

2023-2024

# Annual report



EMPOWERING  
ABILITIES

Creating Opportunities.  
Changing Lives.

**2023-2024 BOARD OF DIRECTORS**

Jeff Hassel, *Chairman*  
 Todd Grady, *Vice Chair*  
 Jody Mapes, *Vice Chair*  
 Patrick Olsen, *Secretary*  
 Samantha Schulze, *Treasurer*  
 Cody Allen  
 Thomas Bley  
 Jessica Daniel Clark  
 Cameron Davidson  
 Carrie Ott DeVine  
 Lauri Flanagan  
 Todd Johnson  
 Joe Judge  
 Ann Kappeler  
 Greg Kautz  
 Nathan Kessler  
 Lance Leslie  
 Linda Manders  
 Dan Molyneaux, Jr.  
 Scott Naumann  
 Tim O'Neill  
 Steve VanDerSchaaf

**ADMINISTRATION TEAM**

Jeff Ashcraft, *President/CEO*  
 Carol Foster, *Chief Administration Officer*  
 Steven Meyer, *Chief Financial Officer*  
 Katy Decker, *Chief Programming Officer*  
 Scott Bitting, *Vice President of Enterprise*  
 Tiffany Sprague, *Vice President of ICF/IDD Services*  
 Natalie Wenzel, *Endeavor Living Program Director*  
 Alexis Dykstra, *Director of People and Culture*  
 Justin DeBaker, *ICF/IDD Residential Center Program Director*  
 Todd Goldsberry, *Environmental Services Director*



### Demographics

**Total served from July 1, 2023 to June 30, 2024: 302 individuals**

<p><b>Race/Ethnicity</b></p> <p>Asian: 6                  Multiracial: 2                  African American: 29                  Caucasian: 260                  Hispanic: 5</p> <p><b>Gender</b></p> <p>Male: 173                  Female: 127                  Other: 2</p>	<p><b>Primary Disability</b></p> <p>Intellectual Disability: 279                  Brain Injury: 5                  Mental Illness: 14                  Autism: 4</p> <p><b>Age</b></p> <p>0-17: 1                  18-40: 128                  41-65: 139                  66-83: 34</p>
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### Revenue

**7/1/2023 to 6/30/2024**

Description	Revenue	Revenue %
Title XIX	\$18,390,432	87.4%
Subcontract Income	\$1,694,618	8.1%
Scott County	\$186,694	0.9%
Participant Fees	\$316,195	1.5%
State of Iowa	\$22,419	0.1%
Other	\$416,952	2.0%
United Way	\$10,115	0.0%
	<b>\$21,037,425</b>	<b>100.0%</b>

### Expenses

**7/1/2023 to 6/30/2024**

Description	Revenue	Revenue %
ICF/ID Residential Services	\$8,952,612	43.50%
Endeavor Living	\$5,263,237	25.60%
Daily Discovery	\$4,302,747	20.90%
Enterprise	\$2,051,102	10.00%
	<b>\$20,569,698</b>	<b>100.0%</b>
Administrative Expenses	8.81%	

**OUR MISSION**

As a premier service provider, we passionately advocate on behalf of individuals with disabilities by creating opportunities for them to succeed, to achieve, to grow, and to be happy.



# 2023-2024 Highlights

After years of consideration, steps were taken to solicit input from many different constituent groups for a possible name change. Careful research was conducted, and the large majority's opinion was that a change was needed, and in fact, overdue. A whole **new Empowering Abilities brand** was unveiled in November of 2023, including the new name and logo. Reception for the new brand was cheered by participants and positively welcomed by others.

The **Board of Directors** provided input and expertise for the organization's leadership team to put into action. They also welcomed two new members: Nathan Kessler from Quad City Bank and Trust and Lauri Flanagan, founder of a human resources consulting business.

All-weather sports courts were constructed; one at the Brady Street location and one at Hickory Grove Road. Both outdoor, accessible multipurpose courts added more space for all participants to engage in recreational activities, regardless of the physical challenges they experience. With the success of those two courts, the same concept was employed to renovate the Residential Center's courtyard. All these projects were made possible thanks to the **many loyal supporters** that want to ensure Empowering Abilities participants lead their best life.

**HANDS Auxiliary** golf outing and trivia night events invited people to come together for fun events and to support the mission. The success of these events, through the support of volunteers, sponsors and event participants, resulted in a donation to help with the new sports courts' cost.

Annual **Booster Organization** events happened during the year to the delight of participants, staff, and members of the community who love nuts and candies. Boosters hosted their much-anticipated dances, a bowling league, and other social events for participants. In addition, they provided support to staff with appreciation activities. All activities were made possible by funds raised during the annual nuts and candy sale, as well as Birdies for Charity donations.

Two well deserving inductees joined the **2023 Hall of Fame**. After 35 years of dedication to the organization's mission, Chief Operations Officer **Linda Gill** was joined by her family at the recognition dinner to accept her honor. **Northwest Bank and Trust** also entered the Hall of Fame for their years of sound investment assistance and support of the mission in many other ways. Accepting on behalf of the bank was Cody Allen, Senior Vice President Investment Management Group and Empowering Abilities board of directors' member.

Generous individuals wanting to continue to support an essential organization that they trusted and valued during their lifetime made **will and trust bequests** in support of the Empowering Abilities mission. Because of their careful planning, these people were able to advance important projects or build the endowment fund, depending on the donors' wishes.

The two day programs, operating out of the Hickory Grove and Brady Street locations, were merged under one, launching **Daily Discovery**. Because both locations offer the same service, the two programs were joined to improve efficiency and consistency. As part of this process, Daily Discovery West at the Hickory Grove Road location was reimagined with a new, vibrant environment. Both participants and staff enjoyed watching the transformation and the engaging surroundings that was the result.

The **First Annual Hunt fundraiser** was held and proved to be a new, fun event for everyone participating. Teams traveled around town completing tasks with the goal of gathering as many points as possible before the hunt concluded. With the success of year one, the hunt is expected to grow and engage more and more of the community.

The Easter Egg Scramble 5K was transformed into the **Cities Spring Classic 5K**. Organized by new race director Brian Doerrfeld, the newly designed event had a different date and location and included a race specifically for individuals with disabilities.

# Grateful for These Generous Groups

Thanks to some philanthropically minded organizations, along with the generosity of many individual donors, projects that enhance the lives of individuals at Empowering Abilities were made possible.

At Daily Discovery's west campus, hallways and classrooms were transformed into a traveling experience that includes going from an outer space area to an under the sea room. Celebrating honored supporters, the *Hall of Fame* took on a new, vibrant look as well. Granting organizations **TJX Foundation, Knights of Columbus, Scott County Regional Authority, and Regional Development Authority** all provided funding this year for this amazing transformation. Previously, the **Hubbell Waterman Foundation** also made a generous contribution to this project.

The Residential Center also had a space transformed with the renovation of the courtyard. Boosted by the **Booster Organization and Rotary Clubs of North Scott and Bettendorf** and assisted with the contributions of many individual donors, the courtyard is a welcoming, accessible space that adds a whole new area for residents to enjoy.

Helping to keep up with technology and ensuring all resources are accessible, the **Regional Development Authority and Scott County Regional Authority** granted funds to upgrade classroom monitors, computers, and other technology equipment in the Daily Discovery program.

The **Quad City Housing Council** acquired a grant through the Scott County Regional Authority that provided funds for two housing related projects. New flooring was installed in an Empowering Abilities owned home and nearly 40-year-old bathrooms will be renovated in the group homes.

The inaugural year for the **Cities Spring Classic**, a redesigned version of the Easter Egg

(Grants received from  
July 1, 2023 to June 30, 2024)

Scramble, was a fantastic event that promoted the inclusion of many. Race Director Brian Doerrfeld organized the day of activities that resulted in a donation to support an upcoming project to install an accessible walking path behind the Hickory Grove Road building.

Davenport public schools' honor students, participating in **Brittany's Gifts** again this year, bought Christmas gifts for the Residential Center residents and also provided activity materials for them to enjoy.



# Daily Discovery Services

Daily Discovery provided day services to 128 people at the east campus on North Brady Street and 116 people at the west campus on Hickory Grove Road during the year.

## Goals for Daily Discovery Services

Rated on a 4-point scale, participants:

- Were offered access to community activities - **3.6 (east), 3.9 (west)**
- Increased their independence - **3.5 (east), 3.6 (west)**
- Were made aware of options for other services - **3.4 (east), 3.8 (west)**
- Achieved at least one goal during the year - **3.4 (east), 3.9 (west)**
- Were given choices - **3.5 (east), 3.8 (west)**
- Were satisfied with services - **3.7 (east), 3.8 (west)**

## Key Daily Discovery Events:

After merging the two day program locations into one, folks from Brady Street and Hickory Grove Road had joint activities that included an event celebrating national picnic day, visiting the library together, and observing various holidays with parties and dances.

New all-weather, accessible recreation courts installed at both locations allowed all kinds of sports activities for everyone to participate in, regardless of their mobility.

With an emphasis in community participation, Daily Discovery Mentors ensured people experienced all the community has to offer by visiting museums, parks, libraries, stores, festivals, and more. Bringing the community to the participants also allowed for engaging visitors, including therapy dogs, musicians, a magician, mascots, and speakers on topics of interest.

The space occupied by Daily Discovery west was transformed into a travel experience that provides vibrant classrooms and attractive hallways for participants and staff to enjoy.



# Endeavor Living Services

84 people were able to successfully live in the community with this program's support.

## Goals for Endeavor Living Services

Rated on a 4-point scale, participants:

- Were offered access to community activities - **3.96**
- Increased their independence - **3.6**
- Were made aware of options for other services - **4.0**
- Achieved at least one goal during the year - **3.96**
- Were given choices - **3.8**
- Were satisfied with services - **3.8**

## Key Endeavor Living Services Events:

With an emphasis on better health habits, Endeavor Living (EL) participants increased their use of gyms and several lost enough weight to eliminate their insulin dependency.

Participants engaged in more community activities like bowling leagues, concerts and festivals.

Encouraging independence, EL participants were introduced to personalized chore charts, unique menus, and customized technology.

Due to aging and related health conditions, 7 individuals in this program required more care, so they moved to another Empowering Abilities residential service.



# Employment

To assist individuals in honing work skills, obtaining employment, and maintaining a job, Prevocational and Community Employment services are available. 78 people participated in those services. Enterprise provided an on-site employment option for 31 Associates, and the Empowering Abilities cleaning crew employed 13 this year.

## Goals for Prevocational and Community Employment

Rated on a 4-point scale, participants:

- Were offered access to community activities - **4.0**
- Maintained/decreased the amount of supports needed in job coaching - **3.7**
- Increased their independence - **3.9**
- Were made aware of options for other services - **4.0**
- Achieved at least one goal during the year - **4.0**
- Were given choices - **4.0**
- Were satisfied with services - **3.8**

## Key Employment Events:

10 new individuals joined the Prevocational or Community Employment program during the year.

11 individuals were hired into community jobs from the Community Employment program.

Individuals in the Prevocational Services program gained work experience by job shadowing at retail stores, restaurants, garden centers, and discount stores. They also explored employment opportunities on bus routes.

## Key Enterprise Events:

During the last year, Enterprise Associates worked over 43,000 hours, completing packaging, assembly, labeling, drilling, cutting, autobagging, scanning, and screen printing jobs.

A strong reputation with current customers for producing quality work that meets production schedules enabled Enterprise to obtain new customers, Scott County and CentrO.

Enterprise worked with many satisfied customers, including John Deere, Springfield Armory, Arconic, Little Trees/Car Freshener, Schumacher, Eaton, Katun, Parker Hannifin, Nott, MidAmerican Energy, Allredi, HC Duke/Electrofreeze, and Schebler companies.

Nearly 3 million units were packaged or assembled and delivered to customers for this fiscal year.

For the fourth consecutive year, total revenue exceeded \$1 million. This fiscal year Enterprise reached its highest year of revenue since it began six years ago.



# Residential Center & Group Homes

With a capacity of 60 people, the Residential Center (RC) provided a warm, nurturing home to 61 people throughout the year. Two people were new to the program. The 3 group homes have capacity of 8 people in each house. 25 individuals resided in the group homes this year with 4 new to the program.

## Goals for the Residential Center and Group Homes

Rated on a 4-point scale, participants:

- Were offered access to community activities - **3.6 (RC), 3.95 (GH)**
- Increased their independence - **3.6 (RC), 3.8 (GH)**
- Were made aware of options for other services - **3.9 (RC), 4.0 (GH)**
- Achieved at least one goal during the year - **4.0 (RC), 4.0 (GH)**
- Were given choices - **3.9 (RC), 3.7 (GH)**
- Were satisfied with services - **3.9 (RC), 3.9 (GH)**

## Key Residential Center and Group Home Events:

As the needs of participants change, the continuum of residential services provides them with options to meet those needs without going too far from the familiar. During the past year, most of the new residents in the group homes and at the residential center were from another Empowering Abilities residential program.

To ensure group home residents were getting out into the community as much as possible, a concerted effort was made to increase their recreational experiences. As part of that effort, residents attended music in the park, cook outs, movies, and area festivals.

Residential Center residents enjoyed a refresh of their home with new paint, floors, and handrails. Some residents began receiving day services at the Residential Center to avoid the commute in various weather that is not tolerated well by many. New in-house activities like water park day were well received and enjoyed by all.

