

**People Serving People 2017 K-12 Programs
Grant Application to the Wells Foundation**

Date of application: September 26, 2017 Application submitted to: Inez Bergquist

Organization Information

People Serving People		People Serving People Charities, Inc.	
<i>Name of organization</i>		<i>Legal name, if different</i>	
614 3 rd Street South	Minneapolis, MN 55415	41-1965067	
<i>Address</i>	<i>City, State, Zip</i>	<i>Employer Identification Number (EIN)</i>	
612-332-4500	(612) 333-7608	www.peopleservingpeople.org	
<i>Phone</i>	<i>Fax</i>	<i>Website</i>	
Daniel Gumnit	CEO	612-277-0237	dgumnit@peopleservingpeople.org
<i>Name of top paid staff</i>	<i>Title</i>	<i>Phone</i>	<i>E-mail</i>
	Institutional Support		
Karen Kunze	Coordinator	612-277-0242	kkunze@peopleservingpeople.org
<i>Name of contact person regarding this application</i>	<i>Title</i>	<i>Phone</i>	<i>E-mail</i>

Is your organization an IRS 501(c)(3) not-for-profit? Yes No

Proposal Information

Please give a 2-3 sentence summary of request:

People Serving People respectfully requests \$5,000 from the Wells Foundation to fund our Educational Service's K-12 Programs for school-age children. Our programs provide a safe space where youth ages 5-17 receive tutoring and homework help; increase literacy and vocab skills; and engage in education and enrichment activities that stimulate learning and alleviate stress associated with their family's situation. Our programs aim to provide positive interactions with caring adults and an environment where youth can experience both academic and social-emotional growth.

Population served:
Homeless Families, Low Income Adults, At-Risk Children & Youth

Geographic area served:
Hennepin County, Twin Cities Metro Area

Funds are being requested for (check one) *Note: Please be sure funder provides the type of support you are requesting.*


General operating support Start-up costs Capital
 Project/program support Technical assistance Other (list)

Project dates (if applicable): 01/01/17-12/31/17 Fiscal year end: 12/31/17

Budget

Dollar amount requested: \$5,000
Total annual organization budget: \$6,794,747
Total project budget (for support other than general operating): \$144,516

Authorization

Name and title of top paid staff or board chair: Daniel Gumnit, CEO
Signature 

**People Serving People 2017 K-12 Programs Proposal
Wells Foundation**

PROPOSAL NARRATIVE

I. ORGANIZATION INFORMATION

A. Brief summary of organization history, including the date your organization was established.

People Serving People has been a leader in the Twin Cities area social services field for 35 years. Since 1982, People Serving People has consistently delivered effective services despite challenging economic conditions and changing demographics. People Serving People launched a capital campaign in 1997 that led to the purchase and renovation of a ten-story building in downtown Minneapolis. Our innovative, multiservice facility opened in 2002 and combines emergency housing with programs that help families experiencing homelessness address their barriers to stability and promote self-sufficiency. People Serving People expanded with the opening of a new external initiative, the Center of Excellence, on May 1, 2017. This site features early childhood development, school age support, and parental engagement programs. In addition to direct care services, the Center will feature research, development, and training to improve the field of family resilience and trauma-informed education and service.

B. Brief summary of organization mission and goals.

Mission: "People Serving People helps homeless and at-risk children and their families manage crisis situations and build a strong foundation for their long-term success." We envision a community in which all children have the stability and support they need to develop their full capacity to thrive.

C. Brief description of organization's current programs or activities, including any service statistics and strengths or accomplishments. Please highlight new or different activities, if any, for your organization.

People Serving People is the largest, most comprehensive family-focused homeless shelter in Minnesota. We begin with the basics and provide a safe refuge in one of our 99 hotel style emergency housing units. Each unit includes a bathroom, beds, basic furniture, and a door families can lock behind them to feel safe. Toiletries, diapers, access to laundry machines, and other basic necessities are also provided free of charge. Three nutritious meals are served in our cafeteria every day. When their immediate basic needs are met, families can begin to address the barriers they face to achieving stability. On-site, comprehensive Family Support Services help families move toward self-sufficiency.

In 2016, People Serving People served 3,088 guests from 1,070 families. The majority of our guests (61%) continue to be children and youth under age 18. The average age of a child at our shelter is just six years old. Our recent accomplishments include:

- National recognition for providing high-quality early childhood education: Our Early Childhood Development Program received national accreditation in September 2016 by the National Early Childhood Program (NECPA), certifying that we use research-based best practices for providing high quality early childhood care and education. This is in addition to our 4-star Parent Aware rating from the State of Minnesota.
- Expansion to serve families upstream of the shelter system: In 2016, People Serving People embarked on establishing a Center of Excellence in the Phillips neighborhood of Minneapolis. The Center opened on May 1, 2017 and features direct care services,

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including a licensed Preschool and Learning Center. Parent engagement programming will also be added. This will help provide continuity of services for families leaving shelter and help stabilize low-income families to prevent them from becoming homeless. Additionally, the Center is committed to improving the field of family resilience and trauma-informed early childhood development through service research and development, community engagement, stakeholder convening, and training of other providers.

- Adoption of trauma-informed care: People Serving People began a consultation partnership last year with the Wilder Foundation to become trauma-informed in our operations and service delivery. After completing a thorough organizational self-assessment, we are implementing trauma-informed care practices into our policies, procedures, and facilities. For example, we have changed signage within the building to feature more images to make it easier for non-English speakers and those with literacy barriers to understand. A Guest Advisory Council comprised of supportive housing residents, emergency shelter guests, and staff has been created to obtain feedback—both positive and constructive—to help guide and influence shelter operations and services. All-staff trainings have helped our staff understand how trauma impacts our guests, as well as our own lives. They report feeling empowered and better equipped to handle stress in their daily work.

D. Your organization's relationship with other organizations working with similar missions. What is your organization's role relative to these organizations?

People Serving People is proud to partner with close to 40 community organizations to expand the breadth of resources available to our guests during their stay and beyond. The Minneapolis Public Schools (MPS) Shelter Services Office is located on-site to ensure that children's schooling is not interrupted while at shelter; MPS staff arrange transportation to children's school of origin while living at People Serving People. Our staff also collaborates with MPS to encourage parents to have their child screened for kindergarten.

The University of Minnesota is a valued partner, offering volunteer support and opportunities for academic collaboration. The University of Minnesota Institute of Child Development has partnered with People Serving People to conduct research to better understand how a family's homelessness impacts child development. This research helps guide our Early Childhood Development Program curriculum development and assessments.

Partnerships with Boy Scouts of America, Free Arts Minnesota, Junior League of Minneapolis, Bunny Besties, Appetite for Change, Edina High School Robotics Team, The Birthday Party Project, and One Heartland offer enrichment activities and overnight camp experiences for our elementary school-age guests.

E. Number of board members, full-time paid staff, part-time paid staff and volunteers.

People Serving People has 70 full-time and 10 part-time employees. Our Board of Directors is comprised of 16 business and community leaders. Two of our board members have previously experienced homelessness; their perspective and insight is extremely valuable. Volunteers participate in nearly every department--reading to children, chaperoning field trips, tutoring children, hosting family events, doing mock interviews, serving meals, and cleaning our

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building. We leverage our large network of volunteers to provide services beyond our staff size. Our Volunteer and Events Manager recruits individual and group volunteers to help at our shelter and facilitates offsite volunteer opportunities (e.g. clothing and school supply drives) for local companies, faith groups, and community groups. In 2016, 5,688 volunteers provided 29,148 hours of service.

II. Purpose of Grant

B. All Other Proposal Types

1. The Situation

A) The opportunity, challenges, issue or need and the community your proposal addresses.

The majority—61%—of People Serving People’s guests are under the age of 18. A family’s homelessness and instability can affect the child’s development, academics, and behavior. During the 2015-2016 school year, 8% of students in Minneapolis Public Schools experienced homelessness. As the region’s largest family-focused homeless shelter, People Serving People serves many of these students.

B) How was this focus determined?

People Serving People offers comprehensive Family Support Services, including K-12 Programs, to help families experiencing homelessness return to stability. We have been offering after school tutoring since the 1990’s. Research indicates that homelessness and housing instability can negatively impact academic achievement in elementary school. According to the National Association for the Education of Homeless Children and Youth, the achievement gaps in elementary school between students experiencing homelessness and stably-housed low-income peers are likely to persist and may even worsen over time. Our programs are designed to help children stay on track and not let their family’s current instability impede their education.

2. Activities

A) Overall goal(s) regarding the situation described above.

The goals of our K-12 Programs are to:

- 1) Foster a child’s lifelong enjoyment of learning by providing enrichment activities, one-on-one tutoring, and recreational opportunities for K-12 children;
- 2) Provide an inclusive, comfortable environment for children to interact with caring adults and other children, developing positive self-esteem, resilience, and communication skills; and
- 3) Better acquaint children with their community by exposing them to educational, recreational, and cultural opportunities within their neighborhood, city, and state.

B) Objectives or ways in which you will meet the goal(s).

We believe education is essential to ending generational poverty and helping us fulfill our vision of a community in which all children have the stability and support they need to develop their full capacity to thrive. Our K-12 Programs aim to positively impact long-term performance in school, interpersonal relationships, and self confidence in academic and social skills through one-on-one tutoring and academic enrichment activities.

C) Specific activities for which you are seeking funding.

People Serving People respectfully requests \$5,000 from the Wells Foundation to support our K-12 Programs:

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K-5 Educational Support and Educational Enrichment run from 5:45-7:45 pm Monday-Thursday. Our Educational Services Associates, together with volunteers, provide one-on-one tutoring to increase literacy and vocabulary skills. The goal is to provide every child with a positive reading experience. After a short introductory activity, the child and tutor spend 20 minutes reading together. Our tutors are trained on how to guide a child's learning by activating a child's prior knowledge before reading a book, modeling fluent reading, and using methods such as echo reading, paired reading, alternate reading, or assisted reading. These adults also serve as positive role models and help improve the student's self-esteem. The next 25 minutes is spent working on homework that the child has brought or on literacy activities.

Educational Enrichment activities are designed to boost academic skills and offer a fun outlet for learning. They often are inspired by a classroom book. After reading the book aloud, staff lead an activity that touches on the book's theme. For example, after reading a book about community and being good neighbors, the kids collaborated to paint a mural poster of their community. This artwork was displayed during our 2017 National Night Out celebration. Ninety children participated in K-5 Educational Support and Educational Enrichment programming in the first half of 2017.

6-12 Educational Support and Educational Enrichment programs are also available for youth from 5:45-7:45 pm on Monday-Thursday. Teens receive academic and peer support and learn skills that will help them be healthy, successful adults. Staff lead programs onsite and facilitate offsite opportunities with partners such as the Boys and Girls Club and Appetite for Change to help youth get connected in the community. Homework support is also offered. In the first half of 2017, 43 teens participated in this program.

D) Who will carry out those activities?

Anna Rysavy supervises programming for school-age youth including the K-5 and 6-12 Educational Support and Educational Enrichment programs. She has served in this role since March 2017. Ms. Rysavy began as an Educational Services intern at People Serving People and was later hired as an Educational Services Associate. From 2015-2016 she facilitated both the teen and K-5 program. She earned a bachelor's degree in Sociology from the University of Minnesota.

Our volunteer manager recruits tutors from the community and local educational institutions including the University of Minnesota College of Education and Human Development and Community Service Learning Center.

We also partner with community organizations including Free Arts Minnesota, Edina High School Robotics Club, and Boy Scouts of America to offer their programming to our guests.

E) Time frame in which this will take place.

People Serving People provides shelter services 365 days a year, with ongoing Family Support Services programs offered year-round. Our K-12 Programs are offered Monday through Thursday. Educational Support and Educational Enrichment programs are from 5:45-7:45 p.m.

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Wells Foundation**

F) How the proposal activities benefit the community in which they will occur, being as clear as you can about the impact you expect to have.

Our programs support youth during a sensitive phase of their development that is further complicated by their family's homelessness. Through the support of staff and volunteers, one-on-one tutoring increases a child's scholastic abilities, improves self-esteem, and provides positive role-models. We seek to narrow the education and achievement gaps between children experiencing homelessness and their peers by improving performance in school, interpersonal relationships, and self-confidence in academic and social skills.

G) Long-term strategies (if applicable) for sustaining this effort.

People Serving People is one of the Hennepin County Human Services and Public Health Department's main contracted vendors to provide safe, short-term housing to families experiencing homelessness. We employ a comprehensive fundraising and communications program to reach potential partners, and our 2016-2018 Strategic Plan calls for increasing the long-term sustainability of our organization through broadening and diversifying our revenue base to reduce our dependence on philanthropic funding. We are examining ways to increase the proportion of support derived from contracts, fees, and mission-related social enterprises. Within philanthropic giving, we continue to focus on growing individual and sustaining members. We also established a planned giving program which outlines our board-directed and donor-directed endowment strategy.

III. Evaluation

A. Please describe your criteria for success. What do you want to happen as a result of your activities? You may find it helpful to describe both immediate and long-term effects.

In the short term, People Serving People's K-12 Programs seek to help youth increase their literacy skills, develop new strategies to help with their homework, and be introduced to community resources and recreational destinations. Over the long-term, our program equips students for improved school success, interpersonal relationships, self-confidence, and stress management.

The value of our programs can best be illustrated by stories like "Alecia's." Alecia moved into shelter with her mom and four siblings. She had a difficult relationship with her mother and struggled in school. Alecia began coming to 6-12 Educational Support and Educational Enrichment programs with her brother, became engaged in the activities, and developed good rapport with programming staff. After a month, Alecia's mom told our Educational Services Coordinator "We've seen Alecia become a completely different person since moving to People Serving People. She now has a more positive attitude, and she actually wants to go to school." Alecia stood nearby, listening with pride as her mother praised her. Our programs support children and teens during a sensitive time in their development and give them a safe space where they can grow personally and academically.

B. How will you measure these changes?

People Serving People measures outcomes through regular assessments of children's and families' progress throughout their stay. We use a Microsoft CRM database to streamline data

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collection and internally share results and information. Our Family Advocates update these files as they meet with families, and families complete an Outcomes Questionnaire as they move out to record their experiences and measure their progress during their stay. These outcomes are added to the record, as are usage statistics and assessments for program areas.

C. Who will be involved in evaluating this work (staff, board, constituents, community, consultants)?

People Serving People is committed to embedding evaluation and data-driven decision making into all of our programs. We partnered with Wilder Research in 2012 to update our evaluation process to track each family's progress, utilization of specific services and the impact of the programs. Greg Owens, Wilder Consulting Scientist, and his team worked with our staff to produce and implement a 28-day assessment tool to help monitor family success. Staff work across departments to identify families with larger barriers to self-sufficiency and coordinate to provide assistance and support. People Serving People also uses Six Sigma strategies to design and evaluate current and new programs and pursue continuous improvement throughout the organization.

D. What will you do with your evaluation results?

People Serving People provides information to the Homeless Management Information System (HMIS) database for measurement at a national level, and our leadership team works with the Hennepin County Human Services Administration to supervise operations. We utilize e-blasts, social media, semi-annual Community newsletter, and our website to share outcomes, highlight volunteer projects, and recognize the volunteers and donors that support our work.

Funding from the Wells Foundation helps People Serving People make a lasting impact on people's lives. As a 13 year old, Demetrius stayed at People Serving People with his mom and two sisters. As he describes it, "It was here that even in the chaos of us being displaced that I felt as a family we were safe." At People Serving People Demetrius was able to return to school and was introduced to caring adults that believed in him. As he participated in our programs and interacted with college-age volunteers, Demetrius found himself, for the first time, considering college as a part of his future. This spring, Demetrius graduated from St. Mary's University with a degree in Human Services. Demetrius said recently, "I don't like to think of an alternative for myself and my life because I feel that everything happens the way it's supposed to happen, but I know that my mom, my sisters and myself would not be the people we are today without People Serving People."

**People Serving People
2017 Organizational Budget
Emergency Shelter Operations**

INCOME

Support

Individuals and Family Foundations	\$ 772,055
Corporate and Foundation Grants	\$ 711,750
Corporate Event Sponsorships	\$ 53,900
United Way	\$ -
In-Kind Contributions	\$ 586,233
Investment Income	\$ 126,000

Revenue

Government Contracts	\$ 3,634,010
Self Pays	\$ 273,528
Supportive Housing	\$ 145,816
Earned Revenue	\$ 67,500
Other Contracts	\$ 280,842
Miscellaneous Income	\$ 154,650
Total Income	\$ 6,806,284

EXPENSES

Program Costs - Services *	\$ 1,341,513
Program Costs - Emergency Housing *	\$ 2,322,470
Fundraising *	\$ 407,206
Management and General *	\$ 766,160
Volunteer Coordination *	\$ 124,211
Utilities	\$ 249,551
Consultants and Professional Fees	\$ 34,998
In-Kind Expenses	\$ 586,233
Depreciation - Equipment	\$ 220,178
Depreciation - Building	\$ 616,123
Building R&M	\$ 34,808
Business Insurance	\$ 56,650
Interest Expense	\$ 34,646
Total Expenses	\$ 6,794,747

NET EXCESS (DEFICIT)

\$ 11,537

* Includes salaries, taxes and benefits.

**People Serving People
2017 K-12 Educational Program Budget**

INCOME

Corporate/Foundation Grants	\$	100,000
Individuals/Family Foundations	\$	44,516
United Way	\$	-
	\$	<u>144,516</u>

EXPENSES

Salaries, Taxes and Benefits	\$	115,136
Program Supplies	\$	5,580
Office Supplies	\$	-
Field Trips	\$	1,800
Camp	\$	9,000
Transportation	\$	2,700
Training	\$	800
MacPhail Music/Art Classes	\$	7,400
Miscellaneous Expense	\$	2,100
	\$	<u>144,516</u>

NET INCOME (DEFICIT)

\$ -

**PEOPLE SERVING PEOPLE
INCOME STATEMENT
For the Month Ending July 31, 2017**

REVENUE	YTD Actual	YTD Budget
<u>Operations</u>		
Hennepin County	2,143,871	2,065,192
Self Pays	173,645	155,445
Supportive Housing	72,692	85,057
Government Contracts - Shelter	139,569	159,601
Pathway II Scholarships	37,500	37,500
TIC Restricted Grant	-	-
Miscellaneous Income	50,968	35,000
<u>Total Operating Revenue</u>	2,618,245	2,537,795
<u>Contributions</u>		
Individuals and Family Foundations	362,127	398,205
Corporate and Foundation Grants	251,511	226,750
Corporate Event Sponsorships	115,040	53,900
Community	16,967	17,000
Miscellaneous	1,137	7,000
<u>Total Cash Contributions</u>	746,782	702,855
<u>Other Revenue</u>		
Dividend & Interest Income	72,912	73,500
In-Kind Revenue	339,317	359,433
<u>Total Other Revenue</u>	412,228	432,933
TOTAL REVENUE	3,777,255	3,673,583
EXPENSES		
Shelter Operations	628,243	625,900
Program Services	1,237,234	1,219,927
Administration	496,305	524,884
Fundraising	384,331	386,411
Debt Expense	27,218	18,301
Depreciation & Building Expense	905,015	902,726
In-Kind Expense	339,317	321,991
TOTAL EXPENSES	4,017,664	4,000,140
NET EXCESS (DEFICIT) FROM OPERATING ACTIVITIES	(240,409)	(326,557)

**PEOPLE SERVING PEOPLE
CONSOLIDATED BALANCE SHEET
July 31, 2017**

ASSETS	7/31/2017	7/31/2016
Current Assets		
Cash	1,349,182	1,068,862
Equipment Replacement Reserve	52,166	101,920
Center of Excellence Reserve	119,847	
Operating Reserve	2,349,509	2,343,374
Accounts Receivable	176,075	147,199
Related Party Accounts Receivable	784,982	56,200
Unemployment Services Trust	92,082	87,506
Prepaid Expenses	59,199	51,681
Inventory	8,677	8,677
Total Current Assets	4,991,719	3,865,420
Other Assets		
Investments at Fair Market Value	8,452,560	8,188,184
Building & Equipment	15,767,398	15,749,546
Furniture and Operating Equipment	2,625,188	2,337,132
Less Depreciation	(10,467,303)	(9,861,171)
Total Other Assets	16,377,844	16,413,690
TOTAL ASSETS	21,369,563	20,279,110
LIABILITIES AND NET ASSETS		
Current Liabilities		
Line of Credit	2,540,000	2,740,000
Accounts Payable	95,093	86,550
Related Party Accounts Payable	784,982	56,200
Accrued Expenses and Other Payables	307,878	271,242
Total Current Liabilities	3,727,953	3,153,992
Long-Term Liabilities		
MCDA Federal Home Note	636,625	631,125
Forgiveable Grants/Notes	600,000	1,149,000
Total Long-Term Liabilities	1,236,625	1,780,125
Net Assets		
Board Designated Debt Reduction Fund	3,776,625	4,520,125
Board Designated Facilities Renewal Reserve	1,500,000	-
Unrestricted - Undesignated	10,027,299	9,329,869
Temporarily Restricted	242,640	127,724
Net Assets - PSPI	858,421	1,367,275
Total Net Assets	16,404,984	15,344,993
TOTAL LIABILITIES AND NET ASSETS	21,369,563	20,279,110

People Serving People 2017 Corporate and Foundation Funders

Secured Funders (to date)






Allianz Life Insurance Company of North America	\$20,000
Ameriprise Financial Community Relations	\$40,000
Bentson Foundation	\$10,000
Cities 97	\$4,900
ECMC Foundation	\$25,000
G & K Services Foundation	\$11,250
Jim and Yvonne Sexton Family Foundation	\$10,000
Jon Bon Jovi Soul Foundation	\$50,000
Margaret Rivers Fund	\$7,500
Mendon F. Schutt Family Fund of The Minneapolis Foundation	\$30,000
Minnesota State Arts Board	\$7,810
RBC Wealth Management	\$10,000
Ryan Companies US, Inc	\$5,000
TCF Foundation	\$5,000
Turner Family Foundation	\$5,000
Wells Foundation	\$4,000
Williams-Sonoma Inc. (Pottery Barn)	\$5,000

Pending Funders (to date)

Acorn Foundation	\$5,000
Archie C. & Jane McDonald Black Charitable Trust	\$2,000
Bieber Family Foundation	\$2,000
Jarden Consumer Solutions Community Fund, Inc.	\$5,000
Jaye F. and Betty F. Dyer Foundation	\$5,000
Kinney Family Foundation	\$10,000
Kopp Family Foundation	\$4,000
Minnesota State Arts Board	\$8,020
Messerli & Kramer Foundation	\$2,000
Patrick and Aimee Butler Family Foundation	\$30,000
Richard M. Schulze Family Foundation	\$50,000
Riverway Foundation	\$5,000
Target Foundation	\$200,000
The Elizabeth C. Quinlan Foundation, Inc.	\$5,000
The Minneapolis Foundation	\$40,000
Wells Fargo Foundation Minnesota	\$14,273
Xcel Energy Foundation	\$30,000









BOARD OF DIRECTORS ROSTER
PEOPLE SERVING PEOPLE CHARITIES, INC.

				Joined	Term
CHAIR (Office Ends 12/31/17)		Guy Becker President Kristopher James Company	C - 651-605-1285 willhobbes@hotmail.com	9/1/14	1/1/17 – 12/31/18
VICE CHAIR (Office Ends 12/31/17)		Christopher Clark President, Upper Midwest Operating Division Xcel Energy	W – 612-215-4593 Christopher.b.clark@xcelenergy.com	10/8/13	1/1/17 – 12/31/17
		Elizabeth Hinz Dist. Liaison for Homeless and Highly Mobile Students (RET) Minneapolis Public Schools	H – 612-729-9516 zbethhinz@gmail.com	9/9/03	1/1/17 – 12/31/18
		Michael Kremenak VP, Chief Legal Officer of the Thrivent Funds Thrivent Financial	W – 612-844-4198 C – 612-481-7644 michael.kremenak@thrivent.com	6/1/14	1/1/17 – 12/31/18
		Gretchen Musicant Commissioner Minneapolis Health Dept.	W – 612-673-3955 C – 612-919-3855 Gretchen.musicant@mineapolismn.gov	11/12/13	1/1/17 – 12/31/17
President		Daniel Gumnit CEO People Serving People, Inc.	W – 612-277-0237 C – 651-260-0062 dgumnit@peopleservingpeople.org		Office term ends 12/31/17



BOARD OF DIRECTORS ROSTER

PEOPLE SERVING PEOPLE, INC.

				Joined	Term
CHAIR (Office Ends 12/31/17)		Drew Fesler VP Total Rewards ECMC Group	W – 651-221-0566 C – 612-353-7370 dfesler@ecmc.org	8/7/12	1/1/16 – 12/31/17
VICE CHAIR (Office Ends 12/31/17)		Josephine Pufpaff Senior Program Manager Corp. for Supportive Housing	W – 612-721-3700 x 110 C – 612-384-1448 josephine.pufpaff@csh.org	3/11/14	1/1/16 – 12/31/17
		Stefani Tygar Barnes Sr. VP, Head of Personal Insurance Wells Fargo Insurance, Inc.	W – 612-215-0191 C – 612-965-3981 stefani.t.barnes@wellsfargo.com	10/6/16	10/6/16 – 12/31/18
		LaToya Burrell Associate Professor North Central University	W – 612-343-4180 ljburrel@northcentral.edu	3/4/16	3/4/16 – 12/31/17
President		Daniel Gumnit CEO People Serving People, Inc.	W – 612-277-0237 C – 651-260-0062 dgumnit@peopleservingpeople.org	3/13/12	1/1/16 – 12/31/17
		Karen Kepler Lawyer Cargill, Inc.	W – 952-742-6110 karen_kepler@cargill.com	6/3/16	6/3/16 – 12/31/18
		Vernon Chico Rowland Agile Coach 3M	C – 612-850-4828 chico2erowland@gmail.com	9/28/15	9/28/15 – 12/31/17
		Ryan Strack Manager, Homeless & Highly Mobile Student Services Minneapolis Public Schools	W – 612-668-5480 ryan.strack@mpls.k12.mn.us	9/28/15	9/28/15 – 12/31/17
		Andrea Turner Vice President, Logistics and Customer Supply Chain General Mills	W – 763-764-4075 C – 763-656-3889 Andrea.Turner@genmills.com	9/28/15	9/28/15 – 12/31/17
		Joe Chybowski Vice President, Finance Bridgewater Bank	W – 952-746-3910 Joe.Chybowski@bwbn.com	1/10/17	1/10/17 – 12/31/18
		Jesse Bergland Managing Director/Wealth Management Advisor Northwestern Mutual	W – 952-224-7966 jesse.berglan@nm.com	1/10/17	1/10/17 – 12/31/18



KEY STAFF

Administration & Finance

Daniel Gumnit, CEO

Daniel Gumnit is focused on developing systemic solutions to childhood and family homelessness and is a passionate advocate for improving access to early childhood development programs for children living in poverty. He is actively involved with community and policy organizations and is on Mayor Hodges' Cradle to K Cabinet, the Minnesota Department of Education's Education Access for Homeless Children Ages 0-4 Working Group, the Board of Directors of the East Town Business Partnership, and the Executive Committee of MinneMinds. Mr. Gumnit's experience includes broad executive leadership spanning publicly traded, privately held and nonprofit organizations. Previously, he served as Twin Cities PBS's Director of National Program Development. Prior to entering the not-for-profit field, Mr. Gumnit worked in television and interactive media for 13 years with the Interpublic Group. He has a BA from the University of Minnesota, an MBA from the University of St. Thomas, and was a 2016-2017 Policy Fellow at the University of Minnesota's Humphrey School of Public Affairs. Mr. Gumnit has led People Serving People since August 2011.

Vernon Sowell, Director of Finance

Vernon Sowell joined our staff in December 2016, bringing to People Serving People more than 20 years in nonprofit financial management experience. He has served in leadership roles at nonprofits throughout the Twin Cities metro area, including St. Stephen's Human Services, the St. Paul Area Council of Churches, and the Phyllis Wheatley Community Center. Mr. Sowell earned a Bachelor of Business Administration in Accounting and a Master of Business Administration-Finance from the Illinois Institute of Technology.

Jake Gale, Director of Operations

Jake Gale joined People Serving People in October 2014 as the Resident Resources Manager. He was promoted in August 2015 to Director of Operations. In this role he oversees all operational areas of the organization: Food Services, Housekeeping, Maintenance, Resident Resources and Security. He has served on Hennepin County's Healthcare for the Homeless Community Board since 2016, helping to guide the delivery of essential health and wellness services to individuals and families experiencing homelessness. Prior to joining People Serving People, Mr. Gale served for 12 years with the U.S. Department of Defense managing operations and teams in a variety of locations both at home and abroad. Mr. Gale earned a BA from the University of Iowa and an MA from Georgetown University.

Ken Smith, Director of Administration and Compliance

Ken Smith joined People Serving People in 2011 and has more than 20 years of human resources experience. Mr. Smith previously served as a Chief of Staff at High Praise Ministries – The Destiny Center. Prior to working in the faith community, he spent more

than two decades at US Bank where he served as a Vice President of Human Resources. Mr. Smith earned a bachelor's degree in business administration and finance from Roosevelt University in Chicago.

Family Support Services (Programs)

Kelly Rogers, Family Support Services Director

Kelly Rogers is a licensed Grade 1-6 teacher and People Serving People employee since 1999. She supervises all Family Support Services staff and programming at People Serving People's emergency shelter, as well as the direct services at the Center of Excellence. Ms. Rogers developed and implemented the highly successful Early Childhood Development Center in 2007 and led the expansion of the program to include three classrooms in 2008 and an additional classroom in 2010. She has overseen the implementation and expansion of the Parent Engagement Program, as well as the addition of mental health support and services in Advocacy Services. Ms. Rogers serves as a member of the Trauma Informed Care Committee at People Serving People and chairs the Family Services Trauma Informed Care Subcommittee. She is also a member of the Minnesota Child Care Association (MCCA). She earned a bachelor's degree in Elementary Education and a minor in Reading and Language Arts from the University of Wisconsin Superior.

Emma Juon, Educational Services Manager

Emma Juon supervises the shelter's Educational Services Programs which includes the Early Childhood Development Program and K-12 Programs. She joined People Serving People in 2013 as the Preschool Coordinator and was promoted to Educational Services Manager in 2016. Ms. Juon earned a bachelor's degree in Early Childhood Education and a M.ED in Early Childhood and Early Childhood Special Education from the University of Minnesota Twin Cities. She recently completed a certificate in Early Childhood Policy through the University of Minnesota Humphrey School of Public Affairs. She holds a dual teaching license in Early Childhood and Early Childhood Special Education.

Anna Rysavy, Educational Services Coordinator

Anna Rysavy supervises programming for school-age youth including the K-5 and 6-12 Educational Support and Educational Enrichment programs. She has served in this role since March 2017. Ms. Rysavy began as an Educational Services intern at People Serving People and was later hired as an Educational Services Associate. From 2015-2016 she facilitated both the teen and K-5 program. She earned a bachelor's degree in Sociology from the University of Minnesota.

Internal Revenue Service
P.O. Box 2508
Cincinnati, OH 45201

Department of the Treasury

Date: JAN 25 2013

People Serving People Charities Inc
614 South Third Street
Minneapolis MN 55415-1104

Employer Identification Number:
41-1965067

Person to Contact - ID Number:
Michelle A Glutz - 0203085

Contact Telephone Number:
877-829-5500 Toll-Free

Form 990 Required:
Yes

Dear Sir or Madam:

In your letter dated April 30, 2013, you requested classification as a public charity described in section(s) 509(a)(1) and 170(b)(1)(A)(vi) of the Internal Revenue Code.

In our letter dated November 2000, we determined that you were exempt under section 501(c)(3) of the Code. We further determined that you weren't a private foundation and you were classified as a public charity described in section(s) 509(a)(3) of the Code.

Based on the information you provided, we determined you meet the requirements for classification as a public charity described in section(s) 509(a)(1) and 170(b)(1)(A)(vi) of the Code.

Accordingly, we have updated your public charity status in our records as you requested.

Since your exempt status wasn't under consideration, you continue to be classified as an organization exempt from federal income tax under section 501(c)(3) of the Code.

Grantors and contributors may generally rely on this determination of your foundation status unless the Internal Revenue Service publishes notice that you are no longer recognized as tax exempt or classified as a public charity in the Internal Revenue Bulletin. However, if a grantor or contributor takes any action, or fails to take any action, which causes you to lose your exempt status or causes you to be reclassified as a private foundation, that party cannot rely on this determination. Furthermore, a contributor or grantor who knows that the Internal Revenue Service has notified you of any change in your exempt status or foundation status cannot rely on this determination.

Please see enclosed Publication 4221-PC, *Compliance Guide for 501(c)(3) Public Charities*, for helpful information about your responsibilities as an exempt organization.

Because this letter could help resolve any questions about your exempt status and/or foundation status, you should keep it with your permanent records.

If you have any questions, please contact the person whose name and telephone number are shown in the heading of this letter.

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People Serving People Charities Inc
41-1965067

Sincerely,

A handwritten signature in cursive script, appearing to read "Kenneth C. Corbin".

Kenneth Corbin
Acting Director, Exempt Organizations

Enclosure:
Publication 4221-PC