



2024 ANNUAL REPORT

LIVES  
EMPOWERED.  
LIVES  
ENRICHED.

TWIN  
CITIES  
R!SE  
ei EMPOWERMENT  
INSTITUTE

# DEAR FRIENDS,

Twin Cities RISE (TCR) has successfully begun the next thirty years of empowering and enriching lives. Since our founding, we have served thousands of individuals, turning challenges into positive outcomes through Personal Empowerment, career training and meaningful employment. Centered in the commitment and hard work of our R!SERS, you—our donors, employers, board members, community partners, volunteers, and dedicated team, fuel every aspect of our work at TCR. Thank you for believing in the power of our shared mission.

At TCR, we don't just focus on activities; we deliver outcomes. As the "non-nonprofit," our Pay-for-Performance (PFP) model funds us only when participants gain and maintain employment. This approach drives accountability and ensures lasting impact in not only our R!SERS lives and families but also in our Twin Cities employers who get access to great, empowered talent in their workplace.

## 2024: R!SING HIGHER TOGETHER

**Elevated outcomes.** We completed the first year of our five-year strategic plan and we are energized by our impact! We served a record breaking 1,661 individuals through our workforce development (WFD) training programs and empowerment workshops. We had our highest number of individuals gain meaningful employment, nearly tripling their annual income to \$44,197 on average.

Our Empowerment Institute expanded our curriculum to develop age-appropriate content for youth ages 10-18, and we partnered with organizations like Northside Achievement Zone, Dunwoody College, and MN Diversified Industries to bring Emotional Intelligence and personal growth to employers and individuals statewide.

**Financial Sustainability.** Thanks to your generosity as our new and longstanding donors, a balanced portfolio of corporate, foundation and government grants, and a historic gift from global philanthropist MacKenzie

Scott, coupled with strong financial management, TCR continues to be a stable and trusted workforce training provider of choice in our community. Our Empowerment Institute's innovative programs also generate earned income, ensuring our mission and community-centered impact remains for decades to come.

**Empowered Team.** Our great successes would not be possible without the dedication and hard work of our TCR team. This year, we welcomed new leaders and launched initiatives to deepen a culture of empowered engagement, growth, and data-driven decision-making. By investing in our team, we're creating a workplace where purpose meets performance.

## 2025: WE'LL KEEP R!SING

As we embark on the second year of our strategic plan, we are energized by the opportunities ahead. Our innovative TCR programs and delivery model will ensure that our R!SERS are empowered and employed with a focus on achieving financial independence.

We'll be celebrating these successes on May 18th at our **R!SE to the Occasion Gala**. We hope you will join us as we reflect on the past year of delivering on our promise: Building Brighter Futures.

**Thank you for your partnership.  
Together, we'll keep R!SING!**

With gratitude and determination,



Emma Corrie,  
President/CEO  
Pronouns: she, her, hers



## A Moment of Gratitude



Donzel Leggett

I want to express my heartfelt thanks to Donzel Leggett, whose steady leadership as Board Chair during the pandemic was invaluable. Reflecting on his tenure, Donzel shared:

*"It is especially gratifying that my last year was possibly one of TCR's best, with record employment outcomes, program retention, and fundraising. The future is truly bright for TCR and, most importantly, for our participants. Onward Twin Cities RISE - continue making unprecedented impact in our community. Your work is needed now more than ever before!"*

Thank you, Donzel, for your extraordinary service and commitment to continuing as a board member. We are thrilled to welcome our new 2025 Board Chair, Wayne Gray, SVP of Finance at Kraus-Anderson Construction Company.

## CELEBRATING CONNECTION AND JOY

At Twin Cities RISE, we believe in empowering not just individuals but entire families and communities. We are celebrating and connecting our RISERS and their families in the community and introducing ourselves to new RISERS. This year, we hosted two signature events that brought joy, connection, and support to our RISERS and their loved ones.

By celebrating these moments of togetherness, we continue to build a stronger, more connected community as our RISERS become **EMPOWERED + EMPLOYED**.



In partnership with Toys for Tots, we transformed our space into a winter wonderland to spread holiday cheer at the 2nd annual Gift of Community. RISERS were invited to select toys for their families, ensuring their loved ones experienced the magic of the season.

The event featured:

- **SMILES AND FUN:** Families walked away with gifts, and children beamed with excitement as they took pictures with Santa.
- **COMMUNITY SPIRIT:** Volunteers, staff, and partners came together to make the holidays brighter for all.

*TCR Coach Sun and RISER Anne posing with gifts from Toys for Tots »*



*« Smiles and gifts! The true essence of Twin Cities RISE Gift of Community*



➤ *Over 200 people stopped by the TCR community carnival enjoying lunch, carnival games, valuable community resources, raffle drawings, and free health screenings!*

TWIN  
CITIES **RISE**  
**Community**  
**CARNIVAL**

We brought the joy of summer to the Twin Cities RISE offices with our annual Community Carnival. This event was filled with family fun and lasting memories.

Highlights included:

- **EXCITING GAMES:** From ring toss to face painting, children and adults enjoyed a variety of activities.
- **DELICIOUS TREATS:** Guests indulged in classic carnival snacks like popcorn, cotton candy, and snow cones.
- **BUILDING CONNECTIONS:** Families bonded, and participants networked with local community partners.

**JOIN OUR COMMUNITY**  
Learn more about  
volunteer opportunities



**RISER SPOTLIGHT**

# Jasmine Jones' Journey to Empowerment and Employment

"I learned about Twin Cities RISE while incarcerated. They came to a career fair, and something about their message stayed with me." For Jasmine Jones, the path to rebuilding her life was anything but easy.

Despite earning a BA and holding a Cosmetology Salon Manager's license, Jasmine faced constant rejection when seeking employment after her release. "My background seemed to get in the way of the new career I wanted. I was very depressed, broken, and kind of hopeless," she recalls.

Things changed when Jasmine enrolled in Twin Cities RISE Customer Support/Call Center classes. "That's when I started to rebuild my confidence," she says. With the support of her employment specialist Betsy and the Twin Cities RISE team, Jasmine began to piece together the tools and resilience she needed to succeed. "Betsy cheered me on and advocated for me whenever she could. She believed in me when I didn't believe in myself."

Through perseverance and the support of TCR, Jasmine landed a career at The Redemption Project, starting as an Administrative Assistant and now serving as a Human Resources Administrator.

*"Twin Cities RISE helped me rebuild my pride, self-dignity, and confidence. I've learned that I can recover and rise no matter what I go through."*



- Jasmine Jones

Jasmine's story is a testament to the transformative power of career training, Personal Empowerment, and coaching connection. She is not only a reflection of resilience but also of what it means to be truly Empowered + Employed.



**PARTNERSHIP WITH LIUNA**

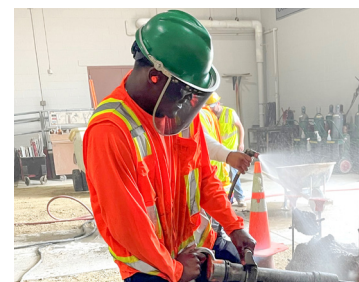
## Laborers Pathway Program

Twin Cities RISE (TCR) and the Laborers International Union of North America (LiUNA) Local 563 have partnered to train and place young men and women of color into rewarding careers in construction. This Laborers Pathway Program breaks down systemic barriers to trade unions and construction jobs, securing commitments from local companies to hire apprentices upon completion.

By combining LiUNA's industry expertise with TCR's Personal Empowerment and job readiness training, participants gain both technical skills and the mindset to thrive. Graduates now earn \$34/hr. in career-track union jobs, transforming their futures.

"We believe this training is critical in preparing young people to show up ready for work every day and to manage difficult situations using the skills acquired in Personal Empowerment training." - Steve Johnson, LiUNA Program Director.

**"The training was important because it educated me on things I can't learn on paper... Emotional intelligence is just as important as any other type of intelligence."**



*11 participants were hired by construction companies, including Mortenson, Mavo, RCI, NPL, JE Dunn, and Valley Paving. They are excited to continue working as apprentices in the spring of 2025 as they progress toward achieving Journeyman status.*

## A Special Thanks to Our Employer Partners

At Twin Cities RISE, we are proud to be connected with employers who recognize the talent, resilience, and potential of our RISERS. By hiring and investing in our participants, these organizations gain skilled, motivated team members while driving economic growth and improvement in the state. RISERS have gained employment at organizations such as: Children's Minnesota, AEON, FREEDOMWORKS, Minneapolis Public Works, Target and RIHM to name a few. Together, we are building a stronger, more impactful workforce.



# Financial Statement FY 2024

(Fiscal year (FY): Oct 1, 2023 through Sept 30, 2024)

## Income Statement

Financial Gifts/Support <i>(inclusive of an unrestricted \$3M donation from MacKenzie Scott's Yield Giving)*</i>	\$4,943,521
Earned Income	1,185,275
Government Grants	953,013
Investment Income	180,429

**Total Income** **\$7,262,238**

Program Services	\$3,417,040
Management and General	784,554
Fundraising	581,465

**Total Expense** **\$4,783,059**

## Additional Financial Information\*

Net assets released from restrictions	\$502,720
Net assets designated by board	3,000,000
Net assets released from designation	150,000

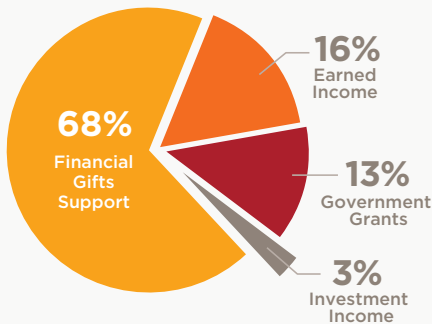
## Balance Sheet

Assets	\$6,826,526
Liabilities	751,434

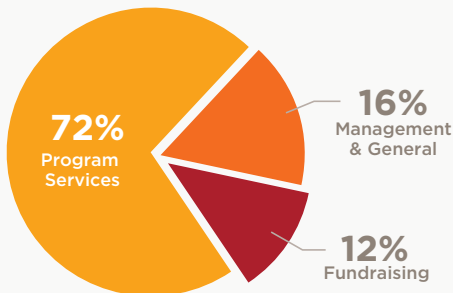
Net assets without donor restrictions	
Undesignated net assets	\$1,792,619
Board Designated net assets	2,850,000
Net assets with donor restrictions	1,432,473

**Total Net Assets** **\$6,075,092**

## Revenue



## Expenses



\*Twin Cities RISE manages its financials in line with GAAP principles, funding its expenses through revenue recognized in the current period and qualifying revenue restricted by donors or designated by the board in earlier financial periods. Our audited financial statements are available on our website.

# TCR PARTICIPANTS BY THE NUMBERS FY 2024

**1,661**  
Total Participants Served

(Workforce Development Programs and Empowerment Institute combined)

**544**  
Workforce Development Training

**1,117**  
Empowerment Institute Training

**154**  
Achieved Job Outcomes

**23**  
Organizations Served by the Empowerment Institute

## Full-time Employment Income Change

Pre-Program Income

**\$15,714**

Post-Program Income

**\$43,710**

(Wage = \$21.53)

Post Average Increase

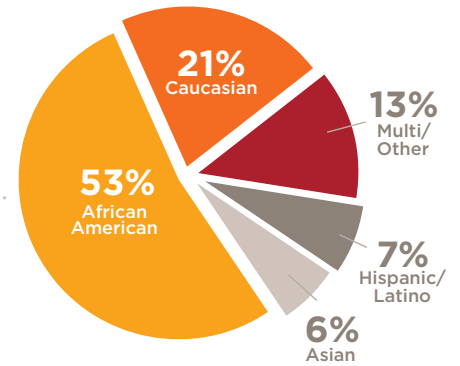
**\$27,996**

## Average Age

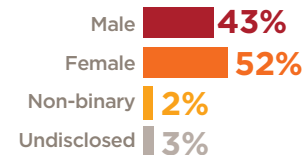
**40**

**33%** with child(ren) under 18

## Ethnicity



## Gender



## Barriers at Program Start



## 1-year Job Retention

**76%**  
FY24

**69%**  
10 year (FY15-FY24) annual retention average

## BOARD OF DIRECTORS

### OFFICERS

**Donzel Leggett, Chair**

General Mills, *Vice President, International Supply Chain (retired)*

**Morris Goodwin, Jr, Co-Vice Chair**

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**Ron Tortelli**

SUPERVALU (retired)



### MISSION:

To transform the lives of those impacted by racial or socio-economic barriers through Personal Empowerment, career training, and meaningful employment.

### VISION:

A community where all individuals, especially people of color, have attained financial independence through employment success.



# THANK YOU TO OUR DONORS

## VISIONARIES \$50,000+

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Minnesota Humanities Center  
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*"I'm very thankful for this program and ready for the opportunities to come."*

- Antuan Jones

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Daniel Johnson

*“The Empowerment and Emotional Intelligence in this 8 week course was better than the many years of therapy I’ve had. I got to do so much work on myself and how I want to show up in the world, let alone at my next job.”*



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Curtis Klotz  
Clinton Kunhardt  
Alexa McDowell  
Diane Merrifield

*"I want to thank everyone for this great opportunity. I will say these 2 months were worth it. I thank all the Twin Cities RISE team."*

Val Moeller  
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Hilary Patzer  
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