



**The Arc**  
of Larimer County

# ANNUAL REPORT 2023





# OUR MISSION

The Arc of Larimer County promotes and protects the civil rights of people with intellectual and developmental disabilities through individual and systemic advocacy and education, which fosters an inclusive community that embraces people throughout their lifetime to be included in every aspect of community life.





*“Our Advocate at The Arc of Larimer County knows just what steps need to be taken, who we need to talk with, and the timeline we must keep. We are so grateful for the advocacy offered by The Arc of Larimer County!”*

- Becky, Parent of an Arc of Larimer County client

In 2023, The Arc of Larimer County again had significant success and continued to serve individuals with intellectual and developmental disabilities (IDD) throughout Larimer County. In 2023, The Arc had 379 clients that utilized our services. There are many types of advocacy services we provide. These include help in navigating employment issues, educational services, health services, support with government assistance programs, housing, transportation, and the criminal justice system.

In addition to those advocacy efforts, The Arc Board of Directors also completed the strategic planning process which began late in 2022 and continued through the spring of 2023. The Board of Directors came together to discuss goals for our community based on survey input from our clients. The staff has worked diligently to start implementing the plan.

One goal is to provide more resources to help our clients. Other goals include increasing awareness and visibility of the population we serve, being effective in helping our clients navigate state

and federal benefit systems related to individuals with IDD.

With these goals in mind, I am happy to announce that the Arc Board of Directors approved the agency staff to investigate the development of a social enterprise. A social enterprise is a business designed with a specific social or charitable objective in mind. If, over time The Arc Board chose to take further steps to develop this idea, it could eventually lead to the creation of a social enterprise that would train adults with IDD with skill sets that would position them to move on to competitive and integrated employment opportunities within our community.

The Board of The Arc of Larimer County wishes to express our thanks to the Larimer County community for helping us to be a strong force, and to our clients for letting us support them. We look forward to another successful year of serving a fantastic community in all areas mentioned above and helping them reach their full potential.

Kendal Nolan  
Board President





# 2023 ACCOMPLISHMENTS

## 2023 ADVOCACY SUMMARY

In 2023 we provided 2,035 hours of free advocacy services to assist people in navigating complex systems and resources. We provided 819 systemic advocacy hours to protect the civil rights of individuals with IDD in our community.

### *Number of individuals served directly:*

Children & Adults: 168 children, 157 adults  
Total Individuals Served in 2023: 325

### *Main themes addressed in 2023 through Individual Advocacy included:*

**Education** – A majority of advocacy cases in 2023 were in the education system supporting families with children on individual education plans (IEPs).

**Mental Health/Trauma Informed/Behavior** – Our advocates worked with individuals and their families by providing resources and advocacy to ensure that individuals with mental health issues are getting the proper resources and accommodations to help with disability related behaviors.

**Case Management** – The Arc of Larimer County provided guidance and support to help individuals and families navigate the complexities of the Medicaid Waiver system.

**Criminal Justice** – Provided support in the court systems and jail to individuals with IDD and their families in areas such as restoration of competency, guardianship, testimony, assessment, and resources to inform courts.

**Housing** – Supported individuals with IDD and their families in understanding various housing options and resources, navigating housing systems, and provided direct support.

**Social Security** – Advised individuals and families during the application process or to understand benefits from the Social Security Administration.

**Assessments and Qualification** – Supported individuals thought to have IDD in identifying resources to receive an appropriate assessment to access resources.

**Employment** – Provided individuals with IDD information on resources to find and sustain employment, including benefits counseling and co-attending meetings related to employment.

## 11TH ANNUAL FILM FESTIVAL

Held in-person at the historic Rialto Theater in Loveland, Colorado, estimated 158 people in attendance.



Winner of local film submission contest – Will Peterson



Musician – Charlie Stevens



Caterer – Taste Local

## VIRTUAL TOWNHALL MEETING

We were proud to again partner with Foothills Gateway and SummitStone Health Partners/Spirit Crossing Clubhouse to host a virtual Town Hall Meeting. This annual event is a great opportunity for people living with disabilities, or mental illness, to ask questions to candidates or elected officials. The number of people in attendance was 97.



## WORKSHOPS

In 2023 we held several Guardianship and Less Restrictive Options workshops at our office along with participating in collaborative workshops and open advocacy opportunities with many of our local schools and agencies in our community making our advocacy services more accessible to those who need them.



## 2023 ADVOCACY SUMMARY (CONTINUED)

### Main Systemic Advocacy Themes Included:

**Transportation** – Continued to develop Transportation Training for individuals with IDD and local agencies with grant money received from City of Fort Collins.

**Education** – Developed stronger community partnerships with the local school districts. These partnerships have opened the doors for our Advocates to provide valuable Special Education and Post-Secondary Transition training to parents in the schools. The educational Advocates have been participating in the local districts Special Education Advisory Committee (SEAC) and Community Transition Teams.

**Outreach** - We collaborated with Loveland Library, Fort Collins Library and Poudre School District to offer Open Advocacy at the libraries, and in Wellington Boys & Girls Club. These opportunities enabled us to go out into the community and provide advocacy support, making it more accessible to those who need it.

**Housing** – Housing is a critical issue for individuals with IDD. The Arc of Larimer County partners with the local housing agencies and resources to help individuals with IDD in our community find sustainable housing to prevent homelessness.

Our Youth and Adult Advocate was appointed to sit on a subcommittee for the House Bill 23-1296,

the housing subcommittee, which must study and make recommendations related to the affordability, accessibility, and attainability of housing for persons with disabilities.

**Podcast** – In 2023, our Disability Discussions podcast aired eight episodes focusing on topics which are relevant to individuals with Intellectual and Developmental Disabilities (IDD) and their families or caregivers. We invited experts to discuss diverse topics such as, practical strategies for start of school, Special Education support and services, transition from high school to adulthood, mental health, guide to inclusive travel destinations, trauma-informed care, understanding executive functioning skills and an overview of community resources for families and individuals. The Disability Discussions podcast's goal is to provide essential information and training to individuals with Intellectual and Developmental Disabilities and their families and to help dispel the stereotypes of individuals living with IDD which in turn creates more inclusiveness in our community.

We ended 2023 with a variety of great podcasts and we have even more in store for 2024! You can find the Disability Discussions podcast on Apple or Spotify (Anchor) podcasts. Find podcast details and send us future podcast topic suggestions on our website [thearcoflarimercounty.org/podcast/](https://thearcoflarimercounty.org/podcast/)



# LEGISLATIVE ADVOCACY

This year The Arc of Larimer County once again pooled our resources and efforts with all the other state Arc Chapters during the legislative session in order to optimize legislative outcomes on behalf of individuals with IDD. Our efforts included supplying educational information for state legislators as well as supporting testimony at various committee meetings in favor of various bills.

**HB 23 1042: Admissibility Standards for Juvenile Statements** – Through this bill, any statement or admission obtained during a juvenile custodial interrogation in which a law enforcement official knowingly uses deception prior to or during the custodial interrogation is presumptively inadmissible against the juvenile. This includes juveniles with IDD who are disproportionately impacted by interview and interrogation practices.

**HB 23 1168: Legal Representation of Students with Disabilities** – This bill creates a pool of pro bono attorneys available to represent parents who are being sued by a school district in a due process hearing. The bill provides a resource for parents to effectively level the playing field when engaging in the Colorado Department of Education's state process.

**HB 1197: Stakeholder Process for Oversight of Host Home Providers** – Through this legislation the Health Care Policy and Finance (HCPF) state agency must engage more consistently with stakeholders to work towards clarifying and strengthening the regulations around the oversight of host home providers.

**SB 064: Office of Public Guardianship** – This legislation extends the continuation of the Office of Public Guardianship (OPG) indefinitely and expands it across the state. It also requires the development of a training program including information about less restrictive alternatives to guardianship, including supported decision making and limited guardianship.

**HB 1040: Prader Willi Syndrome** – This bill updated information in the statute's legislative declaration to conform with current data.

**HB 1296: Create Task Force Study Rights for Persons with Disabilities** – This bill created a task force to study and make recommendations concerning the civil rights of persons with disabilities, including basic accessibility of outdoor spaces for persons with disabilities, and the affordability, accessibility, and attainability of housing for persons with disabilities.

**HB 1308: Access to Government by Persons with Disabilities** – This legislation requires state and local public bodies, including the general assembly, and political parties to comply with certain accessibility requirements within specified periods related to access to ballot by candidates. It requires the general assembly, the secretary of state, and each political party to ensure that the caucus process or any future alternative process by which candidates may access the ballot that is accessible to persons with disabilities remains an option in the state.

**SB 289: Community First Choice Medicaid Benefits** – The bill requires the Department of Health Care Policy and Financing (HCPF) to seek federal authorization through an amendment to the state medical assistance plan to implement the community first choice option and requires the state plan amendment to include personal care services, homemaker services, health maintenance activities, personal emergency response system and other emergency back-up services, and voluntary training on how to select, manage, and dismiss an attendant.





# SYSTEMS ADVOCACY

In 2023 there were several over-arching themes and activities on which The Arc of Larimer County focused extensive time and resources, in hopes of finding more impactful ways of assisting individuals with Intellectual and Developmental Disabilities (IDD) and the members of their support groups.

**Strategic Planning:** In 2023 The Arc of Larimer County worked diligently to complete our three-year strategic plan and began taking specific actions toward working consistently on the goals we have set for the agency. Major strategic goals include acting to position The Arc to help strengthen, improve, and align all systems that support individuals with IDD, providing more resources and support for individual advocacy, and increasing the visibility and awareness of The Arc throughout Larimer County.

We began taking substantive steps toward the implementation of these goals midway through 2023 and we continue to work toward fulfilling these objectives.

**Guardianship:** In 2023 The Arc also recommitted itself to being a consistent and reliable resource of information for individuals with IDD and their support groups, to help them explore the pros and cons of guardianship for people with IDD.

We provided group workshops and individual advocacy in order to help answer their difficult questions about when guardianships are appropriate, and how to work with tools such as supported decision making and 'power of attorney' options that can be used as a substitutes for guardianship, helping people with IDD retain more control over making the critical decisions that impact the quality of their lives.

**Employment:** In 2023 The Arc continued working to facilitate better outcomes in the area of competitive, integrated employment for people with IDD. During 2023 we began exploring more innovative 'outside the box' approaches to helping train people with IDD to become better prepared to successfully obtain competitive employment opportunities. After significant research and exploration in this area,

The Arc looked for grant funding to explore the possibility of opening a social enterprise in the future. A social enterprise is a business started to support specific social objectives that serve important mission driven purposes. The mission driven purpose we seek to support is helping make more competitive employment opportunities available to individuals with IDD.

Late in 2023 The Arc staff researched and submitted a grant proposal to help us study and explore how we might be able to act on this idea in the future, and we were awarded funds to do this work early in 2024.









# THANK YOU FOR A GREAT YEAR!!

On these pages you will find some of our favorite photos from Arc events that took place in 2023. It was a year in which we combined learning and growing as an agency with some very enjoyable community engagement through time spent with old friends and new. We would like to thank everyone who took the time to participate in an Arc event in the past year, and we look forward to seeing you at more events in the future!



# TRANSPORTATION

In the fall of 2022, we were awarded a grant by the City of Fort Collins. We used this grant to establish a travel training program for individuals with Intellectual and/or Developmental Disabilities (IDD). We facilitated a “Train the Trainer” luncheon in March of 2023 at Ginger & Baker.

The goal of the workshop was to educate local agencies on how to ride the local Transfort Bus system so that they can teach the individuals they work with how to access and use public transportation in Fort Collins. A total of 22 community agency partners attended the workshop.



# CRIMINAL JUSTICE

Our agency has worked diligently over the past year in partnership with the Competency Services Team of Larimer County to help protect the civil rights of individuals with IDD who find themselves involved with the criminal justice system in our county.

The Team collaborates with a number of Larimer County criminal justice agencies to assure that people with disabilities involved in the criminal justice system receive equitable treatment. The hoped for outcome of this work is to limit the number of people with mental health or IDD who end up in prison, by determining if they have the cognitive ability to understand the court proceedings, and if not, to find alternatives to incarceration by helping find them supports in the community. These supports may include housing placement services, waiver service supports, and/or counseling—all of which are much better suited to the needs of a person with IDD than traditional prison corrections services.

Through these competency evaluation services, people with IDD and/or mental health issues are evaluated by a psychologist, who makes recommendations regarding whether these individuals are competent to proceed through the traditional criminal justice system, incompetent to proceed but restorable, or incompetent to proceed and non-restorable.

During the time this process is completed, The Arc helps support these individuals in understanding the psychologist's evaluation report and recommendations. In some instances, they are found to be incompetent and non-restorable, and their case is dismissed. On other occasions they may simply be released based on 'time served' due to the amount of time they have already waited in jail for a competency determination. At this point, The Arc's role then is to support/guide the client after the court proceedings to ensure that they understand the different supports being offered to them through the Competency Services Team support process, which is usually provided by various local social service and health service agencies.

The Arc staff also works with the Larimer County Jail Americans with Disabilities Act (ADA) Coordinator, who meets with inmates when the jail staff suspects they may have an IDD. Our staff meets with the inmate to provide information about the Arc's advocacy services. Typically, the focus is on helping them navigate housing and waiver (benefit) services. Our staff also assists the inmates and their families in obtaining proper documentation of their disability and helps them get set up with necessary services.



# ASSISTIVE TECHNOLOGY

In 2023 The Arc of Larimer County renewed and revitalized its work around helping people with IDD understand and access Assistive Technology (AT) that can help improve the quality of their lives. This included holding a comprehensive workshop, facilitated by the Assistive Technology Resource Center at Colorado State University (CSU) and the Center for Inclusive Design and Engineering (CIDE) at University of Colorado (CU).

The advantages of various AT tools were discussed in detail, and examples of AT that is available to people with IDD were demonstrated. We followed up the workshop by making grant funds available to some of our clients to help them obtain AT that can help improve their lives.



## PEOPLE FIRST

People First of Larimer County is a self-directed community of adults, advised by The Arc of Larimer County, who have intellectual and developmental disabilities.

### Mission:

The mission of People First of Larimer County is to promote equity for people with disabilities to live the lives they want by fostering inclusion and self-determination in every aspect of community life.

To learn more visit <https://thearcoflarimercounty.org/what-we-do/people-first/>

### 2023 Accomplishments:

- Participated in the Autism Fair at Fort Collins Museum of Discovery by hosting an information table
- Took an Advocacy-101 course at the Colorado Cross Disability Coalition
- Attended a field visit, to give input on accessible trails, with the Natural Areas Accessibility Committee part of the City of Fort Collins Natural Areas Department
- Attended Sensory Day at the Larimer County Fair, hosted a table with information for the public
- Attended the Disability Rights Advocacy Day at the State Capitol in Denver
- Hosted a guest speaker, Josie Brown, who is a liaison for People Living with Disabilities
- Held a Holiday Party in December for members of People First





# OUTREACH

To further our mission, we have worked hard to establish strong, long-lasting partnerships with community organizations through outreach efforts. We aim to provide advocacy support and connect individuals and families with the resources they need to succeed. Our outreach efforts help our clients build relationships, participate in activities they enjoy, and help to ensure a greater sense of belonging in their community.

In 2023 we partnered with several local non-profit organizations to provide greater opportunities, and access to valuable resources and training for individuals with IDD.

We had many chances to share information about the services we offer at various resource fairs, community events, and local school district events in 2023. In the same year, our agency participated in 5 projects with organizations such as Estes Valley Recreation and City of Fort Collins Natural Areas.

Additionally, we provided free workshops and training to numerous individuals and families in the community in 2023.

**Some examples of these workshops include:**

- Disability Acceptance and Inclusion Training
- Guardianship and Less Restrictive Options Workshop
- Executive Functioning Workshop
- Self-Advocacy Presentations: Julian Wang, our Peer Advocate, presented on his experiences in transitioning from High School to adulthood
- **Various Workshops:** IEP 101 Workshop, Understanding Special Education Evaluations, Transition from High School to Adulthood IEP Workshop, Verbal De-Escalation Workshop, Executive Functioning Workshop and Behavior Tips and Tricks in conjunction with Poudre School District Integrated Services
- Assistive Technology Training in partnership with CSU and CU
- **Transportation Training:** Train the Trainer Workshop – made possible by a grant from the City of Fort Collins/Transfort
- Healthy Relationships Class a partnership with SAVA, Foothills Gateway, Planned Parenthood



*“We are extremely grateful for the support received by The Arc of Larimer County. Our daughter’s educational journey will be incredibly enhanced because of the accommodations she will now be receiving.”*

- Stephane, Parent of an Arc of Larimer County client



# THANK YOU

## Thank You For The Generosity of our 2023 Donors:

Rachel Adolt (Sandoval)	Rendi Eichner	Joseph Hoefler	Dan Marx	Nick Roussos
Kimberly Aguilar-Pauli	Karen Eifert	Andy & Barbara	Becci McCormack	Richard & Linda
Karen Alfino	Sarah Evens	Holdgate	Jeff & Debbie	Rumney
Leticia Arguello	Kevin Ewert	Blair Horgan	McCubbin	Helen Sanford
Ana & Mike Astley	Joseph Fanelli	James & Kathryn	Steve Mckenzie	Shawn Schaefer
Sebastian Bastille	Denise Fedelleck	Hulings	Vicky McLane	Kelly Schermerhorn
Rachel Bedard	Carol Fischer (Our	Yvonne Jackson	Patricia Medina	Rachel & Aaron Schuler
Nathan Beers	House Inc)	Celeste Jordan	Larry Meier	Dan Schuller
Philip & Debbie Beers	Sara Freeman	Chris & Tamara Keefe	Yvette & Rod Menking	Kay Shrum
Shannon Benitez	Anna Fuller	John Kefalas	Doug Meyer	Michael Sisneros
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Audra & Trey Brickner	Gabrielle Good	Kenyon	Sally Miller	Smeak
Bob & Cari Brown	Jessica Grady	Beverly Kilgore	James Mitchell	Lori Snider
Lane & Nick Bryant	Sherry Gray	John Kindred	Annie Morgan	Dan Soldner
Vincent Burkardt	Tena & Steve Green	Dan & Denise Kocol	Marsha Nelson	Jill Sorden
Julie Cade	Bettie Greenberg	Amelia Koehmstedt	Peter Nelson	Rachel Souders
Malachi Calderon	Kayla Greentree	Drew Koff	Kendal Nolan	Catherine Stacey
Erin Camper	Ingrid & Steve Grotheer	John & Amy Kossler	MaryAnne O'Hare	Dana Stanke
James Carr	Rebecca Hagris	Kristen Gilbert &	Shaila Parashar	Patrick Shettle &
Moises Castro	Patrick Ham	Haley Inman	Jayme & Teresa Parker	Alexandra Stanke
Pat Chamberlain	Courtney Hansen	Paige Langley	Jon-Mark C. Patterson	James Stanley
Sabra Chavez	Laura Harris	Erik Larson	Andrew Persch	Rachel Steeves
Aimee Chlebnik	Joan Hatch	Charlette Leon	Sami Peterson	Cheryl & Jessica
Dean Cockroft	Jerry Hazard	Martha Leon	James & Miriam Poole	Sutherland
Ronald Coleman	Cheryl Hazlitt	Olivia Lindstrom	Christa Reed	Peter Waack
MelanieCruz Leon	Audrey Hendricks	Kris Lovell	Annastacia Register	Heidi Wallack
Heidi Dailey	Susan Hepburn	Allison Luera	Nancy Reilly	Mary Walton
Joyce DeVaney	Allison Herman	Michail Shaw &	Nancy Reynolds	Susan & ChingYu Wang
Katie Dockery	Ashley Heustis	Steve Lumb	Roy Richter	Rilla Wolf
Melissa Edwards	Garrett Heustis	Patsi Maroney	Wanda Roche	Wirt Wolff
	Rita Hinds	Heather Alderman &	Sheri & Larry Roos	Mary Zaks

## Corporate Funders

Beyers Law Firm  
CSU Developmental Disabilities Lab  
First Bank  
Foothills Gateway  
High Country Beverage  
L'arche Fort Collins

Northern Colorado Down Syndrome  
Association  
North Forty News  
Old Town Media  
PASCO  
Social Learning Project – Rachel Bedard

Soukup & Bush  
UC Health  
Vanessa Houk  
Walmart Facility #6019

## With Gratitude to Our 2023 Volunteers.

*Together you donated  
381 hours to The Arc of  
Larimer County!*

Kendal Nolan  
Phil Beers  
Jeff McCubbin  
Bob Brown  
Drew Koff  
Micki Miller  
Liz Hicks  
Sara Freeman  
Susan Hepburn  
Andy Persch

# MEET THE TEAM



*David Monroe*  
Executive Director



*Patrick Shettle*  
Finance and Operations Director



*Lorraine Snow*  
Communications / Event Manager



*Willow Cooper-Barton*  
Administrative Assistant / Resource Navigator



*Kimberly Aguilar-Pauli*  
Lead Advocate



*Kenneth Blakely*  
Adult Advocacy Specialist



*Anais Campbell*  
Adult and Youth Advocate



*Annalise Tate*  
Youth and Adult Advocate



*Julian Wang*  
Peer Advocate

## 2023 BOARD OF DIRECTORS

### *Executive Committee*

President: Kendal Nolan  
Vice President: Phil Beers  
Secretary: Bob Brown  
Treasurer: Drew Koff

### *Directors*

Micki Miller      Andrew Persch  
Liz Hicks          Susan Hepburn  
Sara Freeman      Jeff McCubbin

# COMMITTEES

*The Arc of Larimer County was represented through service on the following Committees:*

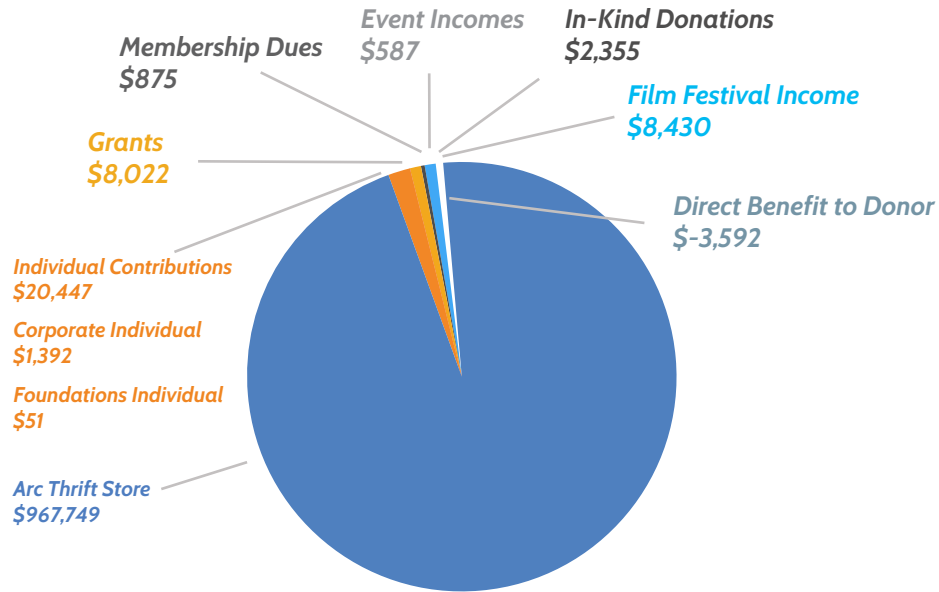
- Affordable Housing Board
- Arc Youth/Family Advocate
- Arc's National Center on Criminal Justice and Disability (NCCJD)
- Arc US National Council of Self-Advocacy
- Bilingual Advocates Group
- Colorado Executives of The Arc (CEARC)
- Dial-A-Ride and Transit Accessibility Committee (DARTAC)
- Competency Team - 8th Judicial District Court
- Estes Park Non-Profits
- Fort Collins Area Interfaith Council
- Fort Collins Chamber of Commerce
- Fort Collins City Council: Disability Advisory Board
- HB 23-1296 Housing Subcommittee
- Human Rights Committee
- Inclusive Housing Coalition
- Interfaith Council Disability Team
- Larimer County Economic Workforce Center-Career Transition and Training
- Leadership PSD (Poudre School District) Committee
- Loveland Disability Advisory Commission (DAC)
- Metro Area Advocacy Forum (MAAF)
- NoCo Places All Abilities Focus Group: Keystone Policy Center
- Northern Colorado Mobility Committee
- People First of Larimer County
- Poudre School District Community Transition Team-Transition Pathways
- Ride NOCO
- SAY Community Outreach Committee-Thompson School District
- Self-Advocates Becoming Empowered (SABE)
- Self-Advocacy Resource and Technical Assistance Center Advisory Committee (SARTAC)
- Speaking For Ourselves (SFO)
- Special Education Advisory Committee (SEAC) Poudre School District
- Special Education Advisory Committee (SEAC) Thompson School District



# STATEMENT OF FINANCIAL POSITION

## Revenue:

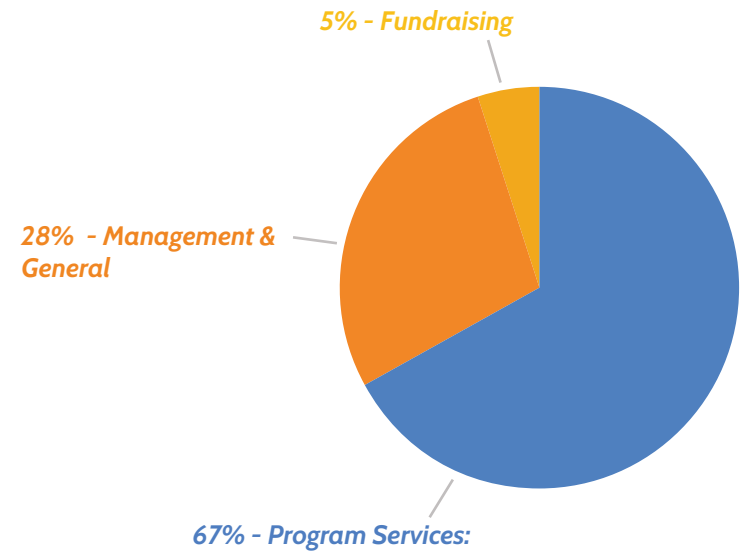
**Fiscal Year 2023 Revenue: \$1,002,611.72\***



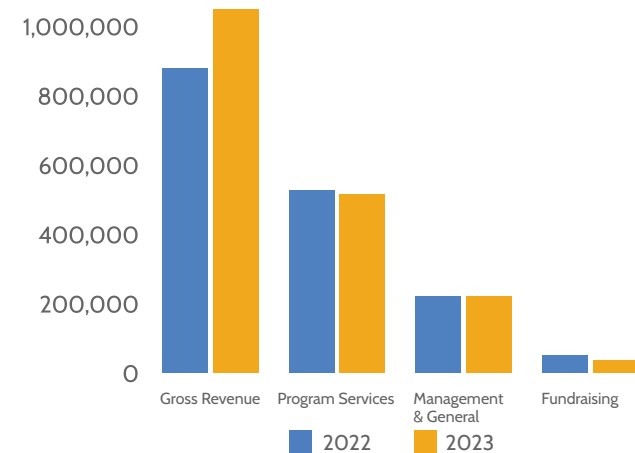
\* Source 1: Internal Financial Reporting.  
Source 2: 2023 – 990 tax form is available on our website.

## Expenses:

**In 2023, 67% of every dollar went to Program Services**



## Comparison 2022 & 2023\*



\*Source for data – Tax Form 990, prepared and filed by RLR CPAs



\*A Full Report of FY 2023 is Available Upon Request

