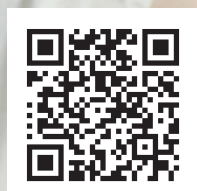




# **DEVELOPING POTENTIAL, INC.**

EXPANDING OUR POTENTIAL TO SERVE | #BUILDINGLIVES





*Serving the Community Since 1993*

Every day, more than 150 Independence, Lee's Summit and Kansas City individuals with profound developmental disabilities live fuller, healthier and more productive lives with as much dignity and independence as possible. Their lives are full thanks to Developing Potential, Inc. (DPI).

DPI serves adults with developmental disabilities in Jackson County, Missouri through on-site and off-site day services, and through a customized supported employment program. The organization's three facilities in Lee's Summit, Kansas City and Independence help individuals achieve their highest potential through DPI's combined medical and lifestyle programs. This campaign brochure provides background and rationale for a campaign to address the increased need for services.

DPI proposes to increase its capacity by raising \$5,250,000 to build a community-oriented, universally-designed facility that will allow individuals more choice in receiving services close to home, and increase DPI's overall service capacity by 40%. The funds will enable DPI to:

- Address programming space needs
- Reduce the current wait list by more than 50%
- Expand program options for individuals at DPI
- Allow for community access to services and space at the new facility
- Allow more people with developmental disabilities to live independent, productive and fulfilling lives through on-site day services, and be more connected to their communities through off-site activities

## A Note from Our Director...

I REMEMBER, AS A CHILD, RIDING TWO HOURS WITH MY MOTHER TO VISIT MY COUSIN THROUGH MANY SURGERIES AT SHRINER'S HOSPITAL IN LEXINGTON, KENTUCKY. SHE HAD DEVELOPMENTAL DISABILITIES AND AS SHE GREW INTO ADULTHOOD, HER OPTIONS FOR SERVICES WERE VERY LIMITED DUE TO HER NEEDS WITH SELF-HELP SKILLS AND MEDICAL SUPPORT. I REMEMBER MY COUSIN REPEATEDLY TELLING ME, "I STILL GOT POTENTIAL!!!" WE WOULD FASHION A JIG FOR A SCOOTER OR SKATEBOARD SO SHE COULD HAVE FUN JUST LIKE THE OTHER KIDS ON THE BLOCK. SHE REQUIRED A LOT OF OVERSIGHT DUE TO SEIZURES THAT DEVELOPED LATER IN LIFE. THIS SWEET GIRL IS NO LONGER WITH US TODAY, BUT SHE PROVIDED ME A VALUABLE LESSON ABOUT LIFE: EVERYONE HAS POTENTIAL. IT'S IMPORTANT FOR EACH PERSON IN OUR COMMUNITY TO HAVE OPPORTUNITIES TO BECOME HIS OR HER BEST SELF. MY COUSIN SHOWED ME THE BEAUTY OF EACH DAY BY ALWAYS HAVING A "CAN DO" ATTITUDE FOR ANY CHALLENGE OR BARRIER IN HER LIFE.



WHEN MY HUSBAND AND I MOVED TO KANSAS CITY IN 1993, I HAD THE PRIVILEGE OF MEETING FAMILIES AND AREA FUNDERS TO LEARN ABOUT GAPS IN SERVICES FOR PEOPLE WITH DEVELOPMENTAL DISABILITIES. MANY INDIVIDUALS, ONCE THEY HAD LEFT THE PUBLIC-SCHOOL SYSTEM, WERE NOT ABLE TO ATTEND DAY SERVICE PROGRAMS IF THEY HAD COGNITIVE OR PHYSICAL CARE NEEDS (INCLUDING RESTROOM ASSISTANCE). I BELIEVED SOMEONE NEEDING ASSISTANCE IN THE RESTROOM SHOULD NEVER BE LIMITED TO THEIR ABILITY TO ACCESS OR BE A PART OF THE COMMUNITY. I FELT IT WOULD BE QUITE THE CHALLENGE TO START A DAY SERVICE PROGRAM IN MISSOURI DUE TO STATE COST OF SERVICE REIMBURSEMENT RATES. YET WITHIN THREE YEARS, OUR REQUEST LIST FOR SERVICES WAS MORE THAN 50 PERSONS AND THE NEED CONTINUES TODAY. I CONSIDER IT A PRIVILEGE TO ADDRESS THIS NEED BY FINDING QUALITY STAFF, PROVIDING MEANINGFUL DAY PROGRAMMING AND UNDERSTANDING THE AMAZING HONOR IT IS TO HELP OTHERS REALIZE... WE 'STILL GOT POTENTIAL!'

WHAT CAN WE ACHIEVE NEXT TO HELP OUR COMMUNITY OF INDIVIDUALS LIVING WITH DEVELOPMENTAL DISABILITIES WITH HIGH MEDICAL NEEDS? A SAFE AND ACCESSIBLE FACILITY IS KEY FOR DEVELOPING OUR OWN POTENTIAL. IT IS A PRIVILEGE FOR OUR BOARD AND LEADERSHIP TO CARRY THIS PASSION IN OUR KANSAS CITY COMMUNITY. I HOPE YOU WILL SEE THE NEED AND HELP US CARRY THIS MISSION FURTHER FOR OUR COMMUNITY.

REBECCA CASE, EXECUTIVE DIRECTOR

AT THE AGE OF 21, INDIVIDUALS WITH DEVELOPMENTAL DISABILITIES BECOME **INELIGIBLE** FOR PUBLIC SCHOOL SERVICES, LEAVING THEM **WITHOUT ACCESS** TO PROGRAMS AND SUPPORTS THAT ALLOW FOR THEIR CONTINUED DEVELOPMENT AND INDEPENDENCE.

## BACKGROUND

Developing Potential, Inc. (DPI) was founded in 1993 to provide day habilitation services to individuals between the ages of 19 and 65 with developmental disabilities and 19- to 21-year-olds transitioning out of the school system. DPI went from serving eight individuals to serving 50 individuals within three years of opening its doors. The demand for services in the community was so great, they had to start a waiting list.

In 2002, DPI expanded into Independence, effectively doubling its service capacity. Today, DPI's outreach extends throughout Jackson County, Missouri, with facilities in Lee's Summit, Independence and Kansas City. In 2012, DPI opened the Lee's Summit site as a full-service facility, and purchased it outright in 2014. DPI is currently leasing both the Kansas City and Independence facilities. DPI's mission statement supports the focus on growth and expansion in order to help more individuals with developmental disabilities live with as much dignity and independence as possible.

Today, DPI employs more than 60 people. *As of early 2018, DPI is serving 150 people, a 47% increase over the number of individuals served in 2010.* DPI is nationally accredited through the Commission on Accreditation of Rehabilitation Facilities (CARF); CARF has twice honored DPI for its accomplishments in advocacy and program planning for individuals with developmental disabilities.

## MISSION + VALUES

DPI's mission is to provide quality day habilitation services to adults with developmental disabilities and support these individuals to reach their potential and achieve a dignified, adult lifestyle.

DPI is a holistic program that focuses on Body, Mind and Spirit of the individuals we support seeking to build strength, foster independence and be a vehicle for changing lives.

DPI serves the most disadvantaged members of this community, and a majority of participants require one-on-one staffing at some point throughout their day, including support for seizures, breathing treatments, tube feedings and catheterizations.

Many individuals at DPI have significant mobility challenges. Thirty-six individuals at DPI use a wheelchair for mobility. An additional twelve individuals don't use a wheel chair, but do have some degree of paralysis.

**80%** need individual attention at meal times

**33%** require medication dispensed during the day

**98%** live at or below the poverty line

**95%** receive Medicaid benefits

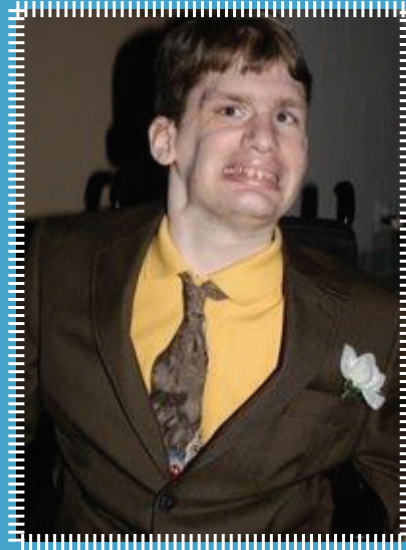
Nearly all the adults receiving services have one or more compounding medical conditions. Individual diagnoses cover a wide range of severity and may include:

- ASPERGER'S SYNDROME
- AUTISM
- CEREBRAL PALSY
- CONGENITAL QUADRIPLEGIA
- DOWN SYNDROME
- HYDROCEPHALUS
- PERVASIVE DEVELOPMENT DISORDER

DPI CURRENTLY PROVIDES MULTI-LEVEL SUPPORT SERVICES TO OVER **150 INDIVIDUALS** WITH DEVELOPMENTAL DISABILITIES BETWEEN THE AGES OF **19 AND 65**.

DEMAND FOR DPI'S OUTPATIENT SERVICES HAS RISEN **47 PERCENT** OVER THE PAST FIVE YEARS. THERE ARE A GREAT NUMBER OF INDIVIDUALS THAT HAVE EXPRESSED THEIR DESIRE TO RECEIVE SERVICES FROM **DEVELOPING POTENTIAL**. WE CONTINUE TO ENGAGE THESE FAMILIES AND HAVE EMBARKED ON THIS CAPITAL CAMPAIGN TO PROVIDE A PARTIAL SOLUTION TO THE NEED FOR SERVICES IN **JACKSON COUNTY**.





## MEET PAUL.

PAUL IS A FRIENDLY, HUMOROUS 31-YEAR-OLD MAN WHO LIVES WITH HIS MOTHER IN INDEPENDENCE. HE ENJOYS WATCHING MOVIES, THERAPEUTIC HORSEBACK RIDING AND ATTENDING SUNDAY SCHOOL CLASSES AT HIS CHURCH. PERSONAL RELATIONSHIPS ARE VERY IMPORTANT TO PAUL, INCLUDING THOSE HE HAS DEVELOPED AT DPI AND HIS CHURCH. PAUL REQUIRES A GREAT DEAL OF ONE-ON-ONE SUPPORT. HE COMMUNICATES VERBALLY AND CAN USE FULL SENTENCES. HE CAN RECOGNIZE SIGHT WORDS LIKE “YES”, “NO” AND “PIG”—HE LOVES PIGS! HE UTILIZES A WHEELCHAIR FOR MOBILITY. THE STAFF USES A LIFT FOR TRANSFERS TO AND FROM HIS WHEELCHAIR.

PAUL HAS A HOST OF COMPLEX MEDICAL NEEDS. HE REQUIRES CATHETERIZATION EVERY FOUR HOURS, CLOSE SUPERVISION DURING MEALS DUE TO A HEIGHTENED CHOKING RISK AND A SEVERE LATEX ALLERGY THAT CAN RESULT IN ANAPHYLACTIC SHOCK AND DEATH. DUE TO THESE NEEDS, OTHER ALLERGIES AND EMERGENT CONDITIONS, PAUL BENEFITS GREATLY FROM THE STAFF SUPPORT HE RECEIVES AT DPI.



## ENSURING QUALITY

Due to DPI's medically certified staff, intensive staff training in personal support therapies and the adoption of a medical model, the organization is able to provide program participants with an independence and self-sufficiency they would not normally have outside their homes or full care facilities.

Through its integrative programming and use of the Missouri Quality Outcomes, individuals served at DPI programs are able to achieve a higher level of independence, self-actualization and participations in their community. DPI performs yearly evaluations with its staff and client families to maintain satisfaction with the organization as a whole, to aid in evaluating family perspectives of individual care, to identify new needs and to refine current program offerings. Of the individuals and families who respond to DPI's stakeholder satisfaction survey, 100% felt DPI provided them with positive outcomes. *All respondents agreed that they would recommend DPI services to a family or friend.*

## DPI FULFILLS ITS MISSION THROUGH

### THREE PROGRAMS:

- ON-SITE DAY SERVICES
- OFF-SITE DAY SERVICES
- SUPPORTED COMMUNITY EMPLOYMENT



**“I’M REMINDED SO MANY TIMES ABOUT THE INDIVIDUALS AND THEIR FAMILIES. WHAT KEEPS US GOING ARE THE FAMILIES WE SUPPORT. WHATEVER THEY NEED, THEY HAVE OUR FULL SUPPORT BECAUSE WE CARE SO MUCH ABOUT THEM.”**

**KARI WISS, DIRECTOR OF OPERATIONS**

## ON-SITE DAY SERVICES

DPI provides on-site day services that provide individuals served with a combination of health supports and life skills training. Through the use of individual, personalized development plans that integrate the Gentle Teaching philosophy, participants are able to work with staff in a safe and medically supported environment in one of DPI’s three locations. These services focus on building skills in categories such as health and physical fitness, personal expression through creative means, communication and socialization. Building these skills allows participants to live with greater independence and dignity.

Many of the individuals in the program are no longer eligible for continued supports through the school system due to age. They might not qualify for day services through other agencies because their compounding medical needs limit options for care. Thanks to DPI, individuals and their families can engage in compelling and edifying programming outside of their homes in a holistic environment that focuses on “person first principles.”

*Our day habilitation program also decreases the governmental and taxpayer support needed to achieve these positive outcomes. Other care options for individuals with developmental disabilities include group homes and Intermediate Care Facilities (ICFs). ICFs are by far the most expensive, costing on average \$500,000, depending on the severity of the disability, and these costs are often born by taxpayers. Individuals receiving home and community based services incur average costs around \$53,109.20, again depending on the severity of the disability.*

The people receiving the home and community services may live in agency-operated group homes, with host families, in their own homes or with their natural families. Of all these living arrangements, individuals living in their family homes incur the lowest Medicaid costs, spending only about \$25,000 per year.<sup>1</sup>

DPI’s day services program helps people build and practice skills of daily living while expressing their dreams and identities, and also allows family members to work while their loved one is at DPI.

<sup>1</sup> Lakin, K. Charlie (et al). (2006). *Medicaid Home and Community-Based Services for Persons with Intellectual and Developmental Disabilities: Background and Findings from Consumer Interviews and the Medicaid Statistical Information Systems*. Minneapolis: University of Minnesota, Research and Training Center on Community Living.



## OFF-SITE DAY SERVICES

As individuals work to achieve their personal goals through on-site day habilitation services, DPI supports them to better connect with their community beyond the walls of DPI. Through community partnerships, participants can volunteer their time serving other organizations or take part in group and individual activities for socialization and skills refinement. Activities may include visiting area museums, attending theaters and sporting events, bowling, shopping for groceries or going to restaurants.

Participants hone interpersonal skills as they are developing feelings of confidence, self-worth and independence, all while contributing to the greater community. DPI's mission and model extends the length of time an individual served can stay independent and live at home rather than in a residential facility, such as a nursing home.

- 90% of individuals with developmental disabilities who receive day habilitation or job placement services reported liking their job or day program.
- 48% reduction in societal costs when individuals stay in their homes and receive care at day service facilities.



## SUPPORTED COMMUNITY EMPLOYMENT

In the next 20 years, the number of people with disabilities is expected to double. Currently, 54 million Americans live with disabilities. Over 20%, or 10.8 million, are actively seeking employment. The employment environment for people with developmental disabilities is even more daunting. According to a 2010 survey by The ARC, an organization advocating nationwide for people with developmental disabilities, only about 15% of the more than 5,000 survey respondents reported that their loved one with a developmental disability was employed.<sup>2</sup>

Jobs for individuals with disabilities have not grown in over two decades. *According to a report published by the Social Security Administration, disability beneficiaries who are employed through rehabilitation support services like DPI provide a return on investment of \$7 for every dollar spent.* DPI is creating a trained and prepared workforce to fill employment gaps in the Greater Kansas City area, stimulate the local economy and offer individuals with disabilities the opportunity to contribute to the community while reaching the highest levels of self-actualization.

DPI Employment Connections offers support for individuals seeking competitive (at or above minimum wage) employment in a wide variety of businesses in the community. Through in-depth work one-on-one with individuals, DPI is able to help individuals identify employment that is appropriate for them as well as self-fulfilling and meaningful in their lives. By leveraging community relationships, DPI Employment Connections engages employers and supports them in identifying meaningful roles within their scope of work that helps the business grow, provides support to the employed individual at an appropriate level to help them increase their independence and proficiency over time, and models appropriate supports for employees within the business thereby creating natural supports that will help both the individual and their co-workers.

Through working in the community, individuals served are able to positively impact the local economy, provide opportunities for co-workers and community members to positively interact with persons having disabilities, and develop meaningful relationships. Individuals served by DPI Employment Connections experience a greater than average longevity at their place of employment and are often reported to be some of the hardest workers because they really look forward to going to work. They reach above and beyond to grow in their role and to help the business. Support is provided by DPI in order to help the individual attain and retain employment including: support interacting with new co-workers, preparing for an annual review, advocating for a different role within the business, advocating for a pay increase or other job related needs. Job placements occur in a wide variety of businesses and sectors in the community including retail, health and beauty, food service, real estate, technology and more.

<sup>2</sup> "Still in the Shadows with Their Future Uncertain: A Report on Family and Individual Needs for Disability Supports" (FINDS), 2011. The ARC. 2011. Available at <http://www.thearc.org/document.doc?id=3672>.

## ADDRESSING THE NEED

The list of individuals seeking services from Developing Potential currently stands at approximately 70 people and continues to expand each year by 15%. The need is real and continues to grow. In order to meet this need, DPI has secured land and seeks to raise \$3,250,000 to build a new “community center” style building that will serve the needs of the Jackson County community by:

1. Increasing program site space by 20,000 square feet
2. Creating opportunities for new partnerships with the community and expanded program options
3. Addressing programming space needs
4. Adding support to Independence and Lee’s Summit, the geographic areas of highest need
5. Ensuring individuals with severe developmental disabilities in Jackson County maintain access to enriching programming in a purpose-built, universally designed facility

Due to the nature of the population DPI serves, it is imperative that clients have a 20 minute or less commute to the facility to receive services. Based on extensive demographic research, including the utilization of zip code analysis, it has been determined that a new or renovated facility is needed in Jackson County in order to fully reach the higher concentration of clients. There are over 70 people currently expressing interest in receiving services from DPI. Over 45% of those who would like to receive services are within the 20-minute drive radius of Lee’s Summit, the location identified to build our new space.

The new building will not only provide access to more clients in the Jackson County area, but will also offer expanded services to individuals and their families. The new location will offer opportunities for DPI participants as well as others from the community to interact in an environment providing access to services for individuals with developmental disabilities, as well as positively impacting the surrounding community.

Given the Center for Medicaid and Medicare Services regulation changes at the national level, it is becoming increasingly important to integrate people with developmental disabilities into a community-based environment that serves all members of the community. The funding from government agencies covers support services and partial staffing only. It does not cover building or structural maintenance.

98% of DPI’s annual operating budget is provided by local, state and federal funding including Medicaid. The remaining income is raised from grants and private support. Individuals who receive home and community-based services through Medicaid waiver in the state of Missouri have an average annualized cost of around \$33,109 as compared with \$300,000 for those in group living and institutional facilities, again based on severity and disability. *Not only do the programs of care that DPI offers provide the most favorable life outcomes to their clients, they also decrease the governmental and taxpayer financial support needed to achieve these positive outcomes.*

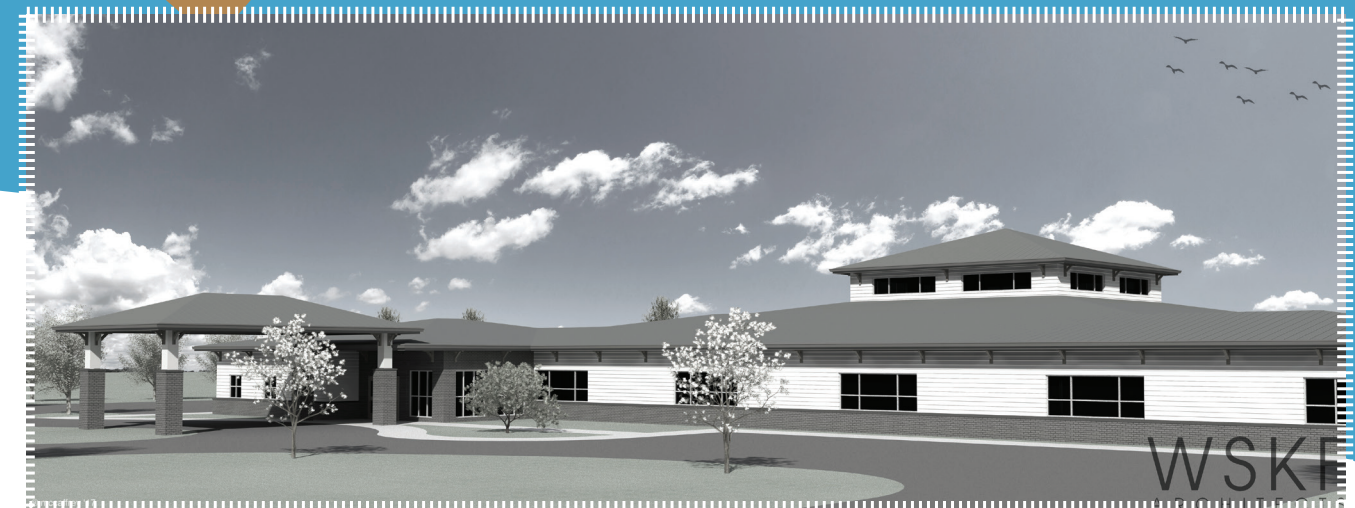
While the \$3.9 million operating budget requires constant advocacy in Jefferson City and supports current programs and services, it does not provide for capital improvements or expansion. The successful completion of Develop Potential, Inc.’s capital efforts will result in hundreds of thousands of dollars in savings over the new facility’s first five years and a substantial increase in the number of people served. Being able to serve more people will allow more families the ability to have their loved ones stay with them in their natural homes, potentially saving taxpayers millions over the cost of residential facility care.

The new facility will also provide a better experience for those receiving services, allowing them to reach their full potential to live with as much adult dignity and independence as possible.

**“DPI GIVES INDIVIDUALS GOLDEN OPPORTUNITIES TO INTERACT WITH OTHERS IN THE COMMUNITY. IT’S PERFECT. I COULDN’T ASK FOR ANY MORE.”**

**JUDY GREEN, DPI PARENT**





Williams Spurgeon Kuhl & Freshnock Architects, Inc. | Preliminary architectural plans at the time of this printing.

# COMPLETE

## \*CAPITAL CAMPAIGN BUDGET PHASE ONE – LAND

LAND ACQUISITION .....	\$250,000
SURVEY .....	\$4,000
GEOTECHNICAL .....	\$3,500
ZONING .....	\$35,000
<b>TOTAL .....</b>	<b>\$292,500</b>

\*BUDGET ESTIMATES APPROVED AT TIME OF PRINTING AND SUBJECT TO CHANGE

## \*CAPITAL CAMPAIGN BUDGET PHASE TWO – CONSTRUCTION

BUILDING CONSTRUCTION (20,000 SQUARE FEET) .....	\$2,500,000
SITE WORK .....	\$200,000
ARCHITECTURE AND ENGINEERING FEES .....	\$225,000
GENERAL CONDITIONS .....	\$150,000
INSURANCE/PERMITS .....	\$25,000
SPECIAL INSPECTION AND TESTING .....	\$20,000
CONSTRUCTION CONTINGENCY .....	\$130,000
<b>TOTAL .....</b>	<b>\$3,250,000</b>

\*BUDGET ESTIMATES APPROVED AT TIME OF PRINTING AND SUBJECT TO CHANGE

**UPDATE:**  
 April 2019, Developing Potential received a JE and LE Mabee Foundation Challenge grant in the amount of \$650,000. To receive this grant, DPI must complete the campaign by April 2020. As of September 1, 2019 we have raised \$2.68 million of the \$3.25 million campaign.





## Board of Directors

**SHERYL MALLOY, CHAIR**

SPECIAL SERVICES DIRECTOR  
SPECIAL EDUCATION  
GRANDVIEW SCHOOL DISTRICT

**TIM SHROUT, SECRETARY**

FINANCIAL ADVISOR/BENEFITS SPECIALIST  
BUKATY COMPANIES

**STEVE JOHNSON, PH.D., TREASURER**

SENIOR PASTOR  
NALL CHURCH OF THE NAZARENE

**RUTH LEHR, MEMBER**

ATTORNEY

**CATHLEEN KARR, MEMBER DESIGNER/**

ARTIST  
HALLMARK CARDS

**MELISSA PULIS, MEMBER**

CHILD LIFE DIRECTOR  
CHILDREN'S MERCY HOSPITAL AND CLINICS



**DEVELOPING POTENTIAL, INC.**

*Serving the Community Since 1993*

FOR MORE INFORMATION, CONTACT:

**REBECCA CASE, EXECUTIVE DIRECTOR**  
**RCASE@DEVELOPINGPOTENTIAL.ORG**  
**816.914.6843**

**developingpotential.org**

**HEADQUARTERS**

**251 NW EXECUTIVE WAY**  
**SUITE 200**  
**LEE'S SUMMIT, MO 64063**  
**816.525.6000**

**120 W WALNUT STREET**  
**INDEPENDENCE, MO 64050**

**1608A PROSPECT AVENUE**  
**KANSAS CITY, MO 64127**