

achievements



**2019-20
ANNUAL
REPORT**

July 1, 2019 – June 30, 2020



OUR VISION:

All young people have full access to education and career opportunities, resulting in a more equitable and vibrant community

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Welcome from President and CEO Danielle Grant

Dear friends,

This year the COVID-19 pandemic has disrupted almost everything in our world. And as hard as it is for us adults, it's even tougher for our young people as they navigate life and school – and try to envision what a very uncertain future holds for them.

Our students are struggling with remote learning, feeling disconnected from their social networks, and missing in-person support from their teachers and other caring adults. Some are pulling back from school altogether.

Now more than ever, we're adapting our work to provide the most effective, caring and personalized guidance possible to help students stay connected, stay hopeful, explore their best career and college options and keep their future plans on track. Thanks to your generous support:

This year our **Career & College Center (CCC)** team in 15 Minneapolis and Saint Paul public high schools transitioned from in-person to virtual one-on-one advising across a variety of platforms, assisting with career searches, college applications, FAFSA completion and other critical postsecondary planning services for hundreds of students.

Our **career exploration events** pivoted from in-school, in-person engagement with students to virtual events, with volunteers sharing their career journeys and advice via Zoom for our new virtual career resource library.

The **Step Up Youth Employment Program** (a collaboration of AchieveMpls with the City of Minneapolis and other partners) worked with its dedicated employers to ensure the delivery of critical career opportunities in summer 2020, with 1,800 Minneapolis youth completing work readiness training, 450 participating in paid virtual and in-person internships at 61 companies, and 1,000 enrolling in a paid online career program.

Our new **Achieve College Internships program** – which helps fill critical career development gaps for underrepresented college students – connected 28 African American young men with paid virtual and in-person professional internships at global businesses, local companies and community-based organizations.

The young people we serve already face many of the greatest barriers to college access and family-sustaining careers. As they work even harder under these difficult circumstances, we're doing whatever it takes to help them achieve their college dreams, secure meaningful careers and become our next generation of dynamic, engaged leaders.

While the challenges ahead are extraordinary, so is our dedication to our young people. Thank you for your strong partnership in this vital work.

With tremendous gratitude,



Our Mission, Vision and Values

achievempls

Our Mission

As the strategic nonprofit partner of Minneapolis Public Schools (MPS), we rally community support to inspire and equip students for careers, college and life.



Our Vision

Our young people have full access to educational and career opportunities, resulting in a more equitable and vibrant community.



Our Values

Students at the core: Minneapolis youth are always at the center of everything we do. Our students are talented, capable and ready to learn.

Teamwork: We cannot achieve our mission without our dedicated and talented team. We continually seek ways to support, engage with and be accountable to the people in our organization.

Public education: We believe that public education is the foundation of a healthy, engaged and vibrant Minneapolis.

Cultural responsiveness: We meet our students where they are, valuing cultural responsiveness from our staff and volunteers.

Equity: We prioritize services for our students with the greatest needs.

Collaboration and partnership: We cannot do this alone. Public and private support is critical for success.

Excellence, innovation and accountability: We seek to be best-in-class at everything we do, fostering innovation, data-driven decision-making and accountability to our stakeholders.

Stewardship: We are resourceful and tenacious in maximizing our stakeholders' time, talent and treasure.

Career and college readiness: We believe in the power of career and college readiness to enable young people to imagine and live rewarding lives.

AchieveMpls Programs

Twin Cities youth are our emerging leaders – talented, creative and ready to learn. We believe in the power of career and postsecondary readiness to enable young people to imagine and live rewarding lives.

AchieveMpls recognizes the value in every path to personal and economic well-being and success, and we prioritize services for students who face systemic barriers to education and career opportunities. Since 2002, we've inspired and equipped over 65,000 Minneapolis and Saint Paul high school students for success in careers, college and life.



Career & College Centers

Our renowned [Career & College Centers](#) (CCCs) in 15 Minneapolis Public Schools and Saint Paul Public Schools high schools serve over 15,000 students each year, with customized guidance in exploring and planning for life after high school. Our professional team provides expert one-on-one career and college advising, hosts career exploration events and college fairs, assists with postsecondary, FAFSA and scholarship applications, and connects students with internships, job opportunities and many other resources.

With the closure of schools in spring 2020 due to COVID-19, our team quick transitioned to provide virtual support, with a particular focus on seniors who needed one-on-one attention to stay on track with their post-graduation plans. Through video chats, phone calls, texts and email, we helped ensure that students could still complete basic steps for college, financial aid and employment. We also provided additional caring guidance as they struggled with distance learning, isolation, technology access and other challenges.

Step Up Youth Employment Program

[Step Up](#) prepares today's youth for tomorrow's careers by recruiting, training and placing nearly 1,400 Minneapolis youth each year in paid internships with over 200 regional employers in 15 industries and multiple sectors. A partnership of AchieveMpls, the City of Minneapolis, CareerForce Minneapolis and Project for Pride in Living, Step Up has created over 29,000 internships opportunities since 2003, yielding a competitive talent pipeline, a stronger economy and millions of dollars in wages for interns.

In summer 2020, Step Up was one of the few programs in the country to continue offering youth employment opportunities during the pandemic. It worked closely with employer partners to ensure that as many young people as possible could access valuable opportunities to gain key career skills and earn a good wage. 1,800 Minneapolis youth completed in-person and online training, with over 450 interns hired at 61 companies and more than 1,000 participating in a paid online career exploration program.



AchieveMpls Programs



Achieve College Internships

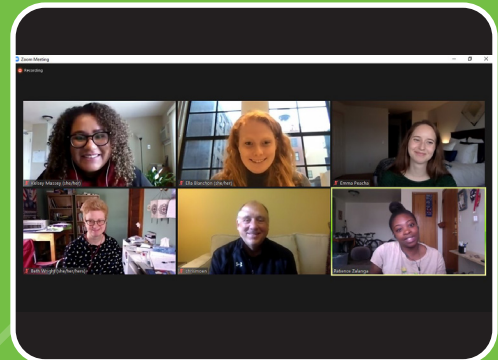
Our new Achieve College Internships program connects students with high-quality paid summer internships, mentors and professional networks that can help launch their careers in the Twin Cities. The program was created to provide valuable career-building opportunities for college students – particularly Minneapolis Public Schools graduates and Step Up alums – who are underrepresented in our workforce and local college internship programs. It also helps employers strengthen their recruitment and retention of talented, diverse students who want to live and work in the Twin Cities.

In preparation for their internships, participants receive expert coaching in clarifying their career goals, identifying their preferences for industries and job roles, and strengthening their application materials and interview skills. 28 interns and employers participated in the initial year of the program, with both virtual and in-person internships at global businesses, local companies, nonprofits and community-based organizations.

Career Exploration Events

AchieveMpls helps students explore discover and future careers through in-school career events, company worksite tours and other activities with local community professionals. Hundreds of volunteers and employees from Twin Cities companies donate their time and expertise each year to help students identify career interests, learn about training opportunities, practice resume and interview skills, and discover the steps they need for specific fields and industries.

During COVID-19 we transitioned our in-person career events to virtual career panels, with representatives from the trades, healthcare, business, the arts, STEM and other fields sharing their career journeys and advice with young people. These events were recorded with young people via Zoom and now serve as a virtual career resource library that's accessible to hundreds of high school students.



AchieveMpls Programs

Public Engagement Events

To strengthen community support and advocacy for our students and schools, AchieveMpls hosts public engagement events focusing on a wide variety of cutting-edge education and student-related issues.

Based on the TEDTalks model, our **EDTalks** programs feature compelling short talks and conversation on topics related to K-12 education, youth development and equity, and provide rich opportunities for networking, idea sharing and community engagement.

Principal Partner Day matches local business, philanthropy, media and civic leaders one-on-one with Minneapolis Public Schools (MPS) principals for a half-day shadowing opportunity in their schools. Hosted by AchieveMpls and MPS, this annual event provides rare behind-the-scenes experiences that help participants better understand the complexities of public education and issues confronting our education leaders and students. Unfortunately, we were unable to host this event in 2020 due to the COVID pandemic.



Minneapolis Public Schools Resource Support

In addition to directing career and college readiness programs, AchieveMpls also serves as the foundation for Minneapolis Public Schools (MPS), assisting the district in securing major foundation and corporate grants for STEM programs, college and career readiness and other district priorities.

AchieveMpls also manages over \$1 million in private donations to MPS schools and departments each year, distributing funds for a wide range of school activities, from classroom supplies to artists and field trips. We also administer 92 college scholarships for MPS graduates and award several mini-grants for staff development, field trips and creative classroom projects.

AchieveMpls Balance Sheet

June 30, 2020

ASSETS

Cash and cash equivalents	2,638,389
Contributions Receivable	1,434,458
Accounts Receivable	522,527
Prepaid Expenses	9,514
Property and equipment, net	58,295
Deferred Expenses	(14,079)

Total Assets

4,649,104

LIABILITIES & NET ASSETS

Liabilities

Accounts payable	41,914
Other liabilities	5,554
Accrued vacation and payroll	167,398

Total Liabilities

214,866

Net Assets

Without donor restrictions:

Undesignated	869,708
Board designated	675,697
Total without donor restrictions	1,545,405
With donor restrictions	2,888,833

Total Net Assets

4,434,238

Total Liabilities & Net Assets

4,649,104

Does not include flow-through funds.

AchieveMpls Income Statement

July 1, 2019 - June 30, 2020

REVENUE & SUPPORT

Contributions^	3,666,444
Contract Income	1,700,698
Earned Income	113,809
Special Events	74,360
Interest Income	25,250

Total Revenue & Support

5,580,562

EXPENSES

Personnel	2,789,863
Occupancy & Equipment	184,592
Telephones & Internet	14,343
Insurance	12,484
Printing/Postage/Supplies	18,111
Licenses, Fees, Dues	7,355
Consultants & Professional Fees	320,736
Program, Meetings, Events	59,403
PR/Marketing/Comms/Outreach	10,040
Staff, Board, Volunteer Exp	3,603
Bank Fees & Other	2,505
Depreciation	37,921
Pledges Uncollected	18,280
Reallocated Funds	(144,955)

Total Expenses

3,334,281

TOTAL CHANGE IN NET ASSETS

2,246,281

*^Contributions include multi-year grants / grants restricted to future years
Does not include flow-through funds.*

AchieveMpls Statement of Functional Expenses

July 1, 2019 - June 30, 2020

	PROGRAM SERVICES	MANAGEMENT & GENERAL	FUNDRAISING	TOTAL
EXPENSES				
Personnel	2,372,875	275,601	141,387	2,789,863
Occupancy & Equipment	75,588	81,875	27,130	184,592
Telephones & Internet	5,221	9,122	-	14,343
Insurance	-	12,484	-	12,484
Printing/Postage/Supplies	4,921	4,961	8,228	18,111
Licenses, Fees, Dues	1,866	5,219	269	7,355
Consultants & Professional Fees	208,668	111,799	270	320,736
Program, Meetings, Events	51,500	7,769	135	59,403
PR/Marketing/Comms/Outreach	1,271	8,375	394	10,040
Staff, Board, Volunteer Exp	1,452	1,890	261	3,603
Bank Fees & Other	390	2,115	-	2,505
Depreciation	28,446	7,284	2,191	37,921
Pledges Uncollected	-	18,280	-	18,280
Reallocated Funds	(144,955)	-	-	(144,955)
TOTAL EXPENSES	2,607,243	546,773	180,264	3,334,281

AchieveMpls Cost of Major Programs

July 1, 2019 - June 30, 2020

PROGRAMS	TOTAL
Career & College Centers (including Career Readiness Initiative)	1,563,910
Internship Programs	614,962
MPS Priorities, Scholarships/Awards, and Fund Management	399,421
Other Strategic Initiatives	28,949
Total Program Expenses	2,607,243

Does not include flow-through funds.

AchieveMpls 2020 Community Partners

Strong community partnerships lead to increased student achievement, enhanced social capital and a greater likelihood of graduation and career success. We believe that all young people can achieve their greatest potential in school, work and life when they have strong schools, caring adults and a generous community to support them.

Our tremendous thanks to these 22 dedicated organizations that demonstrated outstanding commitment to AchieveMpls and our students during the 2019-20 fiscal year, which was particularly challenging due to the COVID-19 pandemic.

They made generous financial gifts to our career and college readiness programs, provided employee volunteers for our career events, hosted worksite tours, created paid internships for high school and college students, and offered invaluable strategic support.



Accenture
Allianz
Best Buy
Boston Scientific
Cargill
C.H. Robinson
CLA Foundation
The Family Development Center
General Mills
Graco
Greenberg Traurig
Hennepin County
Minneapolis Park and Recreation Board
Otto Bremer Trust
Piper Sandler
Rêve Academy
Target
Thrivent
U.S. Bank
UCare
Walser Foundation
Wells Fargo
Xcel Energy

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Ex Officio

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The Morning Foundation

Anil Hurkadli
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Nelson Inz
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Velma Korbel
City of Minneapolis Department of Civil Rights

Steven Liss
Retired, formerly Minneapolis Public Schools

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Rich Renikoff
Retired, Wells Fargo

Dara Rudick
Management HQ

Jeff Savage
Xcel Energy

John Stanoch
Retired Judge and CEO

Elizabeth Stevens
Saint Catherine University

Tony Tolliver
Center for Economic Inclusion

Mat Watson
Best Buy

Chrissie Weyenberg
General Mills

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CCC = Career & College Center

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You can find our audited financial statements at www.achievements.org/financials