Since 1972, Foothills Gateway has improved the lives of thousands of people with cognitive disabilities and their families in Northern Colorado by helping to conquer challenges and achieve their maximum potential. Foothills Gateway strives to empower every ability and highlight the achievements of the human spirit of all ages.
During the past year Foothills Gateway (FGI) has continued to be well served by its compassionate and dedicated employees and an engaged board. FGI successfully completed another year of providing Cross System Crisis Response Pilot services; began working with agencies in Larimer County on the No Wrong Door Pilot, successfully completed a Social Security Administration audit for those we serve as Representative Payee; continued as champions of Person Centered Thinking in Colorado; and helped PASAs manage the transition to the new Medicaid billing system. FGI is also continuing to manage and address the legislative requirements and timelines of transitioning to Conflict Free Case Management.

In early 2017, the board approved a 3% increase in pay for most employees and another $.90/hour increase for non-exempt staff in recognition of employees outstanding work and an effort to remain competitive. FGI completed another employee morale assessment through Ascend – Colorado State University during the year to gauge employee satisfaction with working at FGI. We continue to see improvement!

Diana Foland, Chief Administrative Officer, informed the board in 2017 that she intended to retire in January 2018. The Board posted the pending job opening within the organization and upon review of applicants awarded the position to Debbie Klein, the agency’s former Human Resources Director.

On behalf of the entire board and staff at FGI, I want to recognize two board members retiring from the Board after many years of service. Doris (“Punkie”) Whitley, who has served on your board for 12 years, and Jim Disney, who has served for 17 years. Both Punkie and Jim have been very engaged board members during their tenures! Jim also served as a past president of the board. Additionally, I want to recognize Gregg Seebohm, a past president of the board who retired from the board last summer to pursue volunteer service on a Senior Advisory board in Northern Colorado. All three of these individuals have made great contributions to the success of FGI over the years.

FGI acquired a new board member in 2017 - Mark Lapides. Mark is a banker with Wells Fargo Bank. We look forward to his contributions in service to FGI and we are actively pursuing additional new board members to help direct FGI as we head into the future.

While I intend to remain on the board, this will be my last meeting serving as the board president. A new slate of officers has been voted in by the board and will be announced in the Annual Meeting.

Thank you to all our stakeholders, staff, Board Members for all you do every day in the lives of those we serve!

The Operating Board of Directors is comprised of 12 volunteer members who set the vision, mission, goals and policy and approve the budget for the overall operations of the agency. Each member of this Board not only attends monthly Board Meetings but also serves on at least one Committee of the Board to work on specific agency related issues.

Board members can be contacted as a group using this email address: fgbboard@foothillsgateway.org. Individual email addresses for Board Members are listed on the Foothills Gateway website.
VISION
Foothills Gateway, Inc. believes in a life of opportunity, of choice, and of dignity for every individual, regardless of age or ability

MISSION
The Mission of Foothills Gateway, Inc. is to advocate for and empower individuals with disabilities to lead lives of their choice.

PRINCIPLES
◊ We value a person’s hopes, dreams, and desires and will work to make them happen
◊ We value the support and engagement of families
◊ We value internal and external relationships built upon trust, respect, and honesty
◊ We value accountability to the public, families, people we support, and regulatory agencies
◊ We value excellence in all aspects of service

FOOTHILLS GATEWAY ADMINISTRATION
Debbie Lapp, Chief Operating Officer - Case Management (970) 266-5315 debbiel@foothillsgateway.org
Erin Eulenfeld, Chief Operating Officer - Services (970) 266-5347 erine@foothillsgateway.org
Debbie Klein, Chief Administrative Officer (970) 266-5316 debbiek@foothillsgateway.org

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In July 2017, the IDD Cross System Crisis Response (CSCR) Pilot entered its third year. The CSCR Pilot is overseen by Rocky Mountain Health Plans (RMHP) and the State of Colorado/Health Care Policy and Financing (HCPF). CSCR Pilot partners, Foothills Gateway and SummitStone Health Partners in Larimer County and Strive, Community Options, Mountain Valley, and MindSpring on the Western Slope, along with pilot leadership (RMHP and HCPF) modified the service delivery model for the third year to create a more unified approach between the pilot operations and the services that are being provided in each region.

Starting in October 2017, CSCR Pilot services encompassed two primary focuses:

1) After-hours and overnight mobile and/or phone crisis support to SummitStone Health Partners’ Community Crisis Center and/or Emergency Rooms; and
2) Foothills Gateway partnered with Strive (Mesa County’s Community Centered Board) and The Center for START Services at the University of New Hampshire to provide START (Systemic, Therapeutic, Assessment, Resources and Treatment) Coordination Services (enhanced evaluation, care management and specialized, wrap-around services) to individuals with IDD and co-occurring diagnoses with the goal of reducing the frequency, intensity and duration of crisis events.

While all CSCR participants receive enhanced care coordination and follow up, START Coordination services are provided to individuals who need higher levels of support. The START Coordination model maintains natural home environments for participants while developing comprehensive plans that support the person with IDD and families/care providers, as well as outlining new possibilities for each participant, goal setting, resource development, and effective services. By December 2017, eleven individuals with IDD/co-occurring diagnoses and their families/care providers had chosen to participate in START Coordination with Foothills Gateway.

Progress for Providers

After five years of continuing efforts to become a person centered organization, Foothills Gateway began the process of measuring our person centered successes by working through the Progress for Providers assessment. Progress for Providers was created by Helen Sanderson in the UK as a way of evaluating an organization’s current person centered practices and scoring them with a rating scale.

The assessment looks at all facets of an organization’s practices including employee evaluation, knowledge of people served and working towards outcomes, using PCT within teams and ensuring that staff know what is expected. Not only does the assessment measure the success of current practices, but it also allows Foothills Gateway to set strategic actions to help the organization improve in each of the areas. Foothills Gateway person centered coaches and leaders spent a full day planning next steps with Julie Mallette, HSA North America, in September 2017. During this time, employees from each Division within Foothills Gateway shared success stories with the rest of the agency and the Board of Directors and other leaders planned next steps in moving toward higher performance in each of the organizational areas covered by Progress for Providers assessment. Foothills Gateway will continue to use Progress for Providers as a valuable tool to remain on course in our efforts to become a person centered organization at all levels.
When George and Ruth Culver bought their first restaurant in 1961, they brought with them the family values they cherished prior to entering the food services industry. As a farmer, George worked long days inspecting and grading dairy farms for the Wisconsin Dairies Cooperative while his wife, Ruth, stayed home and raised their three children. To this day, hospitality and hard work are values that define the culture at Culver’s Restaurant in Fort Collins. Walk into any one of the chain’s nearly 650 locations and you will immediately notice a bustling staff who are never too busy to stop and greet you with a smile.

The Culver’s story is very similar to that of Diane Lee. Diane grew up on a farm just outside of Bismarck, North Dakota with two brothers and four sisters, learning the value of hard work from a very early age. In 2006, she found her way to Colorado and in 2013 was finally paired with her job coach, Carol Aschenbrenner. “When I first met Diane, I knew she needed a job that was going to challenge her and keep her busy,” said Carol. As soon as Carol set foot inside Culver’s nearly four and a half years ago, she knew it was going to be the ideal environment for Diane. The busy atmosphere, coupled with the personal touch that is unique in today’s world of endless fast food chains, meshed perfectly with Diane’s work ethic and ear-to-ear smile.

“Great people have always been the key ingredient to our success.”

Owner Jason Stentz said it perfectly when he stated, “Diane has been great. She really takes pride in her work and loves to engage with our guests.” General Manager Danny Hobbs provided further evidence of her work ethic when he shared the story of one day walking out of the kitchen area to find Diane vacuuming and cleaning tables…at the same time!

In addition to working hard, Diane never forgets to take time to stop and talk to guests. Those that frequent Culver’s know Diane by name and her warm smile can light up the entire dining room. When asked what she likes most about her job, she stated, “I like the work.” Then, after a short pause and a shy smile, she added “And I really like the people.”

While her supervisors say Diane has been a great addition to the Culver’s team, the job has been just as good for Diane. Since starting at Culver’s in September 2013, Diane has exhibited major changes that have been evident to both Jason and Carol. Jason has noticed that she has become much more focused on her tasks and comfortable around guests while Carol has seen a more confident person emerge after gaining personal and financial freedom through her work.

On the Culver’s website it says, “Great people have always been the key ingredient to our success.” Thanks to Diane’s loyalty and hard work, it is safe to say that the Culver’s located right here in Fort Collins is going to be successful for years to come.
Most of us have probably heard of things like physical therapy, behavioral therapy, speech therapy, massage therapy, and perhaps even music therapy. But have you ever heard of hippotherapy? I sure hadn’t until I met Zander. Zander is one of our Individuals whose story was highlighted through a video shown at this year’s Game Show Spectacular. If you’ve seen the video, you probably remember watching Zander ride horses at Hearts and Horses in Loveland. If so, you’ve seen hippotherapy in action.

But what exactly is hippotherapy and what does it accomplish? According to the American Hippotherapy Association, hippotherapy, “...refers to how occupational therapy, physical therapy, and speech-language pathology professionals use evidence-based practice and clinical reasoning in the purposeful manipulation of equine movement to engage sensory, neuromotor, and cognitive systems to achieve functional outcomes.” For example, at Hearts and Horses, Zander works on things like improving his balance, and strengthening his mind by riding horses.

Our very own, Jessica Wynne (Retirement) has experience working with Epona therapy, which she describes as “a branch of hippotherapy.” Back in New York, she worked for Old Stone Farm where she assisted in providing Epona therapy to individuals with IDD. Jessica noted that Epona therapy emphasizes movement as well as sensory stimulation. She also explained the awareness aspect of Epona therapy, “During sessions, the rider is taken on a meditative journey as a leader guides them through the process to a place they want to go. For example, the beach.”

While the term “hippotherapy” is used in the United States, the term “hippotherapist” is not. Instead, individuals who perform hippotherapy are recognized by their professional license such as: OT, PT, or SLP. If you haven’t had the opportunity to see Zander’s story yet, be sure to check it out! You can find it on Foothills Gateway’s official Facebook and YouTube accounts.
Foothills Gateway is very fortunate to have the support and assistance from a wide group of our community members and businesses in helping us to meet our mission of supporting the people we serve. This support comes through numerous gifts of people’s time, talent and treasure. Donations to support people with developmental disabilities enable Foothills Gateway to provide much needed items or additional supports not funded through our state and federal funding.

Whether these funds are used to provide special adaptive equipment or provide families with additional respite opportunities and funding, these gifts are what make a difference between services in Larimer County and other areas throughout the country. In 2017, donors gave over $420,000 cash, services and items to support Foothills Gateway’s programs, people receiving services, and facilities.

Foothills Gateway is also fortunate to have great help throughout the year from various volunteers and volunteer groups, including the many wonderful volunteers in the Foothills Service League who host several fundraising events throughout the year on our behalf and other dedicated volunteers who provide friendship and companionship to individuals in our programs. We also have 20 volunteer members of both the Foothills Gateway Operating and Foundation Boards, who dedicate numerous hours each year to the agency and provide a wealth of encouragement, information and direction to the agency as a whole.

There are currently 30 volunteers, independent and through Colorado State University, who work with individuals and staff in a direct support environment on a weekly or monthly basis. In 2017 these volunteers donated over 3,500 hours of their time. Not to mention the multitude of volunteers who provide event support for each organizing entity.

On behalf of everyone at Foothills Gateway, we want to sincerely thank all of these individuals, groups and businesses!

TO MAKE A CONTRIBUTION
To learn more about making a donation to Foothills Gateway, Inc. visit www.FoothillsGateway.org and click on How To Help > To Contribute.
## STATEMENT OF FINANCIAL POSITION

<table>
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<td><strong>Assets</strong></td>
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<td><strong>Liabilities and Net Assets</strong></td>
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<td><strong>Total Net Assets</strong></td>
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### Revenues 2017

- **60%** - Medicaid
- **15%** - State
- **2%** - Part C
- **2%** - Vocational
- **16%** - Larimer County
- **4%** - Other
- **1%** - Public Support

Find the complete financial statements and other reports at: www.FoothillsGateway.org>Reports and Newsletters
FGI BY THE NUMBERS*

Number of children enrolled in Early Intervention services: 837

8.6% Foothills Gateway's percentage of expenses that are directed to administration and general purposes

# of people waiting for services at the end of December 2017 without any services other than Intake Case Management: 445

Overall satisfaction rating among people receiving services through Foothills Gateway (Calculated from percent of positive of responses): 93%

Number of adults/children/families that Case Management services and supports were provided to: 2644

Number of people enrolled into services and removed from the waiting lists: 130

Number of individuals Foothills Gateway provided Family Support Services: 223

Foothills Gateway's support and revenues: $21.7 million

*All numbers below are fiscal year 2016-2017 except where indicted
FUNDRAISING EVENTS
Foothills Gateway hosts numerous fundraising events throughout the year. For a list of scheduled events, visit: www.FoothillsGateway.org/About Us/Events

DONATIONS
To learn more about making a donation to Foothills Gateway, you can visit: www.FoothillsGateway.org/How to Help/To Contribute