



### “Celebrate the Dream”

Presented by Minneapolis Community & Technical College, YouthCARE received the 2003 “Celebrate the Dream” Nonprofit Humanitarian Award for “outstanding contributions to the community reflective of the dream of Dr. Martin Luther King, Jr.” Over the last 30 years, YouthCARE has maintained a strong emphasis on bringing together youth from diverse ethnic, cultural and racial backgrounds. YouthCARE believes very strongly in the importance of helping youth learn how to live and work together cooperatively, the need to appreciate cultural differences, and the richness gained in making multicultural friendships.

From left, Andre Walker, YouthCARE Alumni; Craig Luedemann, Executive Director; Eve Vang, YouthCARE Alumni; and Martin Luther King, III, Keynote Speaker at the “Celebrate the Dream” Tribute to Dr. Martin Luther King, Jr. (January 15, 2003 in Minneapolis, MN).



## Mission Statement

The purpose of YouthCARE is to promote respect for self and others, develop future leaders, and provide youth with positive multicultural activities and relationships with caring adults.



400 First Ave. No., Suite 240  
Minneapolis, MN 55401



2003  
Annual Report

## Developing Future Leaders

# YouthCARE Programs

## Camp Sunrise

Camp Sunrise is a year-round camp program focused on bringing together urban youth, 13-18 years old, from diverse ethnic and cultural backgrounds, to live and work in an outdoor multicultural community. Summer program activities include employment, teambuilding, outdoor and environmental education, and service projects that help preserve the St. Croix River. School-year activities include weekend camping trips and SAFARI in the City events such as cross-country skiing, mountain biking and rock climbing. Key partners include the National Park Service, Xcel Energy, and the Minneapolis and St. Paul Summer Youth Employment Programs.

## YouthLEAD

The YouthLEAD (Youth Leadership And Diversity) program operates during the school year and works to build multicultural friendships through monthly social and recreational activities, the Multicultural Youth Leadership Program and Youth Speakouts. As part of the leadership program, Youth Advisory Council meetings provide opportunities for youth participants, 13-18 years old, to have meaningful involvement in the decision-making processes that direct programs and services at YouthCARE. Key partners include the Minneapolis Community & Technical College and the Minneapolis Employment and Training Program.

## Young Women's Mentoring Program

The Young Women's Mentoring Program is an innovative youth employment program focused on building the leadership skills and self-esteem of girls and young women living in three urban communities: Little Earth and Glendale Apartments (Minneapolis) and McDonough Homes (St. Paul). The program brings girls together to promote intercultural cooperation and cultural appreciation. Program services include work experience, leadership training, mentoring, intercultural exchanges, social, recreational and educational activities and counselling and support. Key partners include Little Earth Community Partnership, Luxton Park, St. Paul Public Housing and the McDonough Community Center.



## Awards and Recognition

YouthCARE's programs and services have earned the following recent recognition:

- 2003 Dr. Martin Luther King Nonprofit Humanitarian Award (YouthCARE)
- 2002 Ann Bancroft Award for Support and Encouragement by an Organization (Young Women's Mentoring Program)
- 2000 Nonprofit Mission Award for Anti-Racism Initiative from the Minnesota Council of Nonprofits (Camp Sunrise)

“When I was into a lot of negative activities and looking for a way to change my life, YouthCARE was the first place that reached out to me.”

Nancy & Bob Ohnstad  
Lea & Elliot Olsen  
Stan & Arline Olson  
Roman Panek  
Brad Pepin  
Mark & Cameron Peterson  
Rich Philippi & Jo Starr  
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Mary Robischon  
Annette & Chris Rud  
Katherine Schipper  
Tonya & Heiko Schoenfuss  
Martha Severson  
Margie Siegel & Scott Horne  
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Tom Sigerson  
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Susan Sobelson & Judy Ingram  
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Kate Tropman  
Dale & Terolle Turnham  
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Rebecca Wandrei  
Monica Watson  
Wayne & Yolanda Wold  
Erik Wrede & Maria Reyes-Wrede  
Tommy Xiong  
Cynthia Zwicky

**In Memory of ~**  
**Grandparents; Paul & Wanda, Mel & Lucille**  
Mike & Paula Johnson  
**Khai Koua Vang**  
Koob Vajh  
**Art Colliander**  
Doris Colliander  
**Vongmany & Anousack Phousirith**  
Julee Muro-Martinez  
**Carl Lee, Jr.**  
Monica Lee Watson

**Felix Mahoney**  
Michael J. Mahoney  
**Mugs & Emma**  
Nancy Larson & John Lang  
**Caroline Vacek**  
Yusuf-Rasheed Edward Reed  
**Alice Colvin**  
Ann Jaede  
**Wendell Johnson**  
Margaret Johnson  
**Paul Corral**  
Kimberly Schuck  
**Lorraine Caouette**  
Barbara & Roger Anderson  
Sandy & Michael Standridge  
**Jeannine Baird Miles**  
Larry Coleman & Joanne Kellen  
**Florence Wagner**  
Sue & John Wagner

**In Honor of ~**  
**Joshua Blue**  
Walt & Jacqueline Blue  
**Lisa Turnham**  
Terolle & Dale Turnham  
**Sarah Ullmer**  
Betsy Hearn  
Eddie & Mary Newman  
Stan Olson  
**Simon Almaer**  
Stewart & Sharon Almaer  
**Laura Grow**  
Doug & Sheila Grow  
**Chuck Schedake**  
Ben Ferche  
**Jenni Zickert & Chue Xiong**  
Anonymous  
**David Tychman**  
Albert Tychman  
**Doua Chang**  
Jnana & Aadi Hand  
**2003 Camp Sunrise Junior Counselors**  
Nathan Dungan  
Craig Luedemann  
**Tree Trust**  
Rolf Svendsen  
**Kirk Mona**  
Linda & Dave Mona  
**Craig Luedemann**  
Amy Crawford & Alice Johnson  
**YouthCARE Staff**  
Nathan Dungan  
Margie Siegel & Scott Horne  
**Tom Pepin**  
Brad Pepin  
**Bobby Hammel & Elizabeth Beachler**  
Brian Kramer  
& Andrea Tietmeyer

**In Memory of ~**  
**Grandparents; Paul & Wanda, Mel & Lucille**  
Mike & Paula Johnson  
**Khai Koua Vang**  
Koob Vajh  
**Art Colliander**  
Doris Colliander  
**Vongmany & Anousack Phousirith**  
Julee Muro-Martinez  
**Carl Lee, Jr.**  
Monica Lee Watson

**Scott Kinkead**  
Peter Butler  
**In Celebration of ~**  
**Michelle Miller & Peter Hammond Wedding**  
Sheeriff & Bridget Ahmed  
Robert Gamboa  
Patricia Hammond  
Ruth Hammond  
Scott Briggs  
& Jennifer Remington  
**Lisa Turnham & Steve Botts Wedding**  
Dale & Terolle Turnham

**Program Partners**  
AmeriCorps  
Center for Employment and Training  
General Mills Yoplait Division  
Little Earth Community Partnership  
Luxton Park  
Macalester College  
McDonough Community Center  
Minneapolis Community & Technical College  
Minneapolis Employment & Training Program  
Minnesota Timberwolves  
Mixed Blood Theatre  
Northern Clay Center  
Page Education Foundation  
Ramsey County Workforce Solutions  
St. Croix National Scenic Riverway  
St. Paul Public Housing  
Textile Center of Minnesota  
Tree Trust  
Two Wheel View/Trips for Kids - Twin Cities  
University of Minnesota  
Wild River State Park  
Xcel Energy  
YWCA of Minneapolis

**Credits**  
Design  
Andrea Gotz  
Photography  
Jeff Ferguson  
Writing & Editing  
Emily Lindborg  
LoAnn Mockler  
Printing  
Curtis 1000

## Youth Involvement

YouthCARE's programs and services focus on serving Minneapolis and St. Paul youth, 13-18 years old, who face social or economic barriers. In addition, the Young Women's Mentoring Program reaches girls, 7-13 years old, who live in three urban neighborhoods: Little Earth and Glendale in Minneapolis and McDonough in St. Paul. During the 2002-03 program year, 839 youth were involved in YouthCARE programs and 87% of the youth involved were youth of color; primarily African American, Asian American and Native American. Although we do not commonly use the terminology, most of the youth involved in YouthCARE would be considered "at risk."

## Number of Youth Served in 2002-03

Camp Sunrise	373
YouthLEAD	258
Young Women's Mentoring Program	208
<b>Total</b>	<b>839</b>

## Ethnic & Cultural Diversity in 2002-03

African American	33%
African	3%
Asian American	33%
European American	13%
Latino	5%
Native American	13%

## Benefits to the Community

YouthCARE programs benefit the community by:

- Developing the employment and leadership skills and abilities of youth who face social or economic barriers.
- Building cohesiveness between youth from diverse backgrounds and cultures.
- Providing a safe and well-supervised place for youth to interact, learn and have fun.
- Providing opportunities for youth to complete service projects that benefit the community.



## Our Partners in Developing Future Leaders

### Foundations, Corporations and Organizations

3M Foundation  
 Albert W. Cherne Foundation  
 Best Buy Children's Foundation  
 Burlington Northern Santa Fe Foundation  
 Connect US/Russia  
 Deloitte & Touche  
 Deluxe Corporation Foundation  
 Ecolab Foundation  
 General Mills Foundation  
 Greater Minneapolis Day Care Association  
 Grotto Foundation  
 HECUA  
 Hubbard Broadcasting Foundation  
 IBM Corporation  
 International Multifoods Charitable Foundation  
 Macalester College  
 MAP Technology Partnership Fund supported by The St. Paul Companies, Inc. & ADC Foundation  
 McDonald's Corporation  
 McKnight Foundation  
 Minnesota Timberwolves Foundation  
 Mortenson Family Foundation  
 Multifoods Charitable Foundation  
 Normandale Hylands United Methodist Church  
 Padilla Spear Beardsley  
 Peace Lutheran Church  
 Santa Anonymous Kids Camp Fund of The Minneapolis Foundation  
 Shakopee Mdewakanton Sioux Community  
 Sheltering Arms Foundation  
 "St. Paul Companies, Inc. Foundation"  
 St. Paul Jaycees  
 Star Tribune Foundation  
 SUPERVALU Foundation on behalf of SUPERVALU INC. and Cub Foods  
 Thermo King Corporation  
 Thrivent Financial for Lutherans  
 Tree Trust  
 University of Minnesota  
 U.S. Bank

W. Glen Boyd Charitable Foundation  
 WCA Foundation-Pillsbury  
 Wendel Foundation Fund of the Minneapolis Foundation  
 Xcel Energy Foundation

### Public Funders

Chisago County Water Plan  
 City of Minneapolis  
 Hennepin County Campership Fund  
 Hennepin County Training & Employment  
 Minneapolis Employment & Training Program  
 Minneapolis Youth Coordinating Board  
 MN Department of Public Safety  
 MN Department of Children, Families & Learning  
 Ramsey County Workforce Solutions  
 St. Paul Public Schools (CET)

### Golf Event Sponsors

AJ Schaake Co.  
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 Gee Teez  
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 Meyer, Scherer & Rockcastle, Ltd.  
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 Ronald Erickson & Lisa Ann Doerr  
 River States Freightliner  
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 Single Source Construction  
 Tomi Winters; Morgan Stanley  
 Trane  
 Xcel Energy

### Individual Over \$1,000

Nathan Dungan  
 Sandra & David Hunter  
 IBM Employees  
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 Paul Mellblom & Peter Farstad  
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 Sharon Radd  
 Peter Spink, Jr.  
 Patrick Sullivan

### Individual \$500-\$999

2003 Camp Sunrise Junior Staff  
 Carrie & Simon Almaer  
 Anonymous  
 Rose AuYeung  
 Dorean Brouillette  
 Patrick Brunner  
 Kim Brunner  
 Peter K. Butler  
 Liam & Charmaine Cavin  
 Joanne & Matt Collier  
 Terry Coss  
 Amy Crawford & Alice Johnson  
 Dave & Lynne Crowther  
 Margaret Johnson Davis  
 Bill & Meredith Davis  
 Flannery Delaney & Paul McCormick  
 Jayshree & Bihari Desai  
 Brenda Doll & Arnold Brinks  
 Alvin Dungan  
 Ronald Erickson & Lisa Ann Doerr  
 Thomas Fagrelus  
 Jim Gilroy  
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 Nick & Pat Haddad  
 Sharon Her  
 Nancy Hodnefield  
 Gay & Dennis Holm  
 Margaret Johnson

Kristin Johnson  
 Bill Jones  
 Nancy Kluer  
 Brian Kramer & Andrea Tietmeyer  
 Nancy Larson & John Lang  
 Yia Lor  
 Patricia & Robert Loso  
 Craig Luedemann  
 Andy Luu  
 Nga Luu  
 Marina & Michael Lyon  
 Michael J. Mahoney  
 Donald McCarthy  
 Michael McCarthy  
 Bob & Debbie Meza  
 Michelle Miller & Peter Hammond  
 Frank & Mary Jo Miske  
 Inez Montgomery  
 Charlie Moore  
 Julee Muro-Martinez  
 Richard Neuner  
 Bob & Carole Nienaber  
 Wendy O'Neil  
 Linda Ostberg  
 Bruce Palmer  
 Brian Ranney  
 John Puckett  
 Deidre Schmidt  
 Don & Tammy Schroden  
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 Noke & Carlyn Sivoravong  
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 Albert Tychman  
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 Xcel Energy Sky Park Employees  
 Tou Ger Xiong  
 Ann Zickert  
 Dean Zickert  
 Jenni Zickert

### Individual up to \$100

Stewart & Sharon Almaer  
 Barbara & Roger Anderson  
 Anonymous  
 Brad & Lee-Hoon Benson  
 Walt & Jacqui Blue

Tara Boedeker  
 Don & Bev Boganrief  
 Wally Borchert  
 Scott Briggs & Jennifer Remington  
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 Carolyn & Tim Buzza  
 Mark Cady  
 Donald G. Clarke  
 Larry Coleman & Joanne Kellen  
 Doris Colliander  
 Albert Dickinson, Jr.  
 Alice Doll  
 Gary Dreyer  
 Betsy Dullum  
 Hildred Dungan  
 Ben Ferche  
 Deborah Fink  
 Peggy & Bill Gibson  
 Gil Gragert  
 Laura Grow  
 Komnie & Mukhiya Gurung  
 Stephanie Haddad  
 Jnana & Aadi Hand  
 Darlene Hardie  
 Betsy Hearn  
 Angelique Holmes  
 Ann Jaede  
 Mike & Paula Johnson  
 Margaret Johnson  
 David Katzke  
 Joseph & Jane Kavanaugh  
 Diane Klinefelter  
 Matt Krulich  
 Juliane Kvalbein  
 Gregory Lais  
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 Jennifer Lick  
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 Wendy Sue Miller  
 LoAnn Mockler  
 Bruce & Audrey Moe  
 Linda & Dave Mona  
 Eddie & Mary Newman

### YouthCARE

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 www.YouthCAREmn.org

### YouthCARE Board of Directors

**Carrie Almaer**  
 Full Time Mom & YouthCARE Volunteer  
**Simon Almaer**  
 Marketing Manager, Multifoods  
**Patrick Brunner, Treasurer**  
 Finance Manager, Multifoods  
**Ellen Cabacungan**  
 Brand Associate, Fallon Brand Consulting  
**Liam Cavin**  
 Senior Project Manager, Best Buy Company  
**Sarissee Creighton**  
 HR Manager, H.B. Fuller Company  
**Jayshree Desai**  
 Environmental Analyst, Xcel Energy  
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**Scott Kinkead**  
 Vice President, Turfco Manufacturing  
**Andy Luu**  
 ESL Teacher, Robbinsdale Public Schools  
**Paul Mellblom, Secretary**  
 Architect, Meyer, Scherer & Rockcastle, Ltd.  
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 Director of Construction, Best Buy Company  
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**Tonya Schoenfuss**  
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**Lisa Tumham**  
 Training Coordinator, MOAPPP  
**Alice Wang**  
 Manager of Special Projects, Target  
**Don Woebkenberg**  
 Lead Machinist, Xcel Energy

### YouthCARE Staff

**Emilia "Millie" Hernandez**  
 Administrative Aid  
**Craig Luedemann**  
 Executive Director  
**Emma Nadler**  
 Group Leader, YWMP  
**MK Nguyen**  
 Group Leader, YWMP  
**Sarah Numberger**  
 Program Director, YouthLEAD  
**Sarah Ullmer**  
 Director, Camp Sunrise  
**Chue Xiong**  
 Program Director, YWMP

## A Letter to the Community

Dear Friends & Partners,

One of YouthCARE's greatest organizational assets is the ability to engage youth in long-term relationships that develop leadership skills and abilities. YouthCARE is strongly committed to building leaders from diverse backgrounds and cultures, young leaders who show by example that they understand, respect and appreciate others.

As many of you know, YouthCARE was started in 1974 as a summer work and camp program, a partnership between Xcel Energy and the Minneapolis and St. Paul Summer Youth Employment Programs. Camp Sunrise is a special place where youth from diverse backgrounds and cultures come together to live and work in a positive and cooperative environment. At Camp Sunrise young people learn how to understand, respect and appreciate others. Camp Sunrise also develops leaders from diverse backgrounds and cultures who model positive intercultural experience in a diverse multicultural community. Since 1974, over 7500 youth have participated in Camp Sunrise, and over 200 alumni campers (75% youth of color) have come back to work as Camp Sunrise staff!

In 1979, we created the YouthLEAD Program to provide opportunities for alumni campers to stay connected with YouthCARE during the school year by participating in positive social, recreational and educational activities. The Multicultural Youth Leadership Program has provided opportunities for hundreds of youth to develop leadership skills by working closely with program staff to plan and implement YouthCARE programs and activities.

In 1990, we created the Young Women's Mentoring Program to provide opportunities for young women of color to gain meaningful employment and develop leadership skills as they "mentored" younger girls living in the Little Earth, Glendale and McDonough communities. The Young Women's Mentoring Program has done an incredible job of developing young women leaders who are also positive role models for younger girls. Since 1990, over 130 young women (95% women of color) have participated in the Young Women's Mentoring Program.

Today, YouthCARE is respected within the youth work community for the ability to direct positive, after-school, weekend and summer activities that bring together youth from diverse ethnic, cultural and racial backgrounds. We work hard to ensure that YouthCARE is a truly multicultural organization, with a diverse and representative Board and staff, and a diverse youth population involved in all YouthCARE programs and services.

In this report you will learn more about YouthCARE's main programs – Camp Sunrise, YouthLEAD and the Young Women's Mentoring Program. Please take time to read the success stories of some of YouthCARE's young leaders and see the number of partners who help make it all possible!

Thank you,

Craig Luedemann  
 Executive Director

# YouthCARE Leaders

At YouthCARE, we not only expose youth to diversity but also give them the skills to effectively lead others in an increasingly diverse world. Each of our programs, Camp Sunrise, the Young Women's Mentoring Program and YouthLEAD, provide specific opportunities for youth to assume leadership roles. And as you'll see in the following examples, many of the youth who develop their leadership skills through YouthCARE also develop self-confidence, positive attitudes, life skills and much more; and many of them are still involved today.

## Millie Hernandez

"When I was into a lot of negative activities and looking for a way to change my life, YouthCARE was the first place that reached out to me," says Millie Hernandez. "They sent me an application for the Young Women's Mentoring Program in the mail along with a birthday card."



YouthCARE helped Millie develop leadership skills and get her life back on track.

"I'd dropped out of middle school," she says, "but after YouthCARE I regained interest and had the confidence to go back. When my regular

classes didn't work out, I decided to go to the alternative school. From YouthCARE programs, I learned countless self-sufficiency skills – time management, budgeting, communication. And working with the girls in the Young Women's Mentoring Program made me feel like I was filling in parts of my childhood that I missed out on."

Millie joined YouthCARE in 1994 as a Girls Group member in the Young Women's Mentoring Program and, in 2001, advanced to a position as Youth Mentor. Millie is active in the Little Earth Community, a published writer in *New Voices* and works part-time at the YouthCARE office. She will graduate from high school in 2005.

## Andy Luu

"When I wasn't exposed to much diversity, YouthCARE had people from all over coming together, working together," says Andy Luu. "It didn't matter how different everyone was, we just got along."



Andy first loved the diversity of YouthCARE and now appreciates the character-building and leadership opportunities it provides.

"I try to get kids from the school I work at to camp," says Andy. "A lot of them don't get the opportunities they do at Camp Sunrise."

"Before camp, I was a very quiet kid, but after working there for a summer, they couldn't keep me quiet. I know I won't be able to give back as much to YouthCARE in terms of the self-confidence I gained and the ways in which it helped me become the person I am today."

Andy is a former Camp Sunrise camper (1987-88), Junior Counselor (1989) and a YouthCARE Distinguished Volunteer Service Award winner (2000). Andy teaches ESL at Robbinsdale public schools, serves on the YouthCARE Board and volunteers with Camp Sunrise and YouthLEAD.

## Brandyi Phillips

Brandyi Phillips became a leader by participating in many YouthCARE programs.

"As a camper," says Brandyi, "I developed leadership skills through meeting different people and working on different projects. Then as a Junior Counselor, I worked through obstacles – adjusting to so many personalities, not always taking charge –



and had to step up to get the job done. With the Youth Advisory Council, we were a team that made decisions and developed leadership skills together, and we got constant feedback from each other."

Brandyi has applied her leadership skills outside of YouthCARE as well.

"I voiced my opinion more and took on projects at school," she says. "I became more open and social and more of a people person. Now I can sit in front of a crowd and speak up, no problem."

Brandyi participated in YouthLEAD, Camp Sunrise and the Youth Advisory Council. She graduated from Minneapolis Patrick Henry High School and received a grant from Dillard University in New Orleans to attend Dillard in fall 2004. An essay on her leadership experiences at Camp Sunrise earned her a scholarship as well.

## Noke Sivoravong

Noke Sivoravong draws from his experiences with Camp Sunrise to excel as a leader outside of YouthCARE.



Says Noke, "My current job requires that I have the ability to work with low-income families and youth of color. Because of the experiences I had with YouthCARE, I can relate to the people I work with and have a very good rapport with them."

For Noke, YouthCARE stands out because it teaches through experiential learning.

"Through the experiences I had as a camper – working and living with people from different cultures and ethnic backgrounds, I became empowered in terms of respecting people and motivated to become a better person," says Noke.

"The impact the organization has had on me is right along the lines of it's mission, in terms of providing opportunities to learn from kids from different cultures and learning to respect where others come from."

Noke got involved with YouthCARE in 1985 as a Camp Sunrise camper and later became a Junior Counselor, Program Director and, in 1998, the first camper turned Camp Director. He works as an Education Program & Resource Specialist for Southern Minnesota Regional Legal Services.

## Andre Walker

"I can speak words and phrases in five different languages," says Andre Walker. And that's just part of what he's learned through YouthCARE and Camp Sunrise.



"I'm more aware of how important diversity is," says Andre. "I learned how to respect cultural differences and how bad stereotyping people can be. Being a Junior Counselor and Counselor-in-Training helped me be a leader and a more responsible person; it helped me become a positive role model outside of camp, too."

For Andre, diversity and leadership go hand-in-hand.

"YouthCARE helps you get a better understanding of how much you can learn from someone from a different background," he says. "There's not one particular group that can be successful in life, all people can be successful when they're given the opportunity."

Andre has been a Camp Sunrise camper, Junior Counselor and Counselor-in-Training. A 2003 graduate from Minneapolis North High School, Andre received the Page Foundation Education Scholarship and is attending Minneapolis Community & Technical College.

## Chue Xiong

Chue Xiong grew up with leadership experience as the oldest child in her family, and came to YouthCARE to expand her skills and become a leader within the community.

Says Chue, "I knew I wanted to be a leader but didn't know where to go and was afraid to ask. The Young Women's Mentoring Program led to many opportunities for me."

And over a decade later, Chue is still motivated by the ways in which YouthCARE opens doors for youth.

"At YouthCARE, we see youth as strong assets to the organization," says Chue. "They're provided with a very supportive and encouraging environment. With trust and confidence in the youth, they thrive as leaders. I've seen it in myself and in others who have been here."



"YouthCARE made me believe I can do anything."

Chue is a former Camp Sunrise camper and Young Women's Mentoring Program (YWMP) Youth Mentor (1991). A former YouthCARE administrative aid and YWMP Program Coordinator, Chue has been the YWMP Program Director since 1998.

"YouthCARE helped me build up my confidence to do things that I never thought possible."

"I have learned it takes trust, respect and patience to be a leader."