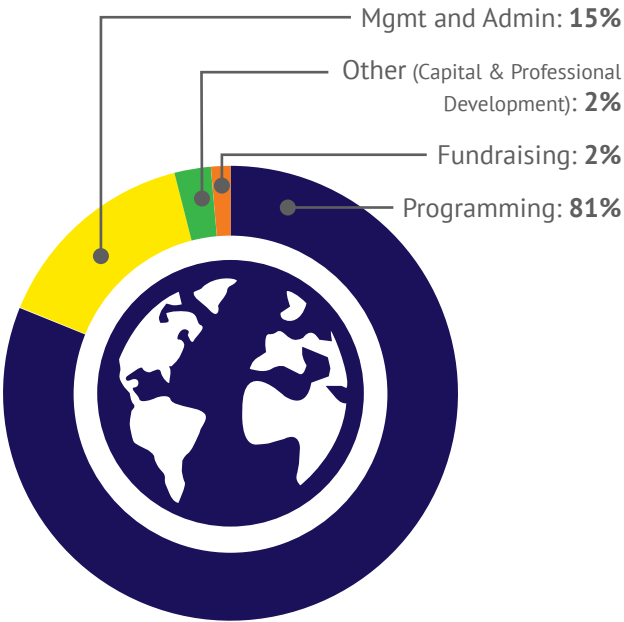
279
youth
attended program
(72% were
non-tenant)

2024-25 Financials

INCOME (\$4,159,736)



EXPENDITURES (\$4,178,298)



Deficit (\$-18,562)

These figures are based on IRCOM's audited financial statements for 2024-25.
A copy of our annual audited financial statements is available upon request.

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 most nights. 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 and 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. 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 attend training. This fall, I will become a healthcare aide! 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 6 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. Our social worker is helping us access supports for our youngest son who has a disability. I go to Women's program each week to visit my neighbours and learn about going to the doctor, staying active, and getting involved in my community. 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 kids love to help. It makes my heart full to use my skills from back home 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 everything 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 a laptop for school and saved for a college course. A staff member who speaks my language helped me file my taxes!



The **Volunteer & Community Services Program**

helped me get Canadian work experience. I started volunteering with the Child Care program. When my English improved, I was able to get a job 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. Many of the staff speak our language but she is learning English so fast now. They play games, sing songs, and do lots of crafts. My neighbour is a single mom and she just started a new job, thanks to having free daycare at IRCOM.



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 directions and know how to call my doctor to make an appointment!

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 field trips outside the city where we learned about traditional medicine and made tobacco ties. But my favourite activity was going to the big powwow. The drums were so powerful and the dancers in traditional clothing - amazing! It reminded me of my culture back home. We are all unique but similar!



Nurturing Indigenous - Newcomer Relations

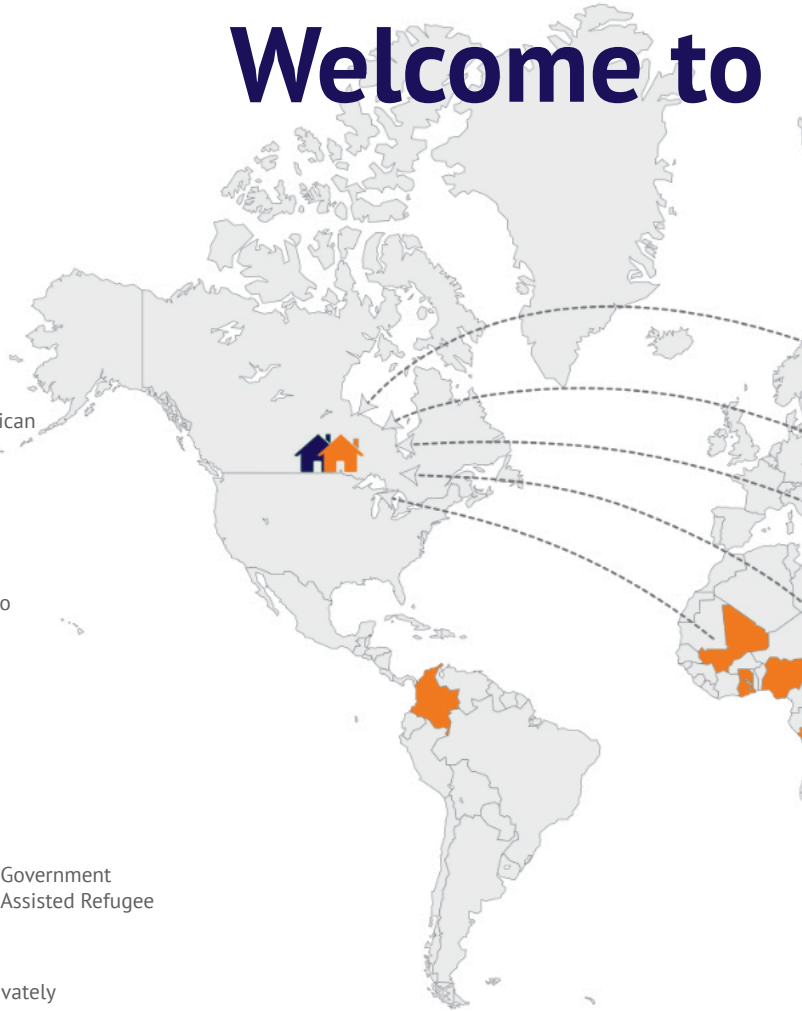
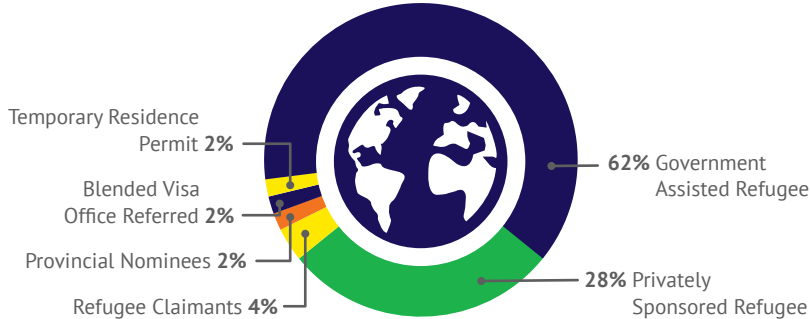
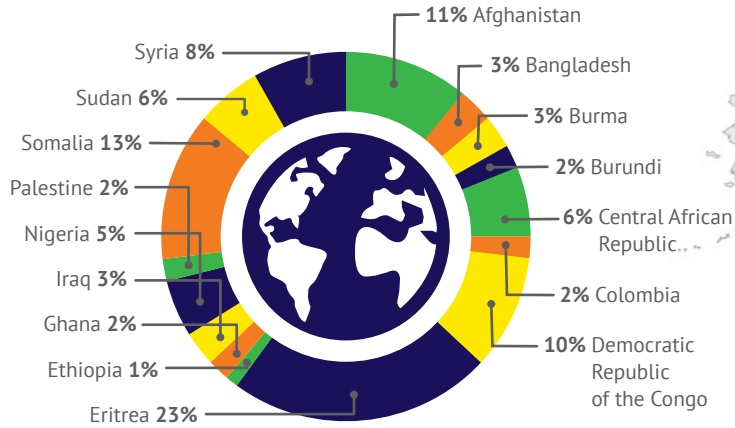
Addressing the Gaps Research Project

I was one of the youth who was asked about my ideas for preventing dating violence and promoting healthy relationships. I was glad to be consulted and I know they spoke to many youth, community leaders and parents too. I plan to sign up for the groups they will be running soon; it's not easy to figure things out as you grow up between two cultures - but I think this new program is going to help!



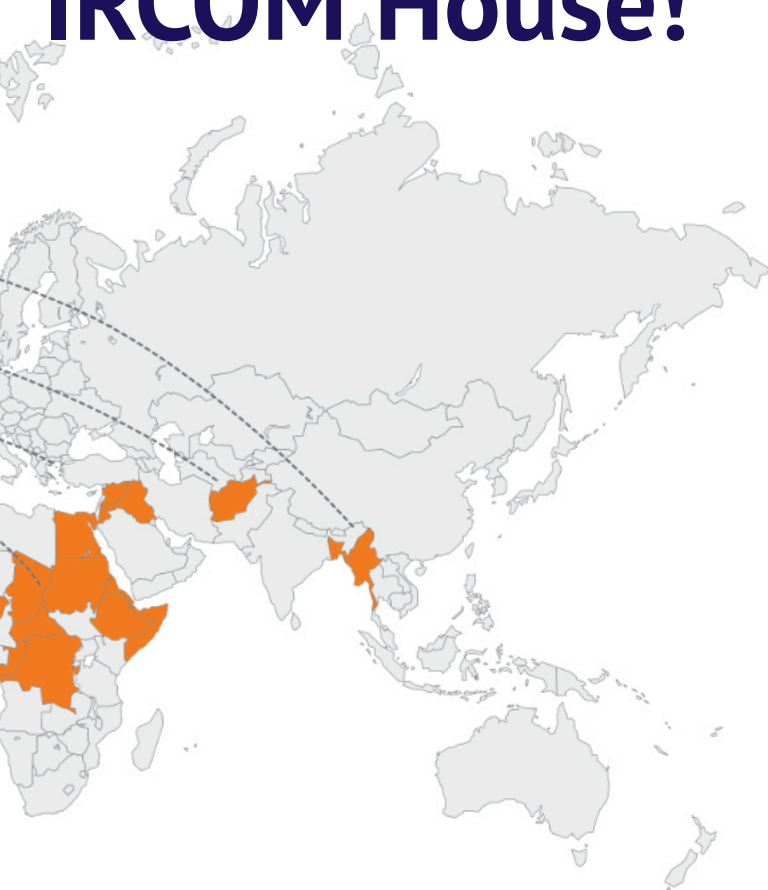
Welcome to

Ellen House

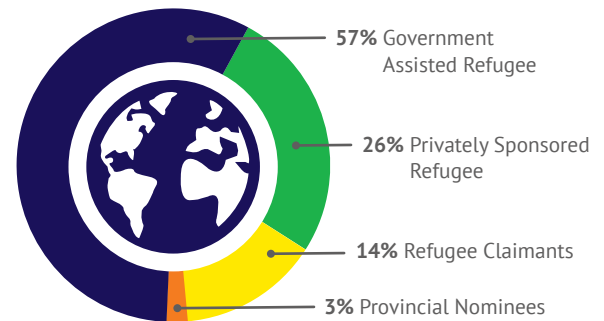
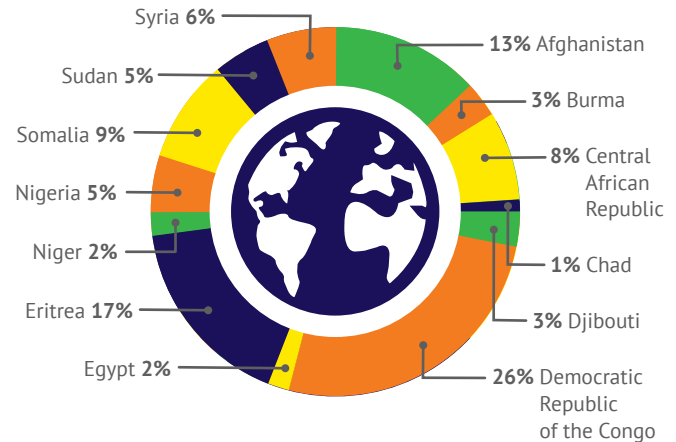


All charts based on tenant demographics for March 2025

IRCOM House!



Isabel House



Strategic Plan 2021-2025:

Living Our Story and Sharing Our Story with Intention

Developing Sustainable Organizational Systems and Structures

This year, we put in a lot of work and thought into creating IRCOM's first Diversity, Equity and Inclusion Framework, capturing and moving forward the important work of anti-racism and inclusion at IRCOM.



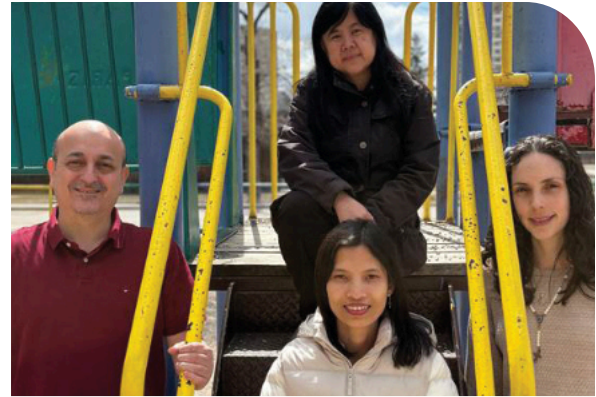
Actively Pursuing Truth and Reconciliation with Indigenous Communities

This work has long been a strategic priority of IRCOM and this year, for the first time, we were able to co-present with Indigenous partners at the National Metropolis Conference in Toronto. Several contacts and follow up requests were made by settlement organizations from across the country, impressed by our bridge-building work and wanting to learn more!



Pursuing Program Excellence Verified by Evaluation

IRCOM's talented Research and Evaluation Team is heading up a 4-year project to revamp existing healthy relationships programs to better suit newcomer youth. High-quality program evaluations are happening with greater frequency, helping IRCOM truly become a learning organization.



Stabilizing IRCOM's Funding

The Finance Team is a resource to all of us! They provide training for managers and help every member of the staff with financial procedures. This team is responsible for managing over 50 grants and hundreds of donations each year, and yet somehow, they make it seem easy - but we know it's not!



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.



Facilities and Tenancy Services

Not only is housing a human right - it is also the foundation for settlement. IRCOM provides social housing for up to **110 families**, ensuring newcomer families have a stable home as they begin their journey in Canada. This year, **we welcomed 19 new families to Ellen and 5 new families to Isabel.** By providing newcomers with housing and on-site support, we help families build a sense of belonging so they can thrive!

Our Facilities Team is at the heart of our commitment to providing housing, and our tenants, have expressed gratitude for **timely repairs, meaningful upgrades, and improvements made to ensure safety.** We are especially excited to share that work has begun to upgrade suites at our Ellen Street location, with 20 suite renovations completed so far – and more to come as suite vacancies arise.

We are committed to ensuring our buildings are sustainable and safe. At both our Isabel and Ellen buildings, we've engaged in preventative maintenance of building systems, upgraded lighting for efficiency and comfort, and ensured that our spaces continue to feel welcoming and secure. We are also of the work our team is doing to provide **inclusive housing** for newcomers who have a family member with a disability. Because at IRCOM, **we believe that every family deserves a home where they feel safe, supported, and ready to build their future.**



“ Finding the right home for our children with special need as always a worry. But at 95 Ellen Apartment, we were provided with a safe and accessible space where our children could truly thrive. We feel supported and cared for, and it's such a relief to be in a place that understands and meets their needs.” Laetitia, Ellen tenant



After School Programs (ASP)

Our **After School Programs (ASP)** create a welcoming space where children and youth connect and grow through **holistic supports**. Through the ASP children and youth build a sense of belonging while receiving support with integration and settlement.

This year **84 children built literacy skills, engaged in recreation, and expressed themselves through arts and crafts**. Thanks to our ongoing partnership with Art City, their beautiful artwork brightens our IRCOM spaces, reminding us of the power of creativity! We're also celebrating the exciting addition of a **Sports Coordinator**, who keeps kids active year-round with engaging physical activities.

In our youth programs, **279 youth participated in programs available 5 days a week such as Homework and Education for Youth (HEY), specialized enrichment learning, and book clubs**. Our library has been a huge hit, and we're eager to expand it even further! In addition, we provided life skills programs aimed at developing leadership and employability skills in our youth. We are committed to building the capacity of our youth for a brighter future.

Our soccer teams are stronger than ever! We proudly celebrate the boys team taking first in the league once again, and our girls winning second in their league! With new funding for **gear and equipment**, our athletes are playing with even more **pride, confidence, and community spirit**.



“ *I have learned how to be a leader because of IRCOM.”* Amman, Youth Leadership participant



Newcomer Literacy Initiative

Learning English is one of the first steps toward integrating into Canadian society. Through our Newcomer Literacy Initiative (NLI), we are proud to offer a welcoming space where adult learners can begin their educational journey with confidence, connection, and community.

Our dedicated **teachers focus on real-life topics that matter most**—navigating grocery stores, health information, the bank, and more—so students feel empowered in their daily lives. And it's not just about language; it's about self-advocacy, confidence, and feeling at home.

This year, we offered over **1,440 hours of classroom instruction** to **72 amazing students**, all supported with childcare just steps away from the classroom. Parents can focus on their learning while knowing their little ones are cared for in a safe and nurturing environment. To ensure every student feels supported, assessment reports are reviewed with the help of interpreters. This helps build strong relationships between students and teachers, and ensures learners have the chance to ask questions and fully understand their progress.

We also believe in celebrating the journey—this year, **our classrooms came alive with joy and flavor during potlucks where students shared dishes from their home countries**. These moments of sharing and connection are a beautiful reminder of the richness newcomers bring to our community.

We were deeply saddened by the sudden passing of a beloved student in English Class.

She was a kind friend and support to many in the classroom.

She worked tirelessly to improve her English and build a better life for her family.

She leaves behind her husband and five children, and is warmly remembered by staff and fellow students.



“ My children like to go to childcare and I like to go to school. School I learn English to help my children.” Kuol



Child Care Program

Our **Child Care Program** is more than a service – it's a **foundation of support** for our tenants with young children. While parents access important settlement services through IRCOM, their children are thriving in a child-led environment, designed just for them.

This year alone, **we provided over 1,960 hours of childcare for over 240 amazing children!** For many, it was their first time away from mom and dad since arriving in Canada – a big step on their journey of growth and independence. Thanks to our kind, caring, and multilingual staff (who speak 13 different languages!), children are welcomed into a warm, inclusive space where they feel safe, supported, and excited to learn.

From learning to count and read to discovering the English language, every moment is filled with curiosity, creativity, and connection. Our child-led curriculum encourages exploration and development while preparing kids for kindergarten and beyond. And the benefits don't stop there – parents are also supported in understanding their child's developmental milestones and learning how to continue this positive growth at home.



“ *I wish my child could stay with you next year, my child feels safe with you.*” Parent



Asset and Capacity Building Programs

With the rising cost of living, **financial stability isn't just important—it's life-changing.** That's why we're committed to helping newcomer families build strong money habits, maximize resources, and work toward lasting financial security.

Supported by the Empower Manitoba Network, we helped newcomers with money management workshops, matched savings programs—including support for repaying immigration loans—and access to essential benefits. Best of all, **these programs are open to the entire newcomer community.**

The numbers speak for themselves. Through our savings programs 25 people participated in our Immigration Loan Repayment Program, 22 grew their financial future through our Individual Development Account Program, and 65 built savings for essential needs like dental care, education, and technology through our Saving Circle Program.

Financial well-being is about more than just saving—it's about access and security. This year we **helped 663 people file their taxes, bringing \$6 million in refunds** back to families. We also supported **143 benefit applications.** Knowing the importance of ID to access crucial services, **we covered the cost of 30 ID documents.** In addition, we continued to run **workshops on financial scam awareness and prevention,** ensuring our community stays informed and protected. Every number tells a story of empowerment and hope!



“IRCOM has been a life-changing support for my family. Thanks to the program, I was able to start saving for my children’s education. Please continue offering these amazing programs!” Fatema Malik



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 evidence-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**.

By providing vibrant and supportive **daycare spaces to 25 children**, we empowered parents to focus on their work and schooling. In times of crisis, our additional 2 emergency respite spots have been a lifeline for 25 children this year. These spots provide critical, short-term care when families have nowhere else to turn. The peace of mind this brings is immeasurable, **giving parents the security and breathing room they need** to navigate life's unexpected challenges.

Our ECD Hub is also a place where parents grow and connect through a range of supportive programs. From Positive Discipline and Wiggle, Giggle, and Munch, to Women's Fitness and Wellness Program, Healthy Relationships, Healthy Living, and Water Safety workshops, we help parents build confidence and community. With **94 sessions** held this year and **10–28 parents attending each session**, the impact has been powerful and inspiring.



“ Since my daughter started the daycare, I started attending a lot of programs, and I was able to take a childcare course. Before, it was challenging to go anywhere but now since I know my child is in a safe place, I can manage my daily commitments. I am very happy that they are taking care of my daughter.” Rehal



Community Resource Program

At the **Community Resource Program** (CRP), we empower our tenants, offering over 1262 home visits and over 8072 drop-in visits this past year, equipping tenants with the information, resources, and opportunities needed to achieve their settlement goals. Our team offers case management, life skills education, referrals, crisis prevention, and a variety of programs designed to reduce barriers. To ensure accessibility, we also provide interpretation and childcare services, making it easier for families to participate and thrive.

This year, we supported **47 families with extremely complex needs and 6 children with disabilities**, ensuring they received the essential services they required. We also partnered with **WRHA** to bring a **vaccine clinic** to our sites, allowing **161 tenants** to access healthcare at home. Seeing the impact of these services reminds us of the importance of bringing resources directly to the community.

We were proud to see a strong demand for our workshops, which provided newcomers with valuable knowledge and skills to navigate life in their new home. Topics ranged from **family sponsorship and next-stage housing to winter preparation, driving and licensing information, and men's/women's groups**.

Through CRP, tenants not only build meaningful connections but also contribute their time and talents to create positive change and strengthening community. This year, tenants took part in **community cleanups** and participated in **neighbourhood watch initiatives** to help build a safer environment for all.



“ *I felt like I was living among a supportive community, in-house support makes it easier to access services. When my family outside of Canada was going through difficult times, staff rallied around me through those difficult times that got me through it.” Isabel tenant*



Common Ground, Stronger Voices

For almost 10 years, our **Common Ground, Stronger Voices** program has been building **authentic partnerships** with Indigenous peoples and organizations, bringing Indigenous history, knowledge, and culture into our IRCOM community. We are committed to fostering understanding between Indigenous and newcomer communities, as we engage in meaningful actions to respond to the Truth and Reconciliation Commission Calls to Action #93 and #94.

Over the past year, Common Ground **partnered with 15 Indigenous and newcomer organizations, bringing people together at 28 events and engaging over 2,000 participants**. We also focused inward, offering 7 learning sessions for our team, with 58 IRCOM staff taking part, deepening their knowledge and strengthening their commitment.

We are deeply grateful to our Indigenous partners who share their wisdom, time, and stories with us. This year, we were honored to collaborate once again with **sākihiwē** for the **Common Ground Concert**, featuring incredible performances from both newcomer and Indigenous artists. We also joined forces with our partner organizations to bring **600 newcomers to celebrate Indigenous culture at the Manito Ahbee Pow Wow**, an experience filled with learning, connection, and celebration.

We were thrilled to see **bonds strengthen between our After School Program and Rossbrook House**, who came together for land-based learning at FortWhyte Alive as part of the Cold City, Warm Hearts initiative. These moments of shared experience create bridges that strengthen our communities.



“ *If we reach out to people some may reach back and that's a great start. It's harder to build bridges but that's exactly what we're doing and we're cementing working relationships between our communities.”*

Knowledge Keeper Clayton Sandy



Greening Program

The **Greening Program** provides tenants with opportunities to use their gardening skills to grow vegetables at IRCOM and in the surrounding community. For many families, it is an opportunity to root their cultural foods and knowledge here on Canadian soil, while learning new foods, techniques, and growing climates.

This year, we're thrilled to announce the expansion of our Greening Program! What started with **16 garden spaces at our Ellen site** has now grown to include **4 plots at Dufferin School** and **2 at the McPhillips Community Garden**. With these new spaces, we welcomed more families into the program—**supporting 16 families, representing 80 individuals**.

As the harvest season wrapped up, tenants came together to celebrate a vibrant season of growth. With neighbours working side by side, we collectively harvested nearly **100 pounds of fresh vegetables**. In the face of rising food costs, families were able to save an estimated **\$85 per month** by supplementing their groceries with fresh, home-grown produce.

But the impact goes far beyond the numbers. Gardening as a family becomes a source of joy, connection, and hands-on learning. The Greening Program not only supports healthier meals and tighter budgets—it cultivates roots of belonging, community, and shared pride.





Volunteer and Community Services Program

Building a strong, connected community is at the heart of everything we do at IRCOM. **This year, our volunteer program grew to 171 dedicated individuals**, each one offering their energy, expertise, and time to help make a difference in the lives of newcomers. We are also grateful for the 52 practicum students who joined us from Winnipeg's universities and colleges.

We were excited to talk about our VCSP in the Winnipeg Free Press on December 9th, 2024, where we spread the word about our After-School Programs. A huge thank you to those who took the time to learn about our work and chose to be part of shaping brighter futures for those accessing our programs.

This past year, our volunteers had a successful year of participating in meaningful events and services. This work included **monthly Tenant Leader Meetings, hosting a booth at the Newcomer Fair, and offering beading workshops and CPR training** in partnership with the Common Ground Program.

At IRCOM, we celebrate our volunteers. In October, alongside our Community Resource Program, we **hosted a thank you dinner for our Neighbourhood Watch and Tenant Leader volunteers**, recognizing their commitment to supporting safety and leadership in our community. In February we invited all our volunteers to a **volunteer appreciation paint night and dinner**, honouring those who choose to give their time to the IRCOM community.



“It was wonderful being surrounded with students, Ellen, and my colleagues volunteers. As a teacher by profession, I had a good time all the class interacting with learners.”

Jean-Pierre Rugendabanga Nyambuzi, Newcomer Literacy Initiative Volunteer



Research and Evaluation at IRCOM

Guided by the voices of our community, we carried out a comprehensive needs assessment, launched a dynamic youth-led advisory group, trained facilitators to deliver healthy relationships workshops to youth, and refreshed our programming to better serve newcomer families.

We're thrilled to announce **Addressing the Gaps**—a bold new initiative made possible through a multi-year grant from the Public Health Agency of Canada. This youth-focused program will take an intersectional and culturally grounded approach to preventing relationship violence. Over the next four years, we'll collaborate closely with refugee, newcomer, and racialized youth and their parents, subject matter experts, partner organizations, and researchers Dr. Aynslie Hinds and Dr. Javier Mignone, to adapt the Healthy Relationships Program Plus – Enhanced. Together, we'll ensure it reflects the lived experiences, cultures, and identities of our youth.

We're proud to be part of a national Community of Practice, led by PrevNet, uniting PHAC-funded projects committed to gender-based violence prevention. Our team also had the honour of presenting our work at the National Metropolis Conference!

Looking ahead, we're excited to welcome youth aged 16-18 to participate in our pilot program, focusing on healthy relationships, boundaries, and emotional responsibility.

TEEN DATING VIOLENCE

ACCOUNTING FOR SYSTEMS OF OPPRESSION CENTERING YOUTH VOICES, AND AGING BOYS & MEN

MAGI HADAD, IMMIGRANT AND REFUGEE COMMUNITY ORGANIZATION OF MANITOBA
MEGAN MARQUES, IMMIGRANT AND REFUGEE COMMUNITY ORGANIZATION OF MANITOBA
GODE KATEMBO, ELMWOOD COMMUNITY RESOURCE CENTER



“We recognize youth in our programs may have limited access to education about healthy relationships and wellness due to a variety of factors. We are excited to uplift our youth and build their self-advocacy and understanding of relational challenges and self-awareness.” After School Program Staff, 2025

Board of Directors

Executive Committee:

Beyen Embafrash
President

Thomas Miles
Vice-President

Joan Presto
Treasurer



Left to right: Shereen Denetto, Surafel Kuchem, Beyen Embafrash, Jennifer Monteburno, Thomas Miles

Members:

Correy Myco
Diana dela Cruz
Ivy Mannil (ex officio)

Jennifer Monteburno
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(ex officio)
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Thomas Miles

Good-bye!

With heartfelt gratitude, we say goodbye to two cherished members of our Board of Directors: our **Vice President, Thomas Miles**, and **Director, Shakila Atayee**.

We thank Thomas for his six years of dedicated service, including the past three as Vice President. His steady leadership, wisdom, and care have helped shape who we are today.

We also extend our sincere appreciation to Shakila for her three years of thoughtful contribution and unwavering support.

Your time with us has left a lasting impact— through your guidance, compassion, and commitment, you've both helped strengthen our mission and community.

We wish you all the best as you begin a new chapter!

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IRCOM Thanks Our Amazing Volunteers and Students!

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but every donor is valued by IRCOM.*

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 generosity not only changes the lives of hundreds of newcomers, it also brightens the fabric of our nation. Once again, thank you for supporting IRCOM!

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Assiniboine Park Conservancy	City of Winnipeg	Joe Thompson, Knowledge Keeper
Axworthy Health & RecPlex – University of Winnipeg	Clayton Sandy, Knowledge Keeper	Just TV (Broadway Neighbourhood Centre)
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Canadian Mortgage and Housing Corporation/ National Housing Strategy Research team: Dr. Sarah Zell, Dr. Jill Bucklaschuk, Dr. Aynsle Hinds, Dr. Lawrence Deane	Elmwood Community Resource Centre	Manitoba Association of Newcomer Serving Organizations
Canadian Museum for Human Rights	Empower Manitoba	Manitoba Financial Empowerment Network
Canadian Muslim Women's Institute	Ethnocultural Council of Manitoba	Manitoba Interfaith Immigration Council (Welcome Place)
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	Family Dynamics	Manitoba Possible
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Start 2 Finish



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We wish to extend our deep appreciation to Cultural Advisor **Strong Eagle John Houle** and Knowledge Keeper **Clayton Sandy** and **Joe Thompson** for their guidance and partnership in helping IRCOM move forward on our journey of truth and reconciliation



Immigrant and Refugee
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IRCOM House Isabel
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IRCOM Learning Centre
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