

Bridging Cultures

2022 Annual Report

Project  **FINE**

About Project FINE:

We have been serving Winona County and the surrounding area since 1990. Project FINE serves as a bridge, connecting newcomers with resources and bringing people together to build understanding and create a more welcoming and respectful community.

Our work is two-fold: on an individual level, we provide educational programming and services for refugees and immigrants to assist as they build a new life in our region; and at a community level we promote inclusion and offer opportunities for cross-cultural interaction and relationship building.

Project FINE is committed to excellence in our operations. We carry out our programs and services in a culturally and linguistically appropriate manner, and work with partners to avoid duplication of services and increase efficiency. Our work is accomplished by our passionate staff, dedicated 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 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.



Project FINE

Focus on Integrating Newcomers through Education



Welcome

During the six years I have been on the board, Project FINE has experienced many successes: our 30-year anniversary, new services and programs, and an increase in both our partnerships and individuals served; as well as many challenges: a global pandemic, the transition to virtual meetings and events, and major shifts in the needs of those we serve. Through these highs and lows, Project FINE has remained resilient, adjusting to changing times and continuing to build a welcoming community.



We have seen more refugees and immigrants coming to our region, attracted by job and educational opportunities and our welcoming atmosphere. We are ready to assist these newcomers, connecting them to resources to start their new life. We also serve people who have lived here for some time but are ready to put down roots, helping as they purchase homes or businesses or send their children to college. Project FINE is there each step of the way, strengthening individuals and our community. As you read through this report, you'll see many examples of the impact of this amazing organization.

We also have an exceptional team, beginning with Fatima, our outstanding executive director, and the passionate and talented staff. It has been an honor to work with them and my fellow board members, who are so committed to our work. We also have wonderful partners who work alongside our team to carry out our mission. Thank you for your support and collaboration.

David Kramer, 2022 Board President

Dear Friends,

This past year was challenging, with millions of people on the move due to a global crisis, natural disasters, and growing hatred and intolerance. In these troubling times, it can be easy to think that we cannot change things. However, I truly believe that when we work together and support each other, we can have a positive impact. I am proud to share that in 2022, Project FINE continued to have a positive impact, working with others in pursuit of our vision of creating a respectful and welcoming community.



It is my hope that through this report, you will gain an understanding of our organization and the life-changing impact we make in our community and region. Last year we served over 3,500 people, helping them connect to community resources, communicate with service providers, build new relationships and learn about life in the United States. We also continued to support initiatives that promote belonging and welcoming, and had 17 refugee and immigrant owned businesses also join us for Welcoming Week activities, highlighting the contributions of diverse entrepreneurs.

All this was possible because of our passionate and dedicated staff, our effective and committed board of directors and our many amazing partners. I truly appreciate your support and want to thank you for your collaboration. Here's to many more years of building community together!

Fatima Said, Project FINE Executive Director

Community Impact

More than **3,500** *Refugees and immigrants served through Project FINE's Educational Programs*

6,203 *Hours of Advocacy & Information Referrals provided to refugees & immigrants*

562 *Hours of continuing education completed by Project FINE staff*

4,466 *Hours of interpreting and translation services provided*

805 *Individuals participated in Diversity Training*

6 *Scholarships provided to high school seniors from refugee & immigrant families*

1,350 *Reached through Welcoming Table gatherings in Winona and St. Charles*

Over **600** *People attended Welcoming Week activities in Winona and St. Charles*

Navigating Community Systems

Programs in this category provide educational resources to refugees and immigrants, easing their adjustment to the United States and increasing self-sufficiency.

Advocacy & Information Referrals

Project FINE's Advocacy & Information Referrals program is designed to connect refugees and immigrants to resources to meet their basic needs such as education, housing and healthcare.

Staff meet with individuals to assess their needs, providing culturally and linguistically appropriate information and making referrals to community resources to avoid duplication of services.

In 2022, Project FINE provided **4,466** hours of advocacy and information referral services.



Language Services

Language Services facilitate communication between service providers and their non-English speaking clients and customers. Our interpreter roster consists of 50 interpreters proficient in 25 languages. We offer in-person, virtual and phone interpretation, and written translation services.

In 2022, Project FINE provided **6,203** hours of interpreting and translating services at **103** locations across our region. We are committed to providing efficient and professional language services and offer regular training for interpreters on a variety of topics, including ethics, best practices and mandatory reporting.

We also conduct an annual survey of providers who use our interpreters and translators and the response to our 2022 survey was very positive. Respondents had many encouraging comments about individual interpreter performance and **100%** of respondents indicated they were satisfied with Project FINE's Language Services.

Very professional and courteous, they [interpreters] also make great connections and are a good support to the families they serve.

- Language Services Survey Respondent



Navigating Com

Programs in this category provide educational resources to refugees and immigrants,

Voter Engagement

This project provides education on election processes and candidates to refugees and immigrants, with a goal increasing familiarity of the ballot and candidates and encouraging participation in the 2022 mid-term election. Project activities included the creation of a candidate guide, outreach to eligible voters, a social media campaign, and registration and voting assistance.

The guide included information about candidates appearing on local ballots and was translated into Hmong and Spanish. The guide was shared with **98** eligible voters from 50 households. The 9-week social media campaign included information on the voting process, importance of local elections, roles of various elected offices, voter registration, and early voting information and was posted on Project FINE's Hmong and Spanish Facebook pages. We also hosted informational sessions in Winona and St. Charles.

Project FINE staff assisted **25** individuals with voter registration, early voting or election day voting. This assistance included providing information about documents needed to register, interpreting for voters to complete registration or ballots, and transportation to polling places.

This project was funded by a grant from the Minnesota Council of Nonprofits.



Employment Services

Project FINE's Employment Services connect refugees and immigrants with employment opportunities and training to help reach their financial goals. This program was developed in response to regional workforce shortages and has been highly beneficial for job seekers and employers. Staff provide assistance with job searches, exploring training and educational opportunities, creating resumes and cover letters and preparing for interviews. They also provide referrals to partner agencies to address barriers to employment such as child care or transportation.

In 2022, we provided **287** hours of Employment Services to **156** individuals.

Community Systems

easing their adjustment to the United States and increasing self-sufficiency.

Hmong Community Supported Agriculture

This project was created to provide an opportunity for local Hmong growers to increase their customer base and learn how to implement a Community Supported Agriculture (CSA) subscription program. **Ten** community members purchased a 10-week subscription and received a large bucket of fresh produce each week.

The program was very successful, with growers gaining experience with the CSA subscription format and community members having increased access to fresh produce. Because of the skills and connections created by this project, the growers are well prepared to operate their own CSA subscription programs in the future.

My family loved the fresh vegetables and the surprise of what was included and things we might prepare. We ate everything or made sure that it went to a good home. Everyone was excited to have fresh veggies so early in the season. I especially appreciated the spinach and variety of greens. I hope you do it again because I would sign up and recommend it to others.

-Chris, CSA Subscription Program Participant

Clean Energy Resource Teams Projects

In 2022, Project FINE completed two projects related to energy efficiency in partnership with the Clean Energy Resource Teams (CERTs) at the University of Minnesota.

The first project focused on translating of several CERTs-created resource guides into Hmong, including information for home owners, renters and landlords related to energy costs and efficiency measures. These materials were previously available in English, Spanish and Somali. In addition to the translations, Project FINE staff conducted outreach to **52** families to share the guides in Spanish and Hmong, providing a valuable resource for our community.

The second project focused on helping refugees and immigrants understand their energy bills and learn about ways to conserve energy and reduce costs. In partnership with the Citizens Utility Board (CUB), we offered a workshop titled *Understanding Your Energy Bill* with **27** people attending. CUB staff also facilitated individual consultations for **15** families to review their energy bills and learn about their energy use. They also offered advice on actions to reduce energy and lower their monthly costs.

The projects were funded by Seed Grants from the Clean Energy Resource Teams.



Building

Programs in this category bring together diverse groups of refugees, immigrants

Diversity Training

Project FINE's Diversity Training provides information on specific cultures and best practices for engaging refugees and immigrants. Sessions are offered in collaboration with businesses, organizations and service providers.

Each presentation is tailored to meet the unique needs of the client and in 2022, over **805** individuals attended a Diversity Training session.

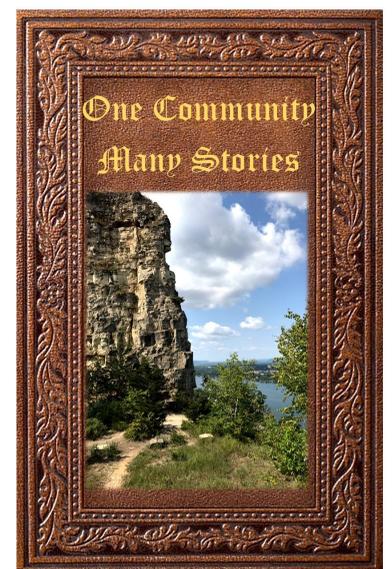
Sessions included a Walk Around the World event in the spring for parents and children at La Crescent-Hokah Elementary with artifacts and information from five different cultures; presentations for local and regional partners; and the completion of the Intercultural Development Inventory assessment and Group and Individual Debriefs with Behrens Manufacturing and the Winona County Criminal Justice Coordinating Council.



Storytelling

The goal of this project is to promote storytelling as an art form and a tool for cultural sharing. The project began in 2021 with a series of workshops on storytelling and in 2022, activities focused on the creation of a booklet of stories from local refugees and immigrants. These stories were collected by Project FINE staff and edited in collaboration with the storyteller into a written or video format. The resulting booklet, which includes QR code links to the video stories, was shared with the community in spring 2022.

This activity is made possible by the voters of Minnesota through a grant from the Minnesota State Arts Board thanks to a legislative appropriation from the arts & cultural heritage fund.



Communities

and established residents to promote cultural sharing and build understanding.

Connecting Cultures

Connecting Cultures is designed to build cultural understanding and empower refugees and immigrants to share their heritage and traditions with the community. Each month focuses on a different culture, presented by individuals from that culture. In 2022, **124** people participated in the program, learning about countries and cultures such as Afghanistan, Bangladesh, India, Italy and Turkey. Sessions are open to the public and advertised in the Winona Community Education booklet, which is mailed to all households in the school district.

Connecting Cultures is funded by the Laura Jane Musser Fund.



Welcoming Table

The goal of Welcoming Table is to foster cross-cultural relationships through monthly meals and cultural sharing. From January-September 2022, the program was offered in a virtual format due to limitations on in-person gatherings. Each month, participants received a kit focused on a different country or culture. The kits contain activities, recipes and ingredients so participants can prepare the dishes at home and enjoy the food and activities with their family.

In October, we resumed in-person Welcoming Table gatherings which include a meal, a short informational presentation or activity and time for interaction. Response to the in-person events has been very positive and it is wonderful to have new and old friends gathered together again.

In 2022, **1,350** people participated in a virtual or in-person Welcoming Table gathering.



I reconnected with friends not seen since covid started and met lots of new friends! Winona is a welcoming community with tremendous help from Project FINE.

*-Julie,
Welcoming Table
Participant*

Building

Programs in this category bring together diverse groups of refugees, immigrants

Healthy Connections

The goal of the Healthy Connections program is to engage refugees, immigrants and community partners to build a community that is safe, inclusive and welcoming for all. Activities focus on key areas of need and are intended to foster changes to the systems we interact with on a daily basis.

In 2022, program activities included expanding our Advisory Group into the St. Charles area. The Winona Advisory Group began in 2019 and continues to meet regularly. Both groups discuss challenges and work with staff to organize community dialogues or learning opportunities related to areas of need. The groups currently have **36** members and in 2022 they hosted dialogues on labor rights, law enforcement and post-secondary educational opportunities. They also participated in a leadership training series in the Spring.



We also hosted a series of arts and culture classes with **52** people attending. Classes were taught by local refugees and immigrants and included Hmong and Laotian cooking classes and a two-part class on Puerto Rican Vejigante masks. Class topics were selected in collaboration with the Advisory Group and were very well-received.

In 2022, the program also supported events fostering community relationships, including a summer picnic in St. Charles and Thanksgiving gatherings in Winona and St. Charles. The gatherings included food, activities and time for conversation and over **300** individuals participated.

Healthy Connections is funded by the Blue Cross and Blue Shield of Minnesota Foundation.

I am very grateful to be here and give thanks for all the people that I have gotten to know. I am thankful for the food we always have. Thank you to the people of Winona for all the support that you have given, and thank you Project FINE.

-Thanksgiving Dinner Participant



Communities

and established residents to promote cultural sharing and build understanding.

Welcoming Art

This project highlights the cultural and artistic traditions of area residents and brings people together to build a more welcoming and inclusive community. Activities included performances at Welcoming Week events and a community-based mural project. The mural project, based in St. Charles, engaged community members in the design and painting process. A short survey was created with questions related to community, welcoming, and belonging. Survey responses were collected at various events, including Project FINE's summer picnic and the What's on Wednesday (WOW) event in St. Charles.



Sarah Johnson of the Joy Labs served as mural artist and facilitator for the project. Her design, based on survey responses, incorporates the word “welcome” in English, Lao and Spanish, the three most commonly spoken languages in St. Charles. The community was invited to paint the mural during a Welcoming Week event, filling the background with cultural symbols and designs. In collaboration with the City of St. Charles, the mural was installed at City Park, along with a descriptive sign in English, Lao and Spanish.

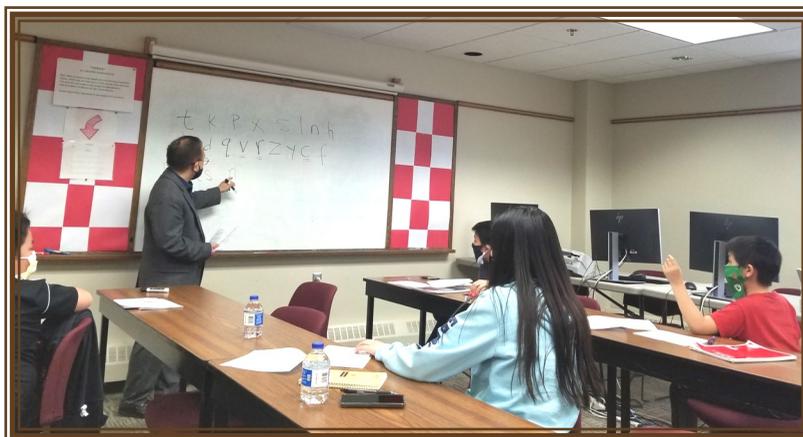


This activity is made possible by the voters of Minnesota through a grant from the Minnesota State Arts Board thanks to a legislative appropriation from the arts & cultural heritage fund.



My Hmong Roots

This program provides classes on Hmong language and culture for youth. Program goals include promoting fluency and building knowledge of Hmong culture. In 2022, My Hmong Roots activities included weekly sessions during the school year, with 37 youth participating. Participants are from a variety of backgrounds, including Hmong, Hispanic, Caucasian and African-American.



Empowering

Programs in this category support youth from refugee and immigrant families as they

GRAB: Girls Reaching Above & Beyond

The goal of the GRAB program is to help middle and high school girls from immigrant and refugee families discover their identity and create a roadmap to pursue their dreams. Activities include monthly sessions in St. Charles and Winona and a combined summer camping experience.



In 2022, **49** girls participated in program activities, which focused on topics such as leadership, financial literacy, cultural expectations and teambuilding. They also participated in volunteer activities, including neighborhood clean-ups and assisting at Project FINE events. Their camping trip included two nights at Whitewater State Park with hiking, teambuilding activities, sports, crafts and nature education.

The GRAB program is funded by the Women's Foundation of Minnesota.

College Education Connection

College Education Connection provides academic support and access to resources for youth from refugee and immigrant families who are pursuing post-secondary education. This program serves students from the Lewiston-Altura, St. Charles and Winona school districts. Activities include a scholarship program, and in 2022, Project FINE awarded scholarships to **6** graduating seniors to support their continued education.



Since 2009, **64** diverse students from across Winona County have received a scholarship from Project FINE.

The College Education Connection scholarships are funded by individual donors in our region.

Youth

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

FORCE: Focus, Overcome, Respect, Connect, Excel

The FORCE program serves middle and high school boys from refugee and immigrant families. Program activities are designed to foster the development of positive character traits and values, promote healthy choices and help participants prepare for future financial stability. Program sessions are held monthly in Winona and St. Charles and include educational and fun activities.

In 2022, **42** boys participated in FORCE sessions, which included information on financial literacy, career planning, leadership, mental health and teambuilding.



The FORCE program is funded by a grant from the Winona Community Foundation.



Colorful Growers

The Colorful Growers program provides youth age 10-18 and their families with a unique agricultural and entrepreneurial experience. Youth plan and plant their own garden plot, then work with their families throughout the summer to tend the garden. Beginning mid-summer, they sell their produce at the Goodview Farmer's Market, gaining valuable business and marketing experience.



In 2022, **16** individuals participated in program activities, gaining valuable skills and increasing the availability of fresh, locally-grown produce in our community.

Welcoming

Project FINE hosted several events during Welcoming Week, September 9-18, 2022. This annual celebration brings together neighbors from all backgrounds to build strong connections and affirm the importance of welcoming and inclusive places in achieving collective prosperity. Welcoming Week was founded by Welcoming America and celebrated its 10th anniversary in 2022, with events occurring at partner locations across the globe.

To kick off Welcoming Week, the City of Winona and the City of St. Charles issued proclamations designating September 9-18 as Welcoming Week and expressing their support for creating a community that welcomes all residents. Both communities are part of the Welcoming America network and collaborated with Project FINE on additional Welcoming Week events in their cities.

On September 10, Project FINE hosted a booth at the Game Day Experience for the Winona State University football home opener. The booth had Welcoming Week activities and giveaways, and over **200** people stopped by to interact with staff and volunteers. Following the event, a group attended the football game and Project FINE and Welcoming Week were recognized during the halftime announcements.



A virtual Welcoming Table event was held on September 12 with an All-American meal of macaroni and cheese and chocolate chip cookies. **30** families received a Welcoming Table kit, which included recipes, ingredients, and an activity based on United States trivia.



On September 12, Project FINE collaborated with the Sandbar Storytelling Festival to host a panel presentation featuring stories from local refugees and immigrants. Over **50** people attended the session, which included stories from Honduras, Puerto Rico, Italy and Laos.

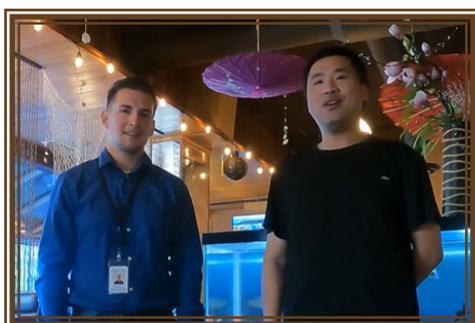
Events continued on September 13 with a Welcoming Week Celebration in St. Charles. The celebration included games, activities, refreshments and dance performances, as well as the collaborative painting of a mural designed by community members and Sarah Johnson of The Joy Labs. Over **60** people attended the event, sharing their culture and artistic talent with Project FINE and the community through the mural painting.



Week 2022

On September 15, a Connecting Cultures session was held on Hmong culture with **30** people attending. Pang Vang presented, sharing her heritage and cultural traditions.

Welcoming Week events culminated with a Citizenship Day Celebration in Winona. The event included cultural displays, games and dance and musical performances. Program speakers included Winona Mayor Scott Sherman, Project FINE Board President David Kramer and Executive Director Fatima Said, recognizing the importance of Welcoming Week and those who have become naturalized United States citizens. Over **250** people attended, including **25** naturalized citizens.



In addition to the in-person events, Project FINE promoted local refugee and immigrant owned businesses through a Welcoming Week campaign. Staff reached out to over 20 establishments, offering to advertise their business by sharing their logo on our Facebook page or by creating a marketing video for them. Businesses also had an option to become a sponsor by posting post a “Welcoming Week Sponsor” sign to raise awareness and promote events.



As a result of that campaign, **17** businesses had their logos posted on Facebook, **16** worked with Project FINE staff to develop videos and **15** chose to post the sponsor signs. This was a wonderful way to support diverse entrepreneurs and promote their businesses.

Thank you to the City of Winona, City of St. Charles, and WNB Financial for their sponsorship of Welcoming Week events and Winona State University, Sarah Johnson, Sandbar Storytelling Festival, Central Lutheran Church, Winona Area Chamber of Commerce’s Dine Out Downtown and the Winona Family YMCA for partnering on events.

Community

Annual Report to the Community

On February 16, 2022, we celebrated our accomplishments in 2021 at the Annual Report to the Community event at Saint Mary's University. The event included a program and recognition of Blue Cross Blue Shield of Minnesota as our 2021 Partner of the Year.



Community Health Needs Assessment

In February and March, Project FINE and Live Well Winona collaborated to engage refugees and immigrants in the Community Health Needs Assessment. This assessment is conducted every three years by Winona County and Winona Health to gauge health outcomes and challenges in the community. Project FINE translated the assessment into Hmong and Spanish and conducted outreach to complete the survey with **182** individuals in Winona County. In June, we hosted focus groups in Winona and St. Charles to share the findings of the assessment and get feedback on proposed strategies to address health needs.



Winona History Center Open House

In March, Project FINE hosted an information table at the Winona History Center's Open House.

YMCA Tours

In May, Project FINE collaborated with the Winona Family YMCA to provide interpreted tours for refugees and immigrants in our community. Over **20** people participated in the event.

Taste of International Cuisine Fundraiser



Project FINE held its annual fundraiser on June 12, 2022 at Winona State University's Kryzsko Ballroom. The event theme was a Journey to the Middle East, and included a five-course middle eastern meal, a dance performance by the Al Ra'ad Dabke Team, a fashion show featuring staff and board members and a silent auction. The recipients of the 2022 College Education Connection scholarships were also recognized. Funds raised support Project FINE's educational programs and services.

Involvement

Sprout Event

On June 21, Fatima presented at a Sprout Event hosted by the Southern Minnesota Initiative Foundation (SMIF) at Island City Brewing Company in Winona. She spoke about our partnership with SMIF and their contributions to our region.

Minnesota Department of Transportation (MnDOT) Surveys

In the summer of 2022, Project FINE collaborated with New Publica to administer a survey from MnDOT related to transportation needs with local refugees and immigrants. Staff conducted outreach and assisted with the completion of **35** surveys focused on transportation needs and funding, and worked with an additional **5** families to complete an online tool focused on which budget they would prefer to have MnDOT allocate budget funds towards.



What's on Wednesdays (WOW)

In August, Project FINE hosted a booth at a WOW event in St. Charles. These events are held throughout the summer, offering live music, activities, food and vendors in a unique outdoor setting. Staff and volunteers surveyed attendees to gather information about their thoughts on the community, welcoming and belonging for the St. Charles Welcoming Mural project.

Gladiolus Days Parade

Project FINE staff, board members and friends participated in the Gladiolus Days parade in St. Charles on August 28, handing out fortune cookies and information to raise awareness of the organization.

Pearl Gala

On October 22, Fatima spoke at the IMAA (Intercultural Mutual Assistance Association) Pearl Gala fundraiser. She shared Project FINE's involvement in their Whole Family Systems project, which is a multi-year project designed to improve school readiness for children from refugee and immigrant families in Winona and Olmsted Counties.



Bluff Country Co-Op Beans for Bags Program

Project FINE was selected as one of the recipients for this program during the 3rd quarter of 2022. Beans for Bags allows Co-op patrons who shop with a reusable bag or box to receive a bean, which represents a 5-cent donation for the organization of their choice. We received over 2,760 beans and appreciate the support of Bluff Country Co-Op and their customers!

Community



**IMMIGRANT
LAW CENTER**
— of MINNESOTA —

Immigrant Law Center of Minnesota

Project FINE and the Immigrant Law Center of Minnesota (ILCM) continued their collaboration on a project funded by the Minnesota Department of Public Safety's Office of Justice. This project provides support and referrals for refugees and immigrants who are victims of domestic violence or other violent crimes. Project FINE assists victims in Winona County and in 2022, we provided over **40** hours of referrals and information on the criminal justice system and victim rights for refugees and immigrants.

Minnesota Marine Art Museum

During 2022, Project FINE collaborated with the Minnesota Marine Art Museum on their Seasonal Saturday events. We translated project materials into Hmong and Spanish and provided on-site interpreters for the events, which include guided tours, \$1 admission and art activities.



Southeast Minnesota Together

Project FINE's involvement with Southeast Minnesota Together continued in 2022, with Fatima serving as a member of their core team. The group was created to address the workforce shortage in the region and seeks to strengthen connections and build local capacity.

Welcoming America

In 2022, Project FINE was part of a cohort of small communities organized by Welcoming America called the Rural Welcoming Initiative. This initiative engaged 10 rural communities to strengthen their welcoming efforts. Cohort activities encourage peer learning and relationship building through technical assistance and coaching. Throughout the year, Project FINE worked with Welcoming America staff and cohort members, participating in training opportunities and attending the Welcoming Interactive in Charlotte, NC.



Whole Family Systems Project

Project FINE continues to serve as a collaborator for the Whole Family Systems project led by the IMAA and Families First of MN. The project goal is to improve access to early childhood learning opportunities for children from immigrant and refugee families and increase engagement of caregivers. Through this collaboration, **17** families received stipends to be used toward their internet costs and Project FINE staff provided **465** hours of technology tutoring to **42** families.

Collaborations

Winona Wellbeing Collaborative

The Winona Wellbeing Collaborative (WWC) brings together organizations and community resources to assist families with food insecurity and other basic needs. Project FINE has served as a member since the project began and is a referral partner for their main project, the Winona Community HUB, which connects individuals with community health workers.



Continuing Education

Project FINE recognizes the value of offering continued education and training for staff and is committed to providing learning opportunities on a regular basis. In 2022, Project FINE staff completed **562** hours of continuing education on topics related to culture, interpreting, community engagement and mandatory reporting. Staff also attended the MN Council of Nonprofits conference in St. Paul in October. We would like to thank the Otto Bremer Trust for supporting the growth and professional development of our team.



Staff Wellness Plan

In 2022, Project FINE provided a wellness plan for staff with activities related to various aspects of health, including physical, social and emotional wellness. Activities were held on a regular basis and included a staff retreat, learning activities, teambuilding and fun events. Feedback from staff has been very positive and we plan to continue to offer the Wellness Plan on an ongoing basis.



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

- Cotter School Board of Directors
- Goodview Farmers Market Board of Directors
- Ready Set School Board of Directors
- Southeast Minnesota Together Core Group
- SHIP Community Leadership Team
- U of MN Extension Community Advisory Committee
- Winona County Community Services Advisory Committee
- Winona Area Public Schools DEI Committee
- Winona County Criminal Justice Coordinating Council
- Winona Health Board of Directors
- Winona Human Rights Commission
- Winona Wellbeing Collaborative
- Winona Workforce Development Board
- Women's Foundation of Minnesota Board

2022 Financial Summary

Income Statement

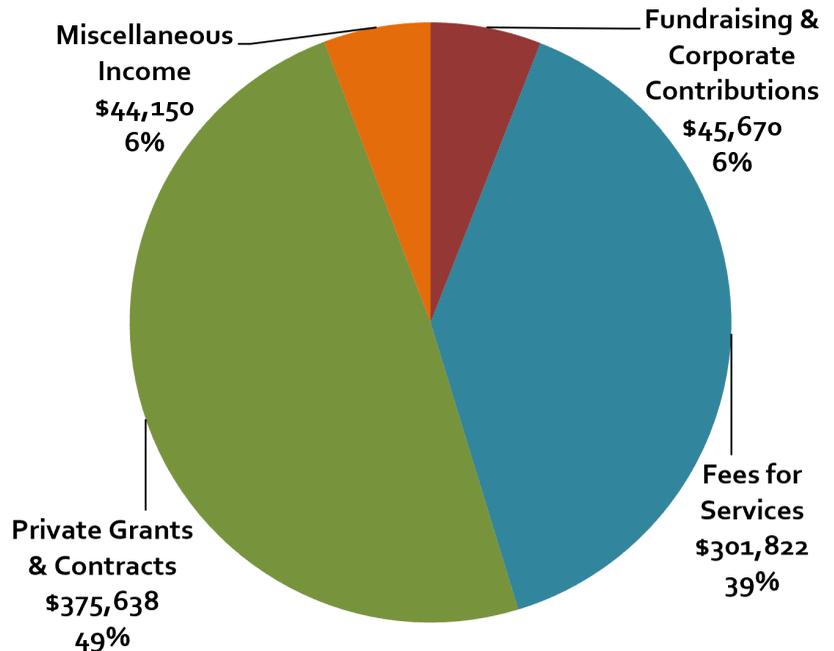
Total Revenue 2022	\$767,280
Total Expenses 2022	\$676,700
Board Designated for 2023 Programs	
Navigating Community Systems Programs	\$20,000
Building Communities Programs	\$25,000
Empowering Youth Programs	\$35,000

Balance Sheet

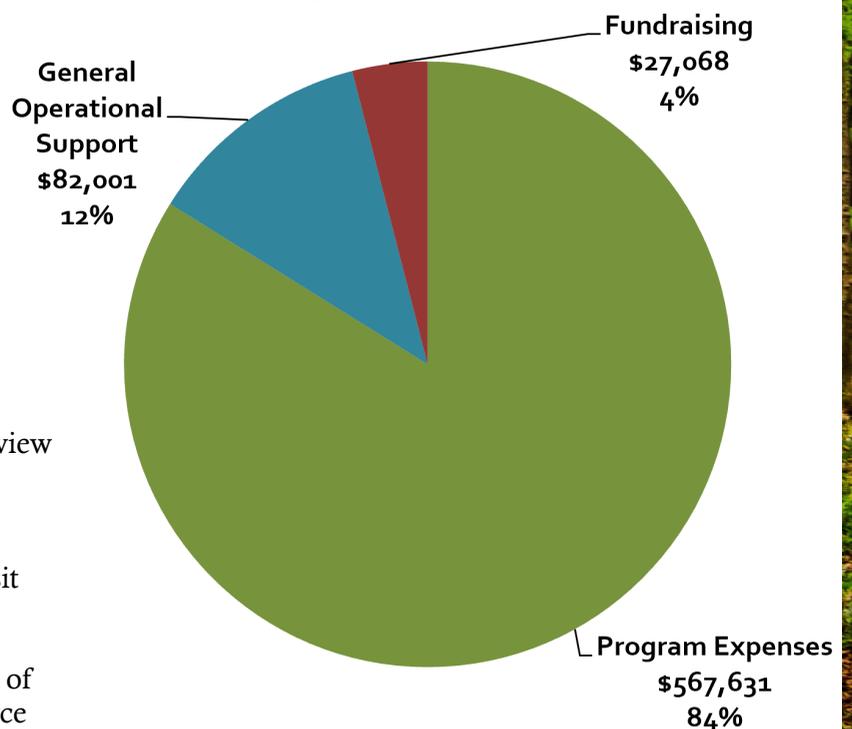
Assets	
Current Assets	\$451,104
Fixed Assets	\$33,108
Other Assets	\$1,230,319
Total Assets	\$1,714,531
Liabilities	
Current Liabilities	\$50,137
Total Liabilities	\$50,137
Net Assets	
Board Designated Net Assets	\$150,000
Undesignated Net Assets	\$1,514,394
Total Net Assets	\$1,664,394
Total Liabilities & Net Assets	\$1,714,531

Financial information provided was prepared using the Accrual accounting method.

Revenue 2022



Expenses 2022



The Meets Standards Seal is given by the Charities Review Council to nonprofits who meet their Accountability Standards. These standards create a common ground across the nonprofit sector, building a foundation of strength in our community. For more information, visit www.smartgivers.org

The Platinum Seal of Transparency is the highest level of recognition offered by Candid, the world's largest source of nonprofit information. To earn the seal, nonprofits share organizational and financial information; goals and strategies; and progress made towards their mission. Learn more at www.candid.org

Community Partnerships

Thank you to the many businesses and organizations who partner with us to support our mission.

- Advocacy Center of Winona
- Behrens Manufacturing
- Blue Cross and Blue Shield of MN
- Blue Cross and Blue Shield of MN Foundation
- Bluff Country Co-Op
- Bridges Health Program
- Catholic Charities
- Central Lutheran Church
- CERTs
- Charities Review Council
- Children's Dental of Winona
- City of Goodview
- City of St. Charles
- City of Winona
- ConnectedMN
- Cotter Schools
- Engage Winona
- Goodview Farmers Market
- Gundersen Health System
- H3O Jazz Trio
- Hiawatha Valley Mental Health
- Hometown Resource Center
- Immigrant Law Center of Minnesota
- Intercultural Mutual Assistance Association
- Knitcraft-St. Croix Foundation
- La Crescent-Hokah School District
- Laura Jane Musser Fund
- Lewiston-Altura School District
- Live Well Winona
- Mardag Foundation
- Mayo Clinic
- 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
- Pleasant Valley Church
- Ready Set School
- Rollingstone Cenex
- SEMCIL
- St. Charles Borromeo Church
- St. Charles Farmers Market
- St. Charles Public Schools
- Saint Mary's University of MN
- Salvation Army
- Sandbar Storytelling Festival
- Semcac
- Sheltering Arms Foundation
- Southern MN Initiative Foundation
- Southern MN Regional Legal Services
- Southeast Minnesota Together
- The Joy Labs
- UCare of Minnesota
- University of Minnesota Extension
- VITA Tax Services
- Welcoming America
- What's on Wednesdays
- Winona Afghan Support Network
- Winona Area Ambulance Service
- Winona Area Chamber of Commerce
- Winona Area Public Schools
- Winona Family YMCA
- Winona Community Foundation
- Winona County
- Winona County Criminal Justice Coordinating Council (CJCC)
- Winona County Historical Society
- Winona County PartnerSHIP
- Winona Health
- Winona Housing & Redevelopment Authority
- Winona Human Rights Commission
- Winona ORC
- Winona Outdoor Collaborative
- Winona Rotary Club
- Winona Sheltering Network
- Winona State University
- Winona Volunteer Services
- WNB Financial
- Women's Foundation of Minnesota

2022 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:

Behrens Manufacturing

Since 2014, Project FINE and Behrens Manufacturing have collaborated to share job opportunities with refugees and immigrants. We also work with company leadership to promote inclusion and equity in policies and practices. As their workforce has become increasingly diverse, Behrens has continued to strive to engage employees in a culturally and linguistically appropriate manner. In 2022, their leadership team extended their learning by completing the Intercultural Development Inventory

We would like to thank Behrens Manufacturing for their commitment to developing a company culture that values diversity and inclusion.

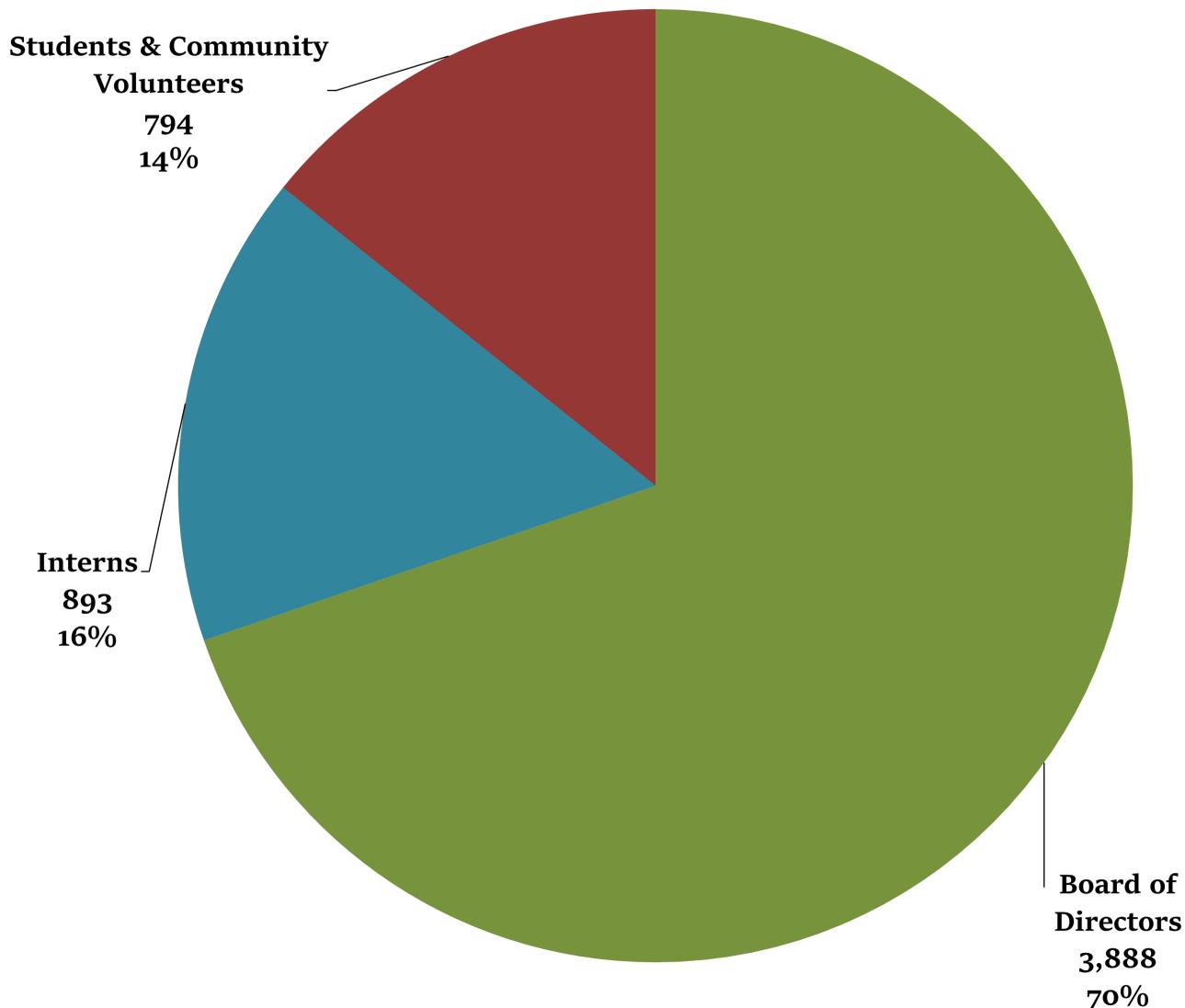


Volunteer Information

Volunteers are an important part of Project FINE, lending their time and talents in support of our vision of creating a respectful and welcoming community. We'd like to thank the many people who contributed thousands of hours of service in 2022 in support of our programs and activities.

Project FINE Volunteer Hours 2022

5,575 Total Hours



A special thank you to these 2022 volunteers:

Committee Members:

Deb Ward, Development Committee
Andrea Northam, Development Committee
Kevin O'Laughlin, Development Committee

Interns:

Mya Bowman
Ava Gaudet
Juliet Onyango
Thea Riebel
Jaanika Rosenthal
Faith Sumpter

Community Volunteers:

Jessica Anderson
Jenn Baechle
Alexus Heins
Tara Martin Lopez
Lilly Polson
Lucia Rodriguez
Abigail Schooley
Pa Nhia Xiong

Board Members & Staff

Our board is essential to our success, sharing their expertise and experience to further our mission. Their dedication is beneficial to Project FINE and the community and much appreciated.



Pictured
On Screen:
Jack Richter,
Cecilia Manrique;

Left to Right:
Sammy Gondola,
Dale Hinckley,
Pat Mutter,
Fatima Said,
David Kramer,
Annette Freiheit,
Tim Biren,
Nicole Messenger,
Eric Schoh

Project FINE 2022 Board Members

David Kramer, President
City of St. Charles

Dan Matejka, Vice President
City of Goodview

Jack Richter, Treasurer
WNB Financial

Nicole Messenger, Secretary
Merchants Bank

Jeff Apse
St. Charles Public Schools

Father Tim Biren
St. Charles Borromeo Church

Annette Freiheit
Winona Area Public Schools

Sammy Gondola
Pleasant Valley Church

Josh Harrison
Knitcraft Corporation

Dale Hinckley
Hinckley Holsteins

Robin Hoeg
Winona Health

Ron Hornbaker
Behrens Manufacturing

Tom Krause
Southern MN Regional Legal Services

Pedro Lopez
Courtesy Corporation

Cecilia Manrique
Community Member

Pat Mutter
Visit Winona

Andy Teska
Winona Area Ambulance Service

Eric Schoh
Winona State University

Project FINE Staff

Fatima Said, Executive Director

Chong Sher Vang, Community
Engagement Director

Katie van Eijl, Program Manager

German Victoria, Program Manager

Maria Rodriguez-Ramirez, Program
Coordinator

Pang Vang, Program Coordinator

Christian Cruz Cartagena, Program
Coordinator

Miguel Benjamin, Program Coordinator



Back: Christian Cruz Cartagena, German Victoria, Katie van Eijl,
Miguel Benjamin, Fatima Said

Front: Maria Rodriguez-Ramirez, Chong Sher Vang, Pang Vang

Project FINE



Focus on Integrating Newcomers through Education

www.projectfine.org

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507-452-4100 Fax: 507-452-4644 info@projectfine.org

St. Charles office: 830 Whitewater Avenue, St. Charles, MN 55972