

# 2019

## ANNUAL REPORT







# 2019



Kelly Matter,  
President & CEO

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 significantly advanced our work in helping end homelessness; piloted a new, evidence-based approach to helping families out of poverty; and saw increased access to treatment and recovery for individuals and families.

- 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.

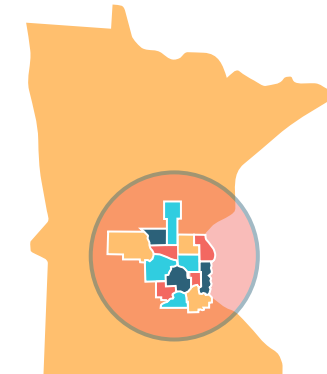
With gratitude,

Kelly Matter  
President & CEO

## 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  
(family of 4 living on annual salary of \$25,100)



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!



**BAILEY**

“There are really no programs like this,” shares Bailey, Avivo treatment graduate and mother of two. “I can’t speak highly enough of Avivo.” Bailey’s addiction started while in high school. Her addiction sent her spiraling downward, and she dropped out of high school. After being in jail several times, she changed her mind-set and chose treatment at Avivo. Staff helped her reunite with her daughter so they could recover together. Avivo counselors helped her look for a job. Now she is working as an office assistant in another treatment center and supporting her family.



**MELISSA**

“I can’t believe where I am now,” shares Melissa Bringsthem, a tribal member of Red Lake Nation. “Avivo helped me get better. I am really grateful. With my place, I am healing.” Melissa described herself as a raging alcoholic. Homeless and actively using, she lived in the homeless encampment in Minneapolis. She was the first of more than 150 individuals Avivo housed from the encampment and Navigation Center. Today, she is sober, living in her own apartment, and working part-time. She is going to school to achieve her dream of running her own native business.



**DAVID**

“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!

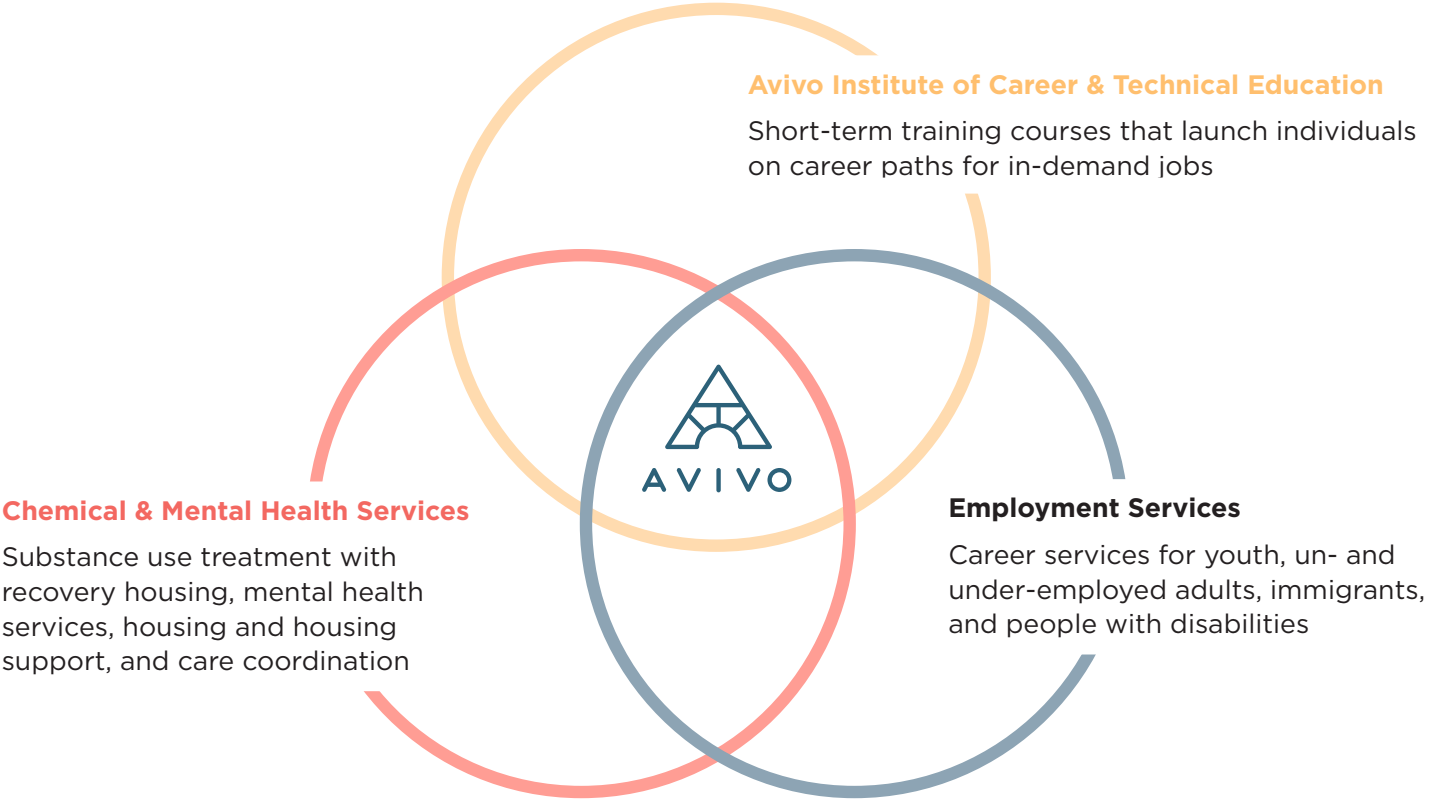


**JEFF**

“I want to help others and let them know that if I can come out of the depths of hell and find direction in life, anyone can do it,” shares Jeff, Avivo treatment program graduate. According to Jeff, he was heavily addicted to drugs and hopeless. He was homeless and ready to change when he entered treatment and recovery housing at Avivo. Taking advantage of all Avivo offered, he found employment after graduating from treatment and is now attending school to become an addiction counselor.

# 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.



## 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** employee volunteers 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.



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



**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** employee volunteers led participants through practice interviews and helped organize and distribute suits to participants during the Men's Wearhouse Suit Drive.



**US Bank** employee volunteers painted garden boxes, cleaned and updated our child development center, and donated and prepared welcome baskets for our recovery housing residents.



## Corporations and businesses making a difference.

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.



WCCO-TV reporter & Emcee Reg Chapman and Kelly Matter, Avivo President & CEO



Event Chairs Dan Jaeger and Meg Jaeger



Highlighting our Champion Award recipients

### Event Sponsors





Gold Sponsors



Silver 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.



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



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.



Networking and socializing build connections before the event.

Silver Sponsors continued



Bronze Sponsors





# 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.

**Deloitte.**

**marco**

**XcelEnergy**  
RESPONSIBLE BY NATURE®

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](mailto:bruce.wenger@avivomn.org) or 612-752-8031. [avivomn.org](http://avivomn.org)

Avivo Mission & Mingle



**Avivo**  
1900 Chicago Avenue  
Minneapolis, MN 55404  
m 612-752-8000 f 612-752-8001  
[avivomn.org](http://avivomn.org)

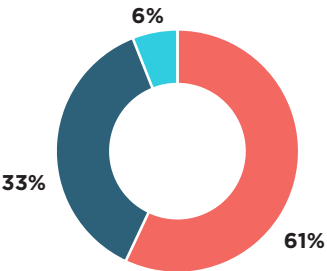


## FINANCIALS

### Statement of Activities (audited) for the 12 months ended December 31, 2019

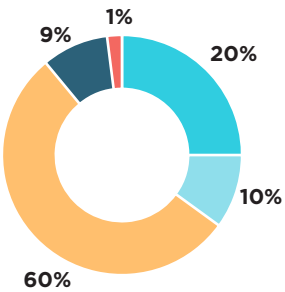
#### Support & Revenue

Government Contracts	\$ 17,325,325	61%
Program Service Fees & Other	\$ 9,591,580	33%
Contributions (including United Way)	\$ 1,724,836	6%
Total Revenue & Support	\$ 28,641,741	100%



#### Expenses

Chemical & Mental Health	\$ 17,194,515	60%
Employment Services	\$ 5,665,950	20%
Career Education	\$ 2,861,915	10%
Management & General	\$ 2,538,822	9%
Fundraising	\$ 442,059	1%
Total Expenses	\$ 28,703,321	100%
Change in Net Assets	\$ (61,580)	



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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

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- Dorotha Brumbaugh Charitable Remainder Unitrust
- Jill and Patrick Butler
- Nancy Somers Family Foundation

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Kevin Walker  
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\$250,000+

Greater Twin Cities United Way

\$100,000-\$249,999

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Pohlad Family Foundation  
The Minneapolis Foundation

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Code42 Foundation  
F. R. Bigelow Foundation  
Rx Abuse Leadership Initiative Minnesota  
Thrivent Financial  
United Way of Central Minnesota  
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APi Group  
Bremer Bank

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Surmodics  
The Church of St. Patrick of Cedar Creek  
Wealth Enhancement Group  
Westminster Presbyterian Church



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 Aamoth and Tracy Sterk  
Hinda Abdi  
Advent Talent Group  
Aimia US, Inc.  
Air Liquide  
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Scott Bloedow  
Rachel Boeving  
Bremer Bank  
Seth Brua  
Bumbershute  
Susan Burke  
Capella University  
Dana Carr  
Lisa Carter  
Cassandra Spear’s State Farm Agency

Becky Chrastek  
Clear Channel Outdoor MSP Branch  
CliftonLarsonAllen  
Sarah Coffey  
Collegiate Concepts, Inc.  
Comcast  
Juliana Corbett  
Nick and Cassie Correll  
Coulee Bank  
Jessica Crnobrna  
Cub Foods — Maplewood  
Claire Cummins  
Dakota County Lumber  
The Dammeyer & Holdsworth Families  
Deloitte  
Design 1  
Digi International  
Digital River  
Pallavi Dixit and the Book Club Ladies  
Bozidar and Evgeniya Djuranovic  
Andrew Domeyer  
Dominium  
Libby Due  
Elsevier  
Enterprise Holdings  
Chris and Harvey Epstein  
Wayne Faris  
Ferguson Bath, Kitchen & Lighting Gallery  
The Ferrie Family  
Festive Friends  
Angie Ficek  
Larissa Fildes  
The Finn Family  
The Flinn Family  
Frischmann Family Siblings  
Richard Garza  
General Mills — GBS Community Action Committee  
The Ghelf Hennes 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 Havey Family  
HealthPartners Credentialing Crew  
The Heibel Family  
Hennepin County Medical Examiner’s Office  
Hennepin Healthcare  
Henson Efron  
Hewing Hotel  
The Heying Family  
Andrea Hill  
Holly Hinman  
Paula Hirdler  
Michelle Hoffman  
Holiday Inn St. Paul Downtown  
Housing First Minnesota Foundation  
The Hunt Family  
ImageHaus  
Emilee 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 Kriz  
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  
LitinPak, Inc.  
Michaela Lynaugh  
Samuel Lynn  
Mainfreight  
Mairs & Power  
Brian Mallaro  
Danielle Manjoe  
Kevin Martin  
Martin Williams Advertising  
MartinPatrick  
Leah Martinson  
McKinsey and Company  
Mead & Hunt  
Medtronic  
Mercil Family Christmas Tradition  
Hayley Miller  
Minnesota Electrical Association  
Minnesota Newspaper Association  
Minnesota Tesla Owners Club  
Minnesota Twins Baseball Club  
Minnesota Vikings  
Minnetonka Moccasin  
Barbara Mitchell  
Modern Piping, Inc.  
Jackie Mohr  
MONO  
NAMSA  
Rachel Nauen  
LaVelle Neal  
Corrine Nelson  
New Horizons Computer Learning  
Nikki Niermann  
The Niska Family  
North Star Imaging  
Northmarq  
Paul Novak

Nate Nybo  
Angela and Tim O’Bryan  
Cait Ogren  
Optum  
Catherine and Tom Ost  
Pacifier  
Parsons Electric  
Amy Pavlick  
The Katie & Erik Pederson Family  
Anamarie Pelner  
Rowan Peters  
Pinnacle Performance Group  
Erica 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 — Bloomington OfficeTeam & Accountemps  
Robert Half International  
Robert Half Technology  
Katherine Roek  
Julie Rohr  
Deanne Ronald’s Family  
Emily Ronning and Casey Hjelmberg  
Jeanine Ronning  
Max Ronning  
Kelsey Rose  
Russel + Hazel  
Mara and Colin Ryan  
Laura Schirer  
Michael Sedki  
Self Esteem Brands

Therese Sexe  
SFM — The Work Comp Experts  
The Smith Family  
Annamay Snyder  
The Solow Family  
South Minneapolis Quilters  
Julia Spencer  
The Church of St. Patrick of Cedar Creek  
St. Philip the Deacon Lutheran Church  
Jane Stern  
Dawn Strief  
The Sullwold Family  
Barbara and Richard Swanson  
Kay and Rich Sykes  
Synergy Associates  
Laura Tait  
Mike and Cathy Tanski  
Target — Talent & Change Team  
Target Corporation  
Target SHIPS Merchandising Team  
Tastemakers, etc.  
TempWorks Software, Inc.  
Tennant Corporation  
The Firm Facility Services  
The Hershey Company  
The Toro Company  
Anne and Doug, Oliver, and Isaac Thielen  
Jen Thorson  
Three Rivers Park District  
Christopher and Maggie Toppin  
Stephanie Tower  
Laurie Tschetta  
Bronwen Tynddol  
U.S. Bank  
UHC E&I Healthcare Economics — Central Region  
Abby Uhrich

United Healthcare  
UnitedHealth Group  
UPS  
The van Osnabrugge Family  
Lindsay and Victoria Vargas  
Oona Vedder  
Jim and Anna Verhoye  
Veritae 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 Whitson and Solomon Anderson  
Teara Wiberg  
The Wig Family  
Wildwood Theater Company  
Kristin Williams  
Winnebago Industries  
Brendan Wise  
WolfNet Technologies  
Wolters Kluwer  
The Wray Family  
Xcel Energy  
Xi Beta Nu  
Shirlee Xie  
Shelly, Matt, and Natalie Zavoral  
Terri Zborowsky  
Rosemary Zerahh  
Bethany and James Zucco





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**  
Volt Workforce Solutions
- Tamra Anderson**  
Parsons Electric
- Greg Anderson**  
Tennant Company
- 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 Bodell**  
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
- Brenna Carey**  
Indrotec
- Megan Carriveau**  
Carpentry Contractors
- Camille Cummings**  
TempWorks
- Leah Dale**  
Team Personnel
- Joseph Daniski**  
Graco
- Kris Davis**  
Printing Industry Midwest
- Clara DeRosier**  
Electrical Association
- Taylor Dixon**  
TEK Systems
- Michelle Dreier**  
Electrical Association
- Suzanne Dvorak**  
Vision Ease
- Carolina Eggert**  
Harvard Maintenance
- Kriscel Estrella**  
Nova Classical Academy
- Ron Etim**  
UNFI

- Jared Fessler**  
Award Staffing
- Chase Foreman**  
Marsden
- Garrett Fuchs**  
Paul Davis Restoration
- Tom Gavaras**  
Housing First Minnesota Foundation
- Jerome Gerber**  
Award Staffing
- Ann Godfrey**  
Godfrey Talent
- Jason Gomez**
- Erin Govrik**  
In Home Personal Care
- Ross Guthrie**  
Minneapolis Institute of Art
- Kirsten Halen**  
Terry Bear Urns and Memorials
- Marianne Halling**  
Volkart May
- Nicole Hart**  
Cintas
- Jason Hatch**  
Acara Solutions
- Diane Hearden**  
Volt Workforce Solutions
- Jeffrey Hinke**  
New Horizons Minnesota
- Lauren Hooker**  
Unison
- Nicole Howell**  
Mystic Lake
- Michael Hreha**  
Minncor
- Kenneth Hudoba**  
Census 2020
- Lauren Hunter**  
Minnesota Department of Human Services
- Sean Irwin**  
Ovative

- Kelli Jellots-Diamond**  
Genuine Parts Company
- Anje Jeltema**  
Dominium
- Tori Johnson**  
Kemps
- Jordan Jones**  
Mall of America
- Megan Kallberg**  
Amazon
- Brittney Kessel**  
Kelly Services
- Keith Koenig**  
Hope Presbyterian Church
- Lisa Larson**  
Sojos 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
- CJ McMunn**  
Aerotek
- Dan Moldan**  
Prospect Foundry
- Stefanie Mooney**  
Mall of America
- Doug Muller**
- Joe Mumford**  
Wells Fargo
- Melissa Neville**  
Twin Cities Orthopaedic
- Amy Nighswander**  
Red Cross

VOLUNTEERS continued

- Raquel O’Brien**  
Park Nicollet
- Michelle O’Kelley**  
Advent Talent Group
- Heather Orth**  
Twin Cities Orthopaedic
- Jeff Otto**  
Otto Pallet Recycling
- Katie Palmer**  
Dungarvin
- Matt Peterson**  
Aerotek
- Stephanie Pleasant**  
UPS
- Mike Pretzel**  
LSC Communications
- Phil Proell**  
Indrotec
- Patrick Quigley**  
Award Staffing
- Diane Richard**  
Minnetronix
- Javier Robles**  
Personnel Plus
- Michelle Roddie**  
Macy’s
- Kari Rosand Scanlon**  
Touchstone Mental Health
- Brad Rudolph**  
On Demand Group
- Tyler Sadek**  
Parsons Electric
- Dara Salvevold**  
Caterpillar
- Vielka Sanchez**  
Payday Staffing
- Linellis Santiago-Bernier**  
FedEx Freight
- Ryan Seleski**  
Land O’Lakes
- David Siegel**  
Housing First Minnesota Foundation
- Judy Stolley**  
Atterro

- Patrick Stone**  
Wells Fargo
- Ashley Sturges**  
Mall of America
- Gogo Suapaia**  
York Solutions
- Nolan Swalve**  
Aerotek
- Janet Thies**  
Nycor Technical
- Golia Thor**  
Elim Care
- Dannette Turner-Strickland**  
Pitney Bowes
- Nicolet Vevea**  
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
- Maili Yang**  
Aerotek
- Nancy Zylla**  
Impact Group
- Individual Volunteers (with a minimum of 20 hours of service)**  
Nicole Anderson-Weir  
Tim Clark  
Tobio Cooperman  
Nancy Feintheil  
Kristalena Herman  
Ellie Hollenberger

- Reuben Jackson
- Natasha Krause
- Casey Lagueras
- Steven Ludwig
- Faiza Mohamed
- Katie Neff
- Mary Olympia
- Catherine Ost
- Catherine Peterson
- Terry Robertson
- Kelsey Rose
- Julia Russo
- Jude Schaaf
- Yuliya Shveykina
- Janis Sines
- Tess Spence-Sing
- Sherry Stern
- Nancy Twidwell
- Deb Varner
- Elena Wexler
- Glenn Wm Wymore
- Ivet Zhagui
- Volunteer Groups**  
1010 Washington Wine & Spirits  
Advent Talent Group  
Aimia US, Inc.  
Air Liquide  
Allina Health Highland Park Clinic  
Avivo Community Support Program Participants  
Barrell Theory Beer Company  
Best Buy Tax & Treasury Department  
BMS Group  
Boom 10  
Bremer Bank  
Bumbershute  
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.
- Dominium
- 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 Credentialing Crew
- Hennepin County Medical Examiner’s Office
- Hennepin Healthcare
- Henson Efron P.A.
- Hewing Hotel
- Holiday Inn St. Paul Downtown
- IMAGEHAUS
- Kimberly-Clark
- Leonard, O’Brien, Spencer, Gale & Sayre, Ltd.
- LitinPak, Inc.
- Mainfreight
- Mairs & Power
- Martin Williams Advertising
- McKinsey and Company
- Mead & Hunt
- Medtronic



## VOLUNTEERS continued

Minnesota Newspaper Association	PricewaterhouseCoopers LLP — WNC Minneapolis	Target SHIPS Merchandising Team	UnitedHealthcare
Minnesota Tesla Owners Club	Prime Therapeutics — Enterprise Integrations Team	Tastemakers, etc.	UnitedHealthcare — Inside Sales
Minnesota Twins Baseball Club	Prudential Financial	TempWorks Software, Inc.	UPS
Minnesota Vikings	RBC Wealth Management	Tennant Corporation	Veritae Group
Minnetonka Moccasin	Robert Half — Bloomington Office Team & Accountemps	The Church of St. Patrick of Cedar Creek	VSA Minnesota
Modern Piping, Inc.	Robert Half Technology	The Elevate Team with RE/MAX Results	W2O Group
MONO	Rugged North Fitness	The Firm Facility Services	Walser Automotive Group
NAMSA	Russel + Hazel	The Hershey Company	Wells Fargo
New Horizons Computer Learning	Self Esteem Brands	The Toro Company	Wells Fargo Bank, NA — Central MN Region
North Star Imaging	SFM — The Work Comp Experts	Three Rivers Park District	Wells Fargo Loan Center Group
Northmarq	South Minneapolis Quilters	U.S. Bank	Wildwood Theater Company
nVent	St. Philip the Deacon Lutheran Church	U.S. Department of Housing and Urban Development	Winnebago Industries
Optum	Strategic Education, Inc.	UHC E&I Healthcare Economics — Central Region	WolfNet Technologies
Pacifier	Synergy Associates	UnitedHealth Group	Wolters Kluwer
Parsons Electric	Target — RTW Group	UnitedHealth Group EO&S	Xcel Energy
Pinnacle Performance Group	Target — Talent & Change Team	UnitedHealth Group Internal Audit	Xi Beta Nu

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](http://avivomn.org).



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