

Homeward
Bound



2018
ANNUAL
REPORT

Volunteers Inspire



The Mission of Homeward Bound

Providing Innovative & Life-Enriching Services to
Children, Adolescents and Adults with Disabilities



Jon in his newly renovated kitchen at 43rd House

Caption for Cover Photo: Roommates enjoying their Newly Renovated Kitchen at Fountain Lane

Greetings from the CEO



I often mention that Homeward Bound (HBI) gets by "with a little help from our friends, sometimes that help is more than just a little"! HBI has been blessed over the years with many donors who have helped significantly. In 2017, it received almost \$500,000 in "cash" and "in-kind" donations. Two of its most generous donors are Century College and Saint Paul College.

Many of us in management at HBI chose our careers because we were interested in serving individuals with disabilities. Little did we know that many of us would also become property managers, responsible for a sizable number of houses that required continual maintenance

and renovations. Why? Well, because that is where individuals with disabilities live. Because disability services wear down houses quickly. Because "real homes" help to ensure that individuals with disabilities have the opportunity to live a dignified life, where their needs and preferences are honored and met. How providers manage this responsibility is a key indicator of their ability to deliver their mission.

Back in 2006 HBI's Development Department, led by Lori Merriam, developed and implemented a plan for updating and improving the functionality of our homes. The plan emphasized kitchen renovation, but also included updates to other areas of need within the home.

To accomplish our plan, we needed some partners. Lori developed a relationship with the Kitchen and Bath Design Department of Century College, led by Margaret Krohn. Over the years, a process developed that Lori and Margaret tweaked. A group of students and Margaret visited the home selected that year, met with the House Supervisor asking questions about our staff's needs and the desires of the individuals living in that home and took measurements of the space. The students then worked up their own designs, gaining real world experience in creating a kitchen plan that was unique, creative and hoped to help solve space and functional issues. Lori and the site management team then selected the plan that addressed the needs of the home the best. More often than not, different aspects from several plans were selected and the Kitchen and Bath Design Instructor Margaret Krohn drew up a final master plan.

Lori next developed a relationship with the Carpentry and Cabinetmaking Departments of Saint Paul College to do the carpentry and fine cabinetry work. Carpentry Instructor Perry Franzen and students took the design plan created by Century College Students and completed the rough carpentry demo, any necessary framing and sheetrock. Tom Hillstead the Cabinetmaking Instructor and his students then took the design plan and built stained and installed the new kitchen cabinetry. Lori also brought in other donors to perform any specialty work such as electrical, plumbing, flooring, counter and appliances through referrals and donations from many generous local companies.

A plan that began back in 2006 has evolved and it has worked like a charm for the past 11 kitchen renovations. It has been so successful in fact, that HBI has essentially renovated all the interiors of its smaller waiver homes. The only ones remaining are Independence and a small ICF, Maple Grove. Another small ICF, Plymouth, is being completed in 2018.

The success and outcomes from these donor partnerships have far exceeded our initial hopes. Back then, we thought of it as a way to renovate a home or two, maybe three. Instead, we now have among the finest homes in the metro area. They are home like, pleasant to both live and work in, and meet individual needs and preferences. In addition, HBI has been able to direct whatever extra funds it has towards costs that also really matter such as staff wages and individuals' services. This extraordinary success would not have been possible without the commitments of our two main partners, Century College and Saint Paul College and the dedication of Margaret Krohn from Century College, Tom Hillstead and Perry Franzen from Saint Paul College and the many, many hard working students who have given of their time, talent and training. They have worked side by side with Lori and other HBI staff the entire time. We owe them an enormous debt of gratitude.

HBI worked hard at the legislature in 2017, with its partners at its trade association ARRM and other providers, to establish a permanent process of setting rates that routinely considered inflation. I am happy to report that we were successful, ensuring the survival and implementation of an "inflator" in the new rate system under which we operate. Left untouched, this mechanism should regularize our funding for the future and reduce the number of times we must campaign for inflationary funding.

HBI managed a \$0.25 wage increase for DSP and other hourly staff, even though it received a low, initial rate increase from the "inflator." HBI's human resources department hired over 115 staff persons in 2017 despite the labor shortage. HBI's managers maintained a turnover rate of only 32%, a figure that is the envy of the industry, though it is higher than last year.

HBI continued to make over its operational processes to electronic systems. By the time it is finished, almost everyone will be electronic, allowing staff to concentrate on direct services and not paper writing. Its finances remain in excellent shape. Finally, we were able to contribute significant funds towards an employee education program as well.

None of these accomplishments was achieved alone. They were born of the art of securing & strengthening partnerships with the members of our Corporate & Foundation Boards of Directors, family members, friends, employees, and donor community partners. Over the years, the many individuals we serve at Homeward Bound have benefitted from the gracious generosity of our partners who donate scarce resources. This generosity has allowed Homeward Bound to meet the challenges of 2017. On their behalf, I say thank you for all that you have done and for your continued support!

Don Priebe, CEO

**"We make a living by what we get;
we make a life by what we give"**

-Winston Churchill

Homeward Bound has been privileged to partner over the past 11 years with two local colleges Century College and Saint Paul College. Each of these colleges teach their students that giving back leads to personal growth and happiness.

In 2017 together, they completed the renovation of their eleventh kitchen for Homeward Bound and those we serve with severe and profound disabilities.

The students take what they have learned in the classroom and put it to use in real-life renovation projects at Homeward Bound. Instead of completing design, carpentry and cabinetry work in the classroom, they are able to learn what it is to follow a project from the beginning client discovery and design stage through completion. This true community partnership is a win-win for the colleges and for Homeward Bound.

"Through volunteering at Homeward Bound, the Century and Saint Paul College students learn about the everyday challenges of individuals with disabilities in our community, and they also learn about themselves. Homeward Bound's program, provides the students with the opportunity to learn, gain experience and exploring their career choice; all the while giving back to their community." Lori Merriam, Homeward Bound, Director of Development



Century College kitchen and bath design students at Bluebird House



Saint Paul College carpentry students at Lee House



Saint Paul College cabinetetry students at Bluebird House



"All of the Homeward Bound Kitchen projects that our Century College Kitchen and Bath Design (KBD) students have been involved with, have been so rewarding and special in their own way.

It is so wonderful to see how the kitchen designs our KBD students create positively impact the quality of lives of the residents of Homeward Bound and also positively impact the students with the opportunity to help others.

We thank Homeward Bound for giving us this design opportunity each year!"

– Century College Kitchen and Bath Design Instructor, Margaret Krohn



Century College students visit Saint Paul College Cabinetmaking



Century College students measuring at 36th House



Century College students visiting Webster House



Century College students measuring at June House



Century College students visiting Jersey House



Century College students measuring Atwood House



Saint Paul College Instructor Tom Hillstead teaching Century College Design Students about their cabinetmaking equipment

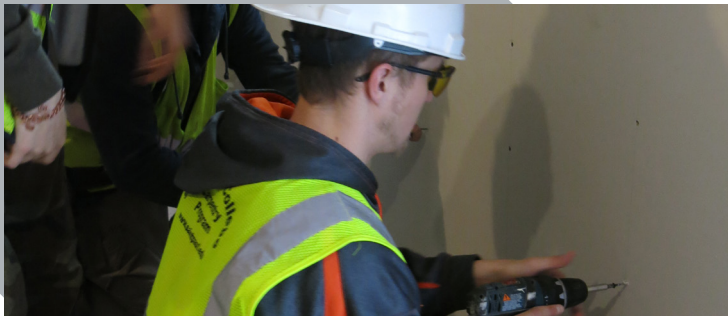


Century College students measuring 43rd House kitchen



"Working for Homeward Bound not only gives the students a great actual learning experience, but it also teaches them about helping those who are unable to provide for themselves".

– Saint Paul College Carpentry Instructor, Perry Franzen



Sheetrocking 36th House



Sheetrocking Webster



Webster Demo



Lake Drive Demo



"For me this is a very rewarding project not only because of the partnerships with Homeward Bound, Century College, and Saint Paul College, but when my students complete the cabinet install and see the finished product each spring you can see the pride they have in what they have learned and accomplished".

– Saint Paul College Instructor, Tom Hillstead



Saint Paul College cabinetry students installing new kitchen cabinets at 36th House



Saint Paul College Cabinetry student working on a Homeward Bound project



Saint Paul College students and Instructor Tom Hillstead in workshop



Saint Paul College cabinetry student measuring at Atwood House

Finished Kitchen Renovations



Atwood House - 2008



Saratoga House - 2006



Fountain Lane House - 2009



Jersey House - 2007



Lake Drive House - 2010



Bluebird House - 2011



Lee House - 2014



June House - 2012



Webster House - 2015

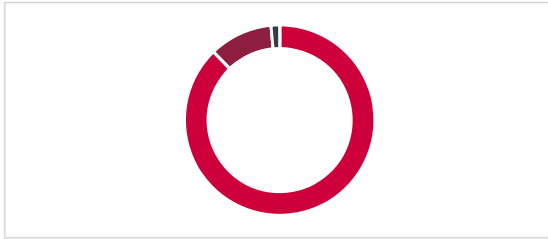


43rd House - 2013



36th House - 2017

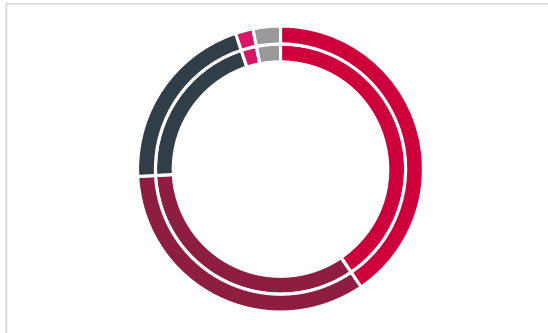
For the Year Ended December 31, 2017



How we Used Our Resources:

15,432,426
Total Expenses

Program Services	88%
Management	11%
Development	1%



Resource provided by program:

15,738,367
Total Agency Revenue

Developmental Disability	42%
Intermediate Care Facility	34%
Community Alternative Care	20%
Individualized Housing Options	2%
Other / Development	3%



Donations

486,473
Total Gross Contributions

Cash	50%
In-Kind	50%

Financial Health

ASSETS

Current Assets	4,616,028
Property and Equipment	6,310,753
Other assets	41,038
Total Assets	10,967,819

LIABILITIES & NET ASSETS

Current Liabilities	1,366,289
Long-Term Debt	3,086,453
Net Assets	6,515,077
Total Liabilities & Net Assets	10,967,819

2017 Donors

Due to printing space limitations, only cash gifts over \$100 and in-kind gifts over \$500 are listed

Cash Gifts

\$15,000+

WCA Foundation

\$10,000+

The Abbott Family
Geritom Medical, Inc.
Microsoft
The Patch Foundation

\$5,000-\$9,999

FPA of Minnesota
Xcel Energy

\$2,500-\$4,999

Christensen Group
Cities 97
Cummings Mobility Conversions
& Supply
Delta Dental of Minnesota
Barbara Kozmik
Luther Automotive Group
Plastics International
Plymouth Lions
RGA Reinsurance
Terry and Christine Severns Williams
Tensho Takemori
Twin City Area Chapter CFMA
US Bank
Willis Towers Watson
Wright Hennepin Electric Trust

\$1,000-\$2,499

Jeff and Beth Amann
Frank and Kathy Anderson
Jim Bergeson
Helen Meyer and Bill Bieber through
The Bieber Family Foundation
Boyer Building Corp.
Briggs and Morgan
Ron Carlson
Paul Chermak
The Hanover Insurance Group
Charlie and Jacie Hurd
Patrick Hurley
Thomas and Vicki Hurwitz
Brenda Johnson
Joseph Durda Foundation
Larry and Lori Katz
Knights of Columbus
Brooklyn Center #6772
Knights of Columbus Osseo #9139
Kopp Family Foundation
Kraus-Anderson
Stephen Lanak

Ron and Leslie Lingscheit
Maple Grove Lions Club
McKesson Medical-Surgical
Mille Lacs Corporate Ventures
New Hope Lions
Peterson Real Estate Group, Inc.
Don Priebe
J.W. and C.W. Sampson
Scates Real Estate
John and Beth Schlauderaff
Target Corporation
Ronald and Stephanie Tresco
Trustone Financial
Voya Financial
Wells Fargo Twin Cities
Business Banking
Michael Welton

\$500-\$999

Anonymous
Benefit Plans Administrative
Services, LLC
Mark and Laurel Bot
Bremer Bank
Lisa and Greg Breon
Chermak Consulting Services
Choice Financial
CliftonLarsonAllen LLP
GNP Company
Nikki and Jake Karnopp
Kings Solutions
Knights of Columbus Bloomington
Marian #3827
Knights of Columbus Crystal #3656
Knights of Columbus
Maple Grove #13359
Littler Mendelson
Metro Sales
Mike & Linda Fiterman
Family Foundation
Jennifer and Todd Miller
Andrea Nelson
North Central States Regional
Council of Carpenters
Jarrod Peterson
Plehal Blacktopping
Pneumadyne, Inc.
Prairie Island Tribal Council
Rice Real Estate Company
Wayne and Ann Rice
Kevin and Jennifer Rymanowski
Jill Ties
United Heartland
Karen and Brad Wiersum

\$100-\$499

Abbott Landscaping
Ameriprise Financial
Doris Ames
Alyssa Anderson

Keith and Patricia Anderson
Richard and Janis Anderson
Faye Atwood
Lois Berens
Linda Bergherr
Karen Berkner
Mary Bot
Patricia and David Brennan
Brooklyn Center Lioness Club
Brooklyn Park Lady Lions Club
Cadence Chiropractic
Marie and Phillip Camp
Robert Cohen
Al Coleman
Columbus
Frank and Sandra Commers
James and Anne Donaghy
The Duclos Family
Leon and Jeanette Duda
Deb and Dale Dunn
Chad Erchul
Nate and Johanna Eversman
Norman Fassler-Katz
Joan Feller
Linda Feller
Joseph Finley
Fraser-Morris Electric
Tom and Kathy Gardner
Granite City Food and Brewery, LTD
Wolfgang Greiner
Dennis and Carol Heath
Tom and Danielle Hillstead
Gail and Gerald Hoffmann
David Hofstad
Holiday Stationstores
Janet and Charley Johnson
Knights of Columbus Fridley #4831
Knights of Columbus
Golden Valley #13506
Samuel and Darla Lieberman
Beverly MacLennan
Heather Mahoney
Thomas and Vicky Mahoney
David Marquis
Earl and Shirley Mellema
Jerry and Mary Melvin
Lori Merriam
Michael Merriam
Kathy Metcalf
Jan Moser
Marko and Robann Mrkonich
National Concierge Association –
MN Chapter
Ray an Aili Nelson
Olsen Fire Protection
John and Bonnie Oslund
Ron Overlid
David and Lorraine Pauly
Leon and Cathy Pauly
Rebecca Perra

Mary Jane Petersen
Janelle Raaen
Allison Resnick
Pauli Rike
Kathy Rock
Julie Rohr
Richard Sable
Mark Satz and Gail Bender Satz
Jim Schaefer
Stephanie Schmitt Stoner
Seiler Schindel
Keith and Marnie Seleen
Ryan Sherwood
Eunice Skeie
Gary and Teresa Smith
Amy Sowada
David and Sharon Stendal
Stiles Foundation
Tamar-Fink, Inc.
Allen Thomas
Arlene and Johns Thomas
Robin Thompson
Myra and Phil Toconita
Bruce and Diane Vandersall
VFW Post 494
Deb Voigt
Scott Vonderharr
Jay Weide
Shawn Weide
Lisa Welton
George and Mary Wilson
Warren Wollenberg and Lynette
Kopperud
Dan and Mary Ystesund
Paul and Nancy Zander
Z-Handy Enterprises, LLC

In-kind Gifts

\$45,000+

BATC Foundation

\$30,000-\$44,999

Microsoft Cloud Services
Standard Heating and Air Conditioning

\$15,000-\$29,999

Saint Paul College

\$10,000-\$14,999

Mall of America

\$5,000-\$9,999

John and Laura Bowden
Innovative Surfaces, Inc.
Panera Bread – Brooklyn Center
Rossbach Construction
Swanson & Youngdale

2017 Donors

\$2,500-\$4,999

a.c. carlson
Century College
Fraser-Morris Electric
Upstream Arts

\$1,000-2,499

Cold Stone Creamery
Contract Interiors
D. Brian's Kitchen and Catering
Great Harvest Bread Company –
Minnetonka
Kelly Heikkila
Randy Hoepner
Kraus-Anderson
Minnesota State Fair
Pella Windows and Doors
Raising Cane's Chicken Fingers
Sherwin Williams

\$500-\$999

Allegra Print & Imaging
Art & Frame World
Drew's Concessions
Floor Coverers Union
Frito Lay-Midwest Region
Betsy Hanson
Herregan Distributors
Lexus of Wayzata
Minnesota Valley Country Club
New Hope Lions
Dawn Peddycoart
Southwest Airlines
The Park Tavern
Walt Disney World Co.

Homeward Bound would like to acknowledge tribute memorial gifts given in 2017

In memory of Richard Ames

Doris Ames
Lynne and Butch Beier
Steve and Chris Burrows
Claudia and William Courteau
Dave and Carolyn Czaplowski
Dale and Deb Dunn
Floyd and Barbara Dunn
Virginia Frieson
Cheryl Hartert
Joan Hartert
Ellen Holmgren
Debra and George Hunnel
Holly and Gabe Icaza
Harry and Sharon Kavaloski
Brett, Kim, and Bode Kemmer
Neil and Shelley Jacobson
Tom and Michele LeRoux
Careen and William Lewno

Bob and Laurie Mandelkow
Nancy McMorran
Henry and Jim Miers
Red and Harriet Richter
Katie Riopel
Nita Schuenke
Gary and Charlene Spencer
Audry Sprague
Phil and Myra Toconita
Mary Turner
Deborah and Kevin Van Sloun

In memory of Roger Anderson Don and Judy Uutala

In memory of Daniel Bot

Linda Bergherr
Mark Bot and Laurel Kinsey
Mary Bot
Jennifer and Todd Miller
Bruce and Diane Vandersall

In memory of James Clemen Carol Abelson

In memory of James Clemen's Birthday Carol Abelson

In memory of Alex Commers Frank and Sandra Commers

In memory of Jerome Duda Leon and Jeanette Duda

In memory of Nicolette Erickson Elisa Bickle

In memory of Jerod Hansen Nikki and Jake Karnopp

In memory of Diana Harms Troy Harms

In memory of Sally J. Hurd Susan and Gerald Christie Karen and Brad Wiersum

In memory of Aaron Hurwitz Thomas and Vicki Hurwitz

In memory of June Krussow Mike and Lynn Brennan Patricia and David Brennan Summit Place Senior Campus Glen Lake Sunshine Fund Kermit Krussow Jerry and Mary Melvin Charles and Ruth Oliver

In memory of John Lawrence

Nate and Johanna Eversman
Lois Berens
Dave Boyle
Robert Boyle
William Eustice
Carol Boyle
Terrance Leiendecker
Barbara and Brian Kocher
John and Carolyn Berg
David and Margaret Winter
George Mount
Michael and Paula Bertrand
Patrick and Suzan Hall
Michael and Holly Sonntag
Craig and Cynthia Cunningham
Dennis and Carol Cooney
Mark and Patricia Nikodym
Tara Mueller
Roxanne Boyle
Gregory and Debra Zippel

In memory of Loved Ones We Have Lost Dennis and Carol Heath

In memory of Ryan Marquis Craig and Liz Trombley

In memory of Donna Maurice Pauline Anderson

In memory of Scott Mellema Earl and Shirley Mellema

In memory of Kimberly Metcalf Kathy Metcalf

In memory of Sherri Peterson Ronald Overlid Arlene and John Thomas

In memory of Dollie Renquist Katie Gillham

In memory of Lillian Rodeck Dennis and Carol Heath

In memory of Harvey Schleif Pauline Anderson

In memory of Eric Smith Jim Bergeson

In memory of Rebecca Stenoien Karen Millward Melissa Pang Stenoien Vernon and Borghild Stenoien Stiles Foundation

In memory of Akira and Valerie Takemori Tensho Takemori

Homeward Bound would like to acknowledge tribute gifts given in honor, celebration or recovery of in 2017

In Honor of Laurie Bot Kent and Gretchen Fuller

In honor of Taylor Gander Jane Erickson Gay and Steve Eyerman

In Celebration of Jacob Lieberman's 40th Birthday John and Bonnie Oslund

In honor of Starlla Mach and her Housemates Joseph Finley

In honor of Mary Kay Pauly Jacqueline Owen

In honor of Dr. and Mrs. Robert Smith Dr. Grant Smith

In honor of Amy Wiersum Charlie and Jacie Hurd

In honor of Jennifer Wiersum Charlie and Jacie Hurd

Homeward Bound would like to acknowledge tribute gifts to the David Katz Memorial Fund

In memory of Bill Herber Larry and Lori Katz

In honor of Larry Katz's Birthday Jean and Shawn Schow

In memory of David Katz Larry and Lori Katz Gail Katz

In honor of Ron Katz Norman Fassler-Katz

In memory of Colleen Lamey Larry and Lori Katz

2017 Donors

In memory of Bettie Lasman

Larry and Lori Katz

In memory of Frank Mozis

Larry and Lori Katz

In memory of Gloria O'Connell

Larry and Lori Katz

In celebration of Neomie Reishus' 94th Birthday

Larry Katz

In celebration of Bill and Julie Shankel's Marriage

Larry and Lori Katz

In memory of Marg Vance

Larry and Lori Katz

2017 Homeward Bound, Inc. Board of Directors

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RGA Reinsurance, Co.

Board Vice Chair

Kevin Rymanowski
Benedictine Health Systems

Treasurer

Ryan Sherwood
Principal Financial Group

Secretary

Jeff Amann
Welcov Healthcare

Directors

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Liquid Ray, LLC

Thomas Gardner
Merrill Lynch, Retired

Wolfgang Greiner
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Wells Fargo

Jan Moser
Fraser, Inc.

Andrea Nelson
Spell Capital

Jim Schaefer
AnnieMac Home Mortgage

Terry Williams
Advance Auto Parts, Retired

Mary Ystesund
AFL-CIO, MRLF, Retired

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Xcel Energy

Board Vice Chair

Dan Etzel
cobb, strecker dunphy &
zimmermann

Board Secretary/Treasurer

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BI Worldwide

Directors

Richard Morris
Fraser Morris Electric

Peggy S. Neale
Health Partners

Jill Ties
US Bank

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Director of Property and Finance

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Director of Human Resources

Deb Voigt

Director of Development

Lori Merriam

Director of Program and Operations

Gerri Dukart-Gbor

Director of Nursing

Tina Caye

We apologize for any names that were misspelled. Please contact the Development Office at 763-746-4822 or donations@hbimn.org so we can make the correction.

If you no longer wish to receive this mailing, please contact the Development Office at 763-746-4822 or donations@hbimn.org.

Homeward Bound, Inc. Long Term Staff as of 12/31/2017

More than 40 years

Suzanne Teska November 1975
Beth Pedersen October 1976
Jan Gunderson March 1977

More than 35 years

Vicki Benson June 1980
Robert Ahonen August 1980
Nadyne Elder September 1980

More than 30 years

Kevin Smith March 1984
Debra Voigt March 1985

More than 25 years

Coleen Vaughn January 1988
Mary Carlson August 1989
Louise Burger May 1990
Kristi Nordland June 1990
Joseph Johnson March 1991
Kathleen Livingston March 1991
Scott Noland June 1992

More than 20 years

Lori Merriam January 1993
Kathleen Frye July 1993
Christopher Dunleavy September 1993
Bonnie Roskop January 1994
Mark Robertson January 1994
Joe Dalmeida April 1994
Gerri Dukart-Gbor February 1996
Donna Henneman January 1997
Samuel Ozangar February 1997
Nicole Lester March 1997
Jennifer Adamson May 1997
Martha Duclos June 1997
Shawanda Williams August 1997

More than 15 years

Leona Nebo January 1998
Joseph Blamo March 1998
Otterlee Collins March 1998
Hannah Dalmeida May 1998
Aaron Briggs July 1999
MaryAnn Larmie November 1999
Musu Massey March 2000
Rosaline Wilson April 2000
Louisa Nimene July 2000
Elizabeth Trombley October 2000
Sarah Kendema April 2001
Donald Priebe May 2001
James David August 2001
Gertrude Flomo October 2001
Cecelia Saylee February 2002
Kebeh Tarr July 2002
Tabitha Ejimadu July 2002
Elizabeth Bartee September 2002
Julia Faraone September 2002
Charles Johnston December 2002

More than 10 years

Yarvo Butler January 2003
Jessica Case February 2003
Doreen Butler December 2003
Denise Sandland December 2003
Judy Anderson March 2004
Laura McDonald April 2004
John Elmore May 2004
Josiah Wesseh September 2004
Caroline Passah May 2005
Kaila Peel June 2005
Edwin Duokie June 2005
Delsa Cintron-Piazza October 2005
Mamasu Komara October 2005
Toni Walton April 2006
Jane Friendshuh May 2006
Theresa Doe May 2007
LouAnn Hackbarth June 2007
Sandra Glover June 2007
Ouma Beldyne October 2007
Lateef Bankole November 2007

"No one has ever become poor by giving"

-Anne Frank

Homeward
Bound



12805 Highway 55, Suite 400
Plymouth, MN 55441

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(763) 525-3186

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2018
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REPORT

Volunteers Inspire

The Mission
of Homeward Bound

Providing Innovative & Life-Enriching
Services to Children, Adolescents and
Adults with Disabilities