



2025

ANNUAL REPORT



Entering our 40th Year

As The Welcome Project approaches 40 years of service to the immigrant community of Greater Boston, we are more focused and determined than ever on our mission to build the collective power of immigrants to participate in and shape community decisions. Our programs strengthen the capacity of immigrant youth, adults, and families to advocate for themselves, but the work we do in the classroom is just part of the big picture. It is by virtue of aligned individuals, foundations, and corporations willing to invest their time, energy, and money that we are able to do this work. Only together can we make real, lasting change.



Staff Update

Sara Kirubi

In 2025, The Welcome Project proudly welcomed Sara Kirubi as Executive Director. Kirubi joined the organization in October 2022 as Director of Family Education and Community Engagement, later served as Director of Multilingual Programs, and stepped into the Executive Director role in February 2025 during a particularly uncertain period for the organization. She holds a master's degree in international affairs from The Fletcher School of Law and Diplomacy at Tufts University, with a focus on migration and gender and intersectional analysis.

Mary Boshar

The Welcome Project also welcomed a new ESOL Program Coordinator, Mary Boshar. Mary Boshar started at The Welcome Project in November 2025 as a volunteer teaching assistant in the ESOL program and transitioned into a full time role in August. She holds a bachelor's degree in Sociology and Civic Studies from Tufts University. Boshar brings experience working with immigrants and refugees at the International Institute of New England as well as experience working with youth in a range of educational settings.



Governance Update

TWP welcomed several new board members in 2025 to widen the range of voices which are heard and included in the development and leadership of our programs. These three women have already demonstrated a deep commitment to the organization and our future growth:

Lissbeth Gallego

Master of Social Work candidate

Magdalena Gómez Kind

City of Somerville Construction Liason & Design Manager

Nilce Rodrigues

Coordinator of Chancery, General Consulate of Cape Verde

Learn more about our staff and board at www.welcomeproject.org



2025 Achievements

TWP's ESOL program served **287 students** in FY25, slightly higher than in FY24.

The program provides students with not just language instruction but connection to essential community resources and education on how to safely and effectively advocate for and protect their families' rights.



Languages Spoken

Portuguese, Spanish
Haitian Creole, French
Arabic, Pashto, Nepali
Mandarin, Russian
Albanian



25 Volunteer Teachers

20 Countries of Origin



Empowering Bilingual Youth

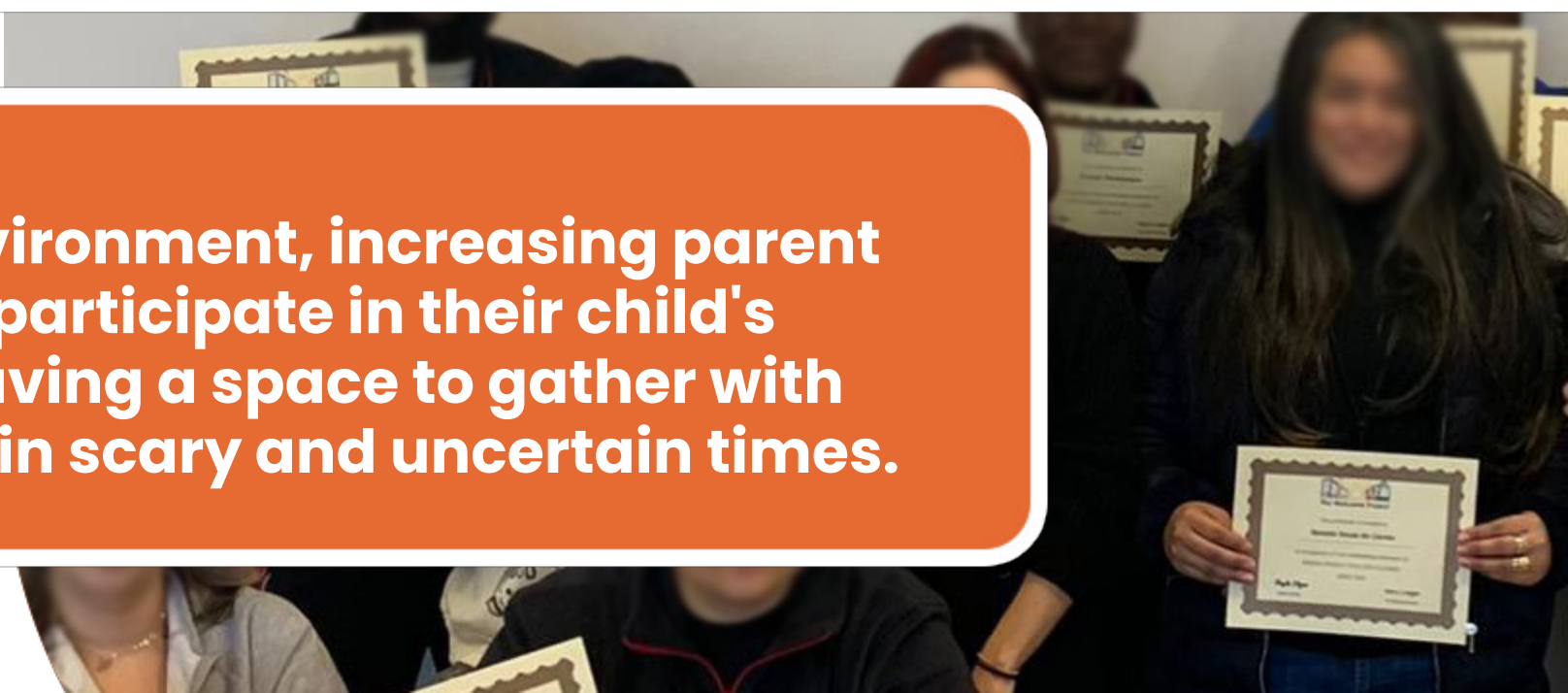
LIPS supported 19 bilingual high school students to train and work as interpreters in FY25.

"I believe my job as an interpreter is very important. It brings bonds from different communities since one of the biggest, if not the biggest, barrier... in the United States is language. The global events impact my work, making it even more important because everyone needs to understand what's going on." - 2025 LIPS student



English for Parents

EFP served 158 individuals in spite of a challenging environment, increasing parent English skills and dispelling the idea that they cannot participate in their child's education. Our students have shared how powerful having a space to gather with other immigrant parents has been to their well-being in scary and uncertain times.



Fundraising Update



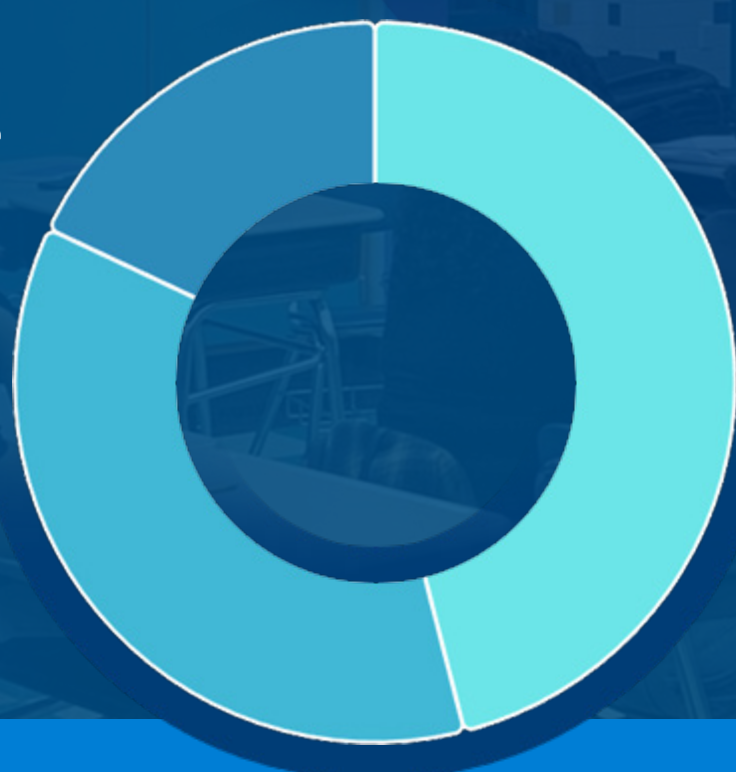
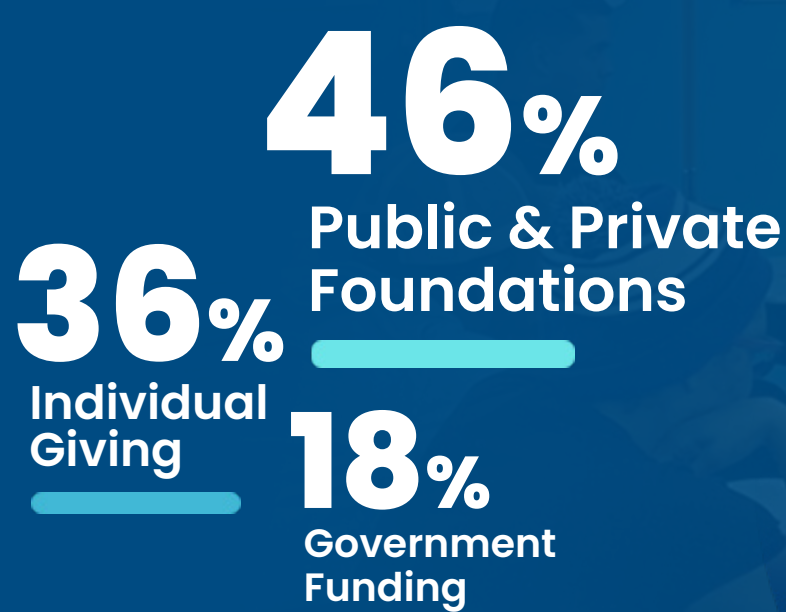
Despite the results we have created in our community, we are facing significant changes to the way our programs are funded, which threaten their accessibility to the most vulnerable in our community. While programs have been funded primarily by government sources in the past, the allocation of federal funding is shifting rapidly, with our government funding cut by nearly 33% and further cuts threatened in the near future. TWP is focused on identifying and securing alternative funding sources, including not just private grant-makers but also increased individual giving and earned income.

Partnership Update

TWP has maintained and grown the community partnerships connecting EFP and ESOL students to essential services, such as Bunker Hill Community College and Somerville Community Corporation. The LIPS program continues to maintain healthy relationships with a wide range of community-based organizations. We partnered with the Boston Bar Foundation and other local organizations for the early stages of the Action for Immigrant Rights (AIR) initiative, and plan to continue to grow this cohort. Thanks to the success of our programs and stable reputation within the community, TWP now also leads the Somerville Immigrant Services Coalition meetings, composed of nonprofits and municipal entities including SomerVIVA, Somerville Public Schools, Somerville Public Libraries, CAAS, Connexion, SomerPromise, and more.



FY25 Revenue



FY25 Operating Expenses



FY25 Significant Contributors

Adelard A. and Valeda Lea Roy Foundation
 Agnes M. Lindsay Trust
 Boston Foundation
 Bushrod H. Campbell and Adah F. Hall Charity Fund

Cambridge Community Foundation
 Cummings Foundation
 Foaley Hoag Foundation
 Hamilton Charitable Trust
 Homestead Foundation
 City of Somerville (via Job Creation & Retention Trust / Bunker Hill Community College)

Johnson Family Foundation
 Medford Community Fund
 City of Medford (via Community Development Block Grant)
 Medford Public Schools
 Rothchild Family Foundation
 Somerville Arts Council
 Somerville Housing Authority

Somerville Public Schools
 Somerville Rotary Club
 Town Fair Tire Foundation
 Tufts University Community Grants
 University of Connecticut / HAFTRAP