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

Values  Accessability, 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

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.

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).

AbleTo 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.
Leadership

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AccessAbility, Inc

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President & CEO

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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

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**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

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
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</thead>
<tbody>
<tr>
<td>Fees &amp; Grants from Government Agencies:</td>
<td></td>
<td></td>
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<tr>
<td>Day Training and Habilitation</td>
<td>2,954,697</td>
<td>3,060,414</td>
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<tr>
<td>Supported Employment</td>
<td>300,306</td>
<td>277,436</td>
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<tr>
<td>Career &amp; Education Pathways</td>
<td>768,393</td>
<td>923,520</td>
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<tr>
<td>Interest and Other Income</td>
<td>21,718</td>
<td>20,734</td>
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<td>Public Support:</td>
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<td>United Way</td>
<td>293,400</td>
<td>315,000</td>
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<td>Contributions</td>
<td>1,008,665</td>
<td>640,215</td>
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<td>Sales:</td>
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<td>Business Services</td>
<td>2,898,085</td>
<td>2,862,404</td>
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<tr>
<td>Total Support and Revenue:</td>
<td>$ 8,245,264</td>
<td>$ 8,099,723</td>
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EXPENSES

<table>
<thead>
<tr>
<th></th>
<th>2017</th>
<th>2016</th>
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<tbody>
<tr>
<td>Program Expenses:</td>
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<td></td>
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<tr>
<td>Day Training and Habilitation</td>
<td>2,115,485</td>
<td>3,172,278</td>
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<td>Supported Employment</td>
<td>809,693</td>
<td>255,588</td>
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<tr>
<td>Career &amp; Education Pathways</td>
<td>3,368,458</td>
<td>3,124,564</td>
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<td>Total Program Services:</td>
<td>$ 6,293,636</td>
<td>$ 6,552,430</td>
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<td>Support Services:</td>
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<td>Management and General</td>
<td>1,188,497</td>
<td>1,005,815</td>
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<td>Fundraising</td>
<td>283,697</td>
<td>120,882</td>
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<td>Total Support Services:</td>
<td>$ 1,472,194</td>
<td>$ 1,126,697</td>
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<tr>
<td>Total Operating Expenses:</td>
<td>$ 7,765,830</td>
<td>$ 7,679,127</td>
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<td>Earnings Before Depreciation &amp; Interest</td>
<td>315,757</td>
<td>420,596</td>
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<tr>
<td>Depreciation &amp; Interest</td>
<td>288,181</td>
<td>331,602</td>
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<td>Change in Net Assets</td>
<td>479,434</td>
<td>88,994</td>
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<td>Net Assets - Beginning of Year</td>
<td>1,537,051</td>
<td>1,448,057</td>
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<tr>
<td>Net Assets - End of Year</td>
<td>2,016,485</td>
<td>1,537,051</td>
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</tbody>
</table>
Thank You for Your Support

A+ Chiropractic, PA
AbleNet, Inc.
AccessAbility Events
Al Deck
Alfred Colling
Allina Health Community Engagement
AmeriPride
Ameriprise Financial, Inc.
Amy and Darren Jones
Amy DeNoyer-Hickey
Amy Pastorious
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Anne Oxley
Aon Foundation
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Northeast Bank
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UPS
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Wayne Heaser
Wells Fargo Foundation Minnesota

Westwood Lutheran Church
Xcel Energy Foundation
Yvette Toko

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Amy Pastorious
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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
Roger Flemming
Ronald Colman
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 Borgstom’s 60th Birthday**
Barbara Messick
James Campbell
Julie Fellegy
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 Hirschoff - Paula Hirschoff
In Honor of all AccessAbility Staff
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In Honor of Ann Solly - Mary Solly Johnson
In honor of Jeff Austad - Sharon Sandgren
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Pete Seifert
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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

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

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

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