In the past year as Intercambio’s CEO, I have continued to be inspired by the heart of our organization — its overwhelming commitment to connection. **Every person I have interacted with is dedicated to building connections across culture and through conversation in new and powerful ways.**

Over the past year, amidst numerous transitions, our staff remained dedicated to providing high-quality products, services, and assistance to ensure the success of our students, volunteers, partners, and supporters. In that time:

- **Nearly 700 students and volunteers** connected through English classes in-person or online.
- **Our curriculum and resources were sold in 48 states** plus D.C. and Canada.
- **Over 40,000 copies** of our Confidence and Connections curriculum were sold.

As we take a moment to reflect on where Intercambio has come and what we have accomplished, I am thankful for the faithful support of our organization’s participants and friends. **Because of your immeasurable generosity, Intercambio is entering its 22nd year better poised to continue expanding our connections locally and nationwide.**

Thank you for your ongoing investment in Intercambio as we continue to teach English, connect communities, and change lives.

With gratitude,

John Lopez, PhD
Chief Executive Officer
MISSION
To bring English learners and community volunteers together in language classes and gatherings to build skills, confidence, and life-changing connections.

IMPACT AT A GLANCE
Data from Fiscal Year 2023

587 students & 128 teachers learned together for more 23,000 hours in Boulder County

Online across the U.S. 307 students & teachers built English skills & connections

93 Organizations throughout the nation were paid members of the Intercambio Network

Intercambio has sold over 110,000 textbooks of our curriculum since 2020

Cumulative Sales of Our Teacher and Student Confidence and Connections Books through FY2023
This summer, we sat down with Boulder County students Julio and his daughter, Alenia. The conversation spoke volumes about the type of people they are. As they shared their own stories, Julio and Alenia spoke of the meaningful connections they have made since they started taking English classes with Intercambio and the ways they are working to give back to their community.

Gratitude & Giving Back
The Connections that Create Opportunity

Julio: “It has been a very incredible experience for us and for many people we know. Taking class in Intercambio is the best for us.”

Alenia: “I’m so grateful for Intercambio. It’s so important because there you can meet other people and a new community. You learn that you are not alone. You have people that support you.

My teacher is Mercedes. I think this was her first time teaching. She doesn’t know how good she is. She’s amazing. I want to continue with her, with my group. Mercedes is always encouraging all the students. We speak about everything. I want more classes on more days of the week!

These classes make my life more happy because we can share. And I feel that, of course, I improved my English. And I’m growing up as a person. We have a lot of new opportunities with Intercambio.”

Julio: “If I reach my goal to have better English, I will be there with [Intercambio] volunteering to do whatever. Even cleaning! Because it’s my mission, you know, wherever I go. I like people a lot. Maybe my life put me in this condition.

Sometimes I do things for people that I don’t do for me, like volunteering at [Emergency Family Assistance Association]. I need to. Not, only to [receive] — I need to give. I want my children to be like this. It is not easy, but I think that it’s better to give.”

From July 2022 to June 2023:
287 new students enrolled in English classes in Boulder County
96% of volunteers felt that participating in a Community Conversations event increased their confidence to connect cross-culturally
24% of volunteers have taught for five years or more
“We’re Like Family”
Building Bonds through English Classes

We’re excited to introduce you to Lea, a teacher within Intercambio’s online program CC English, who shares how volunteering with Intercambio has impacted her life.

“I have lived in Colorado almost continuously since I was 10 years old. I retired in 2012 after working in education for 30 years.

I first became aware of Intercambio several years ago. I had been searching for a volunteer opportunity that would be a good fit for me since retiring. In March 2022, I was contacted by CC English and asked if I was interested in volunteering to be a tutor via Zoom. I eagerly said yes!

I had no idea at the time what a positive impact becoming a CC English tutor would have on my life! My student, Shuying—from China—and I bonded quickly and soon texted each other every day in addition to our three hours of class each week.

Sometimes, we would continue our class past the hour and a half session because she had questions, or we wanted to continue our conversation. Shuying’s three-year-old son often wanted to say hello and show me his toys. He and I became fast friends.

When it came time for our field trip lesson, Shuying and I decided to meet at the Dushanbe Tea House in Boulder for lunch. That was our first time meeting in person.

We have so much in common and feel that being matched by CC English was ‘fate.’ I have become their son’s American ‘grandmother’ and have a basket of toys at my house to entertain him. We feel like we’re family and are so happy to have met.

We have so much in common and feel that being matched by CC English was ‘fate.’ I have become their son’s American ‘grandmother’ and have a basket of toys at my house to entertain him. We feel like we’re family and are so happy to have met.

I feel so much gratitude for my life, and it is wonderful when I find opportunities to give back to the universe. I am very happy to have found Intercambio, which allows me to fulfill my desires to contribute to a better world!”
Supporting organizations with resources & networking opportunities

From July 2022 to June 2023, the Intercambio Network was made up of:

93 member organizations within 78 cities serving over 20,000 immigrants & refugees

INTERCAMBIO NETWORK

93,385
Copies sold of our adult ESOL curriculum textbooks Confidence and Connections

From July 2022 to June 2023:

13,074
Copies sold of our practical guidebooks about life in the U.S., The Immigrant Guide

Nearly 1,000 Project Literacy Participants Build Skills & Confidence

Janet Saied, Director of Project Literacy, shares why her program purchased and will continue to use Intercambio’s resources.

“Project Literacy is an adult English Language Learner (ELL) community-based program that offers free English classes, citizenship classes, legal immigrant services, and other resources in Watertown [Massachusetts]. Our goal is to help our non-native English speakers feel comfortable and be successful in our community.

Our program is one of the largest, if not, the largest, library-based adult ELL programs in the state. We have close to 700 students, with 10 professionally paid teachers, and over 200 volunteers.

I first heard about Intercambio a year ago. To be honest, teachers are constantly coming across new textbooks to use, so I think it often takes a couple of exposures with a textbook to begin to consider using it. **There are two main reasons why I’ve chosen Intercambio and many reasons why I will continue:**

1. Each topic is relatable to our adult learners. **Not only is the vocabulary relevant but our students can relate to the content.** They can see themselves in the pages of these books. The content is not generic, and students can easily engage with each other.

2. In addition, students usually have to borrow English textbooks from the library because each one is so expensive. **We’re able to give our students Intercambio books, so they can write, highlight, and use their books as they wish.** It adds to their learning experience.

We’ll continue to use Intercambio because of their online resources and other supplemental materials. Their teachers’ guides are great; an excellent resource! **Some of our volunteers who have no English teaching experience are able to feel confident helping their learners with these books.”**

Janet Saied, Director of Project Literacy

Rachel Fuchs
Director of Partner Services

Kandyce Pinckney
Partner Services Engagement Manager

Kira Wolfson
Partner Services Relationship Manager

Supporting organizations with resources & networking opportunities
National conferences provide an opportunity for Intercambio to increase visibility and credibility while building valuable partnerships with other organizations. Through these conferences, Intercambio engages in mutual learning by sharing and learning more about adult education initiatives while showcasing its own curriculum. From July 2022 through June 2023, the Curriculum and Training Department represented Intercambio at eight national adult education and literacy conferences across the U.S. The team presented workshops on topics around the myths and truths in adult language learning, facilitating conversations on race and equity, and building belonging in the classroom. Beyond conferences, Intercambio provides regular trainings and events for its own volunteer teachers and the teachers and administrators of other organizations.

This year, the Curriculum and Training Department developed and launched a collection of worksheets that provide learners extra practice with language structures in Intercambio’s Confidence and Connections curriculum. The worksheets also include expansion activities that students and teachers can do together to support real-life speaking skills. Since their launch in January of 2023, the worksheets have been downloaded more than 60,000 times. A grateful worksheet user noted:

"Each student has only one hour a week for tutoring, and the volunteer tutors often do not have much experience or training so additional structured practice activities are really helpful. We very much appreciate the extra worksheets."

The department is excited to continue adding to the collection in the coming year.

Volunteer Teachers & Network Members

"I am so excited about many of Intercambio’s offerings, and I have been utilizing your tools and practices more and more in my classroom!"

- ESOL Teacher

"This information is exactly what we need with the fall start of our Refugee Resettlement ESL and Community Connections program of North Dakota."

- Program Administrator

Showcasing Curriculum @ COABE

Leanne’s Pronunciation Workshop

MEET THE TEAM

Leanne Chacon
Director of Curriculum and Training

Karin Bates
Curriculum and Training Specialist
We’re incredibly grateful for the generosity of the donors who help to fund life-changing connections. Thank you!

Elke Adler and Jim Callanan
Sandro Aguilar
Brooke Alt and William Huffer
Emily Andrews and Brian Ross
Elsa Angrist
Matt Appelbaum and Joni Teter
Jennifer Araguz
Brad Armstrong and Julie Dolin
Liz Armstrong
Cathy and William G. Arnold
Mary Ann and Roger Briggs
Toni and Dan Brennand
Jennifer Braun and Jody Shevins
Rebecca Bracy Knight
Liz Bowes-Spiegel
Ivey Bostrom
Michael and Jennifer Bosma
Jane Boas
Rachel Bloombaum and Scott Hamilton
Catherine Bickell
Libby and Dennis Berry
Catherine Bickell
Spencer Clark
George Clark and Susan Williams-Clark
Marian Dines and Joanne Christensen
George Clark and Susan Williams-Clark
Spencer Clark
Claire Clurman
Richard Collins and Judy Reid
Linda Conte and Peter Bryant
Janice
Lawrence Clausen and Poppy Copeland
Susan Corbett and Steve Kremm
Maye Condore
Virginia Corsi
Colette Crouse
Karen Cumbo
Naoomi Curnel
Catherine Currin
Kevin Daly
Jill and Tom Darrah
Ellen Daugherty
Alan and Tessa Davis
Eithne and Ray Davis
Pete and Joan Dawson
Suzanne DeAlley
Raylene Decatur
Kim and Ethan Decker
Jon Dejeas
Pam Dennis and Jim Semborski
LiMin Depenning and Boyce James
Jenny and Stephen Desmond
Mark and Trish Devlin
Heather and Trevor Dieck
Mary Dineen and Sue Masterson
Sarah Dodson-Knight and Edward Knight
Paul Dreyer
Duane and Debbie Duggan
Rebekah Dumousschelle
Bruce Duncan
Sandy and Gale Dunlap
Phillip Durian
Virginia and Todd Dutkin
David Ebner
Dana Edwards
Jane and Walter Enterline
Chris Evans
Joel Feldman
Jim & Diane Fererro
Rebekah Fisher
Audrey Fishman Franklin and Andy Franklin
Lydia and Scott Flores
Pamela Flowers
Claire Floyd
Susan and Benjamin Foster
Jeanne Fox
Susan and Steve Freeman
Sandy and Steve Friedman
Nancy Fritch
Ellen Fuchs & Shawn Camden
Norma Fuentes-Gallo
David Fulton-Beale
Robert Berntlh and Leona Furnari
Marilyn Gallant
Alex & Tierney Gerber
Shelley Gering
Elizabeth Gillette
Angie Giustina
Teri Golden
Barbara Goodman
Gilad Gordon
Kenneth Gottschalk
Linda and Jerome Gottschalk
Steve Grad and Jacqueline Wurn
Bob and Peggy Graham
Daniel and Brooke Gray
Susan Green
Rich Gibbon and Robin Noble
Sue Ellen Grimaud
Kimberly Gustafson
Tony Gutierrez
Robert and Devin Haas
Joan Haid
Bob and Lora Haines
Olga and Andres Jacobi
Lisa Halperin and Peter Shapiro
Brent and Molly Halsey
Lyla Hamilton
Tara Hanscock
Jen Haney
Erie and John Harding
Kathy Hart
Brad and Mary Ann Harvey
Reed Harwood
Becca Hathaway
Laurie Hathorn
Josie and Rollee Heath
Jay and Casey Hebb
Lyn Heilig and Karen Wyatt
Ruth and Bruce Henderson
Cari Higgins and Greg Pent
Ken and Susan Highfill
Marshall Hill
Sandra and Bruce Hockenbury
Gerald Hohenstein
Jim and Edie Hooton
Daniel and Katie Hornay
Andy and Genny Hornig
Lane Hornung
Kaye Howe and Cindy Schmidt
Arisa and Bob Huftle
Lisa and David Hughes
Kathy and Randy Hungate
Vicki and Brian Hunter
Jens Husted
Dita and Hutch Hutchinson
Judi Jackson and Bob Hanson
Arnie Jacobson and Victoria Johns
Greg and Dana Jones
Elise Jones
Suzanne Jones
Ingrid Justin
Beth Karf
Dave Kelley
Linda Molner Kelley and Tom Kelley
Anne and Kevin Kelly
Jason and Pamela Kemp
Debra and Harry Kennedy
Liz Kennedy
Robert Kershner
Amanda Kiel and Steven Smith
Vicki and Gary Kinzie
David and Molly Kirk
Judith and Peter Kleinman
Reid Klison
Dorothy Knapp
Midge Korczak and Hal Osteen
Lenna Kottke
Mary Kraus and David Uhlr
Bob and Colleen Kramerwise
Dan Kuester and Anna Bryant
Jennifer Kurtz
Dianne Ladd and Bruce Holland
Lois and Richard LaFond
Susan Lathrop
Paul and Pam Lander
Debbie Lane and Steve Szabo
Deni Lara
Conrad and Loran Lattes
Sally Laventure and Gery Geisser
Shelley and Peter Lawton
Rachel Lederman
Jackie Lee and Jose Angel
Dean and Becky Leffingwell
Pam Leland
Judith Lemberger
Thomas and Kathleen E Lenieux
Sally Leonard
Joey and Alaine Lerner
Robert Levin
Peter and Allison LeVine
Claire Levy
Michael Lichter
Ron and Susan Littmann
Marta Loadachain and J. Mares
Leslie Lomax
John Lopez
Neymar Lopez
Brian and Loren Lucas
Robin and Kevin Luff
Jeffery Lukas
Isaam Lutfy
Rachel Lyons
Georgia and Tom Magnera
Jim Maguire
Deborah Malden and Michael Donovan
Michelle and Bill Marshall
Nina Martinek
Kyle Matsuda
Katherine Matthews
Jeff Mayer
Jane McConnell and TJ Heyman
John and Denise McConville
Jennifer McCulloch
Barbara McDonald
Donald and Barbara McKee
Tom McKinnon and Susan Moran
Morgan and Gavin McCillan
Bill and Yvonne Messer
Cynthia Meyer
Laura Meyers
Nicole Michel-Deshagette and Christian Deshagette
Ellen Miller-Brown
Victoria Moore and Josh Radoff
Bob Morehouse and Noel Maye

For Fiscal Year 7/1/2022 - 6/30/2023

Individual Donors

14

15

INDIVIDUAL DONORS
For Fiscal Year 7/1/2022 - 6/30/2023

INDIVIDUAL DONORS
Randy and Terry Dekalb Morgan
Danielle Morris-Hesse
Mark Murray
Niraj Naik and Hetal Mehta
Betty Naughton
Marti Ness
Bert Nett
Suzanne Neuman
Jesseville and Tom Collins
Joyce Neville
Virginia Newton
Tim Nichols
Noel Nicholson and Brian Midtbø
Josh Nims and Esther Brown
Bob and Kathleen Norris
Ysenia Nuñez
Barb Ogg
Mike and Wilma Ormsbee
Robert Palais and Greta Maloney
Mindy Pantel
Cynthia and Kenneth Payne
Elaine Pease
Harriet Peck
Gordon and Pamela Pedrow
Lizette Peña
Jim Petri
Darcy Phillips
Howdy Pierce
Richard Polk
Roger Poinville
Betty and Dale Porter
Margaret Porter
Sally Powell-Ashby and John Ashby
John Puchalski
George Raffenberger
Dave and Susan Read
Cathy Regan and Drew Smith
Vicki Rhea
Kelly Rhoades
Jim and Rosabelle Rice
Karla Rikanrud and Diane Wild
Veronika Rivera
Bev Robinson
Jeanne and Randy Robinson
Nick and Yuris Robles
Marcy Rodney and Bill Schwarz
Jesus (Chuy) Rodriguez
Pete Rogge
Nina Rolle
Lester Ronick
Cynthia and Dave Rosengren
Audrey and Jim Rothschild
Andrew Rouse
Steve Roush
Johannes Rudolf and Cynthia Harris
Martha Ruff
Brenda and Eric Rutherford
Eva Sajovich
Myra Salzer
Sue Sandson
Garry Sanfanco and Nancy Goldaper
Kurt Sava
Ann and Jim Scarborough
Susan Schiebout
Alexander and Gabriella Schuler
Mary Steffens Schweitzer
David Scott
Lisa Seaman
Zarin Secora
Lee and Marcela Shainos
Patricia and Michael Shannon
Nancy and Sam Shaw
Ingrid and Dennis Shea
Janet and Dave Shilikes
Linda Shoemaker and Steve Brett
Kurbys and Samantha Sitterly
Lesley Smith
Scot and Eileen Smith
Sterling Steiner
Christy and Doug Speen-Smith
Jane and John Spencer
J Spero
Douglas Sponsler
Karyn and Mike Spratt
Tim and Linda Stancilffe
Rebekah and Graham Steers
Bert Nett
Wendy Steinacker
Barbara Steinmetz
Maria Stepianyan and Charlie Hickman
Carole Stern
Sophia and Peter Stoller
Sylvia Stone
Trevor Stone
Glen and Bonnie Strand
Kathryn Strand
Ginny and Peter Strange
Mark Sullivan
Jackie Swan
Daniel Tate
John and Molly Tayer
Becky Thomas and John Pitlick
Dan and Barbara Thomas
Michelle Thomson
Steve and Tammy Tomczak
Bonnie Torrey
Barbara and Tom Trager
Joshua Trager
Valencia and David Trowbridge
Elizabeth Upper
Laura Valdez
Minna Vallentinne
Heather VVys
Allison and Guy Vigers
Gail Wagner
Priscilla and James Walker
Pat Walters
Beth Ward
Judy and Jim Warner
Rebecca Wassenfelder
Joanna Watkins
Ann and Gary Wedespahnen
Bernie Weichsel
Camilla Weise and Ricardo Bottome
Janelle Weisman
Lillian Wendt
Rebecca and Rick White
Rich Wildau and Sharon McLeod
Dorothy and VICK Williams
Mary Ann Wilner and Jim Lovett
Richard Wilshusen and Virginia Pool
Brittney Wilson
Stephanie Wilson
Richard and Carol Wobbekind
Cindy Wolcott and Jeff Wolcott
Dan Wolsson
Kira Wolsson
Nicki Wolman and David Fulker
David Woods
Lynn Heilig and Karen Wyatt
Grace Yoon
Deanna Young
Marvin Yudkovitz
Steve Zakelj
Tony and Jennifer Zangoglia
Laura Zayas-Wilson
Janice Zelazo
Dave Ziegler
Pam Zola

Join The Club by setting up a monthly donation at Intercambio.org/donate

Your monthly gift supports English language learners with need- or merit-based scholarships.

I want to help them realize their American Dream.

- Scholarship Club Member

For Fiscal Year 7/1/2022 - 6/30/2023
Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Revenue</td>
<td>39%</td>
<td>$739,905</td>
</tr>
<tr>
<td>Individuals &amp; Businesses</td>
<td>31%</td>
<td>$594,644</td>
</tr>
<tr>
<td>Foundations</td>
<td>21%</td>
<td>$403,258</td>
</tr>
<tr>
<td>Local Governments</td>
<td>6%</td>
<td>$109,732</td>
</tr>
<tr>
<td>Special Events</td>
<td>2%</td>
<td>$28,828</td>
</tr>
<tr>
<td>Investments</td>
<td>1%</td>
<td>$22,367</td>
</tr>
<tr>
<td>In-Kind Support</td>
<td>&lt;1%</td>
<td>$4,725</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td></td>
<td><strong>$1,903,459</strong></td>
</tr>
</tbody>
</table>

Expenses

<table>
<thead>
<tr>
<th>Source</th>
<th>Percentage</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Services</td>
<td>75%</td>
<td>$1,615,699</td>
</tr>
<tr>
<td>Fundraising</td>
<td>15%</td>
<td>$323,140</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>10%</td>
<td>$215,427</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td></td>
<td><strong>$2,154,266</strong></td>
</tr>
</tbody>
</table>

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

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

JOIN US!

Want to be a part of our next Gratitude Report?

Join the more than 300 volunteers and over 400 individual donors who made this work possible over the last year! Thank you for the multitude of ways you choose to give to Intercambio.

- **Teach in Boulder County**
- **Volunteer Online**
- **Participate in a Community Conversation**
- **Make Your Year-End Donation**
- **Join Our Monthly Giving Scholarship Club**

Intercambio.org

Intercambio
UNITING COMMUNITIES