



2018 - 2019 | ANNUAL REPORT

2018 - 2019 | OUR MISSION

Our 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 **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 served 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.



2018 - 2019 | FROM THE CEO

On behalf of the board of directors and executive leadership team, I'm pleased to share that Imagine the Possibilities experienced its best year ever during Fiscal Year 2019! We focused strategically on fiscal strength, clinical excellence, and building capacity for growth - achieving success in all three areas.

The two previous fiscal years were spent focusing on the activities necessary to come together after DAC, Midwest Opportunities, Imagine the Possibilities, and later G & G Living Centers decided to join together as a merged entity. Equipped with a strong team of talented leaders and well respected services, we faced FY 2019 ready to fine tune our processes and prove in new ways that we are better together...and that we did!

In terms of leadership, we hired a Director of Clinical Services who works daily to add to the quality and integrity of the services we provide. Just recently, we also hired a Director of Staff Development. We are committed to the belief that we can't accomplish our mission without a team of direct service professionals and front-line supervisors who are continually growing and developing in their skills and knowledge. I'm thankful every day for our team of dedicated employees who work tirelessly to improve the lives of people with disabilities.

I'm also thankful for those who choose to access the services we provide. The trust you place in Imagine the Possibilities does not go unnoticed - it's our privilege to support you in your endeavors!



A handwritten signature in black ink, appearing to read "T Seifert".

Todd Seifert, CEO



2018 - 2019 | BOARD OF DIRECTORS

Mike Ruden
Chairperson

Beth Schutterle
Vice Chairperson

Bernie Paul
Treasurer

John Franzen
Secretary

Brad Deery
Director

Jason Hill
Director

Jess Smith
Director

Jayne Templeton
Director

John Theisen
Director

Scot Wilkins
Director

Thank you to this dedicated group of volunteers who provide governance and direction in the pursuit of our mission! You are appreciated!



2018 - 2019 | STATISTICS

556
Individuals
Served

750
Employees

Services in
15 Iowa
Communities

Services in
9 Iowa
Counties

9 Lines
of
Service

20 vans
purchased
with 25%
USDA Grant

\$25,830,000
in payroll
and benefits
annually

New
Commercial
Sewing
Operation
Launched

2.9 Million
Pounds of
Recycling
Processed

Over
\$600,000 in
payroll every
2 weeks



2018 - 2019 | SURVEY RESULTS

Results from the 2018 Employee Satisfaction Survey



Results from the 2018 Individual Satisfaction Survey



Results from the 2018 Stakeholder Satisfaction Survey



The numbers provided above are the FY 2019 results from key performance indicators surveyed in three satisfaction surveys taken each year.



2018 - 2019 | FINANCIAL SUMMARY

	FY 2019	FY 2018	FY 2017
ASSETS			
Current Assets	\$ 6,955,539	\$ 6,760,322	\$ 3,982,198
Restricted Assets	\$ 469,289	\$ 770,809	\$ 0
Property & Equipment	\$ 8,248,760	\$ 8,690,521	\$ 6,931,367
Total Assets	\$ 15,673,588	\$ 16,221,652	\$ 10,913,565
LIABILITIES & NET ASSETS			
Current Liabilities	\$ 3,154,844	\$ 4,227,119	\$ 2,613,395
Long Term Liabilities	\$ 2,003,057	\$ 2,419,494	\$ 3,332,692
Net Assets	\$ 10,515,687	\$ 8,983,353	\$ 4,967,478
Total Liabilities & Assets	\$15,673,588	\$ 16,221,652	\$ 10,913,565
Total Revenue	\$ 33,772,482	\$ 30,792,403	\$ 23,730,289
Total Expenses	\$ 32,254,158	\$ 29,745,077	\$ 23,507,660
Change in Net Assets	\$ 1,518,324	\$ 1,047,326	\$ 222,629
Total Wages	\$ 20,841,005	\$ 19,264,189	\$ 15,052,170



2018 - 2019 | GIVING



Empowerment Club | \$1 - \$499

The following individuals, businesses, and organizations have given generously so that Imagine the Possibilities can continue in its mission to empower people to reach individual achievement across the spectrum of life.

Thank you!

T. Maher
Vada Messamaker Memorial
Forever Green
Designs Unlimited
Eberhart Farm Supply
Steve Scott
Keith Friedman
Rick and Michelle Prull
Bowman Oil
The Car wash, Inc.
Debbie and Dennis Stolk
RCS Computer Sales
General Fire and Safety

D & C Beck
Rick Zeimet
William and Renee Budde
Joseph and Carol Strecher
Nicole Lucevic
Chris and Jen Weuste
MDK
Dubuque Roller Derby
Kitchen and Bath Solutions
Connie and Dennis Wilcox
Owen Leasing Service
Georgianne and Ronald Kaiser
Rick and Laura Zeimet
L. Harrington Memorial
S. Peters
Franklin Family
Devine Family
Dusil Family
Nims Family
Swanson Family
Debra Horch
Paul Miller
Timber City Chiropractor
Scheppers Family
Nissen-Caven Agency
Kuhlman Motors
Schmitt's Auto Repair
Comprehensive Rehab
Smiles on Main

Tandem Tire
Dale Hechler
Hartig Drug
Cups & Cones
Susie Ruchotzke
Carson & Sons
Black Cat Blades
John Regan
Mark Templeton
Franzen Family
Carson Family
Vada Harrington
David Johnson
Frances Wells
Supplemental Insurance
A. Maiden Memorial
Colleen Hoogheem
Oskaloosa Vision Center
KMAQ
Innovative Consulting Service
William McClintock
Jack and Holly Parmer
Country Home Embroidery
Bruce Kinerade
Marvin Schneider
Holst Construction
Beth Schutterle
Darrel Hicks
Bernadine Paul

2018 - 2019 | GIVING



Empowerment Club | \$1 - \$499

Samuel Collins
Tri-State Shred
Dubuque Supply
Stam Garden Greenhouse & Nursery
Anna Mae Kuhn
Coleen Brenth
R & A Templeton
Otting Family
Dorothy Wisted
Mulligans
Carpetland
C & R Tires
The Observer
Make a Splash
D'Aqostino Family Dentistry
Midwest Business Products
Gabel Chiropractic
Wellmark
Lectronics
Lampe True Value
Carson
McDonalds
Lechtenberg Dental
CBI Bank and Trust
Kimberly Alkins
Ellis Appliance and Service
Jon and Coleen Brechtel
Kathryn and Douglas Reimer
Eric Jahn

Wisted Family
Family Dental
Schepers
Spahn & Rose
Matthew Wilson
Benefit Solutions
Burken Underground
Dittmer Recycling
Belic Mission Fund
Coleen and John Brechtel
Auto Dynamics
Longhorn Saddlery
Wayne Hols Memorial
Colleen Hoogheem Memorial
Kinetic Edge Physical Therapy
Comprehensive Rehab
Casey's General Store
Burken Electric
Jones Law Firm
Heartland Finaicial
Brian and Pat
Breitbach Floor Covering
Flap Jacks
Keri Shepard Truist
Marcia Ray
ChartMeds
Leytem Trucking
Blackhawk Sprinklers
Bernard Dairy

Glenn's Lock and Key
Ann Paulsen
Mary Rourke
John Wagner
Dave Feuss
Lechenberg Dental
B & C Liquor
Hermes Auto
Tina and Eric Jahn
Highway 64 Diesel
Roger and Carol Heilig
Dewitt Maquoketa Bellevue Herald
Jackson Manufacturing
Meinecke-Richards Agency
MMEU
Bellevue Pharmacy
Big Bill's Tap
Benevity Community Impact Fund
Finnin Kia
John and Donna Wagner
Ali Maden Fund
Rick Zeimet
Diane Dougherty
Keith Friedmann
Meuser Lumber
Nancy Gran
Jerry Schau
Dennis Kilburg
Chris Weuste

2018 - 2019 | GIVING



Inspiration Builders \$500 - \$999

John Gilroy
Susan Thompson
Creston-Corning
Van Roekel Appliance
Eide Bailey
Till's Flooring
In Honor of S. Marshall
EDOC
Innovative Solutions
Sheets Construction
Chartmeds
Dr. Appliance Sales
Community Foundation
Belc mission Endowment
Kerry Connor
3M
Charities Aid Foundation
Timber Lanes
Daryl's Mobile Service
Dubuque Fire Equipment
United Healthcare
Richard McCurdy
Beth Schtterle

Belief Builders \$1000 - \$4,999

Todd Seifert
DJ Twizzlers
Maquoketa Community Services
IIW
Krexco
David Hartman
Patti Perkins
Hogan/ Hansen
Brad Deery
Midwest compliance Associates
Platinum
Dewitt Travel Mart
Martin Brothers
Schuller & Sons Construction
Burken Underground
Dupaco
Benefit Solutions
Dennis and Cleo Marshall
First Central Gateway
Molyneaux
Osterhaus Pharmacy
Maquoketa State Bank
Dennis Curtis

Belief Builders \$1000 - \$4,999

This is how we Roll Fundraiser
Community Health Charity
Bevevity Donation
Sam's Club
Dennis Marshal
Pape Brothers Insurance
Wellmark
Kohls
Eric Mote
ICF DeWitt sensory Items
Salem Lutheran Church
Special Olympics

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

Knights of Columbus
G & G Foundation

Legacy Society \$10,000 or more

Alan and Susan Jentz
Birdies of Charity
David Hartman Foundation

2018 - 2019 | GOLF OUTING



The following individuals, businesses, and organizations sponsored the 2018 Imagine the Possibilities Golf Outing. The event raised approximately \$25,000 in support of our mission! Thank you!

Gold Sponsors

Platinum
Molyneaux
Osterhaus Pharmacy
DeWitt Travel Mart
Maquoketa State Bank
Midwest Compliance
Burken Underground
Dupaco
Schuller and Sons
Wellmark
Brad Deery
Benefit Solutions
Kohls

Silver Sponsors

Martin Brothers
Dubuque Fire Equipment
United Health Care

Bronze Sponsors

Dr. Appliance Sales
EDOC
Pape Insurance
Chartmeds
Timber Lanes
Daryl's Mobile Service
B&C Liquor

T-Shirt Sponsors

CBI
Dr. Sales and Appliances
Breitback Flooring
McDonalds
Carson and Son
Dr. Bradtner Office
Lampe True Value-Bellevue
Lectronics
Martin Brothers
Eide Bailey
Tills Auto
Dewitt Maquoketa Bellevue Herald
Lechtenberg and Young Dental
Jackson Manufacturing
C&R Tire
Meinecke-Richards Agency
Dubuque fire equipment
Carpetland USA
Spahn & Rose
MMEU
Bellevue Pharmacy
Till's Flooring
United Health Care
Big Bill's Tap

Donations

Fareway
RCS Sales
Barnes
Dewitt Fitness Center
Giesler Brothers

Timber City Chiropractic
Weber
Eide Bailey
Schueller and sons
Theisens



imagine the
POSSIBILITIES  INC

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www.imagineia.org