



2025 ANNUAL REPORT

Letter from Kate



“Celebrating 40 years of Reach for Resources is about honoring the incredible people who have shaped our journey. It’s a moment to reflect on the challenges we’ve overcome, the milestones we’ve achieved, and the lives we’ve had the privilege to support. We’re so grateful to everyone who’s been part of this journey, and we’re looking ahead to an even brighter future.”

- Kate, Executive Director of Reach



Dear Friends and Supporters,

As I reflect on 2025, I am filled with gratitude for the individuals, families, staff, volunteers, community partners, and donors who made this year of growth and impact possible. Every day, I have the privilege of witnessing the resilience, determination, and accomplishments of the people we support. Their successes remind us why Reach for Resources exists: to empower people with disabilities and mental health challenges to live, engage, and thrive in their communities.

Throughout 2025, Reach continued to expand person-centered services to meet growing community needs. We helped people build independence through employment support, housing assistance, and life-skills development. Our Waiver Case Management team coordinated critical disability services, advocacy, and resources, while our Mental Health Services team provided counseling, parent education, and stability-focused support to individuals and families. Across adaptive recreation, therapy, transportation, case management, employment, and independent living services, our team remained focused on creating opportunities, removing barriers, and helping people feel connected and supported.

This progress would not be possible without our dedicated staff. Their compassion, expertise, and unwavering commitment make a meaningful difference every single day. I am continually inspired by the way our team meets challenges with creativity, embraces opportunities for innovation, and places the needs of the people we support at the center of everything they do.

Together, We Made a Difference in 2025

Thanks to the generosity of donors, foundations, corporate partners, volunteers, and community supporters, we also experienced meaningful organizational growth in 2025. Community investments helped us strengthen staffing, expand services, and respond to rising needs across Minnesota. Just as importantly, our partnerships deepened our community-centered model, connecting individuals to employment, housing, recreation, mental health services, and independent living support. Together, these achievements reflect a year of momentum, collaboration, and shared commitment to a future where everyone belongs and can thrive.

As we look ahead, we remain committed to strengthening our programs, responding to emerging community needs, and ensuring that every individual has the support they need to achieve their goals. Thank you for your belief in our mission. The impact we celebrate in this report belongs to all of us.

With gratitude,

Kate Bottiger

Kate Bottiger
Executive Director

Who We Are: Community. Inclusion. Support.

For more than forty years, Reach for Resources has been a steady source of hope for Minnesotans who too often feel overlooked or underestimated. Every day, we meet people whose dreams are bigger than the barriers in front of them. We walk alongside individuals and families as they strive for independence, connection, and a sense of belonging, offering support that honors their strengths, respects their choices, and celebrates their potential. Our story is rooted in community, and in the belief that when people are supported to flourish, entire neighborhoods grow stronger with them.



VISION

A community where all people are valued, supported, and included.

MISSION

We provide person-centered disability and mental health services that support people to live, thrive, and engage in their community. Skilled staff deliver quality services that are strengthened by volunteers and sustained by donor generosity.

VALUES

Compassion

We ensure the unique goals and dreams of supported individuals are met.

Integrity

We are committed to honest and ethical decision making.

Teamwork

We work together to create a unified approach to empowering people.

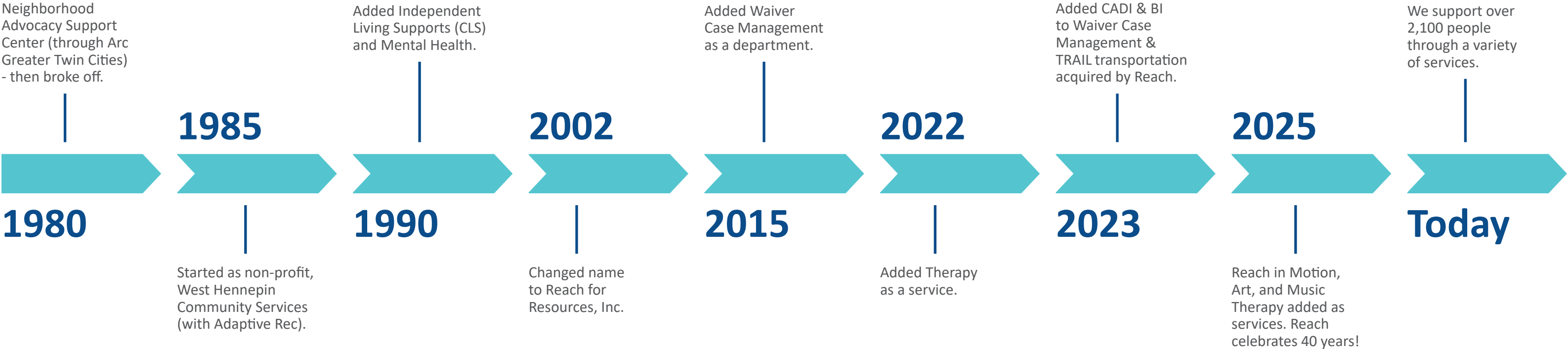
Respect

We value each individual and demonstrate it through our actions and words.

Inclusion

We build meaningful social connections between people and their communities.

40+ YEARS OF SERVICE



REACH AT A GLANCE

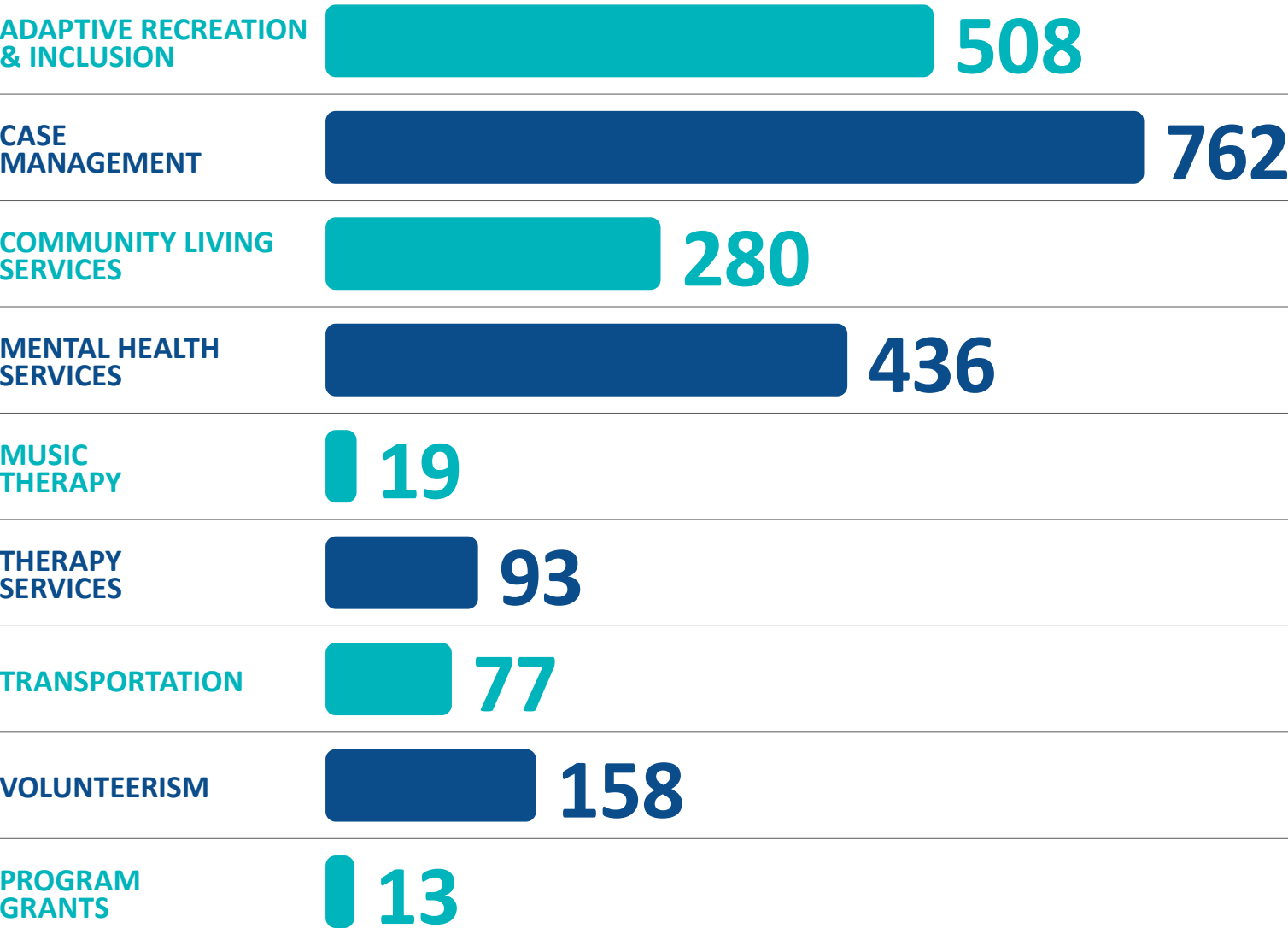
Our community. Our Impact. 2025

Every number represents a person, a family, and a story.
Thank you for being part of the impact we're making together.



2025 IMPACT BY DEPARTMENT

Individuals Supported

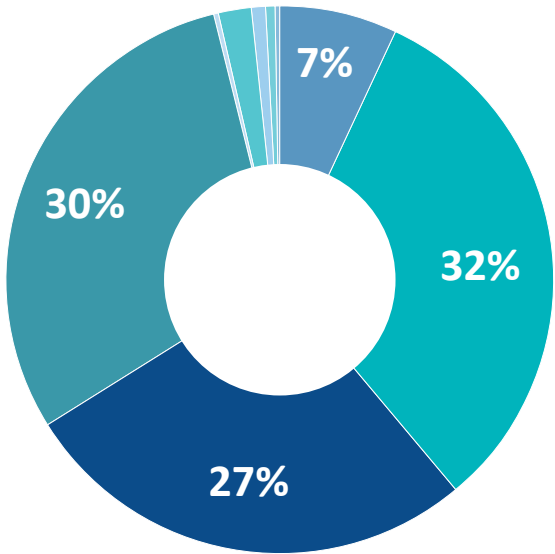


FINANCIALS

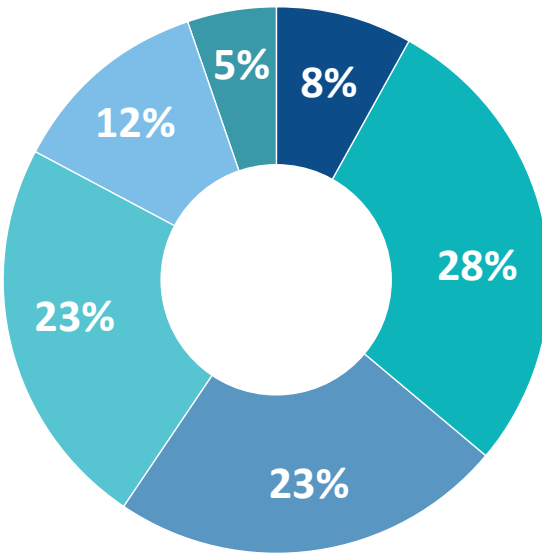
Investing in People. Strengthening Community.

In 2025, Reach invested in the people, and services that help individuals of all abilities thrive.

\$6,404,485	\$6,197,059
TOTAL REVENUE	TOTAL EXPENSES



Adaptive Recreation & Inclusion	\$429,842	7%
Community Living	\$2,030,396	32%
Mental Health Services	\$1,753,851	27%
Case Management	\$1,905,930	30%
Special Events	\$20,449	0.3%
Contributions & Grants	\$109,233	1.7%
Investment Income	\$62,841	1.0%
In-Kind Donations	\$31,561	0.5%
Misc. Income	\$432	<0.1%



Adaptive Recreation & Inclusion	\$466,629	8%
Community Living	\$1,762,579	28%
Mental Health Services	\$1,467,655	23%
Case Management	\$1,425,193	23%
Administrative	\$770,848	12%
Fundraising	\$314,150	5%

TOTAL ASSETS	TOTAL LIABILITIES	TOTAL EQUITY/NET ASSETS
\$2,196,038	\$529,129	\$1,666,909

ADAPTIVE RECREATION & INCLUSION

Creating opportunities to connect, explore and belong.



Reach’s Adaptive Recreation & Inclusion programs create opportunities for children and adults with disabilities to participate in recreation, build connections, and engage in their communities.

In 2025, the department strengthened its leadership structure, expanded Inclusion services, and launched new opportunities through Music Therapy.

2025 IMPACT



Adaptive Rec
Individuals
Served



Inclusion
Individuals
Served



Music Therapy
Individuals
Served



Total Unique
Individuals
Supported

2025 HIGHLIGHTS

GROWING OPPORTUNITIES THROUGH INCLUSION

Inclusion services saw significant growth in 2025, with 841 sessions providing more than 3,600 hours of support. Compared to 2024, the number of sessions increased by 10.4%, while billable and contact hours grew even more, by 27.4% and 32.8%, respectively. This means Reach was able to provide more opportunities for people to participate, connect, and engage in their communities.

MAKING CONNECTIONS THROUGH MUSIC THERAPY

Reach launched individual and group Music Therapy sessions led by Board-Certified Music Therapist Rinnah Kinney, giving participants new opportunities to explore music in a supportive, therapeutic setting. The department also introduced Music Fun Groups through Adaptive Recreation, making music-based activities accessible to a wider range of participants, including those who do not receive waiver-funded services. Together, these offerings create more opportunities for connection, creativity, self-expression, and fun.

*Music Therapy programming is made possible by the voters of Minnesota through a grant from the Metropolitan Regional Arts Council, thanks to a legislative appropriation from the arts and cultural heritage fund.

metro
regional
arts
council

New in 2025



Rinnah Kinney
Board-Certified
Music Therapist

A MORE SPECIALIZED APPROACH

In 2025, Adaptive Recreation & Inclusion restructured its leadership team, with Brienna Max transitioning to Inclusion Manager and Bobbi Jo Dziuk returning to Reach as Adaptive Recreation Manager. This new structure allows each program area to have more specialized leadership and focused attention, helping the team strengthen programs, respond to participant needs, and continue creating meaningful opportunities for the people we serve.



Brienna Max
Inclusion
Manager



Bobbie Jo Dziuk
Adaptive Recreation
Manager

“Through Reach’s Adaptive Recreation programs, Emily has found so many ways to get involved and connect with others. She’s participated in more than 90 activities, from hiking and karaoke to dance nights, and has built a whole circle of friends she talks to every day. Honestly, her social life is better than the rest of ours!”

- Traci, Reach Participant Parent



COMMUNITY LIVING SERVICES

Helping people thrive at work, home, and in their communities.



Community Living Services helps individuals achieve greater independence through employment, in-home, and housing services.

In 2025, the department continued to grow, strengthened its services, and celebrated the dedication of the staff who make person-centered support possible.

2025 IMPACT



Employment
Supports
Individuals



In-Home
Services
Individuals



Housing
Supports
Individuals



Total Unique
Individuals
Supported

2025 HIGHLIGHTS

SUPPORTING HOUSING STABILITY

In 2025, Housing Services continued helping individuals secure and maintain stable housing through Housing Stabilization Services and Independent Housing Supports. The team supported 29 individuals through HSS and 7 through Independent Housing Supports.

CELEBRATING DSPS

During DSP Appreciation Week, the team gathered to recognize staff accomplishments and celebrate the many ways DSPs make a difference. Reach also participated in ARRM Day at the Capitol, advocating for individuals receiving services and recognizing the vital work of DSPs.

GROWING EMPLOYMENT SERVICES

In 2025, Community Living Services expanded its Employment Services team and capacity through support from the Grotto Foundation. Reach hired four Employment Specialists and served 136 individuals, exceeding the program goal of 122. Participants achieved a 61% employment rate, surpassing the 50% goal.

The department also added an Employment Services Referral & Intake Coordinator through a Minnesota DEED Transformative Career Pathways Capacity Building Grant and welcomed a new Team Lead as Employment Services continued to grow.

“It was hard to get a job...sending applications out and stuff. When I got my first job, I was scared.”

- Steve, Employment Services Participant



A JOB THAT LASTS

Nearly 30 years ago, Steve started working at Davanni’s Pizza & Hot Hoagies. What began as a job he was nervous to start has become an

important part of his life, giving him a sense of routine, connection, and pride in the work he does. Over the years, Steve has built lasting relationships with coworkers and managers while developing skills and confidence in his role.

When asked why he has stayed so long, Steve’s answer is simple: “Because I like it.”

Steve’s story is a reminder that meaningful employment can become much more than a job. It can be a source of purpose, independence, and belonging.

BUILDING INDEPENDENCE AT HOME

Through a Grotto Foundation grant, Reach expanded its mentorship and in-home skills development program in 2025. The funding allowed Reach to hire five Community Living Specialists and support 107 individuals during the grant period. Most importantly, 85% of individuals demonstrated increased independence in daily living skills, showing the impact of personalized support in helping people build confidence and greater independence at home and in their communities.

STRENGTHENING OUR SERVICES

Community Living Services continued to invest in quality and leadership throughout 2025. Employment Services completed the CARF accreditation process, with accreditation awarded at the end of 2025. The department also added new Team Leads in both Employment and In-Home Services, strengthening leadership as programs continued to grow.



MENTAL HEALTH & THERAPY SERVICES

Supporting mental health, wellness, and greater independence.



Reach’s Mental Health & Therapy Services provide person-centered support to help individuals and families build skills, strengthen relationships, and work toward greater well-being. In 2025, the department expanded its services and community connections, adding Art Therapy, a new caregiver support group, and parenting education while strengthening collaboration across programs and connecting the community to mental health resources.

2025 IMPACT



2025 HIGHLIGHTS

A PLACE FOR CAREGIVERS

Therapy Services launched a weekly Caregiver Support Group, offering caregivers an opportunity to connect, share experiences, and support one another. The group is available both in person and online.

EXPANDED THERAPY TEAM

Therapy Services welcomed Alexis McClure as an additional full-time therapist, expanding the team’s capacity to provide counseling and therapeutic support to individuals and families.



STRENGTHENING SUPPORT FOR INDIVIDUALS & FAMILIES

In 2025, Mental Health Services expanded its support for individuals and families through new grant-funded programming and stronger collaboration across services. Through the Strengthening Families Together grant, the team began offering parenting education and support, providing families with practical tools and guidance to build confidence and strengthen their relationships. The department also increased collaboration between programs, including ARMHS and PCS and TCM and PCS, helping individuals receive more comprehensive support based on their unique needs.

New in 2025 LAUNCHED ART THERAPY

In October 2025, Therapy Services launched Art Therapy, expanding Reach’s therapy offerings and providing individuals with another option for therapeutic support. The new service marked an exciting addition to the department, creating opportunities for individuals to use creative expression as part of their therapeutic journey while working toward personal goals. Art Therapy also reflects Reach’s continued commitment to expanding person-centered services that meet people where they are and offer different ways to engage in therapy.

CONNECTING THE COMMUNITY TO RESOURCES

Reach hosted its first Community Mental Health Fair in 2025, bringing together more than 15 community providers and organizations to connect individuals and families with valuable mental health resources, services, and support. The event created an opportunity for attendees to learn more about available resources, ask questions, and make connections with organizations that can help meet a variety of mental health and wellness needs.



BUILDING STRONGER FAMILIES

“Working with our Parenting Skills Educator over the past 12 weeks has been an incredibly positive experience for our family. She brings a warm, engaging personality, deep expertise, and a genuine commitment to supporting the families she serves. From the beginning, she took the time to truly understand us as parents and get to know each of our three children individually. Her involvement made a meaningful difference in the direction of our CPS case. She advocated for our family with clarity and professionalism, helping us feel heard, respected, and understood throughout the process. In addition to her advocacy, our Parenting Skills Educator equipped us with practical, lasting tools that have improved how our household functions day to day. She guided us in creating structure and consistency through cleaning schedules, meal planning, clear house rules, and even a family mission statement. We especially appreciated her thoughtful approach, meeting with each parent individually as well as with our family as a whole, and the way she tailored her support to fit our unique needs. She consistently goes above and beyond expectations, and the impact she has had on our family is truly meaningful.”

- PCS Participant

New in 2025



TRANSPORTATION

Trail by Reach & Reach in Motion

Rides that create connection and independence.



Reach’s Transportation Services help people stay connected to the activities, programs, and communities that matter to them.

In 2025, Transportation provided 1,875 rides, supporting access to Adaptive Recreation, AR&LE programs, and other opportunities that promote independence, connection, and community participation.

2025 IMPACT



Unique Trail by Reach Riders



Total Number of Trail by Reach Rides



Total Number of Programs Supported



Reach in Motion Riders

2025 HIGHLIGHTS

SIX NEW RIDERS, MORE OPPORTUNITIES

Trail welcomed six new riders in 2025, helping more individuals get connected to the programs, activities, and community experiences they enjoy.

REACHING MORE OF THE COMMUNITY

In 2025, Golden Valley joined the Trail service area, expanding transportation access and helping more individuals connect with Reach programs and opportunities in their community.

CELEBRATING GRETCHEN’S CONNECTION TO TRAIL

In 2025, Gretchen DeVries took an impressive 153 rides through Trail by Reach. As an active participant in several Reach for Resources and Adaptive Recreation & Learning Exchange (AR&LE) programs, Gretchen relies on Trail to stay connected to the activities and opportunities that matter most to her.

For more than 25 years, Gretchen has been part of the Trail community. Throughout that time, transportation has supported her ability to participate in programs, stay connected with others, and live with greater independence, confidence, and joy. The steady rhythm of activities and connections that Trail helps make possible continues to enrich Gretchen’s daily life.



Talk About Going Places!

TRAIL’S TOP 3 RIDERS

Our riders kept Trail busy in 2025! These three participants logged the most rides throughout the year, staying connected to the programs, activities, and community they love. Their frequent rides are a great example of how reliable transportation helps make it possible for individuals to participate, build connections, and enjoy the activities that are an important part of their lives.

	1	Filmore 217 rides
	2	Michael 172 rides
	3	James 170 rides

“We think Trail is absolutely fabulous. From the reliability to the kindness of every driver, it’s been a wonderful surprise. The ride itself is as important as the activity he’s going to. He makes friends on the van. It’s a big part of his life now.”

- Jill, Reach Participant Parent



WAIVER CASE MANAGEMENT

Connecting people, services, and possibilities.



Reach’s Waiver Case Management team works with individuals, families, and providers to coordinate services and support each person’s goals and choices.

In 2025, DD and CADI/BI Case Management combined into one department, creating a stronger, more unified team with expanded leadership and capacity.

2025 IMPACT



Total Unique
Individuals
Supported

2025 HIGHLIGHTS

GROWING TO MEET DEMAND

As demand for waiver case management services continued to grow, Reach expanded its CADI/BI team, doubling its staff and increasing the department’s capacity to support individuals and families. This growth allowed Reach to strengthen its ability to provide timely, individualized support while continuing to build meaningful relationships with the people it serves.

A COMMITMENT TO QUALITY

The department received positive feedback during its 2025 Hennepin County audit, with recognition of its commitment to person-centered care, responsiveness, and quality documentation. The feedback reflects the team’s focus on providing thoughtful, individualized support while maintaining the strong practices and documentation needed to effectively serve individuals and families.

GROWING TOGETHER

In 2025, Reach brought its DD and CADI/BI Waiver Case Management teams together as one unified department, creating a more streamlined structure and strengthening collaboration across waiver services. The merger brought together the strengths and experience of both teams while creating greater consistency in how services are supported.

The transition was led by Nathan Orr, Director of Waiver Case Management, and Mackenzie Nadeau, Assistant Director. Together, they established a new leadership structure with three Team Leads: Rachel and Kalia supporting DD services and Charley supporting CADI/BI. This structure provides additional support for staff while helping the department respond to the unique needs of the individuals and families it serves.

As one department, WCM is better positioned to share knowledge, resources, and best practices, align processes, and provide responsive, person-centered support. The merger marked an important new chapter for Waiver Case Management, bringing together two experienced teams with a shared commitment to helping people live the lives they choose.

“Bringing the teams together created an opportunity to build on the strengths and experience of both groups while creating greater consistency in how services are supported across the department.”

NEW LEADERSHIP, GROWING OUR TEAM

As WCM came together as one department, team members also stepped into new leadership roles, bringing experience and knowledge to support the department’s continued growth.



Nathan Orr

Director of Waiver
Case Management



Mackenzie Nadeau

Assistant
Director



Rachel Zimonick

DD Lead



Charley Smith

CADI/BI Lead



Kalia Xiong

DD Lead

VOLUNTEERISM

*Giving Time.
Making a Difference.*



In 2025, volunteers continued to be an important part of the Reach community, bringing their time, talents, and enthusiasm to help make programs, events, and everyday operations possible. Their contributions extend the reach of our team and help create meaningful experiences and connections for the people we serve.

2025 IMPACT



Total Number
of Volunteers



Total Number
of Hours
Served

2025 HIGHLIGHTS

3 NEW COMMUNITY PARTNERSHIPS IN 2025

In 2025, Reach expanded its community partnerships, connecting with National Charity League West Lakes, Edina High School, and Minnetonka High School to create new opportunities for students and community members to get involved. These partnerships help introduce new volunteers to Reach’s mission while giving people meaningful ways to share their time, talents, and energy in support of the people we serve.



VOLUNTEERS WHO BRING THE FUN

Katie and Dave have become familiar faces at Reach events, bringing plenty of energy, humor, and enthusiasm wherever they volunteer. What started as an opportunity to help at Bingo & Brews has grown into a regular commitment, with the pair volunteering as bingo callers at Reach events throughout the year.

For Katie and Dave, volunteering is about more than helping an event run smoothly. They enjoy getting to know participants, being part of the excitement, and seeing the joy that comes from a little friendly competition. Their favorite part is seeing people light up when they win and knowing that their time is helping support a cause they care about.



“The joy on people’s faces when they win bingo, and knowing that we are fundraising for a wonderful nonprofit organization.”
- Katie & Dave, Reach Volunteers

Their enthusiasm and willingness to jump in wherever they're needed are a great example of how volunteers can bring their own personalities and talents to Reach while making a meaningful difference.

A HEART FOR HELPING

For Melissa and her mom, Kathy, volunteering has become a meaningful way to spend time together while giving back to the Reach community. The two volunteer regularly behind the scenes, helping with projects such as shredding, scanning, and preparing mailings.

Their contributions may happen away from the spotlight, but the work they do helps keep Reach's day-to-day operations moving. For Melissa, volunteering provides an opportunity to stay active, build skills, and be part of something bigger. For Kathy, it continues a lifelong commitment to helping others and giving back to her community.

Together, they show that volunteering doesn't have to look one particular way. Whether helping at an event, taking on an office project, or simply sharing your time and talents, there is a place for everyone to make a difference at Reach.



“Just try it. There’s something for everyone.”
- Melissa & Kathy, Reach Volunteers

CONTRIBUTORS

Because of You,
Reach Happens.



Every gift helps create opportunities for people with disabilities and mental health needs to live, work, connect, and thrive. We are grateful to the individuals, families, businesses, foundations, and organizations who invested in Reach and our community in 2025.

\$10,000+

Ascent Care of Firefly Scientists Foundation Agency
Grotto Foundation
Metropolitan Regional Arts Council
Dan & Heather Hildebrandt
Suzanne Boda & George Grindahl

\$9,999-\$5,000

Haag Family Foundation
Schwab Charitable
Allianz Life Insurance
Groves Foundation
Womack Family Foundation

Janice Sanner
Edina Rotary Foundation
The Arc Minnesota

\$4,999-\$1,000

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\$99-\$1

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Annette Lausten & Barbara Grimme
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We apologize for any inadvertent misspellings or omissions from this report.
Please call 952-200-3030 to correct our records.

IN-KIND DONONATIONS

45th Parallel Distillery
AmFund
Aurora FC
Bach To Rock Minnetonka
BARK
Bear Cave Brewing
Bell Museum
Blaze Credit Union Foundation
BLICK Art Materials
Bob's Discount Furniture
Charitable Foundation
Boom Island Brewing
Breadsmith Minnetonka
Brooklyn Park Lions Club
Cafe Latte
Can Can Wonderland
Caribou Coffee Minnetonka
Charlie's on Prior
Cheesecake Factory
Chic-Fil-A
Children's Museum of Southern MN
Cinema Grill & Outtakes Bar
City of Brooklyn Park
City of Inver Grove Heights
City of New Brighton
City of Shoreview
City of St. Louis Park
Club Pilates Minnetonka West
Cocina de Ana
Corner Coffee
Craft & Crew
Culvers Golden Valley
Dale Studios
DeepHaven Rejuvenation
Doolittle's Wood Fire Grill
Driskell's Downtown Market
Emily & Nathan Orr
Fat Pants Brewing Co
Foss Swim School
Four Daughters Vineyard & Winery
Freddy's Frozen Custard and Steakburgers

Godfather's Pizza
Gorjana Charity Team
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Lincoln Park Craft District Neighbors
Crafting Community
Lodestone Coffee & Games
Martini Golf Tees
Mary Copeland & Michael Stang
Melting Pot of Minneapolis
Merchology
Mills Fleet Farm-Brooklyn Park
Minneapolis Institute of Art
Minnesota Frost
Minnesota Landscape Arboretum
Minnesota Renaissance Festival
Minnesota State Fair
Minnesota Transportation Museum.
Jackson Street Roundhouse
Minnesota Twins
Minnesota Vikings
Minnesota Wild
Minnesota Zoo
MN Historical Society
Nothing Bundt Cakes
O'Brien's Public House
Park Tavern
Pizza Luce
Porter Creek Hardwood Grill

Precision Signs & Imaging LLC
Pryes Brewing Company
Punch Pizza
Puttery Minneapolis
Puzzle Twist
R.F. Moeller Jeweler
Rick Bronson's House of Comedy
Ron Buster
Saint Paul Saints Baseball
Schuler Shoes
Science Museum of Minnesota
Scoreboard Bar & Grill
SEA LIFE Aquarium
St. James Hotel
Stages Theatre Company
Susy Larson
The Bakken Museum
The Museum of Russian Art
The Mustard Seed
The Original Pancake House-Plymouth
The Savage Tap
Three Rivers Parks District
Thrivent Financial
Timothy Janssen & Joy Pohland Janssen
Tin Shed Tavern & Pizza
Tito's Handmade Vodka
Tonkadale Greenhouse
Topgolf
Total Wine & More
Trader Joe's - Minnetonka
Treasure Island Resort & Casino
Uffda Donuts
Valleyfair
Vortex Optics
We Are Nuts
Wildlife Research
Wok in the Park
Women's Elite Rugby
Yum! Kitchen

GET INVOLVED

There's a place for you at Reach.



GIVE

Your support helps make meaningful opportunities possible for people of all abilities.

In 2025, contributions helped Reach provide housing support, employment opportunities, recreation, mental health services, and other programs that help people build skills, confidence, independence, and connection.

Every gift strengthens the programs and services that make a lasting difference in people’s lives and helps create a more inclusive community for all.



VOLUNTEER

Share your time. Strengthen our community.

Volunteers help create meaningful experiences and welcoming spaces where people can connect, participate, and grow.

In 2025, volunteers supported Reach in many ways, from assisting with adaptive recreation and special events to sharing professional expertise and contributing through committees and the board.

Every hour of volunteer time helps expand opportunities, strengthen our programs, and build a more connected and inclusive community.



SPONSOR

Invest in a more inclusive community.

Sponsors and community partners help Reach strengthen programs, expand opportunities, and respond to the needs of the people we serve.

In 2025, support from businesses and organizations helped make programs, events, and services possible while contributing to the long-term strength of Reach and the communities we serve.

Through sponsorship, our partners play an important role in creating a Minnesota where people of all abilities are supported, included, and able to thrive.

2025 BOARD OF DIRECTORS

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7300 Metro Blvd, Suite 625
Edina, MN 55439

Phone: 952-200-3030
Fax: 952-229-4468

reachforresources.org
info@reachforresources.org



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