

¡Sí se puede!



A powerful moment at Encuentro's annual Tree of Life Luncheon. Our special guest, legendary activist **Dolores Huerta**, joined in the celebration recognizing the leadership and collective power of the immigrant justice community.

ACADEMIC YEAR 2024-25 **ANNUAL REPORT**





Our community – students, families, allies, staff, and volunteers – is committed to strengthening the immigrant community while celebrating collective learning.

Querida Comunidad,

This past year has been one of growth, resilience, and renewed purpose at Encuentro. As we navigated transitions and new opportunities, we stayed grounded in our mission to build a thriving, inclusive New Mexico for all.

In today’s uncertain political and economic climate, Encuentro’s work and your support have never been more vital. The instability we face underscores the urgency of Encuentro’s work and the essential need for your past and ongoing engagement.

Through our pillars of education, economic opportunities, and leadership development, we expanded digital literacy, educational access, and workforce training for hundreds of working parents and adult learners. Our work strengthens family stability, advances equity, and builds community power.

Encuentro is more than a service provider; we are a movement creating lasting pathways to social and economic justice. Most importantly, we are a home for our Latinx immigrant community. A place that honors their lived experiences, celebrates their contributions to society, and fosters a sense of belonging for ALL. Thank you for believing in our vision and being an integral part of the Encuentro community.

With gratitude,
Eduardo X. Martinez
President, Board of Directors



CLASSES OFFERED BY ENCUENTRO IN 2024-25

- English as a Second Language (ESL)
- ESL for Citizenship
- Digital Skills
- High School Equivalency
- Community Journalism
- Small Business Training
- Financial Literacy
- Home Health Aide (HHA)
- H2H Senior Nutrition
- HHA Skills Practicum



Transformation Through Participation, Opportunities, and Community

The Spanish word *Encuentro* means both “a coming together” and “a discovery.” For Latinx immigrants in Central New Mexico, Encuentro is a place where both happen – a community where individuals come together to rebuild connection, support one another, and discover new opportunities through education.

Represented by the sun in our logo, Encuentro’s core reflects a shared space of growth, belonging, and collective power. Each program is a ray of light – illuminating pathways to skill-building, community resources, and improved family stability. We work to expand safety nets for families, combining culturally relevant education with wraparound services to expand social capital and propel positive change for immigrant families.



When programs are offered in a justice-centered, culturally accessible environment, they become powerful entry points to leadership development and community engagement. As students build skills and apply them in meaningful ways, they are able to amplify their voices and create improved outcomes for their families and communities.



Adult Education to Career Pathways

Each year, more than 300 adults enroll across culturally and linguistically accessible educational programs that address the primary barriers immigrants overcome:

- Language and Adult Literacy
- Digital Literacy and Technology
- Workforce Readiness and Industry-Specific Job Skills
- Entrepreneurship and Self-Employment

Digital Literacy is woven across curricula, and a blended learning model offers varying degrees of in-person and online classes to overcome the primary barriers that immigrant adults face.

ENCUENTRO'S PROGRAMS are grounded in three core pillars – education, economic opportunity, and leadership development – to equip immigrant adults with the skills, confidence, and support they need to navigate an increasingly digital world and build more secure futures for their families.



EDUCATION =
Expanding Access & Building Job Skills

ECONOMIC OPPORTUNITIES =
Creating Pathways to Financial Independence

LEADERSHIP DEVELOPMENT =
Amplifying Voice & Community Engagement



Encuentro is a place of belonging where culture, language, and learning are celebrated and immigrant adults connect with community to re-engage in their education.



AGES

13% < 30 years
49% 30-50 years
38% 50+ years

GENDER

83% Female
16% Male
1% Undisclosed

RACE/ ETHNICITY

100% Latino
Immigrant

SOCIOECONOMIC STATUS

86% live
150% below federal
poverty line

COUNTRY OF ORIGIN

80.6% Mexico
1.4% Central America
1.3% South America

WORKING PARENTS WITH CHILDREN UNDER 18 AT HOME

63%

AVERAGE YEARS OF FORMAL EDUCATION

9

Our Students

Encuentro's students are resilient, English-learning adults – primarily women between the ages of 32 and 56 – who have been disconnected from formal education for an average of 15 years. Most are immigrants from Mexico, with a growing number arriving from Central and South America in recent years. Nearly two-thirds are working parents with children under 18 at home, navigating mixed-status households and cobbling together multiple part-time, low-wage service jobs to provide for their families. Due to immigration status, many face heightened vulnerability to workplace exploitation and are excluded from most federal support programs.

For them, education is more than an opportunity – it's a pathway to dignity, stability, and the chance to build a better future for themselves and their families.

Retention at Encuentro

At Encuentro, retention means more than just keeping students enrolled – it's about creating a space where Spanish-speaking adult immigrants feel seen, supported, and empowered to reach their goals. Our learners face real-life challenges like long work hours, family responsibilities, and immigration-related stress. When we provide flexible, culturally affirming, and justice-centered education – paired with wraparound services like childcare, emergency assistance, and digital access – the barriers that often prevent adult learners from continuing their education are removed.

The result? Encuentro consistently achieves above 80% annual retention – far surpassing state and national adult education averages, which typically fall below 50%. While not every learner can complete course requirements due to circumstances beyond their control, high retention reflects trust, commitment, and the strength of our community-rooted model.

These numbers are more than metrics – they tell a story of the power of education that meets people where they are and helps them grow.

ACADEMIC YEAR 2024-25

ADULTS ENROLLED

383

RETENTION

83%

COMPLETION

80%

CLASSES

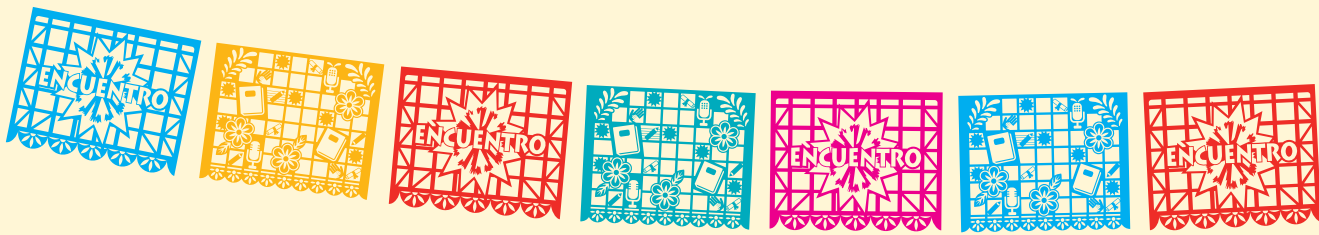
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TOTAL INSTRUCTION HOURS

1,300



Advanced ESL students are stepping into leadership roles as peer tutors. Ten of our students are now teaching Spanish to English-speaking allies in the Spanish and Solidarity class. This unique model is an economic pathway that transforms students into bilingual educators who are fostering cross-cultural learning rooted in dignity, justice, and mutual respect.



In their voice...



“My ESL class gave me the confidence and skills I needed to succeed in a real job interview. After practicing in class, I was prepared when the opportunity came — and I got the job. Today, I’m working in the food industry, using the communication skills I learned to build a better future for myself and my family.”

—**Carlos**, ESL Graduate



“Encuentro’s financial literacy class opened my eyes to the importance of budgeting, saving, and investing for the future. My new habits are paving the way to a more secure life for me and my children.”

—**Maria**, Small Business Graduate



“Since becoming a citizen, I’ve experienced greater emotional stability, better job opportunities, and a deep sense of pride. The naturalization process felt overwhelming at times, but Encuentro and the support of my teacher and classmates made a huge difference. Gaining the right to vote was a big motivation, and now my voice is represented in decision-making for our country. ”

—**Juan Carlos**, Citizenship Graduate

Bridging the Digital Divide = Strengthening Community

Bridging the digital divide means more than providing internet or devices – it means equipping immigrant families with the tools they need to thrive in today’s world. Many of our students have been left behind by the digital revolution. At Encuentro, digital access is a starting point AND digital literacy is the key that unlocks opportunity. With new skills, students gain confidence and agency to support their families, advocate for themselves, and stay connected to community resources.

Through our growing Digital Equity initiative, immigrant adults gain access to technologies (including low-cost internet and devices), hands-on supports from bilingual Digital Navigators, and a comprehensive onboarding to fully engage in their courses and build the skills they need to navigate daily life. Coupled with our blended learning model, foundational courses, and multiple levels of digital skills trainings, every learner – regardless of their level of formal education – can succeed.



“I gained the skills I need to start my business. What started as a dream is now a family-run business and my primary source of income. I never imagined I could get this far.”

—Samuel, Digital Skills Graduate

Samuel’s Story

Originally from Ciudad Cuauhtémoc, Chihuahua, Samuel migrated to the United States in 1993 to escape violence and seek a better life for his family. A trained nurse in Mexico and father of three daughters, he spent several years working a variety of odd jobs in Colorado before relocating to Albuquerque.

In 2020, he attended a community event and discovered Encuentro. He enrolled in the Home Health Aide training program, graduating as a caregiver in 2021. Inspired by the support he received and driven by his desire for economic independence, Samuel continued his educational journey with Encuentro’s Small Business class. There, he developed a business plan and launched his construction business, Green Machine Construction Solutions.

In 2024, he further expanded his skill set by joining Encuentro’s Digital Skills class. With this training, Samuel learned to create his own marketing materials, including flyers and business cards, helping him grow his customer base and increase visibility. Today, Green Machine Construction Solutions is a family-run business that provides financial stability and pride for his household.

Samuel’s story is a powerful example of how Encuentro’s integrated workforce development programs empower immigrant families to leverage their education and build sustainable futures.

ALL ENCUESTRO STUDENTS...

Engage in essential digital literacy skill building

Receive Spanish-language technical assistance

Access new technologies:

55 laptops loaned

27 devices gifted

35 families referred to internet services



Tu Voz Digital

Periodismo Comunitario de Encuentro

Tu Voz Digital (TVD), Encuentro’s community journalism initiative, produced 17 media productions and empowered eight community journalists to go into the field to report upon topics that impact the immigrant community – local news, legislative updates, healthcare, immigration, and the value of civic engagement. Interested students can participate in a 12-session Community Journalism training to learn communication skills and develop tools to amplify their voices and stories.



< Visit our blog to read stories written by our Community Journalists.



“As a community journalist, I understand how crucial it is for us to share our own stories – especially in today’s challenging political climate. When I raise my voice, I ensure that my community is seen and heard authentically, which challenges the negative narratives that too often define us.”

—**Carolina Salas**, TVD Community Journalist



Wraparound Services: Ensuring Equity and Well-being

Encuentro employs two Community Navigators to assess family stability needs and provide essential wraparound services that mitigate barriers to education and strengthen agency across the community.

236 families received resource navigation including healthcare, legal aid, housing, food access, and emergency assistance.

40 families received more intensive case management to navigate complex systems through the Pathways Program.

65 children received on-site childcare in a safe, nurturing environment, ensuring that **47 parents could focus on their education.**



“It’s hard to find places where parents with children are supported to study. Encuentro’s childcare made it possible for me to complete my ESL class. The childcare teachers kept my kids engaged in fun activities that also supported their development. This service allows me to be an example and show the importance of working hard and pursuing educational dreams.” —**Maria**, ESL Graduate



A Model Rooted in Education, Economic Opportunities, and Leadership

Encuentro's Home Health Aide (HHA) Program is New Mexico's only comprehensive, Spanish-language home care training program designed specifically for immigrants to enter and excel in one of the state's fastest-growing industries. This community-centered solution holds promise as a replicable model, challenging conventional approaches and making a lasting impact for caregivers, older adults, and the broader communities they serve.



Education

This year, Encuentro hosted three 15-week HHA courses and two 15-week Senior Nutrition courses (H2H), preparing 61 graduates to care for older adults in their homes.

Entry-Level graduates gained three industry-specific certifications: PCA, HHA, and CPR for a total of 123 certificates. H2H graduates practice skills that enhance their ability to provide specialized food and nutrition services to their clients.

Economic Opportunities

The HHA Internship Program placed 21 graduates in a paid skill-building practicum and provided 2,270 hours of subsidized in-home care valuing \$51,030 to 21 low-income older adults who could otherwise not afford it.

Leadership

Seventy-five percent of Encuentro's HHA program staff is led by HHA graduates, Latinx immigrant women leaders, reflecting the community they serve. The current HHA Manager, a program alum, has become one of two nationally certified Spanish-speaking trainers who provide the Positive Approaches to Care (PAC), bringing specialized training for caregivers of persons with dementia to New Mexico. She is integrating key aspects of PAC throughout the program and this year will launch a comprehensive six-week training for graduates.



Encuentro facilitated 12 nutrition workshops for Spanish-speaking family caregivers led by three Home Health Aide facilitators. Topics included cholesterol and blood pressure care and diabetes management. Cooking nutritious foods together was the participants' favorite part!



EnCasa Care Connections

In FY 2025, 90 community members, seeking to hire a well-trained, compassionate caregiver, contacted EnCasa Care Connections (encasacare.com). Two hundred interviews with Encuentro HHAs were scheduled, resulting in 35 graduates being hired directly to care for older adults in the community.

Program Replication

Building upon a successful HHA entry-level course replication pilot in 2023, Encuentro is now working with partner organizations focused on immigrant and refugee workforce development, to replicate our model elsewhere in New Mexico. Plans are underway to launch a network-of-learning model with four to five partners joining the first train-the-trainer cohort over the next two years.

HHA Training Center

With funding from the New Mexico Legislature and two national foundations, Encuentro is launching the construction of the state's first Home Health Training Center in Spring 2026. This new facility will support program replication efforts, expand opportunities to other community organizations, and establish a home-based simulation lab for HHA workforce development.

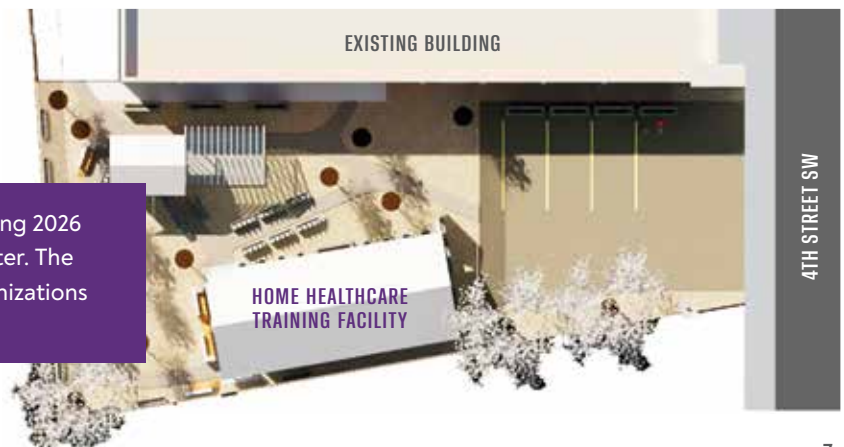


"Encuentro empowered me to turn my passion into a profession. I had been doing my best to care for my 96-year-old client for three years. Then, the HHA program gave me the language, tools, and training I needed to provide the quality care that she deserves. I learned proper body mechanics, caregiver rights, and professional standards. Now, I'm ready to formalize my caregiving business."

—Daniela, Home Health Aide Graduate



Encuentro is preparing to break ground in Spring 2026 on New Mexico's first Home Health Training Center. The new center will serve as a hub to help other organizations replicate Encuentro's community-rooted model.

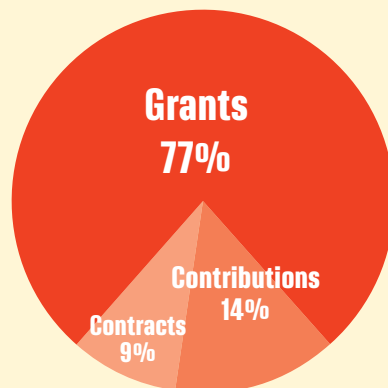




2024 Financial Summary

Encuentro remains committed to transparency, sustainability, and maximizing impact. Our revenue comes from a diverse mix of individual donors, special events, public contracts, and private grants – demonstrating both grassroots and institutional support. The majority of our expenditures go directly toward program delivery, with strategic investments in administration and development to ensure long-term stability and growth.

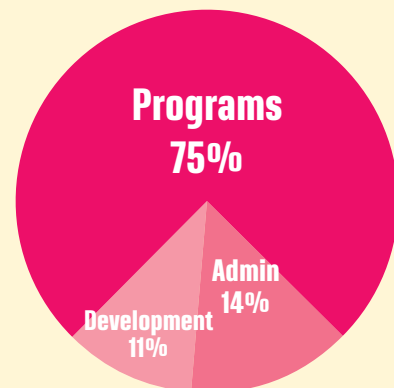
REVENUE \$1,532,981



REVENUE

Grants \$1,178,300
 Contributions \$216,642
 Contracts \$138,039

EXPENSES \$1,414,714

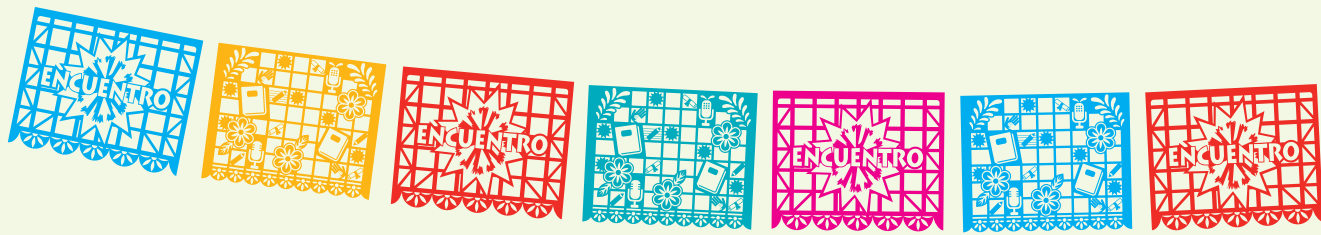


EXPENSES

Programs \$1,061,540
 Administration \$202,460
 Development \$150,714

Your support makes a difference. Scan to make a donation online.





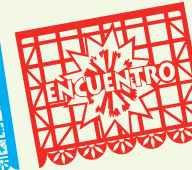
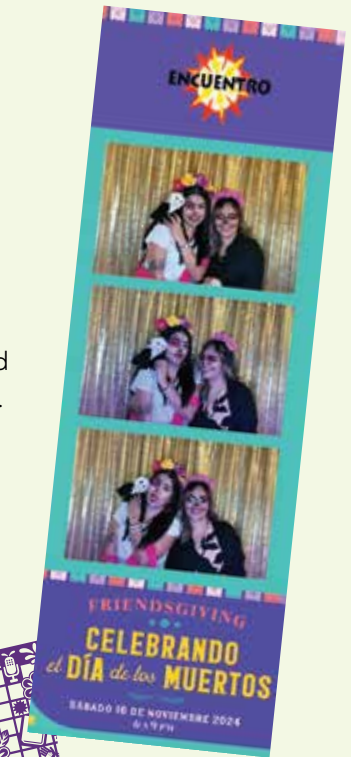
Festive & Fun Events —Encuentro Style



NOVEMBER 16, 2024

Friendsgiving

Inspired by the cultural richness of the Day of the Dead tradition, our Friendsgiving celebration raised nearly \$20,000 in support of Encuentro's programs. Hundreds of guests were the "life of the party," enjoying live music by Mala Maña, dancing, face painting, traditional foods and beverages, and activities for the whole family.



APRIL 4, 2025

Tree of Life Honoree Luncheon

Over 300 guests gathered at the National Hispanic Cultural Center to recognize seven champions of the Latinx immigrant community. This memorable event assembled the immigrant justice community to stand in solidarity and propel our collective missions forward during a vital time while raising over \$65,000.



"Every moment is an organizing opportunity, every person a potential activist, and every minute a chance to change the world. ¡Si se puede!"
—Dolores Huerta



It takes a community to power our mission.

Thank you to all the volunteers, donors, funders, community partners, and allies whose time, talents, and generosity make Encuentro's work possible.

Visit our website for more information.

Our Mission

Encuentro's mission is to transform New Mexico into a thriving community for all of its residents. We do this by engaging with Latinx immigrant families in educational and career development opportunities that build skills for economic and social justice.

Our Values

Encuentro believes that quality education should build both individual and community knowledge, and with that knowledge comes individual and community power.

Our Belief

We believe that a strong education can change lives, improve employment, and boost economic mobility. We know that leadership development and community engagement transform people and build more equitable and inclusive communities.



Support our mission by making a donation today.



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