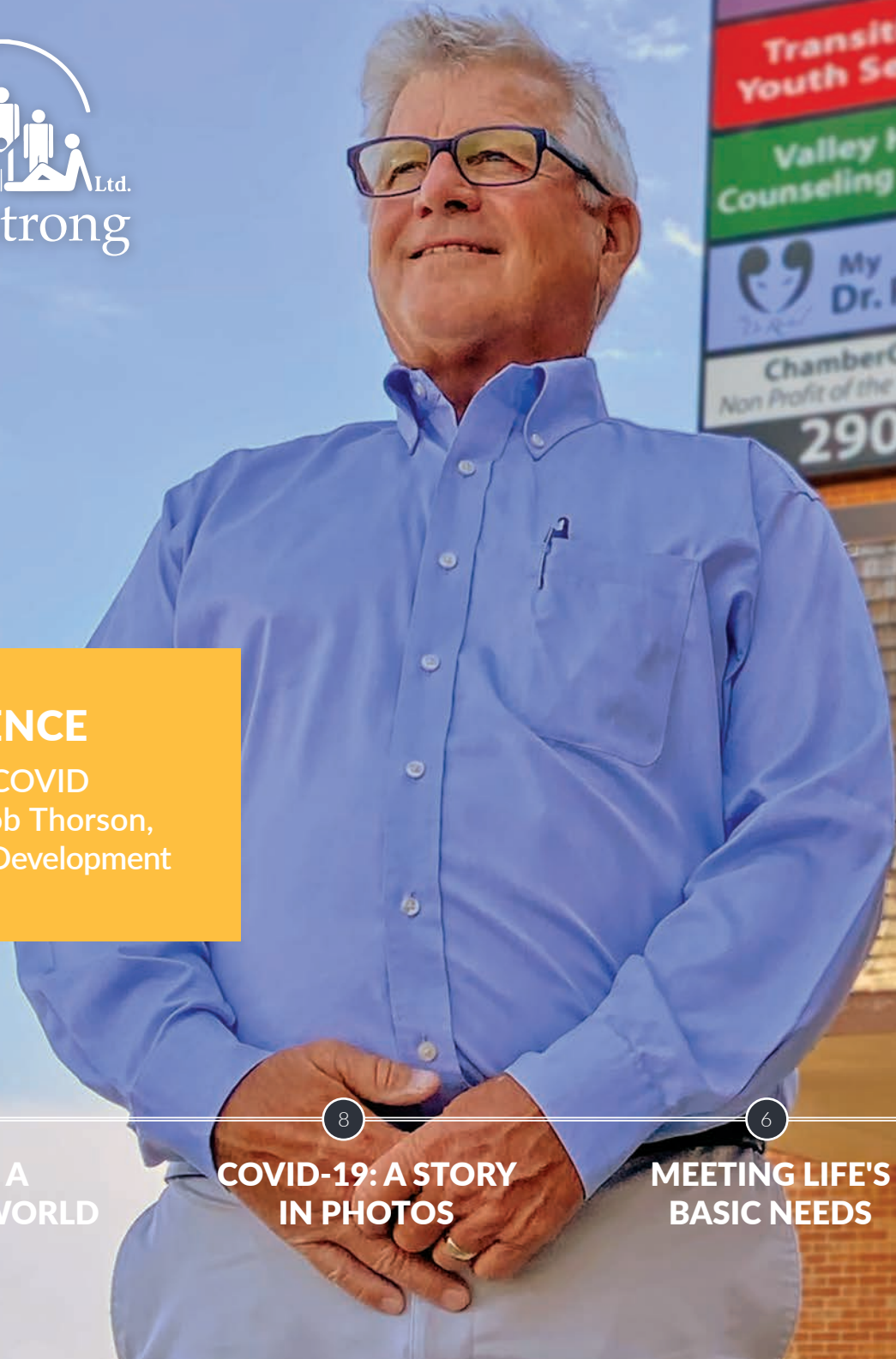
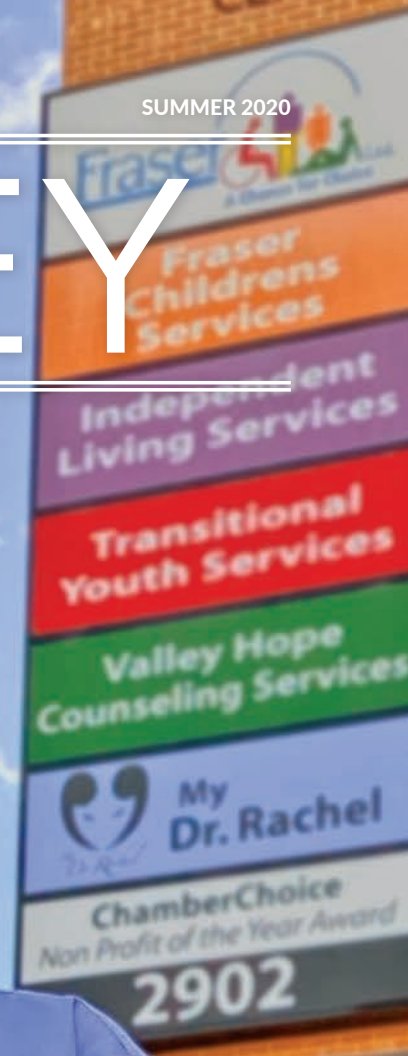


THE JOURNEY



TRUE RESILIENCE

Reflecting on the COVID challenges with Bob Thorson, Fraser, Ltd. Donor Development

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MEETING LIFE'S BASIC NEEDS

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Better Together

BOARD OF DIRECTORS

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FRASER, LTD'S MISSION

Supporting children, youth and adults on their life's journey toward independence.

CHILDREN'S SERVICES

Fraser childcare isn't for special needs children, but all children. Our facility is one of the few inclusionary daycares in the community, which means every child here experiences an atmosphere that embraces diversity and promotes acceptance—both vital to building empathy and contributing to an inclusive society.

TRANSITIONAL YOUTH SERVICES

Our Transitional Youth Services are vital resources for at-risk and homeless youth in our community. We provide life's necessities and support during crisis and guide youth on their journey to independence. We achieve this by giving homeless youth access to day-to-day necessities, providing mental health services, and offering temporary and permanent supportive housing—all with coaching, guidance and support every step of the way.

ADULT SERVICES

We believe that regardless of physical or developmental challenges, we all deserve a safe place to call home, support for independence, and the opportunities to contribute to this great community. That's why we provide residential support, life skills, and community integration opportunities to individuals with a wide range of challenges, including dementia, autism spectrum disorder, hearing loss and vision loss.

VALLEY HOPE COUNSELING SERVICES

Since 2012, Fraser, Ltd. Valley Hope Counseling has been providing confidential outpatient mental health therapy to those utilizing Fraser's services in addition to the public. Our four therapists specialize in trauma-based therapy approaches, including a newly added therapy dog. Our facility offers a comfortable atmosphere for all ages, individuals, couples and families.

Call 701-232-3301 for an appointment.



DIRECTOR'S CORNER

with Sandra Leyland

To all of our friends, neighbors and family,

Resilience has been a Fraser, Ltd core value for many years. Over our long history the people of Fraser have struggled alongside other members of our community during periods of low unemployment, floods, blizzards, disease and recessions. We were even there during The Great Depression. We were only 36 years young at the time yet we made it through with the help of our neighbors, and for the next 91 years we've continued to provide for the vulnerable and disenfranchised in our community.

It's our service above self mentality and commitment that also got us through and it remains as essential to our mission today. We see it in those who fill the endless days of containment in our residential sites and we see it in those who are on the front lines serving families in Fraser's child care. They are all essential.

Creating a home for those contained or those without has never been

more critical, because the middle of a pandemic is no place for a homeless youth. Needs remain basic, but at times critical. Whoever thought toilet paper could evoke such passion! While we've gained appreciation for the little things – time with loved ones, trips to Dairy Queen, and air hugs – social distancing has taken its toll on all of us.

As the community reopens, our commitment to keeping those we serve and our staff safe continues. This means social distancing, intense cleaning efforts and face masks remain important, particularly in our congregate settings. And yes, air hugs are important, too! We know it will be a while before we see life get back to normal, but we're in this together.

So here we are – facing a new challenge and the reality that life just changed for all of us for what might be a very long time. What has not changed is our need for the support of our friends and neighbors. Because it has always been the support of those in our community that has gotten us through the tough times, through the recessions, the floods and the hardest challenges, and it's your support that will continue to get us through these tough times today.

The needs are basic, but what they really provide is profound. Recreational items, hygiene supplies, a meal, a safe home, even temporary shelter or comfort during an illness gives so much more. These things provide hope and a chance for those in need to focus on the next step. Your gifts to Fraser, Ltd. really do change lives and our community as a whole.

The needs are immediate and as we look into the future, they will grow. The pandemic has challenged us in many ways. Guidelines have affected our ability to on-board new residents into our services, our reserves are continually tested, and there is uncertainty around the availability of stimulus funds. It's clear we are facing one of the greatest challenges we've ever seen. And it's clear we need your help to get us through. We depend on your humanity to recognize these are real people with real needs requiring essential services to keep going. They depend on your generosity.

With gratitude and respect for all you do to support those who are not as fortunate as others.

Sandra Leyland
CEO/President, Fraser, Ltd.

The
Fraser
Foundation

For 125 years, Fraser has served the Fargo community as a champion of **children, youth, and adults** on their path to independence. Now we prepare for another century of success - we do so by securing \$16 million over the next 10 years. You can be a part of that legacy.

**For more information about The Fraser Foundation, please call:
701-232-3301**



A Conversation with Valley Hope Counseling Mental Health Services Provider Amanda Lindstrom



***Nothing is different,
and yet everything
has changed.***

The coronavirus's impact changed daily life for everyone, yet things that truly matter are the same. Amanda Lindstrom, LCSW (ND), LICSW (MN), clinical administrator of Valley Hope Counseling, provides outpatient mental health services and supervises Valley Hope's staff. She took time to share her experiences during the pandemic.

How did COVID-19 change your responsibilities?

Valley Hope transitioned very quickly from working in the office meeting with clients to working from home providing telehealth therapy services. We met with clients via a digital platform, which allowed us to continue to provide therapy services to existing and new clients without significant disruptions for most of them.

Have you experienced anything else in life that's comparable?

The pandemic required people to shift and change many things in their life, which makes me reflect upon stages of change I have experienced, such as leaving for college, having children, etc. They were significant changes in my life, which were difficult at times, yet rewarding at the same time. It has been gratifying to still be able to work with my clients, just in a different way.

As a mental health provider, you have probably witnessed the impacts of the pandemic on a variety of people in different situations.

So many people have experienced major life changes. I have observed clients adjust to unemployment, working from home, becoming home school teachers and so on. I have seen so many people rise to new changes, which shows true resiliency in the midst of a literal pandemic!

I think it is important to support those in the community – in particular those who are experiencing unexpected financial stressors due to the pandemic. I know many people

in our community who have lost their job or experienced reduced pay, which is impacting their ability to meet their basic needs. All people deserve to have their basic needs met.

The pandemic caused a range of emotions for all of us. How have you managed during this time?

I think that most people have had fears related to the pandemic, as there has been so much uncertainty and change. I have tried to cope by having a daily routine, going for walks outside, and staying connected with others. Some days have been harder than others.

This has been a big adjustment for you and your team. Are you able to maintain your level of quality care as well as licensing and accreditation requirements while working from home?

We can keep our standards high by continuing to follow the core values of the agency, in particular service above self. Also, insurance and EAP companies have expanded individuals' ability to access telehealth, which has allowed Valley Hope to continue to provide high-quality services to our clients.

Telehealth must be a big change for not only you and your team, but also your clients.

I think not physically being in the same room has been a major adjustment for therapists and clients, in particular for new clients. It also has prevented us from providing EMDR services, a psychotherapy treatment that stands for eye movement desensitization and reprocessing. This type of treatment is most effective in person. Some clients have not been open to telehealth, so that was an additional challenge.

For those who are comfortable with it, we have observed another element in our therapy sessions as clients attend from their home. In some ways, this has further increased connections in the therapeutic relationship. It also makes it easier for some clients to attend sessions from the convenience of their own home, especially when transportation can be a challenge for them to get to in-person sessions.

What is a typical day like for you now?

My day still starts at 8 a.m. and ends at 5 p.m., except for Tuesdays, as I work until 7 p.m. One change with working from home is I always wear fuzzy socks, as no one sees my feet anymore!



Life is
challenging
right now.

We are here to help.

*Valley Hope Counseling is
Accepting New Clients*

Schedule an in person or
telehealth appointment
701-232-3301



FRASER LTD
NEEDS LIST

- Sunscreen/ Aloe
- Tampons/ Deodorant/ Body Wash
- Bug Spray
- Shampoo/ Conditioner
- Men's Shoe – New or Gently Used
- Shorts – Men & Women
- Shirts – Men's Large and XL
- Sleeping Bags/ Tents
- Laundry Baskets/ Garbage Cans
- Bath Towels/ Wash Cloths
- Ibuprofen/ Tylenol
- Silverware/ Pots/ Pans/ Dishes/

Contact Barb Grabar at 701-232-3301 to schedule
a drop off at 2902 South University Drive, Fargo

Meeting Life's Basic Needs

How stable housing through Fraser, Ltd. has helped a young man excel in work and life.

He is really just using the opportunity to be stably housed to launch him to the next part of his life, because Marcus isn't going to need us forever.

~ Lindsi Hanlon, Fraser, Ltd. Transitional Youth Services Program Administrator

"I was in a really, really rough spot," Marcus says of his life last year.

The 24-year-old lived with his mother in what he describes as a decent apartment. He had a job and was managing his cystic fibrosis well.

His wages, however, became too much to qualify to stay on Medicaid. Left without affordable healthcare and having been recently diagnosed with CF-related diabetes, things got tough. He and his mom, who recently had brain surgery but is recovering well, couldn't afford both his medications and their rent. They lost their apartment. They stayed with a family friend for a bit while looking for an affordable place to live, but struck out. They moved to a hotel for a bit, but were soon out of money.

A local social worker connected Marcus with Fraser. After finding shelter in their temporary housing, he shifted into their Permanent Supportive Housing program.



"I actually was really happy," he says of the moment he connected with Fraser. "I met Ann Leuthard first, and she was really nice. I felt like I was going to be in a place where I was going to be happy and safe and able to start getting my life back together."

He's been working hard at doing just that.

"We help people with a large spectrum of needs, so people are struggling with different things. Everyone has something. But Marcus is really an example of someone who has taken advantage of every opportunity that is given to him," says Lindsi Hanlon, Transitional Youth Program Administrator. "He engages with his case manager. He is stably housed. He's employed. He pays his rent. He follows the rules, and he is really just using the opportunity to be stably housed to launch him to the next part of his life, because Marcus isn't going to need us forever."

Like many others, the pandemic impacted Marcus's job. After being furloughed for about 6 weeks, he is back to work at West Acres Shopping Mall — despite being high risk for contracting coronavirus. He consulted his doctor first, but was anxious to get back to the job and coworkers he loves. Plus, he works just a block away from his mom, so he can see her regularly as she continues to recover from surgery.

He is being promoted to assistant manager and pictures himself in the same job a year from now.

In the past, he never really planned that far ahead. He couldn't. Finding a way to meet his basic needs on a day-to-day basis filled his plans, with little chance to look out further at an opportunity to get ahead.

"He's really a person who has had a lot of things happen to him," Hanlon says. "Marcus's struggles prior to this were not of his own making. He's very much a victim of circumstance."

Despite that, Hanlon says Marcus maintains a positive attitude and focuses strategically on using his time with Fraser to make the necessary adjustments for long-term success.

"So much has changed since I've been here that I actually feel more hopeful. I feel like I can actually excel at things," he says.

Hanlon is confident he will.

"He's just a very, very impressive 24 year old. He's very mature. He takes his responsibilities seriously," she says, adding that if she were in his situation, she likely wouldn't return to work just yet. "I'm just really, really, really proud of him."

Fraser, Ltd's Permanent Supportive Housing program offers 25 units — four for families and 21 single units for those ages 18-26. The first-of-its-kind program in North Dakota focuses on those who are hardest to house, relying on the CARES prioritization list to house the most chronically homeless individuals. It is subsidized by Housing and Urban Development, so to qualify individuals must be low-income, disabled (including mental health issues or chemical dependency), and homeless or at risk of homelessness. Residents must complete a housing assessment to qualify and sign a 12-month lease. Rent is income based — 30% of gross income for those employed and \$25 per month for those unemployed. Direct care staff is on site 24/7 and two case managers work with the residents.

Hope



The New 2020 Normal | TRUE RESILIENCE

They say a picture says a thousand words. In these unprecedented times we want to share with you the latest happenings at Fraser. Things may be different but our goals remain the same.



In some ways this has been like the emergency response we had during the spring flood in 2009 – working a lot and the demands of my role have changed.

In addition to my normal duties, I'm now focused on ensuring the safety of our youth and staff amid this pandemic. Fortunately, I've found there is a wealth of information and support from other housing providers in the area. We meet on a bi-weekly basis to share advice, information and comfort and it's been a very valuable experience.

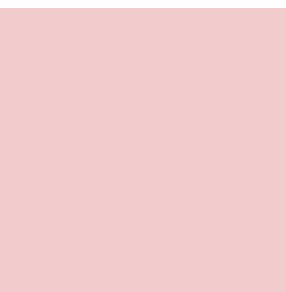
It's been tough on some of our youth, particularly for those who are struggling with mental health or substance use and require human connection. But, we are staying close albeit at a physical distance. Everyone is so resilient! TYS staff are volunteering to cover shifts, working doubles and consistently finding ways to create normalcy for our youth.

Lindsi Hanlon
Transitional Youth Services Program Admin



Creating fun and motivational artwork. Safe distancing and protective gear.

Friendship



Like all childcare facilities in town, we've had to shift gears in how we operate. I've taken on screening children and parents starting at 6:30 a.m. and delivering the kids to and from their classrooms since parents are not allowed in the building. I'm very thankful for all the additional help from the folks on our team who have stepped in when needed.

Our entire childcare staff has been excellent. They are working extra hours and doing extra cleaning and sanitizing

Temps are taken each morning; distancing during play and meals.

Safety



Wellness

CHILD CARE



Compassion

of not only the classrooms, but the playground so kids can continue to safely enjoy the equipment. We've also started using an app that helps our team connect with families, who have been understanding through all these changes.

We've also been able to enjoy lunches brought in from local restaurants and treats from families. These types of things really help boost morale.

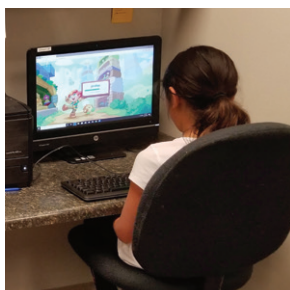
It is important to continue to keep the day-to-day activities as normal as possible for the kids. Providing quality support and care shouldn't change because of a pandemic. We are fortunate to have so many staff who are willing to go above and beyond during this time!

Patty Kalibabky

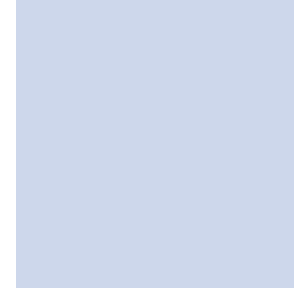
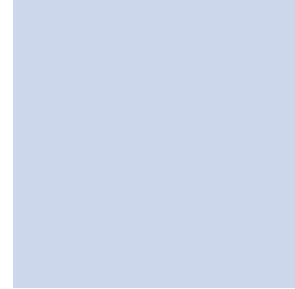
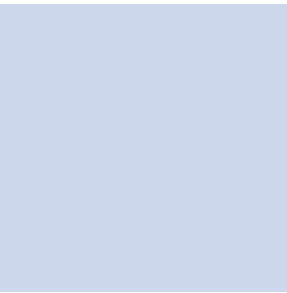
Director of Program Operations

Students complete homework online.

Education



Dedication



I've also seen many examples of service above self. I know many people have gone out of their way to make sure that we have the items we need to protect our staff and their families. We've received donations of food, critical supplies, masks, gloves, hand sanitizer and any PPE our team needs to support our clients.

With all the precautions we are taking it makes me feel secure and safe, although at first I admit I was a bit scared since I have health issues. I'm happy to be working safely from home for the time being and I think my dog is enjoying the company as well!

Teresa Noeske
Receptionist & Independent Living Assistant

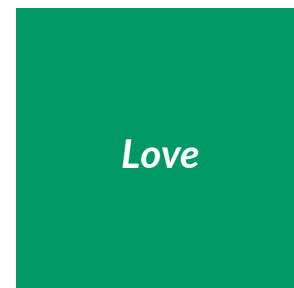
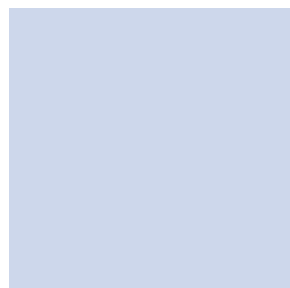


FOOD SERVICES & DONATIONS



Staff now uses increased PPE and social distancing for food services.

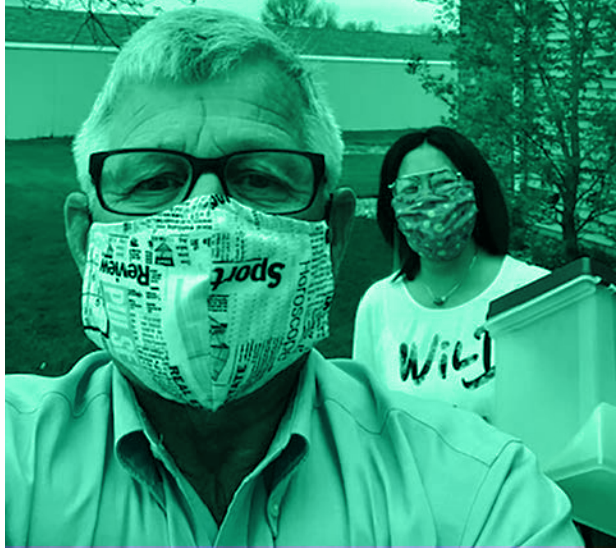
Safety



Love

Dignity

SUPPORT STAFF



Service



When the time came to move to work from home there was so much to get ready in a short period of time. It took a few days to get into the swing of things and to figure out what I could do from home versus what I needed to get done from the office. I'm all settled in now and am no stranger to hearing "mom what's for dinner?" about 50 times by the end of the workday.

During this time I've become very proud of our team. Many have been filling in wherever there is a need are great examples of practicing service above self every day.

Sherri Wahl
Business Office Assistant



Staff uses PPE for lockbox deliveries and mail distribution.

Resilience

Respect



APPRECIATION



THE FRASER BOARD OF DIRECTORS
IS
PROUD OF OUR
ESSENTIAL WORKERS

Core values:
FRASER EMPLOYEES bring **DIGNITY** to the lives of our children,
youth and adults!
FRASER EMPLOYEES exemplify **SERVICE ABOVE SELF!**
FRASER EMPLOYEES are **RESILIENT!**

THANK YOU ALL for stepping up, stepping in,
and supporting those most vulnerable.

Brenda Kasper, Chair Mike Kirk, VP Dave Laska, Treasurer
Sam Schwartz Shelli Carney Ron McLean

Humor

Kindness



My role involves many of the same tasks I'm used to tackling every day: data entry, preparing licensing documentation, typing thank you letters to donors and assisting programs with requested tasks. It's certainly different though as emails often take the place of in-person conversations. However, I'm fortunate to be able to work at the office several hours a day at least three times per week. I really enjoy seeing everyone's smiling face as well as taking the kids to their classrooms.

As an administrative assistant I get to also witness many instances where our loyal and dedicated staff members have given of themselves above and beyond to ensure that the children, youth, and adults utilizing our programs have a safe and healthy environment even through a pandemic.

There are countless examples of the amazing things our staff have done in the face of this challenge to ensure we're there for those who depend on us.

Mary Tangen
Administrative Assistant



*Service above self.
Thank you to our
employees!*



Multi-purpose room becomes an overflow quarantine space.



I take each day at a time and am thankful that I am able to continue to work at home. I know early on for many parents it was incredibly challenging balancing teaching homeschool and work. I was very lucky as my son was taking care of his schooling independently since he was a junior!

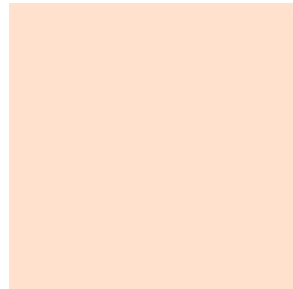
Conducting orientation and training via Zoom has probably been one of the most challenging tasks as I don't feel I get the same connection with the staff as I would have if we were face to face. But it's working and we're following the same guidelines as if we were "open" so I feel we're doing a great job meeting the demands of licensing and accreditation while staying focused on keeping our people safe. Sometimes we may be a little disjointed as a team because of the distance, but everyone has been stepping up to help one another out as best we can.

Michelle Brunner
HR / Trainer



Masks are always worn by guests and staff. Many staff work remotely.

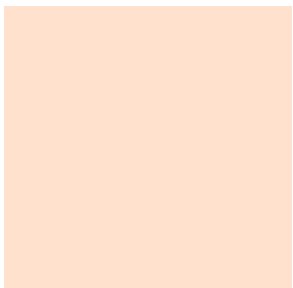
Resolve



Measuring the 6 ft of social distancing.



PRECAUTIONS



Courage



Crafts, puppies, picnics, tie-dyeing, fire trucks and bingo for our residents!

Fun



ACTIVITIES

We've experienced a lot of changes in the day-to-day things we do, whether it's taking on new tasks or experiencing new ways of handling the same tasks. One example is guiding families or guardians through the tough reality of not being able to visit their children. It's really hard on them, but we're grateful we can facilitate Skype calls for some of these families who have been struggling.

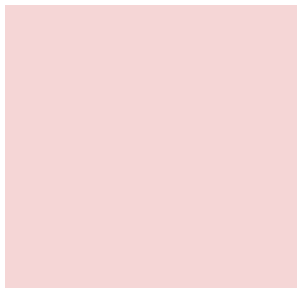
As an agency there have been many hurdles to jump through during this time; some went well, some were a struggle. We continue to remember that we are a 24/7, 365 operation in charge of the lives of others, and no matter what comes our way, we bounce right back. Fraser staff and administration are always service above self. However, in this time service above self has become the only way that we have been able to keep our people safe, both professionally and personally. I hope that what we have learned during this time will prepare us for anything coming our way in the future.

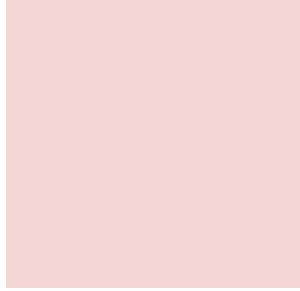
Sheila Gibson
Independent Living
Service Administrator



Contributing time and talents to the pandemic including sewing masks and repairing bicycles.

Support





I've always worked from home as part of Fraser's work-from-home program and have felt this has provided me with a good work-life balance. I'm usually out working with local bars on developing opportunities to support Fraser, Ltd's mission via their gaming services, such as blackjack. I know the recent Pandemic Offsite Work (POW) has allowed others to experience the ups and downs of nontraditional office hours. However, I feel my experience with working from home has allowed me to embrace this world crisis and use it as an opportunity to assist others and remind them that these events can offer many opportunities. It's really about perspective.



Together staff and residents make it through yet another obstacle.

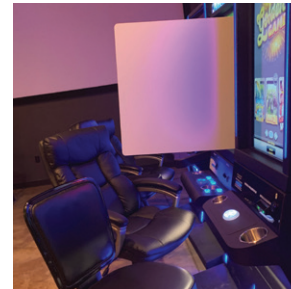
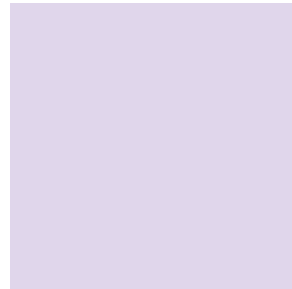
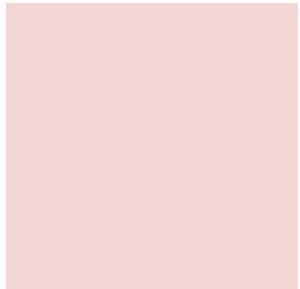
I love knowing that we continue to grow, impact, and build Fraser, Ltd. and we will stand the test of time. Our CEO carries this message of empowerment and resilience and encourages staff to do the same. She also acknowledges their hard work, letting them know they are valued.

If the events of the few months have taught me anything, there are many tests coming, each one more challenging than the last, and I want to be a part of moving Fraser forward in whatever way I can.

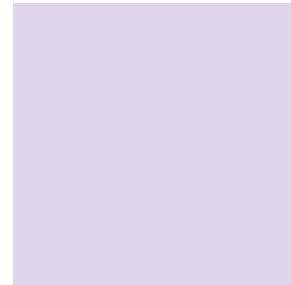
Rikki Iverson
Gaming and Development Associate



Flexibility



Teamwork





Serving Above Ourselves

A Commitment to Help Those Who Need Us

Reflecting on the COVID challenges with Bob Thorson, Fraser, Ltd. Donor Development

It was November 1996, and as the annual white blanket of snow began to cover the landscape, none of us had any idea what we were in for.

I was working at a large car dealership in town where we watched the flakes turn into not one, but two snowstorms. As the flakes settled, our team set out to clear lots and get life back to normal. It took us two days of moving 300 cars, plowing the 21.5-inch-

deep snow and moving the cars back. December brought more storms and by that time we had run out of places to push the massive amount of white stuff. It was now taking us three days just to get our lots cleared and back to normal. As more snow fell, that cycle repeated itself over and over. It was a tough winter of some of the harshest conditions we'd ever experienced, and it was a tough time for selling cars. We all know how this story ends. Mother

Nature wasn't done yet. Spring came and so did the incredible flood.

By this time everyone had taken a beating — physically, mentally and even emotionally. We were all ready for one of the worst winters on record to end and here we were faced with yet another unprecedented challenge. It would have been easy for us to turn our backs and bury our heads, wishing the better days were upon us. But that's not what we did and that's not what our community did.

The images captured by our area reporters during that time are forever ingrained in my brain. Not so much those showing how far the river had swelled, although those were quite impressive. For me, the photos that really represent that time are those that show the compassion and resilience of our community.

Today, I am reminded of that time.

None of us knew how this pandemic was going to play out or how our lives would be impacted. We didn't know every cell of our being would be tested daily. We didn't know how badly some of our businesses would struggle or how the landscape of our lives would be turned upside down. And there are still many unknowns. But that doesn't mean we're turning our backs to wait it out for better days.

At Fraser, it's my responsibility to fundraise and build relationships with our supporters, to share with them the stories of how their contributions impact the lives of those in our community. How our team works may look different today than it did at the beginning of the year, but our commitment to being there for those who need us hasn't. Many of our usual meetings where I shared those stories had ceased and were replaced with assisting with documents, meds, mail and supplies to six of our group homes. However, amidst all these changes

there's a common theme. In fact, it's this theme that our entire team has always operated on — service above self.

I've witnessed residential coordinators and direct support professionals stay on-site at the homes in which they work for four-day stretches to minimize the chances of virus exposure to our residents. Being away from home and family for extended periods like that is a real sacrifice, and I am amazed by their dedication.

I'm also amazed at the employees who worked from home while caring for their children. They are far tougher than I am!

“Service above self is alive and well and is needed now more than ever...but it depends on the continuing support of our community.”

I realized that hope is strengthening. Seeing the celebrations of someone leaving the hospital after battling and winning the fight against a terrible disease is always an incredible thing to witness.

I've seen many examples of service above self in our community, too. I have seen people giving out masks to those who don't have one or can't get one. I've seen people get groceries for their frightened elderly neighbors so they wouldn't have to risk exposure by going to the grocery store.

Service above self is alive and well and is needed now more than ever, not just from our team, but from all of us. Because pandemic or not, there are neighbors, friends and family who are still living a personal crisis. Whether they get the support they need to get

through it not only depends on my efforts and those of our team, but it depends on the continuing support of our community.

We have learned that we must be creative and proactive in keeping true to our mission and maintaining our high standards. We may be doing things a little differently and facing new challenges, but these are opportunities to experience new successes.

We will get through this stronger than ever. Just as the flood of '97 prepared us for future threats to our Fargo-Moorhead landscape, so will this. It takes a team and a community dedicated to serving above themselves for the better of us all.

COMING THIS FALL...

a capital campaign to expand housing options for homeless youth and adults with intellectual and developmental disabilities.



How Can I Help?

We depend on you and the generosity of our community to assist us in supporting children, youth, and adults on their life's journey towards independence. These are real people with real needs requiring essential services to keep going, and they need your generosity today more than ever.

Donate on our website, fraserltd.org, or by sending a check in the enclosed envelope.

Better Together

Overcoming Challenges as a Community

No person — or nonprofit — should be an island. Now more than ever, partnerships and collaborations enhance and amplify services to our communities. Together, we have learned to adapt how we work to ensure the safety and health of our clients, and we have relied on one another for support.

Teresa Noeske, receptionist and independent living assistant, witnessed some of the community's magnanimity, including donations of food, critical supplies, gloves, hand sanitizer and personal protective equipment.

"Our community is so generous! People want to help and want to make a difference for others," added Barb Grabar, public relations administrator. "Once a message went out that we needed face masks, even people from out of state made them and mailed them to us."

That generosity — including couch donations from The Furniture Mission, face masks sewed by Lady Bosses, food provided by Golden Drive for Homeless Kids and so much more — makes managing the changes brought on by COVID-19 easier to handle.

Fraser's team members stepped up, too — sewing masks, donating food to the homes they work in, and picking up extra shifts.

This is all while taking on more stress.

"The DSPs, or direct support professionals, have been risking their own health to continue working in our homes," said Michelle Brunner, trainer.

Kris Palmer-Baumann, LPN, health services administrator, reiterated the team's "service above self" efforts.

"Fraser's great DSPs leave their families every day knowing that the chance of exposure to COVID-19 is very real," she said.

Fear and uncertainty ruled the emotions for many in our communities early on. Fraser's clients with developmental and intellectual disabilities, as well as children in the team's care, experienced life changes they couldn't fully understand. Staff worked tirelessly to keep them safe and healthy despite constant change.

"The beginning of the pandemic was very scary. Working together with the administrative team on policies and procedures that changed on a daily basis was challenging, stressful and rewarding all at the same time," Palmer-Baumann said. "I started to feel more confident when we received some guidelines from a state level, and we realized we were already doing many of the things on the checklist."


The broader team never doubted the caregivers' abilities to overcome any pandemic challenge.

"I never for even one moment thought that Fraser would in any way suffer any long-term effects from this pandemic," said Rikki Iverson, Fraser gaming and development associate. "If there is one thing that we do, it's plan. There is always a plan, backed up with a plan, supported by another plan. It's why there are rarely surprises and never a need to develop a plan — just review and revise."

Those plans and partnerships coupled with a service-above-self mentality add up to providing the best care possible for those in Fraser's care.

"I learned about the strength and compassion that has kept Fraser Ltd. going for the past 125 years," Palmer-Baumann said.

Mary Tangen, administrative assistant, witnessed the same. "I've always been confident that we got this!" she said. "It's the Fraser way!"



It made me realize that the decisions of one person and the responsibilities that are resting on managers and leadership are some of the greatest that have ever been asked of those positions — perhaps in the history of the facilities.

~ Rikki Iverson, Fraser gaming and development

We Need YOU!

- Child Care Assistant
- Independent Living Direct Support Professional
- Transitional Youth Services Direct Support Professional
- Maintenance Technician II

Fraser is looking for talented, caring employees!

At Fraser, it's our mission to create connections and nurture independence one person at a time. We believe in creating a positive environment where everyone belongs and where individuality and diversity are embraced—because people are at the heart of what we do every day.

Do you want to do the most meaningful work of your career and work in a place where you can be your best authentic self? Join our team!

Go to fraserltd.org for more information or to apply.

THANK YOU!



Thank you to all those who donated face masks!

Sue Klose	Deb Sagvold
Myra Nowak	Cora Schroer
Comfort King	Pam Marchand
Connie Bruse	Sue Baron
Beth Fedje	Judy Van Engelenhoven
Kathy Turner	
Martha Holte	#4 Staff - Andrea Loegering
Helen Hagel	and Nealul Andrews

RECEIVE A 40% Tax Credit

With the generosity of donors just like you, we can transform lives. Please consider helping FRASER,LTD. in our mission of making self-sufficiency and independence a reality for all 2,200 individuals we support annually. If you are a resident of North Dakota, you have the opportunity to help people in our community and take advantage of special tax-saving opportunities.

ENDOWMENT INCOME TAX CREDIT

North Dakota taxpayers have a special tax break. Contributions of \$5,000 or more to qualified North Dakota endowment funds are eligible for a 40% tax credit. Your \$5,000 gift could have a net cost of \$1,600.*

EXAMPLE OF TAX CREDIT BASED ON THE 28% TAX BRACKET

Gift Amount	\$5,000	\$25,000	\$50,000
Federal Tax Deduction	-1,400	-7,000	-14,000
ND Income Tax Credit	-2,000	-10,000	-20,000
Net Cost of Gift	\$1,600	\$8,000	\$16,000

All endowment funds for Fraser, Ltd. are qualified North Dakota endowment funds.

*The tax credit is 40% of the charitable deduction allowed by the IRS up to a maximum credit of \$10,000 per year per taxpayer, or \$20,000 per year per couple filing jointly. Planned gifts such as charitable remainder trusts, charitable gift annuities, life insurance policies, etc. may also qualify - consult your tax advisor for more information.

THANK YOU FOR YOUR SUPPORT!

Through the FM Area Foundation COVID Community Response Fund, and the Dakota Medical, Impact, and Alex Stern Foundations, Fraser received grants to help keep their services going and cover extra cost due to challenges brought on by COVID-19.

Thank you to these organizations and the support of our community!

