



A Quiet Strength

From the moment you meet Mebrat, you notice it. Her confidence. Her sense of self. You can even see it in her picture. She carries herself with a quiet strength that comes from knowing who she is, what she values, and where she is going.

Mebrat arrived in the U.S. in 2023, after an arduous journey as an Eritrean refugee through Sudan and Ethiopia. She came determined to build a stable future for her four children, ages 15 to 24. Mebrat speaks with pride about their closeness. “We respect each other. We are very loving.”

Her first steps in Minnesota were focused on learning English. But early challenges made things difficult. In her initial resettlement experience, critical paperwork was filed incorrectly, delaying her Social Security and work authorization cards for nearly six months. Without them, Mebrat could not work, and essential resources like SNAP were briefly interrupted. “It was very hard to survive,” she remembers.

Once her paperwork was resolved, she found her first job as a cook at the airport. At times, Mebrat had felt misunderstood and under pressure to find work and pay rent while waiting for the required documentation. That frustration stands in sharp contrast to what she later found at Daily Work.

“Daily Work is like a close family. They truly listen to you. Week after week, someone checks in.”

In June 2024, a friend told her about our office. It quickly became more than a place for services. Mebrat states, “Daily Work is like a close family. They truly listen to you. Week after week, someone checks in. How is work? How did the test go? What is the next step?” That ongoing connection made a difference.

By December, she secured a position as a cleaner at Children’s Hospital. Soon after, Mebrat earned a scholarship from Hennepin County to pursue her Nursing Assistant (CNA) certification. DW provided a laptop and helped her study for her driver’s permit, first with Kendall, an intern, then with Linda, a volunteer. A MicroGrant paid for behind-the-wheel lessons.

Mebrat... *Continued from page 1*

“Mebrat makes this easy,” Linda notes. “Her determination is so strong.”

This February 2026, she began a new role as a CNA in the ICU at Children’s Hospital. DW covered the cost of her scrubs and shoes. “Daily Work helped me with big things,” Mebrat explains. “That motivates me.” Her confidence shines through at work, too. “I am not stressed working in the ICU. There is good support from each other and the NICU staff.”

Like many, Mebrat has felt the impact of recent immigration enforcement. Even as a legal resident, the presence of federal agents brought fear into daily life. “We did not expect this from America. We are legal, but they don’t care.” And still, her faith guides her. “I pray every day for the government to have wisdom.”

Yet, what sticks with her is the response of people. She watched folks across the state show up, standing in the cold and speaking out in support of immigrants. “The community protected us. I have never met a bad Minnesotan.”

With her new role and increased income, Mebrat is now preparing for her road test and working toward purchasing a used car. Long term, she plans to become a nurse practitioner. “The higher pay will be good,” she admits, “but it will also give me great satisfaction.”



Just Getting Started *Already Making an Impact*

At only 23 years old – an age when many are just beginning to find their path – Board Member Sofia Chamorro Pilacuán has crossed continents, lived in multiple countries, and experienced a global pandemic and a federal occupation, deepening her understanding of human rights and democracy.

A talented violinist originally from Ecuador, her journey began when a fellow orchestra musician encouraged her to apply to United World Colleges (UWC), a global network

founded on the belief that knowing one another can unite us and build lasting peace between nations.

The opportunity felt almost too extraordinary to be real. “At first, my parents thought it might be human trafficking,” Sofia says with a laugh. But at 16, she found herself on a UWC campus outside Shanghai, China, living and learning alongside peers from around the world.



DAILY

WORK

ANNUAL

IMPACT

STATEMENT



Dear Friends,

2025 marked an important milestone for Daily Work. As we celebrated 25 years, it felt like a moment of alignment. Similar to a person at this age, we are sharpening our focus and embracing our potential.

That progress is clear. We reached a record 269 job seekers – yet carried a waitlist of more than 50, underscoring the gap for many in accessing meaningful work. In response, our staff grew, which will increase capacity and build outcomes over time from investments in training and development.

Our mission is simple. We listen. We build trust. We partner with people as they pursue employment and the lives they want. But the challenges they face are complex, shaped by systems, circumstances, and competing priorities. This requires sustained support from skilled employees with a consistent presence.

That commitment continues to shape what's next. This year, we launched two new programs in response to what job seekers told us they need. Prosperity Ready guides immigrants with college degrees in obtaining careers aligned with their experience. Practice Driving provides coaching and vehicle access so more people can get licensed and reach new opportunities.

In a time of uncertainty, particularly for immigrants, Daily Work remains steady. We continue to listen, adjust, and respond with care. Our organization is fueled by a community of staff, volunteers, partners, and supporters, and by the determination of the people we serve.

That steadiness is strengthened by Board leadership. Mari Jo Long completed her fourth year as Board Chair and ninth year of service, and we thank her for her deep commitment. In 2026, we are pleased to welcome Jane Townsend to this role.

The need for our services is not going away, and neither are we. The obstacles to employment and opportunity are more visible and urgent than ever.

Thank you for being here. Truly, we are better together.












Julie Hoff
Executive Director





This Year

Total Served

-  **269** Job seekers (↑11%)
-  **1,832** Appointments (↑13%)
-  **46%** Male
-  **53%** Female
-  **1%** Trans/Non-binary
-  **51%** Households with kids
-  **77%** Immigrants*
-  **30%** In US for <2 years
-  **32%** Needed an interpreter
-  **21%** Were 55+ years old
-  **92%** Lived in poverty or were low income

Some of Our Initiatives in 2025

MicroGrants
Partnering With People of Potential



Daily Work connected participants to **9** grants totaling **\$9,975** for small business start-ups, or skills to support stable employment, using nearly the full \$10,000 available. More about this partner organization: microgrants.net.

PROSPERITY READY!

The launch saw **12** sessions and workshops with **30** participants from late 2025 through early 2026. This innovative online program helps immigrants with college degrees or advanced training navigate the U.S. job market to secure roles aligned with their skills. More about this new initiative: daily-work.org.



Goal Setting

Job seekers set **462** goals, with **81%** setting at least one employment-related goal (25% of those completed). Beyond employment, the most commonly completed goals were in housing, education, health, and transportation.



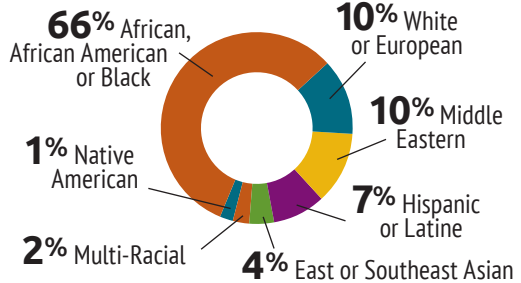
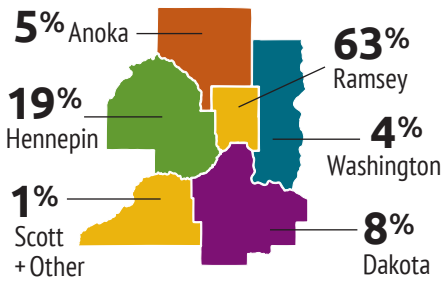
Stability Supports

We provided more than **\$8,500** for bus, gas and grocery cards, rent assistance, utility payments, application and licensing fees, and other critical expenses – direct financial aid that addresses basic needs to make employment possible.

Impact Behind every number is a person navigating barriers to employment. The depth of support provided reflects the complexity of the challenges and work required to move forward. In a year of increased need, especially in the basics for stability, we remained a consistent, trusted partner.

Outcomes We measure growth across 11 key areas such as housing, health, education, and transportation, reflecting progress alongside employment.

*In 2025, the immigrant job seekers we served were from **38** unique countries



Barriers to Entry

Our job seekers face many obstacles:

- 22%** No HS Diploma or GED
- 75%** Unemployed at intake
- 8%** With legal records
- 12%** Had health concerns impacting work
- 35%** Beginner or no computer skills

Satisfaction Surveys

Twice a year job seekers are surveyed:

- 90%** Felt DW helped more than expected
- 87%** Would recommend Daily Work
- 87%** Felt listened to by Daily Work
- 82%** Are more hopeful about their future
- 4.4** Out of 5 overall satisfaction score

Our Human Capital

Daily Work runs on people: volunteers; student interns from Augsburg, University of Minnesota, St. Thomas, St. Olaf, Metro State, and St. Mary's; and AmeriCorps Housing Navigators. They support every part of our work – from drivers and case managers, to services in design and accounting. We are deeply grateful.

	Hours	Dollar Value*
50 Volunteers	2,832	\$98,525
15 Interns	3,427	\$119,225
2 AmeriCorps	1,200	\$41,748
Total 67 People	7,459	\$259,498



*Value established annually by Independent Sector: \$34.79/hr
www.independentsector.org

100% of our interns and volunteers would recommend Daily Work!

Daily Work had a strong financial year. Increased individual donations and grant revenue that exceeded expectations strengthened reserves, raising cash on hand from two to five months, approaching our goal of at least six months available.

Partners

Faith Partners

- Atonement Lutheran Church
- Christ on Capitol Hill
- Christ the King Lutheran Church
- Immanuel Lutheran Church
- Interfaith Action
- Our Saviour's Lutheran Church
- St. Anthony Park Lutheran Church
- Westminster Presbyterian Church



Corporations & Foundations

- Christ the King Lutheran Church Found.
- F.R. Bigelow Found.
- Fredrikson & Byron Found.
- Hardenbergh Found.
- Hinshaw & Culbertson, LLP
- Holy Land Charitable Fund
- Marbrook Found.
- Old National Bank
- Saint Paul & Minnesota Found.
- Securian Financial
- Sunrise Banks
- Waypoint Wealth Group

Board

Officers

- Mari Jo Long, Chair
- Ibrahim Hirsi, Secretary
- Chris Simon, Treasurer

Directors

- Amanda Becker
- Sofia Chamorro Pilacuán
- Kelly Dahl

- Naomi Karstad
- Anisha Kinra
- David Krahn
- Simon Menase
- Peter Rogness
- Marjan Tabatabaei
- Jane Townsend
- Carey Winkler
- Julie Hoff, Executive Director



Financial Snapshot

Balance Sheet	2024	2025
Total Assets	\$141,473	\$191,894
Total Liabilities	\$28,723	\$27,476
Equity	\$112,750	\$164,418
Total Liabilities & Equity	\$141,473	\$191,894
Revenue		
Contributions	\$261,142	\$291,818
Congregations	\$34,775	\$30,766
Foundations	\$107,500	\$111,000
Employee Retention Credit	\$22,438	\$0
Other Revenue	\$623	\$1,514
Total Revenue	\$426,478	\$435,098
Expenses		
Program	\$286,521	\$249,235
Administrative	\$52,215	\$73,553
Fundraising	\$77,336	\$60,642
Total Expenses	\$416,072	\$383,430
Change in Net Assets	\$10,406	\$51,668
Year-End Net Assets	\$112,750	\$164,418

Figures may vary slightly once 990 is complete due to differences in reporting formats and standard accounting adjustments

A Big Thanks

Although not listed by name, we ❤️ our 2025 staff, interns, and volunteers!



Daily Work

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MEETS STANDARDS
smartgivers.org

Platinum Transparency 2025

Candid.

Sofía... *Continued from page 2*

When COVID-19 disrupted her studies, she completed her UWC education in Denmark. Sofia then attended St. Olaf College in Northfield, graduating in 2025 with a double major in political science and sociology. Next, she studied abroad in Barcelona, Spain, then interned in Washington, D.C. with the Washington Office on Latin America – deepening her focus on human rights and leading to her current work in development at The Advocates for Human Rights in Minneapolis.

That calling became more personal during her time with Daily Work.

“I love Daily Work,” Sofia proclaims. “It was a very formative experience for me.” As a Social Impact Scholar intern in the summer of 2024, and now on the board, she has experienced firsthand what makes our organization distinct.

“Change doesn’t only come from big organizations. Smaller ones fill important gaps.”

“It’s very hands-on. There’s a real support network. There are different ways to work on immigration issues, policy change, advocacy... But Daily Work focuses on the daily necessities of people’s lives. People need to survive. People need to eat. People need to work.” Sofia adds, “Change doesn’t only come from big organizations. Smaller ones fill important gaps.”

In addition to navigating a pandemic globally, Sofia witnessed the federal immigration enforcement here. “ICE was very scary... And it continues to be.” She notes it is part of a broader immigration system that “doesn’t work and has never worked.”

“There are still so many people who are afraid to go outside. I never expected to see that in the United States.”

But she saw hope, too. “I’m really proud of how people in Minnesota showed up.”

For Sofia, what is happening in this country is connected to what’s unfolding in Ecuador. “Trump is not only changing the U.S., but the world,” she declares. With Ecuador’s leader a strong ally of the current administration, she observes growing tensions and a troubling erosion of democracy.

This is something she can’t ignore. Sofia plans to return to Ecuador later this year, where she is involved in grassroots efforts to strengthen democratic participation. “I can’t just watch this happen. I want to be part of building something different.”

At the core of that commitment is a belief shaped, in part, by her time with Daily Work. Sofia views employment as foundational to human dignity. Without it, people are forced into impossible choices just to survive. She articulates, “Removing barriers to work can stabilize entire families and create space for people to engage in the issues shaping their lives.”



Daily Work

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STEPS
to
SUCCESS
Spring Benefit



Let's Stand in Solidarity and Action!

Gather together for an evening of connection and purpose. Enjoy food catered by Brasa, music, and powerful stories. Keynote speaker Mukhtar Ibrahim's voice on immigration and community will both ground and inspire the event. Stand alongside neighbors, reflect on this moment, and invest in what comes next. Proceeds support services that expand access and opportunity for immigrants and other folks experiencing barriers to work.

Date: Wednesday, May 20, 2026 **Time:** 5:15–6:25 Buffet • 6:30–8:00 Program

Place: Westminster Church Hall • 1200 Marquette Ave • Minneapolis

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

RSVP by May 12: Return card if you received a mailed invite, scan QR code, call 651-204-3043, or go to **daily-work.org**



Webpage & Reservation

Includes Our 2025 Annual Impact Statement



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