

2018  
*Gratitude  
Report*



# A Year to Celebrate



“Change is the only constant” is a common phrase used to describe the disability service industry.

We have to continually adapt and change how we do business to meet the changing needs and regulations that govern our work. At times, we have had to make dramatic changes to our service model in order to survive and thrive.

A few years ago, as funding to support people with disabilities in the state of Minnesota continued to decline, the state encouraged organizations like CCRI to think differently about how to deliver a full spectrum of supports. Coupled with the impending workforce crisis, we knew we needed to do something differently.

CCRI fully embraced this challenge and developed the Independent by Design (IBD) program. This innovative program promotes independence by utilizing technology rather than costly 1:1 staffing. IBD is the only program of its type in this region. It is a program that saves taxpayer dollars and cuts down the number of staff needed, addressing both the lack of funding and workforce crisis.

At CCRI, we are a family. The people we support are not just a number. When we noticed that aging was taking a toll on David and his basement room was becoming more difficult for him to access, instead of following the industry norm of moving David to a new home, we found a way to keep him with his roommates. Lane, David, Greg and Brad have lived together for ten years and consider each other family. It just wasn't an option to split them up. After exhausting our options of accessible housing in Moorhead, #Build4TheGuys was launched. We asked the community to help support the project and they showed up in a big way. The guys moved into their fully accessible home in January and the campaign for the home was closed out with the overwhelming support from the community.

Throughout the years, CCRI has remained true to our original vision of walking beside people with disabilities and assisting them to live their best life. During my 25 year tenure, CCRI has grown tremendously and has developed a reputation for services and employment



that are well known and respected in the community. Our retention of employees is second to none for this industry which directly correlates with the outstanding services we provide. Our team puts their heart and soul into everything they do as evidenced by the connections they make with the people they work with. This connection provides a level of support that is built upon trust. CCRI is an organization that is so different from many others in our space because of these deep connections. While this isn't something that shows up on our balance sheet, the dedication of our team is an asset and a true differentiator to how we run our business. CCRI has received recognition as a Top 150 Workplace in Minnesota for the last four years.

The work we do is critical. Our work touches the lives of thousands of people. The opportunities we provide allow people to live so much more than a basic life—they can live the life they have dreamed of—just like you and I. I can't imagine our community without CCRI's presence.

From our CCRI family to yours,



Shannon Bock  
Executive Director





## 2018 Achievements

**162** people were served by our mental health department

**24** people were served by our Independent by Design program

**743,884** hours of service were provided to people with disabilities

**1,333** people applied to work at CCRI

**25,682+** hours of training were provided to team members

**31%** of new hires were from employee referrals

**54%** employee retention rate was maintained (industry average is 33%)

**\$257,783** was invested in life-enhancing opportunities for the people we serve

**63** people attended Camp HERO

**111** people attended CCRI Prom

**91%** of CCRI team members would recommend CCRI to their friends as a great place to work

**96** CCRI athletes participated in Fargo Marathon events

**112** CCRI team members made Fargo Marathon participation possible

**84** athletes participated in Red River Valley Adaptive Softball

**16** volunteers helped run Red River Valley Adaptive Softball

**12** interns made priceless contributions to our team

**125** volunteers helped enhance the lives of people with disabilities

**\$8,800** in scholarships were awarded to team members to enhance their education

# 2019 Challenges

Direct Support Professionals (DSPs) provide critical supports to people with disabilities day in and day out, supporting them to live, learn and work as independently as possible. Minnesota is in the midst of a DSP workforce shortage now at crisis level.

Individuals and their families rely on community-based service providers like CCRI to live their best lives. Payment rates for these services are set by the state legislature, and it is these rates that directly affect staff wages. Wages directly affect the workforce shortage. Unfortunately, in 2018, the legislature passed a budget with a 7% rate cut to our industry.

## Crisis Statistics

### Minnesota

30% caregiver shortfall

Overtime up 40%

60% turnover rate

### CCRI

21% caregiver shortfall

Overtime up 45%

43% turnover rate

In Minnesota there is a 17% wage disparity between disability services and occupations competing for the

same workers. Because of our location, an additional hurdle is competing for workers with North Dakota, which pays \$4–\$6 more an hour.

From 2011–2017, our average overtime hours were 19,935 per year. As the crisis worsened, we provided 44,148 hours of overtime in 2018 alone.

If the lack of legislative support continues in Minnesota, we will have to make some difficult changes that may result in further limiting the services we provide.

Minnesota must show we value disability services and the workers who provide these supports. Passing legislation is imperative. If we do nothing, the workforce shortage will continue to threaten the services and supports our clients and their families depend on.

While we have not closed any programs, we have cut staffing hours. A cut in staffing results in decreased individual activities and a reliance on group activities. This is a big step backwards for our clients.

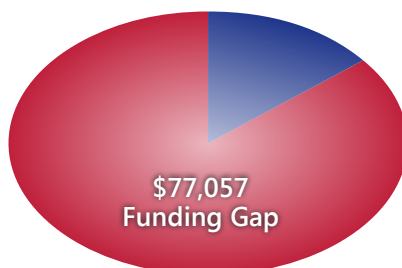
Please make your voice heard and contact your legislators throughout each year's session. Without your partnership, our workforce crisis will continue.

## Our Funding Gap

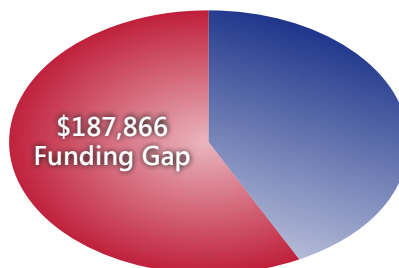
Each year, a portion of our budget comes from philanthropic support and gifts from caring people like you. We call this amount our funding gap. Closing the gap in our budget for numerous life-enhancing activities not funded by the state will take \$77,057 in community support this year. This fund supports Camp HERO, Adaptive Softball, Prom, Talent Show and individualistic needs like therapies, art supplies, clothing, memberships, etc.

To close the gap on our Greatest Need Fund will take \$ 187,866 this year. This fund supports things we would like to accomplish that general and/or operating financial resources have kept us from accomplishing. Examples are technology/software, staff training/leadership, home modifications, transportation, and agency innovations.

**2019**  
**Service Enhancement Funding Gap**  
\$90,000 Budget



**2019**  
**Greatest Need Fund Gap**  
\$326,909 Budget







## When Love Builds a House—*by Amber Lobdell*

When love builds a house, beautiful things happen. I knew the guys would love the new house when I saw the well-thought-out blueprints which took into account all of their needs and interests—an art room for Dave, two big closets for Brad, a window to see the stars for Greg, and a hidden entrance for Lane’s “bat cave.” When I saw the accessible tub, the high ceilings, personalized, and lovingly placed decor, cozy reclining spots on the couch, the amazing “flow,” and cheerful sunlight flooding the house with warmth, I couldn’t wait to show them the house. Every last detail was done with so much thoughtfulness and love.

But, beyond that, knowing that people in the community made this happen for these four beautiful, deserving guys—it made me feel so warm and happy my eyes filled with tears.

I knew they’d love it. But I didn’t expect the big, noticeable changes in the guys and their dynamic as a whole. In my time working with David, he hasn’t been a big fan of change. So we weren’t quite sure what to expect with such a big move. I thought David was happy in his previous home, but since moving in, David’s expressive language and chattiness has grown immensely. It is noticeable to everyone who knows him. He had his first “toy day” in the new house, and when he got home he said, “the house is beautiful.” We thought he meant the new doll house he had just purchased and he quickly corrected us, gesturing to his home, “This new house. I love it here.” He frequently chats excitedly with staff and roommates, and I started suddenly learning new things about him...like when we were crafting in his new art room and he randomly said, “Amber. I want to listen to Willie Nelson. He’s my buddy” and started laughing. I got out my phone and searched for Willie Nelson on YouTube and David quickly specified, “On the Road Again.” So as “On the Road Again” echoed through the house it quickly drew in Brad, then Lane, then Greg.

The guys have always been like brothers, but we are suddenly finding that they very rarely spend time in their own rooms now. They can all fit at the same dining room table now like the family they are. We have already had a few impromptu dance parties in the living room

and have get-togethers with friends planned. The guys all have cozy (even reclining) spots on the couch. And of course there are times when this togetherness brings arguments over which TV show to watch or who gets the bathtub first.

The new accessible bathtub has been a big hit. Baths didn't used to be part of Greg and Brad's lives. And it used to be very difficult for David to get in and out of the bathtub. Now they all have a warm bath every day. In Greg's case, he has bubble bath up to his shoulders (and usually has a bubble Santa beard). While he soaks I can often hear him belting out songs...the other night he was belting out a love song about quesadillas. And when I poked my head in the bathroom and said, "Hey! Did I hear someone singing to quesadillas in here?! No quesadillas in the tub!" he laughed until he cried.

After all the excitement of moving and all of the publicity (now when Brad meets new people he asks either, "what station are you from?" or "are you here to interview me?"), and a brief bout of influenza, we are truly enjoying the house and beauty of day-to-day life there to the fullest. But I think one of my favorite representations of what this house means for the guys is something Lane said to me. We talked about how well he is doing his exercises on his stationary bike since moving to the new house. He isn't concerned anymore about how soon he can be done, and he and rides much longer. I told him I was really proud of him and he told me, "I have more space to ride in the new house." Although he knows you don't actually physically move a stationary bike, I knew exactly what he meant. In this open, flowing, beautiful home, the guys feel limitless. And cherished togetherness. It is everything and more than I hoped for them. And we are all so grateful for the generosity of the community for these four very deserving, amazing guys.





# Options for Independent Living

CCRI's Options Department offers a wide range of service opportunities for people with disabilities who need less-than-24-hour care. Supports are catered to people of all ages to assist them in living their best lives.

We are excited to share a few of their stories.

**Abbi** is one of the brightest, kindest, and most outgoing people you will ever have the privilege to meet. On any given day, no matter the time, she is guaranteed to have a smile on her face and will absolutely put one on yours. At six months old, Abbi was diagnosed with spastic quadriplegic cerebral palsy. Abbi has endured multiple orthopedic surgeries throughout her life which required intense physical therapy afterwards to regain her strength and mobility. She has gone from being in a wheelchair to a walker and now, because of a lot of hard work, uses forearm crutches when she is out in the community.

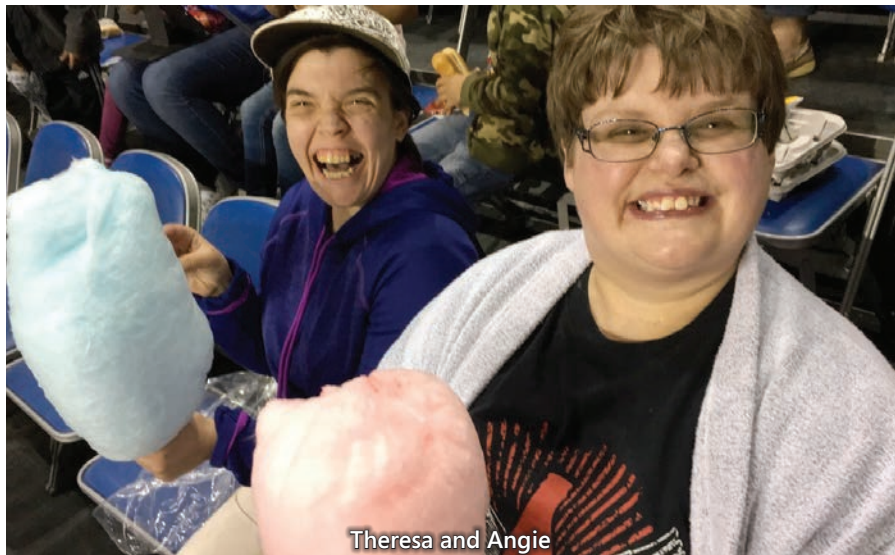
For the past two years, Abbi, under the guidance of her CCRI caregiver **KyLee**, attended an adaptive exercise class twice a week at the TNT Fitness Center. It was at TNT that Abbi discovered her love of Cross-Fit. With KyLee's help and encouragement, Abbi learned quickly that there are no limitations in her abilities. With KyLee right by her side cheering

her on, Abbi competed in the Fargo Mania Cross-fit Competition! Her team, the Dragons, won the competition and took home the Fargo Mania Belt. Abbi was strong, proud and unstoppable.

Armed with new found confidence and encouragement and motivation from her amazing team of caregivers, Abbi set a goal to complete the Fargo Marathon 5k. Abbi trained and trained for this huge community event. When Abbi WALKED across that finish line, there wasn't a dry eye to be found. She did it, without the use of her wheelchair!

Abbi's positive outlook, her eager attitude and motivation to push limits and achieve new goals helps her thrive day in and day out. She is truly living her best life!

**Angie and Theresa** went to High School together and with support from CCRI have been able to continue their friendship throughout the years. Their caregivers plan and coordinate a "girls night out" on Friday evenings. They have enjoyed many nights of going out to eat, shopping at the mall, going to movies, and many other fun things! They both look forward to these getaways and many laughs are shared. And, when their schedules allow, they also exercise together on weekdays using YMCA passes granted to them by generous donors. After all, exercising is much more fun with a friend!



Theresa and Angie



**Matthew** joined the CCRI family when he was three years old. It has been such an honor to walk alongside Matt and his family over the last seventeen years.

Like most teenagers, Matthew enjoys going out and about and spending time with peers. CCRI caregivers help to make this happen. Together they attend fitness classes, dances, church, camps and whatever else he wants to do. His amazing team is excellent at deciphering Matthew's non-verbal cues, facial expressions and body language. Matthew's voice is heard when they are together which is empowering.

Matthew's team of caregivers are creative and when they found that music relaxed him, they incorporated it into all parts of his day. Wearing headphones allows Matthew to relax and better focus on tasks at hand. Matthew is not shy when it comes to song choice and is quick to let people know when he wants to skip a song.

Matthew's team is always looking for new community opportunities and for ways to use his voice.



Matthew on one of his outings.



Joe with his iPad.

**Joe** is an adorable, active, seven-year-old who eagerly awaits the arrival of his CCRI caregiver every day after school. Recently he received a new communication device. The use of technology seemed to spark his learning and there has been an increase in his verbal communication. With guidance and encouragement from his caregivers, Joe is now able to greet his peers both verbally and with his device. With the use of technology and support from his caregivers Joe has begun to find his voice.

## Providing Effective Therapy for the Treatment of Trauma.



A bad car accident is a traumatic event and can cause victims to be unable to get past the fear and anxiety of being in another crash. This can lead to what is called severe trauma. This fear can cause terrible nightmares, a fear of driving, or even of being in a car. In the victim's mind, the accident is repeated over and over and it becomes a "block", preventing them from getting back to normal life.

CCRI's Mental Health Department is now providing Eye Movement Desensitization and Reprocessing (EMDR), a technique allowing us to help remove the block and allow healing to begin.

Linda Pagenkopf, LICSW joined CCRI in 2018, bringing her expertise in EMDR, one of the most powerful clinical tools available for treating trauma.

This therapy has existed since the 1980s. It is incredibly client-centered as the therapist/counselor is always connected with the client. The client decides what he or she would like to talk about.

The EMDR session usually begins with the therapist and client visiting about their reason for coming and then a calming reflection or thought to ease any fear or concerns the client might have.

During EMDR therapy, the client thinks about a disturbing incident (like a car accident they were in) while at the same time focusing on the therapist's hand slowly moving from side to side having two fingers facing up toward the ceiling. The client follows the fingers back and forth for 7–15 seconds.

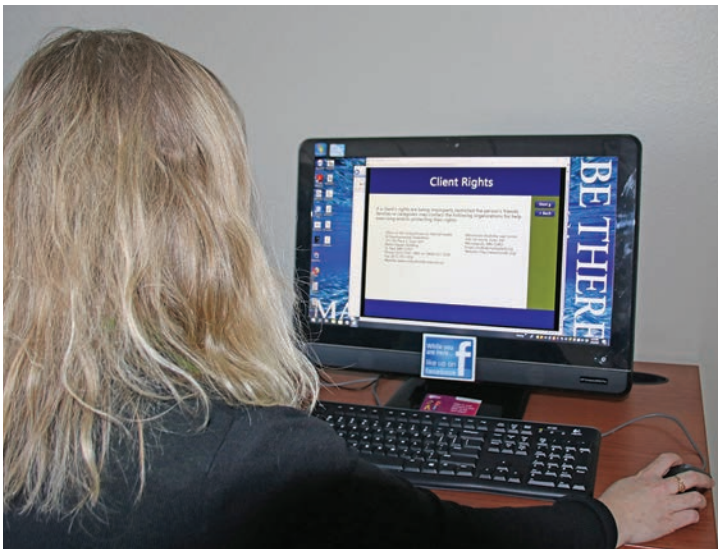
There are no expectations from the therapist/counselor, only what the client is comfortable with. This type of therapy usually requires less sessions than regular counseling. It is not hypnosis. It is a way to help the brain understand the trauma is no longer current, but only a memory.



# Streamlining Through Technology

CCRI extended its use of technology in 2018. We purchased recruitment management software. This investment allows for an even greater candidate experience. It helps our HR team streamline every stage of the hiring process and helps us attract and engage with people, making the hiring process much more efficient.

We pride ourselves on our training. Our goal is for team members to be successful and our extensive training is designed to give them the tools to succeed. In 2018, we began to use a new system called Relias Learning. This secure, mobile-friendly system allows us to create and modify training to each person's unique needs. It also offers training modules required for licensing. Team members also have the choice to enroll in optional training

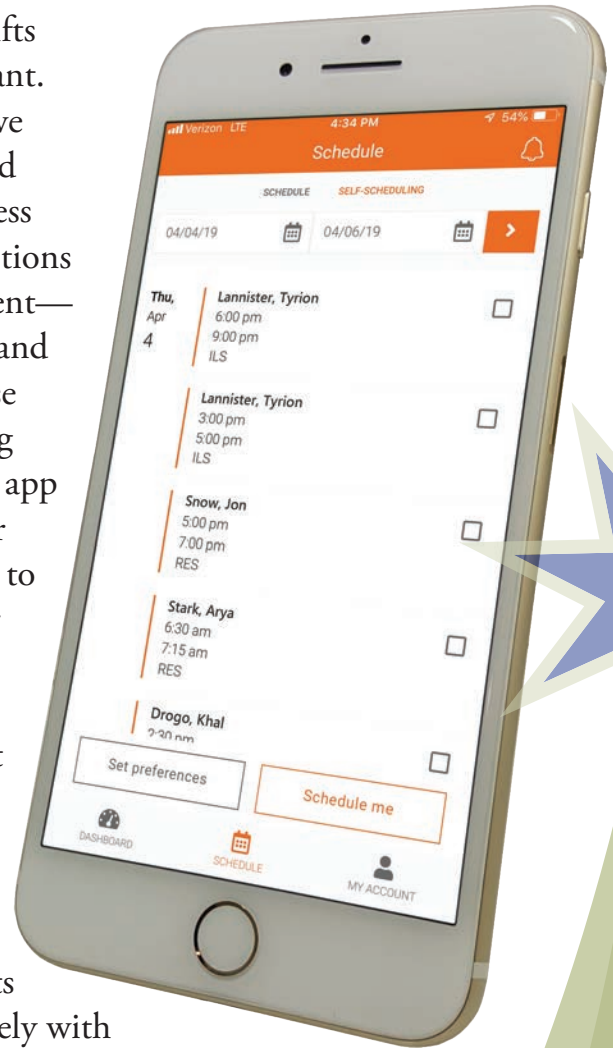


based on their interests. We have only begun to tap the surface of the training capability this system brings and are excited for future training possibilities.

Filling shifts is important. In 2018 we introduced TeamXpress to the Options Department—a flexible and easy-to-use scheduling tool. This app allows our caregivers to view their schedules on their phones. It also gives them the ability to pick up open shifts immediately with just the click of a button.

In less than a year, Options caregivers were able to fill 1,378.5 hours using the Self-scheduling feature of the application.

We understand that when team members are trained well and given tools to succeed, they are confident and happy performing their jobs—and that provides a positive impact on our services.



## CCRI Prom

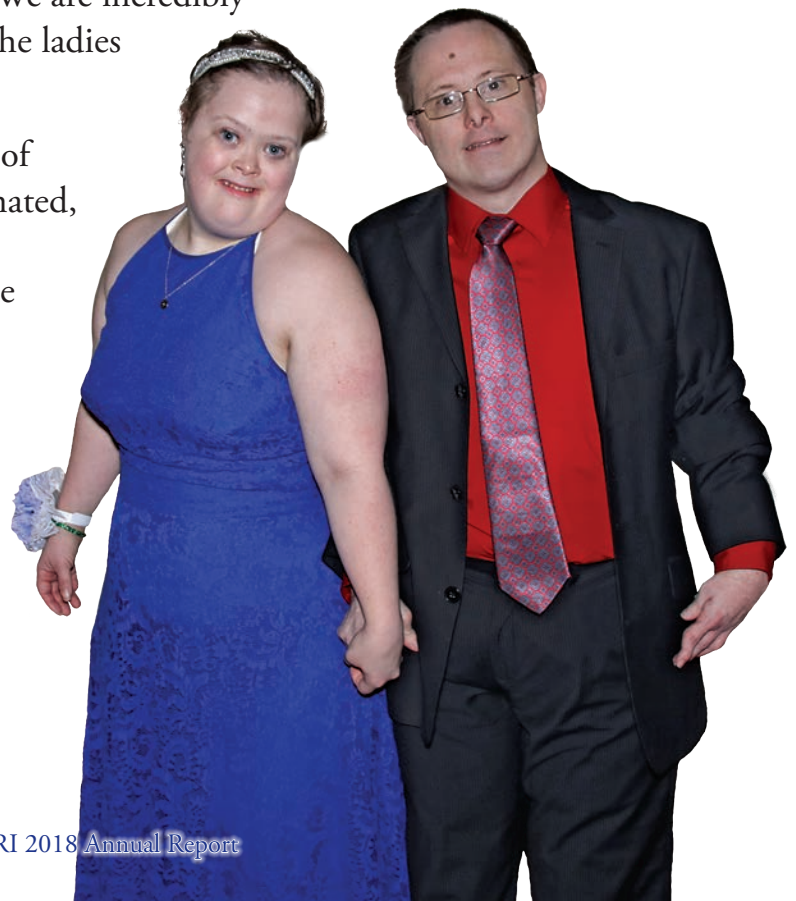
The annual CCRI Prom gives people supported by CCRI the opportunity to relive their high school prom and for some, the opportunity to experience prom for the first time. With family and friends seated around them, elegant prom-goers enjoy the grand march, dinner and dance.

Starting in March, the CCRI Prom Boutique opens its doors. Prom-goers schedule an appointment to find the perfect dress. When the big day arrives they are greeted by volunteer seamstresses. The variety of dresses has grown over the years and the ladies are grateful for so many beautiful choices.

On prom day, members from the community and local businesses set up shop at CCRI. Women come in and have their hair and make-up done. We are incredibly grateful for all the volunteers that help the ladies get glamorous for their big night.

CCRI is able to hold this event because of community support. Formal wear is donated, decorations are recycled from area High Schools and generous donors provide the meal, entertainment and prizes.

It's not too late to become involved. Prom 2019 will be held on June 3 at the Courtyard by Marriott. We are still collecting monetary donations and prize items. Prize items, can be gift cards, business swag or other small items. It's truly a night to remember.





## CCRI Culture

Receiving this award is a huge honor—especially because of how we were chosen. A survey is sent out to all team members of nominated organizations and those results determine the Top 150. This award speaks highly of the culture at CCRI.

“It’s always fabulous to win an award,” says Shannon Bock, Executive Director, CCRI, Inc. “Being named one of the Top Places to work in the state is especially rewarding because it is based on feedback from our team members—the people that know us best.”



## Supporting Our Team

“I used the scholarship towards my education. I am currently in my fourth of five years at MSUM studying elementary and special education (double major). There is not a company in town like this company that has provided so many opportunities and so much support to a variety of different people. I feel beyond blessed!”



*Britta Peterson—Chris Loe & Jessica Rick Scholarship Recipient*

## Our Culture Leads to Longevity

In an industry who’s yearly turnover rate is 67%, almost half (267) of our workforce has been with us **more than three years.**

30+ years..... 2  
25–29 years..... 5  
20–24 years..... 12  
15–19 years..... 18  
10–14 years..... 36  
5–9 years..... 84  
3–4 years... 110

## Thank You #TeamCCRI

Thank you so much for your investment in CCRI’s mission. Our team members have the opportunity to make contributions through payroll deductions and other gifts to funds of their choice. In 2018, 70 employees donated more than \$6,000. Our amazing team continues to share their time, talents and treasure with the people we support.

Alniemy, Kfayah  
Anderson, Laura  
Behl, Dennis  
& Lisa  
Behrens, Jennifer  
Bock, Shannon  
Brager, Holli  
Carlson, Nicole  
Clark, JoAnn  
Clark, Marielle  
Colvert, Michelle  
Dullea, Jonathon  
& Tasha  
Dunham, Candi  
Dykema, Beth  
Eidsmoe, Melanie

Fadness, Curt  
Forbord, Heather  
Forness, Mark  
Garberg, Clare  
Garrett, Rachel  
Gibson, Shane  
Gram, Amanda  
Grosz, Beth  
Harles, Janet  
Heitmann-Wagy,  
Tanner  
Hell, Wendy  
Hickel, Duane  
Holdvogt, Maria  
Hudson, Jody  
Johnson, Emma

Jones, Sarah  
Jonson, Casey  
Jorgenson, Tyler  
Ketterl, Patricia  
Larson, Anna  
Lenertz, Pat  
Lindseth, Casey  
Lobdell, Amber  
McDonnell,  
Samantha  
McGuigan, Mark  
Miedema,  
Courtenay  
Miller, Greta  
Monson, Hannah  
Monson, Terry

Moore, Korene  
Moug,  
Stephanie  
Novak, Kayla  
Paasch, Makayla  
Pepsin, Jenna  
Pickar, Melissa  
Pieper, Natalie  
Platt, Kathleen  
Pompe, Dave  
Prim, Haley  
Reutter,  
Makayla  
Sandbakken,  
Zachary  
Sanden, Dianne

Schmidt, Jody  
Schultz, Kent  
Siedschlag, Kari  
Skrove, Jamie  
Sundvall, Brooke  
Taylor, Adam  
Thompson,  
Shelly  
Thorne, Chuck  
Thorne, Kelly  
Tweten, Ashley  
Walvatne, Loree  
Weber, Lynette  
Weisz,  
Emerald

Zitzow,  
Wayne  
Zobel,  
Grace

## The Social Side of CCRI

Each day, more than 500 million tweets are sent on Twitter. That is an average of 6,000 tweets every second. That is a lot of information to sift through. How does CCRI stay relevant with that volume of information? We utilize our Social Employee Team.

On average, a company's employees have 10 times more connections than the company has followers (source: LinkedIn). And author Jay Baer says "Social Media is about people, not logos".

The CCRI social employee team is made up of 27 individual voices who tell the story of our work through moments that happen every day. This method allows CCRI stories to be told in the most authentic way—from the person experiencing it.

The variety of viewpoints and volume of content is something we cannot achieve from our brand perspective alone.

Last year, we had the incredible opportunity to present with Next Action Digital's Kirsten Jensen at the ARRM annual conference. This positioned CCRI as a leader in our industry with regard to social presence. Providers across Minnesota learned how to use social media to effectively tell their story and use that to recruit employees.

Social media allows us to reach a large amount of people for little to no cost. Our brand accounts have 5,457 connections across Facebook, Twitter, LinkedIn, and Instagram. Our social employee team adds another 3,744 connections on Twitter. On average, our team contributes more than 80% of the content put out between the team and our brand account.

This trained team celebrate successes, showcase our culture and recognize partnerships in the community. The program highlights the special relationships that form between team members and the people we support.

See who you know on our Twitter Team: <http://bit.ly/CCRISocialTeam>.

### CCRI Twitter Followers

|                       |       |
|-----------------------|-------|
| CCRIMoorhead:         | 1,211 |
| Social Employee Team: | 3,744 |

*Data as of December 2018*





### CCRI Tweets

|                       |       |
|-----------------------|-------|
| CCRIMoorhead:         | 247   |
| Social Employee Team: | 1,674 |

*Data from Quarter 4 of 2018*





-  [facebook.com/CreativeCare](https://facebook.com/CreativeCare)
-  [twitter.com/CCRIMoorhead](https://twitter.com/CCRIMoorhead)
-  [instagram.com/ccrimoorhead](https://instagram.com/ccrimoorhead)
-  [linkedin.com/company/ccrimoorhead](https://linkedin.com/company/ccrimoorhead)



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**Because of You...**

Thanks to volunteers, generous donors and committed team members, the opportunities were abundant in 2018.

CCRI 2018 Annual Report

[www.CCRIMoorhead.org](http://www.CCRIMoorhead.org)



## Our Mission

To enhance and enrich the lives and learning  
of people with disabilities.

## CCRI Board of Directors

Bethany Berkeley—President  
Heather Rye—Vice President  
Marit Haman—Treasurer  
Julie Rokke—Secretary

Philip Baumann  
Carina Emil  
Tracy Heng  
Erin Larsgaard

Dave Lysne  
Scott Mason  
Shiela Sogge

## CCRI Senior Leadership (Left to Right)

Dave Pompe, Options Assistant Director—19 years  
Mark McGuigan, Business Manager—18 years  
Kent Schultz, Information Technology Director—13 years  
Eric Hilber, Supported Living Services Director—20 years  
Shannon Bock, Executive Director—24 years  
Lynette Weber, Options Director—27 years  
Melanie Eidsmoe, Supported Living Services Assistant Director—13 years  
Jody Hudson, Development/Communications Director—19 years  
Shelly Thompson, Human Resources Director—3 years



# 2018 Financial Statement

## Statement of Operations and Changes in Net Assets

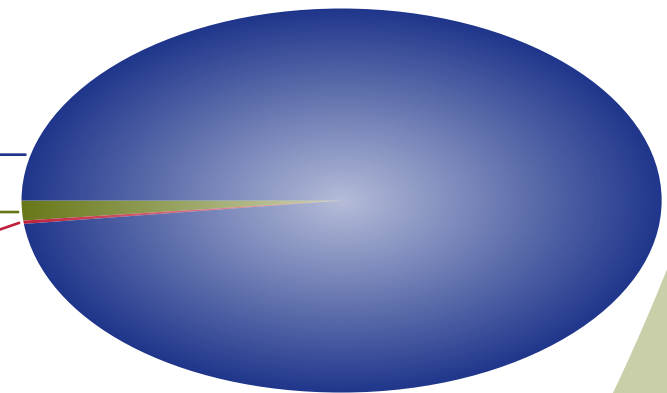
|                                                          |                   |                            |
|----------------------------------------------------------|-------------------|----------------------------|
| BEGINNING NET ASSETS                                     |                   | <u>\$ 7,192,787</u>        |
| <b>Operating Revenue &amp; Support</b>                   |                   |                            |
| Program                                                  | \$ 16,158,972     |                            |
| Fundraising                                              | <u>\$ 276,756</u> |                            |
| Total Revenues, Support & Grants                         |                   | <u>\$ 16,435,728</u>       |
| <b>Operating Expenses</b>                                |                   |                            |
| Program                                                  | \$ 14,128,649     |                            |
| Property Related                                         | \$ 151,215        |                            |
| Administrative                                           | \$ 1,618,251      |                            |
| Fundraising                                              | <u>\$ 179,202</u> |                            |
| Total Operating Expenses                                 |                   | <u>\$ 16,077,317</u>       |
| Increase in Net Assets<br>Before Other Income (Expenses) |                   | \$ 358,411                 |
| <b>Other income (expense)</b>                            |                   |                            |
| Interest Income                                          | \$ 7,521          |                            |
| Total Other Income                                       |                   | <u>\$ 7,521</u>            |
| Increase in Net Assets                                   |                   | <u>\$ 365,932</u>          |
| ENDING NET ASSETS                                        |                   | <u><u>\$ 7,558,719</u></u> |

## How Funds Were Raised

98.16%—Federal and State Funding

1.68%—Fundraising

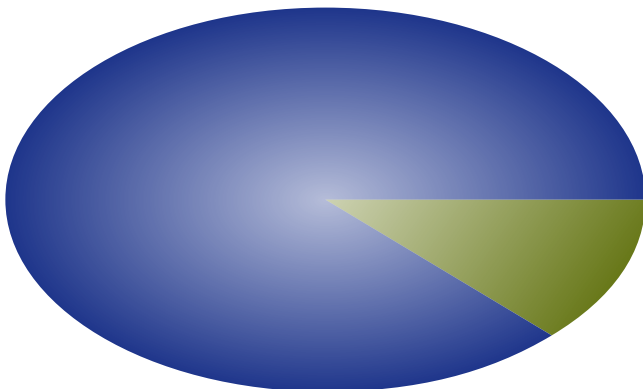
0.16%—Private Pay



## How Funds Were Spent

Programs and Services—88.8%

Administration—11.2%





Our supporters donate on-line, mail in checks, volunteer at events and help us meet our funding gaps. We receive donations from people all around the country who generously support our cause and make the work we do possible. Thank you.



**In Honor of Sarah Jones**  
Leiseth, Matt & Janelle

**In Honor of All My Favorite CCRRI Clients. I Miss You!**  
Paasch, Makayla

**In Honor of All the Wonderful CCRRI Workers.**  
Olson, Marshall & Vicki

**In Honor of Mitchell Benson**  
Benson, David & Debra

**In Honor of Bethany Berkeley & Sean Fredericks**  
Gilbertson, Jenna  
& Terrance Steiner

**In Honor of Shannon Bock**  
Pladson, Kim

**In Honor of Tekla & Dennis Bottemiller**  
Jones, Rachel

**In Honor of Bridget Dolechek**  
Gard, Jeremiah

**In Honor of Jill Ehrmantraut**  
Apex Physical Therapy

**In Honor of Rachel Gackle**  
Fuglestad, Ren & Judith

**In Honor of Great Uncle Don**  
Carmichael, Robert

**In Honor of Pam Grugel's Birthday**  
Grugel, Sharon & Gary

**In Honor of Breck Hanson**  
Hilliker, Andrew & Rose  
Mahowald, Shelly

**In Honor of Ashlin Heng**  
Heng, Dave & Tracy

**In Honor of Steph Honek**  
Wietstock, Leslie

**In Honor of Brandon Kvanvig**

Kvanvig, Mike & Susan

**In Honor of Anna Larson**  
Anonymous

**In Honor of David Lysne**  
Lysne, Matthew & Karis

**In Honor of Scott Moen**  
Jones, Rachel

**In Honor of Abbi Pahl**  
Larson, Jolonna  
Zimmerman, Linda

**In Honor of Roxie Price**  
Jung, Leanne

**In Honor of Mackenzie Randklev**  
Zimmerman, Sara

**In Honor of Richard**  
Pates, Mikkel & Barbara

**In Honor of Joe & Betty Richards**  
Kukowski, Paul & Deb

**In Honor of Mary & Charlie Rumsey**  
Jones, Rachel

**In Honor of Shannon & Jody**  
Pladson, Kim

**In Honor of Justin Skaarud**  
Sandberg, Drew

**In Honor of Amber Solum**  
Perhus, Jill

**In Honor of Jake Sorenson**  
Neys, George & Marlene  
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Helgeson, Darla  
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Smith Murphy,  
Jeanette  
Smith,  
Chad & Andrea  
Smith, Kari  
Smith, Mary Ann  
Smith, Rebecca  
& Jeffrey Quam  
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Softing, Teresa  
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Solum, Amber  
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Credit Union  
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Urlacher, Kevin  
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VISIONBanks  
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Across Vietnam  
to the Wall  
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Tattoo & Piercings  
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Alice  
Anderson, Jennifer  
Anonymous  
Bank of the West  
Bell Bank  
Pay-It-Forward  
Bergseth Brothers  
Bock, Shannon  
Bottle Barn  
Breadsmith  
Bremer Bank  
Budweiser  
Burlap Rustic  
Chic Boutique  
Butler Machinery  
Cabinets Unlimited  
Camelot Cleaners  
Carpet Garage  
Cash Wise Liquor  
CCRI ARMHS  
Department  
CCRI Business Office  
CCRI Development  
Department  
CCRI HR  
Department  
CCRI Options  
Department  
CCRI SLS  
Department  
Chuck E. Cheese  
& Catering  
Coe, Dale & Cheryl  
Cole, Dale  
Cole,  
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Complete  
Weddings + Events  
Conlin's Furniture  
Cork 'n' Cleaver  
Cornwell Tools  
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Creatively Uncorked  
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 Fargo  
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 Fargo Frozen  
Beer Company  
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Furniture for Less  
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Golden  
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ShortPrinter  
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