



*Partnering with Individuals, Families & the Community*

*Enriching Lives . . . . Realizing Dreams*

# 2011

## ANNUAL REPORT

*“By the Numbers”*

## CEO Message



I wanted to use this time to acknowledge the upcoming retirement of a long-time friend, colleague, coworker, and champion of children in our communities.

At the end of February **2013**, Paulette Bolton will retire after **37** years working for what is now Starpoint. She came to Cañon City **six** months after I did and started working with children with developmental disabilities. Over the years she has been the driving force that has created a nationally-recognized network of exemplary Early Childhood services. The coordination and collaboration of children services in Fremont County have been studied by universities and have had longitudinal studies done to track the progress of children and the impact early intervention has had in their lives.

Paulette's dedication and untiring advocacy for the needs of children and families has led to the development of the SPIN Preschool, the Fremont County Family Center and the Early Head Start program in Fremont County, along with numerous other services and programs.

Paulette will be missed as a true professional, but mostly as a friend. Once she retires we wish her the best of the best.

*- Roger G. Jensen*  
CEO

## Management Staff

*Paulette Bolton* Managing Director

*Claudia Stevens* Human Resources Director

*Mary Dice* Chief Financial Officer

*Yvonne Bustos* Adult Services Director (Fremont)

*Marilyn Core* Adult Services Director (Fremont)

*Bonnie Stumph* Adult Services Director (Fremont)

*Bill Davis* Chaffee County Director

*Coleen Abeyta* Denver Director

*Ron Hinkle* Foundation Director

## Starpoint Board of Directors

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Brenda Heckel – Chaffee County  
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Janet Trujillo – Fremont County  
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Ron Hinkle – Staff  
Roger Jensen – Staff  
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## Heart & Soul Dedication

### *Paulette J. Bolton*



Paulette Bolton was born Paulette L. Massa on July **7, 1949** in Gary, Indiana. She attended **12** years of parochial school in and around the Gary area graduating from Andean High School in **1967**. She then enrolled at the Indiana University (IU) Northwest campus. After completing her first semester she transferred to IU's main campus located in Bloomington, Indiana. It was there she met her future husband, Steve Bolton. They met in a cave. Yes, that's right -- a cave! A mutual friend of theirs had organized a co-ed spelunking expedition that Paulette and Steve attended. Soon after that trip in February of **1968**, they started dating and have been together since that time. During many of her college summers, Paulette worked as a waitress in a restaurant in Valparaiso, Indiana where her parents moved to in law's pool, bicycling, reading,

**1969**. In addition to working, she enjoyed swimming at her sister and brother-in-law's pool, bicycling, reading, and occasionally even took college classes.

After exploring a number of different degree options, she decided Special Education studies would lead her to the career path she really wished to pursue. She subsequently received her BA degree in Special Education from Indiana University in **1971**. Paulette also holds a Master's degree in Early Childhood Development with an endorsement in Special Education. This degree was earned at CU/Denver in **1994**.

Soon after her IU college graduation, Paulette and Steve got married. They will celebrate their **41st** anniversary this year. They've been blessed with **two** wonderful children: Doug and Andy. Doug holds **two** degrees: **One** is in Philosophy which he earned from Fort Lewis College in Durango, Colorado. The other is a Nursing degree from Colorado Mesa University. He's currently working as an RN at St. Mary's Hospital in Grand Junction. Andy recently received his Philosophy BA degree also from Fort Lewis. He intends to pursue a graduate degree in Library Science and/or Social Work in the very near future.



Paulette has had a very unique work history. She has worked continuously at only **two** full time jobs in the last **41** years. She was a Special Education teacher in Chicago Heights, Illinois from **1971** until **1976**. Wanting to enjoy the wide open spaces of the wild west and far from the maddening Midwest crowds, they came to Colorado for a **6-week** summer vacation and in August of **1976**, she accepted employment at Starpoint's predecessor organization known as New Hope. Since that time, she has only worked (other than the Early Headstart Reviews she has done over the years) at Starpoint.

From an early age, Paulette wanted a career in which she could be of service to those who are in need. She feels extremely fortunate to have been afforded this opportunity during the many years she has spent in the special education and early childhood development fields. **One** of her fondest memories upon retirement will be that she had the opportunity to be part of a senior management team for a superior agency which really does make a difference in "enriching consumers' lives" and assisting them in "realizing their dreams".

From all of the children, consumers, families, staff and community lives you've touched throughout your long and distinguished career, we offer a simple, sincere and heartfelt - **THANK YOU!**

## The Starfish Story

Once a man was walking along a beach. The sun was shining and it was a beautiful day. Off in the distance he could see a person going back and forth between the surf's edge and the beach. Back and forth this person went. As the man approached he could see that there were **hundreds** of starfish stranded on the sand as the result of the natural action of the tide.

The man was struck by the apparent futility of the task. There were far too many starfish. Many of them were sure to perish. As he approached, the person continued the task of picking up starfish **one** by **one** and throwing them into the surf.

As he came up to the young man he said, "You must be crazy. There are **thousands** of miles of beach covered with starfish. You can't possibly make a difference." The young man looked at him. He then stooped down and picked up **one** more starfish and threw it back into the ocean. He turned back to the man and said, "It made a difference to that **one!**"

- Author Unknown

We salute our employees for the dedication and commitment they have shown for more than **35** years... each day our staff make a difference in the lives of the special people we support... enriching lives and helping realize dreams.

### Employees with **35+** years of service

Paulette L. Bolton  
Roger G. Jensen

### Employees with **25+** years of service

Betty Ackerman  
Yvonne Bustos  
Bill Davis  
Adam Martinez  
Judy Riggs

### Employees with **15+** years of service

Gina Camerlo  
Marilyn Core  
Tina Craft  
Jim Davis  
Kathe Kearney  
Linda Stone  
Mike Waddoups

### Employees with **20+** years of service

Jana Butler	Yvonne Stenzel
Terry Henderson	Claudia Stevens
Teri Hollmer	Bonnie Stumph
Donna Miller	Missy Tollis
Robyn Sanders	Patty Webb

### Employees with **10+** years of service

Brenda Aguirre	Zanoba Latimer
Velda Anderson	Phyllis Linderer
Steven Bloyd	Ursula Mbene
Janie Bundy	Vonnie McBeth
Marla Bunker	Jeff McNitt
Tom Evers	Cynthia Pyburn
Cynthia Fernandez	Carla Reeves
Mary Gentile	Melitta Rodriguez
Darlene Globoker	James Schneider
Holly Grossman	Beth Snyder
Justin Gutierrez	Judy Tanner
Ron Hays	Diane Trujillo
Leda LaCroix	Sherrie Walker

### Employees with **5+** years of service

Vicki Aiken	Patty Donaldson	Debra Kort	Mary Prins
Kerri Arellano	Anthony Eruwe	Robert Lopez	Victoria Ray
Brandi Atencio	Elizabeth Fadeyi	Katie Kent	Shelia Rocchio
Craig Barrett	Jeamie Faucheux	Shirlee McNitt	Cheryl Schumacher
Ed Belinski	Nicole Francis	Diana McPeek	Robin Sheets
Jody Berg	Dominic Garcia	Earl Mead	Mundi Smith
Donna Bley	Raquel Gillentine	Barbara Merlino	Susan Stark
Lori Bouchard	Misty Hinkle	Rita O'Rourke	Lisa Swindle
Maureen Chapman	Amy Hodges	Mary Olson	Sabine Urbanek
Rebecca Diekelman	Kathleen Kennedy	Sarah Ortiz	Jennie Watts
		Bobbi Pledger	
		Janet Posey	



## Donors

*Thank you!*

On behalf of our consumers, families, Boards of Directors, and staff, we would like to express our sincere and heartfelt thanks and appreciations to the people, companies and organizations in our communities and counties who support Starpoint and the Starpoint Foundation with financial gifts and in kind donations.

Abby Ruby	Cañon City Community Funding	Donald & Constance Ahrnsbrak	Hector Leyba	Katherine Robinson	Michael & Lindsay Wolking	Rocky Mountain Mini Golf
Action Lock Service	Cañon National Bank	Donald & Shirley Bendell	Henry Hasler	Kathy Kennedy	Micky Belinski	Roger & Sheila Jensen
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Alco Discount Store	Catherine Bustos	Dr. Christopher & Jennifer Harrigan	Ingrid Baldeon-Roth	Kimberly Valentine	Mountain Medical Center	Salida Elks #808
Amanda Graf	Centennial Insurance	Dr. Jacob Patterson	Ira McKeon	Knights of Columbus # 610	Mundi Smith	Salida Family Dentistry
Amanda Sharp	Chaffee County Law Enforcement	Dr. John and Kathy Kennedy	Jake Jacobson	Knights of Columbus # 2553	Nancy Dolan	Sarah Houston
Amy Espinoza	Chandra Kienzle	Drs. Eric & Linda Carlson	James Colwell	Knights of Columbus #7640	Nancy Trussell	Sarah Ley
Amy Pratt	Charles Westley	EASE Medical Supplies	James Smith	Kristen Lowrey	Nicholas Carochi	Scott & Alicia Vineyard
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Betty Farrington	Conrad Nelson	First Street Flooring	Jay & Marilyn Moore	Lea Haven Mobile Home Park	Paul & Madonna Kahrs	Steven Carter
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Buena Vista Autumn Color Run	Dick & Pauline Upton	Heather Conley	Julie Lee	Mary Snyder	Robert Thompson	Virginia Conway
Cañon Anesthesia Services			Karen Patrick	Maryvonne Maupri	Robin Sheets	Wendy Mathewson
			Karen Scafe	Merle Boulet		Yvonne Stenzel
			Kasandra Donley			Zanoba Latimer

# Fremont County Adult Supports & Services



LPN and **four** support team members.

## Comprehensive Residential 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 **71**.

## Comprehensive Supports

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,

## A Host Home

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.

- **26** consumers live in host home settings
- Starpoint contracts with **21** Host Home contractors in the Fremont County area

## Community PCA's

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

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 continues to reside in the attached apartment.

# Fremont County Adult Supports & Services

## *In-the-Family Home Residential Services*

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*

Starpoint's Comprehensive Day Services offer a variety of supports to **69** 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*

Starpoint's 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.

- **44** Consumers prefer to receive facility-based day services
- **19** support staff members are assigned to assist consumers in the facility-based services.





# Fremont County Adult Supports & Services

## Community-Based Services

Community-based services provide many opportunities for experiencing the community and its resources per consumer preference and needs.

- **27** individuals prefer to receive community-based day services (some also receive supported employment services)
- **24** 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, Fremont Center for the Arts, 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 maintained a DVR caseload with 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.

- **27** 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 the community gives individuals experience in job-related skills/behaviors. Individuals volunteered in **12** local agencies.

## Self-Management and Responsibility Training Program (SMART)

SMART day services is in its **12**<sup>th</sup> 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 and 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



# Fremont County Adult Supports & Services

## *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.

- **49** SLS participants: **28** live with their families, **14** live in the community on their own and **7** in nursing homes
- **34** in Medicaid-SLS and **15** 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
- **24** 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



## Chaffee County Adult Supports & Services

Chaffee County provides services and supports to **49** adults, **24** in Comp, **25** 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, McDonald's, 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.



## Denver Metro Adult Supports & 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 **7** 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** full-time 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.



## Part C & Early Intervention

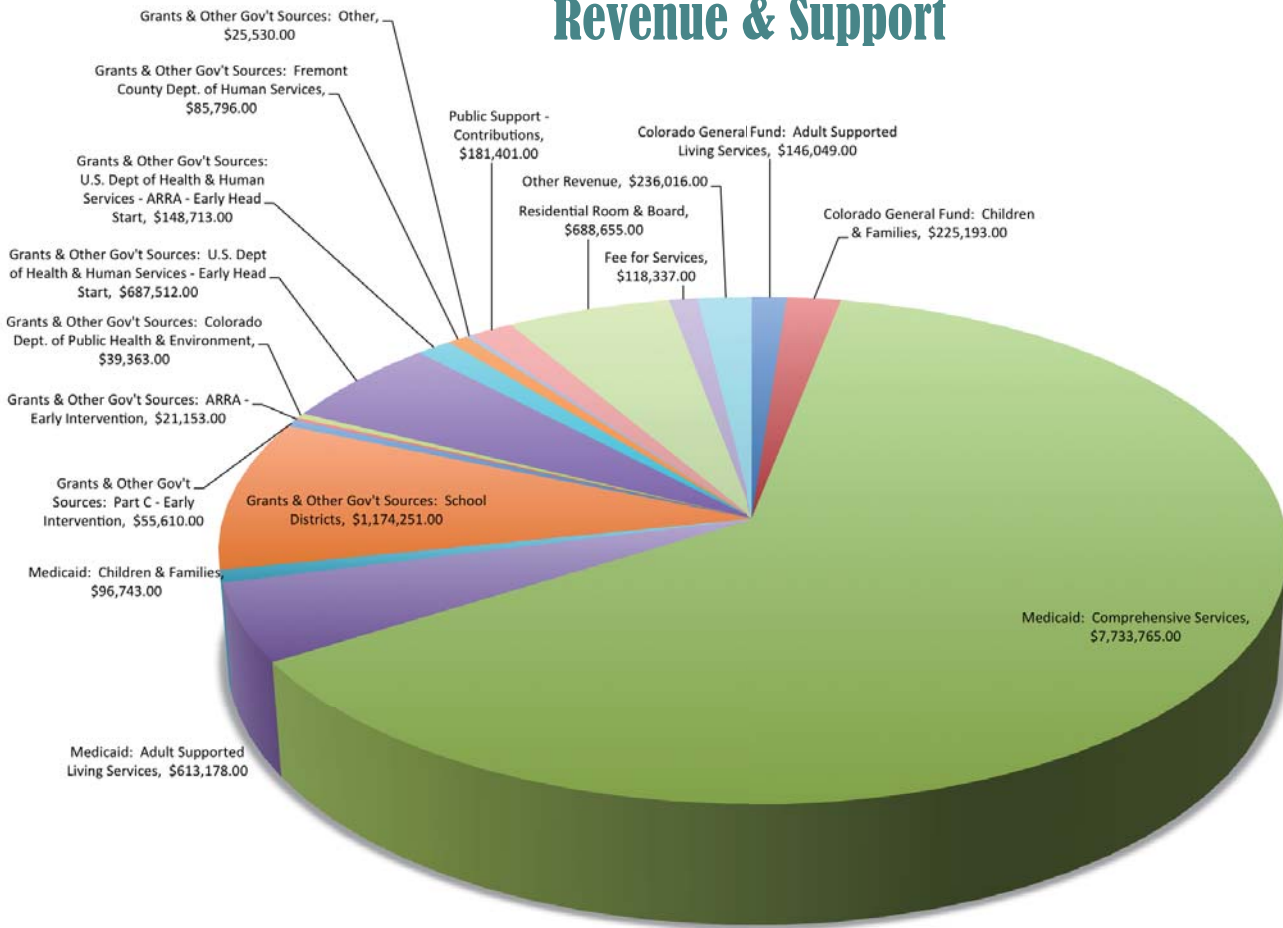
Part C continued to serve over the amount set by the state and well over the amount we get funding for. We serve an average of between **40-50** individuals enrolled in the Family Support Services Program. We have **two** full time service coordinators who serve families living in **three** different counties. The service coordinators also serve as resource coordinators for children enrolled in Family Support.

We continue to implement the transdisciplinary primary service provider model for children enrolled in early intervention. We currently identify and serve all eligible children. Although we serve will over the amount of children set by the state, we do not currently maintain a waiting list.

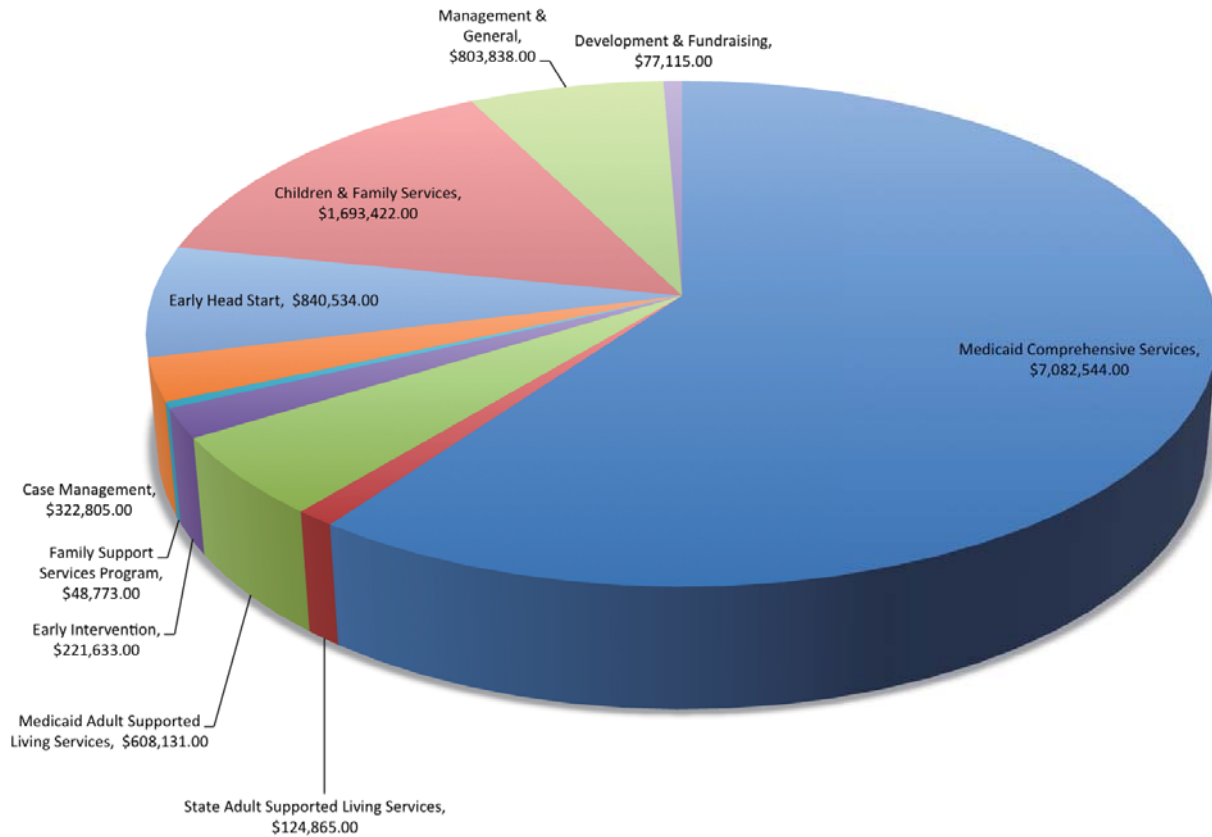
## Case Management

- 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

# Revenue & Support



# Expenses





# Developmental Opportunities d.b.a. Starpoint

## STATEMENT OF CASH FLOWS

For the year ended June 30, 2010

<u>ASSETS</u>	<u>LIABILITIES AND NET ASSETS</u>
<b>Current assets</b>	<b>Current liabilities</b>
Cash and cash equivalents (Note 11)..... \$ 3,323,344	Accounts payable and accrued expenses..... \$ 958,312
Accounts receivable	Deferred revenue (Note 5)..... 10,132
Fees and grants due from governmental agencies (Notes 3 and 6)..... 847,599	Current portion of notes payable (Note 7)..... 206,732
Other accounts receivable..... 48,903	Total current liabilities..... 1,175,176
Prepaid expenses and other..... 62,682	<b>Long-term liabilities</b>
Total current assets..... 4,282,528	Notes payable, net of current portion (Note 7)..... 1,498,251
Property and equipment, net (Notes 4 and 7)..... 4,281,941	Total liabilities..... 2,673,427
<b>Total assets..... \$ 8,564,469</b>	<b>Net assets, unrestricted</b>
	Undesignated..... 3,314,084
	Net investment in property and equipment..... 2,576,958
	Total net assets, unrestricted..... 5,891,042
	<b>Total liabilities and net assets..... \$ 8,564,469</b>

# Developmental Opportunities d.b.a. Starpoint

## BALANCE SHEET

June 30, 2010

**Increase (Decrease) in Cash and Cash Equivalents**

<b>Cash flows from operating activities:</b>	
Cash received from governmental agencies and others.....	\$ 12,321,120
Cash paid to suppliers and employees.....	(11,508,367)
Interest received.....	19,623
Interest paid.....	(81,772)
Net cash provided by operating activities.....	750,604
<b>Cash flows from investing activities:</b>	
Purchase of property and equipment.....	(161,255)
Proceeds from sale of property and equipment.....	2,564
Net cash used by investing activities.....	(158,691)
<b>Cash flows from financing activities:</b>	
Payments made on notes payable.....	(308,941)
Net cash used by financing activities.....	(308,941)
<b>Net increase in cash and cash equivalents.....</b>	<b>282,972</b>
Cash and cash equivalents, beginning of year.....	3,040,372
Cash and cash equivalents, end of year.....	\$ 3,323,344
<b>Reconciliation of change in net assets to net cash used</b>	
<b>by operating activities:</b>	
Change in net assets.....	\$ 453,605
<b>Adjustments to reconcile:</b>	
Depreciation.....	252,033
Gain on sale of property and equipment.....	(2,564)
Decrease (increase) in	
Accounts receivable.....	65,025
Prepaid expenses and other.....	9,488
Increase (decrease) in	
Accounts payable and accrued expenses.....	(28,000)
Deferred revenue.....	1,017
Total adjustments.....	296,999
<b>Net cash provided by operating activities.....</b>	<b>\$ 750,604</b>



# Developmental Opportunities d.b.a. Starpoint

## STATEMENT OF ACTIVITIES

For the year ended June 30, 2010

Support and revenue	
Fees and grants from governmental agencies	
Fees for services	
State of Colorado	
State General Fund	
Adult supported living services.....	\$ 146,049
Children and families.....	225,193
Total fees from State General Fund.....	<u>371,242</u>
Medicaid	
Comprehensive services.....	7,733,765
Adult supported living services.....	613,178
Children and families.....	96,743
Total fees from Medicaid.....	<u>8,443,686</u>
Grants and other government sources	
School districts.....	1,174,251
Part C - Early intervention.....	55,610
ARRA - Early intervention.....	21,153
Colorado Department of Public Health and Environment.....	39,363
U.S. Department of Health and Human Services	
Early Head Start.....	687,512
ARRA - Early Head Start.....	148,713
Fremont County Department of Human Services.....	85,796
Other.....	25,530
Total grants and other government sources.....	<u>2,237,928</u>
Total fees and grants from governmental agencies.....	11,052,856
Public support - contributions.....	181,401
Residential room and board.....	688,655
Fee for service.....	118,337
Other revenue.....	<u>236,016</u>
Total support and revenue.....	<u>12,277,265</u>
Expenses	
Program services	
Medicaid comprehensive services.....	\$ 7,082,544
State adult supported living services.....	124,865
Medicaid adult supported living services.....	608,131
Early intervention.....	221,633
Family support services program.....	48,773
Case management.....	322,805
Early Head Start.....	840,534
Children and family services.....	1,693,422
Total program services.....	<u>10,942,707</u>
Supporting services	
Management and general.....	803,838
Development and fundraising.....	77,115
Total supporting services.....	<u>880,953</u>
Total expenses.....	<u>11,823,660</u>
<b>Change in unrestricted net assets.....</b>	<b>453,605</b>
Net assets, beginning of year .....	<u>5,437,437</u>
Net assets, end of year.....	<b><u>\$ 5,891,042</u></b>

# Fremont County Early Head Start Annual Report to the Public

For Program Year September **1, 2010** through August **31, 2011** (September **29, 2011** for Expansion)

Base Funding **\$645,417**

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

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

Early Head Start Expansion **\$97,553**

Training/Technical Assistance Funds **\$15,000**

In Kind/Non Federal Share **\$28,138**

All **2010-2011** program funds were expended. In Kind match requirements were met. Early Head Start continued expanded services and provided home visits to **10** additional children with ARRA Expansion funds. Staff were given COLA raises. The program provided training for staff and parents to further enhance children's readiness for school.

## *Enrollment:*

The EHS program was funded to serve **65** children in **2010-2011** with base funding, **55** in home-based services, and **10** in center-based services at the SPIN Early Childhood Center. The program continued serving **10** additional children in home-based services through Expansion funding. 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 **2010-2011**, actual program enrollment consisted of a total of **133** individuals, **119** children and **14** pregnant women. The number of pregnant women reflected a **27%** increase from the previous year. Of total enrollees, **80** were income eligible (with incomes below **100%** of the federal poverty line), **6** children were enrolled due to status as a foster child, **19** children were enrolled based on receipt of public assistance, **13** were enrolled due to a status as homeless and only **13** were over income during the year. No more than **10%** of current enrollment can be for children who are over income.

Of note, **39** children were enrolled in EHS for **three** or more years and **23** 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. **Twelve** children received a child care subsidy and attended center-based services at SPIN Early Childhood Center.

## *Medical Status:*

All of the children served (**119**) had an ongoing source of continuous, accessible health care and had health insurance. Over **90%** of enrolled children were up to date on a schedule of age appropriate preventive and primary health care according to the EPSDT schedule for well child care. **97%** of children were current for their age on immunizations or were determined to have received all immunizations possible. **100%** of children with special health care needs received medical treatment and **22** children were determined to have a disability before or after enrollment and had an Individualized Family Services Plan (IFSP) developed. Also **100%** of the children were up to date on a schedule of appropriate preventive and primary oral health care according to the state's EPSDT schedule. Additionally **29** children were served by consultant mental health professionals since the **2010** reporting period.

## *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 have access to other activities through the Fremont County Family Center including playgroups and periodic Family Events. **One hundred and one** families received Early Head Start services and **100%** of them received a variety of family services such as emergency/crisis intervention, housing assistance health education, and other needed services.



# Fremont County Early Head Start Annual Report to the Public

## *Triennial Review:*

In August **2009**, 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. Additionally, it was noted that the program “implemented new and innovated practices that had a positive impact and provided improved service quality in the areas of staff training, health services, and curriculum.” Specific strengths were noted about the Trainer of Trainers model used by the program which maintains high-quality standards at either low or no cost to the program; the use of the Denver Child Health Passport program to track well child checkups and immunizations; and the Circle of Security program to positively impact parent child attachment and relationships. The next Triennial Review is due in **2012**.

## *Financial Audit:*

Starpoint’s audit for the period of July **1, 2010** through June **30, 2011** was completed and reported to the Board of Directors of Starpoint on December **14, 2011**. The schedule of expenditures of federal funds was presented for purposes of additional analysis as required by U.S. Office of Management and Budget Circular A-**133**, Audits of States, Local Governments, and Non-Profit Organizations. The report to the Starpoint Board of Directors regarding compliance with requirements which could have a direct and material effect on each major program and on internal control compliance for receipt of Federal Funds, indicated that Starpoint complied, in all material respects, with the requirements referred to in OMB Circular A-**133** Compliance Supplement that could have a direct and material effect on its major federal program for the year ended June **30, 2011**.



## **In Memory of Starpoint friends who passed away**

*Patrick Thompson - Denver - November 23, 2010*

*Sammy Bartley - Fremont County - February 11, 2011*

*Linda Giometti - Fremont County - March 14, 2011*

# Annual Plan

## 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 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.

## Major Accomplishments in the Past Year:

- **Implementation of a Successful *Three* Year Fiscal Plan (Year 3)** - 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 surplus in the **2010-2011** 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. As our **three**-year plan is in its third year with **three** months left in the fiscal year, we are still analyzing data.

- **Early Intervention Colorado/Part C Program Performance Profile** – Starpoint is proud of its Indicator Data based on the period **7/1/10** through **6/30/11** 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 **2009-2010**. When DDD 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; preschool special education services for **two** local schools districts (since **1986**); an Early Head Start program 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.

- In **2009-2010**, Starpoint was awarded an Expansion grant for Early Head Start to serve additional children and has maintained the funding in **2011-2012** and received a Notice of Intent to Fund for **2012-2013**. We continue to seriously look at getting into additional business lines including those which would serve adults, to further enhance our fiscal position.



# Annual Plan

**Community Partnerships** – Starpoint has a history of well over **30** 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. In **2009-2010**, partnerships with the schools were revisited to include closer collaboration with the schools to assist young adults nearing graduation to transition into adult life. As a result of meetings which were held with LEAs and the School Districts to stress the importance of age **14** referral for the DD waiting list in **2011-2012**, **eight** 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.

- **Human Rights Committee** – Starpoint sent out letters to community professionals requesting additional volunteers for our HRC. These professionals networked with other agencies resulting in **three** new community professionals enhancing the HRC as volunteers, including **one** from the local hospital and **two** from home health agencies.
- Partnerships with DVR have resulted in referral volume being increased to **10-15** individuals being served.
- The partnership with the local Mental Health Center continues to be strengthened with a monthly meeting at Starpoint between therapists and Starpoint staff to better serve dually diagnosed and jointly served individuals. These meetings have become increasingly important with the recent retirement of a long-time psychiatrist at the Center and the recent hiring of **two** new psychiatrists who are unfamiliar with our population of individuals.
- Starpoint's Early Intervention Colorado Program has maintained location at "The ACCESS Center" and is co-located with the ECHO Early Childhood Council staff and Starpoint's Preschool Special Education Staff. This site is owned by the Cañon City Schools and provides access to families for staffing meetings, developmental screening, evaluation and other services focusing on the under school age population.
- **Case Management** – After the loss of Home Care Allowance funding for families, Starpoint worked closely with families and outside community resources to amend plans to meet the needs of the individuals and their families. This resulted in **6** out of **7** identified families choosing Supported Living Services over the Home Care Allowance in order to maintain their services in the community. Case Management has also coordinated **three (3)** transfers from other counties for individuals with sexually concerning behaviors or extreme self injurious behaviors. These individuals are all doing well after their moves to Fremont County.
- **Continued Operations at the Life Skills Center** – Starpoint moved its Supported Employment, Life Enrichment, Life Skills and its SMART Program (Self-Management and Responsibility Training program for individuals with offending issues or who are adjudicated) to a Center called the Life Skills Center in **2009-2010**. The Center remains a viable space for those services and includes a large Kitchen classroom for Life Skills classes and additional space for the SMART group. This year another component was added to the Life Skills Center, which is life enrichment activity class. Woodworking, sewing, and rudimentary mechanics (using hand tools) are a few of the hands-on activities that are offered. Gym equipment was donated by community members are also available for consumers to use. The equipment includes treadmills, stationary bicycles, weight lifting equipment, and exercise videos.
- **Recruitment of an SOMB Approved Therapist** – After **11** years of providing services to the SMART group, Starpoint is contracting with a new therapist who provides group and individual counseling on a weekly basis. The therapist provided a **six**-hour training to residential and day habilitation staff and is very interactive with staff and consumers. His availability, knowledge and style have been a tremendous asset to the program and the consumers served. Other therapists previously used had limited availability and none provided individual counseling which the participants needed. His monthly written reports and involvement has improved the communication and collaboration between mental health professionals, probation officers, and family members.
- **Facilities Upgrades** – The upgrading of facilities has a major impact on the health and safety of individuals who receive services and on staff morale. Holcin, a national corporation which manufactures concrete in Fremont County, selected Washington House to be the recipient of major remodeling funding and volunteer labor. This resource will allow each consumer living in the home to have their own bedroom, and improve the egress for consumers with physical challenges.
- **Tailoring Services for Individuals with Significant Needs** -- Starpoint has continued to provide services for individuals who present on-going challenges to be successful in maintaining the lifestyle of their choice – be they individuals with offending behaviors or other significant needs. Starpoint has prevented the institutionalization of many individuals who would otherwise be incarcerated or placed in a more restrictive non-community based setting and has successfully transferred **three** individuals from other communities as referenced above in Case Management. Starpoint also purchased and is in the process of licensing another group home facility (North Star) to serve the many individuals with sexually concerning behaviors who are referred or identified as needing SOMB services.



# Annual Plan

## Summary of the Needs Determination & 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.

*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.

*Action:* Coordinate closely with DVR to understand the needs of the individuals so that the placement can be successful. Continue to contract with DVR to provide some the job placement and coaching, which has been a successful strategy.

- **Health and Behavior** – Continue to provide and tailor services for individuals who present on-going challenges to being successful in maintaining the lifestyle of their choice. Many of the consumers served by Starpoint who were deinstitutionalized in **1982-1986** as well as others are aging and experiencing increasing health issues requiring adaptations to services.

*Action:* Starpoint is considering opening a new group home to serve a number of individuals who are experiencing behavioral issues or offending issues which makes them difficult to place into Host Homes and who cannot be served in a PCA-type setting due to the need for **24/7** awake care. Starpoint also added and will maintain an additional medical team member to support consumers with increasing medical needs.

- **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:* Staff have been using a “shared drive” on the agency’s network to foster use of standard forms and processes. A meeting was held between Cañon and Salida program staff to discuss shared processes. Work will continue in **2012-2013**. Continue to communicate with community partners about “Who Are You Going to Call”. Continue to meet as management staff at the monthly “Directors” meetings and re-institute quarterly meetings with other staff.



# Annual Plan

## Summary of Systems Issues:

- *Colorado Department of Health Licensing* – In August of **2011**, Starpoint purchased a home in north Cañon City to serve our expanding specialized population and have since been struggling with meeting licensure requirements for a **6**-bed group home. After extensive renovation based on licensing rules and regulations and beginning in November of **2011** we have diligently communicated with the Colorado Department of Public Health and Environment, submitting all required documentation in order to fulfill all specifications required and still have not met their extremely rigid requirements to become licensed; **5** months later. We have met with difficulties with communication, frustration with receiving responses after repeated attempts by our agency. Finally, CDH conducted an unannounced on-site visit with no administrative staff on-site to order work to be done to correct deficiencies noted by the licensing inspector while on-site, which were not found in licensing rules or regulations. This unannounced visit resulted in prolonging the process yet again. Had a supervisor been notified, meetings could have been arranged to occur with the sprinkler contractors, the fire alarm company, electricians, et al to expedite work so that the home's occupancy could be facilitated.
- *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 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. 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.
- The rate decrease for behavioral services will 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. Staff is remaining in their jobs longer due to economy and the continuing efforts to improve the job culture have had a positive effect. However, wages continue to be a factor in remaining competitive in attracting quality staff. 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.
- *Maintenance of Facilities and Vehicles to Ensure Health and Safety* – Self-evident but has a fiscal impact.
- *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.
- *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.
- *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.

*www.StarpointCo.com*

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

700 S. 8th St.  
Cañon City, CO 81212  
(719) 275-1616

**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

**SPIN Early Childhood Care Center**

1333 Elm Ave. Cañon City, CO 81212  
(719) 275-0550



**SPIN – Penrose**

0100 Illinois Ave. Penrose, CO 81240  
(719) 371-2331

**Salida Adult Services**

203 E Street Salida, CO 81201  
(719) 539-7725

**Denver Adult Services**

11177 W. 8th Ave., Ste 270 Lakewood, CO 80215  
(303) 238-1600