

A wooden loom is shown with several skeins of yarn hanging from it. The skeins are in various colors: green, dark brown, light brown, orange, yellow, red, and blue. The loom is made of light-colored wood and has a dark brown beam across the middle. The background is a plain, light-colored wall.

# Weaving Cultures

Project  **FINE**

## 2016 Annual Report

**About Project FINE:**

Project FINE is a nonprofit organization based in Winona, MN focused on integrating newcomers into our local community.

To achieve our mission, we provide culturally and linguistically appropriate services and education. We also connect newcomers with existing services in our community.

# Project FINE

*Focus on Integrating Newcomers through Education*

Our work is accomplished by a small staff, committed volunteers, dedicated board members and extraordinary partners. For over 26 years, Project FINE has been committed to building an inclusive and welcoming community. We look forward to continued collaboration with others across our region in pursuit of our organizational mission and vision.

**Our Mission:**

To strengthen and enrich our community by facilitating the integration of people who are ethnically diverse.

**Our Vision:**

To create a respectful and sensitive community.

**Our Guiding Values:**



Diversity

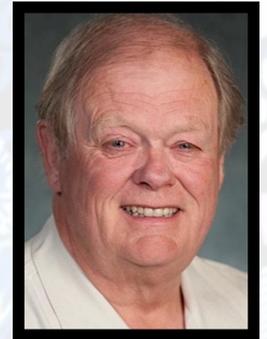
Respect

Culture

Family

# Welcome

For generations, many have immigrated to our country because of our Free Enterprise System and their desire to pursue the American Dream. My grandparents were among these immigrants, arriving from Norway in the early 1900's. They, along with others from Scandinavia and Europe, came to build a better life in the United States.



In our modern society, Project FINE helps today's immigrants from all parts of the world realize the same dream. Fatima and the staff at Project FINE work to develop trusting relationships with refugees and immigrants and build understanding of both the needs of newcomers and the benefits for our entire community.

I was introduced to Project FINE by my daughter Jami who was a Spanish interpreter and introduced me to Fatima. In 2011, I signed on for a one-year term as a board member of Project FINE. Six years later, I am completing my second term on the board and have truly enjoyed every moment. It is refreshing to see an organization that is financially strong and collaborates with so many others to fulfill their mission. Our board is very diverse, just like those we serve, but our common goal is to help people continue to achieve the American Dream. It has also been wonderful to work with Fatima and the staff, she is a wonderful leader and an inspiration. Thank you all for your continued support of Project FINE, it has been a joy to meet and work with people who I normally would not interact with on a day to day basis.

Tom Severson, 2016 Board President

Dear Friends,

From the Dakota to the first immigrants to our newest arrivals, all of our residents contribute to the fabric of our community. Project FINE is proud of our role in creating this fabric, as we work to help refugees and immigrants build a new life and join the beautiful tapestry that is southeast Minnesota. I am inspired every day by those who work shoulder to shoulder to build a stronger and more vibrant community.



Through this report, I hope that you gain a greater understanding of how Project FINE works to weave diverse perspectives and individuals into the community. Through our programs and services, we build bridges between newcomers and established residents and work to create an inclusive environment. I am proud to share that in 2016, we impacted the lives of over 2,600 individuals. These accomplishments are a result of extensive collaboration, and I am so grateful to all those who have partnered with us over the past year.

This year, Winona became the first Welcoming City in Minnesota. All of us who have chosen to live, work, and raise families in the Winona region provide an important piece of that welcoming community, recognizing that we are strongest when we work together. We may not share the same history, but we share the same future, and the same hopes and dreams to improve our community today while creating a better one for our children to grow into tomorrow.

There are many ways to support diversity in the Winona area. Attend an event, volunteer, serve on a board or committee, take a minute to meet someone new, even just share a friendly smile. The ability to listen to and hear the stories of people with different lives and different experiences creates a deeper understanding of each other, and a more compassionate and welcoming community.

Fatima Said, Executive Director

# Navigating Community Systems

Programs in the Navigating Community Systems category provide educational resources to refugees and immigrants to ease their adjustment to the United States and begin the journey to self-sufficiency.

## Language Services

Project FINE's Language Services program facilitates communication between service providers and their non-English speaking clients and customers. Our interpreter roster consists of 50 interpreters proficient in 23 languages.

In 2016, Project FINE provided over **3,300** hours of interpreting and translating services in **60** locations across our region. All of our interpreters receive training in ethics and best practices and nine are currently registered with the Minnesota Department of Health's Spoken Language Healthcare Interpreter roster.

## Giving a Voice



## Advocacy & Information Referrals

Through Advocacy & Information Referrals, Project FINE provides assistance to newcomer families who are building a new life in our community, providing culturally and linguistically appropriate referrals to meet the needs of newcomer families. It also provides information about existing services and resources in the community.

## Making Connections

During 2016, Project FINE provided **6,657** hours of advocacy and information referrals to more than **1,900** newcomers in our region.

## Garden in a Box



In 2016, Project FINE provided Garden-in-a-Box kits to **8** refugee and immigrant families. These kits included a soil, fertilizer, a fabric box for planting, seedlings and variety of seeds. Families from Winona, Lewiston and Minnesota City received a kit, which allowed them to grow fresh produce at their home and increase their access to healthy foods. **43** individuals were involved in planting or tending the Garden-in-a-Box kits. 67% of participants had little or no previous gardening experience and all participants gained experience and knowledge by growing their own produce.

## Growing Healthy

This project was sponsored by the Minnesota State Horticultural Society.

# Learning Together

## Investing in Education

The Learning Together program connects refugee and immigrant families and early childhood professionals to share the importance of early learning and increase access to learning opportunities. Program activities include large-group sessions, in-home parent mentoring and visits to local early childhood programs.

In 2016, **61** parents and **52** young children (birth to age five) participated in the Learning Together program. 125 parent mentoring sessions were provided and 100% of parents indicated that the program helped them understand the value of early learning.



The Learning Together program also inspired parents to become more involved in their child's education. In 2016, 50% of participating families accessed additional learning opportunities and building a strong educational foundation for future growth and learning.

The Learning Together program is funded by a grant from the Sheltering Arms Foundation.

## Program Spotlight: Learning Together

**The following story was provided to the Sheltering Arms Foundation as an example of the impact of their grant funding of the Learning Together program during 2015-2016.**

Estefania is 4 years old and has been participating in the Learning Together program for the last three years. Until this year, she has been very shy and would not participate in any of the children's activities during the large group sessions. She would stay with her mother in the adult session and hide her face when our staff invited her to join us. Her mother wanted her to join the other kids, but also didn't want to leave Estefania in the children's session if she was crying or upset.

Because her mother has also been participating in Learning Together, she realized the value of early childhood education and worked with our staff to sign Estefania up for Head Start this year. The transition was difficult, but as Estefania made friends she gained independence both at Head Start and in our program sessions. By this spring, she had completely opened up and is happy to interact with the other children. She has also become more confident and outgoing and has gotten to know all of our staff. She even comes up to greet us or give us a hug.

Her mother is grateful for the positive effects that Learning Together has had on Estefania, commenting "she has learned and grown so much through these classes. Now I know that she will be just fine when she starts kindergarten in the fall."

# Safe and Healthy Families

## Building Strong Families

The goal of this program is to provide education and resources to strengthen family relationships and promote safety. Activities include educational workshops on parenting, spousal relationships, creating a safe home environment and how to prepare for and respond to natural disasters. In 2016, **88** individuals participated in program activities, with 100% reporting that the program helped them increase their understanding of health and/or safety. 90% of participants also stated that they gained new skills or information that will benefit their families as a result of the program.



The Safe & Healthy Families program is funded by the United Way of the Greater Winona Area and the Winona Community Foundation.

### Program Spotlight:

## Safe & Healthy Families

***The following story was published in the Winona Daily News on May 8, 2016 to highlight one of the community needs met through grants from the United Way.***

Ger came to the United States as a refugee in his late teens and was very grateful to settle in our community. He describes Winona as a peaceful place and his neighborhood as quiet and safe. A great place to raise a family, which is perfect for Ger as he and his wife have seven children. Their household is very busy, with his oldest child in middle school and the youngest ready to start preschool in the fall.

Ger became involved with the Safe & Healthy Families program because he wanted to learn how to create a safe home. The program works with refugee and immigrant families to promote safe homes and healthy relationships. Ger's family just moved into a new, larger apartment and his main concern was how to prevent fire hazards.

Project FINE arranged for the Winona Fire Department to conduct a home safety walk through. Nathan and Derick from the Central Fire Station visited the apartment, and with assistance from an interpreter, they walked through each room with Ger. They offered suggestions, checked smoke detector batteries, and gave advice on maintenance for dryer venting and other safety measures. Ger was very grateful for the assistance and glad that he was doing everything he can to protect his children from a home fire.

The fire safety lessons learned will benefit Ger and his family for many years to come and their decreased risk of fire is a benefit for their neighbors, fire protection staff and our community.



# Building Communities

Programs in the Building Communities category bring together diverse groups of refugees, immigrants and established residents to promote cultural sharing and build understanding.

## Health Promotion

The goal of this project is to empower refugees and immigrants

## Developing a Healthy Community

to promote health within their community through leadership development, relationship building and outreach. As part of the project, **30** individuals participated in leadership training on engagement, creating positive change in their communities, and guidelines for nutrition and physical activity.

Following the training these leaders, or promotoras, used their newfound knowledge to support health improvements in the community. Activities included organizing exercise classes, hosting a potluck featuring healthy foods, and meeting with stakeholders to discuss potential changes to policies or practices that promote healthy choices. **76** individuals participated in activities planned by the promotoras, finding ways to incorporate healthy eating and physical activity guidelines into their daily lives.



This project is supported by University of Minnesota Extension SNAP-Ed Community Partnership Funding and a mini-grant from the Winona County Statewide Health Improvement Project (SHIP).

## Developing Diverse Workforce Solutions

The vision for this project grew from regional conversations hosted by SE MN Together (see page 13 for additional information). A need identified through the conversations was to discover strategies to attract and retain diverse employees. The Discovering Diverse Workforce Solutions project addresses this need by providing tools to help businesses engage with diverse populations. The project began with an online survey distributed to employers to learn their specific workforce challenges. **88** individuals responded to the survey, and the results were compiled along with community resources related to diversity into a comprehensive guide for southeastern Minnesota. This project will continue in 2017, with training sessions offered in Rochester and Owatonna to share best practices and tips with employers.

This project is funded through a grant from the Southern Minnesota Initiative Foundation.

## Diversity Training

Diversity training is offered on a variety of topics related to diversity, including information on the traditions and norms of specific cultures and how to bridge barriers and provide inclusive services. Training is offered to businesses, organizations, educational institutions, and service providers. During 2016, over **700** individuals in the Winona area participated in Diversity Training through Project FINE.

## Increasing Understanding

# Exploring Hmong Art & Culture

## Exploring Traditions

This project is designed to build awareness of Hmong culture and art traditions in the community.

Project activities included educational workshops on Hmong Culture, Paaj Ntaub (Hmong Embroidery) and the Story Cloth. The project also empowered five local artists to share their talents by serving as workshop instructors. **40** individuals from the community participated in the workshops. Feedback from the project was very positive, with all participants indicating that they increased their knowledge of Hmong art and culture.



The project culminated with a capstone display at Winona State University that consisted of cultural information, art pieces created by participants, and Hmong artifacts.



This activity was made possible by the voters of Minnesota through a grant from the Southeastern Minnesota Arts Council thanks to a legislative appropriation from the Arts & Cultural Heritage Fund.

# African Percussion & Drum Circle

## Sharing the Rhythm

The African Percussion & Drum Circle project shares the importance of drumming traditions in African culture through educational workshops and drumming events. Workshops began in the summer of 2016 and are taught by Lance Katwa Ngari. Through a collaboration with Winona Area Public Schools' Community Education, workshop details were published in their catalog to reach a wider audience. In 2016, **45** individuals participated in project activities, learning about drumming traditions, proper hand positioning, and various rhythm patterns. Project activities will continue in 2017 with additional workshops and a public drum circle event in May.



This activity was made possible by the voters of Minnesota through a grant from the Southeastern Minnesota Arts Council thanks to a legislative appropriation from the Arts & Cultural Heritage Fund.



# Hmong Tuj Lub

## Promoting Healthy Activity

This goal of this project was to introduce the game of Tuj Lub to the Winona community as a way to share Hmong traditions, promote physical activity and bring diverse community residents together. Tuj Lub is a traditional Hmong top spinning game that dates back many centuries. It is very popular in Laos and Thailand, but is not commonly played in our area because of limited access to equipment and playing spaces.

From April to October 2016, **14** Tuj Lub sessions were held at various locations in the community. All events were free and open to the public. Playing equipment was provided and instructors were available to share information on the history of the game and help beginners learn the top throwing technique. The project was very successful, with **107** individuals attending at least one Tuj Lub event. Over 50% of participants had never played the Tuj Lub and others who had enjoyed the game as children hadn't played for over 20 years.



Feedback on this project was overwhelmingly positive, and a group of participants plan to continue to practice and form a tournament team in 2017. The Winona Area Public Schools and the City of Winona collaborated on the project, providing space and promoting Tuj Lub events. The Winona Post and Winona Daily News also featured articles on the Tuj Lub sessions.

Funding for this project was provided by the Center for Prevention at Blue Cross and Blue Shield of Minnesota, as part of Blue Cross' long-term commitment to tackling the leading causes of preventable disease: tobacco use, lack of physical activity and unhealthy eating.



# Empowering Youth

Programs in the Empowering Youth category support youth from refugee and immigrant families as they pursue education and seek to find a balance between traditional and American cultures.

## Learn To Code

The Learn To Code program provides technology education focused on computer coding and app creation for middle and high school students. Program activities include summer and afterschool classes held in Winona and St. Charles.

## Expanding Technology Skills

In August, **16** youth participated in the Learn To Code summer camp, which was held at Winona State University. The youth learned to write code and created their own app. In the fall, **22** youth participated in afterschool program activities, using various coding sites to build apps with coding blocks. 100% of participating youth reported that Learn To Code increased their knowledge of coding and that they are more interested in careers in technology as a result of the program.



Learn To Code is funded by a grant from the Blandin Foundation. Summer camp was provided in collaboration with Winona State University, College of Business and Adult & Continuing Education, and sessions were taught by Michael Redig.



## Colorful Growers

Colorful Growers is a unique agricultural and entrepreneurial experience for youth age 10-18 and their families. The program provides access to garden plots, education and tools for youth so they can learn how to grow their own produce and gain business experience selling their harvest at the St. Charles Farmer's Market. During 2016, **20** individuals participated in program activities, planting and tending their own plots. A hoop house was also constructed at the garden site, which will extend the growing season and allow participants to learn new techniques.

## Growing Young Entrepreneurs

The Colorful Growers program was supported by a Hy-Vee One Step Community Garden Grant. Materials for the hoop house and garden fencing were funded through a mini-grant from the Winona County Statewide Health Improvement Program.



# Camp Scholarships

## *Creating Lifelong Memories*

In 2016, Project FINE provided summer camp scholarships to **18** youth from refugee and immigrant families. Some youth attended a week-long session at YMCA Camp Pepin and others participated in a Wilderness Inquiry trip to Chester Woods Park in Rochester. All of the youth were first time campers and greatly enjoyed their experience. These scholarships provided financial support to allow youth to attend camp and create memories to last a lifetime.

This project was funded by the Pohlad Family Foundation.



# College Education Connection

## *Preparing for the Future*

The College Education Connection program provides academic support and access to resources for youth from Immigrant and refugee families as they pursue post-secondary education. The program serves students from the Winona, St. Charles and Lewiston-Altura school districts. In 2016, Project FINE awarded scholarships to **4** graduating seniors to support their post-secondary education.

The College Education Connection program also received funding to work with the community to discover barriers and challenges for diverse youth related to post-secondary enrollment and degree attainment. The project began with a survey of high school and college youth, with **55** individuals responding. To share survey data and gather additional information, dialogues were held with educators, students, parents and community members in November. Information from the survey and dialogues will be used to shape future program activities and goals. This evaluation project continues through 2017.

The College Education Connection is funded through a Community Innovation grant from the Headwaters Foundation for Justice.



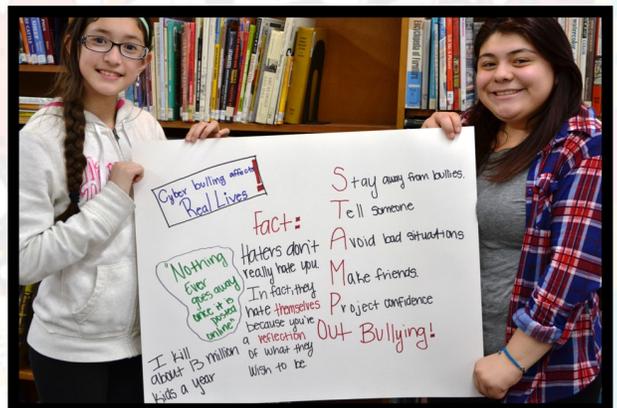
# Girls Reaching Above and Beyond

Girls Reaching Above and Beyond (GRAB) is designed to help middle and high school girls discover their identity and strengths and create a roadmap to pursue their dreams.

## Empowering Young Women

In 2016, **36** girls participated in program activities, which focused on developing leadership and advocacy skills. The girls selected issues they were passionate about, such as bullying and human trafficking, conducted research on the issues, and created posters and videos to share information with their peers. The girls also participated in a summer camping trip and volunteered in the community.

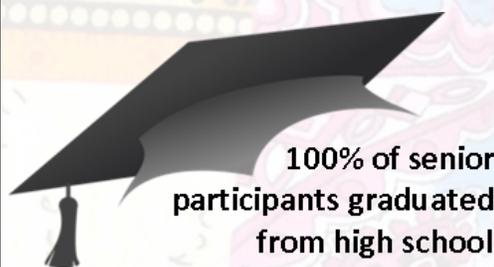
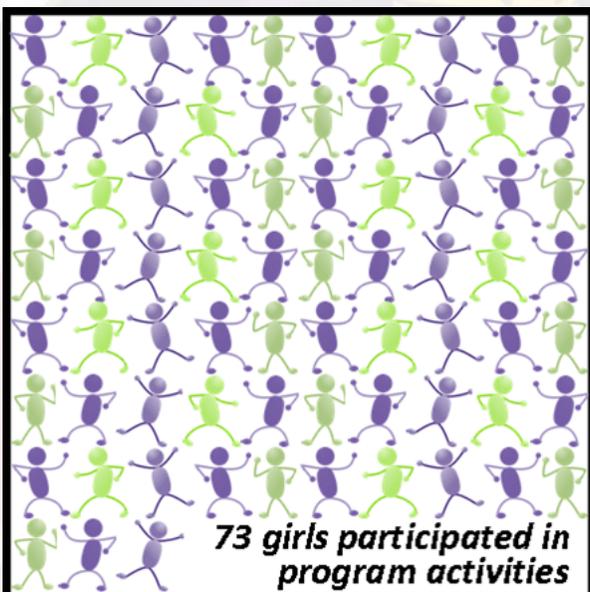
The GRAB program is funded by a girlsBEST grant from the Women's Foundation of Minnesota.



## Program Spotlight:

# Girls Reaching Above & Beyond

The Girls Reaching Above and Beyond (GRAB) program began in 2013 and has experienced great success, producing outcomes for that will have a positive impact in the lives of participating girls for many years to come. A brief overview of some of these outcomes is below:



**100% of senior participants graduated from high school**

**80% of senior participants enrolled in post-secondary education**

- ◆ 100% of girls reported that they increased their understanding of gender inequalities across cultures
- ◆ 100% of 2015-16 program participants reported that their leadership skills improved because of GRAB
- ◆ 38 girls participated in summer camp activities
- ◆ Girls volunteered 500+ hours of service to the community

# Community Involvement

## Toys for Kids

In January, the Hiawatha Valley Marines and Toys for Kids delivered hundreds of toys to Project FINE for distribution to children from refugee and immigrant families in our region.



## Souper Bowl

On February 5, Project FINE participated in the United Way's Souper Bowl at the Winona Friendship Center. Fatima and several board members served up chicken curry soup and shared information about Project FINE.



## Dine With the Divine

On February 8, Fatima spoke at Saint Mary's University's Dine With the Divine dinner for students, faculty and administration. She shared her story and talked about the value of supporting diversity in our community.

## Frozen River Film Festival

Project FINE collaborated with the Frozen River Film Festival for a film presentation and discussion with Frederick Ndabaramiye, a native Rwandan who suffered tremendous physical and emotional trauma during their civil war. Project FINE provided outreach to refugees and immigrants and translated materials for the event.

## Saint Mary's University Presidential Award for Outstanding Merit

On March 15, Fatima received the Presidential Award for Outstanding Merit from Brother William Mann, President of Saint Mary's University. This award is given each year to a community leader as part of the university's Founders Day Celebration. In his remarks, Brother William thanked Fatima for her remarkable service to others and exemplary commitment to the human dignity of all people.



## SE MN Together

This project was designed as a collaborative experiment to address the workforce shortage in southeastern Minnesota, with a goal of learning to work together as a region and to support ongoing cooperation. The main project activity was three regional conversations, bringing together various sectors and geographies to uncover the main needs to support regional growth. Project FINE was highly involved in the project, with Fatima serving on the core planning group. We also provided recruitment for the conversations and other project events, and led table discussions on diversity issues. The project was a great success and led into further work to discover best practices and resources to retain diverse employees (see page 7 for more information).

# Community Involvement

## Engage Winona

Engage Winona was organized by a group of community leaders and residents to learn what community members would like to see in the future for Winona. During 2016, they led group conversations and hosted a large public event, bringing together hundreds of residents. These events provided more than 4,500 unique responses, speaking to needs, hopes and dreams on a variety of issues. Project FINE collaborated with Engage Winona to conduct a group conversation with refugees and immigrants in an effort to incorporate diverse community perspectives into the project.



## Rural Workforce Recruitment and Retention Seminar

On April 28, Fatima spoke at a panel presentation for the “Human Capital: Effective Strategies for Recruiting and Retaining a Rural Workforce” training hosted by the 7 Rivers Alliance. She shared best practices to attract, hire and retain diverse employees.

## Frontline Conference

On May 26, Fatima presented at a breakout training session for the MnSCU Frontline Conference held at Winona State University. She shared tips on how to build a welcoming environment for students and staff.

## Welcoming City

In June, the Winona City Council signed a resolution to become the first Welcoming City in Minnesota. The resolution expresses the city’s commitment to join the efforts of the Welcoming America organization and to promote inclusion in our community. Project FINE has worked with Welcoming America for several years and was involved in the city’s effort to pass the Welcoming Resolution, and we are grateful to the city council and leadership for their efforts to make all residents feel welcome.

## Supplier Diversity Conference

On August 3, Project FINE staff attended the Supplier Diversity Conference in Rochester, which focused on promoting diverse businesses in our region. Project FINE also hosted a table during the tradeshow portion of the event to share information about our programs and efforts to promote workplace diversity.



## Gladiolus Days Parade

On August 28, staff and program participants walked in the Gladiolus Days Parade in St. Charles to raise awareness of Project FINE and our mission.

## Association of Fundraising Professionals

On September 13, Fatima presented for an Association of Fundraising Professionals luncheon at Minnesota State College Southeast. She shared information about Project FINE and strategies to engage diverse populations.

# Community Involvement

## Citizenship Day Celebration

On September 15, Project FINE hosted its fourth annual Citizenship Day celebration, recognizing those in our community who have chosen to become naturalized citizens. Over 60 people attended the event, which included comments from John Keller, the Executive Director of the Immigrant Law Center of Minnesota, about their work with prospective citizens, and Winona Mayor Mark Peterson, who spoke about their decision to become a Welcoming City.



## Poverty Institute

In September, Project FINE staff attended the Poverty Institute and Coaching Workshop presented by Dr. Donna Beegle at Winona State University. Dr. Beegle is an expert on the causes of poverty and the effects on people's lives and hosts trainings on poverty across the nation. Many refugee and immigrant families experience a time of living in poverty, so this training was especially relevant and provided a framework for improving many of our programs and practices.

## Green Card Voices Exhibit

During October, Winona Area Public Schools hosted a Green Card Voices exhibit at the Winona Senior High School and Central School. The exhibit highlights refugee and immigrant stories from across Minnesota. Project FINE's "One Community Many Stories" exhibit was also on display to provide information about newcomers in our community.



## Winona Hims

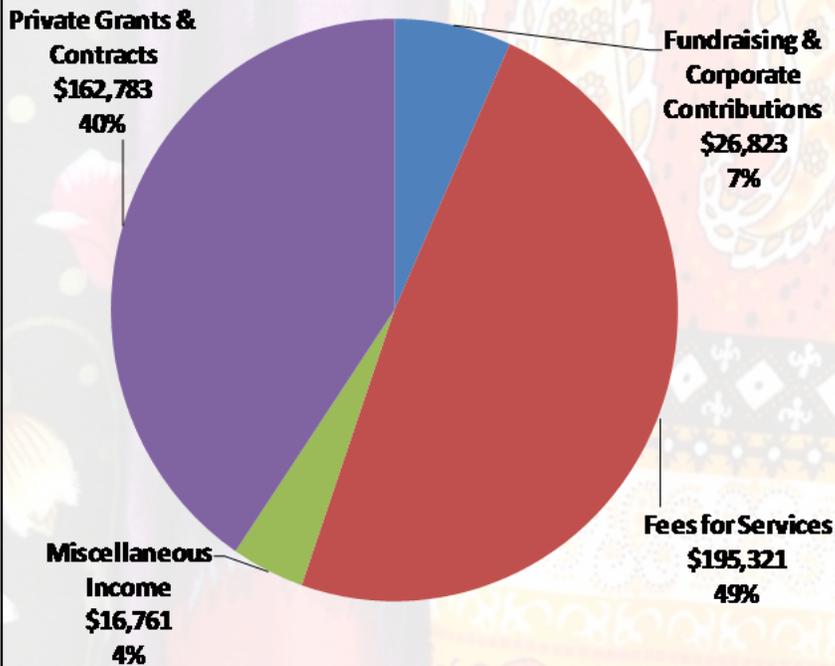
Project FINE was selected as the recipient of the proceeds from the Winona Hims Christmas Concert on December 11. The event raised over \$1,300 to support the Colorful Growers program.

## Project FINE staff serve on several boards and committees, including:

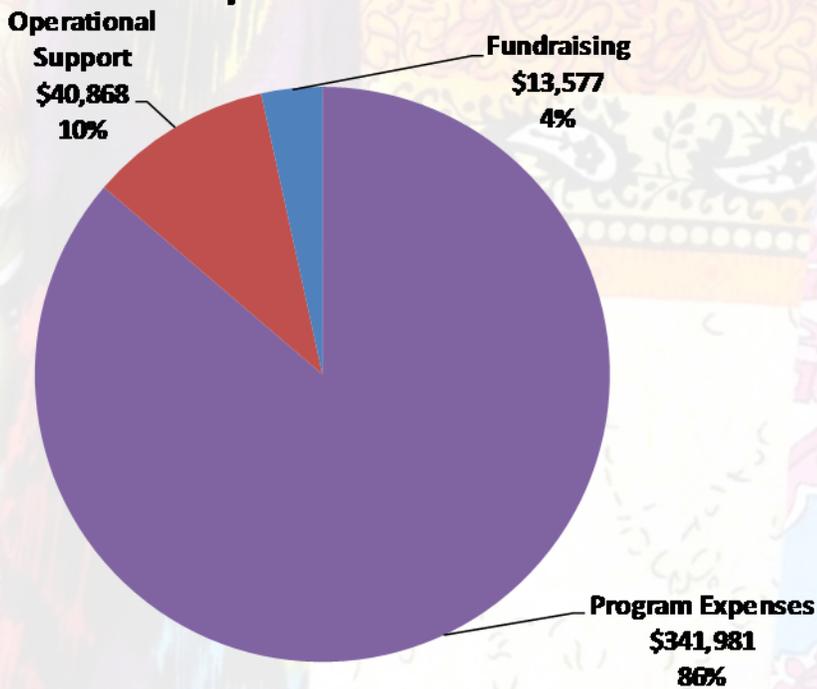
- ◆ Cotter School Board of Directors
- ◆ FEAST Local Foods Group
- ◆ MN State College Southeast Foundation Board
- ◆ Ready Set School Board of Directors
- ◆ St. Charles Farmer's Market Board of Directors
- ◆ U of MN Extension Community Advisory Committee
- ◆ Winona Area Public Schools Birth - Grade 3 Committee
- ◆ Winona County Citizen's Review Panel
- ◆ Winona County Community Services Advisory Committee
- ◆ Winona County Criminal Justice Coordinating Council

# 2016 Financial Summary

## Revenue 2016



## Expenses 2016



## Income Statement

Total Revenue 2016	\$ 401,688.23
Total Expenses 2016	\$ 396,426.31
Net Income	\$ 5,261.92

## Balance Sheet

### Assets

Current Assets	\$ 105,511.99
Fixed Assets	\$ 18,718.20
Other Assets	\$ 789,749.00
<b>Total Assets</b>	<b>\$ 913,979.19</b>

### Liabilities

Current Liabilities	\$ 56,706.80
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### Net Assets

Board Designated	\$ 82,720.00
Unrestricted	\$ 729,895.35
Change in Unrestricted Net Assets	\$ 44,657.04
<b>Total Net Assets</b>	<b>\$ 857,272.39</b>

### Total Liabilities and

Net Assets	\$ 913,979.19
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The Meets Standards Seal is given by the Charities Review Council to nonprofits who meet their Accountability Standards. The Accountability Standards create a common ground across the nonprofit sector, building a foundation of strength in our community. For more information, visit [www.smartgivers.org](http://www.smartgivers.org)

# Community Partnerships

Thank you to the businesses and organizations who partner with Project FINE to provide programs and services in support of our mission. We are grateful for your support and ongoing collaboration.

- 7 Rivers Alliance
- Behrens Manufacturing
- Blandin Foundation
- Blue Cross and Blue Shield of MN
- Charities Review Council
- City of Saint Charles
- City of Winona
- Corporation for National & Community Service
- Cotter Schools
- Diocese of Winona
- Family and Children's Center
- Frozen River Film Festival
- Gundersen Health System
- Headwaters Foundation for Justice
- Hiawatha Valley Marines
- Hiawatha Valley Mental Health
- Hometown Resource Center
- Hy-Vee
- Immigrant Law Center of Minnesota
- International Quality Home Care
- Knitcraft-St. Croix Foundation
- Lewiston-Altura School District
- Live Well Winona
- Medica
- Merchants Bank
- Midwest Dental Clinic
- Minnesota Council of Nonprofits
- Minnesota Department of Corrections
- Minnesota State Horticultural Society
- Minnesota Marine Art Museum
- Minnesota State Arts Board
- Minnesota State Southeast
- Minnesota State (MnSCU)
- MN Third Judicial District
- Olmsted Medical Center
- Pohlad Family Foundation
- Ready Set School
- Rollingstone Cenex
- St. Charles Public Schools
- Saint Mary's University of Minnesota
- Secmac
- Severson Oil Company
- Sheltering Arms Foundation
- Southern MN Initiative Foundation
- Southern MN Regional Legal Services
- Southeastern MN Arts Council
- St. Charles Farmer's Market
- UCare of Minnesota
- United Way of Greater Winona
- University of Minnesota Extension
- Wabasha County
- Welcoming America
- WinCraft
- Winona Area Public Schools
- Winona Area Chamber of Commerce
- Winona Community Foundation
- Winona County
- Winona County Historical Society
- Winona County Criminal Justice Coordinating Council (CJCC)
- Winona County Statewide Health Improvement Project (SHIP)
- Winona Early Childhood Initiative
- Winona Health
- Winona Hims
- Winona Housing & Redevelopment Authority
- Winona Human Rights Commission
- Winona Pediatric Dentistry
- Winona National Bank
- Winona State University
- Winona Volunteer Services
- Winona Rotary Club
- Women's Foundation of Minnesota
- Women's Resource Center

## 2016 Partner of the Year

Each year, Project FINE designates one or more partners for special recognition through the Partners Award. This year, we are proud to recognize the following exceptional partner:

### **Winona State University**

Winona State University has been an outstanding partner to Project FINE for many years. The extent of our collaboration reaches across the campus and the community, with Project FINE participating in campus events, presenting for students, and collaborating with faculty and administration. Project FINE also serves as an extended classroom for interns and student volunteers, providing a valuable real-world experience.

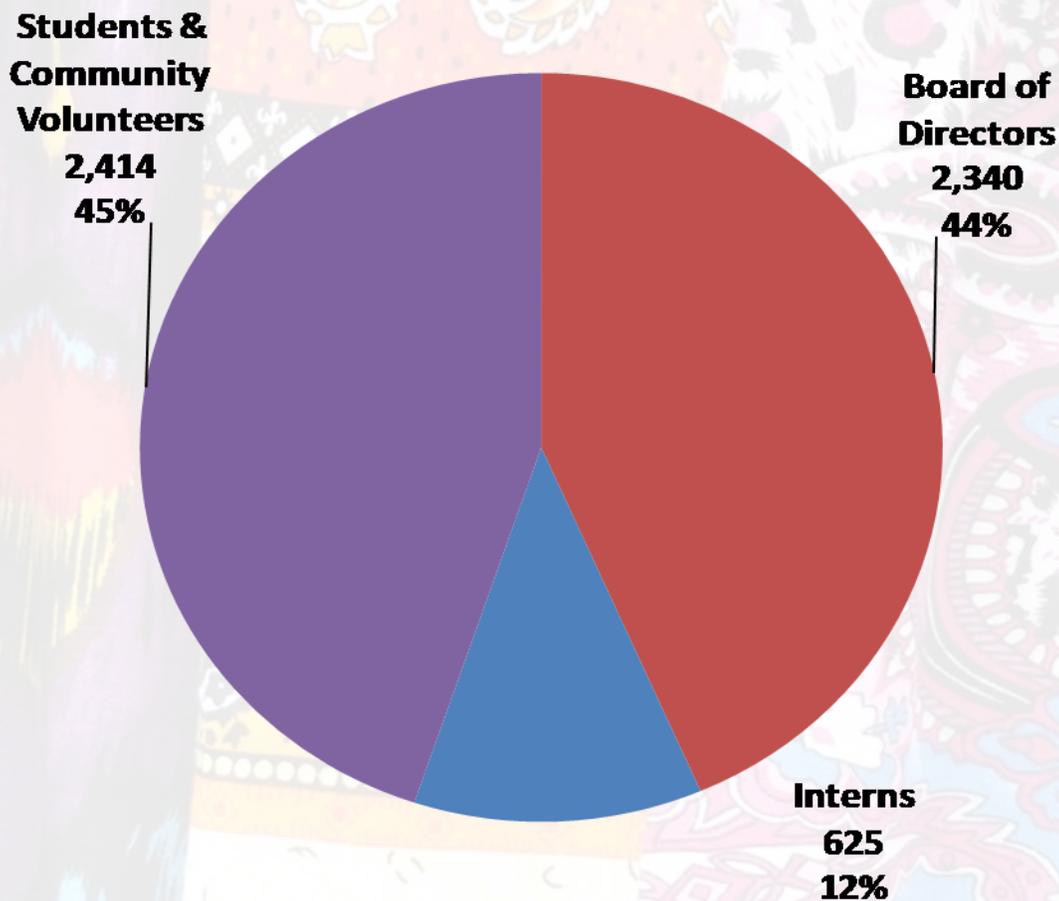
Project FINE would like to thank Winona State University for their partnership and commitment to providing diverse learning experiences and creating a community of learners dedicated to improving our world.



# Volunteer Information

We are grateful to the dedicated individuals who share their time and talents with Project FINE. Volunteers play an important role in our organization, helping carry out our mission and build a more welcoming and sensitive community. We would like to thank all of the dedicated individuals who contributed thousands of hours in 2016 in support of Project FINE's programs and events.

## Project FINE Volunteer Hours 2016 5,379 Total Hours



A special thank you to these 2016 volunteers:

### Committee Members:

Kevin Kearney, Development Committee  
Deb Ward, Development Committee

### Interns:

Kelly Highum, Erin O'Connell,  
Grace Smith, Hillary Sperlich

### Experience Works Volunteers:



# Board Members & Staff

Project FINE's board members are vital to the success of the organization, providing leadership and guidance in pursuit of our mission. Their hard work and dedication is highly beneficial to Project FINE, newcomers, and our community.



Back Row: Robin Hoeg (2017 board member), Tom Severson, Dan Matejka, Brian Voerding, Dale Hinckley, Paul Mundt, Bernhard Brenner, Mark Roubinek  
 Front Row: Dorothy Duran, Fatima Said, Nicole Messenger, Pedro Lopez (2017 board member), Joel Von Haden, Hamid Akbari, David Kramer (2017 board member)  
 Not Pictured: Heather Bach, Dave Dicke, Bill Spitzer, Stephen West

## 2016 Project FINE Board of Directors

Tom Severson, President Severson Oil	Heather Bach Community Member	Mark Roubinek St. Charles Public Schools
Paul Mundt, Vice President Southern MN Regional Legal Services	Dave Dicke Hiawatha Broadband Communications	Bill Spitzer City of St. Charles
Bernhard Brenner, Treasurer Knitcraft Corporation	Dr. Dorothy Duran Minnesota State College Southeast	Brian Voerding Winona Daily News
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Back Row: German Victoria, Fatima Said, Katie van Eijl  
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# *Project* **FINE**

*Focus on Integrating Newcomers through Education*



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