We Make Minnesota Welcoming

2020 ANNUAL REPORT
Nikita was a teenager in Nepal, reading about the celebrated nursing pioneer Florence Nightingale, when the spark first appeared. “The way she helped sick people and mothers, the way she talked to sick people — that impressed me a lot,” Nikita remembers.

That spark grew into flames as Nikita faced a harrowing experience giving birth to her first child in Nepal. Then, while delivering her second child in the United States and having a drastically different experience, Nikita became convinced she would pursue a nursing career.

“The way the doctors and nurses took care, their way of talking, the smiles on their faces, the helpful hands — they were encouraging me to be a nurse. They helped me freely, and I want to help the people of Minnesota — kids, adults, older people — I want to help them in the same way, with my hands and smiling face.”

Nikita worked as a teacher and studied management in Nepal, but the higher education world in the United States was daunting. With guidance from the Institute’s College Readiness Academy, Nikita gained the skills she needed to enroll in college courses and pursue her nursing education. “The International Institute showed me the path, and I followed it,” she says.

Read Nikita’s full story at impact.iimn.org

LETTER FROM THE EXECUTIVE DIRECTOR

2020: THRIVING IN ADVERSITY

This past year was extraordinarily challenging for our global community as well as the New Americans we serve. Those who most need support tend to have the least access to essential resources. Immigrants often face more barriers to accessing unemployment assistance, housing support and other critical services. In a crisis, securing these resources becomes even more difficult.

During these trying times, the International Institute of Minnesota has been a place New Americans can rely on — a place of welcoming, connection, solutions and hope. Whether a client needs coaching before a job interview, reassurance that their family will be rejoining them soon or assistance maintaining safe housing, we are always in their corner. The coronavirus pandemic has upended all our lives, but our team members are no strangers to crises, so they pivoted quickly to respond to the urgent needs of New Americans. We have adapted and moved forward, as the Institute has countless times over the past 100 years.

We acted quickly to bring programs online and modify services to safely reach clients and students. With the support of our community, we were able to provide essential tools like laptops and internet service, as well as funds for basic needs such as rent and food. The pandemic has greatly increased the demand for health care workers, and the Institute prioritized finding new ways to continue training and placing nursing assistants and other medical professionals.

This past year also saw intensified calls for racial justice amid the continued oppression and violence inflicted upon communities of color. We stand in solidarity with this movement and pledge to join in conversation and bold action to help create an anti-racist society. As part of the equity appropriations in Minnesota’s recent bonding bill, the Institute was awarded $3 million to expand our space. We thank Governor Tim Walz and Lieutenant Governor Peggy Flanagan for recognizing the value of the Institute’s programs in helping reduce disparities in our community. This funding will allow us to begin construction in early 2021 (see following page for details).

We also extend our deepest gratitude to state legislative leaders, foundations, donors and community advocates for their support. This project will allow us to expand workforce training and other programs and serve an additional 500 New Americans annually. Clients continue to share how much they miss gathering in person at the Institute, and we cannot wait to welcome them and our staff to a new space designed for their success.

The Institute reached two other significant milestones this year: 25,000 refugees resettled since 1974 and 15,000 citizenship applications filed since 2001. Many things have changed in 2020, but we continue pushing our critical work forward. In 2021, we also expect positive national policy changes that will respect the value, dignity and contributions of New Americans, allowing more families to walk through our doors.

Along with our community, we mourn the past year’s loss of life, livelihoods and opportunities, but we also look ahead with hope and resilience. Thank you for standing by us through it all.

With gratitude,

Jane Graupman
A HOME FOR THE NEXT CENTURY

Thanks to our community of supporters, the International Institute of Minnesota is poised to break ground in early 2021 to enhance and enlarge our building. The project will allow us to serve 500 additional New Americans each year and to expand our sought-after services.

Since 2012, the number of programs offered onsite has tripled, and the number of staff has doubled. From 2018 to 2019, program participation grew by 11%. We expect the demand for services will continue to grow, and we look forward to providing our clients and staff with a space designed to meet their needs and the needs of Minnesota.

In addition to generous philanthropic support, we are grateful to the Minnesota Legislature for advocating for this project. In October 2020, the Institute was awarded $3 million as part of the state's bonding bill. Thank you to state legislative leaders for recognizing the importance of investing in New American communities, including the authors of H.F. 598 (Representatives Hausman, Her, Mariani, Becker-Finn, Lillie, Urdahl and Koznick) and the authors of S.F. 649 (Senators Housley, Cohen, Pappas and Senjem).

Thank you to all of the Institute's supporters for your commitment to our cause. From the newest Americans to fifth-generation Minnesotans, our combined strengths will enrich our state and empower each new generation to thrive.
Despite the disruptions of 2020, the International Institute of Minnesota served thousands of New Americans who sought to find long-awaited safety, seize opportunities and connect with their communities. Immigrants, refugees, asylees, survivors of human trafficking, unaccompanied children — these are the individuals we have welcomed and the people who have enriched our neighborhoods.

<table>
<thead>
<tr>
<th>Region</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Sub-Saharan Africa</td>
<td>59.4%</td>
</tr>
<tr>
<td>East Asia &amp; Pacific</td>
<td>17.5%</td>
</tr>
<tr>
<td>Latin America &amp; Caribbean</td>
<td>9.5%</td>
</tr>
<tr>
<td>Middle East &amp; North Africa</td>
<td>5.4%</td>
</tr>
<tr>
<td>South Asia</td>
<td>6.2%</td>
</tr>
<tr>
<td>Europe &amp; Central Asia</td>
<td>1.6%</td>
</tr>
<tr>
<td>North America</td>
<td>0.3%</td>
</tr>
<tr>
<td>Unknown</td>
<td>0.1%</td>
</tr>
</tbody>
</table>
“The Institute is a very welcoming and warm place for immigrants,” Kasahun says, looking back on his experience as a Medical Career Advancement (MCA) client. “They are really good at giving direction.”

After enrolling in a nursing program, Kasahun applied to the Institute’s MCA program, which offers academic and career guidance plus tuition assistance to New Americans studying in the medical field. Upon graduating with a Bachelor of Science in Nursing degree, Kasahun shared that the scholarship had lightened a heavy financial burden and that the MCA team’s encouragement was “priceless.” Due to his achievements, Kasahun has been able to substantially increase his income, allowing him not only to support a growing family but also to build a new home.

Today, Kasahun is a registered nurse working in mental health and addiction services. “The best part of my job,” he says, “is I’m able to help people who are extremely sick.” Kasahun, who is originally from Ethiopia, plans to stay in Minnesota and continue adding degrees to his name. “I love Minnesota. It almost feels like the place I was born.”

“I’m proud because I not only care for my patients, I advocate for them.”
OUR 2020 IMPACT

From arriving to thriving and every step in between, the Institute served 3291 New Americans this year.

- **Refugee Services**: 241
- **English Language Learning**: 299
- **Career Pathways**: 447
- **Immigration Services**: 878
- **Citizenship Services**: 1426

**Hospitality Careers Pathway**
- 60 students hired as certified nursing assistants and caregivers
- 12,912 hours of instruction and support given to College Readiness Academy students
- 112 clients received assistance navigating Minnesota’s unemployment system
- 1,364 citizenship applications submitted
- 72 College Readiness Academy students began college in the U.S. for the first time
- 26,462 hours of English language education provided
- 1,267 refugees resettled since 1974

**Medical Career Advancement Client Graduations:**
- 21 RN, 19 LPN, 7 BSN, 1 MSN, 1 Phlebotomy Tech
- 49 clients took the Naturalization Oath of Allegiance to the United States
WE CAN’T DO THIS WITHOUT YOU

Philanthropy and volunteerism are critical to sustaining the Institute’s mission. Charitable donations and the gift of community members’ time and talents have allowed us to launch, sustain and expand essential programs. We thank you for your generosity and dedication to ensuring Minnesota is a welcoming place for all New Americans.

DONORS

The following individuals and organizations helped advance our mission with generous gifts to the International Institute of Minnesota from October 1, 2019 through September 30, 2020.

$250,000 +
Greater Twin Cities United Way

$249,999 - $100,000
Terri and Mark Henneman
HRK Foundation
Saint Paul & Minnesota Foundation

$99,999 - $50,000
F.R. Bigelow Foundation
Laura and Ben Cooper
Pat and Tom Grossman Family Fund
The Minneapolis Foundation
Minnesota Disaster Recovery Fund
Otto Bremer Trust
Twin Cities LISC

$49,999 - $25,000
Driscol Foundation
Mortenson Family Foundation
Old National Bank Foundation
Gordon and Jeanne Shepard Family Fund
Kate Tilney and Fred Kaemmer

$24,999 - $10,000
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Mary and David Miklethun
Minnesota State Bar Foundation
Dana and Mathias Mortenson
Katie and Mark Mortenson
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Elaine De Franco Olson and Eric Olson
Fredrikson & Byron, P.A.
Carol and Mike Garbisch
Andria and Charles Horwitz
James Dayton Design
The Justin and Susan Kelly Foundation
Land O’Lakes
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St. Catherine University
Charles Schmidt
Jessica and Phil Stoltenberg

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American Immigration Lawyers Association
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Liz and John Sjaastad
Anna and Glen Skovholt
Madison Olson Spartz
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Taft
Cathy and Dale Vogt
Bonnie Watkins and John Zakej
Mary Nell Zeller
$999 - $500
Cynthia and Steven Ahlgren
Sharon Albrecht
Anonymous (6)
Brooke Anttila and Elise
and Benjamin Ashland
Lucia Baker
Kathryn Holum and Glenn
Baron
Karen Black
Devon Callahan
Stacy Cashman
Chinese American
Association of Minnesota
Mary H. and Andrew I.
Coulter
Lesley and Stuart Crosby
Crown Capital Securities, L.P.
Barbara Curry
Jane and Dave DePaepe
Marie Desharnais
Ada Dong
Eleanor Koehler Ellerbe
Fund
Corinne Ertz and Scott
Persons
Sarah Farley & Betty Tisel
Fund
Julie Foley Coleman
Megan Gall
Elizabeth and Charles
Goldstein
Dixie Graupman
Iva Lee Graupman
Patrick Graupman
Jen Halverson and Josh
Dwyer
Jennifer Hane
Katherine Harter and David
Hepenstal
Gabriella Heath
Dee Hein
Molly Hill
Brenda Himrich and
Stewart Thornley
Jordan Hobbs
Sarah and Eric Hoggard
Abbe and Aaron Holmgren
Marcy Keckler
Dianne and William Kendall
Mark LaChapelle
Forseth Larkin
Lisa and Jon Lewis
Betsy Long and John
Borden
Marianne Ludwig and
Jonathan Boylan
Anh Therese and Chad
McAuley

$499 - $250
Blessing Aghayedo
Karen Alexander

$499 - $250
Bonnie Wek and Michael
Donahue

$32x43]McCauley
Anh Therese and Chad
Jonathan Boylan
Marianne Ludwig and
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$499 - $250
Blessing Aghayedo
Karen Alexander

Murphy Family Fund
Netherlands-American
Association of Minnesota
Dani and Mark Nicholson
Valerie and David Pace
Paolo Pianosi
Anne and Peter Reich
Nassim and Federico Rossi
Claire Rydeen and Chad
Patel
Kushe and Victor Saw
Caroline Schnieders
Katie Scholz
Sowing Seeds for the
Future
Donald Stevens
Patricia Stoffers
Kelly Tschler
Upper Midwest Region -
Association of College
and University Housing
Officers
Mary Lynn and Bronson
Van Wyck

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and University Housing
Officers
Mary Lynn and Bronson
Van Wyck

Visit impact.iimn.org
to see full donor list,
including gifts under
$250

Gifts in Memory of
Dr. Floyd Beecham Sr.
Jackie Berg
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William Cunningham
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George Floyd
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Gloria Kurkowski
Rosalie Loveland
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Judith Strohl
Gloria Trebisovsky
Padith Vongharath
Marica Walter
Zerai Woldeslassie
Boua Hue Xiong
Olga Zoltai
GOVERNMENT GRANTS
The following governmental entities issued grants to the International Institute of Minnesota from October 1, 2019 – September 30, 2020.

Heartland Care Services (in partnership)
Local Initiatives Support Corporation
Minnesota Department of Education
Minnesota Department of Employment and Economic Development
Minnesota Department of Health
Minnesota Department of Human Services
Minnesota State
Minnesota State Arts Board
Ramsey County Workforce Solutions
Saint Paul Community Literacy Consortium
Saint Paul-Ramsey County Public Health
Southern Minnesota Regional Legal Services (in partnership)
U.S. Committee for Refugees and Immigrants
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Paramita Sarkar
Vice President, Product Management, Ameriprise Financial

Kate Tilney
Consultant, Self-Employed
It was the first time I visited Vietnam with my U.S. citizenship. I felt more stable. I felt that the United States would protect me if something went wrong over there.

- Toan, a helicopter pilot during the Vietnam War, came to the United States as a refugee in 1984 and became a citizen 35 years later with the Institute’s assistance. To celebrate, Toan bought a ticket to visit his home country of Vietnam.
2020 FINANCIALS
OCTOBER 2019 - SEPTEMBER 2020

BALANCE SHEET (Operations and Capital Campaign)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Operations Current Assets</td>
<td>989,286</td>
</tr>
<tr>
<td>Building, Equipment, Land</td>
<td>2,008,534</td>
</tr>
<tr>
<td>Accumulated Depreciation</td>
<td>(1,417,150)</td>
</tr>
<tr>
<td>Unemployment Services Trust</td>
<td>91,609</td>
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<tr>
<td>Reserve Funds</td>
<td>3,249,979</td>
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<tr>
<td>Capital Campaign</td>
<td>2,032,284</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td><strong>6,954,542</strong></td>
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</table>

INCOME STATEMENT

Revenue

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Grants</td>
<td>2,537,782</td>
</tr>
<tr>
<td>Corporate/Foundation Grants</td>
<td>708,523</td>
</tr>
<tr>
<td>Contributions</td>
<td>497,373</td>
</tr>
<tr>
<td>Investment Income</td>
<td>396,752</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>155,126</td>
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<tr>
<td>Festival of Nations</td>
<td>38,341</td>
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<tr>
<td>Rentals</td>
<td>1,845</td>
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<tr>
<td><strong>Total Revenue</strong></td>
<td><strong>4,335,742</strong></td>
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Expenses

<table>
<thead>
<tr>
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<tbody>
<tr>
<td>Education &amp; Employment</td>
<td>2,495,534</td>
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<tr>
<td>Refugee Services</td>
<td>730,595</td>
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<tr>
<td>Unallocated Admin/Building</td>
<td>396,358</td>
</tr>
<tr>
<td>Immigration Services</td>
<td>323,685</td>
</tr>
<tr>
<td>Fundraising/Volunteer (Admin)</td>
<td>110,300</td>
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<tr>
<td>Festival of Nations</td>
<td>104,247</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>4,160,719</strong></td>
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</table>

Operations Net Income (before depreciation)  175,023

PPP Loan received on 4/22/2020  271,200
Loan Forgiveness Application has been submitted

Capital Campaign Information

<table>
<thead>
<tr>
<th>Description</th>
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<tbody>
<tr>
<td>Capital Campaign Income</td>
<td>936,641</td>
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<tr>
<td>Capital Campaign Expenses</td>
<td>(560,287)</td>
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<td><strong>Capital Campaign Net Income</strong></td>
<td><strong>376,354</strong></td>
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Total Liabilities  608,815

Capital

<table>
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<td>Fund Balance - Board Designated</td>
<td>160,883</td>
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<tr>
<td>Fund Balance - Donor Designated</td>
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<td>Fund Balance - Temp Restricted - Capital Campaign</td>
<td>2,274,971</td>
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<tr>
<td>2019-2020 Net Income Operations</td>
<td>380,945</td>
</tr>
<tr>
<td>2019-2020 Net Income Capital Campaign</td>
<td>376,354</td>
</tr>
</tbody>
</table>

Total Capital  6,345,727

Total Liabilities & Capital  6,954,542

REVENUE

- Government Grants: 2,537,782 (61%)
- Corporate/Foundation Grants: 708,523 (15.4%)
- Contributions: 497,373 (8.6%)
- Investment Income: 396,752 (10.8%)
- Program Service Fees: 155,126 (3.4%)
- Festival of Nations: 38,341 (0.8%)
- Rentals: 1,845

EXPENSES

- Education & Employment: 2,495,534 (61%)
- Refugee Services: 730,595 (17.6%)
- Unallocated Admin/Building: 396,358 (10.8%)
- Immigration Services: 323,685 (8.6%)
- Fundraising/Volunteer (Admin): 110,300
- Festival of Nations: 104,247

Net Income (before depreciation): 175,023

PPP Loan received on 4/22/2020: 271,200
Loan Forgiveness Application has been submitted.
I’m so happy. When I saw my kids at the airport, I couldn’t believe it: I have my kids with me.

- Fatumata, an asylee from Liberia, sought assistance from the Institute to reunite with her children; the family was separated for nearly six years.