

ANNUAL REPORT 2025

RACHEL FOUNDATION

COMMITTED TO COMMUNITY

4180 Napier Court NE
St. Michael, MN 55376

MESSAGE FROM OUR BOARD OF DIRECTORS







Looking back at 2025- the Rachel Foundation is filled with gratitude for the generosity, compassion, and commitment shown by our employees, partners, and supporters. This year marked an important period of growth as we continued to build a more structured and intentional approach to our giving.

The Foundation expanded its impact-supporting 28 nonprofit organizations focused on strengthening communities, supporting youth and families, and advancing education and workforce pathways—especially within the skilled trades. Our Charity Committee implemented a more formalized process for reviewing and tracking donation requests, ensuring thoughtful stewardship and alignment with our mission. We were also able to provide four educational scholarships to deserving students in our community.

Beyond financial contributions, our team deepened its engagement through volunteerism and employee-driven initiatives. From hands-on service projects to company-wide efforts like community drives and outreach programs, Rachel employees showed up in meaningful ways to support causes they care about. These moments reflect how the culture of giving is just not something we do, it is who we are.

We are proud of the relationships we strengthened this year-with nonprofit partners, community leaders, and our own employees and their families. Each partnership represents more than a donation; it reflects a shared commitment to building up our community

Looking ahead, we are excited to continue building on this momentum with some exciting announcements in 2026 and honoring our 20th Anniversary year.

With Sincere Appreciation,
The Rachel Foundation Leadership and Board

Don Rachel **Matt Coz** **Andrea Smith**

OUR MISSION AND VISION

OUR MISSION

The Rachel Foundation is committed to community by empowering employees to give back and investing in 501(C)3 organizations that improve the quality of life in communities where we live, work and serve.



OUR VISION

To create lasting positive impact in the communities where our employees live and work by investing in opportunities that strengthen families, support those in need, and inspire future generations.







2025 FINANCIALS

The Rachel Foundation is proud to invest in the communities where we live and work. The information below showcases the impact of our collective giving and the difference it is making across our communities.

2025 Financial Summary

$10,000
Scholarships Awarded

$209,317
Total Contributions

$46,500
Community Impact

$31,319
Operating Costs

In 2025, the Rachel Foundation achieved a 60% increase in contributions from 2024, reflecting the strength of our Foundation-sponsored events, the generosity of our community and partners, and the growing impact of our Employee Giveback Program.



SCHOLARSHIP PROGRAM

We are proud to be able to assist students in pursuing their educational goal, especially within the construction industry. Rachel is a proud advocate of continuing education in both the construction trades and higher education.

COMMITTEE'S ROLE

The Rachel Foundation Scholarship Committee is comprised of three Rachel employees, alongside an external selection committee of three community members. Together, these individuals ensure a fair, thoughtful, and impactful scholarship process.

Key Responsibilities:

-Program marketing and outreach
-Oversight of the application process
-Recipient acknowledgements and communications
-Financial tracking and recording
-Coordination of scholarship check presentations

SCHOLARSHIP COMMITTEE



RON FRICKE



JENNIFER AMENRUD



NATE FISCHBACH



2025 SCHOLARSHIP RECIPIENTS:

BRADY BRAUN
LOGAN FANGMEIER
ALEX HOLDEN
ANDREW SCHMIDT

The Rachel Foundation is deeply grateful for the time, expertise, and dedication of this committee. Their commitment plays a vital role in advancing our mission to support the educational goals of individuals within our community.

EVENTS

COMMITTEE'S ROLE

The Events Committee plans fundraising events that bring the Rachel Foundation's mission to life. Through their dedication and creativity, they bring people together, inspire generosity, and raise funds that create meaningful impact across our community.

EVENTS COMMITTEE



DEXTER KOLLES



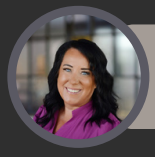
TIM BRAATEN



NATE FISCHBACH



KEVIN KLIMMEK



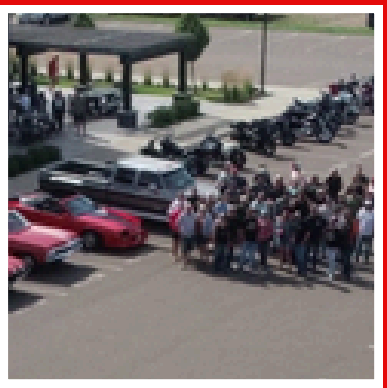
NACOLE MOORMANN



TONYA BINSFELD













OUR PEOPLE. OUR IMPACT.

We are incredibly proud to employ individuals who are not only experts in their fields, but who also have a genuine passion for giving back.

Their generosity, dedication, and commitment to volunteering helps to strengthen the Rachel Foundation and expand the impact we are able to make.

IT IS BECAUSE OF OUR STAFF AND COMMITTEE MEMBERS THAT WE CAN CONTINUE REACHING MORE PEOPLE, SUPPORTING MORE ORGANIZATIONS, AND MAKING A MEANINGFUL DIFFERENCE IN THE LIVES OF OTHERS YEAR AFTER YEAR.

BLACK ICE JIG



The Black Ice Jig is the Rachel Foundation's largest annual fundraiser and a powerful example of what we can accomplish together. Planned and executed by our incredible Events Committee, staff, volunteers, and sponsors, the event is our largest revenue-generating fundraiser of the year. The support raised through the Black Ice Jig allows the Rachel Foundation to expand our giving and make a meaningful impact on nonprofit organizations doing incredible work in the communities we serve.









2025 OUTCOMES

$173,850
DOLLARS RAISED

898
PARTICIPANTS

Thank You

TO EVERYONE WHO HELPS TO MAKE THIS EVENT POSSIBLE

GET INVOLVED

For information on how you can get involved in our next event visit www.rachelcontraction.com/Foundation/Blackicejig or email Abby Hautala at Ahautala@rachelfoundation.com

COMMUNITY IMPACT

STRENGTHENING OUR COMMUNITIES WHERE WE LIVE AND WORK



CHARITY COMMITTEE

Our Charity Committee is dedicated to identifying meaningful initiatives and volunteer opportunities throughout the community. Through their efforts, they help connect our team to causes where we can give back, make an impact, and actively support the communities we serve.



BEN SOLEM



IAN VAGLE



LISA FUNK



DAVE LYSTE



DREW TUOMISTO

WE'RE PROUD TO SUPPORT THE FOLLOWING CHARITIES:

CYSTIC FIBROSIS FOUNDATION

CROSS Helping Hands Reaching Out

TRUE FRIENDS

ANNANDALE Youth First, Inc.

monticello HELP CENTER food. help. hope.

Rivers of Hope

saint michael foundation people helping people

FP

FORE PARKIES

CHAD RIDE FOR LIFE SMITH

ap CONSTRUCTION CHARITABLE EVENTS FOUNDATION

SPORTING CHANGE

COMMITTEE

Friends 4 A Cause

BameFoundation

DRONDER FOR A CAUSE

THUMBS UP

WCFLO

NORTHLAND ADAPTIVE RECREATION

LEGACY 2 INSPIRE

St. Jude Children's Research Hospital Finding cures. Saving children.

1 ROOF COMMUNITY HOUSING

STMA Food Pantry & Community Outreach

American Cancer Society

For information on how to apply for funding please email Abby Hautala at Ahautala@rachelfoundation.com

CHARITY COMMITTEE

In addition to helping guide how and where the Rachel Foundation allocates its funding, the Charity Committee is also responsible for identifying and coordinating meaningful volunteer opportunities for Team Rachel. These projects give our employees the opportunity to get involved, give back, and make a hands-on impact in the communities where we live and work.







American Red Cross:

Bringing Team Rachel and our community together to help support the ongoing need for blood donations twice per year.

CROSS Services Team Night:

Each month, our team volunteers with CROSS Services, providing hands-on support to CROSS Services and the families they serve.









Sandwich Project:

Our team supports local families dealing with food insecurities by making over 500 sandwiches to deliver to those in need.

GIVING BACK

Adopt-A-Highway

As part of our commitment to the communities we serve, we've adopted a highway in St. Michael, MN. Twice a year, our team volunteers to clean and care for this space—helping keep our community safe, clean, and welcoming.



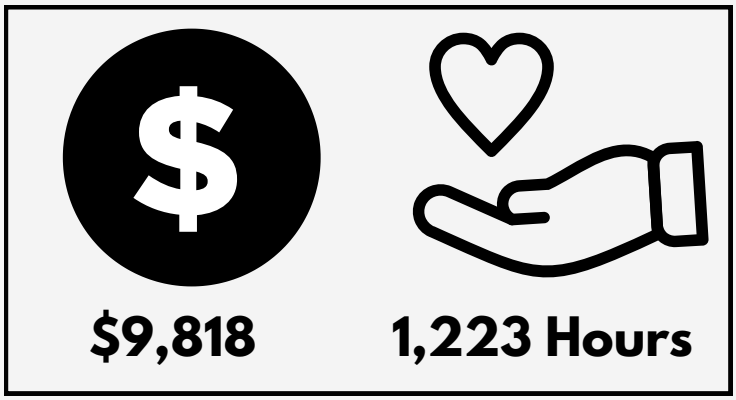
Holiday Heroes

During the holidays, we collaborate with local nonprofit partners to identify families facing especially challenging circumstances. Our team then comes together to shop for these families—helping bring joy, relief, and a sense of love during the holiday season.



Employee Match Program

Rachel Employees donate their time and money to local community non-profits. Rachel staff contributions, combined with matching gifts from Rachel Contracting totaled $9,818 in 2025. On top of 1223 hours of volunteer work completed by our staff.



Employee Giveback and Match:

Our goal is to encourage everyone on the Rachel Team to get involved and give back to those who need help the most. Rachel Contracting will match employee donations and time invested into community non-profits. The matching funds will then be invested back into our communities where we work, live and play.

- Rachel Contracting will match 100% of donations up to $500 per employee each year into the Rachel Foundation.
- Rachel Contracting will match the first 10 hours of time at the value of $50/hr up to $500 per employee each year into the Rachel Foundation.

EMPLOYEE SPOTLIGHT

Nate Fischbach- Estimator/Project Manager

10 YEARS OF SERVICE



"Family is number one to me. They are the best part of my day. I feel fortunate to have found a company in my community with shared values. At Rachel, family comes first."

Nate Fischbach has been part of the Rachel team for over 10 years, starting as an intern and growing into his current role as an Estimator and Project Manager. With a degree in Construction Management from Minnesota State University, Mankato, he thrives on solving complex problems and enjoys the variety each day brings. In his current role, Nate values the diversity of his project portfolio and the fact that no two days are the same.

While the work itself is meaningful, it's the people and culture at Rachel that make the biggest impact. He appreciates being part of an organization that genuinely supports its employees and their families. One of his favorite traditions is the Annual Company Picnic-a chance to share his workplace with his family while connecting with coworkers and their loved ones.

"The culture at Rachel is incredible. The care for staff is unmatched, and there's a strong level of trust in employees to do their work."

Beyond his day-to-day responsibilities, Nate is actively involved in the Rachel Foundation. He serves on both the Black Ice Jig Committee and the Scholarship Committee, while also participating in a variety of employee giveback initiatives. In his committee roles, he has led corporate sponsorship efforts for the Black Ice Jig, helping drive record-breaking support, and contributes to scholarship initiatives that invest in the next generation of students.

"THE FOUNDATION MAKES IT EASY TO GIVE BACK. IT PROVIDES A PLATFORM FOR EMPLOYEES TO MAKE A REAL DIFFERENCE IN THEIR COMMUNITIES."

Through the employee giveback program at Rachel, Nate has supported initiatives including CROSS Food Shelf, sandwich-making projects, Thumbs Up events, and the holiday gifting program. He believes strong communities are built by people who are willing to support and uplift one another.

Giving back has always been important to Nate. Raised in St. Michael and now working in the same community, he feels a strong connection to supporting those around him.

When he's not at work, Nate lives in Otsego with his wife, Shyler, their two children, Reid and Eli, and their dog, Arlo. As a family, they enjoy spending time outdoors and traveling to their cabin on Mille Lacs.





THE RACHEL FOUNDATION IS SINCERELY GRATEFUL FOR OUR STAFF, VOLUNTEERS, PARTNERS, AND SPONSORS FOR THE MANY WAYS YOU SUPPORTED OUR SUCCESS IN 2025. YOUR DEDICATION AND GENEROSITY HAVE MADE A MEANINGFUL DIFFERENCE IN HELPING US GROW OUR IMPACT ACROSS THE COMMUNITIES WHERE WE LIVE AND THRIVE. WE ARE EXCITED FOR WHAT LIES AHEAD AND LOOK FORWARD TO CONTINUING THIS IMPORTANT WORK TOGETHER.

Thank you!

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