

Pr  *ject* **FINE**

Focus on Integrating Newcomers through Education



2012 Annual Report

About Project FINE: Project FINE (Focus on Integrating Newcomers through Education) is a private, non-profit organization based in Winona, MN, dedicated to easing the integration of ethnically diverse people into the 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. Our work is accomplished by a small staff, committed volunteers, a dedicated Board of Directors and extraordinary partners.

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, Partnership

Geographic Area Served: We are proud to serve Winona County and the surrounding region.



Welcome

As my term as President and board member comes to an end, I can't help but to reflect on the progress of this organization. When I joined the board six years ago, we were an organization in transition, with a new Strategic Plan and a newly appointed Executive Director, Fatima Said. Today, we offer a wide variety of programs and services and have become more financially stable, which in today's economy is a major feat. We have built strong partnerships locally and across the state, and has become a leader in the services we provide to clients of many nations.



On the horizon are programs working with Early Childhood as well as a community Farmer's Market in St. Charles. I'm proud of all of our accomplishments and look forward to seeing the progress Project FINE will make in the coming years. It is truly amazing what a small group of dedicated and committed people can accomplish with limited funds and a strong will to succeed. Congratulations on a job well done!

Bill Spitzer, 2012 Board President

2012 was truly a remarkable year for Project FINE, as we touched many lives and continued to make progress toward our vision of creating a "respectful and sensitive community." Each day I am inspired by the experiences of those we work with and honored that we are able to help them write new chapters in their life story. Integration is a long and difficult process and Project FINE is there through each stage, from meeting basic needs to providing ongoing education and supporting continued growth and success.



This was also a year of special recognition for us, as Project FINE received a Minnesota Nonprofit Excellence Award and experienced an increase in visibility locally and throughout the state. We do not act alone; Project FINE works effectively when it engages partners in the pursuit of mutually beneficial goals and objectives. We are grateful to the organizations, businesses, and individuals who support our mission. I deeply appreciate your partnership and look forward to many more years of successful collaboration.

Fatima Said, Executive Director

2012 Nonprofit Excellence Award Winner: Project FINE

In the Fall of 2012, Project FINE was honored as with the Minnesota Nonprofit Excellence Award from the Minnesota Council of Nonprofits (MCN) and MAP for Nonprofits. Awards are based upon how closely the organization's operations align with the MCN *Principles and Practices for Nonprofit Excellence*.

While reviewing the award nominations, Excellence Award judges commented that they appreciated Project FINE's commitment to MCN's *Principles and Practices for Nonprofit Excellence* and the Charities Review Council's accountability standards. They were also impressed that every program offered by Project FINE is conducted in collaboration with at least one community partner to avoid duplication. The diverse and active Board of Directors and the organization's strong committee structure ensures that important obligations and best practices are addressed regularly. "Project FINE demonstrates an outstanding ability to build an inclusive community, something rare but wonderful to see," noted one of the Nonprofit Excellence Award judges.

The board and staff of Project FINE thank MCN and MAP for Nonprofits for this honor, as well as the many businesses, organizations and individuals who offer their partnership and support. With their Help, Project FINE makes a positive impact in the lives of newcomers and established residents throughout our region.



Pictured at Right:
Project FINE's 2012
Minnesota Nonprofit
Excellence Award.
A one-of-a-kind art
glass award hand
blown by artist
Robinson Scott.



Language Services

Project FINE's Language Services program provides professional interpreting and translating services throughout Winona County and the surrounding region. Through this program individuals, businesses and service providers are able to communicate more effectively with their non-English-speaking clients and customers. Interpreters facilitate communication for face-to-face appointments or conference calls and also provide translation of written documents.

Giving a Voice

In 2012, Project FINE provided over 2,246 hours of interpretation and translation services in 40 different locations. Our interpreter roster consists of 60 interpreters proficient in 24 languages,; six Project FINE interpreters are currently registered with the Minnesota Department of Health's Spoken Language Healthcare Interpreter Roster. All interpreters receive training in ethics, and Project FINE also provides opportunities for ongoing education.

During 2012, Project FINE interpreters participated in ongoing training on Mandatory Reporting requirements and best practices for interpreting. The Board and staff also reviewed the organization Language Services Policies and added a new Data Privacy Policy. In the fall, contracting agencies participated in a Language Services Satisfaction Survey, sharing their experiences with Project FINE interpreters. Of the 34 responding agencies, 33 indicated they are satisfied with Project FINE's Language Services.



"They do an excellent job interpreting. They are professional and serve as cultural liaisons to help improve the services to clients I serve."

Project FINE Language Services Satisfaction Survey respondent

Advocacy & Information Referrals

Project FINE Advocacy and Information Services assist newcomer families as they adjust to life in the United States and become self-sufficient. We connect newcomers with community services and provide linguistically appropriate information and referrals.

The connections made through Project FINE's Advocacy and Information services benefit newcomer families as well as the entire community. In 2012, Project FINE provided 6,913 hours of service to more than 1,633 newcomers in our community.

Making Connections

"This program has helped us, as we have learned many new things that will help us in the future. I'm so grateful for the help of Project FINE, as they help us expand our knowledge and have better opportunities in the world. "

Sai Her, Project FINE client

Diversity Training

Diversity Training sessions are provided in partnership with local businesses, organizations, service providers and educational institutions. Presentations are available on a variety of topics, including specific cultural information, definition of culture and diversity, barriers to service and strategies for working with diverse populations. Training sessions are designed to meet the needs of each client. In addition to training, Project FINE facilitates needs assessments to help businesses and organizations, acquire insights into the cultural expectations and understanding of staff or identify service gaps within the non-English-speaking community.

Increasing Understanding

During 2012, Diversity Education was provided for Winona County Community Services, Merchants Bank, Women's Resource Center, Winona State University staff and students, Saint Mary's University, the Learning Club, Winona Area Volunteer Association, and local attorneys. Project FINE also completed a needs assessment for Merchants Bank.

"It was an eye opening experience to have Project FINE and their team present information on Immigrants to our community. Hearing from those who have experienced our culture and learning how we can build a bridge to understanding their culture was very thought provoking. Simple things like shaking hands, eye contact, and gender roles when in meetings. Our time with Project FINE was worth the investment and we have made changes in how we can create a positive experience for our immigrant customers so that they can start to build trust with our people and our business."

Kristine E. Valk, Vice President - Training Director, Merchants Bank

Navigating Community Systems

The goal of the Navigating Community Systems program is to provide immigrant and refugee families with educational resources to ease their adjustment to American life and become productive, contributing members of the community. Adjusting to a new country and society can be very overwhelming, and Project FINE reaches out to newcomers to provide them with education about American social and structural systems such as employment, housing, banking, health care, and governmental structure.

Empowering Individuals

Through grant support from the United Way and others, the Navigating Community Systems program provided a variety of activities in 2012, including assisting with United States Citizenship applications, childbirth classes, sessions on the legal system and one-on-one assistance to individuals and families.



College Education Connection

College Education Connection provides academic support, motivation and access to resources for immigrant youth as they pursue post-secondary education. The program serves students from the Winona, St. Charles and Lewiston-Altura school districts and provides information and assistance for youth and families preparing for post-secondary. In 2012, 73 students participated in the program and all of the 12 senior participants completed their high school education. Eight of these graduates are currently attending a post-secondary institution.

In June, Project FINE awarded scholarships to four participants from the class of 2012. The Board of Directors also established the Gail Bradbury Memorial Scholarship in honor of longtime supporter and former board member Gail Bradbury. This scholarship will be awarded on an annual basis to an exceptional student who embodies Gail's passion and commitment to creating a welcome community.

Preparing for the Future



Pictured: Fatima Said, Executive Director, Project FINE; Jessica Salas and Meng Xiong, 2012 College Education Connection Scholarship Recipients; and Pahoua Xiong, 2012 Gail Bradbury Memorial Scholarship Recipient.
Not pictured: Yia Hang, 2012 College Education Connection Scholarship Recipient.

Diversity Youth Quest

The Diversity Youth Quest program is designed to improve the mental health and ease the social adjustment of newcomer youth in Winona County. The program consists of monthly sessions, held in Winona and St. Charles, as well as supporting activities that help middle and high school youth from immigrant families overcome the challenges of growing up in two cultures. Diversity Youth Quest entered its sixth year in June, and was funded in 2012 by the Mardag Foundation.

Promoting a Healthy Tomorrow



In 2012, Diversity Youth Quest had 237 participants: 119 middle and high school students, 75 parents and 43 younger children. Educational sessions were provided on several topics, including Bullying and Peer Pressure, Stress and Anger Management and Substance Abuse. Several youth also serve as Project FINE volunteers. They helped plan fundraising activities for the College Education Connection Scholarship program, served as recruiters, provided input for presentation topics and assisted in the Project FINE office. During 2012, middle and high school youth contributed over 500 hours of volunteer service to Project FINE.

Digital Inclusion

In 2012, Project FINE began the Digital Inclusion for Refugees and Immigrants project. It built upon the success of the previous Technology Education project to provide participants with the knowledge and skills necessary to utilize broadband technology and become connected. The Digital Inclusion for Refugees and Immigrants project is funded by grant support from the Blandin Foundation.

Through this project, individuals throughout Winona County participated in technology education classes and received computer equipment and reduced-cost broadband internet access. During 2012, 80 individuals participated in technology classes and computers were installed in the homes of 71 participants. Following the educational sessions, participants were able to access technology tutors. These tutors visited participants in their homes to provide ongoing training and practice to help participants improve their skills.

Closing the Digital Divide



Voices in Harmony

The Voices in Harmony program fosters social and cultural interaction between newcomers and provides them with the tools needed to become true participants in the community. In 2012, the main focus of the Voices in Harmony program was to provide ongoing education and resources for local food growers, particularly Hmong gardeners. Through an ongoing partnership with Winona County, Hmong gardeners continued to utilize the Stone Point Park community garden site. In 2012, the majority of the community garden plots were leased to Hmong families.

Through the support of the Southern Minnesota Initiative Foundation, Project FINE provided several Entrepreneurship Training sessions in 2012, including education on marketing and individual assistance from business and marketing experts. Of the 40 individuals who attended the sessions, 20 completed a business plan and have begun or improved their selling operations.

In October, Project FINE held community dialogues for newcomers in Winona and St. Charles. These sessions, titled *Voices in Harmony: Hearing the Voices of our Immigrant and Refugee Population*, brought a diverse group of 84 individuals together to discuss the issues and challenges in their families and communities. Through the sessions, individuals from different backgrounds, age groups and life experiences built relationships and learned from one another. The dialogues were sponsored by InCommons and the findings will be very beneficial for both Project FINE and participants, as they now have a greater understanding of the issues faced by others and the power of uniting to promote positive change in their community.

Building Bridges

“The City of Winona has partnered with Project FINE on many initiatives important to the community over the years. Most recently, Project FINE provided business training through business education and individualized support to immigrant and refugee entrepreneurs. This “Voices in Harmony Entrepreneurship Training” was successful due to the work of Project FINE. We look forward to future partnerships.”

Lucy McMartin, Director of
Economic Development,
City of Winona

Cultural Arts & Ancestry

Exploring Traditions

The Cultural Arts & Ancestry Project is designed to build bridges between cultures through the creation of traditional arts from around the world. This project has been highly successful, bringing together newcomers and established residents to learn about the history and heritage of individuals in our community. The Cultural Arts & Ancestry project is funded by the Southern Minnesota Arts Council and the Winona Fine Arts Commission.

The project began in May with a series of monthly hands-on workshops, each focusing on a specific culture and art expression. Each workshop included a presentation on culture and the art form to be created, a hands-on demonstration and time for participants to complete their own projects.

From May through September, 68 individuals attended a workshop and created at least one art piece. Following the workshops, participants continued to meet to complete their projects. The Cultural Arts and Ancestry project will culminate with a capstone event on March 12, 2013 at Winona State University. The event will feature artwork created through the project as well as demonstrations, presentations and cultural dance performances.

Cultural Arts & Ancestry Workshop Topics:

Hmong Story Cloth and Embroidery
Mexican Tile Painting
Bosnian Metal Work
Cuban Needlework
Native American Dream Catcher



This activity is funded by the Southeastern Minnesota Arts Council through the Minnesota arts and cultural heritage fund as appropriated by the Minnesota State Legislature with money from the vote of the people of Minnesota on November 4, 2008.

Community Involvement & Events

Annual Report to the Community

On February 7, Project FINE hosted its Annual Report to the Community event at Saint Mary's University. This event is a celebration of the previous year's activities and accomplishments. During this event, Project FINE also recognized Winona County and Minnesota State College– Southeast Technical as the Partners of the Year for 2011.

WSU Support Staff Presentation

On February 22, Project FINE presented at a Winona State University Support Staff retreat on "My Story: Going Where Your Heart Leads You." Fatima shared her life experiences and the importance of a positive outlook.

Whitewater Country Coalition

In 2012, Project FINE participated in the Whitewater Country Coalition, which is aimed at reducing the use of alcohol among youth. As part of the coalition activities, Project FINE conducted community interviews with Hispanic youth and adults in St. Charles.

Winona State University Reaccreditation

In March, Project FINE was invited to participate in a community meeting with the Higher Learning Commission (HLC) for Winona State University's Reaccreditation process. Several community partners were invited to share their experience working with Winona State University.

Author Visit - Sanela Ramic Jurich

On March 19, Project FINE co-sponsored author Sanela Ramic Jurich's visit to Winona State University. Sanela wrote the book "Remember Me," which is based on the Bosnian war. She spoke about her life experiences and the events that led her to write the book and had books available for sale. Over 50 students and community members attended the event.

Regional Economic Development Group

On March 27, Project FINE presented at a Regional Economic Development (RED) Group Forum in Minneapolis on the economic impact of immigrants and refugees and ways to promote economic growth and build capacity. Over 60 individuals from across the state were in attendance, including representatives from the Blandin, McKnight, Bush and Southern MN Initiative Foundations.

Saint Mary's University Women's Symposium

On March 28, Project FINE spoke at the Women's Symposium about the importance of education, and the impact of women in refugee camps.

Winona State University Civic Summit

In April, Project FINE participated in the Winona State University Civic Summit. The event was designed to gather information from partners regarding their current views on higher education and how higher education should help us create the we want.

Winona County Office Building Open House

On April 28, Project FINE participated in the Winona County Office Building Open House. Approximately 30 community members attended the open house and participated in guided tours of the building.



Community Involvement & Events

Winona Community Foundation 25th Anniversary Celebration

On May 17, Project FINE attended the Winona Community Foundation's 25th anniversary celebration. The event featured local nonprofits, and Project FINE had a booth with information about our organization and programs.



Taste of International Cuisine Fundraiser

Our annual fundraiser was held on June 10, with a theme of "Journey Through Africa." Entertainment included music from the Minnesota Conservatory for the Arts Flute Choir, a drum performance and African dancers. As part of the evening's festivities, scholarships were awarded to four College Education Connection program participants, including one scholarship presented in honor of Gail Bradbury, former board member and longtime supporter of Project FINE.

Winona County Fair Booth

In July, Project FINE hosted an informational booth at the County Fair in cooperation with the Winona County Criminal Justice Coordinating Council.

Interpreter Potluck

Project FINE's Tenth Annual Interpreter Potluck was held on August 17th at Valley Oaks Lodge. Interpreters, board members and staff shared a wonderful night of international food, games and friendship.



Dancing With Winona Stars

On August 11, the reFINEd Stars danced the night away at the Dancing With Winona Stars event. The reFINEd Stars group consisted of Board Members Bill Spitzer, Heather Bach and Dr. Connie Gores; Executive Director Fatima Said; friends of Project FINE Mary Bergin, Mena Kaehler, Thom Kieffer; and dance instructor Paul Ebner. They did a fantastic job and took third place in the group competition. Through the generous support of the community, the reFINEd Stars raised over \$12,000 in support of the College Education Connection Scholarship Fund.

Minnesota Nonprofit Excellence Award

In August, Project FINE learned that the organization was selected for the 2012 Nonprofit Excellence Award by the Minnesota Council of Nonprofits and MAP for Nonprofits. As part of the award, filmmakers from Emergent Pictures visited Winona to capture footage and interviews for a promotional video. This video was shown at the Nonprofit Excellence Awards ceremony in November and provides an overview of the organization and mission.



Luncheon for Mayor Jerry Miller

On August 25, project FINE and the Hmong Community hosted a luncheon in honor of Mayor Jerry Miller. A committee of Hmong elders organized the event, which included traditional dancers, instruments, and food as well as speeches and a gift of a Hmong Story Cloth for the Mayor.



Community Involvement & Events

Gladiolus Days Parade

On August 26, Project FINE participated in the St. Charles Gladiolus Days parade. Several youth participants walked in the parade, throwing fortune cookies and raising awareness of Project FINE.

Minnesota State Colleges and Universities Community Action Diversity Council Meeting

On September 13, Project FINE hosted the Minnesota State Colleges and Universities Community Action Diversity Committee's quarterly meeting in Winona. This was an opportunity to provide information about our organization and youth programs in particular. Tou Vang, a 2010 College Education Connection scholarship recipient, attended the meeting and spoke about how the program and the scholarship affected him.

Winona Area Volunteer Association Presentation

On October 2, Project FINE was invited to present at the Winona Area Volunteer Association monthly meeting. Fatima spoke about volunteerism in the immigrant and refugee community, as well as how to create a welcoming and inclusive volunteer program.



Allied for Action

In November, Project FINE staff attended the Minnesota Council of Nonprofits Annual Conference titled "Allied for Action." The conference provided educational sessions and workshops for nonprofits, as well as opportunities to network with other organizations. During the conference, Project FINE was also Recognized as a recipient of the 2012 Nonprofit Excellence Award. More information on the award is included on page 2 of this report.

Blandin Broadband Conference

In November, Project FINE staff attended the Blandin Foundation's "Building Our Connected Future: Minnesota's Better With Broadband" Conference in Duluth, Minnesota. Project FINE also served as an exhibitor and presented at a conference session on broadband adoption and strategies for working with newcomers to provide technology education.



Gifts for Winona

During November, Project FINE participated in the Gifts for Winona program organized by Saint Mary's University. Interpreters helped many families complete the program application for gifts for their children.

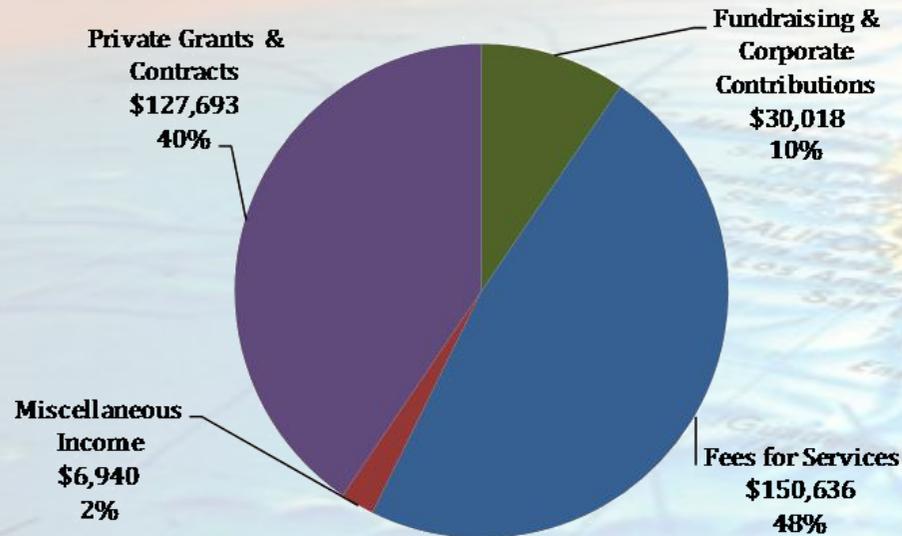
Project FINE serves on several local Boards and Committees, including:

Minnesota State Colleges and Universities Community Action Diversity Council
Winona Human Rights Commission
Winona Area Public Schools Diversity Advisory Committee
University of Minnesota Extension Community Advisory Committee

Whitewater Country Coalition
Winona County Criminal Justice Coordinating Council
Winona Area Public Schools Staff Development Committee
St. Charles Early Childhood Initiative

2012 Financial Summary

Revenues 2012



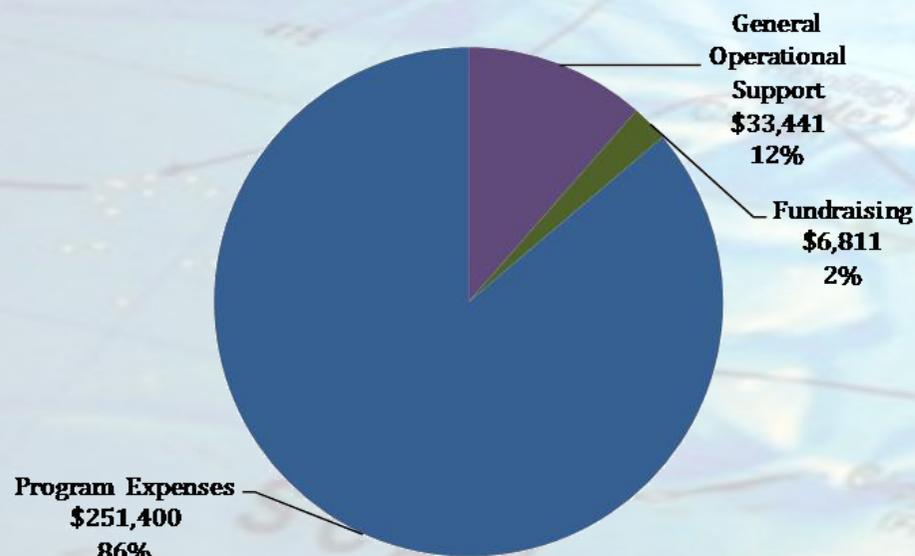
Total Revenues 2012 \$315,287

Total Expenses 2012 \$291,651

Board Designated Funds for Cash Match for Learning Together Early Childhood Program \$ 6,815

Board Designated Funds for Continuation of Youth Programs \$ 16,821

Expenses 2012



“The Minnesota Nonprofit Excellence Award is based upon broad principles and detailed practices that set the bar at a high level. Project FINE’s Board of Directors and staff have purposely aligned with the principles and practices and with other accountability standards, demonstrating overall excellence. Fatima Said, the Project FINE board, staff, volunteers, participants and community can be justifiably proud of Project FINE’s achievements, and the organization’s warm and enlightening presence in Winona and surrounding area.”

MAP for Nonprofits and Minnesota Council of Nonprofits,
Nonprofit Excellence Award Co-Sponsors

Community Partnerships

At Project FINE, we truly believe that “Together Everyone Achieves More,” as this highlights the importance and role of partnership for our organization. Strong, lasting and effective partnerships are crucial for Project FINE, and we are thankful to the many businesses, government agencies, organizations and individuals who work with us to help build a respectful and sensitive community.

- Blandin Foundation
- Blue Cross and Blue Shield of MN
- Charities Review Council
- City of Saint Charles
- City of Winona
- Corporation for National & Community Service
- Diocese of Winona
- Dr. Chris Carroll - Pediatric Dental Care
- Family and Children’s Center
- Family-Based Services of Winona
- Gold ‘n’ Plump of Arcadia
- Gotta Dance
- Gundersen Lutheran Medical Center
- Hiawatha Broadband Communications
- Hiawatha Valley Mental Health
- Home and Community Options
- Immigrant Law Center of Minnesota
- International Quality Home Care
- Knitcraft - St. Croix Foundation
- Land Stewardship Project
- Lewiston Clinic
- Lewiston School District # 857
- Live Well Winona
- MAP for Nonprofits
- Mardag Foundation
- Mayo Clinic
- Merchants Bank of Winona
- Midwest Dental Clinic
- Minnesota Council of Nonprofits
- MN Department of Corrections
- MN State Bar Foundation
- MN State College—Southeast Technical
- MN State Colleges and Universities
- MN Third Judicial District
- Olmsted Medical Center
- Options Plus Home Care
- Peerless Chain
- Rollingstone Cenex
- RTP Inc., Winona, MN
- St. Charles School District # 858
- Saint Mary’s University of Minnesota
- Sauer Memorial Home
- SEMCAC
- Severson Oil Company
- SBA Small Business Development Center
- Southern MN Initiative Foundation
- Southern MN Regional Legal Services
- Southeast MN Rural Education & Resource Center
- Southeastern MN Arts Council
- Three Rivers Community Action
- UCare of Minnesota
- United Way of the Greater Winona Area
- University of Minnesota Extension
- Wabasha County
- Whitewater Country Coalition
- Winona Chamber of Commerce
- Winona Church of the Nazarene
- Winona Community Foundation
- Winona Cotter High School
- Winona County
- Winona County Historical Society
- Winona County Criminal Justice Coordinating Council
- Winona Health
- Winona Hims
- Winona Housing & Redevelopment Authority
- Winona Human Rights Commission
- Winona National Bank
- Winona School District # 861
- Winona State University
- Winona Volunteer Services
- Winona Workforce Center
- Women’s Foundation of Minnesota
- Women’s Resource Center

2012 Partners Award - St. Charles Public Schools



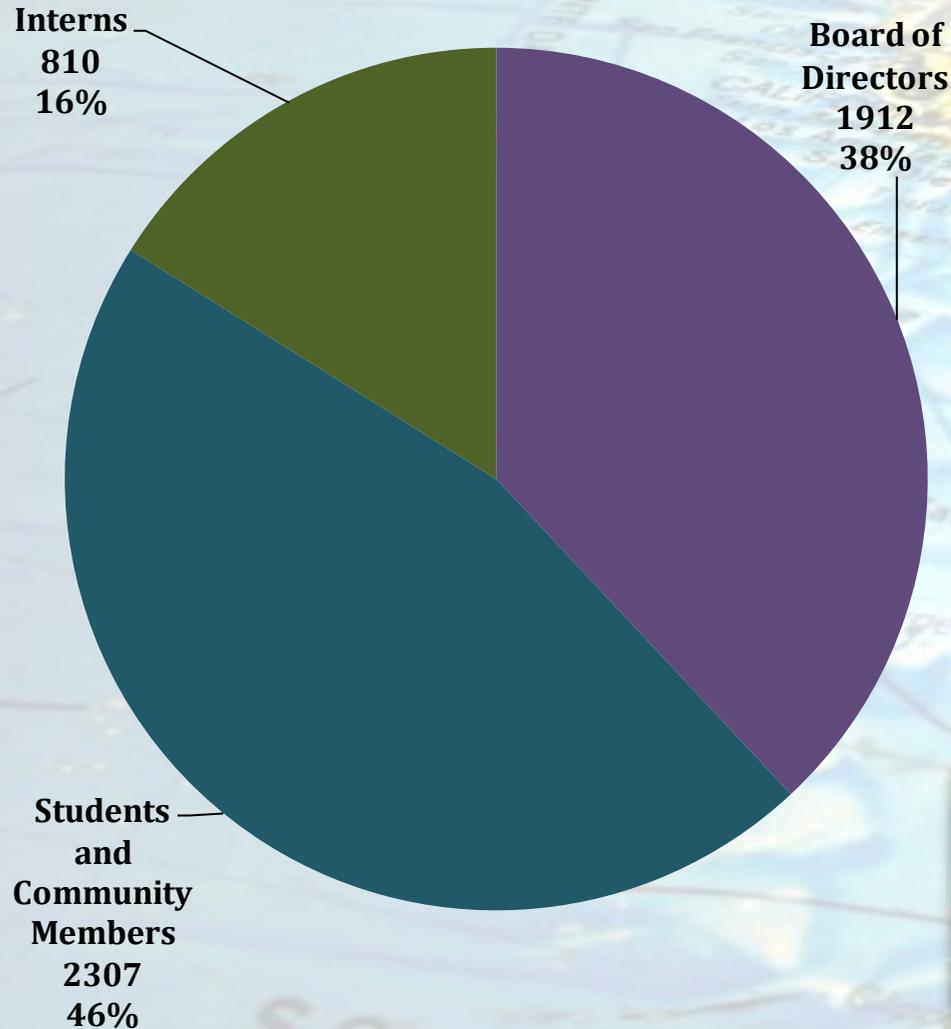
Each year, Project FINE designates one or more partners for special recognition through the Partners Award. In 2012, Project FINE is proud to recognize the following exceptional partner:

St. Charles Public Schools

The St. Charles Public School District has been an extraordinary partner to Project FINE, as we work together to meet the needs of immigrant and refugee families and children in the St. Charles School District. District leadership collaborates on many educational initiatives, including educational programming for adults and Diversity Youth Quest and College Education Connection programs for middle and high school students. In 2012, the district provided computer lab space and educational sessions for participants through the Digital Inclusion for Immigrants and Refugees program. Project FINE thanks the administration, staff, faculty and residents of the St. Charles School District for their commitment to create a welcoming and inclusive educational environment.

Volunteer Information

Project FINE Volunteer Hours 2012 (5,029 Total Hours)



Thank You

Project FINE was able to serve over 2,500 newcomers in 2012 because of the enthusiasm and commitment of our amazing volunteers. Volunteers are essential to Project FINE's programs, events and activities. They serve as Board Members, lend their expertise to our educational programming and serve alongside staff in daily operations.

We would like to take this opportunity to thank the many talented, passionate and dedicated individuals who contributed thousands of hours of service during 2012. Their support helps Project FINE fulfill its vision of creating a welcoming, respectful and sensitive community.



Board Members & Staff

Members of the Project FINE Board of Directors have gone above and beyond to share their time and talents with the organization and advance the organization's mission and vision. Their hard work and dedication is appreciated by the Project FINE staff and the entire community.



Back Row: Mark Roubinek (2013 Board Member), Tom Severson, Vicki English, Eduardo Fortini (2013 Board Member), Bernhard Brenner
 Middle Row: Dr. Connie Gores, Paul Mundt, William Moua, Kevin Kearney, Heather Bach, Fatima Said.
 Front Row: William Spitzer, Nicole Danielson, Robin Hoeg, Dr. Justin Green



Left to Right: Katie van Eijl, Maria Rodriguez-Ramirez, German Victoria, Chong Sher Vang and Fatima Said

2012 Project FINE Board of Directors

William Spitzer, President
 City of St. Charles

Paul Mundt, Vice President
 Southern MN Regional Legal Services

Robin Hoeg, Secretary
 Winona Health

Heather Bach, Treasurer
 Community Member

Bernhard Brenner
 Knitcraft Corporation

Nicole Danielson
 Merchants Bank

Vicki English
 Winona State University

Dr. Connie Gores
 Winona State University

Dr. Justin Green
 Community Member

Kevin Kearney
 Winona Police Department

William Moua
 Rollingstone Cenex

Tom Severson
 Severson Oil

Project FINE Staff

Fatima Said, Executive Director
 Chong Sher Vang, Program Development Director
 Katie van Eijl, Program Manager
 German Victoria, Program Coordinator
 Maria Rodriguez-Ramirez, Hispanic/Latino Community Liaison

Project FINE would like to thank the subcontracted interpreters and student interns who shared their time and talents with Project FINE during 2012.

Interns:

Ahmed Abdi, Jason Ziebell, Anna Moraczewski, Kristi LaFollette, and Oladipupo Samuel Adewumi

Project FINE



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