

2011-12 annual report



Serving the community
for 36 years

Helping Others Create a Better Future

Pride, Inc.'s mission statement is "People Helping People," and this year Pride has been doing this through more housing options. With the local housing shortage and the increase in rents, Pride decided to move forward on building a seven-unit housing complex on the corner of East Avenue E and North Third Street in Bismarck.

The building was designed to meet the needs of individuals who use wheelchairs and have limited hearing and vision.

Here are two tenant stories:

Judy

Hi, I am Judy. I was born in Bismarck in 1945. My family lived on a farm north of Washburn and I attended Underwood school until the sixth grade. At the end of the sixth grade I was sent to Grafton State School and learned that I was crossed-eyed and had poor eyesight. I attended Grafton State School and graduated in 1965.

I moved back to Bismarck and started my first job at the Drumstick washing dishes for one dollar an hour. I also worked at Prince Hotel and the Little Cottage Café. I lived in the 300-square foot basement apartment of my aunt's house, until she needed additional care at age 93 years young. I needed to find a new home so, I moved to the East Avenue Apartments and was one of the first tenants in the building.



After many years of living in the basement, I had my own apartment and I started using all my experience from the restaurant and things my aunt taught me to start baking and volunteering in the community. I like to bake so much that all the staff have gained weight since meeting me. I love to bake bread and the smell travels throughout the building. I love to share the bread with all my neighbors. The new apartment and staff are wonderful.

David

My name is David. I am a mechanical engineer and I worked in the aerospace industry in Phoenix, and at a smaller family-owned manufacturing business near Portland, Oregon. I was in a truck accident on November 8, 2009, and have a traumatic brain injury. I am wheelchair bound for now because of complications. I was in the hospital for seven months and came home to Beulah in June 2010. I started therapy with home health with occupational, physical and speech therapists coming into my home, and progressed to outpatient therapy in Beulah. In March 2011, I was able to go to Medcenter for another 30 days of inpatient rehabilitation and then I found therapists in Bismarck to continue my recovery.

We drove from Beulah to Bismarck several days each week for a few months. So, I was very happy to find a handicapped-accessible apartment with Pride. My mother has been helping me and we go to therapy five days per week now that we are in Bismarck. We supplement the therapy with trips to the Human Performance Center gym where we work on all the exercises the therapist has given me. I am able to be more independent living in Bismarck with the wheelchair accessibility of the apartment.

I really like my apartment because it has everything I need. I am able to help prepare meals and most of what I need is within my reach. I am also able to use the bathroom, including the roll-in shower. I look forward to the day I can start work again and have been looking for an elementary school that will permit me to volunteer in a third or fourth grade classroom to tutor in math.

Individuals at Pride help create a better community by volunteering at many good causes such as the McQuade softball tournament, Seeds of Hope, AID Inc., United Way, the Zoo and the Humane Society. Read more profiles of clients inside.

Pride's client and staff stories

Nala

Nala was born in a war-torn country in Eastern Europe. Her family lived in the forest to provide them a measure of safety. After her father went missing, the family crossed into a neighboring country where they lived in a refugee camp. When she was three years old, Lutheran Social Services sponsored her family to come to United States and they were placed in North Dakota. Due to post traumatic stress disorder, the mother was unable to care for the children, and they were placed in foster care. Nala's behavior was so out of control and dangerous she was placed at Pride's Manchester House for treatment when she was seven years old.

One of staffs' earliest experiences with her was when she smashed the outdoor flower pots in a rage. Then she carried a large shard of pottery and soil dashing into the building, trailing dirt and debris all the way to her room. After this she was fondly nicknamed "Petunia."

When asked recently what her favorite memories of Manchester are, Nala was quick to answer. She talked about the 4th of July celebration, dancing ballet in the talent show, traveling in her mentor family's motor home, and making friends. She reported Manchester taught her how to socialize with others.

After many months of therapeutic support, she was ready to be discharged but had nowhere to go except an institution in Florida. Staff worked diligently to identify a family and miraculously a Manchester mentoring family agreed to be specially licensed to have her as a foster child. The family that took her in turned out to be her permanent family, and it is the family she is still with today.

Nala fondly remembers family vacations, having her own cat and dog, having her own room, and being able to attend full days of school. She formed many new friendships and couldn't go anywhere without knowing someone. She loves her time with Special Olympics, with swimming being her favorite activity. She is an avid league bowler, with her team finishing first and second. She attends Camp Grassick every summer. She was thrilled to attend prom as a junior and senior, and one of her greatest accomplishments was graduating from high school this past spring.

The road was not without bumps. During trying times Nala and her family used Pride's Safe Bed. This short period of time away from her family allowed her to regain control and be returned to her family. She states the two things she learned the most from the Safe Bed program is to think about how much she appreciated her family and that it was important to take time for herself to regroup.

Another major accomplishment occurred after a discussion with her family about homeless people. Nala persisted in

asking questions on the topic until the seed was planted with her parents, and the Carrie's Kids program was created.

Through Pride's therapeutic supports, and most importantly, a caring and dedicated family, Nala has changed from a starving, fearful child to an independent and outgoing young lady!

Vikings and more Vikings



Last year Pride staff started planning a trip to Minnesota to watch the Vikings. Matthew is a Vikings fan all the way with his Vikings jacket, blankets, shirts, and he never miss a game on TV. When Dvorak Motors had Vikings cheerleaders in to promote its business Matt was able to meet and get his picture taken with them. Toby is a fan of music, games, movies and the Minnesota Vikings and it has been a lifelong dream of his to go to a game. Matthew helped encourage Toby to go on the trip and they talked Billy into going. It was coincidence that Toby's 40th birthday happened to be the same weekend they were going.

Toby's mom sent the Vikings organization a letter telling them about Toby's dream, his birthday and how he was coming to a game. A few weeks later Toby received a care package from the Vikings with pictures and autographed memorabilia. He was so excited! Everyone he talked to knew he was going to the game and he had an amazing day! The whole group was brought into the game with a personal escort, then went downstairs onto the field, and passed the players' locker rooms on the way. Their seats were on the field right in front of the cheerleaders (as if he wasn't already having an

amazing time!) Toby had so much fun, standing, clapping, yelling (and looking at the cheerleaders). He had a smile on his face the entire time!

Even though the Vikings lost, the group had a great time and made wonderful memories. The next day on the way back home, the group celebrated Toby's birthday at Chili's restaurant in Fargo. It's not certain who had more fun, the guys watching the game, or those with him watching them live their dream. The best things in life are free, like the joyful look on their faces when people are living their dreams.

Saving a family cat

Youth Mentor staff Lacey Wagner was recently working with a young lady in her home when the family cat of 13 years began choking violently. Lacey performed the Heimlich maneuver on the cat, saving its life and preventing a traumatic experience for the family.



A Home

In July, Ashley and Lyla met their goal to move from a group home into a duplex in Mandan.

Lyla loved that she would have a yard to do things in and invite friends over for a barbeques. Lyla enjoys entertaining her friends and is planning a Super Bowl party. Ashley loved the idea of having a garden. She grew a garden this summer and shared the produce with all her friends and neighbors.

They often have their family over to visit and invite friends and staff over for dinner. They work together on a weekly menu and do the necessary shopping together. The home has enabled them to live more independently and enjoy the things they love doing.

Margaret and Shawne

Exciting news for Margaret and her roommate Shawne! A kitten joined their humble home last December. The ladies couldn't be happier.

They adopted this cat, named Princess, from a friend and they had her checked out by the "Cat Doctor." She was immunized, spayed, and declawed. She has adjusted to her new home very well, although she was a bit of an escape artist when she got out of the apartment and wasn't found until the next day. The ladies were pretty shaken up. Thanks to a nice person who posted a "cat found" notice, they had Princess back home to enjoy their first Christmas together!

Sober and in contact with family

I am a current resident at Heritage for 15 months, and I have been sober for one year! I currently work at a local thrift store and absolutely love my job. When I arrived at Heritage Recovery Center I had been homeless, living on the streets for several years and in an abusive relationship. I am very grateful to be living at Heritage, and I started my first-ever checking and savings account. Staff has been encouraging me to keep

up with my physical examinations to ensure my health is taken care of.

I have been in contact with my family, after losing contact with them for many years. Heritage Recovery Center has saved my life and given me a chance at a new start.

Robert

Robert has lived in a Pride group home for 25 years. He has always been considered a gentle giant, but had many bouts of aggression and anger. Although he loved where he lived, Robert always wanted a place to call his own. In January, that long-awaited dream became a reality. Robert moved into a one-bedroom apartment on Bozeman Drive and a few of his neighbors include his old housemates at the group home.

Rob is very independent and is learning independent living skills as well as social skills. This transition has been wonderful for him, which shows on his face when he asks people if they want to come see his new apartment or when he tells them about his new queen size bed! This move has done so much for him. Since moving, Robert has not had a single incident of aggression or anger, and he is happy and smiling all the time. The right kind of environment can truly affect someone and Rob has made a complete 180 degree difference.

Mary

Mary loves to volunteer and when given a chance to volunteer she will always go above and beyond. So when Pride, Inc., held a bake sale with proceeds going to Carrie's Kids, it was no different. Mary was very motivated and excited for the chance to bake items to sell and help out wherever she was needed. The bake sale raised \$642, and Mary was very proud of the outcome. Mary was so involved and supportive of the bake sale, she was asked to present the check to Carrie's Kids.

When the day finally came, Mary was ready and waiting when staff came to pick her up. Although she couldn't help but be bashful around all the new faces, everyone in the room could see her smile beaming as she handed the check over; she could hardly hold back the tears. There is nothing more gratifying than to see someone get such joy from helping others.



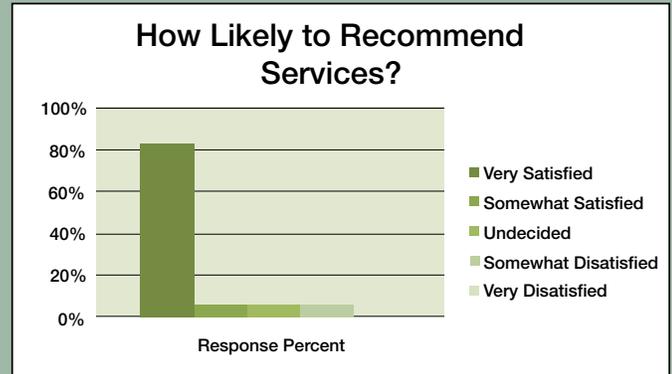
Vision Statement

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, 2012, 396 individuals worked at Pride, Inc. This year Brad Kautzman, a 26-year veteran at Pride, and Kristin Vetter, a 5-year employee, were named Direct Support Professionals of the Year at the annual NDACP conference. Congratulations Brad and Kristin!

Service Satisfaction 2011-2012



Services

The average number of individuals Pride served during fiscal year 2011:

Vocational Services	189
Behavior Analyst	82
Program Coordination	131
Pride Manchester House	35
Children & Family Services	125
Redwood Village	16
Nursing	121
Case Aide Services	13
Residential Average	122
Heritage Recovery Center	6
Representative Payee	124
Gracefully Aging	3

Finance

2011-12 Budgets

Pride, Inc.	\$12,386,107
Pride Wilton Services	803,833
Pride Manchester Services	1,899,933
Donations	10,300
TOTAL	\$15,100,173



Pride is planning another housing unit for individuals living with a disability.

Celebration of Trees 2011 Participants



The Celebration of Trees helped Pride support many individuals in the community. This year the Donation Account wrote 53 checks that totaled \$32,669. Funds were used for food, clothing, housing, transportation, medical needs, utility bills and other expenses.

Thanks to the following sponsors:

Advanced Business Methods
American Bank Center
American Family Insurance-Dee Heintz/Don Ressler's Auto Glass
AmeriPride Linen & Apparel
Anonymous Donor
Awesome Signs
Basin Electric Power Cooperative
Bill Barth Ford/Mazda
Bismarck Cancer Center
Bismarck-Mandan Elks Lodge 1199
Bismarck-Mandan Mayor's Committee for People with Disabilities
Bismarck Tribune
BNC Bank
Bobcat Company
Brady Martz & Associates
Brown & Saenger
Capital City Lions Club
Capital Electric Cooperative, Inc.
Cedric Theel Toyota, Scion
CenturyLink
Chuppe Clinic
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Dacotah Paper
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Ideal Image Dentistry - Dr. Landgrebe & Dr. Brady
Just Jewelry - Karen Horan
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Total Wellness Chiropractic
Twin City Roofing, Inc.
U.S. Bank
United Tribes Technical College
University of Mary Alumni Association
Wells Fargo Bank
Zorell's Jewelry



Pride Inc.
P.O. Box 4086
Bismarck, ND 58502

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A recruitment banner for Pride, Inc. features three diverse young adults (two women and one man) smiling. The banner includes a large, colorful circular graphic on the right side with the text "JOIN OUR TEAM!" in bold black letters, the phone number "258-7838" in blue, and the website "prideinc.org" in black. The company name "Pride, Inc." is written in white at the bottom left of the banner.

JOIN OUR
TEAM!
258-7838
prideinc.org

Pride, Inc.