We appreciate you – our donors, partners, volunteers, and staff! Because of you, RESOURCE remains integral to increasing the well-being of all Minnesotans through recovery, employment, and career advancement. With your support, we are able to help community members, who have the toughest life challenges, gain wellness and economic stability. See what we did, in 2015 – together!
ACHIEVE

“RESOURCE has the hands-on training and certifications I wanted. I connect well with the instructors. They are there to help you, guide you into your career.”

– Preston, IT Program graduate

80% of participants placed in careers retained employment for 180-plus days

187 credentials were awarded to graduates to jumpstart their careers

2,305 participants and their families moved into employment and off of public assistance

65% completed treatment programs (compared to the national rate of 40%)

ADVANCE

“I’m getting the right support to pursue my career and life plans.”

– Shakiya, age 20 and mother, achieved CNA credentials, works full-time, and is an after-school mentor for girls in grades 3 – 5

65% of participants securing employment are people of color

4,400 individuals secured employment or entered career positions

3,875 people were connected to much-needed healthcare
83% of participants reported increased wellness (regarding chemical and mental health)

6,352 individuals benefitted from recovery services

18,933 individuals received employment, career education, and chemical and mental health services

175 Business Partners, statewide, advise our career education training programs and employ RESOURCE qualified candidates

$1,820,768 was given by foundations, corporations, individuals, and the United Way

1,455 volunteers touched the lives of people we serve by sharing time and talents

“It’s amazing that I’m doing this! Staying connected to support is what I need to stay on track.”

– Wolfgang, in recovery after 40 years of chemical addiction

“I volunteer and give. I am connecting with other professionals, and I am helping people get on their feet.”

– Karyn Gibson, donor and RESOURCE Business Partner Council member
### MISSION & VISION

RESOURCE increases well-being through recovery, employment, and career advancement. Our vision is that our communities are free of economic and health disparities.

### Statement of Activities (audited)

for the 12 months ended December 31, 2015

#### Support & Revenue

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Contracts</td>
<td>$16,044,262</td>
</tr>
<tr>
<td>Program Service Fees &amp; Other</td>
<td>10,138,911</td>
</tr>
<tr>
<td>Contributions</td>
<td>1,820,768</td>
</tr>
<tr>
<td><strong>Total Support &amp; Revenue</strong></td>
<td><strong>$28,003,941</strong></td>
</tr>
</tbody>
</table>

#### Expenses

<table>
<thead>
<tr>
<th></th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Employment Services</td>
<td>$9,359,902</td>
</tr>
<tr>
<td>Career Education</td>
<td>1,822,250</td>
</tr>
<tr>
<td>Chemical &amp; Mental Health</td>
<td>14,753,109</td>
</tr>
<tr>
<td>Management &amp; General</td>
<td>2,458,461</td>
</tr>
<tr>
<td>Fundraising</td>
<td>388,472</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>$28,782,194</strong></td>
</tr>
</tbody>
</table>

Change in Net Assets: $(778,253)

---

### REVENUE & EXPENSES

57% Government Contracts $16,044,262
36% Program Service Fees & Other 10,138,911
7% Contributions 1,820,768

Total $28,003,941

33% Employment Services $9,359,902
6% Career Education 1,822,250
51% Chemical & Mental Health 14,753,109
9% Management & General 2,458,461
1% Fundraising 388,472

Total $28,782,194
We remain grateful for the generous support of our donors, funders, and partners! You help us provide quality services to individuals and families who desire to improve their lives and communities. Individuals, who often experience the greatest needs, are stronger and healthier, through:

- treatment and recovery services for chemical and mental health concerns,
- employment and career services designed specifically to meet the unique needs of individuals with complex barriers to self-sufficiency, and
- career education, where individuals achieve credentials and receive training for the real world of work!

**Highlights in 2015:**

- New multi-year funding to cover the costs of career education and credentialed training for 90 RESOURCE participants a year, who are otherwise ineligible for funding support!
- Expanded case management services to serve up to 300 Ramsey County residents, living with severe and persistent mental illness.
- Accreditation by the Council on Occupational Education for quality and integrity in career and technical education.

On behalf of more than 18,000 individuals and their families, who benefited from our services, thank you for your ongoing support!

Gratefully,

*Kelly Matter,* President & CEO

*William F. Telleen,* Board Chairman
Thank you to the 1,455 volunteers who donated 26,222 hours of time and talents, to make our mission come to life!

**Board of Directors**

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Hannah Ghorab, Radisson Blu  
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Jennifer Grant, Wells Fargo  
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Tannisa Greene, Mary Greenwald, Sears Home Services  
Anne Marie Guidarelli, Aerotek  
Rebecca Guthrie, Mia  
Patrick Hagerty, Little Sisters of the Poor  
Kirsten Halen, Walgreens  
Michael Hammond, Comcast Corporation  
Robin Handy, HEITS Building Services  
Shannon Hannah, Marriott Hotels  
Anne Hanson, Elite Medical Scribes  
Nell Hanson  
Lindsey Haug, AlliedBarton  
Robert Hawkins  
Valton Henderson, Blue Cross and Blue Shield of Minnesota  
Lauren Hofland, Kindest Cut  
Jennifer Holm, Advance Corporation  
Joe Holman  
Kate Houston, Allianz  
Nicole Howell  
Mystic Lake Casino Hotel  
Christy Humphrey, Dominium  
Julie Johnson  
Susan Johnson, Fresenius Medical Care  
Sarah Jorgenson, Caterpillar  
Jackson Kadar, YMCA  
Edean Kam, Radisson Blu  
Jennifer Kangas, Panera  
Kelsey Kargas, Cintas  
Ria Kashani, MPS Technical  
Tamar Kealy, Blue Chip  
Sandi Keller, Foodpro Recruiters, Inc.  
Momodu Kemokai, U.S. Bank  
Brittney Kessel, Kelly Services at Cummins  
Jordan Klimke, Treasure Island Resort & Casino  
Jessica Kloss, TPI Hospitality  
Keith Koenig, Hope Church  
Ted Kozlowski, DemandQuest Marketing CEO  
Judy Krank, Family Dollar  
Mark Kraska, Wells Fargo  
Jacquelyn Lam, MOA  
Kate Lanning, Rakhma  
Seam Lat, Pearson VUE  
Kristy Lausted, Gillette Children’s Specialty Healthcare  
Karen Lee, Interim Healthcare  
Brianna Lewis, Volt Workforce Solutions  
Molly Lindblad, ARC  
Kris Loaden, Cobom’s  
Jessica Lopez-Love, Minneapolis Convention Center  
Karen Maxton, Egan Building Company  
Kate Maxwell, UPS  
Susan Michaud-Lee, Kindest Cut  
Burhan Mohamed, Cedar Coffee  
Sagal Mohamed, One Stop Staffing  
James Molex, Manpower  
GePao Moua, Spectrum Staffing

**Volunteers**

Robert Half International  
Dana Bozich, Attero/Prostaff  
Nicole Bous, Mall of America  
Mike Bohlken, Lutheran Social  
Sheri Bodell, Dan Betlock, Jenna Bergman, MN. IT Services  
Mike Burtzel, Aerotek  
Mary Buesgens, Endeavor Air  
Mary Buman, Bridgestone  
Mike Burzel, Aerotek  
Jason Cloud, Blue Chip  
Debbie Cochrell, First Student  
Yoo Jin Crouch, Coca Cola  
Steve Dismuke, Mystic Lake Casino Hotel  
Karen Dobbins, Macy’s  
Kenneth Dobson  
Alissa Dombek, Thomas Allen  
Judy Donohue, Lutheran Social Service of Minnesota  
Suzanne Dvorak, Vision Ease  
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Rebecca Guthrie, Mia  
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Kirsten Halen, Walgreens  
Michael Hammond, Comcast Corporation  
Robin Handy, HEITS Building Services  
Shannon Hannah, Marriott Hotels  
Anne Hanson, Elite Medical Scribes  
Nell Hanson  
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Robert Hawkins  
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Lauren Hofland, Kindest Cut  
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Kelsey Kargas, Cintas  
Ria Kashani, MPS Technical  
Tamar Kealy, Blue Chip  
Sandi Keller, Foodpro Recruiters, Inc.  
Momodu Kemokai, U.S. Bank  
Brittney Kessel, Kelly Services at Cummins  
Jordan Klimke, Treasure Island Resort & Casino  
Jessica Kloss, TPI Hospitality  
Keith Koenig, Hope Church  
Ted Kozlowski, DemandQuest Marketing CEO  
Judy Krank, Family Dollar  
Mark Kraska, Wells Fargo  
Jacquelyn Lam, MOA  
Kate Lanning, Rakhma  
Seam Lat, Pearson VUE  
Kristy Lausted, Gillette Children’s Specialty Healthcare  
Karen Lee, Interim Healthcare  
Brianna Lewis, Volt Workforce Solutions  
Molly Lindblad, ARC  
Kris Loaden, Cobom’s  
Jessica Lopez-Love, Minneapolis Convention Center  
Karen Maxton, Egan Building Company  
Kate Maxwell, UPS  
Susan Michaud-Lee, Kindest Cut  
Burhan Mohamed, Cedar Coffee  
Sagal Mohamed, One Stop Staffing  
James Molex, Manpower  
GePao Moua, Spectrum Staffing

**Officers of the Corporation**

Kelly Matter, President  
Scott Bordo, Vice President/CFO  
Kim Feller, Vice President  
Heidi Kammer, Vice President  
Joanne Kosciolak, Vice President

**Mission come to life!**
Alyce Muenchow, AMT Consumer Services
Doug Muller, UnitedHealth Group
Melissa Neville, Twin Cities Orthopedic
Christy Noll, Simon Center/Twin Cities Premium Outlets
Raquel O’Brien, Park Nicollet
Michelle O’Kelley, Advent Talent Group
Wayne Olson, Dalco
Emily R. Olson, Minneapolis Public Schools
Kylee Oyos, New Challenges, Inc.
Nicole Packard, American Red Cross
Christine Paradise, Ryerson
Miguel Pariona, Hospitality Staffing Solutions
Anthony Patterson, Jackson Hewitt
Kay Pearson, MN Department of Veterans Affairs

Kriscel Pérez Estrella, CRC Marketing
Tom Petersen, Morrissey, Inc.
Mary Jo Peterson, Ryerson
Amber Phillips, City of Minneapolis
Stephanie Poinier, Saint Mary’s University of Minnesota
Karen Powell
Alicia Puissegur, Aramark
David Randall, Delta Global Services
Abdi Rashid, Children First Day Care Center
Nico Rees, Mystic Lake Casino Hotel
Jose Reyes, Radisson Blu
Diane Richard, Minnetronix
Jen Rodriguez, MN Department of Veterans Affairs
Brian Rooney, MTM (MNET)
Susan Rotert, Hy-Vee

Asma Sadozai, Blue Cross and Blue Shield of Minnesota
Dara Salvevold, Caterpillar Paving Products, Inc.
Erin Seaberg, Adecco
Betsy Senarighi, Bonfe
Karen Sherrick, Tailgrass Talent
Scott Simpson, Walmart
Omesh Singh, First Transit
Glen Skrivseth
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Terrance Smith-Breedlove, Volunteers of America
Michael Spleiss, DCM Services
Tammy Stanton, Jackson Hewitt
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Mary Wood, Good Samaritan Society
Shelly Wynia, SMG
Cha Yang, City of Minneapolis
Je Yang, Mississippi Market
Mary Younggren, Tempforce
Jenni Zeis, Living Well
Melissa Zhang, MTM (MNET)
Nancy Zyalla, Impact Group/Smith Micro Tech
The following volunteers donated 10 hours or more of their time, to help support individuals and families on their journeys to wellness and economic stability.

Individual Volunteers

Colin Alsbro
Emily Anderson
Michelle Anderson
Michelle Ault
Maggie Bangert
Cecilia Bandy-Gagner
Sandie Barnes
Evan Bednarek
Terri Bett
Laura Billstein
Barbara Bogenschultz
Michelle Bohmert
Samuel Bostrom
Reyne Branchaud-Linsk
Andina Brandt
Emily Brooker
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Zoe Bush
Joceylin Byrd
Amy Caldwell
Alicia Carlson
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Sara Carlson
Marisa Cartwright
Tser Cheng
Norman Coone
Tosha Cooper
Cristian Cuevas
Emily R. Dahl
Garrett Dahl
Sashanayian Davis
Thomas Davis
Darnell Dixon
Dorothy Doll
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Jolene Jones
Alex Jossart
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Katelyn Karel
Ranu Kazi
Diane Kelly
Lynne Kelly
Kenny Khamsyvoravong
Jung T. Kim
David Kirsch
Lauren Kizaur
Emilee Knapp
Suei Yi Ko
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Sofia Kragness
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Ana Lozano
Steven Ludwig
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Callista Olynk
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Michael Peterson
Terry Piculell
Emma Priscella
Christin Radtke
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Kazi Ranu
Heidi Ritchie
Terry Robertson
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Kimberly Russell
Staafte Saint Jacques
Michael Sala
Dan Salberg
Connor Schlaack
Kyla Seahorn
Nicholas Sentovich
Xinyi Shi
Akim Simon
Janis Sines
Delany Skar
Marcey Smith
Youa Smith
Muriel St. Urbain
Jacinda Stanton
Amy Steele
Kate Stephany
Kayla Stigen
Nicole Terry
Pang Nhai Thao
Heather Thurmans
Jessica Traynor
Yohana Tsegai
Katie Ulrich
Jeslyn Valerie
James Vandela
Angela Vestal
Ann Ward
Dena Warrington
Laura Weber
Krysa Weidell
Joan White
Sharon Willson
Frances Wood
Antrinita Wright
Andrew Zipp
Kevin Zweber

Employees and members of these organizations and companies contributed to RESOURCE through volunteer activities and seasonal campaign initiatives.

3M DMDS/FMSCO
Accountemps
 Activation
Allina Health
Alatus LLC
Ambiente Gallerie
Anaplan
Arcserve
Atomic Data
Baker Tilly
Best Buy
Boston Scientific
Capella University
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Hands On Twin Cities
HealthPartners
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The Shakopee Hockey Association
The Toro Company
University of Minnesota Infection Prevention Department
United Health Group
Upin Sieben Group
Verizon Wireless
Walker Methodist Health Center
Wells Fargo
Wolters Kluwer Financial Services

We do our best not to miss anyone! Please accept our apology if we mistakenly did not list your name.
2015 Support

Thank you to the following individuals and funders who provided financial support this past year! Together, we ensure everyone has access to recovery, employment, and career advancement.

Individuals

$1000 +
Anonymous
Tamra & Rick Anderson
Tim Beers
Scott & Michele Bordo
Nancy Califf
Nancy Carlson & Steve Brisseae
Ward L. Einess
Doug Evink
Kim Feller
Kevin Groves
Thomas Keul, M.D.
Joanne V. Kosiolek & Randy Hoversten
Josh Ksnrak
James G. Lindell*
Margaret Mason
Kelly Matter
Mary Jo & Richard Peterson
Monica McCracken
Jim Ruelle
Lisa P. Sinclair
Patrick & Sandy Stone
William & Pam Telleen
Paul A. Theisen

$500 – $999
Charles and Charlotte Abrahamson
Anonymous (3)
Emily Bastian
Emily Bastian
Robert & Margy Berlute
Janet Benway
Dave Broza
Maria Delmoro-Hultman
Darcy Diedrich Flinn
Deborah Ferry
Kathy Gerber
Matthew J. Hultman
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John & Mary Jelinek
Heidi Kammer-Hodge & Vince Hodge
Sheryl Laughlin
Karen & Randy Lee
Catherine & Peter Lenagh
Brian & Rose Mallaro
Jim & Jo Ann Nordlie
Kate Ray
Thomas Murray & Shana Stephens-Murray
Paul & Angela Way
Nancy Williams*

$250 – $499
Anonymous
Wanda Baas
Patrick Bailey
Beth Cefalu
Tyrice Cox
James & Carol Curme
Katrina DeWit
Mary Gabe
Karyn A. Gillen
Gene Hanf
Elise Hernandez
Susan James
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Judy P. Johnson
Michael Koopmeiners*
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Asitha & Natasha Sandanayake
Sandra Sandell
Thomas Teigen
Daphne Thompson*
Mary Waring
Debra Weiss Zwiebelhofer

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Andrei Sivanich
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Valerie Swanson
Kristina Swad
Mitchell Thompson & Lisa Goddard
Joe Torrini
Juris & Barbara Vanags
Sonja Walker*
Susan Wiseman

Foundations, Corporations, and Organizations

$100,000 +
Greater Twin Cities United Way

$50,000 – $99,999
ClearWay Minnesota
Otto Bremer Foundation

The Jay and Rose Phillips Foundation
Pohlad Family Foundation
Target Foundation

$25,000 – $49,999
Ameriprise Financial
Patrick and Aimee Butler Family Foundation
Caterpillar Foundation
The Minneapolis Foundation
Morgan Family Foundation
Wells Fargo Foundation

$10,000 – $24,999
F. R. Bigelow Foundation
Richard M. Schulze Family Foundation
The Saint Paul Foundation – Grandville Fund
The Saint Paul Foundation

$5,000 – $9,999
General Mills Foundation
The Carol A. Seifert Memorial Foundation
Opus Foundation
Securian Foundation
Sheltering Arms Foundation
Xcel Energy Foundation

$1,000 – $4,999
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Ahmann-Martin
Bieber Family Foundation
Bremer Bank
DemandQuest, Inc.
Downtown Resource Group
Emerson Process Management – Rosemount, Inc.
Goodale Family Foundation
Initiative Foundation
Marsh & McLennan Agency
Minnesota State Bar Foundation
National Checking Company*
Osseo Lion’s Club
Quota International of Minneapolis
Margaret Rivers Fund

The Saint Paul Foundation – Richard M. Schulze Family Foundation

F. R. Bigelow Foundation

Wells Fargo Community Support Campaign*
Whitney Foundation*

* Denotes gift designated to HEART, Inc.
+ employee matching gifts

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Benton County
City of Minneapolis
Dakota County
Hennepin County
MN Department of Corrections
MN Department of Human Services
MN Department of Employment & Economic Development
MN Department of Public Safety, Office of Justice Programs
Ramsey County
St. Louis Park Housing Authority
U.S. Department of Housing & Urban Development
U.S. Department of Labor
U.S. Probation and Pretrial Office, District of Minnesota

We do our best not to miss anyone! Please accept our apology if we mistakenly did not list your name.
For more than 55 years, RESOURCE specializes in serving low-income individuals and families living in poverty, helping them to achieve economic stability through recovery, employment, and career advancement. Our services span 17 Minnesota counties and serve communities throughout locations across the Twin Cities metro, Princeton, and St. Cloud.

- Employment services provide assessment services, career counseling, job search and skills training, workplace skills development, and job retention services.
- Career education offers training programs to achieve industry-recognized credentials, and career enhancement courses, that prepare graduates for the world of work.
- Integrated, chemical and mental health services provide outpatient and residential, gender-specific treatment options, recovery support programming, and care coordination.