Mission Values Purpose

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

VALUES
Our values include human rights, community and home, dignity and respect, open communication, honesty, kindness, individual potential, wellbeing of individuals, and ethical and legal business practices.

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 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.
From the Chief Executive Officer

I've heard it said that quality is not an act, it's a habit. When I glance back over the activities of Fiscal Year 2022, it's refreshing to see a record of habitual commitment to quality at Imagine the Possibilities! Here are just some of the habits I see.

**Seeking out opportunity...**
It's an integral part of our story that continues to shape who we are and the company we will become. As an example, in FY 2022 we saw opportunity in a software platform that supports our services. As a result, we now have an ongoing opportunity to influence this important resource as a quality enhancement for our industry.

**Questioning the status quo...**
We routinely analyze data and information to measure our effectiveness as a service provider. As a result, FY 2022 saw an impactful shift away from ICF/ID services and an even greater emphasis on Home and Community Based Services - a service model that holds potential for greater individual impact and one in which we have proven strength as a provider.

**Committing to tangible resources...**
Mission requires resources. Nothing demonstrates this more effectively than the staffing crisis we, along with most other employers, currently face. A look back over FY 2022 shows an ongoing and concerted effort to think creatively and act proactively in implementing wage increases, hiring incentives, and retention strategies. The good news ... we've started to see the needle move on this and we're excited for more!

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 Quality Officer
The Information Dashboard

- Services in 43 Iowa Communities
- Services in 20 Iowa Counties
- 900 lives impacted

- 766 employees
- Services provided in 6 impactful service models
- $31.4M in wages alone

- 81% of employees involved directly in service provision
- Nearly $53M in services provided

- Employment Expenses 71%
- Other Expenses 29%
Regional Structure & Leadership

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
Annual Survey Results

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

**Results from the 2021 Employee Satisfaction Survey**

- I would recommend Imagine’s services to a friend. 93%
- I have a sense of commitment to my job. 98%
- Overall Satisfaction 92%

**Results from the 2021 Individual Satisfaction Survey**

- My staff treat me with dignity and respect. 99%
- I am encouraged to exercise my rights and responsibilities. 98%
- Overall Satisfaction 98%

**Results from the 2021 Stakeholder Satisfaction Survey**

- Imagine staff treat individuals with dignity and respect. 99%
- Imagine serves individuals in safe and secure environments. 99%
- Overall Satisfaction 97%
Imagine’s financial records are independently audited annually with routine review conducted by executive leadership and the board of directors throughout the year.

## FY 2022 Financial Summary

<table>
<thead>
<tr>
<th>ASSETS</th>
<th>FY 2022</th>
<th>FY 2021</th>
<th>FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Assets</td>
<td>$21,754,841</td>
<td>$13,386,141</td>
<td>$8,462,652</td>
</tr>
<tr>
<td>Restricted Assets</td>
<td>$766,898</td>
<td>$1,275,801</td>
<td>$1,237,453</td>
</tr>
<tr>
<td>Property &amp; Equipment</td>
<td>$9,188,185</td>
<td>$8,370,570</td>
<td>$9,087,421</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>$31,709,924</strong></td>
<td><strong>$23,032,512</strong></td>
<td><strong>$18,787,526</strong></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>LIABILITIES &amp; NET ASSETS</th>
<th>FY 2022</th>
<th>FY 2021</th>
<th>FY 2020</th>
</tr>
</thead>
<tbody>
<tr>
<td>Current Liabilities</td>
<td>$6,000,998</td>
<td>$3,883,138</td>
<td>$3,713,442</td>
</tr>
<tr>
<td>Long Term Liabilities</td>
<td>$1,685,873</td>
<td>$2,749,928</td>
<td>$3,288,231</td>
</tr>
<tr>
<td>Net Assets</td>
<td>$24,023,053</td>
<td>$16,399,446</td>
<td>$11,785,853</td>
</tr>
<tr>
<td><strong>Total Liabilities &amp; Assets</strong></td>
<td><strong>$31,709,924</strong></td>
<td><strong>$23,032,512</strong></td>
<td><strong>$18,787,526</strong></td>
</tr>
</tbody>
</table>

| Total Revenue               | $54,054,045 | $51,682,168 | $44,291,387 |
| Total Expenses              | $46,430,438 | $47,068,575 | $43,021,223 |
| Change in Net Assets        | $7,623,607  | $4,613,593  | $1,270,164  |
| Total Wages                 | $31,323,581 | $31,372,294 | $28,247,231 |