OUR Mission ...

TO IMPROVE THE QUALITY OF LIFE IN SOUTHEASTERN MINNESOTA BY PROVIDING REHABILITATION AND EMPLOYMENT SERVICES FOR PERSONS WITH DISABILITIES AND OTHER SPECIAL NEEDS.

ANNUAL REPORT 2014
This past year, 2014, was certainly a year of growth, challenges and opportunity. Much of what we’ll mention in this letter will have to do with the successes accomplished by ABC as an organization. However, we should always be mindful that any success that is achieved by the organization pales in significance with any success or accomplishment that was attained by a person served in one of our programs. Those individual successes are really the only measure that count toward the achievement of ABC’s mission.

One of our program accomplishments during 2014 was the expansion of our Day Training and Habilitation license. With that expansion we were able to add a new program component called Ability Connections. This program allows individuals to start their program day right at their community job or activity site, without having to come to the main building site in Rochester and then meet up with their supervisor and co-workers and then be transported in an ABC vehicle to their destination(s).

ABC’s Development Team certainly experienced a successful year. We had set an aggressive goal of raising $400,000 in cash and in-kind donations. We exceeded the goal by raising in excess of $402,000. This money was utilized to replace worn out vehicles in our transportation fleet, to improve accessibility for individuals with hearing impairments with the purchase and installation of the LOOP system, and to upgrade our time management, billing and accounting software. We want to take this opportunity to say another big thank you to our benefactors and donors.

There were a number of licensing rule and billing changes that were instituted by the State Department of Human Services during 2014. Although our processes and staff are often challenged during the process of dealing with these changes, overall we got through the year without any major disruptions in services or funding.

A real strength for our vocational and work programs during 2014 was the availability of work opportunities for both our Community-based and Center-based programs. We’re very grateful to both the major employers and small businesses in our communities that afforded the people served by ABC the opportunity to experience meaningful work. There probably has not been any other time in the history of ABC when we have be able to offer the amount and variety of work experiences that we were in 2014. We certainly hope that this trend continues in the future.

One of the serious challenges that we faced in 2014 and that we’re likely to continue to experience in the next few years, is the availability of a qualified and trained workforce to fill both professional and direct care staff positions. The combination of extremely low unemployment rates, retiring baby boomers and the lower pay and benefit scale of a not-for-profit make it extremely challenging to retain and hire qualified staff.

This past year was certainly filled with successes and challenges. We’re certain that ABC is a strong and healthy organization that is ready and prepared to deal with the future challenges that are certain to come our way and to fulfill our mission to the communities that we serve.

Thanks to the ABC Board of Directors, staff and volunteers that made a successful 2014 possible!
DEVELOPMENT

Highlights ...

- Ability Building Center received donations of more than $20,000 for the replacement of our payroll software.
- The Minnesota Department of Transportation awarded two grants in excess of $91,000 for the purchase of two mini buses, one to be used in Olmsted County and the other to be used in Houston County.
- The annual ABC golf tournament raised over $60,000 in revenue from golf sponsors, golf registrations, donations and raffle.
- Memorial gifts and gifts of recognition in excess of $8,500 were received in the names of friends and loved ones.
- The Occupational Safety and Health Administration (OSHA) provided a grant of $8,000 for the purchase of a specialized lift for non-ambulatory and others to be used in Ability Enterprises and Abilities Unlimited.
- Charter Media again provided opportunities for Ability Building Center to air close to $27,000 in television spots throughout the year promoting program participant’s work abilities. KTTC donated television air time to promote the golf tournament.
- Houston County operations received $32,764 in donations and contributions during their annual fundraiser held in Houston County.
- Additional contributions of over $154,000 were received in a variety of ways for use in programs to help improve the quality of life in Southeastern Minnesota by providing rehabilitation and employment services for persons with disabilities and other special needs.

2014

FINANCIAL STATEMENT
(Updated to reflect audited data)

<table>
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<th>Revenue:</th>
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<tbody>
<tr>
<td>Trade Sales &amp; Community Contracts:</td>
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<td>Program Service Fees:</td>
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<td>Contributions:</td>
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<td>Investment Income:</td>
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<td>Total Revenue:</td>
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<table>
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<tr>
<th>Program Services Expenses:</th>
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<tr>
<td>Vocational Development:</td>
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<tr>
<td>Center Based Employment:</td>
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<td>Ability Enterprises:</td>
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<td>Total Program Services:</td>
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<th>Supporting Services:</th>
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<td>Development:</td>
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<td>Total Supporting Services:</td>
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Total Expenses:                    $12,612,879

Change in Net Assets:               -$15,576
2014 Program Update...

For more than half a century, Ability Building Center (ABC) has provided persons with disabilities and other barriers to employment program and service options designed to assist them in reaching their own personal employment goals. While much has changed in the past 50 years, ABC continues to develop new and strengthen existing partnerships with the community. This creates opportunities and makes for strong community relationships, and most importantly fosters an environment whereby persons with disabilities can achieve their personal goals.

Ability Building Center presents this program update as a means to describe not only the events of the past year, but to highlight the accomplishments of our 2014 program year. Again this year, persons served by ABC have met their goals, experienced success and stakeholders has expressed their satisfaction with the services provided. Meeting and exceeding the expectations of our stakeholders is important to ABC. Our stakeholders satisfaction with our services is a key measure of how ABC knows it is delivering the programs and services people want, but in an efficient and effective manner they desire. The same holds true for our business partners. We must not forget, however, that the best story we can tell is about people who are getting jobs, developing self-worth and becoming successful members of their communities. Together we see the talents, character and desires of those served by Ability Building Center to succeed.

While uncertain economic conditions have changed the employment climate, vast changes in licensing and the waiver payment structure at the state level, Ability Building Center has not only been able to maintain the high quality services stakeholders have come to expect, but has also been able to expand programming opportunities. Without the partnerships we’ve been fortunate to develop with other community agencies, businesses, employers, government entities, funders, service organizations and the general public, none of the success ABC has experienced would be possible. We know behind any success there are many people involved providing support behind the scenes. We recognize there are many stakeholders (i.e. volunteers, county social service personnel, Vocational Rehabilitation Services staff, employers and of course family and friends) who contribute in many ways to our success.

In 2014, Ability Building Center served 897 people, just below the 898 served in the 2013 programming year. The Supported Employment program continued to represent the largest group of individuals served by ABC, followed by our Center-based Employment program and Ability Enterprises. The demographics of those served by ABC remained relatively unchanged from year-to-year, as persons served with developmental disabilities and mental health concerns made up a significant portion of those served this past year.

The level of satisfaction expressed by our stakeholders is reflective of prior years. Stakeholders consistently ranked ABC high in overall satisfaction with ABC programs and services. Throughout the year, ABC staff distributes surveys to our stakeholders, and the information gathered from these is used by program staff to respond and adjust as needed to the changing needs of our stakeholders. We believe it is this responsiveness to the feedback we receive which leads to greater satisfaction from our stakeholders and is key to why people choose Ability Building Center.

Consistent with previous years, the greatest program growth, in terms of numbers served occurred within the Center-based Employment program, Ability Enterprises and the Supported Employment programs respectively. Continuing with the trend seen in previous years, many of the new referrals to Center-based Employment were individuals who had been diagnosed with mental health concerns as their primary barrier to employment.

The Community-based School to Work program served a record 61 students in 2014 representing the Rochester, ZED, Stewartville, Pine Island, Goodhue, Triton, Byron, Albert Lea and Chatfield school districts. This surpasses the previous record of 56 students in 2013. In June, eighteen participants graduated and successfully completed the program. Of the eighteen graduates, fifteen chose to continue programming with Ability Building Center. This is an increase of 10% over the same period last year. While the School to Work program lost eighteen students to graduation, the program gained 23 new referrals that all began programming before June 30th, 2014.

The Abilities Unlimited (AU) work crew has remained steady at 12 participants for 2014. There are 2 individuals that are planning to begin work in 2015. Currently, AU is working from 2:45-3:45 Monday, Tuesday, Wednesday and Friday. Abilities Unlimited also provides a volunteer group to a local non-profit in order to further develop work skills. On Mondays, AU volunteers at Ronald McDonald House cleaning their community room. Abilities Unlimited (AU) work crew has remained steady at 12 participants for 2014. There are 2 individuals that are planning to begin work in 2015. Currently, AU is working from 2:45-3:45 Monday, Tuesday, Wednesday and Friday. Abilities Unlimited also provides a volunteer group to a local non-profit in order to further develop work skills. On Mondays, AU volunteers at Ronald McDonald House cleaning their community room. Abilities Unlimited plans to return to volunteering at Channel 1 Food Bank on Mondays in January 2015. The program continues to attend several outings, such as Hy-Vee, Dunn Brothers, Colonial Lanes, Cinemagic Theaters, YMCA, etc. Other outings have been to RochesterFest, Thursdays on 1st, Oxbow Park and Quarry Hill Park.

The supportive nature of our volunteers reaches across all areas of Ability Building Center through serving on our Board of Directors and related sub-committees,
helping our participants to learn new arts and craft skills, information technology support, participating on outings, grounds-keeping and maintenance projects and helping out at fundraising events such as the Annual Golf Tournament and our Annual Banquet. Many of our active volunteers represent the Minnesota School of Business, Mayo Clinic, IBM, local school districts, Winona State University and Rochester Community and Technical College. They dedicate their time, knowledge and skills in order to enrich the lives of those we serve at ABC.

In Houston County, community work was strong through 2014. We re-gained employment at the Settle Inn which had been discontinued during the fall of 2013 due to a slowing economy in La Crosse, WI. This site employs 4 participants for 15 hours per week in their laundry department. Subway continues to be a strong employer and currently employs 15 participants at various stores in MN and WI. DHS licensing has notified us that they will no longer recognize the VOICE process as an alternative to 245D requirements. This change will not affect ABC Works much as far as how programming and policies are implemented, however it does remove some of the choice previously available to participants about how they will receive services. New licensing standards were implemented beginning in January of this 2014. 245D replaced 245B which led to some policy and procedure changes. Person-centered planning and the ability for staff to show competency for their assigned responsibilities is a major focus within the change.

Woodland Industries had 10 new referrals into the Center-based program for the year 2014. All new participants were referred by Houston County Human Services. Unfortunately two of the referrals left programming due to mental health issues. Mental health has been a struggle for many of our participants, affecting their ability to come to work and work regular scheduled hours. Referrals were strong for Center-based this year, and county funding has been secured for 2015 which allows 27 of our participants the ability to work in-center where other funding would not allow or be obtainable to these folks. Participants have been busy with shredding, assembling bolts into boxes, weighing products and labeling, folding and bolting polishing pads, Kerndt Livestock Products and various other assembly and sewing jobs.

Ability Building Center, like many other providers this year, faced several challenges and celebrated many successes. Reflecting on the past year with all of the successes and challenges is important. We must also remember to always look forward and anticipate change. What remains important is how an organization responds to those challenges. Ability Building Center remains committed to providing individualized, effective, efficient programming.

In order to do so, as ABC has done for over 50 years, we have chosen to take these challenges head-on to continue to provide meaningful services to persons with disabilities, so they may reach their own personal goals and measures of success.

Never believe that a few caring people can't change the world. For, indeed, that's all who ever have.
~Margaret Mead
Last summer was busy for participants in Ability Enterprises (AE). Everyone needs a break from work from time-to-time and several participants were able to enjoy a weekend adventure at Camp Confidence in Brainerd. For many of the campers, the weekend of boating, S’Mores, fishing and archery were the first time many had experienced the thrill of camping and the Brainerd lakes area. It was a great success, and while everyone was tired, people were already thinking about the next summer camp adventure!

In July several participants were able to attend a Rochester Honker baseball game. The weather was perfect for an afternoon of baseball and while several participants were big baseball fans, some had never had an opportunity to attend a game in person! Of course, what is a ball game without a stadium hot dog and a soda? The Honkers mascot made a visit and signed several autographs and posed for pictures.

Lions, tigers, bears! The Minnesota Zoo in June was a great time for the participants who went to experience the wildlife found around the world. The weather was just right to experience the animals in their habitats and to take in the bird show, a nature walk and other educational activities.

August was a chance for many of our Vikings fans (and probably a couple Packers fans as well) to get a chance to see up close the 2014 team practice for the upcoming season, collect a few autographs and get those once in a lifetime photos. The participants sized up the Vikings prospects and projected another Super Bowl season.
The Benefactors Circle was established in 1994 to honor key leaders in the ABC mission. Donors who give cumulative gifts of $1,000 or more are recognized at 5 different levels. Listed below are our new Benefactors and those who have achieved a new level of giving in 2014.

$25,000 Gold Level
Anonymous
Anonymous

$10,000 Silver Level
Associated Financial Group
Mahlon & Marilyn Burbank
Craig & Laurie Kellagher
Olmsted National Bank
Sterling State Bank
Teigen Paper & Supply
Bruce & Julie Wieser

$2,500 Bronze Level
Anonymous
Anonymous
Anonymous
Kitty Barry
Jon & Laurie Claey

2014 DONORS

Accord Electric
Acentek
Adamson Motors
Bob & Alice Adamson
Eric Aeikens
David & Susan Ahlquist
ALCO
Mary Alcott
Alpine Nursery
Altra Federal Credit Union
Jeff Amaris
American Legion Post 191
American Legion Post 423
Alan Anderson
Dennis & Betty Anderson
Richard & Marlys Anderson
Anonymous
Bill & Jodi Armstrong
Frank & Linda Armstrong
Bill & Mary Aronin
ARSYS
Aspen Suites Hotel
Associated Textile Mills
Arlene Augedahl
Vernon Augustson
Richard & June Axelson
Back 40
Back Porch
Dale Baker
Gail Baker
Mary Baker
Bank of the West
Barista's Coffee House
Rosine Bauer
Dave & Rose Baumgartner
Bear Creek Services
Becker & Stemper Electric
Robert Beery
Claire Bender
Benedict Community Impact Fund
William Berg
Keith Berge
Tom & Kathy Bergquist
Al Berning
Gerald & Ruth Berns
Tom & Jan Bernstorf
Leslie & Beth Beyer
Les Beyer
Marian Bicknese
Dan & Betty Bielen
Wally & Faye Bigelow
Bigelow-Lennon Construction
Bill & Rita Bourne
Tom Bjerke
Warren Bjork
Blackhammer Welding
Blumenthal Button Company
Bobcat of Coulee Region
Robert & Charlotte Bomstad
John & Kathryn Bondy
Mike Boro
William & Rita Bourne
Matt & Mel Bowen
Stacey Boysen
Fran & Mary Bradley
Brandenburger Family
Judy Brandt
Howard & Jean Brandt
Timothy Brandt
Gordon & Kathleen Branes
Karen Brengman
Breyers Sales and Service
Broadway Pizza
James & Diane Bronk
Brownsville Lions Club
Mark & Lisa Brueske
Jesse & Christen Bruns
Matt Brzezek
Don & Donnis Buchanan
Jim & Karen Buchanan
Wayne & Gretchen Buege
Bernard & Rosanne Buehler
Jim Bunge
Jim & Cindy Burg
Barbara Burgess
Tom & Theresa Burroughs
Peter & Jayne Bushman
Don & Pat Butters
Karim Byers
Ronald & Sally Bymers
Byron Pet Clinic
Caledonia Argus
Caledonia Bakery
Caledonia Haulers
Caledonia Liquor Store
Caledonia Lumber Company & Construction
Caledonia Oil Company
Caledonia Ready Mix
Caledonia Vet Clinic
Caledonia Wheel Alignment
Jane Campion
Canadian Honker Restaurant & Catering
Cardinal of Minnesota
Caribou Coffee
Roger & Lois Carlson
Dan & Edith Castrodale
Charter Media
Chuck's Bar
Tom & Angela Murphy
Wally & Glenda Murphy
Ruth Murray
Tom & Betty Murray
Glynis Myhre
Mystic Lake Casino & Hotel
Cindy Naylor-Meyer
Audrey Nelson
Richard & Marion Nelson
Marie Nepper
Ronald Nerstad
Bill Neville
Harry & Joanne Nevling
New Age Tree Service
New Albin Savings Bank
Blake & Kate Nichols
Emily Nicklay
Fred Nobrega
Norsk’s Salon
North Central Bus Company
Gary & Joan Nosr
Nutbusch City Limits
Michael & Colleen O’Connell
Phil & Ronnie Olivo
Old Medical Center
Duane Olson
Helen Olson
Jeff Omoth
One Stop P.S.E.
Greg & Laverne Orwall
Otterness Auto Center
Outback Ranch
P.T. Welding & Driveshaft
Repair
Tom & Susan Paske
Robert & Carolyn Patterson
Pawsh Pets
Pearl Street Brewery
George Pehler
Pepsi
Carol Pesh
Cathy Peterson
Merle & Betty Peterson
Diane Petit
Petitbone Boat Club
Tom & Pat Peyla
Pine Cone Place
Jerry & Marilyn Piotrowski
Richard & Jackie Pitel
Plumbers & Fitters Local 6
Pork & Plants
Pour House
Premier Bank
Progressive Tool & Manufacturing
William & Susan Puffer
Brian & Anne Purrington
Quillin’s IGA
Dick & Lois Quinn
Bob & Berna Dene Raddatz
Steve & Carolyn Ramaker
Norma Randby
George & Donna Ready
Red’s IGA
Redwood Cafe
Donald & Marjorie Reif
Bruce & LuAnn Remme
Renters Warehouse
Jon & Sandra Reynolds
Richard’s Sanitation
David Rider
Kevin & Britta Ritz
River Rats
Vernon & Georgia Roble
Rochester Athletic Club
Rochester Civitan Club
Rochester Community & Technical College
Rochester Golf & Country Club
Rochester Honkers Baseball Club
Rochester Indoor Golf Center
Rochester Repertory Theatre
Rochester Sand & Gravel
Rockwood Retaining Walls
Randall & Julie Ronrieg
Ron Hammes Refrigeration
Ronald Carlsem Enterprises
Root River Market
Roscoe’s Rootbeer & Ribs
Rosendahl Repair
Charlies & Shirley Rosendahl
Charlotte Rupprech
James & Beverly Ryan
Fred & Michele Saack
George & Mindy Sakayan
Steve Sanderfoot
Christie Schaefter
Bernie & JoAnn Scherger
John & Tina Schmitz
Dave & Mary Schrandt
Brent Schroeder
Joel & Amy Schroeder
Marlyn Schroeder
Steve & Laura Schroeder
Dorothy Schulze
JoAnne Schulz
George & LaVonne Schumacher
Wayne & Joyce Schut
Peter & Kim Schwab
Mary Schwager
Bob & Carol Schwartzhoff
Robert Seavey
Joseph & Cynthia See
SEMA Implement
Dennis & Rita Semerad
Settle Inn
Dewey Severson
Seymour Electric
Shellhorn Bar & Grill
Shenanigans of Wisconsin
Sidewalk Cafe
Patty Simcox
Sisters of St. Francis
Gregory & Tanya Skemp
Judy & Jim Sloan
Bill Smith
Sloopy’s Alma Mater
Joleta Smith
Smooth Toe
Sno Pac Foods
Robert Snodgrass
Solie Services
Jacqueline Sourkes
Scott Spencer & Lynn Indihar
Eric & Barb Spencer
Sports Hub
Sports Nut
Spring Grove Auction Company
Spring Grove Bottling Company
Spring Grove Commercial Club
Spring Grove Family Chiropractic
Spring Grove Herald
Spring Grove Legion
Spring Grove United Fund
Thomas & Susanne St. George
St. Mary’s Auto Body Shop
Leroy & Tammy Stradtler
Staggemeyer Stave
State Farm Insurance
Wanda Steele
Steiner Construction
Dave & Sara Stenhaus
Sterling Pharmacy
Lucinda Stockwell
Jay Stofferah
Neil & Margaret Stolp
Brian & Doreen Stoppel
Denis & Mary Strei
Lila Stucky
Daniel Sucher
Don Sudor
James Sugrue
Dick & Barb Sulack
Don & Stephanie Supalla
Shelly Swendsen
Ken & Jacky Swenson
Bob & Julie Taylor
Fei Teng & Yinghui Pu
TG Swanson Excavating
The Coffee House
The Company Store
The Ranch
Leon & Helen Thiec
Think Mutual Bank
George Thompson
Thorson Graphics
Thrivent Financial for Lutherans
Therry Thul
Steve Thurt
Eva Tieman
Time Out Tavern
Titan Ventures
T J’s Auto Glass
T-N-T Painting & Construction
Judy Tollesrud
Tom Sawyers
Dennis & Connie Tooley
Top of the Rock
Trader Joe’s
Brenda Travis
Jerry & Barbara Treichel
Tri State Auto
Tri-County Electric
Cooperative
Trinity Lutheran Church Women
Steven & Kristin Trip
True Value
Truist
Sandia Tschida
Curt & Bertha Lou Tveldt
Twin Pines Farm & Nursery
United Auto Supply
United Health Group
Upper Iowa Resort
William & Betty Upton
Valley Ag
Valley Heating & AC
Tom Van DerLinden & Jean Silberman
Van Minsel Brothers Construction
Robert & Katherine Venemon
Carol Venteicher
Viking Automatic Sprinkler Company
Betty Vernig
Norman & Hilde Virnig
Wayne Vlasak
WA Insurance Group
Jennifer Wacken
Debra Wagner
Fred & Marlys Wagner
Janesa Wagner
Loren & Donna Walters
Bob & Marge Ward
Watts Family Foundation
Richard & Lynne Weber
Lawrence & Lucille Wehrs Weis Builders
Joe & Darlene Weis
Wells Fargo
Greg & Jacque Wennes
Wayne & Pam Wesala
Wiebke Tire & Exhaust
Wieser Brothers General Contractors
Dick & Sheila Wieser
Wildcat Landing
Kathy Wilkinson
Theresa Wilkes
Aileen Williams
James & Janet Williams
John Williams
Bill & Sarah Williamson
Doug & Terry Wiltzie
Winona Controls
Mark & Kathryn Witt
Mr. & Mrs. Lee Witter
Libby Witzeman
Eugene & Marilyn Wojtczak
Larry & Barb Wolfs
Stewart Walk & Nancy Trinkes
Woodman’s Market
Rick & Janeen Wolter
John & Janet Woods
Lewiss Woolner
XRG Concepts
Ya You Betcha’
Gregory & Anne Yakle
Julia Zackery
Zenke Auction & Realty
Zieke Service & Equipment
Warren & Helen Zimmerman
Benjamin & Alison Zwart

Names in bold are Benefactors.
Ability Building Center’s success over the years is greatly attributed to the leadership of its board members.

Back Row: Steve Kann, Ryan Eastman and President Kreg Kauffman
Front Row: Mary Alcott, Alice Adamson and Vice President Patty Simcox
Left to Right: Deb Hargurh, Kathie Rogich and Roger Dearth
ABC Facilities ...

Ability Building Center
1911 14th Street NW
PO Box 6938
Rochester, MN 55903-6938
(507) 281-6262

ABC Metro
7373 W 147th Street, Ste 172
Apple Valley, MN 55124
(952) 683-1661

ABC Works
62 North 3rd Street
LaCrescent, MN 55947
(507) 895-7161

ABC Works
730 North Pine
PO Box 408
Caledonia, MN 55921
(507) 725-2057

Woodland Industries
521 Old Highway Drive
Caledonia, MN 55921
(507) 725-2092

For all of the latest information about Ability Building Center visit our website.
abcinc.org
You can register to receive newsletters, annual reports and program updates electronically.

We strive to be as accurate as possible; if you notice an error or omission, or would like to make a contribution, please contact Laurie Kellagher, Development Director at (507) 535-7105.