



EMERGE

Revealing Potential.
Building Careers.

2024 ANNUAL REPORT



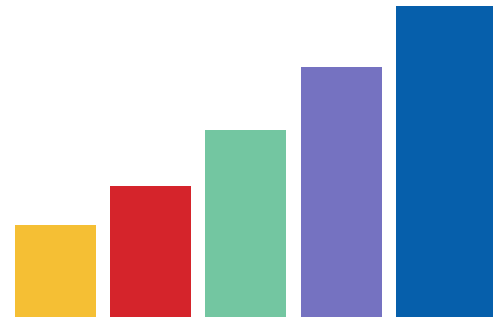


EMERGE | Revealing Potential.
Building Careers.



Table Of Contents

- **About EMERGE**
- **Locations**
- **EMERGE Social Enterprises**
- **Vision & Mission**
- **Our Leadership Team**
- **Board of Directors**
- **2024 Results**
- **2024 Financials**
- **Our Foundation & Corporate Partners**
- **Our Donors**





About EMERGE

EMERGE was established in 2007 to support people with barriers to employment connect to economic opportunities. EMERGE offers comprehensive workforce development services that advance racial and economic equity, reduce community level unemployment, build wealth and stability at an individual and community level, and support the aspirations and progress of the communities and neighborhoods we serve.

For almost 20 years, EMERGE has grown deep roots in **North Minneapolis and Cedar-Riverside neighborhoods**. Our neighborhoods are rich in human power, diversity, and culture, but also impacted by long-term racial and economic disparities. Our model has developed and evolved over time, but our vision, commitment and focus has remained the same. We continue to partner with people to help them find meaningful employment and careers, gain skills through career training pathways, endorse financial literacy and work with youth to promote positivity and to begin their workforce journey.





Locations

Service Centers

EMERGE Career & Technology Center

North Minneapolis services are based here. Workforce and training coaches, face-to-face workshops, and an open computer lab are all based at the ECTC.

1834 Emerson Avenue North

Minneapolis, MN 55411

Open For Services:

Monday – Thursday: 8:30 am – 5:00 pm

Phone (612) 529-9267

Cedar-Riverside Opportunity Center

A public-private partnership, the center is a 'one-stop shop' providing employment and education services. EMERGE staff collaborate with city and county agencies, for seamless connections to services neighborhood members need.

505 15th Avenue South

Minneapolis, MN 55454

Open For Services:

Monday – Thursday: 8:30 am – 5:00 pm

Phone (612) 425-4701

Social Enterprises

Furnish Office & Home

For EMERGE, this social enterprise is a source of revenue and jobs. Shop here for used office and home furniture at good prices.

850 15th Ave. NE

Minneapolis, MN 55413

Open:

Tuesday – Friday, 9:00 am – 6:00 pm; Saturday, 9:00 am – 5:00 pm

Second Chance Recycling & EMERGE Administrative Offices

As a social enterprise business, Second Chance employs more than 100 people onsite here each year, through mattress recycling. Most EMERGE administrative offices are based here, too.

1179 15th Ave SE

Minneapolis, MN 55414

Open Hours:

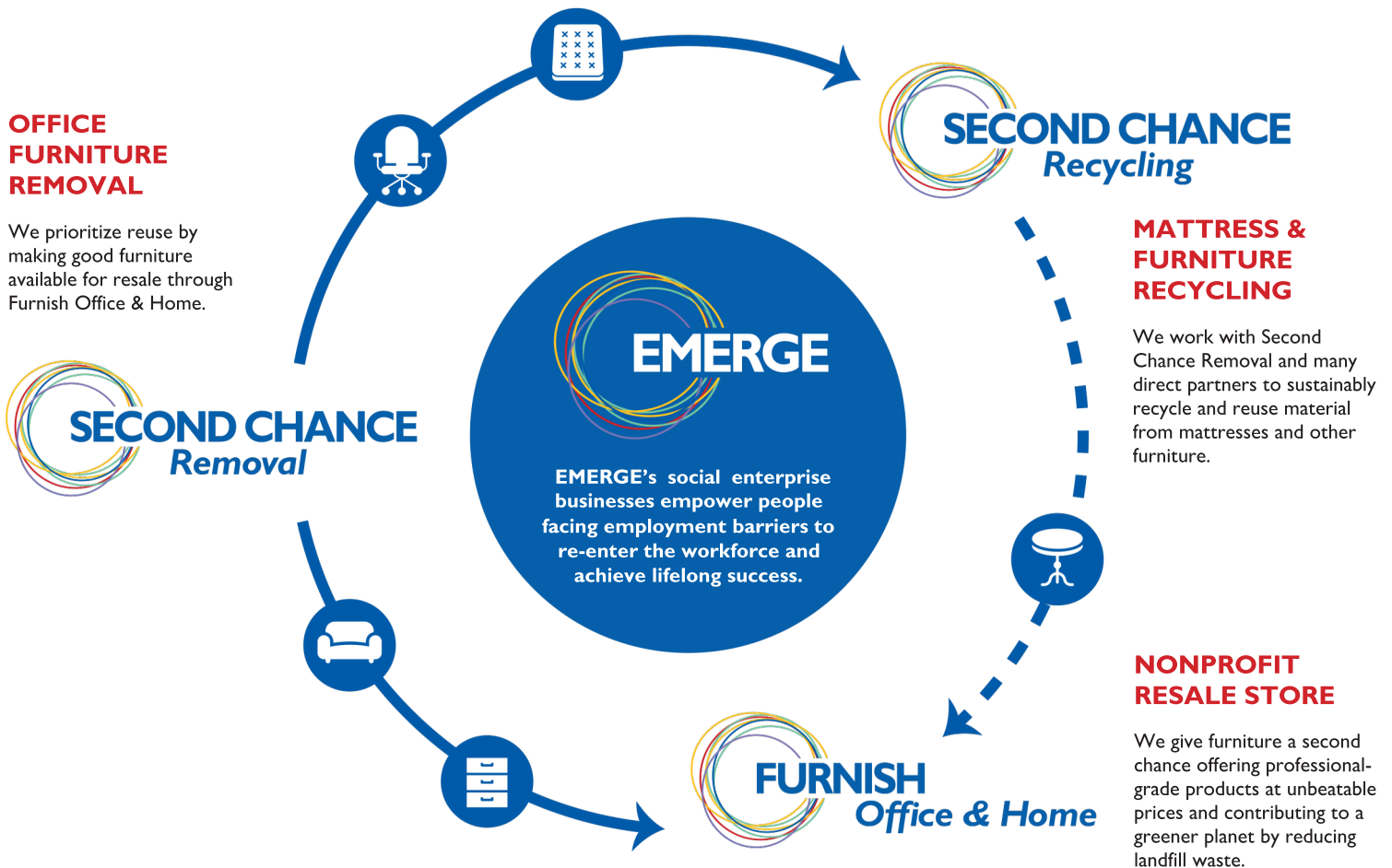
Monday – Friday: 7:30 am – 4:00 pm



EMERGE | Revealing Potential.
Building Careers.

EMERGE'S SOCIAL ENTERPRISES

a powerful ecosystem of social and environmental impact





Vision And Mission

Vision

- Our vision is to amplify the power of community to realize racial equity and economic prosperity.

Mission

- Our mission is to reveal the potential in people and communities through skill-building, employment, and economic opportunity.



Meet Our Leadership Team



**Mike Wynne, President
and CEO**



**Mohamed Ali, Sr. Director of
Workforce Programs**



**Kevin Engdahl, Executive VP,
Enterprises & Operations**



**Terra Mayfield
Senior VP of Programs**



**Jill Pearson-Wood
VP of Advancement**



**Aaron Ash, Director of Youth
Programs**



**Larcell Mack, Director of
Reentry Programs**



**Kris Solz, Director of Human
Resources**



**Yulanda Williams
VP of Finance**



**Sherry Glanton, Sr. Director of
MFIP & Family Investment
Services**



**Shawn Dolan, General
Manager of Second
Chance Recycling**



Board of Directors 2024



Sheila Dowling, Board Chair
SVP, Treasury & Commercial Sales Director
Bremer Bank

Xander Hector
Immediate Past Board Chair
Managing Director
Houlihan Lokey

Paul Fitzpatrick, Vice Chair
Finance Committee
Vice President, Global Commercial Banking
Bank of America

Connie McCuskey, Vice Chair
Fundraising & Brand Development Committee

Jay Gast, Vice Chair
Social Enterprise Committee

Patrick Brault, CPA, CTFA
Private Wealth Manager
Wipfli Financial

Elaine Eiland
Team Lead Manager, Fraud Detection
Target Corporation

Ekram Elmo
Minnesota Department of Education

Nyajuok Deng, Esq.
Associate, Technology & Data Practice group
Fredrikson & Byron

Jason Giltner
Senior Manager
Ovative Group

Alexander Robinson
Project Director
Federal Reserve Bank of Minneapolis

Evan Swanson
Senior Manager, Projects & Strategic Planning
Alliana Life of North America

Esha Syal, JD
Judicial Law Clerk
MN Judicial Branch

Michael Wynne, Ex-Officio
President & CEO
EMERGE





EMERGE | Revealing Potential.
Building Careers.



2024 Results



229 participants were involved in **Career Trainings**



396 participants **Gained Skills** or advanced in furthering their education



478 participants were placed in **589 Job Placements** while 78 of those are youth starting in an **Internship**



229 participants accessed **Financial Education** or **Coaching**



92 participants received employment with on-the-job skill training through our **Enterprises**

During the year....

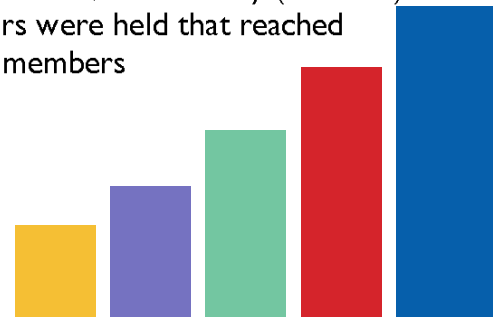
EMERGE provided services to 1,919 participants during the year. Of all participants served with a program enrollment, 1,229 (64%) participants had a new program enrollment during the year. Of those served, 87% identified as a person of color with the largest groups served being African American (58%) and African (13%). Our participants are 92% low-income with 81% under the poverty-line.

Participants served identified as....

- **61%** Receiving **Public Assistance**
- **29%** are **Homeless** or in **Temporary/Transitional Housing**
- **28%** Overcoming a **Criminal Background**
- **22%** No **High School Diploma/GED**
- **18%** Primary **Language other than English**
- **10%** are an **Immigrant or Refugee**
- **5%** reporting **Chemical Health** concerns

Participants received the following....

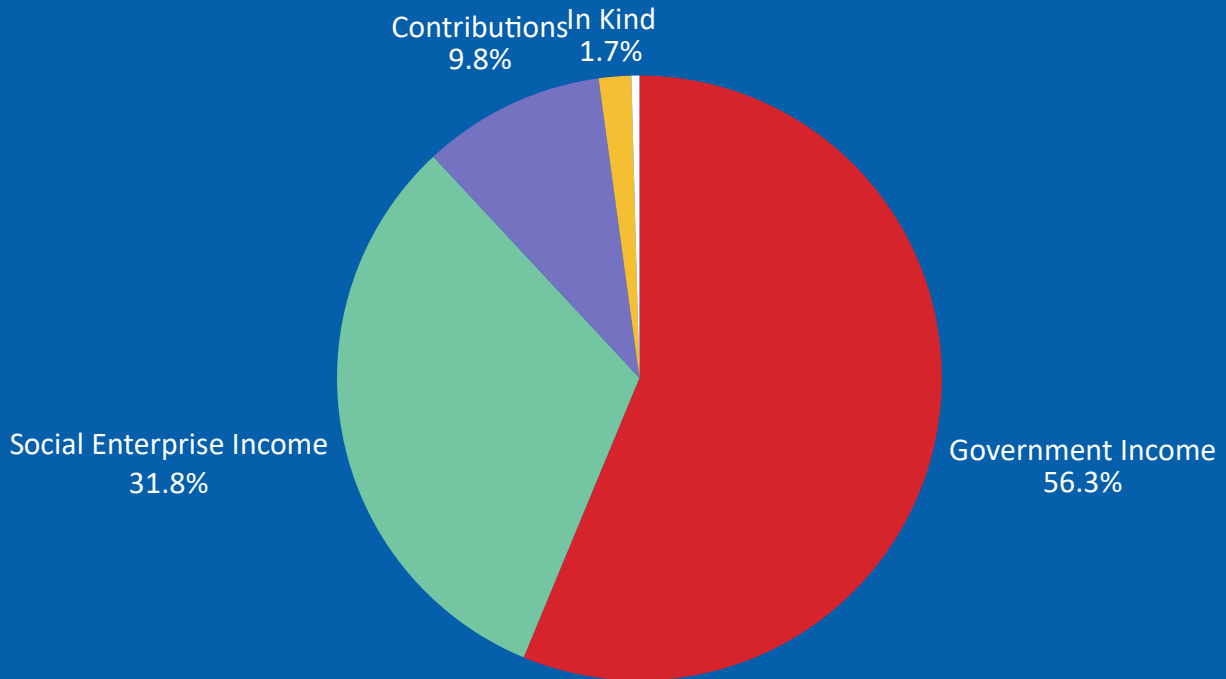
- **811** participants received **\$684,284** in support services
- **1,678** participants received **5,335** hours of direct service
- **589** participants spent **4,489** hours in a group activity, classroom for training or workshops
- **140** Information Sessions, Community (or Food) Events, and Job Fairs were held that reached **6,641** community members



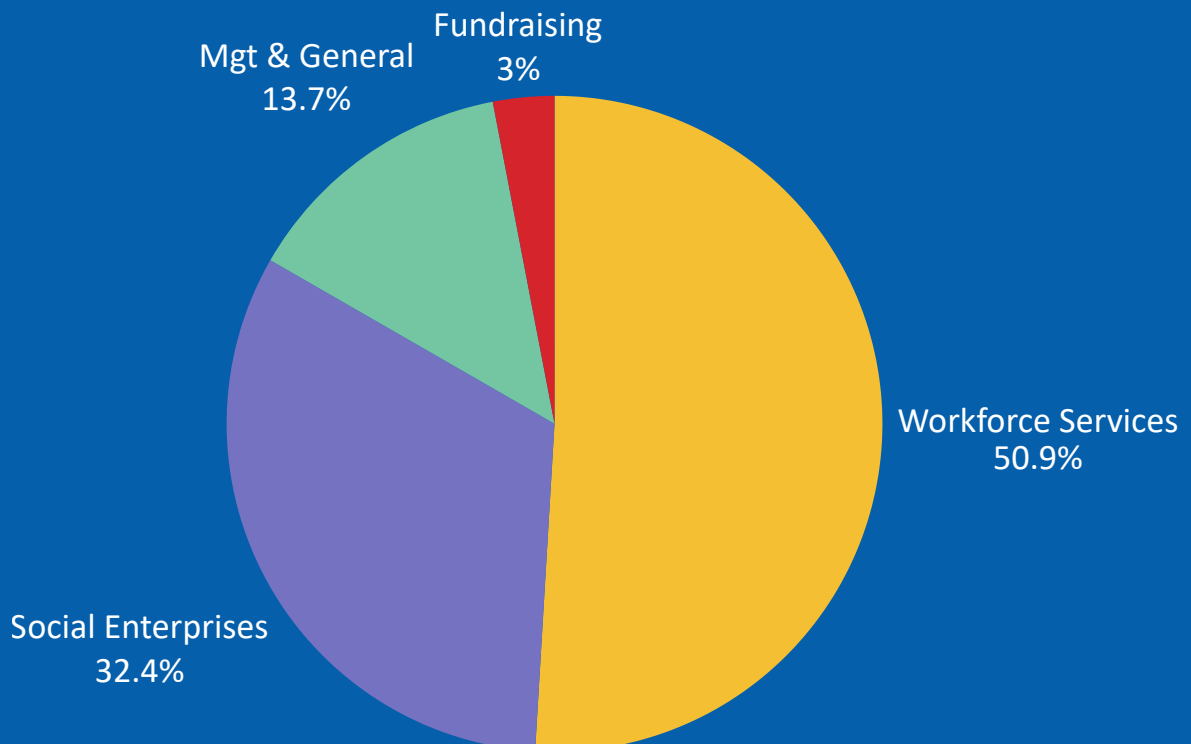


Financials

Total Revenue



Total Expenses





EMERGE COMMUNITY DEVELOPMENT

CONSOLIDATED STATEMENT OF ACTIVITIES

331,284

For the Year Ended December 31, 2024
(With Comparative Totals for 2023)

	2024			
	Without Donor Restrictions	With Donor Restrictions	Total	2023
Revenues and support:				
Government grants	\$ 7,197,224	\$	\$ 7,197,224	\$ 5,840,937
Production and sales revenue	4,070,258		4,070,258	3,192,854
Contributions	935,482	314,975	1,250,457	1,311,458
In kind contributions	221,455		221,455	313,323
Other income	41,689		41,689	49,131
Investment return, net	13,024		13,024	12,313
Net assets released from restriction	157,565	(157,565)		
Total revenues and support	<u>12,636,697</u>	<u>157,410</u>	<u>12,794,107</u>	<u>10,720,016</u>
Expenses:				
Program services:				
Workforce	6,320,974		6,320,974	5,340,112
Social Enterprises	<u>4,016,051</u>		<u>4,016,051</u>	<u>3,262,983</u>
Total program services	10,337,025		10,337,025	8,603,095
Management and general	1,696,165		1,696,165	1,448,004
Fundraising	<u>374,748</u>		<u>374,748</u>	<u>343,204</u>
Total expenses	<u>12,407,938</u>		<u>12,407,938</u>	<u>10,394,303</u>
Change in net assets before non operating activity	228,759	157,410	386,169	325,713
Loss on impairment of investments	(43,600)		(43,600)	
Gain (loss) on disposal of assets, net of insurance proceeds	13,120		13,120	(1,618)
Government grant for fixed assets	133,005		133,005	275,250
Loss on sale of Nielsen Metal Manufacturing				<u>(111,170)</u>
Change in net assets		157,410	488,694	488,175
Net assets, beginning of the year	<u>7,677,176</u>	<u>683,009</u>	<u>8,360,185</u>	<u>7,872,010</u>
Net assets, end of the year	<u>\$ 8,008,460</u>	<u>\$ 840,419</u>	<u>\$ 8,848,879</u>	<u>\$ 8,360,185</u>

See accompanying notes to the consolidated financial statements.



EMERGE COMMUNITY DEVELOPMENT

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

December 31, 2024
(With Comparative Totals for 2023)

	2024	2023
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 405,546	\$ 246,609
Accounts receivable, net	309,777	265,277
Current portion of pledges and grants receivable	1,962,439	1,114,969
Inventory	141,427	127,790
Prepaid expenses	249,699	239,442
Total current assets	<u>3,068,888</u>	<u>1,994,087</u>
Pledges and grants receivable, less current portion, net	87,775	175,884
Other asset	50,000	93,600
Beneficial interest in asset held by community foundation	134,736	131,875
Property and equipment, net	8,093,341	8,341,077
Right of use asset, net	<u>497,432</u>	<u>205,810</u>
Total assets	<u><u>\$ 11,932,172</u></u>	<u><u>\$ 10,942,333</u></u>
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	\$ 247,103	\$ 125,045
Accrued expenses	188,294	34,052
Accrued payroll and liabilities	427,844	332,775
Deferred revenue	7,113	18,000
Current portion of lease liability	306,067	67,741
Current portion of long-term debt	157,700	151,353
Total current liabilities	<u>1,334,121</u>	<u>728,966</u>
Noncurrent liabilities:		
Long-term debt, less current portion	1,557,807	1,715,113
Lease liability, less current portion	<u>191,365</u>	<u>138,069</u>
Total liabilities	<u>3,083,293</u>	<u>2,582,148</u>
Net assets:		
Without donor restrictions	8,008,460	7,677,176
With donor restrictions	<u>840,419</u>	<u>683,009</u>
Total net assets	<u>8,848,879</u>	<u>8,360,185</u>
Total liabilities and net assets	<u><u>\$ 11,932,172</u></u>	<u><u>\$ 10,942,333</u></u>

See accompanying notes to the consolidated financial statements.



Thank you to our Foundation and Corporate partners



Alerus
Allianz Life Insurance Company of North America
Andersen Corporation
Argosy Foundation
Bank of America Charitable Foundation
Bank of America Charitable Foundation - Volunteer Grants
Best Buy Foundation
Bremer Bank
C.H. Robinson
Constellation Fund Organization
Delta Dental of Minnesota
Edward R. Bazinet Charitable Foundation
Fairview Health Services
Fredrikson & Byron P.A.
General Mills Foundation
Hamernick's Flooring Solutions
HB Fuller Company Foundation
Houlihan Lokey
IWJ Charitable Foundation
JCI Shakopee
Kopp Family Foundation
Land O'Lakes Foundation
Medtronic
Minnesota Council on Foundations
National Grid Renewables Development
Northeast Bank Foundation
Opitz Outlet
Otto Bremer Trust
Pohlad Family Foundation
Rebuild Resources Fund/Thomas M. Dale Dain Bosworth Scholarship Fund
Reinsurance Group of America Incorporated
Renaissance Charitable Foundation
Richard M. Schulze Family Foundation
Rose Francis Foundation

Syal Foundation
Target Foundation
The Donaldson Foundation
The Family Housing Fund
The G. Mahlon Schaller Fund
The Jaye F. and Betty F. Dyer Foundation
The Minneapolis Foundation
The Robert Enterprise Development Fund (REDF)
U.S. Bank
UnitedHealth Group Optum
Visitation Monastery
Wells Fargo Bank
West Central Minnesota Communities Action, Inc.

In Kind Donations

Kevin Engdahl
Christopher Hermann
Minnesota Vikings
Katherine R Shane
Jill Pearson-Wood
Cross Country Soaring
Chef Jeff
Walker Art Center
PAR365
Sky Group Bargains
Minnesota Zoo
Chanhassen Dinner Theatres
Warehouse Winery
Furnish Office & Home

Thank you to all of our amazing donors that supported our work in 2024!!!

Mohamed Ali
Heidi Anderson
Jenny Arneson
Bob Aulert
Jean Bain
Cindy & John Banovetz
Stephanie and Bob Baughman
Erik & Stacy Beckler
Teresa and Phil Belden
Angela Bohmann and Jonathan Riehle
Patrick Brault
Andrea Brault
Felicity Britton
Paul and Luane Bruggers
Greg and Barabra Buhl
Kathryn Burns
Jeffrey J Busch
Laura & Mark Capaldini
Stephen and Heidi Caskey
Stephen, Heidi, Rebecca and Kathryn
Caskey Skotnicki Family Fund
Robert and Katherine Cass
Emily Chad
Marvin Clark
Leah Colvin-Roy
William Cooper
Eric Cooperstein
Robyn Coquyt
Nunciata and Rob Covey
Heather Craig
Sean and Deb Crimmins
Carolyn and Richard Davies
Ann and David Decker
Monica Delgado & Kris Ikeler
Shawn Dolan
Ed Donoghue
Sheila Dowling

Michael Eggers
Elaine Eiland
Kathleen Eiland-Madison
Kevin and Lisa Engdahl
Becky Erickson
Laurel Feddema
Paul Fitzpatrick
James Flanary
Quinn and Kari Gaalswyk
Jay & Marcy Gast
Paul Gates and Marie Franchette
Lois Gernbacher
Jason Giltner
Sherry S Glanton
Laxmana & Shanti Godishala
Fred and Rosalie Goldberg
Nancy Gove and Keith Anderson
Madeline Graham and Josh LaBau
Greg Gunderson
Kathleen Hart Graham and Randy
Graham
Kathleen Hartmann
Xander Hector and Casey Moore
Lita Hermann
Daniel and Lisa Hoene
Benjamin Hopkins
Chelsea Horton
Elliot Ikeler
Leslie Ingberg
Kathy and Don Ingraham
Mercedes Jackson
Jessie Johnson
Mr & Mrs Philip Jones
Barbara and Charlie Keffer
Deborah Kemp
Judith Kilian
Mark Kilian & Lisa Norbury Kilian
Joan Kilian-Ikeler and Alan Ikeler

Thank you to all of our amazing donors that supported our work in 2024!!!



Ann M King
Richard Kohler
Tawnya Konobeck
Sarah Larson
Liesenfeld
Michele Lindell
Jesse Lipson
Alexander Lundeen
Rose Lundrigan
Barbara Maeder
Joseph Majors
Tom Maple
Kelly Marshall
Daniel Matajira
Aislinn Mayfield
Terra Mayfield
Scott McCarty
Connie and David McCuskey
Peter McLaughlin and Nancy Hylden
Cassidy Meeks
Gary and Barb Melom
Brian Miller
Jim & Shari Moore
Jeanie Morrison
Gretchen Musicant
Angie Nelson
Erik Nelson
Kjersti Nelson
Nepp - Fonnest
Katie and Tanner Nissly
MaryAnn Noland
Jerome Nunn
Emily Okeefe
Margie Oleson
Roger Olson
Nelson Ordonez

James Page
Mark Pallatt
Sharon Parker
Pamela Parker
Joan M Patterson
Nate Pearson
Jill Pearson-Wood and Marc Wood
Mykel Pennington and Sean Smith
John Popehn
Ryan Powers
Brian and Heidi Rich
Alexander Robinson
Rolland Robinson
Robert Rodriguez
Camille and Paul Rogers
Luis Rosario
Darren Roslansky
Marie Rossa
Jill Saastad
Kris and David Sauer
Elizabeth Schenfisch
Sumner and Elizabeth Schmiesing
Karly Schoeman
Paul Schulz and Katie Fitzpatrick
Steven Shafer
Katherine R Shane
Kevin Sheehy
Kenrick Shell
Chrispian Shelton
Rebecca Skoler and Steven Stovitz
Kristine Solz
Anne Stamos
Kara Stave
Victor and Karen Stegemiller
Jan Stroup and Mary Korsmo
Steven Thompson and Ron Frey



Thank you to all of our amazing donors that supported our work in 2024!!!

David Thorson
Daniel Tobin
Dan Ursin
Marynel Ryan Van Zee and Jonathan Van Zee
Lena Villagomez
Will Waggoner
David & Melissa Wagner
Cynthia Wagner Moone
Lynn Walker
Paul O. Walker
Daniel Washam
Kimberley Washington
George and Mary Watson
Rev. Pat Williamson
Jennifer Wilson and Jeffrey Stites
Timothy and Jeanette Woessner
Mike Woodhouse
Robert and Barbara Woodruff
Mike Wynne and Susan Curry
Janet Zahn and Jeff Moe



EMERGE | Revealing Potential.
Building Careers.

