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Program QDDP Kansas City

Rebekah Turner
Program QDDP Independence

Meredith Kesterson
Site Coordinator Kansas City

Brittan Rhodes
Program QDDP Lee’s Summit
Our Mission:
To provide quality day habilitation services to adults with developmental disabilities and support those individuals to achieve their full potential and achieve a dignified adult lifestyle.

As we celebrate serving the community since 1993, we are amazed and honored to be working with persons in our community. We value our individuals we serve, our partnerships such as Kansas City Regional Office, Eitas, School Districts, Families and Guardians, community businesses and our Friends of DPI. We celebrate the individuals we get to work with and the years of service to the Kansas City metropolitan area, we celebrate our milestones and look forward to continuing to reach out in the community.

Through our program locations in Kansas City, Independence and Lee’s Summit, we were able to serve 138 individuals this year and support their growth in reaching their goals.

By focusing on Missouri Quality Outcomes and Gentle Teaching principles, we strive to develop the potential in each individual and staff member at DPI.
Our history is a history of service to individuals and the community

Developing Potential is proud to have served the community for the past 22 years, through quality day programs for individuals. We are a nationally accredited program through the Commission on Accreditation of Rehabilitation Facilities (CARF), having received “exemplary” performance in the areas of consumer advocacy as well as programming.

We play a strong role in the communities we serve through memberships in chambers of commerce and by supporting other organizations that support individuals having disabilities. Partnerships in the community make our organization stronger and promote a healthy profile in the community as well as continued, steady growth of the organization.

Developing Potential opened 22 years ago and served 8 individuals at that time in Kansas City. Through steady growth and outreach to provide for unmet needs in the community, DPI opened a second location in Independence in 2002. As our program grew and word of our high quality services spread, we began to target an unmet need in the Lee’s Summit community. In April 2014, DPI purchased a site in Lee’s Summit to assist the Community Employment Office, Program Space for Day Services Lee’s Summit, Staff Training and Development Office.

This program has made a big difference in my son’s life with skills in speech and with his independence. I am very happy with DPI and would recommend them to anyone.

-- Parent
Our Services:

DPI’s program services are divided into two areas: on-site services and community based services.

On-Site Services

We strive through classroom instruction to teach the skills necessary for each person to reach the highest level of independence possible. As such, our curriculum covers the diverse range of activities of daily living, health and safety, communication, physical health and wellness, clubs, and community membership.

Community Based Services

DPI’s staff support program participants to develop their personal identity and affiliation with groups through involvement in community service and volunteer opportunities such as delivering food through the Meals on Wheels program, packing backpacks for the back snack club, and caring for animals at local shelters. Participants also learn essential skills such as accessing public transportation, developing and maintaining social contacts, and utilizing community resources.

Community Employment

DPI’s Community Employment staff assist individuals in discovering employment opportunities in their community, teaching the skills necessary to perform specific jobs and supporting participants on-the-job to ensure they are comfortable and able to perform the duties required.

Who We Serve

In FY 2014/15, DPI provided services for 153 people. Many of the individuals DPI supports require a high level of support, and nearly one-third require moderate to significant medical assistance each day. Some of the people DPI supports have a diagnosis of Autistic disorder, cerebral palsy, Down syndrome, pervasive developmental disorder, Asperger’s disorder and congenital quadriplegia.

DPI’s staff works diligently to establish methods of communication for all persons. Fifty-eight percent (58%) of those served communicate verbally or partially verbally, 4% use sign language, 4% utilize an assistive device and 20% communicate through vocalization or gestures.

Sixty-one percent (61%) of those served live in their natural home setting, 37% live in a residential program and 3% live independently. Many of those served require medical care when on-site, including daily dispensation of medication. Some individuals are in need of support for catheterization, breathing treatments and tube feeding.
DPI is proud to have supported job placements for individuals served in our Employment Department at the following employers for 2014/2015 fiscal year:

- Summit Pet Care
- Computers.com
- Shining Light Music
- Taco Bell
- Zio’s
- Chili’s
- Olive Garden
- Habanero’s
- Pizzabella
- Pizza Ranch
- Panera
- Kentucky Fried Chicken
- Salon Ami
- Tuesday Morning

DPI Employment Connections
Outcomes for the DPI Employment Connections Program

People are competitively employed in their community.

- Number of individuals who are competitively employed – 11 people
- Average longevity of employment – 17.5 months
- Longest duration of secured employment – 37 months
Who We Support:

- DPI provides services to 138 persons in Day services at the Kansas City, Lee’s Summit and Independence locations.
- DPI provides services to 26 persons that have day services and community integration.
- DPI Employment Connections provided services to 18 persons.

Demographic Data

July 2014 - June 2015

**Ethnicity**

- African American~17%
- Caucasian~78%
- Asian~2%
- Hispanic~2%
- Other~1%

**Living Arrangement**

- Natural Home~60%
- Residential Program~39%
- Lives Independently~1%

**Gender**

- Male~49%
- Female~51%

**Age Range**

- 20 to 35~55%
- 36 to 45~21%
- 46 to 55~18%
- Over 55~6%
In FY 2014/15, DPI was able to increase access to services for individuals by expanding our services in the Lee’s Summit community, increasing placement in community employment, and providing nursing support for individuals through grant funding.

The Health Care Foundation of Greater Kansas City continued to provide grant funding for nursing supports at Developing Potential. This funding supports individuals that may need daily support with administration of medicine, feeding tubes or catheterization. Medical needs addressed at DPI include seizures, allergies, choking risk, diabetes, high/low blood pressure, breathing issues, Alzheimer’s, depression, dystonia, and more.

Additionally, nursing support also provides assistance with Missouri Quality Outcome #14 at DPI: People are supported to attain physical wellness. Through our nurse, we are able to disseminate healthy lifestyle news and information through our monthly e-newsletters and daily team planning. At DPI, we focus on healthy food planning and preparation, exercise, and emotional health. Additional support for the health and well-being of individuals served at DPI was provided by partnerships with OT supports.

Our community employment program continues to grow. In 2014/15, eighteen individuals were a part of the community employment program and 6 individuals were placed with community employers.

We have continued to grow in the Lee’s Summit community by providing services at our leased location then through a purchase of the leased location. Individuals and families have been thrilled to receive services that are closer to home in a community that supports inclusion and provides partners for future growth. We continue to have a wish list for services in this community and in FY 2013 began to advocate for a facility that will meet the needs of those that are not currently receiving services. We will continue to advocate for the needs of individuals on our wait list and for the needs of individuals served at our Lee’s Summit location.
What People Say About DPI

“As a person that has been involved with DPI for many years, it is nice to work with the same leadership team. It provides stability for the organization to have continuity in those moving the organization forward.”

– Staff member

“My job coach Angela Clark has done perfectly!”

– Individual served

“(My daughter) loves DPI. She is so happy there. Just keep doing what you are doing! You all do a great job.”

– Parent

“They make me feel safe.”

– Individual served

“You have great staff and I enjoy my time with them”

– Individual served

“There is always something going on when I visit from dance, exercising to YouTube videos, yoga, healthy cooking sessions, and lots of laughing!”

– Support Coordinator

“Some of the individuals I work with are non-verbal and communicate in their own unique ways. DPI has built relationships with them that they know what they are saying and if they don’t know they do everything they can in their power, technology or language skills to figure it out.”

– Case Management Support Coordinator
At Developing Potential, each person is an individual and great care is taken to meet the needs of the individual. A big part of supporting each individual to reach their full potential, requires incorporation of the Missouri Quality Outcomes in all our activities and daily routines. Here are some examples of ways in which the Missouri Quality Outcomes are incorporated in our program overall.

**MQ2: People have a variety of relationships.**

Clubs and Committees are an important avenue for individuals to develop their own interests while fostering relationships with other people. Program Planning committee is held at each location on a monthly basis to review programming ideas for upcoming months. Each site plans a few months out of the year, and then shares with all sites so that program planning activities are the same for all 3 locations.

**MQO14: People are supported to attain physical wellness.**

Monthly, individuals had opportunities to learn about healthy alternatives to higher calorie foods, which resulted in cooking projects including these healthier options. Guilt Free Ice Cream is a perfect example of a healthier substitution cooking project, which individuals completed in June. Individuals learned how to make ice cream out of frozen bananas, and then added a variety of toppings just like with ice cream but without the fat and calories of traditional ice cream. Individuals at all three locations participated in healthy cooking projects this year preparing a variety of healthy snacks. As some individuals do not eat foods by mouth, only individuals who were able to eat the end product participated in healthy cooking, with participation equaling 97% at the Kansas City location, 95% at the Independence location, and 98% at the Lee’s Summit Location.

**MQO1: People belong to their community.**

Individuals traveled to new and exciting places. The challenge we found with this outcome was encouraging individuals who have limited off site funding to venture to new places, as many individuals have specific places they wish to visit during their off site supports. One reasoning for this was many individuals have specific goals for completing certain activities which requires individuals to visit certain places; this limited the availability to visit new places.

DPI was pleased that during a six month period, 48% of people who do not have off site funding participated in at least one activity in the community. Activities participated in included: visiting area nursing homes, watching a bird show at a local community event, volunteering with One Good Meal, making and delivering goodies to a local boys home, and visiting the zoo. During the second 6 months, 46% of individuals who do not have off site funding participated in at least one activity in the community. Places visited included Carolyn’s Country Cousin’s Pumpkin Patch where individuals enjoyed a hayride, educational tour, and a pumpkin to take home, and Burr Oak Nature Center for a picnic lunch and educational program on Missouri’s Nature.
Community Involvement and Support

Developing Potential, and those we serve, are a part of our community. We believe that strong partnerships in the community strengthen our program and benefit the individuals we serve.

DPI is a part of the Lee’s Summit Chamber of Commerce and the Independence Chamber of Commerce. We also serve on the Health Care Committee and the Government Relations Committee with the chamber of commerce.

In 2014/15, we partnered with the Katie May Miracle Foundation for annual events. It was a wonderful way to increase exposure to our organization and to raise funds, while supporting one of the individuals we serve and her family.

We have embarked on a new volunteer program and are revisiting and redefining our volunteer guidelines as we also work to gather additional volunteer support in the community.

Developing Potential hosts information tables at community events to share information about our services and we provide support for other organizations’ events.

DPI addresses groups of community leaders, such as Optimist Club and Rotary Club members, on a regular basis in order to educate individuals on the needs of persons having developmental disabilities and to provide an opportunity for these groups to support our mission financially and/or through volunteer service.
### 2015 Needs Assessment & Annual Survey Responses

<table>
<thead>
<tr>
<th>Statement</th>
<th>Strongly Agree</th>
<th>Agree</th>
<th>Disagree</th>
<th>Unsure</th>
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<tbody>
<tr>
<td>I feel DPI is doing well to achieve Missouri Quality Outcome #14, People are supported to attain physical health and wellness.</td>
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<td>I feel DPI is doing well to achieve Missouri Quality Outcome #12, People live and die with dignity.</td>
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<td>I feel DPI is doing well to achieve Missouri Quality Outcome #11, People's plans reflect how they want to live their lives, the supports they want, and how they want them provided.</td>
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<tr>
<td>I feel DPI is doing well to achieve Missouri Quality Outcome #5, People's communication is understood and receives a response.</td>
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</tbody>
</table>
Program Outcome Evaluation Highlights

**Outcome:** People will benefit from dance and exercise activities.
Percent of individuals who noted enjoying exercise activities – **81%**

**Outcome:** People are engaged in their planning process.
Percent of people who completed pre-meeting questionnaire before annual planning meeting – **65%**
Percent of people who communicated his/her wishes for upcoming outcomes during planning meeting based on questionnaire and meeting checklist – **75%**
Percent of individuals who completed at least 50% of questionnaire – **54%**

**Outcome:** People are connected to their community.
Percent of individuals who are involved in his/her community through community activities – **55%**

**Outcome:** People are competitively employed in their community.
Number of individuals who are competitively employed – **11 people**
Average longevity of employment – **17.5 months**
Longest duration of secured employment – **37 months**
Gentle Teaching Culture
Smiles at DPI
Facilitated “A Day in the Life” article in the Lee’s Summit Journal. This article was a part of a series being featured to introduce readers to members of their community.

Fox 4 news anchor visited DPI in March 2014 for Developmental Disabilities Awareness Month.

Facilitated filming for a DPI video to be used for community presentations.

Developed and emailed regular monthly e-newsletters including health, legislation, employment, fundraising, community events and Missouri Quality Outcomes.

Developed and maintained distribution lists for communications.

Created annual report and other publications.

Created, sent and followed up on Developmental Disabilities Awareness Month press release. Maintained press contact lists.

Sent press releases to announce DPI’s 3-year CARF accreditation and the Health Care Foundation of Greater Kansas City Access to Services grant.
Outreach and Development

Community Outreach/Community Relations

- Provided tours of our facilities for legislators, business partners and community leaders.
- In 2014, DPI held a ribbon cutting for our Lee’s Summit location and invited business leaders and political leaders to attend and tour.
- Participated in Lee’s Summit Human Relations Committee and in Lee’s Summit Cares programs.
- Membership in Independence and Lee’s Summit Chambers of Commerce.
- Service on Government Relations Committee and Healthcare Committee with Lee’s Summit Chamber of Commerce.
- Made presentation at the GE Capital Disabilities Awareness Fair.
- Participated in Non Profit Connect events.
- Provided promotional materials for events hosted by other groups in the community to increase awareness. Attended/participated in these events.
- Participated in eitas 5k fundraising event for individuals having disabilities.
- Rebecca Case served on APO Board of Directors and MARF Board of Directors

Promoted March as Developmental Disabilities Awareness Month through publications and distribution of materials in the community and hosted a Lee’s Summit Chamber of Commerce Membership Luncheon.
Created and updated throughout the year a list of in-kind needs for each site, in-kind needs for the organization as a whole, and first aid supply needs.

Secured weekly bread donations from Panera Bread with an established value of approximately $2,400 per month.

Secured in-kind donations including a gym membership for an individual, first aid supplies, program supplies and donations for holiday gifts and parties for the individuals served. Worked with Pioneer Project to secure hand made wooden easels, scooters, wooden sorters and other products for use at each site.

Secured donations from Paradise Park, Dickey’s Barbecue, Freddy’s, Dollar General, Walmart, Christian Brothers Automotive, Summit Hickory Pit Barbecue, Genoa Healthcare, Consentino’s Price Chopper, Bolero Spa, HyVee, Snow and Co, Waldo Pizza, Target and Oklahoma Joe’s.

In 2014, DPI held fundraisers at Freddy’s, Panera and Chipotle.

In 2014, Developing Potential received many grants and conducted tours for our funders including Watco Manufacturing, Griswold Family Foundation and AT&T. We made presentations at the Lake Lotawana and Lee’s Summit Optimist groups as well as the Truman Heartland Community Foundation Board.

In 2014, we attended meetings of the Lee’s Summit Community Development Block Grant program and gave feedback on the Lee’s Summit 5 year plan to meet the needs of citizens.
Executive Director Message

DPI has commemorated 22 years of services to local individuals having developmental disabilities and their families. While we are extremely proud of this milestone, and thank you for your support over the many years. The organization’s most celebrated accomplishment is sharing the lives of individuals each day. We count ourselves privileged to provide day services, assist individuals with medical needs, and help person’s access community resources.

As we support the mission of the Employment First Principles state wide vision, we are privileged to have started a community employment program called DPI Employment Connections for individuals in 2012 which is reaching out to employers and engaging the community through chambers, relationship building and networking at community events. This program offers job discovery/exploration, assistance with job acquisition and ongoing follow along supports as needed to ensure community citizenship through work and volunteer opportunities. You can see DPI’s staff out and about in Jackson County engaging employers and helping with career planning for individuals in our community. I am amazed at the continued milestones of this program. This past year, DPI continued providing services at our Kansas City location, Independence location and Lee’s Summit location. DPI works hard to ensure supports are provide to individuals in Jackson County at their preferred location and assist with community integration through volunteering at exciting opportunities such as Ronald Mc Donald house, Down Syndrome Guild, nursing homes, and one of our favorites Back Snack Club. The Back Snack Club helps deliver food to area schools in partnership with Coldwater and Harvesters.

As with all not for profits, funding can be challenging. This past year DPI provided many lunch and learn opportunities for area legislative and community leaders. It’s an exciting time in our community to help educate regarding the need for services, the supports needed for a reasonable standard of care and the vision for the future with new Medicaid CMS mandates. We hope you will drop a line on our web site, give us a call or stop by for coffee and provide input about your wishes for the future. We value your input and look ahead with steady and sure intent for supports for individuals having medical needs.

DPI’s success is based on the collaboration and cooperation of all stakeholders. A special thank you to Hall Family Foundation, H and R Block Foundation, Eitas, and the Health Care Foundation of Greater Kansas City. With that said, and on behalf of all of us at Developing Potential, thank you for your continued support as we continue our mission!

Rebecca Case
Executive Director
Health and Wellness
Health and Wellness Classes
### DPI Financial Highlights

#### FINANCIAL REPORT

**July 1, 2014-June 30, 2015**

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<th>Revenue</th>
<th>%</th>
<th>Expenses</th>
<th>%</th>
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<td>MED. WAIVER</td>
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<td>PAYROLL</td>
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<td>EITAS</td>
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<td>MED. WAIVER (CI)</td>
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<td>MED. WAIVER (CE)</td>
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<td>GUARDIAN SUPP.</td>
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<td>KC HEALTH GRANT</td>
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<td>DONATIONS</td>
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<td>PROGRAM FOOD</td>
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<tr>
<td>INTEREST</td>
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<td>COMPUTER TECH SUPPORT</td>
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<td><strong>TOTAL REPAIRS</strong></td>
<td><strong>1.21%</strong></td>
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**INCREASE**

- Unrestricted New Assets: $52,382
- Net Assets at Beginning of Year: $852,292
- Net Assets at End of Year: $904,674

**LOSS ON DISPOSAL OF ASSET**: $31,658.16 1.09%

**STAFF/BOARD DEVELOPMENT**: $29,962.51 1.03%

**PROFESSIONAL FEES**: $26,167.29 0.97%

**TELEPHONE**: $26,509.93 0.91%

**CLIENT TRANSPORTATION**: $23,193.29 0.80%

**ADVERTISING**: $21,163.03 0.73%

**INTEREST**: $20,457.96 0.70%

**OFFICE**: $18,056.82 0.52%

**EMPLOYEE TRANS.**: $14,168.79 0.48%

**VAN**: $12,782.43 0.44%

**TAXES-OTHER**: $11,562.57 0.40%

**OTHER**: $46,924.34 1.61%

**TOTAL**: $2,914,108 100.00%

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#### EXPENSE SUMMARY

**July 2014-June 2015**

- PAYROLL
- INSURANCE
- RENT
- CONTRACT LABOR
- MAINTENANCE
- PROGRAM SUPPLY
- DEPRECIATION
- UTILITIES
- PROGRAM FOOD
- COMPUTER TECH SUPPORT
- TOTAL REPAIRS
- LOSS ON DISPOSAL OF ASSETS
- STAFF/BOARD DEVELOPMENT
- PROFESSIONAL FEES
- TELEPHONE
- CLIENT TRANSPORTATION
- ADVERTISING
- INTEREST
- OFFICE
- EMPLOYEE TRANS.
- VAN
- TAXES-OTHER
- OTHER