



International  
Institute of  
New England

ANNUAL 2023 REPORT

# FY 2023 IINE By the Numbers

Served  
**10,047**  
refugees and  
immigrants from **79**  
countries of origin



Connected  
**7,332**  
individuals to  
basic-needs support, cash  
assistance, and food



Taught **943**  
adult English-  
language learners,  
delivering **77,770**  
hours of instruction



Provided  
**1,653** hours  
of mentoring to  
refugee youth



Helped stabilize  
**43** adult and  
child survivors of  
human trafficking and  
their families



Helped  
**1,881**  
immigrants prepare to  
enter the workforce



Placed **469**  
newcomers in  
jobs with strong  
starting wages



Assisted  
**2,015**  
immigrants in applying  
for immigration legal relief



Reunited **639**  
unaccompanied  
children with family and  
caregivers in the US



# Letter from Our Leadership

***Leading with compassion,*** resolve, and ingenuity, the International Institute of New England (IINE) responded to tremendous need in 2023. In total, 10,047 people from 79 conflict zones worldwide came to us for help. That's more than twice the number we served in 2022, when we began dramatically scaling up our capacity to address multiple resettlement emergencies. Our critical, large-scale response was made possible because of your support.

Throughout 2023, we met thousands of people who fled widespread violence, scarcity, and instability in Haiti, hundreds who escaped the unrelenting invasion of Ukraine, and more than 600 children who crossed the US border unaccompanied to reunite with family members in New England.

Beginning with the rapid arrival of Afghans in 2021, we shifted from an exclusively traditional resettlement program, through which we received planned arrivals, to one in which we also respond to an unpredictable and unprecedented number of people coming to our offices for services. As our waiting rooms filled daily, thanks to you, no one was turned away.

To meet a year full of changes and challenges, we onboarded 137 new staff members and mobilized 206 community volunteers. We worked with community partners to hold weekly

all-day clinics to enroll new arrivals in our services. We trained and paired 10 Resettle Together community volunteer teams with resettling families. We formed new educational partnerships, launched new skills-training programs, doubled our Unaccompanied Children's Program to reunite more than 600 children with their families, and developed programs to work with clients directly within emergency shelters.

No matter the needs or the number of newcomers, we've remained a beacon of welcome and a bastion of support. Looking forward, we know that the number of people forcibly displaced worldwide will continue to rise. With your support, we are building the infrastructure needed to serve every refugee and immigrant who comes to our doors in need. It's what we have done since 1918, and what we plan to do for the next century and beyond. Thank you for making this possible.



**Avak Kahvejian, PhD**  
*Chairman*



**Jeffrey D. Thielman**  
*President and CEO*

## Community Services

*In 2023*, IINE provided 7,332 refugees and immigrants with 20,760 hours of case management services. Case managers worked with each individual and family as guides and advocates as the newcomers adjusted to life in their new home. IINE staff ensured that clients had access to cash assistance, health care, and food; enrolled children in school; coordinated transportation to appointments; helped clients become authorized to work; and referred them to IINE's skills training, education, employment, and legal services for further support.

### WELCOMING HAITIANS

IINE served 5,869 individuals from Haiti in 2023. In a year in which Haiti continued to reel from political chaos, earthquakes and storms, and widespread gang violence, a change in US immigration laws allowing



entry on emergency humanitarian grounds offered hope. Massachusetts is home to the third-largest Haitian diaspora in the United States, and many came to reunite with family members or join this community. To access food, health care,

**“The services that are being provided to the Haitian community are priceless. Many are relying on them to support and help their families. They don’t have any other financial assistance except what we are offering to them until they can find a job.”**

**—MALICE VEIGA, A LIBRARIAN AT BROCKTON PUBLIC LIBRARY,  
WHICH HOSTS ONE OF IINE’S BIWEEKLY INTAKE CLINICS**

WELCOMED **7,332** REFUGEES AND IMMIGRANTS



and cash assistance, and gain authorization to work, these individuals needed the assistance of a resettlement agency.

As word spread that IINE could help, hundreds of individuals from Haiti began to fill IINE's waiting rooms in Boston and Lowell, where they were greeted by Haitian flags and case managers who spoke Haitian Creole. Our Community Services

staff began holding biweekly, all-day intake clinics, hosted in spaces provided by community partners, allowing IINE to serve hundreds of clients in a single day. With these clinics, IINE continued to help exceptionally resilient and driven new residents to unlock their potential, pursue their dreams, and strengthen our cities and towns.

## UNACCOMPANIED CHILDREN'S PROGRAM

IINE REUNITED 639 UNACCOMPANIED CHILDREN with family members in the United States in 2023—far more than ever before, thanks to an expansion of our Unaccompanied Children's Program (UCP). Increasing our capacity to support children helps to meet a growing need—the rapidly increasing number of minors from El Salvador, Guatemala, and Honduras who are crossing the US-Mexico border to seek refuge from extreme poverty, crime and violence, and political instability.

The program grew from 8 staff members to 29 in just one year, adding two additional teams in Boston and one in New York—an exciting expansion into a new region for the organization. UCP case managers work with children and their families to facilitate family reunification and make sure children have their basic needs met, are enrolled in school, and have access to physical and mental health support. The program also expanded to include more therapeutic resources to help families navigate the effects of trauma.

“This expansion is an incredible and greatly needed opportunity,” said Sofie Suter, Director of IINE's Unaccompanied Children's Program. “We're now able to help children and families throughout New England and beyond. We're working with kids who have escaped unimaginable conditions—targeting by gangs, terrible poverty, human trafficking—and then spent time in US detention facilities. It's too much for any child to go through. But we're able to help them reunite with family, find new paths to security and healing, and set and pursue goals for more hopeful futures.”



The UCP team spent a day at Boston immigration court to better understand their clients' experiences

# Resettle Together

***IINE resettled*** 344 refugees in 2023, providing a warm welcome, a first home, and a firm foundation of guidance as they navigated their new communities. After fleeing persecution in their home countries and making arduous journeys to the United States, refugees are greeted at New England airports by IINE staff in their native languages. They are driven to furnished apartments where warm and culturally considered meals await their arrival. IINE volunteers introduce them to their new surroundings and staff connect them to IINE's services.

## WELCOMING THE HITIMANA FAMILY

David and Tumushime Hitimana are from the Democratic Republic of the Congo. Their four children—Israel (9), Patience (7), Ombeni (5), and Ahadi (1)—were all born in a refugee camp in Uganda. When the family arrived in the United States in the

fall of 2023, they finally found the hope for which they had been searching.

Through IINE's community sponsorship program, Resettle Together, the Hitimanas were matched with the Weston

**“We have enjoyed working with IINE staff and the family to help execute a plan that incorporates their hopes and dreams.”**

**— VOLUNTEERS CAMILLE AND JEAN**

[Massachusetts] Resettle Together team—a group of volunteers committed to supporting a refugee family in their first year of adjustment. The team of 15 friends from the First Parish Church Weston spent six months preparing. With training from IINE, the group raised funds and collected donations of furniture, clothing, books, and toys for the family's first home in the United States.

When the team learned that the family would be resettled in Lowell, the group went on an IINE-organized walking

**344** REFUGEES RESETTLED IN OUR COMMUNITIES







**The Weston Resettle Together group met the Hitimanas at the airport and is helping them adjust to life in the US, from grocery shopping to visiting the local playground and making time for arts and crafts**

tour of the city, learning about its transportation system and community resources, so they would be well-equipped as guides. Finally, after months of preparation, members of Weston Resettle Together and an IINE translator greeted the Hitimana family at Manchester Airport and drove the family to their new home in Lowell.

Within their first few days, the volunteer group opened an account at a local bank for David and Tumushime, drove them

to all their necessary appointments, and helped enroll the children in school. The Weston Resettle Together group is looking forward to getting to know the Hitimanas over the next year as they help the family navigate their new home. An early highlight was bringing the children to the park near their apartment to play and hearing Patience call out "I love America" as she played on a swing.

# Adult Education

***For newly arrived*** refugees and immigrants, English-language proficiency can feel like having a master key when every door seems otherwise locked. From being able to ask directions, get help, and go shopping, to building first relationships with new neighbors and joining the workforce, English is key to successful resettlement.



English for Speakers of Other Languages (ESOL) classes are vital but scarce, with very limited state funding and long waiting lists. In 2023, IINE taught 943 English-language learners, delivering 77,770 hours of instruction and helping clients develop one of the most important tools they need to navigate their communities, advocate for themselves, and join the workforce. Focusing on the English skills needed in the workplace, classes were taught at five skill levels with both in-person and remote instruction, and with morning and evening options, to maximize accessibility.

## NEW PARTNERS

To reach more learners, IINE also formed new partnerships. In Manchester, New Hampshire, a career-focused ESOL for Health Care program was offered through Catholic Medical School, and additional ESOL classes were offered at St. Anselm College's recently established Meelia Center for Community Engagement, which serves students like Marina Petrova.

**943** ADULTS RECEIVED **77,770** HOURS OF ENGLISH-LANGUAGE INSTRUCTION





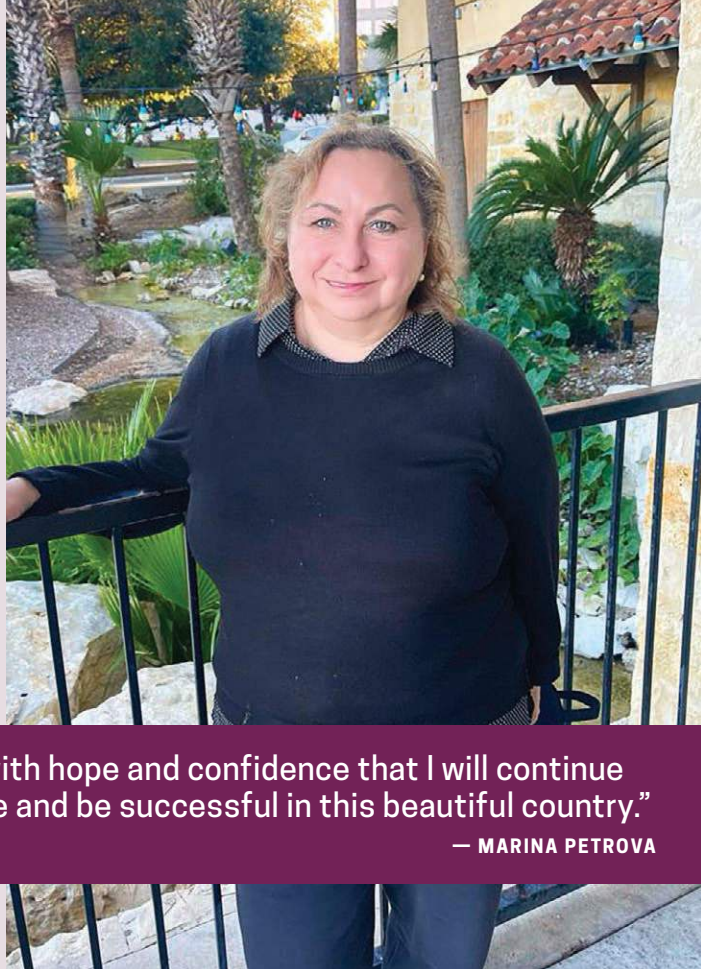
## *My Story of Learning English*

“MY NAME IS MARINA PETROVA. I was born in and lived in Ukraine. After graduating from university, I worked as a chemistry teacher for more than 30 years. In September 2022, fleeing the war, I came to join my family in the United States.

“I quickly realized once I arrived that my main goal was to learn English. Without this knowledge, I would not be able to communicate, shop, or find a job. My sister told me about the International Institute of New England. Many years ago, IINE case specialists in Manchester had helped her. Through IINE I was enrolled in online classes, and once a seat was available, I joined in-person classes and have already progressed to level 2!

“I really liked the teachers and enjoyed working in small groups with volunteers, meeting interesting people, and discussing the history of freedom and equality in the United States. With support from my teachers and classmates, I began to read better, learn new words, and improve my conversation skills, to my great joy! After a year of classes, I passed an oral interview and training in English to begin my first job in the US.

“Now I work as a dietary aide at Warde Senior Living. I like helping older people, and I have constant practice in English. I am still studying, now in level 3. This level is more complex, but my teacher and group are with me, and we study, communicate, and support each other. I look to the future with hope and confidence that I will continue to learn the language and be successful in this beautiful country.”



**“I look to the future with hope and confidence that I will continue to learn the language and be successful in this beautiful country.”**

**— MARINA PETROVA**

## Youth Programming

*In 2023*, IINE helped refugee youth to set and achieve educational and career goals and fostered opportunities for them to engage with their peers and community. Youths were matched with volunteer mentors and English tutors, participated in peer support groups, and had a lot of fun engaging in social activities throughout the year.

- **SWIMMING:** Twenty-five Afghan girls, ranging from toddlers to preteens, learned the basics of swimming at the North Andover [Massachusetts] YMCA, thanks to water-safety lessons taught by the Merrimack College women's swim team. In addition to providing a safe and supportive space for lessons, the YMCA provided swim-suits, goggles, and swim diapers for children.
- **ART AFTERNOONS:** Refugee youths expressed themselves through arts and crafts during Art Afternoon sessions throughout the summer. A particular highlight was an afternoon spent painting flowerpots. They then planted herbs—choosing from parsley, sweet basil, coriander, and chives as well as spider plants, which they were able to take home.



REFUGEE YOUTH RECEIVED **1,653** HOURS OF MENTORSHIP



“That was really nice. I met a lot of people and made new friends,” shared Farah, a 14-year-old girl from Afghanistan. “It was so fun, and I love nature, which makes me happy.”

- **HEALTH AND WELLNESS:** Youth groups participated in a variety of workshops, including practicing good hygiene, mental health self-care, and guided yoga.
- **SUMMER FUN:** IINE’s Refugee School Impact program supports recently arrived refugees in navigating their new school system. Our Manchester office partnered with Southern New Hampshire University’s Center for New Americans Amiko Youth Program to plan field trips to state parks, amusement parks, and more during the summer break. Among other fun activities, the youngsters had a blast at Dupont Splash Pad and Chuckster’s mini-golf, found inspiration at the Currier Museum of Art, and enjoyed hands-on learning experiences at the SEE Science Center.



## ACHIEVING GOALS

YOHANNA, A 20-YEAR-OLD REFUGEE from the Democratic Republic of the Congo, participated in IINE’s Refugee Youth Mentoring program, quickly advancing seven levels in his ESOL classes in less than a year, and was placed in an entry-level job at Cintas, a company that makes uniforms. In August 2023, Cintas presented Yohanna with its Utility Partner of the Year Award. Yohanna is now enrolled in IINE’s CNA for Success program to work toward his Certified Nursing Aide certification.

# Skills Training and Employment

***Landing a first job*** in the United States means a great deal to immigrants. During a transition filled with uncertainty, it's the first big step in the direction of financial security and realizing one's dreams. It's also a huge boon to our shrinking workforce and expected to strengthen our nation's economy over the long term. In 2023, IINE prepared 1,881 clients to enter the workforce and placed 469 refugees and immigrants in jobs with strong starting wages and pathways for advancement. Many participated in IINE's specialized skills-training programs in preparation to enter the customer service, construction, and health care fields.

## NEW PILOT PROGRAM: SELF-CORPS PROFESSIONAL DEVELOPMENT



In 2023, IINE piloted a new Professional Development workshop to teach professional communication skills, time management, how to identify personal skills that are transferable to the workplace, and how to find and apply for jobs. Before the workshop, as one student noted after participating in the pilot,

“There was no one to talk to about these very important topics, to help us become better professionals. This is so inspiring.”

## EMPLOYMENT PARTNERS

IINE PLACED CLIENTS WITH 309 EMPLOYERS throughout the southern New Hampshire, Greater Lowell, and Greater Boston regions. Boston-area clients worked at some iconic institutions, including Fenway Park, Boston College, and Logan International Airport. Diana, a refugee from Cuba, marveled at the opportunity to work at the airport because of the comfort she experienced when she first arrived there: “It felt safe—like, finally, we were in the one place where we could get the help we needed.” She also loved the environment: “When I was a child, all I thought about was planes. I really liked them. Maybe because, in Cuba, it's really weird to see a plane or be around an airport; those careers were really only for the military. It's really amazing that I can work in the airport.”



## Meet the Graduates: Ready, Set, Service!

“This was the first time I was able to do something just for myself—for my own future.”

THE SENTIMENT WAS ECHOED frequently by the five recent graduates of IINE’s Ready, Set, Service! program in an emotional graduation ceremony. Ready, Set, Service! prepares newcomers to the United States for jobs in the hospitality and service industries. Participants learn English vocabulary relevant to the field and requirements of common entry-level positions. They acquire financial literacy skills and prepare for the examinations required to obtain needed workplace-safety certifications. With these pieces in place, instructors help them to prepare résumés and cover letters and practice interviewing. Students also job shadowed at the Encore Boston Harbor Hotel, an employer partner that is committed to interviewing eligible graduates.



Nancy Munera (left) is from Colombia, where she was the founder and CEO of a clothing factory. Ilham Benedict (center) is from Morocco, where she was pursuing a degree in biochemistry. A mother of three children, she now runs a catering business from her home kitchen. Ferzana Chowdhury (right) is from Bangladesh. Before her children left for college, she worked as a part-time assistant teacher at several Cambridge, Massachusetts, elementary schools. She hopes to find a job in a library and to volunteer as a reader for children in her free time.



PREPARED **1,881** REFUGEES AND IMMIGRANTS TO ENTER THE WORKFORCE



## Legal Services

**IINE provided** compassionate and professional Immigration Legal Services to 2,015 refugees and immigrants in 2023, helping them to navigate a complex and intimidating legal system on their journey to stability and security. New laws affecting the legal status of immigrants from Afghanistan, Ukraine, Haiti, Cuba, Venezuela, and Nicaragua led to a tremendous swell in need. IINE's Immigration Legal Services team expanded from four staff members to nine and began holding all-day legal clinics to help Afghans adjust their legal status and Haitians gain authorization to work. The team also supported 149 green card applications and helped 70 new Americans achieve citizenship.

### UWEZO'S STORY

After being resettled by IINE in 2017, Uwezo began the long process of rebuilding his life in his new community, ultimately becoming a US citizen in 2022. A refugee from the Democratic Republic of the Congo, Uwezo says he was sworn in "through tears of joy."



IINE Department of Justice Accredited Representative Ashley Wellbrock (left) with Legal Services clients Uwezo and Bahati

"When you come to this country it scares you. When I left home, I was like, where will I get my passport when I get to the United States? Which papers will I need? And then when I arrived here, IINE provided everything." Having lived and traveled in several African countries, Uwezo was already fluent in 10 languages when he arrived, and he quickly excelled in IINE's ESOL classes. An IINE career specialist found him a job within weeks and enrolled Uwezo in an IINE skills-training program in hospitality that helped him prepare for and secure a position at a hotel. Over the years, Uwezo advanced in his roles, securing jobs with increasingly higher pay, with IINE's support. IINE also helped him turn his knack for languages into an additional paid position working as a translator for IINE clients and at other agencies.

PROVIDED LEGAL SERVICES TO **2,015** REFUGEES AND IMMIGRANTS



## ADVOCACY



Throughout 2023, IINE met with stakeholders at federal, state, and municipal levels to advocate for rights, resources, and equitable treatment for the refugees and immigrants joining our communities. IINE leadership heads a coalition of

Massachusetts resettlement agencies that serve refugees and immigrants statewide. Together we advocate for funding, partner with state government, and meet regularly with decision-makers at the state and federal levels to give testimony in support of immigrant rights.

### HIGHLIGHTS

In FY23, IINE:

- Successfully advocated for \$10.5 million in the Massachusetts supplemental budget to support newly arrived refugees and immigrant families in emergency shelter
- Advocated for the successful passage of S.76/H.135, which extends state-funded basic-needs assistance benefits to low-income immigrant residents in Massachusetts
- Advocated for increased funding from the federal Office of Refugee Resettlement to provide deeper integration services to newly arrived immigrants
- Advocated for the federal Afghan Adjustment Act to grant Afghan evacuees legal permanent residency and a pathway to citizenship in the US

Uwezo was finding success, but there were still challenges: “It was hard living alone, without a family.” He wanted to return home to see his loved ones, but first he needed a green card so he would be able to reenter the US. “Now I know, with my experience in the United States, how hard it can be for others, but IINE made it look easy to me. It took about nine months to get my green card. They made me feel like, when you know there’s an International Institute, you feel like you can conquer anything. You feel free [because] you have someone you can go and talk to, who will show you what to do.”

For Uwezo, US citizenship was the ultimate goal in securing his family’s future.

“I can say the International Institute, they really did a good job, and what they are doing there is not only [for] me. They have so many immigrants and refugees here that have...worse situations. They could have to wait for so long, but [IINE] is going to put papers in on time to get their request in. It’s not easy if you try to do it on your own. But with the International Institute, they find a way to make everything easier.”

IINE helped Uwezo prepare for his citizenship interview and examination; he passed with ease. Before long, his wife was able to join him in the United States. Their first child, Mark, is less than a year old. “A new American!” Uwezo exclaims, adding, “Now I’m really happy. I have my family here with me.”

## Community Partner

### LOWELL COMMUNITY HEALTH CENTER

In 2023, IINE continued to deepen the partnerships that ensure our clients receive the full range of services needed while integrating into their new communities. One of IINE's strongest partners is the Lowell Community Health Center (LCHC), whose Metta Health Center provides health services to refugees and immigrants. IINE and LCHC have shared an office building on Jackson Street for three years, allowing refugees and immigrants to meet with their health care providers and IINE caseworkers in the same service home.

This year, IINE and Metta partnered on two state-funded programs that serve unique immigrant populations—Passage to Healing for survivors of torture and Services to Afghan Survivors Impacted by Combat. Through this partnership, Metta provided physical and mental health care while IINE assisted in workforce readiness and employment support.

“Having so many crucial services this accessible really helps to make Lowell the welcoming community



“Having so many crucial services this accessible really helps to make Lowell the welcoming community it is for refugees and immigrants from all over the world.”

— CAROLINE ROWE, MANAGING DIRECTOR OF IINE'S LOWELL OFFICE

it is for refugees and immigrants from all over the world,” said Caroline Rowe, Managing Director of IINE’s Lowell office. “It’s also just wonderful to partner with kind and skilled people who share our values and goals.”

Sidney Liang, Senior Director of the Metta Health Center, agreed: “Having IINE as a neighbor and a partner adds a whole

new dimension of holistic care for our clients. The variety of services they provide to make sure people are secure, supported, and integrated all relate back to positive health outcomes. With the Passage to Healing and the Afghan Survivors Impacted by Combat programs, we’ve seen that together we can serve new populations with tremendous need.”

## FOUNDATION HIGHLIGHT

### INVESTING IN THE MISSION

PRIVATE PHILANTHROPY plays a critical role in advancing IINE’s mission. In recent years, unrestricted private investment has enabled the organization to respond proactively to rapid increases in the number of individuals and families in need of our services. From welcoming and supporting hundreds of Afghans and Ukrainians to helping Haitian families in unsupported shelter sites in Massachusetts, private funders often fuel impactful emergency response before government contracts and other sources of support are secured.

The Ann Theodore Foundation reached out to IINE in March 2022 to learn more about our resettlement work. After awarding IINE an initial \$100,000 in unrestricted support, engaging in follow-up conversations with our organization over the following year, and inviting IINE to apply for renewed support, the foundation approved a three-year, \$450,000 grant in May 2023. As Lisa Spalding, one of the foundation’s advisors, explained, “In such a rapidly evolving environment, the Ann Theodore Foundation board understood that unrestricted funding gives IINE the flexibility to respond to sudden changes and ensure they have the capacity to meet the increasing need for their services.” The foundation’s deep investment will help IINE continue to act as a leader in advocacy and support for immigrants and refugees.



## Events

### *International Women's Day*

ON MARCH 10, 2023, at the Boston Park Plaza, friends and supporters gathered to celebrate refugee and immigrant women in honor of International Women's Day. Honoree and keynote speaker Sima Samar, a celebrated Afghan human



rights activist, shared the turbulent history of women's rights in Afghanistan. Speaking with event emcee Amaka Ubaka of 7NEWS, Samar said that her resilience in the face of decades of opposition comes from the inspiration she draws from the next generation of Afghan women. IINE staff member Emad Dabeeri presented Samar with the International Women's Day Award, taking the opportunity to thank her for founding a clinic for refugee women and girls, where one of her siblings was born.

The event raised more than \$190,000 for IINE programs and services.

### *The Ride for Refugees and Immigrants*

ON SEPTEMBER 24, 2023, IINE board members, volunteers, staff, and friends hopped on their bikes to participate in IINE's 5th Annual Ride for Refugees and Immigrants. The event brings together both seasoned cyclists and casual riders who bike either a 50- or 12-mile route to raise funds for and awareness of IINE.

Participants collectively raised nearly \$32,000 for refugees and immigrants in our communities.



## Golden Door Award

IINE'S 41ST ANNUAL GOLDEN DOOR AWARD ceremony, held on May 15, 2023, honored Srikant M. Datar, dean of Harvard Business School. The award is presented each year to an immigrant who has made outstanding contributions to US society. A native of India, Datar is recognized for his scholarly work, teaching, and commitment to inclusivity. He is an acknowledged leader in the field of management. More than 450 members of the IINE community gathered at the event to celebrate Datar. Attendees were treated to two Suitcase Stories told by Liubomyr Senyshyn, a Ukrainian concert violinist whose performances raise money for the war effort in his home country, and IINE staff member Sabyne Denaud, who has helped thousands of fellow Haitians resettle in Greater Lowell.

The occasion raised a record \$2.1 million in support of refugees and immigrants.



“Our goal should be to show strangers kindness and compassion, not just to accept or tolerate them, but to welcome them so they in turn will pay it forward.”

— GOLDEN DOOR AWARD HONOREE SRIKANT M. DATAR REFLECTING ON THE KINDNESS HE WAS SHOWN AS A NEWLY ARRIVED IMMIGRANT TO THE US AND ENCOURAGING ALL TO SPREAD A SPIRIT OF WELCOME



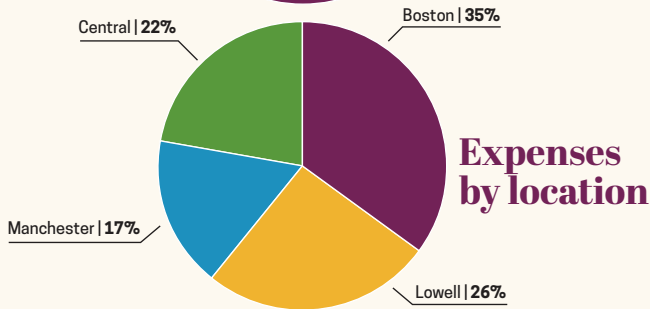
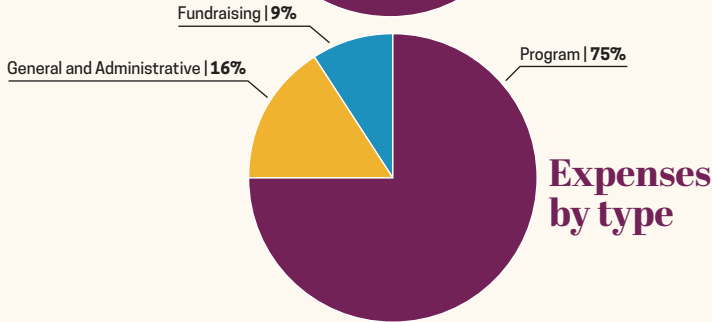
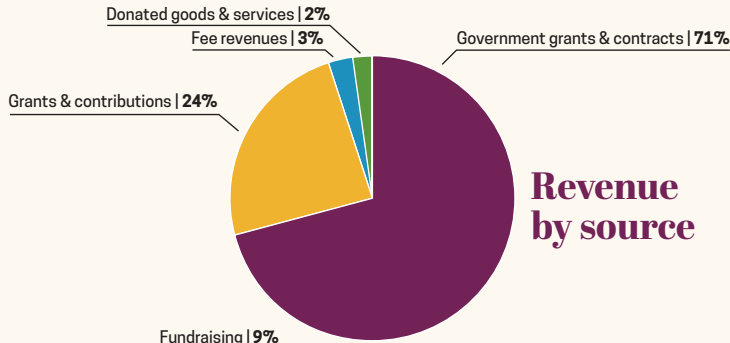
# FY23 Financial Statements

**OCTOBER 1, 2022-  
SEPTEMBER 30, 2023**

**FY23 STATEMENT OF  
REVENUES & EXPENSES**

**FY22 STATEMENT OF  
REVENUES & EXPENSES**

<b>Revenues</b>		
Government grants & contracts	16,798,874	9,807,401
Grants & contributions	5,697,342	7,261,143
Fee revenues	617,545	398,961
Donated goods & services	379,202	731,498
Miscellaneous revenue	12,910	6,111
<b>Total revenues</b>	<b>\$23,505,873</b>	<b>\$18,205,114</b>
<b>Expenses</b>		
Program services	16,185,833	10,994,016
General & Administrative	3,422,692	2,165,323
Fundraising	2,009,426	1,769,692
<b>Total expenses</b>	<b>\$21,617,951</b>	<b>\$14,929,031</b>
<b>Change in net assets from operations</b>	<b>\$1,887,922</b>	<b>\$3,276,083</b>
<b>Non-operating revenues (expenses)</b>		
Net Investment (Loss) / Gain	1,070,861	(1,206,586)
Loss on disposal of property and equipment	(47,869)	0
<b>Total non-operating revenues (expenses)</b>	<b>\$1,022,992</b>	<b>\$(1,206,586)</b>
<b>Total change in net assets</b>	<b>\$2,910,914</b>	<b>\$2,069,497</b>
<b>Net assets:</b>		
Beginning balance	13,120,502	11,051,005
<b>Ending balance</b>	<b>\$16,031,416</b>	<b>\$13,120,502</b>



Total may exceed 100% due to rounding.

## Board of Directors

Avak Kahvejian, Chair  
 Christina Bai  
 Sam Épée-Bounya  
 Tuan Ha-Ngoc  
 Belinda Juran  
 William Krause  
 Shari Loessberg  
 Bopha Malone

Libby May  
 Theo Melas-Kyriazi  
 Ann Merrifield  
 Frederick Millham, M.C.  
 Nia Tatsis  
 Fereshtah Thornberg  
 Jeffrey Thielman

## Leadership Council

Tuan Ha-Ngoc, Chair  
 Örn Almarsson  
 Carolyn Benedict-Drew  
 Jessica Bethoney  
 Lyndsay Byun  
 Wayne Chen  
 Tara Chynoweth  
 Denise DiCenso  
 Robert DiCenso  
 Michael Douvadjian  
 Deborah Dunsire  
 Jean Franchi  
 Margaret Gadon  
 Georges Gemayel  
 Bill Gillett  
 Ginger Gregory  
 Monica Grewal  
 Richard Golob  
 Ernest Haddad

Taeiss Haghghat  
 Kimya Harris  
 Magali Hickey  
 Amy Katz  
 Joseph Kennedy  
 York Lo  
 Shirley Lu  
 Bill Mason  
 Charlotte McKee  
 Irena Melnikova  
 Fred Millham, M.D.  
 Bancroft Poor  
 Wade Rubinstein  
 Annmarie Sasdi  
 Gabriel Schmergel  
 Deborah Shufrin  
 Jane Steinmetz  
 Jessica Wu  
 Kay V. Zhytko



# 2023 DONORS

## \$500,000+

### PUBLIC SUPPORT

Massachusetts Department of  
Elementary & Secondary Education  
Massachusetts Office for Refugees and  
Immigrants

New Hampshire Department of Health  
and Human Services

United States Committee for Refugees  
and Immigrants

### INDIVIDUALS

Bancel Philanthropies

## \$150,000-\$499,000

### PUBLIC SUPPORT

New Hampshire Department of Education  
U.S. Department of Health and Human  
Services, Administration for Children  
and Families, Office of Refugee  
Resettlement

### FOUNDATIONS AND CORPORATIONS

Ann Theodore Foundation

Anonymous

The Shapiro Foundation



## \$100,000-\$149,999

### PUBLIC SUPPORT

MassHire Greater Lowell Workforce Board

### FOUNDATIONS AND CORPORATIONS

Bristol Myers Squibb

Mass General Brigham

Moderna

Pfizer

The Philanthropic Initiative - Cradle to  
Career

### INDIVIDUALS

Nancy and Richard Donahue

Majid Jafar and Lynn Barghout Jafar

Jim and Debby Stein Sharpe

## \$75,000-\$99,999

### FOUNDATIONS AND CORPORATIONS

Vertex

## \$50,000-\$74,999

### PUBLIC SUPPORT

City of Boston, Mayor's Office for  
Immigrant Advancement  
Massachusetts Department of  
Transitional Assistance

### FOUNDATIONS AND CORPORATIONS

Greater Lowell Community Foundation

Jane's Trust Foundation

Liberty Mutual Insurance

The Boston Foundation

Thermo Fisher Scientific Foundation

T-Mobile

### INDIVIDUALS

Anonymous

Mark and Morag Bamforth

Jean Marie Hynes and Mark Joseph  
Condon

Ed and Ann Kania

Mark and Becky Levin

Oechsle Family Foundation

## \$25,000-\$49,999

### PUBLIC SUPPORT

City of Boston, Mayor's Office of  
Workforce Development  
New Hampshire Department of Health  
and Human Services, Office of Minority  
Health and Refugee Affairs  
University of Massachusetts Chan  
Medical School

### FOUNDATIONS AND CORPORATIONS

A.C. Ratschesky Foundation  
Blue Cross Blue Shield of Massachusetts  
Biogen  
Catholic Medical Center  
Deloitte  
Eastern Bank Foundation  
Flagship Pioneering  
Herman & Frieda L. Miller Foundation  
ICF  
JP Morgan Chase  
McKinsey & Company, Inc  
Plymouth Rock Assurance Foundation  
State Street Foundation, Inc.  
Stryker  
Tripadvisor / Tripadvisor Foundation  
WilmerHale

### COMMUNITY GROUPS

Boston Society of New Jerusalem -  
Church on the Hill

## INDIVIDUALS

John Averill  
Boger Family Foundation  
Negin and Oliver Ewald  
Scott Fitzgerald  
Thuy and Tuan Ha-Ngoc\*  
Stuart Levinson and Jennifer Keddy  
Lisa and Theo Melas-Kyriazi\*  
Wade Rubinstein and Jill Block  
Teresa Taylor  
Nancy and Kent Van Zant



## \$15,000-\$24,999

### PUBLIC SUPPORT

Volunteer NH/AmeriCorps

### FOUNDATIONS AND CORPORATIONS

Bain Capital Life Sciences  
Deutsche Telekom AG  
Fish Family Foundation  
Forest Foundation  
Frank W. and Carl S. Adams Memorial  
Fund, Bank of America, N.A., Trustee  
Granite United Way  
Greater Lowell Health Alliance  
Middlesex Savings Charitable Foundation  
Morgan Stanley  
New Hampshire Children's Health  
Foundation  
Norwin S. and Elizabeth N. Bean Foundation  
Sanofi  
State Street Corporation  
Takeda  
The Bushrod H. Campbell and Adah F. Hall  
Charity Fund

### INDIVIDUALS

Anonymous\*  
Josh and Anita Bekenstein  
John and Stephanie Connaughton  
The Edgerley Family Foundation  
Alexandra and Sam Epee-Bounya\*  
Deborah Gaines  
Belinda Juran\* and Evan Schapiro  
Jonathan and Jeannie Lavine



Shari Loessberg\* and Christopher Smart  
 Judy and Steve Pagliuca  
 Jennifer Shotwell  
 James and Cathleen Stone  
 Guido Tamburini and Janet Casey  
 Nia Tatsis\* and Evangelos Tzanis

### **\$10,000-\$14,999**

#### **FOUNDATIONS AND CORPORATIONS**

Blueprint Medicines  
 Eureka Casino Resort  
 EY  
 General Electric  
 Goldman, Sachs & Co.  
 Latham & Watkins LLP  
 PJT Partners  
 Sekisui Diagnostics  
 The Bitty Foundation  
 Women Working Wonders Fund

#### **COMMUNITY GROUPS**

Carter Memorial United Methodist Church

#### **INDIVIDUALS**

Susanna Badgley Place and Scott Stoll  
 Lois and Jim Champy  
 Wayne and Randi Chen  
 Crane Family  
 Zoltan and Cristina Csemma  
 Laura Davis and Tyler Jacks  
 Deshpande Foundation  
 Bryn Einarsdóttir and Örn Almarsson  
 Thomas and Kathleen Engle  
 Ana and Andrew Flaster

Said Francis  
 William and Tracey Franklin  
 Magali Hickey  
 Stephen Kaufer  
 Seth Klarman  
 Matt Levin  
 Carolyn and Terry McGuire  
 Ann Merrifield\* and Wayne Davis  
 Frederick Millham\*  
 Susan Mitchell and James Waldo  
 Carolyn Mugar  
 Francois and Micheline Nader  
 Michael Nally  
 Evan Rachlin  
 Ransom Richardson and Sarah Shamel  
 Mike and Suzanne Sievert  
 Faye and Peter Speert  
 Mark Tatum and Lisa Skeete-Tatum  
 Anonymous  
 Karen Waters



### **\$5,000-\$9,999**

#### **FOUNDATIONS AND CORPORATIONS**

Abbot and Dorothy H. Stevens Foundation  
 Adelard A. and Valeda Lea Roy Foundation  
 Agios Pharmaceuticals  
 Alnylam Pharmaceuticals  
 Bud Ackerman Fund  
 Cummings Foundation  
 Digital Federal Credit Union  
 First Literacy  
 Fragomen, Del Rey, Bernsen & Loewy, LLP  
 Herman & Florence Siegel Family Fund  
 Keros Therapeutics, Inc  
 M&T Charitable Foundation  
 New Hampshire Women's Foundation  
 Russell Reynolds Associates  
 Salsify  
 TD Charitable Foundation  
 The Battles Foundation  
 The Paul and Edith Babson Foundation  
 The Sharma Group  
 Verizon

#### **COMMUNITY GROUPS**

Harvard Business School Association of  
 Boston  
 Saint Andrew's Church

#### **INDIVIDUALS**

Kim Bandtel  
 The Barstow Foundation  
 Jorge Conde  
 James Curran and Yolanda Rigali



DiCenso Family Charitable Trust  
 Sandhya and Craig Douglas  
 Michael Douvadjian  
 Kathy and Bill Gillett  
 Gale Guild  
 Harrigan Fund  
 Kimya and Mike Harris  
 Marina Hatsopoulos  
 Hubert Joly  
 Avak Kahvejian\* and Christine Markarian  
 Kahvejian  
 Keating Family Charitable Fund  
 Letitia Long  
 George and Stefania Mallett  
 Charlotte McKee and Mark Proctor  
 George Melaskyriazi  
 Yiannis and Jamie Monovoukas

Vasant Narasimhan  
 Bancroft and Mary Poor  
 Rousseau Charitable Gift Fund  
 Anonymous  
 Fereshtah Thornberg\*  
 Cailei Zhang

### **\$2,500-\$4,999**

**PUBLIC SUPPORT**  
 Commonwealth Corporation

**FOUNDATIONS AND CORPORATIONS**  
 Ameresco  
 Cambridge Savings Charitable Foundation  
 Citizens Bank, N.A.  
 Consigli Construction Co, Inc  
 HR Knowledge

Hy and Greta Berkowitz Foundation  
 MIT - Office of Government and  
 Community Relations  
 Northern Trust  
 Parlee Farms LLC  
 Shawmut Design and Construction  
 The TJX Companies, Inc.  
 Trustees of the Ayer Home

### **COMMUNITY GROUPS**

First Parish Church Weston  
 Harbor of Hope Christian Church  
 Hingham Congregational Church  
 St. Paul's Episcopal Church

### **INDIVIDUALS**

Ricardo Adroge  
 Julie Rohwein and Jonathan Aibel  
 Tom and Linda Barrington  
 Jessica and Naiff Bethoney  
 Elizabeth Levy and Ryan Bouldin  
 Aoife Brennan  
 Susan Curtin  
 Amanda Dean  
 Zac and Vicki Dydek  
 Margaret Gadon and John Riley  
 Paul and Rosario Garrido  
 Campe and Amanda Goodman  
 Jacqueline Greene  
 Fred and Noreen Hassan  
 John Hennessey  
 Sylvia Jacob and Corey Bollier  
 Bruce Leicher and Ellen Sachs Leicher  
 Jean Masland

Irena Melnikova  
 Taeiss Mojazza  
 Jonathan and Robin Painter  
 Phil Perelmutter  
 Annmarie Sasdi  
 Maura Shaughnessy  
 Richard Shea and Gitte Shea  
 Karen Shine-Nelson  
 Brendan and Kerry Swords  
 Marie Weatherby  
 Kelvin Westbrook and Valerie Bell  
 Robert Zeaske  
 Kay Zhytko and Jordan Marvakov

### **\$1,000-\$2,499**

#### **FOUNDATIONS AND CORPORATIONS**

Anonymous (Hidden Spring Foundation)  
 Bangor Savings Bank  
 Bullhorn  
 Cambridge Trust  
 Carlton-Willard Village Residents  
 Association  
 Enterprise Bank  
 Glacon Contracting Co., Inc.  
 Glastonbury Abbey, Inc.  
 Grannies Respond - Abuelas Responden  
 Middlesex Savings Bank  
 Netflix  
 Oracle Corporation  
 Piper Sandler Companies  
 South Shore Health System  
 Starbucks Corporation



Starbucks Foundation  
 The Savings Bank Charitable Foundation,  
 Inc.  
 Town Fair Tire Foundation, Inc.  
 Tufts Associated Health Plans, Inc.

#### **COMMUNITY GROUPS**

All Saints Episcopal Church  
 Congregational Church of Exeter  
 First Parish Unitarian Universalist Church  
 in Concord (MA)  
 Old Ship Church  
 Plymouth Congregational Church of  
 Belmont  
 Saint Cecilia Parish  
 South Acton Congregational Church  
 St. Elizabeth of Hungary Parish  
 St. Paul's Episcopal Church  
 The Congregational Church of Weston  
 Trinity Church in the City of Boston

#### **INDIVIDUALS**

Rosamond Allen and Paul Landry  
 Alice Avanian  
 Kelli Bagley

Suzin Bartley  
 Mary and Peter Blewett  
 Thomas Boulay and Jeanne Wilson  
 Jessie Bourneuf  
 Jacob Bridge and Bridget Marshall  
 Susan and Bertram Bruce  
 Cait Brumme  
 Heather Buono  
 Paula and Anthony Burke  
 Robert Canfield  
 Michael Carmen  
 Lindsay Cavanagh  
 I-Ping Chan  
 Pamela Chang  
 Alexander and Alexander Chanler  
 Tara and Gray Chynoweth  
 Christy and Mark Clinard  
 Marc and Ilana Cohen  
 Ann Coles  
 Megan Coslick  
 John and Maureen Denison  
 Laura and Marshall Derby  
 Diana Dill  
 Simon and Lucia Dolan  
 Daniel Donahue  
 Elise Drake  
 Michael Dunn and Suzanne Christensen  
 Dunn  
 Elizabeth Falk  
 Mark and Hilary Finnegan  
 Liz and Bill Fischelis  
 Stephen Fisher  
 Doug Fitzsimmons

Warner and Warner Fletcher  
Jean Franchi and Howard Hershoff  
Stephanie Franklin  
Margaret and Bruce Gelin  
Matthew Giammarinaro  
Mary Glenn  
Michael and Kimberly Gruber  
Steven and Mary Gulrich  
James Hardison  
Karen Harris  
Anneli and Bengt Holmstrom  
Steve and Steve Hossa  
James Houghton and Connie Coburn-  
Houghton  
Yie-Hsin Hung  
Anonymous  
Jessica Jacob  
Julie Joncas  
Bryn Junkin  
Angela Kadlec  
Melissa Kampersal  
John Keilty  
Joseph Kennedy  
Anonymous  
Joan Klagsbrun and Julian Miller  
John Koch  
Ann Marie Kreft  
Anonymous  
Wendy Lawson  
Christine Leslie  
Jonathan Levine and Lauren Kelley  
Ann and Greg Little  
Josh Lobel

Susana Lopez and Douglas Levin  
Barbara and Robert Ludwig  
Rodolfo Luzio  
Nagesh Mahanthappa and Valentine  
Talland  
Bopha Malone\*  
Frank Manganiello  
Nergis Mavalvala  
Libby May\*  
Laura McPhee and Bob Griswold  
Joan Melville  
Caroline Michel  
Anonymous  
Ernest Mudarri Haddad  
Sheila Murphy  
Mariana Nacht and David Bumcrot  
Aasimah Navlakhi  
Constance Putnam  
Elizabeth Raible



Yesim and Mark Richardson  
David Rinas  
Anonymous  
Matthew Rushing  
Lora Sabin and Jonathan Hecht  
Gabriel and Valerie Schmergel  
Stephen Senna  
Ramona and Doug Sequeira  
Susan Sharp  
Robert Small and Christine Olsen  
Stuart Smith  
Sally Smyser  
Laurie Sorota  
Jamie and Brian Sparling  
Anne Stetson  
Margot Stone-Condry  
Sundar Subramanian and Sundar  
Subramaniam  
James Sutherland  
Pamela Swain  
Ronald and Susan Swanson  
The Morse Hill Trust  
Fred Tibbitts  
Elise Tripp  
George Verghese and Ann Kailath  
Nancy Vogele  
Pat Warner  
Larry Welch  
Cindy Wentz  
James Wolfson  
Jessica Wu  
Mary Yntema  
Julie and Andrew Zacharakis

**\$500-\$999****FOUNDATIONS AND CORPORATIONS**

MOMA Therapeutics

**COMMUNITY GROUPS**

Central Congregational Church

First Congregational Church of Essex

North Parish of North Andover

Payson Park Church

St Matthew's United Methodist Church

Temple Adath Yeshurun

The Parish of Christ Church

**INDIVIDUALS**

Dietrich Ahadi

Geraldine Alias

Kevin Angle

Mary Antes

Gretchen Arntz

Richard Baldwin and Cecilia Ugarte  
Baldwin

Pauline and Tom Barkalow

Arthur Barlas

Beate Becker

Margaret Begley

Mary Bell

Linda and James Bentley

Shelly and Tony Berardini

Ragu and Ragu Bharadwaj

Antonios Bletsis

Ed Bokhour

Reid Bolton

Debbie Bolza

Jean Bonilla

Nell Borgeson

Leslie Canney

Wilfred and Patricia Chilangwa

John and Emily Cole

Susan Cooper Cronyn and Katharine  
Glennon

Anonymous

James Dana

Madeleine Dassule

Jessica Donohue

Norman Eisenmann



Susan Farina

Laurel Farnsworth

Mark Feldman

Georgia Foote

Robert Farrant

Cindy Friedman and John Page

Bert and Barbara Fullerton

James Gilbert

Jarrod Goentzel

Pamela G Gossman

Gwain Griffin

Campbell Harvey and Elliott Berry

Cecilia Healy

Jane and Robert Herbert

Rebecca Hildebrand

Andrew Housiaux

Katherine Houston

Debbie Hsu

Matthew Inman

Susan Jancourtz

Caroline Jett-Sun

Kathleen Johnson

Margen Kelsey

Donna and Peter Kenny

Anand Kini

Joyce-Klitus Charitable Fund

Richard Kopcke

Andee Krasner

Dale Kutyna

Lande Suderow Fund

Vera Lasser

Bridget Lee

Deborah Lenahan



Madeline Leone  
 Guramar Lepiarz  
 Jenny Littlefield  
 Julia Livingston  
 York Lo  
 Mindy Lo  
 Rachel Maitra  
 Andrew Malik  
 Christine and John Maraganore  
 Mary and Mark Marder  
 Leon L. Martens Revocable Trust  
 Regina and Edward McMonagle  
 Julianne and David Mehegan  
 James Metcalf  
 Aaron Michel  
 Miller Giving Fund  
 Barry Miller  
 Heidi Milligan  
 Atanur Arapoglu and Anca Moraru  
 Rebecca Mulzer  
 Susan and Peter Murley  
 Nina and Archie McIntyre  
 Maggie Olson  
 Jackie O'Neil  
 Graham Pallett  
 Leonore Pardee  
 Stephen Pelliccia  
 Elizabeth Phalen  
 Susan Reichle  
 Carol Reiling  
 Joan Reische and Alan Reische  
 Patricia Robert  
 Sarah Rossiter



Sarah Ames  
 Diane and Richard Schmalensee  
 Anne and Robert Schmalz  
 Camille Schmidek  
 William Sellers and Marianne Lee  
 Minita Shah-Mara  
 Thomas Sharkey  
 Raj and Nalini Sharma  
 Ellen L. Simons Fund  
 Geoffrey Smith  
 Ray Stata  
 Carolyn Stone  
 Mark Storella  
 Katherine and Tai Sutliff

Mark Tincknell  
 Dilla Tingley  
 Amelia Todd  
 Marcelo Torres  
 Mark and Heidi Traeger  
 Joy and William Turpie  
 Camille Valentine  
 Robert VanderMolen  
 Karen Weintraub  
 Paul Wilson and Mary Donchez  
 Alexander Woodard

\* Indicates member of the IINE Board of Directors







# Thank You





**International  
Institute of  
New England**

**BOSTON**

2 Boylston Street, 3rd Floor, Boston, MA 02116  
617-695-9990

**LOWELL**

101 Jackson Street, 2nd Floor, Lowell, MA 01852  
978-459-9031

**MANCHESTER**

470 Pine Street, Lower Level, Manchester, NH 03104  
603-647-1500