



*good things come in steps*

العافية دراجات

los logros vienen páso a páso

**Annual Report**

**2022**





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# Executive Summary

Havenly's mission is to build the community power of refugee and immigrant women, and the strength and influence shown by our community throughout 2022 shows that we have achieved our goal. This year Havenly has seen its greatest financial, programmatic, and organizational successes to date - none of which would have been possible without the unwavering support, guidance, and passion of our community. We are endlessly grateful for the trust that you have placed in us over the past four years, and we look forward to celebrating goals met and developing new milestones together.

This year, Havenly took its last step towards transforming from a start-up to **an established non-profit with a verifiable and sustainable impact** on refugee and immigrant groups in Connecticut. We successfully transitioned into a team of 3 Co-Executive Directors, each guiding a distinct pillar of the organization. We have finalized our fellowship model through conscious reporting and alumni feedback, and we have achieved financial stability through our sales model, donations, and grant funding.

With the departure of our Co-Founder and Executive Director Caterina Passoni, we underwent a massive leadership change, one that was met by staff and fellows with patience and grace. We welcomed three new team members to the Havenly family: Jane Dowd, the Co-Executive Director for Development, Nusaibah Shatta, the Fellowship Director, and Dina Tareq, the Sales Director. With our new hires came the opportunity to redevelop and focus our processes of collaboration, democratic discussion, and inclusive decision-making. We centered Havenly's mission in restructuring of our internal leadership and rose to meet each challenge the transition brought with the thoughtful, community-minded approach that is so central to our ethos.

Despite being in a year of transition, our programming capabilities **more than doubled**, allowing us to reach our initial goal of 15 women per cohort. In 2021 we worked with 15 women across two cohorts, and in 2022 we welcomed an additional 30 women in Cohorts 5 and 6. As our cohort size and alumni network continues to grow, so has the power and influence of our community. The Sisters in Diaspora, an organizing collective founded by Havenly alumni, spent the year developing their mission and were crucial participants in city-wide coalitions organizing around housing justice in New Haven.

Havenly has also achieved a vital financial goal this year, and has become financially sustainable. Our cafe sales, catering, and gift sales increased by almost 50%, **and the Havenly Fellowship has secure financing for the next 3 years**, allowing us to expand our programming and develop new fellowships. We know that support for Havenly comes in many different forms, from sponsoring a fellow, to sharing a meal in our café with a friend, to spreading the word about us online. The financial growth we have achieved over this year is in direct response to the various ways that our community has shown that they support our mission and that they enjoy our food.

In recognizing the successes of our programming and our financial growth, we must also acknowledge how the immigration landscape in the United States continues to be **restrictive, racist, and outdated**. In 2022, the United States admitted only 25,465 refugees, using only 20% of 125,000 federally allocated refugee spots. Over 20% of all asylum applications in the world came to the United States in 2022, but our approval rate was only 14%. Even more jarring, were these statistics to break down approval rates by sex, gender, or country of origin, we would see that women of color from the Middle East, Africa, and Latin America face compounding marginalization and are overtly discriminated against in our immigration systems. As international crises and the number of displaced people in the world continue to grow, supportive services for refugees have not grown in tandem.

To us at Havenly, a “refugee” includes anyone who has come to the US in search of refuge - whether they are legally defined as a refugee, asylum seeker, remain undocumented, or have a different immigration status. The need for our training and support services for these populations remains as crucial as ever. Havenly’s response to the discrimination faced by and needs within the refugee community is to double-down on our efforts to build their community power, developing innovative ways to provide people the tools and support to change the material conditions of their own lives. Over the next three years and beyond, we will grow to work with at least 120 new fellows across 3 annual fellowship cohorts while also launching a new program, the Career Bridges Fellowship, aimed at women with work and education experience in their own countries.

Havenly’s transformation throughout 2022 would not have been possible without our community partners, donors, and funders. Our plans to develop more independent, powerful community leaders in 2023 will also depend on your continued support. On behalf of Havenly’s fellows, staff, and board of directors, we thank you for believing in our mission and staying with us as we have grown to this point of sustainability. We commit to continue to amplify and grow our mission.

**With love and solidarity,**



Camila Guiza-Chavez  
Co-Executive Director  
Mission

Jane Dowd  
Co-Executive Director  
Development

Nida Abbas  
Co-Executive Director  
Operations

# Impact to Date



of graduates have found  
secure employment

**35**

refugee and  
immigrant  
women trained

**350**

individuals  
impacted

**\$746,450**

of wealth generated  
for refugee and  
immigrant families

**\$16.50**

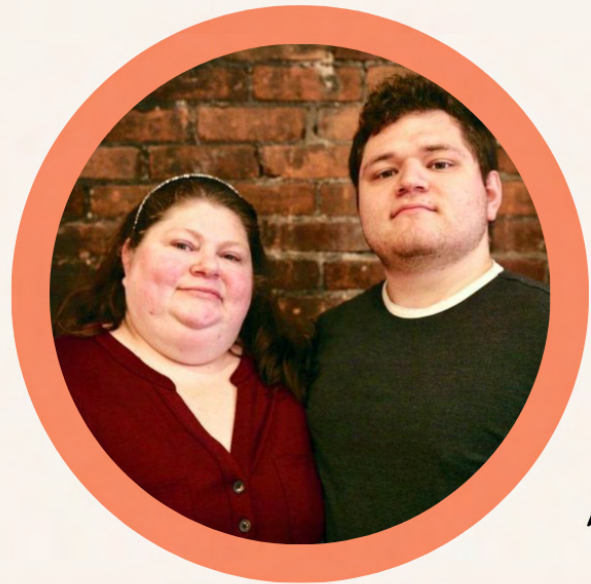
average hourly  
wage for  
graduates



# Alumni Stories

95%

of graduates remain engaged with Havenly's alumni network, social events, organizing, and mutual aid



**Cohort 4 alum, Sandra, and her son graduated from Collab in 2022 started their own business!**

*"La Cocina de Sandra seeks to deliver artisan, Guatemalan influenced dishes to the Greater New Haven Area, from our table to yours."*

Follow Sandra at  
<https://www.lacocinadesandrallc.com/>  
[@lacocinadesandrallc](#)



Siham, graduate of Cohort 2, started working less than part-time at Sodexo with University of New Haven in 2021 and now works full-time and makes **over \$21 an hour!**



**Maria graduated with Cohort 3 in 2020 and has since graduated from Collab, opened her own food truck on Grove Street, and has been featured in articles in the New Haven Register, New Haven Arts Council, and more!**

Follow Maria at  
<https://alegria-cafe.square.site/>  
[@alegriacafe\\_nh](#)

# Programming: Fellowship

**In 2022, Havenly welcomed and supported 30 new fellows across Cohort 5 and Cohort 6.**

**Cohort 4:** 100% of Cohort 4, composed of 9 women from Sudan, Syria, Ecuador, and Guatemala, graduated in February of 2022. 8 out of the 9 women are employed, earning an average of \$17 an hour, and one Fellow successfully launching her own food business.

**Cohort 5:** In June of 2022 we welcomed our largest and most diverse cohort to date. Cohort 5 is composed of **15 women from 7 different countries, and we offered our programming in 4 languages.** These fellows came from Sudan, Syria, Ethiopia, Afghanistan, Mexico, Morocco, and Guatemala and worked together across English, Arabic, Spanish, and Farsi interpretation. 12 of these 15 graduated in December of 2022 and are well-positioned to transition into long-term employment or continuing education.

**Cohort 6:** Cohort 6 began the educational portion of our programming in October of 2022 and are set to graduate in April of next year. This next group of **15 future leaders come from 8 distinct countries and are working together in 6 languages,** already forming friendships through shared learning, dance, and laughter.





# Fellowship Curriculum

**In 2022 we have maintained our dedication to a holistic approach towards the education and wellness of refugee and immigrant women.**

We continue to provide courses teaching:

- Food Safety Certification (ServSafe);
- Computer literacy;
- Financial literacy;
- Our in-house English curriculum; and
- Job readiness training.

**In addition to the courses offered in our first three cohorts, in 2022 we have been able to include self- and community-advocacy workshops as well as mental and physical wellness courses.**

We have partnered with New Haven Legal Aid to provide workshops addressing:

- Housing Rights in CT/US;
- Labor Rights in CT/US;
- Immigrant rights in CT/US; and
- Other communities fighting for rights in New Haven.

**We have worked with art therapists, a domestic violence advocate (from our own fellowship!), and local wellness educators to educate our cohorts and address the mental health needs of our fellows. We have also partnered with Breathing Room Yoga and Elm City Dance to provide yoga and dance workshops, which have quickly become every fellows' favorite classes.**



# The Fellows

## Cohort 4



**Aisha, Sudan**  
Employed at Yale New Haven Hospital



**Badria, Sudan**  
Employed at Yale New Haven Hospital



**Jenny, Ecuador**  
Employed as Accountant



**Hena, Syria**



**Sandra, Guatemala**  
Self-Employed  
Business Owner



**Cena, Sudan**  
Employed at Yale New Haven Hospital



**Hawaya, Sudan**  
Employed with Sodexo at Southern CT University



**Amna, Sudan**  
Employed at the University of New Haven



**Maria, Guatemala**



**Cohort 4 Graduated on February 20th, 2022**

# The Fellows

## Cohort 5



Munira, Ethiopia



Ana, Mexico



Sima, Afghanistan



Entisar, Sudan



Denisse, Mexico



Tahani, Sudan



Kawthar, Syria



Samira, Sudan



Safaa, Syria



Entisar, Sudan



Adila, Afghanistan



Raneem, Syria



Silvia, Guatemala



Maricela, Mexico



Assia, Morocco

# Snapshots of Cohort 5

“

Right now I think the strongest plan is trusting in myself, and I think that means constructing things without as many limitations. Part of that commitment to believe in your dreams is what I learned in Havenly - that I can really allow myself to think about what I want to do.



**Denisse**



**Sima**

“

We all communicate with each other even though the class speaks about four different languages.

We find our ways to communicate beyond languages - for example, Kawthar is my best friend and we don't share a language but we found a way to form this friendship. Every memory at Havenly is special, and I will never forget my time here.

# Snapshots of Cohort 5

“

Today I am a full time employee, with a lot of friends, working in a space that I love and enjoy. Now I know the area, I know the street names, and I know how to get around using public transportation. Havenly is like my family's house, the place that I learn a new thing everyday



**Ibtissam**



**Entisar**

“

I joined this program because I wanted to improve myself and learn from people different from me, learn different things. When I see people working with me and they make a mistake I want to help them. I feel like this is a group project.

# Programming: The Sisters in Diaspora

This year, Havenly alumni, along with staff and other community members, came together to start the Sisters in Diaspora Collective. They have worked tirelessly throughout 2022 to help lead a campaign for housing justice in New Haven.

The City of New Haven received \$115 million from the American Rescue Plan (ARPA) intended to provide immediate relief to families and struggling communities during the Covid-19 crisis. The Sisters in Diaspora campaigned for over a year to push the City to invest \$50.5 million to be invested in:

- 1** creating new affordable housing units, either by buying properties currently owned by corporate landlords or by rehabilitating currently vacant city-owned buildings; and
- 2** providing \$12 million in rent relief for the thousands of families on the waiting list for Section 8 and other public housing programs.



## Community partners in this campaign

*CT Party for Socialism and Liberation*

*CT Democratic Socialists of America*

*Semilla Collective*

*New Haven Housing Fund*

*Room for All Coalition (New Haven Legal Assistance Association, Mothers and Others for Justice, Dixwell Community Management Team, New Haven Rising)*

**54%**

of New Haven residents spend more than 30% of their income on rent

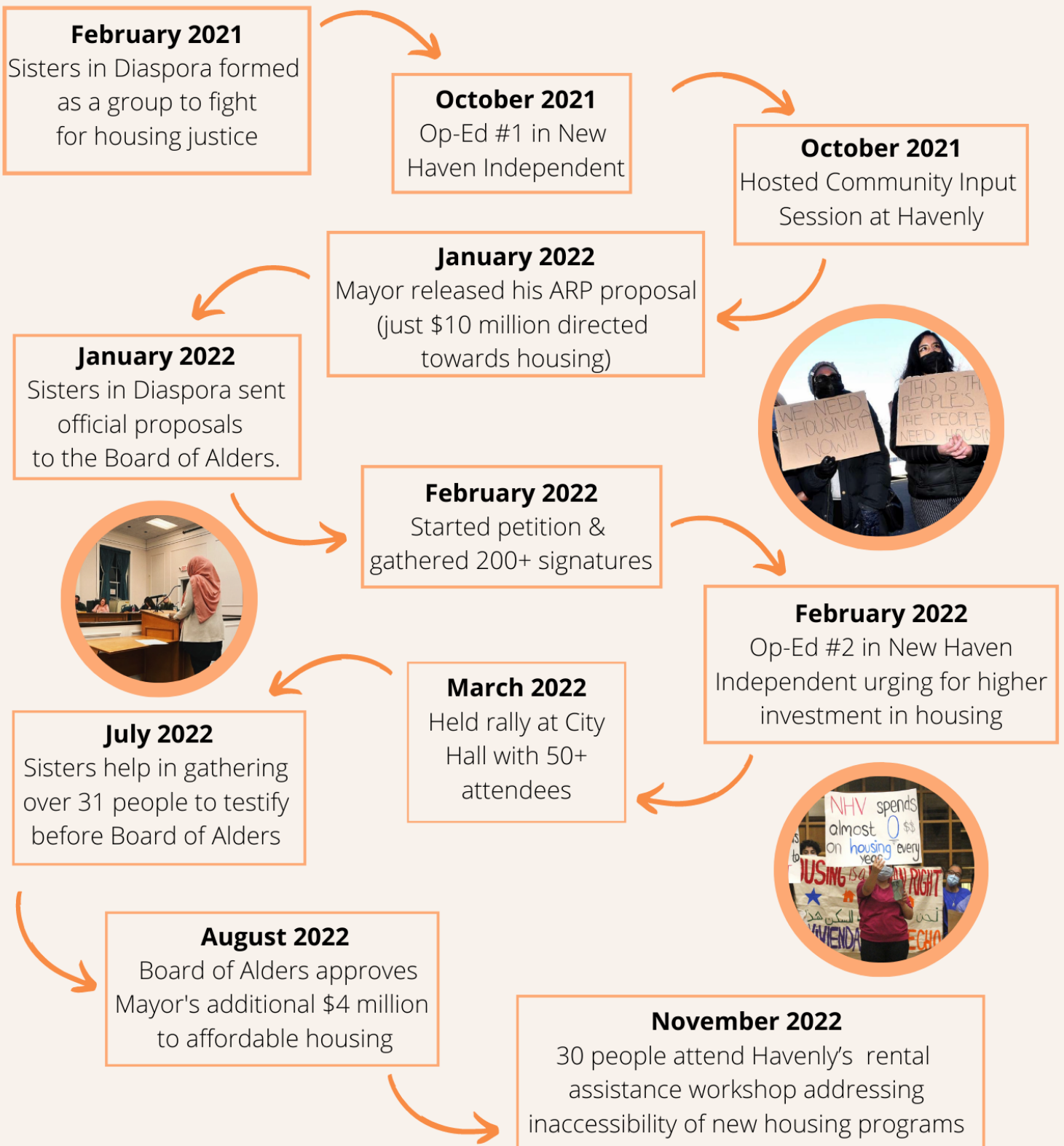
**400+**

people in New Haven who are homeless and live on the street.



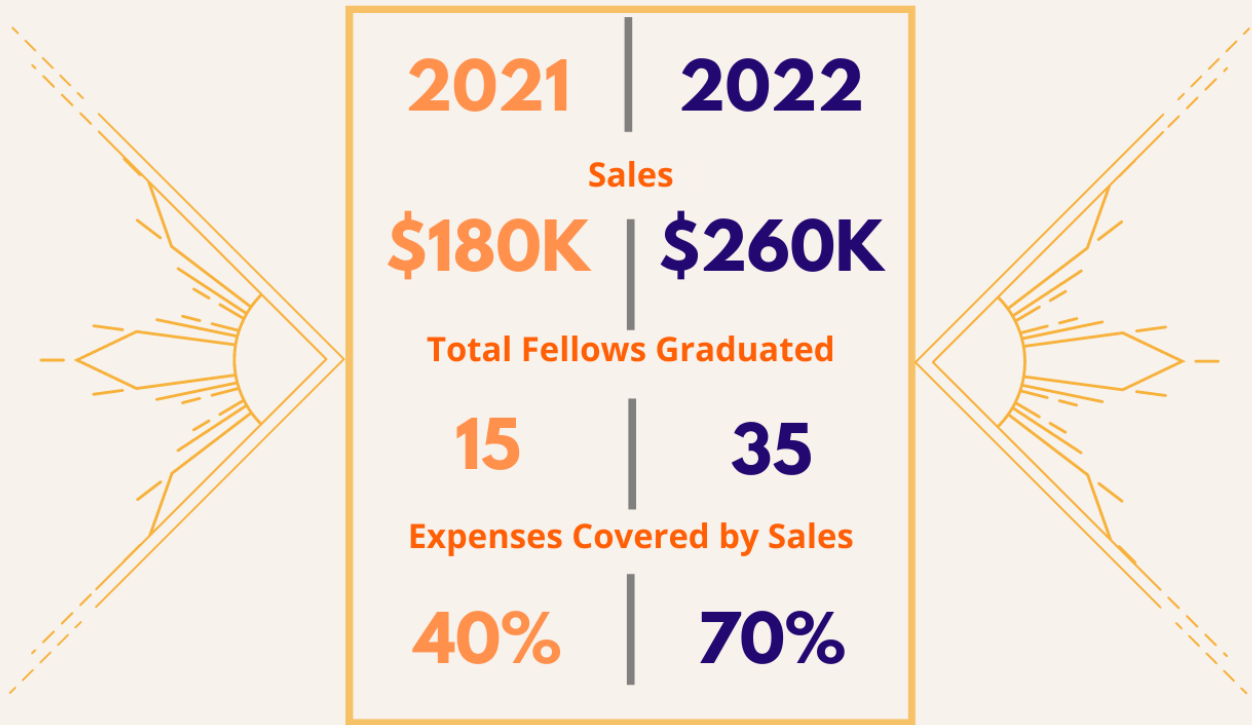
NEW HAVEN  
LEGAL  
ASSISTANCE  
ASSOCIATION, INC.

# Campaign Timeline & Achievements

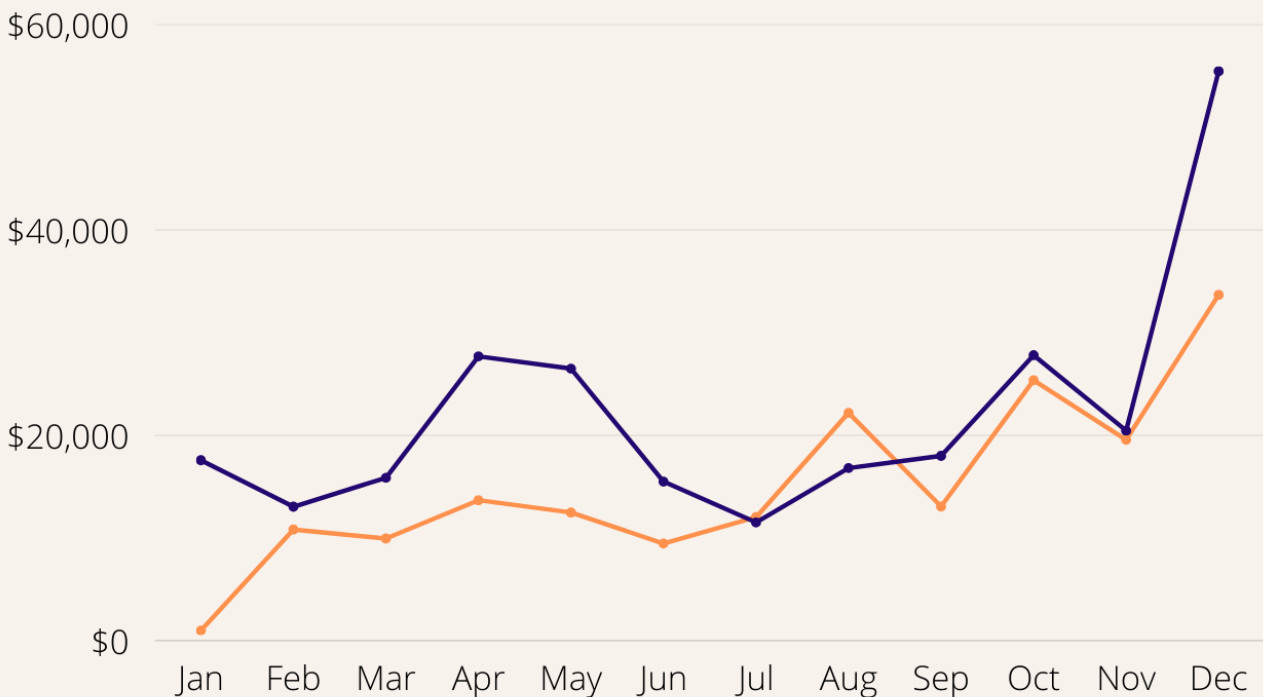


# Financials: Sales

Havenly's cafe, catering, and gift sales boomed in 2022, growing by 45% overall. This increase is thanks in large part to lightening of covid restrictions and an increase in consistent catering orders.



● 2021 Sales ● 2022 Sales





# Financials: Expenses

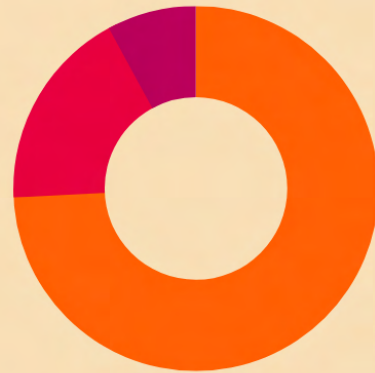
## 2022

This year, Havenly raised \$360,000 from over 335 unique donors and 9 local and national foundations.

- 74.2% of all donations directly fund our programming;
- 7.9% are dedicated to overhead costs, compared with 12.5% in 2021; and
- 64% of all program costs go to fellow stipends.

Overhead  
7.9%

Development  
17.9%



Program  
74.2%

## Looking Ahead

In the final quarter of 2022, Havenly won its first federal grant funding through the Office of Workforce Strategy's Career ConneCT Initiative, allowing us to expand our cohort sizes and frequency from 2023 through 2025. **This funding will fully support 80% of our kitchen Fellowship participants, totaling 120 new graduates over 8 cohorts.**

We are beyond thrilled to have the opportunity to grow our Fellowship, and we can't wait to share the successes of our increased programming in 2023 and beyond!



# Leadership Updates

In 2021 we committed to adopting a model of shared leadership. This year, we accomplished that goal. In 2022 Havenly was led by a team of 3 Co-Executive Directors that worked collaboratively to set strategy, define the culture of the organization, and to represent Havenly publicly.



**Nida Abbas**  
**Co-Executive Director**  
**Operations**  
**Co-Founder of Havenly**

*Nida oversees the day-to-day management of the organization and plans for its long-term growth.*



**Camila Guiza-Chavez**  
**Co-Executive Director**  
**Mission & Impact**

*Camila ensures that Havenly is fulfilling its mission through its various programs and activities.*



**Jane Dowd**  
**Co-Executive Director**  
**Development**

*Jane ensure that the organization is financially sustainable in the long-term.*

**In addition to our new Co-Executive Director for Development, this year we welcomed a Sales Director and a Fellowship Director to the Havenly team.**



*Nusaibah Shatta*  
*Fellowship Director*



*Dina Tareq*  
*Sales Director*

# Staff Development

**We are thrilled to announce that two of our new staff additions have been accepted into prestigious development programs in 2023!**



Jane Dowd was selected to participate in the RedF Accelerator from January 2023 through May 2023.

This is a unique program designed specifically for the leaders of employment social enterprise. Described as a “mini-MBA,” the REDF Accelerator is a five-month, hands-on program designed to equip social enterprise leaders with the connections, skills, and tools to grow their enterprises and increase the number of meaningful jobs they create.

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Dina Tareq was selected to participate in the Community Foundation for Greater New Haven's Cohort of the Nonprofit Management Program for Emerging Leaders of Color from November 2022 through November 2023 .

Created in partnership with the University of Connecticut, the program offers a pipeline for new, more diverse leadership in the Greater New Haven nonprofit community. The lessonS includes topics on racial equity and system change, governance, leading and cultivating strategic partnerships, community engagement, strategic planning, budgeting, evaluation, advocacy, fundraising and communications.



# Leadership Update: Caterina Passoni's Farewell

Dear Havenly Community,

After four years of growing and dreaming up Havenly, my time as Executive Director has come to an end. As of July 2022, I have shifted to a role as Board Director, and a new team of three Co-Directors - Camila Guiza-Chavez, Nieda Abbas, and Jane Dowd - will be leading Havenly.

I am filled with gratitude for all that we have been able to accomplish, and with deep certainty that now is the time for a new leadership and season for Havenly. My transition marks a clear shift that we have been working on since the beginning - from an organization run by allies for refugees, to an organization run by immigrants and refugees for themselves. I am incredibly proud to be leaving Havenly to a staff that is 100% women, 100% multilingual, 90% BIPOC, and 60% from a refugee background. It is an honor to be joining a board and leadership team that includes graduates of our program and field experts, all dedicated to continuing to build an organization led by and for the community we serve.

I have always said that our role as members of the nonprofit world is "to make ourselves no longer needed" - both individually, and as organizations. Our goal, ultimately, is for the issues we are working on to no longer exist, and in the meantime, for those impacted by injustice to be fighting those issues for themselves.

In practice, this commitment has meant setting the foundations for me to no longer lead Havenly and for refugee and immigrant women to take over its leadership and strategic visioning. This has been a process of learning, but also of unlearning. Of unlearning savioristic behaviors and conceptions of leadership centered around whiteness and Western values. For example, I have had to shed the tendency to treat fellows as beneficiaries, people in need of help, in favor of ways of working that value partnership, collaboration, friendship and community. I have also learned to value consensus and conversation over speed, democracy over hierarchy, collaboration over individualism.

Since Havenly started, I have also learned to use my privilege to bring inaccessible opportunities and knowledge to refugee and immigrant women - whether that be business accelerators, interviews with newspapers, or conversations with politicians. Together, we have learned to prioritize bringing an interpreter to a meeting over getting it done immediately, to create spaces where everyone can participate across all levels of education, and to pause to ask whether I, or the others of us who are non-immigrant, should truly be making the final decision on a certain matter. Thank you for being on this journey with us.

My departure is an important step in this journey, and a bittersweet but significant moment of change. I am incredibly proud to be leaving my full-time job to a team of Co-Directors with a wealth of knowledge of and passion for the refugee and immigrant community in New Haven. Nieda will continue to drive the founding mission of Havenly with her managerial skill. Camila will bring her transformational leadership to all aspects of our mission. And Jane, our new Development Director, will bring her innovative and relationship-driven spirit to our community, and background in immigration policy and donor research to our team.

I am grateful to be leaving Havenly on solid financial and operational foundations, with the community support and financial backing it needs to continue providing job training and education to 15-fellow cohorts for years to come. Seeing the team welcome our first cohort of 15 fellows this month has been like watching a dream come true, and we have you all to thank for this being a possibility.

Lastly, I am thrilled to continue to work on a dream that has grown more than I could have ever imagined. Over the past four years, Havenly has become an organization dedicated not just to economic empowerment and job creation, but to building community power - the ability of communities impacted by injustice to lead and create their own movements for change. It is this transition that I am the most proud of, and that gives me deep certainty that our new team will bring true change and transformation to New Haven and beyond.

Havenly is not just about food (although Nieda's delicious dishes are already enough to write an entire essay about) It is about shifting power, both in society, and within our individual selves. It is about breaking down social and economic barriers that perpetuate inequality in immigrant communities, but also the psychological barriers - trauma, self-hatred, internalized racism and sexism... - that keep refugee and immigrant women in doubt, shame, and isolation. It is about turning those feelings into feelings of community, of power, of courage. During my time at Havenly, I have seen this shift come true again and again in each of the women we worked with. I have seen our programming go from food safety and culinary English to include art therapy, political education, and communal healing. I have seen fellows enter Havenly with no hope and leave having started a business. A housing campaign. A workplace with space for employees from all over the world.

I cannot wait to see the ways in which our new leadership will evolve our mission and push it further. This transition is one more step towards building power with refugee and immigrant women, and I am deeply, deeply grateful to each and every one of you who have believed in us, supported us, and made our dream come true. Havenly is our dream, and I will always be one of its biggest supporters and champions.



With much love and gratitude,

A handwritten signature in black ink, appearing to read 'Caterina'.

Caterina



# Acknowledgments & Thanks

## Our Leadership:

Samra Ali, Board Treasurer  
Barbara Bettigole, Board Secretary  
Stacy Downer, Board Director  
Jad Maayah, Board Director  
Aziza Mohammad, Board Director  
Kris Oser, Board Director  
Jodie Ousley, Board Chair  
Caterina Passoni, Board Director

Juan Dominguez, Food Comm.  
Sherif Sakr, Fundraising Comm.  
Kobra Rohoma, Fellowship Comm.  
Qusay Omran, Fellowship Comm.  
Ewurama Okai, Fellowship Comm.  
Ivette Ruiz, Fellowship Comm.  
Keren Salim, Organizing Comm.  
Siham Osman, Organizing Comm.  
Hala Ghali, Organizing Comm.

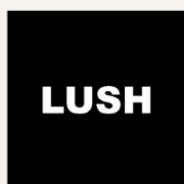
## Our Volunteers:

Nour Al Zouabi  
Zenaida Aguirre - Gutierrez  
Craig Birckhead-Morton  
Catherine Chantre-Hamadé  
Mary Cyriac  
Ruqaiyah Damrah  
Nandini Erodula  
Nuha Ibrahim  
Lin Kabachia  
Lama Khoury  
Yuka Matsubara  
Aziza Mohammad  
Jasselene Paz  
Jenny Tegegne

## Our Partners:

Breathing Room Yoga  
Collab New Haven  
Elm City Dance Collective  
Gateway Community College Great Center  
New Haven Education Center  
New Haven Financial Empowerment Center  
New Haven Legal Assistance Association  
Phyllis Bodell Childcare Center  
Room for All Coalition  
University of New Haven Dining  
Yale New Haven Hospital

# Acknowledgments & Thanks



## Our Supporters

Bank of America  
The Kellogg Foundation  
Lush Cosmetics  
New Alliance Foundation  
Schwab Charitable  
TD Charitable Foundation  
The United Way  
Vanguard Charitable  
Women's Business Council of Connecticut



Carrie Abildgaard	Rachel McPherson
Lynn Abraham	Ruby Melton
Myra Ali	Annette Morriss clow
Samra Ali	Amiena Murad
Barbara Bettigole	Ifedolapo Olanrewaju
Robert Bettigole	Kris Oser
Cara Boyce	Jodie Ousley
Rachel Bryan	Alex Ozar
Stephen Bryan	Michelle Palmisciano
Anne Carullo	John Pescatore
Ann Casper	Damiano Rondelli
Anna Cavalloni	Yousef Aly
Munibah Choudhry	Sherif Sakr
Amy Cole	David Schanzer
Mary Diaz	Taylor Simpson
Lindy Lee Gold	Catherine Smith
Suzanne Grimes	Ghousuddin Syed
Sheila Healy	Dean Takahashi
Brett Herbrandson	Susan Talalay
Amal Khan	Amy Todd Middleton
Gretchen Koback	Benjamin Weiss
Teresa Leste	Haiqin Weng
Abuzar Mahmood	Lorraine White
David McKinnis	Fatemeh Yarali
Juliette McNulty	Claudio Zampa

