

# 2013 annual report



Serving the community  
for 37 years

## With new GED diploma, Agatha sets sights on college

Agatha has been attending Pride Production since October of 2008. At her first ISP team meeting, she informed everyone that her goal in life was to get her GED. Despite some initial resistance, her team agreed that they would help her work through many issues, including money, transportation and her work schedule. Agatha attacked these issues with the same determination that she went after the goal of getting a GED. Diagnosed with MMR and cerebral palsy, Agatha uses a walker for ambulation and tolerates work tasks for short periods of time, sitting or standing while working.

She started GED classes at the Adult Learning Center in 2010 and worked with teachers on adaptations for classes that included having a longer time to test, using a calculator, having extra time to study, a private room in which to test and study, and the use of an audio cassette for testing. In April she finished her GED classes and graduated with her class in May.

As her journey has progressed she has blossomed, and her confidence to try new things and speak up for herself and others has grown. While on this journey, Agatha joined the

Aktion Club and was president for two terms. She also became active in Dreams in Motion and has advocated for herself and others. Her staff has been an important part of this success by assisting her with filling out paper work, practice tests, and assisting with getting reasonable accommodations.

Agatha's next goal is to go on to college. Already looking at enrollment requirements and grant opportunities, she is considering the best opportunity for her to continue her education.

*Congratulations, Agatha!*



## Pride Opens New Facilities

### New Life Skills and Adult Day Services

Pride, Inc., opened a new life skills and adult day services facility at 3901 North 19th Street in Bismarck this summer. Planning continues for more housing for individuals with special needs.

### New Apartments

Pride, Inc., operates 15 housing units in Bismarck-Mandan. The newest is the East Avenue E Apartments in Bismarck, which provides apartments for independent living. This is a safe and 100 percent accessible building for individuals with special needs.



This North 19th Street facility has been made possible with donations from the Bismarck-Mandan Elks Lodge 1199.



Arts and crafts projects at the North 19th Street facility.

# Pride's success stories

## Robert

Eight-year-old freckled-faced Robert had lived in a world of violence, constant drug usage, and was neglected and verbally abused. He learned to care for himself because his mother was addicted and his stepfather a convicted felon. He bounced from one temporary place to another and foster care failed because he was aggressive, defiant and out of control, lied and bullied others, and was kicked out of school several times.



At the Pride Manchester House, Robert worked on the two primary goals of building trust with caregivers and learning anger management skills. Because of his personal experience with adults who were not kind, gentle or supportive, he didn't trust adults. He needed to be in charge, to be the boss and to control things. He hadn't learned how to calm himself, and when angered, he flew into a rage, attacking others and breaking things. In spite of these problems, Robert was a very smart boy who learned quickly, was curious and creative, loved Legos and board games, and had a wonderful sense of humor.

At first, Robert avoided affection. He pulled away from touch and argued about every direction he was given. In school, he set limits on his peers and corrected their errors, making him not well liked. With staff using humor, reassurance, lots of one-on-one attention and teaching, practicing how to get along with others, having clear expectations and having time to calm himself, Robert learned to trust adults and to control his anger. Four months into treatment, Robert was asking for hugs and making positive comments about others. He attended tae kwon do and loved music time. He found he could express himself in art projects and that making mistakes was not disastrous. Community supports networked Rob with a cocoon of care and concern.

When Robert was ready for discharge from Pride Manchester House, a foster family stepped forward to take him in. As difficulties rose, they helped Robert face them. Rights of the biological parents were terminated since they could not care for Robert, and his foster family is hoping to adopt him. Robert loves being the leader, but now he can also follow. He is successful in school, learning advanced skills, making friends and keeping his anger in check. He is loving, affectionate and enthusiastic, eager to please and delighting in his new family!

## Keith

While in high school Keith participated in work experiences through Pride's vocational program and shadowed on housekeeping and janitorial crews. This went so well that when he graduated he chose to receive vocational services from Pride and work with the janitorial crew. Keith has been a great addition to the crew and has flourished in confidence.

When Keith and his parents started to look at his options of moving out on his own, they toured a Pride group home and found a great match. There, he has made great strides in personal growth, showing more independence, and moving from one task to the next on his job with little or no prompts from his supervisor. Keith has also accepted other job opportunities working on a weekend crew and assisting on different contracts at Pride Production.

Keith has become more familiar in the community. He recalls people he has met before and is happy to give them a high five. Keith likes to use his iPad when he would like to voice something, even if it's suggesting that his work supervisor pulls over for a cheeseburger and some fries. Pride, Inc., is happy to see Keith growing in all aspects of his life and continues to support him in his future adventures.

## Larry

Larry loves to find uses for anything and has trouble letting go of items when he knows they have a use, no matter how small that use may be. Over the years Larry collected so many items he ran out of storage room. So, he set a goal to buy more cabinets, but he didn't know where he would put them.



After brainstorming with his staff he decided he would clean out his trailer to make more room. It was out with the old and in with the new when Larry and staff went to work one Saturday afternoon. After a couple hours of hard work, everything they threw out filled the back of a pickup and the back seat. Larry also cleaned out his shed to recycle his aluminum cans and staff helped him take them to a nearby recycle center. There, he found out he had recycled almost 200 pounds of cans! Larry was happy he was helping the environment and had a huge smile when he was issued a check worth \$80.

## Chris

Chris set a goal to spend a weekend with his girlfriend in Grand Forks, with whom he talks on the phone daily. After many months of planning with Chris's guardian, this goal was realized. In Grand Forks he and his girlfriend went to the movies, shopped at many stores, and Chris treated her to dinner. He is already planning to spend some more time with his girlfriend, who he would like to marry one day.

## Tim

Tim had lived in a group home since the 1980s and is known as someone who does not like change. He grew frustrated with the loud noises at the group home and said he wanted to move, which was a big surprise to everyone. He visited 411 Sunset Place, liked the house and how quiet it was, and made the decision to move last October. He says this house is better than living in the group home, even though changes are still difficult for him. His parents were shocked at how well he adjusted to the change and how quickly he made up his mind to make such a big change after so many years in his other home.

## John

John recently set a goal of getting a photo dialer hooked up to his phone that has several buttons that hold a picture of a person. Staff assisted John with programming phone numbers

into the appropriate picture. All John has to do is push the button with the picture of the person he wants to call. This helps him stay connected with important people in his life.

## The Christmas card

The gentlemen from the Bozeman Avenue apartments had experienced many changes. One left, making room for another to join them. While they were all comfortable sharing apartments, an opportunity came for all of them to move to another building where they could live close together, but each have their own apartment. The transition took time and they faced lots of new challenges, but by working with staff they become independent in many more ways. One has gone from needing staff assistance with almost all areas of his life to being almost completely independent. After spending the summer moving and adjusting to the new place, they all took a vacation to the Black Hills of South Dakota. They experienced all the area has to offer and had much fun!

They were so thankful they wanted to tell everyone in their lives how much they appreciated them. So staff came up with the idea of a Christmas thank you card. It was a big hit! They got to hand the card to their families and staff and personally thank them. They were able to celebrate their successes with their loved ones like everyone else. Year after year, they received Christmas cards showing smiling faces and lives being lived to the fullest. This year, it was their smiling faces on the card!

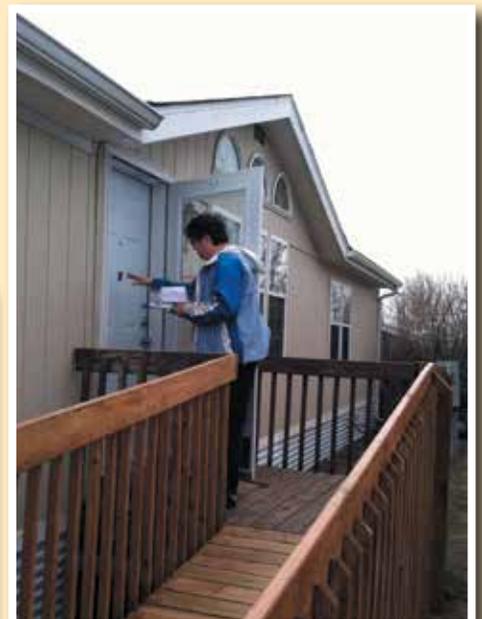
# Pride in the Community

## Sled hockey



## Bountiful Baskets

## Meals on Wheels



## Day of Caring



# Vision Statement

Pride will be a visionary leader in pioneering innovative strategies and approaches to maximize personal growth and potential of the people it serves.

## Staffing

On June 30, 2013, 450 individuals worked at Pride, Inc. This year Todd Kocis, a 15-year veteran at Pride was named Direct Support Professional of the Year at the annual NDACP conference.

*Congratulations Todd!*



## Services

The average number of individuals Pride served during fiscal year 2012:

Vocational Services	162
Behavior Analyst	80
Program Coordination	130
Pride Manchester House	30
Children & Family Services	143
Redwood Village	14
Nursing	121
Case Aide Services	49
Residential Average	121
Heritage Recovery Center	5
Representative Payee	127
Gracefully Aging	5

## Finance

### 2013-14 Budgets

Pride, Inc.	\$12,659,580
Pride Wilton Services	720,000
Pride Manchester Services	2,850,000
Donations	10,300
<b>TOTAL</b>	<b>\$16,239,880</b>

# Celebration of Trees 2012 Participants



*This year's Celebration of Trees will be held at a new venue, the Bismarck Civic Center, on November 14 and December 6 to 8.*

*The Celebration of Trees helps Pride support many individuals in the community. This year the Donation Account wrote 88 checks that totaled \$38,279. Funds were used for food, clothing, housing, transportation, medical needs, utility bills and other expenses.*

## **Thanks to the following sponsors:**

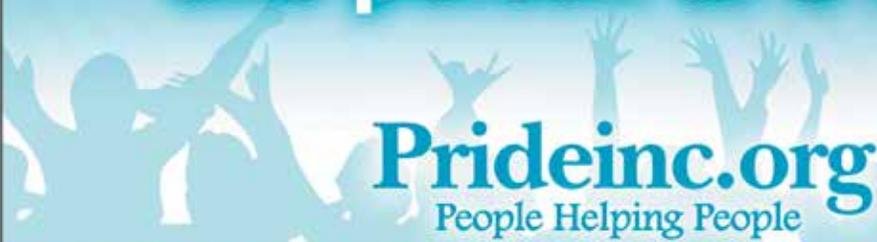
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