



2025 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.

2025 was the year of the PIVOT. MICA faced several challenges that tested our foundations. MICA is an organization built on resilience, it is one of our core values. MICA pivoted to meet those challenges head on and ensure services to individuals and families never faltered. We:

- Improved work-life balance for our staff
- Built strong relationships with key decision makers
- Enhanced our financial support and relationship with our donors
- Implemented *MICA's Ways of Working*
- Continued to innovate and move towards a Whole Family Approach Service Model.

And through every change, we never lost sight of our core purpose.

For decades, the heart of MICA's work has been centered on one unshakable belief: our commitment to building strong, resilient families. This isn't a tagline; it's the DNA of our organization.

We understand that poverty is complex, and solutions are not one size fits all. The true mechanism of change is the sacred relationship forged between our dedicated staff and the families we serve. This trust is where our mission comes alive.

Let us stand firmly on our mission, confident that by focusing on strength and partnership through genuine relationships, and by standing together, we are not just assisting 23,000 people—we are shaping the next generation of strong, resilient families.



Our Impact

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

We served 23,603 individuals in 8,288 families

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.

We built close relationships with local and federal members of legislature.

MICA is the only agency formally pursuing a Whole Family Approach service model in the state of Iowa.

44% of households MICA serves were cross-enrolled in more than one service.

More resources and support for families result in better outcomes!

450 families and 2,000 individuals served through Healthy Kids Iowa.

Healthy Kids Iowa provided up to \$40 worth of food, per child, to families in the summer of 2025. These packages included fruit, vegetables, dairy, meat, and grains.

2025 Highlights

2025 brought focuses on creating easier service delivery plans for families, while also working to educate those who can make systemic change.



Support for Mothers

93.3% of MICA's Maternal Health clients felt they had adequate support in their pregnancy. 308 breastfeeding mothers received support 24 hours a day, 7 days a week by our WIC Breastfeeding Peer Counselors.



Fighting Food Insecurity

MICA's Emergency Food Pantries in Grinnell, Iowa Falls, and Ames served over 7,000 individuals experiencing food insecurity.



\$1.1 million invested in local communities

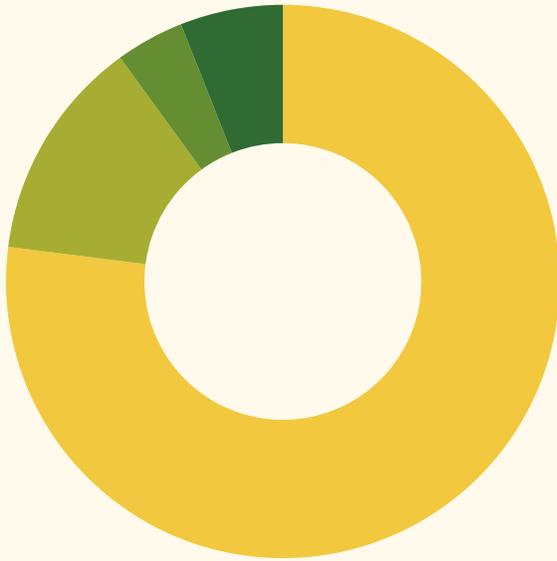
MICA's Weatherization Assistance Program weatherized 53 homes in 2025. MICA partners with local contractors, investing dollars into our local economy.



Head Start is more than just preschool

100% of students enrolled in MICA's Head Start and Early Head Start programs were connected to medical and dental providers.

Financial Reports



Support and Revenue

Federal grants: 77%

State grants: 13%

Contributions and public support: 5%

Other (grant revenue, in-kind, program income): 5%



Expenses

Staff: 55%

Direct client assistance: 25%

Contractual: 5%

Other (space, supplies, materials, insurance): 14%

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

