



Inclusion is about living full together.

Inclusion makes the world our classroom for a full life.

Inclusion is about our ‘abilities’ - our gifts and how to share them.

Inclusion is for citizens, educators, families, individuals, organizations – all of us.





Starpoint 2015 Annual Report

Inclusion

www.starpointco.com

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FROM THE CEO



Inclusion

Starpoint-enriching lives...realizing dreams. A simple, succinct mission statement, but so much work goes on every day helping those we serve to lead rich fulfilling lives. Our annual report theme this year is inclusion.

A key component of community life for all people is to be included in many facets of our community. People participate in various ways. Some are in service clubs, or members of church congregations, hobby groups, craft groups, book clubs, political parties and more.

People participate at a level that suits them. Unfortunately it is hard for people with intellectual or developmental disabilities to achieve inclusion. That is a support Starpoint must provide so that people with disabilities can engage with the community.

Numerous studies show that people with disabilities are more isolated and lonely than the population in general. Several things contribute to this isolation. Most of the people in Starpoint services do not drive and there are limited transit alternatives for them, so they do not have access that we take for granted. They are not able to join the organizations that connect them to the community. Poverty is far





Molly was a Starpoint consumer. She worked in the community at the Mixing Bowl. She knew people throughout the town. Molly was a voracious collector of brochures and many people of Salida collected hundreds for her. She was engaged and engaging with friends from all walks of life. She passed away after a bout with cancer and her funeral was at a packed church with many friends and acquaintances. Everyone celebrated the life she lived and the joy she brought to their lives.

This was a truly moving moment to see how she was so fully appreciated by the entire Salida community. Our goal at Starpoint is to help everyone we touch have as full a life of inclusion as Molly.

This annual report is dedicated to the Grether Family and they are this year's Heart and Soul recipients.

greater among those with disabilities as well. People who are employed develop networks of colleagues and associates. Most people with disabilities do not have jobs that connect them with others.

Starpoint helps our people become included in the community. Through our person-centered planning initiative we develop a good understanding of the interest that people have. Maybe it is photography or painting. Some might like to attend music events, craft fairs, farmers markets, or movies. We customize experiences for everyone and get them involved. Many people in the community see us and welcome us into the broader communities that we serve.

Recently we saw evidence in Salida of the support a community can provide to a person with disabilities.



MANAGEMENT STAFF

Robert Arnold,
Chief Executive Officer

Claudia Stevens,
Chief Administrative Officer

Marilyn Core,
Adult Services Co Director

Yvonne Bustos,
Adult Services Co Director

Bonnie Stumph,
Adult Services Co Director

Jody Berg,
Childrens Services Director

Brenda Aguirre,
Early Head Start, Family Center and
Child Care Director

Bryana Marsicano,
Case Management Director

Jana Butler,
Finance Director

Bill Davis,
Salida Director

Coleen Abeyta,
Denver Director

Ron Hinkle,
Foundation Director

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Chaffee County – Salida

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– Canon City

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Terry Prewitt,
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– Canon City

Susan Williams,
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Fremont County Commissioner
– Canon City

Susan Rush,
Fremont County – Canon City

Claudia Stevens,
Staff – Fremont County – Canon City

Mary Yang,
Fremont County – Canon City



Heart and Soul

“At the end of the day, you will not remember the person with the beautiful face, but you will remember the person with the most beautiful heart and soul.”

Few epitomize that sense, but Starpoint is proud to introduce you to the Grether family – Bob, Katy and Molly, who truly have a beautiful heart and soul.

The impact of this family can be seen throughout their Salida community – in their church, historical preservation and working for the future of the community.. It can also be seen in their advocacy for people with developmental differences.

After both completed college – Katy in Massachusetts, and Bob in California, they worked in separate careers but eventually met at the Redevelopment Agency for the City of Los Angeles where they both were employed. They were married in Salida in 1972 and lived in the Berkeley, CA area from 1972–1999. In 1984, they welcomed daughter, Molly, into their lives. They chose to make their home in Salida in 1999 and immediately became involved in all facets of the community.

Bob’s architectural vision can be seen throughout the area; Katy’s involvement in a variety of community organizations continues to have a positive impact. Katy has served on the Starpoint board of directors since 2000 and whenever an advocate is needed, she is the first to step forward to share

her experiences and knowledge.

In 2005, the Grethers opened the Mixing Bowl in Salida, with a goal of employing people with developmental disabilities in partnership with Starpoint. Part of the motivation for opening the specialty kitchenware store was to have a place for Molly, as well as others with intellectual and developmental disabilities, to work. It has been a success on all sides.

Daughter, Molly, is known throughout the Salida community – with her hat askew and a handful of brochures, she brings smiles and joy wherever she goes. Molly has been part of Starpoint for a number of years. She has been involved in various musicals, has displayed her unique paintings in the Starpoint Art Show and has treated Salida as her stage.

Starpoint salutes the Grethers and thanks them for their continued support of our organization. We are truly blessed to have this family as part of our lives.



Early Head Start Report to the Public 2014 - 2015

Explanation of Budgetary Expenditures 2014-2015
Program Year September 1st, 2014 through August 31, 2015
Budget Summary:

Starpoint provides services for First Steps Early Head Start in Fremont County, Colorado for continued refunding for the period of September 1, 2014 through August 31, 2015. Per the intent to fund letter from ACF the base funds for First Steps EHS is \$758,047. Training and technical assistant funds available are \$18,708. The goal of the organization is to maintain high quality, comprehensive service to children and families and ensure their health and safety.

Personnel, \$ 457,773 + Fringe \$131,369 = \$589,142

Supplies, \$20,110

Contractual, \$0

Travel, \$9,680

Other, \$88,311

Training and Technical Assistance \$18,708

Number of Children & Pregnant Women Served: 75

**Total Ongoing Federal EHS Funds Requested: \$758,047
\$ 18,708 = \$776,755**

Total Non-federal Share = \$195,000

Options:

a. Home-Based for 65 children

44 weekly home visits of 1½ hours per visit, and 24 Socialization experiences offered two times per month for 1½ - 2 hours each

b. Center-Based for 10 children

The center is open for 11.5 hours per day, 5 days per week for 220 days per year. Center-Based Option 1 is available in both classes. Children will attend at least 5 hours per day, 4 days per week. Center Based Option 2 is also available in 2 classes. Children will attend at least 5 hours per day for 5 days per week. In 2014-2015, there were 6 children who typically were enrolled in Center Based Option# 1 and 4 in Center Based Option#2. The Center

Based Option classrooms have two teachers in them with no more than eight children in the classroom. The teachers are required to have a minimum of an Infant and Toddler CDA but the program is highly encouraged and currently does have staff with AA or BA Degrees. Diapers and wipes are provided for all children in the Center-Based option.

Pregnant Women Services:

Pre-Natal and Post-Natal RN Visits: A registered nurse visits mothers in their home both before and after they have their babies. The nurse is also available for follow up visits in the home if requested by Home Visitors and parents. The Parents as Teachers Curriculum is used and has specific information for pregnant women. It is called "Partners for a Healthy Baby" Home Visiting Curriculum for Expectant Families.

All 2014-2015 funds were expended. In-kind match requirements were met. Early Headstart continued quality center and home-based services and were acknowledged in writing by the regional office for doing so.

An explanation of the agency's efforts to prepare children for kindergarten

Starpoint's overall organizational goal is "Partnering with individuals, families and the community, Enriching Lives - Realizing Dreams". Starpoint is a lead ECHO Council Member to assist that the ECHO Early Childhood System provides services and supports to enhance children's



physical, social, emotional, and intellectual development; to support parent's efforts to fulfill their parental roles; and to ensure children enter school prepared for school success. We offer early, continuous, intensive, and comprehensive development and family support services on a year-round basis.

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 other opportunities as requested by the parents. 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.

Health Percentage of children with medical/well child checks up to date: 90% Percentage of children with immunizations up to date: 92% Percentage of children who received medical treatment:

100% The Fremont Family Center

The Fremont County Family Center has been providing parent education and support services to families for three decades. Through a longstanding collaboration with the ECHO & Family Center Early Childhood Network, parents of children birth to kindergarten age are provided information on child development, community connections and supports. These ongoing services help build parent and child resilience. Throughout the program year 240 individuals have received a variety of services; 87 families with 240 children participated in home visits through the First Steps Parents As Teachers home visitation program.

Family Center based playgroups served 46 families with 171 children and 186 child passenger safety seat inspections have been done. Nutrition and exercise classes were delivered to 220 preschoolers. The Family Center engaged 1036 individuals during three community wide events this program year.

The Audit

Starpoint's Single Audit Report dated Aug. 27, 2015 for Federal Funds received indicated that there 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. There were no audit findings disclosed that were required to be reported in accordance with section .510(a) of Circular A-133.

Comprehensive Reviews:

***Fiscal/ ERSEA Review by OHS was the week of 3/2/15 resulted in all areas in compliance. Full overview of this report can be reviewed if needed.

***Comprehensive Services & School Readiness Review by the OHS was the week of 3/14/16 resulted in all areas in compliance. Full overview of this report can be reviewed if needed.

Reflective Supervision (RS):

All Starpoint Children Services have been implementing a new practice in 2014 and wanted to share how it is going for us. Reflective Supervision means stepping back from the immediate intense experience of hands on work and taking the time to wonder what the experience really means- Reflective Supervision is not therapy-it is focused on experience, thoughts and feelings directly connected with the work we do. Staff well-being and quality of services go hand in hand. RS is focused on creating an environment



where people do their best thinking! Coordinators and Managers who directly supervise individuals have been participating in bi-weekly Reflective Practice and Reflective Supervision sessions. It has been a journey that we have been taking to better ourselves as critical thinkers so we can support the staff in the work they do so they can better support children and families!

"How You Are Is As Important As What You Do"

Jeree Pawl

Parent Testimonials

Parents reported:

- *Always great learning experience
- *Love how caring everyone is
- *We love our time with EHS
- *Amazing program
- *Information and visits are invaluable and fun

Early Intervention

Early Intervention (EI) provides services to children ages birth to three years of age who have a delay of 25% or greater in at least one area of development: Adaptive, Cognitive, Communication, Social-Emotional, Physical. Starpoint EI provided an average of monthly services to...67 Children in Fremont, Chaffee and Custer counties. All therapy services are provided in the home, with therapists traveling hundreds of miles, sometimes in a day, to meet the needs of these precious children. Referrals can come from a variety of sources including hospital NICUs, physician's office, ECHO and Early Head Start screenings, and the local Department of Human Services. As part of a state requirement from the Department of Human Services, all children with a case of abuse or neglect are now referred to Early Intervention. In Fremont County, EI partners with ECHO to provide timely screenings and evaluations for these referrals. While this new system has had issues around the state, Starpoint EI has consistently met the requirements required.



Person Centered Planning and Thinking

Person Centered Planning is an ongoing problem-solving process used to help people with disabilities plan for their future. In person centered planning, groups of people focus on an individual and that person's vision of what they would like to do in the future.

As Starpoint and the State of Colorado concentrate on implementing Person Centered Planning and Thinking (PCT) we are reminded that we have worked with families and consumers to create plans that are truly individualized and have supported consumers to be the strongest voice in their planning team. With PCT practices we now focus that process on an individual's preferences, strengths, needs and desired outcomes and concentrate on finding the balance between what's important TO that person and what's important FOR that person.

Person Centered Planning and Thinking provides:

- A well thought out way to see the whole person, not limited to "fixing what is wrong"
- A set of tools that convey the core belief that all people have gifts to share respectful language



- A way to listen, discover and respond to and support the desired life of the individual
- A new way for organizations to think about how their structure supports people

Starpoint continues to have key staff trained in PCT practices to bring back to the agency and implement. The staff have truly enjoyed the trainings and feel empowered to think outside the box and allow more creativity in the support process.

This approach will be further implemented in Case Management, the service planning process, in direct support services and in daily problem solving with the individual. These principles will continue to guide Starpoint in focusing on the individual and their unique goals.

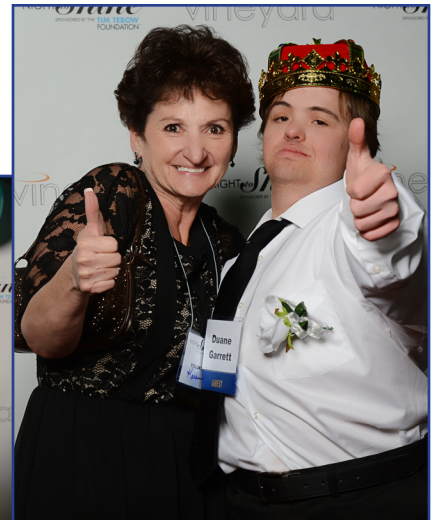
Bryana Marsicano, Director of Case Management states, "We continue to move forward with Person Centered Thinking within our organization and have made some significant strides. We are focused on individualizing supports for the clients and are focusing on supports that are meaningful to both them and the community. We have a ways to go, but have not lost any momentum and continue to be excited for each new step."

Family Services Support

The purpose of the Family Support Services Program (FSSP) is to assist families who provide at-home care for family members with developmental delays or developmental disabilities. The goal of these services is to ease the financial and emotional strains of having a family member with special needs. FSSP offers limited financial assistance to those who are considered most in need and also offers information and referrals to additional supports for the families.

Family Support funds can help pay for the extraordinary costs of caring for a child or dependent with a developmental delay or developmental disability. The distribution of these funds is overseen by the Family Support Services Council that consists of family members, professionals and interested community members. Additional funding for the Family Support Program became available in 2014 and Starpoint was able to expand their Family Support Services Program to serve even more families in Fremont, Chaffee and Custer counties.

The most requested support through this program is funding for Respite services so that families are able to get a needed break to be refreshed to provide the necessary level of care day in and day out for their family members. We will continue to focus on providing respite reimbursement this year and have also agreed to focus on connecting families to each other. The Family Services and Support Program looks forward to providing social activities for families to participate in together to alleviate stresses and to make much needed connections. This year we focused on extensive outreach to the school system to promote this program in the community and look forward to working closely with them again in the upcoming year. Starpoint currently serves 45 families in the Family Support Program, with new referrals coming every week. We look forward to meeting these new families and supporting them in caring for their family members.



Annual Plan Update - 2015

starpoint



enriching lives....realizing dreams

Executive Summary

**Annual Plan Update
2015-16**

**Serving Individuals and Families in Fremont, Custer and Chaffee Counties
and Selected Denver Areas**

**Robert W. Arnold
Chief Executive Officer**

**Janet Trujillo
Board Chairperson**

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Annual Plan Update - 2015

EXECUTIVE SUMMARY

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. Since 1989, Starpoint has also coordinated a network of services and supports for families with young children with and without disabilities, birth to school age which further supports the **mission** adopted by Starpoint. Starpoint also provides residential and day services in several counties in the Denver area.

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, and parent and consumer meetings. Starpoint's mission remains the same:

MISSION STATEMENT

STARPOINT

partnering with individuals, families and the community
enriching lives ... realizing dreams

Major Accomplishments in the Past Year:

- Senior and middle managers continue to update the strategic plan that was developed in February 2014, with a number of key areas identified, including:
 - **Organizational Development** – current structure, staffing adequacy, Adult Services Directors' roles and responsibilities
 - **Communication/Community Awareness**– Improve both internal and external communications, including increased awareness of Starpoint's mission and services to the general public. Starpoint's foundation board is actively involved in all special events and activities. They hosted picnics for staff in both the children's services and adult services area in 2015. Upcoming events include a benefit breakfast, and the Royal Gorge rim-to-rim run in Fremont County, as well as events in the Salida area. One board member is affiliated with Atmos Energy, which completed a video featuring Starpoint consumers that was shown to their employees as part of their community awareness campaign. In addition, Starpoint has partnered with the local Vineyard Church. The congregation has opened up their facility to consumers and staff on a daily basis for lunch and other activities. Vineyard, on behalf of Starpoint, applied to, and was accepted to be a sponsor of the Tim

Tebow Foundation Night-to-Shine Prom. The event occurred in February 2016, and over 100 agencies nationwide that support people with developmental disabilities had events like Starpoint's. All in attendance had a fantastic experience

- o **Employee Relations** – Personnel policies were revised in late 2014, with a number of changes implemented, based on staff input; other ongoing reviews include the company's 403b plan; salary survey to compare pay and benefits to peer organizations, as well as health insurance updates.
- o **Consumer Services** – Implemented Person-Centered Thinking; increase volunteer opportunities for people in services; expand options for supported employment, matching all interested consumers in community positions; expand weekly community interaction for consumers in adult day program whose limitations do not allow them to volunteer in the community; evaluate all residential settings for physical condition and appropriate use and create a plan for physical improvements, remodeling or replacement.
- o **Early Intervention Colorado/Part C Program Performance Profile** – Starpoint is proud of its Indicator Data based on the period 7/1/14 through 6/30/15 to have had timely, valid and reliable data submission, completed interagency agreements and timely submission of all required fiscal information with no findings of noncompliance issues for FFY 2014–2015. When DIDD first began reporting this information to OSEP, Starpoint was one of only three CCB's in the state to have achieved compliance and met targets the first reporting year. Our CCB has maintained this stellar record each reporting year
- **Innovative Strategies for Generating New Revenue Sources** – Starpoint continues to be a leader in developing innovative ways of generating new funding. Starpoint provides many non-DD funded services including an Early Head Start program, contract with a local school district to provide therapist time and Child Find evaluations and other successful early childhood programs. Starpoint also operates the SPIN Early Childhood Care and Education Center, the Fremont County Family Center and the local Parents as Teachers program. These services directly enhance those provided with state dollars through the Early Intervention Colorado program and every year they remain open is an accomplishment because many of the programs are grant funded.
- **Community Partnerships** – Starpoint has a history of well over 35 years of nationally recognized partnerships for early childhood services which have historically involved all community agencies serving young children in Fremont County. Many partnerships exist in the adult service arena also. Partnerships with the schools have been revisited to include closer collaboration with the schools to assist young adults nearing graduation to transition into adult life. This year four young adults ages 18–21 are being served by Starpoint with school contracts. While these young folks are on a long waiting list for DD services, their participation was one step towards helping them and their families with the transition process. Three of the individuals have or will be enrolling in SLS, as they and their family are confident in beginning adult services. Starpoint Adult Services Directors, Case Managers, and the LPN meet with Solvista (the area mental health agency) staff on a monthly basis. Routine meetings also occur with the DVR counselor assigned to our area. The Annual Starpoint Winter Bowling Tournament has expanded again this year. Twenty community sponsors, comprised of local businesses, and community members, fund the entire cost, with 82 consumers participating in the tournament.
 - Starpoint's Early Intervention Colorado Program re-located to the newly-opened SPIN on the North Side, which provides families access to services in a Starpoint Early Childhood setting.



- The State of Colorado has implemented a new quality preschool and childcare system that involves mandatory participation at some level for all three of our licensed centers. Colorado Shines, a quality rating and improvement system used to assess, improve and communicate the level of quality in early care and education programs. Colorado Shines assigns a quality rating to licensed early care and education programs, similar to rating systems for other service-related industries like hotels and restaurants. Currently one of our centers is able to go in at the highest quality rating level, a second center and the second highest and the third center is in process of obtaining their rating credentials. The new requirements of this system increases costs for programs and over the next year the ECE Leadership team will be analyzing the benefits and challenges with operating three centers in one county.
- **Improved Personnel Practices** – Hiring practices have been standardized between Fremont and Salida and now meet Colorado Department of Public Health Care and Environment and DIDD rules and regulations. In addition, all initial training practices for new employees have been standardized, updated and improved. Competency evaluations have been established for new employees to be done within the first week of their date of hire. In addition, competency evaluations will be completed for all employees on an annual basis, on-going, as a continuous quality assurance measurement. Employee evaluations for work performance have also been developed and initiated; these will be completed on an annual basis with all employees. All of these practices have been established to meet CDPHE and DIDD rules and regulations.
- **Case Management** – In 2015, Case Management at Starpoint has continued to strive toward implementing a 'Person Centered' approach to service planning, monitoring, and all aspects of Case Management. This empowers consumers and encourages them to let their preferences be heard. Our case Managers have attended specific training on how to implement a Person Centered approach and are committed to expanding this training in the coming year.

This year has been busy with several transfers to our region as individuals continue to choose to move into Fremont, Chaffee and Custer County. Case Managers have increased enrollment into the Children's Extensive Program to serve children with high medical and behavioral needs and continue to encourage new providers to move into our area to serve these children. With the elimination of the Supported Living Services waitlist in the previous year, Starpoint has been able to enroll individuals directly into services without a long wait as previously experienced. This has assisted many families as they transition from the High School setting into adult services without a break in necessary services or supports. Case Management also received and distributed much needed additional Respite Funding through the Family Support Program.



Additional directives regarding the reporting of Mistreatment, Abuse, Neglect and Exploitation will also go into effect soon. Case Management has been and will continue to work closely with the Department of Human Services and the Local law enforcement agencies to ensure that concerns and reports are being handled as they should be by all community partners.

We have also closely followed the directive from The Centers for Medicaid to establish a system with Conflict Free Case Management. This has included attending several webinars, meetings and Technical assistance calls to provide input, receive feedback and brainstorm on how to move forward within our state and agency. We anticipate changes in upcoming years and look forward to being proactive with these changes.



Starpoint Case Management currently serves 104 individuals in the Comprehensive program, 62 individuals in the Supported Living Services Program, 7 Children in the Children's Extensive Waiver, 10 individuals in the State program and 55 individuals in the Family Support Program.

- **Home Health Licensure (Supported Living Services)** – Once again Starpoint Adult Services has been relicensed as a Class B Non- Medical Home Health Care Facility and can offer Personal Care Services to people in their homes who receive Supported Living Services. Complete Policy and Procedure Manual has been developed and completed for this segment of our SLS department along with brochures to assist people within their homes for emergency preparedness plan, and an exposure control plan. Currently a number of people in Salida are enrolled in SLS who receive Personal Care Services, and with three in Fremont County.
- **Maintenance of an SOMB Approved Therapist** – Maintained current contracted therapists. Added a new contracted therapist in 2014. After 13 years of providing services to the SMART group, Starpoint continues contracting with a new therapist who provides group and individual counseling on a weekly basis. The therapist has vast experience in providing therapy to the DD population in a variety of settings. The therapist provided a six-hour training to residential and day habilitation staff and is very interactive with staff and consumers. Her availability, knowledge and style have been a tremendous asset to the program and the consumers served. She has worked with the DD population for over 30 years in a variety of settings. Her monthly written reports and involvement has improved the communication and collaboration between mental health professionals, probation officers, and family members.
- **Facilities /Transportation Upgrades** – The purchase of another home for the staffed PCA program has improved Adult Services ability to provide supports based on consumer needs. This brings the total to four purchased homes in the last three years. One was purchased in 2015, two were purchased in 2014, one was purchased in 2013. The homes purchased provide more contemporary housing that includes additional living space. One of the homes is wheelchair accessible. Our in-house maintenance personnel provide timely completion of repairs and routine maintenance. New furniture was purchased for the home that was purchased in 2015, and new dining room sets were purchased for other homes. New vehicles continue to be purchased to replace old, outdated vans. Our aging population now requires more vehicles that are handicapped accessible.
- **Chaffee County upgrades** – Three very large trees were removed from the Salida Center lawn for safety reasons in 2015, re-landscaping will be completed in 2016. E Street group home received upgrades to the fire suppression and alarm system to meet the current fire codes. Spring and summer of 2016 the E street group home is receiving painting inside and out. All funds were from local contributions.
- In the **Denver area**, primarily serving individual with significant medical challenges:
 - In 2015 Denver participated in the Salute TO Seniors Campaign, placing ads on KPEN/AM. Denver

received a Civic Spirit Participation Award. Starpoint's name, address, and phone number were read on the air several times during the salute.

- Denver implemented several of the Person Centered Thinking practices. Everyone in the group homes has a one page summary of important information including a picture to voice their special needs. Staff also complete a 1 minute drill between shifts to assure continuity of services. Denver currently is working with each person in service to plan community connections that are meaningful to their hopes and desires.
 - Denver had the exterior of all three group homes painted with the assistance of Brother's Redevelopment, and Hammerstein Management Group at no cost to Starpoint. In addition to the painting each house had minor repairs to the exterior including gutter, soffit, and other minor repairs.
 - Denver's Management Team tracks and reviews monthly all employee's evaluations to assure each person has annual performance feedback. This has improved the timeliness of evaluations. In addition, Denver tracks and reviews monthly all staff trainings due and completed to assure staff have deliver competent services.
- **Tailoring Services for Individuals with Specific Needs** - Three new host home settings were developed in 2015. Two were new comprehensive enrollments, and one provided the continuity a person needed to cope with a serious eating disorder. As mentioned in the previous section, the new homes purchased were developed into staffed PCAs to create even more possibilities for support for people. Qualified staff are employed in the community from 7 a.m.-9:00 p.m. seven-days-a-week to accommodate people who live in the community in their own homes semi-independently. A consumer will move into the group home in Penrose in 2016, which will allow him to be released from incarceration in the local detention center.

Summary of the Needs Determination and Plan to Address the Identified Needs:

• **Transition --** Continue to foster and facilitate the transition of area students into adult services through eligibility determination and placement on the DD waiting list; through contracts with the school districts; and through exposure to relevant Life Skills classes and meaningful work experience. Currently there are three high school students that are receiving transition services from RE-1 and RE-2. Several students have transitioned successfully and are currently receiving SLS services from Starpoint Adult Services.

Action: Attend IEP Transition Meetings and other meetings at the school district to identify student needs before transition; communicate with families; and continue close communication with the schools.

- **Work --** In partnership with DVR, continue to find and maintain employment for individuals who want employment and opportunities for non-typical needs. Explore unique ways to find employment in a weak economy. Four consumers were hired in community jobs in Fremont County in 2014. New employers include Dollar Tree, Carl's Jr. (hired a second consumer), and IHOP (two consumers hired). All the new hires have maintained employment for three months or more to date. Two of the four consumers receive full time job coaching support from Starpoint staff.

Action: For those people who have been identified as no longer being appropriately served through DVR



we will be committed to serving through the waiver and will hire a Support Employment Specialist. This person will specialize in finding community employment for people with special needs and carving out jobs in the community for people while creating partnerships with businesses within Canon City.

- **Communication** – Continue to foster and improve communication between staff, consumers and families; and between the programs in Fremont, Chaffee and the Denver Metro areas in order to share ideas and concerns and to maximize positive outcomes for the consumers served.
- **Action:** As we move forward in the age of technology, Starpoint implemented the Therap Electronic Documentation System for I/DD Service Providers. By utilizing this technology all three areas, Fremont, Chaffee and the Denver Metro areas have access to the data base and are able to share information remotely. Staff received the initial training in Therap the week of January 12, 2015–January 15, 2015. New computers were purchased for the different settings at the day program sites, group homes, and staffed PCAs. A work area with ten computer stations is located 700 S. 8th Street. All adult services staff participated in the training with the exception of three staff members (were later trained). Staff are successfully using the T-logs, and GER documentation in the residential and day services areas. The Medical Support has completed inputting the information for the medical profiles. In addition, ISSPs and corresponding documentation have been entered into the system.
- **Day Services** – With the opening of the Life Skills/Life Enrichment Center for those individuals who wish to be involved in a variety of activities, staff have realized the need to develop more programs, educational experiences and community access opportunities. The curriculum for Life Skills Center's classes was revamped. The classes include varied topics and activities. The classes range from morning stretch routines to GED class material. The staff seek consumer input into what topics they want to include. Person-centered trainings for consumers were also added. Positive feedback has been received by most of the consumers. Each class duration is one hour, with a few minutes between classes for transition time. A variety of items were purchased that facilitate sensory interaction for the day program sites. These include weighted blankets, lighting, hand-held games and items that promote fine and gross motor abilities. A day program coordinator serves on the board of the local Fine Arts Center, and this collaboration has resulted in consumer artists participating in their sponsored events.

Action: Expand day services to include a pre-vocational curriculum as well as encompass a more diverse curriculum to make our overall day services more interesting to more people. Utilize our staff pool better to make more efficient and effective use of our current qualified employees.

- **Recruitment** – On-going recruitment and training of qualified employees.

Action: Conduct outreach in the local community college as well as charitable organizations in Canon City in order to generate interest in service to our population for career development. Create a booth at local fairs to educate potential employees and contractors of the career opportunities at Starpoint. Starpoint Denver has been successful in developing a relationship with several community colleges to recruit CNA students for open DSP positions. Starpoint advertises job openings on our website, on Craig's list and on facebook, as well as ads in area papers.



Summary of Systems Issues:

- **Service Delivery Systems Issues --**
We still have limited agencies that offer state plan benefits (home health etc.)



because they cannot travel to some of the rural areas. There are always ongoing system issues that cause delays in billing. But for the most part it has improved. And the TCM requirements (billing in 15 minute increments) still make it difficult at times to maintain quality case management.

- **Funding** -- Need for increased rates to meet the ongoing needs of the medically fragile, the dually diagnosed, the aging consumer, the offender and the transitional student. The challenge of working with the current budget crisis that the state is facing has consumed a large amount of time and effort. Funding increases in the last few years have not kept pace with inflation, reducing the purchasing power of the state resources provided to Starpoint and other CCBs and providers. Medicaid service rates for Comprehensive and SLS increased in July 2015 by 1.016%. SPAL amounts were increased by the same percentage for SIS levels 1-6.
 - The rates for behavioral services (group counseling) negatively impact the agency's ability to provide the services for consumers with sex offending issues. Per SOMB standards and guidelines, group therapy is the recommended and accepted modality for treatment. Individual therapy is also an accepted practice as an adjunct to the group therapy. There are only a few therapists in our area who have the credentials needed to provide the full range of sex offender therapy for individual with developmental disabilities. Providing less than weekly therapy for this high risk population is problematic in maintaining community safety. The accepted testing practices, such as polygraphs and penile plethysmographs are not included in the behavior service authorizations, but are essential to identify risk factors, and to tailor treatment where it will be the most effective. The current rates and caps are prohibitive in providing the services that have proven to be the most effective, and in the long term are also cost effective in providing the care and supports for these individuals.

Summary of Local Area Issues:

- **Staff Recruitment and Retention** -- Issues that consistently affect our ability to provide quality services and supports revolve around staff recruitment, retention and training. Starpoint has a number of direct care employees who have been employed by the company for 10+ years. However, wages continue to be a factor in remaining competitive in attracting quality staff. Starpoint's entry level salary of \$8.49/hour makes it difficult for individuals to subsist. Starpoint pays 100% of a regular, full-time employee's health insurance premium, as well as a term-life insurance policy for employees and dependents and a short-term disability policy. There is a significant 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. The increase in funding does not keep pace with the rising cost of providing employees with quality health insurance. We continue to have a high turnover rate in DSP arena. As the unemployment rate drops, it becomes more difficult to fill job openings and places an increased

burden on the current employees. We have had one overnight awake position at a group home open for several months, with substitute staff filling in. Staff did not receive a salary increase in 2015, however, the company was able to give each staff a one-time \$300 payment in lieu of wage increase December 2015.

- **Maintenance of Facilities and Vehicles to Ensure Health and Safety** – As mentioned above, Starpoint continues to purchase new vehicles to replace unsafe, aging vans. More and more consumers are requiring handicap-accessible vehicles due to medical and aging issues.
- **Adapting to the Aging Population Served by Starpoint** – Being located in three rural counties has a significant impact on access to medical services for consumers served. More often than not, medical professionals are referring patients to specialists in Pueblo, Colorado Springs or even Denver. It can be a full day trip for one of the medical team members to take a consumer out of the counties served to travel to medical appointments. With the increase in this occurrence, there is a direct fiscal impact on Starpoint. Starpoint had three consumers pass away in 2015 in Fremont County alone. Their contribution and impact on our lives will never be forgotten.
- **Transportation Issues** -- In addition to the issue identified above for Starpoint, the same issues affect families who have young children. Parents of children with significant needs have to travel to Colorado Springs or Denver for services. Reduction in the Family Support Funding for low-income parents or those with multiple stressors will significantly impact families. The Golden Shuttle service is being used by several Starpoint consumers Monday-Friday (9:00am-4:00pm). It is a benefit to our community, and provides a much needed service. Weekends and evenings continue to be a concern for the consumers that can access community transportation with minimal support, and would like to do so on a routine basis. The cost of accessing local cab service is prohibitive for most consumers and community members.
- **Rural Costs** – Everything costs more in a rural community – food, rents, gas, etc. The prison industry and large retirement population in Fremont County drives up costs as there are some well-paid employees and retirees with assets and many families living on the edge.

STARPOINT'S ANNUAL COMMUNITY FORUM

Starpoint's annual forum was held Monday, May 2 in Canon City, with teleconference capabilities from the Salida area. Invitations were sent out to parents and family members, along with a "comment" form for those interested in sharing information. Additionally, the forum was advertised on Starpoint's website and the Chamber of Commerce's weekly e-blast that goes out to several hundred businesses. While there was no one in attendance at the forum, Starpoint will continue to encourage communication from families, guardians, consumers and the community to assist us in updating our plan.

Plan Availability:

As previously referenced, Starpoint's Plan is available at www.starpointco.com. Copies of the plan are also available at **no cost** to the public at the following locations:

**Starpoint
Admin Offices
700 S. 8th St.
Canon City, CO 81212
719-275-1616**

**Starpoint
Salida Center
203 E St.
Salida, CO 81201
719-539-2577**

**Denver Starpoint
11177 W. 8th Ave.
Lakewood, CO 80215
303-238-1600**





CHAFFEE COUNTY

Adult Services and Supports

Chaffee County provides services and supports to 54 adults, 26 in Comp, 28 in SLS. Ten individuals are receiving Host Home supports, seven 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, Coyote Cantina 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 32 full and 10 part time staff. Staff turnover has been on the rise during the past year and generally staff have left Starpoint employment for other community employment paying higher hourly wages.

The cost of living remains high in comparison to neighboring counties and affordable housing is very limited.

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.

The Salida and Buena Vista Communities continue to be very supportive of Starpoint inclusion efforts.





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. In addition to the group home residents, the Denver program serves 7 consumers in Host Home settings. People served in our host home settings need a variety of supports in the community.

Starpoint also provide day services to 7 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 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. In addition, The Denver Agency is focused on achieving a consumer driven model of services.



Development Opportunities dba Starpoint

For the Years Ended June 30, 2015 and 2014

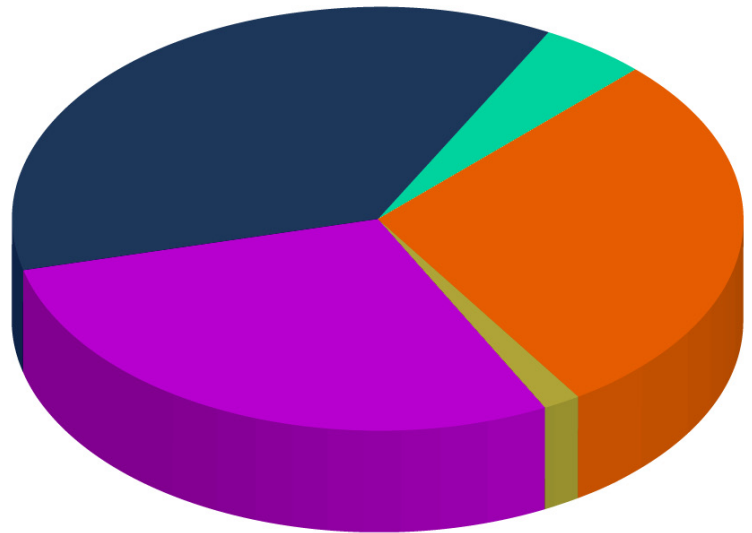
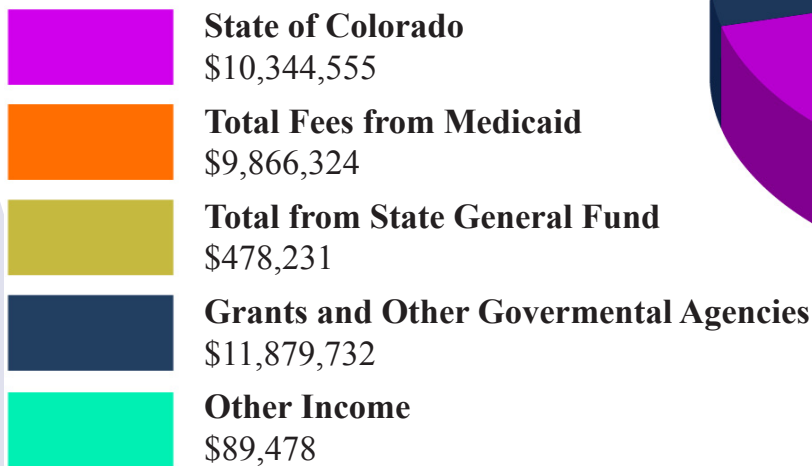
Statements of Financial Position

	2015	2014
Current Assets		
Total Current Assets	2,985,619	3,040,415
Property and Equipment	4,741,166	4,357,180
Total Assets	\$ 7,726,785	\$ 7,397,595
Current Liabilities		
Total Current Liabilities	567,828	482,020
Long-Term Liabilities		
Notes payable, net of current portion	-	-
Total Liabilities	567,828	482,020
Total Net Assets, unrestricted	7,158,957	6,915,575
Total Liabilities and Net Assets	\$ 7,726,785	\$ 7,397,595

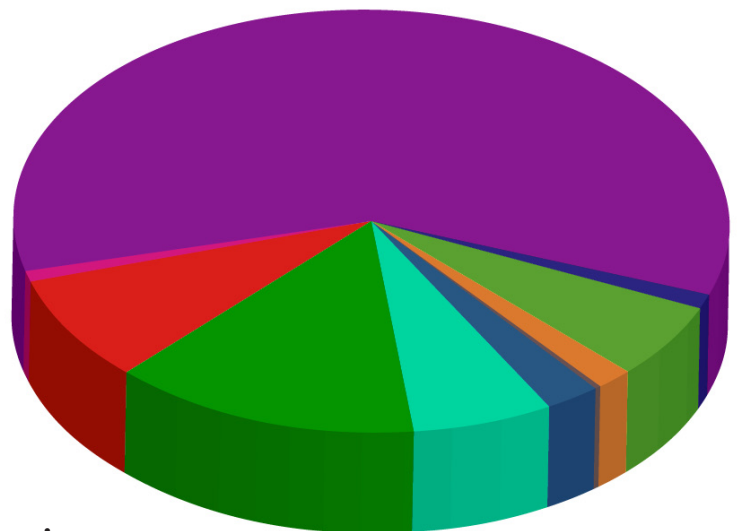
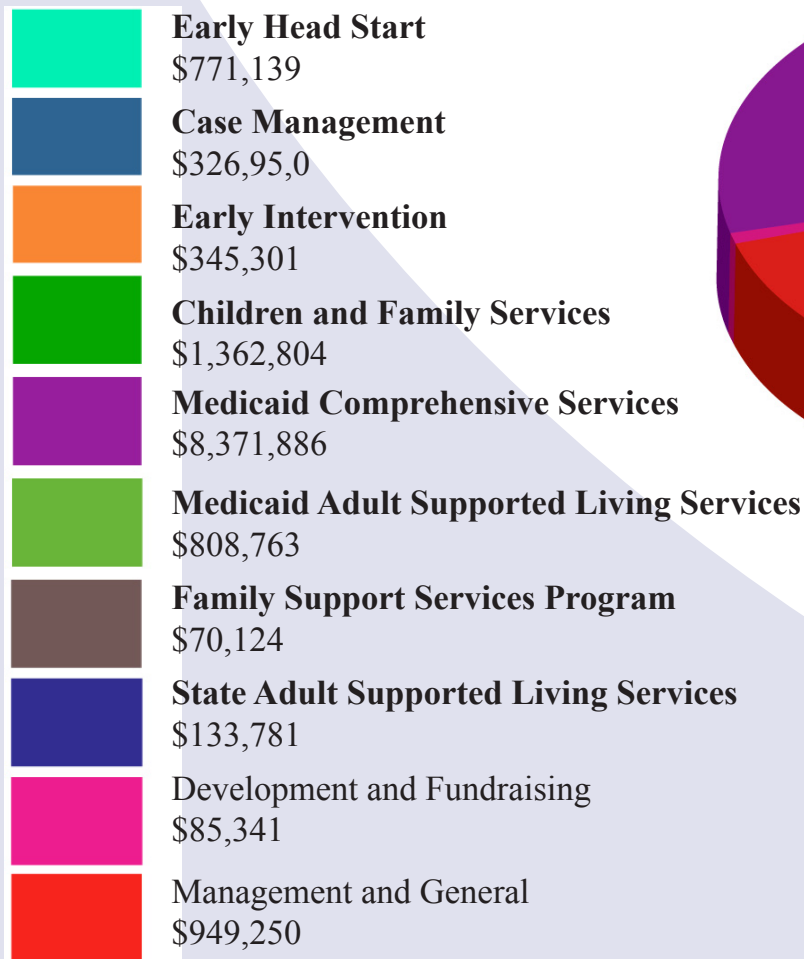
Statements of Activities

Support and Revenue		
State of Colorado	10,344,555	9,098,293
Total fees from State General Fund	478,231	430,950
Total Fees from Medicaid	9,866,324	8,667,293
Grants and Other Government Sources	1,535,177	2,065,399
Total Fees and Grants from Governmental Agencies	11,879,732	11,163,642
Other Income	89,478	1,374,968
Total Support and Revenue	\$ 13,442,721	\$ 12,538,610
Expenses		
Total program services	12,190,749	11,199,924
Total Expenses	13,195,339	12,261,135
Change in net assets	247,382	277,475

Support and Revenue



Expenses





In Memory

Virginia Kipp – Canon City – July 1, 2015

Larry Smith – Canon City – July 1, 2015

Terry King – Canon City – July 5, 2015

**Allen Silver – Canon City
September 28, 2015**

**Judy Riggs – Canon City staff
November 1, 2015**

**Cheryl Jenkins – Canon City
November 4, 2015**

**Jean Esquibel – Canon City staff
November 7, 2015**

**Aliyah Lynn Nichols (daughter of
Jamie Hendrickson)- Canon City Early
Intervention/Family Support Program
October 26, 2015**

**Raymond Hall (son of Brent Hall and
Katherine Pugh) Canon City Early
Intervention/Family Support Program
October 18, 2015**

Robbie Pittman – Salida – June 29, 2016

Molly Grether –Salida – June 30, 2016

Starpoint Locations

Adult Services, Case Management, Human Resources, Administration, and Foundation Offices

700 South 8th Street
Cañon City, CO 81212
(719) 275-1616
www.StarpointCO.com

Life Skills Center

29 County Road 143
Cañon City, CO 81212
(719) 276-1111

Fremont County Family Center

1339 Elm Avenue
Cañon City, CO 81212
(719) 275-1959
www.StarpointCO.com/familycenter.htm

SPIN Early Childhood Care Center

1339 Elm Avenue
Cañon City, CO 81212
(719) 275-0550
www.StarpointCO.com/spin

SPIN North

571 N. Diamond
Canon City, CO 81212
(719) 275-1950

Salida Adult Services

203 E Street
Salida, CO 81201
(719) 539-2577

Denver Adult Services

11177 West 8th Avenue
Suite 270
Lakewood, CO 80215
(303) 238-1600



Starpoint

www.facebook.com/pages/Starpoint/133483313392056



Childrens Services

www.facebook.com/pages/Starpoint-Childrens-Services/465258830201013



