



INTERNATIONAL
INSTITUTE
OF MINNESOTA

2010 Annual Report



*Helping New Americans Achieve Self-Sufficiency
and Full Membership in American Life*

The International Institute of Minnesota (IIM) is a major resettlement agency and Minnesota's largest sponsor of Hmong and Somali refugees. Since 1975, IIM has sponsored and resettled over 20,000 refugees. Institute programs are divided into three main areas: resettlement, education and training, and the Festival of Nations. Virtually all participants in the first two of these program areas are low-income refugees and immigrants.

To get involved, visit us on-line at www.iimn.org
or call 651-647-0191 ext. 0.



Leadership Message

This past year was one of challenges, transformation and rewards. Momentum was guided by the five key initiatives of our strategic plan: Housing, Employment, Resource Capacity Expansion, Technology, and Innovation.

The *Resettlement Department* is the change and transformation part of our story. 440 refugees were met by our staff at the airport and resettled – a 300% increase over last year. In addition, new quality assurance standards were implemented to soften the trauma that refugees experience when making the harsh transition from their home countries to refugee camps to homes in Minnesota. Refugees now live in refugee camps for an average of fourteen years, compared to five years a decade ago. This disturbing statistic reflects the turmoil in the world and the global community's inability to respond adequately.

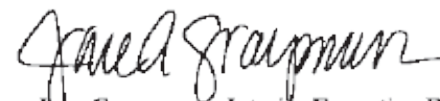
For such refugee families, our *Medical Careers Pathway* is one opportunity for real economic stability. The *Pathway* is a very successful model of industry-based training – a model that is quickly gaining national recognition. It blends job training in a specific industry with English language learning and strong business partnerships. Here at the Institute, it begins with nursing assistant training, certification, and employment, then leads to college readiness classes, and finally to advancement into positions such as nursing. In this program year, 108 New Americans increased their wages by an average of 22.5%, an increase to an income that can sustain a family.

Foundation funds continue to be in high demand and low supply. We were fortunate not to have to cut any programs but were unable to push for program growth. The shortage of funds, while not sustainable long-term, has been countered by a vast increase in the number of volunteers, to whom we are very grateful.

Finally, John Borden, the Executive Director and 30-year employee of the Institute, retired in June of 2010. We wish him well. Jane Graupman, a staff member with a 21-year history at the Institute, was named Interim Executive Director.



Richard Hermann - President of the Board of Directors



Jane Graupman - Interim Executive Director



Accents

- New investment in the future of the Institute was the hallmark of 2010. A more relevant mission statement was created and the strategic plan was implemented. The design of a new logo and website are in progress. A record number of grants was submitted in response to the tighter economic climate, with a focus on new funders. Bi-monthly Breakfast Circles were initiated to cultivate long-term donor commitment and community awareness. New software allowed for segmentation of donors and more personalized opportunities for donor involvement.
- 2010 was the twentieth anniversary for the Nursing Assistant Training Program for New Americans. Over that time, the program certified more than 1600 refugee and immigrant nursing assistants. Their average starting wage of \$10.98 represented a 17% increase for those who were previously employed in other areas and an immeasurable improvement for those who were previously unemployed.
- The largest proportion of IIM's 440 new refugee arrivals came from Burma followed by Bhutan, Iraq, and Somalia. State-of-the-art databases, designed by *Resettlement* staffer Rup Rizal, improved the process for monitoring new arrivals and ensured that they received every service they needed.
- A dedicated Housing Coordinator came on board through Americorps/VISTA. The new relationships forged with landlords and furniture providers saved money for families. A new on-site "store" and an enlarged donation room, well-stocked with clothing and household goods, made home set-up more efficient.
- *Elder Services* served the mental health needs of refugees over the age of sixty with social support and basic education. At the other end of the spectrum, the *Youth WAVE* summer program offered sixty teenagers - primarily Bhutanese and Karen - a home away from home with sports, leadership, and pre-employment programming.
- Health education interns helped new arrivals to get basic health care, freeing up case managers to manage the more urgent needs of new arrivals requiring dialysis, an infant heart transplant, and intervention for domestic abuse.

Mee Vang

Assisted Living Coordinator

Only six years ago, Mee Vang was living in her car, not knowing where to go. She is now Assisted Living Coordinator at Sunrise Senior Living – Rosewood Estate in Roseville, managing her own department. When she graduated as a nursing assistant from the Institute in 2005, she got an entry-level job at Sunrise. "I set myself a goal that in five years I would be in the Assisted Living Coordinator's shoes," says Mee. Ten months before her personal deadline, she achieved her goal.



"As coordinator, I do interviews, hiring, training, care conferences, goal-setting, schedules, and track my daily budget."

Wish List

What Your Time and Your Dollars Could Do

Provide a dedicated volunteer for every refugee family resettled

Acquire an electric bed for instructional purposes in the nursing assistant training lab

Offer more citizenship classes to meet increased demand

Buy a van to transport groups of new arrivals to special programs

Offer two tiers of college preparation to immigrants pursuing medical career advancement

Provide more household goods to new arrivals, enabling them to spend their single lump sum of federal money on other necessities

Assist new Americans to apply for family members still living abroad to join them in the U.S., a support service not currently available

Install up-to-date equipment in the student computer lab and integrate the lab fully into the new computer network

Give free bus passes to all new arrivals

Provide an LCD projector and PC laptop

Gaitrie Reddy

Surgical Unit Coordinator

Gaitrie Reddy has just bought her "dream" house. It was affordable because she is now a Surgical Unit Coordinator at Abbott-Northwestern Hospital. Her medical career took off after she completed nursing assistant (NA) training and medical terminology courses at the Institute. She was hired initially as an NA but was soon given responsibility for training new NA's at the hospital. Then her manager suggested the newest promotion. "It's all organizing and record-keeping," says Gaitrie, "I love it!"

More Accents

- Job seekers were placed in jobs ranging from bus driver and machine operator to bank teller and IT engineer. Nearly all of the clients were African refugees, with qualifications ranging from high school diploma to Ph.D. Many other job-seekers attended Institute courses that taught job-search skills.
- Future mental health professionals from immigrant communities got English language support for their clinical internships, course work, and licensure through an IIM partnership with the University of Minnesota, the University of St. Thomas, St. Catherine University, and Augsburg College.
- An increasing number of clients from the Center for Victims of Torture were referred to the Institute, usually asylum-seekers who do not qualify for government assistance and are often enduring emotional and physical trauma.
- The U.S. citizenship application continued to be the immigration service most in-demand at the Institute. 700 permanent residents received this assistance in 2010. Citizenship classes were filled to capacity. Staff and interns also helped hundreds of new Americans apply for permanent residence.
- Three *pro bono* attorneys consulted with citizenship and permanent residence clients and with IIM's accredited representative for *Immigration Services* to discuss complex cases.
- In its 78th year, the Festival of Nations drew 50,000 visitors from seven states. It offered a multi-cultural experience to students and families, many from areas less culturally diverse than Minneapolis and St. Paul.
- An Institute panelist advocated for policies that respect the needs of immigrant employees at the 2010 Upper Midwest Employment Law Conference.
- Fifth graders at Clearwater Middle School in Waconia, MN made 100 fleece blankets for IIM clients as part of a service project.
- Care Providers of Minnesota partnered with the Institute, awarding a \$1600 scholarship to Fathia Gadou, an Egyptian nurse who received medical careers counseling and training at IIM. The scholarship will help pay for a nursing refresher course and her nursing exam.

Volunteering..... a Two-Way Street

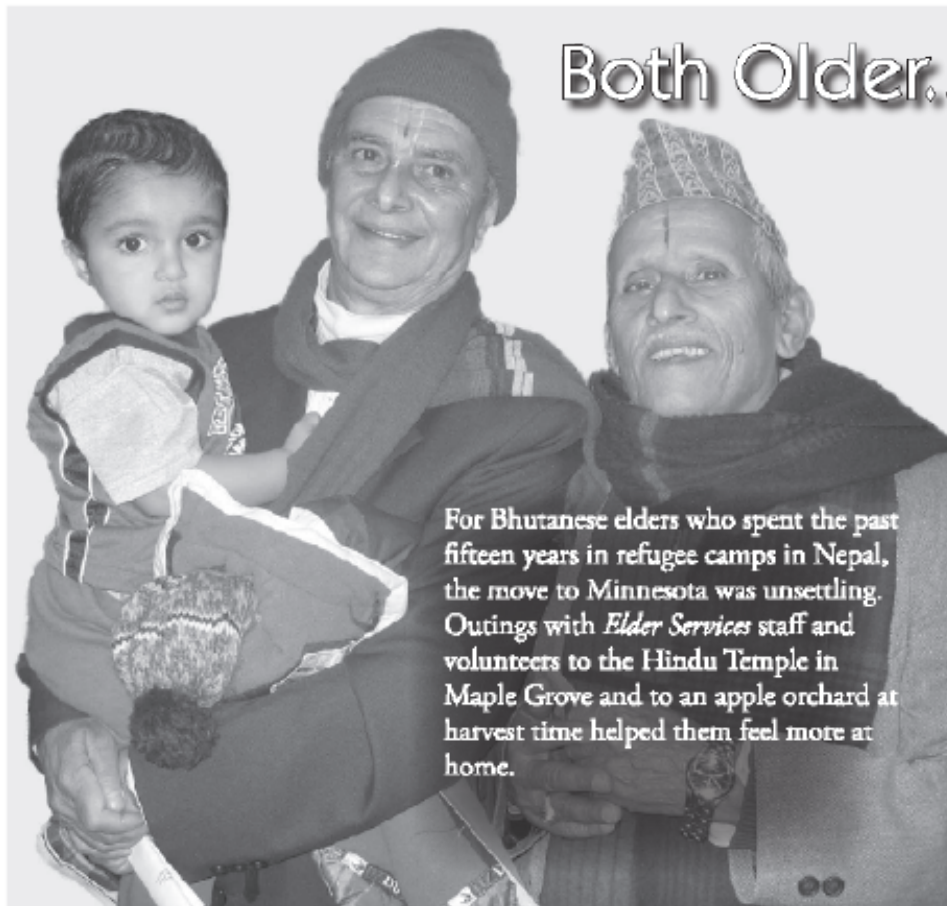
Institute Staff "Pay it Forward"

Six Institute women, including Robin Dusterhoft (pictured here) from the *Resettlement Department*, lent a hand at the "Women Build" construction site for Habitat for Humanity. IIM staff and students volunteered for a full day at the Minneapolis home – cutting woodwork, installing fascia and insulation, and building stairways.



From Generation to Generation

Thirty-five years after Beverly and Jerry Peterson took on leadership of the Festival of Nations bazaar area as volunteers, they are still there. Daughter Linda DeRoode is Educational Coordinator for the Festival. Son-in-law David runs the Café beverage booth, with help from grandchildren Theodore and Emma Rose. "We wouldn't feel complete if we weren't involved in the Festival 100%," says Linda.



Both Older....and Younger

For Bhutanese elders who spent the past fifteen years in refugee camps in Nepal, the move to Minnesota was unsettling. Outings with *Elder Services* staff and volunteers to the Hindu Temple in Maple Grove and to an apple orchard at harvest time helped them feel more at home.

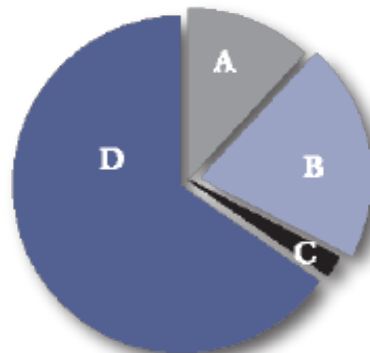


Youth WAVE participants committed hundreds of hours to community service including woodland restoration at Como Park.

Audited Financial Summary

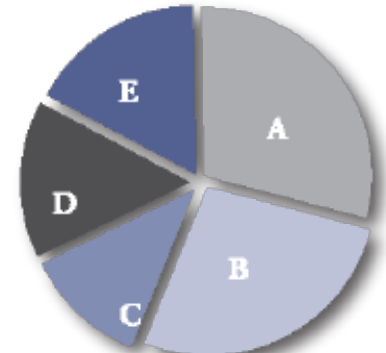
Revenues

A. Contributions	\$ 307,782
B. Program Service Fees	\$ 539,617
C. Corporate & Foundation Grants	\$ 55,309
D. Government Grants	\$1,704,329
Total	\$2,607,037



Expenses

A. Education	\$ 812,785
B. Resettlement	\$ 747,561
C. Interpreters	\$ 322,347
D. Festival of Nations	\$ 412,873
E. Support Services	\$ 486,642
Total	\$2,782,208



Thank You to ALL our Supporters

2010

Board of Directors

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