Home and Community Options, Inc.

Providing support and residential services to individuals with disabilities since 1975.

Laying the Foundation - the early years

In the early months of 1975, the first organized meeting with the Winona area community was held to discuss the feasibility of developing a home for the retarded. Members present were parents, ARC members, Winona County Human Services, and community advocates. The incorporation of Group Homes of Winona, Inc. occurred by the summer, with Carl Iverson elected as President. The first licensed ICF/MR residence opened nearly a year later.

Sharon Sacia (Kannenberg) was offered the position of Executive Director in 1977, following predecessors Frank Eorio and Sister Yvonne Elskamp, and plans for a second site began.

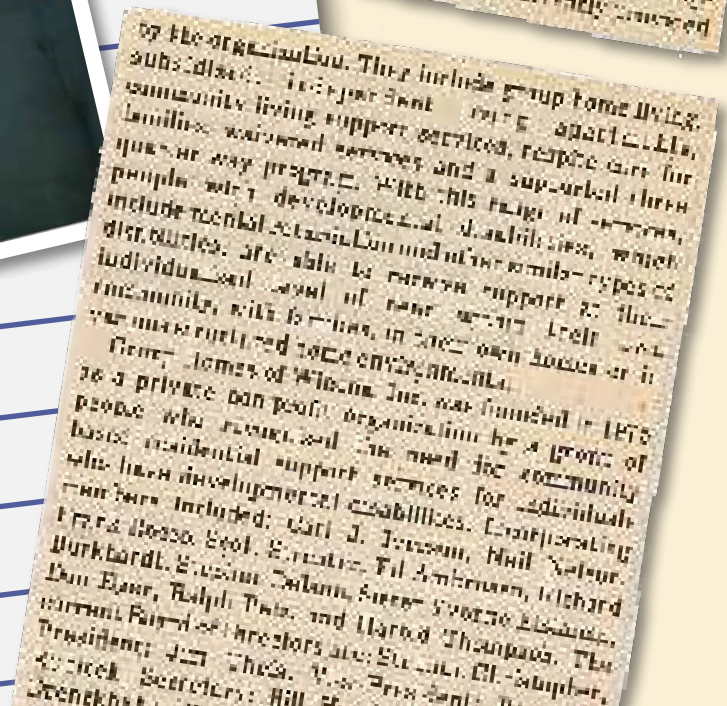
The 1980s marked the beginning of Respite Care Services and utilizing the Medicaid Waiver to provide services, as well as talks to reduce the number of individuals served at our first residence from 12 to 6.

There were also discussions of developing semi-independent living services, a HUD apartment complex, plans for the first foster care site, and the development of a new name:

Home and Community Options, Inc.

Left to Right - Tom Graham, Sister Yvonne Elskamp, Mary Jansen, Carl Iverson

Group Homes Changes Name



Carl Iverson
Board President

Sharon Kannenberg
Executive Director

the Winona Daily News
and Winona Radio
Home and Community Options
LIONEL BART'S
Directed by
Center helps folks fit in

Back in 1975, when a group of parents that were concerned for their children's future went to the bank with nothing, they weren't expecting to walk out with a loan to start Group Homes of Winona, Inc. - now Home and Community Options. People wanted to bring their family members with disabilities back to their communities. They wanted to be closer to their children, siblings, cousins, and friends... and HCO was able play a large part in making that happen here in Winona.

We worked with the county to identify individuals needing to return to their community, and we supported their families throughout the process. Families were excited to have their loved ones closer, but many were also scared - they didn't know if they would be safe in the community. We worked hard to assure families that we would work together to provide support, supervision, and teach their loved ones skills of independence that they would need to be successful in the community. As a result of this collaborative effort, several individuals were given the opportunity to move back home to the Winona community. When families saw the benefits of having their loved one more involved in family activities and community events, word spread and our support began to increase.

Initially, residences were called "group homes." As the agency grew, we were no longer just "group homes," and it was decided to change our name to one that better stated what we did: Home and Community Options, Inc.

HCO's innovative thinking put us ahead of the times. We are excited to have:

- Been one of the first non-profits in the state to provide services.
- Been one of the first to get out of ICF/MR's licensing and into corporate foster care.
- A Drop in Center – a place where those we serve could come and spend time with peers. As individuals became more intergrated into their communities, the Center was no longer needed and was closed.
- Utilized HUD funding to build a 24-unit apartment complex.
- Uniquely used HUD resources for 2 residential homes.
- Been first to develop a respite care home. It was important to the advisory board which consisted of all parents to have a home setting for children to come to for respite. We received a grant through the Minnesota Children's Trust Fund which gave us the financial backing for a couple of years. The program was so successful that after the grant ran out – they extended it without us even asking for it. This program is now the Children's Resource Home. A second resource home was then opened for the older children and young adults. Individuals work on skills of independence and are provided social opportunities both at the site and in the community. The home is also used by families for respite. Both of these resources homes evolved into such a great resource for individuals and their families that other providers in other counties have tried to replicate them in their communities.

HCO was one of the first to use technology as a means of remotely monitoring or supervising individuals during the overnight hours. Technology is also being used in homes to provide additional safety with the use of call buttons, alerts, etc.

We also collaborated with some other agencies in the region to develop a new licensing approach that measured quality from the person's view – not the licensors or providers. This effort resulted in licensing changing at the state level to a more person-centered approach.

We creatively accessed funds to begin providing services to a few children in the Autism Spectrum who were in need of 1:1 skills training to manage behavior and develop appropriate ways to communicate. This allowed us the time to apply to become a licensed Mental Health provider through the State of Minnesota. The program now serves 15-20 children at a time who are in the Autism Spectrum. There have also been several children who have graduated from the program.

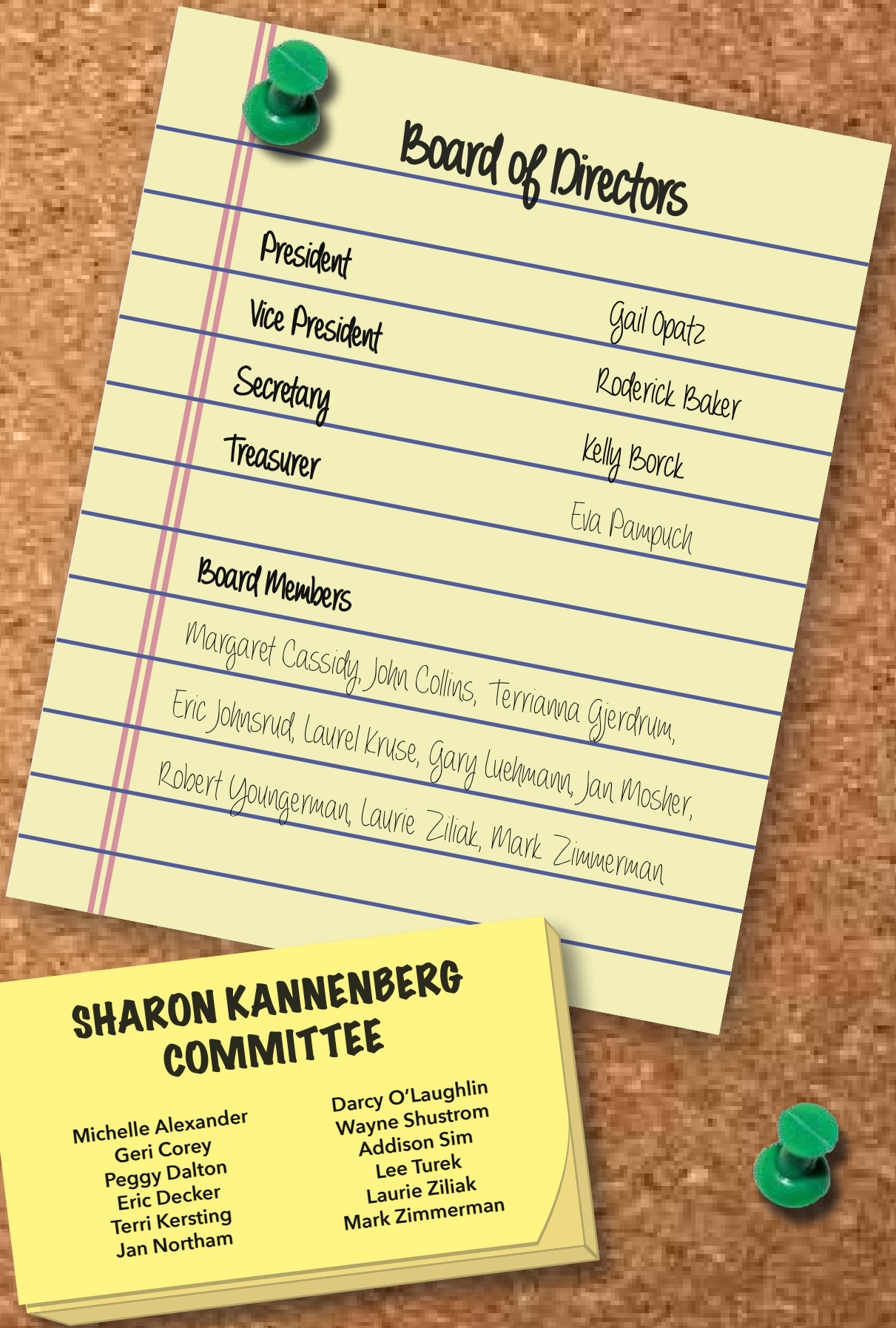
There have been numerous barriers over the years. Individuals with disabilities were not always accepted in the community. Many people did not want to sit near them at restaurants, and neighbors were often vocal about not wanting a residence in their neighborhood that was home to "those people." The system also used to base its services on what they thought was best for the person, but did not consider what the person valued for themselves.

Some of these barriers persist today, but we have made great strides over the past 40 years, and will continue to do so in the future.

Building from the present

Management Team

Executive Director	Suzanne Horstman
Division I	Mary Jansen
Division II	Paula Krage
Division III	Lucinda Wiczek
Division IV & Health Services	Joette Gillett
Division V	Katherine Murck
Development	Dennis Treede
Finance	Pat Wood
	Maureen Schauble
Human Resources	Cari McCann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Mark Zimmerman

2015 IN REVIEW

Exceptional Staff, Volunteers, & Supporters

When implementing quality services for people with developmental disabilities, our greatest assets are the significant number of community volunteers, generous financial supporters, board and committee members, and dedicated staff that assist in providing for the needs of the children and adults that HCO serves. We are continually humbled by these individuals that enable HCO to stand out as a quality organization! We are always challenged in finding ways to adequately thank those of you who help us in our efforts to enrich the lives of our neighbors and friends with disabilities.

For all of you who give, we say again: THANK YOU! Here are some special acknowledgements that recognize those who stand out among many in their dedication to HCO's Mission:

COMMUNITY BUILDER AWARD

This yearly acknowledgment focuses on individuals or businesses who provide outstanding volunteerism to HCO. 2015's recipients include:

Chris Antoff, Michelle Alexander, Laura Zeller, Kelly Kilduff, Brian and Ann Junker, and Dave Wickstrom

GOOD NEIGHBOR AWARD

HCO is a member of Provider's Network, Inc., a southeastern Minnesota organization that holds a regional banquet each year to recognize an individual or business that is a "good neighbor" to our agency. Recipients of this award interact with people with disabilities to help them become part of the greater community. This year's recipient of the Good Neighbor Award for HCO is Dr. Bill Davis. Dr. Davis spent many of his 40 years as a consulting physician, providing wonderful assistance to those served by HCO.

As HCO's newest board president, I am both honored to speak on behalf of its members and pleased to be a volunteer working with this agency. The board aims to give leadership and strategic direction to HCO by striving for integrity and accountability in the overall planning, fundraising, collaborations and advocacy. This comprehensive annual report indicates HCO's efforts to be accessible, transparent, and to immerse you into the culture that makes HCO so special. Their mission, policies, and practices are apparent throughout.

Team leaders, employees, families, students, and volunteers all combine their talents, energy, and values to give meaningful contributions to HCO. Many of us have the belief that we need to do something big to make a difference, but the HCO community shows us that meaningful contributions are actually many small, yet significant moments. In these small moments of engaging our individuals and the community to come together, we build relationships, inspire each other to reach new heights, and just plain have fun!

This year, please share your stories of your involvement or join our HCO community to make new stories! Everybody is somebody, and that is the root of what HCO is all about.

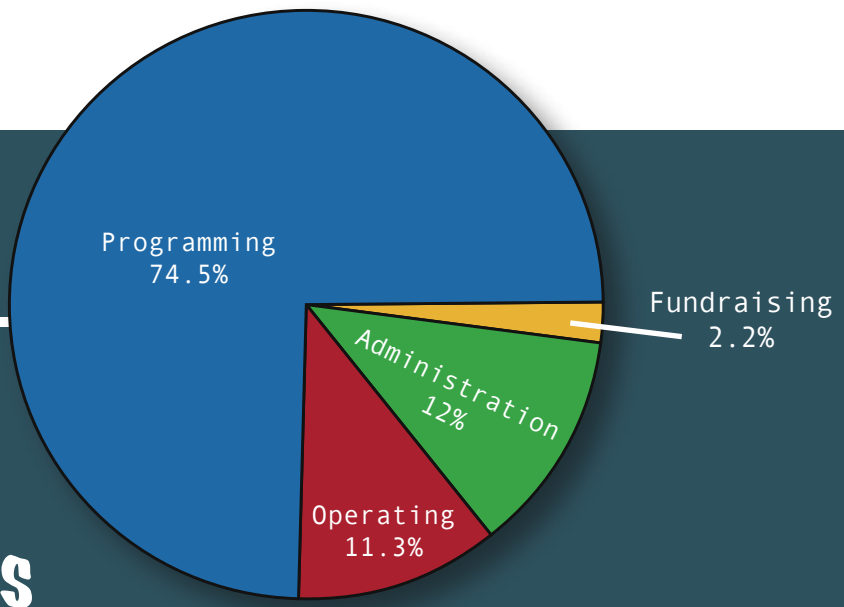
Gail Opatz, Board President

Home and Community Options, Inc.

Statement of Financial Position

Year Ended: December 31st	2014	2015
ASSETS		
TOTAL CURRENT ASSETS	$2,140,706	$2,623,658
NON-CURRENT ASSETS		
Escrows and reserves	$100,929	$78,530
Property and equipment, net	$4,425,366	$4,119,179
Long-term investments	$1,871,348	$1,952,882
TOTAL NON-CURRENT ASSETS	$6,397,643	$6,150,591
TOTAL ASSETS	$8,538,349	$8,774,249
LIABILITIES AND NET ASSETS		
TOTAL CURRENT LIABILITIES	$777,997	$812,246
LONG-TERM DEBT - net of current portion	$828,187	$755,051
TOTAL LIABILITIES	$1,606,184	$1,567,297
NET ASSETS		
UNRESTRICTED	$6,440,996	$6,675,085
RESTRICTED\TEMPORARILY RESTRICTED	$491,169	$531,867
TOTAL NET ASSETS	$6,932,165	$7,206,952
TOTAL LIABILITIES AND NET ASSETS	$8,538,349	$8,774,249

2015 Allocation of Expenses



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If we have neglected to mention anyone, please accept our apologies and know that we deeply appreciate your help and support.

A vision for the future

Supports have changed from focusing on the physical and safety needs of a person to also incorporating “valued experiences” and providing opportunities. Without opportunity, people cannot reach their full potential. By returning power to the person and being a champion for them, we provide them with the support they need for personal growth.

Year after year, our musical builds lasting relationships between community members of all ages and the individuals we serve. From initial auditions to the end of the show, those we serve gain confidence by experiencing the performing arts in a truly integrated way. It has been enormously successful in empowering people and providing them with an opportunity to shine!

HCO employees and consumers give back to the community. We have assisted in building a Habitat Home, participated in Enrichment Days, and helped clean up downtown Winona.

The individuals we support are no different than us – they have feelings, they have likes, dislikes, personalities, hopes, and dreams. They value family and trusting relationships. We have tried to faithfully stick to our mission of supporting individuals to live as full members of our community. To help them learn to become advocates for themselves! To have a VOICE!

We continue to feel fortunate to have people working for us that truly care and want what is best for the people they support. We are supportive of our employees and reinforce “family first”. We have gone through many life experiences together - we have seen firsthand the benefits of embracing differences, and we learn from each other each day!

HCO feels like a family, and that is part of what makes HCO so special. It has been a collaborative effort of many that have worked together over the years to stay focused on what we value and the vision of the agency. Through this commitment and dedication, we welcomed taking on new projects in order to better meet the needs of the people we serve and the overall community by offering a variety of services.

When there has been a need for service - people have willingly, and without hesitation, offered to help get services licensed, staffed, and ready. We paid no attention to how many hours we worked. We did not worry about wage and hour issues then like we have to now. We have supported not only the individuals we work with, but we also reach out to their families. This culture still persists today, and is part of what continues to make HCO unique as an organization.

Thank you for your support over the years,
and thank you for choosing to be a part of our HCO family!

Thank you for making 2015 yet another remarkable year for Home and Community Options! This year marked 40 years of service for the organization. Our dedicated staff and volunteers have done an incredible job meeting our mission to provide services that allow individuals with Developmental Disabilities to live as full members of our community.

A few 2015 HCO highlights:

- Employees provided 437,943 hours of service to individuals we serve in our Communities
- Sixty-eight individuals receiving HCO services participated in the 2015 Mary Poppins Musical
- HCO received over $49,000 in matching dollars for the March Millions Bremer Match Campaign
- HCO's Partners in Training program got underway and provided training opportunities to agencies within our community
- Four individuals living in a residential program started using remote monitoring allowing them a greater level of independence
- We were awarded a Greater Winona Area Community Impact Grant through the United Way to provide specialized behavioral training to family members
- HCO's first Northam/WSU Scholar completed the program and graduated

Our ongoing goal is to provide mission driven services while being good stewards of our resources. During the past year, we have started to be affected by the workforce shortage. As more individuals retire and fewer new candidates come into the workforce, HCO will need to use new and innovated ideas to achieve our important mission. We will also need to continue to advocate with the 189 individuals that are receiving services in their own apartment or in the family home. These types of services are subjected to repeated funding cuts, forcing providers to discontinue providing these programs. However, as in the past 40 years, Home and Community Options will tackle new challenges and continue to provide quality services to those we serve.

The ongoing support that our community has given us truly makes meeting our mission possible. Thank you for wholeheartedly being a partner with Home and Community Options. We are looking forward to much more in the years to come!

Suzanne Horstman, Executive Director

Mission

It is the mission of Home and Community Options, Inc. to provide support and residential services to individuals with disabilities in order to enable them to live as full members of their communities.

Vision

for all individuals to have opportunities to enjoy life, strive to reach their full potential, and be accepted members of the community.

Core Values

Respect for all people and their differences

Quality services that balance independence with safety and security

The ability of all individuals to learn, build relationships, and enjoy life

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