Avivo is HERE.

We work to end HOMELESSNESS. We provide EDUCATION and training. We support RECOVERY and mental health. We prepare people for EMPLOYMENT and success.
Message from Kelly Matter, President & CEO

“Avivo is HERE” embodies how Avivo stood strong and innovated in a year overwhelmed by a global pandemic and chaos surrounding the murder of George Floyd. These circumstances increased isolation and unemployment, triggered addiction and mental health concerns, and gave face to homelessness. Avivo was HERE, standing strong beside community members who needed help the most.

As an essential service provider, we were able to support nearly 13,000 Avivo participants last year and mitigate the spread of COVID-19:

- We pivoted to telehealth services and reimagined site-based mental health supports to be offered in the community.
- We were one of the few providers to continue to provide much-needed, in-person and COVID-19 aware treatment services.
- We advanced online and hybrid teaching environments for the Avivo Institute of Career & Technical Education.
- Our employment counselors served participants remotely. They even helped connect families to food and groceries and provided coaches to support families with school children who were distance learning.

We saw an alarming increase in people experiencing unsheltered homelessness. At one point, nearly 1,600 individuals were experiencing homelessness and living in encampments and other places not meant for human habitation. With the support of amazing partners, Avivo innovated by moving entire homeless encampments into hotels to connect people to paths to permanent housing. Avivo Village, the first-ever indoor village of 100 personal tiny homes, also began construction and received its first 16 residents before the end of the year. All of this was made possible by the hard work of housed and unhoused community members and advocates; city, county, and state partners and funders; social service partners; and the generosity of corporations, foundations, individuals, and philanthropic groups.

Avivo remained fiscally strong thanks to our leadership teams and the generosity of funders and donors! We were able to purchase three apartment buildings we leased previously to preserve 50 apartment homes as transitional recovery housing and affordable apartments. We secured bonding support to start planning for capital improvements and expansion. Our innovative and responsible use of unique COVID-19 funding helped us transform service delivery and continue to progress on our strategic plan.

We remain so grateful for your collaboration and support. Because of you, Avivo is HERE.

With gratitude,

Kelly Matter
President & CEO
Avivo is HERE.

2020 AT A GLANCE

H  We work to end HOMELESSNESS.
E  We provide EDUCATION and training.
R  We support RECOVERY and mental health.
E  We prepare people for EMPLOYMENT and success.

NEARLY 13,000 PEOPLE SERVED

99% OF PARTICIPANTS LIVE AT OR BELOW 100% OF THE FEDERAL POVERTY GUIDELINE ($26,500 FOR FAMILY OF FOUR)

65% OF AVIVO PARTICIPANTS ARE BLACK, INDIGENOUS, AND PEOPLE OF COLOR

885 PEOPLE SERVED TO MOVE FROM HOMELESSNESS TO HOUSING

NEARLY 4,000 INDIVIDUALS ADVANCED RECOVERY THROUGH TREATMENT AND MENTAL HEALTH SERVICES

1,377 PEOPLE FOUND EMPLOYMENT OR ENTERED CAREERS

NEARLY 1,000 INDIVIDUALS MOVED OFF WELFARE INTO EMPLOYMENT

8 OUT OF 10 INDIVIDUALS RETAINED THEIR EMPLOYMENT AT LEAST SIX MONTHS

$3,750,626 RAISED IN CHARITABLE GIVING AND UNITED WAY
We work to end **Homelessness**.

We believe every human being deserves housing.

We have a “do whatever it takes” mindset that helps us connect people experiencing homelessness with **permanent supportive housing**. Avivo’s street outreach team propelled the launch of our Hotel to Home Program to evacuate entire encampments to safety from riots due to George Floyd’s murder and the open spread of COVID-19. Our housing teams supported 885 people on their paths from homelessness to permanent housing. Due to the pandemic, our community developed a new approach to sheltering individuals. Avivo was chosen to build and operate the first indoor tiny homes shelter of 100 tiny homes called Avivo Village. It will provide a COVID-19 aware and safe, personal place for 250-300 residents a year to receive wraparound services and take their next steps to permanent housing.

In May 2020, Casey and Rhonda were sharing a tent in a Minneapolis encampment when tensions heightened after the murder of George Floyd. They were among 70 people Avivo evacuated to enter Avivo’s new Hotel to Home Program. Avivo’s housing case managers helped them find permanent housing in less than a week. Since then, Casey has been able to find occasional employment and hopes to advance his skills to find regular employment. “**They practically answered my prayers,**” shared Rhonda. “**I thought I’d just be homeless forever.**”

**CASEY & RHONDA’S STORY**

“**They practically answered my prayers,**” shared Rhonda. “**I thought I’d just be homeless forever.**”

- **885 PEOPLE SERVED TO MOVE FROM HOMELESSNESS TO HOUSING**
- **3 BUILDINGS PURCHASED TO PRESERVE 50 APARTMENTS FOR FAMILY TRANSITIONAL RECOVERY HOUSING**
- **FIRST 16 PEOPLE OF 100 MOVED INTO AVIVO VILLAGE, INDOOR TINY HOMES SHELTER**

---

*Avivo is HERE*
We provide **Education** and training.

Our approach to education helps advance family stability, well-being, financial management, and employment for economic mobility.

Avivo Institute of Career & Technical Education implemented virtual learning with an online education platform. We purchased Chromebooks and hotspots for a student lending library to help eliminate barriers to education. Hybrid learning with in-person and online training started in August, and we welcomed 10 students per class to training rooms retrofitted with plexiglass shields and larger monitors and other COVID-19 safe procedures in place. We introduced virtual employer visits by Business Partner Council members to ensure students have access to Avivo’s unique connections to the workplace.

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**PAMELA’S STORY**

“It’s not the perfect path journey but the journey to the perfect path.”

Pamela fled Cameroon and was granted asylum in the United States. On her own and with her infant son, the Center for Victims of Torture referred her to Avivo for training and a path to support her family. She enrolled in Avivo’s IT Training Program and EMPath program. She is receiving long-term mentoring to help her reach goals for economic independence. She is nearing graduation with her A+ Certification to enter a career in IT. “I hope to be able to look back and smile,” shares Pamela. **“It’s not the perfect path journey but the journey to the perfect path.”**

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**LAUNCHED HYBRID ONLINE / IN-PERSON LEARNING MODEL**

**RECEIVED 81 LAPTOPS FOR THE STUDENT LENDING LIBRARY**
We support **Recovery** and mental health.

Avivo serves individuals who face the greatest challenges to recovery and offers one of the only residential treatment programs for moms where children ages infant to 17 can live with them while in treatment.

When other services shut down due to the pandemic, Avivo was one of the few which remained for **in-person treatment**. We quickly employed COVID-19 mitigation protocols and implemented telehealth and virtual care for our mental health services. We were the first to open our community support programming for individuals with severe and persistent mental illness, pivoting from in-person activities to delivering programming safely within the community. Avivo received financial support and optimal financing to purchase three apartment buildings we previously rented in order to preserve 50 units for affordable, transitional recovery housing.

**TAWNY’S STORY**

“At Avivo you have family housing, [treatment] and childcare. I want to create a life I enjoy living, and for my kids to be able to trust me and know that I am here to stay.”

By the time she was a teenager and decided to move in with her boyfriend, Tawny had experienced numerous traumatic events. It was also the first time she tried drugs. That started years of relapses, living on the streets, and jail time. She was in the workhouse when she connected with Avivo and pregnant with her youngest of four. “At Avivo you have family housing, [treatment] and child care,” shared Tawny. “Avivo helped me get my kids back. I want to create a life I enjoy living, and for my kids to be able to trust me and know that I am here to stay.” **Tawny graduated and is living in an apartment with her children. She hopes to enter training and find the right job for her family.**

**NEARLY 4,000 INDIVIDUALS ADVANCED RECOVERY THROUGH TREATMENT AND MENTAL HEALTH SERVICES**

**14 BABIES BORN DRUG-FREE TO MOTHERS IN OUR RESIDENTIAL TREATMENT PROGRAM**

**THE FAMILY RESIDENTIAL PROGRAM FACILITY WAS REMODELED AND UPDATED**
We prepare people for Employment and success.
Avivo is the largest workforce development organization in Minnesota.

Avivo participants were among the population hardest hit by the tragedies of 2020; 99 percent of all people Avivo serves live at or below 100 percent of the Federal Poverty Guideline ($26,500 for a family of four). Avivo’s employment counselors developed new virtual tools to continue to enroll participants and help them advance their employment goals. Staff went above and beyond to meet participants’ extensive and increased basic needs. Counselors helped find groceries and responded to other personal essentials. Avivo provided family coaches to help low-income families support their school-age children’s virtual learning at home.

BREONA’S STORY

“There’s always something better... that’s what has been keeping me going. That hope right there led me on this path.”

Breona was a high school honor student earning college credits when she became pregnant with her first child. She was kicked out of the house, and suddenly, life got complicated. Breona reached out to Avivo to help find financial and housing stability. She was matched with a youth employment counselor who helped her earn her GED and take steps toward becoming a Certified Nursing Assistant (CNA). During the pandemic, Avivo helped her look for employment and start work on becoming a Licensed Practical Nurse (LPN). “Avivo’s done a lot for me. They just go above and beyond,” shares Breona. “There’s always something better... That’s what has been keeping me going. That hope right there led me on this path.”

1,377 PEOPLE SECURED EMPLOYMENT OR ENTERED CAREERS
NEARLY 1,000 MOVED OFF WELFARE INTO WORK
8 OUT OF 10 RETAINED THEIR JOBS FOR AT LEAST 6 MONTHS
* 2020 was a year like no other. Our teams and our clients showed resilience, compassion, dedication, and flexibility amidst challenges and opportunity.

Increased need in our community was met with increased commitment, including $3.2 million from the U.S. Department of Treasury Coronavirus Relief Fund. This funding created two new programs: Hotel to Home Program ($1,500,000) and Avivo Village ($2,600,000). Both are innovative initiatives to address the burgeoning unsheltered homelessness crisis in the Twin Cities. Avivo Village is in part a capital project, with 100 “tiny homes” being built inside a warehouse. The project began in 2020 with completion expected by April 2021. Shelter operations will reach capacity by mid-2021; and the shelter will remain open for two to six years. This revenue was all recognized in 2020; however, the costs of the building and project have been capitalized and therefore not expensed in 2020.

In addition to the above revenue growth, Avivo’s balance sheet was substantially impacted by the capital addition of Avivo Village, as well as the purchase of three transitional recovery housing buildings in the fourth quarter of 2020. Avivo was fortunate to secure Naturally Occurring Affordable Housing (NOAH) funds and optimal financing by partnering with the Greater Minnesota Housing Fund. Avivo also received a $3.2 million Payroll Protection Program loan from the U.S. Small Business Administration in April of 2020 to maintain our program operations. This loan significantly increased the cash assets in 2020.
AVIVO AND SUBSIDIARIES  
CONSOLIDATED STATEMENTS OF FINANCIAL POSITION  
DECEMBER 31, 2020 AND 2019

**Assets**

<table>
<thead>
<tr>
<th>Assets</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT ASSETS</strong></td>
<td></td>
<td></td>
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<tr>
<td>Cash and Cash Equivalents</td>
<td>$6,756,559</td>
<td>1,313,525</td>
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<td>Accounts Receivable (Less Allowance for Doubtful Accounts of $166,960 in 2020 and $151,589 in 2019)</td>
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<td>Pledges Receivable</td>
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<td>Prepaid Expenses</td>
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<td>Total Current Assets</td>
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<tr>
<td><strong>OTHER ASSETS</strong></td>
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<tr>
<td>Charitable Remainder Unitrust</td>
<td>$317,314</td>
<td>310,437</td>
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<tr>
<td>Unemployment Trust</td>
<td>$73,191</td>
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<tr>
<td>Pledges Receivable Noncurrent</td>
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<tr>
<td>Right of Use Asset - Operating</td>
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<td>1,700,481</td>
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<tr>
<td>Right of Use Asset - Finance</td>
<td>-</td>
<td>188,339</td>
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<tr>
<td>Property and Equipment, Net</td>
<td>$13,434,583</td>
<td>5,613,756</td>
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<tr>
<td>Total Other Assets</td>
<td>$18,122,541</td>
<td>8,068,996</td>
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<tr>
<td><strong>Total Assets</strong></td>
<td>$30,173,595</td>
<td>13,355,182</td>
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</tbody>
</table>

**Liabilities and Net Assets**

<table>
<thead>
<tr>
<th>Liabilities and Net Assets</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>CURRENT LIABILITIES</strong></td>
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<tr>
<td>Accounts Payable</td>
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<tr>
<td>Accrued Expense</td>
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<td>Notes Payable - Current</td>
<td>$360,491</td>
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<td>Lease Liability - Current Operating</td>
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<tr>
<td>Lease Liability - Current Finance</td>
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<tr>
<td>Refundable Advances</td>
<td>$64,716</td>
<td>65,461</td>
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<tr>
<td>Deferred Revenue</td>
<td>$254,979</td>
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<tr>
<td>Total Current Liabilities</td>
<td>$5,246,801</td>
<td>2,941,315</td>
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<tr>
<td><strong>LONG-TERM LIABILITIES</strong></td>
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<tr>
<td>Notes Payable - Long Term</td>
<td>$12,857,392</td>
<td>4,788,325</td>
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<tr>
<td>Lease Liability - Long-Term Operating</td>
<td>$3,282,897</td>
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<td>Lease Liability - Long-Term Finance</td>
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<td>144,394</td>
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<tr>
<td>Asset Retirement Obligation</td>
<td>$124,475</td>
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<tr>
<td>Total Long-Term Liabilities</td>
<td>$16,264,764</td>
<td>6,224,367</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td>$21,511,565</td>
<td>9,165,682</td>
</tr>
</tbody>
</table>

**NET ASSETS**

<table>
<thead>
<tr>
<th>NET ASSETS</th>
<th>2020</th>
<th>2019</th>
</tr>
</thead>
<tbody>
<tr>
<td>Without Donor Restrictions</td>
<td>$6,360,317</td>
<td>3,280,740</td>
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<tr>
<td>With Donor Restrictions</td>
<td>$2,301,713</td>
<td>908,760</td>
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<tr>
<td>Total Net Assets</td>
<td>$8,662,030</td>
<td>4,189,500</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td>$30,173,595</td>
<td>13,355,182</td>
</tr>
</tbody>
</table>
Because of you, Avivo is HERE.

In 2020, Avivo donors, funders and partners responded with unparalleled generosity in desperate times. Thank you all for staying strong and believing that everyone deserves the chance to live well and work well.

THE JELINEKS
Mary and John Jelinek have been giving to Avivo and its related recovery programs for more than 20 years. Their son struggled with addiction and received outside support to access treatment. He has been in recovery for 16 years. Mary and John have been giving back since 1985, helping others who struggle to achieve sobriety. They are also longtime supporters of their alma mater Saint Mary’s University where they sponsor first generation college students to attend post-secondary education. Before John passed away in 2019, they attended the graduation of one of their sponsor students. As Mary has learned about Avivo’s whole approach to care, she is impressed with how expansive Avivo’s services are. “I really want to help people who struggle with homelessness and poverty. I like that at Avivo people have options to get help they need with housing and jobs.”

INDIVIDUALS
Chairperson’s Circle
($10,000+)
Jill and Patrick Butler ■
Jason Flinn and Darcy Flinn ■
Lynne and Andrew Redleaf Foundation
Alan and Jessica Roessler
Nancy Somers Family Foundation
Charles and Debra VanDeWeghe
President’s Circle
($5,000 – $9,999)
Charles and Charlotte Abrahamson ■
Richard and Bonnie Berg
Jason and Heather Beumer
Ward L. Einess
Christopher Gondeck and Norah Powers-Gondeck
Paul and Julie Hansen ■
Kelly and Rich Matter ■
Brian Pietsch and Christopher Hermann Impact Fund of the Minneapolis Foundation
Bob and Mary Shaffer ■
Brian Van Abel ■
H. William and Judy Walter
Tami Zurbay
Executive’s Circle
($2,500 – $4,999)
Mark and Lori Carlson ■
Emily Hebert
Dan and Caroline Jaeger ■
Thomas and Pamela Keul ■
Josh Krsnak ■
Peter and Catherine Lenagh
James G. Lindell 1991 Irrevocable Charitable Trust ■
Brian Murray and Anne Gil Murray
Mark and Lisa Orfield
Julie and Bob Sullivan
Jen Thorson
Christopher and Maggie Toppin ■
Chad and Sara Underwood
Paul and Angela Way ■
Bruce Wenger and Richard Frieson ■
Penny Winton
Director’s Circle
($1,000 – $2,499)
Anonymous (1)
Erik Aamoth and Tracy Sterk ■
Elena Aguilar in honor of LesLee Bickford
Tom Boland
Charles H. Bolger ■
Jeanne Crain
George Edmonson and Anne Murray ■
Larissa Fildes ■
Kathryn Gerber ■
Randall and Amy Grunow in memory of George Floyd
Colleen Hartmon Bollo ■
Stephanie Hawkinson
Matt Huftman and Maria Delmoro-Hultman ■
David Hutchinson ■
Doug and Laura Jaeger ■
Bonita Johnson ■
Kathleen and Allen Klinde Jackson Lennox
Eileen Leo
Lockhart/Mayoron Family Foundation
The Dick and Joyce H. McFarland Family Fund of the Minneapolis Foundation
Mette McLoughlin
Minnehaha Fund of the Bank of America Charitable Fund
Charles Nauen
LaVelle Neal ■
Carolyn and Peter Pierce, Jr.
Jeannine Rivet and Warren Herried
Carolyn Sampson and Kathy Connelly in honor of Kelly Matter
Kathryn and Brent Schoenrock ■
Mark Skubic and Lynette Kayser ■
Frank and Joy Solomon ■
Matthew Spector and Lisa Griffin Vincent
Mimi and Jim Stake
Trupti and Erik Storlie
Patrick Sullivan
Paul and Donna Theisen ■
Lisa Thompson ■
Margaret VanBuren
Katherine Wells
Penny Wheeler and Margaret Chutchik
Ann Williamson
$500 – $999
Anonymous (8)
Gordon Aamoth ■
Anne Ames Forsythe
Tim Beers ■
Eric and Joan Berg ■
Spencer Bershov
Dale and Janet Beumer ■
Mia and Clark Bremer in honor of Charlotte Grant
Joan and Toby Broadrick ■
Erin Carnish in memory of Patricia and Wanda Frieson

Consecutive years of giving: ■ 3+ ▲ 5+ ▲ 10+ ▲ 15+ ▲ 20+
$3,750,626 RAISED IN CHARITABLE GIVING AND UNITED WAY

2,220 HOURS DONATED BY 661 VOLUNTEERS

$60,834 IS THE ESTIMATED VALUE OF OUR VOLUNTEER HOURS (INDEPENDENT SECTOR)

The Cassese Family Fund of the Community Foundation of New Jersey
Diane and Matthew Clysdale
Nicole and Jonathan Cooper
John and Donna Crotteau
Thomas and Barbara Daenzer
Angela Deliman
Nancy Diederich
Angela and Craig Duellman
Jake Eckman
Julie Eddington
Sarah Erickson
Janel French
Karen and Jerry Gallivan
Bethany George
Michael Gloss
Paul and Suzanne Humbert
Nathan Hunstad
The Hunt Family
Sean and Jenna Irwin
Kathy and Kie Janzen
Mary Jelinek
Jay and Tara Jensen
Stephanie and Fred Johnson
Patrick Kendall
Rebecca Kliindt in memory of Joyce and Ralph Matter
Todd Koch
Curt LaValle
Henry Lioi
Yanan Shukla
Lisa Simon
Lisa P. Sinclair
Annamay Snyder
Anthony Staeger and Deborah Ferry
Twyla Staiger Dixon
Patrick and Sandy Stone
Tom Teigen
Stephanie and Baron Totman
Matthew Vogt
Kirsten Vosen
Jennifer Wagner
Karlo and Todd Werner
$250 – $499
Anonymous (14)
Tim and Michelle Allen
Cornell and Patti Anderson
Karla and Andy Bach
Lauren Baker
Olivia Bastian in honor of Emily Bastian
Annie Cady
Kirsten L. Christopherson
Ted Clausen
Susan Corcoran
Chris Cuneo
Jim and Carol Curme
EJ Dean and Faye Blough
Edward Delmorosuzanne Edwards
Kurt Froehlich and Jen March
Wendy Gamble
Mick and Michelle Hannafin
Karen Hillerman
Jessica Hoppe
Paul and Janice Huffman
Marnie Huntley in memory of Melva Peterson
David Jaeger
Margaret Jaeger
Meg Jaeger
Meghan Jaeger
Matthew Klas
Laura Krenz
Steve Langer
Erik Larson in memory of Betty J. Larson
Barbara Luke and Robert Bridges
Taryn Lynch
Rollie and Ben Marcovitch
Peter Mathieson
Stephen Meili in memory of Donald Payne
Casey Nepper
Nikki Nethercot-Niernann and Micah Niernann
Adam Nielsen
Kia Olson
Priti Patel
Mary Robinson
Barbara Lano Rummel
Tyler Sadek
Paul Schneider
Lisa and Jeffrey Schuler
Ann and Conrad Smith
Rod Smith
Kathryn Sutton
Barbara and Richard
John and Alison Tauer
Carolyn Taylor
Elizabeth Tupper
Andrew and Caroline Vaaler
Lori and Mike Vanyo
Rebecca Wheelock in memory of LeRoy E. Eiler
Jennifer Wilson and Jeff Stites
Clare Wysocki
Mary Younggren
Ron Zweber and Peter Scott
$100 – $249
Anonymous (37)
Mary Aamoth
Fred Aden in memory of Madeleine A. Roche
Anita Anderson
Carolyn Anderson in honor of Andrew Cox
Julie Anderson
Linda Sue Anderson and Tim Hammett
Paul Andre
Madeleine Arneberg
Emily Bastian
Dennis Bigaouette
Lisa Bigaouette and Joel Rector
Roxanne Bolinske in memory of Madeleine A. Roche
Steve Bonoff and Elder Carson
Ashley Borchardt
Michael and Connie Braun
Julie Brekke
Steve Brisseau and Nancy Carlson
Susan Buecher
Mary Burnton
Patti Campbell
Heather Clark and Elizabeth Anderson
Anne Clausing
Lisa Claussen
Joseph and Anne Clubb
Caroline Cochran and Tim Christopherson
John Csargo
Carolyn Curti
Jonnie Daggert
Kjirsti Dew
Basilio Diaz
Carla Dininius
Laura Dinsmore
Patrick Dufour and Molly O’Brien Dufour
Andrea Eaton
Susan and James Eaton
Christopher Ellis
Jacob Eng in honor of Nancy Richter
Christine and Harvey Epstein
Betsy Evans
Sara Fenske
Bruce Field
Darla Figoli in honor of Amanda Rome and Brian Van Abel
James Figy
Bud Flagstad
Mary Ellen Fleming
Tonya Flinn
Michael Folsom-Kovarik in memory of Katie Tweedy
Kathryn Fosmer
Laurel Meester in memory of Stephanie Coltvet Erdmann
Edward and Charlotte Mehner in honor of Mary Lee
Linda Mell •
Robert and Mary Mersky •
Adeline Miller
Bob Mintt
Marissa Mintt
Mark Murray
Kari Muyres
Marybeth and Dennis Nelson
Ryan Nichols and Caitlin Ogren Nichols
Emily Nolan
Julia O’Neill
Tim O’Hanlon
Travis Ohlgen
Michelle O’Kelley
Glenn Morehouse Olson and Joel Olson
Lauren Olson •
Sheila Olson
Mary Osborne
Jay and Julie Ostergaard •
Amar Patel
Carol Paulsen in memory of Madeleine A. Roche
Andrew and Claire Pautz
Carolyn Peterson
Gina Peterson •
Jessica Pfaffendorf in memory of George Floyd
Catherine Puzak and Mary Ellen Wadden in memory of Madeleine A. Roche
Dave Qualey
Ruth Ramstad
Kirsten Rekdal
Linda and Robert Ritchie
Greg and Dianne Robinson •
Wendy Roche in memory of Madeleine A. Roche
Ken and Bob Rooney
Kris Rowe
Harvey E. Rucker
Nancy Sather
Renee Schaefer
Desiree Schlangen in memory of Madeleine A. Roche
Meryann Schuttloffel
Sara Schwab
Aaron Shaffer and Morgan Halaska •
Gale Shea
Kim Sheagren •
Michael Sheeran
Shelley Skarda
Jessica Smith
Dolores Somers
Kristine Sorenson
Craig Spofford
Michael Stork
Carri Stuhr
Gary Sunderlin
Dawn Svenkeson-Koubal
William and Pamela Telleen Charitable Fund, a Donor Advised Fund of The U.S. Charitable Gift Trust •
Victoria Thornburg
Judith Tiede
Sean Tillmann
Larry and Rebecca Tindall
Maureen and Jesse Tischer
Justin Tomljanovic
Angel Tweten in memory of Frank Leingang
Katie Vance
Susan Y. Voigt •
Paul Wadden in memory of Madeleine A. Roche
Emma Weber
Stephanie and Brian Wells
Sarah Wennerberg
Alya White
Barbara Butts Williams •
Christopher Williams
Sheri Williams
Edward Winthrop
Anne Young
Jenna Zavoral
Shelly Zavoral
David Zitnick
Michael Zuniga
$99 and under
Anonymous (37)
Hilary Abler
Bryan Adams
Sara Adkins
Rebecca and Maggie Bedner-Faris •
Carrie Bergman
Becca Birdsell
Kate Boeckman
Charlotte Boyd
Ashlee Brown
Boyd Brown •
Mary Brown in honor of Mary Lee
Sharon Browning
Devin Burger
Paul and Donna Burnstein
Robert Buteyn
Mary Butterman
Michele Cassavante in memory of Madeleine A. Roche
Mark Chamberlain
Camille Cummings
Jean and James Curran in honor of Mary Lee
Veronica and Michael Dammeyer
Susana Di Palma in memory of Madeleine A. Roche
Melisa Dick
Lori Donnelly
Teresa Dornseif
Michael Doyle
Sandy Dubbels
Richelle and Ray Dudziak
Elizabeth Due
Erica Edwards
Jodi Eiesland and Nigel Birch
Tori Ellenbecker
Bernice Ellis
Alan Estevetz
Wayne Faris
Aruni Fernando •
Andrew and Heidi Fisher
Jenny Floria
Lynnea Forness
Juliet Fox
Barbara Freeman
Oriana Freeman
Melissa Frigaard
Daisy Fulk
Peter Gaard
Chris Gegax
Judy Gibson in memory of Madeleine A. Roche
Robin Gilmer
Cheryl Glasser in memory of Steven and Perpetua Mildenberger
Mary Goman

Consecutive years of giving: • 3+  ▲ 5+  ▲ 10+  ▲ 15+  ▲ 20+
2020 SUPPORT CONTINUED

Avivo is HERE 13

Avivo VP of External Relations Bruce Wenger, Avivo President & CEO Kelly Matter, Bud Flagstad and Paul Hanson, UHG representatives, Avivo Board Chairperson Jill Butler and Avivo CFO/COO Darcy Flinn

AVIVO WAS SELECTED AS ONE OF THREE BENEFICIARIES FOR THE 23RD ANNUAL UHG CHARITY GOLF EVENT IN SEPTEMBER. THANK YOU!

THREIVENT

Thrivent invested in Avivo’s EMPath program that provides a mobility mentor for participants to secure jobs upon graduating from Avivo Institute of Career & Technical Education. “Your work has never been more important as many people are facing multiple challenges — global health pandemic, economic uncertainty and longstanding racial inequity. We look forward to working together to ensure our communities are thriving, just and equitable.”

— Michael Dominowski, President of Thrivent Foundation and Thrivent Director of Community Affairs

UNITEDHEALTH GROUP

Johan Gomez Sang
Jill Gordon
Nick Gorski in memory of Madeleine A. Roche
Jill Guimont
Trudy Gustafson in memory of Madeleine A. Roche
Deborah Hagberg
Patricia Hamm
Britt Hammerberg
Larry Hampel
Lynn Hansen
Michelle Hansen
Amanda Hart
Lori Hart
Laura Hauser
Josie Hein
Leah Henrikson
LeSLie Hingsberger
Paula Hirder
Ann Marie Hoffman
Carol Ann Hoffsnnann
Jay Isenberg and Lynda Monick-Isenberg
David Jeffries and Molly McCartney
Julie Jeppson
Jim, Doug, and Eco Works Supply in memory of Madeleine A. Roche
Carrie Zelin Johnson
Carrie Zelin Johnson
James Johnson, Jr.
Lynn Johnson
Lauren Kebschull
Diane Kleszky
Amanda Kowal in memory of Amy Miller
Marilyn Krzenski
George LaBrosse in memory of Madeleine A. Roche
Harri Lam
Kristine Larsson in memory of Madeleine A. Roche
Justine Launert
Gerald and Judy Lausen
Jennifer Lee in honor of Mary Lee
Leslie Lindberg
Susan Link
Meara Lopez
Bridget Lynch
John Magnuson
Judy Lee Mannella in memory of Madeleine A. Roche
Thomas Marr
Margaret Mason
Allen Mattson
Ernee McArthur in memory of Madeleine A. Roche
Kristen McCune
Gary Melquist
Georgette Michele in memory of Madeleine A. Roche
Jeffery Miller
Susan Miller
Miranda Motsinger
Tara Munroe
Kathryn Nafstad
Bri Neitzke
Shane Novacek
Michele Olsen
Benjamin Olson
Myrlah Olson in memory of Madeleine A. Roche
Todd Olson
JoAnn and Eric Pasternack
Lindsay Pedalty
Ginger Pederson
Traci Persche in memory of LeRoy E. Eiler
Amy Pfarr
Beth Pokela
Steven Pomeroy
Chad and Mariah Porter
Patricia Pribyl-Brown
Kathleen Quinn in memory of Madeleine A. Roche
Robert and Charlotte Rahn
Nancy Rajanen
Claudia and Bruce Reichert
Allison Reinbold
Victoria Reinhardt
Jes Reyes
Brian Riley
Kerrt Riley
Daniel Riskey
Roger and Sherry Ritten
Deanne Ronald
Delores Rothschild
Tiffany Ruedy
Kyle Ryan
Michael Sandberg
Sheryl Saterstrom
Elizabeth and Sumner Schmiesing
Laura Seliski
Tina Shinn
David Siegel
Debra Siegel in memory of Madeleine A. Roche
Andrei Sivanich
Danielle Siver
Jen and Matt Smiley
Katherine Smith
and Mark Gillen
The Solow Family
Sam Standing in memory of George Floyd
Sarah Stephens
Sherry Stern and Steven Snyder
Meredith Strodel
May Swenson
Courtney Tchida
Kimberly Thiede
in memory of
LeRoy E. Eiler
Ms. Cindy Toppin
Marie Torkelson in memory of Duane L. Berger
Lee Trelstad
Emily Tuset
Lisa van der Steur
Deborah Victor
Lana Vincent in memory of Madeleine A. Roche
Theresa Wadden
in memory of Madeleine A. Roche
Mitchell Walker
Velvet Walker
Nancy K. Walton
Jess Wegwerth
Corinne Welter
Rebecca Werner
in memory of
LeRoy E. Eiler
Dawne White
Michelle Widbin
Ricky Williams
Vita Wilson
Sylvia Winkelman
in memory of
Madeleine A. Roche
Andrew Witzel
Rachel Wojcik
Christine Yates
Christina Zajic
Julie Zwald

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

Avivo is HERE 13
CORPORATIONS, FOUNDATIONS & ORGANIZATIONS

$250,000+
- Greater Twin Cities United Way
- Proof Alliance
- Thrivent
- UnitedHealth Group

$100,000 – $249,999
- Graco Foundation
- Margaret A. Cargill Foundation Fund of The Minneapolis Foundation
- Otto Bremer Trust
- Patrick and Aimee Butler Family Foundation
- Richard M. Schulze Family Foundation
- Target Foundation
- The Saint Paul and Minnesota Foundation

$25,000 – $99,999
- Ameriprise Financial Medica Foundation
- Morgan Family Foundation

$10,000 – $24,999
- Alpha Video
- Bremer Bank
- CLA Foundation
- Deloitte
- Heading Home Minnesota Funders Collaborative
- Minnesota Department of Health
- Minnesota Employment Services Coalition
- Rx Abuse Leadership Initiative
- Securian Financial Foundation
- U.S. Bank
- U.S. Small Business Association
- Xcel Energy Foundation

$5,000 – $9,999
- Allina Health
- API Group
- Blue Cross and Blue Shield of Minnesota
- C.H. Robinson Worldwide Foundation
- Church of St. Joan of Arc Frauenshuh Initiative Foundation
- Liberty Diversified International
- Marco
- McGough
- RSM
- Ulteig
- Walser Foundation
- Wellington Management
- Wells Fargo
- Wells Fargo Foundation
- Xcel Energy

$1,000 – $4,999
- Andersen Windows & Doors
- Associated Benefits and Risk Consulting
- Baker Tilly
- Beckhoff Automation
- Best & Flanagan LLP
- Best Buy
- Coulee Bank
- Dorsey & Whitney LLP
- Emerson Charitable Trust
- Enterprise Holdings Foundation
- Graco
- Great River Energy
- Greiner Construction
- Highland Bank
- Ike’s Plumbing & Drain Cleaning
- KLH
- Libby Law Office P.A.
- Lurie
- Margaret Rivers Fund
- Marsh & McLennan Agency
- Medtronic
- Michael Foods
- Microsoft
- Mindset Consulting LLC
- North Metro Mayors Association

Open Your Heart to the Hungry and Homeless
- Parsons Electric
- Paul Anderson for Senate
- PayPal Giving Fund
- PhRMA
- PwC
- Ryan Companies
- Jeffrey L. Schuler, CFP® and Financial Dimensions Group, Inc.
- The Church of St. Patrick of Cedar Creek
- The Excelsior Group
- United Way of Central MN
- Veritae Group
- Winthrop & Weinstine

Up to $1,000
- Abbott Labs
- Adam’s Pest Control
- Amazon Smile Foundation
- Associated Bank
- Atlantis Pools
- Ballard Spahr
- Barlow Research Associates, Inc.
- Capella University
- Cargill
- City of Bloomington
- Clockwork SMS
- Creatis
- Emmanuel Christian Center
- Federated Insurance
- Gallagher
- Healing Homes
- HGA
- Homes by Christina Zajic LLC
- Leon Lillie for House
- Meredith Corporation Foundation
- MightyCause Foundation
- Multicultural Undergraduate Political Science Coalition – U MN
- NELSON
- nVent
- Pearson-Arnold Technologies
- Prime Therapeutics
- Printing Industry Midwest
- Royal Credit Union

PATRICK AND AIMEE BUTLER FAMILY FOUNDATION

The Patrick and Aimee Butler Family Foundation has been supporting organizations helping people struggling with addiction since 1951. Over the past eight years, the Foundation has made significant investments in Avivo’s family residential treatment program. “We have seen how Avivo has adapted and shifted to meet changing and growing community needs during the pandemic. We need partners like Avivo to make our investments really matter. You bring safety, opportunity and growth to the communities the Foundation cares so deeply about.”

— JoAnne Peters, Foundation Co-Director
Giving by corporations and businesses was unprecedented and helped Avivo remain strong for individuals and families. Corporate philanthropy increased by 200% over the prior year at more than $654,000. Corporations provided sponsorships to Avivo’s three signature fundraising events — Avivo Night of Champions, Mission + Mingle, and Achieving Dreams. They also responded with overwhelming generosity to our greater operating needs due to the pandemic. Together, we are stronger. We remain grateful for this overwhelming engagement and support!

Avivo Night of Champions was celebrated in-person just before the pandemic with nearly 250 guests. We heard compelling recovery stories including one from event speaker and former Minnesota Viking Robert Smith. Guests honored our Avivo Champions, enjoyed entertainment, silent auction and a fabulous dinner at the Minneapolis Renaissance Hotel, The Depot.

Keynote speaker Robert Smith, Minnesota Vikings legendary running back (1993-2000)

Event guests enjoy dinner in the beautiful Minneapolis Renaissance Hotel, The Depot.

Guests experienced entertainment by OutLoud!, an ensemble of the Twin Cities Gay Men’s Chorus (TCGMC).

GOLD SPONSOR

SILVER SPONSOR

SILVER SPONSORS

Clear Channel Outdoor

Xcel Energy

Associated Benefits and Risk Consulting

Coulee Bank

Libby Law Office

Parsons Electric
Achieving Dreams is a one-hour, fundraising event for corporate leaders, business partners and community members who are passionate about helping individuals overcome barriers to stability and employment. Hosted and presented online, we honored Target Corporation as Avivo’s Celebrated Community Leader and heard from Kiera Fernandez, Chief Diversity and Inclusion Officer and Vice President of Human Resources.

Avivo President & CEO Kelly Matter hosts a conversation with Kiera Fernandez, Target’s Chief Diversity and Inclusion Officer and Vice President of Human Resources, on how businesses and non-profits partner together to build stronger, healthier and more equitable communities.
Achieving Dreams is a one-hour, fundraising event for corporate leaders, business partners and community members who are passionate about helping individuals overcome barriers to stability and employment. Hosted and presented online, we honored Target Corporation as Avivo’s Celebrated Community Leader and heard from Kiera Fernandez, Chief Diversity and Inclusion Officer and Vice President of Human Resources.

Avivo staff share about Avivo’s workforce development program that’s designed to increase diversity of mental health staff and provide culturally specific and responsive care for the community.

Jeanne Crain, President & CEO of Bremer Bank and Chair of the Achieving Dreams Steering Committee, welcomes online guests to tuning in to the event.
Mission + Mingle

Mission + Mingle Monday was presented online — an entire fashion-focused event to raise funds to support women working on recovery and career advancement! Online guests enjoyed a fashion show from three Twin Cities boutiques, a demonstration of fun hair styles, and giving that makes the difference in the lives of Avivo women and their families.

Emcee Christopher Hermann and Avivo President & CEO Kelly Matter picking the winner of gift cards to Mission+Mingle boutiques.

Fun summer fashions shown by Jensen’s in Anoka, MartinPatrick3 in Minneapolis, and Bumbershute in Edina.

PRESENTING SPONSOR

THE FASHIONISTA

THE TRENDSETTER

Deloitte.

Jeffrey L. Schuler, CFP®
Independent Financial Advisor
Financial Dimensions Group, Inc.

PEARSON-ARNOLD

Marsh & McLennan

Agency

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
IN-KIND DONORS
The following individuals, businesses and groups donated items and services on behalf of Avivo participants. Thank you!

Anonymous (18)
3M Corporate Affairs Media Team
ABC Cabinetry
ABC Millwork
Lynn Abe
Charlotte and Charles Abrahamson
Adam’s Pest Control
Allyson Adams
The AHS Family
Aimia
Air Liquide
Alpha Video
The Families of AmeriSave Wholesale Mortgage
Carl Ammons
Andersen Windows & Doors – IT Manufacturing Technology Team
Cydnae Anderson
Danielle Anderson
Jakozy and Solomon Anderson
Andover High School Student Council
The Arribas Family
Art Buddies
Andrew Bach
Eric Bain
Kathy Beier
Neil Beil
Bent Brewstillery
Bethany Global University
LesLee Bickford
Beth Biding
Lisa Bigaouette and Joel Rector
Martha Bird
Tommy L. Blackwell
Kari Bomash
Boston Scientific
Boutwells Landing
Therapy Department
Liz Branum
Raeanna Brasser
Nancy Brewster and Kirk Anderson
Felicity Britton and Boomerang Bags Sewing Group
The Brown Family
Patrick and Jill Butler
Jennifer Campbell
The Cannon Family
Cardinal Remodeling
The Carlson Family
Lisa Carter
Castlelake
Sarah Champeau and The Gaggle
Kristin Chouinard
Clear Channel Outdoor – Minneapolis
CliftonLarsonAllen
Code 42 Security Team
Community Options Fridley
Contract Interiors *
Anne Cook
Debra Cooper, Realtor - Century 21 Premier Group
Christian Cordero
CRNA Holiday Project
Custom Millwork
Dakota County Lumber
The Dammeyer Family
D.A.R.E. America
Ojulique Davidson
deloitte
Delta Alum
DeMers, Jones, Nyblom, Kermes and Resa Families
Jerry and Mary Dick
Melissa Diener
Erin Dimopoulos
Julie Dittberner
Pallavi Dixit and Ladies of the Book
Bozidar and Evgeniya Djuranovic
Dominium
Mitchell Dossor
Libby Due
Jowell Dummann
Johannas Easley
James and Susan Eaton
Brenda Eckman
Erica Edwards
Marian Eichten
Electrical Association
Kevin Ellis and Minnesota Tesla Club
Emmanuel Christian Center
Enterprise Holdings
Harvey and Chris Epstein
Kris Eskuchen
Etu Interiors
Meredith Ferguson
Ferguson
Angela Fern
Festive Friends
Larissa Fildes
The Filer Family
Conor Fink and Sabrina Caraffa
The Finn Family
Jason Flinn and Darcy Flinn
Focal Point FlooringAmerica
Foreside Home & Garden
Bernadette Fox
Fox Tax
Chrysa Freeman
The Fuechtmann Family
Mary Gagnon
GBS Community Action Committee – General Mills
Kyra Gearman
General Label, Inc.
General Office Products
Stacy Gerster
Girl Scout Troop 14658
Amanda Grace
Granite-Tops
Linda Grant
Chelsey Griggs
John Gute
The Haight Family
Drew Halunen and Emily Rudert
Amanda Hanlon
Erin Hanson
Harrington & Associates Plastic Surgery
Bev Haw
HCMC General Surgery Residency
The Head Family
HealthPartners Credentialing Services Bureau
Emily Hebert
Elisabeth Heefner
Dorothy Hegalund
Ryan Hennes and Boundless Lutsen
Henson & Efron, P.A.
Melissa Herem
The Hershey Company
The Hermerdings
Molly and Tom Hickey
Andrea Hill
Mary Hinz
Andrea Hipsher
Paula Hirdler
Tim Hoffman
Alisha Holt
Todd Holter and Minnesota Tesla Group
Homeworks Services
Ben Hoogland
Mary Horton
Housing First
Minnesota Foundation
Matt Hultman and Maria Delmorno-Hultman
The Hunt Family
Brian Hutton
IMEG Corp.
Linnea Ingdahl
Insignia Systems
Inver Grove Heights Target
Jay and Michelle Isaman
Meg Jaeger
JAMF
Jeske Electric
Lois Johnson
The Steve Johnson Family
Tami and Andrew Johnson
Johnson, Sellers and Strauss Families
Jessica Kallman
Michelle Karth
Catie Kastan
Andrea Keys
Rebecca Klindt
Ellen Klos
The Knutson Family
Kohler
The Kokotovich Family
Suzanne Kuehn
Justin LaBeaux
Lady Bug Quilters
Ruth Lais
Michele Langley
Barb, Randy, Sheila, Tommy, and the Larson family
Justine Launert
Katie Laux
Kelly Lee
2020 SUPPORT CONTINUED

Lifetime – Human Capital
The Looney Family
Michael Lu
Anna Lubansky
Lyman Lumber
Samuel Lynn
Amanda Mahal
The Marsh Family
Joni Martini
Martins/Kerfeld
Stankiewicz Families
Cassidy Matter
Kelly Matter
Whitney McClusky
B.J. McElrath
Iris McGinnis
Mega Remodel
Stephanie Melby
Barb Melom
Nicole Mensing
The Mercil Family
The Mesenburg Family
Nikki Nethercot-Niermann
NetVu
Caitlin Ogren Nichols
and Ryan Nichols
Bobbe Noreenber
Sarah Novack
Lauren Olson
The Greater Oltmans Family
Optum, Team Tracy McMorrow
Optum Financial, MM
Relationship team
Optum, Clinical
Operations, FWAE
OptumInsight
Our Lady of Grace
Palma Plumbing & Heating, Inc.
Parsons Electric
HR/Payroll Team
Claire Pauz
Michele and David Pease
Emily Peters
Linnea Peters
The Peterson Family
Nicolette and Noah Peterson
Howard Phelps
Piedmont Office Realty Trust
Plus Relocation Services
Polaris Direct *
Polaris Industries, Inc.
Brian and Rachael Polson
Erica Pralle
Greg and Pat Pratt
PricewaterhouseCoopers LLP
Prime Therapeutics - Enterprise Integrations
Barb Prindle
Dawn Prinsen
Procentive
Paul and Kristen Purington
Anna Quirk
Andy Ramsran
Ole Rapson
Gail Redeker
Renaissance Minneapolis Hotel, The Depot
The Reyer/Leingang Family
Jessica Richard and Minnesota Tesla Club
Gabrielle Ritter
Robert Half Technology
The Roessler Family
Rose Garden Club
Traci Rutzik
Leanne Scheiber
Laura Schirer
Betsy and Summer Schmiesing
Deb Schmitt
Delbert Schoeberl
Kate Seager
Therese Sexe
Sacha Seymour – Anderson and Give Thanks Gallop
The Shea Family
Kathleen Sikora, Emily Wagoner and Justine Launert
Jen and Matt Smiley
The Snell Family
Annamay Snyder
The Solow Family
Nancy Somers and Sunday Circle
South Minneapolis Quilters
South-Town Refrigeration & Mechanical
Carolyn Sporer Schaffran
The Steele Family
Dawn Strief
The Stulen Family
The Sullwold Family
Richard Swanson
May Swenson
Synergy Associates
Mike and Cathy Tanski
Target
Target Corporate – Ready to Wear Division
TD Bank
Theodore Tegen
Thrivent
TempWorks Software, Inc.
S. Terhaar
The MPX Group
The Refinery
The Toro Company *
Angie Theis
Kate Thomas
Katharine Thomas
Lashay Thompson
Marlena Thompson
Jennifer Thorson
Adrian and Dorothy Tilbury
Jenna, Travis and Atlas Totz
Lahl Trevis
Lisa Triplett
Maura Trout
U.S. Bank Auditors – GCTC
Unison Comfort Technologies
United Church of Christ New Brighton
United Healthcare
Trend Management
United Healthcare Actuarial & Underwriting Team
(Medicare)
UnitedHealth Group Corporate Services – EO&S Team
UnitedHealth Group Internal Audit & Advisory Services
UnitedHealthcare Inside Sales
University of Minnesota
Undergraduate Public Health Association
UPS and UPS Alumni
The Van Dyke Family
Gao Vang
Vicki Vien
Susan Voigt
The Water Volleyball Group
W2O Group Minneapolis
Gigi Wagner
Susan Walker
Kiel Walters
The Watson & Barnd Families
Kate Waxon
The Webster Family
Karen Weddle
Erin Westenberg
Annette and John Whaley
Lauren Whaley
Megan Whaley
The Whaley & Schultz Family
Michael Wheeler
Arlie Willems
Dana Williams
Samantha and Alanna Witter;
Chandra James
Xcel Energy
Alan Yelsey
Emma Young
Barb Zipoy
Bethany and James Zukko
Tami Zurbay

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

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Volunteer groups transform giving during a pandemic.

After in-person volunteering was put on hold in March because of the pandemic, volunteer groups later participated in select outside opportunities as well as in assembling and donating Avivo-themed Essentials Kits. Not even a pandemic could stop our volunteers!
**BUSINESS PARTNER COUNCIL**

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

<table>
<thead>
<tr>
<th>Name</th>
<th>Company</th>
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<tbody>
<tr>
<td>Samia Ali</td>
<td>Volt Workforce Solutions</td>
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<tr>
<td>Greg Anderson</td>
<td>Tennant Company</td>
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<td>Tamra Anderson</td>
<td>Parsons Electric</td>
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<td>Andy Augspurger</td>
<td>Papco Supply</td>
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<td>Printing Industry Midwest</td>
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<td>Caleb Brunz</td>
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<td>Mary Buesgens</td>
<td>Endeavor Air</td>
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<td>Samir Bushra</td>
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<td>Brenna Carey</td>
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<td>Suzanne Dvorak</td>
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<td>Kirsten Halen</td>
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<td>Kelli Jellots-Diamond</td>
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<td>Anje Jeltema</td>
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<td>Jordan Jones</td>
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<td>Melissa Neville</td>
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<td>Amy Nighswander</td>
<td>Red Cross</td>
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<td>Personnel Plus</td>
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<td>Macy’s</td>
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<td>On Demand Group</td>
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<td>Caterpillar</td>
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<tr>
<td>Vielka Sanchez</td>
<td>Payday Staffing</td>
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<tr>
<td>Linellis Santiago-Bernier</td>
<td>FedEx Freight</td>
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<tr>
<td>Ryan Seleski</td>
<td>Land O’Lakes</td>
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<tr>
<td>Meghan Shields</td>
<td>Meridian Services</td>
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<tr>
<td>David Siegel</td>
<td>Housing First Minnesota</td>
</tr>
<tr>
<td>Malli Silber</td>
<td>Aerotek</td>
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<tr>
<td>Omesh Singh</td>
<td>Metropolitan Transportation Network</td>
</tr>
<tr>
<td>Judith Stolley</td>
<td>Atterro</td>
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<tr>
<td>Pat Stone</td>
<td>Wells Fargo</td>
</tr>
<tr>
<td>Danette Strickland</td>
<td>Pitney Bowes</td>
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<td>Ashley Sturges</td>
<td>Mall of America</td>
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<tr>
<td>Janet Thies</td>
<td>Nycor Technical</td>
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<td>Golia Thor</td>
<td>Elim Care</td>
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<tr>
<td>Nicolet Vevea</td>
<td>UPS</td>
</tr>
<tr>
<td>Anita Vue</td>
<td>City of St. Paul</td>
</tr>
<tr>
<td>Ryan Welty</td>
<td>Southtown Refrigeration</td>
</tr>
<tr>
<td>Athelgra Williams</td>
<td>Minneapolis Parks and Recreation Board</td>
</tr>
<tr>
<td>Yer Winder</td>
<td>Minnesota Department of Revenue</td>
</tr>
<tr>
<td>Nancy Zylla</td>
<td>Impact Group</td>
</tr>
</tbody>
</table>

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**Avivo is HERE**
2020 INDIVIDUAL VOLUNTEERS WITH 20+ HOURS
Nancy Feinthel (21 hours)
Natalie Pintelon (68 hours)
Tess Spence-Sing (65 hours)
Ivet Zhagui (29 hours)

VOLUNTEER GROUPS
3M Corporate Affairs Media Team
Adam's Pest Control
Aimia
Air Liquide
Alpha Video
AmeriSave Wholesale Mortgage
Andersen Window - IT Manufacturing Technology Team
Andover High School Student Council
Arrigoni Tile
Beckhoff Automation
Bent Brewstillery
BMO Harris Bank
Boomerang Bags Sewing Group
Boston Scientific
Boutwells Landing Therapy Department
C.S.A. Architects, LLC
Cardinal Remodeling
Carpentry Contractors Company
Clear Channel Outdoor - Minneapolis
CliftonLarsonAllen - NATG Group
Code42
Community Options Fridley Contract Interiors
CRNA Holiday Project
D.A.R.E. America
Dakota County Lumber
ddms
Delta Alum
Dominium
Electrical Association
Enterprise Holdings
Focal Point FlooringAmerica
Foreside Home & Garden
Fox Tax
GBS Community Action Committee - General Mills
General Label, Inc.
General Office Products
Harrington & Associates Plastic Surgery
HCMC General Surgery Residency
HealthPartners Credentialing Services Bureau
Henson & Efron, P.A.
Hershey
Homeworks Services
Housing First Minnesota Foundation
IMEG Corp.
Insignia Systems
JAMF
Jeske Electric
Lady Bug Quilters
Lifetime - Human Capital
MCI Paint & Drywall
Majik Cleaning Services
Mega Remodel
Minnesota State Horticultural Society
Minnesota Tesla Club
Minnetonka Moccasin
MONO Advertising
Motion
NetVu
Optum Financial, MM Relationship team
Optum, Clinical Operations, FWA
Optum, Team Tracy McMorrow
OptumInsight
Our Lady of Grace Catholic Church
Palma Plumbing & Heating, Inc.
Parsons Electric HR/Payroll Team
Penguin Insulation
Piedmont Office Realty Trust
Plus Relocation Services
Polaris Direct
Polaris Industries, Inc
PricewaterhouseCoopers LLP
Prime Therapeutics - Enterprise Integrations
Procentive
Quality Dave Drywall & Painting LLC
Robert Half Technology
South Minneapolis Quilters
South-Town Refrigeration & Mechanical
Synergy Associates
T.A. Brunn Construction
Target
Target - Inver Grove Heights
Target Corporate - Ready to Wear Division
TD Bank
TempWorks Software, Inc.
The MPX Group
The Refinery
The Toro Company
Thrivent
U.S. Bank
U.S. Bank Auditors – GCTC
Unison Comfort Technologies
United Church of Christ New Brighton
United Healthcare Actuarial & Underwriting Team (Medicare)
United Healthcare Trend Management
United Healthcare Inside Sales
UnitedHealth Group Corporate Services – EO&S Team
UnitedHealth Group Internal Audit & Advisory Services
University of Minnesota Law School Students
UPS and UPS Alumni
W2O Group Minneapolis
Xcel Energy

MEGA REMODEL AND CARDINAL
Amidst a pandemic, great things can still happen. Volunteer build partners Mega Remodel and Cardinal gutted and remodeled an apartment for families in our transitional recovery housing. Building funds were provided by Housing First Minnesota Foundation and the Patrick and Aimee Butler Family Foundation.

Watch a video story of this amazing remodel at: youtu.be/NJejf7b5k7Y
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. Avivo serves individuals and their families who live in the Twin Cities and St. Cloud metro areas. We believe everyone deserves the chance to live well and work well. For more information, visit avivomn.org.