

2022



# DEVELOPING POTENTIAL, INC.



**Building Lives, Expanding Potential**

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**There is a plan and a purpose, a value to every life, no matter what its location, age, gender or disability.**

-Sharron Angle



# ABSTRACT SUMMARY

Our name says it all: Developing Potential. Here, we believe in the potential and value of every individual, helping each person served to live a meaningful and healthy life, as independently as possible. Over the last 29 years, Developing Potential Inc. (DPI) has provided high quality day services to individuals with intellectual and developmental disabilities (I/DD) through on- and off-site services, medical support, and a customized employment program.

As so many of us have experienced, the effects of COVID-19 placed unimaginable challenges on our clients, families, and staff. **Individuals with I/DD were disproportionately impacted by the pandemic.** The temporary closure of services and effects on day programs left those we serve feeling more isolated than ever, unable to access necessary services and connect with the communities where they typically thrive.

**Since the onset of the pandemic, DPI has focused on putting the needs of our persons served at the forefront.** We remained a critical support for ensuring individuals and families received the resources they needed. Now, DPI stands well-positioned to impact more families in need of services as we enter the third (and final) phase of our capital campaign, "*Building Lives.*"

**To date we have secured \$3.36 million, completing phases one and two of the campaign, thanks to generous community support.** After challenges, delays, and building cost increases related to COVID-19, we aim to break ground in June of 2022. The completion of our new facility will allow DPI to expand its Lee's Summit location, reduce our waiting list, and provide increased access to health services for adults with I/DD.

Much like the nature of working with individuals with I/DD, success along this journey has not been a fast or easy process. It reflects the stories we often see through the lives of the individuals here at Developing Potential. They remind us that good things are worth waiting for.



# ORGANIZATION OVERVIEW



## MISSION

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.



## VISION

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



## HISTORY

Developing Potential, Inc. (DPI) was founded in 1993 to provide quality day services to adults with I/DD. Beginning in downtown Kansas City with eight individuals, DPI grew to serve 50 people within three years. The demand for services in the community was increasing and a waitlist was created.

DPI expanded into Independence in 2002, doubling its capacity. Ten years later, DPI opened a third location in Lee's Summit – a full-service facility which was purchased in 2014. DPI now serves 90 individuals, ages 19 – 65, across its three locations in Jackson County through day habilitation services, a customized employment program, and access to health services. Through our programs, individuals with profound I/DD are learning to live fuller, healthier, and more productive lives with as much dignity and independence as possible.

DPI is the leading agency in Eastern Jackson County serving adults with I/DD with medical needs through quality day programming. With exceptionally high consumer satisfaction for the last 28 years, we consistently have more than 75 individuals on a request list for services. In order to meet this need, DPI has embarked on the "Building Lives" capital campaign. This campaign will result in a universally designed, community-oriented facility to increase service capacity, creating additional opportunities for the individuals we serve.

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## POPULATION

**Ages 21 – 65**

**57% Male, 43% Female**

**75% Caucasian, 17%**

**Black/African American,**

**4% Asian, 4% Latino**

**98% at or below poverty**

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# PERSONS SERVED



## JONAH

We are inspired by people like Jonah, who was determined to become self-employed through running his own vending service. After hours of phone calls, research, and working to obtain supplies, “Jonah’s Vending Service” took off and was recently featured on 41 Action News! As of June 2021, Jonah is managing 6 machines with the help of family support and DPI staff.

## FATIMA

We see determination through individuals like Fatima, who made a personal goal to focus on her health this year and has lost 30 pounds, encouraging friends to exercise with her along the way.

## KELLY

Each and every day we see perseverance through people like Kelly, who with the help DPI staff learned to use a new wheelchair this year and navigate the world of Zoom for her book club meetings (of which she is the proud group leader).

## PATRICK

We see patience through individuals like Patrick, who experienced service disruptions throughout the pandemic. Patrick is unable to receive services outside of DPI, where there is an on-site nurse to assist with his breathing apparatus. Despite these hurdles, Patrick remains cheerful and resilient.

These milestones are life-changing for individuals with I/DD. As with any journey, there are hurdles to overcome and short-term milestones achieved while pushing forward to the end goal. This material serves as an update on where the “Building Lives” project currently stands and the hurdles we face as we enter the final phase of the project.

# COVID UPDATE

As so many of us have experienced this year, the effects of COVID-19 placed unimaginable challenges on persons served, families, and staff. At the onset of the pandemic, DPI closed its doors for three months to help slow the spread of the virus and protect our community. Many individuals who were previously engaged in supported employment saw their workplaces shut down as well. During the shutdown, DPI provided families with grocery support and connected with day services participants by phone or video call to assess overall well-being and need for additional resources. Nursing staff also called participants to ensure they had all necessary medical support and medications and performed COVID-19 health assessments for persons served and their families.



For individuals with I/DD, the pandemic disproportionately impacted their lives, leaving them without access to health care and critical support services. Programs like DPI are vital for family and caregivers who rely on these services while they are at work, or for necessary respite care. Throughout the pandemic, DPI worked to provide individuals with support in their homes, but these adapted service models presented their own challenges. **According to The Case for Inclusion 2021 report, day service programs were the “hardest hit” by the pandemic. Program closures mandated by stay-at-home orders, resulted in many reimbursable services that were unable to be claimed causing revenues to plummet.**



Meanwhile, family members, caregivers and direct service professionals (DSPs) quickly became exhausted. Prior to the pandemic, staffing within I/DD service organizations was reporting a turnover rate of 50% (Martin, 2021). The pandemic only fanned the flames, as DSPs were faced with challenges related to the pandemic both at work and in their own personal lives. Many of the procedures implemented to ensure participant safety add additional steps to each interaction and limit connection with participants, which many staff consider to be the most rewarding aspect of their jobs.



# EXPANDING POTENTIAL

As DPI emerges from the pandemic, we are grateful to have served 161 individuals in 2021. Our request list for services remains consistently at more than 75 individuals, and the need for services is even greater. Over the last year, individuals with I/DD faced challenges in service interruptions due to pandemic-related shutdowns and were homebound for much of the year. Now, more than ever before, we feel the weight of our waitlisted families, who have seen the dramatic effects of the pandemic play out in their homes in caring for their loved ones with I/DD. As families become more comfortable returning to in-person care, the need for services continues to increase. For the first time in DPI's history, we are no longer able to add individuals to our waitlist because the demand has grown so strong.

After two years of responsiveness to the needs of individuals served and their families, perseverance remains key – just as it did for Kelly, Fatima, Patrick, and Jonah. DPI faced temporary challenges due to COVID-19, but now stands well-positioned to bring the capital campaign back to the forefront, impacting more families in need of services. As we enter the final phase of our capital campaign, “Building Lives,” we now face additional challenges and opportunities related to increased building costs, material shortages, and delays as a result of the pandemic.

The building will not only increase service capacity, but it will offer expanded services to individuals and their families. The new facility will offer eight classrooms, four changing rooms, a nurse's station, therapy room, creative sensory room, large multipurpose room, commercial kitchen, coffee shop, and additional offices. The coffee shop will be a social enterprise, giving individuals served by DPI opportunities to be employed and interact with the outside community in an inclusive environment while also providing a new revenue stream for the organization. “Building Lives” will allow DPI to expand its Lee's Summit location, reduce the request list, and increase access to health services for adults with I/DD.



# BUILDING LIVES

Completion of the project will serve the needs of the community in the following ways:



## EXPAND SERVICE CAPACITY

Increase service capacity by up to 50 new individuals in a new community-based ADA-compliant facility increasing access to high-quality, medically supported programming. The 19,653 square-foot space will allow DPI to serve more than three times the number of individuals than the current Lee's Summit facility allows!



## REDUCE REQUEST LIST

Reduce DPI's program request list, supporting families in Eastern Jackson County. Based on extensive demographic research, this area of Jackson County has been identified as the highest area of need. More than 45% of those on the waitlist to receive services live within a 20-minute drive radius of the new identified location, ensuring the program remains accessible for those who need it most.



## INCREASE STABILITY

Increase earned revenue from Medicaid fee-for-service reimbursements by increasing the number of individuals served, ensuring sustainable organizational and program support. The majority of DPI's annual operating budget is provided by reimbursable local and state funding, all of which hinge on participation and attendance rates. Unfortunately, these sources of funding do not cover the costs of building or structural maintenance.

The ability to serve more individuals with I/DD through day services benefits the individual, their caregivers, and the community at large. The new facility will provide a better experience for those receiving services, allowing them to continue developing their full potential to live with as much dignity and independence as possible.



# BUILDING LIVES

Here's an update on where the Building Lives project currently stands as we enter the third and final phase of the project:

## PHASE ONE - COMPLETE



Land acquisition, surveying, and geotechnical, zoning.

## PHASE TWO - COMPLETE



Site work, architecture and engineering fees, general conditions, insurance/permits, special inspection and testing. Initial campaign goal achieved, with \$3.36 million in secured funding. The project gained city approval and the contractor, Rothwell Construction, was selected.

## PHASE THREE

Building construction cost increases & delays due to COVID-19. Project plans finalized. Groundbreaking planned for June 2022!

**Total Costs = \$5,164,918**



### FLOOR PLAN KEY

- BUILDING SERVICES
- CLASSROOM
- CLASSROOM / STORM SHELTER
- CLASSROOM SERVICES
- CLIENT SERVICES
- COFFEE SHOP
- CORRIDOR
- COURTYARD
- MULTIPURPOSE
- OFFICE
- RESTROOMS



# BOARD OF DIRECTORS

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