

2024

ANNUAL REPORT



CHANGE IS INEVITABLE

GROWTH IS OPTIONAL



2024 BOARD OF DIRECTORS

CHAIR

ZARIR ERANI

TITAN - DEVELOPMENT &
INVESTMENTS, CEO

VICE CHAIR

PATRICK FOLEY

BONFE- PRESIDENT

TREASURER

TONY BEDNAR

KEYSTONE SEARCH - PRESIDENT &
INTEGRATOR

SECRETARY

JOAN WILLSHIRE

CHANGE AGENT FOR PEOPLE WITH
DISABILITIES AT WILLSHIRE
CONSULTING LLC

MARK YOUNG

MYHRCOUNSEL, FOUNDER

MIKE HILBORN

ROOF TO DECK RESTORATION- OWNER

PATRICK HANFORD

TATA CONSULTANCY SERVICES,
GLOBAL IT DIRECTOR

ALOK DASHORA

OLD NATIONAL BANK, VP, HEAD OF IT
ARCHITECTURE

MATT BEISE

YEADON DOMES - DOME
CONSTRUCTION MANAGER

NANCY BORGSTROM

PERSON SERVED FAMILY MEMBER

PRESIDENT'S MESSAGE

In the face of both trials and triumphs, our team proved its resilience and ability to pivot amid changes beyond our control in 2024. Thank you to the AccessAbility staff, Board of Directors, and supporters who contributed to our success this past year.

In June, Mike Krebsbach retired from his CEO position after 13 years of serving our mission. The sociopolitical climate increasingly creates challenges for agencies like ours and reduces opportunities for people who are often marginalized, especially for those with the most severe disabilities. It has been my honor to lead a team which embraces innovation and takes pride in finding creative solutions to help people of all abilities enjoy the dignity of work.

In addition to changes in leadership, unanticipated changes in third-party mobile transport services led us to invest in and implement our own internal transportation services. This effort was driven by the voices of the communities we serve—people for whom reliable, safe, and accessible transportation is not a luxury, but a necessity.

Other achievements included acquiring several new work opportunities for our persons served through new contracts and jobs in Community Employment, our Works of Heart work program, and in our Manufacturing Recycling Facility. We also enhanced enrichment programs with new partnerships in agriculture and music therapy, and even planted our own vegetable gardens so we could use the produce for cooking classes.

As we look ahead to 2025, we are entering a season of opportunity, growth, and deeper community engagement. Together, we will continue building systems that are more inclusive, responsive, and rooted in equity.

Thank you for walking alongside us. The road ahead is promising, and we are grateful you are joining us on our journey.

Kind regards,
AnneMarie Klimek
President & CEO

LEADERSHIP TEAM

AnneMarie Klimek - President & CEO

Samantha Olson - CFO

Amy Christopherson - COO

Jacki Gale - Sr. Director of People Experiences

Donny Sheldon - Director of Manufacturing

Karen Junker - Associate Director, Programs

Katie Ormston - Associate Director, Programs

2024 HIGHLIGHTS



**PROCURED
NEW EQUIPMENT AND
RENOVATED SHED FOR
NEW RECYCLING SPACE**



**APPOINTED
ANNEMARIE KLIMEK
AS NEW CEO/
PRESIDENT IN JUNE**



**LAUNCHED WORKS OF
HEART AND ADDED 5
NEW DISTRIBUTORS**



**LAUNCHED
ACCESSIBLE
GARDEN PROGRAM
WITH BOCCE BALL
COURT**



**WON CONTRACTS FOR
11 NEW COMMUNITY
EMPLOYMENT SITES TO
START IN 2025**



**CREATED 13 ROUTES
FOR INTERNAL
TRANSPORTATION
SERVICES**



**ADDED ILS SERVICES
TO EXTENDED
EMPLOYMENT**

2024

FINANCIAL

RESULTS

INCOME - \$5,660,439

Public Support	\$339,878
Government Funding	\$432,447
Business Revenue	\$1,833,654
Program Services	\$3,054,460

EXPENSES - \$5,406,034

Fundraising	\$167,524
Management & General	\$1,230,474
Program Support	\$4,008,036

OTHER EXPENSES - \$246,388

Depreciation	\$246,388
Interest	\$37,551

2024 Demographics

Age	Day Support Services	Project Connect	Extended Employment
Less than 18	0	0	1
18-22	4	1	24
23-54	89	70	71
55-64	16	7	12
65-74	17	1	2
75-84	10	0	1
Gender	Day Support Services	Project Connect	Extended Employment
Female	68	6	44
Male	68	73	67
Non-binary	0	0	0
Ethnicity	Day Support Services	Project Connect	Extended Employment
African American	32	47	17
Asian	4	2	9
Caucasian	85	24	79
Latino	1	2	3
Multi-Racial	7	0	2
Native American	3	4	1
Other	4	0	0
County	Day Support Services	Project Connect	Extended Employment
Hennepin	104	43	25
Ramsey	20	27	58
Anoka	2	3	13
Dakota	6	1	5
Washington	3	1	8
Other Counties	1	4	2
TOTALS	136	79	111



20



Thank you

For all your support

The year came with significant challenges from changes in leadership to reliable transportation for our persons served. With support from our community, we were able to get through the year and focus on growing our organization and services.