



*Celebrating 5
Years of Havenly*

Annual Report

2023



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Vision

To build a community of refugee and immigrant women that can transform their future and the future of their communities for the better.

Mission

Havenly's mission is to build the community power of women seeking refuge from colonized or occupied lands.



Celebrating 5 Years of Havenly

Five years ago, we set out to create a cafe that helps marginalized refugee women get a job and support their families. Since then, not only have we done that, but we have embraced an even bigger goal of creating lasting economic and political power with refugee and immigrant women, so that they can lead our fight for a better future through their own visions and skills.

WHAT WE SET OUT TO ACCOMPLISH

Goal

1

Provide paid job training to cohorts of 15 refugee and immigrant women, twice a year

This year, Havenly went above and beyond this goal, running 3 cohorts and training 45 refugee and immigrant women for quality jobs in the food and childcare industries.

Goal

2

Open a cafe that is a classroom, community center, and workplace, all at once

The Havenly cafe is now an office, classroom, and community space in downtown New Haven. Most recently, our renovation gave it a unique Arab vibe, with local artwork and cozy furniture that is sure to bring in customers and supporters for years to come.

Goal

3

Create an organization run not just for, but BY, refugee and immigrant women

Havenly is developing a unique, community-led governance structure. After a year and half of training and community development, 10 of our 80 graduates are ready to take positions on our board and governance committees.

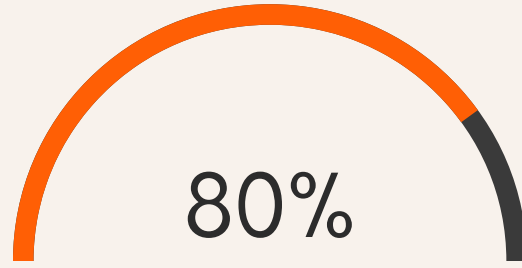
Goal

4

Create a model of refugee and immigrant integration that can lead to change in immigrant and refugee communities across the country

This year, Havenly's staple training program became a publicly funded apprenticeship. Thank you to Career ConneCT for providing us funding to train 120 women in the next 3 years, and to dedicate sales revenue to long-term development and other initiatives.

Our Impact



of graduates have found
secure employment

85

Refugee and
immigrant women trained

350

Individuals
Impacted

\$18.50

Average wage
of graduates

\$1.5M

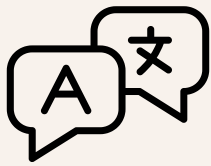
of wealth generated for refugee
and immigrant families



2023 by the numbers



14
Countries



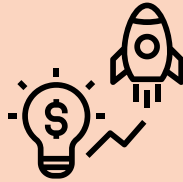
9
Languages
spoken



18
women got a job
for the first time in
their life



7
women opened a
bank account for the
first time



10
Fellows started a
business



25%
of fellows entered the
Early Childhood Industry
upon graduation

“The reason I joined Havenly is because I heard lots of positive things about it, such as how it empowers women and helps them improve their lives. The fact that I was so depressed at that time made joining Havenly a life-saving decision for me. The thing I loved the most is that if any one of us faced a problem, everyone would come to her aid and stand by her side. In the future, I hope to find a good part-time job and continue my education, and I also want to get my driving license and my citizenship certificate. In order to achieve my goals, I intend to improve myself by learning how to read and write independently. I am extremely grateful to be a part of this community, and my ultimate goal is to open my own breakfast restaurant specializing in Saudi Arabian cuisine with freshly baked bread and fresh fruit and herbs. I hope to provide employment for my Havenly sisters, help my family, and provide support for anyone in need. Badria, Cohort 6



“One of the things that I am most grateful for is the liberty and generosity that I have received here. When I am here I have a freedom within me that I didn't think I could have - I get to do my job and when I go home I sleep well, knowing that I can come back and continue in that freedom. That is something I am really grateful for.

I hope to see Havenly continue and to continue to empower other women. It is very important for women to be able to provide for themselves and not depend on other people. Through Havenly they are able to achieve that and learn how to be self-sufficient, and they get skills that can enable them to move forward in whatever it is that they want to pursue. That is an amazing thing and something that I hope can continue to happen for many years.”

Fifi, Cohort 7

2023 Graduates

Cohort 6: 80% Employment Rate



Flor, Ecuador

Waitress



Ragaa, Sudan

Early Childhood Education
Apprentice at CERCLE



Hiba, Sudan

Daycare Worker at
Phyllis Bodel



Addis, Ethiopia

Pursuing adult
education



Badria, Saudi Arabia

Food Worker at West Haven
Public Schools



Wisal, Sudan

Food Worker at University
of New Haven



Isabel, Mexico

Spanish Interpreter



Generosa, Angola

Fellow with Afrique
Prosperé



Ruth, Angola

Early Childhood Education
Apprentice at CERCLE



Berry, Ethiopia

Clothing Company
Owner



Mina, Morocco

Kitchen Manager



Massoma, Afghanistan

Early Childhood
Educator at YMCA



**Mawlooda,
Afghanistan**



**Hameda,
Afghanistan**

2023 Graduates

Cohort 7: 85% currently employed



Feleg, Eretria
Food Worker at
Southern CT University



Faiza, Sudan
Bakery owner



Elham, Sudan
Early Childhood Education
Apprentice at CERCLE



Safa, Sudan
Amazon Warehouse Assistant
and Student at CT Community
College



Ghyzlane, Morocco
Daycare Worker at
Phyllis Bodel



Saida, Morocco
Pursuing adult
education



Fifi, Congo
Food Service Worker at
Quinnipiac University



Tajooj, Sudan
Amazon Warehouse Assistant and
Student at CT Community College



Lorenza, Mexico
Bakery Owner



Bikyombe, Congo
Pursuing further
education



Ivonne, Ecuador
Hair Stylist



Fikerte, Ethiopia
Daycare Teacher at
Creative Me



Shekiba, Afghanistan
Kitchen Staff at GIOIA



Maria, Mexico
Kitchen Worker



Suraya, Afghanistan
Kitchen Staff at GIOIA

Cohort 8

**Graduated on December 17th, 2023
Currently transitioning into employment!**



Aisha, Syria
Employed at New Britain Mosque



Giannina, Peru
Employed at Omni Hotel



Laila, Sudan
Employed at West Hartford Hospital



Adelina, Angola
Early Childhood Teacher Apprentice at CERCLE



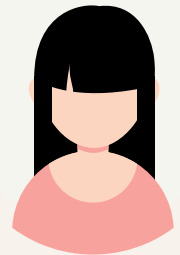
Hanaa, Egypt
Kitchen Assistant at Havenly



Eman, Jordan
Kitchen Staff



Mawazo, Congo
Daycare Teacher



Paruin, Afghanistan
Pursuing further education



Roya, Afghanistan



Bothyna, Sudan



Nathalie, Angola



Sara, Congo



Mashair, Sudan



Hind, Sudan

Undocumented women in our program are barred from accessing federal funding despite their higher level of need. Thank you to each of you who have personally contributed to the education of our undocumented fellows, especially.

Alumni Engagement: Building a Shared Vision

In 2020, Havenly made a commitment to become an organization led “by and for refugee and immigrant women”. Our first push in this direction was to create an organizing group called the Sisters in Diaspora, who led a legislative campaign in New Haven in 2021.

After this experience, our graduates have decided to move towards organizing methods that include grassroots community development projects, with a focus on childcare and small business development. We will continue to advocate for fair housing and for the needs of our community in the housing space, but we are now experimenting with graduates creating their own grassroots projects in committees.



of graduates remain engaged with Havenly's alumni network, participating in social events, developing projects together in committees, and continuing to build community

Ruth, graduate of Cohort 6, joined an Early Childhood Teacher training program called CERCLE.

After getting trained as a childcare provider, Ruth joined our childcare graduate committee, and is working with staff and alumni on a plan for a Havenly childcare project.



Ana graduated from Cohort 5 in 2022 and has since started a cooperative tortilleria with other community members.

She also sits on our Cooperative and Small Business Committee, organizing events to increase knowledge of cooperative practices among our graduates with small businesses.

Stories from Our Community

The first impression I had of Havenly was that it was only for women with refugee status. When a friend insisted that I apply to the program, I didn't feel sure I should do it because I didn't think they would accept me.

I am a woman of indigenous Zapotec status from Southern Mexico. I'm the daughter of a single mother who raised me with limited economic resources. In our childhood, my sister and I experienced violence from a partner my mother had. Despite the traces these adversities left in my life, I managed, through scholarships, to complete my studies as a psychologist and obtained a postgraduate degree in social anthropology.

The economic conditions in Mexico after COVID made me decide to leave, starting over. My first year living here was very emotionally draining. I was determined to work, but without speaking the language and with the many barriers that limited my ability to work, I felt like I was being stripped of my essence. I realized I was being affected by the fact that I did not have a place to put my desire to serve and contribute to the community. On top of that, I was experiencing harassment in the restaurant where I was working.

During this challenging time, I was accepted as a student in the Havenly Fellowship program.

“Through my participation in this program, I redefined my stay in this country. I realized that I could fully embrace all my learnings and find a community and continue developing professionally.”

The program was a great source of revitalization for me. I met women going through a similar process of adapting to living in the United States and dealing with all the challenges it presents for women.

Through my participation in this program, I redefined my stay in this country. I realized that I could fully embrace all my learnings and find a community and continue developing professionally. My time at Havenly helped me gain emotional strength at a time when I needed it a lot. It gave me strength to denounce the harassment I was experiencing in the restaurant I worked at.

I founded my life coaching company. I provide individual and group counseling, including workshops on women's rights and emotional skills to the new cohorts at Havenly. And I continue to work on supporting the organization's new projects.

Denisse, Cohort 5



Havenly Launches its Second Program: Career Bridges

The Career Bridges fellowship is designed to reach women with higher degrees of English and education from their home countries. We combined 8 workshops about job readiness and personal confidence development with a 12-week internship at an outside organization.

Our 3 fellows interned at a local bakery, New Haven Public Schools, and at Clifford Beers, a local mental health clinic.

Thanks to the success of this pilot, we are integrating Career Bridges into our programming starting in January 2024, with a focus on internships in social service organizations that NEED qualified employees to reach migrant communities.



Since our first cohorts, we have always received applicants who are interested in careers outside of the food sector, especially in healthcare and education.

S. was one of those candidates. She fled Afghanistan after the last war. Despite having a degree from her home country, she was working as a part-time, on-call tutor in New Haven Public Schools. S. showed focus and skill the minute we met her, as well as a real desire to help her community. She applied and got into a Masters in Social Work at Southern University. In March 2023, she started her internship at Clifford Beers mental health clinic. We had never worked with Clifford Beers before, and had never successfully helped a graduate enter the healthcare workforce, despite many being interested.

Clifford Beers showed a real interest in the program, and most importantly, a desire to grow with S. S. started interning as a parent navigator, and with her skills in speaking Farsi and ability to understand the Afghan community, Clifford Beers began receiving more Afghan youth and Afghan families seeking mental health support.

S. was asked to give a presentation to the clinic's staff about cultural awareness and working with the Afghan community. As she gained skills and knowledge, so did Clifford Beers and the staff. Upon graduating, S. was offered a permanent position as parent navigator, and Clifford Beers shared that they needed "30 more people like her" to do their job well. As of the time of this report, we are working with Clifford Beers to recruit three more participants for a next cohort, who will train to be part of a community outreach department for immigrant parents in New Haven, under S.'s lead.

Honoring Roya Mohammadi



Painting by
Jisu Sheen

The Career Bridges pilot will always be tied, in our hearts and in our minds, to the tragic loss of Roya Mohammadi, who was set to join Clifford Beers as a Parent Navigator in the spring of 2023. Roya was a brilliant and kind mind and had worked for Havenly as an interpreter, becoming a peer, friend, and confidant to many of the women of Havenly.

On February 26th, Roya did not come to work. On March 2nd, we reported her missing.

A day later, we received a call from the West Haven Police that her body had been found. Roya had been referred to us from a local domestic violence agency. Her death is still reported as an accident, despite multiple reports she made to the police about the ongoing violence she was experiencing. Roya's death is an acute reminder of the prevalence of domestic violence among the women we work with, and of the lack of a suitable support system for survivors of domestic violence in Connecticut. As we have learned in the aftermath of her death, Roya was someone who did everything she could to speak out to authorities about the violence she was experiencing and to connect to resources. She lived in a shelter that she was connected to through BHCare, for example, but then was forced to move back into the home of her abuser after reaching the maximum limit of time she could spend in the shelter. Losing Roya and witnessing the lack of solutions to keep women safe in our community was devastating and caused a shift for us that we can never come back from, both as individuals and as an organization.

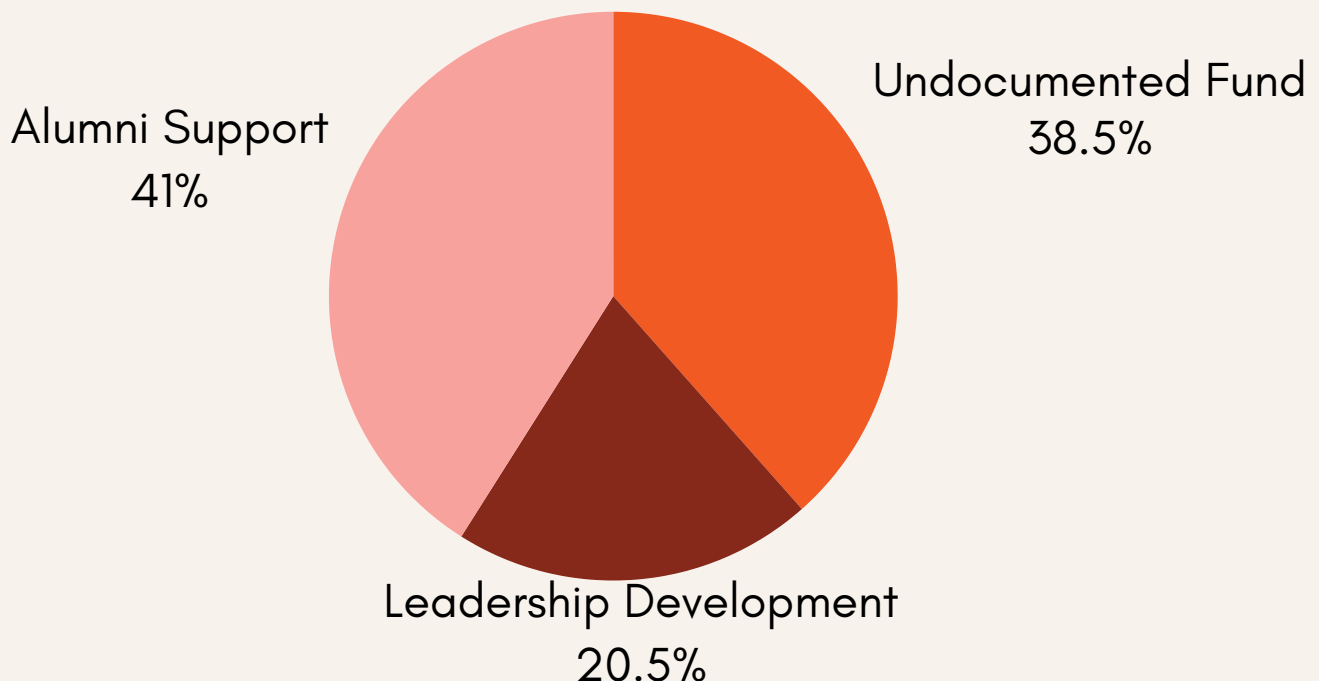
We are called to look inward and consider the vast impact of patriarchal violence in our lives and in the lives of our participants. We have seen the tragic consequences that can result from the systemic lack of support to survivors of domestic violence by the state and by society - especially when those survivors are immigrant women of color. We are committed to letting this experience transform us and to mobilizing resources towards the creation of ways to keep our community safe.

Financials: the Impact of Your Donations

With sales revenue covering business development, and Career ConneCT funding covering the program until June 2025, **your donations cover key initiatives designed to reach those who need it the most, and create an organization run by and for refugee and immigrant women.**

More specifically, donations have covered:

1. **Undocumented fellows who are not** able to join the program because they are barred from receiving governmental support. This is a group that needs the support the most;
2. **Leadership support funds**, allowing us to develop a team that works across languages and educational barriers;
3. **Alumni support**, including our work with graduates who want to pursue promotions or better job opportunities, and our grassroots organizing initiatives;
4. Only 7% of total funds have covered overhead costs such as administrative fees and office space.

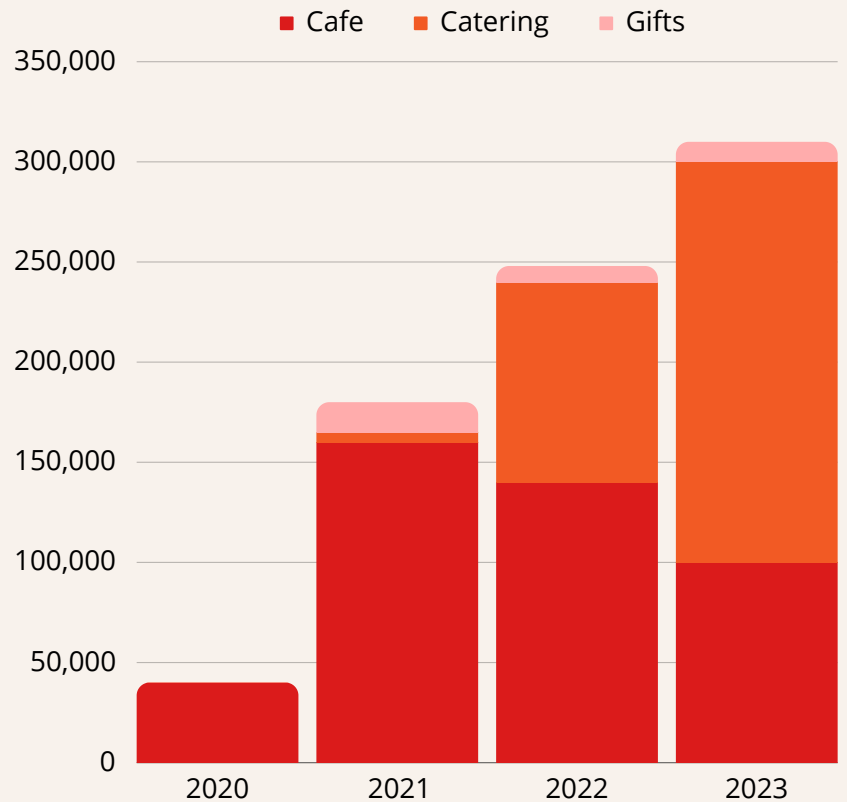


Financials: Sales

Sales cover almost 50% of total program costs, **bringing in a self-sustaining revenue of \$300,000 per year.**

We spent this year creating the operational and financial stability to grow sales for the long-term.

Catering has emerged as our fastest growing business line, doubling in revenue since 2022



Our objective is to grow our sales to cover 75% of programming expenses by 2025, by:

1. Investing in a catering delivery system
2. Developing a strong customer service and food quality plan for the current cafe, that delivers an "Arab" cafe and breakfast experience each time;
3. Creating a long-term infrastructure for strong digital marketing.



\$500K
in Sales by 2025

Leadership Updates

We are a team of 3 Co-Executive Directors that operate on a cross-cultural and multilingual leadership team. Our total staff consists of 8 women: 5 of our full-time staff have lived experience as migrants or refugees.



Nida Abbas
Co-Executive Director
Business Operations



Camila Guiza-Chavez
Co-Executive Director
Mission & Impact



Caterina Passoni
Co-Executive Director
Organizational Growth
& Learning



Dina Tareq
Sales Director



Nusaibah Shatta
Fellowship Director



Mina Hounaoui
Kitchen Manager



Pamela Javran
Marketing Director



Nuha Ibrahim
Employment Specialist

What's Next

Our vision has always been to serve as many refugee and immigrant women as we can, because we know that the problem they are facing is widespread across the United States. We've been through COVID shutdowns, late night sessions in borrowed bakery space, and eight cohorts of our training model over five years. We now know what we are building, and **are finally ready to grow.**

By 2025

- We will train 40 women per year through the Havenly Fellowship, preparing them for careers in food, healthcare, and early childhood education.
- The Havenly Fellowship will be self-sustaining with 75% of costs covered by sales revenue.
- Havenly will open a cooperative daycare to create an ecosystem of support for the women it serves.
- Havenly will be run by and for the community it serves, with the majority of both staff and board members coming from the community we serve.

By 2030

- We will build a model that can work across cities in the United States, serving refugee and immigrant women across our country and transforming existing conceptions of refugee and immigrant integration.
- Havenly will be led by a community of 200+ graduates working in committees and directing a community-led transformation process in New Haven and beyond.





We couldn't have done it without your generous *support.*

Our Leadership:

Samra Ali, Board Chair
Stacy Downer, Board Director
Jad Maayah, Board Director
Aziza Mohammad, Board Director

A special thank you to..

Barbara Bettigole, Outgoing Board Secretary
Kris Oser, Outgoing Board Director

Our Program Partners:

New Haven Legal Assistance Association
Collab New Haven
Elm City Dance Collective
Gateway Community College Great Center
Literacy Volunteers
New Haven Adult Education
New Haven Financial Empowerment Center
Teresa Chahine, Yale SOM
Yuka Matsubara, Yale SOM
CT CERCLE

Our Employment Partners:

Phyllis Bodel Childcare Center
University of New Haven Dining
Yale New Haven Hospital
Clifford Beers
West Haven Public Schools
Katalina's Cupcakes
GIOIA (Italian Eatery)
New Haven Public Schools
Creative ME Daycare Center
New Haven Hotel
Marjolaine's Bakery
Chartwells - Albertus Magnus, Quinnipiac
University

Thank you

to all our donors
and partners.



*Love,
Havenly*

Acknowledgments & Thanks

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