

Fiscal Year 2018-2019

LINK ASSOCIATES ANNUAL REPORT



A Message from the Executive Director:

WELCOME

Within this annual report is it my honor to introduce you to an agency with very humble beginnings, amazing expectations and some of the most dedicated employees that you can imagine. For 66 years, Link Associates had been focused on serving those in our community with intellectual disabilities through various programs and services, supporting each as they live their lives to the fullest in their community. Over the last year, we've worked together to make smart, strategic changes to the service delivery system to keep Link Associates financially stable throughout yet another year of cuts in the Medicaid funding. Again this year, the implementation of Managed Care in the State of Iowa has been a severe challenge to Link and our peer provider organizations. As we all know, this is a population that deserves our intense fight to ensure support, safety and service continue.

ABOUT US

We are a grassroots organization that started right here in Des Moines in 1953. Born from a group of parents looking for opportunities for their children who has intellectual disabilities. Beginning with one program in the basement of a church, today Link Associates serves over 680 people in 10 separate and distance services. At Link Associates we recognize the challenges and opportunities that are present in the lives of those we serve and their families. We continue to offer responsive, evidence-informed service that are based on the individual needs of each individual. Link Associates has a long-strong-proud history of supporting Iowans with intellectual disabilities. Over the years we have made many changes with all of the additions in funding and service delivery. Link Associates remains a unique community based non-profit organization that provides services for persons with intellectual disabilities and their families. Since 1953, Link has affected the lives of thousands, by providing support and services to individuals and their family members. Formerly known as Polk County Association for Retarded Children, the agency was established to find help for families who had children with special needs. In 1988, the Board of Directors and members of Polk County ARC voted to disaffiliate with the national and state chapters of the Association of Retarded Citizens and the agency changed its name to Polk County Association for Retarded People (Polk County ARP). To further distinguish the agency as an independent, direct care service provider that links people with intellectual disabilities to appropriate supports and services, in 1992, Polk County ARP changed its name to Link Associates.

Over the years, Link Associates has evolved and grown and presently serves over 650 individuals and their families. Although there are other organizations in Des Moines that serve individuals with intellectual disabilities, Link Associates offers a vast range of services. Link Associates provides broad array of services, individually tailored to meet each person's and their families need. The people we serve can be in multiple services or just participate in one. To be eligible for services, each person must have a diagnosis of intellectual disability and frequently other mental and physical disabilities as well.

The people who choose our services have a dramatic range of abilities and Link's staff of over 300 professionals, works side-by-side with each to them achieve their personal goals. For some persons served, this includes job training, for others it is 24-hours/365-day support.

The Heart of Link Associates

Mission

Providing people with intellectual disabilities opportunities to achieve their personal goals.

Without question the heart of the services we provide are the staff of Link, Working together they are the lifeline to the people we support and their families.

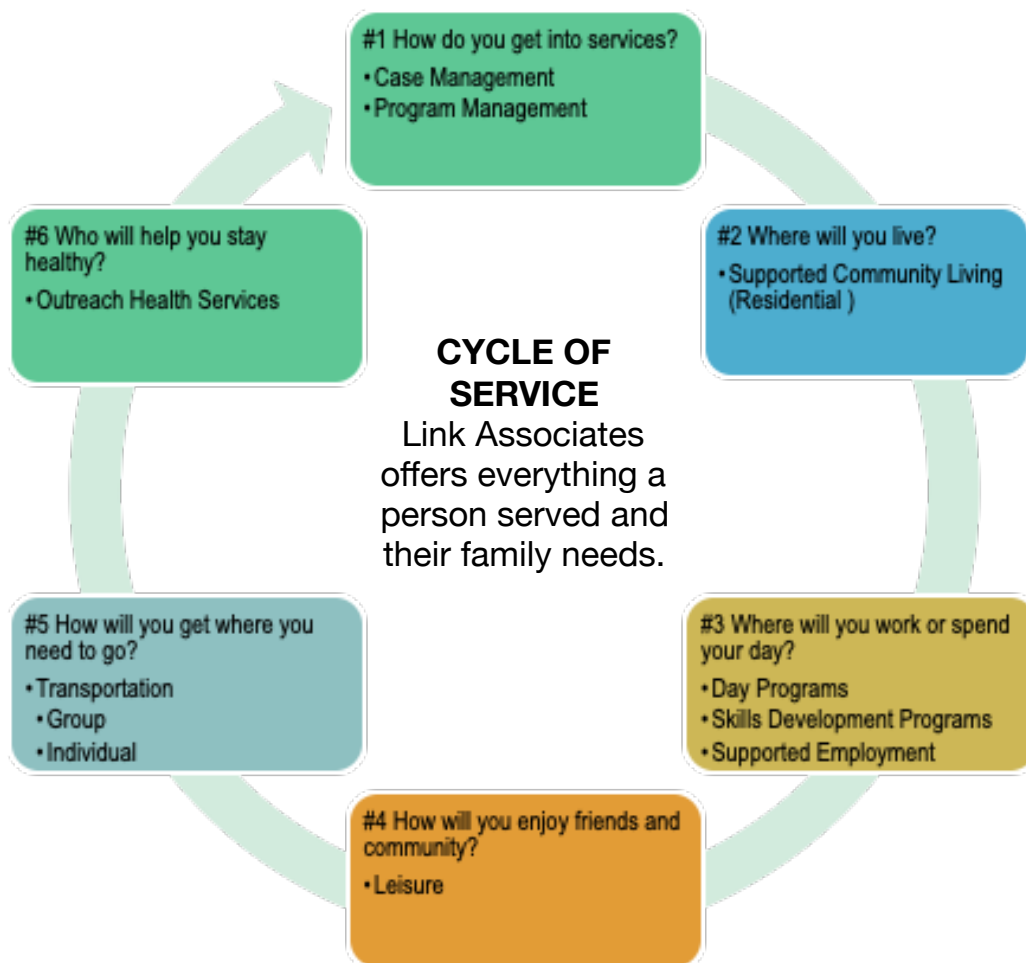
- ◆ They help those we serve know that each and every day they are safe
- ◆ They are the link that lets each family know their loved ones are always in good hands
- ◆ They show members of our community how each citizen can contribute in all aspects of life
- ◆ They assist individuals with a disability to navigate the world and lead a self-directed life
- ◆ They help those supported contribute to the community which enhance community inclusion
- ◆ They advocate in communicating each person's needs, self-expression and goals

The people we support are not equipped to improve their quality of life without the hands and hearts of our staff. All they invest themselves in this career and are literally each person's life support, day in and day out. The careers they have chosen are noble and necessary occupations and deserve respect and recognition. Those we serve did not choose to have the challenges they face but they do deserve the highest quality support. That what our staff do. The careers they have chosen will never be easy, they will never get rich, they will always need to be flexible and patient & kind and they deserve our community's recognition and our state's financial support in respectful wages.

Because of our staff's dedication, those we serve live integrated into the community, they engage in work and day programs and maintain connections to family and friends. Without the support they would suffer greatly and could not receive the same high quality of services and supports that Link offers.

It is with honor that I and all of our amazing staff continue to do our jobs with pride and optimism and together we will eventually make headway in advocating for the financial and emotional support this industry deserves.

Linda Dunshee
Executive Director



Boards of Directors Fiscal Year 2018-2019

Not-for-Profit board members are vital to steer organizations toward a sustainable future. This Annual Report is a great time for us to show our appreciation to these dedicated individuals for all the time and effort they devote in support of Link Associates and the Link Foundation.

We all recognize the unique roles members of the board play in promoting and advocating for not-for-profit organizations. Our board members serve as advisers, decision makers, problem solvers, and advocates of Link Associates. They are elected by peer members of the Board to provide sound, ethical and legal governance and ensure the organization has the resources to advance its mission.

It must be noted that they are volunteers who put in countless hours in meetings and in their communities advocating for those we serve and those we employ. Being a board member is a challenging role, an important role, to help lead Link Associates and the Link Foundation into a successful future. Link benefits every day from the dedicated energies and time devoted by the 20 members and the 3 ad hoc members of the Link Associates Board and the board.

We recognize their contributions reflect a year-round commitment. Link Associates is very fortunate to have such thoughtful and dedicated community members guiding and supporting our organization.

Thank you for all that you do.

BOARD OF DIRECTORS

EXECUTIVE COMMITTEE

Steve Schmidt, **President**
Rick Mumm, **1st Vice**
Matt Banzahf, **2nd Vice**
Patricia Martin, **Secretary**
Ron Hanson, **Treasurer**
Nick Pellegrin, **Past President**

BOARD MEMBERS

Amy Bethel
Scott Brennan
Amber Brown
Jeff Claeys
Tony Dahm
Russell Jensen
Tammy Kerrigan
Dr. Laura Myers
Jim O'Donnell
Natasha Rogers
Tony Steverson
Dennis Warren

EXECUTIVE DIRECTOR

Linda Dunshee

LINK FOUNDATION BOARD

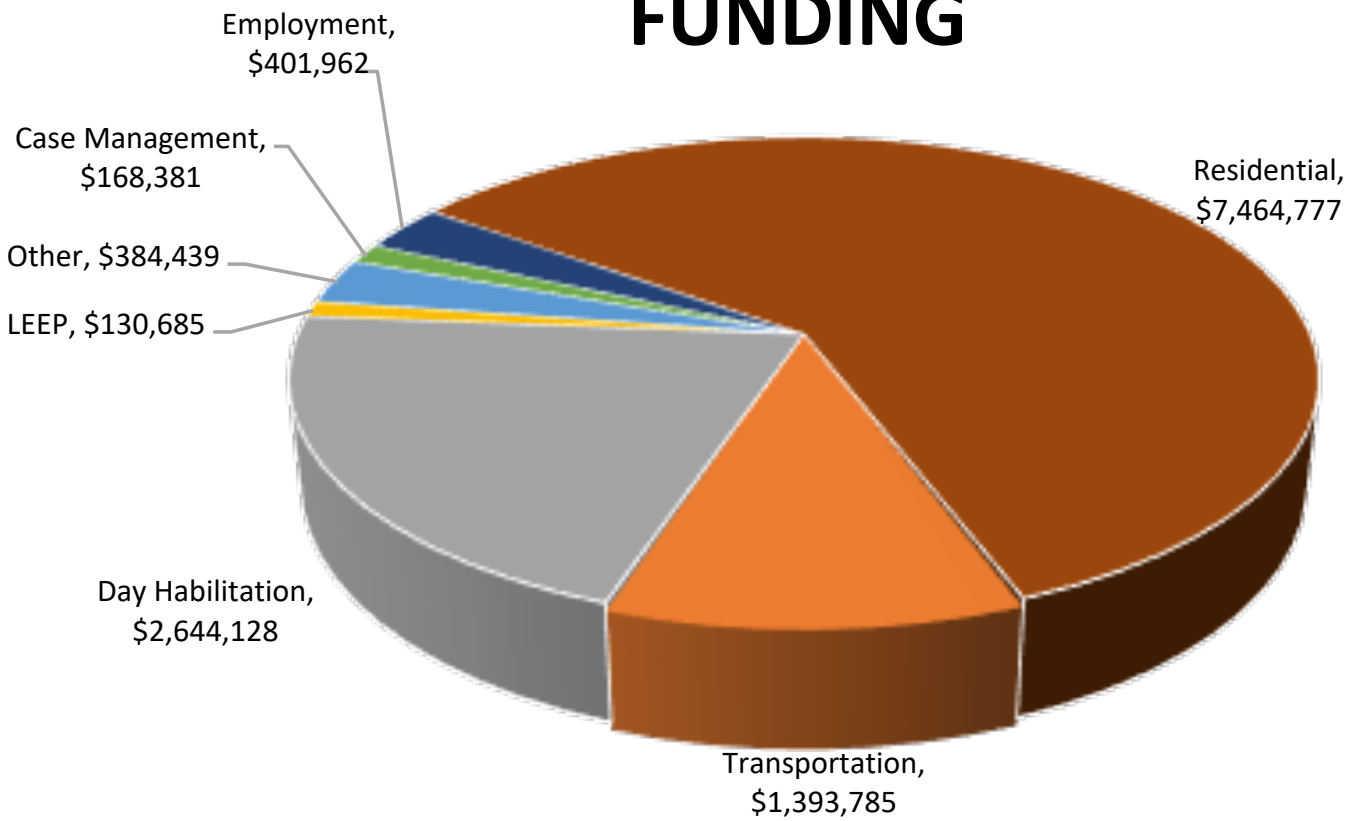
EXECUTIVE COMMITTEE

Tammy Kerrigan, **President**
Russell Jensen, **Vice President**
Harold Templeman, **Secretary**
Jim Langin, **Treasurer**

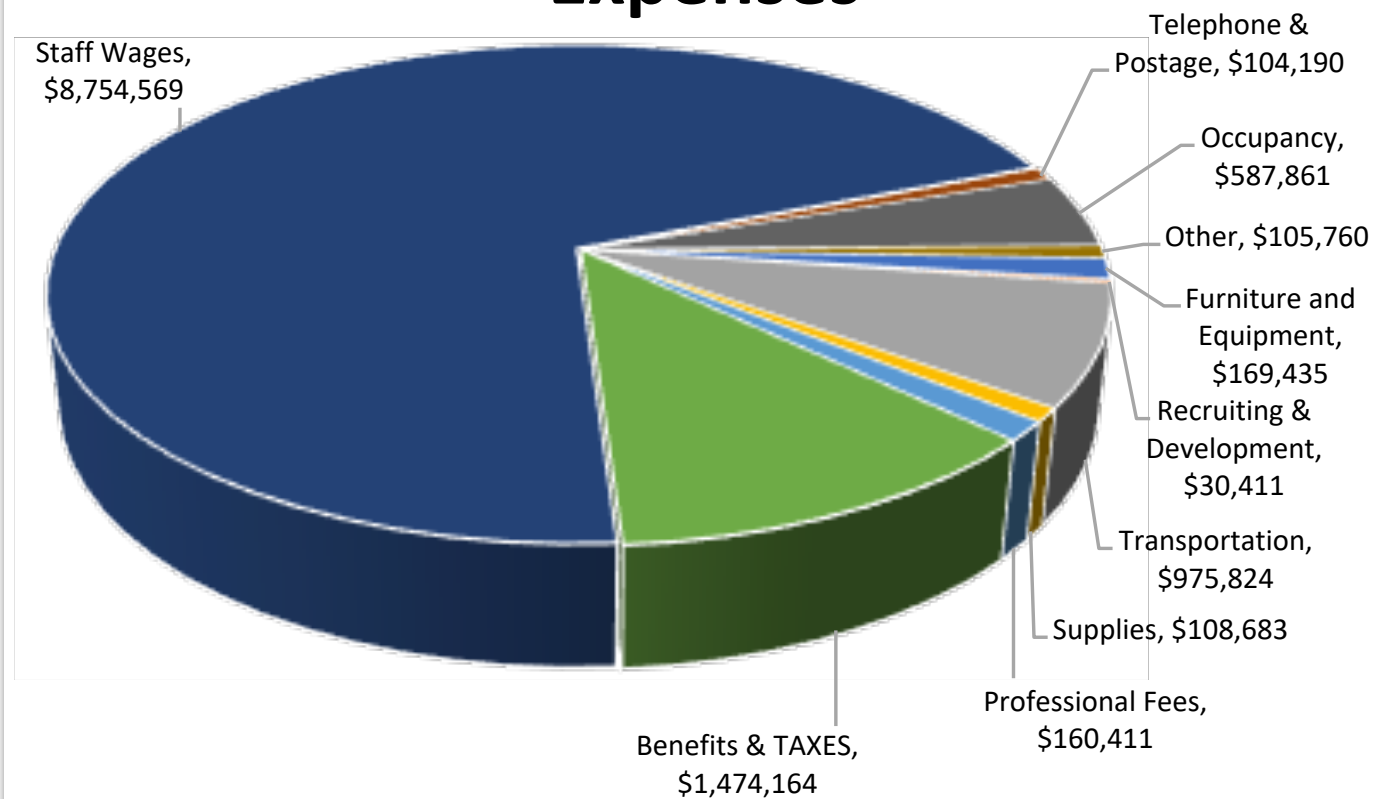
BOARD MEMBERS

Jeff Claeys
Tony Dahm
Chris Haviland
Lorinda Peters
Steve Schmidt

FUNDING



Expenses



Link's Leadership



Joan Osborn
Case
Management
Director

Linda Dunshee
Executive
Director

Tiffany Steenblock
Day/Employment
Program
Director

Cristy Jennings
Outreach
Director

Jay Bruns
Corporate
Operations
Director

Jim Wilkie
Fleet & Facilities
Director

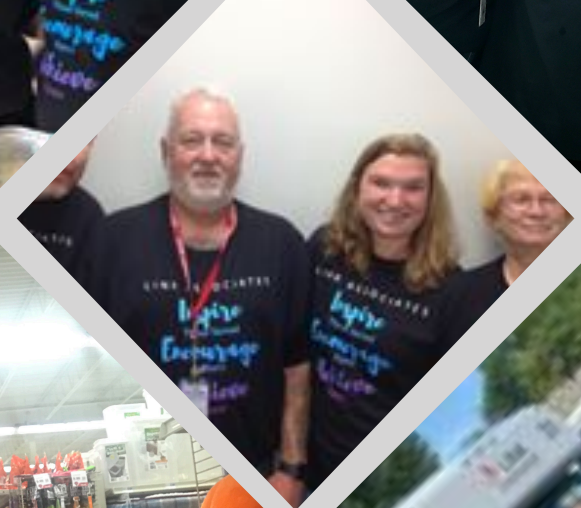
Bob Munger
Information
Technology Director

**Bryon
Christensen**
Interim Finance
Director

Vision

Link Associates will be the recognized leader in providing quality services to persons with intellectual disabilities

Inspire
Those we serve
Encourage
Our Peers
Achieve
Goals



Link Associates Thanks All Those Amazing People and Corporations That So Generously Gave in 2018-2019

Personal Donations		
Muriel & Sharon	Faulkes	\$20.00
Jane	Kutchin	\$20.00
Loren	Esse	\$25.00
Brad & Bonnie	Juergens	\$25.00
Tim & Bonnie	Martin	\$25.00
Roberta	McMenamin	\$25.00
Robert	Neswold	\$25.00
Ruth and John	Roy	\$25.00
Ronald and Judy	Betrand	\$50.00
Susan	Rowland	\$50.00
David & Rebecca	Sidney	\$50.00
Craig	Woods	\$50.00
Craig	Woods	\$50.00
Craig	Woods	\$50.00
Cindy	Spann	\$75.00
Gary & Laurel	Armstrong	\$100.00
Erin	Donaldson	\$100.00
Gary	Epstein	\$100.00
Paul	Faulkes	\$100.00
Randy & Donna	Horn	\$100.00
Kent and Theresa	Klein	\$100.00
Patrick & Darlene	McLaughlin	\$100.00
Mary Jo & Russell	Richards	\$100.00
Craig	Woods	\$100.00
Dana & Jessica	Wylie	\$100.00
Kyle	Kennedy	\$105.00
Twila	Haviland	\$120.00
Patrick or Margaret	Delaney	\$200.00
Dave and Judy	Person	\$200.00
Chris & Jane	Stout	\$200.00
Dana & Jessica	Wylie	\$200.00
Carolyn and Robert	Birch	\$250.00
Goefrey	Ingram	\$250.00
Lorinda	Peters	\$250.00
Janet & Jerome	Rimer	\$250.00
Mike	Rohif	\$450.00
Hurmoline	Dixson	\$500.00
James & Sheila	Hourigan	\$500.00
Paul & Jay	Johnson	\$500.00
Patricia	Martin	\$500.00
Ben	White	\$700.00
Wayne and Gloria	Dunshee	\$1,000.00
Dan and Barbara	Pence	\$1,000.00
Jim & Joyce	Shaffer	\$1,500.00
Linda	Dunshee	\$1,584.00
Natasha and Lynrick	Rogers	\$2,000.00

Corporations		
The Benevity Community Impact Fund		\$5.00
Goodshop		\$20.98
Natorwide CyberGrants		\$60.00
Kum & Go		\$100.00
Link Council		\$146.00
Quality Manufacturing Corporation		\$150.00
The Seekers Class		\$216.92
In The Bag		\$300.00
Sarah Noel Jochum Memorial Fund		\$500.00
Truist Comprehensive Distribution		\$526.14
Link Fundraisers		\$544.50
Sarah Ann Langdon Irrev Trust (Richard & Mary Langdon)		\$619.60
St. Ambrose Knights of Columbus, Council #15336		\$626.31
At. Anthony's Fr. Romaneli Knights of Columbus		\$687.48
The American Legion of Iowa Foundation		\$1,003.25
Network of Good		\$1,053.22
Knights of Columbus St. Joseph Council 10980		\$1,250.67
Natorwide CyberGrants		\$1,541.47
St. Mary of Nazareth Knights of Columbus Council #11643		\$1,797.01
Rotary Club of Des Moines		\$1,800.00
Sacred Heart Knights of Columbus, Council #9632		\$2,000.00
Community Foundation of Greater Des Moines		\$2,500.00
Wellmark Foundation		\$2,500.00
West Bancorporation		\$2,705.22
Polk County Board of Supervisors		\$3,000.00
Knights of Columbus No 4248		\$3,084.00
Prairie Meadows		\$5,000.00
Wells Fargo		\$7,506.72
O'Donnell & Friends Charities		\$20,000.00
United Way of Central Iowa		\$76,533.00

In Kind Donations

Bowlerama	Bowling Passes	
Elder Corporation	Parking Lot Repair	
Brad's Collision	Transmission	
Mark	Kilian	Appliances
Lee	Crandall	In Kind



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