

Choices

Fulfillment

RESPECT

Community

Relationships

Dreams

Excellence

Interdependence

Inspiration



2016 Annual Report



LAURA BAKER

SERVICES ASSOCIATION

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



LETTER FROM THE BOARD PRESIDENT

Dear Friends,

THANK YOU FOR SUPPORTING Laura Baker Services Association's mission to respect the life choices and dreams of people with developmental disabilities and help them reach their goals. This is important work, and it is not easy. The people we serve rely on dedicated staff to help them with daily living needs and activities. They rely on the broader Northfield community to acknowledge them and welcome them as part of the community. They rely on our legislators and government agencies to support them with services and sufficient funding so that they can live a full and fulfilled life. Isn't this what all of us want and need?

The Board of Trustees has several areas of focus beyond our governance responsibilities. They include:

- Create affordable housing for clients
- Help families caring for dependents with special needs
- Advocate for individuals who work in this industry so that they receive equitable compensation.

These are some of the real challenges for the community of individuals that we serve. All of them are substantial and will require legislative support for progress to occur.

Equitable compensation should be a reasonable expectation for those who care for our most vulnerable citizens. Unfortunately, funding and services have a political aspect and our clients have little to no voice in this arena. They rely on us to speak for them. Please be vocal in your support. I encourage all of you to read Sandi Gerdes' *In Community* blog to stay informed of the issues and how they affect us. It usually includes a call to action to keep us visible in the legislative agenda. You can find her blog here: laurabaker.org/blog.

We celebrated our mission last December with our annual Gala. You were incredibly generous, making this our most successful fundraising event ever. Many of you support a variety of causes, and I thank you for making Laura Baker Services such a large part of your philanthropy. I also thank the many who share their time and talents to help us provide broader and more impactful services to our clients. Last, and not the least by far, I thank the LBSA staff, especially those who provide direct care for our clients. You have demonstrated that service and caring for those most vulnerable is important to you. Your hearts are bigger than your wallets. THANK YOU for all you give.

— Greg Closser



PATHWAYS TO THE FUTURE



2017 IS SHAPING UP to be a year of traveling in the wilderness and cutting down the brush. Thank you for joining us on our journey. In a conversation with a community member recently, our work was characterized as door-opening. I long for the days when there are no doors to open.

You may wonder “What is the wilderness we’re traveling in?”

A part of LBSA’s strategic vision is to be on the cutting-edge of developmental disabilities. Some may look at our traditional service models and think, “Not so much.” There may be an element of truth in that. We believe strongly in continuous quality improvement. That requires us to be unapologetically aware of our strengths and weaknesses and willing to make the changes that keep us strong and diminish our weaknesses.

We continue to invest in traditional models of support because we believe in a full range of supports for a full spectrum of needs. The evils of institutions are more about how people are treated and viewed than about the housing model. If we don’t change the way we think and treat people, it doesn’t matter where they live.

In our early 2017 Department of Human Services licensing review, licensors were impressed with how person-centered our service plans, policies and goals are. It’s always good to hear the recognition. We’ve been operating as a person-centered agency for a long time. Person-centered thinking means that we need to include the person served in the conversation, and let them guide the decision-making. It means that we must let go of our own biases and values and listen. This is hard work. I frequently see well-meaning people making decisions based on their own

values without even talking to the person whose life will be impacted. That is NOT person-centered planning. THAT is business as usual, deciding on behalf of someone we see as not being capable of making the RIGHT decision.

So that’s a piece of the wilderness – even the formerly



orderly progression of traditional services is a bit Wild West these days. And with no support from the legislature for rate increases for our staff, finding and retaining staff for existing programs, say nothing of developing new programs, continues to be a daily struggle.



The larger wilderness has to do with figuring out new options. We're working to develop a housing model that is integrated, close to community services and supports to minimize transportation issues, and is affordable. We've got some exciting possibilities, and we're creating the map as we go. We need innovators, investors, influencers and others to join us in this project. The experts who are working on it with us say it's both replicable and not been done in this way before. Wilderness.

In conjunction with that project we're thinking about new (or going back to older) ways of supporting people. Less formal support relationships. What does that mean? Let's talk about it.

We will continue to work with families to respond to needs and develop solutions for now and the future.



Our supporters and friends make all of this work possible. Your support inspires us. You provide your wisdom, your talents and your treasures to make the work both richer and more real.

THANK YOU - the pages of this report are filled with the evidence of the good you do. To the families and people we support who share their vulnerabilities in their stories, community partners who dream and do with us, donors who give to move the work forward, volunteers who give their time and talents, staff members who do the work every single day - we couldn't do it without you.

It takes a village - thank you for your citizenship.

— Sandi Gerdes

Kathy Bromley

WHEN YOU SEE KATHY, you are met with positivity, cheerfulness and an awesome laugh. When working with clients, she is supportive, creative and caring. She holds the clients' best interests in mind and encourages staff and clients to reach as far as they can. Kathy supports clients and staff in failures and success. She is a great mentor, supporting new staff as they learn.



Kathy has tremendous compassion and empathy for clients. She treats clients as individuals and works to ensure their well-being. She is dedicated to doing things the “right way,” constantly asking questions and attempting to improve things for clients and co-workers. She mentors her colleagues formally and informally to help them become better at their jobs.

Kathy encourages clients to do their best and to push themselves forward at different tasks. She is a great advocate for clients, always looking out for what is best for them in every aspect of their lives.

She communicates well with others and works until the job is complete. She listens to what her clients are saying AND not saying.

Kathy doesn't give up, continuing to move forward with the clients to help them meet their goals and dreams by providing a sense of safety and order to the household that helps everyone's day to function better. In her work, Kathy Bromley consistently carries out the mission, vision and values of Laura Baker Services Association.

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.

Annette Nierobisz and Rob Morrow



ANNETTE NIEROBISZ AND ROB MORROW come to us as a couple AND as individuals, committed to supporting people with developmental disabilities. In their past lives, both Rob and Annette worked with people with developmental disabilities.

Their joint caring resulted in Rob spending over a year documenting LBSA life in photos. That meant attending all of our special events (we have quite a few ...), going to households to capture pictures of those intimate worlds, and going out in the community to capture a full sense of what happens in and around Laura Baker Services.

Once he captured the images, Rob painstakingly edited and created an archive for our use.

We'd be remiss not to mention the tremendous support Annette has offered Rob to make this happen. In addition to giving up time with him on evenings and weekends, as a professor of sociology, and Broom Fellow for Public Scholarship at Carleton College, Annette is working with LBSA to design a research project that will be useful to Laura Baker Services and give valuable experience to her students.

Thank you, Rob and Annette, for sharing your talents and passions with us!

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 their time, energy and resources during that time.

Our Good Neighbors 2016

Every year we participate in the Good Neighbor banquet, a regional event recognizing people who are good neighbors in their communities to people with developmental disabilities and the organizations that support them. This year, we recognized the Sawyer family and our Pet Therapy volunteers.

The Sawyer Family



L to R: Linda, Jim, Natalie and Ben

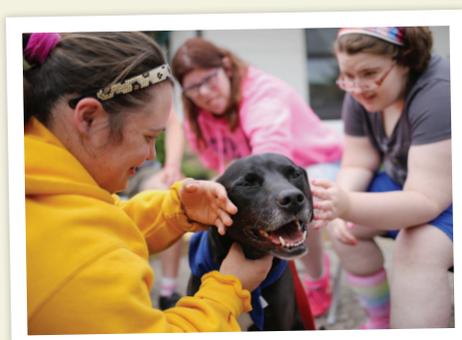
THE SAWYER FAMILY has a legacy of giving back to the community. Jim, Linda and Christopher Sawyer and Natalie and Ben Chell have all been generous with their time and resources over the years, making our community more accessible for people with disabilities. They have given their time generously as board members, committee members and committee chairs for many years. We not only consider them our Good Neighbors, but we consider them our dear friends.

Pet Therapy Volunteers

STAFF AND CLIENTS LOVE when our furry friends and their humans visit LBSA. Penny Penn always brings Reggie, Santa's furry helper, to visit during the holidays. Mark and Mandy Ring's gentle dog, Daunte, has won over the hearts of many clients including Keshia, Michal and Maria. We look forward to when Paula Granquist and her dog, Harriet, visit LBSA. Patricia Smith has been bringing Marco to visit for a few years and that is where he met Britni, who loves dogs as much as she loves dinosaurs.



Penny Penn's dog Reggie



Mark and Mandy's dog Daunte



Paula Granquist's dog Harriet



*Patricia Smith's
dog Marco*

2016 Accomplishments

The work is exciting. The work is excruciating. The vision is gigantic and the tasks can be overwhelming.

Redesigning what we do for today and into the foreseeable future requires big, hairy, audacious goals, radical collaboration, patience, persistence and a healthy supply of rose-colored glasses.

That's what we did in 2016. We collaborated with new and unusual partners on projects where we consistently found ourselves saying, "We are creating the path as we go. We know what we want to do. We don't have a map for how to get it done." It's part of our commitment to be on the leading edge of service provision for people with developmental disabilities. We've gotten very comfortable with the phrase, "We don't know." and "We will see if we can figure it out."



Some of our partners include: Three Links, Millstream Commons, Village on the Cannon, Northfield Promise, Governor's Council on Diversity and Inclusion - Civic Engagement Subcommittee, Northfield HRA Affordable Housing Task Force, Three Rivers Community Action, St. John's Lutheran Church, United Methodist

Church, Carleton College Center for Community and Civic Engagement, St. Olaf College Civic Engagement Center, St. Olaf College Department of Social Work and Family Studies, Neuger Communications Group, Mike Hero and many more.

We listened and continued to work in spite of dire warnings of not enough money, staff, housing or jobs to go around. (We used up a big supply of rose-colored glasses in the process.)

- Clients and staff worked together to ensure that we are keeping the promises we make: supporting clients to reach their dreams and goals.



- We transitioned our private school to a partnership with Cannon Valley Special Education Cooperative. We provide the space, they provide the program. In the process, we remodeled Millis Hall and Laura Baker Center to accommodate the new partnership and make space for our Creative Arts program and for our sensory rooms.
- We increased our fundraising results by 18% and exceeded our goal by more than \$50,000.



- We ended the year with almost 1,000 people taking part in our advocacy efforts.
- We held another Reverse Job Fair, with over 30 employers and 20 people with disabilities making connections.
- We continued our public education and advocacy campaign, including

expanded social media, to ensure that ALL people with intellectual and developmental disabilities are included as a part of policy-making and funding conversations.

- We released a new video featuring parents telling their stories and challenges.
- We continued our work to define internal processes that have the potential to create efficiencies for us as a business. In that same work, we created a data warehouse where we will be able to aggregate data to advance the field of developmental disabilities and help us tell our stories.
- We hosted many interns who made many of our projects possible. Interns assisted with Music Therapy, Family Support Services, the Reverse Job Fair and housing projects, and provide program support for staff members.
- We continued to recruit and orient staff members to accomplish our mission in a variety of roles.
- We moved forward with our housing collaboration, gaining agreement among four groups with diverse interests and outcomes.



2017 Organizational Goals

We're continuing much of the work in 2017 – doing what it takes to accomplish big, hairy, audacious goals.



- Continue to provide robust and diverse learning opportunities for employees to understand our desired organizational culture and to become ambassadors of that culture.
- Create a leadership development curriculum to ensure that all staff members have the opportunity to develop leadership skills.
- In conjunction with research partners, create and conduct employee surveys to move our “employer of choice” goal forward.
- Collaborate with community partners to develop integrated, accessible, affordable housing for people with disabilities in Northfield through a specific project. Engage with interested community partners to continue to expand these opportunities.
- In conjunction with a family support group, continue to investigate opportunities for service change and expansion, including respite and transition services.
- Establish an annual advocacy platform and engage the community in advocating for people with disabilities.
 - Advocate for adequate reimbursement with our payers.
 - Participate in statewide civic engagement efforts to improve communication between government entities and the public.



- Examine our organizational structure and capacity and adapt as necessary to allow us to maintain and improve services to our current customers and transform those services to meet our vision of the future.

- Raise \$340,000 to support the activities and people of the organization, particularly our Creative Arts program and housing and advocacy initiatives.



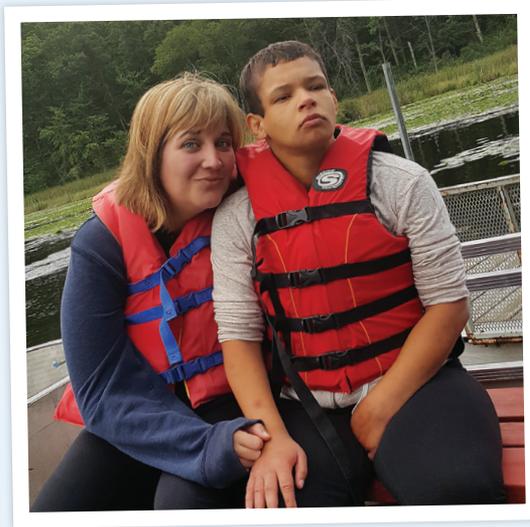
- Create a data management structure and systems that allow us to meld information from a variety of sources to measure outcomes in support of our organizational mission, vision, values and goals.



- Develop competence in end-end process leaders and standardize the use of end-end processes, incorporating them into standard operating procedures.
- Integrate and successfully use data to share our stories and outcomes.



CLIENT PROFILE



LAMIYA

“People are important to LaMiya.”

Staff spoke on behalf of LaMiya.

LAMIYA has been a challenging client because of the level of care it took for her to feel safe. Before she arrived at Laura Baker Services in 2004, LaMiya was in a “crisis” home in the Twin Cities. She lived behind a locked door in a basement room that had a bed, a couch, a TV and three old stoves that no longer worked. She ate mainly rice. She only had aggressive behavior to communicate, and she had a lot of trust issues.

She has come a long way. Learning a few words in sign language and how to use a picture board were key to helping LaMiya communicate her needs and reduce her aggressive behavior. Now, when she gets aggressive she will sign that she is sorry. We can even ask her for a hug. She gives great hugs!

Routines are important to LaMiya. When she gets home from her day program, even before she chooses a snack, she straightens the curtains and rugs and looks out the front door to see who else is coming home. Another part of her routine is to go through the sale ads in the newspaper. She recycles the ones she doesn't like. Target and Cub ads are her favorites.

LaMiya likes her crayons. She chooses a picture of a crayon and gives it to her staff. She peels the paper off and breaks them in half. Sometimes she uses them to color in her coloring book.

She loves to shop and even carries her own bags, which is something she couldn't do before. If she knows we are going shopping, she gets a big smile on her face and waves her hands. LaMiya is an independent woman who knows what she wants! She picked out her new Sketcher tennis shoes with her staff at the mall. When she first arrived at LBSA, she was afraid to take off her shoes and would go to bed with them on.

She also likes going to the movies and eating out. Going out into the community with LaMiya has not always been easy. Going out to eat was one of her goals. It took many years of smaller steps to achieve, starting with ordering in the drive-through. Now she can go to a sit-down restaurant because she is able to wait. She especially likes Perkins.

People are important to LaMiya. It takes a long time for her to warm up to people, though, because she needs to know she can trust you. When she likes you, she has a big smile on her face, which is worth coming to work for.



Board of Trustees



GREG CLOSSER, *President*, joined the board in 2011. He is the president of All Flex, a flexible circuitry manufacturer. Greg and his wife, Patty, have six children, two of whom have disabilities. Greg provides a unique combination of business skills and family empathy. Each year, the Clossers create Easter baskets for LBSA clients and personally deliver them to each home.



BOB GILBERTSON, *Vice President*, a Minneapolis attorney, joined the board in 2012. He and his wife, Cynthia, are happy to be involved with LBSA, which they consider a respected and admired part of the community. Bob is especially interested in public policy.



DENNIS BERRY, *Treasurer*, joined the board in 2012 after retiring from Enebak Construction. He is a founding member of the Northfield Youth

Baseball Association. Dennis and his wife, Beth, look forward to this chapter of giving back to the community.



FRANK ZASTERA, *Secretary*, lives in Superior, Wisconsin, and has a sister at LBSA. He joined the board in 2000, continuing the Zastera family tradition

of service on the LBSA board. He and his wife, Julie, have six grown children.



BARB ANDERSON joined the board in 2016 after retiring from work as principal attorney editor at Thomson Reuters in Eagan, Minnesota. She and her

husband, Kurt, have two adult children. She is honored to serve people with developmental disabilities and their families.



MELISSA BERTHELSEN is a patient advocate for Northfield Hospital. She joined the board in 2016. She is honored to participate on the

board, following her mother's passion and commitment to advocacy. Melissa and her husband, Mike, raised three sons in Northfield, all of whom are studying at St. Olaf College.



CHERYL BUCK, director of sponsor relations for PRMIA, joined the board in 2004. She recently completed a four-year term as president of the board.

Cheryl and her husband, Dave, have two children. Cheryl volunteers throughout the Northfield community.



MATT CHRISTENSEN

joined the board in 2016. Currently, he is a commercial risk advisor at WA Insurance Group/Winona Agency. He lives in Rochester with his wife and two daughters. He is a basketball coach at Rochester Community and Technical College and believes some of the kindest souls are also some of the most vulnerable.



FRANK GRAZZINI,

Immediate Past President, and his wife, Sandy, purchased the lot next to LBSA to build their new home and have been dream neighbors

ever since. Frank joined the board in 2011. He owns Carciofini Company, one of the Midwest's largest sealant and caulking operations. We value his business acumen, his generous heart and his leadership skills.



JOE HARGIS is the associate vice president for external relations and director of college communications at Carleton College. Joe and his wife, Katy, live

in Northfield and have five children. He wants to continue to support and nurture the strong connections Carleton has to LBSA.



RUTH NEUGER

has served on the board since 2013. She is a print consultant at Engage Print. Ruth and her husband, Dave, have three children and are active volunteers in the community. Ruth looks forward to influencing community members to participate with LBSA.



ERIC STRATTON,

LBSA parent, joined the board in 2006. Eric is a technology business relations manager at Ameriprise Financial. He and his wife, Tammy, are passionate about LBSA's mission and involving others.



JULIE THORSHEIM

is a social work consultant and founder of KST Associates. She joined the board in 2002. She advocates for providing support with integrity. Julie and her husband, Howard, are especially committed to LBSA's arts programming.



STEVE UNDERDAHL

is president and CEO of Northfield Hospital & Clinics. He joined the board in 2014, shortly after he and his wife, Lori, moved to the Northfield community. Steve has a family member with developmental disabilities, which drives his passion for advocacy. He is a vital community partner in the LBSA Reverse Job Fair.

The Sorenmann Family

“It feels like we have built another family here.”

DEAN, ROSE, GRETA AND AUDREY SORENMANN are regular volunteers at LBSA’s respite events. The family heard about volunteer opportunities with LBSA through United Methodist Church in Northfield. After their first experience, they were asked if they would come back the following month. They have been

volunteering at the monthly respite events ever since.

“This might be the easiest volunteer work I have ever done,” says Dean. The family agrees.

“It is so much fun to be with the kids,” remarks Dean. “I have a new appreciation for the residents here. Everyone has their own talents that surprise you when they open up.”

The family says that they enjoy hearing participants’ stories while volunteering. It is also a good time for their family to spend together. “It feels like we have built another family here,” comments Dean.

LBSA Family Support Services Coordinator Krista Middlebrooks says, “I am so thankful for the involvement of the Sorenmann family! They have been a huge asset to our program. They appreciate that there is mutual benefit in volunteering – while serving and helping others, they build meaningful relationships and genuinely enjoy themselves!”



Thank you to our donors!

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 Mary Chmielewski

Tim & Carol Cowles
 Kevin & Beth Dahle
 Clayton &
 Cassi* DeVries
 Tom & Megan Durkin
 Phil & Barb Eaves
 Jennifer Edwins
 Howard Enroth
 Kate Buckmeier
 Jane Fenton &
 Michael Gunderson
 Jarid Finstuen
 Ryan Fisher
 Seton FitzMacken*
 Jean Fossum
 Jim Fritz
 Pam Galle
 Judy Gaskell
 Amel Gorani
 Vince & Paula
 Granquist
 Paul & Phyllis Grogan
 Anne Groton
 Bridgette Hallcock
 Vicki Lynn Harper
 Thad Harris & Whitney
 Miller Harris
 Dr. Thomas &
 Dianne Hart
 Terry & Julie Heilman
 Tony & Patti Henry
 Ed & Deb Herlihy &
 Family
 Kylan Hill
 William & Marciann
 Jefferson
 Barbara Jenkins
 Jeff Johnson &
 Teri Knight
 Jerald & Paula Johnson
 Orpah Johnson
 Richard T. Johnson
 Paul* & Marge
 Jurewicz
 Kelly Kapsar
 Robert & Sandy Klein
 Scott Klein
 Lorna Kottke*
 Meghan
 Kuechenmeister*
 Jodi Lawson
 Ed & Doris Leske
 Lorraine Levy

Orlin & Valois
 Mandsager
 Alan & Lynette Marks
 Russell & Judy Martin
 Anne Mayer
 John & Sharon
 McManus
 Jill & Justin Metz
 Bram & Lori
 Middeldorp
 John & Brandi Miller
 Robert & Gladys
 Mitchell
 Kay Monson
 Ken & Lenora
 Moorhead
 Mark & Marianne
 Moors
 Thomas Morrison
 Drs. Clint &
 Michelle Muench
 Kirk & Lori
 Muhlenbruck
 Wallace &
 Sharyn Murto
 Leon Narvaez &
 Nancy Paddleford
 Dale & Linda Ness
 Steve Obiad
 Justin Olson
 Kurt & Karen Oster
 Penny Penn*
 Elliot Perrault
 Mary Pickart &
 Paul Schwark
 Elmer & Ramona
 Pumper
 Richard & Sherri Bunch
 Quaas
 Madeline Rauma
 Dr. Mike & Pat Remes
 Jim Rossow &
 Betsy Spethmann
 Kerry & Judy Running
 Rick Schmitz
 Sue & George
 Schwinghammer
 Kerry Sexton
 Mark & Patty Shaw
 Dave & Nan Shumway
 Eric Sieger
 John Simek
 Steele/Waseca Coop
 Solveig Steendal



*LBSA staff

Stephen & Dana Strand
 Noel & Lois Stratmoen
 Belinda Stratton
 Bob & Julie Sullivan
 Angie Tanghe
 Martin Thorsheim*
 Dave & Kathy Tonolli
 Dawn Trnka
 Robert & Mary Jane Trnka
 Robert & Donna Mae Vanderhoof

Doneen Viall
 Carl & Diana Wahlstrom
 Maxine Wallin
 Jeff Weast
 Chris Weber
 Kathy Westerman*
 Susan & Bill White
 Michelle Whitman
 Gary & Elizabeth Wicks
 Doug & Carole Wilson

Jacob Wolters
 Glenn Woodhouse
 Lee Wyatt

Lynn Yunker
 Richard Zeman
 Megan Zwolenski



In-Kind Gifts

Allure Salon
 Anna's Closet
 Apple Chevrolet Buick of Northfield
 Archer House
 Wendell Arneson & Beth Christiansen
 Dennis & Beth Berry
 Bierman's Home Furnishings
 Bon Appétit-Carleton
 Bon Appétit-St. Olaf
 Brick Oven Bakery
 Cakewalk
 Cannon Valley
 Vet Clinic
 CarTime
 Carbone's Pizza & Sports Bar
 Castle Danger
 Brewing Co.
 Champion Sports
 Greg & Patty Closser
 College City Beverage, Inc.
 Crayola Experience
 Cub Foods
 Downtown Bicycles
 DuFour's Cleaners
 Dundas Dukes
 Eclectic Goat
 Eco Gardens
 Econofoods
 Executive Leasing

Experience the Twin Cities
 Fette Electronics
 Fireside Orchard & Gardens
 Forget-Me-Not Florist
 John Forsythe
 G&G Roofing
 Sandra Gerdes*
 Cynthia & Bob Gilbertson
 Goodbye Blue
 Monday Coffeehouse
 Gran Plaza
 Mexican Grill
 Grand Superior Lodge on Lake Superior
 Frank & Sandy Grazzini
 Great Harvest Bakery
 Haskell's
 Jeff & Karna Hasse
 Heartman Insurance
 Heartwork Yoga Studio
 Hideaway Coffeehouse & Winebar
 Hogan Brothers'
 Kent & Heloisa Holden
 Honey Patch Apiaries
 Imminent Brewing
 Integrity House Services, LLC
 Gary & Nancy Israelson

Grueb's Restaurants, Inc.
 Jenkins Jewelers
 Bruce & Kary Jensen
 Jesse James Lanes
 Judy's Floral Design
 Just Food Northfield Community Co-op
 Keith Pumper
 Plumbing & Heating Inc
 Steve & Peggy Kelly
 Kemps LLC
 Chris & Sheila Kennelly
 Knecht's Nurseries
 KYMN Radio
 LA Nails
 Lisa's Alterations
 Magic Door B&B
 Mainstream Boutique
 Bob & Marilyn Matta
 McLane Company, Inc.
 Jill & Justin Metz
 Krista* & Jeff Middlebrooks
 Lynn* & Randy Miland
 David Miller
 Van & Ruthanna Miller
 Minnesota Public Radio
 Dave & Ruth Neuger
 Northfield Arts Guild
 Northfield Golf Club

Northfield News
 Northfield Olive Oils & Vinegars
 Northfield Yarn
 Northland Pest Control
 Ole Store Restaurant
 Open Hands Farm
 Paper Petalum
 Elmer & Ramona Pumper
 Keith & Nina Pumper
 Quality Bakery
 Rare Pair/Clothes for Keeps
 Red Yeti
 Reinhart Food Service
 Renaissance Festival
 Rooms by Tagg 2
 Jim Rossow & Betsy Spethmann
 Linda Rowan
 Ruttger's Bay
 Lake Lodge
 Salut Bar Americain
 Martha Schuetzle
 Mike & Kenna Schulz
 David & Christina Schwietz
 Matt & Jessica Sewich
 Shattuck-St. Mary's School
 Schulz Electric
 St. Paul Chamber Orchestra

St. Paul Saints
 Steppingstone Theatre
 Eric & Tammy
 Stratton
 Tandem Bagels
 The Great Frame Up
 The Saint
 Paul Hotel
 The Summit
 Golf Club
 The Tavern
 Julie &
 Howard
 Thorsheim

Tracy Giza Design
 Twinkle Toes, Corp
 Steve & Lori
 Underdahl
 Upper Lakes Foods
 Jane & Curt Valek

VFW Post #4393
 Mike & Eddie Viola
 Jean Wakely
 Peter Webb
 Kathy Westerman*

Willie's Shoe Service
 Patrick &
 Tammy Winter
 Winterhaven Stables

*LBSA staff



Honorariums and Memorials

*In Honor of Matthew
 Anderson & Anjali Pondey*
 TD Anderson

In Honor of Polly Durant
 Cathy Yandell & Mark McNeil

*In Honor of
 Margaret Frandsen*
 Martin & Dorothy Johnson

*In Honor of
 Cynthia & Bob Gilbertson*
 Steve & Leia Simon

*In Honor of
 Matt & Jessica Sewich*
 Kurri Sewich

In Memory of Dixon Bond
 Michael Hero &
 Marie Westerman Hero

*In Memory of
 Lannie Donaldson*
 Judy Jones

In Memory of Roy Hou
 Richard & Jeanie Deplazes

In Memory of Lee Jefferson

Mike & Laura Kay Allen
 Ted & Beth Durant
 Sandra Gerdes*
 Jim & Sarah Gramentine
 William & Marciann
 Jefferson

Jerald & Paula Johnson
 Kelly Kapsar
 Ken & Lenora Moorhead
 Mark & Patty Shaw

*In Memory of
 Richard Johnson*
 Orpah Johnson

In Memory of Betty Kent
 Maria & Gerry Huntley

In Memory of Kathy Lean
 Dale & Kristen Askeland
 Bob & Marilyn Matta
 Dale & Linda Ness

In Memory of Jane Loder
 Betty A. Kent Trust

*In Memory of
 Einar L. Mattson*
 Lorraine Levy
 Bob & Marilyn Matta
 Bram & Lori Middeldorp

In Memory of Marlys Nelson
 Lynn Davis

In Memory of Orlyn Olson
 Richard & Jeanie Deplazes

In Memory of Silas Peterson
 Bob & Marilyn Matta

In Memory of Sarah Thury

James & Sarah Berg
 Bob & Barbara Bonner
 Mary Boyum*
 Richard Brown
 Jean Fossum
 Deena & William Furry
 Paul & Phyllis Grogan
 Orpah Johnson
 Mary Pickart & Paul Schwark
 Berne Thury & Jack
 Schneider
 Ken & Shirley Thury
 Carl & Diana Wahlstrom
 Gary & Elizabeth Wicks
 Richard Zeman

*In Memory of
 Anna Van Bergen*
 Aggie & Rick Pavek

In Memory of Kim Wahlstrom
 Noel & Lois Stratmoen

Thank you to our volunteers!

Barb Anderson†	Kathy Davidson*	Dave, Emiko &	Eleanor Monohon	Maria Soper
Eileen Anderson*	& Tim Krenik	Ayanti Jackson	Amy & David	Sorenmann
Keri Asp	Nicole Davis*	Peder Johnson	Moore	Family
Kelsey Aspelund*	Richard &	Timothy &	Kirk Moorhead	Amanda
Daniel Atkins	Jeanie Deplazes	Michelle*	Rob Morrow	Spitzenberger
Grace Bartlett	Clayton &	Johnson	& Annette	Brett Sterk
& Dustin	Cassi* DeVries	Lisa* & Rick	Nierobisz	Teara Straight
Mollenhauer	Eavan Donovan	Karsten	Jane Murakami*	Eric Stratton†
Claire Belisle	Kevin Doyle	Greg & Angie	Ruth Neugert†	Keshia Stratton
Marty & Jean	Wayne &	Kleese	Deb Nordhausen	Cheyenne
Benson	Julie Eddy	Julia Knutson*	Alex Odette	Suarez*
Dennis† &	Mark &	Mary Kolb	Lori Odette &	Ruth Swallow
Beth Berry	Joan Ekeren	Christa Kuck	Family	Paula Teiken*
Anna Bertel*	Erin Englehart	Jim Kuckler*	Martin Olague	Suhail Thandi
Melissa	Katie Eppard	Andy Kuivinen*	Douglas Olsen*	Merrell Thornton
Berthelsen†	Seton	Kathy Lane*	Rick & Aggie	Julie Thorsheim†
Alex Bice	FitzMacken*	Scott Lange	Pavek	Martin
Greg Blandin*	Jan Foley	Michal LaRoche	Becca Pearson	Thorsheim*
Fred & Carolyn	Beth Fossum	Nicole Laudont*	Jenny* & Zack	Marra Tietz
Bogott	Renay Friendshuh	Kenzie Lee	Pelletier & Family	Emily Transberg
Jim Bowen	Wei-Hsin Fu	Jason & Tina	Cathy Penning	Steven
Scott Bown	Rachel Gallagher	Lemke	Daniel Perez	Underdahl†
Mary Boyum*	Leah & Matt	Daniel Lessin	Dyani Petersen	Anthony Valiulus
Shelley Brady	Garlie	Carolyn Link &	Aaron Pontow	Amanda Virmig*
Rhonda Brandt	Tim, Patty, Emma	Pete Carlson	Drs. Randy &	Antonio Vivanco
Brittany Brookner	& Katie Geary	Virginia* &	Jami Reister	Wenyu Wang
Dale Brown	Alex Gerdes	Rich Lorang	Carrie Remmell	Kathy
Nora Brown	Bob Gilbertson†	Jim & Jodi	Katlyn Rickert	Westerman*
Cheryl Buck†	Jon Gillespie	Lundell	David & Sue Rod	Becca Wiersma
Kate Buckmeier &	Sandy & Frank†	Allie Machacek	Charles Rosseter	Sarah Wolfe
Family	Grazzini	Monica Maciel*	Andrew Rossow	Frank Zasterat†
Aidan Burdick	Theresa Green	Ashley Marek	Jim Rossow &	Megan Zhao
Caroline and	Sydney Grossman	Gerardo	Betsy Spethmann	Hans Zorn
Chris Bussmann	Elizabeth Grubb	Martinez*	Mark Roth	
Cathy Carlson	Mary Haasl	Rachel Matney &	Ashley Runge	
Melanie Cashin	Apoorva	Family	Britni Rustad	Pet Therapy
Natalie &	Handigol	Olivia McCabe	Camille Sanchez	Penny Penn*
Ben Chell	Suzanne Hanle	Erin McIntosh	Donna Rae &	and Reggie
Paul Chell	Anna Hanson	Revs. Jerad &	Peter Scheffert	Mark & Mindy
Jonathan Chow	Emily Hanson	Rachel McIver-	Barbara	Ring and Daunte
Matt	Rachel Hanson	Morey	Schumacher	Patricia Smith
Christensen†	Joe Hargis†	Jess McKeever*	Jennifer	and Marco
Lynn Clayton	Michael Hedges	Gabe Meerts	Severson*	Paula Grandquist
Greg Clossert†	Jared Holter	Holly	Matt & Jessica	and Harriet
Lauren Code	Rachel Hoverstad	Middlebrooks	Sewich	
Bryan Cox*	Dan & Judy	Krista* & Jeff	Corrine Smith	
Mitch* &	Hutton	Middlebrooks	Scott Solar	
Jody Davide		Kelly Miland		

*LBSA staff

†LBSA Board member

Matching Gifts

Ameriprise Financial
Don Enberg
Eric & Tammy Stratton

Pfizer Foundation
Terry & Norma Gilbertson

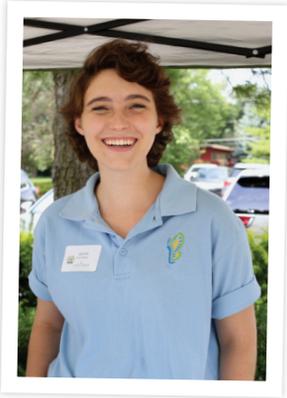
UnitedHealth Group
Mariah Jacobsen



Grants

**West Bend
Community
Foundation's
West Bend
Mutual
Independent
Agent's Fund**

Statement of Unrestricted Activities



STATEMENT OF UNRESTRICTED ACTIVITIES FOR THE YEAR ENDING DECEMBER 31, 2016

Support and Revenue

Client Services	\$ 5,173,938
Donations	399,042
Other Income	218,745
In-Kind Donations	14,826
Net Gain/(Loss) on Investment	29,083
Total Support and Revenue	\$ 5,835,634

Operating Expenses

Salaries & Benefits Client Care	\$ 3,648,181
Client Program Expense	267,217
Transportation	18,457
Contracted Services	275,070
Housing	655,488
Food	198,569
Other Client Care Expenses	195,748

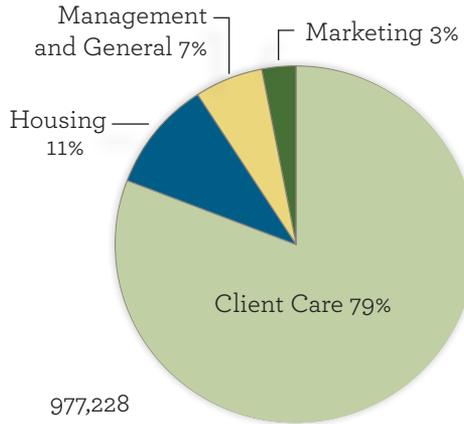
Total Client Care Expenses **\$ 5,258,730**

Management and General	\$ 441,931
Marketing & Events	150,234

Total Support Services **\$ 592,165**

Total Expenses **\$ 5,850,895**





BALANCE SHEET

as of December 31, 2016

Assets

Current Assets	\$	977,228
Investments		308,065
Building and Equipment (Net)		5,010,888
Total Assets	\$	6,296,181

Liabilities

Current Liabilities	\$	582,438
Long Term Liabilities		1,477,921
Total Liabilities	\$	2,060,359

Net Assets

Unrestricted Assets	\$	4,235,822
Temporarily Restricted Assets		—
Total Net Assets	\$	4,235,822

Total Liabilities and Net Assets	\$	6,296,181
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2016 financial results audited by Carlson Advisors LLC



211 Oak Street, Northfield, MN 55057
www.laurabaker.org

SAVE THE DATE FOR OUR GALA!

Saturday, December 2, 2017

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