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FROM: Executive Committee, Hills & Dales Operations Board

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### HILLS & DALES CEO ANNOUNCES RETIREMENT

(Dubuque, IA – November 11, 2020) – Marilyn Althoff, longtime CEO of Hills & Dales announces plans to retire in July 2021 with a total of nearly thirty-two years with the organization, and sixteen as CEO.

Althoff began her career with Hills & Dales in 1989 as an Environmental Services Supervisor and served in numerous supervisory and leadership roles before taking the helm as CEO in 2004.

“I have an abundance of tremendous memories and friendships that will forever be appreciated and treasured. I know the people we support, their families, and the staff of Hills & Dales have had a lasting impact on me and my family,” said Althoff.

During her time with Hills & Dales, Althoff has guided the organization through immense program development and service expansion, therefore increasing employment to over 450 people, and through significant budget increases. Her leadership during the global pandemic throughout 2020 will certainly leave a lasting impact.

A few accomplishments include her oversight of the Residential Center’s license expansion to 59 residents in 2017, CARF accreditation since 2006, and the start-up and expansion of autism programs. She has also overseen the acquisition of the Community Center and the expansion of community-based services locally and within the Quad Cities area. Most recently, Hills & Dales was recognized as Dubuque’s top overall “Coolest Place to Work” in Dubuque in 2020.

“We have been blessed over the past sixteen years to have Marilyn lead our organization. Her passion, care, and leadership have been demonstrated over and over again. We wish her nothing but love and success as she begins her next chapter in life, and we thank her for her untiring dedication to Hills & Dales,” stated Tori Richter, Hills & Dales Board of Directors President.

Throughout all aspects of the organization Althoff has built a culture of inclusivity and respect for all. With a focus on advocacy for the individuals supported by Hills & Dales, and all people with disabilities she has served in numerous roles at local, state, and national levels. She has served on the board and other committees for the Iowa Association of Community Providers and serves as the Iowa Representative on the ANCOR (American Network of Community Options

and Resources) Board of State Representatives. Locally, she has served on the Chamber Board, and currently is on the Business Advocacy Committee for the Chamber.

“Marilyn’s legacy is profound. Through a shared vision with our foundress, Elaine Barwick, and her leadership, she has developed a dedicated team of competent and caring professionals to help individuals with disabilities and their families live meaningful lives. Under her leadership, Hills & Dales has earned an excellent reputation from national accreditation organizations, the University of Iowa Hospitals & Clinics, state and national elected officials, and she has been an advocate at all levels,” said Eric Foy, Jamie Barwick Hills & Dales Foundation Board of Directors President.

A search committee has been identified and a local and nationwide search has been underway for a new CEO to work alongside Althoff during a transition period. An announcement of the leadership transition is expected in early 2021.

Upon retirement, Althoff plans to travel and spend more time with family, including her husband, children, and grandchildren.

Founded in 1973, Hills & Dales is a Dubuque based non-profit dedicated to building meaningful lives for individuals with disabilities by offering services that support the whole person and enhance community inclusion. To learn more call 563-556-7878 or visit [www.hillsdales.org](http://www.hillsdales.org).

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