



AccessAbility, Inc.



**UNLOCKING  
HUMAN POTENTIAL**

**ANNUAL REPORT**  
**2023: A YEAR OF GROWTH**

## MESSAGE FROM THE PRESIDENT

AccessAbility enjoyed a year of growth in 2023 for our programs, our persons served, and our staff. As always, we were determined to succeed in the face of challenges, and our team's hard work paid off.

The year began with our well-attended 75th Anniversary Celebration Gala, featuring nationally known comedian, Josh Blue. We conducted 39 tours for potential program participants, we had eight successful Evening Stars and Special Olympics events, and we conducted at least three community outings each week throughout the year. Integrating those we serve with their communities is an important part of our holistic approach to their life enrichment. I am proud of our team who orchestrated a full calendar of events throughout the year, including the Valentine's dinner, bingo, movie nights, Halloween party, Thanksgiving dinner, and the Walk n' Roll and Bags Tournament. All events were well attended by persons served, and their friends, and family. Thank you to all who embrace our purpose, show up to support our mission and those we serve.

We exceeded our billable services and fundraising goals, and we provided an increased number of persons served opportunities to work offsite for community employment partners. Investing in developing leaders within AAI was a focus, and we delivered supervisor and manager training in the areas of Situational Leadership, Performance Management, Establishing Goals and other core competency areas. Additionally, more than 50% of our staff participated in one or more wellness activities.

In our employment programs, we served 314 people across Project Connect, Day Employment and Extended Employment. Project Connect continued to thrive, served 82 people and added five new certification offerings through new local partnerships. Due to the growing success of our Extended Employment Program, we added a new developer to continue to increase our volume of services. Day and Employment Services continued to face hiring challenges and remained understaffed throughout the year. Despite this, Day and Employment Services achieved 17% growth in the number of persons served. Extended Employment exceeded its contract and added a case manager to handle its growing caseload.

Imagine Design is undergoing a transformation, changing its name to "Works of Heart" to create a stronger connection to our mission. The number of paid work hours provided to DES doubled in 2023 over 2022. We are looking forward to realizing increased revenues in late 2024 due to commitments from several new large customers as part of its strategy to go after larger buyer groups.

Finally, I want to take a moment to share that I am retiring in June. It has been my sincere pleasure to work at AccessAbility since 2011 with its team members, persons served and their families, and our donors and partners. Thank you for your support over the years and for being a part of our success. We could not advance our mission without you.

Sincerely,

Michael J Krebsbach, MBA, CPA  
President & CEO

## OUR MISSION

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

### LEADERSHIP TEAM

**Michael J. Krebsbach.** President & CEO.

**AnneMarie Klimek.** Chief Operating Officer.

**Samantha Olson.** Chief Financial Officer.

**Ben Austin.** Chief Program Officer.

**Jacki Gale.** Sr. Director of People.

**2023 EMPLOYEE OF THE YEAR:**

**ANDREW ANDERSON**



### BOARD OF DIRECTORS

**Zarir Erani, Chair.** President, Allen Interactions.

**Patrick Foley, Vice Chair.** President, Bonfe.

**Joan Willshire, Secretary.** President, Willshire Consulting.

**Tony Bednar, Treasurer.** President, Keystone Executive Search.

**Matt Beise.** Dome Construction Manager, Yeadon Domes.

**Alok Dashora.** VP, Head of IT Architecture, Old National Bank.

**Patrick Hanford.** Global IT Director, TATA Consultancy Services.

**Mike Hilborn.** Owner, Roof to Deck Restoration.

**Cassandra Keubler.** Attorney, Sanford, Pierson, Thone & Streat, PLC.

**Robert Twobears.** Facility Management, Treasure Island Casino.

**Mark Young.** J.D., SPHR CFO, Park Dental Founder, myHRcounsel.

# HIGHLIGHTS

ACCESSABILITY, INC.

# 2023

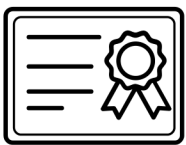
**PROJECT CONNECT:  
82 SERVED**



**DAY SUPPORT SERVICES:  
132 SERVED**



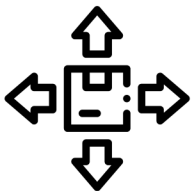
**EXTENDED EMPLOYMENT:  
102 SERVED**



**5 NEW WORK  
CERTIFICATIONS FOR  
PROJECT CONNECT**



**GREW SOCIAL MEDIA  
PRESENCE TO OPEN  
UP ADDITIONAL  
DONATION VEHICLES**

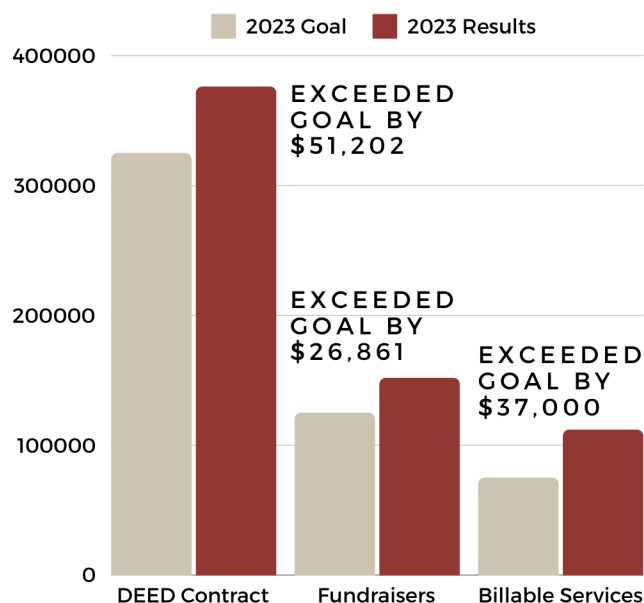


**IMAGUNE DESIGN  
SECURED 4 NEW  
DISTRIBUTER CONTRACTS,  
DOUBLED NUMBER OF  
HOURS WORKED FOR  
PERSONS SERVED**



**IMPLEMENTED A NEW IT  
TRACKING SYSTEM FOR  
BUDGET FORECASTS**

## 2023 GOALS AND RESULTS



**UTILIZED DAY  
EMPLOYMENT SERVICES  
FOR MATERIAL  
RECYCLING WORK**



**ADDED 2 NEW JOB  
SITES FOR COMMUNITY  
EMPLOYMENT**



**10 PUBLISHED CREATIVE  
WRITING AUTHORS AMONG  
PERSONS SERVED IN  
COW TIPPING PRESS**



**GAINED 50%  
PARTICIPATION FROM  
TEAM MEMBERS IN  
WELLNESS ACTIVITIES**

# DEMOGRAPHICS

ACCESSABILITY, INC.

# 2023

| Age              | Day Support Services | Project Connect | Extended Employment |
|------------------|----------------------|-----------------|---------------------|
| Less than 18     | 0                    | 0               | 0                   |
| 18-22            | 4                    | 5               | 22                  |
| 23-54            | 84                   | 72              | 65                  |
| 55-64            | 19                   | 5               | 13                  |
| 65-74            | 17                   | 0               | 1                   |
| 75-84            | 8                    | 0               | 1                   |
| Gender           | Day Support Services | Project Connect | Extended Employment |
| Female           | 67                   | 4               | 46                  |
| Male             | 65                   | 78              | 56                  |
| Non-binary       | 0                    | 0               | 0                   |
| Ethnicity        | Day Support Services | Project Connect | Extended Employment |
| African          | 5                    | 3               | 0                   |
| African American | 29                   | 49              | 13                  |
| Asian            | 5                    | 2               | 8                   |
| Caucasian        | 78                   | 25              | 76                  |
| Latino           | 2                    | 0               | 3                   |
| Multi-Racial     | 10                   | 0               | 1                   |
| Native American  | 3                    | 3               | 1                   |
| Other            | 0                    | 0               | 0                   |
| Ethnicity        | Day Support Services | Project Connect | Extended Employment |
| Hennepin         | 107                  | 52              | 21                  |
| Ramsey           | 18                   | 20              | 60                  |
| Anoka            | 2                    | 3               | 11                  |
| Dakota           | 2                    | 0               | 0                   |
| Washington       | 1                    | 1               | 8                   |
| Other County     | 2                    | 6               | 2                   |
| <b>TOTALS</b>    | <b>132</b>           | <b>82</b>       | <b>102</b>          |

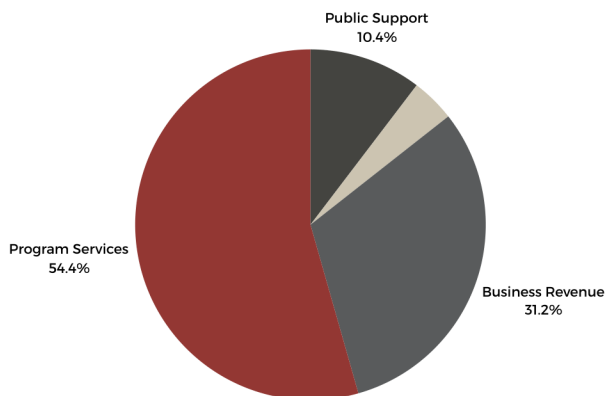
# FINANCIAL RESULTS

ACCESSABILITY, INC.

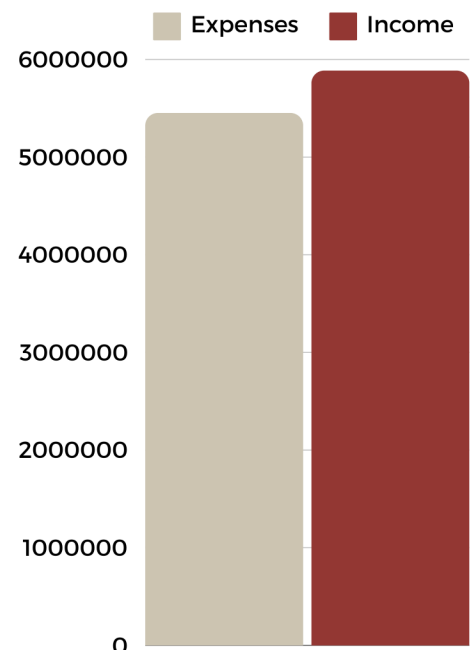
# 2023

| FINANCIAL SUMMARY   |              |                      |              |                   |            |
|---------------------|--------------|----------------------|--------------|-------------------|------------|
| Income              |              | Expenses             |              | Other Expenses    |            |
| Public Support      | \$ 609,687   | Fundraising          | \$ 153,367   | Depreciation      | \$ 223,173 |
| Government Funding  | \$ 237,923   | Management & General | \$ 1,569,496 | Interest          | \$ 43,883  |
| Business Revenue    | \$ 1,836,113 | Program Support      | \$ 3,462,386 |                   |            |
| Program Services    | \$ 3,202,569 |                      |              |                   |            |
| <b>\$ 5,886,292</b> |              | <b>\$ 5,185,249</b>  |              | <b>\$ 267,056</b> |            |

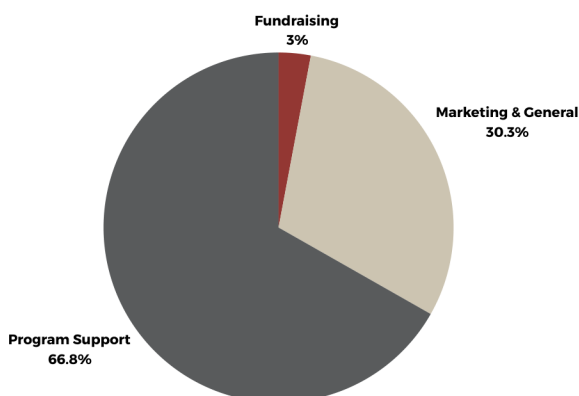
## INCOME SUMMARY



## FINANCIAL SUMMARY



## EXPENSE SUMMARY



# 2023: A YEAR OF GROWTH



**WINNING THE  
SPECIAL OLYMPICS:  
26 MEDALS WON**

**FUNDRAISING GALA:  
RAISED ENOUGH TO  
PURCHASE HANDICAP BUS**



**GAINING CERTIFICATIONS  
AND WORK OPPORTUNITIES:  
BUSINESS CLASSES, FORKLIFT,  
MEWP, OSHA, CDL,  
WELDING AND MORE**

**USING NEW TECHNOLOGY:  
EXPANDED PRODUCT OFFERINGS**

