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** These articles were initially written for the FGI Focus employee newsletter by FGI staff members. They were edited for length and audience before being included in this report.*



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Three Year
Accreditation



Foothills Gateway, Inc.
301 W Skyway Drive, Fort Collins, CO 80525

2024: A Year of Growth, Change, Challenges, and Gratitude

2024 was the culmination of many years of statewide planning efforts on the part of Colorado's Department of Health Care Policy and Financing (HCPF), Community Centered Boards (CCBs), and Single Entry Points (SEPs) in an effort to transform the state's case management system for Medicaid members through the Case Management Redesign (CMRD) benchmarks. The transition preparation for Foothills Gateway, Inc. (FGI) actually began in late Spring 2023 and required many months of focus and preparation for the 2024 transition.



Erin Eulenfeld, M.S., CRC
Chief Executive Officer

In March 2024, Foothills Gateway officially became the Case Management Agency (CMA) for all of Larimer County. CMAs assist individuals and families with accessing necessary services and supports to meet their ongoing needs. The CMA services provided by Foothills Gateway, Inc. for all Medicaid Members include: Intake; Eligibility determination; Service plan development; Coordinating/Arranging for services; Delivery of services; Services and support coordination; Monitoring; and Termination and discharge from services. In addition to becoming Larimer County's CMA, Foothills Gateway also retained our designation as the Community Centered Board (CCB) for Larimer County. As the CCB, Foothills Gateway continues to be responsible for leveraging available local or regional funding to address the unmet needs of individuals with intellectual and developmental disabilities (IDD).

In hindsight, it's difficult to describe just how frenetic the first three months transition was for the Members and their families, our staff, and provider agencies along with other local agencies. However, our mission is to advocate for and empower individuals to lead lives of their choice and our case management staff rallied to reach out and connect with every person who was new to our agency and case management services. Staff from across the agency also assisted case managers with the increased workload to strive to meet the needs of members.

During 2024, Foothills Gateway staff also completed and submitted the Request for Proposals (RFP) response to the Colorado Department of Early Childhood (CDEC) to retain the designation as the Early Intervention Broker (EIB) for Larimer County. We were successful in our bid to continue to operate as the EIB for Larimer County and provide Early Intervention services to infants and toddlers from birth to 3 years.

2024 was a year of change, growth, transition, and transformation for Foothills Gateway, Inc. One year ago, we did not know what was to come for FGI, but I am proud to say that FGI has navigated the past year of immense change with creativity, dedication, and enthusiasm and we look forward to what the future holds. A heartfelt "Thank You" to all our staff, Board of Directors, and constituents for supporting us through an extremely exciting and active year!

Erin Eulenfeld, M.S., CRC

Chief Executive Officer



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Foothills Gateway's Continued Commitment to Services

When Foothills Gateway became the Case Management Agency (CMA) for Larimer County, it marked the end of our long history of providing direct care services, as we could no longer bill Medicaid for the programs we once offered.

However, we recognized that certain programs within our agency provided critical support to individuals with Intellectual and Developmental Disabilities (IDD) in our community—services that were either scarce or entirely unavailable through other providers. Thanks to the immense generosity of donated funds, Foothills Gateway has been able to sustain these vital programs, ensuring continued support for those who need it most.

Services Sustained

Transportation Services

Foothills Gateway's Transportation Department consists of six dedicated drivers and a Manager. Together, they provide reliable transportation for individuals traveling between their homes and work or day programs. Beyond daily transport, the team actively collaborates to identify and address gaps in transportation services, working toward practical solutions that enhance accessibility and independence.



START / Crisis Services

The START Crisis Coordinator supports individuals with IDD who have behavioral health needs, working closely with them and their families. This role involves providing consultation, developing crisis plans, and partnering with key support systems to reduce the need for emergency interventions. Through training, guidance, and ongoing support, the program fosters a deeper understanding of diagnoses and treatment options while promoting positive, long-term outcomes.

Job Development & Placement

Previously known as Supported Employment, this program continues to help individuals with IDD explore and secure meaningful employment. Career Consultants conduct vocational assessments to identify each individual's strengths, skills, and preferences. They then engage in community outreach to find competitive job opportunities that align with these strengths while providing support throughout the job development and placement process. Foothills Gateway partners with the Division of Vocational Rehabilitation (DVR), which authorizes and funds these employment services.

Adult Care Services (ACS)

ACS provides respite and backup residential services (BURS) for adults with IDD who live with their families or in host home settings within Larimer County. Unlike traditional respite care, ACS offers a home-like environment in a comfortable residence north of Old Town in Fort Collins, ensuring individuals receive the support they need while enjoying a welcoming and engaging atmosphere.

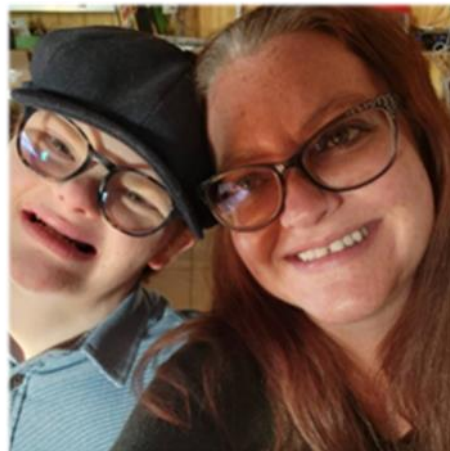
Through these vital programs, Foothills Gateway remains committed to filling essential service gaps and supporting individuals with IDD in our community. The generosity of our donors has made it possible for us to continue offering these life-enhancing services, reinforcing our mission of inclusion, accessibility, and meaningful support.



Honoring the Unsung Heroes: Mothers as Family Caregivers

In every community, there are unsung heroes whose daily efforts and sacrifices often go unnoticed. Among these, mothers who serve as family caregivers to individuals with intellectual disabilities stand out for their profound dedication and resilience. This article aims to celebrate these remarkable women, highlighting not just their roles as caregivers, but also as advocates, educators, and unwavering pillars of support. On this Mother's Day, we extend our deepest appreciation and respect to them.

Mindi, a Colorado mother to her son Logan, who has Down syndrome, reflects on their journey of the past 18 years. "What a journey we've been on since Logan was born a little over 18 years ago," Mindi shares. "I worried about his future, but thanks to organizations like Foothills Gateway and many others, we've never been alone. Since Logan turned 18, we've navigated new challenges, but I am grateful for the support that allows him to stay with us at home. It's been a blessing." Her experience highlights not only the challenges but also the profound joys of caregiving.



Logan and Mindi

"The fact that I can keep my son home, with me and my husband, is such a blessing. We've been given the opportunity to keep him in our home with the help of the DD waiver and participating in a PASA. There is a little bit of paperwork and more people checking in on him, but I consider this a good thing. Being a family caregiver to someone I love with all my heart. Taking care of my son and being able to be his family caregiver means the world to me. Thank you to everyone who has made all this possible," Mindi writes.



Rendi and Maya

Rendi, another devoted mother, speaks about her life with her adult daughter Maya, who also has an intellectual disability. "There's a profound sense of love and purpose that encompasses every aspect of my role," Rendi explains. Her role transcends the routine of daily tasks; it's about nurturing Maya's physical, emotional, and mental well-being and celebrating every small victory. "It's immensely fulfilling to witness moments of progress and success, no matter how small they may seem to others. While the journey may come with challenges, the joy of seeing my child thrive and knowing that I play a vital role in her well-being makes every effort worthwhile," she says.

Adding a unique voice to these stories, JianPing recounts her initial struggle and eventual enlightenment through her daughter Betsy's life. "Raising a child with special needs was totally unexpected," she recalls, "Most of my extended families and friends viewed us as unfortunate. I felt that way too. I was astonished to hear people saying that it was a blessing to have a child with disabilities."



JianPing and Betsy

Honoring the Unsung Heroes: Mothers as Family Caregivers (cont.)

Many years after taking care of my child with a disability, however, my view has changed completely.” JianPing shares how Betsy “taught me to be patient, humble, and more thankful. I can see the bright side of the world through her, as she is so pure, and through lots of people who help her selflessly. Being a caregiver enriches and expands my life experience. I am truly blessed.”

Nur, another dedicated mother, speaks about her experiences with her daughter Nisha, especially after a sudden change in their caregiving arrangement. With palpable warmth, she describes their new routine: “I feel so blessed to have more time with Nisha - her humor, her clear life perspectives, her patience, and her positive and happy vibes always brighten my mornings. Every day, she gives me examples of Wanting What You Have by simply saying, “Can we do this again?”. We either swim or walk on Saturdays. When walking leisurely in the oval, we hold hands, enjoying nature - huge trees, birds chirping, squirrels and dogs running freely. We wear earbuds (one each, the right one for me, the left one for her) listen to the same music and talk about life in general.

Without fail, after a few minutes of walking, she would stop, pull my hand, and ask “Can we walk like this again, just you and me?”. She knows how to enjoy being in the present moment and teaches me to want what I already have.”



Nur and Nisha

Beyond the confines of their immediate families, caregivers like Rendi, Nur, JianPing and Mindi find solace and strength in a broader community. “Being a family caregiver also means being part of an amazing community of fellow caregivers who share the same sense of purpose supporting their family members. This network provides a wealth of knowledge, understanding, and support, making the responsibility feel less intimidating and more manageable. The connections formed within this community offer valuable insights, encouragement, and a sense of belonging, enriching the caregiving journey and reminding us that we’re not alone in our efforts,” Rendi notes.

These stories of Mindi, Logan, Rendi, Maya, Nur, Nisha, JianPing and Betsy offer a glimpse into the world of mothers who are caregivers to individuals with intellectual disabilities. Their narratives reveal not just the challenges they face but the immense rewards that come with their roles. They are educators, advocates, and most importantly, champions of love and resilience. As we celebrate these incredible women on Mother’s Day, let us also remember the vital support networks that sustain them and the collective strength they represent. They remind us all of the power of love, the importance of community, and the profound impact of living in the moment.

Happy Mother’s Day to all the courageous, loving mothers out there, whose every day is a testament to the strength and beauty of maternal love.



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

Blooming Buddies: Stephen's Spring Gardening Adventure

Stephen blossoms with excitement as he eagerly awaits the spring planting season, ready to dig into his passion for growing flowers and plants. With a trusty wholesale flower planter as his guiding bud-dy and host home provider, he's always eager to soak up new tips and tricks of the trade. Take a leaf from Stephen's book and leaf into the photo to see the fruits of his labor from last year—petal perfection at its finest! As the season springs anew, Stephen plans to add a pepper-y punch, a cucumber coolness, and a couple of pumpkin surprises to his garden patch. Get ready to spring into action with Stephen's sprout-tacular garden adventures!

Stephen, a longtime recipient of services from Foothills Gateway, leads a dynamic life filled with diverse pursuits. Employed five days a week at AutoZone, he thrives in a bustling work environment. Outside of his professional endeavors, Stephen finds joy in staying active through participation in ARO sports. However, his true passion lies in the great outdoors, where he eagerly lends a hand around the farm and indulges his love for planting. Described as kind-hearted, adventurous, and artistic, Stephen possesses a versatile array of skills. His spirited nature, coupled with his unwavering work ethic, has earned him a reputation for being open-minded, polite, and a dedicated contributor in all aspects of his life.



Stephen



The Flying Pig



The 'Flying' Pig

2024 brought a significant fundraising milestone as Foothills Gateway hosted the 15th Annual Flying Pig 5K! This race has become a staple on the spring calendar for the organization, as well as many community members who look forward to spending a beautiful spring morning supporting Foothills Gateway.

This event began as a way to bring families in our Family Support Services Program together to raise funds for their yearly activities and has grown to raise significant funds for the program. For the second year in a row, the race raised more than \$21,000! We are also proud to have a large group of sponsors who return each year to support this event

financially and with their presence at the race.

Our 2024 race took place on Sunday, April 28th and saw more than 350 runners, sponsors, volunteers, and spectators show up to support FGI!



Claire, Stacy and Nathan
FGI's Community Relations Team

What has changed? - Medicaid Waivers

Since becoming the Case Management Agency for Larimer County, Foothills Gateway now offers Case Management Services for all ten (10) of the Medicaid waivers in Colorado. There are currently six (6) waiver programs for adults and four (4) waiver programs for children. Each program has its own eligibility rules and financial requirements. If you qualify for a waiver, you could receive benefits and services that help with health and independence. Benefits can include medical and professional services, adaptive equipment and technology, recreational and daytime programs, help with independence and training, personal care, behavioral supports, supported employment, and more.

The six (6) waiver programs for adults are:

The Brain Injury Waiver (BI), which supports people 16 years or older who have had a brain injury since before they turned 65 and who need a level of care normally provided in a nursing home or hospital.

The Community Mental Health Supports Waiver (CMHS), which is for qualifying adults who have severe and persistent mental health needs that require a level of care normally provided in a nursing facility.

The Complimentary and Integrative Health Waiver (CIH, previously called the Spinal Cord Injury Waiver or SCI), which is for adults with a spinal cord injury (traumatic or nontraumatic), multiple sclerosis, brain injury, spina bifida, muscular dystrophy, or cerebral palsy who can't walk independently.

The Developmental Disabilities Waiver (DD), which is for adults with developmental disabilities that require a level of care normally provided in an Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID).

The Elderly, Blind and Disabled Waiver (EBD), which is for seniors and people with disabilities who require a level of care normally provided in a nursing facility.

The Supported Living Services Waiver (SLS), which is for people with developmental disabilities who need a level of care normally provided in an Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID) and do not need 24-hour supervision.

The four (4) waiver programs for children are:

The Children with Life Limiting Illness Waiver (CLLI), which is for children with disabilities who are 18 years old or younger and at risk of needing to live in a hospital setting.

The Children's Extensive Support Waiver (CES), which is for children 17 years old or younger with developmental disabilities who need a level of care normally provided in an Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID).

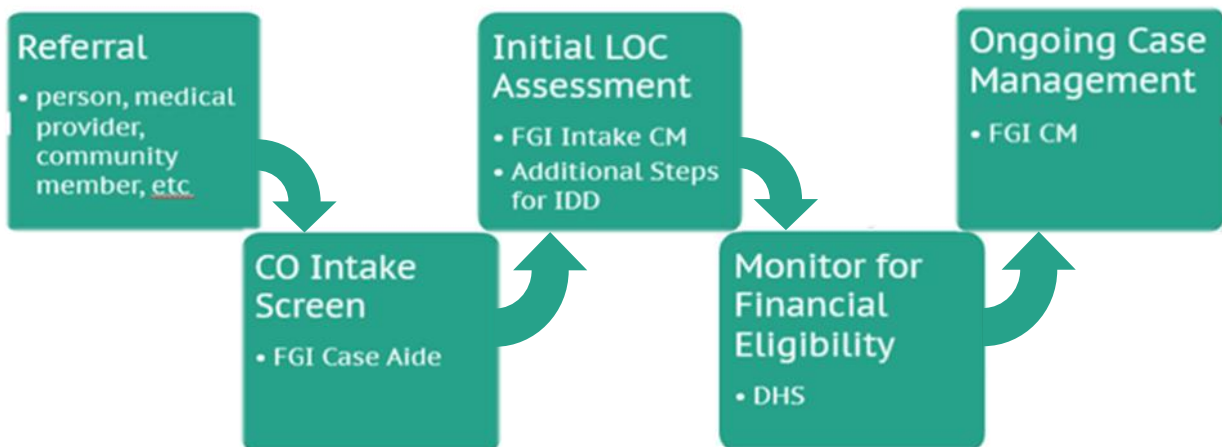
The Children's Habilitation Residential Program Waiver (CHRP), which is for children 20 years old or younger with developmental disabilities who need a level of care normally provided in an Intermediate Care Facility for Individuals with Intellectual Disabilities (ICF-IID).

The Children's Home and Community-Based Services Waiver (CHCBS), which is for children with disabilities who need a level of care normally provided in a skilled nursing facility or an acute care hospital.

What has changed? - Intake

The changes mentioned in other articles in this report have had a significant impact to the organization and staffing at Foothills Gateway. The top four changes in our Intake Department are as follows -

- **Staffing** - Prior to March 1st, 2024, Intake was a team of ten (10). The team consisted of one (1) Placement Coordinator, one (1) Lead Intake Case Manager and eight (8) Intake Case Managers. Since March 1st, 2024, we more than doubled our staff to twenty-three (23)! The team is now made up of one (1) Associate Director, three (3) Lead Intake Case Managers, four (4) Case Aides and fifteen (15) Intake Case Managers.
- **Increase in the number of referrals / waivers** - We have seen our referrals increase; on average we now receive two hundred and seventy-five (275) referrals per month. For comparison - from February 2023 to February 2024, we received a total of two hundred and ninety two (292) referrals - for the entire year!
- **Number of programs we provide case management for** - Prior to March 1, 2024, we provided case management services for five (5) Medicaid Waivers and two (2) state plan programs. After March 1, 2024 - we added five (5) additional waivers for a total of ten (10) waivers, and the two (2) state plan programs), in addition, we complete assessments for the PACE program, hospital admits/discharges and Skilled Nursing Facility admits/discharges.
- **Referral process** - We have created a new position of Case Aide (of which we now have four (4)) to help process referrals and complete the Colorado intake screenings for people interested in all services. The flow chart below shows the current process for waiver enrollments.



FGI's Intake Department

Foothills Gateway by the Numbers

Number of individuals to whom
Foothills Gateway provided
Family Support Services in 2024



303

Number of children enrolled in Early
Intervention services in 2024

1220



Number of adults/children/families
that received Case Management
services and supports in 2024 (incl EI)
Before Transition After Transition

2684 4603



Foothills Gateway's
support and
revenues in FY 2024

\$21.9MILLION

Number of IDD Enrollments
After Transition

Medicaid SLS	92
State SLS	58
CES	69
Comp	198
C-HCBS	18
FSSP	57
CHRP	8

Enrollments for additional
Waivers added in 2024 *

CMHS	282
CIH	11
BI	42
EBD	1283



* See Waiver Descriptions on Page 6

What has changed? - From the Employee Perspective

The CMRD (Case Management Redesign) transition from FGI Services/CCB to FGI CMA, as a Case Manager, for me personally has been life changing and seamless. Leaving the folks that I supported over the last decade (including staff members) was not easy by any means, however stepping into new shoes and supporting people in a different capacity has been enlightening and rewarding. The halls are a lot quieter these days, but there are plenty of new faces (and familiar!) and with that, a fresh new vibe and energy within the FGI walls. I received (and still do) so much support from fellow colleagues both in my division and in other departments. I am thankful to be supporting several people on my current case load that I have supported in services over the last 14 years, as well as meeting new people, their family and team members and building on those relationships. I have opportunities to meet with folks in their homes, at their day programs or their jobs which has been very cool. I have enjoyed the challenge of learning new responsibilities, tasks, guidelines, services and other important aspects of what it takes to be a good case manager and an even better advocate. There has been a fair share of trial and error in the last year, which has also provided solutions, fresh ideas and opportunities for team building and collaboration to ensure the best care and supports for the many, many people we serve as well as for one another in this new chapter for Foothills Gateway.



Selena
IDD Case Manager



Jane
LTSS Case Manager

I transitioned into case management when Foothills Gateway announced the Day Programs would be ending. Foothills Gateway made it possible for people who didn't have a Masters in Social Work to be considered for a case manager role. I've been in this position for a year now and it has been both challenging and fulfilling. It was difficult to leave the work I was doing with the IDD population, and I miss them, but I am learning more than I thought possible about state rules and regulations, waiver services, and the elderly and physically disabled population that we serve in Long Term Services and Supports. I am grateful for the opportunity I have been given and am looking forward to growing in this role.



I have had the privilege of working with Foothills Gateway for the past ten years. Initially, I served as an Activity Coordinator before transitioning to my current role as an LTSS Case Manager. During the period of transition at Foothills Gateway, the organization effectively communicated every step of the process and provided us with numerous opportunities for career advancement. Their guidance and support were invaluable in navigating this transition, and I believe they did their utmost to assist us. Foothills offered extensive training and resources, which equipped us with the knowledge necessary for a smooth transition, despite the challenges faced by many new case managers. Thanks to Foothills' commitment to our professional development, we are now thriving in our careers. I would like to express my sincere gratitude to Foothills Gateway for the opportunities I have received. I am especially thankful to Jessie and Jalen for their mentorship and the knowledge they imparted to me over the past year. Their support has played a significant role in shaping me into a strong case manager.



Isaisha
LTSS Case Manager

Notes from the Heart: A Composer's Story of Passion and Talent

Every time I sit down with Ethan, I leave with a piece of wisdom that resonates deeply. Recently I had the opportunity to hear Ethan's music for the first time. Ethan is a talented composer; he has an amazing ability to tell a story and convey emotion through music. His ability to find inspiration in the most unexpected places is truly remarkable. During our recent conversation, I asked him what inspires him. His answer was enchanting: he traced his inspiration back to the first time he encountered a Monarch Butterfly. "It wasn't conventional music," he explained. "But the sound of their wings fluttering, and their incredible beauty felt like a symphony. To me, it was a work of art". Ethan shares that his process of composing music is unusual. "A lot of composers will sit at the piano and begin forming music, but my music comes to my head." Ethan goes on to say that he records his voice and will imagine all the instruments coming together to find the melody that's in his head. Ethan creates his pieces on a computer, using a software system that will fully notate it and bring all the parts together.



Ethan

Ethan has been inspired by many great composers throughout his life. "The music from the Polar Express was the first one that got stuck in my head, that I would hum." Alan Silvestri composed music for the Polar Express and Ethan finds great inspiration from him. "Danny Elfman also influenced me, the children's choir in the background of 2010's Alice in Wonderland, gave me a feeling of nostalgia, even though I had never heard it before" Ethan reflects on composers like John Williams who composed the Home Alone theme and how profound it is that so many people feel something when they hear that song, "it's so familiar and creates such emotion around the parallels in life, that there is sadness but also happiness." Ethan says.

Ethan's family and his friend and mentor Chris Pilsner have been some of his biggest supporters. They inspire him daily and help him to achieve his dreams. When he was growing up, his family spent 10 years traveling together in an RV. Ethan spent countless hours using his iPad to create music "I could channel emotions in a way I maybe couldn't with words" Ethan says. Composing music has also challenged feelings of perfectionism and the unknown. "I think musicians should keep everything they've worked on," he says, "even though some of my earlier work can be hard to listen to, it shows me where I started and how far I've come." Adam Jones was his first teacher, he helped to unlock some of the secrets of music theory. Working with Chris now, he has helped expand that and take it further. Chris travels to different conventions and sells sheet music of Ethan's and others.

Ethan genuinely wants to bring joy to others when they hear his music. He wants to bring the same joy that the many composers who've inspired him, have brought to him. Ethan's song, "You Are Starlight" has been sold 3 times to school orchestra programs. "In Texas, someone bought it for an orchestra that was themed for space" His dream is to hear it being performed. **You can listen to "You Are Starlight" and other works from Ethan at www.soundcloud.com/maestroethan**



WHERE TO FIND FOOTHILLS GATEWAY ON SOCIAL MEDIA



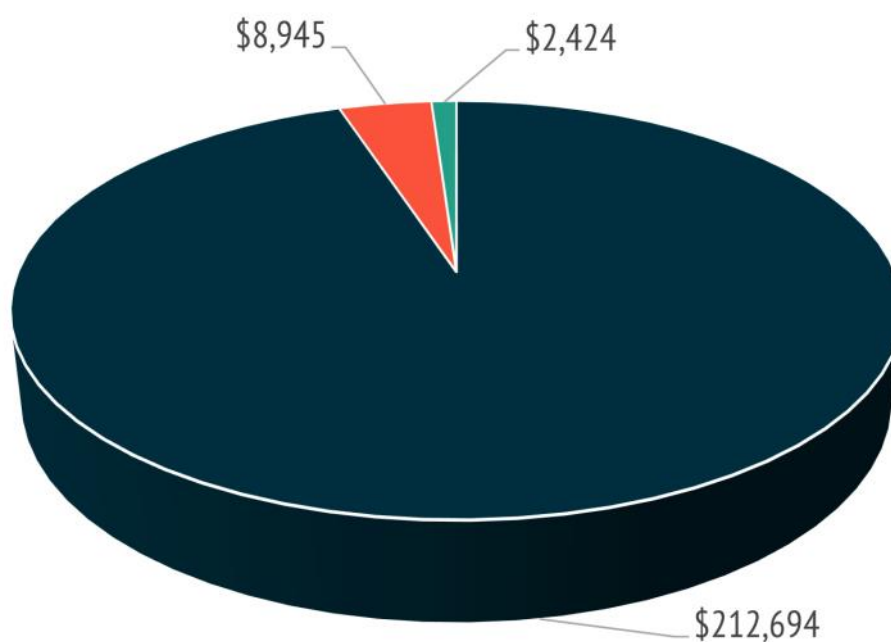
Donations

Foothills Gateway is so very grateful for the generous support we receive from our Northern Colorado community each year. Many businesses and individuals provide financial or in-kind support that allows the organization to meet the needs of our members.

Most monetary donations are used to provide items or services that are not covered by Medicaid or other state-funded programs. This is accomplished by allocating donations to specific funds that have been identified as areas of need for members and their families. Examples of how these designated funds are used include providing access to therapies not covered by Medicaid, covering the cost of trainings so that families have access to information free of charge, and reimbursing families for disability-related expenses after other funding sources have been exhausted.

Our donors are a key component in helping bring Foothills Gateway's vision and mission to reality. This vital support allows Foothills Gateway to help our members live a life of opportunity, of choice and of dignity, resulting in a better quality of life for the people we serve. In 2024, donors gave more than \$224,000 in cash, services, and items to support Foothills Gateway's programs, people receiving services, and facilities.

Donations in 2024



■ Money ■ Services ■ Items



Percentage of expenses directed to
administration & general purposes

11.54%

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

As of June 30, 2024	2024	2023
<u>Support & Revenue</u>		
State of Colorado (includes State General Funds & Medicaid)	9,756,550	11,431,434
Larimer County	6,462,866	5,275,195
Other Government Agencies	1,070,196	895,711
Public Support	128,952	269,889
Other Revenue	2,733,553	1,248,546
Total Support & Revenue	20,152,117	19,120,775
<u>Expenses</u>		
Program Services	5,886,904	10,580,241
Case Management Services	7,520,254	5,599,369
Other Program Services	668,315	641,240
Total Program Services	14,075,473	16,820,850
Management and General	2,189,575	2,108,736
Fundraising	15,291	6,290
Loss from Discontinued Operations	1,095,183	
Total Expenses	17,375,522	18,935,876
<u>Change In Net Assets</u>	<u>2,776,595</u>	<u>184,899</u>

STATEMENT OF FINANCIAL POSITION

As of June 30, 2024	2024	2023
<u>Assets</u>		
Current Assets	10,230,460	9,291,912
Land, Building & Equipment, Net	587,466	803,091
Other Assets	4,083,463	2,060,313
Total Assets	14,901,389	12,155,316
<u>Liabilities and Net Assets</u>		
Current Liabilities	1,596,428	1,626,950
Long Term Debt	-	-
Total Liabilities	1,596,428	1,626,950
Total Net Assets	13,304,961	10,528,366
<u>Total Liabilities and Net Assets</u>	<u>14,901,389</u>	<u>12,155,316</u>

Find the complete financial statements and other reports at:

[www.FoothillsGateway.org/What We Do/Reports](http://www.FoothillsGateway.org/What%20We%20Do/Reports)

FOOTHILLS GATEWAY BOARD OF DIRECTORS

2024/2025

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Steven Dandaneau (Vice President)

Aaron Vogt (Treasurer)

Ron Charkowski (Secretary)

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Doris "Punkie" Whitely

Karen Bennett

Mikel Zimmerman

Nancy Kepner

FUNDRAISING EVENTS

Foothills Gateway hosts numerous fundraising events throughout the year.

For scheduled events, visit:

foothillsgateway.org/Events

DONATIONS

To learn more about making a donation to Foothills Gateway, you can visit:

foothillsgateway.org/How to Help/Donate

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