



**DEVELOPING POTENTIAL, INC.**

*Serving the Community Since 1993*

# Developing Potential, Inc.

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## Our Mission:

To provide quality day habilitation services to adults with developmental disabilities and support those individuals to reach their potential and achieve a dignified, adult lifestyle. Developing Potential Inc. 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 Employment Connections

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## Our Mission:

The mission of DPI Employment Connections is to seek meaningful employment for those with the desire to work.

## Vision Statement:

DPI Employment Connections Vision is to seek employment opportunities uniquely suited to each person's interests, abilities, and goals. The process is person-centered, and seeks to integrate all of the factors that determine job satisfaction.



# Program History

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Day Services since 1993

- Kansas City ~1993
- Independence ~2002
- Lee's Summit ~2012



DPI Employment Connections since 2012

Launched capital campaign for new facility in 2017

# Board and Leadership

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## **BOARD OF DIRECTORS**

Sheryl Malloy, Chairperson

Tim Shrout, Secretary

Steve Johnson, Treasurer

Ruth Lehr, Member

Cathleen Karr, Member

Melissa Pulis, Member

## **LEADERSHIP TEAM**

Rebecca Case, Executive Director

Kari Wiss, Director of  
Operations/Training

Mary Theis, Office Manager

Lori Oxborough, Program  
Intake/Community Employment

Heather Brock, RN BSN

Amy Cox, Development Director

# Accreditation and Honors

DPI holds 8 successful three-year CARF accreditations, having completed our most recent accreditation in November 2019.

DPI was proud to add Employment accreditation to our Day Services Accreditation with CARF in 2016 and continue this accreditation in 2019.

In 2019, DPI was named Truly the Best Non Profit of the Year by the Lee's Summit Chamber of Commerce, a distinct honor.

Lee's Summit Lifestyle magazine featured Developing Potential in an article titled, "Finding Potential Through Health and Wellness," featuring our nursing staff as well as health and wellness programming.

Developing Potential was featured in the Kansas City Star in an with an article about sensory programming, in the Missouri-Arkansas Kiwanigram with an article on our Kiwanis Aktion Club, and was the first non profit featured in Non Profit Connect's monthly newsletter.



# *Here are a few comments from our latest CARF survey report...*

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DPI benefits from having the services of dedicated, mission-driven direct support staff, program management, and executive staff. Most personnel have many years of tenure. The staff members are enthusiastic about assisting and witnessing tremendous growth and meaningful personal accomplishments of the persons served to whom they have provided continuity of care and supports for several years.

A stakeholder reported that one thing that sets DPI apart from other providers is its attitude of “coming up with solutions to ideas or requests”. “The staff members truly listen and act”.

DPI’s approach to meeting the individual needs of persons served is commended. The strong, unique culture based on Gentle Teaching, respect, and holistic health is obvious throughout the program planning interactions, and strategic planning. The organization is always looking for new ways to support the persons served.

The well-established and active board evidences a strong desire to support the organization’s mission. Its diverse membership includes strong community members who are on a mission to share the DPI story and maintain outstanding community resources and connections. The senior leadership keeps the board informed of the organization’s needs, successes, and challenges on an ongoing basis. Board members and steering committee members indicated that they are “extremely proud” to be associated with DPI

The community employment placements that DPI makes are creative and innovative. The persons served who obtain job placement really enjoy their jobs, and their employers are pleased with the level of support that they receive from all staff members.

In speaking with parents and other stakeholders, there was an overall consensus of satisfaction and appreciation for the services they receive. Parents have a high regard for the staff members and report that they have full confidence that their family members are respected, safe and benefits from the service they receive.

# Demographic Data

## ETHNICITY

African American~17%

Caucasion~75%

Asian~4%

Hispanic~3%

Other~1%

## LIVING ARRANGEMENT

Natural Home~68%

Residential Program~30%

Lives Independently~2%

## GENDER

Male~55%

Female~45%

## AGE RANGE

19 to 35~54%

36 to 45~23%

46 to 55~15%

Over 55~8%





# Day Services

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DPI provides individualized services to adults having developmental disabilities at our three area locations.

## Number of people served by location:

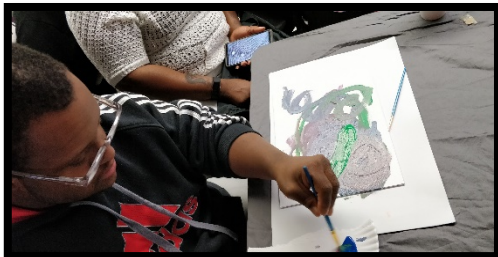
*Kansas City: 48*

*Independence: 54*

*Lee's Summit: 34*



# Curriculum Focus for 2019: Exploring the Arts



# Collaborations

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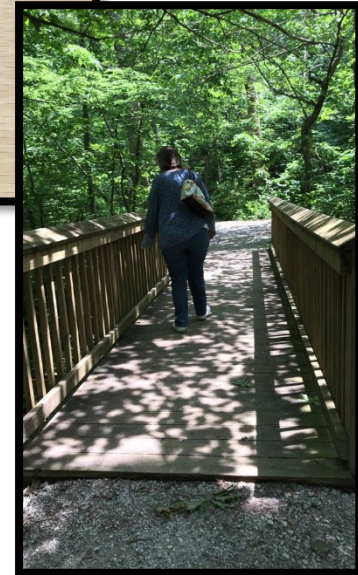
- ❖ Graceland University Nursing Program
- ❖ Rockhurst Occupational Therapy Department
- ❖ Christy Miller with UMKC Institute for Human Development



# Serving the Community



# Health and Wellness



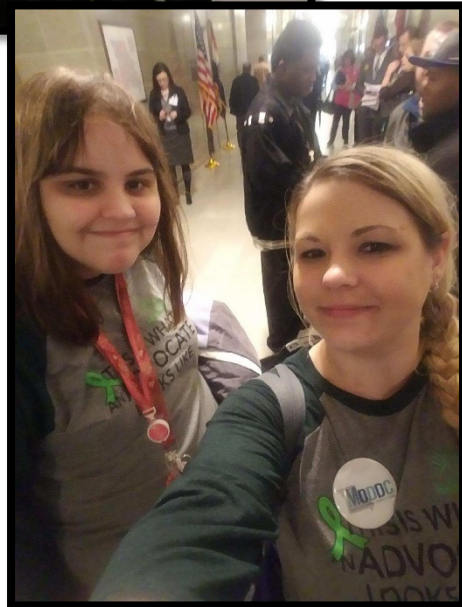
# Medical Model Services Through Nursing



DPI provides services to individuals with high level medical needs and individuals with co-occurring medical conditions. In order to provide these supports, we employ the services of a Registered Nurse as well as nursing supports from Licensed Practical Nurses. In 2019, we set a goal of increasing health outcomes by advocating for vision and dental screenings and services. Our nurse is also a part of the Dental Coalition of Jackson County which raises awareness about the need for dental services for individuals having developmental disabilities. DPI partnered with KU School of Dentistry to provide hands on sessions with individuals served on oral care.

Developing Potential knows how important health and wellness programming is and seeks to support every individual served in meeting their goals. In 2019, DPI employed the use of an Occupational Therapist (OT) and a Certified Occupational Therapy Assistant (COTA) and continued to grow our modified yoga program to support individuals utilizing wheelchairs and having mobility challenges. The combination of supports has helped decrease the number of falls as well as increase mobility.

# Advocacy



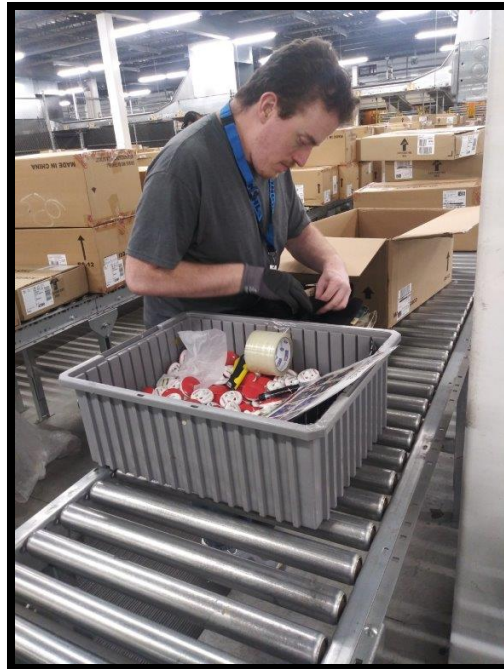


# *DPI Employment Connections*

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DPI Employment Connections seeks employment opportunities uniquely suited to each person's interest, abilities, and goals. The process is person-centered and seeks to integrate all of the factors that determine job satisfaction.

Thirty-seven individuals were served in 2019.



# DPI Employment Connections

## Places of Employment

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- Summit Pet Care
- Taco Bell
- Bed Bath and Beyond
- Pizza Hut
- Bar-K
- Weed Man
- Dollar Tree
- KC Bier Co.
- Salon Ami
- Charlie's Car Wash
- Goodwill
- The Gathering
- Kohl's Distribution Center
- Wendy's
- Olive Garden
- Corner Café
- Farfalle Café
- AMC Theatres
- McAlister's Deli
- Integrity Real Estate
- Mid Continent Library
- Hy-Vee
- Thriftway
- Big Lots

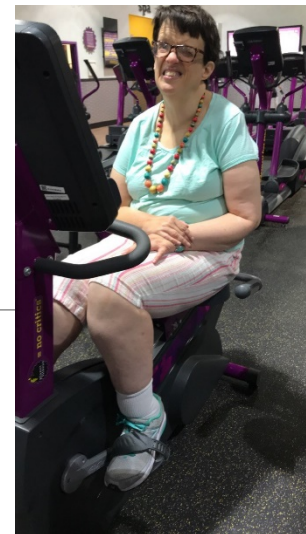
# 2019 Goals

## ■ MQO#14~People are supported to attain physical health and wellness

- Hy-Vee dietician supported individuals with healthy cooking lessons.
- Nursing staff supported individuals meet their healthcare needs.
- Individuals used the facilities at Planet Fitness, engaged in yoga classes with Leslie Lynn, used the Parks and Recreation system to access outdoor activities, and more.

## ■ MQO#1~People belong to their community

- Individuals were able to volunteer at locations with which they were familiar as well as explore new volunteer opportunities.
- Individuals enjoyed social and leisure activities in the community.
- Individuals were supported in being employed in their community.



# 2019 Goals



- **MQO#7~People are provided support in a manner that creates a positive image.**
  - Individuals are recognized for their unique qualities and gifts by staff as well as by their peers.
  - Stories and photos are shared on social media and in newsletters showing the individuals served how proud we are of their accomplishments and sharing them with others.
  - Services are always provided using the Gentle Teaching model and person centered supports.
  
- **MQO#3~People have valued roles in their family and in their community**
  - People have opportunities to show appreciation to family members, residential providers, bus drivers, etc.
  - People give back to the community through sewing blankets for Ronald McDonald House, bagging pet food for Angel Hearts Rescue, taking baked goods to local police stations, helping with Back Snack Club supporting local school children in need, volunteering at a local rescue for senior dogs, and more.

# Culture of Gentleness



**Gentle Teaching** focuses on four essential feelings that need to be taught to those who are served - safe, loved, loving, and engaged. Caregivers not only need to ensure that those whom they serve are safe, but more importantly, feel safe and loved. **Gentle Teaching** is about unconditional love.



# Staff Trainings

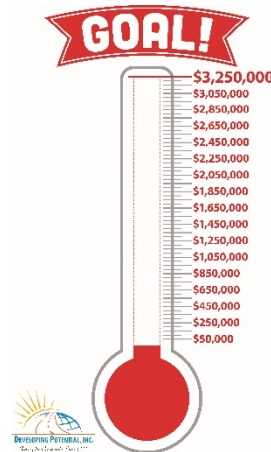
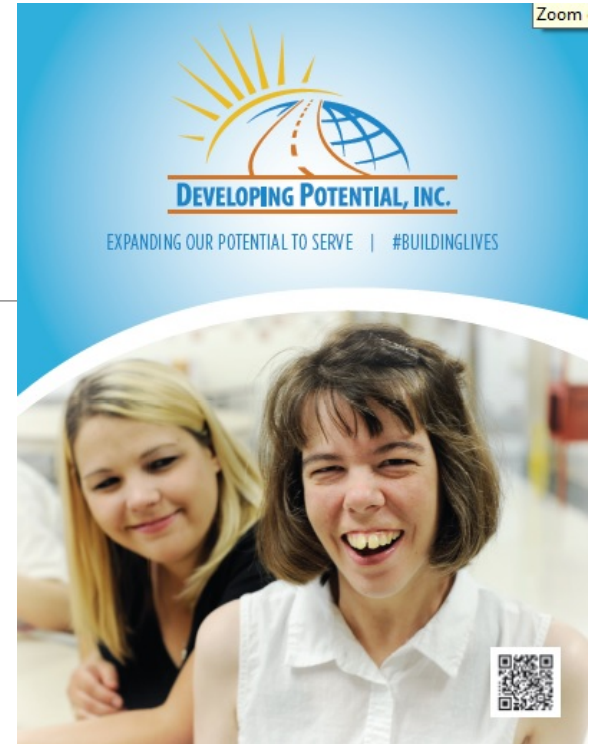
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- Seizure recognition and Seizure First Aid
- Universal Precautions
- Critical Incidents
- Bloodborne Pathogens
- HIPAA
- Waiver Changes
- Individual Rights
- 2018 Outcome Results
- 2019 Goals for DPI
- Yoga with Leslie
- Policy Packet
- Missouri Quality Outcomes
- Fire safety with Keller Fire
- Mobility Training
- Back Injury Prevention
- Transfer Procedures
- Harassment Training
- CI and Van Safety
- Healthy Cooking Projects with Dietician
- Documentation
- Annual Safety Training
- ADA/Accessibility
- Dementia and age related decline concerns
- Gentle Teaching
- Compassion Fatigue
- Cybersecurity
- Cultural Competency
- CARF
- Abuse/Neglect Prevention
- Stress Reduction—slowing down and being in the moment

# Capital Campaign

In 2019, Developing set agency records for fundraising with our Building Lives capital campaign. Through the support of individuals, corporations and foundations, we have approximately \$450,000 to raise to reach our campaign goal.

DPI shared our story far and wide in 2019 in order to raise awareness and funds to build an additional site in Lee's Summit.



# Capital Campaign

## Corporate and Foundation Donors

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- JE and LE Mabee Foundation
- Sunderland Foundation
- Hall Family Foundation
- US Trust, Victor E. Speas Foundation
- Robert E. Oliphant Charitable Foundation
- Ronald D. Deffenbaugh Foundation
- Katie May Miracle Foundation
- Dunn Family Foundation
- Sally Firestone Foundation
- Flooring and More
- Griswold Family Foundation
- Community America Credit Union
- GEHA
- Kansas City Bier Co.
- Polsinelli, PC – Lisa Schultes
- Husch Blackwell Strategies
- Cowork LLC/Bridge Space
- Watco Charities
- WireCo World Group
- Lake Lotawana Optimist Club
- Sunflower Foundation
- Lee's Summit Christian Church
- Andrews Family Foundation
- Rotary Club of Lee's Summit
- QuikTrip Corporation
- Consolidated Communications Foundation
- Byrne, Pelofsky + Associates
- Horn Law Firm
- Connell Insurance
- Country Club Bank Charitable Giving
- Williams, Spurgeon, Kuhl & Freshnock Architects, Inc.
- NuMotion
- Summit Strength Physical Therapy
- Apex Aleworks



# Operations

## Corporate and Foundation Donors

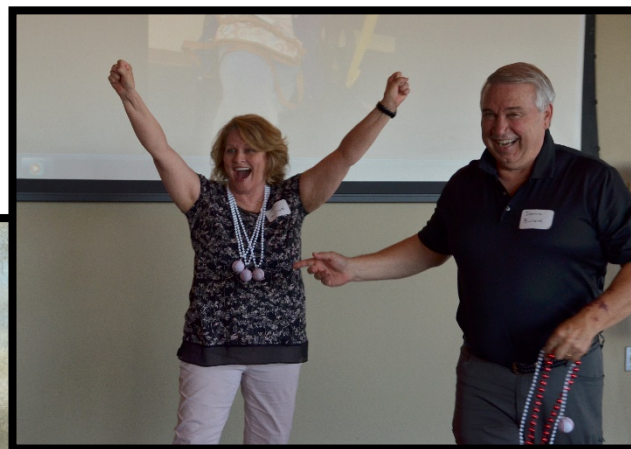
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- Health Forward Foundation
- Watco Charities
- Kyle's Gift
- CPS Foundation
- Hallmark Corporate Foundation
- Greater Lee's Summit Healthcare Foundation
- Lee's Summit Arts Council
- Rotary Club of Independence
- UMB Financial Corporation
- Rotary Club of Eastern Independence
- Amazon Smile Foundation
- Claudia's Closet

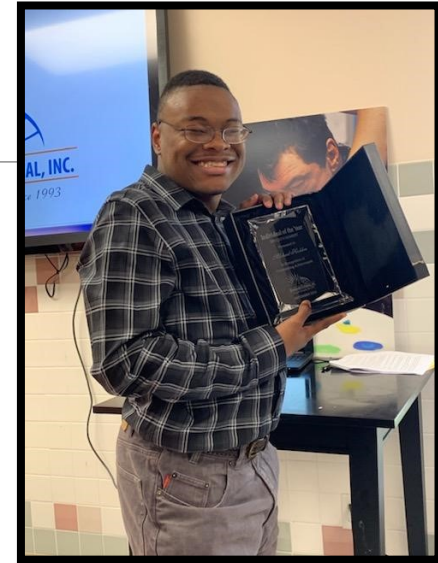
# Annual Top Golf Par-Tee



# Take Me Out to the Brewery



# Open House and Annual Awards Presentation



# Kiwanis Aktion Club



# DPI advocates on behalf of individuals and engages the community.

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DPI is a member of the Independence and Lee's Summit Chambers of Commerce. In addition to attending regular meetings and networking opportunities, DPI is represented on the Government Affairs Committees with both chambers and engaged in the Health Care Committee with the Lee's Summit Chamber.



DPI was named by the **Lee's Summit Chamber of Commerce as Truly the Best Non Profit Business of the Year!**

Our goal is to network with business leaders in our communities directly impacts those we serve with increased community support and access to employment opportunities.

# DPI advocates on behalf of individuals and engages the community.

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DPI engages with the Disability IN Greater Kansas City network in order to strengthen our Employment Connections program. We promote the use of their SHiFT tool to the individuals we serve and to area business interested in employing individuals having disabilities.



DPI is a member of Non Profit Connect. We use our membership to network with other non profit organizations and to educate our staff and board on a wide variety of topics.



DPI has reached out to the Mid America Regional Council for support for our transportation needs. DPI is currently active in the Employment Transportation Roundtable.

# DPI raises awareness of our needs and provides opportunities for the community to provide support.



DPI partners with a number of local businesses in order to raise our profile in the community, engage those we serve in our development efforts, and raise funds that support our programs.







## DPI's Advocacy

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Developing Potential hosted a Legislator's Coffee and supported individuals served in advocating at Disability Rights Legislative Day in Jefferson City.



In addition to DPI's legislative advocacy, we are busy advocating for our individuals in our communities, too. Every other month, DPI hosts a *Community Leaders' Roundtable* at one of our locations. Business leaders and community advocates are invited to learn about our services, take a tour and meet some of the individuals we serve and discuss ways in which they can be engaged in the services we provide in the community.



DPI is always looking for ways to help our supporters introduce us to others in the community. We engage the community socially through out Facebook, Twitter, Instagram and LinkedIn *social marketing*.

# Disabilities Employment Awareness Month

In October, we celebrate Disabilities Employment Awareness Month. In 2019, DPI highlighted what employment means beyond a paycheck via a video series on social media. Individuals served participated by sharing their point of view on what employment means to them and invited us into their places of employment to share the roles they play in community businesses.



National Disability Employment  
Awareness Month Celebration



# Thank you for your support

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