



OMB Approval No.: 0980-0162

Expiration Date: pending

CIL Program Project Performance Report

For Year FY2017

Agency Information

* - Required input

Fiscal Year:

2018

Grant #:

1703COILCL-00

Name of Center:

Center for People With Disabilities

Acronym for Center (if applicable):

CPWD

Counties Served:

Adams, Broomfield, Boulder, Jefferson, Gilpin, and Weld

Section 1. General Funding Information

Section 725(c)(8)(D) of the Act

1.1 Sources and Amounts of Funds and Resources * - Required field

1.1.1 All Federal Funds Received

Federal Funds	Current Year
Title VII, Ch. 1, Part B*	15426
Title VII, Ch. 1, Part C*	205654
Title VII, Ch. 2*	0
Other Federal Funds*	0
Subtotal – All Federal Funds	221080

1.1.2 Other Government Funds

Government Funds	Current Year
State Government Funds*	678675
Local Government Funds*	331697

Government Funds	Current Year
Subtotal – State and Local Government Funds	1010372

1.1.3 Private Resources

Private Resources	Current Year
Foundations, Corporations, or Trust Grants*	125317
Donations from Individuals*	6954
Membership Fees*	0
Investment Income/Endowment*	0
Fees for Service (program income, etc.)*	1277607
Other Resources (in-kind, fundraising, etc.)*	17554
Subtotal – Private Resources	1427432

1.1.4 Total Income

Total Income	Current Year
Total Income	2658884

1.1.5 Pass Through Funds

Pass Through Funds	Current Year
Amount of other government funds received as pass through funds to consumers (include funds, received on behalf of consumers, that are subsequently passed on to consumers, e.g., personal assistance services, representative payee funds, or Medicaid funds)*	0

1.1.6 Net Operating Resources

Net Operating Resources	Current Year
Net Operating Resources	2658884

1.2 Resource Development Activities

* - Required field

Briefly describe the CIL's resource development activities conducted during the reporting year to expand funding from sources other than chapter 1 of Title VII of the Act. *

CPWD employs a Director of Development and Communication who applies for funding from federal, state, county and city funds throughout the year. Additionally, he applies for funding from private foundations. CPWD also participates in Colorado Gives Day each year to build our donor base. We also seek funding from individual contributors and sponsorships from local businesses. In 2018 we launched a new Fee for Service Program, Veteran's Independence Program (VIP). This program joins our other fee for service programs as ways to diversify our funding and build our organizational capacity.

Section 2. Compliance Indicator 1: Philosophy

2.1 Board Member Composition

* - Required field

(A) Number of board members

7

(B) Number of board members with significant disabilities

5

(C) Percentage of board members with significant disabilities

71.43

2.2 Staff Composition

* - Required field

Staff Composition

Staff	Total FTEs	FTEs filled by individuals with disabilities	FTE's filled by individuals from minority populations
Decisionmaking staff*	4	4	1
Other Staff*	26.5	17	4
Total number of employees	30.5	21	5

2.2.1 Percentage of Staff with Disabilities

68.85

Section 3. Individuals Receiving Services

Section 704(m)(4)(D) of the Act; Section 725(b)(2) of the Act; Section 725(c)(8)(B) of the Act

3.1 Number of Consumers Served During the Reporting Year

* - Required field

Number of Consumers Served During the Reporting Year

Consumer Type	# of CSRs
Enter the number of active CSRs carried over from September 30 of the preceding reporting year*	384
Enter the number of new CSRs opened since October 1 of the reporting year*	151
Total number of consumers served	535

3.2 Independent Living Plans and Waivers

* - Required field

Independent Living Plans and Waivers

Consumer Type	Number of Consumers
Number of consumers who signed a waiver*	197
Number of consumers with whom an ILP was developed*	338
Total number of consumers served during the reporting year	535

3.3 Number of Consumer Service Records Closed by September 30 of the Reporting Year

* - Required field

Number of Consumer Service Records Closed by September 30 of the Reporting Year

Record Type	# of CSRs
Moved*	10
Withdrawn*	55
Died*	8

Record Type	# of CSRs
Completed all goals set*	91
Other*	47
Total number of CSRs closed	211

3.4 Age

* - Required field

Age

Age Period	# of Consumers
Under 5 years old*	0
Ages 5-19*	5
Ages 20-24*	19
Ages 25-59*	201
Age 60 and Older*	277

Age Period	# of Consumers
Age unavailable*	33
Total numbers of consumers by age	535

3.5 Sex

* - Required field

Sex

Sex	# of Consumers
Number of Females served*	338
Number of Males served*	197
Total number of consumers by gender	535

3.6 Race and Ethnicity

* - Required field

Race and Ethnicity

Race	# of Consumers
American Indian or Alaska Native *	3
Asian *	8
Black or African American *	14
Native Hawaiian or Other Pacific Islander *	2
White *	402
Hispanic/Latino of any race or Hispanic/ Latino only *	86
Two or more races *	0
Race and ethnicity unknown *	20
Total number of consumers served by race/ethnicity	535

3.7 Disability

* - Required field

Disability

Disability Type	# of Consumers
Cognitive*	68
Mental/Emotional*	52
Physical*	90
Hearing*	15
Vision*	158
Multiple Disabilities*	152
Other*	0

3.8 Individuals Served by County During the Reporting Year

* - Required field

List each county within the CIL's service area, as indicated in the CIL's application for Part C funds and the approved SPIL. Add additional rows as necessary. For each county, indicate how many individuals residing in that county were served by the CIL during the reporting year.

3.8.1 Individuals Served by County During the Reporting Year

County Name	Number of County Residents Served
Adams	93
Arapahoe	13
Boulder	275
Broomfield	29
Clear Creek	2
Crowley	1
Denver	34
Douglas	6
Gilpin	2
Grand	1
Jefferson	60
Larimer	9
Logan	1
Weld	9

Section 4. Individual Services and Achievements

4.1 Individual Services

* - Required field

Individual Services

Other IL Services	Consumers Requesting Services	Consumers Receiving Services
Advocacy/Legal Services *	115	115
Assistive Technology *	40	40
Children's Services *	0	0
Communication Services *	0	0
Counseling and Related Services *	0	0
Family Services *	0	0
Housing, Home Modifications, and Shelter Services *	11	11

Other IL Services	Consumers Requesting Services	Consumers Receiving Services
IL Skills Training and Life Skills Training *	158	158
Information and Referral Services *	71	71
Mental Restoration Services *	0	0
Mobility Training *	1	1
Peer Counseling Services *	152	152
Personal Assistance Services *	69	69
Physical Restoration Services *	0	0
Preventive Services *	0	0
Prostheses, Orthotics, and Other Appliances *	0	0
Recreational Services *	0	0
Rehabilitation Technology Services *	0	0

Other IL Services	Consumers Requesting Services	Consumers Receiving Services
Therapeutic Treatment *	0	0
Transportation Services *	1	1
Youth/Transition Services *	19	19
Vocational Services *	84	84
Other Services *	0	0

4.2 I&R Information

* - Required field

To inform RSA how many service providers engage in I&R follow-up contacts regarding access to transportation, health care services or assistive technology, please indicate the following:

The service provider did engage in follow-up contacts with I&R recipients to document access gained to previously unavailable transportation, health care or assistive technology

Yes

Describe how information and referral services and the other IL core and other IL services are provided to those who request such services in formats accessible to the individual requesting the services. Describe any innovative practices (not mentioned elsewhere in this report) to enhance the availability and effectiveness of IL services. *

All CPWD services are provided in a collaboration with the consumer. Staff work with the consumer to identify their goals and the services that would help them reach their goals. Program accessibility is very important to CPWD and to better assist our consumer we have staff that meet with consumers in their community, reducing the barriers of transportation, multiple office locations, staff fluent in ASL and Spanish and materials in alternate formats. Below is a little more about each Core Service.

Information and Referral: All staff have the responsibility of providing Information and Referral (I&Rs). CPWD handles more than hundred I&Rs a month, primarily from individuals with disabilities, family members, healthcare providers, social service organizations, and funders.

Independent Living Skills Training: Independent Living Advisors (ILAs) and Independent Living Skills Trainers (ILSs) both provide Independent Living Skills Training (ILST). ILST is done both on an individual level as well as in group settings. Examples of training include learning how to budget, navigating the public transportation system, using Assistive Technology and cooking.

Individual/Systems Advocacy: During the program year staff advocated with, and on behalf of, individuals with disabilities in many different areas including: employment, benefits and housing. Advocacy is performed on an individual level (teaching them how to advocate on their own) and on a systems level (creating equal access for all). This past year CPWD has been working to expand our Systems Advocacy with a full time Community Organizer who is dedicated to systems advocacy with efforts at the local, state and national levels and the aim of reducing barriers for individuals with disabilities.

Peer Mentoring: Employees with disabilities provide a natural conduit for peer mentoring and almost 70% of CPWD's staff are individuals with disabilities. Staff who have overcome barriers and achieved varying degrees of independence are uniquely qualified to mentor others to achieve similar goals. Additionally, CPWD has a number of peer support groups that meet weekly and monthly so that consumers can build community and support each other through their independent living goals.

Transitions: Staff provide transition services to individuals transitioning out of nursing facilities and to youth transition from high school. Nursing Home Transition services are provided to individuals who have identified a desire to return to the community and staff are constantly working to ensure all residents in nursing facilities know they have a right to leave and return to the community. Youth services are provided in partnership with local area schools through hands on classes specifically developed to address IL Skills.

4.3 Peer Relationships and Peer Role Models

*** - Required field**

Briefly describe how, during the reporting year, the CIL promoted the development of peer relationships and peer role models among individuals with significant disabilities. *

CPWD employs a majority of people with disabilities. This includes people with visual disabilities such as those with developmental disabilities, people with cerebral palsy, and people who are blind. CPWD also employs several individuals with “invisible” disabilities. Because CPWD employs a majority of people with disabilities, staff and consumer can develop informal peer mentoring relationships. Staff are able to be successful peer role models as they have gotten past many of the barriers that face people with disabilities—including employment, housing, transportation and health care. CPWD also has over 30 peer support groups that meet regularly throughout our service area.

4.4 Increased Independence and Community Integration

* - Required field

Increased Independence and Community Integration

Significant Life Area	Goals Set	Goals Achieved	In Progress
Self-Advocacy/Self-Empowerment*	44	13	31
Communication*	16	4	12
Mobility/Transportation*	17	8	9
Community-Based Living*	69	30	39
Educational*	21	13	8

Significant Life Area	Goals Set	Goals Achieved	In Progress
Vocational*	89	45	44
Self-care*	39	12	27
Information Access/Technology*	81	23	58
Personal Resource Management*	50	26	24
Relocation from a Nursing Home or Institution to Community-Based LivingCommunity/Social Participation*	3	3	0
Community/Social Participation*	120	33	87
Other*	1	1	0

**4.5 Improved Access To Transportation, Health Care Services,
and Assistive Technology** * - Required field

In column one, indicate the number of consumers who required access to previously unavailable transportation, health care services, or assistive technology during the reporting year. Of the consumers listed in column one, indicate in column two, the number of consumers who, as a result of the provision of IL services (including the four core services), achieved access to previously unavailable transportation, health care services, or assistive technology during the reporting year. In column three, list the number of consumers whose access to transportation, health care services or assistive technology is still in progress at the end of the reporting year.

Improved Access To Transportation, Health Care Services, and Assistive Technology

Areas	# of Consumers Requiring Access	# of Consumers Achieving Access	# of Consumers Whose Access is in Progress
Transportation*	40	31	9
Health Care Services*	279	211	68
Assistive Technology*	181	93	88

Note: For most IL services, a consumer's access to previously unavailable transportation, health care and assistive technology is documented through his or her CSR. In some instances, consumers may achieve an outcome solely through information and referral (I&R) services. To document these instances as successful outcomes, providers are not required to create CSRs for these consumers but must be able to report that follow-up contacts with these consumers showed access to previously unavailable transportation, health care and assistive technology.

4.6 Self-Help and Self-Advocacy

*** - Required field**

Briefly describe how the CIL has promoted self-help and self-advocacy among individuals with significant disabilities during the reporting year. *

Independent Living Advisors (ILAs) and direct service providers utilize the IL philosophy as the foundation of their services in order to provide a framework in assisting consumers in developing independent living goals. Staff see their role as working with consumers to empower them to take the steps necessary to achieve their goals. This is very different from non-CIL service providers and staff constantly work with consumers and the community to help them better understand the difference between IL service delivery and case management.

For example, consumers within our Employment Program are taught how to work with potential employers regarding their career goals as well as how to conduct their own job search. Consumers seeking to get benefits, either in obtaining their Social Security Disability Insurance (SSDI)/Supplemental Security Income (SSI) or food stamps, gain the skills to apply themselves and work through the barriers that may come with the application process. Through both of these examples consumers learn transferable skills that will help them in the future as they work towards independence.

4.7 Additional Information Concerning Individual Services or Achievements

*** - Required field**

Please provide any additional description or explanation concerning individual services or achievements, including outstanding success stories and/or major obstacles encountered. *

General program achievements and more on CPWD services can be found under section 6.1.1. Here is a success story from one of our consumers.

Julie, a woman in her mid50s, was living independently until her visual impairment progressed to the point that she could not care for herself. She moved back in with her aging parents and for a time was totally reliant. Determined to regain her independence, she sought out training and support, but access to continuous support from other sources was seriously cost prohibitive.

She came to CPWD for assistance. At that point, she was socially isolated and dependent. She received assistive technology training, including training with voice commands on iPad and iPhone to reconnect her to email and events, doctors, family and friends, as well as mobility training to learn how to move around independently with vision loss. She joined our peer group where she received the critical yet intangible gifts of encouragement, identification, inspiration and courage.

Between the training and the peer support, she regained enough confidence to find her own place, move out of her aging parents' home, and resume her independent life with ongoing support from CPWD. She now brings her experience and strength to others in the peer support community.

Section 5. Provision of Services

5.1 Compliance Indicator 2: Provision of Services on a Cross-Disability Basis * - Required field

Briefly describe how, during the reporting year, the CIL has ensured that IL services are provided to eligible individuals with a diversity of significant disabilities and individuals who are members of populations that are unserved or underserved, without restrictions based on the particular type or types of significant disability and in a manner that is neither targeted nor limited to a particular type of significant disability. *

CPWD serves individuals with all types of disabilities through our core services and additional IL services. Staff participate in a variety of outreach activities in order to reach people who are unserved or underserved. Specific outreach is targeted towards individuals living in the rural communities and the mono-lingual Spanish speaking community. Both of these demographics have been identified on a statewide basis as being underserved. To better reach the Spanish speaking community we have two bi-lingual direct service staff. Additionally, staff regularly attend external meetings to educate the community on CPWD's services and programs.

5.2 Alternative Formats * - Required field

Briefly describe how, during the reporting year, the CIL has ensured the availability in alternative formats of all of its written policies and materials and IL services, as appropriate. *

CPWD is committed to providing all written material in alternative formats as necessary this may include, large print, Braille, Bi-lingual and electronic versions of printed materials. All communications can be made available in alternative formats upon request including: newsletters, brochures and any other communications. Additionally, we have a video phone in each office and two staff fluent in ASL for communication with Deaf consumers.

5.3 Equal Access

*** - Required field**

Briefly describe how, during the reporting year, the CIL has ensured equal access of individuals with significant disabilities, including communication and physical access, to the center's services, programs, activities, resources, and facilities, whether publicly or privately funded. Equal access, for the purposes of this indicator, means that the same access is provided to any individual with a significant disability regardless of the individual's type of significant disability. *

CPWD offices have wide hallways, automatic door openers and accessible bathrooms. This past year we added office signs in English, Spanish and Braille to all our locations to increase access. Additionally, CPWD ensures that meetings and events are always held at accessible locations so that all program and services are accessible to all individuals. CPWD employs staff who have firsthand knowledge of accessibility law and this past year CPWD has been working with multiple communities walkability and transportation access. Staff are seen in the community as experts on accessibility and usability.

Briefly describe how, during the reporting year, the CIL has advocated for and conducted activities that promote the equal access to all services, programs, activities, resources, and facilities in society, whether public or private, and regardless of funding source, for individuals with significant disabilities. Equal access, for the purposes of this indicator, means that the same access provided to individuals without disabilities is provided in the center's service area to individuals with significant disabilities. *

CPWD has various programs that work together to ensure the communities we serve have full, complete and equal access for people with disabilities. The Development and Communications, Personal Assistance Services and Core Services at CPWD coordinate activities along with our consumers to promote equal access. This can include testifying, attending rallies, advocating at City Councils for accessible housing, presenting to the business community about Customer Service best practices for individuals with disabilities and working with local businesses and municipalities to ensure physical and programmatic accessibility.

5.4 Consumer Information

*** - Required field**

Briefly describe how, during the reporting year, the CIL has ensured that consumers have the opportunity to develop and achieve their goals (either with or without an ILP) and that the consumer has the opportunity to express satisfaction with the center and such consumer satisfaction results are evaluated by the center. *

Individuals that come to CPWD for services are always given the choice of becoming a consumer as they identify an independent living goal and a desire to be more involved with CPWD programs. CPWD's intake process includes going over consumer's rights and responsibilities, grievance procedure and the Independent Living Plan (ILP), which an individual can decide to create or waive. During each following meeting or service, staff

check in with the consumers about their satisfaction with services and document progress towards independent living goals. This information is tracked in our electronic database, CilsFirst. Additionally, CPWD completes an annual satisfaction survey of all consumers as an anonymous way for individuals to share about their experience with services.

5.5 Consumer Service Record Requirements

*** - Required field**

Briefly describe how, during the reporting year, the CIL ensured that each consumer's CSR contains all of the required information *

During the year, Consumer Service Records (CSRs) are regularly reviewed to determine if all required information has been maintained.

5.6 Community Activities

*** - Required field**

Issue Area	Activity Type	Hours Spent	Objective(s)	Outcome(s)
Health Care Access	Advocacy/Education	331.5	To increase access to healthcare and home health options so people with disabilities can remain in their own homes.	People with disabilities will be able to live in their communities of choice
Transportation	Advocacy/Collaboration	275	To ensure that people with any type of disability are able to navigate in and between communities of choice.	People with disabilities will be able to travel to their desired location with appropriate transportation.
Housing	Advocacy/Collaboration	495.5	To ensure that communities have the appropriate amount of affordable and accessible housing options.	People with disabilities are living in integrated housing.
Assistive Technology	Collaboration/Education	932	Provide demonstration and technical assistance on how to use different assistive technology devices.	People with disabilities have increased access to assistive technology.
Resource Development	Outreach/Education	516.5	To build partnerships and expand knowledge of working with individuals with disabilities	Individuals will have access to more services that meet their needs.

5.7 Description of Community Activities

* - Required field

For the community activities mentioned above, provide additional details such as the role of the CIL staff board members and/or consumers, names of any partner organizations and further descriptions of the specific activities, services and benefits. *

For many CPWD staff community outreach and education is part of their daily work. This might be informally through a simple conversation with a local business or more formal such as a presentation or training provided locally or on a national scale. The above numbers capture these more formal community activities and outreach provided by our staff. Additionally, many of our programs rely on strong community partnerships to help our consumers reach their independent living goals. From the transition team creating partnerships for the success of each individual moving from a nursing home back into the community; to the business relationships that contribute to the successful employment of consumers, partnerships are at the center of our programs.

To strengthen all of these partnerships staff participate on councils and regional planning committees; offer presentations to the community of a variety of disability related topics; attend networking events and fairs; actively participate in local Chamber of Commerce and present at national conference to share our best practices with other CILs around the county.

Below are a few highlighted examples of our community activities from 2018:

- CPWD's Longmont Manager presented at the 2017 APRIL conference on "Finding my Strengths and Advancing the Independent Living Movement". Over 25 individuals from around the country attended the presentation and the focus was assessing how to look at service delivery in a strengths based approach.
- Last winter, the Association of Colorado Centers for Independent Living hosted a Legislative Day. CPWD had five staff and three consumers participate as part of the day. During the luncheon, one consumer shared his story and the positive impact CPWD has had on his life. This consumer gave an excellent talk about what it is like to experience his disability

and ended with a call to ‘rethink’ what it means to be a person with a disability. Providing first hand, real life perspective to people who are in decision making positions is critical to furthering the understanding of supports that need to be funded and in place for successful independent living in our communities. As a whole, the ACCIL Legislative Day was a great opportunity to gather with other CILs and talk with legislatures about the important work we do.

- Throughout the year, staff hosted vendor tables and focused on community education through many events including Longmont’s Cinco de Mayo Event, the Boulder County Care-giving Symposium, Latinx at the University of Colorado, Longmont’s Pride Festival, Everybody’s Table, Community Inclusion and Boulder’s Mobility for All.
- Staff lead community trainings throughout the year on many topics including disability etiquette, emergency preparedness and inclusion in partnership with the Colorado Department of Public Health and Environment, Safehouse Progressive Alliance for Non-Violence, Boulder County Library, Boulder County Area Agency on Aging Fall Prevention Week Boulder rotary, and local high schools.
- CPWD staff are also very active with councils and committees related to public transportation. This includes the Boulder County Local Coordinating Council, East Arapahoe Transportation Planning Community Working Group, Regional Transportation District Advisory Committee for People with Disabilities, and the Denver Regional Mobility and Access Council. As a whole these groups are working towards accessible transportation and transportation corridors. Having a voice on these committees and councils is very important to CPWD as it ensures that the needs of individuals with disabilities are being taken into consideration during the planning process.

Section 6. Annual Program and Financial Objectives * - Required field

6.1 Work Plan for the Reporting Year

* - Required field

6.1.1 Achievements

Discuss the work plan's proposed goals and objectives and the progress made in achieving them during the reporting year. *

What follows is an overview of our programs and achievements from 2018. The information addresses all the action steps outlined in our 2017 report but are broken up by program to ease the flow of information and provide a better picture of the scope of work accomplished by CPWD in 2018. We have had a huge focus on growth of our fee for service programs with the development of our Veterans Independence Program and continued to build stronger community connections with our Full time Community Organizer. All our programs provide services that help further CPWD's mission to provide resources, information and advocacy to assist people with disabilities in overcoming barriers to independent living.

Development and Communications

The Development and Communications department had a busy year with grant writing and developing communications for CPWD.

Applied for 21 Grants for a total of \$949,200

Received 17 Grants for a total of \$477,609

Other Fundraising Activity Included \$6,991 from Colorado Gives Day, a 26% increase in individual donations over last year.

The Development Department has continued to work with all the programs to create and distribute effective marketing and outreach materials, including: Fliers for events, Program specific brochures, Overall agency brochures in English and Spanish, Web marketing, advertising and outreach.

Programs and Services

Youth Services: In collaboration with three local high schools, CPWD taught spring and fall classes to groups of 10-11 transition age youth. Fall classes ran for six sessions and focused on social skills. The curriculum was loosely based on the Living Well with a Disability curriculum and then adapted to meet the needs of these specific students. Spring classes ran for 10 sessions and focused on Independent Living Skills.

Currently our Transition Manager is also working to build new partnerships and grow our relationship with DVR. We are very excited by the tremendous growth of our youth services over the past year.

Nursing Home Transition Services: With the support of grants and medicaid, CPWD provides nursing home transitions services and Medicaid waiver services. These services include Transition Services, Extended Transition Services, Independent Living Skills Training, and Peer Mentoring.

Staff successfully assisted six individuals to transition out of nursing facilities back into their communities. And at the close of the Federal Fiscal year staff were actively working with another four consumers set to transition before New Year's. One of the biggest challenges with Nursing Home Transitions program continues to be housing as it is very expensive in Boulder County and often not accessible. We are continuing to explore new partnerships to help support this housing shortage.

Beyond Vision: The Beyond Vision Program provides core services to individuals who are blind or visually impaired. The focus of the program is a combination of peers support and one-on-one in-home independent living skills training. The ILST focuses on assistive technology (our current number one request), home safety, and communication. We also provide numerous information and referrals with follow-up.

This year the Beyond Vision assisted over 200 consumers who are blind or visually impaired through these services. This year our one on one services tended to have a more in depth focus with fewer individuals to meet consumer needs more effectively. Additionally, our Beyond Vision team has worked hard to reach underserved and unserved populations. We serve rural communities and have a Bi-lingual Beyond Vision Skills Trainer that facilitates peer support groups in English and Spanish.

Employment: The core of the CPWD Employment Program continues to be skills training to independently acquire and maintain a job. This training includes career exploration, goal setting, resume development, drafting of cover letters, professional communications, mock interviews, tips for online job search, application review, job site visits, accommodations planning, and follow-along support.

Consumers include referrals from the Division of Vocational Rehabilitation, active participants in the federal Ticket to Work program, referrals from community partners, and walk-ins. CPWD is an Employment Network (EN) with the Social Security Administration and we continue to serve more Ticket to Work Consumers every year. Two staff in the Employment Program are Certified Community Partner Work Incentive Counselors “CWIC,” who provide in-depth benefits counseling to assist consumers in making an informed decision about work while on public benefits and how to successfully and securely transition to stable employment income.

Veteran’s Independence Program: VIP at CPWD was launched in 2018 and provides Veteran Directed Home and Community Based services through referrals and partnership with the local Veterans Affairs Hospitals. The first Veteran enrolled in April and by the end of September there were three Veterans enrolled in the program. This new program will continue to expand to serve more Veterans living with disabilities in Northern Colorado.

Specialized Day Program: CPWD’s Independent Living Program (ILP) is the only Elderly, Blind and Disabled (EBD) Medicaid Waiver program in a CIL in Colorado. Consumers in this program are cross disability and of all ages. In alignment with CIL philosophy, ILP is a specialized consumer choice “day program” in which consumers learn independent living skills including:

cooking, money management, self-advocacy, assertiveness, boundaries, social skills, adaptive yoga, fitness classes, and current events. Additionally, consumers have the opportunity to participate in out groups which include activities such as bowling, swimming, visiting museums, touring local banks, attending concerts, and shopping.

The biggest achievement in ILP this past year has been taking all the necessary steps to ensure compliance with the new HCBS settings rules. As part of the process all ILP staff attended a Person Centered Planning training. Person Centered Planning is central to CIL philosophy and all work at CPWD. This specific training gave staff additional tools to use in working with consumers on their independent living plans.

Personal Assistance Services Department: CPWD is one of two Colorado CILs that implements the Personal Assistance Services (PAS) program and we provide services in Boulder and Larimer County. CPWD supports consumers in their freedom to make choices and the right to live independently in the community and through PAS. Barriers, both physical and in attitude, restrict the rights of people with disabilities, causing a reduction of self-esteem and in community diversity. A support network, which emphasizes personal empowerment and dignity is the key for individuals with disabilities in the process of claiming control over their lives. CPWD provides the resources, information and support necessary to challenge and alleviate barriers to independence.

Additionally, PAS encourages consumers to participate in the home care program that best fits their lifestyles (i.e., CDASS, IHSS or conventional home care). We continue to assist some of our consumers in guiding them through the Medicaid system in order to obtain the program of their choice. In keeping with the CIL philosophy, the PAS Department has focused efforts this year on expanding the IHSS (In Home Support Services) program, which is a consumer directed program. We have seen a doubling of growth in IHSS with an anticipation of equal or greater growth of this program in the coming year.

PAS employs a variety of skilled and unskilled staff. Skilled include Registered Nurses and Certified Nursing Assistant's (CNAs). Unskilled include Homemakers (HMK), Personal Care (PCP), Health Maintenance Attendants (HMAs) and Relative Care Providers (RCPs). Skilled nurses perform medically oriented services such as setting up medications, giving injections and wound care, as well as personal care requiring a certified nurse aide. Unskilled staff focus on services involving chores around the home such as cleaning, laundry and shopping and giving verbal prompts in care without physical assistance.

Unserved/Underserved

Homeless Population: We have seen an increased need with the homeless community and in the past year have seen an increase in the number of individuals we are working with who are experiencing homelessness. In our main office in Boulder, up to 10% of the consumers receiving core services from the Independent Living Advisors are homeless. We regularly collaborate with local homeless shelters and domestic violence shelters to share about our services and reach more individuals.

Hispanic Population: CPWD has a BiCultural Independent Living Advisor and a BiCultural Beyond Vision Skills Trainer that have worked to grow our bilingual services and better meet the needs of the mono-lingual Spanish speaking community. We now offer three Peer Support groups facilitated in Spanish in addition to our one on one services.

Mental Health Population: Another large underserved population is those with mental health disabilities. All CPWD staff have taken a Mental Health First Aid course to ensure staff are able to recognize individuals in the middle of a mental health crisis. While the community mental health organizations do an excellent job of providing mental health assessments and services, there is always a need for more services. We continue to outreach and advocate for services for individuals with mental health disabilities.

6.1.2 Challenges

Describe any substantial challenges or problems encountered by the CIL, and the resolutions/attempted resolutions. *

None

6.1.3 Comparison with Prior Reporting Year

As appropriate, compare the CIL's activities in the reporting year with its activities in prior years, e.g., recent trends. *

All recent trends and program updates are listed under section 6.1.1 of this report.

6.2 Work Plan for the Year Following the Reporting Year

*** - Required field**

6.2.1 Annual Work Plan

List the CIL's annual work plan goals, objectives and action steps planned for the year following the reporting year. *

The work plan that follows builds on our long term goals laid out CPWD's 2015 Strategic Plan. The updated action steps show our steps for 2018 in working towards these goals. CPWD is in the process of updating our strategic plan with new goals for 2019.

Goal 1: Increase the Center for People with Disabilities community connection and resource base through fund development, networking, collaboration, and outreach.

Objective 1: Increase CPWD revenue base

Action Steps: Determine fundraising activities and implement as needed; Research appropriate grants and apply; Implement plan to increase donor base; Expand Fee for Service programs

Objective 2: Coordinate disability awareness events and attend outreach events

Action Steps: Locate partners, develop events and attend outreach fairs

Objective 3: Maintain presence on committees, councils, boards and coalitions, etc.

Action Steps: Develop a comprehensive list of staff involvement on committees, identify new areas of involvement and apply.

OUTCOME: CPWD will have a more solvent financial position and be in a stronger position to meet the needs of the community.

Goal 2: Increase services and consumer base.

Objective 1: Increase involvement in the five (5) core services

Action Step: Outreach to underserved populations and build partnerships within the community.

Objective 2: Maintain presence at City Council and the state capital.

Action Steps: Coordinate with other Centers for Independent Living on legislative issues; Build relationship with local, state, and national political representatives; CPWD staff and consumers will attend rallies, events, etc. that draws attention to issues pertaining to people with disabilities;

CPWD staff and consumers will testify as requested and appropriate

Objective 3: Increase employment opportunities for people with disabilities

Action Steps: Maintain relationships with local businesses and DVR through annual “Celebration of Disabilities Employment” event and regular outreach.

OUTCOME: People with disabilities will have the information, tools and resources they need to make informed choices.

6.2.2 SPIL Consistency

Explain how these work plan goals, objectives and action steps are consistent with the approved SPIL. *

The State Plan for Independent Living identified three goals that they seek to accomplish with the assistance of the nine Colorado Centers for Independent Living.

Goal 1: Improve SILC effectiveness.

Goal 2: Increase SILC member knowledge base.

Goal 3: Increase the capacity of CILs.

The CPWD workplan is consistent with the SPIL goals and directly addresses the third goal of increasing capacity.

Section 7. Other Accomplishments, Activities and Challenges

* - Required field

Describe any additional significant accomplishments, activities and/or challenges not included elsewhere in the report, e.g. brief summaries of innovative practices, improved service delivery to consumers, etc. *

In 2018 CPWD's Board of Directors, recruited two new members with diverse skills and geographical representation. These members have provided a wonderful contribution to CPWD and their involvement is much appreciated as we move into 2019.

Section 8. Training and Technical Assistance

8.1 Training and Technical Assistance Needs

* - Required field

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Advocacy/Leadership Development	
General Overview	
Community/Grassroots Organizing	
Individual Empowerment	
Systems Advocacy	
Legislative Process	
Applicable Laws	
General overview and promulgation of various disability laws	
Americans with Disabilities Act	
Air-Carrier's Access Act	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Fair Housing Act	
Individuals with Disabilities Education Improvement Act	
Medicaid/Medicare/PAS/waivers/long-term care	
Rehabilitation Act of 1973, as amended	
Social Security Act	
Workforce Investment Act of 1998	
Ticket to Work and Work Incentives Improvement Act of 1999	
Government Performance Results Act of 1993	
Assistive Technologies	
General Overview	
Data Collecting and Reporting	
General Overview	
704 Reports	
Performance Measures contained in 704 Report	
Dual Reporting Requirements	
Case Service Record Documentation	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Disability Awareness and Information	
 Specific Issues	
Evaluation	
 General Overview	
 CIL Standards and Indicators	
 Community Needs Assessment	
 Consumer Satisfaction Surveys	
 Focus Groups	
 Outcome Measures	
Financial: Grant Management	
 General Overview	
 Federal Regulations	
 Budgeting	
 Fund Accounting	
Financial: Resource Development	
 General Overview	
 Diversification of Funding Base	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Fee-for-Service Approaches	
For Profit Subsidiaries	4
Fund-Raising Events of Statewide Campaigns	
Grant Writing	
Independent Living Philosophy	
General Overview	
Innovative Programs	
Best Practices	5
Specific Examples	
Management Information Systems	
Computer Skills	
Software	
Networking Strategies	
General Overview	
Electronic	
Among CILs & SILCs	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Community Partners	
Program Planning	
General Overview of Program Management and Staff Development	
CIL Executive Directorship Skills Building	
Conflict Management and Alternative Dispute Resolution	
First-Line CIL Supervisor Skills Building	1
IL Skills Modules	
Peer Mentoring	2
Program Design	
Time Management	
Team Building	
Outreach to Unserved/Underserved Populations	
General Overview	
Disability	

Training And Technical Assistance Needs	Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important
Minority	3
Institutionalized Potential Consumers	
Rural	
Urban	
SILC Roles/Relationship to CILs	
General Overview	
Development of State Plan for Independent Living	
Implementation (monitor & review) of SPIL	
Public Meetings	
Role and Responsibilities of Executive Board	
Role and Responsibilities of General Members	
Collaborations with In-State Stakeholders	
CIL Board of Directors	
General Overview	
Roles and Responsibilities	
Policy Development	
Recruiting/Increasing Involvement	

<p align="center">Training And Technical Assistance Needs</p>	<p align="center">Choose up to 10 Priority Needs - Rate items 1-10 with 1 being most important</p>
<p>Volunteer Programs</p>	
<p align="center">General Overview</p>	
<p>Optional Areas and/or Comments (write-in)</p>	

8.2 Additional Information

*** - Required field**

Provide additional information, comments, explanations or suggestions not included elsewhere in the report *

The above sections of this report fully capture information about CPWD services, programs, staff and funding from 2018.

Section 9. Signatures

* - Required input

NAME OF EXECUTIVE DIRECTOR* Maria Stepanyan

I certify that the information provided in this report is true, complete and accurate to the best of my knowledge. : true

As the Executive Director, I certify that the Board has reviewed and given approval for submission of this report. : true