

From the desk of the Executive Director

Dear Friends,

DURING A TIME OF DISRUPTION, Massachusetts welcomed an influx of newly arrived families fleeing violence and turmoil, and simultaneously battled our own housing crisis here at home. One constant remained for immigrant families in the region: Access to English for New Bostonians' critical services.

In Fiscal Year 2024, ENB not only maintained its core services, we expanded them.

This was catalyzed by the receipt of major new grants, including a state contract to provide ESOL services to immigrant families living in emergency shelters across Massachusetts. Our staff pivoted, teaching English classes in hotels and motels to newcomers eager to improve their English, gain employment, and move their families out of shelter toward economic independence.

ENB was also the proud recipient of the 'Yield Giving Grant' - a \$2 million dollar gift made following a highly competitive national selection process, and has been transformative to our organization.

In addition to providing our core English language services, including community and workplace program, we also leaned into stakeholder education. English for New Bostonians worked with our elected City officials to secure new funds for parent English classes. With these new resources, immigrant parents will gain English skills and a stronger voice in their children's educational success.

As our landscape continues to change rapidly, ENB's work will be even more critical. In the face of uncertainty and extreme stress for immigrant families, English programs are a critical source of community, information and a path forward.

Thank you for your work supporting ENB and the immigrant workers, parents and business owners we serve during these times.

Sincerely,



A handwritten signature in dark ink that reads "Claudia Green". The signature is fluid and cursive.

Claudia Green
Executive Director
English for New Bostonians

Mission, Vision, and Values



Our Mission

English for New Bostonians ensures access to high-quality English classes so that immigrants across race, education, and migratory backgrounds can pursue their aspirations: contribute to a Commonwealth that fully values their talents and voices.



Our Vision

We envision a city and a Commonwealth in which adult immigrants have an open door to economic pathways, resources, and community life by learning English. A place where policymakers, employers, and residents view English learning as a basic right that also benefits communities and the region as a whole.



Our Values

Equity – We seek opportunity for immigrants of all races, educational backgrounds, economic positions, and migratory statuses, and strive to eliminate barriers.

Empathy – We listen actively, seek to understand hardships immigrants may have experienced on their journey, and recognize their diversity of experience and aspiration.

Collaboration – We forge partnerships with others to broaden our reach and achieve mutual goals.

Creativity – We are a learning organization. We pursue, adapt and share new approaches and solutions.

Accountability – We deliver on our commitments, and measure efficacy and impact.

Staff

ENB Employees between July 1, 2023 - June 30, 2024

Balkys Anderson
Chief Financial Officer

Fabian Lira
ESOL Career Coach

Carly Burton
Senior Director of Programs and Partnerships

Thays Lobo
Economic Integration Manager

Wilfrix Cherazard
ESOL Career Coach

Carolina Louback
Program Associate & Volunteer Coordinator

Logan Crosgrove
Intern

Celia Martinez
Workplace ESOL Teacher

Luis Franco
Training and Technical Assistance Coordinator

Suzanne Metro
Business Partnerships Manager

Claudia Green
Executive Director

Evelyn Norman
Director of Development and Communications

Lee Haller
Senior Manager of Grants and Evaluation

Franklin Peralta
Director of Business Engagement
and Public Policy

Thavy Hout
Communications and Development Associate

Giovanny Velasco
Finance and Operations Manager

Iván Jusino
ESOL Career Coach

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| ENB Board Members between July 1, 2023 - June 30, 2024

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Eastern Bank

Lori Yarvis, Board Clerk
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Tai Tung Realty, Inc.

Lazaro Lopez
Tillman Fiber Company

Grace Martinez
iHeart Media

Daphne Paulino Ramos
DPR Consulting

Corean Reynolds
City of Boston

Daniel Sherman
The Trefler Foundation

Julie Smith-Bartoloni
The Boston Foundation

Our Grantees

English For New Bostonians provides funding, training, and technical assistance to organizations that serve diverse limited English speakers across the City of Boston.

Grantees are listed here by program type:

ESOL Pathways:

Asian American Civic Association, *Chinatown*

Asian Task Force Against Domestic Violence, *Chinatown*

Boston Public Schools Dept. of Adult Education, *Boston*

East Boston Community Council, *East Boston*

Educational Development Group, *Roxbury/South End*

Gardner Pilot Academy Adult Education Program, *Allston-Brighton*

Gilbert Albert Community Center, *Dorchester*

Haitian Multi-Service Center/Catholic Charities, *Dorchester*

Jamaica Plain Community Centers Adult Learning Program, *Jamaica Plain*

Jewish Vocational Service, *Hyde Park*

Maverick Landing Community Services, *East Boston*

Neighborhood of Affordable Housing, *East Boston*

St. Mark Community Education Program, *Dorchester*

YMCA of Greater Boston, International Learning Center, *Boston*

ESOL for Parents and Caregivers:

Action for Boston Community Development, *Roslindale*

Boston Chinatown Neighborhood Center, *Chinatown*

Boston Public Schools Department of Adult Education/Newcomer Assessment Center, *Roxbury*

East Boston Harborside Community School, *East Boston*

Julie's Family Learning Program, *Dorchester*

Winship Elementary School, *Allston*

English for Immigrant Entrepreneurs:

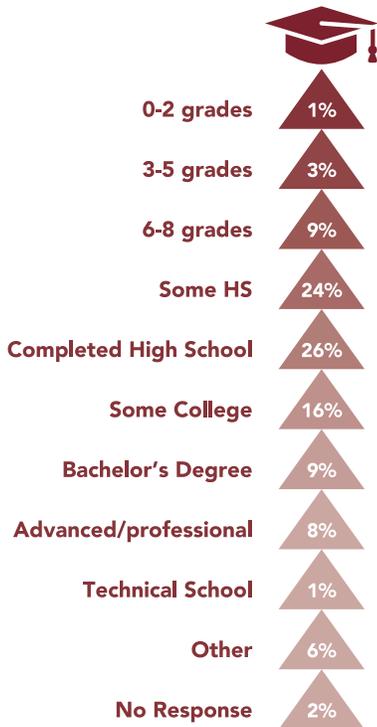
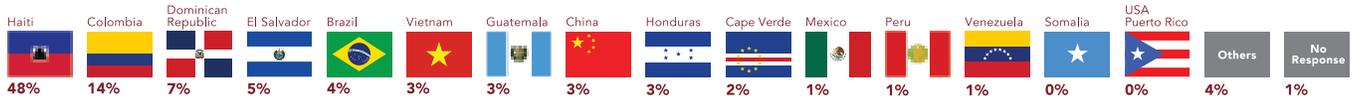
East Boston Harborside Community School, *East Boston*

Gardner Pilot Academy Adult Education Program, *Allston-Brighton*

YMCA of Greater Boston, International Learning Center, *Boston*

Impact by the Numbers

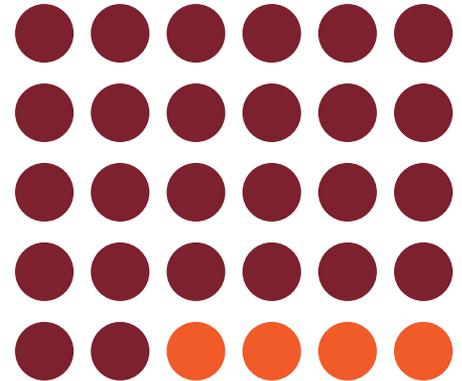
| Student Origins



2417
Students Served

102
Classes
Citywide across English levels

65%
Significant English learning gains



1196 Individuals preparing for careers pathways

166 Parents learning English to support children's academic success

216
Jobseekers had mock Interview

30
Trainings Offered

165
Volunteers



were trained and placed across **13 ENB sites**; served **874 students** via online or in-person classes, conversation groups, 1-on-1 English practice, and citizenship preparation.

Stories of Impact

| First cohort of 17 new ESOL teachers celebrated

In June 2024, ENB celebrated 17 new ESOL teachers – all immigrants and many who are former ESOL students. The outstanding group was recognized for completing ENB’s ‘Best Practices in Teaching English to Speakers of Other Languages’ program – the first cohort to complete this training, offered through a partnership with Massachusetts Department of Elementary and Secondary Education. The program is designed to help address a teacher shortage, and to increase cultural competency in the field.

Many of the graduates have secured teaching positions at ESOL programs across the state, reaching back to assist newcomers on the same journey they followed, learning English.

The celebration was held in conjunction with ENB’s Language of Food event. It featured Wyvonne Stevens-Carter, adult education state director of the MA Department of Elementary and Secondary Education, who welcomed the new teachers into the ESOL field, and presented them with certificates to a standing ovation.

ENB echoes this applause, congratulating all attendees, participants, and donors for supporting ENB and efforts to strengthen the ESOL field in Massachusetts.



“The success of this TESOL training initiative is a testament to the commitment of our graduates and the importance of adult education in our state.”

- Wyvonne Stevens-Carter

Associate Commissioner Adult and Community Learning Services, MA Department of Elementary and Secondary Education

Stories of Impact

| English works for Newly Arrived Immigrants

English Works for Newly Arrived Immigrants was an ENB program that helped prepare individuals residing in emergency shelters to become self-sufficient and fill our labor market's critical roles.

'English Works' was a pilot through partnership between ENB and the Massachusetts Office for Refugees and Immigrants, offering a new model for English and workforce readiness, while also easing our crowded shelter system.

ENB launched the model at 14 emergency assistance shelter sites spanning from Lowell to Kingston, and Dedham to West Springfield. Chromebooks were provided to participants to help them learn English and digital skills through a hybrid of in-person and self-guided online lessons. The expert-led program served a total of 1,400 newcomers across 15 sites during its initial phase.

ENB's classes have already unlocked opportunities for students like Floriane, a recent Haitian immigrant who landed a job at a corporate distribution center in Methuen.

Floriane said she had no problem understanding the job description and filling out the application after learning the digital and English language skills through ENB's courses. She says she's now ready to apply for an apartment and study for a career as a home health aide.

News coverage of 'English Works' included a **major feature on Telemundo New England**, which called the program, "Incredible." Additional media stories about the project can be found **here**.



Click
to play

In memoriam of
SUSAN KLAW

Creator of 'ESOL for Parents'



May 1949 - Dec. 2023

Susan Klaw was an award-winning adult educator who welcomed immigrants in English classes and programs she helped build from the ground up.

In 2011 Susan joined ENB to develop a curriculum to help parents learn English and have a voice in their children's education. The result was Susan's 21-unit ESOL for Parents and Caregivers Curriculum.

Currently, the curriculum is used in ENB program sites as well as other adult English learning programs across Massachusetts and the nation.

Susan's classes were lively and engaging, with the only problem being that students never wanted to leave. She gave outsized attention to parents whose children had special needs, empowering them to navigate the complexities of school services. She also organized to take their children on trips to the Harbor Islands, Boston Children's Museum and to performances of The Nutcracker during the holidays.

Many of the children of Susan's students went on to college and some ended up working in the State House. During ENB's 20th Anniversary 'Raising our Voices' gala, Susan was presented by Councilor Julia Mejia with the "Parent Education Visionary Award," on behalf of the City of Boston. Susan will be missed deeply by ENB and all of the families she worked with over the years in her unique classes.





Raising Our Voices Honors Change Agents, Rising Stars

On October 31, 2023, ENB marked its 10th annual 'Raising Our Voices' breakfast. The festivities commenced with a warm video welcome from Governor Maura Healey.

"For immigrants making Massachusetts their home, ESOL classes are a lifeline," said Governor Healey. "At English for New Bostonians, you get this. You're not just helping people learn a language, you are opening up doors of possibility for so many. As a global humanitarian crisis brings an unprecedented number of families to our state I am so deeply grateful for your work."

At the celebration, ENB was honored to present the awards to:

Jude Charles
Rising Star Graduate Award

Nicole Albert
Agent of Change Award

Dr. Geralde Gabeau
Agent of Change Award

JD Chesloff accepting for the
Massachusetts Business Roundtable
English Works Business Leadership Award

We are grateful for our awardees who engaged in a compelling panel discussion on untapped immigrant talents and how we can help raise their voices. The panel was joined by special guest Ronnie Millar from the Massachusetts Office for Refugees and Immigrants.





Statewide Convening on Providing English Language Learning Opportunities to Newly Arrived Migrants

In December 2023, ENB hosted a state-wide convening of ESOL providers and allies to discuss the influx of newly-arrived immigrants to Massachusetts and the need to coordinate services. Over 100 providers responded to our invitation, seeking information, coordination, and best practices for offering English instruction to such large numbers of students in the shelter context.

A panel of state and non-profit leaders shared information and tangible ideas to ensure that migrants' ESOL needs were met at this critical time. The group also shared strategies for schools to educate children of migrants who may be apprehended by ICE for deportation. The panel agreed that 'Know Your Rights' drills and additional mental health services are necessary, and agreed to help implement them alongside our fellow education providers.

Following the success of the initial discussion, ENB has led additional convenings to help coordinate services and press for additional resources and planning statewide.



Immigrant Small Business Pitch Event Sparks Entrepreneurial Spirit

ENB's 2024 'Immigrant Small Business Pitch' event provided a transformative experience for entrepreneurs seeking to grow their markets and their businesses.

This one-of-a-kind event not only provided a stage for immigrant business owners to showcase their innovative ideas, it also celebrated diverse and inspiring stories of success.

Held at Northeastern University, the event was emceed by J.C. Morales, founder and managing partner at Surfside Capital Advisors, and judged by leaders in the corporate, financial and government sectors, including **Yvonne Hao**, Secretary of the Massachusetts Executive Office of Economic Development.

More than 100 people in attendance witnessed six contestants from ENB-funded, English for Immigrant Entrepreneurs classes pitch their businesses and compete for prizes ranging from \$1,000 - \$3,000.

Congratulations to the winners and all who competed!





5th Annual Language of Food Held in Boston's Seaport

On June 5, 2024, ENB held its fifth annual Language of Food event, an awe-inspiring experience for all in attendance at the Exchange Conference Center in Boston's Seaport District.

Guests heard from Roberto Santos, cook supervisor at Volante Farms in Needham, who has personally witnessed the transformative power of our English classes in his kitchen. Santos said he is proud of the cooks he oversees as they evolved from not knowing how to read recipes, to being able to read with confidence while communicating effectively with their managers.

Cristina Aguilera Sandoval, executive director of the Massachusetts Office for Refugees and Immigrants, who is leading the state's efforts to serve and integrate thousands of newly arrived immigrants to the Commonwealth, underscored ENB's success in potential to fulfill workforce demands in the restaurant and food industry across Massachusetts. "The intention behind all of this is humanity," she said.



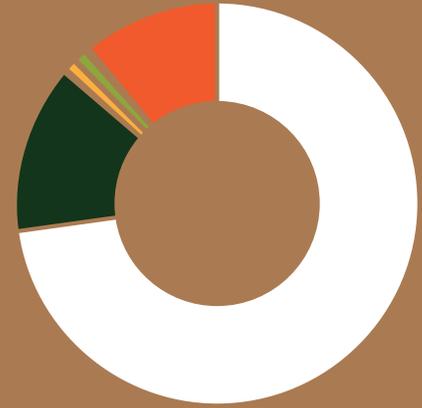
Financials

Fiscal Year 2024 (July 2023-June 2024)

REVENUE & SUPPORT

- Contributions, Gifts & Grants, Special Events
\$3,833,957 (72.8%)*
- Program & Services Fees
\$762,122 (14.5%)
- English Works Business Council
\$24,600 (0.5%)
- In-Kind Contributions
\$9,700 (0.2%)
- Net Assets released from restrictions
\$624,167 (12%)

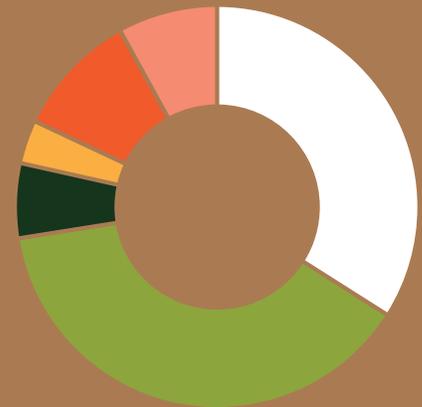
* Includes a one-time major gift from The MacKenzie Scott Yield Giving Fund, to be spread out over multiple years for organizational investments.



Total revenue
\$5,254,546

EXPENSES

- Grantmaking
\$1,205,851 (34%)
- ESOL Programs & Services
\$1,366,989 (38.5%)
- Capacity Building
\$203,773 (6%)
- Communications & Public Education
\$123,283 (3.5%)
- General Operating/Finance
\$373,597 (10%)
- Fundraising & Development
\$273,514 (8%)



Total expenses
\$3,547,007

Total Program Service
\$2,899,896
82%

Thank You to Our Supporters

ENB is honored to recognize individuals, families, corporations and foundations whose generous donations help to make our work possible. The following list reflects donations received between July 1, 2023 and June 30, 2024. We thank you all for your investment in our work.

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Boston Impact Initiative
Catholic Charities North
Coalition for Humane Immigrant Rights (CHIRLA)
Commonwealth Kitchen
Massachusetts AFL-CIO
Massachusetts Broadband Institute
Massachusetts Business Roundtable

Social Innovation Forum, Inc.
United Way of Massachusetts Bay and Merrimack Valley

State & Local Government

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City of Boston Neighborhood Jobs Trust
Commonwealth Corporation
Massachusetts Dept. of Elementary and Secondary Education
Massachusetts Exec. Office of Economic Development - Urban Agenda
Massachusetts Migrant Family Relief Fund
Massachusetts Office of Refugees & Immigrants
Mayor's Office for Immigrant Advancement

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