



# Hope Ignited



LAURA BAKER  
SERVICES ASSOCIATION

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

2023 ANNUAL REPORT







## Letter from the Board President

RUTHIE NEUGER

I love the word HOPE. It is comforting and exciting and presents such a positive outlook for what lies ahead. Combine the word hope with the word IGNITED and you have an explosion of positivity! This describes our current picture at Laura Baker Services Association.

Legislation has finally changed to allow us to pay our employees more and to get closer to balancing our budget. This does not mean we are out of a serious financial challenge. We have very little cash reserve, and we still need to fundraise to meet our budget. LBSA is striving to get to a place where we do not need to rely on raising dollars to survive. We have created and launched new programs. We are growing our Family Navigation Services program, which helps families navigate the IDD world, and our Behavioral Support Services are expanding.

Our staff is comprised of dedicated and caring individuals. This is hard work and not everyone is able to do it well. Many times, out of necessity, we ask our staff to take on more than the average workload. We continue to work to find enough of the right people on our staff to have manageable workloads and reasonable compensation.

We have developed strong relationships with many individuals and groups in our community and with both colleges in town, which has been a blessing. We have college teams that will join us for our game nights, our creative arts ventures and other events.

Our creative arts programs are expanding. We now have two music therapists and are going to be hiring a third. Music therapy offers such a tender way of engaging our clients. We look forward to restarting our arts program with local artist Angie Ekern. Our clients look forward to these activities – and the talent and depth of feeling in their creations is moving.

There are plenty of challenges that lie ahead of us, but if we choose to observe only the challenges, we will miss the heart of what we do. Stop by and observe our residential community. Look at the joy in our clients' faces. See their excitement when their friends show up to talk with them, to paint with them, to play with them or to sing with them. Eat dinner with our clients and listen to and partake in their happy conversation. Engage with our clients and their caregivers and experience their stories. The quality of life our clients have because of our dedicated employees and volunteers demonstrates that Laura Baker Services Association is an organization worth putting time, money and energy into, in order to make it an even greater place. These experiences are hope ignited.

– **Ruthie Neuger**  
*Board President*



## Letter from the Executive Director

SANDI GERDES

Hope Ignited. 2023 was a year of renewal for LBSA, marked by reopening cottages and households closed during the pandemic, hiring lots of new staff members (40+) and pivoting from COVID-19 practice changes to whatever “normal” is now. Last year, I reflected on history’s cyclical nature, and how remembering where we’ve been has been helpful in being hopeful for the future.

We started 2023 with deep breaths and the hope that our history would prove prophetic for our future. We leaned on our 125 years of service. We were right to do so.

### **We accomplished a lot in 2023:**

- Opening one of two closed houses.
- Securing leadership for the second house, with a good number of applicants to staff the house and a waiting list of people who would like to join our community.
- Hiring over 40 staff members in 2023, and being very close to fully staffed for the first time in years.
- Receiving rate increases for our services that will help to fill our funding gap.
- Raising over \$800,000 in 2023 to significantly address our funding gap.
- Resuming respite (Saturday Fun Days) and adding gaming events.
- Increasing our Family Navigation Service by 400%.
- Preparing to launch Behavioral Support Services.

So often marking progress is about being able to see the big rocks moving. In our services, and for the people we support, sometimes those rocks come in very small steps over a longer period of time. This past year, a long-time client and his staff achieved an amazing milestone. For 24 years, he has had a 1:1 staff member with him most of the time. Can you imagine having someone follow your every move closely? For 24 years? During that time, we gradually increased the space between the person and the staff member. We also gradually decreased the 1:1 attention. This past year, the one-on-one staffing was removed from his programs, and he is doing really well. The behaviors that created the need for the staffing have reduced. He is excited to walk around his house and “supervise” the staff members.





Another client had significant issues during the pandemic with staying at home. He looked for every opportunity to “escape” from his house. Unfortunately, he would go to other people’s homes and garages, which, of course, caused significant safety issues for him and for those homes he went to. We did many things to support him and to reduce those behaviors, including some restrictions. We relied on the kindness and understanding of our neighbors. During 2023, he was able to access activities during the day, and some of the programs he was working on began to have an impact for him. Many of those restrictions have been removed, he does not need to escape from his house and his medications have been reduced. Most notably, the neighbors no longer have frequent visits from him.

We’re moving forward in 2024 determined to jump the crevasse

Sometimes, marking progress is challenging when you know you have more work to do. We do still have a crevasse to jump, and the jump is getting more manageable each day. It’s possible. Hope is ignited. We’re moving forward in 2024 determined to jump the crevasse, regardless of the many distractions that try to turn attention from our focus and purpose. We are so grateful for our community of supporters, who encourage us, and share their time, talents and treasures with us. Thank you for being the spark that ignites the flame.

– Sandi Gerdes  
*Executive Director*

# Kent Holden



*Doug and Kent*

world. That friendship continued, with Kent becoming guardian for the person when his family couldn't continue.

Kent reached out to his contacts in the legislature and asked them to support and/or sponsor legislation to improve reimbursement in the industry. He connected the organization with those people and asked regularly for updates on their involvement and on the legislature's progress.

When Kent first joined the board, he said he wasn't comfortable asking people for money, and then went out and asked his friends and colleagues to make gifts to the association. Which they did and which they continue to do.

Kent has served as treasurer for several years. His financial acumen and great questions have ensured that the board has accomplished its fiduciary responsibilities. In recent tumultuous times, LBSA endured very difficult financial challenges. Kent checked in regularly to see how things were going and to see how he could help. When our CFO left, Kent signed checks and contracts. Over the past summer, as we waited for the Employee Retention Credit (ERTC) funds to arrive, he and another past board member accompanied LBSA leadership to the bank to see how we could bridge the gap. He didn't give up until the funding gap was filled and the ERTC funds arrived.

Kent is a hero and a beacon of hope, and we are delighted to name Kent Holden as the recipient of the Robert Bonner Distinguished Service Award for 2023.

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.

Kent would prefer to not be singled out. He is a humble servant with a steely resolve to accomplish goals. He wants to know what he can do to support LBSA. When he is given a task, he does it quietly and competently. Then he asks what else he can do and how else he can help.

Kent's work this past year is a window into his involvement over decades.

Kent has had a friendship with one of our clients, Doug, for over 50 years.

This experience brought him into our



# **LBSA HONORS**

## 2023 TEAM MEMBERS

On April 25, 2023, we honored our amazing staff at our annual Employee Appreciation Dinner. Congratulations to the following award recipients:

### ★ **INNOVATOR:**

Ryan Kisor, Jovany Ortiz,  
Cindy Thomas

### ★ **COMMUNITY BUILDER:**

Caitlyn Lehman, Jessica  
Meehan, Beth Schultz

### ★ **TEAM BUILDER:**

Kirsten Anderson, Britani  
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Molly Halls, Teresa Krueger,  
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Shreya Ashok, Esmeralda Perez,  
Amber Rasmussen, McKenna  
Selissen

### ★ **STEADY EDDY:**

Linda Castle, Bailey Jasper, Esme  
Lazaro, all kitchen staff

### ★ **SPIRIT OF LAURA BAKER AWARD\*:**

Roger Walia

Our Administrative Team and the LBSA Board of Trustees would like to acknowledge **ALL STAFF** for their incredible dedication, compassion and persistence. **Thank you** for all your effort each and 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.



# College Friends Are Back!

“It’s been a beautiful experience.” That is how Clara Devey, first-year Carleton student, sums up her involvement in the College Friends program at LBSA thus far.

The program, which pairs Carleton and St. Olaf students with LBSA clients to socialize, engage in a wide variety of activities and develop friendships, has been a wildly popular way for college students to get involved in their local communities over the decades. Unfortunately, the program was on pause during the pandemic. “The program basically shut down in early 2020,” says Director of Community Relations Andrei Sivanich. “I felt bad for the students who signed up for College Friends back when COVID-19 started. They basically never got to participate because by the time the pandemic restrictions ended, they had already graduated college. Of course, it was sad for LBSA clients as well to miss out on this opportunity.”

As pandemic restrictions were lifted for LBSA, the College Friends program started from scratch again. Before long, Carleton

and St. Olaf students began inquiring about the return of the program and getting registered. By the end of 2023, 11 local Carleton and St. Olaf students were actively involved in the program and another four were in the process of completing their registration!

Just like any friendship, how College Friends spend their time together really depends on the interests of the student and the LBSA client. Clara, who is paired up with two LBSA friends, Britni and Alex, says she enjoys getting together with her friends to hang out, play games, do an arts and crafts project, watch shows or whatever else comes up. Even if it means making up your own games. “Alex loves Italy,” says Clara. “So, we play this game where he says a word in Italian and I have to guess what it means.” St. Olaf student James Lyke and Bobby enjoy playing video games, and



*Cheyenne and Meghan*

often just talking about what’s going on in their lives. Carleton student Stella Pinto and Michael enjoy going for walks around campus, doing puzzles and listening to music.

Sometimes activities involve spending time out of the house and in the community. St. Olaf student Meghan Moore says her friend Cheyenne likes to be out and about. “We enjoy going out in the community for walks in downtown Northfield. Sometimes we’ll go to the pool.” Meghan recalls a trip to the Rice County Fair with Cheyenne. “We planned it in advance and made the trip to Faribault. We walked around the fair, saw the animals and just had a great time together.”

Spending time together is beneficial for both the LBSA client and the student. LBSA clients benefit by having the chance to develop a friendship with someone who is not a staff member or housemate. This adds variety to a client’s social life and helps build confidence in social situations. LBSA staff say that having a person in the house who is available to engage clients in fun, social activities, going for walks and giving them something else to look forward to each week is great for client’s overall well-being. Stella says Michael will often tell her at the end of their visits, “Thanks for coming. I had fun today.”

Student participants benefit just as much if not more than their LBSA friends. James says Bobby is wise and he has learned a lot from their time together. “I sometimes think about him during the day and find myself thinking about how he, with his positive outlook on life, might react to a certain situation.” He adds, “He has uplifted me.”

Clara shared a recent story that highlights the mutual benefit to both College Friends



*Bobby and James*

participants. “Britni communicates – but with very few words – so as we’ve gotten to know each other it’s exciting when she initiates conversation with me.” Clara described watching a show at Britni’s apartment together. After making a bowl of popcorn, Britni passed the bowl to Clara and said, “Share.” Clara says that moment made her teary-eyed. Later that same visit Britni told Clara, “Come back.”

### Welcome back, friends!



*Britni and Clara*



# 2023 Highlights

We are grateful to YOU – our supporters, volunteers, board members, partners and amazing staff. Together we have continued our mission during the last several challenging years. Our hope for the future has been ignited by the achievements and successes we experienced in 2023.

- Most importantly, **we continued to provide housing and support services**, continued to respect the life choices and dreams of people with developmental disabilities and helped them reach their goals.
- We were **successful in advocating for 14–18% Medicaid reimbursement rate increases**, which take effect in 2024.
- We **hired nearly 50 people since January 1, 2023**, allowing us to reopen houses and fill openings. In June, we reopened North Oak cottage, and we are working to reopen Elwell House during the first half of 2024.
- In February 2023, we were **featured on KSTP's So Minnesota segment**. That program can be viewed at [laurabaker.org/news](http://laurabaker.org/news).







- **The people we support are back at work** and participating in community life and able to gather for events.
  - The almost famous Halloween Party returned in 2023 for the first time since 2019. We were joined by the St. Olaf Women's Hockey Team who helped ensure the dance floor was full.
  - We hosted our annual Summer Fun Day for our community in August. Approximately 250 people gathered for a picnic lunch, music, pet therapy dogs Mags & Molly, horse and wagon rides, Bingo and comradery!
  - In collaboration with St. Olaf Athletics and the local chapter of Special Olympics we hosted five social events at LBSA's Oak Street campus.





- Our **Music Therapy program continues to grow.**

- The LBSA Choir has returned to in-person practice and events. In July, the choir sang the National Anthem to kick off the annual LBSA Charity Golf Tournament. They also performed at LBSA's Annual Gala in December for the first time since 2019.
- We had a full-time music therapy intern, Cheyanne Chapin, join the music therapy team for half of the year.

- We are **continuing to grow our Family Navigation Services (FNS).**

- We have served eight clients in the program thus far, have 15 prospective clients and completed 30 family consultations in 2023. We have served 14 FNS clients since the inception of the program.
- LBSA restarted its monthly Saturday Fun Respite events after a three-year hiatus. Saturday Fun now also includes a Connect and Play Gaming Night! We had 33 individuals attend respite events in 2023.



- We **launched our Housing Support program late in 2022** and we are now supporting four units in Northfield for people with IDD at the Spring Creek II development.
- Our **new Behavioral Support Services has launched**, and we completed our first service for this new program.
- We **partnered with the American Red Cross to host five blood drives in 2023** on our Oak Street campus.
- We **restarted our College Friends program in 2023** and ended the year with 11 active local college students and four additional students who are completing their orientation.
- We received a **“Top Rated Nonprofit”** designation from GreatNonprofits and a Gold Transparency rating from Candid (Guidestar) for the seventh consecutive year.





# Meet Our **Good Neighbors**



## **Good Neighbor Award – Carleton College**

Laura Baker Services Association’s relationship with Carleton College began in 1898, the year that Ms. Laura Baker purchased a property just three blocks from Carleton College. In our historical archives it is noted that Carleton students used to help Ms. Baker by stocking firewood in the wood-burning stoves throughout cold winters. Not only has our relationship stood the test of time, but we have lost count of how many ways we partner and collaborate. Carleton’s Center for Community and Civic Engagement (CCCE) provides local non-profits with unique opportunities to engage with Carleton students. Over the years, CCCE has been involved with LBSA’s College Friends program, hosted fun events like Bingo and FriendFest, and provided our organization with numerous interns and volunteers. During the pandemic, our College Friends program and other

events were put on pause for over three years. During that time, many of our College Friends graduated from college, but that has not stopped Carleton’s commitment to get the program moving forward again. This school year, the CCCE office has been busy recruiting new College Friends to build up the program again.

Over the past seven years, a Carleton student has served as a public policy intern that has been a key component to our advocacy initiatives. LBSA has worked with Carleton to create a direct support position via the college-based work study program. Individual classes at Carleton have worked with LBSA on a variety of projects over the years through their ACE program. There are plans to collaborate with a new course being offered at Carleton called the Poetics of Disability, which we are very excited about.

In addition, Carleton has provided financial support over many decades through event sponsorships, and the College donates space for us to host our December Gala fundraiser at no cost. Carleton reaches out for feedback and seeks additional ways to connect with our organization. Carleton has made a deliberate and effective effort to engage their student body with the local community. Therefore, we are extremely pleased to be able to honor Carleton College with a 2023 Good Neighbor Award for their commitment to the community.

### **Good Neighbor Award – Susan Slater & Phil Armour (and Mags and Molly)**

Susan and Phil became aware of LBSA when their daughter, Gwyneth, began volunteering as an intern at LBSA during college. Shortly thereafter, their dogs, Mags and Molly, became certified by the Alliance for Therapy Dogs, and they have been organizing visits to LBSA ever since. Unfortunately, the pandemic put a pause on visits for nearly three years, but Phil and Susan kept in contact to get updates on visitor restrictions and visits resumed in 2022. Over the years, Mags and Molly have made very strong connections with several LBSA clients, and there is always extra joy on the faces of clients and staff during visits. Phil and Susan developed a very special relationship with one client, spending hours and hours working with her to teach her how to work with Mags and Molly.



During pet therapy visits, LBSA clients have a chance to work on training Mags and Molly to do a variety of tricks including “sit pretty” and “roll over.” Our clients and staff also have the chance to practice walking Mags and Molly through cones and a variety of agility exercises, not to mention essential lap time with the two dogs. Mags and Molly have even demonstrated their skateboarding skills!

In addition to sharing Mags and Molly with LBSA, Susan and Phil continue to find ways to support our clients, our staff and the organization. Phil and Susan have contributed financially, volunteered at our annual Summer Fun Day and provided donations of needed items for LBSA through Phil’s involvement in Amazon Vine. Many of these items are things our organization needs but doesn’t have the budget for, and some of the items we are able to auction off at one of our fundraisers to raise additional funds. Phil, Susan, Mags and Molly are the definition of good neighbors!

**Thank you for all you do for our LBSA community!**

# Meet Sandi



To say that the last 10 to 15 years have been challenging for community-based intellectual and developmental disability (IDD) providers like LBSA, would be a gross understatement. Shrinking Medicaid reimbursement rates have meant fewer operating dollars for organizations. An increasingly competitive job market has made hiring and maintaining staff unsustainable. Oh yeah – and a global pandemic. Many group homes have not survived. Some estimates say that up to 35–40% of group homes have closed in the last five years.

LBSA's Executive Director Sandi Gerdes embraces challenges, which is a key reason why LBSA has not only survived under her leadership, but grown and has thrived in recent years.

"I never had a life plan. I knew I wanted to go to college, but I didn't know what for." Growing up in Dawson, Minnesota, Sandi never planned to make her life's work supporting and advocating for people with IDD. She had a few early experiences that may have had an influence: a cousin with

a serious disability and work exposure during summers while volunteering at Bible camp, where there was a program for people with disabilities. Sandi found the work to be challenging. "Overall, it wasn't a great experience, but I guess I liked the sense of community."

While at camp, Sandi worked with other staff who were college students and became familiar with colleges that she became interested in applying to, including St. Olaf College. Why did she pick St. Olaf? According to her ACT exam review of the schools she applied to, St. Olaf would provide Sandi the greatest challenge of the four schools she applied to. Challenge accepted.

**For those who know Sandi, her mantra – "Together We Can" – is familiar.**

After graduating from St. Olaf in 1983 with an English/Religion major, Sandi followed a friend who was planning to work at LBSA for the summer. Sandi had heard about LBSA and thought it would be a good way to spend the summer before heading to Seminary in the fall. Fortunately for LBSA, she decided to stay, for 40 years and she's not done yet.

Sandi did try something different early on in her LBSA career. She had an interest in journalism, so at age 25 she took a job for a year and a half as a copy editor at Minnesota Suburban Newspapers. All



the while, Sandi stayed connected to LBSA by maintaining her substitute status as a direct support staff member. From there, the opportunities – and the challenges – kept coming.

In 1986, Sandi was offered a full-time job at LBSA doing direct support in a person's home and development work for the organization. As part of her new role, she developed the SLS program (now Community Services). The person she worked with moved to LBSA's first Community Services home. As Sandi continued to grow the SLS program and help the organization raise needed money, LBSA headed into stormy waters.

The 1990s were a difficult time for the organization as it navigated extremely difficult financial challenges and eventually found itself in need of new leadership. Who better to take on the challenge of leading an organization out of trouble? You guessed it. In 1997, the LBSA Board asked Sandi to become Executive Director. Although she said yes, her initial thought was, "I don't know if I am ready for this."

For those who know Sandi, her mantra – "Together We Can" – is familiar. In accepting the position as Executive Director, Sandi leveraged this phrase to help her through the transition to her new role and help the organization out of a tumultuous time. "I knew it wasn't something I could do on my own. Every person would need to be part of the solution." Sandi credits many people for supporting her as a new leader and helping guide the organization out of

trouble. "Board members like Bill Cowles, Mike Hero and Bob Bonner, who put their shoulder to the wheel and made sure we were still here, and who believed in me."

Sandi describes herself as a "big picture" person. Now with over 25 years under her belt as LBSA's Executive Director, Sandi says she really appreciates the role as it has allowed her to leverage her vision to help shape the future of the organization. This includes helping the organization navigate unexpected challenges like the COVID-19 pandemic. And some challenges that are even longer-term and more entrenched, like the struggles of the IDD services industry as a whole. "There is incredible pressure to make it all work and keep clients at the center of what we do. It's my job to make it all work." Sandi adds, "The challenges cascade from not having the money and resources; not having enough staff; not being able to move the organization forward."

As you know by now, Sandi has embraced the challenge of advocating for people with IDD. Over the last 20 years, Sandi has become one of the state's strongest advocates and most respected leaders...

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# Meet Sandi continued



in the fight for support services, affordable housing for people with IDD and better compensation for direct support staff. After hundreds of conversations with legislators and policy makers, there are still many challenges ahead. If you get Sandi started on the topic of what is needed in the IDD community, she will no doubt threaten to “get on her soapbox.” Appropriately, at Sandi’s 40-year LBSA anniversary celebration in June, she was given her very own soapbox to honor her decades of advocacy!

Ruthie Neuger, LBSA’s board president, says LBSA would not be the same organization without Sandi. “From policy to finance, to housing decisions, to daily operational decisions, plus many more pieces to the LBSA picture, she stays calm and handles everything that comes to her.” Ruthie adds, “Sandi operates with love and patience as she calmly finds solution after solution to make LBSA a better organization.”

Sandi has seen a lot during her time at LBSA but one thing that still amazes her

the most is thinking cumulatively about the individual progress that so many clients (hundreds) have made over the years. “I know that all our clients can make progress with the right support.” In addition to those individual victories for clients, Sandi has been inspired by the support of the community. “Going through all the financial challenges in the 1990s and seeing over and over again how this community continues stepping up for people with IDD; it’s been about building the bonds of community.”

No doubt, Sandi’s sense of humor has also helped her thrive through challenge after challenge throughout these 40 years. When asked what she will take away from her work when she is done, she promptly responds, “My pictures and my personal items.” Now laughing hard. When the laughter ends: “Memories and stories, the many, many, many connections I’ve made with people over the years and hopefully a sense of accomplishment. My guess is that I will end up staying involved in advocacy and public policy for people with disabilities.”

**That soapbox won’t be collecting dust anytime soon.**



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Norah Aldaghlis – Outgoing Student Board Member,

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 #1516  
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 Frago  
 Jodi & Kevin Lawson  
 Karen & Patrick Mader  
 Kate Maehr & Sam  
 Pickering  
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 Norrie  
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 Rolf Otterness  
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 David Keyes  
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 Floors  
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**\$1 to \$99**  
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 Lois Bjorlie & Corey Mohan  
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 Bill & Nancy Child  
 Jan & Jim Christensen  
 Lee & Vicki Dilley  
 Cari Dwyer & Brian Morris  
 Jenny Eisele & Mark Liimatta  
 Cindy Elg  
 Carissa Erickson  
 Ann & Brendon Etter  
 Pamela Fahey  
 Becky Faust  
 Theresa Fierst

Samantha Fitzgerald  
 Catherine Fortin  
 Carole Graham & Tina Makitalo  
 Anne H. Groton  
 Jennifer Haley  
 Gretchen & Andrew Heil  
 Judith Ilse  
 Curtis Ingvaldstad  
 William & Marciann Jefferson  
 John Jirik  
 Sam & Patricia Johnson  
 William Jokela  
 Stephanie Jones  
 Ellen Jordano  
 Matthew Karl  
 Laurie Kaye  
 Robert & Sandra Klein  
 Teri Knight  
 Lynn Knott  
 Nathan & Michele Knutson  
 Gayle Koralek  
 Kristi & Luke Sammon  
 Sylvia M. Langworthy  
 Karen Larson  
 Leone Larson & Tom Moen  
 Rich & Annie Larson  
 Jerry & Jude Larson  
 Sarah Lee  
 Diane Lefler  
 Naurine Lennox  
 Patricia Levesque  
 Jonathon Mahnke  
 Jeanne Martin  
 Barb McCracken

Kay Monson  
 Kirk & Lori Muhlenbruck  
 Brent & Jenny Nystrom  
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 Gordy & Betty Olson  
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 Ramona & Elmer Pumper  
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 Chris Smisek  
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 Julie & Bob Sullivan  
 Colleen Thomas  
 Wehlan Triebold  
 Doneen Viall  
 Joel Weisberg & Janet Watchman  
 Stephanie Wolle  
 Karen Zinder





## THANK YOU LEGACY CLUB MEMBERS

Thank you to our supporters who have included LBSA in their estate plan! Legacy Club members help create a lasting impact on LBSA's future.

Anonymous (4)  
 Bob & Barbara Bonner  
 Dr. Dave & Cheryl Buck  
 Greg & Patty Closser  
 Dan Hill & Karen Bernthal  
 Teri Knight  
 Brent & Tobi Larson  
 Ed & Anne Lundstrom  
 Derek & Carolyn Melby  
 Emily Rufer  
 Phil & Alice Strom  
 Harley Tate  
 Julie Thorsheim

## THANK YOU GRANT AND FOUNDATION PARTNERS

Astrup Family Foundation/Sterling Pharmacy  
 CVS Health Foundation  
 Dugan-Scallon Foundation  
 Granite Partners Foundation  
 Groves Foundation  
 Hubbard Broadcasting Foundation  
 Northfield Hospital & Clinics  
 Northfield Shares  
 Otto Bremer Trust

## THANK YOU LIFETIME DONORS

Thank you to our Lifetime Donors who have generously contributed over \$100,000 to Laura Baker Services Association during their lifetime!

### Over \$250,000

Anonymous  
 Alma Smith Wright Trust  
 Brad J. Austin  
 Greg & Patty Closser  
 Mr. & Mrs. Edwin S. Elwell Jr.

### Over \$100,000

Anonymous (3)  
 Bob & Barbara Bonner  
 Bush Foundation  
 Bill & Laurie Cowles  
 College City Beverage  
 Brent & Tobi Larson  
 Ed & Anne Lundstrom  
 Bob & Marilyn Matta and Family  
 McKnight Foundation  
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 NCC Builders  
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 Otto Bremer Trust  
 Jim & Linda Sawyer

# IN-KIND DONATIONS

Armory Square Event Center	HighGround Cyber	Marilyn Matta	Schulz Electric, Inc
Wendell Arneson & Beth Christensen	Imagery Estate Winery	Jill Metz	David & Christina Schwietz
Boards by Jill	Imminent Brewing	David Miller	Scotty's Whole Hog Barbecue
Brick Oven Bakery	Curtis Ingvoldstad	Minnesota Vikings	Andrei & Wendy Sivanich
Katie Brust	Ellen Iverson	Gordon Moore & Jane Turpin Moore	Susan Slater & Phil Armour
Carleton College	Judy's Floral Design	Myrna Mibus	The Lux MedSpa
Cub Foods	Just Food Co-op	Neuger	Therese & Jeffrey Smiens
Angie Ekern	Sheila Kennelly	Northfield Chamber of Commerce	The Rare Pair
Family Fare	Teresa & Curt Krueger	Northfield Golf Club	The Summit Golf Club
Farmstead Bike Shop	KYMN Radio	Ally Oakes	Rob Thompson
Fette Electronics	Larson's Printing	Angie Perez	Peter Webb
Firehouse Liquor	Laura Baker Services Association	Performance Foodservice	Wells Fargo Home Mortgage - Chris Graupmann & Melissa Running
Forget Me Not Florist	LBSA Board of Trustees	Wendy Placko	
Russ Franek & The Biscuits	LBSA Choir	Quarterback Club	
George's Vineyard	LBSA Gala Committee	Reunion	
Goodbye Blue Monday	Loffler	Jim Rossow & Betsy Spethmann	
Heartman Insurance	Loon Liquors		
	MarMar Vineyards		

# THANK YOU VOLUNTEERS

Noorah Aldaghlash+	LeAnn Gamm	Rose Marraccini	Lori Robideau
Eileen Anderson*	Katie Gebert*	Jackson Marsh	St. Olaf College Athletics
Shreya Ashok+	David Geist	Janet Matthews	Dan Sayner
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Meleah Follen+	Tyler Lemke	Nichole Reinardy	Caroline Yaun+
Beth Fossum	Holden Luetkens	Drs. Randy & Jami Reister & Family	Faith Yi
	Jim Loe+	Rice County Area United Way	Dan Zastrow
	James Lyke		Zack & Colleen Zastrow
	Katie Malecha		<b>*Staff +Board Member</b>





## MEMORIALS AND HONORARIUMS

### **In Memory of Deana Antley**

Cindy & Richard Hausmann  
Linda Maytan

### **In Memory of Julie Arndt**

Judith Ilse

### **In Honor of Brooke Askeland**

Anonymous

### **In Honor of Jack Austin**

Paul & Alyce Anderson

### **In Memory of Alvin Baadsgaard & Margaret Korsog**

Linda & Rodney Therriens

### **In Honor of Jim and Cindy Bahler**

Maren Bahler

### **In Honor of Arvilla Bierman**

Dr. Jennifer Bierman & Mr. James Griffin

### **In Honor of Robert and Barbara Bonner**

Cathy Yandell & Mark McNeil

### **In Memory of Tim Bonner**

Tom & Catherine Ferris  
Rob Morrow & Annette Nierobisz

### **In Memory of Richard Borghet**

Richard & Jeanie Deplazes

### **In Memory of Betty Jane Bronstien**

Mary & Wayne Adriaens

### **In Memory of Maxine Closner**

Sandra Gerdes  
Jeanne & Steve Hatle  
Patricia Levesque  
Ramona & Elmer Pumper

### **In Memory of Wendy Deplazes**

Richard & Jeanie Deplazes

### **In Memory of Kathy Ecklund**

Frank & Karen Brust

### **In Memory of LouAnn Erlanson**

Lauren Otto

### **In Memory of Donna Geckler**

Marilyn Matta

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### **In Honor of Laura Goodwin**

Gayle Koralek

### **In Honor of Teresa Krueger**

Janet G Stevens

### **In Honor of Dennis Larson**

Mallory & Dan Faulkner

### **In Honor of Laura Baker Services Association Staff**

Mike & Laura Kay Allen

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### **In Memory of Robert Matta**

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### **In Memory of Susan Mattice**

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### **In Honor of Dave & Ruthie Neuger**

Karen & Patrick Mader

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### **In Honor of Roberta Rankin**

Lynn Zorn & John Zurn

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Jeanette Nelson

### **In Honor of John Scallon**

Dugan-Scallon Foundation

### **In Honor of Andrei & Wendy Sivanich**

Kate Maehr & Sam Pickering

Daina & Dimitri Sivanich

### **In Memory of Wehlan Triebold**

Marilyn Matta

### **In Memory of Laurell Wolkow**

Joe & Evelyn Stransky

# Financials

## Statement of Activities

For the Year Ending December 31, 2023

### SUPPORT AND REVENUE

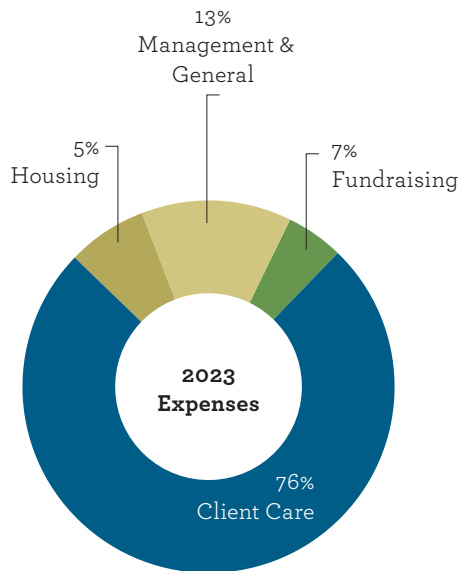
Client Services	\$4,880,591
Donations	\$832,457
Other Income	\$142,928
In-Kind Donations	\$ 169,234
Net Gain/(Loss) on Investment	(\$30,232)
<b>Total Support &amp; Revenue</b>	<b>\$6,055,442</b>

### OPERATING EXPENSES

Salaries & Benefits Client Care	\$4,978,605
Client Program Expense	\$156,594
Purchased Services	\$263,043
Housing	\$385,314
Food	\$209,961
Other Client Care Expenses	\$177,161
<b>Total Client Care Expenses</b>	<b>\$6,170,678</b>

Management & General	\$956,051
Fundraising	\$499,296
<b>Total Support Services</b>	<b>\$1,455,347</b>

<b>Total Expenses</b>	<b>\$7,626,025</b>
-----------------------	--------------------



**Statement of Financial Position**  
**As of December 31, 2023**

**ASSETS**

Current Assets	\$1,104,911
Investments	\$46,934
Building & Equipment (Net)	\$3,554,133
Other Assets	\$306,826
<b>Total Assets</b>	<b>\$5,012,804</b>

**LIABILITIES**


Current Liabilities	\$641,602
Long-Term Liabilities	\$688,209
<b>Total Liabilities</b>	<b>\$1,329,811</b>

**NET ASSETS**

Without Donor Restrictions	\$3,661,493
With Donor Restrictions	\$21,500
<b>Total Net Assets</b>	<b>\$3,682,993</b>


<b>Total Liabilities</b>	
<b>&amp; Net Assets</b>	<b>\$5,012,804</b>

2023 financial results audited by LB Carlson, LLP



**Power of Print**

- ▶ 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



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