



From One Idea...

To 25 Years of Countless Connections

Whatever you thought you knew about Daily Work, there is probably still more to learn about this small-but-mighty nonprofit. From an organization that started with a humble attempt to help others, we've expanded into a community of our own – forming new connections and strong, collaborative relationships along the way.

A few of our early partners and long-term supporters recently got together to reflect on the journey. Observations were insightful, heartfelt, and sometimes surprising. But what shines through in all their reminiscences is that, for many people and families, Daily Work has been a force for good on the path to stability and prosperity.

The Question That Started It All

With the word “work” in our name, it’s no surprise that Daily Work has always been about action – and it all started with a question. In 1999, pastors from Frogtown, Summit-University, and Minneapolis gathered around a shared concern: How can we do better by people striving for work and stability? A year later, that collective sense of injustice and resolve became the foundation of Daily Work.

Jim Erlandson, pastor at Lutheran Church of the Redeemer, one of Daily Work’s original faith partners, recalls, “We took our name from Martin Luther’s *Small Catechism*, where he says God provides for our daily needs including home, family, and daily work. The promise of the gospel is that God wants to transform lives, and one way to do that is through meaningful work that offers a future. Helping people find that work is a tangible way to live the gospel, not just speak it.”

While formed based on Christian principles, Daily Work has always been open to all. Julie Hoff, current executive director, says, “The radical hospitality the founders envisioned has reached people across religions and birthplaces.”



Jim Erlandson • Obang Agwa (former job seeker) • Mari Jo Long (current board chair)

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Today, we're still helping folks find quality work by fostering meaningful, supportive relationships, and providing comprehensive employment services.

We're in a Different Lane

The lessons imparted by being a part of Daily Work have been powerful. That was true for Sara Beth Lohre, first executive director. "Daily Work taught me more about the real-life experiences of how people connected with their communities, and how their communities connected with them. I needed to learn about my own life in order to address my own learned racism, barriers to supporting others, and ways in which systems of power fail to support those who are most vulnerable."

As Daily Work grew, new leaders brought fresh vision. In 2006, second executive director Steve Grove helped secure our nonprofit status, strengthening the foundation for the future. "What attracted me was the board of directors. They were passionate about the mission of Daily Work, and willing to think creatively about how to continue its work. It was a group who appreciated how being given a reasonable shot at advancement makes a difference in lives."



Steve Grove • Radia Mohammed (former job seeker) • Vern Rice (long-time supporter)

Appealing to Grove was the way Daily Work operates in, what he terms, "the middle ground," with a mix of churchgoers, believers, and skeptics all coming together to work in a space that larger agencies and government often don't. "We're more like a bicycle than a big truck which means we're small and nimble, but we have fewer guard rails and more potential risks as a result. We're in a totally different lane from everyone else. I still love that we're different from other organizations because of the personal care and attention from the heart we provide."

While getting a job and finding quality, life-long work are the ultimate goals, there are many opportunities for surprise and delight along the way. Grove reflects that a job may be just one part of the equation. "As we think about how we're doing, a 'win' can be more than simply did they get a job or not. Wins come in many forms; sometimes it's the affirmation you deserve or the strength to keep going, even after rejection, because someone believed in you."

"Daily Work provides the 'unconditional love' that many people don't have – even when they falter, have setbacks, or make mistakes. I wish more of society realized the difference it makes in lives to have that kind of support. And being part of this organization was life changing for me, too. It opened my eyes to so many things."



DAILY

WORK

ANNUAL

IMPACT

STATEMENT

Dear Friends,

At Daily Work, we know that employment doesn't happen in a vacuum. It's deeply tied to every aspect of life: food, housing, health, education, transportation, and even a sense of belonging. That's why our nonprofit goes far beyond job placement.

In 2024, 91% of our job seekers lived at or below the poverty line and, for many, low income was just one of many barriers. More than 75% were immigrants, often juggling urgent needs while learning English, navigating unfamiliar systems, and trying to access basic services. Laying a strong foundation for employment frequently required solving day-to-day hurdles first.

To meet increasingly complex needs, we continued expanding our holistic approach – providing 1,600+ appointments that combined job services with support for everything from rides to our office, to learning to drive, going to the doctor, preparing taxes, and more – because each step plays a critical role in a person's path to stability.

We also reimaged how to measure the full impact of our services, developing a system to track progress across 11 key areas that impact employability. Going forward, this approach will give a fuller picture of DW's impact and allow us to celebrate every achievement.

To support this work, we strengthened our team by hiring a part-time Program Director, continued our AmeriCorps partnership with a dedicated Housing Navigator, and acquired Prosperity Ready – a program aimed at internationally educated immigrants in acquiring professional work. Our first cohort launches in 2025. We also kick off the upcoming year with eight new board members – bringing fresh insight, diverse experience, and revived energy to Daily Work's next chapter.

Thank you for being part of our journey. Whatever comes next, we'll meet it together – and keep moving forward.



Mari Jo Long
Board Chair



Julie Hoff
Executive Director



Total Served

**242** Job seekers (↓7%)**1,629** Appointments**46%** Male**53%** Female**1%** Trans/Non-binary**49%** Households with kids**76%** Immigrants (↑6%)**33%** In US for <2 years (↑57%)**30%** Needed an interpreter**22%** Were 55+ years old**91%** Of new intakes at <100% of Federal Poverty Guidelines

Barriers to Entry

Our **job seekers** face many obstacles:**71%** Unemployed at intake (↑16%)**45%** Beginner or no computer skills**25%** No HS Diploma or GED (↑39%)**12%** Had health concerns impacting work**9%** With legal records

Satisfaction Surveys

Twice a year job seekers are surveyed:**91%** Felt listened to by Daily Work**87%** Are more hopeful about their future**83%** Felt DW helped more than expected**4.5** Out of 5 overall satisfaction score**4.5** Average rank across all services

Volunteers & Interns

Volunteers and interns bring compassion, skills, and energy to every part of our organization. Their dedication strengthens our services, stretches our resources, and helps build a more connected, inclusive community.

	Hours	Dollar Value*
45 Volunteers	4,645	\$155,561
12 Interns	3,329	\$111,488
Total =	7,974	\$267,049



*Value established annually by Independent Sector: \$33.49/hr

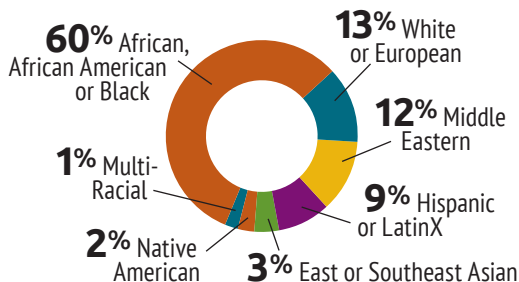
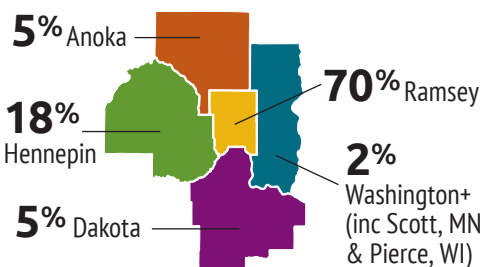
"The most rewarding part of volunteering at Daily Work is showing people that they are respected and cared for." —Vinny Digiorno, Volunteer

100% of volunteers recommend Daily Work to others for **5** years straight!

Mission Daily Work's core purpose is to partner with people to find quality work by providing comprehensive employment services and fostering meaningful, supportive relationships.

Vision We seek a community where everyone has the opportunities and connections to shape their future.

In 2024, our small-but-mighty office served people from **7** counties and **35** unique countries.



Some Services Supporting Employment

We do more than connect people with jobs – we break down the barriers that stand in their way. Our approach recognizes that employment, basic needs, and well-being are deeply connected. Below are just a few ways we assist.



Wraparound Support

100+ people received bus, gas and food cards, rent assistance, TECI laptop computers, driving lessons and permit test preparation, and guidance with health care, taxes and more – in addition to employment services



Transportation Assistance

Public transport does not get folks everywhere they need to go, and ride share or taxi services can be prohibitively expensive.

30 people received **172+** unique rides to or from DW office appointments, job interviews, medical visits, and more.

LANGUAGE Interpreters

The number of people requiring language services was up **73%** over 2024.

71 people used interpreters for nearly **600** appointment hours – almost double the hours needed in 2024. The top four languages were (in order): Spanish, Amharic, Oromo, Arabic.

Read more about the impact of Daily Work online at daily-work.org

Daily Work ended 2024 in a stronger financial position, despite a challenging year. We're grateful for the dedication of staff, interns, volunteers, and individual and institutional supporters who walk alongside job seekers every day!

Partners

Faith Partners

Arlington Hills Lutheran Church
Atonement Lutheran Church
Christ on Capitol Hill
Christ the King Lutheran Church
Christ the River of Life Lutheran Church
Interfaith Action
Our Saviour's Lutheran Church
St. Anthony Park Lutheran Church
St. Anthony Park United Church of Christ
St. Stephen Lutheran Church

Foundations

3M Foundation
Bethlehem Lutheran Church Foundation
Christ the King Lutheran Foundation
Fredrikson & Byron Foundation
Hardenbergh Foundation
Holy Land Charitable Fund
Land O'Lakes Foundation
Marbrook Foundation
Moore Family Foundation
Old National Bank Foundation
Saint Paul & Minnesota Foundation

Board & Staff

2024 Daily Work Staff

Julie Hoff, Executive Director
Judy Sharken Simon, Operations & Volunteer Director
Kristen Perron, Program Director
Meghan Hildebrand, Lead Clinical Case Mgr.
Maria Carlson, Office & Engagement Coord.
Jennifer Mayes, AmeriCorps Housing Navigator

2024 Board Leaders

Mari Jo Long, Chair
Priya Bhavsar, Secretary
Anu Pal, Treasurer

2024 Board Directors

Anisha Kinra • David Krahn
Bryan Morben • Jake Scouvre
Amanda Teske • Jane Townsend

Financial Snapshot

Balance Sheet	2023	2024
Total Assets	\$134,757	\$142,476
Total Liabilities	\$32,413	\$29,506
Equity	\$102,344	\$112,970
Total Liabilities & Equity	\$134,757	\$142,476
Revenue		
Contributions	\$203,853	\$261,142
Congregations	\$29,467	\$34,775
Foundations	\$112,500	\$107,500
Employee Retention Credit	0	\$22,438
Other Revenue	\$2,383	\$623
Total Revenue	\$348,203	\$426,478
Expenses		
Program	\$243,896	\$286,521
Administrative	\$52,813	\$52,215
Fundraising	\$69,614	\$77,336
Total Expenses	\$366,323	\$416,072
Change in Net Assets	(\$18,137)	\$10,406
Year-End Net Assets	\$102,344	\$112,750

For more details, view IRS Form 990 on our website

A Big Thanks

Although not listed by name, we're deeply grateful to all of our 2024 interns and volunteers!



Daily Work

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Saint Paul, Minnesota 55103

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help@daily-work.org



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Transforming Lives – Including Our Own

Coming together for this common purpose, lives are changed on both sides of the equation – for job seekers *and* those who support them. Zoe Massaquoi, former job seeker and member of the original steering committee, has a unique perspective.

“I came to the U.S. as a new immigrant in 1999. Even though I had a degree in accounting and a minor in Economics, I needed to learn how to navigate my way around the corporate world. I attended the first Daily Work meeting. I could be myself amongst the people there, and feel free to ask what I consider ‘dumb’ questions without feeling embarrassed. The support I received helped me become a more confident person. Now, I can stand up and advocate for myself and others.”



Zoe Massaquoi • Dave Krahn • Mahdi Sarbaz (former job seeker & former staff)

A vital part of Daily Work since 2005, Dave Krahn has worn many hats – volunteer, donor, board member. He says his involvement marked a shift from his past priorities. “The choices I made during my career didn’t include much time for volunteering. As I neared retirement, I felt the need to give to the community. Daily Work was my first board experience, but with support from board members and others I’ve now served on the board or as a volunteer for nearly 20 years.”

“My experience continues to be a gift to me. When someone comes for services, we carefully listen; it’s the foundation for building a trusting, working relationship. I’ve been honored to hear many of their stories – stories of struggle, joy, and resilience. I’ve come to understand that they’re people just like me who want to thrive and contribute fully to society – but who’ve endured unthinkable hardship. And still, they show up with courage and hope. Seeing that strength changes you. I feel a deep connection, a oneness, and a rich, shared humanity.”

The Need Grows – So Does Our Resolve

Even after 25 years and more than 4,000 job seekers, it’s remarkable how much Daily Work has remained the same. “The needs are still there – and they may be greater than ever,” states Hoff. “That’s why our mission is as relevant today as it was in 2000.”

As the world grows more complex, so do the challenges job seekers face in finding stable, meaningful employment. In response, our nonprofit has adapted, expanded, and deepened its support to meet people where they are. We continue to rely on our community’s commitment to walk alongside them in pursuit of a better life.

Curious to learn more? Come to Steps to Success and hear from those who shape, inspire, and contribute to our work! [Turn the page for details.](#)

Daily  **Work**

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www.Daily-Work.org



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Includes Our 2024 Annual Impact Statement



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 **STEPS
to
SUCCESS**
Event

Join Us!

REFLECTING
on our past

GROWING
in the present

DREAMING
toward the future

Celebrate our past, present, and future at Steps to Success!

Hear from job seekers, learn from community leaders, and take time to reflect on the lasting impact Daily Work has made on every one of us. And perhaps best of all, we'll dream together about what's next – how we grow, who we reach, and what we can build in the next 25 years.

Date: Tuesday, May 20, 2025 **Time:** 5:30 Buffet starts • 6:30–8:00 Program

Place: Westminster Church Hall • 1200 Marquette Ave • Minneapolis

More: No cost to attend • Delicious dinner • Cash bar • Free parking

RSVP by May 9: Return card if you received a mailed invite, scan QR code, call 651-204-3043, or read more at www.daily-work.org



Link to RSVP form