



Lifeworks

A nonprofit serving
people with disabilities

2016
ANNUAL
REPORT

DEAR FRIENDS,

2016 was a year of progress, evolution, and growth for Lifeworks as we launched our community-based small group career development program, continued to expand fiscal support to families, and helped dozens of individuals with disabilities participate in the community through music, art, and other day services.

We are incredibly grateful to the foundations, corporations, and individuals who have provided generous financial support for these programs. Innovation and growth would not be possible without you!

Your donations allowed us to help empower people like Maggie through fiscal support, assist transition students like Glindys with their job search, support self-advocates to rally at the Capitol, and partner with companies like Lunds & Byerlys to help provide real jobs for people with disabilities.

2016 was also the beginning of a significant and exciting transition for Lifeworks: after 43 years with the organization, President and CEO Judy M. Lysne retired at the end of the year. From cultural exchanges with Denmark that led to musical performance groups like Rock of Ages to Lifeworks pioneering supported employment for people with disabilities in the 1980s, Judy's legacy lives on through the success of the thousands of people with disabilities served by Lifeworks each year.

Thanks to a strong and dedicated Executive Leadership Team and Board of Directors, and outstanding support from our community, Lifeworks will fulfill its mission of serving our community and people with disabilities as we live and work together as an industry leader in 2017 and beyond.

With sincere appreciation,



Judy Lysne

Judy M. Lysne, MBA
President and CEO



[Signature]

John E.Q. Orner
Chair, Lifeworks Board of Directors



STUDENT, MENTOR, VOLUNTEER, EMPLOYEE, MODEL: THE MANY ACCOMPLISHMENTS OF MAGGIE ERICKSON

Maggie Erickson does it all. She is a student enrolled in the Bethel University Inclusive Learning and Development program, a Miss Amazing Minnesota queen, a board member for the Down Syndrome Association of Minnesota, and a participant on the Self-Advocacy Committee of The Arc Greater Twin Cities.

In her spare time, Maggie mentors first-year students, volunteers at the St. Paul Jewish Community Center, and serves as a ticket scanner at Target Field.

“One of the things that was vital to us as a family was having a vision,” said Cathy Erickson, Maggie’s mother. “Having a vision of what life for her was going to be like [and] helping her to work toward that vision.”

In 2001, Cathy Erickson turned to Lifeworks for help realizing her vision for Maggie. Through the Lifeworks Fiscal Support program, she was able to hire personal care assistants to help keep up with Maggie’s aspirations and involvement in the community.

“We had an opportunity to meet people, young people with Down syndrome and other disabilities, when she was just a little girl,” Cathy Erickson said. “They were doing things; they were making things happen, so we worked toward increased social skills.”

Part of what has allowed Maggie to be successful over the years is working with the same PCAs, Mara Fornicoia and Krista Johnson, for 14 years. That bond, and her close relationship with her mother, have empowered her to succeed.



**“ONE OF THE THINGS
THAT WAS VITAL TO
US AS A FAMILY WAS
HAVING A VISION.”**

*- Cathy Erickson,
Maggie’s Mother*

“I am proud of being myself,” Maggie Erickson said.

Enrolling in a college program is Maggie’s latest achievement in a long and seemingly ever-growing list.

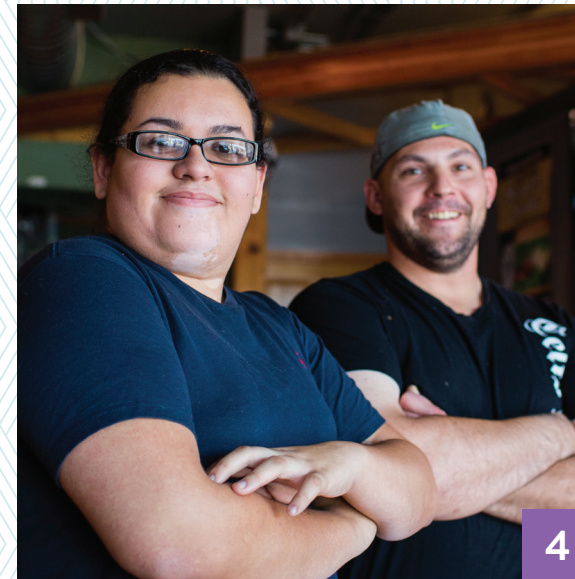
“I am studying business and data entry in computers,” Maggie said. “The BUILD program helps me prepare for work because it helps me to move on with my life and to have a good happy ending.”

And the expectations for Maggie don’t end there. Thanks in part to support from Lifeworks over the years, the possibilities for Maggie are endless.



A SUCCESSFUL TRANSITION:

HOW GLINDYS DONIS-BONILLA JOINED THE TEAM AT CELTS PUB



Like many students with disabilities, Glindys Donis-Bonilla attended a transition program after graduating from high school.

But unlike many before her, she began working with Lifeworks before she had graduated – a process that jumpstarted her search for a job.

From March to August 2016, Donis-Bonilla met periodically with Lifeworks Career Placement Counselor Elaine Hartl to plan for her future. With Hartl's help, she participated in a variety of job tours outside of transition school hours and saw firsthand what it was like to work in environments such as warehouses, offices, labs, and grocery stores, among others.

This partnership between her transition school and Lifeworks was encouraged by Dakota County in an effort to ensure that community-based employment

was the number one option before considering alternatives like sheltered workshops.

After working briefly at Goodwill and Panda Express, neither of which was an ideal fit, Hartl told her about an opportunity to work as a food preparer and dishwasher at Celts Pub.

Just days later, Donis-Bonilla had a successful interview and started her new job at Celts, which is located near the intersection of South Robert Trail and 145th Street West in Rosemount.

As a result, she is flourishing in a role that better aligns with her strengths, interests, and career goals. And it's not just her that's benefiting.

"Glindys is really good at organizing," said Kitchen Manager Carl Troje, who serves as her supervisor. "I'm trying to show that there's a whole other workforce

in this time right now where it's so hard to hire people. There are people that want to work, you just have to find those right types of people and utilize their strengths."

With Donis-Bonilla excelling as a member of the Celts team, Troje is leading the charge to hire more individuals with disabilities.

"I'm trying to prove that there's a workforce here to be had, and you might as well take the opportunity while you can," Troje said.



LIFEWORKS SELF-ADVOCATES: RALLYING AT THE CAPITOL

In Minnesota today, there are more than 8,700 unfilled direct care jobs in disability services. And the workforce shortage is only getting worse. With wages averaging just \$12.32 per hour – and many earning less – finding and retaining staff for demanding, highly-skilled positions is a challenge for providers like Lifeworks across the state.

Because wages for direct care workers are directly tied to state reimbursement rates set by lawmakers, Lifeworks self-advocates are doing their part to make this critical need known at the state Capitol.

Among the regular attendees at the Capitol are the members of the Lifeworks Brooklyn Park self-advocacy group.

“It’s important for people with disabilities to have the care that they need and it’s so important to help these guys advocate for themselves,” said Lifeworks staff member Lori Noland, the group’s leader.

For the past three years, Noland has taught self-advocacy classes in Brooklyn Park and accompanied the group to St. Paul on Tuesdays.

“It’s very empowering to be able to educate them on what their choices are,” Noland said.



Erik Fearing, whose legislators know him by name, received support from Sen. Jim Abeler after his wheelchair was stolen from the hallway of his apartment in Anoka.

“He has a walker that he can use, but it started injuring his knee because he was walking everywhere,” Noland said.

After Erik and Lori sent Sen. Abeler an email explaining the situation, he replied back that same day offering his help.

“It’s forming those relationships and educating the legislators, because they don’t always know,” Noland said. “Maybe they’ve never been to a day program; maybe they don’t know anybody that



has a disability. And if they don’t know, then they don’t know what they’re voting for and against. It’s making these guys real to them.”

While the legislature continues to make funding decisions each session, self-advocates are doing their part to ensure much-needed wage increases come to the people who are there for them every day.

**“IT’S FORMING THOSE
RELATIONSHIPS AND
EDUCATING THE
LEGISLATORS, BECAUSE
THEY DON’T ALWAYS
KNOW.”**
-Lori Noland,
Service Facilitator

LUNDS & BYERLYS: STANDOUT EMPLOYER PARTNER

**“THERE’S A FIT AND
A PLACE FOR EVERY
MEMBER OF OUR TEAM,
NO MATTER WHERE
THEY’VE COME FROM
IN LIFE OR WHAT THEIR
CHALLENGES ARE”**

*-Tres Lund, CEO,
Lunds & Byerlys*

For Lunds & Byerlys, hiring people with disabilities is nothing new.

“I think to our community and our customers, the diversity of our workforce is a statement of who we are,” said Lunds & Byerlys CEO Tres Lund.

In more than 10 stores across the Twin Cities, Lunds & Byerlys employs over a dozen Lifeworks associates – each one directly hired by the company.

One of the most common jobs that people are hired for at the company is the carryout position.

“The most important job in the store, I say, because it’s the last place our customers see them,” said Merrily Smith, General Manager of the Lunds & Byerlys on 50th Street in Edina.

Though plenty of people are hired as carryouts, others are hired to bag groceries or work in the produce area, the bakery, or the café.



“They’ve had a lot of opportunities to progress their careers,” said Lifeworks Director of Employment Services Susan Winterfeld Thompson.

In 2000, Lifeworks Associate Brett Nelson began working at the Lunds & Byerlys on 50th Street in Edina, and he’s been a key contributor ever since.

“Brett has developed a great deal of confidence being in this job,” said Renelle Nelson, Brett’s mother. “He is serious about doing a good job and he loves being the front face of Lunds & Byerlys.”

And it’s not just Brett who has benefited.

“I couldn’t imagine 50th Street without Brett, nor could our customers,” Lund said. “Every day that I have the opportunity to see Brett is a brighter day because Brett has been in it. The smile, the greeting, I’ve never seen him have a bad day. And it’s that exceptional commitment that he brings to our customers and to the staff.”

With an uncommon commitment to equity, inclusion, and collaboration, Lunds & Byerlys is a standout employer partner.

“There’s a fit and a place for every member of our team, no matter where they’ve come from in life or what their challenges are,” Lund said.

EMPLOYER PARTNERS

LIFEWORKS RECOGNIZES AND THANKS THE MANY BUSINESSES IN OUR COMMUNITY WHO PARTNERED WITH US TO PROVIDE EMPLOYMENT OPPORTUNITIES FOR INDIVIDUALS WITH DISABILITIES.

ABM Janitorial - Hamline University
 ABM Janitorial - Minneapolis-St. Paul International Airport
 Air Serv
 Allegis Group Services - Allianz
 Allianz Life Insurance Company of North America
 AM950 - The Progressive
 Voice of Minnesota
 Ameriprise Financial
 Anagram International
 Ann Porter Insurance, Inc.
 Apple Automatic
 Aramark - 3M
 Aramark Janitorial - General Mills
 Arc's Value Village - Richfield
 Arrow Ace Hardware
 Atomic Data
 Austin's Auto Repair Center
 B.Stark & Co.
 Bakers Square
 Banana Republic - Rosedale
 Bayer
 Bergquist Company
 Berkley Risk Administrators Company
 Best Buy - Corporate Headquarters
 Best Buy - Mankato
 Best Western Hotel - Mankato
 BIC Graphic
 Blue Chip 2000
 Blue Cross and Blue Shield of Minnesota
 Boston Market - Roseville

Buffalo Wild Wings - Mankato
 BuyFun
 C & C Special Products
 Capella University
 Capstone Publishing
 CaptionMax, Inc.
 Cargill - Corporate Headquarters
 Cargill - Animal Nutrition
 Caribou Coffee - Minneapolis-St. Paul International Airport
 Carlson Craft
 Carondelet Village
 Celts Pub
 Chartwells - Breck School
 Chartwells - Edina School
 Christopher & Banks Distribution Center
 Chuck Spaeth Ford
 City of Eagan - Parks & Recreation Department
 City of Hastings
 City of Mankato - Parks Department
 City of Minneapolis
 City of Saint Paul - Police Department
 City of Saint Peter
 Coborn's - Hastings
 ConvergeOne
 Costco - Eden Prairie
 Coughlan Companies, Inc.
 Creative Water Solutions
 Cub Foods - Burnsville
 Cub Foods - Cottage Grove
 Cub Foods - Hastings
 Cub Foods - Mankato
 Cub Foods - Minneapolis

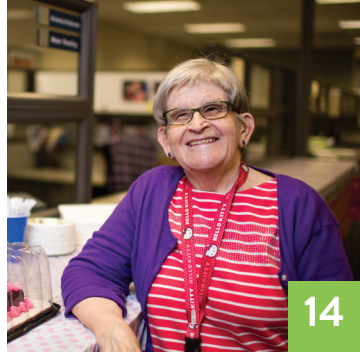
Cub Foods - New Brighton
 Cub Foods - Plymouth
 Culver's - North Mankato
 Custom Safety Solutions
 Cutco Stores
 Dairy Queen - St. Paul
 Dakota County Government Center - Hastings
 Dart Transit Company
 The Demo Group
 DeWitt Mackall Crouse & Moore S.C.
 Dittrich Specialties
 Delaware North - Target Field
 Doherty Staffing Solutions
 Dollar Tree - Rosemount
 Dollar Tree - Woodbury
 Ecolab - Allan L. Schuman Campus
 Ecolab, Inc.
 Ecumen Seasons at Apple Valley
 Eide Bailly LLP
 Exceed Packaging, Inc.
 Express Employment Professionals
 FedEx Ground - Mankato
 FedEx Ground - Mahtomedi
 Festival Foods - Brooklyn Park
 First Transit
 FlexMation, Inc.
 Foley & Mansfield
 Fort Ridgely State Park
 Friends in Need Food Shelf
 G2 Secure Staff
 Gap - Mall of America
 Gap - Ridgedale
 Gap - Southdale Center

General Mills - James Ford Bell Technical Center
 GLS - St. Paul
 Godfather's Pizza - Burnsville
 Goodwill - Brooklyn Park
 Goodwill - Plymouth
 Gopher Resource Corporation
 Gordmans
 Guzman Law Firm, P.A.
 Habilitative Services, Inc.
 Hardee's - Mankato
 Harry Meyerling Center
 Herberger's - Mankato
 Hewitt Lifts & Roll-A-Dock
 HMSHost
 The Home Depot - Maplewood
 The Home Depot - Plymouth
 The Home Depot - St. Louis Park
 HomeGoods
 HP6, LLC
 Hy-Vee - Mankato - Adams Street
 Hy-Vee - Mankato - Riverfront Drive
 Hy-Vee - New Hope
 Hy-Vee - New Ulm
 Hy-Vee - Oakdale
 InboxDollars
 Innovative Office Solutions
 Internet Broadcasting Systems, Inc.
 Jake's Stadium Pizza
 Janistar
 Javens Electric, Inc.
 JCPenney - Mankato
 Jeane Thorne Staffing
 Jerry's Foods - Eden Prairie

JMLM Restaurants, Inc.
 Key Surgical
 Kowalski's - Parkview
 Kowalski's - Woodbury
 Kwik Trip - Lakeville
 Kwik Trip - St. Peter
 Kwik Trip - Mankato
 Kwik Trip - New Ulm
 Life Time Fitness - Champlin
 Life Time Fitness - Plymouth
 Life Time Fitness - Headquarters
 Lifeworks
 Lindquist & Vennum
 Lindsay Window & Door
 Little Caesars - Apple Valley
 Little Green Women
 LongTerm Care Group
 Lowe's - Mankato
 Lunds & Byerlys - Burnsville
 Lunds & Byerlys - Chanhassen
 Lunds & Byerlys - Edina - 50th Street
 Lunds & Byerlys - Edina - France Avenue
 Lunds & Byerlys - Maple Grove
 Lunds & Byerlys - Plymouth
 Lunds & Byerlys - Ridgedale
 Lunds & Byerlys - Wayzata
 Lunds & Byerlys - Woodbury
 Lutheran Social Service of Minnesota
 Mankato City Center Hotel
 Manpower - Mankato
 Mapleton Community Home
 Marshalls - Lakeville
 Masterson Staffing Solutions
 Math Advantage
 Mayo Clinic Health System - Mankato
 McCormick Computer Resale, Inc.
 McDonald's - Apple Valley
 McDonald's - Mankato - Adam's Street
 McDonald's - Mankato - Lind Court
 McDonald's - Maple Grove
 Messerli & Kramer, P.A.
 Metro Endodontics
 Metro Urology
 Metropolitan Supply
 Microtel Inn & Suites by Wyndham Hotels
 Minneapolis Airport Marriott
 Mister HotShine
 Moran Distribution Center

Nalco Company
 Nortech Systems, Inc.
 NuAire
 Oak Terrace Assisted Living
 Océ Business Services, Inc. - Ameriprise Financial Services
 Old Country Buffet - Mankato
 Old Navy - Mall of America
 Olive Garden - Mankato
 OUTFRONT Media
 Panda Express - Mankato
 Panera Bread - Mankato
 Panera Bread - Mall of America
 Papa Murphy's - Mankato
 Paragon Printing & Mailing, Inc.
 Peace Coffee
 Pepsi-Cola of Mankato, Inc.
 Pet Expo
 Petco - Apple Valley
 Pizza Ranch - Le Sueur
 PreferredOne
 Prime Therapeutics - Bloomington
 Prime Therapeutics - Eagan
 Prime Therapeutics - Edina
 PrimeFlight Aviation Services
 Prudential Financial, Inc.
 Ranstad
 Rapid Packaging
 REI - Bloomington
 Renewal by Andersen
 Rother Machine
 The Salvation Army
 Sam's Club - Bloomington
 Savers - Woodbury
 Scantron Corporation
 Schwickert's Tecta America
 Securian Financial Group
 Service Management Group
 Service Master
 Sherry Gray
 Sodexo - Edina Schools
 Sodexo - General Mills Bassett Creek
 Sodexo - Minnesota State University
 Sodexo - Minneapolis-St. Paul International Airport
 Sodexo - Securian
 Sodexo - South View Middle School
 Solos Pizza Cafe - Eagan
 South Central College
 Spoonriver Restaurant
 St. Luke's Episcopal Church

Starkey Hearing Technologies - World Headquarters
 Stratasys
 Subway - Plymouth
 SuperTarget - Plymouth
 Taco John's - Mankato
 Taher Dining - Providence Academy
 Taher Dining - United States Postal Service
 Target Center
 Target - Apple Valley
 Target - Cottage Grove
 Target - Oakdale
 Truck Bodies & Equipment International
 Thomson Reuters
 Tidy Clean
 TJ Maxx & More - Burnsville
 Transit Team, Inc.
 The Travelers Companies
 U.S. Bank
 UCare
 Uponsor
 Valley Staffing - QC Supply
 Valspar Corporation
 Volt Services Group - 3M
 Volt Services Group - Taylor Corporation
 Walgreens - Maple Grove
 Walgreens - Minneapolis
 Walmart - Apple Valley
 Walmart - Bloomington
 Walmart - Burnsville
 Walmart - Cottage Grove
 Walmart - Eagan
 Walmart - Inver Grove Heights
 Walmart - Lakeville
 Walmart - Maple Grove
 Walmart - Shakopee
 Walmart - Woodbury
 The Waters
 Water's Edge
 Wells Fargo - Shareowner Services
 Wells Fargo Securities
 Wendy's Old Fashioned Hamburgers - Mankato
 Whelan Event Services
 Whelan Security
 Wholesale Produce Supply
 WOW! Zone Family Entertainment Center
 Xcel Energy - Maple Grove Materials Complex
 Xigent Solutions LLC
 YMCA Eagan
 YMCA Hastings
 YMCA West St. Paul



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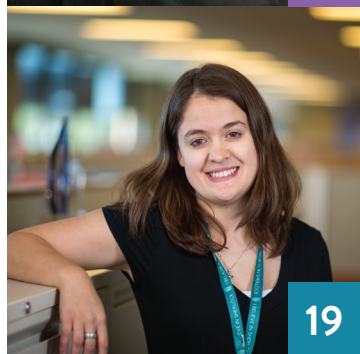
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MILESTONE EMPLOYMENT ANNIVERSARIES

LIFEWORKS EXTENDS ITS GRATITUDE AND APPRECIATION TO THE FOLLOWING EMPLOYERS WHO CELEBRATED MILESTONE ANNIVERSARIES IN 2016.

25 YEARS

Ameriprise Financial - New
Business Operations
Godfather's Pizza - Burnsville
J's Restaurant
Super Target - Plymouth

20 YEARS

City of Hastings
Rapid Packaging
Lunds & Byerlys - Chanhassen

15 YEARS

Cub Foods - Burnsville
Express Employment Professionals
Harry Meyering Center
Herberger's - Mankato
Hy-Vee - Mankato - Riverfront Drive
UCare
Walmart - Apple Valley

10 YEARS

City of Saint Paul - Police Department
Cub Foods - Plymouth
Ecolab
InboxDollars
Innovative Office Solutions
Petco - Apple Valley
Stratasys

5 YEARS

Allegis Group Services - Allianz
Allianz Life Insurance Company of
North America
Aramark Janitorial - General Mills
Best Buy - Mankato
Boston Market - Roseville
Dollar Tree - Woodbury
GLS - St. Paul
Hy-Vee - Mankato - Adams St.
JMLM Restaurants
Lowe's - Mankato
Lutheran Social Service of Minnesota
PrimeFlight Aviation Services
Volt Services Group - Taylor Corporation

BY THE NUMBERS

2016

\$112,147

in grants from the
Minnesota Department
of Transportation
allowed us to
purchase two new
vehicles for our fleet.

\$256,759

collected through
capital campaign and
annual pledges.

121

individuals were
successfully placed in
community jobs.

\$126,339

in sponsorships
allowed us to host
the Lifeworks Annual
Celebration.

31

Lifeworks vehicles
provided

1,500

rides each day, with
support from Metro
Mobility, and traveled a
total of

**322,000
MILES.**

85%

of the people we serve
who have identified
work as a goal are
employed in the
community.

12

new businesses
partnered with
Lifeworks to
employ people with
disabilities.

483

volunteers provided
more than 6,950 hours
of service.

DONOR PROFILE:

BOB AND PAM PLATZ

Today, Bob Platz serves as manager of the Lifeworks transportation department. But when he first heard about the organization nearly 20 years ago, it was just a place where his uncle Ron received services.

“I wanted to know what he did during the day,” Bob said. “They said he was at a place called Lifeworks, and I went and checked it out.”

At the time, with support from Lifeworks, Ron was working for the Eagan parks department. About two months later, after being impressed by his uncle Ron’s job, Bob applied for a driver position with Lifeworks.

“I wasn’t that happy in my current job and decided then to make a switch,” Bob said. “I took a driving job to get my foot in the door.”

Fast-forward to 2005, and Bob and his wife Pam made the decision to support Lifeworks in a major way: joining the Lifeworks Legacy Club.

“I remember it well,” Bob said. “The second I heard about it, it instantly clicked. It’s kind of a nice shot in the arm every year, too, of a real good feeling.”

By choosing to designate a future gift to Lifeworks, Bob and Pam are securing their legacy and supporting a prosperous future for thousands of people with disabilities.

“I think it’s such an easy way to give,” Bob said. “Obviously, it would be nice to have money now and it is nice when people write checks out, but what an easy way to give a substantial amount of money. I love the fact that by doing this, long after we’re gone, we’re still making a positive impact.”

With an outstanding reputation throughout more than 50 years of serving people with disabilities, Bob and Pam cited the organization’s commitment to continuous improvement as a reason for their support.

“I think the nice thing about Lifeworks is that we know what the money is being used for and we know what Lifeworks does to a really specific and detailed level,” Pam said. “You don’t really know that about other organizations, so you’re not really sure what your money is going toward.”

Bob and Pam said they have many dreams for the future of the organization.

“The world’s constantly changing,” Pam said. “What people find fulfilling is constantly changing. You kind of have to keep evolving with everybody else, right? I hope Lifeworks continues to do that too, but I also hope other companies see Lifeworks as a model for the way they should be. Hopefully more organizations become more like what Lifeworks is.”



THE FOLLOWING DONORS HAVE NAMED LIFEWORKS AS A BENEFICIARY IN THEIR WILLS, LIFE INSURANCE POLICIES, RETIREMENT ACCOUNTS, OR TRUST ARRANGEMENTS AS OF DECEMBER 31, 2016.

John & Michele Abbott
Mike & Barb Baumann
Patricia Brunier
Gordon & Kay Buyse
David Colwell
Gary & Karen Grundy
Michael & Patricia Houston
Earl & Beverly Johnson
Zachary & Karen Meyer
George & Sharon Moudry
Judy Lysne & Alex Petterson
Robert & Ann Niedringhaus

Rebecca O’Connor
John & Kathleen Orner
Bruce & Merry Jo Parker
Robert & Pamela Platz
Walter & Mary Jo Roberts
William Rottschaefer, Jr.
Suzanne & Paul Shute
Valerie Takemori
Donald & Joanne Varey
Gail Willox
Albert & Kathleen Woodward

When you make a planned gift to Lifeworks, you are not only making a tremendous impact on the people with disabilities that we serve today, but ensuring that we can continue to provide opportunities for a lifetime to people with disabilities for years to come.

If you’re interested in learning more about securing your legacy through a planned gift to Lifeworks, contact Suzanne Shute at sshute@lifeworks.org or 651-365-3743.

FINANCIALS

2016

STATEMENT OF FINANCIAL POSITION

Year Ended December 31	2016	2015
ASSETS		
Cash and Investments	\$ 14,141,574	\$ 11,227,293
Accounts Receivable and Other	4,824,287	4,648,381
Property and Equipment Net of Accumulated Depreciation	4,973,552	5,298,535
Total Assets	23,939,413	21,174,209
LIABILITIES AND NET ASSETS		
Liabilities		
Notes Payable	1,915,658	2,015,987
Accounts Payable	354,335	276,549
Accrued Salaries and Related Expenses	2,609,109	2,257,979
Other Accrued Expenses	6,026	7,675
Other Liabilities	476,172	453,201
Total Liabilities	5,361,300	5,011,391
Net Assets		
Total Unrestricted Designated Net Assets	3,057,894	3,282,548
Total Unrestricted Undesignated Net Assets	15,154,756	12,535,942
Temporarily Restricted	365,463	344,328
Total Net Assets	18,578,113	16,162,818
Total Liabilities and Net Assets	23,939,413	21,174,209

STATEMENT OF ACTIVITIES

Year Ended December 31	2016	2015
SUPPORT AND REVENUE		
Fiscal Support & In-Home Services	\$ 48,000,073	\$ 44,749,088
Career Development and Social Enrichment	12,201,788	12,746,723
Employment Contracts	2,512,195	2,691,747
Contributions and Grants	991,018	996,432
Other	514,488	(105,125)
Total Support and Revenue	64,219,562	61,078,865
EXPENSES		
Fiscal Support & In-Home Services	41,866,601	38,696,711
Career Development and Social Enrichment	10,497,675	11,128,339
Employment Contracts	2,310,063	2,520,866
Administration	6,836,756	6,843,120
Development	293,172	296,799
Total Expenses	61,804,267	59,485,835
Change in Net Assets	2,415,295	1,593,030
Net Assets, Beginning of Year	16,162,818	14,569,788
Net Assets, End of Year	\$ 18,578,113	\$ 16,162,818

2016 REVENUES SOURCES



2016 EXPENSE SOURCES



CONSECUTIVE DONORS

IN RECOGNITION OF THEIR LOYAL SUPPORT, LIFEWORKS EXTENDS ITS SINCERE GRATITUDE TO THE FOLLOWING INDIVIDUALS AND ORGANIZATIONS THAT HAVE MADE A CONTRIBUTION EACH AND EVERY YEAR FOR 10 OR MORE CONSECUTIVE YEARS.

INDIVIDUAL

Emily & Tracy Anderson
Sally S. Bean
Norma Jean Bentz
Beth Bird
David Blaney & Sherry Gray
Loreen Blood
Mike & Lois Bohanon
Eugene & Nancy Booker
David & Joanne Buerke
April Buterbaugh
Gordon & Kay Buyse
Amy & Ted Carlson
Thomas & Martha Christensen
David Colwell
Michael Finn
Mr. & Mrs. Donald Finnerty
Bernard & Damaris Friel
David & Cynthia Furda
William & Joan Gacki
Salena & Jeffrey Gallo
Vicki Gerrits
John & Dorothy Gockowski
Jean Grossman
Stephen & Jean Guenther
Evelyn Hannegraf
Michael & Patricia Houston
Christopher & Veria Huerta
Ralph Jelinski
Wyn & Myrtle John
Frank & Cindy Kerr
Martin & Greta Kiener
Leonard & Jacqueline Klockeman
Carol Kovala
Harlan & Gloria Kremer
David & Wendy Kunz

Robert & Carla Lane
Kent W. Larson & Christine M. Podas-Larson
Kathryn A. Lawler
Michael & Mary Lenertz
Michael & Ann Lichty
Pat Lillehei
Lawrence Loomis
Susan Luke
Beverly Marlow
John & Virginia McCain
Laura & James McCaul
Earl & Shirley Mellema
Robert & Rosemary Meyers
George & Sharon Moudry
Jeffrey Mueller
Ramaiah & Vimala Muthyala
Robert & Joanne Neis
Raymond & Aili Nelson
Robert & Ann Niedringhaus
Robert & Denise Olson
John & Kathleen Orner
Tim & Renee Ostberg
Scott & Diane Pap
Bruce & Merry Jo Parker
Scott Peterson & Christine Larsen
Judy Lysne & Alex Petterson
Robert & Pamela Platz
Dan & Laura Purfeerst
Walter & Mary Jo Roberts
Marie Rutz
Tony & Kevin Saputo-Swanson
Corinne Shepherd
Suzanne & Paul Shute
Sharon Sly-Durante
James & Janice Smith
Donald & Joanne Varey

Donald & Shirley Volbrecht
Victor & Karen Wells
James & Mary Ann White
Peter & Nancy White
Gail Willox
Susan Winterfeld Thompson
Albert & Kathleen Woodward
Sharon & Mark Zauhar

BUSINESSES & FOUNDATIONS

American Durable, Inc.
Ameriprise Financial Gift Matching Program
The Bieber Family Foundation
Blue Cross and Blue Shield of Minnesota
ConvergeOne
Ecolab Foundation
Knights of Columbus # 1600
Knights of Columbus # 5199
Knights of Columbus Father Carey Council # 5569
Messerli & Kramer, P.A.
Pieschel Family Foundation Fund of Minnesota
Community Foundation
Securian
Thomson Reuters
UCare

CONTRIBUTORS

2016

THANK YOU TO THE FOLLOWING FOUNDATIONS, BUSINESSES, AND INDIVIDUALS WHO MADE CONTRIBUTIONS TO LIFEWORKS IN 2016. IT IS BECAUSE OF YOUR INVESTMENT THAT WE ARE ABLE TO FUND THE INNOVATIVE AND PROGRESSIVE PROGRAMS THAT LIFEWORKS OFFERS. YOUR SUPPORT MAKES A PROFOUND DIFFERENCE IN THE LIVES OF THOSE WE SERVE.

LEADERSHIP CIRCLE MEMBERS

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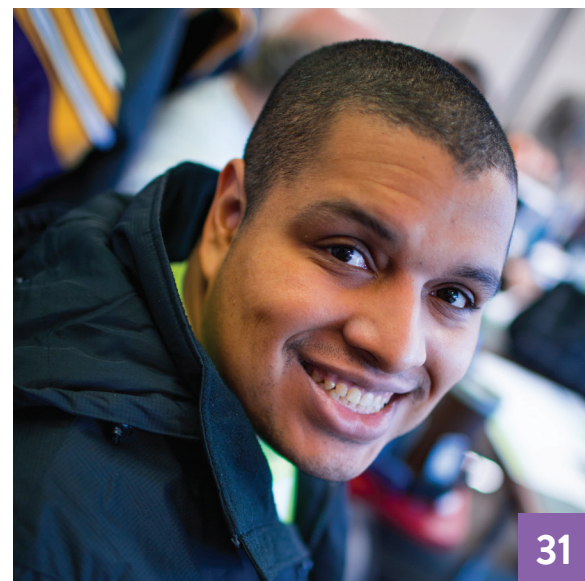
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PHOTO CAPTIONS

1. Maggie Erickson benefits from the Lifeworks Fiscal Support program.	2. Maggie Erickson (center) receives her Personal Achievement award at the Lifeworks Annual Celebration.	3. Cathy Erickson (left) poses with her daughter Maggie, who has received Fiscal Support from Lifeworks since 2001.	4. Glindys Donis-Bonilla (left) poses for a picture with her supervisor at Celts Pub, Carl Troje.
5. Celts Pub in Rosemount hired Lifeworks Associate Glindys Donis-Bonilla in August 2016.	6. Glindys Donis-Bonilla uses the commercial meat slicer during a shift at Celts Pub.	7. Nicole Laufers is a participant in the Lifeworks self-advocacy group.	8. Self-advocate David Spragg participates in a rally at the Capitol.
9. Lifeworks self-advocates hold up signs in support of direct support professionals.	10. Self-advocates rallied together at the Capitol in support of a wage increase for direct support professionals.	11. Alexander Schwoch poses for a picture with Lifeworks Vice President of Services Mary Lenertz.	12. The Lifeworks Brooklyn Park self-advocacy group hosts members of the legislature.
13. Lifeworks Associate Brett Nelson has worked at Lunds & Byerlys since 2000.	14. Carolyn Waataja is adored by her co-workers at Xcel Energy in Maple Grove.	15. Teal Paape joined the team at Panera Bread in Woodbury in November 2016.	16. Niko Winjum participated in the small group career development program before joining the team at the Eagan YMCA.
17. Josh Meagher is employed by Javens Electric in Mankato as an electrical apprentice.	18. Ruth Olson is a Lifeworks Associate at ConvergeOne.	19. Sasha Porter is a Lifeworks Associate at Cargill.	20. Lifeworks Legacy Club members Bob and Pam Platz with their beloved dog Arthur.
21. Lifeworks Associate Josh Meagher (right) poses with job coach Chelsea Skinner and supervisor Andrew Javens.	22. USI Minnesota President Justin Hanratty prepares for the third annual charity golf tournament benefiting Lifeworks.	23. Todd Lindquist was honored with a Personal Achievement Award at the 2016 Lifeworks Annual Celebration.	24. Lifeworks band Rock of Ages welcomed new member Josh Armstrong in 2016.
25. Wyatt Kihlstrom shows off his new truck he leased from Chuck Spaeth Ford in New Ulm, where he is employed as an auto detailer.	26. Retired Lifeworks President and CEO Judy M. Lysne with Joanne Varey at her retirement party.	27. Hannah Bonner receives a free adaptive bicycle courtesy of Allianz Life Insurance Company of North America.	28. As a warehouse worker at QC Supply in Waseca, Alex McColley operates a forklift.
29. Wayne Tousignant (center) retired from Dart Transit Company in 2016 after working there for nearly 20 years.	30. In 2016, Mike Anderson celebrated 20 years as a valued employee at Rapid Packaging in Champlin.	31. Self-advocate Robert Scullen participates in a Day at the Capitol event.	32. Denise McCofferty (front) joined the team at Uponor after participating in the small group career development program.
33. Andrew Wilmes is a Lifeworks associate at Herberger's in Mankato.			

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THE FOLLOWING DONORS HELPED CONTRIBUTE \$1,000,000 THROUGH A FIVE-YEAR CAPITAL CAMPAIGN TO FUND A SUSTAINABLE FUTURE FOR LIFEWORKS THROUGH THE CONSTRUCTION OF LIFEWORKS APPLE VALLEY.

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