

ANNUAL REPORT

2025



SPRING
INSTITUTE
For Intercultural Learning

DEAR FRIENDS,

We're proud to share this report summarizing the reach and impact of Spring Institute's programs and services throughout the 2025 calendar year. As the efforts documented in these pages demonstrate, ongoing anti-immigrant policy developments have only strengthened our resolve to build a thriving intercultural community that is fully inclusive of immigrant Coloradans—ultimately benefiting *everyone*, regardless of birthplace.

Approaching 50 years of this organization's trusted and responsive work, our current staff and recent participants continue to show how connection, belonging, and opportunity can flourish *across* languages and cultures—even in the most challenging times. Together, we remain committed to welcoming and affirming the invaluable contributions of international newcomers of all backgrounds and in every part of the state.

We warmly invite you to read about the progress made throughout 2025. As you celebrate the remarkable scope of achievements conveyed in program outcomes and examples, please also reflect on how this impact extends far beyond what can possibly be quantified or adequately measured.

With your steadfast support, we will find even more ways to promote learning, expand language access, and advance collaborative advocacy efforts. By affirming how essential immigrant Coloradans are in our growing intercultural community, we all look to the promise of a shared future made brighter by cultural and linguistic vibrancy.

Sincerely,



N Devlin

Natalia Devlin
Board Chair



Paula Schriefer

Paula Schriefer
President & CEO

SPRING
INSTITUTE



→ 400+

Adult English learners served from 19 language backgrounds

→ 1,500+

Early childhood education home visits made to families in primary languages of Amharic, Dari, French, Kibembe, Oromo, Pashto, Somali, & Swahili

→ 11,000+

Interpretation appointments provided in 30+ languages

→ 1,000+

Referrals to linguistically-responsive cultural resource navigation services received from clinics and hospitals across inpatient and outpatient settings

KEY
IMPACTS

Adult Education & Career Pathways 3

Cost free and convenient English classes, career coaching, and navigation support helping adult learners and internationally-trained professionals achieve their personal goals and workforce aspirations in Colorado.

Communications & Advocacy

Community coalition leadership, policy advocacy, and public outreach on issues that impact immigrants, refugees, and the intercultural welcoming community.

Early Childhood Education 4

Culturally responsive, linguistically accessible home visiting services promoting family bonding, intergenerational learning, and school readiness.

Youth Programs

Promoting physical and behavioral health through a variety of community-based enrichment opportunities empowering young immigrants and refugees and their families.

Cultural Resource Navigation 5

Guiding immigrant families from diverse backgrounds in accessing resources and services that are critical for cultural belonging, long-term social stability, and economic mobility.

The Interpreter Network

Working with highly skilled interpreters and translators in over 100 languages to facilitate spoken or signed (interpreted) and written (translated) language access and training interpreters and organizations on optimal utilization of interpretation services.

2025 Year In Review 6 - 8

A timeline of organizational highlights from throughout the year.

Major Donors & Financial Snapshot 9 - 10

Staff & Board 11 - 12



PROGRAM IMPACT

Adult Education & Career Pathways

- Served 400+ learners representing 19 linguistic groups in partnership with 4 other organizations and with assistance from 5 volunteers. Over 74% of learners post-tested learners made measurable improvements in their English proficiency.
- Engaged nearly 100 diverse refugees, asylum seekers, and humanitarian parolees through English language and digital skills training
- Coached 120+ immigrants and refugees in 1-1 sessions furthering career pathways in healthcare and education
- Supported 4 internationally trained physicians in matching to medical residencies, including 3 in family medicine programs in Colorado
- Assisted an internationally trained dentist in successfully applying to the highly competitive CU School of Dental Medicine Advanced Standing Program
- Awarded over \$43,000 in financial assistance to coaching participants supporting training programs, required language and board assessments, evaluations of international degrees, language courses, background checks, and access to essential technology for study and employment



“I’ve learned idioms, and I’ve had the opportunity to speak more. That has helped me feel more confident speaking English in different everyday situations.”

-Adult learner

Communications & Advocacy

- Influenced passage of over a dozen bills and defeat of 2 problematic pieces of legislation before the Colorado General Assembly enhancing equitable immigrant inclusion and improving community integration opportunities for international newcomers
- Facilitated inclusive intercultural advocacy by leading 4 diverse advocacy coalitions and coordinating a volunteer policy advisory group of immigrant Coloradans from 11 countries
- Championed the enactment of HB25-1153 to improve language access at Colorado state agencies & published extensive report of *Policy Recommendations for Language Access in Colorado*
- Contributed original opinion pieces in Colorado Newsline & Colorado Politics, were featured in 6 television and radio interviews, & issued or endorsed 40+ public statements or comments, open letters, and media releases on emergent policy developments



Early Childhood Education



- Served 59 families with 62 children through 1,500+ Home Instruction for Parents of Preschool Youngsters (HIPPY) home visits promoting family literacy and school readiness
- Engaged multigenerational HIPPY families in their primary languages of Amharic, Dari, French, Kibembe, Oromo, Pashto, Somali, & Swahili
- 100% of HIPPY parents reported confidence in guiding their child's learning and would recommend the program to others
- Participants demonstrated improvement in every subject area and exceeded the statewide average for numbers/counting and letter recognition in standardized assessment of school readiness



*"My child loves reading the books and he learned how to write his name! I appreciate all the help we got."
-HIPPY parent participant*



Youth Programs

- 170+ youth ages 5–23 engaged in structured, prosocial activities promoting safety, belonging, and healthy development
 - Indoor and outdoor recreational offerings included volleyball, soccer, boxing, hiking, swimming, rock climbing, skiing/snowboarding, artmaking, and boys and girls empowerment groups
 - Hosted fall and winter break camps and facilitated summer camp attendance through partnerships with Stanley British Primary School, the Denver Zoo Conservation Alliance, and the Denver Museum of Nature & Science
- Nearly 400 youth received bike safety training and engaged at the Community Bike Library based at Boston P-8 School
- Established partnership with YMCA to provide ongoing training on vital, lifelong aquatic safety skills
- More than 30 youth received intensive clinical mental health case management addressing trauma, housing instability, and school-related needs



Cultural Resource Navigation

- Received more than 1,000 Limited English Proficient (LEP) referrals to linguistically-responsive cultural resource navigation services from clinics and hospitals across UHealth inpatient and outpatient settings
- Reached 5,600+ community members across four counties and from at least 15 linguistic groups with educational and preventive information about COVID-19 and multigenerational health education
- Distributed 5,000+ home COVID-19 test kits and 12,500 masks for adults and children
- Supported vaccination access for more than 1,500 Coloradans in vulnerable and underserved communities
- Served 460 Office of Refugee Resettlement (ORR)-eligible Coloradans by connecting them to vital public services and community supports
- Facilitated 680 applications for public benefits like UPK, CCCAP, Head Start, SNAP, Medicaid, & WIC



“Thank you to Spring Institute for helping my family apply for child care and preschool services. The staff is very professional and culturally respectful, coming from another country they made it feel like home. Very good resources.”

-Navigation client



The Interpreter Network



- Delivered interpretation and translation services to 100+ organizations, including nonprofits, healthcare institutions, government agencies, law firms, and businesses
- Provided over 11,000 interpretation appointments in 30+ languages
- Trained 29 participants in the 40-hour Bridging the Gap (BTG) course for medical interpretation with a 97% rate of passage on the final exam to obtain a nationally-recognized Certificate of Completion

“Bridging the Gap was an incredible course. It provided me with invaluable skills and insights that I can carry forward in my career. The instructor’s knowledge, support, and passion for teaching truly made this program a standout experience. The course was well-organized, interactive, and practical, making it easy to apply what I learned in real-world situations.”

-Training participant in The Interpreter Network

January - March



In collaboration with the International Rescue Committee, partnered with a variety of local organizations to offer an adventurous Winter Break Camp for Youth Program participants



Alongside Denver Health partners, celebrated news of a successful medical residency "Match Day" for 3 members of the 2024 cohort of international physician learners in the Colorado Works for International Physicians Program who matched to residencies in Colorado hospitals

Advocacy staff spoke at a press conference unveiling Juntos Communities' landmark report calling on state institutions and policymakers to address professional barriers for immigrants



Spring Institute released 5 public statements and appeared on KOSI radio condemning the initial wave of anti-immigrant executive actions by the new presidential administration, including cuts to refugee resettlement and designation of English as the official national language



"We call on all Americans and fellow Coloradans to let the Trump administration know that we support **thoughtful immigration reform** that respects international and domestic law and maintains the **longstanding U.S. commitment to providing refuge** to those who need it while **embracing newcomers who are rebuilding lives for their families** through contributions to our society and economy."



Real. Music. Variety.

Published commentary condemning cuts to U.S. foreign aid

COMMENTARY COLORADO NEWSLINE

American soft power makes us great

Previous U.S. leaders understood that foreign assistance supports peace and prosperity at home and abroad

April - June

Published op ed in support of immigrant protections / passage of SB25-276

Combat cruelty with common sense on immigration

| OPINION

By Paula Schriefer



Issued extensive report of language access policy recommendations

Recognized Adult Education & Career Pathways program participants at the 2025 Celebration of Learning



“I understand.”



How language access can improve communication, foster connection, and strengthen outcomes.

Compiled by Spring Institute for Intercultural Learning, with input from the Colorado Language Access Coalition and other partners. May 2025



Presented workshop at the 2025 Parent Possible Home Visiting Conference



Refugee Action Coalition of Colorado hosted a postcard signing event calling for congressional support for refugees, provided an outreach table at the 2025 Colorado Refugee Speakers Bureau Showcase, and hosted a benefit concert with Kantorei choir



House Bill 25-1153, championed by the Colorado Language Access Coalition to improve language access at state agencies, was signed into law by the governor (photo c/o Vail Daily)



Honored the 2025 Spring Intercultural Champions & celebrated partnerships promoting belonging and achievements among immigrant Coloradans at our annual fundraiser

July - December

Families celebrated the milestone of completing Spring Institute's HIPPY home visiting program as the children prepared to move on to kindergarten



Staff developed skills for using culturally inclusive and plain, accessible language in trainings with Aliadx LLC & Simplify Language

Members of the Coalition on Refugee & Immigrant Mental Health enjoyed a summer social



Youth Program participants attended various summer camps through key partnerships, giving them the chance to practice archery, artmaking, fishing, indoor and outdoor rock climbing, biking, boxing, nature photography, swimming, team sports, & more. They also visited the Colorado State Capitol to explore the historic building, learn more about our state's lawmaking process, & meet legislators!



Appeared on FOX31



Career Pathways / Colorado Welcome Back featured on Next With Kyle Clark on 9NEWS

Next
WITH KYLE CLARK



Staff & Board closed out the year with a festive holiday party

MAJOR DONORS IN 2025

\$100,000 and above

Anonymous

Caring for Denver Foundation

Colorado Department of Education - Adult Education & Literacy Act Grant Program

Colorado Department of Human Services - Maternal, Infant, & Early Childhood Home Visiting Program

Colorado Department of Labor & Employment - Refugee Services Program

Colorado Department of Parks & Wildlife

The Colorado Health Foundation

Denver Department of Public Health & Environment

NextFifty Initiative

University of Colorado School of Medicine - UCHealth

\$50,000 and above

Aurora Public Schools

Colorado Department of Public Health & Environment

Colorado Immigrant Rights Coalition

The Denver Foundation

Denver Health and Hospital Authority

Parent Possible - Denver Preschool Program

Rose Community Foundation

\$25,000 and above

Colorado Department of Human Services - Tony Grampas Youth Services Program

Kenneth King Foundation

\$10,000 and above

Anschutz Foundation

Chevron

Delta Dental of Colorado Foundation

Denver Economic Development & Opportunity

Huntington Foundation

Intermountain Health - St. Joseph Hospital

A.D. Johnson Foundation

World Education Services

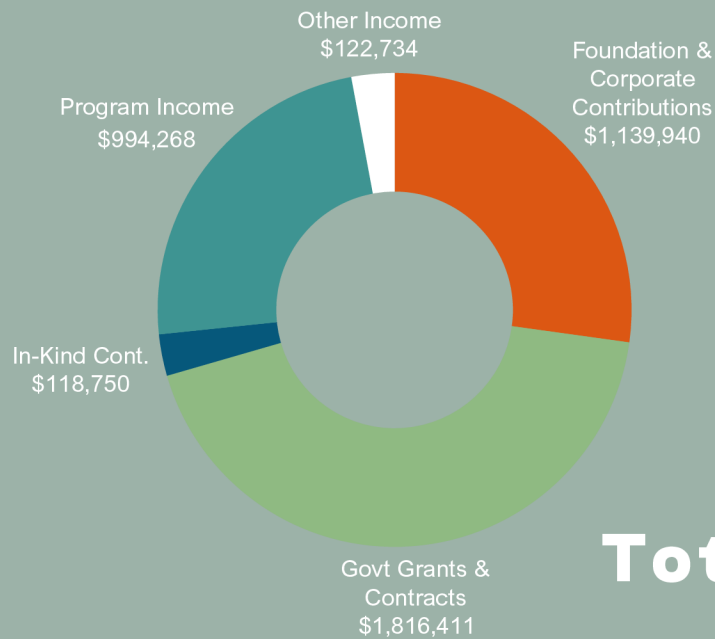
\$5,000 and above

Sam S. Bloom Foundation

Colorado Department of Early Childhood

Edward Jones Co.

2025 FINANCIAL SNAPSHOT



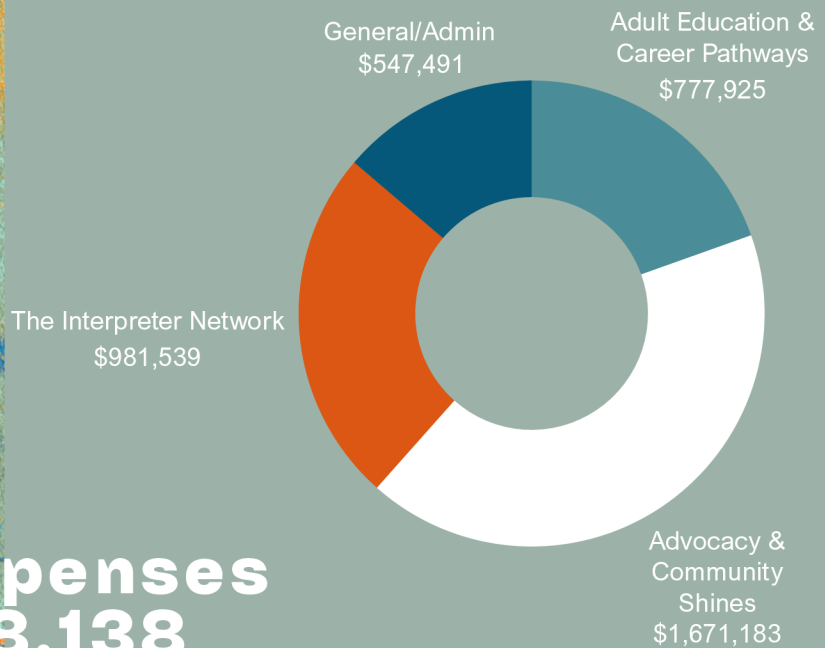
Total Revenues
\$4,192,103

Assets
\$2,185,938

Liabilities
\$290,076

Net Assets
\$1,895,862

Total Expenses
\$3,978,138



STAFF*

Senior Management & Administration

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

Adult Education & Career Pathways

Jenny Jessup, Program Manager
Jocelyne Bisimwa, Lead Instructor
Diana Chiriboga-Flor, Curriculum & Instructional Design Coordinator
Zarir Faizi, Career Coach
Bea Hussainzada, Cultural Navigator
Vanessa Lupercio, Int'l Medical Graduate Program Coordinator & Career Coach
Pejmon Pourriahi, Program Coordinator
Vanessa Travieso, CWB Nursing Program Coordinator & Career Coach

Communications & Advocacy

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

Community Shines - Integration Programming & Cultural Resource Navigation

Tessa Nelson, Early Childhood & Youth Programs Manager
Darmian De la Cruz Mayo, Cultural Navigation Manager
Emma Miles, Case Management Clinician
Hellen Nalunkuma, Registered Nurse Navigator
Veronica Chicaiza Redin, Navigation Coordinator
Fatema Zamani, HIPPY Coordinator

The Interpreter Network

Frida García, Senior Program Manager
Jennifer Drager, Interpretation & Training Coordinator
Eunsol Kim, Interpretation Coordinator
Ozzy Muñoz, Interpretation Coordinator



**Full time staff listed as of May 2026. In addition, more than 150 unlisted part time or hourly staff, contractors, and volunteers are an integral part of Spring Institute.*

BOARD OF DIRECTORS

Officers

Natalia Devlin, Chair
Language and Immigrant Services Coordinator
Arapahoe Library District

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

Members

Gabrielle Cardwell
Senior Account Manager
Rocky Mountain Public Media

Elizabeth Elizondo Pemberton
Office Manager
Uribe Reyes Law

Elizabeth Garner
Former Colorado State Demographer (Ret.)

Nick Gonzalez
Production Supervisor
Chevron

Donya Khoshnam
Assistant Vice President, Branch Manager
Huntington Bank

Margaret Kirkpatrick
Director
National External Diploma Program (NEDP)

Gergana Kostadinova Law
Asst. Director, Office of Career & Professional Development
Korbel School of Global & Public Affairs, University of Denver

Sonia Novotny, MD
Obstetrician/Gynecologist
Kaiser Permanente


Jothi Ravindran
Associate General Counsel
Children's Hospital Colorado

Mathieu Seton
French language teacher
Denver Public Schools



Board Member Nick Gonzalez delivered the special fundraising appeal at the 11th Spring Intercultural Champion Awards in June 2025



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www.SpringInstitute.org 

Engage on social media
[Instagram](#), [Facebook](#), [LinkedIn](#), & [YouTube](#) 

coloradogives.org/SpringInstitute 

News coverage

Public statements



Thank you for supporting our mission to build a thriving intercultural community through learning, language access, & advocacy.