

Project *FINE*



**BRIDGE
BUILD
CONNECT**

2018 Annual Report

Project FINE

Focus on Integrating Newcomers through Education

About Project FINE:

Project FINE has been serving Winona County and the surrounding area since 1990. We serve as a connection point for refugees and immigrants, helping build contributing individuals, healthy families and a stronger, more respectful community for all.

Our work is two-fold: we provide educational programming and services to help refugees and immigrants build a new life; and we provide opportunities for people to develop cross-cultural relationships and gain a greater understanding of the diversity in our community. We strive to carry out our work in a culturally and linguistically appropriate manner, and avoid duplication of services by connecting people with existing services in our region. Our work is accomplished by our dedicated staff and board of directors, committed volunteers, and exceptional community 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 welcoming community.

Our Guiding Values:

- We work to build bridges across cultures.
- We work to build respect and trust in the community.
- We carry out our work with passion.
- We honor partnership and collaboration.



Geographic Area Served:

We are proud to serve Winona County and the surrounding region.

Welcome

Welcoming is a common theme at Project FINE - we celebrate Welcoming Week, are a member of Welcoming America and incorporated “welcoming” into our vision statement. For us, creating a welcoming environment is so important because it is the first step towards integration. When refugees and immigrants come to our community, it is our hope that they are greeted with kindness and invited to be a part of our schools, businesses and lives. In 2018, the welcoming theme continued with the creation of the Welcoming Table. This program is meant to bring a diverse group together for a monthly meal and conversation, giving people a chance to get to know each other.



Over the past year, I have been able to witness how successful the Welcoming Table has been at developing these relationships and building understanding. I and several of my fellow board members attend each monthly gathering, talking with guests, serving meals, and even washing dishes. This involvement is only one of the ways that each board member supports the organization and its mission. We also serve on at least one of several organizational committees that help lay the foundation of Project FINE’s work.

This is my sixth year on the board of this great organization, and I am so proud to be a part of one of the best nonprofits in our region. The true backbone of the organization lies with our Executive Director, Fatima Said, whose passion and commitment is a tremendous asset to Project FINE. Fatima, along with her talented and devoted staff, carry out the mission of Project FINE every day and we are so grateful. We are also fortunate to have many partners and community members who support our mission and programming. When I look over this annual report, I think of the hard work and dedication behind these outcomes and all I can say is thank you for supporting Project FINE and for the difference you make in our community.

Dan Matejka, 2018 Board President

Dear Friends,

2018 was another wonderful year for Project FINE. We served over 2,600 refugees and immigrants, deepened our relationships, continued to be a regional leader in inclusion and diversity, and ended the year financially stable. Over the past year, we focused on bringing people together to build a stronger and more united community. We worked to provide opportunities for meaningful interaction between cultures and partnered with businesses, organizations and institutions to promote equity and welcoming.



Our board of directors has been instrumental in our success, providing excellent leadership as we pursue our organizational mission. I am also extremely proud of our staff, who carry out our work on a daily basis. In 2018, we were fortunate to receive funding to support staff development and provided over 850 hours of ongoing education (see page 15 for details). I am so grateful for the opportunity to invest in our staff and am confident that this learning will allow us to increase our effectiveness and impact.

In 2018, the board and staff also spent several months focused on strategic planning. We began by reviewing the accomplishments for our 2015-2018 Strategic Plan and I am happy to share that we met or exceeded all of our goals. We then developed a plan and goals for our new 2019-2023 Strategic Plan that provides a framework for us to continue to build, bridge and connect. I am very proud of what we have accomplished and excited to see the continued impact of Project FINE in the future.

As I read through this report, my heart is filled with gratitude for all that we were able to accomplish. Countless friends and partners of Project FINE have shared their time, talent and resources with us and it has been such a blessing. Thank you for your ongoing support as we work together to make our region stronger and more inclusive.

Fatima Said, Project FINE Executive Director

Navigating Com

Programs in the Navigating Community Systems category provide educational resources to refugees

Language Services

The Language Services program allows service providers to communicate effectively with their non-English speaking clients and customers. Our interpreter roster consists of 50 interpreters proficient in 23 languages. In 2018, Project FINE provided over **3,940** hours of interpreting and translating services in **75** locations across our region.

Project FINE provides monthly training in ethics and best practices and ten interpreters are currently registered with the Minnesota Department of Health's Spoken Language Healthcare Interpreter roster. We utilize an industry-specific software program for scheduling and documenting appointments, as well as for storing patient and billing information. This allows interpreters to complete and submit their timesheets electronically and increases operational efficiency. In 2018, six Project FINE interpreters completed "The Community Interpreter" 40-hour training course and four completed an additional eight-hour training on Medical Terminology. Additional training is also offered on a monthly basis to all interpreters.



Advocacy & Information Referrals

Advocacy & Information Referral services connect refugees and immigrants with resources to meet their basic needs such as education, employment and housing. Staff meet with individuals and provide culturally and linguistically appropriate information about services available in our county. They also provide referrals to relevant partner agencies to avoid duplication of services.

During 2018, Project FINE provided **6,242** hours of advocacy and information referrals to more than **1,882** newcomers in our region.

"I am very thankful to Project FINE, as they are always willing to help my family. Recently we moved from Lewiston to Winona and they gave us information about housing, schools and jobs. They are like our guardian angels, always there for us when we need them the most. I am very, very thankful for their help."

Virginia, Community Member

Community Systems

and immigrants ease their adjustment to the United States and begin the journey to self-sufficiency.

Community & Healthcare Transformation

The goal of this project is to engage refugees and immigrants to identify barriers to health and work with the community to develop positive solutions that promote equity and lead to improved health outcomes. This three-year project began in 2017 with a series of focus groups and interviews with 93 refugees and immigrants to discover the challenges and successes they have experienced in our community. Their responses were summarized into five key challenges or barriers that prevent them from living a full and healthy life. In early 2018 Project FINE presented a summary of the findings to **99** individuals from a variety of sectors including health care, education, government, private business, law enforcement and faith communities.

After sharing the data, two groups were formed to address the five key challenges: The Community Leaders group includes **26** representatives from 18 organizations. They meet regularly to discuss ways to promote equity in their organizations and the community, and they also developed a Welcoming Statement that can be adopted by organizations and businesses as a way to demonstrate their commitment to creating an inclusive environment. Several organizations are also interested in creating an equity policy as a formal expression of their commitment to this work.

The Advisory Group consists of **13** refugees and immigrants whose task is to work with the community to address the key challenges. They meet monthly, providing information on current needs and serving as leaders in their communities. In the fall of 2018, the Advisory Group planned Community Conversations in Winona and St. Charles, which brought together **195** people for a meal and table discussions about life in our community and ways we can work together to build our future. In 2019, the group plans to host additional conversations and events to build cross-cultural connections in the community.

This project is funded by the Center for Prevention at Blue Cross and Blue Shield of Minnesota.



Building

Programs in the Building Communities category bring together diverse groups of refugees,

Hearing the Voices: Digital Edition

This project began in 2017 to provide a way to share refugee and immigrant stories with the community. Activities included educational sessions focused on story, and the creation of eight video stories focused on refugees and immigrants. The videos were shared with 70 community members at our Capstone Events in May 2018, along with a panel presentation from several participants. The videos were also shared at Project FINE's Annual Report to the Community event in February 2018 and at the Winona Public Library during Welcoming Week in September 2018.



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.



We would also like to thank Matt Fluharty and Outpost Winona for their assistance with this project.

Diversity Training

Diversity training is offered in partnership with local businesses, organizations, service providers and educational institutions. Presentations are tailored to meet the needs of each client and cover a variety of topics, including specific cultural information, barriers to service and strategies for working with diverse populations. In 2018, an estimated **1,100** individuals participated in Project FINE's Diversity Training.

We Are Winona

We Are Winona provided an opportunity for community members to learn about the various ethnic groups who have come to call Winona home. Two public training sessions were held in 2018, with **65** individuals attending. In September, Mark Peterson, Executive Director of the Winona County History Center, presented on the various immigrant groups in Winona from the mid-1800s to the 2000s. Project FINE Executive Director Fatima Said presented for the second training session in December. Her session focused on culture, creating a welcoming environment and strategies to engage with refugees and immigrants.

The We Are Winona project was funded through a grant from the Winona Foundation.

We would also like to thank Mark Peterson and the Winona County History Center for their assistance with this project.



Communities

immigrants and established residents to promote cultural sharing and build understanding.

Welcoming Table

The goal of the Welcoming Table is provide opportunities for the community to come together to share a meal and build bridges across cultural groups. Monthly gatherings create a positive atmosphere of welcoming, learning and inclusion which leads to conversations and meaningful interaction. The gatherings include a meal, a short presentation, and opportunities for interaction and are open to all community members. Each month features cuisine from a different country or region, and presentations cover a variety of topics including the refugee process, legal services, and specific cultural information.



Since Welcoming Table gatherings began in March of 2018, a total of **295** unique participants have attended a gathering. Average attendance is **70** people each month, and feedback from the project has been overwhelmingly positive. At each gathering, attendees complete a “Ticket to Dessert” form which consists of evaluation questions that are turned in at the end of the meal for dessert. Based on the “Ticket to Dessert” evaluations, 95% of respondents indicated that they learned something new as a result of the Welcoming Table.

This project is funded through an Intercultural Harmony Grant from the Laura Jane Musser Fund.

We would also like to thank Central Lutheran Church for sharing their space with us for the gatherings.



I would encourage community members to attend and to bring your family to raise awareness that despite our differences, we are all connected.
Welcoming Table Attendee

I learned that a lot of people care about us immigrants. It's great feeling that our Mayor and elected officials are here with us.
Welcoming Table Attendee



I didn't really know what to expect, and although there were language barriers we could still connect & communicate.
Welcoming Table Attendee

Empowering

Programs in the Empowering Youth category support youth from refugee and immigrant families

Kid's Cultural Club

The goal of the Kid's Cultural Club program is to help youth increase their knowledge and acceptance of other cultures and form relationships with people from different backgrounds. The program is designed for youth age 5-12 and meets weekly at Kid's First, an afterschool program for youth residing in the Maplewood Townhomes. In 2018, **86** youth participated in Kid's Cultural Club activities.

Sessions include a lesson and activities focused on diversity, inclusion and respect. During the past year, activities have included crafts, exploring stories from other cultures, learning words in Spanish and Hmong, discovering holidays from around the world, and preparing foods from other countries.

Each youth participant has a passport notebook where they document what they learned during the weekly session. Based on this evaluation, 100% of participants indicated that they learned about respect or another culture as a result of Kid's Club. Evaluation by program staff and volunteers indicates that 85% of participants showed an increase in self-confidence or cross-cultural relationships after attending the program.

The Kid's Cultural Club is funded by a grant from the Sheltering Arms Foundation.



Colorful Growers

Colorful Growers provides youth age 10-18 with a unique agricultural and entrepreneurial experience. Through the program, youth have an opportunity to plan and plant their own garden plot and sell their produce at the Goodview Farmers Market.

In 2018, **18** individuals participated in program activities. This year, we conducted repairs to the hoop house, which was damaged by high winds. They also have access to a hoop house to extend the growing season, and opportunities to learn about agricultural best practices and strategies to improve their sales.

Farmers Market supplies and vendor fees were provided by a mini-grant from the Winona County PartnerSHIP.



Youth

as they pursue education and seek a balance between their traditional and American cultures.

College Education Connection

The College Education Connection program provides academic support and access to resources for youth from immigrant and refugee families who are pursuing higher education. The program serves students from the Winona, St. Charles and Lewiston-Altura school districts.

In 2018, Project FINE awarded scholarships to 6 graduating seniors to support their post-secondary scholarships to 41 diverse students from across Winona County.



Girls Reaching Above & Beyond

The goal of the Girls Reaching Above and Beyond (GRAB) program is help middle and high school girls discover their identity and strengths and create a roadmap to pursue their dreams. In 2018, 46 girls participated in program activities. Program activities include monthly meetings, community projects and a summer mini-camp.

Monthly meetings include presentations and activities focused on financial literacy, post-secondary education, career planning and empowerment. In July 2018, 15 girls participated in a four day, three night mini-camp at Whitewater State Park. They learned how to pitch a tent, prepare meals and care for a campsite. They also went hiking, swimming, participated in a scavenger hunt and decorated t-shirts.

The girls have also participated in community events, including hosting a face-painting booth at Project FINE's Welcoming Week Celebration at Levee Park. There are also 5 girls who serve as GRAB leaders who help plan program sessions and encourage others to participate.



The GRAB program is funded by the Women's Foundation of Minnesota. Funding for camp scholarships and activities was provided by the Pohlada Family Foundation.



Welcoming

In September, Project FINE and the City of Winona hosted a series of events to celebrate Welcoming Week (September 14-23, 2018). This annual celebration recognizes the contributions of immigrants and refugees and the role communities play to foster greater welcome for everyone.

Both the City of Winona and the City of St. Charles issued proclamations designating Welcoming Week in their community and expressing their support of welcoming all residents. They are also both part of the Welcoming America network (Winona joined in June 2016 and St. Charles in September 2017).

Throughout Welcoming Week, Project FINE board members and staff attended many community events, including Winona State University's International Coffee Hour, Dakota Gathering, Live at the Levee, Winona Farmers Market and the Rotary Club to share information and encourage people to participate. Events were also shared on Winona Radio, and large banners proclaiming "All Are Welcome Here" were displayed at Winona's Central Park and Lake Park.

Welcoming Week activities began with a celebration at Knitcraft Corporation on September 13 to recognize their commitment to creating an inclusive workplace.

On September 15, Project FINE and Winona State University's Inclusion and Diversity Office hosted a screening of the film *8 Borders, 8 Days*. This film shares the story of a fierce single mother of two from Syria who decides that risking their lives in a raft is safer than staying behind on land. It is an

immersive experience of their eight-day journey to safety.

80 people attended the event, which also included a panel presentation with representatives from Immigrant Law Center of Minnesota, Catholic Charities Refugee Resettlement and a former refugee camp worker.



Over **100** people joined Project FINE on September 17 for our annual Citizenship Day Celebration. This event is held to celebrate Constitution Day and recognize naturalized citizens in our community. The event included an All-American meal of meatloaf and mashed potatoes, a video with reflections from 29 naturalized citizens, and comments from Winona Mayor Mark Peterson and State Senator Jeremy Miller.



Week 2018

On September 18, Project FINE and the City of Winona hosted a Welcoming Week Celebration at Levee Park. Over **150** people attended the event, which included live music, Hmong and Aztec dance performances, food and activities.



Welcoming Week activities also included a celebration in St. Charles on September 20 at City Hall. Over **50** people attended the event, which included music, games, tours of emergency vehicles, popcorn and ice cream.



The community response to Welcoming Week was amazing, with over **450** people attending various events and partnering with us to make our communities a place where all are welcome.

Project FINE would like to thank the Cities of Winona and St. Charles for their support of Welcoming Week, and Knitcraft Corporation, Winona State University, Immigrant Law Center of Minnesota, Catholic Charities, Central Lutheran Church, St. Charles Police and Fire Departments, Hmong American Student

Association, and Mike Munson for their partnership on Welcoming Week events.

We would also like to thank the Winona Daily News, Winona Post, St. Charles Press, Rochester Post-Bulletin, KTTC TV Rochester and Fox 47 for their coverage of Welcoming Week.



Community

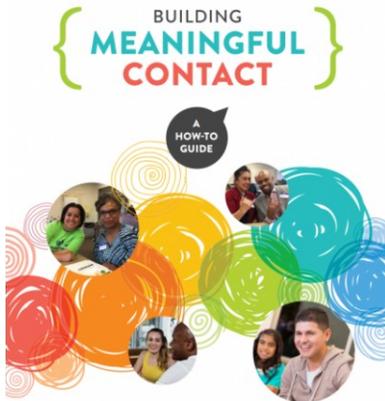
Annual Report to the Community

On February 13, 2018 Project FINE hosted its 12th Annual Report to the Community event at Saint Mary's University. Partners and friends gathered to celebrate the organization's accomplishments during 2017. The event included a program, recognition of the City of Winona as the 2017 Partner of the Year and a showing of one of the videos created through the Hearing the Voices project (see page 6).



Building Meaningful Contact

Project FINE was featured in Welcoming America's publication *Building Meaningful Contact: A How-To Guide*. This how-to guide explores lessons learned from promising models for contact building from across the United States. They shared Project FINE's arts programming as an example of a shared cultural art project.



Southeast Minnesota Together

On March 14, Project FINE staff presented at the Southeast Minnesota Together regional gathering in Austin, MN about our Discovering Diverse Workforce Solutions project and our work with Welcoming America. This event brought together employers and service providers from across 11 counties to share strategies to address the workforce shortage.

Star Tribune Article

In May, Project FINE was featured in an article written by Dan Browning of the *Star Tribune* titled "In some Minnesota cities, welcome turns into a fighting word." The article described the challenges faced by some cities in their welcoming work, and highlighted Winona and St. Charles as examples of where welcoming has been embraced.



Winona County PartnerSHIP

In addition to funding the Colorful Growers project (see page 8) in 2018, the SHIP (Statewide Health Improvement Program) provided mini-grants for several initiatives to benefit the health and well-being of refugees and immigrants in our community.

To support healthy eating, Project FINE and Winona Health collaborated to offer diabetes education in Spanish for individuals with type 2 diabetes. **13** individuals attended the classes, which included information on diet and exercise. To support active living, Project FINE developed a series of walking guides based on 1 and 2-mile routes throughout Winona and Goodview. The locations were based on where the majority of refugee and immigrant families currently live, and are available in English, Hmong and Spanish. To support access to fresh, local foods, Project FINE developed *How Do I Cook That?*, a guide focused on unfamiliar vegetables that are commonly sold by diverse growers. The guide highlights eight different types of produce and includes recipes and cooking tips. Project FINE also created a brochure about Farmers Markets in Hmong and Spanish. The brochure includes information on the benefits of shopping at the Farmers Market as well as markets in Winona County.



Involvement



Know Your Neighbor

Throughout the summer, Project FINE participated in three Know Your Neighbor picnics in Winona and Goodview. The events are sponsored by Leighton Broadcasting and the Winona Rotary Club and include food, community information and activities for all ages. (photo credit Winona Daily News)

Annual Fundraiser

Project FINE held its 12th Annual Fundraiser on June 10, 2018 at Lourdes Hall. The event, titled *Journey to the Caribbean*, featured a five-course meal inspired by the flavors of the Caribbean, a silent auction, live steel drum music and a dance performance by students from the Minnesota Conservatory for the Arts. Funds raised support Project FINE's educational programs and services.



IMAA Walk Around the World

In June, Project FINE participated in the Walk Around the World event hosted by IMAA (Intercultural Mutual Assistance Association) in Rochester. This annual event celebrates the cultural diversity of our region and provides information about area resources and organizations that serve refugees and immigrants.

Summer Picnic in St. Charles

In August, Project FINE hosted a picnic for Hispanic and Laotian families. Over 50 people joined us for food, games and fun.

Gladiolus Days Parade

On August 26, Project FINE staff, board members and participants walked in the St. Charles Gladiolus Days parade, handing out fortune cookies and sharing information about Project FINE and Welcoming Week activities.



Strategic Planning

2018 marked the end of a strategic planning cycle for Project FINE. The board and staff took several months to reflect on our 2015-2018 Strategic Plan and are proud to share that all of the goals outlined in that plan were met or exceeded. In October, Project FINE finalized a new plan that will serve as a guide for the organization's activities for the next several years. In addition, the board and staff revisited our mission, vision and values statements and updated the vision and values (see page 2). The 2019-2023 Strategic Plan outlines several goals and strategies and is designed to serve as a road map, providing direction for the next five years.

To view the 2019-2023 Strategic Plan, visit <http://bit.ly/PF2019-2023>

Community

Southern Minnesota Initiative Foundation Annual Meeting

On October 12, Fatima spoke at the annual meeting of the Southern Minnesota Initiative Foundation (SMIF) in Owatonna, MN. She shared how Project FINE has partnered with SMIF to support immigrant and refugee business owners and entrepreneurs.



Minnesota Marine Art Museum Second Saturday

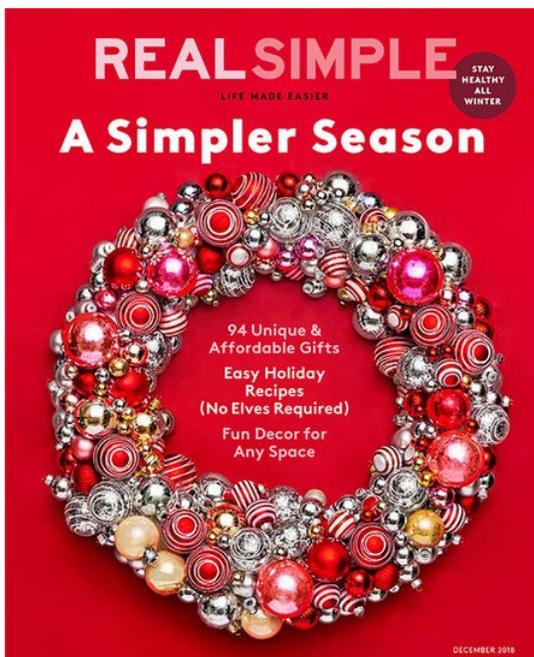
In October, Project FINE collaborated with the Minnesota Marine Art Museum to encourage refugees and immigrants to attend their Second Saturday event. During this monthly event, admission to the museum is only \$1 and they provide tours and art-related activities for all ages. Project FINE provided outreach to diverse populations and interpreters for the event. As a result of our collaboration, 21 refugees and immigrants visited the museum for the first time.

Blandin Broadband Conference

In October, Project FINE staff presented at the Border to Border Broadband: Transforming Minnesota conference hosted by the Blandin Foundation. They shared best practices and lessons learned through providing technology education to refugees and immigrants. The Blandin Foundation has supported several of Project FINE's technology education programs that provided basic computer education, refurbished computers and access to technology.

Winona County Community Collaboration Summit

On October 25, Fatima participated in a panel presentation at Winona County Community Collaboration Summit, which was co-sponsored by the Winona County Community Justice Coordinating Council, NAMI Winona Affiliate, Project Compass and the Winona County Jail Advisory Committee. She shared her experience as part of the Jail Advisory Committee, which is exploring options for a new correctional facility in Winona County.



Real Simple Magazine

Project FINE Executive Director Fatima Said was quoted in the December issue of *Real Simple* magazine as part of an article titled "10 Simple Ways to Experience a New Culture Right Where you Live." The article highlights Project FINE, Welcoming America and many other organizations across the country who work to build bridges across cultures.

Minnesota Symposium on Civic Renewal

On October 27, Fatima participated in a panel presentation at the Minnesota Symposium on Civic Renewal hosted by the Minnesota Civic Studies Initiative and the University of Minnesota's College of Education and Human Development. Fatima spoke on a panel about immigration as a moral, legal, and economic issue, and shared her experience working with immigrant populations in Southeastern Minnesota.

Involvement

Minnesota Foundations 2019

On December 18, Fatima spoke at the Minnesota Foundations 2019 workshop in Rochester organized by the Minnesota Council of Nonprofits. She shared information about how to effectively share program ideas and outcomes and ways to develop positive working relationships with funders.

Immigrant Law Center of Minnesota

In 2018, Project FINE and the Immigrant Law Center of Minnesota (ILCM) continued their collaboration to provide legal information and assistance to refugees and immigrants in Winona County. ILCM received grant funding for two specific projects in the Winona area, with Project FINE assisting with the delivery of services. The first project is designed for victims of crime and provides resources and information for those who have experienced domestic violence or other violent crimes. In addition to legal services provided by ILCM, Project FINE provided **50** hours of referrals and information related to the criminal justice system and victim rights. The other project is designed to increase access to legal services across Southeastern Minnesota. As part of this grant, an immigration lawyer is available at the Project FINE office twice a month to provide legal assistance.



Employment Services

Project FINE provides a variety of employment related services to businesses and individuals in Winona and the surrounding area. Collaborations with businesses include advertising of job openings on Project FINE's Hmong and Spanish language pages and hosting informational sessions for job seekers. In 2018, over **50** individuals attended informational sessions and learned about jobs available at local employers. Project FINE staff assists refugees and immigrants who are seeking employment by sharing information about job openings and helping individuals prepare for interviews. Project FINE also received funding from Workforce Development, Inc. for their Southeast Asian Economic Disparities Relief grant to provide employment services and outreach to the Southeast Asian population in Winona County.

Continuing Education

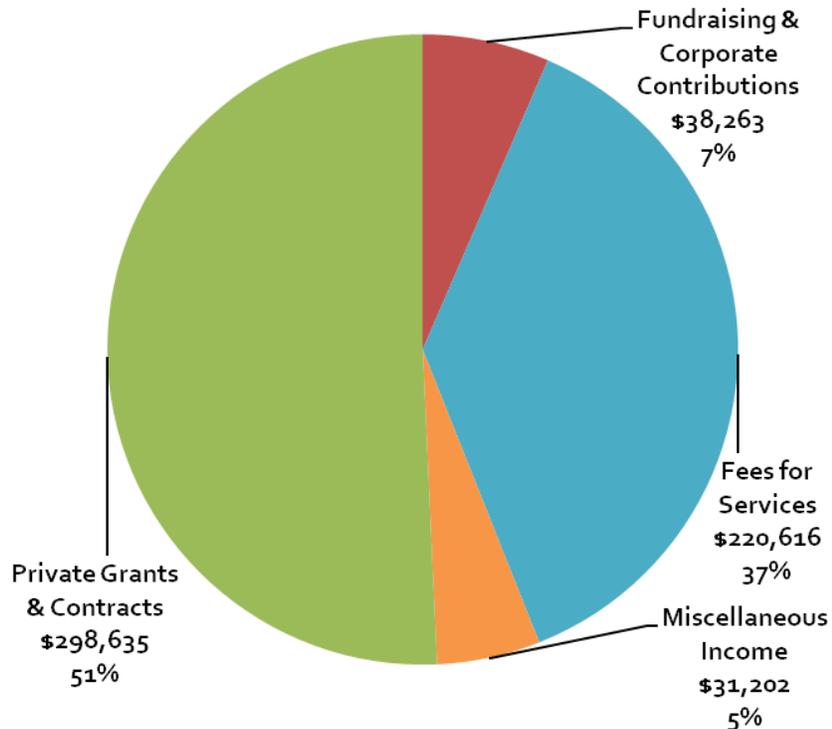
Project FINE recognizes the value of lifelong learning and is committed to supporting ongoing education for employees. In 2018, Project FINE staff completed over **850** hours of continuing education on topics related to racial equity, interpreting, mandated reporting, nonprofit best practices, evaluation, medical terminology, cultural awareness and addressing community problems or issues through arts and culture. Thank you to the Otto Bremer Trust, the Center for Prevention at Blue Cross and Blue Shield and the Bush Foundation for supporting the continued growth and professional development of the Project FINE team.

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

- Cotter School Board of Directors
- Goodview Farmers Market Board of Directors
- MN State College Southeast Foundation Board
- Ready Set School Board of Directors
- SE MN Together Core Group
- SHIP Community Leadership Team
- U of MN Extension Community Advisory Committee
- Winona County Citizen's Review Panel
- Winona County Community Services Advisory Committee
- Winona County Criminal Justice Coordinating Council
- Winona County Jail Advisory Committee
- Winona Health Board of Directors
- Winona Human Rights Commission
- Winona Park & Recreation Task Force
- Winona Rotary Board of Directors
- Winona Wellbeing Collaborative

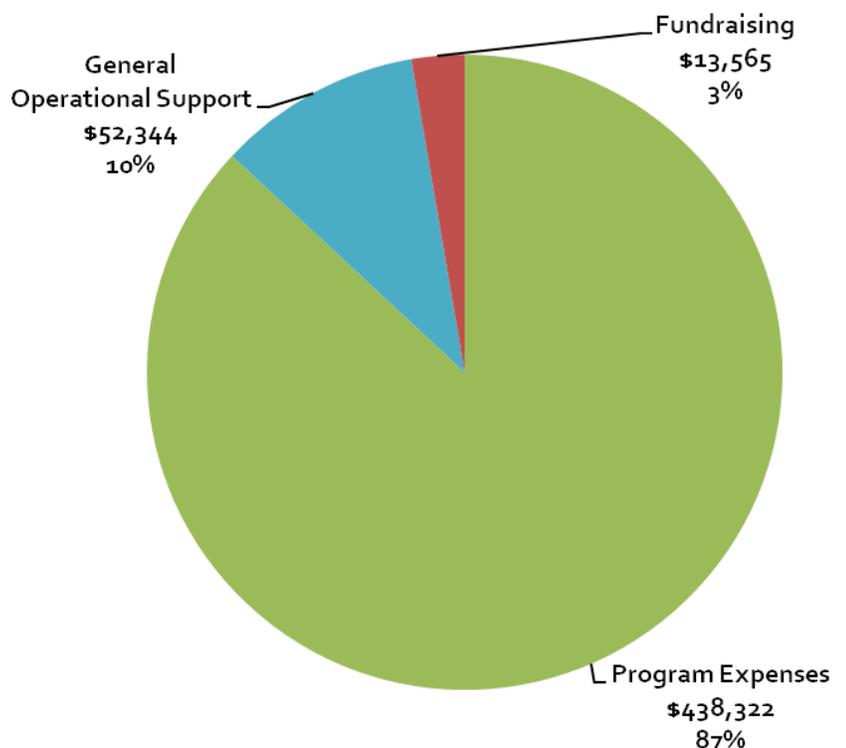
2018 Financial Summary

Revenue 2018



Income Statement	
Total Revenue 2018	\$588,716
Total Expenses 2018	\$504,231
Board Designated Funds for	
Navigating Community Systems Programs	\$20,000
Building Communities Programs	\$20,000
Empowering Youth Programs	\$40,000
Balance Sheet	
Assets	
Current Assets	\$237,745
Fixed Assets	\$28,959
Other Assets	\$803,171
Total Assets	\$1,069,875
Liabilities	
Refundable Advances	\$61,450
Total Liabilities	\$61,450
Net Assets	
Board Designated	\$60,000
Undesignated	\$948,425
Total Net Assets	\$1,008,425
Total Liabilities & Net Assets	\$1,069,875
Financial information provided was prepared using the Accrual accounting method.	

Expenses 2018



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

Community Partnerships

Thank you to the many businesses and organizations who partner with Project FINE in support of our mission.

- Behrens Manufacturing
- Blandin Foundation
- Blue Cross and Blue Shield of MN
- Bush Foundation
- Catholic Charities
- Central Lutheran Church
- Charities Review Council
- City of St. Charles
- City of Winona
- Cotter Schools
- Engage Winona
- Family and Children's Center
- Goodview Farmers Market
- Gundersen Health System
- Hiawatha Valley Mental Health
- Hometown Resource Center
- Immigrant Law Center of Minnesota
- Intercultural Mutual Assistance Association
- Kids First
- Knitcraft-St. Croix Foundation
- Laura Jane Musser Fund
- Lewiston-Altura School District
- Live Well Winona
- Merchants Bank
- Minnesota Council of Nonprofits
- Minnesota Department of Corrections
- Minnesota Marine Art Museum
- Minnesota State Arts Board
- Minnesota State College Southeast
- Otto Bremer Trust
- Outpost Winona
- Pleasant Valley Church
- Pohlad Family Foundation
- Ready Set School
- River Arts Alliance
- Rollingstone Cenex
- St. Charles Borromeo Catholic Church
- St. Charles Public Schools
- Saint Mary's University of Minnesota
- Semcac
- Severson Oil Company
- Sheltering Arms Foundation
- Southern MN Initiative Foundation
- Southern MN Regional Legal Services
- Southeast Minnesota Together
- Southeastern MN Arts Council
- St. Charles Farmers Market
- UCare of Minnesota
- University of Minnesota Extension
- Welcome Center, Austin MN
- Welcoming America
- Wilder Center for Communities
- Winona Area Public Schools
- Winona Area Chamber of Commerce
- Winona Community Foundation
- Winona County
- Winona County Alliance for Substance Abuse Prevention (ASAP)
- Winona County Historical Society
- Winona County Criminal Justice Coordinating Council (CJCC)
- Winona County PartnerSHIP
- Winona Health
- Winona Hims
- Winona Housing & Redevelopment Authority
- Winona Human Rights Commission
- Winona National Bank
- Winona State University
- Winona Volunteer Services
- Winona Rotary Club
- Women's Foundation of Minnesota
- Women's Resource Center
- Workforce Development, Inc.

2018 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:

Knitcraft-St. Croix

Knitcraft-St. Croix has been an outstanding partner to Project FINE we are grateful for their collaboration. They have demonstrated their commitment to creating an inclusive workplace and providing a positive working environment where employees feel valued and supported. Throughout the years, many refugees and immigrants have found a home at Knitcraft-St. Croix, and are able to use their talents and skills to earn a living.

Project FINE would like to thank Knitcraft-St. Croix for their continued commitment to creating an environment that is welcoming to all.

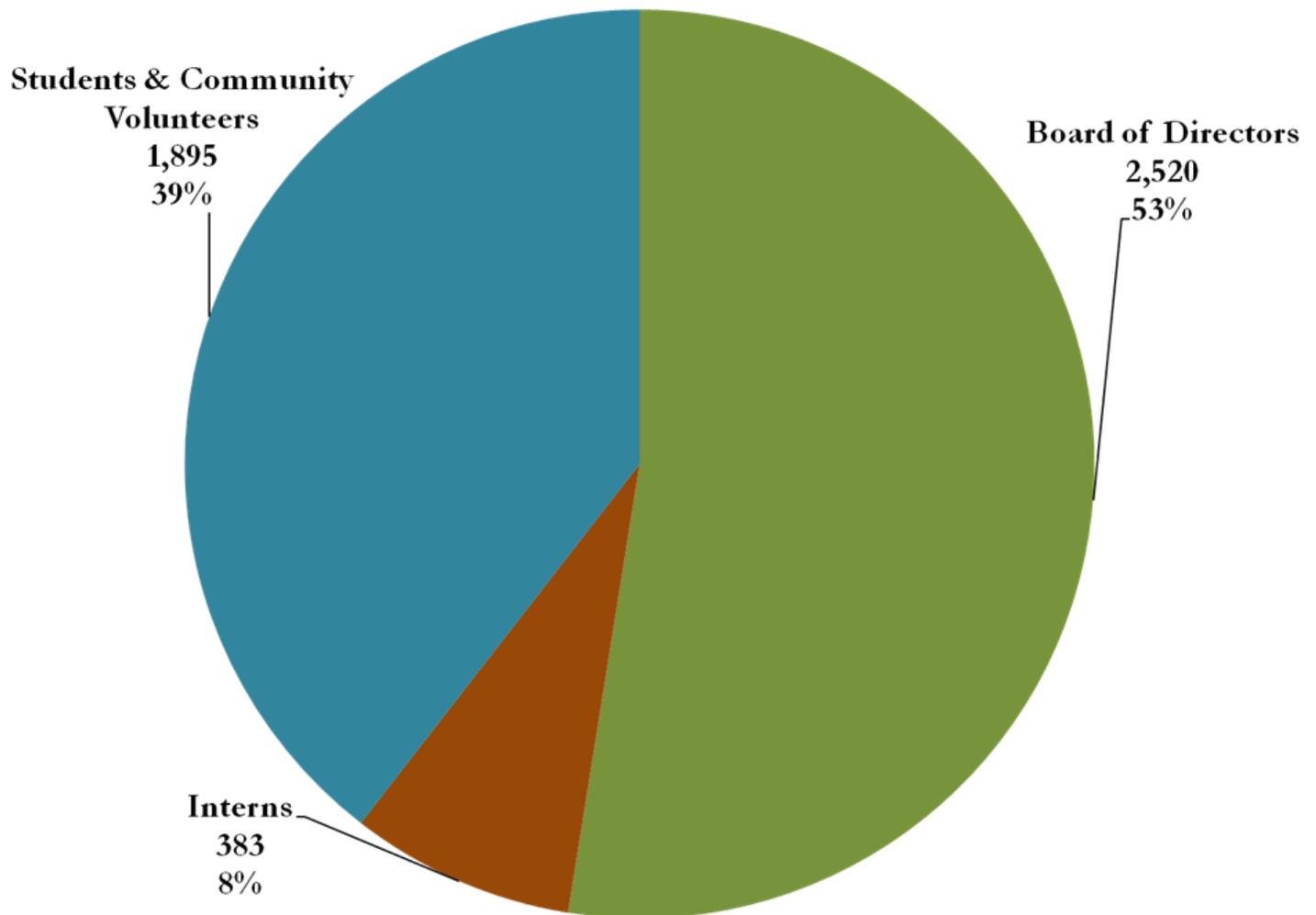
KNITCRAFT CORPORATION

St. Croix[®]
COLLECTIONS

Volunteer Information

Volunteers are an important part of Project FINE's programs, events and activities. On behalf of our board of directors, staff and individuals served, we would like to thank the dedicated individuals who contributed thousands of hours during 2018. Their support helps us to fulfill our vision of creating a respectful and sensitive community.

Project FINE Volunteer Hours 2018 4,798 Total Hours



A special thank you to these 2018 volunteers:

Committee Members:

Deb Ward, Development Committee

Interns:

Isabel Rodriguez, Frydha Cordova-Fragozo, Allison DePoole

Community Volunteers:

Christiaan Cartwright, Christina Melecio, Marlys Hinckley, Gabriel & Cecelia Manrique



Board Members & Staff

Project FINE's board members are essential to the success of the organization. They generously share expertise and talents to advance our mission and vision. Their hard work and dedication is greatly appreciated and is highly beneficial to Project FINE, newcomers, and our community.



Pictured left to right: Dan Matejka, Fatima Said, Dale Hinckley, David Kramer, Jeff Apse, Pedro Lopez, Brian Voerding, Joel Von Haden, Paul Mundt, Sammy Gondola and Hamid Akbari. Not pictured: Heather Bach and Robin Hoeg

2018 Project FINE Board of Directors

Dan Matejka, President
City of Goodview

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Pedro Lopez
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Heather Bach, Treasurer
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Sammy Gondola
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- Katie van Eijl, Program Manager
- German Victoria, Program Coordinator
- Maria Rodriguez-Ramirez, Hispanic/Latino Community Liaison
- Pang Vang, Hmong Community Liaison
- Paola Arevalo, Program Coordinator
- Christian Cruz Cartagena, Hispanic/Latino Community Liaison

Back Row: Fatima Said, Katie van Eijl, German Victoria, Christian Cruz Cartagena
Front Row: Paola Arevalo, Pang Vang, Maria Rodriguez-Ramirez, Chong Sher Vang

Project **FINE**

Focus on Integrating Newcomers through Education



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