Our Mission
To provide services for individuals with disabilities through community inclusion.
Message from the President and Executive Director

It was a year of change and new beginnings for the agency. Wayne Stenberg joined ABC as the new Executive Director in September after a comprehensive regional search effort. He brings an extensive career in SE Minnesota non-for-profit leadership. His experience expands over 20 years in Human Service programing to include executive director, community development, poverty program administration, and affordable housing. He retired from the United States Air Force Reserves in 2010 as an E-9 with full honors.

Following a two-month transition period, Bruce Remme retired after a wonderful send-off by the agency. He will always be remembered as a leader who made a lasting impact and chartered a new course for the agency.

The Rebranding committee and focus groups worked on the name change and reviewed the mission and values of ABC. It started with a vision of the future and how to be more inclusive than ever before. After months of meetings, the board took the bold step of launching a new name after being known as the Ability Building Center for 63 years. We are now Ability Building Community.

In 2019 the Development Team launched an extensive marketing campaign that highlighted the new name. Our community presence was strengthened as ABC was involved in many promotions to include the golf tournament, celebrating abilities events and the Mobster Mash.

Last year there was a complete re-organization of some of our programs in Rochester. We saw growth in Independent Living Skills services and the Twice is Nice store in Caledonia had strong support from the area. Business opportunities continued to grow and new partnerships were formed in Rochester and Houston County. The agency also achieved the maximum level of accreditation by the Commission on Accreditation of Rehabilitation Facilities. This resulted in a three-year accreditation.

The Human Resource department rolled out the Staff Recognition program. A major change in health insurance took place as we moved to a partially funded self-plan. Facility updates, new training for staff and a renewed focus on safety were all part of the revisions. Staff transitioned to 365 in the cloud and technology updates continued to occur. Fiscal operations changed and the board led the way to ensure that everything continued to run smoothly. ABC’s Board and staff continue to stand with the area as a leading non-profit that has impacted the lives of the people we serve and their families. Our success is yours as it takes an entire team to achieve this type of momentum and change. THANK YOU for your support!
Development Highlights

- $46,200 was funded to Ability Building Community (ABC) thorough the Otto Bremer Trust to purchase 3 vans and provide staff training.

- ABC received donations of $23,628 from the Rochester Community Development Block Grant to replace 2 of our main entry doors and to upgrade our heating, ventilation and air conditioning control system software at our main building.

- The annual ABC golf tournament raised $72,228 in revenue from golf sponsors, golf registrations, donations and raffle.

- Our Celebrating Abilities event raised $30,074. We partnered with our neighbors The Little Thistle to create a fun community event.

- Our Houston County fundraiser collected $27,149 from donations, sponsorships, and raffle tickets in October at their Mobster Mash event.

- Memorial gifts and gifts of recognition in excess of $12,423 were received in the names of friends and loved ones.

- KTTC, Minnesota 97.5 FM and Shopwise Magazine donated advertising to promote our fundraising & community events throughout the year.

- Additional contributions to ABC over the year of $299,138 were received in a variety of ways to help provide services for individuals with disabilities through community inclusion.
Programs Update

Community Integration & Person-Centered Focus
In 2019, Ability Building Community served 821 unique individuals. 58 of those individuals received services through multiple programs to ensure all their needs were met. This occurs most commonly between vocational programs and non-vocational programs as individuals, for example, may have a vocational need and also an independent living skill need, so services are provided concurrently. With a person-centered focus, the cross-over between programs and services is a common occurrence. The consistent challenge that all programs had throughout 2019 was staff shortage. This has been a challenge for a number of years. The difficulties with hiring and retaining staff affects each programs ability to expand services.

Community-based Vocational Services
Supported Employment, Ability Enterprises, Individualized Employment Services, ABC Works & Woodland Industries

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

In 2019, both Rochester & Houston County maintained their community-based contracts and saw a growth in competitive employment. Although enclave work continues to be the primary source of community-based work, more individuals are pursuing competitive employment options. The choices of programs and services within ABC allows individuals to maintain their current work schedule, while participating in job development activities for more independent employment. Ability Enterprises had 11 individuals competitively employed, either permanently or seasonally and the Individualized Employment Services (IES) department placed 31 individuals into competitive employment, with an increase seen in those wanting to receive long-term supports from ABC to help maintain their employment. These individuals are then transferred to the Supported Employment (SE) program after 90-days of successful competitive employment.

Developing natural supports continues to be one of the main methods used to promote independence and community inclusion.

3 Rochester staff and 1 Houston County staff went through Customized Employment training and received certification to provide Discovery and Customized Job Development services.

Center-based Vocational Programs
Center-based Employment, Ability Enterprises, ABC Works & Woodland Industries

Production needs continued to be strong in 2019, with minimal gaps in work availability. ABC currently provides general production/assembly for roughly 100 different types of products each month between Rochester and Houston County locations.

ABC Individuals Served by Program 2019

<table>
<thead>
<tr>
<th>Program</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>SE</td>
<td>189</td>
</tr>
<tr>
<td>CBE</td>
<td>131</td>
</tr>
<tr>
<td>AE</td>
<td>149</td>
</tr>
<tr>
<td>CBE</td>
<td>30</td>
</tr>
<tr>
<td>AO</td>
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</tr>
<tr>
<td>CBE</td>
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</tr>
<tr>
<td>AO</td>
<td>29</td>
</tr>
<tr>
<td>CBE</td>
<td>74</td>
</tr>
<tr>
<td>AO</td>
<td>95</td>
</tr>
<tr>
<td>CBE</td>
<td>50</td>
</tr>
<tr>
<td>WI</td>
<td>17</td>
</tr>
<tr>
<td>WI</td>
<td>8</td>
</tr>
<tr>
<td>WI</td>
<td>2</td>
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</tbody>
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ABC Individuals Served by Primary Disability 2019

<table>
<thead>
<tr>
<th>Disability</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>ID Mild</td>
<td>242</td>
</tr>
<tr>
<td>ID Moderate</td>
<td>121</td>
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<tr>
<td>ID Severe</td>
<td>74</td>
</tr>
<tr>
<td>ID Severe</td>
<td>175</td>
</tr>
<tr>
<td>ID Severe</td>
<td>82</td>
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<tr>
<td>ID Severe</td>
<td>63</td>
</tr>
<tr>
<td>ID Severe</td>
<td>3</td>
</tr>
<tr>
<td>ID Severe</td>
<td>49</td>
</tr>
<tr>
<td>ID Severe</td>
<td>4</td>
</tr>
</tbody>
</table>
Center-based Employment (CBE) in Rochester introduced equipment to facilitate teamwork and reduce the workload between individuals. This equipment included: conveyor belts, automated label dispensers and box taping equipment. These improvements will give individuals the opportunity to learn new skills commonly sought after by large production employers.

Program changes occurred throughout 2019 with the reduction of the number of individuals performing in-center work, with the focus being on more community-based work opportunities for those already working partially in the community or for anyone who was interested in working in the community. One way of assisting individuals to move out into community-based environments was to develop locations where the same or similar work being done within the facility could be completed at those community-based locations. Center-based employment still remains an option for those who have indicated they are not quite ready to try community-based work or have other barriers preventing them from doing so. ABC in Rochester stopped accepting new referrals for center-based employment at the beginning of 2019.

Non-Vocational Programs
Ability Enterprises, Abilities Integrated, Abilities Unlimited, Ability Options, ABC Works & ILS/SILS

2019 continued to be a strong year for individuals seeking and receiving non-vocational services. Both Rochester & 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 inclusion in the way of recreation/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. Woodland Industries became a licensed DT&H provider at the beginning of 2019, which added a rec/leisure component to their services that were previously just vocationally focused.

All rec/leisure programs had goals related to amount of time spent in community-based settings. ABC Works in Houston County succeeded in having individuals served in the community, at least two hours per day, 50% of the time. Ability Options in Rochester developed new relationships within the community and restructured program supervision and was able to significantly increase the amount of time spent in the community vs being at the facility. There are many barriers to community-based activities that include transportation and limited staffing, but each program strives to overcome those barriers. Abilities Integrated, which is strictly community-based, started in 2018 and saw growth throughout 2019 with individuals served and community partnerships. This program has proven to provide valuable growth opportunities to each individual in a very person-centered manner.

ILS/SILS services remained stable in Rochester throughout 2019. Houston County saw a growth in individuals needing these supports. The goals continue to be to help individuals be successful with living independently, which covers a wide variety of areas such as budgeting, shopping, cooking, accessing services and community involvement.

Stakeholder satisfaction ranked extremely high throughout all programs in 2019, with the overall average satisfaction being 97%. Surveys are distributed annually to individuals receiving services and all existing team members. Some of the areas covered within the survey include: overall happiness with ABC services, do you feel there is/was effective communication and were person-centered programs used when developing program plans and goals.
New Benefactors

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 2019.

$100,000 Platinum Level
Indent Foundation for Carl & Verna Schmidt Foundation
Think Bank

$25,000 Gold Level
John & Marcine Forrette
Mike & Mary Johnson
Sterling State Bank

$10,000 Silver Level
Steve & Karin Hill
Kauffman Law Firm
McNeilus Companies
Tom & Pat Peyla
Tom Sorenson
Doug & Terry Wiltsie

$2,500 Bronze Level
Accord Electric
Barrier Free Access
Dobbs Construction
Enterprise Fleet Management
Peter & Robin Freiburger
Gray Plant Mooty Law Firm
James & Patricia Haley
Handi Van
Rochester Concrete Products
Rochester Morning Pride Lions
Rochester Plumbing & Heating Company
Shopwise Magazine
Denis Sterie
Tom Swirz
Thrivent Financial
Curt & Bertha Lou Tvedt
Josh & Kellie Wendland
Winona Controls

$1,000 Blue Level
All Trades Service Solutions
Alan & Nancy Bentley
Carpet One
Drifters Car Club
Barbara Drury
Eitizen State Bank
Gilly’s Auto Sales
Gloria Dei Lutheran Church
Haack Construction & FoxProp Development
William & Kathy Hannigan
Hawksins Ash CPA
Home Federal Savings Bank
Bernie & Jane Huegel
Richard & Janice Kingsley
Justin & Joyce Lansom
LaCrescent Auto Repair
Lois Law

Contributors

Names in bold are benefactors

Ken Abrams
Acentek
Adamson Motors
John & Carol Alameida
Robert & Heidi Alberts
Vicki Allen
Al’s Concrete Products
Amazon Smile Foundation
American Legion Post #423
American Waterworks
Amy Swain Hearing Centers
Gary & Georgia Anders
Stephanie Anders-Folstad
Dan Anderson
Richard & Marlys Anderson
Anonymous
Charles Applegath
Monica Araoz
Dorothy Arendt
Peggy Armstrong
Bill & Jodi Armstrong
Mary Aronin
Associated Financial Group
Associated Textile Mills
Augedahl Construction
Vernon Augustson
June Axelson
Dave Bahr
Laurie Bakken
Bank of the West
Barn on South Ridge
Mark & Beth Barry
Brent & Kristin Bauer
Bear Creek Services
Harry & Dorothy Becher
Dan Beck
Jim & Laurie Belden
Bethanie Bentz
William & Marla Berg
Keith Berge
Tom & Kathy Bergquist
Al Berning
Gerald & Ruth Berns
Tom & Jan Bernstoff
Marian Bicknese
LuAnn Bieber
Bigelow Homes
Pat & Molly Bigelow
Wally & Faye Bigelow
Bigelow-Lennon Construction
Gill Black
Bluff Country Meats
Bobcat of the Coulee Region
Jeff Boehm
Bill & Rita Bourne
Matt & Mel Bowen
Fran & Mary Bradley
BrandHoot
Tim Brandt
Ardell Brede
Bremer Bank
Dave & Susan Breyers
Jeff & Deb Brockberg
James & Diane Bronk
Bill & Lois Brooks
Charles & Kristen Brown
Terry & Shelly Brown
Mark & Lisa Brueske
Danielle Brunette
Don & Donnis Buchanan
Gretchen Buege
Mahlon & Marilyn Burbank
Andy Burns
Tom & Laurie Burns
Eugene & Diana Burri
Tom & Theresa Burroughs
Monica Burton
Ione Buesman
Tom Buswell
Buzzards Bar & Grill
Karin Byers
Ron & Sally Bymers
Sharon Cadwell
John & Shelly Caldwell
Caledonia Haulers
Caledonia Wheel Alignment
Jane & Mary Campion
Nick & Megan Campion
Tom Canon
Canteen
Cardinal of Minnesota
Harold Carlson
Paul Carpenter
Little Thistle Brewing Company
Merchants Bank
Ken & Mary Moen
Michael & Beth Nahlovsky
Tom & Sue Paske
Julia Ramsey
Jim & Liz Schinigoi
Somerby Golf Club
Staggemeyer Stave Company
Yasunabu Sugimaka
Superior Mechanical
Tom Kadlec Honda
Joe & Darlene Weis
Greg & Jaque Wennes
Libby Witzman
Zenke Auction & Realty

Hilary Carr
Peter & Chelsey Caruso
Casey’s General Store
Castaways on the Island
Dan & Edith Castrodale
Cedar Valley Resort
Carolyn Chaapel
Charlie’s Eatery & Pub
Dick & Nola Christiana
Jon & Laurie Claes
Dale & Suzanne Clark
Cliffside Construction
Pete & Margaret Coleman
Colonial Lanes
Steve & Amy Conners
Costco Wholesale
Coupled with Grace
Creno
Crest Precast Concrete
Dawn Crowson
Tom & Jane Cummings
Rita Cunningham
AI & Thelma Cutia
Dahl Home Builders
Gary & Charlene Dahl
Danielson Insurance Agency
Darling’s Repair
Darrel’s Muffler Shop
Davies Printing Company
Jim & Laurie Davis
Lorraine Deedrick
*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, Director of Development & Community Outreach at 507-535-7105.*
Audited Financials

Financial Statement

Revenue:
- Trade Sales & Community Contracts: 3,362,425
- Program Service Fees: 9,180,069
- Contributions: 457,943
- United Way Allocations: 21,580
- Investment Income: 228,243
- Total Revenue: 13,250,260

Program Services Expenditures:
- Vocational Development: 187,141
- Center Based Employment: 2,858,427
- Ability Enterprises: 2,876,203
- Abilities Unlimited: 461,012
- ABC Works: 2,812,290
- Community Based Employment: 1,672,932
- Total Program Services: 10,868,005

Supporting Services:
- Management and General: 1,870,382
- Development: 214,461
- Total Supporting Services: 2,084,843
- Total Expenses: 12,952,848
- Change in Net Assets: 297,412

Balance Sheet

Assets

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<thead>
<tr>
<th>12/31/2019</th>
<th>12/31/2018</th>
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<tbody>
<tr>
<td>Currents Assets</td>
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<tr>
<td>Cash and Equivalents</td>
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<tr>
<td>Investments</td>
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<tr>
<td>Net Accounts Receivable</td>
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<tr>
<td>Inventory</td>
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<td>Prepaid Expenses</td>
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<td>Total Current Assets</td>
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<tr>
<td>Net Property and Equipment</td>
<td>$2,468,665</td>
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<tr>
<td>Total Assets</td>
<td>$6,337,336</td>
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Liabilities and Net Assets

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<table>
<thead>
<tr>
<th></th>
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<tbody>
<tr>
<td>Current Liabilities</td>
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<tr>
<td>Accounts Payable</td>
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<td>$112,152</td>
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<tr>
<td>Current Maturities</td>
<td>100,357</td>
<td>52,440</td>
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<tr>
<td>Accrued Liabilities</td>
<td>732,271</td>
<td>556,755</td>
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<td>Total Current Liabilities</td>
<td>$887,794</td>
<td>$721,347</td>
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<table>
<thead>
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<tbody>
<tr>
<td>Long Term Liabilities</td>
<td>$252,419</td>
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<tr>
<td>Total Liabilities</td>
<td>$1,140,213</td>
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Net Assets

<p>| | | |</p>
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<tr>
<th></th>
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<tbody>
<tr>
<td>Without Donor Restrictions</td>
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<td>$4,714,691</td>
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<tr>
<td>With Donor Restrictions</td>
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<td>172,065</td>
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<tr>
<td>Permanently Restricted</td>
<td>12,955</td>
<td>12,955</td>
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<tr>
<td>Total Net Assets</td>
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<td>$4,899,711.00</td>
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<tr>
<td>Total Liabilities and Net Assets</td>
<td>$6,337,336</td>
<td>$5,861,012</td>
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