



In Her Presence

EMPOWERING IMMIGRANT WOMEN & FAMILIES

ANNUAL REPORT 2023



TABLE OF CONTENTS

I. WHO WE ARE

<i>Mission + Vision</i>	1
<i>Executive Director Message</i>	3
<i>Board of Directors</i>	4
<i>Staff</i>	5
<i>Partners</i>	6

II. 2023 PROGRAM REVIEW

<i>Program Highlights</i>	7
<i>English Language Acquisition</i>	8
<i>Career Support Services</i>	10
<i>Partner Programs</i>	12
<i>Community Building Services</i>	13
<i>Francis Ward House</i>	15
<i>Revenue Branch: Business Consulting Services</i>	16

III. FINANCIALS

<i>2023 Finances</i>	17
<i>Financial Growth 2020-2023</i>	18



"No matter where you are in life, inspire and empower the women around you. Success is never reached alone, and wisdom and wealth are sweeter shared."

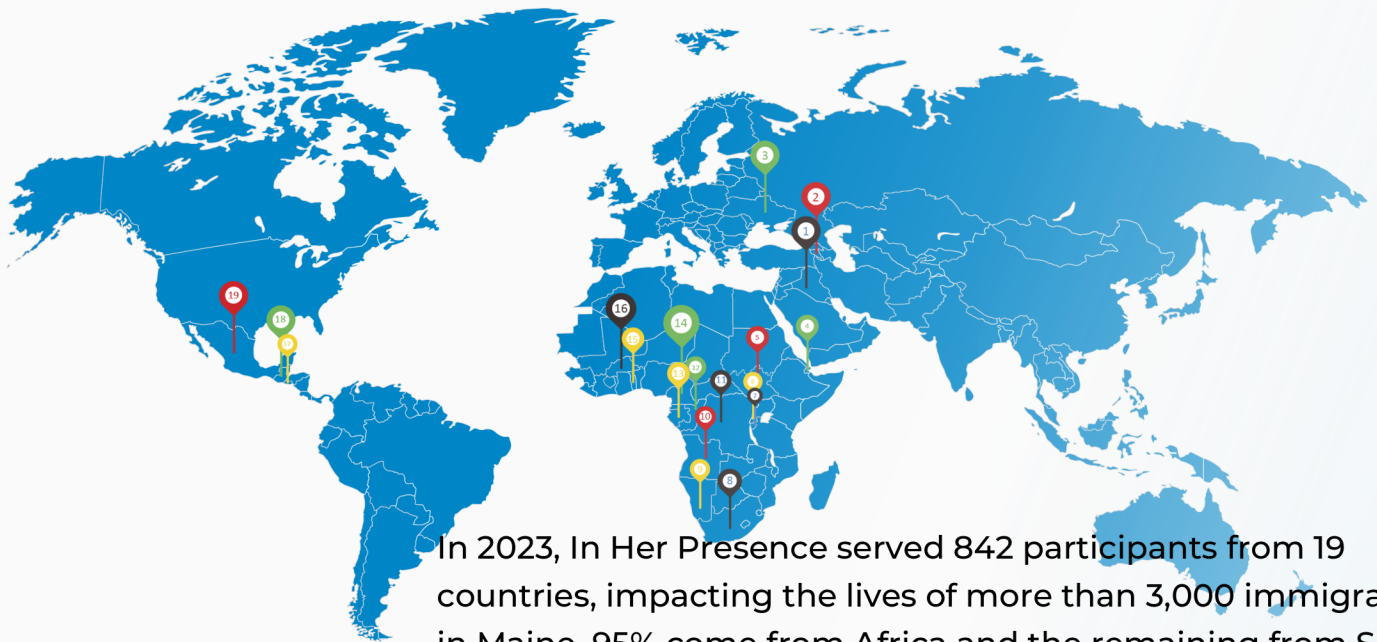
-Norma Kamali

Our Focus

Immigrants in the US have many challenges upon arrival, however women face additional barriers that make it much harder for their integration, independence, and wellbeing.

When women are able to realize their full potential, it has an enormous social and economic impact, not just on their own lives but on their communities as well. Research has found that an increase in women in the workplace results in stronger and faster economic growth. This growth is also more likely to directly benefit the children and family unit as a whole.

This is why we prioritize providing space for women to cultivate their leadership skills, to step "onto the stage" and advocate for their needs.



In 2023, In Her Presence served 842 participants from 19 countries, impacting the lives of more than 3,000 immigrants in Maine. 95% come from Africa and the remaining from South America and the Middle East.

1. Iraq
2. Armenia
3. Ukraine
4. Djibouti
5. South Sudan
6. Rwanda
7. Burundi
8. South Africa
9. Namibia
10. Angola
11. Democratic Republic of the Congo (DRC)
12. Congo (Congo-Brazzaville)
13. Gabon
14. Cameroon
15. Togo
16. Burkina Faso
17. Guatemala
18. El Salvador
19. Mexico

Our Mission

Driven by the leadership of immigrant women residing in Maine, our mission is anchored in the firm belief that women's empowerment, particularly through access to education, is crucial to achievement for the entire family. In deep collaboration with individuals born here, who possess lifelong knowledge of systems and opportunities, we strive to bridge cultural divides and harness the strengths of both communities.

Acknowledging the pivotal role women play in shaping the future, our commitment extends to all members of immigrant families. From infancy to elderhood, we work to establish supportive networks, provide access to vital systems and knowledge essential to the prosperity and well-being of everyone.



Language

Whether Beginner or Advanced, our Language Acquisition courses help immigrants understand their value and untap their potential through culturally sensitive lessons and courageous dialogue. Our courses weave in habits essential to success in the U.S. workforce and community. We help students understand that it is not only the words you use, but when and how you use them that matter.



Career

From job application to career counseling and networking opportunities, we are ready to provide support to immigrants who are committed to seeking employment. We help immigrants connect their interests, education, and experience with jobs available in Maine. Our approach is individualized, intensive and ongoing.



Community

Connection is the heart of In Her Presence. Immigrants come to Maine having lost their support networks. Mainers are curious, but due to language and cultural barriers, they are often unable to interact in the ways they would like with immigrant communities. Deepening connections between individuals and communities are the fuel that drives our work.



Housing

In Her Presence (IHP) manages Frances Warde House, currently a home for pregnant immigrant women who are homeless or at risk of homelessness. IHP employees provide critical multicultural social-emotional support for residents and connect them to essential services and manage all daily operations of the facility. This transitional house shelters up to 15 adults, 15 infants and 10 children.



In addition to our four foundational services, we are constantly providing ongoing support to our clients based on needs that arise.

Executive Director Message



Dear Supporters,

I am honored to present our annual report for the past year and reflect on the progress we have made in advancing our mission of supporting immigrant families in Maine.

As an organization, we recognize that immigrants are a vital part of our community, and it is our duty to ensure that they are welcomed, supported, and empowered to reach their full potential.

Over the past year, we have worked tirelessly to deliver a range of programs and services to meet the evolving needs of immigrant women and families. Our team has shown exceptional resilience, compassion, and determination, and I am proud of the work we have accomplished together.

Your support has been a beacon of hope for those we serve, providing essential resources, guidance, and advocacy to help them thrive in their new communities. Your dedication has made a tangible difference in the lives of countless individuals, offering them the opportunity to build brighter futures despite the challenges they face.

Together, we have been instrumental in driving positive change, fostering inclusivity, and creating a supportive environment where immigrant women and families can flourish. As we continue our shared journey, I am inspired by the impact we have made and the countless lives we have touched. I am also immensely grateful for the collaboration, compassion, and solidarity you have demonstrated every step of the way. Thank you for your unwavering support and partnership. Your generosity and advocacy are making a meaningful difference in Maine, and I am honored to stand alongside you in this important work.

With deepest appreciation

Claudette Ndayininahaze

MEET THE TEAM
Board of Directors



Lucky Hollander

Chairperson



Richard Blumenthal

Treasurer



Anne Lafond

Secretary



Omar Mahdi



Justine Mugabo



William Safari



Diana Roberge



Odette Zouri

Transitioned out in 2023



Godfrey Gato



Emelyne Umutoni

New starting in 2024



Jessica Maurer

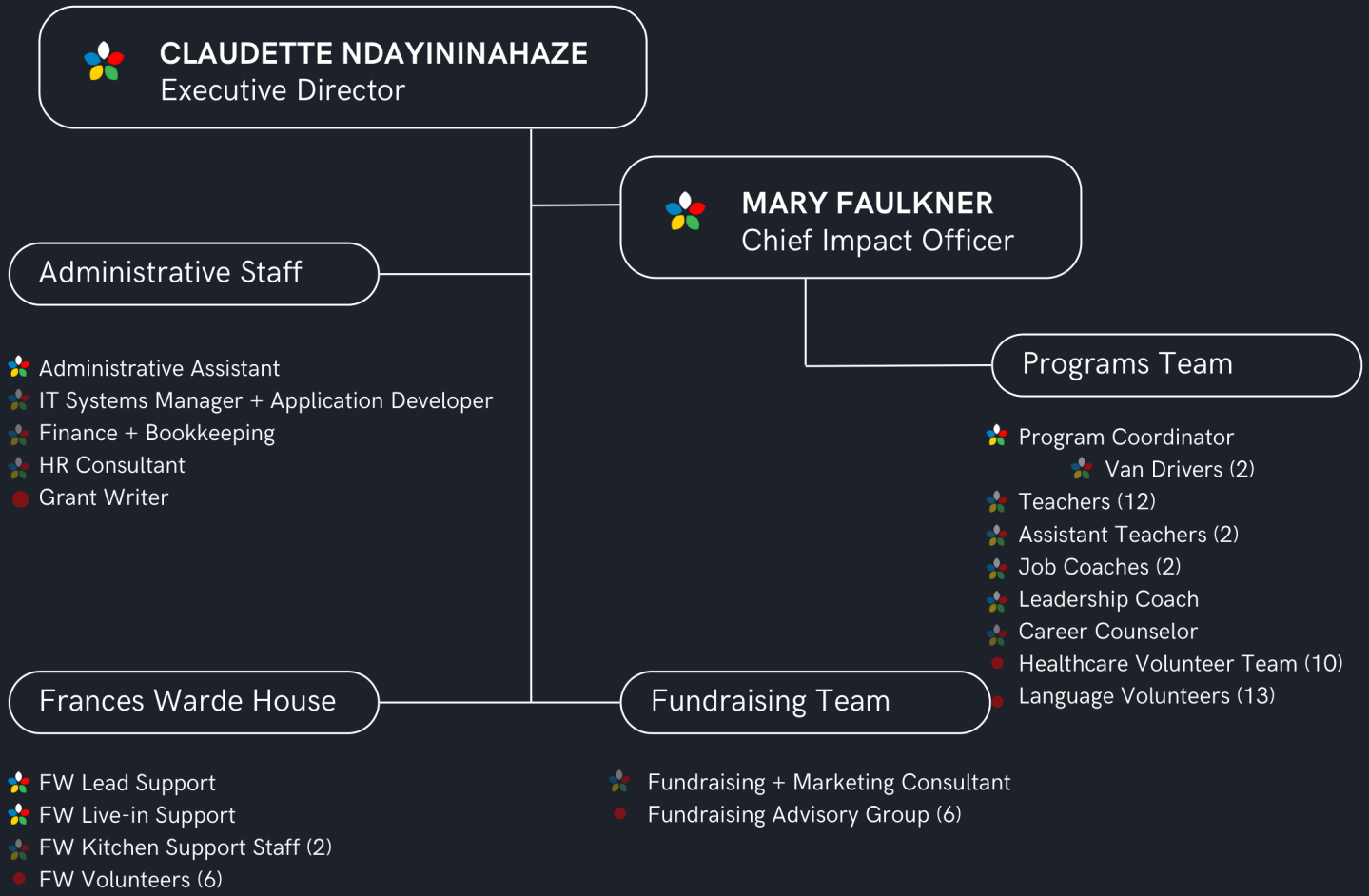


Barbara Stoddard



David Hilton

MEET THE TEAM Staff



- KEY**
- Full-time employee
 - Part-time employee or contractor
 - Volunteer/unpaid

Our staff doubled between 2022 and 2023 with 8 full time employees, 18 contractors, and **35 volunteers**. This number has already increased in the first quarter of 2024.

54% of our paid staff come from immigrant backgrounds.

83% of our full-time staff come from **immigrant backgrounds**.

MEET THE TEAM **Our Partners**

This report provides a moment to acknowledge the instrumental role played by our partners and funders. Their support and commitment to our mission has directly impacted the significant strides we made in addressing the needs of the communities we serve.

This document is not just a reflection of the past year's accomplishments but also a celebration of the collaborative spirit that has fueled every milestone. The successes highlighted are a direct outcome of the trust and resources our partners and funders have generously provided. They have enabled the expansion of programs, the extension of services to more individuals, and the realization of goals that were once mere aspirations.

2023 Partners

- Allagash
- Hannaford
- UNUM
- Taco Escobar
- SMCC
- Greater Portland Health
- Northern Light Health
- Community Housing of Maine
- ProsperityME
- Portland Trails
- Sea Change Yoga
- Children's Museum & Theatre of Maine
- I'm Your Neighbor Books

2023 Program Review

Highlights

We worked with more than 700* unique individuals across all of our programs in 2023, ultimately impacting over 3,000** in our community. We expanded from 15 programs in 2022 to 28 different programs across our different service areas.

Below is a breakdown of each program and the engagement statistics.

Service Area	# Programs	# Participants
English Language Acquisition	10 courses, 1 group	194
Career Support	2 courses, 2 coaching programs	171
Community Building	6 groups, 1 support service	164
Francis Ward House	housing plus 6 courses	15 women, 8 children, 15 infants
Partner Programs	3 programs	38
Direct Services	case management and holiday drive	252

*Participation is counted by service area, and many of our participants use multiple services so the numbers in this table total higher than our estimated total individuals served. Of the 842 participants who joined one of our programs, 7% were male.

**We estimate impact by using average household size for our participants served.

69% of IHP Participants enrolled in 2 or more IHP Programs.



Our programs are designed to build on one another and the best evidence of satisfaction is returning participation. The majority of our participants join multiple IHP programs simultaneously or sequentially to achieve their goals.



4 IHP Participants have moved into internal leadership positions.

We believe in creating opportunity within our organization as well, that's why we have hired several past participants to new roles within our organization in the last year.

English Language Aquisition

In 2023, we delivered 10 courses, 559 class sessions, and 993 content hours to 200 participants. We piloted 5 new English Acquisition courses to better meet the needs of the community. This included 3 new advanced-level programs for participants who passed our L4 assessment testing focusing on leadership skills, public speaking, and career-specific support.

Recognizing that travel to Southern Maine Community College (SMCC) was prohibitive for some of our participants, we also launched 3 onsite beginners courses in two different locations (as well as an additional course at our Francis Ward facility) mid-way through the year. While these onsite courses struggled with attendance, it did allow us to reach participants who had previously been unable to attend online.

ADVANCED DEVELOPMENT OPPORTUNITIES

Learning English requires time and frequent practice. That's one reason we give our most dedicated students a wide range of opportunities to lead and apply their learning within the organization as teacher assistants, guest speakers, language tutors, or cultural mentors. As a result, many of our English graduates support our other programs and services.

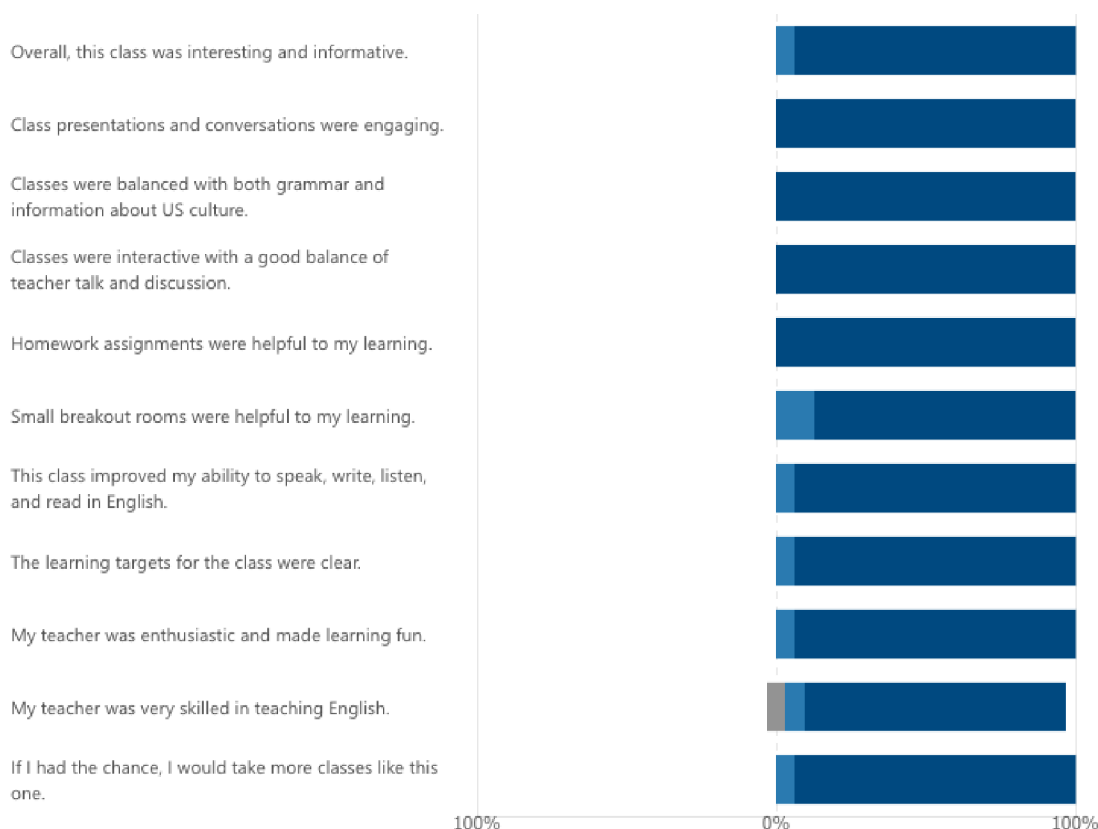


"IHP supported me morally and helped me practically: It taught me the systems and style of living in the U.S. It helped me learn and improve my English language. Through five years of experience with IHP I see and believe it is the best place to start your new life as an immigrant, to be successful, and to reach your goals and dreams.

English Course Participant feedback from 2023

Nahla Alsafar

■ Strongly disagree
 ■ Disagree
 ■ Neither disagree or agree
 ■ Somewhat agree
 ■ Strongly agree



Participant Engagement in Language Acquisition Courses

Language Acquisition Courses	# Participants	% Successful Completion*	% Advanced 1 Level	% Advanced to New Class or Graduated
Beginners English (L0-L1)-R	16	100%	94%	69%
Onsite Beginner's English (Saco)- began in June	25	0%	0%	0%
Onsite Beginner's English (Riverside)- 2 cohorts began in June	53	0%	0%	0%
Intermediate English (L2-L3)-R	13	100%	100%	62%
High Intermediate (L4)	7	0%	0%	0%
Beginners Pronunciation (L4)	6	83%	N/A	83%
Advanced Pronunciation (L5)	4	100%	N/A	0%
English for Career Success (L5)	16	56%	N/A	56% completed final presentation
Storytelling (L5)-R	19	68%	N/A	68% completed final presentation
Leadership (L5)	18	83%	N/A	83% completed final presentation
Open Discussion Group (Conversational English Practice- L3+)	17	N/A	N/A	N/A

*successful completion is defined as attendance of more than 80% of the classes throughout the year.

**moving 1 level can result in staying in the same class (ex: going from L0 to L1), hence the separate statistic of those that move up to the next advanced course. If they are in an advanced class (L5), then moving up means no longer needing that course (though they may still enroll in the other options).

Advanced level courses are completed with final presentations rather than assessment tests.
R- indicates programs that were taught remotely online.

Career Support Services

Through our career classes and counseling, we help participants create resumes, practice interviewing, and search for the right jobs to suit their expertise, interest, and needs.



"In Her Presence has assisted me in my journey to improve my English fluency and learn how to start the new journey in Maine. The organization helped me to build confidence and gain knowledge and skills I needed to further my career. Through In Her Presence...I moved from basic employment to a full-time professional position".

Justine Mugabo

Basic Job Support + Placement

Participants looking to enter the workforce in entry level positions work with one of our job coaches to prepare for work in the US.

Career Counseling

We also provide more advanced coaching for individuals who are looking for support pursuing their career options and specific fields of interest. This can also include re-entering academic pursuits or degree and certification transfer in fields they already have experience in.

Technology Courses

This year we launched 2 new technology courses (and one satellite course at Francis Warde) to help address the gap that many of our participants face when entering today's workforce.

101



Participants received one to one job or career coaching

75%



found jobs since engaging with us.

7



entered into academic degree programs

22



entered mid-level or management-level positions in their chosen field.

Participant Engagement in Career Support Courses

Career Support Courses	# Participants	% Successful Completion*	% Advanced 1 Level	% Advanced to New Class or Graduated
Beginner's Technology Class	14	57%	94%	69%
Technology for Business Class	12	67%	0%	0%

Participant Engagement in Career Support Services

Career Support Services	# Participants	Success
Basic Job Support	37	76% were placed in positions.
Career Counseling	74	647 touchpoints with individual clients, 73% of job-seekers were placed in mid-high level positions, 9% enrolled in a degree program

*touchpoints include any type of coaching support, from meetings to emails, document review, etc. not just for active job-seekers but past clients wishing for help navigating complexities in their workplace, promotions, and so on.

Partner Programs

In addition to the programs, courses, and services we provide through our organization, we also collaborated on several initiatives with other partners. This year, we had three primary partner programs:

Partner Program: Children’s Museum Collaborative

We entered our second year of partnership with the Children’s Museum & Theatre of Maine to bring immigrant parents and children to experience the museum and connect with other community members. This year we held 3 events with 44 participants.

Partner Program: Allagash Internship

This was our third year partnering with Allagash Brewing to place individuals within their organization as interns over the summer and provide employment support so they get practical experience in the US job market. This summer we had 2 participants enrolled in this program.



“I am grateful for the opportunity that Allagash internship program, through Allagash Brewing Company’s partnership with In Her Presence, provided me. Now that the internship is over, I am able to continue my school work and earn money, thanks to my flexible job as a Tasting Room per diem employee.”

Celeste Nubahe

Partner Program: Charting Your Course

We also collaborated with Prosperity ME on the third year of a partner program called Charting Your Course, providing 20 participants with financial and leadership coaching and designed to help them select a path for further career development. This year we focused on those wishing to starting a small business.

Community Building Services

Connection is the heart of In Her Presence. We know that many immigrants who come to Maine have lost their support networks. Language and cultural barriers can make it even harder to connect locally. Our Community services help deepen connections between our program participants. In 2023, we offered 6 different groups that our participants could join.



I am Your Neighbor

In this literacy program, we are building immigrant family literacy using culturally-specific children's picture books and developing the critical thinking skills of IHP parents using the featured books.

36 participants attended one or more of our 3 literacy events this year.



In Her Kitchen

IHP promotes good health through education and access to activities that support social, emotional and physical well-being. In Her Kitchen promotes nutrition, food access, and connection through recipes from across the globe.

This year, 13 women helped support our 4 fundraising events. Seven women also participated in Amjambo newsletter featuring cooking and nutrition.



Mothers' Circle

This initiative encompasses what all mothers and children need to thrive: good physical and emotional health.

This year, 34 pregnant women participated in one of our workshop events to learn about maternal and neonatal health in the immigrant community.



Seniors' Circle

Seniors are active in all IHP programming related to language, social connection and wellness. Our Seniors are integral to the community as chefs, seamstresses, gardeners, English learners, babysitters, doormen, and translators.



Parents' Circle

Parenting in a new country can be extremely difficult. In this program, parents come together to discuss challenges and devise strategies to overcome them. Frequent discussion topics include parent-child connection, school systems, discipline, and nutrition..



Youth Circle

Workshops on serious topics, such as substance use, as well as fun field trips to cultural and educational events help young immigrants connect with each other and the community.



“As for swimming, it’s the first time in my life that I can enter the water. In Kivu, there is Lake Tanganyika, Lake Kivu, the Ruzizi River, and many others, but I had never dared to venture into them. I had a great fear of water.”

Cecile Bitondo, Senior Circle member

Health Support Services

In addition to our community circles, we also have a team of devoted Health volunteers who come in to teach workshops or participate in our community activities. These include topics like stress management, hygiene and health safety, and nutrition.

Participant Engagement in Community Circles

Circles		# Participants	# Events	Ave Attendance per event
Seniors Circle (60+)- 2 groups (men and women)		36	58	28
Mothers' Circle		34	8	10
Parents Circle		28	4	12
In Her Kitchen (wellness)		13	5	2
Youth Circle (substance use prevention)		17	3	12
I am your Neighbor (literacy program)		36	3	12

Frances Warde House

One of the biggest highlights of the year was the launch in June of our new housing program, designed for at-risk mothers and their children to support them during their pregnancy and just following the birth of their children.

We immediately filled the building and began running services, hiring personnel and designing services as the program launched.



**15 women, 15
Infants and 8
children housed**

Additional Services

Through this location, we offer additional support to those living there , including:

- Prenatal yoga and mindfulness classes
- Wellness and nutrition classes
- Beginners English Language Class
- Beginners Technology Class
- Leadership Course mini-series (4 wk program)
- Weekly Learning Sessions (cultural integration, parenting, social welfare services, school services)

These services had high attendance once they began midway through the year, with 100% of residents participating in 4 or more of the above programs and 75% of residents attending all available services. This was at least in part due to holding services in the building where residents resided.

We were also able to support better nutrition and cooking services in the building in large part to our volunteer partners at Taco Escobar who gave a great deal of time helping us acclimatize to our new kitchen set up.



**6 additional
programs
provided**



I am grateful for all the help and care I was given when my baby was sick in the NICU. I felt loved and safe.

Maria

REVENUE BRANCH:

Business Consulting Services

In addition to the services we provide our community, we also have a branch of work dedicated to supporting the organizations that hire them.

In Her Presence provides consulting to businesses who are interested in working with immigrants. Our multicultural team approach is designed to make sure all points of view are clearly understood.

We provide interpretation and translation support when needed, help assemble focus groups of appropriate participants for organizations looking to collect information, and provide cross-cultural training for managers and teams working with immigrant team members.

“*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 Fruel

HR Director - Allagash Brewing Co.

Clients Served: 9

List clients by name

- Allagash Brewing Co.
- Hannaford Supermarkets
- Northern Light Health
- Maine Philanthropy Conference
- Unum
- Craft Malt Conference
- Hub 9 Maine College and Career Access Coordinator
- Maine Alliance for Health and Prosperity
- Women of the Chamber

Services Offered

- Individual Coaching
- Group Training
- Panel Speakers
- Outreach for Focus Groups
- Language Translation

Finances

In Her Presence annually tracks four(4) types of donations:

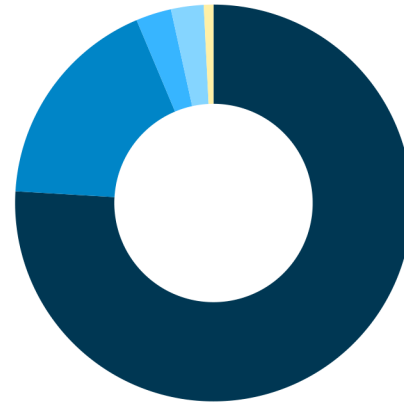
- Grants
- Individual Donations
- Corporate Donations
- Business Services Revenue

Unrestricted funds breakdown:

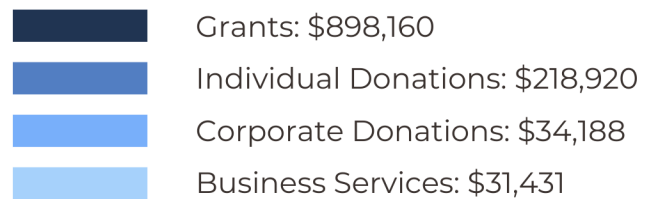
- Grants: 9.1%
- Individual donations: 90.9%
- Corporate donations: 100%

Restricted funds breakdown:

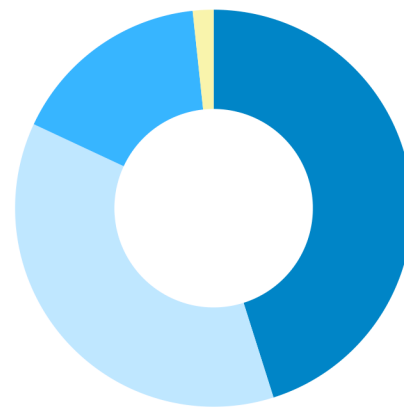
- Grants: 90.9%
- Individual donations: 9.1%



Revenue



Total: \$1,182,699

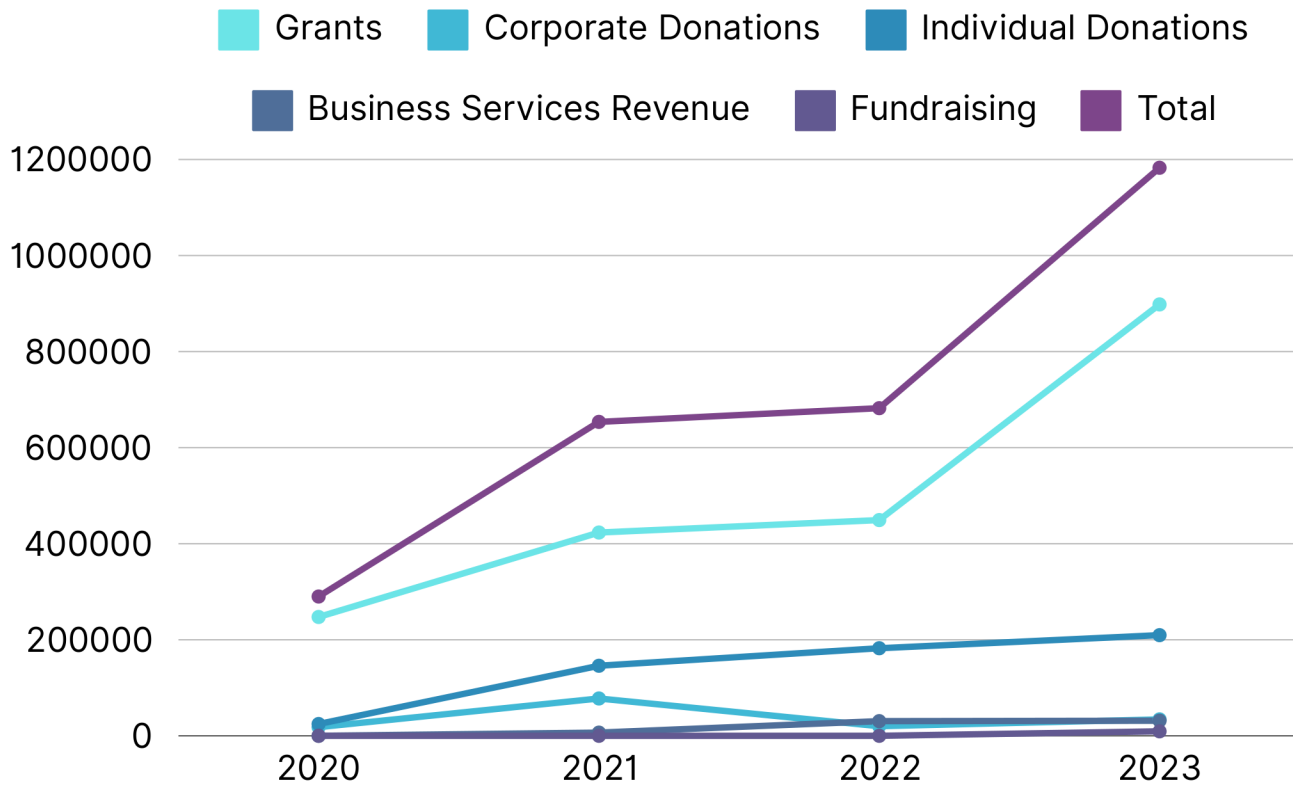


Expenses



Financial Growth

In the last three years, In Her Presence has grown more than three times in revenue, staff, and services.



As we reflect on the significant milestone of quadrupling our revenue over the past three years, our organization stands at the precipice of an exciting future. This remarkable growth is a testament to the profound impact we've achieved in our communities and the steadfast support from our partners and stakeholders. It represents not just financial success but an expanded capacity to serve and a deepened trust in our mission.

Looking to 2024 and beyond, we are emboldened to pursue ambitious expansion plans. Our vision is clear: to leverage this growth to further extend our reach, innovate our approaches, and meet the evolving needs of those we serve. With the continued partnership of our supporters and the dedication of our team, we are poised to embrace the challenges and opportunities of the future, confident that our best achievements lie ahead.



4 Milk Street, Suite 201
Portland, ME 04101



<https://inherpresence.org>



contact@inherpresence.org



(207) 280-7780