Changing lives through brain-centered programs

ANNUAL REPORT

1800 Second Street Northeast, Minneapolis, MN 55418
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.
This Annual Report is dedicated to Bob DeBoer,
for his tireless work to support the health and happiness of families
affected by brain injuries and learning challenges.
We are forever grateful.
Dear Friends,

I am sad to report that Bob DeBoer, our founder, passed away on February 14, 2020. From its earliest days, A Chance To Grow has been rooted in a core principle: Families help families. Bob and co-founder Kathy DeBoer showed us this first by the extraordinary efforts made to find help for their daughter Jesse, and by bringing aboard many families in similar circumstances. Recognizing that parents desperate for answers can’t wait 20 years for research to catch up with their needs, these families became a formidable corps of researchers who helped create what ACTG has become.

It has been a year since Bob and Kathy DeBoer stepped aside from day-to-day ACTG activities and joined our Board of Directors. As I have been looking back at this year, I am filled with gratitude for them, for the vision they had, the programs they created to realize that vision, and the culture they created within the agency. And with Bob’s passing, my gratitude deepens, as does my commitment to that vision.

ACTG's focus is on the development of children, and we are constantly searching for new and better ways to nurture it. Bob and Kathy taught us – and our experiences prove daily – that strong familial foundation and support is crucial to fostering healthy development. So we keep the well-being of the family overall in our sights – the stressors they face, the financial and emotional burdens that come along with caring for a loved one. As a team, we work with our families to assist them in challenges such as navigating medical insurance, dealing with cultural differences, addressing the stigmas related to diagnosis, and ensuring that basic needs are met. We become a part of their families, nurturing trust, staying engaged, because without consistent dedication, our work will only go so far.

This is what makes A Chance to Grow different – a culture of commitment to family, traceable directly back to Bob and Kathy’s example. They taught us to be different. It began with their vision for ACTG – to provide tools children need to reach their highest potential, regardless of their circumstances. It was nurtured in their continuing quest to find new approaches and put them into action. It was realized in their commitment to make sure that the solutions they find are affordable and accessible to all families. And manifested in their ability to be there for every family who asked for help in the early days, and in working so hard to make these solutions available to everyone.

Perhaps most important, they fostered these values in the staff I work with every day. Our team of professionals is itself a family, supporting each other in making Bob and Kathy’s vision a reality. You can read about Bob’s impact on us on pages 10 and 11. We will continue to walk down the road they created for us, so that we too can help every child become who they are meant to be. Without Bob and Kathy, none of this would be possible, and though we know it’s a great responsibility, we are forever committed to continuing their journey.

Ernst Dickerson
Executive Director

Families Helping Families
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 an array of educational and clinical brain-centered programs and services all under one roof, as well as services to charter and public schools. Our holistic approach to developing individual programs for each client ensures a comprehensive experience. Trained in the areas of speech-language pathology, occupational therapy, auditory therapy, neurotechnology, and early childhood and elementary education, our variety of specialists brings 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.

“You have to have hope for the potential of your child. If you don’t have hope, you can’t get out of bed in the morning. There is no magic to this and no guarantee. But there is a guarantee that if you don’t try, there will be a more limited experience for your child.” - Bob DeBoer, ACTG Founder
Below is a brief description about each of our clinical services and the number of sessions our therapists and practitioners performed at our ACTG and satellite (ISKA) clinics in FY2019.

**Occupational Therapy / 5,280 sessions**
Our clinic provides pediatric OT services to empower children to develop the skills they need to grow into independent adults. Our on-site and satellite facilities feature large and private therapy rooms with the latest resources to evaluate and treat physical and cognitive delays.

**Speech Therapy / 2,570 sessions**
Our on-site and satellite clinics provide speech & language therapy services to individuals of all ages experiencing communication and speech challenges. Our therapists work together in a collaborative environment to create a comprehensive treatment plan for our clients.

**NeuroDevelopmental Movement Integration / 537 sessions**
NDMI is an approach developed by ACTG that combines several interventions, including MNRI (reflex integration), that collectively promote brain growth and development by strengthening an individual’s neurological connections through purposeful movement.

**Contract School-Based Services / 7,959 Hours of OT and Speech in 12 Schools**
ACTG contracts out speech and occupational therapists to charter schools throughout the Twin Cities metro and beyond. We provide student-centered, academic-focused, and evidence-based therapies on-site by fully licensed and experienced clinicians for students with IEPs.

**Auditory Clinic / 93 evaluations**
Our auditory clinic offers diagnostic assessments of hearing and auditory processing skills for children and adults. Our audiologists provide recommendations for referrals and offer multiple interventions for the clients based on their needs.

**Vision Clinic / 240 exams**
Previously, our vision clinic provided vision screenings, eye glass prescriptions and therapies for infants, children and adults. Our vision clinic is currently in the process of restructuring and unable to offer services.

**Neurofeedback and Audio-Visual Entrainment / 532 sessions**
Our Neurotechnology clinic provides two innovative, holistic and individualized interventions for children and adults that train an individual’s brain to reach an optimal state of functioning for improved focus, attention, memory, sleep, academics, mood, and performance.
Early on, Oliver’s parents observed some unusual and worrisome behaviors. “From the time he could walk, he was falling down or crashing into things,” his mother Annie said. By the time he reached preschool, he would often make the wrong sounds when trying to speak, and frequently forgot words that he had already learned. He was also prone to emotional meltdowns when things didn’t go his way. Though his teachers didn’t raise serious concerns, his parents, worried about his behavior and speech delays, sought help.

“Kindergarten was good for Oliver. His teacher knew how to head off his meltdowns, and he started physical therapy to help address his balance issues,” Annie recalled. “But I saw attention and impulsivity problems, no eye contact, and perseveration issues.”

“When he started first grade, things were looking OK, but that’s when the storm hit. The demands were beyond what Oliver was ready to take on. Our school didn’t have the resources to provide support for Oliver or for his teacher.” Meanwhile, Oliver’s physical therapy progress ground to a halt when his therapists had him do activities that were not developmentally appropriate, and he simply stopped participating.

Around that time, a family friend, Jo Gascoigne, suggested Annie look into A Chance To Grow, where Jo once served as an advisor. Annie met with Julie Neumann, ACTG’s Director of Clinic Services to review Oliver’s symptoms, health history and current predicament. She learned that Oliver’s wild behavior was caused by a sensory processing disorder, indicating his brain was having trouble receiving and responding to information about the position and movement of his body. This was the cause of his behavioral outbursts - he was unaware where his body was in space. “They told me about MNRI and how integrating his reflexes could build a foundation to overcome his emotional and physical delays,” said Annie.

They also helped her think through possibilities for Oliver. “We discussed modifying his school day, moving to a different first grade classroom, or returning to his former kindergarten class, and decided on regressing to kindergarten. But staff at his school could not agree, feeling that Oliver was too smart for kindergarten but not emotionally ready for first grade.

So, with the knowledge that she had found in ACTG a place that understood what Oliver needed to get better, Annie pulled him out of that school and enrolled him in another, left his old therapists and began coming A Chance To Grow twice weekly.

Oliver’s OT, Alyssa, addressed his basic reflexes, while a speech therapist helped him improve his social language skills. “Carly saw what I saw during the evaluation - poor articulation, no eye contact,” said Annie. Carly also works on what triggers his meltdowns, practicing expected behaviors in a safe environment by building and scaffolding his social skills. “He’s learning how to handle frustrating situations,” said Annie.

Annie has learned techniques to use with Oliver at home. They work for 30 minutes almost every night on his grounding reflex, helping him to feel more stable, both physically and emotionally. “Once he knew where his body was in space, he stopped falling down,” she said.

She says that one of the best parts is that everything he needs is under one roof. “Everyone works together to help Oliver, sharing information on all aspects of his treatment plan. It’s such a different approach from the other places we’ve been. It’s become a safe space for all of us and a life-changing experience.”
A Chance To Grow’s Educational Services strive to promote academic readiness by addressing barriers to academic success. Below is a brief description about our Educational Services and highlights from FY2019.

**Minnesota Learning Resource Center / 222 educators trained from 6 states**

The Minnesota Learning Resource Center (MLRC) provides workshops for educators on how to implement ACTG’s S.M.A.R.T. program (Stimulating Maturity through Accelerated Readiness Training) in preschool and elementary classrooms. The MLRC also provides on-site mentoring to schools and districts. Since the program was established in 1999, the MLRC has trained more than 7,000 teachers in over 300 schools across the nation.

![S.M.A.R.T. Learning Sites, 2001-2019](image)

**2019 Program Highlights**
- 5 Workshops for Pre-K
- 4 Workshops for Elementary
- 15 Mentoring Visits
- 1 New S.M.A.R.T. School

**Turnquist Childcare Enrichment Center / 71 children and 30 teen parents served**

Turnquist Child Enrichment Center is an NAEYC accredited, Strong Beginnings site, and 4-Star Parent Aware certified childcare center for children ages six weeks to five-years-old. Through collaboration with all of ACTG’s services, we emphasize cognitive development to help each child reach his or her full potential. Additionally, teen parents are provided with transporation services to ensure they graduate high school, thus promoting a stable home environment.

**2019 Program Highlights**
- 87% of teen parents continued education or entered workforce
- 2.5 tons of food provided to Turnquist families
- 92% of children passed kindergarten screening

“Bob DeBoer’s vision of helping educators understand the critical role brain development plays in the classroom is successful and thriving today. The number of students impacted by the program and his vision is truly staggering.” - Cheryl Smythe, Director of Educational Services
A Chance To Grow’s Home-Based Services provide support to families who are caring for loved ones with special needs. Below is a brief description about our Home-Based Services and highlights from FY2019.

**Personal Care Assistants**

A Chance To Grow’s Home-Based Services provide families with Personal Care Assistant (PCA) services for 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.

Since 1983, more than 2,000 families throughout the Twin Cities have trusted A Chance To Grow to recruit, train and place a PCA in their homes.

- **140 PCAs provided...**
- **124,968 Hours of Care to...**
- **72 Clients in their Homes**

“Families are looking for guidance and support throughout the PCA process. We work hard to understand their needs and nurture strong and trusting relationships to help them achieve the outcomes they desire.”

- **Edith Lockhart, Director of Home-Based Services**

In 2019, A Chance To Grow began offering two new services to our clients, Respite Care and Homemaking.

**Respite Care Services**

Respite Care services provide temporary relief to the primary caregiver. This program gives families and caregivers a break while offering a safe environment for their disabled child(ren) or adult.

**Homemaking Services**

Homemaking services are intended to help individuals manage a variety of daily tasks to enhance their quality of life when the primary caregiver responsible for these activities is temporarily absent, including general cleaning, household activities, monitoring their well-being and safety, and other essentials outlined in the client's care plan.

Homemaking and Respite Care services are waiver programs and must meet federal and other guidelines, which include eligibility requirements, funding parameters and limits, county and/or state policies. For more information, please visit the MN Department of Human Service’s (DHS) website at https://mn.gov/dhs/.
IN MEMORIAM: BOB DEBOER

Bob DeBoer, ACTG’s Co-Founder, former Co-Director and Board Member, passed away on February 14, 2020, after a lifelong battle with polio. He was 73 years old.

If, as Executive Director Erica Dickerson notes in her letter on pg. 4, the staff of A Chance to Grow is a family, then Bob DeBoer was its father. His life experiences and his commitment to helping others not only formed the organization, it shaped us. Some staff, here for twenty years or more, grew up professionally through Bob’s leadership and mentoring. Below we share what we learned from him:

**Be a Visionary**
“He loved to create things. He saw the big picture, he had a huge heart for the kids. He thrived on meeting new people, out of curiosity and discovery, it was that curiosity and engagement that drove him.” – Kelly Pittman, Director of Neurotechnology

“He always said, ‘I don’t want a manager, I want a leader, and a leader has vision, has drive, has growth, and has ideas – that’s what a leader is.’” - Julie Neumann, Director of Clinic Services

“He had vision and he was very creative, always thinking of innovative ways to help people.” – Barb Ewald, Asst. Director of Finance

**See the Whole Person, the Whole Family**
“He would say to me, ‘you need to be a multidisciplinarian. You’re not just an OT or a teacher or an audiologist, you are a multidisciplinarian because that person is a whole person, not just a hand or foot or eye.’” – Julie Neumann

“He said you need to be a multidisciplinarian specialist, which meant you don’t just look at one system, at one problem, you look at the whole body. It keeps the human first.” – Cheryl Smythe, Director of Educational Services

“Bob could often be found in the waiting room and the hallways downstairs talking to parents, not just asking about client progress, but more often family dynamics, what were the challenges families faced. Even with all of our growth, he still craved that connection to families.” – Erica Dickerson, Executive Director

**Live the Mission**
“It’s about the mission, how families can be best taken care of and supported. I can train you on mechanics, but you have to have the drive and the heart to be here.” – Julie Neumann

“Bob was energized when he heard or saw progress with the kids. He got so excited when we had breakthroughs and relished the accomplishments and successes of his staff and the clients they served. Yet he never wanted any accolades for all the time, work, blood, sweat and tears that he gave to so many.” – Erica Dickerson
Get It Done
“He was clearly moved by the struggles and challenges of those who are vulnerable or at risk. And don’t just say it, do it. He was a doer. If he saw a need, he did something.” – Erica Dickerson

“Not taking no for an answer is probably what I admire most about Bob, because I really believe that is how ACTG started. Because no is not an answer - what about all the kids who need us?” – Cheryl Smythe

“The difference between a visionary and a dreamer is a visionary gets things done.” - Toby Talbot, Tech Coordinator

Continue the Legacy
“He taught people his values so well that his legacy will never die, because all these people are here reinforcing it day after day. We are living the legacy.” – Julie Nemann

“He started it from the seeds of nothing, the thoughts within his mind. It will definitely continue to grow, and our charge is to ensure that those seeds are watered and nurtured 5 years from now, 10 years from now, 50 years from now.” – Cheryl Smythe

He Helped Us Grow
“He’s changed the way I look at everything. He was the greatest mentor I’ve had.” – Kelly Pittman

“I just thank him for allowing me to grow into the person that I am. Because if it wasn’t for the freedom he gave me, I wouldn’t have the tools to explain the brain and body and the connection I know now. That’s because he drove me to do that, you can learn more, you can grow more, he would connect those dots for me.” – Julie Neumann

“He really saw me, he got me. He was always there if I had a concern to listen to what I had to say.” – Edith Lockhart, Director of Home-Based Services

“Bob taught me how to listen – to what our parents were saying, what our therapists, teachers and other professionals were saying. He taught me to really listen to those who have so much to teach. Most important was listening to what Bob had to say.” – Erica Dickerson

“He aligned those who could be visionaries to create this team of directors, to say that we need to have that to continue to go forward. It’s why I’m passionate about what I do.” – Cheryl Smythe

“He took a lot of risks on people and the majority of them paid off. He would let you run with ideas. That’s the biggest thing I could thank Bob for, giving me so many opportunities to do so many different careers in one job.” – Toby Talbot

“He showed a lot of faith in me, it was so gratifying. He helped me grow as a professional and as a person. Thank you, Bob, for believing in me.” – Barb Ewald
A Chance To Grow holds two annual fundraising events to share our message of hope with our friends and families. Below is a brief description of our fundraisers as well as our other community-based events.

29th Annual Golf Classic / 64 participants
ACTG held its 29th annual Golf Classic at The Wilds Golf Club in Prior Lake, MN. Sponsored by National Camera Exchange, the annual tournament is a fun, entertaining and charitable day of golf, prizes, competitions, and our own, “Bet with Bob” contest.

Join us at the Bob DeBoer Memorial Classic (30th annual Golf Classic) on Monday, June 29, 2020. Registration details can be found at ACTG.org

29th Annual Race for the Children / 119 participants
ACTG held its 29th annual Race for the Children at Canterbury Park in Shakopee, MN. The event is a family-friendly, exciting day of live horse racing, lunch, kids’ activities, raffles, a silent auction and our own “Pick Six” contest and sponsored race.

Save the date for our 30th Annual Race for the Children on Sunday, August 16, 2020. More information can be found at ACTG.org

Socks for Santa / 260 pairs of socks and 60 lbs. of food
ACTG partnered with the Northeast Minneapolis Lions Club to host Socks for Santa, a free holiday event for our friends and neighbors. We were able to collect 260 pairs of socks and 60 pounds of food to donate to NE Minneapolis families in need.

Visit ACTG.org for all details on all our upcoming events!

Turnquist Family Fun Nights / 4 social events
Turnquist Childcare Enrichment Center’s Family Fun Nights are a time where families and staff come together to have a nice meal, socialize, play games and do activities. Family Fun Nights are held every three months. In addition to the fun, we also give away a large amount of food, household items and clothing, in large part thanks to our partners, Second Harvest Heartland and the St. Vincent de Paul Society.
### Operations

#### Revenues

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<tr>
<td>Contributions</td>
<td>53,389</td>
<td>39,516</td>
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<td>Foundation</td>
<td>165,500</td>
<td>152,500</td>
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<td>Program Service Revenues</td>
<td>4,677,690</td>
<td>4,823,844</td>
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<td>Special Events</td>
<td>81,510</td>
<td>80,991</td>
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<td>Rent &amp; Other Income</td>
<td>848,612</td>
<td>742,366</td>
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<td><strong>Total Operating Revenue</strong></td>
<td><strong>5,826,701</strong></td>
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#### Expenses

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<td>Program Services</td>
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<td>Administrative Services</td>
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<td>Fundraising Services</td>
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<td>107,024</td>
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<td>Building Operations</td>
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<td>405,657</td>
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<td><strong>Total Operating Expenses</strong></td>
<td><strong>5,700,819</strong></td>
<td><strong>5,837,835</strong></td>
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**CHANGE IN NET ASSETS**  
125,882  
1,382

### Assets

#### Current Assets

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<td>Cash &amp; Investments</td>
<td>166,636</td>
<td>476,840</td>
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<td>Receivables</td>
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<td>Inventories &amp; Prepaid Expenses</td>
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<td>162,956</td>
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<td><strong>Total Current Assets</strong></td>
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#### Long-Term Assets

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<td>Other Assets</td>
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<td><strong>TOTAL ASSETS</strong></td>
<td>4,559,509</td>
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### Liabilities & Net Assets

#### Current Liabilities

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<td>Current Portion of Long-Term Debt</td>
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<td>Accounts Payable</td>
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<td>Accrued Expenses</td>
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<td>Deferred Revenues</td>
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<td>144,995</td>
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<td><strong>Total Current Liabilities</strong></td>
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<td><strong>752,348</strong></td>
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<td>Long-Term Debt</td>
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<td>Total Liabilities</td>
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#### Net Assets

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<td>Unrestricted Net Assets</td>
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<td>2,441,008</td>
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<td><strong>TOTAL LIABILITIES &amp; NET ASSETS</strong></td>
<td><strong>4,559,509</strong></td>
<td><strong>4,556,118</strong></td>
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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
Center for Inclusive Childcare
Chuck Rinkey, Ltd.
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
Guzior Armbrrecht Maher Law Firm
Hennepin County Medical Center
Henneping County Strong Beginnings
HIRED Workforce Solutions
ISKA, Inc.
IWare
Komet Connections
Komet Kids
LCWM Little Knights Preschool and ECFE
Loffler Companies
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
Pioneer Press
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
Sibley East Discovery
Sibley East Elementary
Sibley East PALS School Readiness
Society of St. Vincent de Paul - Twin Cities
St. Anthony Eye Clinic (Dr. Todd Hanson)
Star Tribune
Stewartville School Readiness
Tamron USA
The Kretsch Family
The Wilds Golf Club
Think Small
Toys for Tots
United Way
Watson Forsberg
WSU Children’s Center

Foundations
Southern MN Initiative Foundation
Fred C and Katherine B Andersen Foundation
Richard M Schulze Family Foundation
Otto Bremer Trust
The Sheltering Arms Foundation
Wedum Foundation

Thank you to all our partners and sponsors!
“A Chance To Grow’s commitment to excellence in providing cutting edge brain-based therapies to individuals of all ages and backgrounds is unparalleled. The staff is highly skilled and very compassionate. I am extremely grateful for the services that my son has received and the progress that he has made from childhood into the adult years. I am honored to serve on the board and give back to the organization and community.” - Julia Sawyer, Board Member
Reach Your Full Potential!

Learn more at ACTG.org

Follow us on Facebook and Instagram!

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