

2021



ANNUAL REPORT

imagine the
POSSIBILITIES INC



01

Mission Values Purpose

Our **MISSION** is to empower people to reach individual achievement across the spectrum of life.

Our **VALUES** include

- Human Rights
- Community and Home
- Dignity and Respect
- Open Communication
- Honesty
- Kindness
- Individual Potential
- Well-being of Individuals
- Ethical and Legal Business Practices

Our
Mission
Values
& Purpose

Our **PURPOSE** is to provide individually designed, community-based services that focus on quality, dignity and respect. We look beyond disability to enhance each person's quality of life through individual achievement.

We believe our services are best provided in an environment that promotes laughter and joy - a place where life is celebrated and energies are not focused on barriers or what seems to be impossible. We intend to focus the full force of our energy on seeing beyond disability and imagining all that is possible!

We believe that people with disabilities need to do for themselves as much as possible. We can provide teaching, options, support and the necessary skills and tools, but only they can combine all of these resources and bring their own dreams to life.

From the Chief Executive Officer

02


Henry Ford once said, *"Coming together is a beginning, staying together is progress, and working together is success."* This captures the story of Imagine the Possibilities - and it's a story I'm grateful to be a part of!

Fiscal Year 2021 was focused squarely on managing and surviving through a global pandemic, as it did for all businesses. The challenges we faced were real and impactful in ways we could never have imagined. I'm very proud of our collective leadership team and the work accomplished in not only surviving, but thriving in the face of extreme challenge.

We've taken a hard look at what we do as well as how we do it, resulting in some dynamic changes. Plans are well under way for some significant shifts in the service models we employ in accomplishing our mission. The adjustments will be challenging, but our team continues to face such challenges with vigor and commitment to our mission and purpose.

Perhaps one of our biggest challenges has been the fight to hire and retain employees. All employers seem to be drawing from a pool that is getting significantly smaller. We were able to assemble some helpful tools in fighting this battle and will continue to expand on that moving forward.

Today our financial position is stronger than ever and I'm excited to see what the future holds!



Todd Seifert, CEO



03

The Executive Leadership Team

As someone who works with many organizations all over the state, I am always impressed with the ability of the Imagine leadership team to have open, honest, and critical conversations. The willingness to respectfully discuss even the most difficult topics is one of the key factors in why the organization functions so well.

- Gary Jones, J.D., CHC, CHPC



What inspires me to be a leader at Imagine the Possibilities is working with kind, empathetic people who are all striving toward the same common goal... to support the folks we serve and promote individual achievement.

Todd Seifert

Chief Executive Officer

My personal and professional inspiration has always been to surround myself with people who will stop at nothing to make a positive difference in the lives of others. In my experience, this defines our Imagine employees! Being a part of this agency makes me want to be better, work harder, and serve in whatever role I'm needed. I'm inspired by the hard work and dedication of those around me who I watch work so hard to support others to achieve their dreams. I'm so proud to be a small part of the huge impact this agency has across our state.



Wendy Malone

President

My inspiration for being a leader at Imagine the Possibilities comes from a desire to help people. During my time as Executive Director prior to our merger, I developed an interest in the many functions needed to make a company work – even those that aren't directly related to mission. Today, my role as CAO provides me with a great opportunity to work in that context. I am grateful to be doing what I love while supporting a great company with a wonderful mission.

Jeff Morris

Chief Administrative Officer



The Executive Leadership Team

04

Leadership to me means “support.” I aspire to be helpful in any capacity that is possible and am motivated by people around me. I have had the profound pleasure of being mentored by some of the best leaders in the industry and have learned how impactful support can be. I also learned that supports can come in many shapes and forms! Each day, my drive comes from my team and folks around me growing, learning, and overcoming barriers. I am inspired by them and what they do each day and it drives me to help in any way that I can!

Tiffany Higgins

Chief Operating Officer



My inspiration comes from the drive that leadership has in growth. I have seen this both in our individuals, staff, and personally. My career has grown at Imagine through different positions in the agency, starting as a DSP. Through hard work and dedication, my professional goals have been met each time I set them. In seeing those values each and every day – I remain inspired to grow and make my impact at Imagine.

Megan Simmons

Chief Financial Officer

What inspires me to be a leader at a company like Imagine the Possibilities is the ability to make a lasting and positive impact.

At the core of my personal mission in life is to leave as many interactions, relationships, work projects, and ultimately the world in a better place than when I came into it. I'm very fortunate to have the ability to do that with the team at Imagine that I support and in connecting with each of you. The work you do each day supporting people to live lives reaching the heights of their own individual achievement is aligned with this which is very inspiring to me.

Michelle Phillis

Chief Human Resources Officer



05

The Information Dashboard

Services in

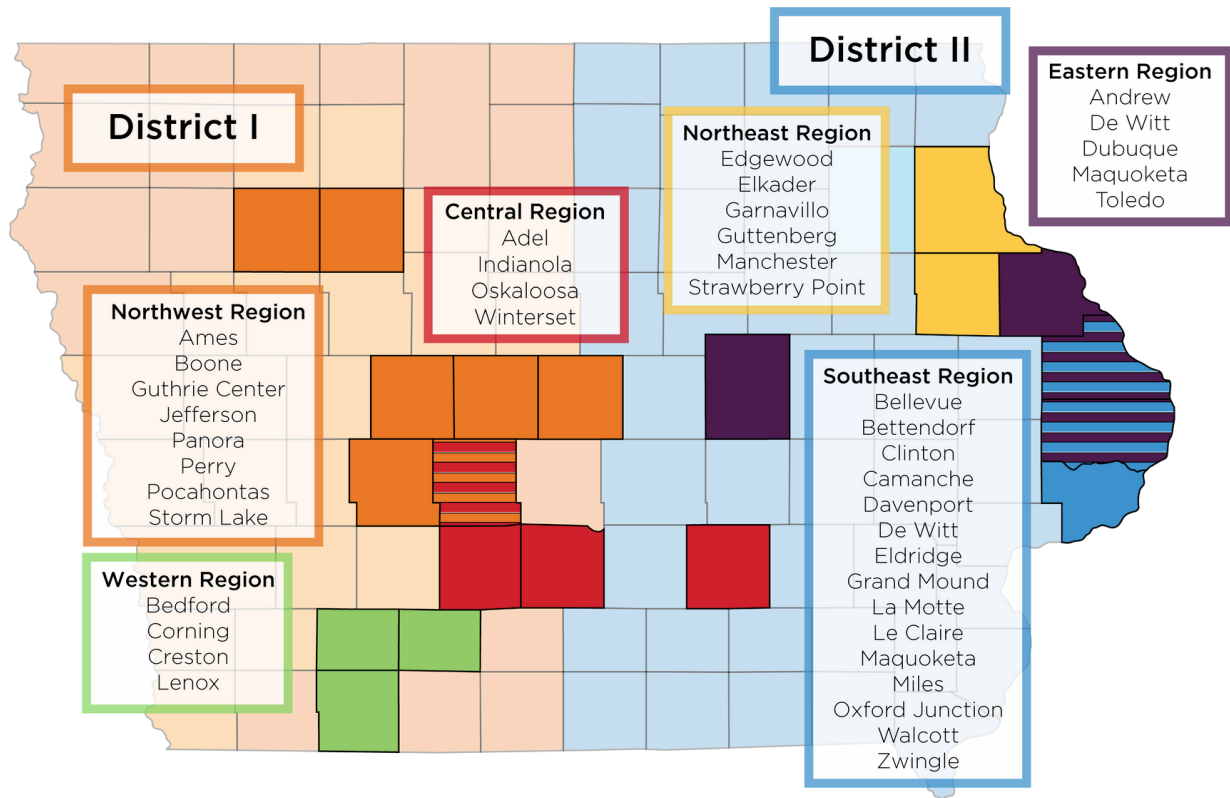
42Iowa
Communities

Services in

20Iowa
Counties**1,500**
lives impacted**918**
employeesServices
provided in**6**
impactful
service
models**\$31.3M**
in wages alone**303**
supporting
donorsNearly
\$104,000
in
donationsOther Expenses
17%Employment Expenses
83%

Regional Structure & Leadership

06



Ron Christensen

Regional Executive Director | Central Region



Bryan Main

Regional Executive Director | Eastern Region



Regina Shafer

Regional Executive Director | Northeastern Region



Teresa Magnussen

Regional Executive Director | Northwestern Region



Susie Ruchotzke

Regional Executive Director | Southeastern Region

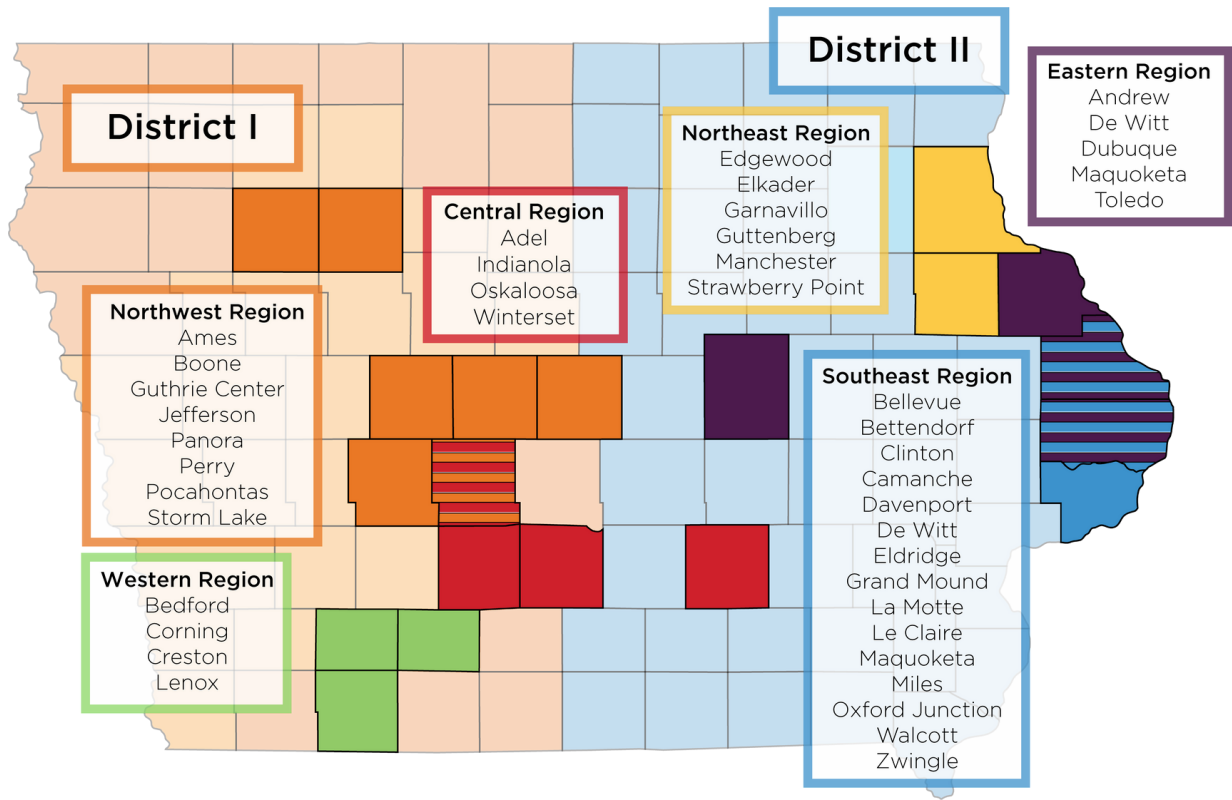


Ron Christensen

Regional Executive Director | Western Region

Regional Structure & Leadership

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Ron Christensen

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Regina Shafer

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Teresa Magnussen

Regional Executive Director | Northwestern Region



Susie Ruchotzke

Regional Executive Director | Southeastern Region



Ron Christensen

Regional Executive Director | Western Region

07

Annual Survey Results

These numbers reflect the results from
key performance indicators in each of the three surveys.

Results from the 2020 Employee Satisfaction Survey

I would recommend Imagine's
services to a friend.
94%

I have a sense of
commitment to my job.
99%

Overall Satisfaction
97%

Results from the 2020 Individual Satisfaction Survey

My staff treat me with
dignity and respect.
99%

I am encouraged to exercise my
rights and responsibilities.
100%

Overall Satisfaction
98%

Results from the 2020 Stakeholder Satisfaction Survey

Imagine staff treat individuals
with dignity and respect.
99%

Imagine serves individuals in safe
and secure environments.
100%

Overall Satisfaction
98%

FY 2021 Financial Summary



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	FY 2021	FY 2020	FY 2019
ASSETS			
Current Assets	\$ 13,386,141	\$ 8,462,652	\$ 6,955,539
Restricted Assets	\$ 1,275,801	\$ 1,237,453	\$ 469,289
Property & Equipment	<u>\$ 8,370,570</u>	<u>\$ 9,087,421</u>	<u>\$ 8,248,760</u>
Total Assets	\$ 23,032,512	\$ 18,787,526	\$ 15,673,588
LIABILITIES & NET ASSETS			
Current Liabilities	\$ 3,883,138	\$ 3,713,442	\$ 3,154,844
Long Term Liabilities	\$ 2,749,928	\$ 3,288,231	\$ 2,003,057
Net Assets	<u>\$ 16,399,446</u>	<u>\$ 11,785,853</u>	<u>\$ 10,515,687</u>
Total Liabilities & Assets	\$ 23,032,512	\$ 18,787,526	\$ 15,673,588
Total Revenue	\$ 51,682,168	\$ 44,291,387	\$ 33,772,482
Total Expenses	\$ 47,068,575	\$ 43,021,223	\$ 32,254,158
Change in Net Assets	\$ 4,613,593	\$ 1,270,164	\$ 1,518,324
Total Wages	\$ 31,372,294	\$ 28,247,231	\$ 20,841,005

Imagine's financial records are independently audited annually with routine review conducted by executive leadership and the board of directors throughout the year.

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FY 2021

Donor

Recognition

Empowerment Club | \$1 - \$499

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 HANAMAN, DALE
 HARRIS, AMY
 HARRIS, TRACY
 HAUPTS, JACKIE
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 HECHT, LARRY
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 HOYT, DAVID
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 HY-VEE
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 IRWIN, SAMANTHA
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 KAMMEYER, TIMOTHY
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 LANG, JOAN
 LEIGH, MERRI
 LENTELL, THOMAS
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 MOONEY, PATRICK
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 OTTING, MATTHEW
 PANTHER CREEK CHURCH
 PARMER, JACK
 PAUL, BERNADINE
 PAULSEN, DARRELL
 PAUSTIAN, VIRGINA
 PETERSEN, GARY

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 RAY, KAREN
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 SLOAN, SHERYL
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 STATE BANK OF TOLEDO
 STORM LAKE POLICE DEPARTMENT
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 STROBBE, VIANNE
 TEMPLETON, ROBERT J
 TEUSCH, NANCY
 UNITED WAY OF CENTRAL IOWA
 VAN BLARICON, SHEILA
 VAN ESSEN, STANLEY
 VAN PELT, LINDA
 VFW AUXILLARY POST #817
 VFW AUXILLARY POST 9599
 VIREN, DEBRA
 VOLLBEER, DIANA
 WAGNER, JOHN
 WATKINS, SHANNON
 WELLS, FRANCES
 WILKINS, CORNELIUS
 WILLIAMS, LORI
 WIND, SUE
 WINEBRINNER, JOAN
 WULFEKUEHLER, W. SCOTT
 YOUNGBAUER, NANCY

FY 2021 Donor Recognition

10

Inspiration Builders \$500 - \$999

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Belief Builders \$1,000 - \$4,999

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BLACKBAUD GIVING FUND ON
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HARTIG DRUG
KNOBLAUCH, CAROL
NATIONAL COUNCIL FOR
BEHAVIORAL HEALTH
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T ROWE PRICE TRUST CO
WENDLER, AMANDA

Visionary Circle \$5,000 - \$9,999

KNIGHTS OF COLUMBUS
THE MOLINA HEALTHCARE
CHARITABLE FOUNDATION
VALERO

Legacy Society \$10,000 or more

UNITED WAY OF
MAHASKA COUNTY

The following individuals, businesses, and organizations sponsored the 2020 Imagine the Possibilities Annual Golf Outing. The event raised approximately \$25,000 in support of our mission!

Thank You!

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