

Wildflyer COFFEE



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2023
ANNUAL REPORT



Hello!

I am so excited to share our 2023 Annual Report with you! With the expansion into our second coffee shop in St. Paul, we set the stage to significantly increase our impact through program expansion, community engagement, and building a sustainable future. While I usually look ahead and plan for the future, I'd like to pause and celebrate what our team accomplished in 2023.

We employed the most youth in Wildflyer Coffee's history; opened a second coffee shop, and won a St. Paul Business award for doing so; we traveled to Duluth, Seattle, and New York to speak about the Wildflyer business model and accept our Mutual of America Community Partnership Award. We also secured our first government grant and entered the REDF Growth Portfolio, a 3-year program for growth-focused social enterprises. None of this would have been possible without the support of our community and, more importantly, the determination of our youth.

Even with this exciting news, we know that youth homelessness continues to rise and that youth experiencing homelessness continue to face unemployment rates as high as 75%, compared to 16% unemployment among their housed peers. These young people and the community face lifelong consequences as a result.

So, as we celebrate the year we've had, we are also rolling up our sleeves and embarking on a strategic plan to create 1,000 jobs in 10 years for youth experiencing homelessness. With your partnership, we are confident that we can reach this goal and continue to create sustainable pathways out of homelessness for young people in our community.



Carley Kammerer, LSW
Founder and CEO, Wildflyer Coffee



Carley with program graduate, Michael

What We Do

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

- 7,500 youth experience homelessness in MN
- 11% increase in youth homelessness from 2015-2018
- More than half of homeless adults first became homeless before the age of 24
- Youth experiencing homelessness want to work and often identify stable employment as one of their top priorities. Yet, they face unemployment rates as high as 75%, compared to 16% unemployment among their housed peers
- Youth disengaged from employment fail to build the economic base they need for an independent life. If unchanged by age 25, disconnected or unstably-housed youth will suffer lifelong economic consequences

The Solution at Wildflyer

Wildflyer employs youth for a 4-month Work and Life Skills Training Program to equip youth with critical job skills while making a liveable wage.

We connect youth with employment coaching and career planning, case management to eliminate barriers to employment, and connections to mainstream employment for program graduates.

At Wildflyer, youth develop a sense of belonging and community and build the confidence necessary to succeed at work and in life.

Our Program

1 MONTH EXPLORE

HARD SKILLS

Register & Menu Training
Menu Tour & Tasting
Toast Training

SOFT SKILLS

JRA Workshop
Customer Service Workshop

YOU PORTFOLIO

Career Inventory
O - NET + HIGH 5 Quiz
Assessing your Values
JRA Self Reflection #1

2 MONTH BUILD

HARD SKILLS

On the Floor
Coffee Bar Training
Dial In Workshop

SOFT SKILLS

Financial Wellness Workshop
Resumes in Coffee Workshop
Mental Health & The Workplace 101

YOU PORTFOLIO

Building Skills, Building Blocks
Develop your Resume
JRA Review #1 + Self Reflection #2

3 MONTH APPLY

HARD SKILLS

On the Floor
Youth Barista Takeover Event!

SOFT SKILLS

Mock Interviews

YOU PORTFOLIO

Develop Interview Toolbox
JRA Review #2 + Self Reflection #3

4 MONTH APPLY

HARD SKILLS

On the Floor
Latte Art Workshop

SOFT SKILLS

Cohort Crossover - Networking Event

YOU PORTFOLIO

Develop Networking Toolbox

CHECK-INS

On the Floor Coaching and Support from Shift Leads + Shop Managers.
Meet with Career Counselor 2-3x per month to discuss career exploration, education options, and future employment opportunities.

GRADUATION!

The numbers are in!



27 young people
employed

4,063 hours
of youth employment

\$60,945
paid in youth wages

15
soft skills workshops



18 intensive coffee skill
training classes

14 youth
participated in mock interviews
offered by 17 volunteers

7 youth
moved into stable housing, 2 directly through our
St. Paul Shop partnership with RS EDEN

Who we served

19

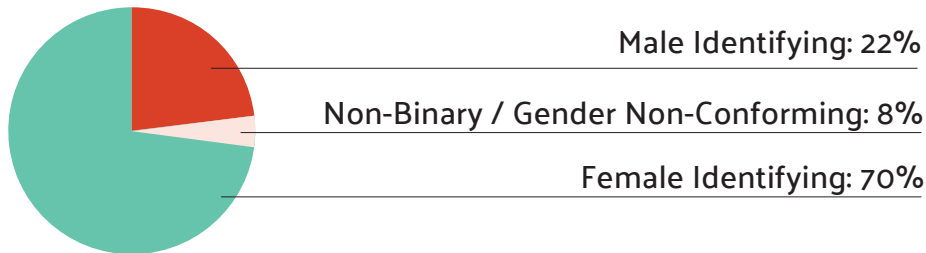
Average age of participant

88%

identify as BIPOC

33%

identify as LGBTQIA+



Where our youth are coming from:

- 55% from Transitional Living Program, Shelter, or Couch Hopping
- 74% have had more than 3 experiences with homelessness/housing instability

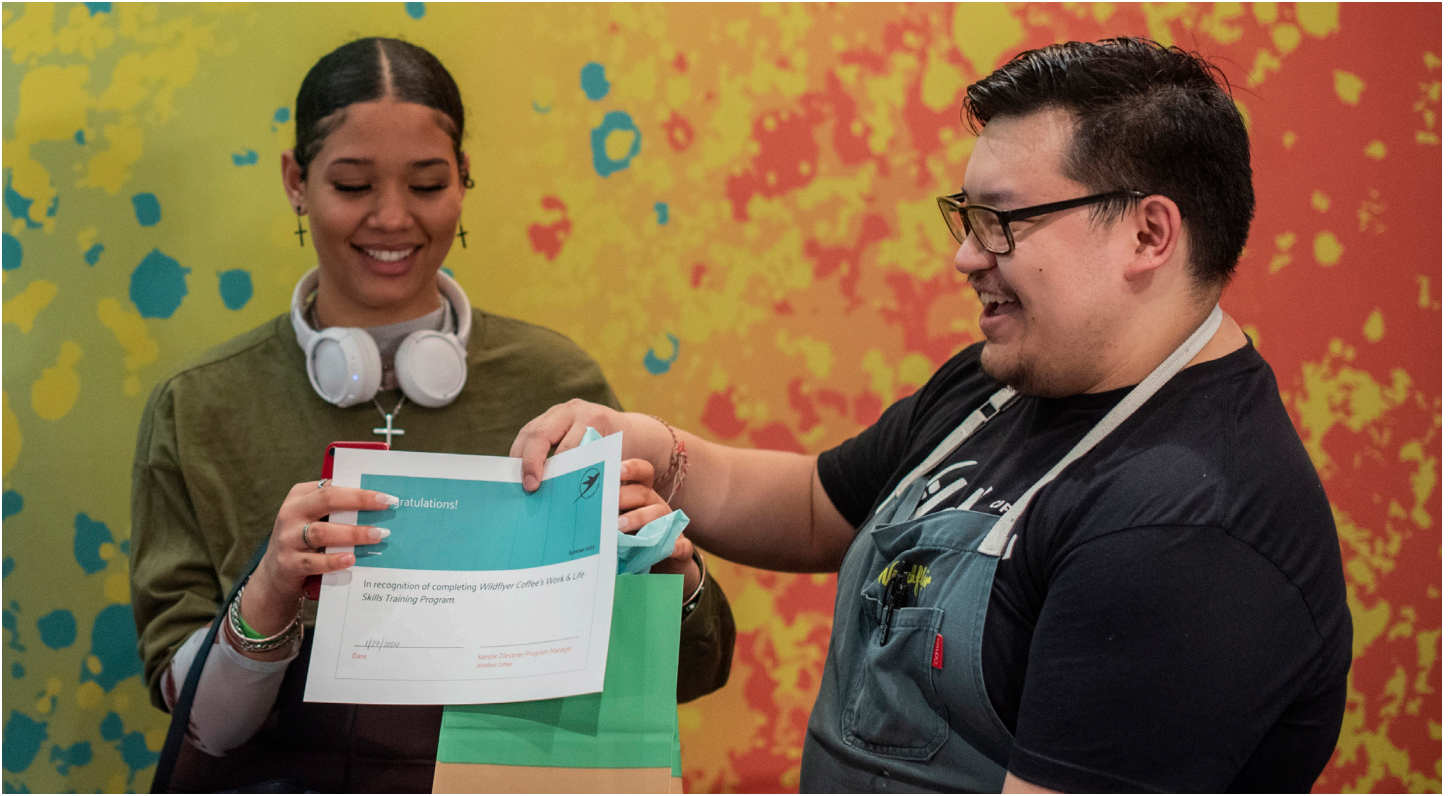
Impact

- 75% of program participants graduated from our Work and Life Skills Program
- 100% increase in Job Readiness Assessment Scores
- 85% of graduates are housed and employed, enrolled in education opportunities, or working with their Employment Counselor.
- 100% of participants feel safe and seen at Wildflyer Coffee and that Wildflyer cares about them.
- 80% of program participants have a dream for their future and have a plan to reach that dream.
- 80% of program participants would recommend Wildflyer to a friend.



“Wildflyer actually cares about the employees.”

- Program graduate



Youth Stories

“Wildflyer is more than just a job for me. It’s also a family. It’s my second home. And from all the way working with my coworkers, to the managers, to the director, [I felt] the show of care and safety through just working.”

-Lala, Program Graduate

“I was in and out of everywhere, scared, lost, confused, hungry, alone, traumatized, suicidal, and never had time to plant my feet anywhere. I honestly didn’t think I was worth much of anything before Wildflyer. But seeing what I’ve done through the short program and what it has helped me with has shown me I’m always capable of more than I think as long as I keep going. I can do more than I can imagine. I am no longer my past but I am me and me is free indeed.”

-Edda, Program Graduate

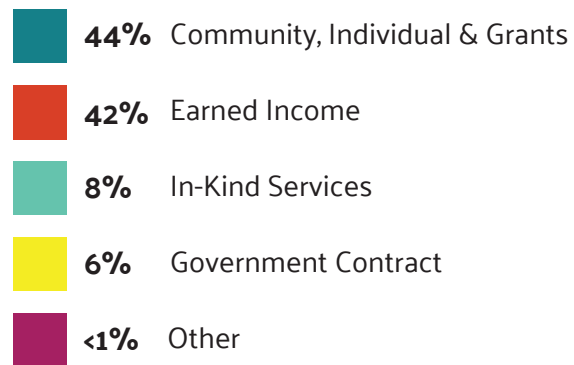
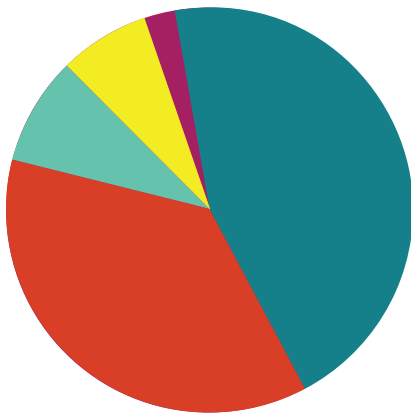
“Life was pretty stressful before Wildflyer. I remember being almost fully dependent on someone else and being worried about my living situation on a day-to-day basis. I think the hardest thing about maintaining employment is maintaining your mental health. Personally, my experience was that having motivation and staying in high spirits was the biggest challenge when my quality of living was so low. I always had to push myself to remember the light at the end of the tunnel.”

-Venus, Program Graduate

Financials

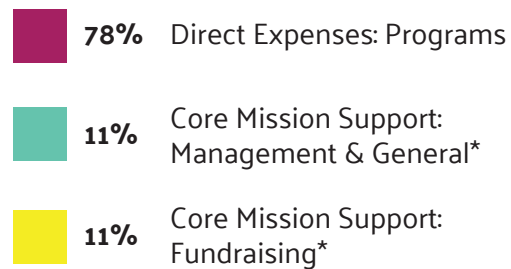
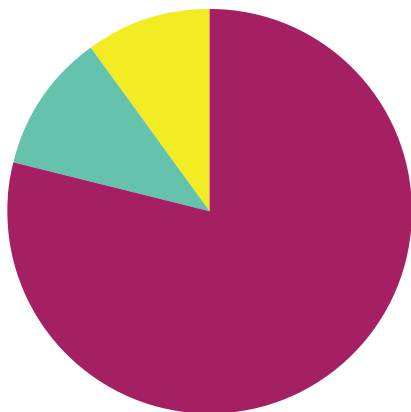
Revenue

Total: \$1,546,327



Expenses

Total: \$1,592,088



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

** This deficit was board-approved and forecasted to support the expansion of our work into St. Paul.

2023 Highlights

- In March we cut the ribbon on our St. Paul location and since then we have employed 18 youth at this shop. In recognition of the important work that we're doing, Wildflyer East was named "New Kid on the Block" as part of the 2023 St. Paul Business Awards on behalf of the St. Paul City Council.
- Spoke about Wildflyer's social enterprise model at two conferences in Duluth and Seattle
- Employed our largest cohort in Wildflyer history
- Accepted the Mutual of America Community Partnership Award in New York alongside two program graduates
- Our Executive Director was named Social Entrepreneur of the Year by WomenVenture



Looking Ahead

What's coming in 2024

- 1** First full year of employing youth at two coffee shops, we will have the capacity to hire up to 50 youth!
- 2** Expanding the food offerings at our two cafes
- 3** Deepening our partnerships with employers in the community to increase post-graduation employment success
- 4** Engaging with the REDF Growth Portfolio, a 3-year capacity building support program that will help us chart our course for the future and expand our reach
- 5** Working towards our ambitious goal of creating 1,000 new jobs for youth over 10 years.

We Love Our Partners!

- Small Sums
- Caribou Coffee
- MoveFWD
- Lutheran Social Services
- Dogwood Coffee
- AVIVO
- HIRED
- Goodwill Easter Seals
- Face2Face

Where our youth go after they graduate from Wildflyer:

- Caribou Coffee
- Free Arts
- CUB
- EcoLab
- Assisted Living Home
- Medical Assistance Internship
- Childcare
- Pursuing HS Education

We love our community!

50

JOLT Online
Coffee Subscribers

72,257

Orders Served

613

Individuals Donated

“I like working in the shop to help do more than just send a check each month. I love seeing the program participants in action and being in the shop makes it clear Wildflyer is doing great work!”

-Jake, Donor & Volunteer

In June 2023, we celebrated Wildflyer at our second annual Brewing Brighter Futures event with over 130 supporters in attendance. We raised \$25,000, which was matched by Wayzata Community Church.

35 Wildflyer supporters joined our team for the TC Marathon + 10 Mile, raising over \$22,000!

“Wildflyer is great coffee with an important mission. We love that Wildflyer reaches out to homeless youth to offer them a fresh start filled with hope and opportunity.

We continue to support Wildflyer because we believe that your work is needed in our world. It is an honor to support the ways your mission sheds light into some of the dark corners in the world.

At WCC we believe that every person is a “unique and unrepeatabe miracle”. Circumstances should not define any of us. Wildflyer sees youth in difficult circumstances and gives them a path forward and a chance to write a new chapter.”

- Danielle, Wayzata Community Church

Help us create 1,000 jobs!



Join Soar Circle, a group of committed supporters donating monthly to support Wildflyer's mission throughout the year.

Donate Make a contribution anytime to ensure our young people are receiving the employment and life skills training that will provide a path out of homelessness for good.

Volunteer Support our quarterly Mock Interviews with youth, assist with occasional one-time facilities projects, and more... We love our volunteers!

Visit Being a Wildflyer customer supports our mission financially and provides training opportunities for our youth...we hope to see you in one of the shops soon!

Shop Did you know you can purchase our coffee online and we ship nationwide? Order a bag of coffee today for yourself or a loved one!

Subscribe Have a bag of Wildflyer coffee delivered to your door every month with JOLT, our coffee subscription service. We ship across the U.S. so you can brew Wildflyer at home no matter where you are.

Wholesale We are getting Wildflyer coffee into the cups of more people through wholesale partnerships with restaurants, offices, and faith communities. Contact us to learn more!



Get in touch with us!

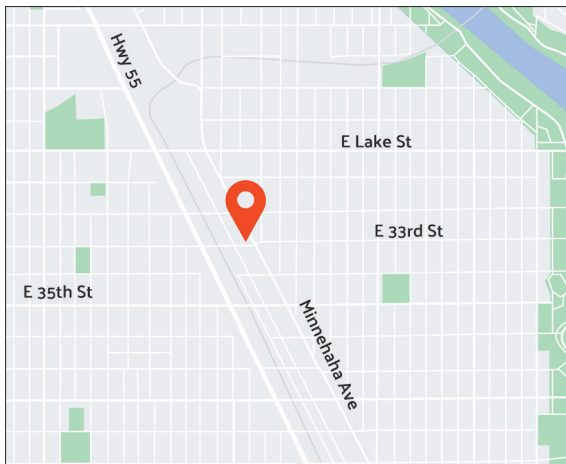
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Contact@WildflyerCoffee.com

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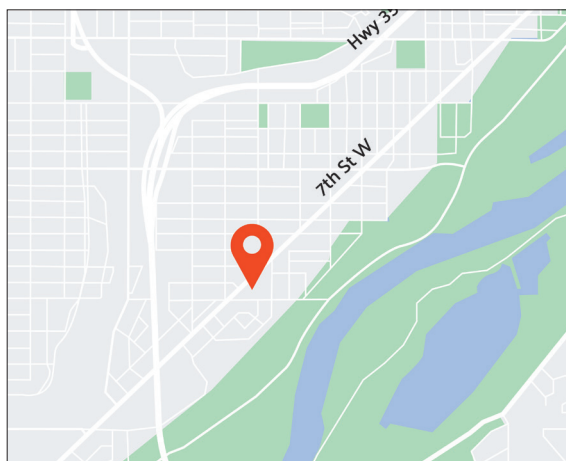
www.WildflyerCoffee.com

Scan QR code to visit website



Minneapolis Location

3262 Minnehaha Ave
Minneapolis, MN 55406



St. Paul Location

1362 Seventh St W
St Paul, MN 55102

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Thank you to our leadership staff in 2023!

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Jonathan Marti, Minneapolis Coffee Shop Manager

Haylee Nieman, Minneapolis Coffee Shop Manager

Jupiter Goff, Minneapolis Youth Shop Manager

MacKenzie Thede, St. Paul Shop Manager

Tueking Lo, St. Paul Youth Shop Manager

Captain Ivers, Food and Syrup Manager

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Thank you to our in-kind donors!

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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.

Wildflyer COFFEE



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Contact@WildflyerCoffee.com

Website

www.WildflyerCoffee.com

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