Improving immigrant lives through English education and uniting communities across cultures.

2021 Gratitude Report
For Fiscal Year 7/1/2020- 6/30/2021

Teaching English
Connecting People

Bringing English learners and community volunteers together in language classes and gatherings to build skills, confidence, and life-changing connections.

Intercambio.org
Tens of thousands of adult English learners and their teachers across the country engaged in English learning and teaching through Intercambio last year.

Thanks to your support!
Our Vision
Millions of people cultivating new levels of cross-cultural connection and belonging, one conversation at a time.

Our Mission
To bring English learners and community volunteers together in language classes and gatherings to build skills, confidence and life-changing connections.

How
We create programs, trainings, and curriculum where all participants learn from each other’s experiences and perspectives. We do these in-person and online, locally and nationally.

What’s Inside

CC English: The Road to Launch
Page 5

Let’s Talk about Race
Page 7

A Growing Footprint in the National ESL Field
Page 9

Boulder County Programs Thrive
Page 12

Celebrating Cultural Brokers
Page 13

Mutual Learning that Creates a Ripple Effect
Page 14

Preparing for the Future
Page 15

You: Our Generous Donors
Page 17
Belonging is the theme that keeps growing.

85% of students interviewed said they felt comfortable sharing their ideas and experiences in English.

Thank you for making this happen.
Dear Friends of Intercambio,

Thanks to all of YOU, donors, foundations, businesses, local government, students, volunteers, board and staff, amazing work has happened. Intercambio is not just a learning institution but a lifeline in difficult times to thousands of people, not only in Boulder but across the nation.

Personally, this work is very special.

• As a software developer, I’m so proud of the way Intercambio is embracing the benefits of technology to innovate English teaching and learning, as highlighted by the CC English platform that was developed and launched this year.

• As an immigrant English learner, I feel that Intercambio has really hit the mark when they focus on students building confidence with English skills along with making connections and relationships with their teachers and other learners. It’s a feeling of belonging that I hadn’t experienced in other English programs.

For the whole year that this gratitude report covers, we all have been living under the limitations of COVID, including all of Intercambio’s classes and gatherings being virtual.

From students that were having their first ever video conference to full online classes and community conversation activities, we were able to accomplish our mission in creative, new powerful ways.

We will use all that we have learned in the last 12 months to accelerate the spread of our model and create access to English classes at an unprecedented rate. This increased impact is also a key step to a financially self-sustaining future.

The articles inside give you the human story, the work of innovation, and the numbers of lives touched in various ways, that all move us toward our grand vision: Millions of people cultivating new levels of cross-cultural connection and belonging, one conversation at a time.

I want to invite you to share this report with a friend or family member who does not know about Intercambio yet.

We could not do this work without your continued support and engagement.

With profound gratitude,

Juan Peláez
Intercambio Board Chair
While 2020 was a year of upheaval, your continued support meant Intercambio could thrive - and come up with an entirely new way to build bridges across cultures.

Born out of the 2020 shift to online classes and launched in July 2021, CC English connects students and volunteer teachers from all over the country The Intercambio Way®. “It helps address imbalances in communities with many teachers but few learners, or communities with many learners but few teachers,” says Johnny Dejeas, CC English Manager at Intercambio.

Taking CC English from an idea to reality was a tall order. It couldn’t have been done without support from so many, including you, our donors.

In summer 2020, 30 student/teacher pairs from 20 different states volunteered to be part of the pilot program, which was a testing ground for the program’s feasibility and logistics. Their feedback was overwhelmingly positive and helped shape the program.

The CC English platform was built by Juan Pelaez, the Board Chair of Intercambio, and his tech company 3 Metas. Juan and his team took pilot participant and Intercambio staff feedback and built a new platform entirely from scratch.

Once the platform was ready for testing, Johnny and two interns, CU Boulder students Jennifer Carillo and Maria Martinez, got to work improving the experience. “We were given the opportunity to express our opinions and give constant feedback,” Maria says.

The CC English platform has everything a teacher and student pair needs for virtual classes in one place, including video chat, messaging, homework and assignment tracking, online resources. The classes are based on our Confidence and Connections curriculum, so it is focused and structured.

**What makes me proud of this program is the goal of addressing [imbalances] with a platform that aims to connect communities beyond the physical and geographical barriers.**

Johnny Dejeas
CC English Manager
After launching to the public in July 2021, the CC English team’s priorities shifted from building the platform to supporting students and teachers. “The debut of the program was a thrilling experience,” Jennifer says. “We learned the platform inside and out to assist students and teachers when they needed it.”

Now, CC English is up and running, and growing by the day. If you are interested in learning more about CC English, visit CCEnglish.org.

**CC English Pilot Participants**

*Pilot program participants came from all over the country.*

- 20 states represented
- 18 countries of origin represented
Let’s Talk About Race

Open conversations about the history of race, and equity, and our current reality are necessary and healing, but are rarely accessible to English learners. Intercambio is tackling that challenge head-on with our new initiative, Conversations on Race and Equity (CORE) events.

In the fall of 2020 Intercambio partnered with Common Good Collective (CGC) to develop an accessible model that creates a designated space for community volunteers and English learners to address these topics. These conversations not only aid in the fight against racism, but also provide an opportunity for students to voice experiences and practice the English they have learned in class.

How they are done

Each online facilitated 60-minute event hosts up to 250 people and includes brief presentations, videos or dialogues with facilitators from Common Good Collective. There is a priority on simple English and effective visuals. After the presentation, participants are placed in breakout rooms to share experiences and perspectives, with one volunteer facilitator per breakout room to lead the discussion and give space for the English learners to reflect on what they heard and how it relates to their own experience in the U.S. or their native country.

Topics include:

• What is “Race”? (Where did the idea of race come from?)
• What does abolition mean? (Frederick Douglass)
• Understanding Segregation (Jim Crow and Homer Plessy)

An important benefit of this program is equipping English learners to be better prepared to recognize and stand up against racism. It also creates the chance to self-reflect and become more anti-racist, as English learners can often be both victims and perpetrators of racism. In turn, better relationships across race can be cultivated.
2020 was the beginning. We look forward to sharing more as this program grows. We are working with our 600 national partners to get invitations to their English learners to participate as well. This is the beginning of a powerful movement to break down racism among those who are often left out of the conversation: English learners.

"[This program] highlights the very best that education aims to accomplish: learning critical skills building confidence, and creating a stronger sense of belonging in our students to each other and their new country."

Courtney Napier
Common Good Collective
A Growing Footprint in the National ESL Field

Over Intercambio's first two decades, we have constantly improved our model, shared with others, and learned from the best in the field. This year, we took all the knowledge gained and made significant waves around the U.S. through our curriculum, first-ever conference, with our partners, in national publications, and with the recognition of our new online platform, CC English. Our footprint in the landscape of adult English education grew significantly, despite the limitations of COVID.

Confidence and Connections Curriculum

Our outstanding curriculum that was published in 2019, Confidence and Connections, sold more than 20,000 copies this year. Every lesson leads to a conversation, with English learners and their teachers sharing life and learning from one another.

The Network and Summer Conference

A good portion of those sales includes hundreds of organizations turning to Intercambio for training and coaching. Last year, we formalized these relationships with The Intercambio Network, which has grown to a total of 49 member organizations. This year, we planned our first-ever virtual conference bringing together local and national participants to swap ideas, connect, and sharpen teaching skills.

Publicity

The mutual learning mindset in our programs is a step toward more equitable English classes that others can follow. In spring 2021, Intercambio Executive Director and Co-Founder Lee Shainis was featured in the COABE (Coalition on Adult Basic Education) Journal, which reaches over 65,000 adult educators. His article, “How
We Can Shift the Power Imbalance in Adult Education to Deepen a Sense of Belonging, Improve Program Outcomes, and Create a More Equitable Society” shines light on the important conversation about cultural humility and equity in the adult English classroom.

The COABE Journal wasn’t the only national publication to feature Intercambio this year. Intercambio’s new program, CC English, was featured in EdTech Center at World Education’s Remote ESOL Study (ESOL= English to Speakers of Other Languages). This initiative was reviewed as a program of “promising remote ESOL instruction with the potential to reshape the delivery of ESOL in the months and years to come.”

Looking Ahead

As we launch into the next year, we are excited to keep up the momentum. We are on the cusp of a new level of spreading our influence around the country, accelerating our vision of millions of people cultivating new levels of cross-cultural connection and belonging, one conversation at a time.
Our students came from 55 different countries

411 adults enrolled in Online English Classes

43 students attended citizenship classes last year

The Impact of Classes

Students can have a basic conversation in English

38% Before Classes

65% After Classes

38% of our students reported decreased use of interpreters at the doctor’s office last year.

Children of our students have a 13% higher high school graduation rate than their peers.

About Our Volunteers

290 one-time volunteers participated in Community Conversations events

116 volunteer teachers taught 2x a week

87% of volunteer teachers have friends who are English learners, compared to 46% of prospective participants.
As we work to bring English learners and community volunteers together in online language classes and gatherings, Intercambio’s local program is focused on three main elements in our mission: building skills, growing confidence, and life-changing connections.

We translated our in-person teacher training to a brand new online experience, streamlining how we train local teachers and expanding access to volunteer teachers nationwide.

Students are also expanding their technology skills on top of their English skills. Staff has developed online trainings for how to use Zoom and other online systems. These trainings have built skills for life outside the virtual Intercambio classroom, such as helping young children with online schoolwork.

In the last year, 116 teachers taught English online. Additionally, 290 individuals participated in Community Conversations, a one-time volunteer opportunity with small group conversations between English learners and volunteers. In these events, volunteers gain new insights into the immigrant experience while students grow in confidence speaking English with new people.

Student retention was extraordinarily high last year, with 78% of students completing at least one term of classes in the year, and 76% continuing to the next term. Those same students reported a decreased need for interpreters in the community.

Students consistently report that they learn a lot about their local community through their teachers, and the ability to ask questions is one thing that sets “live learning” apart from digital learning courses.

Making the most of our connection to our students, we have worked closely with Boulder County SUMA to develop a list of community resources to support the local immigrant community and helped spread that information to our students.

Growing together The Intercambio Way® has been a silver lining after a year of uncertainty.

Boulder County Programs Thrive
Celebrating Cultural Brokers

In her first term with Intercambio nine years ago, Iris Prieto Media met staff member Norma Fuentes Gallo, who helped set her on the path to getting involved. She was invited to work as the class coordinator, helping fellow students engage in their classes and the community. “I started saying ‘yes’ to everything,” Iris says.

Iris has since worked with countless individuals and organizations. Since 2017, Iris has been serving as a promotora, establishing links between local organizations and community members, primarily Spanish speakers. She says “I see the things that Intercambio or other [Latine] community groups are sharing and share it with my community. It’s as easy as that!”

Iris has recently been working with the Family Leadership Training Institute to create a Spanish version of their training, which will be presented in collaboration with the OUR Center in Longmont. She is also proud of her work with the Equitable Climate Action Team to create equity-focused sustainability programs for Longmont.

At Intercambio, we are privileged to be a part of her success story. The English skills she learned and confidence she built to navigate the community are tools she uses to be a force of good in Boulder County.

“My life was changed because of my time at Intercambio.” -Iris

ABOUT CULTURAL BROKERS

A cultural broker is someone who works to connect people from different cultural backgrounds to promote positive change and better understanding in the community. During the COVID-19 pandemic, cultural brokers in the community helped with:

- establishing trust with the immigrant communities they serve
- spreading information about resources
- helping families navigate systems in the U.S.
- and so much more
Mutual Learning that Creates a Ripple Effect

When Roxana Cordova came to the United States from El Salvador, she was hesitant to even try speaking English for fear of being laughed at. That changed when she started classes with Intercambio. Her teacher, Carol Dwyer, always encouraged Roxana by saying "Just don't be afraid to try!"

From there, a beautiful friendship formed. Roxana and Carol spent time talking about everything from motherhood to politics and learning about Salvadoran and U.S. cultures. As Roxana shared more, her confidence grew, opening doors for her and her daughter.

Roxana's daughter, Sally, was identified as a gifted child at the age of six. With her new English skills, Roxana was able to enroll her daughter in a private school in Boulder and receive a scholarship.

"It's just so gratifying to see someone move up at work, or go somewhere they were afraid to go before, all because of improved English confidence," says Carol, who has taught with Intercambio for over 10 years. "[Roxana] is always so positive; she just embraces everything as a learning experience."

Roxana and Carol's friendship has stood the test of time. Even though Roxana stopped needing formal English lessons five years ago, the two still meet regularly to catch up. "This friendship means so much to me. She has watched my daughter grow up and taught me so much!" Roxana says.

Knowing English opened a lot of doors for me, not just with my daughter but in the school. I feel more confident talking with the parents, talking with the principal, with everybody. It feels so good to talk to anyone.

Roxana Cordova
Intercambio Student
In 2021, Intercambio’s board identified the need for an endowment fund as a step to ensure the financial future of Intercambio, and they established the Next 50 Fund.

What is the Next 50 Fund?

The Next 50 Fund is a permanent fund established at Vanguard. The endowment is invested, with dividends being reinvested, until such time that Intercambio’s Board of Directors vote to withdraw a portion of the funds from the endowment for the purposes it was created. The endowment is not intended to be spent down entirely. It will be safeguarded to grow and support the next 50 years of Intercambio and beyond.

Preparing for the Future

The endowment provides a solid foundation for the future by providing funds when needed to be:

- A SAFETY NET reducing our vulnerability to economic crises.
- A resource for INNOVATIONS. When new opportunities arise, this is a resource to draw on to execute new projects that further the mission.
- An annual revenue source if the fund grows to twice the size of the operating budget.

How big is the endowment? What is the goal?

At the end of fiscal year 2020-2021, the board approved the endowment policy, allowing for fundraising to begin. Before the campaign officially started, $250,000 had been pledged as cornerstone gifts.

We invite you to join us in raising $1 million dollars between now and June 2024. Your gift can be one big chunk or made as a pledge and given over the next three years.

Thank you for giving to the next 50 years of Intercambio.
The "Next 50 Fund" Endowment Campaign

The First 20 years

- 2000- Shawn Camden and Lee Shainis hold the first English classes.
- 2003- Classes expand to Lafayette and Longmont.
- 2011/12- Distribute over 50,000 copies of *The Immigrant Guide*. 1,500 adults in Boulder County are learning or teaching English.
- 2017- Launch Community Conversations.
- 2019- Launch the new *Confidence and Connections* curriculum. 600 national partner organizations. 20,000 copies of our curriculum are in use! Over 300 adults are participating in Community Conversations events.

The Next 20 Years and Beyond...

- 2021- Innovations! Online CC English, Conversations on Race and Equity for English Learners, and our first national adult literacy conference with 35 membership organizations.
- 2026- Online CC English has 7,500 users generating $2 mil in revenue for Intercambio. 5th national conference hosted, including 400 membership organizations.
- 2031- Community Conversations and Conversations on Race and Equity for English Learners are models used around the country with 10,000 annual participants a year.
- 2035- CC English is used worldwide, with 10 million participants.
- 2041- If you can dream it, it can happen. Your investment will empower the ideas yet to come!

Cornerstone Gifts

THANK YOU to the families of:
Becky and Dean Leffingwell
Jane McConnell and TJ Heyman
for investing $100,000 each in the Next 50 Fund!
The goal is $1 million, are you in? Will you match their gift?
You: Our Generous Donors

This year's accomplishments were only possible because of your support. Thank you!

Photos from Comedy for Cambio 2021.

Sarah Cyganiak
Kevin Daly
Kathy & Kon Damas
Tom Darrah
Kathy & Tom Davinroy
Alan Davis
Eithne & Ray Davis
Lisa Davis
Marcio De Sousa
Suzanne DeAtley
Kim & Ethan Decker
Pam Dennis & Jim Semborski
Jenny & Steve Desmond
Robert Dillon
Shash Dimson
Mary Dineen & Sue Masterson
Marian Dines & Joanne Christensen
Linda & Robert Dixon
Jenefer Donovan
Mike Draper & Lauren Lortie
Paul Dreyer

Frank & Jean Dubofsky
Cathy Duke
Sandy & Gale Dunlap
Philip Durian
Virginia & Todd Dutkin
Carol Dwyer
Betty Eldridge
Jane & Walt Enterline
Nancy Erickson
Becky & Terry Escamilla

Gracie & David Freeman
Susan & Steve Freiman
Sandy & Steve Friedman
Nancy Fritch
Rachel Fuchs & Shawn Camden
David Fulton-Beale
Jim Galloway & Kim Allegretti

Christopher Evans
Jennifer & Tim Everett
Bill & Lorraine Eyn
Jennifer Eyn
Harris Faber & Donna Ellman
Lorraine & Keith Fairmont
Joel Feldman & Diane Anderson
Susan Felt
Ardith Ferguson
Jim & Diane Fererro
Valerie Finberg
Susan Finkelstein & James Hicks
Daniel Fischer
Rebekah Fisher
Audrey Fishman
Franklin & Andy Franklin
Lydia & Scott Flores
Pamela Flowers
Claire & Herb Floyd
Maribeth A Fonner
Jeannine Fox
Michelle Fredson

Elke Adler &
Jim Callahan
Suzy Ageaton
David Alspector &
Jenna Keenan-Alspector
Brooke Alt &
William Huffer
Erin Anderson
Sue Anderson
Emily Andrews &
Brian Ross
Elsa Angrist
Matt Appelbaum &
Joni Teter
Brad Armstrong &
Julie Dolin
Liz Armstrong
Cathy & William G. Arnold
Emily Ashley
Lisa Avalos
Peter Aweida &
Lalenia Quinlan Aweida
Andy Bachmann
Sue & Mark Bialhache
Heather Baker
William Baker
Megan Barclay Leben &
Bob Leben
Donna & Dan Barela
Chris Barge &
Erin Koenig
David & Lisa Barton
Amy Batchelor &
Brad Feld
Carolina & Chris Beach
Susan Bean
Lara Beaulieu
Ingrid Becher
Susan Becker &
James Beall
Tate Behning &
Paola Osma
Barbara Behrendt
Angela Beloain
Bill & Mary Benedict
Nina & Bruce Bennett
Robert Bernthal &
Leona Furnari
Nicole Bergeron
Connie Bernhardt
Erik Bernstein
Libby & Dennis Berry
Catherine Bickell
Stuart Bindeman
Ken & Kim Bixel
David Black
Elizabeth Black
Mary Blacklund
Sally Blaser
Rachel Bloomaum &
Scott Hamilton
Paula & Christopher Blum
Carolyn & Jim Bondarovich
Rebecca Bracy Knight
Jim & Judy Brantz
Annie Brashear
Toni & Daniel Brennan
Laura Brenton
Joan Brett
MaryAnn &
Roger Briggs
Terry & Amy Britton
David Brode
Jane Brooks
Roger & Karen Brooks
Sky Brooks
Debra Brown
Sue & James Brundege
Pat & Jim Brunelle
Carolyn & Joel Buck-Gengler
Micheline Burger
Catherine &
Andy Burgess
Alison Bush
Robert & Heather Bush
Wallace Cameron
Amanda Campbell
Rosemary Campbell
Becky Campbell-
Howe & Jim Howe
Joel & Renie Cantrick
Erika & Jeremy Carlson
Sharon Carlson
Melvina Carrick
Shelly Catterson
Sandra Cave
Linda Chameroy
Deborah Chandler &
Arnold Schaeffer
Daphne Chellos &
Bruce Swinehart
Kate Christensen &
Ethan Andrews
Tom Christoffel &
Anne Guifoile
Nancy Clarke &
John Accardi
Mary Clough &
George Brandon
Wendy Clough
Cathy Cohn
Richard Collins &
Judy Reid
Julie Connaghan
Susan Connelly
Linda Conte &
Peter Bryant
David Cook
Bear Carlson &
Poppy Copeland
Susan Corbett &
Steve Kremm
Maye Cordero
Linda Cornett
Virginia Corsi
Ana & Alexander Cox
Jane Cox
Natalia Crofut
Karen Cumbo
Barry Cunningham
Carolyn Cutler
This year's accomplishments were only possible because of your support. Thank you!

Photos from Comedy for Cambio 2021.

Frank & Jean Dubofsky
Cathy Duke
Sandy & Gale Dunlap
Philip Durian
Virginia & Todd Dutkin
Carol Dwyer
Betty Eldridge
Jane & Walt Enterline
Nancy Erickson
Becky & Terry Escamilla

Gracie & David Freeman
Susan & Steve Freiman
Sandy & Steve Friedman
Nancy Fritch
Rachel Fuchs &
Shawn Camden
David Fulton-Beale
Jim Galloway &
Kim Allegretti
Rogelio Garcia & Constanza Carrillo
Molly Gardner
Helen Gemmill
Andrew & Francesca Gettelman
Yael Gichon
Donna Giuffrida
Angie Giustina
Joel & Angela Glazer

Olga & Andres Jacobi
Lisa Halperin
Brent & Molly Halsey
Lyla Hamilton
Tara Hancock
Natalie Hanlon-Leh
Alexa & Chris Hansen
Andrea & Christopher Hanson
Chris Hanson

Laura & Douglas Houston
Amy Howard & Scott Hunsaker
Kaye Howe & Cindy Schmidt
Larry Hoyt & Bryan C. Russell
Bill Hrabe
Brooke Hubbard
Anita & Bob Hueftle
Maud Huey-Kenyon & John Kenyon
Lisa & David Hughes
Kathy & Randy Hungate
Vicki & Brian Hunter
Jens Husted
Dita & Hutch Hutchinson
Gaetano Iannaccone
Ardee Iannaccone
Dee J. Perry
Bill & Jane Jackson
Judy Jackson & Bob Hanson
Bunyapol Jacob
Rose Jacob
Arnie Jacobson & Vicky Johns
Mary Jarrett
Steve Jenkins
Jennifer Jensen
Michael Johan
Tommi Johnsen
Jim Johnson
Renee Johnson
Richard Johnson
Mark Johnson
Andrea Jolly & Howard Kravitz
Elise Jones
Greg & Dana Jones
Suzanne Jones
Ingrid Justin
Kristin Kalita
Millicent & John Kang
Kim Kapustka
Beth Karpf
Greg Keith
Kevin Kelley
Nancy Kellogg
Anne & Kevin Kelly
Debra & Harry Kennedy
Liz Kennedy
Madison Kenrdt
Robert Kershner
Amanda Kiel & Steven Smith
Paul & Clarissa King
Lauren & Stuart Kingsbery
Steve & Debbie Kinz
Vicki & Gary Kinzie
David & Molly Kirk
Terrie & Trish Kirkpatrick
Judith & Peter Kleinman
Reid Klon
Roy & Dottie Knoedler
Jon & Lenna Kottke
Jon Kottke
Vickie Koury
George & Doshia Kretke
Jennifer Kurtz
Lisa Kusmin
Stuart Kuzminsky
Dianne Ladd & Bruce Holland
Nelson Lafertte
Lois & Dick LaFond
Susan LaHoda
Paul & Pam Lander
Debbie Lane & Steve Szabo
Karen Larson
Conrad & Loran Lattes
Shelley & Peter Lawton
Thanya Leblang
Dean & Becky Leffingwell
Nancy Leibig
Judith Lemberger
Christine Lemieux
Thomas & Kathleen Lemieux
Gavin & Morgan M cKee
Marc & Beth McKinney
Matt McKinney & Colleen Carnes
Tom M cKinnon
Victoria McKinnon
Eliberto & Abby Mendoza
Claudia Mercado
Jennifer Merlin
Yvonne & Bill Messer
Pat Metz
Laura Meyers

Debbie Goldman
Margery Goldman
Wendy Goldschmidt
Barb Goodman
Gilad Gordon
Kenneth Gottschalk
Louise & Ferd Grauer
Daniel & Brooke Gray
Rob Greathouse
Susan Green
Judy & Gregory Greenan
John & Dianna Greene
Rich Gribbon & Robin Noble
Nancy Grimes & Twig Ertl
Cassell Gross
Patti & Robin Guilford
Oliver Guinness
Tony Gutierrez
Brian & Mary Haan
Sylvia Hacker
Liz Hadley & Bruce Robinson
Karen & Mark Haines
Louise Haimowitz
Laurie & Calvin Hanson
Barbara Hanst
Reed Harwood
Jon Hatch
Becca Hatheway
Sam Hay & Bryan Miller
Roy & Alice Healander
Josie & Rollie Heath
Paul Heffron
Lynn Heilig
Jessica Henley
Mercedes & Louis Hernandez
Laurel & Stephen Herndon
Kristina Hesbol
Jonathan & Liz Hinebauch
Margot Hoffmayer
Jeff & Stephanie Holtzman
Susan Holtzman
Jim & Edie Hooton
Daniel Horney
Andy & Genny Horning
Patti Horton
Patricia Hought

For Fiscal Year 7/1/2020 - 6/30/2021

INDIVIDUAL DONORS

Amanda Linsenmeyer
Susan Litt
Ron & Susan Littmann
Rita Liu
Marta Loachamin
Leslie Lomas
Robin & Kevin Luff
Rachel Lyons
Ken M as
Larry MacDonald
Matthew Machado
Mitchell Magdovitz
Jim Maguire
Deborah Malden & Michael Donovan
Michael Maloy
Gail & Michael Markel
Liz Marr
Michelle & Bill Marshall
Ryan & Wynn Martens
Maryanne Mattson
Sara Mayer
Sandra McCarthy
Jane McConnell & TJ Heyman
Kathleen McCormick & Michael Lecesce
John McCorvie
Meghan McCracken & Tim Barnes
Jennifer McCulloch
Lynn McDonald
Ruth McHeyser
Katherine McIntyre
Donald & Barbara M cKee
Marc & Beth McKinney
Matt McKinney & Colleen Carnes
Tom M cKinnon
Victoria McKinnon
Gavin & Morgan M cM illan
Eliberto & Abby Mendoza
Claudia Mercado
Jennifer Merlin
Yvonne & Bill Messer
Pat Metz
Laura Meyers
INDIVIDUAL DONORS

Nicole Michel-Deshagette
Pam Miam
Ellen Miller-Brown
Jane & Ralph Milliff
Jim & Doyen Mitchell
Laurie Mittenthal
Linda Molner Kelley & Tom Kelley
Jacqueline Molenaar
Jonathan Moore
April Moore Radoff & Josh Radoff
Susan Moran
Bob Morehouse & Noel Maye
Axson & Bryan Morgan
Randi Morgan & Terry Dekalb
Shannon Morgan
Basho Mosko & Amanda L’Esperance
Jonathan Munro
Nicole Murad & Micah Rothstein
Jim & Diane Murphy
Joan Nagel
Niraj Naik & Hetal Mehta
Natho & Porter
Betty Naughton
Rivvy Neshama & John Wilcockson
Suzanne Neuman
Jessica Neville
John Neville
Joyce Neville
Timothy Nichols
Noelle Nicholson & Brian Midtbob
Melinda Niemczyk
Andrew Niemeyer
Josh Nims & Esther Brown
Zachary Noffsinger
Bob & Kathleen Norris
Phoebe Norton
Gayle Nosal
Akane & Philip Ogren
Nancy Olsen
Nadyne Orloff
Mike & Wilma Ormsbee
Susan Osborne & Allan Bodes
Andrea & Paul Ostroy
Lesley Pages
Robert Palaich & Greta Maloney
Jane Patrick & Barry Schacht
Cynthia & Kenneth Payne
Gordon & Pamela Pedrow
Juan Carlos Pelaez
Mary Jo Pelanek
Lizette Peña & Darin Carlson
Adriana Perea
Jim Petri
Darcy Phillips
Richard Polk
Roger Pomainville
Betty & Dale Porter
Margaret Porter
Sally Powell-Ashby & John Ashby
Dan & Tara Powers
Jill Powers
Susan Pringle
John Puchalski
Sue Puterbaugh
Malika Ramaswamy
Elizabeth & Doug Rao
Annette Rausch
Rana Razzaque
Dave & Susan Read
Mark Read
Leslie Reeves
Cathy Regan & Drew Smith
Helen Rewey
Vicki Rhea
Laurie Rhoads & Patrick Mulcahy
Alison & Trevor Rhodes
John Ricotta
Susan & Paul Riederer
Karla Rikansrud & Diane Wild
Bev Robinson
Jeanne & Randy Robinson
Barbara Robles
Brett & Rivi Rochkind
Mark Rockwell
Marcy Rodney & Bill Schwartz
Jesus Rodriguez
Nina Rolle
Mauricio Romero
Amy Rosenblum
Cynthia Rosengren
Kira & Jenn Ross
Josh Rothschild
Steve Roux
Jim Rowe & Whitney Wheless
Karen Rubin
Summer Ruckman
Tim Russell
Lois Ryder
Diana Sadighi
Ami Sadler
Todd & Shannon Sainer
Myra Salzer
Garry Sanfacon & Nancy Goldaper
Stephen Schein & Melissa Pruitt
Shelley Schlender
Marge Schreiber
Betty Schulte
Mike Schwartz
Mary Steffens Schweitzer
David Scott
Lindsay Scott
Lisa Seaman
Melinda Segal
Steven Seltzer
Deborah Senkier & Joel Greenberg
Kelli Sexton
Julie Shaffer
Lee & Marcela Shainis
Patricia Shannon
Aly She
Ingrid & Dennis Shea
Janet & Dave Shikles
Linda Shoemaker & Steve Brett
Josh Silberstein
Britta Singer
Susan Singh
Kurby & Samantha Sitterly
Jeff & Deborah Skovron
Gerald Sloot
B. Scot Smith
Lesley Smith
Marcie Smith
Susan Smith
Tom & Judy Smith
Silvia Solis
Rocco Soucie
Tina Soucie
Christy & Doug Speirn-Smith
Jane & John Spencer
Sterling Speirn
Jen Spolnik
Mimi & Joe Spruiell
Tim & Linda Stancliffe
Hope Steffens-Nett & Bert Nett
Wendy Steinhacker
Dorothea & Robert Steinke
Barbara Steinmetz
Ruth Stemler
Maria Stepanyan & Charlie Hickman
Harvest & Phil Stephenson
Alex & Jen Sterling
Carole Stern
Sophia & Peter Stoller
Sylvia Stone
Trevor Stone
Glen & Bonnie Strand
Betsy & Jeff Stroomer
Mark Sullivan
Courtney & Ed Sztukowski
Laura Taht & Linda McCarthy
Tony Tapia
Daniel Tate
John & Molly Tayer
For Fiscal Year 7/1/2020 - 6/30/2021

Laurie Terpening
Becky Thomas & John Pitlick
Dan & Barbara Thomas
Andrea Thompson
Steve Thompson
Julie Tillman
Barbara & Tom Trager
Joshua Trager
Nik & Tiffanie Turner
Elizabeth Upper
Minna Vallentine
Ryan Van Duzer
Michele Van Pelt
Don & Colene Van Winkle
Jessica Vanden Hogen
Tamar Van-Vliet
Mary Ellen & Thom Vernon
Alison & Guy Vigers
Gail Wagner
Tim & Diane Wagner
Priscilla & James Walker
Sophie & Jack Walker
Beth Ward
Johnathan & Maggi Ward
Judy & Jim Warner
Richard & Lucy Warner
Ann & Gary Wederspaahn
Wendy Weiss
Cate & Steven Werner
Pete Wernick
Rebecca White
Glenn Whitmore
Ann Williams
Dorothy R. & Vick Williams
Marianna Williamson
Mary Ann Wilner
For Fiscal Year 7/1/2020 - 6/30/2021
2021

Financials

Revenue
- Individual & Business 40% 658,194
- Program Revenue 17% 274,216
- Foundations 18% 296,275
- Paycheck Protection 13% 207,900
- Local Governments 11% 174,297
- In Kind 0% 6,423
- Special Events 0% 9,357
- Investments 0% 3,568

Total Revenue $ 1,630,230

Expenses
- Program Services 84% 1,160,395
- Fundraising 11% 159,602
- Management & General 5% 66,478

Total Expenses $ 1,386,475

Teaching English *The Intercambio Way*, through mutual learning, makes positive waves of connections across cultures. Every dollar counts.
Increasing Access
Supportive programs and national partnerships create new possibilities for English learners and community volunteers to connect through structured, relationship-based English classes and gatherings.

Growing Together
Participants build the skills and confidence to communicate across language barriers and foster genuine connections.

Creating a New Future Together
One cross-cultural connection at a time, Intercambio participants model and cultivate a new level of human interaction.

Learning Together
We provide curriculum and training that promote effective English language acquisition, cultural humility, and conversations where all participants learn from each other’s experiences and perspectives.

Social Cohesion
A shared future where we all belong and thrive.

Long-Term Impacts

Individuals
Communities
Families
Connections
Confidence
Skills
WITH ENDURING GRATITUDE
This Gratitude Report is dedicated to the donors, volunteer teachers, and English learners who build bridges across cultures.

WAYS TO ENGAGE WITH US

Leave a Legacy. Add Intercambio to your will.

Invest in the future. Donate to The Next 50 Fund Endowment Campaign.

Join the Scholarship Club at Intercambio.org/donate

Participate in a one-time volunteering opportunity. Intercambio.org/conversation

Interested in teaching or learning with CC English? Sign up for the waitlist at CCEnglish.org.

BOULDER OFFICE
4735 Walnut Street, Suite B
Boulder, CO 80301
303-996-0275

LONGMONT OFFICE
1715 Iron Horse Drive, Suite 130
Longmont, CO 80501
303-776-7070

Intercambio.org