

2024 Annual Report



FY2024 BY THE NUMBERS

Served **21,014** refugees and immigrants from **82** origin countries



Connected **16,911** individuals to food, housing, and cash assistance



Assisted **1,744** immigrants in applying for immigration legal relief



Helped protect and stabilize **50** adult and child survivors of human trafficking, along with their families



Taught **1,414** adult English language learners, delivering **84,596** hours of instruction



Helped **2,663** immigrants to prepare and train to enter the workforce



Placed **701** newcomers in jobs with strong starting wages



Reunited **944** unaccompanied children with family and caregivers in the U.S.



Helped **48** families exit the emergency shelter system, including **28** families who moved into permanent housing



Assisted **1,048** people in shelter with immigration legal services



Mobilized **337** volunteers to provide **3,420** hours of service



Partnered with **12** Resettle Together sponsorship groups to welcome and support newly arrived refugee families



Led advocacy to secure **\$8 million** from the Massachusetts supplemental budget to provide services for families in shelters



A LETTER FROM OUR LEADERSHIP



Avak Kahvejian, PhD,
Chairman of the IINE Board
of Directors



Jeffrey Thielman
President & CEO

For IINE, 2024 was a year of building and strengthening new teams; leading coalitions; learning from our history of resilience; delivering core services to an unprecedented number of beneficiaries; engaging community support; and preparing for our next 100 years of welcome.

With your support, we served more than 21,000 refugees and immigrants from 82 countries, each of whom came to us with their own stories of survival and hope. Continuing our commitment of meeting clients where they are, IINE developed a new Shelter Services program to help families find more permanent housing as quickly and securely as possible.

We also added staff members to help more unaccompanied children reunify with their families in New England and to support more survivors of human trafficking. We deepened our programming to meet the specific needs of women and girls in our care, and we added more English classes to help address the tremendous demand. We introduced a skills training program in the healthcare field to empower our clients to join the workforce.

As we worked to resettle hundreds of refugees, we partnered with 12 Resettle Together community volunteer groups—who each sponsored a newly arrived family—and we built new partnerships with local university students to

foster the next generation of support. An additional 336 volunteers joined us in welcoming new families by setting up apartments, providing transportation, offering tutoring support, and helping newcomers feel at home in New England.

During this monumental year of celebrating the centennial anniversary of our services in Boston, we dug deep into our archives and found inspiration from our long history of advocating for the fair treatment of refugees and immigrants in times of welcome and resistance. Holding tight to the torch lit a century ago, in 2024 we led coalitions of fellow agencies to advocate for refugees and immigrants at the state and national level.

As we reflect on the past year, and also navigate the beginning of a new year filled with unique challenges and uncertainties, we know our work is far from over. While federal policies shift and restrict, we are prepared to meet the moment—just as we have for the past 100+ years. But we cannot do it alone. More than ever, we need your support to ensure that refugees and immigrants in our communities are protected. Thank you for being part of this essential mission.

Community Services

In 2024, **16,911** refugees and immigrants came to IINE's doors, after being forced from their homes. Thanks to your support, they were not alone as they began the long and daunting process of resettling in New England.

IINE case managers helped these families and individuals move into their first apartments in the U.S., purchase food, access cash assistance for necessities in their first weeks, receive medical attention, and enroll their children in school. We also helped them obtain work authorization documents and enroll in IINE's skills training, education, employment, and legal services programs to advance toward self-sufficiency.

To meet the unprecedented need, IINE assembled new teams, increased our engagement with community partners, and held all-day clinics in libraries, churches, and our offices to ensure that thousands of newcomers were enrolled in vital support programs.





Emergency Response: Shelter Services

Throughout the year, thousands of immigrants arrived without federal housing assistance in Massachusetts, a state with an affordable housing crisis, and began their lives in an overburdened emergency shelter system. Many Haitian families came with hopes of joining the large Haitian community in Greater Boston and Lowell after fleeing rampant gang violence and chaos in their home country. Thanks to your support, IINE was able to quickly mobilize a new Shelter Services team to help these families work towards moving into stable housing—quickly, safely, and permanently.

Led by Director of Shelter Services Andrins Renaudin, 12 staff members—several of whom speak Haitian Creole—worked with a total of **1,048** clients. They provided individualized case management, referring clients to IINE English classes and providing laptops and internet access for remote learning. They also helped families navigate the complicated immigration legal system. With the help of IINE shelter housing coordinators, **30** families were able to move out of emergency shelters and into apartments before the holidays.

“It would not have been easy without this organization! I am forever grateful to IINE!”

— Josette-Michelle

Home At Last

Wensley and Josette-Michelle and their children, 11-year-old Guerson, 8-year-old Claudine, and 3-year-old Makendy, were forced to leave their home in Haiti when it became dangerously unstable. They journeyed across several countries, often on foot, to reach the U.S., where they knew family members had settled. Unable to stay with relatives as they had hoped, they found their way to an emergency shelter to avoid homelessness.

It was here that they finally found support. IINE staff helped the family access cash assistance and medical care, complete legal paperwork to get authorization to work in the U.S., and learn how to job search and prepare for interviews.

Then, to their amazement, they received news that IINE had found them an apartment that would be fully furnished through the generosity of private donors. They were the first family they knew at their shelter to move into a more permanent home. *“It would not have been easy without this organization! I am forever grateful to IINE!”*

— Josette-Michelle

From here, Josette-Michelle started her own business selling products that give Bostonians a taste of Haiti, like her homemade Crémasses, and recently earned her certificate to become a Home Healthcare Aide. Wensley has landed a job in the food industry, and they are practicing English together as they make plans to advance their careers.

**Learn more about
our work supporting
immigrant families
in the state shelter
system.**





Celebrating Pride

In 2024 IINE was identified by the U.S. Committee for Refugees and Immigrants as a partner equipped to support LGBTQ+ refugees fleeing persecution because of their sexual identities. IINE created an LGBTQ+ refugee support group, and in June, staff and clients marched in Boston's annual Pride Parade. Individuals who had been forced to hide their identities were able to celebrate them publicly with IINE staff members and the LGBTQ+ community of Boston.



Refugee Resettlement: Welcoming Rohingya Families

Throughout the year, IINE resettled **747** refugees. Among them were **86** Rohingya Muslims, an ethnic group that the United Nations has described as “the world’s largest stateless population” and “the most persecuted minority in the world.” At the beginning of 2024, IINE was among the first agencies to begin resettling Rohingya refugees in the U.S. in more than a decade. By the end of the year, most of the **22** Rohingya clients had not only secured jobs and become self-sufficient but also began volunteering to help fellow refugees at IINE, offering interpretation and cultural orientation support and helping set up apartments.



Community Sponsorship: Higher Ed Partnership Engages a New Generation

As the need increased, IINE continued to expand Resettle Together, its community sponsorship program, pairing **12** volunteer groups with newly arriving refugee families. For the first time, IINE worked with local college students in classes on migration, international affairs, and international business, providing them hands-on service-learning opportunities, and harnessing their talents and energy to help our clients.

Welcome Team: Two groups of Northeastern students took on the important task of preparing to welcome newly arriving refugees. After completing initial training with IINE staff, each group was matched with a family from the Democratic Republic of the Congo. Their main tasks were to make sure their families' first apartment in the U.S. was fully hospitable and stocked with groceries, and then to greet their families at the airport, bring them to their new home, and provide them with a warm, culturally appropriate first meal.

Digital Literacy: One group of students at Northeastern University was tasked with providing technology support to refugees with little experience, a key to accessing IINE classes and services, navigating their communities, and succeeding in the workplace. Students designed and taught workshops to help IINE clients operate smartphones and Chromebooks for needed applications, including IINE's online ESOL instruction platforms; they also learned to write, edit, and search.



“Data Dictionary” Assessment: One group of UMass Boston students developed a survey-based assessment tool to measure the effectiveness of IINE programs in helping refugees integrate into their new communities. Informed by their academic research, the tool included questions for clients on how they were progressing in meeting English language goals, accessing public benefits, navigating their new communities, achieving self-sufficiency, and proceeding toward citizenship.

Housing Search Handbook: After learning about the process and pitfalls of the housing search from IINE, a group of seven UMass Boston students contacted landlords to pitch IINE clients as tenants, check availability and interest, and then pass on leads to IINE staff. They used information gleaned from the experience to help document and streamline the housing search, creating a spreadsheet that automates key listing information and a brochure full of useful tips and step-by-step instructions for finding housing in a challenging market.

ESOL for Equality: UMass Boston students in an ESOL cohort had the opportunity to become instructors for some eager adult learners. Naming their project “ESOL for Equality,” each UMass student was paired with one client currently on IINE’s ESOL waiting list. With training and guidance from IINE, each student designed and implemented an individualized course of study for their student and taught it during the semester.

“The immigrant perspective I have because of my own family really drove me to help these people. Having been born in the U.S. and being able to speak English and get around—it’s great to be able to use my skills and my familiarity to help.”

—Thomas, Northeastern Student and Resettle Together Volunteer

Adult Education

IINE students will tell you: English language skills are the key to unlocking their dreams. Speaking, writing, and understanding English means independence, connection, and opportunity.

Learning English empowers refugees and immigrants in the U.S. to advocate for themselves and their families, build relationships with neighbors, continue their education, and succeed in the workforce.

In 2024, IINE played an important role in meeting the skyrocketing demand for ESOL instruction in Massachusetts and New Hampshire. Our ESOL teachers helped support **1,414** English-language learners, delivering **84,596** hours of instruction. Classes focused on workplace English skills and incorporated digital literacy, financial literacy, civics, and workplace orientation. In addition to teaching adults, IINE's Education team supported whole families by assisting with school enrollment, serving as liaisons between schools and families, teaching family literacy classes, and tutoring in IINE's youth mentorship programs.



Beyond the Classroom: IINE's ESOL students met for field trips, joined affinity groups, and celebrated graduations. These outings provided opportunities to form relationships, get acquainted with their new communities, and practice conversational skills.



"I learned how to improve my English so that I can continue to pursue other opportunities beyond what I thought was available... I was able to better my writing, reading, and communication skills in English, feel more comfortable holding a conversation..., and also learned about being a nursing assistant."

— Esperanza, a graduate of IINE's ESOL 4 Healthcare program



Esperanza, an immigrant from the Dominican Republic, completed IINE's ESOL 4 Healthcare language training, pre-apprenticeship program, and advanced language program, which allowed her to enroll in Manchester's LNA (Licensed Nursing Assistant) for Success program while balancing a full-time job at Elliot Hospital and caring for her elderly mother. According to IINE ESOL teacher Caroline Edwards, Esperanza is "a hard worker; a thoughtful, deliberate, and diligent student; and a supportive colleague. She takes on challenges with strength, yet also with quiet grace and humility. It has been an honor playing a supporting role in Esperanza's journey and a pleasure watching her succeed. We wish her luck in her next steps!"

Learn more about how we help refugee and immigrant women find a brighter future in our communities.



Employment and Skills Training

For newcomers to the U.S., a job means security, self-sufficiency, belonging, and contributing to a community that has welcomed them. These driven, resilient, and resourceful newcomers fill essential roles in U.S. communities experiencing shortages.



In 2024, with your support, IINE helped prepare **2,663** refugees and immigrants with workplace orientation, training, resume development, and job searching. IINE's employment specialists placed **701** clients into jobs with strong benefits and family-sustaining wages, at **384** employers. Skills training programs, which incorporate workplace-focused ESOL, practical curriculum, and fieldwork, prepared **299** clients for careers in healthcare, hospitality, and construction.

"[Immigrants] end up being our best employees. Their work ethic is unbelievable—and we know that they are humbling themselves, because

they come with the most interesting educational and professional backgrounds, which may not be what we do at all, but they work in our manufacturing or our warehouses... and they end up being the best employees there. The nice thing is, we're a stepping stone for them to grow their language skills, make some money, establish themselves, get licenses, and just start a life here." —Kelle Doyle, Area Manager for Westaff, a national staffing agency with a branch in Lowell, Massachusetts, that has partnered with IINE for 10 years and placed more than 3,000 refugees and immigrants into manufacturing jobs.



Employee of the Month

Santiago, HD Supply's "Employee of the Month" last April, is one of several clients whom IINE placed in jobs in 2024 that were honored by their employers. Originally from Haiti, Santiago was working an overnight shift in Boston. He told his IINE Employment Specialist that he wanted a daytime job surrounded by English-speakers so that he could improve his language skills. She took him to a hiring event at HD, where he was offered a position on the spot because of his previous experience and positivity. Currently a Warehouse Associate, Santiago plans to pursue a master's degree in supply chain management and logistics



Women in Construction

In 2024, a record high six women joined IINE's Pre-Apprenticeship in Construction and Building Maintenance program.

Medical Assistant Training Program

In 2024, Massachusetts and New Hampshire continued to face huge employment gaps in the healthcare field, corresponding with an aging population with increasing need for care. IINE continued to offer skills training to prepare refugees and immigrants to enter the field as nursing assistants. We increased partnerships to teach ESOL to current hospital staff and added a new skills training program to prepare clients for medical assistant roles in hospitals, clinics, and other long-term care facilities.

Working Towards a Dream to Help People in Pain

Back in her home country of Haiti, Fedeline trained to become both a pharmacist and a physician. “I love the feeling of when I’m doing something to help people become better,” she explains. She remembers an early career experience when she was alone at her hospital and stepped up to complete a successful suture and provide overnight care for a patient who had suffered a painful motorcycle accident in the early hours of the morning. Fedeline had averted what could have been a crisis; it was exhilarating.

When instability forced her and her family to leave Haiti, Fedeline also had to abandon her medical residency on the pathway from a generalist to her chosen specialty of anesthesiology. While it was “a blessing” to come here, the thought of restarting her career was daunting. “Because it’s in another country, another system, even if it’s in the medical [field], it’s still different. I have to get used to it, to understand the vocabulary and the terminology, all of that stuff.”

Fedeline was thrilled with the opportunity to join IINE’s CNA for Success skills training program, which includes contextualized ESOL instruction, Certified Nursing Assistant (CNA) clinical skills training, and job readiness training. Upon completing the course, she passed her exam and earned her license to become a CNA.

“It was such a great pleasure for me. IINE made me start to feel comfortable with the medical terminology, but I want to do more than that.” She asked her IINE Career Navigator for next steps. Fortunately, IINE had just launched the Medical Assistant Training program, and Fedeline enrolled. She hopes this additional certificate along with her training in Haiti will qualify her for a role as an anesthesiology assistant—a step closer to her goal. While attending skills training, Fedeline has been working two jobs to support herself and her family, one as a machine builder and tester, and the other as a sales associate at a mall retail outlet.

“I’ve always been a really active person. In Haiti, even if I was in medical school, I still volunteered. I was a vice president of an international organization that did a lot of mobile clinic work. I like to be busy. But here this is not just to be busy to help people.... I took two jobs to fit with my schedule at school... to be able to pay my bills, pay my apartment, and help my family.”

While the balancing act is a challenge, she is extremely grateful for the opportunity that IINE is providing.



“It’s because of this program that I can make my dream come true. I hope they can continue to do this for others in the same situation.”

—Fedeline

Legal Services

In 2024, **1,744** refugees and immigrants received free or low-cost immigration legal support from IINE's culturally and trauma-informed, dedicated legal team. This type of support is dangerously scarce in New England despite tremendous need.

Many of the displaced and persecuted individuals and families IINE served were admitted to the U.S. with temporary or restricted legal status, forcing them to navigate a high-stakes legal labyrinth. IINE helped clients secure their rights to reside and work in the U.S.; reunite with family; access food, shelter, and healthcare support; and protect themselves from human traffickers. Throughout the year, IINE's Immigration Legal Services team filed **295** green card applications for refugees and asylees and **64** naturalization applications, and **93** clients were sworn in as new U.S. citizens.



IINE Immigration Legal staff held “Green Card Days” to help refugees and immigrants process their applications.



“Five years and a few months after our first entry to the U.S., my wife and I are Americans now. IINE has been a steadfast support for us throughout this long period. They helped us find our first job, and after five years they guided us through the naturalization process. Today, my wife and I are proud to be American citizens. I can’t imagine how difficult this journey would have been without IINE’s unwavering support in legal matters, case management, and more.”

—IINE Legal Services Client



Unaccompanied Children's Program

In 2024, IINE helped a record **944** children who crossed the U.S.-Mexico border alone—fleeing violence, poverty, crime, and instability—to reunite with family and caregivers in the U.S.

After expanding dramatically in 2023 in response to a rapid increase in minors fleeing El Salvador, Guatemala, and Honduras, IINE's UCP team continued to grow in 2024, adding a fourth team to serve clients in more areas of New England and New York.

Staff helped children from **35** countries reunite with their families, access physical and mental health care, enroll in schools, and navigate their new communities. To prepare to serve a more diverse population, the team attended trainings on indigenous languages and cultures at the Massachusetts Institute of Technology and the Children's Advocacy Center of Suffolk County. The team also took part in trainings on Haitian culture and strategies to serve victims of human trafficking with fellow IINE Case Specialists.

Persistence Wins

"When connecting vulnerable children to resources feels impossible, persistence wins," says IINE UCP Immigrant Family Support Coordinator Gabriela Jimenez. A highlight of her year was overcoming challenges to help Lucia, a young child from Honduras, get started in high school.

Gabriela learned that Lucia, still confronting very recent trauma, was afraid of being bullied and worried that her school time would get in the way of supporting her father and younger sister. Meanwhile, her father worked long hours and was hard to reach, making it difficult to provide the family with appropriate services. It took Gabriela months of working with Lucia, her father, and her school to ensure Lucia could pursue an education while feeling safe at school. Once enrolled, Lucia was quick to make friends and began to thrive academically. "It is very gratifying to have advocated on [Lucia's] behalf, enabling her to understand that she is entitled to an education and to receive the necessary support she requires to achieve her personal goals," says Gabriela.

Equity for Women and Girls

Women and girls represented half of the **21,000+** clients IINE served in 2024. Because of gender-based discrimination, refugee and immigrant women and girls are more likely to have experienced violence and trauma and less likely to have had access to education and formal work environments in their home countries.



When a family arrives in the U.S., resettlement services often focus on preparing male heads of households for work to expedite the family's ability to achieve critical self-sufficiency. This constraint on services often leaves female family members underserved and socially isolated.

In 2024, IINE confronted this inequity through the introduction of numerous tailored, culturally sensitive programs to help women and girls connect with their peers, access safe learning spaces, receive reproductive health and parenting support, learn English, and join the U.S. workforce.

Dignity Matters: Young women in our refugee youth program participated in workshops on feminine hygiene and received care products and undergarments donated by Dignity Matters, a local Massachusetts non-profit.

Gender-Affirming Care: Transgender women in our services, many of whom were forced to flee persecution in their home countries due to their identities, received gender-affirming care through our partnerships with Fenway Health and Boston Medical Center.





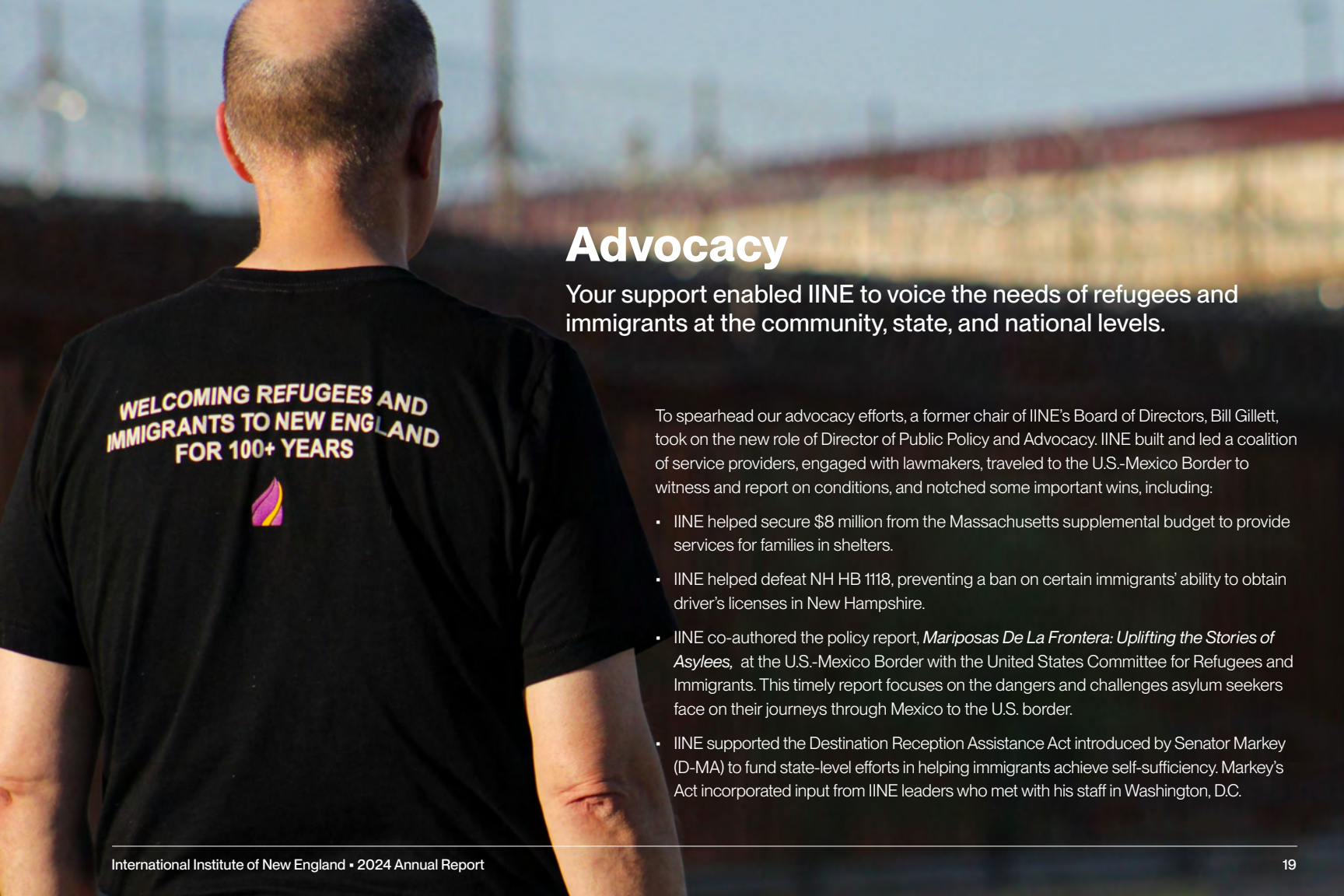
Addressing Domestic Violence: IINE provided separate workshops for women and men to discuss domestic-violence experiences, prevention, and resources for addressing it when it occurs.

Education and Training: Women who did not have literacy skills and served as primary caregivers for their children had the opportunity to take beginner-level literacy classes to build language skills, connect with others in their community, communicate with their child's teacher, and advocate for their children.

Women with advanced language skills had the opportunity to participate in IINE's free job skills training programs, and many worked toward certification to become nursing or medical assistants at hospitals, nursing homes, or long-term care facilities.

Social Groups: IINE staff and volunteers convened several monthly social groups that brought women together to socialize, work through challenges, and participate in activities like cooking, sewing, and crafting. One affinity group, led in partnership by IINE's Health Promotion Case Specialist and a retired-nurse volunteer, brought together speakers of Swahili to discuss issues of birthing and motherhood, comparing cultural conventions and support in their home countries and the U.S.

Refugee Family Advisory Council: Sponsored by the New Hampshire Women's Foundation and held in partnership with Amoskeag Health, this council of women refugees met monthly to discuss integration barriers they have faced and to compare notes on health-related topics. The goal is to share their feedback with Manchester's mayor and to advocate for more integration support for newcomers.



Advocacy

Your support enabled IINE to voice the needs of refugees and immigrants at the community, state, and national levels.

To spearhead our advocacy efforts, a former chair of IINE's Board of Directors, Bill Gillett, took on the new role of Director of Public Policy and Advocacy. IINE built and led a coalition of service providers, engaged with lawmakers, traveled to the U.S.-Mexico Border to witness and report on conditions, and notched some important wins, including:

- IINE helped secure \$8 million from the Massachusetts supplemental budget to provide services for families in shelters.
- IINE helped defeat NH HB 1118, preventing a ban on certain immigrants' ability to obtain driver's licenses in New Hampshire.
- IINE co-authored the policy report, *Mariposas De La Frontera: Uplifting the Stories of Asylees*, at the U.S.-Mexico Border with the United States Committee for Refugees and Immigrants. This timely report focuses on the dangers and challenges asylum seekers face on their journeys through Mexico to the U.S. border.
- IINE supported the Destination Reception Assistance Act introduced by Senator Markey (D-MA) to fund state-level efforts in helping immigrants achieve self-sufficiency. Markey's Act incorporated input from IINE leaders who met with his staff in Washington, D.C.

IINE in D.C.

In 2024, IINE made two eventful trips to the U.S. capital to speak directly with decision-makers. Members of our Leadership team met with a White House official, senators, congress members, congressional staffers, and senior leaders from the federal Office of Refugee Resettlement. IINE advocated for the support needed to serve the highest number of refugees, humanitarian parolees, and unaccompanied children in our recent history.

Shortly afterward, representatives of our Refugee Youth Mentoring program went to D.C. to participate in the Office of Refugee Resettlement's Youth Leadership Council for Refugees and Newcomers. Because of our exceptional applications, IINE was invited to bring the most delegates of all resettlement agencies. The youth were commended for proposing workable solutions to challenges affecting them.



Members of the Boston City Council and Mayor's Office for Immigrant Advancement attended IINE's World Refugee Day celebration in Boston this past June, which included an ESOL class graduation and an opportunity to speak with staff and immigrants about their experiences.

**Learn more about
how IINE advocates
for the rights
and protection
of refugees and
immigrants.**

A square QR code with a small graphic of a yellow and red object in the center.



Mobilizing Volunteers

Welcoming newcomers is an act of community-building. It depends on hundreds of partnerships with generous, committed, and open-hearted volunteers. This past year, **337** community volunteers provided **3,420** hours of service.

They practiced English with ESOL students; helped jobseekers write resumes and prepare for interviews; provided needed rides for clients to attend classes, trainings, and events; tutored and mentored refugee youth; and contributed many other services!

Navigating Neighborhoods

INE's offices in the heart of Lowell are co-located at the Lowell Community Health Center and surrounded by a wealth of public resources—from city-services agencies and libraries to community gardens, museums, and public parks. In 2024, volunteers began offering newly arrived clients “walking tours” to help them learn their way around all the resources available to them in the Lowell community. During one outing, two participants showed up for their tour and immediately recognized each other from their shared time in a Ugandan refugee camp—a special moment of solidarity and hope, realizing how far they had come.

A High Schooler with Heart

When Suraj Chaudhry, age 16, found out he was too young for a summer internship at IINE, he was undeterred. He told IINE Volunteer Coordinator Kate Waidler that he wanted “to lend a helping hand in any way possible.” Kate made two suggestions: he could write a letter to welcome a newly arriving refugee family or collect donations of household items they need. Suraj did both. The donation drive he ran at his high school brought in sixty heavy coats to help families stay warm during their first New England winter. His beautifully written welcome letter was delivered to a family from Afghanistan.

Welcome to Boston! My name is Suraj Chaudhry. I am a 16-year-old at Newton South High School about to start 11th grade.... Let me tell you something about Boston. This is a very nice and friendly city. There are people from all over the world who come here and live here—they are very supportive and want to see others succeed and do well.

Suraj didn't stop there. Later in the year, he worked with an IINE Volunteer Specialist to help organize a pick-up soccer game for IINE clients, staff, and fellow volunteers at a local park in Boston—now a monthly tradition during warmer months. He also partnered with a high school classmate and an IINE Career Navigator to prepare and deliver an ambitious presentation on financial-literacy training for clients to become oriented to the U.S. workforce. Superstar volunteers like Suraj make a huge difference to clients, easing their transition and reinforcing how valued they are by their new neighbors.



FOUNDATION HIGHLIGHT

Beth Israel Lahey Health Beth Israel Deaconess Medical Center

Supporting refugees and immigrants is a continued investment in strengthening our communities. Private philanthropy plays an increasingly vital role in providing the resources that make welcome and integration work possible.

A generous grant from the Beth Israel Deaconess Medical Center (BIDMC) foundation proved particularly important this year, in which the intersecting needs of housing and healthcare dominated much of IINE's work.

BIDMC awarded IINE an \$850,000 grant over three years to provide trauma-informed case management to 300 unhoused and housing-insecure immigrant families. Services included helping families secure benefits and cash assistance, connecting families to stable and affordable housing, and providing emergency rental assistance and legal support related to housing issues.

On behalf of those we serve, IINE extends its sincere gratitude to BIDMC and to the many philanthropic partners who provided life-saving services and crucial investments for our clients and communities.

“Beth Israel Deaconess Medical Center is proud to support access to stable, affordable housing as one element in fostering healthy communities. BIDMC is pleased to support the International Institute of New England as they create stable housing for immigrant families arriving in Greater Boston.”

— Nancy Kasen, Vice President,
Community Benefits and Community Relations

Events



Golden Door Award Gala

On March 4, 480 IINE community members gathered at the Fairmont Copley Plaza Hotel in Boston for IINE's 42nd Golden Door Award Gala. Each year, the Golden Door Award is presented to a person born outside the United States who has made outstanding contributions to U.S. society. This year, the award was presented to Giovanni Caforio, the Italian-born former CEO of Bristol Myers Squibb, for his commitment to developing a patient-focused corporate culture driven by innovation and accountability and his strong belief in the business value of diversity and inclusion. The gala raised nearly **\$1.7 million** to provide life-changing services to refugees and immigrants.



Dalila Lucien

W
C

Rudi Caelle Barthélemy

International Women's Day

On March 8, IINE gathered staff, clients, volunteers, and community members to celebrate International Women's Day. Aqila Mohmand, a former client who fled Afghanistan in 2021 in the middle of her medical studies, expressed her thanks to IINE and Leadership Council Member Dr. Bill Mason for helping her achieve her dream of becoming a doctor in the United States. Attendees were moved by the performances of the Women Stars Haitian dance group and saxophonist Carlyne Louine, who played the Haitian national anthem, and the room filled with applause when Lowell ESOL Manager Sherry Spaulding received an award recognizing her three decades of service in teaching language skills to refugees and immigrants.

World Refugee Day

Marked each year on June 20, World Refugee Day (WRD) is an international celebration honoring the strength, courage, and cultural contributions of those forced to flee their home countries to escape conflict and persecution. For IINE, it's an opportunity to recognize the achievements of its refugee clients and thank those who support them. In 2024, IINE organized a week-long celebration with events across our three offices in Boston and Lowell, Massachusetts, and Manchester, New Hampshire, including:

- A **June 18** celebration in Manchester honored ESOL students, volunteers, and skills training graduates. Several community members joined in to distribute certificates and awards. Clients' children won exciting raffle prizes and celebrated their wins in an inflatable castle.
- On **June 20** in Boston, the Mayor's Office for Immigrant Advancement Director Monique Nguyen joined us in celebrating our ESOL graduates and read a proclamation from Mayor Wu declaring June 20th World Refugee Day in Boston. The Boston City Council president and two councilors attended and shared their support for immigrant learners.
- On **June 24** in Lowell, IINE supporters gathered at Middlesex Community College to induct four new members into the Lowell 100:
 - Wade Rubenstein – Bike Connector Founder and IINE Board Member
 - Suad and Majid – Drivers and interpreters for IINE and former clients
 - Sydney Lang – Senior Director of Lowell's Metta Health Center

Five years after celebrating IINE's Lowell office Centennial, community connections continue to deepen and strengthen, with new members exemplifying the time-tested spirit of our mission.



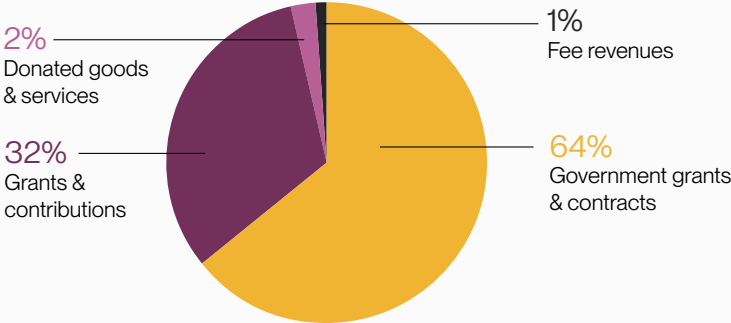
Ride for Refugees

On September 24, an excited 21 riders, including IINE Board members, volunteers, staff, friends, and local community members, hopped on their bikes to participate in IINE's 6th annual Ride for Refugees and Immigrants. Created by IINE Board Member Will Krause, the ride brings together seasoned cyclists and casual riders for a 50- or 12-mile route in support of refugees and immigrants. IINE supporters, friends, and staff members collectively raised \$49,000 for refugees and immigrants, a record for this event!

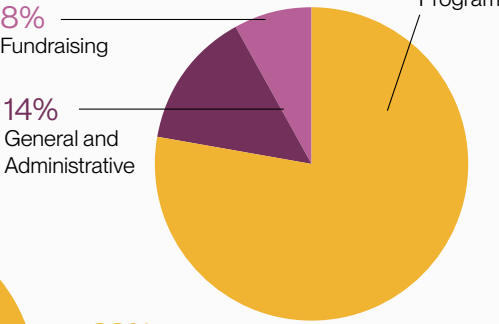


October 1, 2022- September 30, 2023	FY24 Statement of Revenues & Expenses	FY23 Statement of Revenues & Expenses
Revenues		
Government grants & contracts	21,846,676	16,798,874
Grants & contributions	10,880,808	5,697,342
Fee revenues	499,790	617,545
Donated goods & services	702,186	379,202
Miscellaneous revenue	52,316	12,910
Total revenues	\$33,981,776	\$23,505,873
Expenses		
Program services	22,562,081	16,185,833
General & Administrative	4,064,556	3,422,692
Fundraising	2,261,598	2,009,426
Total expenses	\$28,888,235	\$21,617,951
Change in net assets from operations	\$5,093,541	\$1,887,922
Non-operating revenues (expenses)		
Net Investment (Loss) / Gain	2,307,471	1,070,861
Loss on disposal of property and equipment	(753)	(47,869)
Total non-operating revenues (expenses)	\$2,306,718	\$1,022,992
Total change in net assets	7,400,259	\$2,910,914
Net assets:		
Beginning balance	16,031,416	13,120,502
Ending Balance	\$23,431,675	\$16,031,416

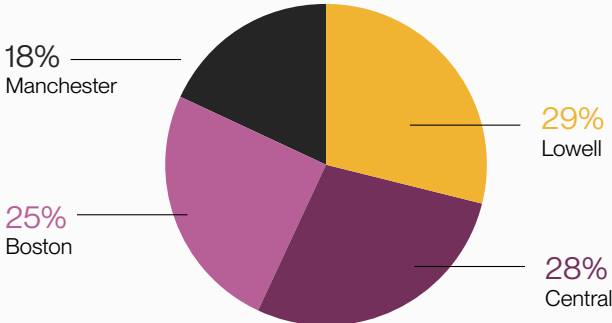
Revenue by Source



Expenses by Type



Expenses by Location



Board of Directors

Avak Kahvejian, Chair	Libby May
Christina Bai	Theo Melas-Kyriazi
Sam Épée-Bounya	Ann Merrifield
Richard Golob	Frederick Millham, M.C.
Tuan Ha-Ngoc	Wade Rubinstein
Belinda Juran	Carolina San Martin
William Krause	Nia Tatsis
Shari Loessberg	Fereshtah Thornberg
Bopha Malone	Jeffrey Thielman

Leadership Council

Tuan Ha-Ngoc, Chair	Taeiss Haghighat
Örn Almarsson	Kimya Harris
Carolyn Benedict-Drew	Magali Hickey
Jessica Bethoney	Amy Katz
Lyndsay Byun	Joseph Kennedy
Wayne Chen	York Lo
Tara Chynoweth	Shirley Lu
Denise DiCenso	Bill Mason
Robert DiCenso	Charlotte McKee
Michael Douvadjian	Irena Melnikova
Deborah Dunsire	Fred Millham, M.D.
Jean Franchi	Bancroft Poor
Margaret Gadon	Annmarie Sasdi
Georges Gemayel	Gabriel Schmergel
Bill Gillett	Deborah Shufrin
Ginger Gregory	Jane Steinmetz
Monica Grewal	Jessica Wu
Ernest Haddad	Kay V. Zhytko

2024 Donors

\$500,000+

Public Support

Commonwealth Corporation
Massachusetts Department of Elementary & Secondary Education
Massachusetts Office for Refugees and Immigrants (MORI)
New Hampshire Department of Health and Human Services
United States Committee for Refugees and Immigrants

Foundations and Corporations

Beth Israel Deaconess Medical Center

Individuals

Bancel Philanthropies

\$150,000-\$499,000

Public Support

Manchester School District
Massachusetts Office of the Attorney General
Metro North Regional Employment Board
New Hampshire Department of Education
Office of Refugee Resettlement
University of Massachusetts Medical School

Foundations and Corporations

Bristol Myers Squibb
Gordon Dyal & Co. Advisory Group LP
Liberty Mutual
TD Charitable Foundation

Individuals

Jim and Debby Stein Sharpe
Karen Waters

\$75,000-\$149,999

Public Support

MassHire Greater Lowell Workforce Board
Massachusetts Department of Transitional Assistance

Foundations and Corporations

Meelia Center for Community Engagement

Individuals

Jennifer Shotwell



2024 DONORS

\$50,000-\$74,999

Public Support

Foundations and Corporations

Biogen
Moderna
Morgan Stanley
Thermo Fisher
Greater Lowell Community Foundation
Mabel Louise Riley Foundation

Individuals

Jean Marie Hynes and Mark Joseph Condon
Mark and Becky Levin
Chris and Melody Malachowsky
PDB Foundation

\$25,000-\$49,999

Public Support

City of Boston Department of Innovation and Technology
City of Boston Office of Workforce Development

Foundations and Corporations

Accenture
Evercore, Inc.
Flagship Pioneering
GE HealthCare
Gilead Sciences
Goldman, Sachs & Co.
Johnson & Johnson
Kirkland & Ellis
McKinsey & Company, Inc
Stryker
Vertex Pharmaceuticals, Inc.
Abbot and Dorothy H. Stevens Foundation
Frank W. & Carl S. Adams Memorial Fund, Bank of America, N.A., Trustee
Greater Lowell Health Alliance
Herman & Frieda L. Miller Foundation
Linden Foundation
State Street Foundation

Individuals

John and Stephanie Connaughton
Scott FitzGerald*
Mauna Key Fund
Bill and Julia Haney

Thuy and Tuan Ha-Ngoc
Ms. Ann Merrifield and Mr. Wayne Davis*
Yiannis and Jamie Monovoukas
Alchemry Foundation
Theodore and Ms. Lori Samuels
Nancy and Kent Van Zant



\$15,000-\$24,999

Foundations and Corporations

ActOne Group
Alexandria Real Estate Equities, Inc
Bain Capital Life Sciences
Covington & Burling LLP
Deloitte
J.P. Morgan Chase

2024 DONORS

Jones Day
Karuna Therapeutics
L.E.K. Consulting
Merck
Ropes & Gray LLP
State Street Corporation
Takeda
The Boston Consulting Group
Forest Foundation
Lincoln Financial Foundation
New Hampshire Charitable Foundation
Sanofi
TJX Foundation

Community Groups

Boston Society of New Jerusalem - Church on the Hill
Temple Isaiah

Individuals

Boger Family Foundation
Lois and James Champy
Laura Davis and Tyler Jacks
Edwin and Ann Kania
Francois Maisonrouge

Lisa and Theo Melas-Kyriazi*
Anonymous
Wade and Jill Rubinstein*
James and Cathleen Stone



\$10,000-\$14,999

Foundations and Corporations

AbbVie
Arnold & Porter Kaye Scholer LPP
Bank of America
Hogan Lovells US LLP
Pfizer
PWC
Triumvirate Environmental
WilmerHale
ZS Associates

Community Groups

Carter Memorial United Methodist Church
Cogswell Benevolent Trust
Fish Family Foundation
Highland Street Foundation
John M. Sawyer Memorial Trust
Plymouth Rock Assurance Foundation
The Bitty Foundation

Individuals

Judi and Larry Bohn
Randi Chen
Zoltan and Cristina Csimma*
Samuel and Alexandra Epee-Bounya and Family*
Negin and Oliver Ewald
Deborah Gaines
Maureen and Anthony Gemma
Richard Golob*
John Hennessy
Anonymous
Avak Kahvejian and Christine Markarian Kahvejian*
Stuart Levinson and Jennifer Keddy
George and Stefania Mallett
Anonymous

2024 DONORS

Rosalie Oliveri
Dr. Sally Reyerling and Chris Baldwin
Ransom Richardson and Sarah Shamel
Mark and Elisia Saab
Vicki Sato
Dr. Susan and Peter Workum
Ms. Phyllis Yale



\$5,000-\$9,999

Foundations and Corporations

Anonymous
Capital Group Private Client Services
Citibank

EY
Global DMC Partners
KPMG
Society for Human Resource Management
Sunrun
Tripadvisor
The Church of Jesus Christ of Latter-Day Saints
Adelard A. and Valeda Lea Roy Foundation
Aubert Fay Charitable Fund
Bud Ackerman Fund
The Paul and Edith Babson Foundation

Community Groups

Church of the Cross
Harbor of Hope Christian Church
South Church

Individuals

Kim Bandtel
John Barstow
Mr. Gustav Christensen and Ms. Vibeke Christensen
Ms. Lisa Crane
David DeLong and Susan Gladstone
Michael Douvadjian

Dr. Deborah Dunsire and Dr. Michael Hall
Simon Elliott
Mark and Hilary Finnegan
Doug and Judy Fitzsimmons
Anonymous
Edmund and Rachel Harrigan
The Hennessey Foundation
John Honts
Hillary and Paul Kavanagh
Erika Klein and James Schwartz
Sharpe Foundation
Anonymous
Fereshtah Thornberg*
Charlotte McKee and Mark Proctor
Jean and Charlie Mixer
Daniela Lamas and Emily Oldshue
Susanna Place and Scott Stoll
Banks and Mary Poor
Lora Sabin and Jonathan Hecht
Anonymous
Anonymous

2024 DONORS

\$2,500-\$4,999

Public Support

Foundations and Corporations

Barings Insurance Solutions
Consigli Construction Co, Inc
Crane Charitable Funds
Eastern Bank
Fragomen, Del Rey, Bernsen & Loewy, LLP
Google Inc.
HR Knowledge
Northern Trust
Parlee Farms LLC
Starbucks
Bishop's Charitable Assistance Fund
Digital Federal Credit Union
St. Paul's Episcopal Church - Brookline

Community Groups

Church of the Good Shepherd
First Parish Church in Weston
St. Anne's in-the-Fields, Episcopal Church
St Matthew's United Methodist Church

Individuals

Julie Rohwein and Jonathan Aibel
Myra and John Anderson
Anne Bailey Berman and Roger Berman
Anonymous
Paul Biondi
Rick Burnes
James Curran and Yolanda Rigali
Dr. Marianne De Backer
Anonymous
Paul and Rosario Garrido
Virginia Gwynn
Kimya and Mike Harris
Sylvia Jacob and Corey Bollier
Amy and Jonathan Katz
Reverend Hall Kirkham
Ms. Christine Maraganore and Mr. John Maraganore
Irena Melnikova
Jonathan and Robin Painter
Andrew Plump and Suzanne Driscoll Plump
Mahmoud Raya
Molly Ready
Barbara Resnek
Elizabeth Levy and Ryan Bouldin

Maura Shaughnessy
Mr. Richard Shea and Ms. Gitte Shea
Karen Shine-Nelson
Deb Shuftrin
Mary Upton
Paul Van Duyn
Rupert and Laura Vessey
James Waldo and Susan Mitchell
Anonymous



2024 DONORS

\$1,000-\$2,499

Foundations and Corporations

Carleton-Willard Village Residents Association
Intermodal Container Logistics, LLC
Novartis
Piper Sandler Companies
Trillium Asset Management, LLC
Weston & Sampson Engineers Inc.
Glastonbury Abbey, Inc.
The Fuller Foundation

Community Groups

First Congregational Church of Essex
First Parish Church of Stow & Acton
First Parish in Lexington
First Parish Milton UU
Follen Church
Global Arts Live
Hingham Congregational Church
North Parish of North Andover
Old Ship Church
South Acton Congregational Church
The Congregational Church of Exeter



The Congregational Church of Weston
The Groton School
Trinity Chapel
West Parish Church of Andover

Individuals

Ms. Rosamond Allen and Mr. Paul Landry
Alice Avanian and Lawrence Welch
Christina Bai and Shaw Chen
Lisa Banker
Jessica and Naiff Bethoney
Anonymous
Hillary Brown and Mr. Michael Grill
Anonymous
Ms. Lindsay Cavanagh
Pamela Chang

I-Ping Chan
Alexander Chanler
Ciccolo Family Foundation
Dr. Sara Clay and Mr. George Clay
Ann Coles
Alice Cort
Paul Cushing
Richard Darveau
Srikant and Swati Datar
Evelyne Delori
John and Maureen Denison
Robert and Denise DiCenso
Anonymous
Mrs. Nancy Donahue
Daniel Donahue
Anonymous
Michael Dunn and Suzanne Christensen Dunn
Louise Kelly Dunn
John and Joyce Dwyer
Norman Eisenmann
Jennifer Engel
Marilyn Fife
Warner Fletcher
Robert Forrant

2024 DONORS



Prof. Foulkes and Ms. Foulkes
Ms. Jean Franchi and Mr. Howard Hershoff
Cindy Friedman and John Page
Donald Gianniny
Jarrod Goentzel
Dr. Judith Graeff
Steven and Mary Gulrich
James Houghton and Connie Coburn-Houghton
Phyllis and Terry Howard
Preble Jaques
Mary and Michael Jenkins
Margen Kelsey and Mark Pine
Joan Klagsbrun and Julian Miller

John Koch
Sharman Lappin
Pat and Betsy Larkin
Mr. Bruce Leicher and Ms. Ellen Sachs Leicher
Christine Leslie
Jonathan Levine and Lauren Kelley
Judy Lieberman
Susana Lopez and Douglas Levin
Chiajou Lu
Nagesh Mahanthappa and Valentine Talland
Frank Manganiello
jean Masland
Lucy Metcalf
Caroline Michel
Christopher Miller and Robin Feuer Miller
Ernest Mudarri Haddad
Winthrop Munro
Susan and Peter Murley
Mariana Nacht and David Bumcrot
Ms. Patricia Nanian
Ranganath Nayak
Nina and Archie McIntyre
Joshua Parker
Ryan and Ashley Reynolds

Yesim and Mark Richardson
Peter Rosenorn
Kathy Rugg
Annmarie Sasdi
Diane and Richard Schmalensee
Anne and Robert Schmalz
Gabriel and Valerie Schmergel
Joan Shafran
Franz W. Sichel Foundation
Jennifer Susse and Jonathan Shapiro
Stuart Smith
Laurie Sorota
Nancy Soulette
Jamie and Brian Sparling
Faye and Peter Speert
Barabara Sullivan
Dr. Ronald and Susan Swanson
Brendan and Kerry Swords
Mrs. Dilla Tingley
Melissa Tully
Neil Ungerleider
Benjamin and Jennifer Vandiver
Anonymous
George Verghese and Dr. Ann Kailath

2024 DONORS

Jane Weber
Ms. Cindy Wentz
Erin Wentz
The Whitehall Foundation
Geoffrey Wilkinson and Sally Johnson
Mary Yntema

\$500-\$999

Foundations and Corporations

Boston University
Eversource
John Hancock Financial Services, Inc.
Massachusetts College of Pharmacy and Health Sciences
Microsoft
SS & C Technologies
Community Groups
Chelmsford Central Congregational Church
Congregational Church of Littleton, MA
First Church Unitarian Littleton
For the Love of Erika
New Castle Congregational Church
Payson Park Church

Pilgrim Congregational Church
Plymouth Congregational Church of Belmont
St. Elizabeth of Hungary Parish
St. Paul's Episcopal Church, Bedford, MA
St. Paul's Episcopal Church in Natick
Union Congregational Church

Individuals

Dietrich Ahadi
Faye Allen
Mary Amato
Kevin Angle
Joseph Aoun
Amanda Austin
Pauline and Tom Barkalow
Ms. Carolyn Benedict-Drew and Dr. Thomas Drew
Linda Bentley
Mr. Harry Blackey
Ms. Peggy Blitz
Ms. Dinah Bodkin
Ed Bokhour
Reid Bolton
Debbie Bolza
Ms. Denise Bordonaro and David Johst

Paula and Anthony Burke
Laura Bussa
Priscilla Cahn
Robert Canfield
Leslie Charm and Karen Belinky
John and Emily Cole
David Corbit
Jennifer Cusack and Michael Baker
Anonymous
Benjamin DiCamillo
Ms. Mallory Digges
Jacqueline Dion
Elise Drake
Terry B Eastman
Deborah Emmett-Pike
Mitzi Fennel
David and Catherine Ferry
Louise Ford and Nancy Lincoln
Anne Fox
Dr. Margaret Gadon and Mr. John Riley
Steven Garfinkle
Anne Gero
Anonymous
Patty Grasso

2024 DONORS

Cynthia Guise
Janet Hadley
Campbell Harvey and Elliott Berry
Bryan Hennigan and Anne Parlee Hennigan
Michael and Penny Herlihy
Michael Hildebrandt
Mr. Robert Hoyt and Mary King
Chikwendu Ibebunjo
Dr. Kate Kallis
Anonymous
Donna and Peter Kenny
Laura Kessler
Erinn King
Andee Krasner
William and Katie Krause
David and Kristin Shapiro
Ullabritt Lam
Ashley and Stefan Lanfer
Sarah Lederman
Barbara and Fred Grant
Deborah Lenahan
Steven Levy
Julia Livingston
Josh Lobel

Mindy Lo
Johanna Lyle
Judith and William Mack
Bopha and Thomas Malone*
Frank Mastrobattista
Anonymous*
Regina and Edward McMonagle
Alison McVie-Wylie
Julianne Mehegan
Laura Meuti
Mr. Joseph Miller
Richard and Brigitte Miller
Elizabeth Morgan
Rebecca Mulzer
Anonymous
Christopher Navin
May Orfali
Bernadette Orr
Catherine Pagliarulo
Christopher Perry
Alison Plante
Carl Quillen
Anonymous
David Rand

Ms. Angel Reed
Sarah Rossiter
Peter Rotolo
Ms. Estelle Ryan and Louis Clavelli
David and Mary Ann Ryer
Anonymous
Carolina San Martin and Robert Gill*
Sarah Ames
Tedd and Ella Saunders
Ms. Jessica Schendel
William Sellers and Marianne Lee



2024 DONORS

Glenn and Lori Shannon
Gregg Shapiro
James Shields and Ms. Gayle Merling
Mr. Silberman and Ms. Netzer
Phila Slade
Marcus Springer
Mary Lyn Stein
Gavin and Caroline Sun and Family
Vincent Sylvia
Chip Terry
Mark Tincknell
Marcelo Torres
Mrs. Heidi Traeger and Mr. Mark Traeger
Elise Tripp
Robert VanderMolen
Julia VanDerslice
Mr. van Paassen and Ms. Maroney
Carlota Vinals
Lydia Walshin and Ted Chaloner
Mary Wasmuth
Ms. Alexandra Weber and Mr. Ben Weber
Ms. Jane Wilson and Mr. James Wilson
Dr. Charlotte Yeh



\$250-\$499

Foundations and Corporations

AARP
AstraZeneca
Edgewood Lifecare Community
Jeanne D'Arc Credit Union
Morgan Stanley Smith Barney, LLC
Schneider Electric
Teradyne, Inc.

Community Groups

East Congregational Church
First Congregational Society
First Religious Society
International School of Boston
Lowell Polish Cultural Committee

Individuals

Sandra Albright
Kathy Andrews
Michael Ansara
Danielle Antalfy
Mary Antes
Barbara Atkins
Rajarshi Banerjee
Anonymous
Arthur Barlas
Steven Barrett
George and Barbara Beal
Shelly and Tony Berardini
Mitul Bhat
Mary and Peter Blewett
Jean Bonilla
Paul Bonzani
Marion Browning
Michael and Katherine Bruno
Bryan and Mary Bunch
Jeanne Burlingame
Maggie Burns
Elizabeth Cabot
Jessica and Owen Callaghan

2024 DONORS

David Caron
Carol and Chester Cekala
Anthony Cichello
James Cleary III and Frances Medaglia
Deborah Cohen
Sharon Cohen
Susan Connors
Linda and Norm Corbin
Fairlie Dalton
James Dana
Anonymous
David and Debra Delay
Meredith DiMola
Klive D'Farley
Dr. Joan Eagan and James Vahey
Don Falkenstein
Laurel Farnsworth
Rebecca Field
Anonymous
Judith Foster, Edward Goggin and Family
Robert Gaffey
Patrick Gallivan
Sarah Gaylord
Amy Gerber

Dr. Annika and Deron Gerow
Ms. Betel Girmay
Michelle Good
Linda Greenberg
Jacqueline Greene
Julia Haller
Anonymous
Leslie Hausser
Jane and Robert Herbert
Anonymous
Bruno Hoguet
Margaret and John Holmes
Debbie Hsu
Gerald Kaminsky
Erin Keaney
Reverend Barbara Keast
Anthony Keaty
Nathan Keliher
Steve Kelman and Shelley Metzenbaum
Joan and Enis Konuk
Eric and Lori Lander
Kathy Le and Michael Warres
Michelle Leung
Charlie and Leslie Liberman

Marilyn Licciardello
Diane Lightburn
Ms. Weishi Li
Barbara and Frank Litwin
Rebecca Lowenhaupt and David Meshoulam
Thomas and Carolyn Lumenello
Scott MacGregor
Dr. Ann Madigan and Dr. Allen Waltman
Maria Maffei
Robert Manasse and Betsy Gould
Joanne Marqusee
Kristin and William Martin
Janet Martland
Suzanne May
Anonymous
Gerald and Mrs. Judith Miller
Laura Miller
Emily and John Mitchell
Warren Moberly
Colleen Moran
Dr. Anne Mulvey
Anonymous
Marcelle Murray
Pho Nguyen

2024 DONORS

Philip Olander and Abderrafi Leboir
Constance Otradovec
Mike Panos
Djana Paper
Mavourneen Pardee
Joel Parks
Louise B. Popkin
Cristena Proffitt
Ellen Prokopow and Zane Hollingsworth
Lucy Pullen
Susan Reichle
Anonymous
Anonymous
Margaret Ris
Tracey Robinson
Karen Rothman
Charles Rozea
Alham Saadat
Betty Salzberg
Rachel Marie Schachter
Dina Selkoe
Vivian Senatore
Susan Sharp
Joseph Shear and Kate Berland

Sarah Shor
Dr. Abby Shuman
Jacqueline Slater and Simon Whitten
Lauren Sloat
Gail Sokoloff
Martha Lee Spaulding
Mary Staley
Anne Stone
Carolyn Stone
Ambassador Mark Storella
Beth Sullivan
Dr. Jo Sullivan
Ms. Nancy Sullivan
John Tammes
Robert Taylor
Nathan Thaler and Hallie Silva
Pamela VanDort
David and Barbara Winders

*IINE's Board of Directors Member Household





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