



AccessAbility
Incorporated

Focus^{the} Future^{on}

ANNUAL
REPORT

2015



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A Message from Our Leadership

Dear Friends,

Focus on the Future. More than ever, as a team and as an organization, you will see this phrase in action at AccessAbility through our significant contributions to the community, our constant ability to remain nimbly innovative, and our entrepreneurial spirit. In 2015, person-by-person, one success story at a time, we provided 576 individuals with opportunities to become more self-sufficient and included and valued in their neighborhoods.

The AccessAbility team is continually collaborating to meet the needs of consumers through our diverse offerings of employment, training and community inclusion programs. We constantly challenge ourselves to be resourceful to the ever-changing needs and directions of the overall community in order to provide impactful results.

We are committed to the continued development and growth of our organization and have taken a good, hard look at what that means in the years to come. Our consumers and staff are stellar, now we need an upgraded building to match the caliber of the people we serve and who serve them. That is why focusing on our future is so important. We must in order to continually improve upon what we've built already. Thank you for your important role in the growth of AccessAbility. We would not be able to do it without you. Thank you for allowing us the opportunity to lead this talented team.

AccessAbility works. ***Learn from the Past, Focus on the Future and Act Now!***

Warmest regards,

Barbara Arnold
President & CEO



Bruce P. Groves
Board Chair, 2015



Our Mission

AccessAbility, Inc. provides opportunities for self-sufficiency for people with barriers to employment and community inclusion.

Our Programs

DT&H (Day Training & Habilitation)

DT&H provides access to work and the community for people with severe or multiple disabilities so that they may have the same choice in vocational, social and recreational opportunities as the general population.

- Long-term support programs for people who live with disabilities continue to evolve. AccessAbility expanded its license with the Department of Human Services to provide Supported Employment to individuals in our DTH program.
- AccessAbility received a three year accreditation from CARF for all its programs supporting people who live with disabilities.
- Our community inclusion programs continued to grow, particularly Special Olympics and the Evening Stars program.
- In 2015, 100% of persons that had employment as a goal had a job. This objective continues as part our annual data collection.



Steven's Story

At AccessAbility, one can tell if winter is coming to an end simply by looking outside at lunchtime. Steven, an individual in our **Step into Work** program, is always the first to enjoy his lunch outside in the early spring, braving "mild" temperatures that keep the rest of his coworkers inside.

Steven is an exceptional young man who happens to have Autism. Steven doesn't talk very often (although he's doing so more and more every day) and it can be easy at times for him to become a little overwhelmed at the noise and commotion of a busy work floor. Despite all of those barriers, Steven has been a vital part of the **Imagine Design** product line since he started with AccessAbility. Steven is well-regarded for his precision and care when crafting various products and is willing to learn new skills as new product lines are created.

Steven loves music, especially classic soul and R&B. He listens to the radio at his work station every day and can often be seen singing a song to himself while he works or as he walks the halls of AccessAbility. What some people don't know is that, due to his Autism, when Steven is

singing to himself, he is usually feeling overwhelmed and uses singing as a means to self-soothe. It's such a positive coping strategy for him and we enjoy it, too.

The great news is that his sensory issues don't stop Steven. He could choose to stay at home in his room and listen to his records all day. It would, after all, be easier in some ways than dealing with the stimulation of a busy assembly floor. Instead, Steven keeps coming into work every day, consistently creating perfect, inspirational *Imagine Design* products for the world to enjoy. AccessAbility is truly lucky to have him.



Extended Employment Program (EEP) & Community Employment

Extended Employment Program

EEP is an Employment program geared to increase vocational potential, personal adjustment, stress management and financial independence through the provision of work opportunities, training and counseling for adults with disabilities. This program supports adults with mental illness or disabilities acquired later in life by providing long-term supports that help them function independently in the work place.

Center Based, Community, and Supported Employment are components of the Extended Employment program that provides training, immediate and transitional work for participants. A decision was made in late 2015 to move from center-based to an all community and supported employment model to be proactive with current models and to provide more opportunities for our consumers.

Community and Supported Employment are components of the Extended Employment program that provides competitive employment in community settings in the form of mobile work crews and individual placements for participants.

The Extended Employment program (which served 96 individuals in 2015) continues to brighten the future for adults with disabilities by preparing them for the working world. The program helps adults ready themselves for employment and then matches their skills with the needs of employers. Once placed in a job, individuals benefit from follow up assistance provided by case managers who communicate with both the participants and employers to ensure that everyone's needs are being met.

Community Employment

AccessAbility provides customized employment solutions to meet the needs of the business community. This has resulted in increased job opportunities for all individuals served. Employment solutions run from direct hire within a business, to a work team with or without a supervisor at a business site, and to outsource in our on-site employment and training facility. Community Employment is a standalone department that supports individuals from all of AccessAbility's programs.

Sharon's Story

Whenever Sharon walks into a room full of her coworkers, she is always welcomed with a chorus of excited greetings. The reason for this is clear to anyone who knows Sharon; she is a loyal friend who tries to make time for everyone and she has a smile that is contagious to everyone around her.

Sharon is more than just a good friend to many of her co-workers, she is also a role model. With no vocational experience, Sharon was in her mid-forties when she began her career at AccessAbility six years ago. Now, Sharon is part of a skilled 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.

Sharon is proof that it is never too late to start something new in life. Sharon identifies that she had a hard childhood and faced a myriad of other challenges that have made it difficult at times for her. Despite this, Sharon has found ways to succeed. 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 and wants to stay there for the foreseeable future. Despite that, she knows that one day she may decide to work in a more independent setting, possibly for a national company. For 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.



Project Connect (PC)/Career & Educational Pathways (CEP)

These two programs provide training to economically disadvantaged adults who have negative or no work histories, criminal backgrounds, and/or live in distressed neighborhoods so that they may have the opportunity to secure and maintain competitive employment in the community.

- In 2015, Project Connect served 269 individuals. Over 75% of the participants identify as a race of color or multi-racial. PC saw many positives in 2015, including an average retention rate at 12 months of 81% (versus 2014's 60%) and an increase in average wage for job placements in the community at \$12.91 (versus the starting wage of \$10.95 for 2014).
- Career and Educational Pathways completed a full calendar year of performance in 2015. Through practices established earlier through Project Connect, CEP fully implemented the new Department of Labor (DOLETA) grant.
- Our employment partners were nearly tripled in our Project Connect (PC)/Career & Educational Pathways programs from 27 in 2014 to 67 in 2015.
- Transitional Employment saw an increase in wages with an average community placement wage of \$12.91. Of the 269 participants served in Project Connect, 246 have a criminal background. The retention numbers greatly improved over last year, with 95% retention after 90 days, and 81% retention after 12 months.

	All PC Clients
Clients served	269
Certifications Started	122
Certifications Completed	101
Job Placements	86
Average Placement Wage	\$12.91

Michelle's Story

Michelle was released from prison on June 23, 2015 from a conspiracy for drug sales charge. She walked out knowing she had nothing; she lost everything when she went to prison. Immediately upon her release, Michelle was moved to a halfway house.

Michelle spent her first two weeks out of prison trying to assimilate back into daily life and searched for work. Construction had been an interest of hers, but she felt very limited by her criminal record and limited work experience. The task of re-entering society was extremely overwhelming for Michelle.

Michelle then discussed her interest in construction with another person living at her halfway house and was advised to look into AccessAbility. She checked out the CEP program right away. "It was meant to be." Michelle completed an application and was accepted into the program which she began on July 13, 2015.

Through AccessAbility's Project Connect (PC), she was given the opportunity to participate in the CEP program. Michelle was employed through AccessAbility doing assembly and packaging work in the gift décor business line "Imagine Design," and the material recycling facility and was able to earn a paycheck while learning valuable vocational skills through the CEP career training program. Michelle was able to have the flexibility to enroll in training and graduated from the Building & Trades Program and received forklift, OSHA 10, and first-aid certifications.

Outside of AAI, she took part in a Women Building Minnesota apprenticeship which gave her the connections needed to procure her current job. Michelle received an offer to participate in a limited energy electrician apprenticeship at Egan Company's Limited Energy Training Center.

AccessAbility has not only provided Michelle with the resources and training to find an apprenticeship that aligns with her interests, but it has also impacted her confidence. Michelle is significantly more confident in her ability to succeed than she was prior to her time with AccessAbility. Michelle stated, "I can't say enough about that program and the people there. They genuinely want to see people to succeed." She knows that if a problem ever arises, there are people at AccessAbility that will listen and that is extremely meaningful to her.

2015 Organization Highlights

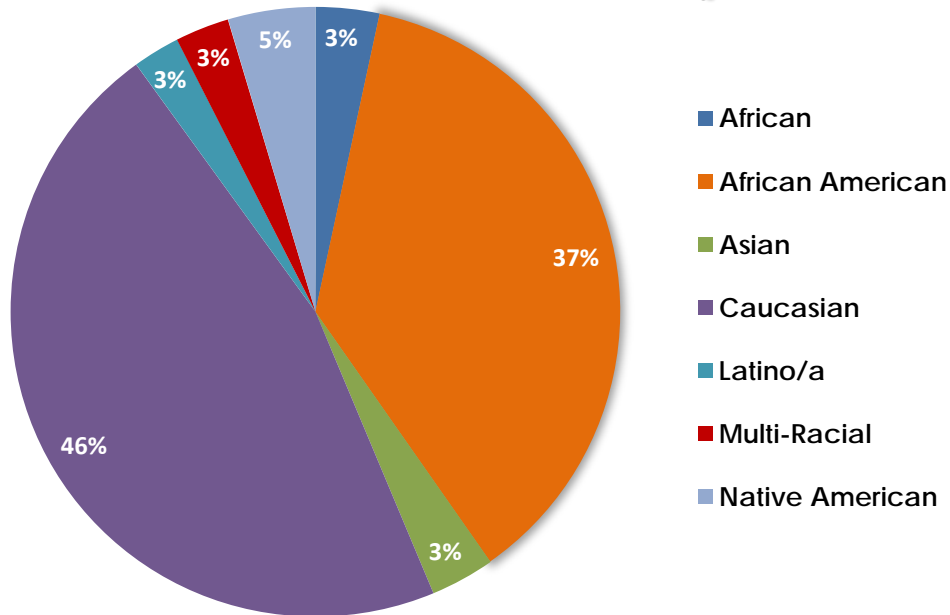
- In 2015, AccessAbility served 576 individuals, an increase over the 546 served in 2014.
- We have consistently continued a positive trend on job retention and wages earned while building self-confidence for many in our community.
- Expansion of services to those with disabilities is continuing, capitalizing on the mission that originated with our organization 68 years ago.
- The diversity of our programming and the innovation and strategy behind it makes us fresh in the eyes of both our consumers as well as our funders. We have something to offer most individuals who have barriers to employment.
- Development saw an overall increase over last year. There was an increase in overall supporters and a 10% increase in grant income over 2014.
- Development launched a feasibility study on a renovation and expansion project for the Hoover Street building.
- We improved our website in 2015 and were able to double our number of Facebook followers and gather a pretty substantial following on Twitter. Our newsletter had extremely successful open rates, averaging about 32% (industry levels hover right around 19%). This shows that our base is engaged and keeping up with our progress.
- Over all of our programs, wages and retention rates were increased.
- We continue to improve our infrastructure within all of our programs through continuing education and seeking the latest trends in how to best serve our consumers.

Demographics of the People We Serve

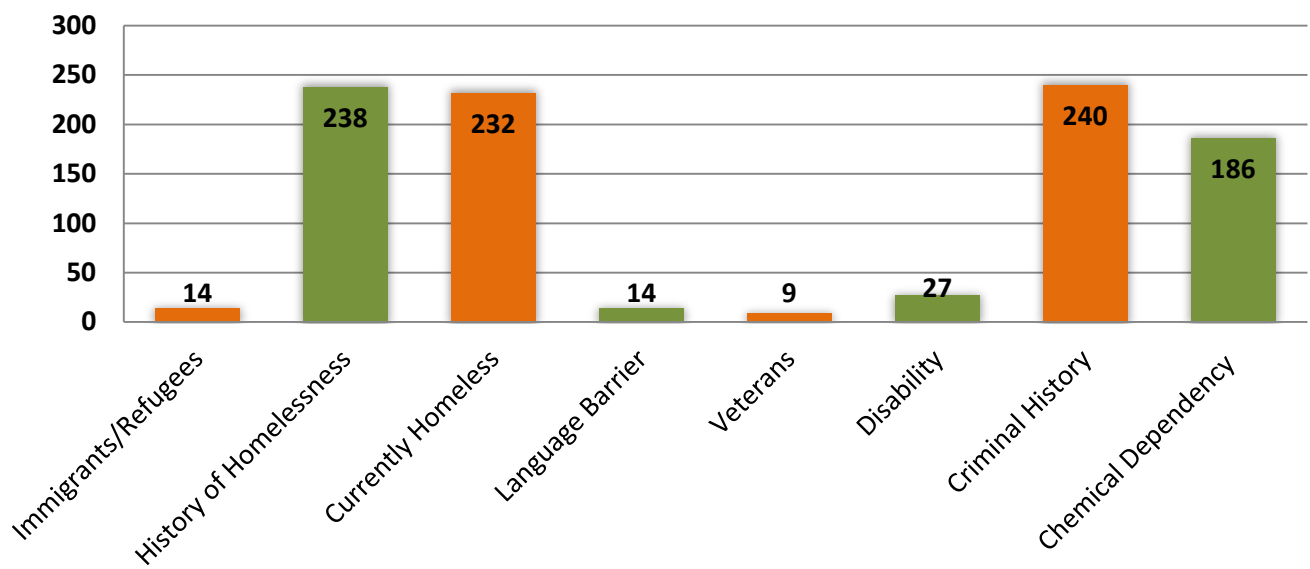
<i>All Consumers Served</i>	<i>Project Connect</i>	269	<i>DTH</i>	211	<i>Extended Employment</i>	96	<i>Totals</i>	576
Age								
18-22	19	7.1%	7	3.3%	14	14.6%	40	6.9%
23-54	230	85.5%	136	64.5%	53	55.2%	419	72.7%
55-64	18	6.7%	38	18.0%	25	26.0%	81	14.1%
65-74	0	0.0%	25	11.8%	3	3.1%	28	4.9%
75-84	0	0.0%	3	1.4%	1	1.0%	4	0.7%
unknown	2	0.7%	2	0.9%	0	0.0%	4	0.7%
Gender		100%		100%		100%		100%
Female	62	23.0%	104	49.3%	33	34.4%	199	34.5%
Male	207	77.0%	107	50.7%	63	65.6%	377	65.5%
Ethnicity		100%		100%		100%		100%
African	10	3.7%	7	3.3%	2	2.1%	19	3.3%
African American	146	54.3%	45	21.3%	16	16.7%	207	35.9%
Asian	7	2.6%	9	4.3%	3	3.1%	19	3.3%
Caucasian	64	23.8%	127	60.2%	69	71.9%	260	45.1%
Latino/a	4	1.5%	6	2.8%	4	4.2%	14	2.4%
Multi-Racial	16	5.9%	0	0.0%	0	0.0%	16	2.8%
Native American	22	8.2%	3	1.4%	1	1.0%	26	4.5%
Other	0	0.0%	14	6.6%	1	1.0%	15	2.6%
Residence		100%		100%		100%		100%
Hennepin	150	55.8%	182	86.3%	46	47.9%	378	65.6%
Ramsey	109	40.5%	27	12.8%	40	41.7%	176	30.6%
Anoka	6	2.2%	1	0.5%	7	7.3%	14	2.4%
Dakota	2	0.7%	0	0.0%	2	2.1%	4	0.7%
Washington	1	0.4%	1	0.5%	1	1.0%	3	0.5%
Other County	1	0.4%	0	0.0%	0	0.0%	1	0.2%
		100%		100%		100%		100%

Demographics of the People We Serve

2015 Consumer Diversity



2015 Project Connect Barriers to Employment (269 Participants)

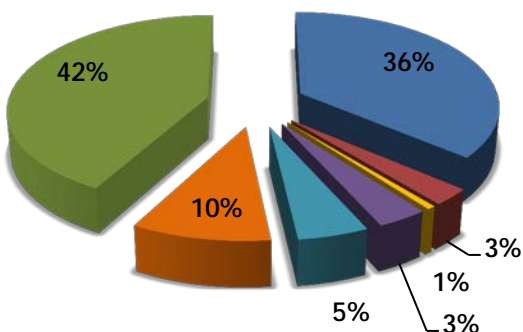


2015 Financials

Support and Revenue	2015	2014	Expenses	2015	2014
Fees and Grants from Government Agencies			Program Expenses		
Day Training & Habilitation	\$3,270,504	\$3,152,803	Day Training & Habilitation	\$3,138,354	\$2,929,407
Supported Employment	\$254,893	\$235,076	Supported Employment	\$3,599,156	\$3,437,872
CEP Grants	\$877,077	\$404,644	Total Program Services	\$6,737,510	\$6,367,279
Interest and Other Income	\$53,947	\$137,197			
Public Support			Support Services		
United Way	\$315,000	\$315,000	Management and General	\$1,295,600	\$1,281,183
Contributions	\$453,873	\$454,946	Fundraising	\$84,550	\$98,992
Sales			Total Support Services	\$1,380,150	\$1,380,175
Business Services	\$2,922,530	\$3,248,603			
Total Support and Revenue	\$8,147,824	\$7,948,269	Total Operating Expenses:	\$8,117,660	\$7,747,454

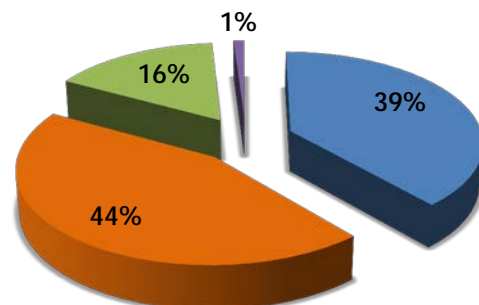
Support and Revenue 2015

- Day Training & Habilitation
- Supported Employment
- Interest and Other Income
- United Way
- Contributions
- CEP Grants
- Business Services



Expenses 2015

- Day Training & Habilitation
- Supported Employment
- Management and General
- Fundraising



2015 Financials cont.

Current Assets	2015	2014
Cash	\$120,229	\$151,867
Accounts, Pledges, and Pre-Paid Expense	\$1,409,558	\$1,730,984
Property/Equipment	\$1,469,817	\$1,528,158
Total Assets	\$2,999,604	\$3,411,009
Current Liabilities	\$1,233,367	\$972,949
Long-Term Debt	\$318,180	\$1,020,167
Net Assets	\$1,448,057	\$1,417,893
Total Liabilities/Assets	\$2,999,604	\$3,411,009
Earnings Before Depreciation & Interest	\$394,005	\$567,780
Depreciation & Interest	\$363,841	\$366,965
Change in Net Assets	\$30,164	\$200,815
Net Assets – Beginning of Year	\$1,417,893	\$1,217,078
Net Assets – End of Year	\$1,448,057	\$1,417,893



2015 Board of Directors

AccessAbility Board of Directors is integral to the success of our organization from many perspectives. Not only do they believe in and support our mission of self-sufficiency for people with barriers to employment and community inclusion, they govern, volunteer their time and invest in the agency to ensure the fulfillment of that mission.

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Executive Director

MN State Council on Disability (MSCOD)

Thank You to All of Our Donors & Volunteers

AccessAbility would like to thank each and every generous donor and volunteer who contributed during 2015. Your gift means that our mission was furthered.

If your name was inadvertently omitted, please accept our sincerest apology. We do everything possible to ensure proper record keeping practices. Thank you again for your kindness.

\$50,000 - \$100,000

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Otto Bremer Foundation

\$10,000 - \$19,999

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Sue Swansen

Susan Maus

Suzanne Vosburg Scherado

Tammy Herrmann

Tennant Company

Terrie Eggers

Theresa O'Brien

Therese Wittrock

Thomas Dolan

Thomas Helling

Thomas Monahan

Thomas Pearson

Thomas Schleisman

Thomas Wisniewski

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Warren M. Hoffman

William Borgerding

William Martino

William P. McCarthy

William Reiling

Wilma Vetsch

In-Kind Gifts

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Amy Jones

Amy Pastorius

Amy Torseth

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Scott Johnson
Shannon Knight
Shukri Moalim
Surdyk's
Susan Anderson
Susie Gullikson
Sweet Martha's Cookies
Tammy Pleski
Tennant Company
Theresa Ducheneaux
Tonia Hewitt
Troy Spaulding (Troy's Flooring & Stone)
Twistop
Val Lockhart

Viking Electric Supply

**In Memory of Mark Haverberg,
Mary Ann Ervasti**



AccessAbility would like to thank the following Volunteers who made many wonderful projects come to life during 2015...

Mortenson Construction Group
Target Corporation volunteer group
UnitedHealth Group volunteer group
UPS Volunteer Group
Xcel Energy volunteer group



2015 AccessAbility Staff

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Deeqo Ali
Annie Anderson
Eric Anderson
William Anderson
Barbara Arnold
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Molly Banal
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Caitlin Beer
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Theresa Biggerstaff
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Sandra Gustafson
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David Weseloh
Samantha White
Rick Wiggins
James Woods
Jay Yang
Kashif Zia

Our Social Enterprises



Our Affiliations/Accreditations



SourceAmerica 





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ANNUAL REPORT 2015