In 2014, Spring Institute for Intercultural Learning celebrated its 35th anniversary. Spring Institute was founded in 1979 to provide intensive English as a Second Language (ESL) training for international students. Within a year, Spring Institute began working within the emerging refugee resettlement network, primarily to meet the English-language and pre-employment needs of these newcomers.

Over 35 years, Spring Institute has grown substantially and currently provides programs and services in adult education, ESL, cross-cultural communications, health literacy, interpretation and translation, and career development. Our programs and advocacy efforts build pathways to success for individuals – including refugees and immigrants – and the organizations that serve and employ them.

Spring Institute commemorated this momentous occasion with a 35th Anniversary Celebration & Fundraiser. On November 13, 2014, nearly 200 friends, partners, and neighbors came together to celebrate a lively evening featuring local musicians, an Ethiopian dance performance, great food and wine, and a silent auction. Spring Institute was also presented with a proclamation from the City and County of Denver naming Thursday, November 13, 2014 as “Spring Institute Day.”

DID YOU KNOW? - Almost half of all refugee arrivals in 2014 came from the Near East/South Asia, a region that includes Iraq, Iran, Bhutan, and Afghanistan.

Communication leads to community, that is, to understanding, intimacy, and mutual valuing.

Rollo May
American Psychologist 1909-1994
2014: A Year of Change

In addition to marking the 35\textsuperscript{th} anniversary, 2014 also marked a year of change for Spring Institute. Changes in the local, state, and national climate meant a re-prioritization of the organization’s programs, including the closing of Road to Success and American Culture for Au Pairs and an expansion of Project SHINE and The Interpreter Network. 2014 also ushered in a leadership transition for Spring Institute as the organization bid a fond farewell to the long-time President & CEO, Myrna Ann Adkins, and welcomed the new President & CEO, Paula Schriefer.

“We are always starting over, we are always beginning again; something in us or about us changes and it’s time to be moving on.”

This quote from the Spring Verse exemplifies the circumstances for those Spring Institute serves: refugees, immigrants, organizations, businesses, government entities, and other community members locally and globally. In 2014 I felt the time was right for me and for Spring Institute to transition leadership, recreate and begin again. What joy and adventure I've had over 35 years of working with fabulous folks, helping create programs to meet needs and trying to empower and inspire those around me to service and success. May our new paths be blessed with patience, peace, and joy in service.

-Myrna Ann Adkins

Paula Schriefer came to the Spring Institute from the U.S. State Department, where she served as Deputy Assistant Secretary for Human Rights and Humanitarian Affairs. Prior to joining the State Department, Ms. Schriefer worked on international human rights issues for 20 years in the nonprofit sector, most prominently at Freedom House, where she served as Vice President for Global Programs. Spring Institute is excited and honored to have Ms. Schriefer guiding the organization into a new era of growth as we continue to empower people and organizations to succeed across languages and cultures.

During the 23 years I spent in Washington, D.C., I often wondered if I could find a way to come back to my home state of Colorado and continue to help people live their lives with dignity. I found that opportunity at Spring Institute, a small but powerful organization that has served that very cause for over 35 years, transforming the lives of tens of thousands of individuals as they find their paths to success. I am both honored and humbled by the task of leading Spring Institute forward and I invite you to join me, our amazing staff, and volunteers in ensuring our continued success.

-Paula Schriefer

DID YOU KNOW? – From 2006 to 2010, there were 27,645 new immigrant business owners in Colorado.
**COMMUNITY ESL/ADULT EDUCATION**

Spring Institute served 442 students through English as a Second Language, GED, and Adult Basic Education classes in 10 locations.

- Of these 442 students served: 120 found employment or received a promotion and 209 advanced one or more levels in ESL classes.
- Staff and students were involved in the passage of HB1085, the first bill in Colorado to provide state funding to adult education programs.

**CROSS-CULTURAL COMMUNICATION TRAINING**

Spring Institute provided customized cross-cultural and diversity training at over 40 workshops for about 1,700 participants in Colorado and across the US.

- In conjunction with World Refugee Day, Spring Institute hosted a well-attended professional development event on “Cultural Competence in Healthcare for Refugees.”
- In October, two of Spring Institute’s staff traveled to Dakar, Senegal to provide a cross-cultural communication training at the American Embassy.

**DID YOU KNOW?** – As of 2013, there were 118,720 school-aged English-language learners in Colorado.
**THE INTERPRETER NETWORK**

The Interpreter Network (TIN) provided almost 13,000 hours of interpretation and translated more than 172,000 words in over 80 languages.

- TIN also trained 78 interpreters through “Bridging the Gap” training, a 40-hour training program for medical interpretation.

- The biggest change for TIN in 2014 was the expansion into Albuquerque, NM. TIN secured contracts with the two largest hospital groups in NM. This expansion has meant adding new clients as well as developing a network of interpreters in that area, especially with languages unique to our services in NM, including Navajo.

**PROJECT SHINE**

Project SHINE served 650 immigrant and refugee elders with the help of 125 volunteers through health literacy classes, patient navigation, and much more!

- The Healthy Tots class provides an environment that welcomes children and guardians to learn about their health together. In 2014, 70% of families enrolled their children in preschool, 90% have a Primary Care Provider, and 100% are practicing better hygiene.

- Project SHINE expanded its services into Aurora with new program sites, including several adult day care centers.

**DID YOU KNOW?** – Besides English, the top 5 languages spoken in Colorado are Spanish, Vietnamese, Arabic, Chinese, and Russian.
CULTURAL ORIENTATION

- 84 students from 19 countries participated in “American Culture for Au Pairs” classes in Denver and Colorado Springs.

- Road to Success held 24 cultural orientation classes to introduce refugees to life in the US and help them become contributing members of their new communities. 538 students graduated from the program, including refugees from Bhutan, Nepal, and Somalia.

- Due to changes in local, state, and national funding priorities, Spring Institute closed the Road to Success and American Culture for Au Pairs programs at the end of 2014.

COLORADO WELCOME BACK

Colorado Welcome Back (CWB) helped 471 foreign-trained healthcare professionals re-establish careers in healthcare in CO through mentorships and workshops on topics ranging from resume-writing and interview skills to navigating the US healthcare system.

- 46 participants obtained employment in the US healthcare sector for the first time.

- 3 MDs were accepted into residency programs.

Laith came to Colorado in 2008 as a refugee from Iraq, where he worked as a pediatrician. In 2011, Laith attended CWB’s Medical Doctor workshop series. In 2013 he met another foreign-trained MD at one of these workshops who helped Laith obtain an interview for a residency spot. Prior to the interview, CWB was able to support Laith with extensive preparation and in March 2014, Laith was awarded a pediatrics residency match at Driscoll Children’s Hospital.

DID YOU KNOW? – About 30% of all primary-care doctors in the US are foreign-born or foreign-trained.
2014 Financials

DID YOU KNOW? – More than 40% of Fortune 500 companies were founded by immigrants or children of immigrants.

### Assets

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### Liabilities and Capital

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Spring Institute is grateful for the generous support of the following major donors:

Chevron  
Colorado Department of Education  
Colorado Health Foundation  
Colorado Refugee Services Program  
The Colorado Trust  
The Elephant Story  
The Kenneth King Foundation  
Mental Health Center of Denver  
The Laura Jane Musser Fund  
Qualimage Printing Corporation  
Rose Community Foundation  
Verizon Foundation  
Wagner Equipment

DID YOU KNOW? - Nearly 1 in 10 Coloradans is an immigrant.