

Compassion



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Collaboration

C O M M U N I T Y



Above: Head Start students and staff take part in Silly Sock Day to raise awareness for World Down Syndrome Day.

At left: Head Start students have fun outside in the snow.

ANNUAL REPORT

2022

Teamwork

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.

Surmounting challenges together



Throughout 2022 we all experienced (joyfully) gradual easing of many of the restrictions forced on us by the global pandemic. The Board returned to in-person meetings in April of 2022. The Agency migrated back to more activities such as in-person All Staff events and travel to trainings and conferences. At the same time, we all continue some of the best practices uncovered during the pandemic. For example, sometimes Zoom is perfect for a meeting and everyone saves travel time and expenses.

We all welcome changes back toward "normal". At the same time, we celebrate the lessons learned and the fact that some new ways of doing business make it easier for our clients to gain access to services via technology or for staff to work remotely.

THANK YOU to the entire BI-CAP staff for all your work every day. You are the heartbeat and the soul of BI-CAP. You show up and work hard to fulfill our mission and vision, but you do so much more. YOU CARE. I know you do because I hear it when I spend time with you, and when I talk with our clients. Your caring shines in our communities. Thank you for taking care of each person and family we serve with our multiple programs. You are all awesome!

I am proud of all the important and valuable work BI-CAP accomplishes and am honored to serve on the Board of Directors.

2022 - ***Colleen Moravek, 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
- Heather Labat
- Melody Gorden

BUILDING RESILIENCY



Resiliency is a word that comes to mind as we reflect on 2022 and the crest of the COVID-19 pandemic.

We were forced to do business in a new way as we navigated the unknown during the pandemic and strived to support individuals, children, and families through BI-CAP's services.

Straddling client barriers in a unique way was the result of the pandemic, as we worked to embrace our mission "to help people in Beltrami and Cass Counties experiencing barriers on their paths toward economic stability."

In observing BI-CAP's value of Innovation, we responded to client barriers using technology and alternate

methods to support client services, and ultimately reduced many barriers for clients in need.

BI-CAP's enduring resiliency during the pandemic has enabled us to address challenges faced as learning opportunities—supporting permanent post pandemic changes and greatly reduced barriers for clients in accessing BI-CAP's services.

- **Barb Moran, Executive Director**

re·sil·ience

- Resiliency *describes our ability to cope with difficult situations*
- Resilience is the process and outcome of successfully adapting to difficult or challenging life experiences
- In business, resilience *means dealing with adversity and shocks, and continuously adapting for growth.*

SERVING the COMMUNITY

3,541
households
served

1,699
Persons with
disability

8,368
individuals

3,141
Children
(17 or younger)

317
veterans

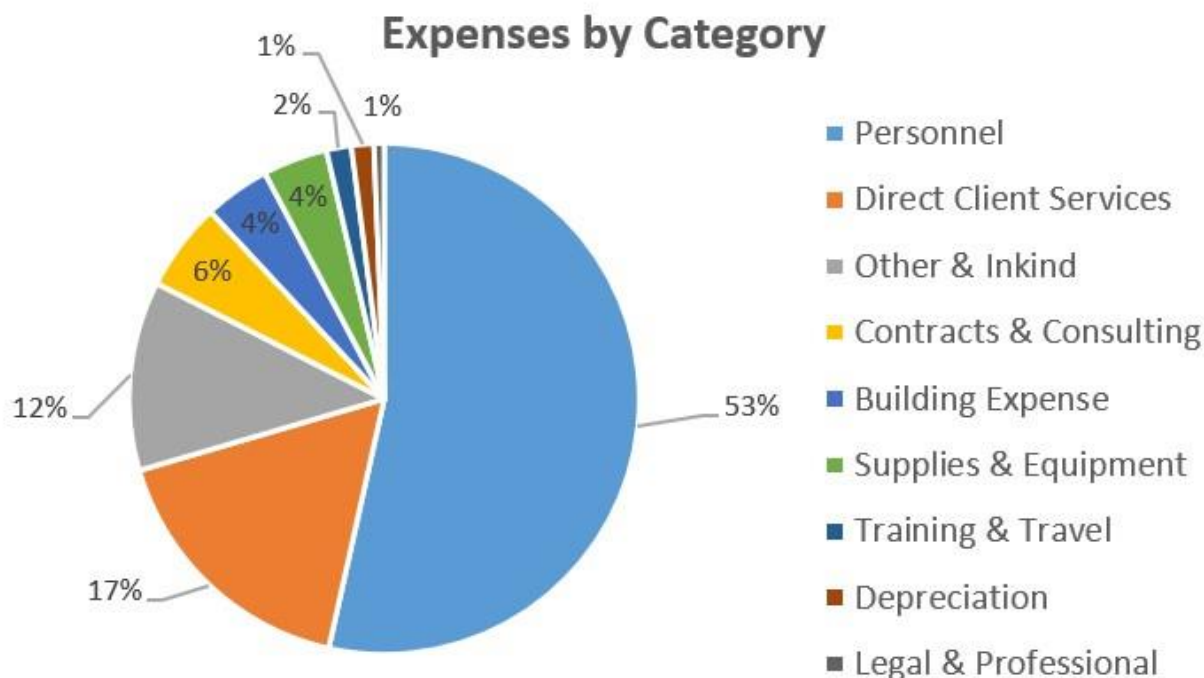
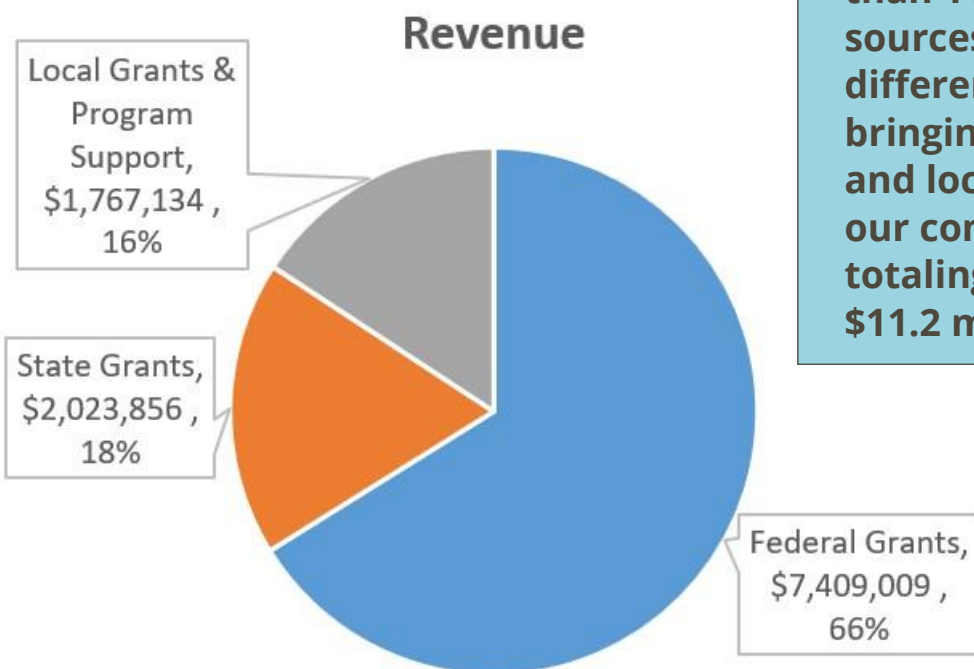
1,958
seniors
(60+)

FINANCIALS

10/1/21 to 09/30/22

DID YOU KNOW?

BI-CAP receives revenue from more than 11 funding sources and 58 different grants, bringing federal, state and local dollars into our communities, totaling approximately \$11.2 million.



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 connections in the communities they live in, 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.

IMPACT

- 301 Children served
- 258 EHS Families served

*Find Us - YouTube @bi-capheadstart,
Facebook @BICAPHS and our website at
www.bicap.org.*



Teacher Robert teaches Ojibwe stories to 3- and 4-year olds during circle time. Also pictured is Teacher Anna.

ENERGY ASSISTANCE

The Minnesota Energy Assistance Program provides financial assistance to households to help pay a portion of their home energy bills. Grants are based on household size, income, fuel type, and energy usage. Primary Heat grants are sent directly to the household's energy vendors to assist households' ability to maintain affordable and continuous energy. Crisis assistance and Furnace Repair or Replacement is also available to approved households in need of additional assistance. Households with a delinquent water bill or disconnection from water service may receive water crisis assistance.

IMPACT

- **3,263** Households Approved
- **1,570** Heating Crisis Resolved
- **180** Energy Related Repair/ Replacement Services Completed



THANKS!

"This is a Huge gift of safety for me during the cold months ahead."

WEATHERIZATION



BI-CAP's Weatherization department works with clients to improve a home's energy efficiency and health and safety while decreasing the energy consumption. Priority is given to elderly, disabled, households with high energy consumption and single head of households with children.

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



Weatherization identifies areas of the home that are losing the largest amount of heat. Air sealing gaps and cracks in the attic floor can reduce a home's heat loss by 40%.

YOUTHBUILD



BI-CAP YouthBuild is a pre-apprenticeship work-experience training program for opportunity youth, ages 16-24. The program provides an opportunity for participants 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 hourly pay for participation in all activities during their time in the program. Participants receive post-program placement mentoring 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.



YB staff combine life skill lessons with tours of businesses and area agencies. Participants also attend college tours, job fairs, career expos and more.

Pictured are participant trainees receiving a lesson on vehicle maintenance from Chester Berg Toyota.

IMPACT

- 27 youth gained employment, education, and valuable life skills
- 100% completed nationally recognized NCCER construction certification
- 16 completed their diploma or equivalency for graduation
- 16 completed First Aid/CPR



YouthBuilders Mallory, Alexis, Tyler, and Chelsea hung kitchen cabinets and worked on finishing touches to complete the 818 Irvine Avenue building project. All YouthBuilders worked diligently to get this house ready to sell by spring of 2023.



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.

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.

IMPACT

- 185 households *maintained* safe and affordable housing.
- 106 households received help for paying a housing deposit
- 27 were placed in transitional housing
- 96 households *obtained* safe and affordable housing



ABOUT US—CONTACT US

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Sign up for our newsletter on our website:
www.bicap.org/contact