



2022 **ANNUAL** **REPORT**

Mid-Iowa Community Action (MICA)



Introduction

MICA helps people who are experiencing poverty meet their needs, build on their strengths, and achieve their goals.

These 18 simple words capture the joint efforts of 160 MICA staff working in over 20 programs. Poverty is complex, but our strategy is simple: meet families where they are at, connect them with the resources they will need to meet their goals, and let them lead the changes they want to see in their lives.

Since the inception of the family development approach in the 1980's, family-driven goal setting has been at the heart of MICA's work. Today, in 2022, we are continuing to innovate, building better systems to customize our approach for each family, no matter where they enter our agency. We are focusing on better mental health and wellbeing for the families we serve. We value and advocate for equitable outcomes for all families in our community, no matter their background.

2022 brought a lot of changes for MICA, but our focus remains the same. We are helping people, changing lives, and building communities. We know that together, we can do so much more than we can alone. And we know that the work that we do today creates a better tomorrow for over 18,000 people a year.

We hope you will join us on a brief journey through 2022 - we are excited to share our work with you! Thank you for your partnership; we couldn't do this work without your support.

Our Impact

At MICA, we measure our impact in the number of lives we change.

We served 18,062 people in 6,802 families last year.

From energy assistance to one-on-one family support, each of these families partnered with MICA this year to help meet their needs, build on their strengths, and reach their goals.



40% of the people we served were children.

Two-thirds of the families we served were in poverty.

Over 2,500 families were in deep poverty (earning \$6,795 or less per person)

Less than 1% of MICA families are receiving TANF.

(colloquially known as welfare)

Strategic Priorities

MICA's strategic plan began in October 2021. Our vision included better mental health for families and staff as well as more equitable and more connected services.

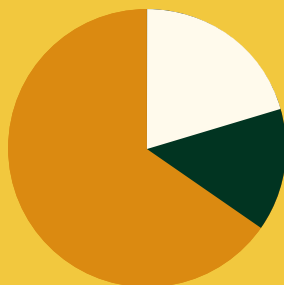


Advancing Equity

Our IDEA (Inclusion, Diversity, Equity, Action) Task Force leads MICA's equity efforts. They have been focusing on training and education for the agency, including an annual equity summit. IDEA has promoted more equitable data collection and led open discussions on a variety of topics.

What's next?

IDEA is working on helping MICA maximize equitable opportunities for advancement.



Data-Driven

The Data and Process Committee led major efforts to help launch a new database of record in 2022. This database will allow us to better connect services together, make seamless referrals, and better capture our true impact. Data and Process have also discussed agency communication channels and practices.

What's next?

Data and Process are working on helping staff make more informed referrals through sharing program information.



Resilient

MICA's Trauma-Informed Resiliency Team focuses on mental health and wellbeing. They have launched several resources to promote staff wellbeing, including the Calm app. They have also traced mental health resources available at MICA and in the communities we serve.

What's next?

The Trauma-Informed Resiliency Team is planning to deploy an agency-wide mental health screening for families.

2022 Highlights

2022 brought several challenges and changes to MICA. From improved data to making sure families could weather the rise in gas prices, here are some of this year's highlights:



Integrated Data

For the majority of 2022, MICA embarked on a year-long process to bring our data together. Not only was this part of our strategic plan, it laid the foundation for staff to better serve families with seamless referrals and better information. We will continue to refine our data configuration into FY23.



Finding Formula

WIC staff worked hard to help families through the formula shortage in 2022. From helping families over the phone who were at the store facing empty shelves to advocating for smart substitutions at the state, our WIC dietitians and staff were there for families.



No Wrong Door

Building on previous work MICA did through the White House Rural Impact Initiative, we have newly implemented a universal intake throughout the agency. Part process innovation and part data, the intake is launching in FY23 in combination with ongoing discussions about co-location and connected services.



MICA Cares

When gas prices spiked, MICA stepped in to help families get to school and work by distributing \$11,800 in gas cards. Each gas card was given to families in need who were identified throughout MICA's programs.



Frog Street Pre-K

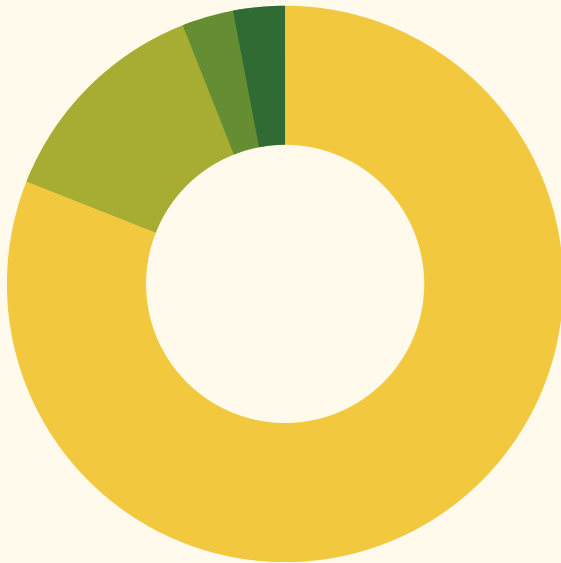
Our Early Childhood Programs staff made the leap to Frog Street, a comprehensive evidence-based curriculum. The system integrates with Conscious Discipline, another core curriculum tool for our Early Childhood Programs that focuses on socio-emotional development.



New Mission

MICA launched a newly revised mission, vision, and values in late 2022. Although we have changed the way we talk about our work, our focus remains the same: helping families, changing lives, and building communities.

Financial Reports



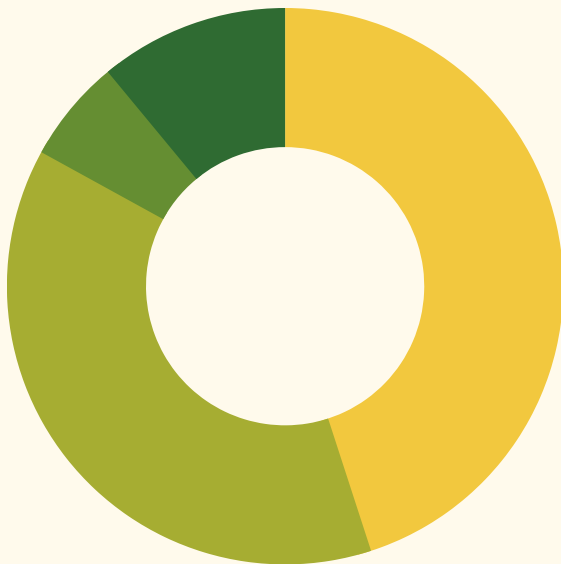
Support and Revenue

Federal grants: 86%

State grants: 13%

Contributions and public support: 4%

Other (grant revenue, in-kind, program income): 4%



Expenses

Staff: 45%

Direct client assistance: 38%

Contractual: 6%

Other (space, supplies, materials, insurance): 4%

View MICA's complete audit and 990 on our website at www.micaonline.org/reports.



