



To guide refugees & immigrants in their journey toward self-determination and social equality





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Letter from the Chief Executive Officer

As I reflect on the past year, there is much to celebrate! CAPI created and launched a new Hmong Folk Choir focused on elders with dementia, more than doubled the number of individuals served through our Financial and Homeownership Workshops, brought our Twin Cities World Refugee Day festival back to an in-person celebration, and refocused our efforts toward becoming deeply rooted in Brooklyn Center. Through your generosity and support of CAPI's mission, we were able to distribute over 316,000 pounds of food, support 48 Afghan families in reaching housing stability, provide financial education and coaching, and advocate for policies that impact our immigrant communities.

And, while a celebratory year for CAPI, this was also a pivotal year in our history. In 2023, we faced the bittersweet transition of our former CEO, Ekta Prakash who had been with the organization for 16 years. Her dedication to the community was profound, and we continue to be grateful for the foundation, legacy, and impact she had during her time. This organization has greatly shaped the person that I am, and after calling CAPI my home for over a decade, I was honored to step into the role of Interim CEO - navigating a major transition in the life of the organization and successfully launching a \$7.5 million Capital Campaign for the expansion of our Immigrant Opportunity Center.

The vision of this expansion is to become a community hub in the Brooklyns, increasing access to healthy foods and economic development opportunities for the many diverse immigrant and refugee communities who reside here. We are grateful for the many hours community members have volunteered at our food shelf, donated their expertise to increase access to employment and financial education, and offered encouragement to our CAPI team. We are so excited to see what we can accomplish over the next year and we could not do this work without each one of our partners, volunteers, and community members. Thank you!

Mary Niedermeyer CEO, CAPI USA



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CAPI's Capital Campaign

Creating a Welcoming Space for All



At last year's Give and Grow Gala, CAPI officially launched our Capital Campaign. This \$7.5M transformation and expansion will create a space in the NW Suburbs where all feel safe, welcomed, and can receive multiple services in one place.

The preliminary renderings we had of the new building have gone through significant changes, and services that will be provided have also been reconfigured after listening sessions with our community members.

CAPI's new community resource hub will holistically address the needs of our participants, creating an environment focused on overall wellbeing, learning, and growth. Along with that, we will see increased food access and strive toward advanced prosperity for our communities.

An exciting change to the building is the 1,000 sq. ft. area that will house a child development center which will serve as an incubator space for a culturally-specific daycare. This safe and encouraging environment, built to foster community and learning, will also train daycare providers, and assist unlicensed daycare providers to become licensed. This will also include a Montessori-style playground available to all children of CAPI clients, with learning opportunities through our community gardens and greenhouse.





You can leave a legacy of generosity and compassion by donating to the capital campaign and becoming a

CAPI Community Champion

Donors will have their names listed on the Legacy Wall or there are also naming opportunities available.

Legacy Wall Designations:

Welcome Team: **Visionary:**

\$500-\$999 \$10,000-\$24,999

Advocate: **Storyteller:**

\$25,000-\$49,999 \$1,000-\$4,999

Community Builder: Changemaker: \$5,000-\$9,999

\$50,000 + Donation

Naming Opportunities:

The Welcome Center:

\$500,000

Grand lobby & event space

Child Learning Lab:

\$500,000

Incubator and training space for immigrant-owned childcare

Technology & Resource Center:

\$150,000

Computer lab and access to community assistance

Conference Room:

\$75,000

Small gathering space

Training Space:

\$75,000

Larger space for trainings and gatherings

Playground:

\$75,000

Montessori-style outdoor

play space

Community Greenhouse:

\$200,000

Outdoor greenhouse tackling





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2023 TWIN CITIES WORLD REFUGEE DAY

CAPI was excited to host its 16th annual Twin Cities World Refugee Day (TCWRD) last year! Returning to an in-person celebration, in partnership with the City of Brooklyn Center, the event was held at Centennial Park where over 1,500 people joined us for food, fun, and educational activities.

13 Twin Cities artists took the stage to showcase their culture through dance, song, and spoken word poetry. We were also joined by Gov. Tim Walz and Rep. Samantha Vang who both shared with those in attendance the importance of refugee communities in Minnesota and the culture and beauty they bring to the state.

One of the highlights of the event was the Story Telling Tent: attendees were encouraged to visit the tent to hear from refugees firsthand about their experience. The event also hosted a resource fair, a global market, and 4 food trucks. We cannot wait to do it all again on June 22, 2024!

Raisa Loevski, Community
Engagement Specialist at Hennepin
County Human Services emphasized,

"Twin Cities World Refugee Day was a true celebration of our shared humanity."

2023 Celebrations

Democracy for All

CAPI's Civic Engagement team has been working diligently towards that end and was awarded the National Association of Secretaries of State (NASS) Medallion Award in August of 2023.

The team's efforts in voter and civic engagement, along with their Census work were recognized by MN Secretary of State Steve Simon.

"All Minnesotans who are eligible to vote should have easy access and the information necessary to exercise their rights."



Give & Grow Gala



In September, the CAPI community gathered at Quincy Hall for CAPI's annual Give & Grow gala. The evening was a mixture of lively music, laughter, and stories.

A panel of CAPI staff shared about their journeys and how their personal stories intersect with their work at CAPI.

In 2024, CAPI's event will take on a different look through a cultural community showcase. The focus will be on the art and culture of the communities that CAPI works with. There will be music, dance, theater, and more.

The event will be held at the Parkway Theater on September 18, 2024.

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In 2023, CAPI's Basic Needs programming served approximately 10,000 unduplicated individuals across 5 program areas.

Food Shelf was busy in 2023,

we served **921** families

That's over 6.875 individuals!

hosted 20 community distributions serving over 600 households

& operated 23 community garden plots



In 2023, MN Board on Aging provided CAPI with a Dementia Grant in July, allowing us to launch a music therapy choir for Hmong seniors with dementia. This funding also enables our staff to conduct dementia-related outreach in the community.

We currently have 9 choir members and host weekly choir sessions where we discuss the prevalence of dementia in the Hmong community, provide dementia education, and sing Hmong folk songs and choruses.

funding also enable related outreach in the alth stigman in the compression of the contract of

In addition to the choir, the Hmong senior program saw:

97

Hmong seniors achieve an independent living goal **&65**

Caregivers gain new skills

10 www.capiusa.org

BENEFITS ENROLLMENT

BEC completed 2,643 public benefits screenings in 2023

774 applications were submitted on behalf of community members

498: enrolled in at least one public benefit

172: enrolled in MNsure

362: enrolled in SNAP, unemployment benefits, energy assistance, rental assistance, or another program

Completing an average of 1.5 benefit applications per client

CAPI USA

HOUSING STABILITY

Throughout the pandemic, CAPI received funds to support housing stability efforts with rental subsidies, resources to avoid homelessness, and emergency housing assistance. This program ended in May 2023. During the last few months of this program, 11 additional families at risk of homelessness received intensive case managed support. CAPI provided 9 of these families with direct one-time rental subsidies designed to prevent eviction or identify emergency housing resources for avoiding homelessness. CAPI connected 12 families with emergency housing financial assistance.

COMMUNITY HEALTH

The community health team spent time actively educating the community, reaching 4.567 individuals across outreach events & clinics.

CAPI partnered with Yoga Sanctuary for a 9-month Holistic Yoga Teacher Training Program. We were able to provide scholarships to 4 students in the BIPOC community to become certified to teach and bring restorative/healing practices to their neighborhoods.

2,090 clients vaccinated at 59 clinics



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FINANCIAL & HOMEOWNERSHIP SERVICES

253

completed 8-hour homestrech workshops

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received homebuyer counseling

CAPI hosted a monthly Homestretch Workshop to address language barriers and partnered with housing professionals who speak Spanish, Hmong, and Arabic. CAPI also joined several community engagement sessions to strengthen our relationship with the School District 279 community. Our aim was to have meaningful conversations with Spanish and Hmong-speaking families about credit basics, banking services, and homeownership. We have observed that credit and savings are the main obstacles preventing families from owning a home. To help address this issue, we are part of the FAIR program with Prepare & Prosper through Sunrise Bank. This program helps us open checking, savings, and credit builder accounts. Additionally, we collaborated with Exodus Lending to help participants break free from predatory debt/lending.

5 purchased a home





126
completed financial education classes



& completed a family budget

CAPI cohort programs in Property Maintenance, Green Energy Training, Nursing Assistant Training, and Internationally Trained Healthcare Professionals saw graduates move into new careers and partnerships with employers bloom. CAPI also provided job placement and training services to 37 individuals specifically for the African immigrant community and Southeast Asian community.

Throughout 2023, the Employment Developer organized six job fairs that covered both industry-specific and general job opportunities. The events were well-received, and employers actively participated in training cohorts, providing insights,

conducting mock interviews, and sharing information on job opportunities and practical tips. Looking ahead to 2024, the Employment Developer will be launching the Restaurant Ready Program alongside the continuation of job fairs and expanded employer partnerships.

Between programs,

completed a work readiness assessment & developed a career plan

participated in a Career Pathways training

CAREER PATHWAYS, JOB SEARCH, & MFIP



MINNESOTA FAMILY INVESTMENT PROGRAM (MFIP)

Our MFIP Case Managers, with the support of the Education & Career Counselor, effectively provided intensive case management services to MFIP participants seeking employment or training opportunities. While MFIP participants can lose interest after the first informational session due to the overwhelming amount of information shared with them, our Counselor helped them process the information, break it down, and set up easy-to-follow steps to get started. Case Managers provided ongoing support and advocacy to ensure success. The Counselor also assisted those solely seeking employment, assessing their situation to help them become job ready.

Kaying Xiong, Career Pathways graduate, told the group,
"This is the first certificate I've ever received!"



In 2023, the Refugee Services Department was created and served 266 individuals across 3 program areas

CAPI's Afghan Career Coaching program held English for Career Advancement cohorts in collaboration with Literacy MN. Over the course of 16 hours, new arrivals to Minnesota dig into American workplace culture and learn language skills to help advocate for themselves with their employer. The team also secured 4 employer partners committed to providing accessible career advancement, job training, and work-based FLL courses.

We also launched a Women's Work Exploration & Support Group, enrolling 15 Afghan women with the goal of entering the workforce for the first time. This program aims to meet women where they're at through providing a safe, supportive introduction to basic workplace English and US workplace culture.

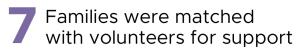
COMMUNITY FRIEND PROGRAM

Funded by Welcome.US, the Community
Friend Program matches volunteers with
Afghan families who were evacuated to the
US. Volunteers facilitate this connection over
6 months to provide workforce and social
support as families acclimate to life in
Minnesota. In 2023, volunteers were
matched with 7 families, serving a total of 40
individuals.





In 2023, 48 families in unstable housing situations were provided holistic case management services to help them decrease living expenses, increase their income, and work toward sustainable housing solutions and financial independence.





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The Civic Engagement Team had a busy year. Not only did they help with voter outreach, but in collaboration with our Senior Services Team, they hosted several community forums that enabled seniors to engage in discussion with public officials and candidates. Seniors were able to voice their concerns and share ideas to address community issues.

CAPI'S IGNITE MINNESOTA ASIAN POWER (IMAP) COALITION



310 voters registered

250 direct conversations about voting

70 volunteers engaged

HOUSING STABILITY

The Civic Engagement/Public Policy team shifted focus to housing policy last year. CAPI hosted 4 housing forums in partnership with elected officials in Brooklyn Center, Brooklyn Park, and Minneapolis. The team was heavily involved with the Rent Control Act, addressing displacement with residents/business owners along the Blue Line corridors and homeownership disparities in BIPOC communities. The team was also involved in the Red Road Village project and various coalitions such as the Clean Energy Collaborative to address home energy disparities.

The team served on a number of coalitions including:

Asian MN Alliance for Justice (AMAJ)
Blue Line Coalition (BLC)
Brooklyn Center Housing Project's Advisory Council
Brooklyn's Heritage
MN Employment Services Consortium (MESC)
Ignite MN's Asian Power (IMAP)
Navigator Coalition
MN ERASE
Red Road Village
& The North Star Coalition

YOUTH FELLOWSHIP

The Team also hosted another youth cohort in 2023: Green Ambassadors Youth Cohort. Formerly the Twin Cities Youth Leadership Board, this new cohort focused on environmental justice, leadership development, and mental health & self-awareness. Participants attended a total of 24 workshops and events over the course of 4 months. Activities included attending 8 hiking/outdoor excursions, 3 financial literacy workshops, 3 phone banking shifts, and various meetings (forums, coalition meetings, etc.) around the Blue Line Extension and the North Star Act.



Green Ambassadors Youth Cohort

10 youth ages 16-24 were engaged through hiking, financial literacy workshops, and community forums.

Ethan Vue was a member of the 2023 Green Ambassadors Youth Cohort. As a second-generation Hmong student attending Spring Lake Park High School, Ethan showed resilience, leadership, and academic excellence. Though Ethan faced numerous challenges, they also showed a commitment to community involvement. Ethan has served as the Congressional District 6 representative for the Minnesota Youth Council, participated in environmental advocacy



Ethan Vue (member of youth cohort) and mother

advocacy, created a documentary on LGBTQIA+ rights, and fundraised for healthcare organizations. Ethan's dedication to learning and supporting diverse communities, such as learning American Sign Language to support the Deaf community, shows they are well on their way to creating positive change.

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Community Event Highlights

TOYS FOR TOTS

CAPI's Toys for Tots event at our office in Brooklyn Center almost tripled the number of families that we served. With help from staff, other community organizations, businesses, and community members, we were collectively able to provide 201 families with 382 toys!

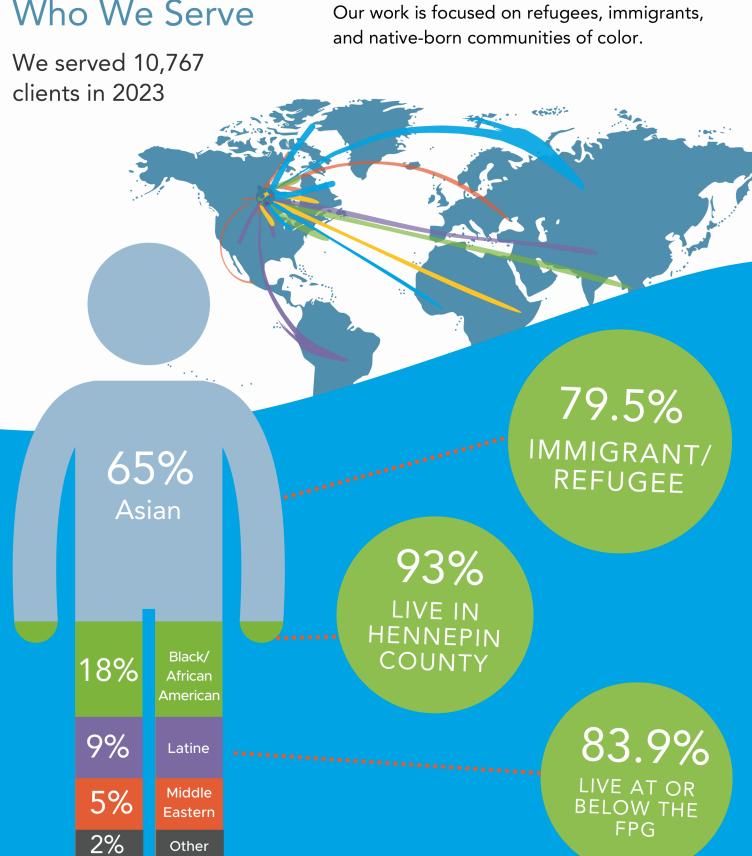
COMMUNITY FALL FEST

Our Community Fall Fest, held in partnership with Cross of Glory Lutheran Church, was held in October. Despite the chilly weather, people gathered at CAPI to welcome in the new season. The event was filled with laughter, fun, and most importantly, building relationships. The Brooklyn Center Fire Department and Police Department joined us to create connections with the community. Inside, our flu shot and COVID-19 vaccine stations were bustling with activity. Community volunteers and our friends at Medica generously gave their time to help make the event a success.



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Who We Serve



Financials

Program Fees & Misc. -- \$41,155 Contributions -- \$2,095,665 Government -- \$2,865,605 United Way -- \$130,129

Basic Needs -- \$2,641,579 Economic Empowerment -- \$1,697,047 Civic Engagement -- \$411,266 General Management -- \$227,879 Other -- \$428,282 Fundraising -- \$278,016



Balance Sheet: January 1 to December 31, 2023

Assets

Assets	
Cash and cash equivalents	\$821,794
Accounts receivable	\$499,594
Pledges receivable	\$222,773
Prepaid expenses	\$51,646
Fixed assets less accumulated expenses	\$2,666,785
Long term investments	\$0
Total Assets	\$4,262,594
Liabilities	
Accounts payable	\$49,889
Accrued and withheld payroll	\$101,274
Notes payable	\$540,292
Other current liabilities	\$173,574
TOTAL LIABILITIES	\$865,028
Net Assets	
Without donor restrictions	\$2,581,734
With donor restrictions	\$815,831
Total Net Assets	\$3,397,566
Total Liabilities and Net Assets	\$4,262,594

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2023 Senior Leadership Team & Board of Directors

PATRICIA AGUILAR

Economic Empowerment Director

PAUL ANDRIGHETTI

Development & Public Policy Director

JOHN BLAMO, JR.

Basic Needs Director

MONIQUE HERNANDEZ

Communications Director

BECCA HOVLAND

Refugee Services Director

DAVID MONTERROSA

Finance & Operations Director

MARY NIEDERMEYER

CEO

SADIE YANG

Human Resources Director

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Senior Vice President and Chief Audit
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SILLYS HEILMAN

Special Education Para-Professional, East Lake Elementary

LOUIZA KIRITOPOULOS-ADAMS

Organizational Psychologist, Executive and Leadership Coach, Mediator/Conflict Resolution

MILT LIU

President & CEO, St. Mary's Food Bank

LAURA MARTIN

Chief Human Resources Officer, RAZR Marketing

BERNADETTE THEIS

Administrator, Jardine, Logan, and O'Brien

MICHAEL THORSTEINSON

Vice-Chair Retired Executive Director, Three Rivers Community Action

ALI TRANVIK

Pastor, Cross of Glory Lutheran Church

LUCKY WAGNER

Manager, Compliance Vendor Oversight, Medica

ELLISUN WOLTERSTORFF

Chief Experience Officer, Allegro Group, Inc.

Individual Volunteer Spotlight: Jane

CAPI wants to honor Jane Schallenberger. Jane has been volunteering with CAPIs food shelf nearly every week, dedicating more than 300 hours to help serve our clients relying on the food shelf.

Jane has become a familiar and comforting presence for our regular clients - thank you Jane for all you do!



Volunteer Group Spotlight: MEDICA

Huge thank you to the volunteers from Medica who dedicated their time to come out to all of CAPI's summer fresh produce distributions.

Distributions take all hands on deck and serve over 600 community members, thanks to Medica staff for spending their summer serving!

To all the volunteers and donors that have supported CAPI throughout this year and in the past

THANK YOU

our work can only happen with your support!

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Volunteers

Moyin Abiodun Eloghosa Aganmwonyi Annette Altobelli Angela Anderson Karn Anderson Seth Anderson Terrance Anderson Amber Argo Fernando Arjona Neva Bakshi Lynn Bares Crystal Berg Nancy Bocklund Meir Bonnard Suzanne Boushee Sairoong Brunner Mirian Seng Bu Richard Buckley Joan Chea Johnny Cheng Kevin Cheng Tony Cleveland **Destiny Cobb** Sahar Confeld Heather Craig Cara Current Al-Mutawa Katherine Dady Michelle d'Almeida Araujo Mu Hser Evan Davis Sydney de la Cruz Delgado

Sonja Degra Tracy Deis

Dominic Dharam Kailey Dharam

Georgiena DiMaggio Michelle Dirckx Margaret Dokka-Thorson Kimberly Drahos Summer Eads Erin Echert Beki Eikum Gwen Eikum Simon Eikum Stephanie Franciscus Rachel Freeman Michelle Fursa Gail Hafoka Pang Harris Nasteho Hassan Marie Heeh Patricia Heim Amy Hendrickson Dakota Hensel Alec Hentges Ameyalli Hernández Anne Hombach Michelle Howk

EhBlut Htoo Pkwa Htoo Synthia Htoo Rebecca Hulse Jackie Jackson Juliana Jackson Marissa Jacobson Lynette Johnson Mary Johnson Stephanie Johnson Mattie Jones Andrea Kaminski Aryaa Kayastha Anna Kehn Beatriz Kelly Kristina Kim Mue Hsae Klue Julianna Koomen Susan Koppi Milly Koranteng Tiffani Krueger Christ Lar Brian Lashinski Michelle Lechner



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Maksim Morozov Jackie Moua Lor Moua Sha Mu Na Allison Nathan Colin Nathan Carrie Nedrud Fleanor Nedrud Isaiah Nedrud Cynthia Niemann Kimberly Novalany Mary Seng Nu Stephanie O'Connor Daniel Oster Aaron Paleen Prina Patel Kloh kwai Paw Susan Penders Laurie Peterson Pong Pop Raelyn Rassett Michael Riley Sarah Robertson Ian Rodriguez **Emily Ross**

Michael Sauro Ku Say Melissa Schlicht Sheryl Schwen Donny Scott Laura Senst Jane Shallenberger Melanie Shelburne Toulong Sikhathakhosa Eryn Simpson Joua Sobocinski Laura Sprandel Rajeshwari Sreekanta Lisa Stahnke Elizabeth Stockton Michelle Stone Carley Sullivan Jacquelynne Sutton Renee Swanson Jasmine Swyningan Bedford Mao Thao

Angel Thaver Bernadette Theis Serena Tichy Ali Tranvik Anne Tremel Cathy Vang Ethan Vue Lucky Wagner Sarah Wallis Muna Warfa Patrick Wieme Heide Woizeschke Andrew Xiong John Yang Julia Yang Pa Yang Vineeta Yang

Tano Yonekawa

Thurein 7an

Groups:

AREAA Twin Cities Blake School Cross of Glory Lutheran Church Huntington Bank Medica Rise Inc. **Target**

Marianne Salsberg

Please forgive us if we neglected to include your name!



Elizabeth Moriarty

Funders Contracts, Corporations, Foundations, Other Partners

AAPI Civic Engagement Fund

Abbott Laboratories

Alliance for Metropolitan Stability

Allianz

Ameriprise

The Ann Zawistoski and Chris Gwinn

Charitable Fund

APIAVote

AREAA Twin Cities, Inc.

Asian Americans Advancing Justice

Associated Bank

The Block Restaurant

Bolton & Menk

Burdick Family Fund of The Minneapolis

Foundation

Center for Energy and Environment

C.H. Robinson Foundation

City of Minneapolis

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Concordia Hmong Unity Student

Association

Cross of Glory Lutheran Church

Duke's on 7

Edward R. Bazinet Charitable Foundation

Federal Office of Refugee Resettlement

The Food Group

Greater Twin Cities United Way

General Mills Foundation

Hennepin County

The Howe

Hunger Solutions Minnesota

IAP of Minnesota, LLC

James R. Thorpe Foundation

The Jim and Carol Schuetz Charitable Fund

Johnson Brothers Liquor Company

Kane Family Charitable Fund

LISC

Liu Family Fund

Lutheran Social Services

Marbrook Foundation

Margaret Cargill Fund of the Minneapolis

Foundation

McKnight Foundation

Medica

Metropolitan Council

Metropolitan Regional Arts Council

Minneapolis Foundation

Minnesota Board on Aging

Minnesota Council on Foundations

Minnesota Council of Nonprofits

Minnesota Department of Commerce

Minnesota Department of Employment

& Economic Development (DEED)

Minnesota Department of Health Minnesota Housing Finance Agency

Minnesota Department of Human

Services

Minnesota Humanities Center

Minnesota State Arts Board

M & M Enterprises, LLC

MNsure

National CAPACD

National Council on Aging

Northwest Area Foundation

New Belgium Brewing Company

Old National Bank

Otto Bremer Foundation

Pohlad Family Foundation

Prepare & Prosper

Pub 819

Richard M. Schulze Family Foundation

Sauer Family Foundation Second Harvest Heartland

Stanley's

Steven's Square Foundation

Target Foundation

Thrivent

Trellis

UCare Foundation

United Healthcare

US Bank

Wallace H. Coulter Foundation

Welcome Fund

Wells Fargo Foundation

Wallace H. Coulter Foundation



Publishing an annual list of donors invites potential for both human and computer error. CAPI makes every effort to list donors accurately. Should an error occur on your listing, please contact Monique Hernandez by email at monique.hernandez@capiusa.org.

Thank you!

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Donors

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Michelle Wood Beng Xiong Samty Xiong

Samantha Yang

Wynne Yelland

In-Kind Donations:

Anchor Fish and Chips Paul and Jess Anderson

Blake School

Carline Bengsston

Chanhassen Dinner Theatre

The Dakota

Foci

The Great Escape Room

Jester Concepts Kieran's Kitchen MN Vikings MN Twins

MN UFC Prose Nails

Reverie Cafe + Bar ROMI Apothecary

Seward Community Co-op

Spyhouse Coffee

Target Theater Mu Wildflyer Coffee

Ellisun Wolterstorff

CAPI thanks you for supporting our growth!



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JOIN OUR COMMUNITY TODAY

Be a part of someone's journey and impact their future!

Give

CAPI relies on the generous support of individuals, corporations, and foundations to provide our services free of charge. Your gift allows us to provide life-changing resources to those who need it most.

Visit capiusa.org/donate



Volunteer

CAPI has individual and group volunteer projects throughout the year, with ongoing needs in our food shelf. Help with our produce distributions, take a shift at Twin Cities World Refugee Day, or help individuals connect with local initiatives through our civic engagement work. Find a spot that's right for you!

Visit capiusa.org/volunteer



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guiding self-determination & social equality



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