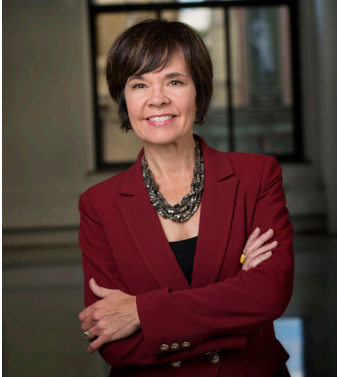




Mural created by Avivo participants



Kelly Matter,  
President & CEO

## 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.

Health care costs. Worker shortages. Social disparities. Homelessness. Bullying. Opioid crisis.

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.**

### *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.”

*Addiction and  
mental illness  
pay no attention  
to social status.*

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.

*Opportunity is not equal for all.*

## 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.



**ESL at Avivo:  
Teaching English  
To Job Seekers**

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.

*We're uniquely positioned to help people out of homelessness.*

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.

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



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.

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



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.

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.

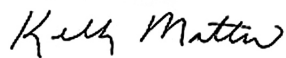
Avivo is a place they find relevant support and the right depth of services. **Avivo is uniquely positioned to pair services for overall wellness...** chemical and mental health services, with employment services and career education, address long-term recovery, employment, and economic advancement.

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

*Sometimes a deep dive in comprehensive services is what our participants need to succeed.*

**"Avivo helps people. They help you to rebuild and get you ready [for a career]."**



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

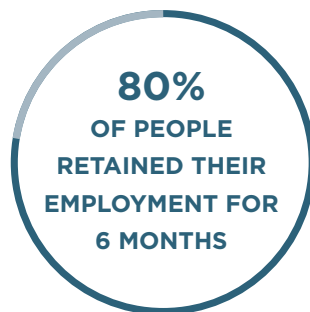
**6,550** accessed treatment  
& mental health services



**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



**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.

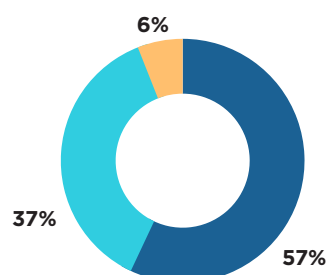


Wells Fargo hosted one of the largest backpack drives and fun event for our participants, ever.

For the online version of this letter, visit [avivomn-ar17.org](http://avivomn-ar17.org)

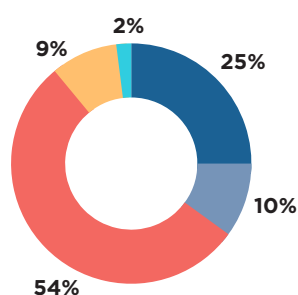
# FINANCIALS

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



### Support & Revenue

Government Contracts	\$	15,976,135	57%
Program Service Fees & Other	\$	10,471,751	37%
Contributions (including United Way)	\$	1,536,563	6%
<b>Total Revenue &amp; Support</b>	<b>\$</b>	<b>27,984,449</b>	<b>100%</b>



### Expenses

Employment Services	\$	6,974,192	25%
Career Education	\$	2,962,907	10%
Chemical & Mental Health	\$	15,352,697	54%
Management & General	\$	2,475,510	9%
Fundraising	\$	470,245	2%
<b>Total Expenses</b>	<b>\$</b>	<b>28,235,551</b>	<b>100%</b>
<b>Change in Net Assets</b>	<b>\$</b>	<b>(251,102)</b>	

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## 2017 SUPPORT

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

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**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	Davita	Hannah Luedoble	Mark Skubic
Anonymous	Deloitte LLP	Kevin Martin	Lisa Smith
Charles & Charlotte Abrahamson	Digi International	Laura Masuda	Annamay Snyder
Advanced Medical of Twin Cities	Evgeniya & Bozidar Djuranovic	Tom Masuda	Jessica St. Germain
Advent Talent Group	Tori Dold	Kelly & Rich Matter	Barabara Swanson
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Ameriprise Financial	Enterprise Holdings	Medica	Mike Tanski
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Jennifer Barela	Josh & Courtney Flug	Minnesota Electrical Association	Anna Tibesar
Richelle Bates	General Mills	Minnetonka Moccasin	Twin Cities Orthopedic
Kristin Benson	Chelsey Griggs	Nicole Mjelde	United Health Group
Richard & Bonnie Berg	Rebekah Gustin	Laura Moore	United Parcel Service
Ellie Bjorklund	Anne Hable	Julie Morey	University of Minnesota National Center and AHC Office of Education
Marjie & Tim Blevins	Alicia Harmon	The MPX Group	US Bank
Bremer Bank	Health Care Management Resources	Wen Muenyi	US Healthworks Airport Clinic
Capella University	HealthPartners	Julie Munoz	VITAL Worklife
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	Ginny Levi	Mike & Denise Shaughnessy	
	Claudette Levine	Sheraton Minneapolis West	
	LifeSource	Caitlin Sicora	
	Lindsey Locken	SJE Rhombus	



## Volunteers

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**  
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**Marla Birmingham**  
Wells Fargo

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**Kelsey Brempell**  
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Robert Half International

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**Karen L. Lee**

**Samantha Leuang**  
Minnesota Department  
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**Stefanie Mooney**  
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Park Nicollet

**Michelle O'Kelley**  
Advent Talent Group

**Nicole Packard**  
American Red Cross

**Stephanie Pleasant**  
UPS

**Mike Pretzel**  
Mississippi Market

**Alex Proulx**  
Career Strategies

**Nicole Rees**  
Mystic Lake Casino Hotel

**Diane Richard**  
Minnetronix

**Michelle Roddie**  
Macy's

**Tov Rose**  
Dungarvin

**Brad Rudolph**  
OnDemand Group

**Dara Salvevold**  
Caterpillar Paving  
Products, Inc.

**Vielka Sanchez**  
Paydayz Staffing

**Linellis Santiago-Bernier**  
Union Pacific Railroad

**Kari Scanlon**  
Touchstone Mental Health

**Omesh Singh**  
First Transit

**Judy Stolley**  
Atterro/ProStaff

**Patrick Stone**  
Wells Fargo

**Ashley Sturges**  
Mall of America

**Janet Thies**  
Nycor Technical

## VOLUNTEERS continued

**Dannette Turner-Strickland**  
Pitney Bowes Inc.

**Je Vang**  
Science Museum of  
Minnesota

**Katie Voigt**  
Cintas

**Brooke Weidendorf**  
Mall of America

**Athelgra Williams**  
Minneapolis Parks and  
Recreation Board

### Individual Volunteers (with a minimum of 20 hours of service)

David Adair

Allyson Adamson

Christianne Arnold

Michael Bailey

Sandra Barnes

Liisa Beckman

Jazmine Bernantz

Ronan Brooks

Valbona Bushi

Lucy Cheng

Mike Danielsen

Jennifer Ellenburg

Logan Evenson

Melissa Evers

Nancy Feintheil

Joshua L. Fredrickson

Oriana Freeman

Diana Gamboa Vega

Shan Gao

Matthew Gembrowski

Elizabeth Hall

Shane Hamp

Peter Herkenhoff

Iftin Hussein

Lynda Iglesia

Vickie Jackson

Shukri Jama

Stacy Kaditus

Hannah Kass

Vincent King

Hanna Kivimaki

Jonathan Kleba

Julia Lang

Zoe Lilak

Alexander Lorang

Steven Ludwig

Hannah Maher

Amanda Maloney

David Maslow

Rosemary Rue Mengelkoch

Carmen Miller

Brett Miller

Derrick Minor

Iris Monahan

Sean Mulcare

Ellen Olson

Rebecca Ongera

Taylor Payton

Trina Porte

Erin Reyes

Tara Reynolds

Terry Robertson

Terence Rolf

Kyelaya Rostron

Kelsey Ruckdashel

Jude Schaaf

Janis Sines

Omesh Singh

Mary Kate Stanfa

Nardos Tegegne

Rebekah Thomas

Emily Tuseth

Magdalena Unger

Mary Weddle

Steven Widlowski

Patricia Young

Andrew Young

## Volunteer Groups

3M

Avivo Community Support  
Program Participants

C.H. Robinson Worldwide  
Foundation

Coulee Bank

Deloitte LLP

EY

Honeywell, Inc.

Hope Church

Interfaith Action of Greater  
St. Paul

Minnesota Electrical  
Association

Optum

Prince of Peace Lutheran  
Church

Prudential

Target Center

Target Corporation

Union Pacific

United Health Group

UPS

Wells Fargo

Avivo's mission is to increase well-being through recovery, employment, and career advancement.

Avivo envisions our communities free of health and economic disparities.

Founded in 1960, Avivo (formerly RESOURCE, Inc.) provides chemical and mental health services, 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](http://avivomn.org).



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