



SPRING

INSTITUTE
For Intercultural Learning



ANNUAL REPORT

2023

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DEAR FRIENDS OF SPRING INSTITUTE,

Throughout 2023, Spring Institute continued and expanded learning and other engagement opportunities for thousands of immigrants and refugees of all ages, advocated at the Colorado legislature for more equitable and welcoming public policies, and provided interpretation, translation, and training services to enhance language access in Colorado’s business, healthcare and social service sectors!

Here are just a few testimonials reflecting the scope and breadth of our contributions:

- *“Without our translated materials, handouts, and incredibly talented interpreter, we could not have had the success we did in engaging our participants in the workshops and the job fair event. Spring Institute was a key ingredient in our success!”*
- interpretation and translation services client
- *“[This field trip] made us feel closer as a family and grateful for the time spent together in a beautiful space.”* - Community Shines program participants from the East Colfax neighborhood who visited Denver Botanic Gardens
- *“After the first lesson on Zoom, which lasted 2 hours, I wanted to speak English more and more. Then 2,3,4 classes and I felt that I could talk with a neighbor, in a store with employees, using simple phrases. My world in America has acquired colors!!! I am grateful to Spring Institute for talented teachers who love their profession.”* - Natalia, adult learner
- *“The Bridging the Gap [medical interpreter training] program exceeded all my expectations and encouraged me to continue to pursue my professional development as an interpreter.”*
- interpreter / trainee in The Interpreter Network

Our staff also made organizational strides throughout the year by developing a fresh strategic plan and revamping the statement of our mission at the heart of our efforts: *To build a thriving intercultural community through learning, language access, and advocacy.*

On behalf of our entire staff and Board of Directors, we’re proud to share this report further summarizing some of our remarkable programmatic impacts and providing a snapshot of Spring Institute’s financial position in 2023. We hope you find it inspiring!

With 40+ years of intercultural impact behind us, we remain committed to the promise of an ever-growing community that is wholly inclusive of immigrants, refugees, and all who welcome them from around the globe. Thank you for your support and dedication to Colorado’s vibrant future.

Warmly,

Margaret Kirkpatrick

Paula Schriever



MARGARET KIRKPATRICK
Board Chair



PAULA SCHRIEVER
President & CEO



Spring Institute staff members in September of 2023

ADULT EDUCATION & CAREER PATHWAYS

- Served 375+ learners representing 19+ language groups in partnership with 4 other organizations and with assistance from 15 volunteers
- Coached 120+ immigrants and refugees in 1-1 sessions over 170+ hours
- Supported 95 diverse refugees through English language and digital skills training
- Saw over 90% of post-tested learners improve English proficiency and 45+ participants obtain employment or promotions, professional licensure, or workforce certifications
- Provided over \$34,600 in scholarships to newcomers building healthcare careers
- Launched the first cohort of Colorado Works for International Physicians (CO-WIP) in partnership with Denver Health, enrolling 19 in the Assistance Program (Spring Institute) and 4 in the Clinical Readiness program (Denver Health)

ADVOCACY

- In partnership with Colorado Center on Law and Policy and Skills2Compete Colorado, founded and led the 30+ member Colorado Adult Education Coalition championing enactment of Senate Bill 23-007 to enhance adult education in Colorado
- Published original opinion pieces, were quoted, or had our advocacy work mentioned in 8 news outlets
- Awarded 8 higher education scholarships to immigrant and refugee young adults through the Ma Kaing Scholarship Fund
- Convened 4 quarterly meetings of Spring Institute's Policy Advisory Committee (PAC), which included 8 community members representing immigrant and refugee perspectives from 4 diverse countries
- Founded a new advocacy coalition, the Colorado Language Access Coalition (CLAC), engaging 65+ community partners in exploring initiatives for establishing more equitable language access in various sectors in Colorado.
- Our Early Childhood Education Policy Advocate was recognized by Colorado Children's Campaign as the 1st ever *Advocate of the Year*



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EARLY CHILDHOOD EDUCATION

- Served 55 families and 62 children through 1,178 Home Instruction for Parents of Preschool Youngsters (HIPPY) home visits promoting family literacy and school readiness
- Engaged multigenerational HIPPY families in their preferred languages of Amharic, Burmese, Dari, Oromo, Pashto, Somali, & Swahili
- 100% of HIPPY parents reported confidence in their knowledge of supportive parenting resources and the program preparing their kids for school
- Provided Ready Tots weekly group classes to 100+ children at 8 locations and developed a new 8-week health literacy curriculum

YOUTH PROGRAMS

- Engaged 150+ youth in programming focused on safety, transportation, physical health, and access to the outdoors, 60 of whom spent 100+ hours directly engaged with our staff
- Provided 60+ youth with martial arts training with over 90% of participants earning belts
- Facilitated 20 hiking or backpacking trips
- Supported 9 children with no initial ability to self-rescue in the water in learning to swim independently, culminating in a white water rafting trip
- Collaborated with City & County of Denver in a direct referral system for youth with safety risks
- Purchased a bicycle storage shipping container for the new East Colfax Community Bike Library



CULTURAL RESOURCE NAVIGATION

- Provided navigation services and resource connections to 660+ Limited English Proficient (LEP) hospitalized patients across 3 facilities and 125+ LEP patients from 9 outpatient clinics
- Linked 420+ hospital patients to primary care after discharge
- 7800+ families reported receiving educational and preventive information about COVID-19 and other viruses
- Attended 100+ community events sharing COVID-19 and other virus prevention information
- Supported 400+ families representing 38 diverse language groups in enrolling children in daycare, preschool, and K-12 school, and accessing public benefits
- Helped 350+ children across 6 counties begin daycare, preschool, and K-12 school, including 130 who enrolled in the Colorado Universal Preschool Program

THE INTERPRETER NETWORK

- Delivered interpretation and translation services to 100+ organizations, including nonprofits, healthcare institutions, government agencies, law firms, and businesses
- Provided nearly 15,000 interpretation appointments in 50+ languages and facilitated written translation of documents totaling approximately 605,500 words
- Welcomed 36 new interpreters to our network
- Trained 80+ participants in the 40-hour Bridging the Gap (BTG) course for medical interpretation who each successfully passed the final exam to obtain a nationally-recognized Certificate of Completion
- Launched a 24-hour BTG Mental Health interpreting course
- Provided 285 hours of online and in-person training to interpreters and service providers in Colorado and New Mexico



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ASSETS

\$1,789,181

LIABILITIES

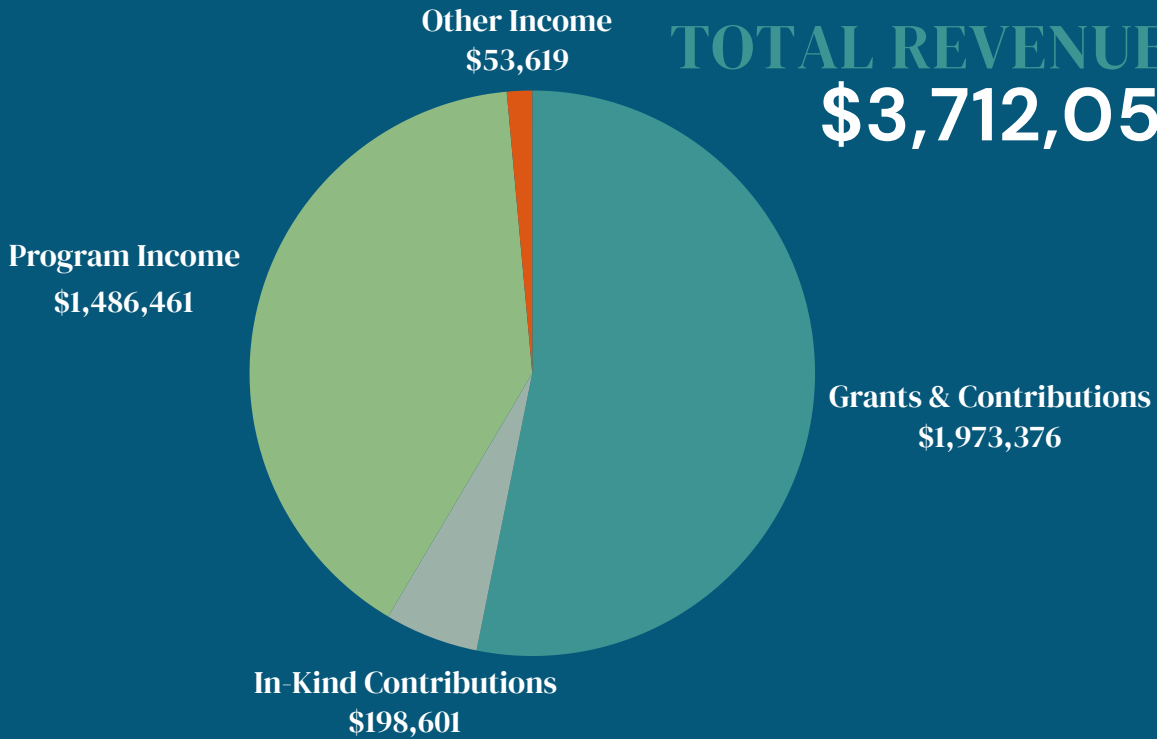
\$435,370

NET ASSETS

\$1,353,811

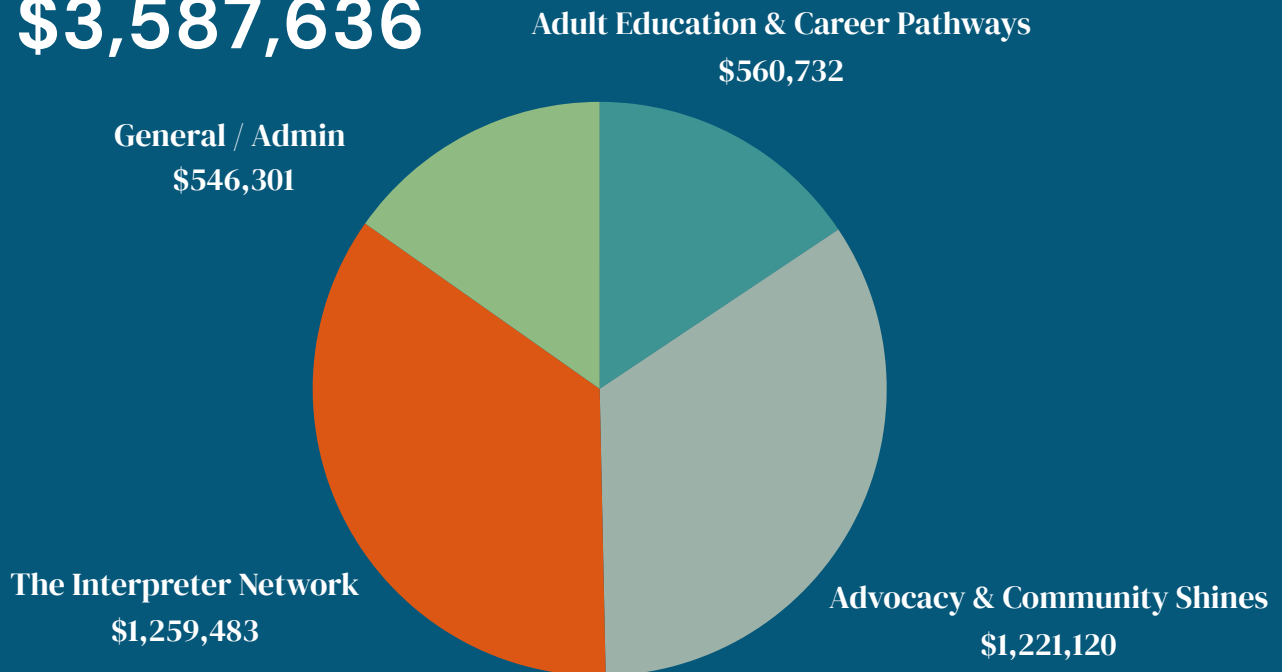
TOTAL REVENUES

\$3,712,057



TOTAL EXPENSES

\$3,587,636



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\$100,000 and above

- Colorado Dept. of Education - Adult Education & Literacy Act Grant Program
- Colorado Dept. of Human Services - Maternal, Infant, and Early Childhood Home Visiting Program
- Colorado Dept. of Public Health & Environment
- The Colorado Health Foundation
- Colorado Workforce Development Council
- Early Milestones Colorado
- Gary Community Ventures
- Gateway II Fund at The Denver Foundation
- University of Colorado School of Medicine - UCHealth

\$50,000 and above

- Buell Foundation
- Colorado Dept. of Human Services - Refugee Services Program
- NextFifty Initiative
- Parent Possible - Denver Preschool Program
- Rose Community Foundation

\$25,000 and above

- Colorado Dept. of Human Services - Tony Grampsas Youth Services Program
- Delta Dental
- The Denver Foundation
- Denver Health
- Kenneth King Foundation

\$10,000 and above

- Anschutz Family Foundation
- Anschutz Foundation
- Chevron
- Colorado Center on Law & Policy
- Colorado Department of Early Childhood
- Denver Economic Development & Opportunity
- Public Education & Business Coalition
- Trailhead Institute - Colorado Blueprint to End Hunger

\$5,000 and above

- Sam S. Bloom Foundation



2023 Spring Intercultural Champions from Colorado Center on Law & Policy, Denver Regional Council of Governments, & Hope Communities with spoken word performer Dominique Christina and event emcee Nikki Swarn

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SENIOR MANAGEMENT & ADMINISTRATION

Paula Schriefer, President & Chief Executive Officer
Rita Harding, Chief Operating Officer
Alexandra Neira, Director of Programs
Hanae Ogura, Accounting & Human Resources Manager

ADULT EDUCATION & CAREER PATHWAYS

Allie Needham, Program Manager
Jocelyne Bisimwa, Lead Instructor
Diana Chiriboga-Flor, Curriculum & Instructional Design Coordinator
Nerea Gourlaouen, Lead Instructor
Jenny Jessup, Career Coach
Jennifer Olson, CO-WIP IMG Assistance Program Coord. & Career Coach
Pejmon Pourriahi, Program Coordinator
Vanessa Travieso, CWB Nursing Program Coord. & Career Coach

COMMUNICATIONS & ADVOCACY

Amanda Bent, Director of Communications & Advocacy
Khatira Amn, Senior Policy Advocate for Early Childhood
Kate Greuel, Policy Advocate
Samuel Kirapash, Policy Associate

COMMUNITY SHINES – INTEGRATION PROGRAMMING & CULTURAL RESOURCE NAVIGATION

Tessa Nelson, Early Childhood & Youth Programs Manager
Melanie Collier, HIPPIY Coordinator
Darmian De la Cruz Mayo, Cultural Navigation Manager
Mulah Pwae, Early Childhood Resource Specialist
Hellen Nalunkuma, Registered Nurse Navigator
Courtney Fox, Registered Nurse Navigator

THE INTERPRETER NETWORK

Irina Westerman, Senior Program Manager
Jennifer Drager, Interpretation Coordinator I

**More than 150 additional part time or hourly staff, contractors, and volunteers are also an integral part of Spring Institute, including educational instructors, home visitors, interpreters, translators, and researchers.*



B O A R D

OFFICERS

Margaret Kirkpatrick, Chair
Former Adult Education Director (Ret.)
Colorado Dept. of Education

Maria Soto, Vice-Chair & Secretary
English Language Acquisition Instructor
The Learning Source

Victor Chen, Treasurer
Local Government Finance and Research Analyst
Colorado Department of Local Affairs

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MEMBERS

Katy Arreola
Operations Manager
Koloma Inc.

Cary Baird
Policy, Government, & Public Affairs Field Representative
Chevron Mid-Continent Business Unit

Gabrielle Cardwell
Public Media Partnerships Senior Account Manager
Rocky Mountain Public Media

Natalia Devlin
Russian Language Librarian
Arapahoe Library District

Jill Pettegrew
Director of Talent Acquisition & Academic Partnerships
Ardent Health Services

Julie Selsberg
Attorney, Medical-Legal Partnership
Children's Hospital Colorado

Mathieu Seton
French language teacher
Denver Public Schools

Sara Stern
Director of Admission & Summer Program
Stanley British Primary School





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Spring Institute staff members in May of 2024

Thank you for collaborating in our mission to build a thriving intercultural community through learning, language access, and advocacy.

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www.springinstitute.org



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