

2016 Annual Report



AccessAbility
Incorporated

**Our Community
at Work**

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Message from the Board Chair & President



Our Community at Work

A successful community is one which works together to provide opportunities and inclusivity to all segments of its population. We are sure you would agree that everyone in our community deserves the opportunity and dignity that comes with work. Our mission is focused on this issue, providing opportunities for self-sufficiency for people with barriers to employment and community inclusion.

AccessAbility also has a strong history of responding to the changing needs of our community. As we review 2016, we see that our team faced many changes, including new state and federal employment initiatives, demographic changes in our programs, changing priorities of the funding community, and changing workforce needs of our business community.

The AAI team worked diligently to learn, adapt, and lay new groundwork to design programs to address these needs. While developing a strategy for the future, we remained mission-focused and are proud to report that 2016 performance outcomes met and exceeded our goals.

Moving forward, AccessAbility will continue to identify our community needs, build person-centered programs and create new opportunities. We are dedicated to serve community members who really want to work but just need some additional support to be successful.

Thank you for your continued support.

We are honored to be a part of Our Community at WORK!

Pat Foley
Board Chair

Barbara Arnold
President & CEO

Mission

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

These barriers include, but are not limited to: homelessness, mental and physical disabilities, adult re-entry, and/or a lack of successful work history and required skill-sets.

All programs provided are highly individualized, and just as diverse as the community we serve.

Programs



Long Term Employment

These programs are designed to enhance participants' skills and abilities through center-based and community employment, work services, vocational training, and recreational/leisure activities.

These programs enable adults with developmental disabilities to participate in experiences that increase their self-sufficiency vocationally and in the community. A wide range of services are provided based on individual needs, preferences and interests.

These include person-centered planning, nursing and personal care assistance, training and work opportunities, transportation, senior program, and recreational/leisure activities.



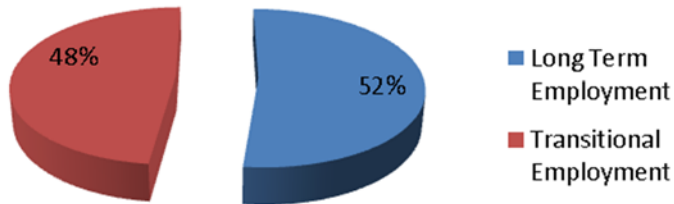
Transitional Employment

Transitional employment programs serve a diverse community including communities of color, minority ethnic communities, those with little or no work history and those facing multiple economic, social and academic barriers to employment. Our Career and Educational Pathways (CEP) Program provides services to support adults with criminal backgrounds who are reentering the community. We provide immediate work opportunities in our in-house production facilities to

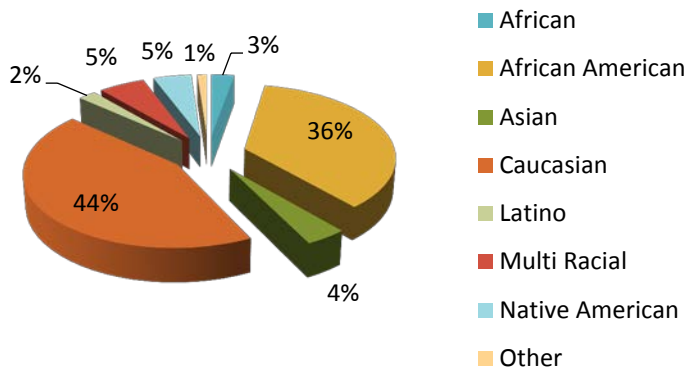
assist with gaining real work skills and work history. The outcome is long-term employment and career advancement. The staff and participant work together through an interview and assessment process to create a vocational plan to pursue successful employment. A collaborative approach with educators, local businesses, government agencies and other service providers is used to connect individuals with the resources they need to transition into the community and meet the needs of employers.

Demographics

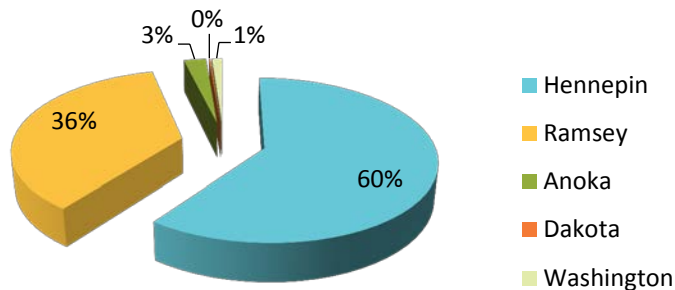
Persons Served by Program



Persons Served by Ethnicity



Persons Served by County of Residence



Persons Served 2016		608
Long Term Employment		315
Transitional Employment		293
Ethnicity		
African		17
African American		218
Asian		24
Caucasian		267
Latino		13
Multi Racial		34
Native American		28
Other		7
Residence		
Hennepin		366
Ramsey		219
Anoka		15
Dakota		1
Washington		7

Program Impact

608	AccessAbility provided services to 608 individuals in 2016. This is a 6% increase over 2015 and an 11% increase over 2014.
\$10.28	Average wage results of people placed in the community were \$10.28/hour, a 10% increase over 2015.
13%	AAI Secure Shred had a banner year, exceeding budget by 13%.
95%	95% of persons were satisfied with services they receive.
\$13.38	The average wage in Project Connect was \$13.38, a 4% over the previous year.
100%	Of the people we served, 100% who had employment as a goal had a job, and 95% of persons served were satisfied with their services.
88%	88% of Community Employment customers were satisfied with the performance of work crews. All feedback is taken seriously and areas of improvement are addressed immediately.

Stakeholder Comments:

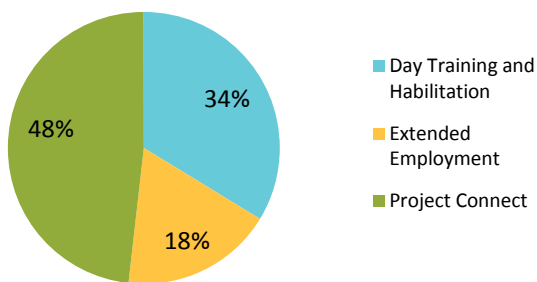
"We appreciate all the assistance our daughter receives to help keep her job. Thank you!"
– Parent

"AccessAbility is very person centered. They are great with communications and execution of providing quality services."
– Social worker

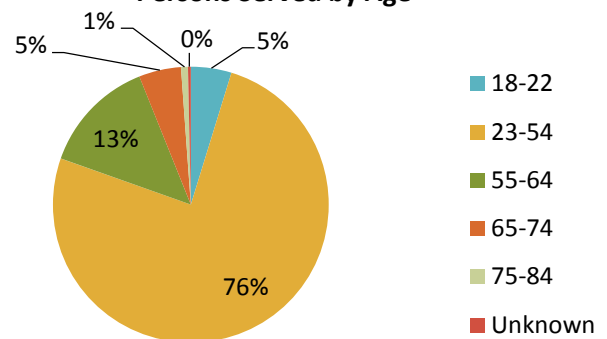
"We are very pleased with the services of AccessAbility, the job coach and the Case Worker!"
– Parent

"Your crew doe a fine job trying to keep up with a building of this size, and for the most part, they are on target and very courteous."
– Janitorial Customer

Persons Served by Program



Persons Served by Age



Impact Stories of Persons Served

Question: *What do you like about working at AccessAbility or your job in the community?*

“It’s one of the only places I feel like I can be social.”

“Everything.”

“Having a purpose.”

“I’m happy I am getting a paycheck.”

“The people I meet and the places I work at.”

“It’s a great place to work.”

Sharon was in her mid-forties with no vocational experience, when she began her career at AccessAbility. Now, Sharon is part of a skilled janitorial team that helps maintain the cleanliness of multiple military bases around the region. Sharon's willingness to complete any task asked of her has made her an irreplaceable part of her work crew. In addition to her valued position on a janitorial team, Sharon is a caring mother to two sons and a daughter, the latter of which happens to be a Chihuahua rescued from an abusive home. She lives in her own apartment and earns a good living for herself. Sharon is happy with her position on her janitorial crew, and wants to stay there for the foreseeable future. Perhaps someday she may decide to work in a more independent setting but now she'll stay doing what she does best at AccessAbility, because as Sharon knows well, it is never too late to try something new.

Finding success takes time for everyone. Sometimes it takes a few restarts to learn what works, what doesn't, and what it takes to keep moving forward. That is certainly true for **Danell**, who came to AccessAbility looking for a chance to get his life back on track. After a few starts and stops at AccessAbility and elsewhere in the community, he returned to working at our Material and Recycling Facility to sharpen his work skills, get guidance from his counselor at AccessAbility and get resources he needed to move ahead. Danell is at a place where he feels like he has finally found success-- a full-time position as a plumber assistant paying \$16.50 an hour including health insurance. He is really excited to go to work every day and has a sense of self-esteem. Danell has learned things eventually work out when you don't give up on your goals and dreams.

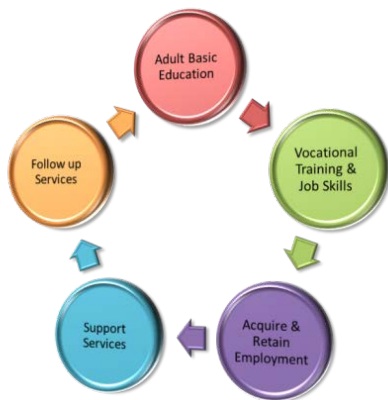
Kay came to tour AccessAbility, Inc. from a place where she had worked for over 20 years, needing a change. She began attending AccessAbility, part-time in the Accessing Community Experiences (A.C.E.) Program. In this program, Kay was given opportunities to not only participate in paid work, but also in recreation and leisure life enrichment activities. She later expressed that she truly enjoyed being a part of ACE and requested to be transitioned to full-time (five days a week). Kay has since become a prominent member of the A.C.E. Program's Red Hat Society, participated in the NE Minneapolis Parade and many other fun activities at AccessAbility and in the community. Some of her favorite activities include baking, dancing, and singing karaoke, all while having the opportunity to earn a paycheck. Kay is happy at AccessAbility.

Program Impact

Last year, our programs continued to grow in many ways. Expansion of our business partnerships and social enterprises led to more opportunities for people across all of our programs. People we serve benefited from a broader array of immediate training and work options, more long-term work in the community, and higher wages that provide life-changing results.



Our Day Training and Habilitation programs enable adults with developmental disabilities to participate in experiences that increase their self-sufficiency vocationally and in the community. A wide range of services are provided based on individual needs, preferences and interests. These include person-centered planning, nursing and personal care assistance, training and work opportunities, transportation, senior program, and recreational/leisure activities.



Transitional employment programs in Extended Employment, Project Connect and Career and Educational Pathways. They provide immediate work opportunities in our in-house production facilities to assist with gaining real work skills and work history. The outcome is long-term employment and career advancement. A collaborative approach with educators, local businesses, government agencies and other service providers is used to connect individuals with the resources they need to transition into the community and meet the needs of employers.



Our Business Services provide a wide variety of flexible, competitive workforce solutions to the business community that match the needs, goals and capabilities of the people we serve. **Imagine Design** is one of our business lines brings to market a unique variety of home decor and gift items made with the finest quality materials. Items are three-dimensional, embellished and eye-catching. Proudly made in the USA by people with disabilities and other barriers to employment, they are distributed by world-class sales representatives across the globe.

Leadership

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BOB GUSTAFSON

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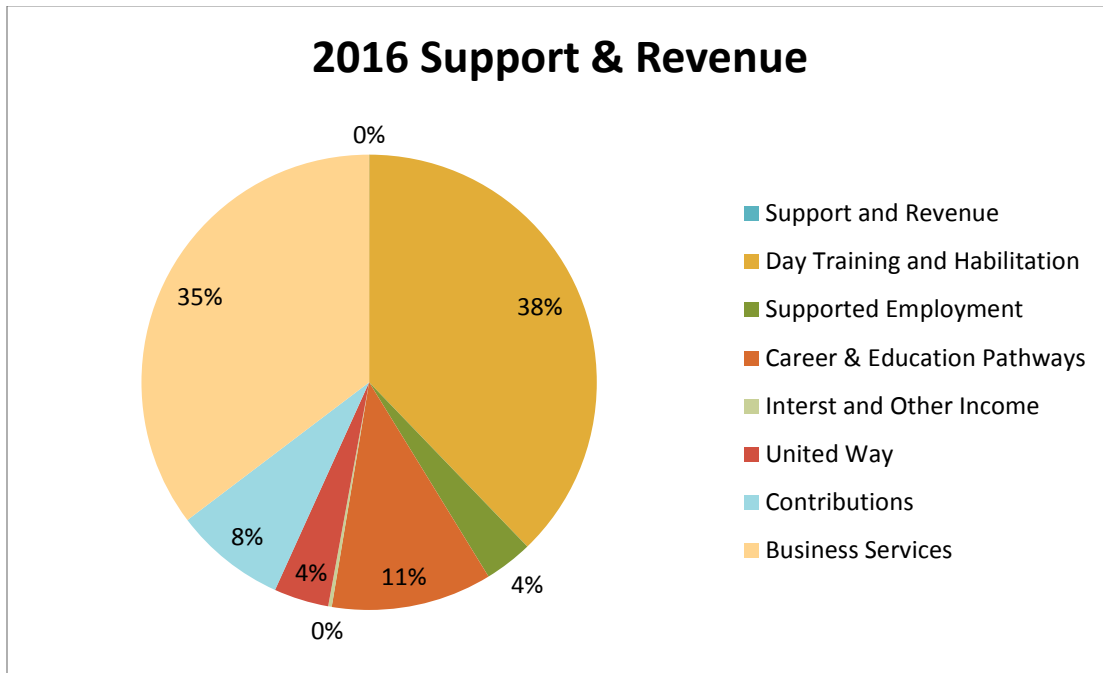
Director of Career and Educational Pathways

CHRIS JORDAN

Director of Community Employment Services

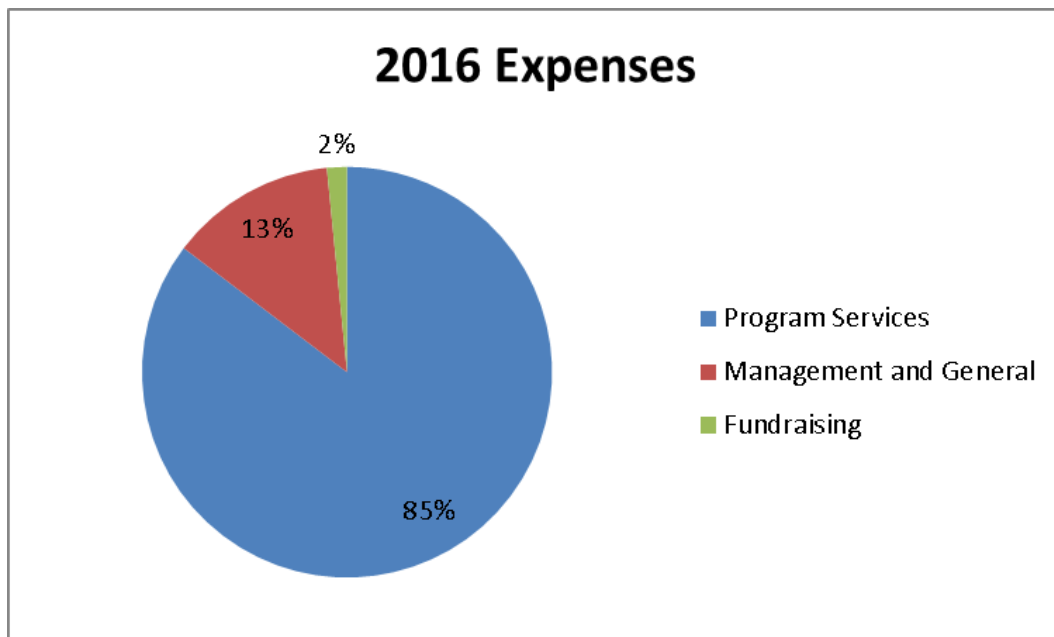
Resources & Financial Management

SUPPORT AND REVENUE	2016	2015
Fees & Grants from Government Agencies:		
Day Training and Habilitation	3,060,414	3,270,504
Supported Employment	277,436	254,893
Career & Education Pathways	923,520	877,077
Interest and Other Income	20,734	53,947
Public Support:		
United Way	315,000	315,000
Contributions	640,215	453,873
Sales:		
Business Services	2,862,404	2,922,530
Total Support and Revenue:	8,099,723	8,147,824



Resources & Financial Management Cont.

EXPENSES	2016	2015
Program Expenses:		
Day Training and Habilitation	3,172,278	3,138,354
Supported Employment	255,588	240,390
Career & Education Pathways	3,124,564	3,358,766
Total Program Services:	6,552,430	6,737,510
Support Services:		
Management and General	1,005,815	929,080
Fundraising	120,882	84,550
Total Support Services:	1,126,697	1,013,630
Total Operating Expenses:	7,679,127	7,751,140
Earnings Before Depreciation & Interest	420,596	396,684
Depreciation & Interest	331,602	366,520
Change in Net Assets	88,994	30,164
Net Assets - Beginning of Year	1,448,057	1,417,893
Net Assets - End of Year	1,537,051	1,448,057



The work that we do is made possible by the generous support of our community of donors!



Every Dollar Counts

Your tax-deductible gift to AccessAbility supports our program services and ensures people have opportunities to be part of our community. Because all donors are valued at AccessAbility, we recognize and list all donors in our annual report.

Make a gift online at: <https://www.accessability.org/support-accessability>

You send your donation by mail to: *AccessAbility, Inc., Attn: Development Department, 360 Hoover Street NE, Minneapolis, MN 55413*

Volunteer and Help Make a Difference

We offer many different events and activities in order to provide a wide variety of choices to the people we serve, so there are many different volunteer opportunities for you or your company to become involved in. Contact us at (612) 852-1809 or volunteers@accessability.org to discuss unique volunteer opportunities for you or your company.

- Volunteer with our programs department
- Volunteer around the office with phone calls and other tasks
- Volunteer in a different way: _____

Please visit our website <https://www.accessability.org/volunteer> to learn more, or call us at 612.331.5958. Send this form by mail to our office at 360 Hoover St. NE, Mpls, MN

Name: _____ **Phone:** _____

Email: _____

Thank You to All of Our Donors & Volunteers

Individual Major Donors (\$1,000 and up)

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Anonymous
Barbara and Rob Arnold – *In memory of Ron Erickson*
Daniel and Lara Balach – *In memory of Joan Marso; in honor of Mary Borgstrom*
Patrick and Paula Foley – *In honor of the Elizabeth and James Foley Family*
Jacki and Steven Gale – *In memory of Ron Erickson*
Lee and Rose Hallgren – *In memory of Ron Hallgren*
Bob Gustafson and Sarah Hellekson
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Michael Krebsbach – *In memory of Joshua Krebsbach*
Gary and Anna O'Hara
John and Janice Reichert
Jeffrey and Josie Salzbrun – *In memory of Noah Joseph Salzbrun*
Cheryl Volkman Knight and Scott L. Knight – *In memory of Ron Hallgren*
Scott and Christy West

Individuals (\$500 to \$999)

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Joanie Balach – *In memory of Joan Marso*
James and Annette Calhoun
Robert Higashi
William Husen
Lewis Leversedge
Norma Pearson
Stefen and Kari Thielke
Sam Thompson
Donald Vaia – *In memory of Ron Erickson*

Individuals (less than \$500)

Jan Almquist
Judy Anderson – *In memory of Michael Anderson*

Patricia Anderson and Sylvester Chavez – *In memory of Ron Erickson*
Anonymous
Jeff and Judy Arnold
Sharon and Terry Attlesey – *In memory of Ron Erickson*
Wanda Attlesey – *In memory of Ron Erickson*
Jackie and Michael Attlesey-Pries – *In memory of Ron Erickson*
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John and Terry Bertelsen
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Nancy Borgstrom
Nancy Boynton
Lynn R. Buesseler
Ruth and Dennis Burns – *In memory of Ronnie Erickson*
April and Michael Buterbaugh
Celeste Carty – *In honor of Patricia Reynolds, Pete Reynolds' mother*
Alfred Colling
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Agnes and Harry Dynes – *In memory of Ron Hallgren*
Bonnie Erickson
Mary Ann A. Ervasti
Janet Everson – *In memory of Ron Erickson*
Roger and Ruth Fleming – *In memory of Joan Marso*
James and Elizabeth Foley

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Annetta and Loren Gardner – *In honor of Paul Agre*
John Gibbs – *In memory of Donald Andersen*
Richard and Brenda Greig
Bruce P. Groves
Paul Groves
Steve Groves
Jeffrey and Rosemary Gustafson
Betsy Hanson
David and Ella Hartwig – *In memory of Ron Erickson*
Tonia and Dan Hewett
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Jenny and Tanner Ternes – *The Kenny Iverson Family*
Elaine Thurston – *In memory of Hank Kaszynski*
Joan Torrence – *In memory of Ron Erickson*
Judy and Howard Tucker – *In memory of Ron Erickson*
Jerome and Theresa Tweet
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Hugh Thomas Wooldridge*
Michelle Yancy – *In memory of Ron Erickson*
Mark Young
Kwin Zemke
Betty Ziskovsky

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AccessAbility
Incorporated

2016 Annual Report

Our Community at Work!

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SourceAmerica

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