

2021 ANNUAL REPORT

# Every Step of the Way



LAURA BAKER  
SERVICES ASSOCIATION

*Bringing the Power of Possibility to People with Special Needs*



TOGETHER

# LETTER FROM THE BOARD PRESIDENT

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The political, public health and international tumult of the past several years has had many obvious effects. We live with more fear. More anger. More anxiety.

But there are some less obvious effects as well, some of which are particularly challenging for Laura Baker Services Association (LBSA). For example, we face a uniquely intense challenge today when it comes to hiring and retaining staff members to provide support for our clients with developmental disabilities. Right now, LBSA has room for and could care for at least 13 more clients (and we do always have a wait list) if we could only hire more people to provide them with support. In other words, our ability to provide care for clients is fundamentally dependent on our ability to hire direct support professionals and other staff members.



And, in turn, our ability to pay such critical workers is overwhelmingly determined by decisions made by our state government about hourly reimbursement rates for this work. We have looked closely at how to maximize what we can pay, and for an entry-level direct support person it comes to about \$13/hour. That's less than a person can make taking a late shift at Taco Bell, and it's far less than the \$25/hour such workers are paid when employed by state agencies. We need help convincing our state's policymakers to change this.

**Frankly, LBSA needs help of many kinds, and it is your reaction to that need that sustains us.** When we seek volunteers, you're there. When we try to bring people's voices to our legislators, you speak up. When we try to think of innovative ways to provide care and grow non-governmental sources of income, you come through with ideas. And when we ask for financial help, you give. Thank you very, very much.

This year's theme, Every Step of the Way, fits perfectly with what you mean to us and to our ability to serve our clients. LBSA has been through a lot; in fact, we celebrate our 125<sup>th</sup> anniversary this year. We exist to serve folks with developmental disabilities, respect their life choices and dreams, and help them reach their goals. As we face the challenges of today and tomorrow, we are inspired by our mission and emboldened by the chance to walk with you, every step of the way.

Bob Gilbertson  
Board President

# LETTER FROM THE EXECUTIVE DIRECTOR

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We tiptoed into 2021, hoping to rid ourselves of the specter of COVID-19, excited about the promise of the vaccines, and hoping to find enough staff members to reopen our closed homes and support the people who were looking for services. Somewhere along the way, we learned that 2020 and 2021 were the years of the Great Resignation. And COVID-19 was not ready to succumb: we navigated Delta and Omicron.

We learned that companion organizations in Minnesota and throughout the nation were closing their doors (or limiting the number of people they were serving), unable to overcome funding, staffing and COVID-19 challenges.

At any time during the year, it would have been easy for us to succumb to the weariness of these challenges, to announce that we, too, were going to be part of the Great Resignation.

At any given time, in any given year, it's easy to get pulled into the day to day and lose sight of the bigger picture. This has been especially true in the last few years, as practices (such as remote work) have altered how we work.

When our news seems dark and gloomy, it's easy to be sucked into the abyss and forget to be grateful for our many blessings:





**Our amazing staff members** who continue to work with us, despite these challenges, and the new people who have joined us to create a stronger team. We may be smaller, and we are mighty. Look for the stories of how our staff members have made a difference for the people we support.

**Our community of support (you all!)** who helped us reach our \$1 million fundraising goal with your generosity – both from your pockets and with your generous and kind spirits.

**Our 125-year history** (2022 is our 125<sup>th</sup> anniversary year!), which reminds us that we have overcome overwhelming challenges before and have the spirit and resolve to do so again.

In the past few years, we've learned how loud we have to yell (VERY LOUD) to make our voices heard and our issues understood. The future for people with intellectual and developmental disabilities (IDD) and their caregivers is still at risk without community and legislative support. We are so grateful for each of you; the voices you lend and the support you provide.

In 2021, we tiptoed. In 2022, we are marching with purpose, to have an impact for now and the future. We ask you to continue your support: your financial gifts and raising your voices to ensure the people we support, their families and our staff members receive the support that will allow them to thrive.

Together, we can.

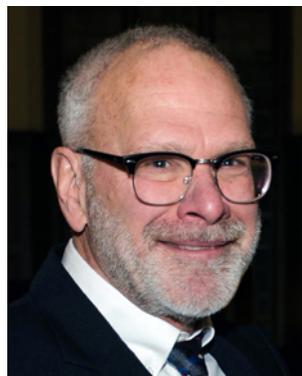
Sandi Gerdes, Executive Director

# GREG CLOSSER

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## 2021 Robert Bonner Distinguished Service Award Recipient

Greg Closser is a communitarian. He might be surprised to be characterized that way. His Annual Report letters over the past several years reveal his commitment to community and his heart, which are the central reasons he is receiving the Robert Bonner Distinguished Service Award.



From his 2019 Annual Report letter: “All of us are called to row together, each of us needing to comfort the other... Hope binds us together and together we make hope come true.”

Greg understands that it takes a village to support people with disabilities. He joined the village as a parent and has continued his service by engaging in the broader community. He joined the LBSA board in 2011, served as vice president and took the reins as president in 2016. Greg has shared his gift of leadership with the association and has been a wise counselor and friend. He is a voice of calm when chaos is swirling around us. Truly a gift.

In practical terms, beyond Greg’s service as a board member, he and his wife, Patty, have been the LBSA Easter Bunnies for many years, providing Easter baskets for all of our clients. They created A Great Day Farm, a center for recreation for people with disabilities who need both boundaries and freedom.

When we told Greg he was receiving this award, he said that Patty should receive this gift along with him. She also has a heart for people with disabilities and great vision for ways to adapt the world to make it better. Patty inspires Greg and manages at home so Greg can be out in the world. Together they make a great team!

Greg has been generous with his time, his talent, his wisdom and his treasures. He believes in the mission and vision of LBSA and has been an amazing partner in moving our work forward.

*The Robert Bonner Distinguished Service Award honors people who have been constant in their association with LBSA and who have made consistent and personally significant contributions of time, energy and resources.*



## LBSA HONORS 2021 TEAM MEMBERS

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On Wednesday, June 23, we hosted a picnic at A Great Day Farm to honor our everyday heroes. Congratulations to the following award recipients!

**Innovator:** Penny Penn, Iris Reyes and Meg Diviney-Fearing

**Community Builder:** Isabel Nunez, Lisa Otterness, Megan Olson and Jenny Solar

**Team Builder:** Hannah Ries, Sophia Meyers and Elii Garcia

**Cheerleader:** Michelle Oaxaca, Steve Braker and Audrey Mann

**Role Model:** Kathy Bromley, Beth Schultz and Abby Malecha

**Rising Star:** Hector Osorio, Amairani Rosas and Lauren Code

**Spirit of Laura Baker Award\*:** Holly Ciffra

Our administrative team and board of trustees would like to acknowledge ALL STAFF for their incredible dedication, compassion and persistence during the past several, difficult years. Thank you for your heroic efforts every day!

*\*The Spirit of Laura Baker Award is given annually to one individual who best embodies the mission, vision and values of LBSA - and the spirit of Laura Baker. Recipients care deeply for the people we serve and make a difference in their lives and in the life of the organization as a whole. Leadership and teamwork are the hallmarks of award winners' work in the organization.*

## MEET JENNY

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Music has always been an integral part of life at LBSA. Performances for family, friends and community members, which featured singing and dancing by LBSA residents, began in the early 1900s. Since that time, music has been part of the curriculum. Hundreds of students and residents have participated in a variety of LBSA bands, choirs and other musical performances over the years. In recent decades, LBSA has employed a certified music therapist as part of its service team. Jenny Solar is LBSA's current music therapist.

During an internship at a children's hospital, Jenny says she was especially drawn to working with kids with developmental disabilities. After graduating from the University of Minnesota, Jenny worked for over a year with adults with developmental disabilities at an organization in Indiana. During that time, she was looking for an opportunity to move back to Minnesota. She heard about LBSA and was hired in October of 2016.

Jenny appreciates the fact that music is so multi-faceted because almost everyone can relate to it in some way. "You can listen to music, participate by singing or you can even play an instrument." Jenny explains that music therapy can be helpful for individuals in a variety of ways. Last year, she attended neurological music therapy training and learned a variety of new concepts that she uses in her daily work.

Some of the work has had amazing results that you might not associate readily with music therapy. "One client I have worked with has made significant progress with his fine motor skills development. This has helped him gain more independence, for example in feeding himself more effectively. I've also learned other skills, like the use of a metronome during sessions. This can provide the sensory regulation a brain needs and allow them to work on other skill areas during our time together."



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*“I really enjoy getting to work with such a wide variety of people.”*



During these last two challenging years, Jenny has ensured that the music has continued. Early in the pandemic, Jenny began offering music therapy sessions virtually and created themed video sing-a-longs for clients. In the summer of 2021, Jenny conducted music sessions outdoors, allowing her to maintain safety protocols. In October 2021, she restarted the LBSA Choir over Zoom which she says has been a fun alternative for her choir members. There were technology challenges at first, and she acknowledges that nothing can replace being together in person. Learning how to implement music therapy virtually has had some added benefits. “Using Zoom and other technology has been a good learning experience, providing flexibility to continue music sessions in bad weather. Early in the pandemic, one client went home to Duluth to stay with his parents for a while, and we were able to continue his music sessions remotely so he could have continuity with music in his life.” Jenny even used some technology that she learned about from one of her music therapy clients

to create a music video for LBSA’s December Gala. The video featured 32 music clients and was a performance of *Let’s Take a Step*, an original song written by LBSA music clients and Jenny.

Like many services for individuals with developmental disabilities, LBSA’s Music Therapy program has a significant waiting list. Thus, LBSA is in the midst of expanding its Creative Arts programming and will be hiring a second full-time music therapist as well as a full-time art therapist. When asked about her goals for the next two to three years, Jenny chuckled, “Well ... I’m not planning on leaving. But I am looking forward to being able to serve more people. It’s not always about the music – it’s about the relationships. I really enjoy getting to work with such a wide variety of people.”

Jenny and her husband, Scott, have a two-year-old daughter, Paige, and are expecting a son in July. Jenny plans to return after a three-month leave. No doubt, the music will continue.

## MEET DAVID

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David enjoys people. He is fun and curious – and after spending a minute or two with him, you'll be answering questions and smiling.

“He has a sparkle when it comes to talking and being with others,” says David’s dad, Zach. “He’s hilarious and shows an interest in others which makes him really enjoyable to be around.”

Like many children with autism, life has been a roller coaster ride. David experienced challenges from an early age. And like so many families who have a child with a developmental disability, finding resources and ways to support their child can be time consuming and exhausting. Zach says they knew from an early age that something wasn’t right. “Before David was a year old, he started missing milestones. Initially it was a struggle. We didn’t want him to be labeled, and it took us a few years to face the facts.” No one wants to be labeled. Yet the disappointing reality is that for families with a loved one with a developmental disability, with labels come resources.

Once someone has access to resources and is “in the system,” the next challenge is finding the right services and resources. Every person is unique, which makes one-size-fits-all service solutions ineffective. This journey for the right fit can take years. For David, school and other group settings



were a challenge. “They (a public school system) weren’t necessarily equipped for someone who wasn’t high functioning,” Zach recalls. “Many times, we received calls from the school office saying I needed to come pick David up from school because they couldn’t keep him safe. There were moments where it felt like a full-time job.”

***“It’s fantastic. I’m so happy he is at LBSA.”***

– David’s Dad

Over the years, group living settings have proven to be a challenge for David as well. David is fascinated by lawn mowers, leaf blowers, small appliances and anything that is mechanical. David would often elope and find local unlocked garages or sheds, creating an unsafe situation for David and a scary situation for neighbors who found him

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on their property. Over the years, Zach knew he needed to find a different living environment for David because of these issues. He heard about LBSA through the grapevine and spent numerous years on the waiting list. In 2018, David moved into his cottage on LBSA's Oak Street campus.

It's taken effort and coordination on the part of David and his family working together with LBSA staff and local law enforcement to get these issues under control. LBSA staff have responded to local neighbors and police inquiries over the years. Megan Olson, who is one of LBSA's Qualified Developmental Disability Professionals (QDDP) and works closely with David, says that things have really improved for David over the last year. "We found a day program that is a good fit." In addition,

Megan attributes David's recent success to LBSA direct support staff. "Household Director Elii Garcia and her team have made a big difference. She trains her staff really well, and they are so good at working with David. He seems to enjoy his time at home more now and feels less in need of leaving campus."

Today, David attends his day program five to six hours per day, five days per week. He enjoys going out to eat, going for walks, bowling, playing basketball, going to movies and listening to music. Adele is his favorite.

Zach says he feels very good about David's situation. "It's fantastic. I'm so happy he is at LBSA. I feel pretty strongly that it is one of the top places in Minnesota."



## 2021 HIGHLIGHTS

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Through another challenging year and with the help of YOU – our supporters, volunteers, board members, partners and *amazing* staff – we were able to continue our mission and experience a variety of successes along the way in 2021.

- Most importantly, **we continued to provide housing and support services**, continuing our mission to respect the life choices and dreams of people with developmental disabilities and help them reach their goals.
- We **navigated the COVID-19 pandemic** without widespread negative effects to our staff and clients. We are incredibly proud of our staff for their work to keep our clients safe over the last two years.
- We launched **Family Navigation Services**, which will assist families and people with disabilities to access services and supports to make their lives more manageable and improve quality of life for clients and their loved ones.
- LBSA **hosted four COVID-19 vaccination clinics** throughout the year for clients, staff and family members. Approximately 500 doses were given.
- We launched our two-year **7-4-7 fundraising campaign**, the goal of which is to raise \$1.4 million for the LBSA Annual Fund and an additional \$700,000 for our Program Expansion initiative by the end of 2022. In 2021, we exceeded our first-year campaign goal, raising a combined total of \$1,054,733 for the Annual Fund and Program Expansion initiative.





- We **set new fundraising records** for our 30<sup>th</sup> Annual Golf Tournament (\$52,000+) and our 26<sup>th</sup> Annual Gala (\$253,000+). Thank you!
- We **awarded three staff members with a Gary Martin Memorial Scholarship\* award**. Congratulations to Teadora Kontos, Elizabeth O’Sullivan and Zachary Peterson.
- The **LBSA Choir resumed in the form of Zoom Choir**, which has become a fun alternative for LBSA clients during the pandemic.
- LBSA music therapist Jenny Solar conducted **410 individual music therapy sessions**. LBSA clients, with Jenny, wrote an original song titled *Let’s Take a Step*. The song was performed virtually at the December Gala and featured 32 clients.
- In program satisfaction surveys distributed annually to clients’ care teams, **LBSA achieved a 91.7% “satisfied” or “very satisfied” for overall service satisfaction**.
- We began a **series of leadership workshops for LBSA management** facilitated by Sarah Carlsen of Carlsen Coaching & Consulting.
- We **grew our population of social media followers** by 9.2% **and our email and newsletter recipients** by 9.3%.
- We received a **“Top Rated Nonprofit” designation** from GreatNonprofits and a **Gold transparency rating** from Candid (GuideStar).

*\*The Gary Martin Memorial Scholarship is for LBSA staff members who are working on a degree, certificate or certification program while maintaining employment at LBSA. The scholarship honors Gary, who was a longtime LBSA resident, and is made possible through generous donations from Eugene and Mary Anne Dietz and Dave and Amy Tonsager.*

# 2021 BOARD OF TRUSTEES

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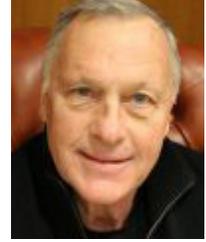
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**WELCOME!**  
(New board  
members in 2021)

Thank you for your service! (2021 outgoing board members):  
ASHA BOZICEVICH, MARY CLOSNER, JOE HARGIS and MATT SEWICH



**Q:** Are you a parent, family member or caregiver of a person with intellectual or developmental disabilities or do you know someone who is?



## Here to Help You

Laura Baker Services Association's Family Navigation Services program is designed to help individuals and families with developmental disabilities navigate the complexities required for support. Our services are based on an initial **FREE** consultation. We use a person-centered approach, not one-size-fits-all, and can support your decision making in the following areas:

- Regional and state developmental disability programs and services
- Support system planning for someone with intellectual or developmental disabilities (IDD), such as Down syndrome (Trisomy 21), autism spectrum disorder (ASD) or Prader-Willi Syndrome
- Peer support and family connections
- Community resource connections
- First steps in accessing county, state and federal programs (disability waivers)
- Housing options: at home, independent living, group homes and respite
- Major life transitions and challenges
- Access to networks of professionals and service providers who can serve your family's needs
- Navigating any obstacle that is preventing you from achieving your goals



### LEARN MORE

Scan here or visit [laurabaker.org/services/family-navigation](https://laurabaker.org/services/family-navigation) to schedule a **FREE** initial consultation and learn more.

# 125 YEARS OF SERVICE

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## We're celebrating 125 years of service in 2022.

This organization has survived the Spanish Flu epidemic, the Great Depression, World War I and II, Vietnam, recessions, deinstitutionalization, increasing rules and regulations, and the move from private pay to Medicaid funding. We've navigated sea changes in transportation and communication, medicine and mass media. We're moving faster, communicating faster to more people and we can treat and cure more things.

When Miss Baker established this organization in 1897, the majority of services were provided in state-run institutions, where people lived out their days being largely cared for, with little personal agency or community connection. She had worked in those state-run institutions as a teacher and saw that people needed the

opportunity to learn and grow, have opportunities to sing and dance, go to school, and learn to navigate society.

Meals included formal service. Grace was said before every meal. Rooms and personal spaces were to be kept immaculate, including beds being made so a quarter would bounce and window shades being evenly drawn on every window.

People's hygiene was impeccable: gentlemen were shaved, hair was kept neat, clothing was to be well-fitted, pressed and clean. Ladies had similar standards.

Miss Baker lived through much of the change and handed the organization off with a clear sense of purpose and vision. The number of people who remember going to the lake for the summer or formal eating in the dining room, with bells to summon dining staff, are fewer and fewer these days.



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Doug has lived with us, in various places, since he was five years old. This year he turns 94. He has witnessed many changes over the years and watched the organization transform over and over again, adding and subtracting buildings (a barn, Margaret Graves Hall, the Cottage and the grand old white house). Now Doug is living in a house in the community. He's always been active in the community: church, the library, shopping downtown Northfield, working in the LBSA kitchen, and going to the doctor and the dentist.

Society's views of people with IDD have changed dramatically as well. Once seen as either demonic or angelic (depending on the time in history), people with IDD are now seen as **people**. People deserving of dignity and respect and the support required to allow them to live lives they choose.

Much still needs to change. Public policy consistently adopts a "one-size-fits-all" mentality, and offers **A** solution, for people who are not the same, and for people who do not need the same level or kind of support. While we used to institutionalize everyone, now we prescribe that everyone with a disability can live independently in the community, in their own home. These kinds of policy decisions are not person-centered and do not take into account that people are different. Vastly different. While independent living and self-determination should be readily available to everyone who



wants it, we need to provide an array of options. Some people don't want to live alone, regardless of their ability to do so. Some people cannot live alone. And despite the rhetoric that says it's always less expensive to live in community, the reality is that "always" continues to be a problematic word.

Public policy needs to find ways that allow people with IDD to get the support they need without making them impoverished. It also needs to find ways to ensure the people who provide support can do so without being impoverished. These kinds of systems, which are meant to contain costs, create systemic co-dependency. These kinds of systems impede progress and creativity.

***How do we create a system that acknowledges that people can both be competent and need support?***

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We've learned to listen to self-advocates, which is an amazing step forward. Unfortunately, we've applied their words and thoughts to every person with a disability, without getting to know that person and/or learn their story.

At LBSA, we have been person-centered from our beginning. Being person-centered means throwing away "group think" and one-size-fits-all solutions. It's arduous because solutions are different for every person. It takes time and patience. It's messy. It's who and what we need to be – what all organizations need to be.

Some would say that 125 years is long enough – it's time to retire the model and move on. If people with intellectual and developmental disabilities could get what they need, we could do that. Instead, we're faced with a complex world, where politicians, who control our funding, and thus, our fate, are hard-pressed to understand our support services. We're told our coalition isn't big enough or loud enough to get the funding we need for people to receive the support they need. We're charged with doing more with less. COVID-19 brought new rules and regulations and no new funding. COVID-19 brought the Great Resignation and wage inflation without additional funding. It's enough to make you wonder about how long we can persist. And then, we're reminded: we've been doing this for 125 years.



These past few years have been crazy. Our very existence is threatened by a staffing crisis, by indifference to our funding needs, by public pressure to be perfect without the funding to improve. When you look in the rearview mirror, it's easy to imagine the worst, and we continue to hear stories of organizations who are limiting their services or closing altogether due to the pressures of inflation, COVID-19 and extreme staffing shortages.

The hopes and dreams of the people we support, indeed of all of us, have been dampened by these challenges. It's become easier at times to focus on all that's wrong in the world, instead of what's good. Looking forward for the next 12 months is also challenging: we don't know when staffing challenges will ease or if the legislature will grant us more money so we can attract and retain our amazing staff members and serve the people who are waiting. **Now is when looking at our 125-year history brings hope and a sense of**

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**renewal. We've endured through major challenges – and we're still here.**

As we move forward in these challenging times, we are taking a new look at what people need, and we are expanding and changing our programs, as we have done throughout our history, to make us relevant for the next 125 years.

We've added Family Navigation Services to support people with IDD and their families as they work to assess the many challenges that come with living with a disability. Our navigators can help with: who does what, and how do I apply for that, and I didn't even know that was an option.

One family had an adult child living at home who lost his job due to COVID-19 and needed more support than mom and dad could provide. We were able to identify service options for the person (who lived in South Dakota) and the

process for accessing those services. We were able to create language for the family to request what was needed for the person that honored his strengths and minimized risks.

We're also providing Housing Stabilization Services and Housing Support Services to people with IDD who are living independently that can help them stay in their homes. Our job is to help with landlord or neighbor issues and connect them to other supports they may need to be successful.

We are exploring providing Behavioral Support Services to assist people to be successful in overcoming challenges. We are targeting the fourth quarter of 2022 for opening this service.

*Throughout our 125 years, community has been critical to our success and integral to accomplishing our work.*

As we look back on the past, we gain confidence that we will find a way through the current challenges. We are small – and we are mighty. We stand on the shoulders of those who have gone before us. We are proud to carry on Miss Baker's legacy of community, music and art, dignity and respect, and opportunity for each person as we build into the next 125 years.

*Together, we can.*



# THANK YOU, DONORS

## Annual Giving Fund

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Dr. Duane & Ann Wolf

### **\$500 to \$999** **FRIENDS**

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Patricia Baldwin  
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Mike & Melissa Berthelsen  
Jean Bloom  
Emily & Ryan Blumhoefer  
Mary Boyum  
Frank & Karen Brust  
Matt & Elizabeth  
Christensen  
Rod & Deb Christensen  
Stacy Colbert  
Richard & Katherine  
Collman  
Andy & Tracy DeMarea  
Natalie Draper  
Edward Jones Investments  
– Jon Snodgrass  
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Brian Hansen & Kathy  
Flynn  
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David & Patricia Halsor

Eldon & Doris Hill  
Matt and Mary Hillmann  
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F. Martin & Dorothy Johnson  
Julie Johnson & Tim Gallagher  
Judy Jones  
Karen & Patrick Mader  
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Kimmy Clean L.L.C.  
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Rolf Otterness  
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Jim & Jeanne Rankin  
RE/MAX Advantage Plus - Michael Jordan  
Nichole Reinardy  
Reppe Law Office  
John & Nancy Rinn  
Sue & Ron Rodman  
Dick & Gail Rosseter  
Emily Rufer  
Steve & Sandy Rufer  
Dan & Juliana Sayner  
Schieck Orthodontics  
Jack Schwandt  
Adei & Siri Shaqra  
Frank & Joy Solomon  
Dwight & Cara Steward  
Sam & Dean Sunderlin  
Taylor Truck Line Inc.  
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VFW Post #4393  
Barry & Pam Vig

Richard DeBeau & Doris Welke  
Carl & Blanche White  
Dr. Bradley & Veronica Wille  
Frank & Julie Zastera

**\$250 to \$499**  
**NEIGHBORS**

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Better Air Inc.  
Megan Hart & Michael Bruno  
Cadan Technologies  
CarTime Auto Center  
Bob & Sharon Cashman  
Robert Thacker & Karen Cherewatuk  
Steve & Patty Ciernia  
Clifford & Grace Clark  
Carol Korda & Bruce Dalgaard  
Jack Duffy  
Brittany & Jay Ellerbusch  
Kenneth & Jill Ewald  
John & Beth Fallon  
Marv & Barb Farmer  
Kevin McGrath & Molly Fernholz  
Amy Finn  
Greg Norman & Bonnie Flom  
Michelle Lasswell & Brad Frago  
Frandsen Bank & Trust  
Tim & Lori Freeland  
Jim & Joan Gardner  
Larry & Jan Gieseke  
David & Rita Goodman  
James & Clarice Grabau  
Ann & Howard Green  
Mary Lewis Grow  
Dr. Thomas & Dianne Hart  
Sam & Aubrey Healy  
Dr. Bryan & Andrea Hoff  
Maria & Gerry Huntley  
Jeff Johnson  
Michael & Becky Jordan  
Doug & Charlene Klemenhagen  
Wendy Placko & Kevin Krein  
Linda Larson

Rich & Annie Larson  
Jodi Lawson  
Ed & Anne Lundstrom  
Kate Maehr & Sam Pickering  
Dorothy Marden  
Sue & Todd Middleton  
Bruce & Audrey Moe  
Pat & Sara Morris  
Kari Nelson  
Daniel & Christina Neuger  
Nicole Norstad  
Northfield Chamber of Commerce  
Northfield Golf Club  
Adam & Angela Olson  
Kurtis Olson  
Randy & Kathy Olson  
Chris & Tammy Omdal  
Susannah Ottaway  
Rick Panning  
Deb Parker  
Rick & Aggie Pavek  
Premier Bank Metro South  
David & Genevieve Quarberg  
Red Barn Farm of Northfield  
Lance & Mickey Reissetter  
Rice County Area United Way  
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Peter & Donna Rae Scheffert  
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Peter Webb  
Harriet Govan & Peter Yaun  
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Terri & Tim Berg  
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Gretchen & David Bonham  
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Sue Boxrud  
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Judy Broske  
David & Martha Brown  
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Lisa & Arthur Campbell  
Sarah Carlsen  
Zelene Castano  
Jane Chase  
Natalie & Ben Chell  
Holly Ciffra  
Tony & Sage Conway  
Ellen Cox  
John Crosson  
Darren & Jennifer Deplazes  
Irene Duba  
Jennifer Edwins  
Jeff & Gay Eggers  
James Ellickson  
Herb & Pat Fick  
Kevin & Peggy Fink  
Doug & Anne Fitzgerald  
Robert & Sharon Flaten  
Dan & Jo Franklin  
Mary E. Frazier  
Daniel Gerdes  
David & Shari Gerdes  
Dale & Teresa Glenn  
Marcy Goss  
Sarah Gramentine  
Vince & Paula Granquist  
Eric Dee & Jayne Hager-Dee  
Vicki Lynn Harper  
Will & Julie Healy

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Jason Leske  
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Ramona & Elmer Pumper  
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Dennis & Jane Rinehart  
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Sam & Moriya Rufer  
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Amanda Schaner-Martinez  
Barbara & Michael Schmierer  
Rick Schmitz  
Mike & Kenna Schulz  
Joseph Shaw  
Ashley Shearer  
Paul & Amy Shirilla  
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Steve & Leia Simon  
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Ross Stickley  
Noel & Lois Stratmoen  
John & Virginia Street  
Jamin Taylor  
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Charitable Fund of The  
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Constance Thompson  
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Janet & Jerry Tritch  
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Hailey Vath  
Amy Wagner  
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Wheatley  
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Dave Wolf  
Zack & Colleen Zastrow  
Lynn Zorn & John Zurn  
Erica & Stephan Zweifel

## **\$1 to \$99** **SUPPORTERS**

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Teresa Alt  
Antonio Amador  
Shelley Andrew  
Dan Ashbach  
Jackie Atkins  
Kristine Balsiger-Ranieri  
Michelle Bauer  
Delores Bedford

Adam Gurno & Kathryn  
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Debra Bjornard  
Kari Bonde  
Stan & Jane Bonnesen  
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Nick Donovan  
Cindy Elg  
Aimee Elmer  
Arnie & Becky Faust  
Theresa Fierst  
Dale & Krin Finger  
Jean Fossum  
Becky Gainey  
Shawn & Meredith Galdeen  
LeAnn Gamm  
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Dani Genz  
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Gershman  
Laura Gilligan  
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Lisa Halvorson  
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Joe & Katy Hargis  
Jen & Tim Hawley  
Candice Hayden  
Sasha & Mike Henning  
Shannon Herr  
Megen Hoenk  
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Joann Jorgensen  
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Penelope Hillemann &  
David Keyes  
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Jake Melby  
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Mark Mills  
Leone Larson & Tom Moen  
Lois Bjorlie & Corey Mohan  
Kay Monson  
Debbie & Guy Morgan  
Marilyn & Tom Nelson

Tom & Marilyn Neuville  
Amy O'Malley  
Kelly Stanton-Nutt & Rob  
Nutt  
Dale Olson  
Mary Partida  
Roseann Penn  
Terra Pingley  
Joan Pinsky  
Ken & Bonnie Prawer  
Kaitlin Preston-Scott

Kristi & Michael Pursell  
Jennifer Ringler Leonard  
Bruce & Jan Roberts  
John Rootness  
Thomas Ruhland  
Anika Rychner  
Sam & Patricia Johnson  
Dave Schmelzer  
Margi Schmidt  
Nichelle Schug  
Daina & Dimitri Sivanich

David Sivanich  
Jackie & Jeffrey Stai  
Jesse Steed  
Lori Stein  
Kathy Stewart  
Joe & Evelyn Stransky  
Eileen Sullivan  
Julie & Bob Sullivan  
Valentina Tikoff  
Jane & Curt Valek  
Tricia & David Van Hecke

Rebecca Vanbockel  
Doneen Viall  
DawnMarie Vihrachoff  
Beth Vivant  
Chris & Deanne Weber  
Joel Weisberg & Janet  
Watchman  
Jon Welker  
Beverly Zalkind

## Thank You, Program Expansion Supporters

Teresa Alt  
Susan Slater & Phil Armour  
Astrup Family Foundation/  
Sterling Pharmacy  
Aurora Pharmaceutical  
Bob & Barbara Bonner  
Dr. David & Anne Brust  
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Dr. Dave & Cheryl Buck  
Bill & Charlotte Carlson  
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Rod & Deb Christensen  
Clifford & Grace Clark  
Greg & Patty Closser  
Carol Korda & Bruce  
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Drs. John & Gretchen  
Ehresmann  
Kenneth & Jill Ewald  
Doug & Anne Fitzgerald  
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Mary E. Frazier  
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Dale & Teresa Glenn  
Sarah Gramentine  
Sandy & Frank Grazzini  
Sally & Michael Grossman  
David & Patricia Halsor  
Michael Hero & Marie  
Westerman Hero  
Eldon & Doris Hill  
Hogan Brothers  
Kent & Heloisa Holden  
Pat Johnson  
Bruce McKendry & Sarah  
Jones  
Karen & Patrick Mader  
Steve & Peggy Kelly  
Robert & Sandra Klein  
Doug & Charlene  
Klemenhagen  
Sylvia M. Langworthy

Brent & Tobi Larson  
Jason Leske  
Bruce & Diane Lyman  
Teresa & Steve Martin  
Marilyn Matta  
Bruce & Audrey Moe  
Lois Bjorlie & Corey Mohan  
Art & Emily Monaghan  
Bill Nelson  
Northfield Golf Club  
Chris & Tammy Omdal  
David Otterness  
Rick Panning  
Frank & Sandra Petricka  
Mark & Mary Jane Polzin  
Professional Drive Dental  
Jim & Jeanne Rankin  
Red Barn Farm of  
Northfield  
Barton and Kimberly Reed

Steve & Sandy Rufer  
Jim & Linda Sawyer  
Matt & Jessica Sewich  
St. John's Lutheran Church  
Paul & Judy Tarabek  
Linda & Rodney Therrien  
Constance Thompson  
Dave & Amy Tonsager  
Steve & Lori Underdahl  
VFW Post #4393  
Tim & Pam Viere  
Joel Weisberg & Janet  
Watchman  
Dave Wolf  
Zack & Colleen Zastrow

## Thank You, Grant/ Foundation Partners

Astrup Family Foundation/  
Sterling Pharmacy  
CVS Health Foundation  
Dugan-Scallon Foundation  
Groves Foundation

Mayo Foundation for  
Medical Education and  
Research  
Northfield Hospital +  
Clinics  
Otto Bremer Trust

## Thank You, Legacy Club Members

Anonymous  
Bob & Barbara Bonner  
Dr. Dave & Cheryl Buck  
Greg & Patty Closser

Brent & Tobi Larson  
Harley Tate  
Julie Thorsheim

# MEMORIALS AND HONORARIUMS

---

*In Memory of Al Perry*  
Marilyn Matta

*In Memory of Ann Zastera*  
Sandra Gerdes

*In Memory of Robert Matta*  
Constance Thompson

*In Memory of Wendy  
Deplazes*  
Charles & Nalongue Cogan  
Gilbert & Paulette Kjelden  
John & Connie Klecker

Linda Borene  
Michael & Glenda Deplazes  
Rebecca Vanbockel  
Richard & Jeanie Deplazes  
Richard & Mary Ann Ginther  
Sandra Gerdes  
Kris Olson, Mark & Kathy  
Olson, Randy & Beth Olson,  
Tim & Terri Berg

*In Memory of Carolyn  
Zastera*  
Sandra Gerdes

*In Memory of Sarah Thury*  
Estate of Ken Thury

*In Memory of Tim Bonner*  
John & Virginia Street

*In Memory of Carolyn and  
Ann Zastera*  
Jody Zastera

*In Memory of Cassie Strand*  
Richard & Jeanie Deplazes

*In Memory of Charles  
Musick*  
Marilyn Matta

*In Memory of David  
Armstrong*  
David Otterness

*In Memory of Florence  
Roholt*  
Marilyn Matta

*In Memory of Fred Austin*  
Tom & Marilyn Neuville

*In Memory of Gary Martin*  
Dick & Carol Ostlie  
Russell & Judy Martin  
Tricia & David Van Hecke

*In Memory of Jane Loder*  
Elizabeth Rondon

*In Memory of Jim Pagel*  
Richard & Jeanie Deplazes

*In Memory of Joanne  
Sommers*  
Marilyn Matta

*In Memory of Kathryn  
Ecklund*  
Frank & Karen Brust

*In Memory of Laurell  
Wolkow*  
Joe & Evelyn Stransky

*In Memory of Lisa Trnka*  
Robert & Mary Jane Trnka  
Richard & Jeanie Deplazes

*In Memory of Mark & Terry  
Hart*  
Marie & Tom Mattison

*In Memory of Mark Hart*  
Family of Mark Hart  
Marie & Tom Mattison  
Megan Hart & Michael Bruno

*In Memory of Mary Ann  
Wallin*  
Marilyn Matta

*In Memory of Natalie Leske*  
Jason Leske

*In Memory of Roger DuFour*  
Patricia DuFour  
Family of Roger DuFour

*In Honor of Kathy Davidson*  
Jean Bloom

*In Honor of Mariah  
Jacobsen*  
Caroline Yaun & Adam Dowd

*In Honor of David & Mariah  
Jacobsen*  
Andrei & Wendy Sivanich  
Brittany & Jay Ellerbusch  
Caroline Yaun & Adam Dowd  
Emily & Ryan Blumhoefer  
Lindsey & Andy Poker  
Sasha & Mike Henning  
Tiffanea & Jeff Mulder

*In Honor of Ruth Neuger*  
James Ellickson

*In Honor of John Scallon*  
Dugan-Scallon Foundation

*In Honor of Charlie & Matt  
Sewich*  
Hailey Vath

*In Honor of Caroline Yaun &  
Adam Dowd*  
Ashley Shearer

# IN-KIND DONATIONS

10,000 Drops Craft Distillers	Heartman Insurance	The Ole Store Restaurant
Wendell Arneson	Hogan Brothers	The Rare Pair
Aurora Pharmaceutical	Kent & Heloisa Holden	Red Barn Farm
B & L Pizza	Kyle & Sonja Holden	Redemption Restaurant
The BeauTox Shop (Andrea Berube)	Imminent Brewing	Sam Daly's Northfield Kennels
Bob & Barbara Bonner	Knecht's Nurseries & Landscaping	Amy Samuels (Mary Kay)
By All Means Graphics	Chef Craig Korvela	Scotty's Whole Hog BBQ
Cannon Valley Cinema 10	KYMN Radio	Sissy's on 7th
Capital Construction, LLC	Larson's Printing	Sota's Charcuterie
Carleton College	LBSA Artists	Jim Rossow & Betsy Spethmann
Fairfield Inn	LBSA Gala Committee	Mike Fox & Barb Spurrier
Family Fare	Martha's Eats & Treats	Stir Confections
Faribault Woolen Mill Co.	Marilyn Matta	The Summit Golf Club
Felhaber Larson	Ingrid Norgaard	Steve Taggart
Fette Electronics	Judy's Floral Design	Robert & Mary Jane Trnka
Firehouse Liquor	Just Food Northfield	Mike Hero & Marie Westerman Hero
Five Petal Flower Co.	Community Co-op	
Forget Me Not Florist	Northfield Arts Guild	
Friends of LBSA	Northfield Fire & Rescue	
GloGal Mobile Sunless Tanner, LLC	Northfield Olive Oil & Vinegars	
Ruthie Gilbertson	Northland Pest Control	
Golden Oak Farm	Bridget Novak	

# VOLUNTEERS

Mark Allen	Jill Fisher	Jim Kuckler*	Carter Puckett
Barb Anderson+	Jacob Flignor	Charlie & Dianne Kyte	Lucia Ranallo
Eileen Anderson*	Meleah Pollen+	Kurt & Christine Larson	St. Olaf Student Athlete Advisory Board
Susan Slater & Phil Armour	Beth Fossum	Rich Larson	Lisa Schmidt*
Ashley Ashcraft	Amanda Fox*	Sierra Law*	Cassidy Schnell
Kelcey Aspelund*	LeAnn Gamm	Jim Loe+	Maddison Schulz
Devon & Kim Barnes	Sandra Gerdes*	Kristin Lucas	Mike & Kenna+ Schulz
Marty Benson	Samuel* & Melanie Gershman	Abby Malecha*	Christina Schwietz
Greg Blandin*	Bob Gilbertson+	Hailey Malecha	Matt+ & Jessica Sewich
Jimmy Bowen*	Sammy Gilly	Katie Malecha	Lucy Shapiro
Asha Bozicevich+	Abby Grismer*	Rose Marraccini	Mark & Patty Shaw
Cheryl Buck+	Bridgette Hallcock	Derek & Carrie Melby	Dave & Nan Shumway
Laura Butka	Jessica Hayes	Jill Metz	Madi Smith
Justine Case	Bobby Hegner	David Miller	Sam Sunderlin
Zelene Castano*	Penelope Hillemann*	Charlie Monaghan	Candy Taylor
Matt Christensen+	Kent Holden+	Eleanor Monohon	Janet Tritch
Holly Ciffra*	Dorothee Ischler	Amaya Monroe	Steve Underdahl+
Mary Closner+	Mariah Jacobsen+	Carson Muench	Jean Wakely
Greg Closser+	Claire James	Kari Nelson	Roger Walia*
Lauren Code*	Bruce Jensen	Ruth Neuger+	Craig Wasner
Jacob Colich	Joe Hargis+	Theresa Niebur	Peter Webb
Richard & Jeanie Deplazes	Tim Hawley*	Rob Morrow & Annette Nierobisz	Kathryn Westerman*
Carrie Duba+	Seth Johnson	Ally Oakes	Caroline Yaun+
John Ehresmann	Paul Jurewicz*	Douglas Olsen	
Rick & Kris Estenson	Lisa Karsten*	Megan* & Daniel Olson	* Staff
	Chris & Sheila Kennelly	Ella Pribyl	+ Board Member

# FINANCIALS\*

## Statement of Activities For the Year Ending December 31, 2021

### SUPPORT AND REVENUE

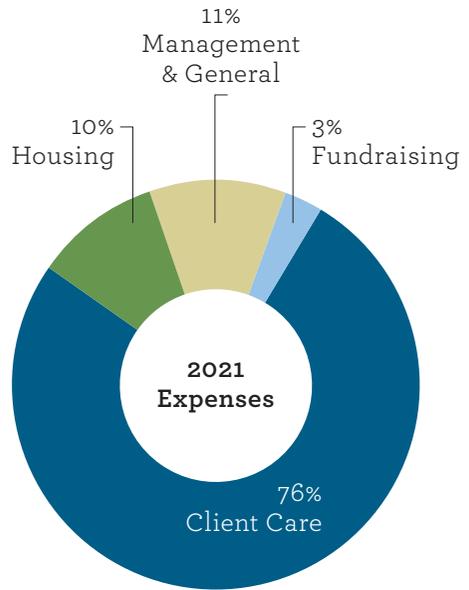
Client Services	\$ 4,390,103
Donations	1,049,909
Other Income	178,259
In Kind Donations	16,943
Net Gain/(Loss) on Investment	67,045
<b>Total Support &amp; Revenue</b>	<b>\$ 5,702,259</b>

### OPERATING EXPENSES

Salaries & Benefits Client Care	\$ 3,621,342
Client Program Expense	202,382
Transportation	25,183
Contracted Services	427,559
Housing	620,133
Food	177,953
Other Client Care Expenses	64,013
<b>Total Client Care Expenses</b>	<b>\$ 5,138,565</b>

Management & General	\$ 624,022
Marketing & Events	178,656
<b>Total Support Services</b>	<b>\$ 802,678</b>

<b>Total Expenses</b>	<b>\$ 5,941,243</b>
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\*Please note that an amended tax return was filed after publishing the 2021 Annual Report. Please review the [2021 Amended return](#) for updated 2021 financials.



*Statement of Financial Position  
As of December 31, 2021*

**ASSETS**

Current Assets	\$ 1,155,976
Investments	604,986
Building & Equipment (Net)	3,653,369
<b>Total Assets</b>	<b>\$ 5,414,331</b>

**LIABILITIES**

Current Liabilities	\$ 395,011
Long-Term Liabilities	678,124
<b>Total Liabilities</b>	<b>\$ 1,073,135</b>

**NET ASSETS**

Without Donor Restrictions	\$ 4,310,250
With Donor Restrictions	30,946
<b>Total Net Assets</b>	<b>\$ 4,341,196</b>

<b>Total Liabilities &amp; Net Assets</b>	<b>\$ 5,414,331</b>
---	---------------------

2021 financial results audited by LB Carlson, LLP



- ▶ Direct mail
- ▶ Newsletters
- ▶ Annual reports
- ▶ Brochures and flyers
- ▶ Catalogs, sell sheets and price lists
- ▶ Letterhead, envelopes and business cards
- ▶ Pocket folders
- ▶ Calendars
- ▶ Programs
- ▶ Fundraising materials
- ▶ Invoices and forms
- ▶ Posters and signage
- ▶ Window clings, magnets and stickers



**Engage Print**  
1000 5th Street West  
Northfield, MN 55057  
507.645.4421  
800.310.4621  
[engageprint.com](http://engageprint.com)





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