

WHO WE SERVE

Better Futures Minnesota embraces a population of men who are locked out of society and are living in chronic poverty with histories of incarceration, persistent unemployment, untreated mental illness, addiction, and homelessness.



The men we serve have **criminal records** and are currently on Probation / Parole.



The majority of men we serve have **never had a lease or mortgage** in their name.



On average our men have **three felony convictions** and **12 years of incarceration**.



Most of our men **have little to no work experience**.

WHY WE SERVE

Better Futures Minnesota is focused on breaking down barriers to employment for the men we serve, helping them build a foundation for success so that they can provide for their families and community.



Our men have paid their debt to society and deserve a **second chance**.



We provide our men with the tools and structures for **personal redemption** and success.



Training and **work experience** help our men transition to permanent employment.



Convicted felons often find themselves **locked out of opportunities** in traditional job markets.

HOW WE SERVE

Our model combines the benefits of a living wage-paying job with supports and training to help men succeed in our workplace and beyond.



Provide participants with **support services** to remove barriers between them and their employment goals.



Provide **trainings**, certifications, and work experience to give them occupational skills to succeed.

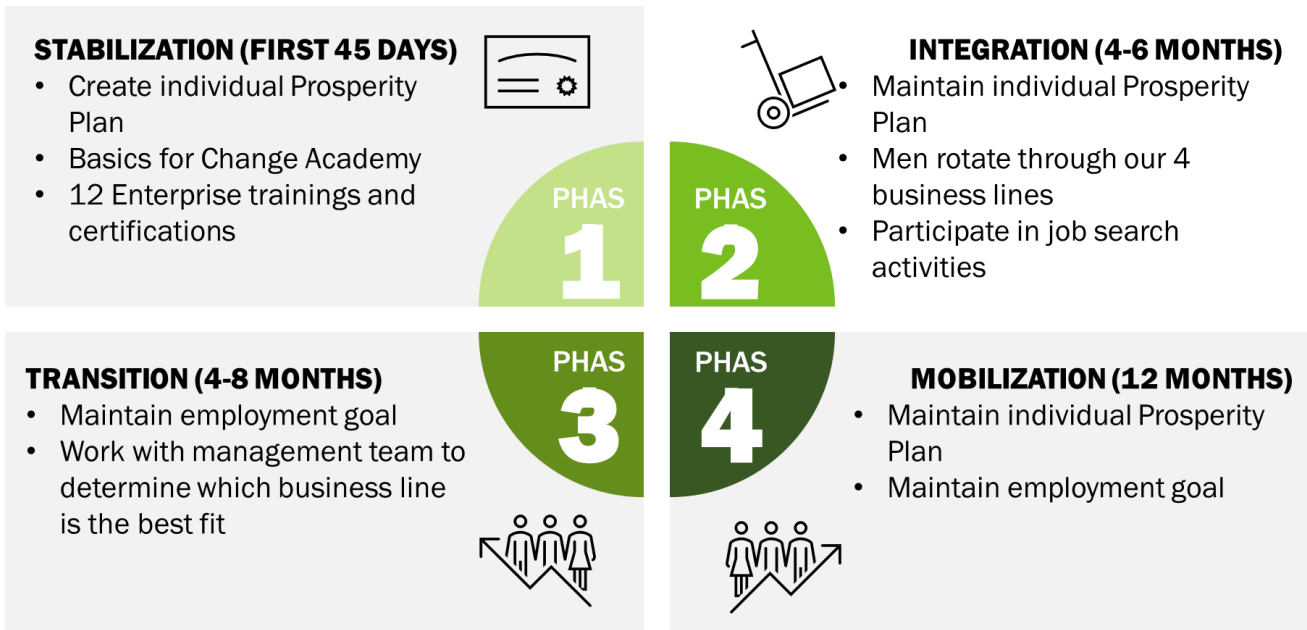


Participants work with managers and life coaches to help determine what line of work best fits their **career plans**.



Aid participants in job search with referrals to our partner network and job search workshops and skill building.

OUR FOUR PHASE MODEL



CERTIFICATIONS

Our men receive 12 training certifications during Phase 1 of our model, including 4 critical safety trainings which must be completed before doing any work for a business line.

| | | |
|-----------------------------|-------------------------------|-------------------------------|
| WAREHOUSE SAFETY | DECONSTRUCTION 101 | FORKLIFT CERTIFICATION |
| PROPERTY MAINTENANCE | HAZARDOUS WASTE | JANITORIAL |
| SALES | OSHA 10 | APPLIANCE DISASSEMBLY |
| BLOODBORNE PATHOGENS | HAND & POWER TOOLS | OSHA FALL PROTECTION |

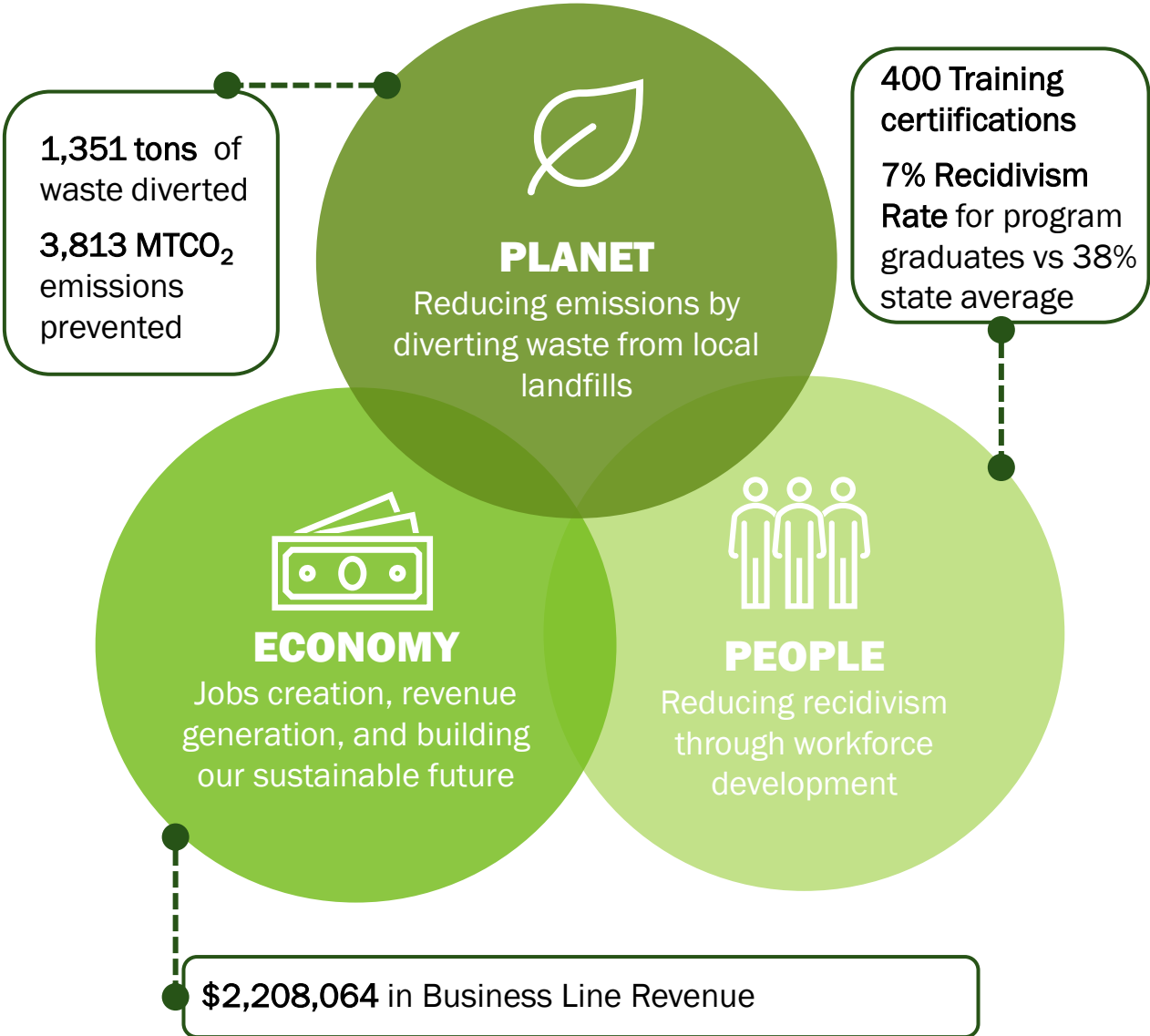
438 training certifications awarded in 2024

TRIPLE BOTTOM LINE

We think about the health and success of our organization through the impact we make in three key areas: People, Planet, Economy”:

- **People:** The men in our program, rebuilding their lives after years of incarceration.
- **Planet:** The environmental emissions our deconstruction and waste diversion business lines prevent from being released.
- **Economy:** How we are helping create a sustainable economy for tomorrow while creating jobs and generating revenue today.

2024 IMPACT SUMMARY

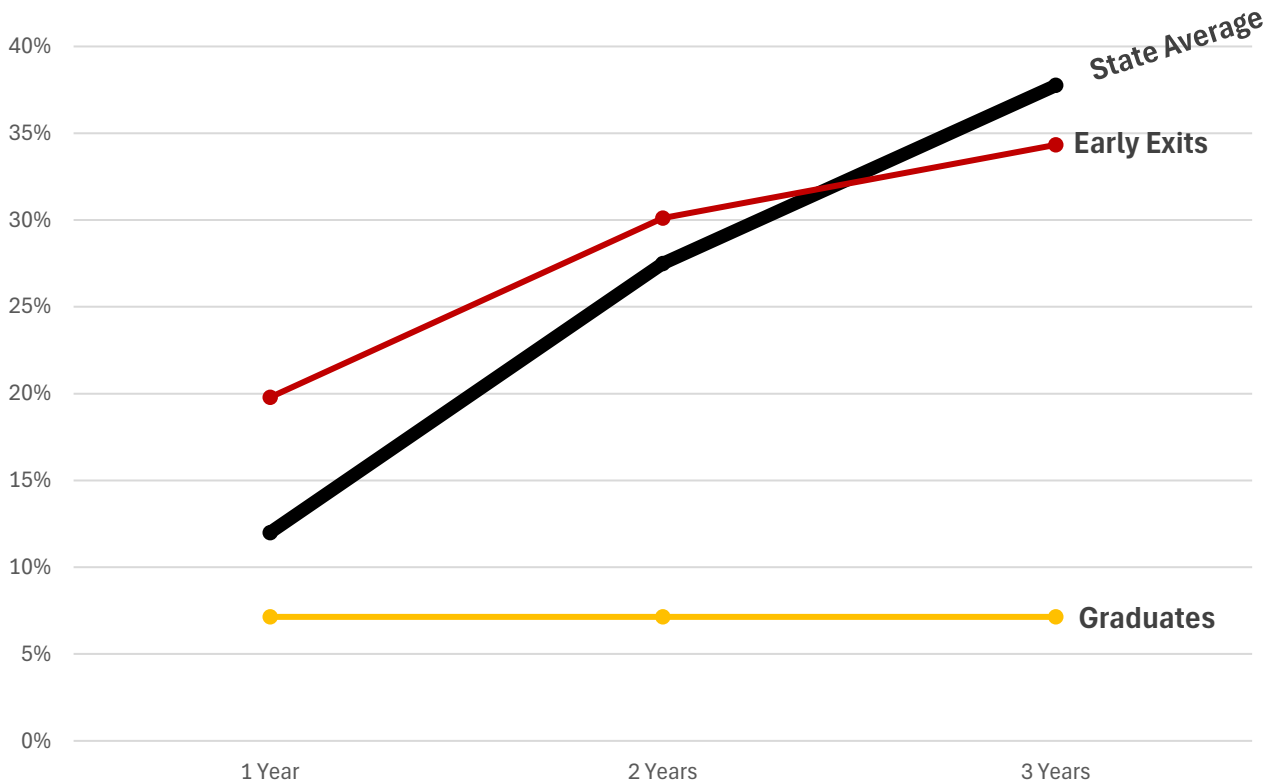


RECIDIVSIM DATA

Better Futures works to help formerly incarcerated men reenter society. One of the best indicators of how successful we are in our work is the recidivism rate of our participants.

As part of our data collection process we track recidivism rates of our former participants, both those who graduated by finding outside employment and those who left under other circumstances. Below is a table comparing the felony reconviction rate of Better Futures participants over the past 6 years to the state average over the same period of time.

BFM 2018 - 2024 Felony Reconviction Rate 1, 2, and 3 Years After Exit



*State Average taken from 2022 Minnesota Department of Corrections Performance Report.

Economic Impact

Our economic impact is the result of short-, medium-, and long-term investments we're making in ourselves and the communities we serve.

Short-Term Impact



Our business lines are short term investments, each year generating revenue necessary for us to continue our operations. Though we do also rely on government and philanthropic donations to fund our organization, having a steady and significant base of unrestricted income gives our finances a solid foundation. This at its core is an investment in ourselves. It allows our organization to survive and work to bring the changes we want to see in the world.

Medium-Term Impact



The support we provide our participants not only helps them but is a medium term investment in their community. The training, work experience, income, and integrated care we provide help our participants stabilize their lives and create their own success stories. Successfully reentering society is not only great for them but beneficial for their communities. Earning a steady income lifts a burden of support from community members who would otherwise be supporting them, and part of the money they earn will be spent in the community. Additionally, the fact that they did rebuild their lives is a positive example for a community where crime and incarceration are persistent issues, providing an alternative vision of what a successful life can be.

Long-Term Impact



Long-term our investment in our business lines and in our participants is part of a larger, societal transformation to a circular economy. A sustainable economy that not only has net zero carbon emissions and a significant reduction in the release of harmful air and water pollution associated with our linear economy's waste disposal practices, but one that has built into its growing markets opportunity for communities that have been marginalized for generations. Our business lines are a small part of societies rapidly growing green infrastructure and will continue to grow and mature as the infrastructure for a circular economy replaces the outdated, damaging, linear economy infrastructure we've outgrown.