



2018 ANNUAL REPORT

OUR MISSION

.....

To develop the skills of individuals with disabilities by providing opportunities for suitable, sustainable employment that result in greater independence.

**Manufacturing and Service
—with a Mission**

A NOTE FROM JUNE

ODC has spent most of 2018 on continuing to transition our systems, our resources and the people we serve toward a path to employment in our local communities.

We are developing stronger relationships with all government agencies, other providers, local employers and family members so that we can continue to learn together to provide better assistance to people with disabilities who want to work.

The final regulatory guidelines that will help define our pathway forward are close to being set. We are definitely “charting new waters” and will continue to do so during 2019 so that we can continue to improve our services and appropriately support the people with disabilities that we have chosen to serve.

Thank you to everyone for your ongoing contributions and your hard work.

It has been a challenging, yet exciting year as we are pushed to move forward in supporting people with disabilities become as independent as possible in making their own choices about the opportunities they would like to explore.

**June Schelde
President & CEO**

NOTEWORTHY NEWS

OUTSTANDING DISABILITY EMPLOYER AWARD PRESENTATION IN ROSEAU

This year our Roseau division nominated the AmericInn Roseau for the Outstanding Disability Employer award. This is a state-level award given out by Minnesota Organization for Habilitation and Rehabilitation (MOHR) each year during National Disability Employment Awareness Month. AmericInn Roseau was one of six recipients of the award—it was good to have Greater Minnesota represented among the award winners!

The award presentation ceremony on Oct. 30 was well-attended (including appearances by State Representative Dan Fabian and State Senator Mark Johnson). Helen DeVore-Hill, Roseau Employment Specialist, was on hand to speak and present the award to AmericInn general manager Darrin Smedsmo on behalf of MOHR and ODC. Also in attendance were Roseau Division Manager Roger Allen, Loni Vettelson (ODC person served) and Giselle Craig (ODC Job Coach). The event was covered by local newspaper and radio.



HAPPY RETIREMENT, SANDEE!

We gave Sandee Sanden, Administrative Assistant, a grand send-off for her many years of service tending to the day-to-day ongoings of the organization and her dedication to our mission of providing opportunities for individuals with disabilities.

Sandee performed in this role for 34 years. In addition to her administrative duties, she was the go-to person on company history and knowledge. Her presence and expertise will be missed. We wish Sandee a well-deserved and relaxing retirement!

A MARKETING SOLUTION



MARKETING Factory Group

A long-term marketing solution has been found for ODC moving forward.

This fall we entered into a partnership with LaValley Industries (an OEM producer of pipeline handling equipment) to form Collaborative Solutions, LLC.

Borne from the need to fill a crucial void in the availability of committed high-level marketing services for both companies, the partnership established a startup marketing firm under the name Marketing Factory Group (MFG). This firm is led by Executive Director Summer Nitsch, who oversees a staff of three professionals that include a graphic designer, web developer, and communications specialist.

MFG serves the manufacturing industry, nonprofit sector and travel/outdoor recreation companies, producing strategies specially-tailored to meet each customer's objectives and reach their desired audience.

The firm will be taking care of all marketing, graphic design, website development and social media needs for our organization, helping ODC diversify and strengthen its market reach and continue to create new opportunities for the underserved in each of our communities. We look forward to this new partnership!

HIBBING DMV MOVES TO NEW LOCATION

Our DMV office in Hibbing found a new home at 3106 E. Beltline Highway. After a fresh coat of paint and some spiffy new signage, the new location was officially open to customers in August.



ORGANIZATION

LEADERSHIP

June Schelde
President & CEO

Lane Young
VP of Business Development & Operations

Nancy Cota
VP of Human Resources

Mari Chambers
Chief Financial Officer

Tori Peterson
VP of Programs

PROMOTIONS

Tori Peterson
Vice President of Programs

Keith Willard
Division Manager (Bemidji & Buhl)

Lane Young
Vice President of Business Development & Operations

Helen DeVore-Hill
Employment Specialist (Roseau)

Allison Behm
Program Supervisor (Thief River Falls)

Lorraine Rossman
Human Resources Generalist

NEW FACES

Mari Chambers
Vice President of Finance

Steve Hanke
Sales Representative

Jessica Wade
Program Specialist (Bemidji)

Rio Davis
Accounts Receivable

BOARD

Jorge Prince
Chairperson

Shawn Newland
Vice Chair

Andy Selvo
Board Member

Julie Bartkowski
Board Member

Dan Bruley
Board Member

Greg Kestly
Board Member

Ryan Zemek
Board Member

RETIREMENTS

Mike White
Division Manager (Buhl)

Nancy Lapos
Division Manager (Baudette)

Patty Christensen
Office Support Generalist

Sandee Sanden
Administrative Assistant

Andy Selvo
Board Member

Dan Bruley
Board Member

A BRIEF HISTORY OF ODC

1967 - Operations started in Virginia for Community Work and Development Center (CWDC) with additional facilities to open in Hibbing (1969) and Grand Rapids (1970)

1971 - Workshop started in Thief River Falls under the name of Northwest Area Sheltered Workshop (Nwasw)

1972 - Name changed from Nwasw to Occupational Development Center, Inc. (ODC); an independent workshop opens in Bemidji under North Country Industries (NCI); a workshop opens in Crookston

1980 - NCI and ODC merge

1988 - Roseau facility opens; Bemidji opens satellite office in Park Rapids

1992 - ODC opens community based employment center in International Falls

1994 - CWDC consolidates with ODC, adding their three Iron Range divisions to ODC

1998 - Custom Wood Products, Inc., a for-profit subsidiary of ODC, is incorporated and opens in Newfolden

1999 - Satellite offices open in East Grand Forks (Crookston) and Baudette (Roseau)

2001 - Marshall County DAC in Warren merges with ODC

2002 - ODC Board of Directors forms focus committee to explore restructuring programs toward offering integrated community employment; ground broken for new Thief River Falls production facility for Custom Wood Products; therapy garden is created at Thief River Falls location

2004 - Custom Wood Products and Thief River Falls crate production join to form Custom Products (a division of ODC)

2005 - Construction begins on new production site in Buhl, which will combine Hibbing and Virginia production under one roof; purchased North Pack in Pillager, a crate-building company

2006 - Became first in nation to be accredited in the category of Affirmative Business Enterprise for the Custom Products division

2007 - Relocated Pillager operations (Electrolux) to Buhl facility

2008 - Moved ODC box factory from Hibbing to Grand Rapids

2009 - Opened Kaleidoscope, an ODC consumer-run business in Baudette; purchased a plasma cutter for Bemidji division to expand metal tray operations

2011 - Approved capital expenditure plan to add powder coating services to Bemidji division, a cold storage building in Buhl, and robotic welders for use at multiple production sites

2012 - Metal crating revenue increased in excess of 30%; six additional robotic welders put into operation at Custom Products; space rented in Bemidji to support second metal crating operation; received three-year CARF accreditation at all locations

2014 - Planning begins in anticipation of how the Olmstead Plan will affect ODC's operations; proactive measures taken in preparation for legislated minimum wage increases; awaiting EE ruling from DEED and impact on ODC

2015 - Received three-year CARF accreditation at all locations

2017 - Powder Coating by ODC becomes for-profit subsidiary operating under the name Production Coating Specialties

2018 - Received three-year CARF accreditation at all locations

PROGRAMMING

INDIVIDUAL SPOTLIGHT

We are very happy to recognize the achievements of one of our persons served!

During Food Service Week in early October, Karen was recognized for her hard work and dedication with a plaque from Havenwood Care Center in Bemidji. The plaque—which reads “Success begins with Karen – You are the KEY to our success! Thank you for striving for excellence!”—caused a teary-eyed Karen to exclaim, “This is the neatest thing to ever happen to me!”

Karen started with ODC in January of 2002. That February she was hired at Havenwood Care Center as a Unit Aide. She delivers personal supplies to the residents, cleans and sanitizes wheelchairs, and works in the dietary department preparing beverages for upcoming meals and delivers water to the residents’ rooms.



ODC PRESENTS WARROAD SENIOR LIVING CENTER WITH PLAQUE

The Warroad Senior Living Center was honored in October with a plaque commemorating their dedication to providing an inclusive workplace for some of our individuals served. Helen DeVore-Hill, Roseau Employment Specialist, presented the plaque to Shawntae Holter, Activity Director at WSLC, with Steve Siedschlag (ODC person served) and Bobbie Eidsmoe (ODC Job Coach) in attendance.

CARF SURVEY SUCCESS

2018 was a year of preparation and change for ODC programming. With the state changes—and federal changes being right around the corner—our focus as an organization has been to ensure that the individuals we continue to serve are at the forefront when creating pathways to employment that are person-centered and inclusive in the communities in which they live.

It is always our goal to provide information and understanding so that persons served can make an informed choice. As we move forward with focus on community employment we are thankful to be able to continue to provide our individuals with options.

In preparations for the CARF accreditation survey this fall, our focus was on program outcomes and the measurement of these outcomes through evaluation methods set by our organization. These are defined by Effectiveness of Service, Efficiency of Service, Satisfaction of our Stakeholders and Person Served, and Access.

All nine ODC divisions came together to ensure that we are providing the highest quality of services to the people we serve on a daily basis. With hard work and determination, we were successful in being accredited for another three years.

ODC areas of strength identified by the CARF survey:

Family members of persons served state that ODC is allowing persons served to meet goals these individuals thought they would never be able to reach when considering working in the community.

ODC staff have shown that they ensure persons served are working in a safe, positive, and friendly working environment.

ODC staff are clearly dedicated to persons served when it comes to providing a person-centered approach. The importance of ensuring that persons served are provided support in their job search and in becoming employed in their desired job is evident.

Staff members at multiple locations were complimented and recognized by funders, family members, and other stakeholders for being kind and compassionate.

The ODC staff are held in high regard by employers in the community, and referral sources express satisfaction with the services provided by the ODC.

MANUFACTURING

NEW RESAW CAPABILITIES

We are excited to announce a new service being offered at our Buhl location!

In November we purchased a piece of equipment called a Baker Resaw, which is a horizontal industrial band saw attached to a conveyor system. It is designed to split dimensional lumber and wood cants into boards of various sizes.

With the ability to process material dimensions of 16 in. by 16 in. square and up to 20-ft lengths, this saw provides diversification to our wood plant capabilities.

Customers are now able to purchase custom-cut shop services including pallet wood, packaging components, industry dimensional lumber & more.



STAKE & LATH

ODC provides stake and lath for the engineering, survey and construction industries. With multiple freight options available to suit our customers' budgets, we are committed to quick turnaround.

View all products online at stakeandlath.org

POWDER COATING

We offer powder coating of both large-scale runs and custom one-offs through our dba, Production Coating Specialties.

Learn more and request a quote at coatingmn.com



PRODUCTION SERVICES

With over 40 years of experience as a custom manufacturer and service provider, we continuously strive to improve and expand our capabilities and offerings for our customers.

BY THE NUMBERS

11,063

Mittens & Hats

285,850

Tool Pouches

135,314

Stake & Lath Bundles

158,819

DMV Transactions

66,403

Items Powder Coated

WOOD

Our general wood shop in Buhl produces customized pallets, specialty skids, shipping components and dunnage. Our stake and lath is made of high quality materials and graded to Minnesota DOT specifications.

METAL

In Bemidji we manufacture metal trays in a variety of configurations and colors along with sturdy dust pans. Each item is then powder coated for a sleek and durable finish.

CARDBOARD

The Box Factory at our Buhl division specializes in small runs and custom sizes of cardboard boxes along with the design and production of specific cardboard packaging components to ensure secure shipping.

SEWING

We are providers of production machine sewing. Some of the sewn goods we produce include tool pouches for the outdoor recreation industry, mittens, die cutting and safety flags.

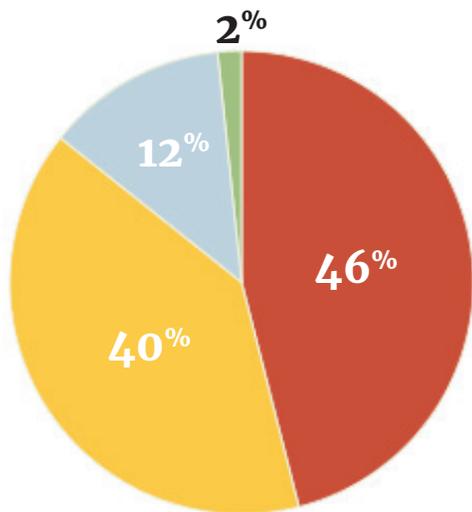
CUSTOM

There are many customized production services we can provide across our nine locations, some of which include panel and die cutting.

FINANCIALS

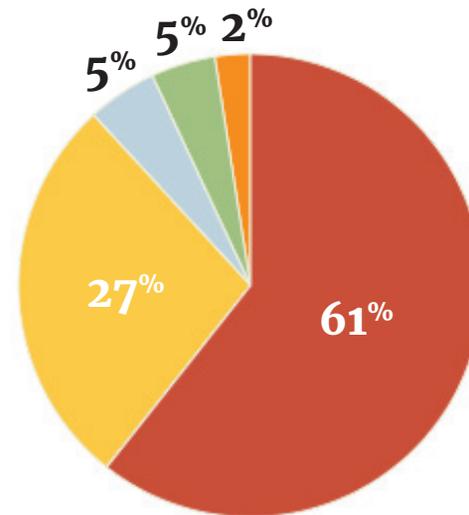
TOTAL LIABILITIES AND NET ASSETS
..... **6,839,936**

TOTAL REVENUE **9,986,923**



● Program fees	4,596,742
● Production	3,963,268
● Miscellaneous	1,260,922
● Grants	165,991

TOTAL EXPENSES **11,569,444**



● Payroll	7,017,016
● Production	3,182,737
● Other	563,553
● Occupancy	520,401
● Depreciation	285,737

DIVISIONS

Throughout our nine divisions we are able to provide individuals with disabilities opportunities for suitable, sustainable employment across the 11 communities we serve in northern Minnesota.

ADMINISTRATION

1520 Hwy 32 S
Thief River Falls, MN
(218)681-4949

BAUDETTE

218.634.2483 (office)
218. 634. 2951 (fax)
107 East Main St.
Baudette, MN 56623

BEMIDJI

218.751.6001 (office)
218.751.9189 (fax)
1219 Naylor. Dr. SE
Bemidji, MN 56601

BUHL

218.258.8926 (office)
218.258.8951 (fax)
100 Industrial Park Rd S.
Buhl, MN 55713

CROOKSTON

218.281.3326 (office)
218.281.2115 (fax)
310 S Broadway, Suite 7
Crookston, MN 56716

GRAND RAPIDS

218.326.8574 (office)
218.326.8447 (fax)
401 SE 11th Street
Grand Rapids, MN 55744

INTERNATIONAL FALLS

218.285.7462 (office)
218.285.7218 (fax)
1600 20th Avenue West
International Falls, MN 56649

ROSEAU

218.463.1123 (office)
218.463.3973 (fax)
1194 Center Street West
Roseau, MN 56751

THIEF RIVER FALLS

218.681.6830 (office)
218.683.7338 (fax)
1520 Hwy 32 S.
Thief River Falls, MN 56701

WARREN

218.745.4401 (office/fax)
1008 North 2nd Street
Warren, MN 56762

“ They at the ODC are defined by their hard work and infectious personalities, not their disabilities. Lone Oak Family Dentistry believes in Empowering All, and we have seen our friends at the ODC not only be great employees for our office, but for our whole community.

We are inspired by their work ethic and together great bonds are formed through this partnership of empowerment! ”

odcmn.org



Dr. Travis Hanel, DDS • Lone Oak Family Dentistry • Warren, MN