

# The Voice

Happy Holidays

December - January 2022

## Josh's Life-long Dream

Josh, a consumer, recently won 3 first-place medals in martial arts. He won first place in individual weapons, (martial arts) form, and sparring. Josh is realizing his life-long dream of learning martial arts with the help of his Vodec host home provider, Tresa Soderberg, Josh attends classes twice weekly at Sanders ATA in Council Bluffs. Chief Master Shane Sanders, Josh's instructor, is an 8th degree Black Belt in the art of Songahm Taekwondo.



Josh with Chief Master Sanders

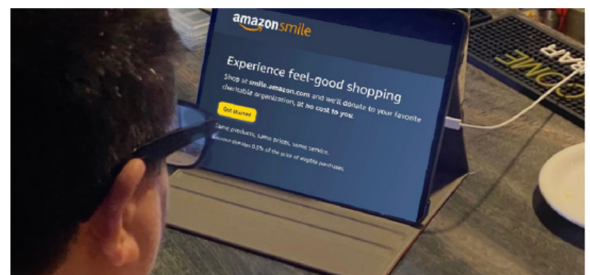


Chief Master Sanders teaching Josh the basics of martial arts form.

"I've been interested in martial arts practically all my life," said Josh. "I was talking to a couple of friends of mine about it, and they suggested I talk to my host home provider," added Josh, "I talked to her about it and she got it all set up." Josh says martial arts has taught him discipline, respect, coordination, and most of all, self-confidence. Attending twice a week, and sometimes attending during his lunch hour from the Vodec day program, Josh states, "this has been my life-long dream."

## Vodec is a [smile.amazon.com](https://smile.amazon.com) charity.

Shop at [smile.amazon.com](https://smile.amazon.com) and Amazon will donate .5% of all eligible purchases to Vodec. It's easy to do. To join Amazon Smile from the mobile app, open the app and find "Settings" in the main menu. Tap on "Amazon Smile" and follow the on-screen instructions to turn on Amazon Smile on your phone. Please select Vodec as [amazon.com](https://smile.amazon.com) charity.



Derek, consumer, Christmas shopping on Amazon.



Vodec staff member, Holly Adams, working on a craft project with Jason.

Jason enjoys word search games, learning different letters, and spelling words like Vodec. Jason interacts with staff verbally and with gestures. For Jason and the staff at the Vodec Cares program in central Iowa, this is a big deal.

When Jason first came to the Vodec Cares program, things were different. “Jason came in every day and sat in the same place with his keyboard,” states Shelia Gathercole, central Iowa Services Operations Director, “I remember he sat in the same spot observing. He really likes observing things. We asked him if he would like to participate in the activity, and he would say no.”



Sierra Self is the new residential manager for western Iowa. She was recently promoted from the residential supervisor position last month. “I’ve been working to help people since I was 18,” explained Sierra, “I volunteered at the fire station. Every year we held a 4th of July fundraiser, a pancake feed and I would sell approximately 200 dollars worth of scratch-off tickets.” Sierra continued to volunteer at other organizations which led to a position in management when she graduated high school.

## Jason’s Success

Day after day he came in, sat in his usual spot with his keyboard, and observed, but refused to participate. However, Vodec staff members did not give up. Neither did Jason. “Our staff members just kept working and working with him,” remembers Sheila. Staff members slowly introduced Jason to new opportunities to try new things. Most of the time he said no. Some of the time, however, he said yes. Working slowly and steadily, staff members introduced new experiences. At times when Jason became anxious, he reached for the staff member and held their hand. Vodec staff members quickly learned this was Jason’s way of communicating anxiety. Staff members learned to react accordingly as not to make Jason uncomfortable.

Today, Jason enjoys word search games, crafts, and going on some community outings. “Jason’s personality has really opened up,” explained Sheila, “We can tell by his smiles that he is happier, and he says “no” to new experiences and opportunities with less frequency. Jason has worked hard. I could only imagine how anxious he felt in the beginning. To see his level of participation now is simply amazing.”

## Sierra Self is Promoted to Residential Manager

Because of her childhood experiences and inspiration from her dad, Sierra decided on a degree in psychology which she is currently earning. While working on her degree, Sierra wanted to find a place where she could help people, which led her to Vodec.

She interviewed and then was hired as a residential supervisor. “It was the best interview I’ve ever had,” stated Sierra, “It was a conversation about how I want to be able to focus on my future of helping other people.”



Holly Adams with Sheila Gathercole

# When a Job Becomes a Calling

“She's told me many times that she just had this feeling, like a calling that she was supposed to be at Vodec.” stated Sheila Gathercole, central Iowa Services Operations Director. Sheila is talking about Holly Adams, a Day Services Coordinator recently hired for the central Iowa day program. Holly has another title, Mom. Holly is a parent of a consumer who attends Vodec's day hab. program.

“The first day that her son attended our day program I saw her”, explained Sheila, “I introduced myself. She came in to train our staff members on safety protocols for her son's feeding tube. As we were working on the training, she started asking me questions about Vodec, about what we do, and other programs that we have. Later that week I received an email from Holly saying that she enjoyed speaking with me and learning more about Vodec. Then she stated she was interested in being an employee “in any way, shape or form.”

When Sheila heard this, she was excited at the prospect of having Holly join the day program team. Sheila knew Holly had the empathy and patience to do work at Vodec because Holly was a parent. Sheila also knew that Holly was, and still is, a registered nurse. “She told me she wanted to be part of a great day program.” continued Sheila, “Since we have our registered nurse position filled, I asked her if she wanted to interview to be a day services coordinator. Holly applied, interviewed, and joined our team. She's been an excellent addition to an already amazing day program team.

“This is the core of how Vodec was created and who we are to this very day”, stated Daryn Richardson, Services Development Director, “parents have the knowledge, the compassion, and empathy to help us fulfill our mission. In some cases, they help by working for us, like Holly. With the labor market diminished as it currently is, we welcome any parent or family member who wishes to apply.”

## The following positions are open for immediate employment

Applicants can apply via Indeed.com (<https://www.indeed.com>) type in keyword Vodec and city/state.



### Residential Services Supervisor:

Location: Urbandale, IA and surrounding areas

Shift: Full-time; Primarily Monday-Friday with some evening hours and rotating on-call schedule

Wage: Range from \$35,648 to \$39,000

### Certified Nursing Assistant:

Location: Urbandale, IA.

Shift: Full-time; Monday-Friday 7:30 am to 3:30 pm

Wage: Starting at \$14.50 per hour

### Day Services Assistant:

Location: Urbandale, IA.

Shift: Full-time; Monday-Friday 7:30 am to 3:30 pm and Part-time; Monday-Friday day hours between 7:30 am and 3:30 pm

Wage: Starting at \$13.50 per hour

## Join our team.



Our Western Iowa Residential team.



# Jeremy Dunkirk Appointed to Operations Director for Western Iowa



Jeremy Dunkirk was recently appointed as the western Iowa services operations director.

Previously, Jeremy was Vodec's production director for over eight years. As production director, Jeremy was responsible for the quantity and quality of work available for consumers in Vodec's prevocational programs. Jeremy was also responsible for the maintenance and repair of all Vodec's buildings and grounds.

Jeremy graduated from Indiana Wesleyan University with a Master of Business Administration in human resources management and services. Jeremy also holds a Bachelor of Science degree from Olivet Nazarene University in theological studies with a concentration in Christian counseling.

Jeremy worked for the Salvation Army as an officer administrator for the central United States. During this time, Jeremy worked throughout the central United States on behalf of the Salvation Army, from Gary, Indiana up to the upper peninsula of Michigan. Jeremy spent some time working in other countries as well.

"During the summer months, I was contracted to go overseas," states Jeremy, "We did various things; I worked security, I dug ditches, I worked at a men's hostel, I helped set up orphanages. I worked in a school for the blind. The children who attended the school were blind and had multiple disabilities."

Jeremy has a deep personal connection to the Salvation Army. Jeremy was adopted as a young child by a couple who were Salvation Army administrators. When I was adopted, I gained a brother who's the same age as me; we became good friends." Jeremy and his wife have one son and one daughter and a grandson.

Jeremy loves automobiles. "I love to restore old cars", shares Jeremy, "I like tinkering with stuff. My favorite car is a 1967 Mustang. I took the engine out of a 1996 cobra, completely rebuild it, put it into the 67, and changed it over to fuel injection. It's a beautiful car!"

**Jeremy shares what his life has taught him when misfortune tries to thwart your plans:**

**"The plan doesn't change; you just add a little more work!", said Dunkirk.**



## Our AmazonSmile Wishlist

Our AmazonSmile wishlist is a meaningful way for you to shop and donate items directly to Vodec. Simply explore our wishlist online, add items to your cart, and check out – it's that easy.

Items on this list help support consumer activities at our development centers in Omaha, Neb., Council Bluffs, Iowa, and Urbandale, Iowa.

**Go to [www.vodec.org](http://www.vodec.org) to see items on our list.**



# ANNUAL REPORT ON FISCAL YEAR 2021

July 1, 2020 to June 30, 2021

**Steve Hodapp,  
Vodec CEO**



This was the COVID-19 year. It was our first full fiscal year of the pandemic which started in late FY20. We were touched by it like every other business whether not-for-profit or for profit, small or large. No business escaped the coronavirus COVID-19.

## **I'm happy to report Vodec is surviving, unlike some others. How?**

We were able to maintain continuity of service by doing a lot of virtual services but with fewer consumers, those who were not attending day programs in person. We contracted with a consultant to teach us how to use Zoom efficiently with groups. Virtual service kept consumers sheltering at home engaged and connected with their friends who were attending in person. There were Zoom dances, art classes and other events which were well-received. Virtual was second-best after in-person, but it helped. In Omaha we took our student transition program to the schools instead of in our development center. This kept some students involved who otherwise may not have been.

We developed COVID-19 policies and practices following CDC guidance. We social-distanced, sanitized, sheltered in place in residential settings, masked-up and made use of virus barriers on tabletops and in vehicles, just to name a few of the protective actions.-19

We also put on COVID vaccination clinics at each development center for employees, consumers, and host home and shared living providers. Our messaging encouraged all who missed a clinic to get vaccinated on their own.

We also received various COVID-19 relief funds. More than \$700,000 in Federal, State and local CARES grants helped support COVID -19 mitigation activity. \$276,000 in retention funds from Iowa and Nebraska helped soften, but not fully replace, the loss of service fee revenue from consumers not participating in services because of COVID-19. And we received two forgivable Paycheck Protection Program (PPP) loans for \$3.2 million. Most was spent in FY21, and some carried forward.



Staff member Erin Bolte, taking a selfie with consumer, Tommy.

We are also lucky to have employees who kept showing up. Regardless of the risk or the challenges in providing service, they reported. They empathetically responded to family members and guardians when questioned about why we were limiting home visits, site visits or community outings. They are indeed stellar and worthy of any accolade bestowed upon them. They are simply the best.

*Annual Report continued on next page*



Steve Hodapp, CEO, receives a vaccination from Martina Ryan RN at Kohl's RX Pharmacy.

While COVID was in the forefront, there were other highlights in FY21 not to be overlooked.

We grew into the Atlantic, IA area to provide supported employment services. This filled a void created when another provider stopped providing the service there.



Jeremy Dunkirk and Jolene Sontag posing with members from the Atlantic, Iowa Chamber of Commerce



Enjoying a brisk spring day at the park.  
Back row left to right: Mia, Adrianna, Josh, Steven,  
Front row left to right: Norman, Meg, Curtis, Lisa, David, Scott

We started a work experience program (WEP) for students from high schools in Omaha and Council Bluffs' areas. This gives students work experience in community integrated settings and makes it possible for them to gain employment with private employers.



Student, Gavin, cleans on the Job at the YMCA.

We continued transitioning consumers out of pre-vocational service in Council Bluffs in anticipation of the program's demise across Iowa in 2022, a result of the State's reaction to the CMS settings' rule regarding community integration. Consumers moved into our Cares day habilitation program or our supported employment program.

We continued moving away from group homes as a main residential service model to more host home (Iowa) and share living (Nebraska) settings. These latter two settings typically involve single-family homes into which a consumer becomes a member.

## Financial Report

In FY21, COVID impacted the year's financial outcome.

To summarize the increase to net assets in the statement of activity, the net increase of \$1.4 million includes realizing the majority of both Payroll Protection Program (PPP) loans inside the fiscal year along with retention funding that replaced a portion of the service fee income lost as some consumers sheltered in place. Program services expenses are inflated with inventory and services to mitigate COVID's impact. Program, grant and contribution revenue are inflated with the retention funding and COVID relief funds which offset the COVID-related expenses. We weathered the impact of COVID on service revenue and expenditures with the support of multiple non-recurring funding sources as noted above. Vodec continues to maintain a strong financial position.

*Financial Report continued on next page*

ANNUAL FINANCIAL REPORT - FY21				
STATEMENT OF FINANCIAL POSITION (SUMMARY)				
JUNE 30, 2020 AND 2021				
ASSETS				
		FY21	FY20	FY21 Var
Assets				
	Total Current Assets	10,233,515	8,398,784	1,834,731
Property & Equipment				
	Total Property & Eqpt	6,042,689	6,000,899	
	Less Accumulated Depreciation	(3,301,924)	(2,988,530)	
		2,740,765	3,012,369	(271,604)
Other Assets				
	Security Deposit	10,393	10,393	
TOTAL ASSETS		12,984,673	11,421,546	1,563,127
LIABILITIES AND NET ASSETS				
Current Liabilities				
	Current Liabilities	1,932,665	1,797,971	
	Long Term Liabilities	-	-	
	Total Liabilities, net of current	1,932,665	1,797,971	134,694
Net Assets				
	Unrestricted	11,052,008	9,623,575	1,428,433
	Temporarily Restricted	-	-	
	Total Net Assets	11,052,008	9,623,575	1,428,433
TOTAL LIABILITIES AND NET ASSETS		12,984,673	11,421,546	1,563,127
STATEMENT OF ACTIVITIES (SUMMARY)				
JUNE 30, 2020 AND 2021				
		FY21	FY20	FY20 Var
Unrestricted Net Assets				
	Program, Grant & Contribution Revenue	14,362,238	14,880,448	(518,210)
	Workshop Fees, net	287,453	488,121	(200,668)
	Other	1,554,614	1,295,833	258,781
	Net Assets Released from Restriction	-	-	
Total Support & Revenue		16,204,305	16,664,402	(460,097)
Expense				-
	Program Services	12,547,669	13,624,464	(1,076,795)
	Supporting Services	2,228,203	1,755,043	473,160
Total Expenses		14,775,872	15,379,507	(603,635)
Change in Unrestricted				
	Net Assets	1,428,433	1,284,895	143,538
Temporarily Restricted Net Assets,				
	Net Assets Released from Restriction			-
Change in Net Assets		1,428,433	1,284,895	143,538
Net Assets, Beginning of Year		9,623,575	8,338,680	1,284,895
Net Assets, End of Year		11,052,008	9,623,575	1,428,433





612 S. Main Street  
Council Bluffs, IA 51503

Our mission is to provide services to persons with disabilities in order that those persons may live, work and participate in the community in the least restrictive environment to achieve their full potential.

Vodec is an equal opportunity employer. There is equal opportunity for services and for employment, retention and advancement without regard to race, national origin, color, religion, sex, sexual orientation, gender identity, age, disability and veteran status or any other classifications protected by state or federal law.



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## Our generous donors

*Thank  
you!*

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