

THE RANCH VOICE

Magazine for friends and donors of Dakota Boys and Girls Ranch.

Winter 2025



Gerriana Miller, Case Manager, played a shepherd in the Nativity play in Fargo. The kids love this so much it has become an annual event, performed by staff during the Christmas chapel.



www.DakotaRanch.org
1.800.344.0957

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Message from Our President/CEO

Rewriting children's stories



Joy Ryan, President/CEO,
Dakota Boys and Girls Ranch

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1-800-344-0957

DakotaRanch.org

Every child who walks through our doors carries a story — and because of you, that story begins to change.

He was just sitting in the chair in the welcome area. Quiet. Still. Chin on his chest, eyes on his hands. Fourteen years old, tall, with chestnut skin, longish dark hair, and striking green eyes. There was a quiet conviction about him.

He had come willingly to Dakota Boys and Girls Ranch. After years of living in a home filled with violence, battling anxiety and depression, and surviving multiple suicide attempts, he and his mom had agreed the Ranch was a place to heal. A place to restart his education. Maybe even rediscover his spiritual side.

He toured the Ranch, smiled when he learned he'd have his own room. His mom hugged him, filled out paperwork, and left. Then came the moment — a simple request to change his pants. The string in them posed a risk, as it does for many of our children with similar histories. Staff gently explained the safety policy and offered alternatives.

That's when he sat down.

Silent. Still. Until a Wellness Specialist sat beside him and asked, "Those pants are important to you. What's their story?"

They were brand new. He and his mom had gone shopping the day before so he'd have "something good to wear to the Ranch." They were the only clothes he brought. They had cost "a lot." And they couldn't afford more.

Because of you, he didn't have to carry the shame of poverty into his healing. Because of you, he received the clothes he needed — and the dignity he deserved. He could focus on healing, learning, and finding God. And his mom could begin writing their next chapter.

Every child who comes to us carries a story. You help rewrite those stories with hope, healing, and love.

Thank you for being part of this sacred work.

In His Love,

A handwritten signature in black ink that reads "Joy". The script is fluid and cursive, with a large, looping "J" and a simple "y".

Lloyd's journey from instability to hope

Lloyd is no stranger to instability. Shuffling between family members' homes as a child and rotating through foster placements and psych wards as a teen, Lloyd struggled to find solid ground. When his dad passed away a few years ago, his mental health took an even greater decline.

Life for Lloyd was a back-and-forth of treatment, survival, treatment, survival...

By the time he was referred to the Ranch, Lloyd had learned to bury his emotions under a tough exterior. Years of school bullying and an unstable home environment left him depressed, angry, and suicidal. Lloyd protected himself the only way he knew how—by fighting.

"When I first got to the Ranch, I was angry," he said. "I thought I could just fight someone and move on."

A new reality

Despite his initial resentment at yet another new place to live, Lloyd discovered that the Ranch was different than other places he'd been. From the beginning, Ranch staff showed up for him and focused on building relationships. They recognized his struggles and tailored his daily activities to meet him where he was at.

While Lloyd enjoyed participating in activities inside the cottage, leaving the cottage for groups or other programming felt out of his comfort zone. His treatment team quickly adapted to meet his needs.

"Every service area carved out time in their week to meet with him one-on-one," said Aftercare Care Coordinator, Shaina Vanyo. "They played games, listened to music, or just talked. And over time, Lloyd started to trust staff."

Through individualized programming, therapy, and compassionate relationships with staff, Lloyd began to open up and confront the challenges he'd spent years avoiding.

"I learned to control my anger and have more patience and be more polite," Lloyd said. "I also learned to use coping skills. And I learned how to make friends—something that used to be impossible for me."

By the time he left the Ranch, Lloyd had built meaningful relationships with staff. Tanya, Ron, Nicole, Marie, and Heidi are just a handful of the people who helped Lloyd grow and believe that he could do great things.

Moving forward

Since leaving the Ranch, Lloyd has transitioned into life with his foster dad, Curtis, whom he says is the "best one he's had, by far." While every day isn't easy, Lloyd feels prepared to face new challenges thanks to the skills and confidence he gained while at the Ranch.

With encouragement from his treatment team and Curtis, Lloyd recently started working toward his GED. Though he finds sitting in a classroom challenging, he is confident he can use the skills he learned at the Ranch to succeed.

"I feel prepared for what's next," Lloyd said. "Before the Ranch, I didn't really think about my future. Now, I feel hopeful about what comes next."

A message of hope

For Lloyd, the Ranch provided more than stability—it taught him how to believe in himself and others again. His message to other kids coming to the Ranch is grounded in his experience: "You may not know it, but the people here, they're actually there for you and they do care."



Lloyd proudly and confidently walks to his GED class, knowing he has the skills he needs to succeed.

We take great care to guard the privacy of our children. The pictures you see of Ranch children are only used with the permission of the children themselves and the written permission of their guardians.

Frequently Asked Questions

A safe place to live, learn, and heal



By Sheila
Miller, Vice
President,
Facilities,
Finance, and
Information
Technology

With all we hear about school violence, what safety measures do you take at the Ranch?

School is meant to be a safe haven—a place where students can learn, grow, and develop without fear. Yet, in recent years, school safety has become a central concern for educators, parents, policymakers, and the broader community.

Safe schools are essential for effective learning. Studies consistently show that children who feel secure in school are more engaged, experience less stress, and build stronger relationships with peers and teachers. Children at the Ranch are often dealing with trauma, emotional disturbances, and dysregulation. A safe environment allows them to practice empathy, collaboration, and conflict resolution—skills they will carry into adulthood.

School violence can take many forms, such as bullying, cyber threats, and external threats. These threats have highlighted the importance of maintaining environments where students feel secure, both physically and emotionally.

True safety cannot be achieved through rules and policies alone. It requires a culture where students,

staff, and families work together. When our students feel comfortable reporting concerns—whether about bullying, threats, or mental health struggles—we can intervene before the situation escalates.

School staff receive ALICE training, a nationally recognized safety program designed to help schools and organizations respond effectively to violent critical incidents. Unlike traditional lockdown-only protocols, ALICE emphasizes proactive decision-making and real-time situational awareness.

In addition to the attentiveness of our staff, locked doors, and visitor check-ins, the Ranch receives grants and private donations to keep pace with the demand for technology-related solutions. The Dakota Memorial School buildings on the Ranch's three campuses (in Minot, Bismarck, and Fargo) are equipped with surveillance cameras, door access controls (fobs and readers), metal detectors, and handheld search wands. These items are minimally invasive to our students but help prevent external threats to the safety of our children.

Keeping students safe online is a top priority for our Information Technology (IT) department. Students need internet access to study and learn, but there are so many online distractions. To mitigate these issues, school staff and IT work together to manage two distinct parts of the puzzle. First, we use a content filtering solution specifically designed for schools. It integrates with our Google Classrooms, allowing us to build granular policies that allow

students to visit educational sites, while blocking unsafe pages within the same site. Second, we use a classroom management system that allows teachers to monitor, manage, or block internet access in their classrooms as needed, helping students focus on the tasks at hand.

Regular safety drills, transparent communication, and parent involvement also contribute to a strong culture of safety. Importantly, schools must balance security measures with an environment that remains welcoming. We don't want our students to feel like they are entering a fortress, but rather a supportive community where their growth and well-being are prioritized.

School safety is a complex issue that encompasses physical security, emotional well-being, and digital responsibility. It requires vigilance, compassion, and cooperation from all stakeholders. While no strategy can eliminate every risk, a comprehensive approach that emphasizes prevention, inclusivity, and trust can create schools where students thrive. Ensuring safety is not just about protecting children from harm; it is about creating conditions where they can learn, dream, and prepare for the future with confidence.

While we take safety very seriously on all parts of our campus, this article is specifically about our schools. We implement additional safety measures, like metal detectors and handheld search wands, since we have students from the community coming to our schools each day to be educated alongside our residents.



IRA CHARITABLE ROLLOVER

An IRA Charitable Rollover, or Qualified Charitable Distribution (QCD), lets donors 70½ or older make a tax-smart gift to charity.

Important to Note:

START EARLY. To qualify as a QCD, **your gift must clear the bank before Dec. 31.** And, it may take your IRA custodian a few weeks to process your gift. Contact your IRA custodian to let them know you intend to make a QCD to Dakota Boys and Girls Ranch.

BE DIRECT. In order to avoid taxes on distributions to charity, your custodian must transfer your gift directly to Dakota Boys and Girls Ranch. Contact us at 701-839-7888 for the information your IRA custodian will need.

LET US KNOW. We receive QCD funds directly from the IRA administrator and unless you tell us you directed a gift, we may not know it came from you! If we know your gift is coming, we can be sure to give you credit and say "thank you."

IN 2025, you can transfer up to \$108,000 from your IRA to a charity.

701-839-7888 | DakotaRanch.org
TAX ID: 23-7139546



PEOPLE AND CULTURE: BUILDING A HEALING WORKFORCE

An illustration of three diverse people (two men and one woman) smiling and raising their hands in a celebratory gesture. The background is a vibrant blue with white circular patterns and speckles, suggesting a dynamic and positive environment.

“I am convinced that nothing we do is more important than hiring and developing people. At the end of the day, you bet on people, not on strategies.”

—Lawrence Bossidy, American author and former CEO of Allied Signal

Very few high school graduates say, “I want to work in Human Resources.” Human Resources (HR), or as we call it at the Ranch, People and Culture, is a calling. It’s the unexpected destination for those who discover a love for people, teaching, processes, leadership, and helping others become their best selves.

The work of the Ranch’s People and Culture team directly impacts the care every child receives by shaping the people who care for them into a skilled, resilient, and values-driven team.

They hire and retain competent and compassionate staff to work in a high-stress environment. They provide ongoing training to ensure employees are well-trained and using evidence-based practices. They champion a unified culture of purpose, caring, and learning. They develop internal leaders to sustain mission-driven work, and they support the well-being and resilience of Ranch employees.

**Lisa Aisenbrey,
Vice President,
People and
Culture**

“I believe that God not only calls the equipped, but He equips the called.” —Lisa



approach to culture, engagement, and outcomes, lessons I’ve carried with me to the Ranch,” Lisa said. “God placed me here, and He uniquely equipped me with a background the organization needed.”

Lisa Aisenbrey’s career began in healthcare operations. She led teams and projects, which gave her first hand insight into what it means to partner with human resources. After earning her master’s in healthcare administration from the California College for Health Sciences, Clovis, CA, she stepped into an HR leadership role. Over the next ten years, Lisa led a high-performing HR team and collaborated with best-practice healthcare consultants like Huron Healthcare, Studer Group, and Press Ganey.

“These experiences shaped my

As the VP of People and Culture, everything Lisa and her team does falls into one of three buckets. Her number one priority is to retain employees.

“We have great employees here,” Lisa said. “Keeping them here translates to better care for our kids. We work hard to keep people who care about the kids and do the work well, because consistency for our kids is everything.”

Lisa’s team supports employees through the employee life cycle, starting with clarity in job listings and communications with potential

employees about what they will experience in the position and with the organization. From there it moves onto interviewing, where the team works with hiring leads to ask good questions that help them find the right people for the job.

Once an employee is hired, the HR team is responsible for putting the processes in place to support employees in their transition into the organization. Lisa’s team recently took on the responsibility of onboarding new employees, specifically direct care staff.

“Alyssa Beal, our Director of Culture and Quality, oversees our onboarding coordinators,” Lisa said. “They are responsible for introducing our newest employees into the organization, by training them for several weeks and making sure they understand the basics of what is required to work with our kids.”

Onboarding coordinators equip employees with the right

tools and training to step into their role—teaching safety, introducing them to trauma-informed care, and equipping them with the emotional intelligence they need to do the job.

Lisa's second priority is to improve the leadership abilities of the Ranch's supervisors and leaders.

"People often choose to leave or stay at an organization because of their direct manager," Lisa said. "Training good leaders helps us keep good people. We have implemented STAR, a 9-week leadership program that teaches things like Relationships and Retention, Performance Management and Goal Setting, HR 101 for Supervisors, Cultivating a Culture-Driven Workplace, and the Ranch Leadership Journey. Supervisors, directors, VPs, and emerging leaders all go through the program."

Priority number three, one of the things Lisa has focused on most intentionally during her five years, is culture.

"My team is responsible for leading the culture by coordinating and facilitating discussions, but it is owned by employees at all levels of the organization," Lisa said. "It needs to be something employees hear, see, and feel."

To move the Ranch's culture of Purpose, Caring, and Learning culture (see The Ranch Culture In Action on page 18) from something that



All Ranch employees are invited to participate in events throughout the year. In October, Bismarck Thrift Store employees celebrated Bee Kind Day.

is talked about to something that is experienced, Lisa facilitated a year-long process of identifying what purpose in action, caring in action, and learning in action looks like. Every employee throughout the entire organization was involved in creating a Culture in Action document for their department.

"We brought all of these ideas together at our Culture Conference four years ago, to identify the commonalities and create an overall Culture in Action statement for the organization," Lisa said.

The 2025 Culture Conference was held in October, and the engagement of Ranch leaders and their ownership of the PCL culture could be felt in the room.

"Every single person showed up and was engaged the entire time. They talked about the Ranch culture like they were owners and not renters," Lisa

said. "Everyone in that room feels connected to the mission and to the culture work we are doing. They feel it, and they want every employee at the Ranch to feel it. This spirit of purpose, caring, and learning radiates outward, helping to shape a consistent and supportive culture for our staff and the kids in our care."

Lisa has worked in great organizations, but she said the Ranch is different.

"It's Christ-centered, mission-driven, and deeply committed to giving kids a second chance. That spiritual connection elevates the work. It's not just hard work, it's heart work. For those of us who choose to invest our time here, the impact is real. We see it, hear it, and feel it. And we know it has eternal value."

The members of the People and Culture team are committed not only to the growth of all Ranch employees,

but to their own growth.

They have grown into a group that values each other's strengths, supports one another through challenges, and shares knowledge freely. They invest their time and energy into building relationships and purpose-driven partnerships.

"I am so proud of the growth and development of this team. They bring new ideas and energy into supporting the mission each day," Lisa said. "It is truly unusual and impressive."

Lisa's leadership, grounded in purpose, inspires and directs her team toward lasting impact.

"At the heart of everything I do is a deep belief in purpose-driven work and the power of people. I've always felt called to help others—to encourage, support, and help them grow to their fullest potential," Lisa said. "That's why the Ranch feels like home. It's a place where purpose, caring, and learning intersect in meaningful ways, and I'm honored to be part of a team that's committed to making a lasting difference in the lives of kids who need it most."

Lisa earned certifications as a Senior Professional of Human Resources from the Human Resources Certification

Institute, Senior Certified Professional from the Society for Human Resources Management, and Certified Healthcare Financial Professional from the Healthcare Financial Management Association. She participated in Leadership North Dakota where she developed a personal mission statement that guides her personally and professionally and aligns deeply with the work of the Ranch.

Lisa and her husband live in Bismarck, ND, with their three daughters who are 12, 15, and 17. "My family is my everything," Lisa said. "I feel so grateful and blessed to be a mom and to have a meaningful career that I enjoy."

Jodi Iglesias, Director, Human Resources

"I want people to do well. I want them to feel heard and seen and given everything we can give to help them be successful. I want to create an environment where people feel

safe to make mistakes and say what they want to say."

—Jodi

For 20 years, Jodi Iglesias has lived out the Ranch mission through teaching—something she has woven into every role. Jodi was trained as a teacher, earning a bachelor's degree in elementary and special education. In 2005, after a short stint as a substitute teacher, she applied at the Ranch and was hired as a Residential Treatment Specialist in Seegers Cottage on the Minot campus.

In her position, Jodi cared for the boys in the cottage and at school, and taught them independent living skills like cooking, hygiene, social skills, and applying for a job. She loved the work and being part of something greater than herself.

"Soon after starting at the Ranch, I remember telling myself that I was going to be here for a long time," Jodi said. "At that time, I saw myself growing in the residential treatment side of things."

As she moved into residential supervision, eventually becoming cottage coordinator, Jodi continued to use her teaching skills. She taught Nonviolent

Crisis Intervention classes, a required training for all Ranch



employees. She also taught direct care staff how to interact with the kids, handle difficult situations, work and communicate with each other, and take care of their own mental health.

After seven years in residential services, Jodi transitioned to Human Resources, continuing her commitment to support the kids and the staff who work with them.

“When I started at the Ranch, I supported the kids. As I moved into supervision, I also supported the staff who work with the kids. I loved helping them develop and be their best for the kids,” Jodi said. “Now, as Director of Human Resources, I lead a team that supports everyone across all Ranch departments and locations.”

HR begins with hiring. Jodi’s hiring philosophy is to look for people who have a genuine passion for helping others and who fit the Ranch culture of

“Our culture influences the way we collaborate with one another, lead with empathy and compassion, embody transparency, and foster trust and confidence.”

—Jodi



On National Nurses Day, four of our Minot nurses took a break to discover what was in their goodie bags and soak up some appreciation.

purpose, caring, and learning.

“Prior experience is valuable,” Jodi said, “but more importantly is a person’s ability to want to learn, grow, and contribute. Those are hard to teach.”

After hiring good people, the next step is onboarding. Jodi was instrumental in creating a new onboarding program for newly hired Ranch employees, one that focuses on teaching them important processes and procedures, the specifics of their job, the role of people in other departments, and all the little things you need to know like how to sign up for benefits, where to park, what to wear, how to check your email, where to go if you have questions, and so much more.

“As they go through the onboarding process, people are surprised by the breadth of the Ranch’s many innovations—

like our thrift stores and fundraising initiatives—and how all of these things support the best-in-class service we give to the kids,” Jodi said.

“Recently, an employee who came from the corporate world told me how impressed he is with how much we have embraced our culture. ‘This is unlike anything I’ve ever experienced,’ he said. Purpose, caring, and learning are not just buzzwords. They shape everything we do.”

Jodi said the Ranch culture is about more than getting our work done, but about how it gets done and if it’s to the highest standard.

“Our culture influences the way we collaborate with one another, lead with empathy and compassion, embody transparency, and foster trust and confidence,” she said.

Author Simon Sinek talks about “finding your why,” finding what drives you, the impact you want to have, and how you can bring that why to your work. Jodi finds her “why” in the little moments. And like everyone else at the Ranch, it comes back to the kids.

“My office is close to the conference room where the kids have group. The other day, one of the girls was struggling so one of our staff brought her out into the hall,” Jodi said. “He was so calm, and he helped her become calm. Another time, I saw one of our youngest kids slowly let her guard down after coming here with seemingly impenetrable walls,” Jodi said. “Those are the things that remind me why I am here.”

Everything Jodi does connects back to outcomes for the kids.

“The people on our HR team carry a deep responsibility of coaching and supporting supervisors, building strong compassionate teams, and

ensuring our employees have the support they need to bring their best selves to work,” she said. “As the world and the workforce continue to evolve, we must evolve and grow. We must adapt our practices so we can exceed employees’ expectations, always thinking about what’s next and how we can make their experience even better.”

Jodi grew up in Saskatchewan and moved to Minot for college. She and her husband have four children and spend much of their time at their kids’ events, including sporting events and the Symphony. They go explore the outdoors as much as possible as they seek to create experiences and memories they can all carry with them.



**Alyssa Beal,
Director,
Culture and
Quality**

“Why do I work here? Because of the people and because I can help build a culture where people feel seen, heard, respected, and supported.” —Alyssa

Alyssa Beal took a circuitous path to her role as Director of Culture and Quality at the Ranch. She grew up in California and after high school worked at a credit union where she moved into training and organizational development. When her sister and parents moved to North Dakota to be closer to extended family, she had to make a decision.

“Am I going to go down the career path here in California, or follow my heart with my family?” Alyssa said. “I chose family because I couldn’t



At the 2025 Culture Conference, the People and Culture team led Ranch leaders through discussions about how they can shape a consistent culture that all employees feel and experience.

imagine them not being around.”

When Alyssa moved to Fargo, she joined Bell Bank to support customer service training and development. A friend told her about an opening at the Ranch, so she researched the organization and found that her skills, plus her passion for mental health, would translate well to the human resources specialist position.

Five years into her career at the Ranch, Alyssa is now the Director of Culture and Quality.

“My dreams and passions collided in this role,” Alyssa said. “Training and development are my true passions, and I love coaching people. I get to focus on how we create and sustain a culture where our values—purpose, caring, and learning—aren’t just words, but how we actually lead, connect, and work every day. It’s about ensuring that what we say we value shows up in what we do.”

That same commitment to turning values into action helped pave the way for EQ2, a program that teaches staff how to manage their own emotions so they can support dysregulated children with



A group of Dakota Family Services employees embraced the Ranch's commitment to continuous learning during a Suicide Prevention Training workshop.

calm and clarity. EQ2 refers to the combined intelligence of staff and the youth they serve and was created by the Lionheart Foundation for people working with at-risk children.

The Lionheart Foundation references research that indicates nearly 70% of people working in direct care at places like the Ranch have a personal history of trauma. This history increases their vulnerability to secondary traumatic stress and decreases their ability to remain calm in stressful situations.

“EQ2 is our trauma-informed approach to equipping staff to look at the world through a different lens. It gives them the tools they need to stop and ask themselves, ‘Am I responding compassionately?’ ‘Am I recognizing that this child’s behaviors are due to a lack of skill, rather than a lack of will?’ Through EQ2, we strengthen the empathy and compassion

muscles that allow our staff to be better emotion coaches,” Alyssa said.

In addition to managing training, Alyssa champions the Ranch culture of purpose, caring, and learning.

“Caring is heartbeat of the work we do. I see it not only in our work with the kids but in how we care for each other—even just opening the door for each other or saying ‘Hello.’ Purpose is why we show up every day to help kids health through Christ and their families.”

As Alyssa walks around the Ranch’s campuses, thrift stores, and warehouses, she sees our culture of purpose and caring all over.

“It’s how we communicate with each other, how we treat each other, how we show up in our learning, how we stay solution-focused to remind us of the bigger picture and our purpose for the kids,” Alyssa said. “I don’t think you have to

“Learning is what I see shining the brightest. We are always open and willing to grow.”

—Alyssa

focus on it to see it lived out. People are role-modeling it every day and it's constantly in your face, in a good way."

Learning is the final piece of the Ranch's culture triad.

"Learning is what I see shining the brightest," Alyssa said. "We are always open and willing to grow. We provide many learning opportunities, starting with onboarding and continuing with internal and external training. And we all help each other. When someone has a question, there are so many people willing to provide an answer or a different perspective."

Alyssa was instrumental in planning and facilitating a recent Culture Conference attended by Ranch Directors and Vice Presidents. The conference supports Ranch leaders in modeling the culture and guiding others to weave it into their work.

"This year's Culture Conference was about reconnecting to what drives us, celebrating the values that unite us, and leaning into the future we're building together," Alyssa said. "It was a fabulous experience to see everyone in the room wanting to build and grow our culture."

Alyssa is in the business of people. She believes we can all do hard things when we are supported.

"That's why I show up every day, to support the people who support the kids. I get to help Ranchers become good leaders

and good people. I get to teach them great approaches and ways to think about things," Alyssa said. "I get to work side-by-side with people who choose to come here and help kids."

Outside of work, Alyssa spends her time with family and friends riding bike, going to concerts, walking, and hanging out in the community.

"I get a lot of joy from spending time with people I like, value, and respect. I love that emotional connection," Alyssa said. "I don't have one consistent hobby, but I'll try anything if there are people involved."

Leann Mellum, Human Resources Advisor

"We are at the Ranch because this place calls to us. We know we are doing important work, and that's why the majority of us stay." —Leann

When Leann Mellum applied to be a human resource specialist at the Ranch five years ago, she couldn't point to any official human resources experience or education. But in previous jobs, she'd gravitated to projects that gave her skills necessary for the job.

As an admissions counselor at Dakota College at Bottineau,

Bottineau, ND, Leann recruited students, which is not all that different from recruiting employees. As marketing director at Norsk Høstfest, a position she held for seven years, she managed, directly or indirectly, over 4,000 volunteers.

"My biggest experience in human resources was working with volunteers," Leann said. "It's hard to find people who want to help you for free, and volunteers come with a lot of personality. You must help them understand the mission and how what you want them to do supports that mission."

While she served on the board of the Souris River Animal Shelter,

Leann worked on their employee handbooks to get them in order. That is also where she met Sheila Miller, a long-time Rancher, who started recruiting her for a job at the Ranch.

"I loved my job at Høstfest, so I wasn't interested," Leann said. "But then our board of directors cancelled the 2020 festival due to the pandemic and Sheila happened to reach out again on the very day we were furloughed. I wasn't sure about the job, so when I got called in for an interview, I decided I'd go just to explore and listen. By the time I left,



I really wanted the position and wished I'd have been more prepared."

Luckily, Human Resources Director, Jodi Iglesias, saw Leann as someone with a

great attitude who loved people and wanted to learn. More than five years later, it's clear that Leann's love of learning and passion for excellence are a good match for the Ranch's culture.

"You can see the Ranch's commitment to culture by the time and effort it puts into training and elevating its employees," Leann said. "We are encouraged to advance ourselves. I've never seen a company invest so much into its employees."

"We are at the Ranch because this place calls to us. We know we are doing important work, and that's why the majority of us stay."

—Leann

Leann experiences the Ranch's culture of purpose, caring, and learning every day, mostly through her work with employees, and sometimes with the kids.

"Last week, one of our kids was clearly frustrated and basically screaming at the employee who was outside with him. She was patient, kind, and understanding. She kept him engaged until he'd let out all his frustrations, and then they walked together back towards the school," Leann said. "It's all about purpose, caring, and learning, right? The purpose of the Ranch is to help these kids heal. Caring showed up in how she remained calm

and non-judgmental while the young resident expressed his frustrations. And learning. To de-escalate the situation, the employee put into practice what she'd learned in training."

In her position, Leann collaborates with other departments and makes employees feel valued—something she feels every day.

"I've loved every place I've worked. I truly have. But there is something strangely special about this place," Leann said. "I feel like my voice is heard and that what I do is important. When you show up to work, people are happy to see you. I do whatever I can to make everyone else feel the same way. When you feel valued, you want to do your best—and that's what our kids deserve."

Leann sees listening and understanding as the most important

attributes she brings to her role. And that's how she stays connected to the mission—by listening to the people who work with the kids, encouraging them when they've had a rough day, and celebrating their successes with them.

"There are going to be highs and lows when you are working with kids in a treatment



Minot teachers took center stage on Teacher Appreciation Day, highlighting the Ranch's commitment to valuing its employees.

facility. It's hard to see the mission when every day you see the children's struggles and behaviors," Leann said. "I encourage employees to stretch it out—to see where this kid was at when they came here and where they are at as they are leaving. I tell them about the kids who come back 5-6 years down the road to visit the people who worked with them, to tell us how they are doing. They are so grateful."

Leann said the most important thing she has learned during her time at the Ranch is to assume good intent.

"Joy [President/CEO] says it all the time. 'Assume good intent.' When we see so much negativity on the news and social media, it's easy to get into a negative mindset," Leann said. "When you take a step back and assume good intent, you can lead with positivity. I try to carry that message with me so I can share it with other employees."

Leann earned a bachelor's degree in communications from the University of North Dakota, Grand Forks, ND, and a certificate in human resources from the Society of Human Resource Management (SHRM).

When she's not at work, Leann rarely sits still. In

addition to spending time with her husband and their nine-year-old son, she has returned to Høstfest, this time as a volunteer. She also volunteers occasionally at the animal shelter and Scandinavian Heritage Association, and runs iMagicon, North Dakota's largest comic/gaming convention. She skis, hunts, fishes, farms, and always has a construction project going.



**Cristy Just,
Human
Resources
Advisor**

"Human Resources isn't just about compliance, but about culture, connection, and helping people feel equipped in their roles."

—Cristy

When Cristy Just interviews people to work at the Ranch, she looks for heart and personality—people who are mission-minded and genuinely want to make a difference.

"Skills matter, but character and alignment with our values are what makes someone thrive here," she said.

Cristy started her career working in construction sales. She believes her mindset as a salesperson gives her the drive to help people "do better."

"I needed to run my projects efficiently," Cristy said. "I wanted the house to go up on

time; I wanted to help people make their business better. I've also wanted to know what I can do on a daily basis to help somebody become better and do better."

From the construction world, Cristy moved to the Knife River Care Center in Beulah, ND, where she was the director of their foundation. When the administrator noticed that people naturally went to Cristy with questions and concerns, he asked if she would take on the additional responsibilities of human resources.

While at the care center, Cristy decided to go back to school. In addition to being a single mom and working full-time at the Knife River Care Center (a 76-mile drive from her home in Bismarck), she earned a bachelor's degree in human resource management and leadership from Rasmussen College, Bismarck, ND.

Cristy has taken the skills she learned at previous positions and in school and applied them in her work hiring, managing employee benefits, developing processes, and coaching supervisors.

"Improvement is part of my DNA," Cristy said. "In HR, that means refining processes, listening to feedback, and bringing a strategic lens to help align HR practices with the Ranch mission."

She also values getting out of her office to talk with people. She sees her interactions with Ranch employees as a chance to connect and model the culture.

“Every month, Joy, [President/CEO] tells new employees that if they are the same person a year from now, they are in the wrong place. Joy starts new hires off that way and it’s my job to keep the momentum going. We don’t want them to forget that we want them to learn and grow. Every onboarding, every policy, every conversation is a chance to reinforce our mission and values.”

Cristy stays at the Ranch because her work matters. She supports people who are changing lives, which directly impacts the kids. And she helps employees grow both professionally and personally.

“The Ranch isn’t just a workplace,” she said. “It’s a community with a shared heart. There is a strong sense of belonging. It’s values-driven in a way that’s rare.”

In her 18 months at the Ranch, Cristy has seen the Ranch culture of purpose, caring, and learning become more intentional and inclusive.

“There is a strong emphasis on leadership development, staff wellness, and creating space

for people to bring their whole selves to work. One moment that stands out is when leadership paused a major initiative to gather staff feedback. They made adjustments based on what they heard and improved the outcome for everyone. That is PCL in action,” she said.

The hardest part of Cristy’s job is when an employee must be let go.

“Not everyone is a good fit for the Ranch,” she said. “But every situation is handled with care and respect. We prioritize coaching and support. Separation is always a last resort.”

Why does Cristy stay at the Ranch?

“The kids,” Cristy said. “I see them walk in the door for the first time. I see the pain and fear in their eyes. And then I see them walk out having done remarkable things. You can see it, feel it, and hear it.”

Cristy grew up in Dickinson, ND. She has three children and three grandchildren under the age of two. She enjoys travelling, gardening, canning, and spending time with her family.

“I keep motivated for my kids. I want them to see Mom excelling. It doesn’t matter

what you are given in life, you just keep on rolling.”



**Michael Readel,
Human
Resources
Advisor**

It will look different for every role, but at the end of the day, every position at the Ranch requires patience.” —Michael

Michael Readel has an interesting family connection to the Ranch. His mother, Pat Readel, worked at the Ranch after she retired from a career in retail. Shortly after she retired, again, he came to the Ranch as the retail human resources specialist, working with thrift store and warehouse employees and managers.

“My skills were in the retail space, so I already knew how they operate and work,” Michael said. “I was able to quickly build strong connections with the retail director and the store managers.”

Michael built those skills during the 15 years he spent at Caribou Coffee, a regional coffee shop chain, working both for franchise groups and for Caribou’s corporate office.

“At Caribou, I wore a lot of different hats beyond the general running of a store. I opened new stores, trained teams, and developed people,”

“The Ranch isn’t just a workplace, It’s a community with a shared heart. There is a strong sense of belonging. It’s values-driven in a way that’s rare.”

—Cristy

Michael said. “I had kids that didn’t know how to sweep the floor who went on to manage their own store. It’s very rewarding to see that progression in people.”

As Michael started thinking about leaving Caribou, he reflected on the things that brought him joy in his general manager role.

“My competencies and interests were in human resources, so I started seeing what was out there,” he said.

Now, Michael works with all the Ranch’s Fargo employees—retail, residential, and administrative. When he is involved in the hiring process, he looks for consistency in people’s work history.

“Jobs aren’t all about the fun days. Sometimes there are hard days and lots of work goes into making the good days,” Michael said. “I don’t think the people who job hop are putting in the hard work. They leave when it gets hard.”

Michael says we can teach the skills of the roles, but we can’t teach them personality, or resilience, or the heart of why we do what we do.

“The work we do is complex. It’s not just

watching kids for the day. It’s trauma-informed and there is a lot of structure and teamwork that goes into it,” he said. “Our employees need emotional maturity.”

Michael was surprised by the Ranch’s culture and how purpose, caring, and learning is not just a slogan but something that guides daily actions and behaviors.

“A lot of companies put together a culture statement and that’s where it stops. It takes people to bring it to life,” he said. “As the People and Culture team, it’s our job to champion it. Beyond that, it’s the department leads, supervisors, and directors who carry it out.”

“The work we do is complex. It’s not just watching kids for the day. It’s trauma-informed and there is a lot of structure and teamwork that goes into it, Our employees need emotional maturity.”

—Michael

Culture also takes time. Michael said you don’t just flip a switch and your culture is alive and well.

“It’s a slow build,” he said. “The purpose, caring, and

learning culture was introduced in 2018, and it’s taken years to build by talking about it, championing it, and modeling it.”

Michael recalls the moment he realized the PCL culture at the Ranch was real.



Members of the Mission Advancement Team enjoyed a moment of togetherness during the November dedication of Zurcher Cottage.

The Ranch Culture in Action

The Ranch's Culture of Purpose, Caring, and Learning, comes alive through its Culture in Action statements. Here are a few excerpts.

Purpose

We are present and intentional, actively seeking opportunities to support sustainable excellence in faith, finances, expertise, culture, and advocacy.

We demonstrate integrity by following through on commitments, being wise stewards of our resources, actively caring for and showing pride in our environment, and committing to safety and confidentiality.

We are flexible and adaptable agents of change. We see problems as opportunities and approach them with persistence, empathy, and a positive attitude.

Caring

We expect the best of each other and always assume good intent.

We embrace an attitude of kindness and helpfulness in our interactions with children, families, patients, customers, donors, and teams.

We are present in the small moments, as well as the big ones, recognizing the significance each has in the process of healing and growth.

Learning

We continue our own education to enhance our skills, deepen our focus, and incorporate learning into our work.

We nurture creativity, critical thinking, and problem solving. We are always looking for ways to grow.

We learn from our mistakes and move towards a better and brighter future.



During their first annual People and Culture Summer Summit, the team spent the day learning, growing, and connecting. Front: Emily Westlake, Onboarding Coordinator; Lisa Aisenbrey, Vice President; Cristy Just, Human Resources Advisor. Back: Michael Readell, Human Resources Advisor; Misty Mohl, Onboarding Coordinator; Leann Mellum, Human Resources Advisor; Jodi Iglesias, Director of HR; Shyla Furcht, Onboarding Coordinator; Alyssa Beal, Director of Culture and Quality; Jeff Hanson, Onboarding Coordinator.

"I'd only been here a month or two when we had our first blizzard of the season followed by a cold snap. I was based at the Fargo South thrift store and a mother with two young children came into the store. They had just moved to North Dakota and didn't have clothing for the weather," Michael said. "It was early in the season, and our winter gear was still boxed up in the back, waiting to be processed and put on the floor. When they shared their situation, Alicia, the store manager, got involved and everyone pitched in—pulling down boxes to find hats, mittens, and coats."

"Yes, the thrift stores are here to fundraise and earn dollars for the mission," he said. "But the bigger picture is that they

are here for the community. If we see someone in need, we do the right thing."

Michael sees that same mindset throughout all areas of the Ranch.

"We give people chances. We give them support and recognize that progress takes patience," he said. "It may not always look like it, but most people are doing the best they can. If they are making a good faith effort, I'm here to help and support and meet them where they are at."

That doesn't mean that no one gets let go at the Ranch.

"We want them to succeed, but we also need to hold ourselves to a high standard. Part of caring is protecting our kids and our culture, and

sometimes that means letting someone go," Michael said. "We don't do it lightly."

As Michael partners with other departments, he keeps in mind something that Jodi Iglesias, Director of Human Resources, says. "We lead through influence. We can't do the work for them, but we can steer them in the right direction."

This is true for employees as well as for managers.

"We don't control what employees do," he said, "but we can identify and remove barriers getting in their way. We can support people in their roles so they can focus on the kids and the customers."

Building an Intentional Culture



Joy Ryan, President/CEO, kicked off the process of creating an intentional culture at the first annual Ranch Culture Conference in 2018.

The basic framework drew on Harvard Business School's work in organizational culture. Before the conference, the Ranch's Vice Presidents and Directors completed the "What's Your Organization's Cultural Profile?" Joy compiled and shared the results at the conference. Purpose

and caring rose to the top as the defining characteristics of the Ranch culture. The profile also identified learning as the central culture characteristic to aspire toward.

"Every workplace will have a culture, either by default or by intention," Joy said. "At the Ranch we choose the environment we want to create for the children and staff...a place of purpose, caring, and learning."

"These remarkable Ranchers work, each day, to carry on that culture of intent."

Celebrations

Bee Kind Day 2025

Each year, the Ranch acknowledges National Bullying Prevention Month. We understand bullying is something our kids know well—whether they have been bullied or if, in their pain, they have bullied someone else.

While we talk about bullying and being kind all year round, we spend the month of October focusing on how we can prevent bullying, what bullying looks like, how it affects the people involved, and how we can be kind to others. On October 8, 2025, National Stop Bullying Day, we donned our “Bee Kind” shirts and celebrated being kind.



Rev. Dylan Meyer shared a message about kindness with kids and staff in Fargo.



The children and staff decorated “Cups of Kindness” to celebrate Bullying Prevention Month and share how they show kindness to others.



The Dakota Memorial School Student Council hosted a “Bee Kind” Poetry Slam. Students and staff shared their favorite poems, as well as some original writings. It was a great way for students to express themselves and have some fun!



Thrift Store staff from the Bismarck store and Minot Warehouse showed off their “Bee Kind” spirit with matching tees and fun bee-themed props!



Ranch Nurses, Carissa and Hannah, shared a sweet treat with students and staff at the Bee Kind Day celebration in Fargo.



Ranch kids created posters to hang around Dakota Memorial School and remind everyone to Bee Kind!



Students and staff signed a “Bullying Prevention Contract,” vowing to be kind to themselves and others, and stand up to bullies.

Celebrating excellence

Dr. Wayne Martinsen, Psychiatrist and Medical Director at Dakota Boys and Girls Ranch, was nominated for the James E. Mitchell, M.D., Outstanding Teacher of the Year award by residents of the University of North Dakota School of Medicine and Health Sciences Psychiatry Residency Training Program.



Dr. Martinsen has been the medical director at Dakota Boys and Girls Ranch since 1998.

Team building fun

Staff at Dakota Memorial School took part in a creative, fall-themed team-building activity where they each decorated a pumpkin plate and filled it with kind words about one another.



Wheelchair games

Bill from Hope Inc. volunteered his time to teach students, teachers, and other Ranch staff about adapted sports. Bill and the students discussed respecting those with mobility issues, and he shared some of the day-to-day challenges they face.

Students and staff engaged in energetic games of Wheelchair Soccer and Wheelchair Basketball.



Laughter and encouragement flowed throughout the building as staff and students learned that wheelchair basketball and soccer is harder than you might think.

Taking flight

Elementary students at Dakota Memorial School took a trip to the air museum. They learned about the many planes and got up close and personal with the equipment.



The kids especially loved the plane painted to look like a shark!

Building new skills

Kids at the Ranch love Legos! They may just think they're building and having fun, but they're also practicing executive functioning skills as they plan their build.



Celebrations

Breaking records

Students at Dakota Memorial School visited the Great Maze, which is officially the World's Largest Wooden Panel Maze, according to the Guinness World Records! They had a great time exploring and managed not to get too lost.



Community events provide opportunities for our kids to just be kids.

Friends from all over

Mrs. Harpster, Middle School Teacher, put out a call to friends and family across the country to send postcards and letters to kids at Dakota Memorial School. Each missive shared something the writer's town or state is known for, or their favorite thing about where they live. As students and staff viewed the billboard, Mrs. Harpster encouraged them to find places they'd like to visit or live one day.



Mrs. Harpster received enough letters to fill a bulletin board, as well as several doors and windows throughout the school!

Science and art come together

In STEM class, students learned how to use a 3D pen to "print" custom artwork.



This intricate artwork was a fun way for students to express themselves.



3D printing pens work like glue guns, expelling melted plastic filaments to create three-dimensional objects and art.

Rock, paper, scissors!



Staff and students on the Fargo campus celebrated World Rock, Paper, Scissors Day with a game of “Rock, Paper, Scissors Tag” and cookies decorated by the kids.

“Rock, Paper, Scissors Mascots” were seen on campus all day, challenging kids and staff to quick games of rock, paper, scissors.

A trip to the zoo

Students at Dakota Memorial School enjoyed a fall trip to the Red River Zoo. Some of their favorite animals were otters, porcupines, and a baby fox! They also got to feed some of the animals.



Visiting the zoo is a great way for kids to connect to nature and learn the importance of caring for endangered species.

Math is fun

In math, kids made “mummy hotdogs,” an activity involving weights, measurements, and documenting observations. The students also did a comparative analysis to document how their “mummies” changed.

Mr. Swenson, said, “One of the best things that happened this week was a student saying he never would have believed that he would find math fun.”



Mini-scientists

While learning about the states of matter and the scientific method, students made rock candy and slime.



Students watched their rock candy develop day after day.



Ooey-gooey slime is not only fun to make, but it is a great sensory experience for our kids.

Celebrations

Giving back

Faith Corp :: Faith Kids, a local childcare facility in West Fargo, collected donations at their annual picnic event for kids at the Ranch. The donated items included crayons, journals, markers, socks, books, and more!



Building community

Employees from the Culture Committee represented Dakota Boys and Girls Ranch at the 10th Annual Family Day Riverwalk (FDRW) event in Bismarck. FDRW is about showing support for family and community and features local craft and food vendors, businesses, nonprofit organizations, musicians, and more.



Ranch staff shared our mission while leading a life-sized game of Operation!

What a thrill!

In the EmPower STEM class, students built ping-pong ball roller coasters. Darren, EmPower Coordinator, said, "The students have been building skills throughout the summer, and it's fascinating to watch them implement what they've learned, and how quickly and independently they can arrive at solutions." EmPower is the Ranch's summer school that helps students catch up on credits.



Students put their math and science knowledge to work through hands-on STEM projects.

Building bridges

Math students learned about weight, shape, and measurement by making spaghetti bridges. They used a bucket filled with uncooked beans to test their sturdiness and find each bridge's breaking point.



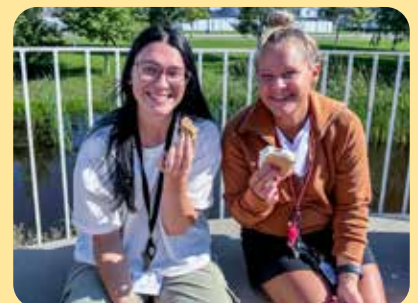
Students came up with unique strategies to build the strongest spaghetti bridge.

S'more summer, please!

Kids and staff in Fargo celebrated the end of summer with a marshmallow roast, filled with delicious treats, smiles, and laughter.



Ranch kids and staff gathered around the fire pit to roast their marshmallows to golden perfection.



Ranch staff enjoyed a sweet treat and some beautiful sunshine.

Wrapping Ranch kids in love

Quilting groups from churches around the country frequently bless the Ranch with handmade quilts. Each quilt is lovingly and prayerfully made to bless the children at the Ranch.



Quilters Karen Gensmer and Jeanette Bening from Our Savior Lutheran Church (Hutchinson, MN) show off their latest donation of quilts to the Ranch.



Quilts from St. Mark's Lutheran Church (Conroe, TX) displayed in the Ranch's Fargo chapel.



Dennis Grocott, Facilities Director, gratefully accepts quilts from Joan and Wayne Beyer, donated on behalf of quilters at St. Mark's Lutheran Church (Conroe, TX).

Hiking adventures

This summer, kids in Bismarck visited Theodore Roosevelt National Park to hike and explore. They had an incredible time seeing the beauty western North Dakota has to offer.



The vast landscape of Theodore Roosevelt National Park illustrates the beauty of God's creation.



You can read anywhere!

The Dakota Memorial School Library and the Ranch's Wildlife Club collaborated to add a reading mailbox near the river on our Minot campus!



There's nothing like reading a good book while immersed in nature!

Norsk Høstfest fun!

Students volunteered as trolls at Norsk Høstfest Scandinavian festival where they entertained guests and posed in pictures.



Therapeutic art

During therapy group, kids made “emotions graffiti.” Each child chose a positive emotion and filled their page with coping skills to help them feel that emotion.



The posters remind the children of their own coping skills, and show them what works best for their peers.

Getting to the heart of it

Students in Ms. Vanderlaan’s science classes explored the workings of an elk heart and liver!



Hands-on science projects help students better understand the things they’re studying.

Bowling fun!

Students at Dakota Memorial School had an afternoon of bowling fun. PE Teacher, Mrs. Hedlund, said, “I loved seeing how much students seemed to enjoy themselves, as well as how they encouraged their peers. I look forward to introducing them to more lifelong activities this school year!”



Physical Education and Wellness Programs at the Ranch introduce kids to lifelong leisure and wellness activities.

Mission focus for the Ranch

Good Shepherd Lutheran Church, Oshkosh, WI, chose Dakota Boys and Girls Ranch as their mission focus for the month of August. Throughout the month, congregants learned about the Ranch’s work and the kids we serve. They also collected donations for the Ranch, which were presented to Tim Unsinn during a Honey Sunday presentation.



From left to right: Pastor Greg Koepsell, Tim Unsinn, Vivian Mittelstaedt, and Jan Ratchman.

Celebrations

Helping to build Zurcher Cottage

Dakota Boys and Girls Ranch received a \$74,000 grant from the Otto Bremer Trust Community Responsive Fund (administered by the North Dakota Community Foundation) to build Zurcher Cottage.



Sheila Miller, VP Finance, Facilities, and Technology, and Joy Ryan, President/CEO, accepted a check from North Dakota Community Foundation's President, Steve Lipp.

Pumpkin painting contest

The pumpkin decorating contest highlighted the student's creativity and talent. From spooky to sweet, each class worked hard and did their very best.



"SpongeBob" took third place.



"Mike Wasowski" took second place.



"The Galaxy" took first place.

Together as one

Each year, Lions International hosts a "peace poster contest," giving children in middle school the opportunity to show what peace means to them through art. This year's theme was "Together as One." Students from Dakota Memorial School were invited to submit posters for this year's contest. Molly's art piece, "The Burrito" (pictured below), advanced to the state competition.



Molly stands proudly with her piece, "The Burrito," and an achievement award certificate for winning the local competition from Lions International.

Artist Statement

Title: "The Burrito"

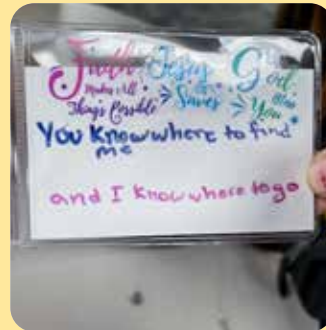
Medium: Colored Pencil & Marker

I chose to make the three people wrapped in a burrito to represent the concept of staying together. The colors that I chose—green, red, and different shades of brown—are not only the colors of the veggies in a burrito, but are also bright, colorful, and full of joy. The burrito is bigger to bring more smiles. I also just really love food, and I was a little bit hungry, so I thought of food. Food brings connections around the world.

Vacation Bible Experience fun!



During Vacation Bible Experience (VBX), kids did teambuilding activities including an exciting game of "Lava Swamp!" Learning to work together helps kids at the Ranch build healthy relationships with others.



The crafts during VBX are always a big hit with our kids! Some of this year's favorites included personalized Bible verse pencil pouches, name bracelets, stained glass art, sand art crosses, and special luggage tags that remind kids Jesus is with them wherever they go.



Why just read a Bible story when you can act it out? Kids and staff learned about Moses, the Good Samaritan, Joshua and the Israelites, and Jesus' death and resurrection.



While talking about the Good Samaritan, kids did a kindness scavenger hunt which included writing positive messages on sidewalks throughout campus. They also wrote thank you notes to veterans and Ranch donors.



Fall festival fun!

Each year, we hold a Fall Festival on our Minot campus. This year's theme was "Throwback to Childhood!" The afternoon was filled with fun games, a costume contest, a pie-eating contest, and more! The games created by Ranch departments included Guess Who?, mini-golf, ring toss, Pokémon tic-tac-toe, and more!



Mrs. Keeney and Mrs. Beach show off their Fall Festival spirit.



Fall Festival games included a Putt-Putt mini-golf course and a lucky jackpot game.

From struggling teen to confident leader

Hudson Weeks, a well-spoken, confident, and charming young man, is a far cry from the uncertain, angry teen who entered care at Dakota Boys and Girls Ranch.

At just 14-years-old, Hudson was skipping school and had missed nearly three quarters of his freshman year. Other than gym class, he didn't find much enjoyment in going to school, so he often chose not to. Hudson was also anxious and depressed, and struggling to find joy in life.

"I was dealing with a lot of social anxiety," Hudson said. "I struggled making friends and dealt with a lot of bullying, so every day felt like a very big fight to go to school."

Hudson's behavioral issues led him to the point where his mother had to choose between sending him to the Ranch or juvenile detention. Like most kids, Hudson wasn't thrilled about either option.

"I hated it," he said. "The idea of leaving home and living somewhere else ...no kid wants to hear that."

When he arrived at the Ranch, Hudson was angry. He didn't want to be here and adamantly believed he shouldn't be. And, he didn't know how to cope with his big emotions.

Jeff Hanson, who worked closely with Hudson during his time at the Ranch, recalls those early days of struggle.

"Hudson was a good example and reminder to our team that not all kids who come to the Ranch are here because of negative behaviors. Many are simply

struggling to express themselves in healthy ways, so they tend to blow up in anger.”

Hudson’s goal was to get in and out of treatment as quickly as possible, so he adopted a “fake it ‘til you make it” attitude. He decided to play along with whatever his team wanted to get home faster. But at some point, something changed for Hudson.

“I started making friends and enjoying life more,” he said. “I started having more success in life, so I decided not to fake it anymore, and just do it.”

As Hudson’s perspective shifted, those changes began to shape his behavior.

“Hudson has always been respectful,” Jeff said. “But before it was more from a, ‘I’m going to do this so I can get something’ mentality. Now, he shows respect to others out of an understanding that people deserve respect.”

After just four months, Hudson made incredible, real progress, and moved home. He decided continuing at Dakota Memorial School as a Day Student was best for him and advocated for that path to his treatment and home school teams.

“Hudson was the first student I’ve ever had who advocated for himself with his home school district,” said Shayla Leinen, Principal at Dakota Memorial School. “The tipping point was Hudson talking at his own meeting about why he needed to stay, why it was helpful to him, and why he wanted to be supported by his home school district.”

When Hudson came to the Ranch, he had no freshman credits, and had only passed about half his classes during his sophomore year. The structured environment and compassionate

support from teachers and other staff gave Hudson the space and confidence he needed to make up the credits and graduate on time.

“Graduation was something I thought I’d never accomplish,” Hudson said. “Even leading up to my graduation day, I still thought it was kind of iffy...like it didn’t feel real.”

Since graduating from Dakota Memorial School in 2024, Hudson completed an Emergency Medical Services training program and became an EMT. Hudson often reflects on where he started and looks forward to what will come next.

“I thought I’d be dead or in jail before 18—I was so depressed and down, I didn’t want to see a future,” Hudson said. “Now, I’ve got a great job, a great family, a very nice place to live. And I’m planning to move to California in a few months.”

Hudson credits much of his success to his team at the Ranch—a team of people who never gave up on him.

“Sure, I put in the work myself,” Hudson said, “but it wouldn’t have happened without the staff at the Ranch. A hundred percent, it wouldn’t have.”

Now a young adult, Hudson recognizes how the lessons he learned at the Ranch have changed the trajectory of his life. Accountability, responsibility, and maturity are three of his greatest takeaways. His advice to kids who come to the Ranch is simple.

“Just do your best,” Hudson said.

“Trust me, I know how hard it is, but the people here want to help you. Every single one of them. If you’re not happy with the situation you’re in, take the helping hand. It works.”

Hudson occasionally stops by the Ranch to visit staff and share what’s happening in his life. Recently, he had the opportunity to speak to a group of new Ranch employees.



“Hudson was a great example of what a leader in a school should be,” said Mr. Kuebler, Hudson’s History teacher. “He set an example for the other students in his work ethic, behaviors, and social skills throughout his time with us.”

“It was cool,” Hudson said. “I got to tell them how much what they do matters. It might feel like just another job, but what they do matters, and what they say and how they act impacts the kids here.”

Hudson also had a special message for donors who support Dakota Boys and Girls Ranch.

“Thank you from the bottom of my heart. Thank you for what you do. I probably wouldn’t have received half the help I got while I was here, and it would have had a very different impact on my life, so thank you.”

Christmas Past

A LOOK BACK AT CHRISTMAS 2024

Operation Christmas Child

Another year of Operation Christmas Child success! Kids and staff filled 55 boxes with goodies for kids around the world. Our kids loved choosing items for the boxes they thought other kids would enjoy the most. This is a great opportunity for our kids to practice empathy and giving back during the holiday season.



Ranch kids lovingly pack each box for kids around the world.



The children at the Ranch made handmade cards to put in the boxes.

Christmas Tree Lighting

Deaconess Kelly Bristow provided music for the annual Christmas tree lighting ceremony, leading kids and staff in classic Christmas carols.



Spreading Christmas cheer

As a thank you to Cornerstone Presbyterian Church in Minot for a decade of providing gifts for our kids, the Dakota Memorial School Community Outreach Committee gifted them Christmas trees decorated by our students.



Christmas caroling

"The best way to spread Christmas cheer is singing loud for all to hear!"

During Spiritual Life Groups, kids took their decorated cookies and handmade cards to a local nursing home to spread a little Christmas joy. Deaconess Kelly said, "Our singing and presence brought huge smiles and tears of joy to so many sweet souls there. The hand-decorated cards and cookies were greatly appreciated as well."



Christmas cards

During Spiritual Life Groups, kids discussed how they could make an impact on their community during the holidays—they decided to make Christmas cards for residents at a local nursing home.



Each card had a special handwritten message from a child at the Ranch.

Door decorating extravaganza!

Dakota Memorial School students and staff go all-out on door décor for Christmas! Check out these unique and festive doors from last year's door decorating contest.



Christmas story time

Elementary students enjoyed Christmas story time with Carla Luehe, Dakota Memorial School's Library Media Specialist.



Gingerbread house decorating

The kids decorated mini gingerbread houses. These sweet treats are not only fun to make, but delicious, too!



Decorating gingerbread houses brought out the kids' creativity.

Minute to win it—Christmas edition

Kids and staff enjoyed playing a few Minute-to-Win-It games, including putting Santa's reindeer in the correct order! The famous Christmas carol, "Rudolph the Red-Nosed Reindeer," could be heard all around the gym.



Zurcher Cottage

Constructing Hope

Scott Walter and Nate Lillemon, Rolac Contracting, Inc., lead the Ranch's Zurcher Cottage project, Scott as the on-site superintendent and Nate as the project manager.

Before moving back to North Dakota, Nate worked in Africa and on the embassy in Afghanistan. Scott has spent much of his career with Rolac which led to work on high security projects for the government—cruise missile buildings, B52 buildings, and government pipelines.

Despite working on projects around the world, Zurcher Cottage, the Ranch's new Psychiatric Residential Treatment Facility, has been meaningful for Scott, Nate,

and their entire crew.

"This project has meant more to me than I thought it would," Nate said. "My wife is a paraprofessional at Minot Public School so I understand what this stability means to the kids and staff. I don't think the average person realizes there's so much need."

"I see the kids with their bad moments," Scott said. "At the same time, they are out playing and having fun. I can see that the staff is truly engaged with these kids. I know what we are building here is beneficial in more ways than I even see. These kids are getting the help they need."

He was surprised by all the thought

that went into the design of the building.

"Every aspect of the building—including colors, lighting, fixtures, and door handles—is based on the emotional and physical needs of the kids," Scott said.

In their time on the project, Nate and Scott have gained appreciation for what the entire Ranch staff does to give back to the kids and provide a better life for them.

"You appreciate all of the hard work from everyone," Scott said. "From a maintenance standpoint you must look at the safety of the kids every time you walk around a building. The people working with the kids must comfort them and be firm with them. It's wild what the Ranch does out here. You really don't have a clue until you get here."

"The Ranch is here to help kids get back on the right track and to be better human beings. My message for them is to see it through, stick to it," Nate said. "When the kids walk into the building, I hope they will feel a sense of safety and security. That it is their place where they can feel comfortable in their surroundings."



Nate Lillemon and Scott Walter, Rolac Contracting, Inc., find meaning not just in constructing a building, but in shaping futures and constructing hope, one brick at a time.

Watch for a final Zurcher Cottage update, including photos of the dedication and a list of donors to the project, in the April 2026 issue of Ranch Voice.

JOY *to the* WORLD

May the divine peace of our Lord Jesus Christ fill your heart and home with serenity and love this Christmas season. As we celebrate the birth of our Savior, may His light guide you, His love envelop you, and His joy uplift your spirit.

**Merry Christmas from all of us at
Dakota Boys and Girls Ranch**



Partners in mission and giving

Dr. Allan and Carol Buckman met at a Walther League event while Allan served as a Vicar at Good Shepherd Lutheran Church in Plainview, Long Island, NY, and Carol served as a teacher in a nearby Lutheran parish.

“The Walther League from the New York City/Long Island area took a trip up the Hudson River to West Point. It was a large group of almost 600 people, and though I was introduced to Carol, I didn’t pay too much attention to her because she had a date,” Allan said. “I thought they were married or were going to be married. When I found out they weren’t, that changed everything.”

The small-town boy from western North Dakota and city girl from New York began dating. When Allan returned to St. Louis, MO, for his final year of seminary, Carol moved there to teach at Atonement Lutheran Church and School. They married in 1965, soon after Allan’s graduation.

“Upon graduation, we received a call to serve as missionaries in Nigeria with a focus on evangelism, leadership formation, and Bible translation,” Allan said.

Before moving to Nigeria, Allan and Carol underwent a year of training: 10 weeks at Summer Institute of Linguistics at the University of Oklahoma in Norman, OK, and the remainder of the year at the University of California, Los Angeles, CA, where Allan studied linguistics and anthropology in UCLA’s African Studies Center.



Carol and Al were honored as recipients of the Christus Vivit Award at the 2024 Commencement, Concordia Seminary, St. Louis, MO.

“That set us up for the work we needed to do in Nigeria,” Allan said.

From 1965 to 1977, Allan and Carol served as missionaries among 70,000 Yala people whose language had never been reduced to writing. They were part of a three-member missionary team and this is where they raised their three children. Drawing on her educational background, and after getting to know the village women, Carol organized Christian dramas in the Yala villages and participated in a women’s group.

Allan developed an evangelization program that featured leadership formation, while also working with emerging Nigerian leaders to translate the New Testament into the Yala language. This happened at the same time as one of the missionary team members (Dr. Eugene Bunkowske) completed the task of reducing the entire language to writing and another (Ron Merritt) developed a dynamic literacy

program in the Yala language.

“It took 12 years,” Allan said, “and that was before computers. Once the translation of the New Testament was completed, it received the approval of the Nigerian and United Bible Societies.”

After returning to the United States, Allan accepted a call from The Lutheran Church—Missouri Synod’s (LCMS) Board for Mission Services (BFMS) to serve as the Area Secretary for Africa, Europe, and the Middle East.

“During the 12 years I served in that position, LCMS work in Africa expanded from two countries to eight,” Allan said. “I travelled a lot to Africa as well as the Middle East.”

He then accepted a call to serve as the BFMS Director for World Areas where he worked with partner churches and had more than 200 missionaries stationed globally. Carol taught in Lutheran schools before beginning a 20-year career in real estate.

In 2003, as the Buckman's were looking forward to retirement, Carol became aware of a group of refugees from Nigeria who had resettled in the St. Louis area. She and a friend began teaching computer classes in the basement of a church which led the formation of Christian Friends of New Americans (CFNA).

Carol served as the first board chair of CFNA, and as Allan was stepping away from his work at the [LCMS] International Center, she asked him to take over those responsibilities. As CFNA chairman, Allan provided guidance and oversight for the organization. Carol focused on securing grants and donations to support the ministry's work and teaching adult ESL. Today, her main service is reaching Muslim women through a sewing class that also features Bible studies and the Jesus film in their own language.

While doing missionary work across the world, Allan and Carol began supporting Dakota Boys and Girls Ranch because of Allan's family ties to the organization. He grew up in

Belfield, ND, and became aware of the Ranch through his parents and uncles who supported the ministry.

"From my parents, especially my dad, I picked up on the idea of giving from our resources to benefit other," Allan said.

Allan's father was born and raised on a farm two miles north of Belfield. He worked at a local grocery store and eventually took over the business.

"It wasn't until later that I began to understand that his business thrived, in part, because of how he served the community. He was on the school board, the Chamber of Commerce, and the volunteer fire department," Allan said. "That sent a signal to the community that he wasn't there just to run a good business but also for the betterment of the community."

Allan learned more about the Ranch while in his pre-seminary program at Concordia St. Paul, in St. Paul, MN.

"I was in school with Morris Goldhammer. His parents had been involved in getting Dakota Boys

Ranch started in the early 50s," Allan said. "We continue to support the Ranch because of its purpose to give a second chance to youngsters who have been pushed to the margins."

Allan and Carol have spent their lives reaching out to disadvantaged communities. Allan received the Distinguished Alumni award from Concordia University, St. Paul, and in 2024, the couple was chosen by the faculty of Concordia Seminary in St. Louis to receive The Christus Vivit Award, given to those who have demonstrated exemplary service to the church.

"We are very much a part of the Kingdom of God," Allan said, "so we feel an obligation to reach out and give others a chance to enjoy through eternity the blessings we've enjoyed throughout our lives."

"The Ranch is a well-established ministry, well-recognized, and impactful. You can point to results. We want the children at the Ranch to know that they are never alone. That Jesus is their friend."



**Apply today to work at a Ranch
treatment center or thrift store.
Make a lasting impact on
AMAZING KIDS.**



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Gospel-driven generosity



Gloria and Jack attended the Zurcher Cottage dedication in Minot on November 14.

Gloria and Jack Hoban brought their giving spirits to their marriage from their families.

"I have the most vivid picture of my grandmother at the kitchen table writing checks to charities," Gloria said. "And I was always aware of my parents' donating. They didn't make a big deal of it, but it was always a part of my life. On both sides of my family, giving was a very evident part of a Christian life."

Jack had a similar experience.

"Most of what my family gave was to the church," Jack said. "After we got married, I worked in social services and became more aware of other needs."

The couple's 55-year history of giving to the Ranch began with Gloria's uncle. Growing up in the Lutheran church, Gloria always knew about the Ranch.

"And then it always stuck in

my mind that my uncle contributed to what was then the Boys Ranch," she said. "I had a good childhood and would like that for any child, and certainly for the children who come to the Ranch. They've been failed in so many ways, and the Ranch might be their only chance to be introduced to faith and to how God works in their lives."

When they were first married, Jack worked at the Nebraska Center for

Children and Youth, a residential treatment center for children aged 5-18. Sometimes they would bring one of the boys home with them to celebrate Thanksgiving or Christmas with their families.

"One day Jeff* came with us, and he had a cigar box," Jack said. "He said in the cigar box was everything he owned and that he didn't want to leave that in his bedroom because someone might steal it."

"We were driving to a family dinner, and he couldn't figure out why there were so many rockets. They were grain bins. He had never been out of the city."

Gloria said spending time with the children from the center is why they relate so much to the Ranch.

"It was a real dose of reality. We've always had a comfortable life and good family structure. It makes you thankful in a real hurry for what you have," Gloria said. "And it makes you want to do something for people who have never experienced that, or

who had it and lost it."

"The change in Jeff while he was there was incredible," Jack said. "When he was about to be adopted, he set himself up a little shoeshine business. He'd come around the halls to our offices and ask if he could shine our shoes so he could make a little money."

Gloria reads the emails Joy Ryan, President/CEO of the Ranch, sends out weekly.

"It comes down to the stories Joy tells and how we can impact a single life. In one of her last messages, Joy shared about a boy who came to the Ranch as 'unteachable.' Now, he is excelling in college and wants to be in the astronaut program," she said. "Not that every child will have that kind of success, but every one of them is going to have some improvement in their life. Through the Ranch, we can impact children in a way that doesn't happen in many places."

"It's important to both of us that the Ranch is faith-based," Gloria said. "It aligns with our beliefs."

Jack and Gloria met through a community horse club, and horses have been a big part of their lives. They have a combination trailer that hauls the horses and has living quarters in the front.

"We just got back from spending a month trail riding in South Dakota and at Fort Robinson in Nebraska," Jack said. "We've traveled all of the country, pretty much from the West Coast to the East, staying at campgrounds that are equipped with

pens for their horses.”

They have since moved from horses to mules.

“We didn’t make the transition from horses to mules for any specific reason,” Gloria said. “They aren’t that common in our area, but we wanted to give it a try.”

Gloria has always been a trailblazer. When she started dental school at the University of Nebraska, she was the only woman in the dental program.

“I think there had been a woman there 30 years or so before me,” she said, “but it didn’t work out. Some of the older professors had a quite a bit of angst about the idea of a woman being there.”

After graduating from dental school, Gloria took over a practice from a retiring dentist in Shelton, NE. Jack worked with a domestic violence program and then as a counselor at the Community College in Hastings, NE. In the 70s, he got back into farming with his dad.

“When my dad decided to retire, it was too big of an investment for us to continue,” Jack said.

About the same time, Gloria went with Rotary International to Belize to do volunteer dental work. That got the couple talking about overseas mission work, so they decided she would sell her practice, trusting that something would work out.

“We tried several avenues, but nothing panned out. In the midst of all of that, a postcard came from the Air Force. I was almost too old for the Air Force by then. The

recruiter came right out and said I could try, but they’d probably prefer someone just out of dental school that wasn’t quite as set in their ways,” Gloria said. “Just like with so many things in our life, so many improbable things happened for it to work out, that it was clear God’s hand was in it.”

Gloria joined the Air Force as a dental officer and served for 20 years. Her career took them around the world with foreign assignments in Germany, Turkey, and Japan, and one deployment to Iraq.

In the United States, they were stationed in North Dakota, Kansas, New Mexico, and Nebraska. While stationed in Grand Forks, ND, they stopped in Minot with their horses on their way to a conference.

“The director of the Ranch at the time,” Jack said, “let us keep our horses there overnight. Back then, we didn’t have a trailer with living quarters, so we stayed in a tent down by the river, right at the Ranch.”

The Hoban’s recently donated to support the construction of Zurcher Cottage, the new psychiatric residential treatment facility on the Ranch’s Minot campus.

“Dennis Aune [Ranch Senior Development Officer] visited with us and told us about the need for a new building. We had some funds available and thought that would be a great campaign to donate to,” Jack said. “When we saw him again, we thought we’d make another gift to



Jack and Gloria continue to travel the world, taking the opportunity to explore the area on the backs of horses whenever possible.

Zurcher, but the campaign was fully funded so we donated to another project.”

“It just shows that you can’t outgive God,” Gloria said.

Jack and Gloria visited the Ranch again in November for the Zurcher Cottage dedication ceremony.

“We were excited to make the trip, and this time we were able to stay in a hotel and not a tent down by the river,” Jack said. “The Ranch is a hidden gem. It’s an excellent opportunity for people that are wanting to help and do God’s work.”

“At the Ranch, you can really see God at work,” Gloria said. “We’ve been blessed in many ways and can look back and see so many things that have happened in our life that are truly providential. We are thankful for that and want to share the gifts we’ve been given, and as Christians, I think we’re expected to do that,” Gloria said.

*Name changed to protect confidentiality

Everyone has a story



**By Angela Kargbo,
Development
Officer, Dakota
Boys and Girls
Ranch**

Part of my job as a Ranch Development Officer is traveling to visit with our donors. As I travel, I am in awe of the support our boys and girls get from every corner of the country. Few people will see the impact of their support firsthand, but they understand that God is using their kindness in powerful ways.

You are one of those people, and because of your faithfulness, children are healing, families are finding strength, and our staff are continuing

to fight for each child.

My favorite question to ask when I meet someone is “Why have you chosen to support our kids?” Many of you say things like, “I learned about you through my church,” “I have a heart for kids who are struggling,” or “I have North Dakota connections.”

Other answers surprised me at first, but I’m learning that many of your stories are similar to those of our kids. Some of you talk about the trauma you experienced when you were young. Others share that maintaining your mental and emotional health can be a struggle. Some of you say you want to give back because you have been blessed in unexpected ways. Whatever the

reason, just like our children at the Ranch, we all have our own stories.

You are more than supporters, you are partners in the Ranch ministry, which reminds me that we are not doing this alone. God uses people like you to carry out our important and vital work, and we are deeply grateful.

I pray that the Lord blesses you for the way you bless others in need.

Whether my next trip takes me to the west coast or the Midwest, I know I will find people who love our kids. People who give sacrificially to support the Ranch and our mission to help children and their families succeed in the name of Christ. People who have their own stories to tell. I can’t wait to meet you!

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Your prayers for our kids are a source of healing and hope. If you have any questions about the Ranch, contact Angela Kargbo, or any Mission Advancement team member, at 1-800-344-0957 or info@dakotaranch.org. We would love to visit with you about how you can support our mission of helping at-risk children and their families succeed in the name of Christ.



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Mission Advancement
Officer



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First Lutheran Church

Foundation;

\$2,016; Sensory Rooms (Fargo)

Whole Kids Foundation;

\$4,500; Garden Program (Bismarck)

The Mercy Box;

School Supplies (Bismarck)

Hope Lutheran Church;

\$1,500; Spiritual Life Program (Fargo)

Otto Bremer Community

Responsive Grant (North

Dakota Community

Foundation);

\$74,000; Zurcher Cottage (Minot)

School Sisters of Notre Dame;

\$1,000; Zurcher Cottage Playground (Minot)

Fargo Kiwanis;

\$1,500; Dakota Memorial School Caring Closet (Fargo)

North Dakota Community

Foundation;

\$5,000; Zurcher Cottage Furniture (Minot)

Minnesota Power Foundation;

\$1,000; Proofing Cabinet (Bismarck)

Concordia Lutheran Ministries

Foundation;

\$10,000; Cottage Sprinkler System (Minot)

Walmart Minot #1636;

\$1,000; Mattresses/Bedding for Family Living Unit (Minot)

Minot Community

Endowment Fund;

\$2,500; Bike path/storage shed (Minot)



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If you are a Thrivent Financial member, you may have Thrivent Choice Dollars® available to direct. Please consider directing your Choice Dollars® to **Dakota Boys and Girls Ranch**. The Ranch uses all Thrivent Choice® funds for our Spiritual Life Program—to teach Christian values to children who are struggling. These values aid in their healing, provide a foundation of hope, and help them be successful in treatment and in life. You can make a difference in a child's life by helping us provide for the spiritual needs of our precious children!

Simply go to Thrivent.com/thriventchoice, login, and choose **Dakota Boys and Girls Ranch**. To direct Choice Dollars® over the phone, call 1-800-847-4836 and say "Thrivent Choice" after the prompt.

Memorials/Honorariums

Unless otherwise designated, donations you make in memory or in honor of your loved ones will be used to help build and maintain chapel facilities on all Ranch campuses. Your gift to the Ranch will live on through the children at Dakota Boys and Girls Ranch who learn about Jesus' unending love. For more information about making memorial and honorarium gifts to the Ranch, contact the Dakota Boys and Girls Ranch Foundation at 1-800-344-0957 or info@DakotaRanch.org.

Memorials

July 1, 2025 - October, 2025

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Wava Bails
Michael & Barbara Birrenkott
Dale & Laurie Dannewitz
Rae Ann Dickinson
Mike & Melissa Fitzgerald
Jennifer Goos
Joyce Henke
Jason LaDuke
Marni Luecht
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Tina McCarty & Family
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Bill & Patricia Wood

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Marilyn J. Frank

ANDERSON, CLAIR

Shelia Gerry

ARSVOLD, OLAV "OLE"

Wes & Marlys Kunz

AUCH, PATRICIA

Chris Hansen

BACHMANN, MARIAN

Harry & Virginia Blauert

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Sharon Grondahl

BARTRAM, CLARENCE

Arlys Torgerson

BASLER, DARLENE

Shelia Gerry

BASSETT, DEAN

Donna Swanhorst

BAUER, ROBERT

Jeff Givens

BECKLER, JEAN

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BERNSDORF, DARLENE

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BEYNON, DONNA

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Marlys Boettner

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Gloria Breward

BREY, JOYCE

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FROELICH, KELLY
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 POCH, RUTH
 Martin Poch
 RADCLIFF, ROBERT
 Rollin & Jeanne Johnson
 RASSMUSSEN, GORDON
 Duane & Shirley Larson
 REGSTAD, LOWELL
 Arlys Torgerson
 REZAC, GLORIA
 Joy Ryan
 ROSENWINKEL, DOROTHY
 Rosella Debele
 ROWAN, LEONE
 Roger & Lisa Cole
 Rob & Anne Compere
 Dale & Laurie Dannewitz
 Erinn Dosch
 Linda Medhus
 Jay & Joy Ryan
 RUDLOFF, JANICE MAE
 Ethel Beuch
 RUFF, BETTY
 Mrs. Richard Carow
 RUPORT, LIZ
 Liz Ravenscroft
 RUST, DEAN
 Gwen Rust
 SCHAPER, HENRY & LORRAINE
 Evelyn Kluender
 SCHATKIN, SIDNEY B.
 Margaret Schatkin
 SCHMIDT, LUCILLE "LUCY"
 Bill & Joan Ferguson
 SCHRADER, REX
 Cheryl Burckhard
 Dawn Lesnar
 Dr. Martha O'Reilly
 SCHRODUS, REX
 Lee & Carolyn Schneider
 SCHUMACHER, RUSSELL
 Doug & Kathlyn Rath

SEIBERT, STEVEN
 Joy Ryan
 SELL, DARLEEN
 Susan Copes
 SHERECK, DARREL
 Cynthia Shereck
 SHORMA, EDWARD (ED)
 Gary & Maxine Beckwith
 Rodney Huber
 Paul & Vanessa Kummer
 Jay & Joy Ryan
 Jeff & Cindy Thomas
 SITZER, BRENT
 Lou & Myrna Mitchell
 SMITH, JENNIE C.
 Betty Abrey
 Evelyn Brendenmuhl
 Mark Bring
 Eric & Danae Delman
 Elaine Fremling
 Jerry & Sandra Hamilton
 Vernon & Doris Jewett
 Denise Oakland
 Craig & Donna Phillips
 Darlene Satrom
 Kari Satrom
 Terence Smith
 Patricia Sparrow
 Michael & Gloria Thorson
 Tom & Teresa Tweten
 Wilbur & Carolyn Wright
 SMITH, MARY CLARE
 William & Candyce Johnson
 SPANJER, LARRY
 Mrs. Richard Carow
 SPRAGUE, LAWRENCE "LARRY"
 Arlin & Harriet Buchholz
 STRINGER, DON
 Linda Hill
 Gaylord & Marilyn Schilling
 STROH, KIM
 Dr. Ruth Lumb
 SULLIVAN, KRISTEN
 Dolores Glanzer
 SUTTON, AMY
 Pam Popp
 SZEWSZAK, CASEY T.
 Patricia Szevszak

Memorials/Honorariums

THORSEN, LILY

Rachel Dancy

TRITTIN, MARY ANN

Marilyn J. Frank

VANDERHOEF, AIDAN

Dennis & Mitzie Nay

Shane & Anna Oas

VOORHEES, WEBB & JOYCE

Rev. Jack L. & Joneen Richards

WAGNER, KIM

Rev. Tom & Sara Marcis

WASHEK, JAY W.

Dale & Carolyn Anderson

Arlyn & Dawn Baumgartner

Janice Dill

Joey & Val Gross

Scott & Leann Heidel

Terri Hoskin

Dave & Stephanie King

Perry & Mary Krese

Annamae Laumb

Darwin & Sharon Lee

Pat Lehman

Brenda Lokken

Kemp & Becky Makeeff

Karen Melin

Monsignor Timothy McGee

John & Devra Mogren

Gary & Michelle Rademacher

Anna Marie Schomento

Linda Wade

WEISS, COLLEEN

Larry Weiss

WEISS, JIMMY

Norman Von Osterheldt

WICHAEL, DEVIN

Irene Dahlen

WILCOX, JACQUELINE

Curtis Wittmayer

WILDE, BETH

Sandra Eaton

WILFRED "WILLIE" ZIEGLER

Mrs. Richard Carow

Honorariums

March 1, 2025 - June 30, 2025

ANDREA PFENNIG

Steven & Bonnie Chase

BEAU ORSON

Beau Orson

CASIMER "CASEY" SZEWCZAK, III

Patricia Szewczak

CECILIA POCZERWINSKI

Janet Podczewinski

DARYL MEDLIN

Vincent Seitz

DEACONESS KELLY BRISTOW

Lutheran Women's Missionary League

DORLENE Kaelberer

Vonnie Rosendahl

DOROTHY ROMEO

Bob James

FATHER BRIAN GROSS'S BIRTHDAY

Robert & Jeanne Kolberg

FILIPINO, FILIPINA, SARA, MYA,

KATHY, MAY, MARILYN & ELMA

William Viray

FREEDOM FOR ALL USA

LaVerne Seefeld

GRANDDAUGHTER RACHEL'S
BIRTHDAY

Patricia Heleski

JAPETH ABAPO

Suzette Adamson

JESUS CHRIST

Sharon Caballero

David Padilla

Thomas Sholtis

JOY RYAN

Quil & Kole Seiler

KATHLEEN LOUISE RITZERT
SHEPARD

Robert Shepard

MICHA

Ginny Kortenkamp

William Morel

RAELYNN MILLER

Joshua Bretl

REV. DR. PAUL A. KRUEGER

Paul League

SOPHIA & ADDY STRAWSER

Deborah Courtney

SUNNY & PUDDING BADER

Mrs. Rocio F. Badger

TOBY 8/6/2003

Clara Heinemann

TO THE CARING PEOPLE AT THIS
HOME

LaVerne Seefeld

WILLIAM HARVEY HOODENPYLE

Marjorie A. Gregg

Ways to Give

Give now to meet the needs of the precious children at the Ranch:



Mail a check to
Dakota Boys and Girls Ranch, PO Box 5007,
Minot, ND 58702.



Give online by scanning the QR code, or going to
DakotaRanch.org/donate





A Prayer for Healing

Lord Jesus, heal me.

Heal in me whatever You see needs healing.

Heal me in whatever might separate me from You.

Heal my memory, heal my heart, heal my emotions,
heal my spirit, heal my body, heal my soul.

Lay Your hands gently upon me and
heal me through Your love for me.

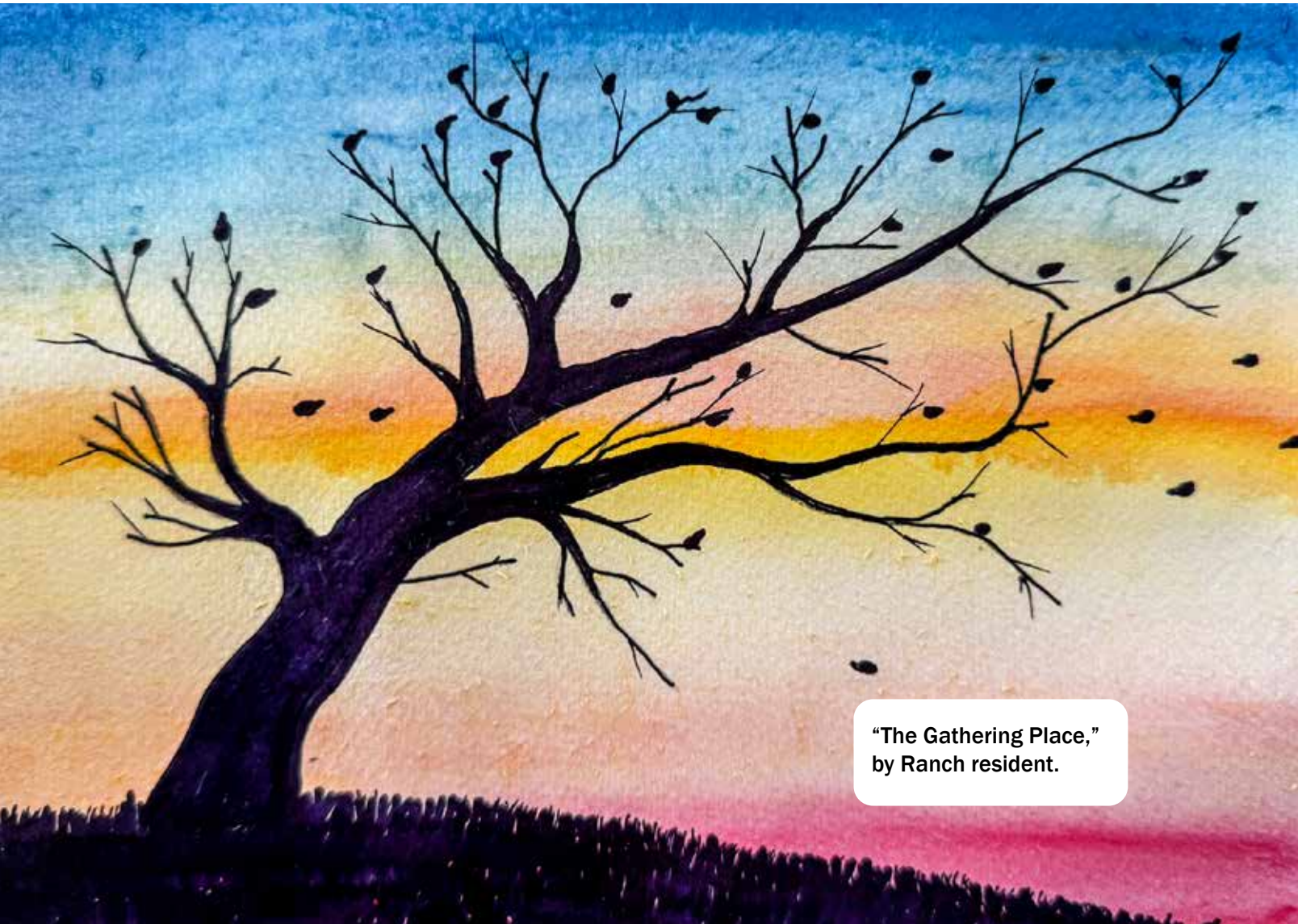
Amen.

We keep all donors, kids, and Ranch staff in our prayers. If you have a special intention or prayer request, please contact us at 1-800-344-0957 or info@DakotaRanch.org

Photo: Dakota Boys and Girls Ranch's Fargo campus, October 2025.



Dakota Boys and Girls Ranch
P.O. Box 5007
Minot, ND 58702-5007



"The Gathering Place,"
by Ranch resident.

The mission of Dakota Boys and Girls Ranch is to help at-risk children and their families succeed in the name of Christ.

www.DakotaRanch.org

Main Switchboard: 1-800-593-3098

Foundation: 1-800-344-0957



Evangelical Lutheran
Church in America
God's work. Our hands.



THE LUTHERAN CHURCH
Missouri Synod

