



LINK ASSOCIATES ANNUAL REPORT

2016-2017





LINDA DUNSHEE
EXECUTIVE DIRECTOR

Moving **F**orward!



Founded in 1956, Link Associates continues to change the lives of person's with intellectual disabilities. The Mission, Vision and Values of Link Associates remain our driving force. In these tough times it remains those words which empower us to keep advocating for those we serve. We take our mission seriously.

"Providing Opportunities For Persons with Intellectual Disabilities to Achieve their Personal Goals".

One of the joys of preparing an annual report is that it gives us the opportunity to look back and be thankful for all that has been accomplished. The past fiscal year was filled with wonderful opportunities and many challenges. In spite of ever changing conditions and the bumps of the implementation of managed care into our service industry Link continues to pride ourselves of providing the best services and support to those we are committed to serving.

Our community continues to believe in Link Associates and the impact we have in the Greater Des Moines area. Link is a community-based resource that cannot be taken for granted. In a society where many not-for-profit organizations are viewed at "good deed doers", Link Associates supports those entrusted to our care 24 hours a day, 365 days a year. We do not get to shut or doors for holidays or inclement weather. We are only able to accomplish this because of our extremely talented and dedicated staff.

We have an incredible leadership team and the most exceptional direct support professional staff, who are excited by the challenges that lie ahead of us. The on-going funding challenges facing providers continues and the impact on retaining our workforce is a top priority. We look forward to the celebrations that come as we work together to accomplish our shard vision for fully integrated community living. We will embrace the challenges ahead as we move forward and continue to build on a solid foundation established by those who came before us.

Thank you wholeheartedly for remaining committed to Link Associates. We are looking forward to much more in 2017/2018.

Link Associates is so proud of our Direct Support Professionals (DSP). So, what are Direct Support Professionals?

DSPs are people who work directly with people with physical disabilities and/or intellectual disabilities to help them become integrated into his/her community or the least restrictive environment and serves as his or her advocate. A DSP assists a person to lead a self-directed life and contribute to the community, assists with activities of daily living, and encourages attitudes and behaviors that enhance community inclusion at home, work, school, church, and other community places.

These words do not even come close to representing what these wonderful people do each and every day. There literally are not adequate words to express the appreciation for being there for everyone who needs them to be there. They have reason to be proud of their work. But too many Iowans, including family, friends and acquaintances, do not completely comprehend what DSPs do. I hope this message will help.

A DSP is a generalist. They regularly counsel although but they are not counselors, their work can be therapeutic although they are not therapists, like the police, they serve and protect, like a physician, they observe and even examine, and make recommendations, although they are not psychologists, they understand all components of a behavior, when necessary they are also career specialists, trainers, recruiters, and customer service representatives and they are both a teacher and an attentive student. In fact, they are the best kind of student because their profession is a work in progress and they have to adapt to an ever-changing role

DSP's do all of these things as well as empowering the people they support and ensuring that those people have an opportunity to participate in an everyday life. Unlike most professionals, the expectations placed upon a DSP is a trust of life-- maintaining and enhancing the whole livelihood of another person. It is clear that what they is a passion. A passion to assist another person to lead a self-directed life. Regardless of their personal beliefs, they make judgments that are not only practical and ethical but customized to reflect the circumstances and preferences of the person they are supporting.

Not everyone can do what they do. This is not because their skills are hard to acquire, but because their passion for it is not always found in other people. As a direct support professional, they are selfless. Their work and the way they conduct themselves in the course of their work reflect how society views our fellow citizens whose lives are shaped by it.

Link's DSP's are true advocates: advocates who gain nothing outwardly other than fulfilling a passion to protect and empower other people, and advocates who, regardless of their personal beliefs, serve as the voice of those with a limited voice. I hope every reader will join me in recognizing our DSP's for the caring work they do. Because of them, people with disabilities in Iowa have an opportunity to build relationships, develop and maintain skills, have a life well lived.



Executive Director



Every fall, Link Associates publishes a Annual Report especially to thank the people who generously donated to the organization during the previous fiscal year.

What Link Associates accomplishes each year with these gifts is immense, and we are thankful in equal measure for the generosity of each and every donors and business partner. We are achieving great things, and it's thanks to you. For years I have struggled to discover a way to thank everyone and never fail come up short on finding a way to recognize each and every gift. We are blessed with:

- ***monetary gifts from large to small***
- ***donated items which exceed what we can afford***
- ***thoughts, prayers, and advocacy.***

Each and every donation matters greatly to Link Associates. We have the deepest and most genuine respect for each and every donor, because without all of you what we do would be impossible.

To all of you who gave so generously thank you so very much.



GRANT DOLLARS MAKE THE IMPOSSIBLE POSSIBLE.
LINK ASSOCIATES IS SO THANKFUL TO THE FOLLOWING
COMPANIES AND ORGANIZATIONS FOR AWARDING US
GRANTS.

ALLEGRA MARKETING, PRINT, MAIL = \$500

THE WEST BANCORPORATION FOUNDATION = \$2,626.73

METRO WASTE AUTHORITY = \$2,500

WELLS FARGO = 5K

IOWA ARTS COUNCIL, A DIVISION OF THE IOWA DEPARTMENT OF CULTURAL AFFAIRS, AND THE
NATIONAL ENDOWMENT OF THE ARTS = \$2334.

PRAIRIE MEADOWS = \$10,178.45

POLK COUNTY BOARD OF SUPERVISORS: \$4,000.

THIS YEAR, BECAUSE OF COMMUNITIES GENEROSITY, LINK
ASSOCIATES WAS BLESSED TO RECEIVE DONATIONS OF TIME,
TALENT AND MATERIALS TO COMPLETE OUR POND REMOVAL
AND FRONT ENTRANCE RE-DESIGN PROJECT. SPECIAL
RECOGNITION AND APPRECIATION TO:

CONTRACTORS

Automatic Door Group Incorporated

Baker Group

Elder Corporation

Fast Signs

Henriksen Contracting

Snyder & Associates, Inc.

Wolin Mechanical Electrical

DONORS

Bankers Trust

Casey's General Stores

Contributors to Link's Annual Appeal

Hy-Vee

O'Donnell & Friends Open

Principal Financial Group Foundation

Rod & Connie French

Polk County Board of Supervisors

Prairie Meadows

Jim and Joyce Shaffer

Variety the Children's Charity

MANAGEMENT MEMBERS



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EXECUTIVE DIRECTOR



JAY BRUNS
CORPORATE OPERATIONS
DIRECTOR



BOB MUNGER
IT DIRECTOR



STEVE O'BRIEN
FINANCE DIRECTOR



JOAN OSBORN
CASE MANAGEMENT
DIRECTOR



VALERIE SCHWAGER
SUPPORTED LIVING
DIRECTOR



CRISTY JENNINGS
OUTREACH DIRECTOR



TIFFANY STEENBLOCK
EMPLOYMENT/DAY
PROGRAM DIRECTOR

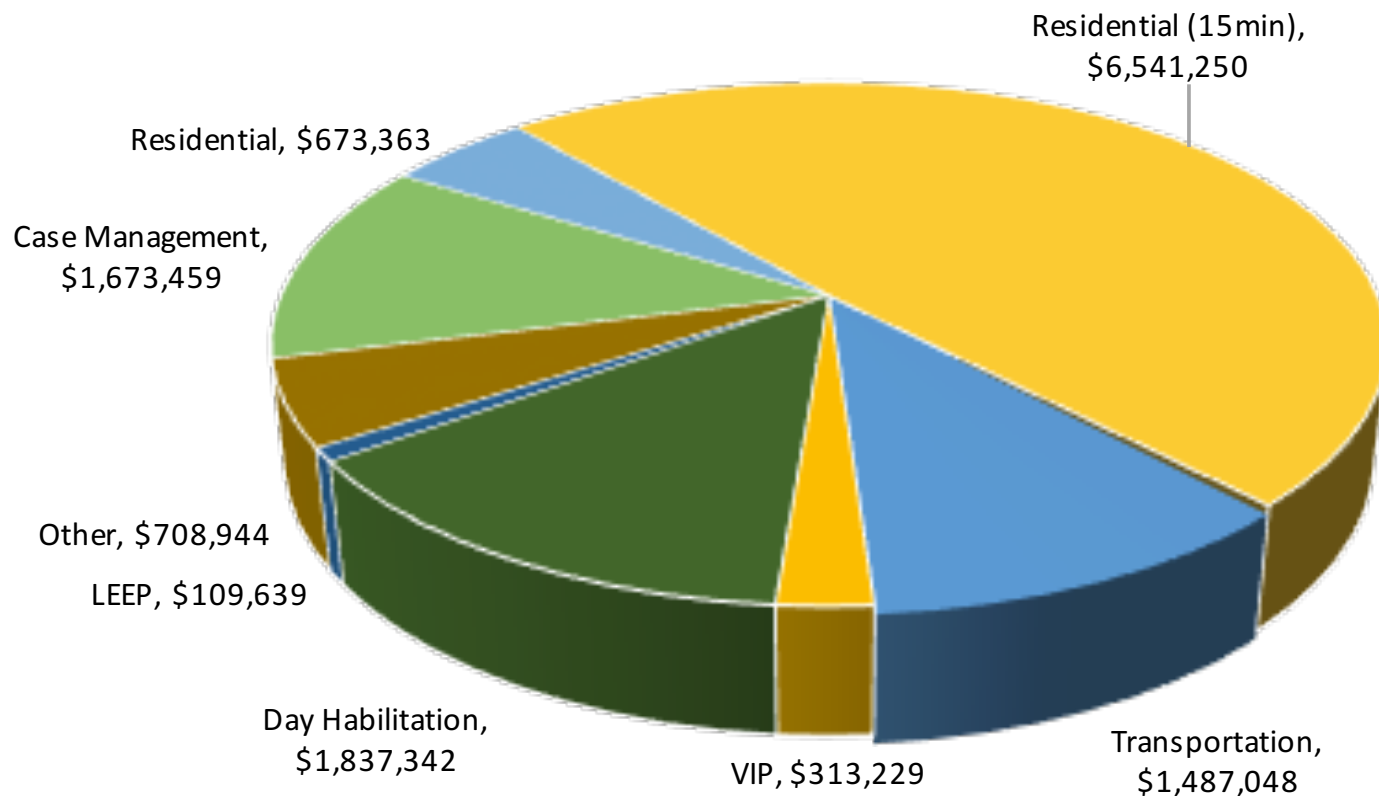


JIM WILKIE
FLEET & FACILITIES
DIRECTOR

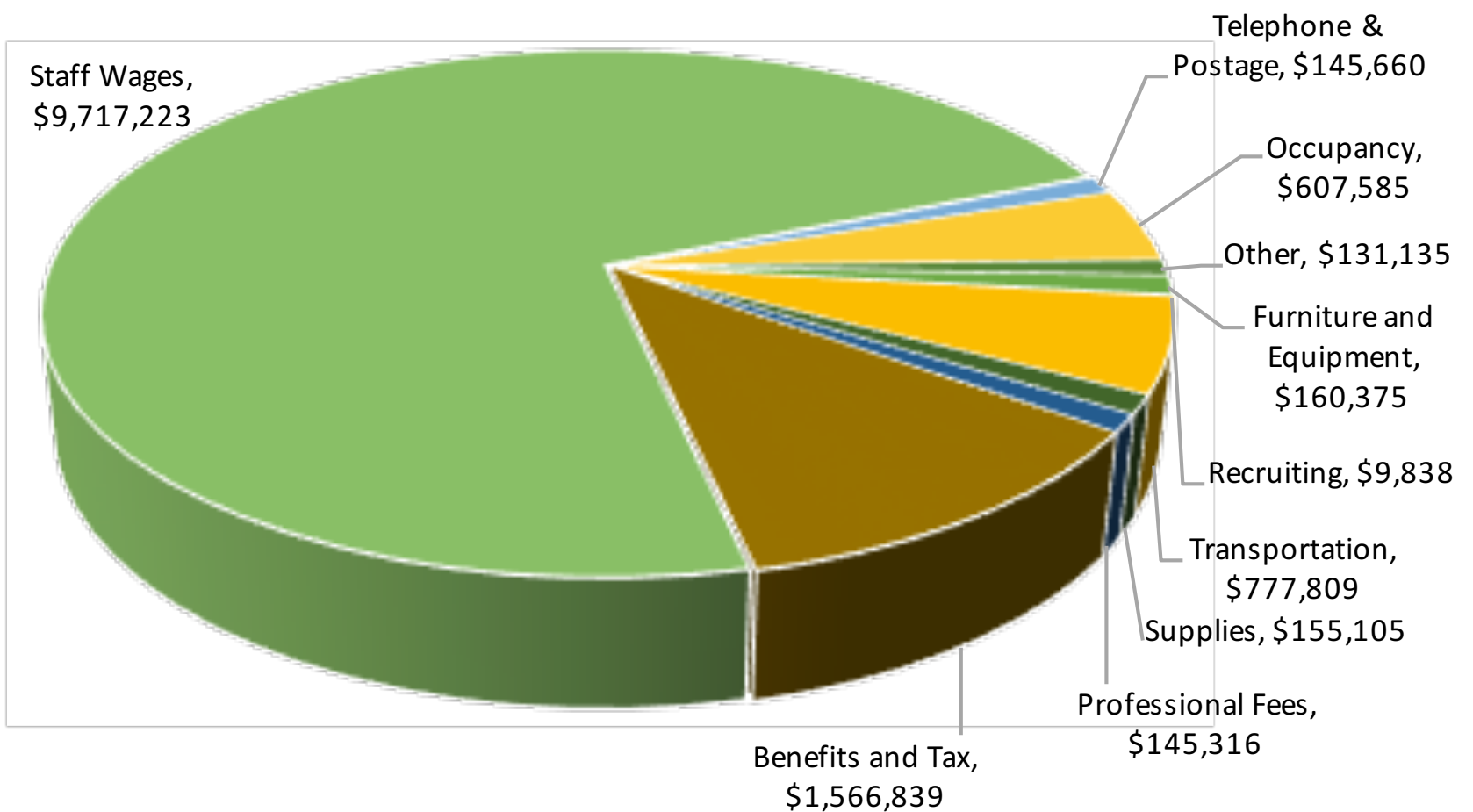
FINANCIAL RESULTS

JULY 1, 2016 - JUNE 30, 2017

FUNDING



Expenses



2016/2017 BOARD OF DIRECTORS



MARK HESTON
LIFE CARE SERVICES, LLC.
PRESIDENT



ALLISON PENDROY
LIFE CARE SERVICES, LLC.
TREASURER



NICK PELLEGRIN
AHLERS & COONEY
SECRETARY



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UNITYPOINT HEALTH
2ND VICE PRESIDENT



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SERVICES, INC.



SARA COEN
EMDR & BEYOND



TONY DAHM
COCA-COLA



DALE ENGELKEN,
LIFE CARE SERVICES, LLC.



RON HANSON
RUAN



RUSSELL JENSEN
JENSEN CONSULTING



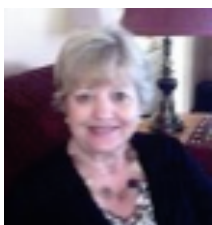
PAT MARTIN



DR. LAURA MEYER
MCFARLAND CLINIC



JIM MILLER
MORGAN STANLEY



DARLENE
MCLAUGHLIN



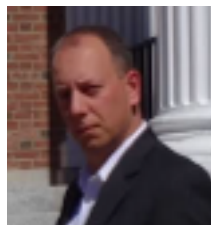
NATASHA ROGERS
WELLS FARGO



TONY STEVERSON



STEPHANIE STRAUSS
IOWA ALCOHOLIC
BEVERAGES



CHAD VOLKERT,
JOHN DEERE
FINANCIAL



LORI WIEDEREN
HOLMES MURPHY

2016/2017

LINK FOUNDATION BOARD OF DIRECTORS



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BEARENCE
VICE PRESIDENT



HAROLD TEMPLEMAN
RETIRED
SECRETARY



RUSSELL JENSEN
JENSEN CONSULTING
VICE PRESIDENT



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JIM LANGIN
MUTUAL OF OMAHA BANK




TAMMY KERRIGAN
RISK REDUCTION SOLUTIONS



CHRIS HAVILAND
GROUP BENEFITS, LTD.



LORINDA PETERS
SECURITY SNAPSHOT LLC.



**Never doubt that a
small group of thoughtful
committed people
could change the world.
Indeed, it's the only thing
that ever has.**

MARGARET MEAD



LINK ASSOCIATES
1452 29TH STREET
WEST DES MOINES, IA 50266

515-262-8888 PHONE
515-225-1631 FAX
WWW.LINKASSOCIATES.ORG

MISSION, VISION, VALUES

MISSION
PROVIDING PEOPLE WITH INTELLECTUAL DISABILITIES OPPORTUNITIES TO ACHIEVE THEIR
PERSONAL GOALS

VISION
LINK ASSOCIATES WILL BE THE RECOGNIZED LEADER IN
PROVIDING QUALITY SERVICES TO
PERSONS WITH MENTAL DISABILITIES

VALUES
DIGNITY AND RESPECT
QUALITY SERVICES
CARING ENVIRONMENTS
PERSONAL CHOICE
LONG TERM COMMITMENT