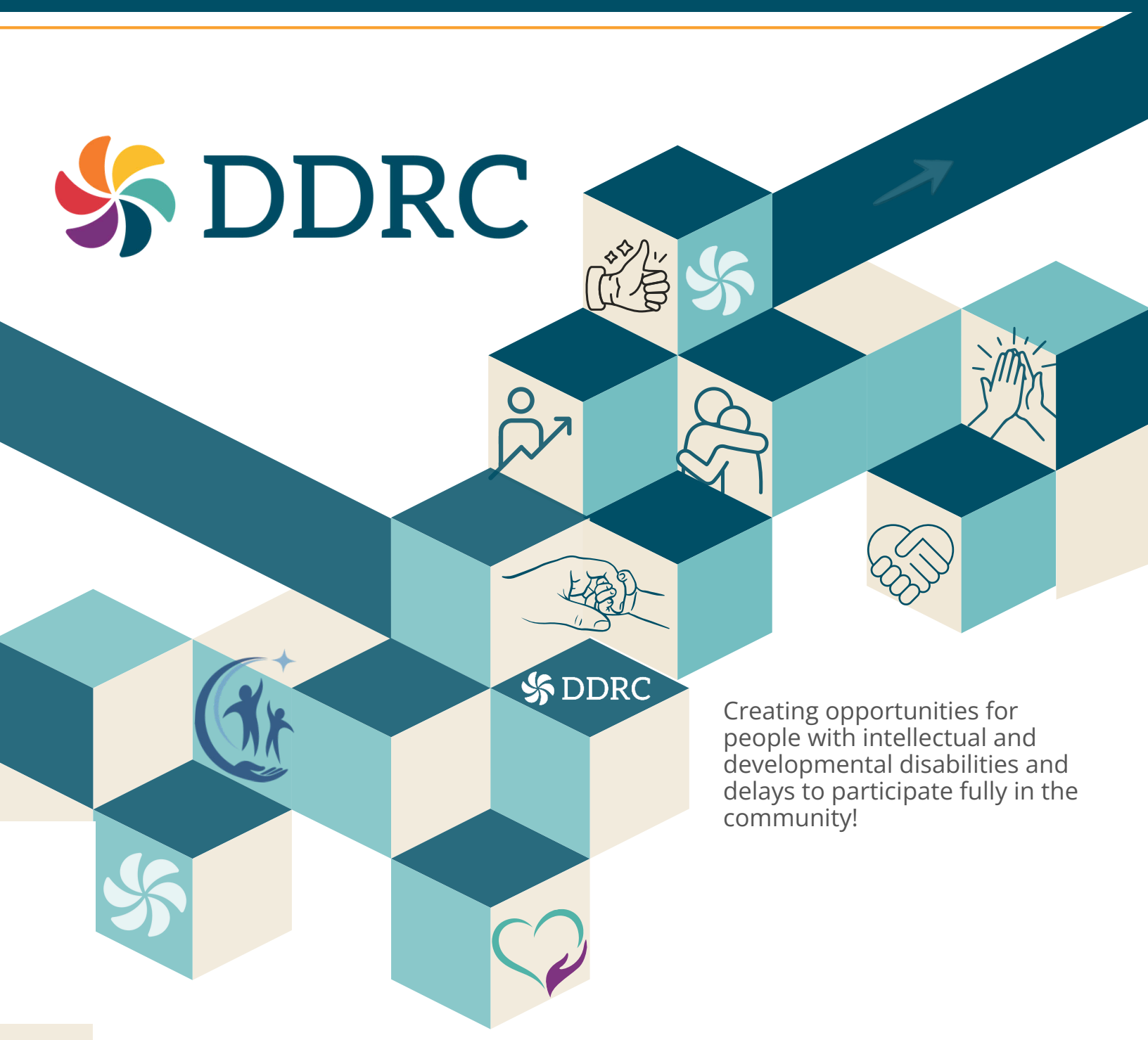


# 2025 Annual Report

## Building, Balancing, Progressing: Our Year of Resilient Impact



# DDRC



Creating opportunities for people with intellectual and developmental disabilities and delays to participate fully in the community!



# To the Community



## Hello DDRC Community and Friends,

Now in our 61st year, we are proud to continue to be a trusted nonprofit and leading provider of intellectual and developmental disability (IDD) services across Jefferson County and the metro area. We partner with individuals, families, and the community to advance inclusion, access, and full participation in community life for people with IDD.

DDRC supports approximately 2,500 children and adults with IDD through services that often span a lifetime, offering a broad continuum of care from early childhood through adulthood. Rooted in dignity, dedication, respect and choice, our work is guided by a dedicated Board of Directors whose leadership ensures strong stewardship amid changing policies, funding challenges, and evolving service models. Through thoughtful planning, DDRC remains well-positioned to meet current needs while preparing for the future.

### Accomplishments and Challenges

2025 marked DDRC's first full year focused solely on service delivery following Case Management Redesign. It was also a year of significant financial uncertainty affecting nonprofits and IDD services, driven in part by HR1, anticipated Medicaid and home and community-based services impacts, and resulting pressures on Colorado's budget. In response, DDRC leadership launched a comprehensive strategic planning process, engaging individuals, families, and community partners. The input gathered has helped shape our vision, and while we remain flexible amid ongoing challenges, we are making meaningful progress on the plan, as outlined below:

**Service Excellence:** We continue delivering inclusive, high-quality services while pursuing growth and innovation to meet emerging needs such as benefits planning and expanding Pediatric Behavioral Health. In addition, we have made significant facility investments like our soon-to-be-unveiled new Wellness Center and upgrades to our Walters, Weiland, and residential sites.

**Investing in Our Workforce:** Our staff are the heart of DDRC. We're strengthening our culture, improving retention, and adapting to workforce demands—achieving just over 14% Direct Support Professional turnover compared to the nearly 40% industry average. We're also proud to be Colorado's only provider leading within the National Alliance for Direct Support Professionals (NADSP), supporting growth in person-centered practices, communication, ethics, and community inclusion.

**Technology:** DDRC invested significantly in technology, implementing an enterprise-wide electronic health record platform to modernize systems, improve efficiency and meet the evolving needs of the people we support.

**Marketing & Outreach:** We refreshed our brand, launched a new website and logo, boosted engagement through social media, and expanded participation in resource fairs across the region.

(continued)

# To the Community



**Financial Sustainability:** Efforts are underway to diversify funding sources, optimize our facility footprint, continue building community trust, and remain adaptable. Financial sustainability is essential—as with any business, no mission without margin—and this is especially true in the nonprofit sector.

After 61 years, needs change, and we're meeting this new reality with determination and positivity. We're evolving with our community, addressing unmet needs, and remaining a trusted partner. We're here for the individuals and families who have relied on us, need us now, and will depend on us in the future—creating opportunities for full, meaningful lives in inclusive communities. Together—with those we serve, our Board, staff, partners, and supporters—we make a difference.

**With great appreciation,**

Rob DeHerrera, Executive Director  
Susan Hartley, Chair, Board of Directors



## Board of Directors

Susan Hartley, Chair  
Jodi Schoemer, MS, Vice Chair/Secretary  
Joanne Elliott, MA, Vice Chair \*  
Matt Rotter, Treasurer  
Mary Margaret Fouse-Bishop, RN, BSN, Secretary  
C. David Pemberton, Immediate Past Chair

Jean Armour, BSN, MA, LPC, CAC III  
Pat Bolton, BSN, MA  
Megan MacHatton, MS  
Heidi Markley \*  
Amy Miller, LCSW  
Doreen Raad, MS, CRC  
Grant Sanders \*  
Tim Schimberg, JD \*  
Sharon Sena, MSW, LCSW \*\*  
Jennifer Thompson  
Mary Ann Tillman

During 2025:

- \* Retired/Resigned
- \*\* Joined the Board



## Executive Leadership

Rob DeHerrera, Executive Director	Lindsay Menough, Deputy Director	Jamie Luark, Chief Financial Officer	Jane Byron, Director of Human Resources
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# Financials

## Financials: FY July 1, 2024 - June 30, 2025

\*\*Unaudited

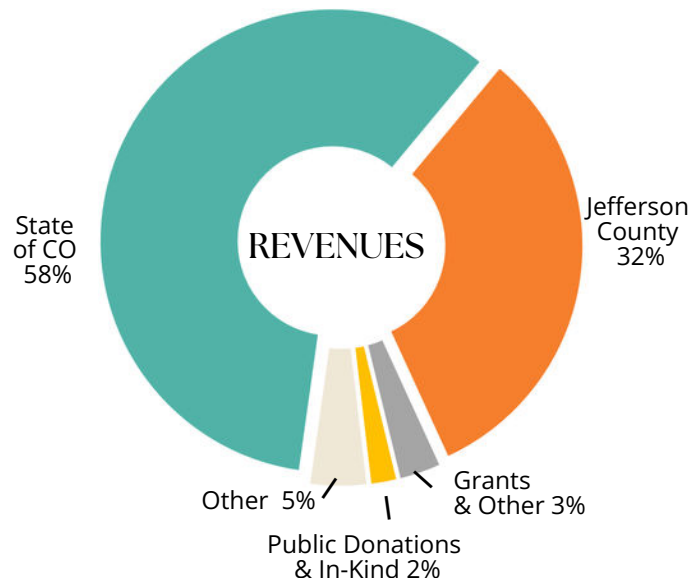
### REVENUES

*Fees for Service from Government Agencies and Grants:*

State of Colorado	\$ 24,348,683
Jefferson County	\$ 13,314,121
Grants and Other	\$ 1,250,685
<i>Subtotal</i>	
<i>Fees for Service</i>	\$ 38,913,489

Public Donations & In-Kind	\$ 803,905
Other	\$ 1,691,913

TOTAL REVENUES \$ 41,409,307



### EXPENSES

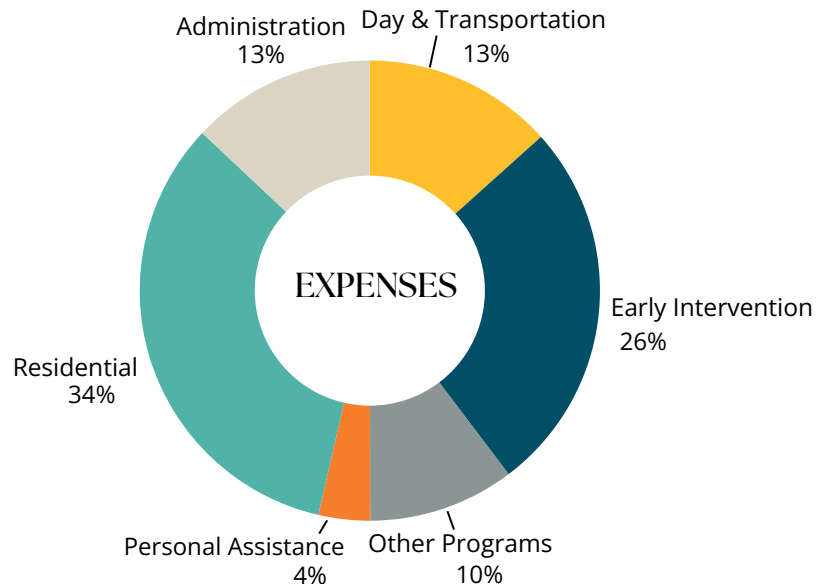
*Program Services:*

Day and Transportation	\$ 5,187,491
Early Intervention	\$ 10,234,558
Other Programs	\$ 3,992,000
Personal Assistance	\$ 1,408,400
Residential	\$ 12,981,103
<i>Subtotal</i>	
<i>Program Services</i>	\$ 33,803,553

*Support Services:*

Administration	\$ 4,816,742
Development	\$ 229,099
<i>Subtotal</i>	
<i>Support Services</i>	\$ 5,045,841

TOTAL EXPENSES \$ 38,849,393



### CHANGE IN NET ASSETS

Net Assets, Beginning of Year	\$ 31,179,201
Net Assets, End of Year	\$ 33,739,115
CHANGE IN NET ASSETS	\$ 2,559,914



# Reach & Impact

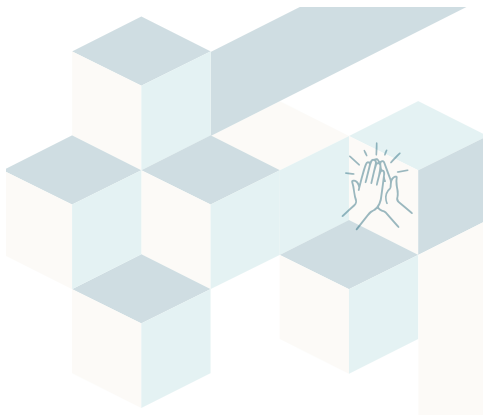
## Highlights of DDRC's 2025 intellectual and developmental disabilities (IDD) services:

Our **Early Intervention (EI)** program served more than 2,100 infants and toddlers with developmental delays or disabilities, and averaged 100 evaluations each month, ensuring families received timely support during critical early childhood development years.

The program earned an exemplary review from state partners, recognizing its strong outcomes and performance metrics.



Our award-winning **Employment Services** supported 100 individuals with IDD through competitive integrated employment and Benefits Planning to support individuals balancing employment and essential supports.



**Therapeutic Recreation** delivered 2,300+ hours of activities for nearly 140 people supporting wellness, independence, and connection through group learning, social events, sports leagues, Special Olympics, and overnight adventures.

# We build on abilities!





# Reach & Impact

**Day Program** served more than 160 individuals monthly, offering enriching activities and social connection at our Weiland and Walters facilities and throughout the community to support each individual's various needs and choices.



**Residential Programs** supported 160 + individuals in homes of their choosing, including group homes, apartments, host homes, or with family caregivers. For these individuals it is more than just a service- it's their home, their family and where they choose to live.

**Support Services** provided essential daily-living assistance to 50 individuals through Medicaid and State SLS. This meaningful and much-needed support included assistance with cooking, shopping, cleaning, budgeting, mentorship and respite for caregivers.



**Behavioral Health Services** supported 150 adults with psychiatric and behavioral care regardless of funding, and we are growing our Pediatric Behavioral Health Clinic. These services are important as they are delivered with sensitivity to people with IDD.



# Reach & Impact



**Community Funding Programs** extended DDRC's leadership beyond its services by addressing the unmet needs of the IDD community in Jefferson County.

In 2025, the Self-Determination Initiative supported 120 people in pursuing goals like education, technology, and personal growth. The Jeffco Unmet Needs Fund assisted 280+ families with housing, medical care, home modifications and more than 8,000 hours of respite, often preventing costly out-of-home placements and helping families stay together.

The Provider Support Program offers funding to organizations and providers who serve individuals with IDD in Jefferson County and addresses unmet community needs. Through this funding services were provided to more than 1,400 individuals - including expanded therapy, day programs, additional staffing for respite and camps, and scholarships - to name a few.

**Donor support**—coordinated by the Development Department—drove impact, including \$70,000+ raised at the 33rd Annual Golf Tournament, a fully matched \$30,000 Mai Family Trust challenge, and strong Colorado Gives Day contributions.

Supporters also launched the first Pickleball fundraiser and along with 50+ volunteers and local foundations, these efforts expanded access, inclusion, and long-term impact.



**Community Relations** expanded metro outreach through resource fairs, disability-focused events, newsletters, a legislative BBQ, and strengthening connections with families, individuals, and partners while showcasing DDRC's person-centered approach.



# Annual Awards

The DDRC community came together for an inspiring evening at the Annual Celebration, with heartfelt remarks from Board Chair Susan Hartley and reflections from Executive Director Rob DeHerrera. The highlight of the night was honoring the individuals and organizations whose dedication continues to strengthen DDRC and empower people with intellectual and developmental disabilities.



The **Spirit Award** honors a person with disabilities who exemplifies perseverance, community contribution, and personal growth. Awardee **Casey Shover** is an exceptional Special Olympics athlete who remains humble, prioritizes teamwork, and consistently cheers on others. Casey also volunteers as a coach and participates in DDRC events, bringing positivity, sportsmanship, and a genuine desire to make a difference while making the most of his own life journey.

The **Partner of the Year Award** honored **Rufino Sanchez and the Credit Union of Denver** for their steadfast support and advocacy. For four years, the Credit Union has sponsored major DDRC events, including our golf tournament and 60th anniversary, while Rufino has championed our mission by hosting DDRC outreach at the Credit Union of Denver and promoting DDRC access across community and business events.

The **Friend Award** honored **Ballmer Peak Distillery** for enthusiastic support of DDRC's Spring into Awareness events. Owners Austin Adamson and Eric Strom provided complimentary tastings, created a special spring punch, and spoke for inclusion. They also donated gift baskets for the Pickleball tournament and tasters for the golf tournament, demonstrating true community friendship.

The **Special Recognition Award** honored **Pat Jurann** for her impactful advocacy as a parent and partner. From sharing her family's story with guests and officials at Legislative BBQs to collaborating with DDRC staff as her adult children navigate workplace challenges, Pat leads with compassion and an unwavering belief in and respect for self-determination for people with disabilities.

The **Charlie Allinson Award** celebrated **Lee Sylvester**, DDRC Employment Services Administrator, for building DDRC's benefits planning program from the ground up and helping individuals navigate complex systems to pursue meaningful careers. Newly certified through Cornell University's Youth Credentialing program, Lee is shaping statewide practice and empowering youth with disabilities to confidently plan their futures. His leadership and initiative are making a lasting impact.

The **Peg Johnstone Above and Beyond Awards** were presented to three exceptional DDRC staff members, each of whom embodies the compassion and excellence at the heart of DDRC's mission. **Mick Hill-Hunt**, Employment Specialist, was recognized for steadfast advocacy and ethical leadership in employment services. **Madison Neal**, Direct Support Professional, was honored for creativity and empathy in designing inclusive opportunities for growth. **Carlye Jensen**, Residential Program Manager, was celebrated for her person-centered leadership in residential services.



# Our Supporters

Fiscal Year  
July 1, 2024 - June 30, 2025

**We are extremely grateful for the monetary and in-kind support that helps to enhance our programs and services! Below is a list of our fiscal year supporters who gave \$250 or more.**

3rd Shot Pickleball	Denver Foundation	Jonathan Schoenberg
ACTC Foundation Inc	Diane Childs	JP Morgan
Allison Family	DiVito Dream Makers	Judy Baker
Amy and Chris Arpan	Donald Hagenruber	Justin Thunell
ANB Bank	Douglas Burkhardt	Kathleen Kahanic
Annette Battan	Effie Seibold	Kathryn Princo
Anonymous Donors	Elizabeth Graham	Kendra Scott
Aponte & Busam	Elliott Family	Kirsten Gardzelewski
Arvada Elks Ladies	Fairfield Inn and Suites	Krickbaum Family
Arvada Jefferson Kiwanis Foundation	FirstBank Holding Co of Colorado	Kroger
Backswing Golf Events, Inc.	Fischer Family	Lee Family
Berlin Family	Flood and Peterson	Leslie Proctor
Bloom Family	Forvis	Lindsay and Matt Menough
Blue Spruce Kiwanis Foundation	Frederick G. Fish Foundation	Lisa Lischka
BOK Financial	Gary and Gayle Ray	Lopez Family
Brian Vogel	Gena and Gary Colbert	Lowe Family
Brown & Brown	Gerry and Frances Kaveny	Lucas Guadagni
Bunyak Family	Gibson, Dunn & Crutcher LLP	Mai Family Trust
Burry Family	Gidre Family	Marilyn Jean Armour
Carl Cunningham	Glasmann Family	Mark Solomon
Carrie Hannum	Golden Rotary	Marquez Family
Charities Aid Foundation of America	Hartley Family	Marquis de LaFayette Lodge #41 AF&AM
Charles Montgomery and Jacqueline Hirsch	Hauserman Family	Maureen Trivers
Clark Family	Heath Family	McIlwee and Winters Family
Cogan and Luhnnow Family	Heather Clifton	Megan MacHatton
Colorado Gives Foundation	Henry Family	Michael J. Schimberg Legacy Fund
Community Foundation for a Greater Richmond	Hereford and Joanie Percy	Michael Mills
Community Shares of Colorado	Hockensmith Family	Michael Roulette
Credit Union of Denver	HPM Contracting	Michelle Myers
Cynthia Post	Jason Vesey	Moritzky Family
Darren Kirkwood	Jean Skaggs	Muliha Khan
David Hummer	Jefferson Center	Munroe Family
DeLetha Casalaina	Jodi Schoemer and Matt Brownell	Nancy Wirka Osterfeld Charitable Fund
	John Griffith	Nathan Kramer



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# Our Supporters

Fiscal Year  
July 1, 2024 - June 30, 2025

Thank you to our supporters who gave \$250 or more during our fiscal year.

Munroe Family  
Nancy Wirka Osterfeld  
Charitable Fund  
Nathan Kramer  
NORAC/Colorado Studios  
Osterfeld Family  
Osterfeld Family  
Pamela Hawkins  
PBG Floors  
Pemberton Family  
Plummer Family  
Polito Family  
Prall Family  
Rabbitt Family  
Rashidi Soyebó  
Ray Hallquist  
Rob DeHerrera  
Robert Simpson  
Roemish Family  
Rohr Family  
Rotter Family  
Ruth Aponte  
Sanders Family  
Schimberg Family  
Scott Sas  
Sharon Shotts  
Shawn Lyons  
Shelton Family

Stephanie Volz and  
Douglas Burkhardt  
Summit Foundation  
Susan Barbero-Houk  
The Arc-Jefferson, Clear  
Creek, & Gilpin Counties  
Theresa Godinez  
Tyler Stude  
Wanda Carlson  
Ward Road Pharmacy  
Zach Maple

Thank You  
to the companies,  
organizations and individuals  
who gave in-kind donations  
during our fiscal year!

See them via the QR code.





Guided by our values of  
Dignity  
Dedication  
Respect  
Choice

See what we offer and explore all the ways we can help you lead your best life!

**DDRC has been serving people with intellectual and developmental disabilities and delays as a trusted nonprofit for 61 years!**

Connect with us:

- receive and participate in our many services
- sign up for our e-newsletter
- follow us on social media
- visit our website
- volunteer
- donate or sponsor an event
- join our team
- hire someone with a disability



[www.ddrcco.com](http://www.ddrcco.com)

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