

Bringing Communities Together

Annual Report 2023



Project  *FINE*

Focus on Integrating Newcomers through Education

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:

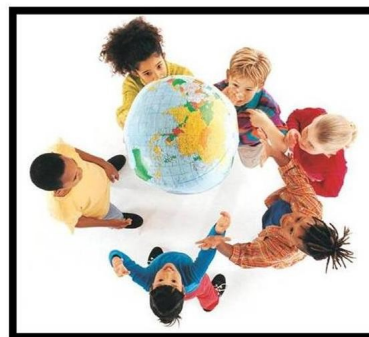
To create a respectful and welcoming community.

Our Guiding Values:

- We work to build bridges across cultures.
- We work to build respect and trust in 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.



Project FINE

Focus on Integrating Newcomers through Education



Welcome

There is a saying that says a picture paints a thousand words, and though this Annual Report publication contains several thousand words, it also has many powerful visuals about the work of Project FINE. If you turn to our “Year at a Glance” on pages 4-5, your eyes will be amazed at the breadth and depth of the impact that this organization made in 2023. Details like the almost 3,700 refugees and immigrants served, over 5,300 hours of advocacy and information referrals made, and over 5,230 hours of language services provided. These numbers are incredible, but even they don’t paint a full picture of how committed Project FINE is to helping make our region a place that is welcoming and inclusive for all.



This impact is possible because of our deep partnerships, trusting relationships with refugees and immigrants, our dedicated board of directors and our strong team, led by Fatima, who go above and beyond to help fulfill our mission. They are passionate about what they do, and there are thousands of stories describing how they have helped people achieve great things; whether that was getting an education, obtaining a job, buying a house, or owning their own business. We take great pride in those stories and so can you, as your support plays an important role in bringing those success stories to life. Thank you for your collaboration as we celebrate another successful year for Project FINE, and we hope to walk alongside you and the community for many more years of accomplishments and positive stories!

Dan Matejka, 2023 Project FINE Board President

Dear Friends,

In 2023, Project FINE continued to thrive and grow, fostering an atmosphere of inclusion and welcoming in our region. Last year, we were able to serve more people than ever before and have a meaningful impact in the lives of refugees and immigrants across our region. You, as our partner, play an important role in this success by working with us to provide programs and services that are effective and efficient. The work of Project FINE is truly a collective effort, and I am so proud of what we have achieved.



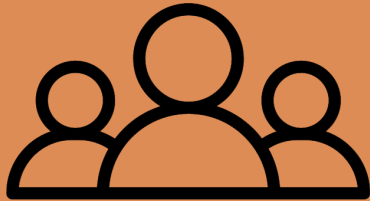
We spent the better part of the year engaging our board, staff, and community members to create a new strategic plan, beginning with a review our accomplishments from the last plan, which began in 2019. Our world has changed so much in the past five years, and I am proud that we were able to continue to make progress toward our goals while being flexible and innovative to meet changing needs. We then explored the needs of refugees and immigrants in our region, our role in meeting those needs, and how specifically we can best serve the community. I am proud of the plan we have put in place, which includes a refresh of our mission, vision, and values as well as four main goals for us to pursue.

This type of planning and transparency is vital to our success, and I want to thank you for your ongoing support of our work and our mission. I am excited to for what the future holds for Project FINE and all of us as we work together to build a welcoming, inclusive community.

Fatima Said, Project FINE Executive Director

2023 Year

More than
3,683



refugees and immigrants served through educational programs and services

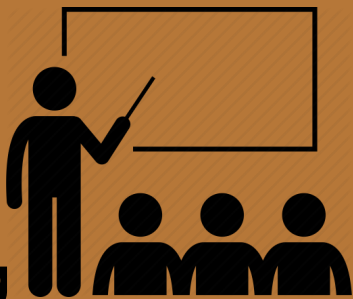
5,232

hours of language services provided



1,057

individuals participated in diversity training



4 programs developed to meet identified needs

- *Early Learning Program
- *Cultural Arts & Ancestry
- *Earned Sick & Safe Time Outreach
- *Women's Economic Security Act Outreach

Strategic Plan



Developed to establish benchmarks for ongoing improvement and growth for 2024-2028.

Project FINE appeared in local, state or regional media more than **40** times



Project FINE staff completed over **525** hours of continuing education and job-related training

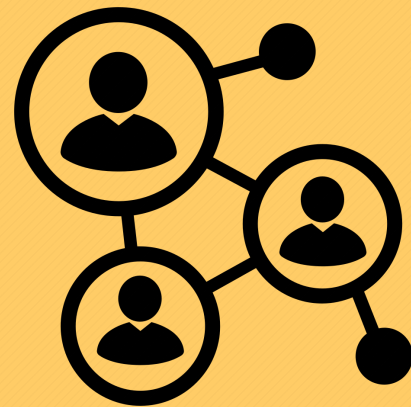
at a Glance

Over **3,100** people attended Welcoming Week activities in Winona or St. Charles



WELCOMING
WEEK

5,323 hours of advocacy and information referrals provided to refugees and immigrants



5 scholarships provided to graduating high school seniors from refugee or immigrant families

426 hours of in-home tutoring provided to



refugee and immigrant families with children aged 0-5 to improve school readiness and digital literacy

Representatives from Project FINE and the City of St. Charles visited

Australia as part of Welcoming America's Rural Welcoming Communities Exchange, visiting 4 rural communities



Navigating Com

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

Language Services

Language Services play a crucial role in facilitating communication between service providers and non-English speaking clients and customers through interpreters and translators. Our interpreter roster consists of 50 interpreters proficient in 25 languages, providing in-person, virtual, and phone interpretation, as well as written translation services.



In 2023, Project FINE delivered **5,232** hours of interpreting and translating services at **111** locations across our region. We are dedicated to ensuring efficient and professional language services, offering training for interpreters on various topics, including ethics, best practices, and mandatory reporting.

To gauge the effectiveness of our services, we conduct an annual survey of those who utilize the Language Services program. Responses to the 2023 survey were overwhelmingly positive, with **100%** of respondents indicating they are satisfied with our Language Services.

Advocacy & Information Referrals

The Advocacy & Information Referrals program links refugees and immigrants with essential services to meet basic needs such as employment, housing and education. Our staff work to assess needs, provide culturally and linguistically appropriate information, and make referrals to existing resources to prevent duplication of services

In 2023, Project FINE provided **5,323** hours of advocacy and information referral services.

"My family is finally stable because of your assistance. I appreciate your willingness to help me anytime, even outside of business hours. Your help in finding an apartment was a blessing for my family and I am extremely grateful."

-Advocacy and Information Referrals Client



Community Systems

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

Employment Services

Project FINE's Employment Services are designed to link refugees and immigrants with job opportunities and training, assisting them in achieving their financial goals. This program was developed in response to workforce needs in our community and has been beneficial for both job seekers and employers. Our staff work one-on-one with individuals to provide support with job searches, explore training or educational options, crafting resumes, and prepare for interviews. Additionally, they provide referrals to partner agencies to address employment barriers such as child care or transportation.

In 2023, we provided **183** hours of Employment Services to **157** individuals.

"I am so grateful for your help and consideration. Because of you, I now have a stable job and I am so fortunate, thank you so much for helping me and my family."

-Employment Services Client

Early Learning Program

The goal of the Early Learning Program is to provide resources, education and support for refugee and immigrant families with young children ages 0-5. The program utilizes a weekly home visiting model focused on cognitive and social learning, mental health and parental engagement. Program materials are developed based on the needs of families and carried out in a culturally and linguistically appropriate manner.

In 2023, **426** hours of individualized tutoring were provided to families in Winona County. Currently, **20** parents and **16** children receive visits to support their child's learning and development. Staff also work with parents to meet their needs, providing referrals to community resources and education related to accessing technology.

This program is funded by grants from the Sheltering Arms Foundation, the Winona Community Foundation and the Donna Helble Literacy Fund of the Winona Community Foundation.



Building

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

Cultural Arts & Ancestry

The goal of the Cultural Arts & Ancestry project is to empower refugees and immigrants to share their artistic skills and heritage with the community. Activities included 6 workshops on various art forms including Mexican Corn Husk Dolls, Hmong Story Cloth and Puerto Rican Bomba y Plena dance. The sessions were taught by local artists from each culture, with **85** people attending.

The project also included a capstone event as part of our Welcoming Week Celebration in September. During that event, art created during the workshops was displayed and participants performed the Bomba y Plena dance. Over **200** people attended this event, learning about the culture, art and traditions that represent the rich diversity of our community.



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.



Diversity Training

Project FINE's Diversity Training imparts knowledge about culture and best practices for effectively engaging with refugees and immigrants. These sessions are conducted in collaboration with businesses, organizations, and service providers. Each presentation is customized to address the unique goals and needs of the client. Topics vary, focusing on cultural information, cross-cultural communication, unconscious bias and building an inclusive environment. Four Project FINE staff are also Qualified Administrators for the Intercultural Development Inventory (IDI), a tool that is used to measure the intercultural competence of groups and individuals.

In 2023, over **1,057** individuals participated in Diversity Training with Project FINE. Sessions included presentations for **13** different agencies and the completion of **7** IDI group sessions.

Communities

and established residents to promote cultural sharing and build understanding.

Welcoming Table

The Welcoming Table was created to provide an opportunity for the community to come together to share a meal and build connections across cultures. Gatherings are held several times a year and include a meal highlighting a unique country or cuisine, and a short presentation or activity designed to spark interaction among attendees. The goal of the program is to bring together people from a wide variety of backgrounds to forge relationships, build understanding and celebrate diversity in our community.



In 2023, eight Welcoming Table gatherings were held in Winona or St. Charles, with **804** people participating. Feedback from those who attended was very positive, with **87%** of survey respondents indicating that they met someone new at the Welcoming Table.

Thank you to Central Lutheran Church and St. Charles Borromeo for hosting Welcoming Table!



I learned that each person has a different story and we should be empathetic.

-Welcoming Table Participant



I like that Welcoming Table brings together community from all corners of the world and when I come, I feel like I'm with family.

-Welcoming Table Participant



Building

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

Connecting Cultures

The purpose of Connecting Cultures is to foster cultural understanding and empower refugees and immigrants with an opportunity to share their heritage and traditions with the community. The program consists of monthly sessions, each focused on a distinct culture or country.



In 2023, **257** individuals attended, gaining insights into countries including Mexico, Uganda, Italy, Kazakhstan, and Korea. Sessions are open to all community members and advertised in the Winona Community Education booklet to reach all families in the school district.

Funding for Connecting Cultures is provided by the Laura Jane Musser Fund.

Welcoming Art

This project showcases the cultural and artistic traditions of area residents, fostering a sense of community and promoting inclusivity. The program began last year with Welcoming Week performances and a community-oriented mural project.

In 2023, activities included a series of Art Share-and-Tell events, where community members met to share their culture, traditions and artistic talents. During these informal events, all were welcome to perform, tell stories, share artwork or talk about their traditions. Response from the community was enthusiastic, with **230** people attending.



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.

Healthy Connections

Healthy Connections engages refugees, immigrants, and partners to create a safe, inclusive, and welcoming community. Program activities address essential areas of need, aiming to foster changes in community systems.

In 2023, activities included engagement of Advisory Group members in the Winona and St. Charles areas, with **38** people currently involved in the groups. They met regularly, hosting dialogues on mental health, wellness and community resources. Additionally, the Healthy Connections program hosted classes on art, culture, sports and games, engaging **164** participants. Class topics were selected in collaboration with the Advisory Group and included mural making, Mexican and Hmong cooking classes, Hmong Tuj Lub (tops), and group sports like baseball and basketball.

We also engaged with partners to encourage them to adopt the Welcoming Statement and action steps to further equity in their organizations. Since 2019, **31** entities have adopted the statement, representing businesses, service providers, organizations and private businesses.

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



My Hmong Roots

This initiative offers classes focused on the Hmong language and culture for middle and high school youth, with goals of enhancing language fluency and deepening understanding of Hmong culture. In 2023, My Hmong Roots sessions were held twice a month throughout the school year, engaging **26** participants. Program participants are from a variety of backgrounds such as 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 objective of the GRAB program is to help middle and high school girls from refugee and immigrant families to discover their identity and create a roadmap to pursue their dreams. Program activities include monthly sessions held in Winona and St. Charles, and a combined summer camp experience.

In 2023, 47 girls participated in program sessions, which included leadership experiences, financial literacy, cultural expectations and teambuilding activities. They also engaged in volunteering, cleaning up local outdoor areas and providing games for younger children at Project FINE events. In August, participants went on a two-night camping trip to Whitewater State Park, where they went hiking and participated in sports, crafts and teambuilding activities.



Funding for the GRAB program is provided by the Women's Foundation of Minnesota.



Colorful Growers

The Colorful Growers initiative offers agricultural and entrepreneurial experience to youth aged 10-18 and their families. Participants engage in planning and planting their own garden plot, collaborating with their families to nurture the garden throughout the summer. As the season progresses, they gain practical business and marketing experience selling their produce.

In the year 2023, a total of 26 individuals took part in program activities, acquiring valuable skills while contributing to the increased availability of fresh, locally-grown produce in our community.



Youth

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

FORCE: Focus, Overcome, Respect, Connect, Excel

The goal of the FORCE program is to engage middle and high school boys hailing from refugee and immigrant families, providing programming and activities to cultivate positive character traits and values, encourage healthy decision-making, and aid participants in preparing for future financial stability. Program sessions take place in Winona and St. Charles, featuring a blend of educational and fun activities.

During 2023, 33 boys participated in FORCE sessions, which focus on topics such as financial literacy, career planning, leadership, cultural expectations, mental health, and teambuilding. They also visited Whitewater State Park and went on a fishing trip to Lake Winona.



College Education Connection

College Education Connection offers academic support and access to resources for youth from refugee and immigrant families as they prepare for post-secondary education. The program serves students from Lewiston-Altura, St. Charles, and Winona school districts. Activities include a scholarship program, and in 2023, Project FINE granted scholarships to 5 graduating seniors to support their continued education. Since 2009, a total of 69 diverse students from across Winona County have received a scholarship from Project FINE.

College Education Connection scholarships are made possible through the generosity of individual donors in our region.



Welcoming

Project FINE organized several events throughout Welcoming Week, which took place from September 8-17, 2023. The goal of Welcoming Week is to foster connections among neighbors from diverse backgrounds, and emphasize the significance of inclusive and welcoming spaces to achieving collective prosperity.

This year, three local cities issued proclamations declaring September 8-17 as Welcoming Week: Goodview, St. Charles and Winona. It was the first year for the City of Goodview, and we greatly appreciate their partnership and recognition of the value of promoting welcoming in their city.

Throughout the week, we hosted a letter writing campaign titled “Love Letter to My Community.” The goal was for people to reflect on what they love about our region. We received many beautiful letters from people from a wide range of backgrounds - some who have been in the United States for a very short time and others who grew up here, but all recognizing how special our community is and highlighting how each of us contributes to making this a place where all people feel welcome.

On September 9, Project FINE organized a booth at the Winona State University Game Day Experience, which preceded the first home football game of the season. The booth featured Welcoming Week activities and giveaways, attracting over **300** attendees. Information about Project FINE and Welcoming Week was featured during halftime of the football game.



A special gathering of the Welcoming Table was held on September 11, with **70** people attending. The event included a cultural presentation, a delicious Tex-Mex meal and a conversation about the value of welcoming.

The events continued on September 12 with a Welcoming Week Celebration in St. Charles. The evening featured cultural displays, games, food and karaoke. Over **60** people attended the event, which was filled with laughter, singing and dancing!



Project FINE and Saint Mary’s University hosted an event featuring refugee and immigrant stories on September 13. The panel presentation featured stories from Mexico, Guatemala, Laos and Venezuela and over **30** students and community members attended.

On September 14, Project FINE partnered with the Sandbar Storytelling Festival on a panel presentation showcasing stories from local refugees and immigrants. The session, attended by **68** people, featured stories from Nicaragua, Afghanistan, Laos and Mexico.

Week

A Welcoming Week and Citizenship Day Celebration was held on September 15 in Winona. The event featured a “Walk Around the World” of cultural displays from community members and students, and several performances including



Hmong Dance, Belly Dance and Puerto Rican Bomba y Plena Dance. A program was held to recognize naturalized citizens, with remarks from Winona Mayor Scott Sherman, Project FINE Board President Dan Matejka, and Executive Director Fatima Said. It was a wonderful evening that brought together **200** people to celebrate belonging and diversity in our community.



Welcoming Week events concluded on September 17 with a Jazz Jam at Island City Brewery. This event, organized by H3O Jazz Trio, featured live music and **60** people attended the event, which also collected donations to benefit Project FINE.

To promote refugee and immigrant owned businesses, Project FINE created a Welcoming Week Business Bingo card. Businesses shared their logos for the spaces on the card, and community members visited those businesses to get their cards marked and be entered in a drawing for prizes. **16** businesses participated in bingo, and 5 more advertised Welcoming Week in their locations.



Special thanks to our Welcoming Week Sponsor, WNB Financial, and to City of Winona and City of St. Charles for sponsoring Welcoming Week events. Gratitude also goes to Central Lutheran Church, City of Goodview, H3O Jazz Trio, Minnesota State College Southeast, Saint Mary’s University, Sandbar Storytelling Festival, Central Lutheran Church, Winona Area Chamber of Commerce, Winona Family YMCA, and Winona State University for their collaboration on various events.

Community

City of Winona Comprehensive Plan

In January, Project FINE collaborated with Engage Winona to engage local refugees and immigrants in the city's Comprehensive Plan review process. We provided interpreters for an event at City Hall where community members were invited to view the draft plan and share their insight and reflections.

Annual Report to the Community

On February 8, 2023 we celebrated our achievements in 2022 during our Annual Report to the Community event at Saint Mary's University. The program included a recognition of Behrens Manufacturing as our 2022 Partner of the Year.



Senate Staff Visit

In May, staff from Senator Tina Smith's office visited Project FINE to learn about the needs and challenges of refugees and immigrants in our community.

Walk Around the World

In June, Project FINE hosted a table at the Walk Around the World event, which is hosted by the Intercultural Mutual Assistance Association (IMAA). The event featured cultural performances and resources from across the region.

Taste of International Cuisine Fundraiser

On June 11, Project FINE hosted its annual fundraiser at Winona State University's Kryzsko Ballroom. Themed "Journey to Latin America," the event offered a five-course meal, captivating dance and musical performances and a live and silent auction. The recipients of the 2023 College Education Connection scholarships were also recognized. The funds raised during this event support Project FINE's educational programs and services.



Driver's License Classes

Over the summer, Project FINE and COPAL collaborated to provide Driver's Education classes in Spanish for community members. The 6 class sessions covered information from the Minnesota Driver's Manual, including traffic laws, vehicle operation, signage and driver privileges. Over **50** people attended the classes.

Involvement

Refugee Day Tree

In honor of World Refugee Day on June 20, Fatima and St. Charles Mayor John Schaber planted a tree donated by David and Karen Kramer in St. Charles City Park. The tree is located near the mural created by Project FINE and the community during Welcoming Week last year.



Minnesota Rural Urban Exchange (MN RUX)

In July, Project FINE staff participated in a panel presentation for the MN RUX in St. Charles, sharing information about our programming and needs of refugees and immigrants in the community. The Minnesota Rural-Urban Exchange cohort is a creative leadership program designed to develop skills and confidence, grow social capital, and cultivate relationships across racial, economic and geographic divides.



Gladiolus Days Parade

On August 27, Project FINE staff, board members and friends walked in the Gladiolus Days Parade in St. Charles.

MN Council of Nonprofits Conference

In September, staff attended the MN Council of Nonprofits Annual Conference in Duluth. They had an opportunity to connect with other organizations and attend valuable educational presentations.

Strategic Planning

In 2023, Project FINE completed a new Strategic Plan, which will serve as a guide for organizational activities and focus from 2024-2028. Staff and board participated in several working sessions throughout the year, revising the mission, vision and values of the organization and laying out four main goals and supporting activities to guide our work in the coming years.

Rural Welcoming Communities Exchange

On October 14-21, Fatima participated in the Rural Welcoming Communities Exchange to Australia organized by Welcoming America. A group of nonprofits and local government representatives (including David Kramer from the City of St. Charles) visited several rural cities near Brisbane, sharing best practices for welcoming and learning from one another.



Community

Immigrant Law Center of Minnesota Partnership

Project FINE maintained its collaboration with the Immigrant Law Center of Minnesota (ILCM) in 2023. Activities focus on a project funded by the Minnesota Department of Public Safety's Office of Justice to offer support and referrals to refugees and immigrants who are victims of domestic violence or other violent crimes. During the year, Project FINE provided over **45** hours of assistance, offering referrals and information about the criminal justice system and victim rights to refugees and immigrants in Winona County.



Minnesota Marine Art Museum Collaboration

Throughout 2023, Project FINE partnered with the Minnesota Marine Art Museum for their Seasonal Saturday events. We facilitated the translation of project materials into Hmong and Spanish and supplied on-site interpreters for events that featured guided tours, \$1 admission, and art activities.

Welcoming America Cohort Participation

In 2023, Project FINE participated in the Rural Welcoming Initiative cohort organized by Welcoming America. This cohort engages rural communities across the United States, focusing on networking and shared learning to bolster the impact of their welcoming efforts.



Whole Family Systems Project Collaboration

Project FINE continued its collaboration with the Whole Family Systems project led by IMAA and Families First of MN in 2023. This project aims to enhance access to early childhood learning opportunities for children from immigrant and refugee families and increase caregiver engagement. Through this partnership, Project FINE staff provided technology tutoring to **41** families.



Winona Community HUB

The Winona Community HUB, a project of Live Well Winona, provides health education and connection to community resources, addressing health risks and creating a path to wellbeing. In 2023, Project FINE collaborated with the HUB on a series of diversity trainings for their team, translated learning modules and outreach materials to increase access, and provided interpreters for HUB appointments.



Collaborations

Winona County Community Health Improvement Plan (CHIP)

In 2023, Project FINE served as a collaborator on the Winona County CHIP development. This plan will provide a guide for work to improve the health of area residents. Project FINE staff serve on the CHIP Health Equity committee and in November, we partnered with CHIP to administer a survey to learn about the health needs and priorities of local refugees and immigrants.



Professional Development

Project FINE recognizes the importance of providing ongoing education and training opportunities for staff. In 2023, the team completed **525** hours of continuing education, covering topics such as cultural competency, interpreting, community engagement and mandatory reporting. One staff member also completed training to become a Qualified Administrator for the Intercultural Development Inventory (IDI), bringing the number of Qualified Administrators on staff to four. A special thank you to the Otto Bremer Trust for supporting the growth and professional development of our team.

Staff Wellness Plan

In 2023, Project FINE provided a comprehensive wellness plan for staff, with activities focused on various aspects of health, including physical, social, and emotional wellness. Activities were held 10 times throughout the year, including a staff retreat, lunch-and-learn sessions, fun activities, a holiday celebration and a Gold Star Award Celebration. These events promote teambuilding and well-being, and feedback from staff has been overwhelmingly positive.



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

- Cotter School Board of Directors
- Minnesota State College Southeast President's Advisory Council
- Ready Set School Board of Directors
- Southeast Minnesota Together Core Group
- SHIP Community Leadership Team
- U of MN Extension Community Advisory 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

2023 Financial Summary

Income Statement

Total Revenue 2023	\$716,258
Total Expenses 2023	\$658,299
Board Designated for 2024 Programs	
Navigating Community Systems	\$10,000
Building Communities	\$25,000
Empowering Youth	\$15,000

Balance Sheet

Assets	
Current Assets	\$594,296
Fixed Assets	\$22,221
Other Assets	\$1,209,929
Total Assets	\$1,826,446
Liabilities	
Current Liabilities	\$33,650
Total Liabilities	\$33,650
Net Assets	
Board Designated Net Assets	\$80,000
Undesignated Net Assets	\$1,712,796
Total Net Assets	\$1,792,796
Total Liabilities & Net Assets	\$1,826,446

Financial information was prepared using the Accrual Method based on the 2023 Compilation Report provided by the firm of Alan Anderson CPA.



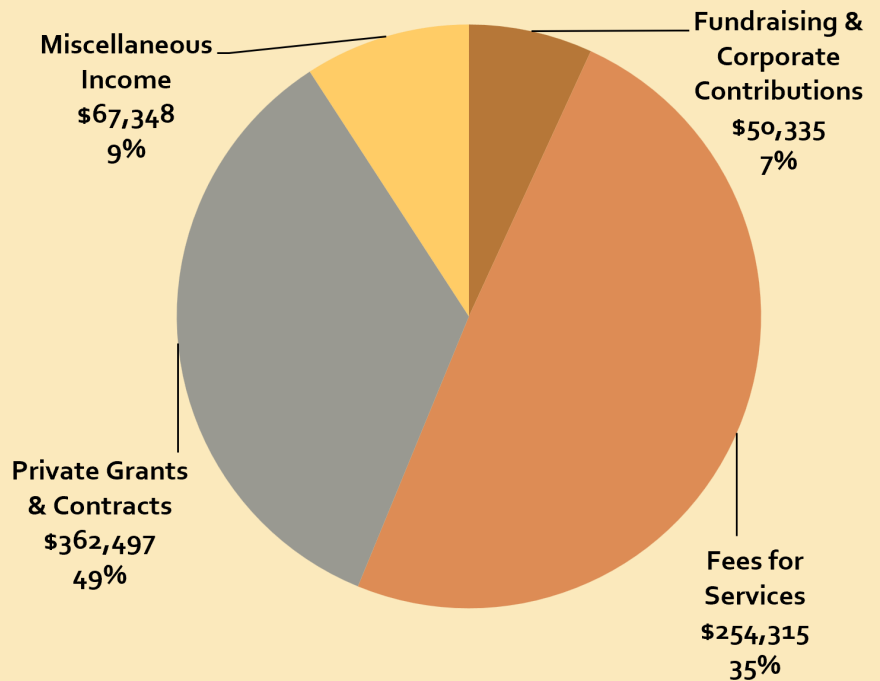
The Meets Standards Seal is given by the Charities Review Council to nonprofits who meet their Accountability Standards. These standards create a common ground across the nonprofit sector, building a foundation of strength in our community. For more information, visit www.smartgivers.org

Platinum
Transparency
2023

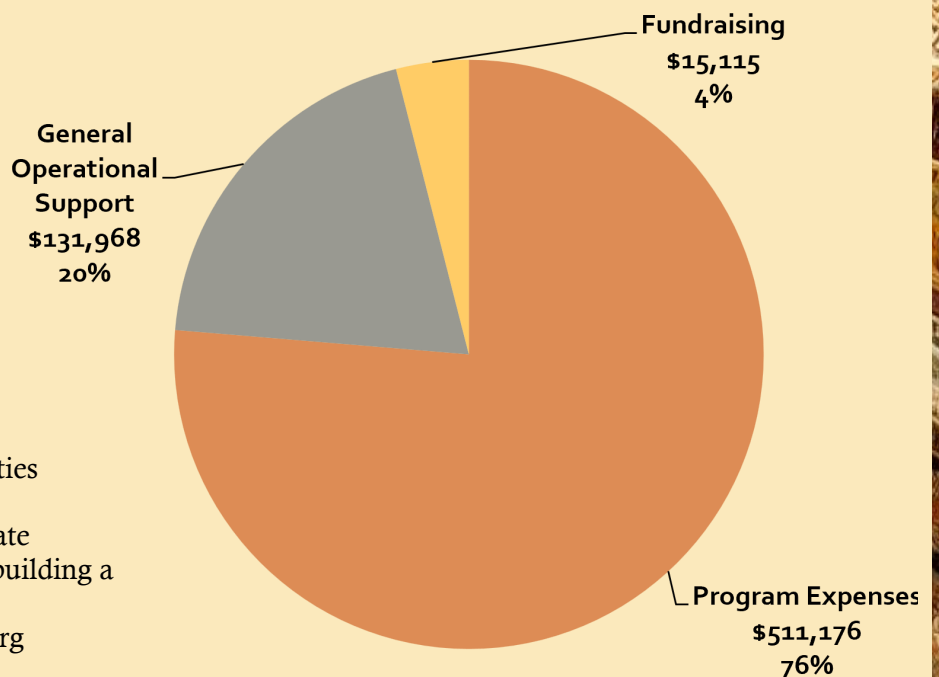
Candid.

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

Revenue 2023



Expenses 2023



Community Partnerships

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

- Advocacy Center of Winona
- Art of the Rural
- Behrens Manufacturing
- Blue Cross and Blue Shield of MN
- Blue Cross and Blue Shield of MN Foundation
- 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
- COPAL
- Cotter Schools
- Engage Winona
- Fillmore County Public Health
- Goodview Farmers Market
- Gundersen Health System
- H3O Jazz Trio
- Hiawatha Valley Mental Health
- Immigrant Law Center of Minnesota
- Intercultural Mutual Assistance Association
- Knitcraft-St. Croix Foundation
- Laura Jane Musser Fund
- Lewiston-Altura School District
- Live Well Winona
- Mardag Foundation
- Mayo Clinic
- Merchants Bank
- Minnesota Department of Corrections
- Minnesota Department of Labor
- Minnesota Department of Natural Resources
- Minnesota Marine Art Museum
- Minnesota State Arts Board
- Minnesota State College Southeast
- Otto Bremer Trust
- Pleasant Valley Church
- Ready Set School
- Rollingstone Cenex
- Rushford-Peterson Schools
- SEMCIL
- St. Charles Borromeo Church
- St. Charles Public Schools
- Saint Mary's University of MN
- Sandbar Storytelling Festival
- Semcac
- Sheltering Arms Foundation
- South Country Health Alliance
- Southern MN Initiative Foundation
- SMRLS
- Southeast Minnesota Together
- The Joy Labs
- UCare of Minnesota
- Wabasha County Public Health
- Welcoming America
- 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 Outdoor Collaborative
- Winona Sheltering Network
- Winona State University
- Winona Volunteer Services
- WNB Financial
- Women's Foundation of Minnesota

2023 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:

Welcoming America

Project FINE and Welcoming America first collaborated in 2011, when we served as a case study for their Receiving Communities Toolkit. Since that time, our relationship has grown and we greatly value their

commitment to building a network and providing ongoing support and resources for organizations and governmental agencies to support their welcoming efforts. The lessons we have learned from Welcoming America influence how we carry out our work and we so appreciate their partnership.

We would like to thank Welcoming America for their commitment to leading a movement of inclusive communities and building a nation of neighbors.

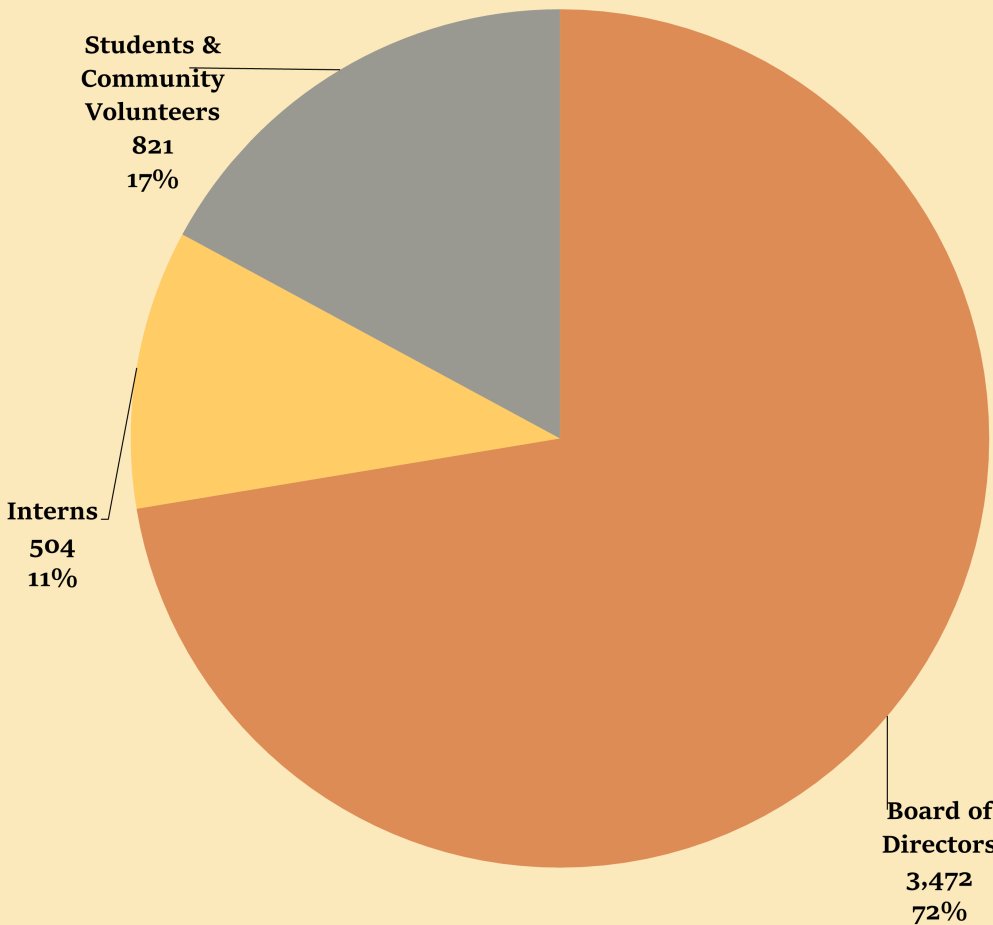
WELCOMING
AMERICA



Volunteer Information

Volunteers play a vital role at Project FINE, generously dedicating their time and skills to further our mission of fostering a respectful and welcoming community. We'd like to express our sincere gratitude to the individuals who contributed thousands of hours of service in 2023, supporting our programs and activities.

Project FINE Volunteer Hours 2023 4,797 Total Hours



A special thank you to these 2023 volunteers:

Committee Members:

David Kramer
Andrea Northam
Kevin O'Laughlin
Deb Ward

Interns:

Jostin Alvarado
Paige Kelly
Diana Lee
Chyenne Tyler

Community Volunteers:

Affinity Plus Credit Union
Janelle Mulkey
Kathy Peterson
Fredesvina Quintana
Christian Schmidt
Valentina Torres-Quiroga



Board Members and Staff



Our board contributes their expertise, time and experience to advance our mission. They are an integral part of our success and we greatly appreciate their dedication and commitment to Project FINE and those we serve.

Pictured On Screen:
Dana Busch, Cecilia Manrique, Dr. Scott Olson, Dale Hinckley and Josh Harrison

In Person:
Back Row - Andy Teska, Tom Krause, Jeff Apse, Dan Matejka,
Front Row - Pat Mutter, Annette Freiheit, Sammy Gondola, Fatima Said, and Nicole Messenger

Project FINE 2023 Board Members

Dan Matejka, President
City of Goodview

Father Tim Biren
St. Charles Borromeo Church

Tom Krause
Southern MN Regional Legal Services

Dale Hinckley, Vice President
Hinckley Holsteins

Dana Busch
Behrens Manufacturing

Cecilia Manrique
Community Member

Jack Richter, Treasurer
WNB Financial

Annette Freiheit
Winona Area Public Schools

Pat Mutter
Visit Winona

Nicole Messenger, Secretary
Merchants Bank

Sammy Gondola
Pleasant Valley Church

Dr. Scott Olson
Winona State University

Jeff Apse
St. Charles Public Schools

Josh Harrison
Knitcraft Corporation

Andy Teska
Winona Area Ambulance Service

Heather Bach
Community Member



Pictured: Miguel Benjamin, Fatima Said, Christian Cruz Cartagena, Pang Vang, German Victoria, Maria Rodriguez-Ramirez and Katie van Eijl

Project FINE Staff

Fatima Said, Executive Director
Katie van Eijl, Program Manager
German Victoria, Program Manager
Miguel Benjamin, Community Engagement Manager
Maria Rodriguez-Ramirez, Program Coordinator
Pang Vang, Program Coordinator
Christian Cruz Cartagena, Program Coordinator

Project



FINE

Focus on Integrating Newcomers through Education

www.projectfine.org

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