

CAPLP

Lakes & Prairies Community Action Partnership

2022 Annual Report



2022 A Year in Review

We are proud of the amazing work that our entire team at Lakes & Prairies Community Action Partnership (CAPLP) accomplishes every day to achieve our mission to: ***“Eliminate poverty by empowering families and engaging communities.”*** CAPLP has been growing rapidly and we were excited to see the expansion of many programs this year! Our organization provides services through four main divisions: Head Start, Housing, Economic Empowerment, and Child Care Connections. While CAPLP has done this work since the War on Poverty began over 57 years ago, we continue to adapt and respond to changing needs in the communities we serve.

CAPLP is persistently an essential community partner in providing services to low-income families across Clay and Wilkin counties in Minnesota. Our Child Care Connections program also serves North Dakota and many additional Minnesota counties. While we continue to provide essential community services such as Head Start, affordable housing, and Volunteer Income Tax Assistance, we have also expanded services and increased enrollment in our Whole Family Program.

Community Action was born out of the Civil Rights Movement to fight poverty at the local level. As an agency we believe in **opening, to everyone, the opportunity for education and training, the opportunity to work, and the opportunity to live in decency and dignity.** Throughout 2022, 70% of our CAPLP team completed Intercultural Development Inventory (IDI). IDI assesses intercultural competence—the capability to shift cultural perspective and appropriately adapt behavior to cultural differences and commonalities. Our CAPLP Diversity, Equity, and Inclusion (DEI) work group has been developing and promoting strategies and best practices within the realms of racial, social, sexual, and gender diversity. The work group planned an agency-wide training about working across differences. They also held a brave space conversation about microaggressions with 100 staff in attendance.

In 2022, CAPLP also unveiled a new Strategic Plan to work toward our broad agency-wide goals:

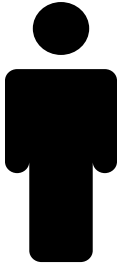
- 1. Individuals and families with low incomes are stable and achieve economic security.***
- 2. Communities where people with low incomes live are healthy and offer economic opportunity.***
- 3. People with low incomes are engaged and active in building opportunities.***
- 4. Agency capacity supports high achievement***
- 5. Organizational culture built on diversity, equity, and inclusion.***
- 6. Employees continue to be engaged and active in shaping the future of CAPLP and understand their impact on the Community Action movement.***

As we look toward 2023, we will utilize our new Strategic Plan to guide our organization into the next five years. Our team lives our vision each day by being a strong, responsive organization that provides hope and life changing opportunities for people to help themselves and each other. Thank you to each and every person that contributes their time, talents, and treasures to help us on our journey to move families from barely surviving to fully thriving! You are truly ***helping people and changing lives.***

Lori Schwartz, Executive Director

Sarah King, Board Chair

2022 By the Numbers



Clients Served: In 2022, our agency served 4,400 people including

884 Children

602 Senior Citizens

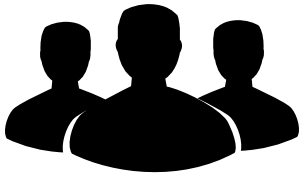
1,780 Child Care Providers



Early Childhood Education: Supports Early Childhood Educators & families in need of child care

200+ New early childhood educators received coaching to improve the quality of their care

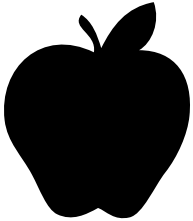
149 Children received a child care subsidy to help pay for care



Community Engagement: CAPLP believes in helping everyone who reaches out

15,720 Referrals were provided to help connect people to resources

1,736 People received education and access to voting



Necessities: CAPLP programs help people meet their needs

3,228 Individuals and families received food distribution and nutritional support

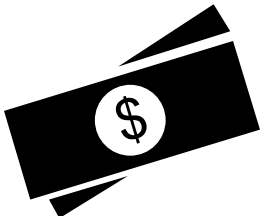
92,640 Pounds of nutritious food were delivered to seniors in Clay County



Health: CAPLP programs support healthy families

190 People accessed health insurance options counseling

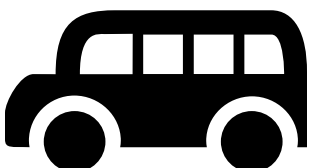
17 People demonstrated improved mental and behavioral health and well-being



Economic Security: Programs help families achieve financial success

920 Housing clients received financial counseling or training

695 Individuals & families received free tax preparation



Transportation: CAPLP helps people get where they need to go

101 Rides provided to rural seniors for medical appointments, grocery shopping, and engagement activities

Committed to Learning & Development



CAPLP takes pride in our employees, and we've added an additional position to reflect our commitment to our team. The Learning & Development Director deepens our commitment to the professional development of our CAPLP staff in order to truly provide comprehensive services. CAPLP makes significant investments in the growth of our people, knowing they are the key to fulfilling our mission and vision.

The Learning & Development Director is responsible for creating opportunities that enable us to have a common understanding and a cohesive foundation to learn together through agency-wide professional development activities. The position allows CAPLP to offer evidence-based training in-house which will expand and strengthen the overall capacity to serve those in need. The position also offers support to CAPLP staff to advance their careers while increasing efficiency and job performance across all programs and services.

Our learning journey starts with, Bridges Out of Poverty (to take a deep dive into the causes and conditions of poverty), StrengthsFinder (to learn our own strengths in order to help others), Intercultural Developmental Inventory (to ensure that we have a deep understanding



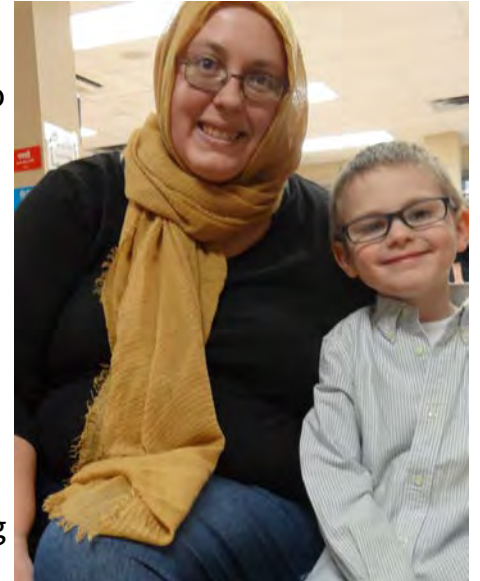
of what bias we have and what we can bring to the table in terms of diversity and inclusion), and finally, Adverse Childhood Experiences and Trauma Informed Care (to gain a thorough understanding of what so many individuals have experienced).

In the next few years CAPLP team members will be provided with these trainings and all new staff's onboarding process will include these trainings in their professional development plan. We hope to eventually offer these trainings to our community partners to engage those we work with and help us do better together. This intentional work will help us embrace and carry out the mission, vision, and core values of CAPLP, which enables us to serve those in need in the manner they deserve.

Program Highlight: Head Start Hero

Tobias started with the CALP Early Head Start program in fall of 2018. His family was living in Breckenridge, MN and had a home visitor meet with them once per week. The family was dedicated to Tobias' development and learning and successfully completed two years in the Early Head Start program.

In August 2020, Tobias was enrolled in a virtual Head Start classroom due to complex medical conditions. He completed the 2020-2021 school year in a virtual setting with weekly visits. During this time, Tobias' mom, Allyson, and his Head Start teacher started planning and preparing for Tobias to overcome challenges he would face when he entered a classroom setting to prepare for Kindergarten the next year. He hadn't been in a classroom setting since he was a toddler and Tobias was not used to being told what to do. Tobias was assessed for an Individual Education Plan, getting Children's Therapeutic Services and Supports through Solutions Behavioral Healthcare, and our CAPLP team came together to ensure Tobias could safely be in the classroom with multiple food allergies.



Tobias and his mother, Allyson, excited for a day of learning at Head Start

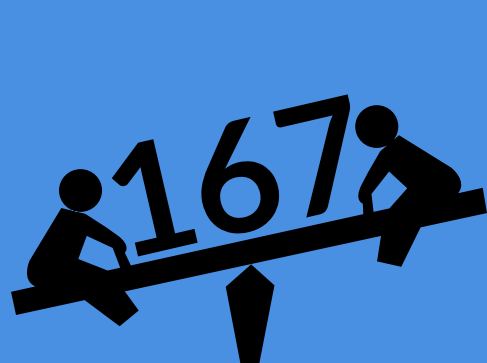
Tobias started Head Start in the classroom in the fall of 2021. He found the first few weeks difficult and exhausting. At first he wouldn't participate in circle time with his classmates and chose to play somewhere else by himself. Tobias also struggled with the social part of being in the classroom. He wasn't used to being with 16 other children and often conflict would result in hitting, pushing, taking toys away from others, or yelling. Through social coaching, follow through during conflict, and emotional support Tobias learned how to interact with other children, using his words to tell them if he had a problem. He also willingly participates in circle time and is actively engaged in listening to stories, wanting to know what will happen next. Tobias' mother had this to say about the changes she's noticed in her son:



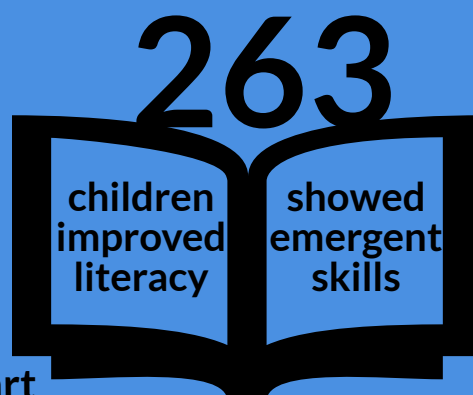
Tobias enjoying breakfast with his classmates.

“Tobias is now learning how to play with others instead of isolating himself. He is learning how to use his words instead of hitting and destroying the activity and melting down. He is learning how to regulate his emotions better. I have seen him grow leaps and bounds in his ability to adapt to changes and being flexible when given commands.”

Head Start & Early Head Start provide quality educational experiences at no cost to income eligible families. Services are provided to pregnant moms and children up to age five. Family support, health, and nutrition are incorporated into the program.



children received Head Start services in the classroom.



children age 0-3 received Early Head Start services with home visitors.

Program Highlight: Whole Family

The Whole Family Program builds family well-being by intentionally and simultaneously working with children and the adults in their lives together. As children, parents, and families grow and change across their lifespan, Whole Family aligns opportunities to help families achieve their version of the American dream. Providing integrated, high quality, intentional supports to parents and children at the same time through a whole family approach has the potential to improve both parents and child's social and economic well-being producing a legacy of family well-being that passes from one generation to the next.



CAPLP Team at the Whole Family Approach Institute in St. Paul, MN hosted by the National Community Action Partnership and Minnesota Department of Human Services

In September 2020 CAPLP joined the National Whole Family Cohort to learn from Whole Family experts as well as many peer experts. The National Whole Family Cohort meets monthly and includes twelve different agencies from around the nation. This work has helped our team develop a plan for incorporating Whole Family into our agency. At the onset of 2022, CAPLP unveiled a Whole Family Pilot Program. A grant from United Way Cass-Clay allowed CAPLP to hire two Whole Family Coaches and begin onboarding families into the program.

So far, CAPLP's Whole Family Pilot Program is serving sixteen families and a total of 54 people! All enrolled families have children enrolled in our Head Start program and a few are also working with our Career Connect program and our Housing team. The collaboration across programs and services within our agency to help these families find success has been incredibly impactful. Our CAPLP team works together to provide support and guidance to our families with the hope and intention of ending generational poverty in each family!

Aria's Story

Aria is a young, single mom with a history of trauma. Her mother was an addict and Aria was uprooted from her family and placed in foster care when she was still in high school. After graduating, she aged out of foster care and was on her own. At 19, Aria had her first child. She had no place to call home, no job, and no partner for support. Aria knew she had to create a better life for her son, so she reached out for help. She was able to get housing and her son was enrolled in our CAPLP Head Start program. Aria was then connected to our CAPLP Whole Family Program where she has made tremendous strides in bettering her life. When asked why she wanted to join the program, Aria said:

"To get out of the generational poverty cycle. I do not want my son to live the way I did, it needs to be different for him and I am tired of living the way we do."

Since working with CAPLP through our Whole Family Program, Aria has enrolled in college, received child care assistance, applied for jobs, gotten a laptop, and even got her car fixed. She is even finally getting a surgery she has been waiting to get for years. Change has always been hard for Aria, but she understands that changing things now will make life better for her son. She continues to make small improvements each day and strives for a better life. We are so excited for Aria's achievements and what the future holds for this family!

Program Highlight: Homeless Prevention

CAPLP has worked for many years to streamline the process for those facing a housing crisis, specifically people facing eviction or losing their housing. Finding safe and affordable housing within our community is incredibly challenging, so maintaining housing is extremely important. There are multiple homeless prevention providers within our community and only enough funding to help about 20% of the people who request assistance.



CAPLP Housing Team De-escalation Training.

Historically, those facing a housing crisis needed to contact each individual agency and apply for each agency's programs separately. Over the past five years, CAPLP has worked with the other agencies in our community to streamline the process to include a universal application and a single point of entry, so no matter where you apply you are considered for all possible programs in the community. Homeless prevention providers from CAPLP, Presentation Partners in Housing, Southeastern North Dakota Community Action Agency (SENDCAA), and the Salvation Army meet weekly to filter community-wide requests based on agency capacity, eligibility criteria, and a common prioritization tool.

To make things even more accessible, coordinated, and efficient, our homeless prevention providers reached out to FirstLink, our local 211 provider. This connection was facilitated by United Way Cass-Clay. FirstLink manages our up-to-date community resources directory and also operates a suicide and crisis hotline. They are available via text and phone 24 hours a day, 7 days a week. CAPLP and all the providers worked together to create a process where people can contact FirstLink for crisis support and resources, and then be internally and directly referred to Presentation Partners in Housing to complete a homeless prevention screening and assessment. While this process continues to evolve and refine, CAPLP has noticed immediate improvements such as 24/7 access to reach out for support as well as a simpler path for those in need to access resources. This collaborative community solution is not only easier to access for those seeking services, but it has also allowed our CAPLP Housing Advocates additional time to dedicate to working directly with individuals and families in danger of becoming homeless to keep them in their homes.

CAPLP Housing Programs help people who are experiencing homelessness or are precariously housed to obtain & maintain safe, affordable housing. In 2022 CAPLP Affordable Housing Programs helped:



909
people obtain safe
& affordable
housing.

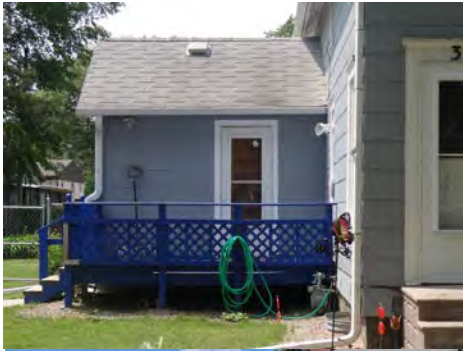


788
PEOPLE
avoid homelessness by
helping with rent
payments.



279
households
avoid eviction.

Program Highlight: Group Workcamp



Every other summer, CAPLP partners with Group Workcamp Home Repair to provide home repairs to the older adults, persons with disabilities, and income eligible residents. Through this project we are able to transform homes and create better living conditions for the families in our community! Hundreds of youth from across America come together for one week to repair and transform homes. This year our Group Workcamp took place in Moorhead, MN and a total of 14 homes were repaired.



Edith and Silas have been working with CAPLP for over 10 years. Their grown children attended our CAPLP Head Start program and they've been utilizing our free tax preparation services for years as well. Now, they receive a monthly nutritional box delivery as part of our Nutritional Assistance Program for Seniors (NAPS).

Edith and Silas' deck was beyond repair. They applied for help through our Group Workcamp. Our CAPLP Group Workcamp allows us to complete repairs free of charge to make homes more livable and safe for homeowners and oftentimes increases curb appeal. After the volunteers finished demolishing the old deck, they discovered that there were some electrical boxes and outlets that were hazardous. Luckily, CAPLP was able to find an electrician to replace the outlets and bring them up to code so the family could continue to

Edith & Silas' deck before & after demolition.

utilize them for security lights and other purposes. Edith and Silas now have piece of mind knowing their outlets are safe for use.

After the electrical work was complete, the youth volunteers got to work constructing a new deck. After a week of hard work, the deck was complete, but more importantly, sturdy, and safe. The youth leader and crew even surprised the homeowners with a set of two new chairs and side tables to go along with their brand-new deck! Now Edith and Silas said they feel very happy and blessed and they're enjoying the weather sitting out on their new deck.



Edith & Silas' finished deck with new, safe outlets.

CAPLP provides integrated community level services that are designed to promote healthy, independent living for seniors across Clay County. In 2022 CAPLP helped:

126 older adults
get

\$63,629

in rent rebates
and property
tax refunds.



senior citizens maintain
independence.



receive nutritious food
boxes monthly.

Program Highlight: Child Care Connections

High quality, affordable child care was identified as the top community need in our 2022 CAPLP Community Needs Assessment. Last year, CAPLP expanded services to create a new Child Care Connections Division and multiple new grants were acquired this year to increase both CAPLP services in our current geographic area and expand to provide services to a broader geographic region. Through this expansion, our Child Care Connections team doubled in size from 13 to 26 employees.

Also due to the expansion, our CAPLP team was able to provide support to over 200 new early childhood educators through quality coaching which assists providers in improving the quality of their care as measured by a quality rating scale. In addition, CAPLP has been able to secure funding to support child care startup and retention programming, provide support for family, friend, and neighbor child care, and have been piloting a family child care substitute program.

CAPLP is committed to supporting the development and retention of high-quality, affordable child care to ensure that families have the opportunity to obtain and maintain employment and children are provided with the education and care they need to flourish.

Ayat's Story

Ayat was first introduced to CAPLP through our Early Head Start Home Visitor program in 2019. She's always been very active, engaged, and involved in her children's education. Ayat truly values the importance of early childhood education.

Each year families set goals and work toward them with the help of their Head Start Home Visitor. In April 2020, Ayat shared her goal of opening a family child care business. Our CAPLP Head Start Home Visitor immediately reached out to our Child Care Connections Division to connect Ayat with our New American Child Care Navigator to help make her dream a reality. Ayat maintained a positive and determined attitude throughout the licensing process. She even gave birth toward the end of the process and continued to approach all challenges with a smile on her face.

Working collaboratively and through many virtual visits as well as in-person meetings, Ayat was licensed in April of 2022. She officially reached her goal and has a licensed child care business. We are so excited for what the future holds for this passionate early childhood educator!



Ayat holding her license with our CAPLP New American Child Care Navigator and Regional Child Care Support Coordinator.

Awards & Recognitions



2022 Certified Community Action Professional Graduates

Kelli Rohrer
Amanda Even

2022 Certified Community Action Leadership Institute Graduates

Alessandra Lopez
Jenna Cronen
Molly Christenson



Awards & Recognitions



*CAPLP Housing Team
Outstanding Coalition Partner Award*



*Sierra Mcfaline
Outstanding Service Provider
Award*

FM Coalition to End Homelessness Awards

Awards & Recognitions



*Laurie Drewlow
Dennis R. Heitkamp Leadership Award*



*United Way Cass-Clay
Volunteer Extraordinaire Award*

2021 Service Award Recipients



Sierra Mcfaline, 5 Years



Jordan Spooner, 5 Years



Chelsea Blore, 5 Years



Ciara Langehaug, 5 Years



Dawn Block, 10 Years



Emma Schmit, 10 Years



Debi Zastrow, 10 Years



Becki Johnson, 15 Years



Aveen Amedi , 15 Years



Esmeralda Urrabazo, 20 Years



Lori Schwartz, 25 years



Michelle Skoblik, 25 Years

2022 Volunteers



Concordia College students volunteer to pull weeds, fill in rock, and beautify the outside the CAPLP Belsly office as part of their annual Hands Of Change event.

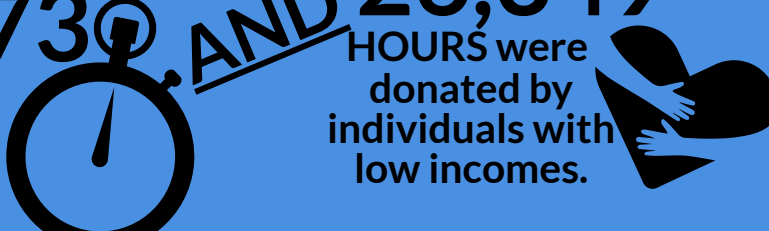


John Deere volunteers deliver nutritional food boxes to seniors in Clay County on a very cold day.


Our work is not possible without the help of our incredible volunteers!
In 2022 CAPLP volunteers:

Provided
31,373
HOURS
of service

AND 26,349
HOURS were
donated by
individuals with
low incomes.



Delivered
92K
pounds
of food
to older adults in Clay
County.



2022 Photos



Voter registration booth at the Family Service Center in Moorhead, MN.



Community Action Month team potluck celebration in May.



Virtual meeting with Representative Michelle Fischbach and Minnesota District 7 Community Action Agencies.



Community outreach at a FM RedHawks game.



Thanking Senator Eken and Representative Marquart for their service and support of Community Action.

CAPLP TEAM

Board of Directors



Sarah King, Board Chair
Tiffany Ross, Vice Chair
Cyndee Thormodson, Treasurer
Eloisa Pigeon, Secretary
Nicole Flick
Shawna Korinek
Rochelle Palubicki
Cani Aden
LeRoy Turner

Lyle Hovland
Loren Ingebretsen
Heather Keeler
LaRae Kuhfal
Renee Charon
Jenny Mongeau
Michelle Werner
Jonathan Green
Paul Krabbenhoft

Head Start Policy Council Representative: Helan Khalil

Leadership Team



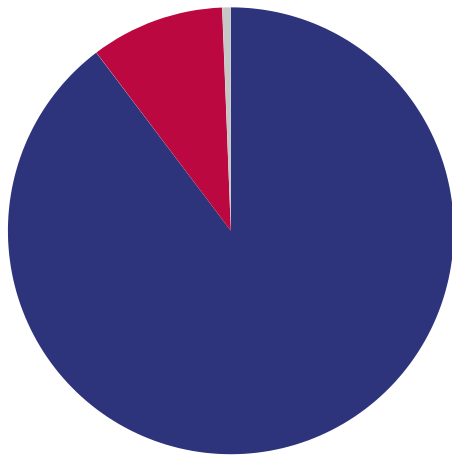
Lori Schwartz, Executive Director
Colleen Murray, Operations Director
Cassie Christianson, Finance Director
Kim Trautman, Human Resources Director
Becki Johnson, Learning & Development Director
Emma Schmit, Housing Director
Kristin Phillips, Head Start Director
Robin Christianson, Economic Empowerment Director
Maria Steen, Child Care Connections Director

Financial Report

LAKES & PRAIRIES CAP FINANCIAL REPORT FY 2021-2022

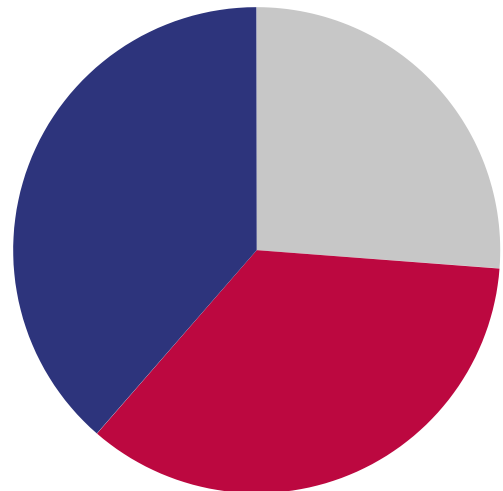
REVENUES			2021 -2022	2020 -2021	ASSETS			2021-2022	2020-2021
Grant Revenue:									
	Federal		\$ 6,248,345	\$ 6,369,536	Cash and Cash Equivalents			1,004,916	864,075
	State of Minnesota		3,396,996	3,248,442	Restricted Cash - Unemployment Trust			96,801	81,436
	State of North Dakota		25,573	35,157	Investments			87,091	87,871
	Local Revenue		202,209	12,388	Grants Receivable			1,443,952	1,094,374
	Foundations		633,500	587,675	Other Receivables			28,604	7,274
	Contributions		258,273	121,347	Prepaid Expenses			75,888	56,367
	In-Kind Contributions			-	Investments				
	Charges for Services		133,973	267,965	Property & Equipment, Net				1,200,988
	Reimbursements		184,884	53,163	CD's at Cost			87,091	87,541
	Interest		503	1,109	Total Assets			\$ 2,824,343	\$ 3,479,926
	Gain (Loss) on Disposal of Fixed		(5,336)	-					
Total Revenues			\$ 11,078,920	\$ 10,696,782	LIABILITIES AND NET ASSETS				
EXPENSES					Current Maturities of Capital Lease				-
Program Services					Current Maturities of Facility Loan			53,096	27,207
	Head Start		3,427,795	3,269,159	Due to Other Funds				
	Economic Empowerment		3,761,288	3,428,494	Accounts Payable			46,651	8,699
	Housing		2,554,097	3,034,454	Accrued Payroll, Taxes and Related Benefits			372,660	337,110
	Supporting Services				Accrued Compensated Absences			377,843	398,157
	Management and General		1,054,178	956,139	Refundable Advances			403,423	140,763
	Fundraising		65,645	64,298	Total Current Liabilities			\$ 1,253,673	\$ 911,936
Total Expenses			\$ 10,863,003	\$ 10,752,544	Long-Term Liabilities				
Change in Net Assets			215,917	(55,762)	Facility Loan, Less Current Marturies			2,042,077	688,457
NET ASSETS BEGINNING OF YEAR			\$ 1,879,533	\$ 1,935,295	Total Liabilities			\$ 3,295,750	\$ 1,600,393
NET ASSETS END OF YEAR			\$ 2,095,450	\$ 1,879,533	Net Assets				
					Without Donor Restrictions			1,345,488	1,260,657
					With Donor Restrictions			749,962	618,876
					Total Net Assets			\$ 2,095,450	\$ 1,879,533
					Total Liabilities and Net Assets			\$ 5,391,200	\$ 3,479,926

2021-2022 Functional Expenses



- Program Expenses (89.69%)
- Management & General Expenses (9.7%)
- Fundraising Expenses (0.6%)

2021-2022 Program Expenses



- Housing (26.21%)
- Head Start (35.18%)
- Economic Empowerment (38.6%)

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CONTACT US



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