



Your partner of choice in advancing
disability inclusion.



2024 Annual Report

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Dear Lifeworks Community,

The 2024 Lifeworks Annual Report reflects the bold strides we’ve taken together to advance disability inclusion across Minnesota. Each person impacted by Lifeworks is a powerful reminder of why our work matters and why we remain steadfast in our mission to be the partner of choice in advancing disability inclusion.

In 2024, we partnered with more than 4,700 people across the state. From career development and in-home support to day services and resource navigation, our approach remains rooted in the belief that people with disabilities are the experts in their own lives. We are proud to be their partners as they pursue their goals at home, at work, and in their communities.

Lifeworks expanded our disability inclusion trainings in 2024. We trained more than 1,600 people, equipping individuals, businesses, and service providers with the tools to create more welcoming environments. This work is important because when more people understand disability inclusion, it leads to environments where people with disabilities are truly seen, respected, and included - on their terms.

Lifeworks is confidently moving forward into our 60th year as an organization with our learnings and success from 2024. Thank you for your continued support of Lifeworks and for joining us in creating a world where disability inclusion is the standard.



Gertrude Matemba-Mutasa
President and CEO



John Abbott
Board Chair



Our Values

You Lead The Way—We Listen

We honor choice and pursue opportunities with community at the heart of our work.

Together, We Break Down barriers

We seek diverse perspectives, advance accessibility, and encourage a sense of belonging for all.

We Focus on Impact

We hold ourselves to the highest standards. We share expertise and collaborate to find solutions that address the whole picture.

We Reinvent What’s Possible

We take chances and welcome the unknown. We learn from the past and lean into the future.

Lifeworks has excellent customer service. By far the best in anything associated with disability services. Better than most other areas of customer service as well.

Lifeworks provides the education, knowledge, and accountability that I need to accomplish the task of raising my Grandson who has disabilities.

- Responses from the 2024 Lifeworks Satisfaction Survey

94%
of our customers said they feel like Lifeworks meets their needs.



2024 By The Numbers

4,716
people partnered
with Lifeworks
programs

2,305
people accessed
In-Home Services

521
people accessed
Employment
Services

247
people participated
in Day Support
Services

4,965
direct support
professionals
providing
3,810,697
hours of care

1,601
people attended a
disability inclusion
training

299
employers hiring
people supported
by Lifeworks

78
new employers
with an average
starting wage of
\$15.30
per hour

Our Services

In-Home Services

In 2024, 2,305 individuals and families accessed In-Home Services through Lifeworks. Using a personalized and self-directed approach, Lifeworks partners with individuals and families to help them maintain their independence at home and in their community. This includes Minnesota programs: Consumer Directed Community Supports (CDCS), Community First Services and Supports (CFSS), Consumer Support Grant (CSG), PCA Choice, Individualized Home Supports (IHS), Respite, Night Supervision, and Homemaker Services.

Day Support

Lifeworks partnered with 247 people in Day Support Services in 2023 as they connected with their communities, engaged with their peers, and accessed technology. With clients leading the way, we offered opportunities to build self-reliance, including: creative arts, career exploration, skill building in the community, self-advocacy development, technology labs, multi-sensory environments, and so much more.

Resource Navigation

Navigating the complexities of disability support can be challenging. Resource Navigation is designed to empower and equip individuals and families with the knowledge and skill they need to thrive. Through person-centered planning and benefits coaching, participants explore available options and connect with resources that helped them take the next step toward achieving their goals.

Employment

Lifeworks breaks down barriers and increases access to opportunities, leading to a more diverse and inclusive workforce in Minnesota. We connect people to experiences that explore their interests, develop skills, and start or advance their careers.

In 2024, Lifeworks partnered with 521 people through our Employment Services. 89 individuals joined the workforce or started new jobs and earned an average wage of \$15.30 per hour with wages as high as \$31.27 per hour. We also welcomed 78 new employers throughout the year who are committed to breaking down barriers to employment for people with disabilities.

Disability Inclusion Training and Consulting

Disability inclusion guides everything we do at Lifeworks because we believe in radically inclusive communities where people with disabilities are leaders, decision-makers, and equal participants in every aspect. Through our Training and Consulting Services, we are building a world where people with disabilities can thrive. In 2024, 1,601 people attended a disability inclusion training with Lifeworks.

Our Mission

To be the partner of choice in advancing disability inclusion.

Our Vision

We envision a world where disability inclusion is the standard.



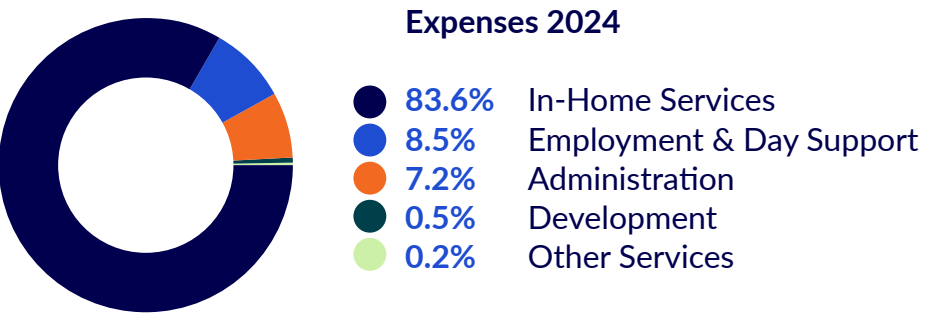
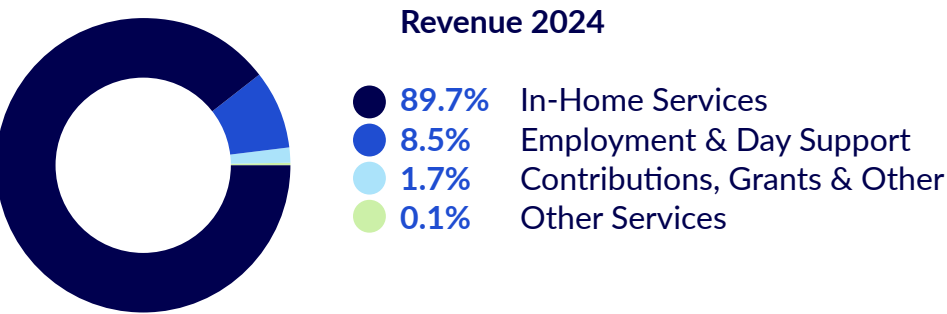
Financials

Statement of Financial Position

Year Ended December 31	2024	2023
Cash and Investments	33,041,633	31,165,785
Accounts Receivable and Other	14,200,042	9,635,901
Property and Equipment net of accumulated depreciation	4,684,916	4,665,490
Total Assets	51,926,591	45,467,176
Liabilities and Net Assets		
Liabilities		
Notes Payable	781,002	977,020
Accounts Payable	289,350	184,365
Accrued Salaries and Related Expenses	9,888,625	7,901,468
Other Accrued Expenses	183,389	178,223
Other Liabilities	1,141,821	970,067
Total Liabilities	12,284,187	10,211,143
Net Assets		
Without Donor Restrictions		
Total Designated Net Assets	3,442,318	3,362,351
Total Board-Designated Net Assets	28,054,031	26,110,524
Total Undesignated Net Assets	8,146,055	5,783,158
Total Net Assets Without Donor Restrictions	39,642,404	35,256,033
With Donor Restrictions	-	-
Total Net Assets	39,642,404	35,256,033
Total Liabilities and Net Assets	51,926,591	45,467,176

Statement of Activities

Year Ended December 31	2024	2023
Support and Revenue		
In-Home Services	101,973,717	84,814,859
Employment and Day Support Services	9,659,095	9,210,612
Other Services	131,989	-
Contributions and Grants	1,599,246	1,307,368
Other	298,197	216,471
Total Support and Revenue	113,662,244	95,549,310
Expenses		
In-Home Services	92,961,763	77,756,855
Employment and Day Support Services	9,448,688	9,601,627
Other Services	266,539	-
Administration	8,006,564	6,841,752
Development	535,826	561,085
Total Expenses	111,219,380	94,761,319
Net Operating Income	2,442,864	787,991
Change in Investments Value	1,943,507	1,810,854
Change in Net Assets	4,386,371	2,598,845



2024 In Focus



1. Natasha Merz, inaugural recipient of the Jim Wolford Community Impact Award
2. Danielle Hildreth celebrates at the Lifeworks Apple Valley birthday celebration
3. Eric Graybill performs with Musical Syndrome at Lifeworks Apple Valley
4. Speakers at the Disability Inclusion Breakfast: Michelle Anderson, Judy Moe, Brittanie Hernandez-Wilson, and Dupree Edwards
5. Dana and Rochelle Hartigan with AJ Hilton at the 2024 Lifeworks Annual Celebration
6. Lifeworks employees at the 2024 Disability Day at the Capitol
7. Gertrude Matamba-Mutasa connects with attendees at the Disability Inclusion Breakfast
8. Scenes from the 2024 Disability Day at the Capitol
9. The Moon family shares an impromptu performance in Hinckley, MN
10. Lifeworks hosts international guests through Global Minnesota
11. Bailey, Vonda, Cory, and Robin attend the Lifeworks Company Picnic
12. Wyatt and Michelle Murphy at home in Saint Paul
13. Theo Addo performs with Musical Syndrome at Lifeworks Apple Valley
14. Adam connects with attendees at a Community Conversation hosted by the City of Brooklyn Park
15. Justin (JJ) Johnson enjoys the Lifeworks Apple Valley birthday celebration

Thank you to our 2024 Sponsors

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Presenting

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Gold



Wine Sponsor



Silver



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- | | | |
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Ecolab | Fredrikson
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Pope Design Group
Prudential Financial, Inc. | RBA
Robert Half
Schwebel, Goetz & Sieben
Tradition Capital Bank
UCare
Uponor
USI Insurance Services |
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Board of Directors

John Abbott, Board Chair
President, Varistar
Senior Vice President, Otter Tail Corporation

Dexter Davis
Senior Vice President of Human Resources, Diversity, Equity, and Inclusion, Ecolab

Ed Kelly
Chief Executive Officer,
St. Cloud Orthopedics

Stephanie Lee
Managing Director,
Global Street Partners

Patricia Riley
Retired Chief Executive, Health Insurance,
Healthcare, and Government Affairs

Mark Geldernick, Secretary
Vice President Affinity Solutions,
Securian Financial Group

Barry Gisser
Senior Vice President and Chief Financial
Officer, American Public Media Group

Danielle Kent
Senior Director of Service Delivery,
Prime Therapeutics

Ajani Lewis-McGhee
Corporate Services Associate,
Allianz Life Insurance Company of
North America

Mark Traynor
Former Chief Executive Officer,
UCare

Gertrude Matemba-Mutasa
President and Chief Executive Officer,
Lifeworks

Bukata Hayes
Vice President of Racial and Health Equity,
Blue Cross and Blue Shield of Minnesota

Jeff Kletti, CFA
Senior Portfolio Manager,
U.S. Bancorp Asset Management

Catherine Mahone
EVP, Chief Administrative Officer,
Venerable

As of 12/31/2024

Leadership Team

Gertrude Matemba-Mutasa
President and Chief Executive Officer

Kelly Monson
Chief Growth Officer

Laura Purfeerst
Chief Financial Officer

Dan Mogelson
Vice President of Fund Development

Heather Besonen
Chief People Officer

Emma Rohrer
Vice President of Marketing