



2025 Annual Report



Letter from the CEO

Dear Friends and Stakeholders,

This year marked an important period of progress and resilience for our organization. On July 1, we officially launched the State CCBHC Demonstration, a major milestone that strengthens our ability to expand access to high-quality, comprehensive behavioral health services across our communities. This initiative reflects our continued commitment to meeting people where they are and ensuring care is accessible, coordinated, and sustainable.

We also achieved a significant organizational accomplishment by completing the COA accreditation process and being awarded full accreditation in October. This recognition affirms the quality of our programs, the dedication of our staff, and our adherence to the highest standards of service and governance.

At the same time, we continue to navigate challenges with determination. We are still working closely with FEMA to secure funding needed to rebuild Autumn's Center following the devastating 2024 flood. While the process has been lengthy, our commitment to restoring this vital resource remains unwavering.

Finally, we were encouraged by the success of our holiday event, which brought together supporters, partners, and community members. The event not only generated critical fundraising support but also strengthened community engagement and reminded us of the collective spirit that drives our mission forward.

Thank you for your continued trust, partnership, and support. Together, we are building a stronger, more responsive agency and a healthier future for the communities we serve.

Dan Ries
President & CEO



Agency Information

Date of Incorporation:

October 5, 1959

Business:

Not-for-profit organization
Certified Community Behavioral
Health Clinic (CCBHC)
Community Mental Health Center
(CMHC)
COA Accredited

Mission:

Guiding individuals and families
towards a meaningful and
fulfilling life

Vision:

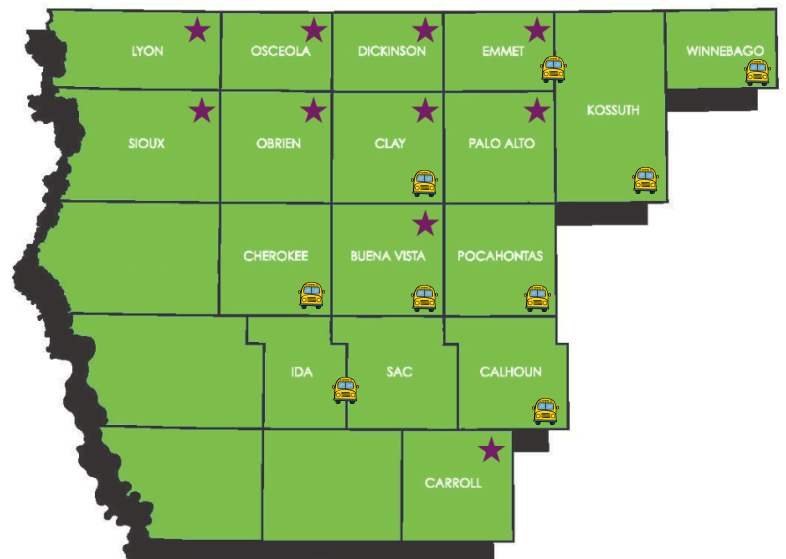
Best in the Midwest in
Behavioral Health

Values:

Innovation, Impact, Influence

Locations:

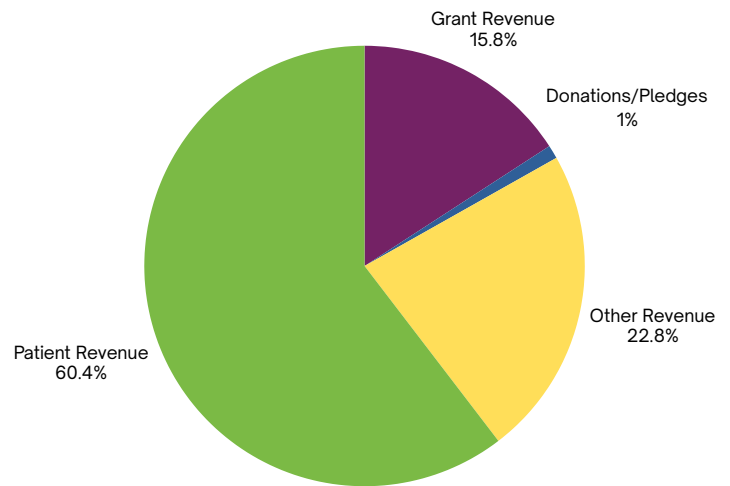
Office locations in 10 northwest
Iowa counties ★
School-based services in 9 school
districts 🚌



Financial Highlights

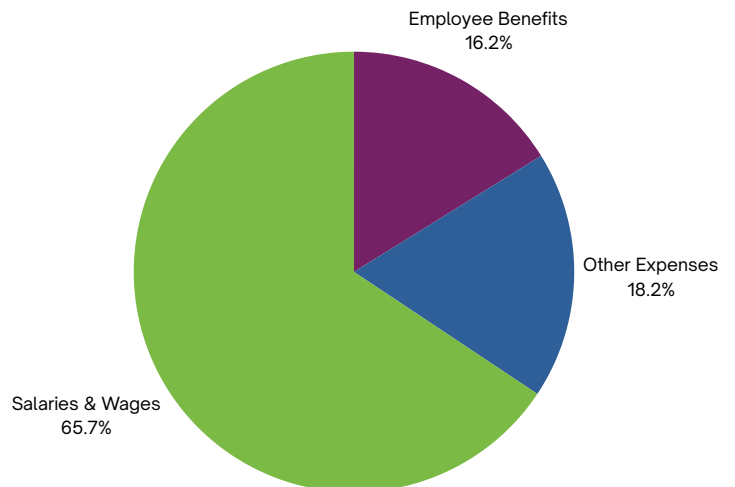
Revenue

\$ 10,161,936	
Patient Revenue	\$6,152,226
Grant Revenue	\$1,625,465
Donations/Pledges	\$84,006
Other Revenue	\$2,300,240



Expenses

\$ 10,727,363	
Salaries & Wages	\$7,019,540
Employee Benefits	\$1,744,911
Other Expenses	\$1,962,912



SERVICES

Adults

- Assertive Community Treatment (ACT) Services
- Care Coordination
- **Case Management**
- Community Based Services
- Consultation & Education Services
- **Emergency & Crisis Services**
- Health & Wellness Coaching
- Nursing Services
- **Outpatient Counseling & Therapy Services**
- **Outpatient Psychiatric Services**
- **Peer Support**
- **Substance Use Disorder Services**
- Suicide Prevention Services
- Veteran Services

Children & Adolescents

- **Adolescent Substance Use Disorder Services**
- Behavioral Health Intervention Services (BHIS)
- Care Coordination
- **Case Management**
- Consultation & Education Services
- **Emergency & Crisis Services**
- Nursing Services
- **Outpatient Counseling & Therapy Services**
- **Outpatient Psychiatric Services**
- School-Based Services
- Suicide Prevention Services

Families

- Couples Therapy
- Family Counseling & Therapy Services
- Family Peer Support
- Foster, Adoptive & Kinship Services
- Respite Services
- Specialized Family Services

Denotes Core Services

SPECIALTY SERVICES



- Regional children's center serving Northwest Iowa
- Specialty care for children ages 0-21
- Comprehensive care using evidence based practices
- Located at 120 E. 5th Street in Spencer, IA



- Four-bed crisis stabilization center
- Services for adults 18+ experiencing a mental health crisis which does not require an inpatient level of care
- Appropriate for individuals that do not require hospitalization but need symptom stabilization assistance and skill-building services to regain stability and well-being
- Located at 201 E. 11th Street in Spencer, IA



- Provides a wide variety of supports, skill building interventions, respite, and education for children/youth exposed to trauma and/or at-risk for system involvement and for families as they navigate challenges associated with foster, adoption & kinship care
- Located at 147 S. Main in Sioux Center, IA and 120 E. 5th Street in Spencer, IA



Autumn's Center is named in honor and memory of Autumn Elgersma, of Orange City, IA. Autumn died on October 31, 2013, two days after being hospitalized for injuries she received at daycare.



Alex's Place is named in honor and memory of Alex Jacobsen, of Spencer, IA. Alex died by suicide on December 2, 2020 after struggling most of his life with mental illness.

Strategic Plan

In Year 3 of our 2023–2026 Strategic Plan, we continued to advance our work across the three established focus areas. Building on progress from prior years, we strengthened implementation, refined strategies, and aligned resources to drive measurable impact. This sustained effort positions us well to maintain momentum and achieve our long-term goals.



Committed & Representative Executive Leadership

Board Development

New Board member joined in January
Obtained list of potential candidates in Palo Alto County

Attain Diversified & Balanced Funding

Revenue: Goal 55%; 48% Achieved
Grant: Goal 15%; 25% Achieved
Other: Goal: 30%; 27% Achieved

Enhance Community Perception & Awareness

Positive Perceptions: Goal 80%; Achieved 85%
(Neutral, Somewhat Positive, and Positive responses)



Recruit & Retain a Qualified Workforce

Increase Number of Clinical Staff

Goal 7; Achieved 9

Offer Competitive Compensation Package

Maintain Personnel Cost Ratio of 81% or higher; Achieved 92%

Continue/Enhance Invest In Our People

Meet 100% of IOP and DEI Goals; Achieved 100% of Goals



Proactive & Responsive Program Development

Increase Client Access

Goal 10%; Achieved -0.7%*
*results would have been flat if the Sioux City office had not closed in May 2025

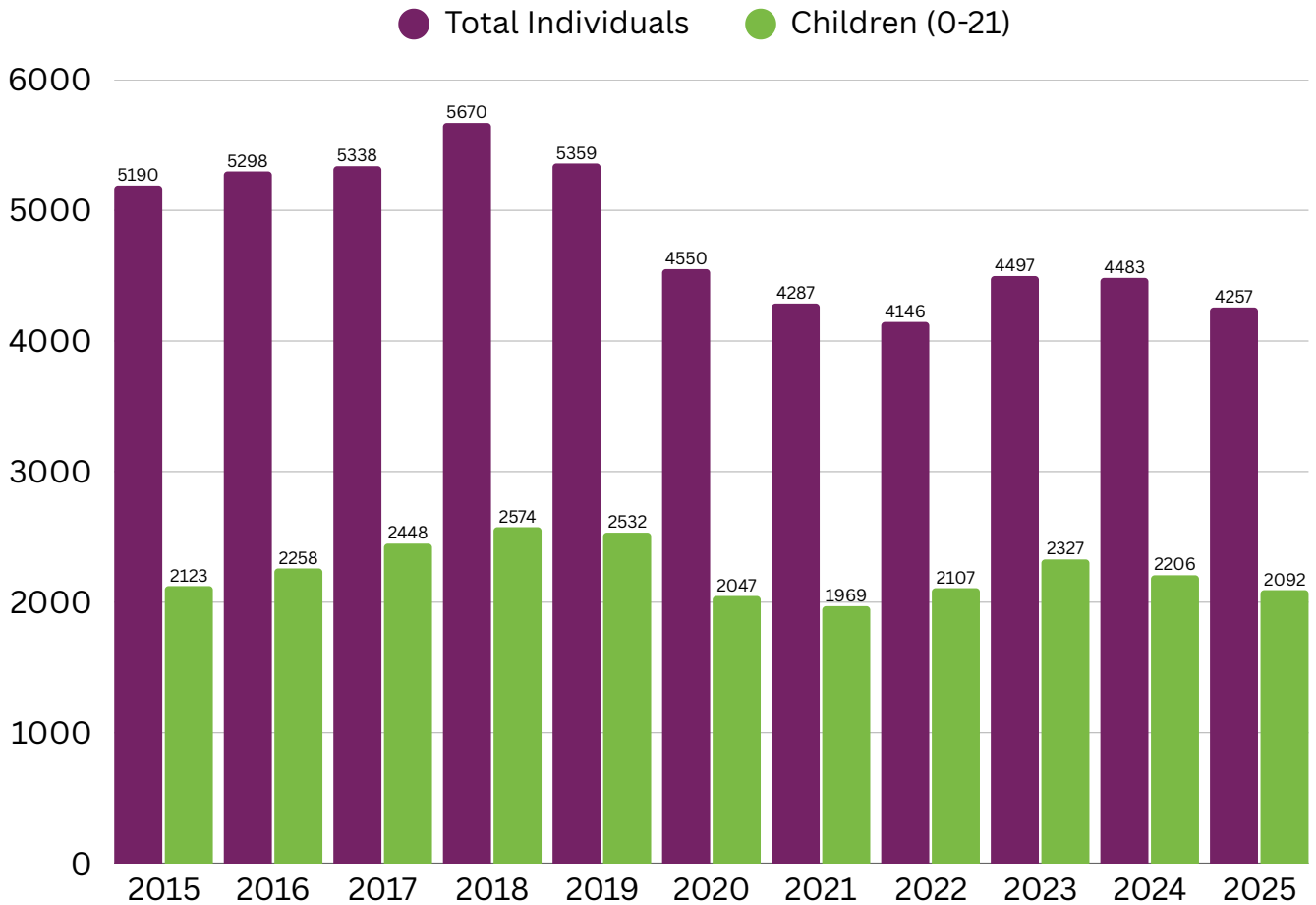
Develop New & Expanded Initiatives

Opened Alex’s Place
Focused on Core Services
• COA & Chapter 24

Offer Increased Opportunities for Professional Development

Maintain an average tenure of 3 years; Achieved average of 4.2 years

Clients Served



Unduplicated Individuals Served in 2025

Total Individuals: **4,257**
Children (0-21): **2,092**

During 2025, Seasons had 5 providers on staff that offered co-occurring services for clients who had both a mental illness and a substance use disorder.

Substance Use Services

505

Outpatient Therapy

2,497

Psychiatric Services

1,557

Crisis Services

339

Agency Highlights



Care Team

of clients served: **379**
 State CCBHC Demonstration officially started July 1, 2025



Mobile Crisis

of crisis calls = **126**
 # of talk line calls = **892**
 # of Mobile Crisis Responses = **94**
 # of Partner Referral Sources = **103**



Family Support Services

# of families served = 63*	# of unique individuals served = 107*
HRSA = 20	HRSA = 37
SAMHSA = 33	SAMHSA = 47
IHC-RCORP = 10	IHC-RCORP = 23

*Some are duplicated between SAMHSA & HRSA due to dual enrollment and/or transition following HRSA closeout.



Internship Program

of master level interns = **19**

- graduated = **14**
- continuing into 2026 = **5**

of bachelor level interns = **1**

- graduated = **1**



COA Accreditation

Achieved national accreditation through COA Accreditation. COA Accreditation means that our agency's programs, services, administration, and management have been rigorously evaluated and meet best practice standards.



Trainings & Outreach

of trainings offered = **32**
 # of training attendees = **592**
 # of community carnivals = **4**
 # of outreach events = **18**
 # of presentations = **9**



Internal Food Bank

of unduplicated households served = **478**
 # of individuals served = **1,121**
 # of counties served = **13**



Fundraising Event

Implemented our first major fundraising campaign since COVID. A Very Merry Market was created as a holiday event with a strong community focus. Attendance and support exceeded expectations, resulting in both increased funds raised and strengthened community relationships.



Opened Alex's Place

Grand Opening = **January 28, 2025**
 # of clients served = **22**
 Residential care setting with 24/7 supervision offering short term care for up to 5 days.

Meet Our Team

Leadership



Carlos Castillo, MD
Medical Director &
Psychiatrist



**Rebecca McCrackin,
Psy.D**
VP of Clinical Services



Stephanie Pohar
VP of Marketing &
Fund Development



Dan Ries
President & CEO



Karen Rosengreen
VP of Medical Services



Jen Thomsen
Chief Executive
Assistant



Emily Widvey
VP of Finance



**Barb Work,
PHR, SHRM-CP**
VP of Personnel & HR



Sarah Wurm
VP of Program Development
& Specialized Services

Board of Directors

President
Steve Alger - Spirit Lake

Vice President
Holly Nystrom - Milford

Secretary / Treasurer
Bill Bumgarner - Spencer

Board Members
*Non-voting member

***Larry Harden - Milford**
Burlin Matthews - Spencer
Dwayne Van Leeuwen - Hull
Erin Vander Velde - Sioux Center

No governing board member has a family relationship with a staff member or a potential conflict of interest with the agency. As a CMHC, Seasons is not owned or controlled by any individual, partnership, corporation body, or a subdivision of other bodies.

Glossary of Terms

- **ACT** - Assertive Community Treatment
- **BHIS** - Behavioral Health Intervention Services
- **CCBHC** - Certified Community Behavioral Health Clinic
- **CMHC** - Community Mental Health Center
- **COA** - Council on Accreditation; COA Accreditation, a service of Social Current, is an objective, independent, and reliable validation of an agency's performance. The accreditation process involves a detailed review and analysis of an organization's administration, management, and service delivery functions against international standards of best practice.
- **DEI** - Diversity, Equity, Inclusion
- **HRSA** - Health Resources and Services Administration
- **IHC-RCORP** - Iowa Health Care Rural Communities Opioid Response Program
- **IIOF** - Invest In Our People
- **SAMHSA** - Substance Abuse and Mental Health Services Administration
- **State CCBHC Demonstration** - Iowa was approved for participation in the Certified Community Behavioral Health Clinic (CCBHC) Medicaid Demonstration Program which provides states with sustainable funding to help expand access to mental health and substance use services.

Contact Us



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