Family is Being Part of Something Wonderful
A Snapshot of 2015

What an amazing year you have given us. The outpouring of support we’ve received from our community has allowed people to do great things! We encourage big dreams and, thanks to you, we have been able to be cheerleaders for many fearless dreamers. When you meet Wendy on page 10, you will see how life can change in an instant and be inspired by how dreams and cheerleaders play a big part in what gets you through those hurdles.

With the continued support of our dedicated staff, nothing is impossible. Our caregivers are the masterminds who put all the needed steps in place so a person can witness their dream. The steps vary, some might be big, others small, but no matter the size, achievable. For Chris, it was baby steps that made all the difference. On page 12 you will see how Stephon made Chris’ world a little larger.

Life offers us wonderful opportunities, if we have the courage to take them we can live a life without regret. Because of your support and the encouragement of our team we have witnessed amazing courage and countless smiles, as seen in the photos throughout this report.

The stories that follow in this annual report demonstrate the power of a dream and what it means to be part of the CCRI family (check out some of our team members who are family on page 4).

With your continued support we anticipate exciting things to come.

From our CCRI family to yours,

Shannon Bock
Executive Director
Our Mission

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

CCRI Board of Directors

Sharon Miller—President
Julie Rokke—President Elect
Chris Schenck—Treasurer
Philip Baumann—Secretary

Carina Emil
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Jim Mercil
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Shiela Sogge
Karen Swanson

CCRI Senior Leadership (Left to Right)

Mark McGuigan, Business Manager—15 years
Dave Pompe, Options Assistant Director—16 years
Jody Hudson, Development/Communications Director—16 years
Andrea Ryan, Human Resources Director—10 years
Shannon Bock, Executive Director—21 years
Lynette Weber, Options Director—24 years
Eric Hilber, Supported Living Services Assistant Director—17 years
Kent Schultz, Information Technology Director—10 years
Sue Lopez, Supported Living Services Director—19 years

www.CreativeCare.org
Keeping It In The Family

Don and Kathy Platt

Our experiences working for CCRI have been varied and diverse. Don and I are both the “working retired”; at least that’s what we call it! We wanted to continue working somewhere and it started six years ago with me working at CCRI as a part-time file clerk working only eight hours a week.

A few months later, I picked up some extra hours at Gateway Gardens, a permanent housing facility for people who have experienced long-term homelessness. I’m so glad that I gave it a try! Today I am still there in the position of Intake Coordinator and work 28–30 hours a week. I find it challenging and I do have a sense that the residents appreciate the time that I spend with them each day. I also do chart work in the Mental Health Department which takes up about 9–10 hours per week. So, although I started with only eight hours a week, I made the decision to expand on that and have enjoyed working at CCRI and the people that I work with. Everyone is supportive of my work and I can call on them at any point to answer questions or provide support when needed.

My husband Don had been working as a job coach for another agency in the area, and was looking for a change. I mentioned that CCRI had an opening for a Direct Support Professional and he should consider applying. He did and was hired. Don works one on one with a gentleman about 28 hours per week. He transports to appointments, helps out with shopping, and provides necessary daily support. Don enjoys the structured routine of the job but also enjoys giving the appropriate space that his client needs to be an individual.

We both feel CCRI is a good employment choice for us. It is an outstanding care agency within Moorhead and the surrounding areas and it also carries a five-star rating from the people we support, employees and supporters!

The Spooner Sisters—by Jordan Spooner

It all started in 2009 when Jamie was hired and started working at CCRI in the SLS department. She was always telling us how much she loved her job, clients, and co-workers. So, when I started college at MSUM in the fall of 2011 and needed a job, the first place I went was CCRI. Jamie had always spoken highly of CCRI, their awesome clients, flexible scheduling, and fun coworkers, so, I figured I’d give it a try. I’ve been here more than four years in both SLS and Options and love it just as much as she does. When our younger sister, Jaden, began attending college in January, she was looking at jobs. She’s heard so many times from Jamie and me how much we love what we do at CCRI so she figured she’d try it out as well. She was hired three months ago and loves working at CCRI because it doesn’t feel like work. She gets to have fun and hang out with clients, while helping them reach their goals. She thrives on new challenges and is kept on her toes. In her short time working here, she’s become more patient, understanding, and fun-loving. All three of us love working for CCRI and enjoy seeing the impact we make in our clients’ lives. We are grateful for the opportunity to work with such a great organization that is truly person centered and fun!

Jaden, Jamie and Jordan (l–r).
**Ashley, Buck, Tiffany and Cheyenne**—by Ashley Tweten

While in college, I had a friend who worked at CCRI and encouraged me to apply to gain experience for my Special Education major. I accepted a job as a caregiver and, shortly after, I encouraged my family to get my uncle Buck involved with CCRI.

At the time, Buck was living at home with my Grandpa. He enjoyed doing fun things with CCRI caregivers when Grandpa wasn’t feeling well. CCRI provided just the right amount of support that my family needed.

When Grandpa passed away, we made what seemed like a heart-wrenching decision at the time, to have Buck move into a home supported 24 hours a day by CCRI. Buck had never lived anywhere else and, after the death of our Grandpa, we didn’t want Buck to feel like we were abandoning him.

We now believe this decision was the best one we ever made! Today, Buck is loving life with his roommates and has more of a social life than any of us could have ever dreamed of for him! He feels like he has a life of his “own,” yet still gets to enjoy time with family whenever he wants.

When my sister, Tiffany, entered college to pursue a major in Psychology, she decided to seek employment at CCRI—she saw firsthand how much Buck and I loved the company and wanted to experience the same joy! She worked at CCRI for six years until she took a School Psychologist position in West Fargo Schools.

This past spring, our youngest sister Cheyenne decided to follow in her big sisters’ footsteps and also joined the CCRI team. She is attending NDSU and is majoring in Social Work. She absolutely loves her clients and has learned so much just in the short amount of time she has worked here.

I will be celebrating my 12-year anniversary at CCRI and I am grateful for the wonderful experiences CCRI has provided to my family!
My Journey to CCRI
by Amber Lobdoll

When I was little, I wanted to be Dorothy from Wizard of Oz, then a veterinarian, but upon graduating from High School I didn’t have a clue. Everyone told me to go to college and take my generals, assuring me I would eventually figure it out. So I enrolled at Minnesota State University Moorhead.

My freshman year was terrible, I was having a lot of anxiety, taking classes I didn’t care about and missing my family. My anxiety was affecting me in ways I never thought it would—I skipped class for half the week, I didn’t interact with anybody and soon my grades were Cs and Ds. After a year of school, I decided to take some time off.

During my year off, I began seeing a therapist and taking antidepressants—but my anxiety was debilitating. I worked minimum-wage jobs and felt empty. I wanted a job behind the scenes, so I prepped sandwich meat, cut tomatoes, washed dishes and drove home with tired feet and a sad heart. I knew I was meant for something more.
I returned to MSUM on a whim and decided to take art classes. I met gentle, kind professors and students. I met quiet people with loud ideas!

I found that ceramics classes were the most productive treatment for my anxiety. I would enter the studio full of insecurity and leave relaxed. It was there I realized that deep down I was the class clown and that people energized me. I created things I’m really proud of, gained a better understanding of myself and discovered tools to manage my anxiety.

Soon I needed more than the solitude of clay—I needed people. Mahatma Ghandi said, “The best way to find yourself is to lose yourself in the service of others” and I was soon to find out how true his words are.

My previous roommate had worked at CCRI as a caregiver and loved it, so I decided to apply.

I was hired and immediately landed a position with Lane, David, Brad, and Greg—four guys who have absolutely stolen my heart. I have worked with them for almost four years and have learned so much about myself. I have been challenged, encouraged, supported, and loved. I have seen them go through day-to-day struggles that are commonplace to anyone (ahem, sometimes you want an extra Diet Coke—but should you? Sometimes you don’t want to go to work in the morning—but you should. Sometimes you get mad at your roommates—but does that warrant punching a hole in the wall?) and struggles that require empathy for situations I didn’t fully understand.

Because of Brad, I met former President Clinton, senators, local celebrities, and not-so-local celebrities. Brad is persistent, strong-willed, hilarious, and charismatic. He is determined and gets where he wants to go—whether it is to the front of a democratic convention crowd or to a pop machine. He cares genuinely and has honesty I wish I had. He will tell you that you need to wax your upper lip and tell you that you are gorgeous and a sweetheart. He collects books (specifically paperback books, preferably about dogs) and, although he can read, he finds comfort in just holding them in his hands and flipping through them when he needs a distraction or familiar comfort.

Because of Lane, I understand true loyalty and compassion. Lane sheds genuine tears when he sees upsetting stories on the news. He mourned the loss of Robin Williams and the inventor of the x-ray. When I told him I was pregnant, Lane was so full of joy that he would announce the news to strangers and command them to give me a round of applause. Because of Lane,
Without my anxiety, I wouldn’t have met my husband—who has seen me at my best and worst and encourages me with whatever I decide to do. Without my anxiety, I wouldn’t have found art as means of treatment. Without my anxiety, I wouldn’t have found art as my common thread with David. Without my anxiety, I wouldn’t have taken the exact amount of time needed to arrive at a job I needed to arrive to.

I learned how to be genuinely happy and sad for others. Because of Lane, I have an appreciation of President Obama, the Beach Boys, and Batman. Despite Lane’s freckled Caucasian skin and blond hair, he will not hesitate to tell anyone that he is Obama’s twin brother. Lane “makes calls” from his bedroom to President Obama daily, and will tell you that the Beach Boys are his sons. While this can be comical, it’s strictly business to Lane, and his happiness hinges on his interactions with them. President Obama and the Beach Boys are lucky to have Lane as their biggest supporter.

Because of Greg, my heart sings when I see that *Little House on the Prairie* is on TV. Because of Greg, I tuck his Ken dolls in at night and make up names for them: “goodnight Steve…goodnight Brian…goodnight Keith…goodnight Tom.” Because of Greg, I know what it is to dance without fear of what other people are thinking. Greg taught me that sometimes you need to spend an hour sitting with someone and drinking a cup of coffee without saying much, but then turn around and make him or her laugh by raising your eyebrows or making a “chipmunk face.” Greg lights up when he talks about his parents, siblings, nephews, and nieces. Greg likes going to church and would wear his favorite black shirt every day if he could. Greg loves haircuts and having lotion rubbed into his bald scalp. When Greg sees others in public with a bald head, he removes his classy wool cap and says, “bald person!” This always elicits a smile. Because of Greg, I don’t take my hair too seriously.
Because of David, I realize why art is so therapeutic to me. David is outgoing and loves everyone he meets. David repeats the same phrases over and over when you first meet him, but he has a very big vocabulary. David can be social and hilarious, yet can have anxiety I relate to and empathize with. David has so much artistic talent. He understands the mechanics of bicycles and draws them technically perfect, yet still manages to include his stylistic flair. He also draws houses and people. He chooses amazing color combinations and doesn’t do anything because “it’s supposed to be that way.” You can see the calm on his face as he creates intricate neighborhoods and fills them with color. While drawing he repeats phrases to himself, “David, your drawing is gorgeous. Very, very beautiful.” “David, you are the best artist.” “David, you are the coolest...boy...ever!” I always tell him I agree—and, because of David, I genuinely mean it.

Up until recently, I had a habit of feeling terrible when my student loan bills would arrive. I frequently told my husband, “IT SEEMS SO POINTLESS! WHO MAJORS IN CERAMICS!?” Then I happened to glance over to a card that was hanging on my fridge from CCRI. David is on the front wearing colorful tennis shoes and holding a sign that says, “Thank You.” I couldn’t help but realize how thankful I am for where my journey has brought me. Since meeting my four guys, I never have had an empty feeling. My anxiety has never overtaken me. I have learned from Brad’s honesty, Lane’s empathy, Greg’s confidence, and David’s authentic self-expression. I have found I am stronger, more patient, goofier, and more outgoing than I ever thought I could be. I found I could be extremely calm when things get hectic. I learned that although working with clay helped a lot—that was just for me, and it wasn’t enough…and Mahatma Gandhi was right.
Wendy’s Journey From Being a Caregiver to Needing One

In 1992, Wendy Jeral was going to chef school and working as a CCRI caregiver in Hawley. The job worked well with her school schedule and the home she worked at was just down the road from her house. She enjoyed her role as a caregiver so much, that she dedicated the next 20 years of her life to supporting people with disabilities in different capacities.

Then, in an instant, her life changed. Wendy remembers being loaded into the ambulance and then “everything gets fuzzy.” Wendy slipped into a coma and when she woke up a month later she began her new journey—a journey from being a caregiver to needing one.

Wendy spent a month in the hospital before she moved into a nursing home at age 59. Wendy’s illness caused a profound loss of her speech, mobility, vision and her marriage.

When the opportunity came up for her to move into a 24-hour foster care home setting, she was ready—she longed to leave the nursing home and wanted “a home with my things.”

Wendy toured a CCRI home with her friend Gretchen “when we pulled in the driveway, I told her 'hey, I used to work here!'”

CCRI caregiver, Julie Hanson, knew a woman named Wendy was going to take a tour but was unprepared for her to be the same Wendy she used to work with—the same vibrant, healthy woman she would always stop and chat with at the local grocery store. “I had no idea Wendy had been ill, I was shocked.”

Wendy saw some familiar faces on her tour. One of her new roommates was a gentleman she once cared for and three of the caregivers had been her coworkers. “I always enjoyed working with Julie and she was excited to see me, when I entered the house I felt like I was coming home.”
CCRI caregiver Renae Hanson will never forget the first morning Wendy rolled into the kitchen and told everyone “I feel like I should be working!”

Wendy’s friends and caregivers helped her retrieve items from her old house so her new home would reflect who she is and provide her the comfort she longed for. They also found ways for her to be active outdoors, something she really missed. CCRI caregiver Michelle will never forget taking Wendy swimming and discovering Wendy could walk independently in the pool—“we were both pretty emotional when she regained a little bit of her independence that day.” Michelle also brought Wendy to the CCRI bike rodeo where she tried an adaptive bike she immediately fell in love with!

Wendy has also been able to dust off her chef hat. CCRI Life Enrichment coordinator, Liz Mars visits Wendy’s home monthly and they cook together. “It’s not the same as me doing it because I can’t tell people to get out of my kitchen, but we sure have a lot of fun!”

Sitting at her kitchen table, drinking a cup of coffee, Wendy gently shared “I never thought I would need a place like this, maybe assisted living when I was old, but never thought I would move in to the same home I worked at—never ever. We all think that we are invincible but we are not.”

Wiping a tear, she shared, “I take one day at a time, but I’m glad I’m here with wonderful people who care about me. We sure have a good time and I laugh more.”
Stephon—Chris’ Key to a Bigger World.

Chris is a young man who lives in Emily and Joe Foertsch’s family foster home. This amazing couple currently provides guidance and support to five teens.

Emily, a former CCRI caregiver, hoped that CCRI would be the right match for Chris, a funny, outgoing, engaging and happy young man who struggled with managing his emotions in the community.

Emily, quite frankly, was unsure of how CCRI caregiver Stephon and Chris would do together. Previously, his longest-term caregiver stayed for just over one month. Chris was apprehensive, so they decided to start out slow, scheduling Stephon in their home one hour daily and slowly the two built a rapport—Chris went from hiding when Stephon showed up to waiting at the window for him to arrive. Feeling comfortable with their rapport, Stephon and Chris started venturing out and trying activities outside of the home. Eventually, Chris began to engage with peers at the skate park, pool and YMCA. Seeing Chris participating in activities in the community with peers his own age and with a smile on his face was more than anyone ever could have asked for!

Chris traveled on his first out-of-state trip to Wisconsin Dells last June with a group from CCRI. With the support of Stephon, he enjoyed a five-day vacation away from home! Upon arrival home, Stephon, without hesitation, offered to bring Chris to a week-long summer camp in southern Minnesota. Armed with the knowledge of how to make a five-day trip successful, Stephon helped make the camp experience for Chris amazing.

Stephon’s patience and calm demeanor has helped him succeed in his role as Chris’ caregiver. He never expects more from Chris than Chris can handle and respects Chris’ wishes at all times.

Thanks to Stephon, Chris’ world outside of his home has become significantly bigger.
Coloring Her Way To Clarity.

by Jeannie Bjore

When I first met JoAnn she had just returned from a long period of hospitalization and was on a mental health commitment to the state of Minnesota.

Since age eighteen, JoAnn struggled with mental illness. She was prescribed several medications over the years and suffered uncomfortable side effects. She felt psychiatrists did not want to help her and stopped taking her medications which resulted in numerous hospitalizations. She had a machine in her apartment that was filled once a month and would make a sound to remind her to take her medication. Even with this, she would still not take them regularly. She had a lot of anger towards the psychiatrist, the county and her family. She thought they were working together to keep her in the hospital. Upon my initial visit, it was clear JoAnn didn’t understand her mental illness.

JoAnn was anxious and was not thrilled about working with me. So I asked her to color. She agreed and, as we started coloring together, we began to visit. This simple, calming activity opened the door to communication. I learned so much about JoAnn. She had strong religious beliefs and valued her family immensely, yet felt she had failed as a daughter, mother and wife. She also shared with me why she didn’t like taking her medications.

Armed with new information, I began accompanying JoAnn to psychiatric appointments and taught her skills that helped her communicate effectively with her family. We also continued to color—which gave me the perfect opportunity to validate her ability to stay out of the hospital. JoAnn eventually began to draw pictures with positive messages which she sent to her children, grandchildren, brother and friends. Instead of focusing on her illness, she was focusing on their lives. In December, she was thrilled to be invited to spend Christmas with her family and was touched to receive a package of markers and a drawing pad. This thoughtful gift made her feel good about what she was doing.

It was around this time JoAnn began recognizing the symptoms of her mental illness and started taking her medications without reminders. Her entire world was changing. She began to play piano again, talked to her children on a weekly basis and began socializing with friends. She also viewed her psychiatrist positively. JoAnn is no longer on commitment to the state or in need of my help.

Although JoAnn no longer needs to work directly with me, she continues to share her beautiful, uplifting drawings with me. I am truly blessed to have worked with such a strong and lovely lady.
Wellness In Action

At CCRI we make it a priority to incorporate healthy living into our culture. Our Wellness In Action Team and Life Enrichment program work together toward this. Their roles are to motivate the people we support and our team members to get fit and stay healthy. They are doing this the following ways:

- Weekly activities include exercise classes, group walks, group bike rides, and more.
- We offer communal food at a very low cost. The Wellness In Action Team takes the lead and purchases healthy snacks to keep everyone satisfied and energized throughout the day.

- We offer incentives to team members for trying and sharing healthy recipes, increasing their physical activity and for trying mental wellness activities like meditation or goal setting. It is a great way to show people we care about them now and in the future.
- Team members lead by example and set the tone for healthy living. Some use their lunch hour to exercise while others participate in a yoga group directly after work. Setting an example can be a very powerful, non-intrusive approach.
- We offer weekly healthy cooking classes in our accessible teaching kitchen and bring in artists to teach new and unique art opportunities.
- We also offer training sessions for the various Fargo Marathon events.
Participation in healthy recreation/leisure is an important and meaningful part of the lives of each of the people we support. This program provides activities chosen for relaxation, recreation and enjoyment—a variety of opportunities as unique as the people we serve. Relying on donor support, our goal is to provide activities for free or at a reduced cost for all CCRI participants.

**CCRI Received a Grant From PartnerSHIP 4 Health Which Allowed Us to Purchase Adaptive Bicycles.**

For a person with a disability, riding an adaptive bike goes far beyond having fun and creating memories. Bike riding helps them grow physically, mentally and emotionally. Exercise is crucial for overall health. Its benefits range beyond the physical positives of cardiovascular and strength opportunities, it also includes the mental health and good feeling that comes with exercise. By being able to go out and ride a bike with your peers, family members and caregivers, a sense of belonging emerges.

Riding a bike is an all-ages activity that promotes health throughout a person’s lifespan and can provide a sense of accomplishment, purpose and success for the rider. Adaptive bikes are a wonderful addition for a person. They can increase a person’s overall health and well-being and help to develop a higher self-esteem. What’s more fun than riding a bicycle?
Thanks To Countless Volunteer Hours, Generous Donors, and Committed Team Members the Smiles Were Abundant in 2015.

CCRI Talent Show
When you have the opportunity to show people what you CAN do, instead of what you cannot, your identity changes. The CCRI Talent Show allows people to showcase the things they can do in an environment that encourages them and raises self-esteem. Thanks to our volunteers (who put in 14 hours) and our sponsors for making this evening a success!

CCRI Prom
Many of the people we support never attended their High School Prom. They didn’t experience dressing up, going out for a fancy meal, and celebrating with their friends. Either their disability or their school didn’t allow them to experience this rite of passage. Area businesses donated food, facility space, photography services, and DJ services. Area high schools donated their prom sets and many student volunteers escorted people at the Grand March. The community donated formal wear, makeup, hair services, and their time (96 hours of it to be exact) to ensure more than 150 people enjoyed an unforgettable night of glamour, dinner, and dancing.


Red River Valley Adaptive Softball League
CCRI’s adaptive softball league is a coed, competitive league where the emphasis is for players to experience the hitting and fielding of a true softball game, enjoy and learn skills and rules of the game, work as a team and promote socialization and communication with each other that will lead to future friendships. The league is open to anyone with a disability in Fargo–Moorhead and surrounding areas.
Our amazing volunteers make this league possible. One paid staff member coordinates the teams, but the coaches and umpires are all volunteers! Thanks to our sponsors, more than 90 people were able to enjoy this fun and competitive activity.

**Sponsors:** Bob’s Bombers, Baer Poultry Farms, Taxman, Bennett Houg lum Agency, Bert’s, JRK Trucking, Todd’s Alignment& Repair, R.D. Offutt Company, RDO Equipment, Hawley Lions Club, and The Red River Valley Softball Association.

**Marathon**

The 2015 Fargo Marathon 5K was a chilling day in May, with temps barely hitting 40 degrees! But that didn’t stop the more than 140 CCRI Charity Team members who joined the 7,000 athletes gathered at the starting line. As the clock counted down, the energy surrounding the Fargo Dome was incredible—and just like that they were off!

Participating in the 5K has become a tradition for many of the people we support and our team members. It’s a fantastic event that fosters friendships, encourages participation and inspires people to do more and to push limits. The Fargo Marathon 5K will continue to be a tradition for years to come at CCRI.

**Camp H.E.R.O & FM Crusaders Bike Show Auctions**

Last summer, more than 60 people with disabilities and their caregivers traveled to beautiful Lake George. Crafts, a dance, and pontoon rides are a few of the favorite things to do there—and a trip to Itasca State Park was a huge hit!

To ensure a safe and pleasurable experience, we bring our own caregivers and medical staff. The cost of personalized staffing, nursing, and transportation is expensive, but the smiles, stories, and memories are priceless.

Since 2009, The FM Crusaders M.C. has supported CCRI’s Camp H.E.R.O. (Helping Everyone Remove Obstacles). Through the live and silent auctions at their annual bike show, this generous club has raised more than $100,000 which allows people with disabilities to experience the joys of summer camp.

Thank you to the FM Crusaders M.C. and the volunteers who put in 50 hours to make the auctions a success. You are truly Crusaders for Camp!
Giving Hearts Day/Polar Plunge
More than 70 daring souls plunged into a freezing pool of water to raise money for people with disabilities. The event, held on Giving Hearts Day, raised more than $42,000. Volunteers gave 55 hours of their time to make our largest fundraiser a success!

Sponsors: Tubs of Fun, Outlet Recreation, JRK Trucking, FM Ambulance, City of Moorhead, Harry’s, Midwest and Northland Towing

SuperHero 5K & SideKick Youth Run
Caped Crusaders overtook the city of Moorhead to kick off the 2015 Greater Moorhead Days. Gooseberry Park was filled with more than 200 SuperHeroes and SideKicks as part of the 10th annual CCRI SuperHero 5K & SideKick Youth Run. More than $15,000 was raised to help enhance the lives of people with disabilities in our community. Thank you to our sponsors and volunteers who put in more than 120 hours to make the event possible.

Sponsors: City of Moorhead Parks & Recreation, JRK Trucking, Medical Pharmacy Moorhead, Hornbacher’s, Christiansen Group, ByteSpeed, Hannahers, YHR Partners, Markey & Associates, West Acres, Reardon Office Supply, Laser Systems, Moorhead Ace Hardware, Paradox Comics, Nor-Son Construction, Premier Benefits Group, Payroll Professionals, DFC Consultants, RDO Equipment, North Central Bus Sales, SpartanNash, Fieberger Swanson & West, and Fargo Running Company

TableScapes
TableScapes is a night of food, fellowship, and celebration as we highlight the accomplishments of the people we support. Table designers create a table around any theme of their choosing. This important fundraiser enhances our ability to enrich lives in our community. In 2015, TableScapes raised more than $13,000!

Sponsors: Bell State Bank & Trust, and Bremer Bank
Living Out Our Guiding Principles

Person-Centered • Team-Oriented • Professional

One of our biggest accomplishments in 2015 was being named a Top 150 Workplace in Minnesota by the Star Tribune. This is a huge honor—especially because of how we were chosen. A survey is sent out to all team members of nominated organizations and those survey results determine the Top 150. We were chosen by our team members.

This award speaks highly of the culture at CCRI. The fact that 57 of our team members celebrated an anniversary of more than 10 years in 2015 is another testament that CCRI is a great place to work.

When I first started 12 years ago, I remember the executive director explaining that at CCRI, employee satisfaction is key to a successful business. If employees are happy, the people we support will be happy, which will in hand make the rest of their team happy. What draws peoples in is our passion, what keeps them is the people we support and the smiles on their faces. I started working at CCRI as temporary employment while searching for a position in Child Life. I didn’t realize that I would fall in love and stay!

Rachel G.—12 years

When I started with CCRI 26 years ago, I was only going to stay for a few months. After meeting the staff and some of the people we support, I realized this was a fun place to work. Where else would you get paid to go bowling or to a movie with people who really appreciate your assistance. Their smiles and sounds of laughter are all a person needs to come back day after day. Each day is a new adventure for staff and clients alike.

Beth D.—26 years

I have made CCRI a part of my life for so long for a couple of reasons. First, because of the people who work at CCRI and the awesome environment they create, it is like being around friends and family, it doesn’t ever feel like work. Second, because of the people we support. Getting to interact with them brings a smile to my face every single day.

Rachelle S.—16 years

I love working at CCRI because of the positivity of the work environment, the guiding principles which align with my work values, and the sense of camaraderie. All of these serve to increase my energy and allow me to do my best work possible.

Sue K.—10 years
Get Involved, Be Inspired
by Val Kettner, CCRI Volunteer

A few years back, I was asked to serve on a committee at CCRI. Of course when the request came from Executive Director Shannon Bock there was no other answer than yes! Shannon exudes such a tremendous passion for her work that I simply had to come on board and learn more.

What a remarkable few years it has been! CCRI provides tremendous opportunities for the people they support! There is something for everyone to participate in, which means there are lots of opportunities for me to get involved. And in my family that involvement takes many forms, such as behind the scenes planning and development, attending an event, donating resources to fund events and operations, or simply spreading the word about the valuable work this organization does in our community.

Through my committee service, I have had the privilege to get to know many of the staff at CCRI—what an incredible group! Every interaction is positive, full of energy, and portrays such a deep commitment to their purpose. If you spend any time with them, you quickly find yourself caught up in their energy and “can do” attitude. The enthusiasm is contagious! I have never heard anyone at CCRI say something was impossible. Rather, I see the efforts and focus of the staff collectively finding ways and resources to make opportunities happen. They are determined and connected and successful. Who wouldn’t want to be a part, no matter how small, of such a dynamic team?

I have also had the pleasure of interacting with many people supported by CCRI and their families, either through service at their annual turkey dinner, at events such as TableScapes, or seeing them employed throughout the community. Every interaction has been a blessing to me, and I can’t help but smile when I am told to “have a great day” or offered a mint as I leave the CCRI office. And every story I hear about someone overcoming a challenge with the assistance of CCRI brings tears to my eyes and renews my faith in mankind and miracles! I find myself humbled after every interaction, and so very thankful CCRI is here and is engaged in such important work.

I sincerely believe in and support the creative care for reaching independence that is CCRI. And I am truly blessed for having the opportunity to volunteer—in any fashion—at such an incredible organization. CCRI has given me so much more than I ever imagined, and continues to enforce the importance of inclusiveness, community, and perseverance. If I had to select one word to sum up my experiences at CCRI, it would be “inspiring”. Thank you CCRI!
A Joyful Choice.

My family and I consider it a joyful choice to support the ongoing mission of CCRI. The people they support inspire with authenticity and a smile. The CCRI team inspires with caring and commitment. With a grateful heart, we are pleased to help keep CCRI moving forward.

—Steve and Sharon Miller Family

2016 Challenges—Our Funding Gap

Each year we have an amount of our budget that comes from philanthropic support. Gifts from caring people like you. That annual amount we call our funding gap. CCRI offers numerous life-enhancing activities not funded by the state, to close the gap in our budget for these activities will take $86,800 in community support this year. To close the gap on our $3.7 million building budget will take $576,470.

Activities Funding Gap
$100,200 Budget

$86,800 Funding Gap

Building Budget Gap
$3,700,000 Budget

$576,470 Funding Gap

Alone, one person can accomplish only so much; but together, the sky is the limit. Whether it be an in-kind gift, a financial gift or a planned gift—all are vehicles by which you can support CCRI in achieving our mission and commitment to people with disabilities.
2015 Achievements

178 people were served by our mental health department
17 people were served by our Independent by Design program

591,213 hours of service were provided to people with disabilities

1,180 people applied to work at CCRI
20,800+ hours of training were provided to team members

42% of new hires were from employee referrals
53% employee retention rate was maintained (industry average is 50%)

$97,000 was invested in life-enhancing opportunities for the people we serve

100% of CCRI team members are enthusiastic about CCRI’s mission

98.3% of CCRI team members would recommend CCRI to their friends as a great place to work

178 athletes participated in Red River Valley Adaptive Softball
145 members of Team CCRI participated in Fargo Marathon events

14th CCRI Caregiver recognized on a state/national level for exceptional service to people with disabilities: Amanda Noyes (left above) was named both a 2016 ARRM Cares and an ANCOR DSP Recognition Award-winner

59 people attended Camp H.E.R.O.
150+ people attended CCRI Prom

7 interns made priceless contributions to our team
2,555 volunteer hours were committed to helping CCRI

109 volunteers helped enhance the lives of people with disabilities

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178 athletes participated in Red River Valley Adaptive Softball
145 members of Team CCRI participated in Fargo Marathon events
In Honor of Joann Netzke
In Honor of Anna Larson
In Honor of Cathy Kloeckner
In Honor of Evonne Johnson
In Honor of Team Hudson
In Honor of Jane Hudson
In Honor of Evonne Johnson
In Honor of Jerry Johnson & his sister Laura
In Honor of Cathy Kloecnner
In Honor of Anna Larson
In Honor of Joann Netzke

In Honor of Michael Alan Peterson
In Honor of The Polar Plunge
In Honor of Kelsey & Judd Roessler
In Honor of Chuck Thorne
In Memory of Beaa Arett
In Memory of Willie Bock
In Memory of Michel Boswell
In Memory of Frank Branch
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Hovland, Floyd & Harriet

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

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BEGINNING NET ASSETS

$ 6,034,967

Operating Revenue & Support

- Program $ 13,617,371
- Fundraising $ 199,518

Total Revenues, Support & Grants $ 13,816,889

Operating Expenses

- Program $ 11,591,816
- Property Related $ 138,489
- Administrative $ 1,460,822
- Fundraising $ 187,105

Total Operating Expenses $ 13,378,232

Increase in Net Assets Before Other Income (Expenses) $ 438,657

Other income (expense)

- Interest Income $ 4,116

Total Other Income $ 4,116

Increase in Net Assets $ 442,773

ENDING NET ASSETS $ 6,477,740

How Funds Were Raised

- 98.3%—Federal and State Funding
- 1.4%—Fundraising
- 0.3%—Private Pay

How Funds Were Spent

- Programs and Services—87.7%
- Administration—12.3%

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