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.
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Letter from Mark Durand, Board President

Over the past year, Foothills Gateway has continued to respond very well to a really challenging regulatory environment. The organization continues a long tradition of providing best-in-class comprehensive services to our community while meeting the challenges of an ever-shifting landscape. This includes many current and impending State and Federal initiatives and changes coupled with the growth and low unemployment of Northern Colorado. Some of the more important of these challenges include:

**CARF Survey and Accreditation**

Since Foothills Gateway’s incorporation in 1972, we have consistently focused on being an Organization striving for excellence in everything we do coupled with providing unparalleled support and services for Northern Colorado citizens with intellectual and developmental disabilities. The organization regularly invites outside agencies to survey and/or audit our practices and the most recent audit survey from CARF International this year was particularly gratifying as it was our most successful yet - and we are super proud that of the 1,016 CARF standards reviewed and Foothills Gateway was benchmarked against, the results were par excellent, with only two minor recommendations. Monumental!
Case Management

Amongst many changes, the organization initiated case management services for a new program - the *Children’s Habilitation Residential Program (CHRP)*, which provides services to individuals under the age of 21 with exceptional medical and behavioral needs who are at risk for out-of-home placement. Additionally, after a multi-year process, the state revised the rules and regulations for the *Family Support Services Program (FSSP)* by changing the types of services eligible for reimbursement, changing how families report the services for reimbursement, and outlining new reporting requirements for Community Centered Boards. *Superb!*

Employee Engagement

Over each of the past five years, Foothills Gateway has asked their staff to participate in a comprehensive survey that assesses connection, health, and capabilities.

- **Connected**: All employees recognize the organization’s mission and understand how their individual contributions connect to that mission;
- **Healthy**: Employees experience a work culture that promotes a healthy mind, body, and spirit; and,
- **Capable**: Employees continue to strive for the qualities, abilities, support, and training needed to successfully contribute to the organization.

The organization-wide survey results provide Foothills Gateway with a greater understanding of the agency’s strengths and weaknesses and a gauge of organizational success – this in order to continue to support our unique organizational culture and ensure we are providing a positive work environment. *Outstanding!*

Lastly, *emphases for 2020 are* (It portends to be yet another very exciting year...):

- We will continue to provide the best person centered services and supports to individuals and families;
- We will continue our implementation of state and federal initiatives:
  - Case Management Agency revamp rules/regulations
  - Individual Residential Services and Supports (IRSS) directions
  - State Supported Living Services rules
  - Family Support Services Program rules
  - Senate Bill 19-238 and House Bill 18-1407 along with their respective reporting tools
  - Electronic Visit Verification (EVV) implementation
  - Conflict Free Case Management (CFCM) initiatives
  - Implementing relevant legislation passed during the 2020 Legislative Session
  - Community Integrated Employment expansion
  - Prioritize efforts to support and strengthen the Foothills Gateway workforce

Thank you to all our stakeholders, staff, and volunteer Board Members for all you do and the difference you make every day in the lives of those we serve!
Kasey’s Story

I am SO incredibly grateful for the Early Intervention program! As a busy mother of 4, I felt something was wrong with my youngest baby Kasey June since she was around 12 months old. My other children followed regular developmental milestones so I was familiar with that, but in my gut I knew something was off with Kasey. When I took her in for her one year well child check with the doctor, she passed on most of the paperwork that looks at normal developmental trends. I talked with him about my concerns, but he said to be more patient and give it more time.

Around 16 months, I took the autism screening myself on autismspeaks.org, and she was HIGH risk. I called my pediatrician and pushed to have another well child check. I proceeded to come in and discuss my concerns with her doctor, and he referred me to the Early Intervention program.

From my initial intake call to Foothills Gateway Early intervention inquiring about what the next step was, the entire staff was very professional, helpful, and guided me through the entire process. Leah was my coordinator, and I couldn’t have asked for a better person to help guide me on this new journey with Kasey June. The team came to my home and observed Kasey for a few hours then talked with me about what they saw and how they could help. WOW! To have them see what I was seeing, and be there with the life raft to help! I was beyond excited to grab on and begin early intervention. I was given a list of providers specifically picked for her and our needs on time availability, and it didn’t matter what insurance I had. Kasey would be taken care of without fear of not having enough finances or insurance run-around!

Leah was very helpful and thorough in explaining what it all meant and how to move forward. Kasey has been getting therapy twice a week since November. She receives one hour of Speech/early intervention help from Hettie Heuber, and another hour of occupational therapy from DeeAnn Hunt. It has helped us tremendously. I’m learning how to play with her better, create boundaries and consistency, and I am building a strong connection directly with Kasey. One of my goals was to have her respond to her name. That is happening now so often. It’s wonderful!
I also longed for affection and connection with her. She now notices me, we have more interactive play, and she has run up to me with arms out for me to pick her up when I’m coming home from being gone! My heart swelled out of my chest the first time this happened!

Other things that may seem simple like brushing teeth were a BIG challenge for Kasey. She has sensory issues and putting something in her mouth and me helping her was hard to do. However, both therapists had simple suggestions that have totally stopped the tantrums. We’re using a timer, talking Kasey through what we are doing, explaining it with excitement, and celebrating her when she does it on plan or even close to plan! We now just do it as we should and transition easily to something else. Kasey’s therapists bring new ideas, and things to try weekly, and Kasey has really begun to acknowledge them and trust them when they are here. It’s amazing to watch her grow.

These simple, consistent techniques have translated in other areas of things we do. I made inexpensive sensory bins, and have some kinetic sand in a bin for her to sit and feel the sand on her feet. SHE LOVES IT! I get down on the ground and play right with her. Her eye contact has improved. She’s begun to say some words after my prompts, and she will come and check in and bring me a book to read with her! I attribute all of this because of my willingness to go ALL-IN with her therapy.

Helping her is helping me!

I’m embracing her for who she is. Loving her where she is, but am actively changing my behavior to allow us in her world too. Don’t get me wrong. It can be exhausting, but it’s good work. She’s my little girl. As a mother, I would do anything to help and protect my children. They all come wired differently, and I love how she sees the beauty in the world and embraces her uniqueness. She is a special child with amazing gifts, and our family is so grateful to learn from Kasey on how we can become more patient, loving, encouraging, and accepting of others.
Revi’s Story

Kristi Schroeder teared up as she reflected on the past several years: “I don’t know how I held it together. I really don’t. The CHRP waiver is my sanity.” Kristi’s daughter, Revi, recently enrolled in the Children’s Habilitation and Residential Program, or CHRP, Medicaid waiver benefit. The CHRP waiver offers a variety of supports to children with very high medical and behavioral needs, and is the only waiver to offer out-of-home residential options for children with intellectual and developmental disabilities. Since July 2019, Foothills Gateway has provided case management for the CHRP waiver. FGI currently provides case management to four children on the CHRP waiver.

Kristi and her husband, Kelly, are the parents of three daughters – 16-year-old Addie, 16-year-old Revi, and 6-year-old Tiki. Revi, whose full name, Revathi, is Hindi for “new beginning,” was adopted from an orphanage in Hyderabad, Telangana, India. She was 10 ½ when she arrived in the United States, and little was known or disclosed about her medical, developmental, and social history. Revi arrived at the orphanage as an infant and, although she exhibited some challenging behaviors while she was living there, Kristi and Kelly were assured that they were a result of nothing more than the “chaos of the orphanage.”

Kristi expected there to be a period of adjustment as Revi settled in to her new home, in a new country. However, the physical, verbal and emotional aggression Revi displayed toward her mother and sisters, and Revi’s threats of self-harm and suicide, were clearly beyond a typical adjustment period. Kristi, who is a nurse, suspected that something more serious was happening to her daughter. She visited multiple specialists with Revi, who was eventually diagnosed with a seizure disorder. Revi underwent brain surgery in 2017 to help control the seizures. Her doctors were hopeful that a decrease in Revi’s violent and aggressive episodes would follow. It did. Revi didn’t have a seizure for a year, but after the seizure activity returned, so did the emotional and behavioral challenges she was experiencing before. It was during this time that Revi was formally diagnosed with an I/DD and referred to Foothills Gateway. There still wasn’t an explanation for the intensity of her concerning behaviors.

Kristi suspected that Revi was exhibiting behaviors related to attachment issues. Children who have been neglected in early childhood, who have been unable to form healthy emotional attachments to caregivers, or who have otherwise experienced trauma, may struggle to regulate their emotions and find it difficult to trust others. Kristi was persistent in seeking answers to what was happening to Revi, but because the challenges Revi was experiencing rarely happened outside of the family home, it took three years for her to be accurately diagnosed with Reactive Attachment Disorder, or RAD.

“With RAD, the whole family system gets torn apart,” Kristi said. Treating RAD can be difficult, and because Revi’s RAD diagnosis came in addition to an I/DD diagnosis, treatment fell flat. Revi’s older sister, Addie, was becoming withdrawn and falling behind...
in school, and Tiki, her younger sister, was exhibiting signs of post-traumatic stress disorder. Revi and her family were supported at FGI in the Family Support Services Program, or FSSP. While this program helped offset some of the exceptional costs related Revi’s care and treatment, more comprehensive support was needed. Kristi and Kelly were beginning to realize that Revi was going to have to live elsewhere to get the level of support that would most benefit her, and that would keep everyone in the home safe. This reality was difficult to accept. “She’s my daughter,” Kristi shared, “I didn’t want to be like everybody else who had abandoned her.”

Around this time, Revi’s case manager shared that the CHRP waiver was going to be an option, and worked with Kristi, Kelly, and Revi to enroll her as quickly as possible and find options for out-of-home placement. It took a couple of months, but a care provider with extensive experience supporting teenaged girls who have RAD diagnoses was found. After an initial meet-and-greet, it was clear that Revi, her family, and the caregiver were a good fit for each other. Revi moved into her new home, where she lives with her caregiver, the caregiver’s daughter, and two other girls who are close to Revi’s age. Revi shared that she is happy and that things are “going good,” in her new home and at her new school. She says she misses her best friend, Vedi, but they stay in contact and Kristi has taken Vedi to visit Revi. “Revi is happier, she’s not constantly in fight or flight. She is thriving,” Kristi observed. She went on to say that Revi’s caregiver has figured out a way to stay separate from Revi’s experiences in a way that she can. “As a mom, [separating] is hard because everybody’s behavior affects everybody else.”

In the few months that Revi has been living with her caregiver, Kristi has been able to let go of some of the guilt she initially felt in placing Revi outside of the family home. She recognizes that doing so, “is the most loving thing I can do for Revi . . . the most loving thing I can do for my family.” Kristi went on to share that all of the support Revi received while at home has been traded for supports for she, Kelly, and their other two children. “We have years of healing to do, but we have started the process,” Kristi said. Kristi shared that people working with families who are experiencing situations to similar to hers should not be quick to draw conclusions. “Get to know the family, in addition to the child . . . understand the network to find out what is going on.” According to Kristi, Revi’s case manager and START coordinator from FGI understood the family and how to support them as a whole, instead of focusing only on one member of the family. “Reni [our START coordinator] approached us from a place of experience. Our case manager asked the right questions. We used her to look at all the options. I am so thankful for being shown all the options.”

CHRP has offered this family a new beginning!
Michael’s Story

Michael is a young adult who receives Supported Living Services. He is passionate about electronics. He loves remote control toys and has a master gaming set up, with multiple screens. Michael is friendly and social and relishes being an adult living an independent life. He and his provider have had an ongoing conflict, and they recently contacted his case manager about having a meeting to identify the issue and troubleshoot to come up with a solution.

The issue identified by his provider is that Michael is distracted by his games when the provider is there to support him. Michael felt that people were not respecting his independence and his ability to make choices for himself.

Michael’s case manager chose to follow a person centered IDT meeting plan. She started off the meeting discussing what people like and admire about Michael, which piqued his interest. Before long, Michael turned off his video games, and the TV in order to participate in the discussion.

The case manager then followed an abbreviated Person Centered Review format to facilitate the meeting. During the discussion, it became evident that the lack of understanding during transition of activity may be the bulk of the problem. Michael’s Supported Living Services agency manager offered to create a visual schedule of providers and service times throughout the week, with a list of steps that Michael will need to complete in order to prepare for each provider visit.

The case manager reported that by the end of the meeting, both the provider and Michael felt that they had been heard and respected. The proposed solution was a result of team effort, and both the provider and Michael had a clear understanding of what to do going forward.

The case manager felt great about the Michael’s engagement and commitment during the meeting. Using Person Centered facilitation really does work! Michael felt empowered that he would be able to get himself ready for support services, instead of being told what to do. The Person Centered Thinking tools brought Michael back to the center of his plan, and allowed a feasible solution to be developed that will meet everyone’s needs!

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.
Steve’s Story

Steve is one of the most ambitious people we know. He works hard, plays hard and enjoys many hobbies and activities. Steve has received a variety of services and supports from Foothills Gateway for over 30 years. During that time, those who’ve gotten to know him, appreciate him for his friendly, mild-mannered demeanor and his penchant for work, especially anything tech-related.

Currently, Steve attends Prevocational services at Foothills Gateway, and with the support of his Job Coach, Amy Bellinson, he also has two jobs in the community. He has held a job at Kohl’s in Loveland since 2008 where he works an early morning shift to ensure freight is unloaded, boxes are broken down and security tags are attached to clothing. He has a reputation as a reliable and trustworthy worker and enjoys his co-workers. Of particular importance to Steve is that he is able to listen to his music and work independently while on the job.

Steve likes to maintain a limited schedule at Foothills Gateway’s Prevocational program. He enjoys the opportunity to stay connected with friends, and produce quality work, which at times, could even involve something tech-related! He is a valued member of the Prevocational team. Steve’s third job is where he really gets the chance to shine. One of Steve’s favorite hobbies is collecting older electronics from thrift stores. He has a natural talent and passion for fixing small electronics such as Walkman’s, speakers and cameras and states he is self-taught to perform these repairs. Therefore, it only makes sense that in July 2019, Steve’s Job Coach supported him in locating a job to match this interest and talent. Steve interviewed for and was offered a job with Eco Thrift Store in Fort Collins in the Electronics Intake and Testing department. His job is to test electronics brought into the store to see if they work and then process items that are in good repair and can be sold. Because of Steve’s work, Eco Thrift is able to resell such things as used toasters, blenders and microwaves. Amy states that Eco Thrift has seen an increase of product on the sales floor due to Steve’s diligent work. She adds that he is always upbeat, happy, enjoys variety and has been a pleasure to work with over the years.

Stacy Koeckeritz, an owner of Eco Thrift says, “He is a joy to have around! Steve’s knowledge of electronics is very beneficial. More than that, he has found his niche helping customers find what they need, and what they are looking for”. When Steve is not working, he enjoys listening to and creating music with his host home provider, playing drums and keyboard, singing, sky diving, biking, vacationing, maintaining his own YouTube channel and, of course, tinkering with electronics!
Flying Pig 5K, 2019 Recap

In the early morning hours of Sunday, April 7, 2019, more than 330 runners and about 50 “piglets” from all over northern Colorado rolled out of bed and headed to Spring Canyon Park for the 11th Annual Flying Pig 5K. As people waited in line to pick up their race packets, they were greeted by friendly volunteers, sunshine, beautiful blue skies, and for the first time ever, Mortimer the Flying Pig (the newest member of the 5K team).

Breakfast was provided to all who joined in the festivities thanks to Gib’s Bagels, Morning Fresh Dairy, Swallowtail Foods, and Juli y Juan’s Kitchen who cooked fresh bacon before covering it in chocolate for those who prefer a sweet treat after a brisk run in the morning.

As the grown-up’s finished their race, it was time for the next generation of distance runners to toe the starting line. Fifty children under the age of ten took part in the free Piglet Walk. However, it is safe to say that a majority of the kids were definitely not walking. The competition was fierce, but in the end, each participant took home a prize for their efforts.

The Flying Pig 5K is the only program-focused fundraiser Foothills Gateway holds each year, where all proceeds support the Family Support Service Program (FSSP). FSSP provides information, support, coordination and funding to families that have one or more family members of any age with an intellectual/developmental disability living in the family home. Examples of services and products that could be covered include: respite, adaptive equipment and home modification.

The 2019 event raised **$20,739.80**, which helped support families both in the program and on the waiting list for services in the past year. The event’s success was made possible by **22 sponsors**, whose contributions totaled **$17,500**, and the **50 volunteers** who did everything from set up and registration, to guiding runners along the course. The **12th Annual Flying Pig 5K is taking place on Sunday, April 5, 2020**! Join us this year as we raise essential funds for the Family Support Service Program to ensure they can continue going above and beyond for the families they serve!

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.
Donations/ Volunteers

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 the last year, 37 volunteers have spent their time with individuals in the community and in day programs, providing one-on-one attention while staff tend to important, daily tasks. In addition, our volunteer operating board, made up of 12 community members with a passion for supporting people with disabilities, spent time each month in support of Foothills Gateway, easily exceeding 150 hours of service. Overall, more than 1,300 hours were gifted to the organization by volunteers in 2019.

The Foothills Service League fundraised for Foothills Gateway through their Tree for All and Taste of Loveland events, resulting in a gift of $32,000 in 2019. 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 Holiday 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 2019, donors gave more than $257,000 in cash, services and items to support Foothills Gateway’s programs, people receiving services, and facilities.

Foothills Gateway Works with the Salvation Army

In late summer of 2012, Foothills Gateway staff were looking at opportunities to collaborate with non-profit agencies in the community, through volunteering opportunities. The Supervisors of Community Participation went and paid a visit to the staff at the Salvation Army to see if we could work together to create some volunteering options for individuals in services. At that time, the Salvation Army had one truck to pick up donated food items and had many other offers from businesses in the community, but they had no way to obtain all of the donations. We discussed how we could support their efforts to obtain the donations and began to volunteer. We began by picking up donated food from Olive Garden, Red Lobster and Auntie Ann’s Pretzels. Each week, we started sending three or four community groups out to obtain the collection bins from the Salvation Army and then go to the restaurants where we put the donated food into the bins and bring it back to the Salvation Army. From there it is disseminated to community members in need. In the years that followed, Starbucks has been added to the list of businesses that donate food on a weekly basis. Currently, there are six community groups that pick up donations each week. This opportunity not only provides unused food to people who need it but also gives the individuals we serve opportunities to be of service to their communities. They look forward to volunteering and are happy to be of service to others. We appreciate the work the Salvation Army does and intend to continue to support their efforts through our volunteering.
Foothills Gateway by the Numbers...

92%
Overall satisfaction rating among people receiving services through FGI (Calculated from percent of positive responses)

936
Number of children currently enrolled in Early Intervention services

261
Number of individuals to whom Foothills Gateway provided Family Support Services

179
Number of people enrolled into services and removed from the waiting lists

10.6%
Foothills Gateway’s percentage of expenses directed to administration and general purposes

$18.6 MILLION
Foothills Gateway’s support and revenues in FY 2019

503
# of people waiting for services at the end of December 2019 without any services other than Intake Case Management

2674
Number of adults/children/families that received Case Management services and supports

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/Donate
## Financial Information

### STATEMENT OF ACTIVITIES

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<tr>
<th></th>
<th>2019</th>
<th>2018</th>
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<tbody>
<tr>
<td><strong>Support &amp; Revenue</strong></td>
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<tr>
<td>State of Colorado (includes Medicaid)</td>
<td>12,990,391</td>
<td>12,320,677</td>
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<td>Larimer County</td>
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<td>Other Government Agencies</td>
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### STATEMENT OF FINANCIAL POSITION

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FUNDRAISING EVENTS
Foothills Gateway hosts numerous fundraising events throughout the year. For a list of scheduled events, visit: www.FoothillsGateway.org/Events

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