2019 Annual Letter
An Essential Presence in the Community
from Kelly Matter, President & CEO

A stabilizing force and steady presence for our communities’ most vulnerable members — that is what describes Avivo as we persevere alongside Minnesotans working so hard to achieve recovery, move out of poverty, or escape homelessness.

As you read this, our state and nation continue to advance measures to respond to the effects of COVID-19. Amidst it all, Avivo remains the combination of hands, help, and hope families rely on during times of health crisis and immense social and economic stress. For 60 years, we have been a pivot for many to live well and work well. Today is a time like no other. With the unfailing support of our partners, donors, volunteers, and friends, we remain a transformational force in the lives of people we serve.

Because of your commitment and generosity, at least three hallmarks point to our progress in 2019.

• We helped 813 individuals transition from homelessness to housing with supports.
• Nearly 3,000 individuals found employment or entered careers, and 2,000 individuals moved off of public assistance completely.
• And more than 4,000 individuals increased their health and recovery through Avivo’s chemical and mental health services.

We have a remarkable partnership with Red Lake Nation to help address homelessness among Native Americans. Avivo launched a new street outreach team and will be providing mental health services for supportive housing currently being built by partners for our native neighbors. We’re working with Boston-based nonprofit Economic Mobility Pathways, or EMPath, to create an even more successful bridge to moving our families out of poverty.

Innovation and collaboration are paramount as we move forward into 2020. Avivo remains on the frontlines of helping our communities’ most vulnerable members during the pandemic — individuals experiencing homelessness, dealing with substance use disorders, and living with mental illness or in poverty. We’re advancing telehealth services, adopting mitigation procedures for in-person treatment and recovery housing programs, providing virtual employment services, and implementing online learning in career education. We are depending on our partners, funders, and community more than ever to accelerate innovation in response to such urgent needs and this rapidly changing landscape.

Action, together, during such periods in history is what makes all of us stronger. In the face of community-wide challenges ahead, thank you for standing with Avivo, financially and collaboratively. Together, we will ensure everyone can live well and work well, today and in the future.

With gratitude,
Kelly Matter
President & CEO

Avivo 2019 YEAR IN REVIEW

Kelly Matter, President & CEO

Look at what we accomplished together

Because of you — our volunteers, partners, donors and funders — individuals, who face complex barriers of poverty, homelessness, unemployment, chemical addiction or mental health concerns, are achieving recovery and economic mobility.

12,751 People Served
across the Twin Cities
Metro and the St. Cloud area

16,250 children benefitted from Avivo services
96% of Avivo participants live at 100% poverty level and below
64% people of color served

813 individuals find housing and supportive services to avert homelessness
8 out of 10 participants retained employment after 6 months

4,420 access substance use treatment & mental health services
2,861 individuals entered jobs or careers
1,972 moved off of welfare and into work

83% graduate from Avivo’s career education programs
compared to 54% and 68% from Minnesota two-year state colleges and private career schools, respectively (MN Department of Higher Education, 2017)
Living well and working well

Read what happens when Avivo participants discover their unique abilities, connect to community, and realize paths to healthy futures!

“Avivo works with people with disabilities, and I wanted to get back to where I’d be able to work,” tells David, Avivo career education student. In a very short time, David’s career in maintenance halted when he experienced sight loss and an episode of heart failure. He needed to be retrained with the help of visual and audio supports. Avivo also connected him to external resources for people living with blindness. Now David works in building maintenance at the YMCA, and his doctors report that he is the healthiest he’s been in years!

“The Avivo Way

For each unique individual, Avivo pairs services whenever necessary for a foundation that helps participants achieve health, social, and economic wellness that transforms lives.

Avivo Institute of Career & Technical Education

Short-term training courses that launch individuals on career paths for in-demand jobs

Chemical & Mental Health Services

Substance use treatment with recovery housing, mental health services, housing and housing support, and care coordination

Employment Services

Career services for youth, un- and under-employed adults, immigrants, and people with disabilities

Unique Approaches

Launched brain-science-based, mobility mentoring approach in 2019

Partnership with Boston-based EMPath will help Avivo re-imagine even more successful paths for people out of poverty.

Children, infant to age 17, can live with their mothers while they are in treatment

Avivo offers one of very few programs in Minnesota that allows children over age 12 to live with mom during treatment.

Culturally-specific and culturally-responsive mental health staff

Avivo implemented an internal workforce development program to increase diversity of mental health professionals.
Thank you!

Here’s to our continued work together in giving everyone the chance to live well and work well.

Wells Fargo employees hosted the 8th Annual Backpack Event, donating 600-plus backpacks and supplies to benefit hundreds of Avivo families. Families enjoyed picnic meals, face painting, and financial literacy and outdoor games.

Advent Talent Group volunteers adopted Avivo for their Breaking Barriers campaign. They led two, three-hour interview prep sessions for participants, created job-search readiness kits, and helped demo three apartments Avivo was renovating.

UPS employees led participants through practice interviews and helped organize and distribute suits to participants during the Men’s Wearhouse Suit Drive.

Deloitte volunteers chose Avivo for Deloitte Impact Day and created a new patio area for families in recovery, painted furniture, planted annuals and perennials, and painted playground equipment.

Code42 employees cleaned and mulched garden boxes for family housing, trimmed bushes, painted interiors, and helped demo apartments in our family recovery housing renovation.

US Bank employees cleaned and mulched garden boxes for family housing, trimmed bushes, painted interiors, and helped demo apartments in our family recovery housing renovation.

Avivo holds three, unique fundraising events each year that bring together corporations and businesses to support Avivo’s mission — partners who believe everyone deserves the chance to live well and work well.

Avivo Night of Champions, Mission & Mingle, and Achieving Dreams are vital for growing our chemical and mental health services, housing, career education and employment services. Check out the fun, meaningful experiences.

Avivo Night of Champions is a gala-like fundraising event that also recognizes champions who are making a notable difference in transforming the lives of people Avivo serves. Award winners are announced and honored for leading the way in propelling Avivo’s mission forward. Nearly 300 people attend annually, now hosted at the spectacular Minneapolis Renaissance Hotel — The Depot in February.

Event Chairs Dan Jaeger and Meg Jaeger

Highlighting our Champion Award recipients

Event Sponsors
Achieving Dreams is a one-hour, fundraising breakfast for corporate leaders, business partners, and community members who are passionate about helping individuals overcome barriers to stability and employment. Guests are inspired by Avivo participant successes made possible by Avivo’s unique pairing of recovery, career training, and employment services to help individuals live well and work well. Nearly 250 guests attend the event, hosted at the Minneapolis Hyatt in early fall.

Avivo President & CEO Kelly Matter addresses event guests.

Avivo’s mission is to increase well-being through recovery and career advancement while working to end homelessness.

Pictured right: Dr. Penny Wheeler, President & CEO of Allina Health receives Celebrated Community Leader Award.
## Mission + Mingle

**Mission & Mingle** is a marquee event that mixes fashion, philanthropy, and women who are passionate about helping other women overcome barriers to wellness and lasting success. The event raises funds and awareness for the life-changing recovery, career education, and employment services Avivo provides for women. Nearly 100 people are inspired by fashions showcased by three to five vendors. They enjoy party-style food, and connecting with friends and other professional women! The event has been hosted at a retail location and virtually.

Tastemakers’ personal stylists Anthony Chow and Jessica Bergsten with KARE-11 Sunrise reporter Kiya Edwards.

Guests enjoy fancy hors d’oeuvres with silent auction before the program.

A model shows new spring fashion to guests.

For more information on becoming a sponsor or on joining any of our event steering committees, please contact Bruce Wenger at bruce.wenger@avivomn.org or 612-752-8031. avivomn.org

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## FINANCIALS

### Statement of Activities (audited)

**for the 12 months ended December 31, 2019**

<table>
<thead>
<tr>
<th>Support &amp; Revenue</th>
<th>Amount ($K)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Government Contracts</td>
<td>17,325,325</td>
<td>61%</td>
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<tr>
<td>Program Service Fees &amp; Other</td>
<td>9,591,580</td>
<td>33%</td>
</tr>
<tr>
<td>Contributions (including United Way)</td>
<td>1,724,836</td>
<td>6%</td>
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<tr>
<td><strong>Total Revenue &amp; Support</strong></td>
<td><strong>28,641,741</strong></td>
<td><strong>100%</strong></td>
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</table>

<table>
<thead>
<tr>
<th>Expenses</th>
<th>Amount ($K)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Chemical &amp; Mental Health</td>
<td>17,194,515</td>
<td>60%</td>
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<tr>
<td>Employment Services</td>
<td>5,665,950</td>
<td>20%</td>
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<td>Career Education</td>
<td>2,861,915</td>
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<tr>
<td>Management &amp; General</td>
<td>2,538,822</td>
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<tr>
<td>Fundraising</td>
<td>442,059</td>
<td>1%</td>
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<tr>
<td><strong>Total Expenses</strong></td>
<td><strong>28,703,321</strong></td>
<td><strong>100%</strong></td>
</tr>
</tbody>
</table>

Change in Net Assets: $ (61,580)

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**Board of Directors**

- Charles Abrahamson
  Community Leader and Healthcare Business Consultant
- Carlton Ammons
  HealthPartners
- Jason Beumer
  U.S. Bank Private Wealth Management
- Jill Butler, Chair
  PricewaterhouseCoopers
- Josh Dr. Nicole Cooper
  UnitedHealthcare
- Emily Hebert
  Target Corporation
- Dan Jaeger
  St. Patrick Catholic Church
- Dr. Nicole Cooper
  M.D., Secretary
  Hennepin County Medical Center
- Thomas Keul, M.D., Secretary
  Hennepin County Medical Center
- Joshua D. Krsnak
  Hempel Companies
- LaVelle Neal
  Star Tribune
- Kathy Schoenrock
  Graco, Inc.
- Mark Skubic
  Tapestry Hill Consulting
- Christopher Toppin
  Treasurer & Internal Relations Committee Chair
- Chad Underwood
  Deloitte
- Brian Van Abel
  Xcel Energy
- Paul Way, Vice Chair/Past Chair
  Coulee Bank
- Coulee Bank

Avivo 2019 YEAR IN REVIEW
You made the difference!

Thank you to our amazing donors, volunteer, and partners for believing everyone deserves the chance to live well and work well.

$7,634 hours donated by 2,868 volunteers
$191,844 dollar value by independent sector of volunteer hours
$1,702,493 contributed through charitable giving including United Way

2019 SUPPORT

We remain grateful to the following individuals and funders for their financial support!

Individuals

Chairperson’s Circle ($10,000+)
Dorothy Brumbaugh Charitable Remainder Unitrust
Jill and Patrick Butler
Nancy Somers Family Foundation

President’s Circle ($5,000-9,999)
Jason and Heather Butorac
Jason Filin
Paul and Julie Hansen
Brian Mallaro
Kathy and Rich Matter
Brian Van Abel

Executive’s Circle ($2,500-$4,999)
Charles and Charlotte Abrahamson
Russ Becker
Robert and Margy Berlute
Mark and Lori Carlson
Kenneth and Pat Duncan
Ben and Kathy Fowke
Emily Hebert
Matthew Hultman and Maria Delmoro-Hultman
Thomas and Pamela Keul
Josh Krsnak
James G. Lindell
911 Irrevocable Charitable Trust
Richard Troje
Derek Panzer
James G. Lindell

Director’s Circle ($1,000-$2,499)
Erik Aamoth and Lynette Kayser
Chad Underwood
Paul and Angela Way

$500-$999
Anonymous ($2,000+)

2019 SUPPORT continued

Wade and Stephanie Tollison
Susan Young Voigt
Jim Vois
Rick Wall
Rodney and Jason Weck Roark

$250-499
Anonymous (6)
Jeremy Alinder
Janet Baker
Marcia Ballinger
Adam Berg
Edward Blau
Boyd Brown
Annie Cady
Lori Carlson
Paula and John Case in honor of MaryAnn Melquist
Kirsten L. Christopherson
Jennifer Clelland
Desaree Crane
John Csgaro
Chris Cuneo
Jim and Carol Crotteau

$100-$249
Anonymous (8)
Ingrid Albert
Tim Altman
Linda Sue Anderson
and Tim Hammett
Danielle Fagre Arlowe and Steven Arlowe
Anna Balterine
Tim Beers
Steve Bonoff and Elder Carson

2019 SUPPORT in honor of Richard Troje
Tamm Hall
Larry Hampel
Chris Howarth
Ryan Heck
Nicole Heyfield
Jillian Helgerson
Thomas Hesse
Jessica Hoppe
David Huey
Queeny Ip
Jenna and Sean Irwin
Meg Jaeger
Susan James
Deborah Jiang-Stein
Bonita Johnson
Carrie Johnson
Jean Baptiste Jouve
Sue Knight

Caroline Cochran and Tim Christopherson
Nicole and Jonathan Cooper
Mary and William Daugherty
Jeffrey DeGree
Molly Delbert
Laura Dimsnore
Nicole Dorsey
Michael Doyle in honor of Pedro Anthony Salazar
Joyce Ester
Adam Fairbanks
Nancy and Thomas Feintihel
Jared Fessler
Steph Fish
Pat Foley
Aaron Fortbort
Kent Forrest
Beth Gibson Lilj
Michael and Catherine Grudin in honor of Richard Troje
Tom Hall
Larry Hampel
Chris Howarth
Ryan Heck
Nicole Heyfield
Jillian Helgerson
Thomas Hesse
Jessica Hoppe
David Huey
Queeny Ip
Jenna and Sean Irwin
Meg Jaeger
Susan James
Deborah Jiang-Stein
Bonita Johnson
Carrie Johnson
Jean Baptiste Jouve
Sue Knight

Steve Langer
Susan Lasso
Sarah Lis
Henry Llop
Jeanne Maclin in honor of Richard Troje
Peter Mathiessen
Jodi Meyers
Margaret Mccarney
Linda Mell
Robert and Mary Merisky
Martin Michael
Cheryl Minks
Casey Nepper
Mike and Dodie O'Brien
Benjamin Olson
Kevin and Julie Olson
Jay and Julie Ostgaard
Melissa Ostrom
Jennifer Paulsrud
Anne and Kip Pendleton in honor of Pedro Anthony Salazar
Anna and Nick Peterson
Steven Pomeroy
Virginia and Stephen Potter in honor of Pedro Anthony Salazar
Patricia Pribyl-Brown
Jeanette Purcell
Tom and Colleen Raasch
Theresa Read
Bill Rehbolz
Kevin Reich
Greg and Diane Robinson
Stephen Roche
Jim Roth
Tyler Sadek
Lisa Schuler
Marmac Scott-Warren
Cynthia Sheldon
Irena and Preston Simons
Mandi Sirek

Avivo 2019 YEAR IN REVIEW

Consecutive years of giving: 3+ 5+ 10+ 15+ 20+

Avivo 2019 YEAR IN REVIEW

Consecutive years of giving: 3+ 5+ 10+ 15+ 20+
2019 SUPPORT continued

Inkind Donors

The following individuals, businesses, and groups donated items and services on behalf Avivo participants. Many participated in our 2019 Adopt-A-Family Initiative and Build-A-Backpack Drive as well as provided silent auction items for Avivo’s Night of Champions and Mission & Mingle events.

1010 Washington Wine & Spirits
Erik Aamo and Tracy Sterk
Hindu Abdi
Advent Talent Group
Amina US, Inc.
Air Liquide
Alexander, Haight, and Schjeldrup Family
Allina Health Highland Park Clinic
Casey Anderson
Cydnae Anderson
Karla and Andy Bach
Dana Baillie
Lillian Ballard
Barnd and Watson Family
Barrell Theory Beer Company
Jessie Becker
Russ and Trish Becker
Shero Beer and Friends
Richard and Bonnie Berg
Best Buy Tax & Treasury Department
Chuck Betz
LesLee Bickford
Lisa Bigaouette and Joel Rector
Martha Bird
The Ghelf Hennes Family
General Mills — GBS Community
Frischmann Family Siblings
The Finn Family
Frishmann Family Siblings
Richard Garza
Francisco’s Family
Global Traffic Technologies
The Goar Family
Chelsey Griggs
Amanda Guanzini
The Guyer Family
Anne Hable
Kristina Hagen
Christina Hanson and Friends
Kathryn Hanson
Harrington + Associates Plastic Surgery
Mohamed Hassan
The Haveli Family
HealthPartners Credentialing Crew
The Heibel Family
Hennepin County Medical Examiner’s Office
Hennepin Healthcare
Henson Eron
Hewing Hotel
The Hewayiing Family
Andrea Hill
Holly Hinman
Paula Hirdler
Michelle Hofmann
Holiday Inn St. Paul Downtown
Housing First Minnesota Foundation
The Hunt Family
Image Haus
Emilie Jacobson
Dan and Caroline Jaeger
Meg Jaeger
Heather Jennings
Bonita Johnson
Meaghan Johnson
Sarah Johnson
Lynnette Kayser and Mark Skubic
Kimberly-Clark
Nate and Melissa Kirchner
Jeff Koppmann
Libby Kriy
Amy Kubista
Robbie and John Kunz
Sara Lacey
Roxanne Lange
Bethany Larson
Rich Larson
Leonard, O’Brien, Spencer, Gale & Sayre, Ltd.

Kyle Leopard
Ginny and Ray Levi
Mallory Lind
LitonPak, Inc.
Michaela Lyanga
Samuel Lynn
Manfreight
Mars & Power
Brian Mallaro
Danielle Manjoe
Kevin Martin
Martin Williams Advertising
Martin Patrick
Leah Martinson
McKinsey and Company
Med & Hunt
Medtronic
Merrill Family
Christmas Tradition
Hayley Miller
Minnesota Electrical Association
Minnesota Newspaper Association
Minnesota Tesla Owners Club
Minnesota Twins Baseball Club
Minnesota Vikings
Metinonika Moccasin
Barbara Mitchell
Modern Piping, Inc.
Jackie Mohr
MONO
NAMS
Rachel Nauen
LaVelle Neal
Corrine Nelson
New Horizons Computer Learning
Nikki Niemann
The Niska Family
North Star Imaging
Northstar
Paul Novak

Kate Nybo
Angela and Tim O’Bryan
Caig Ogren
Optum
Catherine and Tom Ost
Pacifier
Parsons Electric
Amy Pavlick
The Katie & Erik Pederson Family
Anamarie Peler
Rownan Peters
Pinnacle Performance Group
Erika Pralle
PriceWaterhouseCoopers LLP — WNC Minneapolis
Prime Therapeutics — Enterprise Integrations Team
Prinsen, Benson and Margolis families
Prudential Financial
RBC Wealth Management
The Elevate Team with RE/MAX Results
Gail Redeker
Amy Rice
Robert Half — Bloomingtom Office Team & Accountemps
Robert Half International
Robert Half Technology
Katherine Roek
Julie Rohr
Deanne Ronald’s Family
Mike and Cathy Tanski
Target — Talent & Change Team
Target Corporation
Target SHIPS Merchandising Team
Tastemakers, etc.
TempWorks Software, Inc.
Tennent Corporation
The Firm Facility Services
The Hershey Company
The Toro Company
Anne and Doug, Oliver, and Isaac Thielens
Jen Thorsen
Three Rivers Park District
Christopher and Maggie Toppin
Stephanie Tower
Laurie Tschetter
Bronwen Tynndol
U.S. Bank
UHC E&I Healthcare Economics — Central Region
Abby Uhrich

United Healthcare
UnitedHealth Group
UPS
The van Osnbarggbe Family
Lindsay and Victoria Vargas
Oona Veddier
Jim and Anna Verhoye
Ventae Group
The Voth Family
VSA Minnesota
W2O Group
Jennifer Wagner
Walser Automotive Group
Kiel Walters
Nancy Warner
Mandy Watson
Devona Wells
Wells Fargo
Wells Fargo Loan Center Group
Jennifer and Parker Wheatley
Michael Wheeler
Jakozy Whiston and Solomon Anderson
Tara Welberg
The Wig Family
Wildwood Theater Company
Kristin Williams
Winnebago Industries
Brendan Wise
WolfNet Technologies
Walters Kluver
The Wray Family
Xcel Energy
Xi Beta Nu
Shirlee Xie
Shelly, Matt, and Natalie Zavoral
Terry Zborowsky
Rosemary Zsarnik
Bethany and James Zucco

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Volunteers
Avivo volunteers donated 7,634 hours to strengthen the lives of individuals we serve. We recognize the following for their skills 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.

Paul Ahlers
Walgreens
Amy Aho
TempWorks
Samia Ali
Volk Workforce Solutions
Tamra Anderson
Parsons Electric
Greg Anderson
Tennant Electric
Andy Augspurger
Papco Supply
Madison Bauer
Aerotek
Jerry Bergstrom
Pridestaff
David Berthiaume
MnIT
Dan Betlock
Metro Appliance Recycling
Leslie Bjork
STS Staffing
Megan Blakeborough
Lyman Lumber

Sheri Bodei
Mystic Lake
Steve Bonoff
Printing Industry Midwest
Margaret Branca
Tubman
Dave Broza
Bethel University
Andrea Brugger
Award Staffing
Caleb Brunz
Paul Davis Restoration
Mary Buesgens
Endeavor Air
Samir Bushra
No B.S. Advertising
Breanna Carey
Indrotec
Megan Carriaveau
Carpentry Contractors
Camille Cummings
TempWorks
Leah Dale
Team Personnel
Joseph Daniski
Graco
Chris Davis
Printing Industry Midwest
Claire DeRosier
Electrical Association
Taylor Dixon
TEK Systems
Michelle Dreier
Electrical Association
Suzanne Dvorak
Vision Ease
Carolina Egerott
Harvard Maintenance
Kriscel Estrella
Nova Classical Academy
Ron Etim
UNFI
Jared Fessler
Award Staffing
Chase Foreman
Marsden
Garrett Fuchs
Paul Davis Restoration
Tom Gavara
Housing First Minnesota Foundation
Jerome Gerber
Award Staffing
Ann Godfrey
Godfrey Talent
Jason Gomez
Erik Govrik
In Home Personal Care
Ross Guthrie
Minneapolis Institute of Art
Kirsten Halen
Terry Bear Urns and Memorials
Marion Halling
Volkart May
Nicole Hart
Cintas
Jason Hatch
Acara Solutions
Diane Hearden
Volt Workforce Solutions
Jeffrey Hinke
New Horizons Minnesota
Lauren Hooker
Aerotek
Nicole Howell
Mystic Lake
Michael Hreha
Minncor
Kenneth Hudoba
Census 2020
Lauren Hunter
Minnesota Department of Human Services
Sean Irwin
Otvative
Kelli Jellets-Diamond
Genuine Parts Company
Anje Jeltema
Dominion
Tori Johnson
Kemps
Jordan Jones
Mail of America
Megan Kallberg
Amazon
Brittney Kessel
Kelly Services
Keith Koenig
Hope Presbyterian Church
Lisa Larson
Sapos Pet Food
Justine Launert
Code 42
Karen Leddy
Enterprise Holdings
Karen Lee
Lydia Leon
Mystic Lake
Samantha Leuang
Minnesota Department of Human Services
Ali Loomis
Randstad
Claire Mathias
Verizon
C.J. McMunn
Aerotek
Dan Moldan
Prospect Foundry
Stefanie Mooney
Mail of America
Doug Muller
Mall of America
Joe Mumford
Wells Fargo
Melissa Neville
Twin Cities Orthopaedic
Amy Nighswander
Red Cross

Raquel O’Brien
Park Nicollet
Michelle O’Kelley
Advent Talent Group
Heather Orth
Twin Cities Orthopaedic
Jeff Otto
Otto Pallet Recycling
Nolan Swaive
Aerotek
Janet Thies
Nyco Technical
Golia Thor
Elim Care
Dannette Turner-Strickland
Pitney Bowes
Nicole Ovea
UPS
Sheng Vue
Experience Leadership Coaching & Training
Anita Vue
City of St. Paul
Velvet Walker
Normandale Community College
Jessica Westberg
FedEx Ground
Athelgra Williams
Minneapolis Parks and Recreation Board
Yer Winder
Minnesota of Department of Revenue
Mali Yang
Aerotek
Nancy Zylla
Impact Group

Individual Volunteers (with a minimum of 20 hours of service)
Nicole Anderson-Weir
Tim Clark
Tobio Cooperman
Nancy Feinthel
Kristalena Herman
Ellie Hollenberger
Patrick Stone
Wells Fargo
Ashley Sturges
Mall of America
Gogo Suapaia
York Solutions
Nolan Swaive
Aerotek
Janet Thies
Nyco Technical
Golia Thor
Elim Care
Dannette Turner-Strickland
Pitney Bowes
Nicole Ovea
UPS
Sheng Vue
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Nancy Zylla
Impact Group

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Wells Fargo
Ashley Sturges
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Gogo Suapaia
York Solutions
Nolan Swaive
Aerotek
Janet Thies
Nyco Technical
Golia Thor
Elim Care
Dannette Turner-Strickland
Pitney Bowes
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Jessica Westberg
FedEx Ground
Athelgra Williams
Minneapolis Parks and Recreation Board
Yer Winder
Minnesota Department of Revenue
Mali Yang
Aerotek
Nancy Zylla
Impact Group

Volunteer Groups
1010 Washington
Wine & Spirits
Advent Talent Group
Alma US, Inc.
Air Liquide
Allina Health Highland
Park Clinic
Avivo Community Support Program Participants
Barrell Tree
Beer Company
Best Buy Tax & Treasury Department
BMS Group
Boon 10
Bremer Bank
Bumbergsure
Capella University
Cassandra Spear’s State Farm Agency
Caterpillar

Clear Channel Outdoor
MSP Branch
CliftonLarsonAllen
Code 42
Collegiate Concepts, Inc.
Comcast
Coulee Bank
Cub Foods — Maplewood
Dakota County Lumber
Deloitte
Design 1
Digi International
Digital River, Inc.
Dominion
Electrical Association
Elsevier
Enterprise Holdings
Ferguson Bath, Kitchen & Lighting Gallery
General Mills — GBS Community Action Committee
Global Traffic Technologies
Greater Twin Cities United Way
Harrington + Associates
Plastic Surgery
HealthPartners
Credentialed Crew
Hennepin County Medical Examiner’s Office
Hennepin Healthcare
Henson Efron P.A.
Hewing Hotel
Holiday Inn St. Paul
Downtown
IMAGELAUS
Kimberly-Clark
Leonard, O’Brien, Spencer, Gale & Saye, Ltd.
LinnPak, Inc.
Mainfreight
Mairs & Power
Martin Williams Advertising
McKinsey and Company
Mead & Hunt
Medtronic
Avivo's mission is to increase well-being through recovery and career advancement while working to end homelessness.

Avivo envisions our communities free of health and economic inequities.

Founded in 1960, Avivo provides chemical and mental health services, housing and housing supports, career education, and employment services. We specialize in helping individuals and families who face personal or systemic barriers — poverty, homelessness, joblessness, chemical addiction or mental health concerns — achieve recovery and economic stability. We believe everyone deserves the chance to live well and work well. For more information, visit avivomn.org.