



Creative Support for People  
with Developmental Disabilities

## 2017-2018 Annual Report

Fiscal Year: July 1, 2017 through June 30, 2018

- ★ Annual letter from Executive Director, Celeste M. Ewert
- ★ Who serves on our Board of Directors?
- ★ Who is our leadership?
- ★ What are our Mission, Vision, Objectives?
- ★ What are our Core Values?
- ★ What is a Person Centered Organization?
- ★ Who do we support?
- ★ Why do we support people?
- ★ What type of programs do we offer?
- ★ Who are our generous donors and partners?
- ★ Fiscal Year Financial Report

### Our Vision:

*“Empowering people  
to live, love, work  
and play **their way.**”*



# A LETTER FROM OUR EXECUTIVE DIRECTOR

This was my first full year as the Executive Director for Envision. During the past year we faced and conquered many challenges, and were able to celebrate many successes. We continued our journey as a Person Centered Organization (PCO) and although we lost one of our four trainers, we sent the other three trainers to the Portland Gathering, and conducted four different Person Centered Thinking (PCT) trainings. We also offered six Workshops for people supported to learn how to facilitate their own meetings, and create a one page description to be used to better train staff on how to best support them.

We hosted 11 Lunch & Learn events on a variety of topics and utilized several PCT skills and tools during those events. We reviewed and updated every job description within the organization to incorporate PCT language and expectations around person centeredness (PC). Additionally, we updated the performance evaluation tool that now includes two areas around PC, one regarding our "Guiding Principles for a Workplace of Trust and Respect" and the other evaluating the use of PCT skills and tools. That evaluation tool will be used for the first time in fiscal year 2018-2019.

Our Management Team and Board of Directors spent several hours in work sessions and meetings planning for Conflict Free Case Management (CFCM) and completing our Business Continuity Plan (BCP) for Health Care Policy and Financing (HCPF). A perceived conflict occurs when the same agency is providing both case management and direct services to the same individual. Each Community Centered Board (CCB) was required to complete a BCP and submit it by 7/1/18 and had to indicate one of four choices they chose to come into compliance with CFCM.

The four choices were: Stop providing direct services as an agency and only provide case management, stop providing case management services and only provide direct services, continue providing both direct services and case management, but not to the same person, or stop providing all services and go out of business. Our Board of Directors chose to continue providing both direct services and case management, but not to the same person. We will have a couple of years to come into compliance with CFCM.

Also this year, we began our first CCB performance audit with the Office of State Auditors. There has been quite a bit of time gathering and submitting requested information, as well as several meetings either in person or by phone with the auditors. The CCB performance audit will be completed in November, 2018.

One last challenge I would like to discuss is how difficult it has been to attract, hire and retain employees, at almost every level. I've been with Envision for 26 years and we've never been fully staffed, but this is truly the shortest staffed we have ever been. This causes extra stress and fatigue on the employees that are here, and it's almost impossible to tell or show them how much they are appreciated.



Celeste Ewert, Executive Director

## VISION



Empowering people to live, love, work and play their way.

## MISSION



To enhance the quality of life for people with intellectual and developmental disabilities in Weld County.

## OBJECTIVES



Envision will collaborate with individuals, families, friends and community partners to coordinate quality, individualized person centered services in a manner that provides choices and effective use of resources.

Envision will provide advocacy and support to assist people with intellectual and developmental disabilities to live the lives they choose.

Envision will encourage the provision of person centered, self-directed services that promote inclusion, dignity, pride, self-worth and independence that create a sense of belonging and responsibility in the community.



Featured Artist,  
Nancy Gonzales,  
with her  
Signature Piece  
"A Beautiful  
World"  
at the annual  
H'Art of Envision  
Art Show



**Celeste's Personal Vision Statement:**  
To value people, their gifts and contributions and to provide support and resources to help them succeed.

# Our Board of Directors



**Erica Herman**  
1st National Bank  
**President**

**Dana Jones**  
Aims Community College  
**Member**

**Joanna Martinson**  
North Colorado Health Alliance  
**Vice President**

**Patrick Roesler**  
RLR, LLP  
**Member**

**Dr. Lesley Brooks**  
Banner Health/Sunrise Clinic  
**Secretary/Treasurer**

**Kathi Sargent**  
Arc of Weld County  
**Member**

**Robin Adams**  
Division of Vocational  
Rehabilitation  
**Member**

**Doug Seery**  
Mickey's Auto Repair  
**Member**

**Tamara Brady**  
Tamara Brady Law  
**Member**

**Pamela Shaddock**  
Retired Attorney  
**Member**

**Linda Brainard**  
On-Site Plant Care & Design  
**Member**

**Ani Steel**  
Department of Human  
Services  
**Member**

**Jamie Erskine**  
Univ. of Northern Colorado  
**Member**

**Monica Wickstrom**  
Xcel Energy  
**Member**

## Public Meetings

All Board of Directors Meetings are open to the public, begin at 7:30 AM and are held on the second Thursday of the month at Envision offices:



1050 37th Street  
Evans, Colorado 80620



*Fund Development and Communications Subcommittee Members, employees and volunteers created ceramic roses for first Annual Rose Reception in order to thank and recognize donors and supporters of Envision.  
June 2018*



# Our Programs and Services



Envision is the single-entry point in Weld County to acquire essential services for a person with qualifying intellectual and developmental disability/delay (I/DD). Envision supports over 2,100 individuals and families annually. Envision is responsible for determining eligibility for services, creating an annual service plan for each person supported, and coordinating services for the person/family that are available in the community. Once eligible, the person and/or family, may be enrolled in the service programs listed below based on their choice and need:

**Adult Program Services** offer individuals either comprehensive or supported living services through enrollment into Medicaid Home and Community Based Services (HCBS) or State Services. These programs are designed to meet the needs of individuals while living in a fully supported placement, independently or within their family home. A variety of services are provided to teach skills that allow people to reach their maximum potential as independent and contributing community members. The programs within Envision Program Services are:

**Residential Services:** Envision provides caring and supportive residential services in Host Home or Personal Care Alternative settings. Host Home Providers (HHP) and Direct Care Professionals (DCP) assist individuals with all areas of daily living skills, while promoting independence for people. HHPs and DCPs are also charged with teaching individuals the skills needed to become more independent, and helping to make well-informed, educated choices about the services they receive. HHPs and DCPs are responsible for ensuring that all identified needs in the Individual Service Plan (ISP) are being met. The primary focus of this program is the Health, Safety and Welfare of people receiving services.

**Supported Community Connections (SCC) & Specialized Habilitative Services (SHS):** The SCC and SHS programs aid in the development of connections, relationships in the community, appropriate socialization skills, community safety skills, builds self-esteem and confidence, and learn important skills while having fun.

**Envision's Art Program:** Envision has an in-house Art Program where participants create paintings, ceramics, and other types of art. When artwork is sold, 65% of proceeds are returned to the artist and 35% is returned to the program in order to assist in the costs of the overall program.

**Individual Supported Employment:** This program offers job coaching/monitoring and support for individual community employment through Medicaid's DD Waiver or Supported Living Services Waiver programs.

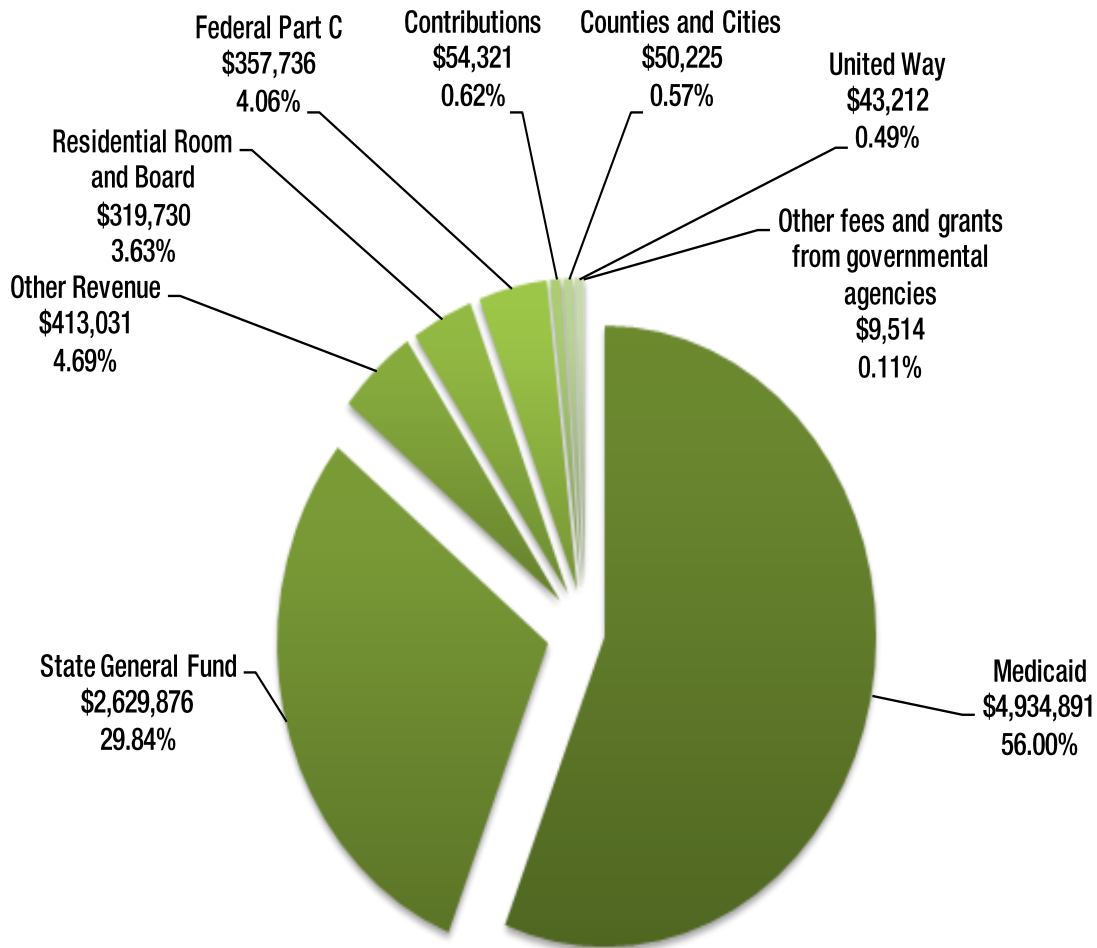
**Group Supported Employment with Envision's Work Crew:** Work Crew offers employment opportunity in group setting with direct supervision and the opportunity to develop employment skills, appropriate social interactions and positive work ethics.

**Early Intervention (EI)** program is composed of children from birth to age 3 who are determined to be at risk for IDD. EI is designed to provide therapeutic interventions that prevent or lessen the effects of the condition and to provide strategies to parents and/or family members on how to best support the growth and development of their child. The family and child are provided case management, service planning and coordination of providers. Typically services are provided within the family home or other natural environment. Envision and providers work as an interdisciplinary team in conjunction with the family to provide optimal services and supports.

**Children's Extensive Support (CES)** program provides significant assistance to children 3—18 years of age who have an IDD and extensive medical and/or behavioral needs. The objective is to maintain the child within the family home and community in an effort to prevent out-of-home placement.

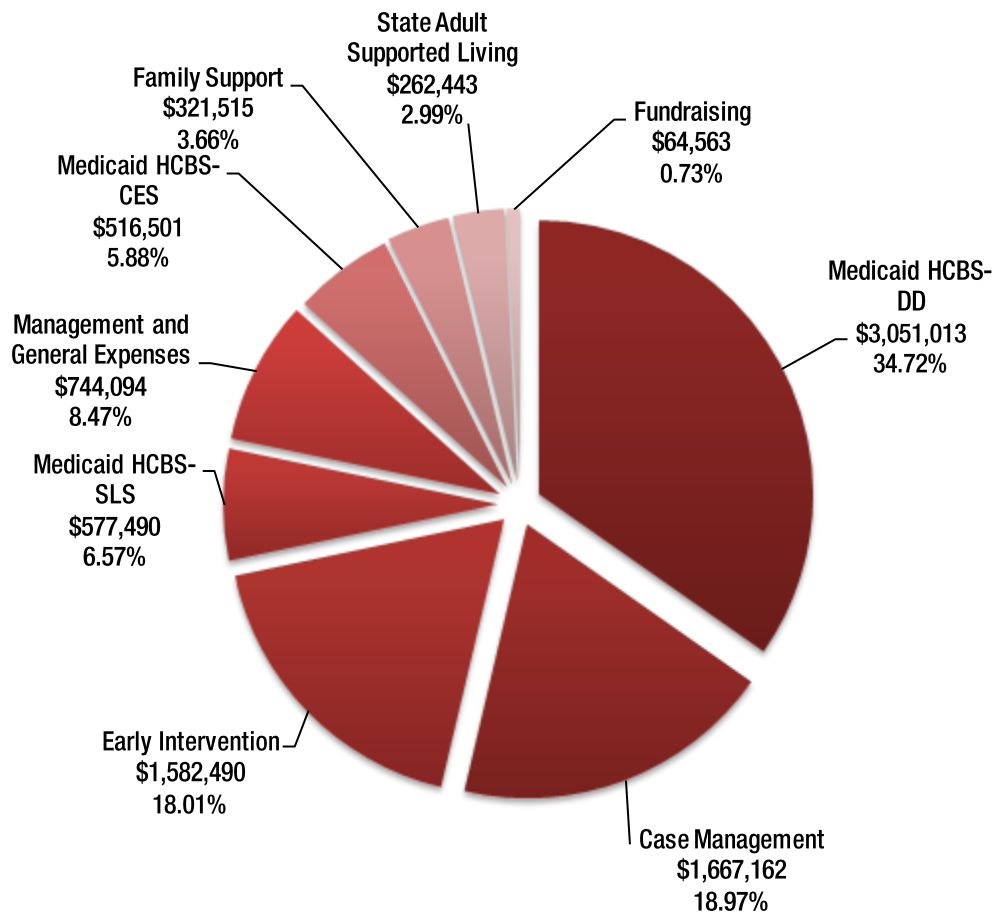
**Family Support Services Program (FSSP)** offers assistance to families who are caring for a family member of any age with IDD and lives within the same home. FSSP encourages family choice and decision-making and offers reimbursement for respite care, transportation costs, vehicle adaptation and repair, special diet or clothing, and medical/dental costs.

# Fiscal Year End Report 2017-2018: Revenue



Revenue:	2018	2017	% of Total:
Medicaid	\$4,934,891	\$6,736,332	56.00%
State General Fund	\$2,629,876	\$2,414,050	29.84%
Other Revenue	\$413,031	\$472,820	4.69%
Residential Room and Board	\$319,730	\$298,196	3.63%
Federal Part C	\$357,736	\$244,229	4.06%
Contributions	\$54,321	\$68,475	0.62%
Counties and Cities	\$50,225	\$50,225	0.57%
United Way	\$43,212	\$43,445	0.49%
Other fees and grants from governmental agencies	\$9,514	\$17,599	0.11%
<b>Total Revenue:</b>	<b>\$8,812,536</b>	<b>\$10,345,371</b>	<b>100.00%</b>

# Fiscal Year End Report 2016-2017: Expenses



Expense:	2018	2017	% of Total:
Medicaid HCBS-DD	\$3,051,013	\$4,223,986	34.72%
Case Management	\$1,667,162	\$1,665,951	18.97%
Early Intervention	\$1,582,490	\$1,242,111	18.01%
Medicaid HCBS-SLS	\$577,490	\$1,097,413	6.57%
Management and General Expenses	\$744,094	\$863,379	8.47%
Medicaid HCBS-CES	\$516,501	\$516,066	5.88%
Family Support	\$321,515	\$307,620	3.66%
State Adult Supported Living	\$262,443	\$260,489	2.99%
Fundraising	\$64,563	\$55,982	0.73%
<b>Total Expenses:</b>	<b>\$8,787,271</b>	<b>\$10,232,997</b>	<b>100.00%</b>

Total Program Expenses:		
2018	2017	% of Total:
\$7,978,614	\$9,313,636	90.80%

Total Administration and Fundraising Expenses:		
2018	2017	% of Total:
\$808,657	\$919,361	9.20%

# Our Passionate and Generous Supporters



*Envision Awarded Breastfeeding Friendly Workplace Certificate  
July 2017*



*Envision Recognized at AgriFeast  
September 2017*



*Envision participates in Evans Heritage Day  
September 2017*



*IDD Day at the Capitol  
February 2018*

Adolfson & Peterson Construction  
 Beth Allen  
 Bob and Carol Hayslip  
 Boettcher Foundation  
 Border States Electric  
 Cathy Orosz  
 Charles and Joyce Jerke  
 Chris A. Downen  
 Colorado Knights of Columbus Council  
 11575  
 Colorado Knights of Columbus Council  
 13729  
 Colorado Knights of Columbus Council  
 2160  
 Corney Dietz  
 Craven Martinson Farms  
 D.L. McVicker  
 Deanna Haefeli  
 Deborah Page  
 Dennis Moore  
 Dr. Lesley Brooks and Scott Johnson  
 Dr. Richard and Julie Hanks  
 Dunbar Family Trust  
 Enterprise Holdings Foundation  
 Erica Herman  
 First United Methodist Church  
 FirstBank  
 Flood and Peterson  
 Gary and Amy Perl  
 Hensel Phelps Construction Co.  
 J. L. Walton  
 Jamie Erskine  
 Janice Moore  
 Joanna Martinson  
 John and Celeste Ewert  
 John and Polly Cronin  
 Kelly and Gage Osthoff  
 Kevin and Ellen Angeles  
 Kohls Department Stores, Inc.

# Our Passionate and Generous Supporters



Adult Case Management Team  
January 2018




Envision artists paint and attend  
The Clay Center of Northern Colorado  
September 2017



Envision hosts 5th Annual 5K In My Shoes  
April 2018

Linda Brainard  
Lit'l Bit Bar and Grill  
Marty Kennedy  
Mary Lu and Larry Walton  
MJB Real Estate  
Moffat Glass  
Monica and Craig Wickstom  
Northern Colorado Women in Business  
On-Site Plant Care & Designs, LLC.  
OtterCares Foundation  
Pam and James Shaddock  
PDC Pharmacy  
Polly Kurtz  
Public Service Credit Union  
Q3 Contracting  
Rich and Kristi Helzer  
Ronald and Christine Anderson  
Ronald and Mary Ann Stevens  
Run 4 Greeley  
Ruth Goodman  
Shane Palinckx  
Shirazi-Miller Benefits, LLC.  
Steve Baker, Baker Team Corporation  
Steven and Megan LaForest  
Sturgeon Electric  
Sue Helfrich and Associates, Inc.  
Synergy Home Care  
Tanis Bator  
Tanya Lauer  
The Perl Group at Morgan Stanley  
Thomas Chagolla and Ruby Aragon  
Trinity Episcopal Church  
Vanessa Hughes  
Weld Family Clinic of Chiropractic  
Xcel Energy

*We also thank our generous anonymous donors and dedicated employees.*



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