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 2015
2015 was certainly a year that was marked by many changes. Larry Erickson, Assistant Director, retired after 40 years of employment with ABC. At the end of 2015 two other long term employees, Margaret Coleman, Human Resources Director and Allison Larson, Administrative Assistant retired from their positions. Margaret was employed with ABC for 34 years and Allison worked 20 years for ABC. We would like to take this opportunity to thank these individuals for their many years of service and dedicated work to support the mission of ABC.

There were 3 new board members that joined the ABC Board of Directors during 2015. Kurt Njos, joined the board in June, 2015, Dr. Jeff Smigielski in August, 2015 and Becca Stiles-Nogosek in September, 2015. Kurt is currently employed as a Social Worker with SEMCIL (Southeast Minnesota Center for Independent Living). Dr. Smigielski is a neuro-psychologist employed with the Mayo Clinic and Becca Stiles-Nogosek is employed as the Rochester Chamber of Commerce Membership Events Coordinator. ABC welcomes these new board members to the ABC team.

ABC continues to be in a solid financial position. Total income for the year was $13,037,476 and total expenses were $13,039,671 resulting in a “break even” 2015. In 2015 ABC’s fundraising and development efforts resulted in $405,264 in cash donations and in-kind contributions. We want to take this opportunity to express our appreciation to all our benefactors and donors that financially supported ABC’s mission. THANK YOU!

In 2015 ABC served a total of 935 individuals with disabilities. Ability Enterprises (AE) served a record number of 159 individuals in 2015. Other programs remained near last year’s totals.

ABC started a new program in 2015, called Discovery. The Discovery program provides individualized “person-centered planning” designed to explore and discover the person’s interests and skills for employment. The program also provides individual job development to ensure a strong job match between the person and the employer. During 2015, ten individuals were served in the program. Two of the individuals have been offered job positions and one individual chose to accept a volunteer job position. The seven remaining individuals are still enrolled in the program and continue to receive Discovery supports.

One of the on-going challenges that ABC faced during 2015 is shortages in our direct care staff. Although this appears to be a community and state wide problem the effects are still very real when you are serving a mission that requires maintaining a stable work force. We have launched a dedicated team to develop hiring and retention strategies that will enable ABC to maintain adequate direct care staffing levels.

The ABC team is ready to meet the challenges ahead in 2016, while having some fun celebrating our 60th Anniversary. On a special note, the ABC team and Board of Directors congratulates Steve Hill on his retirement and thanks him for his dedicated service to ABC for the past 36 years. We welcome Bruce Remme as his successor and look forward to continued success under his leadership.
DEVELOPMENT

Highlights ...

- Ability Building Center received donations of $18,200 from the Rochester Community Development Block Grant to replace overhead, interior automatic, and outside doors.
- The annual Houston County fundraiser collected $27,600 from donations, sponsorships, and raffle tickets in August.
- The annual ABC golf tournament raised over $62,000 in revenue from golf sponsors, golf registrations, donations, and raffle.
- Memorial gifts and gifts of recognition in excess of $11,239 were received in the names of friends and loved ones.
- Donations came in for the purchase of a box truck for our Center-based employment program in excess of $25,000 and additional donations were starting to be received for the replacement of the cafeteria floor in Rochester.
- Donations were received for the preparation and blacktopping of a new parking lot at the La Crescent location.
- Charter Media again provided opportunities for Ability Building Center to air close to $40,320 in television spots throughout the year promoting program participant's work abilities. KTTC donated television air time to promote the golf tournament. KAAL also provided opportunities for Ability Building Center to reach out to the surrounding communities through Public Service Announcements.
- Additional contributions to ABC over the year of over $197,529 were received in a variety of ways for use in programs to help improve the quality of life in Southeastern Minnesota by providing vocational and rehabilitative services to people with disabilities and other special needs.

2015 FINANCIAL STATEMENT

(Updated to reflect audited data)

<table>
<thead>
<tr>
<th>Revenue</th>
<th>$12,844,416</th>
</tr>
</thead>
<tbody>
<tr>
<td>Trade Sales &amp; Community Contracts</td>
<td>$4,084,511</td>
</tr>
<tr>
<td>Program Service Fees</td>
<td>$8,276,012</td>
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<tr>
<td>Contributions</td>
<td>$424,538</td>
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<tr>
<td>United Way Allocations</td>
<td>$107,754</td>
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<tr>
<td>Investment Income</td>
<td>-$48,399</td>
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</tbody>
</table>

| Total Revenue                    | $12,844,416 |

<table>
<thead>
<tr>
<th>Program Services Expenses</th>
</tr>
</thead>
<tbody>
<tr>
<td>Vocational Development</td>
</tr>
<tr>
<td>Center Based Employment</td>
</tr>
<tr>
<td>Ability Enterprises</td>
</tr>
<tr>
<td>Abilities Unlimited</td>
</tr>
<tr>
<td>ABC Works</td>
</tr>
<tr>
<td>Community Based Employment</td>
</tr>
<tr>
<td>Total Program Services</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Supporting Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Management and General</td>
</tr>
<tr>
<td>Development</td>
</tr>
<tr>
<td>Total Supporting Services</td>
</tr>
</tbody>
</table>

| Total Expenses                   | $13,117,842 |
| Change in Net Assets             | -$273,426   |
As Ability Building Center begins its 60th year, 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 over the years, ABC remains dedicated to providing quality person-centered services to persons in the community.

As you read through the Program Update, you will find information and data about the programs Ability Building Center offers. Not to be missed is the real story about people who are getting jobs, developing self-worth, and becoming part of their communities. Some experience significant life changes, while others may experience a slower pace of change.

The uncertain economic conditions have had a continued effect on employment opportunities over the past year. While Rochester has many job openings as a result of the investment in the Destination Medical Center, opportunities for persons with disabilities do not seem to have kept pace with the opportunities for persons without disabilities. The job market in locally has forced Ability Building Center to compete for both staff and employment options with large employers, however ABC currently holds over 162 employment contracts in the community. 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 been able to accomplish would be possible. Total wages paid to program participants is $2,335,899.12 in 2015 with wages earned in the community at $1,308,682.66, and wages earned for work in-center at $1,027,216.46.

In 2015 Ability Building Center served 935 people. The Supported Employment program continues to represent the largest group of individuals served by ABC, followed by our Center-based program. 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, at 70% of those served in 2015 agency-wide.

Stakeholder satisfaction with the Ability Building Center services remains in the upper 90th percentile. ABC programs are consistently ranked high in meeting a

Jesse Alexander relaxing at the park after working all morning.
person’s individual goals, expected outcomes established by referral sources, and the person’s team. Surveys are distributed throughout the year to stakeholders and the feedback is used by rehabilitation staff as it is received by the agency to make adjustments to programming as necessary. In addition, dialogue sessions with stakeholders occur in order to address their suggestions for improving services. We believe this has contributed a great deal to program success and stakeholder satisfaction in 2015.

As 2015 winds down and 2016 begins, Ability Building Center will move into our 60th year of operations. Ability Building Center, like many other providers, faced several challenges, but also celebrated many successes. ABC cannot achieve our Mission without our community partners who provide employment opportunities and much support. Ability Building Center will face new challenges in the coming year with changes in funding and state and federal regulations, but as always, we will face these challenges head-on and continue to provide the best person-centered services we can; measuring success one person at a time!

Thanks to the Schultz family for funding a trip to the Honkers game for our Abilities Unlimited program!
INDEPENDENT **Living Skills** *(ILS)*

AND SEMI INDEPENDENT LIVING SKILLS *(SILS)* PROGRAMS

Ability Building Center's Independent Living Skills (ILS) and Semi-Independent Living Skills (SILS) programs support individuals in Southeastern Minnesota with a variety of disabilities, including developmental disabilities. We accomplish this by working with them 1:1 to develop and maintain the skills they need to live as independently as possible within the community.

The ILS/SILS program staff serve twenty-one participants who are seen on a weekly basis. ILS/SILS staff meet with their assigned participants and work on individual goals established by their teams. Everyone's goals are very individualized, some goals are: grocery shopping, getting to work, paying bills, money management, cooking, learning how to utilize the city bus system or completing their Medical Assistance paperwork.

The program has had many success stories over the years. For instance, an individual started in the SILS program with the goal to work on simply getting to work. Some of us take for granted how easy it is for us to wake up in the morning, put on our shoes, grab our lunch and head to work. For some individuals we serve this is a very difficult and overwhelming task, and can result in a barrier to independence. This individual had high absenteeism due to not making it to the bus on-time for many different reasons. It was determined the number of things he needed to do each morning before work overwhelmed him to the point he would simply lose track of time trying to complete everything necessary. The SILS/ILS program was set up to start working with him one hour before his scheduled shifts at work. SILS staff would show up with a checklist and provide this individual with verbal prompts to complete each task in a certain order. SILS staff would then make sure he got on the bus to work, removing the anxiety of missing the bus all together. This individual’s attendance improved greatly. Within 18 months this individual went from missing 2-3 shifts a week to working all his shifts, and picking up extra shifts on his days off. He is currently working in the community four days a week and is maintaining his employment and independence. This individual was at risk of losing his employment, but with the help of the SILS program he is flourishing with employment opportunities and meeting his own personal goals!
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 2015.

$25,000 Gold Level
Associated Financial Group
Tim Brandt
Dave & Della Jenkins

$10,000 Silver Level
Bill & Mary Aronin
Tom & Jane Cummings
Jerry & LeeAnn Zubay

$2,500 Bronze Level
Cannon Falls Schools #252
Bob Larson
Louis & Marie Letendre

Bank of the West
Barista’s Coffee House
Ann Bauer
Plumbers & Fitters Local 6
Progressive Tool & Manufacturing
Donald & Marjorie Reif
Rochester Athletic Club

Hiawatha Homes
Robert Jacobsen
Kiwanis Golden K
Kevin & Britta Ritz
Rochester Repertory Theatre
Roscoe’s Rootbeer & Ribs
Harry & Delores Swedlund
Sue Townsend
Aileen Williams

$1,000 Blue Level (new)
Accord Electric
Anonymous
Bear Creek Services
Stacey Boysen
Caribou Coffee
John & Kelly Deedrick
Gary & Cindy Friedt
Chad Hays

2015 DONORS
1st Class Plumbing & Heating
24/7 Workout Center
95.7 The Rock
A 1st Choice Massage
A Allen Construction
Acentek
Adamson Motors
Bob & Alice Adamson
Eric Aekens
AgVantage Software
Steve & Paula Alberts
Mary Alcott
All Pest Exterminating
Jeff Amaris
American Family Insurance
American Legion Post 191
American Legion Post 249 & Auxiliary
Ameriprise Financial Services
Richard & Marlys Anderson
Tom & Cindy Andrews
Gregory & Julianne Angstman
Anonymous
APN
Margaret Armstrong
Associated Textile Mills
Richard & June Axelson
Lee Babler
Back Porch
Badger Corrugating
Dave Bahr
Mary Baker
Brake Shop
Brandenburger Family
Sarah Brandt
Gordon & Kathleen Branes
Breyers Sales and Service
Broadway Pizza
David & Barbara Borgner
James & Diane Bronk
Mark & Lisa Brueske
O. William Bruins
Bill Bruns
Don & Donnis Buchan
Mahlon & Marilyn Burbank
Danielle Burg
Barbara Burgess
Karen Burgess
Tom & Theresa Burroughs
Ione Bushman
Timothy Buswell
Don & Pat Butters
Buzzards Bar & Grill
Karín Byers
Byron Pet Clinic
Jim & Sharon Cadwell
Caledonia Argus
Caledonia Auto Value
Caledonia Bakery
Caledonia Car Wash
Caledonia Haulers
Caledonia Implement Company
Caledonia Liquor Store
Caledonia Lumber Company & Construction
Caledonia Oil Company
Caledonia Ready Mix
Caledonia Wheel Alignment
Jane & Mary Campion
Canadian Honker Restaurant & Catering
Car Quest
Cardinal of Minnesota
Carl & Verna Schmidt Foundation
Ronald Carlisen
Don Carlson
Roger & Lois Carlson
Chaddock Auto Sales
Heidi Chaney
Chapter II
Char & Pete
Charlies Eatery
Rene Chartier
Chepo Depot
John Cheville
Vic & Peggy Ching
Shawn Christensen
City Meat Market
Jim & Joan Clark
Code 45 Oil & Lube
Pete & Margaret Coleman
Bob Colligan
Community Food Response
Steve & Amy Conners
Kristin Rice
Robert & Sandra Reynolds
Renters Warehouse
Bruce & LuAnn Remme
Reinhart Construction
Redwood Cafe
Rawlings Sports
Mavis Rausch
Norma Randby
Steve & Carolyn Ramaker
Quillin's IGA
Amy Pu
Cally Proctor
Brian Price
Premier Bank
Precision Signs
Pepsi
George Pehler
Cindy Naylor-Meyer
Nehemiah Family Services
Audrey Nelson
Marie Nepper
Ronald Nerstad
Harry & Joanne Neveling
New Albin Savings Bank
Blake & Kate Nichols
Kurt & Kari Njos
Roger Nolte
Norsk's Salon
Nebusch City Limits
Michael & Colleen O'Connell
William O'Fallon
Ojanen Law Offices
Olive Garden
Philip & Ronnie Oliveto
Olmsted Medical Center
Olmsted National Bank
Daniel Olson
Duane Olson
Helen Olson
Kerry Orton
Otterness Auto Center
Donna Otterness
Outback Ranch
Tom & Susan Paske
Peggy Patterson
Thomas Patterson
Art & Donna Pavlish
Paws & Claws Humane Society
Pawsh Pets
Geoffrey Peeler
Pepsi
Ronald & Dottie Persik
Carol Pesch
Pet Pantry
Donald & Donna Peterson
Merle & Betty Peterson
Peter's Bar
Diane Petit
Petitbone Boat Club
Tom & Pat Peyla
Heidi Phaney
Pharmaceutical Specialties
Rebecca Pierce
Pine Cone Place
Jerry & Marilyn Pirotrowski
Pork & Plants
Precision Signs
Premier Bank
Brian Price
Cally Proctor
Amy Pu
Quillin's IGA
Dick & Lois Quinn
Steve & Carolyn Ramaker
Norma Randby
Mr. & Mrs. Ken Ranzenberger
Mavis Rausch
Rawlings Sports
Redwood Cafe
Reinhart Construction
Bruce & LuAnn Remme
Renters Warehouse
Robert & Sandra Reynolds
Kristin Rice
Richard's Sanitation
Nathan Kent Richie Estate
David Rider
River Rats
River Station
Robins Nest Bar & Grill
Roble Funeral Service
Vernon & Georgia Roble
Rochester Area Family Y
Rochester Civicitan Club
Rochester Community
& Technical College
Rochester Concrete Products
Rochester Dance Company
Rochester Driver's Exam Station
Rochester Golf & Country Club
Rochester Sand & Gravel
Nick Roether
John Roland
Ron Hammes Refrigeration
Ronco Engineering
Root River Market
Joan Rose
Rosendahl Repair
Charles & Shirley Rosendahl
Daniel & Joann Roth
Charlotte Rupprecht
Rushford State Bank
Sandy & Shirley Russo
James & Beverly Ryan
Fred & Michele Saack
Jeremy Salucka
Sam's Club
Rich & Val Schad
Scheel's
Dawn Schenk
Bernie & JoAnn Scherger
John & Tina Schmitz
Dave & Mary Schrandt
Bob & Helen Schroeder
Brent Schroeder
Joel & Amy Schroeder
Marlyn Schroeder
Steve & Laura Schroeder
Winfred Schulte
Frank & Roswitha Schultz
Schumacher Kish Funeral Home
Wayne & Joyce Schut
Peter & Kim Schwab
Mary Schwager
Bob & Carol Schwarzhoft
Seeds of Wisdom
SEMA Implement
Dennis & Rita Semerad
Steve Sendt
Sertoma 700 Club
Service Pros
Settle Inn
Seven Rivers
Shawn Christensen Agency
Shenanigans of Wisconsin
Sidewalk Cafe
Ruth Siefer
Patty Simcox
Judy & Jim Sloan
Dan & Kathy Smith
Wen & Delores Smith
Smooth Toe
Sno Pac Foods
Robert Snodgrass
Solie Services
Jacqueline Sourkes
Spectrum Reach
Scott Spencer & Lynn Indihar
Catherine Spencer
Eric & Barb Spencer
Sports Nut
Stephen Spratley
Spring Grove Auction Company
Spring Grove Bottling Company
Spring Grove Communications
Spring Grove Family
Chiropractic
Spring Grove Herald
Spring Grove Legion
Spring Grove Lion's Club
Spring Grove Swim Center
Spring Grove United Fund
Thomas & Susanne St. George
St. Mary's Auto Body Shop
Starlite Bowling Center
Stemper Construction
Dave & Sara Stenhaug
Sterling Pharmacy
Sterling State Bank
Becca Stiles-Nogosek
Paul Stitmers
Bruce Stolp
Neil & Margaret Stolp
Lila Stucky
James Sugrue
Dick & Barb Sulack
Sweet Dreams Bed & Breakfast
Ken & Jacky Swenson
Evelyn Sykes
Tamiko's Salon
Bob & Julie Taylor
Teigen Paper & Supply
William & Edith Tente
TG Swanson Excavating
The Benevity Community Impact Fund
The Ranch
Think Mutual Bank
Susan Raye Thompson
Thorson Graphics
Tommy Thorson
Terry Thul
Jerry Thurk
Steve Thurk
Eva Tieman
Time Out Tavern
Sarah Timmerman
T J's Auto Glass
Old Cars & Coffee
Tollesrud
Tom Sawyer's Bar & Grill
Tonna Mechanical
Dennis & Connie Tooley
Top of the Rock
Trachsel Dental Studio
Joseph Treutel
Tri State Auto
Tri State Builders
Tri-County Electric Cooperative
Trinity Lutheran Church
Women
True Value
Sandra Tschida
Thomas & Susan Turner
Curt & Bertha Lou Twedt
Gary & Michelle Twito
Lori Twite
United Health Group
Upper Iowa Marine
Valley Ag
Valley Heating & AC
Van Minsel Brothers
Construction
Viking Electric Supply
Norman & Hilde Virmig
Wayne Vlasak
Yvonne Voigt
WA Insurance Group
Fred & Marlys Wagner
Loren & Donna Walters
Bob & Marge Ward
Watts Family Foundation
Richard & Lynne Weber
Lawrence & Lucille Wehrs
Weis Builders
Joe & Darlene Weis
Wells Fargo
Sandy or Jan Welscher
Jim & Connie Wendt
Steve Wendt
Wennes Communications
Wayne & Pam Wesala
Glen & Nancy White
Wiebke Tire & Exhaust
Ben & Emily Wieser
Brian & Kathy Wieser
Bruce & Julie Wieser
Dick & Sheila Wieser
James & Janet Williams
Bill & Sarah Williamson
Wings
Winnesheik Medical Center
Winona Controls
Wired Rooster
Sarah Wiste
Mark & Kathryn Witt
Libby Witzeman
Eugene & Marilyn Wojtczak
Larry & Barb Wolfs
Stewart Wolk & Nancy Trinkes
Lloyd & Beverly Wood
Woodman's Market
John & Janet Woods
Ya You Betcha'
Joel & Julie Young
Vicki Yount
Z93's Z Care
Julia Zackery
Richard Zelenski
Zenke Auction & Realty
Zieke Service & Equipment
Warren & Helen Zimmerman
Stephen & Linda Zins
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.

Front Row: President Kreg Kauffman, Steve Kann, Vice President Patty Simcox, Kathie Rogich, & Mary Alcott

Back Row: Kurt Njos, Jeff Smigielski, Becca Stiles-Nogosek, Roger Dearth & Ryan Eastman

Deb Harguth
ABC Facilities ...

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

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.