



**BUILDING CAREERS.
EMPOWERING SUCCESS.
TRANSFORMING LIVES.**

**TWIN
CITIES R!SE**

2017 ANNUAL REPORT

“ At Twin Cities R!SE, I learned that no matter what you have been through, there is always a way to overcome. Look at where you are, learn from it, and do better.

— Davis



“ Twin Cities R!SE helped me make job connections, network better, and develop my skills.

— Sherry



“ I find myself applying everything I learned through Twin Cities R!SE almost every day at work, from managing interpersonal communications, resolving minor conflicts, assisting guests, and how to diffuse and recover a frustrated or angry customer. From what TCR taught me, I always feel empowered at work and use the tools I've learned at least two to three times a week throughout the day.

— Amy



“ The time I spent at Twin Cities R!SE was quite instrumental in preparing me for the work that I am now involved in, not only getting me prepared to enter back into the IT Networking field, but also preparing me for the new chapter of my life,... and for that I am very thankful!

— John

INNOVATING to meet
the **CHALLENGES** and
OPPORTUNITIES
of today's workers
and booming job market



In 2017, Twin Cities RISE partnered with more employers than ever to connect skilled workers to full-time positions, and we developed specialized training programs that met the needs of both TCR job-seekers and local employers.

Our career skills training program is designed to help participants reach their employment goals, while providing Personal Empowerment training, one-on-one career coaching, and resources that result in long-term success. Building on this program, this year we partnered with 15 new employers for customized recruiting strategies and specialized career training. These additional sector trainings offer participants the opportunity to gain the hard skills necessary to enter specialized fields, such as manufacturing, CDL, and call centers.

Through your support, we helped place over 200 people in meaningful jobs and served 1,023 more people through training programs and partnerships. Graduates of our program saw an average increase in their income from under \$7,000 to over \$28,000 annually.

Twin Cities RISE continues to play a key role in connecting unemployed and underemployed people with employers desperately looking to fill positions. On the surface, it is often hard to understand why unemployment and underemployment continue to exist in this hot job market, but we have learned that for many people with low-incomes and people of color there remain several barriers to meaningful employment.

TCR participants on average face at least four major barriers to employment including: criminal history, chemical dependency, homelessness, transportation, childcare, and others. The work we do with participants through our signature Personal Empowerment and skills training helps participants to overcome these barriers and is critical to their ability to enter and thrive in the current job market.

Employer partners are increasingly turning to TCR to meet their employment needs and paying us to deliver customized training for their open positions. TCR is emerging as a key resource for large and small businesses to meet their employment needs.

As demand for our services continues to grow, I am pleased to share that our Empowerment Campaign, which launched in 2016, has raised over \$4.5 million dollars to date. Through this campaign, we will expand our job training program, double the number of internships and scholarships available for participants, and grow our proprietary Empowerment Institute program to help other organizations' clients, students, and employees succeed.

Thank you for standing with Twin Cities RISE and supporting our vision of a community of empowered individuals achieving long-term job success to support their families.

Sincerely,

A handwritten signature in black ink, appearing to read 'Tom Streitz'. The signature is fluid and stylized, with a large loop at the end.

Tom Streitz, President and CEO

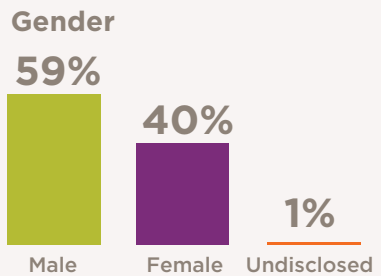
TCR PARTICIPANTS BY THE NUMBERS



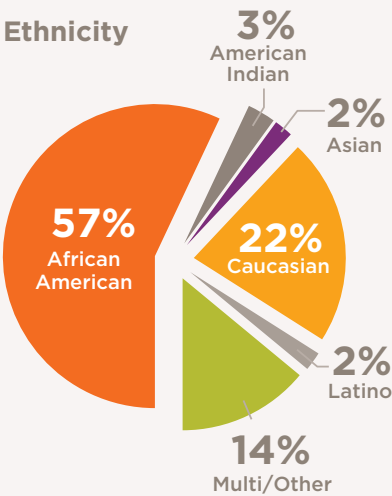
1,224 Total Served
Across All Programming

458
Individuals served
in long-term
employment training

201
Achieved Job
Outcomes



Ethnicity



Barriers at Program Start

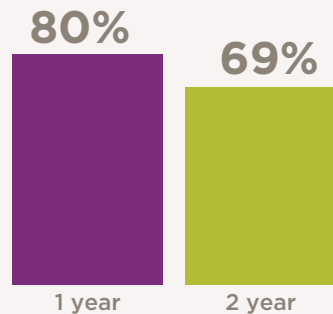


Full-time, Permanent Employment Income Change



Pre-Program Income
6,649
Post-Program Income
28,948
(Wage = \$14.22)
Change in Income
22,299

Employment Retention 10 yr Average Retention Rates



FINANCIAL STATEMENT

Income Statement - Total

Financial Gifts/Support	\$1,560,898
United Way	215,001
Government Grants	34,962
Earned Income	1,237,668
Miscellaneous Income	(1,910)

Total Income **\$3,046,619**

Program Services	\$2,622,684
Management & General	381,484
Fundraising	483,992

Total Expense **\$3,488,160**

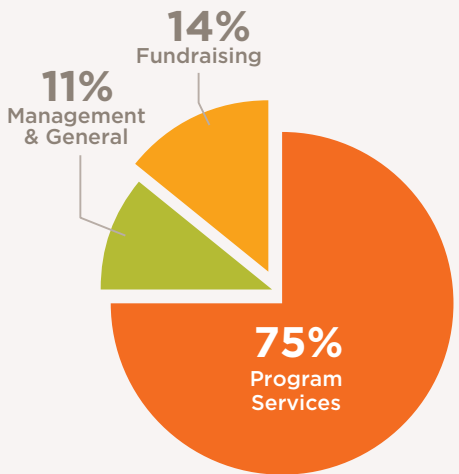
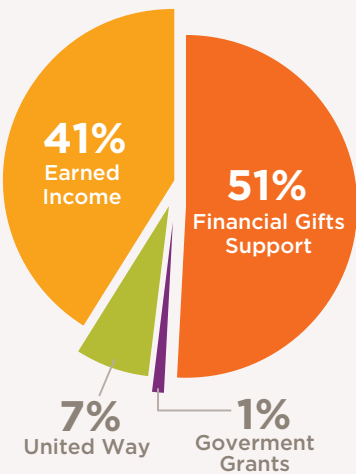
Balance Sheet

Total Assets	\$4,836,789
Total Liabilities	412,178

Total Net Assets **\$4,424,611**

*To date an additional \$2,553,677 has been pledged to the Empowerment Campaign.

Revenue



Expenses

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The following individuals served on our Board at some time during the 2017 program year.

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Italicized donors have passed away.



EMPOWERMENT GIVING

The Twin Cities RISE Empowerment Campaign is a multi-year effort to take our model to greater scale and ensure we can continue to meet the community's need for a skilled workforce for the future. Empowerment Campaign Donors to date are listed below. An * indicates that an initial pledge or gift was made this year.

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Sonia Shewchuk and Robert Uphus*

Stephanie Simon*

Smikis Foundation

Margaret and Philip Soran

Ron and Diana Tortelli*

Mary W. Vaughan*

Angus and Margaret Wurtele*

Steve and Julie Young

GIFTS IN KIND

Jessica Bartram

Henry Berman

Tony Blakey

Jessica Burges

Debbie Cohen

COUNTRY Financial

Monique Cuff

Elizabeth Duty

Jason Foss

Frogtown Connect

Colette King

Rosealee Lee

Amy Lefebvre

Bob Macdonald

Ray Paulson

Shenhon Company

Dwayne Simms

Kristin Turner

Hannah Williams

Ann Yaggie

TRIBUTE GIFTS

Gifts made in honor or in memory:

- Anonymous, in honor of Theresa Powell
- Alex Ash, in honor of Jackie and Kirk Possehl
- Alex Ash, in honor of Stephanie Pistoria
- Alex Ash, in honor of Gail Pistoria
- Alex Ash, in honor of Rosanna Ash
- Alex Ash, in honor of Karen Wenker
- Concordia College Moorhead –
Offutt School of Business, in honor of Phil Soran
- Nancy Fox, in honor of Theresa Powell
- Stephanie Gilmore, in honor of Scott Barr
- Travelers Foundation, in honor of Tom Swain
- University of Minnesota Foundation, in honor of Tom Swain



2017 VOLUNTEERS

- | | | |
|------------------------|----------------------------------|--------------------|
| Donna Barron | Christine Hazuka | Christine Page |
| Lois Bell | Anita Hoffman | Wynne Reese |
| Henry Berman | Lisa Holyfield | Julie Rose |
| Chad Bermel | Monica Jenniges | Dean Sanberg |
| Lynn Bosquet | Christian Jones | Ellen Shriner |
| Kari Bremicker | Christina Mendolson | Suni Smith |
| Jonathan Deyoung | Mohamed Mohamed | Greg Taragos |
| Mick Dyer | Liam Moran | Michael Thompson |
| Debra Fisher Goldstein | Jennifer Mulvehill
(Peterson) | David Wang |
| Rob Fulton | Sheryl Nins | Craig Warren |
| Meghan Hannon | Gabriel Okon | Claire Woit |
| | | Samuel Worthington |