

ANNUAL REPORT

JUNE 1, 2020 – MAY 31, 2021

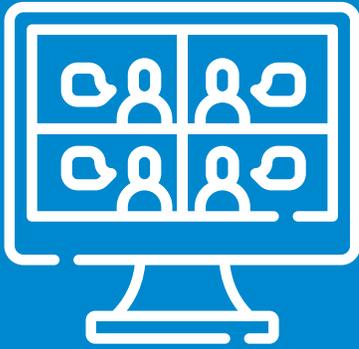
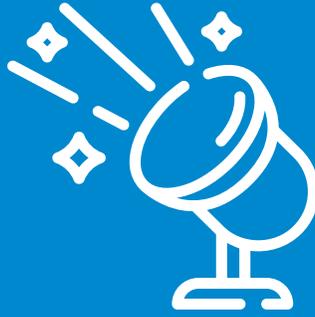


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Disruption brings a range of consequences, good and bad, often determined not by the disruption itself but rather the response to it. The disruption we are feeling from the pandemic and social unrest will shape our lives for years to come and mark an inflection point in Breakthrough Twin Cities' history.

We will use this annual report to share our successes after a difficult year. Successes which no doubt resulted from the tremendous effort our students, faculty, staff, and board put forth this year, with an incredible outpouring of support from our amazing community of donors and funders. However, if we only call out the wins, we are missing an important opportunity to grow together and learn from the significant struggles we've faced, and will continue to grapple with, over the coming months and years.

This year we have wrestled with difficult questions around how our organization has fostered practices of white supremacy which run counter to the outcomes our mission is working toward. Our results over the past decade and a half have been impressive but have come at the cost of work and sweat equity from people who forgo more lucrative job opportunities, sacrificing their own financial (and sometimes emotional) prosperity to serve our students. Those individuals sacrificing and giving so much have primarily been people of color. We need to take more steps to ensure we are living the equitable practices we aim to see in the world.

While this conversation is much deeper and more nuanced than I can cover in a short message, I hope you'll see this as an invitation to engage with us as we unweave harmful practices and build a stronger Breakthrough Twin Cities for the long-term benefit of our students and aspiring educators. I welcome the opportunity to talk with any stakeholder about our efforts in this arena, and I sincerely hope you'll join us in the important transformation and growth ahead of us.

Thank you for your support and investment in Breakthrough Twin Cities!


Josh Reimnitz
Executive Director



Greetings, Breakthrough Twin Cities Champions!

We ended the 2020 -2021 program year fiscally strong and blessed to have served 506 highly motivated students and 46 talented Teaching Fellows. Notwithstanding the challenges of the last year (COVID-19, et al), our community maintained its commitment to our students, Teaching Fellows, and each other. We are grateful for the funders, donors, and supporters who continue to believe in Breakthrough's mission and in the value of deliberately investing in the amazing young men and women we serve. The steady financial support and generosity we received were essential for maintaining Breakthrough's programming throughout the pandemic and provided a lifeline to our students who felt the loss of in-person learning.

The year was challenging and truly inspiring in many ways. Our organization pivoted to reinvent itself while never straying from our core identity as a champion for our students and Teaching Fellows. One of the strengths of the Breakthrough model is students have the opportunity to be themselves. With individualized advising, coaching and counseling, coupled with small and large group experiences, Breakthrough fostered a community where students can embrace individuality in a community of supportive peers. Such support was critical, particularly this year, as everyone processed the pandemic, the killings of George Floyd and too many others, the ensuing unrest, and the racially inspired acts of violence against Asian Americans and Pacific Islanders.

We are excited to share with you the happenings of this past year in this Annual Report: what we learned, how we've grown, and how we intend to progress in the years to come. Thank you for taking this moment to reflect with us.

In gratitude,

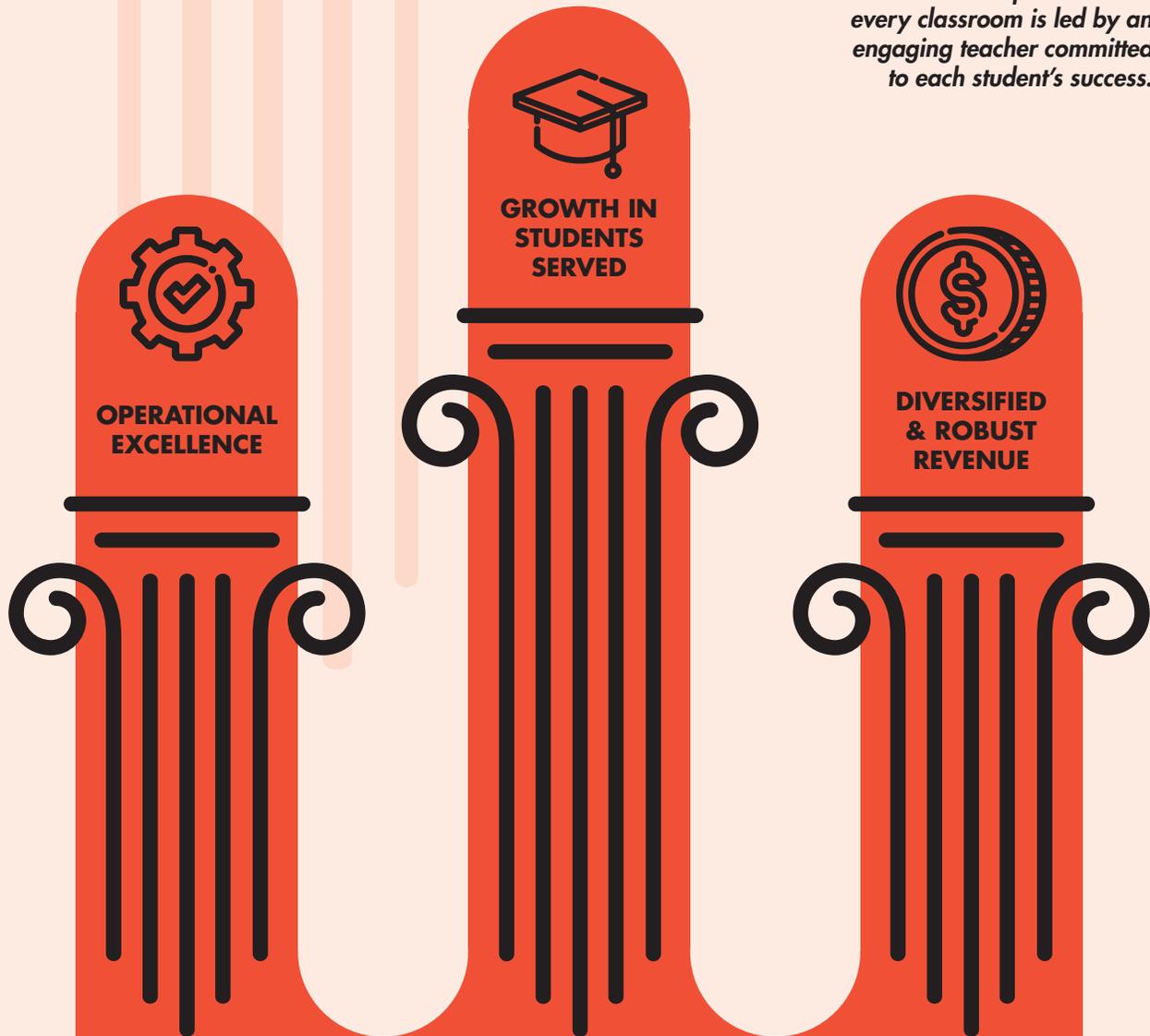


Marlon Cush
Board Chair



STRATEGIC PILLARS

All students have the resources to reach their full potential and every classroom is led by an engaging teacher committed to each student's success.



Fostering long-term and systemic change through organizational anti-racism efforts

Preparing students for college success and cultivating the next generation of educators

STUDENT SPOTLIGHTS



TONY & ERIC WANG

For a duo who regularly participated in summer school simply “because it was fun,” it’s no surprise that **Tony and Eric Wang** will both be attending Yale University this fall.

Tony and Eric lived in China for the first five years of their lives before moving around through rural Minnesota and Wisconsin for a few years and settling in St. Paul. As they moved from school to school, they found it difficult to stay academically challenged. Then they became Breakthrough students, and new doors suddenly opened. To this day, past Teaching Fellows are some of the twins’ greatest role models.

“The Teaching Fellows were knowledgeable enough to teach us, but they were relatable enough to be friends with,” Eric said. “It really opened my eyes, because school always seemed like a system to discipline kids. But Breakthrough’s system was really all about pursuing knowledge without your teachers imposing it on you.”

Seeing Teaching Fellows who were enrolled at prestigious colleges gave them the inspiration to aim high as well, seeing that these options weren’t impossible for students from first-generation, immigrant, and/or low-income backgrounds. When Tony was in 7th grade, for example, he told a TF that he dreamed of going to Stanford, and the TF replied with, “Yeah, you can absolutely do it.” Both Tony and Eric soon understood that they truly could.

In high school, both Tony and Eric were involved in robotics and tennis, among other extracurriculars like orchestra. They are excited for this next step, already knowing that Yale will be a perfect fit for both of their varied creative interests. Eric plans to explore cognitive science, neuroscience, and psychology as possible majors, and Tony will start exploring and then choose between architecture, sociology, or visual arts. They both want to continue growing in their leadership skills and build a community at Yale that feels like a home away from home – and all the while, they’ll have each other to lean on.

LAY LAY & LET LET

Twin sisters **Lay Lay and Let Let** will move into their next chapter together as they both prepare to attend the University of Minnesota-Twin Cities. Lay Lay and Let Let were incredibly involved both inside and outside of school throughout their middle and high school years as Breakthrough students, participating in activities like the National Honor Society, Junior ROTC, dance, and other athletics, to name a few.



As high school juniors, Lay Lay and Let Let were accepted into the Breakthrough Student Representatives (BSR) program, where they had opportunities to speak about their experiences at important events. BSRs are expected to model the Breakthrough Codes, including Relish Hard Work Together, Live the Growth Mindset, and Persist, all of which Lay Lay and Let Let do extremely well—and all of which will be invaluable skills when they head to the U of M this fall.

The sisters were born in a Thailand refugee camp, and immigrated to the US with their parents at the age of seven. Their high school graduation, accolades, and college acceptances are testaments to their hard work and resilience. Lay Lay and Let Let have not only learned to navigate a new country, they have thrived as advocates for themselves and their family. Says Let Let, “Breakthrough has changed me as a person—to become a person who can help myself.”

TOCHI ONUGBU

As she graduates from Harding High School this spring, senior **Tochi Onuegbu** has a lot to look forward to, especially since having just recently accepted a full-ride scholarship to Duke University.

Tochi joined Breakthrough after hearing about the program from her older sister, another BTC alum. “Being involved with Breakthrough really helped me navigate the whole college process as a first-generation student,” Tochi said. As Nigerian immigrants, Tochi and her family weren’t familiar with the college preparation and application process in the US, and she cited BTC’s college counseling program as pivotal to her academic journey.



Tochi’s interests are boundless, and she plans to explore English, STEM, statistical sciences, and even biochemistry when she arrives on Duke’s campus this fall. The biggest thing she’ll miss about Breakthrough is the sense of community it provided for her, noting that the friends she made are connections she’ll carry with her throughout her lifetime. However, she knows that the values instilled in her by her family and the Breakthrough community will set her up for success as an undergraduate student next year.

“My parents have always wanted the best for me. That was the main reason why they came to America. I really worked hard throughout high school and throughout my whole academic career, and I think it paid off. Not only did I make them proud, but I made myself proud.”

TEACHING FELLOW SPOTLIGHTS



ABBY STOA

A year ago, **Abby Stoa** prepared for her first Breakthrough summer under extraordinary circumstances. She'd been placed as a Teaching Fellow in 7th grade writing, and as the pandemic progressed throughout the spring of 2020, she learned she'd have to teach her students virtually. It was her first major teaching experience – she was still a high school student herself – and the situation was unlike any other.

"I had a lot of preconceived notions about what teaching was, and then it was completely thrown out the window," Abby said. For the first time, she delved deeply into the logistics of lesson planning, working closely with an Instructional Coach to deliver quality lessons to her students, with whom she could unfortunately only meet via a computer screen.

After a virtual summer of learning and building connections, Abby was able to keep in touch with her students in her position as a School Year Coach during the 20-21 academic year. She called and checked in with them once a month, forging bonds of support during a tough academic year. She also volunteered her time to review applications from the incoming Breakthrough class this past spring – it seems she just can't get enough of BTC, fueled by the personal stories she read in student applications.

"Something about Breakthrough students is so inspiring to me," she said. "They're some of the most interesting people I've talked to, ever." This summer, Abby will teach 7th grade writing again, and she's looking forward to having a few more in-person opportunities to connect with her new student cohort.

Abby has felt called to be a teacher ever since she was in middle school, always knowing she was an extrovert with a need to help others. But Breakthrough, she says, really validated this calling and put it into action. Among other things, the culturally responsive approach to teaching she learned during the summer of 2020 completely transformed how she wants to approach her teaching career.

"One way I can relate to my students is knowing what it feels like to be in classrooms where your teacher never looks like you," Abby said, reflecting on her own identity as an adoptee from China. "Being in a setting where there are a lot of Asian students, I hope that when they see me, they can see themselves, too."

Abby graduated from Lakeville High School in the spring of 2021 and plans to attend UW Madison this fall to study sociology before transitioning into a master's program in secondary education. After that, she intends to continue working in schools and programs that focus on closing the opportunity gap for young students of color.

MADDIE SPIVEY

Maddie Spivey was looking for a summer work experience that pushed her out of her comfort zone during her first year in college. She had witnessed a transformation within a friend after they were a Teaching Fellow for Breakthrough and decided to apply. Before she knew it, the University of Alabama student found herself boarding a plane for a summer in the Twin Cities.



Maddie remembers, “The idea of standing in front of a classroom and having any kind of impact was so intimidating.” But she was quickly surprised by the fun and engaging lessons. It was refreshing to witness how the Breakthrough model emphasized students embracing their narratives as their own superpower. “It was incredibly invigorating to work with such engaged students. It made me fall in love with teaching,” said Maddie. For that first summer as a Teaching Fellow, Maddie went from thinking teaching was the scariest thing in the world to not being able to imagine her future career path being anything else.

Maddie returned as a Teaching Fellow for a third year in 2020. She taught virtually from her Alabama apartment. She even created a crime scene in her apartment, giving clues out to students weekly to solve the mystery.

Maddie kept returning to being a Teaching Fellow through her summers in college, because the way she saw it, “Breakthrough was the hardest job I’ve ever had, but also unbelievably rewarding.” There was a strong sense of community among the other Teaching Fellows, staff, and students. She credits them for her own personal growth. “I don’t know who I would be without Breakthrough; it genuinely has shaped every aspect of who I am.” Maddie complimented one of her peers who taught her how to be assertive and was a model for what teaching in the classroom could look like. One of the most important teaching lessons Maddie learned was how to remove implicit bias from the way you conduct a classroom. Outside of teaching, the greatest asset Maddie walked away with is how to interact with people who are different from you. Overall, her experiences have taught her what a healthy work environment can look like, including how to handle conflict and address challenges.

NICOLE MOO

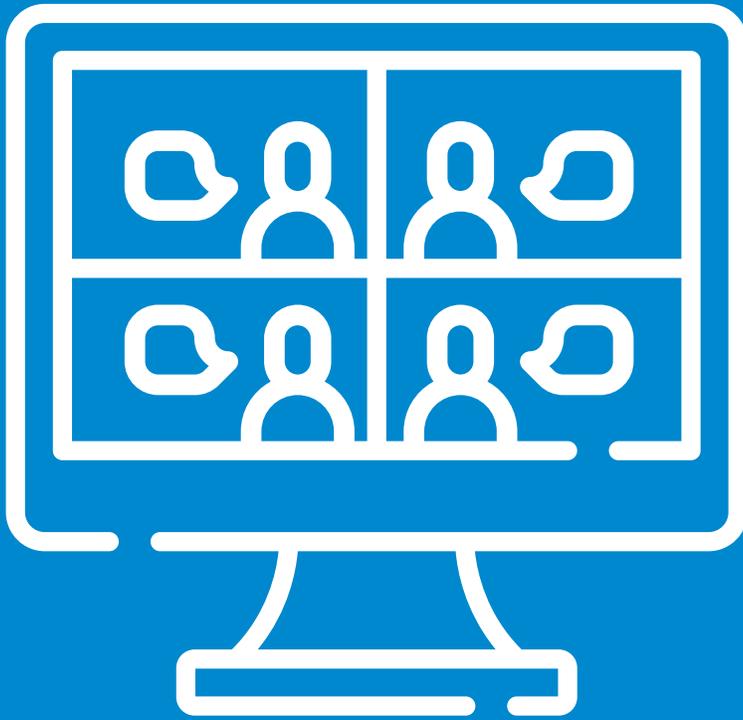
Nicole Moo recently completed her junior year at Johnson High School in St. Paul. She found out about Breakthrough from a cousin who encouraged her to apply to the program. She never imagined when she signed up as a 6th grader all of the ways the program would impact her life.



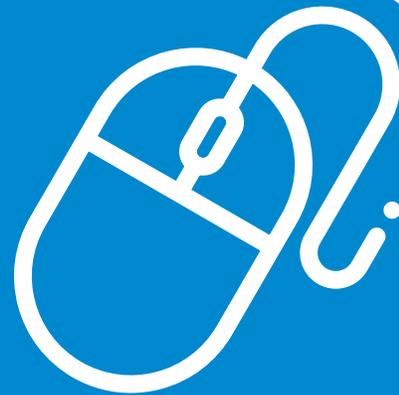
Nicole believes, “Breakthrough showed me a whole different side of myself that I couldn’t see otherwise. It has helped me understand how my identity should be celebrated and part of my journey.” This all stems back to a literature course she took in the middle school summer program. The class was reading *The House on Mango Street*, and one of the assignments was to write about yourself. She then realized that Breakthrough is not just about academics; it is about discovering who you are at the center. Breakthrough encompasses the whole of you as part of learning.

In the pandemic, Nicole signed up for the dual role as BTC student and Teaching Fellow. It was an appealing opportunity for many reasons. Nicole noted, “It gave me a sense of purpose and connection during these isolating times.” She craved a chance to work with students. Plus, it was an opportunity for her to earn money while giving back to a community that richly supports her.

Breakthrough has given Nicole the ability to try on many hats. As part of her journey, she’s been a student, Teaching Fellow, program intern, and school-year coach to 7th graders. One of the most significant pluses has been the friends she has made through the program. It has connected her to students who attend different high schools and broadened her horizon.



PROGRAM UPDATES

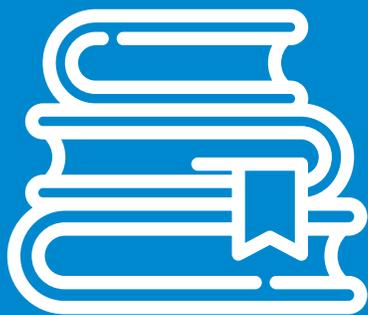


MIDDLE SCHOOL SUMMER PROGRAM

To make our summer program accessible and successful amidst the pandemic, we had to both unlearn and reimagine. While we would have preferred to be together in person, the pandemic forced us to review every aspect of our program and staffing composition to build the best virtual learning experience and community for students. As a result, 253 middle school students participated in our 2020 summer program.

To avoid extra screen fatigue, we decreased the program length from our traditional six weeks to five weeks and reduced the academic rigor from 250 hours to 100+ hours. Students engaged in academic courses which provided them a chance to preview concepts they'd encounter in the following school year. As a result, our summer 2020 student outcomes were strong:

- 82% feel that they have a positive college-going role model
- 82% felt better prepared for the subsequent school year because of BTC, and
- 90% felt that BTC provides them with a supportive community



TEACHING FELLOWS

In addition to striving for college matriculation for our students, Breakthrough prepares the next generation of culturally competent educators. From a pool of 142 applicants, the 46 Teaching Fellows in summer 2020 were:

- 63% people of color (vs. 7.3% teachers of color in MN)
- 36% male (vs. 27% male teachers in MN)
- 76% of our Teaching Fellows were college-aged
- 57% of Teaching Fellows had at least one-year of previous teaching experience at BTC

Nine of our Teaching Fellows had past experience as Breakthrough students, seventeen came back to teach for a second year, and nine returned for a third year of teaching. Their widespread familiarity with BTC was crucial for a smooth-operating summer program going virtual for the first time.

Our Teaching Fellows had stellar experiences:

- 98% grew as teachers as a result of their Teaching Fellowship
- 96% that the Teaching Fellowship increased/reinforced their interest in teaching
- 98% that they understand the rigors of teaching as a result of the Teaching Fellowship

SCHOOL YEAR PROGRAM

For the academic year ending May 2021, we served 506 middle and high school students. Our students met at least two of the following need-based criteria:

- Identify as a race that is underrepresented in college (99%)
- Eligible for free or reduced lunch (89%)
- Will be first generation college students (80%)
- Speak a language at home other than English (67%)
- Live in a single parent household (28%)

Our 2020-21 school year programming for high school and middle school students was refocused for the needs and constraints of the pandemic with more one-on-one support and community building, aspects of a regular school year that were largely diminished during remote learning. Breakthrough hired school-year coaches, some of whom were past Teaching Fellows, who each had a cohort of 15 students to check in with monthly. Coaches adapted their contact method for each student—usually a phone call, but sometimes chatting via Facebook Messenger, texts, or other social media, all of which made these wellness conversations more accessible for remote students. Check-ins included general wellness as well as academics and grades. If needed, coaches connected students to a tutor or a BTC Promise Fellow for more direct academic support. March featured our always-popular Career Panel Day in a virtual format. We engaged diverse professionals from fields including law, education, pre-med, engineering, and IT to share their education and career paths with our students. Students opted to attend three career panels that were of interest to them. Breakthrough also participated this past fall and spring in a broader community virtual Career Fair, with over 120 colleges represented.

ALUMNI UPDATES

CLASS OF 2021

The BTC Class of 2021 achieved an average GPA of 3.54. Graduates earned **an average annual scholarship amount of \$40,720** covering 88% of their total cost of attendance through grants and scholarships. Three students received full scholarships and are attending Stanford University, Yale University, and Duke University. One was first in his class at Harding and was selected for both a Jack Kent Cooke and Gates Scholarship.

Our 78 seniors — our largest graduating class yet — received intensive personalized support with a special focus on college admissions from our college counselor. This has been a particularly difficult year for graduates as they needed to evaluate their own needs and expectations against the anticipated delivery of their college education whether in-person, online, or a hybrid of the two. After six years of investment, we want to ensure that students finish strong.

BTC CLASS OF 2021

Kalid Abdurahman, University of Minnesota – Twin Cities
Moo Nay Blut, Hamline University
Justin Bui, University of Minnesota – Twin Cities
Jimmy Chang, Hamline University
Nakearia Cunningham, Loyola University – Chicago
Aishat Daud, Iowa State University
Maria de Jesus Garcia-Zesati, University of St. Thomas
Bilese Dinsa, University of Minnesota – Twin Cities
Alyssa Downwind, University of Arizona
Wah Eh, St. Olaf College
Hayat Fathi, St. Paul College
Alejandra Flores Chavez, St. Paul College
Supharat Hang, University of Minnesota – Twin Cities
Eh Khu Paw Htoo, Bethany Lutheran College
Long Htoo, Metropolitan State University
Jade Hunt, Hamline University
Natali Joachin Valdez, University of Minnesota – Duluth
Hsat Ku, Century College
Gislaine Lainfiesta, Luther College
Lay Lay, University of Minnesota – Twin Cities
Chai Lia Lee, University of Minnesota – Rochester
Kao Kia Lee, St. Paul College
Let Let, University of Minnesota – Twin Cities
Duachee Lor, University of Minnesota – Twin Cities
Emani Marks, University of Evansville
Saylia Moo, Augsburg University
Xuying Moua, Augsburg University
Zoe Moua, St. Paul College

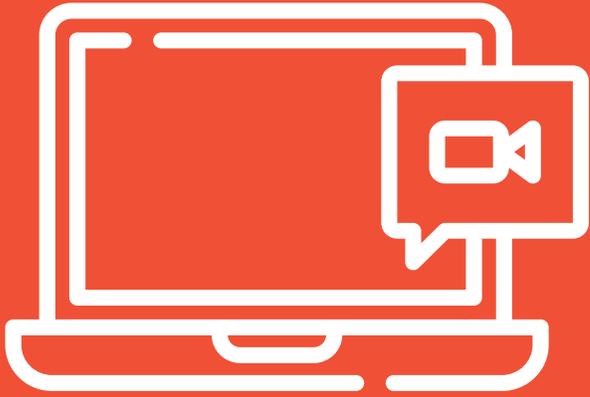
Havy Nguyen, University of Minnesota – Twin Cities
Ku Nyaw, St. Cloud State University
Tochi Onuegbu, Duke University
Currisa Shavers, Minnesota State University – Mankato
Hsar Soe, Augsburg University
Ashley Tapia Martinez, Century College
Apasara Thao, Bethel University
Chi Ah Thao, University of Minnesota – Twin Cities
Pang Thao, Century College
Sinetha Thao, University of Minnesota – Duluth
Diamond Thlang, Stanford University
Michelle Tran, Grinnell College
Beyonce Vang, St. Catherine University
Ka Vang, St. Paul College
Uriel Vang, St. Paul College
Va Vang, University of Minnesota – Duluth
Alexander Vue, Carleton College
Chenyi Vue, University of Minnesota – Twin Cities
Martina Vue, St. Cloud State University
Eric Wang, Yale University
Tony Wang, Yale University
Redeat Wattero, University of Minnesota – Twin Cities
Maiya Xiong, Augsburg University
Yer Xiong, St. Catherine University
Angelina Yang, Gustavus Adolphus College
Charlize Yang, Augsburg University
Haiszhong Yang, Dakota County Technical College
Nyla Yang, University of Minnesota – Twin Cities
Pa Houa Yang, Augsburg University



SEVERAL OF OUR BREAKTHROUGH TWIN CITIES ALUMS FROM THE CLASS OF 2017 GRADUATED FROM COLLEGE THIS YEAR!

Ridwan Bobe, University of Minnesota – Twin Cities
Paola Casillas, University of Minnesota – Twin Cities
Phoua Chang, University of Minnesota – Twin Cities
Kamolchai Hang, University of Minnesota – Twin Cities
Pa Houa Her, St. Cloud State University
Kidist Kika, University of Minnesota – Duluth
Skyler Kuczaboski, Dartmouth College
Paia Lee, University of Minnesota – Rochester

Pa Ying Lor, Gustavus Adolphus College
Mason Taylor-Stark, University of St. Thomas
Pachia Thao, University of Northwestern
Cheadle Vue, Concordia University – St. Paul
Hajira Wehelie, University of Minnesota – Twin Cities
Hibo Wehelie, University of Minnesota – Twin Cities
Yan Fen Zhou Chen, Tufts University



EASTERN CARVER COUNTY & CARGILL PARTNERSHIP

GROWING SUPPORT IN EASTERN CARVER COUNTY

Last year, we began a partnership with Eastern Carver County Schools (ECCS) to expand our programming to a third site, made possible with start-up funds from the Cargill Foundation. In the summer of 2020, we enrolled a pilot group of 10 students at the ECCS site. All programming was conducted virtually in the midst of the COVID-19 pandemic. We planned to backfill the remainder of the class, adding an additional 30 students for our 2021 summer program along with a new cohort of incoming 7th grade students.

Cargill's understanding of building capacity is instrumental in reorganizing how we expand to a third site – our first in the western metro – while also becoming a sustainable anti-racist organization. Cargill's investment has already allowed us to expand our program staff to include two part-time Program Associates during the 2020-21 academic year, folks who played an instrumental role in one-on-one monthly mentoring and assisting with outreach and recruitment for both students and Teaching Fellows. We expect to utilize our full funding from Cargill for the expansion into ECCS, cultivating additional support from the community in the years ahead as we grow the program's reach.

BOOYAH BASH 2021

ANNUAL FUNDRAISER

We had to significantly reimagine our annual fundraiser, Booyah Bash, given the restrictions of the pandemic. Instead of hosting an in-person gala, we opted for an outdoor event in the form of a drive-in movie theater, complete with a food truck, live entertainment, and a double feature film screening. Our efforts raised \$184,000 to support Breakthrough students and Teaching Fellows for the upcoming program year. Guests were also able to tune in from the comforts of their home and participate virtually! Overall, we had more than 220 participate in this year's celebration of our senior class and learn more about our expansion into the Eastern Carver County school district - all the while having fun and raising significant funds for Breakthrough.



VIRTUAL EVENTS

ENGAGING COMMUNITY

We hosted multiple virtual events throughout the year to engage our community despite being physically apart. Across three different virtual events, we had over 100 participants who were able to hear from a student alumni panel as well as from current students and Teaching Fellows. At a virtual event in early April, guests heard from Abby Stoa, a current Teaching Fellow: "As a person of color, I wanted to be part of an organization that supported diversity. I never had a teacher that looked like me in the school system, and I want to be a role model to Breakthrough students." Additionally, guests heard from former Teaching Fellow Ashley Farrington who is the current Wayzata Elementary principal.



DONORS

\$25,000+

3M Foundation
The Cargill Foundation
F.R. Bigelow Foundation
Douglass Brandenburg Family Foundation
Patrick Deconinck and Marie Andree Deconinck
Greater Twin Cities United Way
Grotto Foundation
McNeely Foundation
Otto Bremer Trust
Partnership for a ConnectedMN
Saint Paul & Minnesota Foundation
Richard M. Schulze Family Foundation
Ciresi Walburn Foundation for Children

\$10,001 - \$25,000

Boston Scientific Foundation
The Donaldson Foundation
Raven Pillmann
Ramsey County
Tammy and Dan Redpath
Joyce Yoshimura and Dr. Brian Rank

\$5,001 - \$10,000

3M
Anonymous
Breakthrough Collaborative
CenterPoint Energy Foundation
Engdahl Family Foundation
Frey Foundation
Hardenbergh Foundation
James B. Linsmayer Foundation
Justin and Allie Newman
Anne and Curt Petersen
Chris and Dwight Porter

William and Susan Sands
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Securian Foundation
Youthprise

\$2,501 - \$5,000

Albright Family Foundation
Julian Chase
James and Julian Chosy
Marlon Cush and Jennifer Coates
Joan and James Gardner
Randee and Anthony Killeen
William Manning and Ruth Mickelsen
Messerli Kramer Foundation
Mounds Park Academy
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Renaissance Learning
Jeffrey and Marilyn Rivkin
Arthur and Cheri Rolnick
Denise Rutherford and Maurice Kuypers
Kelly Ryan and Steven Bradley
Dylan Saul
H.E. and Helen Warren Foundation

\$1,001 - \$2,500

Rick and Tamra Anderson
Amy Benson
Kate and Wyatt Black
Mary and Anthony Cook
Eaton Corporation
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Kari and Chris Hentges
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Anila Prabhu
Riverway Foundation
Robins Kaplan LLP
Dan and Emily Shapiro
Suzanne and Peter Thompson
Patty and Randy Tucker
John and Dana Wood

\$501 - \$1,000

Lawrence and Caryl Abdo
Mary and James Anderson
Anne and Randy Atchison
Heidi and Jose Bernal
Ashis Bhattacharya
Heather Boschke and Tom Freiburger
Margaret and David Dines
Hope Esparolini
Dr. Thomas and Helen Flynn
Debora and Brian Fronczak
Linda Ireland
Alison Landberg
Jason Maidment
Nancy and Walter McClure
leesha McKinzie Collins and Corey Collins
Mike and Leeann Metzmaker
John and Kristin Miller
Andrew M Minck
Ahmed Musse
Nicholson Family Foundation, Pondie Nicholson Taylor and Mark Taylor
Jean O'Connell

Daniel O'Neill and Nancy Etwiler
David Pellegrini
Erin and Dwight Porter
Lori Raduenz and Thomas O'Brien
Marsha Reimnitz
Pete Richter
Riverland Bank
Jessica Schelitzche
Tanya Schmitt
Laura Sewell and Peter
Freeman on behalf of The
Sewell Family Foundation
Joshua Soldin
Jon Stoa
Kate Tucker and Greg Sicher
Steve and Jane VanTassel
Amy Wagner and Charles Witzke
Karen and Richard Wald
Art Wineman and Deb
Musolf Wineman
Xcel Energy

\$251 - \$500

Amanda Abdo-Sheahan
and William Sheahan
Todd and Allyson Aldrich
Stephen Baird
Robert Blankmeyer
Gayle Cole
John and Elizabeth Page Cowles
Gail Engstrom and Michael Dai
Dedra Fagan
Angela Freeman
Peter and Victoria Gallus
Richard Gordon and Marie Dillon
Richard and Carol Gross
Colene Hartman
Bud Hayden
Jeff and Lucy Heegaard
Beth Holm

Gina and Kurt Kastel
Mauricio Machado
David and Kristine McKinney
Ron Menaker and Linda Mansfield
Glynn Murphy
Peter and Karla Myers
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Nancy Nicholson Fund
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Kevin and Gina Nelson
Jennifer and Tim Otremba
Premier Banks
Marilyn Rogers
Jennifer and Taylor Rogers
John and Susan Ryan
Thomas and Sheva Sanders
Leah and Eric Schnaith
Kirsten and Nate Slinde
Justin Stets
Jack and Martha Stoltzfus
Allen and Carolina Vasan
Regina Wallraff
John and Donna Ward
Sheneeta and Terrance White

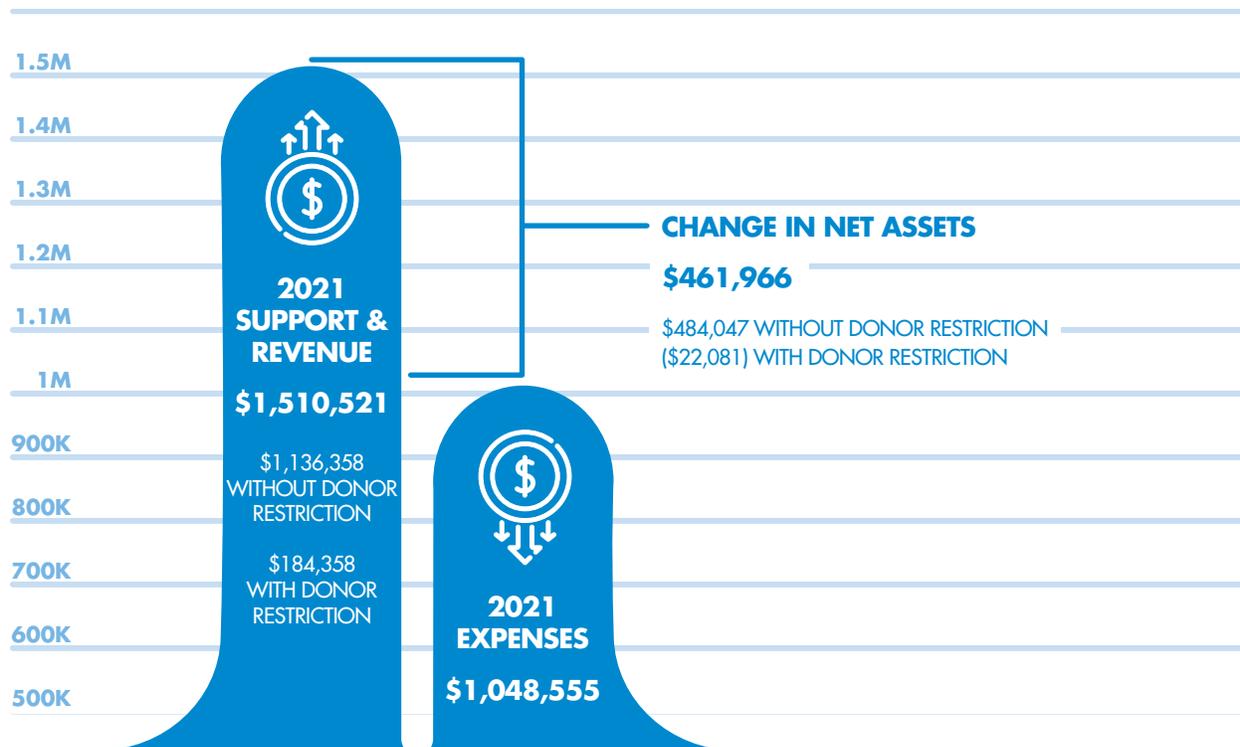
\$101 - \$250

Ron Anderson
Fish & Richardson P.C.
Daniel Bernal
Cody Blades
Mr. Thomas Boardman
Kristyn Brisnehan
Eric and Jennifer Claver
Ashley Cooper and Michael Velin
Nancy and Richard Dana
Tiffany Daniel
Caroline Davidson
Keelin Davis

Zoe Dickson
Jane Emison
Joan Felton
Irene Fernando and
Kent Goodroad
David and Elizabeth Finch
Sarah Fjelstul and
Francois Charette
Jamie and Cindy Gardner
Cindy Gross
Nick and Tracy Hamel
Jeff Harer
Anne Johnson and Stephen Befort
Todd and Ilse Larsen
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Coralyn Malles
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Andrew Rolnick
Stacy Rubsam and Betsy Draxten
Jessica and Michael Schroeder
Penny and Fritz Schroeder
Daniel and Stacy Sellers
Marilyn and John Shardlow
John and Nina Tuttle
Shouayee Vue
Julian Ward
Margaret Weil
Draeke Weseman
David and Melissa Windschitl
Rhea Wong
Glenn and Teri Woythaler

*In spite of extensive efforts to avoid errors, mistakes can occur.
Please notify us if your name was omitted, listed incorrectly, or misspelled.*

FINANCIALS



| | 2021 | | |
|--|---------------------------|------------------------|--------------------|
| | Without Donor Restriction | With Donor Restriction | Total |
| SUPPORT & REVENUE | | | |
| Contributions | \$932,779 | \$257,500 | \$1,190,279 |
| In-Kind Contributions | \$67,225 | | \$67,225 |
| Program Service Revenues | \$86,652 | | \$86,652 |
| Special Events | \$163,241 | | \$163,241 |
| ~Special Events Income | \$184,282 | | \$184,282 |
| ~Costs of Direct Benefits to Donors | \$21,041 | | \$21,041 |
| Other Income | \$3,124 | | \$3,124 |
| Net Assets Released from Restrictions | \$279,581 | -\$279,581 | |
| ~Satisfaction of Purpose and Time Restrictions | \$279,581 | -\$279,581 | |
| TOTAL SUPPORT AND REVENUE | \$1,532,602 | -\$22,081 | \$1,510,521 |
| EXPENSE | | | |
| Program Services | \$699,880 | | \$699,880 |
| Support Services | \$348,675 | | \$348,675 |
| ~Management and General | \$198,600 | | \$198,600 |
| ~Fundraising | \$150,075 | | \$150,075 |
| TOTAL EXPENSE | \$1,048,555 | | \$1,048,555 |
| CHANGE IN NET ASSETS | | | |
| Net Assets - Beginning of Year | \$236,906 | \$591,370 | \$828,276 |
| Net Assets - End of Year | \$720,953 | \$569,289 | \$1,290,242 |
| TOTAL CHANGE IN NET ASSETS | \$484,047 | -\$22,081 | \$461,966 |

STAFF & BOARD MEMBERS



SUPPORT STAFF

Josh Reimnitz,
Executive Director

Kate Tucker,
Director of Development

Hallie O'Neill,
Development &
Communications Associate

PROGRAM STAFF

Maya Zeigler,
Program Director

Andrea Hite,
Associate Program Director

Emma Silkey,
Program Manager

Rachel Banen,
Program Manager

CONSULTANTS

Wade Peterson,
College Counselor

Mohamud Mohamed,
College Counselor



2021-22 BOARD OF DIRECTORS

Amanda Abdo Sheahan
Secretary and Governance Committee Chair
Educational Coach
Logistics Coordinator, MyBurger LLC

Heather Boschke
Board Vice Chair
Vice President Marketing &
Communications, Minnesota Realtors
Faculty at Metropolitan State University

Marlon Cush
Board Chair
Senior Counsel, Change Healthcare

Jennifer Lee
Internal Affairs Committee Co-Chair
Senior Compliance and Integrity Analyst,
Corporate Legal and Compliance Group,
CHS, Inc

Jason Maidment
Internal Affairs Committee Co-Chair
Managing Partner,
JAM Services

Allie Newman
Global Finance HR Leader,
Cargill

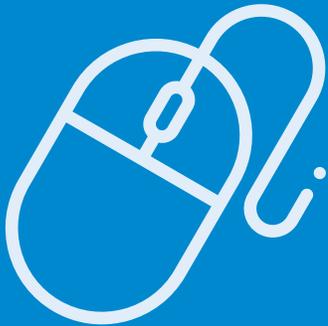
Anila Prabhu
Global Sustainability Director, Health
Care Business Group, 3M

Cheri Rolnick
Retired, Associate Director of Research,
HealthPartners Research Foundation

Tanya Schmitt
Senior HR Manager, Global
Institutional Division Ecolab

Dan Shapiro
Retired, Attorney, 3M





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