



In Her Presence

Out of the Shadows and Onto the stage



ANNUAL REPORT

2020



Board Chair Word

I am so proud to be able to speak on behalf of the Board of directors of IHP. I have been on the board for 3 years, but have only become its chairperson in the past year. It has been a time of great challenges for everyone, but great opportunity too. While we have been forced, as all other organizations have, to pivot our efforts to address the impact of the Pandemic on new Mainer's lives, the changes have been met with enthusiasm, flexibility, and growing commitment from the women in our programs, volunteers, funders, donors, and board members.

The highlights of this year, amidst extraordinary challenges, began with our decision to (finally!) hire Claudette Ndayinahaze to be our first full-time paid executive director. She and Micky Bondohave worked tirelessly from the beginning to form and grow In Her Presence to the extraordinary organization it has become. It has been a long time in coming, but we knew we could not continue to ask these remarkable women, the program teachers, and the volunteers to continue to work with little or no pay. Claudette agreed to become our full-time executive director, and Micky has accepted the position of Program Director. This opens up such opportunities for growth and creativity!

Other highlights have been in this community's response to addressing the needs of new Mainers and other families being taxed by the various challenges presented by the closing of schools, remote learning, job loss, lack of child care when they tried to return to work, food insecurity, lack of access to transportation, and the significant isolation that all of us felt, but exacerbated for those with limited language skills.

Together with many of our business, school, and social service partners, we have created a coordinated response to the needs of Her Presence participants, their families, and their neighbors. We have always marveled at how this community pulls together for each other, and we thank each and everyone of you that amidst all the challenges, you have helped us grow our reach and continue our impact.

May 2021 bring the added opportunity of stability, good health, and growth to all those who live in this expanding and connected place we call home.

Lucky Hollander

Lucky Hollander - Chairperson



Executive Director Word

I am so honored to be In Her Presence Executive director. I have lots of plans to strengthen programs, promote consistency, and improve financial sustainability with the help of all of you. Being full-time will allow me time to oversee all of IHP's components. Raising visibility of IHP programs in the community will provide the main platform where women and their family members are able to create career pathways and learn about employment tools/ skills to navigate the employment sector with confidence. By expanding our formalized contextualized conversational English curriculum based on participant's short & long-term goals, immigrants' language barriers will be reduced. This will allow successful integration into the community and accelerate career fulfillment opportunities.

Having extensive experience as a culture broker in intercultural communication, I hope to expand fee-based cultural broker services with businesses and nonprofits. Always looking both ways, we need to focus on the needs and contributions of the marginalized groups entering the dominant culture and at the same time educate and support organizations to create new climates and cultures that adapt and acknowledge others from diverse backgrounds. IHP will strengthen this dual focus including Client-Centered and Community-Centered.

I am very blessed and thankful for all the support given to IHP by our Board members, volunteers, teachers, and consultants. The generosity of our community partners has financially helped IHP to progress. Again, I am grateful for the opportunity of being IHP's Executive Director and look forward to meeting our challenges together.

A handwritten signature in black ink, appearing to read 'Claudette'.

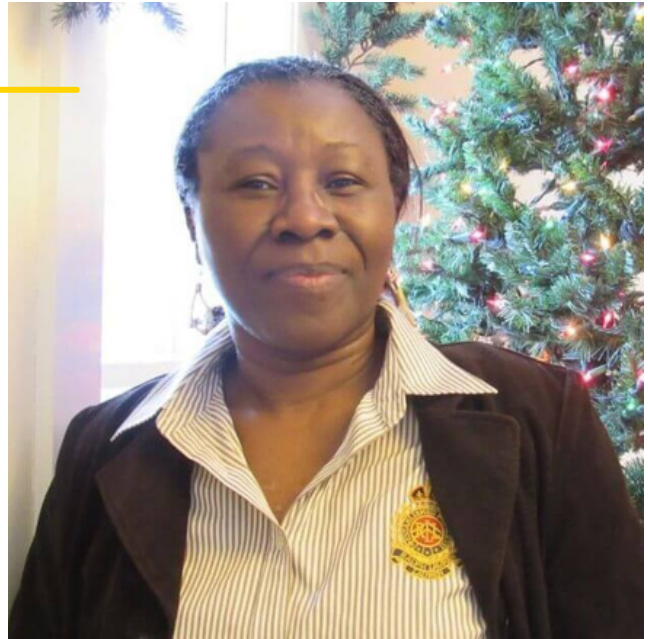
Claudette — Co-founder and Executive Director

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We have incorporated innovative and transformative curriculum in our programs which have and will continue to impact immigrant women’s empowerment to navigate their community integration and career pathways.

Abusana Micky Bondo

Co Founder & Program Director
In Her Presence



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Allagash is proud to partner with In Her Presence. The work they are doing in the community- serving immigrant women with young children, a segment of the population that could otherwise be missed- is important, effective, and inspiring. Through English language acquisition skills, job coaching, and assistance with securing basic supplies and services, IHP is a critical resource to help families navigate in a new country, climate, and life.

Celine Frueh

HR Director
Allagash Brewing Co.

Why In Her Presence

The language barrier, underemployment, financial needs, cultural identity loss, and isolation within the immigrant community are the main challenges that In Her Presence addresses. Immigrant women are the most vulnerable of immigrants, but also the pillar of development of the whole family. These challenges have a significant cumulative impact which may result in emotional stress that can affect the whole family.

How we do it

In Her Presence empowers immigrant women through Conversational English lessons. Women are taught how to emancipate and sustain themselves through English language acquisition, charity outreach, community involvement, career planning, and employment placement. On one hand, In Her Presence participants are empowered and equipped with skills they need to further their career, and on the other hand, they are encouraged to embrace the American culture without losing their individual identities.



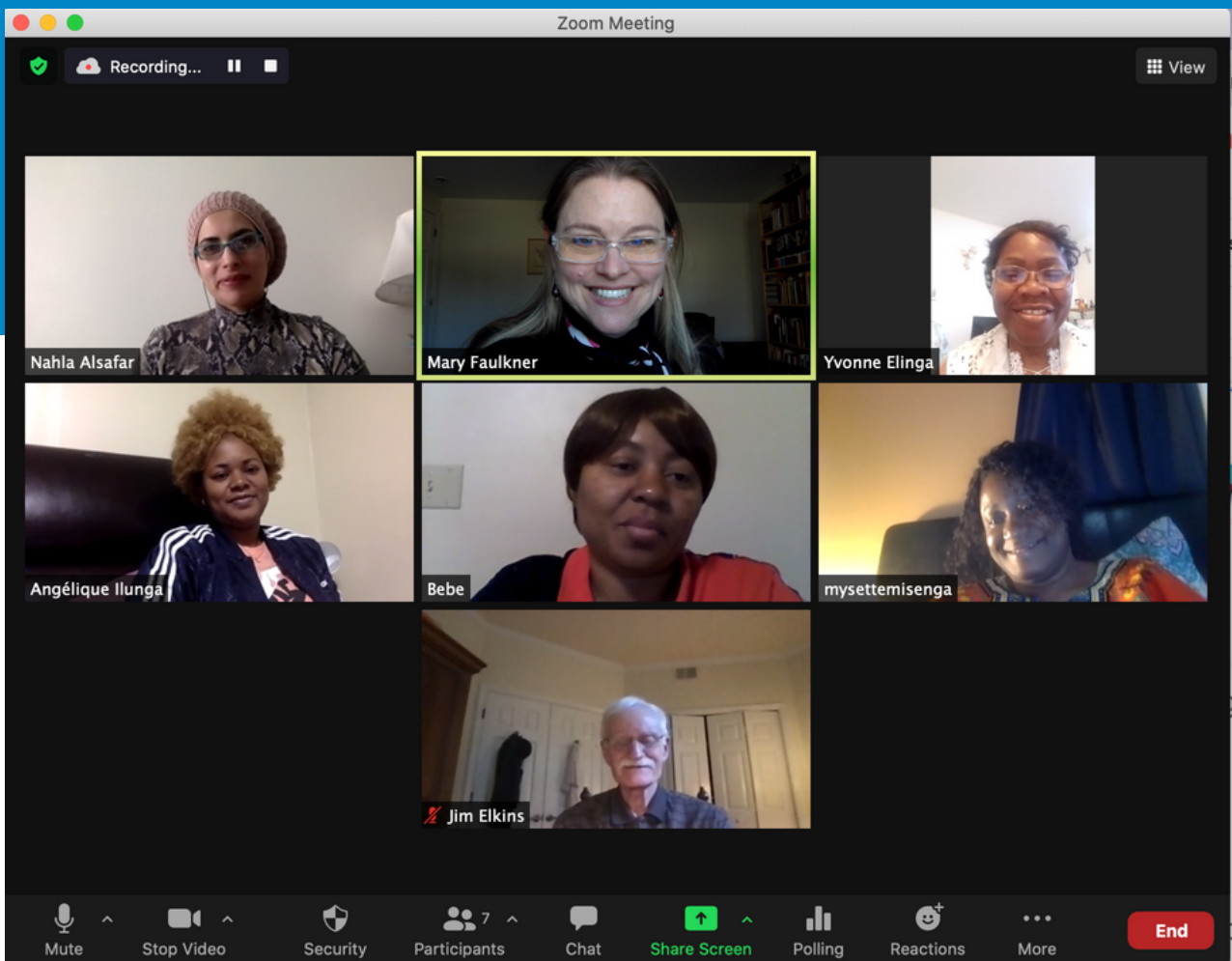


Saturday Classes

'Saturday class' terminology was adopted over the years as a result of In Her Presence programs being delivered on Saturday mornings. Structurally, Saturday classes represent the critical foundation components from which our women have a safe place to come out of the shadows and onto the stage so their voices can be heard!

In Her Presence started in 2015 with stress-relieving yoga classes. The sessions continued until June 2016, when English language programming was formally introduced to address the language barrier. Since that day, In Her Presence has introduced a sequential curriculum experience to help immigrant women achieve English language acquisition, economic success, and social integration. Women are clustered in beginner, intermediate, and advanced classes based on their English proficiency. Additionally, a class is offered for older immigrants who need socialization and language skills to better integrate into the greater Portland community. Weekly lessons allow our women to participate in contextual conversations designed to help them navigate daily community life and prepare them for satisfying employment.

With the COVID-19 pandemic, In Her Presence teaches all Saturday classes remotely. New technology and curricular materials have been purchased to enhance remote lessons. Classes are conducted on ZOOM utilizing a variety of instructional strategies to ensure participant interaction, including small group breakout chat sessions. Because of these challenging times, teachers and their students should be commended for their commitment to the teaching and learning process. It takes additional hours for both preparations for teaching remotely and for our women to participate remotely!



Workforce - Bridge Career Fulfillment

The majority of immigrants served by IHP have at least one postsecondary degree and significant professional work experience in their home countries. Regardless of this professional background, new arrivals generally begin their working careers in the US in low-level subsistence positions. It is estimated that, primarily due to limited language skills and other barriers, immigrants spend 10 years or more to ascend, if ever, to an economic level even approximating their former status.

Through the Bridge to career Fulfillment, IHP assists immigrants to accelerate their career trajectories through a combination of contextual language acquisition, personal support, and career planning. As apart of this process during 2020, our career counselor logged over 136 career advising contacts with 17 individuals who were considered career-ready in terms of their language skills. These contacts involved identifying career goals, writing resumes and cover letters, assisting with job searches, making referrals to employers, conducting practice interviews, and providing post-employment support. As a result of these efforts, 6 individuals advanced beyond basic subsistence employment to enter entry or mid-level professional positions.

IHP also partner with UNUM, Allagash Beer, MEMIC, and Hannaford to provide job shadowing, internships, mentoring, and job placement to the women.

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In Her Presence has assisted me to improve my English fluency and learn how to start the new journey in Maine through language acquisition, empowerment, career planning, and community involvement programs. The organization helped me build confidence and gain the knowledge and skills I needed to further my career. Through In Her Presence’s network and Bridge to Career Fulfillment program, I moved from basic employment to a full-time professional position. I also found In Her Presence to be very supportive to me during the COVID-19 pandemic.



Justine Mugabo

Covid 19 Response

The Covid-19 pandemic has been a difficult time for the world and the 317 people of the IHP community. While the lockdown intending to curb the transmission of the virus impacted negatively the economical and mental health of our community, the language barrier remained the biggest challenge. In Her Presence with her network of volunteers and partners were therefore called to double the effort have helped to mitigate the impact of the COVID-19 on our community and the following were realized.



- In-person English Classes were transitioned to Online Classes. Trainings were organized to get everyone going with the tools used for online classes.
- Laptops and tablets were distributed, software licenses purchased, and data subscriptions provided to enable women to continue to learn and complete assignments.
- Essential supplies were distributed to immigrant women and their families. These included food, gift cards, diapers, transportation tickets, and protective equipment for essential workers.
- Psychological and social support to combat anxiety and stress related to unemployment and under information about the virus.



256

English Classes
conducted



91

Laptops & Tablets
distributed



750

Meals distributed
during Covid-19



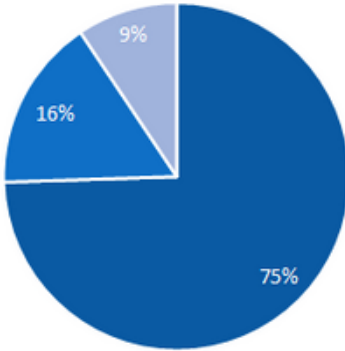
8750

Diapers distributed
during Covid-19



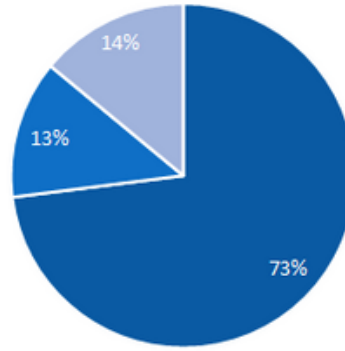
Financial Information

REVENUES



- Foundation Grants
- Corporate sponsors
- Individual Donations

EXPENSES



- Programming development
- Workshops, Meetings and Training
- Administrative cost

Special Thanks

In Her Presence would not have made it through 2020 without the generosity of partners and donors. The overwhelming support and encouragement we received helped us counter the pandemic and continue serving immigrant women and their families. Our special thanks go to the following partner organizations and businesses:

MeHAF
 Maine Community Foundation
 Elmina B. Sewall Foundation
 Sam L Cohen Foundation
 Haymarket People’s Fund
 Allagash Brewing Co.
 Investing in Color leaders
 Maine Initiative
 Good Shepherd Food Bank

The Harry E. Davis Partnership for Children’s Oral Health.
 United Way of Greater Portland
 UNUM
 Edward H. Daveis Benevolent Fund
 Southern Maine Agency on Aging
 People of Color
 MIRC
 MEMIC
 The Episcopal Church Of Saint Mary
 Individual Donors (1)

1. Individual donors names have been withheld to protect privacy.

Looking Forward



Programming

English Language Acquisition Classes: A Racial Equity Grant from the Greater Portland United Way supports this program and oversight by Executive Director. Women are clustered in beginner, intermediate, and advanced classes based on their English proficiency. Additionally, a senior group meets to reduce community isolation. Lessons in a continuum of conversation teaches participants the skills needed to navigate daily community life and prepare for satisfying employment. New technology and curricular materials were purchased to enhance remote lessons. A local team of health professionals consults with IHP to support health-related lessons.

Charting Your Course: Through a partnership with ProsperityME (funded by the Alford Foundation), the initiative will help low-income immigrant women acquire financial literacy and identify and achieve their goals.

Culture Brokering: Being at the grassroots level, IHP has been approached by several non-profits, including Opportunity Alliance, to provide cultural brokering consultation.

Career Planning: Women from the advanced group are engaged in resume writing, job application, and interview practice. IHP also has partnerships with UNUM, Allagash Beer, MEMIC, and Hannaford to provide internship, mentoring, job placement, and leadership opportunities to immigrant women.

Administration & Development

Executive Director: To fully maximize IHP's impact, the board has determined the need for a full-time director to oversee programming, volunteer staff, grants & fundraising, community/business outreach, and cultural brokering consultation.

In Her Presence (IHP) is a highly trusted organization known for its cultural brokering ability to provide supports to immigrants to help them better integrate into the community. Since 2015, IHP has grown from 12 women taking yoga classes to a complex organization with four formal programs and numerous community networking activities that bring immigrant women together for empowerment, community engagement, and fulfillment of career aspirations.

For the immediate future, it is critical for the Executive Director to ensure current programming is solid and results are meeting outcome expectations. It is time to formally collect and analyze data related to growth in language acquisition and fluency; community outreach and job-seeking opportunities; and fulfillment of immigrant short/long term goals and Increased wages/benefits.

Our overarching goal is to help our immigrants gain financial stability and support the sustainability of the organization. From the data analysis, it is anticipated that IHP will provide:

- An English language acquisition program to address current waitlists for English language classes.
- Speech therapy to support immigrants in their pronunciation/accent development.
- Technology provides support to manage devices, software, and website updates.
- Consulting and community outreach to organizations to reduce racial bias policy barriers.
- Expansion of IHP employees to support the growth of the organization.

In Her Presence

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