



CDD

Nurture. Enrich. Thrive.

ANNUAL REPORT

2018-2019

CDDKC.ORG





CENTER FOR DEVELOPMENTALLY DISABLED



Our Mission:

To support persons with disabilities in achieving their fullest potential.

Our Vision:

Individuals with disabilities are connected to their communities, benefit from the highest standard of sustainable quality supports, and are living their best lives.

Our Values:

- Each person is unique and their personal journey should be respected and supported.
- With encouragement and assistance, everyone can make lifestyle choices.
- Each person has the right to be treated with kindness and respect and freedom from intimidation.
- Lives are enriched through social relationships, community involvement, and access to comfortable and safe residential (and enrichment) opportunities.
- Everyone has the means to express themselves, to communicate, to interact, and to develop relationships resulting in a positive self-image.



LETTER FROM OUR PRESIDENT AND CEO



We've all heard the phrase "*it takes a village*." I have never been prouder of and more grateful for the CDD village than this past winter. Often, people who are not in our line of work do not understand the sacrifices Direct Support Professionals (DSPs) make to provide the care and supports needed for individuals in a 24/7 service. The sacrifices I watch our DSPs make day in and out continue to humble me. I am grateful to be a part of this village.

The winter months were a trying time for our DSPs and our other program management staff. As we all know, this past winter in Kansas City was merciless. The city was struck with bad weather at a pace that felt constant. When the Kansas City School District cancels school for a snow day, CDD cancels our transportation services. This past year, school was canceled many, many times, leaving us in less than ideal conditions.

In addition to snow days, we had several homes without power for 4 days during the power outage in Kansas City. I could not be more proud of our DSPs and how they all came together to ensure individuals were well cared for. Many of them worked double shifts this past winter and prepared themselves to spend the night so they could be at work for their morning shifts. They organized an "Uber" service by taking each other to and from work and did other countless things to keep people safe. This village of people came together to help not only our individuals, but each other. When the winter weather felt relentless, they answered back with relentless determination and optimism.

While the program staff have been spending time this past winter caring for the individuals, the Board of Directors and the Senior Management team have been working to advocate to the Missouri legislators for funding to pay our direct support staff better wages. Through this trying season, it was never more apparent that our DSPs deserve higher wages. I watched their hard work and sacrifices, and I'm determined to give them the recognition they deserve.

This past year the Department of Mental Health requested an increase of \$74.8M dollars to address the staffing crisis in Missouri. Although we fell short of that goal, DMH did receive \$20.1M in new funding to be disbursed to providers of residential services to address the DSP staffing crisis. We are grateful for the funding and I am in no way minimizing the positive impact these new dollars will have. However, it is not enough to correct the problem when other service industries pay more and have less responsibilities. Our DSPs play the primary role in quality of care and have enormous responsibilities. They keep going even when the going gets tough. We will spend our summer and fall months strategizing on how to move forward for the next legislative session in order to reach the funding goal needed to hire and retain staff that will continue to carry on this important work. And when it gets a little too warm this summer; remember to be grateful for the respite from the snow days.

Best Regards,
Sarah Mudd



SERVICES OFFERED



Residential

CDD provides supports and services to individuals who need as little as a few hours a week of support to 24-hour supports. Our Direct Support Professionals provide a broad range of assistance to individuals based on their needs. Supports include personal care, meal preparation, transportation, medication administration and life skills development.



Day Program and Community Integration:

Services are intended for individuals who want a structured day. Activities include volunteering, arts and crafts, movies, swimming, and many other activities that people are interested in doing. These services focus on skill development and support individuals with being a part of their community.



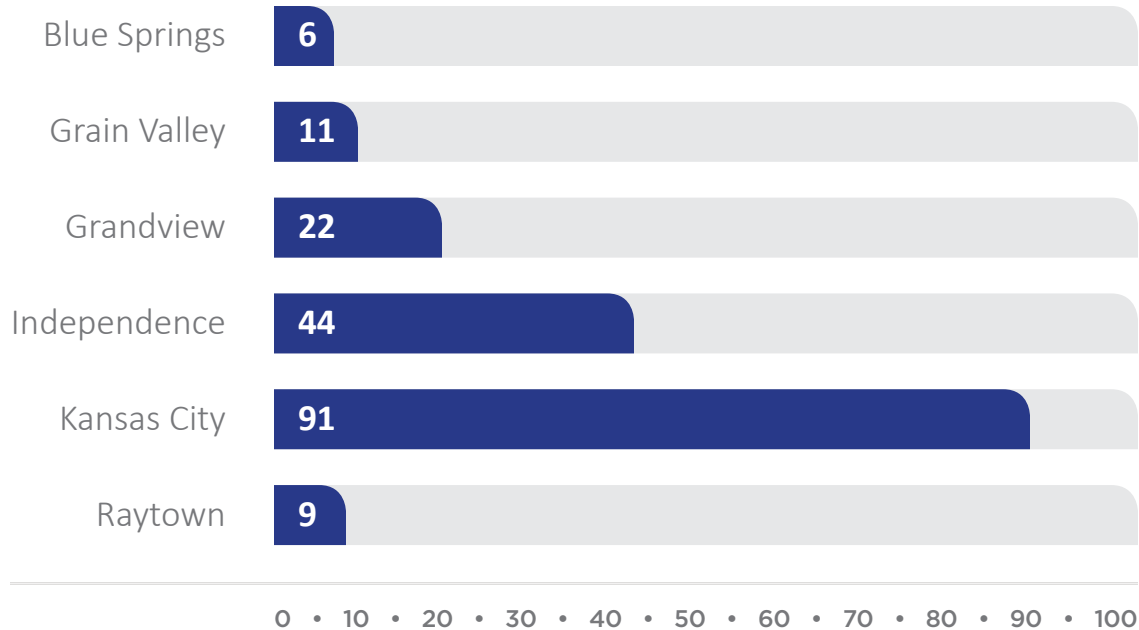
Respite:

CDD offers respite to individuals needing temporary care. Respite provides all supports offered in CDD's group homes and is available for up to 60 days per year for an individual.

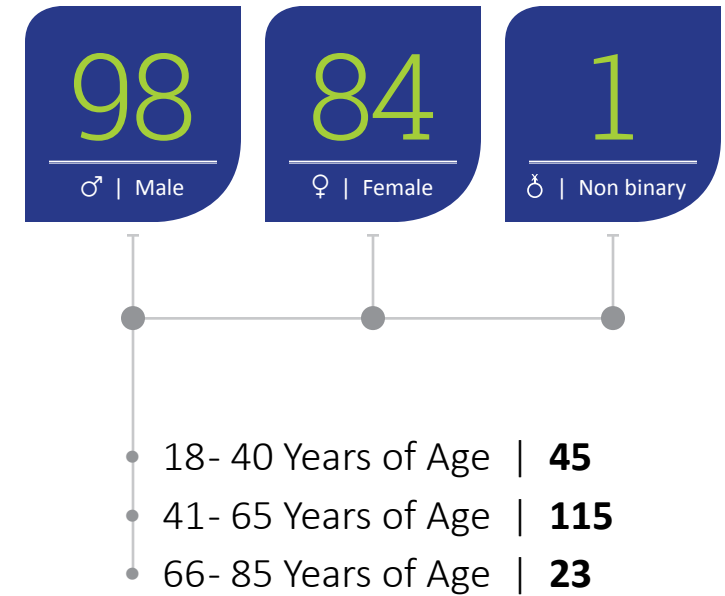


PEOPLE LIVING IN A COMMUNITY NEAR YOU

Population By City | Greater Kansas City Metropolitan Area



Audience Demographics | Gender and Age





OUR STAFF BY THE NUMBERS



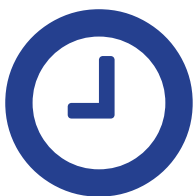
449

Head Count:
Number of
Direct Support
Professionals (DSPs)
Providing Care



213

New Hires:
Number of
Direct Support
Professionals Hired



487,168

Service Hours:
Number of
Direct Support
Service Hours
Provided



886

Team Development:
Staff in Attendance
at Trainings



2018 - 2019 FINANCIALS

CONSOLIDATED CDD AND HUD STATEMENT OF ACTIVITIES - YEAR ENDED MARCH 31, 2019



Support

Fees from government agencies	\$12,261,377
Contributions and grants	\$878,648
HUD Subsidies	\$325,940
Investments	\$97,520
Rental income	\$84,165
Other	\$57,560
Total	\$13,705,210



Expenses

Programs	\$11,166,956
General, administrative, & misc	\$1,178,929
Fundraising	\$128,322
Total	\$12,474,207



2018-2019 HIGHLIGHTS

- ✓ Completed \$1 Million Dollar Capital Campaign
- 📄 Downsized Caseloads for Program Staff
- 🏠 Received Grant to build Duplex
- 🎓 Increased Staff in the Training Department
- 🔧 Increased Staff in the Maintenance Department
- 📈 27% increase in investments over last year
- 📊 Increased Direct Support Professional Starting Wages
- ⚙️ Increased Starting Wage for Program Management Staff



BOARD OF DIRECTORS



Karrie Duke | **Chair**



Chad Murphy | **Vice Chair**



Rochelle Petway | **Secretary**



Justin Iske | **Treasurer**



Jeremy Ballinger



Sarah Ginther



Bill Lederer



Derrick Nelson



Sophia Bond



Brad Conely



Paul Ramlow



Greer Lang



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CONTRIBUTORS

BUSINESSES AND FOUNDATIONS

- American Century Investments
- Arvin Gottlieb Foundation
- Bamboo Salons, LLC
- Blue Scope Foundation
- Border Brewing Company
- Capitol Federal Foundation
- Carter Community Memorial Trust
- Developmental Disability Services of Jackson County-eitas
- H & R Block Foundation
- Hall Family Foundation
- Health Forward Foundation
- Hewlett Packard Enterprise
- Impact KC
- John C Griswold Foundation
- Middendorf Insurance Associates
- MITC-Work Force Management
- Missouri Department of Transportation
- Network for Good
- One Hope Winery
- The J.E. and L.E. Mabree Foundation, Inc.
- The Rosemary Polk Charitable Gift Fund
- Truman Heartland Community Foundation/Kansas City Metro Men's Chorus Foundation
- Victor E. Speas Foundation
- William T. Kemper Foundation

INDIVIDUALS

- A.L. Huber
- A.C. Lampe and P.J. Florzak
- Albert and Jan Spalding
- Alistair Nugent
- Angela Proctor
- Barbara A. Porter
- Barbara Star
- Betty Thurman Hartwig
- Beverly Case
- Bill and Sharon Martin
- Bob and Molly Merrigan
- Bob and Jana Schmitt
- Bob and Sandy Jones
- Bradley Conley
- Bruce Scott
- Bruce Tepikian
- Carrol Green
- Casey Prough
- Chad Murphy
- Christy Kinman
- David Earls
- Dell and Jane Campbell
- Desiree Ross
- Dottie Spreitzer
- Dr. S.D. and Mary Margaret Iske
- Elma Warrick
- Eric Schultz
- Evelyn Fran Kaker
- Fred Bonadonna
- Gary and Katheryn Bussing
- Gene and Peggy Godsy
- Grace Shaver
- Howard and Edith Cook
- Jackie O'Dowd
- Jacqueline M. Whipple
- Jacqueline Stonum
- James Adams
- Jane Bartley
- Janet May
- Janet Schall
- Jennifer Merrigan
- Jennifer Schreiner
- Jerry and Carolyn Wheeler
- Jessica Vogt
- Jessica Merrigan
- Jim and Cheryl Middendorf
- Jim and Karla Johnson
- Jim and Susie Shearer
- JoAnn James
- Jody Michael
- John and Rebecca Barbieri
- John and Mary Sherman
- John and Susan Newsam
- John Anderson
- JoRita Crockett
- Joyce Harris
- Karen Naugle
- Karrie and Denise Duke
- Kathy Ross
- Kelly Willoughby and Kathryn Vaughan
- Kim Kirkwood
- Kimberly Harlowe
- Kristen Page
- Larry Tesar
- Laura Linder
- Lee and Gayle Beckmon
- Lindsey Vance
- Lorene Jackson
- Margaret Arnold
- Kartia Kennedy
- Michelle Evans
- Mike Lundren
- Mr. & Mrs. Bill Balew
- Don Goldman and Martha Gershun
- Phillip Smith
- Rebecca Burney
- Rebecca Dodd
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- Richard and Barbara Fitzgerald
- Richard Jarman
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- Sarah Mudd
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- Scott McCormick
- Sena Brewer
- Shaun Powers
- Sherry Knutson Vaughan
- Terrence Sexton
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- Valerie Blevins
- Vanessa Farnsworth
- Vanessa Kane
- Wilma Chappell



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