



2016 ANNUAL REPORT



OUR HEROES: DEDICATED ADVOCATES

2016 *Dedicated Advocates: Our Heroes this Year*



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President & Executive Director's **MESSAGE**



GREETINGS TO THE DDRC COMMUNITY,

What a whirlwind of a year it has been! We strive to keep momentum in forging forward when we are a part of the success of children, adults and families in our communities. It is when we see children learning new skills, youth transitioning from school to more independence and adults finding secure places to live, work and make friends, and families finding stability and comfort in quality staff and providers that we know we are achieving our mission.

Our volunteer Board of Directors and the leadership team of DDRC are happy to report high customer satisfaction surveys, exemplary audits, the top level of CARF Accreditation, enrollment of many new children and adults into services, and solid financial viability as some of the important measures of feedback that guide us.

DDRC is truly grateful for the relationships and partnerships we have that allow us to change lives and contribute to a better community for all of us. Our priorities are linking individuals with intellectual and developmental disabilities and families to services and supports that best meet the specific needs at the various phases of their lives. We strive to ease life challenges and open up possibilities. DDRC is active in securing funding, resources and beneficial policies that impact people with intellectual and developmental disabilities. We continue to advocate for funding to address long waiting lists for residential services and adequate rates for providers to cover the costs of quality services.

Sincerely,
David Pemberton, Board President
Beverly Winters, Executive Director

OUR LEADERS

DDRC LEADERSHIP TEAM



Beverly Winters
Executive Director

Rob DeHerrera
Deputy Director/Chief Financial Officer

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

ANB Bank, Community Bank President

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, Retired - Parent

Margaret Huffman, RN, MBA, ND

Jefferson County Public Health & Environment

Tonya Kelly

University of Denver, Director of Development - Parent

Joni Krickbaum

YMCA Active Older Adult Coordinator - Parent

Carolyn Kwerneland

Tri-County Health Department, HCP Nursing Program Coordinator

Doreen Raad, MS, CRC

Division of Vocational Rehabilitation

Sarah Rivard

FirstBank, Senior Vice President, West Market

Jodi Schoemer

Denver Museum of Nature and Science,
Director of Exhibit & Digital Media - Sister

Kent B. Willis

Willis & Associates P.C., Attorney at Law - Parent

CELEBRATE *Women of Jefferson County*



EVERY ONCE IN A WHILE you cross paths with a woman whose drive, perseverance and accomplishments far exceed the status quo. This woman inspires and humbles you. You admire her unceasing dedication to the things in life that matter most to her. You aspire to attain the same level of selfless service and generosity. You are proud to call her a friend, a co-worker, family member or mentor. Beverly Winters, Executive Director of the Developmental Disabilities Resource Center, is one of those woman.

Beverly was among some incredible honorees at the 15th Annual Celebrate Women of Jefferson County breakfast: Norma Anderson, former Senator; Pamela Goff, owner of a large construction company; Pam Nissler, Executive Director of the Jeffco Library System; and others.

Beverly began pursuing her passion of building a community of services and supports responsive to individual and family needs after graduating from the University of Denver with a Master's in Social Work. Prior to her work at DDRC, she was the administrator of a residential care facility and a clinical services coordinator for a mental health clinic. She has a long history of working with

DDRC where she has held many positions, including Counselor, Medicaid Waiver Coordinator, Case Manager, Director of Resource Coordination and Associate Executive Director.

During her tenure at DDRC she has developed case management services, Family Support Services, the highly successful Behavior Health Services program and she shaped the Self-determination Initiative, in addition to overseeing residential, vocational, and supported living services. At the local level, Beverly has served on numerous councils including the Jefferson County Infant/Toddler Interagency Council, CORE Services Commission, Adult Protection Advisory Committee, a non-profit collaboration task force, Jefferson County Child and Youth Leadership Commission and the new Jeffco Thrives initiative. Additionally, she has served on the State HCPF Mental Health Advisory Board and Case Management task force, and in numerous county, state and legislative work groups championing the prevention of abuse and neglect. She is also on the executive committee of Alliance Colorado. Beverly's leadership prowess, her passion for helping people and her community spirit make her the type of person we can be proud of in Jefferson County.

CONGRATULATIONS *2016 Award Winners*

HERO AWARD—BRIGID DUFFY



The Hero Award honors individuals who are mastering the day-to-day challenges of having a developmental disability. This individual maintains a positive attitude, contributes to their community, exhibits perseverance and strives to succeed in life

by achieving their personal goals. Brigid Duffy is this year's Hero Award winner!

Brigid recently took a leap of faith when she decided to attend the Colorado School for the Blind. She was hesitant to leave her home and her friends at day program, but knew she needed this opportunity to learn and grow with the realization that her vision could only worsen. She went from living at home to living in an apartment community through the school. She commuted to school by navigating RTD bus routes, learned how to cook simple meals, all while wearing night shades (an eye mask that completely blocks out all light). She also learned woodworking and made her father some beautiful coasters. She cut the wood while wearing night shades and still has all of her fingers!

She completed the program in only 9 months. To graduate last August, she had to plan and prepare a meal for 60 people. She was dropped off at an unknown location and had to use all of her skills (no cell phone or GPS) to get back home.

Having demonstrated all of these skills, and more, she moved into her own apartment, hosted a house warming party, and will continue to use RTD and Access-a-Ride to enjoy her community.

Even though she had reservations, she took the risk and succeeded in becoming more independent. Her bravery is an inspiration! Her Resource Coordinator, Ashley, says that Brigid is one of the most positive people she has ever met.

SPECIAL RECOGNITION AWARD—TAMMY DRUMRIGHT & DIANA HOLLAND

The Special Recognition Award acknowledges the result of passion and dedication; the outcome of two lifetimes of service; the courage of two employees who led an initiative to eliminate the practice of paying subminimum wages to our friends, sons and daughters, and other loved ones who receive employment support through DDRC.

Introduced in 1937, the subminimum wage provision of the Fair Labor Standards Act was hailed as an opportunity for men and women with disabilities in our communities to experience employment. Nearly 80 years later, the original provisions remain largely unchanged, and while we have seen subminimum wage employment grow to include over 400,000 American workers, many will remain in subminimum wage jobs.

DDRC employment and day services have experienced significant changes in recent

years. Moving out of the long-held Gray Street and Bruno buildings served as an early catalyst for change. Policy changes at the federal and state level, as well as an increase in the state minimum wage, presented an opportunity for innovation, and Tammy Drumright and Diana Holland were there to answer the call. In November of 2014, they made a commitment to eliminate the practice of paying subminimum wages to the men and women we support, and by December of 2015 they had transitioned forty-six individuals from subminimum wage earnings to at least the Colorado state minimum wage for employment.

Initiating change in a large organization is a challenge. Implementing transformational change within an organization is an achievement worth tribute. With this award, we honor the vision and achievement of Tammy and Diana.



COMMUNITY VOLUNTEER PARTNER AWARD—LINCOLN SOULE

REPRESENTING ROB MORRIS MASONIC LODGE AND OTHER DENVER AREA LODGES

In recognition and appreciation of 20 years of continuous support for DDRC individuals, families and programs, DDRC honors Lincoln Soule and the Masonic lodge members he represents as the winner of our Community Volunteer Partner Award.

Thanks to initial introductions in 1996 by one of our past presidents, Lou Bruno, this sustaining community partner relationship has generated an impressive list of contributions over two decades, which includes funding for adaptive equipment, wheelchair lifts and a pool lift, fundraising support and much more.

The first time Ron Marquez met Lincoln Soule he felt that the he was one of those people in life we meet on occasion who

“gets it”—someone who cares about others and someone who gets things done!

April Richey, DDRC Volunteer Coordinator, stated “Linc is the go-to guy for Volunteer Services.” He coordinates donations from several lodges and individuals to fund holiday gift cards distributed by DDRC’s Holiday “Wish” Project. He also facilitates seasonal Masonic work groups who provide labor and materials for fix-up and painting projects. In addition to financial support, Linc helps with year-round needs utilizing his extensive network of Masonic members to help with donations of furniture, household items, appliances, and special equipment. No request is too large or too small. His response is always “I’ll take care of it.”



With gratitude, the DDRC family gives a sincere thank you to Lincoln for all that he has done and to all of the Masonic lodge members for their generous expression of community support.

FRIEND AWARD—TAKESHI & KUMIKO OHTAKE

We at DDRC cannot say thank you enough for the generosity of Takeshi and Kumiko Ohtake. They have deeply appreciated the many years of care that their daughter has received from DDRC—first in Supported Living Services and now in Residential at Lamar, and during the day at Weiland.

After 23 years as regular donors to DDRC, this summer they expressed their gratitude by donating a house they no longer used to DDRC. Staff members evaluated its use in the residential program but found it was not a good fit. In early September, it went on the market. In three days it had 52 showings, 16 offers, and sold for \$300,000—which will benefit DDRC’s program that their daughter enjoys and where many other people are served. We are delighted to present one of DDRC’s most cherished awards, the Friend Award, to Mr. and Mrs. Ohtake.



CONGRATULATIONS *2016 Award Winners*

CHARLIE ALLINSON AWARD—CHARLES CHRÉTIEN



The Charlie Allinson award is named after a former beloved State Director who was a strong advocate within the system for people with developmental disabilities.

Charles Chrétien, this year's award winner, has been advocating for people with IDD at DDRC for 15 years, first as a Resource Coordinator and now as an Intake Resource Coordinator. Charles showed us his advocacy and tenacity in his first week at DDRC when

he didn't give up in securing emergency funding and placement for an individual who became homeless. He was zealous about the person's safety and convinced local and state agencies of the dire need for safety and security while involving this individual in the housing decision. Charles realized he really liked the power of advocacy and hasn't looked back.

Charles has developed and shared incredible knowledge of both traditional and informal community resources as he explores what is possible while people are waiting for services. We have heard and believe that he spends hours researching resource options while running on his treadmill at home. Charles has been recognized by the DDRC Recognition Committee as a Dynamo and for Outstanding Customer Service and

has been recognized by individuals and families as "one of the most helpful, patient, professional, committed, and courteous workers in the field." Even with the large caseload on the wait list for services, Charles has developed close relationships with many individuals and families, many who stay in contact with Charles years after he is no longer their RC. Families who are frustrated and upset feel heard and have ideas and solutions after working with Charles. He is a great resource to co-workers on how best to organize multiple layers of work and tracking, including the best way to use various software applications and technology.

Charles is always willing to go the extra mile and creates positive energy around him, even at 5:00 a.m.! We are so fortunate that Charles chooses DDRC as his workplace!

JEFFERSON COUNTY COUNCIL ON AGING & SENIORS' RESOURCE CENTER SENIOR HERO—DICK MARKLEY FORMER BOARD PRESIDENT



Dick Markley was honored as a Senior Hero by the Jefferson County Council on Aging and Seniors' Resource Center on May 12. His honor comes after more than 45 years of service to DDRC and the people we serve. He first got involved with DDRC when his son was 7 years old and in need of education and other services.

He led the efforts to pass a bond issue that led to building two schools for children with developmental disabilities in the 1970s, when families were desperately seeking educational services for kids with special needs. These two facilities are now used for adult pre-vocational services.

He provided excellent leadership as the DDRC Board President for several years. He served on the DDRC Board of Directors for many years, and chaired numerous committees, in addition to being on the Board's Executive Committee. He was also chair of the successful mill levy campaign that has provided additional funding for services for people with intellectual and developmental disabilities.

He has logged thousands of unpaid hours as a volunteer and an excellent advocate for people with disabilities and their families. If there was an event or volunteer opportunity or financial need, he was usually the first to step up to the plate. On one occasion he was asked to donate money to buy a vintage fire truck for promotional use. He didn't hesitate and donated the money to buy it.

Candy Markley is pictured below receiving the award on behalf of her husband Dick, from Beverly Winters (left) and Libby Szabo, Jeffco Commissioner (right).



PEG JOHNSTONE *2016 Above & Beyond Awards*



DAN CURTIS

Dan is a master of involving people in activities at Weiland. Since 2012, his supervisor Toni Townson has valued his creativity, compassion, caring and dedication. People at Weiland have started a number of different clubs. Dan volunteered to facilitate the Newspaper Club. They have met several times and he helped the group write an article about the summer picnic. He had the group pick out pictures from the picnic to put into the newspaper. The group also did an opinion poll on what the weather would be like the next week. The weather forecasts made it into the newspaper as well. He also coordinates

the Sports Club. People really enjoy talking about different players and games, listing teams they like and choosing their favorite team.

Dan has a great sense of humor and the groups he works with love it. Others will hear them laughing no matter what topic they are discussing that day—he always makes it fun. He has a great respect and compassion for the people we serve. He listens to them and will make sure their needs are met. He is kind and caring and gives everything he has to the people he works with during their program day. It could be a smile, a handshake, a “How are you today?” or “Is there anything I can help you with?” Dan certainly deserves this Above and Beyond Award.



CHASE GIBSON

Chase is a remarkable problem solver who has made life much better for the people at Orchard Valley. Marcia Rickert, who manages this QLO/independent program, has seen numerous examples of his creativity in the last couple years:

An older fellow with medical problems wanted to move to a host home, but then was not cooperative. Chase brought him to Orchard Valley to spend time with his friends. Chase then had a long talk with him, asking him to be patient and help his new provider, as he was older than her and had more experience. Chase knew this individual didn't like being told what to do, but by asking him to help the new provider, he appealed to his sense of worth. She was surprised when our gentlemen returned with a new pleasant attitude.

An individual balked at participating in fire drills, but Chase knew this gentleman loved awards. Chase made him paper certificates for evacuating his apartment in a timely manner. These are now displayed on his refrigerator and the individual asks to participate in fire drills more than once per month.

For years, an elderly gentleman took Assess-a-Ride to church. His changing health necessitated staff driving him. Proud of his independence, the gentleman didn't want staff sitting with him, so Chase contacted the pastor and found two volunteers to assist him as needed. When other older residents didn't want to go out as often, Chase arranged for art instructors to come monthly and now art decorates their homes.

Thank you, Chase, for the respect you show all individuals.



TERRI SANDOVAL

Terri is a master of non-verbal communication. Karen Allison, who manages the QLO/group program, has seen this since Terri came to Independence, but it's been true for the nine years Terri has been with DDRC. Most of the people at Independence don't use words to communicate, so Terri has learned to understand them by watching their facial expressions, eye contact and other body language. She is excellent at providing choices, even when gathering information is difficult.

She recently discovered that one person enjoys vacuuming. He stood next to her while she was vacuuming and when asked, his body language communicated interest. Giving him the vacuum, he

took control and proceeded to vacuum, which gave him ownership in the cleanliness of his home. When another person had to be hospitalized, Terri helped resolve frustrations by communicating with the hospital staff that this person did not require a wheelchair.

Terri really tries to make the environment of the home more fun! She will play music and start dancing with people to get things moving. You can see that people are having fun because they are smiling and moving with the beat of the music. Terri also identified interests by showing movies and TV programs and watching people's facial expressions and body language to determine if they enjoy the program. Terri has been pivotal in training other staff to read non-verbal communication. She's excellent at really listening to people and then conveying that information to others. Thank you and congratulations, Terri.

ACCOMPLISHMENTS *2016 DDRC Team Highlights*

SELF DETERMINATION INITIATIVE (SDI)

- ✓ Processed 130 applications for SDI to work toward goals like starting a business, getting a driver's license, taking classes in higher education, earning vocational certificates, learning how to use computers, tablets and applications, and improving health with a gym membership and using equipment at home.
- ✓ Supported several people who came into services as older adults, at a time of loss of a parent, on the verge of crisis and facing homelessness. We were able to support navigation and connection to community resources. One family member said without SDI she dreads to think about what might have happened to her loved one.
- ✓ Awarded the Coleman Institute for Cognitive Disabilities Declaration Implementation Grant to promote the Declaration of the Rights for People with Cognitive Disabilities to Technology and Information Access. The focus is on the right to privacy and the right to participate by using a self-advocacy tool called a multimedia portfolio.
- ✓ SDI meets applicants where they are at the time, gets to know who they are, what they aspire to do, and what other connections would be meaningful in their lives.
- ✓ Proactive, front end choices and decision-making keeps people out of emergencies where there is less opportunity to make choices. This saves money and we see firsthand how following strengths and interests allows us to find and secure support for the needs of a person in ways they feel good about and can be sustained.
- ✓ Actively supported Planning Alternative Tomorrows with Hope (PATH) Planning where people are empowered to dream big while making plans for the first couple of steps with new found resources and ideas to propel their journey. This is especially transformational for people experiencing big life changes.
- ✓ SDI supports people in acquiring assistive technology and medical items that would not be possible otherwise.

CHILDREN AND FAMILY SERVICES (CFS)

- ✓ CFS has made progress in replacing aging PCs with efficient mobile tablets and laptops. All Service Coordinators and Children's Waiver Resource Coordinators have access to a mobile device.
- ✓ Enrolled 38 children into the Children's Extensive Support Waiver during calendar year 2016. Resolved the CES application/enrollment backlog.
- ✓ Provided intake services for over 1,400 children, ages birth to 3 years old, averaging 121 referrals/month. Provided service coordination to a monthly average of 757 children enrolled in early intervention services—a 14% increase from 2015.
- ✓ Assisted in facilitating the DDRC Provider Fair for individuals and their families to learn more about service and support options in our area and facilitate choice.
- ✓ Provided DDRC staff representation to Jefferson County Launch Together efforts. Jefferson County has been

awarded \$2 million for a Launch Together implementation grant to promote the social and emotional health and well-being of children and families. DDRC, in partnership with Jefferson Center for Mental Health, Jefferson County Human Services, Jefferson County Public Health, Jefferson County Public Schools, Lakewood Head Start, Metro Community Provider Network, and Triad Early Childhood Council, will participate in a four-year process to expand evidence-based prevention and promotion practices and enhance coordinated community systems.

- ✓ Participated in a number of State work groups, sub-groups and councils: Triad Early Childhood Council, Child and Youth Leadership Council, Child Welfare and Health subcommittees, Case Management Agency (CMA) Training, and Community First Choice.
- ✓ Presented information and resources at a number of community resource fairs and events including: Mobilizing Families, Jefferson County Head Start, Step Up for Down Syndrome Walk, and Jefferson County Schools.
- ✓ Collaborated with the Early Intervention Department and Child Find to implement and improve the Family Assessment Process in Jefferson County to ensure services address the families' priorities and concerns.
- ✓ Developed a satisfaction survey tool that we sent to all families who were referred to DDRC and went through the Child Find Evaluation and Family Assessment IFSP process during fiscal year 2016 to get families' feedback.

Intake comments:

- "Overall, I was very satisfied with the DDRC early intervention intake process."
81.86% responded "agree" to "strongly agree."
- "My Service Coordinator gave me the information I needed to understand the purpose of the developmental evaluation process and what to expect."
85.12% responded "agree" to "strongly agree."

Child Find Evaluation comments:

- "Overall, I was very satisfied with the Child Find developmental evaluation process my child and I experienced."
82.79% responded "agree" to "strongly agree."
- "Child Find evaluation staff listened to my concerns and answered my questions."
83.26% responded "agree" to "strongly agree."

Family Assessment/IFSP comments:

- "Overall, I was very satisfied with the Family Assessment (conversational interview) and initial Individualized Family Service Plan (IFSP) meeting."
83.78% responded "agree" to "strongly agree."
- "The outcomes and services in my child's IFSP were based on my concerns."

EARLY INTERVENTION (EI)

- ✓ Two new therapists added to the in-house team.
- ✓ Ongoing successful management of increase in number of children eligible for EI services.
- ✓ Successfully completing Family Assessments for all eligible families.
- ✓ Trained 30+ providers and service coordinators on how to complete Family Assessments.

ADULT RESOURCE COORDINATION (RC)

- ✓ Consistently met RC sustainable service revenue goals.
- ✓ Enrolled 95 individuals into the SLS and DD waivers.
- ✓ Restructured the service planning and provider referral processes to be more in line with person-centered thinking.
- ✓ Developed a Personal Profile to capture what is important to, as well as, for the people we serve.
- ✓ Participated in testing of new statewide case management and billing system.
- ✓ Successful resource and provider fair with participation from 45 provider agencies and 13 resource and informational specialists and many individuals, family members and community partners.
- ✓ Satisfaction survey revealed high levels of satisfaction with their resource coordinator.
- ✓ Collaborated with County partners to access the No Wrong Door Grant to streamline access to services in Jefferson County.



QUALITY LIVING OPTIONS (QLO)

GROUP RESIDENTIAL SERVICES & SUPPORTS (GRSS)

- ✓ Successfully filled all residential openings in group homes.
- ✓ Implemented new fleet intelligence system that will monitor and ensure more safe transportation for our residents, and will also will help reduce fuel cost.
- ✓ Continued to reduce operational costs without reducing quality of care for individuals.

INDIVIDUAL RESIDENTIAL SERVICES & SUPPORTS (IRSS)

- ✓ Transitioned 5 individuals from outside PASA group homes who lived together for 20+ years into 4 host homes with QLO.
- ✓ Implemented an Independent Living Skills training program for individuals in Supported Living Services and successfully

enrolled one person who will graduate soon, move to their own apartment and find a job.

- ✓ Partnership with Wheat Ridge Recreation Center to integrate the individuals we serve into their community wellness program, individualizing these services to meet the needs of each person. This includes one-on-one nutrition counseling, personal trainers, and integrated dance classes. QLO also contracts with their dietitian to review diets for individuals in the group settings.
- ✓ Supported the successful planning of two individuals desire to get married which included, pre-marital counseling, helping them to determine who gives up their living space and downsizing, and also make wedding dress, reception and honeymoon decisions.

HUMAN RESOURCES (HR)

- ✓ **Management Team Development** - Targeted current challenges to foster growth and development for managers in area of recognition, employee engagement, performance feedback, goal setting, and conflict resolution.
- ✓ **Performance Management and Goal Setting** - Worked with leadership team to develop and implement performance feedback and goal alignment process for managers and set the stage for new process of ongoing feedback and goal development for all work force areas to begin in 2017.
- ✓ **Employee Development** - Worked with Training team to streamline orientation and welcome process. Have increased efficiencies through Relias by automation of assignment, tracking, and reminders for required training and policy and procedure requirements.
- ✓ **Payroll/ACA Reporting** - After many payroll hours spent in training, preparation and implementation to comply with complex and cumbersome ACA compliance requirements, HR achieved successful implementation of the first year of reporting compliance.
- ✓ **FLSA Compliance** - Evaluated, developed, communicated and implemented a plan to come into compliance with the revisions for the November 2016 pay period.
- ✓ **Hired an Individual in Service to be Part of HR Team** - Hired a person we support part time to assist with front desk and clerical HR duties and learn new skills while on the job.
- ✓ **Implementation of New Applicant Tracking System** - Significantly improves the end user experience and reduces advertising costs by 59% in one year.
- ✓ **Implementation of New Learning Management System** - Increased access to learning, increased efficiencies, decreased need for classroom learning and provided real time tracking of training curriculum and policy and procedure compliance.
- ✓ **Initiated Employee Satisfaction Survey** - Initiated and assisted with the development and implementation of leadership response and employee engagement planning. Scored very positively on employee satisfaction survey.

ACCOMPLISHMENTS *2016 DDRC Team Highlights*

THE DDRC RECOGNITION TEAM

The team works throughout the year to recognize employees who go above and beyond in a variety of ways.

- ✓ The team developed two new recognition categories this year:
 - The “Teamwork Award” to recognize groups or teams of individuals who have demonstrated exceptional qualities while working together to achieve the vision of making DDRC a great place to work.
 - The “DUCK Award” was developed to acknowledge employees who consistently work behind the scenes and who make positive, compassionate contributions every day.
- ✓ Over the past two years, greater interest and utilization of the recognition program has increased significantly, as evidenced by a substantial increase in awards granted.
- ✓ In 2016, the team considered nominations of individuals and groups submitted and made the following awards: 19 Customer Service awards, 1 Dynamo Award, 7 20/20 Awards and 3 Teamwork Awards.
- ✓ Throughout the year, the team expressed appreciation to our employees by hosting a coffee cart at each building in January, celebrating National Employee Appreciation Day in March and National Donut Day in June. Our annual Ice Cream Day was held in August.



- ✓ The team helped honor our Direct Service Providers in September by presenting each DSP with interchangeable hot/cold bottles.
- ✓ “Thankful Thursdays” were noted throughout the month of November, providing an informal way for co-workers to say a “thank you” to one another.
- ✓ 2016 committee members were Jane Byron, Sue Bosch, Wendy Martinez, Erlen Marsh, April Richey, Kristy Riley, Kim Simons, Sharyl Whitaker, Laura Jacques, Heather Schrock and Melanie White. These individuals have worked hard to be creative in honoring the exceptional work of employees, and have made every effort to let them know they are appreciated and valued for the many different ways they contribute to the success of DDRC.

FINANCE

Through the collaborative and concerted efforts of several other DDRC departments, the finance department accomplished the following:

- ✓ Received an unmodified opinion, the best opinion that can be achieved, from Logan, Thomas, and Johnson, LLC, for the fiscal year 2015/2016 audit and financial statements of DDRC and affiliates.
- ✓ Completed internal assessment of personal needs audit procedures.
- ✓ Completed revalidation registration requirements for MMIS billing compliance.
- ✓ Developed Tables and New Chart of Accounts Required for New Billing System.
- ✓ Revised Case Management Billing Processes to increase efficiency for both the Resource Coordination and Finance Departments.

ADULT VOCATIONAL SERVICES (AVS)

- ✓ AVS/DDRC had a successful CARF Survey receiving the highest level of recognition signifying excellence, a 3 year accreditation.
- ✓ AVS Management staff analyzed scheduling and transportation at both the Weiland and Walters locations and will soon finish implementation of new, more efficient routes, coupled with program changes that have resulted in significant revenue increases to our program.
- ✓ Implemented a Behavioral Services component to our program resulting in specialized behavioral services to individuals as well as increased program revenue.
- ✓ Provided employment services, including job placement and ongoing support, for 13 individuals new to our services.
- ✓ AVS Walters Center updated and equipped the original school kitchen and developed a food service curriculum in preparation for training individuals interested in careers in the restaurant industry.
- ✓ AVS, with program participant involvement, revised daily schedules and developed new community- and center-based activities such as sign language, swimming, newspaper reading, fine arts, sports club, yoga and sensory activities, and more music related activities.

RECREATION THERAPY

THERAPEUTIC LEARNING CONNECTIONS (TLC)

TLC is a recreation therapy goal oriented program that provides leisure opportunities for individuals with intellectual and developmental disabilities. Activities include educational, cultural, fitness, socialization and community awareness.

- ✓ 253 activities were provided for individuals to choose from.
- ✓ Involved 461 participants engaged in 620 hours in a variety of activities that were important and supportive of their needs and wants.
- ✓ **Yoga** is one of TLC's newest and ongoing opportunities. Christine Devereaux, instructor and owner of Spectrum Yoga provided this awesome opportunity for the men and women served in TLC. The class provides adaptive yoga techniques reaching each individual's needs. Family members, providers and community are also welcome to join in.
- ✓ **Senior Club** has been in existence for well over 20 years. This program provides therapeutic recreation opportunities for individuals 55 and older. Over the past 5 years, we have noticed an increase in the involvement and participation in this special opportunity for our aging population.



SUPERVISION, TRANSPORTATION, EDUCATION PARTICIPATION (STEP)

STEP is a program that provides 1-on-1 and/or 1-on-2 supervised Therapeutic Recreation opportunities for individuals who reside in GRSS facilities.

- ✓ 40 individuals from 9 facilities are enrolled in the STEP program.
- ✓ Over the past year, 199 activities were provided, involving 644 hours of participation and door to door transportation.
- ✓ Program goals are implemented for each individual, followed by evaluation and documentation regarding specific goals. Activities may involve limited group participation when appropriate.

THANK GOODNESS IT'S FRIDAY (TGIF)

TGIF is a Therapeutic Recreation goal-oriented program that provides services on Fridays.

- ✓ 12 to 15 individuals participate in TGIF on Fridays from 8:30 a.m. to 3:00 p.m. at the Walters Center.
- ✓ 104 Therapeutic Recreation activities were offered over 52 weeks, involving 238 hours.
- ✓ Activities include weekly fitness, cooking, crafts, swimming and community outings.

SPORTS & SPECIAL OLYMPIC PROGRAM

- ✓ Includes 107 athletes and 50 partners/coaches who participated in DDRC's sports and Special Olympic Program for a total of 90 Special Olympics competition hours.
- ✓ **Winter Sports** (Alpine Skiing, Basketball) 66 hours of training and league participation.
- ✓ **Spring Sports** (Aquatics, Track and Field, Soccer) 17 hours training and league participation.
- ✓ **Summer Sports** (Softball, Kickball, Bocce Ball) 15 hours training and league participation.
- ✓ **Fall Sports** (Flag Football, Volleyball, Bowling) 20 hours training and league participation.

SPORTS & SPECIAL OLYMPIC HIGHLIGHTS

- ✓ **Special Olympics:** DDRC athletes/partners and coaches have been involved in several community events sponsored by Special Olympics: Triple Bypass Cycling Race, Top Gun Officer Motor Cycle Competition, Tip a Cop Fundraisers at Chili's and Red Robin, and Annual Enterprise Softball Tournament.
- ✓ **Kickball:** We all know Softball is the "Great American Sport." It can also be one of the most difficult sports for people to participate in successfully and safely. For years we have been playing kickball with individuals served. This year, DDRC Recreation introduced Unified Kickball to Colorado



Special Olympics, which will now be an official sport at the Colorado Summer Games. With the use of a larger (soft) ball and no additional equipment (bats/mitts), kickball allows athletes of all levels the opportunity to fully participate independently and reduces the risk of injury.

WARM WATER THERAPY POOL AT WALTERS

- ✓ Recreation Staff provide 10–15 hours a week of supervision at the warm water therapy pool, with 1,590 individuals from 5 service provider groups and 775 individual community members utilizing the pool.

ACCOMPLISHMENTS *2016 DDRC Team Highlights*

BEHAVIORAL HEALTH TEAM (BHT)

- ✓ BHT increased the total and average of billable income (through November 2016) from previous years.
- ✓ Successful transition of previous BHT Manager (Pam Martien-Koch) to new manager (Zach Maple). Pam had worked with DDRC for several years and assisted with the transition to make a seamless as possible service delivery.
- ✓ Created a Board Certified Associate Behavior Analyst (BCABA) supervision agreement for clinical supervising of other department BCABAs. Started and continued to provide clinical supervision to another department's BCABA.
- ✓ Publication of an article in *Brain Injury Professional* of previous research by Zach Maple, BHT Manager.
- ✓ Hired and trained a new Behavior Analyst, Megan Durocher.
- ✓ Developed a new billing tracking document to help maximize utilization for individuals. This allows Behavior Analyst to ensure they are on pace to bill the amount allotted, without going over, in the best clinically indicated frequency of treatment.
- ✓ Dr. Mike Randolph conducted a presentation at the CANDD (Colorado Association of Nurses for the Developmentally Disabled) on psychopharmacology.
- ✓ Conducted a Lunch and Learn on Behavior Analysis Research in Social Networking.
- ✓ Updated curriculum for the behavior analysis portion of new hire orientation.
- ✓ Facilitated Conversation Corner, a group for individuals receiving services that gathers to discuss topics relevant 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 with five to eight individuals typically attending.
- ✓ Continued the relationship and protocol for call coverage by Dr. Buzan for individuals receiving psychiatric services.
- ✓ Each individual receiving psychiatric services is scheduled for an initial evaluation of two hours. This facilitates Dr. Randolph with the opportunity to review previous medical and psychiatric records and affords him the time to determine an initial treatment plan to address and treat the psychiatric symptoms and behavioral concerns.
- ✓ In addition to clinical hours, Dr. Randolph is available by phone 24 hours a day to consult with staff and providers concerning urgent matters.
- ✓ Continued relationships with pharmaceutical representatives for procuring sample medications and providing presentations on new medications to Dr. Randolph, Janet Mariani, and nursing staff.
- ✓ Completed updates to the psychiatric evaluation and consent forms.
- ✓ Dr. Randolph continued to provide presentations to DDRC nursing on psychopharmacology updates.

DEVELOPMENT

- ✓ Between July 1, 2015 and June 30, 2016 Development received 728 gifts totaling \$506,190.34.
 - 508 were donations totaling \$480,172.75.
 - 203 were gifts of earned income totaling \$24,142.12.
 - 17 were repayments of \$1,990 at no interest.
- ✓ Between July 1 and November 15, 2016, Development received an additional 205 gifts totaling \$343,806.33.
- ✓ In calendar year 2016, Development processed 86 memorial gifts totaling \$11,902.
- ✓ Secured event participants and sponsors and for the 24th Annual Golf Tournament, ending with gross income of \$48,740 and after expenses, a net income of \$36,953.
- ✓ Coordinated efforts of the Developmental Disabilities Foundation and its programs, including allocating more than \$29,578 in 25th Hour emergency needs for 123 individuals and/or families, as well as working on memorials, the memorial garden, estate planning for families, and other unmet needs.
- ✓ Coordinated the DDRC Aging Task Force that explores issues of the aging population with intellectual and developmental disabilities.
- ✓ Participated in Jefferson County's nine-year Aging Well Project and the Caregivers Subgroup, continued participation in the Jefferson County Council on Aging and helped plan the Jefferson County Senior Law Day.
- ✓ Collaborated with The Arc to present a two-part series on Guardianship: first an overview of the various options and then a second session to go over the paperwork. More than 90 people attended the spring or fall sessions.
- ✓ Educated families on Planning for the Future with special needs trusts and homeownership and helped families understand and fill out the Guardianship Annual Report that is required by Probate Courts.
- ✓ Continued to support the HERO Alliance that provides counseling and guidance for people with disabilities seeking homeownership.
- ✓ Worked with the Caring Connection to give presentations on DDRC in workplaces including the Combined Federal Campaign.
- ✓ Filed all Developmental Disabilities Foundation financial reports in a timely manner and again had a clean audit.



SUCCESS STORIES *Throughout 2016*

5TH ANNUAL ARTS & CRAFTS FAIR

This year's event was held in August with several artists displaying their art and craft items for sale. The event featured unique handmade items created by artists in DDRC services. It was an opportunity for the artists to develop social, sales and entrepreneurial skills. In addition, they learned what the market is interested in buying and what items don't sell. Staff, friends and neighbors purchased things that fit their needs and the artist got the satisfaction of having created something that is in demand.

Some of these artists also participated in the annual DDRC Bazaar on December 1st.



MICHAEL RITTER WINS GOLD MEDAL IN GOLF

Michael Ritter won a State Special Olympics gold medal in golf at Fitzsimmons Golf Course with his golf partner of 4 years, Max, an accountant. Congratulations, Michael and Max!

SUCCESS STORIES *Throughout 2016*

STEVE McHATTIE CELEBRATES 40-YEAR WORK ANNIVERSARY

Steve McHattie celebrated 40 years with CoorsTek in May. Throughout his career, he has always been a reliable and valued employee. Steve has a good work ethic, works hard and always does what is asked of him. His supervisor does not remember a single day when Steve was late for work. He truly takes pride in his work. After a long career, Steve is considering retiring in about two years.

Steve is also known for his hobbies of bead work and woodworking. In his woodworking he has made projects such as rocking horses, chairs and toys. He also makes sports team logos out of beads, such as the Broncos Super Bowl Championship.

DDRC is proud of Steve for his commitment, quality work ethic and for his great example to those around him.



DDRC PLAYERS PRESENT: *SHERLOCK—MURDER HE WROTE*

The play opened on Friday, November 18th at Green Mountain High School Auditorium. These fun photos are from a rehearsal. The play was a huge success.





Paul's Play Performed by Phamaly Professionals

Many of you may know Paul Thompson, an artist and writer. He has been attending the Discovery Technology Lab at DDRC for over 15 years. During that time, he has created various forms of artwork; as well as hundreds of writings. Paul may be better known for his paintings, however, Paul's second love is writing. And this is something that he has been putting a lot of time and effort into.

Paul, with the support of his teacher Erlen Marsh, wrote a play that was performed on March 9th at The Three Leaches (previously known as SPARK) Theater at 985 Santa Fe Drive in Denver. The opportunity arose when Paul and Erlen struck up a relationship with Bryce Alexander, the Artistic Director of Phamaly Theater, who works in partnership with the Denver Center for the Performing Arts education program to give budding actors and playwrights a chance to develop their skills. After Bryce expressed quite an interest in Paul's writing ability, Paul created a piece for which Bryce recruited two Phamaly actors, Daniel Wheeler and Vicki Thiem, to perform. Paul has not named his play yet, but the theme of it is a bad dream and the support for a friend.

Paul's family and friends enjoyed a fun night watching the performance. After the show, Paul was interviewed in front of the audience and shared his feelings about the piece and why he wrote it. Paul was excited to see his work performed by such amazing actors. Way to go Paul!



RECREATION PARTNERSHIP PAYS OFF—WHEAT RIDGE HIGH SCHOOL VOLLEYBALL TEAM & DDRC RECREATION ATHLETES LEARN FROM EACH OTHER

One of the major benefits of Therapeutic Recreation is to provide opportunities for the men and women served to access the community and interact with the community on all levels. It is just as important for individuals from the community to learn about DDRC and individuals with intellectual disabilities. Over the past two years, the girls volleyball team from Wheat Ridge High School has been involved with the DDRC volleyball teams. They have come to the DDRC Walter's Center and assisted at practices, offering their expertise as they worked one-on-one with our athletes. Our athletes' skills have increased and they have learned some new skills as well. In return, the girls from Wheat Ridge have gained knowledge and awareness about DDRC and the people they serve. On October 31, 2015, individuals from both agencies got together and enjoyed playing a number of games for fun. The games were followed by breakfast and awards.

Thanks to Caroline Lockwood (Team Mom), Heather Champlin (Coach) and TLC Recreation staff for developing this partnership. Not only were skills and knowledge built, there were friendships formed along the way. TLC/DDRC looks forward to continuing this wonderful opportunity into the future.



THANK YOU *2015–2016 Donors*

MANY, MANY THANKS for your support from July 1, 2015 to June 30, 2016. During our fiscal year we received 508 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 \$ 480,172.75 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 to help DDRC support the people we serve.

Platinum \$5,000 and more

Caring Connection
CST Brands Foundation
Daniels Fund
FirstBank Holding Co of Colorado
Todd and Susan Hartley
Larry and Deborah Hauserman
Mile High United Way
The Estate of Daplyne Monthei
Ohtake Family Trust
Matt and Tracy Rotter
Scoma Foundation
Spectrum Community Services
University of Colorado Coleman Institute
The Estate of Wayne Whitlock
Xcel Energy Foundation

Gold \$1,000–\$4,999

Anthem Blue Cross & Blue Shield
Flynn Southwest
Shirley Birdsong
Cars for Charity, Inc.
Centerpoint Insurance Group
Century Link
Robert and Kathy Clark
Donald and Jane Dahlstrom-Quinn
Davey Coach Sales, Inc
Delta Dental of Colorado
Digital Retirement Solutions, Inc
Jean Helzer
Jan-Pro Cleaning Systems of Colorado
Heidi Markley
Bob and Jill Munroe
Diana Page
David and Vicki Pemberton
Personal Assistance Services of Colorado
Kermit and Elizabeth Shields
Jean Skaggs
United Healthcare
Universal Property Management
Wells Fargo Foundation

Silver \$250–\$999

A Better Life Experience
Activity Options
Alliance
Jean Armour
David Bortnem
Broomhall Brothers, Inc.
David and Jerilyn Burry
Sandi Cardenas
Dana Cogan and Lynette Luhnnow
Colorado Knights of Columbus #9597
Colorado Volunteer Ski Team
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John and Joanne Elliott
Frank and Kathleen Evans
Rich and Teresa Evans
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Suzanne Gagnon
James and Joan Glasmann
Art Hogling and Sydney Bernard-Hogling
Marcia Hughes & James Terrell
Jefferson Center for Mental Health
Jenkins Wealth
JP Morgan Chase Bank
Gerry and Frances Kaveny
David and Joni Krickbaum
Mai Huong Lee
Charles and Joy Lowe
Ron and Pat Marquez
Rose Mary Martien
Don Mitrani
Rand and Barb Moritzky
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Beverly Winters

Bronze \$100–\$249

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Clare Bruno
Joleen Bunt
Laura Burczyk
Veronica Burke
Linda Clark
Darby Colbert
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Patrick and Rennee Coschignano
David Cronin
Michael and Vivienne D'Amato
Margaret Dougherty
Tammy Drumright
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Dr. Michael and Amber Miller
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James and Peggy Muhn
Bob and Mary Jane Orlando
Gregory and Shirley Owen
Jason and Jamie Pendleton
David Perreault
Mellodee Phillips
Joseph and Jill Polito
Richard and Debra Powers
Gary and Gayle Ray
Violet Robinson Easterling

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Mark and Marcia Sadler
Dr. James Schoemer
SCU Community Foundation
Mark and Stacy Springston
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Jack Stunkard
Justin Troupe
Xavier and Michaela Valenzuela
Suzette Vandivier
Alys Veal
Paul and Mary Ann Weber
Fred and Marjorie Weech
Henry and Mary Wiethake
Lori Wightman
David Wier
Gary and Diana Wink

Friends Up to \$99

Hugh and Bea Adams
Stuart and Janie Allen
James and Debra Anderson
Joyce Baker
Bruce Bangers
Cathy Bartle
Jan Beckett
Frances Kay Benson
Bret and Kathleen Billings
Lark Birdsong
Chris and Priscilla Bishop
Robert and Barbara Bogg
Michael and Karen Brasselero
Abigail Breitenbach
Dennis and Cheryl Brungardt
Ester Bryant
Bob and Ginny Bucheit
Thomas and Melody Ann Button
William and Lola Campbell
Sarah Chase-McRorie
Jamie Chrisco
Mary Christ
Sherri Christmas
Robert and Joyce Clark
Gena Colbert
Frankie Cole
Kirk Conner
Phuong Dang
Edwin Dauenhauer
John and Laurie Davis
Pam Davis
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Milton and Stephanie Dilworth
Ruth Egging
Jeraldine Elliott
Keith and Adrienne Fahey
Fall River Employee Benefits
Dr. Dan Fishbein
Patrick and Sharon Fitzgerald

Robert and Candace Frie
 Deborah Gardner-Evans
 Give With Liberty Employee
 Donations
 Theresa Godinez
 Gene and Corinne Gray
 Alex Gutierrez
 Fred and Jill Hartmann
 James Hastert
 Debra Heglin
 Leonard and Carole Hemphill
 Pamela Herrlein
 Ed Hines
 Mike and Dianne Hitchingham
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 William and Janice Howie
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 Leslie Kibbee
 Severt and Mary Kvamme
 Carole Lewis
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 Merle and Martha Lydick
 Ayawoa Magloe
 Stuart Marlatt
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 Sara Metzler
 The Miera Family
 James and Rosalind Miller

Kendra Moore
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 Aice Parisot
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 Sara Rainbolt
 Nancy Ratay
 John and Jean Ruger
 Diane Saurini
 Representative Sue Schafer
 Schaffer Family
 Jodi Schoemer
 Joseph Shippley
 Gene and Marilou Shreck
 Barbara Sigg
 Gary and Brenda Smith
 Eugene and Lucille Smith
 Anne Stavig and Hal Sargent
 Jennifer Shapiro
 Kelly Sheeder
 Bernard Steblay
 Robert and Michelle Stocking
 Scott and Shirleen Tucker
 George Valuck
 Danette Velasquez
 Chris and Heather Wacinski
 Kent Willis

Gifts In-Kind

240 Union
 Adams Mystery Playhouse
 Ameristar Casino Resort Spa
 Black Hawk
 Arapahoe Basin
 Chris Arellano
 Liz Card
 Castle Marne
 Cheesecake Factory
 Cheyenne Frontier Days
 Children's Museum of Denver
 Chipotle
 City of Englewood: Pirates Cove
 Aquatic Center
 City of Wheat Ridge Parks and
 Recreation
 Colorado Music Festival
 Colorado Railroad Museum
 Colorado Symphony Orchestra
 Comedy Works
 Denver Art Museum
 Denver Botanic Gardens
 Denver Film Society
 Denver Firefighters Museum
 Denver Museum of Nature & Science
 Denver Young Artists Orchestra
 Downtown Aquarium
 Elich Gardens
 Flatirons Golf Course
 Floyds 99 Barbershops
 Forney Museum of Transportation
 Fossil Trace Golf Club
 Georgetown Loop Railroad

Green Leaf Massage Center
 History Colorado
 Hiwan Golf Club
 Howl At The Moon Denver
 Tim Hulstrom
 Kroenke Sports Enterprises
 Lake Valley Golf Club
 Lakewood Symphony Orchestra
 Legacy Ridge Golf Club
 Sue Lewis
 Lodge Casino
 Lodo's Bar And Grill
 Lollipop Park
 Maggiano's Little Italy
 Maintou And Pikes Peak Railway
 Ron and Pat Marquez
 MBodied Art Studio
 Melting Pot
 Rand and Barb Moritzky
 National Western Stock Show
 and Rodeo
 Royal Gorge Bridge & Park
 Royal Gorge Route Railroad
 John and Jean Ruger
 Santa's Workshop
 Seven 30 South
 Sipping N' Painting Hampden
 Starbucks Coffee
 The Paint Cellar
 Voodoo Comedy Playhouse
 White Fence Farm

Memorials

During Fiscal Year 2015–2016, 33 donors honored their loved ones with memorial gifts to DDRC. These gifts benefited the department of the family's choosing including 25th Hour, DDRC Unrestricted Funds, the Memorial Garden, QLO, Respite/Child Care Fund, Self Determination, and Weiland.

DDRC is deeply grateful to families who remember our nonprofit in their estate plans. This past year DDRC was the recipient of funds from The Estate of Daplyne Monthei and The Estate of Wayne Whitlock. Their support will benefit people in services for years to come.

In Memory of Alice Parker:
 Brenda Anderson

In Memory of Ann Schafer:
 James H. Bond
 N. Lewis and Myra Prewitt

In Memory of Chris Metcalf:
 Susan Bratschun
 Joanne, Gary, Rebecca & Paul Croll
 Donald and Jane Dahlstrom-Quinn
 Michael and Susan Stevens
 Cynthia Strecker

In Memory of Cyndi Benedict:
 Jocelyn Klein
 Patti Stephen

In Memory of Florence Gunnison:
 Donna Gunnison

In Memory of Gladys Kunkel:
 Dorothy Donovan

In Memory of Helen Roulette:
 Michael Roulette

In Memory of Joe Elect:
 Cathy Westervelt

In Memory of Julie Strand:
 Heer Mortuaries

In Memory of Kalamah Woldemariam:
 Pat Bolton

In Memory of Linda Donovan:
 Arlan and Gwendolyn Ecklund

In Memory of Matthew Buehler:
 Linda Chalupsky
 Ms. Lynne Devore and Val Jelinek
 Lori Wightman
 Ms. Shelly Wise

In Memory of Renee Bryant:
 B.J. Brodt
 Kendall-Whittier Elementary School
 Stacey Vinson

In Memory of Shannon Markley:
 Rae Garrett
 Patrice Jacobs
 Mark Jellison
 Heidi Markley
 Wyn Taylor
 Gary and Diana Wink

THANK YOU *sponsors for your support and generosity!*

24TH ANNUAL GOLF FUNDRAISER



You have all made a difference in the lives of people receiving services at DDRC!

Thanks to all our sponsors, golfers, staff and volunteers for a fun filled day at an incredible venue in Jefferson County, Hiwan Golf Club. Besides beautiful scenery, there was wildlife, including elk and deer to enjoy! The weather was on our side—cool and no rain. The Hiwan staff were accommodating and the greens continue to be a challenge. This year's tournament netted nearly **\$37,000** to be used to support people with intellectual and developmental disabilities.

TOURNAMENT SPONSOR

- Spectrum



ALBATROSS SPONSOR

- FirstBank

In case you're wondering, "Albatross" is the formal name for double eagle.



EAGLE SPONSOR

- Century Link



BIRDIE SPONSORS

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- Center Point Insurance Group
- Delta Dental
- Flynn Roofing
- Cresco Properties
- Tedeschi Cavalier Group of Wells Fargo Advisor

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- Jenkins Wealth
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- Jefferson Center for Mental Health
- Ralston Creek Sertoma Club

HOLE SPONSORS

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- Broomhall Brothers Mechanical Contractors
- Activity Options
- J.P. Morgan
- Davis Graham & Stubbs, LLC
- Logan, Thomas & Johnson LLC

IN-KIND SPONSORS

- Center Pointe Insurance Group – Hole In One Insurance
- Let's Frame It of Arvada – Awards

CONGRATULATIONS TO OUR TOURNAMENT WINNERS—WITH A SCORE OF 55!

- Flynn Southwest LP
- Sean Beckham, Rob McReynolds, Jeff Roy and Niche Coufal

A BIG SHOUT OUT TO OUR DEDICATED GOLF COMMITTEE AND VOLUNTEERS:

- Josh Stransky – DDF Board President
- Dianne Hitchingam – DDRC Staff
- Renee Hazlewood – DDF Board Member
- Ron Marquez – DDRC Staff
- Megan Martin – DDRC Staff
- Barb Moritzky – DDF Board Member
- Mandy Williams – DDF Board Member
- Frankie Cole – DDRC Board Member
- Susan Hartley – DDRC Board Member
- Shayne Newton – U.S. Navy
- John Fennick – U.S. Navy
- Eric Tellez – First Bank

FINANCIAL ACTIVITIES

FISCAL YEAR ENDING JUNE 30, 2016

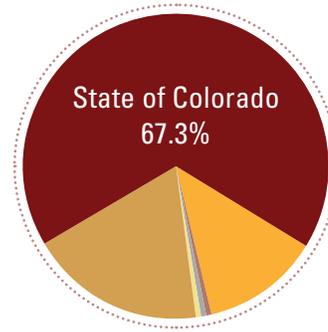
REVENUES

Fees for service from government agencies and grants	
State of Colorado	\$26,566,611
Jefferson County Commissioners	7,367,336
Grants	271,761
<hr/>	
Total fees for service from government agencies ...	\$34,205,708
Public Donations	251,432
Vocational Contracts	149,547
Other	4,885,052
<hr/>	
TOTAL REVENUES AND SUPPORT	\$39,491,739

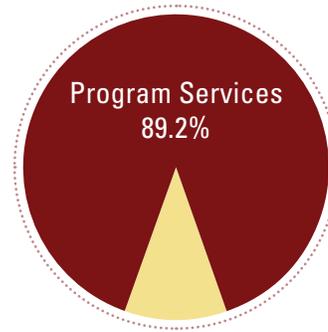
EXPENSES

Program Services	
Early Intervention	2,442,686
Case Management	3,960,933
Grants and Other	1,827,800
Family and Supported Living	4,962,568
Comprehensive Services	19,497,581
<hr/>	
Total Program Services	\$32,691,568
Support Services	
Administration	3,734,767
Development	213,048
<hr/>	
TOTAL EXPENSES	\$36,639,383

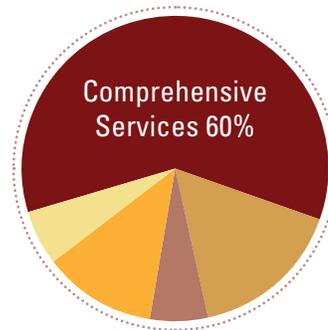
Net assets, beginning of the year	\$22,098,268
Net assets, end of the year	\$24,950,614
<hr/>	
CHANGE IN NET ASSETS	\$2,852,346



REVENUES



EXPENSES



PROGRAM SERVICES



YEARS OF SERVICE *Celebrating 5 to 35 Years*

5 YEARS

Muinat (Abby) Akindele
 Nancy Bostron
 Elizabeth Eriacho
 Carla Hale
 Andrew Hallam
 Marcia Isaac
 Anne Jones
 Annie Kimbrel
 Daniel Kuglin
 Marc Lagae
 Heather Magyar
 Nicole Postma
 Kerri West
 Manuel Wilson

10 YEARS

Enrica Alexander
 Molly Balmes
 Shirleen Hueslman
 Penny Murrison
 Patti Ocelnik
 Joan Skinner

15 YEARS

Sami Aichlmayr
 Matt Bowman
 Charles Chretien
 Stephanie Cline
 Roanna Davis
 Ronald Hebrank
 Monica Jeske
 Jeff Strickland
 Jodi Velasquez
 Wendy Woodman

20 YEARS

Bruce Fritz
 Richard Granquist
 Lynn Hubbard Inselman
 Rhonda Hudson
 Zannie Wyant

25 YEARS

Suzanne Coffey
 Jerry (Brad) Ellsworth
 Valerie Hicks
 Richard Lovato
 Jeanne Terrell
 Joan Themm

30 YEARS

Jane Byron
 Karen Caspersen
 Diana Smith-Patty

35 YEARS



Deborah Gordon



Verna Jaquez



Susan Johnson



Steven Lewis



Ron Marquez



Mary Santangelo



Julia Wenning

THANK YOU ALL FOR A COMBINED **865** YEARS OF DEDICATION
TO PEOPLE WITH DEVELOPMENTAL DISABILITIES!



OUR HEROES: DEDICATED ADVOCATES

DDRC is rich in advocates who have championed the success of people with intellectual and developmental disabilities (IDD) for over 53 years!

DDRC depends on a dedicated board of directors, a strong administration, hardworking staff, friends, parents, volunteers, approved service agencies, Alliance of Colorado and Arc of Jefferson, Clear Creek and Gilpin Counties. They are all advocates who champion IDD causes at the legislature and state departments, local county governments, businesses, chambers of commerce, civic groups, other nonprofits, the cities in Jefferson, Clear Creek, Gilpin and Summit Counties and when necessary the Federal Government.



Developmental Disabilities Resource Center

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

303.233.3363

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