



A Message from Executive Director Chris Sparks

Cement, one of the most fundamental building blocks, is still ever-changing. Always looking for new ways to help it dry faster, hold stronger, and last longer. Like cement, service organizations, have to evolve and adapt to the constantly changing world around us. ***And just like the pioneers of EPI, we must create new paths and new opportunities for the people we serve and their families.***

We must start here - with our Direct Support Professionals (DSPs) - where the service interaction takes place. DSPs help people acquire needed skills to live successfully. They are a key confidante and advocate for those with whom they work, developing trusting relationships along the way.

Yet, as rewarding as the DSP profession is, it's incredibly difficult to find and keep the kind of quality staff needed. We have

spent years working to improve our DSP recruitment and retention. Still, vacancies and turnover remains an issue.

Making all our efforts more challenging is the fact that as a predominantly Medicaid-funded service we have limited access to rate increases by which we are able to pay our DSPs.

What do we do about all of this?

This is a complex problem and we must treat it as such. Our advocacy for adequate funding simply has to continue. It is critical we leverage all support offered by technology so people with disabilities can live with more privacy while still having access to help when needed, and allowing us to deploy staff only when absolutely necessary.

We have to use every creative idea we have and work together to prospect for solutions.

EPI Board of Directors

SUE FANGMAN - President
US Bank

DEB LILLY -Vice President
Hawkeye Community Foundation

STEVE LINDAMAN- Treasurer
Veridian Credit Union

JUSTIN STOCKDALE
- Secretary
Dike New Hartford Schools

VICKI PARSONS -
Past President
Kailo L.C.

MEGAN FEREDAY
Attorney

KYLE HENDERSON
Doerfer Companies

BOB KAHLER
Volunteer

DAVE LYMAN
VGM

BRUCE MEISINGER
Volunteer

JOHN MONAGHAN
PDCM Insurance

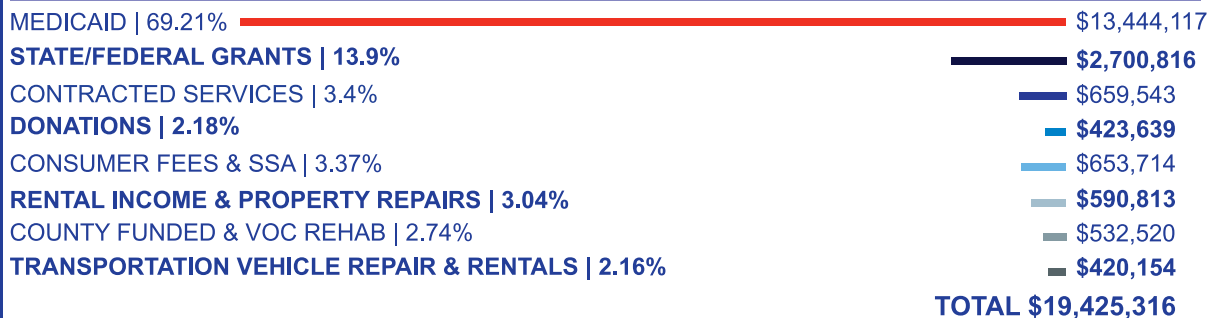
GIA SHANNON
Ocwen Financial Corp

STACEY SMITH
Mercy Health

GINA WEEKLEY
Waterloo Community Schools

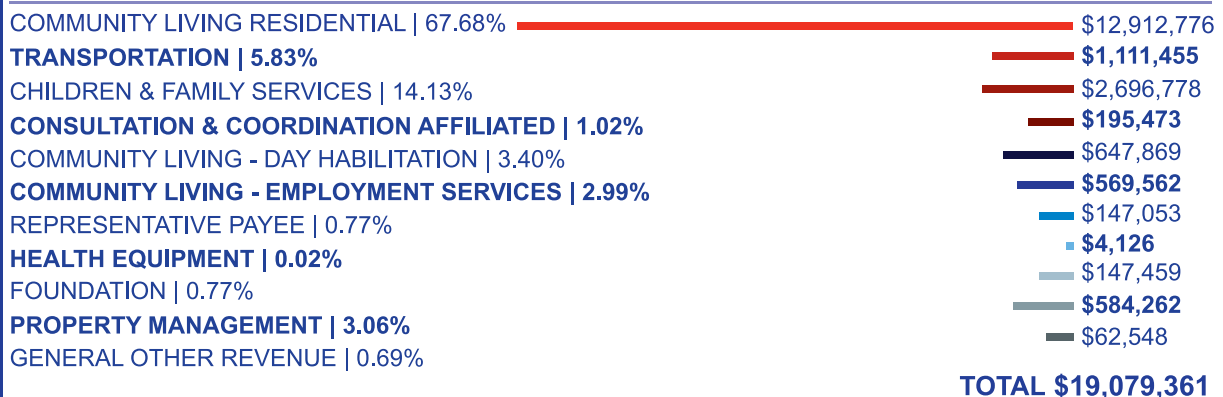
REVENUE

Fiscal Year 2018 | Pre-audit Figures

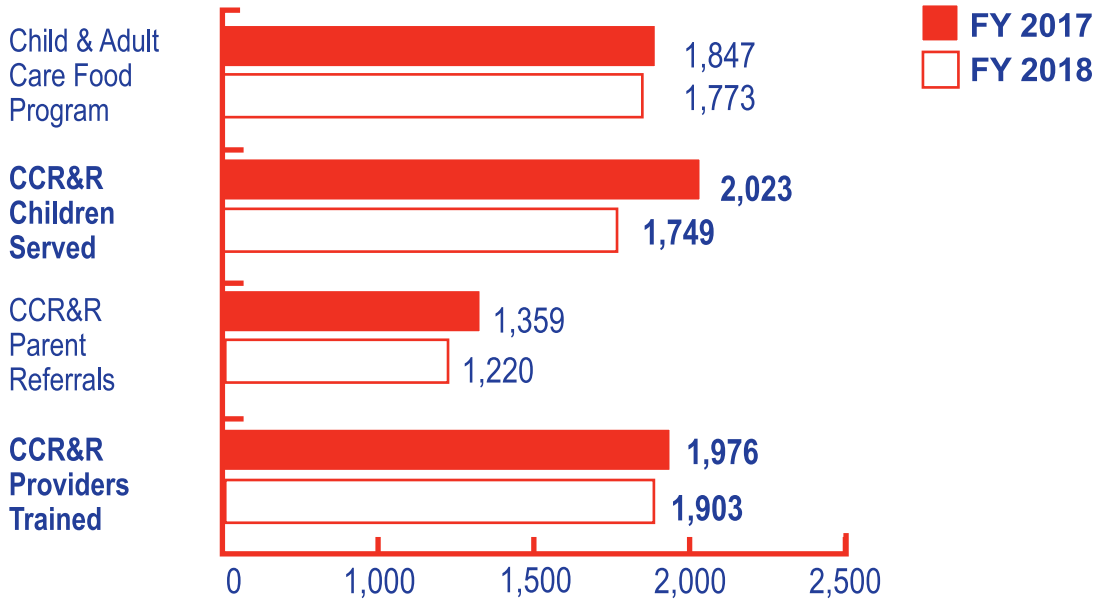


EXPENSES

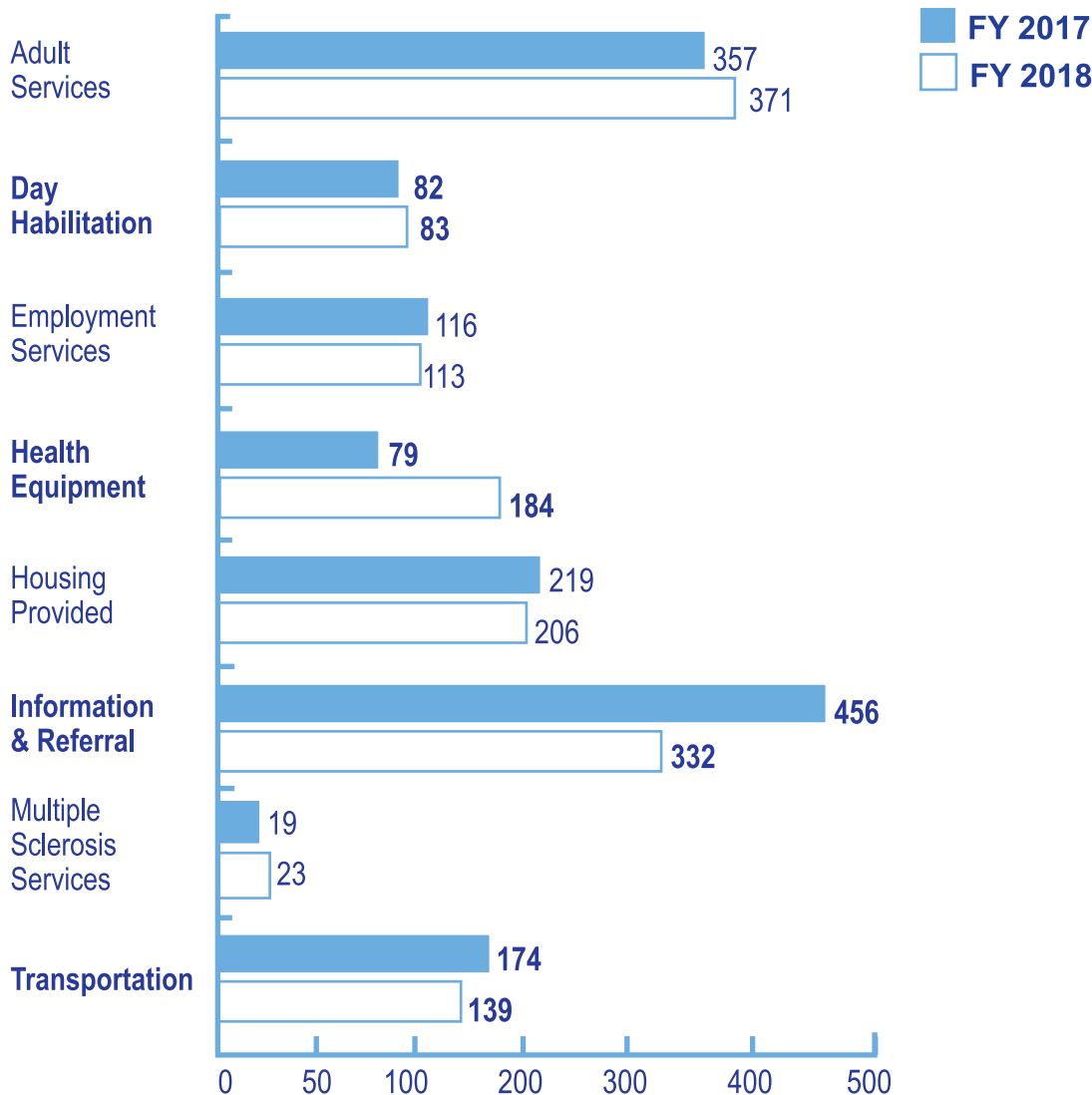
Net Administration is 9.84% of Total Expenses



COMMUNITY CHILDREN & FAMILY SERVICES



COMMUNITY SERVICES



Exceptional Persons Foundation Board of Directors

KIM FETTKETHER - President
Veridian Credit Union

CHRIS FEREDAY - Vice President
PDCM Insurance

LARRY K. FOX - Treasurer
Larry K. Fox & Associates

FRANK ESSER - Secretary
UNI Foundation

RUSS CURTIS - Past President
Volunteer

JORDAN ALBORN
FSB Premier Wealth Management, Inc.

KIRSTEN ARNOLD
Redfern Mason Larsen & Moore, PLC

SUE FANGMAN
U.S. Bank

HEATHER GUNDERSON
BerganKDV

WADE ITZEN
Banklwa

DEB LILLY
Hawkeye Community Foundation

CHRIS MUDD
Mudd, Inc.

THERESA PAGEL
UnityPoint - Allen Hospital

VICKI PARSONS
Kailo L.C.

FLOYD WINTER
Volunteer