

# Envision

Creative Support for People  
with Developmental Disabilities

2018-2019 Annual Report

Fiscal Year: July 1, 2018 through June 30, 2019

- ★ Annual letter from Executive Director, Celeste M. Ewert
- ★ What are our Mission, Vision, Objectives?
- ★ What are our Core Values?
- ★ Who serves on our Board of Directors?
- ★ What type of programs do we offer?
- ★ Who are our generous donors and partners?
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## Our Vision:

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



# A LETTER FROM OUR EXECUTIVE DIRECTOR

We started the fiscal year with a great event in the way of an Employee BBQ and recognition celebration. Employees were recognized with a glass award indicating the number of years they had been employed with Envision. I knew we had many long time employees, but did not realize how many until we began handing out the awards: 31 awards were given to people who had been here 5-10 years, 15 awards for 10-20 years, two awards for 20-30 years, and two awards for over 30 years. That is over 35% of our employees that have been with the company for five or more years! That is true dedication from some valued employees. There was turnover however, at three Director level positions: Human Resources Director (HRD), Finance and Administration Director (FAD), and Fund Development and Communications Director (FDCD). We hired three terrific people to take those positions, Kim Sager, Brian Galligan and Karen Wainscott, respectively. I spent many hours reviewing job descriptions, interviewing, onboarding, and training these direct reports, and have been extremely grateful for them and incredibly pleased with the work they do.

In collaboration with the Arc of Weld County, North Range Behavioral Health, Connections for Independent Living and the Greeley Center for Independence, Envision hosted several events to promote voter awareness for people with disabilities. We conducted an education event to teach people about things to consider when voting, as well as how to physically vote through a mail-in ballot or in person. Additionally, we set up days/times/locations to help people register to vote. Finally, we hosted a candidate forum in which over 30 candidates for different offices/seats participated and answered questions related to disability issues. It was extremely successful and the partnership with the other agencies was admirable.

In November we were able to bring Julie Malette from Helen Sanderson Associates Canada to Envision to conduct a training for 25 employees. Julie has been highly involved in person-centered training and practices, internationally, and this is the second time we have been fortunate to have her at Envision. The training was "Positive and Productive Meetings" and focused on several areas around meetings including the purpose of the meeting (does it even require a meeting), preparing for the meeting, facilitating the meeting, and follow-up/outcomes after the meeting. Many employees who participated in this have adapted the skills/tools taught and have expressed how much easier it is to conduct meetings, and felt relief in learning that the roles/responsibilities of meetings can fall on any/all team members, and not just on the Director or the person facilitating. It was extremely beneficial and something that has positively changed how meetings occur.

After finishing my second year as the Executive Director, I am humbled to be able to work for such a great organization and with so many amazing people. I am proud of every employee, program approved service agency (PASA) and provider with whom I work, and their efforts in empowering people to live, love, work and play their way.



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.



### 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



Patrick Roesler  
RLR, LLP  
**President**

Tamara Brady  
Tamara Brady Law  
**Vice President**

Erica Herman  
1st National Bank  
**Secretary/Treasurer**

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Division of Vocational  
Rehabilitation  
Member

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Dept. of Human Services  
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Member

Meghan Phillips  
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North CO Health Alliance  
Member

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Member

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Member

Pamela Shaddock  
Retired Attorney  
Member

Ani Steel  
Dept. of Human Services  
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 the Envision offices:



1050 37th Street  
Evans, Colorado 80620



*Board members like Meghan Phillips consistently go above and beyond to support Envision's special events, like this year's 6th Annual 5K In My Shoes race!*

# 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 2,800 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.

**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.

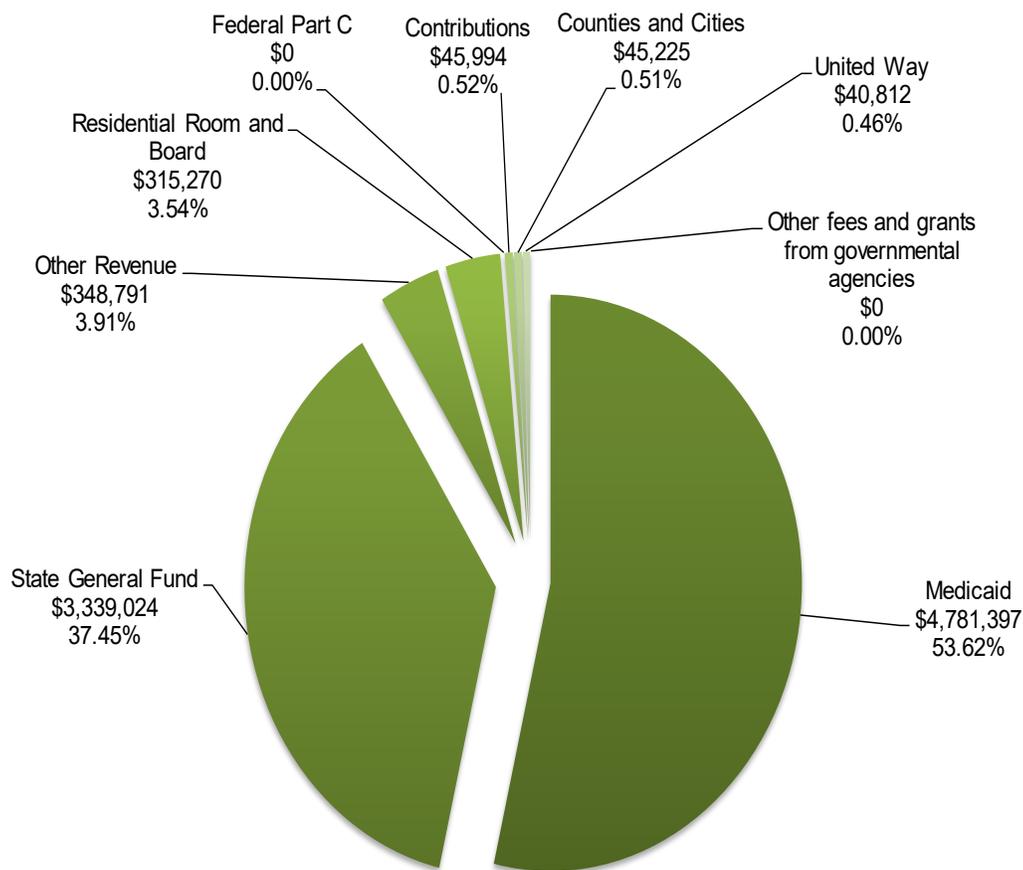
**Group Supported Employment with Envision's Work Crew:** Work Crew offers employment opportunity in group setting with direct supervision and the opportunity to develop employment skills, appropriate social interactions and positive work ethics.

**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 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.

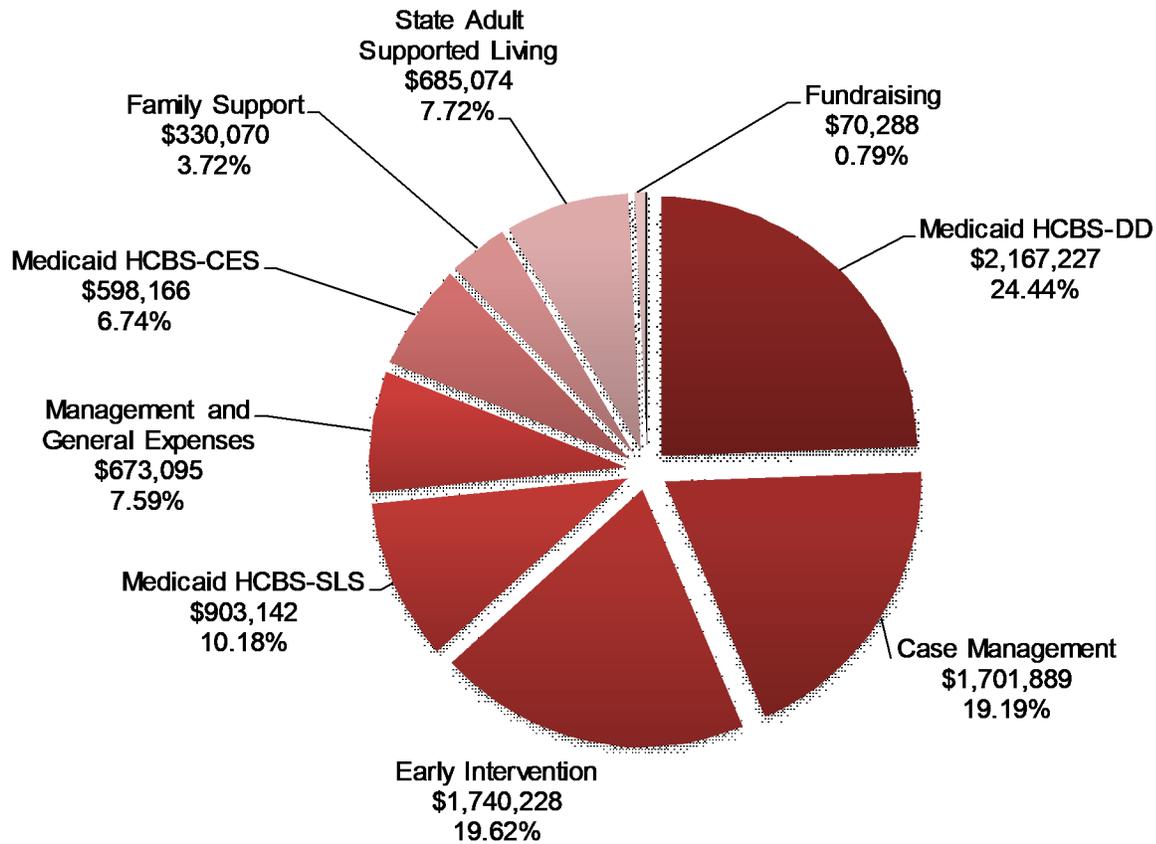
**Family Support Services Program (FSSP)** offers assistance to families who are caring for a family member of any age with IDD within the same home. FSSP encourages family choice and decision-making and offers reimbursement for respite care, transportation costs, vehicle adaptation and repair, special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

# Fiscal Year End Report 2018-2019: Revenue



Revenue:	2019	2018	% of Total:
Medicaid	\$4,781,397	\$4,934,891	53.62%
State General Fund	\$3,339,024	\$2,629,876	37.45%
Other Revenue	\$348,791	\$413,031	3.91%
Residential Room and Board	\$315,270	\$319,730	3.54%
Federal Part C	\$0	\$357,736	0%
Contributions	\$45,994	\$54,321	0.52%
Counties and Cities	\$45,225	\$50,225	0.51%
United Way	\$40,812	\$43,212	0.46%
Other fees and grants from governmental agencies	\$0	\$9,514	0%
<b>Total Revenue:</b>	<b>\$8,916,513</b>	<b>\$8,812,536</b>	<b>100.00%</b>

# Fiscal Year End Report 2018-2019: Expenses



Expense:	2019	2018	% of Total:
Medicaid HCBS-DD	\$2,167,227	\$3,051,013	24.44%
Case Management	\$1,701,889	\$1,667,162	19.19%
Early Intervention	\$1,740,228	\$1,582,490	19.62%
Medicaid HCBS-SLS	\$903,142	\$577,490	10.18%
Management and General Expenses	\$673,095	\$744,094	7.59%
Medicaid HCBS-CES	\$598,166	\$516,501	6.74%
Family Support	\$330,070	\$321,515	3.72%
State Adult Supported Living	\$685,074	\$262,443	7.72%
Fundraising	\$70,288	\$64,563	0.79%
<b>Total Expenses:</b>	<b>\$8,869,179</b>	<b>\$8,787,271</b>	<b>100.00%</b>

Total Program Expenses:		
2019	2018	% of Total:
\$8,125,796	\$7,978,614	91.62%

Total Administration and Fundraising Expenses:		
2019	2018	% of Total:
\$743,383	\$808,657	8.38%

# Our Passionate and Generous Supporters



*The Envision Team at this year's H'Art of Envision Show  
October 2018*



*Envision hosted a Provider Fair and Public Forum at our offices  
November 2018*



*Delighted guests at this year's H'Art of Envision Show  
October 2018*



*IDD Day at the Capitol  
February 2019*

Allstate: Sue Helfrich & Associates

Andrea Arizmendi

Andrew and Jill Bland

Angela Deabler

Aveanna Healthcare

Betsy Chisolm

Beverly Ward Schell

Bob and Carol Hayslip

Border States Electric

Brian Connors

Cache Bank & Trust

Carol Roehrs

Carol Burkhart

Celeste and John Ewert

Charles and Joyce Jerke

Corny Dietz

Dana Jones

Danielle Lidiak

David and Mary Young

Eric Mooss

Dr. Lesley Brooks and Scott Johnson

Dr. Richard and Julie Hanks

Erica Herman

FirstBank of Northern Colorado

First National Bank of Omaha

Flood and Peterson

Fort Collins Running Club

Gage and Kelly Osthoff

Gail Shatz

Gary and Amy Perl

Heather Bjorland

Hensel Phelps Construction Co.

Jeffrey Goodman

Jenni Keil

Jennifer Bauer

Jessie Mamos

Jodi Parker

Joseph Martin

Kara Harvey

Keisha Davis

Kelly Walker

# Our Passionate and Generous Supporters



*This year's 5K In My Shoes was our best,  
most successful race yet!  
April 2019*

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

Kelsey Blakely  
Kevin Strobel  
Linda Brainard  
Lit'l Bit Bar and Grill  
Mark A. Rapp, Attorney  
Mary Allen  
Marty Kennedy  
Mary Lu and Larry Walton  
Monica and Craig Wickstom  
Neil Gamblin  
North Range Behavioral Health  
ONEHOPE Wine  
Onix-IT, Inc  
OtterCares Foundation  
Pam and James Shaddock  
PDC Energy  
PDC Pharmacy  
Q3 Contracting  
Richard Hanks  
Richmark Holdings, Inc.  
RLR, LLP  
Shirazi-Miller Benefits, LLC.  
Steve Baker, Baker Team Corporation  
Stacey Collins Landwehr  
Steamway Floor to Ceiling  
Sturgeon Electric  
Susan Bromley  
Tamara Brady  
Tanis Bator  
Theresa Wethington  
Tanya Lauer  
Tracy Beissner  
Travis Colvin  
Valley Packing & Catering  
Vicki Steiner  
Virginia Fernandez  
Virginia Judisch  
Weld Family Clinic of Chiropractic  
Xcel Energy



1050 37th Street | P.O. Box 200069  
Evans , CO 80620  
Phone: (970) 339.5360  
Toll Free: 1 (888) 695.5883  
Fax: (970) 330.2261

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