



## Center for People With Disabilities

Overcoming Barriers to Independent Living  
since 1977



- Advocacy
- Employment
- Home Health Services
- Community Living Services
- Veteran Services



### Locations:

- Boulder
- Longmont
- North Metro
- Broomfield

Our MISSION is to provide resources  
and advocacy to assist people with disabilities  
overcoming barriers to independent living.  
Programs and services are offered to  
people of all ages and abilities.

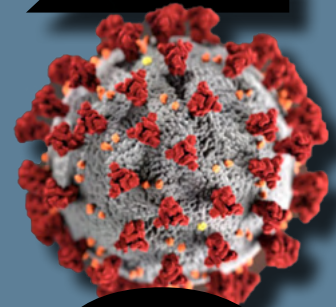
[www.cpwd.org](http://www.cpwd.org)

(303) 442-8662

Funded by Title VII, Part B



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# ANNUAL REPORT

[www.cpwd.org](http://www.cpwd.org)

# An Unprecedented Year...

The previous year, 2019, was one of growth - hiring new staff, expanding services, outreaching to more under-served populations, and planning for a big remodel at our main facility in Boulder. Then, in early 2020, COVID happened. As for all of us: Everything.Suddenly.Stopped. Looking back, no one knew the potential severity, intensity or outcomes of such a novel pandemic. Reports ranging from "it will pass" to Armageddon left many of us cautious and concerned in early 2020. How do we move forward effectively became the centralizing question.

CPWD has no expertise in pandemic management, but one thing we knew without doubt was this: we needed to figure out how to stay connected to our consumers so that they could remain independent. Our focus was mission based: *to assist people with disabilities in overcoming barriers to independent living*. Now, one of those barriers was the fallout from COVID.

Beyond health and preventing COVID infection, the sudden crisis management of public medical services and the shut down of certain agencies meant that many people with disabilities were at risk of not receiving services and benefits critical to well-being and independence.

We immediately transitioned all of our services online, with the exception of skilled nursing home health services, and reached out to every consumer to ensure they were connected, supported and had what they needed to remain independent.

It's been a long year of adapting, online/on-screen connections, separation, and uncertainty, but we have persevered and thrived in many ways. Our exceptional staff did whatever it took to make sure no one slipped through the cracks, and even increased services in many areas.

Even with the pandemic, we were proud to play a role in increasing community participation by under-served populations in the Census, and celebrating the 30th anniversary of the Americans with Disabilities Act (ADA).



# A Center for Independent Living

## OVERCOMING BARRIERS

- Since 1977, our mission has been to *assist people with disabilities in overcoming barriers to independent living*.
- As a Center for Independent Living (CIL), we champion Peer Support and Self-Advocacy as pathways to Independence.
- We believe that everyone has the right to choose how to live their life; that includes the right to choose medical providers and treatment, home and lifestyle, the right to work, live independently, and participate fully in society.
- We are consumer-controlled: more than 51% of our staff and board are people with disabilities.
- We promote collaboration, and work closely with our community partners and funders to address the real and current needs of people with disabilities in our community.

## Board Development

We are proud to have grown our Board of Directors from 5 members to 10 members in the past year! This growth not only increased geographically representation, but also increased the diversity of disabilities among board members, and added Latin(x) and LGBTQ+ representation.

We are grateful for the commitment, direction and support from our Board of Directors.





# 2020 by the Numbers

4 CPWD Locations: Boulder • Longmont • North Metro • Broomfield

**1,996** people assisted with **Independent Living** and **COVID-related** services

**34,470 Services** provided through **41,460 Service hours**

- 390 Hours of Self-Advocacy Training
- 28,000 Hours of Home Health Services
- 3,111 Hours of Peer Support
- 621 Hours Helping People find Jobs
- 4.431Hours of Independent Living Skills Training
- 470 Hours Transitioning People out of Nursing Homes
- 472 Hours Supporting Youth with Disabilities
- 3,630 Hours of Information & Referral
- 17% Latin(x) /Hispanic
- 7% Experiencing Homelessness
- 123 Veterans
- 63% Female, 36% Male, 1% Not Listed
- 86% earn less than \$30K/year
- 55% earn less than \$10K/year

## Success Story



Andy is a Korean War Navy veteran enrolled in our Veterans Independence Program (VIP). Andy has worked hard to regain mobility after a sudden illness years ago. Before his illness, Andy was an avid gardener and spent hours in his backyard tending to his vegetables and plants. Last year, Qualified Listeners, a veteran support program, and Home Depot collaborated to install an accessibility ramp to his backyard creating a wheelchair-accessible yard where he can once again garden. Andy has now returned to his passion, gardening, and is an example of thriving independence as a person with a disability.

Serving all people with all disabilities, including supporting families and caretakers.

All services offered at no cost to consumer.

# Where We Work

We provide services throughout the greater Boulder-Denver and rural Boulder mountain areas.

CPWD assists ALL people with ALL disabilities, families, schools, employers and other related parties, through 5 Core Services:

1. Information & Referral
2. Independent Living Skills Training
3. Individual and Systems Advocacy
4. Peer Support
5. Youth and Nursing Home Transitions

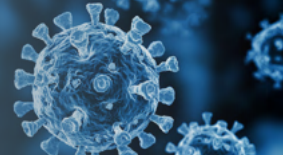
CPWD serves the Latin(x)/ Hispanic Community by sharing resources and information, increasing access by hiring bilingual staff, and collaborating with:

- Cultural Brokers Resilience Program/¡Suma!
- Centro Amistad
- Latino Chamber
- Concentric Clinic
- Latino Task Force
- Audio Information Network
- Intercambio Uniting Communities
- Colorado Immigration Rights Coalition



Overcoming barriers to Independent Living since 1977

# COVID-19



What a year! CPWD, like many nonprofit organizations, was directly impacted by COVID-19 in several ways:

- First, we needed to quickly transition services from in-person to online. This required staff to work remotely, and included additional costs, training and accommodations.
- Second, we had to carefully track and communicate with our consumers to ensure they stayed connected to services. Many are aging, some have visual impairment or lack experience in remote communication technology. We implemented comprehensive training and support for all consumers to ensure they could access independent living services remotely.

We are a Center for Independent Living, and while COVID presented a host of challenges to society and our community, we focused our support and approach from a **mission**-based view:

- How can we continue to support people to live independently?
- What are the new barriers; what are the new needs?
- How can we collaborate to ensure that all people have access to services needed for well-being and independence?

We witnessed an increase in anxiety, uncertainty and risk of isolation. We responded by increasing our Peer Support Groups (now online) from about 4 monthly to 1-2 daily! This provided a secure and stable connection point to not only get skills training, information, assist, and other independent living needs, but to connect with others, maintain a sense of community, ask questions and find answer to the ever-evolving unknowns.

As we emerge from pandemic status, we are anticipating that we will find new needs related to independence - perhaps mental health needs, new skills for a reemerging world, possibly housing struggles after eviction moratorium ends, and certainly a significant amount of training in assistive technology, transportation and other community engagement-related activities as we return to open society. We are assisting people with disabilities and other under-served populations in accessing the vaccine, benefits and care, and supplemental mental health services as we all emerge from an unprecedented year and together work towards a new normal and return to engaged society.

With great thanks to our committed staff and all our partners and supporters, we remain strong and solvent, and effectively bringing critical services to people with disabilities in our community.



# Important Census Work

2020 was a Census year. Most people don't realize that the Census is a key determinant in how much federal aid each state receives for health and human service programs.

Colorado receives about \$2,300 for each person who completes the census, or about \$8.5 billion annually. Those funds go to support programs such as Medicaid, children's health insurance, housing, independent living services, clinics, schools, special education and home investment programs. The census-derived funding provides a backbone of economic and social support for the members of our community who need assistance in all these areas.

However, historically, those same people have been under-represented. Hard-to-reach populations characterized by poverty, race, immigrant status, and disability face barriers of discrimination, marginalization, racism, and ableism that reduce their participation in Census.

To address this inequity, CPWD hired a cultural broker to conduct outreach to these populations to encourage participation in the Census as a direct effort to increase inclusion and ultimately increase funding for the key programs mentioned above. The effort was a success with at least a 10% increase in response rate based on outreach alone, even during COVID and a challenged political environment.

In addition to CPWD's efforts to include more people with disabilities in the Census, other community partners and cultural brokers focused on immigrants and Latin(x)s who speak Spanish as a first language, communities of color, college students, seniors, families with children under five, low-income residents, LGBTQ+, and people experiencing homelessness.



# Specialized Programming

CPWD offers a continuum of programs designed to address specific needs and independent living goals for people with disabilities in the communities we serve.

Our programs are based on more than 40 years of experience as a Center for Independent Living, ongoing assessment of our consumers' real life needs, collaborations with other community partners, and best practices in the field.

**Information & Referral** is a key service available to anyone with questions about services that support independent living. People with disabilities can get information and referrals, as can family, friends, caregivers, or anyone looking for information or a referral to providers and services for all disability-related matters.

**Beyond Vision** is a unique program for people with visual impairment or who are blind. Through peer support groups and 1:1 services, this program offers education, skills training, adaptive technology training, community support, friendship, encouragement, professional speakers, and access to the latest medical and benefit information to participants.

**Employment and Benefits Counseling** addresses all of the varying needs of job-seekers with disabilities. We work with the Department of Vocational Rehabilitation, offer the Ticket To Work program, and provide group and individual training for resume building, mock interviews, job searching, benefits counseling, and all aspects of job seeking and job readiness.

**Peer Support** is a tenet of Independent Living, bringing together all people with disabilities to share their experience, strength, friendship, encouragement and life lessons to benefit each other on their journeys of independence.



All of CPWD's services are  
offered at



# Specialized Programming



**Home Health** provides critical skilled and unskilled nursing care and home-based services so that people with disabilities with significant care needs can remain independent and in their own homes. Without this service, many people would be forced to live in nursing care.

**Nursing Home Transitions** is a program that manages the many specific and complex steps needed to get a person with a disability out of nursing care and into their own home. Finding accessible housing, transferring out, setting up home health care, securing benefits, providing training and support around meals, bathing, assistive tech and communication, self-care, transportation and other aspects of independent living are just some of the requirements for a successful transition.

**Youth Transitions** addresses the pivotal time when youth with disabilities transition to adulthood. Logistics, such as family planning, education, employment and finding an independent home are all important, as is the inner work of self-confidence and reliance, building a support network and stepping into the adult world with greater strength and certainty.

**Advocacy** includes education, understanding, and knowing one's rights, and then encourages bringing one's voice to self-advocate for independent rights and needs. Advocacy also includes bringing a collective voice to call for positive change in systems and laws that affect people with disabilities.

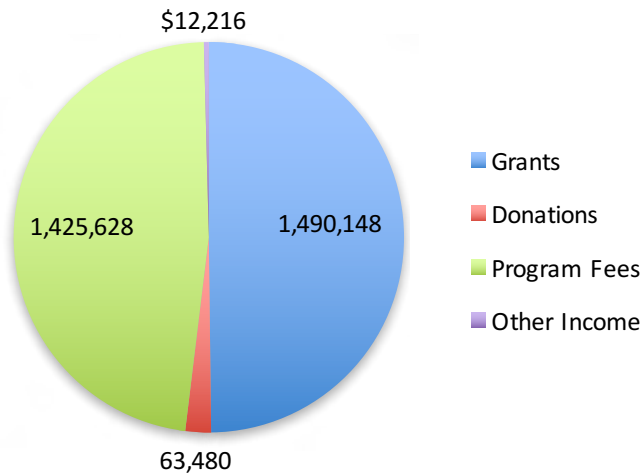
**Veterans Independence Program** works in partnership with the VA to enable veterans with disabilities to live independently, at home, and manage their own health and well-being services. Without this program, many veterans with disabilities would be forced into nursing care.

**No Cost to Consumer**

# Financials

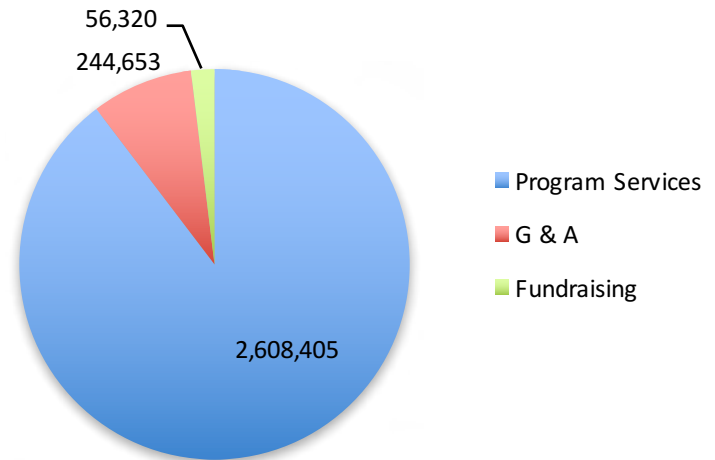
## INCOME

Total Support and Revenue: **\$2,991,472**



## EXPENSES

Total Expenses: **\$2,909,378**



For a copy of our Audited Financials, contact [Chris@cpwd.org](mailto:Chris@cpwd.org)

CPWD's revenue is comprised of grants and fees for service. All of CPWD's services are offered at no cost to consumer. Transitioning services online during COVID resulted in increased expenses while some income from in-person services was lost. At the same time, Medicaid rates were frozen, and then lowered. Simultaneously, we received a cut in our state Independent Living contract was cut, and many private foundations, responding powerfully to COVID, postponed or canceled program and operations funding initiatives for the year.

Even so, CPWD was successfully awarded several COVID-related grants as well as PPP and Cares Act monies, along with other grants. As a result of careful fiscal management, we experienced no furloughs or layoffs and were able to, with the exception of certain in-person only programming, maintain services for all our existing consumers, and even take on new consumers.





THANK YOU to all of our donors and funders, including the following:

Boulder County  
Boulder County AAA  
Broomfield Community Foundation  
City and County of Broomfield  
City of Boulder Human Services Fund  
City of Boulder Worthy Cause  
City of Longmont Human Services Fund  
City of Thornton  
City of Westminster  
Colorado Division of Vocational Rehabilitation  
Colorado Garden  
Colorado Office of Independent Living Services  
Community First Foundation  
Community Foundation Serving Boulder County  
Colorado Dept. of Health Care Policy and Financing  
Denver Regional Council of Governments (DRCOG)  
Dept. of Health and Human Services  
Gates Family Foundation  
Longmont Community Foundation  
Lynn & Helen Clark Trust  
NextFifty Initiative  
Rose Community Foundation

[www.cpwd.org](http://www.cpwd.org) • (303) 442

The Center for People With  
Promoting Independence

# We are Grateful!

A sincere thank you to our consumers and all those who support Independent Living! Your courage and commitment is powerful and gives us the inspiration to carry our mission forward!



# 30 Years of the ADA

On July 26, 1990, President George Bush, Sr. signed the Americans With Disability Act, calling it a "declaration of equality." The law increased access to buildings, transportation, education, jobs, services and benefits for people with disabilities. With its roots dating back to the Civil Rights Movement of the '60s, the signing of the ADA in the '90s was a victory for its time.

Over the past 3 decades, tremendous efforts and inroads have been made by activist and advocacy groups to increase not only equality, but equity - the opportunities and tools needed to access the rights, services and places. And yet we still have work to do as discrimination, marginalization, segregation and institutionalization of people with disabilities continue to plague our country.



On the brighter side, people with disabilities are showing up more powerfully than ever. Disability pride is a coming-out movement and a powerful and positive antidote to shame and pity. No longer tolerating blanket discrimination and marginalization, people with disabilities are fully presenting themselves from small towns to the big screens and stages, including actors with disabilities, krip-hop and other performers, and even politicians.

Today, we are in a powerful time, reminiscent of the Civil Rights Movement, where once again racial discrimination and violence has reached into our hearts and communities and summoned us to honestly examine our position and behavior around discrimination against and marginalization of people who are "different."

After 30 years of progress, primarily in policies, the next leg of this journey promises to be a powerful movement towards greater equality, equity, acceptance and individual expression.

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The **VISION** of CPWD is to build a community of resources, services, caregivers and consumers that collectively form a foundation of support for Independent Living. We encourage an integrated community that equally welcomes all members, all disabilities and cross-disabilities.