

Wildflyer COFFEE



2022
ANNUAL REPORT



Hello!

I am so excited to share our 2022 Annual Report with you! 2022 was quite the year for Wildflyer Coffee. We experienced explosive growth on every front and are eager to see the immediate and long-term impact in the lives of the young people we work with.

I invite you to brew a cup of your favorite coffee and enjoy reading the results of our work and youth stories in the following pages. Personally, the things I'm most excited about are that we:

- Signed a lease for a second shop in St. Paul to double the number of youth we can employ

- Received Honorable Mention from the Community Partnership of Mutual America Award

- Hired the most amount of program participants in Wildflyer's history

- Increased shop sales by 40% to help fund our work and life skills training program

And, none of this would have been possible without the support of our community.

Even with this exciting news, we know that youth homelessness continues to rise. Wilder Research published its latest report on homelessness in Minnesota, and youth homelessness has grown from 6,000 young people experiencing homelessness in our state to at least 7,500.

We remain excited about what we have accomplished—and we know continuing and expanding our work is more important than ever. With your partnership, we are confident that we can continue to create sustainable pathways out of homelessness for young people in our community.



Carley Kammerer, LSW
Executive Director, Wildflyer Coffee

What We Do

Brewing Brighter Futures

Wildflyer Coffee is an employment training program that hires youth, ages 16 to 24, who are experiencing homelessness and housing instability. As employees, youth work for four months and participate in an independent living skills curriculum to help them identify their interests and equip them to work towards their chosen future.

The Problem

Over 7,500 youth across the state of Minnesota experience homelessness on an average night.

A lack of stable employment is the top barrier youth face in finding housing stability.

If intervention does not happen, over 1/2 of youth experiencing homelessness will become chronically homeless adults.

The Solution at Wildflyer

Wildflyer provides a 4-month work and life skills training program to equip youth with critical job skills while making a liveable wage.

We also provide employment coaching and career planning, case management to eliminate barriers to employment, and connections to mainstream employment for program graduates.

Our Program

1
MONTH

HARD SKILLS

Register & Menu Training
Menu Tour & Tasting
Toast Training

SOFT SKILLS

JRA Workshop
Customer Service Workshop
Mental Health & The Workplace 101
JRA Review #1 & Self Reflection

CHECK-INS

Meet with Program Manager 2-3x per month to coordinate services/resources and discuss progress in the program.

2
MONTH

HARD SKILLS

On the Floor - Internship (Month 1)
Bar Training
Bar Training Q&A & Milk Steaming Workshop

SOFT SKILLS

Financial Literacy Workshop
Warehouse Tour
Housing 101 Workshop

3
MONTH

HARD SKILLS

On the Floor - Internship (Month 2)
Latte Art Workshop

SOFT SKILLS

Resumes in Coffee Workshop
Roastery Tour
JRA Review #2 & Self Reflection

CHECK-INS

Meet with Career Counselor 2-3x per month to discuss career exploration, education options, and future employment opportunities.

4
MONTH

HARD SKILLS

On the Floor - Internship (Month 3)
Dial In Workshop

SOFT SKILLS

Mental Health & The Workplace 102
Coffeehouse Tour
JRA Review #3 & Self Reflection

GRADUATION!

Outcomes

66%

increase in Job Readiness Scores for young people employed at Wildflyer (meaning youth exhibit tangible progress in critical life skill development)

73%

of young people are involved in ongoing postgraduate support, attending programming, building social capital, and working with their job coach

80%

of young people remain employed or enrolled in education and stably housed at their 3-month post graduation check-in

25

young people employed

3,500

hours of youth employment

\$85,000

in wages paid to young people experiencing homelessness

250

programming hours spent developing critical personal and professional skills of youth employees

22,000

customers created training opportunities

48,000

orders served

450

individuals donated





Youth Stories

“I’ve gone from hating myself and family trauma to being over six months clean now. To go from that to finally having a stable life, to actually being able to wake up in the morning and be thankful, to wake up in the morning and not cry, not be in pain, and just be happy to be alive, I don’t take that for granted.”

-Sarah

“Wildflyer has been the best job I’ve had so far and everyone is really kind. I don’t feel the insecurities I used to. Recently I was able to move out of the shelter I was staying in and was fortunate enough to find housing. It’s work, but I did it. I’m thankful to Wildflyer for being the positive experience I needed in my life.”

- Deion

“I could tell a difference right away because I wasn’t judged when I came into the interview. Everyone is really nice, and I’ve been able to not only provide for myself, but take care of myself.”

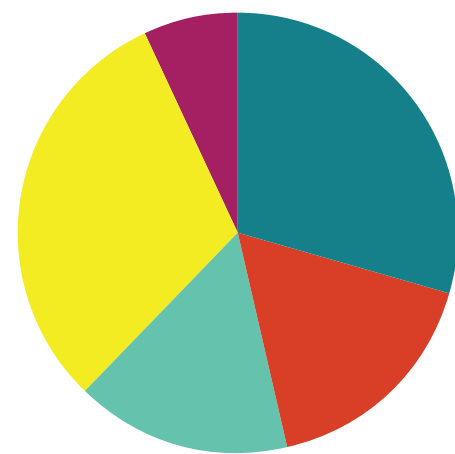
- Neleah

“The mission of Wildflyer Coffee aligns well with what we know about promoting resilience in youth who have experienced adversity. The program combines opportunity with support, role modeling, and mentoring, building skills, hope, and self-confidence along with work competence.”

-Dr. Ann Masten, Institute of Child Development
University of Minnesota

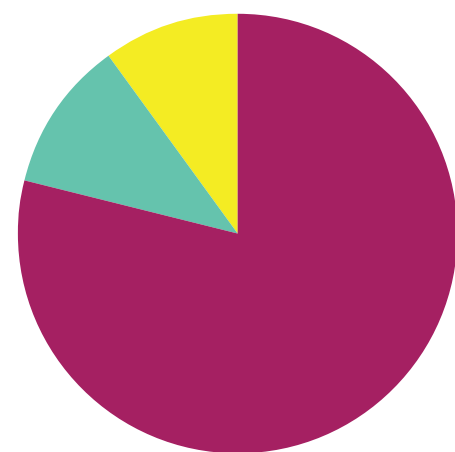
Financials

Revenue
Total: \$1,376,365



- 30%** Community, Individual & Grants
- 17%** In Kind Services
- 16%** Capital Campaign
- 31%** Earned Income
- 7%** Other

Expenses
Total: \$891,361



- 79%** Direct Expenses: Programs
- 11%** Core Mission Support: Management & General*
- 10%** Core Mission Support: Fundraising*

*The growth and effectiveness of our mission work depends on having a sound infrastructure which amplifies our program's effectiveness.

Special Mentions

- 1** We officially launched our joint training program between Normandale Community College and Caribou Coffee! Together, they created an accredited customer service training program for our employees. As one youth shared: "This training gave a great point of view on how to handle different work environments."
- 2** We received an Honorable Mention in the Mutual of America Community Partnership Award. Wildflyer Coffee was among five recipients of this award and will receive a grant at an awards ceremony in New York this April.
- 3** Our Executive Director was nominated for the Sprudge Twenty class of 2022—an award dedicated to championing leadership and excellence within the coffee industry.
- 4** We started a partnership with a local coffee company to begin training our program graduates as Shift Leads. This is a critical start to increase diversity within the coffee industry, as well as lived experience among our immediate staff.



Looking Ahead

We're Opening Wildflyer East!

Look for our second location across the river in Spring 2023. This strategic move will allow us to:

- 1 Double the number of youth employed in 2023, growing from roughly 25 to 50 youth.
- 2 Use our coffee shop to provide the community with low-barrier mental health and chemical dependency services through our partnership with RS EDEN.
- 3 Grow earned income streams significantly to sustainably fund our programs.

“Wildflyer is opening the St. Paul location in partnership with RS Eden, a longstanding organization that provides a variety of treatment and recovery services for people experiencing homelessness, substance abuse, and more.

As Wildflyer, the reopened coffee shop will offer not only youth programs but also open hours with RS Eden’s staff. Some of these clinicians are credentialed peer specialists who are in recovery themselves and can act as outreach liaisons with community members of all ages, RS Eden president and CEO Caroline Hood said.”

- Jared Kaufman, “A coffee shop to help youth is percolating in St. Paul”, *Pioneer Press*, November 10, 2022

A New Coffee Program

We're working with a renowned Twin Cities coffee expert to revamp our coffee program. You can expect increased product quality and consistency in the new year!

New Youth Program

After two years at the shop, we're re-evaluating, gathering feedback from participants, and working together to strengthen our program and serve our community better than ever before.



Thank you to our donors and customers for fueling our mission

“I feel the monetary support I provide Wildflyer is like doubling the impact. Wildflyer provides struggling young adults opportunity in finding their strengths, personally and professionally, in an environment where they get empowered and have the opportunity to provide the same to their peers”.

- Monica, Soar Circle Donor

“We love the mission, we love the coffee. I love to personally sponsor and support Wildflyer Coffee because I believe that job and training and opportunities are the key to end homelessness for youth and teens. This mission matters.”

- Steph, Mill City Church

“Great place doing great work. Such wonderful service!”

- Google Review



Partner With Us

Join Soar Circle, our group of monthly donors who power Wildflyer Coffee!

Visit Our customers' purchases make an impact! A significant portion of our income comes from shop sales. We hope to see you soon!

Shop Did you know we have an online store and subscription service? For every four bags of coffee sold, we make enough to pay for transportation for one youth for a month.

Wholesale Think your church or office could benefit from better coffee? Email us to support our program via coffee sales.

Contact Info

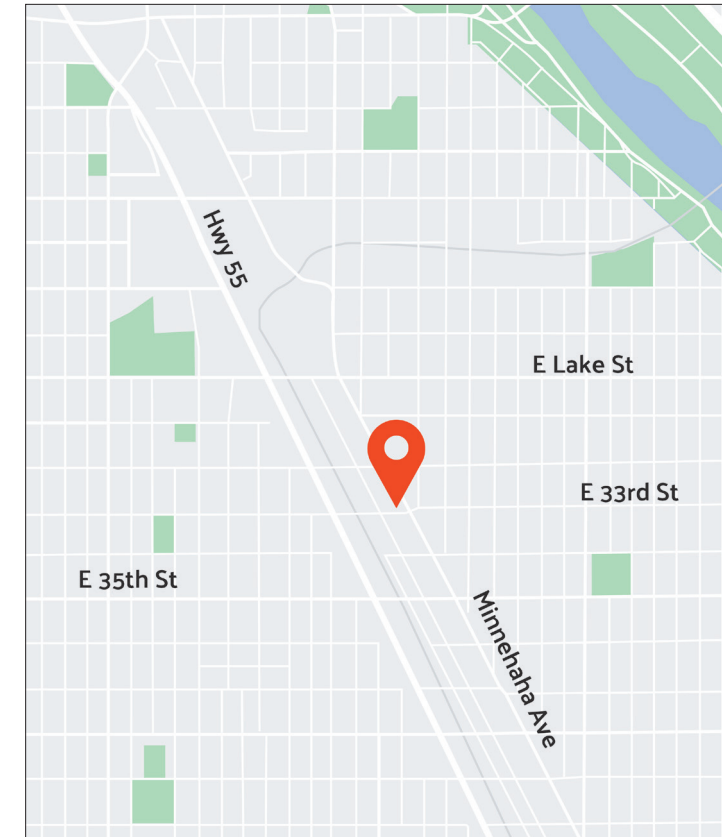
Email

Contact@WildflyerCoffee.com

Website

www.WildflyerCoffee.com

Scan QR code to visit website

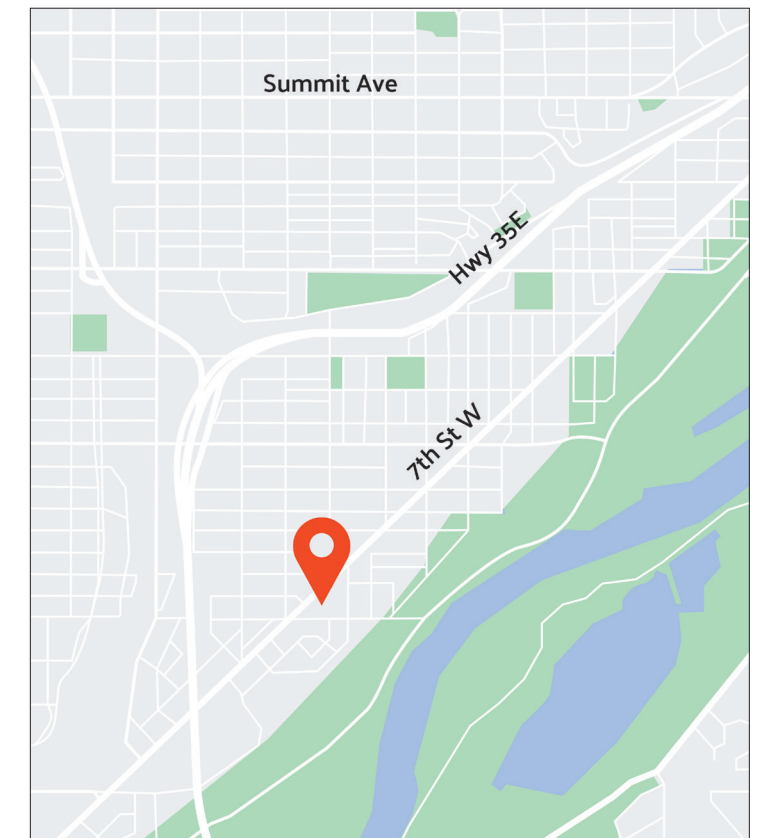


Minneapolis Location

3262 Minnehaha Ave
Minneapolis, MN 55406

St. Paul Location (opening March 2023)

1362 Seventh St W
St Paul, MN 55102



Our Donors

Wildflyer Coffee is grateful for the support of each and every donor in 2022. Thank you!

Mary Abel
Alex Ablamunets
Joel Abrahamson
Heather Adel
Beatrice Adenodi
Alerus
Amy Alstad
Rachel Alwin
Amazon Smile
America's Charities
Craig Anderson
Emily Anderson
Jahnie Anderson
Stephanie Anderson
Brian Andry
Cindy Angerhofer
Joanne Angles
Anonymous
Shanna Apitz
Austin Applequist
ARC Angle LCC
Archer Daniels Midland Company
Arlington House
M Christian Arnesen
Debra Arnold
Ruben Arutyunov
Jordan Arutyunova
Elizabeth Aulwes
Adrianna Aviles
Erin Ayala
Dena Bachman
Courtney Backen

Baird Foundation Inc.
Adrienne Baker
Ana Baker
Rachel Balge
Angie Balius
Stanley Barber
Syneva Barrett
Stephanie Barth
Melody Bates
Wyatt Bauer
Megan Baustian
Eleanor Beaird
Jacque Behrens
Andy Beim
Joelle Bellows
Bender Family Giving Fund
Benevity
Jaimie Beran
Jess Berg
Kristi Berge
Ashley Besser
Mary Birtzer
Patricia Bishop
Kathleen Blanchard
Joseph Blonski
Martin Boehme
Clare Boerigter
Adam Bohach
Owen Boldt
Abigael Bongaarts
Nathan Boone
Maria Bowker

Kesha Bradford
Elizabeth Branca
Krista Brandt
Todd Brandt
Will Brann
Kelly Brant
Bob Breck
Brenna Brellie
Beth Brezenoff
Dawn Brintnell
Tieg Britton
Broadhead LLC
Kristen Brolsma
Desmond Brooks
Mary Brownrigg
Kelly Bukowski
Diane Burch
Pierce & Jillian Burch
Austin Calhoun
Cindi Cameron
Hannah Campbell Gustafson
Hope Campbell Gustafson
Colin Campbell
Lauren Campbell
Martha Campbell
Tim Campbell
Mark Carlton
Chelsea Champion
Jason Chavez
Judah Chezick
Kris & Paul Christians
Kristine Christopherson
Cassandra Clabaugh
Chelsea Clark
Erin Clarke
Kennedy Cole
Scott Cole

John & Kathryn Colwell
Hannah Connolly
Avery Cook
Y Coppin
Jessica Cottam
Andrew Crist
Elizabeth Criswell
Nicole Cullinan
Lauren D'Cruz
Emma Dahlgren
Whitney Daleiden
Clair Daley
Nancy Dana
Maren Daniels
Suzanne Dann
Garrett DeMeyer
Jennifer Demma
Geoff Derks
Kailey Dharam
Barbara & Dennis Diessner
Danielle Diessner
Jamie Diessner
Jeremy Diessner
Faith Dietz
Cynthia Dilliard
Keegan Donelson
Caroline Donnelly
Todd & Mary Doroff
Dorsey Trust Company
Jesse Dresselhaus
Cate Duin
Judith Duncan
Kim Dutelle
Alyce Eaton
Annemarie Eayrs
Ecolab
Joshua Edens

Lisa Edevold	Samantha Gartamaker	Lea Hansen	James Hondros
Edina Realty Foundation	Mary Sue Gates	Shanna Hansen	Chris Hoover
Michelle Eilers	Christina Gau	WJ Hansen	Ashton Horsley
Sarah Elizabeth	Ellen Gerdts	Lisa Hansmann	Houghtaling Family Charitable Fund
Jennifer A Ellick	Austin Gerth	Lindsey Hanson	Emily Houghton
Gaelin Elmore	Cheryl Gibbons	Hardenbergh Foundation	Hannah Houts
Geoff Engelhart	Lynn Giguere	Kennedy Harrington	Megan Hoxhalli
Engelsma Family Foundation	Rachel Gilbert	Elise Hart	Greg & Trisha Hoyt
Jessica Engelsma	Luke Gladis	Maureen Hartman	Michael Huck
Amy Engler	Claire Glattly	Katie Hartmann	Anna Hueg
Michelle Erdman	Laura Glorvigen	Charles Hatfield	Allie Hurrish
Stephanie Eschenwald	Lori Gloster	Gwendolyn Hatfield	Robert Hybben
Robert Esse	Jeru Gobeze	Daniel Hatzung & Kasey Worrell Hatzung	Ada Igoe
Kristen Estvold	Russell Goff	Grace Haugen	Elizabeth Jaap
Lemon Cat Turtle Face	Kevin Gotch	Kristen Hawkins	William Jackson
Bruce Faribault	Joshua Graham	Colleen Hedtcke	Peter Jacobs
Ferpect LLC	Elana Gravitz	Megan Heikes	Ginny Jacobson
Fidelity Charitable Donor-Advised Fund	David Gray	Russell Herder	Zachary Jacobson
Fidelity Investments	Patty Gray	Lorrie Herling	Joshua Jagdfeld
Melissa Finnegan	Greater Twin Cities United Way	Sharon Heyer	Kim Jakus
Caislin Firth	Neil Greco	Rich Hibbard	Rebecca Wurzer
Jennifer Fischer	Charlene Greenwald	Maria Hidalgo	Jamf Software
Matthew Floding	Cheryl Gregor	Jillian Higbe	Elsie Jamin-Maguire
Molly Foley	Tedi Grey Owl	Nicole Higgins	Mark Johannessen
Kathryn Foltz	Melissa Grice	Adam Hilbelink	John and Denise Graves Foundation
Eric Forseth	Cindy Gross	Marshall Hilgemann	Yvonne Johnsen
Amanda Franchino	Jillian Gulden	Kayla Hinrichs	Kirsten Johnson
Kevin Frawley	Barbara Gurstelle	Gayle Hjellming	Kyle Johnson
Laura Friar	Carol Gurstelle	Monica Hjellming	Rod Johnson
Abby Frith	Megan H	Teneisha Hodge-Wilson	Russ Joosten
Tyler Fritze	Megan Hadley	Meg Hoehn	Sarah Kabes
Froehling Anderson LTD	Mary Jo Hafner	Christa Hoel	Martha Kahn
Jackie Gaare	Kelly Hagenson	Ellie Hohulin	Bradley Kammerer
Kelley Gabriel	Raven Haight	Gesche Holland	Carley Kammerer
Olivia Gadberry	Russell Hamilton	Barnaby Holmes	Lynn Kammerer
Theresa Garcia	Mallery Hammers	Ryana Holt	William Kammerer
Zach Garcia	Emily Hansen	Catherine Holtzclaw	Caleb Kaneakua

Chris Kaneakua	Britta Lahr	Mark & Barbara Lyons	Natalie Miller
Jessica Kaneakua	Diane Laitinen	Elena Machlica	Michael Millios
Melissa Kaneakua	Mark LaLiberte	Karen Machlica	Debby Minell
Samantha Kaneakua	Amalia Lam	Julie Magney	Kristine Minke
Keisa Karr	Wai Lam	Jan Magrew	Minnesota Vikings Football, LCC
Patricia Katchel	Laurie Lapore	Sue Malenick	Anthony Minus
Ahnor Kelly	Elizabeth Larkin	Adam Malone	Shelley Modell
Jane Kelly	Christian Ann Larson	Kinsey Mannebach	Hannah Mohs
Jean Kelly	Whitney Larson & Joel Niemann	Andy Manthei	Anthony Molaro
Marsha Key	David Laurion	Volanni Markey	Ron Monson
Kind World Foundation	Tracey Laurion	Brandon Martin	Amanda Moon
Barbara Kingsley	Andrew Leach	John Alexander Martin	Elizabeth Moore
Andrea Kish-Bailey	Spencer Lee	Kayla Martin-Patterson	Tracy Morgan
Claudia Kittock	Gina Lemon	Julene Maruska	Kathryn Morin
Drew Klinkert	Cindy Ley	Beverly Mast	Stephen Morrison
Karyna Kloude	Tyler Liedman	Laura Masulis	Deanna Morrow
Kelsey Knutson	Jennifer Lien Will	Robin Mateer	Dennis Morrow
Ashley Koller	Claire Lienesch	Chris Mathsen	Mortenson Giving Fund
Heidi Kopp	Elizabeth Lienesch	Lillian Mathsen	Diane Mullin
Adam Koski	Jackie Lillebo	Tammy Mathsen	Shelli Musech
Peggy Kotila	Stacey Lillebo-Miller	Selina Matis	Joshua Musgrave
Mary Kraemer	Sarah Lillian	Kimberly McDevitt	Mutual of America
Jana Kragerud	Michelle Lindell	Delores McDonald	National Christian Foundation
Stephanie Kravetz	Darralu Lindholm	Janelle McDonald	Kwennen Nelson
Ray Krebs	Steve Liston	Jasmine McGiffert	Rosalind Nelson
Corrie Kreisel	John Lokar	Rachel McIntosh	Susan Nelson
Ben Kressel	Laurie Lokar	Chris McMahan	Larisa Netterlund
Jacob Krey	Paul & Mary Lokar	Kim Medin	Dylan Nichols
Barbara Kryvko	Longfellow Business Association	Kyle Meerkins	Mary Nichols
Cecile M Kudela	Miquela Lopez	Karyn Meier	Theo Nichols
Keegan Kuhlmann	Noemi Lopez	Jennifer Melin Miller & David Miller	Libby Nickel
Laura Kuhlmann	Donald Lorr	Catherine Menick	Mary Niedermeyer
Andrew Kuledge	Michael Lucas	Carly Meyer	Michael Niedermeyer
Stacy Kupsky	James Lund	Mightycause Foundation	William Niedermeyer
Marisa Kwong	Shiva Lydon	Mike	Roger & Patricia Niemann
Shannon Laatsch	Jerry Lynch	Emily Mikhael	Lucas Niemeyer
Myka Lahaie	Michelle Lynch	Mill City Church	John Njoes

Chris Nohner	Jessica Pelz	Katie Roehl	Tim Schuster
Clarissa Norberg	Autumn Perkins	Frances Roen	Keith & Susan Schwartzwald
Rob & Jennifer Nordstrom	Tina Pfau Gonzales	Scott Rogers	Maggie Scott
Kalli Novak	Phileona Foundation	Rebecca Rolstad	Debra Sehr
Mark & Caroline Novitzki	Sarah Pickens	Victoria Roos	Katie Semersky
Bondo Nyembwe	Alyssa Podgorski	Jacob Rorem	Anna Sexton
Dana Nyquist	John Polking	Sherri Roseen	Carlyn Shanley
Julia O'Brien	Thea Polus	Lilly Rotter	Louise Sharer
Stephanie O'Brien	Kayla Polzin	Patrick Rouleau	Maria Sharperson
Mara O'Neill	Benjamin Porubcan	Darcy Rowe	Laura Shatzer
Ellen OBrien	Katherine Porubcan	Elyse Rozina	Kristin Shingler
Simon Odentz	Patrick Porubcan	Lisa Rubin	Kate Tucker Sicher
Erin Ogren	Melissa Powers	Andrea Ruder	Paul Siekmeier
Jennifer Olivarez	Dennis Presson	Jachin Rupe	Cal Simmons
Nathan Olmscheid	Jamie Preuss	Julie Ryan	Danielle Siver
Anne Olson	Nicole Price	Naomi Sadighi	Tammarah Sklarz
Onehope	Brenna Proczko	Saint Paul & Minnesota Foundation	Nicole Slattery
Jacqui Onken	Suzanne Puccini	Salesforce	Brad Sleeper
Open Book Communications	Kathleen Quick	Lynn Salmon-Easter	Courtney Smith
Open Your Heart to the Hungry and Homeless	Keith Quiring	Shane Salmonson	Danez Smith
Anna Ostroushko	Sara Radjenovic	Nadia Samadani	Dan Smith
Marge Ostroushko	Salli Rarick	Rod Sanders	Devin Smith
Amanda Otero	Rasmussen-Northeast Bank Foundation	Charlotte Savaloja	Megan Smith
Liz Otteson	Jeffrey Rawitsch	Brenden Schaaf	Stacy Soboleski
Otto Bremer Trust	Mitch Reaume	Katie Schaaf	Solomon Family Giving Fund
Megan Overstreet	REDF	Jenny Schaller	Laura Sonderman
Chris Pahl	Mark Reichert	Daniel Schierenbeck	Michael Sonn
Janet Palmer	Andrew Remick	John Schierenbeck	Joanne Sorenson
Kathy Palmer	Daniel Remington	Megan Schierenbeck	Ellie Soskin
Carrie Papillon	Gary & Nancy Renneke	Samuel Schierenbeck	Stephanie Soskin
Paul Park	Denise & Edmund Renner	Sara Schierenbeck	Southeast Real Estate Group of WI, LLC
Sian Park	Willow Rheault Kreibich	Tim Schierenbeck	Batya Spector
Patricia Pasquale	Christa Rheingans	Rita Schleicher	Erin Spencer
Casey Patrick	T Ridge	Emily Schloesser	Kirk Spencer
Dayton Paul	Nicole Ripplinger	Tanya Schmitt	Karen Squires
Sonya Payne	Adrien Ristola	Ellie Schneider	Madeline Squires
	Elise Riveness	Andrea Schrieffer	St. Peder's Evangelical Lutheran Church

Benjamin Staehlin
Zorica Stancevic
Melissa Staudinger
Mark Steele
Tara Stefanson
Leon Steinberg
Signe Steiner
John Steitz
Marty Steitz
Courtney Stenseth
Erin Stevens
Oliver Stocker
Diliana Stoimenova
Sandy Storm
Sandra Stowell
Natalie Strait
Robin Stramp
Anna Stumbras
Anton Sullivan
Michael Sumey
Sundance Family Foundation
Emma Swanson
Andrew Swartchick
Kristin Swedlund
Elizabeth & Michael Sweeney
Daniel Swenson-Klatt
Janelle Taggart
Laura Tarpley
Pondie Taylor
Carly Tebo
Debra Tengwall
Joe Ternus
Janna Tessmer
The Bill & Step's Most Excellent
Charitable Fund
The Minneapolis Foundation
Jordan Thomas

Zayna Thomley
Shanna Thomsen
Thrivent
Brigitte Tiarks
Rachel Tiede
Solomon Tilleskjoer
Mary Tinucci
Jenna Tomlinson
Sonja Tosteson
John Trautz
Mike Trewartha
Joshua Tripp
Tim Truong
Katie Tutor
Amy Underwood
Catherine Van Leuven
Vanguard Charitable
Rebecca Vaurio
Keith Velaski
Allen Verbrugge
Karissa Vetsch
Sam Villeneuve
Katie Volney
Joseph Vopava
Jeanette Vyhanek
Allison Wakin
Matthew Wallace
Lori Walsh
Ellen Walthour
Ryan Ward
Lauren Ware
Kimberly Wasilesnky
John & Janet Watson
Autumn Way
Wayzata Community Church
Jacob Webster
Kelley Webster

Jason Weegmann
Linda Weegmann
Caitlin Weiss
Katie Weiss
Chelsea Weitzel
Wells Fargo
Steven Wenaas
West Monroe Community Impact Fund at
The Chicago Community Foundation
West Monroe Partners
Eric White
Bev Whitehouse
Mary Wickstrom
Jeffery Williams
Rob Williams
Stephanie Williams
Paul Wireman

Kay Witherspoon
Liesl Wolf
Natalie Wolf
Teresa Wolner
Madeleine Woodman
Tyler Workman
Anne Woster
Hunter Yates
Danaan Yo
Katherine Young Holmes
YourCause
Anna Zaros
Hanan Zavala
Robert Zelesnikar
Simon Zeng
Molly Zich
Jane Zilch

We have made every effort to be accurate in our listing and apologize if any mistake or omission has been made. All gifts are deeply appreciated.



Email

Contact@WildflyerCoffee.com

Website

www.WildflyerCoffee.com

Scan QR code to visit website

