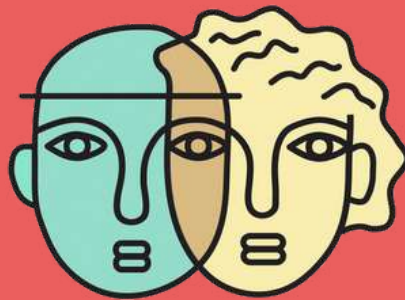


New Routes Integration

IMPACT
REVIEW
2024-25



WELCOME FROM OUR CHAIR

As Chair of New Routes Integration, I am delighted to introduce this year's Impact Review. Although I was not in post during this reporting period, I have followed New Routes' work with admiration from afar and have remained closely engaged with developments across the sector. It is now a privilege to steward an organisation so deeply rooted in compassion, community and meaningful impact.

This year has been one of significant achievement and resilience. In the context of rising arrivals, a shifting national landscape, and increasing pressures on refugees, asylum seekers and migrants, New Routes has continued to deliver life-changing support with warmth and integrity.

Our staff and volunteers have worked tirelessly to ensure that everyone entering our space is met with dignity, care and hope. Across our programmes, we have seen real growth:

Our adult support team has offered vital advice, advocacy and wellbeing support, helping individuals navigate complex systems including housing, healthcare, welfare and community services. This work ensures that people facing uncertainty feel heard, informed and less alone. Our youth programme has delivered sports, creative sessions and residential trips, nurturing confidence, friendships and belonging for young people who have often experienced disruption and loss.

Our ESOL provision expanded significantly to meet the rise in demand for English learning, empowering learners with language and life skills essential for independence, integration and participation in daily life.

Refugee Week remained a highlight, uniting partners, artists, activists and community members in a vibrant celebration of culture, courage and connection, showcasing the very best of Norwich's spirit.

Financially, the organisation is stable and forward-looking. With the continued generosity of funders, donors and partners, we have diversified income streams and strengthened sustainability, ensuring resources are stewarded wisely to meet both current and emerging needs.

Looking ahead, New Routes enters an exciting phase of development. Our strategic priorities reflect a commitment to deepening inclusion, enhancing service delivery and responding dynamically to evolving community needs. We remain focused on supporting new arrivals not only to survive, but to flourish.

None of this progress would be possible without the remarkable dedication of our staff, volunteers, trustees, partners and supporters. Your compassion and commitment to creating a welcoming Norwich inspire us every day.

Thank you for your enduring support in building a future where every individual, regardless of background, can feel safe, valued, and able to flourish.

Malcolm Simpkin

WELCOME FROM OUR CEO



I am proud to introduce New Route's Impact Review 2024–25, a year defined by global uncertainty but also remarkable local solidarity. With ongoing conflicts in Afghanistan, Ukraine, Syria, Sudan and beyond, Norwich has seen increasing numbers of people seeking safety, stability and the chance to rebuild their lives. Throughout the year we have welcomed many new arrivals in temporary hotel accommodation, each bringing their own strengths, hopes and challenges.

In response, New Routes has continued to adapt and expand our services to meet rapidly changing needs. Our team has worked with dedication to ensure that every arrival, regardless of when they come or what they have fled, can access support that is dignified, responsive and culturally informed. We have strengthened casework and wellbeing provision, reshaped ESOL, youth and adult programmes, and kept our work rooted in the lived realities of participants.

Alongside this growth, we have maintained financial responsibility and careful stewardship of funds. We remain deeply aware that every donation and grant reflects trust in our mission, and we continue to use resources efficiently to maximise impact for the people we support.

This year saw major progress in employability and skills development, with new workshops and pathways helping participants gain confidence and navigate the UK job market. Many are already taking steps towards employment, independence and long-term integration.

Our impact has been strengthened through partnerships and collaboration. We have deepened relationships with councils, community organisations, health services and supporters, enabling more joined-up support and helping us respond to rising need with greater resilience.

A highlight of the year was Refugee Week, where hundreds of participants, families, volunteers, residents and partners came together in celebration of resilience, culture and community. It reflected the heart of New Routes: people connecting, barriers falling, and shared stories bringing us closer together.

I want to extend heartfelt thanks to our staff, volunteers, funders and partners. Your dedication and belief in our work make everything possible, ensuring that individuals and families arriving in Norwich are welcomed with compassion and opportunity.

Most of all, I want to acknowledge the courage and determination of the people who come through our doors. Their strength inspires us daily and shapes the direction of our work.

As we reflect on this year, we also look forward with purpose. New Routes remains committed to meeting rising demand, strengthening integration pathways and ensuring Norwich is a place where everyone feels welcome, safe and able to thrive.

Thank you for standing with us.

Gee Cook

OUR VALUES



Welcoming – to be friendly and welcoming to our participants, and also to our volunteers, our partners, our donors and to each other.

Responsive – to be proactive, positive and prompt in responding to the needs of our participants, and also to our volunteers, our partners, our donors and to each other.

Resilient – To ensure that New Routes Integration is a flexible, strong and sustainable organisation that our participants can rely on and which is able to cope with external changes and challenges, so that our participants can also gain strength and resilience from us.



OUR YEAR IN CONTEXT



The 2024-25 year unfolded against a backdrop of escalating global and domestic pressures that shaped both the needs of our participants and the role New Routes plays within the community. Ongoing global conflicts continued to force people from their homes, and Norwich has seen a sustained increase in new arrivals, particularly those placed in temporary hotel accommodation. Many arrived with urgent practical needs, disrupted lives, and the trauma of displacement. Our responsibility to offer safety, connection and a pathway to belonging has never been more vital.

Across the UK, the cost-of-living crisis has further strained those already experiencing hardship, while far-right rhetoric has grown more visible, increasing fear and creating additional barriers for people seeking sanctuary. In this climate, our work to build spaces of welcome and protection was essential, not only supportive, and safeguarded our communities

Participant needs have been both varied and more urgent. We have responded to rising demand for crisis support, alongside long-term needs such as English language learning, employability, digital access and social integration. Meeting these needs required agility, compassion and services developed with communities, not just for them.

Co-production has been central to our approach. Across ESOL, youth work, adult support and wellbeing programmes, participants' voices helped shape direction and design. Their lived experience guided us to adapt content, redesign activities and prioritise what matters most: safety, empowerment and meaningful routes into local life.

Despite challenges, this year was also one of connection and community strength. Celebrations, workshops, integration programmes and city-wide events such as Refugee Week showcased the power of solidarity. Volunteers, residents, funders and partners came together with generosity and conviction, reaffirming that belonging is created through relationships, compassion and shared purpose.

Our 2024-25 Impact Review reflects a year defined by complexity, change and collective resilience. It honours the courage of our participants and the dedication of our staff, volunteers, funders and partners. Together, we continue to hold space for safety, dignity and integration, ensuring Norwich remains a city where everyone, regardless of background, can find connection, opportunity and the chance to thrive.

OUR YEAR IN NUMBERS



Welcoming all

202 participant attendances

Health and wellbeing advice

595 participant attendances

Employability skills workshops

1,343 participant attendances

Youth activities and support

254 participant attendances

Intergration workshops

600 participant attendances

Community Lunches

Supporting all

1,900 participant attendances

1:1 support for issues related to immigration, health, education, housing, employment or benefits

1,852 participant attendances

Benefitted from the New Routes Free Shop

120 participant attendances

Youth and Adult Workshops

2,515 participant attendances

Free community English classes

702 participant attendances

Mens Football

669 participant attendances

Women's-only activities

Volunteers

50
Internal volunteers

25
External volunteers

5
Adult Support Volunteers recruited

Vouchers

£20,000
Tesco vouchers issued

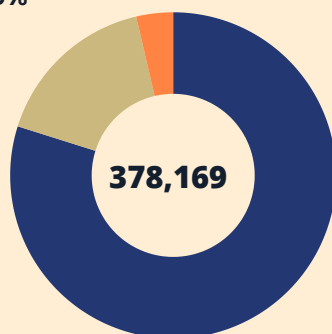
600
Vodafone SIM cards issued

FINANCE - YEAR ENDING 31 MARCH 2025

INCOME

Unrestricted Income
16.5%

Donations
3.6%



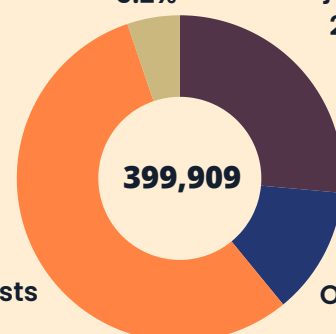
Restricted Income
79.9%

378,169

EXPENDITURE

Governance Costs
5.2%

Project Costs
26.4%



Support Costs
55.7%

Overhead Costs
12.6%

399,909

OUR SURVEY RESULTS

ESOL Classes Survey – **100%** of learners reported improved confidence in using English in every day life

Adult Support and Guidance Survey – **76%** of participants were very satisfied with the support they received and 24% were satisfied

Employability Workshops Survey – **90%** were more confident in applying for volunteering work and 80% improved their CV-writing skills

Mount Cook Residential Survey – **95%** of participants felt more connected with others as a result of the trip

Youth Activities Survey – **100%** of participants enjoyed the youth programmes and found them fun

Free Shop Survey – **100%** of participants reported that they felt welcomed and treated with respect by staff



OUR PARTNERSHIPS



In 2024-25, New Routes strengthened its commitment to collaboration and co-production, developing an exceptional range of partnerships that directly benefited participants and increased our reach, influence, and visibility across Norwich. We exceeded our targets for new relationships, creating pathways to funding, volunteering, cultural experiences, training and wellbeing support.

Alongside long-standing partner organisations such as The Bridge Plus, English+, and City of Sanctuary, we continued our active role within NASREF, now chaired by our CEO, ensuring our collective voice is represented regionally and nationally within the refugee sector.

Key partnerships enabled impact across our programmes:

- Beryl Bikes – donated bicycles worth £2,000, supporting independent travel for work, study and social connection.
- Gandaia Arts & Balafon Drumming – engaged 38 young people in creative workshops building confidence and cultural expression.
- Oak Circus, Out There Arts & Drum Camp Festival – involved 80 young people in arts activities, expanding skills and horizons.
- Cancer Research, Big Issue, Heavenly Gardens & Voluntary Norfolk – offered meaningful volunteering placements for adults.
- Magdalene Group – provided women’s health sessions in a safe, informed environment.
- Anteros Gallery, Norwich Festival & Norfolk County Council Adult Learning – supported arts and education engagement.
- Mount Cook Residential – enabled 22 young people to take part in a leadership and personal development residential.

These partnerships were not transactional, they were rooted in shared purpose, co-design and community connection. Together, we created opportunities that strengthened wellbeing, skills and belonging. We are deeply grateful to every partner for helping us build a more inclusive and connected city.

PARTICIPANT ADVISORY BOARD

Over the past year, our Participant Advisory Board has played a pivotal role in shaping the direction and quality of our services. Acting as a vital link between the Trust Board and the people we serve, the Advisory Board ensured that participant voices were not only heard but actively integrated into decision-making. Through regular consultations, feedback sessions, and collaborative planning, the PAB helped us refine programs to better meet the evolving needs of refugees and asylum seekers. Their insights led to improvements in service accessibility, cultural relevance, and participant engagement, strengthening trust and fostering a sense of ownership within our community.

This partnership has been instrumental in aligning our strategic priorities with the lived experiences of those we support, ensuring that our work remains responsive, inclusive, and impactful.



ESOL



Our ESOL (English for Speakers of Other Languages) programme continued to grow in scale and depth this year, responding to rising numbers of new arrivals in Norwich, particularly those living in temporary hotel accommodation. For many participants, English is the gateway to independence, education, employment and connection. Our focus was not only on language acquisition, but on creating safe, inclusive and co-produced learning spaces where learners feel respected, confident and supported.

More than 70 learners attended weekly. We delivered multiple levels of provision, from complete beginners to advanced, shaped by participant voice and real-life need. Learners told us what mattered most, whether accessing the NHS, applying for jobs or communicating with schools, and we adapted our curriculum to ensure lessons were practical and immediately useful. Scenario-based learning, including mock interviews, tenancy language, health conversations and everyday interactions, helped learners build confidence and autonomy.

A key success has been the continued development of our Women's-Only ESOL group, a culturally sensitive, trauma-informed space where women can learn freely, build confidence and ask questions without fear or judgement. For many, this has been a first step into community life and a vital foundation for wellbeing and empowerment.



ESOL



ESOL at New Routes is more than a class, it is a community. Friendships are formed, peer support grows, and belonging is actively nurtured. In a climate where far-right rhetoric is increasing nationally, these spaces represent resilience and solidarity, offering reassurance and welcome.



None of this would be possible without our exceptional volunteer ESOL teachers. Their patience, skill and compassion shape every lesson. We offer our deepest thanks, you are central to the success and heart of this programme.

ADULT SUPPORT



Our adult support services remained a core pillar of our work, offering vital assistance to individuals and families navigating resettlement, uncertainty, and the ongoing cost-of-living crisis. Demand grew significantly as new arrivals increased and existing communities continued to face complex challenges linked to trauma, displacement and financial hardship.

We delivered tailored, person-centred support across crisis intervention and long-term progression. This included housing and welfare guidance, healthcare navigation, access to essential items, and wellbeing support. Through drop-ins, one-to-one casework and hotel outreach, we met people where they were, ensuring support was compassionate, trauma-informed and rooted in dignity and autonomy.

Co-production shaped programme development, with lived experience informing employability workshops, women's groups and skills-based activities that reduce isolation and build confidence. Partnerships with organisations including the Magdalene Group, Voluntary Norfolk, Cancer Research, NCC Adult Learning and Heavenly Gardens expanded opportunities for volunteering, education and community participation.

Over the year, adults strengthened independence, improved wellbeing, and rebuilt social networks. Most importantly, they found a safe, respectful space where they were welcomed as individuals with strengths, aspirations and futures.



YOUTH ACTIVITIES



We delivered a vibrant and inclusive programme of youth activities designed to meet the diverse needs of young people from refugee, asylum-seeking, and local communities. Increasing numbers of young people arriving in hotel accommodation, alongside those already settled, required flexible, responsive, and engaging provision tailored to both emergent and ongoing needs.

Programmes focused on creativity, wellbeing, skill-building, and social integration, providing safe spaces where young people could express themselves, make friends, and develop confidence. Co-production was central, with young people actively shaping activities, choosing themes, and giving feedback, ensuring programmes were relevant, enjoyable, and empowering. We enjoyed collaborations with:

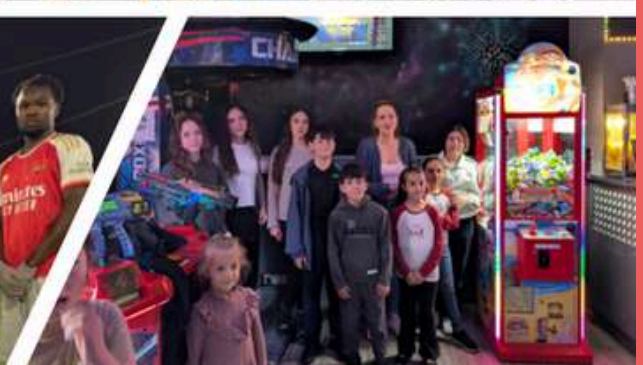
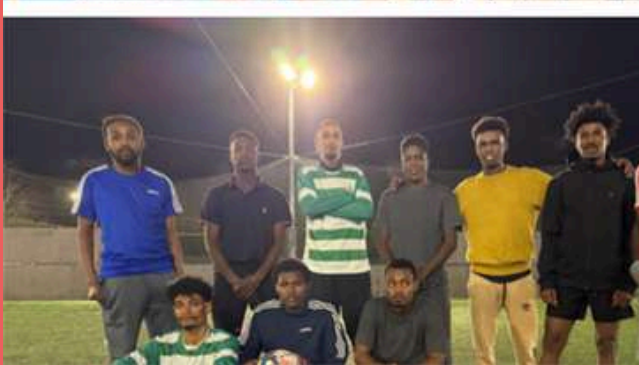
- Arts and Cultural Engagement – Through partnerships with Gandaia Arts, Balafon Drumming, Oak Circus, Out There Arts, and Drum Camp Festival, 80 young people participated in workshops that nurtured creativity, teamwork, and self-expression.
- Residential and Outdoor Experiences – 22 young people attended a Mount Cook Residential, focusing on leadership, resilience, and team-building in an immersive and supportive environment.
- Social and Recreational Programmes – Youth clubs and holiday sessions offered structured play, sports, and wellbeing activities, enabling friendships and connection to the wider community.
- Mentoring and Skills Development – Activities incorporated life skills, employability awareness, and confidence-building exercises to equip young people with tools to navigate school, work, and community life successfully.

Our youth programmes fostered integration, resilience, and belonging, offering safe and inclusive environments where young people navigated the challenges of displacement, countered the negative impact of far-right rhetoric, and engaged meaningfully with peers from diverse backgrounds.

We are deeply grateful to our staff, volunteers, and partner organisations whose creativity, energy, and dedication ensured that Norwich's young people, whatever their background, had opportunities to grow, thrive, and feel part of a welcoming community.







EMPLOYABILITY SKILLS

Our employability skills programme expanded significantly, responding to growing demand from newly arrived hotel residents and long-settled participants seeking meaningful, sustainable employment. Rising living costs have increased the need for work, training, and financial independence.

This year marked a shift toward participant-led employability support, with workshops shaped by real barriers and aspirations. Key areas included:

- Job Readiness Workshops – CV writing, interview preparation, job searching, workplace culture, and rights at work.
- Skills Development – Digital literacy, customer service, teamwork, communication, and sector-specific knowledge.
- Volunteer and Work Placement Routes – Partnerships with Cancer Research, Big Issue, Heavenly Gardens, and Voluntary Norfolk provided practical experience, community connections, and confidence-building.
- Individual Progression Support – One-to-one appointments helped participants develop personalised plans, explore careers, understand qualifications, and navigate practicalities such as childcare, ESOL progression, and transport.

Participants reported increased confidence, improved English for work, greater digital skills, and clearer understanding of how to access training or employment. Our trauma-informed, culturally sensitive approach ensured individuals felt safe, respected, and able to progress at their own pace.



FREE SHOP



Our Free Shop continued to provide a vital lifeline for individuals and families navigating financial hardship, rising living costs, and temporary accommodation. The service grew in scale and significance, offering essential items while fostering dignity, independence, and community connection.

Our Free Shop operates on the principles of choice, respect, and co-production. Participants help shape how the space is run, select items that meet their needs, and support one another in a welcoming environment. We prioritised:

- Provision of Essential Items – Thousands of items, including clothing, household goods, baby supplies, and food, were made available free of charge, alleviating immediate pressures for families.
- Support for Hotel Residents – The Free Shop has been particularly important for those living in temporary accommodation, providing practical resources that help families settle, maintain routines, and feel supported.
- Community Building – Beyond material support, the Free Shop offered a space for connection. Participants interacted with volunteers and peers, shared advice, and built informal support networks.
- Volunteer Engagement – Volunteers assisted with operations, welcomed visitors, and ensured everyone was treated with respect and dignity, making the service sustainable and inclusive.

The Free Shop exemplifies our holistic approach to support, meeting immediate needs while fostering empowerment, safety, and integration.



HEALTH AND WELLBEING

Health and wellbeing remained central to our work, as many participants continued to face challenges linked to displacement, trauma, uncertainty, and the cost-of-living crisis. Access to trusted, culturally sensitive, trauma-informed support was essential. We strengthened health pathways through one-to-one navigation, helping individuals register with GPs, understand NHS systems, attend appointments, and access dental care, mental health support, maternity provision, and vaccinations.

Partnerships with The Magdalene Group and St Barnabas enabled women's health sessions and counselling in safe, co-designed environments, while wellbeing was further supported through social and creative activities. Football, gardening, cycling, women's groups and arts sessions provided community connection, improved mental health and reduced isolation.

By listening and responding to lived experiences, we ensured support was practical, empowering and person-centred. Over the year, hundreds of people built confidence, improved wellbeing and took meaningful steps toward stability, resilience and independence.



COOKING WORKSHOPS

Our cooking workshops have provided more than just practical skills, they have created spaces for connection, cultural exchange, and empowerment.

Over the past year, these sessions have enabled participants to share traditional recipes, celebrate their heritage, and build confidence in preparing nutritious meals within their new environment. Beyond fostering culinary skills, the workshops have strengthened community bonds, reduced isolation, and promoted wellbeing.

Participants reported feeling a renewed sense of pride in their culture and greater independence in daily life. These workshops have become a cornerstone of our holistic support approach, blending practical learning with social inclusion and cultural affirmation.



HOTEL ENGAGEMENT

Our hotel engagement work remained a vital lifeline for newly arrived asylum-seeking individuals and families accommodated in contingency hotels across Norfolk. With numbers rising and needs becoming increasingly complex, our team provided regular, consistent, and compassionate support on site.

We delivered weekly drop-ins offering information, emotional support, and practical assistance, from safeguarding and wellbeing check-ins to help navigating local services, education, health, and community activities. Working closely with hotel residents, we co-designed activities promoting wellbeing, autonomy, and integration, including ESOL tasters, creative workshops, youth engagement, and bicycle safety and maintenance classes. Referrals to our Free Shop and Foodbank ensured participants had access to essential clothing and household items.

Partnerships with health providers, local schools, social care teams, voluntary sector organisations, and community groups created coordinated pathways of support, strengthening outcomes for individuals and families and contributing to a more cohesive, trauma-informed approach across agencies.

Despite challenges, including increased occupancy and rapid policy changes, our hotel engagement programme remained a cornerstone of early support and integration, helping residents build confidence, connections, and a sense of safety.



BICYCLE LINKS AND BERYL BIKES

Transport remained a major barrier for many participants, especially those in hotel accommodation or on low incomes. Welcome Wheels helped close this gap by providing refurbished bikes, safety equipment and cycling confidence sessions, enabling people to reach ESOL classes, appointments, volunteering opportunities and community activities independently.

A highlight was our partnership with Beryl Bikes, who donated bikes worth over £2,000. These bikes supported wellbeing, reduced isolation and increased access to education, employment and social connection. Bike repair workshops, group rides and safety training helped participants develop skills and confidence on the road, with many reporting increased independence.

We demonstrated how community-led transport access can expand opportunity and strengthen integration.



FOOTBALL



Football continued to be one of our most popular and unifying activities, offering participants far more than weekly exercise. For many newly arrived adults and young people, football provided a vital sense of belonging, routine, and community during a period of uncertainty and transition.

Sessions welcomed players of all backgrounds, ages, and abilities. The pitch became a space where language barriers dissolved and friendships formed, creating a supportive environment that championed teamwork, confidence, and wellbeing.

Increased participation from hotel residents reflected the growing demand for safe, inclusive activities that reduced isolation and supported mental health. Football also built wider skills, including communication, leadership, physical fitness, and social networks, often serving as a first point of connection to broader programmes, including ESOL, volunteering, employability, and cultural activities.

Through football, we created a consistent, joyful space where people could relax, connect, and be part of something bigger. It remains a testament to the power of sport in fostering inclusion, resilience, and community cohesion.



REFUGEE WEEK



Refugee Week 2024-25 was one of our most vibrant and hopeful celebrations. Against a backdrop of global conflict, rising far-right rhetoric, and ongoing challenges for people seeking safety, it highlighted the strength, creativity, and humanity within our communities.

Our programme of over 50 events spanned arts, culture, food, storytelling, and shared learning, bringing together participants, partners, volunteers, and the wider Norwich community. Participants co-produced activities, shaping themes, formats, and outcomes.

Highlights included collaborative arts workshops, performances by local and international artists, community meals showcasing global cuisine, and youth-led activities emphasising belonging and identity. Partnerships with Anteros Arts, Norwich Festival, Oak Circus, Gandaia Arts, and local community groups enriched the programme and extended its reach.

Refugee Week offered joy, visibility, and connection, enabling people to share culture, build relationships, and engage in community life. It reaffirmed our commitment to fostering understanding, strengthening community bonds, and building a more compassionate, inclusive future.



VOLUNTEERING



Volunteers remained at the heart of New Routes, driving the warmth, energy, and impact of our services. This year, our volunteer community grew in numbers and diversity, bringing a wide range of skills, experiences, and passions.

Volunteers contributed across every area of our work, from ESOL and youth activities to mentoring, Free Shop coordination, community events, cultural activities, and hotel engagement. Many progressed from initial taster sessions to ongoing weekly commitments, and several former participants stepped into volunteer roles, illustrating the power of community-led integration.

Partnerships with organisations such as Cancer Research, Big Issue, Voluntary Norfolk, and Heavenly Gardens opened additional volunteering and work-experience opportunities, supporting progression into employment, improving wellbeing, and building local connections.

The impact of volunteers is visible every day: from a young person gaining confidence in an activity, to an adult smiling after their first conversation in English, to a family leaving the Free Shop with essentials that make dignity possible. We extend our deepest thanks to every volunteer who has contributed this year.



FUNDERS



AB Charitable Trust
Access Foundation
Active Norfolk
Art at Work
Big Norfolk Holiday Fund
Children in Need
Ellerdale Trust
HAF Winter Activities
Hethersett Heart
Lloyds Bank Foundation

National Lottery Community Fund
Natural England
Norfolk Community Foundation
Norfolk County Council
Norfolk Rivers
Norwich City Council
Norwich Consolidated Charity
Septagon
Sir Norman Lamb
UK Youth

HOW YOU CAN MAKE AN IMPACT

VOLUNTEER

Come in and discuss
our volunteering
opportunities

DONATE

Regular donation
or one-off -
every little helps!

SUPPORT US

Follow us on social media

WE THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR PROGRAMS

THANK YOU



The achievements in this year's report are made possible by the dedication, generosity and collaboration of an exceptional community. In a time of global conflict, rising need and growing pressures on those seeking safety, New Routes has been able to respond with strength, compassion and creativity because of the people who stand alongside us.

To our participants, thank you for your trust, courage and resilience. Your insight and lived experience guide our work and inspire our mission every day.

To our volunteers, we are deeply grateful. Whether teaching ESOL, supporting activities, repairing bikes, mentoring young people or offering a kind welcome in our Free Shop, you help to build a community where people feel seen, valued and supported. We truly could not do this without you.

To our funders and donors, thank you for backing our vision and enabling us to grow and adapt during a year of heightened demand. Your investment has helped us reach more people, strengthen programmes and maintain a place of stability and hope.

To our partners, we appreciate your expertise and shared commitment to inclusion. From cultural organisations to health services, employment networks and community groups, your collaboration enriched lives and strengthened Norwich as a welcoming city.

To our staff team, thank you for your commitment, compassion and professionalism. You have met rapid change and increasing need with adaptability and care. You are the heartbeat of New Routes.

To our trustees, thank you for your guidance and support. Your leadership ensures we continue to develop with purpose and sustainability.

And to everyone who has walked beside us this year, thank you. Together, we are creating a kinder, more inclusive and more connected community for all.





Thank you!

About us

Staff

Gee Cook

Mark Edwards

Bella Swingler

Richard Evans

Alaine Mukene-Drew

Aziz Rahman

Safuat Nasur

Mirabel Neh

Chief Executive

Adult Support Coordinator

Youth Projects Coordinator

Learning and Training Coordinator

Communications & Development Coordinator

Hotel Coordinator

Shop, Finance and Admin Coordinator

Participant Coordinator

Board of Directors

Malcolm Simpkin

Sam Apeh

Vince Ballester

Christopher Peskett

Brian Watkins

Judeline Nicholas

Elo Onyia

Busra Serin

Chair

Chair (resigned)

Treasurer

Trustee

Trustee

Trustee

Secretary (resigned)

Secretary

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