

2019



ANNUAL REPORT



SPRING
INSTITUTE
For Intercultural Learning



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Dear Friends of Spring Institute,

On behalf of our staff and Board of Directors, we are pleased to share with you this report on the impact of our programs and services, as well as a snapshot of our financial position in 2019.

To better fulfill our mission of empowering people and organizations to succeed across languages and cultures, Spring Institute created a new Communications, Outreach, and Advocacy Team in 2019. This team is headed by Amanda Bent, who has over eight years of experience in social justice advocacy, and works alongside our service provision programs to create a holistic approach to the integration needs of both Colorado’s newcomers and our welcoming community. She is joined by Policy Advocate, Mathew Mengesha, a second-generation immigrant with a background in community activism and support for the refugee community, along with an Early Childhood Education Advocacy Associate, Khatira Amn, a women’s rights lawyer from Afghanistan and mother of three, who settled in Colorado in 2017. Together, our team and board members agreed upon the following advocacy priorities: expanding adult education funding and programming in Colorado, expanding access to early childhood education for dual-language learner children, restoring the refugee resettlement program, easing licensure pathways for internationally trained medical professionals, and ensuring our immigrant and refugee community has access to legal resources.

Even as Spring Institute’s reach extends in this exciting way, the heart of our work remains in our many programs and services. In 2019, Spring Institute also provided direct programming or services to over 1,000 immigrants and refugees and greatly expanded our engagement with youth. In total, 134 youth participated in our physical activity programming including: yoga, running, swimming, summer camps, hiking, camping, jump roping, karate, rock climbing, and hip-hop dance. Through our partnership with Girls on the Run, 31 young women completed their first-ever 5K race! Over 100 young children, ages birth to four, together with their parents or caregivers, learned how to improve health and school readiness outcomes through our Ready Tots program. We also continued to serve adult learners. Our collaborations with nonprofits, libraries, public schools, and the Denver Airport workforce team allowed us to help over 400 adult learners improve their English skills, apply for citizenship, pass a high school equivalency exam, or gain credentials as a paraprofessional teaching assistant. We trained 64 individuals in medical interpretation with 92% of them passing their nationally-recognized certification exam on the first try. We provided over \$32,000 in scholarships to internationally trained medical professionals to pay for evaluations and exams in their process of becoming re-licensed and we aided 15 individuals in obtaining healthcare jobs as nurses, medical assistants, dentals assistants, and pharmacy technicians, including four doctors who matched to residencies.

Colorado is home to a vibrant population of newcomers and one of the nation’s warmest welcoming communities, including you. Thank you for supporting our work.

Sincerely,

Paula Schriefer - President/CEO

Margaret Kirkpatrick - Board Chair



Look for us on social media: @SpringInstitute



ADULT EDUCATION



Whether it's learning English, obtaining a high school equivalency (GED), or earning credentials to work as a paraprofessional, Spring Institute offers affordable and convenient classes across the Denver metro area to help adult students achieve their personal and career goals.

- 400+ students served at 15 locations, including public schools, nonprofits, and businesses
- Nearly half pre/post-tested students increased one or more language levels on standardized assessment
- Approx. 100 students assisted in U.S. citizen naturalization preparation
- 42 refugees served in programming in partnership with Colorado Refugee Services Program

- Participants attained an average salary of \$20.55/hour
- 57 refugee and immigrant health professionals awarded \$32,000 in scholarships
- 28 participants utilized healthcare training programs & 18 obtained healthcare licenses or certifications
- 15 participants obtained healthcare jobs: medical residency positions, registered nurses, health navigators, certified pharmacy technicians, first surgical assistants, dental assistants, and more

COLORADO WELCOME BACK

Spring Institute provides individualized training and resources to help internationally trained medical professionals re-establish healthcare careers in Colorado.



PROJECT SHINE



Project SHINE provides health literacy training and patient navigation services to underserved populations, especially immigrant and refugee elders and their families.

- 220+ immigrant & refugee elders served
- 122 seniors completed 6-week *Matter of Balance* fall prevention course
- Hosted 15 medical students & 2 nurses for month long rotations , providing 450+ hours connecting refugees & immigrants with health & wellness resources
- Taught 6 health literacy classes

READY TOTS

- 53 parents/guardians & 102 children served
- 95% of parents reported exercising with their children outside of class
- 100% of parents reported daily tooth brushing by children following dental hygiene workshop
- 100% of participants reported increased water intake & improvement in healthy eating habits
- 100% of eligible 4-year olds and 90% of eligible 3-year olds were enrolled in preschool

Ready Tots is a community-based learning program for immigrant and refugee children and their caregivers focusing on social and emotional development of children ages newborn to four.



YOUTH PHYSICAL ACTIVITY



Spring Institute provides physical activity programming for young immigrants and refugees and their families.

- 134 youth served
- Youth introduced to 11 new activities & sports: Yoga, *Girls on the Run*, swimming, hiking, camping, jump roping, karate, rock climbing, hip-hop dance, & more
- 31 youth completed 5K race with 100% of runners reporting feeling personal pride & achievement
- 90% of youth continue to practice what they've learned outside of class time

ADVOCACY & OUTREACH

Spring Institute's new advocacy team convened in September 2019 and engages on issues such as refugee resettlement, adult education, early childhood education, workforce training and credentialing, health equity and access, and immigrant rights.

- Convened advocacy coalition of 20+ organizations in support of legislation to improve adult education access in Colorado
- Formed a workgroup of 5 experts in Early Childhood Education (ECE) to formulate changes to Colorado Shines, the state's Quality Rating & Improvement System, to improve ECE for dual language learner families
- Earned print media coverage on issue of refugee resettlement in 4 local outlets & 1 international outlet



THE INTERPRETER NETWORK



The Interpreter Network helps organizations and businesses effectively communicate with and serve non-English speaking clients, patients, and customers in over 120 languages.

- Provided over 17,500 interpretation appointments in 80+ languages
- Translated written documents totaling approx. 330,000 words
- 64 participants completed the 40-hour *Bridging the Gap* training program for medical interpreters with 92% passing nationally-recognized certification exam on first try

INTERCULTURAL TRAINING & CONSULTING

- Training & consulting services provided to 14 organizations with a total of 650 participants including university faculty, K-12 teachers, mental health providers, & attorneys
- Deployed *Intercultural Development Assessment Inventory* & facilitated cultural competence improvement plan sessions for 75 teachers & mental health providers
- 95% of our clients would recommend our services to other organizations

Companies with greater workforce diversity and inclusion have higher profits and increased innovation. We are committed to helping clients build their cultural competence and foster productive inclusion within their organizations.



FACES OF SPRING: Soumaya Firdous

Born in the United States, at age 11 Soumaya and her two younger sisters relocated with their father to his native Saudi Arabia when he returned there to find work. They lived there for a decade. Soumaya was always eager to learn, but her father was not supportive of her education. She taught herself to read, text, and speak in Arabic but only mastered English at a fifth grade level. Upon returning to the United States, Soumaya set a goal of earning her GED.



Soumaya studied with Spring Institute for nine months, graduating with her GED in May of 2019. She credits Spring Institute's adult education program with helping her to see what she's capable of and to recognize that her desire to go to college can become a reality. "I always wanted to learn," she says. "These classes showed me my potential. They opened my eyes, and made me really motivated. I realized that if I could do this, I could do anything."

Successfully balancing her ambitious GED studies with being a wife and mother to two young boys, Soumaya has now applied to colleges and is considering going into nursing. She is also a trained Student Ambassador, providing advocacy and leadership to others in the adult education community.

FAREWELL TO THE SPRING CAFÉ: 2015-2019



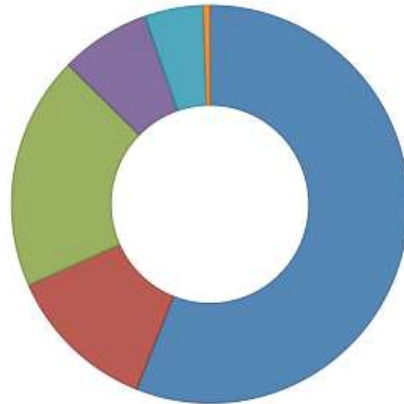
- Trained 20+ staff from 13 countries across the globe
- Served 60,000 cups of coffee
- Hosted 20+ community events
- Welcomed countless newcomer neighbors & friends with open arms, helping Denver become a stronger, richer, & more culturally vibrant place

After four wonderful years of mission-driven service, The Spring Café closed its doors permanently on December 13, 2019. The vision of continuously creating a warmer, more welcoming community for newcomers will endure.

Revenues

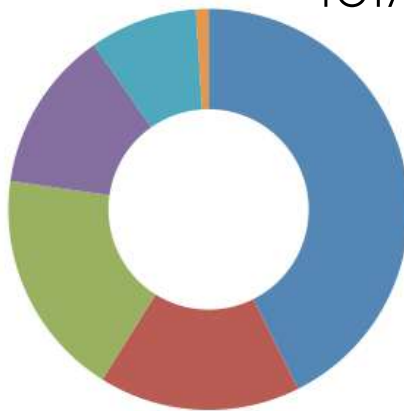
TOTAL \$2,257,757

- Program Income \$1,265,078
- Government \$277,741
- Contributions \$429,842
- In-Kind Contributions \$165,283
- The Spring Café \$107,639
- Other \$12,174



Expenses

TOTAL \$2,244,398



- The Interpreter Network \$956,617
- Adult Education \$365,223
- Integration Services \$412,349
- General & Admin \$292,442
- The Spring Café \$194,823
- Fundraising \$22,944

CURRENT ASSETS
\$734,442

PROPERTY & EQUIPMENT
\$47,721

LIABILITIES
\$125,571

MAJOR DONORS

Anschutz Family Foundation
 The Anschutz Foundation
 Buell Foundation
 CCTSI
 Chevron Corporation
 Colorado Department of Education
 Colorado Department of Human Services,
 Refugee Services Program
 The Colorado Health Foundation
 Comprecare Fund

Denver Active 20-30 Foundation
 Gateway Fund II
 Migration Policy Institute
 MINDSOURCE
 Oppenheimer Funds
 Piton Foundation at
 Gary Community Investments
 Rose Community Foundation
 Sam S. Bloom Foundation

SPRING INSTITUTE BOARD OF DIRECTORS - 2019

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Chevron Mid-Continent Business Unit

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Colorado Department of Education

Lakshmi Kollengode, Treasurer

Data Analyst, Unison Housing Partners

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Spring Institute

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Communications Consultant/Retired Journalist

Paula Schriefer, Board Member

President & Chief Executive Officer, Spring Institute

Marschall Smith, Board Member

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Julie Selsberg, Board Member

Attorney, Children's Hospital Colorado

Kenneth So, Board Member

Financial/Banking Consultant (Retired)



Paula Schriefer (right) presents recognition awards to outgoing Chair Cary Baird (left) & outgoing Member Kenneth So (center) in December 2019



**Thank you for supporting our mission to
empower people to succeed across
languages and cultures.**

Donate here:

ColoradoGives.org/SpringInstitute

SPRING INSTITUTE STAFF

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Cynthia DeLarber

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ECE Advocacy Associate

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Ready Tots Coordinator

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HIPPY Coordinator

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