

Annual Report

2021



SPRING
INSTITUTE
For Intercultural Learning



Dear Friends of Spring Institute,

On behalf of our staff and Board of Directors, we are delighted to present this report highlighting our program impacts and financial position in 2021.

Many of us will remember 2021 as a year of uncertainty, hopefulness, and hybrids. With one foot still in and out of crisis mode and the other stretching toward the path brightened by the prospect of pandemic recovery, we all did our best to keep moving forward. Building on lessons learned in the earlier phases of the Covid-19 crisis, we leaned into innovations allowing us to better serve immigrants and refugees and bolster the welcoming community while balancing pandemic safety. As the year unfolded, we reoriented ourselves to economic and social recovery and committed to an evolving new “normal” that is increasingly more inclusive and equitable for historically marginalized communities, including newcomers to the United States.

Through tremendous challenges and a range of necessary adjustments, there were—and continue to be—silver linings borne out of community collaboration and the breadth of our partnerships. Throughout 2021, Spring Institute directly served 1,800+ immigrants and refugees and supported the welcoming network in countless ways. Some of our proudest achievements include:

- Delivering a range of classes to 300+ adult learners who pursued their goals in an online or hybrid model by logging 2,300+ hours of online/distance learning.
- Introducing a specialized career coaching program to support new Americans entering the education sector.
- Providing patient navigation, resource referrals, and food delivery to more than 1200 families impacted by Covid-19 or hospitalization, including 600+ Limited English Proficient (LEP) hospitalized patients.
- Growing enrollment in our Home Instruction for Parents of Preschool Youngsters (HIPPPY) program, which first launched in early 2020 just as pandemic restrictions hit. During 2021, their first full year of action, our HIPPPY team nearly tripled recruitment and engaged families in five non-English languages over the course of 900+ home visits.
- Continuing to facilitate vital pandemic response and recovery efforts through more than 100 Covid-specific public information translation projects and by training several dozen medical interpreters via The Interpreter Network.
- Facilitating career opportunities for internationally-trained medical professionals, including supporting an unprecedented successful residency match within the state by a Colorado Welcome Back participant.
- Championing legislation and raising awareness of policy issues that directly impact immigrants and refugees through our advocacy, which expanded to include more community members in the Parents to Advocates program and our new Policy Advisory Committee.

And after many months of limited in-person meetings, it was truly a special treat to gather together in September 2021 for the seventh annual Spring Intercultural Champion awards where we celebrated and honored the partnerships that are helping our community thrive—through Covid-19 and beyond.

With so much already behind us and all the opportunities ahead, we’re more honored than ever to serve the immigrants and refugees whose contributions make Colorado a more vibrant, prosperous place for us all to call home. Thank you for continuing to be an integral part of the caring, resourceful, and generous welcoming community that always embraces and uplifts our newcomer neighbors.



PAULA SCHRIEFER
President & CEO



MARGARET KIRKPATRICK
Board Chair



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2021 PROGRAM IMPACTS



Adult Education & Career Pathways

Served 300+ students in collaboration with seven incredible partner organizations.

Continuously adapted to the pandemic by offering over 80% of programming either entirely online or in a hybrid learning model.

Students logged 2,300+ hours of online/distance learning.

Introduced a career coaching program to support new Americans entering the education sector.

Awarded over \$21,000 in scholarships to immigrant & refugee health professionals pursuing training programs to become physicians, registered nurses, dentists, pharmacists, medical interpreters, & more.

Advised the Nurse-Physician Advisory Task Force for Colorado Healthcare (NPATCH) in developing licensure recommendations for International Medical Graduates (IMGs).

Supported multiple IMGs in successfully matching to medical residency, including the first residency match in Colorado in the history of the program.

Colorado Welcome Back



Project SHINE

Project SHINE supports health literacy, healthcare navigation, physical activity, and behavioral health in immigrant and refugee communities through a variety of programming for youth, families, and adults.

Provided cultural navigation to 600+ Limited English Proficient (LEP) hospitalized patients.

Served 1200+ families impacted by Covid-19 or hospitalization through patient navigation, resource referrals, and food delivery.

Cultural Navigation



Youth Programming

Trained 70+ youth in mindfulness techniques.

Enrolled 10 youth in bi-weekly therapy.

Engaged 28 youth in a four-week Animal Assisted Therapy program.

Supported 18 youth through positive communication training.

100% of youth felt more connected and less lonely after participating in Spring Institute programming.

2021 PROGRAM IMPACTS

Enrolled 60+ families and completed 900+ home visits delivering the Home Instruction for Parents of Preschool Youngsters (HIPPY) model to immigrant and refugee families in Burmese, Dari, English, Karen, Somali, & Swahili languages.

100% of parents and guardians gained confidence in knowing where to find supportive parenting resources.

100% of HIPPY participants expressed confidence that the program is preparing their children for school.

95% of participants developed knowledge to help their families adopt healthier lifestyles.



Early Childhood Education: HIPPY & Ready Tots



Spring Institute's HIPPY team.



Delivered interpretation and translation services to 100+ organizations.

Provided 12,100+ interpretation appointments in 50+ languages.

Provided written translation of documents totaling 643,800 words, including 120+ Covid-19 public information translation projects in 19 languages.

Trained 27 participants as medical interpreters through Bridging the Gap and provided 200+ hours of online and in-person training to interpreters and service providers in Colorado & New Mexico.



The
**INTERPRETER
NETWORK**
by Spring Institute 



Advocacy

Provided expertise within seven statewide advocacy coalitions and championed enactment of 12+ pieces of legislation making policy strides for immigrants and refugees.

Trained 12+ participants in the Parents to Advocates program and launched Spring Institute's Policy Advisory Committee.

Featured on CBS4, 9News, and in The Denver Post & published opinion pieces in The Aurora Sentinel, Colorado Newline, The Colorado Sun, & The Denver Post.

Policy Advocate named CCLP Community Advocate of the Year.

**Community Advocate
of the Year:**
**MATHEW
MENGESHA**





FACES OF SPRING

Jocelyne Bisimwa

Jocelyne immigrated to the U.S. from The Democratic Republic of the Congo.

"I'm so appreciative of the opportunities that I've found through Spring Institute. Honestly, the adult education program has changed my life within the course of six months! I'm feeling great about my progress adjusting to this new country, proud of what I've already accomplished, and excited about the successes I'll keep building on for myself, my family, and the students I am teaching."

- Remarks delivered during the Spring Intercultural Champion Awards on September 24, 2021

Fatima Boubina

Fatima immigrated to the U.S. from Morocco.

In early 2021, Fatima joined Spring Institute's Parents to Advocates leadership training program, a series of workshops and coaching sessions where she applied her skills, passions, and talents to specific advocacy projects. She's now sharing her inspiring story to touch the lives of other mothers who may need a boost of hope. She's also surveying her community on the problems and challenges they face and engaging with decision makers and social justice advocates who care about finding solutions that lift up our shared humanity, empower wives and mothers, and strengthen Arab families.

*- Excerpt from Fatima's Faces of Spring profile.
Read more at springinstitute.org/faces-of-spring*



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

Donate at ColoradoGives.org/SpringInstitute

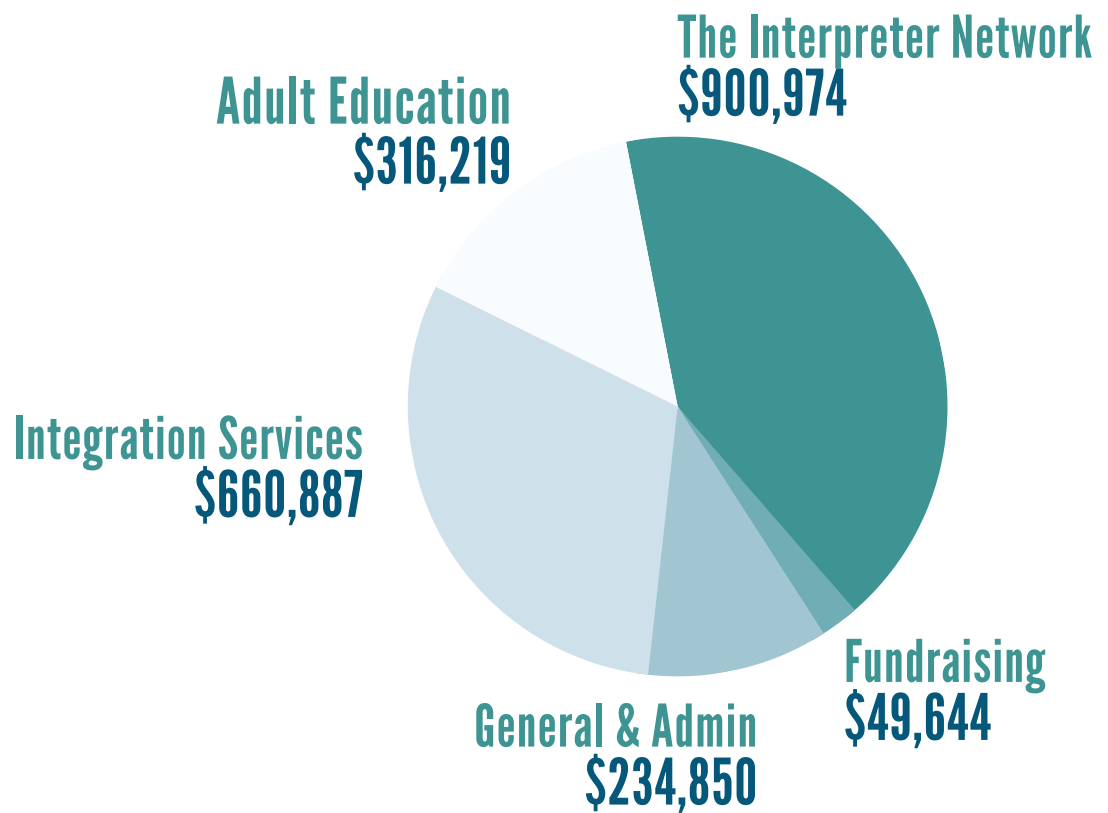
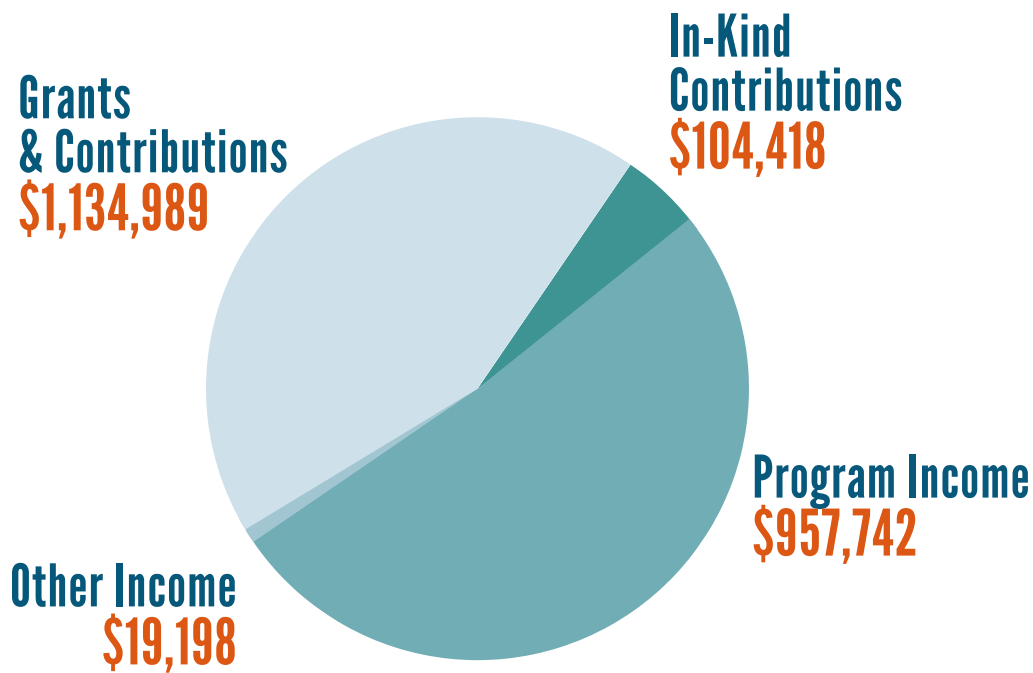
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Colorado Dept. of Education
Colorado Dept. of Human Services, Office of Early Childhood
Colorado Dept. of Human Services, Refugee Services Program
Colorado Dept. of Public Health & Environment
Colorado Fiscal Institute
The Colorado Health Foundation
Colorado Workforce Development Council
Comprecare - The Denver Foundation
Denver Agency for Human Rights & Community Partnerships-HRCP
Denver Department of Public Health & Environment (DDPHE)
Denver Economic Development & Opportunity
The Denver Foundation
Denver Regional Council of Governments - DRCOG
Early Learning Ventures
Gateway Fund II - The Denver Foundation
Kenneth King Foundation
MeWe International Inc.
Mi Casa Resource Center
Mile High United Way
NextFifty Initiative
Parent Possible
Paris Elementary School
Piton Foundation
Rose Community Foundation
Sam S. Bloom Foundation
Tony Grampas Youth Services (TGYS) Program
Trailhead Institute - CO Blueprint to End Hunger
Tri-County Health Department
University of Colorado School of Medicine

FINANCIAL REPORT

TOTAL REVENUES
\$2,216,347



TOTAL EXPENSES
\$2,162,574

CURRENT ASSETS
\$1,250,717

OTHER ASSETS
\$104,237

LIABILITIES
\$190,673

BOARD OF DIRECTORS

OFFICERS

Margaret Kirkpatrick, Chair

Former Adult Education Director (Ret.)
Colorado Dept. of Education

Victor Chen, Treasurer

Finance and Research Analyst
Colorado Department of Local Affairs

Maria Soto, Vice-Chair & Secretary

English Language Acquisition Instructor
The Learning Source

MEMBERS

Katy Arreola

Executive Assistant
Savio House

Claudia Brett Goldin

Director of Family Immigration Services
Catholic Charities of Central Colorado

Cary Baird

Public & Government Affairs Advisor
Chevron

Tom Schilling

Communications Consultant /
Retired Journalist

Gabrielle Cardwell

Public Media Partnerships Senior Account Manager
Rocky Mountain Public Media

Paula Schriefer

President & CEO
Spring Institute for Intercultural Learning

Natalia Devlin

Russian Language Librarian
Arapahoe Libraries District

Julie Selsberg

Attorney
Children's Hospital Colorado

Jill Fowler

Director of Talent Acquisition & Academic Partnerships
Arden Health Services

Marschall Smith

Executive Director
Interstate Medical Licensure Compact Commission

SPRING INSTITUTE STAFF

Senior Management & Administration

Paula Schriefer, President & Chief Executive Officer
Cynthia DeLarber, Chief Operating Officer
Hanae Ogura, Bookkeeper & HR Coordinator
Anne Wheatley, Administrative Assistant

The Interpreter Network

Alexandra Soto, Program Manager
Claire Bagazonzaya, Interpretation & Training Coordinator II
Kerin May, Interpretation Coordinator I
Sergio Ortiz, Translation & Interpretation Coordinator II

Adult Education & Career Pathways

Tiffany Pippin, Senior Program Manager
Gillian Armstrong, Program Coordinator
Jocelyne Bisimwa, Lead Instructor
Diana Chiriboga-Flor, Lead Instructor & Student Navigator
Brenda Gierczak, Instructor
Joanne Kuemmerlin-Mclean, Instructor
Allie Needham, Career Pathways Coach
Pejmon Pouriahi, Instructor
Myles Wallingford, Instructor

Communications, Outreach, & Advocacy

Amanda Bent, Manager
Khatira Amn, Early Childhood Education Policy Advocate
Mathew Mengesha, Policy Advocate

Project SHINE

Brandy Kramer, Senior Program Manager for Community-Based Integration
Melanie Collier, HIPPY Coordinator
Darmian De la Cruz Mayo, Cultural Navigation Coordinator
Katra Egal, HIPPY Home Visitor
Neema Mohammed, HIPPY Home Visitor
Tessa Nelson, Community Resource & Activities Coordinator
Khin Sandar Win, HIPPY Home Visitor
Shwe Yee Win, HIPPY Home Visitor
Fatema Zamani, HIPPY Home Visitor



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