





YouthCARE's mission is to promote respect for self and others, develop future leaders, and provide youth with positive multicultural activities and relationships with caring adults.



Front Cover: YouthCARE teens getting ready to talk with Minnesota state legislators during 2014 Youth Day at the Capitol.



Dear Friends,

In 1974, a small group of community thinkers, leaders, and volunteers planted an idea into the banks of the St. Croix River. In that first year, 200 youth made their way to Camp Sunrise, or the Wilderness Work Camp as it was known then, to take a break from their summer employment positions with the City of Minneapolis or the City of St. Paul. With careful tending, that idea grew over 40 years into what is now YouthCARE, an innovative youth development organization serving over 600 Minneapolis and St. Paul youth annually.

While YouthCARE as an organization has changed greatly over the past 40 years, our values and overall ambitions have not. YouthCARE strives to meet the following organizational goals:

1. Young people gain respect, understanding and appreciation for themselves and others.
2. Young people develop leadership skills and have the opportunity to use them within YouthCARE and the broader community.
3. Young people develop cultural competency skills needed to thrive in a multicultural community.
4. Young people develop self-sufficiency, educational, and employment-readiness skills needed for successful transition from adolescence to adulthood.
5. Young people are connected to caring adults, peers and the broader community.

YouthCARE's steadfast commitment to these goals has led us to provide more high-quality out-of-school time activities and serve more youth in 2013-14 than ever before. This year, YouthCARE increased its number of out-of-school time activities by 40%, units of service by 77%, and number of youth served by 62%. YouthCARE employed 118 youth and young adults in meaningful, challenging, and rewarding jobs. We are reaching youth from diverse backgrounds and from all corners of Minneapolis and St. Paul.

We would like to thank all of the generous individuals, corporations, foundations, and organizations who helped make this noteworthy growth a reality. YouthCARE's donors, community partners, supporters, volunteers, staff, and youth participants have all been vital players in this process. This collective effort to support YouthCARE has allowed us to continue to provide valuable leadership, employment, and life skills development to so many youth.

Sincerely,

Craig Luedeman  
Executive Director

Tim Wendt  
2014 Board Chair

# Meet Ashley Hicks

2013-14 Youth Mentor  
Young Women's Mentoring Program



When Ashley Hicks was a young girl, she participated in YouthCARE's Young Women's Mentoring Program at Little Earth of United Tribes where she still lives. She grew close with her older mentors, which led her to want to be a mentor herself when she got older. But when, at the age of 15, Ashley began her first-ever job as a Youth Mentor with YouthCARE in the summer of 2013, she realized the job was more than she was expecting.

Not long into her 12-month role as a Youth Mentor, Ashley considered quitting the job. "It was challenging sometimes," Ashley remembered. "Even at times when you're not feeling like yourself, you have to be there for the girls. I go through a lot; I have tough times every now and then. So I thought, will I be able to do it? Can I put more pressure on my shoulders?"

It wasn't until she made a special connection to one young girl that Ashley understood the importance of her position. The girl was having a rough day and didn't want to talk to anyone. Eventually, Ashley got her talking, and then playing and laughing with everyone else. "She trusted me. She opened up to me," Ashley said.

In that moment, Ashley remembers feeling empowered in her role as a Youth Mentor. "These girls actually look up to you and you're actually a role model," she said. She decided to stay with the job. It wasn't always easy, but Ashley says being a Youth Mentor helped her learn to be more patient, calm, and confident. "And the girls," she added, "they love me."

In the end, Ashley grew to love her job. "Not only do you get paid, but you also get paid for doing stuff that you love. To be honest, I think this is probably going to be one of my favorite jobs in my lifetime." She grew and learned a lot in her year-long employment experience. At the end of her employment period, Ashley was selected to help train the incoming class of Youth Mentors as an Alumni Mentor.

Ashley hopes to take the skills she learned with YouthCARE to get another job and volunteer position this year. Her role as a Youth Mentor has helped her realize that she likes working with young people, as well as the elderly, and she hopes to continue doing this type of work after high school and college.

**"These girls actually look up to you and you're actually a role model."**

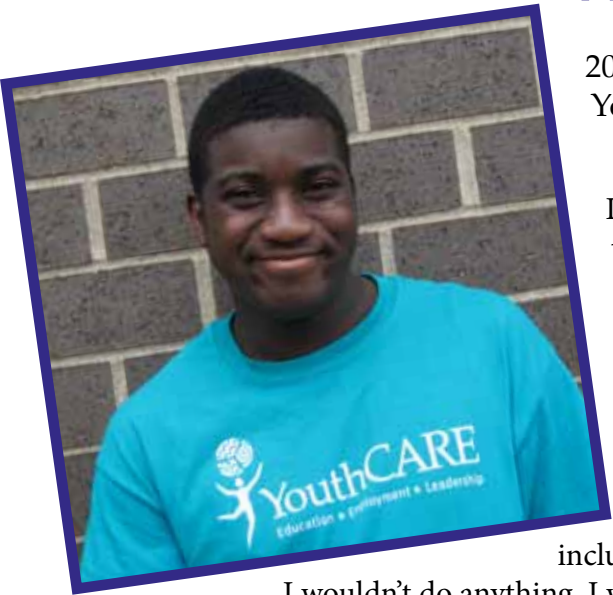


In 2013-14, YouthCARE employed 118 youth and young adults in meaningful, challenging, and rewarding jobs.



# Meet Quentin Thomas

2013, 2014 Community Service Star; 2013-14 Youth Advisory Council  
YouthLEAD



Like many youth, Quentin Thomas' introduction to YouthCARE was through Camp Sunrise. He was able to go up to Camp for a week in 2011 while still being paid for his summer job with Teen Teamworks. After his first summer, he wasn't very interested in staying involved with YouthCARE. After some gentle pressure from his mom, Quentin attended a YouthCARE roller skating event in 2012, and he had a lot of fun.

Since then, Quentin has been involved in many YouthLEAD programs including Teen Chef, Camp CAMERA, and Youth Advisory Council. "Before I wouldn't do anything, I would just sit around," Quentin recalled. "Now, I'm really involved; I like to do everything. It brings something to do in your life, and then you get to meet great people, good friends."

Quentin really found his niche within YouthCARE when he first got a job as a Community Service Star in the summer of 2013. "I never had a good summer. Usually summers would be boring and I would never do anything. But last year, it was the best summer I ever had." In a matter of days, Quentin and his coworkers built close friendships and genuinely enjoyed going to work.

The Community Service Stars program employs youth, 14-18 years old, to study community issues and complete service projects with partnering organizations. In doing so, youth ultimately learn about their peers, who come from diverse backgrounds. "What I like about Community Service Stars," Quentin said, "is that they get a diverse group of people and then you learn about people's backgrounds and cultures."

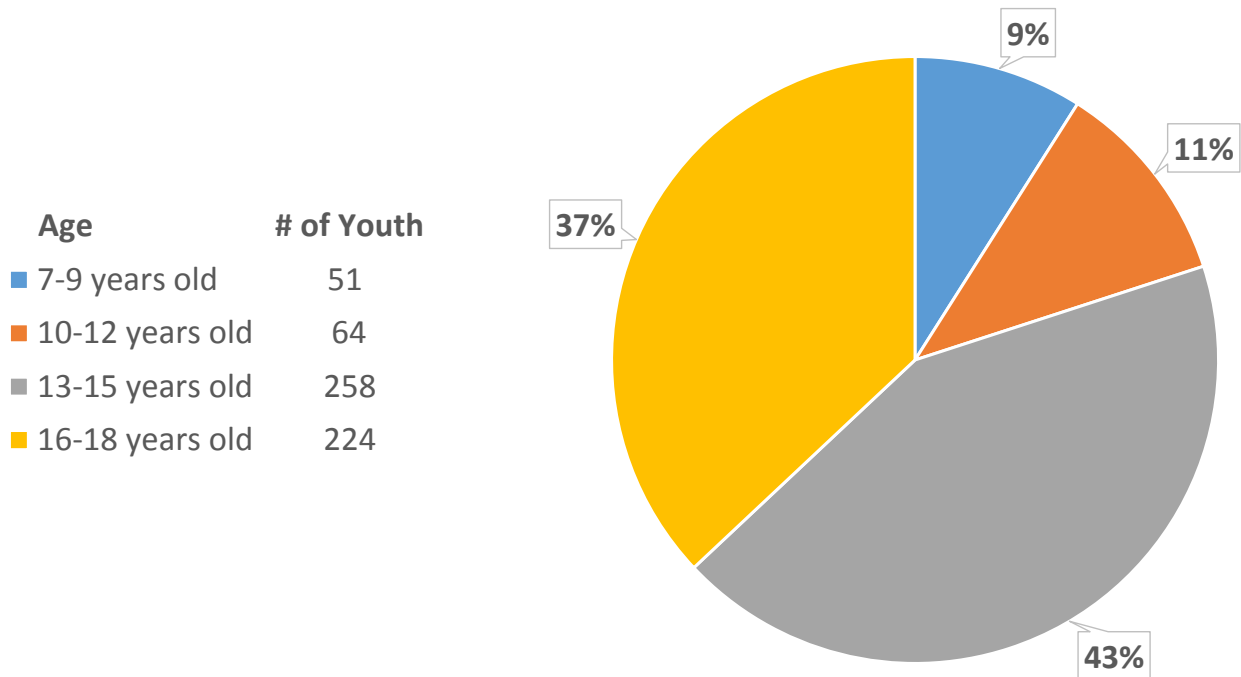
Quentin liked his first Community Service Stars experience so much that he signed up for another position in the summer of 2014. He hopes to take what he has learned to study nursing and music in college. "Community Service Stars has helped me be more confident in interviews and going out to pursue other jobs. I know that I have the skills from jobs and programs at YouthCARE and that I will have those skills when I go out into the professional world."

**"It was the best summer I ever had."**

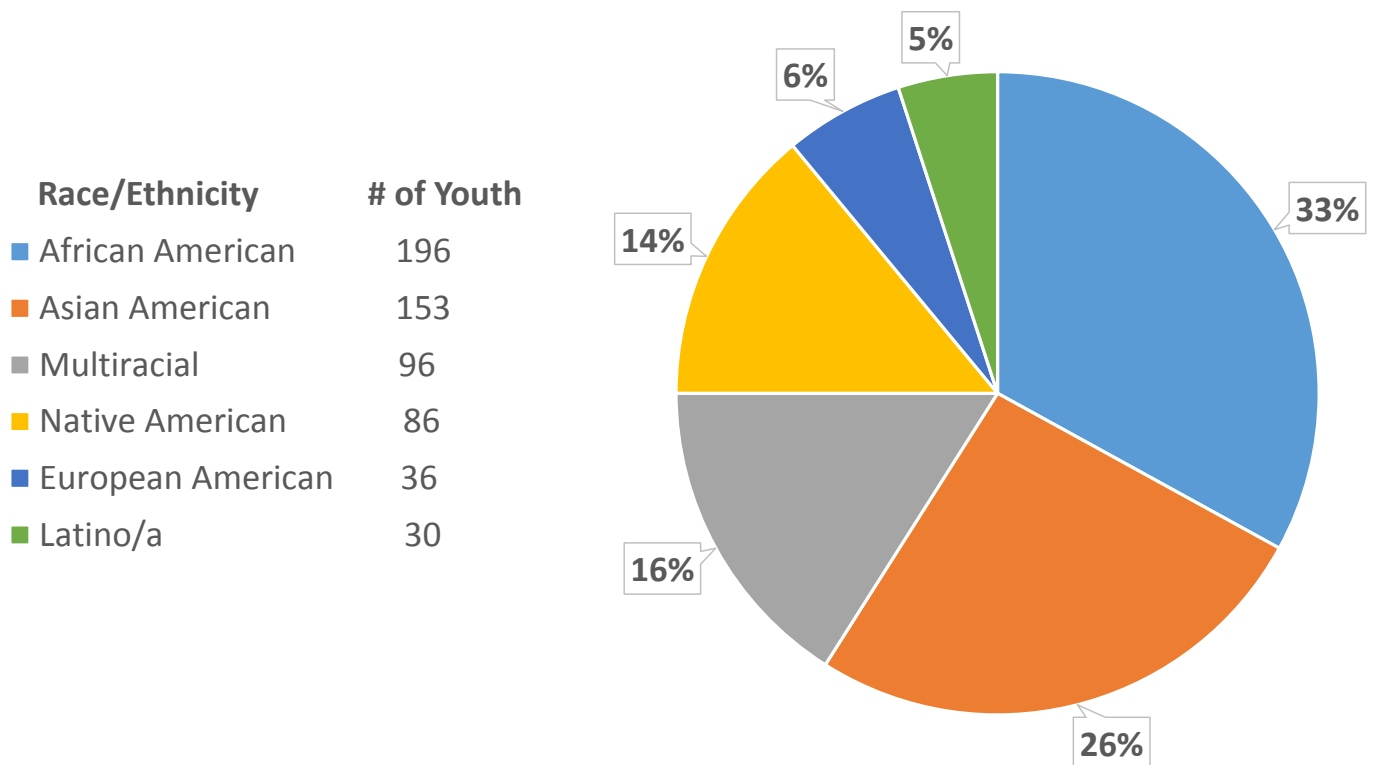
In 2013-14, YouthCARE served 597 youth, 7-18 years old, in 1,484 activities.

Of those youth, 49% are from Minneapolis, 48% are from St. Paul, and 94% qualify for free or reduced lunch.

2013-14 Youth Participant Ages



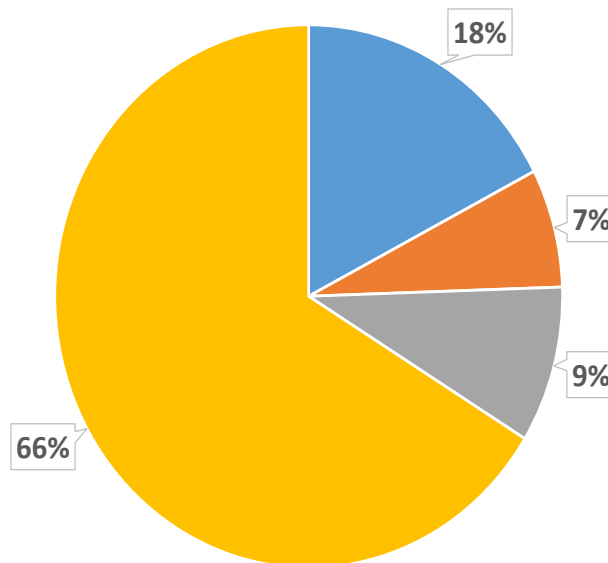
2013-14 Youth Participant Ethnic/Racial Backgrounds



# 2013-14 Financial Summary

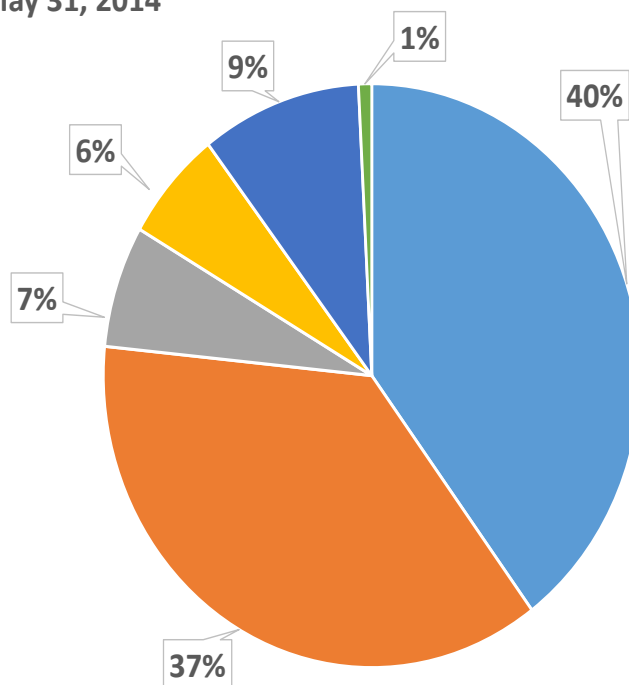
**YouthCARE Organizational Expenses**  
June 1, 2013 - May 31, 2014

<b>Total Expenses</b>	<b>\$1,217,884</b>
■ Management and General	\$211,784
■ Fundraising	\$86,074
■ Youth Employment Program	\$113,662
■ Youth Leadership Programs	\$806,363



**YouthCARE Organizational Income Sources**  
June 1, 2013 - May 31, 2014

<b>Total Income</b>	<b>\$1,406,940</b>
■ Government & Other Grants	\$560,385
■ Corporate & Foundation Grants	\$517,400
■ Individuals	\$95,083
■ Special Events	\$87,266
■ Donated Goods and Services	\$135,606
■ Miscellaneous Support	\$11,200





# Meet Tou Ger Bennett Xiong

1987, 1988 Camp Sunrise Participant,  
2014 YouthCARE Board Member  
Alumni Profile



Tou Ger Bennett Xiong moved to the US from the Laos refugee camps in 1979 at the age of 6. He remembers what it was like growing up in St. Paul as a new immigrant: “We were the new kids on the block. I would experience racism and discrimination growing up, getting beat up because I looked different. They would tell the Asians, the refugees, ‘Go back to your country!’”

At the same time, Tou Ger’s parents were worried that he was becoming too Americanized and losing his culture. “We were caught between two worlds,” Tou Ger noted, “and a lot of my peers resorted to gangs. They had a very hard attitude towards life and towards people in authority, their parents, their own community.”

When Tou Ger first participated in Camp Sunrise in the summer of 1987, he found a safe haven. “Camp Sunrise was an escape for me,” he said. “I didn’t have to join a gang. It was a place I could go and feel a

sense of belonging and relate to kids from other walks of life. I think it was that for a lot of the kids who came here.”

Spending a week in a multicultural, supportive environment helped Tou Ger grow and learn about his peers. “I learned about people’s real stories, so it broke down a lot of the prejudices and stereotypes. It opened up my lens to a very multicultural community that extended beyond my geographical area, the Westside of St. Paul.”

Now, Tou Ger is a diversity educator and entertainer, travelling the country to share his message about racism and respect with students. Over the past 17 years, Tou Ger has spoken to over 1,600 audiences in 45 states. He was a finalist on the TV show America’s Got Talent in 2011. In 2013, Tou Ger joined the YouthCARE Board of Directors. Tou Ger noted, “Now I’m on the Board because I want to be able to provide this opportunity for other kids.”

“Camp Sunrise probably inspired me to work with young people,” Tou Ger said. “As a young person, I was really inspired by the mentors through programs like Camp. That said to me, this is where I want to leave my mark. This is my calling. I’m really blessed that I was a camper, and now it’s shaped my life in this way.”

“Camp Sunrise was an escape for me. It was a safe place I could go and feel a sense of belonging and relate to kids from other walks of life.”

# Community Partners and In-Kind Donors

## Community Partners

Cycles for Change  
General Mills Yoplait  
Great River Greening  
Intermedia Arts  
KFAI Community Radio  
Little Earth of United Tribes  
Macalester College  
Mad Science  
McDonough Homes/St. Paul Public Housing Authority  
Metro Transit  
MIGIZI Communications  
Minneapolis Community & Technical College  
Minneapolis Employment & Training Program  
Minneapolis Parks & Recreation  
Minneapolis Public Schools  
Minneapolis STEP-UP  
Minnesota Department of Natural Resources  
National Park Service  
Science Museum of Minnesota  
Second Harvest Heartland  
SPOKES  
Sprockets  
Starbucks  
St. Croix National Scenic Riverway  
St. Paul Parks & Recreation  
St. Paul Public Schools  
St. Paul Youth Job Corps/Right Track  
Teen Teamworks  
TopLine Federal Credit Union  
Tree Trust  
University of Minnesota  
Wells Fargo  
Xcel Energy

## In-Kind Donors

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Mortenson Construction  
Peter Spink  
Schmitt Music  
Starbucks Coffee  
Toro Company  
Xcel Energy



A Community Service Star completes a service-learning project.



2013 Board Chair Lica Tomizuka, 2013-14 Youth Mentor Jhia Frazier, and Young Women’s Mentoring Program Director Sarah Gerdes accept a grant from the Minnesota Lynx Foundation on court at halftime.



A camper prepares for a 3-day canoe trip down the St. Croix River with Camp Sunrise.



Teens learn to build their own bikes in the YouthLEAD program with community partner SPOKES.

# YouthCARE Support

June 1, 2013-May 31, 2014

## \$100,000 +

State of Minnesota Department of Education

## \$50,000 - \$99,999

City of Minneapolis STEP-UP  
Otto Bremer Foundation  
State of Minnesota Department of Employment & Economic Development  
Thornburg Foundation  
Xcel Energy

## \$20,000 - \$49,999

Carlson Family Foundation  
Pohlad Family Foundation  
Gary & Pat Sauer  
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Wells Fargo Foundation Minnesota  
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## \$10,000 - \$19,999

3M Foundation  
Allianz Corporate Giving Program  
Athwin Foundation  
Best Buy Children's Foundation  
General Mills Foundation  
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State of Minnesota Summer Food Service Program

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Blue Cross and Blue Shield of Minnesota  
Chrysler Foundation  
City of St. Paul Youth Job Corps  
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Hubbard Broadcasting Foundation  
Kopp Family Foundation  
Helen Kuehn  
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RBC Wealth Management  
Share Save Spend  
University of Minnesota

## \$1,000 - \$2,499

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Wells Fargo Community Support

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 Andre D. Walker  
 Brian & Karen Walker  
 Rebecca A. Wandrei Tlusty  
 Erik Wrede  
 Nou Yang  
 Yia Yang



### In Memory Of

Paul Coral (Sue & John Wagner)  
 David Hawes (G. Rolf Svendsen)  
 Diane Hedin, Gisela Konopka, Kwame McDonald,  
 Jerry Beker (Anonymous)  
 Arline Olson (Stanton J. Olson)  
 Paul Peterson (Nancy Benson)

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 Delroy Calhoun (Rebecca Saito)  
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 Naomi Shapiro (Ruth & Mort Ganeles)  
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 Jason & Jen Whittemore (Laurie & James Hayes)  
 Great YouthCARE role models (Sandy Ci'Moua)

## YouthCARE Adult Staff as of May 2014

**Shaina Abraham**, Associate Director  
**Sarah Gerdes**, Director, Young Women's Mentoring Program  
**Francisco Guzman**, Program Specialist, YouthLEAD  
**Millie Hernandez**, Program Coordinator, Young Women's Mentoring Program  
**Michelle Henkelman**, Office & HR Manager  
**Isiah Jones**, Director, Camp Sunrise  
**Emily Krumberger**, Program Specialist, YouthLEAD  
**Laura Lindsay**, Coordinator of Development & Marketing  
**Craig Luedemann**, Executive Director  
**Allie Mastny**, Assistant Director, Camp Sunrise  
**Daniel Plunkett**, Coordinator of Staff & Volunteer Development  
**Nardos Tesfalidet**, Director, YouthLEAD  
**Choua Vue**, Program Coordinator, Young Women's Mentoring Program  
**Cindy Vue**, Program Specialist, YouthLEAD  
**Kou Xiong**, Program Specialist, YouthLEAD



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