



ANNUAL REPORT 2016-2017

The Resource Exchange

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Building Independence for People with Intellectual and Developmental Disabilities

...and Remarkable Abilities

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THE ORGANIZATION



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. Also, 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

- 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 2,900 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 264 people
- \$17.7 million budget (FY17)
- Philanthropic Investment expands services to more people with IDD



OUR STRATEGIC IMPERATIVES

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,

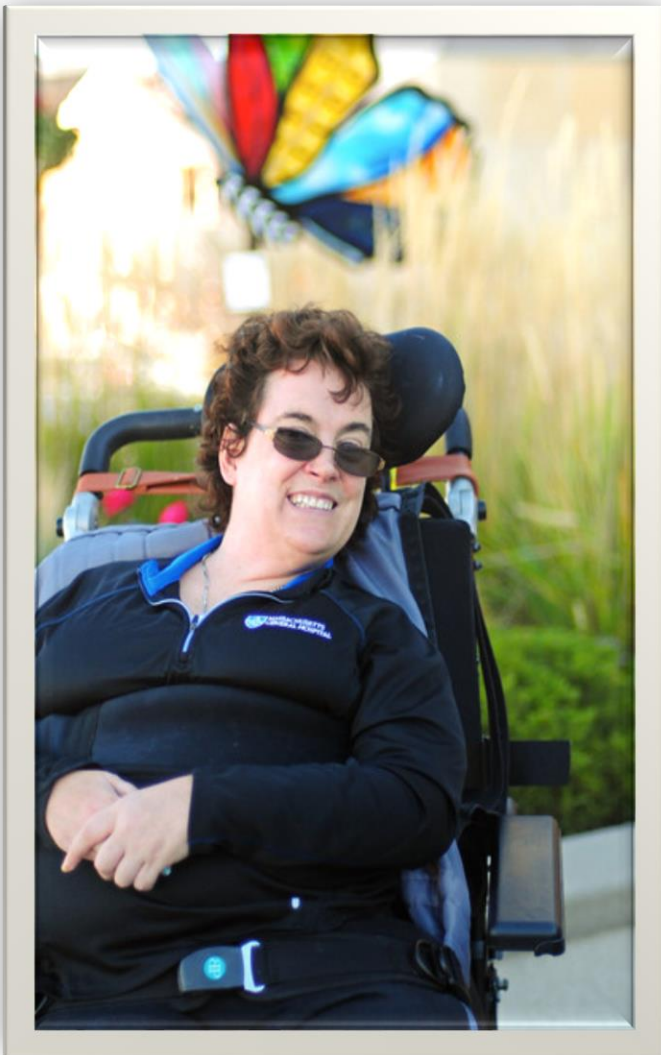
developing, testing, and implementing services.

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

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 4,400 people with intellectual and developmental disabilities annually via:



- **Early Intervention (EI)** 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.

- **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 2,900 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 66 families take advantage of four to five sessions out of 30 sessions offered annually.



- **Family Support Services** are for individuals aged 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 432 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.

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 are 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 for 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 2017 PROJECTS AND PROGRAMS

Positive Exposure: The Spirit of Difference



Positive Exposure: The Spirit of Difference exhibition features a remarkable collection of photographic portraits taken by internationally renowned photographer Rick Guidotti, who has spent fifteen years working to affect a sea change in societal attitudes toward individuals living with genetic differences.

Guidotti, an award-winning former fashion photographer, founded and directs Positive Exposure, an innovative nonprofit arts, education and advocacy organization that explores the social and psychological experiences of people living with genetic, physical, intellectual and behavioral differences.

This exhibit, which opened in the Chapel Hills Mall on October 8, 2016, represents portraits of people from the Pikes Peak Region who are living with intellectual and developmental disabilities and provides the opportunity to see beyond all labels or disabilities.

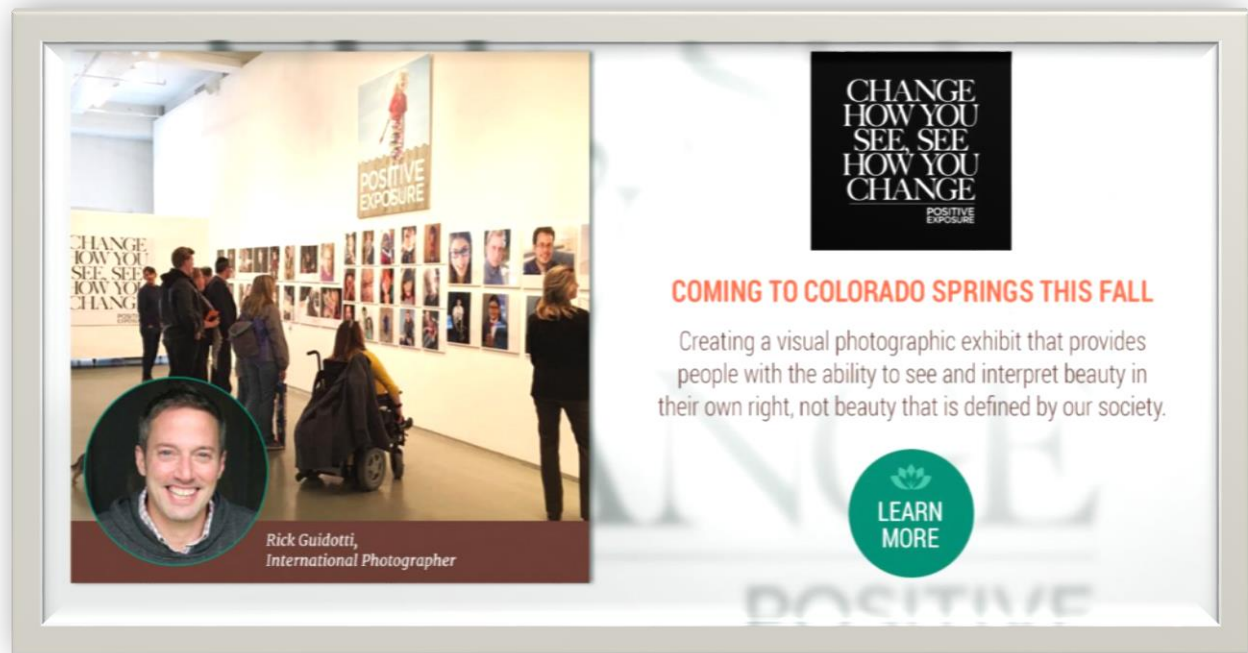


It celebrates our very own community ambassadors as the beautiful, vibrant individuals they are.

We are particularly proud to collaborate with Rick Guidotti and Positive Exposure to create this “The Spirit of Difference” Photography Exhibition.

And through these spectacular photographs, we join Rick in the hope that our community will join with other communities around the world to see beauty in everyone and to instill a profound respect for diversity and understanding of people of all differences.

We encourage you to join Rick, TRE and those featured in this exhibit to “Change How You See, See How You Change.”



Expansion of Early Childhood Services

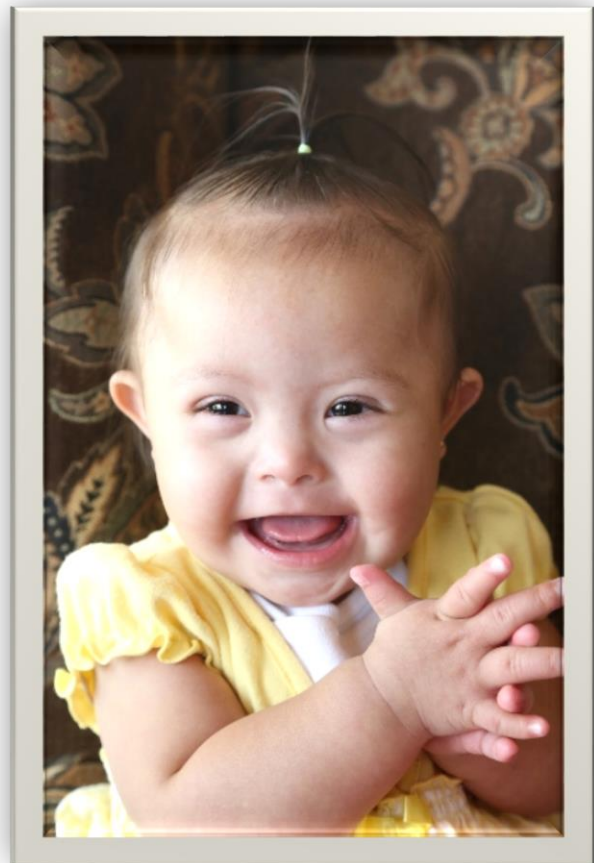
At age three, a critical juncture in a child's development, Federal program rules force an arbitrary disruption in services and relationships with trusted providers through Early Intervention (EI) that is provided to all children who qualify with developmental delays and disabilities from birth to their third birthday. This disruption is profound and forces a shift from child and family-based support to strictly child education. Often referred to by parents as a "cliff", loss of support at age three creates challenges for parents to maintain effective skills development for their child in home and community settings. In addition, the rate of expulsion of young children from early care and learning sites/classrooms continues to rise. The request for support by teachers to better understand how to manage challenging behaviors and support positive social emotional development has also increased significantly. Access

to specialized expertise in this area is an ongoing discussion within the local early childhood community.

In response to community need, evidence-based research on early childhood support, and the demand from local families whose children “age out” of EI, TRE initiated the expansion of early childhood services to children with intellectual and developmental disabilities (IDD) up to the age 8 at significant risk of challenges in school, home and the community. After an initial start-up, “pilot” phase of three years, the program will become an integral service delivery component in TRE’s Life Span model. It will support:

- *Children with developmental delays and special needs, including Autism and other disabilities with significant impact to social communication and behavior;*
- *Children experiencing toxic stress, increasing the likelihood of health and mental health challenges;*
- *Children at risk of school expulsion due to challenging behaviors; and*
- *Children involved with child welfare due to abuse and neglect.*

Expansion of Early Childhood Services will be provided to children with intellectual and developmental disabilities, their families, and caregivers in TRE’s primary service area of El Paso, Park and Teller counties.



Launch of TRE’s Research Center

We are here to find new ways to improve services and supports that build independence for people with intellectual and developmental disabilities. We do this through community-based participatory research (CBPR) and quality improvement (QI).

Here is the Research Center story. TRE's David Ervin and Ashley Williams, along with a few other passionate and intrepid souls in the community, shared a dream a few years ago (2007) about creating a full service and fully integrated healthcare clinic especially for adults with IDD. The result of their long labor was the birth of the Developmental Disabilities Health Center (DDHC). After the clinic was established, the need became evident for improved care integration between medical care and long-term services and supports. Following another collaborative effort with Community Health Partnership, the Care Integration Specialist role was implemented at DDHC, along with a mandate to measure the effects of providing Care Integration for patients with IDD. This mandate propelled TRE into the realm of research, and so the TRE Research Center began to develop, adding more research projects as it grew.

The vision of the TRE Research Center is to be the leader in participatory research for the field of intellectual and developmental disabilities. Projects focus on:



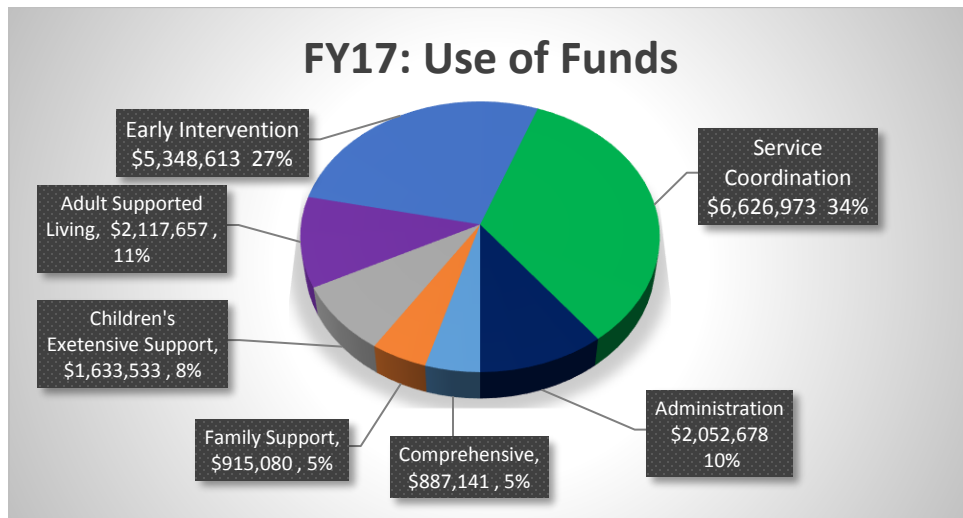
- Demonstrating efficacy of interventions for:
 - Health promotion and wellness
 - Medical, behavioral, or mental health conditions;
- Making discoveries that will help provide new or improve existing services;
- Vetting new healthcare, care coordination, or service models or modifying existing ones;
- Analyzing training or education of health/service providers, families/caregivers, or broader community;
- Testing existing or introducing new technologies to enhance function.

Additionally, the TRE Research Center supports other TRE departments by assisting with program evaluation and quality improvement initiatives to build the services TRE provides and improve internal processes.

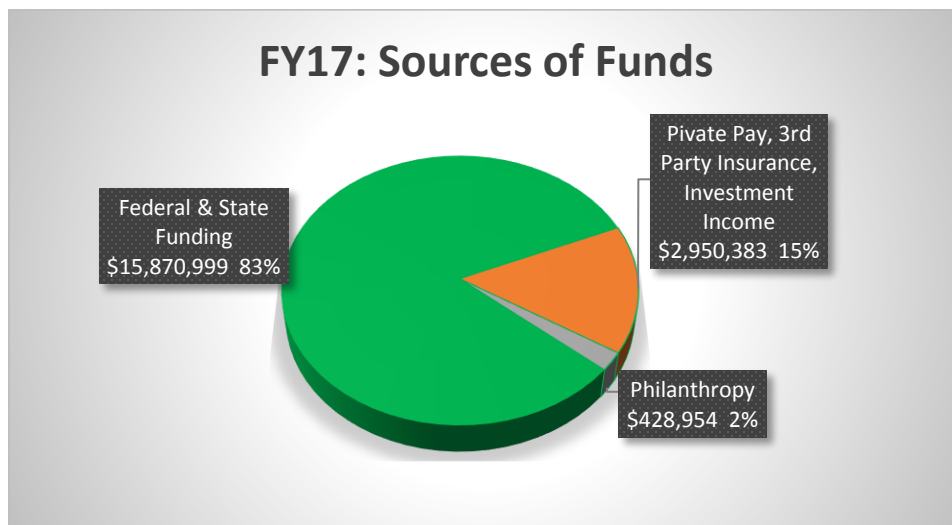
FISCAL YEAR 2017 FINANCIAL HIGHLIGHTS FROM AUDITED STATEMENTS

July 1, 2016 through June 30, 2017

FY2017 EXPENSES



FY2017 REVENUES



Ending Net Assets = \$3,117,995

Fundraising Expense = \$150,000 (1% of TOTAL Budget)

TRE's complete financial information (Form 990s and Audited Financial Statements) can be found on our website at:

<https://www.tre.org/about-us/financial-info/>

FISCAL YEAR 2017 BOARD OF DIRECTORS

Warren Wieland, Chair
 Brad Hallock, Treasurer/ Secretary
 Heidi Brandon
 Sarah Brittain Jack
 Gary DeJong
 Tony Feltman
 Deena Hartje
 Travers Hyde
 Jonathan Liebert
 Judith Light
 Ron Rubin
 Julia Sands de Melendez
 Troy Stubbings
 Carolyn Sundhal
 Heather Whitworth
 Lisa Wieland

FISCAL YEAR 2017 TRE LEADERSHIP STAFF

David Ervin, Chief Executive Officer
 Tammie Engram, Executive Assistant
 Colleen Head Batchelor, Director of Child and Family Services
 Jen DeFranco, Director of Human Resources
 Sheila Ferguson CFRE, Director of Development
 Lori Ganz, Director of Clinical Services
 Betty Geer, Director of Research
 Keith Schumacher, Chief Financial Officer
 Laura Thomas, Director of Case Management
 Nancy Vigil, Director of Navigation and Quality
 Ashley Williams, Director of Behavioral Health

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FISCAL YEAR 2017 SUPPORTERS

The Resource Exchange is supported by many individual donors, foundations and corporations. We currently do not list our individual and foundation supporters separately.



Building independence for people with
intellectual and developmental disabilities

...and REMARKABLE ABILITIES!

With Special Thanks to These Partners



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

Supporters: Children's Hospital Colorado || Colorado Springs Pioneer's Museum
Colorado Springs Fine Arts Center || Genesis Medspa || Gold Hill Mesa || The Loschen Family
Mountain View Vision || Six & Geving Insurance || The Standard
Stockman Kast Ryan + Co || Timbers Diversified Wood