

# Foothills Gateway

## 2018 Annual Report

Since 1972  
Foothills Gateway has  
improved the lives of  
thousands of people with  
cognitive disabilities and  
their families in Northern  
Colorado...



...by helping them 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.



## 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.



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## FOOTHILLS GATEWAY ADMINISTRATION

Debbie Lapp, Chief Operating Officer - Case Management 970) 266-5315  
[debbiel@foothillsgateway.org](mailto:debbiel@foothillsgateway.org)

Erin Eulenfeld, Chief Operating Officer - Services (970) 266-5347  
[erine@foothillsgateway.org](mailto:erine@foothillsgateway.org)

Debbie Klein, Chief Administrative Officer (970) 266-5312  
[debbiek@foothillsgateway.org](mailto:debbiek@foothillsgateway.org)

## LETTER TO OUR COMMUNITY

As I reflect back on over 5 years as a board member of Foothills Gateway, Inc., I am struck by an overwhelming feeling of gratitude. I am honored to be a small part of this organization. The dedication that the staff, Management Team, Executive Team, and Board of Directors demonstrates to the people we serve is unparalleled. The devotion to our mission is evident in our everyday operations, in every decision that is made, and every fight that is fought on behalf of those we serve. Foothills Gateway has had a year full of successes and challenges and I don't expect that to change in upcoming years. It's what we do; we navigate through the hard times so that we can enjoy the good.

Over the next couple of years we have some tough choices in front of us. It is with unequivocal confidence that I say to you, our community, that Foothills Gateway can and will tackle these challenges. Our focus is so clear, our passion so big, how can we go wrong? The people we serve are worth the effort.

My time on the board has come to end and this is my fond farewell to Foothills Gateway. Foothills Gateway has given me a gift, a gift that I will carry with me always. They have shown me that people with different backgrounds, different political views, different families, and all around different lives can come together for a common purpose and the good of our community. Thank you for the impact you make in our community, thank you for being willing to stand up for those we serve when no one else will, thank you for the friendship, thank you for your confidence in me, and thank you for the privilege of being part of Foothills Gateway. Thank you.

  
Katie Fahrenbruch  
Board President



### BOARD OF DIRECTORS

Back row (left to right) - Doris Whitley, Amanda O'Hayre, Linda Drees, John Haley, Susan Trethewey, Carol Morris  
Front row (left to right) – Mark Durand, Mikel Zimmerman, BJ Russell, Katie Fahrenbruch, Tracy Katz  
Not pictured - Romie Tobin, Steve Dandaneau

*The Operating Board of Directors is currently comprised of **13 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: [fgiboard@foothillsgateway.org](mailto:fgiboard@foothillsgateway.org). Individual email addresses for Board Members are listed on the Foothills Gateway website.*



**Fynn's Story is not about Autism; it's about one family and their resilience, love, and hope for the future.**



McKynzie and Dalton Sybrant gave birth to their second child, baby girl Fynn, on Leap Day 2016. It wasn't until she was about 18-months-old that they started to see signs of regression, and potentially, autism. The family graciously welcomed Foothills Gateway and its filming crew into their home in the summer of 2018, so we could tell their story. Fynn's level three Autism Spectrum Disorder (ASD) was not the focus of her story however, instead it was her family and the love they have for their little girl. Fynn's video will show you their positivity, their openness, their deep, enduring love for Fynn, and their hope and motivation to support Fynn in achieving her maximum potential.



Check out the "Why We Do It" page at [foothillsgateway.org](http://foothillsgateway.org) to see Fynn's Story video!



### TO MAKE A CONTRIBUTION

To learn more about making a donation to Foothills Gateway, Inc. visit [www.FoothillsGateway.org](http://www.FoothillsGateway.org) and click on How To Help > To Contribute.

## STAFF IN-SERVICE DAY 2018



On Monday, June 11, Foothills Gateway welcomed **John Raffaele**, the Director of Education Services with the National Alliance for Direct Support Professionals (NADSP), as our keynote speaker during Staff In-Service. We spent the day learning about and applying Direct Support Professional (DSP) Competency Areas alongside the NADSP Code of Ethics.

John pointed out that many of the decisions made while working as a DSP involve multiple competencies and a focus on ethical obligations. During the training, an example was given where a DSP planned a hiking trip for an individual he serves in an effort to help this person's grieving process. The DSP considered the individual's wants, needs and abilities, and was open to whatever happened when they reached their destination. John helped the group identify that the DSP utilized **Person-Centered Supports**, promoted **Emotional Wellbeing**, **empowered** the person he was supporting, and could have even been **preventing crisis** down the road.



Throughout the day with John, staff were given tools to be more intentional with our already Person-Centered practices. In large group conversations and role-playing, John was impressed by our team's instincts in supporting self-determination with respect.

Nearing the end of the day, we scratched the surface of facilitating "Informed Decision-Making," with the individuals we serve. John spent the following day with a group of supervisors and managers digging in to this practice so we can continue training our staff to be as effective and ethical as possible. Special thanks to our In-Service Day Committee for bringing John all the way from New York, setting up wonderful breakfast and lunch options (all we really need is coffee and food trucks), getting Foothills Gateway's very own Matt Meehan to serenade us at lunchtime, and providing 70 prizes throughout the day!



If you ask most children to describe their greatest fear, many might say that it is growing up to be just like their parents. However, this could not be further from the truth for Rebecca “Becky” Sorgatz. Her father, Lieutenant Colonel Lloyd Sorgatz, was a 30-year veteran of the Larimer County Sheriff’s Mounted Patrol and for as long as she can remember, Becky has dreamed of following in his footsteps. “She has always been intrigued by the television show *Law and Order*,” said Becky’s older sister, Rita. “Her primary goal in life has always been to become a secretary for the police department.”

Last January, Becky was paired with her new job coach, Jesse Albertson. When Jesse was reviewing her employment history, he discovered that she held brief employment at places like The Arc Thrift Store, Goodwill, and Big Lots. However, as Jesse started gathering more information on Becky’s employment goals, it became apparent that her heart was set on working in law enforcement. Nothing else Jesse suggested would bring out Becky’s reclusive smile quite like talking about police work. Figuring he had nothing to lose, Jesse stopped by the Fort Collins Police Department (FCPD) and connected with Sgt. Joel Tower. Sgt. Tower initially told Jesse that it was not in the budget to hire any additional personnel, but Jesse was persistent. He worked with the Division of Vocational Rehabilitation to get approval for a Paid Work Experience, removing the financial burden from the FCPD and opening the door for Becky to be offered a position as an Office Aide.



“We recently had to eliminate a few of our hourly positions within the department due to budget constraints. The work was really starting to pile up, but Becky has been great,” said Sgt. Tower. He stated that when she first started working, they simply had her prepare files for scanning. However, she quickly mastered that task and he had to start finding more things to keep her busy. “We really try to mix it up for her so she does not get bored.

**She is always getting things done ahead of time and does a great job keeping the department up to speed,”** he added.

The success Becky has experienced on the job has led to improvements in other areas of her life as well. Rita states that her sister is very proud of her ID badge and feels like she is part of the department. Rita attributes this sense of belonging to Becky’s improved demeanor around the house. “She is much more polite these days and is willing to help out around the house,” said Rita. Jesse has also noticed a change in Becky since she started working at the police department. He noted that she seems generally happier and has a renewed sense of self-worth.

When asked what her favorite part of the job was, Becky initially shrugged her shoulders and simply said, “I don’t know.” When pressed a little further, she flashed her modest smile and said, “I’m helping to catch the bad guys,” which aligns perfectly with the vision of the FCPD of making Fort Collins the safest community in the nation. With Becky on the team, Fort Collins residents can sleep soundly knowing she is doing her part to make that vision a reality.

## COLORADO GIVES DAY 2018

We did something a little different for Colorado Gives Day this year. Instead of telling you where your dollars could go, we SHOWED you through the “Beyond the Basics” story series. You will meet five incredible humans along the way while seeing first-hand what a difference donations make in the quality of life for the people we serve!

### Libby's on the Move!

Libby is a seventeen year old who will be turning 18 this spring. She has signed up for classes at Front Range Community College (FRCC) and utilizes a wheelchair in her daily life. She gets frustrated due to being limited with places she can access when she is out in her community. So, her Case Manager applied for funds to purchase an adaptive bicycle and help her get around more efficiently. Libby is very goal oriented and wants to do many things, but her mobility limitations slow her down in being able to achieve her goals. The bike helps Libby gain strength and independence by allowing her to access more places, such as the FRCC Campus. We can't wait to see where Libby will go!



### John is Staying Active

John is in his 50's and LOVES to swim. He does his best to stay active, but due to balance issues, it's not always possible. Swimming is the one thing he can do independently where he enjoys himself and truly feels good. His Case Manager applied to use donor dollars to provide a swimming pass so John can go whenever he pleases. Having this access has not only improved his activity and brought him joy, but he's also made new friends!



### Supporting Jack's Success

Jack is a nine-year-old boy who has Autism. His verbal communication is limited, which causes a lot of frustration for Jack and makes it difficult for him to interact with the world around him. Thanks to Donor dollars, Jack has been enrolled in Brain Balance. This six-week program combines physical and sensory exercises with academic skill training and healthy nutrition to address underlying issues in behavioral development that affect children like Jack. This integrated approach is customized to meet Jack's needs and help build the foundation for his future success.



Lucy Thrives

When Lucy’s family welcomed her home in March 2017, they were in complete “baby bliss” with her sweet and quiet ways, though they knew something wasn’t quite right. After multiple appointments with Children’s Hospital, they found Lucy has a rare spontaneous change in her genes called 1q43q44 Deletion



Syndrome.

On top of Early Intervention services, donor dollars have provided Lucy with additional therapies to help her interact with and enjoy the world around her. Lucy goes to massage therapy and water physical therapy thanks to the granted dollars her family receives.

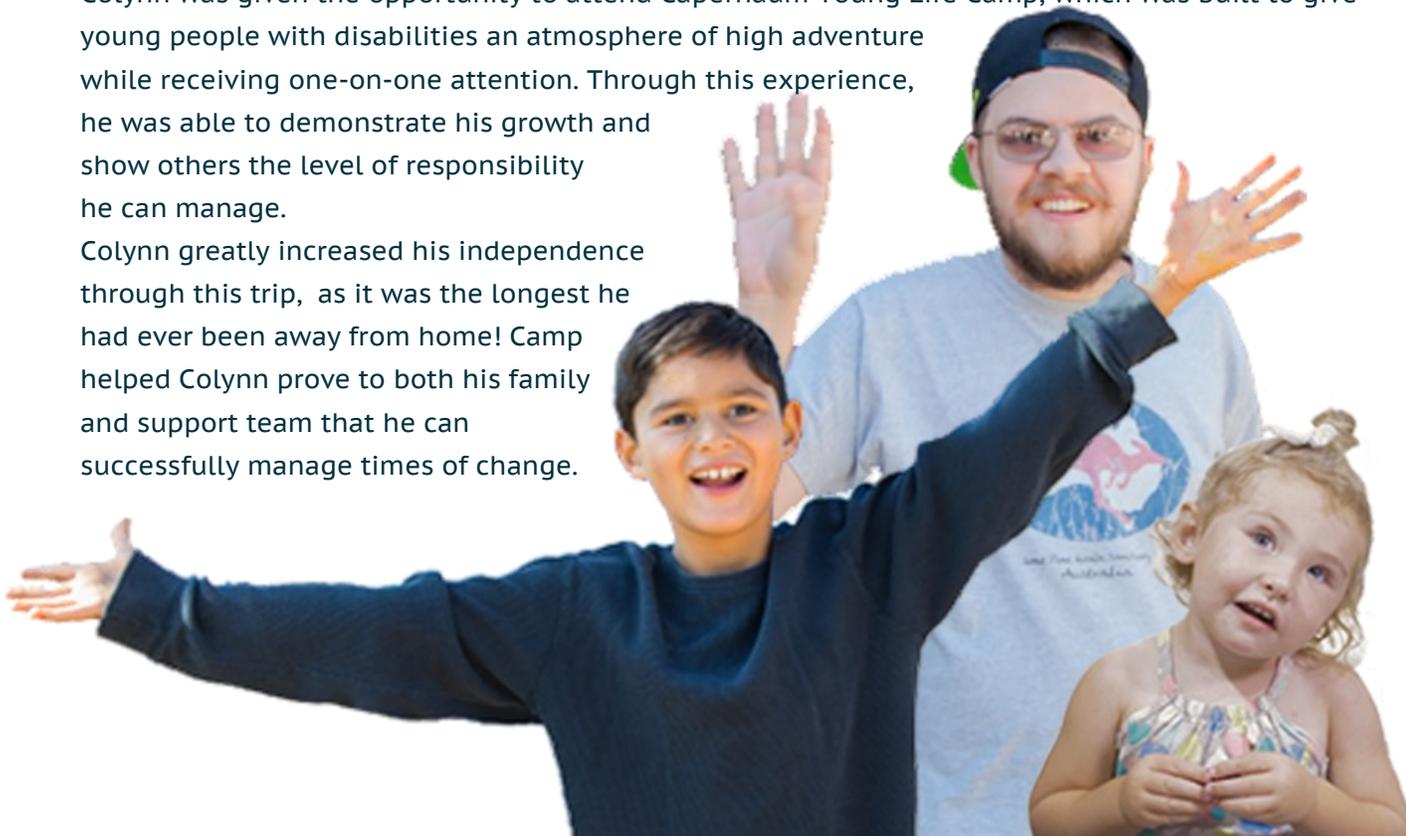


Massage therapy is helping her “wake up” her hands and feet, and mom reports Lucy smiles from ear to ear the entire time she is with her massage therapist. The water physical therapy helps her find her core strength, resulting in her sitting and standing independently and playing with her toys on her own!

Colynn Builds Independence

The last two years have been challenging for Colynn and his family. Along with life’s ups and downs, Colynn also had a difficult time dealing with what seemed to be constant change. Colynn was given the opportunity to attend Capernaum Young Life Camp, which was built to give young people with disabilities an atmosphere of high adventure while receiving one-on-one attention. Through this experience, he was able to demonstrate his growth and show others the level of responsibility he can manage.

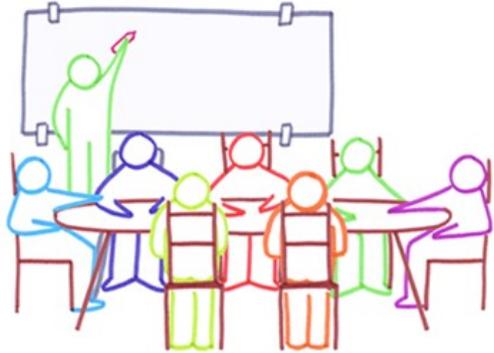
Colynn greatly increased his independence through this trip, as it was the longest he had ever been away from home! Camp helped Colynn prove to both his family and support team that he can successfully manage times of change.



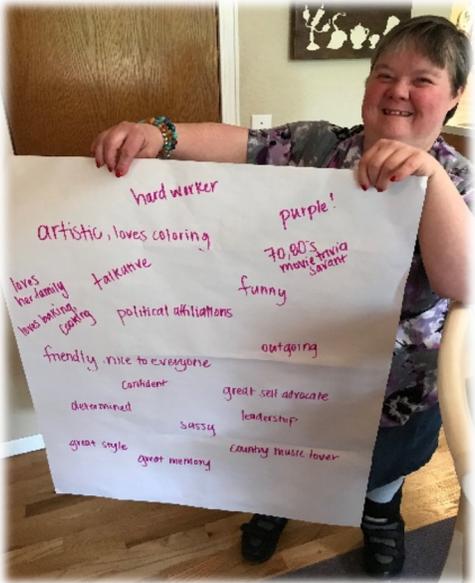
# PERSON CENTERED REVIEWS

In 2017 FGI made a commitment to take the next step in person centered planning and embark on implementation of the person centered reviews (PCRs). Many of us have been in Service Plan meetings where people have not been listened to, things have not moved forward, or there was little to inspire or motivate.

A person centered review approach is adapted from Essential Lifestyle Planning (Smull and Sanderson 2001). Foothills Gateway contracted with Julie Malette, CEO of Helen Sanderson and Associates (HSA) Canada, to train over 25 Foothills Gateway Case Managers in PCR facilitation. This two day training helped Case Managers learn how this powerful approach fosters a spirit of willingness to participate, supports positive and productive service plan outcomes and helps people leave the meeting feeling their contribution was valued.



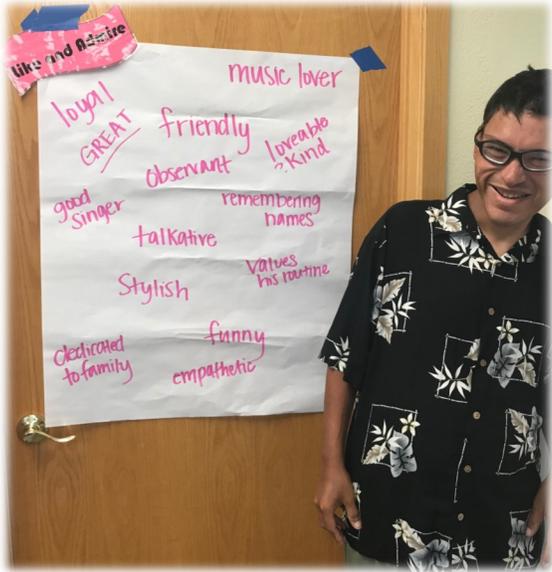
As Case Managers began to pilot the new approach, feedback from advocates, providers, families and most importantly by the people in services was overwhelmingly positive. Comments have been made about how “I had control of my meeting”, “I got to talk about what I wanted” and “I have a plan for what I want for my future.” Meetings are being held where people want them, tables are being removed as barriers, flip charts are used to document information and outcomes are to be set and achieved.



they could help support the person to get what is important to them now and in the future. Currently the majority of Foothills Gateway Service Plans are facilitated in a person centered review approach.

Foothills Gateway felt this approach has been so successful that two PCT trainers have been certified by HSA Canada to train staff in person centered review facilitation. This will allow all FGI Case Managers to be trained as PCR facilitators and the PCR trainers will be able to train other organizations' Case Management staff.

In 2018 FGI Case Managers started meeting with individuals in services prior to their Service Plan meetings. They discussed the person centered review and how



In order to reach more families, the Foothills Gateway Family Support Services Program (FSSP) increased the number of individuals served from 200 to 230. FSSP provides reimbursement for disability-related expenses as well as case management to the individuals and families enrolled. This change was initiated by the Foothills Gateway Board of Directors as an effort to reach more people through funding from Foothills Gateway reserve funds. Expenses eligible for reimbursement include respite, therapies, medication, recreation, counseling, sibling/parental supports. Currently there are 155 individuals on the Foothills Gateway FSSP waiting list. This year the Foothills FSSP also changed the most in need criteria. The most in need criteria establishes the guidelines that the program follows in the mission to service those with the greatest needs. Prior to the change, only families scoring in the high or extreme category on the Foothills FSSP Needs Assessment were eligible for enrollment in the program. Following the change, families scoring in the moderate range of the assessment will also be eligible for the program. Currently 57 individuals on the waiting list have an assessment score in the moderate range. These individuals will now be eligible for enrollment according to their date of referral to the waiting list. This change was made at the recommendation of the Foothills Gateway Family Support Council. The Family Support Council is an advisory board composed of families of people in service, professionals and people in service.

## “DITCH THE DISPOSABLES”

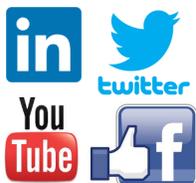
Foothills Gateway is a partner with the City of Fort Collins’ ClimateWise program which has been a great resource in offering solutions to help reduce our environmental impact, and save money. Also it help gain recognition for our achievements in energy and water conservation, waste reduction, alternative transportation, and social responsibility here in Fort Collins. For the first time, Foothills Gateway partnered with the City of Fort Collins as well as six other local businesses in a “Ditch the Disposables” Challenge. The Foothills Gateway staff and individuals in services were challenged for 20 days to not use paper coffee cups. During this challenge everyone was encouraged to bring in their re-usable cups and in doing so, Foothills Gateway saved over 1000 paper cups from being thrown in the landfill. We also had our *First Annual Mug Drive* at Foothills Gateway to restock the agency’s cupboards with re-usable mugs where over 100 mugs were donated by staff. Foothills Gateway has since adopted the



“Ditch the Disposables” philosophy as standard practice. Foothills Gateway continues to use reusable, compostable or recyclable products, whenever possible.

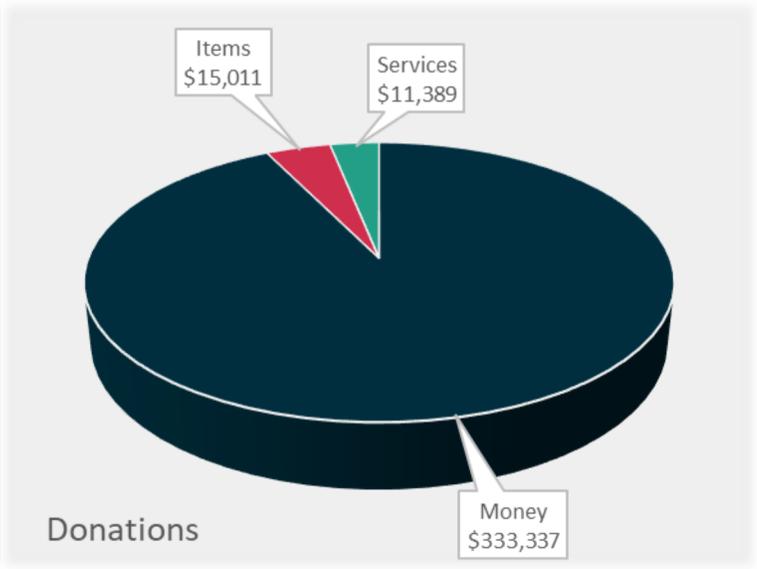


## FGI BY THE NUMBERS\*



\*All numbers above are fiscal year 2017-2018 except where indicated

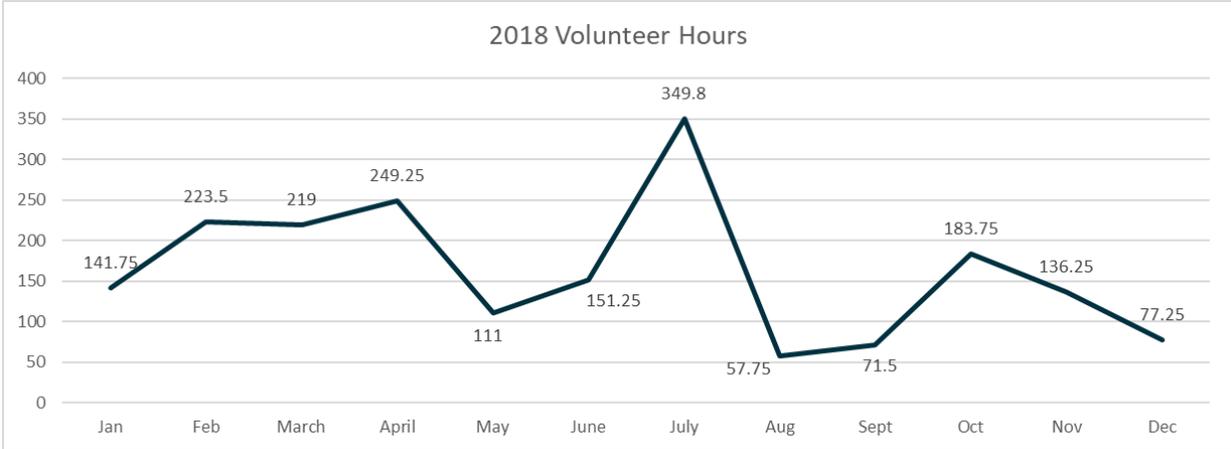
**As an organization,** Foothills Gateway is in awe of the support we receive from our Northern Colorado community throughout the year. Volunteers and service organizations support us in many ways – from spending one-on-one time with individuals in programs to executing their own fundraisers and donating the proceeds to Foothills Gateway.



In 2018, more than 40 volunteers spent their time with individuals in the community and in Day Programs, providing one-on-one attention while staff took care of important, daily tasks. Our volunteer boards, both Operating and Foundation, are made up of 20 community members with a passion for supporting people with disabilities.

Further, our fundraising events were supported by over 80 volunteers, and almost 50 hours of service were donated by corporate volunteer groups who spent time detailing our vehicle fleet.

The Foothills Service League fundraised for Foothills Gateway through their Tree for All and Taste of Loveland events, resulting in a gift of \$30,000 in 2018. Their membership of over 40 women also visited Foothills Gateway three times to throw parties for Day Program participants including the Ice Cream Social, Halloween Pizza Party and Christmas Gift Shop. Donations made to Foothills Gateway help provide services beyond the basics of standard funding and its restrictions, resulting in a better quality of life for people with disabilities. In 2018, donors gave more than \$355,000 in cash, services and items to support Foothills Gateway’s programs, people receiving services, and facilities.



**TO MAKE A CONTRIBUTION**

To learn more about making a donation to Foothills Gateway, Inc. visit [www.FoothillsGateway.org](http://www.FoothillsGateway.org) and click on How To Help > To Contribute.

## FINANCIALS

### STATEMENT OF ACTIVITIES

As of June 30, 2018	2018	2017
<b><u>Support &amp; Revenue</u></b>		
State of Colorado (includes Medicaid)	12,553,128	16,635,120
Larimer County	4,060,384	3,584,948
Other Government Agencies	267,243	271,681
Public Support	465,794	237,603
Other Revenue	860,734	1,003,305
Total Support & Revenue	18,207,283	21,732,657
<b><u>Expenses</u></b>		
Medicaid Funded Program Services	8,295,105	12,426,712
State Funded Program Services	2,698,390	2,696,184
Case Management Services	3,962,131	3,588,263
Other Program Services	1,099,966	852,868
Total Program Services	16,055,592	19,564,027
Management and General	1,867,949	1,832,160
Fundraising	26,347	13,189
Total Expenses	16,081,939	19,577,216
<u>Changes In Net Assets</u>	<u>2,125,344</u>	<u>2,155,441</u>

### STATEMENT OF FINANCIAL POSITION

As of June 30, 2018	2018	2017
<b><u>Assets</u></b>		
Current Assets	8,681,063	7,947,580
Land, Building & Equipment, Net	1,914,445	1,955,404
Other Assets	2,395,521	2,893,044
Total Assets	<u>12,991,029</u>	<u>12,796,028</u>
<b><u>Liabilities and Net Assets</u></b>		
Current Liabilities	1,598,780	1,445,972
Long Term Debt	0	0
Total Liabilities	1,598,780	1,445,972
Total Net Assets	<u>10,808,154</u>	<u>10,354,532</u>
<u>Total Liabilities and Net Assets</u>	<u>12,406,934</u>	<u>11,800,504</u>

Find the complete financial statements and other reports at:  
[www.FoothillsGateway.org>About Us>Reports and Newsletters](http://www.FoothillsGateway.org>About Us>Reports and Newsletters)



301 W. Skyway Drive  
Fort Collins, CO 80525

Phone 970-226-2345  
Fax 970-226-2613  
Email [info@FoothillsGateway.org](mailto:info@FoothillsGateway.org)  
[www.FoothillsGateway.org](http://www.FoothillsGateway.org)

#### **FUNDRAISING EVENTS**

Foothills Gateway hosts numerous fundraising events throughout the year. For a list of scheduled events, visit:

[www.FoothillsGateway.org/About Us/Events](http://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](http://www.FoothillsGateway.org/How to Help/To Contribute)

