“One’s destination is never a place but, rather, a new way of seeing things.” Henry Miller

Throughout the past few years, AccessAbility, Inc. (AAI) faced seemingly impossible challenges due to continued funding cutbacks as well as unexpected personnel and environmental factors that negatively impacted our organization.

However, the AAI team was able to focus its capabilities on community needs and develop new pathways to accomplish its mission. 2013 was a year of major in-roads toward our strategic efforts to expand job growth and training opportunities for people.

In partnership with our business and educational partners, as well as state and foundation funding sources, we are helping all who enter our programs have a chance for a brighter tomorrow. Thank you to our dedicated staff, generous donors and loyal volunteers for making these successes possible!

Bruce Groves, Board Chair
Barbara Arnold, President/CEO
Throughout its 66-year history, AccessAbility has offered a continuum of services with the mission to provide opportunities for self-sufficiency for people with barriers to employment and community inclusion.

AccessAbility continued to deliver successful outcomes to our community and its ever-changing needs during the past year. In 2013, AAI provided services to 604 individuals, a 4% increase over 2012. Competitive employment increased from 116 to 204 placements; the average starting wage was $10.05 and the 12-month retention rate was 88%.

Work and vocational training are offered to individuals at AccessAbility’s facilities as well as community sites to adults with developmental disabilities through the Day Training and Habilitation (DT&H) program. In 2012, we served 220 people in DT&H. Our services to those with disabilities continue to broaden, from students transitioning from high school to the aging population who are better served by part-time work or a full-time recreational program.

The Extended Employment (EE) program supports people with mental health issues and/or physical disabilities acquired later on in life. The goal of this program is to support individuals, as they become self-sufficient, discovering new ways to contribute to the community. In 2013, AccessAbility served 75 EE participants.

Project Connect (PC) is a transitional work program for individuals who need training and work experience in specific job skills that will allow them to support themselves. Some have never held a job before. Typical issues for this population are homelessness, English literacy, health issues, posttraumatic stress or prior convictions. In 2013, we supported 309 people in this program.

As you will read in our annual report, financial support from the Minnesota Department of Employment and Economic Development (DEED) is making it possible for AccessAbility to build on past successes with participants in our Project Connect program, creating Career and Educational Pathways for the future.

By implementing our strategic objectives, we hope to help every person in our community find a pathway to their full potential through employment, community inclusion, educational development and, ultimately, self-sufficiency.

Organizational Results

Day Training & Habilitation (DT&H) Results for adults with developmental disabilities.

- In 2013, community work sites were expanded, offering more variety and skill sets according to interest and ability.
- The DT&H diversity rate was 38%.
- Through the Evening Stars program’s partnership with the Special Olympics, 32 team members took part in regional and state Bocce Ball and Bowling competitions, with sponsorship provided by Bremer Bank.

Extended Employment (EE) Results for those in need of long-term supported employment.

- In 2013, average placement wages in this program were $10.05 per hour.
- This program’s diversity rate held steady at 34%.
- Emphasis is placed on follow-up services according to each person’s needs.

Project Connect (PC) Results for individuals overcoming barriers to employment through transitional work.

- In 2013, PC had a diversity rate of 82%. 61 or 20% of program participants were immigrants and refugees.
- 126 certifications were achieved among 40.8% of the 309 Project Connect participants. Certifications ranged from food safety, forklift, nursing assistant, trade apprenticeships and janitorial. Seven individuals enrolled in college or university courses.
- 228 or 74% came to AAI with a history of homelessness while 226 or 73% were ex-offenders.
In October, AAI received funding from the Minnesota Department of Employment and Economic Development (DEED) to launch its new CEP program. CEP will provide training and employment services to people with criminal backgrounds.

Outcomes for the CEP program will be achieved through the development and navigation of individual case plans (ICPs) that incorporate both learning and earning along with needed social service supports (for example housing, transportation, counseling, legal aid, financial aid, etc.). Objectives for CEP include educational gains, income gains, average placement wages of $12+/hour, and attainment of industry-recognized credentials. In 2013, 79% of those served in CEP were minorities.

CEP is working with employer and industry partners in advanced manufacturing and construction. Employer partners help us determine the hardest-to-fill positions and necessary training and education. CEP then builds a talent pipeline for employers working with local adult basic education and technical college partners. We are designing accelerated courses to shorten the timeframe for credentialing and job placement. Specific tracks include welding, precision sheet metal, CNC machining and carpentry.

The biggest challenges we face as we grow this new and exciting program include the cost and logistics of transportation to get people to and from work and finding enough funding to adequately develop and navigate pathways with a higher touch frequency for day-to-day individual participant interaction. We also need to find more employer partners to provide work experiences and, ultimately, to hire our participants. We are confident we will meet these challenges to achieve success for those served!
Given a Second Chance

Richard had a difficult upbringing. His mother died when he was 15 and his father deserted Richard and his 7 brothers and sisters around the same time. With no one to help guide him, poor choices and felony convictions landed him in prison for 18 years. Prison was the wake-up call Richard needed. He took advantage of the opportunity offered in prison to become a machinist. It was Richard’s decision to attend a food safety training class at AccessAbility once he was released from prison that led to him get a job at a commercial bakery. “I was determined to do my best. It was hard work being close to hot ovens all day but I was so thankful I had a job! Linda and Jacki from AccessAbility still call me to make sure I am doing okay. They really care about me. Someday, I hope to help others the way AccessAbility has helped me.”

Stepping Into Work!

Tami arrived at AccessAbility following the challenges of an abusive relationship. She was just 32 years old but she had a body and soul that felt years older. She felt bruised and weary after leaving a relationship with an abusive partner.

When Tami joined the AccessAbility family she began by working in our Day Training & Habilitation program. She began to heal and to learn new skills each day. Tami learned about being neat and organized, finishing her work on time and being a good employee. And 17 years later, Tami is in our Step-Into-Work program where she works two days per week at another business and three days per week here at AccessAbility. James, one of the supervisors at her off-site job, tells us, “Tami is an incredibly hard worker who arrives every day with a huge smile. She always has something positive to say to her co-workers.” James says, “Tami hasn’t let the difficult times in her life keep her from building a happy life. I’m proud to know her.”

Thanks to the training at AccessAbility, Tami’s paychecks allow her to live independently in her own apartment; something that is very important to her. Tami tells us she’s even getting better and better at managing her money and she is lucky to have AccessAbility in her life to help guide her.
Volunteers are vital to the success of AccessAbility. They help open doors to organizations and other individuals who choose to get involved with our people and our programs. We rely on volunteers for their civic leadership, vision and willingness to be an advocate for us. Volunteers help with painting projects, facility repair needs, beautification of grounds and other projects as the need arises. They help with our Evening Stars programming throughout the year providing recreational and community inclusive activities like the Halloween Party, Magical Evening Ball, Thanksgiving Dinner, Annual Holiday Party, Spring Sock-Hop and others. Volunteers also helped with our 5th Annual Rollin’ along the River Walk & Roll-A-Thon in June.

Please call us to learn more: 612-331-5958.

Volunteers Make A Difference

Brian Abeld
Jan Almquist
Sandy Anderson
Suriya Angamuthu
Karol Angove
Catie Arnst
Dan Balach
Joanie Balach
Aravindan Balakrishnan
Joan Becker
Katie Becker
Maggie Becker
Dawn Blomquist
Dale Bondhus
Lori Bronk
Angela Buck
Abby Chavez
Brenda Christensen
Carly Clements
Jenn Corazzo
Leah Eggers
Nicole Galloway
Alison Gordon
Skip Groves
Bill Heer
Garrett Heller
Marilyn Heskin
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Ellen Holzschuh
Tracy Howard
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Gary Iverson
Lorraine Johnson
Darren Jones
Shirlee Jordan
Tyler Jordan
Jill Joseph
Janine Juergens
Jeff Kammen
Neil Katoroz
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Rick Khan
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Kim Pack
Jeff Persiehl
Katie Peterson
Andrew Reddig
Troy Rognrud
Sue Schultz
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Meri Stewart
Chai Thao
Nou Thao
Ryan Walfoort
Amy Weitzel
Beth Zondlo
Thank you to all of our donors (corporate, foundation, event sponsors, planned gift donors and individuals) who made a gift or gifts in 2013 to support AccessAbility in our ongoing quest to provide opportunities for self-sufficiency for people with barriers to employment and community inclusion.

FA special thanks to those who have given “in memory of” AccessAbility staff members Joan Marso and Stephen Dahl, who passed away in 2013. And, the AccessAbility management and staff would also like to remember Gary Benolken, a consumer at AAI for 17 years before his death in 2013.

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Dunn Bros. Coffee
Eastside Food Co-op
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Premium Waters, Inc.
Taher Business Dining & Vendor Services
Midwest Northern Nut Company

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By    For
Anonymous        Mike Anderson
The Family of James M. Anderson Mike Anderson
Judy Anderson     Mike Anderson
Joseph Williams   Rob Arnold
Sharon Sandgren   Jeff Austad
Gerald Dashow    Martin Dashow
Deena Deppa      Cheri Dray
Leander and Rose Hallgren Ron Hallgren
Mary Solly Johnson Ann Solly
Anne Carrier      Pat Strachan
John Wilberg      On the occasion of Christmas 2013

IN MEMORY OF
By    For
AbleNet, Inc.     Stephen Dahl
Alva Crom         Mary Jo Lund
Wayne and Nan Dvorak Lisa Lundmark
Bob Gustafson      Macy’s Foundation
Jennifer Thalhuber Pat Marso
Joan Willshire    Andrea Moberg
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Paula Hirschoff
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Joanie Balach
Dan and Lara Balach
Tanya Balach Dmowski
Dawn Blomquist
Nancy Boynton

By    For
Bridgewood Cafe & Catering Joan Marso
Brenda Christensen
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Dean Degroot
Jeffrey Erager
Patricia Erickson
Sharon Frischmann
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Lorraine Johnson
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Kay Willshire
Lois Willshire
Hugh and Marilyn Wooldridge
Thomas Reddig

Leonard Reddig
### Financials

#### Current Assets

<table>
<thead>
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<th>2013</th>
<th>2012</th>
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<tr>
<td>Cash</td>
<td>77,359</td>
<td>32,886</td>
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<td>Property/Equipment</td>
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<td>Net Assets</td>
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#### Current Liabilities

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#### Long-term Debt

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#### Net Assets

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#### Total Assets

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### Support and Revenue 2013 and 2012

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<table>
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<th>2012</th>
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<tr>
<td>Fees and Grants from Government Agencies:</td>
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<tr>
<td>Day Training &amp; Habilitation</td>
<td>3,263,211</td>
<td>3,318,097</td>
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<tr>
<td>Contributions</td>
<td>238,599</td>
<td>398,710</td>
</tr>
<tr>
<td>Sales:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Business Services</td>
<td>3,422,536</td>
<td>3,617,127</td>
</tr>
<tr>
<td>Total Support and Revenue:</td>
<td>7,688,151</td>
<td>7,948,318</td>
</tr>
</tbody>
</table>

#### Expenses 2013 and 2012

<table>
<thead>
<tr>
<th></th>
<th>2013</th>
<th>2012</th>
</tr>
</thead>
<tbody>
<tr>
<td>Program Expenses:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Day Training &amp; Habilitation</td>
<td>3,317,555</td>
<td>3,328,476</td>
</tr>
<tr>
<td>Supported Employment</td>
<td>3,095,991</td>
<td>3,301,203</td>
</tr>
<tr>
<td>Total Program Services</td>
<td>6,413,546</td>
<td>6,629,679</td>
</tr>
<tr>
<td>Support Services:</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Management and General</td>
<td>880,426</td>
<td>1,092,923</td>
</tr>
<tr>
<td>Fundraising</td>
<td>53,482</td>
<td>53,482</td>
</tr>
<tr>
<td>Total Support Services</td>
<td>933,285</td>
<td>1,146,405</td>
</tr>
<tr>
<td>Total Operating Expenses</td>
<td>7,346,821</td>
<td>7,776,084</td>
</tr>
<tr>
<td>Earning before Depreciation &amp; Interest</td>
<td>341,320</td>
<td>172,234</td>
</tr>
<tr>
<td>Depreciation &amp; Interest</td>
<td>326,665</td>
<td>310,091</td>
</tr>
<tr>
<td>Change in Net Assets</td>
<td>14,655</td>
<td>(137,857)</td>
</tr>
<tr>
<td>Net Assets - Beginning of Year</td>
<td>1,202,423</td>
<td>1,340,280</td>
</tr>
<tr>
<td>Net Assets - End of Year</td>
<td>1,217,078</td>
<td>1,202,423</td>
</tr>
</tbody>
</table>

#### Support & Revenue 2013

**Business Services**

- 48%

**Government Grants**

- 45%

**Contributions**

- 3%

**United Way**

- 4%

**Depreciation & Interest**

- 1%

**Fundraising**

- 11%

**Management & General**

- 1%

#### Expenses 2013

**Program**

- 84%
AccessAbility’s 2013 Board of Directors

Bruce Groves
Chair
Merrill Corporation

Patrick Foley
Vice-Chair

John Hutt
Secretary
Ameriprise Financial

Brad Perlich
Treasurer
BAP Consulting

Barbara Arnold
Ex-officio
President/CEO of AccessAbility, Inc.

James Cannon, Jr.
Ramsey County

Leander Hallgren
Retired, Honeywell

Roger Meyer, Esq.
Warchol Meyer

Pat Strachan
Castle Rock Associates

Jennifer Thalhuber
AbleNet, Inc.

Scott West
Mortenson Construction

Joan Willshire
Minnesota State Council on Disability (MSCOD)

Khadijo Abdi
Nadifa Ahmed
Doug Anderson
Eric Anderson
Susan Anderson
Tyrone Anderson
William Anderson
Barbara Arnold
Michael Barthel
Theresa Biggerstaff
Denise Bissonette
Chris Bjornson
Karen Bodin
Nancy Boynton
Amber Brown
Sarah Burkett
Mandy Byker
Jeff Capistrant
Bill Castleshouldt
Linda Cazett
Ella Chenzka
Brian Condet
Maryan Connell
Bill Cook
Lana Cook
Jim Crill
Alva Crom
Dan Dahl
Stephen Dahl
Roda Dirie
Corey Douville
Sandy Eggers
Kevin Erikson
Debra Evans
Fadumo Farah
Terry Fillmore
Jacki Gale
Donna Glasow
Christina Goodman
Brittany Guildner
Bob Gustafson
Chuck Hetland
Tonia Hewett
Anna Heyne
Kathleen Hollinger
Gwen Hovde
Erin Jensen
Laura Jensen
Mark Johnson
Danielle Johnson
Scott Johnson
Janine Johnstone

Amy Jones
Christine Jordan
Kay Kammen
Carrie Kioski
Lisa Kirk
Shannon Knight
Mike Krebsbach
Karen Kuntz
Marissa Langseth
Brian LaSalle
Lewis Leversedge
Amanda Lewandowski
Roxanne Lissimore
Elwood Lucas
Lisa Lundmark
Darren Marks
Heather Marschinkake
Joan Marso
Hamdi Mire
Shukri Moalim
LaTrinka Owens
Fadumo Owke
Anne Oxley
Terrie Peterson
Heidi Phillips
Tammy Pleski
Jeff Pruitt
Jennifer Reddig
Sandra Rose
Melanie Savage
Barry Schmit
William Schulteis
Pam Sunder
Ryan Surridge
Katie Swirtz
Nancy Tanehill
Jessica Thaxton
Tiffany Thomas
Rachel Thompson
Holly Thorpe
Brian Todd
Jennifer Vadner
Sara Vriesen
Karen Wallin
Jackie Welle
David Weseloh
Rick Wiggins
James Woods
Jeff Workman
Jay Yang
Kashif Zia
Laurie Zimmerman

2013 Employees