Opportunity Partners supports choices for people with disabilities through innovative services and strategic collaborations, assisting those we serve to live, learn and work – adding value to their lives and communities.

Our Mission

Opportunity Partners supports choices for people with disabilities through innovative services and strategic collaborations, assisting those we serve to live, learn and work – adding value to their lives and communities.

Dear friends of Opportunity Partners,

We are pleased to present our 2014 Report to the Community. On the pages that follow, you will see the incredible impact Opportunity Partners makes in the lives of people with disabilities throughout the Twin Cities Metropolitan area.

You’ll read how Michelle is living more independently, how Brad is advocating for himself, and how Phillip is advancing at his community job. These stories represent a small snapshot of the more than 2,000 lives touched in the last year.

As supporters and champions of our mission, YOU are the key to our success as an organization. You are our partners as we carry out our very important work, and we could not do it without you!

Thank you for your support of our mission, and we look forward to another successful year.

Sincerely,

Armando Camacho
President & CEO

David Bares
2014 Chairman of the Board

opportunities.org
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Purchased and opened the new Keith’s Place, a fully accessible home with an elevator to replace a home that had little capacity for accessibility modifications

96.7% satisfaction rating among residential program survey respondents

97.7% of respondents reported that staff helped them become more independent

98.4% of respondents reported that staff helped them achieve their goals

Major renovation completed at Bryant house to include more accessible bathrooms

Put 194,454 miles on 27 residential vehicles to get to community activities and appointments

Complete residential survey results at opportunities.org/live-residential-options
Learn

**Learning & Education Highlights**

- **300+** staff, self-advocates and family members attended advocacy events during the 2014 legislative session.
- **700+** staff completed 16,723 online and classroom lessons.
- 43 employees, people served and friends participated in Hennepin County’s Step To It challenge, logging 10 million steps in one month.
- Hosted free seminars, on-site biometric screenings and flu shot clinics.
- **67%** reduction in workman’s compensation claims in one year, in part due to increased safety awareness and education.
- 130 employees participated in our second annual Biggest Loser competition, losing a total of 900 pounds!

Work

**Employment Highlights**

- **80** business partners serving as Job Evaluation sites.
- **85%** placement rate in our Walgreens REDI retail training program.
- **75%** placement rate in our Certified Learning Platform in professional cleaning.
- Pieces packaged for customers at Opportunity Partners sites: **10,232,471**.
- **445** people at **41** businesses.
- New record! 147 independent, community job placements.
- Earned 3-year re-accreditation in Community Employment, Integration, and Employment Planning & Skills Training.
Michelle Thomas, 41, reached a personal dream in 2014 when she moved from a group home into her own apartment in Hopkins. She treasures having space that is all hers, keeps it organized and tidy, and adopted a kitten named Bella.

Michelle lives at Opportunity Partners-hoMEbase, an apartment program that offers both independence and peace of mind. Michelle has access to on-site Opportunity Partners staff 24 hours a day should she need help. Group meals and activities offer plenty of social time when desired.

Michelle’s life is full. She has a dishwashing job at a church, volunteers at a homeless shelter, and works and takes classes at Opportunity Partners. She has friends, like her best friend Angel.

As Michelle’s needs have changed over the years, Opportunity Partners has adapted too, providing in-home services when Michelle lived with her mom, later helping her move into a group home after Michelle’s mom passed away, and finally, preparing Michelle to move into her own apartment when the time was right.

Michelle couldn’t be happier. “This was my dream for a long time and it came true.”

Watch Michelle’s video at opportunities.org/michelle
Learn

Discovering the power of self-advocacy

Opportunity Partners launched COAL, the Committee of Advocacy and Leadership, four years ago for people like Brad Kellar, 58. Brad lives at Keith’s Place and is vocal about what he doesn’t want in life.

“We don’t want someone that doesn’t understand us to speak on our behalf,” he said. “COAL gives us the opportunity to be independent and tell others how we want to be treated.”

For individuals with disabilities – who have been systematically disenfranchised throughout history – self-advocacy is the foundation for success in all areas of life and has a positive impact on the community.

As its name implies, COAL “ignites” in others the power of advocacy. The group is growing, now 50 members strong across four Opportunity Partners campuses. COAL, mentored by staff allies, has educated others about legislative advocacy, accessible voting, healthy relationships and anti-bullying, and serves as community volunteers.

Opportunity Partners’ and COAL’s most notable advocacy effort in 2014 was the involvement in The 5% Campaign, a statewide, nonpartisan coalition which rallied for a 5 percent rate increase for Home and Community Based Services after years of budget cuts. The rate increase, passed by the Minnesota legislature in 2014, aimed to reduce staff turnover and improve quality of care.

Opportunity Partners’ advocacy efforts earned national attention when a 2014 CARF accreditation report praised “the support of the (COAL) group and the level of advocacy to which it has risen.” The Arc of Minnesota has also recognized these efforts.

Learn more at opportunities.org/advocate
Work

Finding opportunities to grow

“I feel like I made it to the big league.”

– Phillip Fischer, describing his job at WestRidge of Minnetonka, an Avinity senior property

As a high school student, Phillip Fischer aspired to someday be head janitor.

His dreams got closer to reality when the 24-year-old landed a part-time job in 2014 at WestRidge of Minnetonka, an Avinity senior property. Phillip works 21 hours a week as a housekeeper in common areas with duties ranging from vacuuming hallways and dusting banisters to sprucing up activity rooms and shining kitchen fixtures.

Before Phillip was ready to tackle such an essential job, he turned to Opportunity Partners where he built not only skills but confidence, too. He graduated from Opportunity Partners’ Certified Learning Platforms in professional cleaning, office assistant and retail. He then interned as a janitor at Opportunity Partners which prepared him to work independently.

“I’ve been at Opportunity Partners three years and this is what I’ve been striving for and I made it,” Phillip said. “I feel like I made it to the big league.”

His supervisor John Dellwo raves about Phillip because he’s a hard worker, is eager to learn, and shows up every day with a positive attitude: “He’s a go-getter.”

Phillip appreciates that he’s gaining responsibilities and earning a good wage. “My nickname is ‘Bulldog’ – I get my job done and I want to do it right.”

Janet Marxen, WestRidge housing administrator, stressed that Phillip goes beyond being a good worker. “He has an opportunity to be part of the team and not just show up and do a job,” she said. “He’s a good role model. It’s been good for us and good for everyone.”

Learn more at opportunities.org/businesses

Phillip Fischer prepares the dining room for lunch. Photo by Cara Buettner
### Revenue Sources (in thousands)

<table>
<thead>
<tr>
<th>Source</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Residential Services</td>
<td>$10,253</td>
<td>$9,762</td>
</tr>
<tr>
<td>Vocational Programs</td>
<td>$17,970</td>
<td>$18,078</td>
</tr>
<tr>
<td>Contract Work</td>
<td>$6,109</td>
<td>$6,440</td>
</tr>
<tr>
<td>Contributions &amp; Other</td>
<td>$1,226</td>
<td>$1,353</td>
</tr>
<tr>
<td><strong>Operating Revenue &amp; Contributions</strong></td>
<td><strong>$35,558</strong></td>
<td><strong>$35,633</strong></td>
</tr>
</tbody>
</table>

### Operating Expenses (in thousands)

<table>
<thead>
<tr>
<th>Category</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Payroll</td>
<td>$26,777</td>
<td>75%</td>
</tr>
<tr>
<td>Supplies &amp; Activities</td>
<td>$4,109</td>
<td>17%</td>
</tr>
<tr>
<td>Occupancy</td>
<td>$1,226</td>
<td>3%</td>
</tr>
<tr>
<td>Minnesota Rehabilitation Services</td>
<td>$1,446</td>
<td>4%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$35,558</strong></td>
<td><strong>$35,633</strong></td>
</tr>
</tbody>
</table>

### Program Expenses (in thousands)

<table>
<thead>
<tr>
<th>Category</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Day Training &amp; Habilitation</td>
<td>$20,942</td>
<td>59%</td>
</tr>
<tr>
<td>Supported Living Services</td>
<td>$5,124</td>
<td>15%</td>
</tr>
<tr>
<td>Vocational Services</td>
<td>$1,284</td>
<td>4%</td>
</tr>
<tr>
<td>Semi-Independent Living Services</td>
<td>$2,519</td>
<td>7%</td>
</tr>
<tr>
<td>Residences</td>
<td>$1,708</td>
<td>5%</td>
</tr>
<tr>
<td>Brain Injury</td>
<td>$2,126</td>
<td>6%</td>
</tr>
<tr>
<td>Independent Living Program</td>
<td>$1,088</td>
<td>3%</td>
</tr>
<tr>
<td>All Other</td>
<td>$497</td>
<td>1%</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$35,288</strong></td>
<td><strong>$36,404</strong></td>
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</tbody>
</table>

### Balance Sheet

<table>
<thead>
<tr>
<th>Category</th>
<th>2014</th>
<th>2013</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td>$6,088</td>
<td>$5,909</td>
</tr>
<tr>
<td>Property</td>
<td>$9,573</td>
<td>$9,809</td>
</tr>
<tr>
<td>Long Term Assets</td>
<td>$53</td>
<td>$60</td>
</tr>
<tr>
<td>Endowment</td>
<td>$4,101</td>
<td>$4,074</td>
</tr>
<tr>
<td>Campaign Pledges</td>
<td>$96</td>
<td>$197</td>
</tr>
<tr>
<td>Restricted Savings</td>
<td>$868</td>
<td>$917</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$20,779</strong></td>
<td><strong>$20,966</strong></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$2,855</td>
<td>$2,854</td>
</tr>
<tr>
<td>Long Term Debt</td>
<td>$2,340</td>
<td>$2,688</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$15,584</td>
<td>$15,424</td>
</tr>
<tr>
<td><strong>Total Liabilities and Net Assets</strong></td>
<td><strong>$20,779</strong></td>
<td><strong>$20,966</strong></td>
</tr>
</tbody>
</table>

#### 2014 by the numbers

We served 2,015 individuals with disabilities in the 7-county Minneapolis/St. Paul area.

<table>
<thead>
<tr>
<th>Day Services</th>
<th>114 Anoka Day Services, Coon Rapids</th>
</tr>
</thead>
<tbody>
<tr>
<td></td>
<td>138 Asplin Center, Plymouth</td>
</tr>
<tr>
<td></td>
<td>62 Golden Opportunity, Eden Prairie</td>
</tr>
<tr>
<td></td>
<td>54 Karlins Center, Plymouth</td>
</tr>
<tr>
<td></td>
<td>534 Koch Campus, Minnetonka</td>
</tr>
<tr>
<td></td>
<td>66 Spectrum, West St. Paul</td>
</tr>
<tr>
<td></td>
<td>+ 21 Youth in Transition</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Certified Learning Platforms</th>
</tr>
</thead>
<tbody>
<tr>
<td>In collaboration with Dunwoody Workforce Training &amp; Continuing Education and Walgreens (REDI)</td>
</tr>
<tr>
<td>15 Professional Cleaning</td>
</tr>
<tr>
<td>11 Office Assistant</td>
</tr>
<tr>
<td>5 Network Support Professional</td>
</tr>
<tr>
<td>+ 22 Retail Associate (Walgreens, REDI)</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>TBI Metro Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>Brain Injury Services, Edina and West St. Paul</td>
</tr>
<tr>
<td>146 People Served</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Vocational Rehabilitation Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>498 People Served</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Residential Services</th>
</tr>
</thead>
<tbody>
<tr>
<td>90 People served in Residential homes</td>
</tr>
<tr>
<td>26 homEBase apartments, Hopkins &amp; Coon Rapids</td>
</tr>
<tr>
<td>125 In-home supports (Semi-Independent Living Skills/In-home waiver), Anoka County</td>
</tr>
<tr>
<td>99 In-home supports (Semi-Independent Living Skills/In-home waiver), Hennepin County</td>
</tr>
<tr>
<td>+ 73 Independent Living Services</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>People Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>413</td>
</tr>
</tbody>
</table>

Note: some individuals may be served in more than one program.

The services provided at Opportunity Partners have given my daughter a chance to have her own job, make her own money and know that she is as independent as she can be. – Julia

See detailed financial statements at opportunities.org/financials
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You are a partner in our success. Support from our donors enables us to provide extraordinary services for the people we serve. We gratefully acknowledge our donors for their giving between 1/1/2014 and 12/31/2014. Thank you for making a difference!

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"Super staff and my son’s service coordinator is truly exceptional. She has helped my son progress in all areas of his life."

—parent

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“I love my job!”

–person served–

Sherry Gaugler-Stewart
Phyllis Genest
Phyllis Pender-Stein
Martin and Ginny Gerads
Briana and Arend Geurink
Pan Giebink
Laura Gill
Helen and Gary Gloge
Nancy Goldberger
Jane Gorenc
Wendy Gorg
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“I love my job!”

~residential staff~
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