

2025 ANNUAL REPORT

LIVES
EMPOWERED.
LIVES
ENRICHED.



TWIN
CITIES
R!SE

ei EMPOWERMENT
INSTITUTE

DEAR FRIENDS,

At Twin Cities RISE, we believe transformation is possible when people are seen and engaged for their potential, not judged by their past. In 2025, that belief came to life in powerful ways.

This was one of the strongest years in our history. R!SERs came to TCR navigating complex barriers including unemployment and underemployment, addiction recovery, housing insecurity, and recent involvement within the justice system. They met these challenges with courage, resilience, and a commitment to change. Through our proven model of Personal Empowerment, career training, and meaningful employment, we helped 210 individuals secure employment, up from 154 the year prior. This metric represents more than job success: it reflects restored confidence, strengthened families, and renewed hope for the future.

We are deeply grateful to the TCR community that makes this work possible. To our individual donors, corporate and foundation funders, and government partners, thank you for your continued support. To our employer partners, the TCR Community Advisors Network (TCR CAN!), and our mission-driven staff and board: your leadership, belief, and action fueled an exceptional year of transformation.



INCREASING ACCESS, EXPANDING IMPACT

In 2025, we completed the second year of our five-year strategic plan, focused on strengthening and growing our impact. A defining milestone was the launch of Empowered Re-Entry Training (ERT) at the Shakopee Women's Correctional Facility.

To date, 39 women have completed ERT. While 25 await release, 14 have returned to the community, 4 already placed in employment and others actively working alongside their TCR coach. By delivering our training prior to release, the women return home better prepared to engage in job search while navigating housing, healthcare, transportation, and the stigma of having felony convictions on their record.

Our Empowerment Institute continued to deliver emotional intelligence transformations not only for TCR participants, but also for the broader circles that shape their daily lives: employers, nonprofits, and community partners. Thanks to employers, workforce partners, and philanthropic leaders across Central Minnesota who stepped forward to extend TCR's impact to new communities, we completed three pilot programs in St. Cloud, serving both adults and workforce-ready youth.

CREATING CONNECTION, CULTIVATING OPPORTUNITY

We don't just serve our community; we're part of our community. Our Community Carnival and Gift of Community invited R!SERs and their families to celebrate, connect, and tell their stories. We were also honored to welcome back founder Steve Rothschild and R!SER Melvin Henderson (cohort of 1993) for a Founder's Circle conversation, alongside the unveiling of our physical and digital legacy gallery, celebrating TCR's impact over the years.

As we embark on the third year of our strategic plan, our focus is clear: deepen impact, scale what works, and grow with intention. We invite you to partner with us as we prepare individuals to meet changing workforce needs in MN, transform potential into productivity, and hope into lasting change.

Together, we build personal transformation, powerful workplaces, stronger communities, and a better Minnesota.

With gratitude and determination,

A handwritten signature in black ink, appearing to read 'Emma Corrie'.

Emma Corrie, President/CEO

Pronouns: she, her, hers



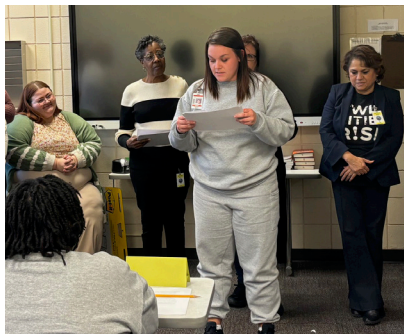
PREPARING WOMEN FOR A SUCCESSFUL RETURN HOME

Twin Cities RISE launched the Empowered Re-Entry Training (ERT) at Shakopee Women's Correctional Facility to address a simple but powerful question: *What if incarcerated individuals had access to life-changing workforce and empowerment training before they returned home?*

The vision for ERT was created by TCR's Outreach Manager whose lived experience and professional insight shaped a program rooted in dignity, accountability, and real-world preparation. The 10-week program blends TCR's Personal Empowerment and 21st Century Skills training, equipping people to re-enter the community with clarity, confidence, and a plan: setting them up to be empowered and employed.

A STORY OF RESILIENCE

Bobbi Jo completed ERT while incarcerated and immediately began preparing for her re-entry. She stayed connected through approved communication channels, built an employment plan, and met with her TCR coach regularly upon returning home. She secured a part-time position quickly, demonstrating focus and follow-through from day one.



Bobbi Jo encountered some major challenges soon after coming home. Faced with a pivotal choice, she applied the empowerment concepts she had learned and chose a path toward healing rather than returning to incarceration. By applying Personal Empowerment, she successfully completed inpatient treatment, and remained accountable, engaged, and committed to her long-term goals.

After treatment, Bobbi Jo returned to work and quickly stood out for her reliability and work ethic. She was offered a promotion, only to encounter a familiar barrier for many justice-impacted individuals: a background check. The company rescinded the promotion and terminated her employment. At the same time, Bobbi Jo was navigating housing instability.

With support from her coach and community partners, she continued to apply skills learned in ERT, securing housing and furnishing her apartment along the way. Today, nearly one-year post-release, Bobbi Jo is still connected to her coach, employed full time at a fair chance employer and has remained in the community with no return to the justice system.

"I have hope that I can be successful, despite what society labels me. They do not define me. I define who I am...and I am loveable, important, valuable and empowered."

— Bobbi Jo, ERT RISER

Bobbi Jo's journey reflects the realities many ERT RISERs face and what's possible when preparation begins early and support continues after release. ERT is more than a class; it's a bridge from incarceration to opportunity, from survival to stability, from isolation to belonging. When women return home equipped with emotional intelligence, job-ready skills, and a community that believes in them, they don't just re-enter — they RISE.

Employer Partnership That Works for People and Purpose

For Kari Scanlon, PHR, Vice President of Human Resources at Touchstone Mental Health, building a strong workforce begins with people and partnerships rooted in care, alignment, and long-term vision. That shared commitment led Touchstone to partnering with Twin Cities RISE.

In October 2023, Kari connected with TCR to learn more about our workforce development program and explore employment opportunities within Touchstone. As conversations continued, she joined a TCR Program Team offsite to share Touchstone's mission and the importance of purpose-driven work in supportive housing and mental health settings.

Throughout the partnership, Kari valued TCR's commitment to empowerment, employment retention, and support for individuals navigating barriers to traditional employment. She recognized the lived experience of RISERs as a strength, especially in environments centered on recovery and stability.

That recognition came to life through the internship placement of Alvero. From the beginning, Alvero demonstrated care, curiosity, and a genuine commitment to Touchstone residents, supporting voter engagement activities and preparing a New Year's Day meal, small but meaningful acts that reflect connection and belonging.

Alvero thrived in his role, and with ongoing support from TCR staff, participated in additional training. The strong alignment between Touchstone's mission and TCR's relationship-centered approach, led to Alvero's transition into a full-time role.

"I recommend connecting with TCR staff about [employing] the RISERs they support." — Kari Scanlon

This partnership reflects what's possible when workforce development is grounded in trust, preparation, and belief in people. Together, we are not only filling roles; we are creating pathways to stability, purpose, and long-term success.



TOUCHSTONE
mental health

OPENING DOORS THROUGH COMMUNITY PARTNERSHIP

COMING HOME RE-ENTRY FAIR

In March 2025, Twin Cities RISE partnered with Hennepin County Library to support the inaugural Coming Home Re-Entry Resource Fair at Minneapolis Central Library. Designed as a welcoming, one-stop space, the fair connected individuals returning from incarceration with employment opportunities, job training, and essential resources at a critical moment of transition.

TCR served as a community partner throughout planning and execution, helping ensure the fair reflected the real experiences of justice-impacted individuals. Attendees connected with fair chance employers, explored free job training programs, participated in workshops, received 1:1 job support, and engaged with more than 30 community partners helping with housing, healthcare, childcare, transportation, and technology.

The Coming Home Re-Entry Resource Fair reflects TCR's belief that employment success is built through partnership, preparation, and access, and that shared spaces can become dignified pathways to opportunity.

"[The fair] gave me insight to not give up...that there is something out here for everyone."

— Event Attendee



IMPACT AT A GLANCE

300+ justice-impacted individuals attended

200+ conversations with fair chance employers

33% of attendees planned to enroll in job training



BUILDING CAREERS THROUGH EMPOWERMENT

For more than three years, Twin Cities RISE's Empowerment Institute has partnered with Building Strong Communities (BSC), a Minnesota nonprofit that prepares adults for careers in the building and construction trades through a 12-week, multi-trade apprenticeship preparatory program.

Through this partnership, BSC participants receive TCR's signature Personal Empowerment training, strengthening emotional intelligence and job readiness alongside technical and industry preparation. Together, TCR and BSC equip individuals with the tools needed to succeed in registered apprenticeship programs and long-term construction careers.

Since 2022, more than 380 participants have completed Personal Empowerment training at BSC. In 2025 alone, 64 individuals were placed into apprenticeships or construction-related jobs. Overall, 223 individuals have been placed across 21 construction occupations, opening doors to stable, family-sustaining careers.

"Twin Cities RISE's approach builds confidence and accountability alongside work skills...that combination prepares participants to be resilient, career-ready, and successful in the trades."

—Rick Martegon, Director of Building Strong Communities

Financial Statement FY 2025

(Fiscal year (FY): Oct 1, 2024 through Sept 30, 2025)

Income Statement*

Financial Gifts/Support	\$2,147,948
Earned Income	\$1,145,270
Employee Retention Credit	\$1,009,188
Government Grants	\$938,610
Investment Income	\$197,771
Total Income	\$5,438,787

Program Services	\$3,821,922
Management and General	\$536,960
Fundraising	\$775,883
Total Expense	\$5,134,765

Additional Financial Information

Net assets released from restrictions	\$851,312
Net assets designated by board	\$1,009,287
Net assets released from designation	\$250,000

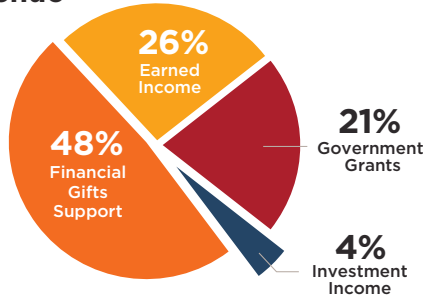
Balance Sheet

Assets	\$7,377,368
Liabilities	\$998,254

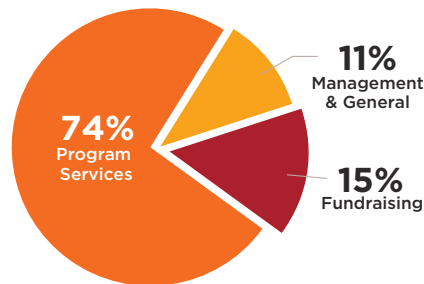
Net assets without donor restrictions	
Undesignated net assets	\$2,188,666
Board Designated net assets	\$3,609,287
Net assets with donor restrictions	\$581,161

Total Net Assets \$6,379,114

Revenue**



Expenses



TCR PARTICIPANTS BY THE NUMBERS FY 2025

2,820
Total Participants Served

(Workforce Development Programs and Empowerment Institute combined)

650
Workforce Development Training

2,170
Empowerment Institute Training

210
Achieved Job Outcomes

52
Organizations Served by the Empowerment Institute

Full-time Employment Income Change

Pre-Program Income	Post-Program Income	Post Average Increase
\$16,305	\$43,584	\$27,279

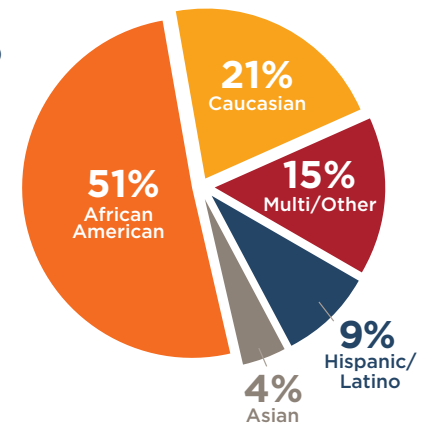
Average Age

37 41% with child(ren) under 18

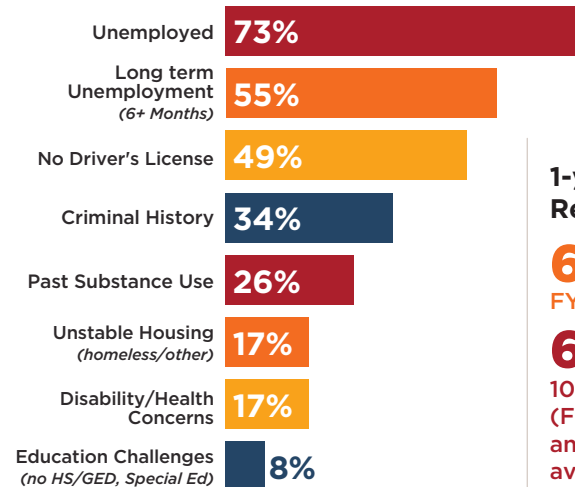
Gender

47%	Male
48%	Female
1%	Non-binary
4%	Undisclosed

Ethnicity



Barriers at Program Start



1-year Job Retention

63%
FY25
67%
10 year (FY16-FY25) annual retention average

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

**Pie chart and percentages do not include the Employee Retention Credit and Miscellaneous Income presented above, as those items are not directly related to the operations of Twin Cities RISE.

R!SE TO THE OCCASION GALA

The 2025 R!SE to the Occasion Gala brought our community together to celebrate what's possible when people are seen for their potential. With 340 guests, our highest attendance to date, and \$400,000 raised, the evening reflected the generosity of our sponsors, table hosts, community partners, and supporters who make this work possible.

The evening honored Greg Page and Kathleen Blatz, whose commitment to justice has opened doors for countless individuals and strengthened the foundation of Twin Cities R!SE's work.

A powerful highlight was a special performance by Grammy-Award Winning Sounds of Blackness, which premiered Twin Cities R!SE's official "TCR Anthem". Guests also heard from R!SER Missy, who shared her story of transformation: "[Twin Cities R!SE] was able to see something in me that I haven't seen in myself in a long time."



To learn more about Missy, and to listen to our anthem, use the QR code to explore our digital legacy gallery.



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.

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