

Helping People. Changing Lives. Building Community.



ANNUAL REPORT

2021

# FULFILLING THE PROMISE OF COMMUNITY ACTION

## BI-CAP is here to help those in need



Our staff of 115 assist more than 5,000 low-income residents in Beltrami and Cass Counties.

Our programs prepare children and families for kindergarten and beyond; help families meet their home energy needs; make housing more affordable; save energy; and help youth learn a trade and life skills.

*BI-CAP works with more than 170 organizations (public and private) in Beltrami and Cass Counties—expanding resources and opportunities for those we serve.*

## From the board:

### Surmounting challenges together



*2021 was a year of resilience and creativity. BI-CAP staff and leadership did an amazing job of rolling with the ever-changing landscape and finding creative ways to continue to deliver services to our communities.*

*Though it has been challenging to develop and implement new procedures, my hope is that the creativity and flexibility demonstrated will strengthen us in the years to come.*

*Thank you to the BI-CAP staff and board of directors for the commitment to the mission and ideals of the organization. I am, and continue to be, proud of all the important work at BI-CAP.*

**- Rebecca Stone, Board Chair**

### BOARD OF DIRECTORS

- Rebecca Stone
- Reed Olson
- Colleen Moravek
- Nicole Ramsey
- Theresa Eclov
- Kathryn Smith
- Chris Walters
- Linda Tran
- Debra Halver
- Antonio Franklin, Jr.
- Sandy Miller
- Scott Bruns
- Dr. David Frison III

Thank you to Outgoing Board Members: Margaret Kinder, November 2016—July 2021; Pam St. Pierre, March 2017—July 2021; Tim Sumner, March 2013—January 2017 & December 2020—July 2021.

# FOCUS ON EQUITY, INCLUSION



BI-CAP's Mission, "Helping people in Beltrami and Cass Counties experiencing barriers on their paths toward economic stability" is

supported by our Values of Collaboration, Innovation, Compassion, and our most recently added value of Diversity, Equity and Inclusion.

BI-CAP's commitment to this new value was expressed through a year-long journey that included the board, management and all staff. Strongly supported by BI-CAP's board, the agency contracted with "Equity in Action", (now Side by Side Associates), to provide equity and inclusion consultation and training. The year long journey included leadership and board member training and coaching, as well as a review of BI-CAP's policies and

procedures.

Board members participated in developing BI-CAP's Equity Statement, "Embrace and Cultivate growth of our agency inclusivity with the ultimate goal of truly embedding diversity, equity and inclusion in all BI-CAP's work. The essence of this value embraces all people – regardless of race, ethnicity, age, gender, sexual orientation, religion, zip code, health and ability status, or any other consideration – have equal dignity, value, and opportunity to reach their full potential."

As BI-CAP embraces our yearlong DEI journey and works to uphold our equity statement, we acknowledge the commitment to continued reflection, learning and growth in embedding diversity, equity and inclusion in all BI-CAP's work.

- Barb Moran, Executive Director

## SERVING the COMMUNITY

**3,233**  
households  
served

**1,680**  
Persons with  
disability

**7,474**  
individuals

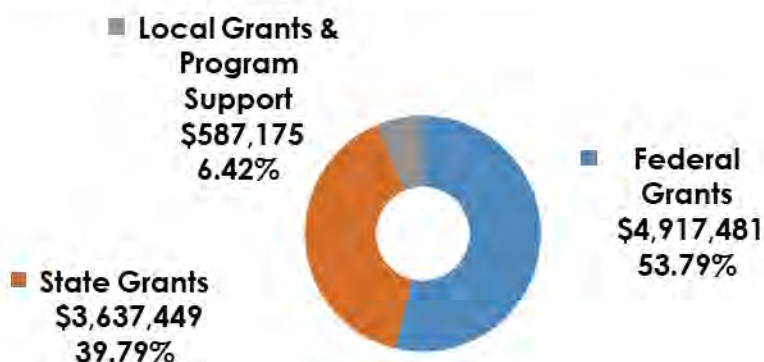
**2,804**  
Children  
(17 or younger)

**303**  
veterans

**1,702**  
seniors  
(60+)

# FINANCIALS

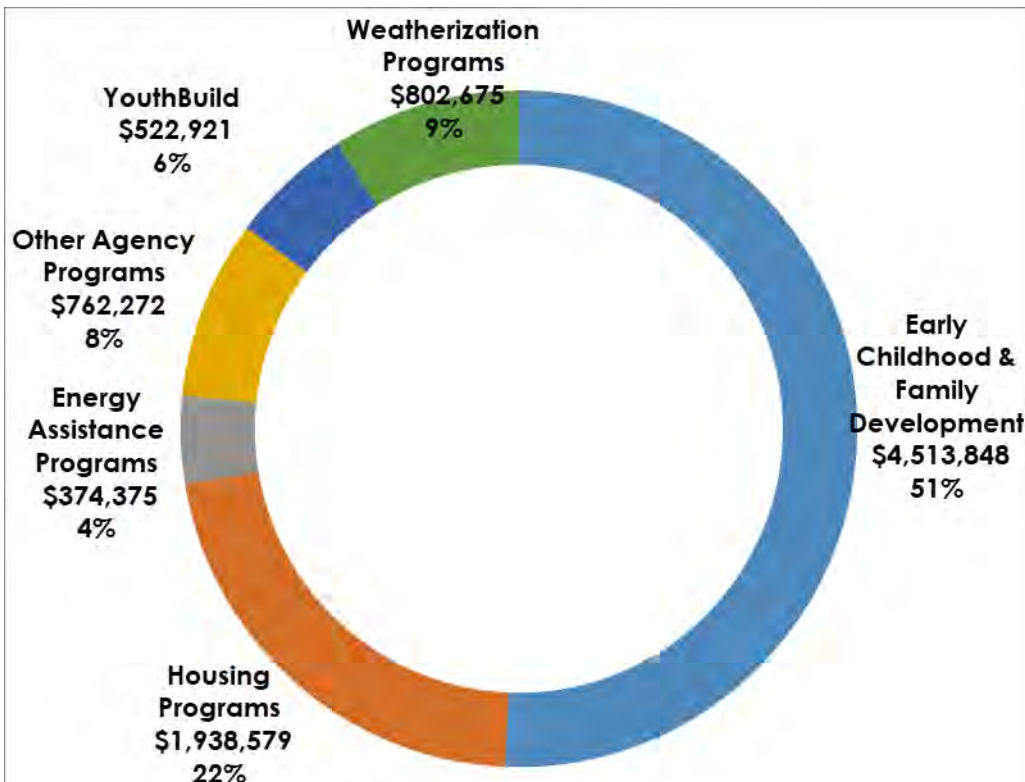
## Revenues— 10/1/20 to 09/30/21



### DID YOU KNOW?

BI-CAP receives revenue from more than 11 funding sources and almost 50 different grants, bringing federal, state and local dollars into our communities, totaling approximately \$9.6 million.

## Expenses — 10/1/20 to 09/30/21



**Financial Statement:** BI-CAP is audited each fiscal year by independent Certified Public Accountants. The audit is conducted in accordance with U.S. Generally Accepted Auditing Principles (GAAP). The summarized data that appears on this page are from the audit.



# HEAD START: PRENATAL TO FIVE



**Head Start** is a school readiness program which helps families provide the best opportunities for their children in preparation for Kindergarten.

With a two-generation approach, Programs work with families to make connection in the communities they live, support needs and set goals.

**Early Head Start** promotes healthy prenatal outcomes, enhances the development of infants and toddlers, and promotes healthy family functioning. Services are designed to meet the unique needs of each community.

***Find Us - BI-CAP Head Start on YouTube, Facebook and our website at [www.bicap.org](http://www.bicap.org).***

## IMPACT

- 224 Children served
- 197 Families served\*

\*Head Start served 50% of enrollment due to COVID

# SUPPORTIVE HOUSING



**BI-CAP's Supportive Housing Program** consists of over 15 programs utilizing a variety of funding sources including HUD, MN Housing, and MN DHS.

Supportive Housing services range from one-time assistance to on-going case management and rental subsidies. BI-CAP's programs typically serve those that are already homeless and are in the greatest need of housing support services.

BI-CAP utilizes the "housing first" strategy of rapidly re-housing participants to mitigate crisis situations and then provides support services to assist participants as they work on housing stability and self-sufficiency goals.

## IMPACT

- 162 households maintained safe and affordable housing.
- 92 households received help for paying a housing deposit
- 113 clients avoided eviction.
- 63 were placed in permanent housing

## Serving clients through Coordinated Entry

***When a homeless client requests assistance from BI-CAP, we must put them on the Coordinated Entry Priority List. When BI-CAP or other agencies have an opening, they request a referral from the CE Priority List. This is a funding source requirement.***

# ENERGY ASSISTANCE



The Minnesota Energy Assistance Program provides financial assistance to households to help pay a portion of their home energy and heating bills. The grants are based on the household size, income, fuel type, and energy usage. Primary Heat grants are sent directly to the household's fuel and/or electric vendors to assist households' ability to maintain affordable and continuous energy by providing grants to lower their energy burden.

## THANK YOU

"I want to Thank you sooooo much for working on my application for energy assistance.... This is a huge gift of safety for me during the cold months ahead."

"I am writing to thank you for your assistance with providing me with a new furnace for my home. Without the help of yourself and BI-CAP, I would have been in quite a bad situation leading into the winter."

## IMPACT

- **3004** Households Approved
- **999** Heating Crisis Resolved
- **136** Energy Related Repair/Replacement Services Provided

# WEATHERIZATION



BI-CAP's Weatherization department works with clients to improve the energy efficiency and health and safety while decreasing the energy consumption of their home.

Priority is given to elderly and disabled households with high energy consumption and single head of households with children.

## Activities include:

- **Energy Audits**
- **Air Sealing**
- **Furnace Upgrades**
- **Insulation**
- **Ventilation**



*Along with saving energy, Weatherization is improving the health of its clients. Studies show improvements in allergies, asthma, respiratory issues, radon caused cancers and mental health.*

- *Indoor air pollutants are reduced by sealing off damp crawlspaces and high moisture areas.*

# YOUTHBUILD

BI-CAP YouthBuild is a comprehensive work experience training program for opportunity youth, ages 16-24, who have left the traditional school system. The program provides an opportunity for youth to spend 29 hours per week in academics, leadership development, construction/work experience training, life skills learning, and career/post-secondary exploration.

YouthBuild participants are mentored for four days a week, alternating their time between the classroom, construction site, and other activities to resolve barriers, set and achieve goals, explore careers and more. They receive school credit and an hourly wage for participation in all activities during their time in the program. Participants receive guidance and support while pursuing post-program placement and a full year of follow-up support after completing the program.

Cass Lake Bena ALC is BI-CAP YouthBuild's educational partner. They provide an onsite Teacher/Learner Manager to assist participants in working toward their high school diploma and to prepare those participants more suited to earning their GED or Adult Diploma equivalency.



## IMPACT

- 27 youth gained employment, education, and valuable life skills



Bemidji Mayor, Jorge Prince, meets with BI-CAP YB staff and participants during a community event. YB invited Big Ideas mobile classroom to the area for an opportunity to educate YB participants, alumni, and community youth by having them engage in hands-on virtual and augmented reality simulations of various trades. In collaboration, NTC hosted the event and held a program open house.



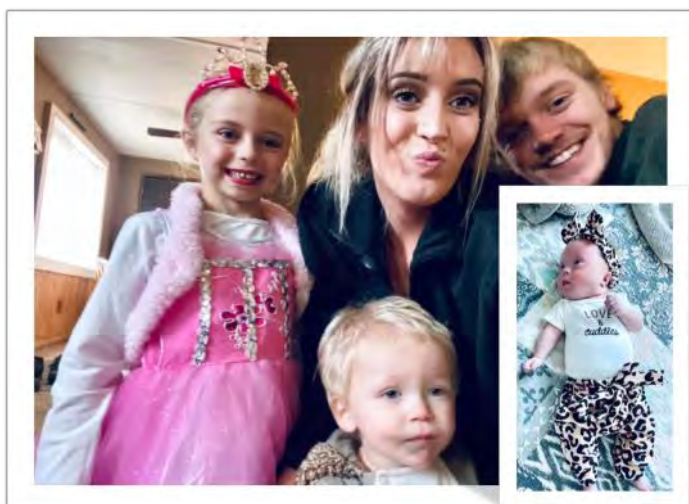
YB Intern, Matt, shows new participant, Devin, how to install siding on the single-family home project on 818 Irvine Ave. YB homes are sold to qualified buyers who meet income limits or qualify as homeless. The money from the sale is reinvested into the next YB project.



# BI-CAP Head Start Heroes



Minnesota Head Start Association (MHSA) sponsors a Head Start Heroes recognition program each year celebrating members of the Minnesota Head Start community who overcame tremendous challenges and achieved personal and family success.



Pictured is Brittney and Taylor and their children McKenna, Kayson and baby Willow (inset).

In the **Family Success** category, parent **Brittney Y.**, of Northome, was a winner recognized for being a BI-CAP Head Start family making significant life changes in the last year.

Brittney has been involved with Head Start for the last 7 years, starting as a teen parent and continuing with her children's participation in the program. She made positive steps in



Pictured is Rachel and her two children. Theon-Ezekiel, 5 months, is part of BI-CAP Early Head Start-Home Base.

housing, education and employment.

Parent **Rachel M., of Walker**, was a BI-CAP nominee in the **Family Success** category.

Rachel was working two part-time jobs and has now been hired full-time as an assistant manager. Her employment will help with housing stability.

## ABOUT US—CONTACT US

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Sign up for our newsletter  
on our website:  
[www.bicap.org/contact](http://www.bicap.org/contact)