

2019 Annual Report

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Letter from EMERGE's President & CEO

EMERGE Community Development experienced an unprecedented year of change and growth in 2019. This year we as an organization invested in our infrastructure, and in doing so expanded the ways in which we can invest in our participants and in our communities. With the success of our Capital Campaign, which raised over \$1.7 million, and the many grants and donations we received this year, we were able to increase the staff and capacity of our administration. We increased the number of staff on our data team, as well as brought all of our Human Resources and Financial staff in house. With these investments in our EMERGE team we can now respond to community needs faster and more efficiently than ever before.

With this expanded potential we also were able to broaden our training services. Nielsen Metal Manufacturing, one of our social enterprises, welcomed its first cohort of youth trainees in 2019, and our trainings for Commercial Drivers Licenses, Certified Nursing Assistants, and Forklift certifications were all immensely successful this year. Thanks to the talent of the training staff and the dedication of the training participants, we were able to promote a more diverse and a more qualified workforce to be employed across the state of Minnesota.

To be successful in this day and age, nonprofits must look to the long term, towards building institutions and tackling pervasive and systemic problems. While nothing could have prepared us for what would come in 2020, the support structure and connections that we established in 2019 granted us comfort in the knowledge that regardless of what tragedies or struggles were sent our way, we as an institution would be able to weather it and be flexible and adaptive to changing needs while remaining urgent in our actions. We are immensely grateful to everyone that supported us and helped us grow, and I personally want to say thank you to the EMERGE team: none of the successes that we have achieved in 2019 could have been done without the talent and the passion of EMERGE staff at every level. With our ever-growing staff and services, I look forward to seeing all of the ways we continue to reveal the potential in people and communities through skill building, employment, and economic opportunity.

With gratitude,

A handwritten signature in black ink, appearing to read "Mike Wynne". The signature is fluid and cursive, with the first name "Mike" being more prominent than the last name "Wynne".

Mike Wynne, President & CEO

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General Manager, 2nd Chance Recycling

Major Program Costs in 2019

EMERGE's two major program areas in 2019 include Workforce Services and Social Enterprises.

Workforce Services \$3,775,769

- EMERGE provides training, career counseling, job placement, career laddering, and ongoing support to help participants develop family sustaining wages and wealth-building potential.

Social Enterprises \$2,721,469

- EMERGE has three distinct social enterprise businesses in retail, recycling and light manufacturing that provide employment for hard-to-employ adults and at-risk youth while, at the same time, provide high quality services to business and government agencies throughout the Twin Cities.

Total Program Costs
\$6,497,238

Participant Results in 2019

During 2019, EMERGE provided services to 2,309 participants. Of all participants with a program enrollment, 1,388 (60%) participants had a New Program Enrollment during the year. Of those served during 2019, 95% identified as people of color, with the largest groups served being African American (60%) and African (23%). Of all of our participants, 96% are low-income with 80% being under the poverty-line.



59% of participants are receiving public assistance



35% of participants overcoming a criminal background



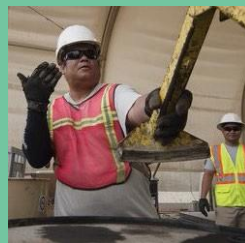
12% of participants report chemical health concerns



9% of participants report a disabling condition



17% of participants have a primary language other than English



31% of participants have no high school diploma or GED



10% of participants are either an immigrant or a refugee



1% of participants are currently enrolled in college courses

Program Results in 2019



646 participants were placed in 807 jobs for an average hourly wage of \$14.53

1,727 participants received 4,848 hours of direct service



EMERGE hosted 240 community events reaching approx. 1,154 community members



\$211,712.78 in support services were dispersed to 1,028 participants



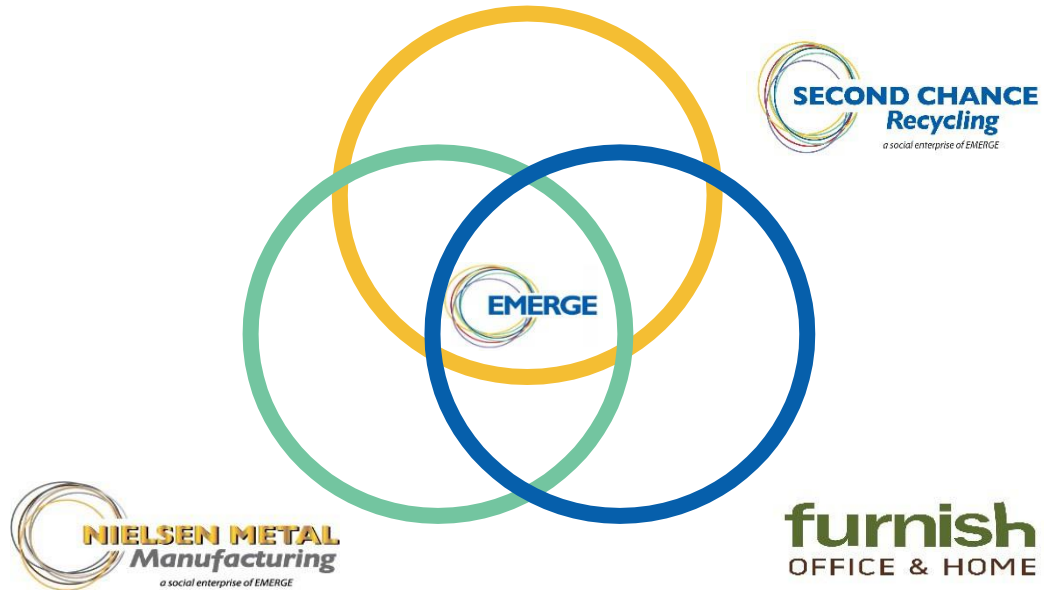
861 participants spent 7,331 hours in the classroom for training or workshops



191 participants accessed financial education or coaching



Social Enterprises in 2019



132
participants
were
employed at
Enterprise
Centers



Nielsen Metal
Manufacturing
employed its
first cohort of
youth trainees



101 participants
received skills
training
through our
Enterprises



Furnish Office
& Home saw
an increase in
community
referrals

Income & Expenses



Income	\$8,657,476	
Government Grants and Contracts	\$3,221,202	37%
Production and Sales Revenue	\$2,986,403	34%
Contributions	\$1,967,978	23%
United Way	\$408,262	5%
Investment and Other Income	\$61,711	<1%
Program Fees	\$11,920	<1%

Assets: \$10,046,516

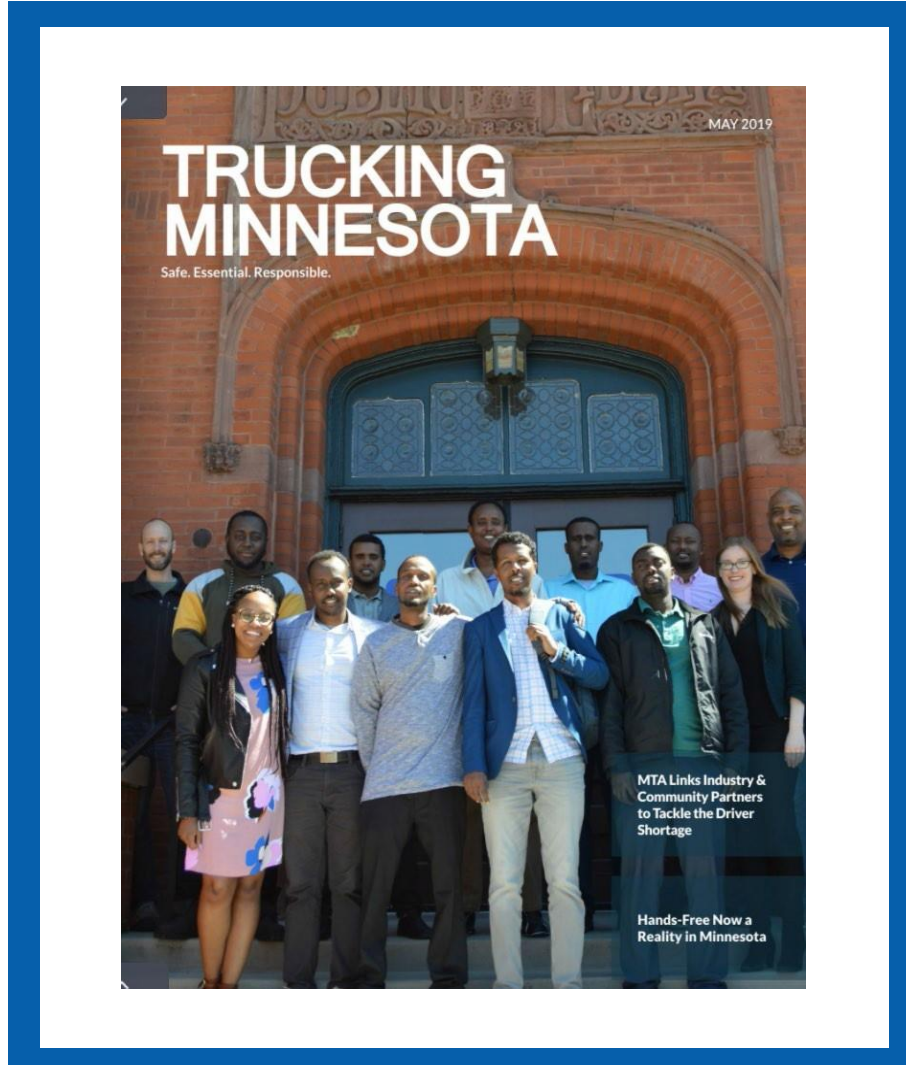
Liabilities: \$1,563,852

Net Assets: \$8,482,934



Expenses	\$8,559,916	
Fundraising	\$333,634	4%
Management & General	\$1,729,044	20%
Program	\$6,497,238	76%

In the Media



In 2019, EMERGE was featured on the cover of Trucking Minnesota magazine and had a feature written by our Director of Adult Education and Training, Holly Leppanen. This article highlighted our recent success in introducing a new Class A Commercial Driver's License (CDL) training program, which brought in over 130 interested participants in our first information session in April and continues to be a consistently effective and successful training program that provides our participants with fantastic employment opportunities.

We Thank Our Corporate & Foundation Funders

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We also want to say Thank You to all of our Anonymous Donors



Thank You

EMERGE could not have achieved all of the wonderful progress that we did this year without the support of people like you. At EMERGE, our commitment to our participants will never waver; we will continue to offer services, tools, and training to connect to employment and reveal the potential in people. But without the time, dedication, and expertise volunteered by the community, we would not have been able to reach as high and go as far as we have. We envision a world where all people have the opportunity to emerge and thrive, and thanks to the staff, volunteers, donors, participants, and community members, we are able to turn that vision into a reality.

Sincerely,

-The EMERGE Family