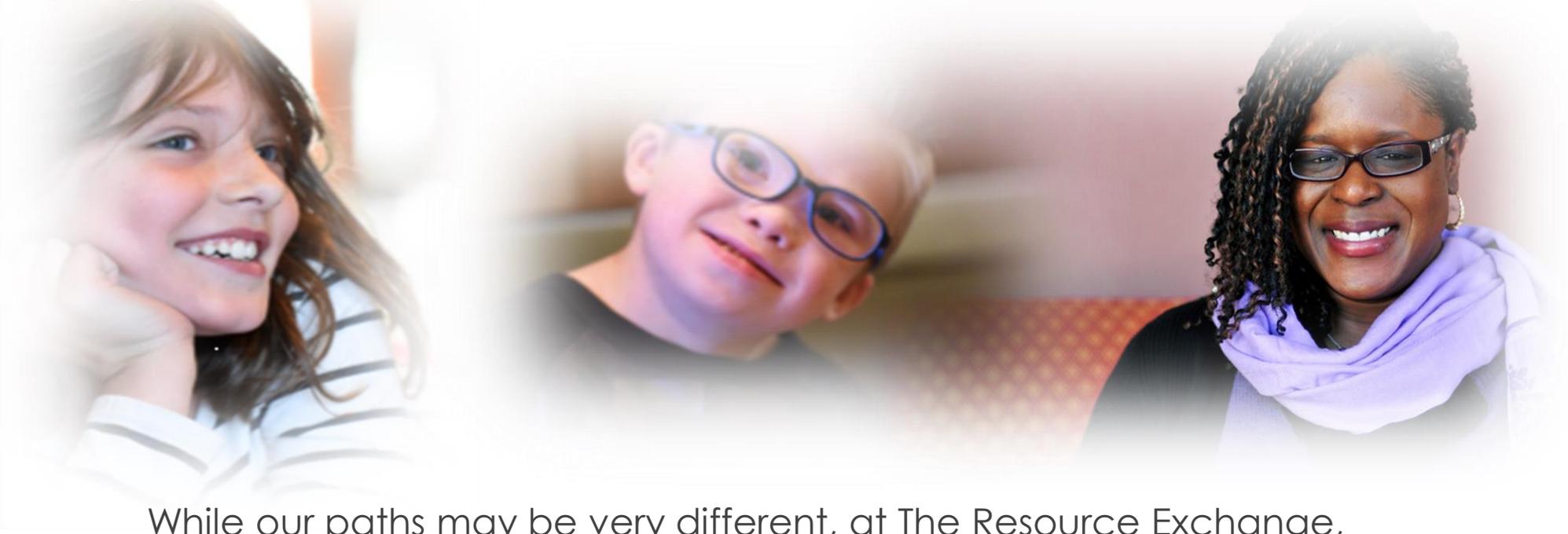


A young child with blonde hair in a ponytail, wearing a blue and white checkered dress with a ruffled hem and a blue floral brooch, stands on a wooden floor. Sunlight streams in from the left, creating long, warm shadows across the floor. The child's hands are raised slightly, and they appear to be looking down or at something out of frame.

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The Resource Exchange  
Annual Report  
2015-2016

# Just because our paths may be different doesn't mean we're lost.



While our paths may be very different, at The Resource Exchange, we believe that each of us seeks the fullest expression of our independence, pursuing our unique quality and purpose in life.

It is our honor and privilege to provide customized and innovative services appropriate for each individual's path to achieve that independence.

# The Organization

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The Resource Exchange (TRE) was founded by parents and families of children and adults with intellectual and developmental disabilities (IDD) in 1964. It is a Colorado nonprofit organization designated by the Colorado Department of Health Care Policy and Financing as a Community Centered Board (CCB) to coordinate and deliver services to children and adults with IDD; and, by contract with the Colorado Department of Human Services,

TRE is also the Early Intervention Service Provider for El Paso, Park and Teller counties. TRE's core strategy is to transform the life experiences of people with IDD by offering fully customizable, innovative services that: **build independence, grow economic opportunity, and focus on exceptional health and welfare in order to grow quality of life.**

TRE partners with hundreds of human service provider agencies, school districts, and a host of additional corporate partners, from healthcare outlets, to local and regional private corporate, academic, research and healthcare organizations in the delivery of services locally, across Colorado, the United States, and abroad. Through this network, TRE is able to offer the highest quality choices of supports to people with IDD and their families to best meet their needs.

# TRE Fast Facts

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- Primary Entry Point for all people with IDD in El Paso, Park and Teller counties
- Estimated market of 7,500 individuals with IDD
- Provides Early Intervention to 1,500 children from birth to age three
- \$1 invested in early childhood development results in future savings of \$9-13
- 30 percent of all children in Early Intervention “graduate” and will not need additional support
- Provides Service Coordination for 2,600 people with IDD over the age of three
- Partners with hundreds of human service, healthcare agencies, school districts and businesses to provide options in service and support
- Employs 202 people
- \$17.1 million budget (FY16)
- Philanthropic Investment expands services to more people with IDD

# Our Strategic Imperatives

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Our approach to service design and delivery allows each person to determine the extent of and priority of a balance of self-determination and self-direction that everyone enjoys – services in pursuit of their unique quality of life. We believe we can dramatically increase quality of life across the lifespan for people with IDD and their families. In pursuit of this core ideology, TRE's strategic imperatives are as follows:

**Life-span Model:** We will reimagine our approach to providing services, whether through TRE or our partners, putting the people we serve at the heart of our efforts by designing, developing, testing, and implementing services.

**Waitlist:** We will innovate new ways to serve people with IDD on the waitlist in El Paso, Park, and Teller Counties by developing an effective Waitlist Protocol.

**Financial Strength and Stability:** We will mitigate our risk in a way that strengthens our financial position over time by increasing profitability and community value and by expanding revenue in the following ways:

- Social enterprise
- Consultancy
- Philanthropy

**Intentional Culture:** We will create and nurture an intentional culture to support our envisioned future by actively engaging staff and board in resetting how we work.

# Community Need and TRE's Solutions and Services

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In the Pikes Peak Region, there may be as many 7,500 children and adults living with IDD. While TRE continues to grow in the number of people with IDD it supports, there remain people in our community who need and want our services but cannot access them. We need to reach those people.

Since 2005, the number of people with IDD receiving supports from TRE has grown by 171%, with growth in Early Intervention more than tripling during that time. Demand for customized services has significantly increased in recent years due to TRE's reputation and credibility in the market, the increased awareness of the importance of quality services, and long-needed State investments to eliminate the wait list.

TRE's current services address the entire life span for more than **4,000 people** with intellectual and developmental disabilities annually via:

- **Early Intervention** provides developmental supports and services to children birth to three years of age, who have special developmental needs. TRE integrates support into a family's every day routines and activities to build more powerful natural learning opportunities and enhance the capacity of caregivers to support the child with special needs. Services are provided at no cost to families. TRE serves approximately 1,500 infants and toddlers in EI. Thirty percent of the children in this program will "graduate" and will not need special supports for the rest of their lives.

# Community Need and TRE's Solutions and Services

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- **Service Coordination**, known as Case Management, is an individually centered, family and community focused service in which programs and resources are coordinated to enhance people's lives. Community Coordination is provided to 2,000 children and adults each year.
- **Break Time** is a respite program that fills a critical need in our community for families with children who have special needs, such as severe developmental or physical disabilities, or severe behavioral needs. The program's primary goal is to significantly reduce the stressors faced by many families who have children with special needs. Currently 144 families take advantage of four to five sessions out of 30 sessions offered annually.
- **Family Support Services** are for individuals age three through adulthood who have an IDD and live with a family member. TRE assists with locating and accessing resources and provides direct supports to help participants remain in their family home and stay connected to the community. Approximately 250 individuals are supported in Family Support currently.
- **New Heights Behavioral Health (NHBH)** offers individual, family, and group therapy for children and adults with IDD experiencing maladaptive behaviors, depression, anxiety, Attention Deficit Hyperactivity Disorder (ADHD), Obsessive Compulsive Disorder (OCD), Bipolar Disorder, and many other psychological and behavioral disorders.

# Community Need and TRE's Solutions and Services

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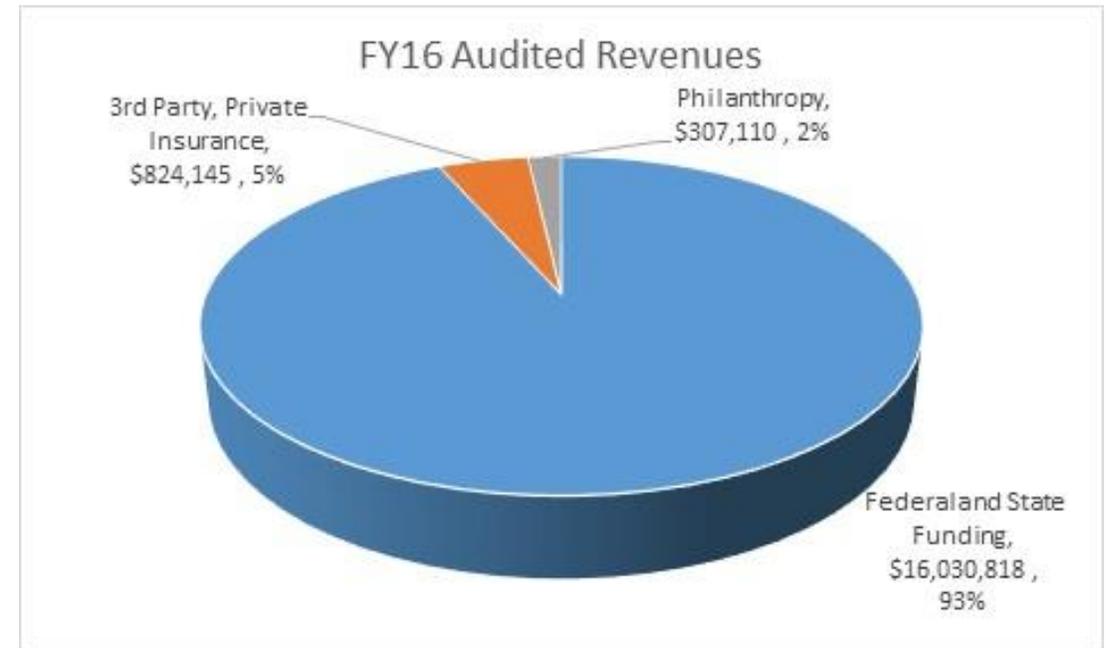
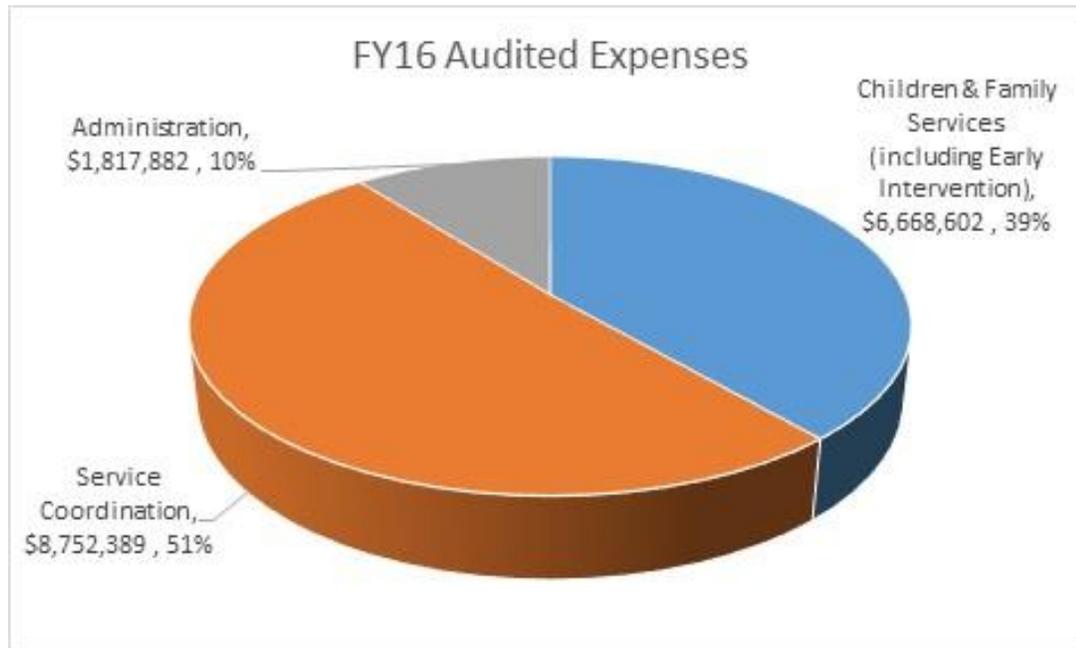
In addition to our core services, we have invested in four specific focus areas that we believe essential to changing the landscape in Colorado to dramatically improve the outcomes and support for people living with IDD. These initiatives include:

- **Developmental Disabilities Health Center (DDHC)** is a collaborative effort with Peak Vista, AspenPointe, and Community Health Partnership providing comprehensive, integrated healthcare for and by people with IDD designed to improve health, eliminate long-standing barriers to quality healthcare, and improve quality of life.
- **Research** is a core priority for TRE through which the organization informs and influences practice and policy standards worldwide. We are a partner in the Rehabilitation Research Training Center on Developmental Disabilities and Health at Univ. of Illinois, Chicago, and work on research projects with three US-based universities.
- **Publications** are the means by which TRE seeks to share its experience across the IDD industry. TRE staff is widely published in academic and trade journals, and in books (Springer; publication date: September 2015) such as *Medical Care for Children and Adults with Developmental Disabilities across the Lifespan*. We believe we have an obligation to share our experiences in healthcare and other innovations in TRE service with the world to raise the standards of practice for people with IDD wherever they live, work and play.
- **Public Policy** drives the way services are delivered and to whom they are delivered. TRE has been the State's leader in driving for positive changes such as reducing the wait list for people needing services. This groundbreaking work not only helped open the door to services to hundreds of people in TRE's service area, but for people throughout the state of Colorado. We will continue to take a central role in Colorado in pushing for public policy that allows the fullest expression of civil and human rights of people with IDD.

# Fiscal Year 2016 Financial Highlights From Audited Statements

FY2016 Expenses

FY2016 Revenues



Full FY16 Audited Financial are available at: [www.tre.org](http://www.tre.org)

# Fiscal Year 2016 Board of Directors

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Warren Wieland, President  
Chris Reynolds, Vice President  
Brad Hallock, Treasurer/Secretary

Heidi Brandon  
Sarah Brittain Jack  
Bill Cool, Past President  
Gary DeJong  
Joe Doyle

Tony Feltman  
Jonathan Liebert  
Ron Rubin  
Carolyn Sundahl  
Lisa Wieland

# TRE Leadership

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David Ervin, CEO

Tammie Engram, Executive Assistant

Colleen Head Batchelor, Child and Family Services Director

Jen DeFranco, Human Resources Director

Sheila Ferguson, Development Director

Betty Geer, Research Center Director

Keith Schumacher, Chief Financial Officer

Laura Thomas, Case Management Director

Nancy Vigil, Director of Navigation and Quality

Ashley Williams, Behavioral Health Director

# Thanks to Our 2015-2016 Corporate Investors

and Special Appreciation for the Many Individuals Who Support our Mission  
with Their Personal Financial Commitments



## ALLIES

Dr. Cole-Brain & Body Integration • Colorado Springs Dermatology Clinic, P.C. • Comcast • HealthSouth Rehabilitation Hospital of Colorado Springs  
Jan-Pro Cleaners • McAlpin Foster Financial Advisors • O'Briens Carpet One • Pikes Peak Association of REALTORS®  
Red Noland Auto Group • Rocky Mountain Restaurant Group

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Building Independence for People with Intellectual and Developmental Disabilities

*...and Remarkable Abilities*

418 South Weber Street  
Colorado Springs, CO 80903  
(719) 380-1100



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