A photograph of three young girls of diverse ethnicities smiling and hugging each other. The girl on the left is wearing a white t-shirt with a cartoon character and the word 'BUGS' in large, colorful letters. The girl in the middle is wearing a grey t-shirt. The girl on the right is wearing a pink t-shirt with a butterfly design. They are standing in front of a blue wooden structure, possibly a door or wall, with a wooden beam across the middle. A light source is visible in the background, creating a warm glow.

**MANO EN MANO**  
2016

**HAND IN HAND**  
ANNUAL REPORT

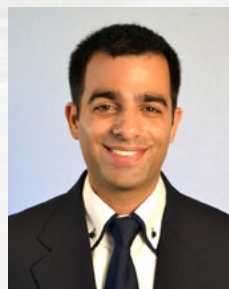
## DEAR FRIENDS OF MANO EN MANO,

Mano en Mano began close to 20 years ago as a conversation between Milbridge town officials, business owners, concerned citizens, and representatives from the arriving Latino immigrant community. We had one question for our new neighbors: “How can we help you settle here in Downeast Maine?” That initial question resulted in the creation of networks of mutual aid and support that, in the years since, have benefited us all.

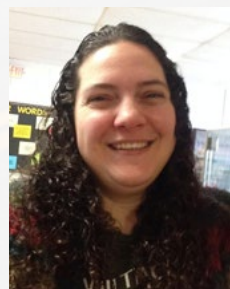
Immigrants and farmworkers are an integral part of our communities. Their contributions are particularly important to rural parts of the state, like Washington County, where the population has been shrinking for decades. According to the Partnership for a New American Economy, immigrants in Maine earn \$1.3B and pay \$361.7M in taxes each year. In 2014, immigrant businesses generated \$60.8M and employed 14,659 Mainers. At a time when public schools are closing and consolidating, local elementary schools are full of children from different backgrounds, speaking different languages, learning and growing hand in hand.

We are committed—now just as 20 years ago—to building a stronger and more inclusive Downeast Maine. Join us as we stand in solidarity with immigrants and farmworkers here in Maine, throughout the United States, and around the world. We are always stronger together. *Si se puede.*

Sincerely,



**Ian Yaffe**  
Executive Director



**Laura Thomas**  
Board President



# OUR 2017-2020 STRATEGIC PLAN

## OUR VISION

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.

## OUR MISSION

To work with farmworkers and immigrants so that they may settle and thrive in Maine.

## THE ROAD AHEAD

Our strategy is based on self-determination and working alongside individuals and families to build communities where their voices are heard, their needs are equitably met, and they can thrive. For us, success means having community members at the forefront, advocating for their needs and dreams with Mano en Mano as a facilitator, not the lead voice. We set specific goals towards our long-term vision and collaborate with local and state institutions, non-profit organizations, and others to equitably serve immigrants, farm workers, and communities of color.

## OUR PRIORITIES

1. Support immigration in Downeast Maine.
2. Ensure access to language services and increase affordable housing.
3. Increase educational and economic opportunity.
4. Foster community leadership, social justice, and equity.
5. Build organizational and financial capacity to achieve Mano en Mano's goals.



A family hikes a snowy trail during Mano en Mano's trail guide launch party in February 2016. The bilingual trail guide allows English and Spanish speakers to access information on 20 trails and recreational areas around Milbridge.



## ACCESS TO ESSENTIAL SERVICES

Mano en Mano's **Access to Essential Services Program** is a combination of a welcome center, referrals made to partner agencies, and home visits that support immigrants and farmworkers in accessing resources in their local community.

**354**

Staff responded to 354 specific client service requests in 2016 across the following areas: housing and employment referrals, interpretation and translation services, and accessing public benefits.

**78%**

78% of those requests involved a language barrier. We refer interested community members to the Axiom Education and Training Center for English classes, GED preparation, and other adult educational opportunities.

The **Julia Robiola Gigena Memorial Scholarship** provides \$20,000 over four years for Latino college students from Hancock and Washington Counties. Supported by an anonymous donor, the 2016 scholarship was awarded to Ameena Vizcarrando (Suffolk University) and Zyanya Holman (University of Maine Farmington).

**18**

Hand in Hand apartments represents an opportunity for families to exit the migrant stream and have year-round, affordable housing in the community. In December, 18 people resided in the six Milbridge apartments.

Over time, we have observed the needs of community members change and evolve beyond basic needs to more long-term investments, such as owning property in the community that they have made their home.



A father and daughter dance during the 10th Annual Mother's Day Celebration. Members of *Nuestra Voz en la Comunidad* organized and oversaw multiple celebrations of Latino cultures in 2016, including *La Posada* in December.

## ADVOCACY + COMMUNITY LEADERSHIP

The goal of Mano en Mano's **Community Advocacy Program** is to empower immigrant, farmworker, and Latino communities in Downeast Maine to have a voice in challenging and changing systems that often silence them.

**70**

*Nuestra Voz en la Comunidad* (Our Voice in the Community) is a community leadership group composed of 12 core leaders, 30 members directly involved throughout the year, and a virtual network of 70 members.

Our 2016 AmeriCorps VISTA member extended the scope and reach of the Advocacy Program through capacity building projects, including the creation of bilingual Community Resource Guides and through planning community member-requested workshops and events.

**8**

In March, eight members of *Nuestra Voz en la Comunidad* visited with Migrant Justice and the Workers' Center of Central New York in Burlington, Vermont to discuss human rights organizing and worker justice.

**35**

35 community members supported and attended workshops, with topics including voting, know your rights, men's health, finance and credit, home buying, and non-violent communication.

Mano en Mano worked with community members to engage with local and state politics in addition to discussing issues in Maine that affect them. We work to connect our constituents with a wider range of allies, services, and opportunities.



JUSTICIA MIGRANTE  
MIGRANT JUSTICE  
I Want Milk With Dignity!  
(Quiero Leche con Dignidad!)  
WORKERS CENTER CNY  
CENTRO DE TRABAJADORES CNY  
Nuestra Voz en la Comunidad

**300+**

Mano en Mano partners with the **Maine Migrant Education Program (MEP)** to provide supplemental support and instructional services to over 300 migrant children and youth who move to or within Washington County each year.

**6,922**

In the 2015-2016 school year, Mano en Mano and ESCORT provided 6,922 unique services to 397 migrant children and youth across Maine.

These services include advocacy, mentoring, tutoring, college trips, cultivating parent engagement, and more. Services are designed to reduce the effects of mobility on students' educational attainment.

**108**

In August, 108 students ages 14 to 21 participated in sharing circles, workshops on health topics and career planning, college visits, outdoor education ventures, and ESL classes as part of the in-camp educational programming offered during the wild blueberry harvest.

**7 + 2**

MEP staff provided support to seven high school seniors, all of whom graduated in 2016. Two out-of-school youth received their High School Equivalency degrees.



**THE MAINE MIGRANT  
EDUCATION PROGRAM**



Accompanied by environmental educators from Maine Outdoor School, students explore tide pools on a field trip to Roque Bluffs State Park.

## THE 2016 BLUEBERRY HARVEST SCHOOL

The **Blueberry Harvest School (BHS)** is a partnership between the **Maine Migrant Education Program** and Mano en Mano to provide a hands-on, interdisciplinary summer program that seeks to build self-esteem, reduce summer learning loss, and promote a lifetime love of learning among students.

### 1,243

The Blueberry Harvest School provided 1,243 days of school to 149 students ages 3-13, a 76% increase from 2012. This year, students explored themes of identity, culture, and the natural environment during their four weeks at the school.

Mano en Mano's BHS staff includes 35 talented professionals. 60% were bilingual, 37% represented racial/ethnic minorities, and 26% were from farmworker families. 90% of parents reported that they felt their child's culture was directly represented by the program.

### 70%

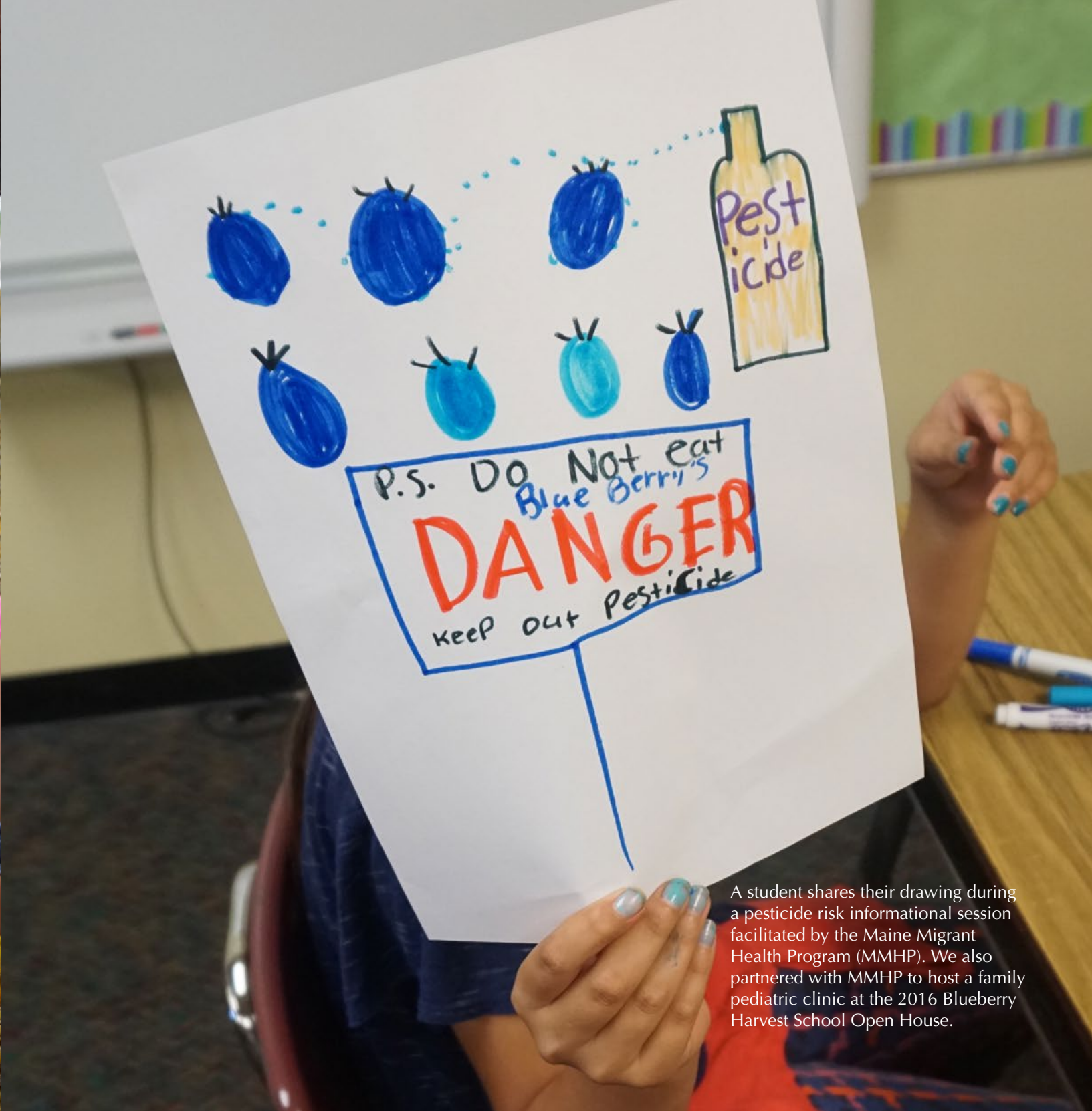
Over 70% of students showed gains on literacy assessments after attending the program for just seven days.

### 3,900

The Blueberry Harvest School provided 3,900 healthy meals to eligible children with support from the Summer Food Service Program and Maine Farm & Sea Cooperative. 22% of the food budget was spent locally.

### 27+

After attending the Blueberry Harvest School, students traveled back to over 27 schools across Maine, the United States, Central America, as well as the Passamaquoddy and Mi'kmaq nations.



A student shares their drawing during a pesticide risk informational session facilitated by the Maine Migrant Health Program (MMHP). We also partnered with MMHP to host a family pediatric clinic at the 2016 Blueberry Harvest School Open House.



An employee of the family-owned Vazquez Mexican Takeout in Milbridge fills containers with homemade salsa.

## ECONOMIC IMPACT

Mano en Mano partnered with Colby College and other organizations to create and conduct a community needs assessment and economic impact study. The survey formally launched in March 2016 and three survey workers were hired to complete the survey intake with 82 immigrant or farmworker households in Milbridge and surrounding areas. The results show connections between racial equity, immigrant integration, and economic development; none of which are possible without the other in rural Maine. We hope these survey results open the door to further dialogue, community-driven change, and immigrant advocacy and integration opportunities in the state of Maine.

## OUR FINDINGS

Of the 197 individuals surveyed, 41% were born in the United States and 98% consider Downeast Maine to be their home. The 197 individuals represented in the survey are from the following countries:

Mexico (83)	Colombia (2)
United States (81)	Haiti (1)
Honduras (17)	Canada (1)
El Salvador (3)	Dominican Republic (1)
Puerto Rico (3)	Ghana (1)
Guatemala (3)	India (1)

The most common household income bracket straddles the 2016 national poverty line. Still, 68% of households are able to send remittances to relatives in other countries.

**\$15,000-\$24,000**

These 82 households contribute over \$1.5 million into the Milbridge area economy annually through their spending alone. This is in addition to their impact in sustaining several of Maine's seasonal industries such as the wild blueberry harvest and seafood processing.

**\$1,500,000**

84% of households reported being employed in some type of farm, fish, or forestry-related occupation in the past year. Across the state, 83% of farmworkers in Maine's \$821.0M agriculture industry were born outside the United States.

**\$821,000,000\***

32% of survey respondents said that they or someone they live with is interested in starting their own business. In 2014, immigrant businesses around the state generated \$60.8M and employed 14,659 Mainers.\*

**\$60,800,000\***

Survey respondents were asked "What would improve your community?"—Here are the most common responses.

- A community center (27%)**
- More jobs (18%)**
- A park (17%)**
- More stores (14%)**
- Educational opportunities (8%)**

Funding for this project was provided by Colby College President David Greene as part of the Summer 2016 Public Policy Research Laboratory, Maine Health Access Foundation, and Mano en Mano. Special thanks to Michael Donihue, Betty Sasaki, Claire Murray, Claire Ciruolo, and Marlen Guerrero. For more survey results or to access study data, please email Ian Yaffe at [iy@manomaine.org](mailto:iy@manomaine.org). \*Source: *Partnership for a New American Economy*

# COMMUNITY PORTRAITS

Mano en Mano works with immigrants and farmworkers so that they may settle and thrive in Downeast Maine. The following portraits feature families and individuals who call Downeast Maine home.

## MEET ADAN

"I'm Adan. I live in Gouldsboro. I am from Morelia, Michoacán. My family is from Morelia, Michoacán, Mexico, and that's where my parents live right now—together with a sister there, and I have a sister here in Maine. I have three children, two boys and one girl, and my wife here in Maine.

My wife and I met in Mexico, and then we moved to California—to Los Angeles. We lived there for 4 years. My sister offered me a place to live here [in Maine], so we moved here. That was 6 years ago. [I like] the tranquility and the calmness here. And the plant life.

I lived in Los Angeles for 4 years, and I worked in an airplane interiors factory and then in landscaping for 2 or 3 years. Then I moved to Maine. When we first moved here, I worked at a sardine factory—a sardine packing plant. After that, I worked in lobster, and I've been building boats for the past five years.

A typical day for me: I wake up at 3:30am, get ready for work, and go in at 5:00am. I work with fiberglass on the boats and make decks and platforms. I work for 10 hours, and I get back home around 4:30.



We don't have many neighbors... there are only four who live near us. We don't have a bad relationship with them, though we don't have a good relationship, either. There aren't very many Hispanics here, there's just a few of us... I mean, my children have lots of American friends, but I'm not too... [how do I say it]... sociable.

I think that [Downeast Maine] needs more areas for children and youth. Like... a water park! I say that because that's what my kids enjoy. Parks... there are a few here, but not many.

Compared to the city, it's different living here—it's safer for my children, there are fewer drugs, fewer gangs... [One difficulty of living here] is discrimination, though I personally haven't witnessed much.

[Immigrants] who come here only stay for a short time because the work is seasonal. They just come and go. There are many Puerto Ricans here, and many of them are working in lobster. People who come for the blueberry harvest stay two months, a month and a half... I've never worked the blueberry harvest.

My oldest child is about to go into 3rd grade, the second oldest into 2nd grade, and my daughter isn't in school yet, she's still little.

I speak and understand a lot of English, but my wife doesn't as much. The truth is—the school that our children attend supports us. Their homework is sent home in English and Spanish so we're able to understand it and help them with it. The school cares a lot, though I hear at other schools that families don't receive as much support as we do from our school. At my children's school, there are 10 other Latino or Hispanic students, and all the rest are American.

I'm part of the group *Nuestra Voz en la Comunidad*. *Nuestra Voz* is a branch of Mano en Mano. We meet to identify issues in the community, and then we work to solve them. The last thing we did was go on a trip to Vermont and meet with a group called Migrant Justice. It was a leadership workshop. We went for two days.

[Some dreams I have] are to complete my house in Mexico, and buy a house here [in Maine]. I'm seeing what is possible."

## MEET THANIA

"My name is Thania, and I live in Gouldsboro, Maine. I describe myself as a really quiet and shy person. But at the same time strong, and... I'm a mother.

I was born in Atlanta, GA. My dad is from Mexico and my mom is from Honduras. My family came to Maine a while ago, a really long time ago, almost 17 years ago, and we pretty much grew up in Maine our whole lives. And I've started a family here now in Maine. I'm 22 years old.

My parents always worked in camps, like in Florida and Georgia, they traveled a lot. And we came here for the blueberry season, and I guess my parents liked it here, so they decided to stay. There [my mom] started a restaurant and a Mexican store. So that's pretty much where we grew up is working at the store. I think we had the restaurant for 10 years, it was a long time that they had it. [My parents] also did other stuff—they worked in Lubec, they worked at the fish factory, and in Milbridge they worked at the fish factory as well. So they did different stuff.

We ended up closing because my parents they got deported. [...] They got deported out of the country so we were just left with family, my grandmother for a little while. She took care of us. And then I graduated. I graduated in 2013, started working, and then we moved to Florida for a little bit. And worked in campgrounds as well. We worked in the strawberry harvest in Florida, blueberries in NC, did wreaths and baskets in NC during the winter season, then we moved back here for the blueberry season and we decided to stay here after that. When they got deported it was really hard on us because we didn't have them through graduation, like graduating 8th grade, and even high school, we didn't have them there. And it's just something that you want your parents to be there for. Unfortunately, we didn't have them there. It was hard, but we also had a lot of family members that helped us through that. We also had really close friends that helped us through everything.

Right now I'm working at [a grocery store] and I either work as a cashier or at the coffee shop. I also do customer service, so I kind of do different things everyday. I like art, like drawing and stuff. That really is something I'm into, but other than that I pretty much just stay at home with [my daughter] or go see my sister in Bangor when I can. Nothing too exciting.

I think I like the community, it's small and everybody knows each other. It's really calm and quiet most of the time, it's not like living down south, where there are so much crimes and a lot of stuff going on, it's crazy. But over here it's always so calm, I like the schools as well. [...] I think the most challenging thing for families coming here is finding a place to rent and live. We don't really have a lot of housing options.



I think what mostly influenced me is not having my parents. It was hard, but you know it kind of makes you think you always have to appreciate having them there with you. I always worked hard in school, whether they were there or not, I mean I know that they're part of me. That's influential. [Being a parent] has been a really great experience. I don't have my mom or my dad to have her... she's their first granddaughter, and they haven't seen her yet. It's hard watching her grow up and not have her grandparents there, too. But I love being a mother, you know, I learn new things from her all the time. She's getting big, growing fast, learning a lot of stuff every day—it's a blessing.

I would like to graduate and get an educational degree to become a teacher one day. And find a place of our own, a home, for ourselves."





## MEET HERMILA

“My name is Hermila, and I live in Milbridge. I was born in Mexico, in Michoacán—most of my family lives in Michoacán, but I’m here [in Maine] with my children. I have three children. The oldest is attending Hampshire College. My son is 15 years old. He’s in high school. My youngest, Fatima, is going into the 7th grade.

I was living in Florida when I asked someone I knew—someone who was just visiting [Florida]—if there was more work [in Maine]. She said yes, so, I came here [to Downeast Maine] 9 years ago, and I stayed because I like the snow and being by the ocean. I enjoy working the blueberry harvest, I like being here.

I always dreamed of coming [to the US]. I saw the United States in books and on TV, and I have always had a dream to live somewhere where there is snow. When I was living in San Diego, I wanted to live where land stretched into the water, on the coast. I also came here [to the US] out of necessity. In Mexico it is really difficult [to earn a living], and there are no opportunities. I wanted my children to have more opportunities than I did.

It was somewhat difficult when I first arrived here because I wasn’t used to the snow. But I liked [the snow], and so little by little, I became accustomed to it. I met many friendly people here too. It was difficult for me to—because at that time I didn’t speak a word of English. That was challenging.

I lived in San Diego, California, for two years, but I didn’t work there. My youngest daughter was born there. After San Diego, I moved to Florida. In Florida there wasn’t a lot of work, and I didn’t meet many people, so I wasn’t sure how to best adapt, and I couldn’t find a place where me and my children would be safe.

When I first got [to Downeast Maine] 9 years ago, I started working in a sardine factory. I worked there for 4 years, then the factory closed. I then worked seasonal jobs—making Christmas wreaths, raking blueberries... It was difficult when I got here because I didn’t speak even a word of English. So I had to learn because otherwise I needed help with everything—to go to an meeting at the school for my children, and back then, there was more racism... now there’s less, but it was really difficult because I didn’t speak any English. I still think I have more to learn.

I like living here, because, well, I don’t like living in cities. I also think this is a safe, tranquil place. I like being here, I like to work in greenhouses, harvesting vegetables... I occasionally work on a small organic farm. Just yesterday we were harvesting garlic scapes. Depending on the day, we do a variety of tasks.

I think that now that the community [in Downeast Maine] is more open [towards the Immigrant community]. For example, in the past, there was more racism at the school, there were people who didn’t want students to speak in Spanish, but I think that is coming to an end now.

A few years ago and even still today, you’ll hear people who refer to all Hispanics as Mexicans. I find this irritating, because “Mexican” is not a word that describes all Hispanics. Mexico is a country. There are 21 different countries that speak Spanish—you can’t generalize and say that someone who speaks the Spanish language is from Mexico.

I like being here because I enjoy working the blueberry crop, and because [Downeast Maine] is beautiful. I enjoy the Christmas-decorating season, making wreaths... [...] It’s nice when you’re out working and tipping trees—I enjoy that. I like to dance, so I would like there to be a dance group started up for children or adults. I think that’d be really great to get that group together.”

# FINANCIALS

The statements below are pending audit. Audited financial statements and copies of IRS Form 990 are posted at [www.manomaine.org/finance](http://www.manomaine.org/finance)

## CONSOLIDATED STATEMENTS OF ACTIVITIES FOR THE YEAR ENDING DECEMBER 31, 2016

### Revenue

Annual Fund Contributions	49,973
Grants	137,860
Hand in Hand Apartments Rent & Subsidy	88,459
Program Service Revenue	587,220
Other Revenue	6,609

### TOTAL REVENUE

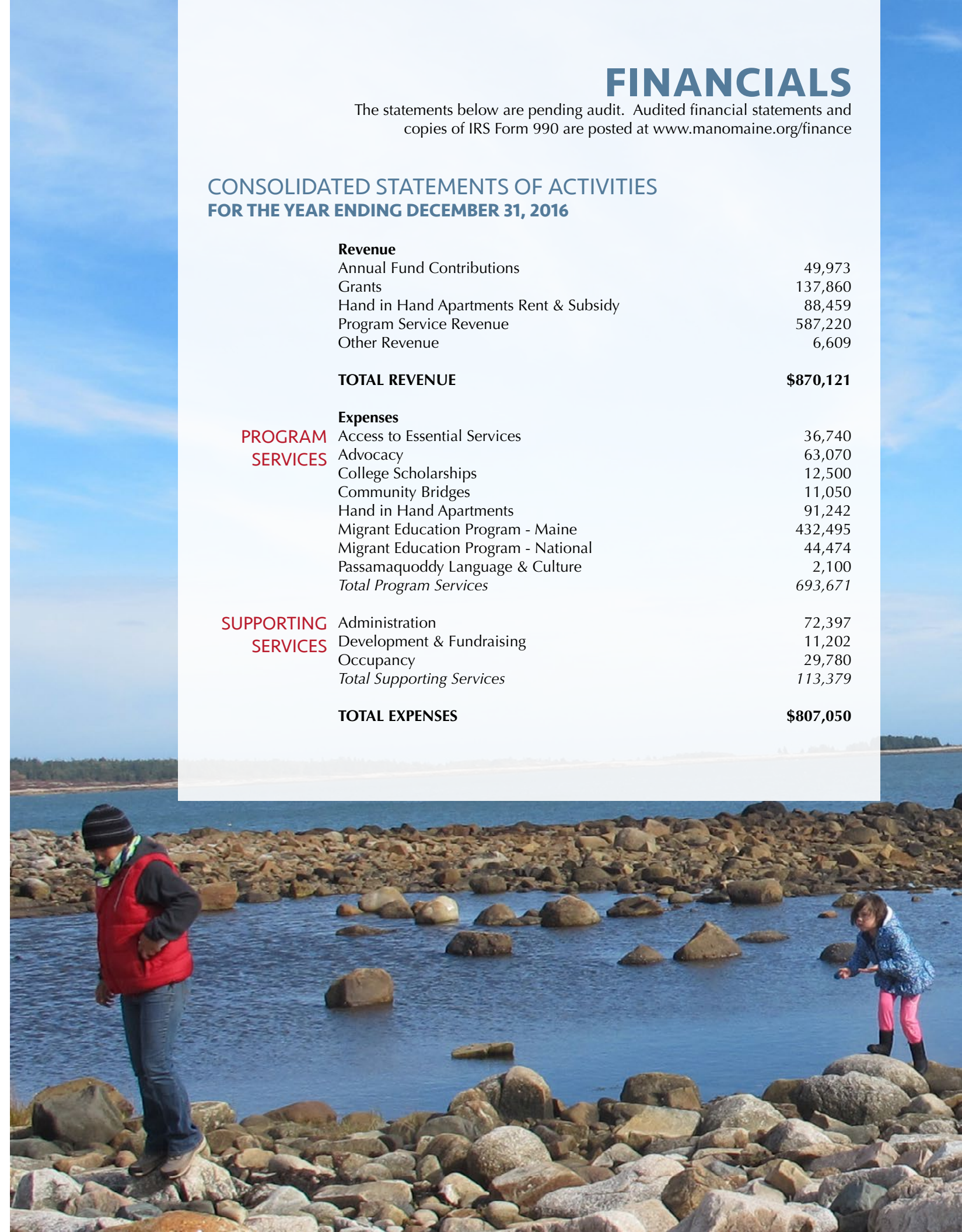
**\$870,121**

### Expenses

<b>PROGRAM SERVICES</b>	Access to Essential Services	36,740
	Advocacy	63,070
	College Scholarships	12,500
	Community Bridges	11,050
	Hand in Hand Apartments	91,242
	Migrant Education Program - Maine	432,495
	Migrant Education Program - National	44,474
Passamaquoddy Language & Culture	2,100	
<i>Total Program Services</i>	<i>693,671</i>	
<b>SUPPORTING SERVICES</b>	Administration	72,397
	Development & Fundraising	11,202
	Occupancy	29,780
<i>Total Supporting Services</i>	<i>113,379</i>	

### TOTAL EXPENSES

**\$807,050**



# THANK YOU

Our work would not be possible without the generous contributions of our volunteers and our donors. We are moved and inspired by your generosity.

## BUSINESSES

Fickett Property Management, LLC  
Magic Years Nursery School  
Passamaquoddy Wild Blueberry Co.  
Schoolic Insurance Services

## FEDERATED CAMPAIGNS

MaineShare

## FAMILIES + INDIVIDUALS

Alexandra Alsop  
Elizabeth Alsop  
Anonymous (2)  
Carl and Ora Aselton  
Jean Beckley  
Morna Bell  
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Edith Birney  
Karen Bopp  
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Clarisa Perez-Armendariz  
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Kathy Strout  
Emmie Theberge  
Marcel Valdez  
John Wallace  
Tom Walsh  
Thomas Wilson  
Elizabeth Winthrop  
Anita Yaffe  
Jane Yudelman  
Rebeca Ortiz Zamora

## FOUNDATIONS

The Boston Foundation  
C.F. Adams Charitable Trust  
John T. Gorman Foundation  
Maine Community Foundation:  
    Broad Reach Fund  
    Point Harbor Fund  
    Washington County Fund  
Maine Health Access Foundation  
Maine Initiatives  
The Triton Foundation  
Washington Hancock Community Agency  
Winky Foundation

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MSAD #37

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Darthia Farm

**Beth Russet**  
Maine Migrant Health Program



# THANK YOU

We thank our staff for their creativity, dedication, and wisdom.

## YEAR-ROUND STAFF

Amanda Anderson	Eli Redfern
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Edith Flores	Jay Skriletz
Maria Kennedy	Bethany-Ray Woods
Stacia Kingsbury	Ian Yaffe
Christina Ocampo	
Julie Olbrantz	
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Ronald Adams	Melanie Piper
Donna Augustine	Renee Pray
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Thania Centeno Hernandez  
Claire Ciralo  
Jenny Guzman



**Mano en Mano**  
HAND IN HAND

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 [facebook.com/manomaine](https://facebook.com/manomaine)  
(207) 546-3006



Performers present *La Danza de los Viejitos*—a folkloric dance originating in Michoacán, Mexico—during the 10th Annual Mother's Day Celebration.