Annual Report

Changing lives through brain-centered programs.
Thriving with hope.

Fiscal Report 2018
Helping children and adults reach their highest potential

Special thanks to the staff of A Chance To Grow for helping to compile the information and data in this report.
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We dedicate our 2018 Annual Report...

...to all the children, adults, families, parents and caregivers in need of help.
We are here for you.

...to all our volunteers, donors, sponsors and partners.
We are grateful for your support.

...to Bob & Kathy DeBoer.
Thank you for all your amazing work.
Dear Friends,

In 2018, A Chance To Grow experienced several meaningful changes in leadership beginning with the Board of Directors selecting me as the new Executive Director following the retirement of co-founders, Bob and Kathy DeBoer. Additional changes occurred when key staff within ACTG’s departments stepped up into new roles of leadership. Many of us are fortunate to have worked with and been mentored by Bob and Kathy. Their never-ending quest to help children reach their highest potential has imprinted on all of us and gives us the courage and motivation to press forward.

While it is true that during this year of transition many staff were learning new roles, that did not stop us from continuing our innovative work and searching for more ways to better reach our clients in efficient, effective and economical means.

Our Turnquist Child Enrichment Center saw tremendous growth in the number of teen parents and their children enrolled in our center. This growth is due to maintaining key community relationships as well as the tireless work of our Parent Coordinator and her staff to provide as much support and as many resources as possible to an underserved group of young adults in our community. We are proud that our high school graduation rates of teen parents holds strong at 100%!

ACTG’s school-based services has seen great success in increasing the numbers of school districts we serve. Our therapists bring a unique approach to their services given the extensive training they receive to better support students by understanding the fundamental issues children of today bring into the classroom. We have seen a reduction in adverse behaviors and an increase in learning readiness that simply cannot be ignored.

There is a unique culture at A Chance To Grow that continues to move us in the direction of finding more ways to reach each child’s potential. That culture is unlike anything you will find anywhere else and is the reason so many of us work so hard to ensure we are able to continue to provide the support, services and resources needed by so many.

On behalf of our staff, our Board of Directors and all of the families and children we work with, we thank you for your interest, support and generosity. We respect all of our partnerships because we know that without them we would not be able to continue such great work.

Erica Dickerson
Executive Director

“Our focus on our mission and creating programs to meet the needs of our clients will continue to be priority #1.”
**Our Mission**

To promote the maximum development of the whole child and adult through innovative, individualized and comprehensive brain-centered programs and services.

**Our Vision**

A Chance To Grow offers multiple programs and services to children and families with diverse needs. Based on an understanding of brain development and stimulation, A Chance To Grow’s interventions all have the same goal: to help those we serve achieve their highest potential.

We offer nine integrated brain-centered programs and services all under one roof. Our holistic approach to developing individual programs for each client ensures a comprehensive experience. Trained in the areas of speech pathology, occupational therapy, traditional and developmental vision interventions, auditory therapy, neurotechnology, and elementary and early childhood education, our variety of specialists bring a tremendous amount of knowledge and care to every client’s experience.

**Our Approach**

Many of our various programs and services build off of one another in an integrated manner. A Chance To Grow takes an interdisciplinary approach that places the person at the center by determining where he or she is at and addressing the full range of needs through the most appropriate intervention or combination of interventions.

“Today, we continue to support the unlimited hope of a parent’s dreams for their child to grow to their highest potential by applying the latest research on the neurophysiological development of the brain and human beings.” - Bob DeBoer, ACTG Founder

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**Innovative. Individualized. Comprehensive.**
**Our Work**

**Clinical**
Our clinical services encompass our brain-centered programs and interventions with the goal of helping every person reach his or her highest potential. Our clinical services include:

- Occupational Therapy
- Speech-Language Pathology
- NeuroDevelopmental Movement Integration (NDMI)
- Auditory Clinic
- Vision Clinic
- Contract School-Based Services
- Neurofeedback & Audio-Visual Entrainment

Learn more on pages 8 and 9

**Educational**
Our educational programs strive to promote academic readiness by addressing barriers to academic success. Our educational programs include:

- Minnesota Learning Resource Center
  - S.M.A.R.T.
  - S.M.A.R.T. Pre-K
  - Bridging the Gap
- Turnquist Child Enrichment Center
- Teen Parent Transportation Program

Learn more on pages 10 and 11

**Home-Based**
Our Home-Based programs offer support to families who are caring for loved ones with disabilities. This support promotes the health and development of our clients as well as those caring for the client in the home.

Our program pairs a client with a Personal Care Assistant (PCA) and, with our staff of Registered Nurses, create a custom care plan tailored to the client’s situation.

Learn more on pages 12 and 13
Clinical

A Chance To Grow offers multiple therapy services and programs through its integrated brain-based clinics. Our clinicians are cross-trained in all of our services to make sure you or your loved one receives the best intervention for your mental and physical health needs.

**Outpatient Services (OT and SLP)** - Our clinic provides a holistic, integrated approach to rehabilitation services, providing the highest quality speech-language pathology and occupational therapies, empowering children to communicate functionally and achieve independence.

**NeuroDevelopmental Movement Integration (NDMI)** - We create stronger connections between the brain and body through multiple interventions, meeting the needs of children at their specific developmental stage.

**Vision and Auditory Clinics** - Our Vision and Auditory clinic’s goals are to help both children and adults obtain optimum vision, hearing and auditory processing skills essential for learning. Our therapists create individualized plans for each client to help correct or improve vision and/or auditory delays.

**Neurofeedback and Audio-Visual Entrainment** - We provide two innovative and individualized interventions for children and adults aimed at improving brain function and calming the central nervous system.

**2018 Highlights:**

**Occupational Therapy & Speech Therapy**
- 6,922 Sessions

**Auditory, Neurotechnology, NDMI Therapies & Vision Evaluations**
- 1,721 Sessions

**School-Based Therapy**
- 8,563 Hours in 21 School Districts

Tapping the Potential Within!
Amazing Grace

It’s not always immediately visible, but an early childhood health concern can have ripple effects through later stages of adolescent development. In situations like this, it’s vital to address foundational development that may have been obscured by physical needs.

Grace was born with hip dysplasia. By the time she was 10-years-old, she’d already had five surgeries to correct the issue. Following her last procedure, she was confined to a body cast for six weeks. The surgeries and subsequent immobility affected Grace physically, causing her to struggle with side-to-side movement, going up-and-down stairs and stunting her gross-motor skills. Grace underwent physical therapy throughout her childhood, but her mom, Anna, a Special Education Paraprofessional, noticed that Grace’s cognitive development was delayed as well.

“As she got older, I noticed she couldn’t connect what she was learning in school,” said Anna. “I saw that she was easily distracted, struggled to read and had difficulty picking up normal social cues.”

Upon relocating to the Twin Cities, Anna learned that Grace’s IEP did not apply to the Minnesota public school Special Education model, and that it was being revoked. Anna set out on a quest to discover the best long-term approach to help Grace reach her full potential.

Anna was referred to A Chance To Grow by a friend and scheduled an appointment for our audiologist to evaluate Grace. “We learned that Grace had an auditory processing disorder,” said Anna. “She had difficulty comprehending auditory information which was causing some of her learning delays.” Instead of treating the auditory processing disorder with traditional therapy, the audiologist at A Chance To Grow referred Grace to the agency’s occupational therapy team to address her foundational level motor skills. After these skills are developed and strengthened, higher-level functions like auditory processing can be treated more successfully.

Shortly after Grace’s evaluation, she started coming to A Chance To Grow every other week for occupational therapy sessions. “She bonded immediately with her therapist, Alyssa,” said Anna. “They began doing a combination of therapies that focused on Grace crossing the midline to help the left side of her body and brain better communicate with the right side.” Alyssa observed that Grace had low endurance, poor reflexes and core strength. To address this, she created a treatment plan around the archetype movements of MNRI (Masgutova NeuroSensory Reflex Integration), yoga and a few activities, like belly crawling, from ACTG’s S.M.A.R.T. approach. Anna even attended the S.M.A.R.T. workshop to implement the activities and MNRI archetypes in her own classroom, as well as for Grace in their home.

“Over the last two years I’ve seen amazing progress from Grace,” said Alyssa. “When we first started, she was hesitant to participate in any physically-active functions. She dreaded going on field trips at school because of the physical limitations she had. As we’ve worked together though, and strengthened her reflexes and foundational levels, that anxiety has begun to fade away.”

Anna says she’s also seen great strides in regards to Grace’s memory retention and executive functioning skills. Recently, Grace moved to a new school with better resources for students with learning disabilities. Anna says that the curriculum has been very complementary to the therapies provided by ACTG.

“Despite her struggles, Grace is a happy, healthy kid who’s on the right track,” said Anna. “Alyssa understands Grace’s personality and Grace really looks forward to her therapy sessions. She’s always been a free spirit, and with Alyssa’s help, she’s gaining more confidence every day.”
The Minnesota Learning Resource Center (MLRC) provides workshops for educators on how to implement a brain-stimulation program (S.M.A.R.T.) into the school day. The MLRC supports a community of educators using our developmental approach and provides on-site mentoring to their schools. Since the program was established in 1999, we have trained more than 6,600 teachers in over 300 schools across the nation.

2018 Highlights:
- 223 Educators Trained...
- ...in 13 States

Turnquist Child Enrichment Center

Turnquist Child Enrichment Center is an NAEYC accredited, Strong Beginnings site, and 4-Star Parent Aware certified daycare center. Through collaboration with all of ACTG’s programs and services, we emphasize cognitive development to help each child reach his or her full potential. Additionally, we provide teen parents with transportation services to ensure they graduate high school, thus promoting a stable home environment.

2018 Highlights:
- 3.6 Tons of Food Provided to Families
- 100% of Teen Parents Graduated
Most days during the 2017 school year, Jamie Bartels’ classroom at South Central Calhoun Elementary was full of young students neatly packed into a 24-station computer lab. They would come in, put on a pair of headphones and quietly click away as they steadily stared into a glowing screen.

“I was concerned by my student’s lack of engagement,” said Mrs. Bartels. “I felt it was time to make a change at our school. We needed to get our kids moving!”

In an effort to shift this trend, she inquired with her school’s instructional coach to seek out an alternative program for her students. The coach recommended S.M.A.R.T. (Stimulating Maturity through Accelerated Readiness Training) -- a developmental approach to teaching built around a variety of physical activities that provide purposeful, specific brain stimulation associated with learning.

These brain-building activities, designed to be done for 30 minutes throughout the school day, strengthen a child’s visual and auditory skills, body awareness, fine motor abilities and integrate reflexes. Since 1999, more than 6,600 educators from across the country have implemented the program to prepare their student’s readiness to learn. It was exactly what Mrs. Bartels was looking for.

When school let out, Jamie traveled from Rockwell City, Iowa, to Minneapolis to attend a three-day S.M.A.R.T. workshop at A Chance To Grow. The summer-time workshop provided Jamie with lots of ideas to get her students moving, and the notion of transforming her computer lab into a S.M.A.R.T. room began to percolate.

“I didn’t realize the impact these simple activities could make in a student’s overall ability to learn,” she said. “I couldn’t wait to get back to school to share with the other teachers what I learned at the workshop and to begin implementing S.M.A.R.T. activities in my room.”

Mrs. Bartels returned to her classroom in September and immediately began clearing out computers to make room for the new S.M.A.R.T. stations. With support from school administrators, she was able to create a 12-activity circuit in her S.M.A.R.T. room (formerly known as the computer lab), comprising of monkey bars, two rebounders, fine and gross motor activities, word ladders and more.

“The kids really like it,” she said, “they’re excited to come to class.” Mrs. Bartels is now the school’s official S.M.A.R.T. Teacher. In its inaugural year, she says, pre-K through third grade classes spend 30 minutes in the S.M.A.R.T. room, twice weekly, as part of the curriculum.

In her brief time working the program, she has already seen many positive changes in student performance. “I had a second grade student who wasn’t interested in trying anything new,” said Mrs. Bartels. “After a few weeks in the S.M.A.R.T. room, his attitude completely changed. I’ve been able to connect with him and he’s a whole new kid when he comes to school.”

“All the teacher’s love it and our class aides are starting to learn some of the techniques as well,” she said. “Parents are very curious, too. We sent a letter home explaining the program and invited them to tour the room during parent-teacher conferences. It was so fun to see the students walk their parents through the S.M.A.R.T. room to explain the stations and the reasons behind the activities.”

Mrs. Bartels hopes to expand the program going forward, but admits the biggest obstacle is finding enough time throughout the week to make sure each student gets adequate S.M.A.R.T. time. To address this, she plans S.M.A.R.T. activities during recess.

“I really enjoy finding new ways to implement activities and adapt stations that become repetitive,” she said. “The difference between last year and this year is amazing. We have a whole lot more fun learning now, and we want to keep it that way!”
Many families require additional help in order to care for their loved ones with special needs. A Chance To Grow’s Home-Based Services work with children and adults with a variety of physical, mental, behavioral and emotional needs. Our program pairs a client with a Personal Care Assistant (PCA) and, with our staff of Registered Nurses, create a custom care plan tailored to the client’s situation.

**2018 Highlights:**

- 152 Personal Care Assistants provided...
- 128,580 Hours of Care to...
- 90 Clients in their Homes

Since 1983, more than 2,000 families have trusted A Chance To Grow to recruit, train and place a PCA in their homes. We strive to offer the highest quality services to families in need throughout 11 counties in the Twin Cities area.

Helping families and their loved ones achieve positive outcomes through dedicated care services
It’s difficult to truly understand the challenges that accompany a traumatic brain injury; not only for the affected individual, but for the family as well. The life-changing diagnosis can leave parents feeling alone, uncertain and frightened about what the future holds.

Such is the case with Sharon and her daughter, Samantha, who was born with anoxia (a lack of oxygen to the brain), which resulted in an encephalopathy that damaged the brain’s speech center. Samantha was unable to utter an understandable word until she was four years old.

As she grew up, Samantha faced countless struggles to develop social and judgment skills. Daycare and special education classes often didn’t meet her individual needs. Ten years of speech therapy resulted in dismissive attitudes from therapists who thought she’d reached her maximum potential.

“It’s hard for people to understand a brain-related disability,” said her mother. “The automatic assumption that they’re intellectually impaired couldn’t be further from the truth.” Sharon, a registered nurse of more than 30 years, said that Samantha comprehends and understands, and that it’s important that she not be treated at a lower level. Samantha’s injury also caused fine and gross motor deficits that made routine daily activities unmanageable without constant care. Aside from younger sister, Alexis, Sharon and her husband Bill were totally responsible for Samantha’s round-the-clock care.

Early in her nursing career (30 years ago), Sharon worked as an RN with a PCA agency so she understood that in-home care was a complicated process, requiring a certain level of comfort and communication between agency and client. Despite this knowledge, she felt like she was venturing into the unknown in searching for assistance with Samantha’s care. That search led her to A Chance To Grow, where she learned about the agency’s custom care plans for children and adults.

“I saw the wealth of services they offered - not just PCA services - and it was clear they took a vested interest in all aspects of a child’s care,” said Sharon. “The first time I came in, I picked up a list of symptoms they treat and was shocked to find that it perfectly described my daughter!”

Soon after her initial visit, Sharon discovered the Home-Based Services department was hiring a nursing position. “I realized I could be my daughter’s PCA and work for this wonderful agency at the same time,” she said, “I knew immediately this was the place for us to be.”

In 2014, Sharon joined the ACTG team as an RN Case Manager, responsible for supervising PCAs, meeting with families and creating custom care plans. She and Alexis also serve as Samantha’s PCA, helping her complete daily living activities, participate in community social functions, and learn independent living skills. Sharon sees growth in the little things Samantha does; picking out her own clothes, making her own purchases at the store, or washing the dishes.

“It’s mutually beneficial to be able to meet the needs of my daughter and support other families’ needs too,” Sharon said. “ACTG makes such a difference in the lives of its clients. I get so much enjoyment developing relationships with families and helping them and their loved ones navigate difficult situations.”

Sharon strongly recommends ACTG’s PCA program when seeking in-home care for a loved one. “At A Chance To Grow, we’re so focused on our clients.” she said. “From communication to paperwork, we are all very attentive and aware of the comfort and flexibility that families like ours need. Most importantly, ACTG accepts your knowledge of your child-- like no one else can. It’s been an amazing partnership.”
Golf Classic

Sponsored by National Camera Exchange, the annual A Chance To Grow Golf Classic is held at The Wilds Golf Club in Prior Lake, MN. Our tournament is an entertaining and charitable day of golf, competitions, prizes, and our own, “Bet with Bob” contest.

Please join us at our next ACTG Golf Classic on Monday, July 22, 2019. Register at ACTG.org!

Race for the Children

A Chance To Grow’s Race for the Children is held each year at Canterbury Park, a premier entertainment destination located in Shakopee, MN. The event is a family-friendly, exciting day of live horse racing, kid’s activities, lunch buffet, raffle, silent auction, and our own “Pick 6” contest!

Please join us at our next ACTG Race for the Children on Sunday, August 25, 2019. Register at ACTG.org!

Proceeds from our special events help to advance the brain-centered services we provide for children and families.
Coming in 2019

**Emotionally SMART**

This program integrates Trauma-Based Relational Intervention (TBRI) with ACTG’s S.M.A.R.T. approach and Audio-Visual Entrainment therapy. This combination of interventions creates a restorative wrap-around environment to support children that have experienced trauma. Using the same roll-out process as we did for S.M.A.R.T. in Pre-K settings and schools, we intend to create a model that can be used in group settings and can be replicated at any early childhood center through training and mentoring.

**Sociable Motor Works**

This program is a way to support children who experience social difficulties across various environments. It focuses in the areas of problem solving, perspective taking, emotional regulation, reading nonverbal and environmental cues, time management, task initiation and using narratives. The program features a motor component to help the student’s brain prepare to learn while utilizing social vocabulary concepts. This is a great program to help children generalize skills in a community setting.

*Registration opens March 2019!*

**ISKA, Inc.**

A Chance To Grow is excited to announce a partnership with ISKA, Inc., a Minnesota nonprofit providing Applied Behavioral Analysis (ABA) to children at their new facility in St. Louis Park, MN. A Chance To Grow’s Speech-Language Pathologists and Occupational Therapists will be providing services onsite directly to children receiving ABA allowing the children to spend the day in one center receiving all necessary services.
Financials

Revenues 2018 = $5,835,361

Expenses 2018 = $5,833,979
### Operations

#### Revenues

<table>
<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Contributions</td>
<td>39,516</td>
<td>61,302</td>
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<tr>
<td>Foundation</td>
<td>152,500</td>
<td>156,200</td>
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<tr>
<td>Program Service Revenues</td>
<td>4,823,844</td>
<td>4,610,507</td>
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<tr>
<td>Special Events</td>
<td>80,991</td>
<td>105,410</td>
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<tr>
<td>Rent &amp; Other Income</td>
<td>742,366</td>
<td>791,595</td>
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<tr>
<td><strong>Total Operating Revenue</strong></td>
<td><strong>5,839,217</strong></td>
<td><strong>5,725,014</strong></td>
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#### Expenses

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<tr>
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<th>2018</th>
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<tbody>
<tr>
<td>Program Services</td>
<td>5,178,585</td>
<td>4,972,717</td>
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<tr>
<td>Administrative Services</td>
<td>146,569</td>
<td>144,755</td>
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<tr>
<td>Fundraising Services</td>
<td>107,024</td>
<td>178,068</td>
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<tr>
<td>Building Operations</td>
<td>405,657</td>
<td>363,854</td>
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<tr>
<td><strong>Total Operating Expenses</strong></td>
<td><strong>5,837,835</strong></td>
<td><strong>5,659,394</strong></td>
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**CHANGE IN NET ASSETS**

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<tr>
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<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td></td>
<td>1,382</td>
<td>65,620</td>
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### Assets

#### Current Assets

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<tr>
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<th>2018</th>
<th>2017</th>
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</thead>
<tbody>
<tr>
<td>Cash &amp; Investments</td>
<td>476,840</td>
<td>508,764</td>
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<tr>
<td>Receivables</td>
<td>320,919</td>
<td>250,307</td>
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<tr>
<td>Inventories &amp; Prepaid Expenses</td>
<td>162,956</td>
<td>174,064</td>
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<td><strong>Total Current Assets</strong></td>
<td><strong>960,715</strong></td>
<td><strong>933,135</strong></td>
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#### Long-Term Assets

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<tr>
<th></th>
<th>2018</th>
<th>2017</th>
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</thead>
<tbody>
<tr>
<td>Net Land, Buildings, Equipment</td>
<td>3,562,135</td>
<td>3,671,952</td>
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<tr>
<td>Other Assets</td>
<td>33,268</td>
<td>37,071</td>
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<tr>
<td><strong>TOTAL ASSETS</strong></td>
<td><strong>4,556,118</strong></td>
<td><strong>4,642,158</strong></td>
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</table>

### Liabilities & Net Assets

#### Current Liabilities

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<thead>
<tr>
<th></th>
<th>2018</th>
<th>2017</th>
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<tbody>
<tr>
<td>Current Portion of Long-Term Debt</td>
<td>223,416</td>
<td>206,017</td>
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<tr>
<td>Accounts Payable</td>
<td>100,161</td>
<td>59,353</td>
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<tr>
<td>Accrued Expenses</td>
<td>283,776</td>
<td>232,281</td>
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<tr>
<td>Unearned Revenue</td>
<td>144,995</td>
<td>112,793</td>
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<tr>
<td><strong>Total Current Liabilities</strong></td>
<td><strong>752,348</strong></td>
<td><strong>610,444</strong></td>
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#### Long-Term Debt

<table>
<thead>
<tr>
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<th>2017</th>
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<tbody>
<tr>
<td>Long-Term Debt</td>
<td>1,362,762</td>
<td>1,592,088</td>
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<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>2,115,110</strong></td>
<td><strong>2,202,532</strong></td>
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#### Net Assets

<table>
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<tbody>
<tr>
<td>Unrestricted Net Assets</td>
<td>2,441,008</td>
<td>2,439,626</td>
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<tr>
<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>4,556,118</strong></td>
<td><strong>4,642,158</strong></td>
</tr>
</tbody>
</table>
Community Partners + Sponsors

A+ Transportation
Access Philanthropy
Ames Construction
Austin ECFE
Bill Dudley Arabians
Bremer Bank
Bremer Insurance
CALM Clinic (Dr. Johnson/Dr. Beford)
Canterbury Park
CAPRW Head Start
CBRE
Cedar Creek Energy
Chuck Rinkey
City of Lakes Waldorf School
Clifton Larson Allen
CSM Corporation
Don Banta
Dr. Alison Golnick
Dr. Kevin Wand
Dr. Nancy Binford (Partners in Healing)
Dr. Richard Scanlon
Eastside Food Co-op
Eastside Neighborhood Services
Eileen Crestbol
Fairmont Discovery Place Pre-K and ECFE
Fairmont School District
Family Attachment Center
Flawless Outdoors
Flood Run, Inc.
Guzior Armbrecht Maher Law Firm
Hennepin County Medical Center
Henneping County Strong Beginnings
HIRED Workforce Solutions
I Ware
LCWM Little Knights Preschool and ECFE

Messinger and Ojile Law Office
Minneapolis Health Department
Minneapolis Police Department
Minnesota Child Care Health Consultants
Minnesota Department of Commerce
Minnesota Twins
Minnesota Visiting Nurses Association
National Camera Exchange
NE Exchange Club
NE Kiwani’s Club
NE Lion’s Club
Newbridge Clinic
New Ulm ECFE and Preschool
Northeast Bank
Nova Communications
One Digital Health & Benefits, Inc.
Owatonna Community Education
PICA Head Start
Planning Partners
RE/MAX Advantage Plus
Resource MN
School District of La Crosse
Science Museum of Minnesota
Second Harvest Heartland
Sheet Metal Connectors
St. Anthony Eye Clinic (Dr. Todd Hanson)
Tamron USA
The Kretsch Family
The Wilds Golf Club
Think Small
Toys for Tots
True Friends
United Way
Watson Forsberg
WSU Children’s Center

Foundations

Southern MN Initiative Foundation
Fred C and Katherine B Andersen Foundation
Richard M Schultz Family Foundation
Bremer Foundation

The Sauer Family Foundation
The Sheltering Arms Foundation
Medica Foundation

Thank you to all our partners and sponsors!
“As a parent of a child receiving services from A Chance To Grow, the opportunities and support they provide under one roof is convenient and helpful for families like mine. As a Board Member, I’m proud to help move this mission forward for other families in need.”
- Tony Farah, Board Member
Reach Your Full Potential!

Learn more at ACTG.org

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