



My company,
Your company,
Our company!

100% Employee-Owned Since 2017

You have
goals

You have
dreams



IPMG Annual Report 2019



A Year of Growth

"My company, Your company, Our company!" This sentiment continues to ring true after witnessing another year of extensive growth, due to the continued efforts from our extraordinary Employee Owners. Following IPMG's exciting and successful year in 2019, I reflect on how far we have come as a company, and am filled with pride!

Since its founding in 2006, IPMG has built its reputation on high quality and individual-driven case management services. With this in mind, IPMG continues to grow at a rapid pace. Through our strong business model of virtual working, we are equipped with flexibility and adaptability that allow us to pursue opportunities now, and in the future. This year, 14 years later:



Karen Brummet

- Our Case and Care Management services are offered state-wide
- The introduction of our Wraparound Facilitation service is currently approved in 13 counties, and will continue efforts to expand throughout the entire state of Indiana
- IPMG proudly employs over 350 staff members
- We have reached a record high number of Individuals currently served at over 14,000.

This report explains how our services continue to successfully support Individuals receiving the Family Support, Community Integration and Habilitation, Aged and Disabled and Traumatic Brain Injury waivers, along with the exciting addition of our new Wraparound Facilitation service, which allows us to support families with the emotional and/or behavioral challenges of their children.

The following pages are full of excitement and success stories, which would not be possible without our amazing IPMG Employee Owners, board members, supporters, and community partners and I want to personally thank each and every one of you for your time, commitment, dedication, and support over the past year. As you read this annual report, we hope it will remind you of our successes and energize you for the future!

2020 is proving to be an extraordinary time, with unique challenges related to the COVID-19 pandemic. As our community, and our country, unites to work through this unprecedented time together, I am confident in our continued ability to serve and support all Individuals, families and community partners and I look forward to continuing IPMG's dedication in supporting our Employee Owners in being expert navigators, who are able to guide individuals and families in accessing quality, integrated services and supports that result in the betterment of their lives.

Blessings,

Karen D. Brummet

Karen D. Brummet

Chief Executive Officer

The mission of IPMG is to create an exceptional organization that supports Case Managers to become expert navigators, guiding individuals and families to access quality, integrated services and supports that result in the betterment of their lives.

IPMG envisions the individuals we support will live quality, self-determined lives as integral and valued members of their communities.

Leadership

IPMG's leadership team is comprised of a Board of Directors, a Chief Executive Officer, an Executive Director of Case Management Operations, Department Directors and Assistant Directors who each bring to the table a unique and extensive experience in the delivery of services to individuals with developmental and intellectual disabilities throughout Indiana. Their experience ensures that this organization possesses the level of expertise required to respond to the needs of the individuals we serve, and to deliver services to them in a person-centered and effective manner.

Karen Brummet



*Chief Executive Officer,
Board of Directors*

Ann Robertson



Board of Directors

Chris St. Paul



Board of Directors

Mark Flinchum



Board of Directors

Sharon Hearn



Board of Directors

Jennifer Lantz



*Director,
Development*

Jeff Richendollar



*Director,
Corporate Compliance & IT*

Lana Hunt



*Director,
Outreach & Training*

Jennifer Ewalt-Johnson



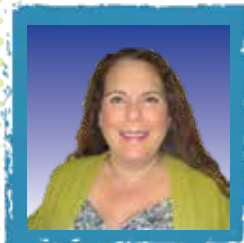
*Director,
Human Resources*

Carolyn Underwood



*Director,
Case Management Operations*

Andrea Arthur



*Assistant Director,
Case Management
Operations*

Michele Phillips



*Assistant Director,
Case Management
Operations*

Heather Sorrells



*Assistant Director,
Case Management
Operations
(Field Support)*

Jannet Brummett



*Assistant Director,
Wraparound
Facilitation*

Our Headquarters

IPMG's Corporate headquarters houses all divisions of the Business Operations Department, including the Chief Operations Officer, Human Resources, Customer Service, and Finance. Our conference rooms provide space for monthly new employee orientations, leadership meetings, Employee Advisory Committee meetings, and more.

IPMG Corporate Office
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Suite 110
West Lafayette, IN 47906
Phone: 765-463-5508
Fax: 765-463-5509



Toll Free Customer Service: 866-672-4764
After Hours Crisis Line: 800-878-9133



Top right: Heather Moody, Engagement Coordinator
Top left: Kim Valentine, Staff Accountant
Lower right: Sharon Relinski, IT Support Specialist
Lower left: Tammi Dickson, Controller



Top left: Jennifer Ewalt-Johnson, HR Director
Top right: Keith Deckard, Senior HR Generalist
Lower left: Kinsie Bailey, HR Generalist
Lower right: Jennifer Maurer, Administrative Assistant for Business Operations

Did you Know?

IPMG is a certified Indiana Medicaid Waiver Case Management Company.



Wraparound Facilitation

IPMG prides itself on setting a new standard for high quality, measurable and person-centered services, always striving to serve our Individuals with absolute commitment. For this reason, in 2019, IPMG was thrilled to announce the addition of Wraparound Facilitation services for participants in the Child Mental Health Wraparound program, offering an alternative option for those needing a more in-depth treatment plan.

The Wraparound Program: Wraparound is a voluntary program designed to help families when youth experience serious emotional and/or behavioral challenges. With assistance from family, community members, professionals and our facilitators, the child is “wrapped” in a variety of services tailored to support Participants as they move closer to reaching their Family Vision. Those services are provided in a strengths-based manner and are designed to respect the participant's personal beliefs and customs. Youth in Wraparound are more likely to remain in their communities for treatment rather than being placed in long-term residential treatment facilities.

Janet Brummett
Program Coordinator



Cynthia Spegal
Wraparound Facilitator



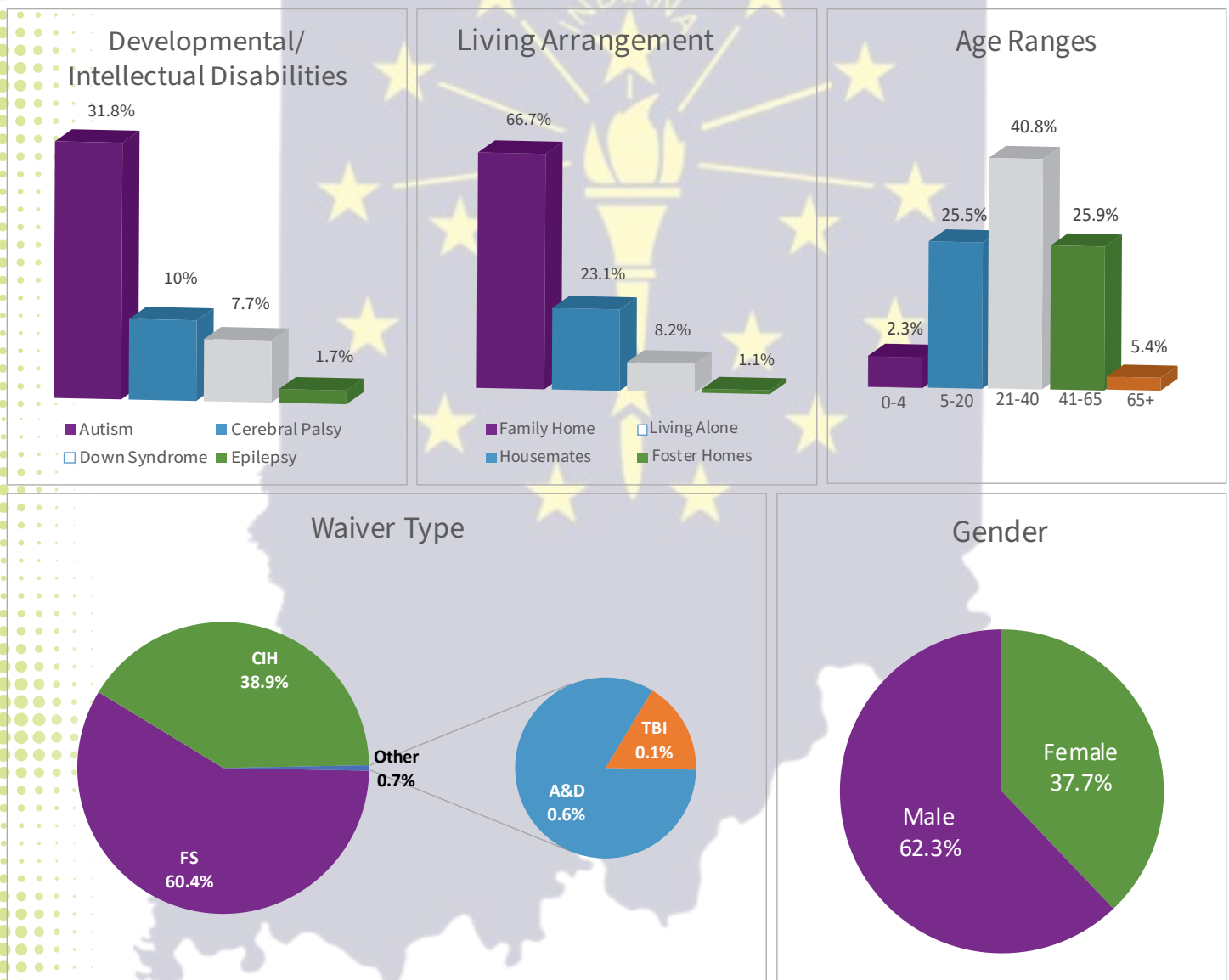
Jessica Mannon-Phillips
Wraparound Facilitator



IPMG and Wraparound: IPMG proudly serves the counties of Tippecanoe, Boone, Hamilton, Newton, Jasper, White, Benton, Cass, Clinton, Carroll, Warren, Fountain and Montgomery, and will continue efforts to expand throughout all of Indiana. Since the launch of Indiana's Wraparound Services program in 2014, IPMG's Program Coordinator has been certified as a Wraparound Facilitator. Combined with years of experience from our administrators and staff, IPMG brings knowledge and commitment while supporting Individuals on their path to community integration. With the founding principle of “the needs of the Individual are paramount” in mind, IPMG Wraparound Facilitators thrive to become expert navigators, guiding Individuals and families to access quality, integrated services and supports that result in the betterment of their lives.

Individuals Served

IPMG serves individuals throughout the state of Indiana who are approved by Indiana's Division of Disability and Rehabilitative Services for the Family Support Waiver (FSW) or the Community Integration and Habilitation Waiver (CIH), or who are approved by the Indiana Division of Aging for the Aged and Disabled (A&D) or Traumatic Brain Injury Waiver (TBI). Those individuals present with a diversity of strengths, challenges, and diagnoses. Throughout 2019, IPMG gathered, analyzed and applied demographic information about individuals served to refine our comprehensive case management training curriculum. The results of this ongoing project indicate that we are able to provide a more individualized and focused support approach to each person's unique life situation.



Support for Families and Individuals

Since its inception, IPMG has been involved in a variety of initiatives designed to enhance the waiver experience and quality of life for the individuals we serve. We continuously strive toward innovation in the way we approach this important task.

Accessibility: IPMG's Accessibility Plan was designed to reduce barriers that challenge and inhibit the ability of individuals with disabilities to live a self-fulfilled life. One focus of the plan was the creation of accessible informational materials aimed at demystifying the waiver experience for individuals served and their families. Those materials, including videos, handbooks, CDs, a Spanish language guide, and Easy Read documents are available at www.gotoipmg.com. Content on our website is available in over 100 different languages.



Medicaid and Intake Manager: Obtaining and keeping Medicaid eligibility has sometimes proven to be a challenge for those not familiar with the related rules and responsibilities. In response to a demonstrated need by individuals and their families for additional supports, IPMG has on staff a full-time Medicaid & Intake Manager, Diane Buff.

Diane is available to assist those who may be experiencing a delayed intake process due to Medicaid eligibility issues, or who may be in danger of losing services due to a lack of understanding of, or involvement in, the redetermination process. She is also available to assist with completing Social Security applications and educate families on Miller trusts, the ABLE Act, and Healthy Indiana Plan 2.0. Diane assists families on an as-needed basis, and also provides education to families and providers via IPMG's Professional Development Workshops.



Diane Buff,
IPMG Medicaid &
Intake Manager

Support for Families and Individuals

Risk Planning: IPMG's Registered Nurse Consultant, Laura Dieter, provides supports to individuals who experience risk issues that require specialized attention and planning by the team. Since beginning this project, IPMG has identified over 220 of the top risk issues that require such focus and has created risk planning templates for each issue that help to ensure that key points of needed services are not inadvertently overlooked in the planning process. IPMG has also provided training on a variety of health and diagnosis-specific topics via our Informational Webinars.

Community Connections: IPMG has continued to grow a vast database of resources that enhance the ability of individuals served to connect to their communities. These resources are available to all IPMG case managers to use on behalf of the individuals they serve, and many of them are posted on our web site for direct accessibility by individuals served and their families. In addition, we continually update iConnect with Friends, which is a publicly accessible database containing activities and events that are conducive to building new friendships with others in local communities throughout the state. Members of the public are welcome to add events to this resource at <http://tinyurl.com/iConnectWithFriends>.



Advocacy: IPMG's Legislative Committee continued to keep a close eye throughout 2019 on legislative issues that had the potential to affect individuals with disabilities. IPMG connected with legislators in person at the Statehouse, various legislative events, and by raising public awareness of relevant issues in order to lobby in favor of bills that promised a positive outcome to those individuals.



Support for Families and Individuals Served

Informational Webinars: In 2019, IPMG continued regular Informational Webinar (IW) programming available not only to IPMG employees, but also to other Case Management Companies, service providers, guardians, families, and individuals. In 2019 IPMG became a charter member of the National Association of Case Management and initiated a partnership with the Association that provides free monthly webinars focusing on the professional development of Case Management Professionals. Our IWs are offered multiple times throughout the year, via online webinar. The schedule and registration information is available on our website. IWs are recorded and posted on our website and YouTube channel for later viewing. Our IWs in 2019 had a combined total of over 1,648 attendees, and topics included “Informational Webinar Brain Health and Aging - The Basics,” “Hoarding Seminar: Understanding and Treating the Chaos,” “Medicaid Waiver Request for Approval (RFA) Process,” “Medicaid Eligibility - Understanding the Essential Concepts”.



Cultural Diversity Committee

IPMG’s Cultural Diversity Committee has continued in 2019 to provide education and resources on the cultural and diversity needs of the Individuals that we support. Resources and training are provided to all employees in order to support the development of enhanced knowledge and awareness of the needs of individuals. IPMG is also committed to an internal company culture that celebrates diversity within IPMG, and our policies and procedures are reflective of that goal. IPMG has developed a cultural competency and diversity plan and recognized this as ongoing process to assure quality case management and services are available and effective for all Individuals served.

Support for Employees

IPMG provides to its case managers a virtual, yet structured environment in which to learn and grow as professionals in their field. Our impetus is always to continually improve our ability to ensure that employees feel connected and supported, and confident in their ability to support the individuals they support.



Smart Device Program: An important part of supporting individuals served is the completion of documentation required by State and Federal regulations. To help employees complete their paperwork with least amount of extraneous effort, IPMG provides them with a smart device on their first day of employment. Employees also receive ongoing technology-related training and support. Case Managers call the resultant time savings “huge” and “life changing” and have seen a significant difference in the time available to them to spend in more direct case management pursuits. In 2019, funding for smart technology was provided to all IPMG employees, to further promote their ability to work efficiently and provide the best quality of services.

Training and Development: In response to our ongoing commitment to providing the best and most relevant training for our case managers, IPMG continues to develop our Training and Development program. Professional Development Managers facilitate the training of new Case Managers, which is at the core of our ability to implement our mission statement to develop case managers who are experts in their field, and who empower individuals served to better understand and access services. In 2019, we have continued to expand our training library in **ipmgLearn**, our customized Learning Management System that houses all of IPMG’s internal trainings and assessments. Through **ipmgLearn**, we currently offer a total of 71 newly redesigned interactive on-demand or recorded trainings, and 73 trainings approved for credit.



Support for Employees

Case Management Operations Department: Led by Director Carolyn Underwood and Assistant Directors Andrea Arthur and Michele Phillips, this department provides ongoing support to Case Managers throughout their career with IPMG. Managers provide support to Case Managers via monthly in-person office hours, webinars, face-to-face meetings, and additional support as needed. Technical support, problem solving, peer mentoring, training and socialization are all part of this integral program. “Knowledge is Power Hour” webinars enable Case Managers to learn real world tips and techniques from tenured Case Managers for improved organization and caseload management.



Field Support/Intakes: Now encompassed within the Case Management Operations Department and led by Director Carolyn Underwood and Assistant Director Heather Sorrells, IPMG’s Field Support team supports Case Managers by completing Intakes using a team approach of management level staff. By utilizing more experienced staff to coordinate initial services, we develop a sound base for the start of an individual’s waiver life before they are transitioned to their Case Manager. IPMG’s Field Support team further supports Case Managers by providing coverage during vacations and extended leaves. Our Field Support team is statewide and represents all 92 counties in Indiana.



Accessibility Support: As a support to both our employees and the individuals we serve, IPMG employs an RFA (Request for Approval) Specialist, Ruth Roberts. Ruth assists case managers with RFA requests for home/environmental modifications, such as ramps and roll-in showers, vehicle modifications, and specialized medical equipment covered by Medicaid, such as weighted blankets. In 2019, Ruth assisted with 425 RFAs, over 96% of which were approved.



Ruth Roberts,
IPMG RFA Specialist

Support for Employees

Balanced Life Wellness Program:

IPMG's Balanced Life Wellness Program, managed by the IPMG Employee Health and Wellness Committee, offers resources on topics such as workplace safety, diet and exercise, and stress reduction. In 2019, IPMG organized several Wellness Challenges for employees and moderated an associated online support group. Employees relate a new level of cognizance regarding potential threat factors that previously had gone unremarked, and great successes in achieving their personal health goals.



Information Technology (IT) Committee: Members of IPMG’s IT Committee have provided feedback and recommendations for the continuous development of IPMG’s internal IT systems. Periodically, the IT Committee publishes a Tip of the Month to help employees work smarter and expand their technology skills. The IT Committee also created a Smart Device Support Staff Directory that employees can use to seek assistance with technology as needed.



Employee Advisory Committee: This committee was formed to garner input from employees to ensure that IPMG provides a positive and supportive work experience. EAC members serve as leaders and ambassadors for IPMG, and they serve as the liaison between their local teams and the company as a whole. They provide communication to the local teams regarding company decisions and policies including why decisions and policies are developed and implemented. They also encourage employees to provide suggestions on ways in which IPMG can improve the overall work experience.

Support for Employees

Emerging Leaders: In 2019, IPMG offered an Emerging Leaders Program to encourage and support Employee Owners in developing and enhancing their leadership skills. Goals of the program included building and enhancing their leadership skills that are transferable regardless of position/department/level, opportunities to learn about and build on personal strengths, networking and building relationships with a diverse group of colleagues, increased visibility within the company, receipt of focused feedback through mentoring and self-assessment, focusing on areas of personal interest opportunities and application of learning to special assignments and projects. The program was organized and lead by the following IPMG Managers, who also served as mentors to the participants: Emily Fike, Anthony Hakel, Erin Kreigh, Suzanne Ludwig, Angela Murray and Laura Shelley. The following IPMG Employee Owners successfully completed a six month program focused on developing, enhancing, and promoting their leadership skills and capabilities: Carolyn Nelson, Kaely Barwick, Lindsay Gear, Marcella Nance, Amber Crist, Jenna Seewer, Rose Love, Amanda Lawson, Candy Briney, Shannon Mullins-Vann, Beth Peabody, Chelsea Burrell, Cindy Lawson, Lauren Estes, Elizabeth England, Kelly Dobson, Rebecca Worthington, Christine Hoover, Kimberly Heron and Steven Paul.



Internal Opportunities: 2019 saw much growth and resulting promotions within IPMG. Several Case Managers were promoted to Management-level positions. Case management professionals continued to have the opportunity to engage in activities that supported their peers and allowed them to gain valuable professional experience for themselves. IPMG employees mentored their peers, assisted with trainings, and participated on multiple internal committees, which allowed them to provide leadership in areas about which they demonstrated a special interest.

Best Places to Work in Indiana

In May, IPMG attended the Awards Banquet for the 2019 Best Places to Work in Indiana. We are extremely proud to have been selected by the Indiana Chamber of Commerce to receive the award for the fifth year in a row, with our first attempt in 2015. We are extremely proud to have been selected by the Indiana Chamber of Commerce to receive the award for the fifth year in a row, with our first attempt in 2015.



"I believe that the company as a whole is compassionate to those that we serve and are equally compassionate with their staff. I believe that I am a respected and appreciated employee and I am able to balance my personal life and professional life well with the flexibility that the job has to offer."

As part of the application process for the Best Places to Work program, employees were given an opportunity to participate in a confidential, uncompromised survey of employee satisfaction. On the survey, which was administered by the Indiana Chamber of Commerce, IPMG Employees shared their enthusiasm for their jobs, a strong belief in the **"values and ethics"** displayed by IPMG leadership as well as a feeling that they are **"open to new ideas"**. Employees felt themselves to be **"part of a meaningful effort"** and **"having balance between work and personal life"**.

Results of the employee survey were provided to the Employee Advisory Committee who used it to help design new processes to define our work experience.



Input from Stakeholders

IPMG strongly believes that the way we operate should be consistent with the perspectives of the individuals we serve, of our employees, and of those stakeholders within the disability population whose lives we touch in the regular performance of our responsibilities. We continuously enhance our methods for collection and utilization of input from all stakeholders to help shape and refine our way of doing business. In 2019, we utilized an NPS format with emojis for clarity on our annual satisfaction surveys. This format allowed us to immediately reach out to survey respondents who requested follow-up. We also realized an improved response rate with the NPS format.

Individuals Served: In April and October 2019, IPMG conducted a comprehensive survey of individuals served and their guardians to determine their satisfaction with IPMG's services. When asked "How likely is it that you would recommend IPMG to a friend or colleague?" on a scale of 1 to 10, most respondents selected 9 or 10, which indicated they are promoters of IPMG. Respondents also had an opportunity to provide feedback regarding what IPMG can do to improve the services we provide. The results of the survey were utilized by IPMG's leadership to better tailor our services to meet the needs and expectations of the individuals we serve.

Q2 We're glad to hear you're pleased with IPMG!
What does our company do really well?

Contact Life Staff Nice Supportive Truly Family Goals
Services Employees Communication
Issues Care Love Case Manager Going
Needs Touch Clients Mary Case Worker Hire
Answer Questions Good Job Advocate Consistent
Wonderful Friendly

Other Stakeholders: IPMG also published in October a survey for waiver service providers, of similar format and content. Results of the survey indicated that stakeholders feel that IPMG has particular strengths in the areas of "improving the quality of waiver services," "advocate well for the people they support," "communication and knowledge," and "respecting the rights of our Individuals". The results of the survey were utilized as a basis of collaboration with our community partners.

Outreach

2019 was a year of expanding our connections to the community. IPMG continued its commitment to connect with and support schools, disability advocacy organizations, providers and individuals and families in the community, by participating in 133 events in 2019.



IPMG's table at the Autism Research and Information Fair

Community Events: IPMG representatives supported and participated in disability related events throughout the state.



IPMG's table at the Disabilities Expo in Fort Wayne



IPMG volunteers at the Floyd County Transition Fair

IPMG Representation on State, Regional, and National Committees: In 2019, IPMG continued its commitment to being the preeminent provider of Medicaid Waiver Case Management services by representing IPMG on multiple state, regional, and national workgroups and committees, including the DDRS Stakeholder Advisory Committee, the INARF Board of Directors and Professional Development Committee, the INAPSE Board of Directors, the Charting the LifeCourse Ambassador Series, National Association of Case Management Board of Directors, Indiana State Guardianship Board, the System Navigation Advisory Council, the INARF Leadership Academy, the Governmental Affairs Committee, and the State Task Force 1102.

Online Communication: IPMG launched a redesigned website in 2019 with improved accessibility features to better connect with the individuals we serve and the disability community in general. Through a variety of our online communication modalities, we are better able than ever to share information about important issues in an accessible and timely manner.



Newsletter



Website



Social Media

Outreach

Community Service Days for Employees: 2019 was the seventh year in which IPMG gave all employees one day off per year to be involved in the community service of their choice. Our staff responded enthusiastically and supported their communities with determination to make their small corner of the world a better place. Staff volunteered at Habitat for Humanity, local food pantries, Riley Hospital for Children, nursing homes, dances for individuals with disabilities, and more! Thanks to all our employees who took seriously our initiative to give back to the communities in which they live!



IPMG volunteers decorating for Halloween at the Michigan City Zoo



IPMG volunteers with Habitat for Humanity



IPMG volunteers at the Delaware County Special Olympic Prom



IPMG volunteers participating in the Polar Plunge

Provider Outreach: Waiver service providers play a key role in the day-to-day lives of individuals that we mutually serve. In 2019, IPMG's Outreach Committee reached out regularly to them to ensure that the lines of communication remain open, and that we work together to coordinate and problem solve as challenges occur. We completed 280 provider visits in 2019. As an INARF member, IPMG collaborates with them regularly regarding issues related to the waiver program.

Collaboration with DDRS: IPMG representatives met regularly with State representatives to provide support to their agency, as well as to brainstorm ways to improve the waiver system. As part of that effort, IPMG participated in the monthly CMCO meetings designed to enhance the case management system in Indiana.

100% Employee Owned

In April 2017, it was our great pleasure to announce the creation of the new IPMG Employee Stock Ownership Plan (ESOP), which turned over 100% of the ownership of IPMG to our employees. ESOPs are federally regulated employee benefit plans that allow employees to grow their retirement income while being able to share directly in the success of the company.

As a result of the creation of IPMG's ESOP, there was no change in the leadership of the company. The same individuals who previously served in administrative and management positions have continued to do so. Additionally, the IPMG Board of Directors has maintained its ongoing responsibility of company oversight, with the addition of new members chosen specifically for their areas of related expertise. Further, we have created an ESOP Communications Committee that consists of employee owners who have the opportunity to provide input into the communication of ESOP-related information companywide.

The creation of an ESOP means that case managers will have even more reason to be committed to providing the best possible case management services. History has shown that employees who have a vested interest in the success of the company are more dedicated to ensuring that their jobs are performed in an exemplary manner. They also tend to stay with the company for longer periods of time, which helps to ensure consistency for the individuals they serve.

The ESOP will provide IPMG's employees with the ability to accumulate significant equity holdings in the company, at no cost to the employee. They will have the ability to directly affect the success of the company by their own performance, and to share in that success in the form of shareholder dividends. These dividends are provided in addition to, and in no way affect, any other retirement program in which the employee may be invested.

IPMG as a company, of course, will benefit as well, as the satisfaction of the individuals we serve and of our employees are integral components of our overall success. We anticipate that this decision will lead IPMG to even greater levels of achievement and excellence over the long term, and will help to support our vision of providing individuals served with case managers who are expert navigators of the Medicaid Waiver system.



Special Recognitions

The year 2019 was an exciting one for IPMG. We focused on our mission statement, which is “to create an exceptional organization that supports Case Managers to become expert navigators, guiding individuals and families to access quality, integrated services and supports that result in the betterment of their lives.” On a weekly basis, we highlighted the successes of the individuals we support in being integral and valued members of their communities. In our monthly newsletters and on social media, we highlighted case managers who are “expert navigators” and provide exceptional support to the individuals we are privileged to serve.

ipmgGEM

In 2019, we continued our internal employee recognition program which allowed employees to nominate each other for three different award categories: Above and Beyond, Embodies the Culture, or Unsung Hero. One nominee from each category was selected each quarter for this award. Winners were celebrated on internal company webinars.

Justin Dart Personal Achievement Award

In 2019, three IPMG case managers nominated individuals they serve for INARF’s Justin Dart Personal Achievement Award. The individuals nominated were Sarah Strouse, Brian Kellems, and Carter Tharp. IPMG produced videos featuring the success stories of all three individuals.



Looking Forward

The year ahead looks to be one of continuous creativity, responsiveness and enhancement for IPMG as we look to always provide the highest quality services to the Individuals whose lives we impact on a daily basis. Our ability to seamlessly communicate with individuals served, families, and disability stakeholders will receive ongoing attention, and the use of input received will continue to impact the way in which we provide services.

The year 2020 has already been an exciting one for IPMG. We will continue to focus on supporting our case managers in implementing the LifeCourse Framework, which the Division of Disability and Rehabilitative Services (DDRS) identified as a tool to help individuals and families of all abilities and at any age or stage of life develop a vision for a good life, think about what they need to know and do, identify how to find or develop supports, and discover what it takes to live the lives they want to live.

Since our founding in 2006, IPMG has expanded our services to serve those Individuals who receive the Family Supports Waiver, Community Integration and Habilitation Waiver, Traumatic Brain Injury Waiver, Aged and Disabled Waiver, and Indiana's Wraparound Program. We are proud to say that IPMG has, and with the continued efforts of our staff and newly added Wraparound Program, will continue to grow at a steady rate this coming year and foreseeable future.

As always, advocacy on the state and national stage will continue to receive our attention and efforts as we work to educate legislators and other influential members of the community about the value that people with disabilities add to their communities, to the workforce, and to the lives of those who know them.



Memberships



Contact

| | |
|--------------------|---|
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100% Employee-Owned Since 2017
