

TWIN CITIES R!SE

2016 ANNUAL REPORT

BUILDING CAREERS.
EMPOWERING LIVES.
ENDING POVERTY.



GROWING WORKER SHORTAGES AND TWIN CITIES R!SE

Rising to Meet the Challenge

MISSION Transforming lives out of poverty through meaningful employment.

VISION A community of empowered individuals, especially men of color, who achieve long term job success to support their families.

Dear TCR Friends & Supporters,

Employer demand for workers in our state and community continues to grow due to the persistent labor shortage. Some businesses are scaling back their operations, importing workers from other states, and projecting less growth due to the problem. This dynamic – coupled with persistent racial disparities and high unemployment rates for African-Americans in our community – pose a huge challenge to our community and a call to action for Twin Cities R!SE to scale our efforts to meet the needs of employers and community.

By partnering with employers over the past 22 years TCR has placed thousands of empowered and productive graduates into family sustaining jobs. In 2016, because of your support, we placed over 107 people into jobs and served an additional 900 people through our training programs and new partnerships. Our 1 year job retention rate stayed about the same at 82% – more than double the national average – and our two year job retention rate went from 72% to 78%.

Our nation leading results were recognized by the State of Minnesota with an investment of \$1.2 million in 2016 and 2017. \$800,000 of this appropriation was in Pay-for-Performance grants to TCR, a funding mechanism we pioneered and continue to be the only nonprofit paid under this statute, and \$400,000 is an additional state investment in our innovative partnership with Metro Transit.

Our calls to action for 2017 are to scale our unparalleled results to get more people placed into jobs, to meet increased employer demand for workers, and to move more people out of poverty and into economic independence.

In 2016, we also launched our “Empowerment Campaign”. This campaign will allow us to expand our core job training program, provide additional internships and scholarships for our participants, grow our proprietary Personal Empowerment program and help colleges and businesses help their clients, students, and employees succeed.

Whether you donated, volunteered, attended an event, or partnered with us; thank you for standing with Twin Cities R!SE in 2016 and supporting our vision of a community of empowered individuals achieving long-term job success to support their families.

Sincerely,



Tom Streitz, President and CEO



P.S. This past year we changed our fiscal year from a January-December cycle to an October – September cycle. Because of this change the 9-month 2016 fiscal “year” contains 3/4 of the organizations expenses and 1/4 of the revenues, resulting in a large deficit on paper.

HELPING PEOPLE RISE TO THEIR POTENTIAL

An Interview with a TCR Graduate

Since coming to TCR, Christian has more than doubled his earnings! In fact, the average TCR participant goes from making less than \$5,000 annually before coming to us to almost \$27,000 annually after graduation.

Christian Jones wore a suit and carried around a backpack with 100 resumes – ready to share his time and talent with a willing employer. It was 2012, and Christian was a single father to a four-year-old daughter.

No one could say that Christian wasn't committed to stabilizing his life. He once took a 6 a.m. bus to Woodbury for a 12 p.m. training because that was the only time the buses ran. He then walked from Woodbury to Maplewood in the pouring rain to catch another bus home.

But too many barriers were stacked against him: He had a criminal history, no car or reliable transportation, and a new schedule every two weeks at his retail job left him stressing about child care.

He eventually lost his retail job altogether over scheduling issues. With his emergency benefits running out in a few months, Christian began to panic. That same day, Christian came to TCR.

"I don't have a job today, I am not okay today," Christian responded when a coach

at Twin Cities RISE asked him how he was. They worked together over the next few months – through Personal Empowerment training, resume writing workshops, and job search support.

It wasn't long before Christian landed a job at TCF Bank with consistent hours and a livable wage. In his first 18 months at TCF Bank, Christian received four promotions – from teller to coordinating the Risk Management Program where he supervised 15 people. Later, U.S. Bank would recruit him for their fraud detection team. Christian eventually left the banking world to serve as the Night Auditor at the Renaissance Hotel, where he combines his financial sector knowledge with customer service skills.

Since coming to TCR, Christian has more than doubled his earnings! In fact, the average TCR graduate goes from making less than \$4,500 annually before coming to us to over \$28,000 annually after graduation.



Christian Jones

Looking back, he credits his success to Twin Cities RISE. Beyond a job, he says TCR gave him a sense of security and self-confidence.

"Twin Cities RISE developed me into the professional I am today. It showed me my value and helped me show it to others," he said.

His advice to future TCR participants: "Be persistent, be bold, and show the world that you're capable of greatness."

**4 PROMOTIONS
IN 18 MONTHS**

DONOR PROFILE:

Chuck Denny

“Meeting real problems head on with proven methods and transparency. That’s the way to help prepare individuals, and the families they support, for a better life.”

After growing up here and spending most of his adult life in the Twin Cities, Chuck Denny has a strong sense of stewardship for the community that has benefited him personally and professionally.

So upon retiring in 1991 as CEO of a successful technology company that he helped build, he turned his focus to giving back. He has donated his time, talent, and financial success as a “hands on” contributor to a broad range of causes, including fighting Alzheimer’s disease, serving on university councils, directing Minneapolis economic development efforts and helping people earn high school equivalency diplomas.

“I had the immensely rewarding opportunity to meet as many truly amazing people during my 25 years of retirement as I did during my working years.”

Chuck has been involved with Twin Cities RISE from the very beginning. From before the beginning, actually. He met TCR Founder and Board Chair, Steve Rothschild, when the organization was still just an innovative idea that needed to be explored and championed.

The two connected through Chuck’s involvement with a minority employment organization that he founded with another individual. Chuck brought practical insights into some of the challenges and opportunities that an organization with a mission like TCR would face. And the two men have been close partners in fulfilling that mission ever since.

Chuck believes one of the reasons Twin Cities RISE has succeeded where other programs with similar goals have not is that TCR is run like a business. This is also a reason why Chuck has been a generous supporter for more than two decades. He likes that the results achieved are both real and measurable.

“I have watched other programs struggle,” Chuck says. **“It is clear that Twin Cities RISE was the only one locally practicing business fundamentals like accountability and transparency.”**

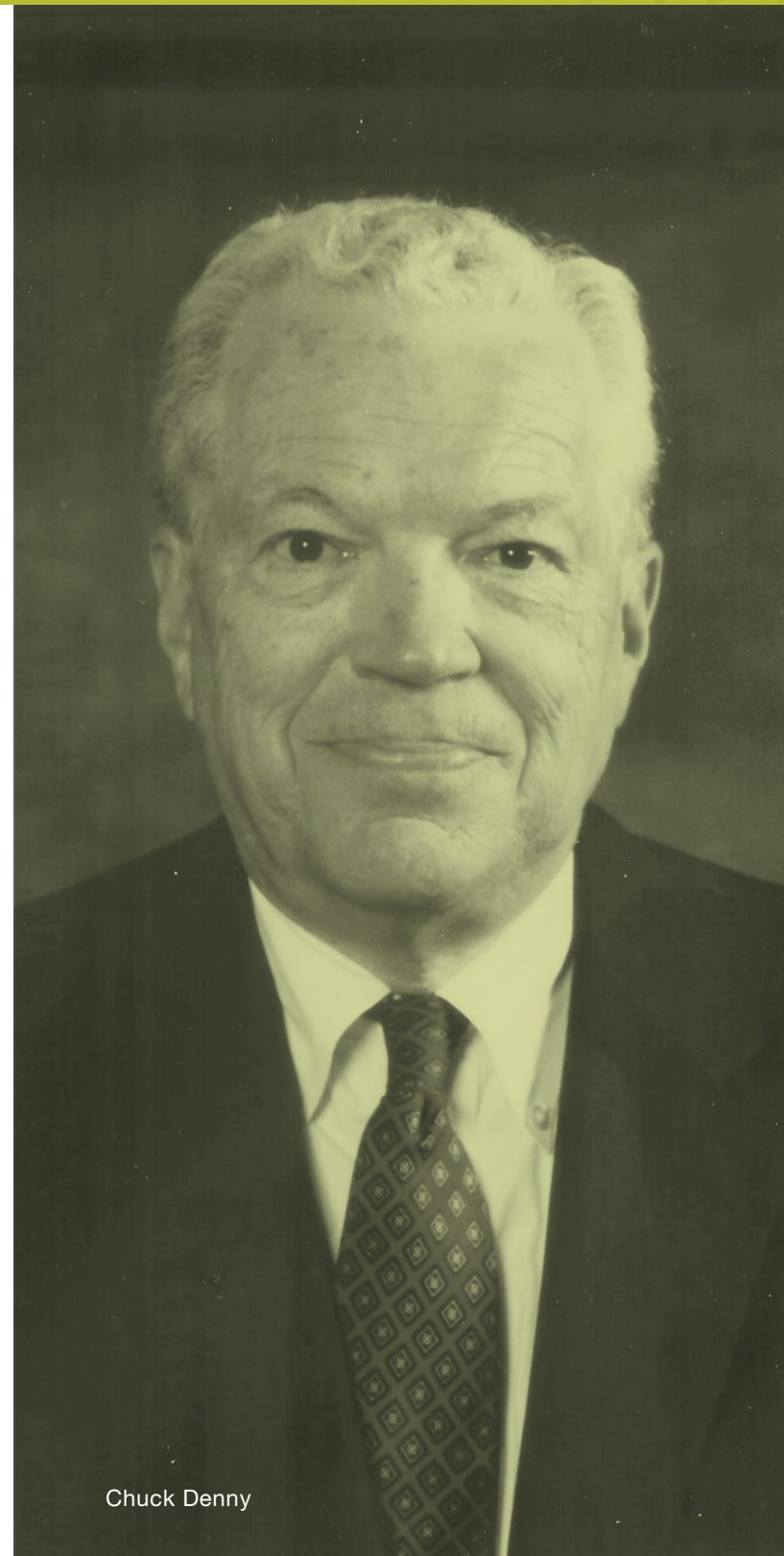
Given this somewhat unconventional non-profit operating model – using best practices of for-profit enterprises – Chuck is committed to helping ensure the long-

term well-being of TCR. That is why Chuck became a major donor to the Empowerment Campaign, (a capacity campaign to increase the reach and long-term growth of TCR) earlier this year.

Chuck sees this as an investment that will pay dividends in terms of providing a permanent home for TCR close to the heart of one of the communities it serves. And with more than two decades of steady support behind him, Chuck is optimistic about the future of Twin Cities RISE.

“It addresses a major socio-economic issue of our time, in a most cost effective and totally accountable way.” Chuck says. “Meeting real problems head on with proven methods and transparency. That’s the way to help prepare individuals, and the families they support, for a better life.”

SUPPORTING TCR FOR MORE THAN
2 DECADES



Chuck Denny

EMPOWERING COMMUNITIES

Northside Achievement Zone (NAZ)
and Twin Cities R!SE Team Up!

In August, NAZ and the Empowerment Institute of Twin Cities R!SE teamed up to offer *Power in Me*, an intensive, one-time empowerment class for residents of North Minneapolis who wanted to create change in the community. The free class was offered on three separate occasions, and gave community members the opportunity to:

- Harness their power to be successful amidst change
- Promote the strength of the Northside
- Build a thriving community — starting from within

Each session was well received, and left participants wanting more. Twin Cities R!SE is also partnering with Ally People Solutions to offer a community Empowerment sessions in St. Paul this Spring!



Keith Simons

2016 FINANCIAL STATEMENT

January - September*

Income Statement - Total

Financial Gifts/Support	1,233,223
United Way	165,000
Government Grants	228,265
Earned Income	127,449
Miscellaneous Income	8,841

Total Income 1,762,778

Program Services	1,803,501
Management & General	321,171
Fundraising	345,877

Total Expense 2,470,549

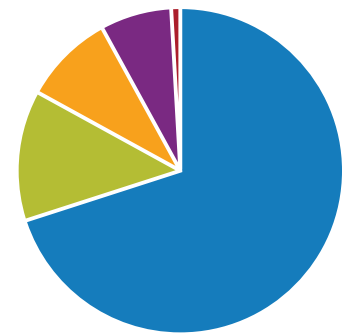
Balance Sheet

Total Assets	3,131,539
Working Capital	906,250
Total Liabilities	644,048

Total Net Assets 2,487,491

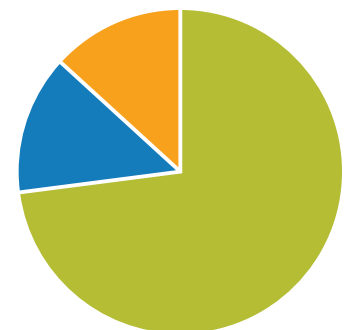
Revenue

Support	70%
Government Grants	13%
United Way	9%
Earned Income	7%
Miscellaneous Income	1%



Expense

Program Services	73%
Fundraising	14%
Management & General	13%



* This past year we changed our fiscal year from a January-December cycle to an October – September cycle. Because of this change the 9-month 2016 fiscal “year” contains 3/4 of the organizations expenses and 1/4 of the revenues, resulting in a large deficit on paper.

TWIN
CITIES
R!SE



TWIN CITIES RISE

By the Numbers

908

INDIVIDUALS SERVED
ACROSS ALL PROGRAMMING

322

INDIVIDUALS SERVED
IN LONG-TERM EMPLOYMENT TRAINING

49 CERTIFICATES EARNED IN:



Fork Lift License



Commercial Drivers License



Information Technology



Safety Training, Boiler, and GO Service

\$28,471

AVERAGE POST-PROGRAM INCOME

\$4,425

AVERAGE PRE-PROGRAM INCOME

AVERAGE WAGE OF ALL JOB OUTCOMES

\$12.15 PER HOUR

JOB RETENTION

1 Year



2 Year



32 GOLD STANDARD FULL TIME POSITIONS

107 ACHIEVED JOB OUTCOMES



African American	52%
Caucasian	24%
Multi/Other	15%
Asian	3%
American Indian	2%
Latino	2%

36

AVERAGE AGE
OF PARTICIPANTS

PARTICIPANTS ARE



PARTICIPANT BARRIERS

Unemployed



Criminal History



Past Substance Use



64%

OF PARTICIPANTS
ARE PARENTS

THANK YOU

January - September 2016 Donors/Volunteers/Board

◇ Given continuously for 10 or more years
* Given continuously for 5 or more years
Italicized donors have passed away

VISIONARIES \$50,000+

Julie & Doug Baker Jr. Foundation ◇
Greater Twin Cities United Way *
Sharon Hawkins ◇
The Minneapolis Foundation *
Otto Bremer Trust
Richard M. Schulze Family Foundation
Steve & Marilyn Rothschild;
Steve & Marilyn Rothschild Fund of The
Minneapolis Foundation ◇

AMBASSADORS \$49,000-\$25,000

Ameriprise Financial ◇
Frey Foundation ◇
G&K Services Foundation

STEWARDS \$24,999 - \$10,000

Allianz Life Corporate Giving *
Mary & Keith Bednarowski ◇
BMO Harris *
Calabrio
David Winton Bell Foundation
Ecolab Foundation ◇
Shirley & David Hubers
Don & Judy Kotula
Marguerite Casey Foundation
Medtronic *
Opus Corporation *
Judy & Steve Shank *
Smikis Foundation ◇
Travelers Foundation ◇

BENEFACTORS \$9,999 - \$5,000

Bank of America Charitable Foundation *
Marlene & Ned Bixby ◇
Allan & Lou Burdick; Burdick Family Fund
of The Minneapolis Foundation ◇
Carlson
COUNTRY Financial
Jack & Claire Dempsey
Elizabeth & Van Zandt Hawn ◇
Jane Emison; Hillswood Foundation *
Jack & Anne Kennefick; Kennefick
Charitable Fund of the Renaissance
Charitable Foundation
Donald & Helen Knutzen *

Erna & Keith Kostuch; The Aloysius
Foundation *
The Tom & Mary Gerry Lee Family
Foundation of The Saint Paul Foundation ◇
Robert & Susan Macdonald ◇
Stephen Mahle & Kathi Austin Mahle *
Kim & Stafford Nelson *
Bill & Barbara Pearce Fund of The
Minneapolis Foundation *
Christine & Jeffrey Rotsch; The Rotsch
Family Foundation *
Securian Foundation ◇
Success Computer Consulting
University of Minnesota Foundation
Kathleen & William Wanner Jr. *
Xcel Energy Foundation

SUSTAINERS \$4,999 - \$2,500

Accredited Investors
Philip Allen; Allen Family Fund of Vanguard
Charitable ◇
Alicia & Marc Belton *
CarVal Investors LLC
Chorzempa Family Foundation
CRAVE
Faegre Baker Daniels
John & Martha Gabbert *
Laurie & Daniel Lafontaine *
Lurie LLP Charitable Foundation
Jennifer L. Martin
Medica Foundation
Joe & Kathy Mucha ◇
Gabrielle & David Parish *
Ellie Pidot
Laurie & Anthony Ryan *
Mayer & Elizabeth Tapper ◇
TCF Foundation *
Thomson Reuters ◇
Ron & Carol Vantine; Vantine Family Fund
of The Minneapolis Foundation ◇
David Yerich *

PARTNERS \$2,499 - \$1,000

Anonymous
Sue & David Bennett Family Fund of The
Minneapolis Foundation ◇
Craig Bentsdahl ◇
Mike & Paige Bingham ◇
Edward & Judy Cannon
Ted & Carol Cushmore Family Fund of The

Minneapolis Foundation ◇
Richard & Mary Lu Dietz; The Birch Breeze
Fund of Fidelity Charitable *
Mary & Jeff Fox Charitable Fund of Fidelity
Charitable *
Carol & Ian Friendly: The Friendly Fund of
Fidelity Charitable
Kim & Charlie Gits; The Charles Gits
Family Charitable Fund of the National
Philanthropic Trust *
Diana Gulden & Jose Peris
Twanya Hood Hill & Bryon Hill ◇
Hognander Family Foundation of The
Minneapolis Foundation *
James & Ann Howard Howard Family
Fund of The Minneapolis Foundation ◇
Dick & Joyce H. McFarland Family Fund of
The Minneapolis Foundation ◇
Medtronic Foundation *
Northside Achievement Zone
Leland T. Lynch & Terry Saario Fund of
The Minneapolis Foundation ◇
Sanneh Foundation
Robert & Aly Sayre ◇
Malana & Jeff Schmidt ◇
James B. & Mirian M. Stake of the Ayco
Charitable Foundation *
Sunrise Banks *
Tom H. Swain ◇
Bruce & Nancy Thomson
Lesa & John Tieszen
Parker & Albert Trostel Family Fund of The
Minneapolis Foundation *
United Health Group Employee Matching
Gifts Program ◇
Ruth & David Waterbury ◇
Whitney Foundation ◇

SUPPORTERS \$999 - \$500

Barbara & Dan Bridgeman
Chad Clark *
Dell Employee Engagement Fund of
Silicon Valley Community Foundation
Roycie Earvin Eppler *
Juli & Tom Erdmann ◇
Steve & Mimi Fisher Family Fund of the
Minneapolis Foundation *
Aaron & Dee Glass
Marty & Janice Harstad
Dana Hazel & Mike Vespasiano

Alan & Karen Hupp
Catherine Lawrence & Lee Sheehy ◇
Sarah & Bob Lumpkins
Microsoft Corporation
Julie Nelson ◇
Whitney Pidot Jr.
Lewis & Constance Remele; Remele Family
Fund of The Minneapolis Foundation
Ann & Mark Robinow *
Shannon Runge *
Randall Schmidt *
Cherie Shoquist
Michael Skoler & Maria Kirsch
Jody Strakosch & William Umscheid
Ruth Stricker Dayton
James Thomson
Thrivent Choice
Fred & Elizabeth Weiner Fund of Fidelity
Charitable
Leona Werner & Robert Waldron *
Katherine & Eric Whittington
Brad Williams
Steve & Julie Young

FRIENDS Up to \$499

Kathleen Acaso
Suzette Allaire
Anthony Allen
Autumn Amadou-Blegen & Joe Blegen
Amazonsmile Foundation
Ameriprise Financial Employee Gift
Matching Program ◇
Penelope Anderson
Anonymous (6)
Alex Ash
Michelle & Kevin Baltus *
Meghan Barp
Michaelynn Beutel
Joan & Reid Billig ◇
Sarah Boswell-Healey
Amber Brennan
Andrea Brennan
Bill Bridgeman *
Scott & Heidi Brophy *
Paul & Shannon Burke
Christine Cannon
Matthew Cannon
Daniel Pennie & Anne Carayon
Thomas & Carolyn Chase ◇
Joseph & Teresa Christensen
Kate Christopherson
Kirsten Christopherson
Tiowa & Terry Collier
Thomas & Angeline Conley
Maryann Corbett
Jay & Page Cowles *
James & Roberta Craig ◇
Patricia Croal
Susan & Dick Crockett
Bridget Dawkins
Chuck Denny ◇
Mike Dolan
Mick Dyer & Kelly O'Hara-Dyer *
John Engel
Nan Eserkain *
Joyce Field
Christine & Christian Fisher
Doreen Frankel & Jake Hurwitz
Fred & Marie Friswold *
Thomas & Gillian Gabriel
Alysa & Nicholas Gardino
Tracy Gradford *

Rebecca Green
Derek & Lacy Halvorson
Jon & Penny Hanson
Joe Hartwick
Brian & Barb Herstig
Nancy & Spencer Holmes
Institute for Women's Policy Research
John Wiley & Sons Inc
Jessica Kane
Sarah Kaplan & Leon Steinberg *
Erin Keyes
Debbie King
Leah Krotzer
Beth Larcoran
E. Diane Lawrence
Margaret & Ilo Leppik ◇
Joyce Lester
Monica Little & Mark Abeln *
Peggy & David Lucas *
Giampaolo Malin
Sue & Bob Malott
Sarah Manley
Geoffrey Maruyama
Barbara McCormick
Jeninne McGee *
Ixchel McKinnie ◇
Lester Meltzer
David Metzen
Timothy & Amy Meyer *
Lisa Naaktgeboren
Cindy & Don Oberg-Hauser
Shannon O'Brien *
Holly Osterland *
Jenny Overaas & Shawn Burtis
Nancy & John Peyton
Piper Jaffray Employee Giving Program
Robin Prince
Val & Ralph Pruitt
Ann & Kevin Quiring
Jason Rambo
Tina Rockett
David Schaal *
Mark Schepers
Tracy Schirmers
Ben Schnabel
Joe Selvaggio & Rose Escanan ◇
Dwayne Simms *
Keith Simons
Joan Sorenson & Wayne Jennings
Christine Spangler & William Kenety
Antonio Spargo
Gary Spears
Thomas & Michele Streitz
Terrence Tate
John Temmen
Nou Thao
William H. & Margaret M. Thomas
Jan & Ken Thome ◇
Thomson Reuters Gift Matching Program
Thrivent Employee Matching Gift Program
Travelers Community Connections
Shereese & Kenneth Turner *
Nathan & Emily Uhl
Lynn & Richard Voelbel; The Voelbel
Family Fund at Schwab Charitable
Natalie Volin Lehr
Voya Foundation
Kathy & Jim Wyman *
Christy Yakel ◇
Justin Yunke
Marie Ziebarth

ROTHSCHILD LEGACY CIRCLE

The Rothschild Legacy Circle recognizes donors who have committed to making Twin Cities RISE a beneficiary in their estate plans at any level and in any manner. If you have included Twin Cities RISE in your estate plans and are not listed below, let us know!

The following individuals and couples have made such a commitment to Twin Cities RISE:

Mary and Keith Bednarowski
Kate and Art Berman
Joan and Reid Billig
Paige and Mike Bingham
Sharon Hawkins
Joyce and Richard McFarland
Trent Meidinger and Lucy Bauer
Gabrielle and David Parish
Marilyn and Steve Rothschild
Aly and Rob Sayre
Malana and Jeffrey Schmidt

If you are interested in learning more about how you can name Twin Cities RISE as a beneficiary of your estate and become a member of the Rothschild Legacy Circle, please contact us.

2016 VOLUNTEERS

Lois Bell
James Berdahl
Henry Bermna
Jacqueline Brown
Bianca Cali Lewis
Suzanne Carson
Deborah Chernick
Eleanor Currie-Harris
Toni Davis
Steven Downey
Mick Dyer
Employees of Faegre Baker Daniels
Amanda Farber
Rob Fulton
Roshawnna Gordon
Mary Graf
Anita Hoffman
Lisa Holyfield
Diane Horak
Kelly Johnson
Sarah Julius
Marilou Klein
Rubin Latz
Juliana Lau
Kathryn Masee
Barb McCormick
Christina Mendelson
Helen Morrell
Michael O'Day
Margie O'Loughlin
Punitha Paustian
Diane Pouliot
Dave Ruce
Maria Russell
Suni Smith
Lisa Sorenson
Lisa Van Zee
Deb Vander Schaaf
Somani Vang
Marcus Villarreal
Craig Warren
Kimberley Washington

Terina Wiscovitch
Chad Zuleger

2016 GIFTS IN KIND

Toiletries for participants from Shereese & Kenneth Turner
Professional photos for participants from Margie O'Laughlin
Front Row To Go wireless speaker system from Gabrielle & David Parish
Men's suits & slacks from Shereese & Kenneth Turner
Legal Fees from Faegre Baker Daniels
Participant Graduate Rings from Jostens
Discounted Bus Passes from Metro Transit
Benesyst Flex Plan from TASC

BOARD OF DIRECTORS

Steven M. Rothschild, Chair
Twin Cities RISE
Thomas A. Streitz, President
Twin Cities RISE
Morris Goodwin, Jr., Vice Chair
American Public Media Group/MPR
Tony Leung, Vice Chair
U.S. District Court
Laurie Lafontaine, Treasurer
Allina Health (retired)
Sonia Shewchuk, Secretary
Faegre Baker Daniels, LLP
Autumn Amadou-Blegen
Summit Brewing Company
Keith Bednarowski
Adler Capital Management LLC
Craig Bentsdahl
Mill Valley Kitchen
Michael C. Bingham
Presbyterian Homes & Services
Paige Bingham
Allina Health
Aaron Glass
Verizon
Sharon Hawkins
Community Volunteer
Byron Hill
TE Connectivity
Chip Howard
BMO Harris Bank, NA
Andy Lanik
KPMG
Kathleen MacLennan
Nonprofit Communications Consultant
Tim Murnane
Opus Holding LLC
Gabrielle Parish
GF Parish Group
Tony Ryan
Joern, Samaha, Ryan & Associates
of Amerprise Financial Services
Don Samuels
MicroGrants
Steve Young
General Mills

BOARD EMERITUS

Robert Syre
US Bancorp (Retired)
Tom Swain
Travelers (Retired)
Ron Tortelli
SUPERVALU (Retired)

EMPOWERMENT CAMPAIGN DONORS

Twin Cities RISE's Empowerment Campaign is a 3-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. 2016 Empowerment Campaign Donors are as follows:

Autumn Amadou-Blegen
and Joe Blegen
Julie and Doug Baker
Mary and Keith Bednarowski
Mike and Paige Bingham
Allan and Lou Burdick
Aaron and Dee Glass
Morris Goodwin
Sharon Hawkins
Chip Howard and Susan Clark
Laurie and Daniel LaFontaine
Tony Leung and Kuey Tsao-Leung
Richard and Joyce McFarland
Tim and Kathy Murnane
Gabrielle and David Parish
Marilyn and Steve Rothschild
Tony and Laurie Ryan
Don and Sondra Samuels
Joe Selvaggio & Rose Escanan
Sonia Shewchuk and Robert Uphus
Smikis Foundation
Margaret and Philip Soran
Steve and Julie Young



TWIN CITIES R!SE

twincitiesrise.org

Minneapolis

1301 Bryant Avenue North
Minneapolis, MN 55411

Saint Paul

1600 University Avenue, #8
Saint Paul, MN 55104

Phone: 612-338-0295

Fax: 612-338-0191

Phone: 651-603-8520

Fax: 651-603-1935

