



Lifeworks
LifePursuits

Spring 2019



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YOU'RE INVITED
Annual Celebration

THURSDAY, APRIL 25, 2019

THE DEPOT
 225 Third Ave South
 Minneapolis, Minnesota 55401

5:00 P.M.
 Reception & Silent Auction

6:00 P.M.
 Dinner, Awards, Giving Opportunity & Live Auction

Table (for ten): \$750
 Individual Seat: \$75

To learn more and register visit:
LifeworksCelebration.org

All proceeds of the evening directly benefit programs at Lifeworks



Thank you to our Key Sponsors



Sponsors as of 03/21/2019

Lifeworks is pleased to present the 2019 Annual Award honorees!

Each year at the Lifeworks Annual Celebration, we present the Annual Awards that celebrate the accomplishments and contributions of the people we serve and the businesses who help make our services possible.

Personal Achievement: DONNA BUZAY

Nominated by:
Cary Dorn



FOR MORE THAN A DECADE, Donna has been part of the team at the St. Paul Police Department.

Day in and day out, she takes pride in creating a welcoming space for her coworkers by ensuring that the building is regularly maintained and cleaned.

Donna is known for her can-do attitude and flawless work. Over the years, Donna's knowledge of the role and caring nature have led her to train new employees how to efficiently complete tasks.

Employer of the Year: TRAVELERS

Nominated by:
Susan Winterfeld
Thompson

AS AN EMPLOYER PARTNER with Lifeworks since 1997, Travelers

understands the importance of developing internal systems that increase access, enhance the company's culture, and improve employee retention.

Over the past two years, Travelers' corporate headquarters took charge in developing an inclusive model that has been successfully rolled out at the St. Paul location through an innovative partnership with Lifeworks and the Minnesota State Vocational Rehabilitation Department.

This collaboration enabled Travelers to source diverse talent and expand their pool of qualified applicants. Today, more than ten individuals that completed the internship work in Travelers' Business Resource Center, processing thousands of legal documents so that attorneys can quickly and easily access them.

The opportunities for the people we serve at Travelers have been life-changing. Every employee receives full benefits, starts with a competitive wage, and has the chance to further grow their careers within the corporation.



**Interested in
sponsoring the
Lifeworks Annual
Celebration?**

**Call us at
651-454-2732
or email at
mktg@lifeworks.org**

Personal Achievement:
KARI HILL

*Nominated by:
Beth Coppock,
Jodi Cruz Utech,
Lori Schubert,
Joan Swan, and
Lisa West*



**KARI'S STRONG
WORK ETHIC** and

kind demeanor have made her a valued part of the Securian Financial Group team. At Securian, Kari's tasks take her throughout the entire corporate headquarters where she is known for being an upbeat, friendly presence.

Kari is also incredibly dedicated to her work and the people she helps. Five days a week for more than twenty years, Kari has spent an hour each way on the bus and then works a full day. Her coworkers will tell you that she is reliable and dependable. When special projects come up, Kari regularly takes them on and consistently performs.

As a full-time employee at Securian, Kari has been able to move from her family home to an apartment on her own while forming lasting friendships.

Personal Achievement:
TEAL PAAPE

*Nominated by:
Cary Dorn*



**TEAL HAS
ALWAYS WANTED
TO WORK** in

the restaurant business. With her sights on this goal, she invested time in community-based employment exploration and development at Lifeworks.

Her determination and hard work led her to tour workplaces, shadow jobs, undergo assessments, build skillsets, and interview with area businesses, completing nearly 40 different employment activities.

Teal's efforts resulted in her being hired at Panera Bread where she has worked for the past two and a half years.

As a self-advocate with a passion for anti-bullying, Teal has been a strong and inspiring voice in the community for the people we serve.



Ajani Lewis-McGhee accepts his Personal Achievement Award at the 2018 Lifeworks Annual Celebration.

Thank you to the Lifeworks Annual Awards Selection Committee!

An independent committee is formed to select the winners of the Lifeworks Annual Awards. Lifeworks is grateful to this year's committee for their help:

**Advocate of the Year:
LORI KOUTSKY**

*Nominated by:
Barbara
Baumann and
Kristi Fox*



**LORI HAS BEEN
AN EFFECTIVE
ADVOCATE**

for all aspects of the Lifeworks and Securian Financial relationship since its inception. She had the foresight to recognize that employing Lifeworks Associates was mutually beneficial as it would not only help the people we serve find fulfilling careers, but also provide Securian with another source of dedicated employees.

Her take-charge presence coupled with her infectious, anything-is-possible attitude have led to several accomplishments.

Over the past twenty-five years, Lori has been responsible for Securian hiring multiple long-term employees, Securian representation on the Lifeworks Board of Directors for more than 15 years, financial support through the Securian Foundation, and cutting-edge programs.

As Lori retires this year, her steadfast advocacy for the people we serve are a significant highlight of her legacy.

**Staff Excellence:
SANDY SANDERS**

*Nominated by:
Ashley Becker,
Anne Graumann,
Debra Harris,
Jodi Iverson,
Cirsten Meyen,
Debra Nawrocki,
Joey Oehmke,
Janet Palek,
Raquel Sidie-Wagner, Barbara Teed,
Tracy VanHandel, and Samantha Zylinderberg*



FOR THE PAST EIGHTEEN YEARS, Lifeworks has been fortunate to have Sandy as part of our team. As a talented, tireless, and devoted artist, Sandy has created an incredibly innovative and meaningful art program that fosters community and helps the people we serve explore their gifts.

In her classroom, Sandy focuses on individual strengths and in the process creates amazing artwork that brings joy, giving people the chance to discover and perfect talents they may not have realized they had.

She is known for being an excellent mentor and for going above and beyond for everyone. From turning a sensory garden into a winter wonderland to entering artists' work in to the Dakota County Fair, Sandy consistently puts the needs of others above her own so that they may shine.

Deb Ho-Beckstrom - Owner at Community Association Group

Kelly Elkin - Senior Vice President and Manager of Nonprofit Banking and Community Development at Old National Bank

Judy Lysne - Former President and CEO at Lifeworks

Ryan Miest - Shareholder at Fredrickson & Byron

Nino Pedrelli - Principal at State Street Realty Advisors

Miranda Noll - Executive Director at Dakota Child and Family Clinic

Mary Schaffer - Senior Business Process Consultant at United Health Group

Sonja Simonsen - Senior Vice President of Nonprofit Banking at Minnesota Bank and Trust

Josi Wert - Retail Buyer at Maha Boutique and Volunteer at Lifeworks

Scott Whitman - Vice President of Talent Acquisition at Ameriprise Financial

Help Lifeworks Fill the Funding Gap

Government funding does not cover the cost for Lifeworks to provide high-quality, innovative services. This year, we are seeking an additional \$725,000 to fill the funding gap.

With your support, we can provide life-changing services. Your help will ensure that offerings such as music therapy, technology classes, and community-based skill-building sessions continue to be available for the people we serve.

We believe that every individual deserves to use their talents and skills to make a positive impact on their community and with your investment, we can help them do just that.

If you would like to learn more about our funding gaps and needs, please contact Jeff Brown or Emma Rohrer: 651-365-3751.

Please consider making your gift, today. Donations can be made by visiting:
www.lifeworks.org/donate



Lifeworks Welcomes New Board Members: Ajani Lewis-McGhee and Patricia Riley

Lifeworks is excited to announce that Ajani (AJ) Lewis-McGhee and Patricia (Patsy) Riley have been appointed to our Board of Directors.



AJ serves as a member of the Eagle's Cabinet at Allianz Life Insurance of North America, an employee-forward advisory council to the company's leadership where he works as Corporate Services Associate. As a strong voice for

his peers, AJ also volunteers with the Disability Hub MN's Insight Panel and is a member of the Athlete Input Council of Minnesota Special Olympics. He received the 2018 Allianz True Spirit Award and the 2018 Lifeworks Personal Achievement Award.



Patsy is currently serving as the Interim President and Chief Executive Officer for the Minnesota Council of Health Plans. Her past leadership

experience includes roles at Blue Cross Blue Shield of Minnesota, Stratis Health, Allina Health, UnitedHealthcare, and Aetna. Patsy also previously served as a board member at the American Heart Association Greater Midwest Affiliates, Children's Theatre Company, and Perspectives. She was named one of the Top 50 Women Business Leaders in 2016 and was the Inaugural Recipient of the Blue Cross Patsy Riley Health Equity Award at Blue Shield of Minnesota in 2017. Patsy also received the Pinnacle Award from the Women's Health Leadership Trust in 2018, recognizing her lifetime achievements and contributions to the health care sector in Minnesota.

"We are excited about AJ and Patsy joining the Board, and are thankful that they chose to bring their wealth of knowledge and experience to Lifeworks," said Jeffrey Brown, President and CEO.

View Lifeworks Board of Directors by visiting:
lifeworks.org/board-of-directors

Lifeworks at the State Capitol

On Tuesday, February 19 self-advocates, their families, and members of Lifeworks teamed up with allies to participate in the 2019 Disability Day at the Minnesota State Capitol.

This day of advocacy provides a chance for our voices to be heard. To support policy and funding that promotes independence, participants met with elected officials, shared information at tabling sessions, and rallied for inclusion.

Are you interested in helping us advocate?
Join us every Tuesday during the legislative session to learn more and to voice your support.



Lifeworks Impact By the Numbers

2018

133

New job placements

88

New employer partners

\$1,149,591

Total amount raised



68

Number of Lifeworks volunteers

3,301

Hours donated by Lifeworks volunteers

\$11.23

The average wage of Lifeworks associates directly hired by businesses

70

Individuals who participated in Lifeworks bands and choirs

Discovery Process Provides Career Insight for Tarvae

After graduating from school, Tarvae Banks wanted to find a career path that aligned with his interests and skills.

To help him take the next step, Tarvae's Vocational Rehabilitation program referred him to Lifeworks – a good fit for him as our employment services use a community-based approach to develop a customized career plan.

Iqra Rabbani, one of our experienced Career Placement Counselors, connected with Tarvae to dig deeper into his passions and skills.

She recalls, “During this process of discovery, I spent a lot of time with Tarvae to get to know him better. He is very social and talented.”

Their time together included in-home visits, community outings with friends, discussions with his former employer, and more.

During the first home visit, Tarvae introduced Iqra to his cat and gave her a tour of his room, which included a large collection of movies, books, and video games. While there, he put his favorite racing game into the console and let Iqra have a turn driving.

For their next outing, they went to a coffee shop where Tarvae taught her how to play chess. She also toured his old school and met his teachers and some of his friends. They visited the library together where Tarvae showed her his computer skills and went to a local art exhibit. The information that Iqra gathered ranged from the

strategic thinking skills Tarvae displayed during games to his strong sense of responsibility when caring for his pet.

Through this process, Tarvae revealed his strengths and opportunities for growth while honing in on vocational themes that fit his daily life and objectives. This feedback helped Iqra set up job tours at businesses that best reflected his background and goals.

One of the businesses was Level Up Games in South St. Paul. During his tour of the store, Tarvae's friendliness led him to quickly connect with the manager. He learned about the store's work environment and day-to-day operations, giving him a true glimpse into what it would be like to work there.



“After Tarvae finishes the Discovery Process, he will have a report to guide him toward finding a job that is personally meaningful in an area that he has shown strength and success.”

- Iqra Rabbani, Career Placement Counselor



Another place they visited was Goodwill. To get a feel for the different job roles in real time, Tarvae was given the chance to volunteer for a few hours a week. Iqra reflected, “I was fortunate enough to work with him through seven stages of development from initial home visits to creating an individualized career plan.”

This comprehensive journey resulted in Iqra and Tarvae developing a custom plan to help guide his career path.

To learn more about Lifeworks employment services, visit: lifeworks.org/employment or call: 651-454-2732

Fiscal Support Team Offers Expert-Led Sessions for DHS Changes

This past October, the Minnesota Department of Human Services (DHS) announced its intent to move from a Fiscal Support Entity (FSE) to a Financial Management Services (FMS) provider affecting individuals who use Consumer Directed Community Support (CDCS) and the Consumer Support Grant (CSG). DHS set a deadline of March 31, 2019 to complete this transition.

To help families confidently navigate this change, Lifeworks offered expert-led, individual meetings in-person and over the phone as well as Summits to share details of the transition and complete all of the necessary paperwork. Essentially, these sessions served as a one-stop shop for setting people up with the new model of FMS.

Since this past November, Lifeworks has held more than 80 Summits, connecting with more than 450 people. To make it convenient for the individuals we serve, early morning, late evening, and Saturday sessions have been available. The Summits have also offered interpreter services for Spanish, Hmong, Somali, and Vietnamese speakers. Currently, more than 75% of the people affected by this change have successfully transitioned to the Payroll Model.

The deadline to make this change was March 31, 2019.

If you are receiving services through CDCS or CSG and have not yet completed the transition requirements, please contact us immediately at 651-454-2732.

Upstream Arts visited Lifeworks Apple Valley where they began a new program focusing on individual choice.





“I was really proud to be hired. Everybody that I know came in and congratulated me. It’s just been a really nice experience.”

Celebrating the Next Step: Alyssa Becomes an Employee at Renewal by Andersen

Alyssa Peterson joined the Renewal by Andersen team as a Lifeworks Associate more than seven years ago. Over time, she has developed skills, refined processes, and built strong friendships with her coworkers.

As an Administrative Assistant in the Human Resources Department, Alyssa ensures that the office runs smoothly. She has been instrumental in onboarding new employees, managing communication boards, and ordering office supplies, just to name a few – all while being mindful of sensitive, confidential personal and company data.

Chuck Elliott, Alyssa’s job coach, notes: “Alyssa is a great team member; she gets along with everyone. If people have questions they come to her and if Alyssa has questions she goes to them. She directs her own job duties and makes sure that her team gets what they need to done.”

Alyssa’s diligence, flexibility, and growth led Renewal to recently hire her as an employee, making her eligible for benefits, paid time off, pay increases, and profit sharing.

Renewal held a celebration to commemorate the occasion. Alyssa explained what this accomplishment has meant to her: “I was really proud to be

hired. Everybody that I know came in and congratulated me. It’s just been a really nice experience.”

Laurie Maul, Executive Administrative Assistant, provides insight into the partnership between Lifeworks and Renewal: “We are a growing manufacturing company because we put people first. Our partnership with Lifeworks is just so seamless. It’s always worked really well. There is no reason why a company would not want to do this.”

Julie, Alyssa’s mother, shared how this experience has impacted her daughter: “Alyssa has grown and matured so much. She is independent, is very responsible

and has a superb work ethic. She handles everything that she has to do with her job on her own.”

Lifeworks strives to connect the people we serve with meaningful careers and after being hired on by a company, should they benefit from additional support, we are still available to help.

Interested in becoming an employer partner? Lifeworks has relationships with over 250 area businesses.

To learn more, visit: lifeworks.org/employer-partnerships or call: 651-454-2732.

Music Therapy: Facilitating Innovative Techniques and Achieving Results

USING PROVEN AND CUTTING-EDGE TECHNIQUES, Lifeworks board-certified, music therapists can help increase a person’s abilities, health, and wellness while working to help address brain injuries, sensory processing, anxiety, autism, and much more.

Laura Steines, a Neurologic Music Therapist at Lifeworks, explains her approach to helping the individuals we serve, “I like to look at the whole person and focus on what we can work on that will make their lives better.”

Through music individuals are able to access and connect parts of their brain that may have otherwise been overlooked. Laura notes, “It’s really an awesome experience to watch the growth that can happen in music therapy. I have helped people who were at first very shy and struggled with verbalizing. Then, through our work together, they end up singing a solo at a concert and just crush the song – it’s really fun to see.”

Music therapists at Lifeworks stay up-to-date on the latest techniques and conduct sessions in multi-sensory environments, which enable them to work with many forms of sensory processing. Components used in Lifeworks therapy vary based on the individual and can include singing songs, playing instruments, songwriting, and listening to music, among others.

From adaptive choirs and rock bands to in-depth, one-on-one sessions, Lifeworks offers a wide range of music therapy options. Each person’s experience is customized to meet their interests, skills, and goals.

Wondering if Lifeworks Music Therapy can help you? Schedule your complimentary assessment, today!

To learn more, contact: 651-454-2732



Lifeworks

Lifeworks Services
2965 Lone Oak Drive, Suite 160
Eagan, MN 55121

lifeworks.org
651-454-2732

Lifeworks is a nonprofit founded in 1965 by parents of children with disabilities. Through Fiscal Support, Employment, and Day Services - as well as through partnerships with 300 businesses - Lifeworks provides support to more than 2,700 individuals with disabilities and their families throughout the Twin Cities and greater Mankato area.

We're Hiring! Help make a powerful difference in people's lives.

Join our direct support professionals team.
Visit lifeworks.org/careers for more
information and to see our career openings.

