

TOGETHER, WE SUCCEED...



FOCUS, DRIVE, ACHIEVE!



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TOGETHER, WE SUCCEED...

GOING THE DISTANCE!

Board Chair and President's message

Each year we identify a theme that serves as a game plan for our annual report. We can think of no better play-by-play commentary that better characterizes the past year than "Together we succeed...focus, drive, achieve!" That's exactly what AccessAbility's All-Star lineup of staff, consumers, contributors and volunteers do through their relationships with one another and with the community we're all trying to make a difference in: huddling together, keeping their eye on the ball and driving toward the goal line to achieve success.

Thank you to the countless individuals in support of our mission to provide opportunities for people with barriers to employment and community inclusion. Because of your support, 2014 allowed us to level the playing field for 546 members of our community, including 82 percent with little to no work history, and 54 percent living with a disability. The skills training and immediate work these utility players received from our programs and services were game-changing plays on any scoreboard.

This plan of driving for success resulted in a Triple Crown season last year. Our expansion team of individuals transitioning out of the criminal justice system resulted in the creation of our Career and Educational Pathways program (CEP) that made major strides in its rookie season. Our Material Recycling Facility (MRF) operation is providing a training camp for creating transitional work opportunities in the ever-growing and competitive green industry. We also opened a kiosk in the Rosedale Mall to provide training and placement services for young adults with disabilities into the retail field.

AccessAbility's success in the next year and beyond will be measured by our ability to keep sprinting toward the finish line with all of our partnerships: including the individuals we serve and the local businesses, corporations, foundations, government agencies, volunteers and donors who champion together to support our mission. It will take a gold medal relay of all these teams if we are to make an even more serious impact on the employment and training needs for so many in our community.

Thank you for the team player you have been in that effort thus far and for the role we hope you will play moving forward as we continue to go the distance together to achieve the perfect scorecard for success. **Game on!**

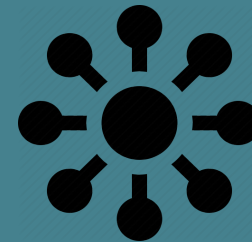


Bruce P. Groves
Board Chair



Barbara Arnold
President

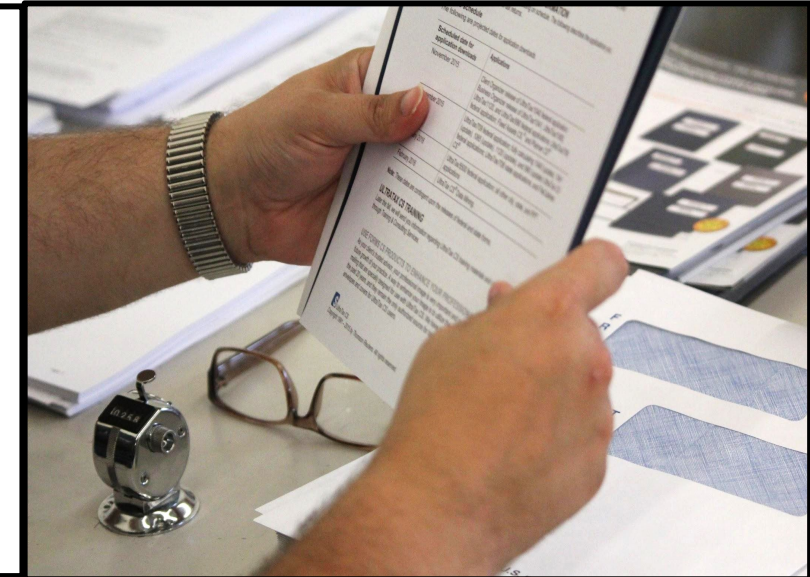
ACCESSABILITY PROVIDES
OPPORTUNITIES FOR SELF-
SUFFICIENCY FOR PEOPLE
WITH BARRIERS TO
EMPLOYMENT AND
COMMUNITY INCLUSION.



THE ACCESSABILITY ADVANTAGE

By partnering with many different businesses throughout the community, we create workforce solutions that benefit both the company and the individual.

Some of these services include on and off-site contract manufacturing, secure document and media destruction, retail and customer service, and general labor. We have a versatile team to fit any business need.



"We have worked with AccessAbility for over 21 years and I have always been impressed by their organization. In today's mailing environment of leaner, more efficient staffing arrangements and unpredictable work flows, it is of great value to have an organization like AccessAbility on standby. Whenever we've called on them for staffing help they have come through, often on short notice. We're also always impressed by the attention to detail displayed by their site supervisors and diligence to meet our deadlines. Whenever we can utilize AccessAbility to get our work out on time and simultaneously get to see the pride and sense of accomplishment on the faces of their work team, it is a truly win/win experience."


~Dale Mossestad, University of Minnesota

TEAMWORK

FOCUS *on choice.*



All of our programs are individualized and person-centered. Each participant's preferences, abilities, and personal goals are evaluated before a strategy is formed. By doing this, we are able to offer life-changing opportunities and a continuum of services to every person we serve. Employment is always the first obstacle we tackle, and we work to emphasize positions and plans that will help each individual maintain the self-sufficient path of their own choosing.

The Day Training and Habilitation Program served 217 people in 2014	Community Employment continues to get rave reviews!! <i>"Everyone does a great job, from the supervisors to the crew. Super friendly and outstanding quality of work."</i>		 Some of our participants work on the Imagine Design Gift line
Attendance Rate of DT&H - 91%			
Diversity rate of DT&H - 40%	84% of participants in the Everyday Life Experiences program were enrolled in 4 classes or more each quarter		96% of persons served are wholly satisfied with the services they receive at AccessAbility, Inc.
2014 saw a slight change in the demographics of the DT&H program. 30% of the participants are now over the age of 55. This brings with it the need for more flexible work schedules, and an increase in the amount of personal care services			

LIFETIME ACHIEVEMENT AWARD - DON FLOOD

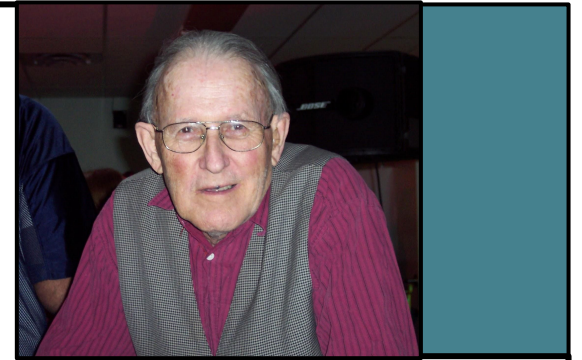
When Don came to AccessAbility he was not employed, and had no real prospects on the horizon.

Working with his case manager on personal assessments and goal development, Don decided that he wanted a job. The first opportunity to work on his own was at a local fast food chain, where he began making friends and getting more involved in the community.

As Don aged, his working priorities changed, and so a reassessment was done of what it was that he wanted for his life. He soon moved into a program that allowed him to work part-time in the community, and part-time in-house with his friends at AccessAbility.

A couple of years later, due to health conditions and a general desire to take things a little easier, Don transitioned into our Accessing Community Experiences program, which allowed him to fully engage with our community in a retirement setting; working on crafting projects, going on community outings, and spending time with the friends he had made through his years in our programs.

Don is now almost 90, and still comes here 3 days a week to spend time with his friends and be active. Through the continuum of services that AccessAbility provides, Don has been able to spend his life building relationships, learning new skills, and living a fully-engaged life.



EVENING STARS BATS 1,000!

Along with our employment focus, we also provide extra-curricular opportunities for the people in our community.

The Evening Stars was hugely successful in 2014 providing 700 people with a fun, entertaining, social outlet of holiday parties, dances, and Special Olympics participation, just to name a few.

For more information about this, or any of our programs, please visit our website:


www.accessability.org



DRIVE *with passion.*



New opportunities for growth represent a huge percentage of the work we accomplished in 2014. Our staff passionately drives each program forward into new, emerging territory, based on the needs of the people we serve. Adaptable and flexible is the name of the game!

The Extended Employment program served 77 people in 2014.	GAME CHANGERS IN 2014 AccessAbility made a strategic decision to invest resources that focus on placing more employees within the community. This focus will create more community-growth opportunities and allow us to create better workforce solutions for individuals and community partners alike.	
Retention rates for those eligible to hit the 12 month mark were over 90%!		In 2014, AAI was one of only three organizations across the country to receive an Innovation grant from SourceAmerica.
<i>"The people at AccessAbility show that they care about you and are always willing to help." -EE Participant</i>		The purpose of this grant is to provide paid training and placement services for young adults with disabilities into the retail field. Our Imagine Design business line expansion into a Kiosk training program was the basis for this award.
In 2014, wages continued to increase. AAI successfully placed 177 people into community employment with start rates averaging \$10.95/hour, which is up 9% from 2013.		

INDIVIDUAL-FOCUSED STRATEGIES BENEFIT THE ENTIRE TEAM!

IT'S ALL ABOUT THE LONG GAME - JEROME BURTS

Sometimes preparing for and finding the right fit for competitive employment takes time...

Jerome came to AccessAbility from Vocational Rehabilitation Services for an evaluation to determine if he was competitively employable and discover what employment skills he needed to learn. Jerome had limited job skills and lacked a paid work history. After three employment evaluations spanning approximately four months doing assembly and janitorial work, his employment team deemed him ready for Job Development in 2010.

During job development Jerome encountered multiple barriers and life changes including finishing school, becoming a parent, and beginning work. Jerome moved several times due to instability and lack of supports outside of employment. All of these life changes took a toll on his ability to maintain his employment; Job Development was put on hold.

In 2011 Jerome started working in the community again at AAI Secure Docs as a drivers aid. He made significant improvements in his attendance, punctuality and overall motivation to work. In 2013, in addition to his regular work at AAI Secure Docs, Jerome began working one weekend per month at MN Air National Guard 133rd Airlift Wing as a mess attendant under the Ability One program through AccessAbility.


Jerome continued to grow, mature, and prove his readiness for Competitive Employment. In May 2014 Jerome went back to Vocational Rehabilitation Services to reopen his file for Job Development. With the assistance of the AccessAbility Job Developer, Jerome obtained his first permanent part time position at FedEx as a package handler in April 2015. Due to his outstanding performance on the job, in May 2015 he was promoted to full time with a benefits package.



ACHIEVE *results!*



AccessAbility was not only able to achieve a balanced financial scorecard in 2014, but the team expanded program options to many more people in our community! Wages increased across the board, and more collaborative partnerships were built out in the field, making it a championship year!

Project Connect served 252 people in 2014	<div data-bbox="550 1036 1153 1497" data-label="Image">  </div>	The Career and Educational Pathways program was 1 of only 17 programs selected to support 250 members of our community who are transitioning out of the criminal justice system
76% of Project Connect participants were dealing with homelessness upon their arrival to AAI.		52% of our participants are transitioning out of the criminal justice system
79% came to the Project Connect program with a chemical dependency barrier.		In 2014, we successfully added over 30 collaborative partners for CEP program planning and support.
Diversity rate of Project Connect: 80%		

MEET THE EXPANSION TEAM - CAREER AND EDUCATIONAL PATHWAYS

In 2014, AccessAbility shifted some focus to a growing number of people in our community that could benefit from our services. The decision was made to launch a new program serving people who were transitioning back into the community from the criminal justice system. Once the decision was made, planning quickly began, and things rapidly fell into place.

In April, funding was applied for through the Department of Labor Employment and Training Association's Adult Training to Work Reentry Grant. We were 1 of 17 organizations throughout the entire country that was funded, and we received \$2 million over 39 months to support the staff and program development needed to launch the Career and Educational Pathways (CEP) program.

In July, we began recruiting staff. Our goal was to find people that held a Bachelors degree in Criminal Justice/Corrections/Restorative Justice, and were passionate and excited about developing and growing this groundbreaking program. Three pathway navigators and two support specialists were hired, and program development moved forward.

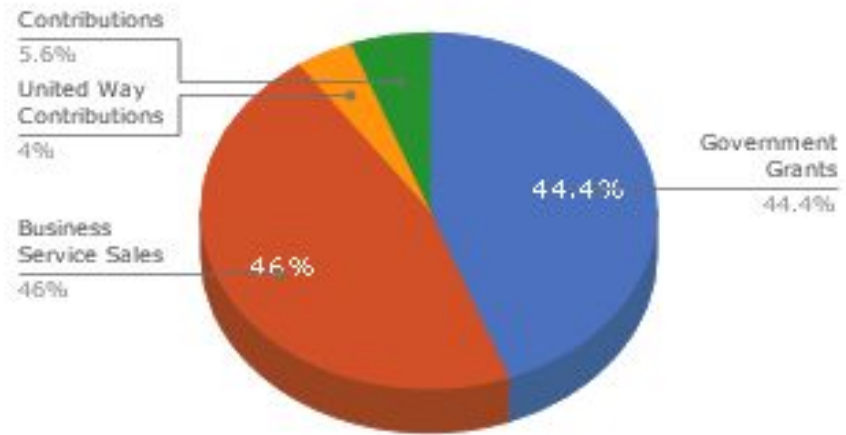


In December, staff was in place and fully prepared for the challenging and rewarding work to come. They had set in place the necessary platforms and systematic approaches to make the CEP program sustainable for both the participants and the community at large. Partnerships with various school districts were established to provide participants with the Adult Basic Education services they needed. As well, targeted relationships were built strategically with education and employer partners in two sectors with incredibly high demand; construction and advanced manufacturing. Through these partnerships, we are able to achieve customized career pathways that will best meet business needs as they simultaneously meet the needs of our participants. **In this game, everybody wins!**

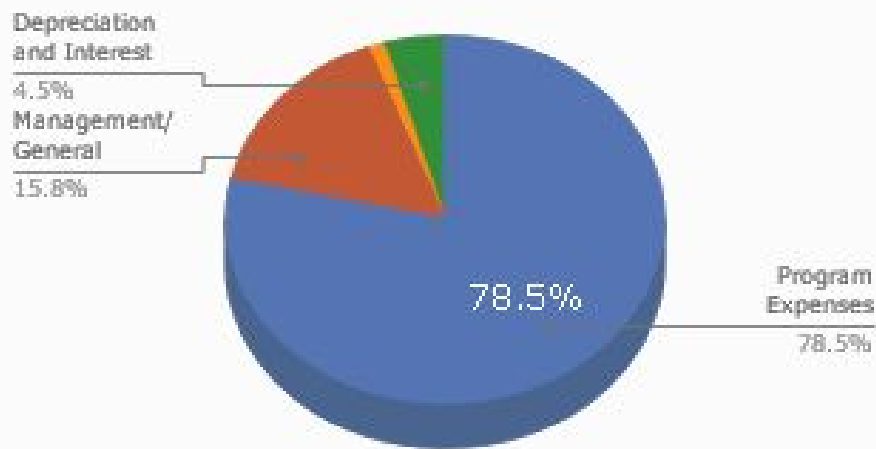


BALANCED SCORECARD

Support and Revenue 2014



Expenses 2014



Current Assets	2014	2013
Cash	\$151,867.00	\$77,359.00
Accounts, Pledges, and Pre-Paid Expense	\$1,730,984.00	\$1,674,445.00
Property/Equipment	\$1,528,158.00	\$1,415,384.00
Total Assets	\$3,411,009.00	\$3,167,188.00
Current Liabilities	\$972,949.00	\$909,756.00
Long-Term Debt	\$1,020,167.00	\$1,040,356.00
Net Assets	\$1,417,893.00	\$1,217,076.00
Total Liabilities/Assets	\$3,411,009.00	\$3,167,188.00

Support and Revenue 2014 and 2013

Fees and Grants from Government Agencies:	2014	2013
Day Training & Habilitation	\$3,152,803.00	\$3,263,211.00
Supported Employment	\$235,076.00	\$306,943.00
Interest and Other Income	\$137,197.00	\$132,122.00

Public Support:

United Way	\$321,425.00	\$324,740.00
Contributions	\$448,521.00	\$238,599.00

Sales:

Business Services	\$3,653,247.00	\$3,422,536.00
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Total Support and Revenue:	\$7,948,269.00	\$7,688,151.00
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Expenses	2014	2013
Program Expenses:		
Day Training & Habilitation	\$2,929,407.00	\$3,317,555.00
Supported Employment	\$3,437,872.00	\$3,095,991.00
Total Program Services	\$6,367,279.00	\$6,413,546.00
Support Services:		
Management and General	\$1,281,183.00	\$880,426.00
Fundraising	\$98,992.00	\$53,482.00
Total Support Services	\$1,380,175.00	\$933,285.00
	17.80%	12.70%

Total Operating Expenses	\$7,747,454.00	\$7,346,821.00
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Earning before Depreciation & Interest	\$567,780.00	\$341,320.00
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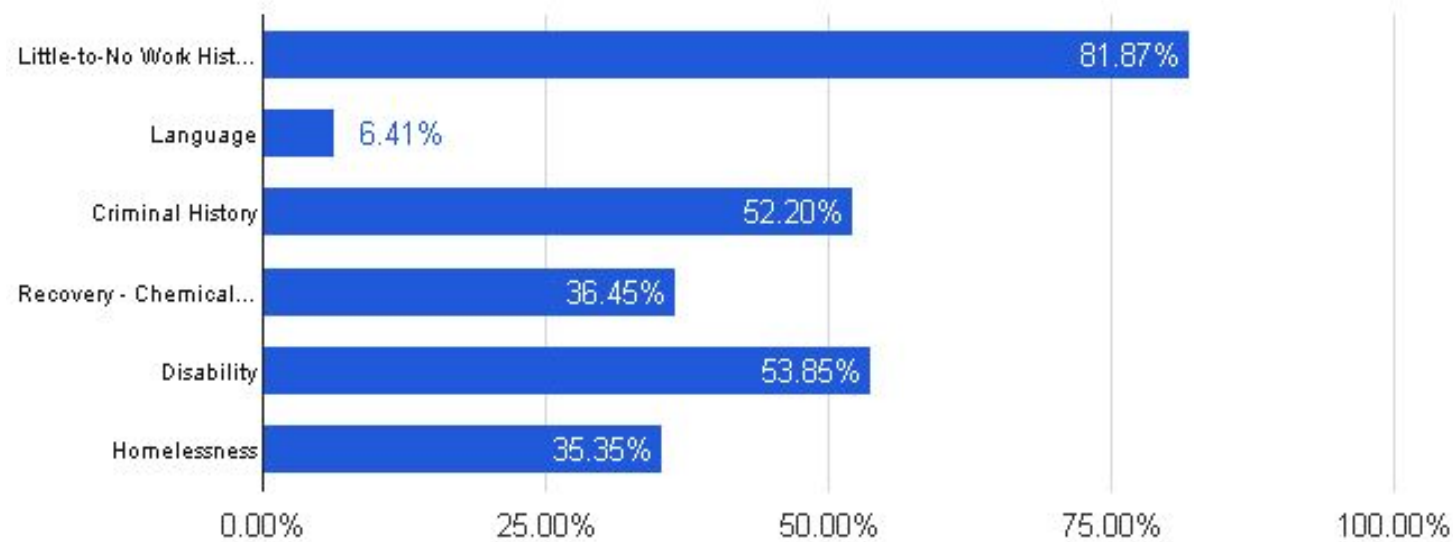
Depreciation & Interest	\$366,965.00	\$326,665.00
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Change in Net Assets	\$200,815.00	\$14,655.00
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Net Assets - Beginning of Year	\$1,217,078.00	\$1,202,423.00
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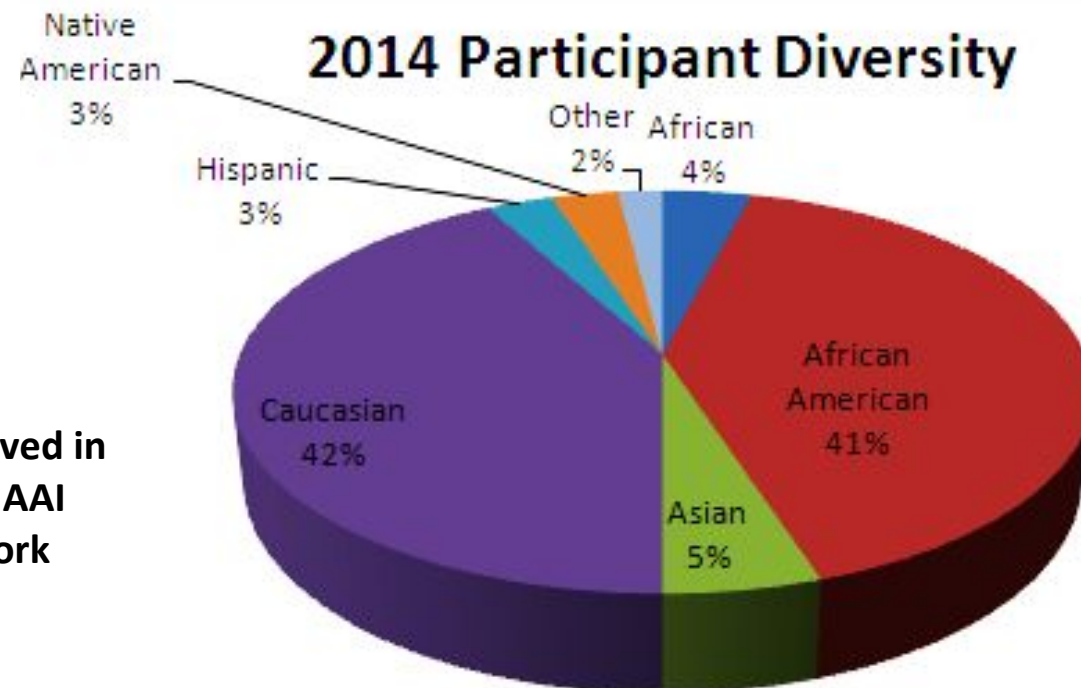
Net Assets - End of Year	\$1,417,893.00	\$1,217,078.00
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2014 Participant Barriers



2014 STATS

Of the 546 people served in 2014, 82% came to AAI with little to no work history



2014 COACHES



Board of Directors

- Bruce Groves, Chair
- Patrick Foley, Vice-Chair, Merrill Corporation
- Roger Meyer, Esq., Secretary, Warchol Meyer
- Brad Perlich, Treasurer, BAP Consulting
- Barbara Arnold, Ex-officio, President/CEO of AccessAbility, Inc.
- Leander Hallgren, Retired, Honeywell
- Pat Strachan, Castle Rock Associates
- Scott West, Mortenson Construction
- Joan Willshire, Minnesota State Council on Disability (MSCOD)
- Gary O'Hara, Xcel Energy
- Jason Sole, Jason Sole Consulting/Metropolitan State University
- Nichole Klonowski, Shaw-Lundquist Associates, Inc.

(for a full staff listing, please see our website: www.accessability.org)

2014 TEAM SUPPORTERS!

In 2014 we saw growth and movement in our community fundraising and outreach. New funders, new volunteers, and new community partners mean that we can continue to move forward with our vision of bringing self-sufficiency and independence to more people throughout the Twin Cities.

We would like to give HUGE thanks to the **Groves Foundation** for being such a great supporter of our work for people living with disabilities. Also, this year brought with it a new relationship with the **Minneapolis Foundation**, supporting our CEP Program for people who are reentering our community from the criminal justice system. We thank them for beginning down this path of growth and expansion with us.

This kind of growth, and the ability to help effect change in our community, would not be possible without the people who continually help to spread our cheer.

For a complete list of the 2014 supporters, please visit our website at

www.accessability.org

Thank you all, for helping us make 2014 a championship year! We can't wait to show you what we accomplish next season.

