



CDD
Nurture. Enrich. Thrive.

ANNUAL REPORT

2019-2020 • CDDKC.ORG





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



“Product is an output of efforts, skills and time” — Sunday Adelaja

IN 2019 CDD prioritized expanding the knowledge and skills of the agency workforce. Thanks to additional funding from the state funneled through the Department of Mental Health (DMH), CDD was able to increase direct support staff wages, provide additional training to new and current supervisors, and engage individuals in new community activities. The resulting product? Quality care for persons with developmental disabilities, higher job satisfaction for staff, and continued service to the Kansas City metro area.

With the 2019 increase in DMH funding CDD was able to increase the starting salary of direct support professionals by just over 11%, and our home supervisors by 18%. With this increase in wages CDD has been able to attract hard-working, caring staff who are committed to serving the individuals supported by the agency.

CDD has high goals laid out for staff training. As many of you know, we purchased a small college several years ago with the vision of providing more college-like courses for our staff to expand their knowledge and increase their skill set. We hired two new staff for our training department so please look out for new training initiatives to be announced via our social media and newsletters.

Acknowledging the importance of community engagement and participation in social activities for individuals, CDD held the agency's first ever All-Star Awards Dinner and Dance Party in October of 2019. Emcee'd by local disabilities advocate, Rob Hughes, the dinner was attended by over 300 individuals, staff, members of the Board of Directors, and donors. Kansas City band The Local provided live

music for dancing. Kansas City Mayor Quinton Lucas proclaimed the date to be Center for Developmentally Disabled Day. In January, CDD held the ribbon-cutting ceremony for PALS University (People Actively Living Socially). This new day program will provide up to 60 individuals the opportunity to engage in seminars, employment skill building activities, and social programs, all aimed at enhancing an individual's day-to-day quality of life.

While speaking to the success of our fiscal year 2019-2020, we must also acknowledge the difficulties that ushered in the New Year. The global COVID-19 pandemic has forced many agencies, CDD included, to re-think the processes and priorities (and PPE!), required to keep individuals and staff safe and healthy. This has not been easy for anyone. We are grateful for the understanding of families and parents who have not been able to visit their loved one as they had prior to the pandemic.

Another difficult issue we have had to face in 2020 is the racial injustice that has plagued our country for far too long. Conversations around racial injustice and the need for diversity and inclusion at all levels, must be at the forefront of planning and strategy. CDD is determined to meet each challenge with purpose and grace.

Let's all hope for a less difficult 2021 and that we can get through the rest of 2020 by focusing on our health and the health of others.

**Best Regards,
Sarah Mudd, President/CEO**



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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.



PALS University and Community Integration

Based out of our newly renovated enrichment center, CDD's new day program focuses on helping individuals develop and enhance independent living skills using curriculum designed to support their choice of daily activities and access to the greater community. Community integration activities 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.



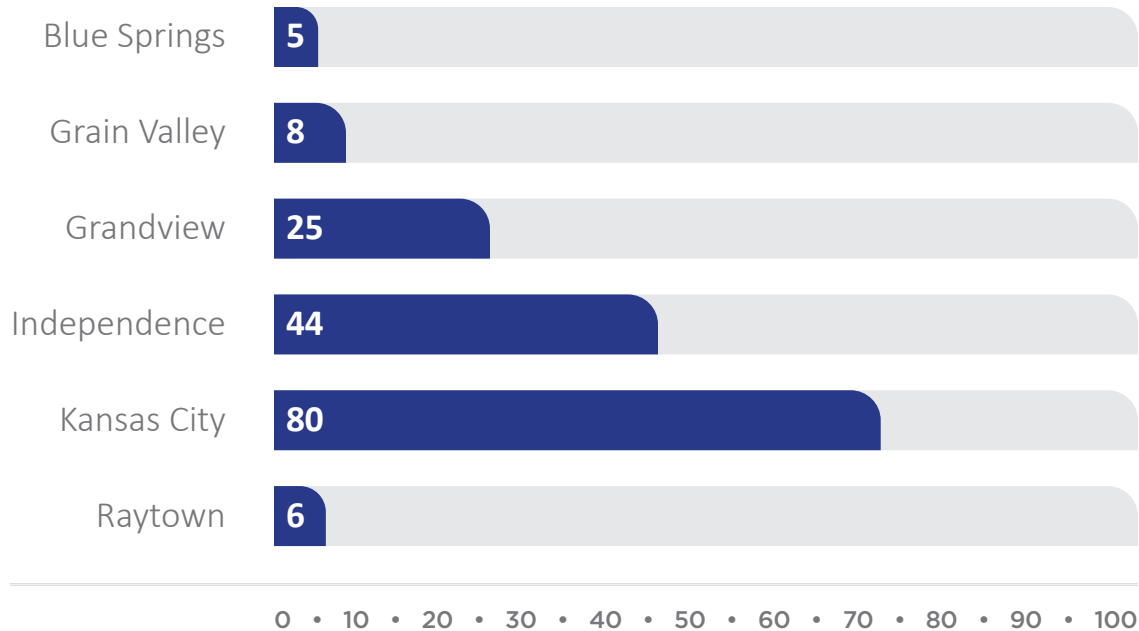
Respite:

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

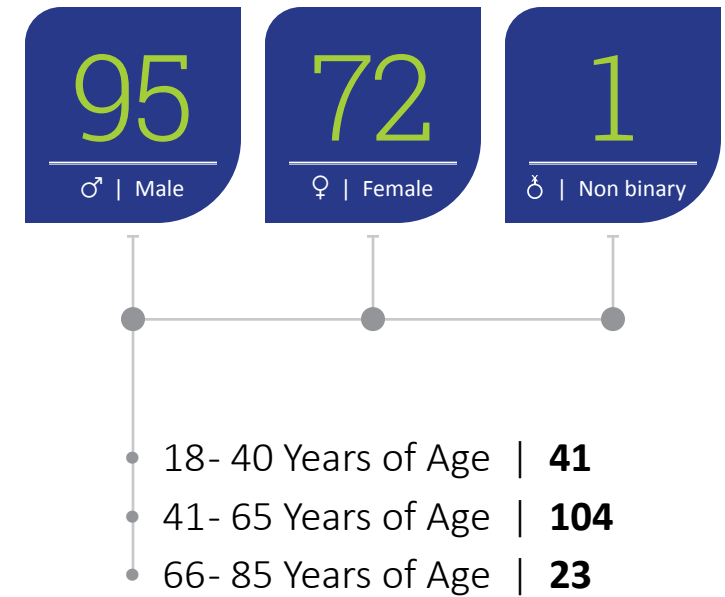


PEOPLE LIVING IN A COMMUNITY NEAR YOU

Population By City | Greater Kansas City Metropolitan Area



Audience Demographics | Gender and Age





OUR STAFF BY THE NUMBERS



370

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



134

New Hires:
Number of
Direct Support
Professionals Hired



463,202

Service Hours:
Number of
Direct Support
Service Hours
Provided



271

Volunteer Hours:
Number of Hours
Individuals Spent
Volunteering Their
Time to the CDD



2019 - 2020 FINANCIALS

CONSOLIDATED CDD AND HUD STATEMENT OF ACTIVITIES - YEAR ENDED MARCH 31, 2020



Support

	2019	2020
Fees from government agencies	\$12,261,377	\$13,885,476
Contributions and grants	\$878,648	\$571,563
HUD Subsidies	\$325,940	\$303,878
Investments	\$97,520	\$42,443
Rental income	\$84,165	\$159,526
Other	\$57,560	\$305,195
Total	\$13,705,210	\$15,268,081



Expenses

	2019	2020
Programs	\$11,166,956	\$12,969,827
General, administrative, & misc	\$1,178,929	\$1,251,236
Fundraising	\$128,322	\$100,264
Total	\$12,474,207	\$14,321,327



2019-2020 HIGHLIGHTS

- 🔑 Completed construction of PALS University and office remodel
- ✂️ Held Ribbon Cutting for PALS University
- 👥 Increased Program Management Staff
- ☀️ Held the 1st Annual CDD All-Star Awards Dinner
- ♿️ Purchased two new accessible vans
- 🏠 Began construction of new duplexes
- 📄 Began Feasibility Study for potential Social Enterprise
- 💡 Completed year two of five year Strategic Plan
- ☰ Developed and Implemented COVID-19 crisis plan



BOARD OF DIRECTORS



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Inclusion and Diversity
Manager, AVP,
Commerce Bank



PAUL RAMLOW
Biological Safety Officer,
Children's Mercy
Hospital



TYLER SETTER
Sales Director,
Premier, Inc.



CONTRIBUTORS

BUSINESSES AND FOUNDATIONS

- Amazon Smile
- AMC Theaters
- American Century Investments
- Anderson and Associates
- Bear Creek Winery & Vineyards
- Aubrey Vineyards
- Belvoir Winery
- Betty Rae's Ice Cream
- Casual Animal Brew Co.
- Commerce Bankshares Foundation
- Developmental Disability Services of Jackson County-eitas
- Fiorella's Jack Stack BBQ
- Health Forward Foundation
- Heartland Combined Federal Campaign
- Heartland Men's Chorus
- Heartland Utilities for Energy Efficiency (HUEE)
- Impact KC
- JE Dunn Family Foundation
- Kaldi's Coffee Roasting Co.
- Kansas City Bier Company
- Kansas City Chiefs
- Kansas City Royals
- Leanne Breiby Charitable Foundation
- Missouri Department of Transportation (MoDOT)
- Morgan Family Foundation
- QuikTrip Corporation
- Social & Recreation Committee U.S. Postal Services
- SPIN (Special People in Need) Foundation
- Sunderland Foundation
- UMB Bank
- United Health Group
- United Way
- Waterway Gas & Wash
- Federal Home Loan Bank

INDIVIDUALS

- Adam & Marin Collins
- Allyson A. Mabry
- Amanda George Trammell
- Ann & Bill Ballew
- B. Jerome Wheeler
- Becca Ayers
- Beth Pierson
- Bob & Molly Merrigan
- Bradley & Sara Conley
- Brian Devero
- Carrol R. Green
- Cele Spalding
- Chad & Michelle Murphy
- Chirag Kumar
- Chuck & Molly Eberle
- Cynthia Nelson
- David & Mary Earls
- David Sunderland
- Denise Belflower Pyatt
- Derrick Nelson
- Diane Beletti
- Diane Jamieson
- Elma Warrick
- Gail Peters
- Grace Shepard
- Greer Lang
- Heather Shinn
- James & Marilyn Beckmon
- James Wannamaker II
- Jana Schmitt
- Janell Loveland
- Jene Bauer
- Jeremie & Mandy Ballinger
- Jessie Scott
- Jill Husker
- Lance & Jill Ramsey
- Jim & Janice Schnitzler
- Jim & Karla Johnson
- Jody Michael & Dina Lester
- John & Carol D'Attoma
- John & Rebecca Barbieri
- Judith Waddell
- Justin & Jessica Iske
- Karen Naugle
- Karrie & Denise Duke
- Kathryn Zuber
- Kathy and Gary Bussing
- Kelly Willoughby & Kathryn Vaughan
- Lacy Mahlandt
- Laura Bogue
- Lawrence Golubski
- Leland & Gayle Beckmon
- Linda H. Burgher
- Lisa Miles Spalding
- Lori Walker
- Lynn Davidson
- Marilyn Hayes
- Mary and Bob Ayers
- Mary Wolfe
- Michele Sewell
- Nancy Langford Baker
- Nate & Angela Proctor
- Nick Spero
- Patsy Donahue Prestia
- Paul Ramlow
- Regina Roach
- Reta Roe
- Richard Jarman
- Rita & Lawrence Pyle
- Rita Devero
- Roberta Jean Rube
- Robin Willoughby
- Rochelle Petway
- Rosemary Polk
- Sarah Ginther
- Sarah Mudd
- Sophia & Aaron Bond
- Stacey Duncan Sharpe
- Susan Shepherd
- Tom & Ellen Bodine
- Truman Berghall
- Victor Wavada
- William & Denise Talbert
- William Lederer
- William Swearingen
- Wilma Chappell
- Yvonne Goings

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