

Agency Information

Fiscal Year:

2017

Grant #:

90IL0198-02-00

Name of Center:

Center for People With Disabilities

Acronym for Center (if applicable):

CPWD

Counties Served:

Adams, Broomfield, Boulder, Jefferson, Gilpin, and Weld

Section 1. General Funding Information

1.1 Sources and Amounts of Funds and Resources

* - Required field

1.1.1 All Federal Funds Received

Federal Funds	Current Year
Title VII, Ch. 1, Part B*	13873
Title VII, Ch. 1, Part C*	203569
Title VII, Ch. 2*	0
Other Federal Funds*	0
Subtotal – All Federal Funds	217442

1.1.2 Other Government Funds

Government Funds	Current Year
State Government Funds*	701922
Local Government Funds*	0
Subtotal – State and Local Government Funds	701922

1.1.3 Private Resources

Private Resources	Current Year
Foundations, Corporations, or Trust Grants*	320216
Donations from Individuals*	7808
Membership Fees*	0
Investment Income/Endowment*	0
Fees for Service (program income, etc.)*	1417688

Private Resources	Current Year
Other Resources (in-kind, fundraising, etc.)*	6773
Subtotal – Private Resources	1752485

1.1.4 Total Income

Total Income	Current Year
Total Income	2671849

1.1.5 Pass Through Funds

Pass Through Funds	Current Year
Amount of other government funds received as pass through funds to consumers (include funds, received on behalf of consumers, that are subsequently passed on to consumers, e.g., personal assistance services, representative payee funds, or Medicaid funds)*	0

1.1.6 Net Operating Resources

Net Operating Resources	Current Year
Net Operating Resources	2671849

1.2 Resource Development Activities

* - Required field

Briefly describe the CIL's resource development activities conducted during the reporting year to expand funding from sources other than chapter 1 of Title VII of the Act. *

CPWD employs a Director of Development and Communication who applies for funding from federal, state, county and city funds throughout the year. Additionally, he applies for funding from private foundations. CPWD also participates in ColoradoGives Day each year to build our donor base. We also seek funding from individual contributors and sponsorship from local businesses.

Section 2. Compliance Indicator 1: Philosophy

2.1 Board Member Composition

* - Required field

(A) Number of board members

6

(B) Number of board members with significant disabilities

5

(C) Percentage of board members with significant disabilities

83.33

2.2 Staff Composition

* - Required field

Staff Composition

Staff	Total FTEs	FTEs filled by individuals with disabilities	FTE's filled by individuals from minority populations
Decisionmaking staff*	4	3	0
Other Staff*	26	19	3
Total number of employees	30	22	3

2.2.1 Percentage of Staff with Disabilities

73.33

Section 3. Individuals Receiving Services

3.1 Number of Consumers Served During the Reporting Year * - Required field

Number of Consumers Served During the Reporting Year

Consumer Type	# of CSRs
Enter the number of active CSRs carried over from September 30 of the preceding reporting year*	550
Enter the number of new CSRs opened since October 1 of the reporting year*	158
Total number of consumers served	708

3.2 Independent Living Plans and Waivers

* - Required field

Independent Living Plans and Waivers

Consumer Type	Number of Consumers
Number of consumers who signed a waiver*	425
Number of consumers with whom an ILP was developed*	283
Total number of consumers served during the reporting year	708

3.3 Number of Consumer Service Records Closed by September 30 of the Reporting Year
* - Required field

Number of Consumer Service Records Closed by September 30 of the Reporting Year

Record Type	# of CSRs
Moved*	14
Withdrawn*	110
Died*	10
Completed all goals set*	62
Other*	61
Total number of CSRs closed	257

3.4 Age

* - Required field

Age

Age Period	# of Consumers
Under 5 years old*	0
Ages 5-19*	3
Ages 20-24*	11
Ages 25-59*	192
Age 60 and Older*	369
Age unavailable*	133
Total numbers of consumers by age	708

3.5 Sex

* - Required field

Sex

Sex	# of Consumers
Number of Females served*	458
Number of Males served*	250
Total number of consumers by gender	708

3.6 Race and Ethnicity

* - Required field

Race and Ethnicity

Race	# of Consumers
American Indian or Alaska Native*	2
Asian*	10
Black or African American*	19
Native Hawaiian or Other Pacific Islander*	4
White*	518
Hispanic/Latino of any race or Hispanic/ Latino only*	86
Two or more races*	1
Race and ethnicity unknown*	68
Total number of consumers served by race/ethnicity	708

3.7 Disability

* - Required field

Disability

Disability Type	# of Consumers
Cognitive*	51
Mental/Emotional*	32
Physical*	32
Hearing*	75
Vision*	269
Multiple Disabilities*	249
Other*	0

3.8 Individuals Served by County During the Reporting Year * - Required field

List each county within the CIL's service area, as indicated in the CIL's application for Part C funds and the approved SPIL. Add additional rows as necessary. For each county, indicate how many individuals residing in that county were served by the CIL during the reporting year.

3.8.1 Individuals Served by County During the Reporting Year

County Name	Number of County Residents Served
Adams	128
Arapahoe	19
Boulder	333
Broomfield	50
Clear Creek	3
Crowley	1
Denver	36
Douglas	7
Gilpin	2
Grand	1
Jefferson	111
Larimer	8
Logan	1
Weld	8

Section 4. Individual Services and Achievements

4.1 Individual Services

* - Required field

Individual Services

Other IL Services	Consumers Requesting Services	Consumers Receiving Services
Advocacy/Legal Services*	86	86
Assistive Technology*	36	36
Children's Services*	1	1
Communication Services*	4	4
Counseling and Related Services*	2	2
Family Services*	3	3
Housing, Home Modifications, and Shelter Services*	8	8
IL Skills Training and Life Skills Training*	142	142
Information and Referral Services*	848	848
Mental Restoration Services*	0	0
Mobility Training*	0	0
Peer Counseling Services*	256	256

Other IL Services	Consumers Requesting Services	Consumers Receiving Services
Personal Assistance Services*	85	85
Physical Restoration Services*	1	1
Preventive Services*	1	1
Prostheses, Orthotics, and Other Appliances*	1	1
Recreational Services*	4	4
Rehabilitation Technology Services*	0	0
Therapeutic Treatment*	0	0
Transportation Services*	12	12
Youth/Transition Services*	9	9
Vocational Services*	96	96
Other Services*	0	0

4.2 I&R Information

* - Required field

To inform RSA how many service providers engage in I&R follow-up contacts regarding access to transportation, health care services or assistive technology, please indicate the following:

The service provider did engage in follow-up contacts with I&R recipients to document access gained to previously unavailable transportation, health care or assistive technology

Yes No

Describe how information and referral services and the other IL core and other IL services are provided to those who request such services in formats accessible to the individual requesting the services. Describe any innovative practices (not mentioned elsewhere in this report) to enhance the availability and effectiveness of IL services. *

Information and Referral: All staff have the responsibility of providing Information and Referral (I&Rs). CPWD handles more than hundred I&Rs a week, primarily from individuals with disabilities, family members, healthcare providers, social service organizations, and funders.

Independent Living Skills Training: ILAs and Independent Living Skills Trainers (ILSs) both provide Independent Living Skills Training (ILST). ILST is done both on an individual level as well as in group settings. Examples of training include learning how to budget, navigating the public transportation system, using Assistive Technology and cooking.

Individual/Systems Advocacy: During the program year staff advocated with, and on behalf of, individuals with disabilities in many different areas including: employment, benefits and housing. Advocacy is performed on an individual

level (teaching them how to advocate on their own) and on a systems level (creating equal access for all). This past year CPWD created a full time position dedicated to Systems Advocacy on the local, state and federal level.

Peer Mentoring: As previously noted, employees with disabilities provide a natural conduit for peer mentoring. The IL philosophy holds that people with disabilities who have overcome barriers and achieved varying degrees of independence are uniquely qualified to mentor others to achieve similar goals. CPWD has a number of peer groups that specifically address disabilities.

4.3 Peer Relationships and Peer Role Models

* - Required field

Briefly describe how, during the reporting year, the CIL promoted the development of peer relationships and peer role models among individuals with significant disabilities. *

CPWD employs a majority of people with disabilities. This includes people with visual disabilities such as those with developmental disabilities, people with cerebral palsy, and people who are blind. CPWD also employs several individuals with “invisible” disabilities. Because CPWD employs a majority of people with disabilities, staff and consumer can develop informal peer mentoring relationships. Additionally, employees are able to be successful peer role models as they have gotten past many of the barriers that face people with disabilities—including employment, housing, transportation and health care. CPWD also has 32 successful peer support groups.

4.4 Increased Independence and Community Integration

* - Required field

Increased Independence and Community Integration

Significant Life Area	Goals Set	Goals Achieved	In Progress
Self-Advocacy/Self-Empowerment*	48	18	30
Communication*	24	8	16
Mobility/Transportation*	20	7	13
Community-Based Living*	52	22	30
Educational*	15	1	14
Vocational*	88	42	46
Self-care*	91	52	39
Information Access/Technology*	90	35	55
Personal Resource Management*	43	26	17
Relocation from a Nursing Home or Institution to Community-Based LivingCommunity/Social Participation*	3	3	0
Community/Social Participation*	162	63	99

Significant Life Area	Goals Set	Goals Achieved	In Progress
Other*	2	1	1

4.5 Improved Access To Transportation, Health Care Services, and Assistive Technology * - Required field

In column one, indicate the number of consumers who required access to previously unavailable transportation, health care services, or assistive technology during the reporting year. Of the consumers listed in column one, indicate in column two, the number of consumers who, as a result of the provision of IL services (including the four core services), achieved access to previously unavailable transportation, health care services, or assistive technology during the reporting year. In column three, list the number of consumers whose access to transportation, health care services or assistive technology is still in progress at the end of the reporting year.

Improved Access To Transportation, Health Care Services, and Assistive Technology

Areas	# of Consumers Requiring Access	# of Consumers Achieving Access	# of Consumers Whose Access is in Progress
Transportation*	38	25	13
Health Care Services*	1252	1015	237
Assistive Technology*	162	65	97

Note: For most IL services, a consumer's access to previously unavailable transportation, health care and assistive technology is documented through his or her CSR. In some instances, consumers may achieve an outcome solely through information and referral (I&R) services. To document these instances as successful

outcomes, providers are not required to create CSRs for these consumers but must be able to report that follow-up contacts with these consumers showed access to previously unavailable transportation, health care and assistive technology.

4.6 Self-Help and Self-Advocacy

* - Required field

Briefly describe how the CIL has promoted self-help and self-advocacy among individuals with significant disabilities during the reporting year.

Employees at the Center for People with Disabilities (CPWD) personify the Independent Living (IL) philosophy. They encourage people with disabilities to do for themselves in areas such as working with social service providers, housing authorities and others. For example, consumers within our Employment Program are taught how to work with potential employers regarding their career goals as well as how to conduct their own job search. Consumers seeking to get benefits, either in obtaining their Social Security Disability Insurance (SSDI)/ Supplemental Security Income (SSI) or food stamps, gain the skills to apply themselves and work through the barriers that may come with the application process. Through both of these examples consumers learn transferable skills that will help them in the future as they work towards independence.

4.7 Additional Information Concerning Individual Services or Achievements

* - Required field

Please provide any additional description or explanation concerning individual services or achievements, including outstanding success stories and/or major obstacles encountered. *

Here are four of our success stories from this past year:

Luca acquired a disability as the result of a spinal cord injury at age 50. During his hospitalization, he lost his home, and from the hospital, went straight to a nursing facility – never to return home. Luca contacted CPWD in 2016 saying he wanted to transition out of the nursing facility and back into his own home. He worked with CPWD for a few years, overcoming obstacles including accessing vouchers, finding affordable and accessible housing, and finding the right home health care to meet his needs. Finally, after a lot of work and with support, he received a voucher and was afforded the opportunity to move into affordable housing units in Louisville with wheelchair accessibility. At 56, in June 2017, he moved into his new home. During his hospitalization, he also lost his long-time companion, his dog. He has now applied for a service animal and looks forward to the day when he will have a new dog.

David lost his vision. He and his wife could no longer manage their country home and moved to a retirement community. With help from CPWD and our Low-Vision Support Groups, David accessed and was trained in screen-reading software, received a video magnifier, learned about accessibility on his phone, and learned how to properly use a cane. David says he feels supported by peers, and has hope for a happy and meaningful life.

“Through the Low Vision Support Group, I have become aware of and benefited from the services of many entities that help people with low vision,” David said “The fact that there has been no cost to me for these services is

astounding. It is comforting to know that there are other people in the same situation who are coping well with vision loss. It gives me hope for continuing to live a happy and meaningful life in spite of my impairment.”

Scott is a single dad who was struggling to earn enough to meet his own, and his daughter’s basic needs. Scott is a strong and independent Deaf individual, and was dedicated every day to finding employment. With assistance from CPWD, Scott practiced job searching, online applications, and discussing employee accommodations. Because of CPWD’s Employment program, and Scott’s own determination and skills, Scott has found successful employment doing what he enjoys. Scott can now provide his daughter with food, shelter, day care, and extra-curricular activities.

Section 5. Provision of Services

5.1 Compliance Indicator 2: Provision of Services on a Cross-Disability Basis

* - Required field

Briefly describe how, during the reporting year, the CIL has ensured that IL services are provided to eligible individuals with a diversity of significant disabilities and individuals who are members of populations that are unserved or underserved, without restrictions based on the particular type or types of significant disability and in a manner that is neither targeted nor limited to a particular type of significant disability. *

CPWD serves individuals with all types of disabilities and no one is refused. Staff participate in a variety of outreach activities in order to reach people who are un-served or under-served. Specific outreach is targeted towards individuals living in the rural mountain communities and the mono-lingual Spanish speaking community. Both of these demographics have been identified on a statewide basis as being under-served. To better reach the Spanish speaking community we have two bi-lingual direct service staff. Additionally, staff regularly attend external meetings to educate the community on CPWD's services for all people with disabilities.

5.2 Alternative Formats

* - Required field

Briefly describe how, during the reporting year, the CIL has ensured the availability in alternative formats of all of its written policies and materials and IL services, as appropriate. *

CPWD is committed to providing all written material in alternative formats as necessary this may include, large print, Braille and electronic versions of printed materials. All communications can be made available in alternative formats upon request including: newsletters, brochures and any other communications. Additionally, we have a video phone for communication with Deaf consumers. For consumers who speak Spanish, our brochures and intake packet are available in Spanish.

5.3 Equal Access

* - Required field

Briefly describe how, during the reporting year, the CIL has ensured equal access of individuals with significant disabilities, including communication and physical access, to the center's services, programs, activities, resources, and facilities, whether publicly or privately funded. Equal access, for the purposes of this indicator, means that the same access is provided to any individual with a significant disability regardless of the individual's type of significant disability. *

CPWD offices have wide hallways, automatic door openers and accessible bathrooms. Additionally, CPWD ensures that meetings and events are always held at accessible locations so that all program and services are accessible not just those held in our office. CPWD employs staff who have firsthand knowledge of accessibility law and this past year CPWD trained two staff on the Community Health and Environment Checklist (CHEC) so that staff can work with consumers to conduct assessments of the usability of other businesses. Staff are seen in the community as experts on accessibility and usability and even present to staff with the City of Boulder to help them better understand different accessibility needs.

Briefly describe how, during the reporting year, the CIL has advocated for and conducted activities that promote the equal access to all services, programs, activities, resources, and facilities in society, whether public or private, and regardless of funding source, for individuals with significant disabilities. Equal access, for the purposes of this indicator, means that the same access provided to individuals without disabilities is provided in the center's service area to individuals with significant disabilities. *

CPWD has various departments that work together to ensure the communities we serve have full, complete and equal access for people with disabilities. The Development and Communications, Personal Assistance Services and Core Services Departments in particular coordinate activities along with our consumers to promote equal access. This can include testifying, attending rallies, working with city planners and local businesses to ensure accessibility — both on a physical level and a programmatic one.

5.4 Consumer Information

* - Required field

Briefly describe how, during the reporting year, the CIL has ensured that consumers have the opportunity to develop and achieve their goals (either with or without an ILP) and that the consumer has the opportunity to express satisfaction with the center and such consumer satisfaction results are evaluated by the center. *

Independent Living Advisors (ILAs) and direct service providers utilize the IL philosophy as the foundation of their services in order to provide a framework in assisting consumers in developing goals for independent living. During the initial meeting with the consumer they are informed of their rights and responsibilities, grievance procedure and work with the ILA to either develop or waive their Independent Living Plan (ILP). During each following meeting staff check in with the consumers about their satisfaction with services. This information is tracked in our database.

5.5 Consumer Service Record Requirements

* - Required field

Briefly describe how, during the reporting year, the CIL ensured that each consumer's CSR contains all of the required information *

During the year, Consumer Service Records (CSRs) are regularly reviewed to determine if all required information has been maintained.

5.6 Community Activities

* - Required field

Issue Area	Activity Type	Hours Spent	Objective(s)	Outcome(s)
Health Care	Advocacy / Education	297	To increase access to healthcare and home health options so people with disabilities can remain in their own homes.	People with disabilities will be able to live in their communities of choice
Transportation	Advocacy / Collaboration	251	To ensure that people with any type of disability are able to navigate in and between communities of choice.	People with disabilities will be able to travel to their desired location with appropriate transportation.
Housing	Collaboration / Advocacy	413	To ensure that communities have the appropriate amount of affordable and accessible housing options.	People with disabilities are living in integrated housing.

Issue Area	Activity Type	Hours Spent	Objective(s)	Outcome(s)
Assistive Technology	Technical Assistance/ Edu	902	Provide demonstration and technical assistance on how to use different assistive technology devices.	People with disabilities have increased access to assistive technology.

5.7 Description of Community Activities

* - Required field

For the community activities mentioned above, provide additional details such as the role of the CIL staff board members and/or consumers, names of any partner organizations and further descriptions of the specific activities, services and benefits. *

From many CPWD staff community outreach and education is part of their daily work. This might be informally through a simple conversation with a local business or more formal such as a presentation or training provided locally or on a national scale. The above numbers capture these more formal community activities and outreach provided by our staff. Additionally, many of our programs rely on strong community partnerships to help our consumers reach their independent living goals. From the transition team created for the successful of each individual moving from a nursing home back into the community to the business relationships that contribute to the successful employment of consumers, partnerships are at the center of our programs.

To strengthen all of these partnerships staff participate on councils and regional planning committees; offer presentations to the community of a variety of disability related topics; attend networking events and fairs; actively participate in local Chamber of Commerce and present at national conference to share our best practices with other CILs around the county.

Below are a few highlighted examples of our community activities from 2017:

In March our Longmont Manager helped lead a 4-hour workshop on Self Advocacy. The workshop was a collaboration with 15 other individuals from local non-profits and was geared towards all individuals in the community looking to build their self-advocacy. In this community a need has been identified for skill development in self-advocacy as it relates to maintaining

housing. Affordable housing is a huge challenge and self-advocacy has been identified as a tool that individuals can use to help maintain housing. Individuals with and without disabilities attended this workshop.

In May two staff from our Beyond Vision Program hosted a vendor table at the Boulder County Caregiver Symposium. This event was attended by over 500 people and it provided an opportunity for the Beyond Vision staff to share about the services provided by CPWD and to highlight some of the assistive technology available for individuals with low vision. This is one of many events attended by the Beyond Vision staff each year as they work to educate the public, share information about services and advocate for individuals who are blind or visually impaired in the community.

Our Boulder Independent Living Advisor is very active with councils and committees related to public transportation. This includes the Boulder County Local Coordinating Council, East Arapahoe Transportation Planning Community Working Group, Regional Transportation District Advisory Committee for People with Disabilities, and the Denver Regional Mobility and Access Council. As a whole these groups are working towards accessible transportation and transportation corridors. Some recent initiatives have included promoting the social and economic importance of public transportation, advocating for accessible doorways at Union Station in Denver and addressing the needs of under-served rural areas. Having a voice on these committees and councils is very important to CPWD as it ensures that the needs of individuals with disabilities are being taken into consideration during the planning process.

Section 6. Annual Program and Financial Objectives

* - Required field

6.1 Work Plan for the Reporting Year

* - Required field

6.1.1 Achievements

Discuss the work plan's proposed goals and objectives and the progress made in achieving them during the reporting year. *

The Development and Communications department had a busy year with grant writing and developing communications for CPWD.

24 Grants Applied for a total of: \$730,359

15 Grants Received for a total of: \$284,791

Other Fundraising Activity included \$5,542 from Colorado Gives Day

Marketing and Communications

The Development Department has continued to work with all the programs to create and distribute effective marketing and outreach materials, including: Fliers for events, Program specific brochures, Overall agency brochures in English and Spanish, Web marketing, advertising and outreach.

CPWD produced a specialized annual report this year in honor of our 40th anniversary celebration. This annual report highlighted the growth of CPWD over the past 40 years while providing a snapshot of where the organization is today which included: highlighting programs, success stories, sharing a services breakdown and the current financial position.

Programs and Services

Youth Services

In collaboration with the Main Street School, CPWD taught spring and fall classes to a group of 10-11 transition age youth. Fall classes ran for six sessions and focused on social skills. The curriculum was loosely based on

the Living Well with a Disability curriculum and then adapted to meet the needs of these specific students. Spring classes ran for 10 sessions and focused on Independent Living Skills. These classes included a collaboration with a local bank where students took a budgeting class and tours of local affordable housing units.

Currently our Transition Manager is also working with three additional school to start offering classes in 2018. We are excited to be building these partnerships and growing out relationship with DVR by offering some of these classes as Pre-Employment Transition Services.

To further develop our youth services, CPWD hosted a Peer to Peer training through APRIL. The other outcomes from this training were plans for a 2018 youth peer group and a youth summer program. We are very excited by the tremendous growth of our youth services over the past year.

Transition Services

CPWD receives funding for several Medicaid services through Colorado Choice Transitions, waiver based services. These services include Transition Services, Extended Transition Services, Independent Living Skills Training, and Peer Mentoring.

Staff successfully assisted two individuals to transition out of nursing facilities back into their communities. And at the close of the Federal Fiscal year staff were actively working with another two consumers set to transition before New Year's. One of the biggest challenges with transition is finding housing and our transition manager built a strong relationship with a new apartment complex and was able to secure an agreement to hold the wheelchair accessible units for consumers transitioning out of nursing homes. By early 2018 we will have five consumers who have moved into these beautiful new apartments

The Transitions Manager is a nationally recognized expert in transitioning people out of nursing homes. This expertise has led to being a national trainer in the past. This fall she was recruited again to provide a national training with

the Independent Living Research and Utilization (ILRU) on Independent Living Skills Training and Nursing Facilities Transitions.

Beyond Vision

The Center for People With Disabilities (CPWD) has followed a proven method of implementation that consists of peer groups in multiple counties as well as one-on-one in-home independent living skills training. These have been in the areas of assistive technology (our current number one request), home safety, and communication. We also provide numerous information and referrals with follow-up.

With the one-on-one services a goal is established by the consumer, this is also in accordance with the Standards and Indicators of a Center for Independent Living for the consumer controlling their services. An independent living plan is developed where it specifies how the goal is to be achieved via action steps. Progress notes are maintained in an online database to demonstrate how the goal is progressing.

This year the Beyond Vision assisted over 400 individuals who were blind or visually impaired. Their focus was on assistive technology devices, peer support services, independent living skills training, peer support, and Independent living and adjustment training. In addition, our Beyond Vision team has worked hard to reach underserved and unserved populations. We serve rural, mountain communities and have focused efforts with service organizations that are within those communities in order to build trust and demonstrate our commitment to those who reside there. We have participated in community events (such as service fairs) and in-person meetings (such as service organization meetings).

Consumer satisfaction assessment of the program continues to be high. In a 2016 survey, we asked, "Have the services you received from CPWD helped you to maintain or increase your independence?" 98% of respondents answered, "yes."

Employment

The core of the CPWD Employment Program continues to be skills training to independently acquire and maintain a job. This training includes career exploration, goal setting, resume development, drafting of cover letters, professional communications, mock interviews, tips for online job search, application review, job site visits, accommodations planning, and follow-along support.

Consumers include referrals from the Division of Vocational Rehabilitation, active participants in the federal Ticket to Work program, referrals from community partners, and walk-ins. CPWD is an Employment Network (EN) with the Social Security Administration and we continue to serve more Ticket to Work Consumers every year.

CPWD continues to have a Certified Community Partner Work Incentive Counselor "CWIC" who provides in-depth benefits counseling to assist consumers in making an informed decision about work, the effect work will have on their medical, cash and public benefits such as SSI, SSDI, Medicare, Medicaid, subsidized housing and food stamps, as well as the work incentives available to them so they will not lose medical benefits while working. Currently we have a second staff person pursuing their CWIC certification so we can continue to grow this service.

The Employment program facilitates a job club which regularly hosts guest speakers and supports consumers in finding and maintaining employment through peer connections. Speakers included: American Disability Act (ADA), Equal Employment Opportunity Commission (EEOC), and a few past consumers who talked of their successes. Business and Community Partnerships continue to expand.

Specialized Day Program

CPWD's Independent Living Program (ILP) is the only Elderly, Blind and disabled (EBD) Medicaid Waiver program in a CIL in Colorado. Consumers in this program are cross disability and of all ages. In alignment with CIL philosophy, ILP is a specialized consumer choice "day program" in which consumers learn independent living skills including: cooking, money

management, self-advocacy, assertiveness, boundaries, social skills, adaptive yoga, fitness classes, and current events. Additionally, consumers have the opportunity to participate in out groups with include activities such as bowling, swimming, visiting museums, touring local banks, attending concerts, and shopping.

The biggest achievement in ILP this past year has been taking all the necessary steps to ensure compliance with the new HCBS settings rules. As part of the process all ILP staff attended a Person Centered Planning training. Person Centered Planning is central to CIL philosophy and all work at CPWD. This specific training gave staff additional tools to use in working with consumers on their independent living plans.

Personal Assistance Services Department

CPWD is one of two Colorado CILs that implements the Personal Assistance Services (PAS) program and we provide services in Boulder and Larimer County. The PAS Department has as part of their mission that “all people are entitled to the freedom to make choices and the right to live independently in the community”. Barriers, both physical and in attitude, restrict these rights of people with disabilities, causing a reduction of self-esteem and in community diversity. A support network which emphasizes personal empowerment and dignity is the key for individuals with disabilities in the process of claiming control over their lives. CPWD provides the resources, information and support necessary to challenge and alleviate barriers to independence.

Additionally, PAS encourages consumers to participate in the home care program that best fits their lifestyles (i.e., CDASS, IHSS or conventional home care). We continue to assist some of our consumers in guiding them through the Medicaid system in order to obtain the program of their choice. In keeping with the CIL philosophy, the PAS Department has focused efforts this year on expanding the IHSS (In Home Support Services) program, which is a consumer directed program. We have seen a doubling of growth in IHSS with an anticipation of equal or greater growth of this program in the coming year.

PAS employs a variety of skilled and unskilled staff. Skilled include Registered Nurses and Certified Nursing Assistant's (CNAs). Unskilled include Homemakers (HMK), Personal Care (PCP), Health Maintenance Attendants (HMAs) and Relative Care Providers (RCPs). Skilled staff perform medically oriented services such as setting up medications, giving injections and wound care, as well as personal care requiring a certified nurse aide. Unskilled staff focus on services involving chores around the home such as cleaning, laundry and shopping and giving verbal prompts in care without physical assistance.

Annually PAS completes satisfaction surveys for HCBS and/or skilled services. This past year we had a 37% response rate and the questions included; "Would you recommend CPWD to family and friends?" 98% stated yes; "Has the scheduling of your CNA/HMK staff been to your satisfaction?": 100% stated yes; and "Have you been contacted appropriately when your schedule has been changed due to unforeseen circumstances?": 98% stated yes.

Unserved/Underserved

Homeless Population

We have seen an increased need with the homeless community—in particular youth within families that are homeless. In the St. Vrain School District alone there is over 300 reported youth who are homeless. Staff have been involved with several outreach and collaborative efforts.

Hispanic Population

CPWD has a BiCultural Independent Living Advisor that has been overwhelmed with the need for the Hispanic community and in April 2017 we hired a BiCultural Beyond Vision Skills Trainer to build our bilingual services and better meet the needs of the community. We now offer three Peer Support groups facilitated in Spanish. There continues to be a high demand for bilingual services in all the areas we serve.

Mental Health Population

Another large underserved population in those with mental health disabilities. All CPWD staff took a Mental Health First Aid course this fall to ensure staff are able to recognize individuals in the middle of a mental health crisis. While the community mental health organizations do an excellent job of providing mental health assessments and services, there is always a need for more services. We continue to outreach and build collaborations for services for individuals with mental health disabilities.

6.1.2 Challenges

Describe any substantial challenges or problems encountered by the CIL, and the resolutions/attempted resolutions. *

None

6.1.3 Comparison with Prior Reporting Year

As appropriate, compare the CIL's activities in the reporting year with its activities in prior years, e.g., recent trends. *

None

6.2 Work Plan for the Year Following the Reporting Year

* - Required field

6.2.1 Annual Work Plan

List the CIL's annual work plan goals, objectives and action steps planned for the year following the reporting year. *

The work plan that follows builds on our long term goals laid out in the 2017 Work Plan. The updated action steps show our steps for 2018 in working towards these goals.

Goal 1: Increase the Center for People with Disabilities community connection and resource base through fund development, networking, collaboration, and outreach.

Objective 1: Increase CPWD revenue base

Action Steps: Determine fundraising activities and implement as needed; Research appropriate grants and apply; Implement plan to increase donor base; Expand Fee for Service programs

Objective 2: Coordinate disability awareness events and attend outreach events

Action Steps: Locate partners, develop events and attend outreach fairs

Objective 3: Maintain presence on committees, councils, boards and coalitions, etc.

Action Steps: Develop a comprehensive list of staff involvement on committees, identify new areas of involvement and apply.

OUTCOME: CPWD will have a more solvent financial position and be in a stronger position to meet the needs of the community.

Goal 2: Increase services and consumer base.

Objective 1: Increase involvement in the five (5) core services

Action Step: Outreach to underserved populations and build partnerships within the community.

Objective 2: Maintain presence at City Council and the state capital.

Action Steps: Coordinate with other Centers for Independent Living on legislative issues; Build relationship with local, state, and national political representatives; CPWD staff and consumers will attend rallies, events, etc. that draws attention to issues pertaining to people with disabilities; CPWD staff and consumers will testify as requested and appropriate

Objective 3: Increase employment opportunities for people with disabilities

Action Steps: Maintain relationships with local businesses and DVR through annual "Celebration of Disabilities Employment" event and regular outreach.

OUTCOME: People with disabilities will have the information, tools and resources they need to make informed choices.

6.2.2 SPIL Consistency

Explain how these work plan goals, objectives and action steps are consistent with the approved SPIL. *

The State Plan for Independent Living identified three goals that they seek to accomplish with the assistance of the nine Colorado Centers for Independent Living.

Goal 1: Improve SILC effectiveness.

Goal 2: Increase SILC member knowledge base.

Goal 3: Increase the capacity of CILs.

The CPWD workplan is consistent with the SPIL goals and directly addresses the third goal of increasing CIL capacity throughout Colorado.

Section 7. Other Accomplishments, Activities and Challenges * - Required field

Describe any additional significant accomplishments, activities and/or challenges not included elsewhere in the report, e.g. brief summaries of innovative practices, improved service delivery to consumers, etc. *

None not previously mentioned in Section 5 and Section 6.

Section 8. Training and Technical Assistance

8.1 Training and Technical Assistance Needs

* - Required field

<p align="center">Training And Technical Assistance Needs</p>	<p align="center">Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important</p>
Advocacy/Leadership Development	
<p align="center">General Overview</p>	
<p align="center">Community/Grassroots Organizing</p>	
<p align="center">Individual Empowerment</p>	
<p align="center">Systems Advocacy</p>	<p align="center">6</p>
<p align="center">Legislative Process</p>	
Applicable Laws	
<p align="center">General overview and promulgation of various disability laws</p>	
<p align="center">Americans with Disabilities Act</p>	
<p align="center">Air-Carrier's Access Act</p>	
<p align="center">Fair Housing Act</p>	
<p align="center">Individuals with Disabilities Education Improvement Act</p>	
<p align="center">Medicaid/Medicare/PAS/waivers/long-term care</p>	

<p style="text-align: center;">Training And Technical Assistance Needs</p>	<p style="text-align: center;">Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important</p>
<p style="text-align: center;">Rehabilitation Act of 1973, as amended</p>	
<p style="text-align: center;">Social Security Act</p>	
<p style="text-align: center;">Workforce Investment Act of 1998</p>	
<p style="text-align: center;">Ticket to Work and Work Incentives Improvement Act of 1999</p>	
<p style="text-align: center;">Government Performance Results Act of 1993</p>	
<p>Assistive Technologies</p>	
<p style="text-align: center;">General Overview</p>	
<p>Data Collecting and Reporting</p>	
<p style="text-align: center;">General Overview</p>	
<p style="text-align: center;">704 Reports</p>	
<p style="text-align: center;">Performance Measures contained in 704 Report</p>	
<p style="text-align: center;">Dual Reporting Requirements</p>	5
<p style="text-align: center;">Case Service Record Documentation</p>	
<p>Disability Awareness and Information</p>	
<p style="text-align: center;">Specific Issues</p>	
<p>Evaluation</p>	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
General Overview	
CIL Standards and Indicators	
Community Needs Assessment	2
Consumer Satisfaction Surveys	7
Focus Groups	
Outcome Measures	
Financial: Grant Management	
General Overview	
Federal Regulations	
Budgeting	
Fund Accounting	
Financial: Resource Development	
General Overview	
Diversification of Funding Base	
Fee-for-Service Approaches	4
For Profit Subsidiaries	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Fund-Raising Events of Statewide Campaigns	
Grant Writing	
Independent Living Philosophy	
General Overview	
Innovative Programs	
Best Practices	3
Specific Examples	1
Management Information Systems	
Computer Skills	
Software	
Networking Strategies	
General Overview	
Electronic	
Among CILs & SILCs	
Community Partners	
Program Planning	

<p align="center">Training And Technical Assistance Needs</p>	<p align="center">Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important</p>
General Overview of Program Management and Staff Development	
CIL Executive Directorship Skills Building	
Conflict Management and Alternative Dispute Resolution	
First-Line CIL Supervisor Skills Building	
IL Skills Modules	
Peer Mentoring	
Program Design	
Time Management	
Team Building	
Outreach to Unserved/Underserved Populations	
General Overview	
Disability	
Minority	
Institutionalized Potential Consumers	
Rural	8
Urban	

<p align="center">Training And Technical Assistance Needs</p>	<p align="center">Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important</p>
<p>SILC Roles/Relationship to CILs</p>	
<p align="center">General Overview</p>	
<p align="center">Development of State Plan for Independent Living</p>	
<p align="center">Implementation (monitor & review) of SPIL</p>	
<p align="center">Public Meetings</p>	
<p align="center">Role and Responsibilities of Executive Board</p>	
<p align="center">Role and Responsibilities of General Members</p>	
<p align="center">Collaborations with In-State Stakeholders</p>	
<p>CIL Board of Directors</p>	
<p align="center">General Overview</p>	
<p align="center">Roles and Responsibilities</p>	
<p align="center">Policy Development</p>	
<p align="center">Recruiting/Increasing Involvement</p>	
<p>Volunteer Programs</p>	
<p align="center">General Overview</p>	<p align="center">9</p>
<p>Optional Areas and/or Comments (write-in)</p>	

8.2 Additional Information

* - Required field

Provide additional information, comments, explanations or suggestions not included elsewhere in the report *

None

Section 9. Signatures

NAME OF EXECUTIVE DIRECTOR* Maria Stepanyan



I certify that the information provided in this report is true, complete and accurate to the best of my knowledge.



As the Executive Director, I certify that the Board has reviewed and given approval for submission of this report.