



2025 Annual Report

ACCORD

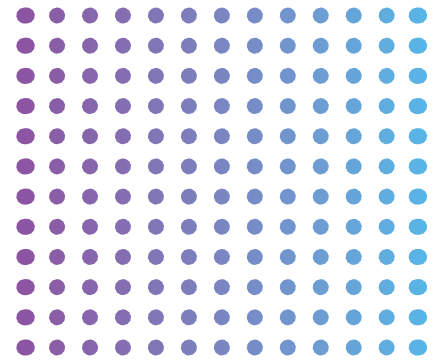


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From Our CEO

As we reflect on the past year, I am proud of the continued strength and commitment of the Accord community. For more than five decades, our work has been grounded in a simple but powerful belief: that every person we support has the ability to live a full and meaningful life. That belief continues to guide us each day, carried forward by employees whose compassion, dedication, and professionalism make a lasting difference.

Our commitment to quality remains unwavering. Maintaining our CQL accreditation with distinction is not just an achievement, but a reflection of how we listen, learn, and continuously improve to better support the people we serve. It speaks to a culture that prioritizes dignity, person-centered practices, and strong outcomes.

At the same time, we are navigating a challenging environment. Increased scrutiny around fraud in our sector has, at times, cast a broad and unfair shadow over providers who are doing the right thing every day. Coupled with ongoing workforce shortages and the uncertainty of proposed government budget cuts, these pressures are real and require thoughtful, steady leadership.

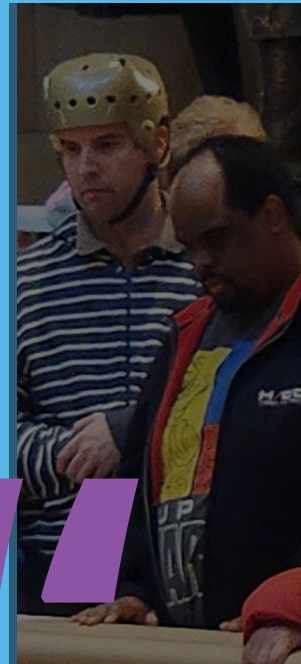
And yet, this is not new territory for Accord.

In 2026, we celebrate our 55th anniversary, a milestone that reflects decades of resilience, growth, and purpose. We have faced challenges before, and we have always moved forward by staying focused on what matters most: the people behind this work and the individuals and families who place their trust in us.

Thank you to our employees, partners, people we support, families and community for your continued commitment to our mission.

Together, we will keep moving forward.

Rita Weisma



**“Alone we can
little; together
can do so much
— Heler**

Inclusivity is at the core of our vision.

We dream of a community where every person, regardless of their abilities or background, feels not just acknowledged but embraced.

It's a vision where differences are celebrated, uniqueness is cherished, and everyone finds their rightful place.

We are dedicated to building bridges, fostering understanding, and creating environments where everyone feels valued and included.



do so
we
h."
n Keller

Our Mission

Every action we take is rooted in our purpose:
**helping people live their
greatest lives.**



It's not just a phrase -
it's a **promise.**

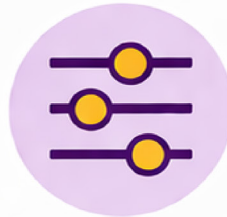


We believe in the
inherent potential within
every individual, regardless
of the challenges they face.

Through our **person-centered approach**, we:



Nurture
this potential



Tailor services
to individual needs



Provide the support
necessary for them to **thrive**

Key Wins

/1

Professional Development

Launched our first Emerging Leader cohort, reinvesting in up and coming leaders!

/2

Industry Collaboration

Hosted CEO Summit for MN Nonprofits in support of our changing disability landscape.

/3

Emphasis on Quality

Built out our Quality & Compliance Team, doubling down on our commitment to CQL accreditation and providing high quality support.

/4

Speak Loud & United

Grew internal advocacy efforts with the creation of an employee-led advocacy committee, supporting almost 100 Accord advocates rallying at the State Capitol

/5

Service Growth

Hired Executive Director for Edges Wellness, spearheading strong growth and expansion in 2025.

Our Values



Listen

Listen to understand the whole story, giving your full attention to all forms of communication and perspectives.



Learn

Learn from each other to continually improve, knowing learning is a process that never ends.



Lead

Lead by doing what we say we'll do, holding ourselves accountable & living the values we want to see in others.



Always with Passion.

Financials

Revenue	2023	2024	2025
Program Revenue	\$20,319,980	\$22,626,444	\$26,153,430
Grants & Donations	\$969,175	\$46,111	\$41,851
Other Revenue	\$146,119	\$171,883	\$187,581
	\$21,435,274	\$22,844,438	\$ 26,382,862

Expenditures	2023	2024	2025
Program Expenditures	\$17,144,187	\$17,709,660	\$20,749,736
Admin & Development	\$4,379,517	\$5,970,038	\$5,609,522
	\$21,523,704	\$23,679,698	\$26,359,258



In 2025, Accord received two grants to expand programming and renovate our Day Supports space.

Thank you to our generous partners!



Thank you to our generous donors in 2025.

Scott Affeldt
 Ken Bence
 Sherry Bennett
 Renate Brower
 Kelly Calendine
 Melodie Carlson
 Ingrid & Chris Culp
 Richard Cummings
 Jestira Cuoco
 Skylar Farb
 Rory Fields
 Mary Guerra

Sarah Hall
 Brooks Harmon
 Mary Lou Hartman
 Zahnia Harut
 Roderick Hedner
 Marcos Hernandez
 Michelle Heyn
 Joan Humphrey Linck
 Fred Hunter
 Peter Koehn
 Shiz Koizumi
 Kelly Manke

Anessa Matthews
 Joseph McKnight
 Peggy Montgomery
 Dori Munniks
 Ben Platz
 James Putman
 Sarah Ritter
 Sarah Satterberg
 Trinity Schumacher
 Kevin Sienko
 Jonathan Sondergaard
 Sharon Stanton

Kimberly Swiger
 Kris Unise
 Mike Welna
 Paul Welna
 Rita Wiersma
 Paula Winkler Accurso
 Doug Wise
 Kevin Zabel
 Pamela Zimmerman

Meet Our Team

Our team is the heart of everything we do.

Across Accord, employees bring a wide range of backgrounds, experience levels, and areas of expertise, from direct support professionals to program leaders and administrative staff. Despite our different backgrounds, we are united by a shared purpose.

Together, they are driven by a deep belief in the people we support and their potential to live full, meaningful, and self-directed lives.

Every day, our team shows up with compassion, creativity, and dedication, working together to turn that belief into reality.





Rita Wiersma

CEO



Oren Avery

CAO



Jes Cuoco

VP of Finance



Malorie Potter

VP of Programs



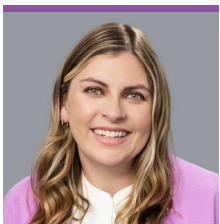
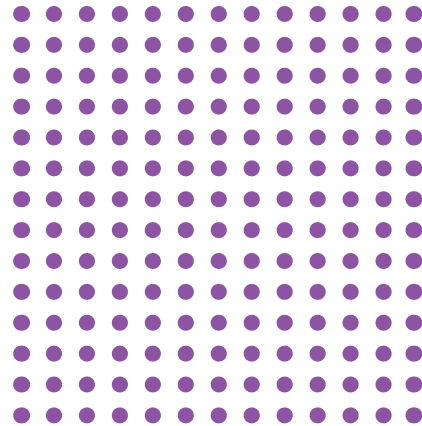
John Stanton

VP of
Growth Strategy



Paul Welna

CHCO



Becky Graves

Senior Director,
Programs



Claire Magno

Senior Director,
Revenue Cycle
Management



Sarah Satterberg

Executive Project
Manager



Kevin Zabel

Director,
Marketing &
Communications

Our Committees

Employee-led committees at Accord give staff a direct voice in shaping how we support the people we serve. They bring together diverse perspectives from across the organization, helping ensure decisions reflect real experiences and needs.

By empowering employees to lead conversations and initiatives, these committees strengthen accountability, creativity, and shared ownership of our work. Most importantly, they help keep our focus where it belongs - on listening, learning, and delivering truly person-centered support.



DEIA Council

Accord's DEIA Council is a place where diversity of thought is encouraged and promoted to generate the best possible outcomes for Accord and the people we serve.



Safety

Accord's Safety Committee works to educate, promote, and encourage the practice of safety while reducing unsafe acts and hazardous conditions at Accord.



Legislative Advocacy

Accord's Legislative Advocacy Committee brings together staff and stakeholders to champion policies that strengthen disability services, amplify the voices of the people we support, and advance meaningful change across our communities.



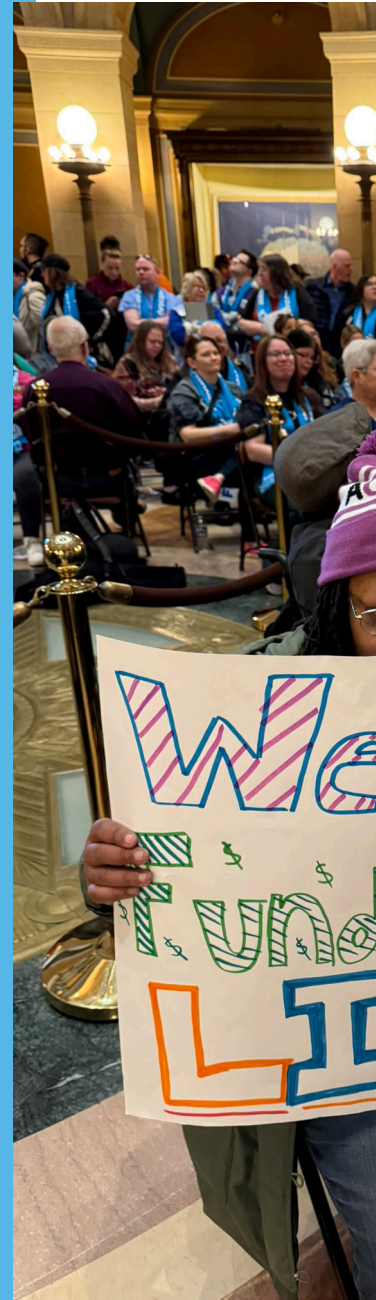
Wellness

Accord's Wellness Committee invests in the wellbeing of our employees by providing education about health living and opportunities to participate in health and wellness activities.



Human Rights

Accord's Human Rights Committee brings together diverse viewpoints to review policies, practices, and situations where rights may have been restricted or individuals may have been mistreated.



Making an Impact

Throughout 2025, Accord's committees and employees were hard at work with new initiatives and projects.



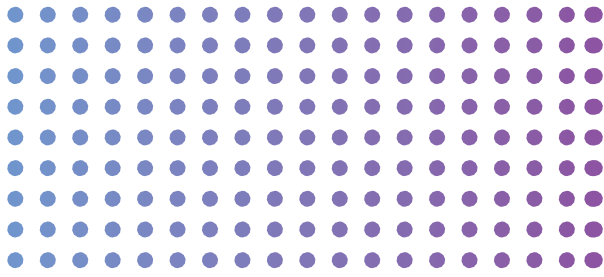
DEIA Council launched monthly listening sessions, allowing employees to come together to discuss current events while unpacking personal feelings in a safe and supported environment.



The Legislative Advocacy Committee grew our advocacy presence inside and out of the State Capitol, making trips to see legislators, and bringing capitol insiders to the Accord office for a Lunch & Learn event



The Human Rights Committee, with support of the Accord Marketing dept. redesigned and relaunched their 'My Rights & My Choices' workbook, assisting people supported with knowing their rights, making informed choices, and providing real-world examples for each.



Our Services



Day Supports

Accord's Day Support Services provides engaging and meaningful experiences shaped by each person's interests, goals, and choices.

Individuals participate in a range of activities including creative expression, skill-building, advocacy, and community involvement, with opportunities to build relationships and develop independence.

Sharing Stories

Check out Christina's employment journey



Employment Services

Accord's Employment Support Services provide individualized support from initial exploration through ongoing success in the workplace.

Services focus on competitive, integrated employment and connecting people to roles that align with their strengths and goals, including customized employment options.

The overall emphasis is on supporting individuals to participate in their communities through meaningful, paid work.





Family Support Services

Accord's Family Support Services (FSS) supports individuals in building independence and staying connected to their communities.

Families select their own Direct Support Professionals, ensuring care aligns with their goals and routines, while Accord provides guidance and administrative support.

The program emphasizes a self-directed approach that gives families greater control while maintaining consistent support.



Financial Management Services

Accord provides financial management services for people who self-direct through CFSS, CDCS, and the Consumer Support Grant. Support includes budgeting, bill payment, payroll, and employer-related responsibilities, helping individuals stay in control of their services.

Our Services



Case Management

Accord's Case Management services help individuals understand their options, access supports, and plan for the lives they want to live.

Case Managers assist with navigating services, connecting to resources, and developing plans that support independence and choice. Services are available in Dakota, Hennepin, and Washington counties.



Sharing Stories

Support begins with case managers, like Savannah.

Care Coordination

Accord's Care Coordination service takes a person-centered approach to helping individuals navigate health and social systems, connecting them to the services and resources they need to support their overall wellbeing.

The service focuses on coordinating care across providers, promoting healthy behaviors, and strengthening community inclusion, while empowering individuals to make informed choices and maintain independence.





Housing Opportunities

Accord's Home Share program provides affordable, single-room housing for individuals with mental health disabilities through subsidized HUD programs.

Community-based homes offer private bedrooms and shared living spaces in a safe, supportive environment that promotes stability, independence, and connection. Located throughout the Twin Cities metro, Home Share helps make independent living more accessible.



Edges Wellness Center

*A space for validation,
connection, support, and
growth.*

Our therapists offer inclusive, affirming care for neurodivergent youth & adults, helping you build the life and relationships that fit you.

Our Services Include:

- Individual Therapy
- Couples, Family & Relational Therapy
- Autism-Affirming Therapy
- LGBTQIA+ Affirming
- Sex Therapy
- Assessments & Referrals

We welcome people of all genders, sexualities, spiritual practices, and relational models, with a focus on Queer/Trans, BIPOC, Disabled, Neurodivergent, Indigenous, and immigrant communities.



1,068

*Unique clients
supported by Edges
services in 2025*



42

*The number of
providers supporting
clients at Edges*

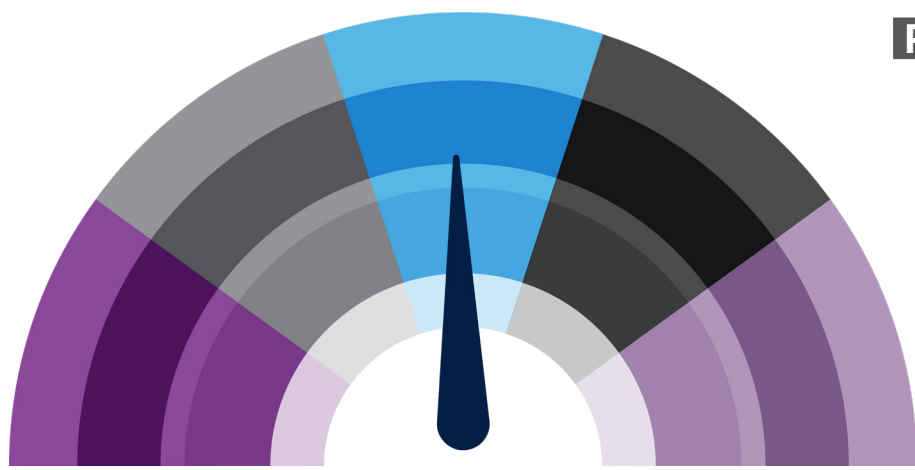


Interested in support?
Visit our website to explore services and begin the intake process.

10 FOR 10

Progress Update

Accord's "10 for 10," aims to impact the lives of 10,000 individuals over the span of ten years by focusing on people and delivering quality services. We firmly believe in our capability to deliver unparalleled quality services, fostering an improved quality of life for those we support. At the heart of it, this pursuit aligns seamlessly with our overarching mission: helping people live their greatest lives.



People Supported by Program

Case Management:	2,616
Care Coordination:	385
Day Support Services:	169
Employment Services:	337
Family Support Services:	214
Financial Management	123
Housing Stabilization Services:	55
Shared Housing Supports:	22
Vocational Rehabilitation Services:	99
Edges Wellness:	1,068

5,088

Celebrate

with us in 2026

ACCORD

55 **YEARS** *of*
Excellence