



Twin Cities RISE! **Works**



What works?

Twin Cities RISE! Works with Personal Empowerment

Twin Cities RISE! uses what we know will work. We know that seeking a career position requires core job skills—how to speak, write, use math, and use computer software, at a minimum. We know our participants will learn faster with one-on-one coaching. We know they will find that career job faster with training and assistance from our employment services staff.

But what is it that really makes TCR! work? The answer is **Personal Empowerment.**

Personal Empowerment training changes and improves life skills; it is the backbone of our program. Personally Empowered participants build the self-esteem, self awareness, confidence and empathy that they need to find and keep a career position. They learn that you cannot control what happens to you, but that you can control how you respond. They learn to take responsibility and to be accountable for their own actions.

After achieving job placement, they use Personal Empowerment skills to regulate their emotions, solve problems and be effective employees.

They use Personal Empowerment to maintain a healthy lifestyle, and to reduce poverty and crime in their communities. They use Personal Empowerment at home and teach it to their children, who will follow their example to become Empowered individuals.

So, what works? Twin Cities RISE! works. It works for our participants and for their families. It works for communities. It works for local companies and non-profit organizations. It works for good.



**Self Awareness +
Emotional Control +
Positive Sense of Self +
Personal Responsibility = Personal Empowerment**

Green is for everyone.
If you would prefer to
receive TCR!'s annual report
as an electronic version only,
provide us with an
e-mail address at
info@twincitiesrise.org.
We will join you
in supporting global
sustainability.

The mission of Twin Cities RISE! is to provide employers with skilled workers—primarily men from communities of color in the Twin Cities area—by training under- and unemployed adults for skilled jobs that pay a living wage of at least \$20,000 annually.

Dear Friends,

2009 was a year filled with great challenges...and significant rewards. Our experience this year underscores our Annual Report theme: Twin Cities RISE! Works.

The year started out miserably. Some of our participants were being laid off, employers were not hiring, and philanthropists' endowments were in meltdown as the economy was stuck in a deep recession.

We took strong actions in response: First, we reduced costs to the barest minimum without affecting our service capacity. This involved significant sacrifices by our staff, who performed wonderfully.

Second, we also aggressively pursued, with some success, other funding opportunities. One of those opportunities was a special grant from the Pohlads Family Foundation, our featured Donor in this report. The Pohlads stepped up at a time of great need, and generously provided grant funding to preserve Twin Cities RISE! staff positions, allowing us to continue providing much-needed services. We are very grateful for the support that they and many others provided.

Third, while we were aggressively cutting expenses to remain fiscally sound, we actually invested to significantly grow our Intern Program from 24 to 80. This was a risky initiative in the middle of a recession, but it is an action we took for one fundamental reason: At a time when full-time employment opportunities were scarce, our participants needed this kind of support to provide them with skills, experience, confidence and connections. This program was a home run, providing a valuable bridge to full-time employment. We built relationships with new hiring partners, and our Interns are now succeeding at a phenomenal rate. As a result of several generous gifts and a spectacular "Music on the Mississippi" fundraising event, we were even able to fully fund this program and not draw a penny from our reserves. In 2010 we will have 100 Interns in response to the program's success and a still languishing economy.

We are grateful for our 2009 successes during a time of great stress. We not only took the right protective measures, but we also sought and executed new initiatives to improve our long-term outcomes.

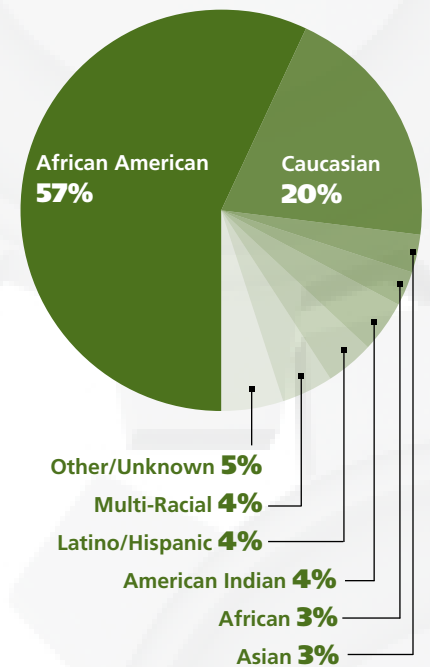
As we look ahead we are challenged by the daunting economy and the barriers that persist for our participants. But we are also fortified by the strength and depth of our support – our donors, volunteers and staff are amazing. With this team we are demonstrating that we can only survive but can thrive during difficult times.

Yes, Twin Cities RISE! Works.

Steve Rothschild
Founder & Board Chair

Art Berman
President & Chief Executive Officer

2087 Served in all programs



77% Men
23% Women

Featured
TCR! Graduate



Travis Anderson

Terone McCambry

“My participation here has changed me. [My family] **recognizes it, and they love it.**”

While out of work and living in a shelter with his family, Terone McCambry met a Twin Cities RISE! recruiter at a public aid office. Terone was accepted at TCR!, but instead took a job through a temp service. When his criminal background caught up with him, Terone was fired from that job, and at the same time his landlord went into foreclosure. “So back to the shelter we went.” And back to Twin Cities RISE!.

Like many, Terone came to TCR! because he needed a job, but found much more. He learned through Personal Empowerment how to choose the people to include in his life, leaving behind bad influences and habits. “I didn’t realize I had a drinking problem because... I was around people that were drunk constantly.” Terone began recognizing his emotions and effectively using the Personal Empowerment “stop and go” technique: “Before I blow up, I stop myself [and] figure out why it is that I’m upset.”

Terone’s family has witnessed the change Twin Cities RISE! facilitated. “I feel better about me... instead of just feeding the kids, I actually participate,” says Terone. Not only has he taken a more active role in his family, he has helped them get out of debt. After spending Christmas after Christmas in the shelter or without enough money to buy gifts, in 2009 Terone’s children got the gifts they wanted. And he can still pay the bills. He also looks forward to getting back in touch with his children that live out of state.

Now Terone works at Open Arms of Minnesota in Maintenance, a job that’s a good fit because he likes to “stay busy.” Terone started at Open Arms as a TCR! intern and was quickly hired on full time. He credits this to Twin Cities RISE! and Personal Empowerment: “I always had good work skills... Even in jobs I got fired from, they could never say ‘he wasn’t a good worker.’ The problem was my attitude.”

Terone would like to advance in his career at Open Arms where he is currently training to be a chef.

Job Retention

One year **82%**
Two years **73%**

TCR! provides a comprehensive training program for adults living in deep poverty. This includes GED tutoring and test support, our signature Personal Empowerment training to develop work and employment readiness skills, one-on-one coaching, classroom training, supportive services, internship opportunities, and full-time employment placement services.

We measure success according to quantifiable outcomes, such as job placements with benefits, job retention, change in income, return on investment and impact on recidivism.



Stacy Al-Awamie

“TCR! saw the potential in me that I couldn’t see.”

Featured

TCR! Graduate

In 2001 Stacy Al-Awamie was charged with drug possession. She lost her job as a family resource worker. She was living with an abusive husband, and the stress of it all was fueling her addiction. Some years later Stacy left her husband, stopped using, and faced life as a single mother of four children with no income. At that point Stacy knew, “I needed somebody... some help, some guidance.” She turned to Twin Cities RISE!

At TCR! Stacy learned to be assertive and take personal responsibility for her actions. Using Personal Empowerment, Stacy confronted the damaging messages she grew up with and made peace with her mother, herself, and her past choices. “Everything I’ve done since then speaks louder than that decision. I can look at myself in the mirror now and not feel shame. I feel a sense of accomplishment.”

Although leaving her husband, staying sober, and living as a single mom has been difficult, Stacy knows it is well worth it. She lost many material possessions—including her home—but,

she says, “I think it’s helped [my kids] learn more about real life.”

Staying empowered at home has been a growing process. “I’m an addict,” says Stacy. “I spent most of my time trying to avoid feelings.” Expressing emotions was a big step and gives a good example for her kids. “They’ve seen me walk through the death of my mom [and] the divorce clean and sober and being accountable... they learned that it was okay to share feelings.”

Twin Cities RISE! helped Stacy land a career at HIRED as a Customer Service Representative. She has already been promoted to Employer Account Representative. The best part of her job is sharing her story with their participants. “I don’t believe I came this far to not share it with others.”

Currently Stacy is working on getting clearance from the Department of Human Services so that, in the future, she can do social work with women and children. Stacy wants to be that “light at the end of the tunnel” for others, like Twin Cities RISE! was for her.

Average Income Change Upon Graduation

Average post-program income
\$24,488

435%
Increase

Average pre-program income
\$4,578



Featured TCR! Graduate



Travis Anderson

Kevin Sanders

"I learned something:
that is was ok to be proud of myself.
And I was."

After being jobless for two years, when Kevin Sanders started looking for work, he couldn't find any. "Nobody wanted anything to do with me because I had no track record." At the last job fair he had ever planned on going to, Kevin found hope in the smile and words of a TCR! recruiter. "Whatever he had, it was real," said Kevin. "And I wanted it."

What that recruiter had was Personal Empowerment. "Empowerment introduced me to me," said Kevin. He learned: "If I changed me, it would change everything else around me." Kevin stopped blaming and began looking to himself for the solutions to his problems. "My future was actually in my own hands... no matter who hurt me... it had no bearing on my future."

Having learned better work habits, confidence, and personal responsibility, Kevin returned to his roots with a job at Sabathani Community Center as a Basic Needs Supervisor. "My mother raised

me to be a giver," said Kevin. "Coming here was a perfect fit. This is what I love to do." Kevin helped Sabathani increase its capacity to assist the community. Bringing Personal Empowerment to the workplace, Kevin also helped create harmony within the organization. TCR! participants, now working as interns at Sabathani, look to Kevin as a prime example of Personal Empowerment in the workplace.

Upon securing this career, Kevin saw the impact immediately on his wife. "She became a totally different woman... I feel good to relieve that stress... and take that pain from her." His home life completely changed. "My wife got a new husband... And my kids got a new dad... I'm calmer. I'm more patient... all of them watched me grow up in a short period."

In the future Kevin will continue to work with nonprofits, helping them grow, "so we can reach more people and help more people."

TCR! Continues to Work



Each year we provide an update on the graduates profiled last year. 2008 profiles included **Zayzay Tow**, Teller at Franklin Bank, now a Customer Service Representative, **Karen Gulley** in Collections at US Bank, and **Jodie Johnson**, Program Associate at TCR!. Today each of these grads shares similar stories... stories of continued success professionally and personally, of being empowered and also about giving back. All have continued on their life-changing journeys and exercise daily use of personal empowerment. In Karen's words, "I practice Empowerment all day, every day."

Zayzay, Karen and Jodie each expressed a desire to give back to the community, and TCR! answered that call with the **Empowerment Leadership Initiative (ELI)**. This TCR! program began in August of 2005 as a result of our interest in developing our own graduates, particularly African American men, to become staff members and leaders in the community. One of the goals of ELI is to certify Personal Empowerment instructors, a training process that takes 12-15 months.

Many of our staff (former grads themselves) have been through the program and have grown into leadership roles within the organization so that they in turn can mentor and help develop the next generation of leaders. ELI now trains both men and women so they may use empowered leadership skills as volunteers, in their work places, with their families, and as role models in all areas of their lives. For Zayzay, Karen, and Jodie, TCR! continues to work for them.

Featured TCR! Staff Member

Peggy Yusten, TCR! Chief Operating Officer – Retiring in 2010

“I work with and for the best people in the world. Our participants and staff give me joy each day. I know that we are making a **difference in people’s lives—in the lives of our participants and their families, and this is very important to me.**”



Travis Anderson

At Twin Cities RISE! we keep time in “BP” and “AP” years. That is “Before Peggy” and “After Peggy.” The reason is quite simple. When she walked through our doors on August 6, 1999 TCR! was very different than it is today. Back then we were an aspiring organization that knew more about what didn’t work than what did. We were like a child trying to find its way in the world. Peggy changed all that. In short order she revamped the curriculum, hired and trained a cadre of professionals, and created a comprehensive approach to Personal Empowerment that distinguishes TCR! today. Peggy was able to do all this because she is a highly focused, disciplined leader and the most caring of human beings. Her professional demeanor and respectful approach to dealing with employee and participant alike have done more to shape TCR!’s positive culture than anything else. Peggy will be sorely missed, but she has left a legacy: an organization that is doing important work well, that will carry on with strength.

–Steve Rothschild, Founder & Board Chair

442%

Return on Investment

The state of Minnesota has realized a \$19 million benefit on its \$3.5 million investment in TCR! over a 12-year period, due to increased state tax receipts, reduced state subsidies and reduced recidivism related directly to Twin Cities RISE! graduates.

2009 Annual Report to Stakeholders Luncheon



Art Rolnick,
Federal Reserve Bank
of Minneapolis

“Not only is this a strong moral argument to make for what TCR! is doing, but a **strong economic argument as well.**”

Keynote speaker Art Rolnick, Senior Vice President and Director of Research of the Federal Reserve Bank of Minneapolis, knows that Twin Cities RISE! is a good investment. Speaking to TCR!’s effect on families through our participants, he told the crowd: “While I know [TCR!] gets a high return on investment based on their measurements, I actually think they’re way underestimating the impact.” Graduate speaker Kevin Sanders supported this claim with his story. His success at Twin Cities RISE! positively impacted his family, and now Kevin personally produces positive change in his community by hiring interns at his job with Sabathani Community Center.

Featured TCR! Stakeholder

Sunrise Community Banks



Travis Anderson
Joel R. Johnson,
Human Resources Director,
Sunrise Community Banks

“TCR! candidates are very polite, professional, and eager to learn and advance. By providing opportunities to

TCR! candidates, we are living our mission of being ‘The Leader in Improving our Urban Community’ at the most basic level—employing the community.”

As a partner for over two years with Twin Cities RISE!, Sunrise Community Banks (SCB) calls us first when they need to hire bank tellers. SCB believes in our mission and, like TCR!, is deeply committed to our community. Sunrise Community Banks is dedicated to excellent customer service and TCR! can provide them with empowered candidates who fit their culture and mission.

In addition to hiring Twin Cities RISE! candidates, Joel Johnson of SCB has participated on our Employer Advisory Panel. This group convenes several times each year to give TCR! highly valued feedback on curriculum, helping us stay market-driven. We appreciate Sunrise Community Banks’ willingness to participate and be an active partner as we strive to deliver the very best classroom experience at Twin Cities RISE!.

These Stakeholders have hired TCR! participants into Final Placement jobs (*2009) • AAA Minneapolis • ABM Janitorial Services* • ABM Security Services* • Adecco Staffing • African American AIDS Task Force • African American Family Services • Airport Taxi, Inc. • Alliance One • Alliant Techsystems, Inc. • AlliedBarton Security Services • Allina Hospitals & Clinics* • Ameriprise Financial, Inc. • AMPCO System Parking • Apartment Service Plus Inc. • Appliance Smart • ARAMARK • Arc Greater Twin Cities • Armstrong Subway, Inc. • As Soon As Possible, Inc. • Ascension Place, Inc.* • ASP Screening • Asplundh Tree Expert Co. • Associates ITS • AT&T • B.F. Nelson Corporation • Bailey Nurseries Inc.* • Banta Catalog Group • Bellcomb Technologies, Inc. • Bench Dog Tools • Best Buy • Big Brothers Big Sisters of the Greater Twin Cities • Bon Appetit Management Company • Boston Scientific • Breaking Free • Bro-Tex, Inc. • Cable Imaging Solutions • Catholic Charities of St. Paul and Minneapolis • Celestica • Charter Communications • Cheme Industries, Inc. • Community Action Partnership of Ramsey & Washington County* • Comprehensive Services, Inc. • Conesco Finance Inc. • CPA Global* • Crompton, Seager & Tufte, LLC • Crystal D. • CSL Behring • Cummins Power Generation • Daily Work • Data Recognition Corporation • D. Brians Deli* • Deluxe Corporation • Domestic Abuse Project • Dungarvin Minnesota, Inc.* • Ecolab • Electronic Communications Systems • Experior Assessments, LLC • Express Scripts • Faegre & Benson, LLC • FBG Service Corporation • Federal Reserve Bank of Minneapolis • FedEx Kinko’s • Financial Crime Services, LLC* • Ford Motor Company • G2 Secure Staff • GCI Systems • General Mills • Goodyear • Green Tree Financial Corporation • Greyhound Lines, Inc. • Guthrie Theater • H.B. Fuller • Hanson Spancrete Midwest Co. • Hayes Residence • HealthEast Care System* • HealthPartners • Hennepin County • Hennepin County Medical Center • Hilton Hotel • HIREd • HMS Label Specialties, Inc. • Holiday Inn Select • Homeward Bound, Inc.* • Honeywell • I.C. System • IKON • Independent Packing Services, Inc. • ING ReliaStar • IntelliRisk Management Corporation • iQor* • Iron Mountain • Jacobs Engineering Group, Inc. • Jacobs Trading Co. • Japs-Olson Company • Jimmy John’s* • Keller Fence Company - North, Inc. • Keystone Computer Solutions, Inc. • Kurt Manufacturing • Lason • Liberty Carton Co. • Liberty Diversified Industries • Lindquist & Vennum, PLLP • Liquor Barrel* • Lofton Labels, Inc. • Loring Nicollet-Bethlehem Community Centers • Lowe Industries • Lutheran Social Services • Macy’s, Inc. • Magnum Tire Corp. • Marsden Building Maintenance, LLC* • Meat Concepts • MEDTOX Scientific, Inc. • Medtronic • Memorial Blood Centers of Minnesota* • Mental Health Resource, Inc • Merry Maids • Midwest Special Services, Inc. • Minneapolis Public Schools • MSP International Airport • Minnesota Dept. of Employment & Economic Development • Minnesota Dept. of Transportation • Minnesota Diversified Industries • Minnesota Grinding • Minnesota Life • Minnesota Public Housing Authority • Minnesota Wire & Cable Co. • Mission Foods • Modern Machine & Engineering Company • MoneyGram • Musicland Group Inc. • Nash Finch Company • National Car Rental • Natural Order Inc. • New Directions Inc* • New French Bakery • Normandale Community College • North Memorial Hospital • Northland Securities Inc.* • Northwest Airlines • NOW Micro • Olympic Steel, Inc. • On Time Delivery Service • Open Arms of MN Inc.* • Operation de Novo, Inc. • Opportunity Partners • Outsell, LLC • Packaging Corporation of America • Park Nicollet Health Services • Partners in Pediatrics, Ltd. • Pearson VUE • People Serving People Inc.* • Perkins Restaurant & Bakery • Phoenix Alternatives, Inc. • Presbyterian Homes & Services • Prudential Financial • Quality Machine of Iowa, Inc. • RBC Wealth Management • Recycle Technologies Inc. • Regions Hospital • Regulus Group, LLC • Reliant Energy • Reuben Lindh Family Services* • Ricoh Business Systems • Room & Board • Sabathani Community Center Inc.* • Sam’s Club • Sandcastle Child Care and Preschool • Satcom Marketing, LLC* • SCC Janitorial • Schroeder Company • Scoville Press, Inc. • Seagate Technology • Second Harvest Heartland • Securian Financial Group Inc. • Servisair • Shadin Company • Shakopee Mdewakanton Sioux Community* • Smith Foundry Co. • Sodexo • Spec Plating • Speedway Super America* • Sprint/Nextel • St. Anne’s Place • StarTribune • Stein Industries, Inc. • SterilMed • Strom Engineering Corporation • Success Computer Consulting • Summit Academy OIC • Sunrise Community Banks* • SUPERVALU • Sustainable Resource Center* • Target • TCF Bank* • The Design Group • The Gavzy Group • The Goodin Company • The Hogan Company • The Home Depot • The John Roberts Company • The Link • The Marquette Hotel • The Network for Better Futures* • The Phoenix Residence, Inc. • The Sheffield Group • Time Warner Cable • Total Solutions Group • Tube Bending Specialists • Turning Point, Inc. • Twin Cities Glass Block Inc. • Twin Cities RISE!* • Twin Cities Stores Inc. • U.S. Bank • U.S. Department of Veterans Affairs* • Union Pacific Railroad • United Resource Networks • United Stationers Supply Co. • UnitedHealth Group • UnitedHealthcare • University of Minnesota • University of Minnesota Medical Center - Fairview • Urban Homeworks • Valspar Corp • Velocity Express Corporation • Verizon Wireless • Versatil Associates • Viacom Outdoor • Wal-Mart • Way to Grow • Wayside House, Inc. • Wells Fargo Bank* • Western Bank • White Castle* • Women of Nations • YWCA of Minneapolis* • Zumbro House, Inc.

Internships Sites (*2009) • 2nd Harvest Heartland • Ameriprise Financial, Inc.* • Big Brothers Big Sisters of the Greater Twin Cities • Bridging, Inc* • City of St. Paul • Office of Councilmember Don Samuels, 5th Ward* • Corporation for Supportive Housing* • Cultural Wellness Center • Daily Work* • Desiring God* • East-side Neighborhood Services* • Emerge • Habitat for Humanity* • HandsOn Twin Cities* • Hmong American Partnership* • Jordan New Life Hub* • Juneteenth, Inc* • Minnesota Department of Corrections • Minnesota Literacy Council • MN Accountability* • MN Workforce Center* • The Network* • North Memorial* • Open Arms* • PICA Head Start* • Project for Pride in Living* • Ready For Success* • The Research Edge • Resource, Inc.* • Reuben Lindh Family Services* • The ReUse Center* • Sabathani Community Center* • St. Anne’s Place* • St. Stephen’s Human Services* • Twin Cities RISE!* • University of St. Thomas • Urban Ventures • Wayside House • West Broadway Coalition* • Wilder Foundation* • Women Achieving New Directions • Women of Nations* • Women Venture*

What works?

Volunteers

David Abrams	Paul Engleson	Rodney Jones	Kara O'Brien	Bob Simon
Ruth Alliband	Joan Estenson	Barbara Jungbauer	Alicia Olson	Debbie Jo Siner
Cherie Anderson	Michelle Ewald	Heather Kaatz	Sarah Olson	Pam Siner
Liz Anderson	Debra Fisher	Ken Kendle	Melissa Oszustowicz	Bruce Smith
Melissa Aune	Goldstein	Kelsey Kennedy	Christine Page	Judy Smith
Allison Baker	Carre S. Fladung	Alexander	Cindy Page	Chris Solberg
Keith Bednarowski	Grace Forcica	Kramarczuk	Lizzie Page	George Spanjers
Lois Bell	Michele French	Renae Krivitz	Gabrielle Parish	Pam Solsvig-Spies
Katie Bennett	Joy Frevel	Cherie Kusterman	Kimberly Peebles	Lisa Starin
Laura Benson	Renee Frey	Laurie Lampman	Antoine Perkins	Diane Strong
Shirley Benson	Nick Gallus	Diane Lawrence	Brian Peterson	Lidin Su
Bonnie Berg	Jessica Galvan	Mary Gerry Lee	Gazell Pettway	Brian Sullivan
Lynn Beutel	Adam Gapinski	Tom Lee	Audrick Phillips	Bill Svrluga
Mike Bingham	Andrew Geiser	Tony Leung	Verlynn Pinkney	Tom Swain
Paige Bingham	Megan Germo	Anne Leighton	Jenny Prueter	Gregg Swenson
Kate Borman	Darren Glover	Heather Little	Dave Pylipow	Amy Taber
Jill Bothwell	Ron Glover	Rob Little	Ravi Rai	Betsy Tapper
Sharon Bottorf	Rosemarie Glover	Lynn Littlejohn	Kaitlyn Reinan	Brandi Tauzell
Kevin Boylan	David Goldstein	David Lucas	Natalie Rethlake	Cindy Tauzell
Andrew Brainerd**	Kimmie Goldstein	Peggy Lucas	Simon Riordan	Erik Thorsell
Breck Boys Soccer Team	Morris Goodwin, Jr.	Jessica Lucken	SueAnn Rodriguez*	Ron Tortelli
Bill Bridgeman	Morris Goodwin, III	Susan Lund	Tyrone Rodriguez	Zayzay Tow
Scotty Brophy	Robin Gotler*	Camhong Ly	Marilyn Rothschild	Jill Turck
Lauren Callahan	Billie Gray	David Lyman	Steve Rothschild	Ruth Unger*
Michael Campbell	Karen Gulley	Bob Macdonald	Todd Rowe	Bill Upjohn
Beth Caruth	Lynda Gustavson	Muffy MacMillan	Dave Ruce***	Mary Upjohn**
Mary Cavanaugh	Patricia Haack	Noelle Magnuson	Alex Rued**	Susan Vickerman
Edwin Cephus	Jim Hale	Benjamin Maher	Leah Rued	Adrienne Voorhees
Victor Chavarria	Keith Hardy	Patricia Manalo	Cate Rysavy	Viraj Wagle
David Cherne*	Angie Hawkins	Laura Marinan	Don Samuels	Eric Walcher
Bill Chickering	Elizabeth Hawkins	Dane McFarlane	Kim Sapan	Suzanne Walcher**
Shawna Christensen	Sharon Hawkins**	Natalie McIntosh	Jennifer Sarreau	Kimberley
Bill Clark	Will Hawkins	Martha McLaughlin	Heidi Satre	Washington
Terry Collier	Derek Hayes	Trent Meidinger*	Shannon Scanlon	Rhyddid Watkins
Chris Cook	Peter Heegaard	Tim Molohon	David Schaal	Joan Watson
Gretchen Coons	Brad Henning	Diana Young	Carol Schmid	Serge Wetzels
Randolph Cooper	John Herbes	Morrissey	Jeff Schmidt	Prince Wheaton
Andre Corbett	Byron Hill	Mike Mueller	Malana Schmidt	Julie Williams
Pat Croal	Bart Holloman	Megan Mulcahy	Ben Schnabel	Shanequa Williams
Ted Cushmore	Diane Horak	Ann Murphy	Kelly Schnobrich	James T. Wilson
James Diem	Yatasha Ivey	Rich Murphy	Ellie Scholz	Jill Wine
Jeff DeMars	Mary Jackley	Jill Nauman	Jessica Schuppe	Mark Woodridge
Matt Drawz	Shane Jacobson	Merina Neal	Liz Schuster	Keith Woodward
Danielle Ducharme	Abhi Jain	Patrick Nelson	Glenn Seager	Debbie Jo Woolhouse
Mike Durkin	Andrew Johnson	Jim Niswonger	Don Sellke*	Judy Zimmer
Mick Dyer	Sandy Johnson	Amanda Norman	Erik Shirley	Stephanie Zugschwert
	Cindy Joice	Jane Oberender	Kerri Simafranca	

Get Involved with TCR!

Volunteers are integral to making TCR! work. In 2009 more than 200 volunteers donated their skills to us for a total of more than 2,400 hours. Volunteer opportunities include:

- Holding a mock job fair
- Speaking in a class
- Presenting on workplace dress
- Leading a workshop
- Assisting in a class
- Conducting mock interviews
- Tutoring
- Providing administrative support
- Lending professional skills
- Serving on a fundraising committee
- Serving on the Board of Directors
- Running to raise money
- Event support

For information on how to volunteer, e-mail volunteer@twincitiesrise.org or call (612) 279-5862.

* 50+ hours for 2009
 ** 100+ hours for 2009
 *** 300+ hours for 2009

Featured TCR! Volunteer

Suzanne Walcher



"I have received more from the experience than those whose lives I have briefly assisted."

Suzanne's compassion and detail in supporting TCR! participants and staff have made her an outstanding volunteer. Her thoughtful and honest interactions with students during mock interviews empower them to sharpen employment skills.

In her first mock interview session Suzanne sought out additional resources for a participant that needed dental work. She discovered that he was a veteran, and contacted her father, also a veteran, to find resources to help him, and made additional suggestions for discounted dental support. This deep level of interest is how she approaches all of her volunteer work with TCR!, seeking ways to uplift, support and encourage.

Suzanne's contagious passion for TCR! has spread to friends, who have also become volunteers and donors—and that works for TCR!.

What works?

Empowerment Institute (EI)

The **Empowerment Institute** is an external training arm of TCR! which extends our unique Personal Empowerment program to other organizations, nonprofits, corporations, schools and colleges. The impact of the training is dramatic and has contributed to higher retention for college students, reduced costs for special education programs, improved employee relations, and increases in morale. The Empowerment Institute is self-sustaining and helps fund other TCR! programming—it works for and with TCR! and our community.

In 2009, the following organizations benefited from Empowerment Institute training:

The Jeremiah Program • Minneapolis Public Schools Transitions Plus Program • The Network for Better Futures • Dakota County Sheriff's Office • Skills for Tomorrow School • St. Paul Public Schools • University of Dubuque • Way to Grow, Inc. • Kootasca Community Action Partnership • Itasca Community College • PEACE Foundation • Northside Achievement Zone (NAZ) • University of St. Thomas Summer Youth Program • Harding High School • Tech Pulse Conference (Success Computer Consulting) • YWCA – Downtown Minneapolis Center

To contact the Empowerment Institute about training opportunities for your business, school or organization, e-mail info@twincitiesrise.org or call 612-338-0295.

Impact on Recidivism Rates

National Ex-Offenders
61%



TCR! Graduate Ex-Offenders
12%

A Department of Justice pilot project is enabling TCR! to demonstrate our ability to reduce recidivism for ex-offenders. Success here could have major implications for TCR! and the criminal justice system.

Featured EI Client

Northside Achievement Zone



Left to right: Sondra Samuels, Peace Foundation; Andre Dukes, Northside Achievement Zone; Michelle Martin, Peace Foundation

“The Twin Cities RISE! Empowerment training has helped participants eliminate excuses. The training is a bold approach to the realization that achievement is driven by the will to succeed.”

Andre Dukes, Northside Achievement Zone

How do you change an entire community when it's impacted by crime, violence, and poverty? Twin Cities RISE! and the PEACE Foundation are demonstrating how with the Northside Achievement Zone (NAZ).

NAZ is a dramatic community change initiative modeled after the successful Harlem Children's Zone in New York City. NAZ engages in grassroots community work with families to meet the physical, emotional, and spiritual needs of all children and youth (0-18) to promote educational achievement and life success. Their work will guarantee opportunities, support, and education for all children growing up on the Northside.

Key to this effort is TCR!'s Personal Empowerment training, which helps community liaisons work effectively with families and youth, developing the necessary bonds to build a community where trust, responsibility, peace and success are guiding principles that shape the future.

Community improvement: just another way Twin Cities RISE! works.

2009 Financial Statement

Income Statement - Unrestricted*

Financial gifts/support	\$1,976,890
Government grants	335,532
Earned income	719,042
Miscellaneous income	14,043
Total unrestricted revenue	\$3,045,507

Program service expenses	\$2,324,756
Management and general	291,748
Fundraising	330,714
Total unrestricted expenses	\$2,947,218

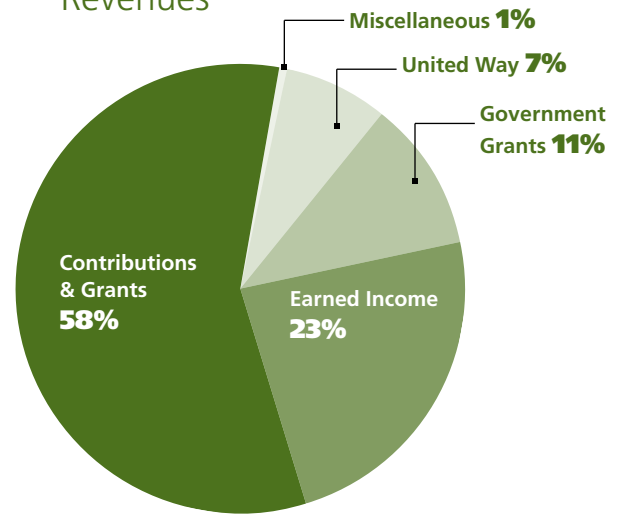
Total unrestricted surplus **\$98,289**

*does not include donated services and materials of \$124,205.

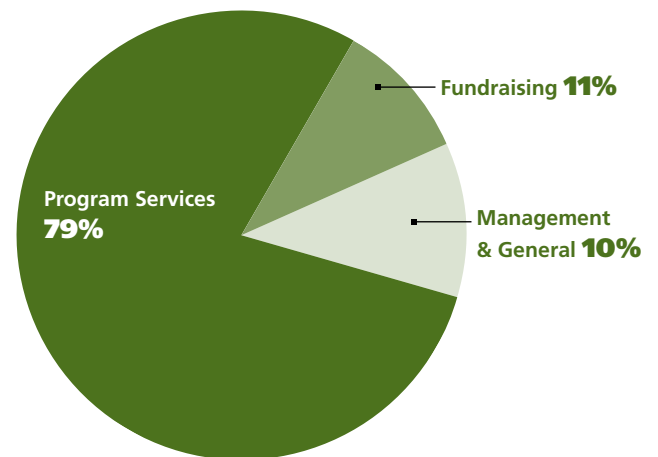
Balance Sheet

Temporarily restricted	\$750,551
Working capital	\$894,924
Designated for special purposes	\$399,999
Total net assets	\$2,045,474

Revenues



Expenses



What works?

Contributors

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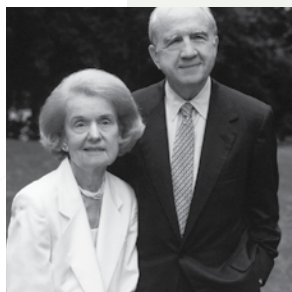
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Carl & Eloise Pohlad

“Twin Cities RISE! does difficult work and produces great results. Today we are as honored to receive this recognition as we’ve always been to support Twin Cities RISE!”

Marina M. Lyon, Vice President and Director,
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The Pohlad Family has a long history of philanthropy in the Twin Cities and TCR! is fortunate to be part of their history of giving. With the economy tanking and people living in poverty facing even more barriers to self sufficiency, the Pohlad Family Foundation stepped up their giving to make sure that TCR! continued to have the capacity to serve even more people. We thank them for their nine year commitment to our mission. Our work will continue to honor the memory of Carl & Eloise Pohlad.

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2009

Music on the Mississippi



Above, left to right: Graduates Tyrone Winn and David Green, Frank Vascellaro; Below, left to right: Mayor RT Rybak, Megan O'Hara, Connie Coleman, Mayor Chris Coleman

Good Food, Good Wine, Good Music and Good Times were had by all in October as Twin Cities RISE! hosted its first annual Music on the Mississippi (MOTM) fundraising event, Co-Chaired by Sharon Hawkins and Suzanne Walcher, with Honorary Co-Chairs Mayors Chris Coleman and RT Rybak. Patrons heard jazz by Metro Retro featuring Maurice Jacox and, more importantly, compelling success stories of TCR! interns as interviewed by MC Frank Vascellaro.

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In Memory of Carol Johnson, long-term TCR! friend (1928-2009)

“Carol’s every waking hour has been ‘other centered.’ If anyone needed her help, or even if she suspected it, her personal priorities invariably were willingly sacrificed.”

—Verne Johnson



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