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 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.
Another year of growth ... another year of proving again that we are better together!

During Fiscal Year 2020 we expanded our footprint in Iowa considerably - extending into the northwest quadrant for the first time. This came as a result of a consultative relationship that we had with Genesis Development based in Jefferson, Iowa. The culmination of that work was a mutual decision to fold much of the service that Genesis had traditionally provided into the family of services offered by Imagine.

We were happy to welcome a large number of individuals served and seasoned employees into the Imagine family at the end of October 2019. Since that time, we've learned well from each other and have come together with added strength to weather continued industry challenges and the unique difficulties faced in recent months as we have responded to a global health crisis.

Today our financial position is as strong as ever and we continue to demonstrate leadership in service excellence across Iowa.

Additionally, we have joined together with several other agencies in lobbying for funding to increase direct support professional staff wages. These folks are critical in supporting the lives of those we serve. I'm so thankful for these dedicated people!

Todd Seifert, CEO
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
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
The Information Dashboard

- Services in 44 Iowa Communities
- Services in 21 Iowa Counties
- 1,500 lives impacted
- 1,031 employees
- Services provided in 6 impactful service models
- $28.2M in wages alone
- 105 supporting donors
- Nearly $112,000 in donations

Other Expenses 18%
Employment Expenses 82%
Regional Structure & Leadership

Ron Christensen
Regional Executive Director | Central Region

Bryan Main
Regional Executive Director | Eastern Region

Regina Shafer
Regional Executive Director | Northeastern Region

Melinda Austin
Regional Executive Director | Northwestern Region

Susie Ruchotzke
Regional Executive Director | Southeastern Region

Melinda Austin
Regional Executive Director | Western Region
Annual Survey Results

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

### Results from the 2019 Employee Satisfaction Survey

<table>
<thead>
<tr>
<th>Item</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>I would recommend Imagine’s services to a friend.</td>
<td>96%</td>
</tr>
<tr>
<td>I have a sense of commitment to my job.</td>
<td>99%</td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>98%</td>
</tr>
</tbody>
</table>

### Results from the 2019 Individual Satisfaction Survey

<table>
<thead>
<tr>
<th>Item</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>My staff treat me with dignity and respect.</td>
<td>99%</td>
</tr>
<tr>
<td>I am encouraged to exercise my rights and responsibilities.</td>
<td>99.5%</td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>99.7%</td>
</tr>
</tbody>
</table>

### Results from the 2019 Stakeholder Satisfaction Survey

<table>
<thead>
<tr>
<th>Item</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Imagine staff treat individuals with dignity and respect.</td>
<td>100%</td>
</tr>
<tr>
<td>Imagine serves individuals in safe and secure environments.</td>
<td>100%</td>
</tr>
<tr>
<td>Overall Satisfaction</td>
<td>100%</td>
</tr>
</tbody>
</table>
Imagine's financial records are independently audited annually with routine review conducted by executive leadership and the board of directors throughout the year.

## FY 2020 Financial Summary

<table>
<thead>
<tr>
<th></th>
<th>FY 2020</th>
<th>FY 2019</th>
<th>FY 2018</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Assets</td>
<td>$ 8,476,815</td>
<td>$ 6,955,539</td>
<td>$ 6,760,322</td>
</tr>
<tr>
<td>Restricted Assets</td>
<td>$ 1,237,453</td>
<td>$ 469,289</td>
<td>$ 770,809</td>
</tr>
<tr>
<td>Property &amp; Equipment</td>
<td>$ 9,073,258</td>
<td>$ 8,248,760</td>
<td>$ 8,690,521</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td>$ 18,787,526</td>
<td>$ 15,673,588</td>
<td>$ 16,221,652</td>
</tr>
<tr>
<td><strong>LIABILITIES &amp; NET ASSETS</strong></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>$ 3,713,442</td>
<td>$ 3,154,844</td>
<td>$ 4,227,119</td>
</tr>
<tr>
<td>Long Term Liabilities</td>
<td>$ 3,288,231</td>
<td>$ 2,003,057</td>
<td>$ 2,419,494</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$ 11,785,853</td>
<td>$ 10,515,687</td>
<td>$ 8,983,353</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Assets</strong></td>
<td>$ 18,787,526</td>
<td>$ 15,673,588</td>
<td>$ 16,221,652</td>
</tr>
<tr>
<td><strong>Total Revenue</strong></td>
<td>$ 44,291,387</td>
<td>$ 33,772,482</td>
<td>$ 30,792,403</td>
</tr>
<tr>
<td><strong>Total Expenses</strong></td>
<td>$ 43,021,223</td>
<td>$ 32,254,158</td>
<td>$ 29,745,077</td>
</tr>
<tr>
<td><strong>Change in Net Assets</strong></td>
<td>$ 1,270,164</td>
<td>$ 1,518,324</td>
<td>$ 1,047,326</td>
</tr>
<tr>
<td><strong>Total Wages</strong></td>
<td>$ 28,247,231</td>
<td>$ 20,841,005</td>
<td>$ 19,264,189</td>
</tr>
</tbody>
</table>
Empowerment Club | $1 - $499

The following individuals, businesses, and organizations have given generously over the past year so that Imagine the Possibilities can continue in its mission.

Thank You!

COMMUNITY FOUNDATION OF GREATER DES MOINES
COMMUNITY FOUNDATION OF DUBUQUE
CURNYN, ALANA
DICKERSON, MICHAEL
DIERWECHTER, RON
DURLAM, JEFFREY
FOJE, VERNON
GERKEN, JOHN
GLAWE, DENNIS
GODARD, LESTER
HANSON, ALLEN
HAUPERT, DAVID
HAUPTS, JACKIE
HINNERS, LARRY
HY-VEE REUSEABLE BAG PROGRAM
IRWIN, JAY
ISVIK, BETH
JOHNSON, DONNA
KINRADE, BRUCE
LAKE VIEW REDEMPTION & LIQUOR
MANGELSEN, PETER
MARTENSEN, JOHN & ANGELA
MCCLINTOCK, WILLIAM
MCCOY, STEVE
MCDONALD, MICHAEL
MONAGHAN, LEANN
MORSE, STACEY
NELSON, KEVIN
NELSON, LOIS
NETWORK FOR GOOD
NIMS, WANETTA
O'CONNOR, PENNIE
O'DONNELL, DONNA LORRAINE
PARMER, JACK
PAUL, BERNADINE
PAULSEN, DARRELL
PAULSEN, KEVIN & JENNIFER
POP A TOP REDEMPTION
PRULL, RICK
QUAD CITIES COMMUNITY FOUNDATION
RAY, MARCIA A
REHDER, ROBERT
ROBSON, WARREN
SANDEGREN, CONNIE
SCHMITT, PATRICIA
SCHNEIDER, MARVIN
SCHWARZKOPF, ROBERT
SLOAN, SHERYL
SMITH CONCRETE SERVICE, INC
SOMMERFELT-BRINKER, JUDY
SPARKS, J.L.
ST. MARY’S STUDENT ACTIVITIES
ST. PETER’S WOMEN OF THE ELCA
STORM LAKE COUNCIL #357
STORM LAKE I.O.O.F. LODGE #221
TYSON FOODS IMPACT FUND
UNITED PRESBYTERIAN WOMEN
UNITED WAY OF CENTRAL IOWA
VAN PELT, LINDA
VEASMAN TRUCKING
VETTER EQUIPMENT COMPANY
VON AHSEN, GARY
WADSEY, ANGELA
WAGNER, JOHN
WATTS, LAWRENCE
WELLS / MUCCURDY
WILLIAMS, LORI
WIND, SUE
WULFEKUHLER, W. SCOTT
YEPSEN, DONALD
YODER, BENJAMIN

The following individuals, businesses, and organizations have given generously over the past year so that Imagine the Possibilities can continue in its mission.

Thank You!

3M FOUNDATION
A&P ENTERPRISES, LLC
AMAZON SMILE
AUNAN, BRIAN
B & G SALVAGE
BATCHELLER, BEVERLY
BEDEL, TONY
BENSON, KATHLEEN
BETA SIGMA PHI
BETHLEHEM LUTHERAN CHURCH
BLOCKER, CHRISTINA
BRAVARD, MIKE
BREWER, BARBARA
BREWER, JEREMY
BROWER, TROY
CARADINE, PHYLLIS
CHRISTENSEN FAMILY FARMS LTD
CLARK, PEGGY
The following individuals, businesses, and organizations sponsored the 2019 Imagine the Possibilities Annual Golf Outing. The event raised approximately $25,000 in support of our mission!

Thank You!

**Inspiration Builders**

$500 - $999

JEPSEN, EMILY

**Belief Builders**

$1,000 - $4,999

HONOR BOX - STORM LAKE HOPE HAVEN AREA DEVELOPMENT CENTER KNOBLaUCH, CAROL KOHL'S LIEBUS, Denny and JOAN MOLYNEAUX INSURANCE STORM LAKE COMMUNITY CHEST SUnderMAN, D T ROEWE PRICE TRUST UNITED WAY OF BOONE COUNTY

**Visionary Circle**

$5,000 - $9,999

KNIGHTS OF COLUMBUS SIOUXLAND COMMUNITY FOUNDATION

**Gold Sponsors**

DUPACO MARTIN BROS. DISTRIBUTING MIDWEST COMPLIANCE ASSOCIATES OSTERHAUS PHARMACY WELLMARK BLUE CROSS & BLUE SHIELD OF IOWA

**Silver Sponsors**

BEARENCE MANAGEMENT GROUP CITY OF EDGEWOOD EIDE BAILLY LLC

**Bronze Sponsors**

ASCENTIS CORPORATION CHARTMEDS DR APPLIANCE EAGLE POINT SOLAR LLC MEINECKE-RICHARDS AGENCY MIDWEST BUSINESS PRODUCTS MINER-GILROY-MEAD PAPE BROTHERS INSURANCE

**T-Shirt Sponsors**

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**Non-Cash Donations**

FAREWAY RCS SALES BARNES EIDE BAILLY THEISENS KWIK STAR WAL-MART HY-VEE GRAPE VINE WINE MAX RAY GIFTS RONANN’S BUFFALO WILD WINGS CLINTON 8 THEATERS PLANET FITNESS AARON’S RENTAL DESING SETTERS DUDAD’S HALMARK K MOTORSPORTS