



# CAPI

## 2024 ANNUAL REPORT

### OUR MISSION

*To guide refugees & immigrants in their journey  
toward self-determination and social equality*

# LETTER FROM CAPI CEO MARY NIEDERMAYER

At the beginning of 2024, I had the immense honor of being appointed as Chief Executive Officer at CAPI. Serving our community in this capacity has been a profound privilege, and I am deeply grateful for our many partners, volunteers, and friends – we wouldn't be here without you!

The past year has been a journey of both celebration and overcoming challenges. In the spring of 2024, we were astonished to receive a \$2 million grant from Mackenzie Scott. Over 6,000 organizations applied and out of that, 361 community-led non profits were chosen--CAPI being one of them. This generous support arrived at a critical time, enabling us to enhance our building project, stabilize our cash flow, invest in staff development, and expand our overall services.

Summer brought new opportunities as we began coordinating the Brooklyn Center Farmer's Market. By establishing it as a registered farmer's market and providing SNAP Market Bucks, we increased access to fresh, healthy foods for the Brooklyn Center and surrounding communities. Partnering with local immigrant farmers and vendors, we are working towards creating a Food System that empowers individuals to grow, sell, donate, and receive fresh produce.

Our Capital Campaign has been incredibly successful, raising \$11.5 million towards our project. It truly does take a village, and we are overwhelmed by the love and support from our community. CAPI will soon prepare to begin working remotely as we gear up to break ground in July 2025.

In response to community needs, we added several new Career Pathways programs, and provided financial coaching and education that helped several individuals become new homeowners. Our advocacy efforts have also intensified. As a leader in the North STAR Alliance, we have spent considerable time listening to our community and advocating for immigrants, which has become increasingly important as we made our way into 2025.

Despite the challenges of the first few months of this year, CAPI is determined to continue providing the best support and services to our participants. Thank you for your continued support and dedication to our mission. Together, we are making a significant impact and building a brighter future for all.

With gratitude,



Mary Niedermeyer  
Chief Executive Officer, CAPI USA





# CAPITAL CAMPAIGN



For years, CAPI has been dreaming about how to expand our services and create a welcoming space for all. We launched a Capital Campaign in September of 2023 and were blown away by the support to help us realize our vision. Community members gave of their time and talent to join a Capital Campaign Committee to help strategize, build connections to potential funders, and raise the necessary capital needed to complete the project. By late 2024, we had raised \$11.5M and are looking to break ground in July of 2025, with completion in September 2026.

The vision of this expansion is to become a community hub in the Brooklyn, increasing access to healthy foods and economic development opportunities for the many diverse immigrant and refugee communities who reside here. The hub will provide a community gathering space, community gardens, a greenhouse, a technology and resource center, with potential for an immigrant owned and led daycare center.

The community is the heartbeat of everything we do, and this space is a reflection of that. A place where everyone is welcome, everyone feels safe, and everyone is valued. Thank you for helping to make this possible!







CAPi's annual fundraising event was an evening of joy and merrymaking. To align with CAPi's mission and culture, Give & Grow was transformed into a celebration of community. Attendees enjoyed an offering of diverse street food, performances, and a silent auction with exciting items to take home or experience. Held at the Parkway Theater in Minneapolis, the evening started off with a mariachi band, Mariachi Alma de Mexico, and continued with songs from CAPi's Hmong Folk Choir and artists from Theater Mu. Groups Baila Venezuela and AfroContlgbo brought the energy, even getting the audience to join in the fun.

CAPi's next Give & Grow event will be held at the Luminary Arts Center on **September 11, from 5 pm – 9 pm**



## TWIN CITIES WORLD REFUGEE DAY

2024's TCWRD was celebratory and rainy. We were joined onstage by 13 artists, a panel of recently resettled refugee community members, and Lt. Governor Peggy Flanagan. Chenue Her, America's first male Hmong news anchor, and anchor of Fox 9 Morning News, was welcomed as emcee.

CAPi has hosted this event for 17 years and has seen it grow to over 3,000 in attendance. We are proud of what the gathering has become, and as we step aside to see another organization host the event, we are excited to see how it transforms in the future.



An addition to the 2024 TCWRD celebration was the Unity in Motion 5K held just before the main event. This new adventure was aimed at not only creating a healthy initiative to raise awareness and support the refugee community but showcasing what the city of Brooklyn Center has to offer.



Over 60 runners joined us for this first race held at Centennial Park, and we are excited to see it grow in 2025. The next race will be May 10th at West Palmer Lake in Brooklyn Center and feature a Miracle Mile, 5K, and a CAPi-bara Crawl for kids 10 and under.



## Volunteers

Due to having a dedicated volunteer manager, CAPI saw 432 volunteers at events in 2024. This is the largest number we have had in the organization's history. Volunteers provided support at our fresh produce distribution events, Give & Grow, Twin Cities World Refugee Day, and so many more. We truly cannot thank our volunteers enough for their time and energy! Over the course of the year the Food Shelf saw a steady increase in volunteer support with almost 1,200 hours of volunteer support and many new, routine volunteers committing to help their neighbors and community.

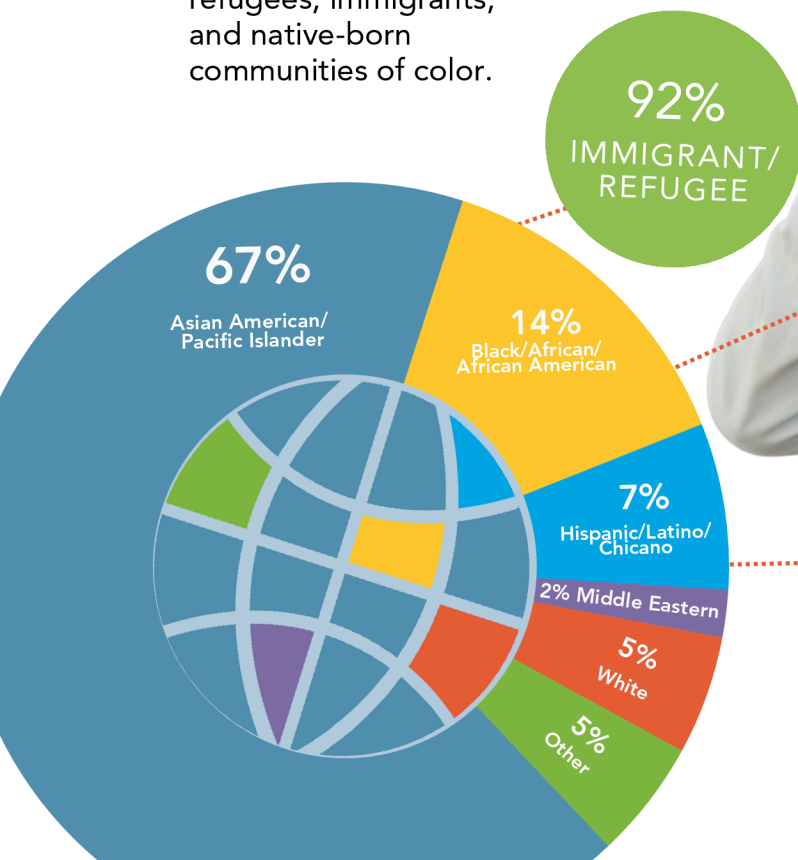
## Brooklyn Center Farmers Market

CAPI became the new manager of the Brooklyn Center Farmers Market in 2024. Each Thursday, from 3 pm – 7 pm, we connected with the community through the sharing of resources, and bringing the regular farmers and vendors, along with a selection of new ones to the market. CAPI's Farmers Market Manager worked to get SNAP/EBT accessibility set up for the market, the first time this has happened in the history of the event. We look forward to welcoming back the hundreds of community members that attended the market in summer 2025.

## Who We Serve

**We served over 10,000 clients in 2024**

Our work is focused on refugees, immigrants, and native-born communities of color.







## COMMUNITY ADVOCACY



CAPi's Community Advocacy Unit consists of two departments, Basic Needs and Civic Engagement/Public Policy. Each of these departments seeks to serve the community through advocating for their health and wellness, their right to a just and safe environment to live and raise a family, and to ensure that policies that affect the immigrant and refugee communities are heard at a state level.

## BASIC NEEDS

In 2024, CAPi's Basic Needs programming served approximately **7,196 individuals** across 5 program areas.

### FOOD SHELF

CAPi's culturally-specific food shelf served **1,876 households** and **5,628 individuals** in 2024. The food shelf transitioned to a Super Shelf model (*which means a greater variety of healthy and culturally relevant foods at all times!*).

This access to truly culturally sensitive foods continues to be a hallmark of CAPi's Food & Nutrition program, not only defining who CAPi is but powerfully setting an example for the rest of the Food Support ecosystem which more-and-more has been adopting similar practices.

### COMMUNITY GARDENS

CAPi's Urban Garden program continues to support Hmong seniors with 20 community gardening plots that provide additional food resources, cultural preservation, and a community outlet for Hmong seniors during the growing season.

# 316,600+

lbs of food distributed  
to the community

# 53

seniors received at  
home food delivery

# 10

Large fresh produce  
distributions were held





## COMMUNITY HEALTH

Through in-person and radio outreach, CAPI was able to connect with more people in our communities than ever before.

**45**

vaccine & testing clinics

**950**

community members vaccinated

**205**

preventive health screenings

**1,388**

pieces of PPE distributed

**290,000**

individuals reached through education & outreach efforts through partnership with Hmong and Spanish radio stations

With funding from both Hennepin County and MDH, CAPI continued our partnership with Yoga Sanctuary to provide yoga certification to BIPOC individuals. The 4 yoga instructors trained through this program last year conducted a total of 76 free Yoga classes in the community helping 267 residents in low income and underserved communities better use holistic medicine to address mental health issues, physical exercise, and stress reduction.

## HMONG SENIOR SUPPORT SERVICES

Hmong Senior Support Services – CAPI’s Senior & Caregiver Support programming saw 42 Hmong adult caregivers supported in 2024.

The program continues to be a significant support to the Hmong community and is often the only support for caregivers available within their community.

**125.5** hours of Caregiver Counseling

**437** participated in Caregiver Support Groups

**348** received information and access assistance (including access to garden plots, home food delivery, benefits enrollment, and additional life and referral supports).

The Hmong Folk Choir, still a very new initiative within the community on a topic that is culturally complex, saw an average of...

**10** Choir participants per month

**7** Public performances for 510 audience members

**694** Hmong community members received Dementia + Alzheimer’s education

Participants report that the program has become the highlight of their week and created a social network that they did not have before. It also continues to prompt conversation within the community and with the broader aging organizational network about cross-cultural ways to address dementia.



# CIVIC ENGAGEMENT & PUBLIC POLICY

CAPi's Civic Engagement programming unit works on behalf of legislative public policy and systems change priorities most vital to the immigrant, refugee, and BIPOC (Hennepin County) residents it serves. This includes a focus on equitable transit development along the Blue Line, representation at the ballot box, economic and racial justice, youth engagement, and immigrant and refugee advocacy.



## NORTH STAR ALLIANCE LEADERSHIP

As a Leader of the North STAR Alliance, CAPi pushed for Immigrant policy that would protect the most vulnerable immigrant communities from the subversion of local law enforcement and government by Federal Civil Immigration Enforcement.



Though the bill did not pass, the NSA made a notable mark and helped to start a longer-term struggle for immigrant protections within the State of Minnesota. CAPi served as 1 of 10 leaders of the Coalition, sat on 2 Committees and Chaired 1 of them. In addition, the majority of the 197 Elected Official and Community Partners engaged by CAPi's team were in service to the North Star Act legislation.





CAPI's Civic Engagement work was expanded and diversified this year. We took on 4 sub-grantee partners including: Karen Organization of Minnesota, SEWA-AIFW, Believe in What's Possible, and One Neighbor.

 **31** Voter Education Workshops

 **860** Voters Registered

 **97** Phonebanking Sessions

**62.5** Hours Canvassing & Door Knocking

All of this worked to educate and encourage eligible voters to exercise their civic power to have a say in the 2024 elections.

## YOUTH FELLOWSHIP PROGRAM

We continued to explore new and better ways of conducting our youth-focused programing in 2024, steering it toward more hands-on experience in civic engagement and public policy work. We conducted 13 Youth Cohort Meetings and 11 Youth Focused Events, engaging 106 Youth from the community. Programing included education around General Civic Engagement, hands on Public Policy experience, and new Youth Voter Registration law.



*2024 Policy Initiative Youth Cohort Graduates*

# REFUGEE SERVICES

In 2024, the Refugee Services Department served 231 individuals across 5 program areas.

Refugee Services executed 3 new contracts in October through the MN DHS Resettlement Programs Office, along with continuing our Afghan Career Coaching Program and closing out our Community Friend Program.

## COMMUNITY FRIEND

CAPI utilized the Welcome Fund to help launch CAPI's first official volunteer focused position, an Events & Volunteer Manager. Afghan families (totaling 43 individuals) were matched with 11 community volunteers over a 6-month commitment through workforce development activities, social support, and a volunteer gift card to help meet these needs.



## AFGHAN HOUSING STABILITY

In October, our program contract was extended for 2 more years, with an added Afghan Emergency Support program designed to provide short-term financial assistance to Afghan households experiencing an emergency housing crisis and who may not qualify for a 3-month rental subsidy.

## FAMILY RESOURCE CONNECTIONS

Launched in October 2024, this program provides critical assistance to newly arrived families to resolve a wide array of immediate or short-term needs. Services focus on assisting households to access and navigate a wide array of community resources to resolve needs. We have hired two Family Resource Navigators, who collectively speak Spanish, Russian, and Ukrainian and will facilitate serving a broad range of New American clients.

48 families received holistic case management

152 individuals served

\$423,651 in subsidies distributed to enrolled families



100% of these families received rental subsidies for 3-month increments to further help stabilize their living situation

38 clients served through Afghan career coaching



90 Job Training Hours

340 hours of English Classes

4 new employer partners

## AFGHAN CAREER COACHING

Through the federal Office of Refugee Resettlement's Employer Engagement Program, CAPI's Afghan Career Coaching team has been working to build partnerships with employers to further skills development and career advancement opportunities for Afghan employees.



# ECONOMIC EMPOWERMENT

In 2024, CAPI served 2,743 individuals through jobs and training programming, financial and homeownership services, and free tax services. Highlights Included:

**402** individuals completed a work readiness assessment and developed a career plan

**185**

individuals maintained new employment, with an **average wage of \$21.80**

**81**

individuals successfully completed training

**53**

earned at least one industry-recognized credential

**37**

people continue in training to obtain at least one industry-recognized credential

## MINNESOTA FAMILY INVESTMENT PROGRAM

Case Managers provided ongoing support and advocacy to ensure success. The Counselors also assisted those solely seeking employment, assessing their situation to help them become job-ready. This included resume building, cover letter review, mock interviews, and even physically driving individuals to interviews. Our Education & Career Counselor effectively provided intensive case management services to MFIP participants seeking employment or training opportunities. This program concluded on December 31, 2024, and will not continue in the future.



## TAX CLINICS

**387** households received free tax services through CAPI

**\$1,483,659** in refunds

Participants' households saved **\$58,050** on fees



## BEENFITS ENROLLMENT CENTER

**2,845** community members were screened for public benefits

**824 Benefits Applications Were Submitted**  
(Averaging 1.5 applications per client)

**232**

enrolled in MNSURE

**445**

enrolled in at least one benefit

**213**

approved applications for

SNAP

Unemployment  
Benefits

Energy  
Assistance

Rental  
Assistance

Other  
Benefits

## CAREER PATHWAYS

**43**

individuals received one-on-one job coaching through general job search

**67**

enhanced their skills through work readiness and digital literacy workshops

Organized 12 job fairs, encompassing both industry-specific and general job opportunities. These events were highly successful, with enthusiastic participation from employers who contributed to training cohorts, offered valuable insights, conducted mock interviews, and shared practical tips and information on job opportunities.

CAPI Offered **7 Career Programs**

1. Property Maintenance
2. Green Energy
3. Certified Nursing Assistant
4. Long-Term Care
5. Southeast Asian Career Program
6. Internationally Trained STEM Professionals
7. Restaurant Ready

serving **164** individuals

## HOMEBUYER SERVICES

**242 community members** completed Homestretch Workshops

**107**

received additional homebuyer counseling

**14**

purchased a home in 2024

In addition to English, Homestretch services were made available in **Hmong, Spanish, & Arabic**

Thanks to Allianz funding, we distributed \$6,700 in match savings to clients. We also secured sponsorship from Wells Fargo to support comprehensive financial literacy workshops and two additional Homestretch workshops, further expanding their community education efforts. Additionally, the agency orchestrated the first AANHPI Resource Event in collaboration with community API partners to celebrate Asian Heritage Month and improve access to vital support services. They also launched the first Hmong Homestretch Workshop, providing essential homeownership resources to the Hmong community.

In 2024, the agency achieved HUD approval as a Housing Counseling Agency, marking a significant milestone that enhances its capacity and community impact.

CAPI FINANCIAL COUNSELORS ARE

**HUD  
CERTIFIED**

## FINANCIAL SERVICES

\$

178 participants received

**1:1 financial coaching**

**88** completed a family budget

**107** completed financial education classes

**20** improved their credit score

**85%** reported one key financial outcome

**New Homeowner**  
Congrats! from your friends at CAPI  
guiding self-determination & social equality

**45 individuals**

achieved key financial outcomes

**36 increasing**

their monthly savings and 6 reducing their debt



## Senior Leadership

MARY NIEDERMEYER

CEO

PAUL ANDRIGHETTI

Community Advocacy Director

PATRICIA AGUILAR

Economic Empowerment Director

MONIQUE HERNANDEZ

Development & Communications Director

DAVID MONTERROSA

Senior Finance & Administration Director

BECCA HOVLAND

Refugee Services Director

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Wells Fargo

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Maung Win  
Samantha Yang  
Wynne Yelland  
Amanda Zamilpa

Publishing an annual list of donors invites potential for both human and computer error. CAPI makes every effort to list donors accurately. Should an error occur on your listing, please contact Monique Hernandez by email at [monique.hernandez@capiusa.org](mailto:monique.hernandez@capiusa.org)

Thank you!

# Funders

*Contracts, Corporations, Foundations, Other Partners*

AAPJ Civic Engagement Fund  
Allianz  
American Red Cross  
Ameriprise  
APIAVote  
AREAA Twin Cities, Inc.  
Asian Americans Advancing Justice  
The Asian American Foundation (TAAF)  
Asian and Pacific Islander American Vote (APIAVote)  
Associated Bank  
Blue Cross Blue Shield  
Bolton & Menk  
CenterPoint Energy Foundation  
C.H. Robinson Foundation  
City of Brooklyn Center  
City of Brooklyn Park  
City of Minneapolis  
Wallace H. Coulter Foundation  
Federal Office of Refugee Resettlement  
The Food Group  
General Mills Foundation  
Greater Twin Cities United Way

Health Insurance Consultants (HIC)  
Hennepin County  
Hunger Solutions Minnesota  
Integra Enterprises  
Lake Street Council  
Lever for Change  
Local Initiatives Support Coalition (LISC)  
Marbrook Foundation  
McKnight Foundation  
Medica Foundation  
Metropolitan Council  
Minneapolis Foundation  
Minnesota Board on Aging  
Minnesota Dept. of Employment and Economic Development (DEED)  
Minnesota Food Shelf Program  
Minnesota Housing Finance Agency  
Minnesota Regional Arts Council  
Minnesota State Arts Board  
Minnesota Council on Foundations  
Minnesota Dept. of Agriculture  
Minnesota Dept. of Commerce  
Minnesota Dept. of Health

Minnesota Dept. of Human Services  
National Coalition for Asian Pacific American Community Development  
National Council on Aging  
National Restaurant Association  
North Memorial  
Novo Dia Group  
Old National Bank Foundation  
Orangeball Creative  
Otto Bremer Foundation  
Owen Family Foundation  
Royal Bank of Canada Foundation  
Richard M Schulze Family Foundation  
Second Harvest Heartland  
Target Foundation  
Thrivent  
Tradition Capital Bank  
Trellis  
UCare MN  
United Healthcare  
US Bank  
Welcome Fund  
Wells Fargo Foundation

## Financials

Program Fees & Misc. – \$163,310  
Contributions – \$2,109,298  
Government – \$3,138,492  
United Way – \$150,987  
  
Program Expenses – \$4,007,201  
General Admin Expenses – \$1,384,242



Balance Sheet: January 1 to December 31, 2024

### Assets

Cash and cash equivalents.....	\$4,391,549
Accounts receivable.....	\$666,504
Pledges receivable.....	\$105,511
Prepaid expenses.....	\$9,089
Fixed assets less accumulated expenses...	\$2,748,034
Long term investments.....	\$0
Total Assets.....	\$7,920,687

### Liabilities

Accounts payable.....	\$41,504
Accrued and withheld payroll.....	\$122,641
Notes payable.....	\$467,864
Other current liabilities.....	\$32,851
Deferred Revenue.....	\$1,244
TOTAL LIABILITIES.....	\$666,107

### Net Assets

Without donor restrictions.....	\$2,333,812
With donor restrictions.....	\$4,916,768
Total Net Assets.....	\$7,250,580

Total Liabilities and Net Assets.....	\$7,920,687
---------------------------------------	-------------



# Volunteers

## Moyin Abiodun

Yebalework Altaye  
Mla An

Angela Anderson  
Lynn Anderson  
Paula Anderson

## Terrance Anderson

Neva Bakshi  
Arnob Banik  
Lynn Bares-Saenz  
Cynthia Benson  
Lai Bifulk  
Mike Blaede  
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Dominic Bollettieri  
Jennifer Bounnakhom

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Amanda Branville  
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Arianna Burmaster  
Holly Buttrey  
Crista Carlson  
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Cassandra Combs  
Justin Cook  
Jenny Cooper  
Chin Crawford  
Brian Crosby  
Katherine Dady  
Keira Dahlquist  
Tessa Dahlquist  
Evan Davis  
Heather Davis  
David Decker  
Diane Denbeste  
Chelsea Dischinger  
Stephanie Djerf  
Heather Dohm  
Benjamin Downs

Clara Downs

Evelyn Downs  
Andy Draheim  
Olivia Draskovich  
David Escobar  
Katie Fabian  
Abdishakur Farah  
Priscilla Felemo  
Steve Ferley  
Katie Foster  
Rachel Freeman

## Franci Frisch

## Pete Frisch

Robbie Fultz  
Yaohua Gao  
Ariel Garza  
Amy Gee  
Ashley Geist  
Bridgette Gergen  
Brad Gilbertson  
Jamie Goodchild  
Meghana Gorregattu  
Kusum Gosain  
Molly Greenheck  
Cory Gregory

## Ana Maria Guaman Tamayo

Fahimah H  
Nichole Hackbarth  
Gail Hafoka  
Adam Hansen  
Emi Hansen  
Beth Hanson  
Rebecca Harmon  
Ashley Harrington

## Soon-Yi Hartfiel

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Casey Heins  
Heather Henning  
Barbie Hentges  
Matt Herlofsky  
Adam Hierpe  
Abby Hill  
Mohamed Horor  
Katherine Howland

Michael Hunde  
Keith Hunter  
Man Hwynk  
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Marcus Jenkins  
Michelle Ji  
Gordy Johnsrud  
Ayden Jones  
Mattie Jones  
Kathleen Klabunde  
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Trisha Karls  
El Karnwic-Tuoh  
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Rischon Keith

Ari Kendall

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Vanessa Lange  
Kiersten Lawrance  
Tam Le  
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Johnny Lee  
Lauren Lee  
Valerie Lee  
Mark Leising  
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Alnora Lone  
Pa Yong Lor  
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Tom Marquardt  
Nicholas Martinez  
Rayna Mathews  
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Spencer McAlpine  
Logan McKenzie  
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Hannah Regehr  
Alanna Riley  
Gabriel Rodriguez  
Dawn Rosenthal  
Alex Rubio  
Corey S  
Kathy Schakel-Carlson  
Melissa Schlicht  
Adam Schmiesing

Pam Schwars  
Sheryl Schwen  
Laura Senst  
**Jane Shallenberger**  
Jessica Sharatt  
Sam Shayer  
Brittani Sheffield  
Anusuya Shresiah  
**Toulong Sikhathakhosa**  
Antoinette Sims  
Patrick Soldan  
Maria Squadroni  
Maria Squadroni  
Kristin Stoning  
Loren Stueven  
Braidie Swanson  
Phoebe Swenson  
Christopher Szlua  
Leslie Talbot  
**Josephine Thao**  
Marquel Thelen  
Jeremiah Thiessen  
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Alan Tran  
Tien Tran  
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Liam V  
Daniel VanderBijl  
Lois VanderBijl  
Greg Venema  
Nalee Vue  
Natanya Vulegas  
Adam Weliver  
Sherri Wenner  
Beverly Wiesner  
Tiana Wilson  
Andrew Xiong  
Pader Xiong  
Bo Yang  
Bong Yang  
Chue Yang  
Jeffery Yang  
Khula Yang  
Jacqueli Yaurincela  
Megan Yuen  
Sergio Zambrano

Thank you to the many volunteers that helped with our mutual aid distributions and to everyone who helped us meet the needs of our communities! We couldn't do it without you!

## Groups:

Boston Scientific  
Metro Deaf School  
Associated Bank  
Hilton  
Second Harvest  
Minnehaha Academy

Allianz  
Tradition Capital Bank  
AAREA  
Thrivent Financial  
Huntington Bank  
Cross of Glory

RISE  
Target  
Target AAPI Advisory Board  
3M A3CTION  
Lord of Life  
Medica

Please forgive us if we neglected to include your name!



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CAPI has individual and group volunteer projects throughout the year, with ongoing needs in our food shelf. Help with our produce distributions, take a shift at Twin Cities World Refugee Day, or help individuals connect with local initiatives through our civic engagement work. Find a spot that's right for you!

Visit [capiusa.org/volunteer](https://capiusa.org/volunteer)

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