TASC, Inc.

Report to the Community

2026

This annual report described service activity and financial performance

for fiscal year July 1, 2025 – June 30, 2026

TASC, Inc.
(Training Advancement Skills in the Community)

TASC, Inc. (Training Advancement Skills in the Community) is a private non-profit organization created in 1974 to be a resource for the development of community-based services for people with disabilities. Fundamental to the agency services is the belief that people have the right to make life choices, to be included in their communities to the degree they choose and be fully satisfied with the services they receive.

TASC is committed to treating every individual in its program with dignity and respect at all times. The organization aims to build a collaborative partnership with each person to help them reach their full potential and achieve their goals. TASC also promises to deliver the highest quality services in safe, comfortable settings.

Mission Statement

Inspired by the Values of Compassion, Dignity and Respect …
We build brighter futures.

Vision

Our vision is to promote and build a more inclusive community where people with disabilities secure employment and housing of their choosing, wages commensurate with their skills and increased independence and integration in their communities.

Values that Shape Us

- To be accountable
- To be collaborative and responsible
- To be respectful and empathetic
- To be caring and compassionate
- To promote a safe and healthy work environment
- To support the freedom to be creative
- To remain flexible and resilient

Our Purpose

- Support community involvement
- Hire and retain staff that exemplify the values and mission of TASC
- Raise community awareness of the diversity of disabilities and contributions made by people we support

- Provide services and activities designed to maximize quality of life and independence
- Implement person centered processes to support achievement of goals
- Make a positive difference in the world around us
- Provide services and support that reflect the highest standards of quality while maintaining fiscally sound business practices.

Our Commitment to Quality

TASC holds itself accountable to providing services and supports that reflect the highest standards of quality while maintaining fiscally sound business practices.

We strive to provide services that are recognized and approved by regulatory entitles. We believe that compliance with professional standards helps to ensure the delivery of quality services within a supportive environment. TASC is accredited by the Commission of Rehabilitation Facilities (CARF) in the following service areas:

Employment Services
- Community Employment Services
- Job Development
- Employment Support

Community Services
- Community Integration
- Community Housing
- Supported Living

Community Collaboration for Success

The success of TASC in fulfilling its mission relies on the collective effort of the entire community. The organization is led by a Board of Directors composed of community members representing a broad range of interests. These individuals include professionals, service recipients, their family members, and engaged citizens, all of whom are free from conflicts of interest. The Board is committed to upholding high ethical standards in both service delivery and organizational operations. To guide their decision-making and policy development, the Board has embraced four core ethical values:

- Trustworthiness
- Responsibility
- Respect
- Caring

We extend special thanks to those individuals who have volunteered to serve as Board members for TASC this past year:

Office:	**Name:**
President	Brian Mahoney
Secretary/Treasurer	Robin Racicot
Directors	Keeli Ward
	Ann Burckart
	Corrine Cook
	Meghan Palmer
	Bill Shafer

TASC is fortunate to be supported by a compassionate and dedicated Board of Directors, as well as a robust set of resources that strengthen our ability to fulfill our mission. Here's a look at the key tools in our toolbox:

- **Strong Governance**: A dedicated and engaged Board of Directors providing thoughtful oversight and strategic leadership.
- **Skilled and Mission-Driven Team**: Talented professionals who are deeply aligned with TASC's values and committed to delivering high-quality support.
- **Sound Financial Health**: A stable and diversified financial foundation that promotes long-term sustainability and responsible growth.
- **Person-Centered Approach**: Proven, individualized processes that empower the people we serve and support meaningful, measurable outcomes.
- **Organizational Stability**: A strong reputation, deep community connections, and a clear vision for future expansion and impact.

Our Exceptional Staff

At TASC, ensuring that qualified and dedicated caregivers are available when needed is a top priority. We foster a culture that supports each staff member's success—encouraging personal fulfillment while driving mission-driven outcomes, organizational goals, and ongoing professional development.

TASC's human resources strategy is grounded in the agency's core values. At the heart of this approach is a deep commitment to treating every staff member with dignity and respect. We prioritize their growth and well-being throughout every stage of employment—from recruitment and onboarding to staff engagement, training, and long-term retention.

This comprehensive, value-based approach helps us build a stable, compassionate, and skilled workforce—ensuring individuals receive the high-quality support they deserve.

Recognition

TASC values and celebrates the accomplishments of its dedicated staff. Each month, one outstanding team member is recognized as the *Employee of the Month* in our *Mission Up* newsletter for exemplifying TASC's core values. Honorees also receive a monetary award as a token of appreciation. Nominations come from a variety of sources, including the individuals we serve, supervisors, colleagues, outside agencies, and the families we support—reflecting the broad impact of our staff in the community. Each year, we honor one of the monthly recipients with the *Employee of the Year* award, accompanied by an additional monetary prize, celebrating their exceptional commitment to TASC's mission.

Congratulations

Employee of the Year

Bridget Schobert

Employees of the Month

July 1, 2025 –June 30, 2026

Jul-25	Sarah Collins
Aug-25	Leiah Burroughs
Sep-25	No nominations
Oct-25	Lisa Christianson
Nov-25	Jackie Anderson
Dec-25	Bridget Schobert
Jan-26	Teresa Leviano
Feb-26	No nominations
Mar-26	Vicky Phipps
Apr-26	No nominations
May-26	Alan Kohlmeyer
Jun-26	No nominations

Retention

Retaining qualified staff members is key in carrying out TASC's mission. Staff turnover for the 2025-26 fiscal year was 20%, 14% lower than the previous fiscal year, but well below the industry level of 40%. Good hiring practices, including thorough background checks, planning professional development for staff and supervisors and commitment to our mission make TASC a great place to work; a place where staff choose to work; and a place where the dedication of our staff is reflected in the achievements and smiles of the people we serve.

We believe that great staff create meaningful lives for the people we serve every day.

Being Part of the Community

Life is more than a daily routine — it's about connection, purpose, and joy.
At TASC, we are deeply committed to supporting well-rounded, fulfilling lifestyles for the individuals we serve.

We promote active participation in the community — whether that means attending public events, shopping locally, or accessing neighborhood resources. These experiences not only help build life skills but also foster meaningful relationships and a strong sense of belonging.

TASC offers a wide range of opportunities for individuals to engage in activities they enjoy outside of work and home, especially during evenings and weekends. From personal shopping and medical appointments to concerts, sporting events, and social outings, we encourage involvement that supports personal choice and community inclusion.

We believe everyone deserves to experience the pride and fulfillment that come from contributing to their community — through employment, volunteering, or meaningful social engagement.
At TASC, we empower individuals to live lives rich with connection, purpose, and joy.

Points of Interest

83% of the services provided are funded through Medicaid.

Staff wages and benefits account for 80% of our expenditure.

TASC employed a total of 49 staff members this fiscal year.

TASC operated 5 Home and Community Based Waiver homes with one home closing in September 2025 making a total of 4, an 8-plex apartment complex, a day habilitation program and provided hourly Supported Living Services.

Promoting Wellness

TASC's Wellness Program is dedicated to encouraging healthy lifestyle habits and providing opportunities for active leisure for the individuals we serve. In July 2016, TASC opened the FIT Center (Fitness Inspired Together), equipped with low-impact exercise machines specifically

designed for individuals with physical and mental challenges. A highlight of the center includes a state-of-the-art golf simulator.

The FIT Center is now also available to staff during their personal time and to individuals served when Dayhab programs are not in session, supporting the overall health and well-being of both groups. The facility offers specialized equipment and activities that are not duplicated by any existing services in the community, making it a truly unique resource.

The Individuals We Serve

Funding Sources:

Private Pay	4 or 6%
County Social Services	0 or 0%
Schools	1 or 1%
HAB	6 or 8%
ID Waiver	57 or 83%
BI Waiver	0 or 0%

Ages:

In FY'25-26, the ages of the 68 people we served were as follows:

age 16-17	0 or 0%
age 18-21	5 or 7%
age 22-29	5 or 7%
age 30-39	17 or 25%
age 40-49	14 or 21%
age 50-59	10 or 15%
age 60+	17 or 25%

Quality Outcome

- 100% of supported community living individuals increased their community integration opportunities
- 100% of persons receiving supported community living individuals had family who played an active role
- 100% of persons receiving supported community living services reported satisfaction with services
- 100% of employers were satisfied with the services received through TASC's supported employment program
- 100% of supported employment individuals were satisfied with the services that they received

- 100% of supported employment individuals received at least $8.00 per hour, which is optimal.
- 100% of persons served/guardians/parents were satisfied with their Day Habilitation Program (Community Integration)
- 98% of individuals in the Day Habilitation Program (Community Integration) chose to participate in community outings. Participants were offered community outings several times each day.

TASC Growth 2002-2024:

Number of Persons Served:

2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016
71	75	76	81	88	96	93	104	109	115	121	125	105	112	104

2017	2018	2019	2020	2021	2022	2023	2024	2025	2026
109	107	107	102	103	91	112	81	71	68

Our Community Supporters

We are deeply thankful for the generosity and vision of those who contributed to TASC during our 2026 fiscal year (July 1, 2025 – June 30, 2026). Whether given in memory of a loved one, as part of an estate, in honor of a special occasion, or simply as a heartfelt gesture, every gift is sincerely appreciated and directly supports our mission. We also extend our heartfelt thanks to those donors who chose to give anonymously.

Thank You!

Our Community Foundation

The Board of Directors has established a TASC Endowment Fund, now known as the Mary Ament-TASC Endowment, through the Allamakee County Foundation to ensure the agency's future and long-term financial stability. The Community Foundation can assist doners who are contemplating planned donations for tax savings and/or estate planning.

We extend our sincere appreciation to everyone who contributed to TASC during Great Give Day 2026. Your generosity during this special day of giving helped strengthen our mission and made a lasting impact on the lives of those we serve. Thank you for standing with us and our community in support of inclusion, opportunity, and purpose.

Our Community Employment Partners

Community Employment Partners play a vital role in helping individuals served by TASC achieve meaningful inclusion through employment. Over the past 30+ years, a strong and collaborative partnership has developed between TASC and the local business community. This relationship has been built on providing high-quality workers and the right level of support when needed.

Employment Specialists at TASC work closely with employers, listening to their needs and responding accordingly, resulting in reliable and successful job placements. Of the nine individual placements currently supported by TASC, nine—representing 100%—have maintained their employment for over six months, all earning at or above minimum wage and receiving benefits.

TASC surveys employers annually to assess satisfaction. In the most recent survey, all 5 distributed surveys were returned at 100% response rate. These surveys included feedback on individual placements.

Robey Memorial Library, Waukon
Kwik Star, Waukon
Family Dollar, Waukon
Winneshiek County Recycling, Decorah
Waukon Feed Ranch Agronomy, Waukon
TASC Inc, Waukon
Emma's Expressions, Waukon
Feed Ranch Construction, Waukon
Quillins, Waukon

CARF Accreditation

CARF (Commission on Accreditation of Rehabilitation Facilities) assists service providers in improving the quality of their services, demonstrating value and meeting internationally recognized organizational and program standards. Achieving accreditation requires a service provider to commit to quality improvement, focus on the unique needs of each person the persons serve and monitor the results of services. TASC is proud of their accreditation history with CARE. Over the past 30+ years, the agency has undergone 13 voluntary CARF accreditation surveys, receiving a 3-year (maximum) award for each of the surveys. Currently, the following services are CARF accredited:

- Community Employment: Employments Supports and Job Development
- Community Housing
- Community Integration
- Supported Living