

2015

# Impact Report



COMUNIDADES LATINAS  
UNIDAS EN SERVICIO

(Latino Communities United in Service)



## A Legacy of Advancing Minnesota's Latino Community

### Our Mission

To advance the capacity of Latino families to be healthy, prosperous, and engaged in their communities.

### Our Vision

A thriving multicultural community enriched with confident and strong Latino families who contribute their voice, skills, entrepreneurial spirit and cultural richness.



# State of Health and Family Wellbeing



Many new immigrants who seek CLUES services have lower levels of formal education and incomes, as well as more barriers to accessing the health care system. These barriers impact the health of the Minnesota Latino community. The Latino population makes up only 4.8% of Minnesota's total population, but accounts for 20.2% of Minnesota's uninsured population.













In addition to physical health conditions, many of the social and economic inequalities faced by Latinos affect their psychological health, leading to struggles with chemical dependency and mental health conditions. Lack of culturally appropriate treatment is one reason that Latinos with alcohol dependency are more likely (33%) to have recurrent problems related to their addiction than non-Latino whites (22.8%). Substance abuse and chemical dependency often co-occur with personal histories of trauma and/or with other mental illnesses. Migrating to the United States and acculturating to life in a new home can, result in trauma, especially when removed from traditional family networks of support. Trauma can cause or worsen depression and anxiety, each of which is strongly correlated with substance abuse, and can adversely impact the healthy functioning of the family unit.

Both nationally and locally Latino elders are 1.5 times more likely to suffer from dementia or Alzheimer's than whites. There are very few culturally and linguistically appropriate services to support aging Latinos and their caregivers in Minnesota, and CLUES helps to fill this critical gap.

<sup>1</sup> State Health Access Data Assistance Center. (2015). Available from: [www.shadac.org](http://www.shadac.org).  
<sup>2</sup> National Institute of Health. (2013). Alcohol and the Hispanic Community. Available from: [www.pubs.niaaa.nih.gov/publications/HispanicFact/hispanicFact.pdf](http://www.pubs.niaaa.nih.gov/publications/HispanicFact/hispanicFact.pdf)



CLUES Impact

-  **667** individuals received mental health services
-  **809** children's mental health sessions
-  **145** women received sexual assault counseling
-  **796** adults were enrolled in MNSure
-  **560** adults were screened for benefits
-  **233** families were connected to services and resources
-  **300** families participated in CLUES Feria de Salud (Wellness Fair)
-  **30** families attended elder caregiving classes
-  **230** rural Latino families received home visits
-  **57** elders were served by CLUES Elders Program
-  **300** fathers were served by Fathers Project parenting program
-  **100** women were educated about breast health



*I am truly thankful that CLUES has been so helpful. Whether you speak Spanish or English, it's so great to know that there is place where people are just like you and want to help. Just knowing that there are services out there for people like me really touches my heart.*



**1009** hours of one-on-one employment counseling

**15** youth recruited to the Youth at Work program

**445** employment clients participated in coaching, job search workshops, and on-site hiring days

**148** workers were placed in jobs at an average wage of \$12.96 per hour

**209** families graduated from the Homestretch first-time home-buyer program

**2800** free income tax returns were filed

**\$4.5** million in tax refunds were returned to clients.

*Para mí, el (programa para la 3ra Edad) es excelente. Me relajo mucho aquí. Como yo vivo sola, aquí me relajo toda la mañana.*



## State of Educational Achievement

Minnesota is often recognized for its educational success and the "above-average" achievement of its students. However, the statistics tell a very different story for students of color. Only 35% of Latino children in Minnesota (compared to 68% of White children) are proficient in reading by the end of third grade, a common predictor for future economic success.<sup>9</sup> The gap between graduation rates for Latinos (63%) and Whites (86%) remains among the steepest in the nation.<sup>10</sup> By age 25, half as many Latinos (16%) as Whites (33%) have a bachelor's degree.<sup>11</sup> Education is seen as the "great equalizer," but because of disparities in quality and access to resources between different schools, some students (mostly White) receive more chances to succeed and experience more social mobility than students of color.



<sup>9</sup> Minnesota Budget Project. (2011). Racial Disparities Grow in Minnesota as Poverty Increases, Household Income Declines. Available from <http://minnesotabudgetbites.org/2011/09/22/racial-disparities-grow-in-minnesota-as-poverty-increases-household-income-declines/#VraqTU3CUL>.

<sup>10</sup> Minnesota Compass. (2015). Third Grade Reading Scores. Available from <http://www.mncompass.org/education/3rd-grade-reading-scores/#1-6486-g>

<sup>11</sup> Minnesota Compass. (2015). High School Graduation. Available from <http://www.mncompass.org/education/high-school-graduation/#1-6084-g>.

<sup>12</sup> Minnesota Compass. (2015). Minnesota's Hispanic Population: Five Interesting Trends. Available from <http://www.mncompass.org/trends/insights/2014-10-02-hispanic-population-trends>.

## State of Economic Vitality

While Minnesota scores highly on multiple measures of economic prosperity, this prosperity is not evenly shared with the state's communities of color. As Minnesota's Latino population increases, a variety of economic disparities between Minnesota's Latino and white population continue to persist.<sup>4</sup> In Minnesota, 23.2% of Latino families live below the federal poverty line (calculated at \$24,250 for a family of four). The median income for a Latino family in Minnesota is \$39,199—35% less than the median income for White families in the state (\$60,221).<sup>5</sup> These gaps in earnings are related to low rates of homeownership in the state among Latinos (40%) as compared to Whites (75%).<sup>6</sup> Unemployment, underemployment and low wages disproportionately impact Latino workers and leave large numbers of Latino families living in poverty, nearly one in four in 2013.<sup>7</sup> Although most of the state's Latino adults are working (72%), Latinos are more likely to be underemployed, working multiple part-time jobs to make ends meet for their families. These disparities have grown since the beginning of the most recent recession, and while the state overall is regaining lost ground, communities of color are being left behind.

<sup>3</sup> Alzheimer's Association. (2010). Alzheimer's Disease: Facts and Figures. Available from [http://www.alz.org/documents\\_custom/report\\_alzfactsfigures2010.pdf](http://www.alz.org/documents_custom/report_alzfactsfigures2010.pdf).

<sup>4</sup> Minnesota Budget Project. (2011). Racial Disparities Grow in Minnesota as Poverty Increases, Household Income Declines. Available from <http://minnesotabudgetbites.org/2011/09/22/racial-disparities-grow-in-minnesota-as-poverty-increases-household-income-declines/#VraqTU3CUL>.

<sup>5</sup> Minnesota Compass. (2015). Economy: Overview. Available from <http://www.mncompass.org/economy/overview..>

<sup>6</sup> MetroStats (2013) Prosperity Imbalanced. Available from <http://metro council.org/METC/files/3f/3f92bc2f-f244-438e-b714-a7a95028daca.pdf>.

<sup>7</sup> US Census Factfinder. (Accessed online on April 30, 2015 at <http://factfinder.census.gov/faces/tableservices/jsf/pages/productview.xhtml?src=bkmk>)



*I like to come to (ESL) class; it helps me in so many ways. At my age, learning is a real challenge, but I feel I learn something new everyday, even if it's just one thing. This class makes me feel better about myself.*

CLUES Impact



**3645**

The Creando Juntos program dedicated over 3,645 hours to children's tutoring



**90%**

of 5 year-olds assessed showed gains in Kindergarten readiness



**618**

students attended the adult basic education services



**120**

high school and middle school students participated in the Youth in Action mentorship program



**40%**

of participants recognized an increase in their English proficiency



**55%**

of parents assessed increased their ability to advocate for their children's school success



## Board of Directors 2015

### Chair:

**John Pacheco**,  
Independent Consultant

### Vice-Chair:

**Frank Fernandez**,  
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Minnesota

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**Jeffrey Savage**, Vice  
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**Gonzalo Petschen**,  
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Throat Specialists

**Mario de la Torre Borja**,  
Business Development  
Manager- Latin America  
Region; 3M



## President's Letter

### Dear CLUES friends and donors:

2015 has been a year of many accomplishments. CLUES has continued to be at the forefront of social service organizations working to respond to the changing demographics in Minnesota by representing the values and the contributions of Latinos in the state.

Over this past year, CLUES focused on advancing our internal systems and maximizing our potential to foster opportunities for transformational change for Latinos in Minnesota. Our hard work was recognized by the Detroit-based Kresge Foundation with a three-year organizational capacity building grant, as well as by significant new funding to help us advance workforce development programs. We're also proud to say that CLUES met its goal of raising funds to purchase a much-needed bus for our elder's program, and we continue to receive philanthropic investments for our critical mental health services.

In our Economic Vitality programs, CLUES is partnering with employers to increase the diversity of the state's workers, helping to lead the state toward economic success.

We are working to ensure that Latino parents build the skills needed for good jobs in which they can earn livable wages to support their families. We are also helping families to access resources such as affordable healthcare and SNAP benefits to ensure that their children have nutritious food and access to medical care.

To meet these growing needs of our community, CLUES will be expanding its headquarters building in Saint Paul. Plans for this much larger facility include a new Career Training and Technology Center for parents, children, youth, and elders; a new home with expanded capacity for CLUES' Elders Program; a center for creativity and artistic development; and tenant space for organizations serving the Latino community and the neighborhood.



During 2016, CLUES will commemorate 35 years of leadership and legacy. In the fall, we will celebrate Hispanic Heritage Month with an outdoor Fiesta Latina in Saint Paul and with our 35th Anniversary Gala in Minneapolis that will bring together over 500 civic and community leaders thanks to corporate sponsors and the leadership of the General Mills Foundation. We invite you to join us in these celebrations!

We thank our clients, whose drive and perseverance are an inspiration to us everyday and are grateful to you, our partners, who have helped us in our ability to continue to transform lives and communities - one dream at a time.

**Ruby Lee**, President and CEO



**ST. PAUL**  
797 East 7th Street  
St. Paul, MN 55106  
Tel: **651-379-4200**  
Fax: 651-292-0347



**MINNEAPOLIS**  
720 East Lake St.  
Minneapolis, MN 55407  
Tel: **612-746-3500**  
Fax: 612-871-1058



For more information please visit:

**www.CLUES.org**



# COMUNIDADES LATINAS UNIDAS EN SERVICIO

(Latino Communities United in Service)



45 programs encompassing 4 program pillars: Health and Family Wellbeing, Economic Vitality, Educational Achievement, Cultural and Civic Engagement

A Legacy of Advancing Minnesota's Latino Community



The largest Latino led nonprofit in Minnesota



Served over 12,000 individuals with direct services in 2015



Over 200 organizational and institutional partners



91 employees of whom 70% are Latino and 95% bilingual



## Donors and Partners

### 2015 Individual Donors

Laura Abril, Jeff Aderman, Madeline Aderman, Lenys Alcoreza, Robin John Anderson, Anonymous, Guadalupe Arevalo, Bruce Bjork, Elizabeth Branca, Deirdre Brennan, Meghan Brown, Efrain Cardenas, Ashley Carlisle, Wilson Chiqui, Silvestre Cordova, Jocelyn Coreas, Arlette Cuevas, Anderson Deanne, Dale Dufault, Ruth Elfering, Joyce Esquivel, Alberto Fierro Garza, Anselmo Figueroa, John Flynn, Melisa Franzen, Luz Maria Frias, Susan Funk, Julie Marie Garcia, Janusz Gnoinski, Grace Grinager, Fanny Gutierrez, Carmen Hamilton, Rick Hammergren, Wendy Harris, Mary Ellen Heelan, Jamie Hubbard, Thierry Ibri, Alice Johnson, Carla Kohler, Anne Kurowski, Edwin Ladd, Irene Ladd, Lametti and Sons Inc., Ana Ruby Lee, Andrea Lee, Yvonne Lerew, Chistin Light, Miguel Linares, Marina Lyon, Ruth Mason, Jaeme Mata Hernandez, Malcolm McDonald, Shannon McDonough, Heather Meyer, Daniel Moreno, Laura Moulton, Nicholas Moulton, Maribel Navarrete Reyes, Cole Niemeyer, Ivan Nunez, Enrique Olivarez, Angela Orfield, Brenna Ouedraogo, John Pacheco, Maritza Pechan, Ana Perez, Oliver Perez, Kim Pittsley, Amanda Pleskovitch, Kellina Porthan, Colleen Powers, Kirsten Radcliffe, Natalie Rankins, Marisela Rios, Laura Robertson, Anne Rodriguez, Jose Rodriguez, Margaret Rodriguez, Inell Rosario, Luis Rosario, Renato Rubio-Pliego, Michael Ruiz, Cira Sanchez, Jeff Savage, Sheila Scott, Michael Shovein, Christine Simonson, Ernest Smith, Stephen Smith, Jaine Strauss, Erin Talley, Jeffery Talley, Natalie Tejada, Carlos Tellez, Donald Thomas, Tyler Thostenson, Richard Todd, Ann Tyler, Jorge Ulate-Rodriguez, Trinidad Uribe, Alejandro Valenzuela, Adriana Vasquez, Victoria Velez, Martin Venegas-Orozco, Heather Whelpley, Thomas Wiegele, Mitchell Wittenberg

### 2015 Corporate and Foundation Donors

3M Community Affairs, Allianz Life Insurance Company of North America, Allina Health, Ameriprise Financial Inc., Andersen Corporate Foundation, Best Buy Children's Foundation, Blue Cross and Blue Shield Center for Prevention, Blue Cross and Blue Shield of Minnesota Foundation, Boston Scientific Foundation, Bush Foundation, Cargill, Children's Hospital, Cigna, ClearWay Minnesota, Comcast Foundation, Country Financial, Deluxe Corporation Foundation, Donaldson Foundation, Ecolab Foundation, Enterprise Holdings Foundation, F.R Bigelow Foundation, Fredrikson & Byron Foundation, Fuerza Azul of Blue Cross Blue Shield, General Mills Foundation, Greater Twin Cities United Way, H.B. Fuller, Hardenbergh Foundation, Hugh J. Andersen Foundation, Kresge Foundation, Land O' Lakes Foundation, LISC, Marbrook Foundation, Mardag Foundation, McKnight Foundation, NALCAB, National Council of La Raza, Nexus Community Partners, Northwest Area Foundation, NSHMBA, Otto Bremer Foundation, Park Nicollet Foundation, Patrick and Aimee Butler Family Foundation, Perrigo Foundation, Pohlad Family Foundation, Richard M. Schulze Family Foundation, Sheltering Arms Foundation, State Auto Insurance, Stevens Square Foundation, Target, TCF Foundation, The Boss Foundation, The Minneapolis Foundation, Thomson Reuters, Thrivent Financial for Lutherans Foundation, U.S. Bancorp Foundation, UnitedHealth Group, Wells Fargo Foundation Minnesota, Women's Foundation of Minnesota, Xcel Energy Foundation, Youthprise

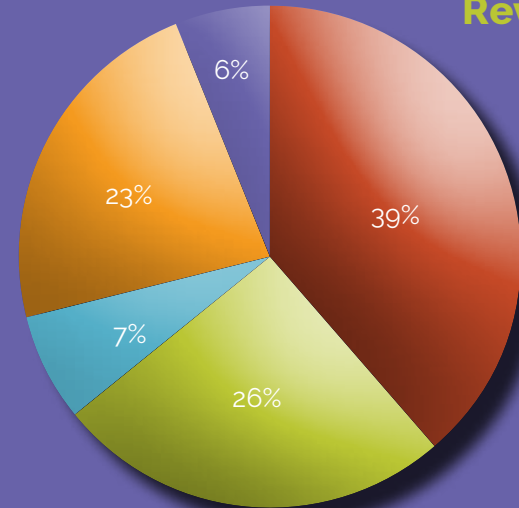
### 2015 Government Funders

Anoka County, City of Minneapolis Employment & Training, Hennepin County, Metropolitan Area Agency of Aging, Minnesota Board on Aging, Minnesota Department of Education, Minnesota Department of Health, Minnesota Department of Human Services, Minnesota Department of Human Services, Minnesota Department of Public Safety, Minnesota Department of Revenue, Minnesota Homeownership Education Counseling and Training Fund, Minnesota Housing Finance Agency, Minnesota Office of Justice Programs, National Foreclosure Mitigation Counseling Program, Ramsey County, State of Minnesota (MNSURE), Suburban Ramsey Family Collaborative, U.S. Corporation for National and Community Service (Social Innovation Fund), U.S. Department of Housing and Urban Development, U.S. Department of Justice (Office of Violence Against Women)

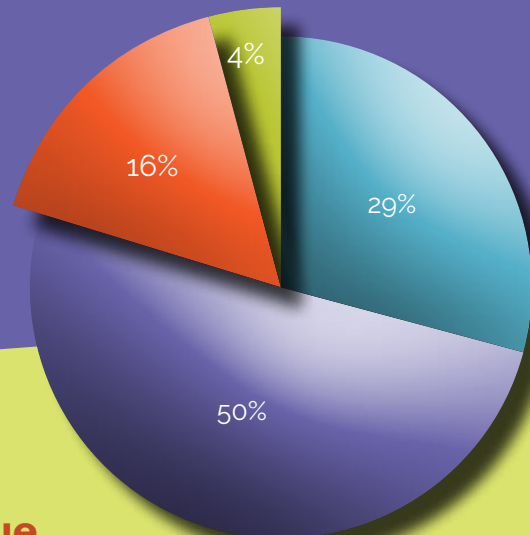


## Financials

### Revenue



### Functional Expenses



### Revenue

Government Grants.....	\$2,739,382	39%
Corporations and Foundations .....	\$1,818,435	26%
United Way .....	\$457,897	7%
Earned Revenue (Fee for Service) Contracts .....	\$1,615,387	23%
In-Kind Contributions .....	\$398,258	6%

### Total Revenues

**\$7,029,359**

Revenues restricted for future services..... (\$768,896)

### Total Unrestricted Revenues

**\$6,260,463**

### Functional Expenses

Program.....		
Economic Vitality .....	\$1,850,216	29%
Health and Wellness.....	\$3,205,314	50%
Management and General.....	\$1,026,279	16%
Fundraising .....	\$272,441	4%

### Total Functional Expenses

**\$6,354,250**