



EMERGE

Revealing Potential.
Building Careers.

ANNUAL REPORT

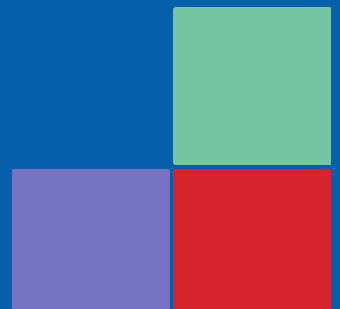




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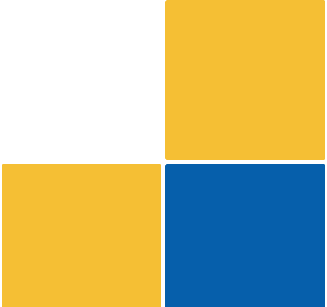
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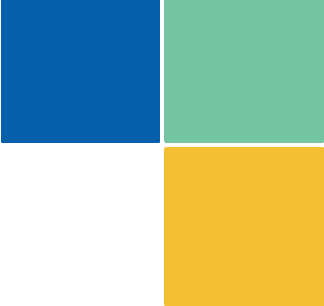


About EMERGE

EMERGE was established in 2007 to support people with barriers to employment by connecting them to jobs, training, and opportunities for economic advancement. Our unique model combines community-based workforce centers in North Minneapolis and Cedar Riverside with three environmentally focused social enterprises that create transitional employment opportunities for individuals reentering the community after incarceration. Together, these efforts expand economic opportunity, support neighborhood vitality, and address environmental issues that impact historically underserved communities. With new opportunities emerging in St. Paul, the East Metro, and Greater Minnesota, EMERGE is positioned to expand its impact and create even more pathways to prosperity in the years ahead.

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.





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.

Values

- We unequivocally value equity, innovation, collaboration, responsiveness, and community.
- 



Board of Directors

Sheila Dowling, Board Chair

SVP, Treasury & Commercial Sales Director
Bremer Bank

Paul Fitzpatrick, Vice Chair

Finance Committee
Vice President, Global Commercial Banking
Bank of America

Dr. John Banovetz

Executive VP, Chief Technology Officer & Environmental
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3M

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Private Wealth Manager
Wipfli Financial

Nyajuok Deng, Esq.

Corporate Counsel
Site Improve

Elaine Eiland

Team Lead Manager, Fraud Detection
Target Corporation

Ekram Elmoge

Minnesota Department of Education

Jay Gast, Vice Chair

Social Enterprise Committee

Connie McCuskey, Vice Chair

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Justin Erickson

VP of Site Selection & Economic Development
The Brookshire Company

Jason Giltner

Senior Manager
Ovative Group

Alexander Robinson

Project Director
Federal Reserve Bank of Minneapolis

Evan Swanson

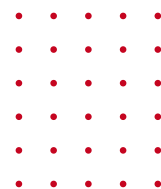
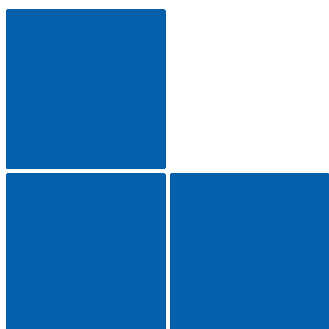
Senior Manager, Projects & Strategic Planning
Alliana Life of North America

Esha Syal, JD

Judicial Law Clerk
MN Judicial Branch

Michael Wynne, Ex-Officio

President & CEO
EMERGE



Meet Our Leadership Team



Mike Wynne
President & CEO



Terra Majors
Executive VP of Mission
& Programs



Sherry Glanton
Senior Director of MFIP



Jill Pearson Wood
VP of Advancement



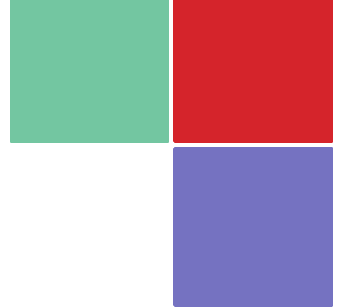
Kevin Engdahl
Executive VP of EMERGE
Enterprise & Operations



Kris Solz
Senior Director of HR



Meet Our Leadership Team



Shawn Dolan
General Manager,
Second Chance
Recycling



Aaron Ash
Senior Director of
Workforce Programs



Mohamed Ali
Senior Director of
Workforce Programs



Larcell Mack
Senior Director of Re-
Entry Programs



Nina Coleman
Director of Career
Training Programs



Yulanda Williams
VP of Finance

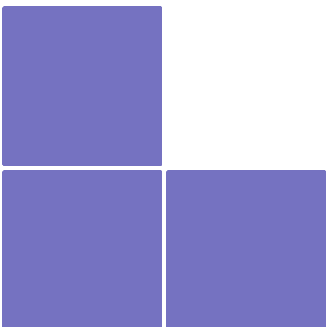




Corporate & Foundation Partners

**Allianz Life Insurance Company of
North America
American Online Giving
Andersen Corporate Foundation
Bank of America Charitable
Foundation
Best Buy Foundation
C.H. Robinson Foundation
CenterPoint Energy Foundation
Constellation Fund Organization
Edward R. Bazinet Charitable
Foundation
Fredrikson & Byron P.A.
Greater Twin Cities United Way
HB Fuller Company Foundation
IWJ Charitable Foundation
John and Denise Graves Foundation
PayPal Giving Fund**

**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
Target Foundation
The Carlson Family Foundation
The G. Mahlon Schaller Fund
Visitation Monastery
West Central Minnesota Communities
Action, Inc.
Wilson Foundation**





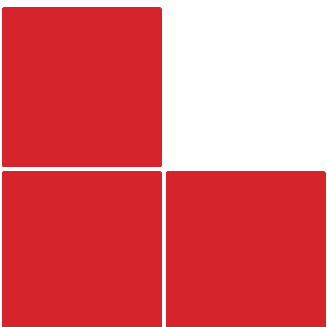
Sponsorships & Donations

Sponsorships

3M
Alerus
Allianz
Delta Dental
Dorsey & Whitney
Northeast Bank
Old National Bank
Reynolds Urethane Recycling
Syal Foundation
US Bank

In Kind Donations

Robbinsdale ACE Hardware
Anytime Fitness West Broadway
Chef Jeff Catering
Consilium Wealth Group
Culture Barbershop
Cuzzy's Grill & Bar
DeMarion Watson
Elpis Enterprises
EMERGE Youth (Canvas Painting & Adirondack Chair build)
EMR Metal Recycling
Go Health Chiropractic
Guthrie Theater
Kevin Engdahl
Marc Ye
Minnesota Frost
Minnesota Opera
Moss Envy
Shayla Reaves
SkyGroup Bargains
Soul Bowl
Tattersall
Lux Thunberg
Royal Sonesta
Wood & Paddle
Warehouse Winery





Individual Donors

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Amy Adelman
Sam Andrews
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Teresa and Phil Belden
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Justin Erickson
Laurel Feddema
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Madeline Graham
Maciek Gralinski
Tori Guy
Marshall Hart
Xander Hector & Casey Moore
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Lisa Hoene
Benjamin Hopkins
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Mark Kilian
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Jamal Knight
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Lane Lackas
Leah Leyendecker
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Alex Lundeen
Rose Lundrigan
Lori Maczka
Barbara Maeder
Mary Mairs
Tom Maple
Terra Mayfield
Sean McCoy
Connie McCuskey
Michael Mechtenberg



Individual Donors

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Kathleen O'Brien
Emily Okeefe
Roger Olson
Michelle M Orr
James Page
Pamela Parker
Joan M Patterson
Jill Pearson-Wood
Kimberly Pepper
Jill S Peterson
Karen Peterson
Jenna Peterson
Craig D Pier
Eric Praml
Nikkie N Purvis
Delores E Ratliff
Alexander Robinson
Connie Robinson
Rolland Robinson
Alexander Robinson
Robert Rodriguez
Camille Rogers
Darren Roslansky
Dan Ryckert
Joyce K Savage
Sumner Schmiesing
Katherine R Shane
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Ryan Skogg
Kristine Solz
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Steven Stovitz

Evan Swanson
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Will Waggoner
Lynn Walker
Kimberley Washington
George Watson
Shirley C Wiese
Diane Wiley
Yulanda Williams
Lori Wilson
Timothy & Jeanette Woessner
Marc Wood
Mike Woodhouse
Barbara A Woodruff
Mike Wynne
Marilyn Yueill
Janet Zahn
Sydney Zayethri
Kirsten Zerhusen
David A. MacNaughton & Gayle
R Zoffer



Testimonials

"They don't want you to just come here to get a job. They want you to really come in here and find a career that you love regardless of the circumstances that you're in."

"Well...they tell you coming through the door: 'We're not here just to give you a job. We're here to help the whole person.'"

"They don't turn nobody away."



EMERGE | Revealing Potential.
Building Careers.



2025 Results



317 participants were involved in **Career Trainings**



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



487 participants were placed in 625 **Job Placements** while 39 of those are youth starting in an **Internship**



180 participants accessed **Financial Education** or **Coaching**



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

During 2025....

EMERGE provided services to 1,841 participants. Of all participants served with a program enrollment, 1,221 (66%) participants had a new program enrollment during the year. Of those served, 89% identified as a person of color with the largest groups served being African American (60%) and African (16%). Our participants are 91% low-income with 81% under the poverty-line.

Participants served identified as....

- **50%** Receiving **Public Assistance**
- **38%** Overcoming a **Criminal Background**
- **35%** are **Homeless** or in **Temporary/Transitional Housing**
- **24%** 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....

- **856** participants received **\$1,079,482** in support services
- **1,570** participants received **5,596** hours of direct service
- **705** participants spent **9,130** hours in a group activity, classroom for training or workshops
- **120** Information Sessions, Community (or Food) Events, and Job Fairs were held that reached **4,786** community members

EMERGE COMMUNITY DEVELOPMENT

CONSOLIDATED STATEMENT OF FINANCIAL POSITION

December 31, 2025
(With Comparative Totals for 2024)

	2025	2024
ASSETS		
Current assets:		
Cash and cash equivalents	\$ 515,336	\$ 405,546
Accounts receivable, net	334,911	309,777
Current portion of pledges and grants receivable	2,043,786	1,962,439
Inventory	270,106	141,427
Prepaid expenses	248,427	249,699
Total current assets	<u>3,412,566</u>	<u>3,068,888</u>
Pledges and grants receivable, less current portion, net	26,633	87,775
Other asset	50,000	50,000
Beneficial interest in assets held by community foundation	144,081	134,736
Property and equipment, net	7,849,025	8,093,341
Right of use asset, net	<u>452,824</u>	<u>497,432</u>
Total assets	<u>\$ 11,935,129</u>	<u>\$ 11,932,172</u>
LIABILITIES AND NET ASSETS		
Current liabilities:		
Accounts payable	\$ 158,251	\$ 247,103
Accrued expenses	249,248	188,349
Accrued payroll and liabilities	543,514	427,789
Refundable advances	96,652	7,113
Current portion of lease liability	320,838	306,067
Current portion of long-term debt	<u>132,104</u>	<u>157,700</u>
Total current liabilities	<u>1,500,607</u>	<u>1,334,121</u>
Noncurrent liabilities:		
Long-term debt, less current portion	1,062,488	1,557,807
Lease liability, less current portion	<u>131,986</u>	<u>191,365</u>
Total liabilities	<u>2,695,081</u>	<u>3,083,293</u>
Net assets:		
Without donor restrictions	8,404,152	8,008,460
With donor restrictions	<u>835,896</u>	<u>840,419</u>
Total net assets	<u>9,240,048</u>	<u>8,848,879</u>
Total liabilities and net assets	<u>\$ 11,935,129</u>	<u>\$ 11,932,172</u>

See accompanying notes to the consolidated financial statements.

EMERGE COMMUNITY DEVELOPMENT

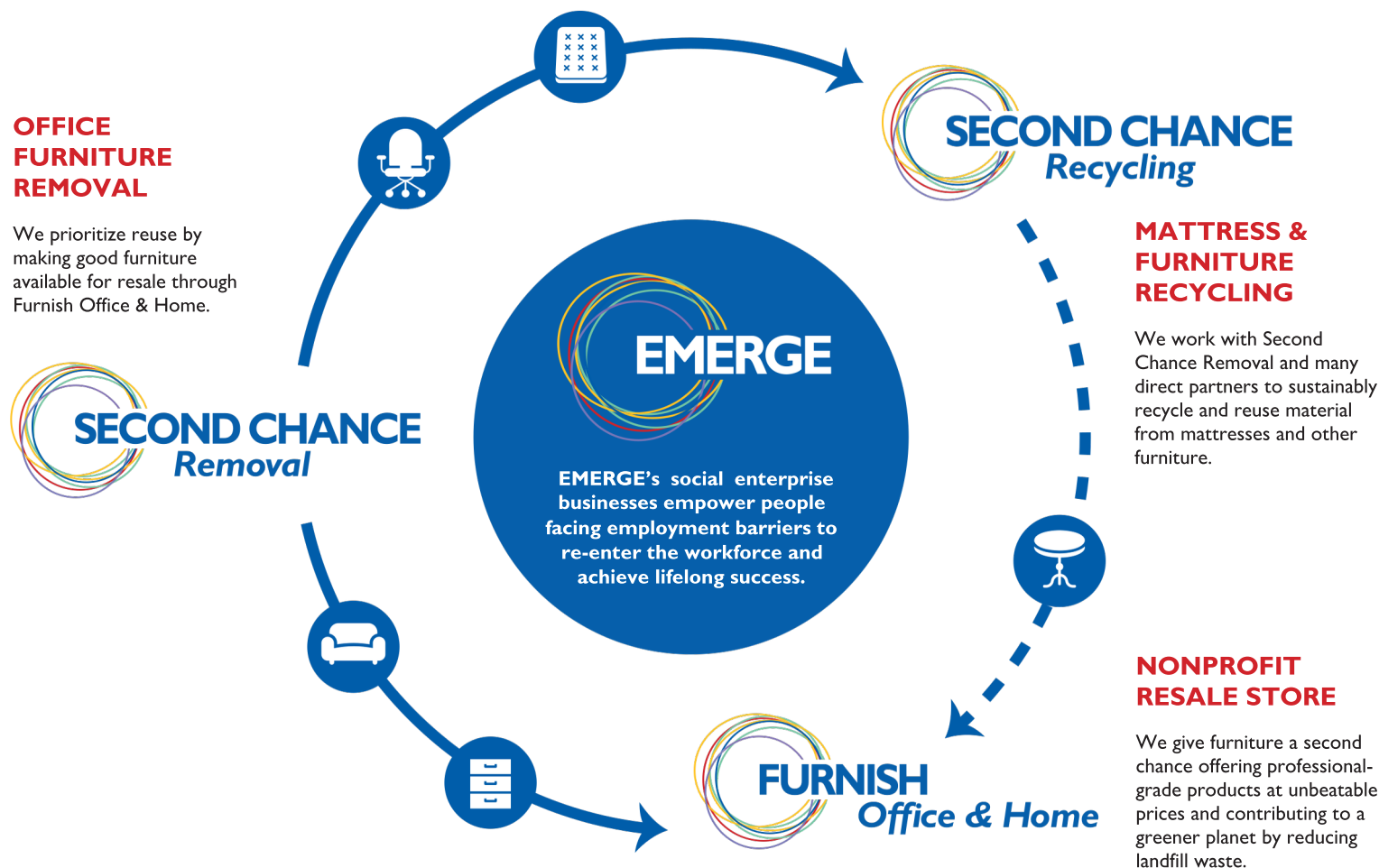
CONSOLIDATED STATEMENT OF ACTIVITIES

For the Year Ended December 31, 2025
(With Comparative Totals for 2024)

	2025			
	Without Donor Restrictions	With Donor Restrictions	Total	2024
Revenues and support:				
Government grants	\$ 9,181,457	\$ -	\$ 9,181,457	\$ 7,197,224
Recycling production	2,988,615	-	2,988,615	2,558,240
Retail and service sales	1,344,826	-	1,344,826	1,512,018
Contributions	855,931	84,204	940,135	1,250,457
In-kind contributions	318,062	-	318,062	221,455
Other income	94,182	-	94,182	41,689
Investment return, net	14,478	-	14,478	13,024
Net assets released from restriction	215,435	(215,435)	-	-
Total revenues and support	15,012,986	(131,231)	14,881,755	12,794,107
Expenses:				
Program services:				
Workforce	7,796,750	-	7,796,750	6,320,974
Social Enterprises	4,917,751	-	4,917,751	4,016,051
Total program services	12,714,501	-	12,714,501	10,337,025
Management and general	1,841,888	-	1,841,888	1,696,165
Fundraising	438,481	-	438,481	374,748
Total expenses	14,994,870	-	14,994,870	12,407,938
Change in net assets before non-operating activity	18,116	(131,231)	(113,115)	386,169
Loss on impairment of investments	-	-	-	(43,600)
Gain (loss) on disposal of assets, net of insurance proceeds	-	-	-	13,120
Debt forgiveness income	377,576	-	377,576	-
Government grant for fixed assets	-	126,708	126,708	133,005
Change in net assets	395,692	(4,523)	391,169	488,694
Net assets, beginning of the year	8,008,460	840,419	8,848,879	8,360,185
Net assets, end of the year	\$ 8,404,152	\$ 835,896	\$ 9,240,048	\$ 8,848,879

EMERGE'S SOCIAL ENTERPRISES

a powerful ecosystem of social and environmental impact



Contact Us



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www.emerge-mn.org



Info@emerge-mn.org



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EMERGE

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