Mission: We exist to assist individuals in developing their ability to earn and to become contributing citizens in their community.

Vision: Summit Academy OIC will be recognized as a regional leader in the development of workforce development educational services, initiatives and policy innovation.

It is our fundamental belief that the best social service program in the world is a job.

Values:

Table of Contents

Message from the President & CEO 2
Launch of 1,000 GED Campaign 3
Will Steger Wilderness Center 4
Inaugural Information Technology Program 5
Expansion of Electrician Specialty 6
Summit Academy in the News 7
Enrollment Statistics 8
Healthcare Training Program 11
Construction Training Program 13
GED Program 15
Summit Prep Tutoring Program 17
Our Supporters 18
Financials 23
Leadership Team and Board of Directors 24
Thank You 25
Dear Friends,

If the “best social service program in the world is a job,” then the best job in the world is working at Summit Academy OIC.

Each day I get to witness poor people gaining the skills and education that they need to enter the middle class. I remind them that they never hear any politician referencing the condition of the poor. The great narrative is that everyone is middle class. That is simply not true.

In these pages you will find the stories of people who have the determination and courage to rise from their current condition and pursue their dreams of financial stability, strong families, and safe communities.

Summit is the vehicle that helps them begin the journey. Our contextualized GED program is now a gateway for people entering Construction, Healthcare, and Information Technology (IT). Can you imagine someone who did not have a GED entering into Service Desk Technician training after 10 weeks, obtaining a $12.50 per hour internship and guaranteed employment at $17.00 per hour? That’s exactly what happens at Summit, thanks to the students’ hard work and our partnership with Atomic Data, a rapidly growing IT firm that is seeking employees to support its expansion.

Jim Wolford, the CEO of Atomic Data, sees the future of his company in the people of North Minneapolis. He is investing in the training program, providing instruction, and is willing to hire all qualified candidates. Summit is providing him with a critical asset; people. That is the beauty of Summit. We complete the loop by connecting people. That includes you.

Thanks to you, Summit’s budget has grown from $4 million in 2010 to $8 million in 2018. We now enroll over 1,000 people a year and our newest offerings - Service Desk Technician and Network Operations Center Specialists pay anywhere from $17.00 to $22.00 per hour. Women are leading the way in electrical and carpentry with the highest placement rates. Finally, our GED program is surpassing all expectations thanks to the help of our active volunteer corps. We could not make this happen without you. And for that, we would like to thank you.

It takes all of us to make the dreams of our students come true. They show up. We provide education and skills — and you see to it that the resources are there. This was our winning combination in 2018 and we are counting on it in the future. Thank you for making me the happiest guy on the planet. I get to see dreams come true.

Sincerely,

Louis J. King II
President & CEO
Summit Academy OIC
In October 2017, Summit Academy launched the 1,000 GED Campaign, a public-private partnership that by 2022 will support 1,000 low-income students with a GED credential and access to job training at no cost to them. This initiative addresses a silent epidemic that is hiding in plain sight. More than 100,000 people across the Minneapolis-Saint Paul metro area lack a high school diploma or GED.

“We are investing in the 1,000 GED Campaign because vibrant and healthy communities flourish when their people are working,” said U.S. Bank President & CEO Andy Cecere. “All of us - businesses, non-profits and government - need to come together to ensure that our community is not leaving people on the sidelines.”

The overarching goal of the 1,000 GED Campaign is to equip workers of color with the education, marketable skills, and strong social networks that lead to family-sustaining employment and improve economic security.
Through a partnership between Summit Academy and the Will Steger Wilderness Center, students enrolled in our Construction training program have the opportunity to work side-by-side with master craftspeople and learn about sustainable building practices in Ely, Minnesota.

This past summer, five groups of students led by Construction instructor Beth Halverson spent two weeks building cabins, retaining walls, stone masonry roads, sodding roofs, and even transporting a floating cabin across a lake. For many of our students, it’s their first experience in a wilderness setting. The change of environment offers a new perspective, team bonding opportunities with their peers, and a chance to learn more about ecological construction.

Perhaps one of the biggest takeaways of this partnership for students is the hands on experience it offers them. As one student puts it,

“We’ve done some work before we came out here, but it was a mock job. You put up a structure and then tear it down. But out here you know that when you put something up, it’s going to be used and that means a lot. And now I definitively know I can do things that will help me in my carpentry career.”

- Sharmarkee, Carpentry Student

In 2018 we recruited 31 students to work on 23 projects, including building cabins for other students and visitors and logging in over **12,400 combined hours** of volunteer work.
This year, we launched a new IT program in partnership with Atomic Data, a Twin Cities-based Information Technology firm. Summit’s IT program trains adults in this growing, high-demand field and increases workforce diversity.

We offer two specialty training tracks: Network Operations Center (NOC) Technician and Service Desk Technician. Skills and competencies covered in the IT program include Microsoft Suites, IT Fundamentals, CompTIA A+ prep, and Customer Service Communications.

In this inaugural year, Atomic Data is providing students with over 90 hours of paid work-based training. Following graduation, qualified students are offered employment with Atomic Data starting at $17 per hour, plus benefits.

National data shows that jobs in STEM (Science, Technology, Engineering, and Math) fields remain one of the highest paying for individuals who complete short-term industry training. 
Due to increased opportunities and the positive industry employment outlook, Summit Academy brought our Electrician training in-house and doubled our enrollment. We now offer this specialty training five times per year.

The Electrician specialty provides a comprehensive overview of materials and application techniques used in the electrical trade. The curriculum covers materials and trade practices in the industry through lectures and hands-on demonstrations in class, as well as in the shop. Working in pairs and small teams, students learn the intricacies of both residential and commercial wiring. They also gain practical experience with the entire wiring process, from problem-solving to evaluating, refinement, and execution, all in accordance with the National Electrical Code.

In 2018 we saw a 98% student completion rate in the Electrician training, with an average starting placement wage of $17.18 per hour, or $35,734 annually. This translates to nearly a 200% increase from the average annual salary students report prior to enrolling at Summit Academy.

* Source: MN Department of Employment and Economic Development, 2018
Summit Academy's innovative, result-driven programs have garnered recognition by regional and national press. Numerous news outlets have featured Summit Academy as a leader amongst Career Technical Education (CTE) institutions, and highlighted the effectiveness of our programs at transitioning adults into family-sustaining careers and providing a pipeline of skilled labor to help alleviate the severe labor shortages facing the nation.

Summit Academy gained attention from major regional media including the Star Tribune, Pioneer Press, and Minnesota Public Radio. The New York Times featured Summit Academy in an article highlighting how our programs have reduced joblessness in the African American community.

Additionally, in 2018 several elected officials visited our campus, including: U.S. Senator Amy Klobuchar, Minneapolis City Councilman Jeremiah Ellison, Minnesota Governor Tim Walz; and U.S. Department of Education Deputy Secretary Mick Zais, and several other leaders of the Minnesota Legislature.
Summit Academy saw a **12% increase** in enrollment in fiscal year 2018, from **874** students to **977**. Student interest is in large part a result of the expansion of our GED program and Electrician specialty, as well as the launch of our new IT program. Of the 977 students enrolled, 464 chose the Construction training program, 302 chose the Healthcare training program, and 211 chose the GED program. Thanks to a robust marketing strategy, we are reaching our target audience more effectively.

**JOB PLACEMENT**

In our current fiscal year, we achieved a **44% increase** in new job placements over the same period last year.

<table>
<thead>
<tr>
<th></th>
<th>Jul-Dec 2017</th>
<th>Jul-Dec 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>New Job Hires</td>
<td>117 new jobs</td>
<td>169 new jobs</td>
</tr>
</tbody>
</table>

In fiscal year 2018, we verified **291 new job hires**. **92%** of new hires were placed in their field of study or related field. The average starting wage was **$16.11** per hour.

**LOCATION**

We had **977 Students Enrolled**

- Minneapolis: **346**
- St. Paul: **192**
- Other Cities: **439**

**GENDER**

We serve both men and women at a near equal ratio

- Male: **52%**
- Female: **48%**

**AGE**

The largest percentage are under 25

<table>
<thead>
<tr>
<th>Age Group</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Under 25</td>
<td>42%</td>
</tr>
<tr>
<td>25-29</td>
<td>21%</td>
</tr>
<tr>
<td>30-34</td>
<td>14%</td>
</tr>
<tr>
<td>35-39</td>
<td>10%</td>
</tr>
<tr>
<td>40-44</td>
<td>5%</td>
</tr>
<tr>
<td>45-49</td>
<td>3%</td>
</tr>
<tr>
<td>50-54</td>
<td>2%</td>
</tr>
<tr>
<td>55-59</td>
<td>2%</td>
</tr>
<tr>
<td>59+</td>
<td>1%</td>
</tr>
</tbody>
</table>

**ETHNICITY**

80% identify as people of color

<table>
<thead>
<tr>
<th>Ethnicity</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>African American</td>
<td>54%</td>
</tr>
<tr>
<td>White</td>
<td>20%</td>
</tr>
<tr>
<td>Two or more races</td>
<td>10%</td>
</tr>
<tr>
<td>Asian</td>
<td>6%</td>
</tr>
<tr>
<td>Hispanic</td>
<td>5%</td>
</tr>
<tr>
<td>Native American</td>
<td>3%</td>
</tr>
<tr>
<td>Other</td>
<td>2%</td>
</tr>
</tbody>
</table>

**INCOME**

Most of our students are low income

- Low Income: **73%**
- Live at or below FPG level: **53%**

* Federal Poverty Guideline (FPG) is defined as $12,140 annual salary per person. We define “low income” as making < 200% of FPG.
THE BEST SOCIAL SERVICE PROGRAM IN THE WORLD IS A JOB
HEALTHCARE TRAINING PROGRAM

In order to meet the demands of Minnesota’s rapidly aging population, we revamped our Healthcare Training programs in 2016. In 2017 we launched a Senior Care Specialty offering (with a Certified Nursing Assistant option) as part of our Community Health Worker (CHW) program. This provides students a chance to earn their CHW certificate and the nationally recognized Certified Nursing Assistant (CNA) certification once they pass the state exam.

Since 2016, Summit Academy has been offering a Medical Administrative Assistant (MAA) program. Over the course of 20 weeks, students complete core academic coursework that prepares them to be responsible for a multitude of tasks including communicating with patients, scheduling appointments, medical coding, filing insurance claims, and billing.

Both CHW and MAA are accredited by the Council on Occupational Education, and provide graduates with an industry-recognized credential.
Name: Keenan Price

Training Track: Senior Care Community Health Worker (CHW) with CNA

Current Occupation: Certified Nursing Assistant, American Red Cross

What made Keenan decide to attend Summit Academy?
For over 12 years, Keenan worked in the restaurant industry while struggling with depression and suffering from abuse. Determined to escape his situation and do better for himself, Keenan enrolled in Summit Academy.

How has Summit Academy helped Keenan realize his goals?
It was a struggle for Keenan to stay focused, but with the support of his CHW instructors and advisor, he persevered to complete the program. “The staff at Summit Academy really care about me. They made an effort to check in with me on a daily basis.” He credits this support and personal encouragement with helping him develop the nursing and patient relations skills he would need to realize his CNA goals.

What are Keenan’s career goals for the future?
Keenan believes that the skills he learned at Summit Academy helped him to excel in his internship at the African American AIDS Task Force. After graduation, the organization hired Keenan full-time as an Outreach Coordinator. “There’s a lot of help that I can bring to others and I just thank Summit Academy for giving me the skills to be able to do that.”
Summit Academy’s Construction training program is the largest, accredited, community-based construction program in the Twin Cities. Accredited by the Council on Occupational Education, we provide graduates with an industry-recognized credential in just 20 weeks.

Our most popular specialty in 2018 was Pre-Apprentice Carpentry, a hands-on curriculum that teaches students the most relevant carpentry techniques and practices in today’s industry. The training includes wood framing, metal stud framing, construction math, blueprint reading and construction safety (OSHA).

In 2018 over 464 students enrolled in our construction program (257 Carpentry, 174 Electrician, 25 Heavy Equipment Operator). By year’s end, over 290 students graduated (63%), and 190 were new hires in their field of training (65%) with an average starting wage of $17.18 per hour.
What made Nicole decide to attend Summit Academy?

Nicole is a single parent and was in need of a better paying job and career in order to support her two young daughters, one of whom has sickle cell anemia. While looking for a new opportunity, she discovered and decided to enroll in Summit Academy’s 20-week construction program, with the Pre-Apprentice Carpentry specialty.

How was Nicole’s experience at Summit Academy?

Nicole recalls how grateful she is to Summit Academy and her peers for helping her juggle her education and her family situation. “I’m so thankful for my Summit family. On the days that I had to miss school, because no one else was available to take my daughter to her blood transfusions, my classmates posted notes and homework assignments on a Facebook page for me. My Summit family was there for me.”

Nicole also became a member of Summit Academy’s “Women Wear Hard Hats Too” program, an extracurricular training designed to serve the unique needs of tradeswomen in a male-dominated field, and connecting female construction students to an industry network.

How has Summit Academy helped Nicole realize her career goals?

Shortly after graduating from Summit Academy, Nicole secured a position as a Finish Carpenter with Carpentry Contractors Company, a growing residential construction company in Montrose, MN. She now has the ability to better provide for her two daughters and start saving for her family’s future.
Summit Academy’s contextualized GED program is a 10-week training that integrates GED test preparation strategies with a cohort-based, attendance-required classroom learning environment. Summit is one of three out of 11 GED providers in Minneapolis that provide both GED preparation and testing. Our goal is to empower and lift our community out of poverty. **A GED increases the lifetime earning potential by over $350,000.**

In 2018, **211 students** enrolled in Summit Academy’s GED program. The pass rate **increased to 85%** from 74% the previous year. **That number exceeds the 80% national average** and was specifically recognized by GED.com as an “outstanding accomplishment”. Many GED program graduates went on to continue their education in one of our three training tracks.

Summit Academy is committed to continuous improvement. In 2018 Advancement Via Individual Determination (AVID) Higher Education (AHE) was implemented as a retention and persistence strategy. We have seen a **20% increase** in the first-time GED exam pass rate since implementing AHE, and a **30% increase** in the number of students who re-test and pass on the second attempt. Overall, there has been a **60% increase** to the pass rate for enrolled GED students since 2016.
Name: Chantel Harrison

Training Track: GED

What made Chantel decide to attend Summit Academy?
Chantel realized that she would need to obtain a GED in order to build the foundation for her future. “It’s the first thing to building what I want to do. You have to start somewhere.” Her two sons also helped motivate her to make the leap and enroll at Summit Academy.

How has Summit Academy helped Chantel realize her goals?
Summit Academy is important to Chantel because it helped her get her life back on track. “When I first came to Summit, I was actually homeless. I was staying in a shelter.” At Summit, the GED team helped her to become more organized and to adhere to a schedule. Chantel valued the support she received from fellow students. “I like Summit because it has a real sense of community here.”

What are Chantel’s career goals for the future?
After graduating with the highest GED score in her class, Chantel plans to get the certification needed to work either at a clinic or veterinarian’s office.

“You have to stay motivated. You have to be proactive in your own growth.”

- Chantel Harrison
Summit Prep is an academic support program focused on delivering structured tutoring to help incoming students pass the TABE (Test for Adult Basic Education) and enroll in our GED program. Results from the year-long pilot showed that many applicants to the GED program struggled with math, language arts, and reading comprehension, thus creating a barrier towards obtaining their GED. Summit responded by designing and integrating a new 5-week foundation academy, TABE Boot Camp. The addition of Summit Prep this year resulted in a 16% increase in GED pass rates. In addition to the TABE Boot Camp, Summit Prep tutoring services also support incoming students working to pass the Accuplacer (post-secondary education entrance exam) and enroll in a vocational program.

In 2018, 20 volunteer tutors helped our students prepare for their TABE entrance exams. We would like to thank them all for their dedication and service:

- Todd Bagby
- Wendy Brunsmann
- Kamtung Chen
- Leo Christenson
- Paul Dragsten
- Julie Egan
- Woody Fountain
- Terry Faust
- Elisabeth Hansen
- Keith Horton
- Craig Hutchinson
- Josha Kranz
- Barry Lee
- Brenda Lunderby
- Michael Manns
- Doug Martin
- Megan Normandin
- James Pefia
- Ben Ruxin
- Mary Zarling

Summit Prep Milestones in 2018

- 683 volunteer hours logged
- 226 students tutored
- 16% increase in pass rate of GED with Summit Prep
Summit Academy thanks the many investors who believe in our mission. Their support helps our students transform their lives and achieve their dreams.

**16th Annual Golf Classic & Summer Soirée**

### Sponsors

**$25,000**
- APi Group, Inc.
- Dominium Foundation
- Thor Companies
- U.S. Bank

**$10,000**
- Ames Construction
- Atomic Data
- Central Roofing
- Dougherty Mortgage LLC
- Medina Electric
- Mortenson
- North Central States Regional Council of Carpenters
- Periscope
- Weis Builders, Inc.
- Winthrop & Weinstine

**$5,000**
- Eagle Building Co.
- Kraus-Anderson Construction Company
- Minnesota Twins
- SMG
- Taylor Bros. Construction

**$2,500**
- Bader Development
- Carl Bolander & Sons Co.
- James Hardie Building Products, Inc.
- Pricewaterhouse Coopers, LLP
- Howard Stacker
- Veit

**$1,500**
- Access Financial Services, Inc.
- Ameritect
- Barnes & Thornburg LLP
- Major Mechanical Inc.
- McGough Construction Inc.
- Miller Hanson Partners
- Moss & Barnett
- MZA + Co.
- Parsons Electric
- Ramsey Companies, Inc.

### Foursome Hosts

- Allina Health
- Ciresi Conlin LLP
- Cunrwell Companies
- The Foundation for Educational Research and Development
- Graybar Electric
- LH Hendrickson and Company
- Hennepin Partners, LLC
- Jerry Hentges
- InteProIQ, LLC
- Lang Nelson Associates
- Lawrence LeJeune
- LeJeune Steel Company
- Petra and Rand Levy
- Lupe Development Partners
- Lyman Lumber Company Foundation
- Marsden Services, LLC
- MidWestOne Bank
- Minnesota Vikings
- Orion Financial Corp.
- Pricewaterhouse Coopers, LLP
- Ravich, Meyer, Kirkman, McGrath, Nauman & Tansey
- Ryan Companies, Inc.
- Pam and Jack Safar
- Silvercrest Properties
- Sunrise Banks
- Jim Torborg
- TCF Bank

### Capital Campaign

**$250,000+**
- Barbara Forster and Larry Hendrickson
- Pam and Jack Safar
- J.A. Wedum Foundation

**$100,000 - $249,000**
- Marie H. Ankeny Legacy Fund of the Minneapolis Foundation
- The Barry Foundation
- Otto Bremer Trust
- Ann and Michael Ciresi
- David Dayton
- Dominium
- Graco Foundation
- Jayne and Al Hilde, Jr.
- Jean and Lawrence LeJeune
- Jeanne and Paul Ravich
- Weis Builders, Inc.
- WEM Foundation
- Winthrop & Weinstine

**$50,000 - $99,999**
- APi Group Inc.
- Bridgewater Bank
- Renee and Forrest Burke
- Conley Family Foundation
- Dougherty Mortgage LLC
- Bruce Engelsma
- Kathy and Dick Hanousek
- Sheila and David Juran
- Pam and Steve Kairies
- Sylvia and Samuel Kaplan
- Kraus-Anderson Construction Company
- Frank Lang
- Major Mechanical Inc.
- Mortenson
- The Jay and Rose Phillips Family Foundation of MN
- Matt Sturgis
- SR Mechanical
- Stonebridge Communities
- TCF Foundation
- Thor Companies
- Thrivent Financial for Lutherans Foundation

**Save the Date!**

17th Annual Golf Classic & Summer Soirée

June 17, 2019
Capital Campaign (cont.)

$25,000 - $49,999
BKV Group
Scott Bullock
Eagle Building Co.
Richard Erickson
Barbara and Gary Haugen
Maureen & Jake Hoeschler
Hunt Electric Corporation
Medina Electric
Midwest Asphalt Corporation
MidWestOne Foundation
I.A. O’Shaughnessy Foundation, Inc.
Pfister & Associates
Ryan Companies, Inc.
Carin and Bill Simpson
Howard Stacker
Peter Vogt
Tom Votel
U.S. Bank Foundation

$10,000 - $24,999
George Blackwell
Blumentals Architecture
Braun Intertec Corporation
Bonnie Braun Padilla
Page Knudsen Cowles and Jay Cowles
Bruce Christensen
Elness Swenson Graham Architects Inc.
Engelsma Family Foundation
Dennis Grigal
The Goodman Group
Beverly and Louis J. King II
Debra and John Koneck
North Central States Regional Council of Carpenters
Jackie & Paul Ottoon
Painting America
Prindle Painting, Inc
Ramsey Companies, Inc.
Silvercrest Properties

$5,000 - $9,999
Braxton Hancock & Sons
Jean and Marc Carrier
Doboszenski & Sons
Rosemary Kessler and Kevin Filter
Frana Companies Inc.
Jean and Woodson Fountain
General Mills Foundation
Cheri and Tom Kamp
Charlene and Michael McHugh
Northland Concrete and Masonry
PCL Construction Services, Inc
Project One Construction
Target Corporation
Leroy West

$2,500 - $4,999
B & P Drywall and Construction LLC
BMO Harris Bank
Northwestern Mutual Foundation
Tony O’Brien
Catherine Olson
Kathy and David Wohl

$1,000 - $2,499
Lionel Drew
James Gilroy
Guy Jackson
Loucks
Robert Lund, Jr.
Paul Nielsen
Joseph Schweitzer
Steve Shedivy
Thomas Van Leer
Bonnie Walker

$100 - $999
Rick Angelo
Katie and Rigel Bloome
James Boney
Tekesha Brown
Will Butler
Felicia Clomon
Amy Conner
Maria Cote
Cynthia Fernandez-James
George Garnett
Larry Houn
Monica Jones
Shannon Kelley
Prasida Khanal
Anne-Marie Kuiper
Willie Lloyd
Jamil Mohammed
Mandy Nielsen
Pella Northland
DeAndre Scott
Thomas Scott
Will Smith
Bill Strader
Darlene Stuckey
Wesley Usyak
Randy Van Marter
Kristin Young

deceased
Annual Fund

The following supporters generously contributed to the Annual Fund between July 1, 2017 - June 30, 2018

$250,000+
Greater Twin Cities United Way †
Northwest Area Foundation *
Prospect Creek Foundation *
Pam and Jack Safar *
Richard M. Schulze Family Foundation
Thrivent Financial for Lutherans Foundation †

$100,000 - $249,000
Ciresi Walburn Foundation for Children
Graco Foundation *
The Howe Foundation Scholarship Award
Opus Foundation *
WestWings Family Foundation II

$50,000 - $99,999
Levy Family Charity Fund *
The Minneapolis Foundation †
Smikis Foundation †
WEM Foundation *

$25,000 - $49,999
Atomic Data
Chris Barnes *
Donaldson Company, Inc. Δ
Barbara Forster and Larry Hendrickson †
Anne and Bill Parker

$10,000 - $24,999
BMO Harris Bank *
Robert & Teri Crosby - The Longview Foundation
Deluxe Corporation Foundation *
The Jaye F. & Betty F. Dyer Foundation †
Engelsma Family Foundation
Hardenbergh Foundation *
McNeely Family Foundation
The John W. Mooty Foundation Trust
Vicky and Jim Torborg
U.S. Bank Foundation Δ
Walser Foundation
Wells Family Fund of The Minneapolis Foundation Δ
Wells Fargo Foundation Minnesota Δ
Judy and Mike Wright Δ
K C Young Charitable Fund *
† 20+ years of support
Δ 10-19 years of support
* 5-9 years of support
deceased

$5,000 - $9,999
ABPI Fund *
Pete and Margie Ankeny Fund *
Bob Bisanz Δ
John Burbidge *
James Cargill II *
Kathleen Quast Carlsen and David Carlsen
Ann and Michael Ciresi Δ
Virginia and Richard Craven *
Dominium *
Dougherty Mortgage LLC
Frana Companies Inc.
Sheila and David Juran
Beverly and Louis J. King II †
Jean and Lawrence LeJeune Δ
Robin and Paul Maynard *
Dick and Joyce H. McFarland Family Fund of The Minneapolis Foundation Δ
Rose and Charlie McMurray *
Shayne Ernzer and Mark Moorhouse *
Ravi Norman *
Jeanne and Paul Ravich Δ
Susan and Jon Ruth Δ
Rae Ann Carter and Lowell Schwab Δ
Securian Foundation †
Sonus Interiors
Jane and Jim Werler Δ
Leroy West Δ
The David Winton Bell Foundation Δ
Margaret and Angus Wurtele

$2,500 - $4,999
Sally A. Anson Fund of The Minneapolis Foundation
Tom Borman *
Susan Slattery and M. Nicholas Burke Δ
Jean and Marc Carrier Δ
Chemstar *
Bruce Christensen *
Leo Christensen
Davies-Sommer Family Fund of The Minneapolis Foundation
Lisa and Gordon Hendrickson Δ
Peter R. Hinsch *
Michelle Hoyt
Annie Nelson
Northwestern Mutual Foundation *
Diana Gulden and Jose Peris Δ
RD Zimmerman and Lars Peterssen
In honor of Jack Safar
Michele and George Shaw

$1,000 - $2,499
Kevin Armstrong *
Jessica Barry
Bergen Family Fund of The Minneapolis Foundation *
Berry Coffee Co.
Helen Meyer and Bill Bieber via The Bieber Family Foundation *
Carl Bolander & Sons Co. *
Bonnie Braun Padilla *
Brierton Family Fund of The Minneapolis Foundation
Adam Bright
Monica and Andy Chase
Adam Chesin
Mary and Joe Chesin
Laurie and Pat Chuinard
The Cliff Foundation, a Donor Advised Fund of the Renaissance Charitable Foundation *
R. Michael Conley *
George F. Cook Construction Company
Cy-Con, Inc. Δ
Betty Jayne Dahlberg *
Deb and Conrad Deeter
DST Brokerage Solutions
Joan Duddingston *
John F. Eisberg and Susan Kline Charitable Fund of the Minneapolis Foundation *
Robert Findorff †
Jean and Woodson Fountain Δ
Liz and Matt Furman
Mary McMahon and Alan Geiwitz *
Jan Conlin and Gene Goetz Fund of The Minneapolis Foundation *
Lisa and John Griffin
Hadley Family Charity Fund †
Ingrid Lenz Harrison and Alfred Harrison Δ
Blanche and Thane Hawkins *
Jerry Hentges Δ
Julie Wissinger and Tom Higgins
Meredith Howell
Diane Lindquist and Jeff Huggett *
Ronald Hunter Δ
Frank Lang Δ
LeJeune Steel Company
Loeffler Construction & Consulting *
Dick C. Lundell Δ
Duane Lund *

† 20+ years of support
Δ 10-19 years of support
* 5-9 years of support
Annual Fund (cont.)

MN Department of Transportation
Charlene and Michael McHugh *
Thomas Merz *
Tom Mueller *
Terry and Robert Nelson
Paul Nielsen *
Tim Nolde
Orion Financial Corp.
Jackie & Paul Ottoson *
Kathy Jo and Jim Peterson
Wayne Rice *
Alvina Janda and William Riley
Jack C. Safar
Sandra and Thomas Schreier *
David Schulze *
Sit Investment Associates
John Stanoch
Emily Anne Staples Tuttle Fund
Nancy and Allen Tank *
Jean Ann and Kevin Thayer Δ
Craig Theis
Isabel and Terrence Troy *
Peter Vogt *
Roberta Walburn *
Wall Family Foundation Δ
Brian Waterhouse *
Eleanor and Fred Winston-
The Longview Foundation Δ
Kerstin & Winn Wyman Fund *

$100 - $999
21st Century Bank
Jay Abdo
Tyler Abrahamson
Access Financial Services, Inc. *
Amanda and Kent Adams Δ
In honor of Larry Hendrickson
Linda and Larry Adams *
Nick Andersen
Rick Angelo *
Anonymous *
In honor of Steve Kairies and
Brant Kairies
Susan and Lloyd Armstrong *
Cathy and Steve Armstrong
Bryan Asberry
Associated General Contractors of MN *
Diana Boegemann and Philip
AuClaire *
Lorinda and Dwight Austin
In memory of Lillian Martin
Tracy and Luke Babler *
Baratz Family Foundation *
Topher Baron
Bernard Barton
Geno Bassett
Kana and Shawn Bassett
Pam Bassett
Beck and Bergstrom Family Δ
Amy Becker *
Best Buy Co., Inc. *
George Blackwell Δ
Abigail Rose and Michael Blum
Richard and Jane Borchers Family
Fund of the Minneapolis Foundation *
Bridgewater Bank
Michael Blackmon
Troy Blizzard
Charlotte Burgess
Aimee Burk
Amber Burton
Will Butler *
John Campbell
The Carolyn Foundation *
Anne and Thomas Carrier *
CLICK *
Wendy and David Coggins *
Robert J. and Lisa M. Conzemius
Family Fund of The Minneapolis
Foundation
Maria Cote *
Blake Coules
Page Knudsen Cowles and
Jay Cowles Δ
Prentiss Cox
Craig-Hallum Capital Group LLC *
Debra Brisch-Cramer and Steve
Cramer Δ
Joe Daniski
Joy Davis
Sherry Anne and Ned Dayton *
Jay Deverell
Aaron Diederich
Ernest F. Dorn, III Δ
Lionel Drew Δ
Mark Egge
Vickie and Randy Ehalt
Chris Ertel
Louellen Essex

Phillip Finkelstein
Elizabeth Seaquist and Mark Fiddler
Nancy Zingale and Bill Flanigan *
Gerard Flannery *
Chase Foreman
Mike Freeman Δ
Brad Friesz
Marie and Fred Friswold *
Tameeka Gamble
Mary and Dale Gerding Δ
Connie Germann Δ
Jean and Jim Ginther
Suzy and Kendall Griffith
Jennifer Haavisto
June and David Hamlar
Marie Harvat
Paul Hassett
Liz and Van Hawn *
In memory of Doug Dayton
Lucy and Jeff Heegaard Δ
Heegaard Family Fund of the
Minneapolis Foundation Δ
Tori and Leon Hill
Betsy and John Hinck *
Frank Hogan
Honeywell Hometown Solutions *
Diane and Tony Hofstede
Kevin Horvath
Mike Huck *
Crystal Hunter-Porte
Debra and Karl Hurston
Scott Jahnke
Sheryl Johnson *
LaKisha Jones
Monica Jones *
Mitch Joyce *
Joanne Kendall
Cristie and John Keppeler
Anthony Kewey
Mary Marso and Starr Kirklin
Matt Kramer
Amy and Andrew Krane
Jill Krusinski *
Maureen Kucera-Walsh *
In honor of Michael Ciresi
Anne-Marie Kuiper *
Carolyn and Bob Laskey *
Peter J. Lee Δ
Gloria and Barry Lindquist
Mary Linstroth

† 20+ years of support
Δ 10-19 years of support
* 5-9 years of support
Willie Lloyd *
Brenda and Ryan Lunderby
Nancy Okerman and Michael Lyner
Rebecca and Charles Lyon
Mark Lyons
Michael Manns
Mark Mahoney
Michele and Tom Marrinan
Diane and Doug Martin
Martha and Stuart Mason *
Paul Mattson
Christina and Stephen McHenry *
Owen Metz *
Mike Meyer *
Minnesota Building Trades Council *
Lucy and Bob Mitchell ∆
MNI Inc.
  In memory of Elroy Riesgraf
Jamil Mohammed ∆
Gene Nelson ∆
Jananne and Michael Nelson
  In honor of Steve Kairies
Randall Nelson
Ben Newlin
Mandy and Eric Nielsen
Tony O’Brien *
Susan Hayes and Michael O’Connell
David Oslund
One Mission Fundraising, Inc
  In memory of Lillian Martin
Jim Overby *
Terry Patterson
James Peña
Darline and Duane Peterson *
Sy Phabmisay
Alan Polsky
Amy Proshek
Brent Ras
Evan J Reed
Kate and Erick Reinikka
Nancy and Kevin Rhein *
RSP Architects, Ltd.
Evan Sanders
Ellen Wersan and Timothy Sandry *
Randy Schaefer
Patricia Parrish and David Schaffer
Jill and Kyle Schmidt
Shirley and Floyd Schneider *
Jon Schneider
  In memory of Paul Werler
Lisa Schwartz

Joseph Schweitzer *
Darren Scott
Stephanie Selb
Sheehy Construction Company
Wendi Smallidge
Louann Smith ∆
Amanda Sommerfeld ∆
Robert Stemper
John Stern *
Mary Matze and Marcq Sung
Katie Swenson
Mary and Daniel Swenson
Rebecca and Patrick Talty
TCF Bank
Brian Trewartha
Harriet and Sigurd Ueland *
Thomas Van Leer ∆
Richard Thompson
Tom Votel
Bonnie Walker *
Sandra and Prince Wallace
Becky Warren
Janet and John Watson
Chad Weis
Steve Wendt
Javan Williams
Tracey Wilson *
Heather Jo Winters
Rufus Winton *
Kathy and David Wohl ∆
Judy and Peter Wolf *
Anne Zielske
Statement of Activities
Fiscal Year July 1, 2017 - June 30, 2018

Revenue
Government Contracts & Grants $4,339,566
Private Grants 1,812,000
Gifts/Donations 1,851,682
Earned Income & Other 320,462
Total Support & Revenue $8,343,240

Expenses
Programs $5,684,743
General Administrative 956,249
Fundraising 783,858
Facilities & Rental 192,117
Total Expenses $7,616,967

Change in Operating Net Assets $726,273

Total Non-Operating Activity $(10,037)

Change in Net Assets $716,236

Balance Sheet
As of June 30, 2018

Assets
Cash & Equivalents $426,764
Receivables 2,369,060
Other Current Assets 199,848
Property & Equipment (Net) 4,978,947
Other Assets 672,255
Total Assets $8,646,874

Liabilities
Accounts Payable $228,347
Other Current Liabilities 571,806
Long Term Liabilities 1,147,368
Total Liabilities $1,947,521

Unrestricted Net Assets $4,398,391
Temporarily Restricted Net Assets 1,010,844
Permanently Restricted Net Assets 1,290,118
Total Net Assets $6,699,353

Total Liabilities and Net Assets $8,646,874

Revenue

- Government Contracts & Grants
- Private Grants
- Gifts/Donations
- Earned Income & Other

Total Revenue: $8,343,240

Expenses

- Programs
- General Administration
- Fundraising
- Facilities & Rentals

Total Expense: $7,616,967

3-Year Revenue Growth Rate

- 2016: $5,002,842
- 2017: $7,059,527
- 2018: $8,343,240

Financial information excerpts from audited financial statements for year-end on June 30, 2018.
Financial statement audited by CliftonLarsonAllen.
LEADERSHIP TEAM AND BOARD OF DIRECTORS

Louis J. King II  
President & CEO

Leroy West  
Vice President &  
Chief Administrative Officer

Annie Nelson  
Chief Advancement Officer

Marc Carrier  
Chief Financial Officer

Board of Directors

George Blackwell – Chairman  
Retired, Qwest  
Elected 1993

Steve Kairies – Vice Chair *  
Founder, Access Financial Service, Inc.  
Elected 2013

Bonnie Braun Padilla – Treasurer *  
Retired, WIPFLi  
Elected 2014

Jean Fountain  
Principal, Via Fountain Associates  
Elected 2000

Karl Hurston  
Purchasing Manager, Graco  
Elected 2018

David Juran  
Executive Vice President  
Dougherty & Company LLC  
Elected 2016

Pam Safar  
Elected 2016

John Stanoch  
Retired, Qwest  
Elected 2017

Matt Sturgis  
Elected 2011

Jim Torborg  
Chief Operations Officer  
APi Group, Inc.  
Elected 2016

Bill Williams  
Executive Vice President  
Ameriprise Financial  
Elected 2018

Kristin Young  
Elected 2014

Miquel Purvis McMoore  
Managing Director  
kpCompanies  
Elected 2018

Mark Moorhouse  
Senior Vice President & Partner  
Dominium  
Elected 2016

Paul Nielsen  
Director, Target Corporation  
Elected 2014

Ravi Norman †  
CEO, Norman Global Enterprises  
Elected 2012

Jackie Ottoson  
Apothecary Products  
Elected 2014

P. Bill Parker  
Retired, U.S. Bancorp  
Elected 2016

Paul Ravich  
Partner, Ravich Meyer Kirkman  
McGrath & Nauman  
Elected 2005

* Executive Committee Member  
† Incoming Board Chairman
Thank you for your continued support of our mission.

The best social service program in the world is a job.
“Every man known or unknown is capable of contributing to all, and all lives can be touched, however briefly, by one man.”

- Dr. Rev. Leon Sullivan, Founder of OIC