



UNITED WAY
of Cass-Clay



2025 ANNUAL REPORT

UNITED IS THE WAY
we build brighter futures.

OUR UNITED WAY

United Way of Cass-Clay is created by and for the community. We bring people together to help our neighbors thrive by uniting partners, volunteers, and resources to deliver help and hope. Our work supports working households, strengthens community connections, and invests in brighter futures for children and families. By focusing on local needs and fueling proven solutions through collective action, we activate the power of our community to change lives and create a stronger, more resilient region for everyone.

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Cover: Tara and Lucas Carlson (Horace, ND)
Pictured: Lucas Carlson

BUILDING BRIGHTER FUTURES

A Message from Our Leaders

Dear Friends,

As we reflect on this past year, one theme rises above the rest: where there is courage, there is action. Across Cass and Clay counties, we have witnessed remarkable resilience as our community continues to step forward and care for one another, even as needs evolve and challenges grow more complex. Together, we are demonstrating that courage, compassion, and collective action are how we build brighter futures.

This year marked the first full year of our United to End Homelessness initiative, and together, we've made meaningful progress. In partnership with agencies and community leaders, we launched the Cass-Clay Interagency Council on Homelessness, bringing key stakeholders together to strengthen coordination, accelerate services, and build a system capable of making homelessness rare, brief, and one-time. These early strides reflect what is possible when our community unites with courage, clarity, and purpose to ensure every neighbor has the opportunity for a brighter future.

We also advanced our efforts to diversify and deepen our impact. Our team worked thoughtfully to evolve our investment strategy, ensuring we remain agile, responsive, and responsible stewards of the dollars entrusted to us. These new funding approaches position us to meet the ever-changing landscape with greater strength, innovation, and community alignment, supporting solutions that help children, families, and working households thrive.

Looking ahead, we are mindful that United Way of Cass-Clay will celebrate 100 years of service in 2027. It is humbling to think of the generations of individuals, families, and organizations that have leaned forward where there is need, each playing a part in shaping a stronger community. Their legacy inspires us as we chart the path forward and continue the work of building brighter futures for the next century.

Through it all, United Way remains what it has always been: an organization created by and for the community. We continue to meet people where they are, build resilience, nurture courage, and offer hope to neighbors across our region.

We are deeply grateful for the United Way team, whose dedication fuels our mission every day, and for our generous donors, volunteers, partners, and business leaders who make this work possible. Together, we are creating a community where everyone can thrive and where brighter futures are possible for all.

United is the way courage becomes action, and action becomes lasting change for a brighter future tomorrow.

With gratitude and optimism,



SANDI PIATZ
President & CEO
United Way of Cass-Clay



ASHTON HANSEN
Board Chair
Curtis Food Recruiters

LEADERSHIP

Our United Way is led by passionate, purpose-driven individuals who dedicate each day to empowering our community and mobilizing people, partners, and possibilities. Together, their work helps build brighter futures.

Our Team



Front Row: JoAnn Ohma, Madison Maides, Tiff McShane, Sandi Piatz, Taylor Syvertson, Christie Lewandoski, Stacy Kemerling
Back Row: Dan Klug, Kristina Hein-Landin, Briana Nupdal, Susan Thompson, Ali Ott, Rachael Bye, Eric Piela



UNITED WAY



BOARD OF TRUSTEES

Our Board of Trustees embodies the spirit of service and community leadership. With courage, clarity, and a shared commitment to building brighter futures, they help guide United Way of Cass-Clay. We are grateful for their passion, their stewardship, and their belief in what is possible when we rise together to meet the needs of our community.

Board Leadership:

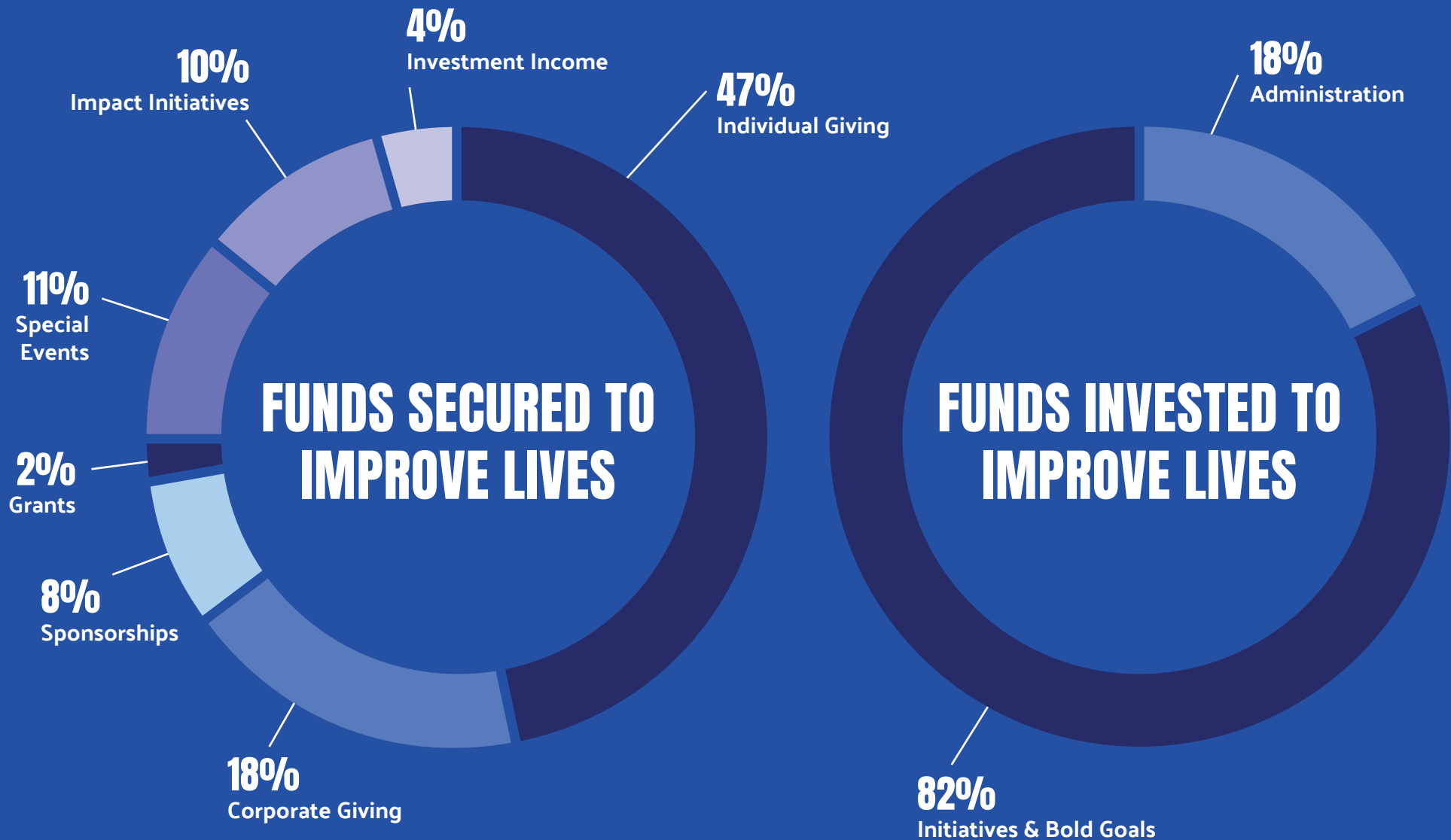
- Ashton Hansen**, Curtis Food Recruiters – *Board Chair*
- Eric Christianson**, Enclave – *Board Chair Elect*
- Sarah West**, Light Consulting – *Vice Board Chair*
- Stacie Heiden**, Blue Cross Blue Shield of ND – *Treasurer*
- Mike Arnston**, Cardinal IG – *Past Board Chair*

Board Members:

- Kimberly Busch**, Blue Cross Blue Shield of ND
- Ryan Hoffman**, Marsh McLennan Agency
- Randy Gerhold**, Bushel
- Lynn Johnson**, Bell Bank
- Tiffany Lawrence**, Sanford Health
- Laetitia Mizero Hellerud**, Jeremiah Program
- Jenny Olson**, Concordia College
- Julie Whitney**, Gate City Bank

OUR DOLLARS AT WORK

Your investment in United Way of Cass-Clay drives real impact. Through responsible financial management and a commitment to efficiency, we maximize every dollar to support programs and partnerships that build brighter futures. We steward your generosity with transparency and care, ensuring it strengthens our community today and for generations to come.



BOLD GOALS

EVERY FAMILY DESERVES TO THRIVE

At United Way of Cass-Clay, our expertise is cultivating solutions to end poverty. By connecting experts and data, we invest in programs and innovative solutions best positioned to lift families out of poverty. We know poverty isn't just one thing. In our community, families struggle with hunger, housing, childcare, family-sustaining jobs, and more - all at the same time. To address these challenges, we focus on three Bold Goals:

PREVENT HUNGER
AND HOMELESSNESS

PREPARE CHILDREN
TO SUCCEED

STRENGTHEN
FAMILIES





BREAKING THE CYCLE: A JOURNEY FROM FEAR TO LEADERSHIP

Growing up, I looked like the kid who had it all together—straight A’s, sports, music. But behind closed doors, my home was shaped by addiction. My father was an alcoholic, and many nights were filled with fear and violence. When I was just seven years old, I ran to a neighbor’s house and called 911 on my own dad. And the next day? I went to school like nothing had happened. I carried that secret alone for years.

Even though I swore I’d never repeat the same story, by 14, I was drinking and turning to marijuana to cope. In my twenties, I looked stable—working long hours, holding good jobs. But inside, I was drowning. At 22, everything changed. I found out I was pregnant. I was terrified and still using. The father of my child was battling addiction, too, and I felt like I was hitting rock bottom. All I could think was, “I’m bringing a child into the same story I grew up in.”

But then... *I found support.*

I joined the Jeremiah Program, a United Way of Cass-Clay Verified Impact Partner, and was surrounded by women who believed in me. They didn’t just provide connections; they gave me hope. They provided housing, and when I was sometimes surviving on just \$500 a month, I visited food pantries whose shelves are stocked because of people who invest in the United Way.

They encouraged me to pursue my degree in social work and raise my son with love and stability. That support, that collaboration, empowered me to be the mother I wanted to be. Without support, I would’ve stayed in the cycle of poverty. My son and I might have become another statistic. But because someone believed in me, everything changed.

With their help, I became the first in my family to graduate college. I earned my degree. I landed my dream job. And I gave my son something I never had: a safe, stable home. You didn't just help me get a degree. You helped my son learn what safety feels like. You helped break a generational cycle.

I have learned that families can't heal in isolation. They break the cycle of poverty because of collaboration, support, and partnership. I was blessed with gaining a support system, and now, I get to be part of that system for others.

Going through the United Way 35 Under 35 Women's Leadership Program helped me realize something: I have my own leadership style—and it's valid. I lead with empathy, with lived experience, and with a deep belief in people's capacity to grow. That's transformation.

Today I work in social services, and I want every family I work with to know: you are not alone. You have people in your corner—caseworkers, agencies, and a community that invests in the United Way. Thank you for helping me build the foundation of the village that holds me up today. It was built one relationship at a time—through trust, vulnerability, and the courage to ask for help.

There are hundreds of moms like me—right here in our community—who are one “yes” away from a new life. Your time, your gift doesn't just fund a single program. It builds a coordinated system of support that helps families thrive. It gives a child a chance. It gives a mom her dignity back.

When you lift up a mom, you lift up her child and change the future they share. United Way gave me the chance to finish school, rebuild my life, and become a social worker serving families in crisis. United is the way we build brighter futures, one family at a time.



TARA'S STORY

Like so many moms, Tara's greatest hope is to give her son Lucas the stability and love he deserves. But when life threw unexpected challenges her way, things became uncertain until our community stepped in.

Through the power of United Way and the generosity of people who care, Tara found the support she needed to get back on her feet. Lucas now has what every child deserves – safety, stability, and the chance to dream big.

Tara Carlson



Our Verified Impact Partners

In 2025, we invested in 45 high-impact programs through our United Way Verified Impact Partners. These partners are carefully selected with the help of over 70 local volunteers on our Community Impact Review Panel and Community Impact Committee. We are thankful for our Verified Impact Partners and the work they do collaboratively to create a community where everyone can thrive.



Boys & Girls Clubs of the Red River Valley
CAPLP (Lakes & Prairies Community Action Partnership, Inc.)
Churches United
ESHARA
Fargo Public Schools
FirstLink
FM Coalition to End Homelessness
Folkways
Friends of the Children
Great Plains Food Bank
Immigrant Development Center
Jasmin Childcare and Preschool
Jeremiah Program
Justice North
Moorhead Area Public Schools

Nexus PATH Family Healing
Northern Cass Public School District
Presentation Partners in Housing
Red River Children's Advocacy Center
REACH (Rural Enrichment & Counseling Headquarters)
SENDCAA (Southeastern North Dakota Community Action Agency)
Sollera (formerly Rape and Abuse Crisis Center)
The Village Family Service Center
UMOJA, Inc.
West Fargo Public Schools
YMCA of the Northern Sky
Youthworks
YWCA Cass Clay



“ United Way’s investment gave us credibility, opened doors to deeper conversations with stakeholders, and connected us with more districts, financial partners, and resources for students. It’s not just a one-time investment, it’s changing lives and shaping the future for generations of students here in Fargo. ”

– Fred Edwards, Executive Director of UMOJA, Inc.



Pictured: Julie Johnson, SENDCAA

> BOLD GOAL PREVENT HUNGER AND HOMELESSNESS

WHY IT MATTERS

Families and children can thrive when their basic needs are met.

Food insecurity has risen sharply in our community since 2019, with rates increasing from 5.9% to 9.5% in Cass County and from 8.5% to 11.7% in Clay County. In total, about 10,000 more people are experiencing food insecurity today than five years ago.

Homelessness is up 18% nationwide and 5% in Cass and Clay counties, with affordable housing serving as a key contributing factor. Low-income households, seniors, and single parents are hit hardest, with nearly 70% of residents earning under \$50,000 in a financially vulnerable position.

IMPACT

With the support of our community's investment in preventing hunger and homelessness, our partners worked hard to achieve the following results for our community.

5,642,785 pounds of food distributed to
45,661 households

More than **73,000** packs of food for kids
on the weekends distributed through
Cass and Clay county schools



UNITED WAY'S ROLE

We believe every family deserves a safe, stable home and nutritious food to stay healthy, learn, and reach their full potential.

We invest in collaborative solutions that prevent hunger and homelessness for families across the region, strengthening a resilient community safety net. Our support advances access to nutritious food, programs addressing the links between hunger and health, public benefit resources, outreach, emergency shelter, supportive services, and prevention efforts that keep people from experiencing homelessness in the first place.

77,958 shelter nights provided

2,580 households prevented from homelessness

64% of individuals supported saw a decrease in the use of emergency room services, a 66% decrease in the use of ambulance services, and a 90% decrease in detox admissions

“

I was homeless for 1,378 days. Every single day was a fight. I had a job, and it was still almost impossible to get out. It takes community. It's almost impossible unless you have people willing to help you. And every single homeless person is somebody. Their lives matter.

”

– Brandy, Moorhead

UNITED TO END HOMELESSNESS

Together with our partners, in late 2024, we launched United to End Homelessness, a regional initiative addressing rising homelessness. Partnering with the FM Coalition to End Homelessness, we're tackling immediate needs while working toward long-term stability.

We also created the nation's first cross-border interagency council, with the development of the Cass Clay Interagency Council on Homelessness, uniting agencies to align policies and practices across sectors. With more than 75 community, civic, and business leaders, the council is advancing the first Comprehensive Regional Plan to End Homelessness, set to launch in 2026.

> BOLD GOAL PREPARE CHILDREN TO SUCCEED

WHY IT MATTERS

1 in 7 children in our community are experiencing poverty.

We are working upstream to support children from cradle to career, yet significant barriers remain. In Cass County, only 50% of the demand for childcare is met, with average costs exceeding \$13,000 annually, consuming over 40% of a low-income household's budget. This lack of affordable, high-quality early care impacts lifelong academic achievement.

Literacy rates, absenteeism, and graduation rates are all important benchmarks for future success and economic stability. Currently, only 20% of low-income third-graders in Fargo read proficiently; these students are four times more likely to drop out of high school. Compounding this, chronic absenteeism reaches 70% for students experiencing homelessness, contributing to a graduation rate of just 60% for those in unstable housing.

IMPACT

With the support of our community's investment in preparing children to succeed, our partners worked hard to achieve the following results for local children.

UNITED WAY'S ROLE

We believe every child's future should be defined by possibility, not circumstance.

We invest in improving access, affordability, and quality of early childhood care and learning. Ages 0-5 are an essential opportunity to support children's long-term development and prosperity. Quality learning environments with wrap-around support that ensure children's development is nurtured at school and at home show lasting impacts on academic achievement, readying students for life right from the start.

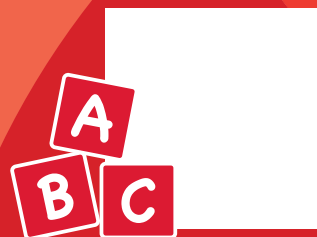
Additionally, we support programs that close the academic and achievement gaps that low-income students face and ensure that they have the mentors, resources, and community supports that help them thrive in school and beyond.

628 children enrolled in high-quality early childhood education programs

96% of those entering kindergarten were ready to learn, meeting or exceeding social, emotional, and academic benchmarks

1,666 students were connected to a positive mentor, building healthy social connections

78% of students decreased absenteeism or maintained attendance of at least 90% of school days



UNITED IS THE WAY WE EMPOWER LOCAL KIDS...ONE BACKPACK AT A TIME.

For 27 years, our community has united in the belief that every child deserves the tools they need to succeed in the classroom by providing more than 110,000 backpacks to students across Cass and Clay counties.

In 2025, the United Way School Supply Drive equipped over 6,500 students to start the school year strong. Each donation sent a powerful message: someone believes in you. For children facing economic challenges, these tools are more than pencils and notebooks - they're hope, encouragement, and a reminder that our community is cheering them on every step of the way.

Backpacks provided:

3,368
K-5 GRADE

1,459
6-8 GRADE

1,677
9-12 GRADE

900+
VOLUNTEERS

Together, our volunteers contributed over 1,250 hours packing backpacks, and organizing supplies.



➤ BOLD GOAL STRENGTHEN FAMILIES

WHY IT MATTERS

Stability means that all families have access to the resources and community supports that build resilience.

Poverty is an economic equation, and we are focused on strengthening pathways to prosperity for hardworking families. In our community, single, female-headed households face the steepest barriers, earning just 56% of their peers. This gap is widened by a job market, where over half of local roles require post-secondary credentials. However, the impact of closing this gap is profound. A marginal \$1,000 annual increase in household income can boost a child's future earnings by 17%.

True resilience also requires addressing the "impossible choices" between food, medicine, and housing. Currently, the stress of poverty contributes to significant mental health concerns for 35% of students and 40% of low-income families, who continue to struggle with the high costs of essential care.

IMPACT

With the support of our community's investment in strengthening families, our partners worked hard to achieve the following results for families and children.

438 individuals secured new or better employment, with 159 individuals increasing their wages overall

197 individuals improved their employability by gaining new credentials, certificates or degrees



More than **3,600** people received supportive services that helped them maintain good health

76% of people served through counseling and other therapeutic services reported an increase in their overall well-being

More than **2,600** children received access to critical mental health services that are otherwise unaffordable or inaccessible



The partnership between the Fargo-Moorhead-West Fargo Chamber and United Way of Cass-Clay reflects what is possible when business leadership and community impact organizations align around shared prosperity. Together, we are strengthening workforce participation, supporting families, and advancing long-term economic vitality for our region.

– Shannon Full, President and CEO,
FMWF Chamber of Commerce

UNITED IS THE WAY WE STRENGTHEN OUR WORKFORCE

Workforce and mental health are regional challenges. No neighborhood, school, or business is immune to grappling with a future-ready workforce, barriers to full employment, or the consequences of mental health challenges that many people are facing. United Way works hard with our Verified Impact Partners and other Community Partners to identify opportunities for collaboration, community education, and innovative solutions.

We are grateful for our partnership with the FMWF Chamber of Commerce as we work to tackle issues like workforce development collaboratively. We share data, provide strategic leadership, and partner on educational opportunities like the Workforce Forum, now in its second year.

We continue to collaborate around our shared priorities, working to ensure that every family has access to quality employment and that employers are equipped to meet the evolving needs of our region.

UNITED IS THE WAY WE LEAD THROUGH SERVICE

Your time, talent, and leadership bring our mission to life. Because of volunteers like you, programs launch, projects move forward, and events create meaningful impact across our community. Whether you rolled up your sleeves on Day of Action, packed backpacks for the School Supply Drive, strengthened strategy through committee service, or showed up wherever there was a need, your commitment makes this work possible.

We are deeply grateful for the dedicated individuals who serve on our committees to create lasting change and unite our community.



SCHOOL SUPPLY DRIVE COMMITTEE

Greg Vandal – *Chair*

Nikki Choate, West Fargo Public Schools

Katie DeMars, SAP Concur

Jessica Dunlap, Blue Cross Blue Shield of North Dakota

Lee Pratschner, Goldmark Property Management

Jordan Sauvageau, Red River Commodities

Miranda Scheel

Tiffany Scheel

Stephanie Thompson, CAPLP (Lakes & Prairies Community Action Partnership, Inc.)

JoVal Wettlaufer, Blue Cross Blue Shield of North Dakota

FINANCE COMMITTEE

Stacie Heiden, Blue Cross Blue Shield of North Dakota – *Treasurer/Chair*

Barbara Axness, Minnesota Department of Health

Allison Behrens, John Deere

Sarah DeVries, Retired Eide Bailly LLP

Shara Fischer, Bell Bank Wealth Management

Lanell Hamman, Noridian Healthcare Solutions

Kyle Haugland, Bank Forward

Mitch Havig, Marvin

Kristin Herrmann, Sanford Health

Amy Lammers, American Crystal Sugar Company

Steve Miller, Retired Marsh McLennan Agency

COMMUNITY IMPACT COMMITTEE

Randy Gerhold, Bushel – *Chair*

Katie DeMars, SAP Concur

Tracy Farhamand, Noridian Healthcare Solutions

Mark Wallace, Faith Forward

Tracy Jordre, ILG Architects

Megan Jourdan, Coborn's, Inc.

Raul Leher, Rockwell Automation

Dr. Jeff Schatz, Schatz & Associates, LLC.

Kory Jacobson, Border States

DEVELOPMENT COMMITTEE

Sarah West, Light Consulting – *Chair*

Tom Dawson

Dan Dougherty, John Deere

Bethany Kleven, Bell Bank

Raul Leher, Rockwell Automation

Kelly McComb, Western Products

Becky Walen, Alerus



COMPASS COUNCIL

Julie Alin

Maija Davis, West Acres Development

Connor Johnson, Cojo Consulting

Nathaniel Navratil, Drekker Brewing Company and Studio Foley

Eric Piela, Previously WEX

Heidi Reisenauer, Flint Group



WOMEN UNITED LEADERSHIP TEAM

The Women United Leadership Team leads and advances the work of the United Way through engaging events and hands-on service that support local families and children, including signature fundraisers like the United Fore Kids Golf Scramble and the United for Impact Women's Luncheon.

Natalie Ganske, Choice Bank – *Chair*

Mallari Ackerman

Mandie Begin, Newsela

Betsy Christianson, FMWF Chamber of Commerce

Jess Engel, Red River Commodities

Bethany Kleven, Bell Bank

Sara Lau, Haga Kommer, CPA's

Kate Lea, Cornerstone Bank

Melissa Marshall, Dale Carnegie of North Dakota and Northwest Minnesota

Kelsie Moch, Choice Bank

Jill Piela, SAP Concur

CAMPAIGN CABINET

The Campaign Cabinet is a group of dedicated volunteers spanning many different industries who serve to engage the business community's involvement with United Way. These volunteers raise support for the annual campaign through fostering meaningful relationships with area leaders. These volunteers bring our workplace campaigns to life, and we are so grateful for their volunteer support!

EMPLOYEE CAMPAIGN COORDINATORS

Employee Campaign Coordinators, or ECCs, are enthusiastic, knowledgeable volunteers who utilize their talents and energy to plan and execute a United Way campaign for their company. We are incredibly thankful for the over 370 ECCs who volunteer at their workplace.



COMMUNITY IMPACT REVIEW PANEL

The Community Impact Review Panel is a key part of how our United Way makes thoughtful and strategic investments in our community. Panel members review grant applications from local nonprofits, learn about community needs and data, and help shape funding recommendations that advance our Bold Goals. A defining strength of our approach is that this process is donor-led, ensuring that those who invest in our mission also help guide where resources can create the greatest impact. We're grateful to the volunteers who work alongside us to make this mission possible.

ENGAGED FOR IMPACT: OUR COMMUNITY IN COLLECTIVE MOTION



The School Supply Drive means more to me and my family than just backpacks and pencils. It's a lifeline and a symbol of support. It makes a real difference in our daily lives not just financially, but emotionally too.

- Parent of a School Supply Drive recipient

This helps my mom (a widow) financially - it's one less expense for her and helps me get a backpack for school.



- Student helped by the School Supply Drive

Pictured: Natalie Ganske, Choice Bank



Lead UNITED provides our community with unique volunteer and leadership development experiences that activate and elevate connections, skills, and community. Together, we can gain a deeper understanding of critical issues in our local community and how each of us can make a difference.



35 Under 35 Women's Leadership Program

This program's goal is to empower strong, confident women leaders from all backgrounds to unite, inspire, and drive meaningful change in their workplaces and communities. Participants take part in six interactive sessions led by local leaders, exploring topics such as goal setting, communication, personal growth, board leadership, public speaking, conflict management, and other essential leadership skills. Each year, a group of dynamic and diverse women is thoughtfully selected by alumnae volunteers to experience this journey. Since 2009, more than 560 women have participated in the program.



Nearly
500
volunteers

Day of Action is a day to show up, pitch in, and make a meaningful difference. It's a powerful day where neighbors, nonprofits, businesses, and volunteers unite, turning compassion into action through hands-on projects that strengthen our community.

During United Way Day of Action, our community rallied together for 45 volunteer projects benefiting over 25 local nonprofits. Collectively, volunteers contributed more than 1,200 hours, creating an impact valued at over \$40,000.



“ We give as a family because gratitude means action and investing in our community is part of how we live our values. ”

- Jenny Olson, Concordia College, 2025 Volunteer Campaign Chair

UNITED IS THE WAY WE CHANGE OUR COMMUNITY

Community generosity opens doors of opportunity for thousands of local children and families living in poverty. Through our deep passion for helping our neighbors, our strategic focus on impact, and our commitment to strong financial stewardship, we work to ensure every dollar you give goes further. That's why you can give confidently to United Way.

Every donor, partner, and volunteer plays a vital role in moving our mission forward. When people give back in ways that resonate with them, they become a part of United Way. There are many meaningful ways to give with confidence:

Our Donors are the Spark

Financial contributions are a powerful way to create lasting impact. Some donors prefer to give annually, while others choose to contribute with each paycheck. No matter the amount, every dollar makes a difference.

Workplace Giving

Over 300 of our region's most generous companies collaborate with us to drive meaningful change. By providing financial support, encouraging volunteer opportunities, and creating initiatives that engage their teams in giving back, these companies not only enhance their culture and boost employee morale, but also attract the next generation of employees who are passionate about making a positive impact.



Craig Palmer & Tammy Miller
Tocqueville Investors

Legacy UNITED is where leadership meets impact – a community of major donors advancing bold, long-term solutions to end poverty. These meaningful investments go beyond traditional workplace campaigns, fueling innovation, accelerating community change, and ensuring every dollar makes a greater impact for local families.

Legacy UNITED offers two giving pathways:

TOCQUEVILLE – annual gifts of \$10,000 or more, joining a network of philanthropic leaders.

LANDMARK GIVING – planned or endowed gifts of \$5,000 or more, creating lasting impact for future generations.

A Legacy UNITED investment is more than a major gift – it’s a strategic partnership for community change, uniting leaders to transform lives across Cass and Clay counties.

2025 TOCQUEVILLE INVESTORS

Trailblazer Tocqueville: \$50,000 - \$99,999

Judy Fedje
Joe and Sandra Paul
Al and Mary Severson

Visionary Tocqueville: \$25,000 - \$49,999

Twylah and Jim Blotsky
Mike and Peggy Bullinger
Sindy and Brad Keller

Tocqueville: \$10,000 - \$24,999

Julie Alin
Doug Anderson and Pam O’Leary
Mike and Heather Arntson
Mike and Beth Astrup
Tom and Stephanie Astrup
Jon and Nikki Bogenreif
Ashley Brandt-Duda and Shawn Duda
Doug and Kathryn Burgum
Billy & Jessica Cavender
Dan Conrad
Christie Danielson
Kelly and Zack Dawson
Tom and Georgia Dawson
Nathan de Venecia
Steve and Mary Dewald
Dan Dougherty
Jess Engel and Christian Tvedten
Corey and Brandi Enger
Chad and Emily Flanagan
Randy and Danita Gerhold
David and Patty Glennon
Renee and Mike Gravalin
Kayce and Gabe Halley

Summer and Derek Hanson
Erik and Emily Hatch
Stacie and Garth Heiden
Ryan and Cherish Hoffman
Karla and Michael Isley
Paul and Heather Jarski
Susan and Ed Jarvis
Lynn and Jorin Johnson
Liz and JJ Johnson
Norm Jones
Rod and Diane Jordahl
Mark Julik
Patrick Kautzman
Karen Klein
Matt & Elise Labernik
Tiffany and Rick Lawrence
Dr. Fred Mamuya
Ross and Rochelle Manson
Kelly and Todd McComb
Tammy Miller and Craig Palmer
Lauris and Laurie Molbert
Bill and Marna Nelson
Nikki and Blake Nelson

Dr. Rachel and Matthew Ness
Brent and Laura Nichols
Sandi and Perry Platz
Matt and Katie Powlish
Tom Rickard
John Rommesmo
Michael Russell
Steve and Tiffany Scheel
Bill and Mary Schlossman
Brad and Carol Schlossman
Jeff Schmidt
Jason and Jackie Seger
Lex and Karen Silbernagel
Chris and Heather Siverson
Dick and Jo Ellen Solberg
Mike and Charleen Solberg
Tonya and Dave Stende
Steve and Kari Stoner
Dr. David and Theresa Theige
Becky and Greg Walen
Sarah and Chad West
Julie and Dan Whitney
Anonymous

At United Way, we work carefully to honor every donor whose generosity fuels our community’s success. If we unintentionally made an error or missed your name, we sincerely apologize and ask that you contact us at legacyunited@unitedwaycassclay.org so we can make it right.



Noel and Judy Fedje

THE FEDJE FAMILY LEGACY UNITED AWARD

The Fedje Family Legacy UNITED Award honors individuals, families, or organizations whose generosity of time, talent, and resources leaves a lasting impact on United Way. It celebrates those who give with heart, inspire others, and help build a community where everyone can thrive.

The Fedje Legacy

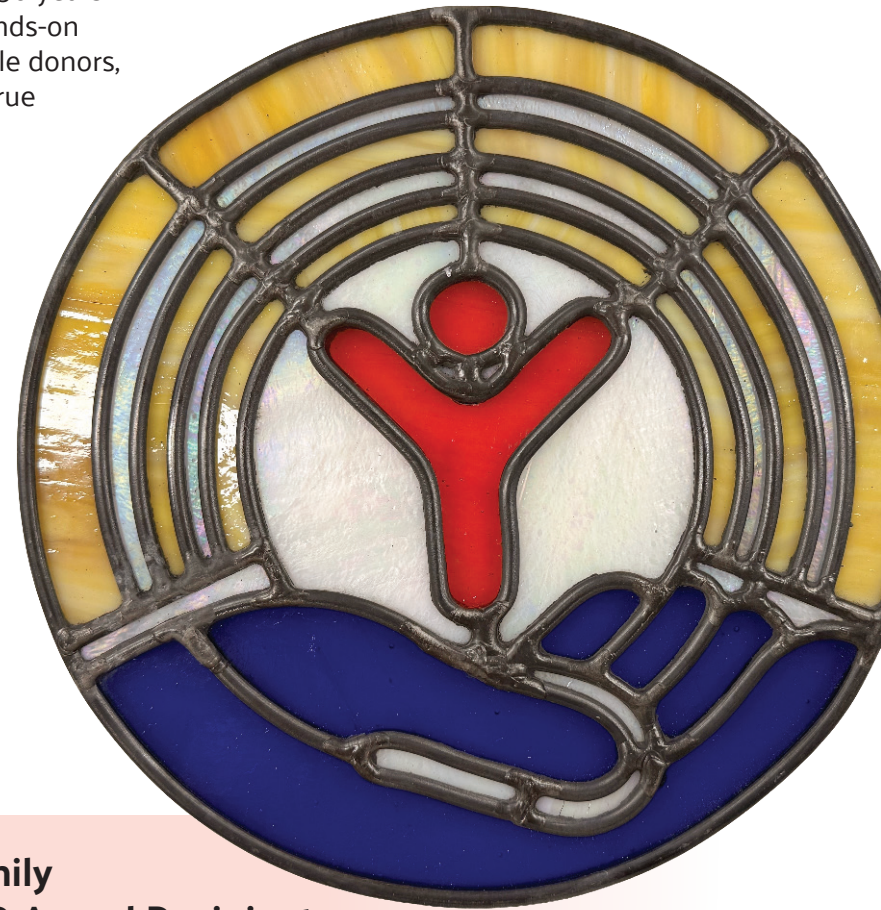
This award is named for Noel and Judy Fedje and their family—two extraordinary people whose commitment has shaped our community for over 50 years. Their support of United Way, both through giving and hands-on volunteer work, has touched countless lives. As Tocqueville donors, their contributions have exceeded \$1,000,000, yet their true impact goes far beyond dollars.

Noel and Judy have always believed that strong communities are built not just with resources, but with care, action, and involvement. They roll up their sleeves, lead by example, and show us all what it means to give generously. This award celebrates their legacy of service, generosity, and unwavering dedication to United Way and the community they love.



2026 Fedje Family Legacy UNITED Award Recipient

Al and Mary Severson



CORPORATE PARTNERS

Top 50 Generous Workplaces

- | | | | |
|---|--------------------------------------|----------------------------------|---|
| 1. Eide Bailly LLP | 13. Marsh McLennan Agency | 26. Valley Imports | 39. Western State Bank |
| 2. Blue Cross Blue Shield of North Dakota / Noridian Healthcare Solutions | 14. Red River Commodities, Inc. | 27. Butler Machinery Company | 40. TrueNorth Steel |
| 3. Sanford Health | 15. Microsoft | 28. West Acres Development | 41. DFC Company |
| 4. American Crystal Sugar Company | 16. Cornerstone Bank | 29. U.S. Bank | 42. Midco |
| 5. John Deere | 17. MasTec Renewables | 30. Nodak Insurance Company | 43. Forum Communications |
| 6. Bell Bank | 18. Corwin Automotive Group | 31. Enclave | 44. Cole Papers, Inc. |
| 7. Marvin | 19. North Dakota State University | 32. Essentia Health | 45. United Sugars Corporation |
| 8. SCHEELS | 20. Border States | 33. WEX | 46. Goldmark Property Management & Sterling Management |
| 9. Hornbacher's | 21. Light Consulting and Coaching | 34. General Equipment & Supplies | 47. Xcel Energy |
| 10. Sammons Financial Group | 22. First International Bank & Trust | 35. Cash Wise Foods | 48. CAPLP (Lakes & Prairies Community Action Partnership, Inc.) |
| 11. Cardinal IG | 23. Doosan Bobcat | 36. Western Products, Inc. | 49. Gate City Bank |
| 12. Caterpillar Reman Drivetrain | 24. Choice Bank | 37. Vogel Law Firm | 50. Town & Country Credit Union |
| | 25. Alerus | 38. Fargo Glass and Paint Co. | |

Top 25 Engaged Workplaces

- | | |
|--|----------------------------------|
| 1. Red River Commodities, Inc. | 14. Hornbacher's |
| 2. Sanford Health | 15. Doosan Bobcat |
| 3. Cardinal IG | 16. West Acres Development |
| 4. Choice Bank | 17. Fargo Center for Dermatology |
| 5. Eide Bailly LLP | 18. Roers |
| 6. First International Bank & Trust | 19. Fargo Glass & Paint |
| 7. Marsh McLennan Agency | 20. Vogel Law Firm |
| 8. American Crystal Sugar Company | 21. Marvin |
| 9. Cash Wise Foods | 22. American Federal Bank |
| 10. Cornerstone Bank | 23. Caterpillar Reman Drivetrain |
| 11. Goldmark Property Management & Sterling Management | 24. TrueNorth Steel |
| 12. Town & Country Credit Union | 25. Sammons Financial Group |
| 13. Blue Cross Blue Shield of North Dakota | |

2025 United Way Award Winners

We honored the best and brightest companies and individuals who united, going above and beyond for our community. Congratulations to these individuals and businesses!

Philly GOAT Award - #1 Most Generous Workplace and the Most Generous Of All Time, the GOAT
Eide Bailly LLP

Heart of Our Community Award - #1 Most Engaged Workplace
Red River Commodities, Inc.

Humble Hero Award
Sammons Financial Group

Magnetic Marvel Award
West Acres Development

MVP (Most Valuable Person) Award
Noridian Healthcare Solutions
United Way Committee

Power of Partnership Award
Jeremiah Program

Rising Star Award
TrueNorth Steel

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Premier Partners - Gold



Premier Partners - Silver



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