Mission

As listeners, learners, and leaders, we will stand with and support people who have disabilities in their communities as they pursue their personal dreams and goals.
Listen. Learn. Lead.

These words have always been central to our approach to serving people by helping them live their greatest lives; they are our core values. The words are simple, but full of meaning for us.

When we say we **listen**, we mean that we:
- Give our full attention
- Focus on hearing the story rather than solving the issue
- Hear what is not being said, too

When we say we **learn**, we mean that:
- Good is never good enough
- Learning must lead to innovation, creativity, continuous improvement and quality
- Mistakes are part of learning: we adjust and move forward with that new knowledge

When we say we **lead**, we mean that we:
- Live our values
- Do as we say; take action, not just a position
- Hold ourselves and others accountable

In this report, you’ll see the results of our listening, learning and leading during 2017. It’s helpful to look back and take stock of what we did well, but we always have our eyes on new possibilities for meeting the needs of the people we serve.

Just two of the things we plan to accomplish during 2018 are:
- Help the people we serve learn and practice self-advocacy
- Ensure the people we serve understand and exercise their rights

We’re so proud of the people who receive our services, and all that they accomplish. It’s a privilege to listen to them, learn from them, and lead them to their greatest lives.
Each individual will experience a quality of life defined by personal preferences, cultural identity and informed choices.

Individuals will participate as citizens, contributing to the life of their neighborhoods and communities by the work they do, the relationships they develop, and the interests they share.

People will be known for their talents, abilities, and interests rather than their deficits, disability, or difficulties.

To see our vision for our organization, who’s on our Board of Directors and Leadership Team, how to donate or just find out more about our programs, visit cipmn.org.
Results of a survey of individuals we serve:

97% said they get the services they need
92% said staff is available when they need them
98% said staff pays attention to what they say
98% said they have opportunities to make their own choices
94% said they like how they spend their days
89% said they feel able to take risks in their lives
81% said they have their best possible health
66% said they have received our services for three years or longer
What We’re Most Proud Of

Accreditation from the Council on Quality and Leadership

CQL accreditation provides assurance that our policies, procedures and practices truly support people to live their greatest lives. We’ll also use CQL tools to do an even better job of listening to the people we serve and helping them achieve their goals.

Achieving Financial Stability

We made difficult choices this year, divesting some great programs and saying goodbye to the talented people who managed them:

- Consumer Directed Community Supports (CDCS)
- Adult Rehabilitative Mental Health Services (ARMHS) Program
- Metro Developmental Disability Residential Homes

We also created CIP social events that were lots of fun, introduced more than 90 new donors to CIP, and raised more than $50,000 from individual donors.

$50,000
Developing New Initiatives

We introduced new programs with great potential:

- Host Homes, an alternative to adult foster care homes and other group living environments.
- Our Human Rights Committee, because an understanding of basic human rights is essential for the people we serve to live the lives they choose.
- Self-Advocacy Training for the people we serve, to give them more skills for living a full and independent life.

Growing Our Volunteer Program

During 2017, more than 75 volunteers gave 1,500 hours of service to support both our staff and the individuals we serve.

Strengthening Our Leadership Team

We welcomed some strong new leaders to CIP, to both our staff and our Board of Directors.

Celebrating Our Staff

Our staff does great work, and we take time to celebrate them:

- Annual CIP Mission and Vision Awards
- Milestone Anniversary Breakasts and Dinners
- Direct Support Professionals Week
- Administrative Professionals Day
2017 Financials

Sources of Revenue

<table>
<thead>
<tr>
<th>Source</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Minnesota Department of Human Services</td>
<td>14,052,474</td>
</tr>
<tr>
<td>Other Government</td>
<td>8,442,971</td>
</tr>
<tr>
<td>Fundraising</td>
<td>64,365</td>
</tr>
<tr>
<td>Other</td>
<td>77,617</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>22,637,427</strong></td>
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</tbody>
</table>

Program Area Expenditures

<table>
<thead>
<tr>
<th>Area</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Personal Support</td>
<td>5,920,934</td>
</tr>
<tr>
<td>Residential Services</td>
<td>3,931,327</td>
</tr>
<tr>
<td>Case Management</td>
<td>2,513,676</td>
</tr>
<tr>
<td>Family Services</td>
<td>2,981,745</td>
</tr>
<tr>
<td>Employment Services</td>
<td>1,806,140</td>
</tr>
<tr>
<td>Community Services</td>
<td>1,328,052</td>
</tr>
<tr>
<td>Home Health</td>
<td>935,749</td>
</tr>
<tr>
<td>Housing</td>
<td>989,709</td>
</tr>
<tr>
<td>Administration &amp; Development</td>
<td>2,421,902</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>22,829,234</strong></td>
</tr>
</tbody>
</table>

Increase in net assets from operations

<table>
<thead>
<tr>
<th>Type</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Realized Loss on Sale/Disposal of Assets</td>
<td>721,784</td>
</tr>
<tr>
<td>Unrealized Loss (Other)</td>
<td>4,183</td>
</tr>
<tr>
<td><strong>Changes in Net Assets</strong></td>
<td><strong>534,160</strong></td>
</tr>
</tbody>
</table>

Increase in net assets from operations: (191,807)

Sources of Revenue Diagram:

- Minnesota Department of Human Resources: 62%
- Fundraising: 1%
- Other: 1%
- Other Government: 37%
## Balance Sheet Information

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash</td>
<td>1,630,772</td>
</tr>
<tr>
<td>Receivables</td>
<td>1,304,818</td>
</tr>
<tr>
<td>Prepaid Expenses</td>
<td>282,070</td>
</tr>
<tr>
<td>Property and Equipment – Net</td>
<td>5,480,518</td>
</tr>
<tr>
<td>Other Assets</td>
<td>1,082,279</td>
</tr>
<tr>
<td><strong>Total Assets</strong></td>
<td><strong>9,780,457</strong></td>
</tr>
<tr>
<td>Current Liabilities</td>
<td>880,236</td>
</tr>
<tr>
<td>Unemployment Trust Reserve</td>
<td>313,948</td>
</tr>
<tr>
<td>Long-Term Debt</td>
<td>4,962,965</td>
</tr>
<tr>
<td><strong>Total Liabilities</strong></td>
<td><strong>6,157,149</strong></td>
</tr>
<tr>
<td><strong>Net Assets</strong></td>
<td><strong>3,623,308</strong></td>
</tr>
</tbody>
</table>

## Program Area Expenditures

![Chart showing program area expenditures](chart.png)
Thanks!

Up to $100
Eric Adams
Sarah Armstrong
Sharon Armus
Christina Buckles
Amy Burke
Rhonda Cady
Faye Cantley
Leanne Combs
Jim Cram
Emily Crumley
Milo Cumaratunge
James & Karen Dahl
Kathryn Dahl
Phyllis and Floyd Dahl
Paul and Sharon D’Arco
Timothy Dunleavy
Christine Dvorak
Katie Dvorak
Andres Fesler
Elizabeth Gelhar
Thomas & Victoria Gelhar
Kate Gillette
Gay Gonnerman
David Graham
Sheryl Grassie
Griffin-Hammis Associates
Donald and Barbara Hanek
Vince Hart
Joanne Hawkins
Steven Houtz
Julie Jass
Twila Jensen
Adam Johnson
Carolyn Jones
Paulette Jones
Pam Julin
Sara & Dan Kantar
Carol & John Kelly
Joe Lenartz
Nancy & Stephen Lindquist
Deedree Ludwig
Patricia Lutrin
Amy Mackey
Dennis McKinney
Rosalie & Steven Miller
Minneapolis Police Chiefs Association
Meghan Moore
Tom O’Brien
Christine Pease
Vicky Pease
Damon Peters
Kate Quale
Cameron Rohach
Melissa Rosewall
Katie Ruff
Anna Schultz
Jennifer Sunshine
Kimberly Swiger
Thomas & Louise Tedford
Ange Tuttle
Gavin Watt
April Webster
Cindy Wetzel
Liz Wicklund
Judith Woellner

$100 – $499
Airtex Design
Lester Bauer
Sherry Bennett
Tammy Berndt
Mary Blackwell
Mary Bonner
Kelly Bosch
Dave Buechler
Enakshi Choudhuri
Paul & Sharon D’Arco
Scott Dehn
Carolyn Deters
Betty DeWitt
Linda Dyre
Executives Sales & Leasing
Kathy Flynn
Bob Frawley
Beverly Harness
Krista Hatcher
Gregg & Patricia Hickey
Ernest & Deborah Johnson
Sara & Dan Kantar
Tim & Virginia Kendrick
Arlene & Kurt Kise
John Klinck
Ken & Jean Kise
David & Susan Lorence
Sheldon Mains
Michelle Molumby
Susan O’Neill
Jed & Katie Otteson
Robert & Amy Pickering
CIP is grateful for the generous support of its donors. Here is a list of the individuals, businesses and foundations that supported our organization — and helped enhance the lives of our participants — in 2017.

Prime Print Solutions
Susan Rathke
Kathleen Rauchle
Andraya Reichel
Diana & Ric Reichel
Tom Ruff
Howard Theis
Carole Tholen
Ann Treacy
Joel Tyler
Mary & William Tyler
United Technologies
Tony Watts
Mike & Kristin Welna
Michael & Katy Wiersma
Heather Wilkie
Sue & Henry Wright
Northeast Bank
Northern Business Products
John Ottsman
John Stone
Target Corp.
Sarah & Jonathan Tholen
Paul Welna

$500 – $999
Rick Birmingham
Gwen Carlson
Fred & Elaine Dietrich
John Evenstad
Tom Fafinski
James & Debra Hagen
Brooks Harmon
Holy Cross Lutheran Church
Samuel Hughes
Darin Miller
Peggy Montgomery
Steve Moss
Kathy & David Nisset

$1,000 – $2,499
Sonja Bigalk
Kyle Holtz
Mike Mason
Nate Nelson
Jolene Thibedeau Boyd
Rita Wiersma
Sunrise Bank

$2,500 – $4,999
Cities 97
Genoa
Ultimate Software

Grants & Foundations
MACC Alliance
Metro Regional Arts Council
Minneapolis Foundation
Westminster Presbyterian Church

We do our best to account for every donation received; however, if we missed you in our listing, please let us know. Contact Cindy Wetzel at cindyw@cipmn.org or 612-362-4414.
Contact Us

We know that getting help for yourself or a family member can be complicated. It can be hard to determine exactly what you need, and if that kind of support is available in your community. Let us help you figure out how to live your greatest life; that’s what we’ve been doing for more than four decades.