



International
Institute of
New England

2022

ANNUAL REPORT

FY 2022 IINE By the Numbers

Served
4,191 individuals
from **68**
countries of origin



Connected
2,298 refugees
and immigrants to vital
services and supports



Delivered
11,874 hours of
case management



Enrolled **600**
refugee and
immigrant children
in school



Assisted
194 adult and
child victims of
human trafficking



Advocated
for **1,831**
immigration legal
services clients



Reunited **312**
unaccompanied
child migrants with
guardians in the U.S.



Taught **683**
English learners, delivering
50,062 hours of
ESOL instruction



Placed refugees
and immigrants
in **410** jobs



Letter from Our Leadership

Calling for agility, compassion, and tremendous effort, 2022 was a year of responding to unprecedented need for the International Institute of New England (IINE). As the number of forcibly displaced people throughout the world reached a staggering 100 million, we served 4,191 new refugees and immigrants, the most in recent memory.

Large-scale crises forced the entire U.S. resettlement program, including IINE, to shift to assisting displaced people arriving without refugee status:

- Thousands of people fled Afghanistan in the final months of 2021 as the Taliban regained control of their government; 544 Afghan evacuees, half of them children, received intensive services from IINE.
- When Russia invaded Ukraine early in 2022, hundreds of civilians sought sponsorship and housing in New England; 286 Ukrainians are now served by IINE programming.
- Thousands of Haitians displaced by political turmoil, violence, and natural disasters arrived in Massachusetts in 2022. Our teams served 539 Haitians, many of whom continue to live in hotels and temporary shelters.

To meet this avalanche of needs, we doubled our staff, and our partners and donors responded with unprecedented levels

of financial support and in-kind donations. Hundreds of community volunteers helped us set up apartments, drive clients to appointments, tutor adult English for Speakers of Other Languages (ESOL) students, and mentor refugee youth.

To bring committed community groups into the resettlement process, IINE launched Resettle Together. We expanded our networks of landlords and hotels, food banks and health centers, educators, and employers. And IINE led service providers in securing more than \$30 million from the states of Massachusetts and New Hampshire—the first time state governments have allocated funding for refugee resettlement.

We are inspired by the generosity of our partners, states and donors, and by the resilience and courage of those we serve. Over time, they give back to our communities so much more than they receive.



Avak Kahvejian, Ph.D.,
Chairman



Jeff Thielman,
President and CEO

Community Sponsorship

In a year in which the United Nations reported 100 million displaced people worldwide, and humanitarian crises of enormous scale in Afghanistan, Ukraine, and Haiti sent record numbers of people in need of security and opportunity to our communities, the International Institute of New England (IINE) provided resettlement services to 1,151 new Americans and served thousands of others with supportive programming.

At the end of incredibly taxing journeys from homes that had become unlivable, clients were greeted at airports in their native language by IINE staff and volunteers and driven to furnished apartments, where warm and culturally considered meals awaited their arrival. IINE assigned each refugee a case specialist to orient them to their new communities, connect them to local resources, and enroll them in education and career programs to help them achieve self-sufficiency.

With the need for these vital services growing rapidly and affordable housing in such short supply, IINE sought broader community support. That's why we hired Jessica Cirone, our new director of strategic initiatives, to help launch IINE's Resettle Together community sponsorship program and deepen the already successful relationships within local communities.

Community sponsorship is a collaborative effort between agency resettlement staff and carefully selected groups of volunteers, from faith groups to friend groups, working together under formal fundraising and service agreements to welcome refugees to their communities. IINE trains community volunteer teams to provide core resettlement services, freeing up capacity for staff and empowering community members to build direct relationships with arriving families. These dedicated volunteers become guides, advocates, and friends.

"...IINE's Resettle Together program make[s] it possible for everyone to step up and give back"

— JONATHAN LEVINE, WESTSIDE WELCOME COMMITTEE

"Community sponsorship programs are not only a complement to federally funded resettlement programs," Cirone explains. "They also have become a necessary part of welcoming newcomers to our states. Sponsors assist with core services like cultural orientation and transportation, provide needed

funding and locate housing, and—most important—play a vital role in the integration of newcomers to their new home.”

One of our first committed community sponsorship teams, the Westside Welcome Committee, was formed by Jonathan Levine of Weston, Massachusetts. Levine’s experience included work in international development for 20 years, managing, evaluating, and funding health and child-related programs across Africa. When the pandemic began to restrict international travel, he looked for opportunities to help people in need closer to home and found himself at an information session for IINE Resettle Together at his local church. He reached out to some like-minded friends and quickly assembled his team.

“Our volunteer group really appreciates the opportunity to help refugee families,” Levine says. “Sponsorship on our own would be a daunting task, but the training and organizational support from IINE’s Resettle Together program make it possible for everyone to step up and give back. Our group of six is small but mighty. We raised more than \$10,000 in a few weeks, and we’re eagerly awaiting the arrival of our first client family in early 2023.”



Community Services

In 2022, a year of tremendous need, 2,298 refugees and immigrants received a combined 11,874 hours of case management from IINE. Our Community Services team made sure each client had access to food, housing, and health care. The team helped those eligible apply for work authorization and guided individuals and families in navigating their new communities. Case specialists worked with clients to set and pursue short- and long-term goals and partnered with them to achieve security, self-sufficiency, and success.

THE KEYS TO A NEW HOME

The Brovdi family—Oleksandr, Halyna, and 10-year-old Anastasiia—are among hundreds of families making a new start in New England after being forced to flee Ukraine. Shortly after joining U.S. sponsors in New Market, New Hampshire, through the federal Uniting for Ukraine program, the family was connected to IINE’s Manchester office for resettlement support.

Eager to begin working to ensure that Anastasiia would have everything she would need in her new home, Oleksandr and Halyna sought help finding employment.

IINE case specialist Nneka Cullen coordinated Anastasiia’s enrollment in a public school and oriented her parents to the local school system. She helped Oleksandr and Halyna obtain cash assistance and medical benefits and enrolled Halyna in IINE’s English for Speakers of Other Languages (ESOL) program. Within a few short months, IINE’s team worked with Oleksandr to secure a job at Pitco, a local kitchen-equipment manufacturer, and set Halyna up with interviews for part-time work in food services. Much to the family’s excitement and relief, IINE housing coordinator Samira Vasquez found them a new apartment in Manchester, closer to work and school, and guided them through the paperwork for signing a lease.

“I will give IINE the highest possible mark for all the services they have provided us,” says Halyna, “and am very grateful for everything they have been doing to support my family. I couldn’t ask for anything more!”

1,151 NEW AMERICANS RESETTLED





“...[I] am very grateful for everything they have been doing to support my family.”

—HALYNA BROVDI, IINE CLIENT FROM UKRAINE

Education

Strong English-language skills

unlock many doors for new Americans. To accommodate the varied needs of 683 adult learners in 2022, IINE offered five levels of English for Speakers of Other Languages (ESOL) and developed a new course to accommodate an increasing number of students who are arriving preliterate in their native languages. Morning and evening classes, and remote and hybrid teaching formats, ensured that everyone had equal access. Courses focused on preparing participants to enter the workforce and combined training in reading, writing, and speaking with cultural orientation to the U.S. workplace and in digital and financial literacy skills.

TEACHING, LEARNING, AND CARING

“Coming to this country, the language barrier was a big challenge,” Elisabeth Tendlay Mbombo recalls. “Then I decided to take an English class that I love very much.” While living in the Democratic Republic of the Congo, Mbombo taught high



683 ADULTS RECEIVED **50,062** HOURS OF ESOL INSTRUCTION



school. She even spent some time as a school principal, so it's no wonder that her ESOL instructors at IINE in Boston describe her as an incredibly dedicated student.

Beginning her IINE studies at ESOL Level 2, Mbombo says she “came to this country looking for a living” but found she needed to improve her English-language skills to “become more independent in the community.” That sense of self-reliance included being able to access health care and other resources without needing translation assistance.

Currently, Mbombo lives with extended family members and serves as the primary caregiver to her elderly mother. Her goal is to secure a paid position as a home health aide for elderly people. With her English skills rapidly improving, she is on the way.

“Elisabeth Mbombo has accomplished a lot since I began teaching her,” raves IINE ESOL instructor Briana McGowan. “She has gotten so much more vocal and confident and is always putting in time outside of class to review our class material and rewatch recordings. Her attendance is near perfect, and she has a very eager attitude!”

“I repeat my lessons every single day,” Elizabeth confirms with a smile. “All of my teachers are very good. From the bottom of my heart, I want to thank my teachers and the International Institute of New England organization.”

Though IINE provides a continuum of support for refugees and immigrants that spans case management, ESOL, employment, and legal services, we could not help clients achieve success without the support and services of our partner organizations.



One of our newest and strongest partnerships is with the Immigrant Family Services Institute (IFSI), an organization headquartered in Boston's Mattapan neighborhood, which is a destination for arriving Haitian individuals and families. In recent years, hundreds of thousands of people have fled Haiti due to earthquake devastation, political turmoil, and inter-gang violence that includes racketeering and kidnapping. Life-threatening economic distress has put fuel and food out of reach for many.

IFSI and IINE are partnering to support Massachusetts' Haitian community—the third-largest Haitian diaspora in the country—and we are inspired by their Village Model, which integrates children, parents, grandparents, and other stakeholders into program delivery. IFSI's founder and dynamic and effective executive director, Dr. Geralde Gabeau, is a hero of Massachusetts's Haitian community and has become a distinguished IINE partner.

In 2022, IINE and IFSI have partnered in supporting more than 500 of the thousands of Haitians who have entered Massachusetts seeking a new and dignified life.

Community Engagement

In 2022, several challenges inspired IINE to expand its community engagement in new directions. As we welcomed Afghan evacuees to Lowell, along with refugees and asylees from other countries around the world, we found that many new arrivals were women who served as primary caregivers of large families and young people who had not yet established peer connections. These groups were confined to their homes and felt increasingly isolated in their new communities.

To help foster emotional wellness for our new arrivals, IINE began to bring them together to support each other and reached out to our community partners to help facilitate opportunities for regular engagement. These initiatives brought so much joy and excitement to our work and to our community!

- **Unite Women:** The Unite Women peer support group provides Afghan women, ages 16 and older, with a safe space to explore topics that include self-care and self-advocacy. IINE held sessions at a local church with a kitchen, and participants found common ground in teaching one another



IINE CONNECTED **2,298** REFUGEES AND IMMIGRANTS TO VITAL SERVICES AND SUPPORTS





Women participate in weekly volunteer-led sewing group. Youth and volunteers gather for intramural soccer.



“These initiatives brought so much joy and excitement to our work and to our community!”

—CAROLINE ROWE, MANAGING DIRECTOR,
IINE-LOWELL

how to cook some of their favorite dishes from their home country. One session became an event featuring an inspiring guest speaker—Dr. Sima Samar, the former Afghan minister of Women’s Affairs and chairperson of the Afghan Human Rights Commission. Unite Women is facilitated by community volunteers who also help to coordinate transportation and child care.

- **Sewing Group:** On Monday afternoons, women gathered for a volunteer-led sewing group. Fabric was donated to the group by Fab Scrab, a nonprofit that recycles commercial textile materials that would otherwise go to waste.

- **Soccer Group:** On Saturday evenings, IINE’s youth program specialist in Lowell led an intramural soccer group.
- **Community Health:** In 2021, IINE’s Lowell offices relocated to the Lowell Community Health Center, strengthening an existing partnership and enabling our clients to address many of their essential needs under one roof.
- **Youth:** The Refugee Youth Mentoring program and Youth GOAL educational and career development programs included guest speakers from local colleges and businesses as well as field trips to areas of interest such as libraries, museums, and public parks.

Job Skills Training

IINE's LNA for Success program takes place in Manchester, NH. This program leverages multiple community partnerships to help new Americans become licensed nursing assistants (LNAs). LNAs are in high demand in New Hampshire, where the nationwide shortage of health care workers makes it increasingly difficult to meet growing community needs. Participants build English-language skills directly related to assisting nurses, receive skills training from instructors at Manchester Community College, and gain invaluable field experience facilitated by our partner, Apprenticeship New Hampshire, which offers paid training programs in many career fields. IINE connects graduates with an extensive network of health care employers and follows up after placement to ensure job retention.

A NEW PATH TO SUCCESS

Duka had been a nurse midwife in Nepal. She helped patients with education on contraception, taught people the importance

of vaccinating young children, made home visits for prenatal care, and assisted women with labor and delivery. In September 2021, after being in the United States for a few months, Duka

“I want to become a nurse and advance my career. The program helped me improve my English and LNA understanding. I am closer to obtaining my career goals, for sure.”

—DUKA, STUDENT IN IINE'S LNA FOR SUCCESS PROGRAM

was eager to find a way to continue her career in health care. She was thrilled to discover IINE and the LNA for Success program.

The program requires advanced English-language skills, and Duka faced an initial setback when she tested as a beginner. Undeterred, she enrolled in IINE's beginner-level ESOL course, studied diligently, and met with a tutor twice each week after class. By January 2022, she was ready to move up to IINE's

200 REFUGEES AND IMMIGRANTS TRAINED TO ENTER THE WORKFORCE



intermediate level—a feat that typically takes students a full year to accomplish.

Duka was ecstatic when she was accepted into the LNA program a little more than a year after her initial application. She was on the road to pursuing her dream! Still, the program was not without its challenges. Most of the content was accessible online only, and Duka’s familiarity with technology was limited. Fortunately, she was surrounded by people who

were willing to help her. She met frequently with her IINE ESOL teacher to practice using the main technologies needed for the course and worked with her theory teacher to find different ways to submit assignments when possible.

Duka’s hard work paid off when she passed her state LNA exam on her first try. Having improved her language and tech skills, and successfully completed LNA for Success, Duka now has access to a world of opportunities that she can’t wait to explore.

FOUNDATION HIGHLIGHT

In a wonderful surprise last December, the Cummings Foundation responded to a surge in resettlement needs, brought about by the sudden influx of Afghan evacuees, with a \$200,000 grant for IINE’s Afghan Support Initiative. The foundation’s unexpected and generous award helped IINE provide comprehensive support for Afghan evacuees in Boston and Lowell, including housing, food, and basic needs; ESOL classes; school enrollment; youth mentoring; career services; and immigration legal services.

“We’re so grateful for the many services IINE provides to help these Afghan allies rebuild their lives in a new home,” said Cummings Foundation Executive Director Joyce Vyrriotes. “Its employment training, in particular, will be incredibly beneficial, not only for the evacuees but also local businesses. With so many companies really struggling to hire staff right now, the timing of the arrival of these new neighbors could be ideal.”

In 2022, IINE helped 154 Afghan evacuees secure jobs with area employers. Thank you to the Cummings Foundation and to all of our foundation partners who stepped up to meet the moment in a year of unprecedented client need.



“We’re so grateful for the many services IINE provides to help these Afghan allies rebuild their lives in a new home,” said Cummings Foundation Executive Director Joyce Vyrriotes.

Legal Services

To keep pace with rapidly increasing need, IINE's Immigration Legal Services team grew from a staff of four to eight. The team's breadth of expertise and experience enabled it to meet a wide range of needs and provide free and subsidized legal services for 1,831 clients, helping each navigate an often-daunting immigration system. With IINE's help, many clients were successfully reunited with family, gained the ability to legally work or study in the United States, and adjusted their immigration statuses to that of a lawful permanent resident (green-card status); 154 of IINE's Immigration Legal Services' clients were granted U.S citizenship in 2022.

AGAINST ALL ODDS: A.A.'S STORY

A.A. was born without hearing. In his native country of Iraq, he was denied the opportunity to finish school and never received formal training in sign language. Nevertheless, he was determined and resourceful. After entering the United States as a refugee in 2014, A.A. used YouTube videos to teach him-



self American Sign Language. In 2019, he began working with IINE's legal services team to pursue U.S. citizenship.

A.A.'s resettlement journey presented a unique set of challenges. Securing the support of a caseworker who knew sign language and obtaining a medical disability waiver were essential to the success of his case. With the support of associate attorney Kate Bertino, IINE was able to provide free legal services and an ASL interpreter, and in June 2022, A.A. was sworn in as a U.S. citizen. Not only did A.A. receive the right to vote, which makes him very proud and excited, but also through U.S. citizenship, he is eligible to continue to receive disability support from the federal government.

IINE REPRESENTED **1,831** IMMIGRATION LEGAL SERVICES CLIENTS



International Women's Day



For more than two decades, IINE has celebrated International Women's Day to highlight and amplify the voices of the powerful immigrant women in our communities. On March 8, 2022, more than 400 participants gathered virtually to attend an inspiring conversation hosted by Tiziana Dearing, of WBUR's Radio Boston, and three IINE honorees:

- **Aoife Brennan**, President and CEO, Synlogic
- **Sandhya Douglas**, Senior Managing Director, Partner, and COO, Investments, Wellington Management
- **Julisa Salas**, Chief of Staff, Toast

At the event, IINE presented the Corporate Citizenship Award to TripAdvisor, in recognition of its progressive policies, community partnerships, and ongoing investments in its diverse workforce.

Golden Door Award Gala

By late spring, the pandemic had loosened its grip on our communities, and on June 3, 2022, we gathered in person for the first time in two years to honor Moderna CEO Stéphane Bancel at the 40th annual Golden Door Award Gala. Each year, IINE presents the Golden Door Award to an individual born outside the United States who has made outstanding contributions to American society. Under Bancel's leadership, Moderna manufactured and distributed a COVID-19 vaccine that turned the tide in the world's fight against the novel coronavirus. More than 400 attendees joined in celebrating Bancel's achievements and the transformative contributions that immigrants make to life in the United States. This magical night became the most successful fundraising event in IINE's 100-year history.



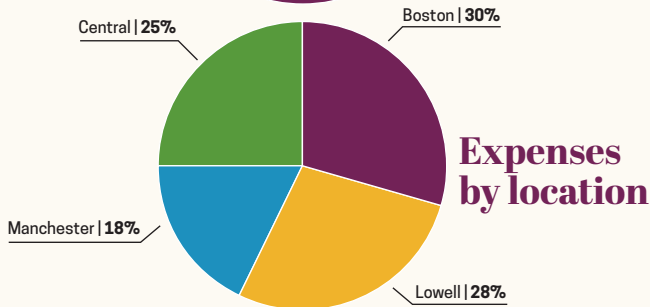
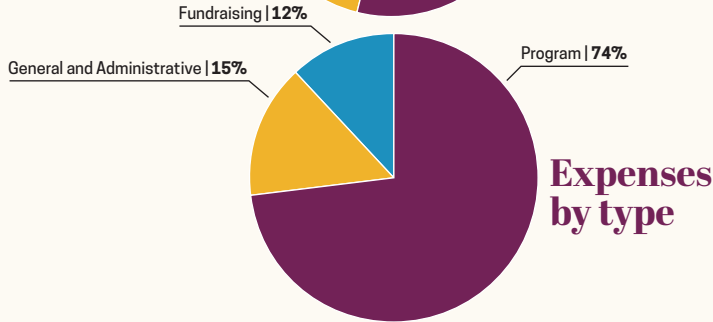
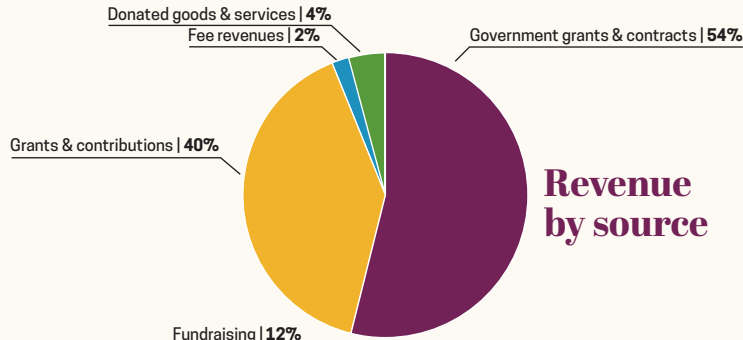
FY22 Financial Statements

**OCTOBER 1, 2021-
SEPTEMBER 30, 2022**

**FY22 STATEMENT OF
REVENUES & EXPENSES**

**FY21 STATEMENT OF
REVENUES & EXPENSES**

Revenues		
Government grants & contracts	9,807,401	3,919,032
Grants & contributions	7,261,143	3,428,151
Fee revenues	398,961	335,308
Donated goods & services	731,498	617,041
Miscellaneous revenue	6,111	404
Total revenues	\$18,205,114	\$8,299,936
Expenses		
Program services	10,994,016	5,276,292
General & Administrative	2,165,323	1,704,520
Fundraising	1,769,692	794,600
Total expenses	\$14,929,031	\$7,775,412
Change in net assets from operations	\$3,276,083	\$524,524
Non-operating revenues (expenses)		
Net Investment (Loss) / Gain	(1,206,586)	1,155,418
Capital grants and government contracts	0	135,000
Total non-operating revenues (expenses)	\$(1,206,586)	\$1,290,418
Total change in net assets	\$2,069,497	\$1,814,942
Net assets:		
Beginning balance	11,051,005	9,236,063
Ending balance	\$13,120,502	\$11,051,005



Total may exceed 100% due to rounding.

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2022 DONORS

\$500,000+

FOUNDATIONS AND CORPORATIONS

PDB Foundation

INDIVIDUALS

Bancel Foundation

\$150,000-\$499,999

PUBLIC SUPPORT

Massachusetts Department of Elementary & Secondary Education
 Massachusetts Department of Mental Health
 Massachusetts Office for Refugees and Immigrants (MORI)
 New Hampshire Department of Health and Human Services
 Office of Refugee Resettlement
 State of New Hampshire Department of Economic Affairs (DBEA)
 State of NH – Governor’s Office for Emergency Relief and Recovery
 United States Committee for Refugees and Immigrants
 University of Massachusetts Medical School

FOUNDATIONS AND CORPORATIONS

Cummings Foundation
 Hildreth Stewart Charitable Foundation
 Landry Family Foundation
 Flagship Pioneering
 Moderna

INDIVIDUALS

Afeyan Family Foundation
 Nancy and Reinier Beeuwkes
 Herbert Oedel Household

\$100,000-\$149,999

PUBLIC SUPPORT

MassHire Greater Lowell Workforce Board
 New Hampshire Department of Education

FOUNDATIONS AND CORPORATIONS

Alexandria Real Estate Equities, Inc.
 Ann Theodore Foundation
 Anonymous
 New Hampshire Charitable Foundation
 The Clowes Fund
 The Philanthropic Initiative

INDIVIDUALS

Scarlet Charitable Trust

\$75,000-\$99,999

PUBLIC SUPPORT

Mayor’s Office of Workforce Development (Boston)

FOUNDATIONS AND CORPORATIONS

Oechsle Family Foundation
 Vertex Pharmaceuticals, Inc.

INDIVIDUALS

Jean Marie Hynes and Mark Joseph Condon

\$50,000-\$74,999

PUBLIC SUPPORT

City of Boston Office of Workforce Development
 Immigrant Family Services Institute
 Metro North Regional Employment Board
 Volunteer NH/AmeriCorps

FOUNDATIONS AND CORPORATIONS

Biogen
 Goodwin Procter LLP
 Greater Lowell Community Foundation
 The Boston Foundation
 Theodore Edson Parker Foundation
 United Way of Massachusetts Bay and Merrimack Valley

COMMUNITY GROUPS

Boston Society of New Jerusalem – Church on the Hill
 The Church of Jesus Christ of Latter-Day Saints, Nashua Stakes

INDIVIDUALS

Edwin and Ann Kania
 Mark and Becky Levin

\$25,000–\$49,999

FOUNDATIONS AND CORPORATIONS

Amelia Peabody Foundation
Boger Family Foundation
Charles River Laboratories
EY
Goldman, Sachs & Co.
Herman & Frieda L. Miller Foundation
Ludcke Foundation
Sanofi
State Street Foundation
Thermo Fisher Scientific Foundation
TripAdvisor/ TripAdvisor Foundation
Waters Corporation
WilmerHale

INDIVIDUALS

Bryn Einarsdóttir and Örn Almarsson
Zoltan and Cristina Csimma
Negin and Oliver Ewald
Gabrieli Family Fund
Thuy and Tuan Ha-Ngoc
Jennifer Keddy and Stuart Levinson
Lisa and Theo Melas-Kyriazi
Dr. Francois and Micheline Nader
Paul and Ann Sagan
James and Cathleen Stone



\$15,000–\$24,999

PUBLIC SUPPORT

Commonwealth Corporation

FOUNDATIONS AND CORPORATIONS

A.C. Ratshesky Foundation
Allen H. and Selma W. Berkman Charitable Trust
Bain Capital Life Sciences
Boston Scientific Corporation
Eastern Bank Foundation
Edwin S. Webster Foundation
Forest Foundation
Frank W. & Carl S. Adams Memorial Fund,
Bank of America, N.A., Trustee
Horne Family Foundation
Jane's Trust Foundation
Mauna Kea Fund
Morgan Stanley
New Hampshire Children's Health
Foundation
Plymouth Rock Assurance Foundation
Recipharm AB
Schrafft Charitable Trust
Takeda
The Bitty Foundation

INDIVIDUALS

Allison Aley
Adam and Ann Bakun
Coughlin Family Trust
Termeer Family
Thomas Knight
Stephen D. and Susan W. Paine Foundation
Jennifer Shotwell
Dr. Nia Tatsis and Mr. Evan Tzanis
Zerhouni Family Charitable Foundation, Inc.

\$10,000–\$14,999

FOUNDATIONS AND CORPORATIONS

Anthony and Susan Consigli Foundation
Bank of America Charitable Foundation
Blueprint Medicines
Boston Consulting Group
Bud Ackerman Fund
CareAcademy
Cogswell Benevolent Trust
Fish Family Foundation
John W. Henry Family Foundation
Salsify
State Street Corporation
Triumvirate Environmental
UBS

COMMUNITY GROUPS

South Church
Trinitarian Congregational Church

INDIVIDUALS

Ms. Carolyn Aliski
Christina Y. Bai
Wayne and Randi Chen
Steven Clark and Virginia Miller Clark
Alicia Donahue
Deborah Dunsire and Michael Hall
Sam and Alex Epee-Bounya
Deborah Gaines
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Dr. Sandra Horning
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Galenus Foundation
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 Susan Mitchell and James Waldo

\$5,000-\$9,999

FOUNDATIONS AND CORPORATIONS

Abbot and Dorothy H. Stevens Foundation
 Adelard A. and Valeda Lea Roy Foundation
 Agios Pharmaceuticals
 Alnylam Pharmaceuticals

Google Inc.
 Anonymous
 Bishop's Charitable Assistance Fund
 Blue Cross Blue Shield of Massachusetts
 Brooks & Joan Fortune Family Foundation
 CBRE
 Charles A. Weyerhaeuser Memorial
 Foundation
 Columbia Construction Company
 Digital Federal Credit Union
 Evelo
 Grace Episcopal Church
 Granite United Way
 Helios Cardio
 Herman & Florence Siegel Family Fund
 Keros Therapeutics, Inc.
 McKinsey & Company, Inc.
 MKS Instruments, Inc.
 New Hampshire Women's Foundation
 Pfizer
 ProLiteracy
 Ropes & Gray LLP
 Southern New Hampshire University (SNHU)
 South Shore Health System
 TD Bank
 TJX Foundation
 Toast
 Wellington Management Co.

COMMUNITY GROUPS

Harbor of Hope Christian Church
 Plymouth Congregational Church of Belmont
 Reservoir Church
 St. Paul's Episcopal Church, Bedford, MA
 Trinity Church Boston

INDIVIDUALS

Julie Rohwein and Jonathan Aibel

Mark and Morag Bamforth
 The Barstow Foundation
 Berenson and Barzilay Charitable Fund
 Jessica and Naiff Bethoney
 Laszlo Bock
 Marina Hatsopoulos
 Christensen Family Charitable Fund
 Crane Family DAF
 DiCenso Family Charitable Trust, Robert and
 Denise DiCenso
 Craig and Sandhya Douglas
 Hilary and Mark Finnegan
 Richard Golob
 Perrin and Bruns Grayson
 Gale Guild
 Harrigan Fund
 James D. Houghton and Connie B. Coburn
 Ms. Virginia Hughes
 Urban Reactor Foundation
 Belinda Juran and Evan Schapiro
 Avak Kahvejian and Christine Markarian
 Kahvejian
 George and Stefania Mallett
 John and Christine Maraganore
 Charlotte McKee and Mark Proctor
 George Melaskyriazi
 Irena Melnikova
 Alchemy Foundation
 Ernest Mudarri Haddad / Haddad Family
 Charitable Trust
 Rousseau Charitable Gift Fund
 Wade Rubinstein and Jill Block
 Annmarie Sasdi
 Richard and Gitte Shea
 Rajeev Venkayya
 Steve and Danette Wineberg
 Cailei Zhang

\$2,500-\$4,999

FOUNDATIONS AND CORPORATIONS

Anonymous
Atlas Venture
Aubert Fay Charitable Fund
Bullhorn
First Literacy
Fragomen, Del Rey, Bernsen & Loewy, LLP
HR Knowledge
Hy and Greta Berkowitz Foundation
M&T Charitable Foundation
McLane Middleton
MIT – Office of Government and Community Relations
Northern Trust
Pappas & Pappas – CareerMode
Red Sneaker Law PLLC
Ruth and Peter Metz Family Foundation
Synlogic Therapeutics
The Fuller Foundation



The Lovett-Woodsum Foundation, Inc.
The Paul and Edith Babson Foundation
The TJX Companies, Inc.
Trustees of the Ayer Home
WBUR
West Parish Church
William and Mary Campbell Fund

COMMUNITY GROUPS

Carter Memorial United Methodist Church
Eliot Presbyterian Church
First Parish Church in Weston
First Parish Church of Stow & Acton
Old Ship Church
St. Christopher's Episcopal Church
St. Paul's Episcopal Church, Newburyport, MA
St Matthew's United Methodist Church
Trinity Episcopal Church

INDIVIDUALS

Thomas and Pamela Brennecke
Ann Coles
Amanda Dean
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