



Mano en Mano
HAND IN HAND
Annual Report **2020**



Throughout Mano en Mano's history, we have directed our work to support the common priorities communicated by community members: health, culture, youth, and self-determination. 2020 was a year that challenged our work in all of these areas and threatened the health and safety of our communities. COVID-19 disparities also emphasized a truth we have known for many years: the communities that we work with are strong and it is our systems and institutions that prevent dreams from being realized.

We worked throughout the pandemic to address the heightened needs of our community, stand in solidarity with immigrants and farmworkers, and adapt our work to include virtual events, new programs, an emergency mutual aid fund, and two fiscal sponsored organizations.

We have witnessed the bravery in asking for help, the willingness to serve one another, and the joy shared when we can come together. If we have learned anything from the pandemic it is that we are stronger when we work together and that the resilience we gain from our community is the power we will utilize to continue our work and support one another.

We hope you enjoy and find inspiration while reading about the many ways Mano en Mano and the community leaders we work with have impacted the State of Maine in 2020. Whether you are a community member, volunteer, ally, partner, donor, staff, board member, or somebody just getting to know Mano en Mano for the first time as you read this, please remember that this work is just the beginning and you have a vital role to play in advancing our mission and working towards justice.

In solidarity and with gratitude,

A handwritten signature in black ink, appearing to read "Adan".

Adan Delgado
Board of Directors Chair



A handwritten signature in black ink, appearing to read "Ian".

Ian Yaffe
Executive Director (2010-2021)



A handwritten signature in black ink, appearing to read "Juana".

Juana Rodriguez Vazquez
Interim Executive Director



A large graphic featuring the Mano en Mano logo (two hands) on the left, followed by the text "Stronger Together" in a large, white, sans-serif font. The graphic is set against a background of a blue sky with light clouds.





Mayeli, a Pre-K student at the Blueberry Harvest School, became well practiced in hand-washing. We continued in-person programs during 2020, creating a culture of caring for one another through prevention, even for the youngest members of our community.

COVID Response

2020 was a year that required Mano en Mano to drastically shift priorities, change programs, and create new solutions to the unique challenges presented by the COVID-19 pandemic and its far-reaching implications on the health, well being, and livelihoods of our community members. Each program at Mano en Mano was impacted in different ways by the pandemic. Long-standing events like the Mother's and Father's Day Celebrations had to be re-imagined, our Blueberry Harvest School saw the lowest number of students ever due to many blueberry camps closing, and the in-person connection so integral to our community could no longer happen in the same ways as before.

In response to the pandemic, Mano en Mano re-imagined core traditions and programming to make them as safe as possible. We pursued new initiatives and expanded our scope of work to address the immediate needs that arose. Here are some of the key shifts Mano en Mano made as part of our COVID-19 Response:

COVID-19 Housing

In response to the immediate need for safe places to quarantine, Mano en Mano opened a quarantine shelter. Migrant workers and their families had a safe and comfortable place to stay with access to culturally relevant meals, educational materials for their children, and staff that checked in on their needs daily.

Estamos Aquí Fund

Mano en Mano created a mutual aid fund to support immigrants and farmworkers in Maine with financial challenges associated with COVID-19, especially those who were not eligible for government support. Community members received direct funds for whatever immediate needs they had, including housing, utilities, and food.

COVID-19 Referrals

Mano en Mano staff worked directly with community members to identify and resolve challenges associated with the COVID-19 pandemic. Mano staff supported community members through referrals to partner agencies, healthcare services, financial assistance, and more.

Food Distribution

The pandemic had significant economic impacts on community members, resulting in higher levels of food insecurity. Through food distribution during extended welcome and resource centers and ongoing support to access food and other needs, Mano en Mano prioritized fulfilling basic needs of all community members and families.



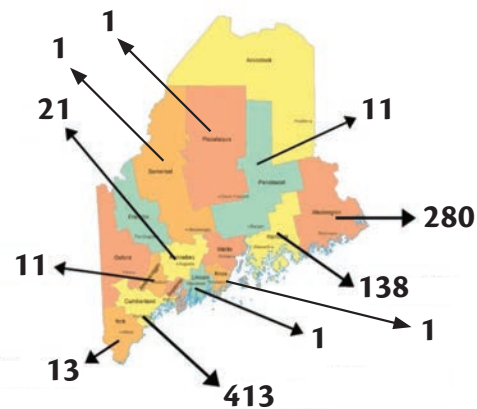
Community Stories

"This virus took everyone by surprise. Nobody was prepared for something like this. I personally was going through difficult times within my family life and then we had this virus looming above us. The kids without school and us without work. I was really worried. I asked myself what am I going to do? I knew that my community is the organization Mano en Mano. They reached out to me to offer whatever sort of help that I might need and told me about the Estamos Aquí fund. Thank God the help was immediate and because of it we could make payments on bills and buy food. We are very grateful and God bless all the people that have supported us. Thank you again for thinking of us."

"I'm from Jamaica and I've lived here since 2014. I have worked in housekeeping, as a hostess, cooking, and making wreaths and bows. Because of COVID, it's been a drastic decline in income. I lost my previous job that paid me almost \$17 an hour. Now I'm trying to get off unemployment and I started a new job for only \$12 an hour. This new job is over an hour away and now I'm just working to pay gas and food, but not rent. It caught us at a point when we were just getting into the summer work season, we were thinking we'd be able to clear some bills but the credit card bills just kept going up. Estamos Aquí helped us out a lot. It helped me be able to pay rent and the rest helped us buy food, with even a little change left to buy my son his food."

"I'm Mexican and I've lived in the United States for 14 years. I have worked in Maine in agriculture, cleaning, blueberries and sewing and we don't qualify for help from the government or for unemployment. In my 11 years living in Maine and in the 14 years in the U.S. we have never experienced a situation as difficult as what we are going through now with COVID. With the money from Estamos Aquí, we were able to shop for food and make payments on bills. We know that we are not alone and that we can count on the support of Mano en Mano. For us as immigrants you give us support and we will continue fighting so that we can get out of this situation."

Estamos Aquí Fund Impact: April 2020 to May 2021



Funds were made available to recipients as quickly as possible, an average of **11 days.**

Almost all of the requests were to address more than one need, but the most common were for rent or housing (64%), food or groceries (46%), utilities, bills electricity, heat (17%), healthcare or medicine (4%), and hygiene and essential items (3%).

Immigrants and farmworkers from across the state received funds, with the largest concentration of recipients located in the counties of Cumberland (46%) and Washington (31%).

"Ayudándonos nos ayudamos"
"Helping each other we help ourselves"

- Line from a poem by a community leader.

Estamos Aquí Fund

Mano en Mano's Estamos Aquí Fund was a mutual aid fund to support immigrants and farmworkers in Maine with financial challenges associated with COVID-19, especially those who were not eligible for government support. Immigrant and farmworkers in Maine had been particularly impacted by lost work hours or being laid off completely due to the COVID-19 pandemic. Others have been on the front-lines as essential workers helping keep all of us safe, healthy, and fed during the emergency. While governments have provided unemployment assistance and economic impact payments, many community members were not eligible for these supports. Despite the public health emergency, families still needed to pay rent, buy groceries, and pay bills.

The Estamos Aquí Fund addressed these gaps. Community members were able to request and receive direct funds for whatever immediate needs they were facing including housing, utilities, food, healthcare, and more.

The fund launched in April 2020 and ran until May 2021, redistributing a total of **\$513,608 in awards** to address a myriad of financial needs. In total, 873 awards were granted, supporting a total of 2,340 immigrants and farmworkers throughout Maine.

873

awards distributed between April 2020 and May 2021

2,340

immigrants and farmworkers supported throughout Maine

\$513,608

awarded through the Estamos Aquí Fund

11

of 16 Maine counties had Estamos Aquí Fund recipients

\$588

average award amount granted



Access & Advocacy

The Access & Advocacy Program provides spaces for community members to come together to dismantle barriers to the resources they deserve in the language they can access. We bridge the gaps in access to medical, legal, financial, and language services and fulfill basic needs like warm winter clothes or food. Community members determine their needs and we respond with comprehensive services that put the individual and their agency at the center of all we do. We ensure all immigrants & farmworkers gain equitable access to the essential services and resources they need to live and thrive in Maine.

2020 was a particularly challenging year and we saw the levels of need in our communities rise significantly as a result of the COVID-19 pandemic. We worked tirelessly to support our community to address all needs they expressed including: financial assistance, health information, emotional support, and basic needs resources via virtual outreach.

The Access & Advocacy Program is committed to challenging systemic inequity and fighting for racial justice. Through our programs designed to develop leadership skills and offer a platform through which community members make their voices heard, the pursuit of justice is at the core of all the work we do. In 2020 we continued this work and engaged other organizations including Maine Seacoast Mission, Pine Tree Legal Assistance, and others to partner with us and show support for the communities we serve in creative and virtual mediums. Some of our many projects included: making multilingual informational videos with healthcare workers focused on giving reliable information about COVID-19 and sharing 'Know Your Rights' information about COVID-19 testing and sick pay for workers arriving in Maine.

85%

of encounters occurred in a language other than English including: Spanish & Haitian Creole

353

event encounters during the Mother's Day, Workers Caravan, and Food Drive events



4,911
encounters

including access to healthcare, transportation, housing, language services, employment, financial services, medical, vision, dental, psychological, and legal supports.

Mother's Day Event 2020

One of our longest celebrated traditions, 2020 marked the 14th annual Mother's Day Celebration. Since we couldn't be together due to the pandemic, we brought the celebration to everyone's front door. Staff delivered gift bags to all mothers and mother figures, and with the support of a local photographer, families received a family portrait right outside their house.

"I liked the gift they had for all the mothers and that despite the pandemic, they still took the time to celebrate Mother's Day. Thank you."

- **Clemencia García**, community member, former board member, and mother



These Mother's Day gifts were accompanied by the following message: *"As immigrants, it's often not possible to celebrate Mother's Day with all of our family. Fourteen years ago, the Mother's Day event became a tradition that community leaders make possible every year. The purpose of this event is to pass on culture and tradition to the next generations and to celebrate with each other in community. On this day we want to recognize single mothers, single fathers, caretakers, and parents that can't be with their children because of borders, walls, or bars. Although we cannot get together this year due to the COVID-19 pandemic, now more than ever we want to uplift family, and all of those who are the anchor of love and care for loved ones."*

Continuing Tradition



Access & Advocacy Program Story

300,402

pounds of food distributed

1,500

people accessed food and clothing

538

COVID tests given to workers & volunteers

1,684

encounters
75% in Haitian Creole
25% in Spanish

15

partner organizations and countless volunteers

W&R Centers during COVID

Mano en Mano staff welcomed workers just arriving to Maine and provided them with information in Haitian Creole, Spanish or English about COVID-19 testing and sick pay so that workers would have the opportunity to ask questions, be better able to self-advocate, and know their options in the case of a positive test result or if they were asked to quarantine. In addition, staff and community volunteers provided workers with breakfast and lunch and connected them with Mano staff in Downeast Maine who continued to support workers throughout the remainder of the season.

HEALTHY SNACK

Welcome & Resource Centers

Mano en Mano hosted Welcome and Resource Centers for new and returning wreath workers to Downeast Maine, with the purpose of welcoming and appreciating people and connecting them to essential resources and services. In the past, these centers have lasted a few days to a week, but this year because of the COVID-19 pandemic, we kept the centers open for **three months**. This year the centers played a pivotal role in filling the gaps that many people have before their first paycheck, especially after going into debt to get here, and provided resources and services that were essential during the pandemic.

Interview with Juan Jose Castillo Perez, Program Coordinator

"The Welcome & Resource Center is really important and this past year we had to adapt to changes due to the pandemic. Many people who arrive in Maine don't know what to expect and come with only the clothes on their back. Many people don't realize how cold it is here, and aren't given the space to bring food, or other resources they need. We work to fill those gaps and make sure everyone has what they need to feel safe and welcome."

"This year was definitely a team effort. Everything was really complicated by the pandemic, and you could feel the nervousness and stress of workers who were arriving. Our job is to make sure that people feel taken care of and the true measure of success is how the workers feel. At the end of the day we do it for them, we don't do it for us or for anyone else. If they feel taken care of, we did our job. It's hard to leave your home and go into the unknown in order to make a better future for your family. We make sure everyone knows that there is somebody here looking out for them, caring about them, and willing to help out. At the end of the day, that is what matters."



Housing

Access to safe, affordable housing is an ongoing challenge for community members. To confront this challenge, in 2020 Mano en Mano hired our first full-time Housing Director to help expand Mano's housing programs and improve community support in the area of housing. The groundwork was laid for the launch of the Housing Barrier Removal Fund and Welcome Home Downeast, new initiatives established in 2020.

With the financial support of The Boston Foundation, the **Housing Barrier Removal Fund** was established. The fund provides eligible families in Downeast Maine with \$10,000 grants for down payment assistance to support the purchase of their first home or to support the home repair needs of current homeowners. The Housing Barrier Removal Fund was created in partnership with the Maine Seacoast Mission, Downeast Community Partners, Sunrise County Economic Council, and the Community Caring Collaborative.

Many migrant families that come to Washington County to work seasonally are prevented from settling here permanently because of a lack of safe affordable housing. 2020 saw the creation of **Welcome Home Downeast LLC**, a wholly owned subsidiary of Mano en Mano. Through the LLC, Mano en Mano will begin to purchase homes in Washington County for newcomer families to rent and have the option to purchase if they choose to make Washington County home.

Since 2011, Mano en Mano has provided affordable multi-family housing for farmworkers and their families in Milbridge. Our **6 Hand in Hand apartment units** offer safe, affordable housing in an area where average rent and utilities costs are around \$950/month. In partnership with USDA Rural Development, families pay 30% of their income in rent - including utilities - for an average of \$550 per family.

\$10,000

grants available for families through the Housing Barrier Removal Fund

30

people have lived in the Hand in Hand Apartments this year

\$400,000

total funds available through the Housing Barrier Removal Fund



COVID-19 Housing

375

people housed at the quarantine hotels

In response to the need for safe place for workers and their families to quarantine upon arrival to Maine, Mano en Mano opened two quarantine and testing sites. First opened during the beginning of the blueberry harvest in August, the hotels remained open through the end of the wreath season in December.

There were two hotel sites: one for workers who had just arrived and would be tested the following morning and a separate shelter for workers who had tested positive or been exposed to the virus.

Regardless of whether they stayed in one or both of the sites, migrant workers and their families had a safe and comfortable place to stay with access to culturally relevant meals and staff that checked in on their needs daily. Additionally, for the workers who brought their families with them, Migrant Education Program staff prepared age-appropriate educational materials and activities for their children.

The hotels were carried out in partnership with Maine Mobile Health Program, Maine Housing, and Penobscot Community Health Care.



Housing Program Story

Welcome Home

The **Housing Barrier Removal Fund** was made possible through the partnership of Community Caring Collaborative, Maine Seacoast Mission, Sunrise County Economic Council, and Downeast Community Partners.

For Downeast Maine to be both socially and economically vibrant, people need to be able to **put down roots and make this area their home**. That's why the Housing Barrier Removal Fund was created: to ensure that all folks with ties to our community that want to stay are able.

55

applicants to the fund in the first round

28

applications for home repairs

25

applications for down payment assistance

10

awards

have impacted 40 people - individuals and their family members - in the region.

Housing Barrier Removal Fund

Jean Carlos first arrived in Milbridge at the age of nine. *"We moved to the area because my parents were working at the sea cucumber factory. I went to middle school in Milbridge, then high school in Harrington, and have lived in the area since. It is so calm and so beautiful."*

Jean Carlos says that his main motivation for purchasing a home in the area was the community. *"My kids go to Milbridge Elementary School, and it is a good school and safe neighborhood. The sense of community is amazing. We are all together and everyone is so positive as we work together to make it better and to support each other."*

Mano en Mano has received consistent feedback from community members that housing is a main concern for families living in the area, and barriers to accessing housing have caused many families and individuals to leave Washington County. *"For many families that exclusively speak Spanish, some of the biggest barriers are language and understanding credit. Many do not understand that they could have a home, they just have to find the resources and support."*

When the Housing Barrier Removal Fund launched, Jean Carlos applied right away and was awarded \$10,000 in down payment assistance. Recipients of funds also receive access to a financial coach to provide support in preparing budgets, building financial goals, and accessing public resources that may be available to them. *"It's what we all need: that little bit of coaching to help you understand how to use your money, and how to be strategic with your money to make a plan of where it can go. The down payment support was the biggest help, but the financial coaching helped a lot moving forward."*

Now as a new homeowner he says, *"It feels exciting, but also safe. I was renting before and I was always afraid that the landlord would kick us out, or sell the house and we would have to move. So I told myself that I needed to work hard and try and try to get my own home. Luckily this was the year I achieved it. Now I feel safe in our house and excited to raise my two daughters in a home of their own."*

Jean Carlos and his family in front of their new home.



Maine Migrant Education Program

Through our work in the Maine Migrant Education Program (MEP), we serve as advocates for migrant students and their families to compensate for educational disruption resulting from their mobile lifestyles. Mano en Mano implements the Maine Migrant Education Program across the entire state in partnership with the Maine Department of Education.

2020 was a particularly challenging year as schools across the state of Maine adapted to virtual and hybrid educational models due to the pandemic. We saw the need for technological support, as well as additional academic and social emotional support, so we facilitated tutorials for families and students on how to use their devices, and started an online tutoring program with tutors from across the country. Adapting to challenges, we continued our work with students ages 0-20 to experience less academic disruption, receive better support from their schools, and achieve their educational goals.

7
students graduated high school or obtained their HiSet in 2020

267
students served statewide through Mano en Mano's MEP services

29
average hours of 1-on-1 services per student per year

"I am most proud of the social emotional support we offer and it is a big part of why virtual programming was so important this year. Lots of students haven't seen friends, been outside or done any form of socializing and it was fun to organize events for them that could help."

- Thania Hernandez
Regional Coordinator, Western Washington County
Maine Migrant Education Program

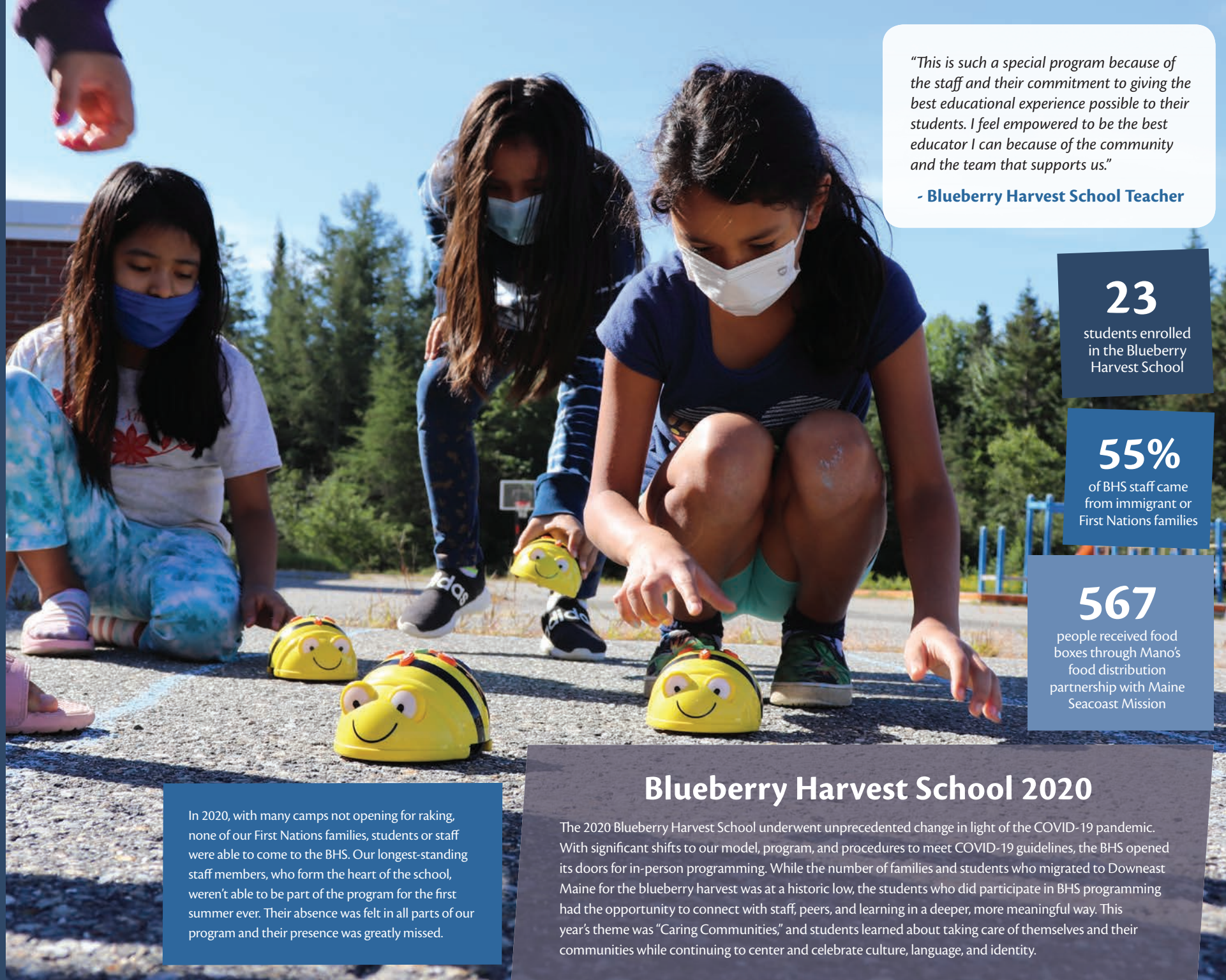
"This is such a special program because of the staff and their commitment to giving the best educational experience possible to their students. I feel empowered to be the best educator I can because of the community and the team that supports us."

- Blueberry Harvest School Teacher

23
students enrolled in the Blueberry Harvest School

55%
of BHS staff came from immigrant or First Nations families

567
people received food boxes through Mano's food distribution partnership with Maine Seacoast Mission



In 2020, with many camps not opening for raking, none of our First Nations families, students or staff were able to come to the BHS. Our longest-standing staff members, who form the heart of the school, weren't able to be part of the program for the first summer ever. Their absence was felt in all parts of our program and their presence was greatly missed.

Blueberry Harvest School 2020

The 2020 Blueberry Harvest School underwent unprecedented change in light of the COVID-19 pandemic. With significant shifts to our model, program, and procedures to meet COVID-19 guidelines, the BHS opened its doors for in-person programming. While the number of families and students who migrated to Downeast Maine for the blueberry harvest was at a historic low, the students who did participate in BHS programming had the opportunity to connect with staff, peers, and learning in a deeper, more meaningful way. This year's theme was "Caring Communities," and students learned about taking care of themselves and their communities while continuing to center and celebrate culture, language, and identity.



Migrant Education Program Story

Virtual Tutoring

As schools across Maine adapted to virtual and hybrid educational models due to the pandemic, the Migrant Education Program quickly pivoted programming to meet students' needs for technological, academic, and social emotional support as they navigated the new and challenging experience of remote learning. Virtual tutoring offered students and families the ability to work with tutors from across the country, which opened new opportunities for connection, understanding, and support.

The Virtual Tutoring Program paired bilingual educators with Spanish-speaking students and families. Before the pandemic, some MEP students did not have regular access to a Spanish-speaking educator at school. Through their virtual tutors, they could now speak with an educator in their preferred language. For some parents, the schools their children attend have no bilingual staff. Virtual tutoring represented the first time they could connect directly with their child's teacher without the aid of an interpreter. The flexible scheduling of virtual tutoring also allowed many working parents the opportunity to observe and participate in their child's tutoring session for the first time.

92

students participated in virtual tutoring in 2020

Virtual tutoring offered staff an opportunity to come up with creative, collaborative ways to connect learning, academic support, and social emotional connection. Pictured is a group tutoring session where MEP students participated in a virtual tour of the Monterey Bay Aquarium.

New types of Connection

Migrant Education Program Parent

"My favorite thing about the online tutoring program was the ability to change in each class the topic that the kids would work on. For example, if today my son needed help in math and in the next session he needed help in reading, the tutor had no problem changing subjects according to his needs."

I remember when my son was first enrolled in the tutoring program. He didn't want to participate, saying that he didn't need it. As the days went by, he was always waiting and ready for his tutoring meeting. I believe that for him it was really good to find someone who helped him and made him feel good."

Migrant Education Program Student

"When my school switched to remote learning, it was hard because I didn't get to talk to other people. The online tutoring with Mano en Mano really helped me in my math and made it way easier."

I really like when we work on division problems during tutoring. I like how I get to solve math with my tutor and my tutor helps explain it and makes it easier. I'm always going to remember when we did our first division problem together. At first it was really confusing because I didn't understand it, but then it got easier because my tutor helped explain it."

Migrant Education Program Tutor

"The tutoring program has given students opportunities to stay engaged while navigating remote learning and isolation from their friends. The tutoring program has offered more support for students who might have otherwise fallen through the cracks during this past year. Tutoring for some students was more focused on keeping up with school and packets that were sent home and for others it was more about social emotional learning."

I believe it is the signal of us building positive and trusting relationships that students are willing to continue to show up and ask for help through these difficult times."

Dignity & Respect



"Dignity and Respect for Every Worker" reads the banner displayed during the Celebrating Workers event organized by Mano en Mano's Access and Advocacy Program.

Board of Directors

- | | |
|--|---|
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| Brian Dyer Stewart, Secretary
BDSWorks | Silvia Paine
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| Melissa Denbow, Treasurer
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FINANCES

Audited financial statements and copies of IRS Form 990 are posted at www.manomaine.org/finance

CONSOLIDATED STATEMENTS OF ACTIVITIES FOR THE YEAR ENDING DECEMBER 31, 2020

REVENUE	
Contributions	\$262,917
Government Awards	\$1,502,185
Grants	\$1,633,635
Other Revenue	\$171,850
TOTAL REVENUE	\$3,570,587
EXPENSES	
Mano en Mano Programs	
Access and Advocacy	\$220,847
COVID-19 Supports	\$757,870
Housing	\$130,659
Migrant Education	\$648,164
<i>Total Mano en Mano Program Expenses</i>	<i>\$1,757,540</i>
Fiscal-Sponsored Organizations	
Presente Maine	\$205,156
TREE	\$115,212
<i>Total Fiscal-Sponsored Organization Expenses</i>	<i>\$320,368</i>
Operations	
Fundraising	\$14,119
Management and General	\$347,685
<i>Total Operations Expenses</i>	<i>\$361,804</i>
TOTAL EXPENSES	\$2,439,712

Note: \$1,098,283 in 2020 revenue is restricted for program services in 2021 and beyond.



Join us

VOLUNTEER. We are always looking for dedicated individuals who can help carry out events, provide child care during Nuestra Voz meetings, and chaperone field trips with our Migrant Education Program. Learn more at: www.manomaine.org/volunteer

DONATE materials and clothing for our resource fairs, cooked meals for our family events or monetary contributions to keep our efforts going. Make a contribution at manomaine.networkforgood.com or write to us at info@manomaine.org

FOLLOW us on social media to stay updated with our latest news, events, and photos. Help spread the word about our work by liking and sharing our posts. Check us out at: facebook.com/manomaine

WORK with us. We have a variety of seasonal and year-round positions. Check out our openings at: mano-en-mano.breezy.hr

FOR MORE WAYS TO GET INVOLVED, EMAIL US AT INFO@MANOMAINE.ORG

Gratitude

Thank you to the immigrant, indigenous, and farmworker communities that are at the center of our mission. Without your presence, ideas, and labor, there would be no *Mano en Mano*, and Maine would be a very different place.

Thank you to our dedicated team of year round and seasonal staff that fight for equity, education, and justice every single day. Our organization and programming are only as strong as the people within it. Thank you to our Board of Directors who sustain the health of our organization and whose commitment, passion, oversight, and guidance ensure that *Mano en Mano* lives its values always.

Thank you to all of the partner organizations who have worked alongside us to achieve our shared goals. Your collaboration makes our work possible.

Lastly, our work would not be possible without the generous contributions of our donors. We are grateful for the individuals and families who support us tirelessly, the Maine businesses that demonstrate their commitment to our community, and the foundations that invest in our work.

For all who contributed their time, effort, ideas, resources, and dedication over the past year, **we thank you.**



Mano en Mano HAND IN HAND

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Our Mission

Mano en Mano works with farmworkers and immigrants to thrive in Maine. We envision a stronger, more inclusive Downeast Maine where the contributions of diverse communities are welcomed, access to essential services, education and housing are ensured, and social justice and equity are embraced.