



Where the Amazing Happens

2023-2024 ANNUAL REPORT



Mission

We transform lives by addressing the holistic academic, social, emotional, and mental health needs of the neurodiverse community.

Vision

Enable our neurodiverse community to have an exceptional human experience.

Values

Courage: We are never afraid to try new ideas. We stand up for others.

Collaboration: We work together across disciplines to achieve better outcomes.

Celebrate neurodiversity: We tailor our work to meet the unique needs of every person we serve.

Creativity: We innovate, invent, and apply the best thinking in our programs and methods.

Accountability: We take initiative, we are factual, we accept feedback humbly, and we assume responsibility.

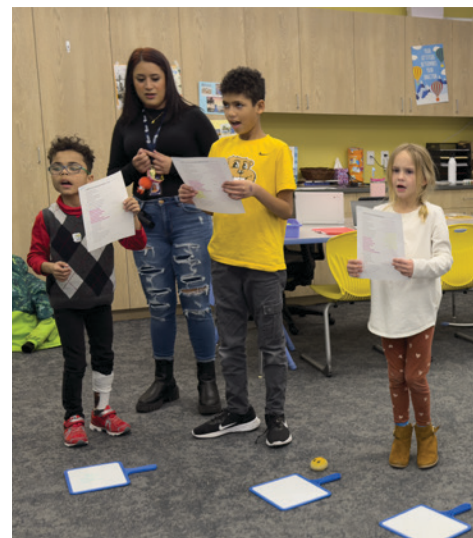
Tenacity: We persevere with patience.

Who We Uniquely Serve and How

We best serve people, ages 4-28, with neurodiversities who struggle in traditional settings because of their challenges with mental health, behavioral regulation, executive functioning and/or social skills. We meet them where they are and help them gain skills to become confident and healthy members of society through integrated, credentialed programming at a single location.

5-year Mission-Driven Goals

- Build, prove, and promote an optimal service model for the neurodiverse community.
- Operationalize an enhanced assessment system for the neurodiverse community that measures progress for the student and family.
- Create a sustainable financial and development model that allows us to offer an exceptional experience.
- Attract and retain the talent we need to reach our full potential.
- Serve as a thought leader and champion in our community to change the narrative around neurodiversity.





**Kim Snow and
Bob Tift, EdD**

Welcome

To our Franklin Center community:

In last year's annual report (2022-2023) we celebrated many milestones: our first full year in the building, my first year as Executive Director, our largest Academy graduating class, and record-breaking sponsorships for our annual Minds of All Kinds fundraising breakfast, to name a few.

This year we built on those achievements, making progress thoughtfully and persistently. And in each case, we lined up our actions with our values (listed on the inside front cover).

Collaboration:

In partnership with the Board of Trustees, we developed our first Franklin Center strategic plan that created a roadmap for our next few years.

Accountability:

Franklin Capstone received its first-ever accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF). This external review process determines if programs meet defined international standards of quality in health and human services, which is wonderful third-party validation.

Creativity:

Franklin Therapy created a training department to provide standardized and consistent tools for our clinical and academy behavior therapy teams. They also developed a family consultation program as a bridge for clients on the waitlist and to help those who might not need the full suite of offerings.

This is just a brief overview of the progress we made last year and the plans for the future. We look forward to continuing to work together as a community to enable every neurodiverse person to have an exceptional human experience.

Sincerely,

Kim Crosby Snow
Executive Director

Bob Tift, EdD
Chair, Board of Trustees

Current Board/Leadership

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Financials

INCOME STATEMENT

Fiscal Year Ended July 31, 2024

SUPPORT & REVENUES	AMOUNT
Tuition & Fees	\$3,739,295
Financial Aid	(\$439,118)
Contributions & Grants	\$670,725
Therapy Service Income	\$2,164,232
Rehabilitation Services Income	\$165,948
Auxiliary Fees & Camp Income	\$362,628
Investment Income	\$146,270
Other	\$8,564
TOTAL SUPPORT & REVENUES	\$6,818,544

EXPENSES	
Program	\$4,942,494
Management & General	\$1,477,766
Fundraising	\$467,735
TOTAL EXPENSES	\$6,887,995
<i>Changes in Net Assets Before Other Income (Losses)</i>	<i>(\$69,451)</i>

OTHER INCOME (LOSSES)	
Net Building Activity	(\$444,511)
TOTAL OTHER INCOME (LOSSES)	(\$444,511)
<i>Change in Net Assets</i>	<i>(\$513,962)</i>
Net Assets, Beginning of Year	\$16,402,526
NET ASSETS, END OF YEAR	\$15,888,564

BALANCE SHEET

July 31, 2024

ASSETS	AMOUNT
Cash and Cash Equivalents	\$1,623,501
Tuition and Fees Receivable	\$76,718
Unconditional Promises to Give, Net	\$1,835,926
Rehabilitation Services Receivable	\$34,256
Insurance Receivables	\$349,751
Prepaid Expenses	\$87,738
Investments, at Fair Value	\$776,765
Property & Equipment, Net	\$14,069,962
TOTAL ASSETS	\$18,854,617

LIABILITIES	
Accounts Payable	\$55,238
Accrued Payroll	\$201,794
Other Liabilities	\$3,075
Deferred Revenue	\$579,127
Long-term Debt	\$2,126,819
TOTAL LIABILITIES	\$2,966,053

NET ASSETS	
Without Donor Restriction	\$13,150,873
Without Donor Restriction – Board Designated	\$776,765
With Donor Restriction	\$1,960,926
TOTAL NET ASSETS	\$15,888,564

TOTAL LIABILITIES & NET ASSETS	\$18,854,617
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Numbers and Notable Achievements

At Franklin Center, we unlock the potential for a full, independent, confident life. We provide integrated academic, social, emotional, and mental health services to support the neurodiverse community through five program areas:



Franklin
ENRICHMENT

Engaging experiences outside of school where students build friendships, create connections, and develop social skills.

40

after-school clubs offered, from Dungeons and Dragons to cooking!

NOTABLE ACHIEVEMENTS

- Participants from Choir Club and Theater Club showcased their talents with special performances for parents and staff at the end of the year, highlighting the dedication and passion of our students.
- Plus, our Unified Special Olympics Flag Football team won first place at their Regional Flag Football Tournament, demonstrating outstanding teamwork.



CAMP
Franklin

Summer camps for neurodiverse or sensory-sensitive students to maintain their learning, have fun, and make friends.

25

camps, ranging from academics to outdoor adventures

NOTABLE ACHIEVEMENTS

- Camp Franklin introduced a student intern program. The Franklin Academy high school student intern assisted in five different camps, gaining valuable leadership experience while supporting younger campers.



Franklin
THERAPY

Fully licensed, comprehensive therapy for the neurodiverse, with a focus on the intersection of behavioral and mental health.

108

clients served

NOTABLE ACHIEVEMENTS

- Launched a family consultation program to help people while on the waitlist or those who don't need full services.
- Created a training department to build skills internally and facilitate consistent quality.



Franklin CAPSTONE

A post-secondary program offering a range of social, vocational, and life skills courses, preparing young adults to live and work independently with confidence.

31

participants in Capstone, 77 through Vocational Rehabilitation Services

100%

of participants completed a mock interview, a resume, and a mock job application

NOTABLE ACHIEVEMENTS

- Capstone received its first-ever three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF).
- Strengthened the structure:
 - Refined framework to enhance accountability and trackability of program goals, embedding self-determination across multiple service areas.
 - Formalized participant feedback collection systems to assess program effectiveness.
 - Defined key performance indicators (like participant employment retention rates, independent living competencies, and post-secondary navigation) to track and improve outcomes more effectively moving forward.



Franklin ACADEMY

A K-12 school providing holistic and tailored education for neurodiverse learners.

7

graduates

25

new K-12 students

NOTABLE ACHIEVEMENTS

- Created monthly Coffee and Convo for parents to connect and hear from a speaker. Plus, the culinary class created the treats!
- Hired a Capstone graduate to our Classroom Behavior Therapy Team part-time.
- Sports continued their momentum:
 - Through the ongoing partnership with the Breck High School, a Franklin student played on the Breck baseball team.
 - Franklin formed two Unified basketball teams.
 - A high school student lettered in equestrian sports.



IN THEIR OWN WORDS:

Amazing Transformations

From frustration and anxiety to a positive growth mindset and happiness

By Kathy Elder, Annie's mom

In preschool and Kindergarten, Annie's zest for life was on fire — and so was her intensity related to frustration and emotional regulation. Annie spent two years in Occupational Therapy (OT) working on these areas. She was a hard worker, whose determination, persistence, and energetic spirit served her well: she was able to end OT.

Then came COVID and distance learning, which was a nightmare for us and for Annie. She was diagnosed with ADHD and anxiety in second grade. I read every book that I could get my hands on. Annie started medication and therapy. Things were going well until they weren't.

Fast forward to where her teacher shared that "Annie wasn't connecting with her peers." This statement sent a dagger right through my heart.

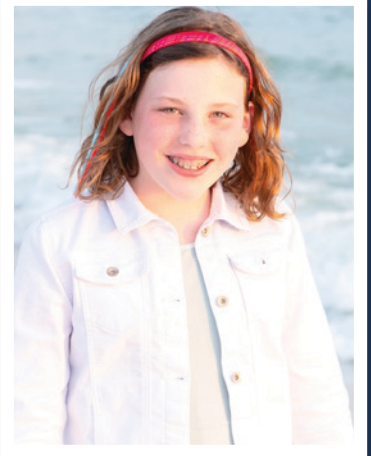
New Prescription

We came to Franklin Academy in the fall of 2023 and life changed for the better. From our first invitation to Annie's shadow day, we knew this was the right fit for Annie.

Annie has grown in so many positive ways. Her confidence has soared along with her self-esteem. She is a leader in the classroom and teachers can depend on her. Annie loves to help others, especially those younger than her. She has always had a heart of gold and to see the level of empathy and inclusiveness that Annie has developed makes my heart so happy and proud of her.

Annie consistently comes home from school more regulated and is a happy child. She used to have a lot of anxiety related to math, but the smaller class size, individualized attention, and working on a positive growth mindset have really helped her improve her skills.

Annie has also greatly benefited from having integrated services for speech and social skills built into her day. She has learned to persevere through challenging tasks with the support of caring, nurturing, and patient adults. The after-school programs, such as baking (offered through Franklin Enrichment), have been a great experience for Annie, too. She's even shared some new recipes with me to add to our collection!



Every month we feature stories on our blog about students, participants, and their families. Sometimes they write their own story. We're sharing two here, and we invite you to scan the QR code or visit <https://franklinmn.org/about/blog/> to read more. And if you'd like to share your story, please reach out to office@franklinmn.org.



How Capstone Transformed My Life

By Sarah Frisk, Capstone Graduate and Current Employee

I first came to Capstone to fill in the gaps in my “adulting” skills that had become apparent while I was in college. I learned how to handle a job interview, take good care of my health, and build and maintain friendships, among many other things.

When people asked me what I was in school for, my go-to response is “everything about being an adult that you wish they taught you in school but they never did”, and I’ve yet to meet someone who doesn’t wish they had access to a program like this one.

Being at Capstone was also great for my social and mental health. I learned a lot about myself, what being autistic means for me, and how to account for both my strengths and my challenges. I valued being in a space filled with autistic and otherwise neurodivergent people. At school, I don’t feel like the odd one out like I do in most contexts.

Instead, I’m surrounded by people who intuitively understand how my mind works and how I communicate, and I get to offer the same understanding to them. I don’t have

to diligently monitor what I say and do to make sure I come across in a favorable way like I do in most settings — I can be my real, unfiltered self, and nobody thinks less of me for it. As a result, I genuinely enjoy being at Capstone, and a number of the people I’ve met here are among my closest friends.

In short, I’m beyond grateful for the opportunity to attend Capstone and for everyone who makes it possible. Earlier this year, I was hired as an associate Behavior Therapist at Franklin Academy, and have been thankful to have the opportunity to pursue my passion for helping neurodivergent people feel understood, supported, and empowered. Thanks to my time at Franklin Center, my life has been greatly enriched, and I feel much more equipped for whatever my future holds.





Year In Review

Students in culinary class make mini pies to sell at Special Person's Day, building two skills in one activity.



Thanks to Creature Features for bringing their calming critters to Calmapalooza, our annual outdoor sensory festival.



When you need a break, who better to spend time with than a bearded dragon?



Capstone students, shown here at the Como-Harriet Streetcar line, develop life skills through weekly community outings like this.

Middle school students take a hammock break during the end-of-school Cook Out celebration.



Art is part of the holistic approach at the Academy and the halls are full of students' original work.

Academy high school students benefit from hands-on learning with Mark Zeman, owner of Zeman Construction, on Career Exploration Day.





Capstone participants having fun at the Welcome picnic.



The obstacle course is no match for Academy students!



Creating some sweet treats while in costume adds even more fun to the learning.

Trying out some of the interactive exhibits at Mill City Museum during a Community Engagement Day.



Students pair up to learn about precise liquid measurements in Science class.



Special Person's Day is beyond special when you get to make an "I am thankful" wheel with your grandparents!



Tug of war to kick off a new school year.

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