

# 2014 Annual Report



# HOME & COMMUNITY OPTIONS

## MISSION

to provide support and residential services to people with developmental disabilities, enabling them to live as full members of the community.

## VISION

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

## Looking Ahead



**Suzanne Horstman,  
Executive Director**

As we look forward to celebrating 40 years in the Winona area community, it is hard not to reflect on our past, evaluate our present, and hope for our future.

Our rich history started in 1975, when Winona County community members came together to initiate local care and services for a small number of families and neighbors with development disabilities. HCO was established as a community based non-profit corporation with the mission to provide person-centered services to people with developmental disabilities. These individuals focused their efforts on enabling persons with disabilities to build relationships with their friends and neighbors, and to become active and valued members of their community. Family, friends, and community members were the foundation of our organization, and still are today.

Home and Community Options still holds true to its mission and vision, though our dedication does not come without its challenges. Current headlines often depict the inequities and hatred that our society has towards their neighbors, leaving people isolated and oppressed because of their differences. Progress and self-reflection as a society are often slow going. However, when we think of the positive changes that have occurred during the past 40 years, we can look forward to our future with great eagerness. A future community that doesn't focus on differences like disabilities, race, or gender; but instead, a community that celebrates and cherishes one another for their unique gifts.

We currently serve over 240 individuals in our residential homes, apartment buildings, resource homes, and in their family homes. With help, individuals served by HCO have found a voice to overcome many obstacles. They pay taxes, vote, and say hello when they run into you at the grocery store. They are living, working, and enjoying life alongside of their neighbors, building a better community for all of us. Home and Community Options is fortunate to have great employees, a wonderful and committed group of volunteers, and a compassionate community that help us with financial resources, as well as their moral support. We thank you for actively engaging in making our vision a daily reality for the people we serve, both now and in the years to come.

Everyday there are, and will continue to be, opportunities like these for our community to embrace all people and their differences. Over the next 40 years, the sky is the limit on what we can achieve. Let's aim high.

# A letter from the Board



**Bruce Klein,  
Board President**

One of the first thoughts that comes to mind each year when writing the Board President Annual Message is how devoted and focused Home and Community Options is as an organization. Their mission to help individuals with developmental disabilities in our community is always executed with such great respect that I am blown away, time and time again. Employees, staff, board members, and volunteers treat our consumers in a manner in which they themselves would want to be treated. This "Golden Rule" has been followed religiously since 1975.

All need to be congratulated and thanked for their devotion to HCO, whether as a valued employee, dedicated board member, or a much appreciated volunteer. A perfect example of so many coming together in support of those served by HCO is the recent success of the HCO's annual theatrical production of "Mary Poppins." The production involved nearly 300 volunteers including staff and board members, and approximately 16,000 total volunteer hours. With numbers like these, one can only be amazed at how grand this organization is. As a fundraiser, we are extremely excited to see preliminary numbers coming in that indicate we will exceed our goals for the 2015 event.

The musical is a small part of the annual financial strength of HCO. Please take the time to look over the financials included in this report. The Board of Directors finds the organization to be of sound financial stability, and we are proud to be exceeding the standards within the development disability industry. These accomplishments are not what one individual does, but by what we all do together in promoting awareness of HCO's work in helping those less fortunate.

With state government being the primary source of funding for HCO, recent minimum wage increases and maintaining competitive fringe benefits and educational opportunities posed some financial challenges in 2014. The board was happy to increase the monetary compensation level for all employees, and to do so again recently in 2015 without jeopardizing the integrity of quality service offered to HCO clients. Despite the knowledge that many HCO employees are college students working part-time, cost awareness and prudent spending have helped strengthen HCO financially while also increasing our associated base of HCO partners. Fair compensation of staff and the need for decreasing employee turnover are two challenges that we will continue to face. We are proud to have made great strides in these areas over the past year, and we will continue to address these areas in years to come.

HCO is about "Community." HCO is proud of our quality residences and facilities for our consumers in nearly 30 programs across the Winona area. We have an increased number of HCO volunteers and monetary sponsors, which the organization is also very grateful for. Please share the story of your involvement with HCO, and encourage others to do the same. Your gifts and skills are one of HCO's and the Winona area's greatest assets. Let us all celebrate "40" years of success by continuing to help those less fortunate.

On behalf of the Board of Directors, THANK YOU.

# Home and Community Options, Inc.

## Statement of Financial Position

Year Ended: December 31st	2013	2014
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### ASSETS

<b>TOTAL CURRENT ASSETS</b>	<b>\$2,003,224</b>	<b>\$2,140,706</b>
<b>NON-CURRENT ASSETS</b>		
Escrows and reserves	\$87,207	\$100,929
Property and equipment, net	\$4,656,516	\$4,425,366
Long-term investments	\$1,629,943	\$1,871,348
<b>TOTAL NON-CURRENT ASSETS</b>	<b>\$6,373,666</b>	<b>\$6,397,643</b>
<b>TOTAL ASSETS</b>	<b>\$8,376,890</b>	<b>\$8,538,349</b>

### LIABILITIES AND NET ASSETS

TOTAL CURRENT LIABILITIES	\$771,077	\$777,997
LONG-TERM DEBT - net of current portion	\$1,086,521	\$828,187
<b>TOTAL LIABILITIES</b>	<b>\$1,857,598</b>	<b>\$1,606,184</b>

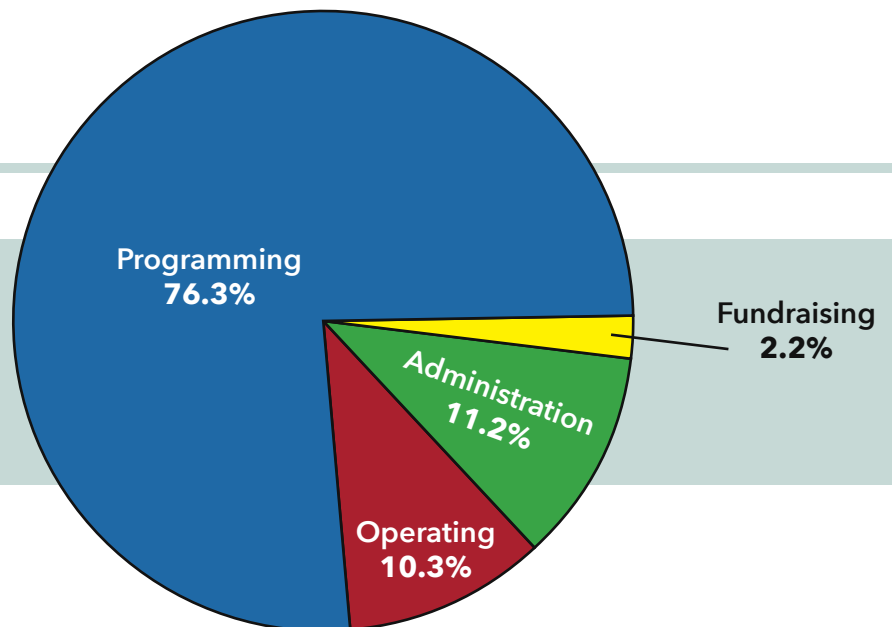
### NET ASSETS

UNRESTRICTED	\$5,999,124	\$6,440,996
RESTRICTED\TEMPORARILY RESTRICTED	\$520,168	\$491,169
<b>TOTAL NET ASSETS</b>	<b>\$6,519,292</b>	<b>\$6,932,165</b>

<b>TOTAL LIABILITIES AND NET ASSETS</b>	<b>\$8,376,890</b>	<b>\$8,538,349</b>
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2014

## Allocation of Expenses





## Management Team

### Executive Director

*Suzanne Horstman*

### Director of Services:

#### Division I

*Mary Jansen*

#### Division II

*Paula Krage*

#### Division III

*Lucinda Wiczek*

#### Division IV & Health Services

*Joette Gillett*

#### Development Director

*Denny Theede*

#### Finance Director

*Patricia Wood*

#### Human Resources Director

*Cari McCann*

## Board of Directors

**President** – Bruce Klein

**Vice President** – Mark Zimmerman

**Secretary** – Kelly Borck

**Treasurer** – Stewart Shaw

### Board Members:

Roderick Baker, Terrianna Gjerdrum, Bill Harris, Eric Johnsrud, Laurel Kruse, Gary Luehmann, Jan Mosher, Gail Opatz, Eva Pampuch, Robert Youngerman, Laurie Ziliak

## Sharon Kannenberg Committee

Peggy Dalton

Eric Decker

Terri Kersting

Bruce Klein

Jonelle Moore

Jan Northam

Darcy O'Laughlin

Stewart Shaw

Wayne Shustrom

Lee Turek

Laurie Ziliak

Mark Zimmerman



# **A Year in Review**

2014 Photos



**DOWNTOWN CLEANUP**



**AGENCY PICNIC**





## Otto Bremer Foundation March Millions Campaign

As part of their expansion of banking into SE Minnesota, the Otto Bremer Foundation invited about 100 non-profits from the SE Minnesota area to participate in the "March Millions" Match Program. Through this program, the Otto Bremer Foundation generously contributed matching funds for every dollar received online, up to one million dollars! HCO made requests to many of our loyal supporters in the hopes that our donors would participate and assist us in raising additional funds for our organization. Within just three days, the funds were all matched by SE Minnesota non-profits! Thanks to the generosity of our donors, HCO received donations of more than \$55,000, most of which was matched with additional funds of \$49,139 from the Otto Bremer Foundation. We are extremely grateful to both our donors and the generosity of the Otto Bremer Foundation. These funds will assist HCO as we continue to make a difference in helping those we serve live better lives!



Mary Poppins, the 2015 Musical sponsored by Home and Community Options, was a grand success! The production had 27 people with disabilities integrated into a cast of 90, all displaying amazing talent! There were 68 individuals with disabilities participating in some contributing role for this year's musical. The production also engaged 295 other volunteers in varying roles, such as: performer, musician, set builder, costumer, back stage supporter, or as a vendor. Nearly 16,000 hours of volunteer time were devoted to making this a truly wonderful community experience. This event exceeded all of our expectations; the show was sold out nearly two weeks before opening night and exceeded all fundraising goals as well! The proceeds raised will address needs within the organization which will improve quality services for the 250 individuals we serve.

Special thanks to all the sponsors and supporters of Mary Poppins! We share our gratitude to the dedicated Production Leaders, Mark Roeckers, Harry Mechell, and Jen TeBeest for making the show come alive with a SUPER-cala-fraga-listic-expi-aladocious THANK YOU!

# Consumer Spotlight:

Getting to know Britt

*HCO Program Coordinator, Angela Dieter, interviews Brittany on her experiences living in an HCO home, her job, and some of the things she enjoys doing in her spare time.*



*Britt has been an active member of HCO's Grassroots Advocates Task Force. The Grassroots group focuses on educating legislators on the impact of legislation on disability issues, service rates, and the importance of person-centered disability services in the community. It has also been a recent proponent of the 5% Campaign.*

*The 5% Campaign is geared towards curbing staff turnover and improving the quality of care for people receiving services. Through it, Home and Community Based Service providers are advocating for increased reimbursement to improve funding stability, which has been threatened over the years due to repeated budget cuts and freezes.*

***Do you like to be called Britt or Brittani?***

I like to be called Britt. With two "t"s.

***How long have you lived in your home with HCO? What do you like about living here?***

I moved in 2007. I like playing board games with my housemates. I like my staff. I like shopping, swimming, exercising, cooking dinner, reading books, playing math games on my iPad, going to baseball games and doing laundry with my staff. I like my bedroom, its big and nice, I like to hang out in my room and watch T.V. I like cooking shows, football games, news and game shows.

***Is there anything you would like to change?***

No.

***You assist with interviewing new staff by giving them tours of your home and asking them questions. After they are hired, you assist with their training by telling them about yourself and your home. What is your favorite part about interviewing new staff?***

It's hard to know new staff. I ask them if they like to cook, and look at magazines for recipes and exercise.

***What is your favorite part about each day?***

I like going to work five days a week. I like coming home.

***You have hardly ever missed a day of work. What is your favorite part of your job?***

Working at Fastenal. Doing projects. Getting a pay check - I get a pay stub! They take care of the time cards.

***What types of things do you do for fun?***

I like shopping with my mom. Watching movies, going to dances, and out to eat. In two more months I'm going on a trip. With my mom and my niece! To New York City to see a show! And the Statue of Liberty! And Times Square and Wall Street!

***You have been in the HCO play the last four years. What made you decide to become an actress? What do you like best about acting?***

I like acting in the plays. I like my parts, singing my songs, and learning. I like it when people clap for me! I like costumes, dressing up, and seeing all my friends. I'm proud of myself!

***What other types of things do you do that make you feel proud of yourself?***

I sang Happy Birthday to my roommate this morning! I do house chores, cleaning my bedroom and the kitchen, I get the mail myself and I do my own data sheets.

***You like to attend the Grass Roots meetings at HCO. What do you do at those meetings and why do you like those meetings?***

Yes, yes! We just talk. About the capitol. I like going there. I like talking and listening to what the people say.

***What have you learned from your involvement in politics?***

I'm learning new policies. Policies have to do with where I live, HCO, how to take care of people, my staff, money, my job (making more money at my job).

***You are known for saying, "My choice" about a variety of things. What types of things do you make independent decisions about?***

Menus, recipes, looking at cookbooks, things I like to do, listening to CDs, watching TV, Vikings decorations in my bedroom, and books from the library.

***If you could wish for anything in the whole world, what would you wish for?***

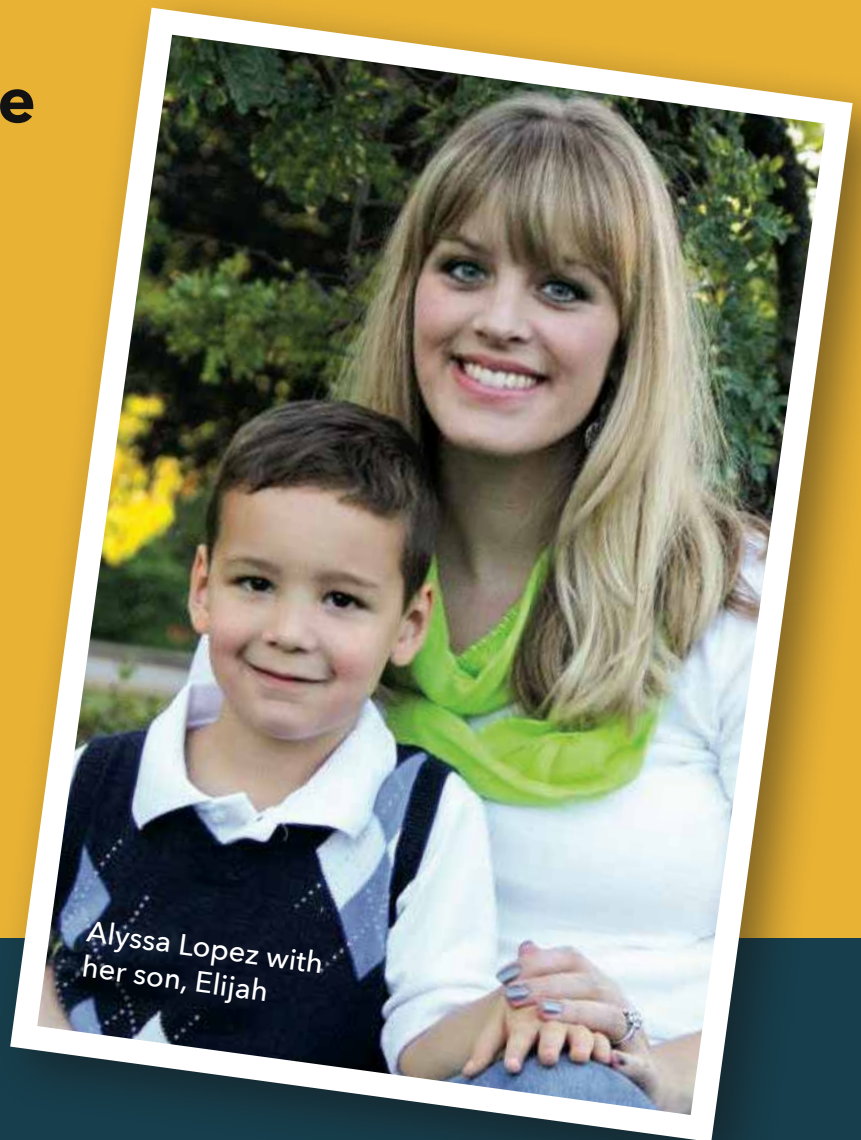
Helping people - with magic.

# A Parent's Journey

## Children's Therapeutic Services and Supports

**Home and Community Options' CTSS program works to assist children on the autism spectrum.**

**Through intensive therapy, the program is designed to help improve the language and social skills of children diagnosed with autism.**



Two years ago we received heart-breaking, life-changing news.

We had noticed our oldest son Elijah's communication skills were progressing very slowly, and his behavior was becoming increasingly aggressive. We tried anything we could think of, read about, or that was recommended to us: implementing schedules, using timers, modifying his diet. When he was younger, his outbursts seemed to be more of an indicator of his age, but that changed as he got older and his behavior began to become more and more obvious to others. Our little guy was EXTREMELY sensitive to noise and other sensory stimulators, and many times his reactions were the most extreme when we were out in public or in a large group of people. We would have a quiet morning at home, but when we attempted to go to the grocery store, he would begin to scream, cry loudly, or purposefully bump people or things in an attempt to control how he was feeling. During this time we felt helpless and scared for his future. We were unsure of how to help him. After months of doctor visits and assessments, Elijah was finally diagnosed with autism.

Even though we started the process of testing to seek answers, we were not prepared for the range of emotions his diagnosis brought. It was overwhelming to learn of all the additional testing required, his therapy needs, doctor bills, etc. His first year in school, his preschool teacher at Goodview helped us navigate through the process of finding a therapy program and took the time to encourage us, challenge us, and provide us with the resources we needed. After connecting with Home and Community Options (HCO), their Personal Care Assistants began working with him on life skills and behavior management in our home, as well as providing autism therapy at their Family Resource Home. Their staff has worked tirelessly with Elijah, and their never-ending patience (paired with just the right therapy program) has helped him grow and develop more than we ever anticipated.

When I look back on all of the ways God has helped us through the past few years, I am humbled. He has answered many of our prayers and placed people in our lives to support us in a variety of ways. We've had our moments of frustration and anger, but through the support of many in the Winona community we began the long process of getting him the therapy and assistance he needed. Our lives wouldn't be the same without the support and guidance from HCO's staff. We have watched our son grow beyond our expectations and have hope for healing and for his future. He has helped us become better parents and better people, and has given us a new perspective on life.

This year, his teachers and staff at Jefferson have also put forth a huge effort to help him be successful. When I received his latest test scores, he ranked average in comparison to his class. This may seem small to an outsider, but to me it is a testament of the hard work and commitment of his teachers, PCAs, and therapists in the Winona community. Not only is he successful, he is flourishing.

There are still MANY hard days. While we can never anticipate what's next, our son is so much more than a screaming child in the grocery store. He LOVES to laugh. I mean, snorting, out-of-breath, deep-down-in-your-belly laugh. He has a fascination with hats, Band-Aids, Legos, and he can figure out any game given to him. He loves to tickle and "wessel" (wrestle), and could play hide and seek for hours. He is our son. He is not a perfect child by any means... none of our children are, but we love him and we want the best for him. We continue to try to do the best job that we can to raise him to be respectful of others, polite, and to love the Lord with all his heart. Parenting doesn't always work out how we expect... even when we work hard, discipline, and hold our children accountable. But, we have learned that in humility we have to ask God to direct our steps and depend on Him to guide us through this journey of parenting. We are so thankful to HCO and all of the amazing individuals in the Winona community who have supported us and are committed to helping children with autism succeed.

# HCO Leadership Special Recognition Award



**MARK ZIMMERMAN** has been a loyal Board Member with Home and Community Options since 1996. He served as Board President from 2001 to 2003, and is currently Vice President. Mark is a willing volunteer for Home and Community Options, serving on many important committees and always making himself available for any volunteer responsibility when needed. He is someone you can always count on to help. His compassion for others, especially people with disabilities and other people in need within our community is one of Mark's greatest attributes.

Mark's generosity is significant. He has willingly donated use of his barn and large truck for transporting and storing sets used for the organization's annual musical. He has provided donations to clients who do not have funds to buy furniture. Mark is always willing to share his time, talent, and material support!

Mark leads by example and is a true advocate. He is perceptive to agency and client needs and will often be there to help before being asked. Mark's volunteer history demonstrates his well-rounded commitment to the community of Winona and to others in need.



# Advocating for Change

**ANDREW  
RICHARDSON  
ARC  
MINNESOTA  
ADVOCACY  
AWARD  
RECIPIENT**

**BARB KULAS** is a life-long advocate of people in need and those who have little voice in society. She has dedicated her entire career to human service professions, including a women's resource center, mental health agency, and most recently dedicating herself to the work of Home and Community Options. Barb's role in all these organizations has been to fulfill her leadership responsibilities in various functional roles, but most importantly to advocate for improved lives for these populations.

For the past three years, she has championed and led a local public policy initiative for Home and Community Options called the Grassroots Advocacy Task Force. Through Barb's efforts and leadership, a local group of self-advocates, family members, and staff have been influential in changing public policy to improve the quality of life for people with cognitive disabilities. The Grassroots Advocacy Task Force has been meeting monthly and through Barb's passionate leadership we have developed a local platform of issues that has complimented the public policy initiatives of Arc Minnesota and other advocacy groups supporting people with disabilities. Barb had a significant impact in influencing local legislators to support the recent 5% Cost of Living Increase for HCO and all Minnesota Disability Provider Organizations!

One would only need to be present when Barb is facilitating a meeting of the Grassroots Advocacy Task Force to know her commitment to improving lives for people with disabilities. She is outspoken in conveying for those rights and is courageous in sharing her convictions with the most naïve critic. As a result of Barb's commitment, others on the Task Force have been empowered to speak for their rights, including many self-advocates who see Barb as their mentor and respected partner. She also willingly attends meetings with other direct support professionals and self-advocates to mentor them and help them learn advocacy skills.

# YOU MAKE THE DIFFERENCE!

## Exceptional Staff, Volunteers, & Supporters

When implementing quality services for people with developmental disabilities, our greatest assets are the significant number of volunteers, financial supporters, and dedicated staff that assist in providing for the needs of the children and adults that HCO serves. We are continually humbled by the support we receive from our dedicated staff, board and committee members, community volunteers, and generous financial supporters 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. 2014's recipients include:

*Larry Bergin, John Collins, Geri Corey, Lauren Mechell, Rob Polachek, Mary Sauerer, Louise Prodzinski, and Diane Spalding*

### 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 recipients of the Good Neighbor Award for HCO are *Mary and Dick Schneider* and *Margaret Cassidy* for their work with an ecumenical faith sharing group called People of Faith.

### NEIGHBORS EVENT

A special gathering of HCO supporters to show our thanks to those individuals and businesses that support HCO with their financial generosity. This year, HCO is proud to honor:

*Roger and Signe Cone, Barb and Dave Henry, Steve and Margaret Schild, Barb and Jerry Ziliak, Mark and Grace Zimmerman, Winona Post and Shopper, and Winona Radio.*

### ARRM CARES AWARDS

Home and Community Options is a member of ARRM, a Minnesota organization that provides advocacy and training support to agencies like ours. Each year, outstanding direct support professionals from across our state can receive special acknowledgment for their dedication in the form of the ARRM Cares Award. Each recipient must demonstrate exceptional dedication, professional integrity, creative thinking, and commitment to the needs of people with disabilities. HCO is proud to acknowledge *Marcus Tyler* as the HCO ARRM Cares Award Nomination in 2014-2015.



# 2014 Donors

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and support.*

# 2014 Annual Report

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