



To guide refugees and immigrants in the journey toward self-determination and social equality

January 27, 2010

Hallo, Namaste, Mu Eri, Habari, Hej, K cha, See Tahay, Hello!

CAPI's history and future is one - to connect refugees and immigrants to opportunities to successfully engage as New Americans.

In 2008, we have a new facility that offers a friendlier and more open environment. We realigned our leadership structure and consolidated programs to put refugees and immigrants at the center. We expanded our networks nationally. In 2009, CAPI adopted a new 3-year strategic plan with a vision that *all refugees and immigrants lead successful lives and exercise fully their civic rights and responsibilities*. We reconfigured our operational model to engage communities to find solutions in asking ourselves "What have we not seen? What isn't being done? And what could we do that no one has done before?" We added an Impact & Innovation unit in our structure to create this collective culture of action learning within our communities, our agency, and across a collaborative of immigrant and refugee agencies known as *Refugee & Immigrant Women for Change*. This collaborative network illustrates our strategies to broaden the impact of our work with others for health and gender equity in our communities.

Looking forward, we will continue with our transformational journey that we started two years ago. For 2010, we are focusing on strengthening our core programs and services, introducing a robust program monitoring and evaluation system to objectively measure the social impact of our services, and building and strengthening the capacity of refugee and immigrant communities to be powerful drivers and advocates for their own advancement. In addition, we are investing in our staff to advance their skills and competencies to be effective advocates for social change in our communities.

Social justice and self-determination for refugees are lofty goals, but they can and must be accomplished. The organizational changes CAPI has gone through represent a huge step toward accomplishing those objectives. Onward, we are confident because our work is with you and accountable to the refugees and immigrants whose needs and aspirations drive all decisions made at CAPI.

Sincerely,

A handwritten signature in brown ink, appearing to read 'Pham Thi Hoa', with a long, sweeping underline.

Pham Thi Hoa
Executive Director