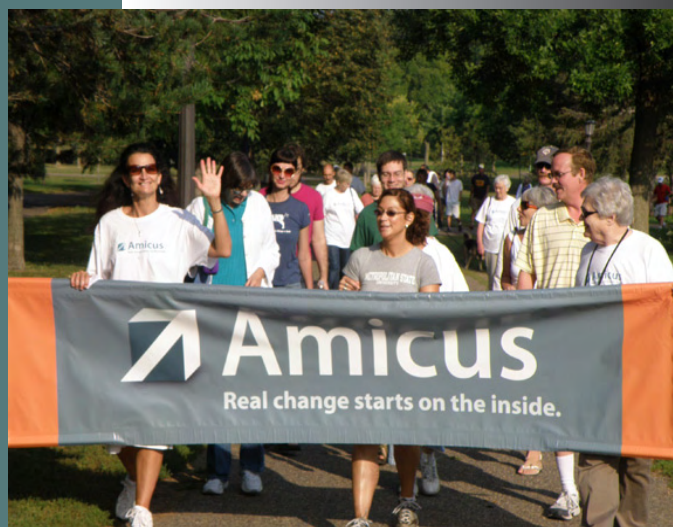


# Amicus

## Inspiring Service in Challenging Times



A Report to Donors

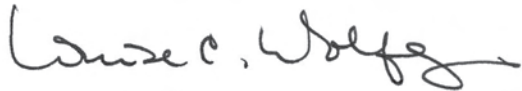
# Introduction

For over 42 years Amicus has been serving Minnesotans with criminal records who are in search of a second chance. We work with inmates, ex-offenders, and juveniles in the criminal justice system, helping them make the life changes they need to achieve long-term success. We also reach out to communities, recruiting volunteers and donors to get involved with us, connecting with partners who can make our work more effective and offering the power of positive relationships and the need for justice that strengthens our community.

As is the case with most nonprofits, these last two years have been challenging for Amicus. We have implemented large budget cuts, including hours and benefits reductions for staff and painful layoffs of dedicated coworkers. We have also spent time refocusing on our core priorities and seeking greater efficiency in an effort to keep service levels high despite reduced resources.

In the following pages we will provide a snapshot of how Amicus has served offenders, ex-offenders and juveniles; a rundown of the key activities which have shaped our organization over the last two years and an idea of all those who support our work. As a donor and stakeholder, we believe you have a right to know how your investment has been stewarded. We encourage you to read this brief document and contact us with any questions, ideas or concerns.

Thank you for your support.



Louise Wolfgramm,  
President

## AMICUS MISSION

Amicus partners with inmates, ex-offenders, juvenile offenders and communities to build successful lives and stronger communities.

## MODEL

Amicus helps offenders transition from confinement to community.

The Amicus model is relationship-based, community-driven, culturally specific and outcome-oriented.

## VISION

Through leadership, programming, policy and partnership, Amicus:

- Brings offenders into positive human connection so that they may experience a sense of belonging
- Increases the number of offenders who make a successful transition into community life and become active and contributing community members
- Educates and encourages communities to be welcoming and supportive
- Instills hope and transforms lives.



# Following Our Progress

The Following Strategic Outcomes Were Adopted by the Board of Directors in 2007

Outcome 1: Amicus expands the number of **community partnerships**

Outcome 2: Amicus expands programs to serve more offenders in **transition**

Outcome 3: Amicus increases its number of trained **volunteers**

Outcome 4: Amicus stabilizes its finances and **core programming**

Outcome 5: Amicus increases its impact by **sharing its knowledge**.

## Community Partnerships

True to its name as the Latin translation of “friend,” Amicus has always functioned from the perspective that it cannot do its important work alone. An informal survey of our activities in 2009 indicated that we have relationships with over 100 agencies in the private, public and nonprofit sectors and that number expands each year. For example, Amicus Reconnect works with dozens of community partners who can offer jobs, housing, furniture, transportation, food, clothing and more. Amicus One to One works regularly with communities of faith from across the metro area, encompassing a wide range of religious beliefs.

Over the past few years the number of organizations involved with reentry services has greatly expanded. Many of these organizations are also our competitors for various contracts and grants. Our goal is to work together when we can, compete well when we must and expand our partnerships whenever it will lead to greater service for those we work with.

## Transition Services Overview

Amicus currently provides transition services for adults seeking a second chance after their incarceration through One to One, Reconnect, Sisters Helping Sisters and Employment Advantage. Adult Transitions services were greatly impacted by the loss of Minnesota Department of Corrections funding in 2008 and then again in 2009, resulting in staff layoffs in both One to One and Reconnect, a cutback in service hours for Reconnect and the discontinuation of the Men of Rafiki program. Further cuts in Amicus transitions service were avoided in the summer 2009 when Amicus was awarded a federal reentry grant administered through the Minnesota Department of Public Safety. The reentry grant also allows revitalized activity in the Amicus Employment Advantage program, which helps former offenders overcome the stigma of a felony on their record so they can succeed in the mainstream job market.

**One to One** matches trained volunteers with individual offenders for long-term visits, correspondence and friendship. It operates in state correctional facilities at Lino Lakes, Shakopee, Stillwater and Oak Park Heights. Amicus’ first program is still going strong with 177 active volunteer matches in December 2009. We’re proud of the fact that the number of new matches made has increased in each of the last three fiscal years.

**Reconnect** provides specialized, one-on-one planning and referrals for reentering offenders who are searching for jobs, housing, ID, and other needs. In FY2009 Reconnect served 4,963 clients. That's down from 5,554 clients served in FY2008, primarily due to shortened hours and fewer staff. Amicus has moderated the impact of revenue losses on Reconnect client service by increasing staffing through unpaid college interns and volunteers.

Those working with our clients have noticed the need for Reconnect services rising as people with criminal records cope with an always-challenging job market made even more difficult by the recession.



*Amicus Men of Rafiki*

**Men of Rafiki:** One of the most difficult moves for the organization in FY2009 was the shelving of the Amicus Men of Rafiki program due to loss of a contract from the Minnesota Department of Corrections. Since its establishment in 1997, over 1200 African American men have gone through this life changing program. It served 208 men in calendar year 2008 and had shown very promising numbers in terms of its effect on reducing recidivism. As these men continue to live by the principles they learned through Men of Rafiki, they will be our program's truest legacy.

**Sisters Helping Sisters** offers specialized supports for women offenders, including a personal empowerment group, re-entry planning classes and intensive staff help with transition and re-entry. This program incorporates elements of One to One, Employment Advantage and Reconnect into its curriculum. In both calendar years 2008 and 2009 it served 46 women.

## Services for Juveniles

**Amicus Radius** is a nationally-known research-based program model for girls in the juvenile justice system. Focused on strengthening important relationships and healing from the impact of trauma, Radius provides programs designed to meet the specific needs of girls. Founded in 2000 it works with clients in the Twin Cities metro area in both community-based and out-of-home settings. Radius currently serves more than 120 girls a year. Radius' service partners are Ramsey County Juvenile Probation, Ramsey County Juvenile Detention Center, Hennepin County Juvenile Probation, Suburban Hennepin County Intermediate School District 287, and Dakota County Juvenile Probation. Amicus also facilitates a group for boys involved in the juvenile justice system through Dakota County Juvenile Probation.

# Sharing Our Knowledge

The Amicus Institute functions as the agency's testing ground for new ideas and development of best practices.

## Current projects include:

- A diversity training project with the St. Paul Police Department which focuses on helping departments in their own efforts to better implement racially fair policing.



*Reconnect Coordinator Mary Maas at MACCRAY School Training*

- The Amicus Girls Study – a two-year project which examines the treatment of girls within Minnesota's juvenile justice system from the perspectives of professionals, parents and the girls themselves.

- The Tri County Amicus Girls' Academy – an innovative new project to partner with three east-metro county governments, nonprofits and others to launch and sustain a female responsive and restorative justice-based day treatment program for court-involved girls.

MnCoSA – From 2007 to 2009 Amicus partnered with the Minnesota Department of Corrections on the Minnesota Circles of Support and Accountability (MnCoSA) project, which aims to substantially reduce the risk of future victimization by supporting people convicted of sex offenses as they reenter the community. Amicus played a leading role in developing the MnCoSA curriculum, recruited 63 volunteers, trained 49 volunteers and helped coordinate 13 circles of support.

**The Amicus Training Academy** provides training to professionals and stakeholders in the fields of corrections, social work, education, and more. It offers innovative and practical instruction about working with clients, students and case subjects more effectively.

## Recent projects include:

### **“It's All About the Relationship...All Together For Our Students”**

MACCRAY School District, Raymond, MN

A comprehensive eight-hour training for over 125 school district staff, focusing on relationship-building as a primary tool in creating a healthier and more productive school environment.

### **“From Gender Theory to Responsive Practice: Making Your Job Easier”**

Offered by Amicus in conjunction with the Minnesota Corrections Association Gender Training, St. Peter and Tower MN.

The training drew over 100 people from corrections, community organizations, and various other professions. The day focused on how to work more effectively with females in the justice system.

# Volunteers, VISTAS and Interns

Amicus continues to build on an already strong volunteer program. In addition to the 177 active volunteer matches in the One to One program, Amicus has worked with volunteers to help staff its front desk, help orient other volunteers and support special events.

Interns are often involved in research and evaluation projects for Amicus. Others enrich our services to Reconnect clients while gaining hands-on experience in their field.

AmeriCorps VISTAs are an increasingly vital part of our operation, allowing us to expand our services and innovate even during challenging economic times. VISTAs have been crucial in areas such as developing the Amicus Academy, supporting Institute research projects, improving our understanding and services related to Reconnect, providing new ideas and perspectives to Radius, reaching out to new volunteers and even identifying new potential sources for continued organization funding.



*This illustration of a circle in our Amicus Radius Program was created by summer workstudy intern Rasah Balenger, a local design student.*

## Finances

### AMICUS, INC. STATEMENTS OF FINANCIAL POSITION

June 30, 2009 and 2008

ASSETS	2009	LIABILITIES AND NET ASSETS	2009
<b>CURRENT ASSETS</b>		<b>CURRENT LIABILITIES</b>	
Cash and cash equivalents (Note 1)	\$ 62,974	Line of credit (Note 2)	\$ -
Accounts receivable	90,197	Accounts payable	66,537
Pledges and grants receivable, less allowance for doubtful accounts of \$3,300 and \$0 (Note 1)	52,230	Accrued vacation	19,553
Prepaid assets	17,007	Other accrued expenses	845
	<u>222,408</u>	Total current liabilities	<u>86,935</u>
Total current assets		Total liabilities	<u>86,935</u>
<b>PROPERTY AND EQUIPMENT, AT COST (NOTE 1)</b>		<b>NET ASSETS</b>	
Office furniture and equipment	126,869	Unrestricted	(7,967)
Computer equipment	21,493	Temporarily restricted (Note 3)	206,867
Vehicle	16,001	Permanently restricted	5,000
Website	10,246		
	<u>174,609</u>	Total net assets	<u>203,900</u>
Less accumulated depreciation	113,999		
	<u>60,610</u>		
Net property and equipment			
<b>OTHER ASSETS</b>			
Lease deposit (Note 4)	5,715		
Cash value of life insurance policy	2,019		
Trademark, net of accumulated amortization	83		
	<u>7,817</u>		
Total other assets			
	<u>7,817</u>		
Total assets	<u>\$ 290,835</u>	Total liabilities and net assets	<u>\$ 290,835</u>

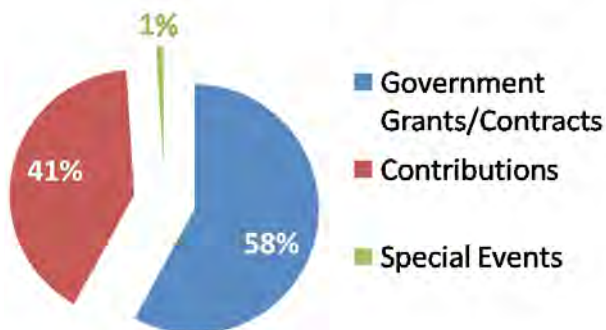
# Finances

## AMICUS, INC. STATEMENTS OF ACTIVITIES

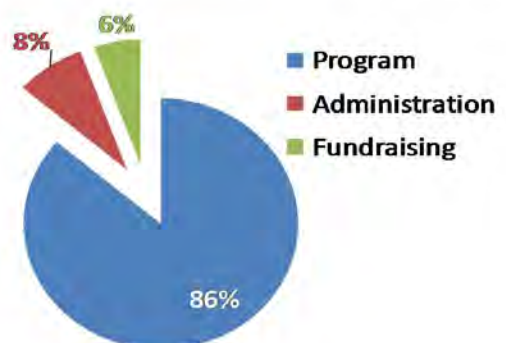
For the Fiscal Years Ended June 30, 2009 and 2008

	2009		
	Unrestricted	Temporarily Restricted	Total
<b>SUPPORT, REVENUE AND RECLASSIFICATIONS</b>			
Contributions	\$ 239,207	\$ 298,100	\$ 537,307
Government grants and contracts	764,042	-	764,042
Special event revenue (net expense)	12,510	-	12,510
Net assets released from restrictions	382,080	(382,080)	-
<b>Total support, revenue and reclassifications</b>	<b>1,397,839</b>	<b>(83,980)</b>	<b>1,313,859</b>
<b>OTHER REVENUE</b>			
Interest and investment income	207	-	207
Service fees	8,289	-	8,289
Special client reimbursement	10,791	-	10,791
Miscellaneous	91	-	91
<b>Total other revenue</b>	<b>19,378</b>	<b>-</b>	<b>19,378</b>
<b>Total revenue</b>	<b>1,417,217</b>	<b>(83,980)</b>	<b>1,333,237</b>
<b>OPERATING EXPENSES (FROM PAGES 7 AND 8)</b>			
Program	1,248,224	-	1,248,224
Administrative	118,148	-	118,148
Fundraising	79,626	-	79,626
<b>Total operating expenses</b>	<b>1,445,998</b>	<b>-</b>	<b>1,445,998</b>
<b>CHANGES IN NET ASSETS</b>	<b>\$ (28,781)</b>	<b>\$ (83,980)</b>	<b>\$ (112,761)</b>

**FY2009 Revenue Sources**



**FY2009 Functional Expenses**



# Finances

**AMICUS, INC.**  
**STATEMENTS OF FUNCTIONAL EXPENSES**

**For the Fiscal Years Ended June 30, 2009 and 2008**

	2009			
	Program	Administrative	Fundraising	Total
<b>Personnel</b>				
Salaries	\$ 742,809	\$ 54,908	\$ 45,873	\$ 843,590
Payroll taxes and benefits	133,229	10,673	10,645	154,547
Total personnel	876,038	65,581	56,518	998,137
<b>Office</b>				
Occupancy and utilities	69,662	4,641	4,252	78,555
Supplies, phone, postage and printing	41,493	3,565	1,762	46,820
Equipment service	6,477	1,006	351	7,834
Total office	117,632	9,212	6,365	133,209
<b>Other</b>				
Professional fees	5,822	30,841	2,898	39,561
Contract labor	140,888	-	5,863	146,751
Staff and volunteer training and events	6,391	252	140	6,783
Travel	27,945	264	91	28,300
Depreciation and amortization	20,793	1,324	1,124	23,241
Public relations	1,024	-	-	1,024
Parking	9,463	921	367	10,751
Bad debt expense	-	3,300	-	3,300
Interest expense	-	112	-	112
Insurance	7,388	1,950	406	9,744
Other expenses	223	4,391	5,854	10,468
Special assistance	34,617	-	-	34,617
Total other	254,554	43,355	16,743	314,652
Total	\$ 1,248,224	\$ 118,148	\$ 79,626	\$ 1,445,998

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Spyglass Creative Group  
Stebbins & Hegranes, LLC  
Stern Consulting International, Inc.  
Steven Leuthold Family Foundation  
Sunrise Rotary Foundation  
T.L.C. Toys  
Whitney Foundation  
William H. & Mattie Wattis Harris Foundation  
Thrivent Financial for Lutherans  
Unity Church - Unitarian of St. Paul  
W. J. Lehrke Company  
Westminster Presbyterian Church  
Winthrop & Weinstine, P.A.

## Amicus Board of Directors

### January, 2010

**Kenneth F. Schoen - Chair**  
Former Commissioner of  
Department of Corrections, State of Minnesota

**Louise Wolfgramm - President and Secretary,**  
Amicus

**Andrew M. Luger - Treasurer**  
Attorney, Greene Espel L.L.P.

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CEO, Minnesota Sex Offender Program  
Minnesota Department of Human Services

**Virginia McCain,**  
Retired 3M Executive

**Paul H. Anderson**  
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State of Minnesota

**Karin Aguilar San Juan**  
Professor, American Studies  
Macalester College

**Rev. Ronald A. Smith Sr.**  
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**John Turnipseed**  
Director, Family Center  
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**Former Board Members**  
July, 2007 - January, 2010

**David Abrams**  
**Rev. Tom Forster-Smith**  
**Donald Lewis**  
**Andrea Scott**

# Volunteers and Interns July 1, 2007 through Jan. 25, 2010

Hilary Ahlers  
 Arnold E. Ashland  
 Beverly A Bailey  
 George Barbato  
 Ken Barnhill  
 Carol Bell  
 Eric Bell  
 Vanessa Bell  
 Frank Belrose  
 Jennifer Rose Bennett  
 John F. Blackstone  
 David Boehnke  
 Mitchell Boxeth  
 Ross Duane Brannon  
 Erika Brant  
 Maggie Marie Brennan  
 Sarah Brochman  
 Nicole Cardinal  
 Robert J. Cardinal  
 Richard Emery Caye  
 Laura Chapeau  
 Brittini Chicuata  
 Don Conroy  
 Brian Emery Cote  
 Ed Coughlin  
 Ashley Cropsey  
 Catherine Dawn Darling  
 Warren Davidson  
 Robin Davis  
 Dick Distad  
 Carma Doege  
 Rev. Lisa Doege  
 Dan Dolan  
 Dorothy Jean Doyle  
 Jean Dressen  
 Paul D. Eberhart  
 Tracy Eckel  
 Mary N. Eiden SLW  
 Mary Emery  
 Deb Engels  
 Paul W. Englund  
 Paul Richard Engwall  
 Nathan Erickson  
 Tinbete Ermyas  
 Michael Evans  
 Niket Fahnbulleh  
 Megan Fatheree  
 Patrick K Finnegan  
 Kathy Fontes  
 Barbara Ford  
 Laura Ford  
 Chester Franczak  
 John Frederickson  
 Denise Garner  
 Sam Gerard  
 John Gerlach  
 Richard Henry Giebner  
 David Giese  
 Steven Godfrey  
 Katy Goethals  
 Don Goethals  
 Kate Goodrich  
 Will Gordon  
 Courtney Gramley  
 Ellen Green  
 Toni D. Green  
 Audrey Green-Perez  
 Joel Grostephan  
 Vincent P. Grundeman

Jim F. Guarnera  
 Angela Gutierrez  
 Sylvia Gutierrez  
 Peter Haberstick  
 Martha Hage  
 Deborah Halton  
 Mary Ellen Halverson  
 Robert Hampson  
 Robert A. Hanson  
 Jennifer Harrington  
 Father Bob Hart  
 Caitlin Kimberly Haugan  
 Al Hawkins  
 Steve Paul Hegranes  
 Diana Hellerman  
 Martha Marie Henrikson  
 Timothy Hereid  
 Katrinka (Kay) Shanelle Hill  
 Laura Ann Holtmeier  
 Carl Hultman  
 Margaret Humphrey  
 Mark Hustedde  
 Amia Jackson  
 Zilvinas Jakstas  
 David Peter Jasper  
 Kim Johnson  
 Bill James Jones  
 Shelley Karja  
 Megan Marie Karr  
 Erin Marie Kautza  
 Therese Kemp  
 Mary Ellen Kennedy  
 Nchai Khang  
 Melissa Kinnard  
 Chuck Kirchoff  
 Mike Kluender  
 Nikki Knudsen-Dalal  
 Keith Kramer  
 Kevin Lamminen  
 Michael J LaMotte  
 Karen Lanegran  
 Ed LeClair  
 Diane Lee  
 Stephanie Lee  
 Steph Letze  
 Donald M. Lewis  
 Traci Lillehaug  
 Steve Linney  
 Laura Lipscomb  
 Karen Liu  
 Enid Lynette Logan  
 Mike Loosen  
 Kacy Lyman  
 Mark Maher  
 Donna Malum  
 Meg Mannix  
 Vin Edward McCormick  
 Jenny Johnston McCourt  
 Andy McCrohan  
 John McCullough  
 Jennifer McDonald  
 Paul McHale  
 Wilma McKinnie  
 Patty Lynn Metzger  
 Athena Mihas  
 Deborah Jane Miller  
 Judy Moe  
 Michael G. Monogue  
 Jeffrey Moore



*Clockwise from front, Ken Green, Anita Welch, Carol Russel, Syreeta Greer and Ellen Green at the 2008 Volunteer Appreciation Picnic*

Rachel Ann Mosier  
 Ann Nelson  
 Bobbie Kay Norman  
 Mary Ann Novotny  
 Mavis Odonkor  
 Laney Ohmans  
 Amber Olson  
 Glenn W. Olson  
 Don Pagelkopf  
 Lesley Patton  
 Pete Pedersen  
 Jade Pelton  
 Ed W Pendleton  
 Eugene Persha  
 Josine Peters  
 James Phoenix  
 Herbert Piper  
 Nick Pladson  
 Joseph J. Plese  
 Len F Powell  
 Damone Presley  
 Andy Price  
 Rica Rachut  
 Ron Ratliff  
 D.J. Raveling  
 James Reisdorf  
 Katherine Resech  
 Gerry Revier  
 Nicole Riemenschneider  
 Sarah Robison  
 John Rogers  
 David Roth  
 Odile Ela Rousselle  
 Carol Russell  
 Kate Ryan  
 Lawrence Ryan, Jr.  
 Priya Saihgal  
 Mari Salamanca  
 John Sayer  
 Shannon Schmidt  
 Justin Schroeder  
 Andrea Scott  
 Danielle Sigwalt

Tony Shakal  
 Anika Kuhn Sjolholm  
 Molli Slade  
 Terry Smith  
 Deb Snow  
 Mary Beth Stein - St. Hilaire  
 Natasha Stepka  
 Aaron Stewart  
 Stephanie Stoumbelis  
 Deb Sweeney  
 Karen Taff  
 Don Taylor  
 Tim Teas  
 Kiley Theede  
 Callie Thuma  
 Cheryl Tigue  
 Carrie Lynn Tinucci  
 Laurel Trimbo  
 Bernie Troje  
 Betty Trollen  
 Karen Turner  
 John Turnipseed  
 Joan Ueland  
 Shawn G. Ullrich  
 Brittany Louise Van Rite  
 Chandy Vang  
 Deacon Jack Veiman  
 Naomi Ward  
 Anita Welch  
 Lou Welter  
 Jim White  
 Roger White  
 David Whiteford  
 Ray Wiedmeyer  
 Rochelle Williams  
 Ronn Williamson  
 Jan Willms  
 Melissa AnnMarie Winship  
 Audrey Renee Wolgramm  
 Richard Wolgramm  
 Jeff Yamashita  
 Rob Yount  
 Allison Zoch

## Contact Us

Thank you once again for your investment of time, energy and funding for Amicus. We hope that this report offers you a glimpse of how Amicus is continuing to provide vital service to Minnesotans with criminal records. Please contact us to learn more about Amicus activities and how you could become further involved.

### Senior Leadership

Louise Wolfgramm - President  
louise@amicususa.org

Russel Balenger –  
Adult Transitions and Community Engagement Director  
russel@amicususa.org

Kathleen DuChene –  
Amicus Training Academy Director  
kathleen@amicususa.org

Amelia Goodyear –  
Youth and Mental Health Services Director  
amelia@amicususa.org

Jay Lindgren –  
Research and Consulting Services Vice President  
jay@amicususa.org

Kathy Meyer - Administrative Director  
kathy@amicususa.org

Steve Nelson – Communications Director  
steve@amicususa.org

Joleen Rudeen – Development Director  
joleen@amicususa.org

### Former Staff (2007-2009)

Jennifer Baker-Jones  
Allison Bell  
Terry Casey  
Marvin Clark  
Sasha Cotton  
Lisa Doblal  
Jacqueline Duhart

Elizabeth Hugley  
Haywood Kemp  
Matthew Johnson  
Ruth Johnson  
Catherine Manning  
Ma Lerah Soliza McCollough

Megan Sheppard  
Tracy Sitterley  
Jason Sole  
Reginald Sweet  
Amanda Weinkauff  
Jamie Williams

### Current Staff and VISTAs

Kasey Curtis                      Radius Counselor  
Christopher Doege              One to One Program Manager

Katya Gordon                      Training Associate  
Martha Hage                      Receptionist

Zayed Lamu                      Radius Counselor  
Mary Maas                      Reconnect Manager

Jamie Nupin                      Radius Counselor  
Bridget Sanders                  Community and Family  
Connections Manager

Adam Zielie                      IT and Evaluation Coordinator  
Robyn Haugen                      One to One Program Manager  
(On Leave)

Rebecca Lawrence                  Reconnect Associate - VISTA  
Kayla Rasmussen                  Development & Communications  
Associate - VISTA

Joal Reeves                      Radius Associate - VISTA  
Marissa Steen                      Training Associate - VISTA

Marina Yakhnis                      Institute Associate - VISTA  
Lisa Dillon                      Community Engagement  
Associate - VISTA

### Consultants

Deb DeMeester, University of St. Thomas

Paula Schaefer

Deb Sweeney

Barb Yanish

*This report is dedicated to Robert "Bob" Hampson. An ex-offender himself, Bob was a light-hearted champion for those suffering from the excesses of the criminal justice system. He will be missed as a volunteer, an advocate and a friend.*

Amicus is a Minnesota non-profit organization with 42 years of experience in building positive relationships between adult and juvenile offenders and their communities.