



## 2012 Annual Report

*partnering with  
individuals, families, and the community  
enriching lives . . .*

*. . . realizing dreams*



# A fond farewell...

A lot of change is occurring in Colorado's DD system. Most of it is for the better, but there is one change we are not feeling so good about. That is the pending retirement of Roger Jensen, our CCB executive director with the longest tenure.

Roger started in 1970 and has been an important and key player in system growth and improvement ever since. Roger has helped out in numerous areas, especially community employment, early childhood services and client self-determination. But as Legislative Chair, I would especially like to acknowledge Roger's major contributions in the Legislative arena. Roger has always been one of the "behind the scenes" members, advising on how best to effect positive public policy and budget change. And when necessary, he has always been willing to serve as the voice of Alliance in task forces, countless committees and legislative hearings. Colorado statute contains many passages Roger added to or wrote the first drafts of.

We all enjoy Roger's sense of humor and have fun kidding him, but his contributions and legacy are substantial and serious. In my mind, what I personally value the most is that Roger always kept the needs of the full association, PASAs, and clients in mind – along with the needs of his innovative Starpoint agency.

His compass was to support activities that were win/win for all members and bettered the entire system. There will be a big loss when Roger retires, and although none of us are irreplaceable, Roger comes about as close to it as you can get.

Roger, thank you for being a friend, a team player and an outstanding executive director. Your contributions to people with disabilities will not be forgotten and are sincerely appreciated.

Art Hogling, Ph.D.  
Alliance - Legislative Chairperson



*Back in the day,* we were small enough for Roger to take the entire office to the ice cream shop for a treat from time to time. The agency has changed and grown exponentially, but Roger's leadership has been the constant that has allowed us to remain focused on enhancing the lives of individuals we serve. The quality of leadership he possesses is rare and not easily replaced.

– Yvonne Bustos

Chaffee County staff appreciated that Roger always had the latest information on what direction Colorado was headed and readily communicated how it may affect the people we serve. Roger was always accessible for questions and assisted in finding solutions and as the CEO communicated his vision clearly and allowed Chaffee Staff the opportunity to put it to use day to day.

– Bill Davis

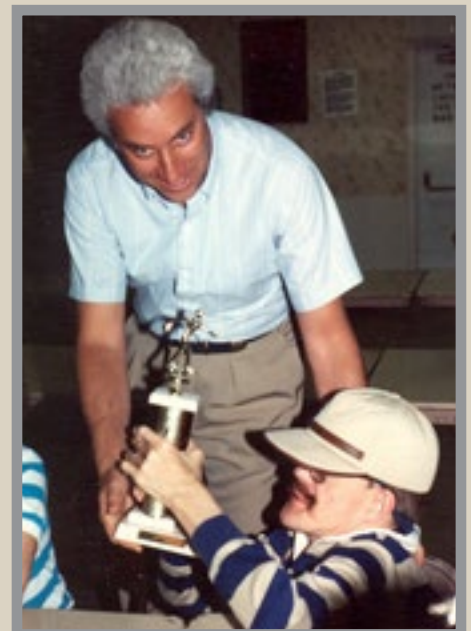
You've laughed and cried... been a visionary and a cheerleader... supported us and most of all cared... The best in your retirement; you will be missed more than you will ever know. – Claudia



One quiet morning, as I passed Mr. Jensen in the hall, commented to him, “Mr. Jensen you are such an amazing saint!” In his retort to deflect compliments and “keep the groupies at bay,” he replied, “Oh, please, please tell my wife!” With gratitude I told him about the catastrophic paid medical bills for my husband and another employee. Mr. Jensen’s eyes swelled with tears and he gave me a side hug. He said he had just been pondering if his tedious efforts were worth it. If it had really made any difference. It sure did for me!”

— Betty Ackerman

**Roger**, thanks for being friendly, encouraging and respectful to all. You have been a positive influence to myself and others. You will be greatly missed. – Terry Henderson







# Our consumers are very happy people

## ***Management Staff***

Claudia Stevens  
Chief Administrative Officer

Robert Lovegrove  
Chief Financial Officer

Yvonne Bustos  
Adult Services Director

Marilyn Core  
Adult Services Director

Bonnie Stumph  
Adult Services Director

Bryana Marsicano  
Case Management Director

Diane Trujillo  
Children's Services Director

Jana Butler  
Finance Director

Bill Davis  
Chaffee County Director

Coleen Abeyta  
Denver Director

Ron Hinkle  
Foundation Director

## ***Starpoint Board of Directors***

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Fremont County

Wayne Dowdy  
Chaffee County

Katy Grether  
Chaffee County - Vice Chair

Brenda Heckel  
Chaffee County

Terry Prewitt  
Chaffee County

Dan Schalek  
Fremont County - Secretary

Janet Trujillo  
Fremont County -  
Chairperson

Susan Williams  
Chaffee County - Treasurer

Alicia Woods  
Fremont County

## ***Foundation Board of Directors***

Kathy Armstrong  
Chaffee County

Beryl Baker  
Fremont County

Susie Bell  
Fremont County

Susie Day  
Fremont County

Jennifer Harrigan  
Fremont County

Ron Hinkle  
Staff

Roger Jensen  
Staff

Claudia Stevens  
Staff

Danielle Trujillo  
Fremont County

Pauline Upton  
Fremont County

## MESSAGE FROM THE CEO

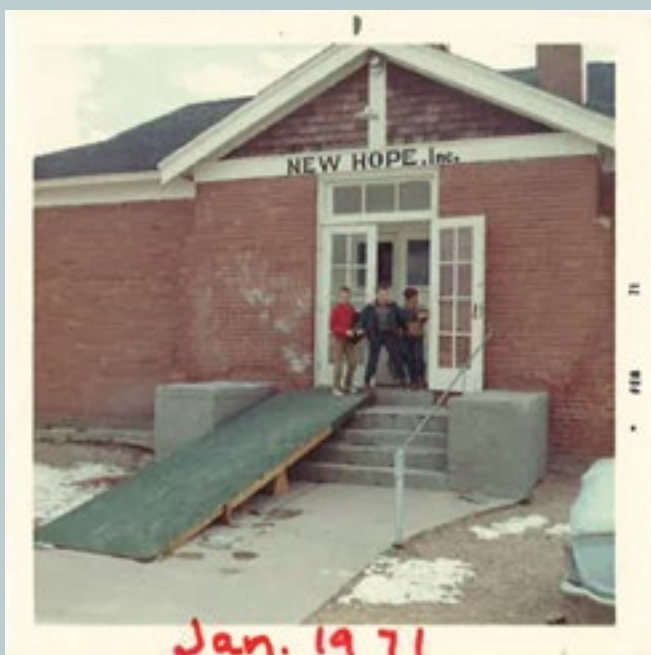
Thirty-six years ago the programs for individuals with developmental disabilities in Fremont, Custer and Chaffee counties were scheduled to close due to budget problems at the state. With one month left, a one-year solution was given and that was to form a new agency with no guarantees beyond one year. Thus with a budget of \$250,000 and 15 staff, what is now today Starpoint was born.

We started to grow, sometimes exponentially as we added new services that were missing in our communities. Early Intervention, preschool and adult residential services were all added within the first few years. New facilities were purchased and remodeled to house administrative offices and adult services. A waterbed manufacturing plant was opened to provide employment for adult consumers. After a number of years, consumers developed sufficient job skills to be employed in the community and the plant was closed.

Group homes were opened to help the state take individuals out of state institutions and move them into the community. We were the first agency to take severe and profoundly disabled individuals into group homes in the community. We were also the first to open new small model group homes with only 4 beds apiece. As new models of residential service evolved we closed group homes and moved individuals into host homes with families.

Children and family services were started and grew into nationally recognized models of interagency collaboration and integrated services. One of the first Family Resource centers in the state was started and a new preschool was built.

A unique partnership was started in Salida to provide community integrated employment for consumers in a high-end kitchen store. Starpoint was always willing to try something new to help support our consumers.



Today, Starpoint is a \$13 million organization serving over 1000 individuals and families a year with 300 employees. We are financially sound and run top quality programs. This is my last annual report to write because after 36 years as CEO, I am retiring and moving on to new adventures. The consumers, staff, board members and colleagues I have worked with around the state will always be in my fondest memories.

Roger G. Jensen

# About Us

Starpoint is a non-profit organization that functions to efficiently coordinate and provide services for Fremont, Chaffee and Custer County citizens with cognitive and physical disabilities and their families. Established in 1977 to provide a community-based alternative to institutional care, Starpoint has been designated by the state of Colorado as the community centered board or single entry point for these services in Fremont, Chaffee and Custer Counties. Additionally Starpoint operates as a Program Approved Service Agency (PASA) in Denver serving Denver and Jefferson Counties.

## ***WHAT IS A DEVELOPMENTAL DISABILITY?***

As defined by the state of Colorado, a developmental disability is a disability that occurs before the person reaches 22 years of age, substantially impacts the person's daily life, is caused by mental retardation or related conditions (for example: cerebral palsy, autism, epilepsy, down syndrome, or other neurological conditions) and impairs the person's general intellectual functioning. People with developmental disabilities have an IQ of 70 or below, and they experience significantly limited daily living skills in two or more areas.

## ***IN MEMORY***

Sammy Bartley  
February 11, 2011 - Fremont County

Linda Giometti  
March 14, 2011 - Fremont County

Lynne Cosson  
September 26, 2011 - Fremont County

Ashley McElhiney  
October 21, 2011 - Fremont County







## Starpoint Board of Directors

The Starpoint Board of Directors currently consists of nine members of the Fremont and Chaffee county communities, each with their own unique talents and abilities. The Board of Directors sets the direction of the organization by creating a mission statement and goals. Additionally, the Board establishes policies, monitors the utilization of resources, and assures effective planning is in place to accomplish goals that are consistent with the mission.

*Community based  
services since 1977*



# Early Head Start Report to the Public

For Program Year September 1,  
2011 through August 31, 2012

**Base Funding**  
\$645,417

**Training/Technical  
Assistance Funds**  
\$15,852

**In Kind/Non Federal Share**  
\$165,317



## 2011-2012 Program Funds



All 2011-2012 program funds were expended. A carry over balance of \$7,842.49, was requested and approved to be spent after September 1st, 2012. In Kind match requirements were met. Early Head Start continued quality center and home-based services and were acknowledged in writing by the regional office for doing so. Staff were given COLA raises. The program used the School Readiness Framework and Family Engagement Framework to develop School, Readiness Goals, Objectives and Activities. The School Readiness goals for 2011-2012 were met by the program.

## Enrollment

The EHS program was funded to serve 75 children in 2011-2012 with funding, 65 in home-based services, and 10 in center-based services at the SPIN Early Childhood Center. The program maintained full enrollment (100%) each month in 2010-2011 and maintained an attendance rate well above the required 85% for the 10 center-based children.

During 2011, actual program enrollment consisted of 141 children and pregnant women. The number of pregnant women served was 13 for the year. Of total enrollees, 90 were income eligible (with incomes below 100% of the federal poverty line), 12 children were enrolled due to status as a foster child, 22 were enrolled based on receipt of public assistance, 3 were enrolled due to a status as homeless and only 14 were over income during the year. Of note, 28 children were enrolled in EHS for three or more years and 50 were enrolled for their second year. This means that the program is retaining children and families in the program, which is one factor which is predictive of later success in school. 15 children received services in the SPIN center-based option that provided services for more than 8 hours per day.



# Medical Status

Medical Status: 90% of enrolled children received timely medical screenings or well child checks during 2011-2012; 100% were current for their age on immunizations and 100% received medical treatment. 24 children were determined to have a disability before or after enrollment and had an Individualized Family Services Plan (IFSP) developed. 12 children were seen by the Early Childhood Mental Health Specialist.

# Parent Involvement

Many parent involvement activities were planned specifically for Early Head Start families through the EHS program. These include group socializations, parent educational workshops, parent committees and meetings, field trips and others. Families also had access to other activities through the Fremont County Family Center including playgroups and four times per year Family Events. One Hundred (100) families received a variety of family services such as emergency/crisis intervention, housing assistance health education, and other needed services.

# School Readiness Goals

Children SPRING 2012	Starpoint Children's Programs	Goal	Program Readiness Goals for 2011-2012 School Year
Social Emotional	90%	5% Over Goal	85%
Physical/Gross	94%	1% Only Under	95%
Physical/Fine	95%	Right on	95%
Language	91%	6% Over Goal	85%
Cognitive	92%	2% over Goal	90%
Literacy	91%	1% Over Goal	90%
Math	82%	2% Over Goal	80%



# Triennial Review

In June of 2012, the program participated in a week-long Triennial Review from the Office of Head Start. All program areas were reviewed including child health and development, disabilities services, mental health services, nutrition, as well as program management areas. There were no areas of non-compliance identified which required follow-up. Due to an excellent review, Head Start received a five year grant funding option in the summer of 2013.

# Financial Audit

Starpoint's Single Audit Report dated June 30, 2011 for Federal Funds received indicated that there were no material weaknesses identified in regards to internal control over major programs (Early Head Start) and there were no significant deficiency(ies) identified not considered to be material weaknesses. The Audit Report issued on compliance for major programs was unqualified and there were no audit finding disclosed that were required to be reported in accordance with section .510(a) of Circular A-133.



# Parents

make the difference

“Thank-you!  
You took a burden off my shoulders.  
Thank-you, thank-you, thank-you!”

“I’m nervous about asking for  
help and you’ve made it go by  
without embarrassment or worry.  
Thank-you!”

“I have learned new techniques  
in discipline and patience.”

“I talk with my child differently.  
I make sure I explain things  
with detail and clarity.”

“I have been more aware of my  
child’s health and learning abilities.”





# Fremont County Family Center

The First Steps Program was developed in partnership with Starpoint and ECHO and Family Center Early Childhood Council in 1990 and is a cornerstone of the ECHO Early Childhood Network's comprehensive early childhood services. First Steps specifically provides child development information, parenting, and social and emotional consultation primarily to infants, toddlers, and their

families. During the program year of 2011-2012, 131 families were served in the center based playgroups, 211 families received certified car seat checks, 798 received assistance with diapers, 47 families received Energy Outreach Dollars to keep their utilities from being disconnected, 900 families participated in community outreach events and staff facilitated 1,203 home visits for 125 families.



Child development information, parenting,  
and social and emotional consultation  
for infants, toddlers, and their families

## Part C Early Intervention

Part C has continued to see a slight increase in overall enrollment and community referrals. We serve an average of 110-120 children throughout the year. Due to the increase enrollment, we were one of a few CCB's to receive an increase in funding for this next upcoming fiscal year. Part C continues to evaluate and serve over the amount set by the state and well over the amount the program gets funded for. We currently have two full time service coordinators to serve children in three different counties. This will be

increased by one going into the next fiscal year due to the increased enrollment. The two current service coordinators also serve as resource coordinators for children dually enrolled in the Family support program. Part C continues to use the transdisciplinary primary service provider approach to providing therapy for children. Part C Early intervention has once again received the highest mark of "meets

requirements" from the state and has received this mark every year the state started measuring all of the compliance indicators. We currently identify and serve all eligible children. Although we serve well over the amount of the children set by the state we do not currently maintain a waiting list.



# Starpoint Annual Plan

Starpoint, the community centered board for Fremont, Chaffee and Custer counties, has coordinated services and supports for people with developmental disabilities and their families since 1977. Starpoint develops an annual plan or an update to an existing plan that represents the status of services, future direction of services and analysis of barriers and limitations that prohibit accomplishment of goals.



This plan update has been completed by individuals involved in the coordination and delivery of services, as well as by those individuals served by programs and services. Data used to develop the plan includes consumer and family surveys, staff meetings, parent and consumer meetings.

Goals were established in 2005, with expansion of activities and assignments planned at the Starpoint management retreat. Goals are revisited on a regular basis, with status and progress discussions.

Specific program updates, accomplishments and issues are contained in the plan. Likewise, critical areas of concern are noted; however, following is a brief recap of those areas:

- Need for increased rates to meet the ongoing needs of the medically fragile, the dually diagnosed, the aging consumer, the offender and the transitional individual
- Necessity for additional money to increase salaries of both entry level staff and those who have made long-term commitments to serve the developmental disabilities population in our service areas
- Concerns about cuts in Part C dollars that have been used to facilitate services to children and their families
- Ongoing issues with CMS and HCPF that place barriers on our ability to create a functional budget and plan for the future
- Service delivery system, in general, that is undergoing major changes that present challenges

The challenge of working with the current budget crisis that the state is facing has consumed a large amount of time and effort. Cuts to rates and changes to SLS rates, services and spending limits and the return of turnover slots to the state have resulted in a loss of over \$1,600,000 in revenue to Starpoint over a three year period. This, coupled with the dismal revenue forecast for at least three years out, called for a serious plan to survive this three-year or more period and still be able to provide quality services.

Starting with the 2009-2010 budget, we made significant cuts to adjust to the loss of revenue and create a three-year survival plan. We eliminated over 30 FTE throughout the agency and reduced benefits in our self-funded health insurance plan. By doing this, we were successful in creating a large surplus in the 2009-10 budget. This surplus will allow us to spend the surplus down over a three-year period, still giving staff modest cost of living increases and meeting uncontrollable increases in other expense areas.



At the same time we will be increasing our reserve each year so at the end of a three-year period, if state funding has not improved, we will be able to spend into reserve for several more years. The one variable that is out of our control is the current state policy of not allowing us to keep slots that turn over for people on our waiting list and having to return them to the state for use in high population areas. This policy has resulted in additional revenue losses of \$644,000.

Starpoint continues to be a leader in developing innovative ways of generating new dollars, but, unlike metro communities, does not have the advantage of local dollars (mill levies) to assist with budget concerns. Although we are far more diversified than most CCBs, we are seriously looking at getting into additional business lines to enhance our fiscal position.

Overall, Starpoint's staff, communities, consumers and families will strive to meet these challenges in an environment of steadily decreasing or stagnant funding. Starpoint continues to strive to meet the needs of individuals with developmental disabilities and their families by offering creative programs and services in Fremont and Chaffee counties, as well as at group homes in the Denver and Jefferson county areas.

A number of local issues and challenges emerge for Starpoint staff, consumers, board and public. Fremont and Chaffee counties, major communities in the service area, are conservative areas with high populations of individuals on fixed incomes. Budget issues play a role in community planning and decision-making, both day-to-day and long-range. Because communities in the service area are rural in nature, finding specialty medical services and alternatives for individuals in crisis are limited. Many services must typically be accessed in Pueblo, Colorado Springs or Denver – travel time can range from 45 minutes to 3 hours, one-way. There are also limitations on resources for individuals who have high or specialized needs, limited opportunities for community integrated activities for individuals who have challenging behaviors,

other specialized needs, or who simply want an alternative. Starpoint also operates four group homes in the Denver and Jefferson county area and a number of host homes.

With state fiscal difficulties continuing, the agency has taken a position of decreasing expenses, while determining ways to generate new revenues. Maintaining quality services to consumers, while at the same time, looking at ways to cut costs will continue to be a major challenge in the future months and years.

Creativity is demanded in developing employment and inclusion opportunities for individuals because of a limited job market and some lack of alternatives for integrated activities.

Community education continues to be a challenge in the service area. While Starpoint has existed for 30+ years in the areas and many "old-timers" are familiar with the agency, on-going education of newcomers to the communities is critical to achievement of new and changing goals. Development of community partnerships with individuals, businesses, other agencies, civic and service organizations continues to be important as Starpoint strives to meet its goals.

Agencies in rural communities are typically faced with a number of constraints when attempting to provide supports, including limited community resources – health care services, mental health services, therapies (occupational, physical, etc.), medical specialists, dental needs, recreational and leisure opportunities, and community employment opportunities.



## Starpoint Annual Plan continued

Limited local fiscal resources exist – Starpoint does not receive funds from local governments (city or county) for adult supports and there are a wide range of other non-profits in the service area competing for private monies. Starpoint has created partnerships with some private state foundations who are committed to the agency and who assist with funding for special programs, projects or capital efforts.

Community attitudes, while slowly changing and becoming more welcoming, still require education and awareness. Job opportunities in both Fremont and Chaffee counties are limited, due to an influx of new people competing for existing jobs, and limited number of light industrial bases. Fremont County's economic base is centered around state and federal correctional systems, while most of Chaffee County's economy base centers around tourism and seasonal recreation.

Both communities continue to experience difficulty finding adequate and cost-effective housing for consumers, as well as host homes. Affordable rentals are difficult to find and those that come available often have large numbers of people vying to rent the site, or the homes do not meet minimum standards of expectations for individuals to rent. Costs of rentals in both counties have increased significantly. Landlord expectations are sometimes unrealistic – i.e., first and last month rent, deposit and difficult lease requirements. On the positive side, three single individuals and one couple have become homeowners.

On-going difficulty in recruiting and retaining qualified individuals to work in the developmental disabilities field continues to be a struggle. Entry level salary for staff in Fremont County is \$7.62 per hour; in Salida the beginning rate is \$9 per hour and in Denver, \$10.76 per hour. Low wages continue to be an issue: some local businesses have hired consumers at higher wages that the agency's direct care workers are making. The agency has tried to increase benefits to staff - offering more leave time, paid holidays, a free employee assistance program - in an effort to recruit and maintain quality staff. In 2008, staff received a 4% increase in their base wages.







Developing host home living arrangements for individuals with challenging behaviors or medical needs continues to be an issue, with more and more people expressing their desire to live in individually-focused residential sites.

The “smallness” of the Fremont and Chaffee service area leads to some unexpected benefits and opportunities – the potential exists for development of natural friendships and relationships, as well as general acceptance of individuals and the development of supports. Natural friends and relationships are starting to be formed as individuals are more and more involved in community activities and events. Local medias are supportive of Starpoint, allowing for ongoing messages to the public.

Interagency cooperation and collaboration in service areas is a major benefit and has been evidenced through programs such as Project ECHO, Kid’s Council, Early Head Start and the Fremont County Family Center. Starpoint

continues to offer exemplary children’s services programs through the Family Center, Early Head Start Program and the SPIN Early Childhood Center.

Individuals are able to be more mobile (walking or bike riding) in small communities because of the close proximity of many resources. A strong sense of family values is typical in both of the service areas, leading to more opportunities for relationship development.

Starpoint has many long-term staff who are committed to the agency, individuals receiving supports and the agency mission. Staff are encouraged to become involved in the community to maintain and expand relationships with other groups. Key staff have been involved with a wide variety of organizations, including Kiwanis, Chambers of Commerce, Fine Arts, religious associations, Fremont Civic Theater, Rotary, Lions and Knights of Columbus, for example.

# Comprehensive Services

The Comprehensive residential program is a Medicaid funded service and support program available for Medicaid-eligible developmentally disabled adults, age 18 years and older, who have been identified as needing 24-hour, 7-day/week supervision. Both residential and day services and supports are provided to participants enrolled in this program. The number of consumers enrolled in the Fremont County comprehensive program is currently 68.

# Comprehensive Residential Supports

are comprised of three different types of residential living options for the individuals enrolled in the program; all settings are tailor made and individualized to meet each person's needs. The three residential options are Host Homes, Community PCAs (personal care alternative) and group homes. Support to access all medical, dental and specialized health services is provided by our Medical Support Team. This team consists of an RN, LPN and four support team members.

## A Host Home

is a community residential setting that consists of contracting with an individual(s) to provide, in their home, the residential care needed for an individual who is unable to live independently and requires 24 hour supervision and structure for identified medical, safety and/or behavioral needs.

- 27 consumers live in host home settings
- Starpoint contracts with 21 HH contractors in the Fremont County area

## Community PCA's

assist individuals who are living in their own homes or apartments by providing regular support from staff to meet their identified residential needs around personal care, safety, home maintenance, shopping, cooking, budgeting, etc. We offer staffed PCA as an option for individuals who require more specialized support. There currently 3 staffed homes in Fremont County.

- 28 individuals live in community PCA settings
- 28 community support staff are assigned to work in this program



## Group Homes

are congregate living settings that support individuals who have need of a higher level of structure and supervision for medical, safety or behavioral reasons. The group homes are staffed with 7-8 support staff on a 24-hour 7-day awake basis to meet needs of the residents. Retaining staff was a challenge this year in both group homes this year.

- **Washington House** – 6 individuals (4 males & 2 females)
  - Consumers living at Washington have high medical and safety issues and receive personal care and behavior intervention
- **Penrose Place** – 7 individuals (all male)
  - Consumers living at Penrose Place have offending issues and receive structured supervision and therapeutic treatment. One individual has progressed sufficiently to reside in the attached apartment.



# In-the-Family Home Residential Services

are specialized supports allowing individuals to receive residential support while still living in their family homes. Starpoint took part in this innovative program in a limited way, and was one of a few CCBs that the division allowed to offer this service. Currently there is only one person receiving this support in Fremont County. Supports are provided by a live-in provider and a number of rotating staff. As employees of an approved service agency, these staff provide for the individual's needs including meal preparation, transportation, residential community activities, shopping, personal care, medication administration and all of this person's health care support. Our agency maintains all the DDD rules and regulations for IRSS programs.



## Family Caregiver Services

The Family Caregiver Act, Senate Bill 08-002, creates more options for services and supports for persons with developmental disabilities. This Act provides the opportunity for services to be delivered in the family home and/or for family members to be paid to deliver specified services wherever the person in service lives. The creation of this new model has multiple benefits to individuals and the service delivery system. The model was created to increase flexibility and choice and to allow the individual receiving services to remain in the family home when desired. Additionally, the model increases opportunities for Program Approved Services Agencies to meet the needs of individuals who live in rural areas, have unique service delivery needs, or who have specific faith or cultural preferences. While a family caregiver model may not be appropriate for or selected by everyone, it is believed that for a number of individuals, it will have a positive and effective outcome in meeting individual preferences and needs.

### Comprehensive Day Services

offer a variety of supports to 68 individuals in comprehensive services. The day service options to choose from are facility-based programs, non-facility based activities and supported employment or a combination of any of them.

**Facility-Based Services** offer individuals a site-based location to spend their day participating in socialization, educational, craft and sensory activities and community outings with peers and staff. Weekly educational themes around science, animals, nature, culture, history and current events are offered through a variety of media and activities in the site and in the community. Several consumers are involved in paid work at Starpoint facilities. Their jobs include shredding, janitorial, working in the children's area, and yard work. This year the Life Skills Classes are being offered at the new Life Skills Center (formerly Family Center). These classes provide learning opportunities for topics such as home living, money management, and health and nutrition. In addition, Life Enrichment classes offered at the Life Skill Center include crafts, woodworking, sewing classes, academic classes and a full range of exercise equipment.

- 33 Consumers prefer to receive facility-based day services
- 16 support staff members are assigned to assist consumers in the facility-based services.

**Community-Based Services** provide many opportunities for experiencing the community & its resources per consumer preference and needs.

- 33 individuals prefer to receive community-based day services (some also receive supported employment services)
- 26 support staff are assigned to assist the consumers to identify their preferences and to support them in their identified community choices and needs
- volunteering in many of the local organizations, i.e., Habitat for Humanity, Loaves & Fishes; Meals on Wheels; the Senior Center in Penrose; Manna House, Goodwill; Boys and Girls Club, the Fine Arts Center, Churches; Golden Age Center, Florence Library, and local Nursing Homes



## Supported Employment

supports individuals to identify their job preferences, skills, experience different job opportunities and to locate and maintain community employment in local businesses. Currently, Starpoint is working with the local DVR office, and we have a dedicated DVR Counselor assigned. The DVR Counselor has an office at the Life Skills Center and meets on a weekly basis with the two Starpoint Supported Employment staff members who work out of offices there too. The intent of the pilot project from 2007 was to measure the effectiveness of having a DVR counselor providing direct services at the CCB level to these individuals and how this impacts successful employment outcomes. Since this time, we have had maintained a DVR caseload with the some of these consumers being employed in community businesses, the others are in different stages of seeking employment or completing situational assessments for employment at actual community businesses.



- 25 individuals received supported employment services and were employed in community businesses during this reporting period. Several other consumers were involved in community work as situational assessments that did not become a job.
- 22 community businesses employed our consumers or provided a place to conduct situational assessments during this reporting period.
- Volunteering in community gives individuals experience in job-related skills/behaviors. Individuals volunteered in 12 local agencies.

## Case Management

Starpoint provides services to adults with developmental disabilities in Fremont, Custer and Chaffee counties. Currently 164 adult consumers receive services through programs such as Supported Living Services, Comprehensive Services, or OBRA Services. There are 149 consumers that receive Medicaid funded resources and 15 consumers that are State funded. The average case load per case manager is 40-45 consumers.



# Self-Management and Responsibility Training Program (SMART)

The SMART program is in its 12th year of providing a therapeutic learning environment for individuals who have offending issues or who have been adjudicated to a treatment program. This program moved to the new Life Skills Center located at 1401 Oak Creek Grade (formerly known as the Family Center). This facility is more spacious and allows the consumers to participate in more educational and leisure activities.

- 4 full-time day support staff ensure supervision, structure and safety provides opportunities for therapeutic activities & assignments focusing on identified treatment needs of the participating individuals
- group counseling with certified SO therapist occurs one time per week
- individual therapy sessions also occurs on a weekly basis.
- educational classes & socialization activities
- volunteer work opportunities
- paid work opportunities

## Supported Living Services

The Supported Living Services (SLS) program is both a Medicaid funded and State funded program. Individuals who are Medicaid eligible participate in the Medicaid funded SLS program, while those who are not Medicaid eligible or are receiving other Medicaid funded services participate in the State funded SLS program. Both SLS programs are aimed at maintaining the living environment of the individual by meeting their primary identified needs.

- 48 SLS participants: 29 live with their families, 13 live in the community on their own and 6 in nursing homes
- 34 in Medicaid-SLS and 14 in State-SLS in Fremont & Custer counties
- SLS supports are identified by the individual/families and written into SLS plans/budgets
- Supports most frequently provided are personal care, supported community connections, supported employment, site-based activities, transportation and medical/dental/vision services
- 26 staff provide support to the consumers enrolled in the SLS program

## Staff

85 employees working in the Fremont Adult services program (30-40 hour positions) which include:

- 3 Adult Service Directors
- 1 Administrative Assistant
- 1 On-call Coordinator
- 6 medical support staff
- 41 community support staff
- 15 group home staff
- 16 site-based staff
- 2 supported employment staff
- Five staff positions of 20 hours or less are maintained to act as substitutes in order to minimize overtime costs. These individuals do not receive benefits.

The staff are all very dedicated and committed to offering quality supports and an environment for growth and self-realization. A new format for documenting staff training in personnel files was implemented in July/2009 and is working well. Staff training on agency policies and consumer specific needs continues to be a priority. Safety Care Training replaced Mandt Training, which is the mandatory training for staff to support consumer when they are exhibiting challenging behavior.

# Chaffee County

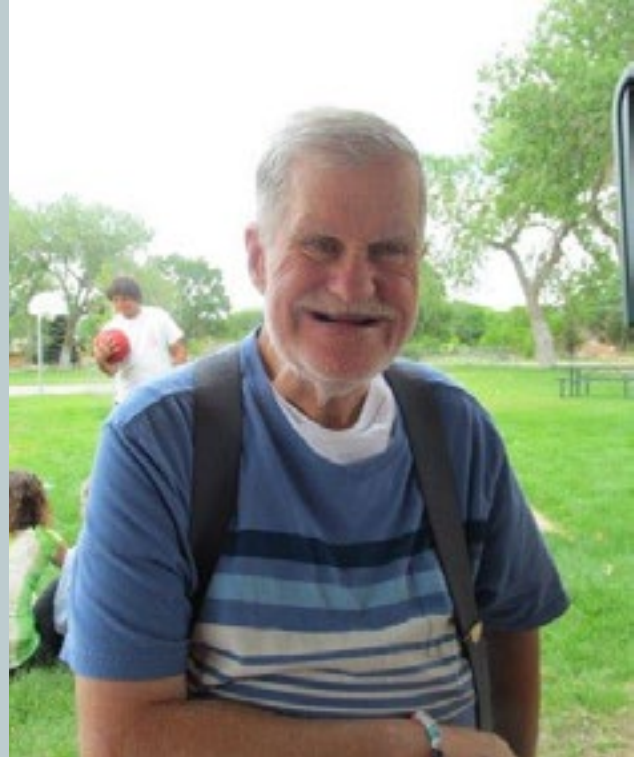
## Adult Supports and Services

Chaffee County provides services and supports to 49 adults, 23 in Comp, 26 in SLS. Nine individuals are receiving Host Home supports, nine in PCA and five at the E Street group home which rounds out the Comprehensive services. One consumer is receiving in home Comprehensive services and this continues to be very positive for individual and family.

Many individuals are employed in a variety of community jobs. Those jobs include grounds-keeping at local parks, Pizza Hut, McDonalds, Walmart, Valley Home Furnishing, The Salida Mixing Bowl and Starpoint.

Consumers participate in the community regularly by volunteering, bowling, fishing, swimming, recycling, mini-golf and meeting with friends and family. Many consumers also compete in Special Olympics and continue to receive community support in fund raising.

Chaffee County services employ 33 full and 6 part time staff. Staff turnover has been minimal during the past year and generally staff have left the community as cost of living remains high in comparison to neighboring counties. A trend that has continued the past year is that staff is traveling further to their place of work in Salida. Nearly one third of current staff now drives one way in excess of 25 miles with some as far as 45. This is in response to non-affordability of local housing.



ROGER JENSEN/BILL DAVIS'  
OCTOBER 25, 1990 OPEN HOUSE





# Denver Metro

## Adult Supports and Services

### Comprehensive Services

In the Denver market, Starpoint continues to provide comprehensive residential services and supports to 17 individuals living in three metro area group homes. The population of consumers served in the group homes is predominantly individuals who are medically fragile, behavioral challenged, and non-ambulatory. In addition to the group home residents, the Denver program serves 5 consumers in Host Home settings. People served in our host home settings are ambulatory, behaviorally challenged, and need a variety of supports in the community.

Starpoint also provide day services to 5 individuals in a home-based program, providing appropriate balance of meaningful activities and community experiences. In addition, Starpoint provides community access to two individuals assisting with challenging behaviors and teaching appropriate community interactions.

The Denver program employs 31 fulltime Adult Services staff and 3 part time staff.

The Group Homes have recently undergone some extensive remodeling to include new flooring, new windows, new driveway and porch, and continued general maintenance. The agency had focused on building systems to improve the quality of services delivered and has seen extensive improvements in documentation and follow up of needed services.



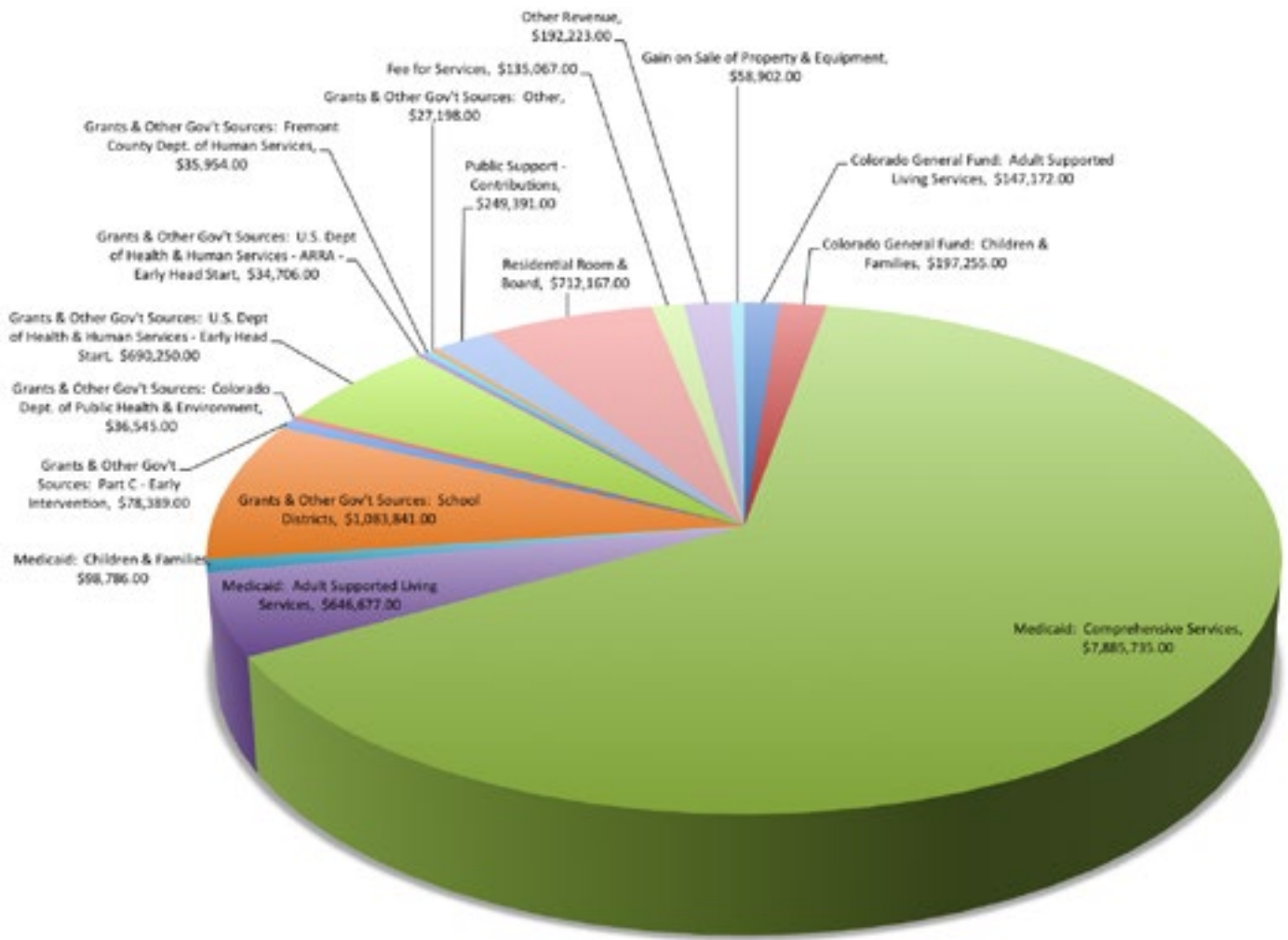
Chaffee County Update - All going smoothly so far, a little dusty and noisy here at the Center. DP Consumers having great time seeing Chaffee County. They are visiting every ice cream store, visiting museums and participating in their routine activities as well.

# For the Years Ended June 30, 2012 and 2011

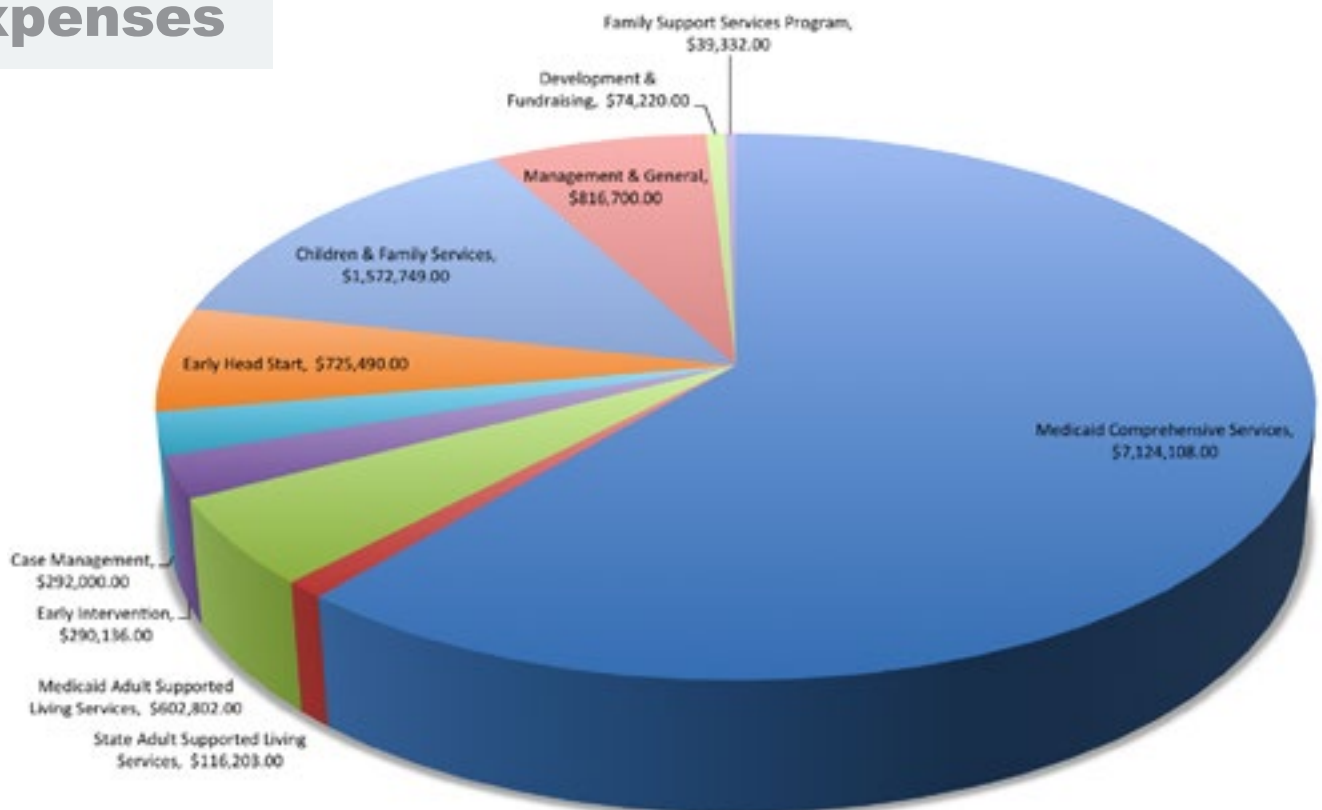
	2012	2011
<b>Support and revenue</b>		
Fees and grants from governmental agencies		
Fees for services		
State of Colorado		
State General Fund		
Adult supported living services.....	\$ 147,172	\$ 146,049
Children and families.....	197,255	225,193
Total fees from State General Fund.....	344,427	371,242
Medicaid		
Comprehensive services.....	7,885,735	7,733,765
Adult supported living services.....	646,677	613,178
Children and families.....	98,786	96,743
Total fees from Medicaid.....	8,631,198	8,443,686
Grants and other government sources		
School districts.....	1,083,841	1,174,251
Part C - Early intervention.....	78,389	55,610
ARRA - Early intervention.....	-	21,153
Colorado Department of Public Health and Environment.....	36,545	39,363
U.S. Department of Health and Human Services		
Early Head Start.....	690,250	687,512
ARRA - Early Head Start.....	34,706	148,713
Fremont County Department of Human Services.....	35,954	85,796
Other.....	27,198	25,530
Total grants and other government sources.....	1,986,883	2,237,928
Total fees and grants from governmental agencies.....	10,962,508	11,052,856
Public support - contributions.....	249,391	181,401
Residential room and board.....	712,167	688,655
Fee for service.....	135,067	118,337
Other revenue.....	192,223	233,452
Gain on sale of property and equipment.....	58,902	2,564
Total support and revenue.....	12,310,258	12,277,265
<b>Expenses</b>		
Program services		
Medicaid comprehensive services.....	\$ 7,124,108	\$ 7,082,544
State adult supported living services.....	116,203	124,865
Medicaid adult supported living services.....	602,802	608,131
Early intervention.....	290,136	221,633
Family support services program.....	39,332	48,773
Case management.....	292,000	322,805
Early Head Start.....	725,490	840,534
Children and family services.....	1,572,749	1,693,422
Total program services.....	10,762,820	10,942,707
Supporting services		
Management and general.....	816,700	803,838
Development and fundraising.....	74,220	77,115
Total supporting services.....	890,920	880,953
Total expenses.....	11,653,740	11,823,660
<b>Change in unrestricted net assets.....</b>	<b>656,518</b>	<b>453,605</b>
Net assets, beginning of year .....	5,891,042	5,437,437
Net assets, end of year.....	<u>\$ 6,547,560</u>	<u>\$ 5,891,042</u>



# Support & Revenue



# Expenses



# Developmental Opportunities, Inc. dba Starpoint

## Statements of Financial Position

For the Years Ended June 30, 2012 and 2011

### ASSETS

	<u>2012</u>	<u>2011</u>
<b>Current assets</b>		
Cash and cash equivalents (Note 11).....	\$ 3,231,076	\$ 3,323,344
Accounts receivable		
Fees and grants due from governmental agencies (Notes 3 and 6).....	909,385	847,599
Other accounts receivable.....	37,088	48,903
Prepaid expenses and other.....	45,140	62,682
Total current assets.....	<u>4,222,689</u>	<u>4,282,528</u>
 <b>Property and equipment, net (Notes 4 and 7).....</b>	 <u>4,158,903</u>	 <u>4,281,941</u>
 <b>Total assets.....</b>	 <u><b>\$ 8,381,592</b></u>	 <u><b>\$ 8,564,469</b></u>

### LIABILITIES AND NET ASSETS

<b>Current liabilities</b>		
Accounts payable and accrued expenses.....	\$ 607,896	\$ 958,312
Deferred revenue (Note 5).....	10,856	10,132
Current portion of notes payable (Note 7).....	142,430	206,732
Total current liabilities.....	<u>761,182</u>	<u>1,175,176</u>
 <b>Long-term liabilities</b>		
Notes payable, net of current portion (Note 7).....	<u>1,072,850</u>	<u>1,498,251</u>
Total liabilities.....	<u>1,834,032</u>	<u>2,673,427</u>
 <b>Net assets, unrestricted</b>		
Undesignated.....	3,603,937	3,314,084
Net investment in property and equipment.....	2,943,623	2,576,958
Total net assets, unrestricted.....	<u>6,547,560</u>	<u>5,891,042</u>
 <b>Total liabilities and net assets.....</b>	 <u><b>\$ 8,381,592</b></u>	 <u><b>\$ 8,564,469</b></u>



# Developmental Opportunities, Inc. dba Starpoint

## Statements of Cash Flows

For the Years Ended June 30, 2012 and 2011

Increase (Decrease) in Cash and Cash Equivalents	2012	2011
<b>Cash flows from operating activities:</b>		
Cash received from governmental agencies and others.....	\$ 12,190,215	\$ 12,321,120
Cash paid to suppliers and employees.....	(11,673,305)	(11,508,367)
Interest received.....	11,894	19,623
Interest paid.....	(60,395)	(81,772)
Net cash provided by operating activities.....	<u>468,409</u>	<u>750,604</u>
<b>Cash flows from investing activities:</b>		
Purchase of property and equipment.....	(236,671)	(161,255)
Proceeds from sale of property and equipment.....	165,697	2,564
Net cash used by investing activities.....	<u>(70,974)</u>	<u>(158,691)</u>
<b>Cash flows from financing activities:</b>		
Payments made on notes payable.....	(489,703)	(308,941)
Net cash used by financing activities.....	<u>(489,703)</u>	<u>(308,941)</u>
<b>Net increase (decrease) in cash and cash equivalents.....</b>	<b>(92,268)</b>	282,972
Cash and cash equivalents, beginning of year.....	3,323,344	3,040,372
Cash and cash equivalents, end of year.....	<u><u>\$ 3,231,076</u></u>	<u><u>\$ 3,323,344</u></u>
<b>Reconciliation of change in net assets to net cash used by operating activities:</b>		
Change in net assets.....	\$ 656,518	\$ 453,605
<b>Adjustments to reconcile:</b>		
Depreciation.....	252,914	252,033
Gain on sale of property and equipment.....	(58,902)	(2,564)
Decrease (increase) in:		
Accounts receivable.....	(49,971)	65,025
Prepaid expenses and other.....	17,542	9,488
Increase (decrease) in:		
Accounts payable and accrued expenses.....	(350,416)	(28,000)
Deferred revenue.....	724	1,017
Total adjustments.....	<u>(188,109)</u>	<u>296,999</u>
<b>Net cash provided by operating activities.....</b>	<u><u>\$ 468,409</u></u>	<u><u>\$ 750,604</u></u>

# Thank you to our Donors!



Starpoint expresses profound gratitude and appreciation to the foundations, businesses and individuals who provided financial support in 2012. We also appreciate the media who recognizes Starpoint as an accessible authority and “go-to” resource for consistent and reliable information. Most of all, we appreciate and wish to thank our donors. In 2012 we are proud to report that 93% of funding went to direct services for the children and adults we serve.

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 Dawn Acettula  
 Betty Ackerman  
 Active.com  
 Ages of Eve  
 Anonymous  
 Assurance Partners  
 Misty Atkins  
 Amanda Atkinson  
 Autumn Color Run  
 I. Lee Baalman  
 Larry & Beryl Baker  
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 Brad Baumgartner  
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 Mallory Beaver  
 D.A. Beck  
 Ercil & Irene Beckman  
 Cari Beebe  
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 Cañon Anesthesia Services, Inc.  
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 Nathaniel Close  
 Christine Craft  
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 Randy Diorio  
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 Rose Eacker  
 EASE Medical Supplies  
 Nancy Eddy  
 Ernest Eichenbrenner  
 Elm Street Greenhouse  
 and Gift Shop  
 Richard Emond  
 Brian Erickson  
 Amy Espinoza  
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 Fremont County Planning & Zoning  
 Fremont County Tourism Council  
 Amanda Graf  
 Theresa Grasmick  
 Bob & Katy Grether



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John Weiss  
Tanya White  
Susan Williams  
Willie’s Antiques & Collectibles  
Mildred Wintz  
Catherine Wold  
Alicia Woods  
Bucky Wyatt  
Yvonne’s Team

# *Starpoint Locations*

## **Adult Services, Case Management, Human Resources, Administration & Foundation Offices**

700 S. 8th St.

Cañon City, CO 81212

(719) 275-1616

[www.StarpointCo.com](http://www.StarpointCo.com)  [“Like” us on Facebook!](#)

## **Life Skills Center**

29 County Road 143 Cañon City, CO 81212

(719) 276-1111

## **Fremont County Family Center**

1333 Elm Ave. Cañon City, CO 81212

(719) 275-0550

[www.StarpointCo.com/familycenter.htm](http://www.StarpointCo.com/familycenter.htm)

## **SPIN Early Childhood Care Center**

1333 Elm Ave. Cañon City, CO 81212

(719) 275-0550

[www.StarpointCo.com/spin.htm](http://www.StarpointCo.com/spin.htm)  [“Like” us on Facebook!](#)

## **SPIN – Penrose**

0100 Illinois Ave. Penrose, CO 81240

(719) 371-2331

## **Salida Adult Services**

203 E Street Salida, CO 81201

(719) 539-2577

## **Denver Adult Services**

11177 W. 8th Ave., Ste 270 Lakewood, CO 80215

(303) 238-1600