



MIGRANT CLINICIANS NETWORK



# Annual Report

2024

# Letter from the CEO



Dear Friends,

This past year reminded us—once again—that health is not guaranteed, access is not equal, and justice is not inevitable. But it also reminded us of something more powerful: when we stand together, we move forward.

At Migrant Clinicians Network, we've faced devastating policy changes, rising mis- and disinformation, and deepening fear in the communities we serve. Federal restrictions have made it harder to share scientific information, fund vital programs, and reach those most at risk. And yet, we are still here—standing tall, meeting the moment, and leading the charge for migrant and immigrant health. We will not be deterred!

Every day, our team works alongside clinicians across the country to ensure that care is grounded in science, delivered with compassion, and shaped by the realities of the people we serve. From heat safety guides and infectious disease response to mental health and diabetes management, our work is as urgent as ever.

Together, we are not just navigating crisis—we are building resilience and standing as a force for health justice.

With deep gratitude and in solidarity,

**Kim M. Nolte**, MPH  
Chief Executive Officer



# Letter from the Board Chair



Dear Friends, Partners, and Fellow Members of the MCN Network,

What a powerful network we've built together—clinicians, advocates, partners, and communities working in deep connection across geographies and experiences. In 2024, our collective efforts broke down barriers to care for migrants and immigrants through culturally relevant, evidence-based, bilingual trainings that respond to real needs on the ground. Here in Puerto Rico, I've seen MCN in action—getting resources and knowledge into the hands of vulnerable members of our communities preparing for wildfires, hurricanes, and other climate emergencies.

In this time of profound upheaval, our national network drives hyperlocal change. We're connecting clinicians and community groups, and engaging those members of our community too often left behind. Together, we're advancing health justice—building practical, culturally attuned, and locally actionable solutions at the intersection of migration, health, and vulnerability.

Thank you for being part of this movement. You are what keeps our network strong.

Pa'alante/Onward!

**Carmen M. Vélez Vega**, PhD, MSW  
Chair, MCN Board of Directors



## Our mission

is to create practical  
solutions at the intersection  
of vulnerability, migration,  
and health.



## We envision

a world based on  
health justice and equity,  
where migration is never an  
impediment to well-being.

# MCN in the Spotlight

In 2024, TIME selected MCN's Kim Nolte, MPH, Chief Executive Officer, as one of the **TIME100 Most Influential People in Global Health**. This massive honor put a national spotlight on MCN's Health Network and the lives we save through bridge case management. Read TIME's write-up here.

[time.com/6968905/kim-nolte](https://time.com/6968905/kim-nolte)



MCN's Amy K. Liebman, MPA, Chief Program Officer, received the **Shelley Davis Humanitarian Award from Farmworker Justice**.

MCN was also honored as a Fierce 50 as an important **socially impactful organization in health care**.

Check out our Awards & Accolades page to see all of the honors we've received.

[www.migrantclinician.org/awards-and-accolades](https://www.migrantclinician.org/awards-and-accolades)

Last year, MCN's critical work and our expertise in migrant and immigrant health were featured in 22 major publications including the New York Times, PBS NewsHour, The Guardian, Bloomberg, Grist, Politico, and Scientific American. Read MCN's contributions to the media in MCN in the News.

[www.migrantclinician.org/mcn-news](https://www.migrantclinician.org/mcn-news)



Point your phone's camera at the QR code and click the link that appears!

QR codes on each page will bring you to the detailed story.

Or, go to [www.migrantclinician.org/impact](https://www.migrantclinician.org/impact) for a full list of links.



# Building Practical Solutions

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Each day, Migrant Clinicians Network delivers practical, frontline solutions, designed for and with our clinician network, to meet the complex health needs of migrant and immigrant communities.

**Here, we spotlight a few of our efforts in 2024.**



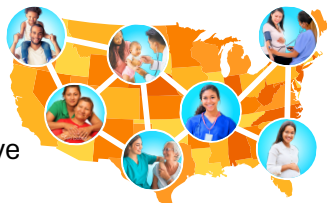
## Migrant Health

# Supporting Healthy Migrant & Immigrant Communities



Health care is a human right. We at MCN don't just advocate for health care access—we make it so. Through Health Network, our virtual case management program, at our health fairs with three Ventanilla de Salud offices in Texas, and in dozens of in-person trainings, we help people get the care they need.

**Health Network** is the only program of its kind that ensures ongoing care for migrants with serious health needs, no matter where they travel, with bilingual, culturally responsive support and a human-centered model.



**1,448** people  
connected with care.



**111** babies born that  
received care.

Through health fairs with the Mexican consulates, our partnership with **Ventanilla de Salud** brings life-saving health education, screenings, and vaccinations directly to migrants—for free, in their first language, and in a trusted space.



**29,323** community  
members reached



**2,116**  
vaccinations  
provided



**12,080**  
screenings  
provided



Learn more about  
**Health Network.**



Learn more about our  
**Ventanilla de Salud partnership.**







Midwife Annie provides prenatal care

## Finding Patients Care

“When I came to this country, I felt lonely, but when I learned about your program, it worked exactly for me. [Health Network] is a very excellent program that makes you feel good, you feel confident, you feel safe that there is someone, people, to help you.”

– **María**, Health Network patient

We helped María find prenatal care when she had to move from Texas to another state while pregnant, but didn’t know how to find a clinic.



Read her full story  
and other Health Network  
case studies here.



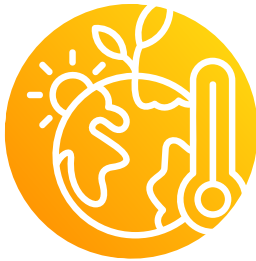
Workers, Environment, & Climate

# Preparing Workers & Communities

Migrant and immigrant workers face serious health risks  
—on the job and at home.

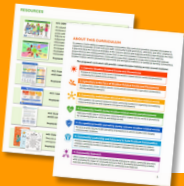
With 40+ years of clinical and public health leadership, we bring **trusted, bilingual expert strategies** straight to communities.

From clinics to fields, we partner with local health centers, coalitions, and community orgs to deliver **real-world solutions** where they're needed most.



**28**  
climate, heat  
and disaster  
preparedness  
trainings

**1,385**  
participants  
attended our  
trainings



**Want to see our work in action?** Take a look at our disaster preparedness curriculum in English and Spanish.





# Disaster Preparedness


“At first, we were asking ourselves, **‘What does climate change have to do with the work we do?’**” After working with the MCN team and utilizing their resources, the team realized that emergencies and disasters impact patients’ ability to continue their care and prevent new conditions.

“[Climate preparation] is something that is very new for us, but we see how necessary it is and how the linkage is not too far off from everyday life.”

**- Aisha-Jamila Mussington,**

Director of the Division of Social and Community Programs at Frederiksted Health Care, Inc., a community health center in Saint Croix



**Read the full story here,**   
from the Fall issue of *Streamline*,  
MCN’s quarterly clinical publication.



Clinician Support

# Strengthening Our Network



**Mental health and well-being are essential to overall health**, shaping how we live, work, and care for ourselves and others. Health care workers witness hardship, heartbreak, and trauma enacted upon their patients. This witnessing leads to moral injury and mental health responses.



In our remarkable time of upheaval, our Witnessing approach provides compassion, connection, and reflection to frontline clinicians. Now, we're broadening our mental health efforts, with new programs and initiatives, not just for clinicians, but for the migrants and immigrants they serve.



**5,482** people attended webinars focused on well-being



**81%**

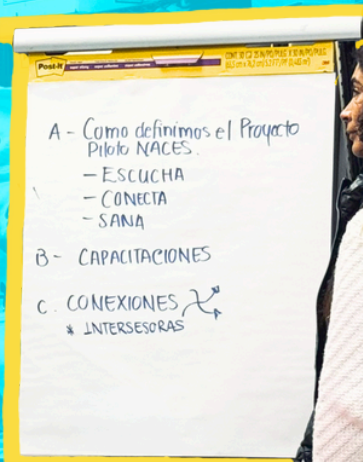
**of participants felt confident applying what they learned to their work.**



**Learn more about the witnessing model and access dozens of our resources** in English and Spanish for clinicians on the mental health and well-being page.







# Helping the Helpers

“The success of our **Witness to Witness** programming—evident in both the strong registration numbers for our webinars and the heartfelt notes of appreciation from participants—demonstrates that supporting the mental health and well-being of those MCN serves is not optional; it is **essential to our mission**.

In response, we are **integrating mental health and well-being resources** into many of MCN’s learning modules and programs. We recognize that clinicians are best able to serve others when they have access to **practical, effective tools** that help them remain **compassionate and skilled** in their healing work.”

- **Kaethe Weingarten, PhD**

Dr. Weingarten is the Founder of Witness to Witness and contributes regularly to the MCN blog with practical responses to mental health challenges.



Read Dr. Weingarten’s **latest post** and other stories from the field on our blog.



## Emerging Issues

# Responding to Emerging Health Threats

We keep our ear to the ground, listening and responding to our clinical network on the emerging needs of migrant and immigrant workers. In 2024, we provided English and Spanish trainings on avian flu in dairy, mental health in hurricane recovery, extreme heat and wildfire preparation, pesticide poisoning prevention, US immigration policy for clinicians, Long COVID, climate migration, children and deportation, the health consequences of anti-immigrant rhetoric, and much more.



When a new health threat arises, MCN jumps into action with: on-the-ground low-literacy and culturally adapted resources for workers, extensive training for clinicians who serve those workers, and promotion at the state and national level to spotlight workers' health needs and advocate for stronger policy. When avian flu was detected at dairy farms in March 2024, MCN rapidly responded.

In 2024, MCN leveraged social media to amplify critical health messages, promote educational opportunities, and engage frontline providers and community partners.



We reached  
**43,000**  
people  
on Facebook.



We generated  
**120,000**  
impressions  
on LinkedIn.





# Avian Flu

2024

MARCH

**Avian flu found on dairy farms.**

79% of our milk comes from immigrant workers.



MARCH

**MCN immediately launched a fact sheet for workers to stay safe**, in English and Spanish, and a blog post, videos, and webpage for clinicians on prevention, signs, & symptoms.

We leveraged our powerful network of clinicians, including a public health veterinarian, plus dairy workers & producers



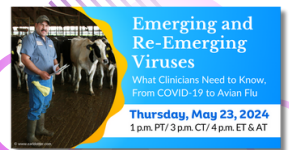
APRIL



**MCN published our bilingual FAQ with worker needs at the center, which is regularly updated.** We help clinicians and advocates factor in heat, PPE, worker safety, and immigrant-specific needs.

MAY

**MCN provided our first national bilingual webinar on avian flu to help clinicians raise index of suspicion.** 304 clinicians signed up for one avian flu webinar alone.



JUNE - PRESENT

**MCN's ongoing push for a dairy-worker-focused approach has reframed the avian flu conversation** in articles in the New York Times, PBS NewsHour, the Guardian, Politico, Bloomberg, and in a national op-ed. MCN's in-house expert has decades of dairy farm safety and infectious disease experience.



# Board of Directors



**David Ping, MHA**  
Vice Chair



**Carmen M. Vélez Vega, PhD, MSW**  
Board Chair



**Melinda Wiggins, MTS**  
Treasurer



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Board Member



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Board Member



**Paula Latortue-Albino, MD**  
At-Large Board Member



**René Vargas Martínez, JD**  
Board Member



**Modjulie Moore, MD**  
Board Member

## Diverse Perspectives on Staff

Health  
Justice

Justicia  
en salud

**67%**  
of our staff  
are bilingual

**44%** are first or  
second generation  
immigrants

**79%** identify  
as part of an  
underrepresented  
group



# Finances

## Statement of Activities

For the Year Ended December 31, 2024

Revenue and other support	Without restrictions	With restrictions	Total
Grant and contract revenue	\$ 3,333,111	\$ 391,018	\$ 3,724,129
Contributions	172,680	–	172,680
Investment income (loss)	522,183	–	522,183
Other income	–	–	–
Released from restrictions	560,828	(560,828)	–
<b>Total revenue and other support</b>	<b>4,588,802</b>	<b>(169,810)</b>	<b>4,418,992</b>

## Expenses

Salaries and wages	2,499,457		2,499,457
Employee benefits	525,348		525,348
Contract services	852,956	–	852,956
Professional fees	22,400	–	22,400
Computer consulting and support	298,162	–	298,162
Supplies	10,315	–	10,315
Rents and leases	126,545	–	126,545
Telephone and communications	29,179	–	29,179
Insurance	26,033	–	26,033
Travel	156,343	–	156,343
Printing	30,052	–	30,052
Postage and other	5,086	–	5,086
<b>Total operating expenses</b>	<b>4,581,876</b>	<b>–</b>	<b>4,581,876</b>
<b>Change in net assets</b>	<b>6,926</b>	<b>(169,810)</b>	<b>(162,884)</b>

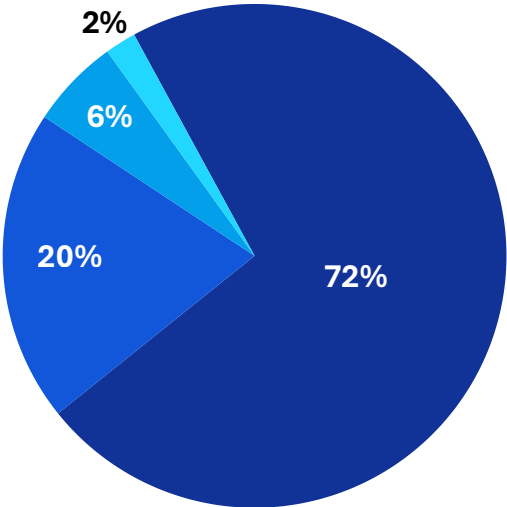
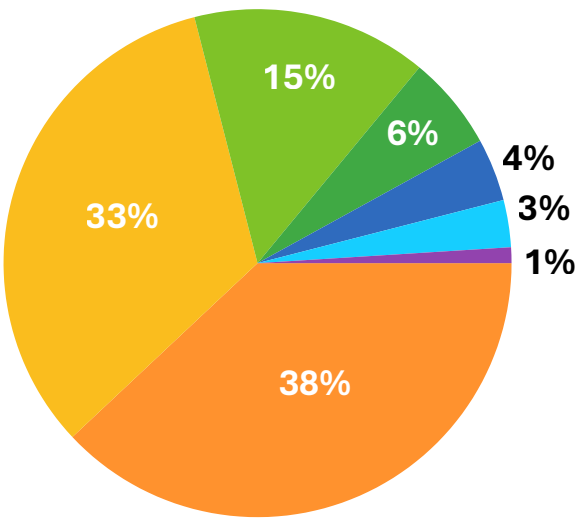
## Net Assets

Beginning of year	7,932,617	447,046	8,379,663
End of year	\$ 7,939,543	\$ 277,236	\$ 8,216,779

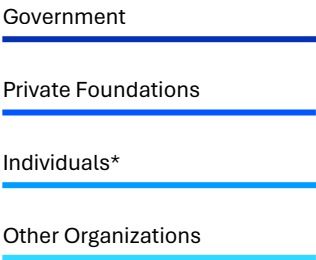
# Finances

These charts show how our funds were raised—by designation and source—reflecting the breadth of support fueling our mission.

## Funding by Program Area



## Funding by Source



\* Including donor advised funds

# Our Donors

Behind every impact we make are donors whose passion and belief sustain us. Their words, shared anonymously, reflect the collective hope, trust, and commitment that power our mission. **We are deeply grateful to all our donors and supporters for standing with us.**

“I am making a donation to MCN because **the work you are doing is needed now more than ever.** I am donating in honor of my grandchildren, who represent the future.”



“Farmworkers, no matter their background, have too often been overlooked. **The services MCN provides are essential—good work for good people.** We give because we believe in America as an idea of interdependence, of looking out for one another. That’s the way we were brought up.”

“In solidarity with the great work you do.”

“In honor of all migrant farmworkers.”

“In support of the **compassionate, committed staff members** who give so much of themselves to impact the lives of those who others don’t see or hear.”

“Because **I am an immigrant.**”



# Thank You!

Migrant Clinicians Network  
1001 Land Creek Cv,  
Austin, TX 78746

MIGRANT CLINICIANS NETWORK



Connect with us!



[www.migrantclinician.org/connect](http://www.migrantclinician.org/connect)

**Help us keep this vital work going.**

Your gift matters more than ever.

[www.migrantclinician.org/donate](http://www.migrantclinician.org/donate)



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