

Improvement paid trades businesses careers
confidence
Community
trust self-worth inclusion positive
dedication jobs opportunities employment partnership success
abilities vision commitment earning family people government programs ability
AccessAbility self-sufficiency success
education investment
imagine involvement learning
collaboration volunteers vocation independence training



AccessAbility
Incorporated

Annual Report 2013

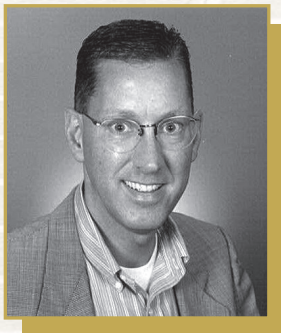
Community Pathways . . . Leading to Successful Tomorrows.

“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!



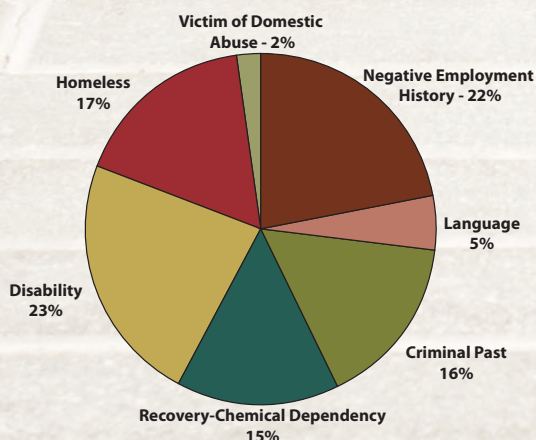
Bruce Groves

Bruce Groves, Board Chair

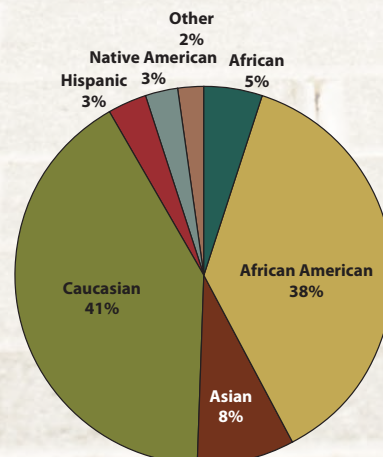


Barbara Arnold

Barbara Arnold, President/CEO



**Primary Barriers
to Employment
2013**



**Consumer Diversity
2013**

History and Mission

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.

AccessAbility's Community Pathways. It's Immediate. It's Long-term. It's Life-changing.

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.

AccessAbility, Inc.'s New Career and Educational Pathways (CEP) Program

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!



Success Stories

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 Make A Difference

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.



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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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Financials

Current Assets	2013	2012
Cash	77,359	32,886
Accounts, Pledges and Pre-paid Expense	1,674,445	1,738,751
Property/Equipment	1,415,384	1,465,476
Total Assets	3,167,188	3,237,113
Current Liabilities	909,756	1,317,404
Long-term Debt	1,040,356	717,286
Net Assets	1,217,076	1,202,423
Total Liabilities/Assets	3,167,188	3,237,113

Support and Revenue 2013 and 2012

Fees and Grants from Government Agencies:

	2013	2012
Day Training & Habilitation	3,263,211	3,318,097
Supported Employment	306,943	260,080
Interest and Other Income	132,122	40,191

Public Support:

United Way	324,740	314,113
Contributions	238,599	398,710

Sales:

Business Services	3,422,536	3,617,127
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Total Support and Revenue:	7,688,151	7,948,318
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Expenses 2013 and 2012

	2013	2012
Program Expenses:		
Day Training & Habilitation	3,317,555	3,328,476
Supported Employment	3,095,991	3,301,203
Total Program Services	6,413,546	6,629,679
Support Services:		
Management and General	880,426	1,092,923
Fundraising	53,482	53,482
Total Support Services	933,285	1,146,405
	12.70%	14.74%
Total Operating Expenses	7,346,821	7,776,084

Earning before

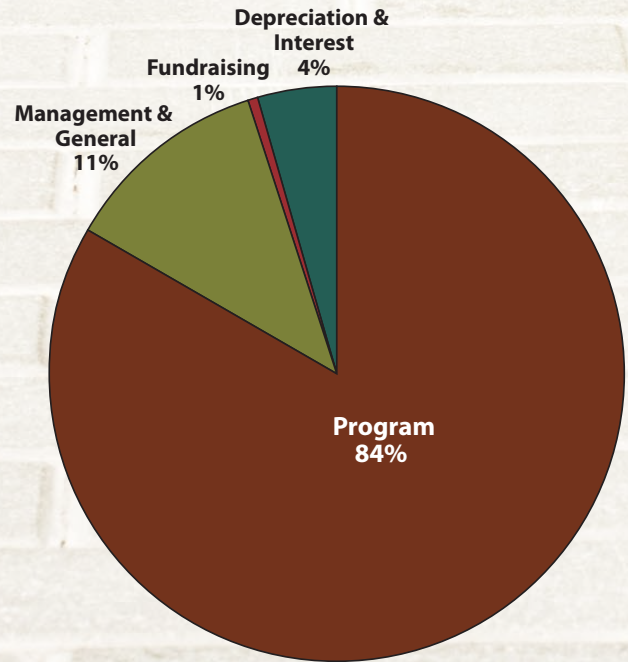
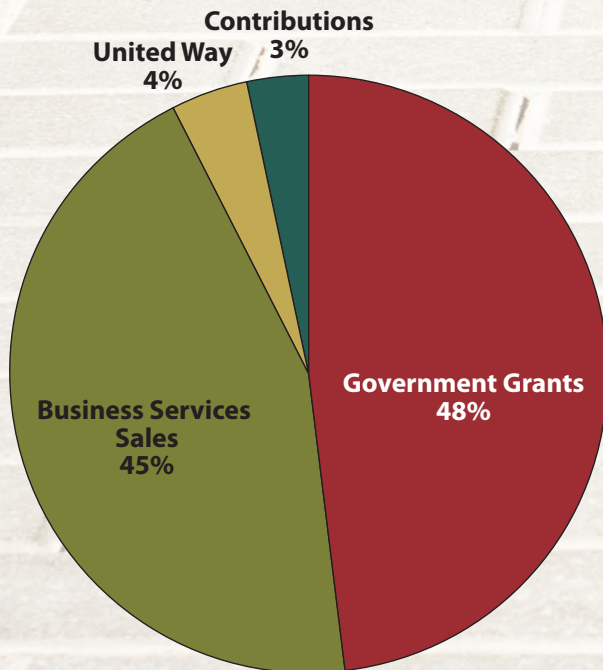
Depreciation & Interest	341,320	172,234
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Depreciation & Interest	326,665	310,091
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Change in Net Assets	14,655	(137,857)
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Net Assets - Beginning of Year	1,202,423	1,340,280
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Net Assets - End of Year	1,217,078	1,202,423
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