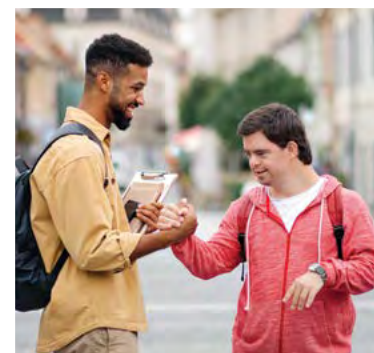




# OUR MISSION

is to create opportunities for people of all ages with intellectual and developmental disabilities (IDD) and their families to participate fully in the community. We promote their inclusion in all aspects of life and seek to provide opportunities for people of all abilities to live their best lives. Our values of quality, dignity and choice guide us in this work.

We provide service coordination and case management to link individuals and families with services, providers and community resources, 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, overall assisting with life in the community and support for families.



## BOARD OF DIRECTORS

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+ those retiring/resigning  
off the board during 2021  
(Jan. - Dec.)

\* Those coming onto the  
board in 2021 (Jan. - Dec.)

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HUMAN RESOURCES

Gina Colbert,  
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Keith Frambro,  
CHIEF INFORMATION OFFICER

Jamie Haney Director,  
ACCESS & COMMUNITY

# TO THE COMMUNITY

Confident



In reflecting on the past year, we must recognize the resiliency, strength and dedication of the people we serve, DDRC staff and the Board of Directors. It has been a challenging time, with the pandemic dragging into a second year, but we can report that the Developmental Disabilities Resource Center has come through the challenges. We are in good financial condition and are providing all services that can be provided under the circumstances. We've seen determination from our community to make the best of a difficult time. We've seen patience, perseverance and kindness.



**V**olunteers stepped up and went above and beyond. Advocates and friends contacted their government representatives to make sure they are aware of the needs of individuals with IDD. The people we serve, and their families, are adapting with incredible grace considering the disruptions to their lives. They were patient as we implemented health and safety directives. These health and safety measures, and telehealth and virtual services, have helped keep services in place. Our staff have been extraordinary at keeping people not only safe but providing a sense of stability and encouragement.

Currently, we serve approximately 4,400 children and adults according to their choice and needs, from intermittent support to intensive care, and often over the course of their lifetime. During the past year, we have assisted more than 120 people and families who were on the waitlist to access crucial, comprehensive residential services, and another 220 people in accessing other waiver services. The number of families entering our vital early intervention services is up 35% from this same time last year, and we are serving nearly 1,000 children and families a month.

DDRC remains committed to being a great employer, knowing that it is through our talented and dedicated employees that we carry out our mission with excellence. We have continued our efforts around our Diversity, Equity and Inclusion, with the strong support of our Board of Directors.

We now face new challenges, including intense workforce shortages, evolving mandates, service delivery redesign and funding constraints. We continue to look for ways to recruit and retain

staff and acknowledge that staffing challenges have impacted our ability to provide some services to the level we had prior to the pandemic. Our many efforts to mitigate this include working with our state partners on new funding to recruit and retain a quality workforce, and to support solutions in the upcoming 2022 legislative session.

There are also significant impending service delivery redesign changes within the State of Colorado that affect DDRC and all Community Centered Boards, including one called Case Management Redesign. This will impact all long-term supports and services, including the Intellectual and Developmental Disabilities system. We have been involved in discussions of these initiatives throughout 2021. Our goal is to minimize the negative impacts this will have on individuals, families and employees. We will continue to do our best to help our community to stay up to date on these important changes and potential impacts.

While the future holds challenges, we are about making a positive difference for individuals and families. These challenges offer us an opportunity to not only survive, but to thrive. For nearly 60 years that has been the mission of DDRC, and we will continue to create opportunities for people with intellectual and developmental disabilities and their families to participate fully in the community. This community makes the difference, and we thank each of you for being a part of it!

**With great appreciation,**

Rob DeHerrera, *Executive Director*

C. David Pemberton, *President, Board of Directors*



# SELF-ADVOCACY

Be Yourself

**S**elf-Advocacy is central to leading a life that you want, but for people with developmental disabilities this has sometimes been overlooked or dismissed by the wider world. DDRC is committed to respect and facilitate this person-centered right for the people we serve. To emphasize that commitment, DDRC sponsored an experience in 2021 called *Art & Self-Advocacy* where participants explored what self-advocacy means to them and then they created artwork using words and images to reflect their ideas. Portions of their artwork are incorporated into this annual report.



## FINANCIALS

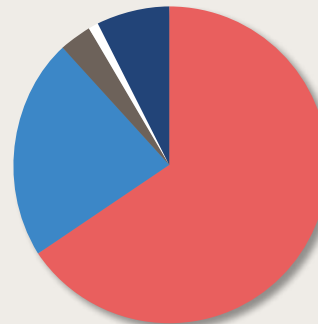
*July 1, 2020 – June 30, 2021 (Fiscal year)*

### REVENUES

Fees for Service from Gov't Agencies and Grants:	
State of Colorado	\$23,274,000
Jefferson County	\$10,360,000
Grants and Others	\$1,269,000
<b>Total Fees for Service from Gov't Agencies and Grants</b>	<b>\$34,903,000</b>
Public Donations and In Kind	\$340,000
Other	\$2,653,000
<b>TOTAL REVENUES</b>	<b>\$37,896,000</b>

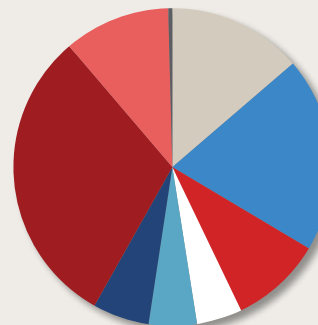
### EXPENSES

Program Services	
Case Management	\$5,353,000
Day and Transportation	\$6,005,000
Early Intervention	\$4,185,000
Family Support	\$1,226,000
Other Programs	\$1,729,000
Personal Assistance	\$1,949,000
Residential	\$11,077,000
<b>Total Program Services</b>	<b>\$31,524,000</b>
Support Services	
Administration	\$4,191,000
Development	\$166,000
<b>Total Support Services</b>	<b>\$4,357,000</b>
<b>TOTAL EXPENSES</b>	<b>\$35,881,000</b>



### REVENUES

STATE OF COLORADO
JEFFERSON COUNTY
GRANTS AND OTHER
PUBLIC DONATIONS
OTHER



### EXPENSES

CASE MANAGEMENT
DAY AND TRANSPORTATION
EARLY INTERVENTION
FAMILY SUPPORT
OTHER PROGRAM
PERSONAL ASSISTANCE
RESIDENTIAL
ADMINISTRATION
DEVELOPMENT

### CHANGE IN NET ASSETS

Net Assets, Beginning of Year	\$27,042,000
Net Assets, End of Year	\$29,057,000
<b>CHANGE IN NET ASSETS</b>	<b>\$2,015,000</b>

# ANNUAL MEETING AWARDS

Congratulations

**The impact DDRC makes would not be possible without the efforts of community leaders, partners, exemplary employees and the inspiring individuals we serve. Thank you and congratulations awardees!**

## HERO AWARD

Joanna Pomeroy's dogged spirit, even in daunting times, makes her a true hero! She lives independently in Lakewood and receives supported living services through DDRC. Her job at a movie theatre was shut down due to COVID-19. Determined to be employed and provide for her pets, she took a bus two hours each way across the metro area to another job. She secured DDRC Self Determination Initiative funds to create a video resume on DDRC's Employment Gateway website to pursue her desire to work with animals. She is developing relationships with employees at a pet store to create career connections and doesn't give up.



## CHARLIE ALLINSON

Michelle Loose has worked for DDRC for 32 years, supporting people in achieving their goals as they move through the stages of their lives. She takes the time to develop relationships with them and their support network which helps her better see each person's perspective and goals. She helps people understand a complex system, access services, find creative solutions to barriers, and advocate for themselves. Michelle makes a difference and is so deserving of this prestigious award.



## SPECIAL RECOGNITION AWARD

Three organizations shared the Special Recognition Award for their collaboration with DDRC on the COVID 19 DisAbility Vaccine Clinic.

The Arc of Jefferson, Clear Creek, Gilpin was instrumental in advocating for and planning the clinic, getting the word out to constituents, and providing day-of assurances to people getting their shots. Jefferson County Public Health Department was an ongoing source of guidance. Stride Community Health Center provided the vaccines and helped us secure press coverage that called attention to the health needs, circumstances and experiences of people with disabilities. We recognize the power of partnership!



**STRIDE**  
COMMUNITY HEALTH CENTER

## LEGISLATOR OF THE YEAR

State Representative Colin Larson (R), is a consistent ally for people with intellectual and developmental disabilities. Recently, he sponsored House Bill 21-1206, focused on Medicaid Transportation Services, which are so important in enabling access to day programs, employment and the community. He supported a bill to end subminimum wage employment, a practice to which people with IDD have been subjected. He is collaborating with DDRC and others on legislation for the 2022 session. He also volunteers with the Stepping Stones day program.



## PARTNER OF THE YEAR

The Colorado Dept. of Health Care Policy and Financing, Office of Community Living, led by Director Bonnie Silva, assisted DDRC and the IDD community in navigating the pandemic. They made a difference for DDRC relating to retainer payments for day program, rate enhancements, implementation of telehealth services, operational memos, weekly webinars for providers and CCBs, and more. They are also implementing the federal American Rescue Plan funds and prioritizing workforce issues.



**COLORADO**  
Department of Health Care  
Policy & Financing

Office of Community Living

## PEG JOHNSTONE ABOVE AND BEYOND AWARD

Tarik Razkane, Lorraine Martinez and John Herman (not pictured) are Direct Care Providers at DDRC's Weiland and Walters Centers. They were recognized by the Developmental Disabilities Foundation for making the lives of the people they support more rewarding. Tarik creates a guide about each person to ensure they are supported in a way that's consistently meaningful to them. Lorraine taught herself how to host individual and group Zoom activities during COVID and even helped people host their own virtual activities. The people we serve say they are excited for each day with John. When COVID restrictions loosened, he took a group on a fishing trip and provided a live Zoom link so people not comfortable attending in person could interreact and enjoy the day too.





# SCOPE AND REACH

Choice

**4,400 children**  
and adults served through  
DDRC according to their  
choice and needs.



**Hundreds of thousands**  
of hours of DDRC support  
provided in 2021, from  
intermittent support to  
intensive care.

**91% of individuals/families**  
receiving DDRC telehealth  
services felt they were able  
to communicate well with  
providers/team over telehealth  
(per 2021 survey).

## RESOURCE COORDINATION AND OTHER SERVICES

**120 people/families**  
were assisted to gain access  
to crucial, comprehensive  
residential services this  
past year and a half, ending  
their wait.

**220 people**  
were assisted in accessing  
other waiver services.

**800+ people**  
in our service area are  
waiting to be enrolled into  
comprehensive residential  
services due to lack of funding.



*"We've spent his entire life searching  
for options to help him... There will be  
a time we can't do this. The gratitude,  
you can't even imagine."*

*– The parent speaking about her  
34-year-old son who finally received  
a developmental disability waiver  
in 2021. They were among the 120  
families served by DDRC who were  
able to "end the wait" due to increased  
State of Colorado funding for new  
enrollments, something DDRC  
has been fighting for, for years,  
alongside many allies.*

### Family Support Services

**780+ families**  
were served in Family Support  
Services Program (FY20-21),  
and 35% of FSSP funds went  
to respite to help families.

### Behavioral Health Services

**24+ hours**  
of free Behavioral Health classes  
were taken by many caregivers,  
parents, teachers, etc.

*"I've taken several classes like this  
and this was the best one, I hope  
more caregivers will be able to  
experience benefiting from taking  
a class with you (DDRC)."*

*– Participant*



### Self Determination Initiative Funding

**64 people**  
applied for/participated in  
DDRC's Self Determination  
Initiative funding to achieve  
personal goals of skill building,  
technology access, video resume  
creation, home safety and more.



*"It's so awesome I have this  
funding and thank you  
(DDRC and Jeffco citizens)!"*

*– Young man with Cerebral Palsy  
undertaking rehab/training after  
an accident, to regain the ability to  
ride his bike, his main way to connect  
to his community, and to pursue his  
sports goals. The rehab was made  
possible with the help of DDRC Self  
Determination Initiative funds.*

# SCOPE AND REACH

## *Therapeutic Learning Connections (TLC)/Recreation*

### **New TLC activities**

included Adaptive Cycling – in collaboration with Denver Parks and Recreation, as well as pickleball, golf, frisbee golf, and farmers market adventures.

### **2,000 participants**

in 758 hours of in-person group activities from arts, to adventures, to learning, sports and more.

### **703 people**

participated in 133 hours of varied Zoom activities this year.

*“TLC has been a wonderful resource to our son! He was welcomed warmly from the start, making friends and enjoying the social gatherings, athletics, life skills classes, field trips, etc. He had a stroke in 2020 and we weren’t sure if he would be able to continue with this program. The staff continually checked in on him during his recovery and made the extra efforts to adapt to his needs, first via zoom events, and then back with the group in person! He loves going to TLC! The staff are in tune to his needs and work hard to help him improve his skills...it has tremendously helped him in his continuing recovery – physically, mentally, and socially.”*

*– Parents of TCL participant*

### **DDRC Partner/Volunteer, Robert Hulstrom,**

was inducted as the first-ever Special Olympics Colorado Unified Partner Awardee. Robert has volunteered with DDRC for 9 years across 7 sports!

### **59 athletes**

with disabilities were supported alongside 17 Unified Partners to play in leagues.



**6 Special Olympics Sports** and 49 local and state competitions, were offered to TLC participants.

*“We have really appreciated the opportunities that you and the staff have created for our son and the other participants. Your staff is always professional and friendly, and even when our son has a rough day for whatever reason, (staff) people are understanding ...and they serve as great role models and mentors to the participants. They are so helpful with scheduling and are upbeat and enthusiastic!... we are very grateful for you all at TLC!”*

*– Family*

## **Early Intervention (EI)**

### **~1,000 children (birth – 3 years)**

and their families were served each month by DDRC’s vital EI services.

**3 Assistive Technology** learning sessions were held, resulting in increased awareness and distribution of these tools for babies/children.

### **6-week**

virtual Mindfulness Series for parents/others was sponsored by EI.



### **15-month-long**

EI learning collaborative called BABIES was kicked off for service coordinators and providers to support fragile infants with developmental delays.

*“The (EI) staff were really respectful of me as an individual and me as a mother trying to make decisions for my kid.”*

*– Parent*

*“You guys have a great staff. You’re a part of a team when you work with them, they’re great.”*

*– Parent*

*“We’re really appreciative for everything you guys do, and our physical therapist was so amazing...We went from zero mobility to now she’s in gymnastics. She just went to her two year (old) well-visit and hit every milestone. So, we went from a 50% gross motor deficiency, and now we’re on track.*

*We couldn’t have done that without you guys.”*

*– Parent*



# SCOPE AND REACH

Choice

## DIRECT SERVICES

*(Day habilitation, residential, employment services and support services)*

### ~400+ adults

with IDD participated in various DDRC direct services.

### 35 additional

housing choice vouchers for rental assistance formerly known as Section 8, were available and coordinated by DDRC's Direct Services staff.

## Day Habilitation Programs

*"Thank you for all you do to help (our loved one) have a pleasurable experience at DDRC's Weiland programs. It means so much to her and to us... that (she) is happy and well cared for..."*

*– Family member*

### 254 adults

received DDRC Day Habilitation services, focusing on the needs of daily living, personal care and socialization.

### 2 locations,

Walters and Weiland Centers, along with places throughout the community, are used to deliver day habilitation services.

### Remote supports

and activities provided through Zoom have connected people otherwise served in different programs or departments, thus facilitating new friendships, interests and skills.



### "It's the people"

*said one young woman with disabilities participating in DDRC's day program and joining their weekly Meals on Wheels volunteering opportunity, as she explained why she enjoyed doing it. As part of the program's community connection opportunities, each week, participants delivered 40 Meals on Wheels meals to people in the community, experiencing the joy of making a difference for someone.*

### New expectations

are being fulfilled for increased interactions and access to the community

### New opportunities

were available for remote services and for one-on-one services with a support provider.

### "Excited about his progress,"

*was the sentiment expressed by parents of a person receiving 1:1 support this year who worked hard with his DDRC day program provider on recognizing 40 sight words and mastering reading sentences with those words, along with developing and applying money skills in the community. He was proud and excited too!*



## A Better Choice (ABC)

### 72 children and adults

with disabilities living in the family home received ABC services. Most of the services are provided on an individualized basis using a combination of family caregivers and agency direct support staff.





# SCOPE AND REACH

Caring

## Group Residential Services and Supports

**55 adult residents**  
were served in DDRC group homes

**8 group homes**  
are operated by DDRC,  
requiring licensure by the State.

**Numerous**  
COVID restrictions, requirements  
and testing were implemented.  
DDRC staff worked hard to keep  
residents healthy, safe, happy  
and connected to their families.

*Opportunities for community  
connections are valued and explored.  
When COVID restrictions loosened  
a bit, residents of DDRC group homes  
who participated in day programs  
volunteered weekly, finding it  
enjoyable to be engaged in and  
give back to the community.*

## Individual Residential Services and Supports

**39 people**  
were served through independent/  
semi-independent apartments  
located throughout the community.

**24 people**  
were served through Host Homes,  
where an individual or family  
shares their home and experiences.

**29 people**  
were served through the  
Family Caregiver model,  
where family provides services  
as a DDRC employee.

*"My brother is approaching 70 years old  
and is still learning, participating, and  
benefiting from being a member of DDRC.  
We could not have imagined this longevity  
and quality of life for him without DDRC."*

*- Family member*



## DDRC's Employment Services (ES)

**81 career seekers/job holders**  
with disabilities are served by  
ES with skills development, job  
matching and on-the-job support  
services to further competitive,  
community-integrated employment,  
and to try to reduce the 85%  
unemployment rate generally  
experienced by people with IDD.

**36 employers**  
in our communities currently  
employ people with IDD who  
are receiving DDRC ES.



*Working with career seekers to find  
the right job match is central to DDRC's  
Employment Services approach,  
benefiting the career seeker and employer.*

*"I always wanted to work in a car store  
but didn't think I would. I love working  
at Advance Auto Parts and I like working  
with my co-workers..."*

*- Career seeker*



**9% increase**  
in competitive, community-  
integrated employment among  
DDRC career seekers from  
2019 to 2021.

**10 people**  
are currently awaiting DDRC  
employment services.

**New Ascend Training**  
was created to help career seekers  
learn about work culture and  
develop their professional skills  
through personalized learning  
facilitated by a certified Job  
Coach and a paid internship  
experience with a local business.  
Currently, there are three  
participants and growing interest!



# COMMUNITY CONNECTIONS

Throughout 2021 we engaged with other nonprofits, elected officials, civic and business groups, employers, amazing volunteers, generous donors, people we serve and our wonderful employees – all helping us move forward in our mission.



GIVING BACK GROUP REALTORS



DISABILITY VACCINE EVENT PARTNERS



DDRC COMMUNITY RELATIONS

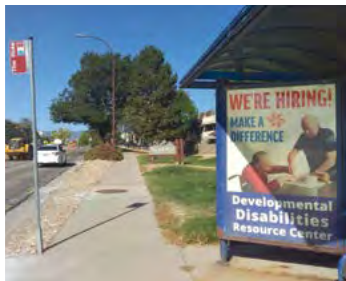




# COMMUNITY CONNECTIONS



DDRC DIRECT SUPPORT PROFESSIONALS WEEK



IDD AWARENESS MONTH



SHOWDOWN AT THE HIWAN GOLF TOURNAMENT



MASONS VOLUNTEERS



MASONS VOLUNTEERS





# THANK YOU TO OUR DONORS

July 1, 2020 – June 30, 2021 (Fiscal year)

## PLATINUM

(\$5,000+)

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Information Organization  
Community First Foundation  
FirstBank Holding Co  
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Florence Duboff Northway  
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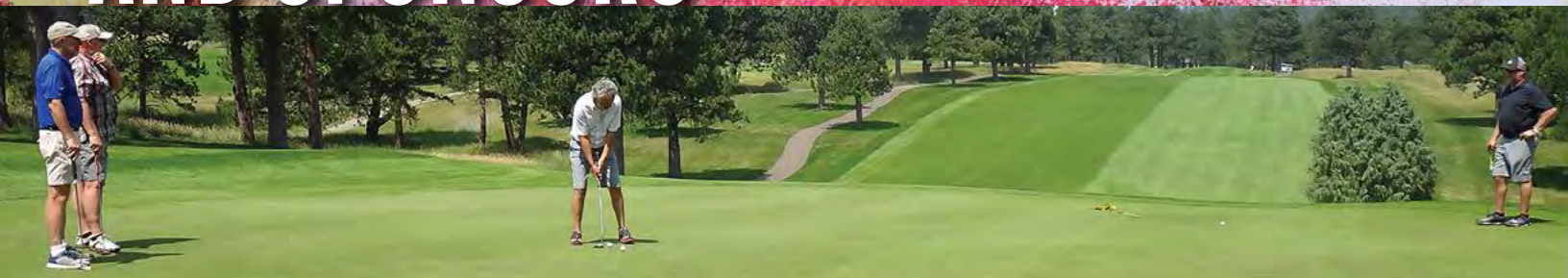
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Our 2021 Golf Tournament, the Showdown at the Hiwan, lassoed a great crowd. We returned to the Hiwan Golf Club, gathering in person with friends old and new in support of DDRC and our mission. Hosted by the Developmental Disabilities Foundation, the tournament attracted more than 120 golfers and raised a record \$65,000 plus! Funds raised at the event and via the online auction supported DDRC's Early Intervention (EI) program, empowering EI to launch the BABIES Learning Collaborative to best support the youngest and often most medically fragile infants with developmental disabilities and delays who we serve. BABIES training will bring crucial benefits, as effective, early intervention improves outcomes. Thank you sponsors, golfers, auction contributors and community for making it happen!

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