



guiding self-determination & social equality

2021



CAPI's mission is to guide refugees and immigrants in their journey toward self-determination and social equality.



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Message From Our CEO & Board Chair

The year 2021 reminded us about our work, impact, and theme around “resiliency.” We kept our ear to the ground and adjusted our services to meet the needs of our clients. By the beginning of the year, the agency transitioned to a hybrid work model to ensure the safety of our staff, their family, and our community. Despite the many challenges faced, the CAPI team thrived and continued to make a meaningful impact.

Last year, we surveyed the participants in our programs to determine where they needed the most help and what CAPI could do to provide support and care.

The survey results concluded, and clients emphasized, that housing had become the number one concern for so many in the communities that we serve. As a result, we worked hard to ramp up our housing programming and brought on new staff to work with those who are unhoused or in danger of becoming unhoused.



Ekta Prakash, CEO
CAPI USA

"...the work that we do is not just about finding a home for a client, or simply providing a box of food, it is about taking care of the whole person, the whole family, in the most meaningful way."

Message continued



Vinothini Ambrose, Board Chair
CAPI USA

We also know the work that we do is not just about finding a home for a client, or simply providing a box of food, it is about taking care of the whole person, the whole family, in the most meaningful way. Our staff are dedicated to making sure that the person that walks into our office has the resources they need to not only make it through that moment, but to lay the groundwork for future stability. That stability is ensured through job placement, financial education, food assistance, health services, and so much more.

In 2021, the agency served over 11,100 diverse, low-income individuals in the Refugee, Immigrant, and BIPOC communities. 60% of our clients are AAPI, 95% are refugees, immigrants, and People of Color, and 80% of participants in CAPI's programs are below the federal poverty guidelines.

As a refugee and immigrant-led agency, CAPI was asked to help resettle and provide services to 250 newly arriving Afghan Refugee families coming to Minnesota at the beginning of 2022. Our Basic Needs team accelerated into high gear and began preparing for the large task at hand.

Heading into 2022, we are committed to making progress with our five strategic imperatives including (1) enhancing staff equity in compensation, benefits, and recognition; (2) strengthening agency staff and program evaluation to promote a culture of continuous improvement and integrated service delivery; (3) enhancing managerial competencies; (4) enhancing the agency's financial position and community profile (including creating and implementing a board-approved public policy platform); and (5) strengthening agency partnerships. In 2022, we celebrate CAPI's 40th anniversary (we hope to see you there!), and will continue to work on rebranding, as well as CAPI's next 5-year Strategic Plan.

Our year-end financial results as of Dec 31st, 2021, were strong and show continued stability, as outlined in the audit results in this report. The impact we are sharing is all possible because of our members, institutional funders, partners, and supporters. Thank you to CAPI's board, leadership, staff, volunteers, and our funders who continue to provide support to CAPI's basic needs, economic empowerment, and civic participation units. Thank you for partnering with us.

Warmly,

A handwritten signature in blue ink, appearing to read 'Ekta Prakash'.

Ekta Prakash, CEO
CAPI USA

A handwritten signature in blue ink, appearing to read 'V. Ambrose'.

Vinothini Ambrose, Board Chair
CAPI USA

Impact Stories



As the Twin Cities was still reeling from the events surrounding the murder of George Floyd in 2020, in April of 2021 we saw another tragic event occur with the killing of Daunte Wright. This time it happened just a few miles away from CAPI's office in Brooklyn Center.

The unrest that took place in its wake caused a crisis for our community members as stores were boarded up and food and resources became scarce and inaccessible.

"WE ARE HERE FOR OUR COMMUNITY. WE ARE NOT GOING ANYWHERE. WHATEVER THE COMING DAYS BRING. WHATEVER THE NEEDS OF OUR NEIGHBORS ARE. OUR DOORS ARE OPEN."

-Pastor Ali Tranvik

CAPI and our neighbors at Cross of Glory Lutheran Church quickly partnered together to send out the urgent needs of our community. People from all over Minnesota and across the country answered the call and filled the church with nonperishable items, diapers, baby formula, and more. Together, we hosted a number of mutual aid distributions throughout April and the following months.

Thanks to the efforts of everyone involved, several partners like Asian Media Access, Release MN8, Old National Bank, and many others, we were able to provide food and other critical items to 5,962 community members.





CAPI staff members met with small groups at our Brooklyn Center location and at a meditation center.

"It's a very good program-very educational and helpful. This program helped us a lot with how to forgive, let go, and how to take care of yourself after you've gone past the trauma." - Khim, CAPI Participant

CAPI GROW PROGRAM

In 2021, CAPI partnered with a respected mental health organization called Tutapona for a new initiative. Tutapona has been working with forcibly displaced people affected by war and conflict in Uganda since 2008, and Kurdistan, Iraq since 2016. Through intensive training sessions, staff members from Tutapona worked with our Basic Needs and Community Health team members to prepare them to deliver care to our participants in the Lao and Hmong community in a linguistically and culturally relevant way.

The GROW Program is a community-based mental health program, which aims to improve the mental, emotional, behavioral, relational, and spiritual well-being of participants by fostering attributes that cultivate the right environment and conditions for growth to take place.



Photos by Julia Andrighetti

Give and Grow 2021

CAPI hosted its first-ever impact event called Give and Grow in 2021 at The Food Building in Northeast Minneapolis presented by Old National Bank. The CAPI community gathered to hear stories from our participants, and partners, and to hear an update on the work happening at the organization along with future endeavors.



Photos by Carina Lofgren

After a few years of uncertainty, CAPI Leadership and Board decided to take the plunge and host a small gathering in late September. The evening had live entertainment from Kashimana Ahua, a silent auction, and food from Kieran's Kitchen and My Sister's Sweets. Aside from enjoying each other's company after a long time apart, the evening also gave our participants an opportunity to share how the last few years have impacted them. We heard from Tara, who due to COVID, was on the brink of losing her home of 20 years. Abraham shared about the isolation that COVID brought and other hardships that came from losing his job. Both found relief and support through CAPI's Basic Needs and Economic Empowerment programs. And via Zoom, Sue Vang from the Wallace H. Coulter Foundation spoke about the Foundation's relationship with CAPI and the vital work being done through our Civic Engagement efforts in the API community.

In 2022, CAPI will celebrate our 40th anniversary and we look forward to spending the evening with you on September 29th, 2022!



2021 Impact



Public Benefits Enrollment

624 individuals enrolled in at least one public benefit to enhance their economic position including 514 in MNsure and 110 in either SNAP, unemployment, energy assistance, or rental assistance, etc.

Volunteer Income Tax Assistance (VITA)

54 individuals received VITA services realizing a combined total of \$91,305 in tax refunds and \$11,880 in tax preparation fee savings (note, far less than usual due to COVID-19).

Homebuyer & Housing Advocacy

40 individuals completed 8-hour Home Stretch homebuyer workshops; 42 received homebuyer financial wellness or homebuyer counseling with 3 purchasing homes. 150 families at risk of homelessness received intensive case-managed support; 102 families received emergency housing financial assistance through Rent Help and Project Hope.

COVID Community Connections

37,408 individuals were reached through education/outreach efforts; 41 in-person outreach events/vaccine clinics/testing sites were facilitated; 351 community members were vaccinated and CAPI hosted 5 vaccination clinics.

Active Participation in Coalitions/Tables

CAPI's Civic Engagement unit coordinated CAPI staff's active involvement in 9 coalitions/tables that advance the agency's mission and programming including: Asian Minnesota Alliance for Justice (AMAJ); Blue Line Coalition (BLC); Brooklyn Center Housing Project's Advisory Council; Brooklyn's Heritage; Minnesota Employment Services Consortium (MESCC); Ignite Minnesota's Asian Power (IMAP); Navigator Coalition; OurMaps MN Redistricting Campaign; and Racial Equity + Joy Coalition.

Public Policy

CAPI completed its first-ever board-approved public policy platform.



Basic Needs

Alicia and her husband have two kids at home. Their son is 11 years old, and their daughter is 9. Originally from Mexico, Alicia taught English to non-native speakers for a number of years, but that changed last year due to COVID. “I don’t teach anymore. My daughter was diagnosed with cancer in 2015, and she’s relapsed 3 times. She had a bone marrow transplant and thankfully is in remission now.”

Alicia was forced to leave her job to help her children with distance learning and to ensure that her daughter, who also has Down syndrome, could be as healthy as possible. “We didn’t go anywhere last year, and no one visited.” Her husband was able to maintain employment as a janitor for numerous office buildings in downtown Minneapolis, but the family struggled to make ends meet and found themselves in need of assistance. CAPI’s fresh produce distribution, held every 4th Friday during July through October, is able to fill in the gap left by the loss of income.

With the help of many volunteers, CAPI’s Fresh Food Friday distributes fruits and vegetables free of charge to anyone in need, typically serving over 100 community members each time, providing relief and peace of mind to those who might need a little extra support. “This is such a help to me and my family,” Alicia said, “we are so thankful for this.”

Highlights:

- 426,000 pounds of food distributed.
- Over 7,785 individuals were served through the food shelf.
- Monthly home delivery of groceries was provided to 50 seniors.
- 5 large fresh produce events distributed 20,000 pounds per event.
- 75 Hmong seniors achieved at least one independent living goal and 50 Hmong adult caregivers indicated skills gain and/or received assistance services.
- 23 gardening plots were assigned.

Economic Empowerment



Abraham lost his job for almost a year due to COVID-19. To provide for his family, he decided to add to his skill set and find a new career. That's when he found himself at CAPI. Abraham entered the Manufacturing Program through CAPI's Career Pathways. "I wasn't really used to it, but I was like well, let me give it a try."

"MY GOAL WAS ACTUALLY TO MEET SOME PEOPLE BECAUSE I WAS JUST HOMESICK."

Abraham got an OSHA-10 Certificate and found a way out of isolation. "Just having a welcoming place was actually a humbling experience for me." The skills that Abraham gained not only helped him move toward a new career but also gave him peace of mind in knowing that he could once again put food on the table at home.

"To me, CAPI means having a chance to a better life. CAPI means being adopted into the community. CAPI means a place to feel like you're home again and finding people that truly care about what you're going through."

Highlights:

Employment Services:

- 458 MFIP and Career Pathways participants completed a work readiness assessment and developed a Career Plan
- 173 secured/maintained employment with an average hourly wage of \$18.49
- 76 earned at least 1 credential/certificate in the healthcare or manufacturing field

Financial Coaching and Education:

- 65 clients received financial coaching via CAPI's integrated Financial Opportunity Center services
- 78% indicated advancements in income, savings and/or credit scores through public benefit enrollment and achieving family budget savings goals
- 80 enhanced their knowledge by completing financial education classes



Civic Engagement

2021 was another busy year for our Civic Engagement team at CAPI. We helped to host 5 Community of Interest (COI) mapping sessions for participants interested in getting involved with the redistricting process. These sessions were held for the AAPI community, Hmong Elders, Karen and Vietnamese communities, and the Bhutanese community.

CAPI also created a new program called the Economic Empowerment Network to encourage our clients to build confidence to tell their stories. This program fosters leadership development and storytelling skills to enable participants to tackle the community issues that mean the most to them and to take those stories to their communities and public officials. We had 18 participants with ages ranging from 18-65 years old.

CAPI continued the tradition of hosting the Twin Cities World Refugee Day celebration in June of 2021. COVID remained a concern preventing an in-person event from happening, so we moved to a virtual format. The production featured pre-recorded performances from refugee and immigrant artists in Minnesota and Canada. Governor Walz, Congresswoman Omar, and author Kao Kalia Yang also provided stories and messages for our viewers. Over 4,000 people viewed the video on Facebook and YouTube.

Highlights:

- 18 participants took part in CAPI's Economic Empowerment Project to develop personal stories to influence policy/decision-makers.
- CAPI's Ignite Minnesota Asian Power (IMAP) Coalition (including 6 sub-granted

BIPOC agency partners receiving a total of \$76.5k) registered 715 voters and filled 119 volunteer slots to staff 13 phone banks (515 phone bank hours) making more than 63,000 phone calls.

- 38 community members participated in redistricting sessions and testimony was given to the MN House Special Redistricting Committee and MN Judicial Branch Special Redistricting Panel.

Financials



Revenue

Program Fees & Misc. -- \$106,641
 Contributions -- \$2,360,026
 Government -- \$1,960,950
 United Way -- \$183,778

Expenses

Basic Needs -- \$1,752,838
 Economic Empowerment -- \$1,124,973
 Civic Engagement -- \$239,774
 General Management -- \$465,482
 Other -- \$43,517
 Fundraising -- \$255,995



Balance Sheet: January 1 to December 31, 2022

Assets

Cash and cash equivalents.....	\$1,762,776
Accounts receivable.....	\$319,510
Pledges receivable.....	\$462,018
Prepaid expenses.....	\$49,192
Fixed assets less accumulated expenses..	\$2,752,226
Long term investments.....	\$10,414
Total Assets.....	\$5,356,140

Liabilities

Accounts payable.....	\$51,931
Accrued and withheld payroll.....	\$153,957
Notes payable.....	\$587,900
Other current liabilities.....	\$60,159
TOTAL LIABILITIES.....	\$853,948

Net Assets

Without donor restrictions.....	\$4,238,191
With donor restrictions.....	\$264,000
Total Net Assets.....	\$4,502,191

Total Liabilities and Net Assets.....	\$5,356,140
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TO MAKE A GIFT TODAY, VISIT [CAPIUSA.ORG](https://capiusa.org).

Who We Are

MOHAMMED ARGIB

Career Pathways Manager

TRISHA GILBERT

MFIP Manager

RUTH TORRES

Financial Services Manager

PAUL ANDRIGHETTI

Director of Basic Needs

KRISTINA DOAN

Director of Public Policy

DAWN WAMBEKE

Director of Economic
Empowerment

ALEXI KLEINSCHMIDT

Operations Manager

MONIQUE HERNANDEZ

Development and
Communications Manager

FRANK HENNICK

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EKTA PRAKASH

CEO

2021 Leadership Team



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Deployment Consulting Director, The Marcus Buckingham Company an ADP Company

NKECHI ANYAMELE

Secretary

AVP Senior Lead Control Management Officer, Wells Fargo Bank NA

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Senior Vice President and Chief Audit Executive, DXC Technology

BETH ERICKSON

Compliance Analyst, Fraser

JAMES FARNSWORTH

Executive Director, Highland Business Association

SILLYS HEILMAN

Stay at Home Parent and Community Member

LOUIZA KIRITOPOULOS-ADAMS

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

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CEO, Stir Foods

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Strategic Account Director, Taylor Communications

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Vendor Oversight Manager,
Senior Vendor Compliance Oversight Consultant, Medica



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Tope Alowonie
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Terrance Anderson
Tinzing Artmann
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Ella Askew
Mary Ausen
Hannah Baker
Kassandra Baker
Cody Balk
Lisa Baladi
Jamila Barrón
Tawny Bdewan
Puspa Bhandari
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Linaka Blair
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Sherry Her
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Ammi Htoo
Eh Ku Htoo
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Thank you to the many volunteers that helped with our mutual aid distributions and to everyone who helped us meet the needs of our communities! We couldn't do it without you!

Please forgive us if we neglected to include your name!

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Contracts, Corporations, Foundations, Other Partners

\$500,000 +

Hennepin County
MFIP Employment Services

\$250,000-\$499,999

Greater Twin Cities United Way
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Wallace H. Coulter Foundation

\$100,000-249,999

Hennepin County CARES
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*=includes capital campaign contribution

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