

## Imagine Starting Over

**Picture leaving everything** to begin anew in a foreign land where you don't speak the language. Tasks like making appointments, reading labels and mail, enrolling your child in school, and finding a job go from mundane to overwhelming. For many immigrants, these obstacles are a difficult reality.

The 2024 Steps to Success event features one such family: Haydar and Sevim fled Turkey to escape racial, religious and political persecution, and ensure the safety of their three children. Daughter Cemre says, "To protect us my parents told no one, not even us, that we were leaving. My brothers and I only learned a few days before we left. No one else knew until after we were gone."

They chose Minnesota because of a family connection, yet the challenges were daunting. Three months after arriving they found Daily Work, and we connected them to The Advocates for Human Rights to begin the asylum process.



Clockwise from top: Cemre, Haydar, Sevim, Caglar

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*“The family had so few resources available to them, we had to find alternatives.”*

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As asylum seekers, the family was ineligible for common assistance benefits such as SNAP (food support) and other social aid typically offered to newcomers with different immigration statuses, like refugees. “The family had so few resources available to them, we had to find alternatives,” says Executive Director Julie Hoff.

Everything was doubly complex. Renting through traditional channels was impossible because of the required social security numbers, background checks, and proof that income is three times the rent. Opening a bank account calls for a photo ID and initial deposit; while the state no longer requires sharing immigration status for a driver's license, extensive documentation is needed which can be difficult to obtain. Additionally, asylum seekers must wait at least six months to become work authorized, making it hard to survive without income.

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Envision how daunting it would be to achieve stability if you didn't speak English, and there were so many obstacles to meet even the most basic needs.

“Daily Work had to think outside the box to figure out how we could be supportive,” recalls Julie. “It often meant tapping our personal networks to locate furniture and household goods, a landlord who didn't require the usual paperwork, and finding pro bono attorneys to help them apply for asylum and work authorization.”

**Join us at Steps to Success** to learn more about this family's determination to plant new roots, and explore how, together, we cultivate hope and success for job seekers! Details on page 8, or go to [www.daily-work.org](http://www.daily-work.org).



## People Power

Kristen Perron Joins as Program Director

**People are the ♥** of Daily Work. They drive planning, develop partnerships, train volunteers and interns, and deliver one-to-one job seeker services. People are our most expensive and scarce resource, making every new

hire and added staff hour precious. Having Kristen Perron, MBA, MSW, LISW, join in February 2024 to direct these efforts is like finding a winning lottery ticket.

She is overseeing the development, management and evaluation of programs, ensuring they align with goals and meet needs. “I'm very interested in learning more about what job seekers require, what is and isn't provided in the community, and either building partnerships or developing on-site services,” says Kristen. With a background in macro social work, which focuses on larger community issues, she understands the importance of improving systems to benefit more people.

Kristen first encountered DW as an assistant and adjunct professor at the University of Minnesota where she supervised social work interns, some of whom were at Daily Work. “I was so impressed by the experiences students had. It was very intentional and they got a lot of client contact,” she notes.

With over a decade of experience in supervising students and developing programming, Kristen is well equipped for her half-time position. Operations Director Judy Sharken Simon says, “We do a lot with a little, and more people power is needed to ensure impactful experiences for interns, volunteers, and job seekers. Our hope is to move Kristen to full-time as soon as possible.”

“My vision is to figure out how to best focus our efforts, and then grow,” Kristen adds.



DAILY

WORK

2023

IMPACT

STATEMENT

# Dear Friends & Supporters

In 2023 Daily Work significantly expanded its impact, serving 34% more job seekers than the previous year – including a growing number of newcomers and asylum seekers. Our experience is a microcosm of the trend in U.S. immigration. In recent years, scores of Afghan evacuees and Ukrainian refugees have arrived. Migration flows from Mexico are surging, driven by rising numbers from Venezuela, Ecuador, and Haiti. The ripple effect of these events impacts our country and our community. Daily Work alone assisted people from 34 unique countries in 2023 – a 62% increase.

Our response to these challenges is core to Daily Work’s past, present, and future vision. Since inception, our flexible, holistic service approach has aimed to meet people where they are and reduce access barriers, laying a foundation for self-sufficiency. We partner with them to find tools to navigate everyday life as well as locate meaningful employment. In 2023 we continued to creatively adapt to the evolving needs of new arrivals, providing interpreters, transportation, aid for driver’s licenses, and legal and housing resources.

Volunteers and interns remain crucial, contributing 7,604 hours in 2023, a 19% increase over 2022. As job seeker and volunteer numbers rise, so does the need for staff to support them. Hiring Meghan Hildebrand as our first full-time case manager was a significant step, but Daily Work must continue to expand its team and secure new funding to sustain our mission and provide effective programs.

As 2024 unfolds, we are confident that, with your support and commitment, we’ll rise to meet these emerging demands and continue to provide impactful services to our neighbors in need. Thank you for your dedication to Daily Work!



Mari Jo Long  
Board Chair



Julie Hoff  
Executive Director

# Mission

Daily Work partners with people to find quality work by providing comprehensive employment services and fostering meaningful, supportive relationships.

*We revised our mission, vision, and values statements in 2023 to better reflect how we are evolving as an organization. The full statements can be viewed on our website.*



## Total Served



**260** People (up 34%)



**1,705** Appointments



**48%** Men



**52%** Women



**45%** Households with kids



**72%** Immigrants (up 7.5%)



**21%** In US for <2 years



**16%** Using interpreter services



**94%** Of new intakes at <100% of Federal Poverty Guidelines

## Some Services Supporting Employment

### TECI | Technology Essentials Core Initiative

Jobs that require computer use are associated with higher wages.

**14** people were provided with laptops, internet, or skills classes through our Technology Essentials Core Initiative program.

Overall, nearly **50** people have received a computer since its 2021 start.



### Driving Permits & Licenses

While employment is the most requested service, assistance with obtaining a driver's license is increasing. We responded by connecting job seekers to training, scheduling exams, and bringing them to road tests.

**24** people received support for driver's permit and licensure tests.

**11** got a driver's license and **8** passed the permit test.

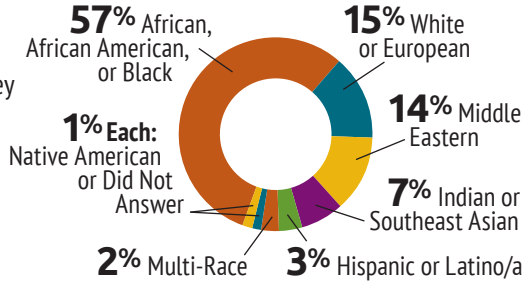
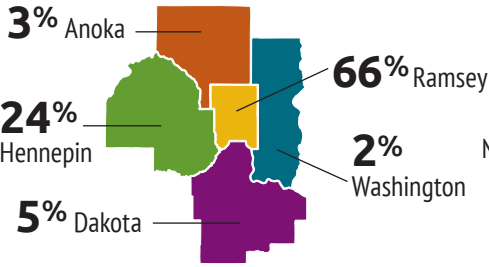
### LANGUAGE Interpreters

As job seeker diversity increases, so does the need for interpreters.

**41** people used interpreters for more than **300** appointment hours.

The top four languages requested: Amharic, Turkish, Arabic, Spanish.





## Jobs, Wages, Hours

**34%** found new jobs  
**\$15-30** per hour range  
**\$19.09** per hour average wage  
**28** hours per week average

## Client Surveys

**Twice a year, job seekers** are surveyed about their experience with Daily Work.  
**91%** are more hopeful about their future  
**91%** would recommend DW to others  
**4.8** out of 5 overall satisfaction score  
**4.72** average rank across all services

## Volunteers & Interns

**From direct services to evaluation,** interns and volunteers are integral to every aspect of our organization. Their impact is visible in the lives they touch and the community they uplift.

	Hours	Monetary Value*
46 Volunteers (up 31%)	5,042 (up 65%)	\$160,304
11 Interns	2,562	\$81,472
<b>Total =</b>	<b>7,604 (up 19%)</b>	<b>\$241,776</b>

*\*Volunteer time value established annually by Independent Sector is \$31.80/hr*

**100%** of volunteers recommend DW to others – four years straight!  
**100%** of interns rate their experience as Good, Very Good, or Excellent  
**100%** of interns feel they developed skills transferable to their careers

Visit our website's **Meet the Team** page to meet our volunteers & interns



# About Us

Daily Work provides comprehensive support for job seekers in the Twin Cities, particularly immigrants and new arrivals. We form supportive, meaningful relationships that reduce stress and increase success.

We train our committed team of interns and volunteers to be culturally responsive, listen intentionally, identify strengths, guide job searches, access resources, and be advocates for change. We view our work as a partnership that promotes greater self-determination and choice for our participants.

## Partners

### Faith Partners

Arlington Hills Lutheran Church  
 Atonement Lutheran Church  
 Christ on Capitol Hill  
 Christ the King Lutheran Church  
 Christ the River of Life Lutheran Church  
 Interfaith Action  
 Our Saviour's Lutheran Church  
 St. Anthony Park Lutheran Church

### Foundations

Christ the King Lutheran Church Foundation  
 Fredrikson & Byron Foundation  
 F.R. Bigelow Foundation  
 Hardenbergh Foundation  
 Marbrook Foundation  
 Minneapolis Rotary Foundation  
 Saint Paul & Minnesota Foundation

## Board

Mari Jo Long, *Chair*  
 Priya Bhavsar, *Secretary*  
 Anu Pal, *Treasurer*  
 Julie Hoff, *Daily Work Executive Director (Non-voting)*

Directors:  
 Anandhi Chari • Anisha Kinra  
 David Krahn • Bryan Morben  
 Jake Scouvre • Jane Townsend

## Financial Snapshot

Balance Sheet	2022	2023
Total Assets	\$151,514	\$134,757
Total Liabilities	\$31,050	\$32,413
Equity	\$120,464	\$102,344
<b>Total Liabilities &amp; Equity</b>	<b>\$151,514</b>	<b>\$134,757</b>
Revenue	2022	2023
Contributions	\$149,584	\$206,236
Congregations	\$24,601	\$29,467
Foundations & Grants	\$136,000	\$112,500
<b>Total Revenue</b>	<b>\$310,185</b>	<b>\$348,203</b>
Expenses	2022	2023
Program	\$204,400	\$243,896
Administrative	\$67,549	\$52,813
Fundraising	\$44,811	\$69,614
<b>Total Expenses</b>	<b>\$316,760</b>	<b>\$366,323</b>
Change in Net Assets	(\$6,575)	(\$18,120)
<b>Year-End Net Assets</b>	<b>\$120,464</b>	<b>\$102,344</b>

For more details, view IRS Form 990 on our website



# Daily Work

105 University Avenue West  
 Saint Paul, Minnesota 55103

(651) 204-3043

[help@daily-work.org](mailto:help@daily-work.org)



Read more about our impact at

[daily-work.org](https://daily-work.org)





# REMOVING BARRIERS TO Mental Health

Meet Meghan Hildebrand, Lead Clinical Case Manager

**Finding and maintaining work** often forms the foundation for a full and thriving life, but it also can be demanding and overwhelming, especially for those dealing with mental health challenges. Many times these challenges lead to increased stress and decreased self-confidence, creating more obstacles to community and social support systems.

We are piloting a program to help meet this need. Starting soon, Daily Work will offer mental health services to established job seekers. Clinical Social Worker Meghan Hildebrand, LGSW, will lead the initiative. Meghan's licensure and training allow her to provide mental health assessments and therapeutic assistance.

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*“Feeling seen, heard, and valued supports people...”*

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Like our employment services, the approach will be both holistic and relational. “Feeling seen, heard, and valued supports people in reaching their goals,” says Meghan. “It allows people to address the barriers getting in their way.”



Throughout her training and experience Meghan noticed how inaccessible mental health care is for some, leaving them without the emotional resources needed to navigate life and work. “Many providers do not accept medical assistance. The ones that do often have long waiting lists, essentially making care out of reach for people unless they have good insurance. But here

at Daily Work we can be more accommodating, making it easier for our clients to get in-house appointments,” she explains.

Clinical supervisor Carey Winkler is enthusiastic. “We see the impact the relationship with Daily Work has on job seekers and their engagement with services. We want to build on that by offering more services to meet a variety of needs, and hope this will further support people in sustaining employment and achieving life goals.”

“I am excited to be able to offer this service to job seekers, and grateful that they are willing to share parts of their story with me” adds Meghan. “I look forward to working together to support people in living more full and connected lives.”

**Daily Work**

105 University Ave W  
Saint Paul, MN 55103

651-204-3043  
[www.Daily-Work.org](http://www.Daily-Work.org)



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**Daily Work** believes everyone should be able to find the good work needed to thrive. Join us for a remarkable evening to learn how we cultivate resources, connections and opportunities to customize our services, and what it means for families like Haydar and Sevim's.

**Date:** Tuesday, May 21, 2024    **Time:** 5:00 Buffet starts • 6:00–7:30 Program

**Place:** Westminster Church Hall • 1200 Marquette Ave • Downtown Minneapolis

**More:** No cost to attend • Delicious dinner served • Cash bar • Free parking

**RSVP by May 13:** Return card if you received a mailed invite, scan QR code, call 651-204-3043, or read more at [www.daily-work.org](http://www.daily-work.org)

**Change starts with all of us. Together, we can help job seekers flourish, grow, and succeed!**



Link to RSVP form

Includes Our 2023 Annual Impact Statement



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