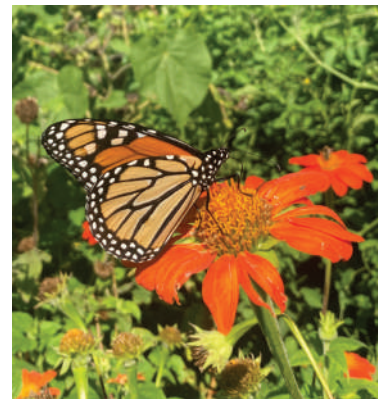


2022 Impact Report

Boosting a Strong and Resilient Latino Community



CLUES Mission

CLUES advances social and economic equity and wellbeing for Latinos by building upon our strengths and cultures, uplifting our community, and activating leadership for systemic change.



Altar de Muertos - Community Celebration and Exhibition. Artists: Marina Castillo, Flor Soto, Javier Reyes, and Carolyna Desoto. On view in the CLUES Latino Art Gallery from October 22 – November 12, 2022

A Message From Our President and CEO

Dear friends,

As I reflect on the extraordinary renewal our organization experienced last year, the words “strong and resilient” come to mind. As the pandemic receded, we continued to assist families and individuals most affected by the loss of employment and income and supported them with housing, healthy food, mental health, and other evolving needs.

Our work continues to be centered on advancing Latino community wellbeing, advocacy, and prosperity. We solidified the expansion of our Behavioral Health Clinic, now on track to become one of few culturally grounded Certified Community Behavioral Health Clinics in the nation. We expanded the social-emotional care of Latino children, youth, and families and increased efforts around early childhood development. We ensured our motto “la cultura cura” (culture heals you) was at the core of

programming led by Latino artists. We invested in technical skills development for youth and adults to move them into higher-wage jobs and supported hundreds to launch their own businesses to increase their income.

In the coming year, we will turn our attention to developing our capacity to expand resources that meet the high demand for our programs by strengthening our systems, infrastructure, and capacity to increase the geographic reach and delivery of our services.

As we charge forward, the dreams of our community will always inspire our direction. The resilient dedication and strength of our staff and volunteers continue to create transformational impact for our community’s advancement and Minnesota’s recovery and growth.

We are grateful for your ongoing support and contributions. They continue to feed our capacity and give us the strength to tackle the persistent gaps faced by our community. With much gratitude,

Ruby Lee and the CLUES Team



Governor’s child care press conference

A Message From Our Chairperson

Dear friends,

The last three years have been extraordinarily stressful for Latino individuals, families, and communities in Minnesota. Through it all, CLUES staff have remained focused on providing supportive services needed to help people survive and thrive. Whether providing housing or food assistance, mental health counseling, or employment resources, or uplifting spirits with arts programming, the Teen Tech Center, and Fiesta Latina, the CLUES team leads with resourcefulness and determination.

This remarkable organization continues to center its work on building a strong, resilient, and empowered Latino community that contributes to a vibrant Minnesota. In the year ahead, CLUES will continue to develop and implement innovative programs to enhance social and economic equity for Latinos and foster active Latino leadership for systemic change.

On behalf of the CLUES Board, I thank you for your continued partnership and engagement in this work. Your generosity and trust energize the CLUES team as they continue to build the strength and resilience of the community we serve. With deepest appreciation,

Ginny Arthur, Chairperson, and the entire Board of CLUES

Boosting a Strong and Resilient Latino Community

Housing Stability

- **\$1,122,271** in direct rental and utilities assistance distributed to families impacted by COVID-19.
- **723** families assisted to obtain and maintain stable, safe, and affordable housing. **150** individuals assisted with pre-purchase and foreclosure prevention counseling.

Food Security

- **668,845** pounds of food distributed – providing approximately **562,000** meals for **22,661** individuals
- **5,970** Make-At Home meal kits distributed.
- **125** SNAP applications approved.

Workforce

- **256 individuals** gained employment with an average salary increase from **\$18,720 to \$37,128**.

Early Childhood

- **227** parents participated in early childhood development programming.

Community Health and Wellness

- **7,500** COVID tests distributed.
- **2,820** COVID-19 vaccines/boosters provided.
- **105** individuals enrolled in health coverage.
- **196** survivors of sexual assault and domestic violence supported through advocacy, crisis management, and support groups.

Micro-enterprise

- **38** new businesses and **118** full time jobs created through our microenterprise programs.

Youth

- **294** students engaged in Teen Tech Center programming.
- **130** youth and their families attended our Latinx Youth Conference.
- **77** students connected to mentors and college readiness supports.
- **31** youth placed in paid internships with corporate partners.

Behavioral Health

- **784** adults and **268** children were provided with **5,904** hours of behavioral health therapy.



Unidos y Más Fuertes

2022 was a time for reconnecting, reuniting, and building awareness of our community's resiliency and contributions to Minnesota's economic recovery. **We gathered in person at Fiesta Latina, Gala Latina, and La Cultura Cura Arts and Cultural community engagement events** to celebrate our cultural traditions, continue to build our own narratives, and to foster resilience and hope.

Fiesta Latina

- Our community festival featured CLUES services, a Health and Wellness Village, Sports Village, Arts and Culture Village, community connections, and folkloric dancers.
- **70+ grassroots vendors and 3,000+ attendees** from across the Twin Cities joined us.

Gala Latina

- CLUES 2022 Gala Latina **highlighted Latinx youth, Latino Legislative Trailblazers, and our ongoing work advancing equity and inclusion of our community.** CLUES raised more than \$70,000 for Youth Technology programs from individual donations and a matching gift from Best Buy.
- Guests visited with Latinx youth at tech stations who gained first-hand knowledge of the skills youth are developing at the CLUES Best Buy Teen Tech Center. We **celebrated the legacy and work of three Latino Trailblazers** whose groundbreaking work paved the way for many new Latino elected officials: Rep. Carlos Mariani, Senator Melisa Franzen, and Senator Patricia Torres-Ray. (photo Gala Latina awards)

Arts Programming and Gallery

- **Día de Los Muertos** at Midtown Global Market drew **2,300 attendees** to honor and celebrate our ancestors. Local Latino artists performed throughout the day while participants engaged in cultural art practices like papel picado, paper cempasuchil making, painting calaveras and making barriletes.
- **CLUES St. Paul Art Gallery** featured several exhibitions throughout the year, providing a platform for local artists to share their work and foster community connectedness.



Traditional Colombian folk dance during Fiesta Latina



Maria Lindsay painting live during La Cultura Cura event



Backpack giveaway at Fiesta Latina



Latino Trailblazers recognized at Gala Latina



Engaging children and families during Fiesta Latina

Transformational Change

Participant Stories

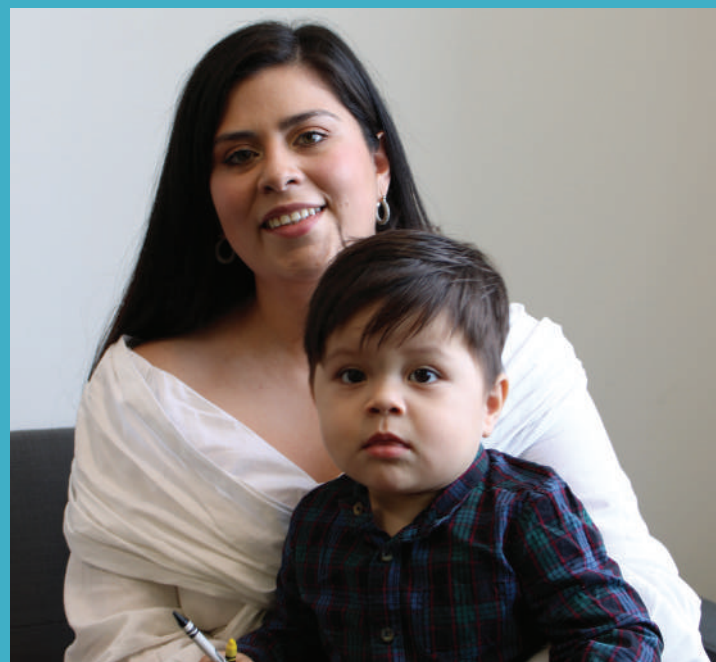
VICTORIA H. A STORY OF RESILIENCE

As a U.S. citizen Victoria left Guatemala two years ago to give her son a better future and start a new life. The move to another country came with several daunting challenges for new immigrants including cultural and language barriers, as well as lack of access to basic services.

"Starting from scratch, without resources, without knowing the language, where you know nothing and feel disoriented is not easy at all." But if anything characterizes this mother, it is perseverance and resilience. An acquaintance referred her to CLUES where she connected with a whole support network that has accompanied her in this process that she describes as beautiful but difficult. "I have no words to describe the support we have received at CLUES. I feel like they are part of my family now."

Victoria decided to start taking English classes since it is one of the fundamental tools to be able to expand her opportunities and further develop herself. She has also learned about nutrition, personal empowerment, finances, childcare, and how to prepare herself to support her son's successful future. The amount of new knowledge Victoria has acquired at CLUES has helped her cope with the difficulties of being in a country far away from her family.

"I know that incredible things wait for me. I continue to participate in CLUES programs that have to do with childcare because my purpose is to graduate as an FFN soon and open my own childcare business. Thank you, CLUES! My life really changed for the better."



MR O. A STORY OF LEARNING AND SUCCEEDING FROM ADVERSITY

Mr. O was struggling to make ends meet due to the impact of COVID-19. He lost his job and could not afford to pay his rent. This put him at risk of being evicted from his home. "I didn't know where to turn for help since I don't have any family or friends in the U.S., that is why I decided to reach out to CLUES seeking guidance with my situation." CLUES assisted him through our emergency rental assistance program. As part of CLUES' action plan for Mr. O, we worked on financial planning, connecting him to housing resources, and exploring specific programs that provide job training and employment opportunities. The CLUES team focused on helping him achieve long-term financial stability to avoid falling into a similar situation in the future. "CLUES is the refuge I go to when I need help because I know they will always give it to me. CLUES is there whenever I need support and continues to be by my side," said Mr. O.

Advancing Community Health and Wellness

CLUES advances Community Wellness by facilitating individual and collective transformation, healing, and wellbeing.

Food Access

- **Expanded capacity via stand alone food distribution** – Throughout 2022 CLUES has been working hard to expand our capacity to meet the growing needs. At the end of 2022 we opened a new location (771 Margaret Street- adjacent to our St. Paul Headquarters) that will serve as our standing food access-Canasta Familiar site. Thanks to generous contributions from donors, we purchased refrigerators, freezers, and food displays that support our new food market model for people to choose healthy cultural food options. Throughout 2022 we provided **503,698 pounds of food to 16,582 participants in the Twin Cities**. We also distributed **5,970 Make-At-Home meal kits** (average meal for family of 4) through our partnership with East Side Table.
- **Increased food distribution efforts in Greater MN**- CLUES responded to increased food insecurity across the state by increasing our efforts to ensure families in Austin have access to free, culturally relevant, healthy food. We conducted bimonthly food distribution events reaching **3,567 participants with 165,147 pounds of food**.
- **SNAP Outreach and Enrollment**- While meeting the emergency food needs of families is critical, we are also focused on how we can support families needing ongoing food supports. Our team conducts SNAP outreach and enrollment in conjunction with our Canasta Familiar program. In 2022, we completed **524 screenings and processed 125 successful applications**.



Canasta Familiar volunteers and staff in Austin

Behavioral Health

- **Becoming a Certified Community Behavioral Health Clinic (CCBHC)**- CLUES is in the process of becoming one of the **only Latino-led CCBHCs nationwide and aims to become certified mid-2023**. CLUES has increased our Behavioral Health staff capacity and expanded our continuum of services. CLUES opened a new Behavioral Health clinic office in South Minneapolis in April 2022 to meet the needs of our clients.
- **Supporting healing**- The pandemic brought about and amplified many different stressors among clients, and we continue to see the impacts on the mental health of our community. This year we provided culturally responsive comprehensive Behavioral Health services to **268 kids and 784 adults to support their wellbeing**.



Community participants in the Jardin de Armonia

Health and Wellbeing

- **Advancing health equity via prevention through education**- CLUES provides critical, culturally adapted health information to communities to address key health disparities. **635 teens were provided sexual health education** in partnership with local schools. **58 participants received tobacco cessation education and resources**, including connection to Quit Partner MN.
- **Connecting community to vaccinations, resources, and healthcare**- Throughout 2022 COVID-19 continued to have a significant impact on our communities, including high level of infections early in the year. **2,820 individuals received COVID-19 vaccinations/boosters and 7,500 COVID tests** were distributed. **105 individuals were enrolled in health coverage**.
- **Supporting families in crisis**- Incidents of domestic violence and sexual assault both increased as a result of the pandemic. CLUES provided advocacy, crisis management, and support groups to **196 survivors of sexual assault and domestic violence**.



Covid-19 vaccination campaign participants

Advancing Community Prosperity

CLUES fosters economic and racial equity by cultivating access to opportunities and growing institutional and individual assets owned by and for Latinos.

Microenterprise

• **Forging new paths to economic prosperity-** CLUES is empowering our community to be the producers and owners of our own economic prosperity. Our communities are entrepreneurial and want to own their assets. With the support of our microenterprise programs, **38 new Latino-owned businesses were created and 118 full time jobs.**

Housing

• **Supporting pandemic recovery through housing stability-** Stable housing is key to family stability and wellbeing- housing instability peaked during the pandemic. As a result of CLUES housing services and resources, 686 individuals were able to maintain stable housing. **\$1,122,272 in direct rental and utilities assistance** was provided to families impacted by COVID-19.

• **Transitioning to permanent housing-** **37** unhoused individuals were provided **temporary housing**. **62%** of individuals in temporary housing **transitioned into permanent housing.**

• **Capitalizing community assets to meet community needs-** Our Mi Casa, Mi Negocio is designed to support families from low-income backgrounds who are interested **in home ownership and can purchase duplexes or multi-unit properties.** Rental income from the properties will make it possible for our families to afford a mortgage and a home of their own, while building housing equity they can pass on to future generations. CLUES is piloting this program and it is being supported as a promising model.



Friends Family & Neighbor (FFN) early childcare providers graduation

Employment and Workforce

• **Connecting individuals to employment-** Our team provides responsive services to meet individuals where they are by connecting them with immediate employment opportunities through application assistance, job hiring fairs, and coaching. **256 individuals gained employment with an average salary increase from \$18,720 to \$37,128.**

• **Providing pathways to family-sustaining careers-** CLUES workforce development programs incorporate employment readiness and financial literacy classes, industry-specific training in customer service, health care, and transportation sectors, career navigation, and wrap-around supports. Our aim is to place participants in jobs that pay a family-sustaining wage, offer career advancement, and meet the needs of Minnesota employers who are seeking diverse, skilled workers to fill in-demand jobs in an evolving economy. Last year, **the average annual income nearly doubled for participants** who were placed in jobs through our services. **99 individuals completed training programs.**



Recruiters at the Hiring Fair

Adult Basic Education

• **Investing in skill building for future success-** English language skills are critical for many employment opportunities as well accessing community resources. We served **508 participants who received a total of 20,000 hours of English as a Second Language instruction.**

Early Childhood

• **Supporting parents via In-home visiting program-** Early childhood education is key to setting kids up for success throughout school. Our team is active in connecting families with resources, information, and tools to support culturally grounded positive early childhood practices. This year, **37 families received in-home parenting support** and demonstrated positive responsive parenting techniques and **163 parents participated in early childhood development programming.**

• **Addressing gaps in culturally responsive childcare by supporting Latina Friends Family and Neighbor (FFN) early childcare providers** -CLUES continues to grow programs to support FFN providers, including providing comprehensive education and trainings around key topics to improve quality of care. CLUES has provided services to **227 participants, including 25 who completed CPR/AED/First Aid training.**

Advancing Community Leadership and Cultural Engagement

CLUES works to advance Community Leadership by building, strengthening, and activating community influence, connections, and power to create social and systemic change.

Investing In Our Young Leaders

- **Engaging youth in Science Technology Engineering, Arts, and Mathematics (STEAM)-** Our' Best Buy Teen Tech Center provides youth opportunities for creative expression and exploration in a culturally affirming environment. **294 students were engaged in our Teen Tech center.**

- **Creating STEAM-related career pathways for BIPOC youth-** **31 youth were placed in paid internships** with corporate partners and **73 youth** participated in skill building, corporate site visits and/or job shadowing opportunities.

- **Empowering Latino youth with resources and information-** **130 youth attended our Latino Youth Conference.** The event was an opportunity to create community, connect with Latino professionals and community leaders, and gain valuable resources related to college and career pathways.

- **Mentorship and leadership development-** **77 high school students** were mentored through the school year by professionals to support high school graduation and college readiness thorough Youth in Action program (YA!). Our YA! students achieved a **98% on-time graduation.**



Latinx Youth Conference



Engaging Latino youth in the Best Buy Teen Tech Center @ CLUES



Youth in Action (YA!) high school student and mentor



Youth in Action (YA!) graduates



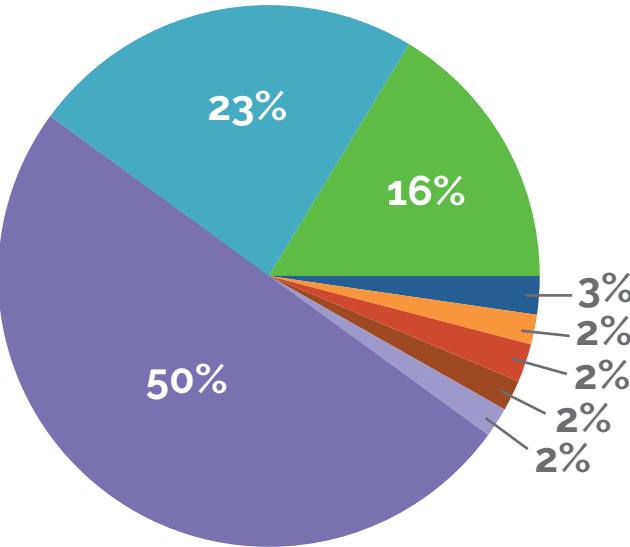
Inauguration of the La Cultura Cura mural by artist Cadex Herrera.
In photo the Mexican folk dance group Los Alegres Bailadores.

Financial Snapshot 2022

CLUES is committed to financial transparency and accountability

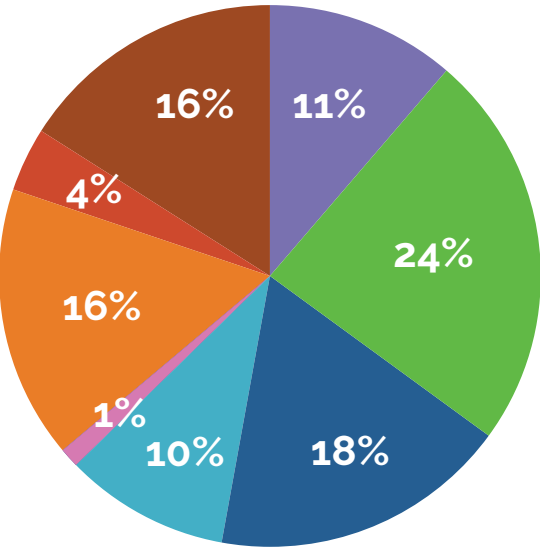
CLUES operates through a balanced combination of corporate and foundation grants, government grants and contracts, individuals donations and earned revenue.

Revenue



Government Grants	\$8,417,019
Private Foundations Grants	\$3,905,823
Direct Client Support Grants	\$2,709,026
Contracts for Services	\$417,424
Clinic Fees & Insurance	\$383,145
In-Kind Revenue	\$310,603
Donations & Events	\$280,908
Miscellaneous	\$252,728
Total	\$ 16,676,676

Functional Expenses



Economic Prosperity & Housing	\$3,905,674
Behavioral Health	\$2,918,507
Support & Administration	\$2,714,529
Direct Client Assistance	\$2,630,122
Family Services	\$1,851,017
Community Health	\$1,640,404
Development	\$593,058
Arts & Cultural Engagement	\$191,800
Total	\$ 16,445,111

Board of Directors *as of March 2023

Executive Committee

- Chairperson - Virginia (Ginny) Arthur, President - Metropolitan State University
- Vice-Chairperson - Hazzen Muñoz, Director Global Talent - Contingent Workforce Solution - Ecolab
- Treasurer - Manuel (Manny) San Miguel, Senior Vice President- Qualitech
- Secretary - Ana Carolina Queiroz, VP of Finance - Foods Ingredients and Bio-Industrial Enterprise (FIBI) - Cargill

Members At Large

- David Garcia, Vice President of Retail - Best Buy
- Judith Garcia Galiana, Senior Vice President, Global Service Centers - 3M Company
- Erick Garcia Luna, Regional Outreach Director - Federal Reserve Bank of Minneapolis
- Marco Antonio Ortiz, Global Continuous Improvement Leader, Global Service Center - 3M
- Danielle Robinson Briand, Attorney - Justicia Law
- Angelina Vilouta, Accenture Managing Director - Global Academy Lead - Accenture Academy
- Non-voting member - Consul of Mexico Ivan Roberto Sierra

iMuchas gracias!
Thank you from
CLUES!

We thank our donors and supporters for their ongoing partnership. For a complete list of CLUES' generous corporate, private, government and individual donors, please visit www.clues.org.

Get Involved!

We rely on the dedication and support from volunteers and partners who donate countless hours of work to accomplish our goals and frontline work in community. We invite you to join us and help us do the important work outlined in this report.

Make a financial contribution

Every dollar you invest in our organization advances equity and empowers Latino and immigrant communities. Your one-time or recurring donation helps us expand critical programs and services.

Be a volunteer

Volunteers serve hundreds of clients every year in all our programs. We have a variety of opportunities for individuals and groups to make a difference in the lives of the families and individuals we serve.

www.clues.org/volunteer

Follow us!



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Scan the QR code to make a donation today



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