

RISE REPORTER

SUMMER 2018 | VOL. 43, NO. 2



Tammy Matthies works as an assembly technician at Medtronic's Energy and Component Center (MECC) in Brooklyn Center and is a valued member of the team. Read more about Tammy and others from Rise working at Medtronic on page 4.

A LETTER FROM PRESIDENT LYNN NOREN

This has been a challenging time for all disability service provider organizations like Rise, as we have been navigating a contentious Minnesota legislative session. Rise's funding comes primarily through rates that are approved at the legislature, giving us very little control over our revenues.

This session, we learned that we were starting with a 7% cut to all Medicaid rates, which for Rise, would result in a cut over the next two years of \$850,000! We worked hard throughout the session to get bills in place to keep that cut from happening. Rise team members, people we serve, their families, and other supporters attended rallies, wrote letters, and contacted their representatives urging them not to cut funding for critical services and programs. They voiced their concerns and explained how this cut in funding would affect their daily lives. We appreciate everyone who took the time to join in the efforts to effect legislative change.

In the end, due to bi-partisan challenges, the legislative session ended with Governor Dayton vetoing the Omnibus Supplemental Budget bill, ending our ability to fix the rate cut. This means a 7% cut will be enacted on July 1, 2018. It is very disappointing and we will continue to be working toward a solution to this problem.

At the same time, we have some very good news to share. Rise is planning to join with another provider organization, East Suburban Resources (ESR), bringing them into the Rise organization over the next year. ESR provides services to nearly 500 people throughout Washington County, Minnesota, and St. Croix County, Wisconsin. They have a long history of providing quality employment services to the people they serve and we are excited for the opportunity to partner with them. Our missions are nearly identical, and we share a similar service philosophy. Ed Boeve, ESR's executive director, is retiring on July 1, 2018. Given all the changes in our industry, the leadership and boards of both organizations have concluded that this partnership will result in a stronger combined organization in the future.

The support we have from all of you will continue to be of utmost importance as we move into the future. One thing we know for sure is that the people Rise serves need, deserve our continued strong support and leadership.



WHO WE ARE

Rise unlocks potential and opens doors to success for people with disabilities or other challenges through creative solutions and customized support. We envision a progressive, supportive, and collaborative environment that fosters meaningful growth and provides opportunities to live a life filled with purpose.

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AT RISE

Tom Kettleson

Chair, Rise Board of Directors

Lynn Noren

President, Chief Executive Officer

Noel McCormick

Vice President of Advancement

Beth DePoint

Director of Public Relations; Editor

We delight in the beauty of the butterfly,
but rarely admit the changes it has
gone through to achieve that beauty.

— Maya Angelou —



CELEBRATE RISE FUNDRAISING GALA

PLEASE MARK YOUR CALENDARS

Monday, October 22, 2018

5:00-8:30 p.m.

Minneapolis Marriott Northwest

**TICKETS GO ON SALE
AUGUST 1**

Watch for registration information
on our website: rise.org

If you have questions about the gala or wish to inquire about event sponsorship,
please contact Noel McCormick at Rise: 763.783.2832 - nmccormick@rise.org

Rise unlocks potential and opens doors to success for people with disabilities
or other challenges through creative solutions and customized support.

Rise and Medtronic have enjoyed 'a partnership that works' for several decades

RICHARD GOTTIER HAS NO trouble getting in his daily 10,000 steps as he makes his way through the hallways of Medtronic's Energy and Component Center (MECC) in Brooklyn Center. Once an hour, he makes the long trek to pick up finished products and take them to the shipping department.

Having played in two Rose Bowl football games for Ohio State in the '70s, Richard still likes to keep in good shape. "But I could really use a golf cart or roller skates," he said with a laugh.

Considering that he has a Medtronic heart pacemaker, Richard's cardiologist is probably pleased he has such an active job. He also has two Medtronic hearing aids which, together with the pacemaker, likely qualify him to be a walking / talking billboard for Medtronic.

"I work with the nicest people I've met in a long time," said Richard. In between his hourly pick-up and delivery route walks, Richard suits up in static-free, sterile attire to stock supplies in a "clean room" where employees assemble medical devices and components for Medtronic medical devices.

"Richard is an awesome guy who goes above and beyond and does whatever he can to help his co-workers on the material handlers team," said Connie Strand, material handler. Connie recently submitted Richard for Medtronic's *Spotlight Award*; he was quite proud of the honor.

When Richard was hired in July 2017, Connie was happy to

assist in training and develop new work opportunities for him throughout MECC. In his first few days on the job, Connie constructed a map complete with landmarks and stops for Richard to follow to assist him in acclimating to the expansive building.

Earl Bakken founded Medtronic in April 1949 in Minneapolis with his brother-in-law Palmer Hermundslie. Medtronic developed the first external, battery-operated, transistorized, wearable, artificial pacemaker in 1957. In the past 60-plus years, Medtronic has become a world leader in medical technology providing therapeutic, diagnostic, and monitoring systems for people with chronic health conditions. Medtronic has several Twin Cities facilities and manufacturing locations as well as locations around the world.

Rise and Medtronic have had a business partnership for almost 40 years in many different areas of both companies. In addition, several people served by Rise have forged long, meaningful careers



Janice Grendahl, an office specialist at MECC, has worked at Medtronic for almost 30 years.



Hourly, Richard makes his rounds through MECC collecting completed products and takes them to the shipping department.

and take great pride in working for this Fortune 500 company.

Tony Karas has worked in a few different Medtronic departments since he started at MECC in 1999. His work duties have changed and expanded over the years, which keeps Tony happy on the job. He currently works as a shipping/receiving/stores clerk 1 prepping, filling and delivering orders to their MECC destinations.

"Driving the mini-truck outside and the forklift in the warehouse are definitely my favorite parts of the job," said Tony. "I get around the facility quite a bit so I know a lot of people and get to see all the operations. I have a very responsible job and I think I am a good team member."

Several years ago, while on vacation in Hawaii, Tony contacted Bakken who had retired to the is-



lands, and the founder invited him over for a visit! Tony has a photo taken of him and Bakken as a screensaver on his work computer.

Janice Grendahl has worked in several office locations during her almost 30 years with Medtronic. She currently works as an office specialist with the Facility Service Team at MECC. Her eight-hour work day starts at 4:30 a.m.; she keeps busy with a wide range of mail room and other supportive clerical tasks.

Tammy Matthies transferred from a Rise community work site in October 2017 and enjoys the quietness of working second shift, assembling and welding internal components which will go into Medtronic pacemakers. It took her about eight weeks of training to learn her job, with an emphasis on 100-percent quality.

“Tammy does an outstanding job for us and takes great pride in her work,” said Senior Manufacturing Operations Supervisor Bill Shepherd. “She is very detail-oriented and knows to take her time to make it right.”

Bill added that during his years in leadership, he has worked with

exceptional people on the Rise team.

“They have been some of the most enjoyable and hard-working people I have ever worked with,” he said. “They add value to our site and deliver on this quote: ‘Teamwork is the ability to work together toward a common vision, the ability to direct individual accomplishments toward organizational objectives. Teamwork is the fuel that allows common people to attain uncommon results.’”

Gabe Henrikson has worked at Medtronic for about two years and helps assemble and laser batteries for various internal devices. He said the best part of his job is “knowing that the things I build save people’s lives around the world.”

Richard’s housemate, Perry Iacono, retired a few years ago after working as a Medtronic employee for 27 years. Among his many duties, Perry kept production rooms supplied with cases and trays of product and submitted daily inventory counts to supervisors. His Medtronic co-workers hosted a festive retirement luncheon on Perry’s last day on the job.

Rise’s Employment Consultants Tony Berka and Sarah Gustafson check in with the Medtronic employees a couple of times a month

Gabe Hendrikson likes knowing that his work helps save people’s lives around the world.



Driving the mini-truck outside is one of Tony’s favorite job tasks.

to help ensure everyone continues to do well on the job and address any work issues which may arise.

In addition to working in Medtronic facilities, people in Rise’s production facilities have worked on a wide range of sub-assembly and packaging contracts over the years. Currently, work teams are building material return kits and assembling several mailings.

“We have worked with several Medtronic departments over the years and enjoy the opportunity to collaborate with some very talented people,” said Nancy Hoff, Rise’s sales and marketing representative. “We appreciate how Medtronic managers help match the right person to the right job so that everyone can be successful.”

Not only is Medtronic a great employer, but three of their executives have served on Rise’s Board of Directors over the past 40 years, including current member Sheila Minske, who is a senior Value Stream manager.

The Medtronic Foundation has also been a generous supporter of various Rise projects and special events, dating back to 1978.



Meet some great volunteers ~ read complete stories online

MIKE BRISKY -- From the sound of the cheers when he walked in the door at Rise's Adult Day Program at the Emma B. Howe Northtown YMCA in Coon Rapids, you'd think a rock star had just arrived. Well, you'd be close – it's Volunteer Mike Brisky who has come to spend time with people over the noon hour.

Since the fall of 2017, Mike has driven twice a month from his offices in the North Loop area of downtown Minneapolis to assist with some after lunch physical / recreational activities. He often takes people served in Adult Day for a walk around the track, assists them with the exercise equipment (like with Bob Grzybowski here), plays a friendly game of floor hockey, or shoots some hoops. Other days you may find Mike helping with a special project, playing a game, or just enjoying a casual conversation with someone.

"From my first time here, I felt instantly connected -- the Y just felt like a great fit for me," Mike remembers. "Everyone has been so great." Read more at rise.org/volunteer-opportunities/volunteer-spotlights.



KAY ROSENTHAL -- It all started with a "guest" presentation that she made with her friend and veteran Rise volunteer, Mary Jellison, to a group served in Rise's Adult Day Program (ADP) back in April 2017. Kay Rosenthal demonstrated spinning natural fibers on her spinning wheel and they were an enthusiastic audience. Just like that -- she was hooked!

More than a year later, Kay still comes down from her home in Grand Marais on the shores of Lake Superior in northern Minnesota to spend time with the men and women in Rise's ADP at the Fridley Community Center. Kay coincides her volunteering with regular trips to see her mom and family in Forest Lake.

Having worked in occupational therapy and as an activity director at skilled care center facilities, plus her many hobbies, Kay continually offers interesting, fun, and challenging opportunities for people to explore their creative sides.

"Everyone here at Rise is so welcoming – it just makes you want to come back again and again." Read more about Kay's volunteering online.

Are you interested in volunteering?

We have opportunities throughout Rise in: * Administrative services * Special events * The Celebrate Rise Gala Committee * Art Speaks * YMCA recreation * Mock job and informational interviews * Special indoor and outdoor projects * Internship opportunities

To find out more about individual and group volunteer opportunities at Rise, or to submit an online application form, check out our website at rise.org/volunteer-opportunities.

Questions? Call Zoe at 763-792-2454; email: volunteer@rise.org.

Read about other volunteers online at rise.org/volunteer-opportunities/volunteer-spotlights

LeeAnne finds it's never too late to start over with your life -- and pursue your dreams

IT'S A TOSS-UP as to what is the best thing about LeeAnne Brown's job as a teacher's aide -- working with "the best people on the planet" -- OR caring for "pure, innocent little babies who depend on you and connect with you in a wonderful way."

Pick either one and you'd be correct. LeeAnne works at the Midtown YWCA's Sage and John Cowles Children's Center in Minneapolis helping care for ten babies, ages birth to 16 months old.

"Each of the little guys has such a big personality -- I'm on 'cuteness overload' all the time! I just love snuggling them, nurturing them; it's a really rewarding job."

LeeAnne was referred to Rise for employment services by her therapist at Hennepin County Mental Health Center (HCMHC) back in 2017. She wanted to work with children and so Employment Consultant Lori Clauson with Rise's Creating Access program set up a two-week job-tryout through East Side Neighborhood Services funded by Minnesota Vocational Rehabilitation Services.

"That went really well," Lori noted. "So the next step was to get LeeAnne signed up at the YWCA for free classes for people who are interested in child care or early childhood education. She started doing the practicum portion of her classes at the Midtown YWCA and they were so impressed with how well she connected with the babies

and her responsible work ethic, they hired her!"

"This is the career I want and I couldn't ask for a better opportunity to work with such wonderful people in a job that I love so much," LeeAnne said. "It's so nice to work at a place where they appreciate you."

LeeAnne said she began "slowly working on [her] stuff" in January 2014 when she found out she was pregnant. "Now I had a reason to change, something important to live for. My son was truly a sign of hope for me."

LeeAnne describes her three-year-old son Lee proudly as a "happy little guy who is so outgoing and always out there making new friends."

Through HCMHC, LeeAnne was able to connect with the right people. She juggles her part-time work schedule with support groups and therapy sessions at HCMHC which she says are very important to her. LeeAnne is also taking classes at the Y to complete the education requirements for a Child Development Association (CDA) certification in early childhood education.

"I have been working really hard the past few years to stay focused and follow through on my goals," she said. "I am so grateful to everyone who has supported me. Lori helped me set goals for my career and then figure out how to get there. There were times that



LeeAnne loves her career in early childhood education and finds her work at the Midtown YWCA truly fulfilling.

I thought my goals were out of reach, but Lori made me stick to them because that's really what I wanted to do. She believed in me."

After the long Minnesota winter, LeeAnne is happy to be able to take her son and niece whom she helps care for to local parks for outdoor fun as well as special places like Minnehaha Falls and the Minnesota Children's Museum in downtown St. Paul.

"I want people to know that it's never too late to start over with your life," said LeeAnne. "And the great state of Minnesota, with all its good people and supports, is the best place to start over in. You just need to surrender."

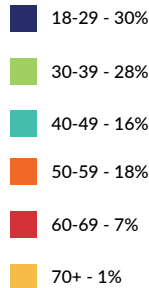
2017 ANNUAL REPORT

2,736

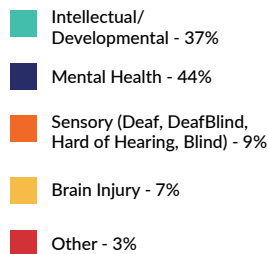
PEOPLE SERVED BY RISE IN 2017



AGE RANGE



DISABILITY TYPE



SERVICE LINE



EMPLOYMENT

The information below reflects the employment outcomes for people served in our Day Training and Habilitation (DTH), Vocational Rehabilitation/ Supported Employment (VRSE), and Welfare-to-Work (W2W) service lines.

825

NEW COMPETITIVE JOBS IN 2017

352

VRSE JOB PLACEMENTS

430

W2W JOB PLACEMENTS

43

DAY TRAINING & HABILITATION JOB PLACEMENTS

74 service access improvements were implemented in 2017, including new activity offerings, waiting list reductions and new community partnerships.

74

44 people transitioned from center-based or community (contracted) employment to competitive placements in 2017.

44

SATISFACTION

The information below is reflective of survey responses from 456 people served, 352 stakeholders and 15 business partners.

96% positive response for people served

97% positive response for stakeholders

100% positive response for business partners

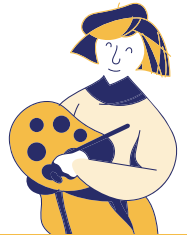
“ Rise has helped me in so many ways with different resources. I am now where I want to be in life because of all their hard work and dedication. ”

- From a person served

ENRICHMENT

In 2017, the people we serve had better access than ever to enrichment activities, programs and experiences.

268 PEOPLE PARTICIPATED IN ART SPEAKS



A 31% increase from 2016

29 NEW COMMUNITY RESOURCES WERE ACCESSED



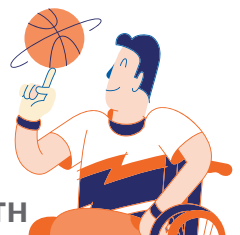
Including new volunteer experiences, community-ed classes and more

2 NEW COMMUNITY-BASED ADULT DAY PROGRAM SITES WERE OPENED



Fridley Community Center and Maplewood Community Center/YMCA

67 PEOPLE SERVED PARTICIPATED IN 2+ COMMUNITY-BASED ACTIVITIES PER MONTH



A 46% increase from 2016

STRATEGIC LEADERSHIP TEAM

LYNN NOREN

President and Chief Executive Officer

TIM DICKIE

Chief Program Officer

TOM HAGLUND

Chief Financial Officer

ERIN BRAATEN

Vice President of Human Resources

NOEL MCCORMICK

Vice President of Advancement

JUDY ANDERSEN

Director of Adult Day Programs

JODI BLUME

Director of Community Integration
& Life Enrichment Programs

JENNIFER GAJEWSKI

Director of Quality Assurance

MIKE HARPER

Director of Programs & Services – Central Minnesota

KEITH HOVLAND

Director of CBTE & Supported Employment Teams

DAN MEYERS

Director of Vocational Evaluation & Transition Services

RYAN NELSON

Director of Transportation

ROBERT REEDY

Director of Vocational Services – Metro Area

JAMIE SMITH

Director of Information Technology

MICHELE WARREN

Director of Industrial Services

NATALIE ZACHARIAS

Director of DTH and Supported Employment Services

2018 RISE BOARD OF DIRECTORS

CHAIR: Thomas Kettleson, Plymouth

VICE CHAIR: Kathy Klang, Minneapolis

TREASURER: Andrea Murphy, Champlin

SECRETARY: Sherry Robinson, Andover

Mark Bergmann, Minneapolis

Patrick Deeg, Deephaven

Blake Elliott, Minneapolis

Jon Grunewald, Elk River

Lauri Hopkins, Lino Lakes

Sheila Minske, Minneapolis

Rachel Smith, Champlin

Manfred Tatzmann, Brooklyn Center

Jack Grunewald, Emeritus Director, Naples, Fla.

Larry Pietrzak, Emeritus Director, Brooklyn Park

INCOME STATEMENT

INCOME

PROGRAM SERVICE FEES	\$13,473,000
PRODUCTION AND LABOR SALES TO PUBLIC	\$6,783,398
GRANTS AND SPECIAL PROJECTS	\$3,078,000
TRANSPORTATION	\$2,493,000
DONATIONS / SPECIAL EVENTS / UNITED WAY.....	\$304,000
OTHER	\$846,602
TOTAL INCOME	\$26,978,000

EXPENSES

DAY TRAINING & HABILITATION PROGRAMS.....	\$10,563,000
VOCATIONAL REHABILITATION AND SUPPORTED EMPLOYMENT PROGRAMS	\$4,366,000
PRODUCTION	\$3,789,000
MANAGEMENT AND GENERAL.....	\$2,733,000
TRANSPORTATION	\$2,566,000
ADULT DAY PROGRAMS.....	\$921,000
WELFARE TO WORK PROGRAMS.....	\$592,000
HOUSING AND INDEPENDENT LIVING PROGRAMS	\$338,000
FUNDRAISING	\$234,000
TOTAL	\$26,102,000

BALANCE SHEET

ASSETS

CURRENT ASSETS.....	\$12,356,000
LAND, BUILDINGS AND EQUIPMENT	\$14,955,000
LESS DEPRECIATION	\$8,455,000
NET LAND, BUILDINGS AND EQUIPMENT.....	\$6,500,000
OTHER ASSETS.....	\$583,000
TOTAL ASSETS.....	\$19,439,000

LIABILITIES

CURRENT LIABILITIES	\$2,354,000
LONG-TERM DEBT	\$0
OTHER LIABILITIES	\$258,000
TOTAL LIABILITIES.....	\$2,612,000

NET ASSETS

NET ASSETS, UNRESTRICTED	\$16,494,000
NET ASSETS, TEMPORARILY RESTRICTED	\$206,000
NET ASSETS, PERMANENTLY RESTRICTED	\$127,000
TOTAL NET ASSETS.....	\$16,827,000





Nikki discovers better process for assembling Pentair parts

AS ONE OF THE hard-working team members at Pentair's production facility in New Brighton, Nikki gives it her best efforts every day to meet production and quality requirements.

But when assembling nozzles used in tractors proved to be an uncomfortable and sometimes



painful process, Nikki figured out a different way to get the job done other than what was designated in Pentair's *Standard Work Operations* manual.

"When I put the clamp pieces together, it pinched my fingers and my hands and arms would get really tired," said Nikki. "I thought – How can I make this work for me? I have to come up with a new way."

And she did! Nikki demonstrated her new process to Rise's Direct Support Professional Tammy Fuhol who had her show Pentair Line Leader Molly Anderson. Other Pentair production supervisors were called over to see what Nikki had come up with. They were all surprised and amazed.

A new two-page *Work Instruction* sheet was made and officially

changed in the operations manual.

"I'm so proud of Nikki for her innovative technique – she did a wonderful job," said Molly. "We are always trying to improve our methods and were excited because her new process hits three key points: it takes less time to assemble, it's ergonomically better for the assembler, and it eliminates the pinch point."

Tammy's team of four workers went from assembling 750 units to more than 1,000 each day.

For her endeavors, Nikki received an "Innovation and Adaptability Win Right" card that was posted on a bulletin board for all to read plus a Target gift card.

Proud as can be, Nikki plans on framing both the citation and the gift card to hang at home.

Jaime Richards advocates for herself at work and at home

By Samantha Schoen,
Rise's Development Manager

JAIME RICHARDS HAS always seemed to know just what she wanted and then advocated for herself to reach her goals.

Jaime first started working in Rise's Day Training and Habilitation Sensory Support program in 2014, and very soon afterward, began defining her career path.

Following her interest in computers, Jaime started practicing typing at home. She further honed her clerical skills by working as a data entry clerk in Rise's Data Ability program. She found that she thrived in this kind of work and just like that, Jaime had her eye on the next prize. She was ready for a competitive job in her community.

Jaime began working with



Placement Specialist Sara Gustafson, and together, this pair of advocates went into high gear to find the perfect workplace for Jaime.

Today Jaime enjoys working at Premium Waters in Minneapolis. Given her solid work ethic and acquired skills, it took Jaime just two

quick weeks to learn her job duties of scanning and data entry. She enjoys her own work space and has won over the confidence of her supervisor, Carrie Lawell, as well as the liking of her co-workers.

"Based on her work ethic, Jaime is never going to lose her job at Premium Waters and can work here as long as she wants to," Lawell said. "She is excellent at her job and fun to work with."

Filled with confidence and happiness from mastering her new job, Jaime fulfilled another dream of hers of living in her own place. In June 2017, Jaime moved into a group home where she lives with three roommates. In her free time, she enjoys dining out, going to movies, and shopping.

Melinda Dannley retires from 40-year career

CULMINATING 40-PLUS years of working with people who have disabilities, Melinda Dannley retires from Rise on June 1, as the director of Rise's Community Integration and Life Enrichment programs.

"I've had a wonderful career," Melinda said. "I have enjoyed building relationships with the people we serve, their families and supporters, as well as my Rise co-workers over the years. I am proud of the programs we provide and have come to truly love the people we serve."

Originally from Cleveland, Ohio, Melinda graduated from St. Olaf College in Northfield with a degree in sociology and religion. Even as a child, Melinda has always wanted to work with people who faced challenges and difficulties.

She started her career by working for 20 years in a large intermediate care facility. She came to Rise in July 2000 to head Creative Partnerships South, a day training and habilitation program for people with intellectual and physical



disabilities and related conditions.

"Melinda is considered to be, not only a caring professional, but someone who is eager to mentor others and assist people in developing their skills and careers," said Rise's Chief Program Officer Tim Dickie. "People are naturally comfortable with her. Team members seem to thrive in the close-knit and fun working environment Melinda has helped create at Rise's Bloomington site."

"Working here at Rise is more than earning a paycheck," Melinda noted. "I have always wanted people to feel that they are coming here to work hard, but at the same

time, that we are all connected in a real way. I want people to feel good about their efforts and foster meaningful relationships with the people we serve and their Rise co-workers."

Melinda says that although it will be tough to walk out the door on June 1, she knows she will keep in touch and come back to visit.

"I will really miss everyone, but I am confident these programs are in capable hands."

Melinda looks forward to having more time for her stitchery projects, reading, gardening, cooking, and health and recreational activities. She and her husband Bob are also excited for more traveling adventures.

"All of us at Rise send our sincere best wishes to Melinda in her retirement," said President Lynn Noren. "We extend to her our heartfelt thanks for the many important contributions she has made to Rise and the people we serve over the past 18 years. Her good work will be reflected for many, many years to come."



Join us for
Celebrate Summer!
 Sunday, August 5, 3 - 6 p.m. at
 Aquatore Park, 9191 Lincoln St. NE, Blaine
Free BBQ * Music * FUN!!



Champions of the Month--

Meet some of Rise's finest professional team members

EACH MONTH, RISE team members submit co-workers to be recognized as a *Champion of the Month*. From this group (January through August 2018 honorees), one person will be selected as the *2018 Champion of the Mission* at Rise's upcoming *Celebrate Rise Fundraising Gala* on October 22.

Meet those who have been honored so far this year, January through April.

Administrative Specialist Vince Mans was recognized in January by his fellow Rise Central team members for his thoroughness and great attitude. Vince, who has worked at Rise in various positions for 19 years, says, "The work Rise does has meaning and purpose – it truly has a positive effect on the lives of the people we serve."

Sarah Gustafson started at Rise in December 2016 as an employment consultant. She was recognized in February by her peers for her unfailing optimism and being creative, encouraging, smart, and caring.

"The best part of my job is assisting people in pursuing their goal of community employment and supporting them when they find a job. The journey of getting to know each person and seeing all the possibilities for them is awesome. Being the beneficiary of their patience and witnessing their dedication to their goals is inspiring."

IT Application Administrator Kevin Gagner was selected as March's *Champion of the Month*. His nominators noted that Kevin is a problem-solver who responds

to his co-workers' concerns and needs with professional patience, expertise, and timeliness.

Kevin says that he likes being a part of Rise's many departments and helping solve different and complex problems to, ideally, make people's jobs easier.

"Rise has a great mix of opportunities and diversity in programming. I also appreciate the thoughtfulness that goes into decision-making."

Juleen Lee, DSP at CIP-Coon Rapids, was selected as April's *Champion of the Month*. Juleen covers for team members who work at nVent (formerly Pentair). Her team members note that she "knows how to manage all of our responsibilities. Juleen always has a smile on her face and gets along with everyone.

"Juleen comes to work with a positive attitude and does whatever she can to promote a positive work environment. She is super flexible in her job when asked to change plans at the last minute.

"The people Juleen supports look forward to working with her and always ask when Juleen will be out there next to sub. Business partners have commented that they really like having Juleen come to their sites and know that she will meet their expectations of quality."

Rise is proud of the fine men and women who work throughout the many programs and services we offer. We could not carry out our important mission without them.

Congratulations to these Rise champions!



Vince
Mans,
January

Sarah
Gustafson,
February



Kevin
Gagner,
March



Juleen
Lee,
April



New Rise Board members bring expertise, enthusiasm

RISE IS PLEASED to welcome three new community volunteers to its Board of Directors to serve three-year terms.

Patrick (Pat) Deeg of Deephaven said he was interested in serving Rise “because of the wide range of services and programs it offers people with disabilities or other life challenges. With such a broad outreach, Rise is able to serve and enrich the lives of a large and diverse demographic of people. It is exciting to be part of something so impactful with such altruistic objectives. Over the years, I have seen the direct success an organization like Rise has had on a close family friend with a developmental disability.”

Pat is a principal at Marks Group Wealth Management in Minnetonka. The firm is a boutique portfolio management group that manages money for families, corporations and private foundations. With his financial background, Pat plans to serve on the Board’s Finance Committee.

Also new to the Rise board is Lauri Hopkins, vice president of Hays Companies, a nationwide corporation offering risk management, insurance, and employee benefits advisors. Lauri, who lives in Lino Lakes, has been a long-time supporter of Rise and says she is grateful to now be part of the Board.

“I have had the pleasure of being a business partner of Rise’s for the last eight years representing Rise’s employee benefits programs,” Lauri noted. “I feel that



From left are new Rise Board members Lauri Hopkins, Pat Deeg, and Kristin Hangebrauck.

my experiences and professional network will be beneficial as a board member. More importantly, I have been continually impressed with the unwavering commitment that the Rise team has on improving the quality of life for the people they serve, and I wanted the privilege to be part of that.”

In addition, the Rise Board of Directors welcomes Kristin Hangebrauck, director of Product Management for Target Digital, who lives in St. Louis Park.

Kristin says, “As I’ve learned more about how Rise assists the people it serves, I’ve been drawn to its mission of opening doors and providing opportunities for growth and empowerment. Finding joy and purpose in life often comes from serving others in your work, and I love that Rise makes that possible for the people it serves and for the people who work at Rise.

“As a company, Target is very supportive and encouraging of its team members volunteering,” Kristin added. “Over the past couple of years, I’ve had the opportunity through Target volunteer programs to consult with several local nonprofits on business problems they are facing. I was looking for an organization to which I could bring those same consulting skills and experiences, but contribute in an ongoing way -- really investing in the organization and people it serves. I’ve been incredibly impressed by the passion, care, and talent of the Rise leadership team and Board members. I know I will learn and grow a lot by working with this team. I hope to be able to contribute at the same level to Rise’s continued success.”

The Rise Board and leadership teams look forward to working with Pat, Lauri, and Kristin and appreciate their willingness to serve. Welcome!

2018 Rise'ing Star Nomination Form



*We delight in the beauty
of the butterfly, but rarely
admit the changes it has gone
through to achieve that beauty.
~ Maya Angelou*

Tell us about someone receiving services from Rise who has overcome obstacles and challenges and is working to achieve his/her own goals and live a self-determined life.

Please give specific examples as to how this person has achieved his/her personal measure of success.

I nominate _____ because:
(Name)

Your name: _____ Phone: _____
Email address: _____

Mail to Samantha Schoen at Rise, 8406 Sunset Road, Spring Lake Park MN 55432
Use additional page or back side if necessary. Also accepting email submissions; send to sschoen@rise.org. Online submission form: www.rise.org/specialevents. **Deadline: June 13, 2018**



Administrative Offices | 8406 Sunset Road NE | Spring Lake Park, MN 55432-1387

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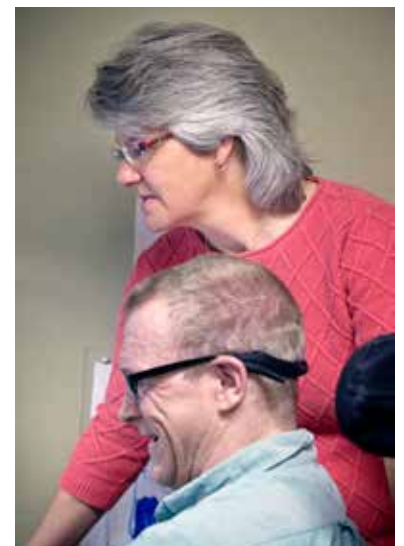
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2017 Rise Annual Report inside

Interested in an exciting career? Join the Rise team! Find out more at rise.org/jobs

Meet just a few of our 300+ professional, dedicated, talented Rise team members ~

Top row: **1.** Direct Support Professional Brandon Klug with Rise's Vocational Training Services **2.** Maintenance team members Brian Rankin, Gary Anstett, and John Brady **3.** Direct Support Professional Katie Whiteford with Rise's Data Ability program **Second row:** **4.** Van Driver Marc Lee **5.** Direct Support Professional Katarzyna Tomczyk at CIP-Anoka



~ Photos by Tilt Photography, Minneapolis

Rise is all about people and potential. We want exceptional professionals on our team who will help make a difference in people's lives!

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