





2018 Annual Letter



Kelly Matter,
President & CEO

*"'Give Folks A Chance':
Nonprofit urging landlords
to help Minneapolis
homeless camp residents,"
WCCO-TV,
November 9, 2018,
bit.ly/Avivo1118*

*"Minnesota agencies
push faster access to
drug treatment amid
opioid epidemic,"
StarTribune,
February 24, 2018,
bit.ly/Avivo0218*

Year in Review: Live well. Work well.

from Kelly Matter, President & CEO

In 2018, Avivo was immersed in the worthwhile work of advancing recovery and economic wellness for all Minnesotans. Our priority remains addressing the deep needs our neighbors face and removing systemic barriers to success. With your support, nearly 15,000 people were able to transform their lives this past year! Thank you.

Last year, the ugly realities of homelessness, poverty, and addiction in Minnesota became more visible than ever. We saw the presence of the Minneapolis homeless encampment ignite; the crisis of opioid use soar; and unemployment continue for individuals for whom work is out of reach.

We are unwavering in our belief that everyone deserves the chance to live well and work well — individuals living in homelessness and poverty, and with a disability, mental illness, addiction, and chronic unemployment.

We achieved a significant milestone in combatting homelessness. Red Lake Nation asked Avivo to partner in October and house 100 native people living at The Wall of Forgotten Natives in four to six months. Thanks to amazing landlords and committed partners, we were able to house as many as 70 people by the end of 2018 — well on our way to finding housing for one hundred in under six months.

Another milestone for Avivo is in the area of ensuring that everyone has access to the treatment they need. We provided 2,131 chemical use assessments so people could access the best level of care.

Avivo also offers transitional recovery housing for individuals while in treatment. This increases participants' abilities to achieve recovery. BATC-Housing First Minnesota Foundation and three build partners completely renovated our eight-unit apartment building which is home to 40 mothers and their children each year in our family treatment program. We also purchased two apartment buildings we were renting. This enables us to preserve transitional housing for our participants and eliminate the risk of losing housing in the future!

I remain proud to be a part of one of the largest workforce development organizations that helps people living in poverty economically advance. Avivo helped more than 4,300 individuals, who experience multiple or chronic barriers to self-sufficiency, find employment. And 2,897 individuals and their families moved off of welfare into work!

Avivo wouldn't exist if it wasn't for you. Thank you for being a champion to individuals and families in our community who are working so hard to transform their lives.

Please take time to scroll through our 2018 achievements and celebrate what we have done together!

With gratitude,

Kelly Matter
President & CEO

Take a Look

"Avivo: A new place for mothers struggling with addiction," WCCO-TV, May, 22, 2018, bit.ly/Avivo0518

"Avivo expands youth employment programs in St. Paul and east metro," Avivo, July 2018, bit.ly/Avivo0718

"Avivo purchases apartment buildings to preserve family recovery housing," Avivo, October 2018, bit.ly/Avivo1018

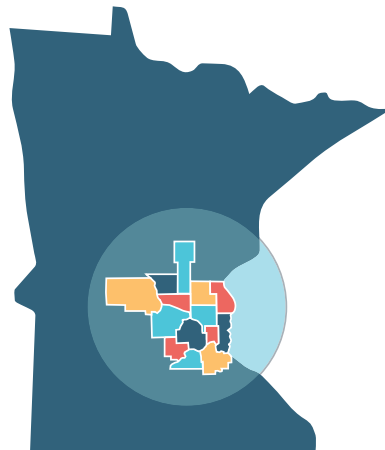
Look at what we accomplished together

Together, individuals who face complex barriers — poverty, homelessness, unemployment, chemical addiction or mental health concerns — are achieving recovery and economic stability.

See below!

14,881 People Served

Twin Cities metro counties, St. Cloud, and Princeton



23,000 children benefitted from Avivo services

96% of Avivo participants live at 100% poverty level and below (family of 4 living on annual salary of \$25,100)

65% of individuals served are people of color

4,214 people accessed treatment & mental health services

4,385 individuals entered jobs or careers

798 individuals find housing and supportive services to avert recurring homelessness



8 out of 10
participants retained
employment after
6 months



2,897
moved off
welfare and into work



265
achieved
industry credentials

We are unswerving in our belief that everyone deserves the chance to live well and work well — individuals living in homelessness and poverty, and with a disability, mental illness, addiction, and chronic unemployment.

You Count

Stories behind the numbers

Each person at Avivo counts. Everyone has unique abilities, connections to community, and a path for a healthy future.

Read a few of our participants' stories.



Hirut

"This job changed my life. I'm very happy," says Hirut, mother of five children. Hirut immigrated to the United States 22 years ago. She endured many hardships, including leaving an abusive marriage relationship. Needing to support her children, she enrolled in Avivo's maintenance custodial training program. **After graduating she secured a position with the City of Minneapolis.**



Antoinette

Antoinette, age 24 and mother of a three-year-old daughter, was living in supportive housing for youth. Deciding she needed to find a way to support herself, she turned to Avivo's youth employment program. With Avivo's help, Antoinette is on track to start a career as a Certified Nursing Assistant (CNA). She's certified now and looking for her first job! She is excited to move off of public assistance and earn enough to rent a two-bedroom apartment. **"I'm trying to go higher up to the LPN, to RN... I'm trying to push all the way," she says. "But I'm going to take it step by step."**



Tommy

"I'd completed recovery programs two different times," says Tommy, "but never really stayed sober until I did career education at Avivo."

Tommy enrolled in the maintenance custodial training program, graduated and passed the Minnesota Boiler's Operator exam. Avivo's employment and career services helped him gain confidence for his job hunt. Soon after graduation, he secured his job as a Chemical Maintenance and Waste Treatment Operator for a Twin Cities circuit board manufacturer. **In three years, Tommy has been promoted and received multiple pay raises. "It's kind of amazing when I think about the changes that I've made."**



Vincent

For years Vincent lived with undiagnosed PTSD, caused by several traumatic family events. To cope, he used illegal substances to self-medicate which ultimately led to his incarceration.

Once enrolled in Avivo's treatment program, the confirmed dual diagnosis helped him choose the substance-free life he lives today.

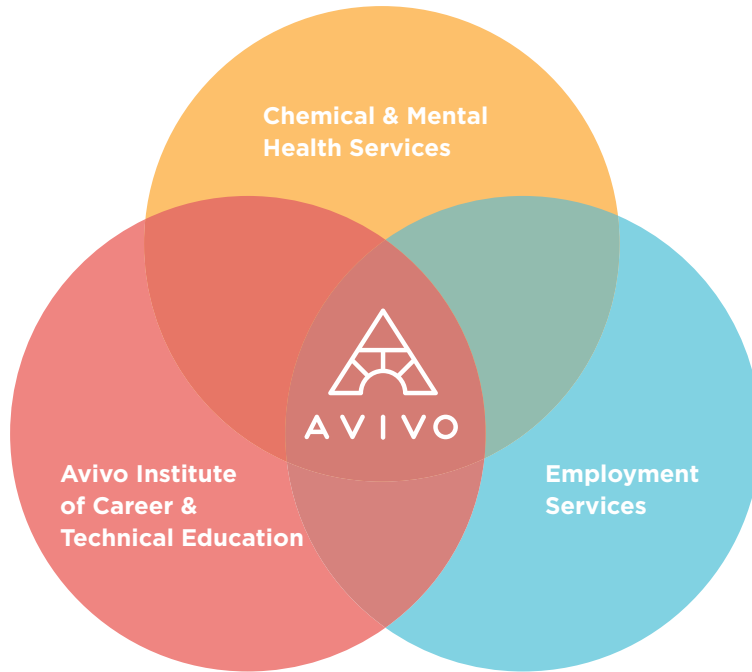
Hitting one year of sobriety was a major achievement for him! He stayed connected to support and started volunteering to give back. He completed an internship as a recovery coach and hopes to turn his ability to relate to peers into a career.

"It's been one big circle, everybody helping each other," says Vincent. "I'm glad to be part of that."

Wellness

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.



Chemical & Mental Health Services

Treatment, mental health services, housing & housing support, and care coordination

Avivo Institute of Career & Technical Education

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

Employment Services

Individualized services for youth, under- and un-employed individuals, immigrants, and people with disabilities

Unique Approaches



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



Scholarships for Avivo's Institute of Career & Technical Education

100 Avivo participants, who would otherwise not have access, are able to enroll in career training each year



Wellness integrated in services introduced organization-wide in 2018

Tobacco cessation, physical activity, and nutrition initiatives to increase participants' successes

Thank you!

Here's to 2019 and our continued work together, helping everyone live well and work well.



Capella employees adopted 120 people or 40 families during our 2018 Adopt-A-Family program.



Wells Fargo volunteers hosted the 7th Annual Wells Fargo Avivo Backpack Event to benefit Avivo families.



Volunteers from Graco provided supplies, and prepped and painted the building at one of our Minneapolis locations.



Medtronic volunteers helped weed, mulch, plant, and build picnic tables and basketball hoops at two of our Minneapolis locations.



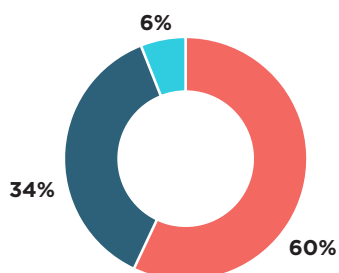
UHG volunteers packed more than 200 backpacks for families in our programs.



U.S. Bank volunteers cleaned and prepped our apartments in our transitional recovery housing for painting.

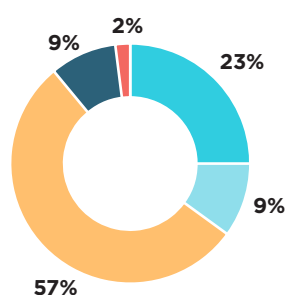
FINANCIALS

Statement of Activities (audited) for the 12 months ended December 31, 2018



Support & Revenue

Government Contracts	\$	16,752,588	60%
Program Service Fees & Other	\$	9,634,414	34%
Contributions (including United Way)	\$	1,711,773	6%
Total Revenue & Support	\$	28,098,775	100%



Expenses

Employment Expenses	\$	6,517,764	23%
Career Education	\$	2,729,242	9%
Chemical & Mental Health	\$	16,010,362	57%
Management & General	\$	2,538,684	9%
Fundraising	\$	473,433	2%
Total Expenses	\$	28,269,485	100%
Change in Net Assets	\$	(170,710)	

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You helped us be the difference in the lives of others!

We couldn't have done it without our amazing donors, volunteers, and partners.

9,332 hours donated by
701 volunteers

\$262,696 dollar value
by independent sector of
volunteer hours

\$1,456,480 contributed
through charitable giving,
including United Way

2018 SUPPORT

We remain grateful to the following individuals and funders who provided financial support. 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

Einess Strategies
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Xcel Energy

Inkind Donors

BATC-Housing First Minnesota Foundation

Crystal Kitchen + Bath, The Kingdom Builders, & Soderberg Apartment Specialists

We are extremely grateful for the overwhelming generosity of the Foundation and three build partners. They covered the costs and provided the labor to renovate eight apartments in our transitional recovery housing — home to mothers and their children while in treatment.

Thank you!



Inkind Donors

The following individuals, businesses, and groups donated items and services on behalf Avivo participants. Many participated in our 2018 Adopt-A-Family Initiative and Build-A-Backpack Drive.

Erik Aamoth
Aimia US
Air Liquide
Megan Allen
Gat Alward
Linda Sue Anderson
& Tim Hammett
Apex Systems
Apple Valley Soccer
Family Group
Meredith Azeem
Andrew Bach
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 Terri Zborowsky

* Denotes in-kind gift with
 reported value to Avivo
 exceeding \$5,000

Volunteers

Avivo volunteers donated 9,332 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.

Samia Ali

Volt Workforce Solutions

Greg Anderson

Tennant Company

Melissa Anderson

New French Bakery

Tamra Anderson

Parsons Electric

Andy Augspurger

Papco, Inc.

Michelle Beck-Howard

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Vision Ease

Kriscel Estrella
Nova Classical Academy

Jared Fessler
Award Staffing

Chase Foreman
Marsden

Garrett Fuchs
Paul Davis Restoration

Tom Gavaras
BATC

Jerome Gerber
Award Staffing

Alison Gibson
Career Strategies

Tracy Godfrey
Godfrey Talent

Erin Govrik
In Home Personal Care

Anne Marie Guidarelli
Career Strategies

Ross Guthrie
Minneapolis Institute of Art

Marianne Halling
Volkart May

Tina Harpke
TPI Hospitality

Nicole Hart
Cintas

Jason Hatch
Acara Solutions

Diane Hearden
Volt Workforce Solutions

Gretchen Hoff
Randstad

Nicole Howell
Mystic Lake

Christy Humphrey
Dominium

Lauren Hunter
MN Department
of Human Services

Tori Johnson
Kemps

Jordan Jones
Mall of America

Brittney Kessel
Kelly Services

Keith Koenig
Hope Presbyterian Church

Mark Kraske
Wells Fargo

Rebecca Krekelberg
Enterprise Holdings

Lisa Larson
Sojos Pet Food

Seam Lat
Element Fleet

Karen Leddy
Enterprise Holdings

Karen Lee

Lydia Leon
Mystic Lake

Samantha Leuang
MN Department
of Human Services

Katherine Minter
Randstad

Stefanie Mooney
Mall of America

Douglas Muller
UnitedHealth Group

Melissa Neville
Twin Cities Orthopedics

Raquel O'Brien
Park Nicollet

Michelle O'Kelley
Advent Talent Group

John Oyen
Vision Ease

Katie Palmer
Dungarvin

Stephanie Pleasant
UPS

Mike Pretzel
LSC Communications

Alex Proulx
Career Strategies

Patrick Quigley
Award Staffing

Nicole Rees
Mystic Lake

Diane Richard
Minnetronix

Javiar Robles
Personnel Plus

Michelle Roddie
Macy's

Brad Rudolph
On Demand Group

Tyler Sadek
Parsons Electric

Dara Salvevold
Caterpillar

Vielka Sanchez
Payday Staffing

Linellis Santiago
FedEx Freight

Kari Scanlon
Touchstone Mental Health

Ryan Seleski
Land O'Lakes

Camille Sherman
Harvard Maintenance

Steve Shore

David Siegel
BATC

Omesh Singh
Comcast

Judith Stolley
Atterro

Patrick Stone
Wells Fargo

Danette Strickland
Pitney Bowes

Ashley Sturges
Mall of America

Janet Thies
Nycor Technical

Golia Thor
Elim Care

Je Vang
Science Museum of MN

Katie Vogt
Cintas

Sheng Vue
Experience Leadership

Athelgra Williams
Minneapolis Parks and
Recreation Board

Diana Williams

Maili Yang
Aerotek

Nancy Zylla
Impact Group

VOLUNTEERS continued

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

Hamda Ali
Emilia Alugo
Peter Asplin
Ashley Bonk
Madison Bruner
Matthew Butz
Joshua Clark
Snehalatha Dammu
Joe Daniski
Isaac Davison
Nancy Feintheil
Matt Genz
Eric Juvland
Jacob Juvland
Lee Juvland
Steven Ludwig
Amanda Maloney
Melissa Markay
Rosemary Mengelkoch
Jason Miller
Mary Olympia
Darren Ong
Catherine Ost
Erin Reyes
Terry Robertson
Julia Russo

Georgia Ryan
Sheryl Saterstrom
Jude Schaaf
Janis Sines
Miriam Stoner
Rebekah Thomas
Andrew Turman
Nancy Twidwell
Magdalena Unger
Jessica Widboom
Terri Zborowsky

Volunteer Groups

Aimia US
Air Liquide
Apex Systems
Avivo Community Support
Program Participants
BATC-Housing First
Minnesota
Bellacor.com, Inc.
Best Buy
Best Western Plus
Brandt Criminal Defense
Bremer Bank
Capella University
Cigna Health
Clear Channel Outdoor
CliftonLarsonAllen

Code42
Crystal Kitchen + Bath
Deloitte & Touche LLP
Digi International
Elsevier
Enterprise Holdings
Ernst & Young
Fairview Health Services
General Mills
Graco
Harrington Plastic Surgery
HealthPartners
Henson Efron
Home2 Suites Roseville
Lucky's 13 Pub
Mairs & Power
Marco
Martin Williams Advertising
Medica
Medtronic
Michigan State University
Twin Cities Alumni Club
Micron Metalworks
Minnesota Electrical
Association
Minnesota HOSA
Minnetonka Moccasin
MONO
Optum

Parsons Electric
Polaris Industries
PricewaterhouseCoopers
LLP
Rasmussen College
Robert Half
Sheraton Minneapolis West
Soderberg Apartment
Specialists
Sunrise Banks
Synergy Associates
Target
TD Bank, USA NA
The Clorox Company
The Kingdom Builders
The Mother Baby Center
The Toro Company
UnitedHealth Group
UnitedHealthcare
Unum
UPS
US Bank
Veritae Group
W2O Group
Walser Automotive Group
Wells Fargo
Wells Fargo - Northtown
Wolters Kluwer
Xcel Energy

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 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.



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