



We Build on Abilities

.....
**Marking 55 Years
1964-2019**

Our Mission

is to create opportunities for people of all ages with intellectual and developmental disabilities and their families to participate fully in the community.

We work to promote inclusion in all aspects of life and to provide opportunities for all to live their best lives. Our values of quality, dignity and choice guide us in this meaningful pursuit.

We provide service coordination and case management to link individuals and families with services, providers and community service agencies, and we also provide a vast array of services directly. In fact, DDRC provides services in almost every facet of people's lives. This includes early intervention, respite care, behavioral services, personal care, homemaker services, assistive technology, residential opportunities, help with employment, day programs, therapeutic learning and recreation, and overall assisting with life in the community and support for families.



To the Community

Dear DDRC Community & Friends,

How gratifying it is to mark 55 years as an organization uplifting children, youth and adults with intellectual and developmental delays or disabilities (IDD) and their families to make a difference in their lives. Our staff and providers work hard to serve each individual with a person-centered approach that transforms their life experience through services that build skills, independence and opportunities that support a quality life.

Our services range from intermittent support to intensive care for people with all levels of challenges, talents and goals. We serve many people throughout their lifetime and are the primary entry point for people with IDD in Jefferson, Clear Creek, Gilpin and Summit Counties.

Our mission, vision and values, and the impact of DDRC services are highlighted in this annual report. This important work is achieved through our committed staff, the leadership of our Board of Directors, and the support of families, business and agency partners, funders, donors, volunteers, and the communities we serve.

As we begin a new decade in 2020, we thank you for your belief, trust and support of our mission! Together we build great lives and communities!

With deep appreciation,



Beverly Winters

Beverly Winters
Executive Director

CD Pemberton

David Pemberton
President, Board of Directors



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Executive Leadership

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Financials

July 1, 2018 – June 30, 2019

REVENUES

Fees for service from Gov't Agencies and Grants:

State of Colorado	\$26,547,000
Jefferson County	\$9,232,000
Grants and Other	\$663,000

Total Fees for Service from Gov't Agencies and Grants **\$36,442,000**

Public Donations	\$86,000
Vocational Contracts	\$99,000
Other	\$2,903,000

TOTAL REVENUES **\$39,530,000**

EXPENSES

Program Services Expenses:

Case Management	\$4,979,000
Day and Transportation	\$8,070,000
Early Intervention	\$3,853,000
Family Support	\$978,000
Other Program	\$1,965,000
Personal Assistance	\$2,712,000
Residential	\$12,074,000

Total Program Services **\$34,631,000**

Support Services Expenses:

Administration	\$4,086,000
Development	\$191,000

Total Support Services **\$4,277,000**

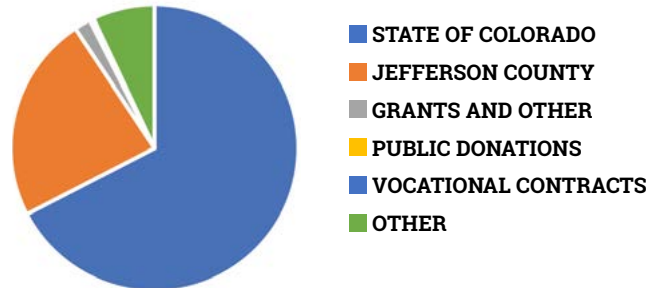
TOTAL EXPENSES **\$38,908,000**

CHANGE IN NET ASSETS

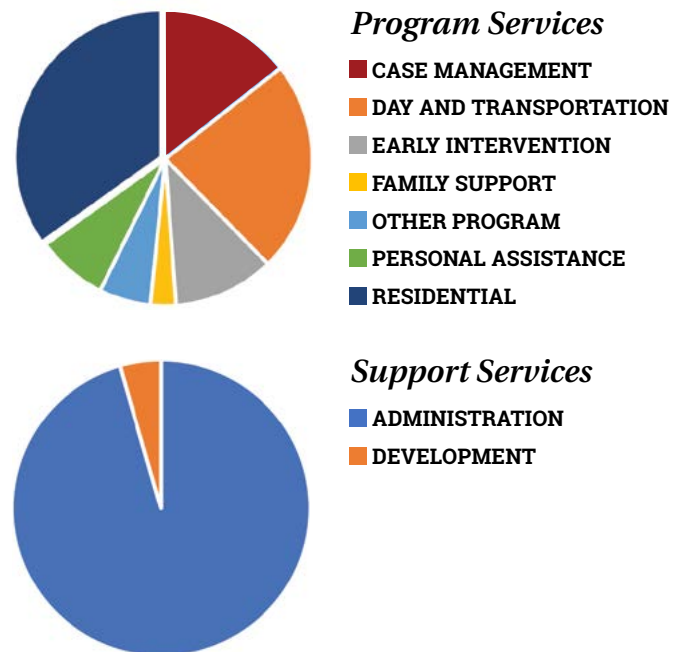
Net Assets, Beginning of Year	\$26,372,000
Net Assets, End of Year	\$26,994,000

Change in Net Assets **\$622,000**

REVENUES



EXPENSES



Strategic Plan Progress

Expand Services and Service Options

- ✿ Worked with others to be a force of advocacy on various policy and funding fronts. We are advocating to “end the wait” for people needing comprehensive disability services through legislation that commits more resources and funding, and we are advocating increased provider rates and staff compensation to improve capacity for choices in services and a knowledgeable workforce.
- ✿ Expanded our services in employment support, as well as host home, supported apartment living and family care giver settings. These expanded services are in addition to our vast array of other services that occur in individual and family homes as well as residential, day program and other community settings.
- ✿ Took on and are implementing several new programs, including the Children’s Habilitation Residential Program that was transferred from Dept. of Human Services and we set up three new Supported Living Services options that were approved by the state.

Provide Easy Access to information

- ✿ Invested in more case management staff to keep caseloads smaller and enable more interface with individuals and families.
- ✿ Expanded information via our website, Enewsletters, outreach and “Navigation” events.
- ✿ Held two Navigation events to equip families with information about eligibility for services, the funding and resources available, and how this all works. These events covered basic and advanced information on Medicaid Waiver services, housing/independent living, employment and stations to answer family-specific questions.

Support Best Practices in Operations

- ✿ Put additional measures in place regarding best practices in technology, cyber security, staff training, workplace security, goal alignment and transparency. We appreciate the need for smart business practices and innovations in order to be sustainable into the future.
- ✿ Continued our track record of clean audits and excellent surveys by external auditors and oversight agencies.
- ✿ Almost 90 % of our budget goes to services. Our administrative costs are about 10%, considered excellent by nonprofit standards and demonstrating our stewardship responsibility of the funds entrusted to us.

Enhance Service Delivery Experience

- ✿ Gave increased attention to hiring, onboarding, training, leadership development, employee engagement and communication to help ensure a positive service delivery experience. Throughout the year we held trainings and meetings to focus on person-centered approaches to service delivery and meeting customer needs.
- ✿ Held a “Community Conversation” session to seek feedback about service delivery so that we may better understand and meet the needs of people we serve.

Golf Tournament Sponsors



Golfers, volunteers, and supporters of DDRC's mission gathered at Hiwan Golf Club in Evergreen, CO for Luau on the Links, the DDRC and Developmental Disabilities Foundation's 27th Annual Golf Tournament Fundraiser.

The sold-out tournament gave participants the chance to flaunt their Hawaiian best while golfing to support DDRC's Children and Family Services Unmet Needs Fund. The event raised \$48,750. Thank you to the 2019 sponsors and golfers!

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Supporter Appreciation

In this 55th year since DDRC's founding, the time and treasure of our many donors, volunteers and board members are as important as ever. We celebrated them with a summer soiree at the Lakewood Heritage Center. Past and present DDRC Board of Directors posed together at the celebration. Thank you for supporting DDRC!



Scope and Measures 2019

4,557
children and
adults served
through
DDRC



130+ new enrollments for Medicaid waiver
6% growth in DD waiver/comprehensive service (adults)

20+ hours of free Behavioral Health classes for caregivers, teachers, parents, etc.

26 "Conversation Corner" group sessions facilitated by Behavioral Health

50% reduction in wait time for Behavioral Health services from 2017

157 enrolled in Therapeutic Learning Connections – Recreation
69 athletes participated in TLC-Recreation
305 hours spent training/competing in "unified sports" (with/without disabilities)
33 volunteer coaches/partners help athletes/program



EARLY INTERVENTION (EI)

1130+ infants and toddlers enrolled in EI

12% increase in enrollment



37 companies employ individuals receiving DDRC Employment Services support



95 Self-Determination grants awarded for skill building, home safety, technology and more



5,187 Volunteer hours contributed with DDRC Volunteer Services

468 Volunteers working with DDRC Volunteer Services



1,000+ community activities offered through DDRC's Walters and Weiland Centers



QUALITY LIVING OPTIONS

156 individuals reside in family care, host home, apartment or group homes

16 new host home providers brought-on in 2019. 50+ total approved

10 years average longevity of host home providers

Tripled enrollment in Family Caregiver Model of Services (HCBS Waiver)



733 families served in Family Support Services Program (FSSP)

33% of FSSP funds go to respite

29% of FSSP funds go to professional therapy (OT, speech, behavioral, etc.)

89% say FSSP is helpful in meeting the needs of their family

Quality Dignity Choice



Quality Insight and Speaking with Dignity

Thinking about living independently or finding the right job can be intimidating for individuals with disabilities and their families. We explored these topics and more in DDRC's spring and fall Navigating the World of IDD Services events. To elevate the discussion, DDRC assembled staff specialists and outside experts from state and local government, school transition services and various provider and nonprofit perspectives. The specialists shared insights and advice in the independent living and employment services arenas.

Most moving was hearing from individuals with disabilities. Emily Waldo talked about her time doing the DDRC's Quality Living Options Stonebridge independent living training and stressed that people shouldn't be afraid. "I learned how to contact the facility manager if something wasn't right, did bills, cooked, learned a new bus route and more. Everyone should give this a try," she said. Myrriah Bland, who receives employment supports from DDRC shared her experience of starting and moving up in her job at Safeway. She succeeded in becoming a cashier, a job she enjoys for the opportunity to interact more with customers. "I could do this because of the supports I had and I tried hard. My Safeway manager and Doug, my DDRC job coach, have been so helpful," she shared. Myrriah is pictured above, standing between DDRC staff and Emily is shown at the top, seated at the far end of the panelists' table.



Showing Quality, Dignity and Choice in Action

Lisa Barraza, an individual receiving services from DDRC reflected on her modeling with Rockin' the Runway Together, saying, "I was proud of my outfit and so happy to be a part of it."

The event showcased individuals with intellectual and developmental disabilities alongside other community models—not on the sidelines! The dignity of each participant shined through and models chose how to express their unique selves. People from nonprofits, area businesses and local government came together with DDRC to do the fashion show, and in the process gained a greater understanding of inclusion and each other. It was a step toward DDRC's and partners' vision that people in the community will welcome individuals with disabilities in all aspects of life. What a fun and quality way to accomplish that!





Choosing to be Fully Involved Enhances Quality of Life

Jerry Handley leads a full life and has found opportunities through DDRC's many avenues of support. Working with a DDRC job coach who helped with interview skills, initial training and paperwork, Jerry landed a job at Pizza Hut in Denver West/Lakewood. Weekly job coaching continued for many years, and owing to his determination, this year he received an MVP award for his 20 years with the company. Work brings economic security, pride and dignity. "My favorite thing is being part of a team," Jerry says of his job.

Jerry also finds fulfillment by participating in DDRC's Adult Vocational Services community-based program, where he chooses activities and new experiences, and has volunteered with DDRC's Meals on Wheels group. He is also involved with DDRC's Therapeutic Learning Connections, which offers other learning and recreation opportunities, such as a tour of the Broncos Stadium – his recent favorite. He is shown on the left in the picture above.



Early Intervention for Eva

Eva was born with heart problems requiring surgery as a baby. The cardiologist, recognizing other significant issues with a sobering prognosis, referred Eva and her parents to DDRC's Early Intervention (EI).

DDRC connected them to other resources, which mom Lynsey said would have taken them months to understand and find. DDRC guided them to genetic testing that showed Eva's challenges and with DDRC's help they were able to get funding for services. "That was huge," Lynsey said. Eva needed special daily living equipment and weekly speech, physical and occupational therapies, as well as vision services, all of which DDRC provided or arranged for, along with respite care. Lynsey says DDRC's EI coordinators were sensitive to her and her husband's needs to digest advice as they were ready. "When your child isn't typical, it hurts every time you face that," Lynsey shares. Fortunately, with supports, therapies and resolve, Eva made great progress.

"DDRC advocated well in advance of Eva's transition to preschool to get us to the next services and right people, and since DDRC has all the disciplines, they have a picture of the whole child. They even checked-in with us after Eva transitioned from EI," Lynsey said. This initiative and depth of knowledge shows DDRC's quality services. Lynsey advises parents not to put barriers around their child thinking they "can't." After all, just look at Eva now!



Stable Housing Blossoms into New Job Adventure

A rough start in life and being in and out of foster homes can leave one feeling lost. That was Greg's experience, a man receiving DDRC services. The group home where he lived previously was noisy, with too many people for him and reminded him of a foster home. Greg was happy for the opportunity to move into the modest condo owned by DDRC, saying now he knows where he will be tomorrow. The condo gives him a place to have a "soulmate," a little dog he adores. When asked what it would be like without this housing opportunity Greg said, "It wouldn't be much of a life."

This year, Greg used his sense of stability to pursue a job. DDRC staff knew that Greg wanted to work outdoors. DDRC's Quality Living Options (residential services) and DDRC Employment Services staff teamed-up to help Greg as he prepared applications, interviews and then landed a seasonal groundskeeping job with Denver Botanic Gardens. They also helped familiarize him with his bus commute and transfers, which he embraced with determination and confidence. Greg says his managers and coworkers are great. He finds meaning in keeping the grounds looking good and he loves the quiet beauty of the gardens. "I could live here!" he exclaims.



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July 1, 2018 - June 30, 2019 Fiscal Year

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Annual Awards



So much of what DDRC does is enhanced through the efforts of community leaders, partners, friends, exemplary employees and individuals we serve who inspire us. Thank you, awardees!



Legislator of the Year Award

Senator Rachel Zenzinger advocated tirelessly for a 2019 state budget that prioritizes services for people with intellectual and developmental disabilities (IDD), including Home and Community Based waiver resources for families experiencing an emergency, and helping an additional 150 families who have waited years to receive comprehensive resources. She sponsored the IDD Awareness Day Proclamation, helps educate the General Assembly about IDD, ensured an additional \$22M of state funds for special education and sponsored a bill to improve voting options for people with disabilities. A true leader!



Special Recognition Awards

Natural Grocers has employed people with intellectual disabilities for years. Joan has worked in their distribution center for 16 years. They support Joan to grow her skills, entrust her to demonstrate procedures for new employees and respect her ability to connect people. TJ Hallett, Joan's manager, shared: "Joan lifts all of us up!" They sought training from DDRC on how to talk about inclusion in the workplace and build a strong company Employment First perspective. They are leading by example.



Paul Mitchell The School in Belmar teaches students about beauty, hair care and giving back. They joined DDRC and partners in the uplifting Rockin' the Runway fashion show featuring people of all abilities. They spent hours helping with event plans, participating in outfit selections with models, and doing hair and makeup. They cared to get to know individuals with disabilities and helped make the experience wonderful for models from nonprofits, businesses and the City of Lakewood. Thank you Vannessa Torres, Lindsay Gobeli and Paul Mitchell The School.





Partner of the Year Award

Fairfield Inn and Suites Denver West/ Federal Center opened in 2019 recognizing the roots of their site (the DDRC Bruno building) with a permanent sign dedicated to DDRC and a commitment to engage with us. They stepped up as the lead sponsor of the 2019 DDRC/DD Foundation golf tournament to aid DDRC's Children and Family Services Unmet Needs Fund, helped our fundraiser for Quality Living Services, volunteered with us, participated in our Holiday Bazaar and are open to employing individuals we serve. Thank you, Andrew DeBruzzi and the Fairfield Inn team.



Friend Award

Over the past 20 or more years the Empire Elks Lodge #1493 and Galaxy Temple #1131 have worked hand-in-hand to organize, cook for and provide everything for a Summer BBQ with all the "fixings" and Winter Holiday lunch complete with goody bags for 100 plus participants of the DDRC Walters Center activities. Their members come from far across the metro area to volunteer. Most important are the friendships and understandings that have grown from these interactions with the Walters Center. Thank you, Sean Smith, Loradale Smith and your generous, dedicated team of volunteers!



Hero Award

Mike and Tami Herd received the Hero Award in recognition of their efforts and achievement in meeting the challenges of living with disabilities. For over 20 years they have been tenacious in gaining support to be employed, and they bought a home. They have worked hard to be as independent as they can be and to give back. Their volunteer efforts include mowing the lawn of their church. They participate in DDRC's Recreation Program, help other athletes, compete in fundraisers such as the Colfax Marathon, and have been DDRC's representatives in the Jefferson Center's putt-putt golf event.





Charlie Allinson Award

Melanie White received this award, named after an esteemed state director who was a strong advocate for advancing services. Melanie is the Site Coordinator for the DDRC Weiland day program, supervising 34 employees who serve 110 women and men. She led her team to design supports that are individualized and responsive to each person served. She embraces staff development, champions employee engagement, revamped onboarding to be more effective and ensures efforts align with organizational goals. She also shares her talents by serving on DDRC-wide committees for employee recognition, employee engagement and software operations.



Peg Johnstone Above & Beyond Award

This award, given in memory of a beloved past DDRC Executive Director, honors direct support professionals (DSPs) for their crucial work on the front lines of care and support. Three DSPs received awards which were sponsored by the DD Foundation and included a financial gift.

Sharon Madigan, an employee of DDRC's Adult Vocational Services (AVS) for 13 years, has always taken the effort to make each day meaningful and successful for every person she serves. She is hard-working, flexible, caring and thinks about each individual's hope and needs. She even checks up on people if they miss days at the AVS program.

David Trione started his career as a DSP with DDRC. He also helped his spouse care for her developmentally disabled son, and when she passed away in 2018, David stepped up to become the young man's legal guardian. He renovated his house per HUD regulations and completed the requirements to get the young man into the Comprehensive Waiver.

Jim Webber has worked 9 years with DDRC supervising work crews of individuals with developmental disabilities, including supervising the first employees of DDRC's new Café Soul training program. He has been creative in developing ways to help individuals with physical challenges perform tasks. He went above and beyond to help a trainee who was especially hesitant to move from Café Soul into a community job to develop the confidence to do so.

Outreach, Activities and Highlights

JANUARY/FEBRUARY

Adult Vocational Services holds 1,000+ community activities throughout year
Resource Outreach with Jeffco Schools SEAC (Special Ed Advisory Council)
IDD Awareness Day at the Capitol & DDRC Direct Service Providers recognized
Community conversation with Jefferson County Library
Fairfield Inn & Suites Grand Opening and dedication plaque to DDRC

MARCH/APRIL

Sponsor and attend "Achieve With Us Film Fest" with The Arc of Colorado
Collaboration and information exchange with Jeffco Schools Transition Services
Volunteer outreach event with Lucky's Market Wheat Ridge
DDRC Navigating the World of IDD Sessions and Independent Living Panel
Sponsor and attend Good News Breakfast – Jeffco

MAY/JUNE

Participate in Colfax Marathon– One of 100+ Therapeutic Learning Connections events
Participate with resource outreach table at Senior Law Day
Beneficiary of Crawfish Boil Fundraiser in Evergreen
DDRC Years of Service Employee Recognition
Keynote Speaker and DDRC awardee at Triad Early Childhood Council Awards
Rockin' The Runway Together with partners/community
Weiland Community Support Group hosts summer celebration
DDRC Supporter Appreciation reception

JULY/AUGUST

Early Intervention hosts monthly learning/development sessions for area providers
DDRC Art & Soul Art Show at Apex Community Center in Arvada
DDRC/DDF 27th Annual Golf Tournament
DDRC affiliated employer recognized in Colorado APSE Awards
Jeffco Clerk/Recorder and Motor Vehicles host DDRC promo and donations for DDRC
DDRC sponsors team in Jefferson Center's Putt Your Stuff event
Legislative BBQ with Jeffco nonprofit partners

SEPTEMBER/OCTOBER

Direct Support Professionals Week celebrated
DDRC Navigating the World of IDD sessions and Employment Services Panel
Participate in The Arc Jefferson, Clear Creek, Gilpin Luncheon
Resource outreach at Helping Kids Thrive with Golden Rotary/Jefferson Center
DDRC individual recognized at Dept. Vocational Rehab Awards
DDRC Annual Appeal Letter focusing on supported employment services
Resource outreach at Jefferson County Human Services fair
DDRC Annual Corporation Meeting and Awards
Participate in Senior Resource Center Annual Luncheon

NOVEMBER/DECEMBER

Participate in CO Respite Coalition Fair in Summit County
Outreach for End the Wait Campaign with Alliance CO
DDRC Players perform A Christmas Carol at Colorado Acts
DDRC Colorado Gives Day
18th Annual Holiday Bazaar and Silent Auction
Holiday Open House hosted by volunteers to benefit older adults with IDD
Holiday gift drives with Federal Center, Masons, Kaiser Wheat Ridge, Clement Center, McDonalds and others



2019 REPORT OF ACTIVITIES | 2018/2019 FINANCIALS

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