



Transitions

2018 Donor
Impact Report





Our Mission

To support people with disabilities as vital and contributing members of our communities.

Our Vision

Through the advocacy and person-centered services provided by MSS, the people we support will be regarded as full, vital, and contributing members of society.

Our Values

- **Partnerships & collaborations**
- **Choice**
- **Embracing diversity & celebrating individuality**
- **Innovation**
- **Taking a position of possibility**

Thank You

Thank you for your continued support of our Mission and for making the dreams of so many people come true. Together we will find the possibility in every person we support and help them reach their goals!

Friends of MSS

At MSS, embracing change is one of our hallmarks. Change opens doors to new opportunities and allows us to continually improve our services and find innovative ways to help the people we support live the lives they choose and help them achieve greater self-sufficiency.

2018 was definitely a year of transition, as we saw changes in leadership, creative arts opportunities, and available employment services. Saying goodbye to former MSS President Lyth Hartz, who retired in 2018, was difficult, but we know the agency is well positioned going forward because of the leadership and mentorship he provided for our staff. I am extremely honored to have the opportunity to guide MSS into the future.

The transitions at MSS would be impossible to manage without our amazing and dedicated team of staff. Each day can bring new challenges, and they see the opportunities in those challenges and how they can be a benefit to everyone.

The opportunities MSS provides are possible thanks in large part to your incredible generosity. **THANK YOU** for your continued support of our mission and values. Please enjoy reading about some of the *Transitions* we experienced in 2018.

Sincerely,



Julie Johnson
MSS President/CEO



“Our industry is facing significant changes and challenges which gives us the opportunity to adapt and innovate our programs ...”

—Julie Johnson

Leadership

In 2018, MSS leadership went through a significant transition as Lyth Hartz, our President since 1999, made the difficult decision to retire after 39 years with MSS. Losing somebody in a leadership role with Lyth’s passion, dedication, and experience can be challenging.

Fortunately for the people we support, their families, and MSS staff members, the right person for the job was already on our team, making this leadership transition easier.

Julie Johnson, who has served MSS for 28 years in various roles, was unanimously chosen by MSS’ Board of Directors to be our new President/CEO.

“Julie has delivered tremendous results for MSS in her previous roles and we are confident MSS will continue to flourish under her leadership,” MSS Board Chairman Tom Lyman said.

For Julie, the move to this role at MSS was an exciting one. “I am truly honored to have the opportunity to lead this wonderful organization,” Julie said. “Our industry is facing significant changes and challenges which gives us the opportunity to adapt and innovate our programs to meet the changing needs of the people we support.”

In addition, in July of 2018, Julie experienced another transition as she began serving a term as President of MOHR, Minnesota’s trade association for day service providers. Through her work with MOHR, Julie has gained extensive knowledge of the many legislative initiatives at the federal, state, and local level—a valuable asset for her new role at MSS.





Transition to MSS

MSS is about providing opportunities. For Stacie Sampson, who transitioned to MSS Eagan in May 2018 from another program, the opportunities here have allowed her inner-artist to flourish. “I can do all the things I love here,” Stacie says. “I really like art, singing, and going on community outings and I didn’t have the chance to do them before I came to MSS. I’ve been a free-drawer my whole life, but I can do so many more things with art here at MSS.”

Stacie works closely with Eagan Art Facilitator, Lara Hanson, and the collaboration has been a great one. “Lara really helps me when I have a question or when I’m working on an idea for a drawing or a painting,” Stacie says. “Everyone here at MSS is great to work with because they ask what I want to do and then help me do it.”

Stacie has had pieces of art displayed at The Show Gallery Lowertown in St. Paul and has even sold a piece of her work during an event at our Eagan location. “My goal is to have some art work sold at The Gallery,” Stacie says confidently. “I’ll keep working at it and Lara will help me reach that goal.”

Drawing and painting are not Stacie’s only artistic endeavors. She also enjoys singing and considers herself an accomplished karaoke crooner. “I really like to sing songs about family and relationships,” Stacie says. She sings karaoke on Mondays in Eagan. “I have made a lot of friends here at MSS and I feel welcome here because of singing and participating in the art program. MSS has made my life better because I get to do so many more activities now.”

With your generous support, lives like Stacie’s are being changed every day for the better here at MSS. **THANK YOU!**

“MSS has made my life better because I get to do so many more activities now.”

—Stacie Sampson



Creative Arts

Creative arts programming at MSS has steadily evolved and grown since its inception 20 years ago. In 1999 we had a single staff member focused on the arts. Now, we have an 8-person art department, including a dedicated Art Facilitator at each of our locations.

In 2018, we added a robust fiber arts program to our menu of options. This has led to a higher level of independence for the people we support to design what they want.

New fiber arts opportunities include embroidery, knitting, fiber dyeing, and weaving.

Participants in the program, using adaptive equipment if needed, can create their own materials and turn them into wall tapestries, scarves, hats, or anything their imagination can dream up.

“The response we have seen from the program participants has been incredible,” says MSS Director of Arts Development, Lauren Hughes. “We have different fiber arts options all five days of the week.”

We look forward to additional transitions in our creative arts program that will challenge the people we support, offer a variety of opportunities, and exceed their expectations.

Celebrate!

Our Celebrate! gala is our largest fundraiser of the year and is made possible with our tremendous group of sponsors. In addition to our sponsors, we'd like to thank all the businesses and individuals who donated to and supported an incredible evening of celebrating what MSS is about. We wouldn't be able to do it without you. Because of your generous support, more than \$90,000 was raised at our 2018 event to support programs and participants! **THANK YOU** for making the evening a great success!

Premier Banks

EFH

Advanced Image Solutions

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Timberland Partners

RBC Wealth Management

Cashe Software

Bearence Financial Group

Steven W Freimuth & Co, CPA





Employment

If a person we support is looking for employment, MSS will help that individual transition into the workforce. Peggy Ramey, with MSS for more than two decades, worked in our production services facility in St. Paul, which offered her steady work and in-house supports.

After the decision was made to transform the St. Paul work space into the Community Hub, Peggy and her support staff knew a transition had to be made. “I enjoy being able work,” Peggy says. “I like the work opportunities here at MSS.”

With an encouraging staff behind her, Peggy made the decision to participate on MSS community-based, supervised work crews, which provides her the opportunity to continue to earn a real paycheck and receive MSS full-time supports while working in the community.

That transition has led Peggy to become a valued team member working at our Spectrum Plastics and Sick, Inc. partner sites where she works on a variety of light assembly and kit-building jobs.

“I’m happy that I still have the opportunity to work,” Peggy says. “I can earn my own money and save it or spend it on whatever I like.”

At MSS, we believe everyone has the right to work. To help make those goals a reality, we provide information, training, and support so the people we serve can make informed decisions about working.

“I enjoy being able to work. I like the work opportunities here at MSS.”

—Peggy Ramey

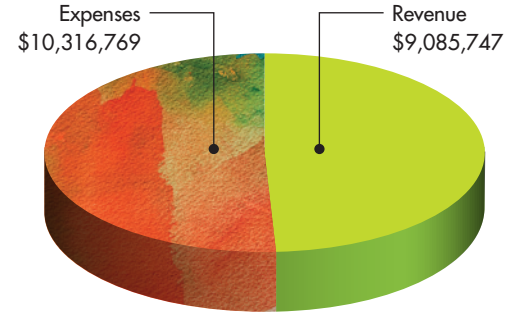
2018 Financial Highlights

Statement of Financial Position

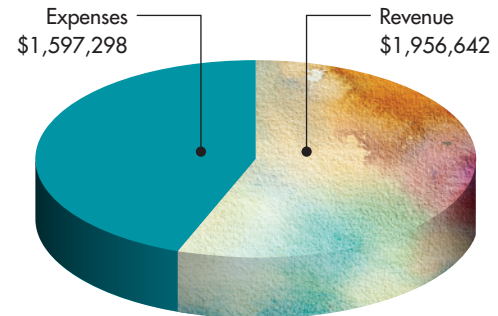
Year ending December 31, 2018

Assets	2018
Cash & Investments	\$ 824,771
Accounts Receivable & Prepaid Expenses	1,224,836
Land, Building & Equipment, Net of Depreciation	2,069,286
Intangible Assets	147,085
O'Neil Endowment Fund	1,160,854
Total assets	\$ 5,426,832
Liabilities and Net Assets	
Liabilities	
Current Liabilities	\$ 740,015
Long-term Liabilities	52,520
Total liabilities	\$ 792,535
Net Assets	
Net Assets Without Donor Restrictions	3,214,756
Net Assets With Donor Restrictions	1,419,541
Total net assets	\$ 4,634,297
Total Liabilities and Net Assets	\$ 5,426,832

Day Training & Habilitation (DT&H) Program



Employment Program



Statement of Unrestricted Activities

Year ending December 31, 2018

Revenue	Employment Program	DT&H Program	2016 Agency
Training Fees, County	\$ 627,058	\$ 9,890,120	\$ 10,517,178
Mobile Work Crew/Subcontract Sales	293,799	124,163	417,962
RSB Extended Employment & Case Service	344,934	0	344,934
Other Contributions & Investment Income	72,660	63,962	136,622
Released from Restriction	230,275	179,102	409,377
Interest & Miscellaneous Income	28,572	59,422	87,994
Total Revenue	\$ 1,597,298	\$ 10,228,899	\$ 11,914,067
Expenses			
Personnel	\$ 1,027,721	\$ 4,807,027	\$ 5,834,748
Participant Wages, Taxes & Benefits	241,112	141,211	382,323
Transportation	93,951	1,580,311	1,674,262
Operating Expenses	279,554	585,016	864,570
Management & General	184,643	1,366,169	1,550,812
Other Program Expenses	129,661	1,506,013	1,635,674
Total Expenses	\$ 1,956,642	\$ 9,985,747	\$ 11,942,389
Net Operating	\$ (359,344)	\$ 331,022	\$ (28,322)
Unrestricted – Non-Operating			
Impairment of Asset Held for Investment			0
Other Contributions (Special Event)			95,711
Trust & Endowment Investment Income (Loss)			(2,968)
Net Non-operating			92,743

MSS in the Community

MSS would like to thank of a few of our community partners that we collaborate with on programs, volunteering and community engagement.

Alan & Nicole Milligan
Arc of Greater Twin Cities
Arrow Companies
A'viands at Augsburg College
Brighton McCormick
Can Can Wonderland
CEAP Brooklyn Center
Century College
Chef Joshua Ahrens
Chicago Avenue Fire Arts Studio
Christ Episcopal Church
Christ the King Church
Cow Tipping Press
Craig Snyder
Culver's Restaurants
Dayton's Bluff Community Council
Eagan Foundation
East Side Area Business Association
Famous Dave's
Feed My Starving Children
First Concrete
Flicker Meat Company
F.R. Bigelow Foundation

Hamline University
Hy-Vee
Jennings Community Learning Center
Loftech
Margaret Rivers Fund
Meals on Wheels
Metropolitan Airports Commission
Metropolitan Regional Arts Council
Minnesota Department of Human Services
Minnesota State Arts Board
Mississippi Market
MME Group
Molly Barrett
Mosaic on a Stick
Mounds Park United Methodist Church

Muller Memorial
Music Safari
North Central Bus
Optage Roseville
Otto Bremer Trust
Party Time Liquor
Paul Giess
PCs for People
Pollinate Minnesota
Red Lobster
Rice Street Community Garden
Shoreview Community Foundation
SICK, Inc.
Smith's Medical
Spectrum Plastics Group
St. Paul College
St. Paul Cultural STAR Program

St. Paul Fire Department
St. Paul Foundation
St. Paul Masonic Center
St. Paul Parks and Recreation Department
St. Paul Police Department
St. Paul Public Works
St. Paul Saints
Sweet Harvest Foods
The Show Nonprofit
Twin Cities Kids In Need Resource Center
Ultimate Fleet Repair
University of St. Thomas
Upstream Arts
Vertical Endeavors
Victor Yopez
We Are Lions
Women's Artist Resources of Minnesota



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MSS Executive Team

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President/CEO

Michelle Dickerson
Vice President
Program Services

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