2017 Annual Letter

Live well. Work well.

from Kelly Matter, President & CEO

To our donors, partners, friends, and community — this year’s report is in a letter form. I really hope you read it from top to bottom. We continue to address serious health and economic disparities our communities face. Your investment in our mission propels progress for our participants, to live well and work well.

I start with challenging you to think about “What issue facing Minnesota are you most concerned about?” That’s the question we asked guests at our annual event this year.


These are all serious concerns.

They all have something in common. All affect our communities’ well-being. Our communities are as well as our neighborhoods; they’re as well as our individual neighbors.

We believe that everyone deserves the chance to live well and work well. Investing in the total wellness of individuals who are the poorest in health, and social and economic wellness, will help us all be well.

Our top most concerns include much of what we heard at the annual event.

We’re shoulders-deep in fighting the opioid crisis, moving individuals out of poverty to stability, and combating homelessness.

Kelly Matter, President & CEO

Mural created by Avivo participants

In this letter

RECOVERY IS POSSIBLE
POVERTY TO ECONOMIC STABILITY
COMBATTING HOMELESSNESS
LIVE WELL. WORK WELL.
TOGETHER

“I wouldn’t be where I am now if it wasn’t for Avivo.”

Kelley, mother of two, completed family treatment and graduated from Avivo’s manufacturing training program. She works full-time as a microscope soldering specialist. She supports her family and sees new opportunities for herself and her daughters.
Recovery is possible

Opioid and substance addictions are results of what health officials call “diseases of despair.”

When circumstances are desperate, or life’s just too much to cope, people sometimes turn to drugs and alcohol for a way to escape.

The misuse of prescription meds and the opioid crisis are alarming. Choosing to use drugs to self-medicate for mental illness, trauma, depression, or despair leads to chronic addiction. We see it day-in and day-out at Avivo.

Addiction and mental illness pay no attention to social status. And social inequities for accessing healthcare and treatment exist for individuals and families living in poverty and homelessness. That’s why Avivo matters.

“I love that my daughter can live with me while I am in treatment. Avivo is helping me grow, and we are growing together.”

According to Theresa, Avivo’s family treatment program is different. Avivo’s housing, mental health services, job clubs, and career education programs are helping her to take the next steps for the future.

Gary finds freedom to be himself and express himself at Avivo.

Gary is well-known and well-liked in Avivo’s ArtWorks program, which supports artists living with mental illness. Having lost years to misdiagnosis and ill-effects of wrong medications, he is committed to making sure people hear stories of individuals living with mental illness.
Poverty to economic stability

Beyond access to healthcare, many social and economic factors – education, occupation, income, and years in poverty – impact wellness. Low-income families are at risk to be uninsured. Years of poverty can have detrimental effects on children and negatively impact their course for life. (Institute for Research on Poverty, University of Wisconsin-Madison)

Opportunity is still not equal for blacks and Native Americans in Minnesota. Compared to whites, they still face the largest inequities in education, income, and employment. They face higher rates of living in poverty and unemployment. (Pioneer Press report, twincities.com, May 16, 2016)

Avivo works intently with individuals and families, to move them out of the gap... to stability and advancement:

- Working with single parents to move them off of welfare into jobs to support their families.
- Providing immigrants what they need to be ready for work and find jobs.
- Training individuals for careers.
- Helping “hidden” unemployed Minnesotans find work.

Avivo is partnering to change systems and empower people.

“Without Avivo, I would’ve had to get just any job. They helped me get a career.”

Rania, married with three school-age children, needed to go back to work when her husband lost one of his two jobs. After graduating from Avivo’s accounting training program, she found a full-time, accounts specialist position to help support her family.

Avivo teaches Somali immigrants the English language skills they need to enter the workplace.

Check out this video to see why this is so important!
Combating homelessness

Do you know? Lack of employment and chronic health conditions are two of the top five reasons for Minnesota’s ongoing homeless population (Wilder Research, 2015). And 83 percent of homeless adults have either one or more significant mental illness, chronic health condition, or a substance abuse disorder. Nearly two-thirds are unemployed.

People are surprised to learn Avivo plays a huge role in helping end homelessness. Homelessness intersects with nearly every one of our employment, addiction treatment, and mental health programs. Our housing case managers are experts in connecting individuals, experiencing chronic homelessness, to healthcare, housing, mental health services, and community support. 

Men and women in our treatment programs find housing, often for the first time. We are the place where individuals, who struggle with the greatest barriers, can connect to employment services or training and create bridges to achieving housing and stability.

Jimmijoe lived half of his life on the streets. When an Avivo counselor connected with him, she learned he’d had a heart attack and was struggling with severe mental illness. She connected him to primary care, mental health services, and housing. He has been living in his apartment now for two years.

120 individuals experiencing homelessness living at Catholic Charities’ Higher Ground will take an Avivo career education course and connect with employment services for a career position.

A new partnership with a shelter offers training to individuals who are experiencing homelessness.

Avivo’s supportive services made all the difference in the world to Jimmijoe.

Pictured left to right: Christine Law-Chapman, Avivo career counselor; Albert Munn, Catholic Charities Higher Ground case manager; Neal F., participant graduate; Katherine Brandt, Catholic Charities employment specialist; Heather Olheiser, Avivo training specialist.
Live well. Work well.

Life is complicated.

For families we serve, life is complicated by living with a disability, addiction, unemployment, lack of education, years in poverty, mental illness, or under-employment. Any one or more of these circumstances keeps people down without an array of help to work through deep concerns.

Avivo is a place they find relevant support and the right depth of services. Avivo is uniquely positioned to pair services for overall wellness... chemical and mental health services, with employment services and career education, address long-term recovery, employment, and economic advancement.

We believe that wellness is the foundation for life success. And that health, and social and economic wellness transforms lives. What we do is truly transformative work, not just for individuals, but for the whole community.

Avivo (“vivo” means life) celebrates life. It envisions a world free of economic and health disparities.

We cannot address disparities in Minnesota on our own. We couldn't do it without you. Thank you for believing that everyone deserves the chance to live well and work well.

With gratitude,

Kelly Matter

Paul worked 28 years for an employer before being laid off when the company moved out-of-state. After struggling to find employment, his Vocational Rehabilitation Services counselor connected him to Avivo's IT Support Training. After graduating, he found permanent employment in his career!
2017 Impact

18,449 served

6,550 accessed treatment & mental health services

5,600 individuals entered employment or careers

94% of individuals served live at federal poverty level or below*
* $25,000 annual income, family of four

80% of people retained their employment for 6 months

2,904 individuals moved off welfare into work

546 individuals who were formerly homeless obtained stable housing

682 youth found employment, education, and skills development support

85 women achieved recovery, with their children. The ONLY program in Minnesota where children up to age 17 can live with mom during treatment.

Thank you for believing that everyone deserves the chance to be well.
Together

We are grateful for you – the donors, volunteers, business partners, and partner community organizations – who help propel our mission forward.

903 volunteers donated 10,958 hours to support the individuals, families, and children we serve

$331,057 is the estimated value for the time Avivo volunteers gave

$1,284,925 was contributed by generous individuals, corporations, foundations and United Way

Deloitte employees built raised gardens with our families in our residential treatment program.

C.H. Robinson employees prepared hygiene kits for recovery housing participants.

Wells Fargo hosted one of the largest backpack drives and fun event for our participants, ever.

For the online version of this letter, visit avivomn-ar17.org
FINANCIALS

Statement of Activities (audited)
for the 12 months ended December 31, 2017

Support & Revenue

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<tr>
<th>Description</th>
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<th>Percentage</th>
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<td>Government Contracts</td>
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<td>Program Service Fees &amp; Other</td>
<td>$10,471,751</td>
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<td><strong>Total Revenue &amp; Support</strong></td>
<td><strong>$27,984,449</strong></td>
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Expenses

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<td>Employment Services</td>
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<td>Career Education</td>
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<td>Chemical &amp; Mental Health</td>
<td>$15,352,697</td>
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<td>Management &amp; General</td>
<td>$2,475,510</td>
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<td>Fundraising</td>
<td>$470,245</td>
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<td><strong>Total Expenses</strong></td>
<td><strong>$28,235,551</strong></td>
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Change in Net Assets                             $ (251,102)

Board of Directors

Charles Abrahamson
HealthPartners

Jill Butler, Treasurer
PricewaterhouseCoopers, LLP

Gene Hanf
Community Volunteer

Tom Hanson
Winthrop & Weinstine

Dan Jaeger, Vice Chairman
St. Patrick Catholic Church

Dr. Thomas Keul, Secretary
Hennepin County Medical Center

Ted Kozlowski
DemandQuest Marketing

Josh Krsnak
Hempel Companies

Monica McCracken
McCracken Manzey Consulting

Lavelle Neal
Star Tribune

Lauren Olson
Lakes Sotheby’s International Realty

Mara Ryan
The Mosaic Company

Mark Skubic
Tapestry Hill Consulting

Paul Way, Chairman
Coulee Bank

Rodney Weck
Wells Fargo
We remain grateful to the following individuals and funders who provided financial support this past year. Thank you for believing everyone deserves the chance to live well and work well.

**Individuals**

**$10,000+**
- Jason & Darcy Flinn
- Ben & Kathleen Fowke

**$5,000-$9,999**
- Jill Butler
- Kelly & Rich Matter
- Nancy Somers Family Foundation

**$2,500-$4,999**
- Charles & Charlotte Abrahamson
- Nancy Carlson & Steve Brissee
- Christopher Gondeck & Norah Powers-Gondeck
- Josh Krsnak
- James G. Lindell
- 1991 Irrevocable Charitable Trust
- Brian Mallaro
- Tina & Mike Palmer
- Brian Van Abel
- Paul & Angela Way

**$1,000-$2,499**
- Anonymous
- Tamra & Rick Anderson
- Mr. & Mrs. Keith Bares
- Tim Beers
- Robert & Margy Berlute
- Robert Bridges & Barbara Luke

**$500-$999**
- Anonymous
- Lena Balk
- David Benusa
- Eric & Joan Berg
- Marjie & Tim Blevins
- Boyd Brown
- Dave Broza
- Matthew Hultman & Maria Delmoro-Hultman
- Nick Dettinger
- George Edmonson
- Tiffany A. Grandchamp
- Michael Hannafin
- Julie Hansen
- Doug & Laura Jaeger
- John & Mary Jelinek

**$100-$499**
- Anonymous (5)
- Tim Allen
- Linda Sue Anderson & Tim Hammet
- Amy Asplund
- Tim Benz
- Matt Berhow
- George T. Bestrom
- Jason Biechler
- Alyssa Boeve
- Tammy Boyd
- Brenda Braget
- Mia Bremer
- Tim Bruell
- Bruce Brumermer
- Susan Buechler
- Bob & Jean Burke
- Kevin Burke
- Mary Butler
- Rebecca Cahn

**$100-$499**
- Kenneth Carlson
- Cal Christensen
- Herbert & Sheila Christensen
- Kirsten L. Christopherson
- John Csargo
- James & Carol Curme
- Angela Deliman
- Thomas & Josephine Deliman
- Lisa Desotelle
- Nancy Diederich
- Judith Donohue
- James & Susan Eaton
- Ward L. Einess
- Susan Enerson
- Jim & Barb Eppel
- Scott Erickson
- Nathan Exsted
- Andrew & Heidi Fisher
- Timia Flanagan
- Gerald Flannery
- Jamey Flannery
- Josh & Courtney Flug
- Chase Foreman
- Kent Forrest
- Timothy & Angela Forsman
- Gina Fox
- Janice Fraley
- Kathleen Franey
- Steve Gathje
- Tim Geary
- Angelene Ghelf
- Beth Gibson Lilja
- Pat Graiziger
- Nick Gust
- Ronald Hafner
- Gene Hanf
- Marie Hanson
- Tom & Kristine Hanson
- Christine Harris
- Edward & Nancy Hennen
Elise Hernandez
Suzanne & Kendall Hicks
Louis F. Hill
Holly Hinman
Melanie Hoffert
Shari Hoffland Hietpas
David Huey
Eric Hughbanks
Mary K. Hughes
Paul & Suzanne Humbert
Sharon K. Hundley
Paul Hussian
Meg Jaeger
Trish Jamar
Jenna Jehowski
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Judy P. Johnson
JB Jouve
Ginger Kakacek
Vanessa Kuhlman
Dave Kvamme
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Amy Liberkowski
Lindsey Locken
Steven & Barbara Ludwig
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Mark Mahowald
Philip Martin
Linda Matter
Rachael McNamara
Nickolas J. McQuillan
Linda Mell
Robert Mersky
Kimberly Mikrot
David E. Moran
Rita Murtada
LaVelle Neal
Dr. Robert & Barbara Neal
Casey Nepper
Theresa Olberding
Mary & Paul Olson
Karen Peterson
Richard Peterson
Jairo Pinilla
Janet Pope
Sara Ragaller
Nicholas R. Rogers
Justin Roth
Sage Foundation
Duane Sather
Doug Schmitt
Kathy Schoenrock
Tom & Beth Schreiner
Nancy Schuelke
Morcine Scott-Warren
Mary Shaffer
Carol Shurb
Anthony Staeger
Sherry Stern & Steven Snyder
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John Tauer, Jr.
Thomas Teigen
Sarah Toepke
Margaret Van Buren
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Janice Vortman Smith
Jill Walker
Jackie Walter
Carla Warner
Kathleen Watters
David White & Daniel Olson
Jamie Woell
George Wood
Susan Yaeger Voigt
Rose Youngquist
Ashley Zapata
Greg & Sandra Zick
Ron Zweber & Peter Scott
Stephen & Barbara Adams
Seun Aiyese
Tim Allen
Carlton Ammons
Anita Anderson
Laui Bajjali
Bea Bakke
Laura Ballou
Emily Bastian
Olivia Bastian
Robert Boeder
Barbara Bogenschultz
Rebecca Boone
Thomas G. Briggs
Jennifer Broman
Valbona Bushi
Rebecca Cooper
Kelly Cramer
Angie Dahle
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Clara DeRosier
Katie Dillon
Evgeniya & Bozidar Djuranovic
Ray & Richelle Dudziak
Seth Eberle
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Nash Evans-Hodgson
Nancy & Thomas Feinthel
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Lisa Guetzkow
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Amy Hairston
Kim Hansen
Meghan Hanson
Lisa Hauser
Elisabeth Heefner
Thomas Hesse
Sarah Heyer
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Rory Hoken
Michael Howe
Barbara Hultgren
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Idenebe Itebe
Susan James
Cory Kanz
Elizabeth Kessler
Khalid Khoury
Sarah Kinder
Katie Klug
Brandon Knight
Ted & Rachael Kozlowski
Linda Kranz
Jon Krauth
Lori Kuhn
Elizabeth A. Lambrecht
Mary Langfeldt
Larry Lattin
Gerald & Judy Lausen
Kim LaValle
Christine Law Chapman
Karen & Randy Lee
Pethuel LeFlore Cole & Samuel Cole
Kristen Leonard
Sherman Lightfoot
Darralu S. Lindholm
Elizabeth Logsden
Cassidy Matter
Christopher Morris
Lisa Nabbefeld
Gladys Nyabwari
Jay Ostergaard
Dave Paakkonen
Theresa Pfieger
Erica Pralle
Tom & Colleen Raasch
Elisa Rasmussen
Jes Reyes
Roger & Sherry Ritten  
Kari Rosand Scanlon  
Andriana Roth  
Kevin Royea  
Harvey E. Rucker  
Kristina Schenkelberg  
Derek Schmale  
Renee B. Schmitt  
Mark Schultz  
Harry Searles  
Aaron Shaffer  
Kim Sheagren  
Doug Shellum  
Andrei Sivanich  
Jennifer Smith  
Michael Smith  
Ronald Spencer & Lelia Candalisa Spencer  
Susan Stemme  
Kris Sterling  
Beth Stoesz  
Kurts Strelnieks  
Carl Studt  
Marlynn Surles  
Keith Tanski  
William & Pam Telleen  
Priscilla Thomas  
Lee Trelstad  
Emily Turner  
Lori Vanyo  
Katheryn Vollers  
Katherine Watt  
Lisa Weber  
Maralyn J. Weihe  
Michele Wiegand  
Mike Zipko

### Corporations, Foundations & Organizations

<table>
<thead>
<tr>
<th>Amount</th>
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<tr>
<td><strong>$250,000+</strong></td>
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</table>

#### Special thank you to our 2017 Achieving Dreams Event Sponsors!

**Gold Sponsor**

[Bremer Bank](#)

**Silver Sponsor**

[UPS](#)

**Bronze Sponsors**

Associated Benefits & Risk Consulting  
Coborn’s Delivers  
Coulee Bank  
HealthPartners  
Ike’s Plumbing & Drain Cleaning  
Lindquist & Vennum P.L.L.P.  
Mall of America  
Nighthawk Security  
Wells Fargo  
Winthrop & Weinstine, P.A.

* denotes gift designated to HEART, Inc.  
+ denotes employee matching gift
Inkind Donors

The following individuals, businesses, and groups donated items and services on behalf of our families. Many participated in our 2017 Adopt-A-Family Initiative and Build-A-Backpack Drive.

3M DMSD/FMSCO
Anonymous
Charles & Charlotte Abrahamson
Advanced Medical of Twin Cities
Advent Talent Group
Megan Allen
Ameriprise Financial
Angie Anderson
Anderson/Hammet/Gooch Group
Andy Bach
Jennifer Barela
Richelle Bates
Kristin Benson
Richard & Bonnie Berg
Ellie Bjorklund
Marjie & Tim Blevins
Bremer Bank
Capella University
Lariza Carlson
Lisa Carter
The Carter Family
Pat & Karen Carver
Centro Mex
Catherine Chu
City of Burnsville – Public Works
Maintenance Facility
Jenna Clark
Clear Channel Outdoor
Clifton Larson Allen
Sarah Coffey
Coulee Bank
Cynthia Curran
Davita
Deloitte LLP
Digi International
Evgeniya & Bozidar Djuranovic
Tori Dold
Meghan Dunbar
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Chris and Harvey Epstein
Federal Protection Service
Libby Finn
Josh & Courtney Flug
General Mills
Chelsey Griggs
Rebekah Gustin
Anne Hable
Alicia Harmon
Health Care Management Resources
HealthPartners
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Hines Management
Holly Hinman
Paula Hirdler
Dan & Caroline Jaeger
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Bonita Johnson
Diane Johnson
Kemps, LLC
Serena Keuppe
Sarah Kinkeade
Seth & Laura Kirk
Jeff Koppmann
Dave Krocak
Kuhl’s Contracting, Inc.
Rich Larson
Douachee Lee
Leo A Daly
Steve Lepinski
Ginny Levi
Claudette Levine
LifeSource
Lindsey Locken
Hannah Luedoble
Kevin Martin
Laura Masuda
Tom Masuda
Kelly & Rich Matter
Nicole McKinney
Medica
Micron Metalworks
Minnesota Berry
Minnesota Department of Corrections
Minnesota Electrical Association
Minnetonka Moccasin
Nicole Mjelde
Laura Moore
Julie Morey
The MPX Group
Wen Muenyi
Julie Munoz
Judy Murphy
Angela & Tim O’Bryan
Michelle O’Kelley
Lauren Olson
One10 LLC
Parsons
Physicians Neck and Back Center Edina
Pricewaterhouse Coopers
Redbrick Health
Regis Salon Corp.
Maria Rieger
Robert Half International
Maribeth Romslo
Deanne Ronald
Mara & Colin Ryan
Tricia Sacchet
Sara Schulman
Securian Foundation
Christina Serres
Mike & Denise Shaughnessy
Sheraton Minneapolis West
Caitlin Sicora
SJE Rhombus

Mark Skubic
Lisa Smith
Annamay Snyder
Jessica St. Germain
Barabara Swanson
Richard Swanson
Mike Tanski
Target Corporation
Target Merchant Teams
The Men’s Wearhouse
Anna Tibesar
Twin Cities Orthopedic
United Health Group
United Parcel Service
University of Minnesota National Center and AHC Office of Education
US Bank
US Healthworks
Airport Clinic
VITAL Worklife
W Minneapolis – The Foshay
Amy Wagner
Paul & Angela Way
Rodney & Jason Weck
Roark
Karen Weddle
Wells Fargo
Wells Fargo Pacific Midwest
Michael Wheeler
Cindy White
Jamie Whitlinger
Wolters Kluwer
Erika Wood
Xcel Energy
Xi Beta Nu
Taylor Young
Avivo volunteers donated 10,958 hours to strengthen the lives of families we serve. We recognize the following for the volunteer roles and time they shared to help make our mission come alive.

**Business Partner Council**

Business partners share time and talents to oversee training curriculum design, facilitate trainings and student seminars, and serve as hiring partners for our career education graduates.

Samia Ali
Volt Workforce Solutions

Melissa Anderson
New French Bakery

Tamra Anderson
Parsons

Greg Anderson
Tennant Company

Andy Augspurger
Papco, Inc.

Michelle Beck-Howard
G&A Partners

Teresa Bell
TCF Bank

Dan Betlock
Metro Appliance Recycling

Marla Birmingham
Wells Fargo

Sheri Bodell
Mystic Lake Casino Hotel

Kelsey Brempell
Cintas

Robert Brommel
Robert Half International

Josephine Brookes
Morrissey, Inc.

Dave Broza
Bethel University

Mary Buesgens
Endeavor Air

Mike Burtzel
Aerotek

Megan Carriveau
Carpentry Contractors

Jodi Cook
Kemps

Joe Daniski
Graco

Clara DeRosier
Minnesota Electrical Association

Karen Dobbins
Macy’s

Kenneth J. Dobson

Michelle Dreier
Minnesota Electrical Association

Suzanne Dvorak
Vision Ease

Kriscel Estrella
Nova Classical Academy

Grace Evansen
Wells Fargo

Chase Foreman
Marsden

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