

Annual Report

2025



By the Numbers

Served **12,278** refugees and immigrants from 68 countries



Connected **9,212** individuals to food, housing, and cash assistance



Assisted **2,926** immigrants in applying for immigration legal relief



Filed **351** green card applications



Taught **1,375** adult English language learners



Helped prepare **2,052** immigrants to enter the workforce



Placed **970** newcomers in jobs with strong starting wages



Reunited **609** unaccompanied children with U.S. family and caregivers



Helped **60** families exit the emergency shelter system and move into permanent housing



Assisted **740** individuals in shelters with immigration legal services



Mobilized **405** volunteers to provide 11,600 hours of service



Partnered with **10** Resettle Together groups to welcome and support refugee families



Provided **12,762** healthcare, education, legal, and nonprofit clients with language services



Mentored **138** refugee youth



A Letter from Leadership



Avak Kahvejian, PhD
Chairman, IINE Board of Directors

The year 2025 tested our resolve in ways unlike any other in IINE's century-long history. Federal immigration policies became dramatically more restrictive, humanitarian pathways closed entirely, funding streams were tightened, and protections that families rely on became increasingly uncertain. For many refugees, asylum-seekers, and immigrants, the promise of safety and stability felt fragile. For IINE, the stakes of our work rose even higher.

Across New England, we faced shifting regulations, reduced federal support, and mounting barriers to protecting clients. Benefit programs were suspended, and legal processes became more complex. Families who had already endured displacement found themselves navigating a landscape defined by uncertainty and fear.

In this environment, our role expanded beyond service delivery. We became steady guides through policy turbulence, trusted messengers in moments of confusion, and unwavering advocates for dignity. When refugee admissions slowed and immigrant protections were threatened, community members, donors, volunteers, faith groups, businesses, and local partners joined us in stating: A welcoming New England is not conditional. It is who we are.

Because of this collective commitment, we were

able to intensify our support for newcomers already here, helping families secure stable housing, navigate complex legal processes, understand their rights, and pursue long-term stability. Community members mobilized not only to serve but to advocate. They contacted elected officials, and used their voices to affirm that fairness and compassion must remain central to the immigration policies that reflect our national identity.

This year revealed something powerful about our region. Even as federal restrictions created barriers, they also clarified our values. We saw thousands of people choose action over apathy. We saw businesses open doors to employment. We saw volunteers build friendships that bridged languages and cultures. We saw local leaders stand publicly for policies that protect the most vulnerable. Together, we demonstrated that refuge is not simply a federal designation; it is a collective act.

As we look ahead, we do so with clear eyes about the challenges before us and with deep gratitude for the people who make this work possible. Your partnership ensures that even when policies shift, our commitment to human rights remains firm. Together, we will continue to welcome and stand for the fundamental dignity of every person who seeks safety and the opportunity to build a new life.



Jeffrey Thielman
President & CEO

IINE's Boston Centennial: Celebrating 100 Years of Welcome

Boston is a city built by immigrants. Its success as a hub of innovation, education, and prosperity depends on its ability to attract talented dreamers and freedom-seekers from around the world. The International Institute of New England has been an important part of this story since the founding of our Boston site in 1924.

In celebrating 100 years of welcoming refugees and immigrants to Boston, IINE took a deep dive into its archives. Clear themes emerged.

For a century, people displaced by war, persecution, and natural disasters have looked to Boston as a beacon of hope. They have come eager to contribute to the city's greatness while building better futures for their families.

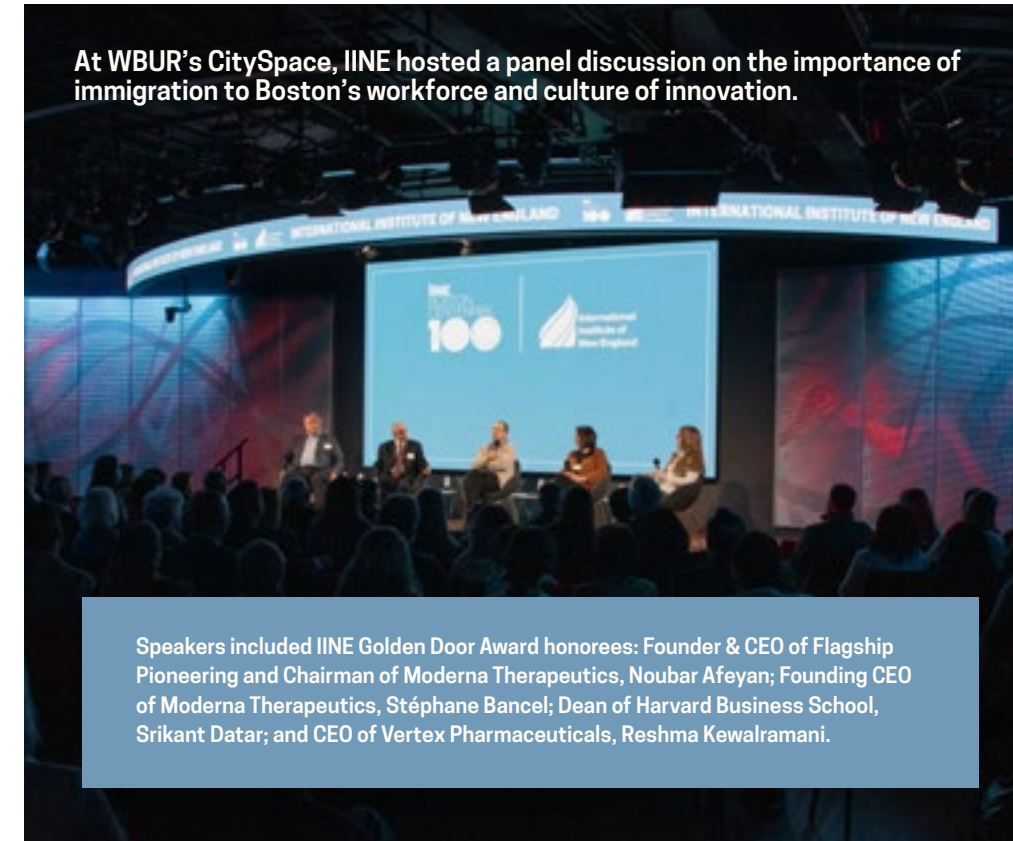
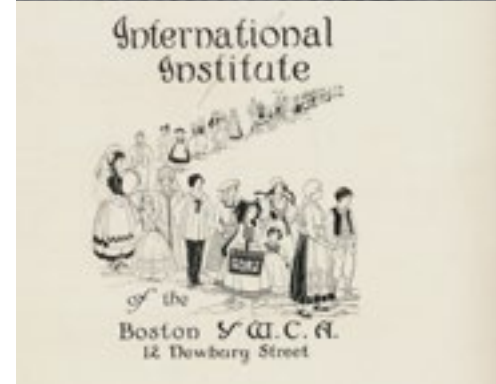
It's never been easy; even positive change can trigger fear and backlash. Still, creative and resilient immigrants found their footing in this city, and some compassionate visionaries invested in their success for the benefit of the larger community.

Following in the footsteps of Edith Terry Bremer, who founded the first International Institute in New York in 1911, a group of women at the local YWCA opened the International Institute of Boston in 1924. They encouraged newcomers to preserve and share their cultures as they integrated into civic life; helped them find homes, learn English, get jobs, and understand the complicated and ever-changing immigration legal system; and fiercely advocated to make our nation's immigration system more just and equitable.

From the start, and still today, the International Institute and its supporters have brought together one generation of immigrants to help support the next.



Throughout 2025, IINE produced a monthly blog and video series, offering a decade-by-decade history of the last century of immigrant resilience, integration, contributions, and success in Boston, along with IINE's constant adaptation to changing laws and evolving needs.



At WBUR's CitySpace, IINE hosted a panel discussion on the importance of immigration to Boston's workforce and culture of innovation.

Speakers included IINE Golden Door Award honorees: Founder & CEO of Flagship Pioneering and Chairman of Moderna Therapeutics, Noubar Afeyan; Founding CEO of Moderna Therapeutics, Stéphane Bancel; Dean of Harvard Business School, Srikant Datar; and CEO of Vertex Pharmaceuticals, Reshma Kewalramani.



Innovation is just intellectual immigration. There's a reason [so many] immigrants are in innovation and entrepreneurship—in addition to their technical skills, professionalism, etc.—it's just this slight degree of comfort with discomfort...You have very little to lose when you come here as an immigrant, and when you're innovating, you also have little to lose if you're comfortable with...risk.

-Noubar Afeyan

Centennial Golden Door Award Gala

IINE's Boston Centennial celebration culminated with its 43rd Golden Door Award gala at the Omni Seaport Hotel, an event that rallied past and present community members and drew a record level of support at a time of great need for refugees and immigrants.

In a departure from its previous 50-year tradition, the Boston Centennial Golden Door Award honored not just a single, remarkable individual born outside of the U.S. but the entire IINE community, including past clients, supporters, and staff whose collective impact has helped shape Boston into the diverse, innovative, and prosperous city it is today.

"Tonight, we celebrate more than a milestone," said Jeff Thielman, President and CEO of the International Institute of New England. "We are honoring a century of courage, compassion, and commitment to immigrants and refugees. Nearly all of us are here because someone in our family once took an uncertain journey to the U.S. That legacy built New England and continues to shape our future. We chose red, white, and blue [colors] for our centennial because welcoming newcomers is one of the most patriotic things we can do."



Drawing 800 guests and raising a record-breaking \$3.5 million for IINE's mission, the evening included personal stories of migration and hope from former refugees, a special performance by the Afghanistan Freeharmonic Orchestra, and a retrospective of the many impressive recipients of the Golden Door Award throughout the decades. IINE also unveiled its Centennial Walk, an art exhibition chronicling IINE's 100-year history in Boston and the city's immigrant roots.



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Tonight, as we reflect on a century of dedication, we also look forward to the future.

The stories of past honorees inspire us to continue building a society that values diversity, resilience, and the indomitable spirit of those who seek a better life.

-Belinda Termeer, wife of late Golden Door Award honoree Henri Termeer



Resettlement: A Race for Refuge Before the Door Shut

While the number of displaced people throughout the world continued to soar to record heights, a divisive U.S. election campaign centered on immigration policy made it clear that the U.S. Refugee Resettlement program was at risk. Working overtime, IINE welcomed 185 refugees between Election Day and Inauguration Day, when the program was suspended by executive order. IINE case specialists and volunteers welcomed new arrivals at the airport, brought them to apartments furnished through donations, secured access to food and medical care, and helped them navigate and integrate into their new communities.

Lowell, MA: Dawo Quickly Climbs the Ladder

Dawo* arrived in Lowell in January of 2025. A refugee from the Central African Republic, he was forced to flee the violence of a civil war, traveling alongside two cousins with whom he now shares an apartment.

“Dawo is always smiling,” says Haseena Niazi, his IINE Case Manager, “and he is remarkably patient and flexible. He told me that back home, he supported his family by driving a car, and that here, he was willing to do any kind of job. He was eager to enroll in English classes, and we also helped him apply for a green card.”

After IINE helped him resettle in Lowell, the employment team helped him secure work at a clothing and home goods store. He started with a part-time role, but because of his strong work ethic and skills, he was quickly moved into a permanent position. Despite his limited English, he continued to excel and, within months, was promoted to Team Lead.

“We’re so proud of him,” says Haseena, “and his employer is very satisfied with his performance. We know his future here is bright.”



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Back home, life was difficult. There is safety and security in the U.S., and people here are good and kind. IINE is an extremely good agency. They helped me a lot and supported me to be where I am today.

-Dawo

**All IINE clients in this Annual Report are identified with pseudonyms, including 'Dawo', to protect their privacy.*

Shelter Services

IINE’s shelter services team continued to help Haitian families placed in the Massachusetts emergency shelter system by guiding them towards stability and self-sufficiency. In 2025, IINE’s education team began offering English classes on-site to shelter residents. Working with the Commonwealth, our team helped 60 families—217 individuals—move into apartments in Greater Boston and Lowell. For another 95 families who had already exited the shelter, the team provided continued support—helping families find work, manage finances, and navigate their new communities. Additionally, 740 former shelter residents turned to the legal team for crucial assistance on their immigration forms.

“It was a challenging year, but we got to see kids who had been living in conference rooms move into apartments near their schools,” says Jessica Cirone, IINE’s Director of Community Engagement and Shelter Services. “For these families, terrible journeys led to difficult beginnings. Now they’re finally moving towards security, and we’re so grateful they’re here.”

Community Services: A Trusted Resource

In a year fraught with challenges, IINE was a haven in the storm for refugees and immigrants. With great care, trauma-informed case managers connected 9,212 newcomers to food, shelter, medical care, and cash assistance. Staff helped clients to enroll their children in school, navigate their new neighborhoods, and build community. Through actions large and small, IINE case managers made sure that clients knew they were welcomed here.

Building Community

Throughout the year, IINE brought people together in safe, welcoming spaces where they met with peers who spoke their native language to learn and socialize together.

In Manchester, New Hampshire, Ukrainian women gathered to learn crockpot cooking. Participants not only cooked and shared meals but, thanks to a group of committed volunteers, left with crockpots to take home.

A monthly meetup for speakers of Swahili and Kinyarwanda in Manchester featured community guests who spoke about maternal health and

childcare, with interpreters provided for each language group. The group also celebrated holidays together and took some field trips—including one successful outing to a discount store where they learned how to find and purchase affordable cleaning supplies.

A newly launched women’s social group for Spanish speakers in Boston ventured on many field trips. Thanks to a foundation partner, group members found themselves taking in their first professional baseball game at Fenway Park, and thanks to a generous volunteer, they also went sailing on Marblehead Harbor.



Dreams Achieved

“You see how isolating life can sometimes be for new arrivals, and how challenging it can be to get to a potential job site, get their kids to school, get to a store where they can buy culturally appropriate food,” says Emily Leslie, Manager for the Individual Development Account (IDA) program that supports refugees with asset development.

“When you know this, and you know how hard they’re working, there’s no better feeling than being able to help that person buy their first car in the U.S. That first car is going to make such a difference for that person’s family and the ability to pursue their goals.”

Through a federal grant and partnerships with community banks, the IDA program helps refugees and immigrants learn financial literacy and set savings goals so they can make major purchases.

When a participant saves enough money, they receive a dollar-for-dollar match that enables them to purchase a car, start a business, pursue higher education, or purchase a home.



In 2025, the Individual Development Account program helped 66 clients purchase their first cars in the U.S.

Education: Empowerment and Innovation

In 2025, IINE continued to meet a tremendous and growing demand in New England for adult English for Speakers of Other Languages (ESOL) training. In classrooms and online, teachers provided 1,375 students with 103,203 hours of instruction, with stellar results—85% of students improved their standardized test scores, and 75% jumped a full language proficiency level! The curriculum focused on helping students develop language skills for the workplace and gain digital and financial literacy.



Award-Winning Innovation

In April, IINE won the \$100,000 Healthforce New Hampshire Innovation Challenge award for LNA for Success, a skills training program offered in partnership with Manchester Community College that prepares refugees and immigrants to enter the healthcare workforce. In preparing students to become licensed nursing assistants, the program was recognized for its excellence in language training, exam preparation, job training, clinical externships at local hospitals and healthcare centers, and career services to help place graduates in jobs.

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We are absolutely thrilled to celebrate this year’s winner. Their passion, dedication, and innovative partnership model impressed the judges’ panel with its mission to support immigrants in advancing their careers and to further meet the state’s workforce needs, all with a ‘one-stop-shop’ trust-based approach....Not only does this initiative empower immigrants, but it also contributes to strong retention rates in the healthcare sector, a field where skilled workers are needed more than ever.

Excerpt from the Foundation for Healthy Communities press release



Unsung Hero

In January, IINE Education Program Manager Sherry Spaulding received the Lowell Non-Profit Alliance “Unsung Hero Award” for an incredible 25 years of service, during which she taught English to almost every refugee arrival in the city!

When Sherry walks down the street, she is often greeted by clients who learned English from her ten years ago. She is frequently visited by past students who now speak fluent English and are thriving in the Lowell community. She works hard not only to teach English but also to build a community, within and beyond the classroom walls.

Ready, Set, Service!

IINE’s hospitality training program Ready, Set Service! (RSS) helped 23 Boston-area immigrants build language and industry skills and gain the professional certifications they needed to find jobs or advance their customer service careers in hotels, restaurants, and retail businesses.

Jean, a recent arrival from Haiti, was a standout graduate for his IINE Career Navigator, Amal Saeo. “Jean genuinely reminds me why I do this work,” she says. “Despite recently arriving in the United States and facing many challenges, including a language barrier, he consistently showed determination and commitment. Jean attended every meeting prepared, was eager to learn, and always asked thoughtful questions. Over time, I saw him grow more confident in interviewing and speaking about his many skills. He was eventually hired at a local supermarket. Gina, his manager, gave him lots of support throughout his training process. After a month, she sent me an email complimenting his strong

work ethic, his ability to learn quickly, and his positive attitude.”

Based on her experience with Jean, Gina reached back out to Amal with more job opportunities for IINE clients.

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To me, this reflects what a true success story looks like within the RSS program. I am proud to support our clients on their journeys, especially as a refugee myself who once navigated learning English as a third language and starting a new life in the U.S.

-Amal

Employment Support: Today's Needs, Tomorrow's Dreams

For more than 100 years, IINE has been helping newcomers meet the needs of the local workforce, advance towards self-sufficiency, and pursue their American dreams.

In 2025, IINE provided customized training to 411 immigrants and refugees, thereby enabling them to obtain jobs requiring advanced skills in healthcare, customer service, and information technology. Including these specialized students, IINE placed a total of 970 newcomers into jobs with 654 different employers throughout Massachusetts and New Hampshire.

Employment case specialists helped them orient to U.S. workplace culture, create resumes, search for openings, prepare for interviews, and set and pursue their career goals.

A single restaurant chain in Boston hired 50 IINE clients in one year!



At a speech during the Bridge to IT Proficiency class graduation, Pierre said, "Today is a very special moment for all of us. We have worked hard for many months to reach this point. We faced many challenges, but we never gave up. Our teachers supported us and helped us learn new things every day. Our families stood by us and encouraged us to keep going. Today, we feel proud because we can see how much we have grown. This is not the end, but the beginning of a new journey for our future."

Bridge to IT Proficiency

In 2025, clients came to IINE with a broad range of digital literacy, from those who had worked in information technology back home to those who had never used a keyboard or held a smartphone. To make sure everyone achieved a baseline of proficiency, digital literacy components were added to workforce orientation trainings and ESOL (English for Speakers of Other Languages) classes, and those in need were given free Chromebooks with instructions for use.

Through a grant from the City of Boston, IINE's skills training team launched Bridge to IT (Information Technology) Proficiency, a three-month program that included lectures, self-study, and group work. All graduates of the program received follow-up support, including additional literacy training, help with online job applications, and, in the case of those pursuing work in the growing IT field, advanced training.

One student, Pierre, had worked as a house painter in Haiti. He now needed digital literacy training to prepare to find a job in office administration in Boston. When he learned about IINE's free training course, he recruited several friends he had made while living in an emergency shelter to join him in the class.

Immigration Legal Services: Protecting Dreams

During a year in which refugees and immigrants faced constant threats to their stability and safety, IINE Immigration Legal Services (ILS) provided protection. In 2025, ILS gave free or low-cost support to 2,926 immigrants, helping them to apply for humanitarian relief and work authorization, and to safely reunite with family members. IINE helped file 351 green card applications for refugees and asylees and helped 25 eligible clients apply to reach their ultimate goal: U.S. citizenship.

Meeting the Need

Throughout 2025, thousands of immigrants who fled persecution and violence in their home countries and came to the U.S. through legal pathways saw their legal status revoked by the federal government. As a result, they were now vulnerable to arrest and deportation.

IINE staff worked hard to support these populations, redoubling efforts to apply for green cards for all eligible clients. A green card, which a refugee can only obtain after having been present in the U.S. for one year, is now a requirement for many federal benefits. Our team feared that the federal government would also limit access to green cards.

Understanding this dire need, the philanthropic community and the City of Boston stepped up to help IINE file as many applications for legal permanent resident status as we could.

In this effort, we offer a special thanks to:

*Jessie Bourneuf
Ann Theodore Foundation
The Cummings Foundation
The Boston Bar Foundation
New Hampshire Children's Health Foundation
The City of Boston, Mayor's Office for
Immigrant Advancement*



Protecting Health

Applying for a green card can be expensive. One requirement is a civil surgeon exam or physical and mental examination by a physician authorized by the U.S. Citizenship and Immigration Services (USCIS), which can cost as much as \$800 per exam. This is a big challenge for refugees working to build income because most of their earnings go toward monthly living expenses and basic needs. ILS eased this burden by inviting civil surgeons to complete medical exams for our clients at discounted rates.



IINE was absolutely incredible throughout my wife's citizenship process. From the very beginning, they were knowledgeable, patient, and genuinely kind. Immigration paperwork and interviews can be stressful and overwhelming, but IINE explained everything clearly, stayed organized, and made sure my wife felt confident and prepared every step of the way.

We are beyond grateful for the help we received and cannot recommend this team highly enough. They made a life-changing milestone a positive and memorable experience for our family.

-B Stone, ILS Client



Youth Services: Mentorship and Community

In 2025, IINE served 499 children and youth, enrolling 119 students in school and matching 138 young clients with mentors who helped them set and meet educational and career goals. For refugee youth, IINE was a place to meet peers, get help with language learning and schoolwork, play sports, explore their creativity, set educational and career goals, and learn about resources available to them in their new communities.



Lights, Camera, Action!

On a tour of the Lowell Telemedia Center, refugee youth had the opportunity to observe professional staff as they produced music and advertisements. They learned about green screens, lighting techniques, and script prompters; they got to try out some cameras; and they even helped create a podcast, contributing to its name, music, and content, and practicing interviewing. Buzzing with excitement, participants left with contacts from the production center, hoping to pursue their on-air or behind-the-scenes media dreams.



Speed-Networking

At a “speed-networking” event, youth moved from table to table in ten-minute intervals, meeting with community partners from the Lowell Bike Connector, Middlesex Community College, the University of Massachusetts at Lowell, Community Teamwork Inc., the Lowell Police Department, the New Bedford Community Health Center, and Starbucks. Each visit offered youth the opportunity to ask and learn about presenters’ education, skills, work experiences, and what steps they took to reach their current positions.

A Somali refugee in his early 20s, Bilal (R) received support through IINE’s newly launched youth program in Manchester. His mentor helped him successfully apply to a community college computer science certification program. He’s excited to start on this new path and build a better future for himself, his mom, and his two siblings.

“Bilal has personally shown a profound level of resilience and positivity,” says Rachel, his IINE Case Specialist. “Whether it be supporting his family through tough times or creating a pathway to success for himself, he meets every challenge with a smile and the tenacity to reach his goals!”



Unaccompanied Children's Program

Serving clients in Massachusetts, Maine, and New York, IINE's Unaccompanied Children's Program (UCP) supports family-reunification efforts for children and youth who have fled their first homes to escape dire threats and reunite with family members across the U.S. border. Trauma-informed case aides help these young clients to stabilize and integrate into their new homes, schools, and communities.

A Voice for Youth

This year, government support for traumatized and vulnerable immigrant youth was under constant threat, so IINE's UCP team not only worked directly with children and their families but also spoke out for protections and policy changes. In January, the team participated in the New York Immigration Council's annual member conference in Albany to exchange perspectives and strategies for advocacy. The conference featured workshops on supporting immigrants throughout the state and concluded with a march to City Hall for a day of lobbying.



Lucas's Journey

IINE's UCP team helped Lucas reunite with his mother two years ago, when he was 15. It was the beginning of an incredible personal chapter of healing, growth, and achievement.

At first, Lucas was troubled by nightmares and depression. Through consistent therapy, medical support, and the caring guidance of his case workers, Lucas has made remarkable progress.

Now, at 17, he is a high school graduate, speaks fluent English, and has exceeded all academic expectations. He has earned his driver's license and regularly drives to the gym, where he uses exercise as a positive support for mental health. Lucas is currently preparing to attend college, where he plans to double-major in psychology and business administration.

"Lucas's journey is a powerful reminder of resilience, determination, and the transformative impact of support and self-belief," says Leah Jacobs Varo, UCP Director.

"We are incredibly proud of his accomplishments and look forward to seeing what the future holds."

IINE Language Services: A New Commitment to Understanding

In 2025, IINE made a powerful investment to ensure that immigrants in our communities are accurately represented and have full access to the information they need. Previously offered through a third-party partnership, in 2025, our interpretation and translation services moved in-house as IINE LS (Language Services).

IINE LS provided 12,762 clients with 3,763 hours of spoken interpretation and supported 167 clients with more than 400 written translation projects. This included providing interpretation at court appointments, medical appointments, employer trainings, and more, as well as translating official documents, organizational websites and marketing materials, and application forms.



I want to reiterate what a wonderful job IINE has done for us. [The interpreter we worked with] is clearly very skilled...Perhaps more importantly, we are dealing with a delicate situation for our client, and they have been thoroughly professional and sensitive to the issues at hand. We are grateful for their hard work.



Advocacy: Defending Immigrant Rights as Human Rights

In 2025, when immigrants' rights came under attack, IINE spoke out and pushed back. Throughout the year, IINE met with legislators, convened community groups, mobilized advocacy volunteers, attended rallies, and kept clients informed of their evolving rights and protections.

Mobilizing the Community

As fear and uncertainty spread throughout our communities, good neighbors everywhere searched for ways to help. Throughout the year, IINE shared calls to action, hosted meetings, and visited houses of worship and activist groups to explain harmful policy changes and provide actionable ways to help.

As word spread about our efforts, we saw student groups, artists, and friends independently step up to host fundraisers and donation drives for our clients.

Winning Support

As the federal government implemented restrictive immigration policies and enacted legislation that denied immigrants access to food stamps and other benefits, IINE led statewide coalitions in Massachusetts and New Hampshire to support newcomers. Hard-won successes included securing \$10 million in supplemental funding to help English language learners prepare to enter the Massachusetts workforce, and acquiring \$5 million in legal support to ensure that more immigrants have representation to fight for protections in court. In New Hampshire, IINE led the effort to stop legislation that sought to restrict immigrants' access to driver's licenses and to cut off funding for refugee resettlement.

"Know Your Rights"

Most importantly, IINE staff made sure that each of our clients was empowered to advocate for themselves. Our team held "Know Your Rights" trainings, helped make family preparedness plans, and informed everyone of the latest policy changes and their implications. No matter what the future held, clients knew they could come to IINE for trusted information and support.



Providing Testimony

IINE's Trafficking Victim Assistance Program (TVAP) supports immigrants who have been coerced into providing labor or services against their will and without compensation through intimidation, deception, and violence. In June, IINE visited the Massachusetts State House to speak on behalf of resilient clients who have endured terrible trauma by testifying in favor of H. 1917 and S. 1186, bills that would help victims of trafficking better access the MA Victims Compensation Fund.

Volunteers: Neighbors Heed the Call

In 2025, neighbors throughout Massachusetts and New Hampshire were eager to show their support for newcomers. They gave their time, knowledge, and skills, often while forming deep bonds with our clients. IINE mobilized 405 community volunteers, who provided 11,600 hours of service.

Volunteers helped make sure that families' first homes in the U.S. were furnished, safe, and welcoming. In neighborhoods, they helped new arrivals get groceries, travel to medical appointments, and navigate public transportation. In classrooms, they helped tutor adult learners, practice conversational English, and build resume-writing and interviewing skills. And in offices, they helped with the behind-the-scenes administrative work that allowed case managers to dedicate their time to working directly with clients. In each task, they exemplified the welcoming American spirit.



Fostering Perseverance

Esther, a young mother of three, grew up in a refugee camp in Tanzania. In the spring of 2024, she was finally granted the opportunity to bring her children to the U.S. to build a brighter future. Sadly, Esther's mother would have to stay behind. She wondered how she would juggle caring for children and adapting to an unfamiliar culture on her own.

Fortunately, she wouldn't have to.

In Lexington, Massachusetts, a team of volunteers who had come together through their local synagogue had been eagerly preparing for Esther's arrival. Through the Resettle Together program, IINE helped Esther to resettle in Lowell and matched her with the Temple Isaiah community sponsorship team.

With IINE's guidance, the team secured Esther and her children an apartment and furnished it with community donations. When the family arrived at Logan Airport, the group was there to meet them and take them to their new home. In Esther's first weeks in Lowell, the volunteers helped her stock her cupboards with groceries and learn how to use her new kitchen. They gave her a walking tour of her new neighborhood, acquainting her with the local laundromat, and how to get to the local health center

and IINE's nearby offices. One of the team members, Shelley, had experience working as a school administrator. She helped enroll Esther's eldest child, Kwame, at the local elementary school and a YMCA summer camp.

Over the next year and a half, as IINE helped Esther to learn English, find work, and keep her immigration-related paperwork in order, the Temple Isaiah community sponsorship team continued to help her and her family to navigate their new community.



A special moment came in 2025 when Kwame's elementary school presented him—as a 1st grader—with an award for perseverance. Esther and Shelley attended the ceremony together.



Esther (L) with Shelley (R)

Events: In the Community

2025 was a year in which community members were eager to come together to loudly and proudly demonstrate their support for refugees and immigrants.

First Annual WILLOW Fund Luncheon

In March, IINE celebrated International Women's Day at Boston's Hilton Park Plaza with the first annual luncheon to raise money for the WILLOW Fund—the Women's Initiative for Learning, Liberation, Opportunity, and Wellbeing.

Honoring the mission of the women who founded the International Institute of Boston in 1924 at the city's YWCA, the WILLOW Fund supports programs that address the unique needs and challenges of women and girl refugees and immigrants.

At the luncheon, more than two hundred guests heard from a panel of four women who are immigrants or daughters of immigrants. Boston City Councilor Ruthzee Louijeune, whose parents are Haitian immigrants, spoke about how immigrants turn challenges into strengths, telling guests that speaking with an accent is “a superpower.” Vertex Vice President Geny Doss and DotHouse Physician Dr. Rohini Rau-Murthy spoke to the importance of creating structures that ensure that immigrant women have access to healthcare and support in raising children.



Nazia Jamal, an Afghan refugee and former IINE client, gave an inspiring Suitcase Stories® performance, chronicling her journey from teaching English to young women in Afghanistan, to escaping death threats from the Taliban when the terrorist group re-took power and banned women's education, to now pursuing her dream of teaching anew in the U.S. She described the help she got from the WILLOW Fund “like a hand that can help you get up.”

World Refugee Day

Recognized internationally each year on June 20, World Refugee Day (WRD) honors the strength and courage of people who have been forced to flee their home countries to escape conflict or persecution.

In Boston, WRD was a graduation day celebration for students in Pre-Literacy through Level 5 English language classes. Graduates received certificates, and many showed off their new English skills while thanking teachers and classmates for their support.

At the WRD celebration in Lowell, a group of inspired staff, volunteers, and clients gathered to decorate drawings of their home countries' flags, recognize graduates of a newly launched ESOL 4 Healthcare class, and hear compositions from around the world performed by Penny Lazarus Piano Studio students. Attendees also learned about Annie Powell, who photographed and advocated for refugees and immigrants in Lowell, and about Proleung Khmer (Khmer Soul), a community-driven initiative dedicated to commemorating the Khmer genocide and honoring Khmer people and culture.

In Manchester, many clients, staff, volunteers, and community members gathered in the sunshine and tasted treats, ranging from cotton candy to Ukrainian borscht. A performance by local troupe Bhavana Narayana showcased traditional Indian dances; JohnLu and The Band, originally from Zambia, sang and strutted alongside a young group of dancers; and Anya Shrestha performed traditional Newari dance, sharing her Nepali heritage. Throughout the day, children made and launched toy rockets, courtesy of community partner Unchartered Tutoring. Children also excitedly cooled off in a dunk tank and toured the Manchester Fire Department fire truck.



The Ride for Refugees and Immigrants

On the morning of September 21, thirty members of the IINE community—including staff, board members, volunteers, supporters, and their families—donned custom jerseys, mounted their bikes, and set off to pedal their hearts out to raise awareness and funds in support of IINE's mission.

The sixth annual Ride for Refugees and Immigrants brought together seasoned and novice riders, united by their desire to support our newest neighbors.

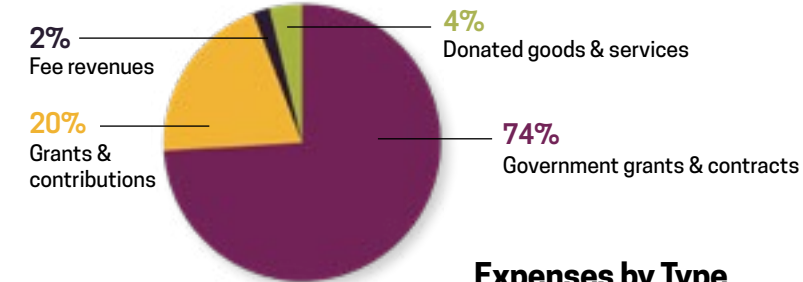
For weeks leading up to this year's big day, riders gathered donations from their personal networks to help refugees and immigrants access food, shelter, and healthcare; English language and job-skills training; and immigration legal support.

For many, this year's Ride felt particularly urgent, as dramatic changes in federal immigration policy have presented new challenges. But, on ride day, while engaged together in action and celebration, the bikers were all smiles. More than \$50,000 was raised for IINE programs.

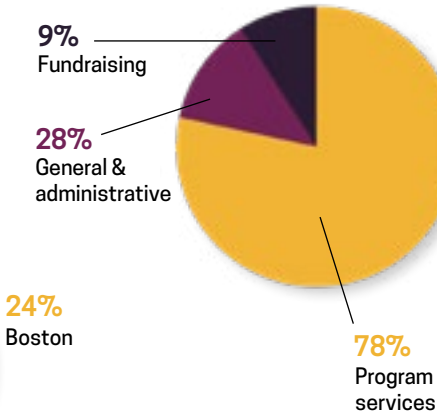
Financials

	FY25 Statement of Revenues & Expenses	FY24 Statement of Revenues & Expenses
Revenues		
Government grants & contracts	21,586,741	21,846,676
Grants & contributions	5,872,717	10,880,808
Fee revenues	567,904	499,790
Donated goods & services	1,113,632	702,186
Miscellaneous revenue	36,796	52,316
Total revenues	\$29,177,790	\$33,981,776
Expenses		
Program services	22,261,990	22,562,081
General & administrative	3,558,897	4,064,556
Fundraising	2,588,109	2,261,598
Total expenses	\$28,408,996	\$28,888,235
Change in net assets from operations	\$768,794	\$5,093,541
Non-operating revenues (expenses)		
Net investment (loss) / gain	1,740,337	2,307,471
Loss on disposal of property and equipment	0	(753)
Total non-operating revenues (expenses)	\$1,740,337	\$2,306,718
Total change in net assets	2,509,131	7,400,259
Beginning balance	23,431,675	16,031,416
Ending Balance	\$25,940,806	\$23,431,675

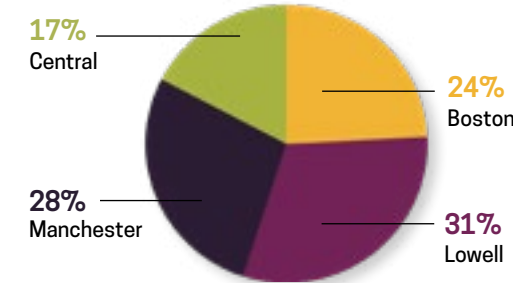
Revenue by Source



Expenses by Type



Expenses by Location



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2025 Donors

\$500,000+

Public Support

Massachusetts Department of Elementary & Secondary Education
Massachusetts Office for Refugees and Immigrants
New Hampshire Department of Education
New Hampshire Department of Health and Human Services
U.S. Department of Health and Human Services, Administration for Children and Families, Office of Refugee Resettlement
United States Committee for Refugees and Immigrants

\$150,000-\$499,999

Public Support

Massachusetts Executive Office of Economic Development
MassHire Greater Lowell Workforce Board

Foundations and Corporations

Gordon Dyal & Co. Advisory Group LP

Individuals

Thuy and Tuan Ha-Ngoc*
Anonymous
Anonymous

\$100,000-\$149,999

Public Support

Metro North Regional Employment Board

Foundations and Corporations

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Liberty Mutual Insurance
Triumvirate Environmental
Vertex

Individuals

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Graham Robinson

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Metro North Regional Employment Board

Foundations and Corporations

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Mark and Becky Levin

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\$25,000-\$49,999

Public Support

City of Boston, Mayor's Office for Immigrant Advancement

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\$1,000-\$2,499

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The First Religious Society of Carlisle
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Parish of the Epiphany, Winchester, MA
Payson Park Church
Seven Hills Presbyterian Church
South Church in Andover
St. Andrews by the Sea
St. Paul's Episcopal Church in Natick
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