



**EMPOWERED.**

**EVERY**

**STEP**

**OF THE**

**WAY.**

## Leadership Team

**Theresa Lewis**, Executive Director

**Kyle Schramp**, Senior Director of Operations

**Jenny Bosking**, Director of  
Development & Communications

**Whitney Alber**, Director of  
Children & Family Services

**Leah Moser**, Director of Adult Services

**Lauren Brandt**, Service & Support Manager

**Jill McDowell**, HR Generalist

## Board of Directors

**Shelly Strellner**, *President*  
Cedar Rapids Bank and Trust

**Danielle Rodriguez**, *Vice President*  
To The Rescue

**Terese Fisher**, *Secretary*  
Crystal Group

**Nathan Haas**, *Treasurer*  
Raytheon Technologies

**Carol Meade**, *Past President*  
UnityPoint – St. Luke’s Hospital

**Adam Brown** – UFG Insurance

**Jessica Fahey** – The Standard

**Maria Gaffney** – Traverro

**Chris Johnson** – Self-Advocate – Meth-Wick

**Shawn Knighton** – Linn-Mar School District

**Shelby Kobliska** – Junior Achievement of  
Eastern Iowa

**Jeff Koffron** – City of Cedar Rapids

**Sarah Kruse** – Cedar Rapids School District

**Cherri Lock** – Cedar Rapids School District

**Ben Mulholland** – Self-Advocate –  
Cassill Motors

**Candice Murphy** – O’Connell’s Transport

**Jackie Nau** – Elite Fitness

**Michael Neuerburg** –  
Simmons Perrine Moyer Bergman PLC

**Jessica Pleggenkuhle** –  
New Leader Manufacturing

**Katherine “Katie” Beckman-Shaull** –  
K and K Consulting LLC PLC

**Mindy Sorg** – OPN Architects

**Nikki Wilcox** – TrueNorth Companies

**Blake Wilkinson** – Community Member

Over this past year, The Arc provided opportunities that created paths of success for the individuals and families we serve despite obstacles thrown in our path. Through funding losses and state program elimination, The Arc endures by finding new and creative ways to fund and implement programming.

Our mission and the services we provide to the community are more important than ever. Advocacy is the tool that brought life to our organization and Advocacy is what will navigate these uncertain times. Together we must unify with one voice to save the services that are steppingstones to independence, freedom, and self-sufficiency. Medicaid services grow and empower our children and adults through skill-building, social integration, and support for success. Medicaid services empower caregivers and families with the freedom of choice, the freedom from crippling debt, and the freedom to attend to their own health and well-being. The individuals and families we serve deserve to be supported, empowered, and to live their best lives. This is what we fight for, and will continue to fight for, every day.

The Arc has navigated bumps and boulders in the road for the past 72 years and we will continue to do so far into the future. To our supporters, donors, and cheerleaders, we appreciate you and welcome you every step of the way on our journey to serve and support for decades to come.

With much appreciation,

Shelly Strellner  
Board President

Theresa Lewis  
Executive Director



# STEPS FORWARD

The Arc provides a variety of programs and services to promote independence, empower, and have fun. Equally as important is the support we provide for parents so they can remain healthy and fully employed.

## Summer & Afterschool Programs

13,215 Hours  
90 Children

## Supported Community Living

7,518 Hours  
82 Children & Adults

## Individual & Group Respite

55,829 Hours  
357 Children & Adults

## Project SEARCH

11 Graduates  
12,696 Hours Worked  
Experience and classroom skills instruction.

## CHOICE

(afternoon adult daycare)

15,303 Hours  
24 Adults

## Day Habilitation

58,718 Hours  
86 Adults

## Supported Employment

7,134 Hours  
55 Teens & Adults

## Integrated Health Homes

1,493 Hours  
100 Children & Adults

## Total Served

559



This past year has been filled with fun and successes for The Arc and those we serve, despite navigating an uncertain landscape. Here are a few highlights of events and celebrations that keep us focused and positive for the future.

## NAVIGATING THE PATH



The young men from Pi Kappa Phi journeyed across the US on their **Journey of Hope** to create awareness about the abilities in each of us. They stopped at The Arc to have a picnic with participants and families and joined in the Arc Aces vs. Arc Angels Unified Softball game at Cleveland Park.

We had fun at our **End of Summer** bash at The Arc park! Children and adults danced to tunes by DJ Sam Classen and had ice cream from Peppy's. A huge thank you to The Arc's Board of Directors for hosting this event.



Our first ever **Curl Jam** curling tournament was a huge success! Ten teams from local businesses competed at ImOn Arena for the title of best curling team in Cedar Rapids. This event was sponsored by the Cedar Rapids Curling Club.



As always, our annual peer-to-peer signature fundraising and friend-raising event, **Arc March**, brings together families, friends, and staff at Lindale Mall to celebrate our abilities, dance, and raise money for THE best cause.



Congratulations to **Tora Phelps** (left in photo), Employment Coordinator, for receiving the national **Dave Hammis Award** for innovation in practice, presented to her at the APSE Convention in Washington DC. Tora was selected for this award from several other nominees across the US for her groundbreaking work with individuals in our Customized Employment program.

# STEPPING STONES

The Arc has employed many people over our last 72 years, all who have used what they learned at

The Arc to excel in their careers and impact the places they live and work in positive ways. Here are four very successful community leaders who used The Arc as a stepping-stone to humility, empathy, and self-discovery.



**Captain Doug Doyle** is with the Cedar Rapids Police Department. He started his early career at The Arc doing Respite and working on skill-building through SCL for teens and adults, then moved to weekend Groups and Summer programming. Capt. Doyle said he liked working with 4-5 families to provide respite for siblings, and “loved that they just hung out or went to the YMCA to shoot hoops.” Capt. Doyle really valued working with families who had diverse life experiences and helping them find solutions for different behavioral issues. “I don’t always remember all of my work experiences, but my memories of The Arc, the people I worked with, are so vivid”, he says. “It was impactful on my life and my career. The Arc’s participants are truly the happiest people”. Capt. Doyle uses his experience and skills from his time at The

Arc to mentor other officers when responding to calls, helping them identify mental health or disability related behaviors, and coaching them to “focus on the medical, not the criminal”. The Arc celebrates Capt. Doyle’s success and appreciates his ongoing advocacy and support of those we serve.

Sibling duo **Stephanie Van Hemert**, Principal at Grant Elementary, and **Nate Klein**, Vice-President of Education at Junior Achievement of Eastern Iowa, worked at The Arc through college, and we are proud to have helped them start their very successful careers.

“I thought I would be a math teacher,” says Stephanie, “but The Arc’s Summer program changed my path”. Her sophomore year in college, Stephanie moved into special education. She loved that she could be in the moment and fully herself at The Arc.

“Working at The Arc helps you figure out what your strengths are,” Stephanie says. “When you learn to be open, it’s amazing how you can connect with people.”

Her brother Nate had similar experiences. “I fell in love with humanness,” says Nate. “If you are looking to understand the value of human differences, The Arc is a great place to learn that skill and you won’t find it in a textbook or classroom”. Nate has fond memories of the people he worked with, one who taught him that just because people are different, you shouldn’t feel bad for them. “There are summer jobs where you check in on a clock, and there are others where you check into a community. The Arc is a community.”



**Daniel Jones, MD** practices Sports Medicine in North Liberty. He’s an Iowa transplant who played baseball at Mount Mercy University, traveled to different parts of the US for medical school and residencies, and found his way back to Iowa. While at MMU, Dr. Jones helped with evening group respites and summer programming at The Arc. He found his experience “eye opening” and learned to “not take people on just first impressions. People with disabilities are more than they appear.” Dr. Jones says his most memorable experience at The Arc was providing respite for a family who lived on a farm. As a city guy, he cherishes memories of the child showing him around the farm equipment and the animals. Thank you for starting your career with The Arc, Dr. Jones, and congratulations on your successes to-date.

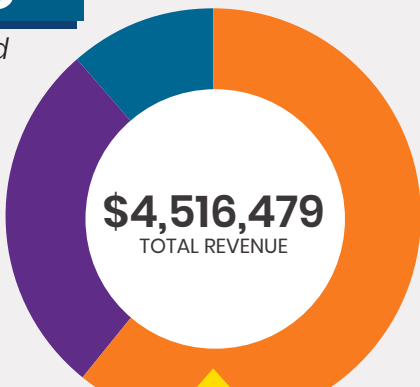
# THE PATH TO SUCCESS



The Arc held our first post-pandemic in-person Annual Meeting & Awards ceremony last September at the Cedar Rapids Public Library. We celebrated the achievements of stellar individuals and community partners going above and beyond in their work with the individuals we serve. Standing in the back row (left to right) are: The Arc’s Supported Employment Supervisor, Tora Phelps, receiving the **Employer of the Year** award for Your Pie in Marion; **DSP of the Year**, Arc Day Habilitation staff Cameron DeKruif; **Super Sibling of the Year**, Joel Schrader; and **Community Member of the Year**, Marilyn Schaefer. The Arc also gives Supported Employment Achievement awards to local businesses who go above and beyond in supporting and/or employing adults with disabilities. Those are (front row-left to right) **Maurices** and **Kazimour Orchard**, as well as (not pictured) **DaaBIN**, **Save-a-Lot**, **Eastern Iowa Airport**, **Theisen**, and **Marion YMCA**. Congratulations to all the award recipients!

## FINANCIALS

\*unaudited



Services .....	2,748,274
Fundraising & Grants .....	1,259,373
Other .....	508,832



Programs & Services .....	3,153,551
Administration .....	706,618
Grants & Fundraising .....	151,924

# DONORS

## \$50,000 - \$99,999

Aegon TransAmerica Foundation  
Grandon Charitable Foundation

## \$25,000 - \$49,999

Christopher Reeve Foundation  
Claudine Linnenkamp Estate  
Greater Cedar Rapids  
Community Foundation

## \$10,000 - \$24,999

Cedar Rapids Bank & Trust  
Lisa & Randy Ramlo  
Bill & Rocki Shepard  
The Standard  
United Fire Group  
Van Meter Industrial, Inc.

## \$2,500 - \$9,999

Alliant Energy  
Anonymous Donors (2)  
Lavern Busse & Jeff Busse  
(Lavern & Audrey Busse Foundation)  
Cargill Inc. - Corn Milling Plant  
Cedar Rapids Curling Club  
Cedar Rapids Kernels  
Cedar Rapids Toyota  
Corda Credit Union  
Crescent-Janko Masonic  
Foundation  
Cunningham Family Fund  
Don Hummer Trucking  
Jessica Fahey  
Rosemary Gabe  
Gazette Communications Inc.  
Faye Gerner  
Jason Glass  
Great America Financial  
Mark Hanrahan  
(MidAmerican Aerospace)  
Dave & Sharon Harris  
Louis Harvieux  
Stan & Dawn Herkelman  
Mark & Jennifer Krautbauer  
Kay & James Lehman  
Lil Drug Store Products  
Lynette Marling  
McIntyre Foundation  
Modern Woodmen of America  
New Leader Manufacturing  
Pete & Delaine Petersen  
James & Suzanne Potts  
Raytheon Technologies  
Phillip & Christy Rezin  
Randy & Danielle Rings  
Lynda Schimberg  
Joseph Terfler  
Tricon Construction Group  
TrueNorth Companies  
Veridian Credit Union

## \$1,000 - \$2,499

Aldi  
Dianne & John Austad  
Auxiant  
Bae Systems  
Carson Wealth  
Teri Christoffersen  
Conlon Construction  
Pat & Sandi Cobb  
Crystal Group  
Mike & Karen Delaney  
Doris Fry Trust/Wells Fargo  
Mike & Cindy Dunn  
Form Function Studio LLC  
Lisa & Andre Gallet  
Graham Construction  
GreenState Credit Union  
Scott & Lisa Griffin  
Ann Hatfield  
In Tolerance  
Iowa Women's Foundation  
Joseph & Ann Jeffries  
Justice Electric Company  
Clayton & Becky Lindwall  
LL Pelling  
Wendy Marner  
May Gortner Charitable Trust  
Bill & Mary Lou McCartan  
Dennis & Rebecca McCollough  
McGrath Auto Group  
Mercy Cedar Rapids  
MidwestOne Bank  
Mark & Denise Mitchell  
Mark Ogden & Iris Muchmore  
Karen & Jim Nussle  
Pedron Family  
Tom & Sonja Penaluna  
(Todd Penaluna Memorial Fund)  
John & Ann Persick  
(Persick Family Giving Fund)  
Dale & Debra Rettenmeier  
Suzanne Revers  
Rinderknecht  
Riverside Casino & Golf Resort  
Shelby & Walter Roth  
Jeff & Kristin Schaefer  
Schimberg Co.  
Simmons Perrine Moyer Bergman PLC  
Ryan Smith  
Kristen Sno  
Starbucks Foundation  
Shelly Strellner  
The Jared & Carol Hills Foundation  
Thrivent  
Unity Point- St. Luke's Hospital  
Variety - The Children's Charity  
Blake & Angie Wilkinson  
David & Cindy Zenk

## \$500 - \$999

Terry & Johanna Abernathy  
Tom & Kathleen Aller

Joshua Bean  
BGHN Associates  
James & Bonnie Beardsworth  
Andrew Bentz  
Jane Bockenstedt  
Steve & Jenny Bosking  
Dakota Red Corporation  
Jon & Dina Dusek  
Don & Gwen Eells  
Brian Fagan  
Maria Gaffney  
Pam Harnack  
Todd Henry  
Hibu  
Hills Bank & Trust  
Walter & Ida Kansky  
Jeff & Angela Keslar  
Paul Kiecksee  
Michael & Kathleen Kleiman  
Knights of Columbus No.3893  
David & Jillian Knutson  
Kwik Star  
L Coppock Investments  
Jim LeMaster  
Patricia Lynott  
Carol Meade  
Thomas & Beth Moore  
Clint & Gale Mote  
Doug & Jennifer Neumann  
Nicole Ohrt  
Pactiv Evergreen  
George & Linda Patterson  
Jessica & Ryan Pleggenkuhle  
Plumbers & Steamfitters Local 125  
Susan Polglaze  
Bruce & Myra Ray  
Maya & Doug Richards  
Jessica & Ryan Rockwell  
Tony Schwendinger  
Dave & Mindy Sorg  
St. Pius X Catholic Church  
The Ability Experience/  
Journey of Hope  
Sara & Dale Todd  
Top Shape Gym  
Cheri Whittaker  
Larry & Joni Witzel  
Tim & Charlene Zrudsky

*We apologize if we have listed your name incorrectly or have omitted your name. Please contact us so we may correct our error. We are grateful for all support provided to the agency.*

## Complete List of FY25 Donors



<https://arceci.org/fy25-donors/>

# COMMUNITY FOOTPRINTS



The Arc engaged our community through awareness and fun with our first ever **Touch-A-Truck** free event on the Kirkwood Community College campus. Over 40 vehicles, food trucks, and tunes by Z102.9 provided entertainment for more than 2,000 in attendance!



Promoting our great work is also done by volunteering in the community. Slinging drinks at **Market After Dark** helps with some great exposure for The Arc and also raises a little money for our programs & services!



Our adults in the **Day Habilitation** program are empowered to engage in service as part of their community integration. From helping sort items at Central Furniture Rescue to delivering Tidbits and Meals-on-Wheels, they are a part of this thriving community!



**Aktion Club** is an adult service club in partnership with Cedar Rapids Kiwanis. Our adults meet monthly to engage in the Kiwanis ritual and complete a service project benefiting the community. These can be as simple as assembling packets of laundry detergent with decorated notes of inspiration to creating Shamrocks for Soldiers. Aktion Club was on Everyday Iowa the first week in March to create awareness for Aktion Club Week.