DIFFERENCES

IN-HOME

SUPPORT

COMMITMENT

CREATING OPPORTUNITIES

EXCELLENCE

PASSION

HOME & COMMUNITY OPTIONS

RESPECTING

DEDICATION

ACHIEVING INDEPENDENCE

RESIDENTIAL

COMMUNITY LIVING

CARE

2017 ANNUAL REPORT

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

MANAGEMENT

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.

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.

Executive Director
Suzanne Horstman
25 years

Program Director - Division I
Mary Jansen
41 years

Program Director - Division II
Paula Krage
34 years

Program Director - Division III
Lucinda Wiczek
29 years

Program Director - Division IV
Joette Gillett
19 years

Program Director - Division V
Kathy Murck
29 years

Director of Finance
Pat Wood
39 years

Director of Finance
Maureen Schauble
23 years

Director of Human Resources
Cari McCann
16 years

Board of Directors

President	Roderick Baker
Vice President	Bob Youngerman
Secretary	Laurie Ziliak
Treasurer	Eva Pampuch

Board Members

Kelly Borck, Margaret Cassidy, John Collins, Randy Domeyer, Terrianna Gjerdrum, Bill Harris, Laurel Kruse, Gary Luehmann, Jan Mosher, Bruce Nelson, Mark Zimmerman

Sharon Kannenberg Committee

Michelle Alexander
Geri Corey
Eric Decker
Denise Herber
Terri Kersting
Jonelle Moore
Wayne Shustrom
Laurie Ziliak
Mark Zimmerman

Thank you to our dedicated board and committee members for their countless hours of service in furthering HCO's mission.

We are blessed to have such an amazing group of individuals from the community - we couldn't do it without them!

"The VISION of Home and Community Options, Inc. is for all individuals to have the opportunity to enjoy life, strive to reach their potential, and be accepted members of the community."

Each day that I am in my office, I take a moment to read HCO's Mission, Vision, and Core Values. These three short phrases are the anchors that ground the work that we do each day. I have spent a lot of time recently specifically reflecting on our vision - are those we support "accepted members of our community?" Are we really living our HCO Vision?

I see a very different picture today than when HCO first opened its doors. Rather than the institutions of the 1970's, individuals that are supported by HCO today live, work, and play in the community. They live down the street with their family, are able to rent apartments, or have become home owners. Many adults that we serve are able to live independently because HCO provides the training and skill building needed to understand home maintenance, budgeting, and the rights and responsibilities of a homeowner/renter.

Today, more than 96% of the adults (ages 21-63) we serve work in the Winona community. With a workforce shortage in Minnesota, they fill an important need. Some individuals are employed at local day programs (ORC/DAC) providing support to area businesses. Many others are hired and work at Winona State University, MN State College Southeast Technical, YMCA, grocery stores, and retail shops. They are proud of the work that they do, enjoy their paychecks, and are an important part of the Winona tax base.

Those we support lead active, involved lives in the Winona community.

- They volunteer and attend many of the local events.
- They shop, dine out, and socialize at local businesses and parks.
- They vote and are engaged with their local legislators.
- They are members of our local churches, civic groups, and organizations.

Individuals supported by Home and Community Options, Inc. are ENGAGED members of our community. They are our friends and neighbors, and they bring a variety of talents into our lives. They are enjoying life, reaching their potential, and are accepted members of the community. As we look back at the year 2017, it reinforces that HCO and the individuals we serve are living the Vision of our HCO founders.

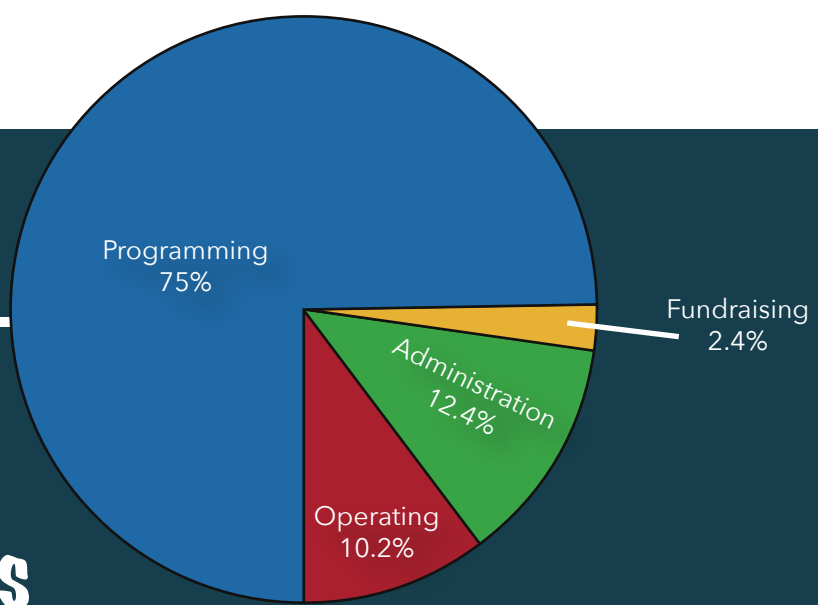
Suzanne Horstman, Executive Director

Home and Community Options, Inc.

Statement of Financial Position

Year Ended: December 31st	2016	2017
ASSETS		
TOTAL CURRENT ASSETS	$3,192,292	$3,137,403
NON-CURRENT ASSETS		
Escrows and reserves	$91,276	$74,102
Property and equipment, net	$3,873,125	$4,059,641
Long-term investments	$2,145,454	$2,342,358
TOTAL NON-CURRENT ASSETS	$6,109,855	$6,476,101
TOTAL ASSETS	$9,302,147	$9,613,504
LIABILITIES AND NET ASSETS		
TOTAL CURRENT LIABILITIES	$821,360	$831,964
LONG-TERM DEBT - net of current portion	$573,412	$509,959
TOTAL LIABILITIES	$1,394,772	$1,341,923
NET ASSETS		
UNRESTRICTED	$7,313,177	$7,693,990
RESTRICTED\TEMPORARILY RESTRICTED	$594,198	$577,591
TOTAL NET ASSETS	$7,907,375	$8,271,581
TOTAL LIABILITIES AND NET ASSETS	$9,302,147	$9,613,504

2017 Allocation of Expenses



ADVOCACY SPOTLIGHT

HCO's Grassroots Advocacy Task Force is made up of a dedicated group of staff, family members, supporters, and self advocates. This group is committed to advocating for disability services within the state legislature and works as a coalition with other advocates across Minnesota.

MEGAN HANSON

- on joining HCO's task force

I have been a member of the Grassroots Advocacy Task Force for one year. I joined the task force because I've seen the direct impact that legislative decisions have made to our agency over the years, and I understand the importance of being a voice and helping others be a voice for change.

My favorite part of Grassroots is hearing individuals tell their stories to legislators. It's pretty powerful to see someone speak to a legislator with a full room of other advocates cheering them on.

I think more people should consider getting involved because there is power in numbers and every voice matters.

SOPHI SCHNEIDER

- advocating on the importance of staff

Staff is very important to me in many ways. They take me grocery shopping, help me with meal prep, and with making menus for meals. They help with any transportation like going to the grocery store to pick up meds, bowling, and going to the YMCA. Staff has helped me with learning how to use the city bus to become more independent as well.

When we lose our staff and get new staff, it takes a while for them to get trained in and get to know us. It's very hard for me to go from one staff that I feel very comfortable around to getting a completely new staff in place that I don't know. We would like to keep our staff because they mean a lot to us and are very helpful in many ways.

2017 IN REVIEW

Exceptional Staff, Volunteers, and 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 acknowledgments 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. 2017's recipients include:

Gilia Giaquinto, Christena Decker, Bob Priem

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. 2017's Good Neighbor Award for HCO was **RIVER HILLS DENTAL**.

NEIGHBORS EVENT

Home and Community Options holds a special gathering to show our thanks to those individuals and businesses that support HCO with their financial generosity. This year, HCO is proud to honor:

Pez on the River, Diane Petz, Larry and Judy Herdina

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 **JIM HANZEL** as HCO's ARRM Cares Award Nominee of 2017.

HCO HAD A BUSY YEAR IN 2017!

We won the 2017 **Downtown Holiday Window Walk!**

We opened a **new program**

We had loads of fun at **WSU's Gameday** Events!

We made tons of new friends at the **Know Your Neighbor** picnics!

We shared stories around the **campfire**!

In recent years, Home and Community Options has become aware of the joys and benefits of hiring second career employees. Some people who retire from their careers find that they want to continue contributing to the community.

At this point in their lives, they are seeking a flexible work environment where they can make use of their work experience and considerable knowledge.

A PATH TO A SECOND CAREER

Although each plays a very different role in the agency, Lon Keith and Judy Schwab each have found HCO to be the "right fit."

Lon came to the agency after retiring from a 70-hour work week. He then heard through a friend that HCO was looking for someone to help with the care of its vehicles, which was right up his alley. He is happy to bring his knowledge and experience from his previous work at Ashley Furniture, where he was as a driver for many years. While there, he was also a driving recruiter and conducted orientation of all new drivers nationwide. He began as an HCO volunteer, and then accepted a newly created paid position: Vehicle Specialist. His job has changed over the years from strictly maintenance to handling all vehicle accidents, plus training new hires in maintenance awareness and reporting vehicle accidents. Lon also researches all vehicle purchases to help the administration and board in decision-making.

Judy found her place with HCO's Support Services, which was a perfect fit for her loves in life. She came to the agency from a career as a Special Education teacher, stay-at-home mom, and volunteer work. She now works with individuals at HCO to develop interest and skills in cooking and meal planning, exercising, getting out into the community, and building relationships. Relationship-building is key to the joy in her work; playing an encouraging companion role in direct care blends well with her own spiritual growth, she says.

Both Lon and Judy have favorite memories of their time with HCO. Lon tells of the time he was recovering from surgery in Lake Winona Manor, and some of the folks HCO serves asked to visit, bringing homemade cookies. He finds it quite touching that "they know me and know that I take care of their van." He also fondly shares the joy of the personal connections, teasing and bantering with individuals when they recognize each other out in the community.

Judy has many fond memories of her time working with people at HCO. When someone learns a new skill, seeing people grow in confidence and independence, or watching others begin to make healthier food choices - Judy loves the moments when she gets to share new experiences with someone she works with. The challenging aspects of working at HCO can bring joy, too. Lon remembers the challenge of his transition from strictly maintenance responsibilities to the much more complex and broad role he now plays. Judy tells of the challenge of ending long-term assignments with individuals with whom she had built strong relationships.

Lon and Judy's work at HCO exemplify the Power of Many Ones: one staff member touching the many "ones" they support, which in turn touches the lives of the staff. Each of them speaks enthusiastically of the impact of affecting individual lives and entire families: all share the joy, teaching each other and taking those joys with them into the community.

Lon and Judy both take pride in their respective accomplishments. Lon shared that setting up the maintenance and training programs, HCO's accident report system, and creating a flow of communication between himself, staff, and the insurance company has been very rewarding. Safety and economic efficiency are key to his efforts. His goal is to provide resources for the staff, so they know the plan to avoid or document vehicle concerns. He is pleased to know that his efforts relieve maintenance staff of vehicle problems, leaving them able to focus on the properties. Judy shared that she greatly appreciates the times when her fellow coworkers have asked her for ideas to help other individuals outside of those she works with stay engaged in their community. She was glad to be able to help others and to hear later on when her suggestions had worked well.

Relationships bring the most satisfaction. Lon really appreciates all the "cookie" moments with the folks HCO serves, and he specifically acknowledges the leadership staff at both the office and the homes for making him feel appreciated. The administrative team appreciates having a single contact person for vehicle concerns. Judy appreciates how the folks she works with "tend to look at life as full and enjoy the life they have, living life as fully as possible," which she believes is a good reminder to avoid focusing on what is not possible or is missing.

Lon likes that there are nice people and it is a friendly place at HCO. "It is the best job I ever had," he says. He appreciates the flexibility, the fact that employees respect his knowledge, ideas and suggestions. Judy appreciates being part of an agency that benefits the community, as well as those it serves. She joyfully sees that the "Winona community and businesses treat the folks we work with so respectfully, and are kind and helpful in interactions, intentionally greeting and welcoming. I stay because it's a good fit for me, and for the relationships," she says.

When asked if they have any advice for others considering a second career, Lon says HCO is the "nicest place I ever worked." He feels appreciated and part of the team. "I go home at the end of day knowing what I did was worthwhile. Everything I do has a direct effect on all in the agency." Judy wants people to know that direct care uses "skills we have learned as homemakers and parents," and offers flexibility of hours and assignments, where you can change as your interests and needs change and that there is possibility for growth in the agency.

"Stick your toe in the water," she says, and encourages people to arrange an initial interview to see what is possible for them at HCO.

Where I work, we often use this technique of sharing "Three Good Things" as a way to celebrate the positive that is going on around us. It is also a powerful tool for reflection. When I apply this same technique to Home and Community Options, the Three Good Things that come to mind are: 1) The amazing people HCO serves, 2) Our tremendous HCO staff, and 3) YOU: our faithful HCO supporters. Allow me to go a little deeper…

Each person that HCO serves has a remarkable story. This is a story of resilience, caring, and love. These stories are alive playing in the park, performing in the theater, relaxing at home, learning in school, engaging at work—all around us. We hear laughter, feel excitement, share in sorrow, and enjoy peace—peace in the knowledge that each amazing person's life is better because of HCO.

To know our Home and Community Options' staff members is to see dedication, joy, and compassion in action. Our staff listen and see not just with their ears and eyes, but with their hearts. From staff members who have served for decades to staff who are recently hired, a common theme is "I couldn't imagine working anywhere else." All of our tremendous HCO staff deserve our deepest gratitude.

You, our faithful HCO supporters, with our HCO staff members, embody our Mission "to provide support and residential services to people with developmental disabilities, enabling them to live as full members of the community." Day after day, year after year, you journey with us in this Mission. You provide support in many different ways. Every single one of you is vital. Without you, this journey would be much more challenging!

These are just three of the many good things about HCO. If you would like to share your HCO "Three Good Things," please e-mail Ashly Bissen at ashlyw@hco.org. Your responses will be posted on the HCO website.

Roderick Baker, Board President

2017 DONORS

Acoustic Café
ADM
AIM
Alexander & Associates, LLC
Joe and Erin Alexander
Michael Allen
Beverly Allin
Altra Federal Credit Union
AmazonSmile Foundation
H.J. and Rose Marie Andersen
Karl and Linda Andersen
Chris and Harley Antoff
Anonymous
Anonymous
Anonymous
Anonymous
Anonymous
Anonymous
Anonymous
Steven Bachler and Nancy Edstrom Bachler
Roderick Baker and Moira Corcoran
Darlene Bartelson
Kevin and Carrie Bartelson
Kim and Kathy Bartelson
Eric Bartleson
Bay State Milling Co.
Richard Baylon
Joyce Beard
James and Maribeth Bedtke
Butch and Lynn Beier
Beno's Deli
Lawrence and Mary Bergin
Scott and Jane Biesanz
Clayton and Theresa Biggerstaff
David Biggerstaff and Sherry Vickerman
Mike Biggerstaff
Jean Billman
Ashly and Pete Bissen
Richard and Sandra Blank
Blooming Grounds
Blue Heron Coffeehouse
Bluffview Rental
Dennis and Barbara Boelter
Boomer's Quality Plumbing LLC
Borkowski Towing and Salvage
Bremer Bank
Breyer's Sales and Service, Inc.
Jeff and Barb Breza
Bronk's Gardens
Bub's Brewing Company
Frank and Ruth Bures
Richard Burmeister
Jonathan and Vickie Cada
Cardinal of Minnesota
Carl & Verna Schmidt Foundation
Margaret Cassidy
Larry Castleberry
Cathedral Crafts, Inc. & Glass Replacement Co.
Cedar Valley Golf Course
Raymond and Colleen Cenfield
Chartwells of WSU
David and Kathleen Christenson
Chrysler Winona
Gerald Cichanowski
Mike and Linda Cichanowski
Coldwell Banker River Valley Realtors
John and Carolyn Collins
Companion Animal Care Center
Cone Chiropractic, Ltd.
Roger and Signe Cone
Thomas and Mary Connaughty
Geri Corey
Pat and Joan Costello
Nanette Cournoyer
Cheri Eddy Crigler
Crown Auto
Donald and Sandra Curtin
Cytec Engineered Materials
Daniels Hardware
James and Jeanne Danneker
Wade and Pam Davick
Bill and Judy Davis
Susan J. Day
Audrey Deblon
Keith and Susan Dennehy
Robert and Marj Deter
Carol Diekrager
Doran Agency LLC
Downtown Dental
Marian Drussell
Barbara Dufresne
Edina Realty
Fran Edstrom
Edward Jones
Elizabeth Callender King Foundation
L.J. English
Engrav's Decorating
Kent and Dawn Erdmann
James and Gretchen Erwin
Kent and Cathy Espe
Greg and Terri Evans
Fastenal Company
Fawcett Junker Funeral Home
O.J. Fawcett
Philip and Barbara Feiten
Arnold and Alanna Fenske
Brian Finlayson and Karen Holte-Finlayson
Greg and Kathi Fischer
Rev. William Flesch
Floor Coverings of Winona
James Frankard
Fraternal Order of the Eagles No. 1243
Fred's Body Shop
Debra Fuerstenau
G & K Painting
Jean Galewski
Sue Gardner
Kevin, Yvonne, and Buffy Gensmer
Walter and Dorothy Gilbertson
Ron and Joette Gillett
Gilmore Ave Car Wash & Quick Lube, Inc.
Carol Girard

Daniel and Nancy Goltz
Goltz Pharmacy
Frances Goodrich
Mike Goodrich
Goodview Activity Group
Gordie's Towing & Repair, LLC
Michael and Joette Gostomski
Hannah Graff
Todd Graff and Laurie Ziliak
Viva Graff
Barbara Groth
Gundersen Health System
Wilfried and Susan Hahn
Hal Leonard
James and Shannon Hanzel
Quinn Hanzel
Rita Haugh
Lavern and Nancy Hauschildt
Michael and Sue Hauser
Hawkeye Forest Products LP
Hawkins, Ash, Baptie & Company, LLP
William and Rebecca Haxton
Gary and Jean Hayes
HBC, Inc.
Hei N Low Tap
David and Denise Herber
Larry and Judy Herdina
Ronald and Mary Hewett
Hiawatha Valley Pest Control
Patty Himlie
Dale and Beverly Hoenk
Hoff Funeral and Cremation Services
Colleen Holm
Roland and Edith Holm
Ellen Holmgren
Mr. and Mrs. David Holzer
Home Federal Savings Bank
Robert and Suzanne Hoodecheck
Warren and Patricia Hoppe
Mark and Suzanne Horstman
Bruce and Diane Hoseck
Jim and Sharon Huber
Hy-Vee
Carl and Rhea Iverson
J&J Rubbish Service
Ron and Mary Jansen
Clare and Shari Jarvis
Jefferson Pub & Grill
Richard and Sally Johnson
Tim and Rosey Jones
Bob and Rosemary Jonsgaard
Brian and Ann Junker
Ms. Betty Kalmes
Ken's Auto Body, Inc.
Kenneth and Terri Kersting
Azar Khounani and Hamid Akbari
Thom and Robyn Kieffer
Robert Kierlin and Mary Burrichter
Kelly Kilduff
Jim and Doris Killian
Wayne and Susan Kimber
Kimo's Pumping Service
Bruce and Laura Klein
Judith A. Kleinbach
Klinkhammer Financial
Harland and Pauline Knight
Knights of Columbus #639
Knitcraft Foundation
Charles and Sherrie Knopp
Kohner Materials
Robert and Marlene Kohner
Steve and Candace Kohner
Ed and Paula Krage
Blaine Krogh
Kevin and Laurel Kruse
Rosanne Kubicek
Dale and Linda Kukowski
La Boutique LLC
John and Mary Lange
Patrick and Michelle Langowski
Rollis and Leiha Larson
Doris Laska
John and Cindy Leaf
Ledebuhr Meats
Steve and Arlene Libera
Terra Lidbom
Gary and Donna Luehmann
Kevin and Joan Luehmann
Joan and Paul Lussenhop
MacArthur Foundation
Gabriel and Cecilia Manrique
Mark Deter Memorial Fund of the Winona Community Foundation
Ben and Jan Maroushek
Mark and Melissa Martin
Matejka Recycling, Inc.
Mattresses & More
Colin and Susan Maus
Dave and Joyce McConville
Robert and Susan McDonnell
Joan McNeil
Merchants Bank
Michael Sherman Plumbing and Heating
Microsoft
Midtown Foods
MiEnergy Cooperative
Curtis and Barbara Mihm
Miller Ingenuity
Jerry and Susan Miller
MLTA, LLC
Modern Woodmen of America
Jonelle Moore
Tom and Janet Mosher
Michael and Elizabeth Mullen
John and Marlene Mulrooney
Lynn Mundt
Mutual of America
Nate & Ally's LLC
James and Carol Neppl
Network for Good
John and Helen Newell
George and Mary Nix
Bill and Jan Northam
O'Laughlin Trucking & Excavating, Mechanical LLC
Will and Shirley Oberton
Scott and Kelley Olson
Charles and Gail Opatz
Carol Orlowske
OWA Architects
Doug and Eva Pampuch
Jerry and Pat Papenfuss
Peerless Chain Company
Daniel and Suzanne Peterson
Donald and Donna Peterson
Jill Peterson
Mark and Ellen Peterson
Patte Peterson
Bruce and Jan Petz
Diane Petz
Pez on the River
Clifford and Joan Pierce
Stephen Prosser
Hermelinda and Jamie Ramirez
Russell and Wanda Rattunde
Reinarts Stained Glass Studios
Polly Renk
Dave and Kayla Ritter
River City Heating & Air Conditioning
River Hills Dental
River Quest Games
RiverStar Inc.
Joyce Rocco
Dave and Betsy Rowekamp
RTP
Dan and Pat Rukavina
Jay and Bonnie Sadowski
Saint Anne of Winona
Timothy and Jenny Scharmer
Randy Schenkat
Steve and Margaret Schild
Ellen Schlesser
Mary A. Schneider
Ron and Mary Schneider
Charles and Sandra Schollmeier
Marilyn Schwab
Kevin and Rose Seales

Severson Oil Company
Tom and Maryann Severson
SFM Mutual Insurance Company
Kay Shaw
Charles and Judith Shepard
Mike and Darlene Sherman
Richard and Barbara Shields
Shumski's Inc.
Wayne and Kathy Shustrom
Signatures
Silver Eagle Trucking
Sim Sound & Video, Inc.
Dawn Singer
Brian and Betty Singer-Towns
Slaggie Family Foundation
Albert Smith
Lyle and Rose Smith
Diane Spalding
Stevan Spencer
St. Rose of Lima Missionary Society
Denise Stark
Steak Shop Catering
Sugar Loaf Ford
Target
Mary Testor
Denny and Lonna Theede
James and Mary Lee Theis
Linda Theis
David and Lynn Theurer
Tom's Lock Service
Lee and Janice Turek
Scott and Kathy Turner
Unique Communications
United Health Group Matching Gifts
United Way of the Greater Winona Area
VFW
Vision Design Group
Volkmann Appliance, Inc.
WA Group
Walnut St. Dental
Peter and Kay Walsh
Watkins, Inc.
Watkowski-Mulyck Funeral Home
Cindy Weaver
Roger and Margery Weichers
Wellington's Pub & Grill and Westgate Lanes
Wells Fargo Bank
Nick and Nancy Whaley
Lucinda Wiczek
Mr. and Mrs. R.F. Will
William Miller Scrap
Win Air Aviation
Winona County Abstract and Title Co.
Winona Health
Winona Heating and Ventilating Co, Inc.
Winona Nursery
Winona Oratorio Chorus
Winona ORC Industries
Winona Pattern & Mold
Winona Veterinary Hospital, Inc.
WNB Financial
Frank and Diane Wohletz
Francine and Teresa Wojciechowski
Suzanne and Blake Wold
Dennis and Rebecca Wolfe
Marvin and Pamela Wolfmeyer
Patricia Wood
Xcel Energy
James and Mary Yahnke, Jr.
Yarnology
Zehren Dental
Ziebell's Hiawatha Foods, Inc.
Jerry and Barb Ziliak

A heartfelt thank you to all of our dedicated donors.

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

HOME & COMMUNITY OPTIONS
66 East 3rd St. | Winona, MN 55987

Want to know what's New?

Subscribe to our e-newsletter at www.hco.org!

(507) 452-1021 | www.hco.org

AA/EEO