NEW GROWTH, MORE OPPORTUNITY

EMERGE Annual Report 2015

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BETTER JOBS. BETTER LIVES. BETTER COMMUNITY.
Dear Friends,

It was a challenging year in North Minneapolis. In many ways, 2015 will be remembered as a tumultuous time. The death of Jamar Clark and the occupation at Precinct 4 affected us all. At EMERGE, we felt great sorrow and the pains of ongoing struggle, as we were reminded of persistent inequities in our community.

At times like these, we cling to the fundamental belief that our economic work can be a driving force for change. We remained optimistic about how jobs – and better jobs – can positively impact the economics of the community, as well as lives of individuals and families.

In fact, for EMERGE, 2015 was most definitely a year of growth and new opportunities. We began the year on a most exciting note. We held a long-awaited Grand Opening of the EMERGE Career and Technology Center (ECTC), in the restored North Branch Library. More than 400 came out to celebrate! Over 2015, it was a joy to see the ECTC come to life as it becomes a powerful force for economic change in the neighborhood.

In August, we took a major new step and merged with Momentum Enterprises, a long-term non-profit partner and regional leader in social enterprise. Through this merger, we gained three additional social enterprise businesses, resulting in more opportunities to help low-income people learn skills and build a positive work history. Many come to us at a key moment as they start to rebuild their lives.

You’ll find more detail about our 2015 impact in this Annual Report. Thanks to all of our donors, friends, and partners, for helping new growth and more opportunities come true.

In gratitude,

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Board Chair

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EMERGE helped 3,119 people redefine themselves.

**Who we served in 2015**

- African: 23%
- African American: 55%
- Caucasian: 9%
- Hispanic: 1%
- Multi-racial and other: 7%
- American Indian: 2%
- Asian and Pacific Islander: 3%

**Key statistics**

- Income Below 100% of Federal Poverty Level: 1,988
- Overcoming Criminal Background: 1,024
- Over 21 with No High School Diploma/GED: 458
- Immigrant or Refugee: 384
“EMERGE really helped me when I was down and out. They kept motivating me to come back.”
—Jeremiah

Jeremiah began to redefine himself four years ago, coming to EMERGE every day looking for jobs and stable housing. “I was stressed out, and there was a lot of stuff going on with my kids. I was really frustrated.” Stable housing through EMERGE’s Fathers and Children Together (FACT) program was the first step. Then, a training program helped him get a security guard job.

Working with our Financial Opportunity Center staff, he created a plan to pay off debt and negotiate past-due settlements. In less than one year, Jeremiah increased his credit score by over 50 points and cleared out more than $18,000 of debt. In August, he reached his final financial goal and closed on his first home.
“Education and jobs can break the cycle. When one person makes it, other people start to believe. This is how we change whole communities. I am personally very excited for the opening of the EMERGE Career and Technology Center. This new building will allow more people and the Northside community to have the opportunity to redefine themselves, like I did.”

– Lydia, EMERGE participant speaking at the Grand Opening of the ECTC

In 2015, after five years of fundraising, 6.5 million dollars, and 18 months of construction, we opened the EMERGE Career & Technology Center (ECTC) in the historic North Branch library building!

Over 400 people celebrated at the Grand Opening on Thursday, January 22nd. In March, the ECTC opened to the public. EMERGE is now fulfilling a long-term, hard-won vision. In 2015 we provided career services, industry-specific trainings, and technology skills trainings to hundreds of our neighbors.
In 2009, Chris was building a successful business as a construction general contractor. Then, the housing bubble burst. Demand dried up for his business, and on top of that he was dealing with health and family issues, living in subsidized housing, just making ends meet. A friend told Chris about Machining training at the ECTC. So Chris signed up for EMERGE and Hennepin Technical College’s 10 month CNC Machining program. Chris is just one of hundreds who have taken a training course at the EMERGE Career & Technology Center since it opened in March 2015. Before even graduating, Chris had a job offer from a manufacturer of medical devices.

ECTC OFFERINGS:
- CNC Machining
- Welding
- CISCO IT Essentials
- Property Maintenance Technician
- 4 Cornerstones of Financial Literacy
- Basic computer skills training
- Work readiness workshops
- Resume and career assistance
- Open computer lab for jobseekers

“I got more than I ever expected. To find success in school was huge. It gave me confidence again.”
—Chris
On August 1st, 2015, EMERGE merged with Momentum Enterprises, a non-profit partner. The new entity brings together Momentum’s three social enterprise businesses that create jobs for people facing barriers to employment and EMERGE’s broad range of employment and training programs. As a larger organization, we’re excited for the opportunity to impact more lives.

“If participants are not ready for full time, permanent employment, they can be hired though our social enterprises. The biggest benefit of the merger is helping more people facing significant barriers turn their lives around.”

– Janet Ludden, formerly President of Momentum Enterprises, has now joined EMERGE as Executive Vice President.
NEW ENTERPRISES

• **SECOND CHANCE RECYCLING**
  specializes in recycling mattresses, box springs, batteries, and medical blue wrap. Second Chance employs those facing barriers to employment as trainees for 6 - 12 months, helping people build healthy work habits and a positive work history.

• **CUSTOM MANUFACTURING**
  also employs trainees who may be facing obstacles to employment for 6 - 12 months. Trainees work on assembly, packaging, wood fabrication, and more.

• **FURNISH OFFICE AND HOME**
  a nonprofit retail store in Northeast Minneapolis where customers can save up to 80% off list prices for a selection of quality used and new office and home furnishings. Revenue supports the operations of EMERGE.

In 2015, 88 individuals were employed at these three enterprises. They were 91% male, 64% overcoming a criminal history, and 100% below federal poverty guidelines.

“Everybody I’ve worked with at EMERGE has come through somehow, some way. My job coach connected me to the job at Second Chance Recycling... Now I don’t have to depend on another resource for income. I don’t have to ask a relative for a loan. I have independence. I can take care of my daughter.”

– Terrick, EMERGE participant and trainee at EMERGE’s Second Chance Recycling
EmergeWORKS is a social enterprise of EMERGE, providing staffing services to Twin Cities businesses. EmergeWORKS connects employers seeking temporary, temp-to-hire, and direct hire employees with people who need employment and can do the jobs.

Total wages paid to EMERGE participants through social enterprises in 2015
$1,182,000

We were thrilled to be the cover story for Minnesota Business Magazine’s September issue focusing on EMERGE’s alternative staffing social enterprise, EmergeWORKS. We are so proud of EMERGE participant, Bernard Prince, for helping to change the narrative around hiring people with criminal backgrounds by sharing his story.
In November 2015, we opened our newest space - the Career Lab at Riverside Plaza. This new computer lab, boasting 20 computers, allows us to offer much needed technology training to the community. In partnership with Minnesota Computers for Schools, we launched credentialed IT training, basic computer skills classes, and a computer game design course for youth. When classes are not in session, the lab is open for community use and lab assistants are onsite to help with job search and computer problems.

Says Mohamed Ali, EMERGE program manager for Cedar Riverside, “Computer skills are so important to career success. The new lab and trainings will give more people the opportunity to succeed.” We are thrilled to offer this new community resource in Cedar Riverside. Huge thank you to Sherman Associates for donating and renovating the space at Riverside Plaza.

EXPANDED PROGRAMMING

In 2015, we’ve expanded our impact in Cedar Riverside, largely serving the East African community. Through our work in Cedar Riverside, we placed 242 job seekers into employment in 2015.

- Expanded career readiness training
- Computer classes and credentialed IT courses in the new Career Lab
- A youth employment staff person dedicated to Cedar Riverside
- Training opportunities facilitated in Cedar Riverside

We are excited to offer more opportunities to those who need them in Cedar Riverside!
This fall, EMERGE and partner Minnesota Computers for Schools launched our first Game:IT training, designed to give youth ages 14 – 18 the chance to dive into basic computer programming and game design. The youth met every day after school for four months, culminating in a January 2016 game showcase for friends and family.

In 2015, EMERGE Youth programming served 205 16 – 21 year olds, placing 79 in jobs.

“I’m learning I don’t need to be afraid of change...I am a new me – from the person who I was to the person I am becoming.”

– K’Sean, Youth program participant
In late February, EMERGE was chosen as one of three nominees to compete for a room makeover worth $10,000 from IKEA. The winner was determined by the number of online votes from community members and supporters. In March, we were thrilled to be notified that we won and were able to make over our Youth Room at EMERGE Villages Camden Apartments. It was exciting to see our community come together to vote for EMERGE kids!

EMERGE HOUSING PROGRAM

We welcomed home

66 FAMILIES

including 246 individuals
overcoming homelessness.
This financial information reflects the merger of EMERGE with Momentum Enterprises as of August 1, 2015.
WE THANK OUR CORPORATE AND FOUNDATION FUNDERS

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For all of you who supported, encouraged, and followed EMERGE in 2015, this 50 second video is for you.

Thank you!