



Immigrant and Refugee
Community Organization of Manitoba

Annual Report 2018-19

IRCOM Highlights



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

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



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



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



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



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



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

Vision and Mission Statements

Vision Statement

A Community of Belonging

Mission Statement

IRCOM strives to empower newcomer families to integrate into the wider community through affordable transitional housing, programs, and services.



Executive Director's Message



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

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

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

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

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

Dorota Blumczyńska, Executive Director

Message from the Board



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

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

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

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

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

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

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

Paula Hamilton, Vice-President

Our Journey with IRCOM

Settlement
and
integration

After School Programs have lots of activities for my siblings and me. We learn about leadership and how to find a job. I did much better in school this year with help from the Homework Program and we met professionals like engineers and lawyers to learn about their careers. We also had fun! We visited the Rec Plex, Skyzone, and went swimming. In the summer there are programs for all of us, and I can keep coming to IRCOM even after my family moves out!

House We were so excited when the staff in House called to show us an available suite at IRCOM. Not only was it clean and beautiful, it was accessible for my sister who uses a wheelchair. We came for a tour and signed our lease right away! Once we moved in, House kept our suite in good repair. My neighbour got on-the-job training fixing up suites in the building. This provided him with Canadian work experience and now he has a full-time job in construction!

Community Resource Program

Staff helped us to develop a settlement plan as soon as we moved in. Having an interpreter and meeting in our home made us feel more comfortable. It is great to have staff on-site to help us with all of our questions. They helped me understand important letters relating to taxes, bills, immigration, and more. IRCOM paid me to cook a meal for our community meeting where we can share our concerns and tell staff what kinds of workshops and programs we want to see at IRCOM. When my eldest daughter was struggling, the social worker really helped our family.

Wrap-around
holistic
services

Greening Program

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



Our family had been in Canada less than 6 months when we applied to live at IRCOM

Asset and Capacity Building Programs

provide us with many ways to learn about money management and improve our financial knowledge. I was able to save money and get a matched amount to buy an item important for our family – I bought a laptop to help me with my education and saved for a college course. We were even able to get our taxes done!



Volunteer & Community Services Program

I really wanted to find a job in Canada so I started volunteering at IRCOM as a Tenant Leader. In our first year at IRCOM, we were paired with a Canadian family who met with us many times for fun activities. Our children played together and we were able to learn about each other's cultures. We learned a lot of useful tips about living and working in Canada and we remain friends still today!

Nurturing
Indigenous
- Newcomer
Relations



Common Ground, Stronger Voices

When I first arrived in Canada, I knew very little about the history of this country. In my English classes, I began to learn about treaties and Canada's relationship with the first peoples of this land. In the summer, IRCOM had community barbecues in our courtyard where I got to meet my neighbours that I had never spoken with before! I learned so many new things and realised we have a lot in common. I love learning about Indigenous cultures and sharing stories about my history too!



Community
(economic)
development,
capacity building,
empowerment



Child Care Program

I was worried that I could not start English classes without anyone to watch my two-year-old son. Then I learned that IRCOM has a Child Care Program that my son can attend while I am attending classes and programs. He loves his friends in child care, and many staff speak our language. They are like family to him! He is also learning English and his numbers, I'm so proud of him!

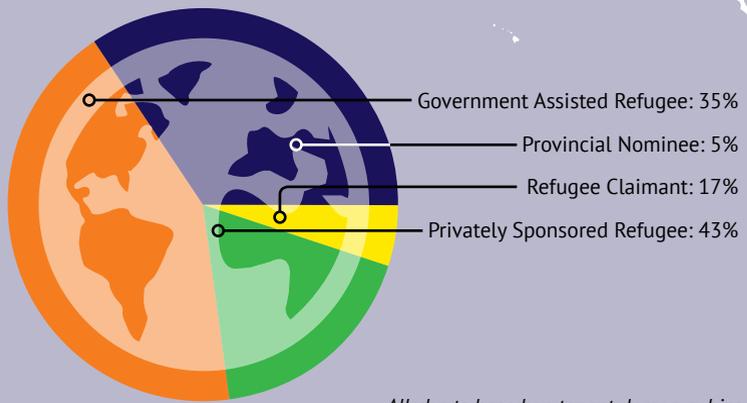
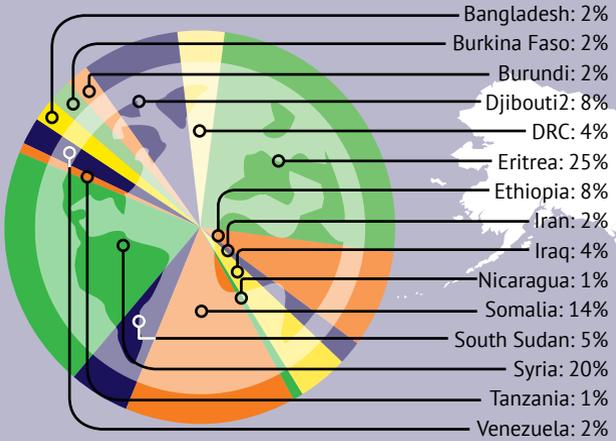
Newcomer Literacy Initiative

Learning English is one of the main goals in our settlement plan. I am able to attend my half-day classes at IRCOM and at a nearby school (Hugh John Macdonald) while my children are in child care right on site. This is a great opportunity for our whole family and will help my wife and I find jobs soon!



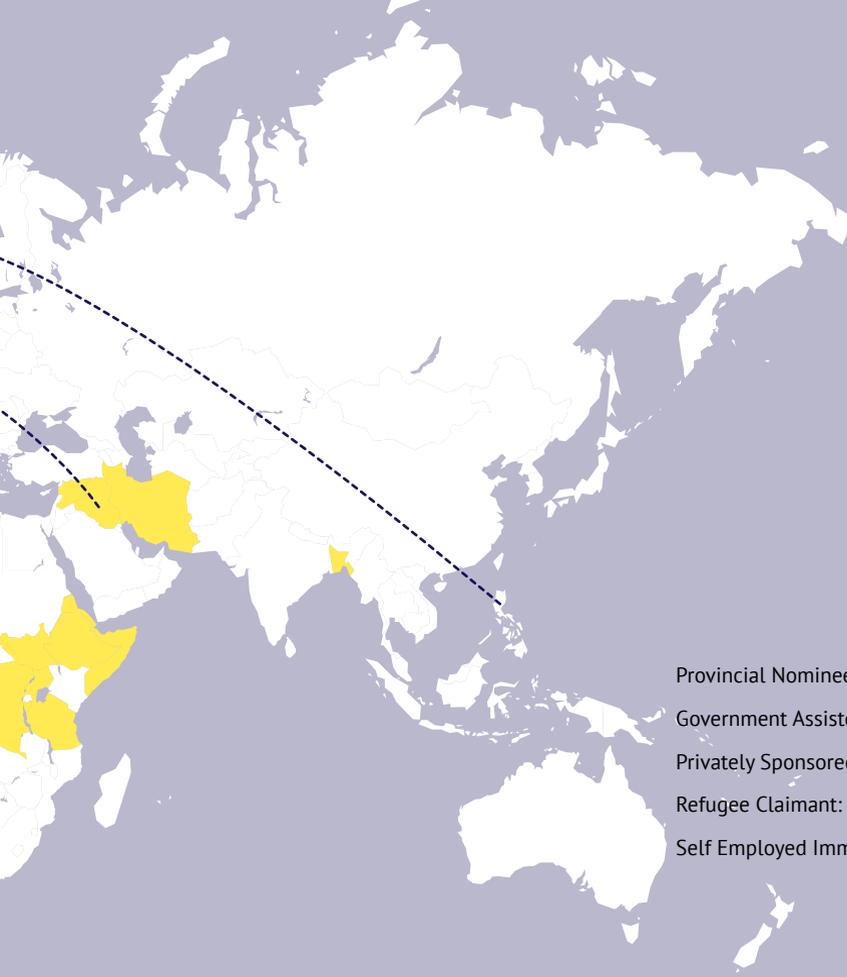
Welcome to

Ellen House

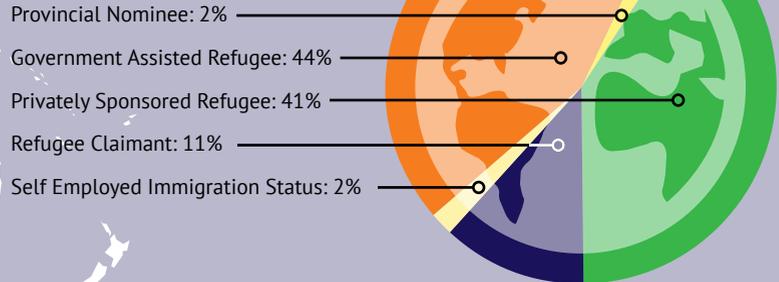
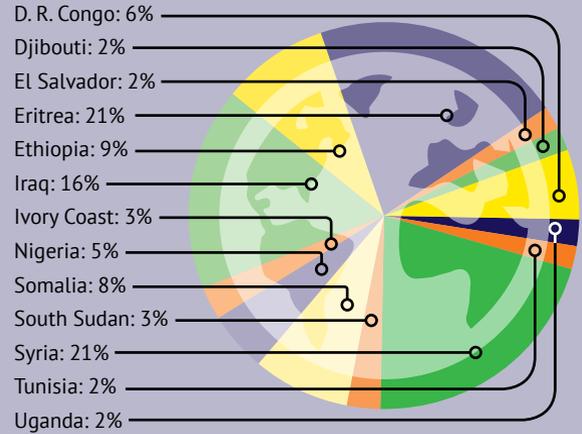


All charts based on tenant demographics for March 2019

IRCOM House!



Isabel House





House

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

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

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

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

IRCOM manages two housing locations: IRCOM Isabel and IRCOM Ellen, fondly named after the streets where they stand. In House, we provide great opportunities for tenants to **obtain valuable Canadian work** experience while improving the building they live in.



IRCOM HOUSE
95



After School Programs

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

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

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

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

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



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

Zemen Arefayne, 15 years old, Eritrea



Newcomer Literacy Initiative

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

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

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

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



“

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

I. Noor, Somalia, Canadian Language Benchmark 2



Child Care Program

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

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

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

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



“

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

Amina (Abdirn and Habsa's mother), Somalia



Asset and Capacity Building Programs

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

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

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

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

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



“

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

Esther Munguyiko, D.R. Congo



Early Childhood Development Hub

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

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

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



“

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

Tina Kabasinga, Uganda



Community Resource Program

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

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

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

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

“

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

Kadra Olhaye from Somalia





Common Ground, Stronger Voices

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

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

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

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



“

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

Wendy Nelson, Community Outreach Worker



Greening Program

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

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

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

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



“

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

Zaid Fikadu from Eritrea



Volunteer and Community Services Program

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

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

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



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

Taven Zastre, HEY Volunteer



Changing the Narrative

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

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

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

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

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

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

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

Our hearts go out...

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





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

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

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Signy Gerrard
Member at Large

Thomas Miles
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Sita Gurung
Stephanie Zabar
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Tehut Dibaba
Tim Froese
Tsega Weldegebrial
Vanessa Harari
Vanessa Kornelson
Virginia Gonzales
Wendy Nelson
Zebiba Ibrahim



Strategic Plan 2018-2021: Highlights

Maturing the Organization

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

Working Towards Financial Sustainability

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

Encouraging Meaningful Indigenous - Newcomer Relationships

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

Supporting Youth to Become Thriving Adults

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

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



IRCOM Thanks Our Amazing Volunteers!

Abeer Abeer
 Abrham Tsebaot
 Abraha Dair
 Aira Villaneuva
 Akram Babiker
 Ali Jafri
 Allen Alcantara
 Amber Ali
 Amber Therrien
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 The Lebaron family
 The Lawrenz family
 The Makumi family
 The Mahadi family
 The Marcil family
 The McDaniel,
 Mohamed family
 The Paisley family
 The Wilson family
 Thomas Oomen
 Thuy (Lucy) Nguyen
 Tracy Zziwa
 Tristan Henry

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

Isabel 2018/2019

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

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

Funders and Donors

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| Anonymous Donors | Jays Care Foundation | Rotary Clubs of Winnipeg |
| Apuckalypse Now | Jed's Restaurant | Sarasvati Productions |
| Assiniboine Credit Union | Jewish Foundation of Manitoba | SEED Winnipeg |
| BellMTS | Manitoba Public Insurance | The Winnipeg Foundation |
| Canadian Tire Jump Start | Margolis Capital Group | United Way of Winnipeg |
| City of Winnipeg | MB Mission | University of Manitoba |
| Canada Mortgage and Housing Corporation | MNP Winnipeg | University of Western Ontario |
| Clinique Youville Clinic | Prairie Dawn Foundation | Wyatt Dowling Insurance Regent & Bond |
| Constable Edward Finney School | Province of Manitoba – Families | Youth Agencies Alliance |
| Cambrian Credit Union | - ECD Hub | Zita and Mark Bernstein Family Foundation |
| Computers for Schools | - Manitoba Housing and Renewal Corporation | |
| Credit Union Central of Manitoba | Province of Manitoba – Education and Training | |
| Equitas - International Centre for Human Rights Education | - Bright Futures | |
| Government of Canada - Immigration, Refugees and Citizenship Canada | - ECD Hub | |
| Government of Canada - Employment and Social Development Canada | - First Jobs | |
| Graham C. Lount Family Foundation | Province of Manitoba - Municipal Relations | |
| Gwen's Project | - Urban Green Team | |
| Investors Group | Province of Manitoba - Justice | |
| Intact Insurance Winnipeg | - Lighthouses Recreation Connections Manitoba | |

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

For nearly 30 years, IRCOM has been able to continue its mission because of the generous, compassionate support of donors like you. We are grateful that you have chosen to partner with us to touch the lives of thousands of newcomers. Your generosity has not only changed the lives of our community members, it has brightened the fabric of our nation. Once again, thank you for supporting IRCOM!

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

Partners

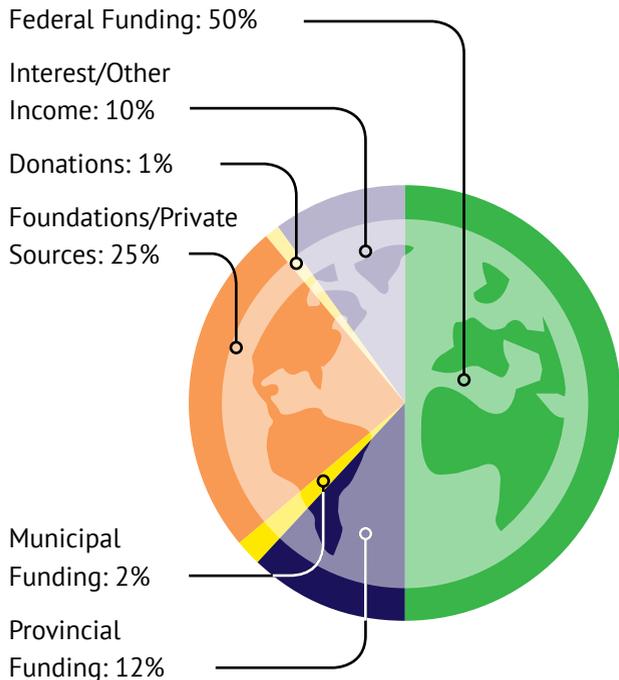
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|--|---|---|---|---|
| Aboriginal Youth Opportunities | Central Neighbourhoods Winnipeg | Knox Centre | N.E.E.D.S Centre | University of Manitoba |
| Academy of Learning | City of Winnipeg | LEGO Program (Lakeshore School Division) | Ndinawemaaganag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

Special Projects & Networks

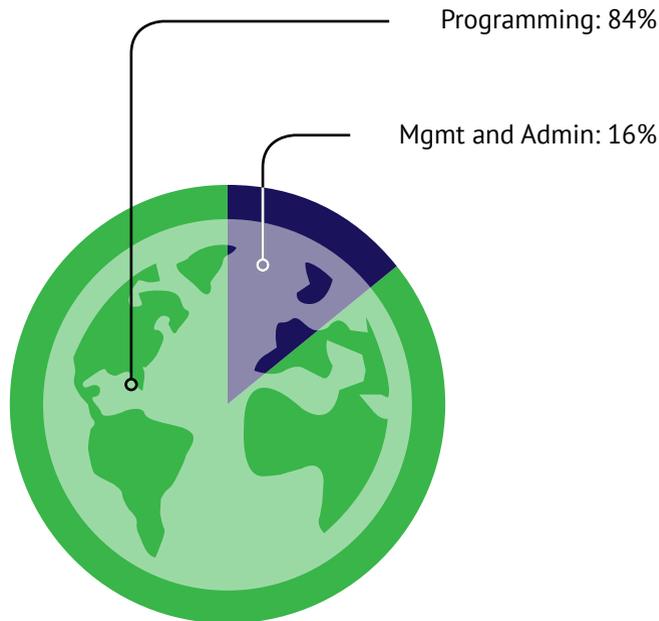
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| Asset Building Partnership | Communities 4 Families | Immigration Research West | Network of Organizations for War Affected Newcomers (NOWAN) |
| Canadian Community Economic Development Network (CCEDNet) | Downtown – Parent-Child Coalition | Infant and Toddler Networking Group of Manitoba | Rotary Adventures in Human Rights |
| Centennial Community Improvement Association | Community Engaged Research on Immigration Network | Manitoba Association of Newcomer Serving Organizations (MANSO) | Youth Agencies Alliance (YAA) |
| Common Ground Advisory Committee | Gang Action Interagency Network (GAIN) | | |

2018-19 Financials

INCOME (\$3,521,020)



EXPENDITURES (\$3,520,989)



Surplus (\$31)

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

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