

Immigrant Family Services Institute



FOUNDED: 2015

CURRENT ORGANIZATION BUDGET: \$1.6M

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The Immigrant Family Services Institute's (IFSI) mission is to reduce barriers and offer support to Caribbean immigrants. IFSI provides direct service, referrals, education, and leadership development in order to facilitate successful cultural, social, and economic integration of their program participants into the U.S.

IFSI first began serving Boston's Haitian immigrants. With limited resources in their homeland, experiencing tragic earthquakes and hurricanes, the rapid growth of Boston's Haitian community highlighted the need for comprehensive services.

As IFSI grew, it welcomed recent immigrants from the Dominican Republic. Dominicans are the largest Spanish-speaking group in Boston. Caribbean immigrants often work in low-paying, part-time jobs. Unemployment and underemployment are high. Many families live at or below the Federal Poverty Level, which is \$26,200 for a family of four.

The challenges faced by the Caribbean community are magnified by crippling racism and discrimination because of their Black African descent and limited English language fluency. IFSI was founded to address these challenges.

Investment Opportunity

IFSI's vision for continued growth to meet community needs culminates in the creation of a community center – a facility to welcome its growing constituency where services and programs will be offered. An investment of \$1.4 million will help IFSI create a robust infrastructure, including recruiting a talented team, instituting appropriate technology, and building out a community center to serve Boston's Caribbean immigrant community in a welcoming, comprehensive, and sustainable way.

Two-Year Goals

- Double the number of children and youth served in after-school and summer programs
- Increase math and English scores by 25% to improve student academic success
- Double workforce training for adults
- Launch the project One Stop Navigator mobile app in multiple languages
- Strengthen infrastructure to ensure success by hiring seasoned professionals

Ways to Invest

FINANCIAL

- \$625,000 funds senior level staff of administrators and programs managers
- \$50,000 funds development of the One Stop Navigator App in multiple languages
- \$15,000 funds stipends for 10 youth leaders

IN-KIND

- Identify and recruit bilingual teachers for academic programs, enrichment classes, and STEAM programs
- Laptops for clients and musical instruments for music programs
- Identify and recruit experienced nonprofit board members

Leadership & Governance

Dr. Geralde Gabeau, IFSI founder and Executive Director, has extensive experience working on public health initiatives, particularly those addressing women and children's health, both in the United States and in Haiti. Her talent for team building brings people together to address the needs of children and families in local communities. Since 2003, she has played various leadership roles in the Haitian community in Boston and beyond.

IFSI is served by a diverse group of seven board members of educators, bankers and entrepreneurs, who are committed to helping immigrants achieve success.

IFSI'S MODEL



IFSI is unique in that it maintains its identity as a one-stop center, which embraces the entire immigrant family through a village model.

IFSI stands on three important pillars, **Education**, **Advocacy**, and **Integration**. IFSI believes that providing support in these key areas will help to accelerate the time that it takes for any immigrant family to be fully integrated into the fabric of the United States.

“

They share my vision for my daughter. IFSI can help me too. They can connect me, guide me with resources, and give me referrals.

”

JEAN EDDY MAGLOIRE,

Parent



- **Education:** PLUS+ programs initially focus on ensuring that children succeed in and out of school, academically and socio-emotionally. During COVID-19, IFSI launched and rapidly expanded adult education programs.
- **Advocacy:** By advocating for changes in public policy, IFSI helps create a path to citizenship for its program participants, such as securing Temporary Protected Status (TPS) extensions for 4,000 families. By leading rallies and collaborating in joint policy working sessions, IFSI advocated for the Governor's support for TPS extension. IFSI, allies, and partners won two TPS extensions. IFSI assists individuals with submission of TPS renewal applications and has obtained immigration fee waivers for families. Additionally, the organization continues to provide legal and translation services.
- **Integration:** IFSI establishes strategic alliances with various institutions and agencies interested in meeting the needs of immigrants, including independent schools, volunteer groups, universities, hospitals, churches, various immigrant groups, policy makers, and other key organizations in the Commonwealth. The alliances facilitate and support the successful transition of immigrant families into the US, through networking, support services, referrals, education, advocacy, and leadership training. Integration is IFSI's goal and mission.

Ultimately, IFSI's work is focused on expediting the successful integration of recent immigrants into the social and economic fabric of the United States with justice and dignity.

“

IFSI has been helping me academically with my homework. IFSI is fun because it helps kids grow. I think it's a great program!

”

PLUS+ Program Student



PLUS+ AFTER-SCHOOL PROGRAM

The US has always depended on the contributions of immigrants. Unfortunately, it usually takes immigrants a very long time to become fully integrated both socially and economically, which results in “brain waste” of professionals, underemployment, and academic challenges for children, youth, and adults. IFSI supports immigrant families to reach their full potential. Most often, they come to the organization through the cornerstone program, PLUS+ After-School and Summer Programs for children.

Many families are then introduced to comprehensive services and resources for adults that include instruction in English, computer skills, and workforce skills to help them obtain sustainable employment. Offered in their own language, *One Stop Navigator* is an IFSI program that brings all information together to connect immigrants to social services, legal assistance, and other resources they would otherwise struggle to locate and access.

Immigrants are challenged by adverse public policies that impact their ability to remain in their homes, launch successful businesses, and raise families. In the IFSI village, comprehensive support systems for immigrant families move them closer to realizing their American dreams. Together with allies and partners, IFSI advocates for lasting change.

FINANCIAL SUSTAINABILITY

The Immigrant Family Services Institute is expanding its reach and programming. While most of the organizational funding comes from grants, IFSI seeks to diversify its revenue sources in the upcoming years. In 2021, the organization aims to build its capacity with a larger senior management team and additional board members in order to achieve program expansion.

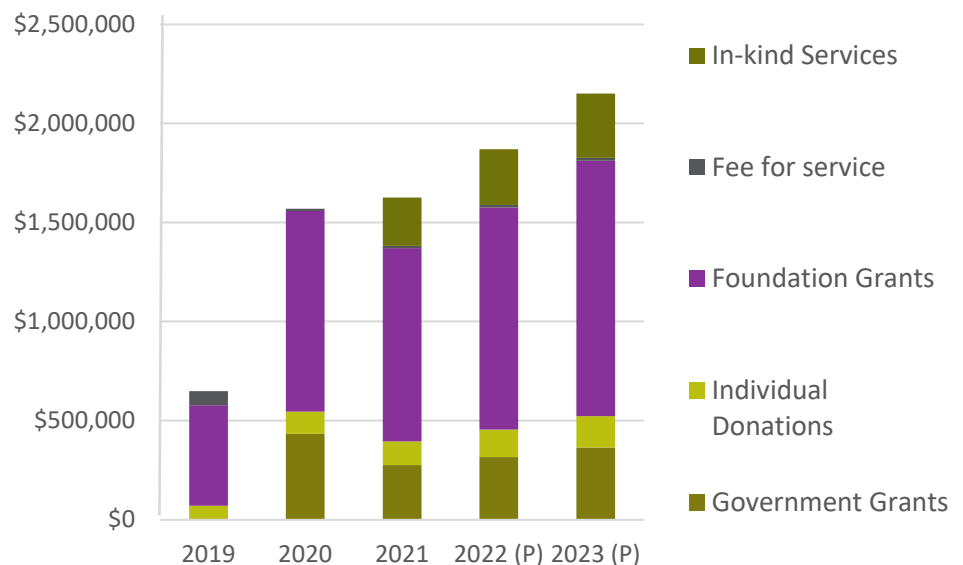
Key Investors

- AMERICAN HEART ASSOCIATION
- KELLER BOONSHOFT FUND
- LIBERTY MUTUAL
- THE BOSTON FOUNDATION
- THE SCARLET FEATHER FUND
- WELLINGTON MANAGEMENT

Partners

- ASIAN AMERICAN CIVIC ASSOCIATION
- BOSTON PUBLIC SCHOOLS
- BOSTON AFTER SCHOOL AND BEYOND
- CITY OF BOSTON – MAYOR’S OFFICE FOR IMMIGRANT ADVANCEMENT
- MASS. IMMIGRANT COLLABORATIVE

Revenue by Source



Success Story: Allen Paul

Allen Paul made history as the first football player from Roxbury Prep to earn a scholarship to Georgetown University.

IFSI has been Allen's home for the past five years. He has spent most of his after-school time, and often weekends, at IFSI, where he received academic support and access to various enrichment activities. Allen embraced learning multiple musical instruments and played the saxophone in the IFSI jazz ensemble.

IFSI understands that keeping children, like Allen and his siblings, off the streets and on the path to success is just as much about mentorship, peer support, and trusting relationships as it is about fun and academic success. Allen also understood this and became one of IFSI's top youth leaders, sharing his experiences with younger siblings and helping the older generations in his family navigate life in the US. "I learned to be a hard and disciplined worker at IFSI. I found my family at IFSI."



PROGRAM PERFORMANCE AND ORGANIZATIONAL HEALTH

Below is a summary of the key measures that IFSI will track to demonstrate progress, create internal accountability, incorporate lessons learned, and adjust strategy as necessary.

	FY 2021	FY 2022 (P)	FY 2023 (P)
PROGRAM PERFORMANCE			
PLUS+ Programs students served	468	735	930
Number of students with academic gains in English & math with a 25%+ improvement over 6 months	156	266	297
Adults served in educational courses	150	200	500
Number of school program partners	5	10	12
Adult & child education program retention rate	90%	92%	95%
ORGANIZATIONAL HEALTH/CAPACITY-BUILDING			
Number of staff members	10	15	20
Number of volunteers	245	281	323
Number of board members	7	9	12
Total Revenue	\$750K	\$1.6M	\$1.87M

SOCIAL IMPACT

The success of IFSI's model during the COVID-19 pandemic demonstrates the organization's commitment to the success of families. IFSI was able to holistically serve over 300 students and 150 adults, providing access to technology and internet, and academic and enrichment resources, which resulted in students exceeding benchmarks for youth participation and academic success.

Moving forward, IFSI hopes to continue to support hybrid and unfinished learning by improving access to technology, increasing Zoom literacy, and self-perceived self-efficacy in children, adults, and families.

Below is the summary of the social impact that IFSI aspires to in the next two years.

INDICATOR	2022 & 2023
Adults moved from level 1 to level 3 competency in English	280
Adults in job training programs with completed resumes	112
Number of adult education courses	20
Number of satellite sites to serve clients	3
Clients served through legal support services	125