# 2015-16 Annual Report

IRCOM INC.
Immigrant and Refugee
Community Organization of Manitoba




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# IRCOM Highlights



**91% of our tenants are refugees who fled war and persecution.**

In the past 3 years, an amazing **12 – 16% of our tenants purchased a home** when they left IRCOM after their 3 year stay!

**What an amazing testament to the determination and ability of newcomers to succeed, and to the strength of IRCOM's holistic model.**

This year, we **housed 93 different families**, a total of **385 parents, youth and children** from over **30 different countries** around the world.

IRCOM continued to serve even more newcomer families over the last year with **383 home visits**, **4170 drop-in visits** and **2493 referrals** to needed services. We provided quality child care for **102 events across 2 sites**.

Our newest program, Access to Benefits, enabled families to leverage over **$500,000 in income support programs and tax returns.** **17 participants** in our Individual Development Account Program accessed **$51,000 towards education** for themselves and their children.

Our dedicated volunteers provided over **10,000 hours of service across 13 different IRCOM programs.** In our Homework & Education for Youth Program, volunteers and staff were proud to see **12 students graduate from high school** this year.

Our **90 adult learners** in the Newcomer Literacy Initiative benefited from **2003 hours of English instruction** with **21 guest speakers.**

# Mission Statement and Objectives

Immigrant and Refugee
Community Organization of Manitoba

## Mission Statement

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

## IRCOM Objectives

**HOUSING:** To provide safe and affordable transitional housing to low-income newcomer families in their first three years of living in Canada. To ultimately provide newcomer families with a comfortable and nurturing environment that empowers both parents and children to smoothly adapt to their new community.

**PROGRAMMING:** To connect people with quality and accessible programs that support participants and community members to gain the tools they need to integrate and settle into Winnipeg life. Our programs will consistently aim to fill gaps and build partnerships with others working in the community and settlement sectors.

**BE AGENTS OF CHANGE:** Help to facilitate systematic change by engaging the public and policy makers to better understand newcomer issues, while highlighting the stories and voices of newcomers with the goal of achieving wider societal change.

**BUILD COMMUNITY:** Create and support a community within and beyond IRCOM where individuals feel safe, loved, cared for, welcome, supported, respected and included.

**DEVELOP AS A 'LEARNING ORGANIZATION':** To be a 'learning organization' that is always developing, adapting and growing, as we work to meet the changing needs of our staff, stakeholders and community members.

# Executive Director's Message



***This past year has been a wonderful time of learning, challenge and laughter.*** In this new and daunting position, I was able to draw upon lessons learned from inspiring past leaders, the wisdom and experience of our Board and committee members, and the incredible depth of knowledge of our staff team. I was also inspired on a daily basis by our community members who have such strength of spirit and who know far more than I about the ways of the world and how to thrive in challenging times. Together we are an incredibly strong team and together we make great things happen.

This year we saw a welcome "change in the weather." The refugees and immigrants who are the beating heart of IRCOM were no longer viewed as "queue jumpers" and "bogus," but instead are being welcomed with open arms. And when the world saw the heart-rending photo of little Alan Kurdi, our fellow Canadians mobilized for action. We were inundated by offers to donate, to volunteer, to make a difference. We have been truly humbled by the depth of generosity and caring of ordinary Canadians and are very happy to now have more friends along the way.

With unprecedented levels of refugee arrivals to Manitoba this year, IRCOM is poised to house an additional 50 families from around the world, including Syria, at our new site IRCOM Isabel. Taking a page from our newcomer participants, we have been working hard to befriend our new neighbours. With wonderful support from nearby Indigenous and partner organizations, we helped build bridges between communities, working towards our common vision of inclusive and connected inner-city neighbourhoods.

To the staff team, board and committee members, volunteers, practicum students, partners and friends of IRCOM, all of whom give selflessly of their time, energy, skills and passion to make all we do possible: I thank you from the bottom of my heart.

***Shereen Denetto, Interim Executive Director***

# President's Message



***On behalf of the Board of Directors,*** I am pleased to present this 24th Annual Report of the Immigrant and Refugee Community Organization of Manitoba Inc. (IRCOM) to our supporters and broader constituency. This report covers the fiscal year from April 1, 2015 to March 31, 2016.

This past year has challenged the staff of IRCOM to provide quality programs and services for all new Canadians while dealing with delays in the completion of IRCOM Isabel, interim use of remote temporary programming space, and supporting the new Federal Government`s Syrian immigration and settlement priorities. The financial commitments from funders have grown this year, enabling us to support and enhance existing programming. We appreciate the support, patience and understanding of our many funders, as we continue to deal with these operational challenges. The opening of IRCOM Isabel later this year will enable us to nearly double the existing number of safe, affordable transitional suites we offer to accommodate larger families, and to expand the programming space.

On behalf of the Board of Directors, I wish to extend thanks to the staff and management of IRCOM for the dedication and enthusiasm that they bring to their jobs every day. As Board President, it has been my pleasure to have a Board membership which exhibits commitment and competency in pursuit of our goals of excellence in settlement service delivery and supporting newcomer families as they build new lives in Canada.

***Michael Dudar, IRCOM Board President***

# Programs Diagram Path June 2015



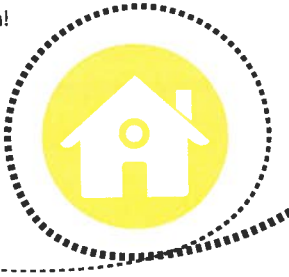
**After School Program** has activities for my younger brother and sister from 4-6 pm and for teens like me from 7 – 9 pm. I also go to Homework Program (HEY) where a teacher can help me with school work. I hope I can win one of the $500 scholarships they give out at the end of the school year! In program we do all sorts of stuff like Cooking, Drama, Leadership, Youth Employment, Girls' and Boys' Nights, tons of sports, music and much more. We really get to know what's happening for youth all over – like going to Art City or youth conferences in other provinces! When my best friend was feeling really, really down, a staff person helped him make a plan to get help. In the summer, programs run during the day too. I think it's awesome that I can keep coming to program even when our family moves out of IRCOM!

**House.** We were so excited when the staff in House called us! They showed us the suite and we said "Yes!" We met to sign the lease, and once we moved in, House kept our suite in good repair, helped with tenant issues, and more. My neighbour's husband got on-the job training fixing up suites and now he has a full time job in construction!





Settlement and integration







Wrap-aroun holistic services

## Community Resource Program

staff met our family as soon as we moved ir They came to our home to help us develop a Settlement Plan. It helped guide us and achieve our goals. Having an interpreter wa a great help. We drop into the CRP office wi any and all questions – help with schools, E bills, taxes, everything! They hold workshop on topics like Winter Survival, Parenting, Ga Awareness, and more. Other tenants and I a paid to cater food for events. With our little we can go to Wiggle Giggle & Munch Progr for parents and kids and in summer we can take a break and go for fun outings all over Winnipeg! When my neighbour's eldest son ran away, the social worker was there to he Tenant Leaders and Neighbourhood Watch allow us to put our skills to use!

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

**Asset Building Programs** give us many ways to improve our money situation and build skills. The Asset Building Program teaches us about money management. Then we can save money and get matched amounts to buy an asset. I bought a sofa to welcome people into my home. Because of this program I was also able to save for a college course. My neighbour at IRCOM was able to save to buy a house! The Access to Benefits Program helped us get our taxes done and we also learned our family could get a disability benefit to pay for a new wheelchair. The Newcomer Driver Education Program has special driver education classes and in-car training just for newcomers! I hope to use my licence to look for work – and it makes it easier to get a job like driving a truck or taxi!

## Community (economic) development, capacity building, empowerment



### Child Care Program

provides child care mainly for 0 -5 year olds, for all events and activities so that we can enjoy programs and classes while our children are in an environment that promotes literacy and healthy early childhood development.

### Greening Program

allows us to garden using seeds from back home! There are container gardens on every balcony and some sites around the neighbourhood where we can put our skills to use, work side by side with our community to grow our own healthy nutritious foods.

### Newcomer Literacy Initiative.

Learning English is one of the main goals in our settlement plan. I was happy to go to half day classes, and leave my little ones in child care while I learned. One class is at IRCOM but my Foundations class and 3 other classes are at Hugh John Macdonald School, close by.

### Volunteer & Community Services Program.

One of the ways to become connected and gain valuable Canadian workplace experience is to volunteer. IRCOM has over 100 volunteers and many practicum students from all walks of life. I volunteer as a Tenant Leader and my husband's English is so much better because of his Language Partner volunteer. In our first year at IRCOM we took part in the Family to Family Program - we were paired with a Canadian family who met with us several times for fun, to learn about each other's cultures and to get great tips about living and working in Canada. We are still friends to this day!



# House

**Winnipeg's vacancy rate** rests at about 3%. One of the most important things you can do to help newcomers settle successfully in Canada is to provide safe, affordable housing.

At IRCOM we offer **3 year transitional housing** through an agreement with Manitoba Housing and Renewal Corporation. As soon as they move in, tenants can easily access settlement and wrap-around supports, right at their doorstep. Tenants have said that, "Coming to IRCOM is like winning the lottery!"

In House, we have a great opportunity for tenants to **obtain valuable Canadian work experience** and provide a benefit to the building in which they live. We hired 13 newcomers to work on building maintenance – for the first time we had an all-female team painting stairwells and fixing walls! Tenants asked for volunteer placements in cleaning and this year 7 women took part in 48 hour supervised placements as trainee Cleaners and Caretakers.

*"Whenever someone needs help they are able to help us. I notice everyone is working, the beehive, even if it is the end of the day and they are tired, they will always help you," said Shazia in a tenant exit interview. "I was a refugee ... Canada is a country of peace. Canada is a country of humanity. Canada is a country of love. They try to help you forget your culture shock and your trauma. They try their best to help you heal psychologically, to forget what happened in the past, to have a new life ... I lost what a human being means back home ... thanks God I found it here. Even if war was over and it was safe to go back, I would not go back. All that's left for me is a line of graves.*



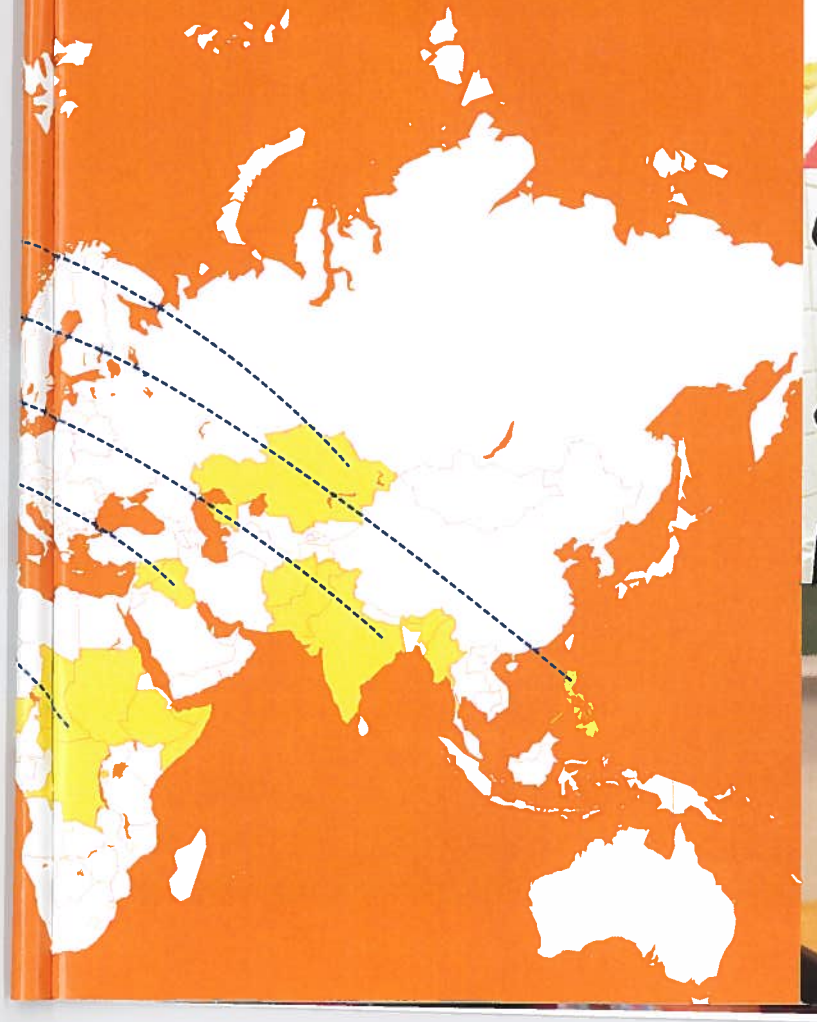


# Our tenant families come fro

| Country of Origin | # of Families | # of Tenants |
|---|---|---|
| Eritrea | 15 | 74 |
| Somalia | 14 | 69 |
| Democratic Republic of Congo | 7 | 31 |
| Iraq | 7 | 37 |
| Syria | 5 | 24 |
| Bhutan | 3 | 14 |
| Sierra Leone | 3 | 12 |
| Burma | 2 | 5 |
| Ethiopia | 2 | 9 |
| India | 2 | 7 |
| Pakistan | 2 | 8 |
| Philippines | 2 | 7 |
| Rwanda | 2 | 9 |
| Sudan | 2 | 8 |
| Afghanistan | 1 | 2 |
| Central African Republic | 1 | 5 |
| Colombia | 1 | 6 |
| Kazakhstan | 1 | 4 |
| Liberia | 1 | 4 |
| Nigeria | 1 | 4 |
| Tchad | 1 | 6 |



all around the world!











# After School Program

The After School Program saw **75 new children and youth join the program for a total of 265 participants.** We run programs for children and youth that involve literacy, recreation, organized sports, employment, leadership, drama, arts and more. Also, our Homework and Education for Youth Program provides daily homework, special classes, liaison with parents and schools, and helps 150 students annually.

This year, our Literacy Program was involved with **The Human Mosaic Project** as part of Culture Days. Children worked with artist Jamie Olivero to create their own story along with artwork to express their ideas of peace.

Our **U13 & U18 Boys' Soccer Teams** were hugely successful this year! Both teams worked hard and won the championship in their divisions. Girls' soccer continues to grow in popularity and our girls are starting to really shine.

IRCOM's Youth Leadership program was chosen to be part of the Winnipeg Foundation's Youth in Philanthropy; they visited other non-profits, gave out **6 grants ranging from $200 to $1500**, learned about services in the community and gained a new interest in volunteering.

*"Hello, I'm Richard, right/lef defender of the IRCOM soccer team. I'v been playing for this team for 3 years now, and there is a really good reason why I've never ever thought of leaving the team. That reason is the team itself, I have a little poem I wrote abo the whole soccer season but before I recite it I want to say thanks to [our IRCOM coaches] for helping us start the journey of becoming great soccer players when we're older, also, specia thanks to you guys for all the support and last but not least thank you to m fellow teammates for not only being my friends but my family. Here goes the poem and I hope you enjoy it.*

*The whistle was blown and the game began.*
*We were not ready but we knew the plan.*
*Only two minutes went,*
*before the other team scored a goal.*
*So filled with anger,*
*we all blamed the goalie for the fault.*
*Everyone wanted to be the hero,*
*so they never passed the ball.*
*But it only took the other team five minutes,*
*before they scored another goal.*
*At half time we all wanted to leave.*
*Thinking, that there is no point to believe.*
*That's when the coaches came to help, and*
*told us that if we quit,*
*our dreams we won't achieve.*
*They said: you need to work as team.*
*Because not only are they your teammates*
*they're also your family.*
*Trust that they will be successful.*
*Trust that they will not let you down.*
*And if they do fail,*
*help them up and ask them to try again.*
*With these words still in our minds,*
*the second half began.*
*And by following them,*
*we scored again and again.*
*After the game ended we were all surprised.*
*To see that trust has won us the big prize!!!!!*






30 newcomer youth graduated from our Youth Employment Program. Paid internships and one-on-one job search help will follow.



# Community Resource Program

The Community Resource Program provides **core settlement services**. On a daily basis we see dozens of tenants dropping in to get help with letters about taxes, school forms, income support and more. Beyond drop-in supports, we provide needs assessments, home visits, systems navigation, outings, mental health supports and regular workshops on everything from winter survival to gang awareness.

Programs have been increasingly well-attended. This year, **our field trips were awesome**, especially the one to the beach where tenants enjoyed the water with their families and shared their lunches with one another. It was rewarding to see many fathers come out and have fun with their children. This has been a great shift from previous years.

The **women's fitness group** has grown increasingly popular. It was satisfying to hear the women share their efforts to exercise in their own homes. In a session on healthy snacks, women learned the English names of the fruits we served while teaching everyone the names in their own languages. Continuing to be very popular are our monthly Women's Hi-Tea, and Men's Barbecue Roundtable.

*"Salma loved IRCOM! From the onset, she was happy to find that Community Resource Program staff were able to communicate with her in her first language, Arabic, and in French. She participated in every program we offered and was willing to volunteer as she quickly identified the value of the community and relationship building that takes place at these events. She became a Tenant Leader and never missed a meeting. In this role, Salma welcomed each new Syrian family to the building and helped them settle in. When she left IRCOM, Salma commented about how happy she had been at IRCOM and how friendly Winnipeg was.*



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# Greening

Many of IRCOM's **tenants have lived in rural, agrarian settings** and come with many skills related to growing food. The Greening Program allows our tenants to apply their skills, build confidence and relieve stress.

We were happy to see an **emphasis on traditional greens** like Collards, Amaranth and Black Nightshade on our balconies. These greens, often discounted as weeds in North America, grow well in our soil and are nutritious.



Partnership based work was strong this year. After two seasons of hard work, the Dufferin School site is back in working order and we have connected with the wonderful folks at the Centennial Community Improvement Association. We are also very excited about the development of stronger collaboration in the inner-city with the advent of the **Newcomer Food and Nutrition Network**, hosted by Food Matters Manitoba.

*"Our Greening program works closely with partner organizations to enable newcomers to help green the inner-city. A very important part of this was Raymond Ngarboui and the Rainbow Gardeners. Raymond leads an army of Newcomer Growers constantly looking for fertile land. This year we were able to connect Raymond with the gardens at Sister MacNamara School, resulting in a bountiful harvest for newcomer families!*


19 newcomer families were able to grow their own peppers, eggplants, greens, carrots, potatoes and more!

# Asset Building Programs

The Asset Building Program helps low-income families through a strong partnership with SEED Winnipeg, Assiniboine Credit Union and the United Way. The Saving Circle and Individual Development Account (IDA) Programs **helped 80 families reduce financial stress**. Through money management classes they learn about savings, credit and managing household finances.

Many newcomers are not aware of benefits they are entitled to. The innovative pilot program, Access to Benefits, **helped 130 newcomers get income tax refunds**, child tax benefits, disability benefits, and helped them set up bank accounts, RESPs and more.

Many refugee newcomers arrive with huge loans they need to repay the government for the cost of their flights to Canada. The pilot Transportation Loan Financial Literacy (TLFL) Program **offered family financial literacy sessions and matched savings**, which could be put towards loans. The joy of participants was palpable as they were able to pay off or reduce their loans greatly.

With MPI's support, the Newcomer Driver's Education Program continued to be very popular with far more applicants than we could accommodate. Not only did we help **82 newcomers get closer to receiving a driver's licence**, but they also reported a huge increase in understanding the rules of the road, making our roads safer for everyone.

*"Solomon, a refugee originally from Eritrea, was determined to have a good start in Canada. He said that the Asset Building Program meaningfully helped him settle successfully. "We bought a beautiful dining set," he said. "IRCOM's programs are fuel to my settlement process. I had no idea about how to save and manage money ... I used to spend without a plan and I did not have enough until my next pay period. After my participation ... I know my income and expenses. I spend what I can afford, I have a balanced budget and I save some money. I know how to prioritize and focus on our needs. This also gave me the motivation to achieve other goals. When you get this kind of support, you move forward, you don't look back. It helped me to set goals to get training and improve my English."*




**A single refugee mother with a large family received over $10,000 owing in child tax benefits.**

**55 new participants purchased 24 computers and 34 met important needs like purchasing beds, sofas and paying medical bills.**

# Child Care Program

IRCOM's Child Care Program **provides child care for parents attending programs.** Our high-quality program supports children's early development, as well as their English, attending and school-readiness skills.

This year we had lots of fun in Child Care! We **centred activities around play** because that is how children learn best. Sunglasses were a big hit! Children also enjoyed painting, making and playing with playdoh, singing songs, making muffins and pretending to be doctors.



We also **focused on enhancing the quality of care** through staff training on topics ranging from inclusion and diversity, and the importance of play to an introduction to Early Childhood Education.

*Law Eh and Kyaw Lay started this year in child care while their mom attended English class. The family were Karen refugees. The boys had a hard time adjusting and were upset in program. Strategies to help with separation did not seem to work. We knew their mom really wanted to learn English, so we looked at ways we could be flexible. We moved the children to a different location where we had an experienced staff who spoke the same language as the boys and who really helped them adjust. The boys could now express themselves in their own language and began to enjoy the program. They love playing with cars, toy animals and other children. Now, coming every day is a happy experience for Law Eh, Kyaw Lay and mom.*




287 individual children were in child care for parents attending workshops and 68 were in ongoing child care while parents attended daily English classes.

# Volunteer and Community Services Program

This year hundreds of people volunteered their time and talents to support newcomers in their settlement journey. We had **26 volunteers under the age of 18** and more than two thirds of all volunteers were female. Volunteers came from all walks of life and many were newcomers themselves.



Our popular Family-to-Family program was marked by the formation of several strong relationships between partner families. The quality of these relationships was especially noticeable at the midpoint event, as **attendance was the highest it's ever been** and conversations flowed freely the whole evening.

At our **Volunteer Mingle in January**, all volunteers were invited to come play games, eat food, and mingle with staff and other volunteers. It was a fun evening and provided the opportunity to recognize specific volunteers who have shown outstanding dedication to IRCOM's programs.

*"Benjamin Bender began volunteering in IRCOM's Homework Program in the spring of 2014. He has been working hard to build relationships with the youth who come for homework help. "Sometimes I wish I could help more," he said in December. A few short months later, with the help of a reference letter from IRCOM, Benjamin was accepted into the Faculty of Education. Armed with his experience working with newcomer students, we look forward to the impact he will have in Winnipeg's school system!*





We had 53 volunteers in our English classes, 18 in child care, 94 in homework, 98 in children and youth, and 33 in Adult Language Partners, for a total of 296 volunteers over the course of the year, plus an additional 16 volunteer families in Family to Family and 30 practicum students.

# Newcomer Literacy Initiative

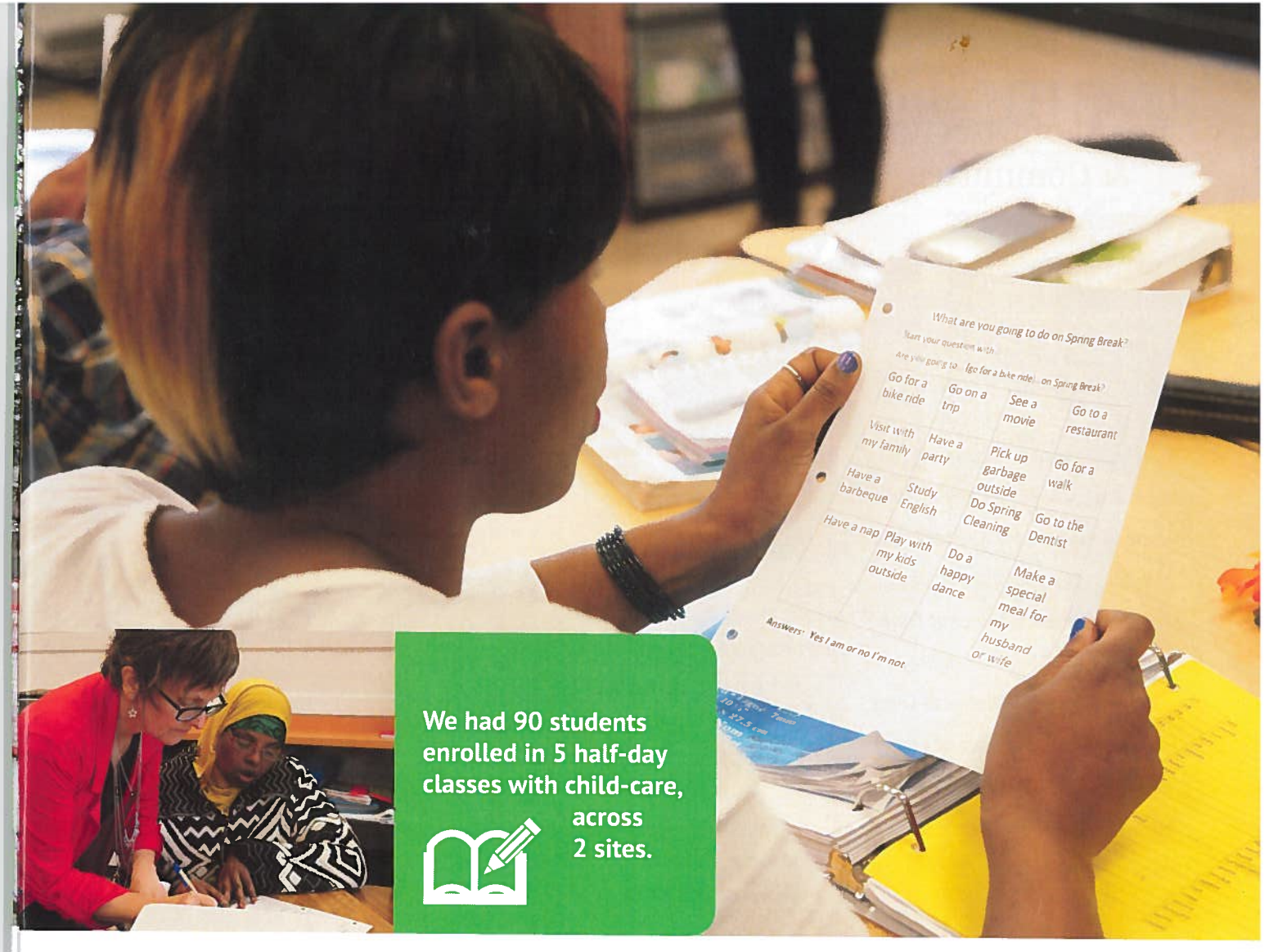
English is essential to successful integration. Our Newcomer Literacy Initiative (NLI) runs **5 daily classes, from Foundations to Canadian Language Benchmark 4**. We are one of few programs in the city that provides on-site child care. Our close partnership with Hugh John Macdonald School allows us to run most of our classes in a friendly environment that helps parents feel comfortable in a school setting.

This year we took part in **creative projects to enhance English skills** in real-life settings. For example, knowing that many newcomers are scared of dogs, we started a new partnership with Animal Services. Students petted a puppy and learned how to interact with a dog and what to do if they saw a dog off leash. Soon after, a student saw a stray dog and successfully reported it to 311, telling her teacher that she was not afraid of the dog because she knew what to do.

Some of our students and their children are stars! **Healthy Smile Happy Child** came and took several photos for a Newcomers Caring for Children's Teeth brochure that can now be found at settlement agencies around the city.

To celebrate World Environment Day, NLI did a **community clean-up for Hugh John Macdonald School**. We planted their flowerbeds and a beautiful NLI cedar tree on Kate Street.

*"In January of 2016, NLI student Shamso lost her youngest daughter. It was a time of great grief for her and her family, especially being so far from home. Yet she was amazed at the amount of support she received from her NLI community. As she took time off school to grieve, her classmates took turns visiting her. Within a month, she was back in class. In her own words, Shamso explained, "Class students good. My friends help me. Sometimes I sad, it's good, practice. Everybody English together practice, sad only sometimes." The strength of NLI is the strong sense of community it fosters for students, staff and volunteers alike.*




**We had 90 students enrolled in 5 half-day classes with child-care, across 2 sites.**

# Board of Directors & Committee Members

**Micheal Dudar,** *President*

**Ab Frieg,** *Vice President*

**Nedzad Brkic,** *Treasurer*

**Carrie Solmundson,** *Member at Large*

**Robert Katyrynuik,** *Member at Large*

**Felicity Chappell,** *Member at Large*

**Menno Peters,** *Member at Large*

**Shauna Labman,** *Member at Large*

**Valorie Block,** *Member at Large*

**Abdikheir Ahmed,** *Member at Large*

**Harun Kibirige,** *Member at Large*

**Vonda Plett,** *Committee Member*

**Mpho Begin,** *Committee Member*

**Lawrence Deane,** *Committee Member*

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Camaclang, Manny
Charlic, Glory
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Schwendemann, Sarah
Sheehan, Agnieszka
Sheldon, Irene
Shire, Amal
Shokpeka, Talatu
Sium, Letegebriel
Sufi, Fatuma
Syed, Aiman
Vialard, Carlos
Villalon, Josefina
Watts, Allyson
Zeremariam, Fireweini
Zuniga, Manuel

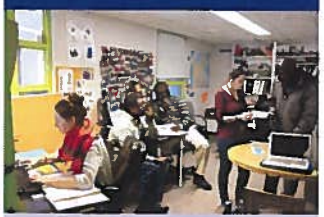
# 3 Year Strategic Plan Overview 2015-18

## Pause to Strengthen the Organization



Pause to strengthen organization before IRCOM Isabel, including internal organizational capacity, structure and organizational process, and business management practices. Use IRCOM values to guide process.

## Build Long-Term Financial Sustainability



Develop long-term funding strategy that is stable, diverse, and value aligned that initially does not involve new programs but brings CED in later years, recognizing need for skill development opportunities for those with low language, literacy, and formal

## Nurture Strong Indigenous-Newcomer Relations



Build relationships between Indigenous and newcomer communities, as well as the groups in the Centennial neighbourhood, with a focus on building safer (or more peaceful), more inclusive communities.

## Successfully Transition & Open IRCOM Isabel



Move to IRCOM Isabel and manage two sites successfully through sustainable and integrated plan for the two sites.

# Funders and Donors

Anonymous Donors
Apuckalypse Now
Assiniboine Credit Union
Calgary Foundation- Daryl K. Seaman Canadian Hockey Fund
Canadian Tire Jump Start
Cardinal Foundation
Catherine Donnelly Foundation
Central Neighbourhoods Development Corporation
City of Winnipeg
Communities for Families
Constable Edward Finney School
Credit Union Central of Manitoba
General Council of Winnipeg Community Centres
GoodLife Kids Foundation
Government of Canada - Canadian Heritage
Government of Canada - Immigration, Refugees and Citizenship
Government of Canada - Service Canada
Graham C. Lount Family Foundation
Gray Academy of Jewish Education
Grey Family Fund
Glowacki Family Fund
Great-West Life
Investors Group
Jewish Foundation of Manitoba
Kidsport Manitoba
Local Investment Towards Employment (LITE)
Louis Riel School
MB Mission
MTS Future First
Manitoba Coalition for Safer Waters
Manitoba Community Services Council
Manitoba Housing & Renewal Corporation
Manitoba Public Insurance
Mennonite Foundation of Canada
Mountain Equipment Co-op
NOW Communications Group
National Leasing Group
Province of Manitoba - Children and Youth Opportunities
Province of Manitoba - Education and Advanced Learning
Province of Manitoba - Healthy Child Manitoba
Province of Manitoba - Healthy Living and Seniors
Recreation Connections Manitoba
Rogers Youth Fund
Rotary Club of Charleswood
Rotary Clubs of Winnipeg
SEED Winnipeg
Sport Manitoba
TD Friends of the Environment
United Way of Winnipeg
University of Manitoba
Wawanesa Insurance
Youth Agencies Alliance
Winnipeg Foundation

**Donations from the public through direct donations, CanadaHelps, United Way of Winnipeg, the Winnipeg Foundation donor advised grants, and All Charities Campaign.**

# Funders and Donors

Anonymous Donors
Apuckalypse Now
Assiniboine Credit Union
Calgary Foundation- Daryl K. Seaman Canadian Hockey Fund
Canadian Tire Jump Start
Cardinal Foundation
Catherine Donnelly Foundation
Central Neighbourhoods Development Corporation
City of Winnipeg
Communities for Families
Constable Edward Finney School
Credit Union Central of Manitoba
General Council of Winnipeg Community Centres
GoodLife Kids Foundation
Government of Canada - Canadian Heritage
Government of Canada - Immigration, Refugees and Citizenship
Government of Canada - Service Canada
Graham C. Lount Family Foundation
Gray Academy of Jewish Education
Grey Family Fund
Glowacki Family Fund
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# Partners

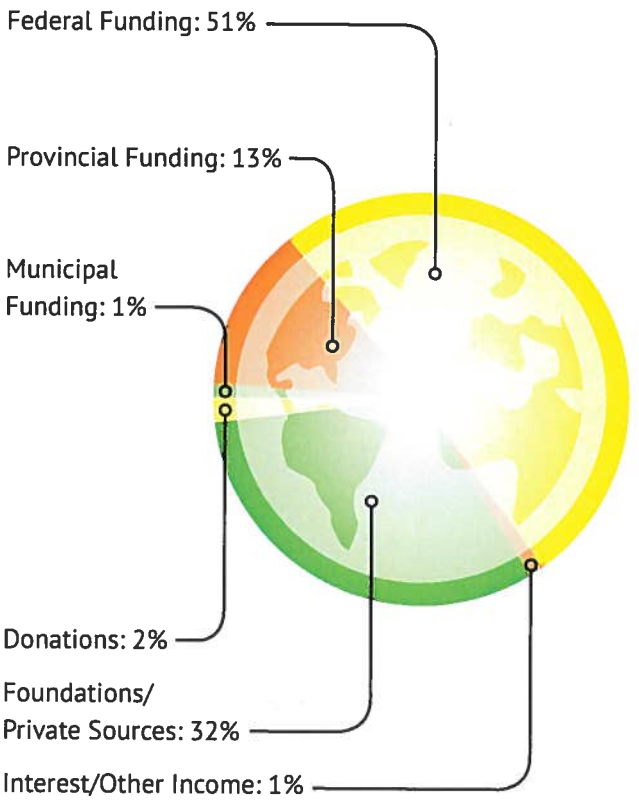
Addictions Foundation of Manitoba
Agape Table
Art City
Assiniboine Credit Union
Aurora Family Therapy Centre
Better Fathers Inc.
Booth College
Boys & Girls Club of Winnipeg
CDI College
Campbell, Gunn, Inness
Canadian CED Network
Canadian Council for Refugees
Canadian Mennonite University
Canadian Muslim Women's Institute
Central Neighbourhoods Development Corp.
City of Winnipeg
Community Volunteer Income Tax Program
Dufferin School
Environment Canada
Family Dynamics
Freeze Frame
Freight House Early Learning & Care
Frontier College
General Wolfe School
Hugh John Macdonald School
Immigrant Centre Manitoba
Insight Bookkeeping and Tax Services
Islamic Social Services Association
Ka Ni Kanichihk
Knox Centre
Manitoba Children's Museum
Manitoba Financial Literacy Forum
Manitoba Human Rights Commission
Manitoba Interfaith Immigration Council
Manitoba Museum
Manitoba Research Alliance
Manitoba Start
Menno Simons College
Mosaic Newcomer Family Resource Network
Mount Carmel Clinic
N.E.E.D.S Centre
Providence University College
Recreation Connection Manitoba
Red River College
Rossbrook House
Rotary District 5550 World Peace Partners
SEED Winnipeg
SOAR Heartland
Sexuality Education Resource Centre Manitoba
Siloam Mission
Society for Manitobans with Disabilities
Spence Neighbourhood Association
St. Charles Soccer Association
St. John Brebeuf School
University of Manitoba
University of Winnipeg
Victoria Albert School
Westwood Community Church
William Whyte Neighbourhood Association
Work and Social Opportunities Inc. (WASO)
Western Aviation Museum
West End Cultural Centre
Winnipeg Art Gallery
Winnipeg Downtown Biz
Winnipeg Folk Festival
Winnipeg Harvest
Winnipeg Police Service
Winnipeg Regional Health Authority

## Special Projects & Networks

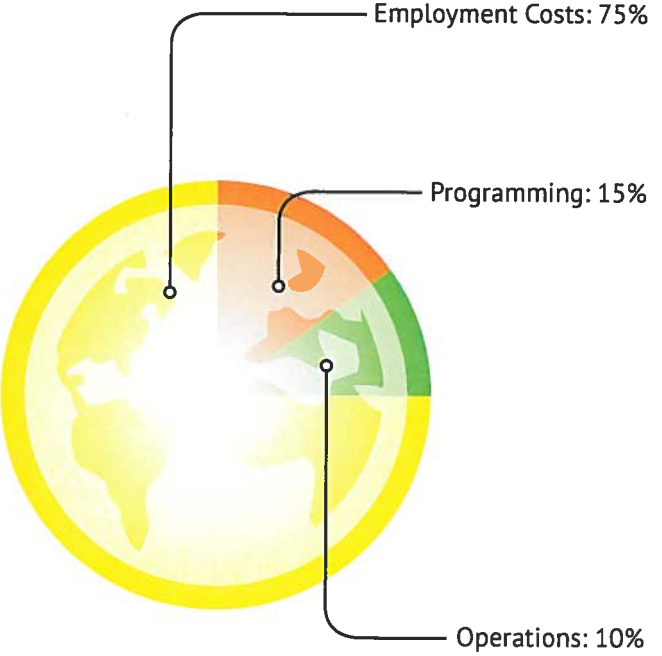
Bike Together Winnipeg
Canadian Community Economic Development Network (CCEDNet)
Centennial Community Improvement Association
Centennial Neighbourhood Fall Carnival Committee
Asset Building Partnership
Gang Action Interagency Network (GAIN)
Manitoba Association of Newcomer Serving Organizations (MANSO)
Manitoba English as an Additional Language Organization (MEALO)
Manitoba Immigrant and Refugee Settlement Sector Association (MIRSSA)
Network of Organizations for War Affected Newcomers (NOWAN)
Newcomer Early Childhood Development Hub Project
Newcomer Education Coalition
Rotary Adventures in Human Rights
Thunderwing Hub Advisory Committee
UMOJA
Wahkohtowin – Strengthening Families Program: with Ka Ni Kanichihk, N'dinawe, and Spence Neighbourhood Association
Youth Agencies Alliance (YAA)

# 2015-16 Financials

## INCOME




## EXPENDITURES




Surplus: $2,378.14

These figures are based on IRCOM's audited financial statements for 2015-16.
A copy of our annual audited financial statements are available upon request.

