

Our Values

FIRN believes our community is stronger and richer because of its diversity, and values the differences of cultures and peoples.

FIRN believes that each individual has unique strengths, and values the contribution each makes to our community.

FIRN believes in treating the people it serves with respect and sensitivity, and values a safe, non-judgmental atmosphere.

FIRN believes in the power of collaboration, and values the opportunity to work in partnership with other organizations to “bridge cultures and build community.”



STRATEGIC PLAN
FY07 - 09

FIRN's Vision

A community in which foreign-born individuals are welcomed and successful, and contribute to a global perspective, vibrant economy, and rich fabric of cultures and customs.

& Mission

FIRN helps ensure equal access to community resources and opportunities for all foreign-born individuals.

Strategic Goals – FY07-09

- 1) FIRN will increase the quality, scope, and reach of its services to the foreign born.

We will do this by a) strengthening the immigration counseling program; b) expanding delivery of Information and referral services; and c) continuing to grow the English-language tutoring programs.

- 2) FIRN will be a resource to nonprofits, government agencies, and businesses that serve or employ the foreign born.

We will do this by a) expanding Language Connections to serve central MD; b) increasing awareness of FIRN within the business community; and c) identifying additional services needed by the community.

- 3) FIRN will provide leadership to create and sustain a fully integrated, multi-cultural community.

We will do this by a) promoting the value of diversity and increasing awareness of the contributions of the foreign born; b) increasing awareness of the needs of the foreign born among policy makers, service providers, and the community at large; and c) promoting development of cultural competency and cross-cultural relations.

- 4) FIRN will strengthen its organizational capacity and effectiveness.

We will do this by a) developing a larger, more diversified funding base; b) developing a website that is an effective tool for clients and the community; c) ensuring that FIRN has the necessary staff, both paid & volunteer; and d) continuing to develop our Board leadership.