

FY2022

ANNUAL REPORTING



DPCOLO.ORG
303-360-6600

REPORTING CONTENTS



Welcome

We are delighted to present Developmental Pathways' end-of-year reporting for Fiscal Year 2022 (FY22). These reports detail our work and outcomes from July 1, 2021 to June 30, 2022.

This report is comprised of four main sections, described below. The individual reports are designed to work together and function as stand-alone reports, each of which shines a spotlight on various aspects of our work in the community.

You can learn more about our organization by visiting our website at dpcolor.org and following us on social media: [Instagram](#), [Facebook](#), [Twitter](#), [LinkedIn](#), and [YouTube](#).

Table of Contents

Annual Report

Contains all the general information about DP and our core business lines: This is where you will find information on the individuals and families we serve and the programs we support.

Mill Levy Report

Contains information on our use of local funds, focusing on local Mill Levy revenues. We include information on how those (and other) funds were used to support our local community.

County Reports

This year, we have included abbreviated county-specific pull-out reports highlighting key features and outcomes by county.

Appendix

Our appendices provide more detailed information, including a link to an acronym guide and more detailed charts and graphs.

INTRODUCTION

A Letter From Our Executive Director

Thank you for helping us make this past fiscal year a great one! I am so proud of our staff and community partners and grateful to our board of directors and funders for helping us serve more than 9,000 individuals and families across the south metro area.



Since 1964, Developmental Pathways has been an essential community-based support for individuals with disabilities. We were founded to provide individuals with supports in their communities rather than in institutional settings. Our mission has always been focused on supporting individuals in meeting their fullest potential through community participation and inclusion.

In our nearly six decades of operation, we have built organizational knowledge and expertise in supporting state, federal, and locally funded programs, including case management for long-term care and Early Intervention programming. Our teams are dedicated to fostering individual and family choice, community participation and inclusion, and collaborative care coordination focused on meeting the needs of the whole person.

This past year we proudly championed and positively managed change internally while navigating significant systems changes externally. We worked closely with our internal teams, associations, and statewide partnerships in influencing future disability support systems in Colorado to protect, streamline, and improve future disability services delivery, resulting in greater access and outcomes for individuals and families.

We returned to work under a new normal, navigating the changing landscape of providing quality care through the ongoing public health emergency with grit, resiliency, and grace. Our vision is to enrich lives and strengthen communities; our mission is to do so by partnering with our community to provide expertise, support, and advocacy in the pursuit of meaningful lives. We rely on person-centeredness, kindness, collaboration, and competency to help steer our way.

As you read through this collection of reports, I hope you will join me in celebrating the many successes in our community that DP helped foster. These accomplishments would not be possible without the endless dedication and care of our board of directors, executive and leadership teams, exceptional staff, community partners, donors and benefactors, and, of course, our state and county funders.

A handwritten signature in black ink, appearing to read 'Matt VanAuken', with a stylized, flowing script.

Matt VanAuken
Executive Director & Chief Executive Officer
Developmental Pathways

FY2022: JULY 1, 2021 – JUNE 30, 2022

ANNUAL REPORT

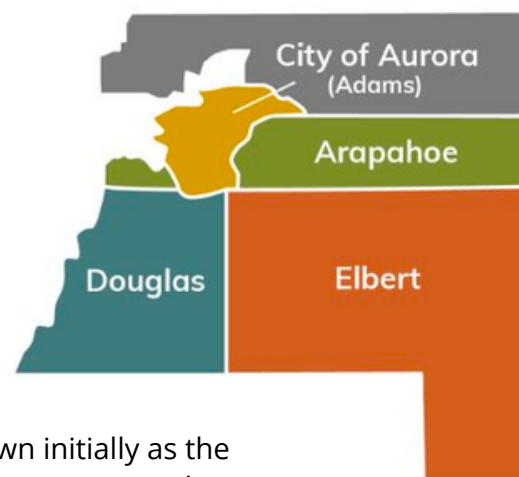


TABLE OF CONTENTS

1	Who We Are
4	Our Funding
5	Who We Serve
6	FY22 In Review
7	FY22 Impact
8	Our Programming
17	Business Operations
20	Financial Information
23	Challenges & Opportunities
25	Conclusion

WHO WE ARE

Developmental Pathways is a 501(c)(3) nonprofit serving individuals with developmental disabilities/delays and their families. We are one of Colorado's 20 Community Centered Boards (CCB) connecting people to federal, state, county, and private funding in Arapahoe County, Douglas County, Elbert County, and the City of Aurora and a designated Case Management Agency for long-term care services. We are also Colorado's largest Early Intervention provider.



On June 3, 1964, Developmental Pathways was founded, known initially as the Suburban Community Training and Services Center. By 1985, we were serving more than 400 individuals and families and had formally changed our name to the familiar Developmental Pathways (DP) we know and love today.

Today, DP serves more than 8,000 individuals and families per month, with more than 9,000 served during this reporting period. Our team is comprised of more than 300 staff members, including social workers, occupational/physical/speech therapists, and other professionals. Our current senior leadership team has more than 66 years of direct experience at our organization.

Much of our work focuses on care coordination for individuals and families who need help navigating the complex world of disability services. We also actively build, support, and partner with community resources to meet the needs of our community. We contract with multiple state and local organizations and are integral to accessing disability services in our community.

We passionately believe inclusion is for everyone and offer services through Early Intervention (EI), Home and Community Based Medicaid Waiver programs, locally funded programs, and partnerships with other community organizations.

Meet Sharon

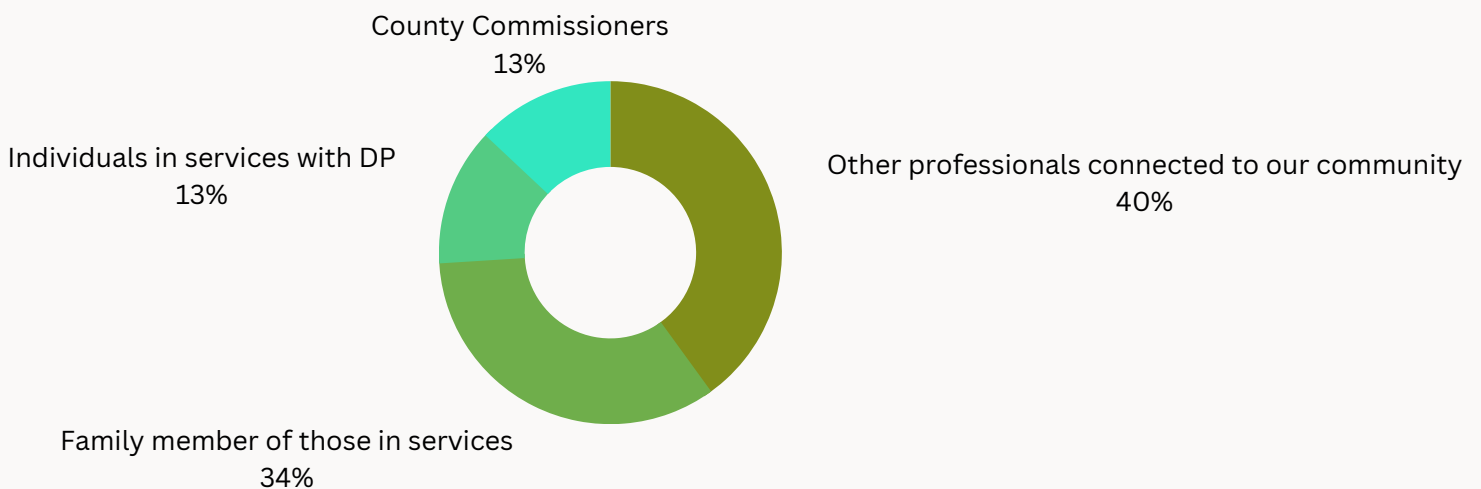
Sharon is a delightful woman who likes to be around people. Due to multiple strokes, Sharon requires full support from her providers to complete her activities of daily living, but that hasn't prevented her from living a fulfilling life. DP has supported Sharon in connecting her with residential habilitation services, day habilitation services, non-medical transportation, and specialized supplies, among others, since 1978.



As a nonprofit agency, we have a policy and governance board of directors. These board members donate hundreds of hours supporting five separate subcommittees and regular board meetings.

To learn more about our current board members, [click here](#).

Board Member Makeup



How We Serve

At DP, we partner with people in their pursuit of a meaningful life through advocacy, education, connection, and support. We strive to be a central resource for individuals and families seeking additional help.

We have multiple specialized teams to support a wide array of community needs. We work diligently on creating and nurturing meaningful partnerships in the disability community.

If we are not able or positioned to meet your need, we know someone in the community who can and will work to connect individuals and families to the right resources. We support a 'No Wrong Door' approach to care.



“

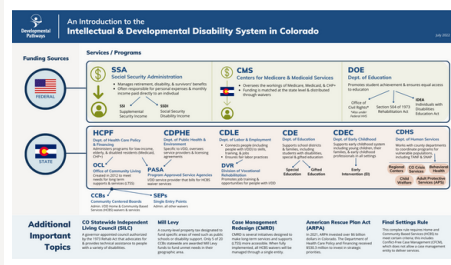
Developmental Pathways continues to exceed our expectations. They have a wealth of knowledge and resources that we never knew existed. They're understanding, empathetic, and personable. Our lives have changed for the better, and our son is thriving because of the love and passion that each individual within the DP community has given us.

- Parent on Satisfaction Survey

”

OUR FUNDING

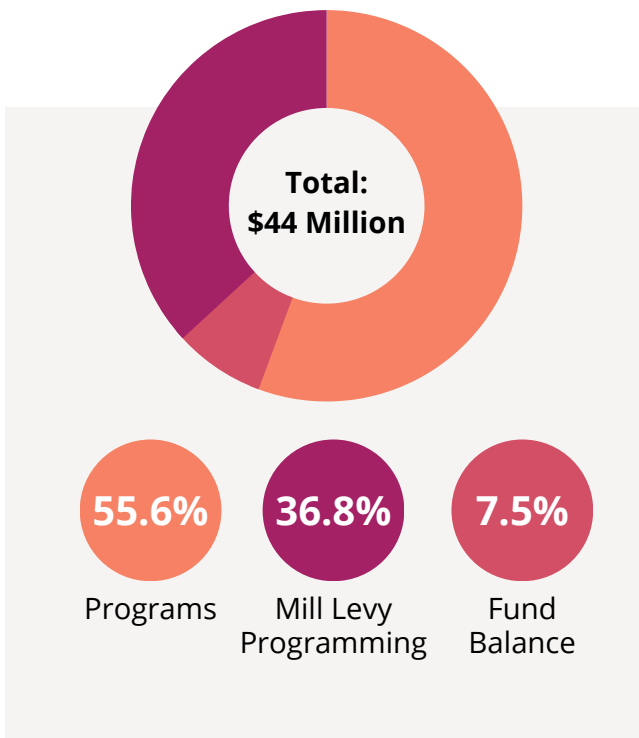
Our programs are funded through federal, state, and local resources, including Mill Levy and private philanthropy. Much of our funding is from contracts with our core funders, which direct our daily work and how the funds are used. While DP is not a governmental organization, we work closely with various Colorado state agencies to ensure our community receives core support.



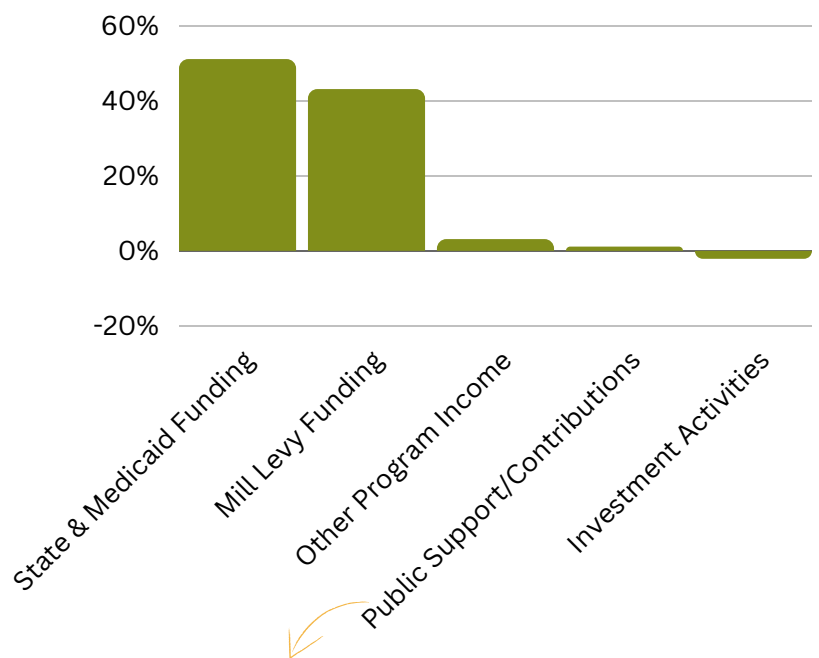
To learn more about how the system works together, [click here](#) to view the state and federal agencies that play a role in the long-term care system.

In FY22, we received \$44M in revenue, which helped us support more than 9,000 individuals and families. State and federal resources accounted for 54% of overall funding, while local resources such as Mill Levy, private donations, and grants made up approximately 46%. For more information on our Mill Levy funding, please see our FY22 Mill Levy Report.

FY22 Spend



FY22 Revenue by Source

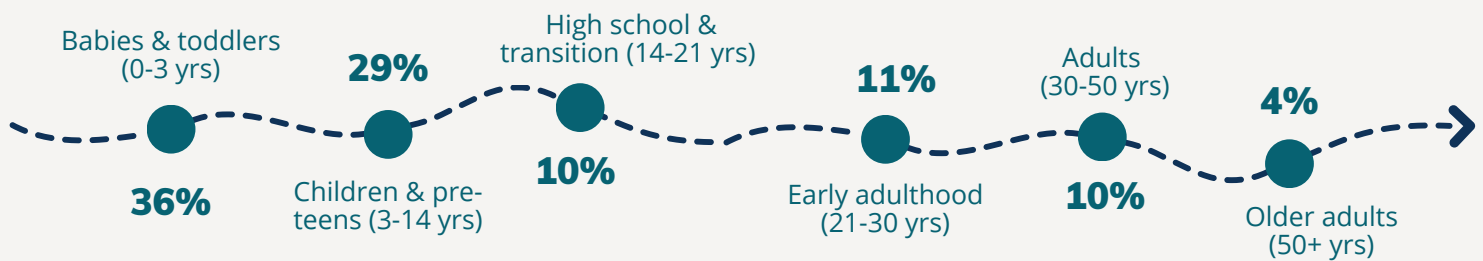


[Click here](#) to take a peek at our Dollar to Door resource that explains our funding sources.

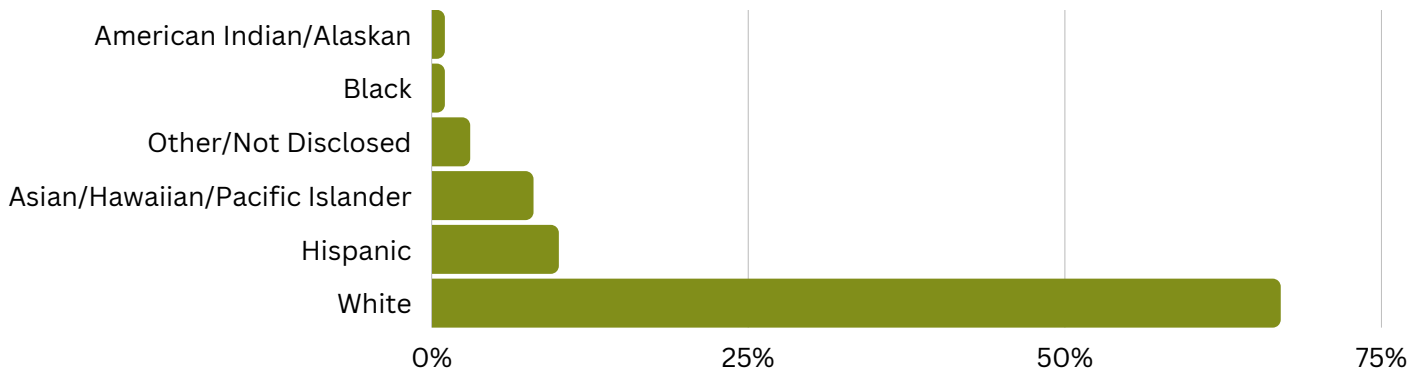
WHO WE SERVE

As a Community Centered Board, our programming focuses on supporting babies and toddlers with developmental delays and children and adults with developmental and/or intellectual disabilities (I/DD).

We support individuals with co-occurring needs from birth to aging and from various backgrounds, such as developmental delays and I/DD, cerebral palsy, Down syndrome, Fragile X, vision and blindness, mobility, hearing, seizure disorders, mental health needs, brain injuries, medically fragile, aging supports, and more. As a result, we have experience helping individuals through their lifespans and across a spectrum of needs.



Overall Demographics Served



Detailed demographic information can be found in the Appendix Report.



FY22 IN REVIEW

Developmental Pathways is committed to strongly partnering with our state and local community leaders and providers. In FY22, we maintained high-quality services and case management through successful collaboration to address the top strategic priorities outlined by our board of directors—all while ensuring core services were maintained during the extended COVID-19 public health emergency.

Executive Team / Board of Directors Goals

1

ARPA advocacy and other funding stewardship to protect EI and home and community-based supports

2

Diversity, Equity, and Inclusion work for our community and our staff to close the gap on systemic inequities

3

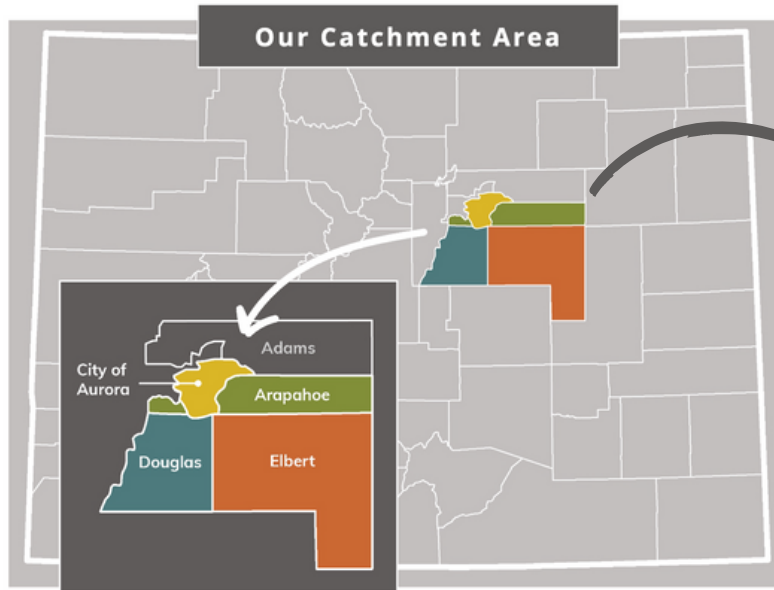
Long-term planning and support through Systems Redesign in EI and long-term care system (known as CMRD)

4

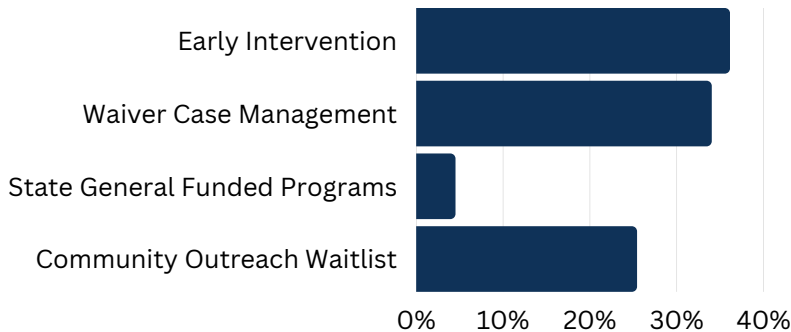
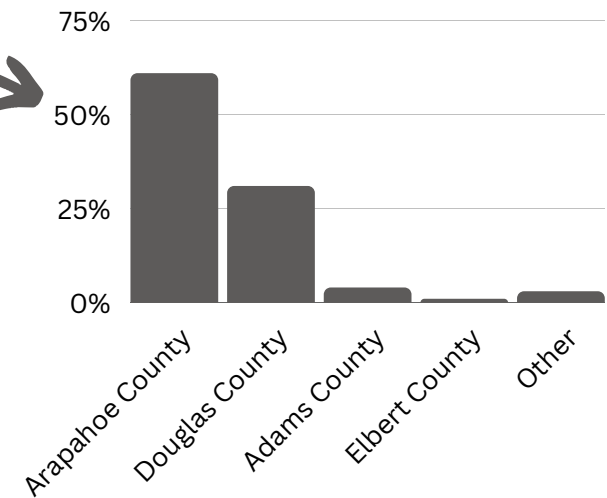
Staffing and provider stability investments to help steady the disability system in our catchment area

FY22 IMPACT

Serving more than 9,000 people annually



Population Actively Served



315+ STAFF



\$44M BUDGET
FY22

Meet Daniel

Daniel attends a Day Program and regularly connects with his Job Coach, Tanner. One of his long-term goals was to live independently. With some help, Daniel gained the confidence and skills to achieve his goal. He now lives in his own apartment and owns a truck.

About reaching this milestone, he shared, "Hard work goes a long way."

Tanner shared, "[Daniel] has made significant progress... he has reached [his goal], and I am proud of him." Daniel strives to live his life to its fullest! When he is not working, you can find him socializing with friends, working in his woodshop, or playing his guitar!



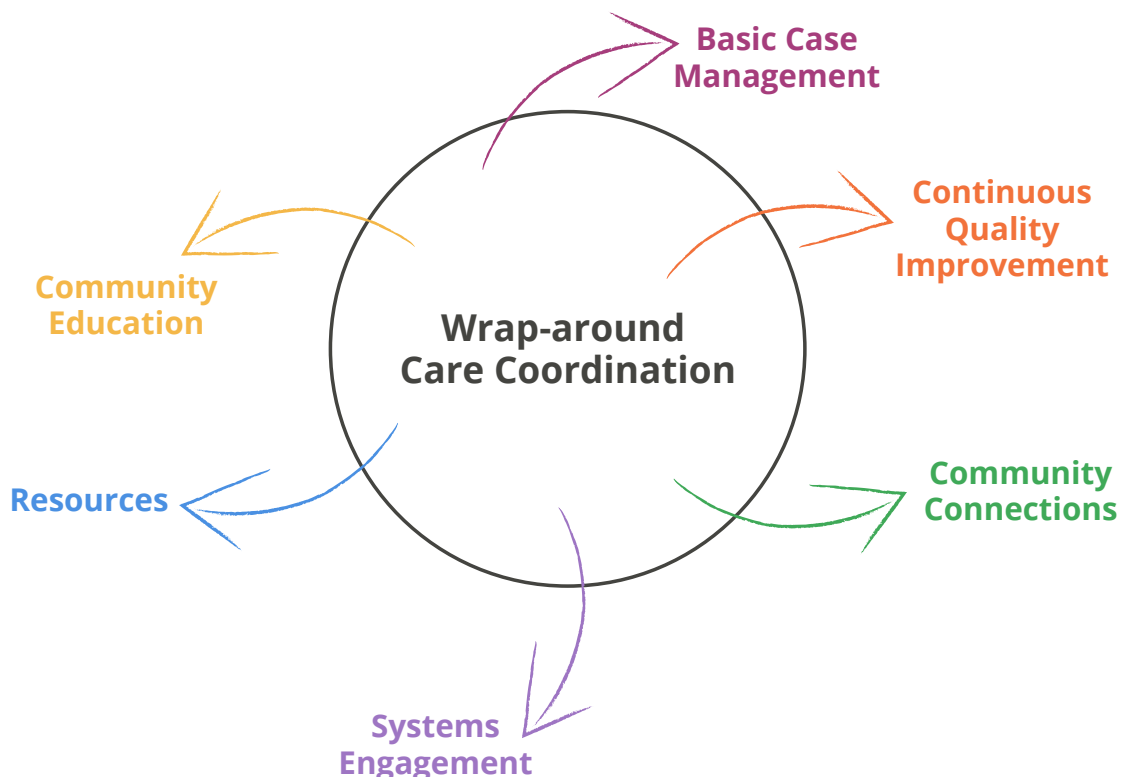
OUR PROGRAMMING

Overview

Our programming includes three main pillars of support: **(1)** case management and service coordination for individuals and families across a broad array of state, federal, and local programs; **(2)** direct early intervention services; and **(3)** a variety of community support programming. Our Early Intervention program offers pediatric home health services, such as occupational, physical, and speech therapies.



DP is proud to offer wrap-around care coordination for individuals and families with developmental delays and I/DD. Using local funds, we amplify and strengthen supports available under traditional case management funding with otherwise uncovered services.



What is Case Management and Service Coordination?

Case management and service coordination are interdisciplinary processes that assess, plan, implement, coordinate, monitor, and evaluate supports to improve outcomes for individuals and families.

Why are these services important?

It is a crucial component of assisting individuals and families in living meaningful lives and meeting their care needs. Case managers are specially trained in the programs they help people access and have tools and resources to make meaningful referrals to other services and support.



Contracts

We contract with multiple state and local partners, including the Colorado Department of Early Childhood, the Colorado Department of Health Care Policy and Financing, and local county partners.



Programs

Programs for eligible adults and children with developmental disabilities/delays are funded through Medicaid State Plan, Medicaid Waivers, State General Funds, Federal Part C of IDEA, local funding sources, and private insurance for covered individuals.



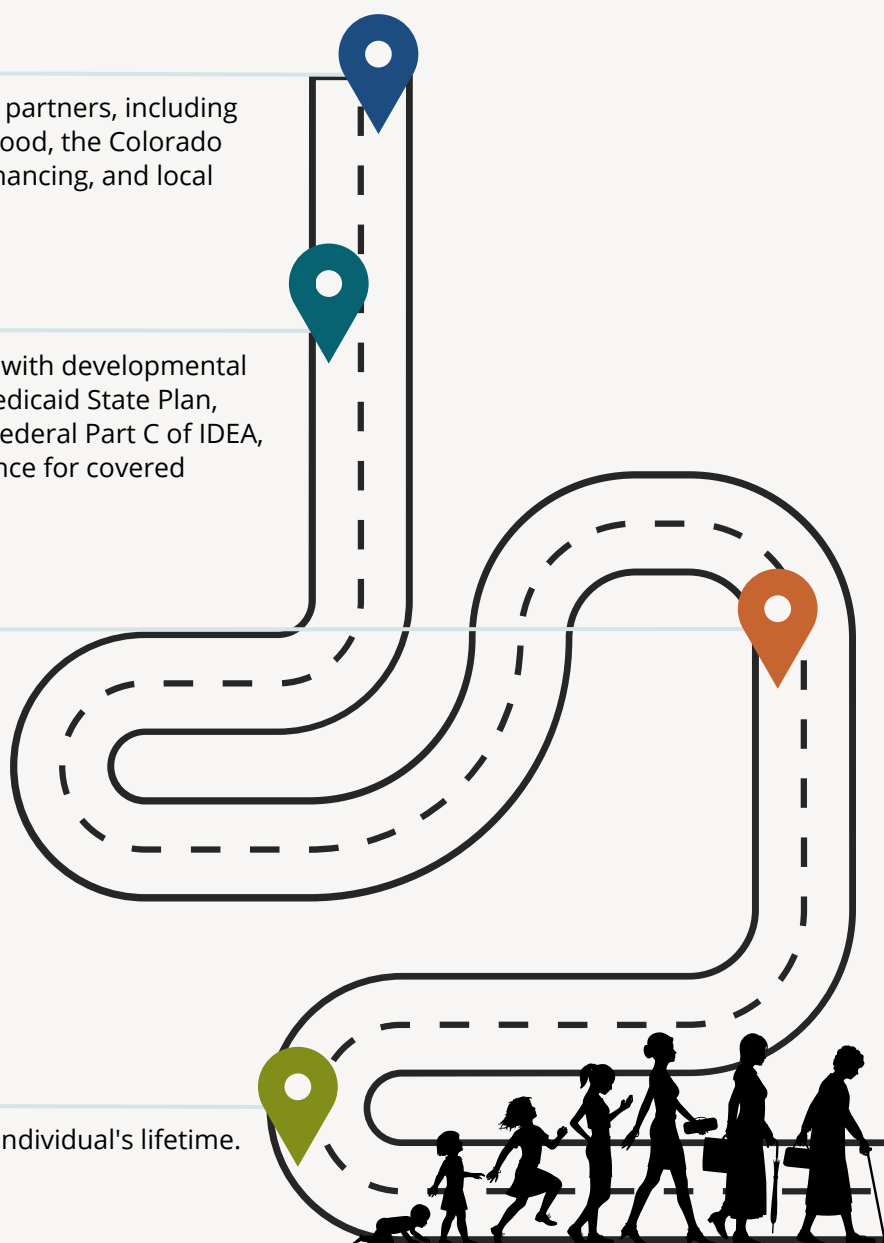
Services

Services within each type of program are available based on identifying and prioritizing individual needs. Services to address identified needs are purchased, provided, and billed for directly by qualified providers such as Program Approved Service Agencies (PASAs) and other Medicaid-approved providers, using program funds authorized through the individual's plans.



Lifespan

Our programming often spans across an individual's lifetime.



Early Intervention Services (birth to age 3)

The Early Intervention (EI) program (Part C) provides services and supports for families who have a baby or toddler up to age 3 with a 33% delay in one or more areas of development or have a child with a qualifying diagnosis. The EI team at DP comprises three aspects of care:

Intake/Evaluations

Service Coordination

Pediatric Home Health

EI staff partner with families to:

- Support each family's success and capacity to promote the development of their child
- Deliver services and supports in a family-centered way by identifying a family's concerns and priorities
- Deliver services and supports through a parent/family coaching model within a child's natural environment through everyday activities and routines

by the numbers

3,262
*babies, toddlers,
& their families
served*

2,412
evaluations

1,800+
newly eligible
in FY22

1,080
transition
conferences



— Parent Survey Responses

The support and the response we received for [sic] everyone exceeded all our expectations. Obviously, we don't know what the future holds for [Child]. It will be a long journey full of uncertainties, but thanks to organizations such as yours, we are hopeful that we are on the right track in addressing [Child's] developmental challenges.

I was very thankful to have professionals to consult with on a weekly basis. Training the parents to do therapy activities on a daily basis is so important and I thought that was the focus of all the therapists.

Long-term Care Case Management (birth - aging)

The Systems Navigation, Case Management, and Program Quality departments assist individuals with I/DD enrolling into or enrolled in a qualifying disability program. These programs are funded through state-funded programs or Home and Community Based Services (HCBS), known as Medicaid Waivers.

These teams support:



Using a person-centered approach, we strive to empower individuals in services to have input and control of their lives and make safe and informed choices. We often refer to “supports and services,” which are the benefits that each of the disability programs offers—every program has different targeting criteria and different supports available.

We help connect individuals and families to provider agencies that perform services such as therapies or personal care. We provide support through our Case Management team to help you navigate Medicaid benefits and various paperwork and find the care you or your loved one desires.

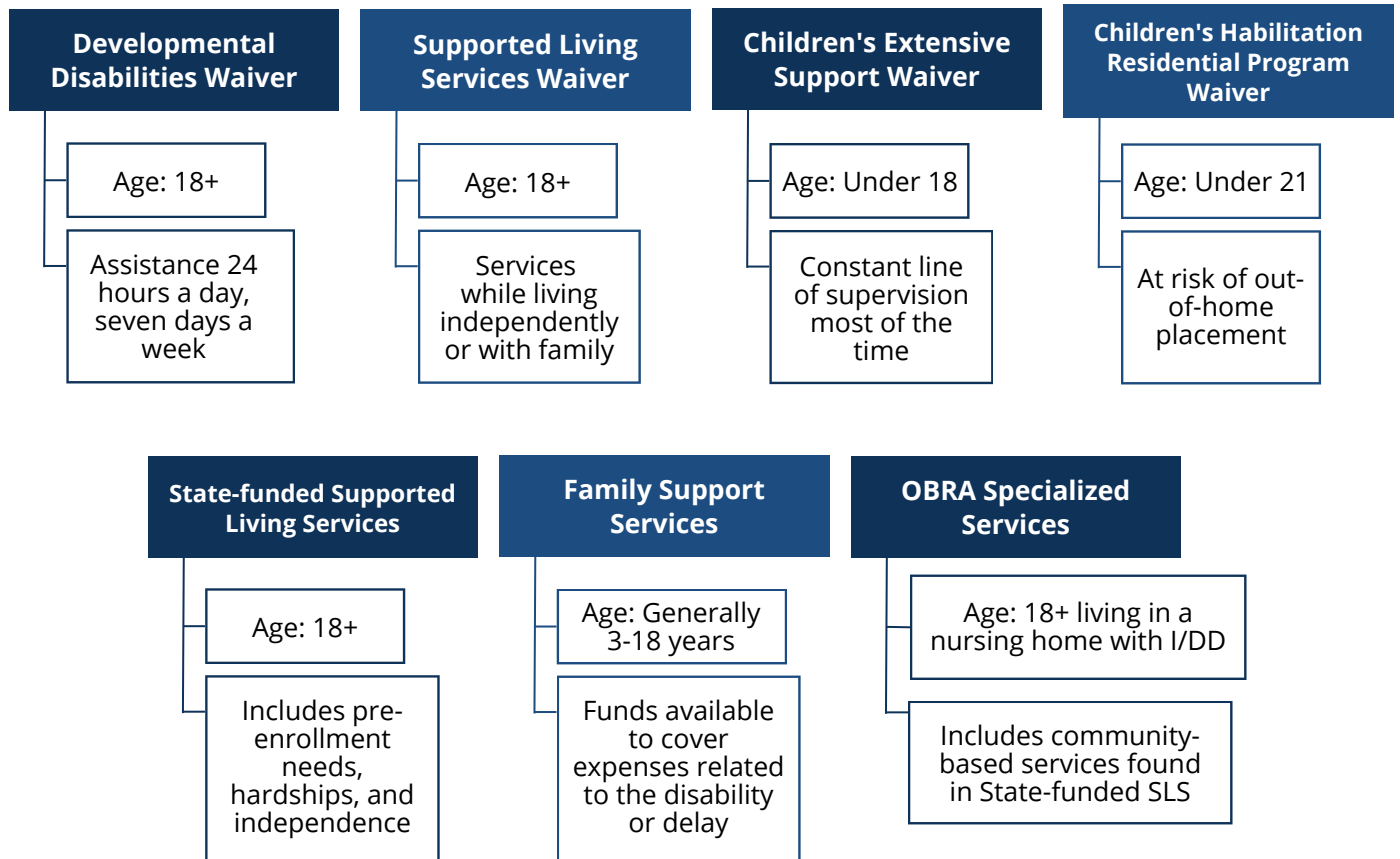
We are committed to

- ☒ Compliance to safeguard individuals, families, and our funding
- ☒ Quality outcomes focused on person-centered supports
- ☒ Simplicity to help make services easier to navigate
- ☒ Stability to ensure sustainable operations
- ☒ Accountability including equity in access, consistency, and quality standards of care

Client Satisfaction Survey Response:

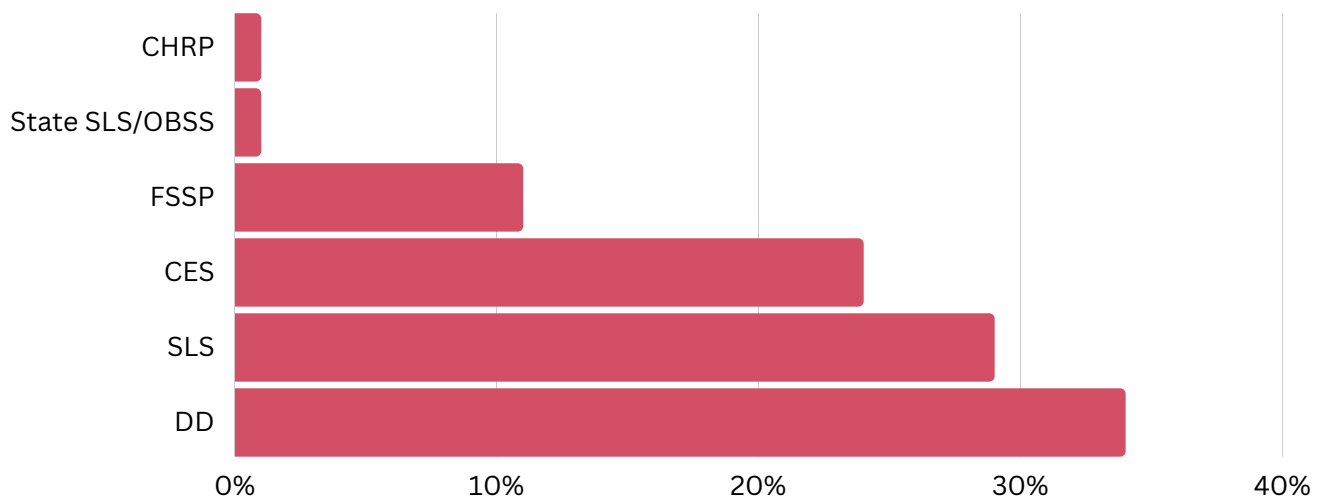
“Developmental Pathways is extremely knowledgeable and experienced with navigating the Medicaid/Medicare systems as well as giving excellence guidance and information for whatever is needed. We appreciate all the staff at Developmental Pathways and all the help they have given us through the years!”

Long-term Care Programs



Long-term programming for individuals with I/DDs includes

3,480 individuals and families supported

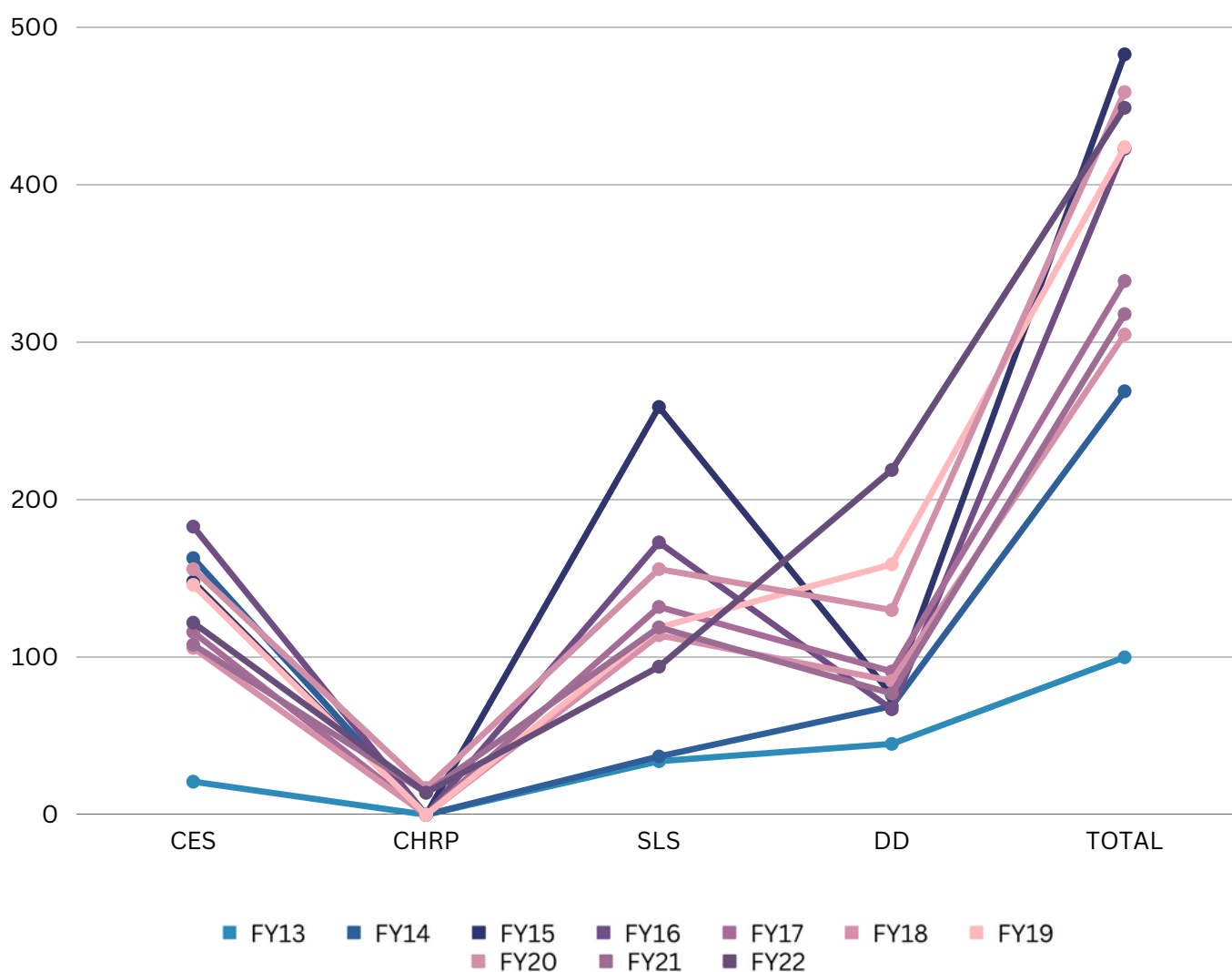


Key Enrollment Events

In FY22, our Case Management team supported more than 450 enrollments into long-term care programming, including nearly 220 enrollments into HCBS-DD.

- Waitlists for HCBS-CES and HCBS-SLS were eliminated from 2013 through 2016; HCBS-DD is the only Medicaid Waiver in Colorado with a waitlist. More information on waitlists can be found in the Appendix Report.
- Enrollment criteria for HCBS-CHRP changed on July 1, 2019, allowing youth to be eligible without being in foster care, which allowed more families to benefit from these supports.
- Enrollments in the HCBS-DD waiver are based on a combination of new enrollments authorized by the general assembly[1] and reserve capacity enrollments that support emergencies, youth transitions, and deinstitutionalizations. In FY22, The Long Bill authorized a total of 667 new HCBS-DD enrollments, which is reflected in the total 220 enrollments authorized in our catchment area this year.

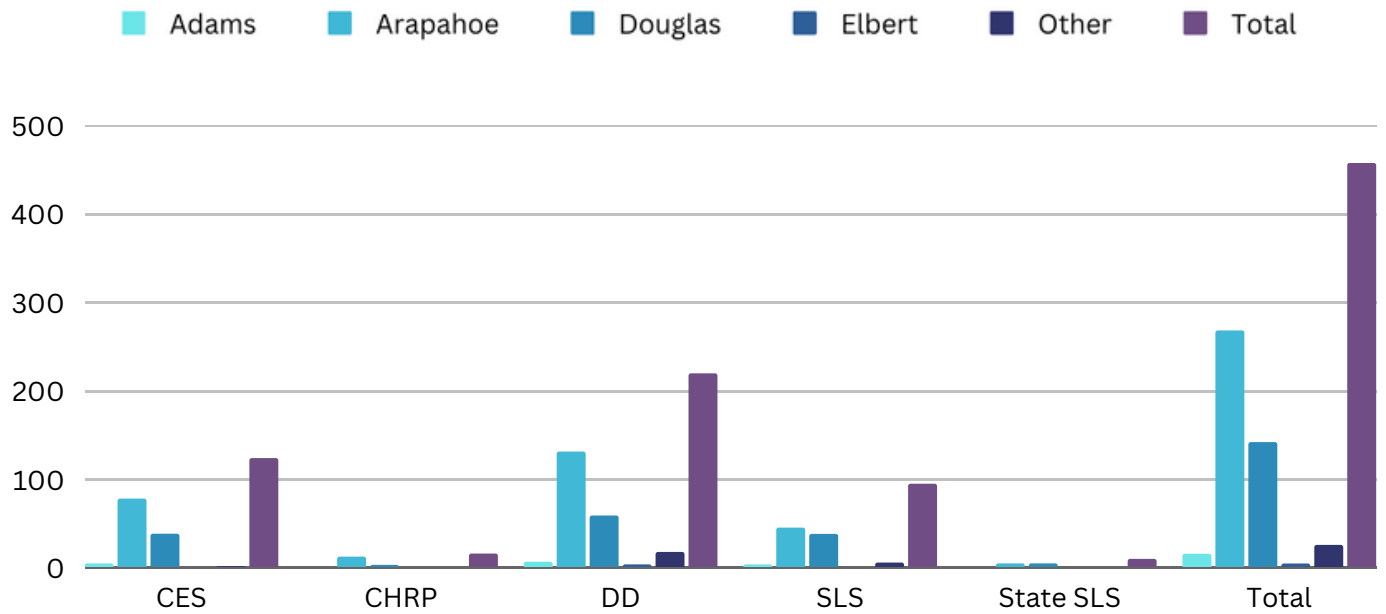
New Enrollments from FY13 to FY22



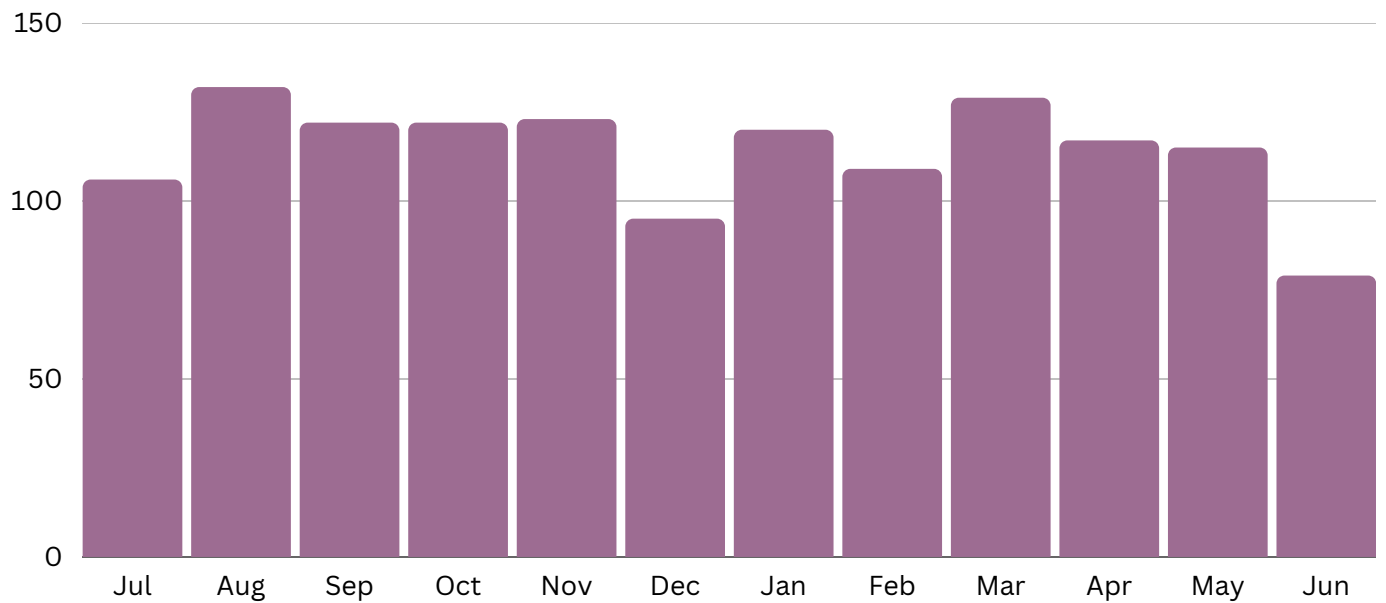
[1] HB18-1407 (300 statewide); FY20 Long Bill (150 statewide); FY22 Long Bill (667 statewide)

Community Impact

Enrollments & Transfers by Long-term Care Program & County



Long-term Care Referrals | Nearly 1,400 referrals were made to DP



Locally Funded Programming (all ages)

Developmental Pathways is proud to offer a variety of locally funded programs[2] to meet the needs of our community.

This programming is funded through

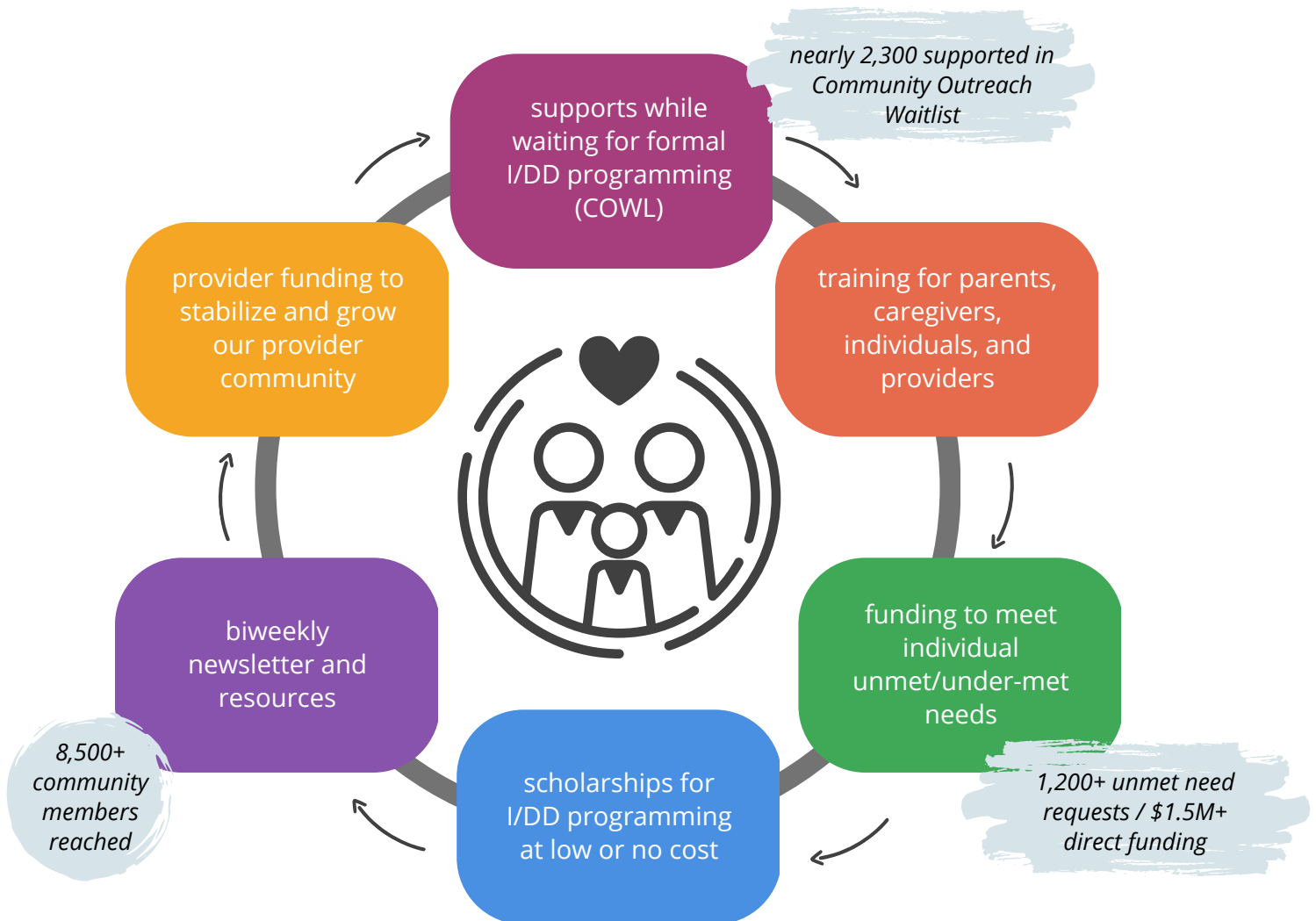
- Board-designated Community Engagement Initiatives
- Current year County Mill Levy revenue
- And other funding sources (such as grants, donations, endowments, investment portfolios, etc.)

Goals for this programming include

- Meeting unmet and under-met needs of the community
- Creating and supporting programming and community infrastructure

Local programming works in tandem with formal programming to support quality, integrated, and inclusive outcomes.

Developmental Pathways offers



[2] More details about locally funded programming can be found in the FY22 Mill Levy Report.

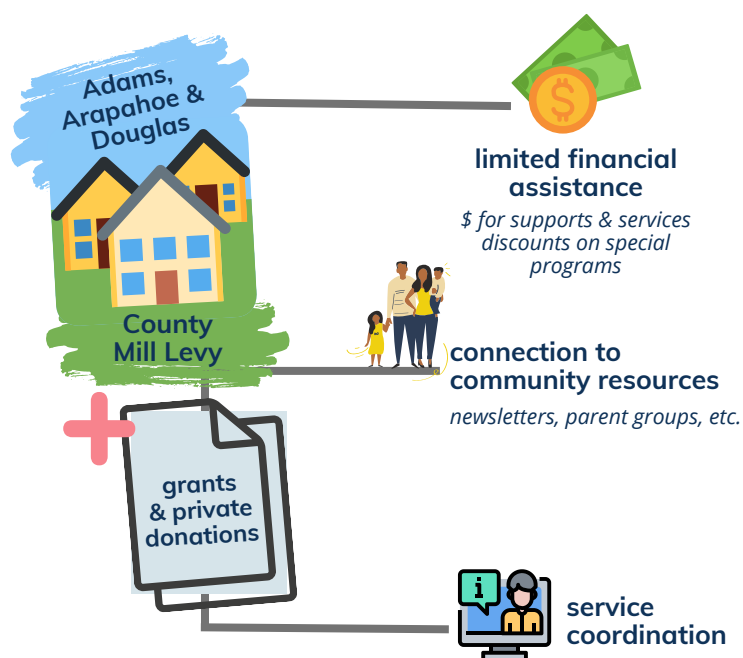
Community Outreach Waitlist Programming (ages 3+)

One part of our local programming is our Community Outreach Waitlist Services (COWL) program which supports individuals and families as they wait for or enroll in other state or federally-funded services.

Individuals and their families are connected with a coordinator to help navigate resources. While waiting, these individuals can receive resource newsletters, attend training, connect with others receiving services, and receive free or discounted services and programs.

This program helps children who have recently exited the Early Intervention program with ongoing delay needs. This program also provides help accessing funding for specific unmet or under-met needs.

Without Mill Levy, these families would have no access to these supports.



Meet Nick | DP supported Nick in his endeavor to earn a black belt

“

My coordinator has been great to communicate with. She's very timely in her responses and always professional. We feel more connected with Developmental Pathways because of how she communicates with us.

With how busy we've been with two kids, the request we've had from DP the most has been funds requests for [our son's] appointments.

-Nick's mom



Nick is an 18-year-old high school graduate with Down syndrome and has received services from DP since he was six months old. Nick became interested in martial arts by watching videos; when he decided he wanted to learn, his family enrolled him at a studio in Aurora. Nick is receiving funding from Community Outreach (Mill Levy) to cover the costs of classes. He began lessons in July 2019, and in August 2022, Nick earned his black belt in Taekwondo, typically taking three to five years to obtain, but he achieved this major accomplishment in just three years.

[Click here](#) to watch and read a local news story about Nick's achievement.



BUSINESS OPERATIONS

Our Workforce

In FY22, our workforce experienced significant structural changes[3] as Continuum of Colorado became an independent organization, Nonprofit Management Services of Colorado (NMSC) dissolved, and Developmental Pathways welcomed NMSC staff to the DP team.

Along the way, we also reevaluated and reinvested in various supports offered to our staff, including implementing strategic efforts to support our mission:

increase
employee
engagement

hire & retain
high performers

develop &
maintain helpful
resources

plan for future
opportunities

Developmental Pathways is committed to remaining a competitive employer and leader in the community.

In the last year, our organization has supported staff by implementing state-wide initiatives, regularly engaging via surveys, assisting in navigating resources, and creating spaces to share recognition. We continue to value a healthy work-life balance by offering flexible work-week hours.

- Administered Public Health Emergency leave under Colorado Healthy Families and Workplace Act (HFWA).
- Implemented staff surveys through multiple stages of employment with Developmental Pathways to engage teams in providing feedback to shape meaningful staffing policies.
- Supported staff with accessing mental health resources. We offer an Employee Assistance Program in addition to employer-paid health insurance[4], which covers behavioral health needs and offers concierge support in navigating leave and accommodations when needed.
- Implemented an Anniversary Recognition Program to communicate our appreciation to staff on particular mile marker anniversaries.
- Partnered with Health Care Policy and Financing's Direct Workforce Collaborative and advocated with elected officials on workforce issues.
- Worked hard to update and maintain competitive wage grades and bring staff toward market rates with the goal of reducing turnover.

This coordinated staff support effort helped ensure the continuity of our services to the individuals and families we serve.

DID YOU
KNOW?

Workforce shortages in direct care spaces exacerbate 'invisible waitlists' where individuals may be enrolled in disability programming, but there are limited providers to deliver services.

[3] For more details, visit our Conflict-free & Committed to Choice Providers announcement: www.dpcolo.org/conflict-free-committed-to-choice-in-providers/

[4] Employer paid for employee

Staff Feedback

In a November 2021 survey, staff indicated



- **93%** are more, if not equally, productive working from home
- **90%** of staff receive just enough or more than enough communication from leadership
- **98%** of staff have regular 1:1s and team meetings

We will continue to survey staff regularly regarding internal communication, staff engagement, and hybrid working (remote & in-office) and adjust accordingly.



I haven't worked at a place like DP before. I wouldn't speak up and share my opinion if I did not feel comfortable. I feel supported at DP.

-DP Staff Member

Staffing by the Numbers

315 average number of staff employed

84 new employees hired

85% of program staff retained

17% of staff resignations were due to out-of-state departures



Commitment to Diversity, Equity, and Inclusion (DEI)

DP is committed to building an equitable and inclusive community while advancing a shared purpose and belonging culture. We regularly engage staff in [Diversity, Equity, & Inclusion \(DEI\)](#) work through planned conversations and training.

DEI efforts are a natural complement to our work supporting individuals with disabilities and our vision of enriching lives and strengthening communities. We are people helping people pursue a full life, including full inclusion and participation in their community. In serving the disability community, we work with Black, Indigenous, and People of Color (BIPOC) families who often face additional barriers to accessing services due to several historical and systemic forces. Our DEI roadmap guides our work internally so we can be more effective within our diverse community.

When asked about their favorite part of being part of the DEI Committee, a member shared:



“

I learned so much being a part of the DEI committee and feel I contributed to making this organization better. Being in this space has challenged me to grow both personally and professionally, and I have appreciated everyone's vulnerability and willingness to progress our organization.

I've also very much appreciated how the DEI committee allows employees from all levels to work together and get to know each other, something that I think has been lacking since the pandemic / [work from home]. I'd also like to say a BIG THANK YOU to each and every single person on the committee for their time and dedication to the work.

FINANCIAL INFORMATION

(Supplemental Financial Information)

FY22 Data

Audited Financial Statement

FY22 Mill Levy Report Revenue & Expenses

	Case Management	Quality Assurance	Early Intervention	Family Support	Community Outreach	Initiatives	Outsourced Services & Youth Housing	Purchase of Services	Total Program	Fundraising and Development	Administrative Management and General	Fund Balance	Total
State Contract Revenue, Part C, ARRA	2,348,033	0	10,913,189	2,129,371	-	-	400,943	-	15,791,537	-	-	-	15,791,537
Medicaid Revenue	6,103,267	-	604,525	-	-	-	1,366,144	-	8,073,936	-	-	-	8,073,936
Counties (Arapahoe, Douglas, Adams)	-	-	-	-	-	-	-	-	-	-	-	-	-
Service Fees and Other Program Income	-	-	1,157,546	-	52,141	-	-	-	1,209,686	-	6,614	-	1,216,300
Public Support/In-kind - Contributions/Grants	-	-	-	-	38,000	-	-	-	38,000	95,161	182,780	-	315,941
Revenue by Funding Source and Program	8,451,300	0	12,675,260	2,129,371	90,141	-	1,767,087	-	25,113,159	95,161	189,394	-	25,397,714
Rental Income	-	-	-	-	-	-	-	-	-	-	298,060	-	298,060
Net Investment Return	-	-	-	-	-	-	-	-	-	-	(1,452,712)	-	(1,452,712)
Interest	-	-	-	-	-	-	-	-	-	-	15,643	-	15,643
Other Revenue	-	-	-	-	-	-	-	-	-	-	(1,139,009)	-	(1,139,009)
Mill Levy	4,728,305	-	719,571	-	4,884,889	-	94,671	6,088,762	16,516,199	-	18,942	3,359,260	19,894,401
Total Revenue, Support and Gains	13,179,605	0	13,394,831	2,129,371	4,975,030	-	1,861,758	6,088,762	41,629,358	95,161	(930,673)	3,359,260	44,153,106
Total Expenses by Program	10,285,284	0	11,499,758	2,132,222	4,788,964	1,532,055	1,846,502	6,088,762	38,173,547	80,934	6,341,201	-	44,595,682
Gain/(Loss) on Disposal of Assets	(15,331)	-	(8,350)	(1,017)	154	(849)	20,009	-	(5,385)	-	2,143,502	-	2,138,116
Total Expenses and Losses	10,300,615	0	11,508,108	2,133,239	4,788,811	1,532,904	1,826,494	6,088,762	38,178,933	80,934	4,197,700	-	42,457,566
Change in Net Assets													1,695,540

Management and General Calculation

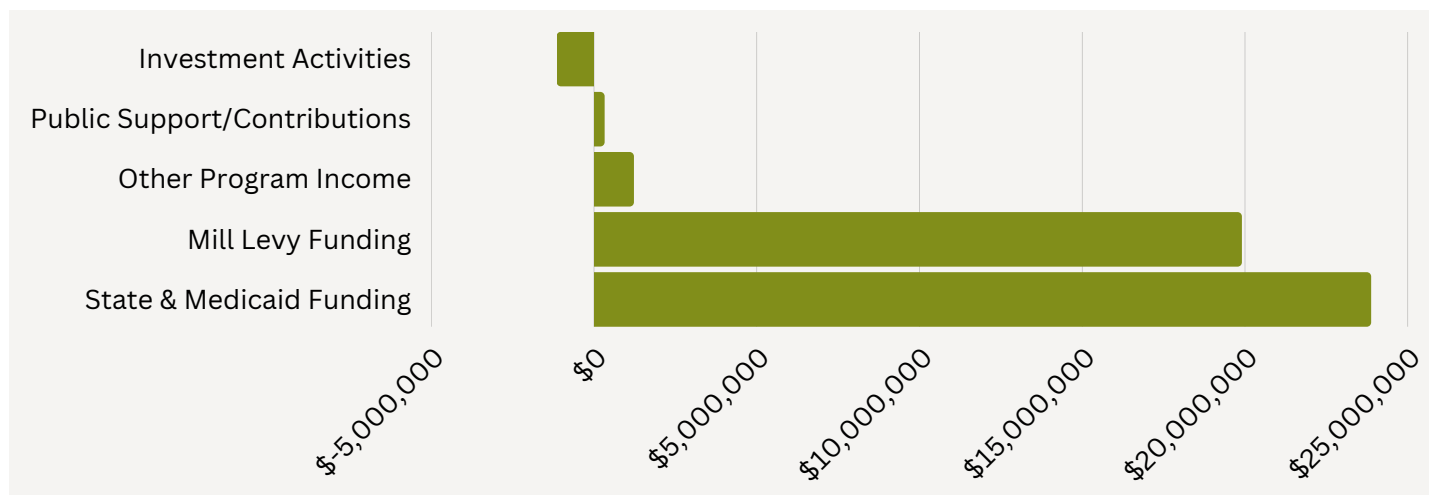
Total Administrative Management and General Expenses	6,341,201
Less: Depreciation & Amortization Expense	(286,448)
Net Administrative Expenses	6,054,753

Total Revenue, Support and Gains 44,153,106

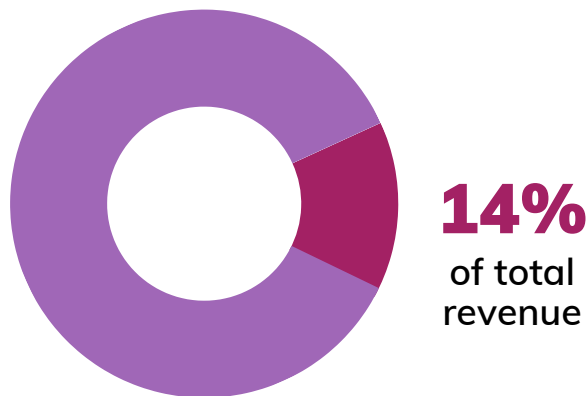
Net Administrative Expenses as Percentage of Total Revenue 13.71%

Gross Administrative Expenses as Percentage of Total Revenue 14.36%

FY22 Revenue by Source



Management & General Expenses



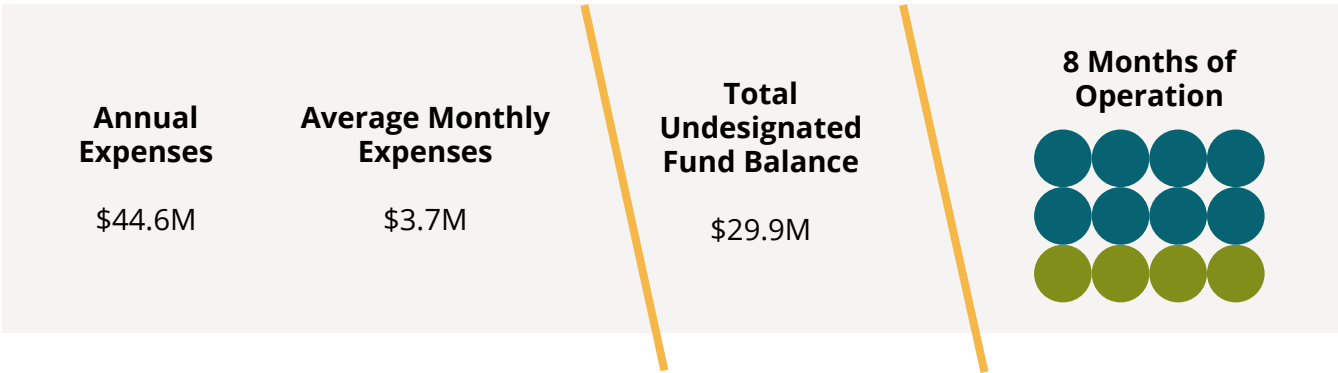
M&G Expenses
\$6,341,201 (14% of total revenue)

Total Expenses
\$44,595,682

Total Revenue
\$44,153,106

Fund Balance

The fund balance represents the number of months DP could operate without further local, state, or federal dollars. Reserves are utilized to maintain financial solvency and mitigate risks that may adversely impact the organization's bottom line. These funds provide the people we support with financial security and peace of mind that our company can sustain itself under unforeseen economic challenges.



As approved by our board of directors, we may use funds for new strategic opportunities which improve outcomes supporting the vision and mission of the organization.

For example, we used reserve funds this past year, including ongoing financial investment in the Community Engagement Initiative (CEI), which uses board-designated funds to support local funding, such as provider grants to increase quality and coverage in our catchment area.

In FY22, those board-designated funds supported thousands of individuals and families across our catchment area through direct spend and staff infrastructure.



The Community Engagement department, in partnership with Board Mill Levy/Fund Balance Committee, is developing a long-term strategy to utilize our funding to best support the needs of individuals with disabilities and provider agencies and keep our reserves at the recommended balance.

CHALLENGES & OPPORTUNITIES

Every year presents challenges in supporting and serving the needs of individuals with I/DD and their families, both in our area and statewide. We've navigated these challenges through strong community partnerships and engagement at local, state, and federal levels.



Case Management Redesign (CMRD)

Colorado is adapting its approach to long-term care through a project called Case Management Redesign (CMRD). CMRD consists of several initiatives designed to make accessing long-term services and supports easier by having Case Management Agencies (CMA) serve all Home and Community Based Services (HCBS) waivers, so individuals and their families can easily access the services they need through a single, local agency.

CMAs expect transitions to start in November 2023 and be complete by July 2024.

This work touches almost every aspect of our long-term care programming, from how we will hire and train, how quality will be measured, and how case management may look. DP leadership regularly participates in crucial conversations on operationalizing these changes to help ensure limited disruptions to families.

Please visit our dedicated CMRD webpage for more info:

<https://www.community.dpcolo.org/case-management-redesign>



Recruiting & Retaining Staff

Across the nation, countless industries are facing workforce challenges. In Colorado, CMAs and direct service providers continue to experience issues with hiring and maintaining an adequate workforce to meet the needs of individuals and families: *demand is outpacing supply.*

Contributing factors include the rising costs of living, the high costs of housing, child/elder care demands on working adults, post-COVID work fatigue, 'quiet quitting' trends, and finite state, federal, and local funding. That limited budget means state-approved rate increases are often insufficient to meet the costs of service provision, which has ripple effects across the system.



System Capacity

The impact of finite resources and the nationwide workforce challenges have created additional barriers for individuals and families and have caused what is sometimes referred to as “invisible waitlists.” This is when someone can qualify for long-term programming but struggle to find providers willing and able to provide the services outlined in support plans. DP tries to help address these system capacity issues through our provider grant programming and by regularly advocating with state and federal partners.



Early Intervention Programming

Starting January 1, 2023, the eligibility definition for the Early Intervention Colorado program will change from the previous eligibility. This should qualify more children for services, which will impact our Early Intervention program staff and providers. We will watch the new evaluations to determine the necessary staff and providers to serve the probable increase in eligible children.

CONCLUSION

FY22 Summary

Developmental Pathways remains deeply committed to the disability community and are honored to have supported thousands of individuals and families this past year. Since 1964, we have been committed to protecting and assisting individuals with disabilities with person-centered supports and strengthening our community through advocacy, education, and outreach.

Change management continued to be a key theme this past year as the Early Intervention and long-term care systems experienced significant statewide shifts. In partnership with our state and local community leaders and our exceptional provider network, our staff worked tirelessly to maintain high-quality services and address our top strategic priorities, which continue to be:

- Active participation in Case Management Redesign (CMRD)
- Continued advocacy around Colorado's American Rescue Plan Act (ARPA) funds
- Provider and Case Management Agency sustainability
- Addressing labor shortages
- Advocating for rate increases
- And tackling invisible waitlists as a system



Members of Developmental Pathways's Board of Directors

We thank you for your continued support
in our efforts to help individuals with
developmental disabilities.



Contact

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FY2022

MILL LEVY REPORT



TABLE OF CONTENTS



1	Explanation of Mill Levy Report
2	Mill Levy Background
3	Our Mill Levy Community
4	Funding & Expenditures
15	Mill Levy Spend into Fund Balance
16	The Future of Mill Levy

EXPLANATION OF REPORT

This report summarizes the programs and impact supported by nearly \$20 million of Mill Levy from Arapahoe and Douglas Counties for the fiscal year 2022 (7/1/2021 - 6/30/2022).

This report includes wins and outcomes supported through all local funding sources as we use a variety of local funds to support most local programming. However, Mill Levy covers the largest portion of these critical community supports.

This report presents the main areas of local programming spend and highlights county-specific data. For more information on our agency, programs, and other general information, please refer to our Annual Report for complete agency data and program information.

Made Possible By You

2022 marked the 20th anniversary of receiving Mill Levy funds from Arapahoe and Douglas Counties and about five years of support from partners in Adams County.

We are grateful to Arapahoe, Douglas, and Adams Counties for entrusting us with their tax dollars to protect and assist people with intellectual and developmental disabilities and delays (I/DD).

THANK YOU!

MILL LEVY BACKGROUND

In 2001, voters in both Arapahoe and Douglas counties overwhelmingly passed a one-mill property tax dedicated to supporting individuals in their counties with developmental and intellectual disabilities and delays[1].

As the Community Centered Board (CCB) for these counties, DP uses Mill Levy funds to support crucial community programming for individuals with I/DD and their families in both Arapahoe and Douglas Counties.

Mill Levy Priorities

The 2001 referendums were approved to support and stabilize the I/DD community in Arapahoe and Douglas Counties, including:

- Protecting and assisting people with I/DD and developmental delays
- Avoiding out-of-home placements
- Helping individuals with I/DD find and keep employment
- Providing daycare (supervision) and other services for seniors with I/DD
- Working with infants and toddlers to minimize the long-term impacts of developmental delays
- Reducing waitlists for services
- All with the goal of achieving those goals without expanding government (through partnering with the local Community Centered Board)



[1] Please see the Appendix Report for more detailed information on this ballot measure.

OUR MILL LEVY COMMUNITY

In fiscal year 2022, Mill Levy supported 8,680^[2] individuals and families and dozens of providers.

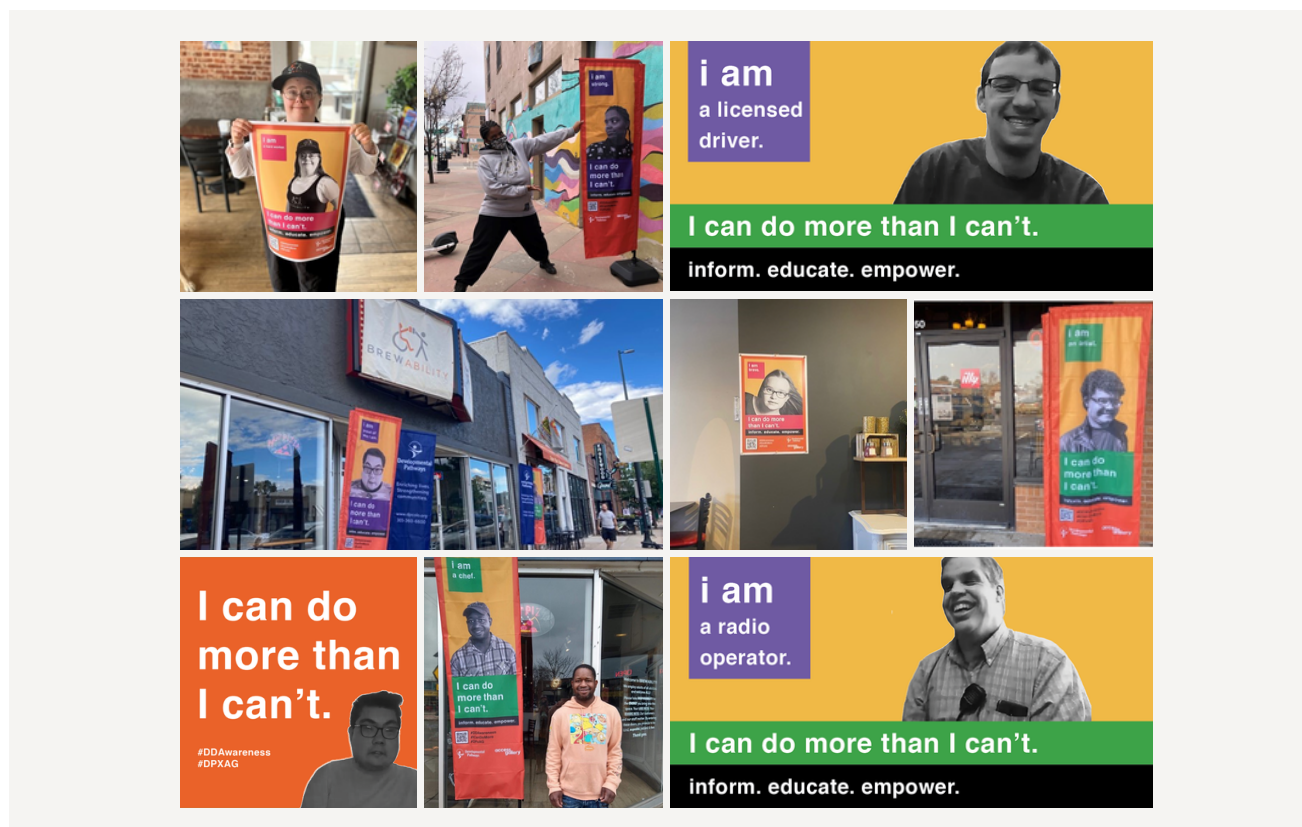
This community is vibrant, creative, and dedicated.

Every March, we raise awareness about individuals diagnosed with Intellectual or Developmental Disabilities/Delays and celebrate the impact of the I/DD community through Developmental Disabilities (DD) Awareness month.

March has nationally been recognized as DD Awareness Month since 1987 when President Ronald Reagan issued a public proclamation urging Americans to provide individuals with developmental disabilities “the encouragement and opportunities they need to lead productive lives and to achieve their full potential.”

Each year we work with community partners to spread awareness of the abilities of people with I/DDs. DP and [Access Gallery](#) created a campaign with the theme “I can do more than I can’t. I am... more than a disability.”

Posters and banners were featured at local businesses, and each featured a self-advocate sharing how they are more than their disability. One of these locations was [Festive Cup](#), a coffee shop retail store in Highlands Ranch that purposefully employs people with disabilities.

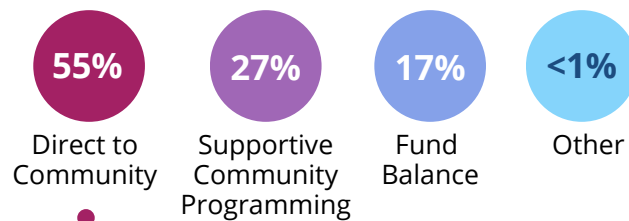
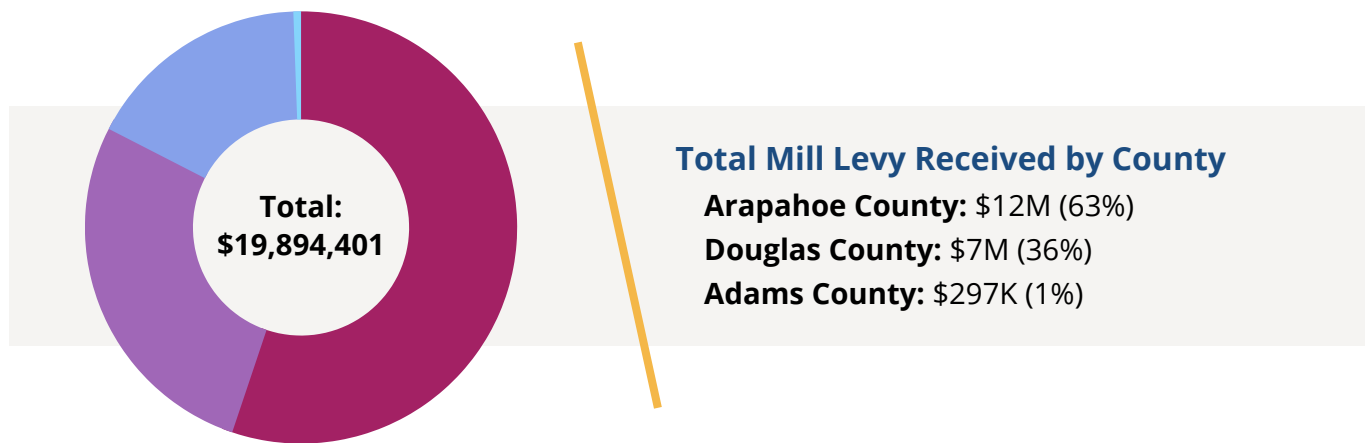


[2] Number served in agency (9,036) versus number served through Mill Levy will not match as we use non-county dollars to support people in Elbert and other counties.

FUNDING & EXPENDITURES

\$19.9 Million Total Mill Levy Received

Summary



Spending Details

The next section of the report reviews the Direct to Community and Supportive Community Programming spending details.

● Direct to Community | \$11.25M

Includes:

- Stability Programming
- Provider Programming
- Community Outreach Waitlist Services Program
- Unmet and Under-met Needs
- Scholarship Programming

● Supportive Community Programming | \$5.4M

Includes:

- Wrap-around Care Coordination
- Special Teams
- Events & Training

Direct to Community / Direct Local Programming

\$11.25M

Direct local programming supports individuals with I/DD. It helps build a more inclusive community while supporting and strengthening community agencies to help protect and assist individuals and their families in leading healthy, safe, person-centered, and integrated lives.

In FY22, DP augmented existing community supports using funds from our savings (fund balance) to address community needs through provider grants and other programming, **adding more than \$1.4 million to the \$11.25 million, making the total annual investment in Direct Local Programming more than \$12 million.**

Funds were spent in the local economy and benefited people with I/DD across our catchment area.

Programming includes

\$8.65M^[3] given directly to benefit community-based providers such as Program Approved Service Agencies (PASAs), advocacy and education organizations, recreation and community centers, and other providers assisting with disability supports

\$1.9M given to directly benefit a person with an I/DD (and their family members) through programming like Individual Unmet Needs and Scholarships

\$795K given to local programming to support individuals waiting for state and federally-funded services through Community Outreach Waitlist Services programming

In action, this looks like



Service Stability | \$8.65M

- 33 Sponsorships
- 54 Grants



Scholarships | \$454K

- 3,400 people participated^[4]



Unmet Needs | \$1.35M

- 1,322 unmet needs requests approved



Community Outreach Waitlist Services | \$795K

- Care coordination for nearly 2,300 people
- Bi-weekly list of resources and scholarships

[3] Of the stability funds awarded, \$230K was distributed to providers in FY22, but will be recognized in FY23 expenses per accounting rules.

[4] Numbers supported are duplicated in any instance where an individual or family was supported by more than one scholarship

Service Stability Programming

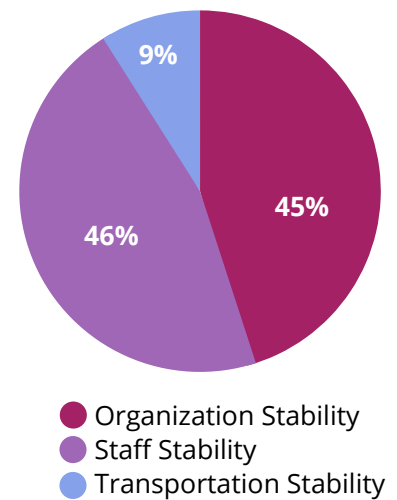
\$8.6M Stability Grants + \$50K Sponsorships

As directed by the original Mill Levy referendums, a portion of the annual Mill Levy is used to support our community's essential I/DD needs. In FY22, we worked with Continuum of Colorado[5], previously Comprehensive Care Services, and our organization's former direct service branch to ensure the continuous delivery of supports. As the year unfolded, we worked with additional providers to diversify the impact of these dollars in ensuring program stability. Mill levy contracts are used between DP and identified service providers to address specific services that will meet the needs of people with disabilities and provide service stability.

Mill Levy Contract Provider	Funding Reason
Continuum of Colorado	Residential and other programming
Cottonwood	Residential
Parker Personal Care Homes	Capacity building
Wellspring	Transportation

Provider grants and sponsorships are available to community organizations and Program Approved Service Agencies (PASAs) and are intended to increase capacity and improve support outcomes.

Stability Grant by Type



$$\begin{array}{ccccc}
 \mathbf{33} & + & \mathbf{54} & = & \mathbf{8,500+} \\
 \text{Sponsorships} & & \text{Stability Grants} & & \text{People Supported}^{[6]}
 \end{array}$$

[5] Continuum of Colorado fully separated from DP effective 07/01/2022; for more information, please [click here](#).

[6] 8,500+ people includes duplicate individuals who may get services from more than one grantee agency.

Innovation Grants used board-designated funds and Stability payments were from Mill Levy Funds.

Stability Grant recipients share how they used funds in the community



With the support of Developmental Pathways, Aurora Mental Health Center onboarded an Employment Specialist to work specifically with I/DD clients through our Vocational Services program. This position was able to successfully build a caseload to become financially sustainable, meaning that the position will continue despite the end of the grant funding. We are so grateful for the opportunity to have implemented this program as it has helped our clients as they navigate employment and increased our ability to provide holistic care.

- Esther Clark, Aurora Mental Health Center

Because of the grant that we received, we were able to start a Day Program for I/DD and serve 190 people from our communities over a two-month period of time. We anticipate that we will be able to continue and even expand to add more services.

- Michael Hulley, Mane Mission



Funding from Developmental Pathways supported our Education Services program, providing more than 85 hours of consultation services to support students with Down syndrome and their families through the Individual Education Plan process. With this support, we ensured that students with Down syndrome could thrive during their K-12 experience through inclusive education. Funds from Developmental Pathways also support a professional development workshop for more than 100 teachers and staff from Douglas County School District, building their capacity to provide inclusive classrooms for their students.

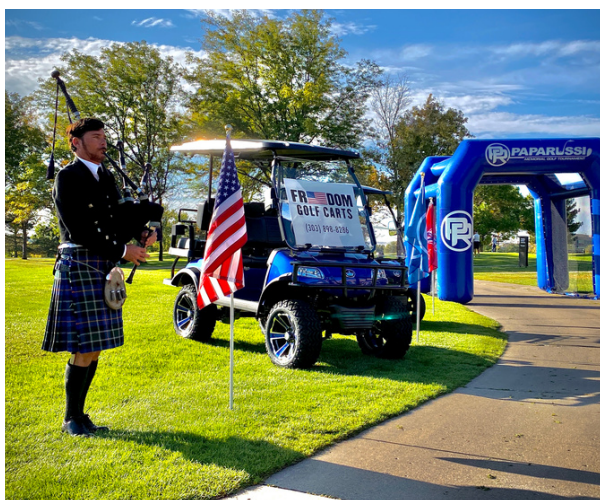
- Mary Ann Barwick, Rocky Mountain Down Syndrome Association

Top 10 Funding Recipients (alphabetical) of 137 Total Recipients

- AbleLight, Inc.
- Adam's Camp
- CentrePoint Academy
- Continuum of Colorado
- Cottonwood Community Alternatives
- Garden, Inc
- Integrated Life Choices
- Parker Personal Care Homes
- To The Rescue
- Wellspring Community

A full list of funding recipients and the type of funds received are available upon request - [contact us](#).

Sponsorships support organizations as varying needs arise throughout the year. Common sponsorships include fundraising events, community events, and educational training.



The 2021 Papa Russi Memorial hosted 128 golfers at the Club at the Inverness and raised over \$46,000 for the All-Stars Club to help fund its three current respite locations and help open two new locations this month, as well as fund the All-Stars annual prom. We are blessed with sponsors like DP who support the mission of the All-Stars Club to better serve those with intellectual and developmental disabilities in our community.

- Scott Russomanno, All-Stars Club

Thanks to Developmental Pathways, we were able to provide gift bags to nearly 500 host home providers, customers, and family caregivers. This drive-through event was a true success!

**- Jeffrey Maxwell,
Parker Personal Care Homes
PPCH Drive-Through Holiday Event**



This was the BEST summer training we have had in seven years. Adding the team-building component and a larger space made the atmosphere much more conducive to our training goals, and we feel more prepared for this summer than we have in years!

- Kristin Smock, Megan's Place

Unmet Needs

\$1.35M

Individuals with disabilities often have increased living costs due to expenses to support their day-to-day needs. From extra medical interventions to therapies to home and vehicle adaptations to assistive technology supports—these additional costs can burden individuals and families.

1,322
Unmet Needs
Requests

DP is proud to offer unmet and under-met needs programming, supported by various funding sources, to help cover these expenses.

- **Getting help connecting to the I/DD system** (testing, pre-enrollment supports, etc.)
- **Supporting greater independence and/or integration** in the home or the community
- **Health, safety, and medical** needs not otherwise met
- **Helping to avoid out-of-home placements** and/or institutional placements
- **Professional services** to address health, safety, medical, or behavior needs not otherwise met
- **Supervision and respite** to ensure health, safety, and placement stability



“

I think one of the things I appreciate about the camp is that it really focused on strengths and benefits of being unique. Mackenzie has often felt like she is the ONLY ONE in the whole world who struggles with FASD. But at camp, there were others - good kids with tough challenges - who were learning right beside her. Again, thank you so much for helping us make this a reality! You guys are the best!

- Mackenzie's Mom

In action, funding unmet needs looks like



Emergency placement and pre-enrollment supports for people returning from institutional placements while they enroll into a waiver



Respite for an aging parent, so they can have surgery and their adult child will have care during the parent's recovery



Vehicle modification to allow a family to include their child in their family and community activities



Social and recreational services which help support community integration and allow individuals to live fuller, more connected lives



Supported employment job coaching to help someone get a promotion and learn a new job

Community Outreach Waitlist (COWL) Services Program \$795K

This 100% locally funded program is unique to DP and is entirely financed by active Mill Levy funding, thanks to our county partners. Without Mill Levy, these families would have no way of accessing these gap supports while waiting for other more robust supports.

**Nearly 2,300
individuals and
families supported
in FY22**

**1,500+ individuals
and families
supported per
month**

**Manage
Unmet/Under-met
Needs Programming**

- 120+ requests/month
- 93% approval rate

**7.5 full-time
employees**

— “ —

*This program is critical for
our autistic son, as even with
health insurance, copays are
\$200-\$300 a week!*

- Parent of child in COWL program

— ” —

Scholarships

\$454K

Scholarships are a way to connect individuals with I/DD directly to community providers for identified services. DP builds relationships with providers who serve multiple individuals and creates a process for direct billing that allows DP families to participate in the service at no cost or at a significantly reduced rate.

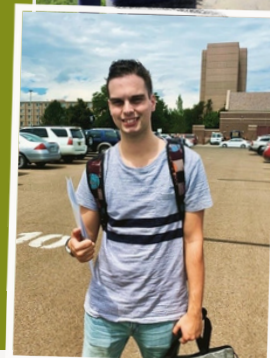
3,400+ individuals^[7] received scholarships in FY22

Meet Paul | Supported by DP for 5+ years

Paul is a 24-year-old with an I/DD who recently received funding for the IN! Higher Education program to attend college. Like everyone else, Paul enjoys being in the community and is immersed in "normal" life.

"Not everyone thought that I could go straight into college, but I was able to show everyone that I could."

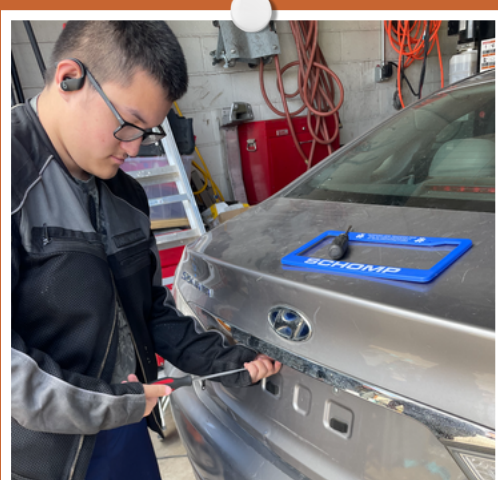
- Paul



Scholarship Spotlight

"Through the support of generous donors such as Developmental Pathways, our scholarship program has been able to support 10 individuals living with I/DD who have not yet qualified for other funding options. By supporting these clients and families, Developmental Pathways is giving access to programs that increase independence, decrease isolation, and provide opportunities for personal growth in areas of interest and skills that can lead to employment. TACT envisions a world where neurodiversity is not only embraced but inherently valued—a world where the full spectrum of the autism community can contribute their talents and gifts to find personal fulfillment. We are proud that Developmental Pathways supports this mission and believes in our clients as much as we do!"

- Becky Mershon, T.A.C.T.



[7] Numbers supported are duplicated in any instance where an individual or family was supported by more than one scholarship

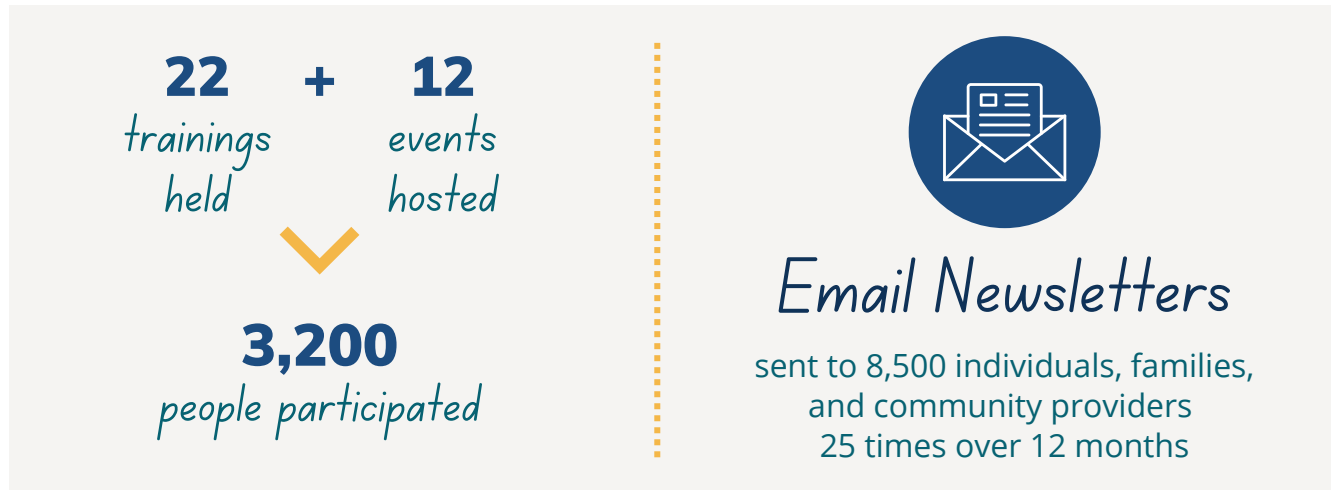
Supportive Community Programming

\$5.4M

Community Activities

\$2K [8]

Activities include training and events to support and engage individuals, families, and community providers. Our events provide opportunities for people to connect, build relationships, participate in the community, and learn.



Wrap-around Care Coordination

\$5.4M

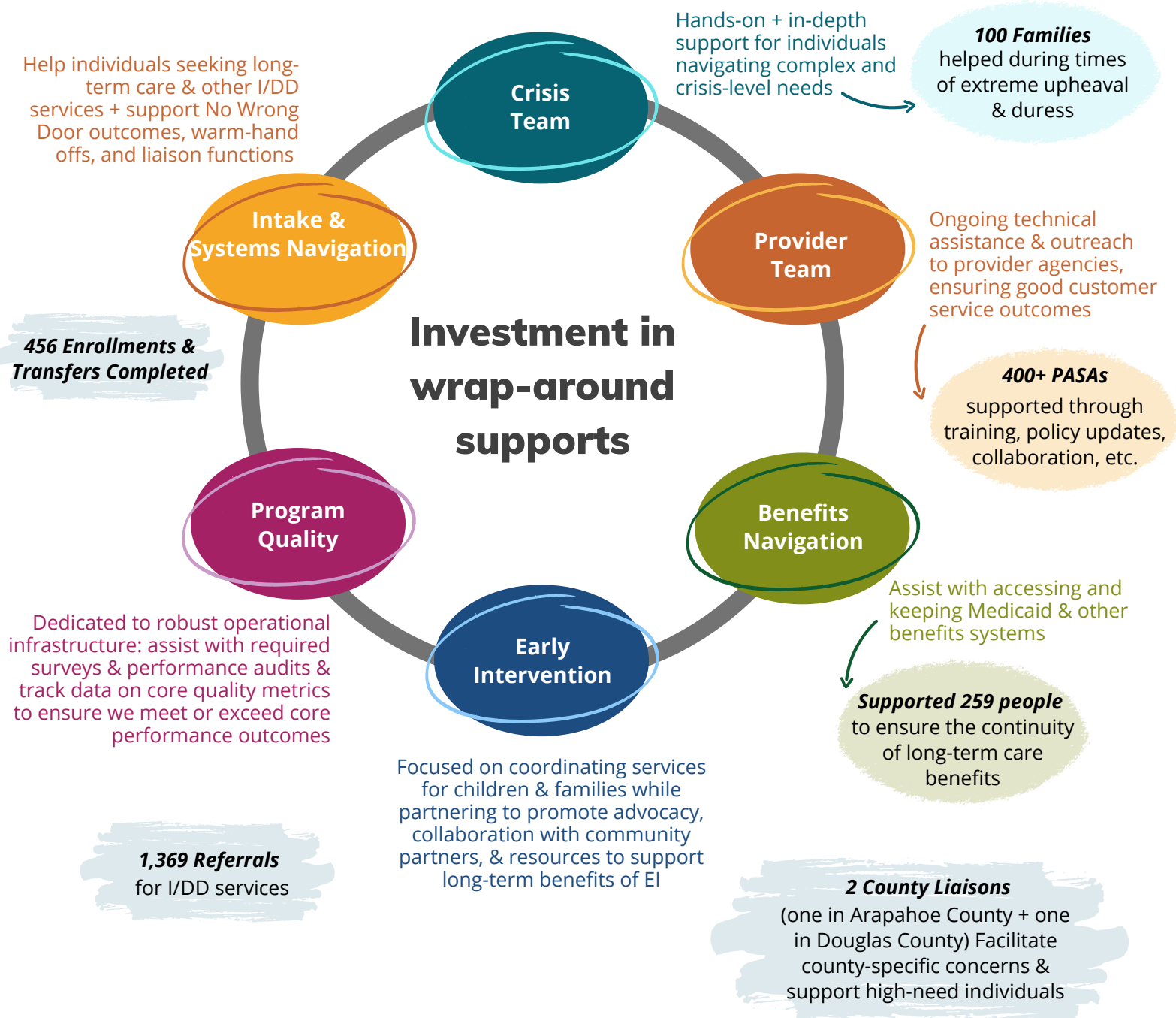
While our contracts with the State of Colorado cover much of the primary case management and service coordination functions required, Developmental Pathways and our county partners invest Mill Levy funding in wrap-around care coordination.

This funding is key to building a solid foundation for a lifespan of supports for individuals and families. It is also critical to help case managers and service coordinators navigate issues peripheral to the core requirements outlined in state contracts but integral to quality long-term care supports. Staff members regularly assist individuals and families in accessing local Mill Levy-funded resources, including unmet needs, wrap-around services, scholarships, and other aids.

Core Contracts	Wrap-around Care
<ul style="list-style-type: none"> • Basic intake/referral • Needs assessment • Service planning • Service monitoring and evaluation 	<ul style="list-style-type: none"> • Community connections and partnerships with integral disability partners • Systems information and resources (how-to guides, etc.) • Community education, outreach, training • Continuous quality improvement • Special teams

Wrap-around Care Coordination (continued)

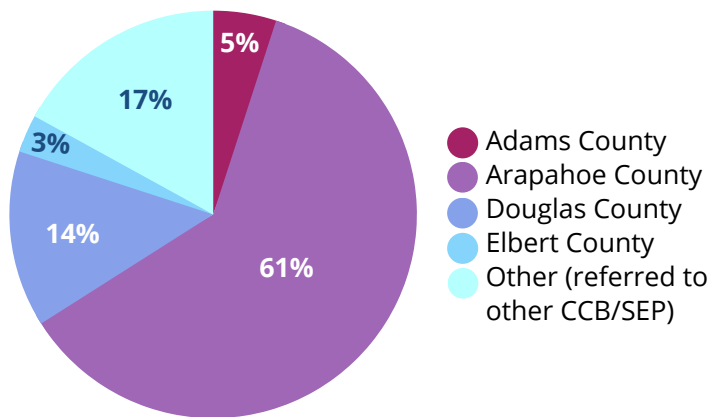
In action, this looks like intentionally staffing teams with people dedicated to helping our community traverse the complicated world of disability services. Our teams play a critical role in ensuring that people with I/DD and their families receive quality care in the most seamless way possible.



Crises and Emergency Supports

The health, safety, and welfare of individuals in service are a priority. Crisis situations include when individuals are putting themselves or others in danger, the loss or incapacitation of the primary caregiver, and other urgent, unstable situations that risk long-term placement. Critical incidents include tracking and reporting required events such as hospitalizations, medication management issues, criminal justice involvement, and allegations of mistreatment, abuse, neglect, and exploitation (MANE).

Crisis Supports by County



41
after-hours
emergency
calls

Critical Incidents by Quarter | 932 Total



”

Developmental Pathways is a highly valued resource for parents needing guidance and advice while navigating the care of a child with multiple needs. We are incredibly grateful for Developmental Pathways and how responsive they have always been to any need regarding our two daughters with disabilities. Thank you, DP!!

- Parent response on FY22 Client Satisfaction Survey

”

MILL LEVY SPEND INTO FUND BALANCE

\$3.36 Million

In FY21, our board of directors created a committee, which includes a County Commissioner from each of Douglas and Arapahoe Counties dedicated to providing targeted leadership for the future of Mill Levy and the best ways to utilize fund balance. This Mill Levy Fund Balance committee works with the Community Engagement department to create and maintain programming for our community while being excellent stewards of local funding.

During FY22, the Community Engagement department oversaw spending \$1.8 million^[9] of the fund balance to directly impact individuals, providers, and the community.

At the end of FY22, \$3.36M of Mill Levy went into our fund balance to be spent in the coming years as directed by our board.

Committee Goals

- ☒ To supplement and not supplant other funding sources
- ☒ To meet the broad needs of a diverse community
- ☒ Review and recommend future fund balance strategy



[9] \$540K of innovation grants will be recognized in FY23 per accounting rules.

THE FUTURE OF MILL LEVY

Looking Ahead

Since the initial discussions of Conflict Free Case Management (CFCM) and Case Management Redesign (CMRD) began, we've recognized a need to reevaluate how we provide services to people with I/DD, including how we use local funding.

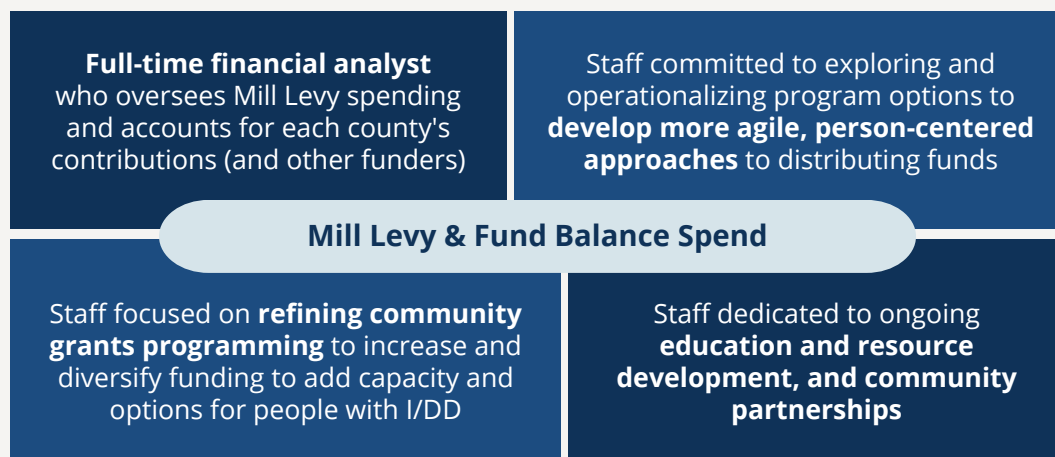
Our goals are to

- safeguard the programming that works
- refine programming to better meet the needs of our individuals and families in services, community partners, and government agencies
- innovate with our community partners to fill system gaps

Our vision is to continue to enrich lives and strengthen communities.

Our Approach

We are committed to the disability community and are excited about the future.



FY23 Core Programming

- **Continued enhancement of our annual and Mill Levy reporting**, with the goals of continued transparency, clarity, and accountability.
- **Expansion of provider grant and sponsorship programming** to support community provider organizations in meeting the needs of individuals and families across our catchment areas.
- **Expansion of direct support programming**, including individual unmet/under-met needs allocations and core scholarship programming.
- **Alignment of internal and external events and training** with the goals of uniting and streamlining operational resources and improving overall outcomes, including increased engagement, advocacy, inclusion, and long-term care acumen in our staff and community.
- **Engage the I/DD community with a new Advisory Council and events like Conversations for Change** to promote honest small group dialogue about changes, successes, and systematic issues.

We thank you for your continued support
in our efforts to help individuals with
developmental disabilities.



Contact

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www.dpcolo.org

COUNTY REPORTING



TABLE OF CONTENTS

1	Adams County
3	Arapahoe County
5	Douglas County
7	Elbert County

ADAMS COUNTY

\$437K

Adams County residents account for 5% of the total number of people served by DP. Over the years, the support we provide to the individuals with I/DD residing in the portion of Aurora within Adams County has grown. By 2019, DP served about 17% of those enrolled in I/DD programming in that county. As a result, DP started to receive direct local funds to support these individuals. Arapahoe and Douglas County Mill Levy funds are not used to support Adams County residents.

Investment in I/DD Services

- **Total Individuals Served:**
 - 399 (about \$747.19 per person)
- **Top Programs Accessed:**
 - Early Intervention
 - Community Outreach Waitlist
 - HCBS-DD

Direct Local Programming Impact

Top Areas of Unmet/Under-met Needs:

(numbers as highest dollar amount of total requests approved)

- Respite (37.53%)
- Community Integration, recreation, more independence (15.10%)
- Professional Services (17.63%)
- Medical/Dental (13.95%)

Community Investment Highlights



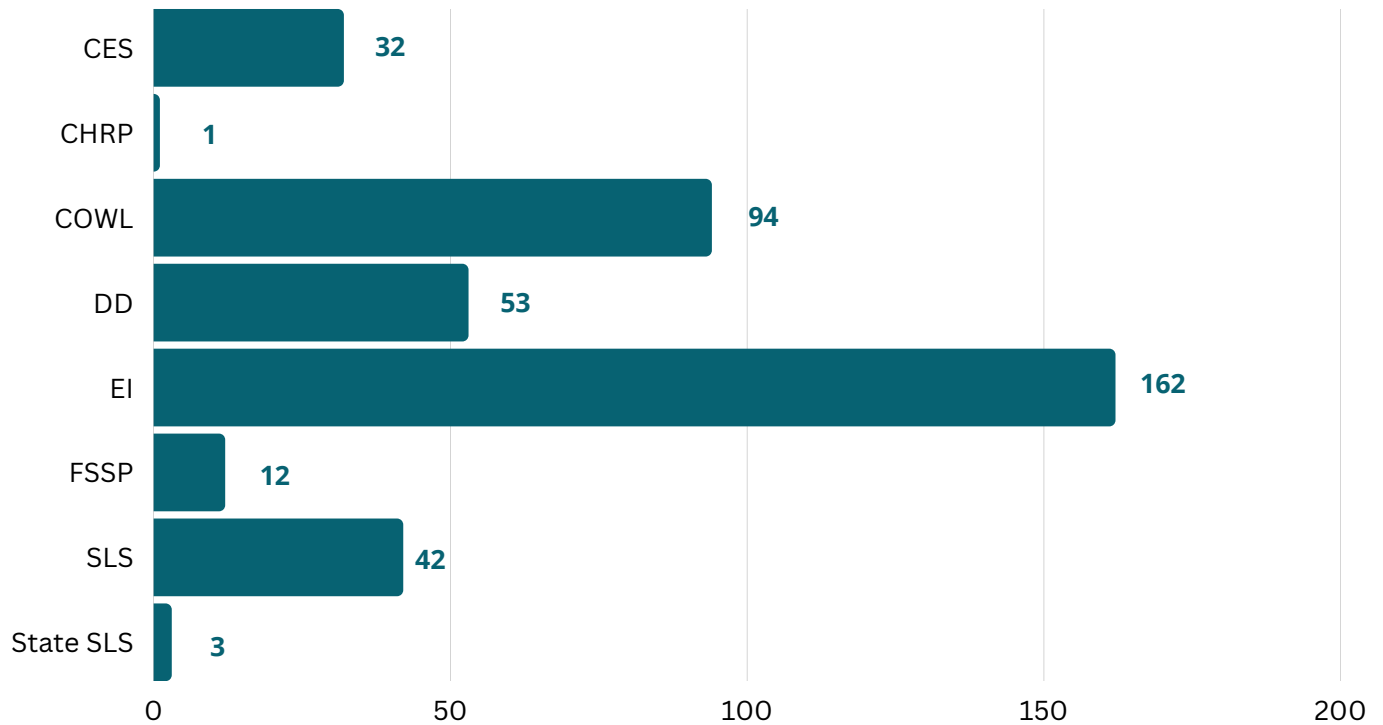
- **\$121K** in provider programming
- **\$97K** in wrap-around service coordination & Mill Levy-funded roles
- **\$32K** in support of individuals & families for unmet/under-met needs
- **\$28K** in Community Outreach Waitlist programming

Community Wins

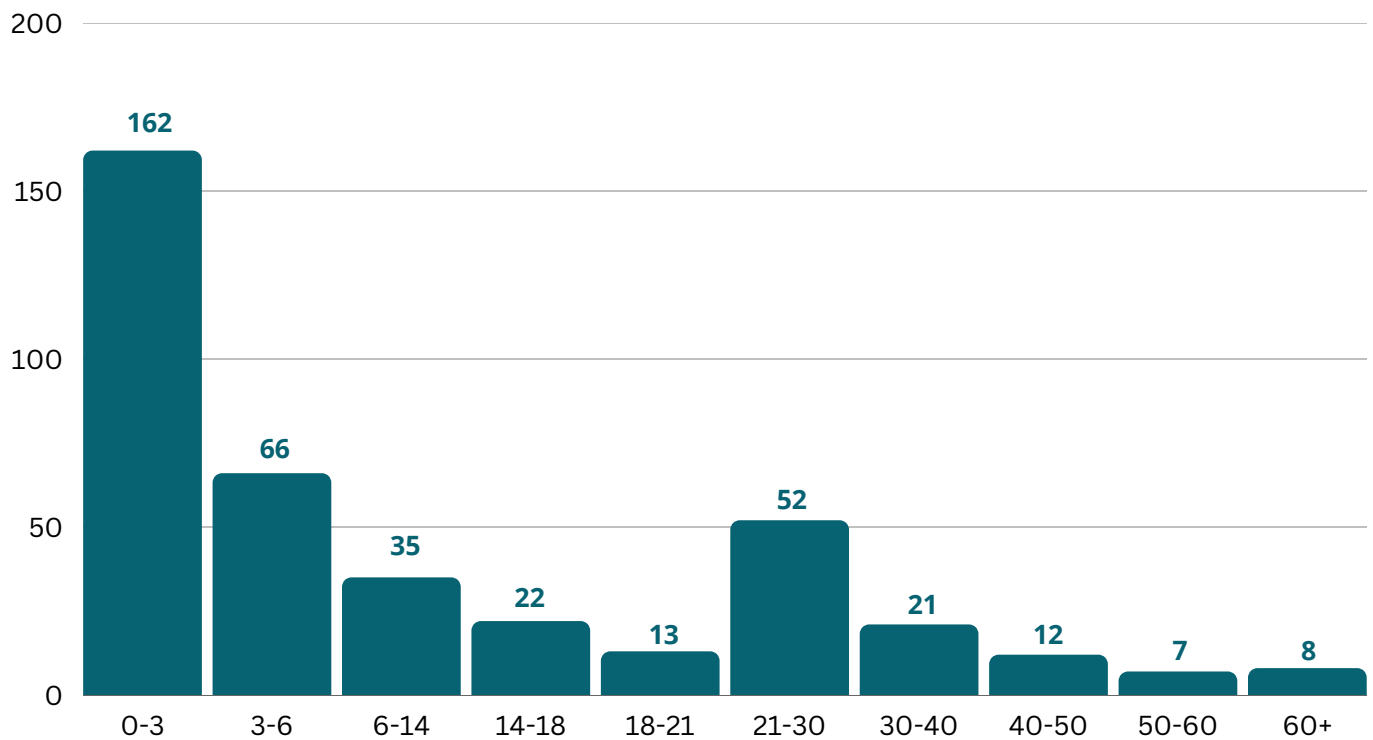
- 16 enrollments into HCBS Waiver + State SLS programming (5 children, 11 adults)
- 5 unstable and crisis situations supported by our Crisis team
- 7 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits

Adams County Demographics

Individuals Enrollment by Program | 399 Total Served



Age of Individuals Enrolled



ARAPAHOE COUNTY

Investment in I/DD Services

- **Total Individuals Served:**
 - 5,352 (about \$1,936.68 per person)
- **Top Programs Accessed:**
 - Early Intervention
 - Community Outreach Waitlist
 - HCBS-DD

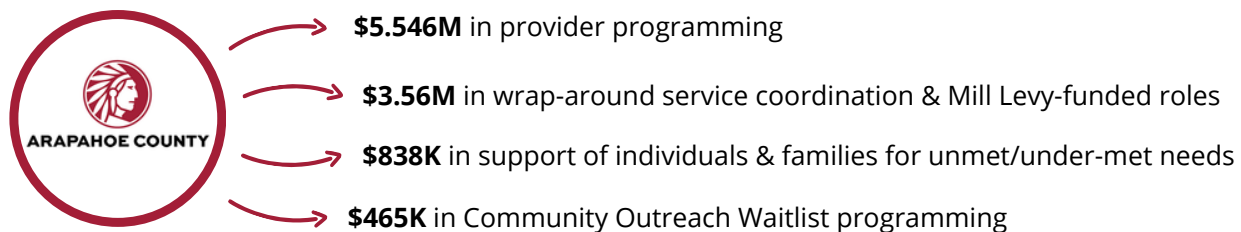
Direct Local Programming Impact

Top Areas of Unmet/Under-met Needs:

(numbers as highest dollar amount of total requests approved)

- Respite (34.31%)
- Professional Services (14.38%)
- Community Integration, recreation, more independence (14.10%)
- Adaptive Supports (12.54%)

Community Investment Highlights



Community Wins

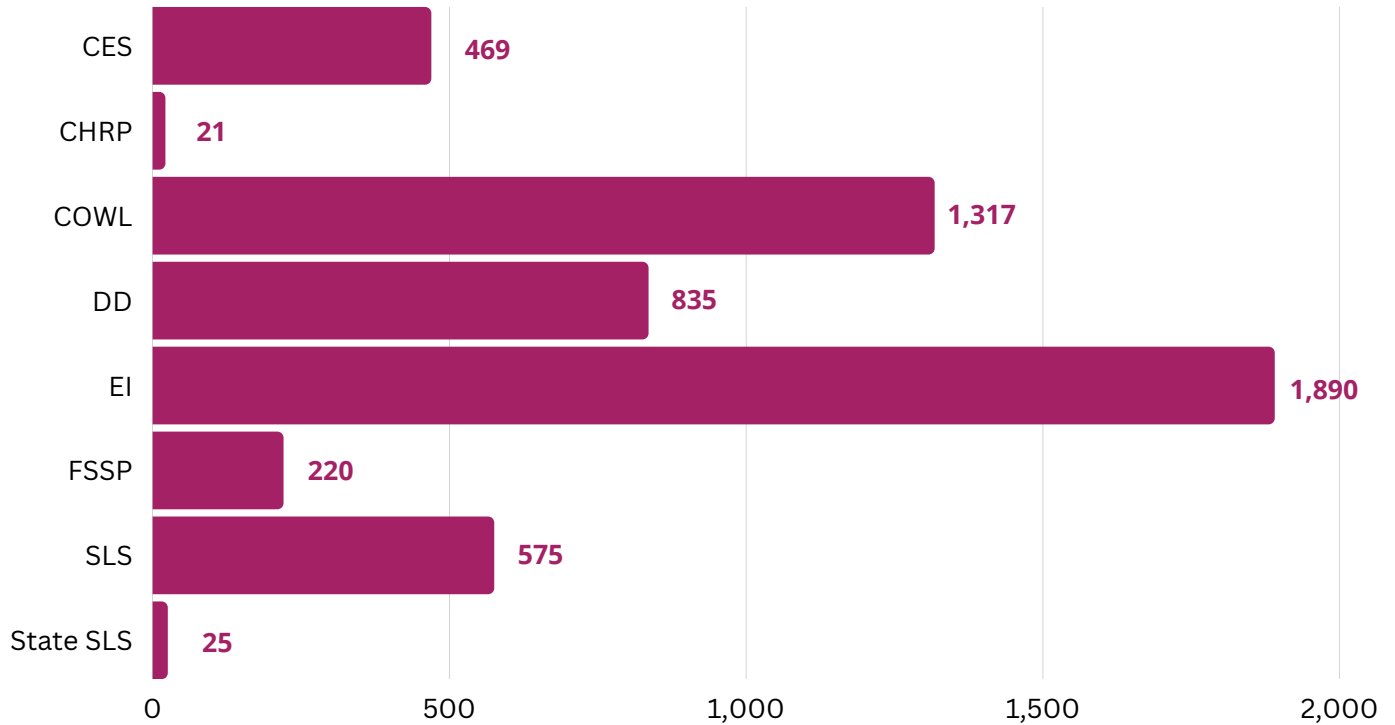
- 268 enrollments into HCBS Waiver + State SLS programming (88 children, 180 adults)
- 61 unstable and crisis situations supported by our Crisis team
- 148 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits
- Grant funds given for wrap-around behavioral health supports and supported employment

County Liaison

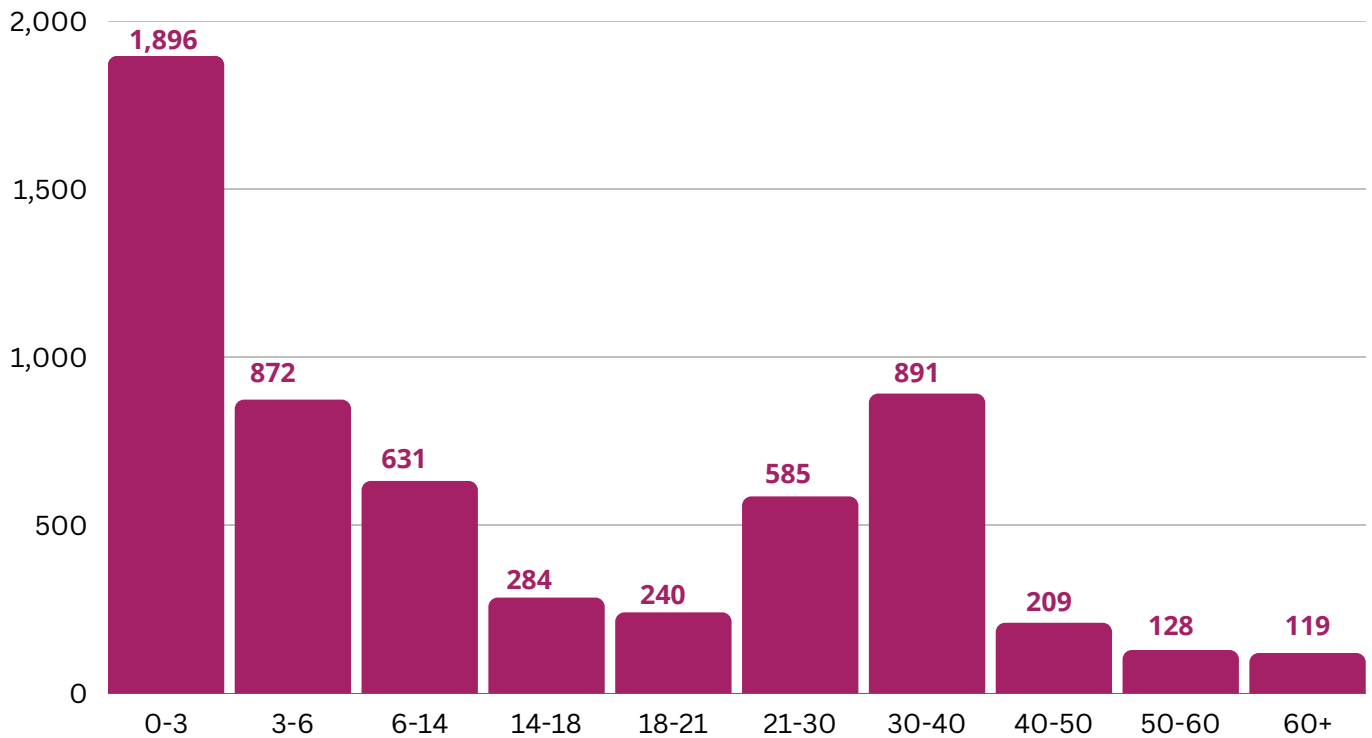
- Sent in 26 intake applications
- Supported 12 CHRP enrollments, including 2 youths returning from out-of-state placements
- Supported 100 Child Protection assessments
- Supported 82 children/adults involved in ongoing Child Protection cases
- Supported finding 20 child placements (foster, CHRP, and out-of-state)
- Supported 30+ FSSP, CES, and CHRP cases to prevent DHS involvement
- Participates in the [Arapahoe County Collaborative Management Program](#) (CMP)

Arapahoe County Demographics

Individuals Enrollment by Program | 5,352 Total Served



Age of Individuals Enrolled



DOUGLAS COUNTY

Investment in I/DD Services

- **Total Individuals Served:**
 - 2,929 (about \$1,999.60 per person)
- **Top Programs Accessed:**
 - Early Intervention
 - Community Outreach Waitlist
 - CES

Direct Local Programming Impact

Top Areas of Unmet/Under-met Needs:

(numbers as highest dollar amount of total requests approved)

- Respite (28.46%)
- Professional Services (15.18%)
- Medical/Dental (23.58%)
- Community Integration, recreation, more independence (15.12%)

Community Investment Highlights



- **\$2.703M** in provider programming
- **\$1.79M** in wrap-around service coordination & Mill Levy-funded roles
- **\$479K** in support of individuals & families for unmet/under-met needs
- **\$320K** in Community Outreach Waitlist programming

Community Wins

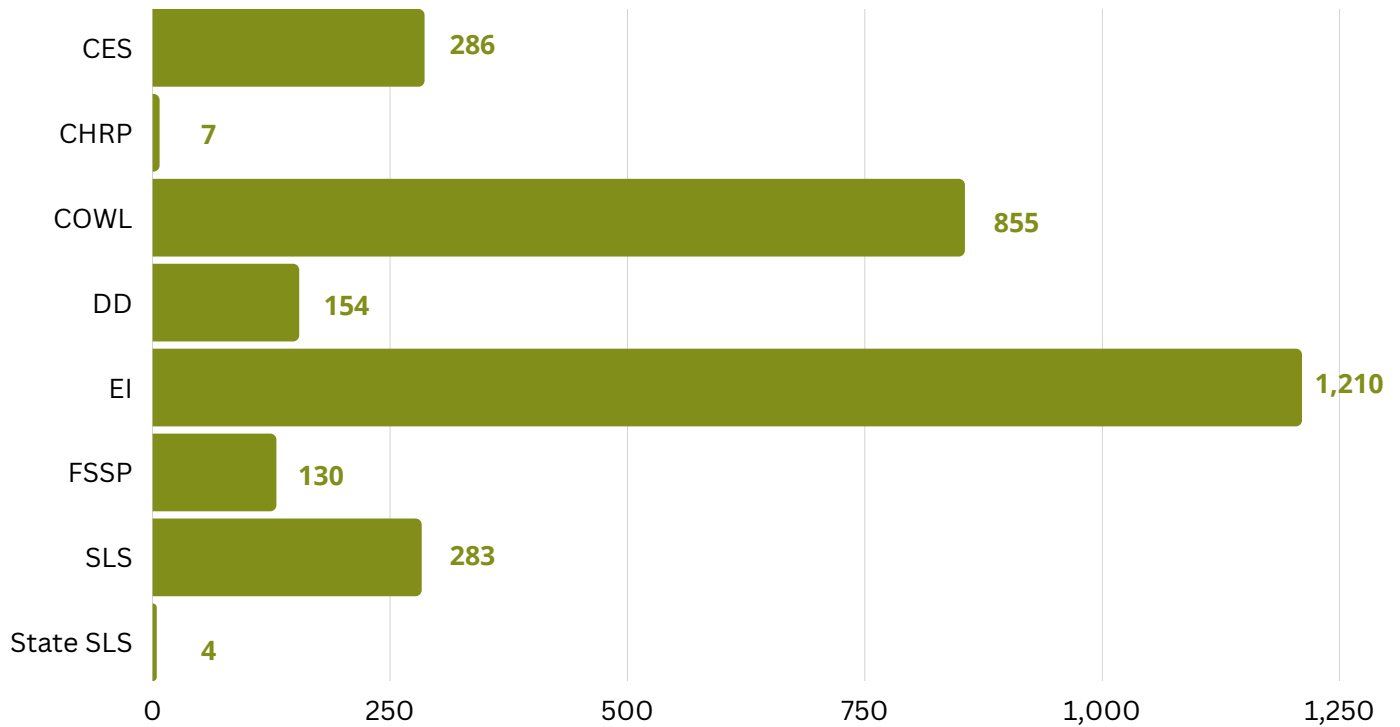
- 142 enrollments into HCBS Waiver + State SLS programming (41 children, 101 adults)
- 12 unstable and crisis situations supported by our Crisis team
- 58 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits
- Agave House purchase, which will become a new personal care alternative (PCA) residential option in Castle Rock
- Transportation grants to support access to services

County Liaison

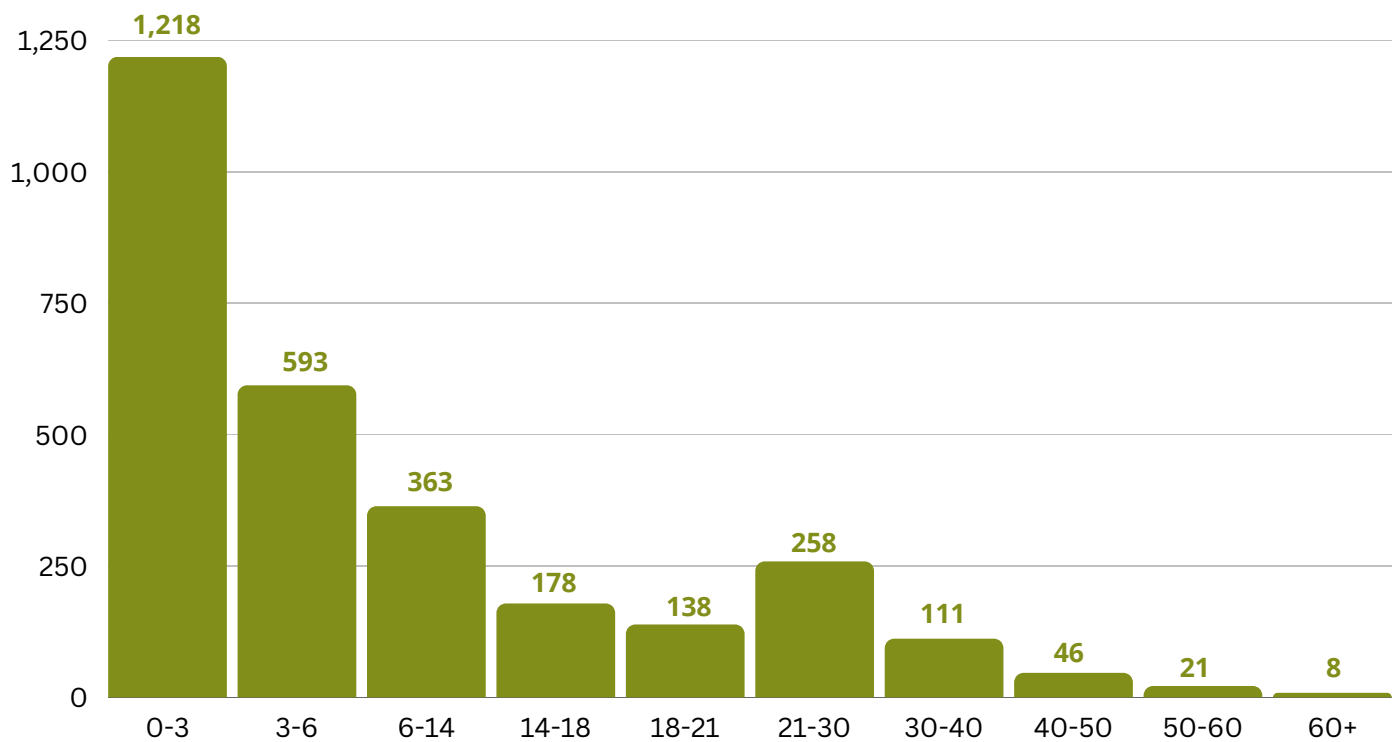
- Assisted 100+ families with accessing services through a DP program of either EI, CO, FSSP, or waiver and/or directed them to other CCBs or resources
- Supported 15+ adults with intensive needs through The Care Compact
- Provided internal support to Case Management staff on 50+ cases
- Supported 14 CHRP Enrollments
- Supported 2 Foster to DD Enrollments
- Conducted multiple trainings for the Department of Human Services intake and ongoing staff and the Douglas County School District Mental Health teams and Special Ed coordinators
- Several times per month, participates in workgroups with other Douglas County partner agencies to better serve the community, including the [Douglas County Collaborative Management Program](#)

Douglas County Demographics

Individuals Enrollment by Program | 2,929 Total Served



Age of Individuals Enrolled



ELBERT COUNTY

Elbert County does not receive Mill Levy; however, we do provide some funding to Elbert County residents through donations. In FY22, we approved \$12,345 in Unmet Needs requests.

Investment in I/DD Services

- **Total Individuals Served:**
 - 60
- **Top Programs Accessed:**
 - HCBS-SLS
 - CES
 - FSSP

Direct Local Programming Impact

Top Area of Unmet/Under-met Needs:

- Professional Services

Community Investment Highlights



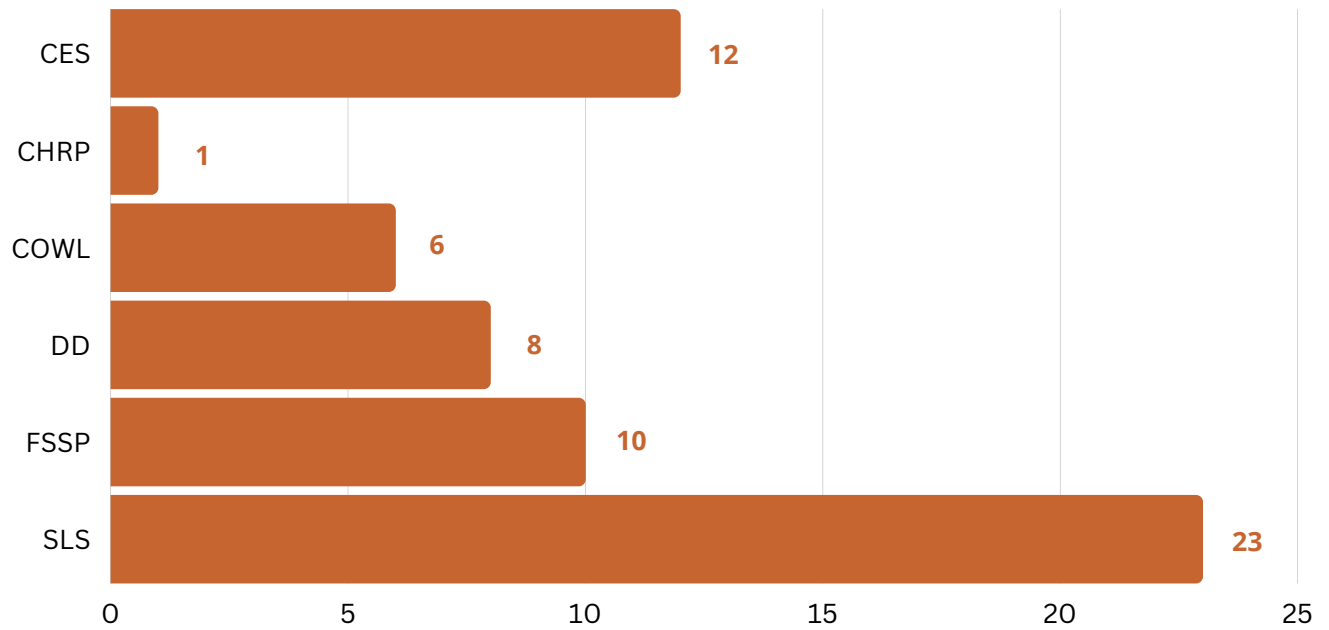
→ **\$12,345** in support of individuals & families for unmet/under-met needs

Community Wins

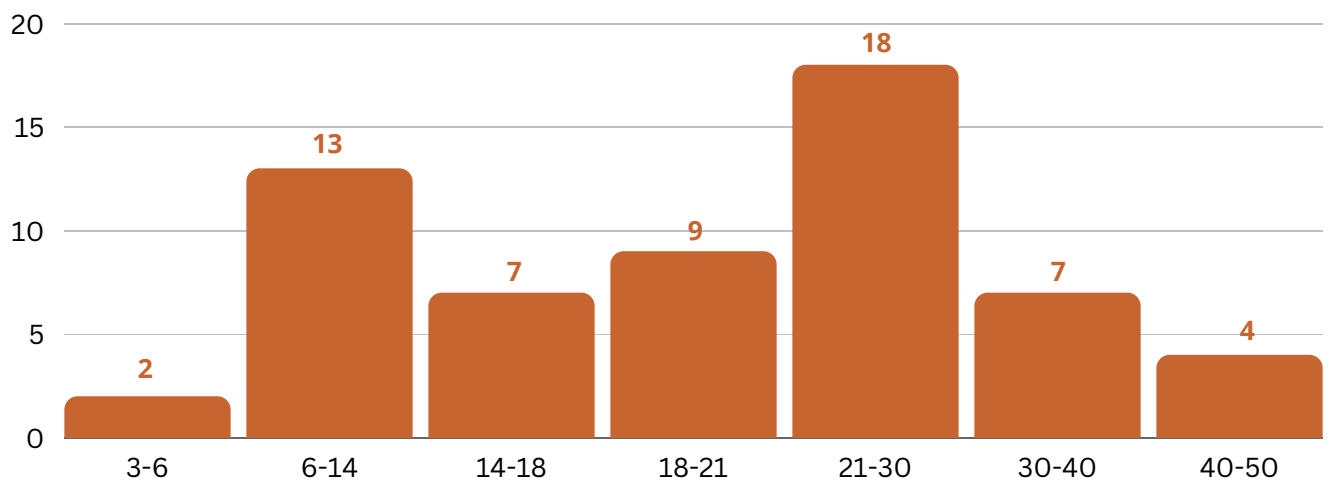
- 5 enrollments into adult HCBS Waiver + State SLS programming
- 3 unstable and crisis situations supported by our Crisis team
- 10 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits
- Connected with local agencies to learn about Elbert County's needs, partners, and resources

Elbert County Demographics

Individuals Enrollment by Program | 60 Total Served



Age of Individuals Enrolled



We thank you for your continued support
in our efforts to help individuals with
developmental disabilities.



Contact

Developmental Pathways
14280 E. Jewell Ave., Suite A, Aurora, CO 80012
P: 303-360-6600 / E: info@dpcolo.org
www.dpcolo.org

APPENDIX



TABLE OF CONTENTS

1	History of Mill Levy
2	I/DD Definitions
3	Demographics
5	Additional Program Data
7	Frequently Asked Questions

HISTORY OF MILL LEVY



In 2001, Developmental Pathways was experiencing a funding crisis due to rapid population growth and increased demand for services in Arapahoe and Douglas counties. Developmental Pathways' contract with the State of Colorado, the primary source of revenue for developmental disability/delay services in our area, had fallen far behind the demand for services. Our organization faced significant fiscal cuts to services.

This problem was compounded by the disproportionate distribution of funding from the state, resulting in the lowest per capita allocation of resources to Arapahoe and Douglas counties relative to any other area of Colorado.

A Mill Levy election was the only option to stave off these cuts and meet at least part of the ongoing rush of service demands. This election fell within the conditions set by the Taxpayer's Bill of Rights (TABOR) in accordance with state statute (25.5-10-206(6) C.R.S.) and allows a one-mill county property tax exclusively for services for people with developmental disabilities/delays. With the unanimous support of the Arapahoe and Douglas County Commissioners, Referendum 4A was placed on the 2001 ballot in both counties.

After months of intensive campaigning spearheaded by hundreds of volunteers, both counties passed the referendum. The efforts required for this success included meetings with community groups, public forums, distribution of voter education materials, grassroots voter turnout efforts, and much more.

In 2001, voters approved a Mill Levy to support individuals with developmental disabilities/delays. As a result of the successful campaign, service cuts were avoided; more than 1,600 new individuals with developmental disabilities/delays were served with Mill Levy funds through local and state programming in the first two years of implementation.

I/DD DEFINITIONS

Disability

Appendix 11 A developmental disability (DD) is defined by Colorado State Statute 25.5-10-202: (26); (a) "Intellectual and developmental disability" means a disability that manifests before the person reaches twenty-two years of age, that constitutes a substantial disability to the affected person, and that is attributable to an intellectual and developmental disability or related conditions, including Prader-Willi syndrome, cerebral palsy, epilepsy, autism, or other neurological conditions when the condition or conditions result in impairment of general intellectual functioning or adaptive behavior similar to that of a person with an intellectual and developmental disability. Unless otherwise specifically stated, the federal definition of "developmental disability" found in 42 U.S.C. sec. 15001 et seq., does not apply. (b) "Person with an intellectual and developmental disability" means a person determined by a community-centered board to have an intellectual and developmental disability and includes a child with a developmental delay. Often, developmental disabilities are identified at birth, but sometimes they are not identified until later. A person who meets the criteria above must have a medical diagnosis verifying their disability and undergo testing to be eligible for services. (25.5-10-202)

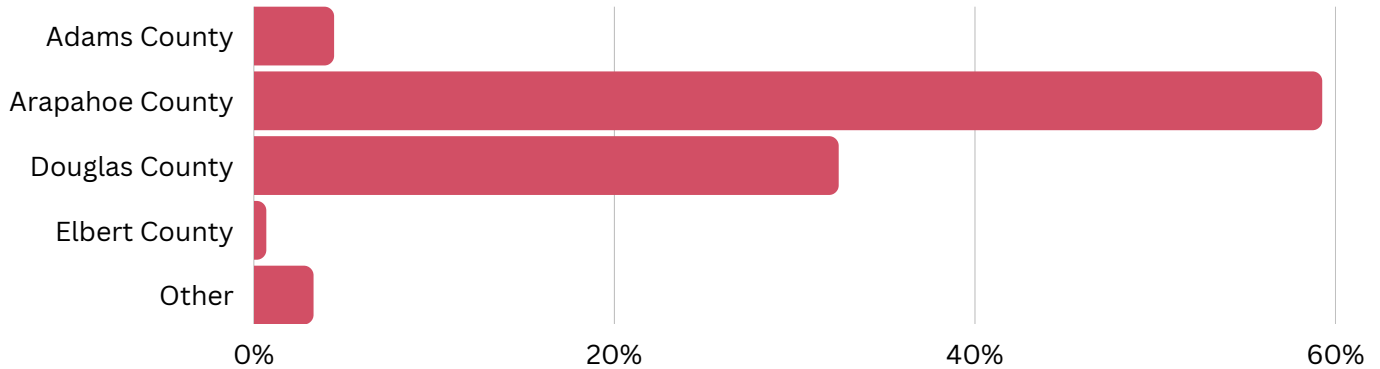
Delay

Colorado State Statute (CCR 2509-10 7.901) defines developmental delay: (c) "Child with a developmental delay" means: (I) A person less than five years of age with delayed development as defined by rule of the state board; or (II) A person less than five years of age who is at risk of having an intellectual and developmental disability as defined by rule of the state board. A delay is evaluated by failing to meet developmental milestones such as speech acquisition or coping behaviors. Other children exhibit factors that put them at a high risk of having a developmental disability or are born with a DD such as Down syndrome or Fragile X. Both delays and disabilities in children under 5 years must be verified by Early Intervention criteria for a child to qualify for services.

Please see the [Early Intervention Colorado website](#) for a complete list of established conditions that qualify a child.

DEMOGRAPHICS

Population Served | 9,036 Total



GENDER

63.7% Male
36.3% Female



AGE

36% Babies & Toddlers
29% Children & Pre-teens
10% High School & Transition
11% Early Adulthood
10% Adults
4% Older Adults



ETHNICITY

1% American Indian / Alaskan	10% Hispanic
3% Other / Not Disclosed	11% Black
8% Asian/ Hawaiian / Pacific Islander	67% White



MAJOR DIAGNOSES [1]

33.2% Developmental Delay (EI)	11.10% Autism
16.9% Developmental Disability	3.6% Chromosomal Abnormality

[1] Diagnosis data is not unique (I.E. an individual might have multiple diagnoses) and these totals include all diagnoses tracked

Demographics (continued)



ENROLLED BY PROGRAM

TOTAL

9.4% CES	4.2% FSSP
0.4% CHRP	0.0% OBSS
25.4% COWL	11.0% SLS
36.1% EI	0.4% State SLS
13.2% DD	

Adams County

8.0% CES
 0.3% CHRP
 23.6% COWL
 40.6% EI
 13.3% DD
 3.0% FSSP
 0.0% OBSS
 10.5% SLS
 0.8% State SLS

Arapahoe County

8.8% CES
 0.4% CHRP
 24.6% COWL
 35.3% EI
 15.6% DD
 4.1% FSSP
 0.0% OBSS
 10.7% SLS
 0.5% State SLS

Douglas County

9.8% CES
 0.2% CHRP
 29.2% COWL
 41.3% EI
 5.3% DD
 4.4% FSSP
 0.0% OBSS
 9.7% SLS
 0.1% State SLS

Elbert County

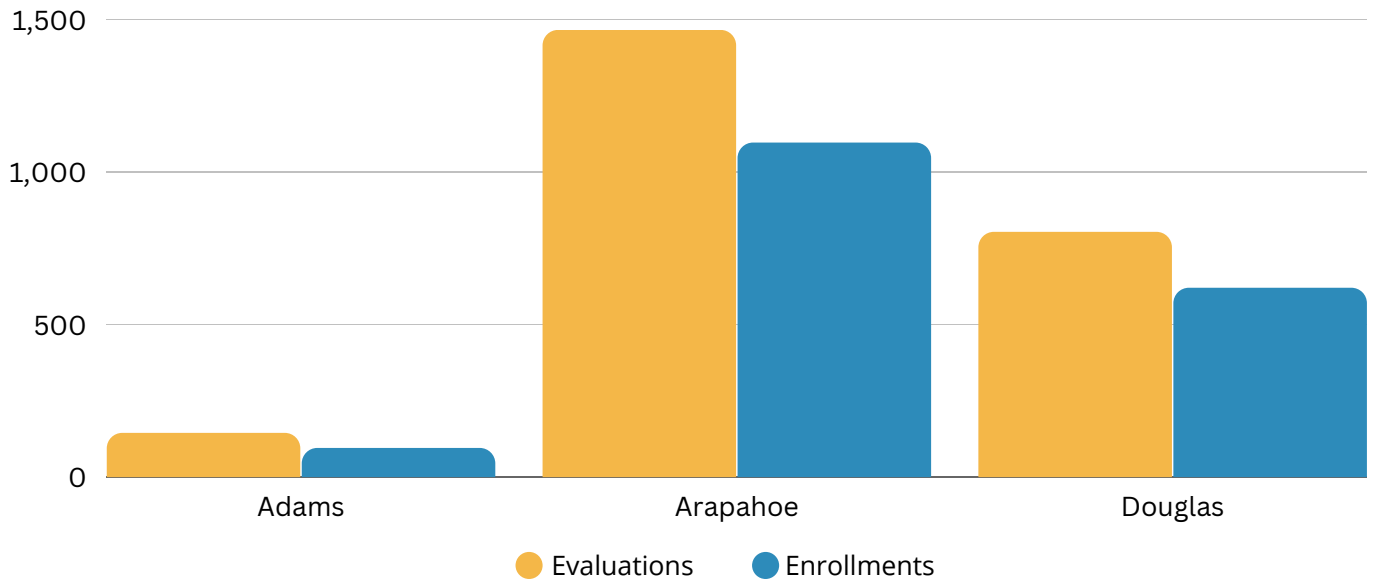
20.0% CES
 1.7% CHRP
 10.0% COWL
 0.0% EI
 13.3% DD
 16.7% FSSP
 0.0% OBSS
 38.3% SLS
 0.0% State SLS

Other

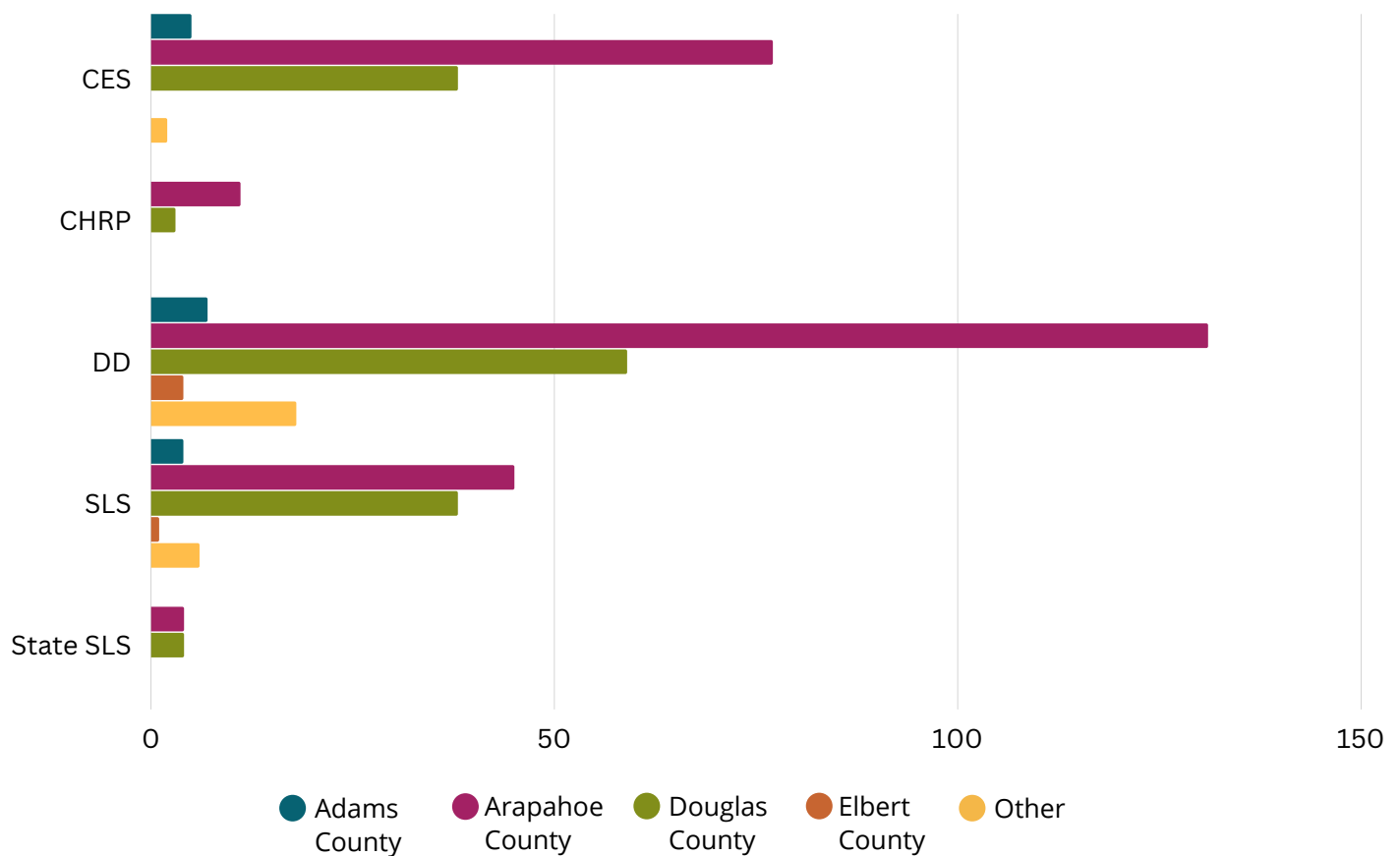
16.2% CES
 1.0% CHRP
 7.4% COWL
 0.0% EI
 49.7% DD
 1.4% FSSP
 0.0% OBSS
 23.3% SLS
 1.0% State SLS

ADDITIONAL PROGRAM DATA

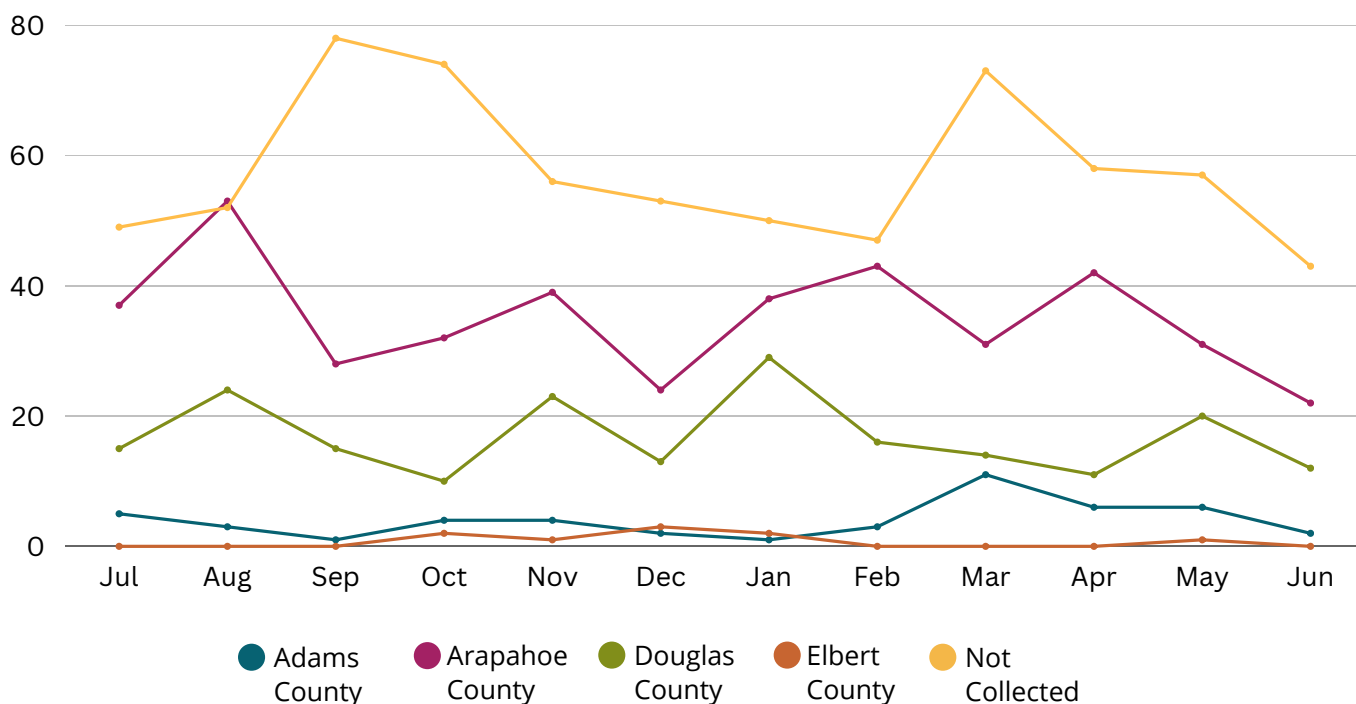
Early Intervention Evaluations & Enrollments by County



Long-term Care (LTC) Program Enrollments & Transfers by County



Long-term Care (LTC) Program Referrals by County | Approximately 1,400 Total



11,000 monitoring and services plan meetings completed

Human Rights Committee

The Human Rights Committee is an advisory and review body that works to safeguard the legal rights of people receiving LTC services.

The committee participates in

- granting informed consent
- monitoring the suspension of rights of persons receiving services
- monitoring behavioral development programs in which persons with intellectual and developmental disabilities are involved
- monitoring the use of psychotropic medication by persons with intellectual and developmental disabilities
- reviewing investigations of allegations of mistreatment of persons with intellectual and developmental disabilities who are receiving services or supports

Top Human Rights Committee Reviews:

1. Psychiatric Medication Use
2. Reschedules
3. Rights Suspensions
4. Investigations
5. Final Reviews

831 Total Human Rights Committee Reviews

FREQUENTLY ASKED QUESTIONS

Understanding I/DD Waitlists

What is a waitlist?

A waitlist is a backlog of eligible individuals waiting to enroll in a program because funding is unavailable to authorize immediate enrollment.

Which programs have waitlist?

The following I/DD programs have statewide waitlists, which are managed by Health Care Policy and Financing (HCPF), our state Medicaid Agency:

- Home and Community-Based Services Waiver (HCBS-DD) / Developmental Disabilities Medicaid Waiver (DD)

The following programs may have waitlists within their local communities:

- State Supported Living Services Program (State-SLS)
- Family Support Services Program (FSSP)

How are HCBS-DD enrollments authorized?

The General Assembly authorizes new enrollments: Our legislators include funding to authorize a set number of enrollments statewide.

- HB18-1407 authorized 300 statewide
- FY20 Long Bill authorized 150 statewide
- FY22 Long Bill authorized 667 statewide

Efficient management of churn: When/if individuals disenroll, individuals off the statewide waitlist are enrolled based on their order of selection dates (eligibility dates).

Reserve capacity: This includes enrollments designated for emergencies, youth transitions, and deinstitutionalizations.

For information about waitlists, please visit:

- www.dpcolo.org/our-programs/case-management-department/waitlist-information/
- hcpf.colorado.gov/IDD-Services-enrollments-waitlists

Separation from Long-term Care Direct Service Provision

In our catchment area, individuals and families have the choice of more than 400 providers approved for various Home and Community Based Services (HCBS). Case managers will continually work with individuals and families to ensure they have a choice of qualified providers.

Effective July 1, 2022, Developmental Pathways fully separated from Continuum of Colorado, a Medicaid-approved provider agency (PASA). Before July 1, DP and Continuum shared an executive team through a service agreement but were overseen by a separate board of directors.

This separation completes DP's efforts for full compliance with the federal and state laws related to Conflict-Free Case Management (CFCM) and highlights our continued commitment to providing conflict-free long-term case management for those with disabilities in our community.

[Click here](#) to read more about conflict-free and commitment to choice in providers.

Case Management Redesign Details & Status

Colorado is nearing the finish line for its work on Case Management Redesign (CMRD). CMRD consists of several state-wide initiatives to make accessing the Long-Term Services and Supports system (LTSS) easier by establishing Case Management Agencies (CMA) to serve all Home and Community-Based Services (HCBS) waivers through a single local agency.

DP currently provides case management support for all of Arapahoe, Douglas, and Elbert counties and the City of Aurora (which crosses into Adams County) for the four I/DD HCBS waivers and other state-funded programs, such as Family Support Services (FSS) and State SLS. Under the [new CMRD regions](#), DP falls into region 5, which includes Arapahoe, Douglas, and Elbert counties and would provide case management for not only I/DD programming but all 10 of the Colorado HCBS waivers (along with other long-term programming).

Have more questions about Case Management Redesign? [Visit our webpage to learn more.](#)

How to Access Mill Levy / Local Programming

Local funds and programming are available to individuals with I/DD in the DP catchment area. Those with unmet or under-met needs related to their delay or disability can submit requests for funding directly through their case managers or coordinators. For those eligible and connected to another CCB, please contact your assigned case manager for support in accessing Unmet Needs through DP. For those who believe they are eligible but are not connected to DP or another CCB, please email communityoutreach@dpcolorado.org with questions. Our Intake team can assist families in connecting with our Community Outreach Waitlist Services Program.

Acronym Guide

We know how complex the I/DD system can be. From HCPF to CCB to PASA, it can seem like an endless list of agencies and acronyms. To assist with this, we've written down all the terms and letters frequently used to describe agencies that serve people with I/DD and their families. We hope this guide will help you understand what is what.

- [Acronym Guide - English](#)
- [Acronym Guide - Spanish](#)

More about the American Rescue Plan Act (ARPA)

The American Rescue Plan Act (ARPA) is an economic stimulus bill signed into law in March 2021. The Act allocated funding to many key areas, including employment, transportation, housing, education, healthcare, and state/local/and tribal governments. Colorado received more than \$9 billion in funds.

- [Click here](#) to learn about funding distribution by visiting the Colorado Health Institute's Financial Map.
- [Click here](#) to learn more about the impact on home and community-based services by visiting Health Care Policy and Finance's dedicated ARPA webpage.

Where to Find More Information

DP is proud to provide a variety of resources to support our community in learning more about accessing services and making referrals.

Our website includes numerous materials, including links to informational videos:

- Website: www.dpcolo.org
- Flyers and other information: www.dpcolo.org/tools
- Videos: www.dpcolo.org/tools/informational-videos and [DP YouTube channel](#)
- Blog/The Latest: www.dpcolo.org/about-us/dp-blog

Presentations/Training:

- To request a presentation or training, [please complete this form](#).

Referrals:

- DP accepts self-referrals from individuals and families or other community contacts such as teachers, therapists, etc. To make a referral, contact:
 - Under Age 3: [303-858-2299](tel:303-858-2299) / eireferrals@dpcolo.org
 - Ages 3 and older: [303-858-2260](tel:303-858-2260) / intake@dpcolo.org
- When making a referral, it is helpful to have this information to start the process:
 - Name, age, and county of residence of the individual
 - Name, phone number, and email address of a parent/guardian/contact
 - If the need is urgent, we also recommend stating that explicitly and naming the issue (homelessness, danger to self, etc.)
- Our website can also help you get started: www.dpcolo.org/get-started

Our Door is Always Open

Your feedback is welcome and helps us ensure we're providing the person-centered supports and responsiveness that you deserve and we value. We appreciate hearing from our community, and that means you!

Do you...

- Have a heartwarming story to share about your services and supports?
- Or praise for a team member?
- Or a complaint or concern you need addressed?

At Developmental Pathways, we value kindness, collaboration, and competency and commit to person-and-family-centeredness. We strive to create and support an environment of inclusion and belonging for individuals and their families, our internal team members, and external community partners. We also believe in continuous improvement towards those goals, so we welcome hearing how we are meeting, exceeding, or possibly not hitting the mark in our work.

Our team members' email signatures include their contact details plus their supervisor's phone number and email address, and you can find that information in a recent email.

You can call our front desk at 303-360-6600, Monday - Thursday, from 8:00 am to 5:30 pm, and a team member will assist you. You can email us at info@dpcolo.org.

For questions related to Mill Levy, please contact Darcy Tibbles, Vice President of Community Affairs, at 303-434-9382 / d.tibbles@dpcolo.org.

We thank you for your continued support
in our efforts to help individuals with
developmental disabilities.



Contact

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14280 E. Jewell Ave., Suite A, Aurora, CO 80012
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