



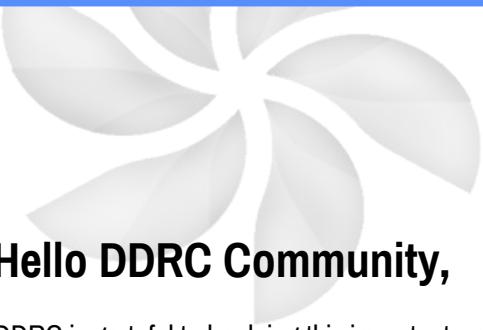
ANNUAL REPORT 2023

Developmental Disabilities Resource Center

**Envisioning our future
Building on our past**



To the Community



Hello DDRC Community,

DDRC is grateful to be doing this important work and for your support. We are looking forward to the work we will do in the future, and as we look back on 2023, we are proud of the impact and progress we made. 2023 was a significant year for DDRC as we prepare for an upcoming transition and changes.

DDRC faces changes related to legislative mandates that case management, work DDRC has been doing for many years for people with intellectual and developmental disabilities, must be split away from our organization's direct services. All community centered boards in Colorado faced this requirement.

We are thankful and reassured that Jefferson County Human Services (JCHS) will take up the duties of case management, quality assurance and family support services for people with intellectual and developmental disabilities in Jefferson and Clear Creek Counties. We are fortunate this role was awarded to JCHS, an organization embedded in, familiar with, and dedicated to our community. This new role was approved by unanimous consensus of the Jefferson County Commissioners, a decision for which we are grateful. Similarly for Summit and Gilpin Counties, the role of case management that DDRC provides to people in those counties is being transferred, respectively, to Garfield County and Adult Care Management, Inc (ACMI), organizations with a history in Colorado. The work to navigate these impending transitions is extensive and will continue as these changes take *final effect* on July 1, 2024.

DDRC has provided updates on the aspects of Case Management Redesign in our enewsletters and special emails. To read more about it, visit our website homepage at www.ddrcco.com and see the "Case Management Redesign" section.

As we navigate this significant transition, our goal is to minimize the impact this will have on the people currently served by DDRC, those who may access our services in the future and our dedicated employees.

Read details about the transition of case management services from DDRC to other entities on our website's homepage, under "Case Management Redesign" at www.ddrcco.com

Thank you to our supporters whose contributions help us diversify our funding and enhance the services we are able to provide to our community. With new state dollars in 2023, DDRC's Board of Directors (board) continued to prioritize compensation and benefits, especially for our Direct Support Professionals, to attract and retain excellent staff. We are finally seeing reduced personnel turnover and open positions, even during a time of workforce shortages. We know it is through our dedicated and talented employees that we carry out our mission and provide high quality services. Please read this annual report for a summary of our 2023 activities, highlights, and the reach of our services.

We are extremely grateful to our board for their wisdom, countless volunteer hours, and incredible stewardship to help us fulfill our mission of providing meaningful, life-changing opportunities and inclusion for the children and adults we serve. The future holds challenges but also comes with opportunity. DDRC and our board are taking advantage of this opportunity by strategically planning for our future. We will build on our past, innovate, thrive, and help people with intellectual and developmental disabilities and their families to lead their best lives. Together, we will continue to make a difference. Thank you for being part of our community!

With sincere appreciation,
Rob DeHerrera, Executive Director and **Susan Hartley**, President, Board of Directors



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.

Leaders & Financials

Board of Directors – 2023

Susan Hartley <i>President</i>	Jean Armour, BSN, MA, LPC, CAC III
Joanne Elliott, MA <i>Vice President</i>	Jan Beckett*
Jodi Schoemer, MS <i>Secretary</i>	Pat Bolton, BSN, MA
Matt Rotter, MBA <i>Treasurer</i>	Chuck English, MA*
C. David Pemberton, <i>Immediate Past Pres.</i>	Mary Margaret Fouse-Bishop, RN BSN
	Megan MacHatton, MS
	Heidi Markley
	Amy Miller, LCSW

Doreen Raad, MS, CRC
Grant Sanders**
Tim Schimberg, JD
Jennifer Thompson**
Mary Ann Tillman

During 2023:
* retired/resigned
**joined board

Executive Leadership

Rob DeHerrera, *Executive Director*
Kristie Braaten, *Senior Director, Waiver Programs*
Jane Byron, *Director, Human Resources*
Gena Colbert, *Chief Financial Officer*
Kevin Harding, *Acting IT Director*
Jamie Haney, *Senior Director, Access*

Fiscal Year (June 2022-July 2023)

Unaudited

REVENUES

Fees for Services from Government Agencies and Grants

State of Colorado	\$ 25,284,501
Jefferson County	\$ 11,234,550
Grants and Other	\$ 1,163,148
<i>Subtotal</i>	
<i>from Gov't & Grants</i>	\$ 37,682,199
Public Donations	\$ 530,018
Other	\$ 1,572,153
TOTAL REVENUES	\$ 39,784,370

EXPENSES

Program Services

Case Management	\$ 6,289,854
Day and Transportation	\$ 5,429,590
Early Intervention	\$ 5,777,918
Family Support	\$ 1,290,047
Other Programs	\$ 2,245,893
Personal Care	\$ 1,492,892
Residential	\$ 11,924,728
<i>Total Program Services</i>	<i>\$ 34,450,922</i>

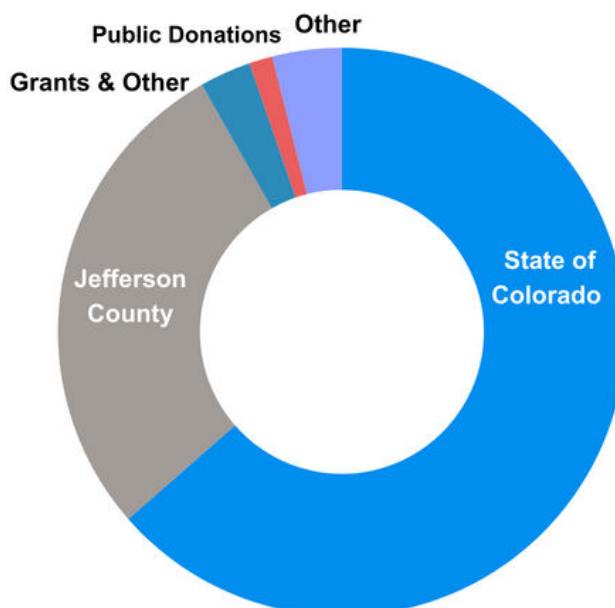
Support Services

Administration	\$ 4,368,066
Development	\$ 205,355
<i>Total Support Service</i>	<i>\$ 4,573,421</i>
TOTAL EXPENSES	\$ 39,024,343

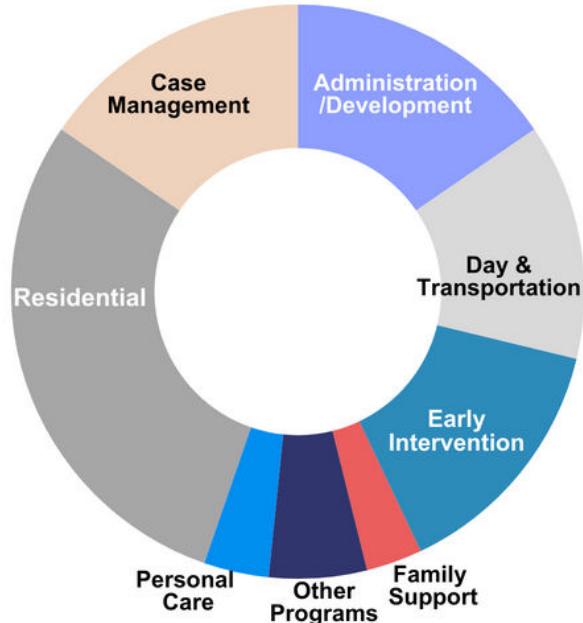
CHANGE in NET ASSETS

Net Assets, Beginning of Year	\$ 29,594,000
Net Assets, End of Year	\$ 30,354,000
CHANGE in NET ASSETS	\$ 760,027

REVENUES



EXPENSES



Our Impact & Reach



~4,600 children and adults were provided support by DDRC to enable meaningful, life-changing opportunities and inclusion in the community.

1,000 infants and toddlers were served each month by our **Early Intervention** team, a 12% increase from the same time last year.

~100 children a month were provided with Early Intervention Evaluations (formerly "Child Find"). Together, these two services provide a more coordinated and streamlined access point for children birth to age 3 – critical years of human development.

1,350+ children and their families were provided family support funding managed by our **Children and Family Services**, thanks to state, county and donated funds. These funds enable access to vital services, including respite, counseling and other therapies, as well as medical and dental services that are not otherwise covered. For many families, these funds allow children to remain in the family home and avoid more costly out-of-home placement.

~30 people were moved off the waitlist to access crucial residential services through the efforts of DDRC's **Resource Coordination** Department (RC). The RC Department successfully onboarded and trained 18 new RC staff during FY 23 while continuing to serve almost 1,500 individuals without disruption to their services. All this was done while a new statewide Care and Case Management computer system implementation, the Public Health Emergency Unwind, and Case Management Redesign were also occurring.

~670 people were assisted by DDRC's Housing Department in making applications to the **Housing Choice Voucher** Waitlist Application Program over a two-day period. This represents a 570% increase from the previous year. Housing is truly an area of need but especially for individuals with disabilities.

~160 individuals were provided residential services by our **Quality Living Options** Department, whether that was in a group home, an apartment setting, a host home or with a family caregiver. For these individuals it is more than just residential services; it is their home, their choice of where they wish to live.

37% increase was seen over the last few years in the number of individuals with IDD served in community integrated employment with DDRC **Employment Services** support, and with each of them earning a competitive market wage. Our team has nurtured this increased participation, and has also helped open doors to employment opportunities in many types of industries for career seekers with disabilities, including in childcare, animal care and hospitality. They served 81 people with Employment Services and 108 people in both Employment Services and Technology Learning Lab supports. They are a leader in Employment Services, engaging in state and national conversations on ways to innovate and support individuals in identifying their interests and accessing the community in the most inclusive ways possible. They have helped people with disabilities achieve fulfillment, independence and personal connections.

90 people participated in our **Self Determination Initiative** program. DDRC offers guidance and financial support as participants set goals and a plan to access services not available through traditional funding sources - like starting a business, video resumes, and a variety of learning and educational opportunities - to pursue their goals in life.

~ 130 adults are provided with **Adult Day Program** services at our Walters and Weiland facilities, as well as services in the community, giving people a choice of how they want to engage. Transportation is provided and is a crucial aspect of services. Attendees participate in planning activities, and staff makes connections in the communities where people live so they feel like they are a part of it. Facility-based activities include music therapy, cooking classes, crafts, and many learning activities.

~ 100 adults whose primary diagnosis is related to their intellectual and developmental disability were assisted, regardless of funding, with much needed psychiatric and behavioral services by our **Behavioral Health Services**.

335 small and large group activities were offered by our **Therapeutic Learning Connections (TLC)** **Recreation** program, encompassing more than 900 hours, and reaching, on average, 225 participants a month. This included new activities such as overnight extravaganzas, "Fitness and Jamba Juice Club," fishing trips, community festivals and more. TLC has increased their individual supports, supporting 270 individuals and providing 450 hours of activities. Special Olympic participation has grown to include ten sports, 97 athletes, 46 Unified Partners (athletes without disabilities), and 300 hours of training and competition in regional and state meets. All this helps people lead happy, healthy balanced lives.



Of Note & Highlights

New Initiatives

National Alliance for Direct Support Professionals (NADSP):

DDRC is now a member of NADSP whose mission is to create partnerships that empower people with disabilities to lead a life of their choosing by elevating the status of Direct Support Professionals through superior training. More than 130 of our staff completed NADSP training to focus on advanced practice standards, ethics, values, and authentic person-centeredness, setting DDRC apart as a leader in embracing professionalism of our Direct Support Professionals. We are proud to be among the first in Colorado to be a part of NADSP.

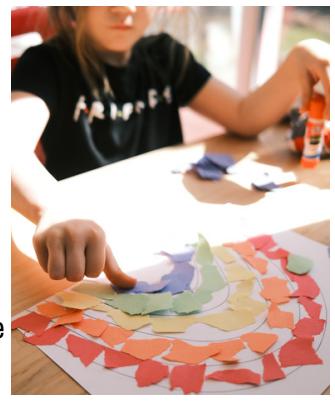
Trauma Informed Care: DDRC established a new Trauma Informed Care "champion" team, involving twenty staff across all DDRC departments in more than ten weeks of training. They serve as champions to help guide our work by recognizing how a person's life experiences influence their needs and understanding how best to support them.



National Alliance for Direct Support Professionals

Pediatric Behavioral Health: We initiated exciting plans for pediatric behavioral health services for children three to twenty years old. We have a new on-site clinic and our Board-Certified Behavior Analysts began offering services in 2023. They use applied behavior analysis (ABA), an evidence-based teaching tool, to promote positive behavior change and teach replacement behaviors for challenging or disruptive behaviors that inhibit a child's academic and social development. Setting up this new service was a significant undertaking and one which is greatly needed, as access to pediatric ABA care has become more limited across the region.

Benefits Planning: DDRC launched a new Benefits Planning service for people who are interested in working and need to understand how it is possible to reach that goal without losing the assistance they need, such as Home and Community Based Services (HCBS), Social Security Disability Income, Medicaid and more. Benefits planning helps people we serve understand their particular circumstances, options, and opportunities to produce a plan that works for them. We have a Credentialed Work Incentives Practitioner authorized to provide Benefits Planning services through both HCBS and Division of Vocational Rehabilitation funding.



Outreach, Advocacy, Awareness

DDRC encourages the community to be inclusive of people with IDD and see their abilities and dignity, and we inform individuals, families and the community of resources and DDRC services. During 2023, DDRC led or engaged in more than 30 outreach activities including presentations to civic and business groups, resource fairs with school groups and IDD affiliated organizations, career day/job fairs, sponsorship at partner events, Arvada City Council recognition of DDRC and the Americans with Disabilities Act (ADA), and leading special events such as

Art & Self-Advocacy exhibits, the Legislative BBQ, Spring Into Awareness, and communications via website, newsletters and social platforms.



Of Note & Highlights



DDRC 2023 Annual Meeting

Our impact is amplified through the efforts of community leaders, partners, exemplary employees and the individuals we serve. During our annual meeting, we recognized and celebrated them with awards, and heard a moving keynote from Susan Hartley, parent, and DDRC Board President. We were especially honored that the Jefferson County Commissioners, who were recognized as our Elected Officials of the Year, joined us for the evening alongside the other awardees: the West Metro Chamber of Commerce, our “hero awardee,” Nick Mitchell, and employee awardees, Liz Pahr, Heather Hagen, Malik Clark, Dezirae Gurule and Mamadou Ouattara.



Legislative BBQ



Supporters

Donors and volunteers enable DDRC to go above and beyond what Medicaid Waivers provide. During 2023, 230 donors collectively gave nearly \$150,000 during Colorado Gives Day and DDRC's year-end-gift campaign, where the Mai Family Trust provided a generous donation match. Supporters also gave back to DDRC by organizing drives to collect holiday gift cards for people we support, joining us for benefit nights at Beau Jo's, 3 Margaritas, 6 & 40 Taproom, and Kendra Scott (jewelers), and participating in our annual golf tournament organized and hosted by DDRC and the Developmental Disabilities Foundation. The 2023 golf tournament, featuring a “Swinging with School Pride” theme, was a rousing success thanks to our sponsors, golfers, and auction bidders.



Golf 2023

Golf Tournament Supporters

Title Sponsor
BOK Financial
Host Sponsor
Brown & Brown FirstBank
Lunch Sponsor
Fairfield by Marriott
Denver West/Federal Center
Eagle Sponsors
ANB Bank HPM Contracting
Flood & Peterson Spectrum



Golf 2023

Our Supporters

Fiscal Year: July 1, 2022- June 30, 2023

We are extremely thankful for the monetary and in-kind support that helps enhance our services and programs! Below is a list of our fiscal year supporters who gave \$100 or more, along with a link to our in-kind supporters.

#9597 Colorado Knights of Columbus	Donald Quinn and Jane Dowd Family	Kelly Leiby	Rebecca Juarez
6 & 40 Brewery & Taproom	Dahlstrom-Quinn	Kevin Ballweg	Rebecca Sooter-Weber
Aaron Clay	Douglas Hallmark	Kevin Cunningham	Rebecca Weisberg
Albuquerque Tower/TRACON	Ed Tinkey	Koch Family	Rev. Deven Hubert
Allsopp and Lehardy Family	Elaine Patrick	Krickbaum Family	Richards Family
Amanda Popp	Elizabeth Tomlin	Kroger	Rivera Family
Amidon Family	Elliott Family	Laura and Richard Burczyk	Rob DeHerrera
ANB Bank	Elliott Family	Lauren Turow	Robert Simpson
Andrea Brenneise	Erika Coppola	Lee Family	Rodrigo Araya
Angstadt Family	Evans Family	Leoni Family	Roemish Family
Anita Rakestraw	Fairfield Inn and Suites	Lesley Dahlkemper	Ruger Family
Ann Cornick	Filkins Family	Linda Holvik and Phil Tetzloff	Sadler Family
Anna Bishop	FirstBank	Lindsay Thunell	Saints Peter and Paul Catholic Church
Anonymous	Fischer Family	Lisa Gusek	Samantha Flanagan
Arvada Jefferson Kiwanis Foundation	Frederick G. Fish Foundation	Lisa Walvoord	Sanders Family
Ashley Stewart	Gary & Gayle Ray	Lopez Family	Santhosh Kumar Murik
Ball Aerospace	Gatherers	Lowe Family	Schimberg Family
Bartram Family	Gena Colbert	Lucas Guadagni	SCU Community Foundation
Beau Jo's Arvada	Gerard Caruso	Lynn McCarthy	Severson and Freeman Family
Beorn Courtney	Gidre Family	Majeune and Fagan Family	Kvamme Family
Berlin Family	Grace Goodwin	Marilyn Jean Armour	Sharon Ferguson
Beverly Edwards	Guildner Family	Mark Jellison	Sharon Vincent
Blane Harvey	Haeger Family	Mark Solomon	Shawn Lyons
Bob Munroe	Hartley Family	Marquardt Family	Shelton Family
Bocci Cheerful Giving Fund	Hauserman Family	Marquez Family	Shields Family
BOK Financial	Hayley Ross	Mary Margaret Fouse-Bishop	Shreck Family
Bonnstetter Family	Heath Family	Matt and Tracy Rotter	Skabo Family
Bookie Louise	Heather Clifton	Maxwell McGillis	Spectrum Community Services
Brandon Moore	Heather Daymon	McIlwee and Winters Family	SR Remodeling
Brown & Brown	Heather Magyar	Megan Harrington	Stephanie Klemp
Bullen Family	Heid Family	Megan MacHatton	Stephanie Volz
Bunyak Family	Heidi Markley	Melodee Phillips	Stortz Family
Burry Family	Henry Family	Meralee Hoffelt	STRIDE Community Health Center
Carrie Hannum	Hockensmith Family	Merrily Zimmer	Susan Barbero-Houk
Cars for Charity, Inc.	Hogling and Bernard-Hogling Family	Michael Johnston	Susan Harvey-Dunn
Centerpoint Insurance Group	Holy Shepherd Lutheran Church	Michael Lopez	Susan Johnson
Charities Aid Foundation of America	Howard Mai	Michael Miller	Susan Klein
Charles Montgomery and Jacqueline Hirsch	HPM Contracting	Michael Roulette	The Arc-Jefferson, Clear Creek, & Gilpin Counties
Chris Shotts	Hughes and Terrell Family	Michael Simms	Theresa Godinez
Chuck English	Independent Financial	Mielke Family	Thomas Hinrichs
Clark Family	Jack and Marilyn Broughton	Mile High United Way	Trisha Hood
Clark Family	Jaggers Family	Moritzky Family	Tucker Family
Cogan and Luhnow Family	James Hastert	Nancy Wirk Osterfeld Charitable Fund	Tyler Stude
Community First Foundation	James Lavelle	Nicole Storms	Vella Family
Community Foundation for a Greater Richmond	Janiece McNichols	Noonberg Family Fund	Veraldi Family
Community Shares of Colorado	Jason Vesey	Nord Family	Vicuna Family
Cordes Family	Jean Helzer	Noreen Hennen	Wanda Carlson
Credit Union of Denver	Jean McArthur	Osterfeld Family	Weaver Family
Crystal Marine	Jean Skaggs	Pacheco Family	Weisberger and Fishbaugh Family
Damian Rosenberg	Jefferson Center	Pamela Hawkins	Wilburn Family
David Bortnem	Jenkins Wealth	Parnell and Holden Family	
David Pentico	Jennifer Gerard	Patricia Duggan	
Deb Kerinke	Jennifer Monnot	Patricia O'Neill	
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Denver Desks	Joan Glasmann	Phillips and Zimmermann Family	
Diana Ellington	John and Roberta Beeble	PBG Floors	
Diana Page	John Griffith	Pemberton Family	
Diane Childs	John Litz	Percy Family	
Diane Knapp	Joleen Paden	Plummer Family	
DiVito Parle Family	Jordan Family	Polito Family	
Doesbecke Family	Joslyn Brownell	Powers Family	
Don Dymek	Joy Miles	Prall Family	
	Jurann Family	Quilt Cabin	
	Kathryn Princio	Rabbitt Family	
	Kaveny Family	Ratay Family	

Thank you to the businesses, organizations, and individuals who gave in-kind donations. See them via the QR code.





Developmental Disabilities Resource Center

We are guided by our steadfast values of quality, dignity, and choice in everything we do.

See what we offer and join us as you explore ways to lead a fulfilling life.
Connect with us. Volunteer, donate, join our team or hire someone with a disability.



Developmental Disabilities Resource Center

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