

Annual Report 2022-23



IRCOM Highlights



IRCOM reached an impressive milestone! **We celebrated our 30th Anniversary** with supporters new and old, and learned that our origins were deeply rooted in refugee communities. They had the vision, determination and fearlessness to build IRCOM Ellen. It's an amazing feeling to know that over three decades, IRCOM has helped hundreds upon hundreds of newcomer refugee families find belonging in their new home!



After much anticipation, we were pleased to open a dedicated programming site, the IRCOM Learning Centre at 357 Bannatyne, conveniently located kitty-corner to IRCOM Ellen. Three educational programs are now consolidated at this site which serves adult English learners, preschoolers in child care, and high-school students receiving homework help. The sheer joy of learning infuses every corner of this new and vibrant space!



IRCOM piloted our first full-year employability program ever – the Refugee Integration Support and Employability Project (RISE). 40 tenants learned about workplace expectations, writing a resume, applying for jobs and interviewing in Canada, English for the workplace, and computer literacy basics. We are very proud of our graduates – an unanticipated but welcome outcome was that 9 participants got jobs through referrals and support from RISE!



We were all thrilled to be back to 100% in-person programming! The Common Ground project offered 7 learning workshops for staff, and 7 community programs with 10 partnering agencies and Indigenous leaders. 111 youth (72%) in the Homework and Education for Youth Program successfully passed their first semester with over a 74% GPA. Child Care Program served 160 children ages 6 months - 12 years across multiple locations. Finally, over \$1.03 million dollars were leveraged for our families by our Access to Benefits team from tax returns and government benefits. Our year in numbers was pretty impressive!

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



This year, IRCOM celebrated our 30th Anniversary – and it was quite the party!

It also turned into a wonderful opportunity to re-learn our history and roots by meeting some of our original founders, Sinh, Hai, Van, Antonio and Marlene. Sinh wrote the original Concept Paper that envisioned a community-led organization that would provide affordable transitional housing and wrap-around services for newcomer refugee families. 30 years later, our vibrant IRCOM community is a testament to the determination and vision of our founders.

This year we celebrated learning! Children and youth rejoiced at the return to in-person services, with learning recovery top of mind. Tenants were eager to meet face to face for workshops, parent programs, and financial literacy services. Tenant leaders took time to give us meaningful feedback to improve our services and in tandem, we improved our ability to capture tenant successes through our new data management system, CARMIS. After months of planning, we opened our new IRCOM Learning Centre, a rich environment supporting learners of all ages. Indigenous partners continued to guide us on our journey of Truth and Reconciliation. New volunteers and a wider array of practicum students supported every program! We learned to let go of the past (a bit!) and repainted Ellen's 5 floors in vibrant new colours. Pilot projects addressing employability and youth and human rights brought innovations in programming. Finally, our long-standing community-university partnership wrapped up this phase of research, mining almost a decade of tenant data that dives into the past to illuminate the future.

A call out to our Board and Committee members who freely share their wisdom and expertise and to our generous partners, donors, funders and volunteers for believing in IRCOM. Because of you, hundreds of newcomers can find home again. Our team continues to amaze me with their dedication, passion, warmth and good humour.

Thank you all.

Shereen Denetto, Executive Director

Message from the Board



I am pleased to present the Annual Report of IRCOM. As we emerged from the isolation of the pandemic, we experienced a rebirth. We continued to expand and I am excited to share that IRCOM has acquired a new space! The IRCOM Learning Centre now hosts in-demand adult English classes, Child Care and the Homework and Education for Youth programs.

Another highlight was our 30th Anniversary Celebration which brought together IRCOM supporters new and old to celebrate this amazing milestone! The year gave us more cause to celebrate as all 3 IRCOM youth soccer teams made it to the final playoffs with two teams winning city championships! Thank you everyone for playing hard and being excellent IRCOM ambassadors!

On behalf of the Board of Directors, a heartfelt thanks to the staff and management of IRCOM for their enthusiasm and dedication to the ongoing success of IRCOM. This amazing team led by our passionate and committed leader, Shereen Denetto, never ceases to impress with its level of energy, competence, and creativity.

As President, it has been an honour to have a diverse and representative 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.

At the end of my 6-year tenure, I am pleased that IRCOM continues to provide a safe landing for refugee families, enabling them to live and prosper in Winnipeg.

Lastly, I am grateful for the many volunteers that help us to succeed with their generous gifts of time and service, and the partners, funders, donors, and friends who support IRCOM each year.

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

Thank you, Merci, Miigwetch!

Ivy Mannil

Our Journey with IRCOM

After School Programs has lots of activities for me and my sisters and brothers like reading books, doing arts and crafts and being active. We also learn about leadership and how to find a job. I did much better in school this year with help from the Homework Program and my sister's soccer team won their championship! We also had fun! My brother was part of a cool program called Youth 4 Truth and Reconciliation – he got to eat bannock he cooked over a fire! In the summer there are daily programs for all of us, and I can keep coming to IRCOM even after my family moves out!

Facilities & Tenancy We were so excited when IRCOM called to show us an available suite! Not only was it clean and beautiful, it was accessible for my daughter who uses a wheelchair. We came for a tour and signed our lease right away! Once we moved in, the staff kept our suite in good repair. Before moving in, I had a job but most of my money went to go back to school and for things like kids' school activities. In three years, I graduate and can work as a social worker!



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

Settlement
and
integration

Community Resource Program

staff helped us to develop a settlement plan as soon as we moved in. Having an interpreter and meeting in our home made us feel more comfortable. It is great to have staff on-site to help us with any and all questions and the parent programs and workshops really help. Our life-skills worker even showed us how to catch the bus and shop for groceries! My neighbour is a tenant leader and volunteers with the Neighbourhood Watch. When my eldest child needed a wheelchair, the social worker helped us connect with services. This year, many of us joined a new employability program – getting a job in Canada is quite different than back home!



Wrap-around
holistic
services

The Greening Program

allows us to garden here in Canada using both the seeds and knowledge from back home! We have container gardens on every balcony where we can put our skills to use, work side-by-side with our neighbours, and beautify our community by growing our own healthy and nutritious food.



Asset and Capacity Building Programs

taught us so many ways to be smart about money. I was able to save money and get a matching amount to buy an important item for our family – I bought a laptop to help me with my education and saved for a college course. We got our taxes done by a staff who speaks our language, and I learned about RESPs and opened two for my kids – education will open doors for them!



Volunteer & Community Services Program

I really wanted to find a job in Canada so I started volunteering at IRCOM as a Tenant Leader. Then I learned that I could volunteer in the Child Care Program as well! I really got a lot of Canadian work experience and also met some great Canadians who wanted to make newcomers like me feel welcome.



Community development, capacity building, empowerment



Child Care Program and the ECD Hub

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 in class or programs. He loves his friends in child care, and many staff speak our language. Also, my neighbour has a job and she can drop off her child at the ECD Hub which is a licensed daycare located downstairs.

Nurturing Indigenous - Newcomer Relations

Newcomer Youth Participatory Action Research Project

I heard about this new project for youth and was really interested. It's about human rights, social justice and at the same time, it's a research project! Basically, we get to be the researchers, and we are finding out from other youth about the issues and barriers they face ... and their solutions!



Newcomer Literacy Initiative

Learning English is one of the main goals in my settlement plan. I go to half-day classes at IRCOM while my little ones are in child care. Half days are perfect when you have small kids. My English is getting so good, I was able to call the doctor yesterday and made my own appointment on the phone!

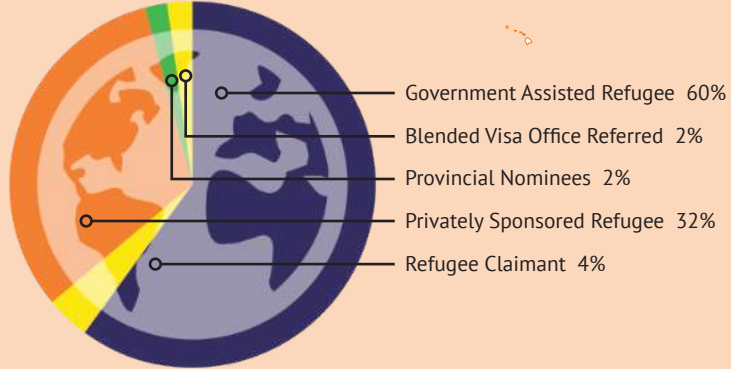
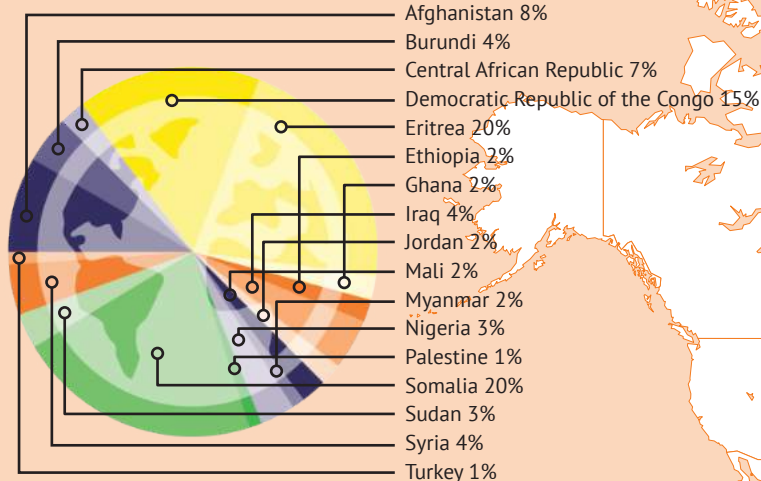
Common Ground, Stronger Voices

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 Indigenous cultures and traditions. Beading, drumming and using plants for healing - these are all very familiar to me! In the summer, IRCOM had community barbecues in our courtyard where I got to meet some of our neighbours. I love learning about Indigenous cultures. The history was sometimes difficult to hear, but very important to learn as a new Canadian.

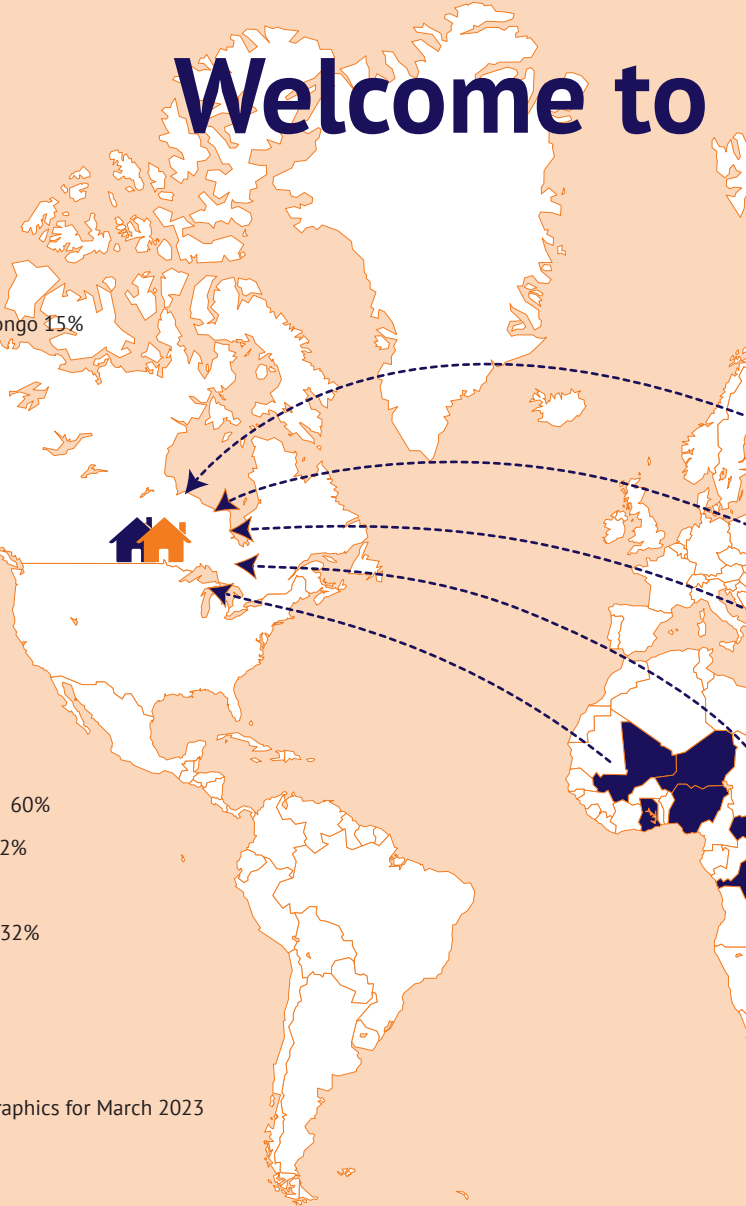


Welcome to

Ellen House

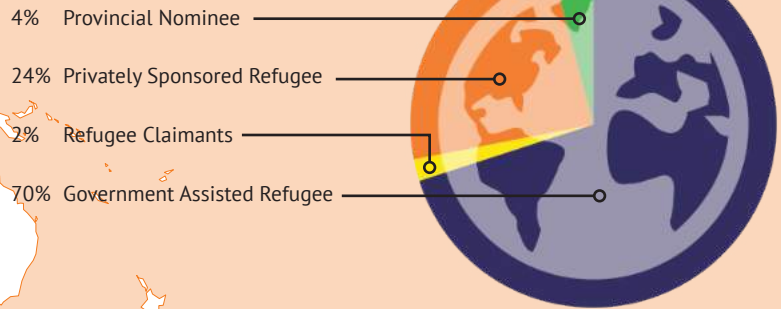
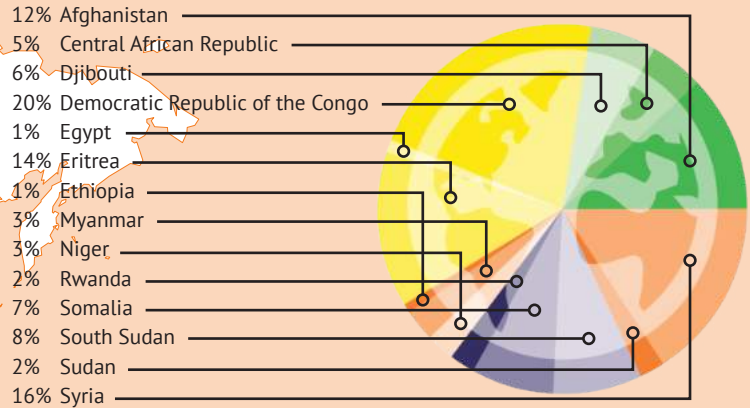
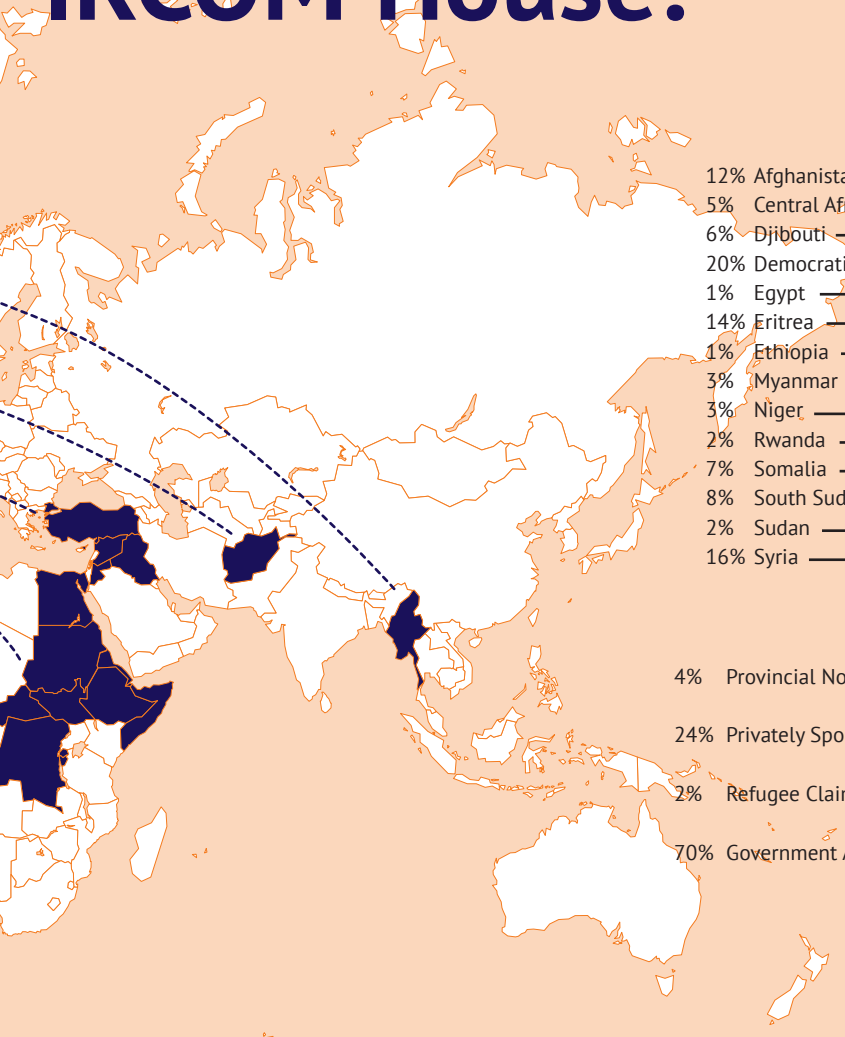


All charts based on tenant demographics for March 2023



IRCOM House!

Isabel House





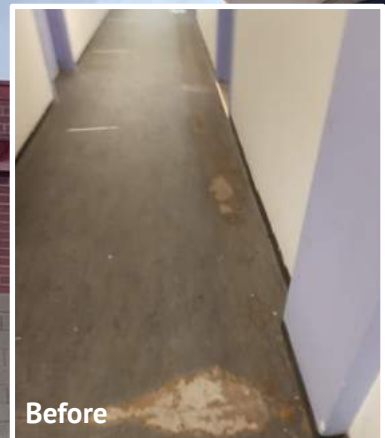
Facilities and Tenancy Services

According to the National Right to Housing Network, Canada has 1.7 million people facing housing precarity and homelessness, with **IRCOM also seeing an increase in refugee families experiencing precarious housing**. Prior to IRCOM, one parent lived in a basement apartment and had to carry her disabled child up and down flights of stairs daily. Another mother with a newborn was living in a mould infested renovated storage container! Such stories illustrate the realities of the housing crisis for low-income families.

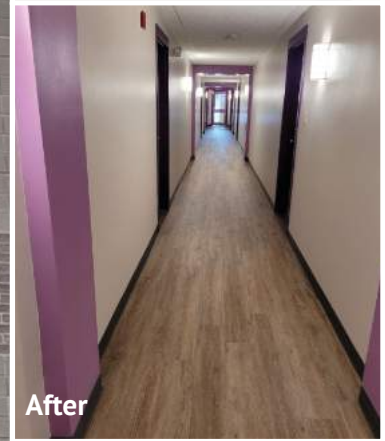
IRCOM is needed now more than ever! **Safe and affordable housing provides a stable base from which all other settlement processes can begin**. Learning the language, accessing health and school systems, work, mental health - all come into focus only after one has a place to live and bed to sleep at night.

IRCOM offers 111 families their first home in Canada along with the support they need in their first 3 years, to be able to integrate into Canadian society and thrive. **This year, we provided a home for 47 new families**.

Ellen tenants were delighted with **new modern flooring on all 5 floors** as well as cheerful colours to brighten doors and walls. Program washrooms are now more accessible. Ellen is even more welcoming to our families and they feel proud to live at IRCOM.



Before



After

“

When we came for the lease meeting, and you and everyone else was saying that you are here to help. You all repeated that many times, I felt so welcomed. And then when we came into the apartment and I looked at it, I knew I was home.”

Samara, Ellen tenant



After School Programs (ASP)

ASP empowers children and youth using a strengths-based approach that holistically addresses the intersectional needs of children and youth as they settle in a new country and face the challenges of settlement, adaptation, integration and finding belonging. Our programs empower children through literacy, arts, and social-recreational programming, and youth through leadership and capacity building, pre-employability training, peer support and sharing circles, academic enrichment, and cross-cultural learning.

IRCOM is now one of the few inner-city homework programs for newcomer youth. The Homework & Education for Youth (HEY) Program provided youth with tailored academic plans and one-on-one support, **resulting in short and long-term successes and improved learning outcomes.** Program outcomes included: increased daily attendance in schools and programs, improved grades, built interest in post-secondary education and increased engagement in life skills activities.

We are incredibly proud of our soccer teams! **IRCOM Cobras U15 Girls won their first Winnipeg Youth Soccer Association Cambrian Cup Challenge championship.** The U16 and U17 boys' played finals against each other **U16 won!**

IRCOM youth loved Youth for Truth & Reconciliation, an ongoing collaboration with Ma Mawi Wi Chi Itata Centre, and an Indigenous-led program. 10 IRCOM youth joined 10 Indigenous youth once a week over July and August for land-based learning and many opportunities to connect and build meaningful relationships and understanding.



To All IRCOM staff, thank you for trying to help me. I appreciate for the food and bringing more volunteers also the resources you gave to me and all your kindness. Also, all you are inspiring me to succeed ... I really appreciate you all that you working hard to help us. Also, I would like to thank that you listen to my suggestion and make them happen."

Grade 12 HEY Student





Newcomer Literacy Initiative

When our adult students improve their English, **they gain the confidence to do everyday tasks** like grocery shopping, banking, or even talking to their children's teachers. This helps them start integrating into Canadian society. Finding success in communicating with the people they meet on a daily basis, encourages them in their settlement journey. Many have not had a place to call home for a long time and this **helps them feel Canada could finally be home.**

This year **we enrolled 60 adult students** in highly-accessible half-day classes with on-site quality childcare. **A favourite moment for a teacher** is when a student shares a story about how they were successful in using their English outside the classroom - both teachers and other students are encouraged that they are on the right track!

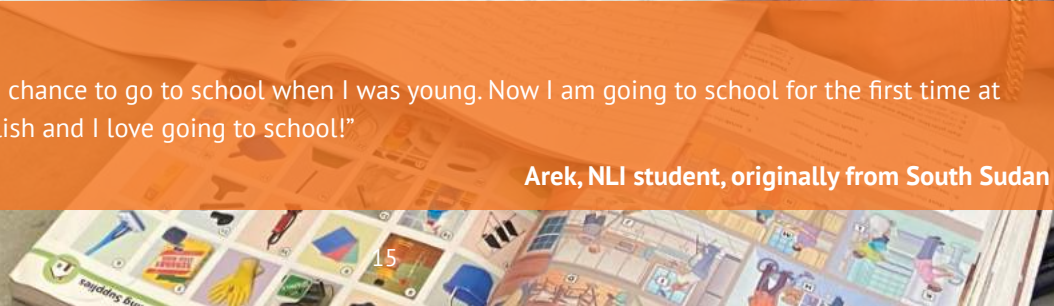
Now that COVID concerns have diminished, **students participated in many Indigenous-led programs:** we had an Elder visit the class, students attended the Manito Ahbee Pow Wow, they learned about Turtle Island and how to be good neighbours. Students' feedback was always very positive!



“

I never had the chance to go to school when I was young. Now I am going to school for the first time at IRCOM. I am learning English and I love going to school!”

Arek, NLI student, originally from South Sudan





Child Care Program

Our Child Care Program helps tenants with young children more easily access programs at IRCOM. Without child care, these parents would not be able to attend settlement and orientation workshops, employability programming or mental health programs.

We communicate daily with parents so they can see how their children are learning important skills like emotional regulation and positive social interaction. Our Child Care Program builds parents' awareness of how to best nurture their child's development which has been proven to lead to positive early childhood outcomes. Our inclusive approach, using an emergent curriculum, means we are aware of developmental milestones for each child and our trained staff **modify activities based on the individual needs and capabilities of each child.**

This year, a **total of 52 children between 6 months and 6 years** attended child care 4 days a week for our 10 months of English classes. Our hard-working team provided an amazing **1440 hours of childcare.** We also provided **398 hours of child care for 159 workshops** for our parents.



“

(He) is so happy! (The teachers) really care about the children. He is making new friends, and learning everyday. I am very happy for the daycare.”

Nyantungana, Foundations English Student (through interpreter)



Asset and Capacity Building Programs

Through our amazing partnership with SEED Winnipeg and the Empower Manitoba Partnership, IRCOM has become the **primary site for specialized newcomer financial literacy services in Winnipeg**. We provide Money Management Training, matched savings programs, an Immigration Loan Repayment Program, access to the Financial Helpline and Access to Benefits assistance. These programs **alleviate poverty in tangible ways**, giving a voice to efforts to improve policy.

Despite a post-pandemic reality of prolonged economic stress and rising inflation, **our families continue to succeed because of these programs**. One success story: Mary and her family moved to Winnipeg in 2021 from Democratic Republic of Congo. She filed her income taxes through a private company but due to language barriers, a mistake was made on her marital status, resulting in suspension of her monthly Canada Child Benefit. As a single mom, the allowance she received barely covered her basic needs so the Canada Child Benefit was critical. Our Access to Benefits staff called CRA on her behalf and filed the paperwork for CRA to correct the mistake. After 3 months of continued efforts, Mary received her Canada Child Benefit in November 2022 along with a retroactive payment for missed months. She was so pleased with our services, she promptly joined our Money Management Training and Savings Circle programs. Upon graduation, Mary received \$750 in matched savings to pay towards her Immigration Loan. **She felt great relief** knowing she had the tools and knowledge to pay back this government loan.



“

Thank you IRCOM for helping us learn about money management, and for assisting to pay the immigration loan. Please continue to offer programs like this in the future.”

Adiam, Savings Circle participant



Early Childhood Development Hub

In partnership with Freight House Early Learning & Care, the ECD Hub **provides 16 preschool and four infant spots for high-quality, licensed daycare** for tenant families. Inspired by the Abecedarian approach, our diverse team connects with children's families and provides child-centered learning and care. **This model was designed for refugee newcomer parents: three respite spots are available for family emergencies or short-term respite so parents** can keep commitments such as doctor's appointments, school conference meetings, WELARC assessments, bank appointments, and job fairs. A parent can access respite to get much-needed rest to recover from childbirth or surgery.

Our ECD Hub Coordinator visits families in the home and assists with any needs that the families require. She also facilitates parenting programs including **Nobody's Perfect, Handle with Care, Family Book Making, Coping with Change and Women's Healthy Lifestyle Group**. Over 30 parents have participated in our parenting programs this year.

The ECD Hub is an amazing resource for both parents and children! Through the Hub, children learn routines, increase their English vocabulary, build confidence, enhance their social and communication skills, and are better prepared for preschool or kindergarten. Parents learn about parenting in Canada while honoring their cultural values. Overall, **our families are strengthened** because of this wonderful service.



“

Thanks to IRCOM for making life easier, it is very hard to find a daycare, specially a convenient daycare that is easy to access”.

ECD hub parent



Community Resource Program

Relationships are fundamental to our work so during the pandemic we missed the closer connections that come from spending quality time with people. This year, we were happy to be able to visit every family in their homes, provide life skills coaching, drop-in settlement services and facilitate workshops on topics such as housing, financial supports, healthy families and legal issues. Our families had the best time at Dan's Place! They went on pony rides and experienced land-based Indigenous teachings on raising a teepee, cooking bannock over a fire, beading, and leatherwork!

This year, as new settlement models were being implemented across the province, **we strengthened our case management model** and implemented new ways of working to improve services for tenants.

We were thrilled to **pilot our first ever employability programming for adults**, a gap identified by tenants and in our Strategic Plan. The RISE Project (Refugee Integration, Support and Employability) was for tenants facing the greatest barriers to employment. We held workshops on writing a resume, applying for work and interviewing. Participants attended English for Specific Purposes, computer literacy workshops and volunteer placements. Out of 40 participants 30 used a computer and practiced interview skills for the very first time! All graduated with increased knowledge and confidence about their job search. A wonderful unanticipated outcome was **9 people receiving jobs through the support and referrals provided by RISE**.

This year, **Tenant Leaders** helped us improve our services and better connect with our families; many tenants volunteered with our **Neighbourhood Watch Program**, and **tenant caterers** cooked delicious foods to make our special events memorable!



When we come from back home, even though we are well educated maybe, we do not know to do interview, because in our country is totally different ... This kind of courses must be continuously accessible."

Samiya, studying to be a health care aide



Common Ground, Stronger Voices

The Common Ground, Stronger Voices Project continued to hold Truth and Reconciliation, healing, and reciprocity as a priority as it created opportunities to **create new understandings and build relationships**. We are **grateful for the generosity of Indigenous organizations and leaders** who guide and support us in this journey.

The **increasing integration of Indigenous-focused content across many programs** resulted in cooking classes, Metis games, beading workshops and conversation circles, all with the intent to build understanding and awareness. We returned to some of our favourite partnerships such as **“Cold City, Warm Hearts”** with Rossbrook House and FortWhyte Alive - a mid-winter celebration where our children connected through play and experienced land-based Indigenous traditions together. On invitation of Knowledge Keeper Clayton Sandy, we took over 100 adults, children and youth to the **Manito Ahbee Pow Wow** in May. It was an eye-opening experience to see proud traditions in action. With the **Turtle Island Project**, our whole staff team experienced the power of storytelling in an interactive role play that went from pre-colonial times, through colonization to empowerment and action. **sākihiwē festival** partnered with us again to host a community concert with performers from both newcomer and Indigenous backgrounds, including YK the Mayor, the Kaptain, hoop dancers Kimberly and Charisma Mason, and John Imanishimwe. Throughout the year, our Cultural Advisor, John Houle, imbued our events and programs with meaning and ceremony.

“

The conversation circles were really impactful and insightful. I was able to make new connections with people who represent the Indigenous communities while learning more about their culture and traditions. I now have a deeper understanding of Indigenous culture as well as more respect for their struggles and accomplishments.”

Common Ground project participant on conversation circles





Greening Program

Our original site, IRCOM Ellen, has large communal balconies. Years ago, our tenants were more than pleased when we began to offer a greening program in the summer. This program has run for over a decade and our tenants are happy to have our balconies **transformed into bountiful container gardens** every summer, where families can grow their own food.

Gardening is part of our **trauma-informed approach and good for mental health**. It is an excellent way for tenants to use skills they bring from their country of origin to their new life in Canada, rooting their cultural foods and knowledge here on Canadian soil while also learning about new foods, techniques, and growing climates. Growing **fresh, healthy vegetables** for their families also brings a great feeling of satisfaction. **Gardening is often multi-generational**, a way for parents to spend quality time with their children who learn about how food is grown, and help with the fun stuff, watering and harvest! An additional perk is that all summer, our balconies overflow with lush greenery and beautify our building!

This past summer, **14 families (70 people) grew gardens** which translated to an average of **\$70 per month in savings on grocery bills** during harvest season.





Volunteer and Community Services Program

The Volunteer Program **connects Canadians with the newcomer community** through opportunities to volunteer in all IRCOM programs, and also provides newcomers a unique chance to engage in their new environment and **build invaluable exposure to the Canadian workplace.**

Last year, our **volunteers contributed 4,460 hours**, with the largest share being in the Newcomer Literacy Initiative and Homework and Education for Youth Programs. **Fifteen tenant volunteers** also contributed their skills, working with our Facilities and Child Care teams through our new employability initiative, the RISE Project.

This year we also had **25 practicum students**, the largest number to date! Without the support from our amazing Winnipeg community and all our keen volunteers and students, IRCOM would not be able to offer the programs we do. Volunteers generously share their skills and expertise and allow us to expand and enrich our programming to better meet our participants' needs. They lighten the load of our program facilitators and other front-line staff, and provide one-on-one supports in our classes and groups. To show our appreciation, we hosted our yearly Volunteer Mingle in-house where our students and volunteers got to know each other, played trivia, savoured good food and had fun!



“

My time volunteering at IRCOM has introduced me to teaching a variety of subjects. I enjoyed helping students with English the most. As a result, I have decided to shift my teachable major to English with the intention to focus my studies on teaching English as a second language. Without IRCOM I can't say with certainty that I would have discovered my interest in pursuing a career teaching English as a second language. Working with the students at IRCOM has been a rewarding experience that reaffirmed my passion for mentoring students. I cannot wait to continue growing as an IRCOM volunteer, in my own education, and in my future career as an educator.”

Breanna, volunteer in the HEY Program



Research and Evaluation at IRCOM

In recent years, IRCOM has made **building internal capacity for research and evaluation** a priority, to enhance the effectiveness of our unique model and its impact on the newcomer families we serve. As part of our Strategic Plan 2021-2025, IRCOM has made it a priority to pursue program excellence verified by evaluation.

In 2022, IRCOM selected **CARMIS**, a case management system created by the Winnipeg-based, women- and immigrant-led NSD Tech. CARMIS streamlines data collection and so we are transitioning from primarily paper-based data to a digital database that stores, analyzes, and reports on our activities and outcomes, helping us better tell our stories.

Newcomer Youth Participatory Action Research (NYPAR) is a free training for newcomer youth in human rights, advocacy, social change, and research methods. We provided youth the opportunity to develop and lead their own research to address barriers that affect them in the justice and education systems. The weekly program included human rights training, research workshops, anti-racism actions, field trips, food, and socializing. This Participatory Action Research project trains youth to conduct research examining racism in the justice and education systems, with an aim to improve their lives and communities as well as the institutions intended to serve them.

IRCOM's Research and Evaluation Team has begun to undertake **comprehensive evaluations of select programs**, starting with the RISE Pilot Project, the Leveling the Field – Sport and Physical Activity Programming for Refugee Newcomer Girls Project, and the NYPAR Project.



“

A lot of problems, such as racism, happen in our community, but we rarely take action to address them. However, I believe that with this program, we will bring a change and address the issues.”

Shukuru, NYPAR Project Participant

Board of Directors

As of IRCOM's Annual General Meeting, June 21, 2022:

Ivy Mannil
President

Thomas Miles
Vice-President

Joan Presto
Treasurer

From left to right: Thomas Miles (Board VP and SP&P Committee Chair), Shereen Denetto (Executive Director), Shakila Atayee (Member at Large), Beyen Embafrash (Member at Large), Ivy Mannil (Board President)



BereketAb Mebrahtu
Member at Large

Beyen Embafrash
Member at Large

Diana (Dee) Dela Cruz
Member at Large

Jen Chartrand
Member at Large

Shakila Atayee
Member at Large

Signy Gerrard
Member at Large

Committee Members

Strategic Planning and Programming Committee Members

Thomas Miles (Chair)
Adrienne Schellenberg
Beyen Embafrash
Denis DePape
Diana (Dee) Dela Cruz

Lawrence Deane
Linxiao Wang
Mpho Begin
Orya Achan
Sonia Sharma

Stewardship Committee Members

Joan Presto (Chair)
BereketAb Mebrahtu

Ivy Mannil
Timur Ganiev

Governance Committee Members

Ivy Mannil (Chair)
Jen Chartrand.

Joan Presto
Thomas Miles

Good-bye!

We are sad to say farewell to **Ivy Mannil** who will end her 6-year term on the Board in June. A dedicated board member, Ivy stepped into the role of President last year, and gave her all to help lead the Board and to provide strong support to the ED and our organization. We also wish all the best to Mpho Begin, who sat on both our Board and our SP&P Committee for many years.

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



IRCOM Staff

Luladei Abdi Hassen
Mariam Aden
Hakeem Adewuyi
Abdikadir Ahmed
Abdirahman Ahmed
Henok Andemichael
Amjad Ayash
Yosra Ayash
Itiovie Ayeni
Adepeju Ayoola
Victor Babarinde
Taewook Bae
Nishant Barthwal
Hadija Bayubahe
Anais Biernat
Chelsea Bonan
Pouya Bornaki

Carlos Calisto
Manuel Camaclang
Surjani Caraan
Daniella Castro
Najibul Chowdhury
Gielh Concepcion
Breanne Courcelles
Shalini De Silva
Shereen Denetto
Diriba Dinber
Keith Dixon
Jackie Dolynchuk
Dimetera Domenic
Brenda Ducharme
Roland Dunia
Nouran Eldesouki
Amber Epp

Maligne Esposito
Timothy Froese
Aron Gebremariam
Suzan Gebrezgabiher
Fitsum Getahun
Samuel Ghebretatios
Yafet Ghebretnsae
Gerri Gregory
Magi Hadad
Kilishar Hamde
Daniel Henrickson
Hozan Ibrahim
Oluwanisola Iyaro
Letekidan Izuz
Patrick Jordan
Mathew Joseph
Bethlem Kassa

Arshdeep Kaur
Paramdeep Kaur
Mesfin Keno
Dawit Kiflom
Colin Kowal
Latifa Mahama
Saman Mahmood
Ligia Mariz
Megan Marques
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Emilienne Minani
Mohamed Mohamed
Rachele Molyneaux
Rose Muambi
Varina Murray
Dominique Musafiri
Drocella Ndashimiye

Senait Nesur
Yvette Niyonkuru
Ariet Opodhi
Issouf Ouermi
Jennie Paraiso
Zariah Pavagadhi
Desirae Phillips
Rae Popowich-Scott
Randall Ramoutar
Kiara Rasmussen
Deryl Raymundo
Carol Reimer
Gloria Rengifo
Aziz Roudani
Novelyn Salaam
Rania Shaaban
Ahmad Shehadeh

Irene Sheldon
Esperence Shima
Bettina Shyllon
Oladoyin Stephen-
Adeusi
Fatuma Sufi
Ashima Tiku
Olusesan Tunji-
Abimbola
Rina Urquiola
Agnieszka Valencia
Seeba Wahabi
Oromiya Wancha
Sena Wancha
Isaias Woldetsnae
Hanna Woldeyohannes
Jackson Zidona



Strategic Plan 2021-2025:

Living Our Story and Sharing Our Story with Intention

Developing Sustainable Organizational Systems and Structures

We accomplished a lot this year to strengthen our organization internally. We were in our first year of our new Collective Bargaining Agreement and it went smoothly. In terms of internal systems, we revamped our performance review tools and asked questions about career and PD goals, to help building meaningful employment and retention. We launched three surveys to gather staff input about organizational challenges and possible solutions: Annual Staff Survey, Employee Exit Interview and a 3-Month Check-In Survey. Data gathered led to an Annual Training Plan and a Wellness Plan to systematize these key areas and build employee wellness, engagement and capacity.

Establishing a Clear Vision for Social Justice Advocacy Goals and Roles

This year, we ensured our focus was on issues central to the wellbeing of newcomer refugees: inner-city issues, anti-racism and civic inclusion of newcomers, youth systems change and housing advocacy.

Actively Pursuing Truth and Reconciliation with Indigenous Communities

Our Common Ground, Stronger Voices project remains the central hub for so many activities – staff learning, co-programming, Traditional Knowledge, and cultural sharing – that move us further along our journey of Truth and Reconciliation. We are grateful to our Indigenous friends and advisors who brought to us many new experiences and opportunities, each rich with meaning and impact.

Pursuing Program Excellence Verified by Evaluation

Almost all IRCOM programs are set up on our new data management system, CARMIS. We are moving into the digital era! Our goal is to streamline data collection, strengthen research and evaluation, support case management, learn more about the IRCOM Model, and help us share successes of our families. A major gap identified through evaluation was the need for employability programming, and this strategic priority was met when we were funded to implement a highly successful pilot project.

Stabilizing IRCOM's Funding

One year into our plan, our grant-writing system is extremely robust. We continue to analyze our current fundraising system and in the coming year, will identify priorities to help build financial sustainability, aided by a grant to conduct a Fundraising and Communications Plan. Our social media presence continues to grow and is an integral part of financial sustainability.

Changing the Narrative

“The pre-existing, everyday crises of poverty, precarious housing, food security, and ongoing racism and colonialism continue, some worsened by losses of income. A return to “normal” or “business as usual” is not an option.”

– Canadian Centre for Policy Alternatives

IRCOM is an inner-city organization and as such, we see how difficult things have become for some people in the downtown. We have always believed in the inner-city as a good place to live, close to amenities and with a vibrant, diverse community always creating, building and innovating. Coming out of the pandemic, however, we hope to see investment in the good ideas and solutions that are presented by groups and committees that we have supported over this past year. We took part in a number of advisory committees and working groups to help build a collective voice and action towards housing reform (we just need more truly-affordable housing!), youth systemic barriers (education, police), and anti-racism and inclusion in the settlement sector, boards, and civic processes. In doing so, we strengthened newcomer voice in areas that directly affect them, and built new partnerships and connections that have helped us many times in overcoming hurdles and achieving our goals.



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!

Abrar Abdelmahmoud
Lama Abougalmou
Menal Al Fekih
Allen Alcantara
Bachar Alhamada
Haifaa Alhussein
Maggie Armstrong
Harshita Arora
Habibo Aweis
Laetitia Bahati
Anicet Bayisabe
Dave Beckett
Susan Billinkoff
Caroline Bolano
Padilla
Hannah Cameron
Devlin Collins
Kristin Corkery
Vince Cornejo
Lyne Courtemanche
Faith DeBraga
Nieve DeGagné
Xiaoyan Ding
Devon Driver
Diane Dusabe
Warren Eaton
Breanna Edinborough
Judith Enweaso
Melanie Gaudreau
Suzi gebrezgabiher
Naomi Gebru
Nyasuku Gentille
Daniel Ghebru
Rosalba Guzzi
Genet Halimekal

Andrew Hallick
Patrick Harrison
Jack Hayes
Clea Hernandez
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Hailey Hutchinson
Jordan Inkster
Hayley Jonasson
Elizabeth Jones
Obedi Kabuha
May Kerdi
Eefa Shahab Khan
Khushboo Khidri
Louise Koblauch
Navpreet Kooner
Tusia kozub
Leanne Kuo
Peter Lawrynuik
Tessa Lehman
Donna MacKinnon
Julie Mbuyi
Zack McAllister
Nancy McQuade
Anas mejbel
Graciana Mendoza
Emily Murray-Caul
Zohra Nawrozi
Judith Ngwambo
Mel Ng'wane
Larry Paetkau
Harshvi Patel
Wraanga Peyawary
Kristina Pham
Thao Pham
Veronica Plaetinck

Hannah Reimer
Anika Roberts
Hilary Robson
Nadia Rodzinski
Julie Rubel
Eden Samson
Gary Sanchez
Gene Marielle Saria
Samantha Sawazki
Tanya Seddiki
PardeepSingh Sekhon
Shannon Selin
Lwam Sereke
Maebel Sereke
Margaret Sheppard
Shibiyamts Shiferaw
Aisha Sikitu
Nathan Solomon
Ware Sora
Kholesamay (May)
Spencer
Marie Sutherland
Aron Tekle
Selam Tesfakrstos
Hani Teweldemedhin
Abdul Toor
Marko Trochanowski
KuoL Tuach
Daniela Ulloa-Juarez
Jenna Vandersteen
Chantal * Vermette
Kathryn Walker
Linxiao Wang
Marla Warkentin
Abuk Wol

Terry Woods
Diane Zack
Fouad Aldiab
Adla Al Ahmad
Shazia Amanullah
Carissa Cheung
Camille Cunningham-Barrett
N'Adom Fosu-Siaw
Matthew Javellana
Kailey Lovejoy-MacDonald
Nolan Peters
Summer Stevenson
Danika Warkentin
Kendra Mclean
Trinity Swan
Ritchie Diggs
Carl Johnston
Julia Todd
Guesh Kuwaja
Manar Murad
Fredy Rwegima
Ahmed
Sedat Cavda Suleyman
Hedayatullah Hedayat
Shafiq Bahudari
Tigesty Habtu
Daniel Ghebru
Kowsar Mahdi
Helenic Kalemba
Hussein Alkhader
Abdullah Ayash
Younus Abdu
Susan Shortill

Brian Thorkelson
Hanna Samavi
Maryan Farah
Sarah Schwedemann
Ajang Deng
Freedom Muskego
Christine Stacey

Shoni Gatore
Abbey Letander
Sham Hagos
Kaltouma Arafa
Setti Yoseif

TENANT LEADERS

Isabel House

Daniel Ghebru,
Shafiq Bahaduri,
Tigesty Habtu,
Helenic Kalemba,
Husein Al Khader,
Hedayatullah
Hedayat

Ellen House

Ahmed Roble
Diane Dusabe
Suleyman Sedat
Cavdar
Manar Murad
Azmara Gebrenigus
Matiwos
Rwigema Fredy
Zohra Nawrozi
Mohammad Dawood
Khasheei
Ndebo Rugereza

ONE TIME VOLUNTEERS

Nicole Pate
Michael Haze
Sheehan
Cole Peters
Quiceno Jacobo
Gavin
Tyler Luedtke
Sam Schmidt
Charbonneau Adam
Salonee Hartwig
Bordy Stroich
Marleen K. Gull
Brooke Everett
Ainsley Wiebe
Isabel Neufeld
Mackenzie Kennedy
William
Alexanderbeardsall
Scott Reimer
Sammy Nkunda
Muskan Brar

Funders and Donors

FUNDERS

Anonymous Donor
Assiniboine Credit Union
Bell Let's Talk Community Fund
Communities 4 Families
Canadian Race Relations Foundation
City of Winnipeg
Community Foundations of Canada
Community Food Centres of Canada
Government of Canada
Healthy Together Now WRHA
Winnipeg Regional Health Authority
IG Wealth Management
Graham C. Lount Family Foundation
Manitoba REALTORS® Shelter Foundation
Province of Manitoba
SEED Winnipeg Inc.
TD Ready Fund
Ted Rogers Foundation
Thomas Sill Foundation
United Way Winnipeg
Winnipeg Foundation

DONORS

Wawanesa Insurance
The Estate of Susan Williams
Department of Internal Medicine, Max Rady
Health Centre
Aqueduct Foundation
Jonathan Paterson Foundation
Neil Loughran

IRCOM is a registered charity (128429537 RR 0001). We gratefully 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.

Stephen Paterson Foundation
Daniel Arthur and Ann Jones Fund
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Dorota Blumczynska
Aren - for Coffee Run
Helen Baker
Apuckalypse Now
Nancy McQuade
Credit Union Central of Manitoba
Melchor Winnipeg Insurance Brokers Ltd
Valorie Block
NSD Tech Inc
Shanlee McLennan
Ray & Fenella Temmerman
Laura Husak
Dianne Marshall

*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!



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

Accueil Francophone	Elmwood Community Resource Centre	KidSport Winnipeg	Sexuality Education Resource Centre Manitoba	Winnipeg Folk Festival
Art City	Ethnocultural Council of Manitoba	Koats for Kids (United Way Winnipeg)	Spence Neighbourhood Association	Winnipeg Repair Education and Cycling Hub (The WRENCH)
Assiniboine Credit Union	Facilitated Solutions	Ma Mawi Wi Chi Itata Centre	Sport Manitoba Fit Kids	Winnipeg Trails Association
Assiniboine Park Conservancy	Family Dynamics	Manitoba Advocate for Children and Youth	Healthy Kids: Safe at Home	Winnipeg Youth Soccer Association
Aurora Family Therapy Centre	Food Matters Manitoba	Manitoba Association for Rights and Liberties	Sport Manitoba Performance	Winnipeg Regional Health Authority
Aworthy Health & RecPlex – University of Winnipeg	Freight House Early Learning & Care	Manitoba Human Rights Commission	St. Charles Soccer Association	Youth Employment Services
Booth University College	Frontier College	Manitoba Interfaith Immigration Council (Welcome Place)	Technical Vocational High School	
Boys & Girls Clubs of Winnipeg	General Wolfe School	Manitoba Possible	The Hood Fams	
Canadian Centre for Policy Alternatives	Government of Canada - Employment and Social Development Canada: Community Financial Counseling Services	Manitoba Soccer Association	The Manitoba Museum	
Canadian Council for Refugees		Manitoba Start	The Winnipeg Foundation	
Canadian Mennonite University		Mosaic Newcomer Family Resource Network	United Way Winnipeg	
Career Trek	Harvest Manitoba	N.E.E.D.S.	University of Manitoba	
Central Neighbourhoods Winnipeg	Hugh John MacDonald School	New Journey Housing	University of Winnipeg	
City of Winnipeg	IG Wealth Management	North End Women's Centre	Valour FC	
Canadian Muslim Women Institute	Immigrant Centre Manitoba	Red River College	Victoria Albert School	
Council of South Sudanese Community of Manitoba	Immigration Partnership Winnipeg	Rossbrook House	Winnipeg English Language Assessment and Referral Centre	
Daniel McIntyre	James Favel	sākihiwē festival	West Central Women's Resource Centre	
Collegiate Institute	John Houle	SEED Winnipeg	Winnipeg Art Gallery	
Dufferin School	Just TV (Broadway Neighbourhood Centre)		Winnipeg Blue Bombers	

NEW PARTNERS

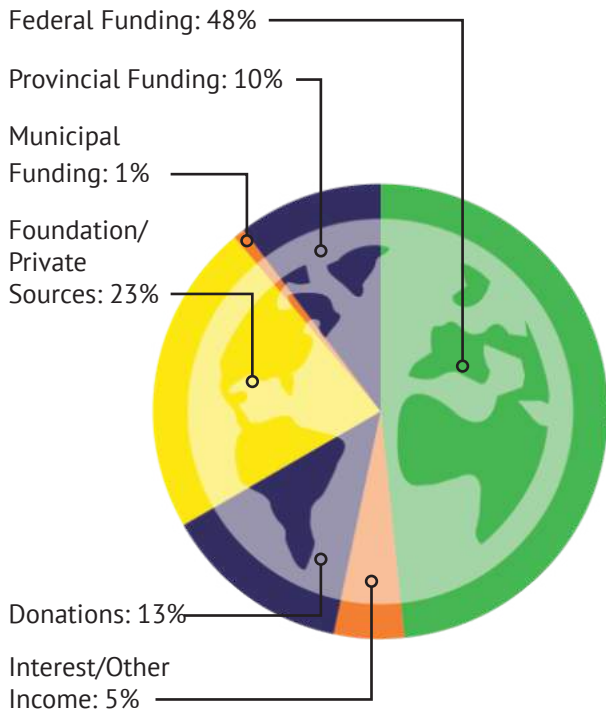
Manitoba Children's Museum Inc.
 Mount Carmel Clinic
 Turtle Island Project / Clayton Sandy
 Green Action Centre
 Crestview United Church
 Seven Oaks, MET School
 Lake Shore School
 Divison- LEGO program

Special Projects & Networks

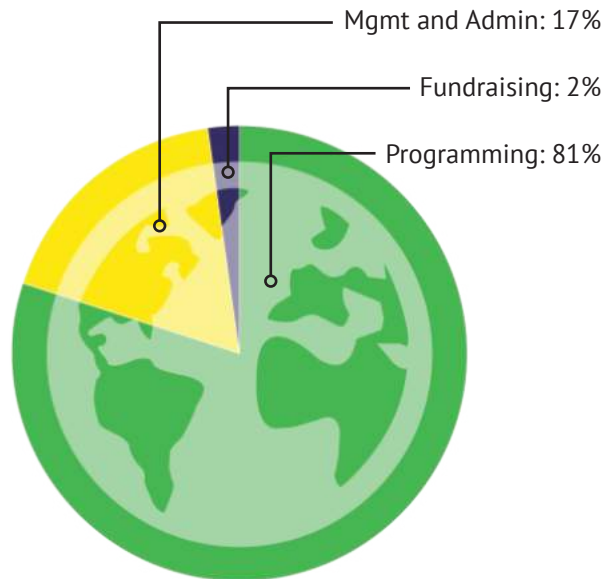
Empower Manitoba	Communities 4 Families Downtown – Parent-Child Coalition	Rotary Adventures in Human Rights	Network of Organizations for the Wellbeing of Newcomers, Immigrants and Refugees (NOWNIR)
Canadian Community Economic Development Network (CCEDNet)	Manitoba Association of Newcomer Serving Organizations (MANSO)	Social Planning Council of Winnipeg	Vital Signs 2022 Advisory Committee - Winnipeg Foundation
Manitoba Financial Empowerment Network (MFEN)	Newcomer Education Coalition (NEC)	Youth Agencies Alliance (YAA)	CMHC/ NHS Research team: Dr Sarah Zell, Dr Jill Bucklaschuk, Dr Aynsle Hinds, Dr Lawrence Deane
Centennial Community Improvement Association (CCIA)	Police Accountability Coalition (PAC)	City of Winnipeg CenterPlan- 2050 Stakeholder committee	
	Rotary International District 5550 World Peace Partners		

2022-23 Financials

INCOME (\$3,602,675)



EXPENDITURES (\$3,602,674)



Net Income (\$-1)

These figures are based on IRCOM's audited financial statements for 2022-23. 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
info@ircom.ca



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