

FACE TO FACE



ANNUAL REPORT 2024





FY24 Annual Report to the Community

July 1, 2023 – June 30, 2024

1165 Arcade Street, St. Paul, MN 55106

651-772-5555

face2face.org



Dear Friends,

The young people we work with have unique needs, experiences, abilities, and aspirations. This requires us to have a unique approach to how we engage and interact with them. By focusing on positive development, youth develop a strong sense of self that helps them shape their own lives.

When we provide opportunities for youth to build a sense of competency, usefulness, belonging, and power, they grow!

"I am way more independent. I went from experiencing homelessness to having my very own studio apartment."

"All the staff have helped me grow my people skills. I have gained the perspective that people from all walks of life have a struggle."

"Getting my life together and becoming a better person, in fact, learning to keep a job and do better, not just for me, but everyone around me."

As young people have grown, we have grown with them. We have listened to their wisdom and enhanced our support, improved access to resources, and increased opportunities for growth. This has resulted in more young people experiencing health, joy, prosperity, connection, and success.

This growth also brings complexity and requires a sophisticated strategy for the future. We must continue to be available to build authentic relationships with youth to ensure they connect with all they need. When they realize that their most valuable asset is found within them, they find solutions to overcome many obstacles and reach their goals.

This past year, we discovered our strengths and witnessed the power of youth. We learned that we are stronger when we work together. Young people need all of their communities working jointly to improve health literacy, food security, physical and mental health, housing stability, employment, and much more.

As we grow, youth will continue to overcome trauma, engage in their education, become employed, gain housing, and have healthy relationships. Let's work together to meet the growing needs of young people. Together, we can create a world where all youth are valued for who they are and realize their full potential.

Hanna Getachew-Kreusser, MA
Executive Director



Our Mission

Advancing economic and health equity for youth while providing support, access to resources, and opportunities as they build on their strengths and achieve their aspirations.

Our Vision

All youth are valued for who they are and realize their potential.

What We Do

Since 1972, Face to Face has provided essential support for youth who are experiencing the most disparities of income, health, housing, and other life outcomes. Since we began as a volunteer-run drop-in center for youth with crisis counseling and a reproductive health clinic, we've seen tremendous growth.

Today, we continue to support youth ages 11-24 through six core programs: 1) medical care, including health education, 2) mental health, 3) housing, 4) education and employment, 5) youth justice, and 6) community programs. All services areas include comprehensive, wraparound services which allows us to respond to the multiple challenges young people are navigating.

We engage young people from their strengths and provide supportive relationships that have a positive impact on their development. Our approach is relational, trauma-informed, non-judgmental, and rooted in evidence-based practice.

Face to Face works comprehensively with young people experiencing the greatest disparities related to health, housing, wealth, and other life outcomes. Our work addresses the immediate needs caused by these disparities, as well as disrupting issues and systems that cause these disparities.

Our low-barrier medical clinic provides walk-in and scheduled appointments, including reproductive health, prenatal care, general medical care, case management, and more. We assist youth with obtaining health insurance and never turn them away for lack of ability to pay.

Mental health services include case management, outpatient, walk-in, and shelter-based therapy at our locations and in the community. We also offer integrative health services such as massage and acupuncture.

For youth experiencing homelessness and housing instability, we provide a day shelter, case management, basic needs resources, and recreational activities. We address housing needs with prevention assistance and transitional housing for over 80 youth at a time.

Our education and employment program provides paid internships, job-readiness training, education assistance, financial education, and wraparound support to build work-related skills, explore career interests, and build wealth.

The youth justice program provides case management, restorative processes, supportive services, and conflict resolution for young people who are justice-involved. We also support youth and community members harmed by crime.

Community services available to all ages include health education, HIV outreach and testing, and health insurance navigation.

Face to Face is a lifeline for youth in our community. When young people get the tangible and relational support they need, they are able to make tremendous strides toward building the lives they want for themselves.



Who We Support

Face to Face is committed to disrupting the root causes of social disparities, particularly those stemming from systemic racism and other forms of oppression. Everything we do is driven by this goal to ensure that young people have the resources for health, joy, prosperity, connection, and success.

About youth:

- 87% live below the Federal Poverty Line, with an additional 9% living between 101-200% of the Federal Poverty Line
- 34% are ages 11-18, and 66% are ages 19-24
- 54% identify as female, 35% identify as male, 2% identify as genderqueer, 1% identify as transgender, and 8% as unknown or prefer not to specify
- 89% identify as Black, Indigenous, and People of Color
- 14% identify as LGBTQ+, though actual numbers are likely higher, as only 57% identify as straight and 29% prefer not to specify
- 14% shared having a disability
- 23% report experience with domestic violence, 14% foster care, 10% criminal legal systems, and 2% commercial sexual exploitation
- 15% have young children of their own

Young people come to Face to Face with complex needs, and they have faced many barriers on their journey to have their needs met. The things that have happened to them, such as difficult situations at home, how they have been treated, their mental health, and traumatic events, have caused them not to believe in themselves. Without self-belief, youth may feel hopeless and lack the confidence to address the overwhelming barriers they face.



Youth have been forced to grow up too fast, and they deserve our encouragement and support as they walk through so many challenges. They know what they want and need to move forward. When given the opportunity, youth have everything they need within them to change their lives.

We firmly believe that young people are the experts on their own experiences. Their voices shape our programming, ensuring services remain relevant, responsive, and effective. We actively engage youth at multiple levels to guide decision-making, service design, and evaluation.

Our Impact

Face to Face engages young people from their strengths and provides supportive relationships that have a positive impact on their development. We walk alongside youth as they heal from trauma, build stability, and participate meaningfully in their communities. As youth learn to believe in themselves and use their strengths, they find solutions to overcome many obstacles and reach their goals.



Young people are navigating multiple challenges simultaneously – our breadth of services allows us to take a whole-person approach and enables young people to get what they need in one place.

In FY24, Face to Face served **5,182** youth ages 11-24 across all programs – an increase of 60% from FY23.

- 975 youth had 2,859 **medical visits**, including 190 uninsured youth
- 71 pregnant youth received wraparound **prenatal care**
- 606 youth and community members received **health insurance navigation**
- 2,253 youth and community members were **tested for HIV** and counseled on prevention
- 2,406 youth received individual and group **health education**
- 195 youth had 1,987 **mental health** visits, including 27 uninsured youth
- 338 youth had 1,664 **free mental health visits** in **youth shelters**
- 268 youth had 1,257 **integrative health visits**
- 1,751 youth had 24,172 visits to **SafeZone** drop-in day shelter
- 153 youth assisted with **housing** (rental assistance, shelter, and transitional housing)
- 103 youth received **education and employment** services
- 211 youth participated in **justice alternative** programming
- 1,046 youth had 7,529 **case management** interactions

Financials

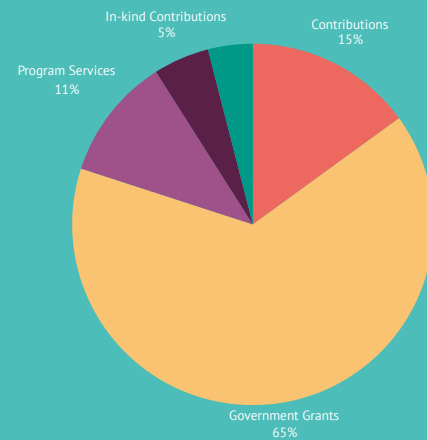
We are grateful for the community support that allowed us to provide youth with the support, opportunities, and access to resources they need to build on their strengths and achieve their aspirations. Thank you for partnering with us to ensure young people have what they need and deserve.

“Support for Face to Face means support for a more equitable future for Payne-Phalen, for St. Paul and for Ramsey County.” – Jack Byers, Executive Director, Payne-Phalen Community Council

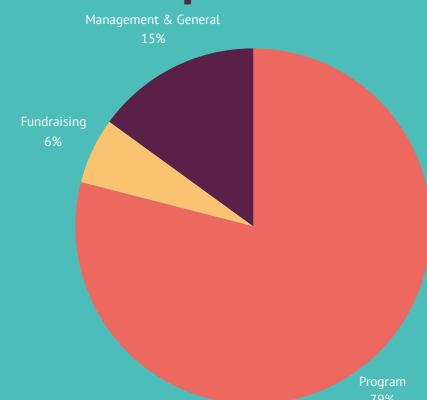
Balance Sheet

| Revenue | |
|-----------------------------|--------------------|
| Contributions | \$1,070,171 |
| Government Grants | \$4,576,192 |
| Program Services | \$772,570 |
| In-Kind Contributions | \$351,969 |
| Rental Income | \$275,585 |
| Interest Income | \$13,377 |
| Miscellaneous Income | \$76,510 |
| Total Revenue | \$7,136,374 |
| Expenses | |
| Programs | \$5,807,577 |
| Fundraising | \$461,396 |
| Management & General | \$1,147,632 |
| Total Expenses | \$7,416,605 |
| Net Assets | |
| Beginning Net Assets | %2,073,456 |
| Ending Net Assets | \$1,793,225 |
| Change in Net Assets | \$-280,231 |

Revenue



Expenses



Financial information is for the fiscal year ending June 30, 2024 and were audited by Abdo Certified Public Accountants & Consultants. To view our full audit and Form 990, visit <https://face2face.org/about/#About>.

The MacArthur Foundation commissioned research on the indirect costs of more than 130,000 nonprofits. The analysis showed that 29% was the minimum indirect cost rate associated with financially healthy organizations.

Youth Leadership

Young people must be represented and actively involved in solving the complex problems of our current situation and future. While they come to Face to Face with complex needs and many barriers to getting their needs met, they also come with leadership skills.

In 2017, we made a commitment to supporting youth leadership development by forming a Youth Leadership Council (YLC). YLC participants influence internal systems and practices as well as external-facing advocacy and systems change work. In both internal and external work, members of the group continually express and develop their leadership abilities.

When youth were asked, "What is a leader?" they said:

"A leader is someone who doesn't follow what everyone else is doing."

"Leadership is about making your voice heard and being seen by others. It's looking after people, listening to people, taking action for people, supporting people, and speaking on issues that could be controversial to solve the bigger issues."

"Leaders set standards and hold others accountable."

"Leaders are mindful of the people around them and the things they need."

When young leaders exercise power and influence in the systems and policies that impact their lives, all our lives improve.

Young people are passionate about seeing change. They are interested in learning more about the complex issues that impact their lives and participating in solutions. They want to address stereotypes about youth, improve community safety, change systems such as the foster care system, increase access to addiction services, and so much more.

Youth must have a seat at the table and be given a voice. Young people know what they want and need to move forward.

At Face to Face, we provide support, opportunities, and resources as young people lead the way to change their lives and communities.



OUR LEADERS



BOARD OF DIRECTORS

Peter Scott, Chair, *Retired, Education Manager, Medtronic*
William Reynaga, Vice Chair, *Attorney, Law Clerk to the Honorable Randall J. Slieter, Minnesota Court of Appeals*
Meagan Phillips, FSA, CFA, MAAA, *Treasurer, Second Vice President and Chief Risk Officer, Securian Financial*
Eugene Nichols, *Secretary, Retired, 3M*
Sofia Ali, MD, *Medical Director, Neighborhood HealthSource*
Diana Brown, PhD, *Principal, Como High School*
Dennis Cross, MD, *Physician, Internal Medicine, Health Partners*
Jeremy Ellison, *Interim Chief of Police, Central District, St. Paul Police Department*
Madeline Gragg, *Global Commercial Operations Leader, Safety & Industrial Business Group, 3M*
Jannine Hébert, MA, LP, *Executive Clinical Director, Minnesota Sex Offender Program, MN DHS*
Alex Klein, *Associate Attorney, Bradford Andresen Norrie & Camarotto*
Thomas Kottke, MD, *Cardiologist and Epidemiologist, Medical Director of Wellbeing, Health Partners*
Cathy Lambert, *Sr. VP Global Talent, Ecolab*
Laverne McCartney Knighton, *Area Director, United Negro College Fund*
Katy Nordhagen, *Government Incentives Lead, Real Estate & Incentives, Cargill*
Peter Peterson, *VP, Strategy & Operations, Teladoc Health*
Yeni Quintero, *Document Review, Haystack*
Lauren Reynolds, *Associate Director - Diversity, Equity, Inclusion External Partnerships, UnitedHealth Group*
Alan Thometz, *Financial Consultant, KATEC LLC*
Laura Whipple, *Sr. VP B2B Marketing, Teladoc*

LEADERSHIP TEAM

Hanna Getachew-Kreusser, *Executive Director*
Laura Straw, *Director of Finance*
Stephanie Reinitz, *Chief Operations Officer*
Melissa Peterson, *Chief Advancement Officer*
Kenya Dalton, *Director of Healthcare Services*
Pamela DeWitt-Meza, *Medical Clinic Manager*
Elissa Unger, *Community Programs Manager*
Rachel Greenwald, *Director of Youth and Family Services*
Stephanie Plaster, *Housing Stability Manager*
Matthew Sexton, *Education and Employment Manager*
David Starks, *Youth Justice Program Manager*

THANK YOU VOLUNTEERS!

When volunteers share their time and skills, they strengthen Face to Face's ability to meet urgent youth needs as they arise.

In fiscal year 2024, 140 Volunteers, Interns, and Residents Gave 5,497 Hours of their time for a Value of \$167,829.

"Thank you for letting us volunteer. I loved learning about your organization, and I appreciate everything you do for our community. Coming to Face to Face was my favorite part of our two weeks of volunteering." – Kelly Medd, St. Catherine University



COMMUNITY ENGAGEMENT

It takes the whole community working together to create a world where all youth are valued for who they are and realize their full potential.

The community has stepped up to ensure that youth had access to all they needed along their journey. Community support helped provide basic needs, medical care, mental health services, health education, housing, education, employment, case management, and so much more. Thank you!

“Their work plays a vital role in equalizing racial disparities and creating opportunities for youth to grow and recognize their potential.” – Nelsie Yang, St. Paul Councilmember, Ward 6

