

**rebuild resources™**  
we produce hope

Rebuild Resources' mission is to help addicts and alcoholics become sober, self-sufficient and of service by providing meaningful, transitional employment in business enterprises we own and operate. These enterprises provide a safe, sober, secure, supportive, but non-enabling environment for recovery, AND serve as the economic engines which sustain our work.

PRESIDENT'S LETTER

Dear Friends,

A couple of weeks ago at my Sunday morning Alcoholics Anonymous meeting, I heard a great joke:

Question: Is the glass half empty, or half full?

Alcoholic's Answer: Not for long!

It occurs to me that this pretty well sums up life at Rebuild.

Our glass is definitely at least half full. Take a gulp of this:

- Through September, our graduations are 47% ahead of last year.
- Our Apparel and Promotions business is producing record job levels with 40% annual growth.
- We have more friends than ever, many of whom turned out for our recent Open House.
- We have the most dedicated, compassionate, hard-working staff you'll find anywhere.

Unfortunately, the glass is also more than half empty:

- Over 7 million people will be released from incarceration to communities in 2007, more than 75% with a history of substance abuse.
- The meth craze will increase the investment required to produce a successful graduate.
- The softening job market is less friendly than ever to recovering, re-entering people.

The punchline of the joke also applies to Rebuild: Not for long. Because we are constantly changing and always on the move with new programs, new business opportunities, new board members and new energy — all of which is described in this newsletter.

**Please help us produce hope**

**When I started at Rebuild four years ago, having never been a fund raiser before, I was pretty bashful about asking people for help. Not anymore. I've seen the miracle of recovery in the faces of our graduates. And I've lived the challenges of making our social enterprise model succeed. We can only do it with your help. With gratitude and humility, I direct your attention to the contribution envelope in this newsletter. Please use it promptly to make a gift that is significant relative to your means.**

**Don't give 'til it hurts; give 'til it feels good!**

For the hope we produce together,

Kevin Lynch,  
President



THE STUDENT VOICE



*This feature is where you hear directly from our students - and they get a chance to hone their writing skills. This essay is from Terrance, who has been with Rebuild since July 2007, currently working in the Custom Apparel and Promotions (CAP) department. "He's such a hard and dedicated worker. He's willing to learn anything that's put in front of him," boasts his supervisor, Macy.*

I was born in Chicago, IL to a single parent home of three siblings. I have never met my father, but the father of my siblings took on the role as my father. When I reached the age of sixteen, my mother left him. Since the age of fourteen, I moved back and forth between my Grandmother's house and my mom's because my mom and I would occasionally fall on bad terms. Shortly I started committing petty crime with the neighborhood kids, and dropped out of high school my junior year. Ever since then I've been selling drugs to make a living. At the age of twenty-eight I moved to Minnesota

*Continued on next page.*

to sell drugs and was incarcerated a year later. After serving two years I was released back to the streets from federal prison to just continue from where I had left off from, not wanting to change. Two years later I was caught up again and sentenced to four years plus a nine month residential drug treatment program.

The program was five days a week for four hours a day, where doctors and drug treatment specialists taught us different life skills that would stop us from committing criminal behaviors. The program really helped me find my purpose in life and who I really was. I was released in April of 2007 with the proper tools to succeed in life. I educated myself in prison and took plenty of self improvement classes. With those tools I used them to make it in the world and find a job. While incarcerated it gave me time to think about how valuable I really was to the community and my family with that on my mind and the support from family and friends I was focused on doing the right thing because prison life was not for me anymore.

I've got six kids that need me to be there for them so they won't end up like me; I had to break the cycle. I was released to a halfway-house where I had heard of Rebuild through a friend who was a mentor at a re-entry program. So I came in to talk to Lori and filled out an application and kept following up on it. Then one day I got a returned call for an interview. From that day on, I have enjoyed working as a part of Rebuild's team. Rebuild has helped me stay sober through the weekly group meetings and the Foothold Project meetings. I have learned a lot of different trades that I would not have ever thought of doing but it has been great and I wish that my time here could be longer and permanent for me. Rebuild has become a second family to me, where the staff and fellow students have assisted me in my sobriety.

## INDUSTRIAL SEWING



## PARTNERSHIP WITH NORMAN & ASSOCIATES

### Dale Carnegie Training

Mike Norman, CEO of Norman & Associates met our Founder, Fred Myers when he shared about the Rebuild Program at an Edina Rotary meeting about 10 years ago. Our relationship with Norman and Associates began when Mike offered to support us through training.

Norman & Associates is licensed to provide Dale Carnegie Training in Minnesota, Iowa and Western Wisconsin. Many people have heard the familiar name of Dale Carnegie, because the company has existed for 95 years. They are in the business of helping businesses thrive and prosper.

Matt Norman is VP of Sales for the Twin Cities area at Norman & Associates and he put together our current *customized corporate solution* for our staff and apprentices on the topic of customer service. In order to do this, they learned our strengths and weaknesses and found out our organizational direction, so they can take us where we want to go. Trainers come to Rebuild on a monthly basis and create a fun-filled interactive atmosphere for learning and personal and organizational improvement.

Besides customized programs, they have open enrollment for many course offerings such as Leadership Training for Managers and How to Sell like a Pro.

Mike says his favorite principles and techniques from the Dale Carnegie Golden Book have to do with respect and the principles that separate the person from the problem. "When things aren't going very well, that's when the rubber meets the road and I need to make sure that I'm not criticizing others and I'm praising people every chance I get, and admitting my own mistakes," Mike says. Now, *that's* a leader who puts Dale Carnegie principles into action!

Thanks to Mike and his team at Norman & Associates for the generous in-kind training expertise!

## 12 STITCH

In the last newsletter we introduced our unique brand of recovery apparel called 12 Stitch. We are beginning a regular feature of 12 Stitch apparel to show our readers what's new at [12Stitch.com](http://12Stitch.com).

### This snazzy shirt makes a great holiday gift!

**Came to Believe \$14.99**

A new representation of a classic saying. The design shows the steps of transforming from observer to believer. Pictured in White. Also comes in Texas Orange, Cardinal, Indigo, Leaf, Natural, Red and White.

(2XL + \$2.00)





POETRY CORNER

This feature of the newsletter boasts the imaginative, creative side of our very own Rebuild employees. This poetry is by Derrick G., a Rebuild Graduate.

**A THOUGHT**

Admission is the first affliction to addiction  
 Yeah, I'm an addict if I failed to mention  
 Life flows like a song, but I got to be strong  
 Get right and get back to where I belong  
 My life left sores from the weight I bore  
 From the scores of tours of my life before  
 The pain will remain like a stain on the cloth  
 of my brain  
 If my thinking don't ever change.

**KEEP STROLLING**

Casually I strolled through life  
 Mentally prepared for times of strife  
 All knowing that it's bound to come  
 Never forgetting where I come from  
 Born of scorn and different ways  
 Taught me to conquer trying days  
 I'm here to live to learn and grow  
 But things come up to stop my flow  
 The speed I'm going may seem to slow  
 But another man will never know  
 I conform and arm myself with might  
 And keep my goals within my sight  
 God's with me because He guards my soul  
 He's with me on my stroll.

**Save the Date!**  
**Rebuild Resources**  
**Gospel Gala**

with Robert Robinson & Friends  
 and Karen Casey at the Dakota  
 in Minneapolis - Sunday,  
 April 20th, 2008

ANOTHER REBUILD WEB SITE!

**LetRebuildMakelt.com**

You have probably seen our main web site: [www.rebuildresources.com](http://www.rebuildresources.com) and hopefully you know we created [www.rebuildstore.com](http://www.rebuildstore.com) to showcase our 50,000+ custom apparel and promotional products. Next, we designed [12Stitch.com](http://12Stitch.com) to sell our recovery themed brand of apparel, and now we are unveiling [LetRebuildMakelt.com](http://LetRebuildMakelt.com), a new site to promote our Contract Manufacturing capabilities.

Our Contract Manufacturing enterprise currently provides custom assembly, light manufacturing, and fulfillment solutions for numerous local, regional, national and international companies, including Donaldson Company and Ritchie Engineering.

For example, the student-employees working in our Contract Manufacturing enterprise assemble about 20,000 cash drawers per month for APG, and put together about 30,000 Freon installation valves for Ritchie Engineering every month. The student-employees in our Contract Manufacturing enterprise are also skilled at industrial sewing, woodworking, foam-cutting and more.

By partnering with us, manufacturers are able to even out seasonal peaks and valleys, maximize valuable floor space, and allow their skilled labor force to concentrate on more productive tasks.

As for quality, our customers say it best: "We're obsessed with quality," says Ritchie Engineering's Duane Bohler. "And Rebuild is one of the few organizations who we allow to touch our product."

If you have more questions about our capabilities or are interested in a project quote, please contact us at [manufacturing@rebuildresources.com](mailto:manufacturing@rebuildresources.com).

CONTRACT MANUFACTURING



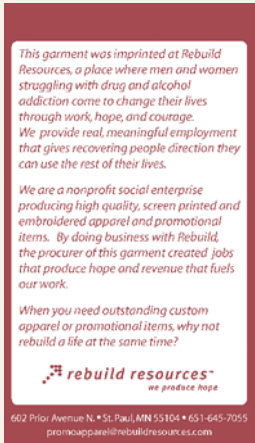
ST. STEPHEN'S JOHNNY APPLESEED BASH



Rebuild Resources represented well at the St. Stephens Episcopal Church's 20th annual Johnny Appleseed Bash in September. (Left to right) Chuck Singer, Board of Directors, Chelsea Hibbard, Development Staff, Darryn V., Student-Apprentice, Renee R., Student-Employee, and Ray W., Student-Graduate.

Rebuild representatives had a blast running the Junk Food Walk and handing out junk food prizes to children who won the musical chairs games.





As you can see, we created a new organizational identity and we did it with the help of Periscope, a world-class advertising agency at a generous discounted rate. We have new words, pictures, and stories that are the public face of Rebuild. So, what better way to show off our new identity, than to create new ways to tell the world who we are? That's what the Nice Threads cards, Community Benefit Tags and Rebuild Gift Tags are all about.

Our Nice Threads card has a catchy line on one side and a sales pitch on the other. It is a new way for us to promote our Custom Apparel and Promotions enterprise by telling others they can get their apparel imprinted at Rebuild Resources.

We attach our Community Benefit Tag to our custom screen-printed and embroidered apparel before it ships to our customers. Each individual apparel item is tagged with a story telling the wearer that it was imprinted by people in recovery who are changing their lives through the power of work and hope.

The Rebuild Gift Tag is available to give friends and loved ones when you make a gift to Rebuild in their name. Include it in a holiday greeting card as a personal way to show you care about Rebuild student-employees and spread the word about our program at the same time. We'd be happy to send you some for the upcoming holiday giving season!

Please request any of our new tags from Chelsea Hibbard: 651-255-5658 or [chibbard@rebuildresources.com](mailto:chibbard@rebuildresources.com).

## REBUILD OPEN HOUSE

### A First Class Event

We hosted an Open House in September to unveil our new look and our recently consolidated operations. Many of our friends and neighbors, including Midway neighbors, donors, customers, program partners, half-way houses and more came to tour our facility.



The Open House provided an opportunity for us to show off our new look and tell people what we are doing in the community. We transformed our small conference room into a classy showroom and our staff gave guided tours of our business enterprises where our students work. Tour groups heard personal testimonies from students along the way which are the *real* faces of our new identity.

## ANOTHER MARATHON



Kevin Byker and Rebuild student-employees

October 7th marked our Production Manager's second marathon race to raise money for Rebuild student-employees. This year, Kevin also had the spirit of his late father with him for the race. He says he did it for our student-employees and his father. So far, he has raised over \$2,300 to expand a program he began last year to assist students with basic needs. He finished the race in 3 hours, 25 minutes and 7 seconds with his racing wheelchair during incredibly warm, humid weather. Way to go Kevin!

## CUSTOM EMBROIDERY



### Financial Update

We inadvertently reported our operational turnaround as \$400,000 in our 2006 annual report. Our final audit shows a \$350,000 turn around. We are obviously still very thrilled by this result.

**Rebuild's 18th Annual Golf Benefit**



Our annual Golf Tournament brought 232 golfers together on July 10th & 11th, 2007 to have fun and support our student-employees. We are excited to say this is 20 more than last year! Thanks to our many golfers, generous sponsors and prize contributors, we had record proceeds of just over \$73,000.

We are happy to report that we filled the first day of the tournament to capacity at the beautiful course at Fox Hollow in St. Michael! And the second day was not far behind. It just goes to show what a great opportunity this is for our sponsors to gain exposure in our Construction Industry and Friends Golf Benefit.

Thank you to the 2007 Golf Steering Committee whose leadership and guidance made this event a huge success. And the personal testimonies shared by Kathy and Ray illustrated the amazing ways Rebuild is producing hope in their lives and how they are becoming self sufficient and of service as grateful recovering people.

**Please save these dates for next year and look for new golf contests and even more fun! Wednesday, July 16th (morning) and Thursday, July 17th (afternoon), 2008.**



**Thanks to our 2007 Major Sponsors!**

- Ambassador Press
- Ames Construction, Inc.
- Caterpillar Paving Products, Inc.
- Engineering America, Inc.
- Lubrication Technologies, Inc.
- Progressive Contractors, Inc.
- United Rentals
- Ziegler Cat

**Eagle Sponsors:**

- Associated General Contractors of MN
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- Mathiowetz Construction Co.
- Hardrives, Inc.
- Wells Fargo Insurance Services
- Tiller Corporation
- Virchow, Krause & Company, LLP
- RDO Equipment Co., Inc.

**WELCOME NEW BOARD MEMBERS**

**Janet Ludden**

Janet is CEO of Employer Solutions, the workforce development arm of the St. Paul Port Authority. She offers a keen understanding of work readiness programming.

**Nate Hughes**

Nate is the Sr. Vice President of Wells Fargo Insurance Services of Minnesota. He brings an important knowledge of business and finance.

**Don Eubanks**

Don works for the Minnesota Department of Human Services as the Director of Multicultural Affairs. Don offers a great knowledge of chemical dependency treatment options in Minnesota.

**Sarah Walker**

Sarah is the Director of Juvenile Services at 180 Degrees and a Phd candidate at the U of M. She brings a passion for re-entry issues and commitment to employing ex-offenders.

**CONTRACT MANUFACTURING**



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### Board of Directors:

Rick Berglund  
Robert Bratnober  
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Patrick Dale, Secretary  
\*Don Eubanks  
\*Nate Hughes  
\*Janet Ludden  
Kevin Lynch  
Thomas Luukkonen, Treasurer  
Steve Meyer  
Fred Myers, Chair Emeritus  
Jane Sanem  
Charles Singer  
Dick Smith, Vice Chair  
\*Sarah Walker

\*Welcome new Board Members Janet Ludden, Nate Hughes, Sarah Walker and Don Eubanks this year!

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## LIKE WHAT YOU'RE READING?

### THERE ARE WAYS TO LET US KNOW.

Rebuild aims for a high level of self-sufficiency. Our goal is to fund 80% of our budget from revenue earned by our businesses and the remaining 20% from the generosity of individuals, foundations, businesses, churches, and service organizations.

### Help Contribute to the 20%

**Annual Investors:** Annual gifts range from \$1 to \$25,000 per year.

**Keystone Investors:** Keystone investors make a three-year commitment of \$10,000 or more per year. Our Keystone donors provide the baseline support which ensures our ability to provide a consistently exceptional program.

**Program and capital needs:** We strive to continually upgrade our program and facilities. We have an endless and ever-evolving list of equipment and facility needs to improve our productivity and capacity to grow. Needs range from \$1,000 to \$100,000.

**Sponsorships and participation:** Be part of our annual Golf Tournament or Gospel Gala (see information elsewhere in this newsletter).

**Wish list:** your contribution of new or gently used items can be very helpful to our programs. Our current needs are: washer and dryer, commercial small portable shop-vac with a long extended hose, refrigerator, roof-top air conditioner, four pneumatic air drills, walk behind small floor scrubber, and Target (or related store or grocery store) gift cards (increments of \$10 or \$20) for student-employee incentive program.

Please contact Chelsea Hibbard, Development Associate, at 651-255-5658 or [chibbard@rebuildresources.com](mailto:chibbard@rebuildresources.com) if you have questions or would like to make a donation.