



Your partner of choice in advancing disability inclusion.



# 2025 Annual Report

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and Board Chair

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Board of Directors and Leadership

6636 Cedar Ave S, Suite 250, Richfield, MN 55423 • 866-454-2732 • lifeworks.org  
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This information can be provided in an alternate format upon request.

## Dear Lifeworks Community,

In 2025, Lifeworks proudly celebrated 60 years of advancing disability inclusion. As we reflect on this milestone year, we are reminded that our progress has always been powered by community – by the people we support, the employees who make this work possible, and the partners and advocates who believe in a more disability-inclusive world.

The 2025 Lifeworks Annual Report highlights the meaningful impact we created together across Minnesota. Each person impacted by Lifeworks is a powerful reminder of why our work matters and why we remain committed to being the partner of choice in advancing disability inclusion.

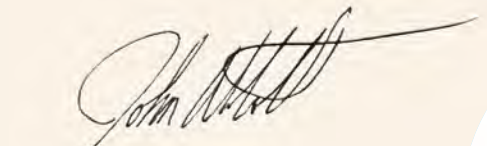
Throughout the year, more than 9,000 people engaged with Lifeworks programs, services, and disability inclusion initiatives. From employment services and in-home support to day services, free navigation, and disability inclusion education, our work continues to center the voices, goals, and choices of people with disabilities. We are honored to be alongside people as they pursue meaningful lives at home, at work, and in their communities.

Every interaction is an opportunity to advance disability inclusion. By partnering with individuals, families, employers, organizations, community members, and government agencies, we are creating communities where people with disabilities are welcomed, valued, and empowered to thrive. When disability inclusion becomes part of how communities operate every day, everyone benefits.

As we look ahead, we do so with gratitude for the generations of supporters, employees, and advocates who have shaped Lifeworks over the past 60 years – and with excitement for what is still to come. Thank you for being part of this work and for helping create communities where disability inclusion is the standard, not the exception.



Gertrude Matemba-Mutasa  
President and CEO



John Abbott  
Board Chair



# 2025 By the Numbers

These numbers offer a high-level look at the reach and impact of Lifeworks in 2025. Together, they reflect the scale of services, partnerships, and opportunities advanced throughout the year.



**9,032**

Total clients served  
by Lifeworks



**5,654**

Direct support  
professionals provided

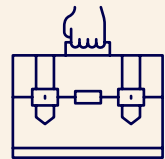
**4,356,512**

hours of care



**\$4,298,337**

Dollars raised to advance  
disability inclusion



**46**

New employers with an average  
starting wage of

**\$14.66**

per hour



**417**

Employers hiring people  
supported by Lifeworks



**97%**

of new employment placements  
were direct hires

## Our Mission

To be the partner of choice in advancing disability inclusion.

## 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.

## Our Vision

We envision a world where disability inclusion is the standard.



# Our Services

## In-Home Services

In 2025, 2,781 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 265 people in Day Support Services in 2025 as they connected with their communities, engaged with their peers, and accessed technology. With clients leading the way, we offer 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.

## Free Navigation

In 2025, 110 individuals accessed navigation services at Lifeworks. Free Navigation helps people with disabilities and their families understand options, explore services, and take the next steps with confidence. Lifeworks Navigators provide personalized guidance to help people access supports, plan for the future, and make informed choices at no cost.

## 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 2025, Lifeworks partnered with 545 people through our Employment Services. 87 individuals joined the workforce or started new jobs and earned an average wage of \$14.66 per hour with wages as high as \$25.33 per hour. We also welcomed 46 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 2025, 5,331 people attended a disability inclusion training with Lifeworks.



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

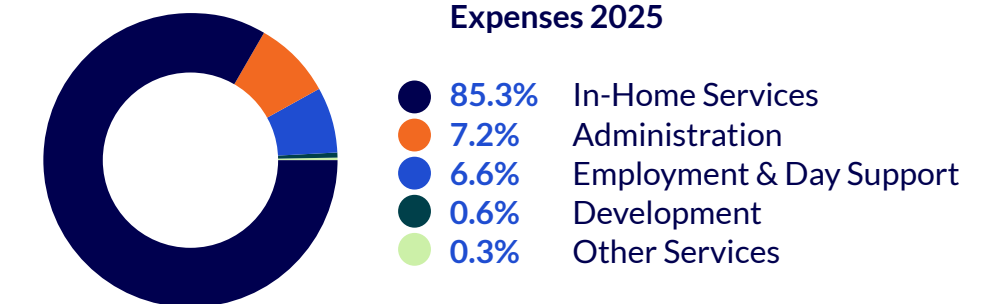
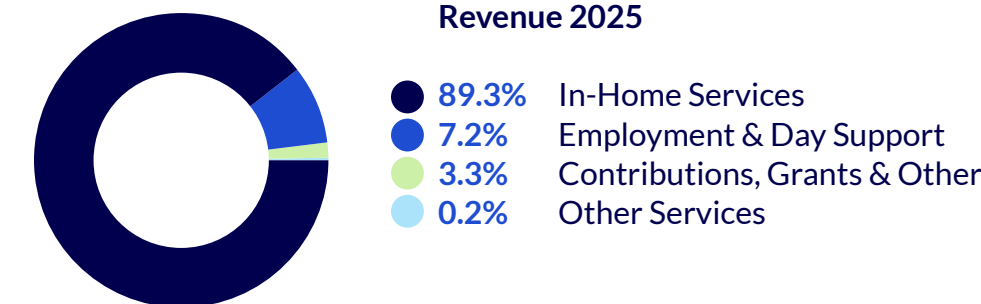
# Financials

## Statement of Financial Position

Year Ended December 31	2025	2024
Cash and Investments	34,146,951	33,041,633
Accounts Receivable and other	15,429,705	14,200,042
Property and equipment net of accumulated depreciation	4,625,478	4,684,916
<b>Total Assets</b>	<b>54,202,134</b>	<b>51,926,591</b>
<b>Liabilities and Net Assets</b>		
Liabilities		
Notes Payable	577,603	781,002
Accounts Payable	90,530	289,350
Accrued Salaries and related expenses	9,274,665	9,888,625
Other Accrued Expenses	410,508	183,389
Other Liabilities	1,440,927	1,141,821
<b>Total Liabilities</b>	<b>11,794,233</b>	<b>12,284,187</b>
<b>Net Assets</b>		
<b>Without Donor Restrictions</b>		
Total Designated Net Assets	3,668,567	3,442,318
Total Board-Designated Net Assets	30,708,665	28,054,031
Total Undesignated Net Assets	8,030,669	8,146,055
<b>Total Net Assets Without Donor Restrictions</b>	<b>42,407,901</b>	<b>39,642,404</b>
<b>With Donor Restrictions</b>	<b>-</b>	<b>-</b>
<b>Total Net Assets</b>	<b>42,407,901</b>	<b>39,642,404</b>
<b>Total Liabilities and Net Assets</b>	<b>54,202,134</b>	<b>51,926,591</b>

## Statement of Activities

Year Ended December 31	2025	2024
<b>Support and Revenue</b>		
In Home Services	123,389,900	101,973,717
Employment and Day Support Services	9,958,452	9,659,095
Other Services	224,713	131,989
Contributions and Grants	4,503,900	1,599,246
Other	87,763	298,197
<b>Total Support and Revenue</b>	<b>138,164,728</b>	<b>113,662,244</b>
<b>Expenses</b>		
In Home Services	117,819,539	92,961,763
Employment and Day Support Services	9,119,699	9,448,688
Other Services	479,653	266,539
Administration	9,871,544	8,006,564
Development	763,340	535,826
<b>Total Expenses</b>	<b>138,053,775</b>	<b>111,219,380</b>
<b>Net Operating Income</b>	<b>110,953</b>	<b>2,442,864</b>
<b>Change in Investments Value</b>	<b>2,654,541</b>	<b>1,843,507</b>
<b>Change in Net Assets</b>	<b>2,765,494</b>	<b>4,386,371</b>



# 2025 ✨ In Focus



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1. The community, including family members of Lifeworks clients, attended an Apple Valley town hall to discuss the opening of the Lifeworks Center for Disability Inclusion - Apple Valley.
2. Kofi Bruce and Dr. Eddie Moore Jr. pose for a photo at the Disability Inclusion Breakfast.
3. Latricia Green and Tamara Gieldon at the Apple Valley Holiday Party
4. Adam Lewin, Lifeworks client at the Lifeworks Center for Disability Inclusion - Apple Valley
5. Carrie Grace speaks at an after-hours training at the Lifeworks Center for Disability Inclusion - New Hope
6. Gertrude Matemba-Mutasa speaks to legislators and representatives at the Lifeworks Center for Disability Inclusion - New Hope
7. Pastor Julie Wright, Kelly Monson, Imam Asad Zaman, Brian Begin at Multi-Faith Gathering: Understanding Federal Cuts to Social Safety Net Programs
8. Erin Trapp, Leah Henrikson, Sara Ernst, and Keeri Tramm at the Disability Inclusion Breakfast
9. Kofi Bruce, John Abbott, Lifeworks Board Chair, and Michele Abbott at the Lifeworks Annual Celebration
10. Ribbon cutting at the Lifeworks Center for Disability Inclusion - New Hope
11. Abubaker Hamad and Deb Ho-Beckstrom at the Lifeworks Center for Disability Inclusion - New Hope open house.
12. Lifeworks distributed stickers to promote a core concept: Disability inclusion should be the standard
13. The brand-new Lifeworks Center for Disability Inclusion - New Hope
14. Jay Schamber at the Lifeworks Center for Disability Inclusion - New Hope.
15. Kelly Monson attends the open house for the Lifeworks Center for Disability Inclusion - New Hope

# Thank you to our 2025 Sponsors

## Premier



## Gold



## Presenting



## Wine



## Accessibility



## Silver



## Bronze

Allianz Life  
Anagram International LLC  
Andersen Windows & Doors  
and Renewal by Andersen  
Associated Bank  
Atlas Staffing  
Best Buy  
Boyer & Associates  
Community Association  
Group  
Do Good Events, LLC

Ecolab  
Entourage Events Group  
Fredrikson  
Global Steet Partners  
Greiner Construction  
Holmes Murphy  
Lunds & Byerlys  
Medica  
Messerli Kramer  
NuAire, Inc.

Otter Tail Corporation  
Pope Design Group  
RBA  
Robert Half  
Schwebel, Goetz and Sieben  
Stratis Health  
Thiel, Anderson, Kukla &  
Gunderson, PLLP  
Tradition Capital Bank  
UCare

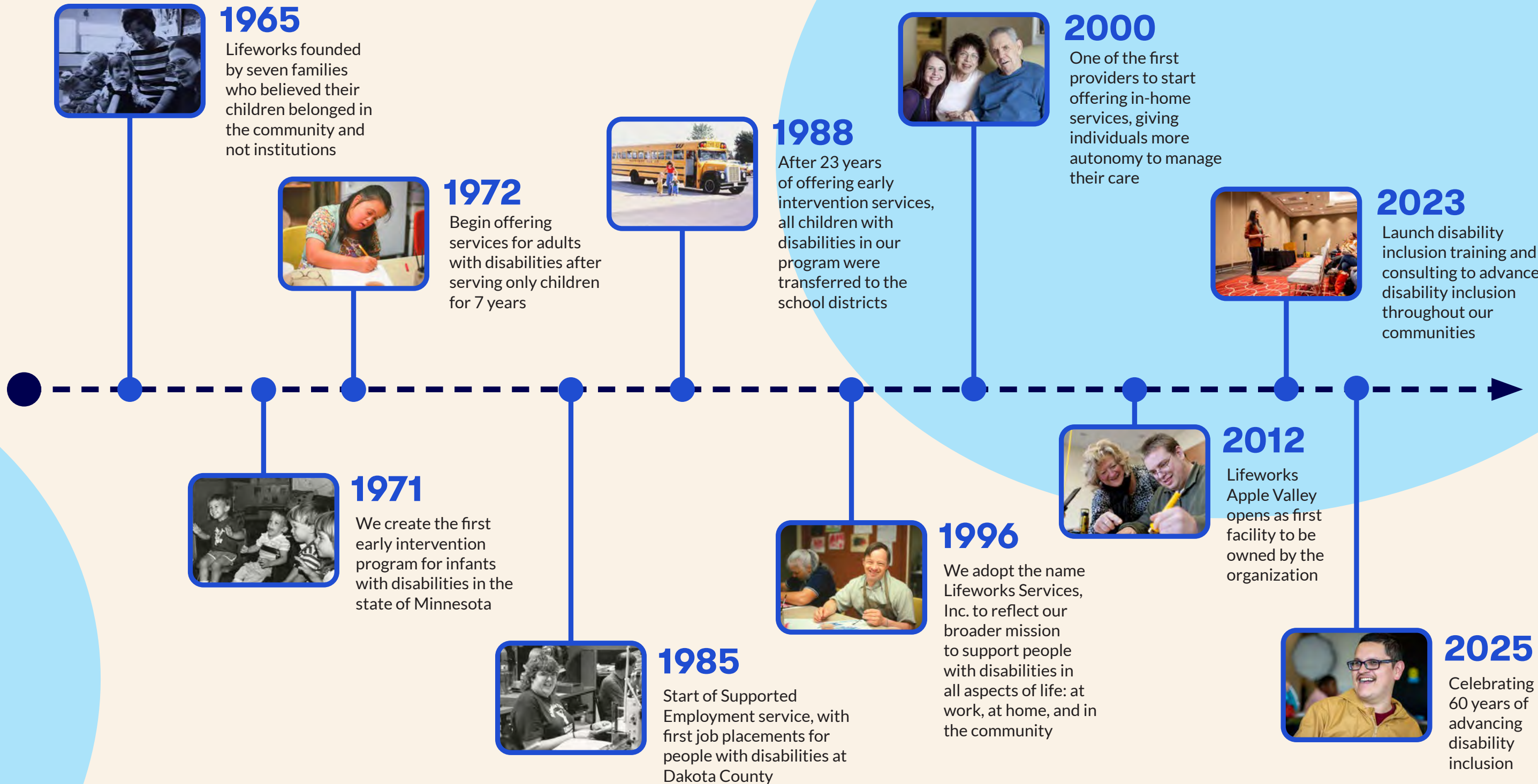


## 60 Years of Disability Inclusion

In 2025, Lifeworks celebrated 60 years of advancing disability inclusion in Minnesota. What began in 1965 as a small grassroots effort by families seeking better opportunities for their children with disabilities has grown into a nonprofit partnering with thousands of people with disabilities and their families each year. While the organization has evolved over six decades, Lifeworks has remained grounded in the belief that people with disabilities deserve connection, opportunity, and full participation in community life.

Throughout the anniversary year, Lifeworks reflected on the people, partnerships, and milestones that shaped its history while continuing to look toward the future. The celebration highlighted the organization's ongoing work to expand employment services, in-home supports, and innovative community-centered programs like the Lifeworks Centers for Disability Inclusion.

The 60th anniversary served as both a celebration and a reminder of the work still ahead. As Lifeworks enters its next chapter, the organization remains committed to building communities where disability inclusion is the standard, not the exception.



# Board of Directors

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## John Abbott

### Board Chair

President, Varistar and Senior Vice President, Otter Tail Corporation

## Mark Traynor

### Secretary

Former President and Chief Executive Officer, UCare

## Gertrude Matemba-Mutasa

President and Chief Executive Officer, Lifeworks Services

## Chad Bigalke

Senior Counsel, Securian Financial Group, Inc.

## Mary Currier

Executive Advisor; former Chief Operating Officer, Allianz Technology of America

## Dexter Davis

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

## Barry Gisser

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

## Leah Henrikson

Director of Human Resources, Securian Financial Group, Inc.

## Danielle Kent

Senior Director of Service Delivery, Prime Therapeutics

## Jeff Kletti, CFA

Senior Portfolio Manager, U.S. Bancorp Asset Management

## Stephanie Lee

Managing Director, Global Street Partners

## Ajani Lewis-McGhee

Corporate Services Associate, Allianz Life Insurance Company of North America.

## Catherine Mahone

Executive Coach and Consultant, Forward Cadence Consulting, LLC

## Patricia Riley

Retired chief executive in health insurance, healthcare, and government affairs

As of 12/31/2025

# Leadership Team

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## Gertrude Matemba-Mutasa

President and Chief Executive Officer

## Heather Besonen

Chief People Officer

## Kelly Monson

Chief Growth Officer