Our Leadership

2021 - 2022 Imagine! Executive Team

Rebecca Novinger  
Chief Executive Officer

Jeff Tucker  
Director of Human Resources

Jenna Corder  
Director of Client Relations

Kim Cortes  
Director of Community and Employment Services

Robin Grey  
Chief Financial Officer

Kevin Harding  
Director of Information Technology

Fred Hobbs  
Director of Public Relations

Patti Micklin  
Imagine! Foundation Executive Director

Laurel Rochester  
Director of Residential and Therapeutic Services

Caroline Siegfried  
Executive Assistant

2021 - 2022 Imagine! Board of Directors

Heidi Storz  
President

Brenda Kaser-Burger  
Treasurer

E. JoAnn Ross  
Secretary

Don P. Brown Jr.  
President Elect

Sara Boylan  
Rebecca Rose

Christ Dewhurst  
Julie Fellows

Marie Gambon  
Jodie Gilbert

Bella Larsen

Vanessa Oldham Barton  
Walt Pounds

Brian Rome  
Rebecca Novinger

CEO

2021 - 2022 Imagine! Foundation Board of Directors

Sandy Brown  
President

Patrick Daly  
Vice President

John Creighton  
Treasurer

Jessica Tyler  
Secretary

Zoe Polk  
Imagine! Celebration Chair

Robert F. Charles, Jr.  
Founder / Emeritus

Mari Battreall  
Brad Bickham

Steve Bryant  
Dale Charles

Jackie Friesth

Paige Norton  
Beverly Shaw

Leona Stoecker

Jessie Thompson

Louisville 5%
Erie 6%
Broomfield 16%
Boulder 17%

Longmont 35%
Superior 2%
Other 9%

People from across Boulder and Broomfield Counties

People of All Ages

This year, you have helped us serve...

4,478 individuals with intellectual and developmental disabilities

Imagine! Annual Report 2022
Dear Friend of Imagine!:

We are fortunate to live in an inclusive and supportive community that cares about all of its members. Our belief in the potential of all inspires us daily to ensure that individuals with intellectual and development disabilities can access needed services and opportunities in order to actively participate in our community.

This past year, we are grateful to all of our stakeholders for their continued commitment and creativity in navigating unprecedented challenges. The ongoing worker shortage, community wide impacts of the Marshall Fire, and leadership transitions demanded our persistence and resilience.

We hired a strong Director of Human Resources, stepped up hiring and created a pay structure that allowed us to better attract and retain high quality employees. These efforts were huge achievements and helped stabilize Imagine!’s workforce...our number one asset.

As the year came to a close, another milestone was achieved as the mantle of leadership was handed over to a new CEO, Dr. Kathryn Arbour. Under Kathryn’s steady hand, we are looking ahead to navigating the challenges and opportunities that 2022/2023 will surely bring.

We are grateful to each and every one of you - our dedicated board members, community partners, world class staff, volunteers, and donors - as Imagine! moves forward with that same creativity and resilience to navigate the State of Colorado’s implementation of Case Management Redesign (CMRD). CMRD will alter the very foundation of Imagine!’s structure, but it will not change our unwavering commitment to our mission.

It will be an historic undertaking for Imagine!, and we are determined to navigate the changes with those we serve remaining front and center as the inspiration for everything we do.

Sincerely,

[Signatures]

Imagine! Annual Report 2022
Thanksgiving Meals
This year Big Red F donated 308 pre-packaged meals, which Imagine! volunteers passed out on Wednesday, November 24th. The Big Red F team has made Thanksgiving special for Imagine! clients for more than a decade and a half, and we are so grateful to them!

Pop Up Art Class
Imagine!'s Art Program hosted their very first Pop Up Art class! Clients from multiple programs in the area joined in to express their creativity!

Learning Job Skills through Virtual Reality
Imagine! partnered with Reality Garage in Boulder and created a Virtual Reality job simulation that allows clients to gradually learn specific job skills before doing so in a busy and chaotic environment.

Imagine! Community Art Show
The 2nd Annual Community Art Show hosted by Imagine! School Age Services was a smashing success on April 23rd. This event educated, enlightened, and inspired, as participants perused the art gallery and met the artists.

Tie-Dyes for Chicken and Fries
Imagine!'s School Age Services set up a fundraiser where they tie dyed t-shirts to raise money for a Chick-Fil-A Party.

Equine-Assisted Therapy
The Imagine! After School Program visited Boulder’s Medicine Horse Ranch to enjoy an afternoon with nature’s most majestic creatures! Equine-assisted therapy is an excellent way to improve mental health and to calm the mind and body.

Imagine! Annual Report 2022
Financial Highlights

Imagine! Annual Report 2022

Financial Highlights

Consolidated Financials
The Developmental Disabilities Center doing business as Imagine! and Affiliates Financial Statements is comprised of Imagine!, the Imagine! Foundation, three Imagine! Housing Corporations (group homes), and the Imagine! Development Company. Imagine!’s audit and IRS 990 can be viewed online at www.imaginecolorado.org/financial-information.

Net Income
Imagine! budgets for a positive margin or “Net Income” where revenue exceeds expenses. Imagine! had a Net Loss in fiscal year 2022 primarily due to unrealized losses on investments, pension costs and the increased cost of operating our programs. When the company does generate Net Income, it is used to invest in the organization, funding current or future capital needs.

Expenses
The Imagine! Foundation handles private fundraising for Imagine! and transfers the revenue to Imagine! on a quarterly basis. Foundation revenue and expenses are included in the consolidated financials and are one percent of Imagine!’s expenses. Management & General expenses account for nine percent. Ninety percent of expenses go to programs.

Developmental Disabilities Center doing business as Imagine! and Affiliates
CONSOLIDATED STATEMENT OF FINANCIAL POSITION June 30, 2022 and 2021

ASSETS
Current Assets:
- Cash and Cash Equivalents $4,919,190 $7,135,527
- Investments 5,323,606 1,663,156
- Accounts Receivable 7,633,099 6,220,418
- Prepaid Expenses & Other 280,985 732,663
TOTAL CURRENT ASSETS $18,158,880 $15,751,764

Certificates of Deposit
Long-term Investments $2,252,852 -
Tenants Deposits Held in Trust 5,791 5,788
Restricted Cash in Reserve Funds 116,115 110,210
Right of Use Assets - Operating Leases 379,922 -
Prepaid benefit cost -
Beneficial interest in Assets Held by Others 481,938 549,900
Land, Building and Equipment, net 7,519,664 7,657,071
TOTAL ASSETS $29,644,127 $30,615,235

LIABILITIES & NET ASSETS
Current liabilities:
- Accounts Payable and Accrued Expenses $2,878,446 $2,990,186
- Deferred Revenue - 81,230
- Current Portion of Lease Obligation - Operating 229,333 -
Current Portion of Long-Term Debt -
- Notes Payable 3,384 3,384
- Bonds Payable 195,000 185,000
TOTAL CURRENT LIABILITIES $3,306,163 $3,259,800

Liability for Pension Benefits $1,310,574 $1,273,101
Noncurrent Liabilities:
- Tenant Deposits Held in Trust 5,791 5,788
- Long-term Lease Obligation - Operating 173,432 -
Long-Term Debt, net of current portion:
- Notes Payable 2,858 6,342
- Bonds Payable, net of deferred bond issuance costs 609,987 799,502
TOTAL LIABILITIES $5,408,805 $5,344,433

NET ASSETS:
Without Donor Restrictions:
- Board designated for future projects $117,989 $117,989
- Net investment in land, building and equipment 6,708,435 6,662,943
- Undesignated 17,408,898 18,489,870
TOTAL NET ASSETS $24,235,322 $25,270,802

TOTAL LIABILITIES AND NET ASSETS $29,644,127 $30,615,235

Net Income
2022 REVENUE $33,826,325

Management & General 9%
Fundraising 1%
Behavioral Health 1%
School Age Services 8%
OHDCS 4%
Case Management 14%
Early Intervention 8%
Management, General, Fundraising 10%
Family Support 5%
Family Recruited Employees 4%
Programs 90%

Financial Highlights

2022 Expenses (Detail)
$34,584,603

Adult Community & Employment 7%
Residential Services 35%
Programs 90%

Financial Highlights

Imagine! Annual Report 2022

Financial Highlights

Imagine! Annual Report 2022
Dear Friend of Imagine!:

Through your incredible generosity, the Imagine! Foundation achieved an extraordinary milestone this year. **Thanks to you**, we raised over $1M for the first time in our 21-year history! Your philanthropic support was truly above and beyond.

You embraced another virtual Imagine! Celebration, joined us in-person for another fantastic Farm to Table dinner, and continued to be tremendous ambassadors for Imagine! and the individuals we serve, engaging your friends and colleagues in our vital mission.

Your generosity extended beyond the Imagine! Foundation’s usual fundraising activities, and in spite of lingering pandemic and Marshall Fire impacts. You supported the Above and Beyond campaign to provide resources for hiring bonuses and other initiatives to stabilize our workforce during an unprecedented labor shortage.

You made in-kind donations including auction items and invaluable recruiting efforts to find the best candidates for new Imagine! and Imagine! Foundation leadership positions. **And your grants provided critical program support and funded a much-needed capital expenditure study of our residential properties.**

The impact of your giving truly has an outsized impact on those we serve. It is so heartwarming to know that our community shares the core belief that everyone has something to contribute, and our lives are richer through that inclusivity.

As the year came to a close, the Imagine! Foundation leadership reins were turned over to new Executive Director Suzy Gardner. Together, we began to plan for the year ahead with fresh energy and perspective.

We are grateful to all of you for your enduring involvement with the Foundation and for the impact your generosity has on our efforts to create a world of opportunity for all abilities.

Sincerely,

**PLATINUM**

$10,000 +

AEC Trust
Anonymous (2)
Donna and Brandon Barnhoit
Dana and Brad Bilham
Karen and Don Brown
Margaret Burbank and Peter Brown
Charles E and Carol Miller Family Foundation
Community Foundation Boulder County
Judy and Louise Delatore
Don and Lorraine Friesen Foundation
Louise and Bob Dudley
Walter Elenhouser
Fidelity Charitable
Lula and John Herman
High Plains Bank
Kathie and Dale King
Longmont Community Foundation
John Meahy
Marilyn Peterson
Linda and Walt Pounds
Renissance Charitable Foundation
Standing Pines Foundation
Stap Intertek Ts
Heidi Stoel and Roque Ramirez
Diane and Richard Vander Meer
Virginia W Hill Foundation
Robert Von Eschen
Julie and Scott Von Eschen

**GOLD**

$5,000 - $9,999

Albertsons Companies Foundation Anonymous (2)
AWTY
Jeff Botsch
Sally and Sandy Bracken
Broomfield Community Foundation
Kristen and Andrew Christle
Commerce Bank
Morgan and Adian D’Angelo
Emerson
Facebook
Flood and Peterson Insurance
Lisa and Brad Goff
Vicki and John Greff
Ariella and Peter Heinz
J.M. McDonald Foundation Inc.
Lynda and Bill Johnson
Kristin and George Karasek
Susan LaHa
Heidi and Mark Leachman
Leo Hill Charitable Trust Family

**SILVER**

$2,500 - $4,999

Jansen and Ron Alford
Anonymous (2)
Aqua-Owners Insurance
BOK Financial
Bolder Personal & Business Insurance
Virg and Scott Brown
Amy and Kevin Callahan
Community First Foundation
Mary and Tom Deasy
Energy Outreach Colorado
Virginia Holmes
Joan and Stu Horvitz
Islamic Center of Boulder Service
Karuna Care Services
Eva Klemens
Laura and Bill Koch
Lily’s Sweets, LLC
Lin and Jim Luftos
Lynn and Helen Clark Fund/Great Western Bank
Morgan Family Foundation
Shannon Morgan
Melanie and Pete Nelson
Page Norton
Rebecca and Matt Novinger
POC Pharmacy
Dee Perry
Anne Marie and Paul Pevernaghe
Prime Industries
Pueblo Bank & Trust
Rebecca Rose and Jim Franko
Ben Rushay
Schwab Charitable
Marie and Chuck Sonnen
Tide Family Impact Fund
Cindy Whang and Kristy Toshara
Margaret Town
Western Disposal Services

**BRONZE**

$1,000 - $2,499

Adams Bank & Trust

AMG Charitable Gift Foundation
Anonymous (2)
April Fund
Lu Watters and Kent Arnold
Kelly and BA Amelang
Bank of America Charitable Gift Fund
Ruth Jacobs and Doug Barnett
Krista and Chris Barry
Mei and Tom Betrostich
Lisa VanGoor and Bob Bowers
Jodi Beas Family
Blue Federal Credit Union
BluVector AI
Beth and John Bisio
Boulder Community Health
Randy Brown
Brown and Broun
Carolin and Joel Buck-Gengler
Joe Butler
Kate Hawkins and Dale Charles
Bob and Judy Charles
Charles Schwab Foundation
City of Lafayette
City of Louisville
Barb and Chris Clemsen
Colorado Financial Management
Casandra and Scott Colly
Jannell and Pat Daly
Kim and Ethan Decker
James Denberger
Design Mechanical Inc.
Susan Dowley
Cardin and Bill Doying
David Edwards
Betty Eldridge
Beth and David Fish
Fitness Edge
Aurie and Bill Fodale
Tamara and Mike Gaffney
Mary and Ken Gambon
Judy and Jeff Gass
Rachel and David Gehr
Galefﬁes
Lisa Taylor and Lance Glow
Robin and Ken Gray
Holly and Grant Hickman
Susanne and David Hooper
IBM Corporation
Kaiser Permanente
Elizabeth and Dave Kaufman
Jennifer and Aaron Kennedy
Kerrine Storz
Knights of Columbus Northern Council #7502
Diane Leasey
Colleen and Michael Lewis
Thank you for helping us to create a world of opportunity for all abilities.

Ways to Get Involved

**GIVE**
Your philanthropic gifts (cash, stock, even vehicles) enable Imagine! to support people with intellectual disabilities so they may live fully and participate in the community. Give today at https://imaginecolorado.org/get-involved/ways-to-give, or call the Imagine! Foundation at 303-926-6443.

**JOIN OUR TEAM!**
Imagine!'s work culture embraces a vibrant environment full of dedicated people working to create new and innovative approaches to providing services for people with intellectual and developmental disabilities. Join us! https://imaginecolorado.org/jobs

**VOLUNTEER**
Give the gift of your time and talents, and everyone will benefit! Visit https://imaginecolorado.org/get-involved/volunteer to learn about the myriad volunteer opportunities and find a fit that is right for you.