

The logo features the number '18' in a large, white, sans-serif font. To its right is a stylized 'C' that forms a circle with an arrow pointing clockwise, also in white. Below the 'C' is the word 'Degrees' in a smaller, white, sans-serif font, and further below is the tagline 'Turning lives around.' in an even smaller, white, sans-serif font. The background of the top half of the cover is a photograph of a modern building with large windows and a mural on the lower level, split into a greyish-blue left half and an orange right half.

18C Degrees
Turning lives around.



2015-2016 Annual Report



Dear Friends,

A little over a year ago, former CEO/President Richard Gardell and I spent several days visiting all seven of 180 Degrees' sites. Richard was heading into retirement and the Board had chosen me as the organization's new leader. Richard wanted to impress upon me the importance of 180 Degrees' multicultural work and the diversity of our staff. Keeping those values intact would become an important element in my work for the coming year.

One of the first things I tackled was creating a new strategic plan to guide the organization into the future. Drawing on the expertise of our committed staff, we gathered input about what worked, what didn't, and what our dreams were for the future. From these discussions we created statements about our vision, mission, and values.

To carry out this strategic plan, we needed to emphasize the components of 180 Degrees' existing culture that were respectful, cooperative, values-driven, and results-oriented; in short, a culture of excellence that values our diversity. Through a rigorous, inclusive process, we refined our mission and developed a defined seven-point Common Approach that serves to unify the agency. The Common Approach frames this annual report, the components of which can be seen at the top of each page. We also created what we call the Simple Rules to communicate these values in a clear and condensed way.

To effectively lead an organization of this size and scope, I knew that I needed to assemble a team of professionals who I could count on to be smart, work hard, and be committed to our mission. I couldn't be more proud of my team. You can read about the Leadership Team at 180 Degrees in this annual report.

Now, with our strategic plan in place and the Simple Rules to guide us, we can begin to look at how we operate, our results, and how can we evaluate our work and work even more effectively in the future.

I would be remiss if I didn't express my appreciation for our Board of Directors who have carefully guided 180 Degrees through this leadership transition.

Even after a year at 180 Degrees, I'm still learning and would welcome the chance to meet with anyone who has an interest in our programs and plans for the future.

Thank you for your past support and your belief in the work that we do at 180 Degrees.

Sincerely,

Daniel F. Pfarr
CEO/President, 180 Degrees

Board of Directors

David Notch, Chair
KPMG

Connie Roehrich, Treasurer
MN Department of Corrections (retired)

Dennis Van Norman, Secretary
Van Norman & Associates

Bill Benzick
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Kathleen Hoistad
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Sia Lo
Hmong Council of 18

Monique Notch
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Renee Sayles
Community Member

Erik Skon
Community Member

STRENGTH BASED:



We develop the strengths and assets that are inherent in every client.

Von Wald Group Home: Learning to Persevere and Reaching New Heights

The youth who come to the 180 Degrees' Von Wald Group Home in Rochester, MN have already experienced a lot—from violence or other trauma at home to experience with the juvenile justice system. The supportive, structured environment of the group home is essential to developing the skills they will need to navigate the rest of their lives.

J's past is uniquely hers, but it is typical of the young people who come to 180 Degrees' Von Wald Group Home in Rochester, MN. J experienced violence at home and was a quick study. She learned to use violence to resolve conflicts, which led to a big incident—she assaulted her foster mother.

At the Von Wald Group Home, J has found people to support her through the ups and downs of everyday life. She learned how to work through the hard days and developed coping skills. J wasn't shy about saying the staff let her know when she is out of line. After being at Von Wald for a few months, she helped the younger and newer kids understand that they were in a good place and that the staff were there to support them.

On one of the field trips, J conquered her fear of heights. Indoor rock climbing at an area climbing gym is a favorite activity of residents – along with trips to the Y, nature center, and camping. For J, it was no small accomplishment to reach the top of the climbing wall. Working through fears in a relatively safe setting helped J face other day-to-day challenges that life will bring her way.

The programming at Von Wald offers J and her fellow residents what kids have always needed: a safe environment, continuity, the opportunity to develop confidence and respect for themselves and others, and to learn from their mistakes. From the initial intake assessment to completing their residency, the kids are given an appropriate degree of autonomy to work on certain aspects of their lives. Rick Sundberg, Von Wald Senior Program Manager, has noticed during his 30 years of working with youth that this approach supports engagement and builds decision making skills. Youth learn to evaluate the benefits and consequences of their choices. They learn to persevere, just like J facing her fear of heights and climbing that wall.





WITHOUT JUDGMENT:

We meet people where they are at and collaboratively identify outcomes.



Mr. M remarked,
"If he can do it, then
maybe I can too."

Job Placement Program Self-Sufficiency, One Job at a Time

After serving time, Mr. C had two goals: find a job with a decent wage and afford an apartment of his own. For a while, Mr. C searched for jobs on his own, but his efforts didn't lead anywhere. He didn't get responses to his applications and his frustration grew as he observed other men with similar backgrounds getting the jobs he was denied. Then Mr. C's parole office introduced him to Timothy Cameron.

When a potential client is referred to the 180 Degrees vocational placement program, Timothy meets with him to conduct an intake interview and tailor a personalized plan. Clients create a "vision board" illustrating their aspirations for their personal and professional lives.

Once the desired destination of the work becomes clear, Timothy and the client work together on everything that is needed to prepare for interviewing and employment, from obtaining professional attire practicing tying a necktie, to interview training and resume development.

Mr. C noticed prior to working with Timothy that the men who were getting the jobs he wanted were including their resumes with their online applications. Timothy helped him develop one, and Mr. C started getting responses to his applications even if he didn't always get an offer. Now he has a job that pays enough for him to afford his own place. Knowing that he is earning enough to support himself has made a huge difference in his outlook.

When Mr. M, another young man leaving a correctional facility, met with Timothy about his job search, he was clear about the type of opportunity he was looking for: a job with a wage that would allow him to support his family and offered benefits.



Mr. M feels that Timothy took these criteria seriously, making all the difference in finding the job he has now. As Mr. M says, it's a "career job" that offers health care, dental and other benefits, including a 401(k). In addition to supporting Mr. M's job search and providing a bus pass, Timothy encouraged him to develop a positive mindset.

Timothy's support of his clients goes beyond the tangible pre-employment activities like creating a resume and tracking job application efforts. He works with his clients on social skills, as well. Timothy is committed to supporting the whole person through the challenging process of rebuilding an independent, healthy, and stable life following incarceration.

Both Mr. C and Mr. M found value in working with Timothy because he has been in their shoes. Timothy's credibility in offering advice and supporting their job search was increased because he has navigated life after prison. Mr. M remarked, "If he can do it, then maybe I can too."

Taking it one day and one step at a time is all part of Timothy's approach to supporting the people he works with as they look for work.

Timothy believes in second chances. He got one, and now he works with others to find their second chance. "When I see and feel the spark of hope come back into a person's heart and eyes, when I see how they respond to someone who really believes in second chances, it brings a deep meaning into the purpose of why I am here," said Timothy. "Now I work for an organization [180 Degrees] that also believes in second chances."

180 Degrees is working to expand its vocational training services across our programs. The agency hopes to provide 130 young people with job readiness and job training through The Youth Vocational Program as soon as January 2017, depending on the funding that is pending.



BEST PRACTICES AND EXPERTISE:

Programs are designed around best practices and delivered by high quality staff with training and experience relevant to the populations being served.

In late summer 2015, retiring CEO and President Richard Gardell and the board of directors chose Dan Pfarr as the new leader of 180 Degrees. Pfarr, now 180 Degrees' CEO, previously held significant positions at the Bridge for Youth, Bolder Options, and Catholic Charities of St. Paul and Minneapolis. Pfarr holds a MSW in Clinical Social Work from the University of St. Thomas/College of St. Catherine and B.A. in Social Work from the University of St. Thomas.

As Jim C. Collins' classic management book, *Good to Great: Why Some Companies Make the Leap... and Others Don't*, describes, the first step towards organizational excellence is "getting the right people on the bus." Dan Pfarr and the 180 Degrees board of directors did just that, restructuring the agency by combining similar programs into three focus areas. Pfarr then hired the right people to lead those areas.

Our work at 180 Degrees is guided by these

SIMPLE RULES Own your actions, behaviors, and responses

EMBRACE DIFFERENCES
SEEK COMMON GROUND

SEARCH FOR SOLUTIONS

Ensure that accurate data informs decisions

USE AN EQUITY LENS*

show Courage & Kindness **180** Degrees
Turning lives around.

CONSIDER YOUR ASSUMPTIONS

**Equity means equal access to opportunities and equal benefits. It requires the removal of systemic barriers and the accommodation of differences so that all individuals can benefit equally.*

THE RIGHT PEOPLE ON THE BUS



Kit Briem, Chief Advancement Officer, brings more than 25 years of experience in nonprofit fundraising, marketing, and communications—having raised more than \$10.2 million from individuals so far in her career. Briem earned an M.A. in Arts Administration and an M.B.A. in Marketing from the University of Wisconsin-Madison.



Ryan Clukey, Human Resources Director, managed all aspects of human resources at a Minneapolis advertising firm. He has also worked at for St. Paul Public Schools, where he was involved in handling employee relations, performance management, and contract negotiations. Clukey earned his Bachelor of Arts degree at Concordia College and earned his M.B.A. from Ashford University.



Dr. David Mathews, Interim Behavioral Health Program Director, brings more than 35 years of experience in the field of violence and violence prevention. Dr. Mathews has specialized in counseling and therapeutic services for women, men, children, and adolescents; post-traumatic stress; and school violence.



Alfonso Mayfield, Youth Advancement Director, joined 180 Degrees from Rêve Academy where he served as the Director of Student-Run Businesses and Urban Ventures Leadership Foundation where he was the Director of the Center for Fathering. Mayfield holds an M.B.A. in Business Administration from Cardinal Stritch University and a B.A. in Business Administration from Bethany Lutheran College.



Christina McCoy, Residential & Shelter Services Director, came from Minnesota's Community Action Network, where she held positions as the Director of Policy, Development, and Initiatives, as well as Director of Children and Family Development. McCoy also served as the Director of Youth Development at the YWCA St. Paul for eight years. McCoy received her master's degree from the University of Minnesota.



Danielle Taylor, Chief Operating Officer, oversees organizational operations and programs. Prior to joining 180 Degrees, Taylor held the role of Chief Program Officer with the YWCA Saint Paul, Vice President of Human Resources with the Community Action Partnership of Scott, Carver and Dakota Counties, and Director of Administration with The Family Partnership. Taylor holds a master's degree in Management and Leadership from Concordia University, Saint Paul.



Girma Yimam, Finance Director, has more than twenty years of experience in financial, administrative, and business management with a strong focus in the non-profit sector. Prior to joining 180 Degrees, Girma served Community Action Partnership Agency of Scott, Carver, and Dakota counties as its Finance Manager where he was responsible for planning, directing, and organizing all financial, accounting, and operations functions. Girma's past experience also includes finance, business management, and auditing in Africa and Canada. He earned a B.S.C. in Accounting and Marketing from Saint Mary's University of Minnesota.



TRAUMA INFORMED CARE:

We understand, recognize, and respond to the impacts of all types of trauma.



Brittany's Place: A Safe Harbor Shelter for Girls Love, Grief, and the Power of Art

Glitter, paint and pencils: the tools of recovery. Art and expression mark a new beginning because art heals. For the young women and girls at Brittany's Place, art is one way of expressing emotions and telling stories. Combined with other therapeutic supports, these young survivors of sexual exploitation find a safe space for healing and to process the violence that they have experienced.

Marquita Clardy is a regular participant in the Brittany's Place programs. Brittany's Place exists because three years ago, Marquita's daughter Brittany was murdered by a sexual predator. From the family's grief, Brittany's Place was created to serve young women, ages 10-17, who have experienced sexual exploitation. Beyond art therapy, Brittany's Place program participants receive a safe place to stay and other forms support including life skills development.

From a great loss, hope emerges for the young women at Brittany's Place that a violent and traumatic past will not define their futures.

INTER-AGENCY COLLABORATION:

Agency services are blended to make it easy for clients to access what they need in a trusted, seamless, and safe environment.



Youth Connection Center

Breaking the School-to-Prison Pipeline

A warm summer night. Hanging out with friends. Flashing lights and a ride in a squad car? Sneaking out of the house to spend time with friends might seem like a typical—and even innocent—rite of passage for teenagers.

Because it is a violation of city curfew laws, it might also lead to the teenager's first encounter with law enforcement. In St. Paul, that's where 180 Degrees' Youth Connection Center gets involved. On Thursday, Friday, and Saturday nights throughout the summer, youth who are out after curfew and get picked up by the St. Paul Police Department come to the Connection Center rather than receiving a citation and getting entangled in the juvenile justice system.

Early encounters with law enforcement and detention can increase a young person's likelihood of lifelong challenges with the law. The Connection Center intervenes before a minor violation becomes something more serious. It's a chance to share services and alternatives with kids and families. It's a wake-up call.

"We're shifting from what young people are used to—'you do this or else'—to helping them find opportunities. We know from studies that a disproportionate number of kids of color end up getting records for things like truancy and curfew violations and that can spiral out of control. It makes it harder for young people to get jobs, and they lose hope and become disengaged," says Dan Pfarr, CEO at 180 Degrees.

Once at the Connection Center, a youth worker meets with the young person, contacts their parents or guardian to pick them up, and ensures that they get home safely. During the intake conversation, the youth worker asks about what led the teenager to be out after curfew and how things are going at school and at home. If this conversation uncovers the need for additional support services, the youth worker lets both the youth and the parents know about how to access programs ranging from stable housing services to chemical dependency treatment to college preparation.

The Connection Center is one way that 180 Degrees work to keep kids off paper, breaking the school-to-prison pipeline.



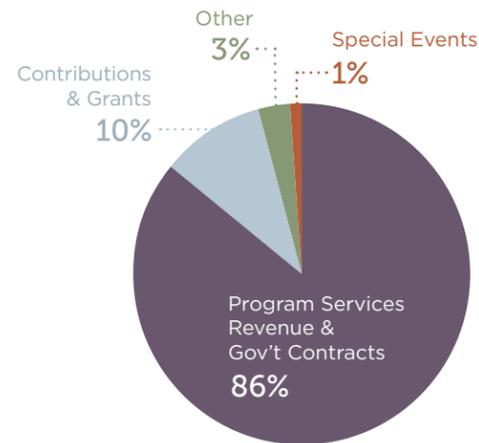


CONTINUOUS IMPROVEMENT:

Measurement, data, outcomes and reflection inform our efforts to continuously improve our work with clients and as an agency.

STATEMENT OF FINANCIAL POSITION*

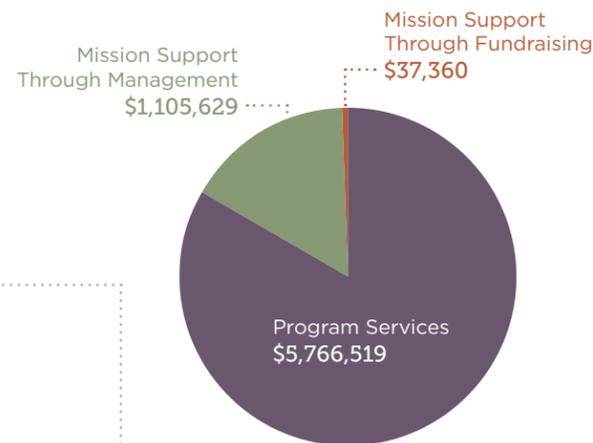
ASSETS	
Current Assets	3,290,735
Property & Equip. (net)	4,720,227
Other Assets	2,956,132
Total Assets	10,967,094
LIABILITIES	
Current Liabilities	1,698,753
Other Liabilities	4,537,917
Total Liabilities	6,236,670
NET ASSETS	
Unrestricted	4,537,856
Temporarily Restricted	192,568
Total Net Assets	4,730,424
TOTAL LIABILITIES & NET ASSETS	\$10,967,094



REVENUE BY SOURCE

STATEMENT OF ACTIVITIES

TOTAL REVENUE	\$6,342,296
EXPENSES	
Program Services	5,766,519
Mission Support Through Management	1,105,629
Mission Support Through Fundraising	37,360
TOTAL EXPENSES	\$6,909,508
Change in Net Assets	(567,212)
Net Assets, Beginning of Year	5,297,636
Net Assets, End of Year	\$4,730,424



PROGRAM & MISSION SUPPORT BREAKOUT

Read the stories to learn more about how our programs impact those we serve.

GOVERNMENTAL CONTRACTS

Beltrami County Human Services
 Benton County
 Blue Earth County Human Services
 Carver County
 Chisago County
 City of St Paul
 Dakota County
 Dodge County Human Services
 Faribault County
 Fillmore County Human Services
 Freeborn County
 Hennepin County
 Houston County
 Jackson County
 Kanabec County
 Kandiyohi County
 Lyon County
 Mahnomon County
 Martin County
 Meeker County
 Mille Lacs County
 Minnesota Department of Correction
 Minnesota Department of Education
 Minnesota Department of Human Services
 Minnesota Sex Offender Program
 Mower County
 Olmsted County Community Services
 Pope County
 Ramsey County
 Redwood County
 Rice County
 Scott County Human Services
 Stearns County Human Services
 Swift County
 U.S. Probation and Pretrial Services
 Wabasha County Social Services
 Wadena County
 Waseca County
 Washington County
 Winona County
 Wright County Human Services

ORGANIZATIONAL SUPPORT

Alliance
 Amherst H. Wilder Foundation
 The Elmer J. & Eleanor J. Anderson Foundation
 Fred C. and Katherine B. Andersen Foundation
 F.R. Bigelow Foundation
 Blue Cross and Blue Shield of Minnesota Foundation
 Otto Bremer Trust
 Patrick and Aimee Butler Family Foundation
 Margaret A. Cargill Foundation Fund of The Minneapolis Foundation
 Carlson Companies
 Carlson Family Foundation
 Judith Chiodo Community
 CultureBrokers LLC
 Edwards Memorial Trust
 Peter J. King Family Foundation
 Grace Church
 Hadler Family Chiropractic
 Hamline University Women's Resource Center
 Hanson Financial

KPMG
 Mardag Foundation
 McNeely Foundation
 Carl and Eloise Pohlad Family Foundation
 St. Odilia School
 Richard M. Schulze Family Foundation
 Rochester Commercial Banks Assoc.
 The Saint Paul Foundation
 Southland H.S. Child Development II Class
 Thomson Reuters
 Thrivent Financial Foundation
 Trillium Family Foundation
 TRUIST
 WCA Foundation
 West St. Paul-Mendota Heights Rotary Club
 Women's Foundation of Minnesota
 Woodbury High School Speech & Theatre Boosters
 Woodbury Peaceful Grove United Methodist Church
 Youthprise

INDIVIDUAL DONORS

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 Michael J. & Marilyn A. Woolley
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GIFTS IN HONOR

In honor of Chris Furlong
 Sisters of St. Joseph of Carondelet, St. Paul Province

In honor of Richard Gardell's leadership
 Women's Foundation of Minnesota

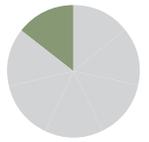
In honor of Timothy B. Dunleavy's leadership
 Women's Foundation of Minnesota, Amy & Mary Donor Advised Fund

In honor of Richard Gardell's leadership
 Women's Foundation of Minnesota, Gail Polley-Norhaus

*Financial reports based on audited financial statements for fiscal year ended June 30, 2016. Call 180 Degrees for a copy of the full audited financial statements.

We make every effort to accurately tell the story of your generosity. If something is not correct, please contact us at 651-968-8908.

CULTURALLY RESPONSIVE AND RELEVANT:
Services and programs recognize cultural identity.



1062

youth and adults served who identified as people of color

287

clients served through our culturally competent and language specific mental health counseling services

53

percent of top and mid-level officials and managers identify as people of color

43

years of serving communities of color

1

mission to support individuals and families in overcoming barriers, transforming lives, and contributing to healthy, multicultural communities