

FY2023

ANNUAL REPORTING



REPORTING CONTENTS



Welcome

We are delighted to present Developmental Pathways' end-of-year reporting for Fiscal Year 2023 (FY23). These reports detail our work and outcomes from July 1, 2022 to June 30, 2023.

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 dpcolo.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

Abbreviated county-specific pull-out reports highlighting key features and outcomes by county.

Appendix

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

Let me start with a heartfelt thank you to our board of directors, our teams, and our community partners for your ongoing dedication to the vision and mission of Developmental Pathways—it is inspirational and foundational. To work alongside you in the service of supporting a vibrant, inclusive community is a great honor.

Developmental Pathways has been an essential community-based support for individuals with disabilities since 1964. In true grassroots fashion, we were founded by parents and other community members with the vision of supporting individuals in our local communities rather than in institutional settings.

We believe full inclusion and participation in community life is attainable for everyone, and our mission remains focused on honoring and elevating this founding vision. Through an incredible partnership with our communities and equipped with a wealth of organizational knowledge and expertise in supporting state, federal, and locally funded programs, our teams strive to foster individual and family choice, community participation and inclusion, and collaborative care coordination focused on meeting the needs of the whole person.

This past year, DP prepared for monumental organizational transformation in nearly every sector—all to create a brighter future for the communities we support. From Early Intervention programming to long-term care case management to local programming, our teams have worked tirelessly and collaboratively with local, state, and federal partners to protect, streamline, and improve disability services across the lifespan. Our singular goal is greater access and better outcomes for individuals and families.

As you read through this collection of reports, I hope you will join me in celebrating the outstanding community-driven results fostered by our teams. I am humbled by their persistence, resilience, creativity, and dedication. And I am proud of their immeasurable positive impact on the lives of the many individuals and families we serve.

These many accomplishments would not be possible without the continued dedication and care of our board of directors, executive and leadership teams, exceptional staff, community partners, donors and benefactors, and our state and county funders. Thank you again.

Please join us throughout 2024 as we celebrate our [60th anniversary](#).



Matt VanAuken
Executive Director & Chief Executive Officer
Developmental Pathways



FY2023: July 1, 2022 - June 30, 2023

ANNUAL REPORT



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WHO WE ARE TODAY

Developmental Pathways (DP) is a 501(c)(3) nonprofit serving individuals with disabilities/delays and their families. We are a designated Case Management Agency (CMA) for long-term care services and are one of Colorado's Community Centered Boards (CCB), connecting people to federal, state, county, and private funding. We are also Colorado's largest Early Intervention (EI) provider, helping to connect young children to essential resources.

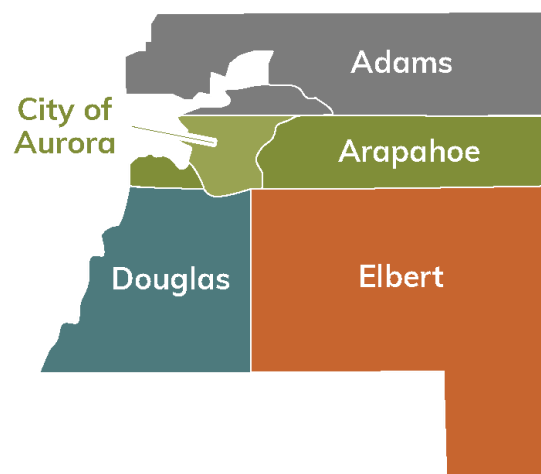
DP was founded on June 3, 1964, initially as the Suburban Community Training and Services Center. By 1985, we served more than 400 individuals and families and formally changed our name to the familiar Developmental Pathways (DP) we know and love today.

On November 1, 2023, we expanded our case management work under Case Management Redesign (CMRD), a statewide initiative led by Colorado's Department of Health Care Policy and Financing (HCPF) aimed at improving outcomes for individuals and families across Colorado. Under our expanded contract, we will provide case management services to all individuals enrolled or enrolling into Long-Term Services and Supports (LTSS) for defined service area #5, which includes Arapahoe, Douglas, and Elbert counties.

Today, DP serves more than 15,000 individuals and families per year for Early Intervention, long-term care services, and local programming. A team of over 500 staff members, including social workers, occupational/physical/speech therapists, and other professionals, make up our workforce. Our current senior leadership team has over 70 years of collective 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, state and federally-funded programs like Medicaid Waiver programs, locally funded programs, and partnerships with other community organizations.



DP will celebrate our 60th anniversary in 2024.

We look forward to commemorating this historic milestone of our dedication to people with disabilities by celebrating with our community throughout the year.



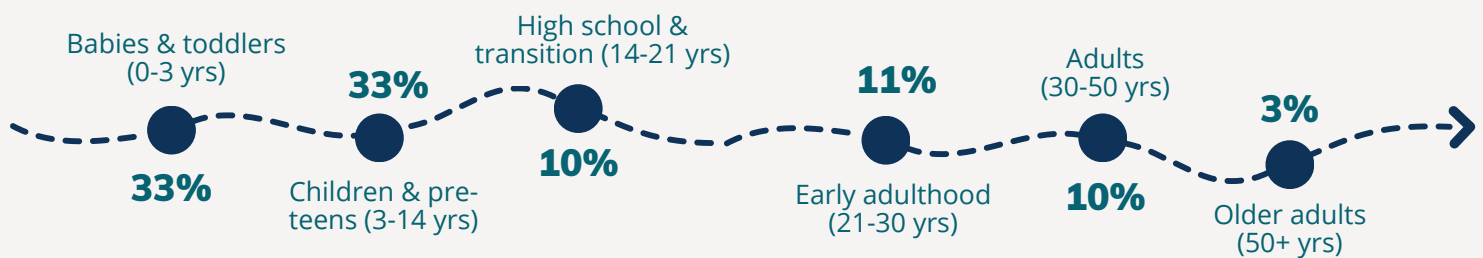
WHO WE SERVE

We support three critical program areas, including:

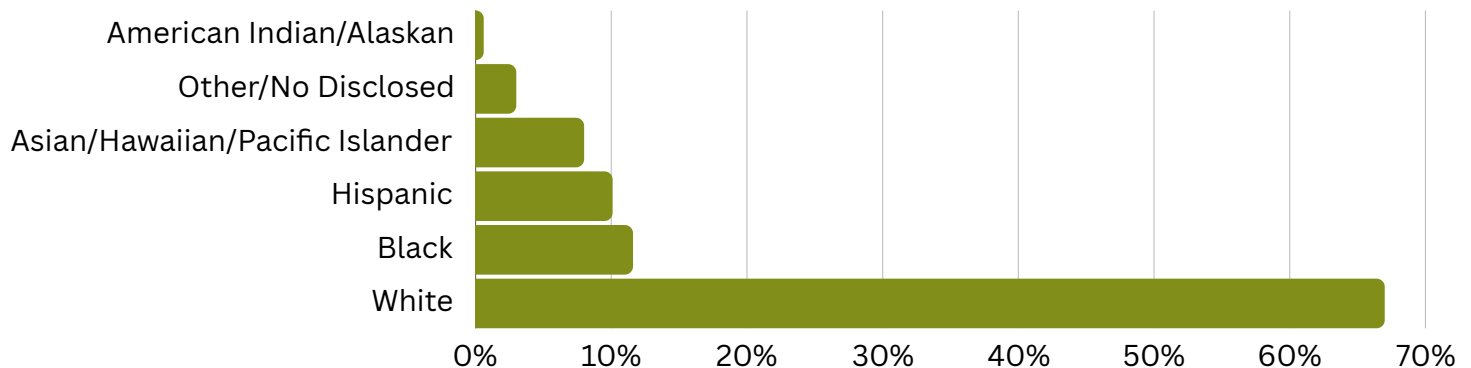
- Babies and toddlers with developmental delays and their families (Early Intervention)
- Individuals with Intellectual and Developmental Disabilities (I/DD) and their families (I/DD Local Programming)
- Children and adults with any* disabilities requiring long-term care services (Case Management)

We support individuals with co-occurring needs from birth to aging, from various backgrounds, and with wide-ranging support needs. We are proud to help individuals throughout their lifespans.

**In FY23, our programming only supported those with I/DD and delays across all three pillars of programming.*



Overall Demographics Served



Detailed demographic information can be found in the Appendix Report.

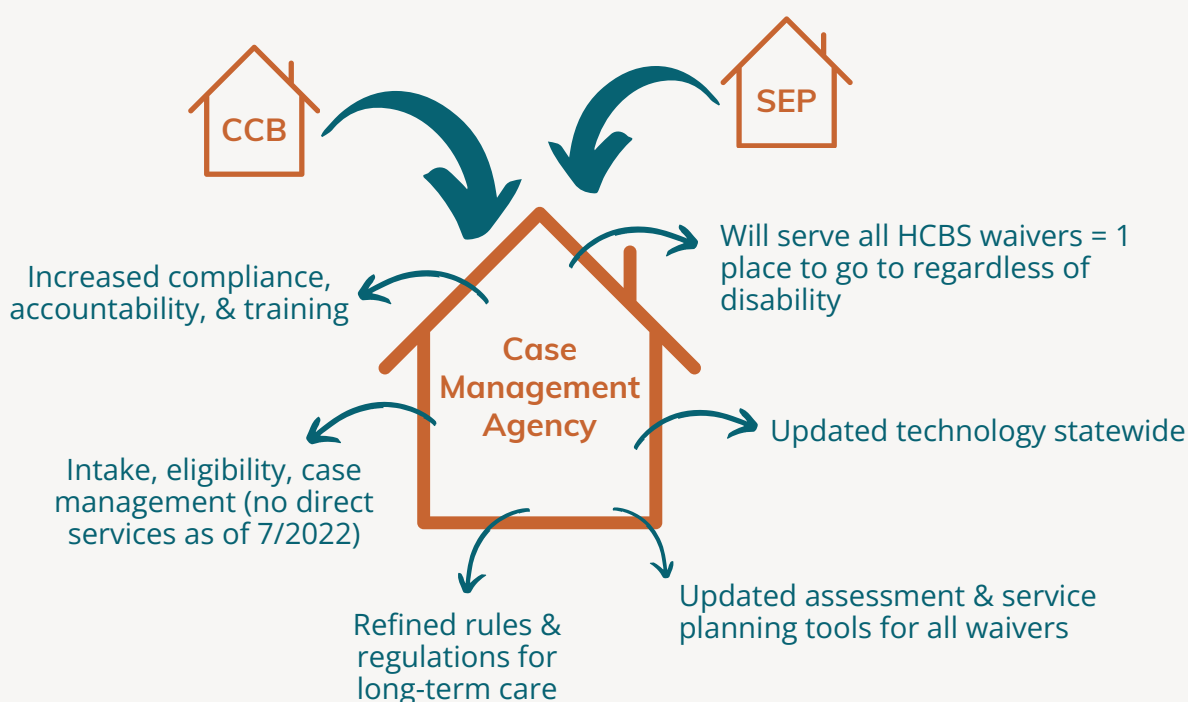


LONG-TERM CARE SYSTEM CHANGES

A Special Note About Case Management Redesign

The disability system in Colorado is undergoing a significant transformation through the Case Management Redesign (CMRD) initiative, which comprises numerous measures that will make accessing long-term services and supports easier by having a single designated case management agency provide supports to all individuals enrolled or enrolling into long-term care. This will enable people with diverse needs to access the services they require from a single place.

Previously, long-term case management was the responsibility of two separate community organizations: Single Entry Points (SEPs) and Community Centered Boards (CCBs). Case Management Redesign merges all case management services for long-term care programs into new Case Management Agencies (CMAs).



On December 30, 2022, the state released an RFP for prospective CMAs and received over 25 applications for the 20 newly defined service areas. DP submitted a proposal for region 5, which encompasses Arapahoe, Douglas, and Elbert counties, and we were formally awarded the contract for this region in summer 2023, with CMA services going live in November 2023.

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 needs, 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.



“

Muy buen servicio y gran apoyo para nuestros hijos con discapacidades. ¡Gracias!

Very good service and great support for our children with disabilities. Thank you!

- Spanish-speaking Parent on Satisfaction Survey

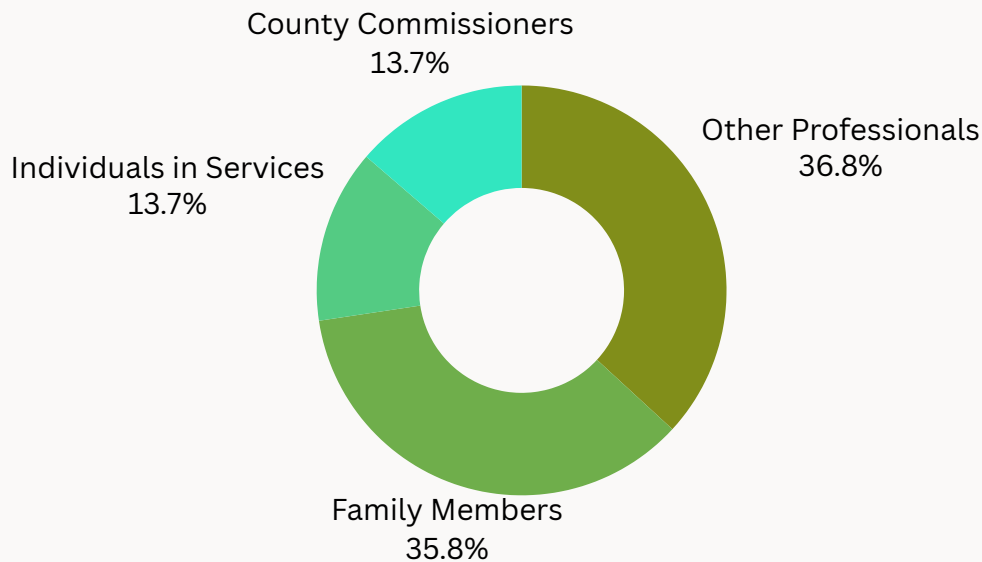
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OUR BOARD OF DIRECTORS

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.

More information about our current board members can be found on our [website](#).

Board Member Makeup



Paige, a 26-year-old with an intellectual disability, has been with DP since age 2. Her love for skiing led her to an inclusive ski camp in Mt. Hood, OR. With program funding support, Paige could attend. The camp's community-oriented approach helped her improve her socialization skills and further integrate with her peers of all abilities. On this trip, Paige increased her independence, built community relationships, and improved her communication skills – all while having fun. As a result, she got a job as an assistant at Small Champions, a program that provides sports and recreational opportunities for Eagle County youth with disabilities.

"DP has been great to open our eyes into so many different programs that are out there. It's been a great education for me, too. When I meet people who have children with special needs, I can tell them about all these great things. Without the foundation from DP, we wouldn't be where we are today. She's got a great life."

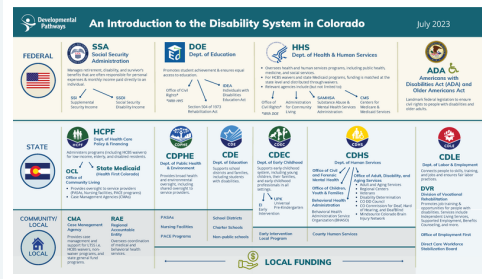
– Paige's Parent



Meet Paige

OUR FUNDING

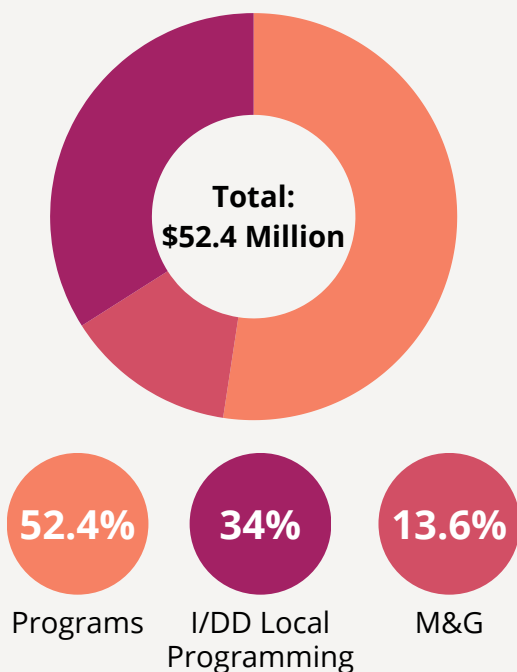
Our programs are funded through federal, state, and local resources, including [Mill Levy](#) and private philanthropy. Much of our funding is from contracts with our core funders, who direct our daily work and how the funds are used. While DP is not a governmental organization, we work closely with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



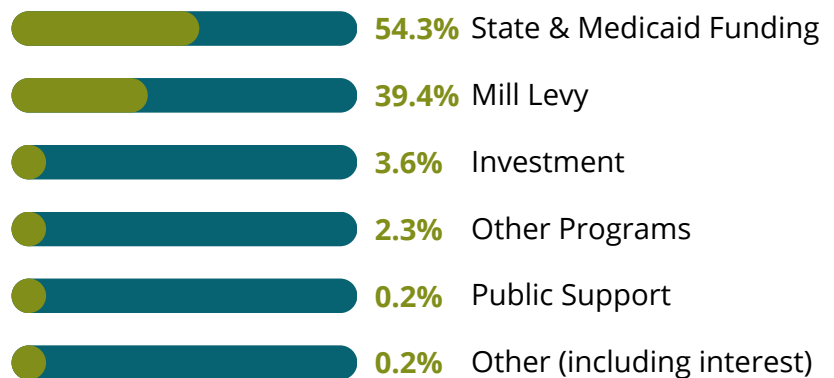
We have put together [this document](#) to illustrate how the system works, outlining the state and federal agencies that play a role in the long-term care system.

In FY23, we received **\$52.4M in revenue**, which helped us **support more than 11,308 individuals and families**. **State and federal resources accounted for 56.5% of overall funding**, while local resources such as **Mill Levy, investments, private donations, and grants comprised approximately 43.4%**. For more information on our Mill Levy funding, please see our FY23 Mill Levy Report.

FY23 Spend [1]



FY23 Revenue by Source



Our [Dollar to Door resource](#) explains our funding sources.

[1] FY23 Spend Chart: Percentages differ from M&G as a percentage of revenue calculation as we don't include depreciation expense.

FUNDRAISING

Help Us Help More

Developmental Pathways is proud to collaborate with multiple giving partners to extend our support to more individuals and families in need.

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 assistive technology supports. These additional costs can burden individuals and families. While DP coordinates aid through many state, federal, and local resources, that support is often limited and/or restricted in ways that can make it challenging to meet these otherwise unmet support needs.

We rely on financial and in-kind donations to support our community directly with these needs. Your contributions can go a long way in helping us provide for more members as we continue to grow.



*In FY23, we brought in **\$113K in public support**, including financial donations and grants. We had additional funds through endowment earnings of \$21K.*

Financial Donations

Monetary donations are used to fulfill unmet and under-met needs impacting those with disabilities when there are no other funding sources available.

Our Unmet Needs program reviews and funds these requests for members and their families. We are grateful to the many individuals, businesses, private endowments, and employee-giving programs that help make this programming possible.

In-Kind Donations

For FY23, we received in-kind donations supporting our back-to-school backpack drive, Thanksgiving meal giveaway, and annual Holiday Outreach. We also partnered with Arc Thrift to provide vouchers for our most in-need members.

FUNDRAISING

Appreciation

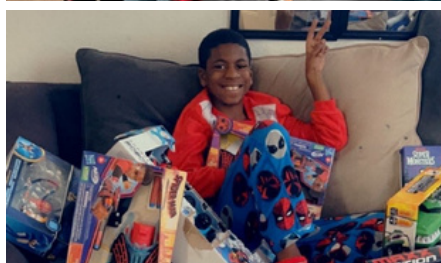
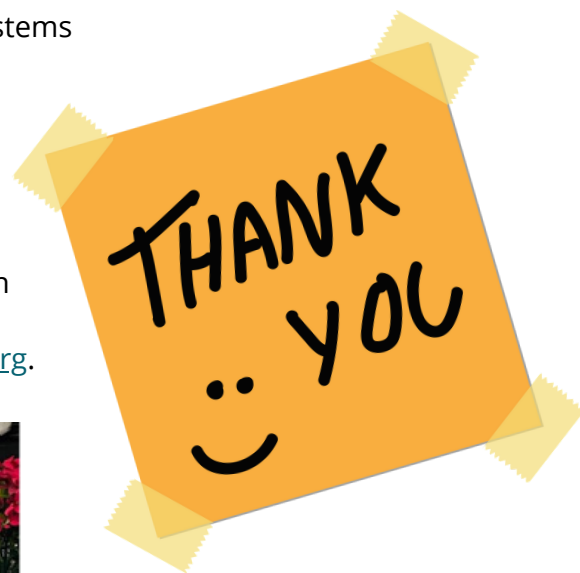
Deep gratitude to these and other giving champions through cash or in-kind donations:

- Developmental Pathways Board of Directors
- Hundreds of caring community members and employees
- A Precious Child
- Aces Sports Academy
- AmazonSmile Giving
- Arc Thrift
- Baseline Group
- Blackbaud Giving Fund
- Bradbury Family Partnership
- Chevron Employee Giving
- Coblaco Services, Inc. Colorado Gives Day
- Denver Rescue Mission
- Divine Mercy Catholic Church
- Empower
- Epworth Foundation
- FrontStream Employee Giving
- Innovest Portfolio Solutions
- Kroeger Company Giving
- Local Schools
- Mama Bear Realty
- Meyers Family Foundation
- Mile High United Way
- Network for Good
- Operation Santa Claus
- Pacific Western Bank
- Polak Medical Endowment
- Starstruck Academy of Dance
- Stryker Corporation/American Online Giving Foundation
- Target Corporation Employee Giving
- The Denver Foundation
- Yardi Systems

Help Us Make a Difference

To donate directly, please visit our [giving webpage](#).

If you're interested in setting up an employee giving program, an endowment, or other giving (such as in-kind donations) that can benefit our community, please reach out to us at info@dpcolo.org.



DP Holiday Outreach
made possible thanks
to donations

FY23 IN REVIEW

Developmental Pathways is committed to thoughtfully partnering with our state and local community leaders and providers. In FY23, 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 unwind of the COVID-19 public health emergency.

Executive Team / Board of Directors Goals

1

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

2

Diversity, Equity, Inclusion, and Accessibility (DEIA) work for our community and staff to close the gap on systemic inequities.

3

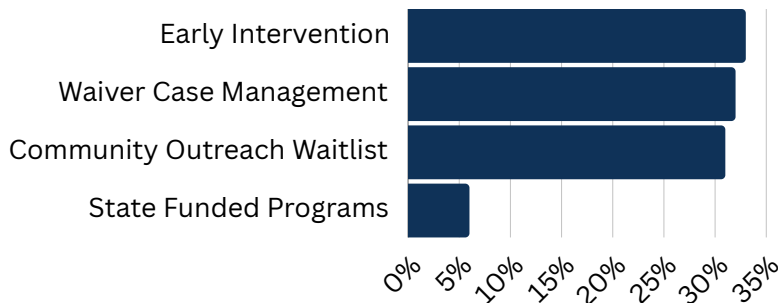
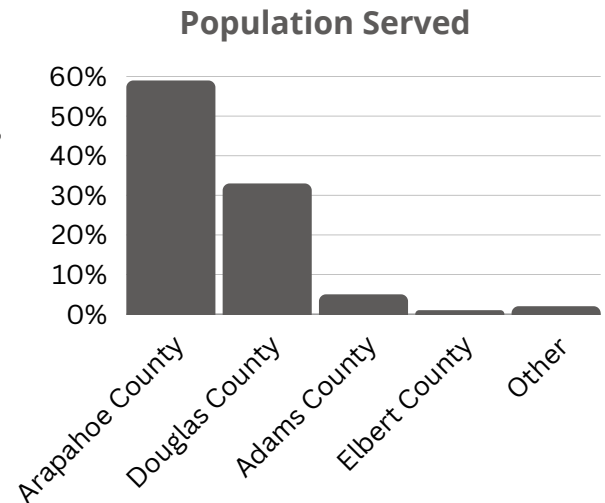
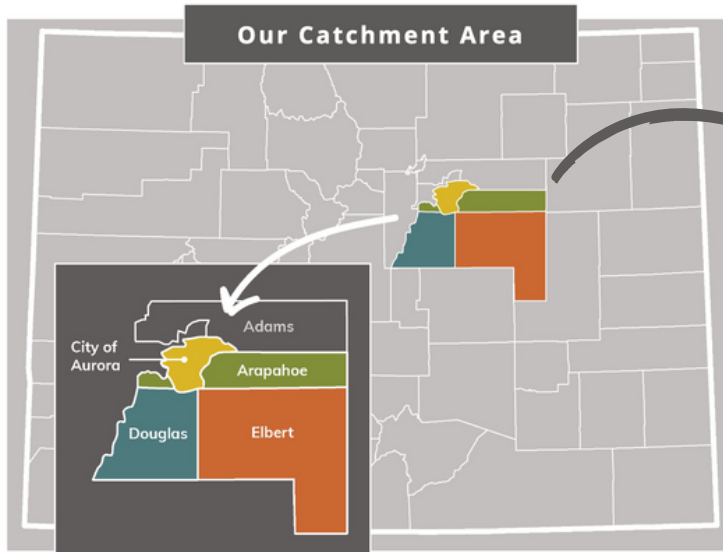
Staffing and provider stability investments to help steady the disability system in our catchment area.

4

American Rescue Plan Act (ARPA) advocacy and other funding stewardship to protect EI and home and community-based supports.

FY23 IMPACT

Served more than 11,300 people



**375+
STAFF** [2]



\$52.4M BUDGET
FY23

Saivon, a 22-year-old individual diagnosed with Autism and ADD, is passionate about computers and video games and aspires to be a gaming programmer. With funding from DP, he could enroll in a programming course specializing in teaching individuals with I/DD. This education will provide Saivon with the skills to pursue his career aspirations.

"I'm just thankful that we had a Case Manager that was really listening to our situation and got to know me and my son and really took the time out to see if she could be of assistance. The way she explained it was that DP is there to help you, and they have the money to help facilitate things for Saivon. Her taking that extra time to explain that to me was very eye-opening. It was great because it helped facilitate something that he wants to do and likes to do. He has his goals and things he wants to work towards. He wants work to make games and make art." – Saivon's Parent



[2] FY23 had 375+ staff members. As of February 2024, we have over 500 staff members.

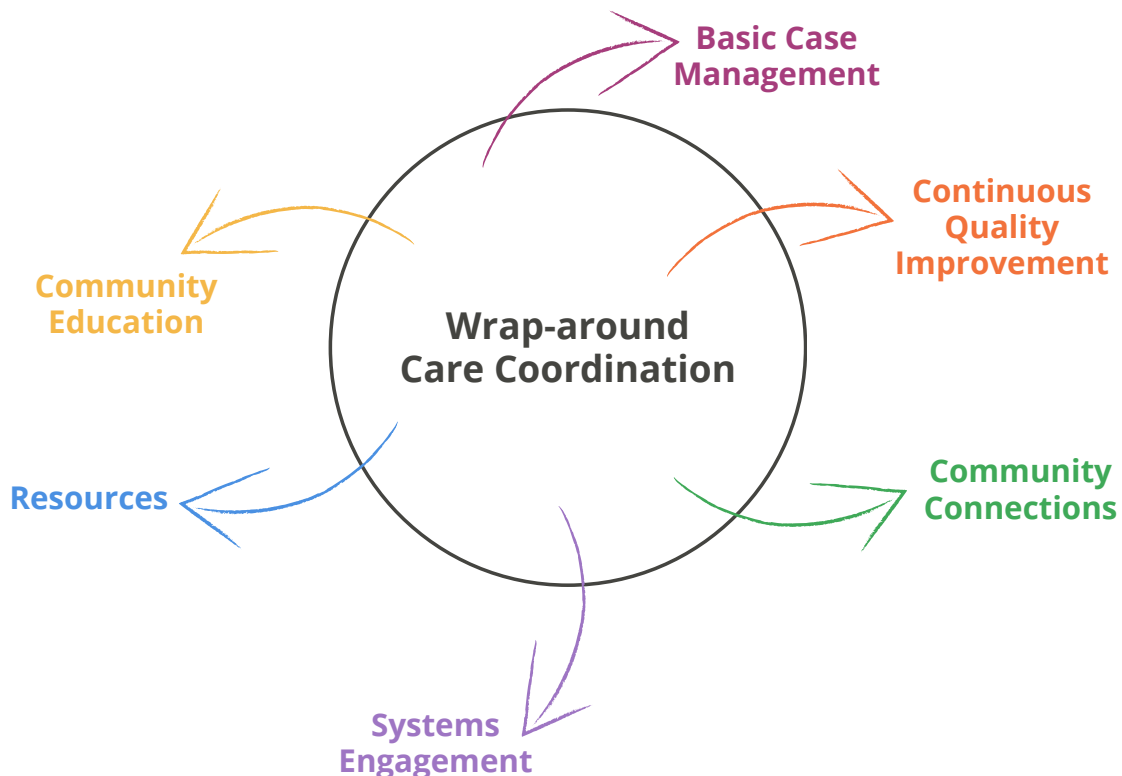
OUR PROGRAMMING

Overview

Our programming includes three main pillars of support: **(1)** Long-term 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 local support programming, which primarily supports individuals with I/DDs and their families. Our Early Intervention program offers pediatric home health services, such as occupational, physical, and speech therapies.



Throughout FY23, DP was proud to offer wrap-around care coordination for individuals and families with developmental delays and I/DD. Using local funds, we amplified and strengthened 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?

Case management and service coordination are crucial to 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 the tools and resources to make informed 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 - age 3)

The Early Intervention (EI) program (Part C) provides services and supports for families who have a baby or toddler up to age three with either a significant delay of 25% or more in two or more areas of development or 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

**Direct Service /
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
 - through a parent/family coaching model within a child's natural environment through everyday activities and routines

FY23 by the numbers

3,796
*babies, toddlers,
& their families
served*

2,399
EI evaluations

2,209
newly eligible
in FY23

1,159
transition
conferences



Parent Survey Responses

"Early Intervention has been a lifesaver. We have learned so much about things we had never even heard of before. I am so appreciative of the relationships we've made and all the wonderful people who have worked so hard for my child."

"We are eternally grateful to everyone we encountered in Early Intervention. We felt so supported, and our son made incredible growth in the short time he was a part of the program. Thank you so much for the work that you do!! "

"Early Intervention has been such a blessing in our lives. I have felt supported and valued throughout the past three years. My child's intervention team has been integral in helping my son grow and thrive. We will miss them so much."

Long-term Care Case Management (birth - aging)

Long-term Care Case Management is made up of numerous teams (Systems Navigation, Case Management, and Program Quality) that assist individuals enrolling into or enrolled in long-term care disability programming, which encompasses state-funded programs, Home and Community Based Services (HCBS), known as Medicaid Waivers, and other long-term care programming such as long-term home health.

In FY23, these teams only supported those with I/DD and Delays. These teams support:



Using a person-centered approach, we strive to empower individuals in services to have agency and choice in how they live their lives. We often refer to “supports and services,” which are the benefits that each disability program offers—every program has different targeting criteria and different supports available.

We help connect individuals and families to provider agencies that perform a wide variety of services, such as therapies, community immersion, and personal care. Our Case Management team helps individuals and families navigate Medicaid benefits and various paperwork to find the care needed and desired.

We are committed to

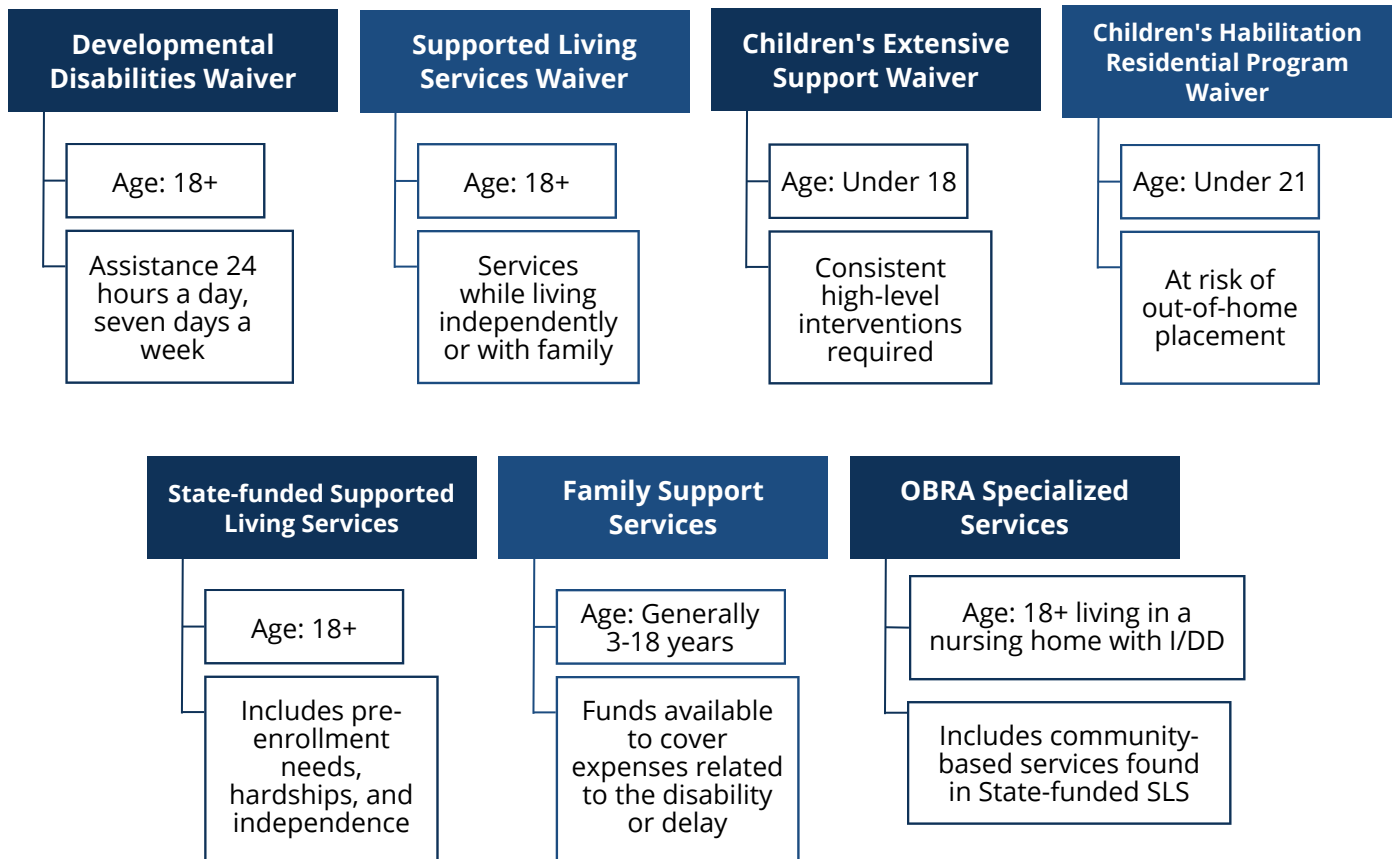
- ☒ Compliance to safeguard individuals, families, and our funding
- ☒ Quality outcomes focused on person-centered supports
- ☒ Simplicity to help make services easier to navigate
- ☒ Stability to ensure sustainable operations
- ☒ Accountability including equity in access, consistency, and quality standards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

FY23 Unmet Needs Client Satisfaction Survey Response:

“Developmental Pathways helped our son with I/DD access the community in a prosocial way that helped stabilize him and gave him an appropriate outlet.”

– DP Family

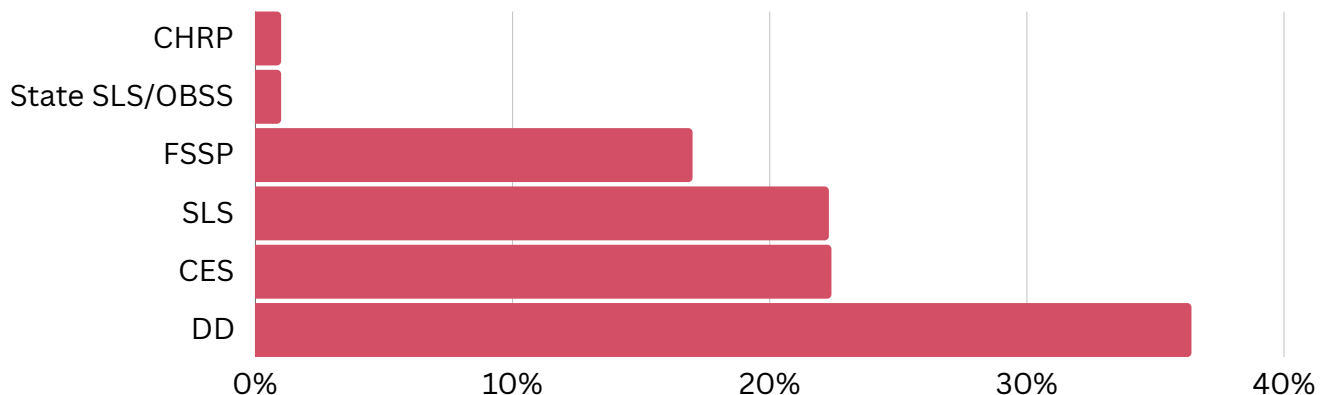
Long-term Care Programs



Please visit our [webpage](#) for information on all our current long-term care programming.

Long-term Programming for Individuals with I/DDs Includes

3,950 individuals and families supported



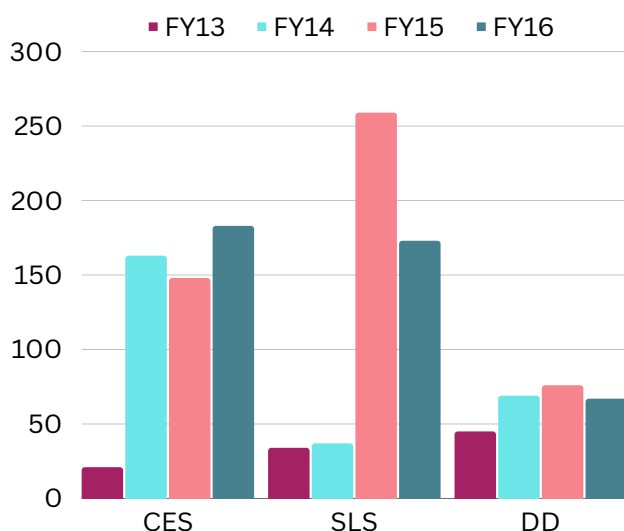
Key Long-Term Care (LTC) Enrollment Events

In FY23, our Case Management team supported more than 394 enrollments into long-term care programming for those with I/DDs, including nearly 100 enrollments into HCBS-DD (also known as the residential waiver). Historically, there have been fluctuations in enrollments into the I/DD HCBS waivers largely in relation to state efforts to address the waiver waitlists.

- 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.
- Enrollments in the HCBS-DD waiver are based on a combination of new enrollments authorized by the general assembly[3] and reserve capacity enrollments that support emergencies, youth transitions, and deinstitutionalizations.
- 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.
- In FY23, there was no statewide effort to further open HCBS-DD enrollments, leading to an overall decline in DD enrollments at DP.

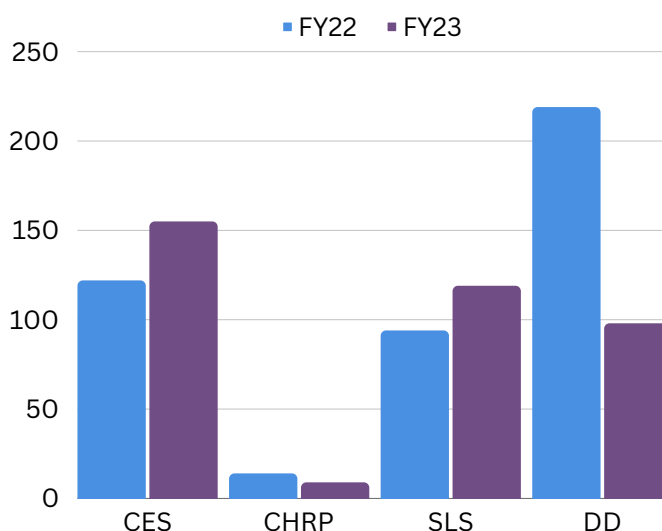
More information on waitlists can be found in the Appendix Report.

Historical Enrollments (context)



FY13-FY16 data shows the initial trends and growth points due to state enrollment interventions.

Recent Enrollments

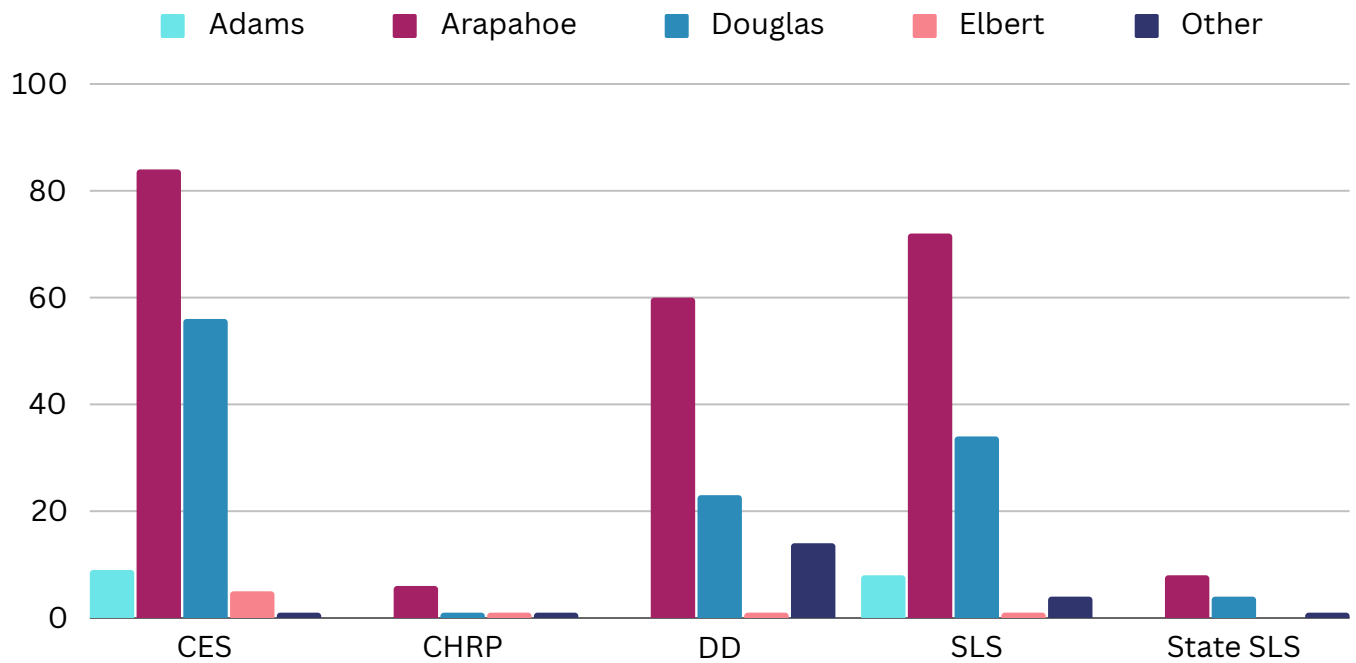


Waiver enrollments declined During COVID-19 until FY23, when the numbers rose to pre-COVID status.

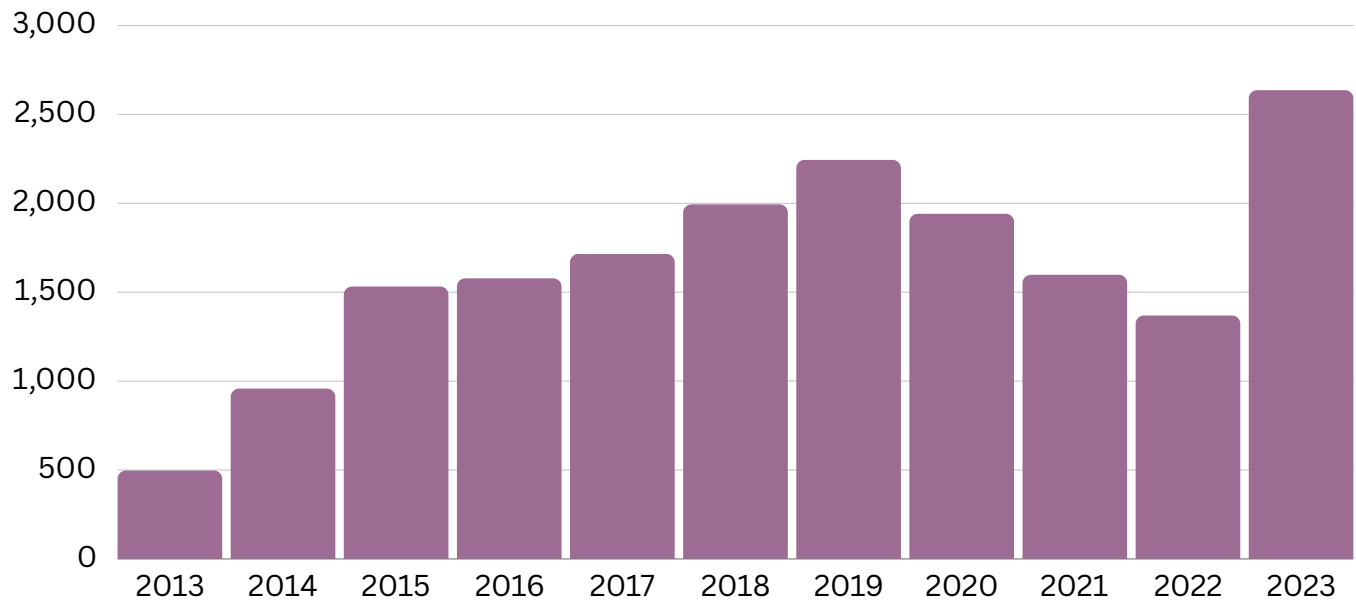
Note: CHRP was moved to DP in 2019.

Community Impact

FY23 Enrollments & Transfers by Long-term Care Program & County



Long-term Care Referrals | 2,600+ referrals were made to DP



During the COVID-19 Public Health Pandemic, our referral numbers decreased. We are now back to pre-pandemic numbers and saw record numbers of referrals in FY23.

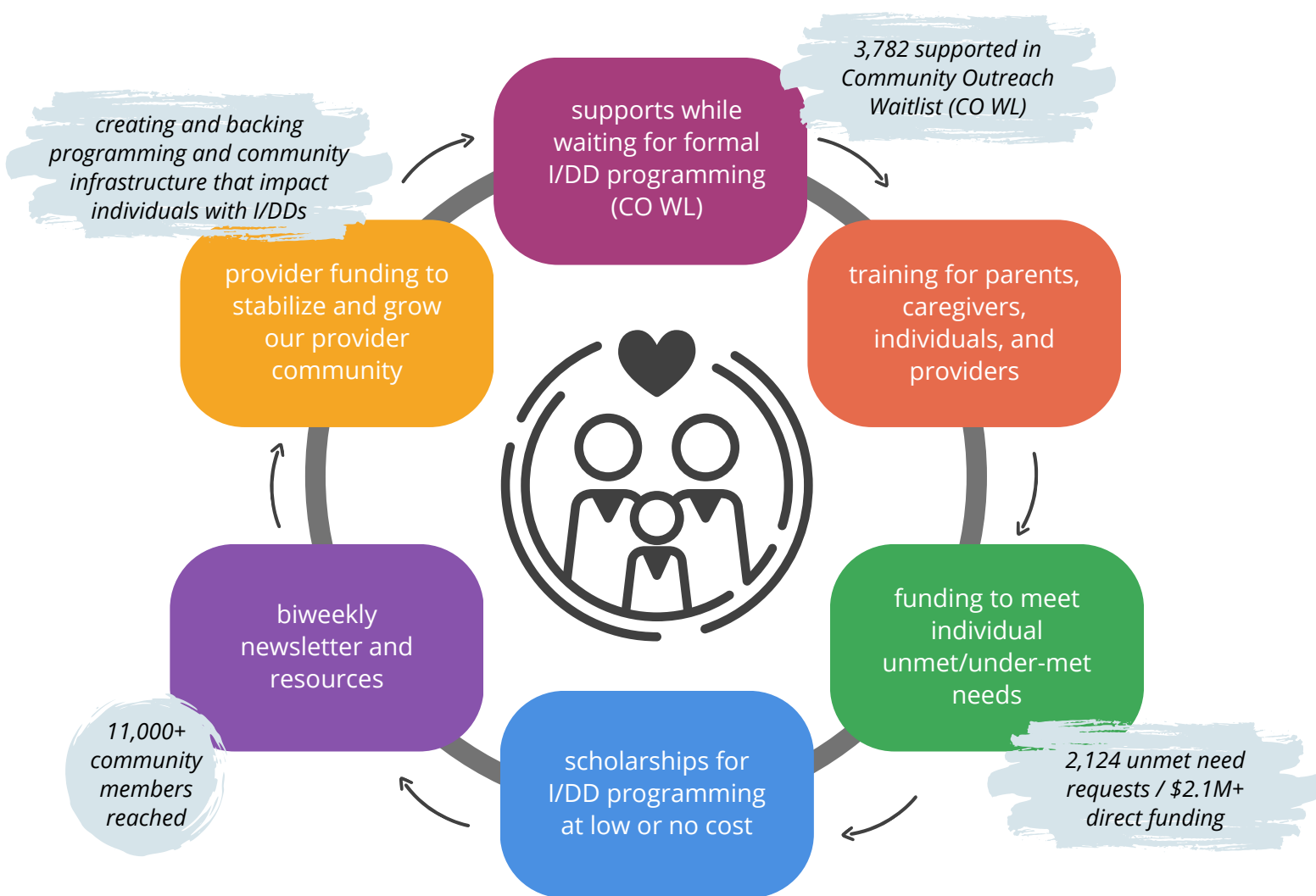
I/DD Locally Funded Programming (all ages)

Developmental Pathways is proud to offer a variety of locally funded programs^[4] to meet the needs of our I/DD community. Local programming works in tandem with Early Intervention and Long-Term Care programming to support quality, integrated, and inclusive outcomes.

This programming is funded through local dollars:

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

Thanks to local funding dollars, Developmental Pathways offers added supports, including:



[4] More details about locally funded programming can be found in the FY23 Mill Levy Report.

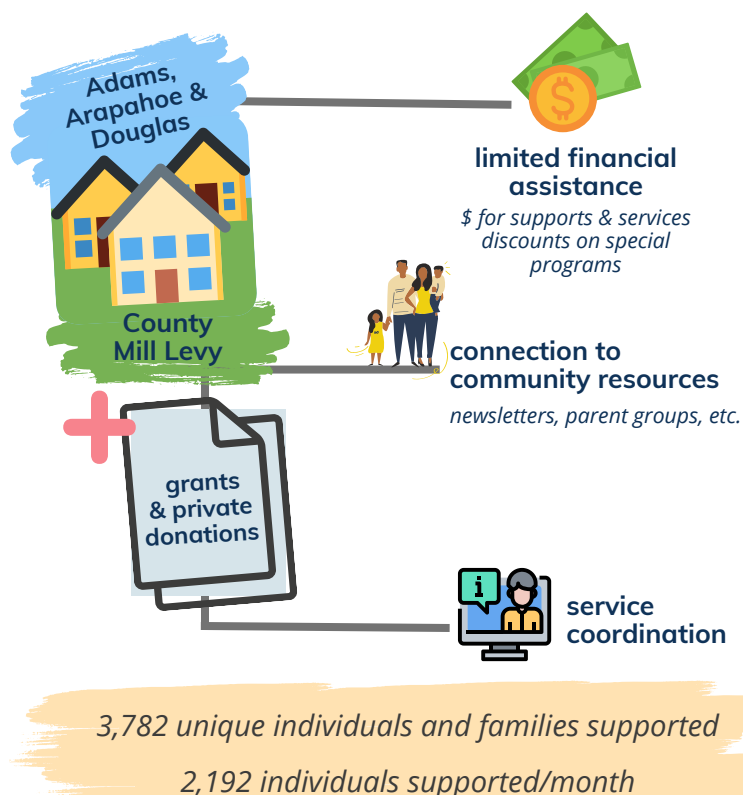
Community Outreach Waitlist Programming (ages 3+)

One part of our local programming is our Community Outreach Waitlist Services (CO WL) program, which supports individuals with I/DD and their 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 in accessing funding for unmet or under-met needs and supports the school-to-home connection.

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



A Coordinator's Role

When Robin* transitioned out of Early Intervention, her parents had a lot of questions about their child's future. They weren't sure what to expect and were feeling uncertain. Their new coordinator explained what to expect in the long-term care system and explored the available supports to meet Robin's needs. With their coordinator's help, they better understood how to use their existing resources, including private health insurance, school supports, and community programs. Their coordinator helped them get started and ensured they understood their next steps. Together, we set Robin up for success long into the future.

**Robin is a pseudonym.*



Unmet Needs Programming

One of our I/DD locally funded programs that directly impacts members with accessing supports in their community is Unmet Needs.

This programming addresses the specific individual needs of members and is intended to cover services and items not included through other resources.

Fundraising campaigns directly support families through this programming, and we are truly grateful for each of those donors.

Through this local funding, we reviewed 2,124 requests from members in FY23.

Our FY23 Mill Levy Report includes more information about our Unmet Needs programming.

“The Unmet Needs program helped our family purchase much-needed sensory items for our son as he was transitioning out of Child Find (Early Intervention) and heading to preschool with a new OT [Occupational Therapist]. They provided a therapy swing, compression vest, and oral chews to help meet his ongoing sensory and emotional needs. This was a true blessing for our family!”

– Grateful Parent



For a 3-year-old diagnosed with autism spectrum disorder and her family, DP provided membership to The Sensory Club of Denver, a large facility with therapy equipment and multiple rooms to play and regulate herself throughout the day. She is a high-energy child who craves constant movement but lacks the necessary resources at home to engage in the activities needed to meet her sensory needs. Additionally, her mother requested outpatient therapy sessions with their therapist, and The Sensory Club of Denver is the only place that allows outside therapists to work with their clients at their facility. With this membership, they can better meet her sensory regulation needs and continue working towards future therapy goals.

“Her therapies have brought her so far. Before, she had no way to communicate with us. With DP and her therapies, she has learned how to use sign language, how to communicate, how to use her body to help promote what she wants, and she is learning how to do things for herself. If it wasn’t for the services that we’ve received, she would still be going through frustrations and wouldn’t have the opportunity to keep learning.”

– Thankful Parent

BUSINESS OPERATIONS

Our Workforce

In preparation for our expanded case management contract, we proactively reevaluated and reinvested in various supports offered to our staff, all with an eye on supporting our mission and providing the best care possible to our community and our workforce.

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 the Colorado Healthy Families and Workplace Act (HFWA).
- Implemented staff surveys through multiple stages of employment with DP 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^[5], which covers behavioral health needs and offers concierge support in navigating leave and accommodations when needed.
- Added a "Floating Holiday" for all staff in recognition that our employees come from diverse backgrounds and celebrate varied events and holidays. This extra personal day can be used to observe a religious, cultural, or federal/state holiday that is not currently recognized as a company-paid holiday.
- Supported developing and updating tools, workflows, and resources related to candidate experience, hiring, and orientation with a Diversity, Equity, Inclusion, and Accessibility (DEIA) lens.
- Updated salary administration guidelines, with a continued commitment to administering the compensation program strategically, consistently, fairly, and equitably, including conducting a compensation equity review to mitigate unconscious bias in pay decisions.
- Worked hard to update and maintain competitive wage grades and bring staff toward market rates with the goal of reducing turnover.

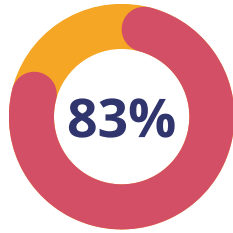
This coordinated staff support effort helped ensure the continuity of our services to the individuals and families we serve.

[5] Largely employer paid for employee.

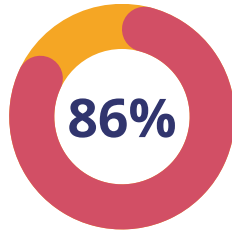
Staff Feedback

DP Employee Experience Survey Results

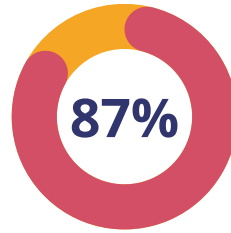
● % favorable



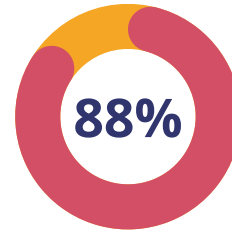
**Employee
Engagement**



**Equip
Factors [6]**



**Manager
Effectiveness**



**Response
Rate**

In FY23, Developmental Pathways teamed up with the Society for Human Resource Management (SHRM) to create, launch, and maintain an online survey process. As an authority in today's evolving work environment, SHRM was the perfect partner for this endeavor. The objective of the survey was to obtain input from employees, giving leadership a better understanding of how well the organization is fostering employee engagement, professional growth, inclusion, and commitment while attracting and retaining skilled professionals. As indicated by the staff scores above and SHRM's added analysis, DP's results are overwhelmingly favorable and ahead of industry benchmarks.

Staffing By The Numbers

379

staff
EMPLOYED

136

new employees
HIRED

84%

of program staff
RETAINED



[6] Equip Factors are areas that are most predictive of organizational performance, including resources, quality of services, clear performance standards, collaboration, and training.

Commitment to Diversity, Equity, Inclusion, & Accessibility

DP is committed to building an equitable and inclusive community while advancing a shared purpose and culture of belonging. We regularly engage staff in [Diversity, Equity, Inclusion, and Accessibility \(DEIA\)](#) work through planned conversations and training. We will continue to work alongside our community to address any potential barriers that prevent or hinder the inclusion of all diverse peoples and to assess, develop, and implement accessible services and supports.

DEIA 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 DEIA roadmap guides our work internally so we can be more effective within our diverse community.



“

Inclusivity, equitable access, and championing diverse talents and abilities have mattered to DP in our mission to support the disability community for almost 60 years. We're strengthened as an organization and larger community when everyone feels welcomed, valued, and a genuine sense of belonging. And strategic, intentional DEIA work helps us further those mission-critical outcomes.

- Erica Kitzman
Chief Operating Officer

FINANCIAL INFORMATION

(Supplemental Financial Information)

FY23 Data

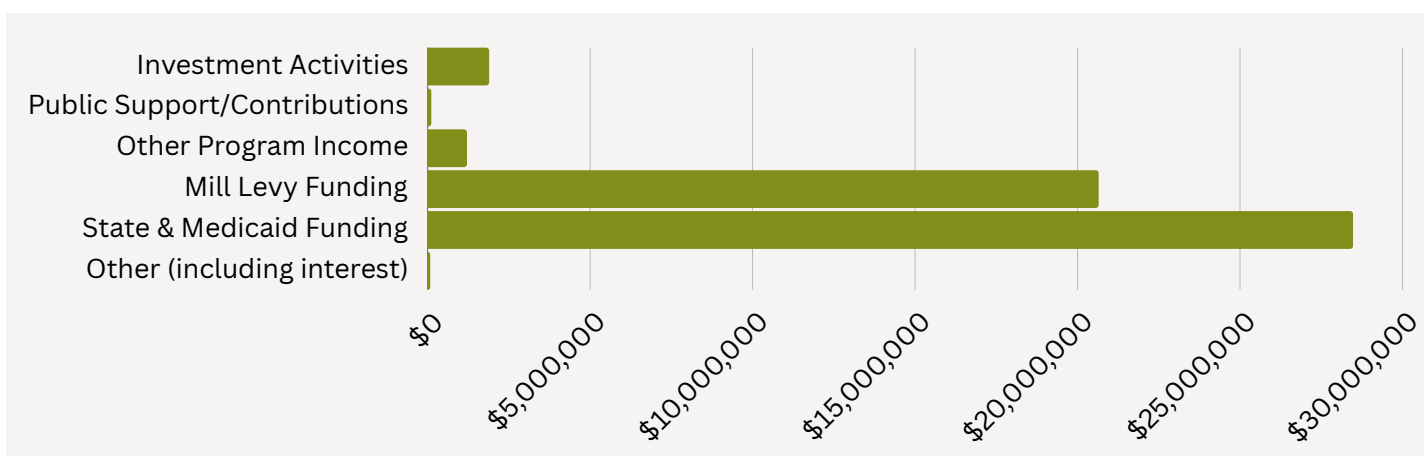
Audited Financial Statement

FY23 Mill Levy Report Revenue & Expenses										
	Case Management	Early Intervention	Family Support	Community Outreach	Initiatives	Outsourced Services & Youth Housing	Total Program	Fundraising and Development	Administrative Management and General	Fund Balance
State Contract Revenue, Part C, ARRA	2,606,971	13,828,452	2,527,000	-	-	496,335	19,458,759	-	-	-
Medicaid Revenue	6,697,651	743,457	-	-	-	1,578,147	9,019,255	-	-	-
Counties (Arapahoe, Douglas, Adams)	-	-	-	-	-	-	-	-	-	-
Service Fees and Other Program Income	-	1,052,149	-	-	-	-	1,052,149	-	158,548	-
Public Support/In-kind - Contributions/Grants	70,489	-	-	-	-	-	70,489	42,979	-	-
Revenue by Funding Source and Program	9,375,112	15,624,058	2,527,000	-	-	2,074,483	29,600,653	42,979	158,548	-
Other Income	35,530	19,168	-	1,918	3,791	-	60,407	-	15,011	-
Net Investment Return	-	-	-	-	-	-	-	-	1,893,242	-
Interest	-	-	-	-	-	-	-	-	4,174	-
Other Revenue	35,530	19,168	-	1,918	3,791	-	60,407	-	1,912,427	-
Mill Levy	7,247,586	1,372,160	-	9,676,817	-	-	18,296,563	-	-	2,353,487
Total Revenue, Support and Gains	16,658,228	17,015,387	2,527,000	9,678,735	3,791	2,074,483	47,957,623	42,979	2,070,975	2,353,487
Total Expenses by Program	12,584,198	14,452,174	2,523,134	9,459,085	4,732,134	2,063,960	45,814,685	94,515	7,241,329	-
Gain/(Loss) on Disposal of Assets	-	-	-	-	-	-	-	-	9,812	-
Total Expenses and Losses	12,584,198	14,452,174	2,523,134	9,459,085	4,732,134	2,063,960	45,814,685	94,515	7,231,517	-
Change in Net Assets										(715,654)

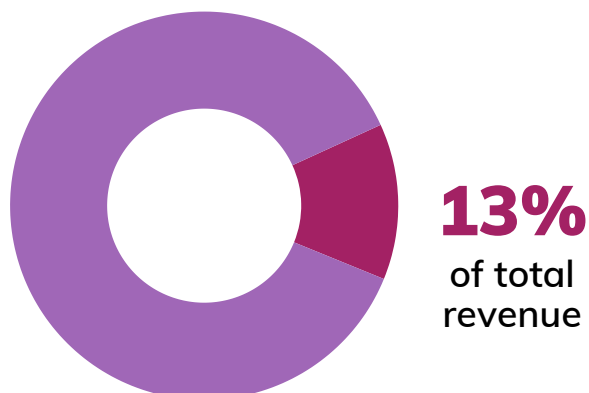
Management and General Calculation	
Total Administrative Management and General Expenses	7,241,329
Less: Depreciation & Amortization Expense	(385,142)
Net Administrative Expenses	6,856,187
Total Revenue, Support and Gains	52,425,063
Net Administrative Expenses as Percentage of Total Revenue	13.08%
Gross Administrative Expenses as Percentage of Total Revenue	13.81%

For more information, please see our [2023 Annual Audited Financial Statements](#)

FY23 Revenue by Source



Management & General Expenses



M&G Expenses

\$6,856,187 (13% of total revenue)

Total Expenses

\$53,140,718

Total Revenue

\$52,425,063

Fund Balance

Fund balance represents operating reserves set aside to sustain operations through unforeseen economic challenges. Reserves are utilized to maintain financial solvency and mitigate risks that may impact the organization's bottom line and the ability to support operations. The fund balance reserves equate to the number of months that DP could operate without additional incoming revenue from the various funding sources. These funds provide the people we support with financial security and peace of mind that our company can sustain itself through challenging times.

At the end of FY23, **a total of \$2.3M was added to our total undesignated fund balance.** As we navigate through expanded case management work under Case Management Redesign (CMRD), our board of directors, its finance committee, and senior leadership will continue monitoring our fund balance.

As approved by our board of directors, we may appropriate fund balance monies for new strategic opportunities that improve outcomes supporting the vision and mission of the organization.

For example, we used reserve funds this past year through 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 FY23, those CEI board-designated funds supported thousands of individuals and families across our catchment area through direct spend and staff infrastructure.



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

CHALLENGES & OPPORTUNITIES

Every year presents challenges in supporting and serving the needs of individuals with I/DD and their families locally and statewide. However, our strong community partnerships and engagement with local, state, and federal organizations have helped us overcome these obstacles.

In Fiscal Year 2024, DP will significantly increase the number of people supported as we expand to a Case Management Agency that serves all disabilities and long-term care services for Arapahoe, Douglas, and Elbert counties. In June 2024, we will commemorate our 60th anniversary and celebrate and connect more deeply with the community throughout the year. These landmark occasions bring celebration, challenges, and opportunities, which we look forward to embracing.



Case Management Redesign (CMRD)

After applying for and winning our bid to become the Case Management Agency for Arapahoe, Douglas, and Elbert counties, our transition occurred in November 2023. All CMA changes across the state will be complete by July 2024.

This work touches almost every aspect of our long-term care programming, from hiring and training practices to daily delivery of case management services and how we measure quality. 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.



Recruiting & Retaining Staff

In preparation for CMRD, our organization recognized the need for an innovative recruitment strategy to ensure we could successfully hire a significant number of high-potential individuals for needed new positions. Our approach was to leverage technology, communicate an enticing employee value proposition, and incentivize current employee referrals. This maximized our recruiting team's ability to attract a diverse pool of qualified talent to our organization.

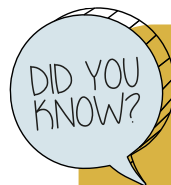
Developmental Pathways' ongoing emphasis is a comprehensive retention strategy focused on employee engagement, total rewards, and professional development - building a foundation of experienced, committed staff invested in making a meaningful impact on the lives of those we serve.



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,” which is when someone can qualify for long-term programming but struggle to find providers willing and able to deliver 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.



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.



Early Intervention Programming

Increased Enrollment

As of January 1, 2023, the eligibility definition for the Early Intervention Colorado program changed, resulting in a significant increase in referrals and enrollment. We attribute this rise to the program’s new eligibility criteria, a more established method of conducting EI evaluations, and the end of the COVID-19 pandemic. Our team has responded quickly to the growing demand, hiring two additional Service Coordinators and building an evaluation team of five. We have also expanded our contracted provider population to help us keep up with the increased number of children served through EI. Moving forward, we will continue to support our workforce and assess our staffing and provider needs to ensure we can provide timely and effective services to all our individuals.

Provider Shortage

Since the COVID-19 pandemic, Early Intervention services have faced a significant shortage of providers across all disciplines, including Occupational Therapy, Physical Therapy, Speech Therapy, and Early Childhood Special Educator. Unfortunately, this shortage has persisted nationwide, hindering our ability to provide timely services to children and families. However, the Colorado Department of Early Childhood (CDEC) strives to improve provider rates and availability through historic, state-approved workforce investments.

Service Coordination & Direct Service RFP

As of December 2023, the CDEC is soliciting a request for proposal (RFP) for Early Intervention Services. The RFP solicitation is required due to statute and rule changes affecting EI services. Starting July 1, 2024, the CDEC will contract with certified EI service brokers to provide EI services. The RFP will be awarded for five years, with the option for renewal. DP intends to bid to continue our support to families in our area.

CONCLUSION

FY23 Summary

Developmental Pathways remains deeply committed to the disability community and is 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. Looking ahead to Fiscal Year 2024, it will be a year of growth and celebration with the CMA contract and our 60th anniversary.

This past year, change management continued to be a key theme 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
- Tackling invisible waitlists as a system by:
 - Addressing labor shortages
 - Advocating for rate increases

Members of Developmental Pathways' Board of Directors



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

Contact

Developmental Pathways

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www.dpcolo.org

FY2023

MILL LEVY REPORT



TABLE OF CONTENTS



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2	Mill Levy Background
3	Our Mill Levy Community
4	Funding & Expenditures
18	Mill Levy Spend into Fund Balance
19	The Future of Mill Levy

EXPLANATION OF REPORT

This report summarizes the programs and impact supported by nearly \$21 million of Mill Levy from Arapahoe and Douglas Counties for the fiscal year 2023 (7/1/2022 - 6/30/2023).

This report includes wins and outcomes of our 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

2023 marked the 21st anniversary of receiving Mill Levy funds from Arapahoe and Douglas Counties and about six 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 further serve, support, 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 2023, Mill Levy supported 10,934^[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 and talents of people with I/DDs. For the 2023 awareness month, [Access Gallery](#) partnered with us to create a campaign with the theme ["Express Yourself"](#) to celebrate our community's vibrancy, creativity, and self-expression.

As part of the campaign, on March 26, 2023, we hosted an **Arts & Creativity Showcase** at the Lone Tree Arts Center. The event featured more than 20 exhibitors, and 150-200 attendees joined us in celebrating the many ways individuals express creativity through dance, music, and art. Featured performances included [Jude Kofie](#), a 12-year-old piano prodigy, and the all-abilities Harmony Dance Team.

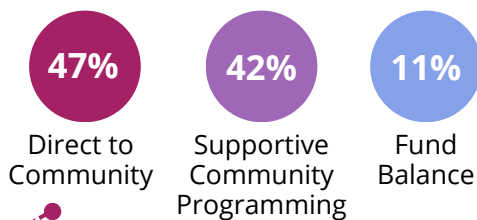
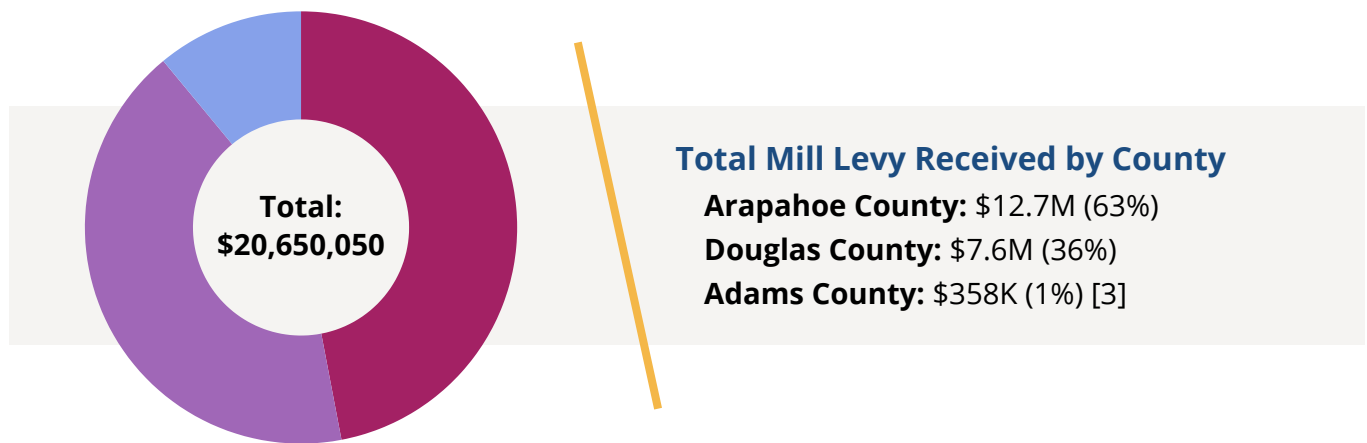


[2] Number served in agency (11,308) versus number served through Mill Levy will not match as we use non-county dollars to support people in Elbert and other counties.

FUNDING & EXPENDITURES

\$20.7 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 | \$9.7M

Includes:

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

• Supportive Community Programming | \$8.6M

Includes:

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

[3] Funds received for Adams County residents are not from a Mill Levy, but from Adams County and the Adams County Commissioners.

Direct to Community / Direct I/DD Local Programming \$9.7M

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 FY23, 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 \$3.6 million to the \$9.7 million, making the total annual investment in Direct Local Programming more than \$13.3 million.**

Funds were spent locally to benefit people with I/DD across our catchment area.

Programming Includes

\$7.6M^[4] 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

\$2.8M given to directly benefit a person with an I/DD (and their family members) through programming like Individual Unmet Needs and Scholarships

\$1.2M 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 | \$5.7M

- 141 Sponsorships
- 68 Stability Grants



Scholarships | \$644K

3,004 people participated^[5]



Unmet Needs | \$2.1M

2,124 unmet needs requests approved



Community Outreach Waitlist Services | \$1.2M

- Care coordination for nearly 3,800 people
- Bi-weekly list of resources and scholarships

[4] This funding includes Mill Levy and Board Designated funds. Of the stability funds awarded, \$218K was distributed to providers in FY23 but will be recognized in FY24 expenses, and \$230K was distributed in FY22, which was recognized in FY23 per accounting rules.

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

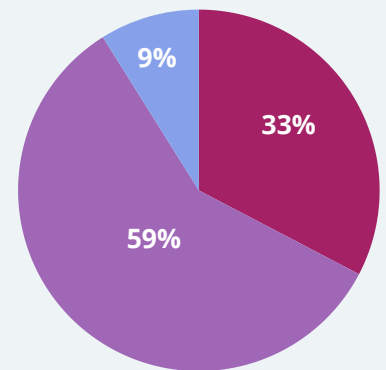
Service Stability Programming

\$5.7M Stability Grants & Mill Levy Contracts + \$227K 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 FY23, we worked with Continuum of Colorado^[6], our organization's former direct service branch, to ensure the continuous delivery of supports. We also 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.

Stability Grant by Type



- Organization Stability
- Staff Stability
- Transportation Stability

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.

Mill Levy Contract Provider	Funding Reason
Continuum of Colorado	Residential and other programming
Cottonwood	Residential
El Grupo Vida	Diversity, Equity, Inclusion, Accessibility (DEIA) programming
Parker Personal Care Homes	Capacity building
Wellspring	Transportation

$$\begin{array}{ccccc}
 \mathbf{141} & + & \mathbf{68} & = & \mathbf{11,800} \\
 \textit{Sponsorships} & & \textit{Stability} & & \textit{People} \\
 & & \textit{Grants} & & \textit{Supported}^{[7]}
 \end{array}$$

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

[7] 11,800+ people includes duplicate individuals who may get services from more than one grantee agency.

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

Top 10 Funding Recipients (alphabetical) of 137 Community Recipients

- Adams Camp
- Continuum of Colorado
- Cottonwood Community Alternatives
- Dragonfly Speech Therapy
- El Grupo Vida
- Infinite Compassion
- Integrated Life Choices
- Overture
- Promise Ranch
- Wellspring Community

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

Grant Recipients Shared How They Used Funds in the Community

Adam's Camp

Thanks to stability grant funding, Adam's Camp successfully created manageable workloads, improved protocols, and increased safety precautions during the 2023 summer camps. With additional hiring, they could safely increase camp numbers by 10% from 2022 and maintain a supportive staff environment to run a smooth summer camp.



"The social growth each year grows leaps and bounds. He cannot wait to get back to camp next year! He talks about friends he made all year round. The life skills and leadership qualities he gained are so valuable to both us, his family, and his school environment."
- Parent of a 2023 Camper

Integrated Life Choices

Integrated Life Choices provides home and community-based services to over 300 individuals in the DP catchment area. They were facing transportation challenges that hindered the organization's ability to serve individuals on their growing waitlist. DP's grant funding enabled the purchase of four vans, allowing Integrate Life Choices to increase the capacity of their vocational services.

Integrated Life Choices reported, "The grant awarded by Developmental Pathways allowed us to open doors to the people we support. Not only are more community options available to them because of this grant, their days are more meaningful and suit their needs in a better way."

Garden, Inc.

Garden serves over 100 individuals in the DP catchment area and thanks to stability grant funds, started clearing their waitlist for the first time since 2020. The main goals of the staffing capacity grant were to boost team morale, increase retention rates, and increase the number of new hires. After utilizing \$15k in stability funds toward team appreciation, two bonuses, and hiring incentives, Garden was able to hire five new staff members and has retained 95% of staff members since Fall 2022.

"Garden is incredibly grateful for the Staffing Capacity grant program. Through this program, we have been able to increase our staffing and retention rates, allowing us to serve our clients to the best of our ability while beginning to clear our waitlist for the first time in three years."



Sponsorships Support Organizations as Needs Arise Throughout the Year

Common sponsorships include fundraising events, community events, and educational training.

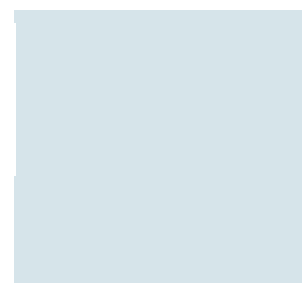
Possibilities Playground Sponsorship - Town of Castle Rock Therapeutic Recreation



With sponsorship support, the Possibilities Playground Grand Opening was a huge success. Over 1,000 members of the community attended the event. Our Therapeutic Recreation program was honored to host I/DD participants and family members for a sensory-friendly hour that included a first sneak peek of the playground, VIP parking, food, activities, and a fun goodie bag. Thanks to the Developmental Pathways sponsorship, our participants and families could enjoy dinner and treats at the event. We are so grateful for DP's ongoing kindness and support of our efforts. (Submitted by Rebecca E.)

"Our family just returned from vacation, but this park and grand opening has been more exciting to C than Disneyland. He's stopped for a picture with all the characters and has enjoyed playing on the playground. We appreciate you including C in the ribbon cutting and for all the treats tonight. Thank you for all you do - we appreciate it!" - Family/Participant

Arc of Aurora - THINK+change Project



Developmental Pathways sponsored an array of talks and training produced by The Arc of Aurora's training and education program, [THINK+change](http://www.thinkchange.training).

"We are grateful to Developmental Pathways for demonstrating your commitment to contemporary, solutions-focused, disability-centric education that offers positive social impact! Your sponsorship of our products are shared through 13 platforms, and your commitment to people with IDD in Aurora will be seen/heard for years to come! We thank you!" - Erica D.

Rockin' Abilities - Town of Parker Therapeutic Recreation Sponsorship

With the support of DP's sponsorship, Rockin' Abilities offered a new concept to the Town of Parker (Therapeutic Recreation and Cultural Departments) and the larger community. Participants gained valuable experience learning to play adapted instruments, work together as a band, and perform for their family and friends. Learning how to be in a band in a swift ten-class session and performing in public is a major feat.



Each participant was able to learn, grow, and succeed beyond their expectations, surprising themselves and their families. Rockin' Abilities has started a new brand of therapeutic enrichment that will hopefully excite anyone to learn to use their abilities to play music and experience the joy of performing. (Submitted by Kirstin F.)



Unmet Needs

\$2.1M



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.

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

2,124

*Unmet Needs
Requests*

94%

*satisfied or
very satisfied*

Our FY23 Unmet Needs satisfaction survey showed that 94% of respondents reported being either satisfied or very satisfied with the process of requesting funds. The respondents included those whose requests were fully approved, partially approved, or denied.



"My son was fascinated by pictures of the Trails Rec Center and wanted a membership. We had paid for two other gym memberships that he did not utilize, and a membership to our local rec center and membership at The Trails was not feasible for us. He loves going to the place he chose and goes to workout faithfully about four days a week! His physician is so pleased with his weight loss since he started going and Justin is proud of himself. His self-confidence has improved and his mood is more even. My case manager was wonderful in sharing this resource and working to help us apply."

- Lynette L., Mother of Justin (HCBS-SLS)

In Action, Funding Unmet Needs Looks Like



Emergency placement and respite supports for people in transition with housing or at risk of homelessness



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



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



Medical needs related to the disability but not covered through other funding sources (prescriptions, co-pays, dental needs, etc.)



Supported employment job coaching to help someone learn a new job skill and manage coworker relationships while waiting to enroll in a waiver

Meet The Muench Family

The Muench family had an accessibility support need that could not be met through direct family resources. Developmental Pathways worked with the family to identify possible third-party funders and long-term care supports to help them cobble together the necessary funding to purchase an accessible vehicle, including accessing grants through the A.V. Hunter Fund, HopeHelpLive Foundation, Family Support Services funding, Toyota Rebates, and our local Unmet Needs programming.

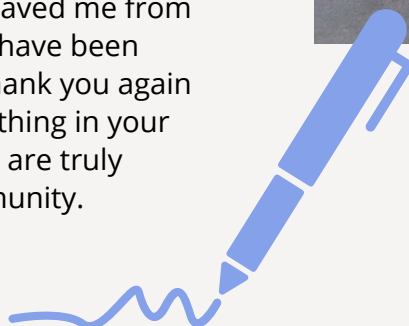


Chloe at her first dance recital (2023)

Dear Developmental Pathways,

THANK YOU for your generous [support for] our wheelchair-accessible van...As I enter into my 3rd trimester, this van has truly saved me from heavy lifting. None of this would have been possible on our own merit. So, thank you again for reaching out and doing everything in your power to help our family out. We are truly blessed to be a part of this community.

God Bless,
Brian, Katie, & Chloe Muench



Scholarships

\$644K



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 a significantly reduced rate.

3,000+ individuals^[8] received scholarships in FY23

Our local funding scholarships survey showed nearly **95% of respondents were satisfied or very satisfied with their scholarship approval process experience.** All programs at DP had scholarship recipients, from Early Intervention, Community Outreach Waitlist Program, and Case Management.

Yay! Camp with Easterseals Colorado Scholarship Funding

Through the support of scholarship funding, 26 participants enjoyed their time at Yay! Camp while providing their families with respite. Yay! Camp is a safe, inclusive place for the child to come and participate in physical and social recreational activities, like arts and crafts and field trips.



Quotes from Parents of Scholarship Recipients

“

"Our child was able to attend music classes which had a positive impact on language development and provided exposure to social interactions at a time when isolation made it difficult to otherwise provide these opportunities."

"My son got to do things in the community, and we had got to enroll him in a parents' night out with a group that was aware of his situation and willing to accommodate him and work with us."

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

Scholarship Spotlight

Due to receiving a scholarship for a Superhero in Training Camp with STAR Institute, a family commented:

“

"This was the first time in five years that I was able to not only be in a different room than my child, but actually leave the building because he was in a safe place connecting with others. I watched my child gain confidence, friendship, and advocate for himself...For the first time ever, after Superheroes Group, we were at a park, and he ran, laughed, and interacted with other kids as they all played. After joining play, he advocated for himself and asked for what his body needed to feel safe."

”

Submitted by Tory Pluchek of STAR

Highlands Ranch Therapeutic Recreation Scholarship Funding



Scholarship funding from Developmental Pathways supported over 350 individuals with I/DD within the DP catchment area in FY23 through the offering of Therapeutic Recreation activities such as swimming, soccer, bowling, Hip Hop, yoga, basketball, tennis, and a kids triathlon.

"We would like to thank you for providing scholarships to support the Therapeutic activities such as swimming & hip-hop at the HRCA Recreation Center. Our child benefits from it greatly. Her swimming is an important part of her weekly activities that she enjoys thoroughly. Swimming and hip-hop keep her occupied and provide a good workout for her. Thank you again for your continued support for these with your scholarship."

- Highlands Ranch Therapeutic Recreation Family/Participant

Community Outreach Waitlist (CO WL) Services Program

\$1.2M



Thanks to our county partners, active Mill Levy funding entirely finances 100% of our I/DD locally funded program, which is unique to DP. Without Mill Levy, these families would have no way of accessing these gap supports while waiting for other more robust supports. The Community Outreach Waitlist Services Program provides support to individuals of all ages waiting for state or federally-funded services.

Coordinators

- Help families of children who recently exited the Early Intervention program with ongoing delay needs.
- Assist families in accessing funding for specific unmet or under-met needs.
- Provide referrals to community resources.

Visit our [CO WL webpage](#) to learn more.



The father of a child in the Community Outreach Waitlist Services Program shared:



"We try our best to get the best and most help for our ASD daughter. The expenses are high, and the DP programs have helped us to afford more than we could on our own. We see a very positive impact, which is a direct result of the assistance we receive through the DP programs. Thank you so much!"

Supportive Community Programming

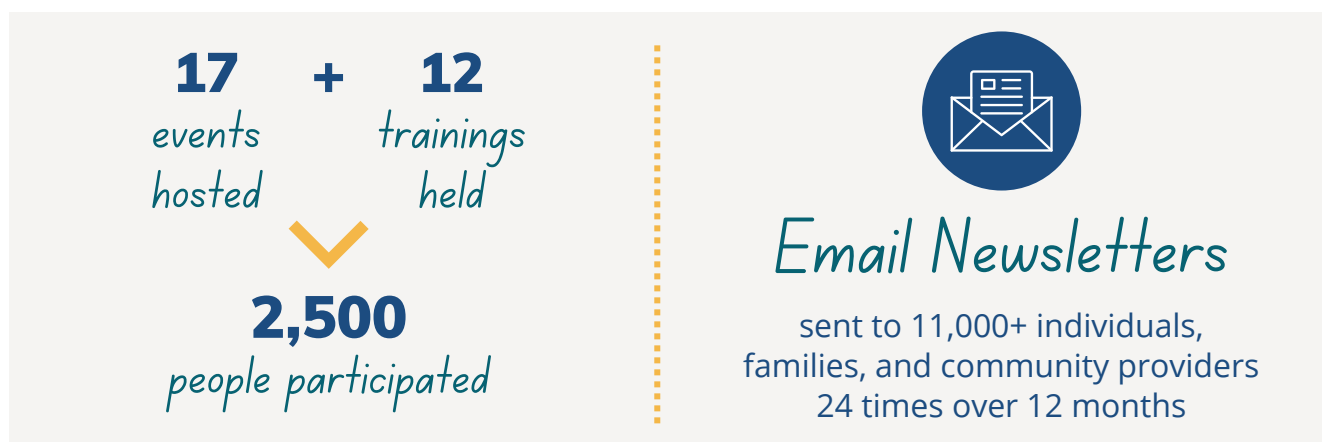
\$8.6M

This is the second largest segment of Mill Levy-funded activities (after Community supports).

Community Activities

\$13K [9]

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

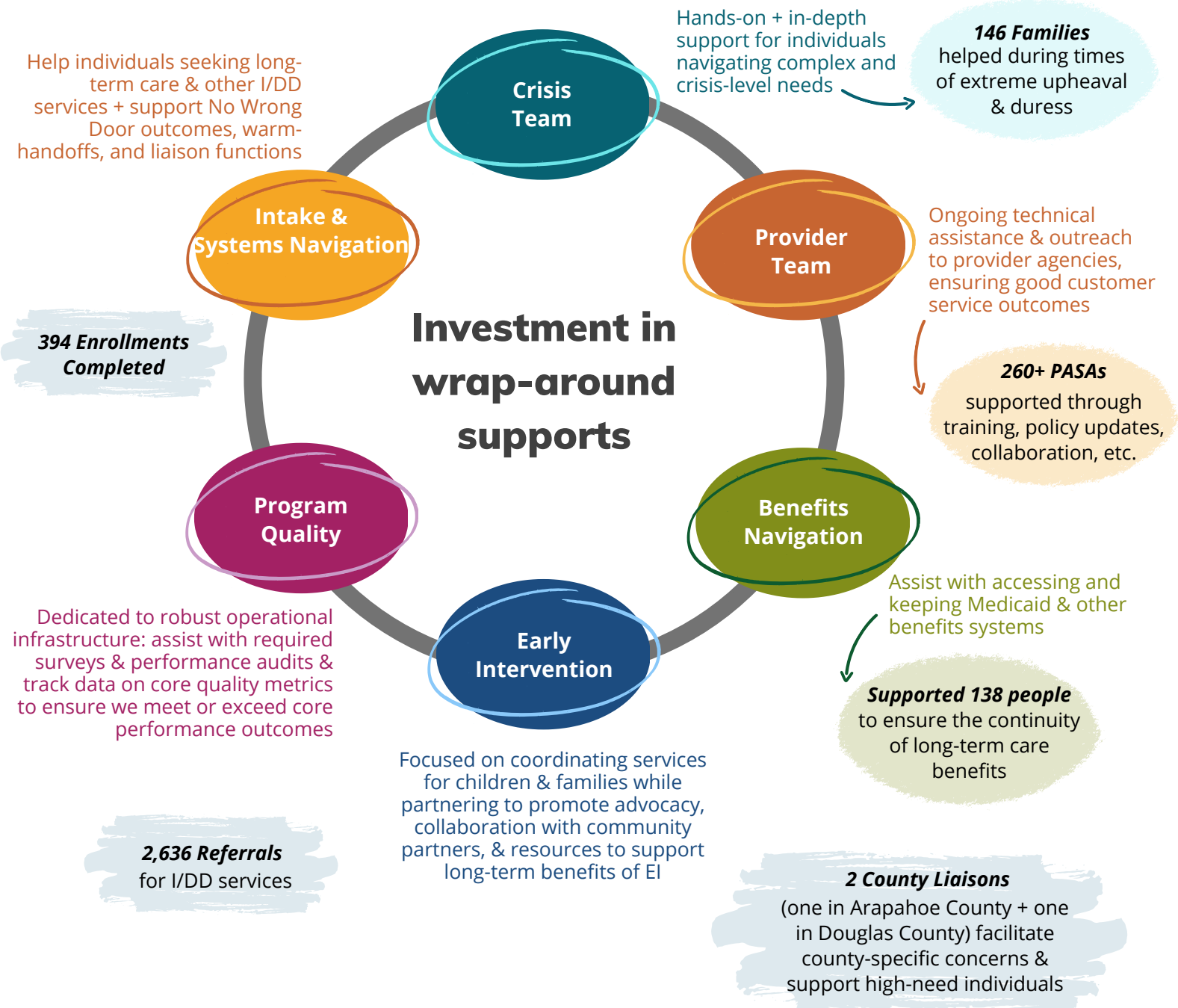
\$8.6M

While our contracts with the State of Colorado cover much of the expenses related to 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

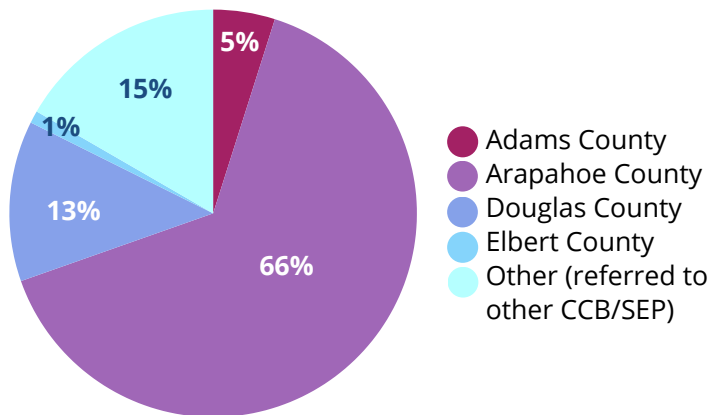
Wrap-around care coordination in action looks like intentionally staffing teams with people dedicated to helping our community traverse the complicated world of disability services. Our teams play a critical role in ensuring that people with I/DD and their families receive quality care in the most seamless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



Crises and Emergency Supports

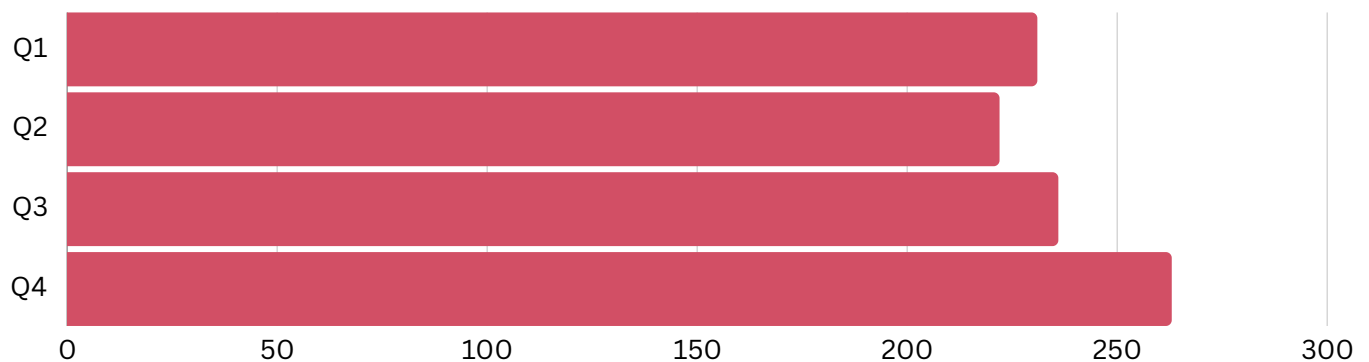
The health, safety, and welfare of individuals in service are a priority. Crisis situations include when individuals are putting themselves or others in danger, the loss or incapacitation of the primary caregiver, and other urgent, unstable situations that risk long-term placement. Critical incidents 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



55
after-hours
emergency
calls

Critical Incidents by Quarter | 952 Total



”

“We were going through a very hard time behaviorally with our son and were needing to access more respite than usual for our own mental health. Being able to meet the needs of ourselves and our son was incredibly helpful.”

- Parent Response on FY23 Client Satisfaction Survey

”

MILL LEVY SPEND INTO FUND BALANCE

\$2.3 Million

In FY21, our Board of Directors created a new committee, which includes a County Commissioner from Douglas and Arapahoe Counties dedicated to providing targeted leadership for the future of Mill Levy and the best ways to utilize fund balance. The 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 FY23, the Community Engagement department oversaw spending \$3.6M^[10] of the fund balance to directly impact individuals, providers, and the community.

At the end of FY23, \$2.3M 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



[10] For the provider grant programming, \$518K of spend was recognized in FY23, and \$218K will be recognized in FY24 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. Now that we have the Case Management Agency contract, we will evaluate data and surveys to determine what changes we may need to make to ensure local funding programs support our new, eligible members with co-occurring I/DDs.

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

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



FY24 Core Programming

- **Continued enhancement of our reporting**, including to our Mill Levy Fund Balance Committee of our Board of Directors, with the goals of continued transparency, clarity, and accountability.
- **Refinement 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 unwavering
local support of individuals with
developmental disabilities.**

Contact

Developmental Pathways

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www.dpcolo.org

FY2023

COUNTY REPORTING



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ADAMS COUNTY

\$358K



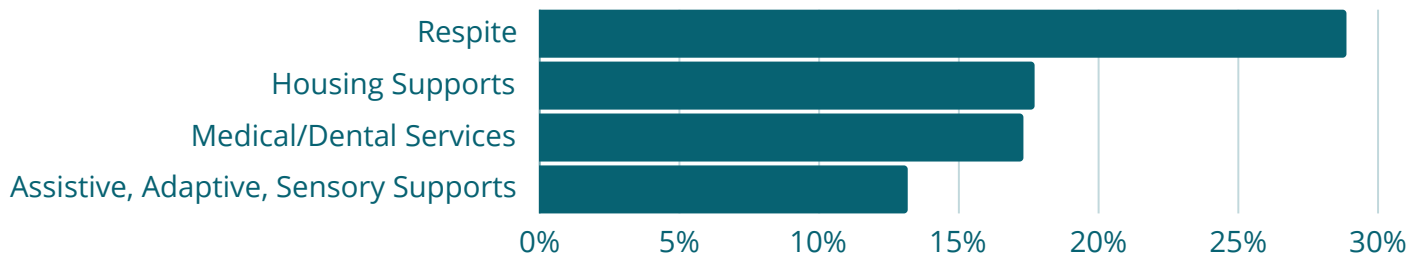
Adams County residents account for 5% of the total number of people DP serves. Over the years, the support we provide to the individuals with I/DD residing in the portion of Aurora within Adams County has grown. By 2019, DP served about 17% of those enrolled in I/DD programming in that county. As a result, DP started to receive direct local funds to support these individuals. These Adams County residents will continue to have access to local programming through FY24. Arapahoe and Douglas County Mill Levy funds are not used to support Adams County residents.

Investment in I/DD Services

- **513 Total Individuals Served**
 - About \$698 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*



Community Investment Highlights

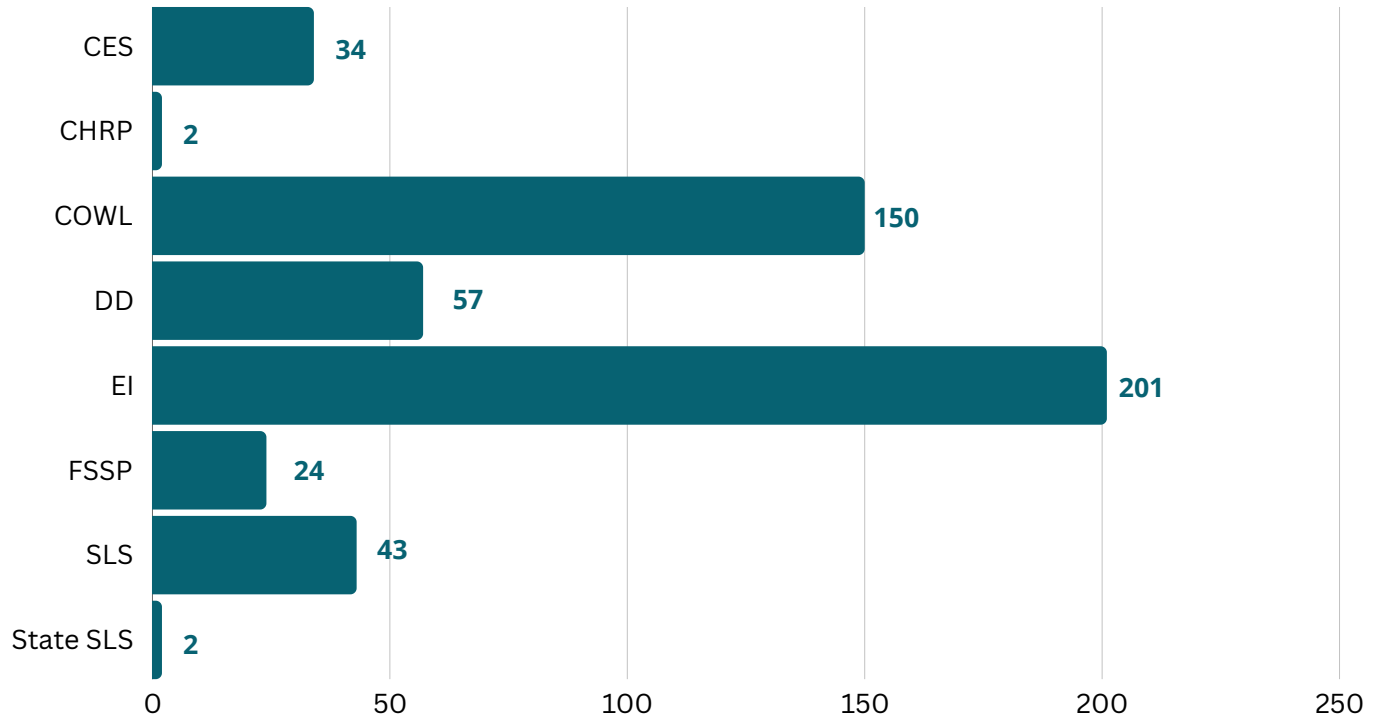
- \$118K in wrap-around service coordination and Mill Levy-funded roles
- \$95K in provider programming
- \$64K in support of individuals and families for unmet/under-met needs
- \$5K in training and events

Community Wins

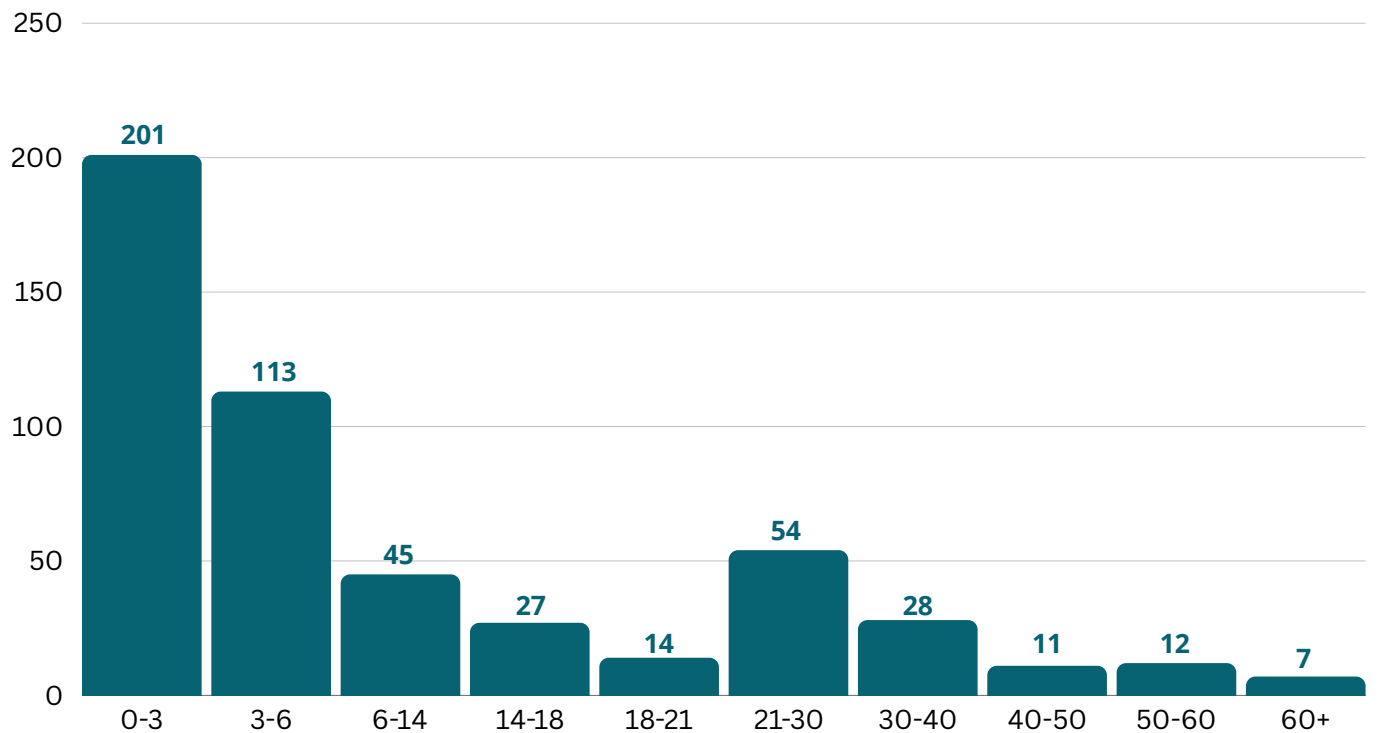
- 17 enrollments into CES Waiver + SLS programming (9 children, 8 adults)
- 7 unstable and crisis situations supported by our Crisis team
- 4 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits

Adams County Demographics

Individuals Enrollment by Program | 513 Total Served



Age of Individuals Enrolled



ARAPAHOE COUNTY

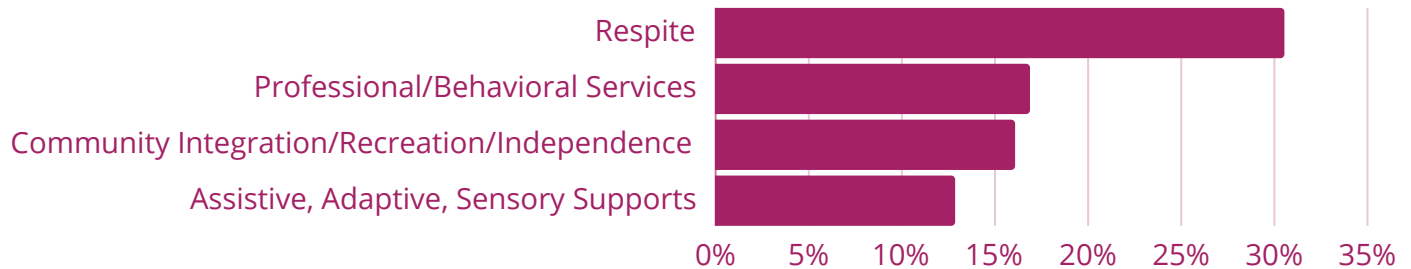


Investment in I/DD Services

- **6,749 Total Individuals Served**
 - About \$1,900 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*



Community Investment Highlights

- \$5.8M in wrap-around service coordination and Mill Levy-funded roles
- \$4.8M in provider programming [1]
- \$1.7M in support of individuals and families for unmet/under-met needs
- \$815K in Community Outreach Waitlist programming

Community Wins

- 230 enrollments into HCBS Waivers (90 children, 140 adults)
- 97 unstable and crisis situations supported by our Crisis team
- 79 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits
- Grant funds for transportation, staff/capacity building, and CHRP supports

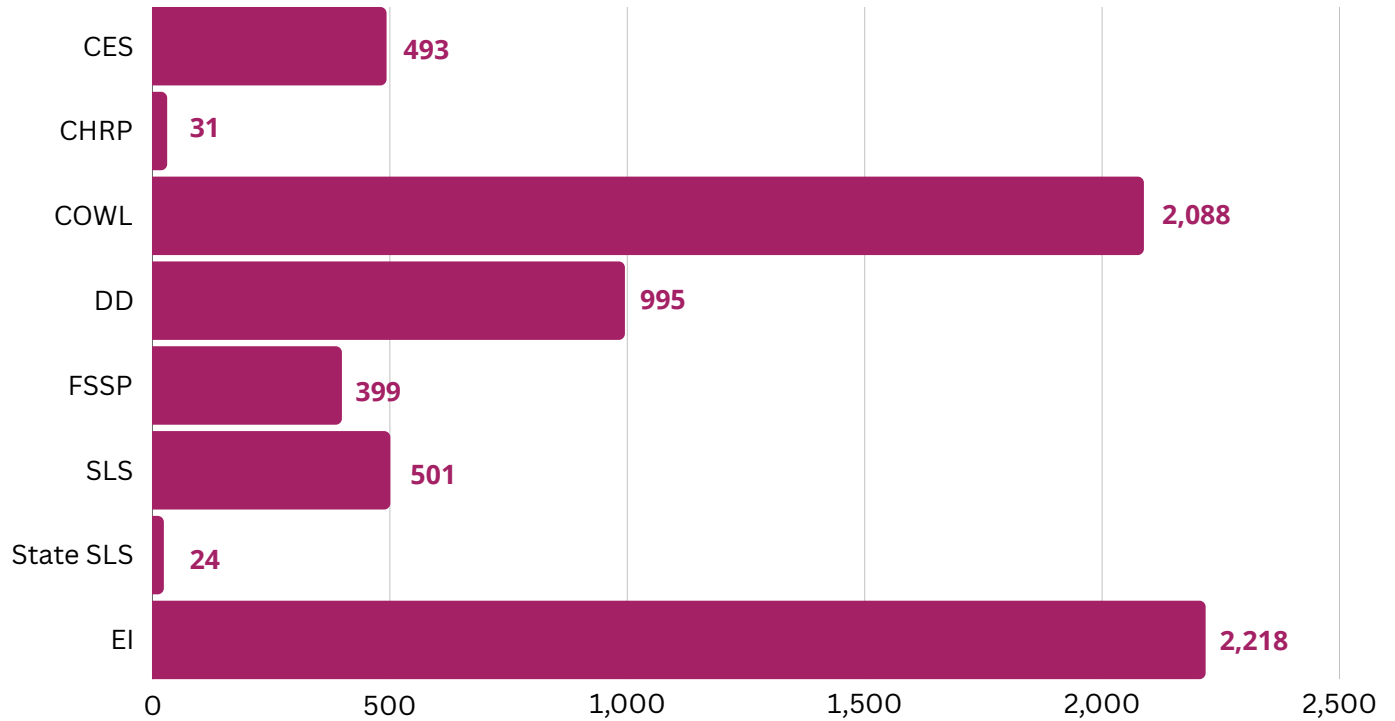
County Liaison

- Supported 69 active children/adults with ongoing Child Protection cases
- Supported 6 CHRP enrollments
- Supported 5 Foster Care to DD enrollments
- Supported intake applications by gathering info/directing teams on how to apply
- Conducted 5 trainings for community partners, including Aurora Mental Health, Cherry Creek Public Schools and other education programs, and Laradon
- Participate in the [Arapahoe County Collaborative Management Program](#) (CMP)

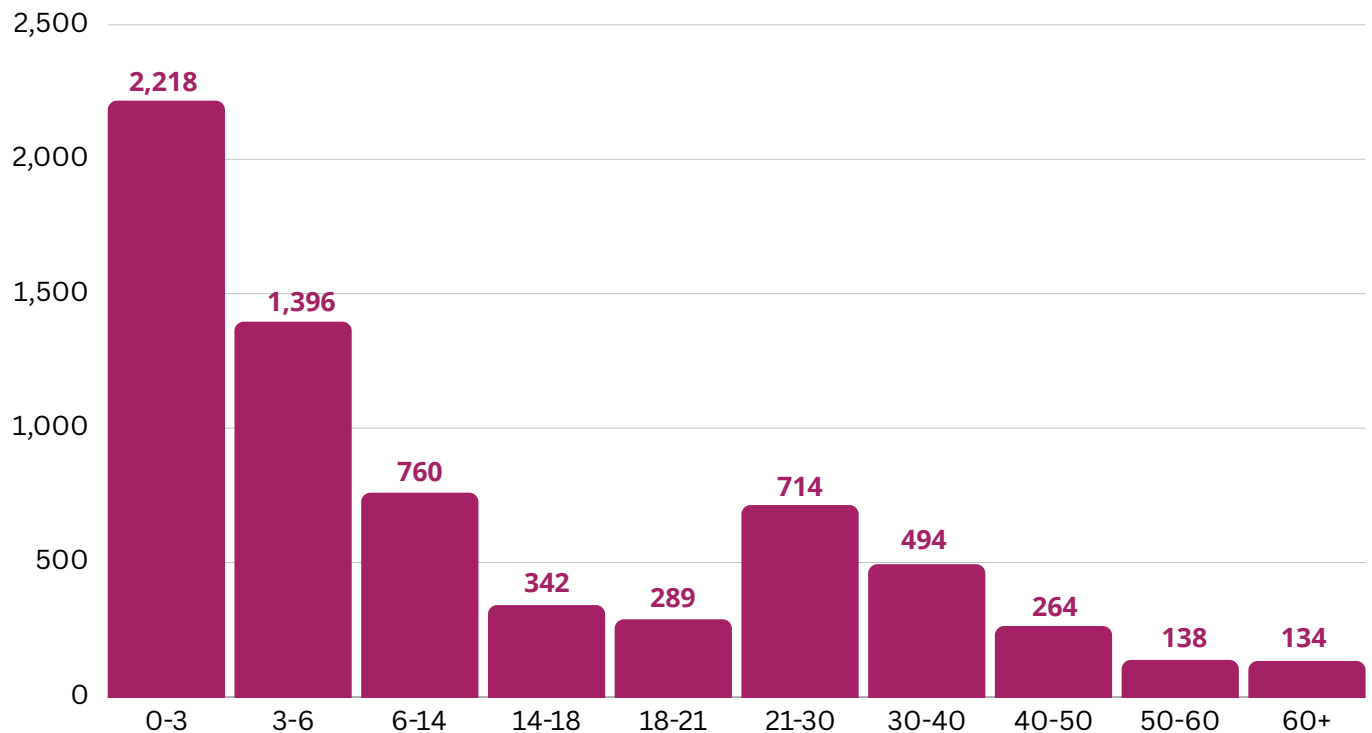
[1] Includes provider grants, sponsorships, community training, and events from Mill Levy and Board Designated Funds

Arapahoe County Demographics

Individuals Enrollment by Program | 6,749 Total Served



Age of Individuals Enrolled



DOUGLAS COUNTY

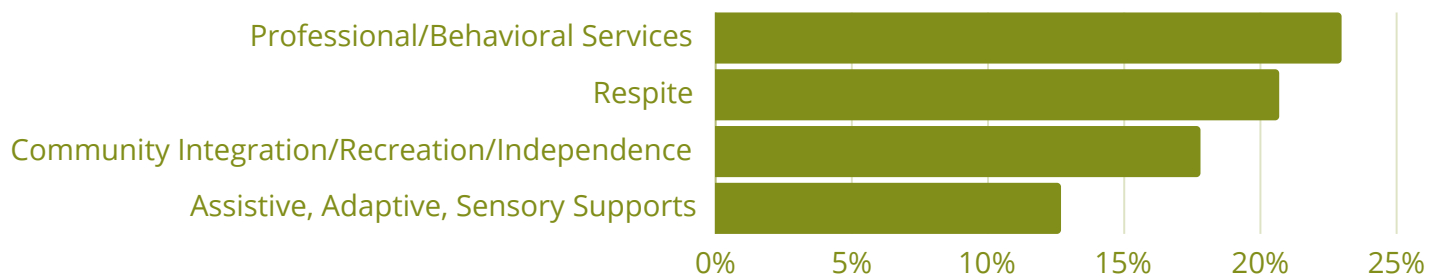


Investment in I/DD Services

- **3,681 Total Individuals Served**
 - About \$2,100 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*



Community Investment Highlights

- \$2.7M in provider programming [2]
- \$2.7M in wrap-around service coordination and Mill Levy-funded roles
- \$1M in support of individuals and families for unmet/under-met needs
- \$444K in Community Outreach Waitlist programming

Community Wins

- 118 enrollments into HCBS Waiver + State SLS programming (57 children, 61 adults)
- 38 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits
- 19 unstable and crisis situations supported by our Crisis team
- Grant funds for transportation, mental/behavioral health, and CHRP supports

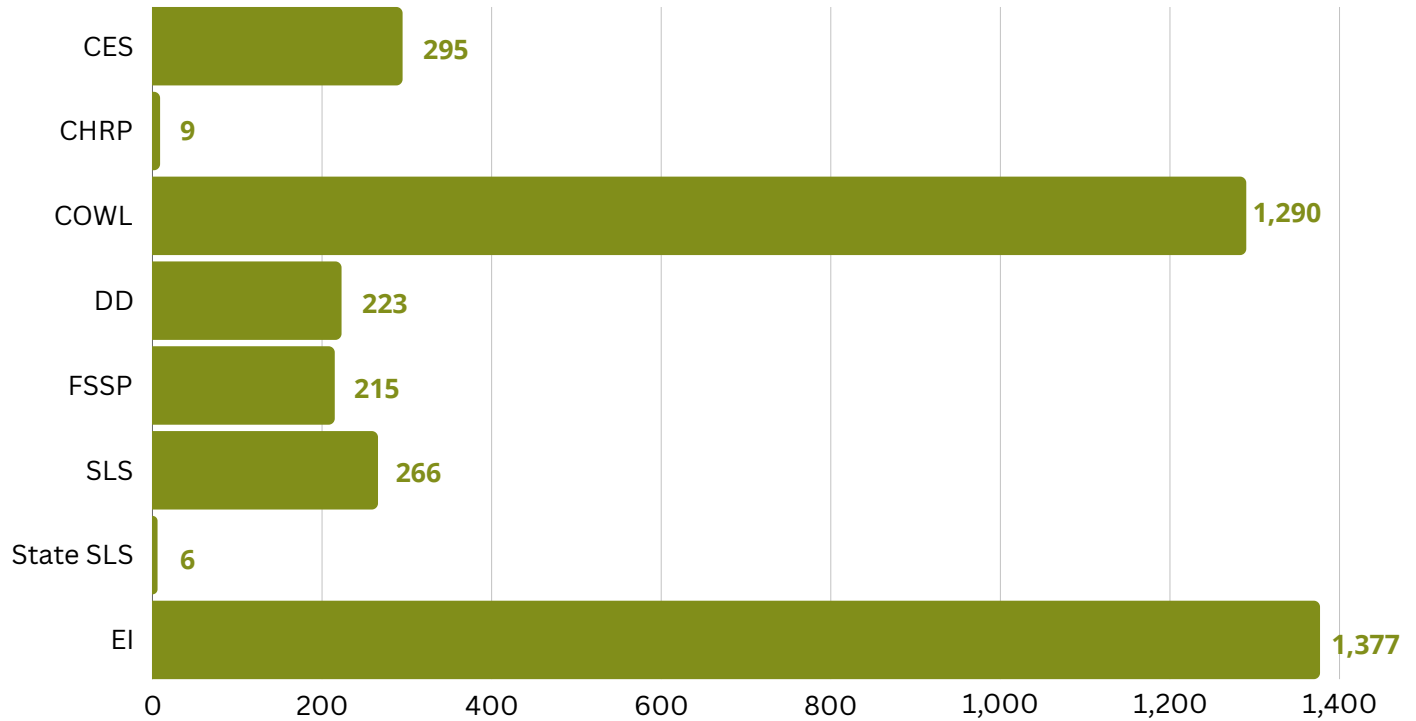
County Liaison

- Provided internal support to Case Management staff on 60+ cases
- Supported 9 CHRP Enrollments and 56 CES enrollments
- Conducted 15+ trainings for various community partners, including the Department of Human Services, Douglas County School District Mental Health teams, Stride Health, All Health Network, etc.
- Participate in county meetings and workgroups on average 14 times per month with other Douglas County partner agencies to better serve the community, including the [Douglas County Collaborative Management Program](#)

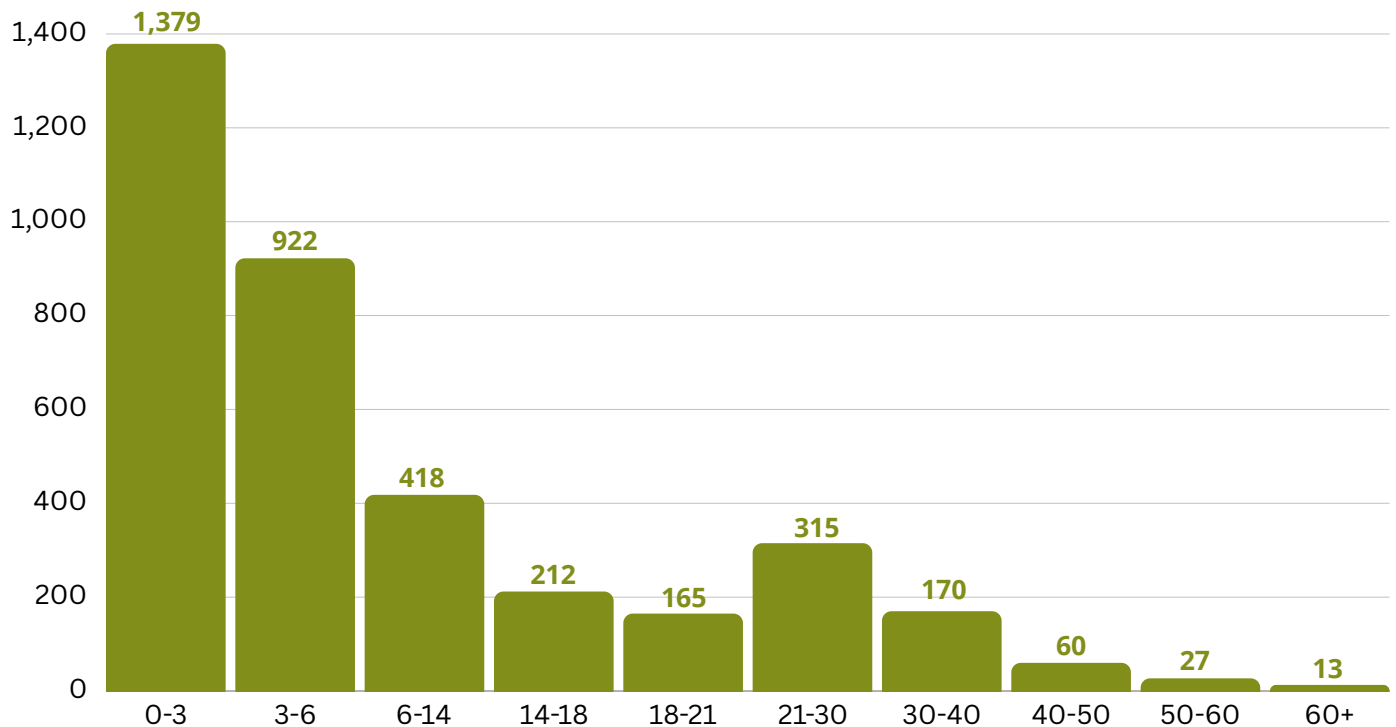
[2] Includes provider grants, sponsorships, community training, and events from Mill Levy and Board Designated Funds

Douglas County Demographics

Individuals Enrollment by Program | 3,681 Total Served



Age of Individuals Enrolled



ELBERT COUNTY



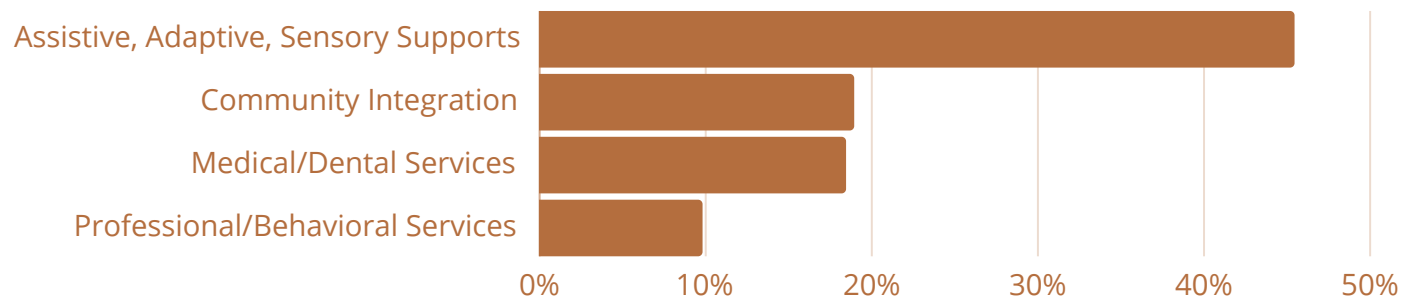
Elbert County does not receive Mill Levy; however, we provide some funding to Elbert County residents through donations. In FY23, we approved \$13,113 in Unmet Needs requests.

Investment in I/DD Services

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

Direct Local Programming Impact

Top Areas of Unmet/Under-met Needs | *Numbers as highest dollar amount of total requests approved*



Community Investment Highlights

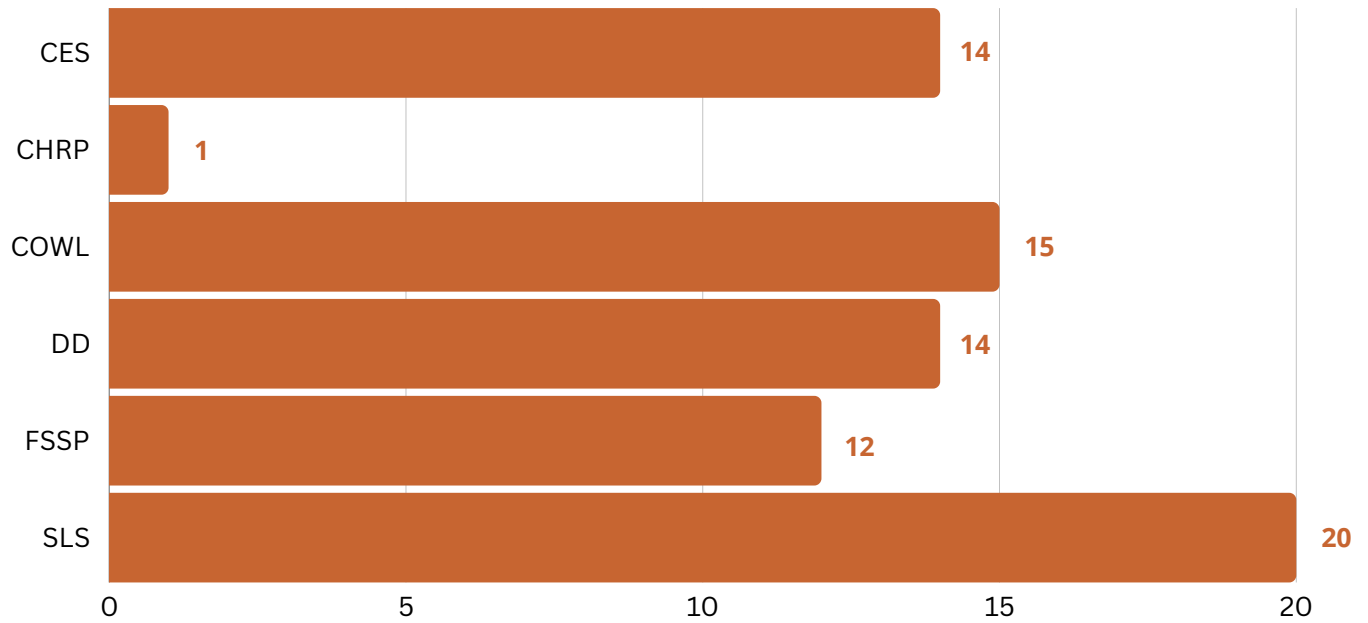
- \$13,113 in support of individuals and families for unmet/under-met needs

Community Wins

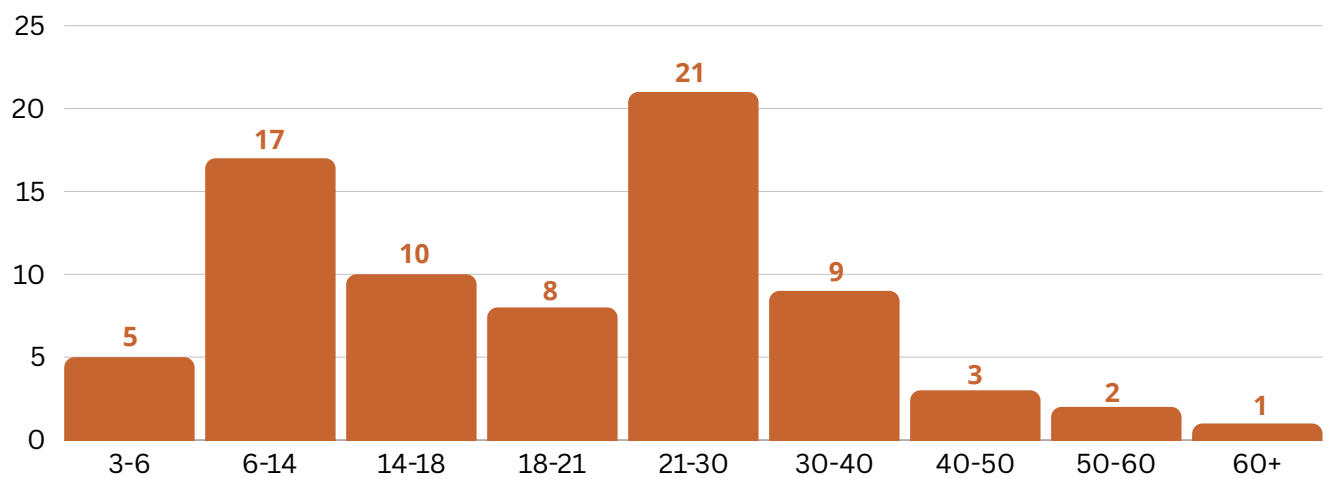
- 5 enrollments into HCBS Waiver + State SLS programming (6 children, 2 adults)
- 2 unstable and crisis situations supported by our Crisis team
- 2 individuals/families supported by our Benefits team to ensure continuity of long-term care benefits
- Connected with local agencies to learn about Elbert County's needs, partners, and resources

Elbert County Demographics

Individuals Enrollment by Program | 76 Total Served



Age of Individuals Enrolled



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

Contact

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FY2023

APPENDIX



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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

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)

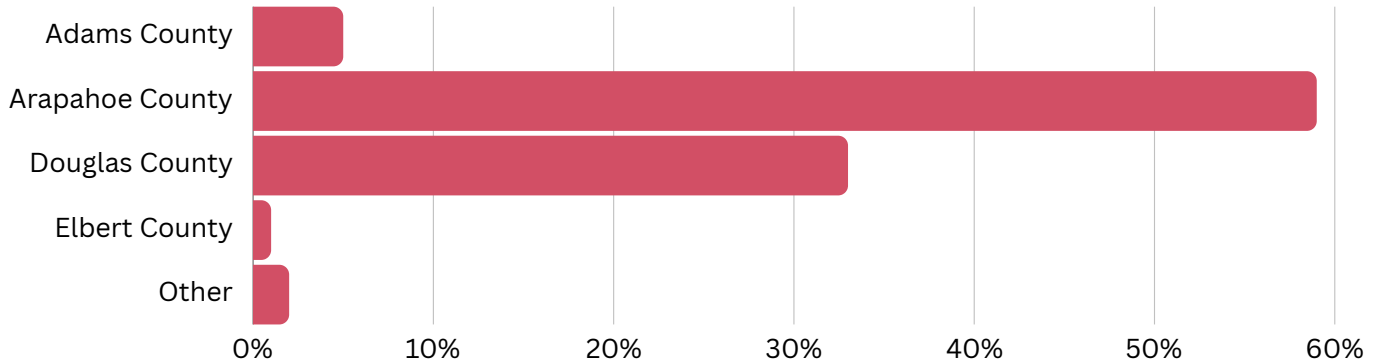
Delay

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 five 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 | 11,308 Total



GENDER

64.6% Male
35.4% Female



AGE

34% Babies & Toddlers
33% Children & Pre-teens
10% High School & Transition
11% Early Adulthood
10% Adults
2% 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]

18.3% Chromosomal Abnormality	12.8% Developmental Disability
17.2% Developmental Disability (EI)	11.6% Autism

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

Demographics (continued)



ENROLLED BY PROGRAM

TOTAL

7.8% CES	5.8% FSSP
0.4% CHRP	0.0% OBSS
31.5% CO WL	7.8% SLS
33.6% EI	0.3% State SLS
12.8% DD	

Adams County

6.6% CES
0.4% CHRP
29.2% CO WL
39.2% EI
11.1% DD
4.7% FSSP
0.0% OBSS
8.4% SLS
0.4% State SLS

Arapahoe County

7.3% CES
0.5% CHRP
30.9% CO WL
32.9% EI
14.7% DD
5.9% FSSP
0.0% OBSS
7.4% SLS
0.4% State SLS

Douglas County

8% CES
0.2% CHRP
35% CO WL
37.4% EI
6.1% DD
5.8% FSSP
0.0% OBSS
7.2% SLS
0.2% State SLS

Elbert County

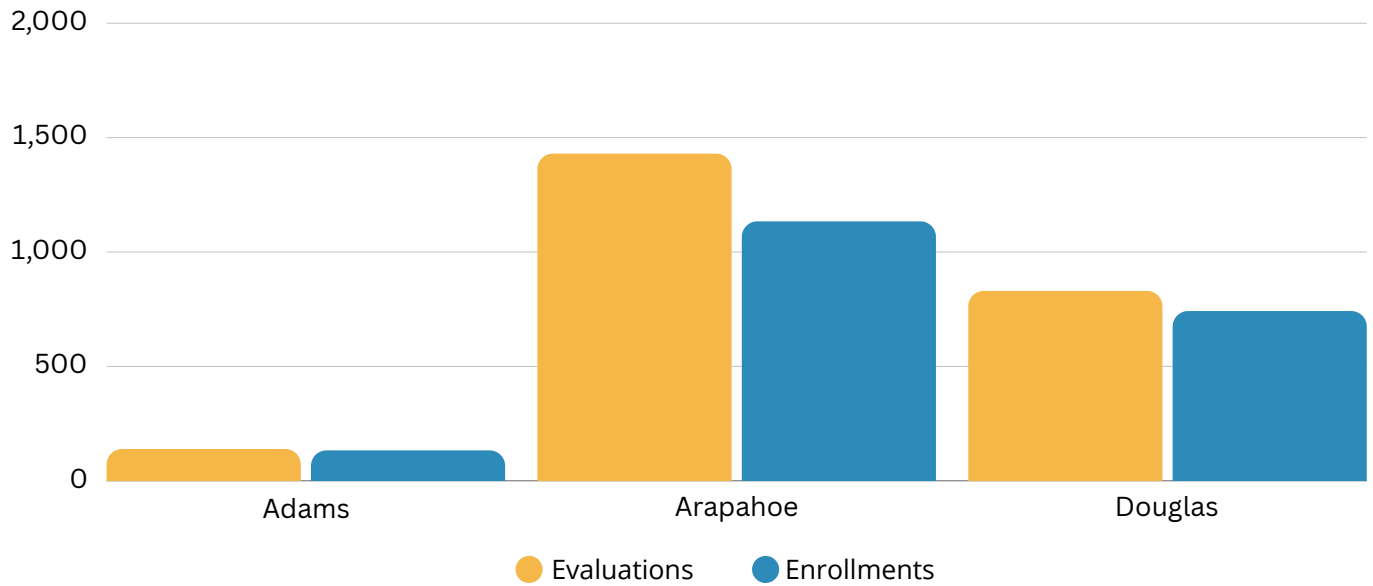
18.4% CES
1.3% CHRP
19.7% CO WL
0.0% EI
18.4% DD
15.8% FSSP
0.0% OBSS
26.3% SLS
0.0% State SLS

Other

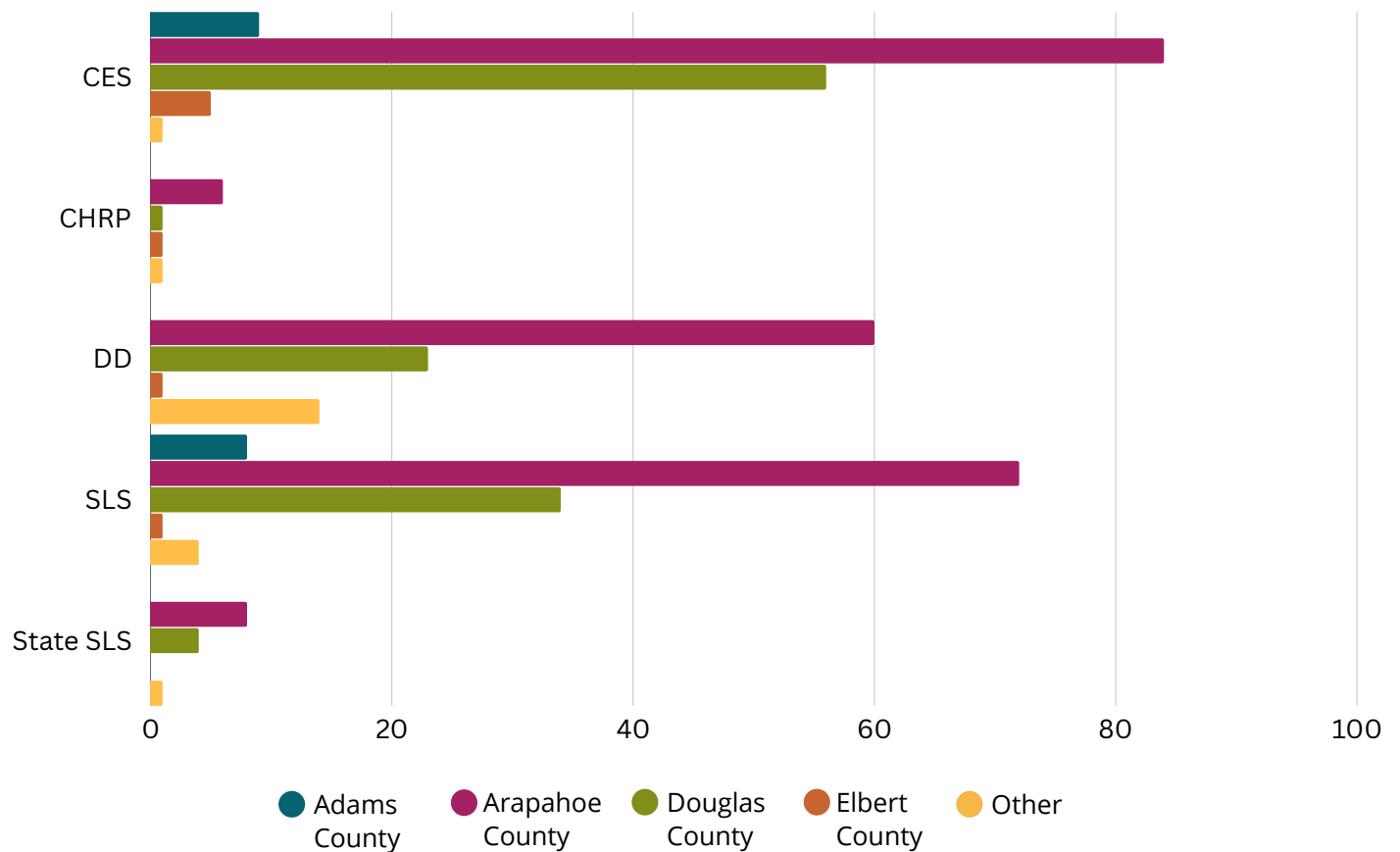
16.3% CES
1.4% CHRP
6.6% CO WL
0.0% EI
55.4% DD
2.4% FSSP
0.0% OBSS
18% SLS
0.0% State SLS

ADDITIONAL PROGRAM DATA

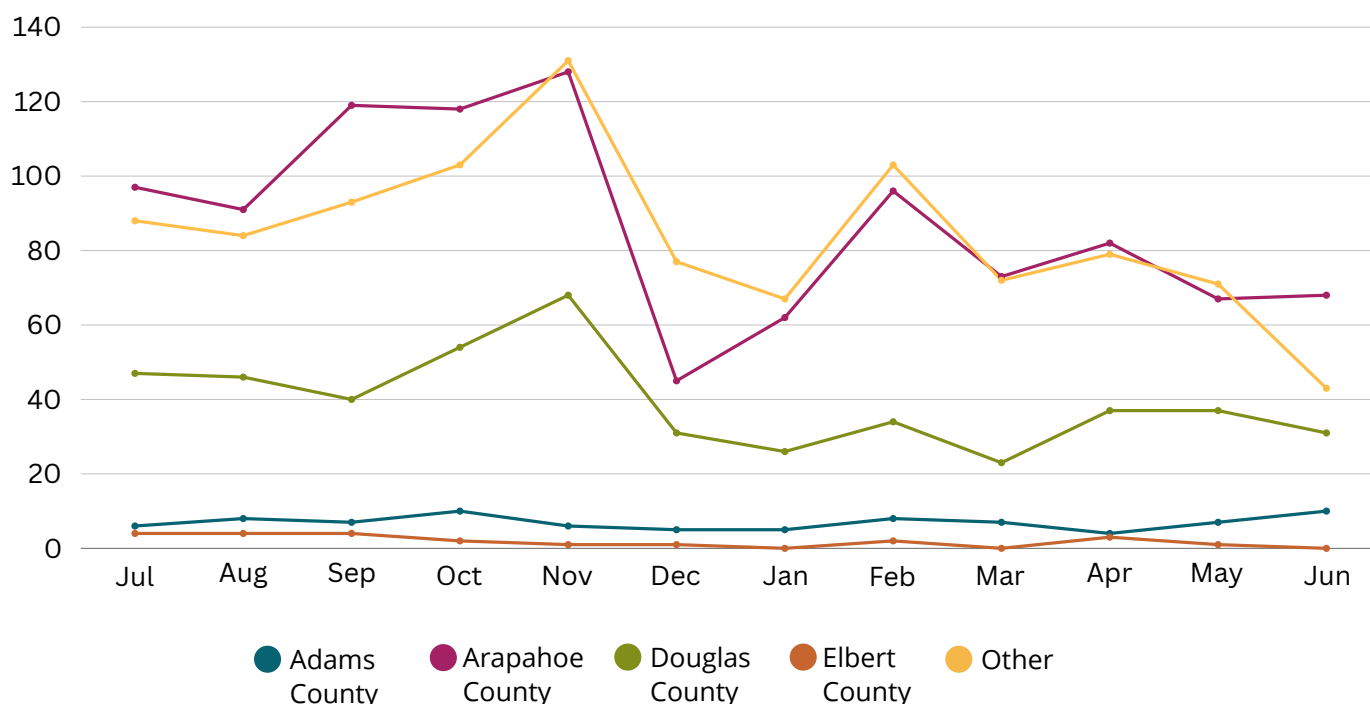
Early Intervention Evaluations & Enrollments by County



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



Long-term Care (LTC) Program Referrals by County | Approximately 2,600 Total



12,709 Monitoring & Service 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

1,199 Total Human Rights Committee Reviews

Top Human Rights Committee Reviews:

1. Psychiatric Medication Use
2. Rights Suspensions
3. Reschedules
4. Investigations
5. Final 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
- FY23 no additional authorizations (98 enrollments through reserve capacity at Developmental Pathways)

Efficient Management of Churn: When/if individuals disenroll, individuals off of 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:

- <https://www.dpcolo.org/programs-services/qualifying-for-enrollment/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.

Learn 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 (LTSS) system easier by establishing Case Management Agencies (CMA) to serve all Home and Community-Based Services (HCBS) waivers through a single local agency.

As of August 14, 2023, DP is thrilled to announce its recent success in securing a Case Management Agency (CMA) contract, effective November 1, 2023, with the Colorado Department of Health Care Policy and Financing (HCPF) to provide case management services to individuals enrolled or enrolling into Long-Term Services and Supports (LTSS) for defined service area #5, which includes Arapahoe, Douglas, and Elbert counties. This exciting development marks a significant milestone for the organization and highlights its commitment to delivering exceptional services to approximately 9,000 new individuals with disabilities and their families.

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 funding requests directly through their case managers or coordinators. For those eligible and connected to another CMA, please contact your assigned case manager to get support accessing Unmet Needs through DP. For those who believe they are eligible but are not connected to DP or another CMA, 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 confusing terms. To help, we've compiled a document outlining frequently used acronyms, definitions, and terminology. Our guide aims to clarify and explain the many aspects of the I/DD system.

- [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/tribal governments. Colorado received more than \$9 billion in funds.

- Learn about funding distribution by visiting the [Colorado Health Institute's Financial Map](#).
- 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: <https://www.dpcolo.org/resources/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 / eireferrals@dpcolo.org
 - Ages 3 and older: 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?
- Praise for a team member?
- 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 and their supervisor's phone number and email address; you can find this information in a recent email.

You can call our front desk at 303-360-6600, Monday - Friday, from 8:00 a.m. to 5:30 p.m., 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

Developmental Pathways

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

P: 303-360-6600 / E: info@dpcolo.org

www.dpcolo.org



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