



2015 ANNUAL REPORT



A PERSON CENTERED ETHIC

2015 *A Person Centered Year*



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President & Executive Director's MESSAGE



By David Pemberton, Board President
and Beverly Winters, Executive Director

WE ARE HAPPY to let you know that 2015 was another successful year! The highlight of this past year, and cause for celebration, is the enrollment into services for many infants, children, and adults with intellectual and developmental disabilities. We know that this is not only life changing for these individuals, but also for their families! We applaud the Colorado legislature for appropriating funding for people eligible for the Children's Extensive Services and Supported Living Services and we will continue to advocate for funding to address the long waiting lists for residential services and family support services. DDRC has long been a champion for new funding from the legislature and other sources to address the unique needs of individuals with intellectual and developmental disabilities. In addition, DDRC is transitioning more individuals from regional centers and nursing homes into community-based settings and foster care youth with developmental disabilities into adult services. DDRC continues to be at the forefront of providing behavior intervention services for children and adults with various challenges that impact daily interactions, and their ability to socialize and live at home with their families or preferred community settings.

DDRC has embraced **person centered** approaches to providing services and supports and balancing what is important to individuals to have opportunities for enriched lives while ensuring safety and good care. Our challenge is to find the best services that meet the array of needs, preferences and goals of individuals and families throughout their life span. Our success is truly found in the stories of children gaining skills, adults finding comfortable places to live, work and make friends, and families finding comfort in quality staff and providers.

DDRC is led by a voluntary 17 member board of directors with a majority who are family members of individuals receiving services, a self-advocate and other leaders in our community. Through a strong board committee structure and close communication with management, the board has been effective in setting policy and managing the budget—receiving exemplary audits. DDRC's annual report and audits are posted on the DDRC web page.

As we reflect upon and celebrate another year, we want to express our gratitude for the support we receive in so many ways from our DDRC community, friends and partners. Together we are able to make a difference in people's lives and contribute to a better community. We value your voice, so please let us know if you have questions, thoughts or ideas to share with us.

OUR LEADERS

DDRC LEADERSHIP TEAM



Rob DeHerrera
Deputy Director/Chief Financial Officer

Beverly Winters
Executive Director

Kristie Braaten, Waiver Programs

Jane Byron, Human Resources

Gena Colbert, Finance

Roanna Davis, Early Intervention

Tammy Drumright, Adult Vocational Services, Walters

Keith Frambro, Information Technology

Deb Gordon, Quality Living Options, Individual Settings

Dianne Hitchingham, Development

Diana Holland, Adult Vocational Services, Weiland

Pat Jefferson, Access & Community

Susan Johnson, Children & Family Services

Ron Marquez, Community Relations

Liz Pahr, Adult Resource Coordination

Diana Smith-Patty, A Better Choice

Jeanne Terrell, Quality Living Options, Group Settings

DDRC BOARD OF DIRECTORS

C. David Pemberton, President
Executive, Liberty Mutual Insurance, Retired - Parent

Joanne Elliott, Vice President
Homemaker - Parent

Corinne Gray, Secretary
ARC of Jefferson County, Director of Educational Advocacy - Parent

Frankie Cole, Treasurer
FirstBank Senior Vice President, Arvada

Richard Markley, Past President
CD-3 Equipment Company, Inc. - Parent

Jean Armour
Armour Consulting, Inc. - Parent

Jan Beckett
Bureau of Reclamation, Retired - Person in Services

Pat Bolton
Red Rocks Community College Director, Child Care Innovations

Dan Fishbein, Ph.D.
Jefferson Center for Mental Health, Corporate Business Director

Susan R. Hartley
CenturyLink, Vice President, Business Sales - Parent

Margaret Huffman, RN, MBA, ND
Jefferson County Public Health & Environment

Tonya Kelly
Mount Saint Vincent, Major and Planned Gift Manager - Parent

Joni Krickbaum
YMCA Active Older Adult Coordinator - Parent

Doreen RAAD, MS, CRC
Division of Vocational Rehabilitation

Jodi Schoemer
Denver Museum of Nature and Science - Sister

Jack Stunkard
Adolph Coors Company, Retired - Parent

Kent B. Willis, Esquire
Willis & Associates, P.C. - Parent

SUCCESS STORIES *Person Centered Thinking*

As DDRC continues to train and educate staff and put person centered thinking methods into practice, we celebrate success stories.



EASIER TRANSITIONS

Amber Scherer, Lead Counselor for Forward House, shared that she was inspired by the Person Centered training in relation to an individual who was struggling and in the process of transferring to another location. She decided to find out what was important to this individual, what she liked, what she didn't enjoy, and what angered her. With this knowledge, she developed a booklet with this information and gave it to the receiving staff. She found that even though the traditional information of safety and medical history were important, what helped most in making a successful transition was information that came from the individual. Amber is now training her staff on ways to get this important information from the individual before proceeding with any changes in their routines or to make their everyday lives better.



FACILITATING INTERESTS

Steve Stunkard has lived a quality life through the support of his family and DDRC that has allowed him to pursue his love of baseball. In 2015, Steve was awarded a baseball at a ceremony in front of hundreds of people celebrating 20 years of working for the Colorado Rockies. Steve lights up when you talk with him about the Rockies—his passion. Staff and family listened to him 20 years ago and facilitated his success in life.

MY BROTHER'S NEW LIFE

—by Robert's Sister

Bob lived in Pueblo for many years (he was transferred from Ridge because of behaviors). Over those years he had many difficult times. In 2013, when he was asked if he wanted to move to the Denver area, he immediately said, "yes!" Then he continuously asked, "when am I moving?" Staff from DDRC went to Pueblo to meet Bob in November of 2013. After that visit, the DDRC residential department thought Bob would be a good fit for an opening at DDRC's Columbine group home. Bob moved into Columbine in late November 2013. DDRC was warned about Bob's behaviors before moving into Columbine, but those who work with him on a daily basis have reported seeing little or no behaviors in the past two years. The staff who work with and care for Bob don't tell him they love him, but Bob tells me he knows they do because he can "feel" it.

Every time I see or talk to Bob he tells me how happy he is and wants reassurance that he is never going back to Pueblo. When he comes to my house, he is always clean and dressed so nicely. He loves all of the staff who work at Columbine and all of the other individuals who live there. He also loves his day program (Walters) and talks about how much he likes some of the staff who work there, as well as staff who don't work with him, but always take the time to talk to him. Our brother Jim (who lives in Tennessee) has noticed that when he calls Bob, the conversations are much shorter than when he was in Pueblo and Bob no longer requires constant assurance from him that he is "good." Bob lost his eyesight many years ago and has family call him Bob, Columbine staff call him Bobby and Walters staff call him Mr. B.

My family and I are all extremely grateful that our brother is finally happy and well cared for!



CONGRATULATIONS *2015 Award Winners*

HERO AWARD— CARSON COVEY

Fifteen-year-old Carson exhibits exceptional abilities as a Chatfield High School Spartan! In spite of his physical disabilities, he is very proficient using his iPad to communicate with others. Carson is an active leader in his school community through his adept use of technology. His dad passed away when he was relatively young, but instilled a lifelong love for football in his son. Carson has maximized his abilities and has not allowed his disability to prevent him from participating in sports. For the past year, Carson has attended every football practice and game, serving as their photographer/videographer. Carson takes his job on the football team very seriously and doesn't allow any use of bad words on the practice field. For violations, Carson has players give him ten pushups.

Carson has used technology to be a leader amongst his peers. While attending Easter Seals, he noticed that another participant was getting bullied by an older camper. Though Carson couldn't physically intervene, he used his speech device to ask the bully how he would like it if someone picked on him for having a disability and that he was just continuing the kind of humiliation they all deal with on a daily basis. He stuck with his new friend

who was being bullied to ensure that he was included and respected by the rest of the campers.

Carson is an exceptional person and deserving of the prestigious DDRC Hero Award.



SPECIAL RECOGNITION AWARD—THE ESTATE OF MARGARET DAPLYNE MONTHEI AND HER TRUSTEE, BOOKIE LOUISE

Every few years DDRC gives a special recognition award to someone who has shown exceptional support for people with developmental disabilities. This year we were delighted to recognize the support given by the estate of Margaret Daplyne Monthei and her trustee, Bookie Louise.

Dap, as she preferred to be known, was wonderfully devoted to her only son, Les, who was born in 1937 with cerebral palsy. She rejected institutionalization and only when he was in his 40s did she help him move into a DDRC home. As his number one advocate, she had almost daily contact, shaving him many mornings, attending dinners to help him with his adaptive spoon and encouraging him to feed himself. Then she would wash his face, and after wheeling him to his room would always brush his teeth. On Saturday evenings, she would lay out clothes for church and if his shirts needed pressing, she would take them home to iron so he always looked his best. In turn, Les would ask staff to call his mother by motioning to his ear and saying 'mo.' Staff would then dial the phone and he would listen to her talk to him on the phone. Their relationship was very special.

Dap has shown her appreciation for DDRC's services by supporting DDRC financially since 1986—sometimes it was \$10 and other times \$1,000. When she passed away at 103 this year, she included DDRC in her estate plans. Over the years her generous gifts have totaled almost \$400,000. They will help DDRC assist many families like hers well into the future.

Bookie Louise was joined by her mother and sister in accepting the award.



LEGISLATOR OF THE YEAR AWARD—REPRESENTATIVE MILLIE HAMNER

DDRC's Legislator of the Year, Representative Millie Hamner, is in good company with previous awardees including Rep. Moe Keller, US Sen. Ben Nighthorse Campbell, Rep. John Witwer, Sen. Betty Boyd, Rep. Ken Summers, Rep. Cheri Gerou, and most recently Rep. Susan Schafer.

Representative Hamner has been a champion for education and intellectual and developmental disabilities services. She has supported Participant Directed Program expansion, funding in Supported Living Services, a community provider rate increase, new enrollments in Medicaid waiver programs and growth in Early Intervention—and this was just last year! She is a resident of Dillon, where she was formerly the superintendent of Summit County Public Schools, which is in our catchment area. She represents Summit, Lake, Pitkin and parts of Gunnison and Delta counties. She is now the Chair of the Joint Budget Committee.

She makes herself accessible to her constituents, listens carefully and challenges us all to come forward with viable solutions. She is insightful, caring and downright refreshing in her approach to public policy and building communities. One of Representative Hamner's slogans is "Working for Colorado Families" and this is

certainly what she has done since she became a legislator in 2010. DDRC appreciates her commitment to people with intellectual and developmental disabilities and their families and are honored to have her as DDRC's Legislator of the Year for 2015.



PARTNER OF THE YEAR AWARD—CORNER STORE

This award is given to a person or organization that has shown a strong commitment to supporting people with intellectual and developmental disabilities. Through their commitment they have aligned with the DDRC community to assist in accomplishing our mission.

Corner Store (CST Brands) has been chosen to receive the DDRC Partner of the Year Award! CST Brands is a convenience store retailer with 1,900 locations in the U.S. and Canada. CST also owns the general partner of CrossAmerica Partners LP, a wholesale distributor of fuels, which distributes fuel to over 1,100 locations across 23 states. Each year Corner Store plans a 5K run to raise money primarily to support Big Brothers Big Sisters nationally, but they also choose local nonprofits to share in the money generated locally. This is the second year that DDRC has been chosen to receive funds from the hard work of many of their staff and volunteers. Not only does the event raise funds, but it is a great opportunity for individuals with disabilities and their families to enjoy many fun activities and receive prizes! This year's event more than doubled the number of participants!

Funds donated from this event have been used to help complete the Pavilion project at the DDRC Weiland Center, adding a network of accessible walkways, shelters, picnic areas, umbrellas, fountains, landscaping, and have increased the social opportunities available to participants there.

We thank Corner Store and look forward to continuing this partnership on into the future!



CONGRATULATIONS *2015 Award Winners*

FRIEND AWARD—FIRSTBANK

FirstBank is receiving DDRC's Friend Award. Perhaps we should call it our "Super Friend" award. Since 1996, the bank has given 28 gifts to DDRC totaling almost \$66,000, more than any other corporation. In recent years FirstBank has been the primary sponsor of the DDRC golf tournament and employees have played in every tournament for many years.

Equally important as the financial support, FirstBank encourages its management staff to donate their time and expertise to nonprofits all over Colorado, Arizona, and California where it has opened banks. DDRC and the Developmental Disabilities Foundation are richer because a representative from FirstBank has served on each of their Boards for more than 20 years. Now Frankie Cole serves as DDRC's Board Treasurer and Josh Stransky serves as the DD Foundation's Board President.

They are living the beliefs of their CEO John Ikard who said, "FirstBank invests heavily at the local level because we recognize that nonprofit organizations are integral to the social fabric of Colorado. When you consider the dynamics, investing in the community is not only the right thing to do, it's also good business."

DDRC deeply appreciates FirstBank's investments and their ongoing support.



CHARLIE ALLINSON AWARD—DEB WEAVER

Deb Weaver is our 2015 Charlie Allison award winner. This award is named after a beloved former state director of Developmental Disabilities Services who tirelessly advocated for people with disabilities. Deb began her career with DDRC almost 30 years ago. She has had many roles including being a substitute, a vocational instructor supervisor (VIS), working with nearly every program in our adult vocational program, including Gray Street, Barrett, Gilmore, and Bruno. She became an Employment Consultant in 1989 and later that year became a Program Manager overseeing community work crews, where she learned the ins and outs of supervising janitorial services, food courts, and parks crews.

From day one, Deb has been committed to putting the wishes and needs of individuals at the center of how she works with people. Deb has been creative in developing employment for individuals with a variety of skills and interests, including individuals with challenging behaviors.

Deb's commitment to helping people succeed is obvious, and she has some very special relationships with people who look forward to their own personal visit with her every day. On many

occasions, Deb not only helped someone get a job, but also helped with building connections and encouraging better decision making, leading to more fulfilled lives and happiness, enjoying not only their job, but friends and their home life. Deb exemplifies the Charlie Allison award by advocating for individuals, so they can have a successful and enjoyable life!



PEG JOHNSTONE

2015 Above & Beyond Awards



SCOTT LEIBLER

Scott was nominated for the Peg Johnstone award by his supervisor Bruce Fritz. Scott began employment with DDRC on March 24, 2008. During his employment, he has worked with people receiving the Supported Living Services and Children's Extensive Support Medicaid Waivers and more recently began working in the Quality Living Options department. Scott is very reliable and keeps his supervisors abreast of any issues or concerns that arise. He works very well with the people he supports and their families. They all think very highly of Scott. The people that he supports state that Scott is very good at listening to them. He asks a lot of questions and solicits valuable information. It has never been an issue for Scott to arrive on time and complete his assignments even when the child he works with lives a long distance from Scott.

In the past, Scott communicated housing issues for a person he works with in the mountains, which were classified as health and safety issues. Because Scott acted so quickly and communicated effectively, the issues were remedied in an appropriate time frame.

Scott created a program called FUNSICAL which is a progressive sequence of movement, music and language development activities to keep children and adults moving and improving. Scott uses the program he developed with one of the people he works with in the CES program. Scott makes learning fun and provides the child who he is working with an appropriate way to express himself.

Overall, Scott demonstrates going above and beyond by working with each individual in a separate and unique way. He takes time to get to know each person and truly listens. Scott is without a doubt deserving of this award.



JENNIFER MORRISON

Jennifer was nominated by two supervisors at Walters: Rebecca Cowart and Shirley Cook. Jennifer started working in the Adult Vocational Services Department as a substitute on October 8, 2012. On May 7, 2013 she became a full time employee and has made it a priority ever since to get to know each person she works with on an individual level. She spends time focusing on what is important to each person, as well as ensuring their needs are met. She will seek out the interests of the individuals she works with and incorporate those interests during activities. She makes certain that everyone has the opportunity to be personally involved in the daily activities. Because of Jennifer's dedication, several people have flourished socially and have higher self-confidence.

Moreover, when the people who Jennifer works with arrive at Walters you can tell they are excited to be there. Jennifer brings a certain amount of humor to her job. Her laughter brightens any room and encourages others to smile more often. Her smile and her caring personality are comforting to those around her and provide a trusting and welcoming environment. Not only has Jennifer created great relationships with those she works with on a daily basis, she has also created relationships with other groups of people when she fills in for other staff. One co-worker recently shared the following: "What an amazing job Jennifer is doing. She has maneuvered the recent program changes flawlessly and the people she works with are really enjoying the new program. Jennifer completes every activity with great enthusiasm. The people in the room where she works are usually busy and the atmosphere is always positive. We are so fortunate to have Jennifer on our team."



STEVE CAULFIELD

Steve began employment with DDRC as a Support Specialist in the Adult Vocational Services program on February 16, 2009. He has spent the majority of his employment working with one particular crew of employees. Steve is described as always making sure that each person he works with has an opportunity to choose what activities they would like to do. In addition, Steve respects each person for the value each one brings to the crew.

Steve has worked very closely with one person who has had a lot of family struggles. Steve made sure he was present for this person's Service Plan meeting to obtain a better picture of the situation. The family struggle resulted in this person needing to move and Steve spent time ensuring the person was safe and provided avenues for communication to everyone involved. Prior to this situation, Steve was honored at the Years of Service Luncheon for 5 years of service.

Instead of bringing a friend or family member as his guest, he thought it would be an opportunity for the gentleman just mentioned to attend. The joy on this gentleman's face was priceless; he was smiling from ear to ear. Steve's selfless act made a difference in this person's life.

Steve also worked closely with a woman whom he noticed had some health issues due to her weight. Steve creatively thought of ways to encourage her to gain interest in a healthy lifestyle. Through his encouragement and genuine care for this woman's health, she was able to lose 27 pounds.

Steve has an interest in art and has shared that interest with the people on the crew. He found a place that offered pottery classes and gave those on the crew an opportunity to discover the art of pottery—something they may not have experienced without his thoughtfulness.

Steve genuinely wants the people he works with to have a high quality of life at home and at work.

ACCOMPLISHMENTS *2015 DDRC Team Highlights*

EARLY INTERVENTION (EI)

- ✓ Social-emotional provider (social worker) added to the in-house team for the first time.
- ✓ Started two new contractor teams that will meet monthly at DDRC and allow contractors and EI Team members to discuss children on their caseload and learn from each other.
- ✓ Trained 32 service coordinators and providers on how to conduct a family assessment.
- ✓ Implemented a new process with Child Find that allows completing the Family Assessment and IFSP in the family home, which results in better outcomes.
- ✓ Implemented Telehealth with an in-house team.

CHILDREN AND FAMILY SERVICES (CFS)

- ✓ Collaborated with the Early Intervention Department, and Child Find, to develop and implement the Family Assessment Process in Jefferson County to ensure services address the families' priorities and concerns.
- ✓ Enrolled 23 children into the Children's Extensive Support (CES) Waiver. Developed a plan to expedite enrollment for remaining individuals waiting for CES.
- ✓ Made progress in replacing aging PCs with efficient mobile tablets. CFS received 10 new tablets in October 2015 bringing the total to 13.
- ✓ Revised the process for collecting insurance information from families eligible for EI services to improve earlier identification of children who have Medicaid, increasing EI TCM billing.
- ✓ Provided intake services for over 1,400 children—ages birth to 3 years old. Provided service coordination to a monthly average of 647 children enrolled in Early Intervention services.

QUALITY LIVING OPTIONS (QLO)

- ✓ Completely restructured and recruited new nursing team.
- ✓ In this good economy, recruited and maintained staffing at almost full capacity most of the year.
- ✓ Implemented and trained staff to utilize Relias, making better use of their training time.
- ✓ Implemented Person Centered goals into all SP meetings.
- ✓ Successful full staff picnic.

ADULT VOCATIONAL SERVICES (AVS)

- ✓ Committed to transitioning all individuals receiving sub-minimum wage to earning at least minimum wage. Since January, 45 people have transitioned from piece rate and hourly subminimum wages to minimum wage, and as of December 31, 2015, anyone receiving AVS services are paid at least minimum wage. In addition, the Legacy employment site that provided piece rate packaging and assembly jobs was closed in December. Fortunately, one contractor continued providing employment at their company site.

- ✓ In keeping with best practices, AVS phased out the provision of facility based Prevocational Services and now recommends other AVS community based employment and training options as a better alternative.
- ✓ AVS also continues to grow Community Connections and now has 15 small groups engaged in a variety of community activities each day. Many groups have been able to reduce their size from 6–7 participants to 4–5 people. Through a new partnership with The Link Recreation Center, AVS provides a new swimming group weekly at The Link and are expanding to use their recreational facilities.
- ✓ Weiland and Walters developed and planted new raised gardens as a new activity for individuals, with the added highlight of managing the worm farms.
- ✓ Due to the dedication of the Weiland Support Group and through collaboration with AVS, the Weiland Pavilion outdoor picnic area was completed in August.

DEVELOPMENT

- ✓ Between July 1, 2014 and June 30, 2015 Development receipted 634 gifts totaling \$644,542.81 (472 donations totaling \$625,227.22, 145 gifts of earned income totaling \$17,999.20, and 17 repayments of \$1,316.37 at no interest).
- ✓ Processed 54 memorial gifts totaling \$741,888. This included a \$504,000 bequest from one estate and \$233,561 from another.
- ✓ Secured sponsors and event participants for the 23rd Annual Golf Tournament, ending with gross income of \$40,986 and after expenses, a net income of \$30,561.
- ✓ Coordinated efforts of the Developmental Disabilities Foundation and its programs, including allocating more than \$23,552 in 25th Hour emergency needs for 74 individuals and/or families, as well working on memorials, the memorial garden, estate planning for families, and other unmet needs.
- ✓ Participated in Jefferson County's nine-year Aging Well project, including the leadership group and caregivers subgroup, continued participation in the Jefferson County Council on Aging and helped plan the Jefferson County Senior Law Day.

A BETTER CHOICE (ABC)

- ✓ A Better Choice joined Quality Living Options, relocating from the 2nd floor to the 3rd floor in an effort to have program services located in one place for the ease of families.
- ✓ ABC was surveyed by the Health Department and Division for Intellectual and Developmental Disabilities for the first time in 6 years and performed well. As an outcome of the survey, they reviewed and revised several policies and procedures with an emphasis on person centeredness.
- ✓ Took the lead in the program development of the Dynamo Utilization System on behalf of Supported Living Services and Children's Extensive Services and completed the transition from the Flexible Business Solutions database to Dynamo.

FINANCE

- ✓ Received an unmodified opinion (the best opinion that can be achieved) from Logan, Thomas and Johnson, LLC for the fiscal year 2014/2015 audit and financial statements of DDRC and Affiliates.
- ✓ Received a clean review from the CDHS for an EI direct service billing rate methodology study.
- ✓ Reorganized departmental and staff duties resulting in a reduction of departmental staff by one full time employee (FTE).
- ✓ Implemented a web-based travel and expense reporting system that increased accuracy and efficiency and streamlined reimbursement with payroll.
- ✓ Upgraded or converted three different software systems: CareVoyant to comply with ICD-10 codification, CDHS UNICORN to comply with EI direct service billing, and CDHS Web Portal to comply with EI TCM billing.

HUMAN RESOURCES AND RECOGNITION TEAM

- ✓ Developed and conducted an employee satisfaction survey and coordinated communications and shared results with employees across DDRC.
- ✓ Mastered and prepared for the ever-complex IRS reporting requirements needed for compliance with Affordable Care Act.
- ✓ Implemented a Relias learning management system to provide automated monitoring, tracking and delivery of an on-line training library for employees across DDRC.
- ✓ The Recognition Team considered nominations of individuals and groups submitted by co-workers, service providers and individuals receiving services and their families. Awards presented: 34 Customer Service awards, four Dynamo awards, five 20/20 awards.
- ✓ The recognition team worked hard to make employees feel appreciated and to be more visible throughout the organization. The team expressed appreciation to employees by hosting a coffee cart at each building in January, celebrating National Employee Appreciation Day in March, National Donut Day in June, and staff's annual Ice Cream Day in the summer.
- ✓ Direct Service Providers (DSP's) were honored during DSP week in September by presenting them with T-shirts. Games and contests were also held throughout the year.
- ✓ The Recognition Team opened a new 2016 award category for teamwork.

RESOURCE COORDINATION

- ✓ Enrolled another 58 people into Medicaid SLS, 41 people into HCBS-DD and completed a successful CCT placement from Regional Center.
- ✓ Met goals for Targeted Case Management billing.
- ✓ Developed an RC performance feedback system and implemented mechanisms for employee recognition.
- ✓ Hosted a successful Provider Fair at Lakewood High School.

- ✓ Revised and streamlined formal monitoring process incorporating Person-Centered principles.
- ✓ Navigated a complex transition from Delta Dental to DentaQuest.

THERAPEUTIC LEARNING CONNECTIONS AND STEP PROGRAM

- ✓ The STEP Community Access Program provides one-on-one and one-on-two access into the community for individuals residing in group homes. Serving 25–30 individuals monthly, STEP provided 175 activities for 343 individuals.
- ✓ TGIF is an all-day Friday program for a smaller group of individuals wanting to enhance the development of socialization skills and therapeutic recreation community opportunities. Increase in monthly participation to 13 individuals weekly.
- ✓ Past therapeutic activities are now gaining popularity. Horseback riding, fishing and cultural experiences are increasing. Recreation staff continuously implements and evaluates past, current and new activities to provide individuals a variety of choices.
- ✓ Thirty DDRC athletes, partners and coaches participated in the Special Olympic Unified Relay Across America sponsored by FirstBank at Red Rocks Park. Thanks to team captain Mike Mills from Merrill Lynch.
- ✓ More than 600 volunteers from the community joined together at the "Operation Slammin' Famine" mobile packing event. Ten DDRC volunteer participants and staff spent 2 to 3 hours labeling bags and boxes with nutritional food to be shipped to families with challenges in Haiti. It was a wonderful experience, benefiting all ages of volunteers.

BEHAVIORAL HEALTH TEAM (BHT)

- ✓ Restructured its team to include a BHT Manager. With the restructuring, new processes have been developed to create more efficiency and productivity.
- ✓ Streamlined referral paperwork and process for adult and children behavior referrals.
- ✓ Significantly increased individual Behavioral Analysts billable hours to meet billable goals.
- ✓ Continued to offer trainings to providers, the community, and families. Behavioral Analysts conducted six trainings, including off-site trainings to agency's staff, and created two new trainings. Developed training specifically for QLO and offered training two times.
- ✓ Facilitated Conversation Corner, a group for individuals receiving services that gathers to discuss relevant topics in their lives. The group is tailored to meet the individual behavior needs in a social environment and meets for an hour every other week. Eight to ten individuals typically attend the group.
- ✓ Developed a protocol for call coverage by Dr. Buzan for individuals receiving psychiatric services.

SUCCESS STORIES *Throughout 2015*

Resource and Provider Fair Hosted by DDRC

DDRC hosted another successful provider fair this past year at Lakewood High. The space at Lakewood High was nice and open providing vendors adequate space and families the ability to get information on the many resources available to them. There were over 40 vendors and a steady stream of families and school staff from 4 p.m. until 6 p.m. In DDRC's effort to make sure that

families have choices, these fairs provide a forum for them to personally meet providers and compare resources. Collaborating with Lakewood High School made it much easier for school personnel to become familiar with resources and share them with their students.



Weiland Holiday Luncheon

While enjoying a hearty lunch with family and staff, individuals were able to interact with their favorite staff members. The luncheon is an annual event put together with the hard work and generosity of families, friends and staff.



DDRC Special Olympians Carry the Torch!

DDRC athletes, friends and staff carried the torch for the Special Olympics World Games in Los Angeles through Red Rocks Park during the Colorado leg of the torch's journey across the U.S. After the walk, they all enjoyed a picnic at the park.



Rockies Honor Steve Stunkard for 20 Years of Service

This summer marked the 20th anniversary of work at Coors Field by Steve Stunkard. His award was a baseball given to him in front of a large crowd before the start of the July 21st Texas game. He and the other recipients beamed as they saw themselves pictured on the big score board in center field. Steve was excited to have his mother, job coach and other friends cheer as he received his award.

Steve's job at the stadium is to watch the northeast entrance from the inside to prevent anyone from entering the side door without a ticket. If you go watch a game, stop by and congratulate Steve. He loves talking baseball!



Raised Gardens Harvest Time

Walters and Weiland Centers begin to reap the bounty from their raised gardens. It all started with an idea from Mark Howes, Program Manager, followed by research, raising worms, making compost, getting donations, building raised gardens and then planting the seeds. After months of hard work the fruits of their labor paid off with delicious fresh produce. It tastes so much better when you grow it yourself! As with any project, it takes a lot of planning and many dedicated team members to enjoy a bountiful harvest. The Weiland Support Committee, the Home Builders Foundation and staff all came together to develop a food growing and preparation program.

Legislative BBQ—Great Turnout

DDRC hosted the Legislative BBQ in collaboration with Family Tree, Jefferson Center for Mental Health and Seniors' Resource Center. Even though it was not an election year, we had an excellent turn out! DDRC staff helped people find their local representatives on-line. Donna Gunnison led everyone in "The Pledge of Allegiance" and took the opportunity to tell the crowd that she was wearing a blouse that DDRC had given her. Susan Hartley, our own Board Member, sang "America the Beautiful" to everyone's delight.

Your continued attendance at this event shows our elected officials and candidates that human services are an important part of our community.



THANK YOU *2014–2015 Donors*

MANY, MANY THANKS for your support from July 1, 2014 to June 30, 2015. During our fiscal year, we received 475 donations through our annual appeal, for special events such as the Golf Tournament and Bazaar, from bequests, for memorials and from grants—a total of \$ \$623,346.72 to benefit DDRC. Donations that were designated for specific DDRC departments were put to good use within those departments. Donations that were not designated went into the Seeds for the Future Fund to help DDRC grow.

Platinum \$5,000 and more

Corner Store/CST Brands
Foundations
FirstBank Holding Co. of Colorado
Larry and Deborah Hauserman
Scoma Foundation:
Scott and Oma Lewis
Todd and Susan Hartley
The Estate of Daplyne Monthei
Matt and Tracy Rotter
The Estate of Wayne Whitlock

Gold \$1,000–\$4,999

Aponte & Busam
Shirley Birdsong
Centerpoint Insurance Group
Century Link
Colorado Parrot Head Club
Community First Foundation
The Denver Foundation
Denver West Realty
Kim Guadagni
Harcros Chemicals Inc
Heidi Markley
Bob and Jill Munroe
Diana Page
SCU Community Foundation
Jean Skaggs
Spectrum Community Services
Tomkins Gates Corporation
Universal Property Management

Silver \$250–\$999

A Better Life Experience
Ameriprise Financial
Jean Armour
Bank of America
E & C Bartram
Neal and Myrna Berlin

Norman and Voanne Bertelsen
David Bortnem
Kendall Carlson
Chase Bank
Robert and Kathy Clark
CoBank
Dana Cogan and Lynette Luhnnow
Terry Cohen and Robert Bellows
Susan Cornick
Rob and Chastina DeHerrera
Dorothy Donovan
John and JoAnne Elliott
ExxonMobil Foundation
E. Reed and Rebecca Fischer
Focus 12, Inc
Rae Garrett
James and Joan Glasmann
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David and Amy Hitchingham
Scott and Clare Hockensmith
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Jefferson Center for Mental Health
Pat Jefferson
Mark Jellison
Gerry and Frances Kaveny
Timothy and Megan Kirk
David and Joni Krickbaum
Mai Huong Lee
LMC Family Partnership
Charles and Joy Lowe
Ron and Pat Marquez
Rose Mary Martien
Misra Family Foundation
Don Mitrani
Laura Naughton
The Noonberg Family Fund
Takeshi and Kumiko Ohtake
Patricia O'Neall

Packaging Corporation of America
Bernard Peter
William and Marilyn Plummer
Harry and Margaret Porter
Robert and Mary Prall
Ralston Creek Sertoma Club
Douglas and Joan Raymond
H. Roger and Jessica Richards
John Roundtree
Grant and Shirley Sanders
Marston and Theresa Shelton
Ronald and Verona Skabo
Paul and Kathy Stortz
Jack Stunkard
Beverly Winters
United Healthcare
Frank and Merry Valentin
Xavier and Michaela Valenzuela

Bronze \$100–\$249

Lorin and Janet Aird
Colette Anderson
Patricia Billings
Michael and Kristen Bonebrake
Broadridge Foundation
Linda Brown
Laura Burczyk
Harry Burroughs
William and Lola Campbell
Cars for Charity, Inc.
Rob Chaney
Linda Clark
Colorado Knights of Columbus
Council #6905
Ann Cornick
Charles and Catherine Dieter
Tammy Drumright
Peter Duncan
Dale Ellison
Rich and Teresa Evans
Sharon Ferguson
Suzanne Gagnon
James and Nancy Geiger
John and Shirley Gilmore
Manuel and Beverly Gonzales
Deb Gordon
Robert Hajovsky
Susan Harvey-Dunn
Ronald and Patricia Heffley
Debra Heglin
Larry and Margaret Henry
Art Hogling and
Sydney Bernard-Hogling
Rebecca Hudson
Jerry and Carolyn Jagers
Helen Kennedy
Robert and Karen Kennedy
Deb Kerinke
Gerald and Susan Klein
Sharon Koch
David and Lori Kraatz
John Litz
M. Lee and Carol Lopez
Barbara Lund
Dr. James and Joan Marquardt
Michael and Robin McGlone
Meritage Realty
Dr. Michael Miller
Michael Mills
Rand and Barb Moritzky
Norman & Susan Mowry
Bonnie Nikolas
Gregory O'Neall
James O'Neall
Sally O'Neall
Shiraz Oomrigar
David and Vicki Pemberton
Anne Peraro
Frank and Alice Reinhard
Barbara Steiner Renaldo
Stephen Retherford
William and Janice Roemish
Dan Ryan
Mark and Marcia Sadler
Bonnie Saxton
Ann Schafer
Dr. James Schoemer
Margaret Smith
Robert and Kim Sobczyk
Sooper Credit Union
Richard and Sandy Stanley
Raejean Stotler
Josh Stransky
Russ and Cynthia Strecker
Thomas and Helen Stroud
Timothy and Helen Talarico
Alys Veal

Thomas and Laura Waddell
Paul and Mary Ann Weber
Fred and Marjorie Weech
Ricardo and Nevada Weinberg
Henry and Mary Wiethake
Lori Wightman
Kent and Anna Willis
Elfreida Wolfson

Friends Up to \$99

Jim and Mary Abbott
Hugh and Bea Adams
Stuart and Janie Allen
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Creek, and Gilpin Counties
Rosa Ashby
David Baranski
Bruce Bangers
June Barrett
Cathy Bartle
Mary Beattie
Jan Beckett
Frances Kay Benson
Gerri Bergford
Lark Birdsong
Chuck Blackledge
Carol Blair
John Bodnar
Robert and Barbara Bogg
Pat Bolton
Robert Breslin
Dennis and Cheryl Brungardt
Bob and Ginny Bucheit
Jamie Chrisco
Mary Christ
Sherri Christmas
Gena Colbert
Frankie Cole
Debbie Corthell
Donald and Jane Dahlstrom-Quinn
Pam Davis
Thomas and Mary Frances Dedin
Dorothy Dieckman
Milton and Stephanie Dilworth
Ruth Egging
Alice M. Elliott
Michael Engel
Enhanced Performance Solutions

Keith and Adrienne Fahey
Dr. Dan Fishbein
Nelson and Rita Ford
Betty Freeman
Alex and Julie Furman
Kay Furtak
Give With Liberty Employee
Donations
Theresa Godinez
Gene and Corinne Gray
Greeley Publishing Company
Walter Gustafson Jr.
Alex Gutierrez
Margaret Handley
James Hastert
Renee Hazlewood
Leonard and Carole Hemphill
Susan Henry
Ed Hines
Michael and Dianne Hitchingham
Diana Holland
Mike Honeyman
Craig Humphrey
IGivefirst Charitable Fund
Marilyn Isberg
Adam Jones
Anne Jones
Sharon Jones
Marian Jordan
Ronald and Mary Jurann
Tonya Kelly
Amie King
Robert Kinkel Jr.
Michelle Koh
Phyllis Kommert
Ellen Koser
Severt and Mary Kvamme
Linda Larson
C. Milford and Roberta Laursen
Carmah Lawler
James Lawler
Carole Lewis
Daniel and Judy Lichtin
Tammy Lichvar
Bill and Susan Longan
Jack and Bobbie Lopez
Caroline Lowsma
Raymond and Jane Lundelius

Merle and Martha Lydick
David Lysaught
Elizabeth Malonson
Dick and Candy Markley
Evan and Linda Marquez
Donald and Joann Marshall
Ralph Martinez
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Lisa McMullen
Margaret Mendoza
James and Rosalind Miller
Barbara Millman
Lindsey Mills
Alistair and Barbara Montgomery
Timothy and Tania Moore
James and Peggy Muhn
Sylvia Nelson
John and Pamela Nichols
Adam Nielsen
Deborah Nilsson
Carl and Merry Lou Nuernberger
Lisa Padgett
Robert and Barbara Palermo
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Evelyn Penn
Judith Perez
Janelle Pickett
Richard and Debra Powers
Joseph and Pamela Press
Fred Putz
Nancy Ratay
Michelle Resendez
Shelley Richardson
Robert's Tilling and Lawn Care
Ryan Robinson
Teresa Robinson
Marjorie Rogers
John and Jean Ruger
Schaffer Family
Gordon Sechler
Angela Shannon
Kelly Sheeder
Gary and Brenda Smith
Sherron Smith
Audrey Snyder
Errol and Karen Snyder
E. Susan Southwell

Georgianna Staples
Anne Stavig and Hal Sargent
Andrew and Marcie Synchef
Terri Thaler
Barbara Tobiska
Scott and Shirleen Tucker
George Valuck
Steve and Valerie Veraldi
Jeanne Weis
Dennis and Cathy Westervelt
Linda Wogan
Margaret Wylie

Gifts In-Kind

240 Union
Arapahoe Basin
Bandimere Speedway
Carie Bisdorf
Children's Museum of Denver
Colorado Music Festival
Comedy Works
Copper Fox
D-Tangle
Denver Museum of Nature &
Science
Denver Zoo
Flatirons Golf Course
Front Room Pizza
Green Leaf Massage Center
Haystack Mountain Golf Course
History Colorado
Hiwan Golf Club
Isle Casino Hotel Blackhawk
Let's Frame It of Arvada
Dick and Candy Markley
Ron and Pat Marquez
Merrill Lynch
Paper Processing Solutions
Pink Fog Studios
Nathaniel Ridder
Royal Gorge Bridge & Park
Safeway
Santa's Workshop
Marilyn Sauriol
Starbucks Coffee
Voodoo Comedy Playhouse
White Fence Farm

THANK YOU *sponsors for your support and generosity!*

23rd Annual Golf Tournament

On August 6th, 89 golfers came to Hiwan Golf Club in Evergreen to enjoy a morning of golf in support of DDRC. After all expenses, the golf tournament netted approximately \$30,700.

Please help us thank the following sponsors and supporters. They are our champions!



Tournament Sponsors

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- Spectrum



Eagle Sponsors

- Century Link



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- Green Dog Graphic Design
- Jenkins Wealth
- Broomhall Brothers Mechanical Contractors
- Delta Dental
- J.P. Morgan

In-Kind Sponsors

- Let's Frame It of Arvada
- Hiwan Golf Club



Thanks to all the golfers and volunteers who made this a successful tournament for the people served by DDRC!

FINANCIAL ACTIVITIES

Fiscal Year Ending June 30, 2015

REVENUES

Fees for service from government agencies and grants	
State of Colorado	\$26,353,861
Jefferson County Commissioners	6,754,770
Grants	242,848
Total fees for service from government agencies ...	\$33,351,479

Public Donations	482,841
Vocational Contracts	166,369
Other	3,552,516

TOTAL REVENUES AND SUPPORT \$37,553,205

EXPENSES

Program Services	
Early Intervention	2,075,040
Case Management	3,673,449
Grants and Other	1,883,889
Family and Supported Living	5,140,741
Comprehensive Services	19,034,277
Total Program Services	\$31,807,396

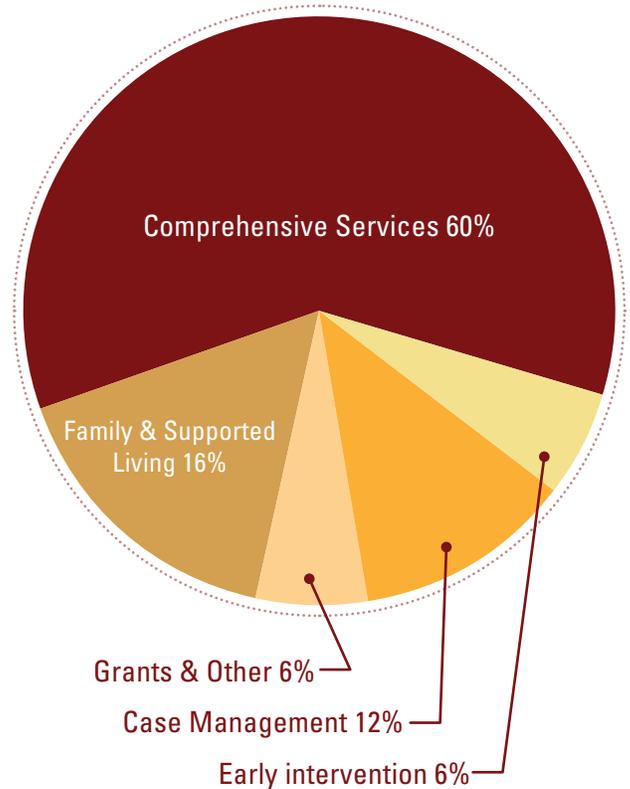
Support Services	
Administration	3,580,310
Development	192,010

TOTAL EXPENSES \$35,579,716

CHANGE IN NET ASSETS \$1,973,489

Net assets, beginning of the year	\$20,124,779
Net assets, end of the year	\$22,098,268

Program Services



YEARS OF SERVICE *Celebrating 5 to 35 Years*

5 Years

Amanda Gardner
Cyrene Tilbury
David Warren
Florence Epperson
Heather Schrock
James Webber
Jill Emeson
Kara Navarro
Marcia Miller-Rickert
Megan McCourt
Michaelene Klawes
Miguel Salcido
Olumide Magbagbeolu
Robert Brom
Steven Chase
Wendy Martinez

10 Years

Adrienne Serbinski
Alicia Maestas
Debra Radke
Desiree Nash
Ekaette Carr
Gayle Sengel
Gina Salazar
Janice Hebert
Marlo Trudgeon
Mary Roundtree
Michelle Coleman
Mobolaji Owolabi
Rebecca Cowart
Robert Douei
Sharon Madigan
Wendy Davis

15 Years

Barbara Steiner Renaldo
Corrinne Lipski
Jayne Thomas
Joann Wilson
John Herman
Joy Miles
Kelly Hulstrom
Marta Siklosi
Olumuyiwa Ayabule
Tammi Inglis

20 Years

Albert Powell
Yolanda Dysart

25 Years

Jacalyn Anderson
James Hannah
Linda Holcomb
Liz Pahr
Marilee Johnson
Paula Cline

30 Years

Catherine Westervelt
James Van Harte
Robert Adams

35 Years

Brady Quarterman
Robert Sisson
Teresa Hulstrom
Toni Townson
Bret Werkele

*Thank you all for a combined **850** years of dedication to people with developmental disabilities!*





30 Years

Pictured left to right:
 James Van Harte
 Catherine Westervelt
 Robert Adams



35 Years

Pictured left to right:
 Teresa (Terri) Hulstrom
 Brady Quarterman
 Toni Townson
 Bret Werkele
 Robert Sisson (*not in photo*)

PERSON CENTERED THINKING starts with the person's preferences, strengths, needs, and desired outcomes and finding the balance between what's important ***TO*** a person and what's important ***FOR*** that person.

PERSON CENTERED THINKING provides:

- A well-thought-out way to see the whole person, not limited to “fixing what is wrong”
- A set of tools that convey the core belief that all people have gifts to share
- Respectful language
- A way to listen, discover and respond to the desired life of the individual
- Tools that help with focusing on the right questions for supporting a great life
- A new way for organizations to think about how their structure supports people



Developmental Disabilities Resource Center

11177 W. 8th Avenue, Lakewood, CO 80215-5503

303.233.3363

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