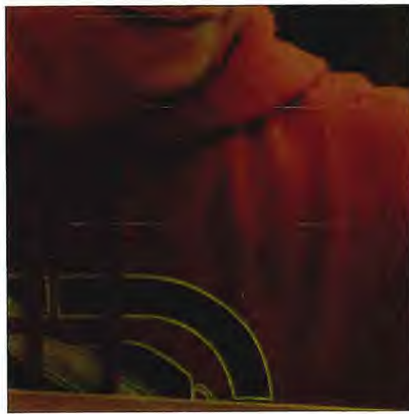
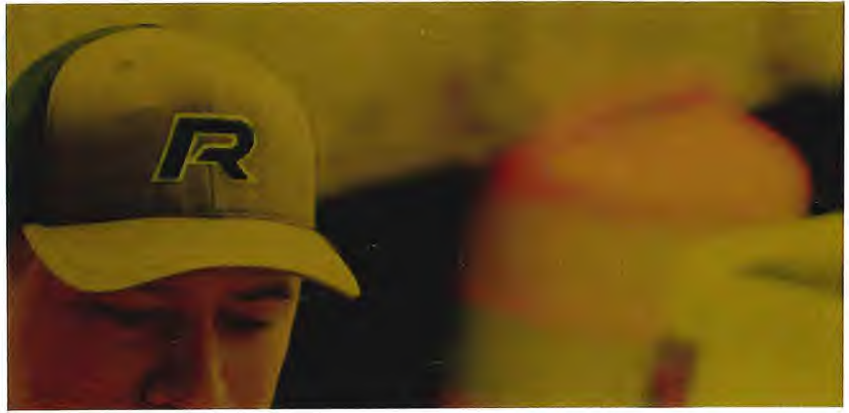


 CAMINO

ANNUAL
REPORT

CROSSING BORDERS

CAMINO'S YEAR IN REVIEW



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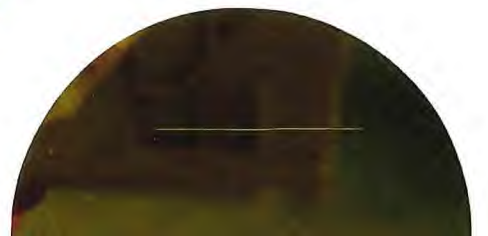


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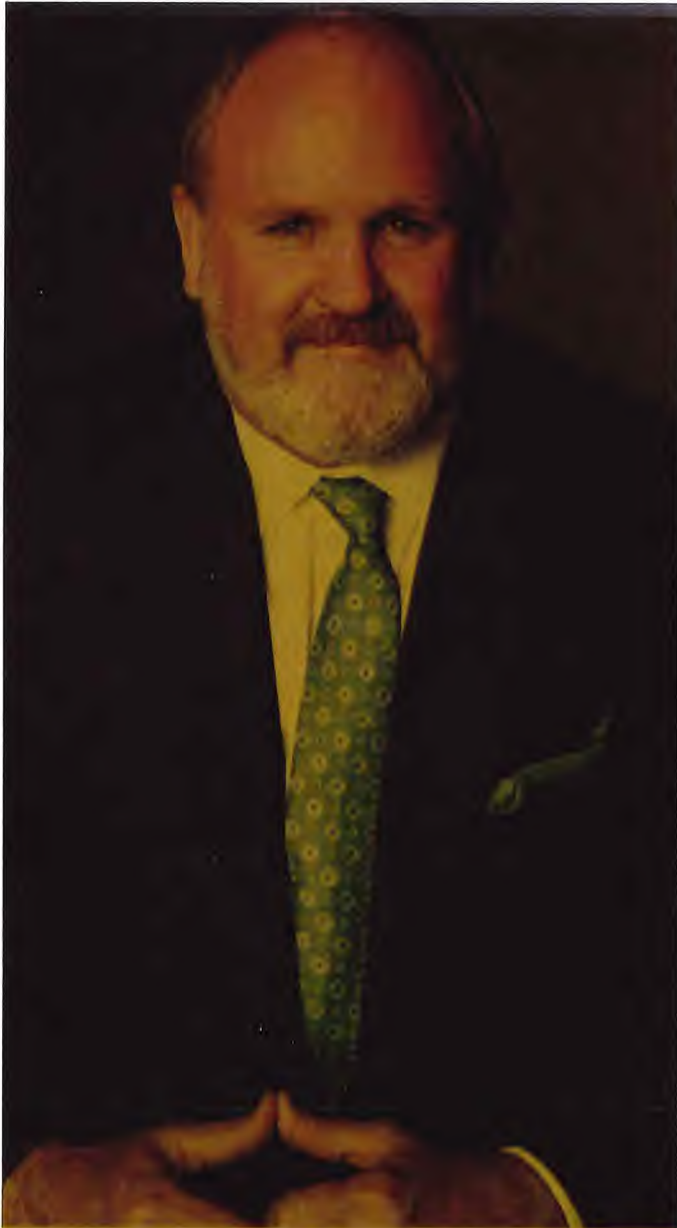


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2023 **ANNUAL REPORT**

Welcome to Camino's annual report, a testament to our ongoing commitment to North Carolina's Latino community. Within these pages, we invite you to journey with us through the challenges, triumphs, and transformative moments of 2023. As we navigate the complexities of the border crisis and its implications on the individuals we serve, this report highlights the Latino community's resilience, the positive difference made possible by your generosity and partnership, and the dedication of our team. Join us as we delve into the stories, initiatives, and outcomes that showcase our devotion to equipping people to live healthy, hopeful, and productive lives.

LETTER FROM THE CEO



RUSTY PRICE
FOUNDER & CEO

It's been said that *"the only thing that never changes is that everything changes."* 2023 was an incredible year filled with lots of change for our organization, but it was necessary change that led to the betterment of our community.

We started the year off with excitement and hope as we looked forward to the growth of our programs and services. But a crisis unfolding thousands of miles away at our southern border profoundly impacted our organization and service delivery. Amidst the uncertainty, I have never been prouder of our remarkable staff, who confronted the challenges head-on with incredible compassion and resilience.

We transformed obstacles into opportunities, leading to a more robust and efficient organization as we served our Latino neighbors and freedom-seeking newcomers. I am deeply honored to be part of a community that responded to the situation with boundless generosity, empathy, and kindness, extending help to strangers regardless of their views on the border crisis. The newcomers who sought refuge with us have seamlessly integrated into our community, enriching it with their positive contributions.

Looking ahead, I envision a future where **El Futuro Es Latino**. This isn't a slogan or a bid for change; it's an acknowledgment of an inevitable demographic shift. As an organization, we are committed to preparing both Latinos and non-Latinos to embrace this future, believing that our collective journey forward will be brighter for us all.

Your continued support of our mission to equip people to live healthy, hopeful, and productive lives **is deeply appreciated!**

WHO WE ARE?

Camino is a bilingual and multicultural nonprofit in Charlotte, NC, with a mission to equip people to live healthy, hopeful, and productive lives. For over 20 years, Camino has remained committed to uplifting Latino families across the state, striving to make NC the best place for them to live. Through our health center, church, upward economic mobility program, thrift store, research institute, and university, we take a holistic approach to addressing the diverse needs of our community members. With bilingual experts in all programs, we ensure that every person receives the services they need not only in a language they understand but also in a setting they trust.



2. IN MAY 2022

Just before Title 42 was set to end in May of 2022, two dozen states sued the Federal Government over its plan to end the policy. A U.S. District Judge also issued a nationwide injunction, barring the White House from lifting the policy.

3. IN JANUARY 2023

Fast forward to January 2023, and the U.S. officially announced the impending end of the COVID-19 public health emergency, scheduled for May 11. Days later, the White House announced that they would lift Title 42 once the public health emergency ended.

THE BORDER CRISIS



1. IN MARCH 2020

In March 2020, as the world grappled with the onslaught of the COVID-19 pandemic, the U.S. Government reinstated Title 42 to help slow the spread of the virus at our borders. Under its provisions, U.S. officials gained the authority to rapidly turn away migrants at the southern border, including those seeking asylum. As an organization that primarily serves the Latino community, Camino knew it had to prepare for the end of Title 42 as it could lead to an influx of new arrivals. In April 2022, a pivotal shift occurred when The Centers for Disease Control and Prevention (CDC) declared that the code was no longer necessary since cases were diminishing.

Determined to gain first-hand insight into the border crisis, Rusty Price, founder and CEO of Camino, led a team on a journey to the U.S.-Mexico border to debunk misinformation surrounding the crisis and Latino migrants. This included addressing myths about illegal crossings, criminals entering the U.S., job competition, and much more. Armed with questions developed by Camino Research Institute (CRI), they traversed the landscapes of El Paso, Texas; Las Cruces, New Mexico; and Juarez, Mexico, seeking to unravel the intricate web of hopes, fears, and aspirations of the migrants awaiting entry.

4. IN MAY 2023

As the calendar pages flipped to May 11, 2023, the final curtain fell on Title 42. Although migrant encounters dropped directly following the end of the policy, migrants who *were* permitted entry began to chart their courses toward states housing immigration courts, with Charlotte, North Carolina emerging as a beacon of hope.

For Rusty and Camino, this created a new era of challenges, responsibilities, and possibilities. With a surge of newcomers knocking at their doors, Camino quickly ramped up operations, striving to meet the growing needs of both established patients and the influx of new arrivals.

- Provided transportation support for **440** individuals (bus pass, uber)
- Facilitated employment support to **265** individuals
- Offered clothing support to **626** individuals

Among the many who found hope in Camino's support was Pedro—a father, husband, business owner, and friend to many. As the organization extended its helping hand to hundreds of newcomers and their families, Pedro's journey mirrored the collective odyssey of those who dared to dream of a better life in the U.S.



AS A DIRECT RESULT OF THE BORDER CRISIS, CAMINO:

- Served a total of **807** newcomers
- Assisted **188** school-aged children
- Found permanent housing for **422** individuals (renting)
- Established temporary housing for **385** individuals (family/friend, shelter, hotel)
- Helped **43** children with school registration

To learn more about the profound impact Camino has had on the lives of newcomers and how you can contribute to our mission, reach out to Grady Price at

Grady@camino.org

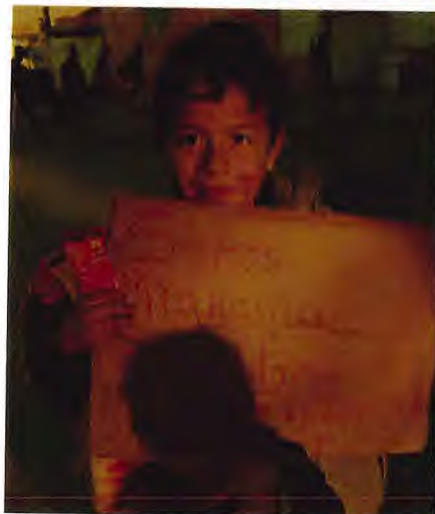
PEDRO'S JOURNEY

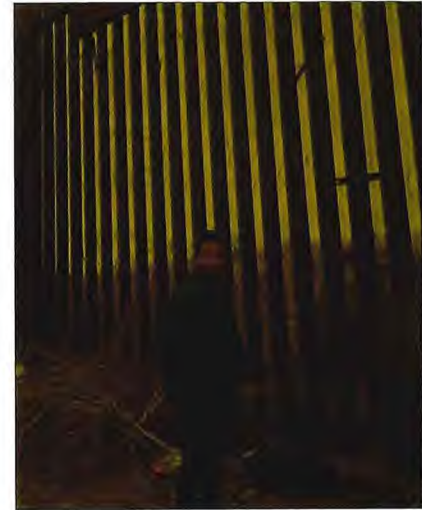
What compelling factors could prompt someone to forsake their beloved homeland? Economic prospects, the specter of violence, political turbulence, and the absence of vital resources and support services—these are the forces that compel many Latino migrants to depart from their homelands. **This is the story of Pedro.**

In the shadows of Venezuela's political unrest, Pedro's journey began as a desperate bid for safety and sanctuary amidst the chaos of his homeland. Fleeing extortion and violence, he sought refuge in Ecuador, where he built a successful business and life with his family. Yet, even there, danger lurked in every corner. With his business flourishing, so too did the relentless demands for extortion, stemming from the Ecuadorian government, local enterprises, law enforcement, and underworld figures—each vying for a piece of Pedro's hard-earned prosperity.

Initially, Pedro complied with the requests, but as time elapsed, fear gnawed at him. He dreaded the thought of his children inheriting a life defined by fear and extortion.

The thought of his family becoming pawns in the hands of those he funded haunted him, as he feared that halting payments might provoke retribution, endangering his loved ones and subjecting them to the threat of abduction for further ransom demands.





Forced to flee once more, Pedro and his loved ones embarked on a treacherous journey to the U.S. with dreams of a brighter future.

However, their path was fraught with peril. Navigating dense jungles, disturbing sights of lifeless bodies strewn along the path reminded them of those who had succumbed to the journey before them. They also endured the bone-chilling cold of a train ride through the dead of night, shivering from the lack of adequate supplies as they clung to hope amidst the darkness. Each step forward was a gamble, a desperate bid for a chance at a brighter future despite the looming shadows of trauma and uncertainty.

Finally arriving in the border town of Juarez, Pedro's trip took a fortuitous turn when he met Rusty Price. Extending a hand of friendship and kindness to Pedro and his family, Rusty offered them not just assistance, but hope.

In that pivotal moment, Rusty's kindness became a lifeline for Pedro and his loved ones, opening doors and paving the way for a new beginning in Charlotte, North Carolina.

With gratitude in their hearts and determination in their spirits, Pedro's family crossed the border into the land of promise and possibility. **Guided by the light of compassion, they headed straight for Camino.**

Their journey was far from over, but with Camino's support, they faced the challenges ahead with renewed strength and resilience. As they embarked on the next chapter of their lives, Pedro's family carried with them the memory of Rusty's kindness.

Upon arriving at Camino's doors, the trauma and scars from the trip were evident. Camino Health Center extended its helping hand, assisting the family through their primary care clinic and food pantry.

With little to no supplies, they lacked essential items such as clothing. Through The WearHouse, Camino's thrift store, the family received free clothing and other necessities to support them in their time of need.

At Camino, Pedro and his family received more than just medical care, clothing, and a helping hand—they found solace, community, and a sense of belonging. Through Camino, they were lifted up and given the tools to rebuild their lives.

Today, Pedro has a wide network of connections through Camino. In his new life, he has already established another successful business, shining a light on his work ethic as a Latino.

Pedro's story is not just his own—it is a reflection of the trials and triumphs of countless Latino migrants who turn to Camino for support and guidance. In their struggle, we see the resilience of the human spirit, and in their journey, we find inspiration to continue our mission of equipping people to live healthy, hopeful, and productive lives.

As we reflect on the events that unfolded in the past year, our annual report serves as a testament to the resilience and determination of those who dreamed of a better life in the U.S. Continue reading *Beyond Borders: Camino's Year in Review* to discover our impact on the lives of countless individuals who have walked in Pedro's shoes.

2023

CAMINO HEALTH CENTER

- Served **2,786** patients at the Charlotte and Kannapolis locations
- Received **1,179** new patients
- Had **5,670** provider visits (5.7% increase from 2022)
- Completed **3,847** labs (19.4% increase from 2022)



2023

CAMINO KIDS

- Served children **3,309** times
- Had **269** kids participate in the easter service easter egg hunt
- Had **222** water play day participants
- Had **130** kids at Vacation Bible School



2023 ARRIBA

- Had **216** students enrolled in ESL classes
- Connected **214** job seekers to employers
- Had **208** participants and **9** vendors attend their job fair
- Partnered with **27** new employers



2023 THE WEARHOUSE

- Completed **13,790** transactions
- Donated **\$11,417** worth of items to families in crisis
- Provided clothing to **381** families in crisis



2023 CAMINO CHURCH

- Had **19,063** in church attendance
- Had people volunteer **18,947** times
- Prayed with **13,979** people or referred them to other services

2023 CAMINO UNIVERSITY

- Held **72** classes for Certificate in Missional Church Planting
- Hosted their first graduation ceremony, highlighting **25** individuals who completed the classes to receive their church planting certificates



2023 CAMINO UNITED

- Had **44** team members total (inclusive of all gender and age groups)
- Participated in **83** games with the boys team
- Played **96** games with the girls team

2023 CAMINO RESEARCH INSTITUTE

- Added **1,041** new responses to the Latino Community Strengths and Needs Assessment
- Conducted and/or analyzed **76** interviews

CAMINO

H E A L T H C E N T E R

MEET OUR BOARD OF DIRECTORS



**GEOFF
GIBBS JR.**



JOE JACKSON
MAI, CCIM, MRICS



**RUSTY
PRICE**



**DR. LILIANA
MAZZEI, DDS**



DR. LUIS VALLES
MD, FAAP



**SHAUN
MOYNIHAN**



**DR. CARMEN
TEAGUE, MD**



**GREG
PHIPPS**



**MANUEL
RODRIGUEZ**

L.J. JANSEN



H E A L T H

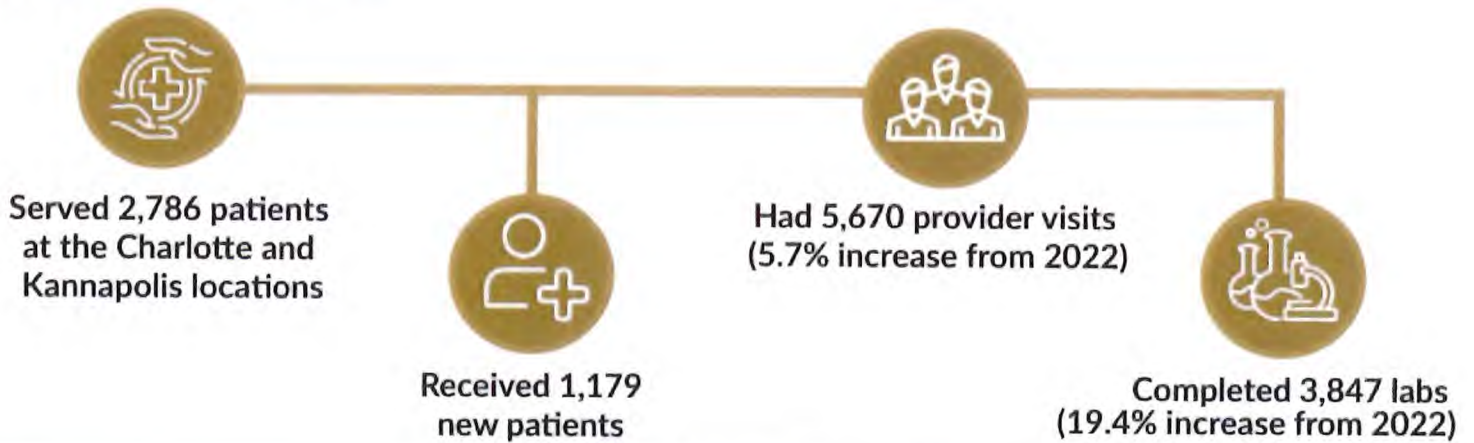
Camino Health Center is our bilingual and multicultural health center that takes a holistic approach to healthcare through a primary care clinic, behavioral health services, health education and wellness programming, and a food pantry. In 2023, recognizing the importance of accessibility and outreach, CHC established a new clinic in Kannapolis, NC. This expansion not only provided vital healthcare services to a new community but also ensured that individuals in underserved areas had access to quality care closer to home.

The concept of peer support for recovery encompasses various activities and interactions between people who have had similar experiences related to the diagnosis of mental illness. Furthermore, CHC has translated the manual, solidifying our position as the sole provider of Spanish Peer Support training in the state, with Spanish training sessions scheduled to start in 2024. Lastly, CHC attended the AstraZeneca Foundation's 30-Year Anniversary conference in Wilmington, DE after receiving a \$120,000 grant from the organization. This grant has been utilized to develop innovative approaches to addressing healthcare disparities in our community.

Additionally, the state has approved CHC's Peer Support Training Manual, 'A Pathway to Recovery: Un Camino A La recuperación,' distinguishing us as one of the 13 organizations in NC qualified to train individuals as Peer Support Specialists.

Throughout the past year, CHC has remained steadfast in its mission to equip people to live healthy lives.

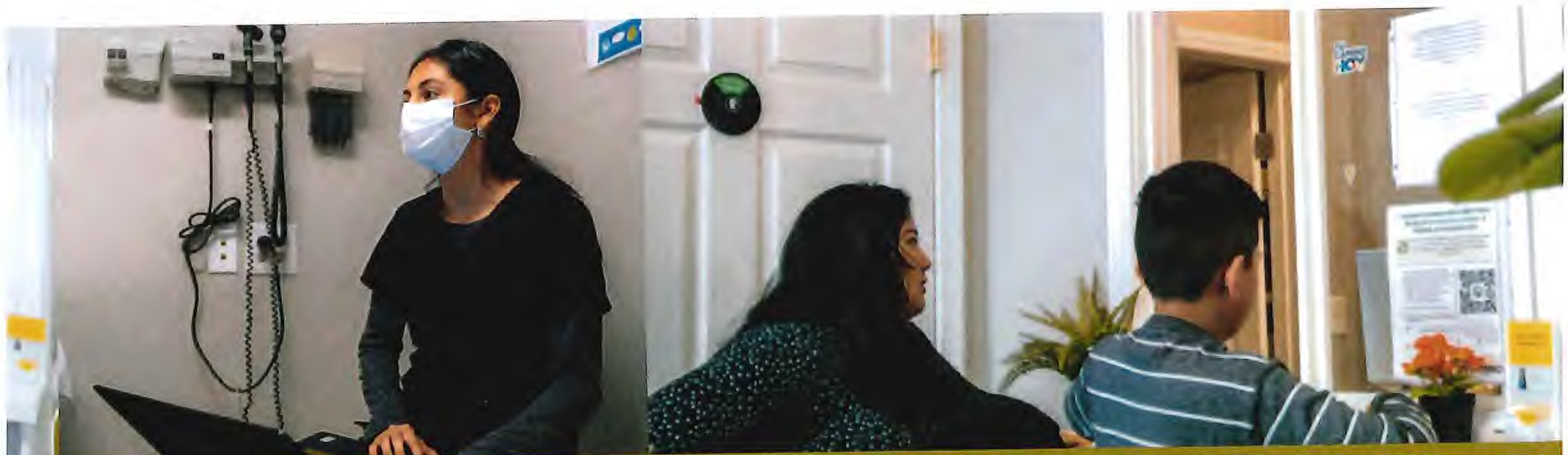
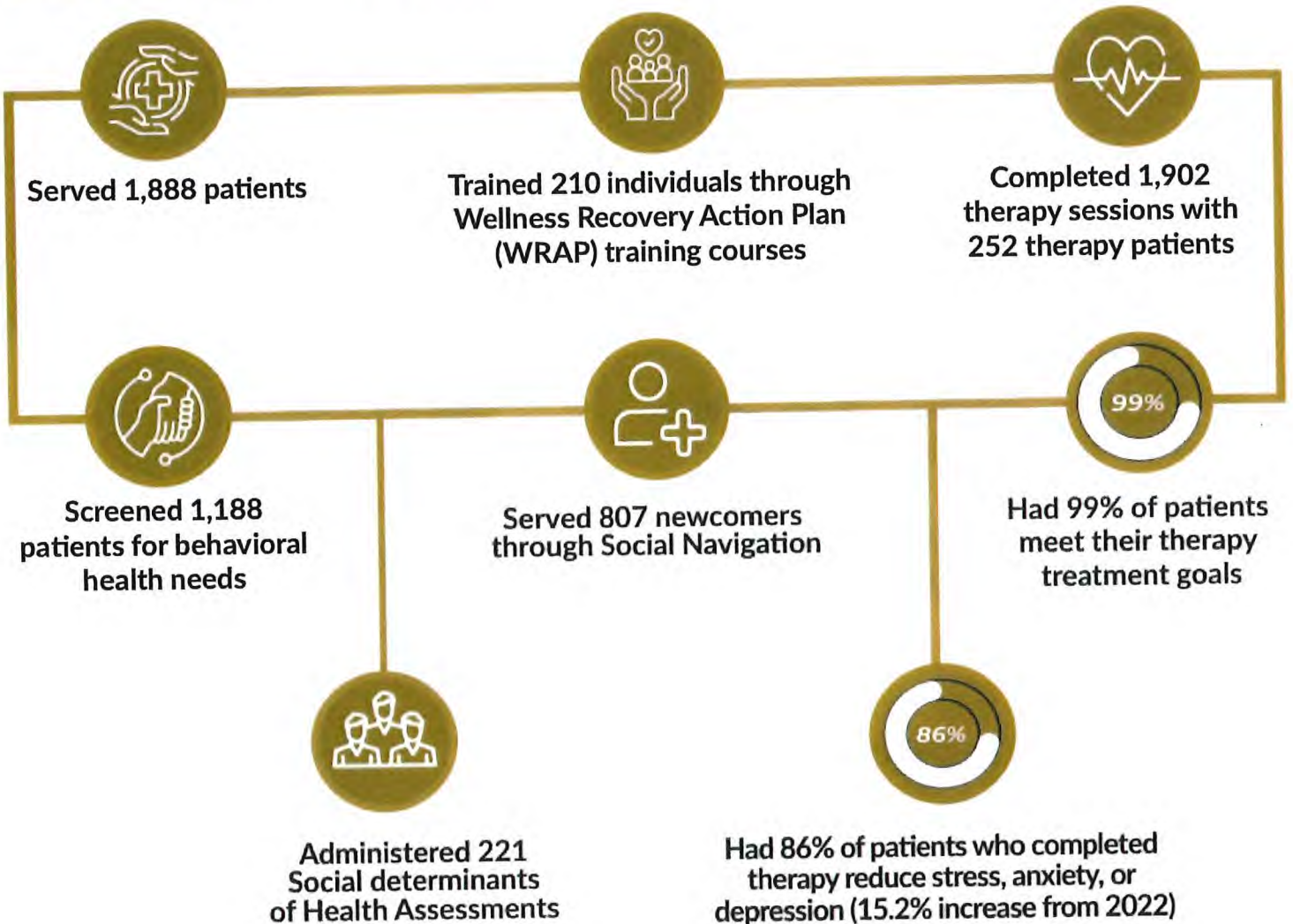
PRIMARY CARE



I came to Camino [Clinic] because I had high blood pressure and was very concerned about my health. In the first 3 months, I got the medication I couldn't find anywhere else, and I'm feeling good because I received the care I needed finally" – Camino Clinic Patient.

CENTER

BEHAVIORAL HEALTH



“ Last year, I was blessed to have access to mental health... All of you [behavioral health staff] have made a difference in my life, and have given me access to a part of myself that I have never had before, which is improved mental well-being. Together, with the exceptional care from therapy, psychiatrist, and medicine, I have seen a lot of improvement in my overall health” – Therapy patient.

HEALTH EDUCATION AND WELLNESS

- Had **50** participants in educational cooking classes
- Completed **448** nutrition consultations
- Had **71%** of diabetes patients keep HbA1c levels below **9**
- Had **81%** of fitness patients achieve their weight loss goals
- Had **93%** of participants improve on at least one fitness level



"I have learned a lot about how to eat. Many of us do not know much about that, but I do believe that I have learned so much [working] with the nutritionist. Everything is excellent, honestly. I have really enjoyed being in the program." — Nutrition Program Participant.

FOOD PANTRY

Distributed

304,320 pounds of food

Served

15,215 individuals

Distributed

270 Turkeys for Thanksgiving



I've been coming to the Camino food pantry for almost 6 months. A friend told me I could get food there. I am from Venezuela and have been here for almost a year but I don't speak English very well yet, so I appreciated that they had people who could help me in Spanish... I'm very thankful for Camino and I hope our church will be able to do something like that in the future"
— Food Pantry Patient.

LOOKING AHEAD

From addressing physical ailments to tending to the wounds of the soul, Camino Health Center has been a source of healing and hope in the darkest hours for many newcomers and pre-existing patients.

Looking ahead, CHC will expand all of its services while also implementing a new dental program in 2024.

CHC will also reimagine its health and wellness program to focus more on nutrition education. With these new changes, CHC looks forward to equipping more people to live healthy lives.



arriba

Arriba is our bilingual upward economic mobility program with a mission to equip people to live productive lives. Through a blend of educational courses, employment pathways, and *entrepreneurial training, Arriba strives to empower individuals to overcome barriers that hinder them from achieving their dreams.

IN 2023, ARRIBA

- Served **1,808** people
- Assisted **216** students through ESL classes
- Had **26** individuals complete level one of the entrepreneurship program



- Enrolled **63** students in the Promotores de Salud program
- Served **880** students through job readiness programming

- Connected **214** job seekers to employers
- Partnered with **27** new employers
- Assisted **763** individuals with job training and education
- Had **208** participants and **9** vendors attend their job fair



LOOKING AHEAD

Employment for Latino migrants, whether they arrived 10 years ago or last year, is essential for their economic stability and integration into their new communities. Looking ahead, Arriba plans to partner with additional businesses to connect Latino employees with job openings.

The team will also introduce a new program to train employees for advancement within their current organization. Additionally, Arriba will offer advanced English classes tailored to Latin American professionals, helping them grasp the American business language to boost their careers and navigate the business world more confidently. Alongside these initiatives, they will also launch another entrepreneur course. Arriba looks forward to equipping more people to live productive lives in 2024.

Table 5: Professions before and after migration (NC migrants)

GENDER	BIRTH YEAR	COUNTRY	WORK BEFORE	CURRENT WORK
F	2000	Cuba	Human Resources	Childcare
F	1975	Cuba	Teacher (secondary)	Day laborer/Church
M	1997	Cuba	Medical doctor	Restaurant busboy
M	1997	Cuba	Medical doctor	Restaurant busboy
M	1979	Chile	Warehouse Manager	Kitchen manager
F	1979	Colombia	Nurse	Telephone operator
F	1995	Venezuela	Medical doctor	Independent/Housework
F	1985	Nicaragua	Homemaker	Independent/Cleaning
M	1971	Colombia	Lawyer	School monitor
F	1982	Colombia	Call center operator	Informal childcare
F	1993	Venezuela	Medical doctor	Cleaning services
M	1990	Haiti	Human Resources	Seeking employment
M	1992	Ecuador	House Appliance Sales/Small Business	Factory worker
F	1977	Nicaragua	Factory Worker	Taqueria
M	1995	El Salvador	Bank/Finances	Cleaning /Construction
M	1996	Colombia	Small Business/Mensajero	T-shirt pressing factory
F	1994	Colombia	Independent seller	T-shirt pressing factory
M	1997	Venezuela	Transformer Factory	Auto Body repair shop

***According to the Latino Community Strengths and Needs Assessment, one of the top community strengths is entrepreneurship/willingness to start a business. Bilingual language skills, work ethic, and adding cultural diversity to the community are also among the top strengths highlighted by the report.**



I am very grateful for how Arriba helped me get a job, file taxes, and provide me with information about finances. They were very kind, and I feel happy that when I have a question, I write to them and they very cordially respond to me and dispel my doubts” – Arriba Participant.

Are you a business owner who is ready to elevate your workforce? Contact Arriba today to secure top-tier talent!

Phone Number: 704.968.4419

Cheryl Moynihan, Director of Arriba: cheryl@camino.org



THE WEARHOUSE

Charlotte's best
Thrift Store

The WearHouse is our mission-driven thrift store with a dual purpose: to elevate people's fashion game at incredibly low prices and give back to the community. With every purchase, customers contribute directly to Camino, enabling The WearHouse to make a positive difference in the Latino community. Whether shopping or donating, patrons not only enhance their style but also experience the satisfaction of supporting those in need.

IN 2023, THE WEARHOUSE



Completed 13,790
transactions



Provided clothing
to 381 families
in crisis



Donated \$11,417
worth of items to
families in crisis

LOOKING AHEAD

By providing essential items such as clothing and home goods, The WearHouse greatly supported the needs of the newcomers and pre-existing Charlotte Latinos who came to Camino for assistance. Looking ahead, The WearHouse plans to increase donations, attract more customers, and ultimately provide assistance to more families and individuals in need.



One of the nicest thrift stores I have ever visited. Neat, clean, organized, good-quality items, priced right! The staff is so very friendly, but most of all, the proceeds from this endeavor are such a blessing to our community" – A shopper at The WearHouse.



CAMINO

CHURCH

Camino Church is our bilingual and multicultural church with a mission to equip people to live hopeful lives. By offering a variety of avenues for spiritual direction, including fellowship, Bible study, prayer, outreach, and ministry, our church aims to help people to live in the freedom of an everyday relationship with God. Through the transformative work of the gospel, Camino Church empowers individuals to live out their faith authentically and make a positive impact in their communities.

IN 2023, CAMINO CHURCH



Welcomed 19,063 in church attendance



Baptized 32 individuals



Assisted 263 individuals in circles



Had people volunteer 18,947 times



Served 8 local communities



Trained 231 church volunteers



Offered Pastoral care to 6,459 times or families



Had 73 people welcome Christ

LOOKING AHEAD

Camino Church warmly embraced numerous newcomers into its congregation, offering them a sense of community and belonging. Looking ahead, the church remains committed to fostering a diverse community, inviting individuals from all backgrounds to engage in worship and embrace the gospel's teachings. Furthermore, Camino Church is focused on expanding its reach by enhancing its capacity and live streaming services, ensuring that it can connect with a broader audience beyond its physical location.

Camino Church looks forward to equipping more people to live hopeful lives in 2024.

CAMINO KIDS

Camino Kids is the children's ministry program at Camino Church. Camino Kids exists to glorify God through evangelizing, engaging, and equipping families in our community. Camino Kids serves as an effective means through which our church is strengthened as we glorify God through sharing the gospel, supporting parents, and strengthening those who serve alongside us.

IN 2023, CAMINO KIDS



Served children
3,309 times



Had 269 kids participate in the
Easter service Easter egg hunt



Had 222 water play
day participants



Had 130 kids at
Vacation Bible School

LOOKING AHEAD

Camino Kids aims to strengthen the program's impact by focusing on volunteer recruitment and training initiatives. By expanding the volunteer base, we can better serve our community and engage more families in our mission. Camino Kids will equip volunteers with the skills and knowledge needed to provide exceptional care and support to children and families. Our goal is to foster a thriving community where every child feels valued and supported on their spiritual journey. Together, we will continue to glorify God and make a positive difference in the lives of those we serve.





Camino University brings educational opportunities to the Latino community by offering programs that overcome financial, language, and geographical barriers. Founded in 2022, Camino University equips students with the intellect and ingenuity necessary to become community- and service-oriented leaders in their communities. Developing leaders with distinctively global perspectives through transformative experiences in the local and digital classroom, Camino University aims to improve the delivery of social services and mental healthcare services for Latino immigrant communities.

IN 2023, CAMINO UNIVERSITY

- Held **72** classes for Certificate in Missional Church Planting
- Held their first graduation ceremony, highlighting **25** individuals who completed the classes to receive their certificates

LOOKING AHEAD

Camino University is thrilled to announce the launch of its second cohort for the Missional Church Planting Certificate. Graduates from 2023 will also have the opportunity to pursue a second certificate in Theological and Biblical Studies. These initiatives reflect Camino University's ongoing commitment to nurturing community- and service-oriented leaders. As we move forward, Camino University remains dedicated to empowering individuals and creating positive change within the Latino community.

CAMINO UNITED

Camino United is our free youth soccer program that provides kids with the experience of playing and training at a club or academy level without the high costs. The program aims to instill the values of discipline, respect, teamwork, fellowship, and accountability—values that can be applied in all areas of life both on and off the soccer field. Camino United hosted its first soccer tournament in 2023, where the players competed against other youth soccer programs in the Charlotte area.

By hosting soccer practices, camps, tournaments, and training sessions, Camino United offers a welcoming environment where Charlotte's youth can find a sense of belonging and community while developing their skills as an athlete.



*Camino United has helped me get better at soccer, get better at teamwork, get to know new people, and overall just be in better shape. Something I like about the program is that the coaches are friendly and they help you get better. Another thing I like are the games that we play during the 2nd half of practice”
— Camino United Team Member*





IN 2023, CAMINO UNITED

- Had **44** team members total (inclusive of all gender and age groups)
- Participated in **83** games with the boys team
- Played **96** games with the girls team



LOOKING AHEAD

Camino United aims to extend its reach to more children who are eager to enhance their soccer skills and embrace heightened competition. To achieve this, the program intends to expand its team roster, develop additional partnerships with leagues, and compete in a broader array of tournaments, offering players more avenues to showcase their abilities. Moreover, Camino United plans to establish clinics within the communities that Camino Church serves, ensuring accessibility while also fostering more relationships.

RESEARCH

Camino Research Institute (CRI) is a hub for community-driven research that informs the development and implementation of services and policies that meet the needs of Latinos.

CRI utilizes community-based participatory research (CBPR) approaches to understand the social determinants of health impacting Latino communities.

Their data is also used by Camino to inform the programs and services offered to the community.

CRI prioritizes disseminating findings back to the local community in Spanish, while also disseminating findings at regional, national, and international conferences and in peer-reviewed journals.

Camino Research Institute published its second paper in an academic journal. The paper titled, "What should I do? We still have to go to work: Latino immigrant perceptions of the COVID-19 pandemic and vaccine" was published in The International Journal of Migration, Health and Social Care.

CRI presented at 8 professional conferences, including:

- Society of Public Health Education
- American Public Health Association
- Southeastern Immigration Studies Association
- American Anthropological Association
- Southern Anthropological Society
- UNC Charlotte Engaged Community Research Symposium
- North Carolina Public Health Association
- Appalachian State University's Immigrant Mountaineers Movement Spring Conference

IN 2023, CAMINO RESEARCH INSTITUTE

- Added 1,041 new responses to the Latino Community Strengths and Needs Assessment
- Conducted and/or analyzed 76 interviews
- Launched two new studies:

1. Values and Aspirations of Latino Employees (VALE):

A mixed method study to understand the relationship between Latino immigrants and work, including the meaningfulness of work, workplace values, and employment barriers. Results can be used to establish a welcoming workplace environment for Latino immigrants, leading to increased employee retention and satisfaction.

To learn more about hiring Latinos and how to keep them engaged as employees, contact Sarai Ordonez, Manager of Camino Research Institute, at sarai@camino.org or visit our website.

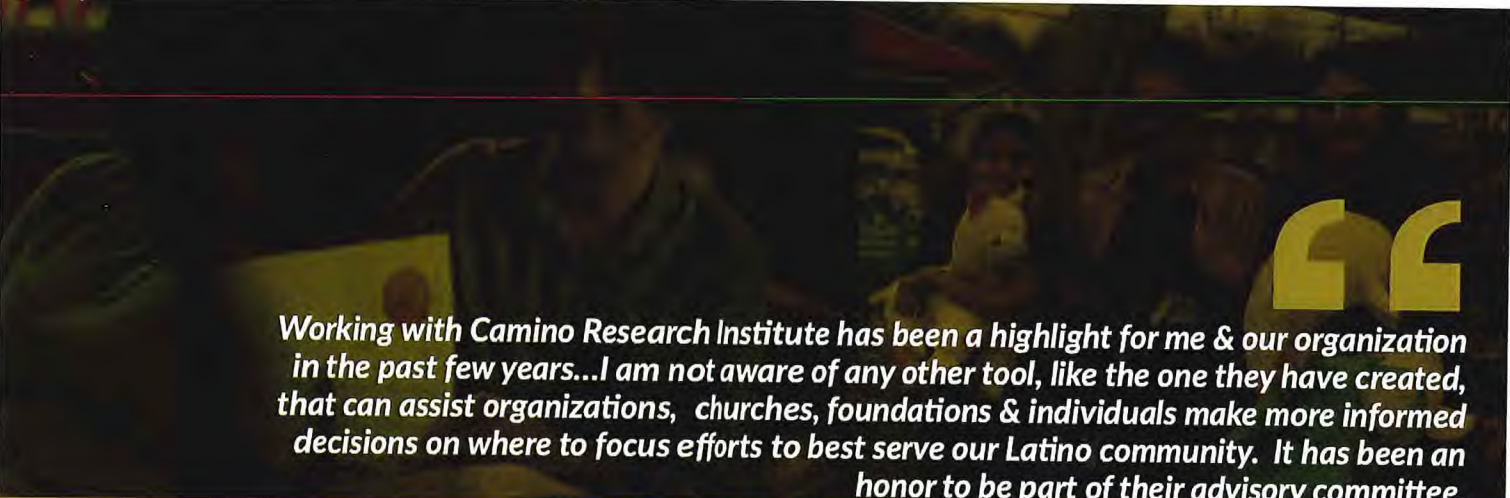
- 115 people completed the VALE survey

2. The Migrant Experience: A Journey of Hope:

A mixed method, multi-site study conducted by Camino and partner border organizations to study migrants' experiences, motivations, and challenges during their travels using intake data, border interviews, and structured interviews with recently arrived migrants.



INSTITUTE



Working with Camino Research Institute has been a highlight for me & our organization in the past few years...I am not aware of any other tool, like the one they have created, that can assist organizations, churches, foundations & individuals make more informed decisions on where to focus efforts to best serve our Latino community. It has been an honor to be part of their advisory committee.

- Western North Carolina Community Advisory Board Member.



LOOKING AHEAD

Looking ahead, CRI will continue advancing the North Carolina Latino Community Strength and Needs Assessment (LCSNA), with plans to release a report on Western North Carolina. Camino will use this data to inform efforts to take services out to communities. Data from the LCSNA will also help CRI direct and prioritize additional community-based research projects.

In 2024, CRI remains committed to ensuring research findings are widely accessible and available in both Spanish and English.



***To learn more about the discoveries made during Camino's Border Trip, scan the QR code.**


Camino has given our families and us hope that all voices are worthy of being heard and helped. Without the research and data outcomes, it is impossible to bring lasting change for sustaining, maintaining and gaining safe, affordable housing. We are most grateful for the support and work [CRI] has gifted Caterpillar Ministries and Huntington Green of countless hours devoted to piecing together a very finite survey whose outcomes will reflect the hopes and dreams of our families and individuals.


- Local Latino-serving Community Organization Partner.



Si no estás
sentado en
la mesa.

ESTÁS
EN EL
MENÚ


 **La Casa (Prototype Training Center):** We will enhance patient experience, increase efficiency and sustainability, and ensure culturally relevant services and service delivery.

 **La Causa (El Futuro Es Latino):** We will equip Latino faith leaders with tools and access to a trusted network of stakeholders, build momentum through activations, and increase access to holistic health and human services across NC.

WHAT'S NEXT

EL FUTURO ES LATINO

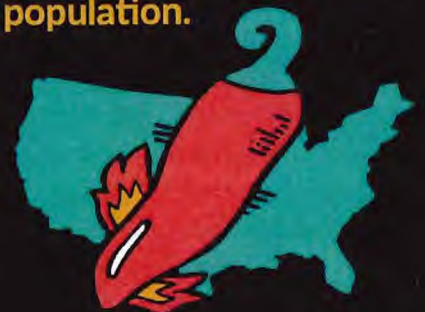
As Camino continues to serve Charlotte's Latino community, we understand and recognize the growing number of Latinos living in NC. With this in mind, Camino aims to make NC the best place for Latinos to live—a goal that requires significant expansion. We will accomplish this expansion through three main focus areas:

 **Círculos (Circles):** We will implement a holistic and faith-filled cell group model embodying the DNA of Camino, transforming neighborhoods into communities that are healthy, hopeful, and productive.



The first two focus areas emphasize our commitment to the local community. The third element presents itself in the form of a movement.

At its core, El Futuro Es Latino (EFEL) seeks to empower Latinos in the U.S., as they inevitably become the majority population.



Our goal is for them to embrace a sense of belonging, eradicating the need for self-segregation driven by feelings of exclusion. The reality is that Latinos are here, and we champion their rightful place in shaping the American narrative.

EFEL's mission also challenges existing paradigms and encourages Latinos to not only seize opportunities but also play a vital role in shaping American culture, systems, and values.

Chile
Matulo



ERES LA
ESPERANZA
DE ESTE
PAIS



Moreover, EFEL is committed to educating the broader population, dispelling stereotypes and myths that perpetuate fear and division. By addressing misconceptions like job theft, lack of education, etc., this initiative aims to highlight the positive contributions Latinos bring to society, emphasizing the importance of faith, family, and a strong work ethic.

Chile que
no pica
Chile que
no sirve



Rusty Price, who is spearheading the movement, acknowledges the wholesome values and work ethic prevalent in Latino communities and believes that an increase in Latino engagement and research data can lead to positive societal change.

He is committed to advocating for the inclusion of Latinos in various systems, from education to economics, while also encouraging Latinos to take action. By acculturating systems to the needs of the Latino population and addressing issues such as access to financial assistance, credit, and cultural adaptation in institutions like schools, EFEL will foster unity within the Latino community.



More than 50% of the growth of the U.S. population over the last decade has been Latino

The Latino population has more than quadrupled over the past four decades, an increase that has historically been driven by immigration

The Latino population is projected to make up almost one-third of the U.S. population by 2050

From 2010-2019, over 9 million Latinos were born in the U.S.

The median age of Latinos in the U.S. is 30

Latinos are the youngest racial or ethnic minority group in the U.S.



The most common age of Latinos is 11, which is more than 5 times lower than the most common age of non-Latino white Americans at 58



Almost 40% of Latinos in the U.S. are Gen Z and younger (ages 0-21)



Latinos contribute \$2.7 trillion to the U.S. economy and hold more than \$781 billion in spending power



With 29 million Latinos currently in the workforce, Latino households earn more than \$1 trillion and pay more than \$252.2 billion in taxes



Latino immigrants are 25% more likely than the overall U.S population to own their own businesses

It is projected that if Latino-owned businesses were to grow as fast as the U.S. average, they could add an additional \$1.4 trillion to the total U.S. economy



**SÍGUENOS Y COMPARTE
SÉ PARTE DEL MOVIMIENTO**



IN THE COMMUNITY

IN 2023, CAMINO HELD 34 COMMUNITY EVENTS:



Christmas with Camino: 978 gifts distributed

An annual holiday tradition where Camino provides free toys to the local community.



Hispanic Family Resource Night at Kannapolis City Schools: 200 attendees

A resource night where we shared information with the community about our services and recruited participants for our Kannapolis Market research study.



Hidden Valley Resource Fair: 250 attendees

A resource fair for families at Hidden Valley Elementary School. A variety of local organizations and businesses came together to provide valuable resources and services to the community.



Cabarrus Hispanic Family Resource Night: 300 attendees

A resource fair for Latino families where we shared information about Camino's services.



Arte y Cultura: 300 attendees

Camino's celebration of Hispanic Heritage Month where the community joins Camino for a fun evening with games, food, and music.

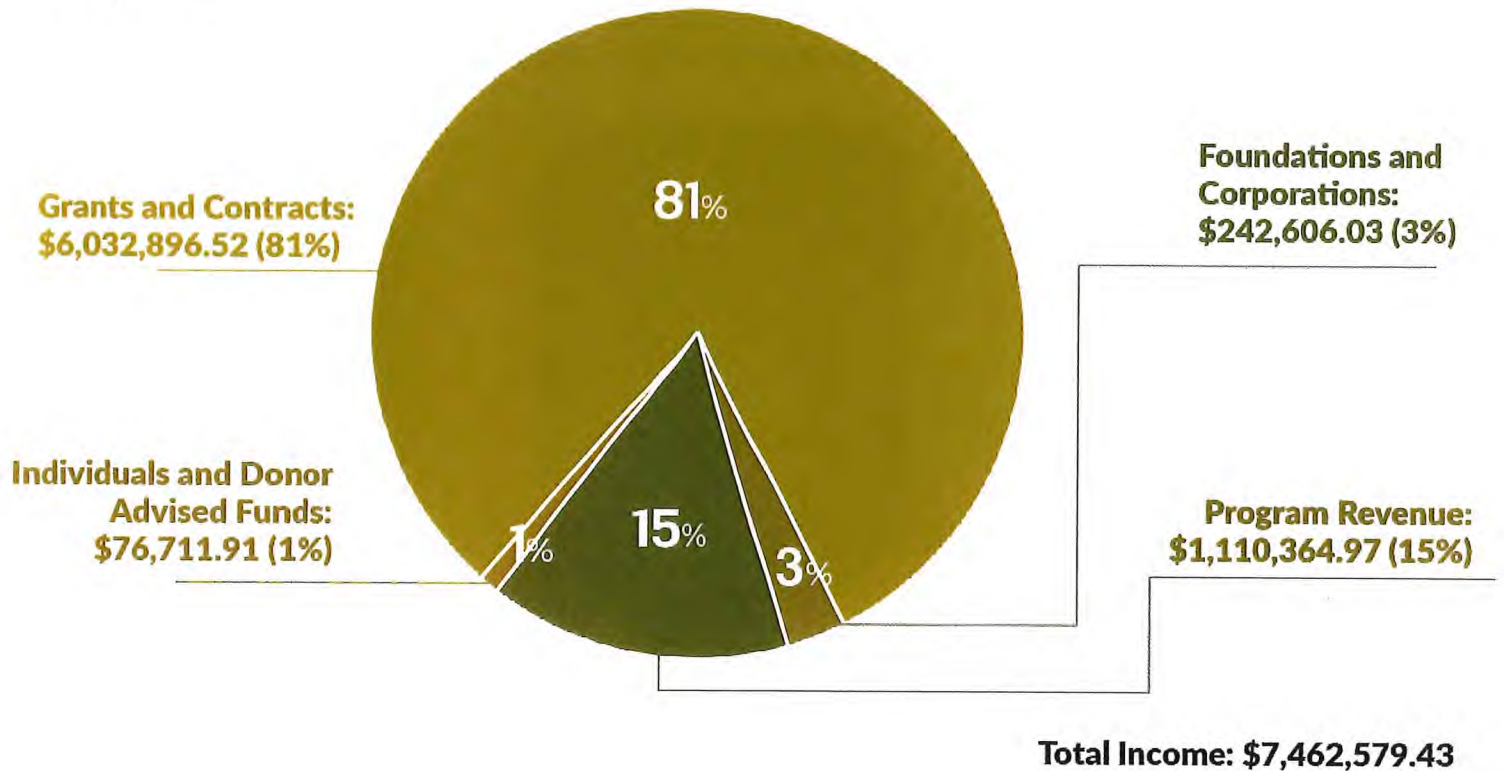
English Learner Family Academic Symposium: 500 individuals received information

An event where parents had the opportunity to visit community partners and attend literacy sessions, while children engaged in various STEAM (science, technology, engineering, arts, and mathematics), health and wellness, and art activities. Language support was provided through Spanish sessions and interpreters.

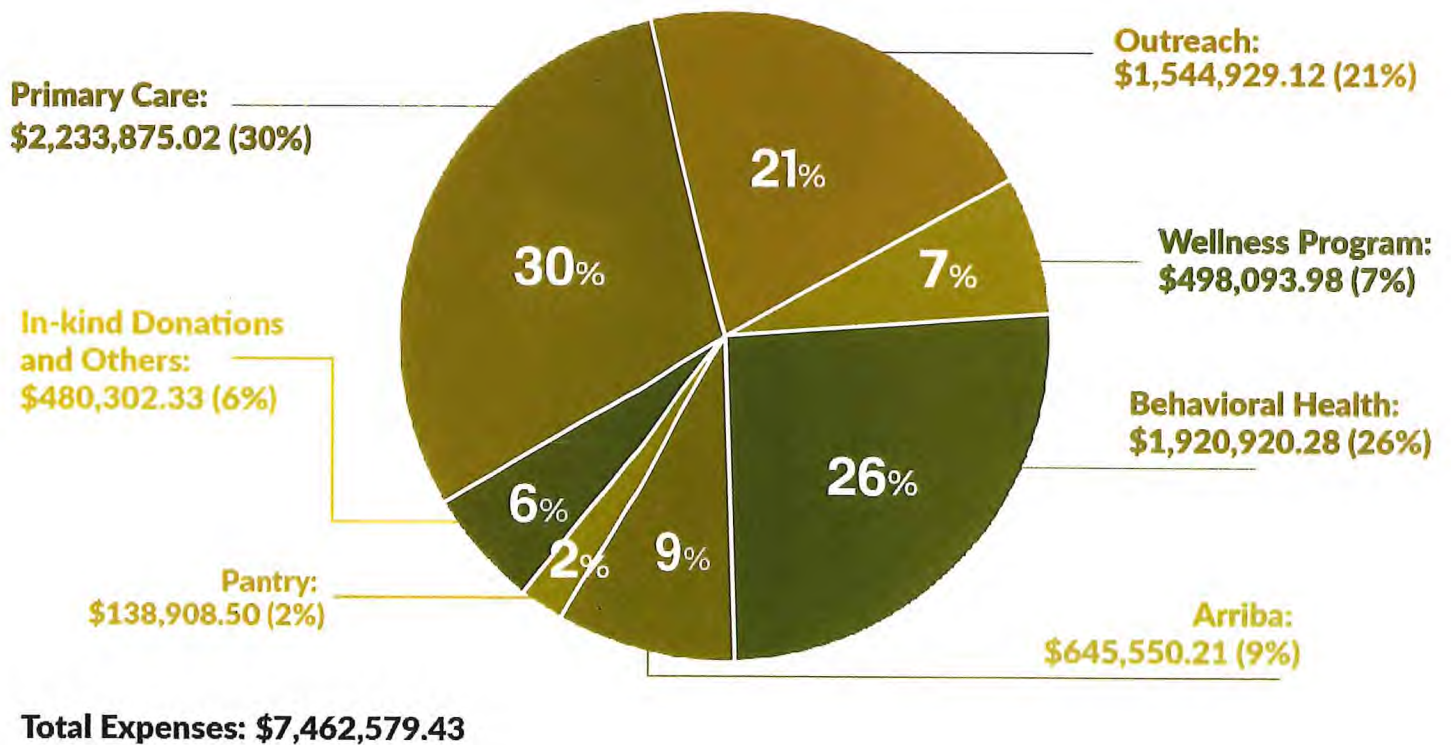


FINANCIALS

INCOME:



PROGRAMS AND EXPENSES



HEAR THEIR STORIES

Pedro's story mirrors the journeys that countless others have endured. Having read through our entire annual report with Pedro's narrative in mind, we invite you to delve deeper into the personal experiences of those whose lives we've touched. Scan any of the QR codes below to hear firsthand testimonials from some of our patients about the impact we've made on their lives.



GIVE TODAY

In 2023, Camino's impact was profound, but it was only possible because of your support. Whether big or small, your donation directly transformed lives, empowering individuals to live healthy, hopeful, and productive lives. Your ongoing support ensures that in 2024, we can extend our reach even further, offering countless others a renewed sense of hope and healing. Together, we will make North Carolina the best place for Latinos to live. Your contribution today can change lives and be the catalyst for countless success stories. Join us in making a difference. Give today and be the reason someone's story is filled with hope.



Projected 2025:

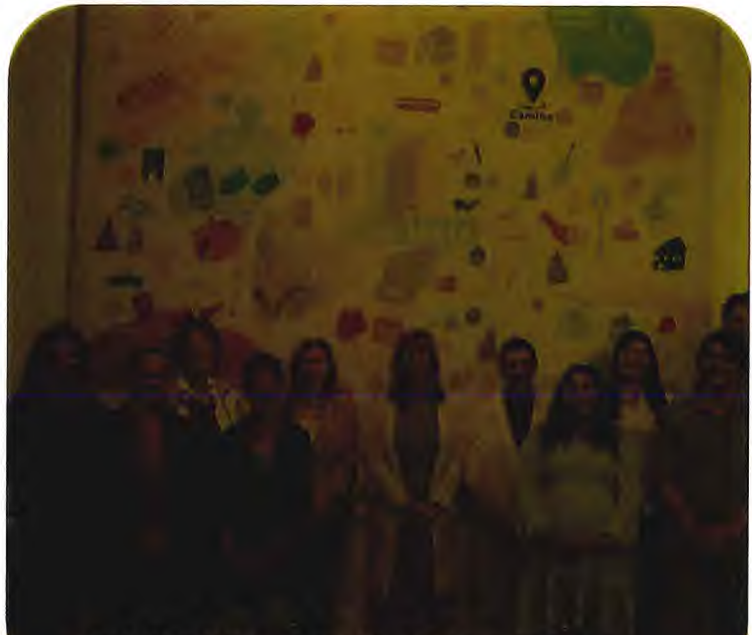
Individuals and Donor-Advised Funds: \$92,821.41

Foundations and Corporations: \$298,048.59

Program Revenue: \$1,276,919.72

Grants and Contracts: \$9,426,400.81

Total: \$11,094,190.52



2 YEAR PROJECTION:

Projected 2024:

Individuals and Donor-Advised Funds: \$84,383.10

Foundations and Corporations: \$270,953.26

Program Revenue: \$1,110,364.97

Grants and Contracts: \$7,541,120.65

Total: \$9,006,821.98



Donations - Camino

camino.org

2023

BY THE NUMBERS

ARRIBA

16,036 Encounters

1,808 People Served

216 ESL Students

880 Students in Employment Readiness Program

763 Job Training and Education

217 Job Fair Attendance

CAMINO CHURCH

19,063 Attendance

18,947 Church Volunteer Participation

6,459 Pastoral Care

13,979 Prayed with/Referred to Services

4,759 Bible Study Encounters

CAMINO UNIVERSITY

75 Missional Church Planting Course Classes

25 Missional Church Planting Course Graduates

CAMINO RESEARCH INSTITUTE

1,041 Latino Community Strength and Needs Assessment Survey Completions

2,369 Total Number of People Who Completed the Latino Community Strength and Needs Assessment (LCSNA)

6,459 Values and Aspirations of Latino Employees (VALE) Study Participants

CAMINO OUTREACH

EL FUTURO ES LATINO (EFEL)

34 Community Events

6,362 EFEL festival Attendance

876 Medicine Giveaway

600 Career and College Expo Attendance

CAMINO HEALTH CENTER

9,517 Clinic Encounters

5,670 Provider Visits

3,847 Labs

807 Newcomers served by Social Navigation

3,398 Social Navigation Encounters

1,888 Behavioral Health Patients Served

1,902 Therapy Session Encounters

1,719 Patients Screened for Behavioral Health Needs

4,315 Nutrition Encounters

3,867 Camino Fitness Encounters

261 Nutrition Program Participants

15,215 Food Pantry Visitors

304,320 Pounds of Food distributed

THE WEARHOUSE

13,790 Total Transactions

\$11,417 Amount of in-kind donations to families in crisis

381 Families in Crisis Served

CAMINO KIDS

3,309 Kids Served

649 Vacation Bible School

269 Easter Egg Hunt Participants

CAMINO UNITED SOCCER

3,309 Camino United Encounters

44 Total Number of Youth Participants

83 Boy's Team Games Played

96 Girl's Team Games Played



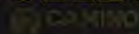
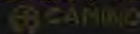


CAMINO
HEALTH CENTER

IN 2023, WE SERVED PEOPLE

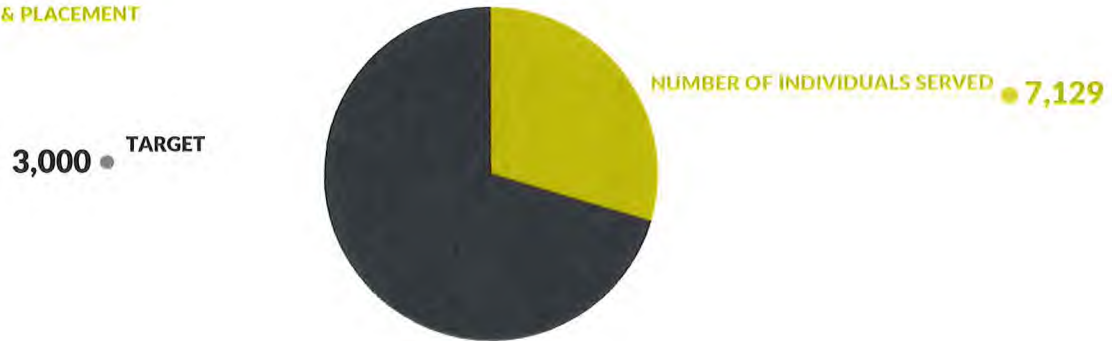
145,151

TIMES THROUGH OUR COLLECTIVE SERVICES



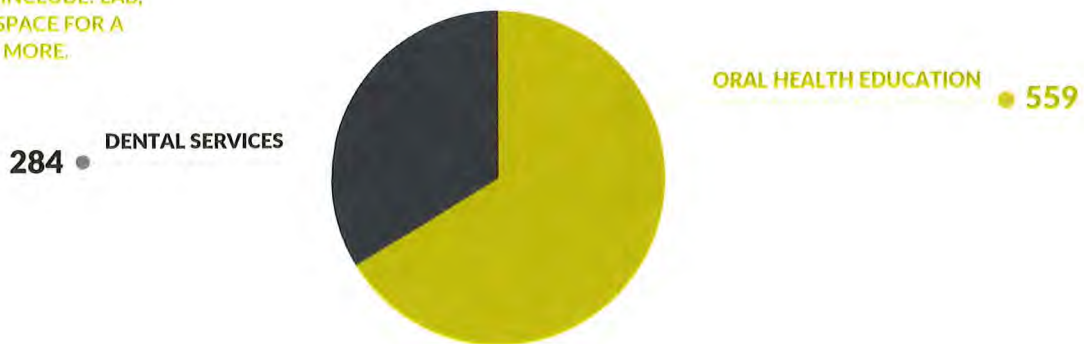
**AMERICAN RESCUE PLAN ACT (ARPA) ROUND 1 (FY23 - FY25)
MECKLENBURG BEHAVIORAL HEALTH**

THERAPY, SOCIAL NAVIGATION,
JOB PREPARATION & PLACEMENT

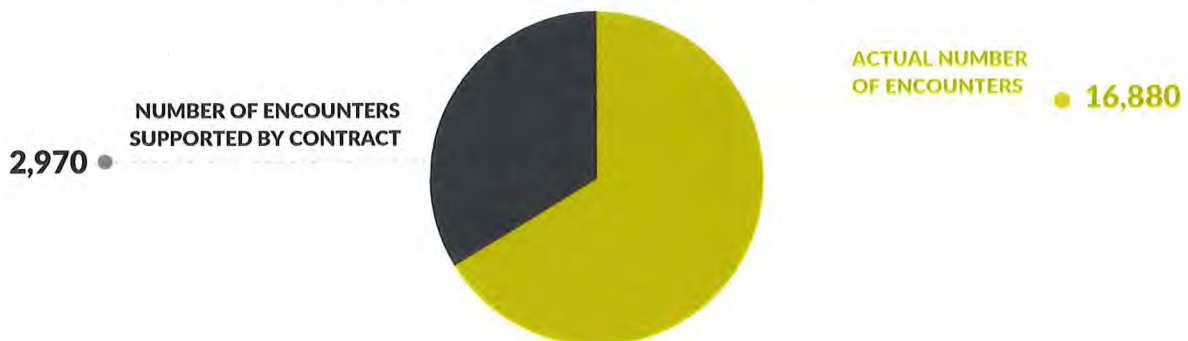


**AMERICAN RESCUE PLAN ACT (ARPA) ROUND 2 (FY24 - FY25)
MECKLENBURG DENTAL HEALTH**

ENTIRE HEALTH CENTER UNDER
RENOVATION TO INCLUDE: LAB,
DENTAL CHAIRS, SPACE FOR A
3D PRINTER, AND MORE.



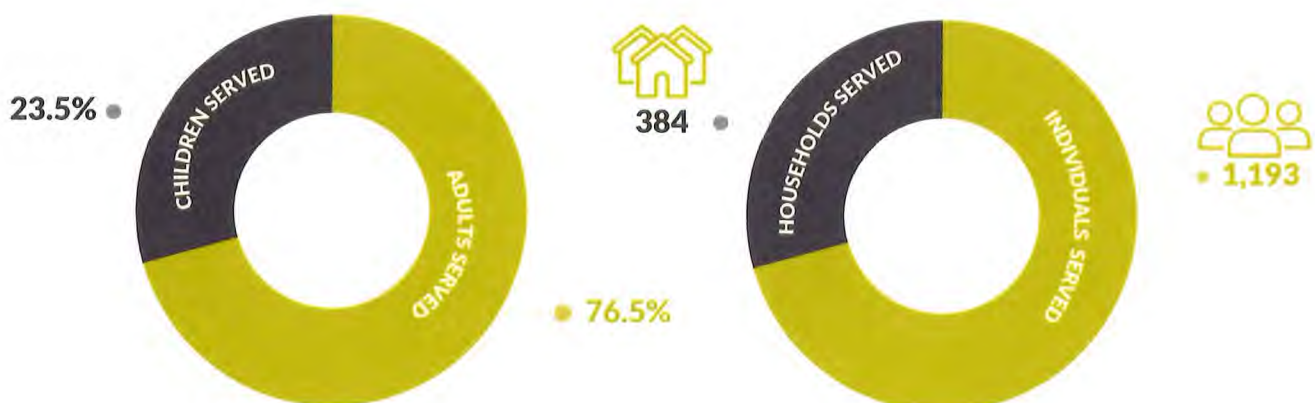
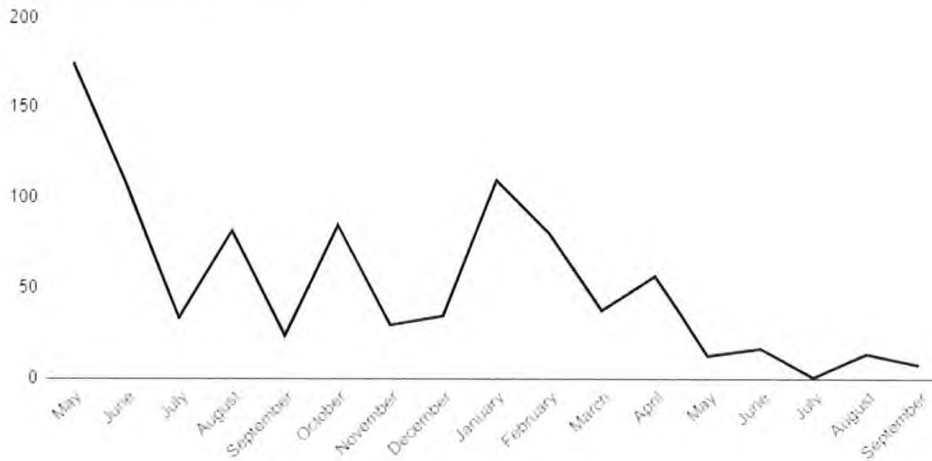
**MECKLENBURG COUNTY ACCESS TO
CARE CONTRACT (FY 23-FY25)**





IMMIGRANT NEWCOMER TASK FORCE (TITLE 42) MAY 2023 - SEPT. 2024

NUMBER OF INDIVIDUALS SERVED



SERVICES PROVIDED TO NEWCOMERS



948
FOOD PANTRY ENCOUNTERS



445
HEALTH SERVICES



435
WORKFORCE DEVELOPMENT



855
CLOTHING ITEMS DONATED



586
TRANSPORTATION