



Developing Potential, Inc.

Annual Report

2013-2014

A 501c3 not-for-profit organization



Service Locations:

120 W. Walnut, Independence, MO 64050

816.252.0086

1608A Prospect, Kansas City, MO 64127

816.252.0086

251 NW Executive Way, Lee's Summit, MO 64063

816.525.6000

Our History

Developing Potential is proud to celebrate **20 years** of service to the Kansas City community through quality day programs for individuals. We are a **nationally accredited** program through the Commission on Accreditation of Rehabilitation Facilities (CARF), having received “exemplary” performance in the areas of consumer advocacy as well as programming.

Developing Potential opened its doors in 1994, serving 8 individuals at our Prospect Avenue location because there was an unmet need for day services for individuals having developmental disabilities. Through steady growth and outreach, DPI found there were many other families in need of services and were soon at capacity, serving 50 individuals. In 2002, DPI opened a second location in Independence just off the Independence Square in order to alleviate a wait list for services. Most recently, DPI began providing services in the Lee's Summit community, opening our doors in 2012 because we were again at capacity at our existing locations.

As we continue to seek community support for a community need, we plan to bring services to additional individuals and families who would benefit greatly by receiving day services, community based opportunities, and/or community employment.

Our Mission

To provide quality day habilitation services to adults with developmental disabilities and support those individuals to achieve their full potential and achieve a dignified adult lifestyle.

From the Executive Director - A Year in Review 2013 - 2014

It's a privilege to celebrate another year at DPI and look to the future. We don't have a crystal ball at DPI, but our vision for the future is clear: **we want to be the best day service program we can be.** Our strategic plan provides a way to help us navigate each step of our journey. Over the last year, we've gained a deeper understanding of what it will take to thrive going forward. Our strategic plan is the product of what we learned and will direct our path for the next several years. While the strategic plan points us toward the future, it is shaped by a vision that has driven us for 19 years that persons should have **services needed for a meaningful day.**

Celebration of CARF accreditation

At DPI we embrace our unwavering commitment to provide supports in day services, community integration and community employment. As we celebrated our February 2014 CARF accreditation, DPI celebrates the mission, the privilege of our journey and our success through great staff and families. CARF accreditation lays a strong foundation for the standards DPI seeks to provide in our service delivery and business functions. The leadership team and direct support professionals that make up DPI serve as our pillars. Our partnerships with Department of Mental Health, eitas and foundations in the community assist with further building blocks for a strong commitment to ensuring funding is provided for needed services *Together, we make a difference* in supporting individuals to assist in Missouri Quality Outcomes. Our founding promise is to support individuals having developmental disabilities in our region to ensure individuals are provided quality care and engaged well-trained staff. This plan will help us navigate a rapidly changing care environment to keep that promise. The strategic plan describes in detail where we want to go and how we expect to get there. Please join us on our journey. Your input is key. What will our individuals and their families experience at DPI in the future? We hope you will provide input in our annual surveys, online and stop by and visit. Our website is www.developingpotential.org and our direct line is 816-252-0086, ext. 155. We welcome your feedback. Other opportunities to meet and join us are posted for events, and happenings all through the year.

Strategic Overview

DPI started services in 1993 in the urban core of Kansas City. The service grew from eight persons served to 50 persons served by 1995. Due to the request from families in Independence, Missouri for individuals attending Sunshine Center, DPI sought support to start a program location in 2002 at the Independence, Missouri location. Both sites provided on-site services and off-site services for community integration. DPI's first CARF accreditation was in 1996 receiving a three year review. Years later, in 2013 DPI opened the Lee's Summit location and DPI Community Employment Connections Department. We remain proud of how much we have grown and how far we have come, but we never stop thinking about where we are going and how we will get there.

Our new strategic goals provides a way to honor our promise and achieve our mission while navigating a future filled with rapid change. Key Goals: DPI will continue to recruit and retain the best staff to provide meaningful supports. DPI's new strategic plan will guide the growth of our health and wellness project, seek community direction for support in Lee's Summit and the further development of our *DPI Employment Connections* department. The plan will help us meet our vision. We are confident that this strategic vision positions us to both honor our past and prepare us for the future. Looking forward to a new year with vision and clarity.

Rebecca Case
Executive Director



Lee's Summit
Chamber of
Commerce



Board of Directors:

Sheryl Malloy: Chairperson
George Pickering: Vice Chairperson
Bill Gibbs: Treasurer
Stuart Shaw: Secretary
Mark Michael: Member
James Mitchum: Member

Leadership Staff:

Rebecca Case: Executive Director
Kari Wiss: Director of Operations/Training
Mary Theiss: Office Manager/Billing
Lori Oxborough: Program Director/Intake
Stacey Arnold: Program QDDP
Rebekah Turner: Program QDDP
Brittan Rhodes: Program QDDP

2013-2014

Year in Review

During the fiscal year 2013-2014, Developing Potential served an average of 153 individuals among our three sites and in the community. The Community Employment program works with 17 individuals and community businesses to create opportunities and great working relationships.

In February 2014, DPI received its sixth consecutive three-year CARF accreditation. This accreditation decision represents the highest level of accreditation that can be awarded to an organization and shows the agency's substantial conformance to the CARF standards. An organization receiving a Three-Year Accreditation has put itself through a rigorous peer review process. It has demonstrated to a team of surveyors during an on-site visit its commitment to offering programs and services that are measurable, accountable, and of the highest quality.

In April 2014, Developing Potential purchased the building that had previously been leased for our Lee's Summit services. This purchase will allow DPI to reduce costs in the long-term, to further develop the property to meet the needs of individuals served, and to help alleviate the wait list for services. In 2014-2015, DPI will be launching a capital campaign to pay for renovations to this facility as well as to raise funds for equipment necessary to provide services to a greater number of individuals.

In May 2014, DPI embarked on a project to update our marketing materials, specifically videos showcasing our work. Over the course of three days, staff, individuals, board members and parents were interviewed and filmed in order to create informative and contemporary marketing pieces that could be used to "tell the DPI story" in the community. We look forward to sharing these great video pieces through social media and at community presentations so that others may have a glimpse of the services provided through our programs as well as the meaning these services hold for individuals, families, and our staff.

In order to continue to provide better access to health services and education, DPI launched a yoga program in 2014. Partnered with regular lesson plans in health and wellness, services provided by a full-time nurse, and health education opportunities, DPI is meeting the health and wellness needs of individuals served better than ever, with the help of grant funding from the Healthcare Foundation of Greater Kansas City.

DPI is engaged in each of the communities in which they provide services.. By being active members in the Independence and Lee's Summit Chambers of Commerce, support for services provided by other programs including Lee's Summit Cares, Coldwater, Down Syndrome Guild and more, DPI is giving back to the communities that support our services.



"If we could look into each other's hearts and understand the unique challenges each of us faces, I think we would treat each other much more gently, with more love, patience, tolerance, and care."

Marvin J. Ashton

On-Site Services

We strive through classroom instruction to teach the skills necessary for each person to reach the highest level of independence possible. As such, our curriculum covers the diverse range of activities of daily living, health and safety, communication, physical health and wellness, clubs, and community membership.



"My daughter gets care and attention from all the excellent staff members at DPI. She is treated and valued as a "member of the family"

Utilizing a donation from Lowe's, individuals spend an afternoon planting the community garden.

In 2014, we were able to begin offering yoga classes to individuals, utilizing grant funding.



Our Commitment to Gentle Teaching

Developing Potential is dedicated to the Gentle Teaching Model, focusing on helping individuals to feel safe, valued and cared for in order to address their personal and learning needs. Our staff has found great success in using this model and the individuals served respond well to this approach.

The Value of Person-Centered

Planning

DPI is committed to creating a partnership between the individual served, family members, caregivers, stakeholders and our staff in order to develop a personalized plan for learning and growth for each individual we serve. Through detailed tracking and reporting, DPI provides the best opportunity for each individual to reach their goals.

Community Based Services

DPI's staff support program participants to develop their personal identity and affiliation with groups through involvement in community service and volunteer opportunities. Participants also learn essential skills such as accessing public transportation, developing and maintaining social contacts, and utilizing community resources. Support is provided for individuals to access and enjoy many leisure and learning activities in their communities, as well. All of these opportunities allow individuals having disabilities the opportunity to showcase their abilities and be an integral part of their communities.



In 2013-2014, individuals participated in many volunteer opportunities, including:

- Packaging and delivering Meals on Wheels
- Preparing dinner for families staying at Ronald McDonald House
- Distributing reusable grocery bags at Price Chopper to increase developmental disabilities awareness
- Volunteering to sort and organize at local thrift stores
- Baking cakes and cookies for boys' home
- Helping at Harvesters Food Bank, One Good Meal, Community Action Council, and local churches
- Assisting with mailings for Down Syndrome Guild
- Supported collections for Kansas City Pet Project and local food pantries
- Volunteered at Alex's Lemonade Stand fundraiser

In 2013-2014, individuals enjoyed being a part of some of the great activities their communities have to offer, including:

- Visit to Kauffman Stadium where individuals were able to sit in the dugout and tour the facility
- Barbecue, fireworks, and fun at McCoy Park while enjoying the baseball field and playground for individuals having disabilities and visits with Royals players
- Visits to the Kansas City Zoo, a tour of The Roasterie, and special events in Power and Light
- Enjoying nature at Lakeside Nature Center, Kansas City Community Gardens, and Powell Gardens
- Visits to cultural centers such as Nelson Atkins Museum of Art, Missouri Town, Unity Village and Science City



Community Employment

DPI's Community Employment staff assist individuals in discovering employment opportunities in their community, teaching the skills necessary to perform specific jobs and supporting participants on-the-job to ensure they are comfortable and able to perform the duties required. Currently, Developing Potential is supporting 17 individuals in the community in order to meet their employment goals. Individuals are employed in a variety of businesses, including:

- Shining Light Music
- Taco Bell
- Zio's
- My Darling Dogs
- Price Chopper
- State Line Chrysler Dodge Jeep
- Chili's
- Habenero's
- The Wax Pot Salon
- Computers.com
- Olive Garden
- Mid Continent Public Library
- Summit Pet Care



Thank you to all the community businesses that partner with Developing Potential in order to provide wonderful opportunities.



Missouri Quality Outcomes

The Missouri Quality Outcomes were developed as a direct result of listening to people with disabilities, their families, and advocates. The most important thing to know about the Outcomes is that they are about typical community life. People with disabilities want to have productive and meaningful lives just like any other community member.

At DPI, our programming is based around the Missouri Quality Outcomes and providing the best life opportunities for individuals that are a part of our program.

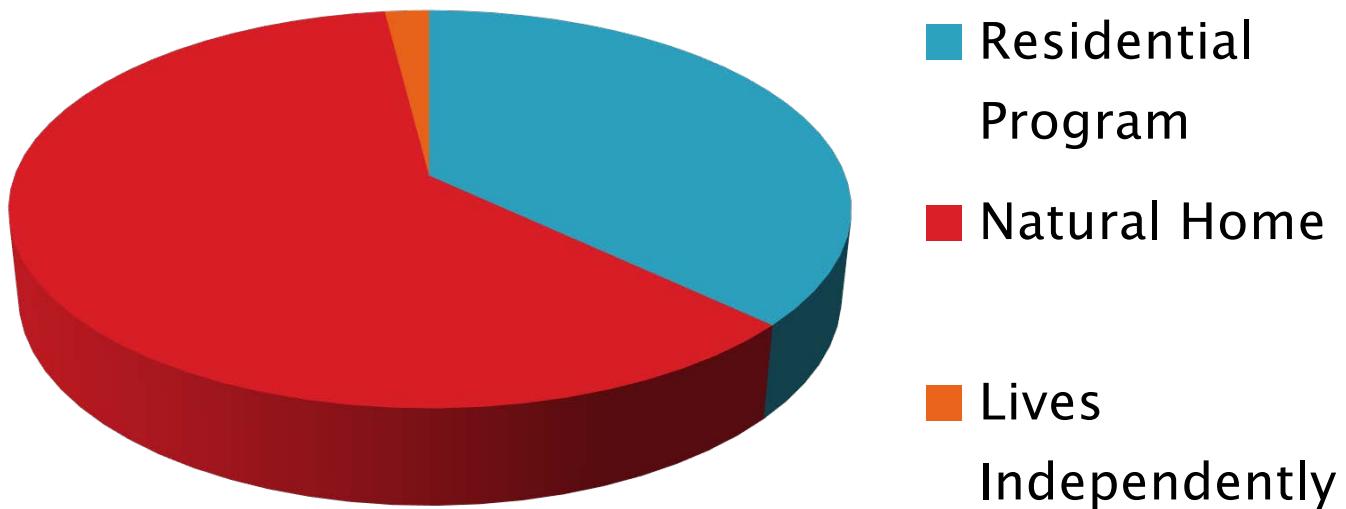
Outcomes for people:

1. People belong to their community.
2. People have a variety of personal relationships.
3. People have valued roles in their family and in their community.
4. People are connected with their past.
5. People's communication is understood and receives a response.
6. People are provided behavioral support in positive ways.
7. People are provided support in a manner that creates a positive image.
8. People express their own personal identity.
9. People have control of their daily lives.
10. People have the opportunity to advocate for themselves, for others, and for causes they believe in.
11. People's plans reflect how they want to live their lives, the supports they want, and how they want them provided.
12. People live and die with dignity.
13. People feel safe and experience emotional well being.
14. People are supported to attain physical wellness.
15. People are supported throughout the process of making major lifestyle changes.
16. People are supported in managing their home.



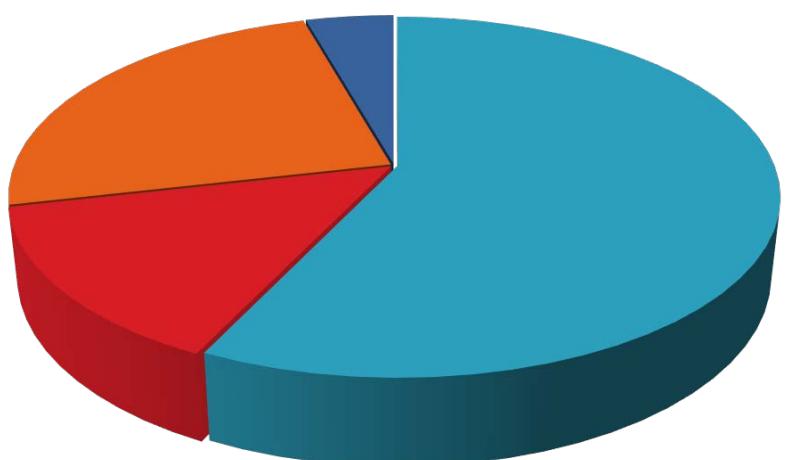
Individuals Supported

Living Arrangements



- Residential Program
- Natural Home
- Lives Independently

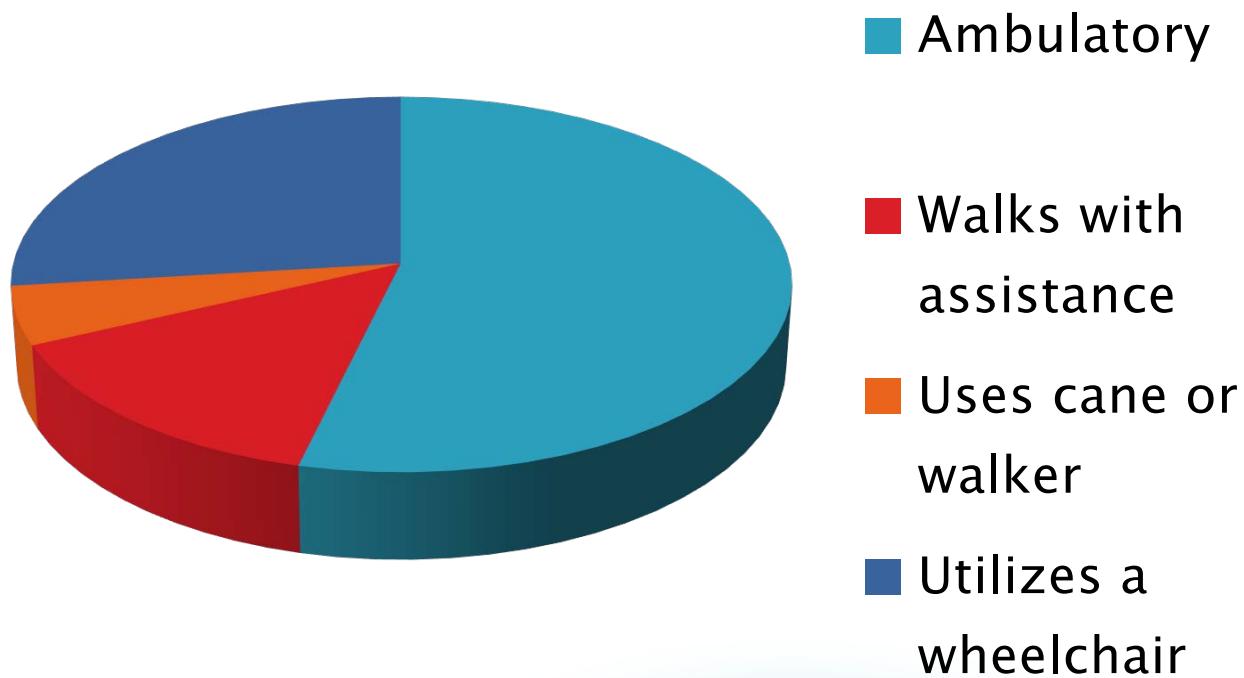
Primary Communication



- Verbal
- Communication Device
- Sign Language/Gestures
- Other

Individuals Supported

Primary Mobility



Financials

FINANCIAL REPORT July 1, 2013-June 30, 2014

	<u>REVENUE</u>	%	<u>EXPENSES</u>	%
MED. WAIVER	\$1,768,206	62.90%	PAYROLL	\$1,671,069.00 59.47%
EITAS	\$365,443	13.00%	RENT	\$246,746.36 8.78%
EITAS CE	-\$2,502	-0.09%	INSURANCE	\$231,577.63 8.24%
EITAS LS LEASE	\$16,555	0.59%	CONTRACT LABOR	\$94,305.86 3.36%
MED. WAIVER (CI)	\$140,388	4.99%	PROGRAM SUPPLY	\$69,233.01 2.46%
MED. WAIVER (CE)	\$66,783	2.38%	MAINTENANCE	\$65,831.30 2.34%
POS	\$23,302	0.83%	DEPRECIATION	\$45,904.16 1.63%
POS (CI)	\$8,330	0.30%	COMPUTER TECH SUPPORT	\$39,500.00 1.41%
GUARDIAN SUPP.	\$71,614	2.55%	CLIENT TRANSPORTATION	\$38,773.97 1.38%
KC HEALTH GRANT	\$58,244	2.07%	UTILITIES	\$37,348.54 1.33%
DONATIONS	\$293,503	10.44%	PROFESSIONAL FEES	\$36,836.97 1.31%
INTEREST	\$1,340	0.05%	STAFF/BOARD DEVELOPMENT	\$28,205.26 1.00%
TOTAL	\$2,811,207	100.00%	OFFICE	\$26,417.80 0.94%
INCREASE			TELEPHONE	\$25,487.54 0.91%
Unrestricted New Assets	\$3,207		ADVERTISING	\$20,076.85 0.71%
Net Assets at			PROGRAM FOOD	\$19,309.74 0.69%
Beginning of Year	\$849,085		TOTAL REPAIRS	\$18,930.30 0.67%
Net Assets at			EMPLOYEE TRANS.	\$15,002.86 0.53%
End of Year	\$852,292		VAN	\$11,429.26 0.41%
			ACCREDITATION	\$9,010.00 0.32%
			COPIER	\$7,884.61 0.28%
			INTERNET/CABLE	\$6,115.34 0.22%
			OTHER	\$45,007.63 1.60%
			TOTAL	\$2,810,004 100.00%

EXPENSE SUMMARY
July 2013-June 2014



- PAYROLL
- RENT
- INSURANCE
- CONTRACT LABOR
- PROGRAM SUPPLY
- MAINTENANCE
- DEPRECIATION
- COMPUTER TECH SUPPORT
- CLIENT TRANSPORTATION
- UTILITIES
- PROFESSIONAL FEES
- STAFF/BOARD DEVELOPMENT
- OFFICE
- TELEPHONE
- ADVERTISING
- PROGRAM FOOD
- TOTAL REPAIRS
- EMPLOYEE TRANS.
- VAN
- ACCREDITATION
- COPIER
- INTERNET/CABLE
- OTHER