



Apple Valley Assisted Living

The Perfect Place for Senior Living

43NorthIowa

Helping people find their way
Transitional Living and Employment



America's Workforce: EMPOWERING ALL

APPLE VALLEY ASSISTED LIVING, CLEAR LAKE

Pat Ryan works in dining services at Apple Valley Assisted Living in Clear Lake. Wearing her favorite Hawkeye scrubs, she washes dishes and helps with cleaning the kitchen area. "I've worked there since March 12, 2018. I like earning money to go on shopping trips and out for lunch. I like my coworkers and I

was happy when they brought me donuts on my birthday!" The job match has benefited Apple Valley staff and residents as well. "It is so great having Pat on our team," agrees Terri Cosselman, Administrator. "She is always so friendly and is a wonderful addition to our Apple Valley team! She continues to be a positive force in our kitchen."

Pat's job is just one aspect of her life. She is a Hawkeye fan,

loves a good pork tenderloin, never forgets a birthday, and has an encyclopedic memory for music. She has enduring friends who care about her, coworkers and staff she enjoys working with, and opportunities to be involved in her community. "I am happy with my life," Pat says with a big grin.

NIVC Services and North Iowa Transition Center have joined forces to provide a full

range of services to support our clients as they live, work, and play in north Iowa. Named an Iowa Top Workplace for the past five years, our dedicated staff provides integrated and community-based services that help clients reach their goals and build lives that they love. After 50 years of successes, we are excited to move forward together as **43 North Iowa: Helping people find their way!**

Community Report Message

It is our great pleasure to share our 2019 Community Report with you, our friends, partners and stakeholders. 2019 marks many significant milestones in the life of our organization.

Two years ago, NIVC Services and the North Iowa Transition Center (NITC) announced a strategic alliance. This year, as we proudly celebrate 50 years of employment services and 40 years of transitional living services, we are announcing our formal merger with a new brand. We're no longer just helping people work, we are helping people find their way. Drum roll please.....

43NorthIowa

Helping people find their way
Transitional Living and Employment

Our consolidation allows us to leverage administrative efficiencies, diversify services and combine resources to ensure sustainability. But more importantly, it allows us to offer the individuals we serve a life of purpose, a safe place to call home and the opportunity to create meaningful relationships. Just like the rest of us, they want and deserve a life that gives them happiness, freedom and fulfillment.

Lots of things are changing, but our commitment to the individuals and families we serve, our appreciation to our business and services partners, our customers and generous contributors will never change. Enjoy the success stories within this report, but remember they are just examples of real life hopes and dreams that are coming true every day throughout north Iowa with your help.

Thank you!



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A special thanks and recognition to the NIVC and NITC Board members for their years of service and support of this consolidation effort.

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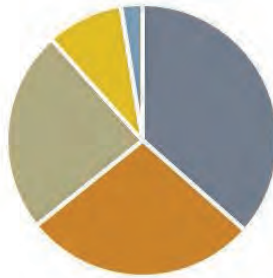
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FY 2019 FACTS AND FIGURES

- 445 north Iowans received transitional living and employment
- 20,234 Hours Supporting people with disabilities in employment and community engagement
- 114 New Job Placements
- \$1,650,000 in Supported Employment Earnings
- 5,540 days of residential support
- 7,652 Home Visits
- 92 Nights of Crisis Stabilization Services

- 98 youth received Transition Services to help successfully move from school to adult life
- 190,306 Pallets, Crates and Stringers Manufactured in the Woodshop for Curries, VT Industries and Masonite
- 126,562 Packages Assembled for Sukup Manufacturing
- 202,219 Donated Items were Sold at Affordables and Affordables on 1st
- Iowa Top Workplace designation for the 5th year in a row
- 98 Employees

2019 Revenue
6,850,000



- Manufacturing
- JobLink Employment Services
- Fundraising
- Transitional Living Services
- Retail and other business income

Employee Distribution



2 great organizations + 2 long histories = 1 bright future



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Kiran Ernst

Kiran Ernst has worked at Perkins in Mason City for four years. Candice Bassey, Perkins General Manager, says “Kiran is always a joyful person to work with she shows up to work every day with a big smile on her face and she is ready to work! The positivity that Kiran brings with her each day is contagious and she has always been a joy to work with!”

Kiran’s experience as a Project Search graduate has given her confidence in her role at Perkins. Project SEARCH North Iowa is a one-year, school-to-work internship program that takes place at MercyOne North Iowa.

Outside of work Kiran loves shopping, drinking hot cocoa, and growing her CD collection. Her newest accomplishment is moving into a condo within walking distance of her employment. She is proud of her independence and looks forward to having friends and co-workers over to her new place.

Perkins has worked alongside with NIVC Services for several years and states, “It’s always a positive experience. It’s wonderful how much the staff puts in to ensure that their clients have the skills and knowledge to work at a job that best fits their needs. We enjoy working with NIVC and giving people the opportunity that they have wanted in a job. “



“I love to work because my team relies on me.”

Kiran Ernst

Duane Paulsen

Some may refer to Duane Paulsen as a local celebrity in the Hampton Dumont School district. Duane works at the bus barn at the school district where he takes pride in keeping the buses and bus barns clean.

Dan Schipper, Transportation Director, with Hampton-Dumont Community School District states “Duane is a hard worker and a valued member of our staff. We look forward to the days that Duane works. He always puts a smile on our faces with his great attitude and sense of humor! I would like to thank NIVC Services and their staff for offering an excellent program and support for Duane and our district.”

Duane always knew that he wanted to work and give back to his community and thanks everyone at NIVC Services for making this happen.

On Saturday mornings you can usually find him at the local



“I Enjoy the Reward of Working”

Duane Paulsen

Hardees visiting with the local farmers. He is also a hat collector and has a collection of over 500 hats.



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Terrance Jones

“Never give up. There is always light at the end of the tunnel.”

Terrance Jones has a new outlook on life after starting his employment with Sukup Manufacturing. He would tell you that he used to identify himself as a taker and now he identifies as a working man.

Terrance says he now has more self-worth and his life has a purpose. At Sukup he has mastered building boxes and ladders and he really enjoys joking with his co-workers. He believes that life is better when you are laughing.

Samantha Munoz with Sukup states, “Sukup Manufacturing provides meaningful employment and having Terrance as part of our team has been beneficial to both him and the company. He is always upbeat, ready to work, and gets along with all of his co-workers. He catches on quick and



TERRANCE JONES & CO-WORKER CARL HAGNER.
“I wasn’t proud before but I am very proud now.”

is always wanting to learn new jobs.”

Samantha shares her experience with NIVC Services: “Hope has been wonderful to work with. She has been there for every aspect of Terrance’s journey. From applying, to checking out



Terrance Jones on break with co-workers at Sukup Manufacturing.

the specific job he would be doing, his first day, and becoming a Sukup employee. She keeps the line of communication open for Terrance and myself if there are any issues.”

Terrance is also thankful for his

job coach Hope Polk and NIVC Services for their support and keeping him accountable. His advice for anyone who may be struggling with self-worth is to “Never give up. There is always light at the end of the tunnel.”

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Jolene Hughes



Jolene (Jo) Hughes has made great strides in her life. “My definition of success is Jo,” said Carrie Lau from the North Iowa Transition Center.

Jolene Hughes spent over 8 years in a mental health institution before she started making big improvements in her life. Now she lives in her own apartment with her cat named Wiggles.

Jolene is very active in her community. When she is not working at Dollar Tree she enjoys crafting projects she finds on Pinterest or crocheting blankets for her church, First Congregational United Church

“Look at me now!”

Jolene Hughes

of Christ, in Mason City. Jo has also started mentoring and hopes to help inspire others and give them a shoulder to lean on.

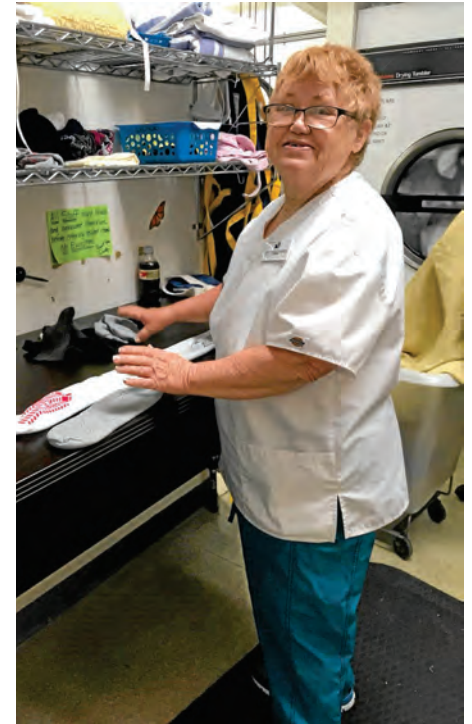
She credits her success to the North Iowa Transition Center and thanks them for never giving up on her and giving her the support she needed. She knows that without their help she would be back in an institution. With a smile on her face she says “look at me now!”

LuAnn Tokehein

LuAnn Tokehein is one of many smiling faces at Faith Lutheran Home in Osage, Iowa. She enjoys working in the laundry room with her co-workers, but she especially enjoys the residents. She makes it a point to always check in with the residents.

Her favorite memories include participating with everyone in the Fourth of July parade, receiving a lunch box and pin from her employer and getting a Snickers candy bar, her favorite, as an appreciation gift from her supervisor Cindy.

According to Cindy Gramh, Environmental Services Supervisor, “LuAnn is very friendly with the staff and the residents and always has a smile. She does a good job and likes to keep busy. I think that the NIVC program is absolutely



“I like helping people.”

LuAnn Tokehein

wonderful and look forward to working with them for years to come.”

Thank You

NIVC Services for all
you do for North Iowans!



JOBLINK ACTIVITIES GROUP

Through the Joblink Activities Group, clients have opportunities to spend their non-working hours experiencing and exploring all that North Iowa has to offer. Community events, games, restaurants, concerts, cultural attractions, shopping, museums, tours... any activity is more fun with friends!



DENISE MULLEN AT HANSEN'S DAIRY FARM, HUDSON.

"I got to pet the baby cows. They licked my hands! The free ice cream was my favorite part of the tour!"



HUNTER DAVIS AT KIMT STUDIO, ROCHESTER.

"We met Sarah Knox and got to see everything that happens on the news."



MIRANDA MEYER AT A HARLEM GLOBETROTTERS GAME, MASON CITY HIGH SCHOOL.

"It was so fun to meet the players and get their autographs!"



MEGAN KLOUSE AT A UNI MEN'S BASKETBALL GAME, CEDAR FALLS.

"I wanted to go to the UNI basketball game because my sister goes there, and I got to see her."

Special Thanks

Special thanks to **North Iowa Community Credit Union** for their "Skip a Payment" donation to JAG, which helped pay for tickets to the Globetrotters and NIACC Performing Arts Series concerts this year!



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Dancing for the Dream

"Thanks to our dancing couples, sponsors, dance committee and attendees, our 2019 Dancing for the Dream event raised over \$76,000 for employment supports to help north lowans with disabilities," announced Sherry O. Becker, Executive Director of NIVC Services.

The couple who raised the most money for NIVC's mission and who put on a great performance to Proud Mary was Terry and Brenda Wisner of Clear Lake. Wisners exceeded our past individual fund-raising record to bring home the fabulous crystal ball trophy. "My parents danced at the Surf for 50 years. We felt privileged to be on the same dance floor for a great cause," said Terry.

Other featured North Iowa "celebrity" dancers and their partners included:

Roger Brock, Confluence Academy, with Laura Studer Brock, MCHS 1982;



PHOTOS SUBMITTED

Six couples competed in the 11th annual Dancing for the Dream fundraiser for North Iowa Vocational Center March 30 at the Surf Ballroom in Clear Lake.

Dancing for the Dream Sponsors

Thank you, sponsors! Alpha Media, Haas Chiropractic, Raridon & Associates, Principal Financial Group, Diamond Jo Casino, First Citizens Bank, Heartland Asphalt, Tim & Kris Latham, Dr Mark & Tavi Leduc, Mason City Exchange Club, Ollenburg Motors, Schupick & Associates, Yunek Law Firm, Clear Lake Bank, Control Print, Hawkeye Auto Body, Henkel Construction, Sam & Deb Hunt, and Brad & Cathy Isaak.

Roger Pollock, Four Oaks, with Betsy Kirby, Mason City Schools;
Misty Gomez, Dental Center of North Iowa;

Jeff Kellogg, Cambrex, Charles Cady Rosenberg Law.
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Tom Kirby, Mason City Schools



Terry and Brenda Wisner with the crystal ball trophy after winning the Dancing for the Dream competition March 30.

make this event a success," said Becker. "We simply could not do it without participation at every level. Our dancers put on an amazing show to our generous supporters."

Aaron Anderson, Dalena Barz, Riley Galvin, Rich Piscopo, and Gary Wattnem were the judges and gave out many '10s' during the night because each performance was unique.

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NIVC Services' Spring Puppet Show by Glee NI



An original one act puppet show was performed by the actors of Glee North Iowa at the Main Event in Mason City. "We are More Alike than Different," title by Aaron Anderson and script by Director/Writer Mickie Schuessler. This is a story about adults with disabilities portrayed by four puppets who meet a young girl played by Alyssa Hawbaker. The puppets were

voiced by Aaron Anderson, Nathan King, Teresa Millard, and Stef Murray.

Special thanks to Tim & Kris Latham of the Main Event; Joe Hawbaker, Dave & Phyllis Murphy Charitable Foundation; Stacy Heinselman and NIVC Services. Set design by Amanda Schuessler and Kaleb Byers.

Call Stacy Heinselman at 641-423-3301 if you are interested in joining the troupe.

Project Search North Iowa May 2019 Graduates



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Your Donations Matter

If you are reading this, you now know that NIVC Services and North Iowa Transition Center have merged to operate as 43 North Iowa.



LISA YUNEK

It just made sense to come together when both organizations were dedicated to helping people with disabilities. Now, the people we serve get the best of both worlds with supported community living and employment training and placement.

43 North Iowa is helping people work, live and play in their north Iowa communities. That is why it was chosen as a theme for our billboard this month promoting National Disability Employment Awareness.

People who work are healthier and spend hundreds less per month in Medicaid costs. Employers need people in the workforce and we can support them at work.

We provide support to people for both community-based living needs and skills and working activities. This means your donations support activities that im-

Lasting Legacy

How can you create a lasting, legacy of support for our programs? You can contribute to our future services through the North Iowa Vocational Center Endowment Fund, with the Cerro Gordo County Community Foundation. Log on at www.cerrogordocf.org.

prove people's lives. What a great gift!

We all know that charities receive their funding from multiple sources. About half of our funding comes from state, local, and federal government programs through reimbursement for services. And, in recent years, this funding has become less and less predictable. That is why the other half, income from our businesses and private donations, is so important.

Thank you for helping people work, live, and play.

Giving Made Easy

Giving made easy: Text 43NORTHIOWA to 91999, call 641-423-3301 or mail donations to 1225 S Harrison Ave, Mason City, IA 50401.

Find us on Facebook or Twitter @NIVCServicesInc.

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(L-R) Back row: Kathy Bledsoe (28 years) Kim Peters (27 years); Dee Dee Bailey(30 years); Pam Hunt (25 years) Front row: Judy Kamps (29 years); Shari Hargrave (25 years)



Brenda Watters (left), 40 years, Reenie Skellenger (30 years)



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