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

Gratitude Report 2022

For Fiscal Year 7/1/2021- 6/30/2022

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
Dear Friends of Intercambio,

We are humbled by the thousands of individuals and organizations that have supported Intercambio over the past year, and who are paving the way the future.

Here are just a few of our recent accomplishments:

- We started up in-person classes again! Coupled with our continuing online courses, we served a total of 472 students and 131 teachers in Boulder County this fiscal year.
- Through our online teaching platform, CC English, we connected 228 learners and teachers virtually and were able to expand our geographic reach exponentially.
- The Intercambio Network supported 453 organizations across 362 cities as they facilitated English classes with our materials.
- We also released an Immigrant Guide in Dari and Pashto, providing practical information to Afghan refugees living in the U.S. In its first month, the guide reached over 1,500 individuals and families.

Finally, I am thrilled to welcome John Lopez, PhD, as our new CEO! After an extensive national search, John took the helm in October of 2022. John follows 21-year Executive Director and Co-Founder Lee Shainis and staff member Jenny Desmond, who stepped in to bridge the gap as the Interim ED. The Board and I believe John will bring a fresh perspective and the experience to further strengthen Intercambio and expand its national impact.

Thank you for your continued engagement and support of our work. We could not do it without you.

With gratitude,

Laurie Mittenthal, Intercambio Board Chair
We recently chatted with married English students Marta and Isaias and their teacher Lisa Hughes to learn more about their experience with Intercambio and its impact.

**Students**

Marta & Isaias

**Teacher**

Lisa Hughes

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**How did you feel about your first class?**

In the first class we were very nervous, but when we started to communicate with Lisa, the class was very relaxing. This motivated us to do our best to learn from her.

I started teaching Marta and Isaias during the pandemic so was a bit nervous about teaching on Zoom as I had only taught in person before. My first impression was that they were very motivated to learn, kind, and ready to improve their English.

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**How is your relationship now? Any memorable moments?**

Lisa has been an excellent teacher, we greatly appreciate her patience, dedication and perseverance. We have many memorable moments with Lisa, especially when we met at her house to see the movie "The Giver." She was very kind and we really appreciated it.

We have a good relationship. We have done some fun field trips and they are always excited to learn new things and appreciative of our time together.

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**Has anything changed since you began working together?**

Our life is very different compared to when we had not taken classes with Intercambio, we now have security and confidence, for example when we make medical appointments, relationships with co-workers or simply when visiting a restaurant.

I have learned firsthand more about the struggle it takes to get to and be in the US and to learn English. My Intercambio students are highly educated but can’t get jobs in their respective fields here in the US.

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**Would you recommend Intercambio to others?**

We would like to invite all the people who have not started learning the language to join the Intercambio classes, because they have excellent teachers. They offer many options to attend courses and the whole team gives you a lot of support to reach your goals.

I would definitely recommend teaching with Intercambio. You will definitely get something out of it, and you will build relationships with people different than yourself which contributes to building a better community.
"This year, we continued to witness the adaptability of the staff, volunteers, and students during and through a historical experience. We embraced it as an opportunity to learn, grow, and be more robust. We began implementing a better system for onboarding, teaching, and making connections more meaningful than ever."

- Norma Fuentes Gallo
Director of Boulder County Program

"During this exciting first year, we have learned that there are many students eager to receive help to improve their English. We have also learned that our teachers love using our curriculum and the support and training that they receive."

- Becky Campbell-Howe
Director of Operations and CC English

"The Intercambio Network maintained 98% of network membership going into the second year of membership, and we superseded ambitious revenue goals post-pandemic! This tells us that there is a huge need for programs to have access to high-quality, affordable resources and opportunities to network."

- Rachel Fuchs
Director of Partner Services

"This year we launched our Confidence and Connections Teaching Slides (Google slides with images and contextual examples of vocabulary words), which have been an excellent addition to online and in-person classes. We also adapted and piloted our Conversations on Race and Equity (CORE) curriculum for advanced learners."

- Leanne Chacon
Director of Curriculum and Training

PROGRAMS AT A GLANCE
For Fiscal Year 7/1/2021- 6/30/2022

- Offering Classes & Events In-Person & Online in Boulder County
- Across the U.S.

- 228 students & teachers developed English skills & relationships in 1-on-1 classes
- 472 students & 131 teachers learned together for over 20,000 hours

- 193 new students enrolled in English classes in Boulder County
- 453 organizations across 362 cities facilitated classes with our materials

- 78% of pairs completed at least one book of our Confidence & Connections curriculum
We're incredibly grateful for the generosity of the donors who help to make this work possible. Thank you!
Boulder County Community Services
City of Boulder - Housing & Human Services
City and County of Broomfield - Human Services
City of Lafayette - One Lafayette
City of Longmont - Human Services
City of Louisville

Big Red F
Boulder Beer
CordenPharma Colorado
Daily Camera/Times Call
Elevations Credit Union
FirstBank
Hazel’s Beverage World
KO | Koenig, Oelsner, Taylor, Schoenfeld & Gaddis PC
Longmont United Hospital
Markel Homes
Medtronic
Murad & Murad
Premier Mortgage Group
Spirit Hound Distillers
Stapp Interstate Toyota
TransLingua
Vision Quest Brewing

Boulder County Programs Team - Summer 2022

Lee Shainis, Executive Director & Co-Founder
Jenny Desmond, Interim Executive Director
Micaela Armijos, Volunteer Manager
Emily Ashley, Data Entry Assistant
Karin Bates, Curriculum and Training Specialist
Nitin Beri, Community Conversations Manager
Becky Campbell-Howe, Director of Operations and Technology
Erika Carlson, Grants & Evaluation Manager
Leanne Chacón, Director of Curriculum and Training
Alma Chávez, One-on-One Class Manager
Yoli Chávez, Group Class Manager
Jon Dejeas, CC English Manager
Gracie Freeman, Group Volunteer Manager
Rachel Fuchs, Director of Partner Services
Norma Fuentes-Gallo, Director of Boulder County Programs
Debbie Goldman, Teacher Training Manager
Kelsey Harvey, Development Manager
Krista Kennedy, Development & Partner Services Coordinator
Jordana Levine, Student Services Coordinator
Kandyce Pickney, Partner Services Engagement Manager
Kira Ross, Partner Services Relationship Manager
Aly Shea, Marketing & Messaging Manager

For Fiscal Year 7/1/2021 - 6/30/2022

Board
Greg Jones
Jane McConnell
James Mitchell
Joyce Neville
Yesenia Nuñez
Juan Peláez
Silvia Solis
Maria Stepanyan

Staff
Lee Shainis, Executive Director & Co-Founder
Jenny Desmond, Interim Executive Director
Micaela Armijos, Volunteer Manager
Emily Ashley, Data Entry Assistant
Karin Bates, Curriculum and Training Specialist
Nitin Beri, Community Conversations Manager
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Staff Photo - Fall 2021
FY 2022 Financials

PRE-AUDITED FOR THE FISCAL YEAR ENDING JUNE 30TH, 2022

Teaching English The Intercambio Way®, through mutual learning, makes waves of connections across cultures. Every dollar counts.

Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Amount</th>
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</thead>
<tbody>
<tr>
<td>Individuals &amp; Businesses</td>
<td>33%</td>
<td>$639,211</td>
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<tr>
<td>Program Revenue</td>
<td>25%</td>
<td>$486,671</td>
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<tr>
<td>Foundations</td>
<td>24%</td>
<td>$465,940</td>
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<tr>
<td>Paycheck Protection</td>
<td>11%</td>
<td>$207,000</td>
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<tr>
<td>Local Governments</td>
<td>6%</td>
<td>$113,795</td>
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<tr>
<td>In-Kind Support</td>
<td>&lt;1%</td>
<td>$1,725</td>
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<tr>
<td>Special Events</td>
<td>&lt;1%</td>
<td>$17,852</td>
</tr>
<tr>
<td>Investments</td>
<td>&lt;1%</td>
<td>$2,406</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td></td>
<td><strong>$1,934,600</strong></td>
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Expenses

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<tr>
<th>Source</th>
<th>Percentage</th>
<th>Amount</th>
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<tbody>
<tr>
<td>Program Services</td>
<td>77%</td>
<td>$1,374,848</td>
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<tr>
<td>Fundraising</td>
<td>16%</td>
<td>$282,499</td>
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<tr>
<td>Management &amp; General</td>
<td>7%</td>
<td>$126,554</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td></td>
<td><strong>$1,783,901</strong></td>
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</table>
WITH ENDURING GRATITUDE

This Gratitude Report is dedicated to the donors, volunteer teachers, and English learners who built bridges across cultures throughout the year.

JOIN US!

Want to be a part of our next Gratitude Report? Start investing your time or resources today!

Teach in Boulder County
Teach Online
Join a Community Conversation
Make your Year-End Donation
Invest in the future with The Next 50 Fund

Intercambio.org