Dear Friends,

For EMERGE, 2014 was a year not only of accomplishment, but of preparation and anticipation. It was a year of new focus, as we sharpened efforts to create better jobs, better lives, and better community. Here are some highlights:

**We provided access to better jobs.** We placed 907 people in jobs, a five-year high. We’ve developed a whole new focus on training, and helping people think beyond one more low-wage job. I’m particularly delighted to have grown our relationship with Hennepin Technical College, which is allowing us to offer new opportunities to people right here in the neighborhood.

**We helped people lead better lives.** I’m particularly proud of a 2014 initiative that encouraged welfare-to-work recipients to think beyond entry-level employment. We encouraged 61 people to enroll in training, knowing it would lead to higher earning potential. I was thrilled that the starting wage for graduates exceeded all project goals. It’s rewarding to push participants to believe in themselves and see them strive for more.

**We built better community.** We moved through a full year of construction on the EMERGE Career and Technology Center (ECTC), which I predict will be a game-changer for people in North Minneapolis. Related to this important project, I was thrilled for EMERGE to be recognized as ‘2014 Neighborhood Builder’ by Bank of America.

And today, I am writing this message early in 2015, from the beautifully restored ECTC. We’ve arrived! Thanks to all of you who spent this year with us, as supporters, partners, and friends. We could not have done it without you.

In gratitude,

Mike Wynne, President and CEO
WHO WE SERVED IN 2014

EMERGE helped 2,589 people redefine themselves.

- 91% people of color
- 32% overcoming criminal background
- 22% over 21 with no High School credential
- 18% immigrant or refugee
- 20% speak a primary language other than English

African American: 57%
African: 22%
American Indian: 2%
Asian: 3%
Multi-racial and other: 6%
Caucasian: 9%
Hispanic: 1%
We helped 907 people get jobs with 620 employers. When they first came to EMERGE, 98% were unemployed.

Paul came to EMERGE in late 2014 and completed our New Beginnings Career Workshop, learning new soft skills and how to talk about his background. Then, he was assigned a Workforce Coach who helped him update his resume and get clothes for interviewing. Through EmergeWORKS, our staffing enterprise, he worked temporary jobs while searching for something long-term. When his Workforce Coach referred Paul for a full-time position he interviewed and got the job.

“EMERGE can help anybody who wants help. I just had to apply myself. I became the victor over my circumstances instead of the victim of them.” —Paul, EMERGE participant

Job placements per year (increase in impact since 2010)

<table>
<thead>
<tr>
<th>Year</th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>716</td>
<td>761</td>
<td>821</td>
<td>833</td>
<td>907</td>
</tr>
</tbody>
</table>

BETTER JOBS. BETTER LIVES. BETTER COMMUNITY.
In 2014, we sharpened our focus, not just on jobs but on better jobs. We ramped up our training efforts in multiple areas.

“I think the program was just amazing. I’m a new person today.” —Lydia, Training Participant

2014 HIGHLIGHT

We piloted a new way to provide training to 61 MFIP (Minnesota Family Investment Program) public assistance recipients. We led a group of partners and encouraged people to think beyond low-wage jobs. Each participant was encouraged to pursue training for a career pathway with higher earning potential. We were delighted that starting wages exceeded $11.90 per hour!
304 participants 21 and under participated in EMERGE programming

120 youth were placed in jobs

“I learned how to carry myself as a man and impact the community. I am important and can be part of the change.” —Tyrone, Youth Program Participant

North 4 is a work readiness program for young men in four high crime neighborhoods. Through paid internships, mentorship, and training they commit to redefining themselves and work towards brighter futures.

We were honored to be recognized as ‘Youth Provider of the Year’ by the City of Minneapolis for helping youth find jobs, keep jobs, and earn industry-specific credentials.
“The three best things about EMERGE are the people, the support, and the amount of opportunities they provide to you.” —Jerry, Financial Opportunity Center Participant

- EMERGE’s Financial Opportunity Center helped 450 people learn about budgeting, saving, overcoming debt and improving credit.
- 279 received one-on-one financial coaching
- In 2014, EMERGE launched its Volunteer Income Tax Assistance (VITA) program. Through VITA, EMERGE prepared 61 returns for low income people to receive more than $100,000 in refunds
In 2014, we welcomed home 232 people in families overcoming homelessness.

In summer 2014, 6 – 12 year olds living with their families in EMERGE’s housing program learned to look at their neighborhood in new ways. Through a partnership with EDIT, a non-profit that promotes equity through the arts, 19 youth learned to use photos to tell stories of what North Minneapolis means to them. Here are a few of the awesome images. A large-scale collage is on display at the new EMERGE Career and Technology Center, 1834 Emerson Avenue North.
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.

- We placed 298 individuals in jobs, with 23 employers, at 124 job sites
- Sales totaled $548,271, 36% increase over 2013
- We helped people overcome one of the biggest barriers to work: transportation. In 2014, EmergeWORKS gave 9,105 rides, traveling 120,251 miles.

**YEARLY PLACEMENT COMPARISON**

- 2012: 179 people placed
- 2013: 209 people placed
- 2014: 298 people placed

**YEARLY SALES COMPARISON**

- 2012: $367,381
- 2013: $404,119
- 2014: $548,271
OUR STAFF THANKS CORPORATE AND FOUNDATION FUNDERS

- Accenture
- Allianz Life Insurance Company of North America
- Bank of America
- Best Buy Foundation
- Cities 97 Foundation
- The Beverly Foundation
- Country Financial Foundation
- The Curtis L. Carlson Family Foundation
- Deluxe Corporation Foundation
- Fairview Health Services
- First Universalist Church
- First Universalist Foundation
- General Mills Community Action
- Houlihan Lokey
- Irwin Andrew Porter Foundation
- Kopp Family Foundation
- Marbrook Foundation
- The McKnight Foundation
- Messerli and Kramer Foundation
- The Minneapolis Foundation
- Open Your Heart to the Hungry and Homeless
- Otto Bremer Foundation
- Pohlad Family Foundation
- RBC Wealth Management
- Riverway Foundation
- Rotary Club of Minneapolis
- The Sheltering Arms Foundation
- Social Venture Partners
- Target Corporation
- Target Foundation
- Thomson Reuters
- Thrivent Financial for Lutherans Foundation
- U.S. Bancorp
- U.S. Bank Foundation
- Visitation Monastery
- Warren Foundation
- Wells Fargo Foundation
- Wells Fargo Housing Foundation
- Wells Foundation
- Xcel Energy
- Youthprise
WE APPRECIATE INDIVIDUAL DONORS WHO BELIEVE IN OUR MISSION AND MAKE OUR WORK POSSIBLE.

$1000 and up
Angela Bohmann and Jonathan Riehle
Adam Braun
Alan Braun
Tom Braun and Felicity Britton
Paul Gates and Marie Franchett
John Gross
Bruce and Jean Johnson
Dana Knutson
Richard and Joyce McFarland
David and Monica Nassif
Nikhil and Michelle Nayar
Sanjay and Anju Syal
Dan Tobin

$500 - $999
Colbert and Tiffanie Boyd
Tricia Brown and Zach Zins

$100-$499
Jeffrey Buchanan
Jacquelyn Geisler
Eleanor Hall and Roger Hale
Sarah and Joe Huss
Susan and Mark Lacek
Steven Thompson
Nina Rothschild Utne
Jennifer Woodland and James Leinfelder

$500 - $999
Andriana Abariotes
Felix Alvez
Karen Ba
John Bachman
Steven Beuning
Carolyn and Richard Davies
Gerald and Sheila Deyo
Ned Foster and Laura Tiffany
Robert Frawley and Maggie Quinlan
Hilda Gauteron
Karen and Jim Gemmill
Lois Gernbacher
Kathy and Randy Graham
Bryce Hamilton
Erik and Shannon Hansen
Jim and Jean Hartman
Jim Hartmann and Michelle Miles
Kristine Jagers and Dave Rodriguez
Elizabeth Jensen
Karen Kelley-Ariwoola
Lynn Keillor

Up to $99
Jeff Achen
Deborah Allan
Linda Bryant
Steve Cramer and Deborah Brisch-Cramer
Sean and Deb Crimmins
Carson Friend
Barbara Gilliand
Fred Goldberg
Madeline Graham
Jackie Hempeck

Parker
Elaine Wynne and Larry Johnson
Mike Wynne and Susan Curry
Cleo Zins

Thatcher Imboden
Amy and Ben Knaus
Josh LaBau
Kenneth Lawrence
Cara Letofsky and James Davnie
Kim Mickelson
Mark and Cossette Parriott
Daniel Prokott
Heidi and Brian Rich
Walter Schleisman
Elizabeth and Sumner Schmiesing
Kristine Solz
Julie Sutherland
Claudia Waring
James Zoss
PAY IT FORWARD

“I was a client here, so I know it works. Now, I’m paying it forward. A big step is getting participants to trust the process and believe it will work. It’s all worth it when someone calls me to say ‘I got a job.’

—Jon Vang, Training Coordinator

Thank you to all of you who helped us create better jobs, better lives, and better community in 2014.

We hope you’ll watch our new 4 minute video!
http://bit.ly/1lwzrun