




# *2019 Gratitude Report*



# The Year 2019 Was a Good One



This gratitude report reflects the achievements we were able to accomplish because of your support. I think pictures speak louder than words, so when you page through, please look at the smiles that emit pure joy, the sparkles of excitement in the eyes, and the look of amazement as the people we support face the best of life's experiences. Please know your generosity and support helped to make this happen.

Your financial support, the sharing of your time and talent, and your confidence in our work made a big impact in 2019 and we are grateful.

Thank you to those who reached out to our elected officials and shared how valuable, necessary, and important the work we do is. Payment rates for our services are set by the state legislature, and it is these rates that directly affect staff wages. Minnesota is in the midst of a DSP workforce shortage that is now at a crisis level. Currently, there is a 17% wage disparity between disability services and wages of occupations competing for the same workers. It's imperative we continue to talk about staff turnover and how difficult it is to maintain qualified caregivers to take care of our community's most vulnerable. Please contact your legislators and make your voice heard. Without your partnership, our workforce crisis will continue.

Thanks to your help we were able to invest in technology so the people we support can do the things Many people take for granted, simple everyday things like switching on a light, having a voice to express themselves, or living in an independent setting. Your generosity allowed us to find creative ways for people to live their best lives.

The year 2019 was a good one. Thank you for helping us live out our mission of enhancing and enriching lives.

*Shannon Beck*



# An Update on #Build4TheGuys

*by Amber Lobdell*



The guys have enjoyed their first year in their new home. They are extra grateful for a home that really makes them feel comfortable and free. They are having more together time than ever—movie nights, taking turns asking Alexa to play their favorite music. Eating takeout on Friday nights at the table that can fit them all. Long baths in their accessible tub have become a relaxing past time. There has been lots of crafting at the table, lots of games of Farcl, lots of laughs—so much love. The cohesiveness of the new home has really been a blessing for this family, and they are closer than ever. Thank you again for helping us keep this family together.



# How Technology Transformed Crystal's Life

*by Marisa Jackels, Tellwell*

Crystal first came to CCRI in the midst of a difficult journey struggling with both mental and physical illness. She was hospitalized multiple times a year due to her mental health, and was scared to live without her 24-hour staff—yet she craved independence.

Everything changed when Crystal tried living on her own with CCRI's Independent by Design program, which uses technology to provide remote care. Tools such as sensors on doors and cabinets allow staff to ensure Crystal is safe. A pendant acts as a direct line of contact that can call CCRI staff with the push of a button.

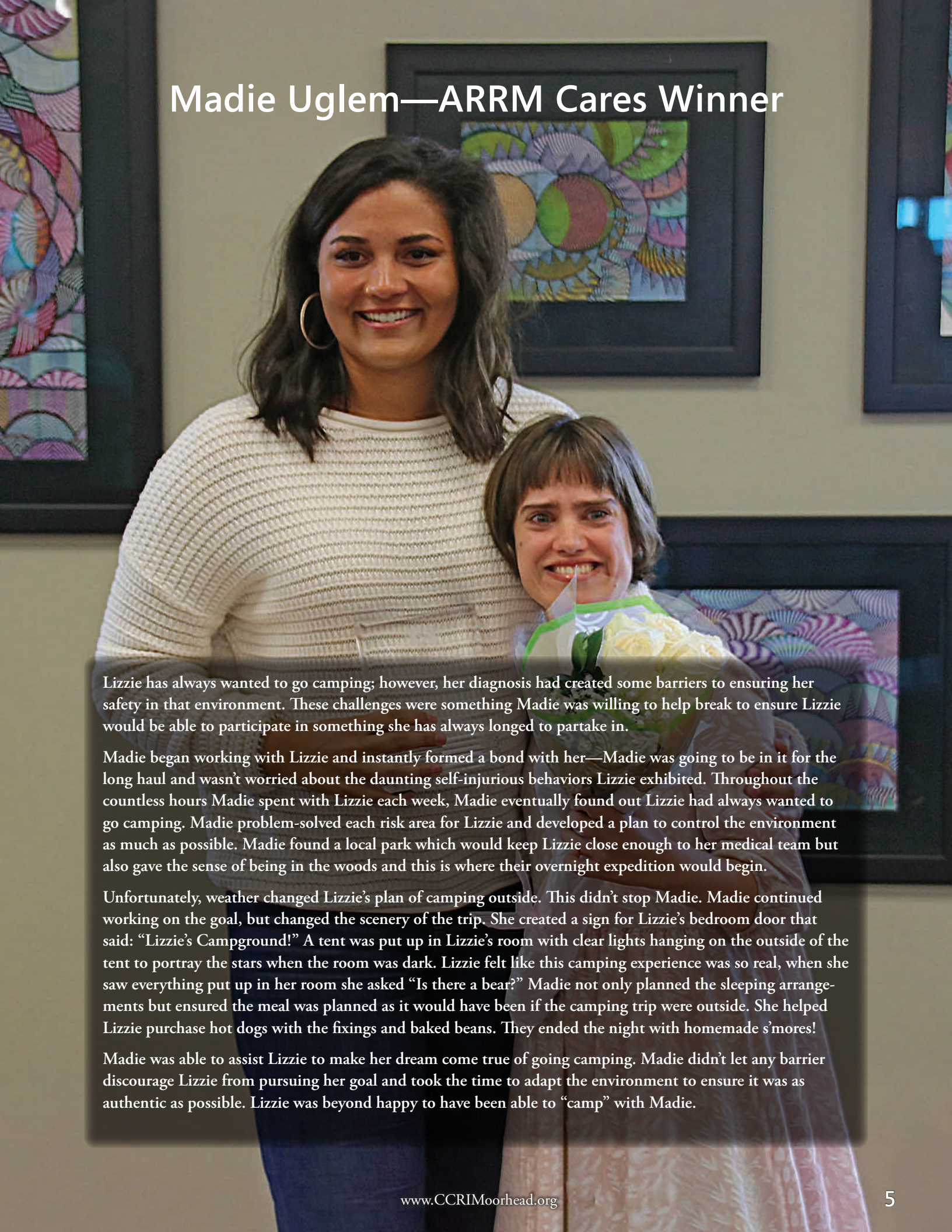
Three years later, Crystal is a new woman. She volunteers weekly, works out at the gym, participates in 5K races and even tried her hand at public speaking where she shared her story at the Minnesota Social Service Association (MSSA) Annual conference in Minneapolis.

Isn't that amazing? Crystal's life is transformed, and YOU make this story possible. Your support of CCRI allows us to develop innovative solutions such as the IBD program.

"I love being on my own," she said. "Now, I always have a good smile. And if I'm having a bad day, I know it's just for today. Tomorrow can be better."



# Madie Uglem—ARRM Cares Winner



Lizzie has always wanted to go camping; however, her diagnosis had created some barriers to ensuring her safety in that environment. These challenges were something Madie was willing to help break to ensure Lizzie would be able to participate in something she has always longed to partake in.

Madie began working with Lizzie and instantly formed a bond with her—Madie was going to be in it for the long haul and wasn't worried about the daunting self-injurious behaviors Lizzie exhibited. Throughout the countless hours Madie spent with Lizzie each week, Madie eventually found out Lizzie had always wanted to go camping. Madie problem-solved each risk area for Lizzie and developed a plan to control the environment as much as possible. Madie found a local park which would keep Lizzie close enough to her medical team but also gave the sense of being in the woods and this is where their overnight expedition would begin.

Unfortunately, weather changed Lizzie's plan of camping outside. This didn't stop Madie. Madie continued working on the goal, but changed the scenery of the trip. She created a sign for Lizzie's bedroom door that said: "Lizzie's Campground!" A tent was put up in Lizzie's room with clear lights hanging on the outside of the tent to portray the stars when the room was dark. Lizzie felt like this camping experience was so real, when she saw everything put up in her room she asked "Is there a bear?" Madie not only planned the sleeping arrangements but ensured the meal was planned as it would have been if the camping trip were outside. She helped Lizzie purchase hot dogs with the fixings and baked beans. They ended the night with homemade s'mores!

Madie was able to assist Lizzie to make her dream come true of going camping. Madie didn't let any barrier discourage Lizzie from pursuing her goal and took the time to adapt the environment to ensure it was as authentic as possible. Lizzie was beyond happy to have been able to "camp" with Madie.



# Amber Lobdell—A



Amber's heart is tender, kind and caring for anyone who needs to feel loved.

Amber is a connector. She goes to the heart of the matter and stands the importance of maintaining relationships. She is always searching for community and connection. This group of friends keeps busy.

Greg loves to dance, and Amber and the group have grown to include potlucks.

Amber is creative. The men she works with often arise. Amber is quick on her feet and knows exactly why this usually happy situation is. She made medals, rounded up the group, added sprinkles to the cupcakes and created a fun party with singing The Star Spangled Banner.


Amber is an advocate. She was concerned about mobility and she worried about the future of fundraising efforts to raise dollars for the "guys" to the community through her keynote speech to more than 200 people.

Amber is level headed. When L... considers the guys family and v... and ability to manage a crisis, L...

Amber is a lot of things. To the



# RRM Cares Winner

A photograph of two middle-aged men with glasses smiling. The man on the left is wearing a black and white striped polo shirt. The man on the right is wearing a black polo shirt with a small white logo on the chest. They are standing in front of a wall with several framed abstract artworks. The man on the right has his arm around the shoulder of the man on the left.

and, above all, loving. She wears it on her sleeve, opens it for those who need it and can magically warm the hearts of . Amber is anything but ordinary, she is extraordinary!

out of her way to ensure Lane, David, Brad and Greg connect with friends and community members. She under-  
standing friendships and finds opportunities that promote this. She helps to plan coffee dates, dinner dates and is  
y activities. Amber and the guys have participated in art classes, community education classes and sporting events.  
y.

r is always on the dance floor encouraging, drawing others in and facilitating new friendships. These relationships  
s at Greg's house, invitations to other dances and the introduction of new dance moves.

works with have big emotions and huge personalities. While they care deeply for one another, sometimes conflicts  
et and is able to turn things around. When Lane left his roommate's birthday party, Amber took the time to find  
ation was upsetting. Lane was upset everyone forgot it was President's Day. Amber immediately worked her magic.  
flags and presented Lane with a "Presidential Award" for remembering the holiday. She added red, white and blue  
reated a podium for Lane to give one of his famous speeches. After they sang Happy Birthday they concluded the  
angled Banner and everyone was happy.

one of the first to point out their current home wasn't meeting their needs. Age was beginning to affect their  
t their future safety. Using her passion for her work, concern for her clients and gift of writing, Amber assisted with  
ars to build a new accessible home. She used many social platforms to move this dream to a reality. She introduced  
through her blog, corporate Twitter account, newsletter articles and through public presentations. Amber delivered a  
00 people and her words struck a chord in the hearts of everyone in the room.

Lane needed her the most, she was able to stay calm and focused despite the fact that she was terrified. Amber  
when Lane stopped breathing, she utilized the skills she had learned to perform CPR. Thanks to her quick response  
Lane made a full recovery. His family is forever grateful.

ese guys she is figuratively and literally a life saver.



# 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

Erin Larsgaard—Secretary

Kim Bailey

Tyler Fischbach

Tracy Heng

James Nagel

Deanna Pahl

Troy Schuh

Shiela Sogge

Taya Spelhaug

## CCRI Senior Leadership (Left to Right)

Jody Hudson, Development/Communications Director—20 years

Shelly Thompson, Human Resources Director—4 years

Lynette Weber, Options Director—29 years

Alita Hanson, Supported Living Services Assistant Director—7 years

Eric Hilber, Supported Living Services Director—21 years

Dave Pompe, Options Assistant Director—20 years

Melanie Eidsmoe, Supported Living Services Assistant Director—14 years

Mark McGuigan, Business Manager—19 years

Shannon Bock, Executive Director—25 years

Kent Schultz, Information Technology Director—14 years





# 2019 Achievements

**61** people attended Camp HERO

**110** people attended CCRI Prom

**28** people showed their skills at the annual CCRI Talent Show

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

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

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

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



**\$217,741** was invested in life-enhancing opportunities for the people we serve

**719,682** hours of service were provided to people with disabilities

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

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

**23,100+** hours of training were provided to team members

**\$11,000** in scholarships were awarded to team members to enhance their education

**952** people applied to work at CCRI

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





# 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 \$50,000 in community support this year. This fund supports Camp HERO, Adaptive Softball, Prom, Talent Show and individual needs like therapies, art supplies, clothing, memberships, etc. To close the gap on our Greatest Need Fund will take \$251,000 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, PPE, staff training/leadership, transportation, home modifications, and agency innovation.

A list of our 2019 donors can be found in the online version of our Gratitude Report found at [www.CCRIMoorhead.org/publications](http://www.CCRIMoorhead.org/publications).

## Who Your Donations Support





# 2019 Financial Statement

## Statement of Operations and Changes in Net Assets

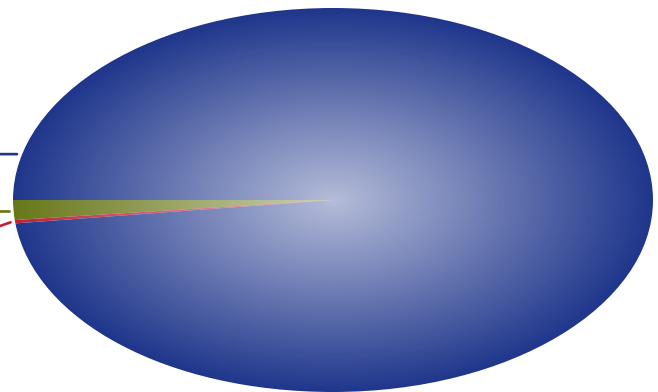
BEGINNING NET ASSETS		<u>\$ 7,561,226</u>
<b>Operating Revenue &amp; Support</b>		
Program	\$ 16,513,775	
Fundraising	<u>\$ 361,228</u>	
Total Revenues, Support & Grants		<u>\$ 16,875,003</u>
<b>Operating Expenses</b>		
Program	\$ 14,444,397	
Property Related	\$ 142,422	
Administrative	\$ 1,654,484	
Fundraising	<u>\$ 201,205</u>	
Total Operating Expenses		<u>\$ 16,442,508</u>
Increase in Net Assets Before Other Income (Expenses)		\$ 432,495
<b>Other income (expense)</b>		
Interest Income	\$ 9,732	
Total Other Income		<u>\$ 9,732</u>
Increase in Net Assets		<u>\$ 442,227</u>
ENDING NET ASSETS		<u><u>\$ 8,003,453</u></u>

### How Funds Were Raised

97.70%—Federal and State Funding

2.14%—Fundraising

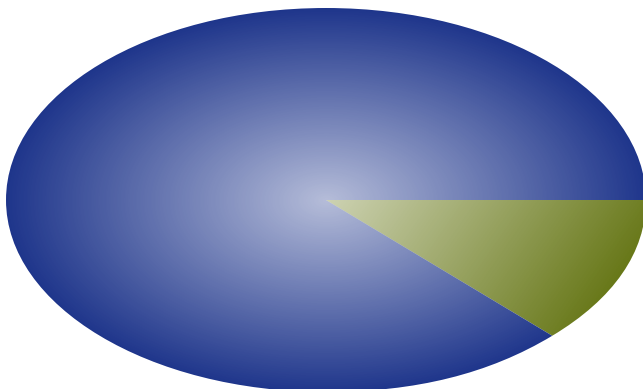
0.16%—Private Pay



### How Funds Were Spent

Programs and Services—87.8%

Administration—12.2%





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.

## 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 2019, 68 employees donated almost \$8,400. Our amazing team continues to share their time, talents and treasure with the people we support.

Aaker, Mark	Dunham, Candi	Ketterl,	Moore,	Sanden, Dianne
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Jonathon & Tasha	Jones, Sarah	Greta & Derek	Sandbakken, Zach	Weber, Lynette

## Honorariums/Memorials

### In Honor of Beckam's Birthday

Kelsey Koep

### In Honor of Sam Beedy

Todd & Jackie Beedy

### In Honor of Mitchell Benson

David & Debra Benson  
Lowell & Shirley Hamrick

### In Honor of Sheriff Bergquist's Retirement

Don & Helen Gunderson

### In Honor of Bethany Berkeley

Dale Carnegie of ND & MN

### In Honor of Shannon Bock

Kim Pladson

### In Honor of Olivia Mae Buth

Tim & Melanie Buth

### In Honor of Dan the Man

Wayne & Diane Brendemuhl

### In Honor of My Wonderful Brother David and Housemates Lane, Brad and Greg!

Roxanne & David Montebello

### In Honor of David Dickson

Roxanne & David Montebello

### In Honor of Steph Foster

Charlene Christenson

### In Honor of Alita Hanson

Laure LaFond

### In Honor of Breck Hanson

Shelly Mahowald

### In Honor of Ashlin Heng

James & Pamela Braton

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Lisa Edison-Smith  
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### In Honor of Jody Hudson

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### In Honor of Jody Hudson

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Erica Johnsrud

### In Honor of Charlotte Jacobson

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& LaVerne Johnson

Karen Skarpness

### In Honor of Sarah Jones

Matt & Janelle Leiseth

### In Honor of Kevin & Val Kettner

The Berry Family  
Philanthropic Fund

### In Honor of Brandon Kvanvig

Mike & Susan Kvanvig

### In Honor of Crystal Larck

Shane Larck

### In Honor of Lane Larson

Anonymous  
Deb Bunde

### In Honor of Lane, David, Brad and Greg

Michael & Amber Lobdell

### In Honor of Amber Lobdell

Randilyn Dombek  
Barb Lobdell Flynn

### In Honor of Maria

Gary & Rhonda Ficek

### In Honor of Eric Offerdahl

Kathy Offerdahl

### In Honor of Abby Paul

& Gail Klug

Lila & Darrell Krabbenhoft

### In Honor of Reese

Rachel & Rick Stotts

### In Honor of CCRI

Residents & Employees

Loren & Deb Eken

### In Honor of Katie Rivard

Brooke Rund

### In Honor of Julie Rokke

Marjorie Schlossman

### In Honor of Brett Solum

Amber Solum

### In Honor of Jake Sorenson

Doug & Jo Sorenson

### In Honor of Theresa Theige

Theresa & David Theige

### In Honor of Sara Twamley

Tom & Barb Twamley

### In Honor of Matt Viste

Kiana Rae

### In Honor of Granddaughter

Casie Renee W.

Lorraine Nelson

### In Memory of Bea Arett

Brian Arett

### In Memory of Calvin Armbrust

Lance Omberg

### In Memory of Don Barth

Phil & Jennifer Behrens

Jackie & Dave Geske

### In Memory of Linda Barth

Phil & Jennifer Behrens

Danet Erickson



**In Memory of Willie Bock**  
Barb Bock

**In Memory of Frank Branch**  
David & Denice Velde

**In Memory of Ted Curfman**  
Shannon & Linda Gilbertson

**In Memory of James L. Danielson**  
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**In Memory of Megan Ellingson**  
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Jeff & Rhonda King

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**In Memory of Grace Smebak & Randy Smebak**  
Jon Smebak  
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Philip & Gwen Sallberg

**In Memory of John Twamley**  
Tom & Barb Twamley

**In Memory of Don & Duane Whaley**  
Barb Bock

**In Memory of Jessica Rose Wiese**  
Joey & Jessica Wiese

## Donors & Partners

Thank you for your generosity in enhancing and enriching  
the lives and learning of people with disabilities.

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Steussy, Faith	Federal Bank	Behrens,	Carlson, Sherry	Dickinson, Jason
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Troy & Barb	Anderson, John	Belseth, Scott	Cave, Mary	Dillabough, Katie
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Glatt, Lynn & Lynn	Hancock, Jake	Holm, Josh	Jung, Leanne	Kroshus, Liz
Goellner, Ryan	Hannig, Jean	Holmen, Amber	Kadrmass, Todd	Krumwiede, Dee & David
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			Kays, Jodi	
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Langerud, Hannah	Martinez, Marcos	Moeller, Darwin	Olson, Jared	Piatz, Sandy
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