



Developmental  
Pathways

# Strategic Plan 2016 - 2018



## **Developmental Pathways**

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[www.dpcolo.org](http://www.dpcolo.org)

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Dear Friends,

For those of you not familiar with Developmental Pathways, we are a 501(c)(3) organization created to serve individuals with developmental disabilities/delays and their families. In 1964 we were founded by 21 concerned families in Douglas County, and we were known as the “Suburban Community Training and Services Center,” an alternative to institutionalized care for families with children with intellectual disabilities. Throughout the years since inception, a great deal has changed for our organization. Developmental Pathways has established an array of inclusive programs and services, and we have grown to be one of the largest nonprofits in the State of Colorado.

More recently in 2012, with the intention to further improve our services and enhance the customer service we provide, we developed our first ever three year strategic business plan. This three year plan outlined new business opportunities and organizational alignment, resulting in significant company-wide achievements, which we’ve captured later in this booklet. And while we hope you will join us in celebrating our accomplishments, we would also like to share our vision for the next three years, including how we plan to broaden these achievements.

As a final promise, despite our growth, continual improvement and ongoing evolution, we strive to always keep our supported individuals and their families our highest priority.

Sincerely,

The Developmental Pathways Family



I always get to do neat stuff [at Developmental Pathways] and the people are really really cool! - Ed Petitclerc

# Our Programs

## EARLY INTERVENTION PROGRAM

This program serves families who have a child up to age 3 who has a delay in his/her development and/or a qualifying diagnosis. This program partners with local school districts for the initial evaluation to assess each child's development, and determine if the child qualifies for the supports and services offered through the Early Intervention Program. If the child is determined eligible, his or her family will receive a Service Coordinator to organize in-home or community based services. The parents' concerns and the needs of the child will determine which services are offered and lead to an Individualized Family Service Plan to address routine based goals. Primary services include: developmental intervention, social/emotional intervention, physical therapy, occupational therapy, speech language pathology, sign language, and audiology services.

## CHILDREN'S EXTENSIVE SUPPORT (CES) MEDICAID WAIVER

The Children's Extensive Support Waiver helps children (under 18) and families by providing services and supports that will help children establish a long-term foundation for community inclusion as they grow into adulthood. This program is specifically for children demonstrating a medical or behavioral condition where constant line of supervision is regularly needed to keep the child and others safe. Services include: personal assistance with daily living, respite, community connector services, assistive technology, home modification, and professional services.

## CHILDREN WITH AUTISM (CWA) MEDICAID WAIVER

This waiver is for children who have a medical diagnosis of autism. Young children with autism frequently need a wide range of services to help them with self-regulation, to develop speech and language skills, and to learn social and emotional skills to further integrate into classroom settings. Intensive behavioral services assist both the child and the family to learn skills and techniques to enhance the child's development for later success in life.

## SUPPORTED LIVING SERVICES (SLS) MEDICAID WAIVER

This waiver provides a variety of services and supports for adults (ages 18+) living in their own homes or with family in the community. The services provided include personal assistance with daily living activities, homemaking skills, employment supports, day services, assistive technology, home modification, professional services, and transportation.

## COMPREHENSIVE (COMP OR DD) MEDICAID WAIVER

This waiver provides assistance 24 hours a day, seven days a week, with assistance for each individual (ages 18+) designed according to their prioritized needs. This program provides residential services, day program services, behavioral services, transportation services and employment services. Resources are limited by the state, and there is a waiting list.

## FAMILY SUPPORT PROGRAM

This program is not a Medicaid Waiver, but rather a state funded program for individuals aged three through adulthood. Funds are available for a wide variety of services and supports for the individual and family, including respite, behavioral supports, technical or adaptive supports, skill building, transportation, home modification, family therapy, and medical or dental services not covered under the Medicaid State Plan.

## COMMUNITY OUTREACH

This program provides support to individuals of all ages waiting for state or federally funded services. Funding for this program is provided by Mill Levy dollars, grants, and donations through The SUN Foundation. Coordinators and the Community Line staff (at 303 858-2255) will provide support and information for accessing resources and understanding how to navigate the community. Special events create opportunities for learning, connections, and fun. A weekly newsletter provides a variety of information for people of all ages and interests.

# VISION:

Enriching lives. Strengthening communities.

# MISSION:

To enrich the lives of people with developmental disabilities/delays by partnering to provide expertise, support, and advocacy in their pursuit of a meaningful life.

# GUIDING PRINCIPLES:

**Integrity:** To be true to our beliefs: respectful, honest, transparent and fair.

**Innovation:** To be thought leaders, transforming cutting edge ideas into tangible actions.

**Partnership:** To be a trusted, vital partner in our community.

**Stewardship:** To honor and protect all our resources.

We cannot thank Developmental Pathways enough for the opportunities that this funding has created for our family. Thank you for giving our family hope, and thank you for providing opportunities for our beautiful Sara to progress. - Nicole Ponder



# Key Commitments

1. To ensure that all individuals with developmental disabilities/delays in our community receive support.
2. To join our community in the innovation and implementation of person and family centered practices.
3. To be a customer-service focused agency, both internally and externally.
4. To actively and transparently collaborate with federal, state and local partners.
5. To optimize mission resources by diversifying revenue streams and cultivating our talents, interests, and abilities.



The support I receive at Developmental Pathways has allowed me to continue pursuing my dreams to become a personal trainer. Don't let your disabilities get in the way of your dreams. You can achieve anything if you put your mind to it. - Dylan Batz

# Accomplishments

Serving over

# 7,000

individuals with developmental disabilities/delays and their families per year

Recognized in the

## DENVER BUSINESS JOURNAL

as one of the

# TOP 10

## Human Service Agencies

in the Denver-Metro Area

## CELEBRATING

over

# 50

years

## serving our community

One of the

# LARGEST EMPLOYERS

in Arapahoe and Douglas Counties

# 3461

 babies served in **Early Intervention** in the past year

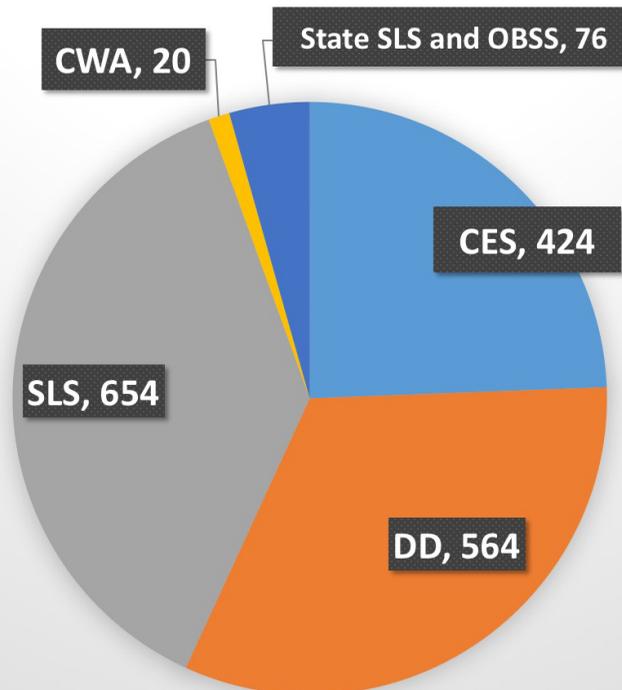
That's a monthly average of **1800** children being served.

# 613

 individuals served by **Family Support Services**

Community Outreach Unmet Need: **484** Unique Individuals Supported Since 7/1/13.

## Individuals Enrolled in Waivers in Case Management



# Accomplishments

## 2013

- Enrolled 90 children with disabilities in the Children's Extensive Supports Waiver and 65 adults into Supported Living Services (SLS) and Developmental Disability Services (DD) resulting in an over 50% increase in enrollments compared to 2012
- Conducted operations analysis in Case Management to effectively support an anticipated 200% increase in placement workload
- Enrolled over 680 unserved individuals in services through the Community Outreach Department
- Completed the first ever Spanish Speaking Resource Fair with over 40 vendors and continued to deepen connections with the Spanish Speaking Community at large
- Continued outreach efforts to physicians, school districts and other community partners resulted in average monthly enrollment of well over 1,500 children under the age of three and an average of over 40 new intakes every week

## 2014

- Worked actively at the federal legislative level to help pass the ABLE Act allowing individuals with developmental disabilities/delays to save up to \$100,000 without risking their eligibility for Social Security and Medicaid.
- Enrolled a record 322 children and adults into all the Medicaid Waiver Programs exceeding last year's historical high of 155 children and adults.
- Served a monthly average of 1,700 children under 3 in Early Intervention services, which resulted in support to over 25% of all families served in this program for the state of Colorado. On average, the Early Intervention department added 50 families into services every week.
- Continued to serve 343 individuals in our Community Outreach Program as well as reaching an additional 167 individuals this year. To date, over 700 individuals waiting for services have been served in our Community Outreach Program.
- Connected with over 300 business and professional community partners via the Community Outreach department.

## 2015

- Received recognition from The Denver Post as a Top Place to work in 2015
- Selected as one of the top five Human Service Organizations in Colorado Parent Magazine
- Enrolled an additional 529 persons into Medicaid and state programs in 2015; an increase of 64% from 2014
- Total: 529: DD - 45; Foster Care - 29; SLS - 214; State SLS - 13; CES - 216; CWA - 12
- Trained over 200 staff in Person Centered Practices
- Continued to expand the 3+ Initiative, which provides support to eligible children and families age 3-5
- \$30,818 was provided to provide therapies, respite, recreation, and technology
- Served more than 3,461 individual children and averaged serving 1,800 children a month compared to serving approximately 1,440 children in 2013

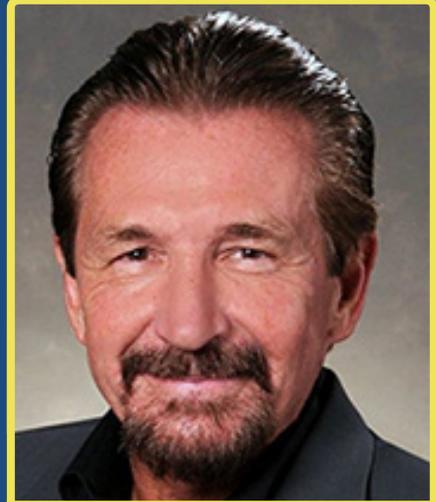
# Key Leadership



**Melanie Worley**  
Chief Executive Officer



**Matt VanAuken**  
Chief Operations Officer



**Lloyd Sweet, Jr.**  
Chief Financial Officer



**Bob Ward**  
Vice President of Case  
Management and Quality Programs



**Cindy Lichti**  
Vice President of Programs  
and Services



**Bonnie Silva**  
Director of Case Management



**Barb Komdat**  
Director of Community Outreach



**Kent Dyson**  
Director of Early Childhood



**Darcy Tibbles**  
Director of Quality Assurance

# Board of Directors

## Tim Moore

President

Board member since 2011

Bureau Chief of Administration for Douglas County Sheriff's Department



## JoAnne Zboyan

Vice President

Board member since 2012

Attorney at Law and of-counsel with Springer and Steinberg, P.C.



## Beth Klein

Treasurer

Board member since 2012

Vice President of FirstBank of the Tech Center



## Lynn Myers

Secretary

Board member since 2011

VP of Economic Development for Denver South Economic Development Partnership



## Commissioner Nancy Sharpe

Board member since 2016

Arapahoe County Commissioner  
Representing District 2



## Commissioner Dave Weaver

Board member since 2014

Douglas County Commissioner  
Representing District 1



## Tim Batz

Board member since 2013

Vice President & Risk Control Manager at IMA, Inc.  
Family member receives services from  
Developmental Pathways



## Chris Becze

Board member since 2011

Partner at TaxOptimization



## Kristin Hoover

Board member since 2015

Senior Consultant for Allardice Enterprises, Inc.  
Family member receives services from  
Developmental Pathways



## Bill Horner

Board member since 2014

Executive Director of Medicare Products  
for Colorado Access



## Adam Horney

Board member since 2014

Customer Service at The Arc Thrift Store  
Receives services from Developmental  
Pathways



## Monique Peyton

Board member since 2014

Receives services from Developmental  
Pathways



## Dr. Andrew Pitts

Board member since 2015

Physician at Children's Hospital Colorado



## Mayre Lynn Schmit

Board member since 2014

Dental Hygienist

Family member receives services from  
Developmental Pathways



## Jack Stiegelmar

Board member since 2014

Tax Department Group Lead at Encana Oil and Gas  
Family member receives services from  
Developmental Pathways



For full bios, visit [www.dpcolo.org](http://www.dpcolo.org)



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