ABC improves the quality of life in Southeastern Minnesota by providing rehabilitation and employment services for persons with disabilities and other special needs.
MESSAGE FROM THE PRESIDENT AND EXECUTIVE DIRECTOR

We are excited to report our 2018 results and social impact across southeast Minnesota. As we reflect on all that we have accomplished this past year, 2018 will go down as a pivotal year in our transformation journey.

We are evolving our culture, implementing our strategic plan, while strengthening our program offerings with person-centered practices and expanded program choices that offer more competitive integrated employment and community opportunities.

In 2018, ABC served 747 individuals, employed 995 (ranking ABC among the top 10 employers in Rochester), worked with over 100 business partners, and achieved overall stakeholder satisfaction of 98%.

Our community presence is stronger than ever and the amazing financial support we receive from our stakeholders is making a huge difference in our ability to fulfill our mission.

As you read through the stories and program updates, you will get a sense of the positive human impact we are having on hundreds of lives and the strategic changes in our program offerings that focus on positive supports, providing opportunities for each individual in finding employment and life enrichment activities which reflects their choice, develops self-worth, and allows them to become integrated members of their communities.

As we look forward into the future, ABC is well positioned for continued success for years to come. We can say this with the confidence of knowing that we can continue to count on the much-needed support from our community and the dedicated hard work of our Board and staff.

YOUR support makes a huge difference at a critical time. THANK YOU!

Roger Dearth
Board President & Parent

Bruce Remme
Executive Director
ABC received $52,923 from the Minnesota Department of Transportation toward the purchase of a bus for use in the Rochester area.

ABC received its first grant from the Shavlik Family Foundation for $29,354 to transition to mobile, cloud-based data collection. This facilitates ABC's emphasis on community focused employment for our participants.

ABC received donations of $15,500 from the Rochester Community Development Block Grant to remove and replace exterior EIFS at the front entry of the ABC building.

The Carl & Verna Schmidt Foundation donated $15,000 as a matching grant for OSHA safety equipment.

The annual ABC golf tournament raised $65,220 in revenue from golf sponsors, golf registrations, donations and raffle.

Our Celebrating Abilities event raised $28,514. We partnered with the Minnesota Brain Injury Alliance to feature Unmasking, a statewide community-based art project that enlisted the participation of a thousand individuals living with the effects of brain injury.

The Houston County fundraiser collected $30,176 from donations, sponsorships, and raffle tickets in October.

Memorial gifts and gifts of recognition in excess of $12,655 were received in the names of friends and loved ones.

KTTC and Minnesota 97.5 FM donated air time to promote the “On the Tee” with ABC golf event and other events throughout the year.

Additional contributions to ABC over the year of $252,522 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.
Programs Update

Community Integration/Person-Focused Programs

Ability Building Center served 747 unique individuals in 2018. Approximately 40 of those individuals received services through multiple programs to ensure all their needs were met. In addition, there are a large number of individuals who choose to perform both center-based work and community-based work. Those specific numbers are not tracked separately. With a person-centered focus, the cross-over between programs and services is a common occurrence.

Difficulties with hiring and retaining staff affected each programs’ abilities to expand services in 2018. In response, one focus was to cross-train as many staff as possible between programs, on a volunteer basis. Unfortunately, this does not solve the ongoing need for qualified applicants to fill open positions.

Community-based Vocational Services

Ability Building Center continues to value its partnerships with community employers in both Olmsted and Houston Counties. Providing more community-based work options for individuals was a primary focus in 2018 along with focusing on more variety in the types of options available to ensure a person-centered focus.

In 2018 ABC fulfilled 70 community-based contracts on a weekly basis out of Rochester programs and 35 out of Houston County programs. The tasks performed were extremely varied, including custodial, housekeeping, laundry, dish washing, food prep, production/assembly and messenger services.

Enclave work continues to be the primary source of community-based work. The ability to have individuals work in a group setting with staff on-site to continue to build skills towards more independence has proven to be very effective and the most preferred by individuals seeking vocational programming.

ABC Participants Served by Program 2018
ABC saw growth in the area of competitive, integrated employment. These individuals are often referred by Vocational Rehabilitation Services (VRS). ABC served twice as many individuals in these programs in 2018 compared to 2017. These services range from pre-vocational (evaluation, job seeking skills training, job shadows, etc.) to placement services and job coaching supports. The level of support is individualized for each person.

ABC worked closely with approximately 35 employers in Olmsted County and 20 employers in Houston County to offer competitive, integrated employment. Developing natural supports continued to be a primary method to promote independence and community inclusion.

**Center-based Vocational Programs**

Center-based environments offer skill building and help to develop a variety of important vocational skills as well as fostering appropriate social skills, self-advocacy, peer relations, supervisor relations and time management.

ABC launched a restructuring of its Rochester Center-based Employment (CBE) programs in late 2018, focusing on providing higher quality work for individuals with an emphasis on increasing physical and process efficiency.

In early 2019 ABC will introduce new equipment to facilitate teamwork and reduce the workload disparities between individuals, as well as reduce the amount of production work done by direct care staff.

**Non-Vocational Programs**

ABC's Rochester and Houston County locations offer a wide variety of non-vocational options for individuals based on a person-centered approach. These programs consist of a strong focus on community engagement in the way of recreation and leisure, volunteering and skill building. The relationships built within the communities are just as important for these programs as they are for the vocational programs.

Weekly schedules included volunteer activities, which not only allow individuals to be engaged in and give back to their communities, but assist with developing skills that can be used for future vocational goals.

Both Abilities Unlimited and Ability Options participated in “Art and Abilities” sponsored by SEMCIL and Mayo Clinic. All individuals who participated were very proud of their work and thrilled to see their work on display.

In 2018, Houston County began offering ILS services for both in-county and out-of-county individuals. Rochester continued to see an increase in requests for these services. Currently services are provided in Olmsted, Houston, Fillmore and Rice Counties in areas including housekeeping, laundry skills, transportation, bill paying, recreation and leisure, cooking and other daily living skills. Most individuals get an average of six hours of assistance per week. There has been an increase in referrals requesting evening and weekend hours, but due to shortage of staff available during that time frame, it has been a struggle to accept and fill those needs. In December 2018, ABC was awarded a United Way Grant to help support these services in Olmsted County.
2018 was a strong and productive year for ABC’s Positive Support Team. ABC completed year two of a three-year University of Minnesota training grant on person-centered practices and positive behavioral supports. ABC continues to work in collaboration with agencies throughout Olmsted County to ensure a cohesive focus on person-centered practices.

ABC had 18 staff people who were all active on the Positive Support Team throughout 2018 from both Rochester and Houston County. Every person representing ABC on this team plays a crucial role as a person-centered coach helping to ensure the following:

- Modeling desired person-centered behaviors (walk the talk at all times).
- Seek opportunities to use the skills and use them effectively.
- Participate in agency problem solving efforts.
- Help identify what is or is not working and share.
- Understand what resources are available; share and utilize them as appropriate.
- Train and encourage others internally and externally.

Some of the notable successes from 2018:

- Trainings completed with all staff and the Board of Directors.
- Person-Centered Resource board created in central location for all staff to access.
- Examples of all person-centered tools and descriptions of when and how they are used were made available to all staff.
- Mentoring program implemented in Rochester for new staff persons to help increase retention.
- Person-Centered tools being utilized not just for individuals served, but for staff as well.
- A total of 36 staff completed the two-day person-centered thinking training offered by Olmsted County.
- Staff survey completed to help create goals for the team.

When ABC started this team in early 2017, few imagined that it would have such an inspiring impact. The passion has only gotten stronger. The tools that are now widely used throughout the agency and the knowledge that people have gained and openly share will only help ensure that we are all truly celebrating abilities, one person at a time.
BOARD OF DIRECTORS


LOCATIONS

**Ability Building Center**
1911 14th Street NW
Rochester, MN 55901
(507) 281-6262 (phone)
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info@abcinc.org

**ABC Works La Crescent**
62 North 3rd Street
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(507) 895-7161 (phone)
(507) 895-3969 (fax)
workslc@abcinc.org

**ABC Works Caledonia**
730 North Pine
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(507) 725-2057 (phone)
(507) 725-8469 (fax)
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**Woodland Industries**
521 Old Highway Drive
Caledonia, MN 55921
(507) 725-2092 (phone)
woodland@abcinc.org
NEW BENEFAC TORS

The Benefactors’ Circle was established in 1994 to honor key leaders in the ABC mission. Contributors who give cumulative gifts of $1,000 or more are recognized at five different levels. Listed below are our new Benefactors and those who have achieved a new level of giving in 2018.

$100,000 Platinum Level
KTTC

$25,000 Gold Level
Alfred & Thelma Cutaia
Titus & Carol Evans
Knitcraft Corporation

$10,000 Silver Level
Keith Berge
Julie Lower
Minnesota 97.5 FM

$2,500 Bronze Level
Rob & Heidi Alberts
Charles Applegath
Bear Creek Services

CONTRIBUTORS

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Associated Textile Mills
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Bobcat of the Coulee Region
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Names in bold are benefactors.

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Nate & Kristen Lynne
Mid America Convention Service
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Rochester Morning Pride Lions
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Neil & Margaret Stolp
Tom Swirtz
Sarah Timmerman
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Canteen
Charter Communications
John & Kelly Deedrick
Dover Fire Relief Association
Wayne Larson
Marco
Rochester Community & Technical College (RCTC)
Marlys Wagner

Tom & Kathy Bergquist
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Dover Fire Relief Association
Wayne Larson
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Rochester Community & Technical College (RCTC)
Marlys Wagner

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Tom & Jan Bernstorf
Bowlcity
Broadway Plaza

Nate & Kristen Lynne
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Neil & Margaret Stolp
Tom Swirtz
Sarah Timmerman
Anton & Christina Welke
Marilyn Wojtczak
Zumbrota Ford
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Dahl Trucks

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Kent & Lisa Heusinkveld
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George & Carolyn Heyne
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Bonnie Hicks

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Sam & Jill Hilleshiem
Donald & Carol Hill
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Lester & Dianna Hornvedt
Henry & Karen Horstman
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James Howarth
Bernie & Jane Huegel
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Joe Rud Trucking
Joe Welch Equipment
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John Kennedy

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Kittelton Masonry

Kiwanis Club of Rochester
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Michael Klug
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Agnes Koenigs
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Konkel Forest Products
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Dean & Kristine Larson
Bob Larson

Sandra Larson
Otis Lauberg
Lois Law
Lawrence Lake Marina & Bait Shop
Lee Auto Sales
Mark Lee
Louis & Marie Letendre
Terry Lewis
I. J. & Gloria Lewis
Charles Link
AUDITED FINANCIALS

Financial Statement

Revenue:
- Trade Sales & Community Contracts: $3,336,356
- Program Service Fees: $8,407,786
- Contributions: $477,657
- United Way Allocations: $(81,046)
- Investment (Loss) Income: $70,525
Total Revenue: $12,211,278

Program Services Expenditures:
- Vocational Development: $58,442
- Center Based Employment: $3,011,178
- Ability Enterprises: $2,909,406
- Abilities Unlimited: $428,684
- ABC Works: $2,567,943
- Community Based Employment: $1,583,323
Total Program Services: $10,558,976

Supporting Services:
- Management and General: $1,575,447
- Development: $169,402
Total Supporting Services: $1,744,849

Total Expenses: $12,303,825

Balance Sheet

Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Dec. 31, 2018</th>
<th>Dec. 31, 2017</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash and Cash Equivalents</td>
<td>$805,572</td>
<td>$451,961</td>
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<tr>
<td>Investments</td>
<td>$1,666,852</td>
<td>$1,761,772</td>
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<tr>
<td>Net Accounts Receivable</td>
<td>$1,838,317</td>
<td>$1,320,300</td>
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<td>Inventory</td>
<td>$85,167</td>
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<td>Prepaid Expenses</td>
<td>$114,870</td>
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<tr>
<td>Total Current Assets</td>
<td>$3,301,778</td>
<td>$3,710,805</td>
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<tr>
<td>Net Property and Equipment</td>
<td>$2,559,234</td>
<td>$2,725,686</td>
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Total Assets: $5,861,012

Liabilities and Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Dec. 31, 2018</th>
<th>Dec. 31, 2017</th>
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</thead>
<tbody>
<tr>
<td>Accounts Payable</td>
<td>$112,152</td>
<td>$220,539</td>
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<td>Line of Credit</td>
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<td>Current Maturities</td>
<td>$52,440</td>
<td>$45,970</td>
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<td>Accrued Liabilities</td>
<td>$566,765</td>
<td>$703,760</td>
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<td>Total Current Liabilities</td>
<td>$721,347</td>
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<td>Long Term Liabilities</td>
<td>$289,954</td>
<td>$224,779</td>
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Total Liabilities: $961,301

Net Assets

<table>
<thead>
<tr>
<th>Description</th>
<th>Dec. 31, 2018</th>
<th>Dec. 31, 2017</th>
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<tr>
<td>Without Donor Restrictions</td>
<td>$4,714,691</td>
<td>$4,082,302</td>
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<td>With Donor Restrictions</td>
<td>$172,805</td>
<td>$95,921</td>
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<tr>
<td>Permanently Restricted</td>
<td>$95,446</td>
<td>$12,855</td>
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Total Net Assets: $4,899,711

Total Liabilities and Net Assets: $5,861,012
Celebrating abilities **ONE PERSON** at a time!