

# AccessAbility Incorporated

---



# ANNUAL REPORT 2018

ACCESSABILITY.ORG

# CONTENTS



---

**03**

MESSAGE FROM  
THE BOARD CHAIR AND  
PRESIDENT

---

**04**

MISSION AND VALUES

---

**05**

ORGANIZATIONAL  
LEADERSHIP

---

**06**

2018 IMPACT  
OVERVIEW

---

**07**

IMPACT BY PROGRAM

---

**10**

ACCESSABILITY  
BUSINESS SERVICES

---

**11**

FINANCIAL SUMMARY

# A WORD FROM THE PRESIDENT AND THE CHAIR

AccessAbility had a banner year in 2018! Thanks to our great community, these are just a few of the things we were able to accomplish:

- We completed the renovation and expansion our our Hoover Street location to better served individuals in our DTH program.
- We competed the licence for and began offering Chemical Dependency Treatment as part of our Project Connect Program
- We held our first gala in over a decade and raised over \$65,000 to support our life-changing programs.
- We purchased an accessible bus due to the generosity of gala donors.
- We received outstanding results on over seven different financial and program audits.
- We significantly improved program efficiency in several areas in order to better our financial stability and increase the quality of our programs to better the lives of the people we serve.

AccessAbility's life-changing work cannot be done alone, and we are grateful every day for our supportive, dedicated community. THANK YOU for continuing to empower our organization to help individuals unlock their personal potential.

Sincerely,

*Pat Foley*

**PAT FOLEY**  
BOARD CHAIR

*Michael Krebsbach*

**MICHAEL KREBSBACH**  
PRESIDENT & CEO



*AccessAbility's mission is to provide opportunities for self-sufficiency for people with barriers to employment and community inclusion.*



Accessability's mission is to provide opportunities for individuals with barriers to employment and community inclusion.

For over 70 years, AccessAbility has been committed to serving the changing needs of our community. Today we offer a continuum of employment and community inclusion services to meet the needs, interests, and preferences of person-served through their lifetime.

## WE BELIEVE

- that every person's life is significant.
- that every person should be treated with dignity and respect.
- that every person has the right to be included in the community.

# BOARD OF DIRECTORS

## Executive Committee

Pat Foley, Merrill Corporation  
Chair

Mark Young, myHRcounsel  
Vice Chair

Tony Bednar, Tiger Oak Media  
Treasurer

Julie Jost, C.H. Robinson  
Secretary



## MEMBERS

Mark Groves, MN DEED

Joan Wilshire, MSCOD

AnneMarie Klimek, Medtronic

Jennifer Zuchowski, Met Council

Zarir Erani, Allen Interactions

Ken Ehling, Montage Marketing

Ken Kleckner, SAV Transportation

Leander Hallgren, Honeywell (retired)

Pam Sunder, Vice President of Programs and Corporate Compliance

Chris Jordan, Director of Community Employment Services

Brooks Waldron, Director of Behavioral Health Programs

Rita Apaloo, Director of Marketing and Development

Barbara Arnold, Executive Director, AbleTo Campaign

## TEAM MEMBER LEADERSHIP

Michael J. Krebsbach,  
President/CEO

Rick Todd, Chief Financial Officer

Brad Janowski, Vice President of Programs and Business Development

# 2018 IMPACT OVERVIEW

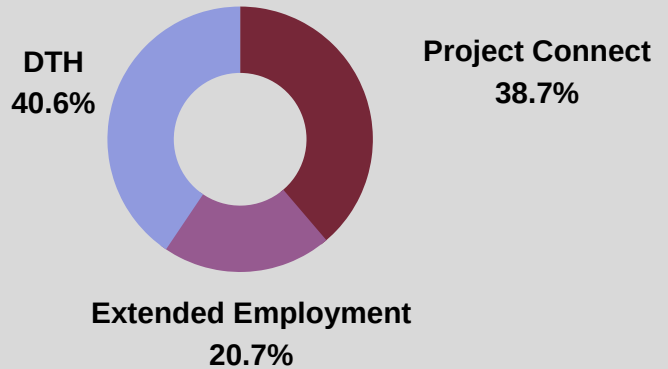
**493** persons-served

**2,000** sq. feet added in the Hoover Street renovation.

**71%** of persons-served were between the ages of 23-54

**293** persons-served participated in a transitional employment program

## Program Participation



# DAY TRAINING AND HABILITATION PROGRAM IMPACT

AccessAbility's DTH program enhances participants skills and abilities through center-based and community employment, vocational training, and recreational/leisure activities for participants with developmental and cognitive disabilities.

**200** individuals-served in DTH's 5 sub-programs

**99%** of individuals were satisfied with their DTH Services

**900** individuals attended an Evening Stars after-house Event

**79%** of individuals in DTH participated in employment services

**3.4** average number of outings per week in the Friends Together program



*"AccessAbility is good, because I get to be myself."*  
-Person Served in DTH

*"My son is so lucky to have connected with the dedicated and caring people that run AccessAbility's programs!"*  
-Guardian of Person-Served

# EXTENDED EMPLOYMENT PROGRAM IMPACT

The Extended Employment program provides supported employment services to people with severe mental health and/or physical disabilities. Long-term vocational support is provided to individuals who work in competitive job in the community or in community work teams supervised by AAI Team Members.

**37,002**

hours works at  
community enclave  
work sites.

**34**

new individuals placed in  
competitive employment  
positions

**102**

individuals-served

**\$9.86**

per/hour is the average  
wage for persons-served  
in community enclaves.

*"Because of my job, I feel like I  
have a purpose."*

-Person-Served in EE







# PROJECT CONNECT PROGRAM IMPACT

Project Connect is AAI's transitional employment program that gives individuals exiting the criminal justice system the vocational skills and personal empowerment to achieve their vocational and social dreams.

*"I have so much love for the Project Connect Staff. They saw potential in me and believed in me, and I am so grateful for their support."  
- Terrell, former PC participant*

**191** individuals served

**\$15.16** per/hour.  
average  
community  
wage.

**166** vocational  
credentials earned

**87%** of individuals  
retained their  
community job  
after 1 year.

**COMPLETED**  
Chemical Dependency  
Treatment Licensing for an  
in-house program

# ACCESSABILITY BUSINESS SERVICES, INC

AccessAbility Business Services, Inc. increased sales by 13% over 2017.

- **PRODUCTION** experienced an increase in sales volume due to a partnership with Grit Tough Gear screen printing (now operating out of AAI's Hoover Street Location).
- **IMAGINE DESIGN** was positively impacted by a new sales manager and the addition of the new-- and very popular-- "Relatively Funny" gift ware line.
- **The Material Recycling Facility** (The MRF) dramatically improved it's process efficiency, and experienced at 4.6% increase in sales over 2017.



ACCESSABILITY, INC  
**FINANCIAL SUMMARY 2018**  
**ACCESSABILITY BUSINESS**  
**SERVICES**



AccessAbility Business Services  
**Profit and Loss**  
**1/1/2018 to 12/31/2018**

	Jan/18	Budget	Variance	Variance %
<b>Income:</b>				
United Way	255,000	255,000	0	0.00%
Direct Public Support	7,515	30,000	-22,485	-74.95%
Gov't Reimbursement EE	362,593	298,000	64,593	21.68%
Gov't Grants	382,644	500,000	-117,356	-23.47%
Other Types of Income	90,000	70,000	20,000	28.57%
<b>Total Income Before Sales</b>	<b>1,097,752</b>	<b>1,153,000</b>	<b>-55,248</b>	<b>-4.79%</b>
<b>Business Services :</b>				
Business Services Revenue	1,427,213	1,514,400	-87,187	-5.76%
<b>Total Business Svc's Revenue</b>	<b>1,427,213</b>	<b>1,514,400</b>	<b>-87,187</b>	<b>-5.76%</b>
<b>Total Income</b>	<b>2,524,965</b>	<b>2,667,400</b>	<b>-142,435</b>	<b>-5.34%</b>
<b>Cost of Goods Sold 1 (Direct Costs) :</b>				
COGS - Gross Margin 1	1,117,143	995,090	122,053	12.27%
<b>Total COGS 1</b>	<b>1,117,143</b>	<b>995,090</b>	<b>122,053</b>	<b>12.27%</b>
<b>Cost of Goods Sold 2 (Variable Costs) :</b>				
COGS - Gross Margin 2	32,674	68,754	-36,080	-52.48%
<b>Total COGS 2</b>	<b>32,674</b>	<b>68,754</b>	<b>-36,080</b>	<b>-52.48%</b>
<b>Total Cost of Goods Sold</b>	<b>1,149,817</b>	<b>1,063,844</b>	<b>85,973</b>	<b>8.08%</b>
<b>Margin 1 and 2</b>	<b>277,396</b>	<b>450,556</b>	<b>-173,160</b>	<b>-38.43%</b>
<b>Gross Margin Percent</b>	<b>19.44%</b>	<b>29.75%</b>		
<b>Cost of Goods Sold 3 (Sales Costs) :</b>				
COGS - Gross Margin 3	150,782	112,270	38,512	34.30%
<b>Total COGS 3</b>	<b>150,782</b>	<b>112,270</b>	<b>38,512</b>	<b>34.30%</b>
<b>Gross Margin 3</b>	<b>126,614</b>	<b>338,286</b>	<b>-211,672</b>	<b>-62.57%</b>
<b>Gross Margin Percent</b>	<b>8.87%</b>	<b>22.34%</b>		
<b>Expenses:</b>				
Staff Payroll Expenses	640,040	632,033	8,007	1.27%
Staff Payroll Other Expenses	186,749	145,194	41,555	28.62%
Client Transportation and Other Support Ex	123,426	169,000	-45,574	-26.97%
Travel and Meetings	10,836	3,500	7,336	209.60%
Recruiting and Hiring Expenses	142			
Repairs, Maintenance, and Fuel	22,093	12,000	10,093	84.11%
Leased Equipment	35,412	22,800	12,612	55.32%
Facilities Costs	100,872	118,275	-17,403	-14.71%
Sales and Marketing	37,960	38,000	-40	-0.11%
Operations	23,034	19,400	3,634	18.73%
Professional Services	28,292			
<b>Total Expenses</b>	<b>1,208,856</b>	<b>1,160,202</b>	<b>48,654</b>	<b>4.19%</b>
	<b>Jan/18</b>	<b>Budget</b>	<b>Variance</b>	<b>Variance %</b>
<b>EBITDA</b>	<b>15,510</b>	<b>331,084</b>	<b>-315,574</b>	<b>-2034.65%</b>
<b>Other Expenses:</b>				
Other Business Expenses	-206,722	3,200	-209,922	-6560.06%
Depreciation	29,171	40,595	-11,424	-28.14%
Interest	3,507			
Admin Allocations	157,479	390,393	-232,914	-59.66%
Occupancy Allocations	89,892	14,273	75,619	529.80%
<b>Total Other Expenses</b>	<b>73,327</b>	<b>448,461</b>	<b>-375,134</b>	<b>-83.65%</b>
<b>Net Income</b>	<b>-57,817</b>	<b>-117,377</b>	<b>59,560</b>	<b>-103.01%</b>

# FINANCIAL SUMMARY 2018

## ACCESSABILITY, INC



### AccessAbility Inc Profit and Loss

1/1/2018 to 12/31/2018

	Jan/18	Budget	Variance	Variance %
<b>Income:</b>				
United Way	1,187			
Direct Public Support	291,489	120,000	171,489	142.91%
Gov't Reimbursement	2,822,546	3,204,795	-382,249	-11.93%
Other Types of Income	2,037	321,000	-318,963	-99.37%
<b>Total Income Before Sales</b>	<b>3,117,259</b>	<b>3,645,795</b>	<b>-528,536</b>	<b>-14.50%</b>
<b>Business Services :</b>				
Business Services Revenue	1,552,687	1,365,000	187,687	13.75%
<b>Total Business Svc's Revenue</b>	<b>1,552,687</b>	<b>1,365,000</b>	<b>187,687</b>	<b>13.75%</b>
<b>Total Income</b>	<b>4,669,946</b>	<b>5,010,795</b>	<b>-340,849.00</b>	<b>-6.80%</b>
<b>Cost of Goods Sold 1 (Direct Costs) :</b>				
COGS - Gross Margin 1	904,585	794,244	110,341	13.89%
<b>Total COGS 1</b>	<b>904,585</b>	<b>794,244</b>	<b>110,341</b>	<b>13.89%</b>
<b>Cost of Goods Sold 2 (Variable Costs) :</b>				
COGS - Gross Margin 2	65,659	104,175	-38,516	-36.97%
<b>Total COGS 2</b>	<b>65,659</b>	<b>104,175</b>	<b>-38,516</b>	<b>-36.97%</b>
<b>Total Cost of Goods Sold</b>	<b>970,244</b>	<b>898,419</b>	<b>71,825.00</b>	<b>7.99%</b>
<b>Margin 1 and 2</b>	<b>582,443</b>	<b>466,581</b>	<b>115,862.00</b>	<b>24.83%</b>
<b>Gross Margin Percent</b>	<b>37.51%</b>	<b>34.18%</b>		
<b>Expenses:</b>				
Staff Payroll Expenses	1,754,405	2,156,439	-402,034	-18.64%
Staff Payroll Other Expenses	313,423	452,418	-138,995	-30.72%
Client Transportation and Other Support Ex	570,654	537,200	33,454	6.23%
Team Development	3,236			
Travel and Meetings	6,998	19,200	-12,202	-63.55%
Recruiting and Hiring Expenses	8,400	10,800	-2,400	-22.22%
Insurance - Liability, D and O	50,539	54,000	-3,461	-6.41%
Repairs, Maintenance, and Fuel	78,174	82,800	-4,626	-5.59%
Leased Equipment	37,664	65,500	-27,836	-42.50%
Facilities Costs	326,351	291,725	34,626	11.87%
Sales and Marketing	70,104	48,500	21,604	44.54%
Operations	70,301	64,200	6,101	9.50%
Professional Services	177,393	186,200	-8,807	-4.73%
<b>Total Expenses</b>	<b>3,467,642</b>	<b>3,968,982</b>	<b>-501,340</b>	<b>-12.63%</b>
<b>EBITDA</b>	<b>232,060</b>	<b>143,394</b>	<b>88,666</b>	<b>38.21%</b>
<b>Other Expenses:</b>				
Other Business Expenses	236,696	40,800	195,896	480.14%
Depreciation	189,527	210,000	-20,473	-9.75%
Interest	117,404	93,240	24,164	25.92%
	<b>Jan/18</b>	<b>Budget</b>	<b>Variance</b>	<b>Variance %</b>
Admin Allocations	-157,478	-308,733	151,255	-48.99%
Occupancy Allocations	-89,893	-115,137	25,244	-21.93%
<b>Total Other Expenses</b>	<b>296,256</b>	<b>-79,830</b>	<b>376,086</b>	<b>-471.11%</b>
<b>Net Income</b>	<b>-64,196</b>	<b>223,224</b>	<b>-287,420</b>	<b>447.72%</b>

# 2018 DONORS



360 Hoover St NE  
Minneapolis, MN 55413  
[www.accessability.org](http://www.accessability.org)  
(612)331-5958