



AccessAbility Incorporated



ANNUAL REPORT | 2017

**AbleTo
Make A Difference
Together**

*Providing opportunities for self-sufficiency for
people with barriers to employment and
community inclusion.*

WWW.ACCESSABILITY.ORG

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Message from our Board Chair & President

Dear Friends,

It is amazing what we are able to do when we work together! Because of your belief that every person deserves the dignity of work and the opportunity to participate in our community, shown through your support of money, time and resources, we were able to achieve success at all levels in 2017—organizational, program, and individual!



We are grateful to you, our incredible community of individuals, foundations and businesses for helping to raise the funds needed to break ground on our AbleTo major renovation and expansion project. The AbleTo campaign positions AccessAbility for major shifts in employment for the people we serve.

We are proud to present some highlights of our 2017 performance outcomes that support our mission and organizational goals.

- AccessAbility provided services to 601 individuals in 2017. Although this is similar to the number of people served in 2016, we experienced an increase in successful outcomes.
- Nearly 70% of persons-served were enrolled in a transitional employment program.
- We served 210 people in our Day Training and Habilitation programs. These programs provide a variety of employment and community inclusion choices for people who live with developmental disabilities.
- Our Extended Employment team expanded with a focus on supported employment, job-coaching, and follow-up services.
- Average wages of people placed in competitive employment through our Career and Educational Pathways Program rose to \$14.55/hour, and the 12 month job retention increased to 87%.
- Community Employment saw an increase in the number of individuals served, providing more people with significant disabilities the opportunity to work at community sites.

With 2017 year of transition behind us, we look forward to exciting things to come. As always, AccessAbility will maintain focus on continuing to deliver and improve our person-centered services.

We are committed and able to help people with barriers to employment and community inclusion reach their personal goals on the self-sufficiency spectrum.

We are grateful for your continued support.

Sincerely,

Board Chair

President & CEO

Patrick Foley

Barbara Oued

Mission Accessibility, Inc. provides opportunities for self-sufficiency for people with barriers to employment and community inclusion.

Values Accessibility, Inc. bases its values on the concepts of quality, responsibility, accountability, openness, integrity, and respecting all individuals.

Why We Do This Work

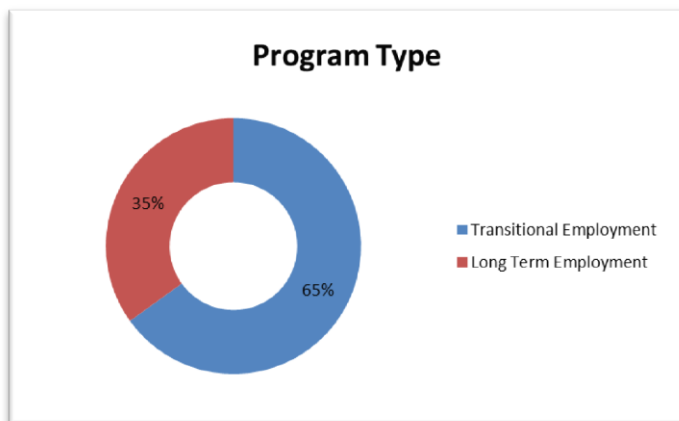
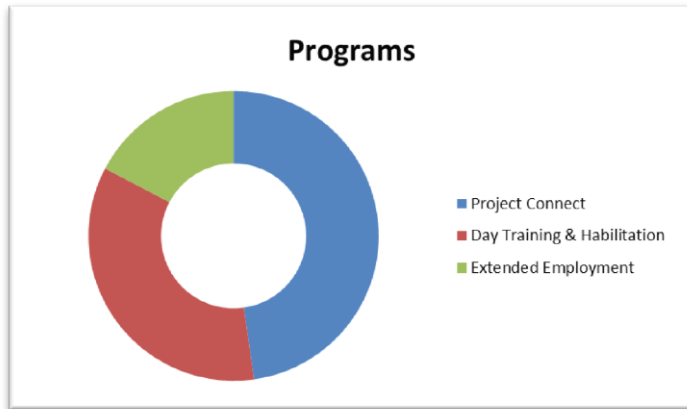
We believe that every person’s life is significant and they deserve to be treated with dignity and respect. We believe in empowering others to enrich or transform their lives in a meaningful way to achieve their goals. We believe that every person offers a role in the community and has the right to be included.

We accomplish this by understanding each person’s story. With that understanding, we tailor programs and deliver services with honesty, professionalism and integrity that address a person’s needs, regardless of the challenges they face.

We do this by providing person centered activities, training, employment and resources for people that face barriers to inclusion in the community.



Programs Impact



601

Total number of individuals served by AccessAbility in all programs in 2017.

65%

Individuals working independently, supported, or successfully placed in jobs in the community within 90 days of enrollment.

75%

Persons served in the range of 23-54 years of age.

AbleTo transition

Mike celebrated his one year anniversary working as a stock associate at an office supply store in 2017. This is a great milestone in Mike's life, and a huge personal accomplishment. Though he initially worked two days a week at the store, the management saw what an asset he was to their team. He now works five days a week, and is nearly a fulltime employee. Mike is in our DTH Supported Employment program.

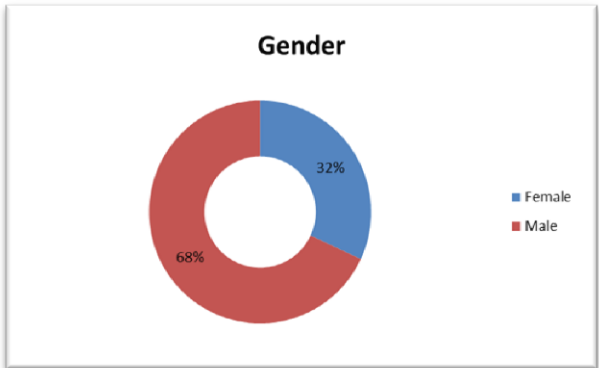
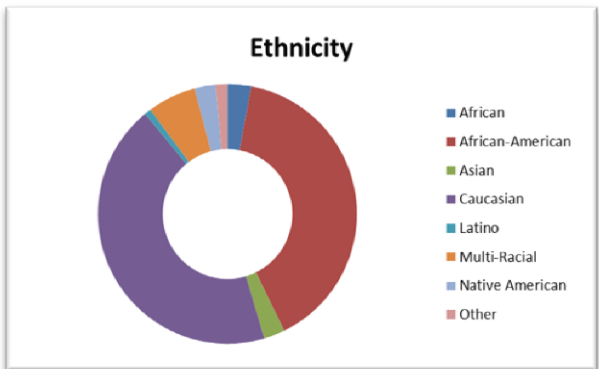
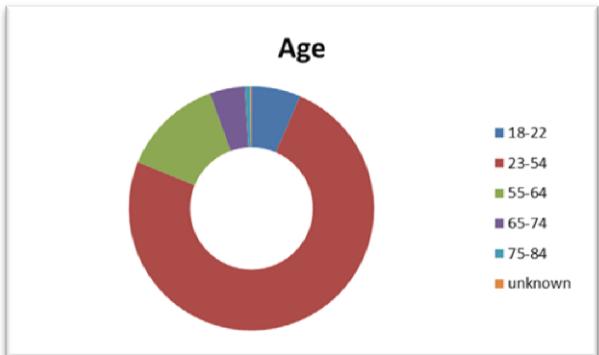
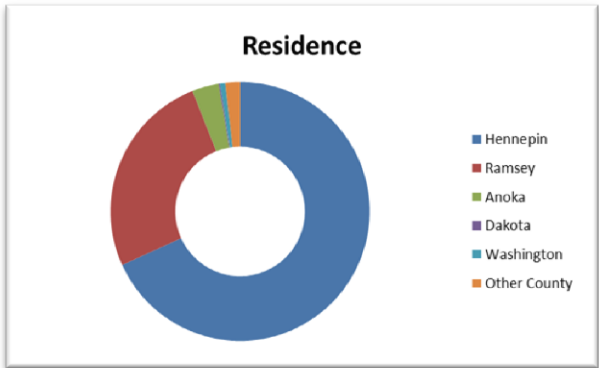


AbleTo regain enthusiasm

Prior to David's employment at AAI, he was sleeping close to 20 hours a day and relied on a semi-independent living services (SILS) worker to help him do many of the chores around the house. Since David started at AAI, a lot of that has changed. Now he no longer sleeps all day, and there have been mornings where David has actually gotten himself up in the morning, made breakfast, and done chores. His wife says that she feels like she has her husband back. David works at our Secured Document Destruction facility.



Demographics & Programs Impact



\$14.55

2017 average wage for transitional employment.

87%

365-day job retention in 2017 for transitional employment.

122

Total number of people who participated in credentialing in 2017.

\$9.08

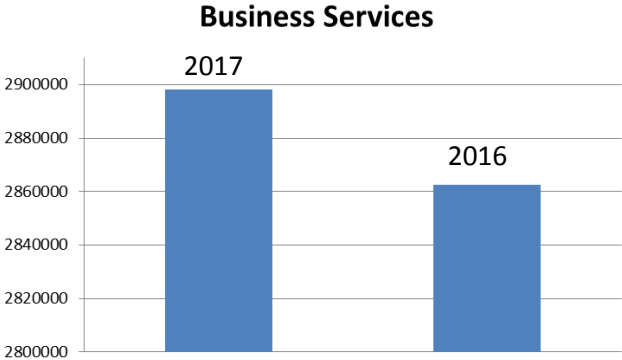
2017 average wage for community and supported employment (people with developmental disabilities).



Abbe To get a new start With a criminal past, John entered our CEP program seeking a chance get on the path to success. John did everything he was asked to do and his efforts and work ethic were quickly recognized. When he was ready, he got an interview with Tradesman International, a skilled workforce recruiting company that provides construction contractors and industrial companies with skilled crafts workers. John got the job, and while starting pay for everyone else was \$15.00/hr., he received a starting pay of \$16.00/hr. because he also received OSHA 10 certification.

Business Services & Social Enterprises

AccessAbility Business Services, which includes three separate social enterprise businesses, provides job-readiness and employment opportunities for persons served while supporting organizational sustainability. Business Services Sales in total was 1.2% higher than 2016.



AbLeTo work Our business services provide persons served with immediate, paid work, which is a crucial first step in securing self-sufficiency. Our work-first model allows program participants to learn soft skills that are critical to becoming successful in the workplace, especially for those with little or no positive job history. AAI social enterprises offer participants immediate work while completing other elements of programming. All program participants are offered this immediate work opportunity, which includes on-the-job training leading to employment skill certificates. Learn more about our business services at <https://www.accessability.org/business-services>.



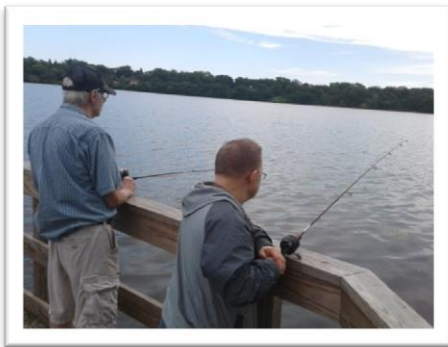
Day Training and Habilitation

Employment & Life Enrichment Programs & Activities

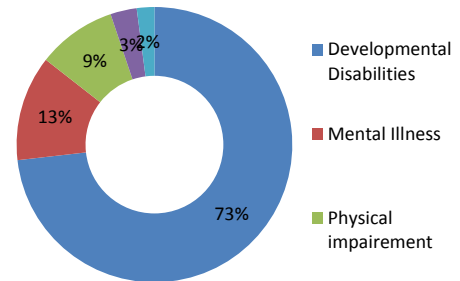
Our DTH program accepts several funding sources: Medical Assistance, Medicaid Waiver, county funding and/or private pay. We served 210 people in DTH in 2017.

The DTH program is designed to enhance participants' skills and abilities through center-based and community employment, work services, vocational training, and recreational/leisure activities.

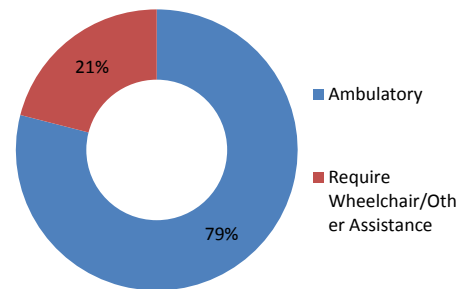
Our growing Evening Stars program offers a wide variety of social opportunities after hours. Participants gather after work with family and friends for dances, meals, bingo, cooking classes, arts and crafts, sporting activities and much more, to expand their social circles and have fun.



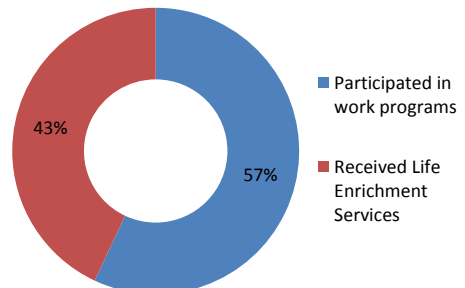
2017 DTH Disability Diagnoses



Ambulation



Work/Life Enrichment Participation



Leadership

BOARD OF DIRECTORS

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Merrill Corporation

GARY O'HARA
Vice Chair
Xcel Energy

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President & CEO
AccessAbility, Inc

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MN Dept. of Employment and Economic
Development

LEANDER HALLGREN
Retired, Honeywell

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Metropolitan State University

JOAN WILLSHIRE
MN State Council on Disability (MSCOD)

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C.H. Robinson

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myHRcounsel, LLC

JENNIFER ZUCHOWSKI
Metropolitan Council

KEN EHLING
Montage Marketing Services

ZARIR ERANI
gihgs, Inc

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President & CEO

MICHAEL KREBSBACH
Chief Financial Officer/Chief
Operations Officer

PAM SUNDER
Director of Programs

BRAD JANOWSKI
Director of Career and Educational
Pathways

CHRIS JORDAN
Director of Community
Employment Services

BOB GUSTAFSON
Director of Development – Capital
Campaign

RITA APALOO
Director of Development and
Marketing

MIATA GETAWEH
HR Manager



AbleTo see

a better future After 10 years of imprisonment, Tarrance found himself alienated from the community he was once a part of. He needed to reintegrate and find the kind of work that not only accepts individuals with a criminal past, but also pays a livable wage. Tarrance enrolled in AAI's Career and Educational Career and Educational Pathways program (CEP) and began by working immediately in our Material Recycling Facility ("The MRF"). During that time, he received adult education services, job skills training, and also earned his OSHA Forklift certification. With the help of AAI's Pathway Navigator, Tarrance landed a full-time job as a Warehouse Associate at a produce distributor. Tarrance has since enrolled in a local community college to pursue a degree in journalism, and says he sees a bright future ahead of him.



Financial Management

SUPPORT AND REVENUE

Fees & Grants from Government

Agencies:

Day Training and Habilitation	2,954,697	3,060,414
Supported Employment	300,306	277,436
Career & Education Pathways	768,393	923,520
Interst and Other Income	21,718	20,734

Public Support:

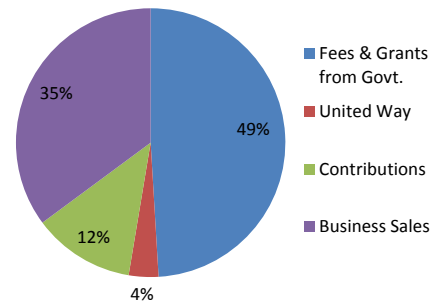
United Way	293,400	315,000
Contributions	1,008,665	640,215

Sales:

Business Services	2,898,085	2,862,404
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Total Support and Revenue: \$ 8,245,264 2017 \$ 8,099,723 2016

2017 Support & Revenue



EXPENSES

Program Expenses:

Day Training and Habilitation	2,115,485	3,172,278
Supported Employment	809,693	255,588
Career & Education Pathways	3,368,458	3,124,564
Total Program Services:	\$ 6,293,636	\$ 6,552,430

Support Services:

Management and General	1,188,497	1,005,815
Fundraising	283,697	120,882
Total Support Services:	\$ 1,472,194	\$ 1,126,697

Total Operating Expenses: \$ 7,765,830 2017 \$ 7,679,127 2016

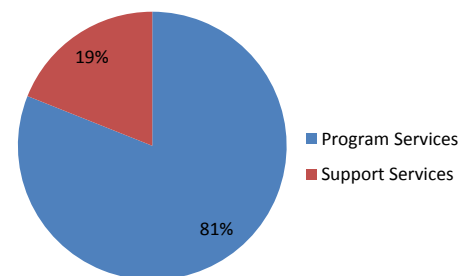
Earnings Before Depreciation & Interest	315,757	420,596
Depreciation & Interest	288,181	331,602

Change in Net Assets 479,434 2017 88,994 2016

Net Assets - Beginning of Year 1,537,051 2017 1,448,057 2016

Net Assets - End of Year **2,016,485 2017 1,537,051 2016**

2017 Expenses



Thank You for Your Support

A+ Chiropractic, PA
AbleNet, Inc.
AccessAbility Events
AJ Decker
Alfred Colling
Allina Health Community Engagement
AmeriPride
Ameriprise Financial, Inc.
Amy and Darren Jones
Amy DeNoyer-Hickey
Amy Pastorius
Anab Isse
Andrew Anderson
Andy Goldman-Gray
Angela Peterson
Anne and Stephen Miceli
Anne Oxley
Aon Foundation
April and Anton Preheim
Barb & Ken Kleckner
Barb Biskey
Barbara and Rob Arnold
Becky Brooks
Becky Petro
Betsy Roubik
Bob Gustafson
Bob Jodan
Bobbie Nebel
Bonnie Hammel
Bonnie Nugent
Brad and Nancy Perlich
Brad Hamilton
Brad Janowski
Brad McDonnell
Bradley Krebsbach
Brian Murphy
Brianna Jordan
Brittany Guildner
Capp Industries, Inc.
Carly Degriselles
Carol Petersen
Carroll Madison
Celeste Carty
Charles "Chip" and Mary Michel
Chelsea and Adam Olson
Cheryl Volkman Knight
Chris Jordan
Christopher Rogers
Chuck Hetland
Clara Waddell
Clare and Kathleen Lillis
Colleen and David Reitan
D.L. Henning
Daniel Dahl
Daniel Komarek
Danielle Orr

Darrell Krebsbach
David and Cheri Messick
David Dahl
David Dvorak
David Meyer
David Weseloh
Del Shea Perry
Denise Bissonette
Dennis Netland
Diamond Metal Products, Inc.
Donald Blasy
Donald Stephens
Doug Anderson
Duane Kelling
Duane Welle
Egan Company
Engelsma Family Foundation
Eric Anderson
Gary and Jody Iverson
Gary O'Hara
Gerald Dashow
Gerald Hansen
Ginny Pastorius
Glenn Andis
Greg Kapsner
Groves Foundation
Gwen Hovde
Harry Karweaye
Holly Thorpe
Hunt Electric Corporation
Ifrah Ayir
Impact Proven Solutions
Isaac Mixon
J. Robinson Intensive Camps
Jacki Gale
Jackie Hadley
Jackie Welle
James and Elizabeth Foley
James and Julie MacRae
James and Teresa Miller
James Calhoun
James Woods
Jan Almquist
Jane Stein
Jay Yang
Jeanine Carlson
Jeff Arnold
Jeff Spaulding
Jeff Zhang
Jeffery Schrempp
Jeffrey Skold
Jeffry Salzbrun
Jen Reddig
Jennifer Blasy
Jerome and Theresa Tweet
Jessica Fincher

Jessica Kingston
Jim Pleski
Joan Willshire
Joe Reilly
John and Janice Reichert
John and Terry Bertelsen
Joleen Sporlein
Joseph Williams
Julia Vimal
Karen DiLorenzo
Karen Kuntz
Karol Angove
Katherine Fairchild
Kathleen Lamb
Katie Swirtz
Kayf Jama
Ken Saba
Kent Myhrman
Kim Lepper
Klodt Companies
Kwin Zemke
Laila Arab
Laura Arnold
Laura Jensen
Leander Hallgren
Lewis Leversedge
Linda Cazett
Linda Gustafson
Lions Club of Northeast Minneapolis
LouAnn Klosner
Lowell Hellervik
Lynn Buesseler
Mariah Norberg
Marie Ryan
Marie Speltz
Mark Groves
Mark Ilaug
Marsalina Davis
Martin and Esther Capp Family Fund
Mary and John Wilberg
Mary Borgstrom
Mary Ellen Webb
Matthew Zeien
Meredith Myers-Petro
Michael Abbott
Michael and Jane Connelly
Michael Gerrels
Michael Krebsbach
Michelle Gardas
Mike and Sandy Eggers
Mike Arnold
Mille Lacs Corporate Ventures
Minneapolis Regional Chamber of
Commerce
Mortenson Construction
Nadifa Ahmed

Nan and Wayne Dvorak
Nancy Borgstrom
Nancy Tannehill
Northeast Bank
Otto Bremer Turst
Patricia Erickson
Patrick Foley
Paxton Dowell
Penny Edgell
Phil Berdahl
Phonesavanh Vannavong
Ray Klosner
RBC Foundation-USA
Rebecca Vee
Reina Diaz
Richard M. Schulze Family Foundation
Richard Mundl
Rick Todd
Rita and Jacques Apaloo
Robert Delorme
Robert Higashi
Robert J. Calhoun
Roda Dirie
Roger Meyer
Royal Supply
Russell Spaulding
Ruth Lecy
Ruthann Dahm
S. Miata Getaweh
Sagal Said
Sandra Pothen
Scott Herron
Scott Johnson
Securian Foundation
Shannon Knight
Shirley Dillon
Shukria Moalim
Stephanie Linden
Stephanie Wilson
Steve Phillips
Susan Larson
Susan Ruth
Suzanne Vosburg Scherado
Tammy Pleski
Taufiq Ahmed
Teresa Ducheneuax
Terhuly Foundation, Inc.
Teri Nelson
The Language Banc
Theresa Biggerstaff
Thomson Reuters
Tonia Hewett
Transit Team
Troy Spaulding
U line
UCare
Union Bank and Trust
UPS
Valerie Osmonson
Wayne Heaser
Wells Fargo Foundation Minnesota

Westwood Lutheran Church
Xcel Energy Foundation
Yvette Toko

Gifts In-Kind

Amigos Quality Environmental
Amy Jones
Amy Pastorious
Anderson's New Carpet Design, Inc.
Anonymous
Barbara Arnold
Berwald Roofing Co, Inc.
Bolander
Brittany Guildner
Bruegger's Bagels
BWBR Architects, Inc.
Chelsea Olson
Cub Foods
Egan Company
Egan Company
Elliot Contracting Corporation
Grazzini Brothers and Company
Gwen Hovde
Hubbard Foundation
Isaac Mixon
Jackie Welle
Jimmy John's
Legends
LeJuene Steel
Linda Cazett
Midwest Northern Nut Company
Mortenson Construction
myHRcounsel
Ogletree, Deakins, Nash, Smoak &
Stewart, P.C.
Old Dutch Foods, Inc.
Pam Sunder
Peter Voldness
Premium Waters, Inc
Rick Todd
Shaw / Stewart Lumber Company
Subway
Superb Logo Products, LLC
Sweet Martha's Cookie Jar
Taher, Inc.
Tammy Pleski
Tee Squared Screened Printing
Troy Rognrud
Troy Spaulding
Twins Community Fund
UP Coffee Roasters
Wells Concrete
Wilkie Sanderson

In Memory of Joan Marso

Anne and David Oxley
Barbara Arnold
Barbara Pries
Bette Wilkinson
Brian Foran
Bruce and Jean Bentz

Burton Johnson
Cheryl Volkman Knight
Daniel Balach
Fran Anderson
Jane Willshire Tempesta
Joan Willshire
Joanie Balach
Karen Quammen
Kay Kammen
Kay Willshire
Marc Zuckerman
Margo Cross
Marilyn Heskin
Nan and Wayne Dvorak
Patricia Erickson
Patricia Graf
Rita Apaloo
Rob Fleming
Ronald Coltman
Rosemary Girard Bieker
Scott and Christy West
Tom Cain
Troy Rognrud
Troy Spaulding

In Memory of Stephen Dahl

Barbara Arnold
Brad Perlich
Michael Crom

In honor of Mary Borgstrom's 60th Birthday

Barbara Messick
James Campbell
Julie Fellegly
Nick Susick

In Honor of Dean Pearson

David Rinker
Norma "Toddie" Pearson

In Memory of Ron Erickson

Donald Vaia
LaVonne Erickson

In Memory of Kent Caswell - Dona Caswell

In Memory of Marian Booth/Don VanderPol/Mr. Dodge/Jim Schafer/Grace Langen - Jane Stein
In Memory of Mark Haverberg - Mary Ann Ervasti
In Memory of Ron Hallgren - Mary Hanft
In Memory of Heidi Hirschhoff - Paula Hirschhoff

In Honor of all AccessAbility Staff Members - Annetta Gardner

In Honor of Ann Solly - Mary Solly Johnson
In honor of Jeff Austad - Sharon Sandgren

Volunteers

Justin Barlow
Barry Brooks
Chase Clendenen
Rachel Filippi
Mike Ganley
James Garness
Bob Hendricks
Julie Hendricks
Brooke Hendricks
Chee Her
Tim Johnson
Theresa Johnson
Kim Lucken
Gary O'Hara
Katie O'Hara
Wendy O'Neil
Kayla Standridge
Kazlynn Standridge
Madyson Standridge
Taylor Standridge
Anna Tatro
Amery Thao
Kylan Vang
Prestige Vang
Dallas Wilm
Blia Xiong
Pete Seifert
Mariah Norberg
Kim Lucken
Kiley Olson
Grace Gathaara
Krista Florez
Kurt Hendricks
Jeanne Muenen (Muench)
Nou Bussey
Brian Bussey
Paris Martin
Sharon Holmes
Katie Smith
Alexandra Provost
Meghan Janssen



AbleTo volunteer and make a difference There are many different volunteer opportunities for you, your family and friends, or your company to become involved in. Your generous support makes it possible for us to accomplish our mission of providing opportunities for self-sufficiency for people with barriers to employment and community inclusion.

Contact us at 612-331-5958 or make a gift online:
<https://www.accessability.org/support-accessability>

Organizations/Groups

Xcel Energy
UCare
Blue Cross and Blue Shield of Minnesota
United Health Group
UPS
Siteimprove

Thank you to all our AbeTo Capital Campaign supporters. A list of AbleTo donors can be found on our web site at <https://www.accessability.org/ableto-campaign-supporters> .

**Able To
Make A Difference
Together**



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