

Purpose in Action

2024 ANNUAL REPORT



International
Institute of
Minnesota



LETTER FROM THE EXECUTIVE DIRECTOR

2024: Purpose in Action

As the International Institute of Minnesota celebrates 105 years of service, we are proud of our long-term accomplishments that reflect our humanitarian values and expertise in advancing the lives of our clients and students. We are especially grateful for the role you played in our ability to expand and deepen services last year. Your support allows us to continue our work as an anchor in the immigrant community — a trusted resource for education, job training, career advancement and immigration help.

Last year, we achieved significant milestones with your support.

Our Refugee Services team resettled the most people in 17 years. We extend a heartfelt thank you to the volunteers who set up many homes for these new arrivals. Thanks also to those who donated winter gear, bedding, bath and kitchen items.

The majority of these arrivals were reunited with family or friends already living here, aligning with one of the Institute's core values that families belong together. To support these families, we launched Side by Side, a program that pairs small groups of volunteers with newly arrived refugee families, combining our resettlement expertise with the warmth of community support that makes Minnesota welcoming.

Of course, after families find stability, we prioritize their long-term success. Our commitment to providing education, college prep, job training and advancing careers means New Americans can support their families, pursue dreams and give back to the community. With the launch of our Business Careers Pathway last year, more people than ever benefited from our Professional

Leadership Training and our new Entrepreneurship Class — which helps aspiring business owners take the first steps of planning.

The Institute's Medical Careers Pathway continued growing enrollment in its Nursing Assistant Training, while also celebrating the incredible accomplishment of placing internationally-trained physicians into residency programs, addressing the critical shortage of rural physicians.

Our Immigration Services staff played a vital role in helping New Americans secure citizenship — a fundamental cornerstone of stability and future opportunity in their lives. We are profoundly grateful to the volunteers who dedicated their time helping individuals complete their citizenship applications and prepare for their exams.

As we work into 2025 and witness growing attacks on immigration, we know there will be challenges. But we have been here before. Our commitment to refugees and immigrants, who deserve to live in dignity and safety, remains resolute. Though the landscape may shift, our mission will not.

New Americans need your solidarity and support more than ever. Together, we make our communities stronger and prove what's possible when we show up for each other. Thank you.

Sincerely,



Jane Graupman



Please join us for our second annual fundraising event honoring the courage and contributions of refugees and immigrants.

iimn.org/event

Wednesday, May 7 | 5:30-8:30 p.m.
Renaissance Minneapolis Hotel, The Depot

REFUGEE RESETTLEMENT

A Long Journey to Reunite a Family

Palpable joy and excitement filled the air as Mahamud embraced his wife and five daughters outside the airport baggage carousel after living apart for nearly eight years.

“You have no idea how happy I am,” Mahamud repeated about the family’s reunification as he kissed each of them.

When Mahamud first arrived in the U.S. so many years ago, he arrived alone — the only one in his family approved for resettlement as a Somali refugee. The rest of the family would continue waiting for resettlement, staying behind in South Africa, where they lived at the time.

“

I am a man who will be a busy father and that is my dream.

An obstacle-filled journey across five countries and two continents separated them for nearly a decade.

While in America, Mahamud worked as a machine operator and Uber driver, sending much of his earnings back to his family.

“If my kids got sick, I sent them money. It was a tough life,” he explained.

In February 2020, the family was in Sudan and approved to join Mahamud in Minnesota, but a U.S. presidential proclamation issued that same month barred immigration from the country. Undeterred, the family moved to Ethiopia to gain entry from there, but faced yet another travel barrier: the COVID-19 pandemic. They kept waiting.

They were finally scheduled to arrive in Minnesota in late 2024 — a week before one daughter’s visa would expire. Then, a technical issue canceled the family’s flight. Thanks to help from federal immigration agencies, Senator Amy Klobuchar and Institute staff, the family’s case was expedited and their trip quickly rescheduled.

With everyone now living under the same roof, Mahamud focuses on the future and providing for his children.

“I need my young ones to go to school, and my two daughters to go to college,” he said. “I am a man who will be a busy father and that is my dream.”



IN 2024:

660 refugees

greeted at the airport and resettled in Minnesota

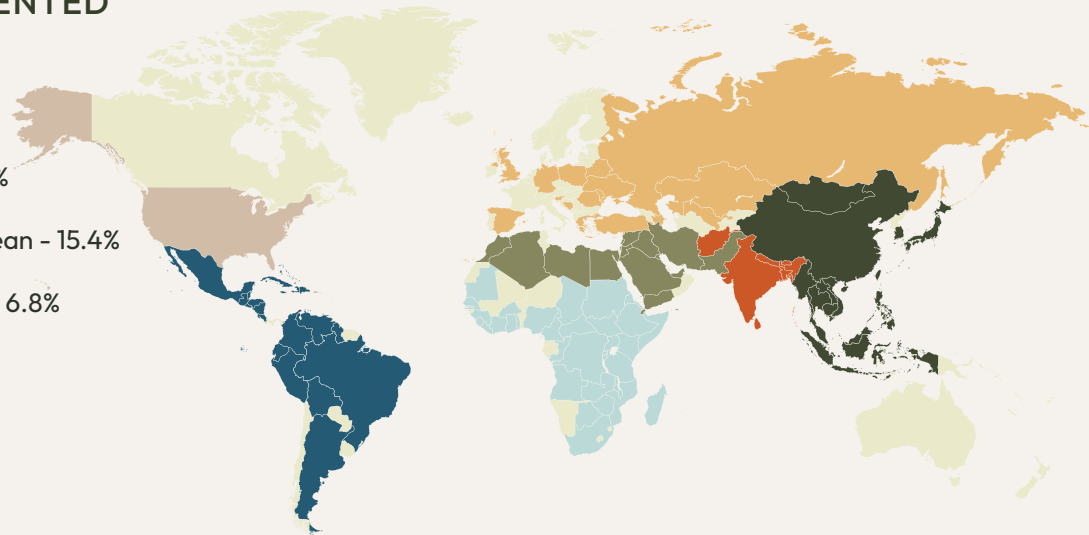
of those, **407** were reunited with family and friends in Minnesota

5,709 New Americans served in 2024

New Americans come to Minnesota from across the globe, enriching our state's cultural fabric, workforce and economic vitality. Each new arrival we work with demonstrates remarkable perseverance as they overcome challenges, create opportunities and add unique contributions to the community.

110 COUNTRIES REPRESENTED BY OUR CLIENTS

- East Asia and Pacific - 13.1%
- Europe and Central Asia - 11.2%
- Latin America and the Caribbean - 15.4%
- Middle East and North Africa - 6.8%
- North America - 0.1%
- South Asia - 8.3%
- Sub-Saharan Africa - 45%



Note: The geographic regions above are defined by the World Bank. Percentages are based on clients from across all programs who reported their nationality.

Did You Know?

ABOUT OUR REFUGEE RESETTLEMENT CLIENTS:

24 years old

average age of refugees resettled

28 nationalities

represented by resettled refugees

38 native languages

represented by resettled refugees including: Somali, Spanish, Oromo, Arabic, Karen/Karenni, Dari, Swahili and French

51 Special Immigrant Visas

(SIV) processed for Afghans who helped the U.S. military, following through on our promise to American allies. We also welcomed non-SIV Afghans affected by the U.S. withdrawal, showing our ongoing humanitarian commitment.

Program Impact



REFUGEE SERVICES

991 clients

served through resettlement, employment, housing, extended services, anti-trafficking and unaccompanied children



IMMIGRATION SERVICES

1,739 clients

supported with citizenship applications, green card applications for refugees or asylees, DACA renewals and other immigration services



EDUCATION

1,664 students

attended English education, U.S. citizenship classes or Community Workshops



WORKFORCE DEVELOPMENT

1,315 clients

served through job training or College Readiness Academy

EDUCATION & WORKFORCE DEVELOPMENT

Mother and Son Chase Nursing Dreams Together

When Emmy and Edwin walk across the stage to receive their college diplomas, their biggest cheerleaders will be right there: each other. The mother-son duo from Tanzania encourage each other through the balancing act of working to pay bills and studying as they both pursue nursing careers.

“All the time we are a team,” Emmy said. “He always prays for me when I have exams. And I pray for him.”

Emmy arrived in Minnesota with a college-level education from Tanzania, but needed to start over in the United States. After learning about the International Institute of Minnesota’s free Nursing Assistant Training, she enrolled to improve her English and learn job skills. She then joined the Institute’s College Readiness Academy while working as a certified nursing assistant (CNA).

“

Education is a key of life.

Emmy encouraged Edwin to follow the same path. “You want to go anywhere in this world? Focus. You have to educate yourself,” she told him, passing on her own mother’s wisdom that “Education is a key of life.”

Now Emmy works as a CNA in long-term care while pursuing her registered nursing degree. Edwin is fulfilling his pre-nursing requirements while working at Amazon. Though studying in a new country and learning in a new language is challenging, they support each other.

“Sometimes if you don’t encourage yourself to do better, you can lose hope and say ‘I’m going to quit.’ But I say, ‘no, I’m not going to quit,’” Emmy said. “I have a goal. My goal right now is to become a nurse in the United States.”

Emmy and Edwin also keep in touch with their Institute College Readiness navigator who helps them solve problems and stay focused on achieving their goals.

“International Institute is very good, very helpful,” Edwin said. “I didn’t know anything about courage, but now I’m encouraged. They help me a lot.”



IN 2024:

1,494 clients

participated in two or more
Institute programs

165 clients

entered healthcare careers,
addressing the state’s number
one workforce shortage

Your Impact in 2024

The International Institute of Minnesota served 5,709 clients last year with your support. Whether a New American's first connection with the Institute is through refugee resettlement, or in job training many years after arrival, our comprehensive offerings allow clients to find support, guidance and education that works for them — any time along their journey from arriving to thriving.



MEETING BASIC NEEDS

Arrive



660 refugees
greeted at the airport
and resettled in Minnesota

407 clients
reunited with family
and friends in Minnesota

202 children
enrolled in school

**100 homes for
new arrivals**
prepared by volunteers

**25 Unaccompanied
Children**
reunited with family or
friends in Minnesota

Educate



BUILDING FOUNDATIONS

2,067 students
in English, college preparation or
workforce development classes

112,953 hours
of English instruction

72 clients
earned higher education degree
or diploma with our guidance
and support

**229 College Readiness
Academy graduates**
persisted in college

**7 internationally-trained
physicians**
secured competitive residencies with
our career support and guidance



Thrive



1,371 clients*

became U.S. citizens

\$575,275 saved

by clients in naturalization application fees

305 clients

adjusted their immigration status to become lawful permanent residents

265 clients

improved their financial literacy through financial coaching

7 clients

of homebuying advising purchased their first home



CULTIVATING STABILITY

* includes children who derived U.S. citizenship from their newly-naturalized parents

Employ



458 clients

placed in jobs

229 of these clients began their 1st American job

\$23.77/hour average wage

for graduates of hospitality, medical and business career pathways

40% wage increase

among medical career clients

46% of job placements

were in the top 10 in-demand jobs, helping fill Minnesota's critical worker shortages

18 of 23 major industry groups

employed our clients, highlighting the diverse industries impacted by our clients



SHAPING OUR WORKFORCE

Thank You for Believing in New Americans

Our vibrant community of supporters — from individuals and foundations, to community and corporate partners — fills us with gratitude and purpose. Throughout 2024, this powerful network demonstrated dedication to walking alongside New Americans on their path to thriving in Minnesota. Your generosity and partnership make our transformative work possible — thank you. **You are the reason we can do our life-changing work.**

DONORS

The following individuals and organizations helped advance the Institute's mission in refugee services, education, workforce development and immigration services with generous gifts to the International Institute of Minnesota from October 1, 2023 — September 30, 2024.

\$250,000 - \$100,000

The Fioretti Family Fund
Fred C. and Katherine B. Andersen Foundation
Greater Twin Cities United Way
The Pat and Tom Grossman Family Fund
Target Foundation
Thrivent

\$99,999 - \$50,000

3M
Phyllis and Gene Letendre
Opus Foundation
Otto Bremer Trust

\$49,999 - \$25,000

Anonymous
Anonymous Fund of Headwaters Foundation for Justice
Asian Americans Advancing Justice-Southern California
Sharon and Randal Cochrane
Laura and Ben Cooper
F.R. Bigelow Foundation
HRK Foundation
Mark & Terri Henneman Community Fund
Realtime Talent
Saint Paul & Minnesota Foundation
Jason Spaeth
The WCA Foundation

\$24,999 - \$10,000

Bergerson Family Foundation
C.H. Robinson Foundation
The Garrett Family Foundation
Jane Graupman
Hardenbergh Foundation
Hugh J. Andersen Foundation
The Katherine B. Andersen Fund of the Saint Paul & Minnesota Community Foundation
Jeff Mandel, MD
Marsden
Mortenson Family Foundation
Richard M. Schulze Family Foundation
Ruth and John Huss Fund
Andy and John Steiner-Manning

\$9,999 - \$5,000

The Alces Trust
Ameriprise Financial
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Azek Cares Foundation
Margit and Tom Berg
The Brownstein Family Fund
Carlson Larson Charitable Fund
Comcast

Elemental Studio
John Graupman
H.K. Bradford Family Fund
The Jay & Rose Phillips Family Foundation of Minnesota
Patricia Kruger
Kathy and Allen Lenzmeier
Laura Leu and Adam Winer
M Health Fairview
Mary and David Micklethun
Janet and J. Thomas Nelson
Rose Mary O'Donovan
Valerie and David Pace
Caroline Schnieders
Timothy and Susan Palmer Charitable Fund
Ping Wang
Wayzata Community Church

\$4,999 - \$2,500

The Ann and David Heider Fund
Anonymous (3)
Janice Bennett
Bix Produce Company
Bond & Devick Wealth Partners
Brent & Courtney Miller Giving Fund
Christopherson Advocates, LLC

Rebekah and Evan Doran
Jackie and Jonathan Foster
Fredrikson & Byron Foundation
Julie Gugin
Rochelle Gunn and Jim Mayer
Abbe and Aaron Holmgren
Andria and Charles Horwitz
John and Sue Stillman Fund
Charlotte and Ward Johnson
Cara Jones
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Jill and Chuck Koosmann
Land O'Lakes, Inc.
Lee Family Charitable Fund
Longview Foundation
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Carolyn Nestingen
Hannah and Zachary Pierson
Presbyterian Homes and Services
Saint Anthony Park Community Foundation
Saint Paul College
Paramita Sarkar

Charles Schmidt
Shindelar/Buck Donor Advised Fund
Stahl Construction
Sunrise Banks
Natalie Taylor
Sara and Troy Thielen
Barb Thoman
U.S. Bank

\$2,499 - \$1,000

American Association of University Women (AAUW)
American Immigration Lawyers Association MN-DAK (AILA)
Bryan Anderson and Scott Horsfall
The Andrew Coulter Family Charitable Fund
Anonymous (4)
John Bantle
Travis Barkve
Mary and Kevin Barton
Matthew Biegert
Marge and Steve Braden
Richard Buenger
Laura Carroll
Cathy and Chris Crosby-Schmidt
D&K Krueger Family Fund
Elaine De Franco Olson and Eric Olson
Carly and Brad DeLeu

Please visit our online annual report for a complete list of donors, including tribute and memorial gifts.

[iimn.org/
annual-report](https://iimn.org/annual-report)

Diesen Family Charitable Fund
 Eastside Food Co-op
 Lynn Eggers and Neil Yaeger
 Eleanor Koehler Ellerbe Fund
 Sheryl Fairbanks and Warren Wolfe
 The Flamm and Shaw Family Charitable Fund
 Dennis Fritz
 Carol and Mike Garbisch
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 Laurie and Peter Nordquist
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 The Rainbow Bridge Fund
 Ramsey County Bar Foundation

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 Stephanie Rutten-Ramos and Jorge Ramos
 Marjorie Sigel and Dick Van Deusen
 Rebecca Sorensen
 Don Stevens
 Patricia Stoffers
 Jessica and Phil Stoltenberg
 Mary Ann Barrows Wark and David Wark
 Bonnie Watkins and John Zakelj
 Bonnie Wek and Michael Donahue
 Ann Wynia

FY2024 GOVERNMENT GRANTS

The following governmental agencies and program partners issued grants or contracts to the International Institute of Minnesota from October 1, 2023 – September 30, 2024.

City of Minneapolis
 Heartland Human Care Services
 Local Initiatives Support Corporation
 Minnesota Council of Churches

Minnesota Department of Education
 Minnesota Department of Employment and Economic Development
 Minnesota Department of Health

Minnesota Department of Human Services
 Minnesota Housing
 Minnesota State
 NORC at the University of Chicago

Saint Paul Community Literacy Consortium
 U.S. Committee for Refugees and Immigrants

U.S. Department of Housing and Urban Development
 U.S. Department of Justice
 U.S. Department of Labor

Thank You, Volunteers!

To our 296 remarkable volunteers: Your commitment to welcoming New Americans shines in every home you prepared, every class you supported, every coat drive and farmer's market you organized, and in the many hours you dedicated to our mission in countless ways.

We are grateful that you believe, as we do, that Minnesota grows stronger when we embrace newcomers so they can build secure, meaningful lives here. Your generosity makes our mission possible – thank you.

View a complete list of our 2024 volunteers at iimn.org/annual-report.





WORKFORCE DEVELOPMENT

From Classmates to Collaborators

After meeting in the Institute's Entrepreneurship class, Svitlana learned about Manoj's company, Himalko Tea. As a lover of tea herself, and after tasting Manoj's high-quality Nepalese product, Svitlana knew she wanted to share her marketing knowledge and expertise to help her new friend succeed. "The Institute is an amazing place. Just incredible. I wish most cities could have one," Svitlana said.

Read their full story at iimn.org/annual-report/

IN 2024:

45 students

are growing their businesses or are on a path to business ownership after completing the Institute's Entrepreneurship class

70%

of Institute workforce students were women

“

When you're running a business, you're not helping just one individual, you're helping many more people. You're helping a community.

— MANOJ, Graduate of Entrepreneurship Class and owner of Himalko Tea

Board of Directors

OFFICERS

Mary Miklethun
President

SVP Business Segment
Strategy Coordination and
Support, U.S. Bank

Evan Doran
Vice President

President, The Doran Group

Kitty Gogins
Treasurer

Business Consultant,
Self-Employed

Jon Justin
Secretary

Managing Director, Accenture

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Director, Government Contract
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Sam Myers

Attorney, Myers Thompson P.A.

Blessing Osibodu

Registered Nurse, North
Memorial Medical Center

Paramita Sarkar

Vice President, Product
Management, Ameriprise
Financial

**Fatemeh (Mary)
Hedayati Rad, Ph.D.**

Food Scientist, Educator,
R&D Scientist

Krew Arockiasamy

Assistant Vice President and
Deputy Chief Security Officer,
Cargill

Megan Mason

Vice President of Finance and
Business Operations, Comcast
Cable Midwest Region

Kate Tilney, Ph.D., M.S.W.
Consultant

Paul McEnaney-Rodriguez
Director of Market Intelligence,
UnitedHealth Group

Zhu (June) Cheng

Shareholder, Fredrikson &
Byron, P.A.

Kevin Barton

Business Intelligence Manager,
Land O'Lakes

Thank you to our former 2024 board members, Cassie Bean, Elaine DeFranco Olson and Nassim Rossi for their service.

2024 Financials

OCTOBER 1, 2023-SEPTEMBER 30, 2024

BALANCE SHEET

Operations Current Assets	3,277,367
Unemployment Services Trust	39,859
Investments	4,602,712
Property, Equipment, Land	11,923,224
Total Assets	<u>19,843,162</u>

Total Liabilities 321,507

Net Assets

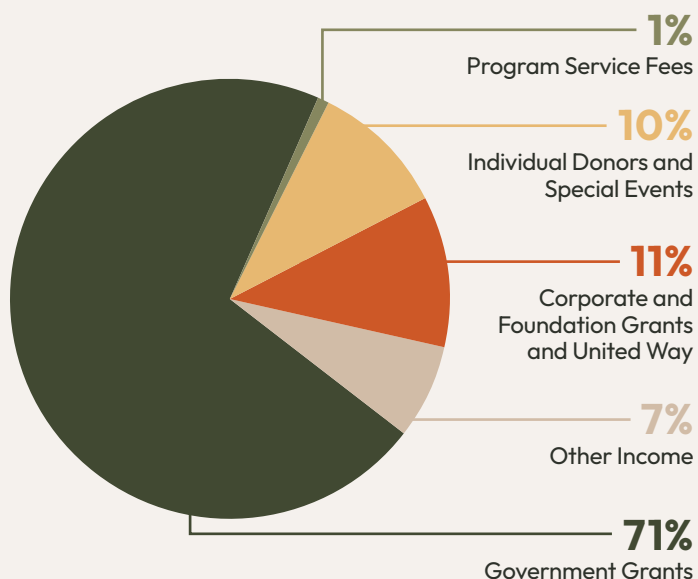
Fund Balance - Without Donor Restriction	14,903,405
Fund Balance - Without Donor Restriction - Board Designated	2,520,549
Fund Balance - With Donor Restriction	<u>2,097,701</u>
Total Net Assets	<u>19,521,655</u>

Total Liabilities and Net Assets 19,843,162

OPERATIONS INCOME STATEMENT

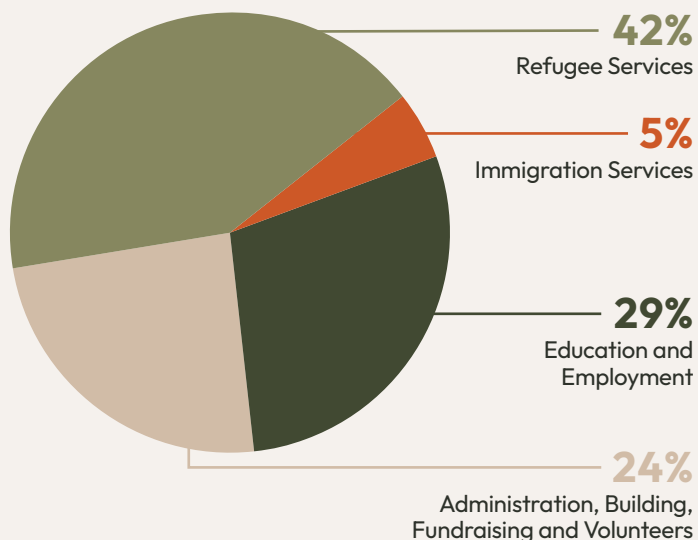
Revenue

Government Grants	8,922,199
Corporate and Foundation Grants	1,311,031
Individual Contributions	973,447
Special Events Contributions	205,140
Program Service Fees	185,091
Other Income	906,969
Total Revenue	<u>12,503,877</u>



Expenses

Refugee Services	4,285,920
Immigration Services	464,647
Education and Employment	2,965,940
Administration, Building, Depreciation, Fundraising and Volunteers	2,462,792
Total Expenses	<u>10,179,299</u>



Operations Net Income

(before depreciation) **2,324,578**

Net income was due to a delayed federal reimbursement of \$1.5 million appropriated for the capital campaign and \$845,000 investment return.

Administrative expenses include \$322,411 of depreciation expense.

“

The Institute is
an amazing place.
Just incredible.
I wish most cities
could have one.

— SVITLANA, Graduate of Institute
Entrepreneurship Class and owner
of Muster Agency



International
Institute of
Minnesota

Find more stories
and information at:
www.iimn.org

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