



projectcitizenship.org



info@projectcitizenship.org



**2022**

# IMPACT REPORT



@ProjectCitizenship



@ProjCitizenship



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# Table of Contents

"It's about the opportunities that we get here, we wanted more for our daughter."

- Selso



1. About Us
2. Letter from the Board Chair & Executive Director
3. Impact Report Snapshot
4. Staff
5. AmeriCorps Service Members
6. Board of Directors & Advisory Board
7. Community Partners & Citizenship Collaborators
8. Events
9. Citizenship Day
10. About Our Hopeful Citizens
- 11-12. Voices of Project Citizenship
13. Volunteer Impact
14. Legal Impact
15. Medical Disability Form
16. Financial Summary
17. Developments
18. Sponsors & Supporters
19. Individual Donors
20. Thank You



# About Project Citizenship

Project Citizenship is a nonprofit that provides free, high quality legal services to permanent residents to help them become U.S citizens. Project Citizenship offers free workshops, eligibility screening, application assistance, legal referrals and all materials needed to apply for U.S. citizenship. In addition, Project Citizenship works collaboratively with community-based partners in Massachusetts to provide a range of support services, including civics instruction, application assistance, and ESOL classes.



## Mission

Project Citizenship seeks to increase the naturalization rate in New England, with a focus on the most vulnerable and disadvantaged populations.



## Dear Project Citizenship Community,

Project Citizenship thrived in 2022! After more than a year of pandemic restrictions, we returned to in-person citizenship workshops, starting with our annual signature event, *Citizenship Day in Boston*. This annual mega-workshop, co-sponsored by the Boston Mayor's Office for Immigrant Advancement, is a manifest civic engagement on display. Hundreds of pre-screened clients work one-on-one with hundreds of pre-trained volunteers and *pro bono* attorneys who assist them to complete the 20-page complex application. Volunteers capture our clients' immigrant stories, which are diverse, fascinating, harrowing, and inspiring. They illustrate the energy, resourcefulness, hard work, and aspirations our new citizens-to-be bring to our community.

The success of *Citizenship Day in Boston* is serving as a blueprint for other municipalities. In 2022, we held Citizenship Days in Brockton, Lowell, and Somerville. In 2023 we plan to triple such events across the Commonwealth.

We continue to also offer virtual workshops, a model that we developed during the pandemic. Virtual workshops provide flexibility to immigrants who, for one reason or another, cannot attend our in-person events.

In 2022, our partnerships with synergistic organizations grew exponentially. For us, serving any community is based on local and regional partnerships. We also initiated a collaboration with three other long-standing, venerable immigrant organizations: MIRA, IINE, and RIAN. Together, we sponsored a Naturalization Ceremony at the State House to commemorate Constitution Day in September. We will continue to explore other projects that will benefit all immigrants.

What made our success in 2022 possible? It is our expert and dedicated staff, an involved Board, loyal volunteers, and generous donors. As you peruse through this Impact Report, please consider joining this important work! You will be warmly welcomed as a volunteer, a donor, a messenger to those who need our services, and a believer with us in the transformative power of citizenship.



**Dr. Mitra Shavarini**  
Executive Director

A stylized, handwritten signature in black ink.



**Ed Boyajian**  
Board Chair

A stylized, handwritten signature in black ink.



# Our Impact Snapshot

**1,345**   
Clients Successfully  
Naturalized

**1,350**   
Applications  
Submitted

**65**   
Citizenship  
Workshops

**127**   
Countries  
of Origin

**\$704K+**  
SAVED THROUGH  
APPLICATION FEE  
WAIVERS



**5,421**  
VOLUNTEER  
HOURS



**1,199**  
UNIQUE  
VOLUNTEERS



**2,565**  
Contacts  
Created

**2,579**  
Prospective  
Applicants Screened  
For Citizenship  
Eligibility

**29K**  
Voicemail  
and emails  
triaged



# Project Citizenship Staff

In 2022, our small, deeply committed team consisted of just seven full-time staff, seven part-time staff, and five NAIP AmeriCorps members supporting hopeful citizens-to-be on their path to citizenship. By utilizing volunteers and interns we're able to keep our staff size conservative while producing quality results.

## 2022

**Jessye Kass**  
*Communication  
Strategy Consultant*

**Owen Diana**  
*Operations  
Manager*



## 2022 -2023

**Mitra Shavarini**  
*Executive Director*

**Erin Fricker**  
*Legal Director*

**Gloria Donati**  
*Staff Attorney*

**McKenzie Bell**  
*Program  
Director*

**Alyssa Bacon**  
*Bilingual  
Program Manager*

**James Richardson**  
*Staff  
Attorney*



**Irene Egan**  
*Development  
Strategist*

**Eva Ng**  
*Finance  
Officer*

**Maggie Kenney**  
*Community  
Engagement Manager*

**Lissa Damus**  
*Intake  
Specialist*

**Maria Campaniello**  
*Operations &  
Communications  
Coordinator*

**Maddie Kaprich**  
*Communications  
Manager*





# AmeriCorps Members & FELLOWS

At Project Citizenship, we are proud to partner with AmeriCorps each year. This partnership enables us to reach more hopeful citizens and provide essential services to eligible citizens-to-be. Our tiny staff relies heavily on the work of AmeriCorps members to serve immigrant communities. In 2022, we had five service members from The New American Integration Program; a program that recognizes that immigrants are among the Commonwealth's greatest assets and have a right to feel at home without barriers to their success.

## *September 2022 - July 2023*

David Wilson



Sam Winget



Andre Kish

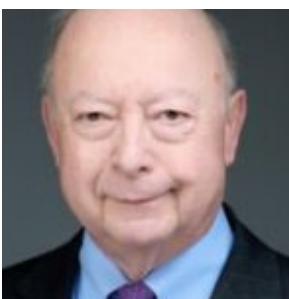


## *September 2021 - July 2022*

Cat Maker



Emma Kane



Additionally, in 2022 we gained Access to Justice Fellow **Michael Lacek**. The Access to Justice Fellows Program is a project of the Massachusetts Access to Justice Commission and the Lawyers Clearinghouse.

# 2022 - 2023 Board of Directors

We are incredibly grateful for the voluntary service of our Board of Directors and Advisors & Ambassadors Board members. Throughout their tenure, they provide us with thoughtful and invaluable support, donations, oversight, and advice. Thank you all, we could not do this without your dedication and support of our programs and services.



Ed Boyajian  
**Board Chair**  
EDB



Kim West, Esq.  
**Vice Chair**  
Ashcroft Law Firm



Milton Manousaridis  
**Treasurer**  
Cambridge Trust



Natalia Ivanytsky  
**Clerk**  
Converse



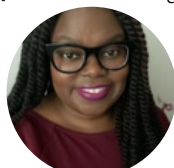
Sameer Ahmed, Esq.  
Harvard Law School



Tref Borden  
Fish Family Foundation



Christopher Henry  
Latham & Watkins



Bianca Jordan, Esq.  
Brazen Legal



Nandini Karkare  
EBD



Andy Liebman  
EditShare



Teresa Maynard  
Sweet Teez Bakery



Benny Omid  
Dunkin' Donuts



Denise Porche  
Island Foundation



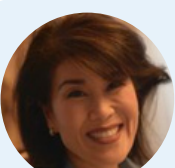
Scott Posnick  
AAFCPA



Simon Ringrose  
Quant Insight



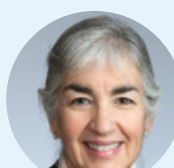
Katherine Rivet  
Boston Consulting Group



Jean Russell  
Arthur J. Gallagher & Co



Detlev Suderow  
Brandeis International  
Business School



Eleonora Villegas-Reimers  
Boston University, Wheelock  
College of Education

## Advisory Board

Talia Azzaretto, Esq.  
Burns & Levinson LLP

Tiffany Brathwaite  
Boston Celtics United

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Bank of the West

Jake Benhabib, Esq.  
**former PC attorney**  
International Rescue Committee

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**Chair Emerita**  
Ropes & Gray, LLP

Susan Eaton  
Brandeis University

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DH Advisors

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McGurk Group LLC

Nancy Moss  
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School of Design

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Fragomen

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Seth Rolbein  
Cape Cod Commercial  
Fishermen's Alliance

Nancy Rousseau  
My Life My Choice

Alicia Rubio-Spring  
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Latham & Watkins

Mary Teague, Esq.  
Santander Bank

Melanie Torres  
**former PC Deputy Director**  
The Klarman Family Foundation

Luis Vélez  
Sergio Arboleda  
University School of Law

Amy Wax, Esq.  
Law Office of  
Amy M. Wax, P.C.

Myles Weisenberg  
Brandeis University





# Community Partners & Collaborators

There are many organizations that help us accomplish our mission in unique ways. These organizations helped us provide more services, decrease costs, plan new events, collect stories, and share resources. We are so grateful for our collaborators!

## Community Collaborators

- ABCD
- African Community Center of Lowell
- Boston Chinatown Neighborhood Center
- Cambodian Mutual Assistance Association
- Cape Cod Community College Adult Education Center
- Children's Services of Roxbury
- Commonwealth Kitchen
- Criterion-Boston Early Intervention Program
- Emmanuel College
- Jewish Family Services of MetroWest
- Jewish Vocational Services
- Khmer Maine
- La Alianza Hispana
- La Colaborativa
- Latino Support Network
- Latinx Community Center for Empowerment
- Maine Immigrants' Rights Coalition
- Massachusetts Alliance of Portuguese Speakers
- Middlesex Community College
- MIRA Coalition
- Notre Dame Education Center
- Project Bread
- Quincy Asian Resources Inc.
- The Literacy Center
- The Second Step
- YMCA Boston

## Healthcare & shelter providers

- Boston Children's Hospital
- Boston Healthcare for the Homeless
- Charles River Community Health Center
- MGH Brigham
- Pine Street Inn
- St. Francis House

## Legal providers

- Boston Bar Association
- Boston College Civil Rights Clinic
- Boston University School of Law
- Immigrants' Rights and Human Trafficking Program
- Catholic Charities
- Central West Justice Center
- Greater Boston Legal Services
- Harvard Law School's Immigration and Refugee Advocacy Clinic
- International Institute of New England
- Northeast Justice Center
- PAIR Project
- Rian Immigrant Center
- The Right to Immigration Institute
- YWCA of Lowell

## Government collaborators

- Boston Public Schools
- Brockton Public Schools
- City of Boston's Mayor's Office for Immigrant Advancement
- Committee for Public Counsel Services
- Federal Defender Office
- Fitchburg Public Library
- Office of Veterans Affairs
- Quincy Public Library
- Somerville Office of Immigrant Affairs
- Turner Free Library

## USCIS fee assistance

- Boston Bullpen Project
- One Percent for America

# Events

## COMMUNITY CITIZENSHIP DAYS

We expanded out community outreach efforts and held three other Citizenship Days in partnership with municipalities around the Commonwealth. We held workshops in Brockton, Somerville, and Lowell, with several more cities scheduled for 2023!



### LOWELL CITIZENSHIP DAY

OCT. 1ST, 2022

Cambodian Mutual Assistance Association



### BROCKTON CITIZENSHIP DAY

NOV. 5TH, 2022

Brockton Public Schools



### SOMERVILLE CITIZENSHIP DAY

DEC. 3RD, 2022

SomerViva & Saint Anthony of Padua Parish

## IN-PERSON WORKSHOPS AT COMMUNITY SITES:

- The Literacy Center
- Boston Bar Association,
- Thomas Crane Public Library
- Nonprofit Center
- Middlesex Community College
- WilmerHale

## CONSTITUTION DAY NATURALIZATION CEREMONY



In honor of Constitution Day, we partnered with International Institute of New England, Massachusetts Immigrant and Refugee Advocacy Coalition, Rian Immigrant Center, and U.S. Citizenship and Immigration Services to host a naturalization ceremony at the State House. There were 48 new Americans sworn in at this event.



# Annual Boston CITIZENSHIP DAY 2022



Mayor's Office for  
**IMMIGRANT  
ADVANCEMENT**

In 2022, we held our 9th annual Boston Citizenship Day in collaboration with the city of Boston's Mayor's Office for Immigrant Advancement (MOIA). Since 2014, over 3,200 immigrants have completed applications and began their journey at Boston Citizenship Day. Over 1,600 fee waivers have been completed, eliminating cost as a barrier for low-income applicants at these events. We have kept the tradition alive of Boston Citizenship Day thanks to our amazing volunteer attorneys, law students, and community members.



## 244

APPLICATIONS  
COMPLETED

## 49

COUNTRIES  
OF ORIGIN

### Top countries of origin:

Dominican Republic, Haiti, China, Colombia, Jamaica, Guatemala, Cape Verde, El Salvador, Brazil, Honduras, India

## 155

APPLIED WITH  
FEE WAIVER

## 221

VOLUNTEERS  
ATTENDED

47% were Boston residents

6% applicants had refugee, asylum, or special immigrant juvenile status

# About The Hopeful Citizens We Served

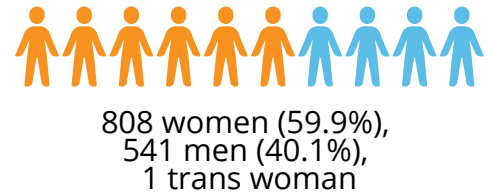
## Age Range of Citizens Served



## Total countries of origin



## Gender Ratio



## Top 10 countries of origin for applicants whose applications were submitted in 2022

1. Dominican Republic (335)
2. Haiti (305)
3. Jamaica (56)
4. El Salvador (46)
5. Guatemala (37)
6. Cambodia (36)
7. Cape Verde (34)
8. Colombia (33)
9. China, Honduras (26)
10. Brazil (23)



**72%** of our applicants fell below the federal poverty level, making them eligible to apply for citizenship for **FREE** (with a fee waiver)



**\$704K+** was saved on application fees through our assistance



**1350 applications** were submitted to USCIS



An estimated **196** of our client's minor **children** will derive citizenship from **their parent's naturalization**.

## Common ways applicants started their immigration journey

■ Parent of USC   
 ■ Spouse of USC   
 ■ Child of USC   
 ■ Refugee Status   
 ■ Asylum  
■ Special Juvenile Status   
■ U-Visa   
■ Diversity Visa Lottery   
■ Skilled & Outstanding Workers



### Family petitions

- Parent of USC: 150
- Spouse of USC: 286
- Child of USC: 139

### Humanitarian relief

- Refugee status: 43
- Asylum: 39
- Special immigrant juvenile status: 14
- U-visa: 14

### Diversity lottery & work

- Diversity visa lottery: 59
- Skilled and outstanding workers: 30



# Stories From Our Citizens:

## VOICES OF 2022

"Gosh, my story starts a long, long time ago...Especially with me being a mom of four children...it was a long emotional journey for me - just trying to make a better life for myself and my children," Teneisha reflects on her journey, including the ways in which folks took advantage of her status before citizenship or being a single mom. Her journey was not without many trials.

"I thought that everything was gonna be easy. You see things on TV and you hear things like *oh everything is better in America*." Teneisha learned quickly that immigrating was not going to be the way she dreamed of. The American Dream is even harder for immigrants because of the numerous barriers immigrants go through: the waiting, being told no, and the struggle of adjusting.

Though there were many obstacles, it made it that much better for Teneisha when she finally got her citizenship and the opportunity to vote. "I've wanted to vote for so long, and I couldn't. I was always like cheering my friends on like you guys have this opportunity, you guys are allowed to do this... Why would you not want to take that opportunity to have your voice heard?"

### Meet Teneisha



### Meet Saran



Education is critical to Saran, who immigrated from India in 2008 to study at New Mexico State University. Alone in a foreign country and away from family for the first time, Saran had a challenging time to learning to fit into a new culture. "I had to learn to live in the USA including learning about eating habits, lifestyle changes, and many new things that I never had an opportunity to learn."

It wasn't always easy for Saran to fit in. As an immigrant, He had a hard time feeling understood and it was a challenge to be accepted sometimes. Still, he persevered in his path toward his educational and career-oriented milestones. He ultimately received his graduate degree and became an instructor himself.

Saran is glad for what he has been able to accomplish by immigrating, "I was able to achieve higher education that has opened multiple opportunities for me to use my skills towards helping other individuals."

# Meet Our Citizens: VOICES OF 2022

Michael moved to the U.S. from Jamaica to work and create his own American Dream. He's a jack of all trades. He shares, "I've been in so many fields; I've done so many jobs. I'm capable of everything, I'm good at whatever I do or put my mind to." He made the journey to the U.S. alone, leaving behind parents, siblings, and other family members. "I am the only immediate [family member] that's in America," he says.

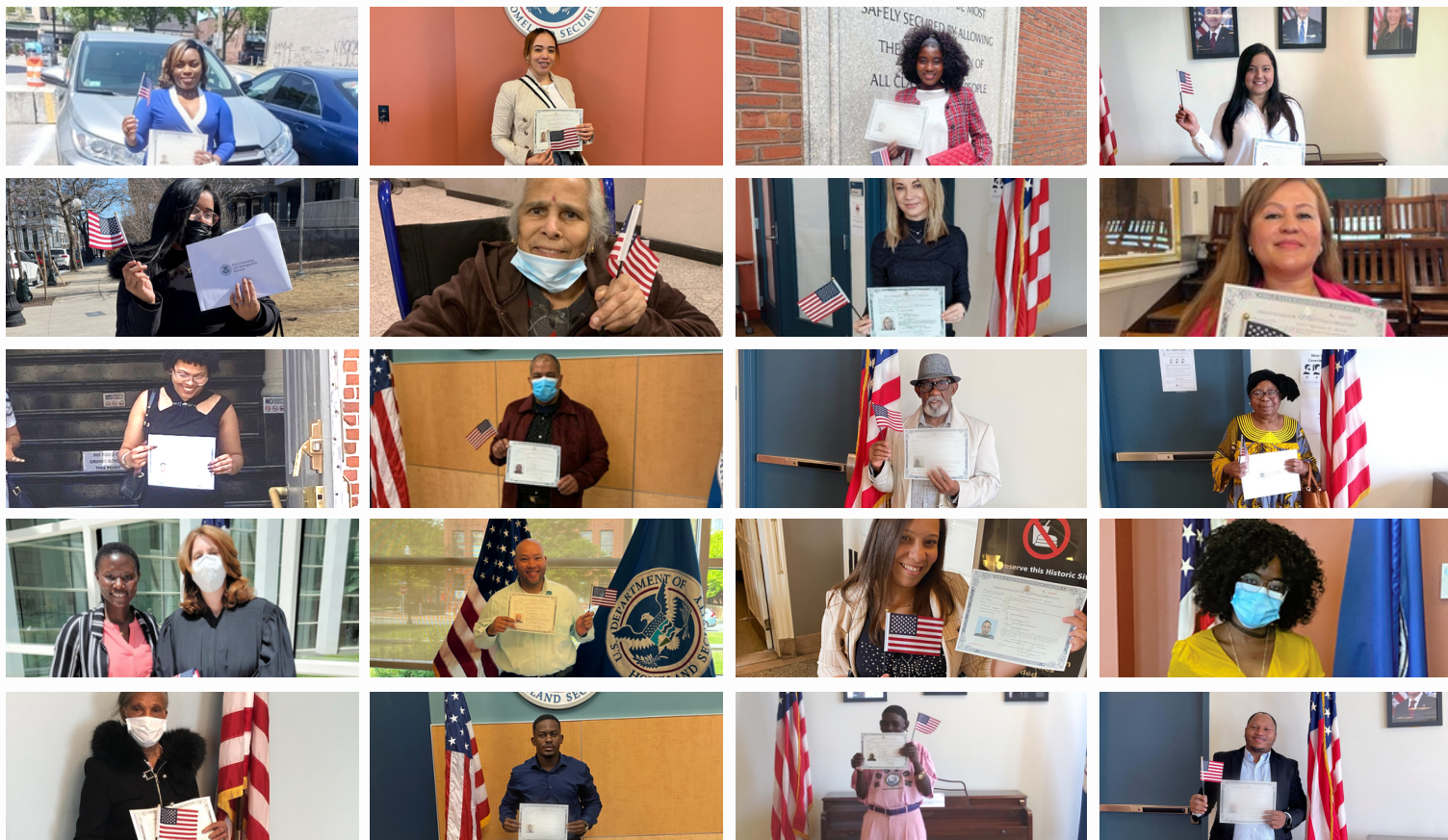
Michael shares his outlook on immigrants in the U.S., stating, "We're only here to build up an environment. We're here to be a team, not to try to take anything away, we're not here to try to deprive you from anything." He continues, "We want the support in the sense of- just treat us like we're one, out of many one people."

When asked about the best thing he got from citizenship, he responds, "My biggest accomplishment for migrating is getting my son to come here at his age, get a better life opportunity than I had." Michael shares the hope that he sees in his son, "He can make this a better place... he's my biggest accomplishment."

## Meet Michael



## Check out some of the photos we get of our clients at their naturalization ceremony





# About Our Volunteers



1,199

Unique  
Volunteers

5,421

Hours of  
Donated Time

11

In-Person  
Workshops

3

City Partner  
Citizenship Days

51

Virtual  
Workshops

## Volunteer Collaborators

### Educational Institutions

- Boston College
- Boston College Law School
- Boston University
- Boston University School of Law
- Brigham Young University
- Harvard University
- Harvard Law School
- Northeastern Law School
- Suffolk University Law School
- Tufts University

### Law Firms

- Foley Hoag
- Fragomen
- Goodwin Procter
- Goulston & Storrs
- Latham & Watkins
- Morgan Lewis
- Nutter McClennen & Fish
- Ropes & Gray
- WilmerHale



### In-house Counsel

- AbbVie
- AIG
- Apple Bank
- Bain Capital
- Bank of America
- Bloomberg
- Brighthouse Financial
- Citigroup
- Fidelity Investments
- FMR LLC
- IBM
- John Hancock
- MassMutual
- MFS Investment Management
- Putnam Investments
- TD Bank

### Additional collaborators

- African Community Center of Lowell (ACCL)
- Boston Consulting Group
- Boston Scientific
- Cambridge Trust Company
- Citizens Bank
- Eastern Bank
- Eversource Fresenius
- HarborOne Bank
- Liberty Mutual
- Projector PSA
- Sun Life Financial
- Vertex Pharmaceuticals
- YMCA of Greater Boston – International Learning Center

We provided live and recorded trainings and presentations to volunteer groups, community organizations, healthcare providers, and ESL/civics classes throughout 2022.



# Successes From Our Legal Team

Our legal team, comprised of three attorneys, is a crucial contributor to the success of our mission. In addition to overseeing the legal aspects of the citizenship application process, our legal team submits comments on issues of national importance related to citizenship, provides trainings and presentations, receives legal referrals, and provides advice on cases to other providers.

## ADVOCACY

Commented on the Form N-400, Application for Naturalization, to USCIS

Authored declaration in support of federal litigation on behalf of seven of our clients experiencing extreme naturalization delays

Submitted a Freedom of Information Act request for Form N-648 approval and denial rates from USCIS

*Thanks to our legal team's advocacy, one of our clients was featured in the Wall Street Journal in January 2022!*



Fielded legal referrals and provided advice on complicated cases with **21 different legal organizations**



Delivered **12 trainings & presentations** to different providers reaching over **235 individuals**



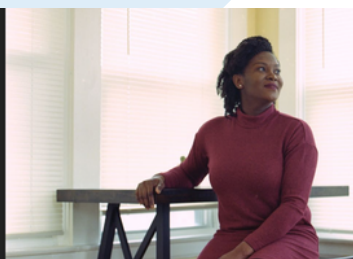
Assisted **over 50 people** obtain copies of their own immigration records through **Freedom of Information Act requests**



Helped **over 100 clients respond to continuances** issued by USCIS about their citizenship applications

THE WALL STREET JOURNAL.

With Paperwork Locked Underground, Thousands of U.S. Citizenship Applicants Wait and Wait





# Increasing Access to Citizenship Through Disability Waivers



The **N-648** is the type of form used for any disability exemption application. In October of 2022, USCIS shorted the Form N-648 from 9 pages to 5 pages.

## WHO QUALIFIES?

*If eligible applicants cannot meet one or more of the requirements to apply for citizenship because of a physical or developmental disability or mental impairment, they may apply with a **Form N-648 waiver**.*



## THE CHALLENGES

**5x** THE AMOUNT OF STAFF TIME

N-648 applications take an estimated average of five times as much staff time to complete due to their complexity

## THE RESULTS

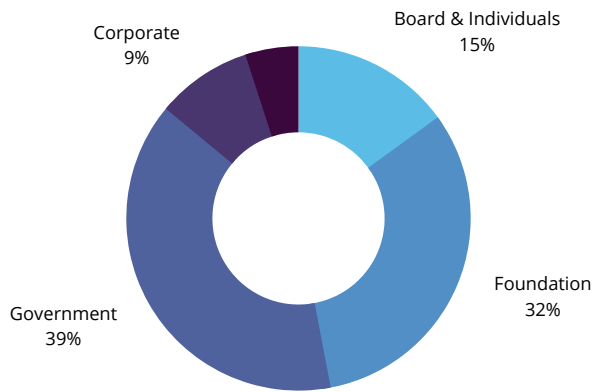
|  |            |
|--|------------|
| N-648s submitted with N-400s from <b>98 different doctors</b>  | <b>125</b> |
| Individuals who had USCIS interviews in 2022 and were <b>represented by staff/interns and 34 pro bonos</b> | <b>178</b> |
| Individuals <b>successfully naturalized</b> with a N-648 in 2022   | <b>152</b> |



# Financial Summary



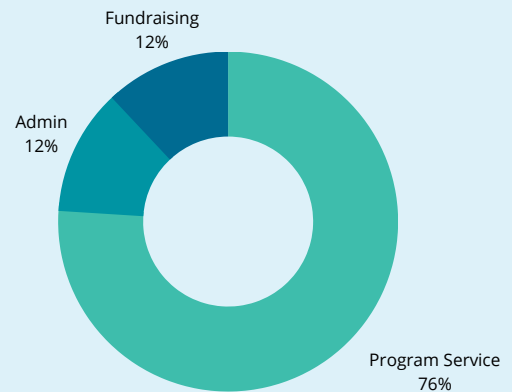
## REVENUE



|                     |                     |       |
|---------------------|---------------------|-------|
| Government          | \$ 523,455          | 39%   |
| Foundation          | \$ 423,803          | 32%   |
| Board & Individuals | \$ 206,243          | 15%   |
| Corporate           | \$ 123,573          | 9%    |
| Investment, Other   | \$ (71,886)         | (-5%) |
| <b>Total</b>        | <b>\$ 1,205,189</b> |       |

## EXPENSES

|                  |                     |     |
|------------------|---------------------|-----|
| Program services | \$ 787,333          | 76% |
| Admin            | \$ 126,051          | 12% |
| Fundraising      | \$ 121,823          | 12% |
| <b>Total</b>     | <b>\$ 1,035,207</b> |     |



**7**  
Full-time  
employees

+

**5**  
NAIP  
AmeriCorps  
Members

+

**7**  
Part-time  
Staff

+

**5421**  
Volunteer  
Hours

=

**\$4.6  
Million**  
In-Kind Services



# Developments



2022 was the first year since the beginning of the pandemic that we adapted a hybrid model of virtual and in-person workshops in earnest.

## The Results:

**14** In-Person Workshops (3 City Partner Citizenship Days)

**51** Virtual Workshops

Our hybrid model amounted to a total of **65 workshops** and **1350 applications** submitted to USCIS.

## Security Update Efforts & WISP POLICY

Last year we made progress in formalizing a WISP policy for Project Citizenship. These efforts are in recognition of the importance of keeping our clients' sensitive information safe.

### What is a WISP policy?

WISP stands for *Written Information Security Program*. It documents a set of organizational security control, procedures, and policies to protect confidential data.

# Our Sponsors & Supporters

## Foundation Support

### \$100,000+

- Fish Family Foundation

### \$30,000-\$50,000

- Clowes Fund
- Cradle to Career
- The Klarman Family Foundation
- The Rands Foundation
- Theodore Edson Parker Foundation

### \$10,000-\$29,999

- Anonymous Foundation
- Boston Bar Foundation
- Bushrod H. Campbell & Adah F. Hall Charity Fund
- Lincoln & Therese Filene Foundation
- Mifflin Memorial Fund
- Richard & Susan Smith Family Foundation
- The Philanthropy Connection
- The Plymouth Rock Foundation
- The Vertex Foundation

### \$1,000-\$9,999

- Amy Ensign-Barstow Memorial Fund
- Aubert J. Fay Charitable Fund
- Brennan & Cianciolo Family Fund
- Cambridge Community Foundation
- Center for Civic Design
- Equal Justice America
- Forest Foundation
- Garner Johnson Family Fund
- HarborOne Foundation
- One Percent for America
- The Barstow Foundation
- Three Princesses Fund

### \$500-\$999

- Albjerg-Graham Family Fund
- Philanthropy Massachusetts Inc.
- Social Innovation Forum

## Corporate Sponsors

### \$10,000+

- Goodwin Procter
- Latham & Watkins LLP
- Ropes & Gray LLP
- Santander
- WilmerHale

### \$2,500-\$9,999

- ACA Group
- Bank of America
- Cambridge Trust Company
- Eversource Foundation
- Fragomen
- Harvard University
- Kirkland & Ellis LLP
- Leader Bank
- Liberty Mutual
- Loomis, Sayles & Company L.P.
- MFS Investment Management
- Morgan Lewis
- Needham Bank

### \$1,000-\$2,499

- Foley Hoag
- Loomis, Sayles, & Company, L.P.
- Metro Credit Union
- The CarMax Foundation
- Limerick Machine
- The Town Fair Tire Foundation
- Wells Fargo

### \$500-\$999

- Boston Consulting Group

### \$1-\$499

- Anthem Group
- Arthur J. Gallagher & Co.
- Atlassian
- Bank of America
- Baramor
- Biogen
- BlackRock
- Eastern Insurance Group LLC
- Facebook
- FM Global
- International Institute of New England
- Nike
- Pasquarello Fink Law LLC
- Suffolk University
- Sun Life Financial
- Third Sector New England
- TPG Inc

## Government Support

### \$5000-\$200,000+

- City of Boston
- Commonwealth Corporation
- Massachusetts Office of Refugees & Immigrants
- Quincy Asian Resources, Inc.
- U.S. Citizenship & Immigration Services

## Individual Donors

### \$25,000+

Ed & Alisha Boyajian

### \$10,000-\$24,999

Brenda & Peter Diana

Tameem Raed Ali Hourani

### \$5,000-\$9,999

Rom Watson & Susan Bazett

Tref Borden

Chris Gaffney

Robert & Katherine Haas

Drew & Maggie Loucks

Jim & Carolyn McGarry

Andy Palmer

Charles & Nora Sanders

Detlev Suderow

Kim & Patrick West

### \$2,500-\$4,999

Andy Liebman

Scott & Carol Posnick

Lou & Amanda Shipley

Alicia Rubio Spring

Stephen & Patti Steinour

### \$1,000-\$2,499

Sameer Ahmed

Courtney Allesio

Jane Bernstein

David & Nancy Bradbury

Leslie Eckel

Janet Rickerhauser & Jose Estabil

William Fick

Love & Grace Assembly of God

Ken Gordon

Martin Hall

John Halloran

Natalia Ivanytsky

Paul Jakubowski

Paula Levin

Special thank you to the  
**Fish Family Foundation**  
for their continued  
generosity supporting  
our mission!



# Individual Donors Who Supported Our Mission Continued

Geoffrey Mason  
Anne Milner  
Carolyn Osteen  
Leslie Patton  
Jeanne Reid  
Eleonora Villegas Reimers  
Katherine Rivet  
Larry Rowe  
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*Thank you*

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