



CONSTELLATION FUND

6TH EDITION

A NOTE FROM OUR CEO

This year marks the fifth anniversary of our work together at Constellation. Your support has allowed us to lay the foundation for an innovative philanthropic movement that is creating real and lasting impact in our community. The five-year mark has inspired me to pause and reflect on the powerful tools that have been built and the remarkable opportunities ahead.

We have built a world-class quantitative toolkit of over 240 customized metrics, each rigorously designed to help maximize the measurable impact of every dollar of your support. We have built a portfolio of top-performing nonprofits providing an array of critical services that are collectively turning each dollar invested into over \$5 worth of long-term impact. With the help of a growing number of our state's leading companies, we have built Beyond Dollars, an innovative capacity-building volunteer program that connects the talent of our corporate workforce with the pressing needs of top social entrepreneurs. With the partnership of a deeply committed donor, we have launched CoLab, a world-class research arm that is already investing deeply into long-term evaluations to uncover lasting insights on fighting poverty.

In just the last year alone, the benefits of your investments through Constellation have reached over 80,000 of our neighbors experiencing poverty in the Twin Cities. We are a community of donors and stakeholders who, in just a few short years, have allowed this work to grow into a philanthropic movement—a movement that has generated \$9 million of annual support by investing not just in nonprofits, but in lasting social solutions.

Our next phase of work at Constellation will focus even more on the growth and potential of our grantees. I am proud to share that we are establishing a growth fund within our broader portfolio to deepen support for the highest-performing nonprofits primed to scale. This will include investing at increased levels, ensuring access to top-tier support as they focus on sustainable and effective growth. It will include exploring opportunities to wrap robust longitudinal research around this work as we expand our understanding of transformative solutions and their ability to grow. And it will include new partnerships.

The truth is, no philanthropic entity alone can fund all the services essential to uplifting our neighbors experiencing poverty. Accomplishing that level of change in the Twin Cities will require coordination across philanthropy and with our friends in the public sector. This is why I see within Constellation's work—and within each of your investments into it—an opportunity even greater than the life-changing direct impact each of those donations makes in our community. I see the opportunity to catalyze shared investments into solutions that I believe, and the evidence shows, will drive real, lasting change for our Twin Cities community.

Thank you for your trust and partnership in illuminating a brighter future.



ANDREW DAYTON
FOUNDER & CEO

METRICS 101

WHAT IS A METRIC?

A metric is how we assemble the best available evidence about an intervention to quantify community benefits and calculate poverty-fighting impact of the work.

Each organization in Constellation's portfolio is evaluated rigorously with a set of customized metrics. This evaluation helps determine a nonprofit's BCR, or Benefit-Cost Ratio.

In five bright years, we have built over 240 metrics and are continually refining them to incorporate emerging evidence, improve upon our previous assumptions, and more accurately reflect evolving community dynamics to better support the fight against poverty in the Twin Cities.

PHASES OF A METRIC

1 Identification

Constellation meets with an evaluatee organization to learn about how their work is likely to have a measurable impact on health or wealth.

2 Research

We perform a comprehensive literature review to understand what academic research can tell us about the effectiveness of an intervention. We extract data from available research and gather any local data we might need for different demographic groups.

3 Draft

We write the first draft of the new metric, creating a quantitative path from the number of participants served by an organization's intervention to the amount of benefit created.

4 Review and Redraft

After a rigorous quality-check process to make sure we got it right, we check for the appropriateness of the metric as written compared to the actual use case and refine as necessary.

5 Publish and Use

The metric is published in our book of metrics and used to conduct quantitative evaluations.

6 Review and Update

Metrics are reviewed one year after creation and then, if no changes are made, every five years thereafter. Metrics relying on information that changes annually (such as the most recent graduation or recidivism rates) are updated to incorporate new evidence.

GRANTEE STORY

KEYSTONE COMMUNITY SERVICES

Keystone Community Services is a nonprofit organization based in Ramsey County providing community-based services aimed at strengthening community and serving people with the greatest needs. Their programs are designed with community input to meet the changing needs of those served. Participants include young people and families, seniors, and anyone needing food support or crisis resources. Keystone delivers a variety of high-quality, evidence-based services in neighborhood gathering places that make our Twin Cities community stronger.

Constellation Fund is proud to provide targeted support to Keystone's basic needs food programs which have collectively distributed more than 3.4 million pounds of food this past year. Keystone's food programs include a food shelf that makes fresh, nutritious foods available in the St. Paul area, a food delivery program designed to help low-income seniors or adults with disabilities access food options, and a Foodmobile, which brings food shelf services directly to more than 30 sites across Twin Cities neighborhoods without access to full grocery stores.



BEHIND THE METRICS

Constellation Fund's benefit-cost analysis for Keystone Community Services this year resulted in a significant increase in the organization's benefit-cost ratio (BCR). Constellation attributes this increase to two main factors:

First, Keystone distributed much more food than the previous year at only slightly higher costs, thereby relieving food insecurity for more low-income households than last year. The second reason is a change to Constellation's food distribution metric. We had previously used a version of the metric that related health improvements to the value of Supplemental Nutrition Assistance Program (SNAP). Instead, for a more stable

methodology that avoids the volatility of SNAP benefits, the metric now relates health benefits to a given amount of food.

The majority of benefits evidenced by the metric come from food distribution at Keystone's two fixed-site food shelves. Keystone has just opened a new food shelf and expects to more than double the amount of food it distributes this coming year. Overall, Keystone's ability to leverage free and reduced-cost food means it delivers a stable return on investment in addition to the community health and income benefits that result from reducing food insecurity.

MEETING THE NEED

Georgi Nguyen, Keystone’s Director of Basic Needs, says the new, expanded food shelf building which opened in January 2024 has dramatically increased their capacity to serve more people and hold more food. Nguyen notes that even with the site’s increased capacity, they sometimes aren’t able to keep up with the tremendous—and growing—need in the community. However, with support from the Constellation Fund, Keystone has been able to add two bilingual staff positions for the food markets which, Nguyen says, has been instrumental in serving the local community. Nguyen estimates that, on average, 60% of shoppers are Spanish speakers, something she believes “They know it’s a safe and trusted space where they can come and get their groceries for their family. They know that staff speak their language and are able to help them navigate getting connected to resources.”

Keystone has been operating since 1939 and has evolved over the years to meet community need. Today they are the largest food provider in the East Metro, having served 57,000 households in the last year alone. Keystone’s evolution and commitment to helping community members meet their needs to grow is a strong example of how Constellation and its partners are investing in lasting solutions.

SHOPPER STORIES

Meet some of our Twin Cities neighbors who are able to access fresh, nutritious food through Keystone Community Services.



Steven and Sherida

We have been in this neighborhood for about three years but we have recently been displaced. Right now we’re dealing with a major crisis. Other than that we’ve loved the community. It’s a beautiful neighborhood. We love Keystone. This is our first visit to the new building, but we watched it be made and grow and it’s a beautiful thing, what it’s become. My goodness, I couldn’t wait. It’s a total blessing.

It’s beautiful and it’s impacted us immensely. We get very little SNAP benefits and we struggle, like we all do. **Keystone is very helpful to make ends meet. We haven’t had a day where we went hungry, having this access so close by.**



Jonathan

I currently live in St. Paul. My wife and I came to America in 2016 from Liberia, on the west coast of Africa. We couldn’t bring our four children because of financial problems. So for them, we are trying to make it in St. Paul. I currently work with a medical device company. Financially, the pay is not too high so we’ve got to do other things to get what we need.

Keystone helps a whole lot. We’ve had to cut down on extras. We’ve got children back home and send money for their upkeep and for schooling. The oldest is about 20 years old. He is in college, getting his Master’s degree. So, you see, supporting the children back home and getting your bills on the side is getting very difficult. The cost of living is only going up. So Keystone has been a great help to us.



Davian

I moved down here when I was nine from Chicago. I was homeless and then incarcerated for a little while. Now I’m just getting my apartment and stuff and I’m just trying to get back on track through school, friends, activities, and really trying to get back out into the world, into society.

I’m in carpentry right now at Summit Academy in Minneapolis. I have family support, people support, friend support, I’ve learned to keep certain people in my corner. Keystone’s food shelf is a really good place. I really like it. Keystone is definitely a place to go when you’re struggling. It’s a lot of hardships in the world. So when you’re struggling and you really need it, you can come here.

Keystone helps me by just giving me freedom. When you’re hungry, it’s hard to stay focused. It’s hard to go to work, go to school, do daily activities because all you’re thinking about is ‘man i’m hungry as hell and I can’t eat’ but having Keystone and having a food shelf, it’s easier for me to navigate through my life.

ANNEX TEEN CLINIC

GRANTEE STORY



“The Annex is really a special place. We genuinely value authentic partnerships with young people and are really invested in young people in our community. And we’ve seen that they invest back. They really want to make a difference in their communities.”

HOLLY LEPPANEN | EXECUTIVE DIRECTOR



Annex Teen Clinic is one of Constellation Fund’s 27 high-impact grantees. The Annex is a nonprofit organization committed to providing accessible and affordable sexual and reproductive healthcare to young people. They offer a wide range of services through clinical care, including birth control, STI testing, as well as educational opportunities on youth development and resource outreach for the neighboring community.

Annex’s approach to providing healthcare and education to young people and caregivers across the Twin Cities area is rooted in authenticity. Since 1971 the Annex has been meeting adolescents where they’re at in an effort to deliver comfortable, accessible, and impactful care to young people.

The Annex’s education work spans from pre-K through high school age. For younger kids, like middle-schoolers, education is as simple—and transformative—as learning about your changing body, having a comfortable space to ask questions about puberty, and learning how to take charge of your body, friendships, and other areas of life. Khadijah Cooper, Director of Sexuality Education, says the Annex really provides a toolkit for young people, “our tagline is take charge of your sexual health, but young people have the tools to take charge of many areas of their social life and health because they feel comfortable and confident.”

Providing resources and support for parents, caregivers, and adults is also central to Annex’s approach. The clinic and education program aim to equip caregivers with tips and tools to best support young people in ways that are accurate and accessible as well as in line with their community’s values or culture. Cooper notes she often hears from past Annex clients about the impact that having access to strong healthcare resources can have on someone at a young age. She cites examples of multiple young people who had a positive experience at Annex and are then inspired to go into healthcare careers to share that positive experience back with community—some of whom even work at Annex today.



On the lasting change her team catalyzes and witnesses in the Twin Cities community, Holly Leppanen, Executive Director at Annex Teen Clinic notes, “I think a lot of the Constellation Fund’s mission around reducing or eradicating poverty is really a systems-change goal, wanting to see our whole community transformed. The Annex is also engaged in multiple different levels of work that transforms healthcare and empowers young people to be able to make that transition from adolescence to adulthood and feel really confident navigating the world. Constellation Fund is helping to make that possible.”

TAKING CHARGE OF HEALTH ACROSS GENERATIONS

GRANTEE STORY



BABRA MUMIA
Annex Teen Clinic Board Member

“AS I GOT OLDER, MY CONNECTION WITH THE ANNEX INSPIRED ME TO TAKE CHARGE OF MY WHOLE HEALTH.”

I got pregnant at 17 years old, and I didn't know what to do. I didn't have anyone to talk to. I came from a household with African parents and values that simply told you not to have sex until marriage and that was the end of the conversation. I didn't have access to information on how to take charge of my sexual health.

Knowledge is power and it can change your life drastically if you apply it the right way. When I first got involved with Annex Teen Clinic, it was during my undergrad years as a volunteer. I loved everything about it. I was like “OMG! You mean there is a place as wonderful as this that exists?”

At the time I was able to use their services as well and share with my friends and others in the community. Annex Teen Clinic is a judgment free zone. The staff and providers are friendly, caring, and treat you with respect. I really felt heard and like I could take charge of my own sexual health.

As I got older, my connection with the Annex inspired me to take charge of my whole health. I continued to seek regular checkups and never again shied away from visits with the gynecologist. It gave me the confidence I needed as a young adult.

Parent education is dear to my heart now that I am the parent of two handsome boys who are my pride and joy. I know first-hand how important it is to have adults to talk with openly about sexual health. Now that my boys are getting older, it is time for me to learn how to navigate having conversations about the developing body, sexual health, and healthy relationships. And I know for a fact the Annex is here to help me with that too.

When young people have the knowledge, information, and resources before they decide, they will be able to make the best decisions for themselves. Not only do I want my children to make good choices regarding their sexual health, but everyone. This is for everyone.

I truly believe Annex Teen Clinic is creating a community where all young people have the resources and support they need, allowing them to transition more easily from adolescence to adulthood. It is not something to take for granted. This organization is building a future where young people have access to the information and resources they need to take charge not only of their sexual health but whole health.



FIVE BRIGHT YEARS

CONSTELLATION'S IMPACT

AT THE CONSTELLATION FUND, OUR FOCUS IS CLEAR:

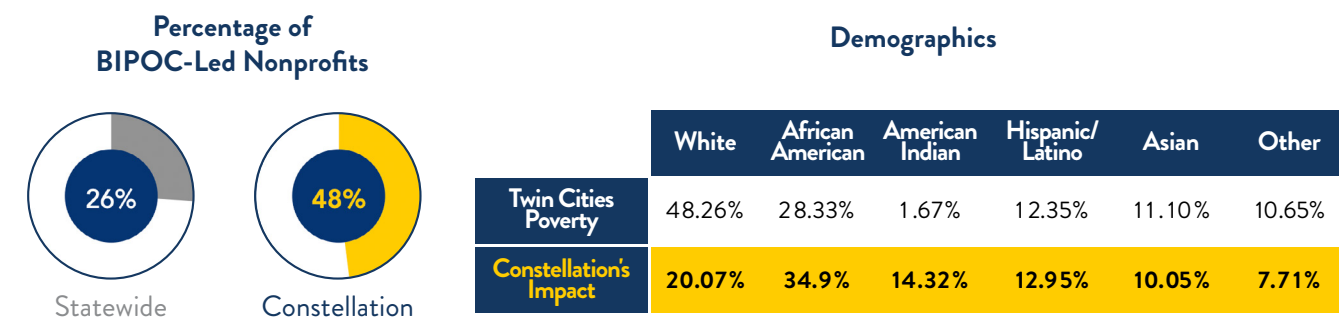
to fight poverty in the Twin Cities by investing in organizations that raise the living standards of our neighbors living below the poverty line. This year our portfolio includes 27 nonprofit partners who, in the past year alone, have created lasting income and health improvements for 100,000 people and counting.

<p>\$16,072,730 Invested into our community</p> <p>41 Grantee partners, that's 41 unique solutions to a brighter future</p> <p>\$4.80 Average BCR*</p>	<p>\$114,075 Average grant size**</p> <p>\$448,000 Invested into research through CoLab across 3 studies</p> <p>82 Pro bono projects catalyzed through Beyond Dollars</p>
<p>* weighted by grant size ** weighted by BCR</p>	

YOUR IMPACT AT WORK

<p>✦ \$1K allows 26 people increased access to health, housing, employment, and education opportunities.</p> <p>✦ \$5K supports 1,435 people in increased academic achievement.</p>	<p>✦ \$10K reduces depression in 2,277 mothers.</p> <p>✦ \$25K allows 219 people to access reliable housing.</p> <p>✦ \$50K prevents or treats oral cancer in 11,791 people.</p>
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RACE & EQUITY



On the left we compare the percentage of BIPOC-led nonprofits across Minnesota to the percentage of BIPOC-led nonprofits in Constellation's portfolio. On the right we compare the demographic breakdown of poverty in the Twin Cities to a breakdown of how Constellation's impact reaches our community. We are proud to follow the evidence toward equitable impact in the Twin Cities.



DR. MATT MORTON | COLAB EXECUTIVE DIRECTOR

COLAB BY THE CONSTELLATION FUND INVESTS IN ACTIONABLE RESEARCH ON POVERTY-FIGHTING SOLUTIONS.

CoLab aims to reduce intergenerational poverty and support thriving communities by funding and supporting actionable, longitudinal research on programs, practices, and their effects. Better data will grow evidence-informed funding and community efforts to strengthen and scale solutions.

COLAB GOALS

Identify Promising Solutions

We identify promising solutions to poverty in Minnesota and beyond through listening and collaborating with community partners, engaging lived expertise, and examining existing evidence.

Fund and Support Actionable Research

Through funding longitudinal impact evaluations of promising solutions, we aim to strengthen evidence on what works to reduce poverty and support long-term thriving.

Contribute to Population-Level Impact

We aim to influence systems change and funding through strategic communication of research and collaboration with government, philanthropy, and community partners.

What is a Longitudinal Impact Evaluation?

A longitudinal impact evaluation is a research method that follows the impact a program or service has on a group of people over an extended period. By observing the same participants repeatedly, researchers can identify trends, patterns, and causal relationships that might not be apparent in shorter-term studies.



COLAB PROJECTS

PASS THE MIC



CoLab's first research grant was awarded to Research In Action, a research and evaluation organization that aims to promote equitable action. Together we've conducted Pass The Mic, the first systematic study that asks Minnesotans living in poverty what they need for long-term thriving.

WALLIN EDUCATION PARTNERS



CoLab's first evaluation planning grant has been awarded to MDRC in order to examine the poverty-fighting impacts of providing comprehensive support to low-income students. We've partnered with the Wallin Scholars program to follow post-secondary education scholars along their academic journeys and into the beginning of meaningful careers.

PARENTPHILD+



CoLab has awarded an innovation grant to Wilder Research to conduct a formative evaluation with Jewish Family and Children's Services. The study will examine impact of ParentChild+, a program providing home-visiting services to families with children, preparing them for school, increasing health and development, and strengthening families' supportive behavior.

BEYOND DOLLARS

Beyond Dollars is an innovative program by Constellation Fund that connects notable companies and their talented professionals with nonprofit grantees to deliver exceptional capacity-building services. Every pro bono activity, from executive coaching and leadership groups to fully-customized strategic projects, is rooted explicitly in grantee needs, maximizing their poverty-fighting impact.

TO DATA AND REALIZING POTENTIAL

One of more than 80 connections made through Beyond Dollars includes Oasis For Youth, Constellation grantee, and Hayley Hades, Senior Associate Consultant at PhData, a premier data engineering and strategy firm.

Oasis For Youth is a nonprofit based in the Twin Cities that provides outreach, housing, and employment resources to support young people across our community. Oasis shared some of its needs with the Beyond Dollars team at Constellation to identify a clear goal together: better managing programmatic data and more efficiently and accurately tracking the needs of the young people using the services.

After meeting with the Oasis team to further assess their needs, Hades built two Power BI data workspaces for the organization. One that amalgamates existing data from previous years, and another built to use current data with the flexibility to continue growing with Oasis as they



grow and their needs change. Hades also offered training for staff on the Oasis team on how to use Power BI, strong data management practices, and troubleshooting approaches to ensure the organization could benefit from the software in a sustainable way.

Alexie Alas Castrellon, Employment Program Manager at Oasis For Youth, said gaining this tool and method of collecting information in a way that could be easily presented or shared in different ways, perhaps to the board or for grant applications, has been a way for them to take their data and share meaningful stories from it.

The tools shared from Beyond Dollars pro bono projects enable Constellation grantees like Oasis For Youth to focus on prioritizing their resources and staff expertise toward the work and mission. Alas Castrellon says the skills shared and product delivered by Hades has been transformative, noting that she can complete many tasks within a few moments rather than a few hours. “I’m able to filter data so I can see what our highest needs are within our program—and that’s something that before would’ve taken me much more time to navigate.”



ALEXIE ALAS CASTRELLON
Employment Program Manager
Oasis For Youth

STAR-CROSSED CONNECTIONS

Alexie Alas Castrellon

There’s a young person we’ve been working with for about three years now. They were a new Mall of America team member at this point and somebody who would come into Oasis’s space to eat and relax but was very quiet and reserved at first. Over time, they slowly opened up to us and we learned so much more about them and their backstory. This person just really didn’t see the point in going further in school or work and just couldn’t see next-level.

As Oasis staff got to know them over time, we were able to help build this young person’s confidence and their decision-making skills. Eventually they ended up applying for a team lead position, and got it! That was so exciting and honestly huge to have that happen from where we started.

I share this story because at first, this young person wasn’t someone who thought they deserved more. And now they recognize that they do. For me, that’s the lasting shift! Don’t get me wrong, I know it’s about the numbers, I know it’s about the data, all those things, but I am here because I love when who our clients are as a person is fundamentally changed because Oasis is able to give them the support they need. Even if it’s just one visit. Even if we just help them make it through one day. THAT is significant to me.

The young person is still in a leadership role today and you know what’s really amazing to notice? There’s a different walk that happens. There’s that initial, almost hesitant, slower walk when they were a new team member that has transformed into this stride that says “I got this, I understand things now, things have clicked.” And that’s what I LIVE for, the moment when things click for people. It’s just such a powerful moment.

VOICES OF SUPPORT



SOFIA TERZIC

U.S. Bank
Constellation Board Member

Constellation Fund brings together the power of purpose and data to help change outcomes in the Twin Cities, and as a member of Constellation’s Board, I see first-hand the impact that data can have on how we invest effectively in our communities. The evidence-driven approach not only affects those organizations receiving support directly from Constellation but creates an opportunity to change how we think about philanthropy across the sector. **The team at Constellation takes a hands-on, listening-first approach to their strategy to ensure that the communities they are serving are helping shape the work.**

I’m a labor economist and longtime member of the Constellation Impact Council, a group of researchers who support and advise Constellation’s talented team on the continuous development and improvement of their metrics. **As an economist, I know that distilling and deploying rigorous research leads to better policy decisions. This is what Constellation excels at, and it’s exciting to see their unique approach to philanthropic impact at work here in the Twin Cities.**



DR. ABIGAIL WOZNIAK

Opportunity & Inclusive Growth
Institute, Constellation Impact
Council Member

Constellation Fund makes us feel like we’re making a difference in fighting poverty in the Twin Cities. The data-driven approach gives us confidence that our donation is going to the right places. The Constellation team’s passion for the mission is energizing and the stories of the nonprofits are inspiring. We recently chose to direct our wedding registry towards Constellation Fund so we could spread the message to our friends and family while giving back to the city that has given so much to us.



**PAIGE KAPING
& JOHNNIE HICKS**

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