



2020

# PIKE COUNTY AGENCY FOR DEVELOPMENTAL DISABILITIES

ANNUAL REPORT



## **BACKGROUND**

The Pike County Agency for Developmental Disabilities (PCADD) is a 501 C-3 nonprofit agency established to meet the needs of Pike County individuals with intellectual and developmental disabilities (IDD). PCADD was established in July of 2017 after operating for many years under the legal authority of the Pike County Senate Bill 40 board, a political subdivision of Pike County Missouri established to meet the needs of area citizens with IDD. PCADD separated from Pike County Senate Bill 40 in order to come into compliance with state and federal regulations referred to as “conflict free case management”.

PCADD is governed by a five member Board of Directors, and contracts with both the Missouri Division of Developmental Disabilities and the Missouri Division of Vocational Rehabilitation in meeting the needs of area citizens with IDD. Services provided by PCADD include community based employment, day habilitation, community inclusion, residential habilitation, respite, transportation, and recreational services.

PCADD utilizes the services of 40 staff in providing these services. Frontline staff all meet or exceed state requirements with regard to background checks and initial and ongoing training. PCADD is nationally accredited by the Commission on Accreditation of Rehabilitation Facilities, or CARF, and has received the highest level of accreditation possible since 1999.

## **MISSION**

To help Pike County individuals with developmental disabilities succeed.

## **VALUES**

At PCADD, we value...

- The independence, choice, and self-esteem of individuals with developmental disabilities
- The input of consumers, parents, and guardians in planning supports and services
- Individualized services and supports to meet each person’s needs and choices.

## **VISION**

Pike County citizens with developmental disabilities have quality programs and services to meet their needs.

## **Board of Directors- 2020**

Debbie Staton –Board Chair

Karen Daffron – Vice Chair

Mark Goodin – Secretary/Treasurer

Emily Harrelson

Gale Griffith-Frolos

## **Management Staff- 2020**

David Griffith- Executive Director \*

Jody Turner – Community Inclusion Program Director

Heather Francis – Community Living Skills Program Director

Kim Charlton – Employment Services Program Director

Sherry Cox – New Era Group Home Program Director

\* David Griffith retired in 2020; Pete Breting is the current Executive Director

## **Message From The Director**

The year 2020 took a tremendous physical and emotional toll on those we serve and our staff, as well as a tremendous financial toll on our agency as a whole, all stemming from COVID. I am pleased to report that PCADD was able to survive 2020, but it wasn't easy.

Early on during the pandemic, PCADD was forced to shut down most programs for a few months, and furlough staff. Later in November 2020, PCADD was forced to shut down most programs once again for a few weeks. Very burdensome but necessary safety protocols were put into place in order to protect the health and safety of persons served with intellectual and developmental disabilities (IDD), staff, and guests. Our new normal now includes things such as wearing facemasks, keeping our distance, washing our hands frequently, disinfecting surfaces, and doing daily health screens, all of which ramp up our stress level.

Our staff and those we support were constantly dealing with having to quarantine or isolate throughout all of last year. Thankfully, our immediate PCADD family did not suffer any COVID-related deaths in terms of persons served or PCADD staff.

Not being open for a big chunk of 2020 also meant that PCADD's revenues took a huge nosedive; PCADD's program revenues were down by about a third in 2020 over 2019. Unlike agencies who provide mostly residential supports, PCADD's day service programs cannot generate revenue unless persons served attend programming. Having persons served remain at home during the height of the pandemic was necessary, but also financially crippling to PCADD. To add insult to injury, PCADD was determined to be ineligible for federal PPP assistance, which most other nonprofit boards were able to obtain. The unfortunate fact is, many programs similar to PCADD that provide primarily day services for persons with IDD were forced to close their doors in 2020.

There are many reasons why PCADD was able to weather the COVID storm and survive 2020. Emergency financial assistance from the Pike County Senate Bill 40 (PCSB 40) board was crucial, to be sure. PCSB 40 provides ongoing funding to PCADD, but allocated additional emergency funds from their reserves in 2020 to keep PCADD financially whole in the absence of PPP funds.

The main reason PCADD was able to persevere throughout this past year, though, is the resiliency of our staff and those we support with IDD.

Upon coming back to work after being furloughed, our Direct Support Professional (DSP) staff were asked to put themselves at risk by being in close contact with others. They did this without hesitation and recognizing the vital role they serve for persons with IDD. The term "frontline heroes" definitely applies to our DSP staff.

Those we serve also helped PCADD weather the COVID storm simply by their willingness to return to programming, again, putting themselves at risk just like staff. Having the many COVID-related safety protocols in place made this decision a little easier for those we serve with IDD and their family members.

If there is one word that sums up the experience of 2020 for those we serve, our staff, and pretty much everyone else on the planet, it would be "traumatizing". There is wide recognition that dealing with the pandemic and its aftermath has been traumatic for most people.

I am proud to be a part of a team that has worked so hard to navigate the enormous challenges of the past year, and yet still have a steadfast dedication to bettering the lives of persons with developmental disabilities.

PCADD survived 2020, and although challenged by the circumstances of an incredibly difficult and traumatizing year, I have no doubt that our agency will grow stronger as we forge our way into the future.

## **Program Summary/2020**

### **Community Living Skills**

PCADD's Community Living Skills (CLS) program provides Day Habilitation services at PCADD's licensed and certified day program facility in Bowling Green MO. Day Habilitation services assist persons served to acquire, improve and retain the self-help, socialization, adaptive, and life skills necessary to reside successfully in the community. The specific services, including the amount and frequency of services, to be provided to each individual are outlined in the person's Individualized Support Plan (ISP).

CLS operates Monday-Friday from 8:00 a.m. to 2:00 p.m., and is closed on certain holidays, during staff training days, and if there is inclement weather.



CLS participants volunteer their time and engage in a variety of community sites each day, including area businesses, community organizations, churches, and government agencies.

Community Living Skills services also provide opportunities for people to enjoy

occasional trips into surrounding communities outside of the immediate Pike County area.

Total individuals served by Community Living Skills (CLS) in 2020: 31

## Community Inclusion

PCADD's Community Inclusion program provides services to area persons with developmental disabilities at their home or in the community. Trained staff provides transportation to allow persons served to access community services, learn new skills, obtain needed medical care, and develop relationships. The specific services, including the amount and frequency of services to be provided to each individual, are outlined in the person's Individualized Support Plan (ISP). Scheduling of services is based on personal preference and individual need. Budget based fees for these services are funded by the Department of Mental Health, Division of Developmental Disabilities. Specific Medicaid waiver services offered through the Community Inclusion program include:

Community Networking/Community Integration: Assisting individuals to learn how to choose activities in the community that build relationships with others.

Individualized Skills Development (ISD): Assisting persons served to acquire life skills needed for independent living, and in achieving maximum independence in home and community settings. ISD services are generally provided in an individual's home.

Day Habilitation: Supporting individuals served to acquire, improve, and retain the self-help, socialization, and adaptive skills necessary to reside successfully in the community.

Total individuals served by Community Inclusion (CI) in 2020: 26



## Community Employment Services

PCADD's Community Employment Services (CES) program provides both Vocational Rehabilitation and Medicaid waiver employment services in community based settings. CES Vocational Rehabilitation services include Job Discovery, Job Exploration, Job Development, Job Coaching, and Follow Along.

CES Medicaid waiver services include Career Planning, Supported Employment, Job Development, and Prevocational Services. Persons employed in the CES program all make minimum wage or above, and an emphasis is placed on good job matches that will endure over time.



The employment services provided through PCADD's Community Employment Services program all involve assessing an individual's vocational and career goals, and providing vocational training as-needed with the goal of obtaining competitive work in an integrated work setting of the individual's choice. The specific services, including the amount and frequency of services to be provided to each individual, are outlined in the person's Individualized Support Plan (ISP) or Vocational Rehabilitation plan.

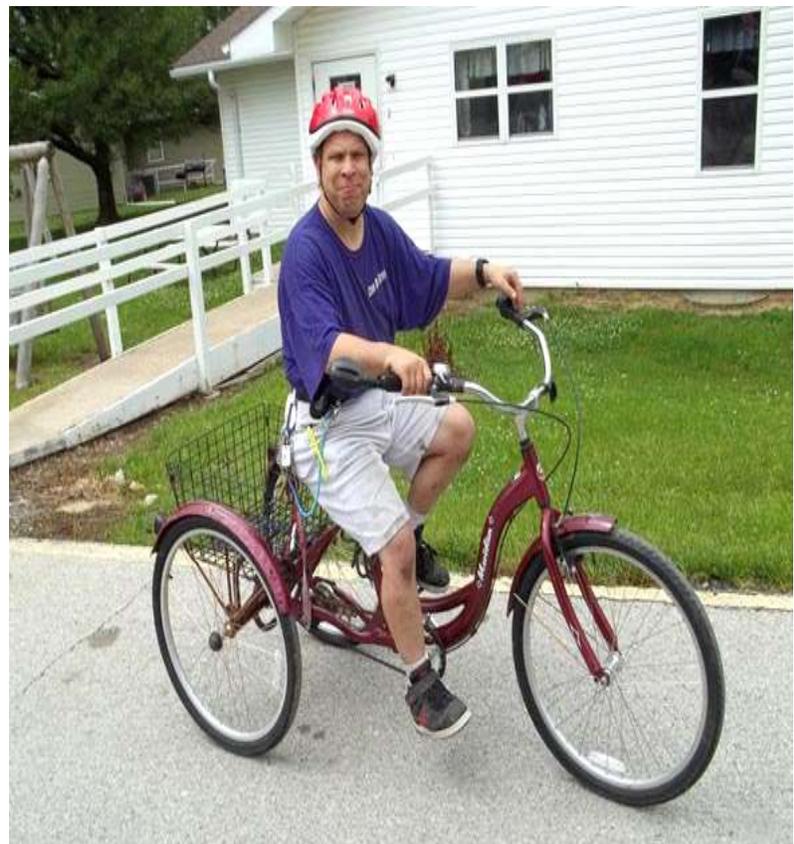
Days, times, and hours of services are designed to meet the needs of persons served and of employers. Services are generally provided at the individual's place of employment, and may also occasionally be provided at PCADD's offices. Total individuals

served by Community Employment Services in 2020: 21

### New Era

New Era is a group home that operates under the guidelines of the Department of Mental Health, Division of Developmental Disabilities. New Era provides Residential Habilitation services that provide care, supervision, and skills training for persons with developmental disabilities in activities of daily living, home management and community integration. Respite Care is also a service provided at New Era.

The services are provided in a DMH licensed and certified group home. New Era provides residential habilitation for up to six individuals. Protective oversight and staffing to meet the needs of the residents is provided. Some of the residents are retired, some volunteer, and some choose to work part time. New Era operates on a "24/7/365" basis. Total individuals served by New Era in 2020: 7



### Other Services

In addition to our core services, PCADD provides a variety of additional services designed to carry out our mission in enabling persons with developmental disabilities to succeed.

#### Respite Care

Sometimes families who are caring for their adult son or daughter need a break or have an emergency when they cannot provide that care. In that case, New Era can occasionally provide anywhere from just a few hours of respite care to multi-day, extended respite care with trained staff.

#### People First

PCADD sponsors the local chapter of People First, an organization run by and for area persons with developmental disabilities. People First members learn how to make informed decisions, how to have greater control over their lives, how to make connections within the community, and their rights and responsibilities as citizens.

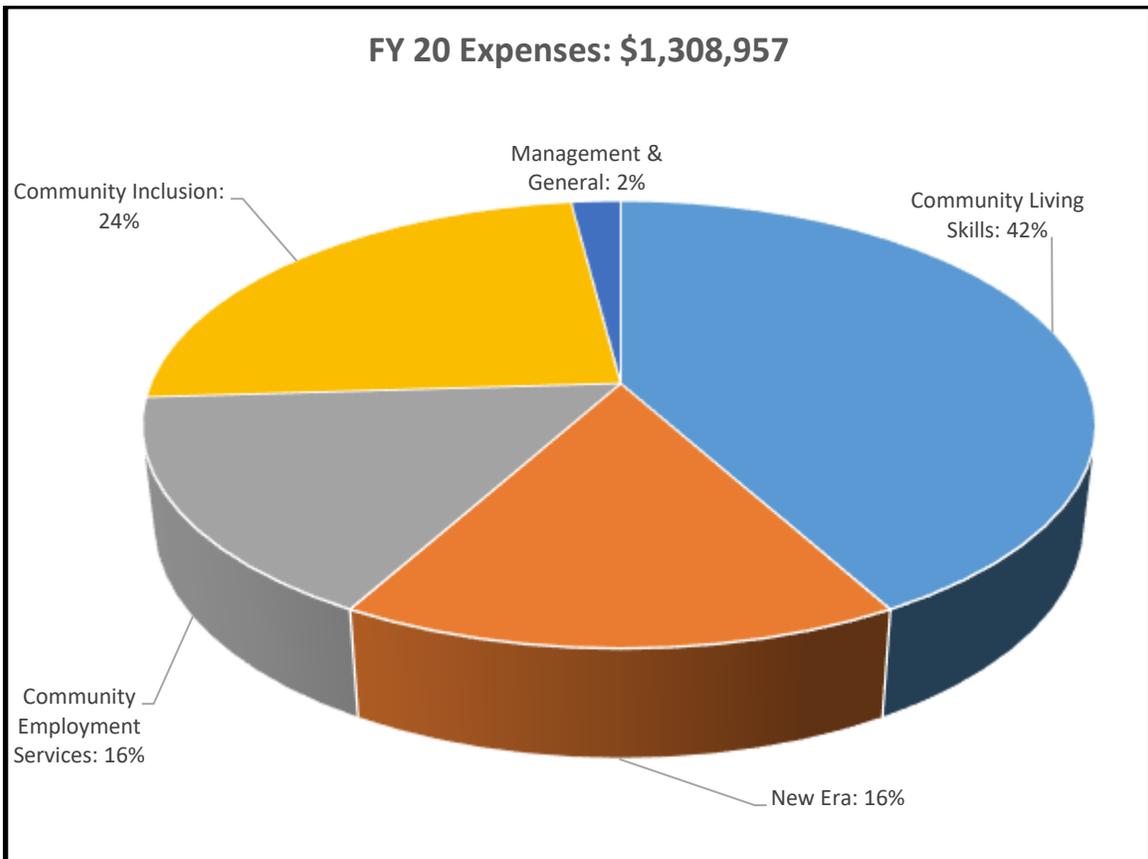
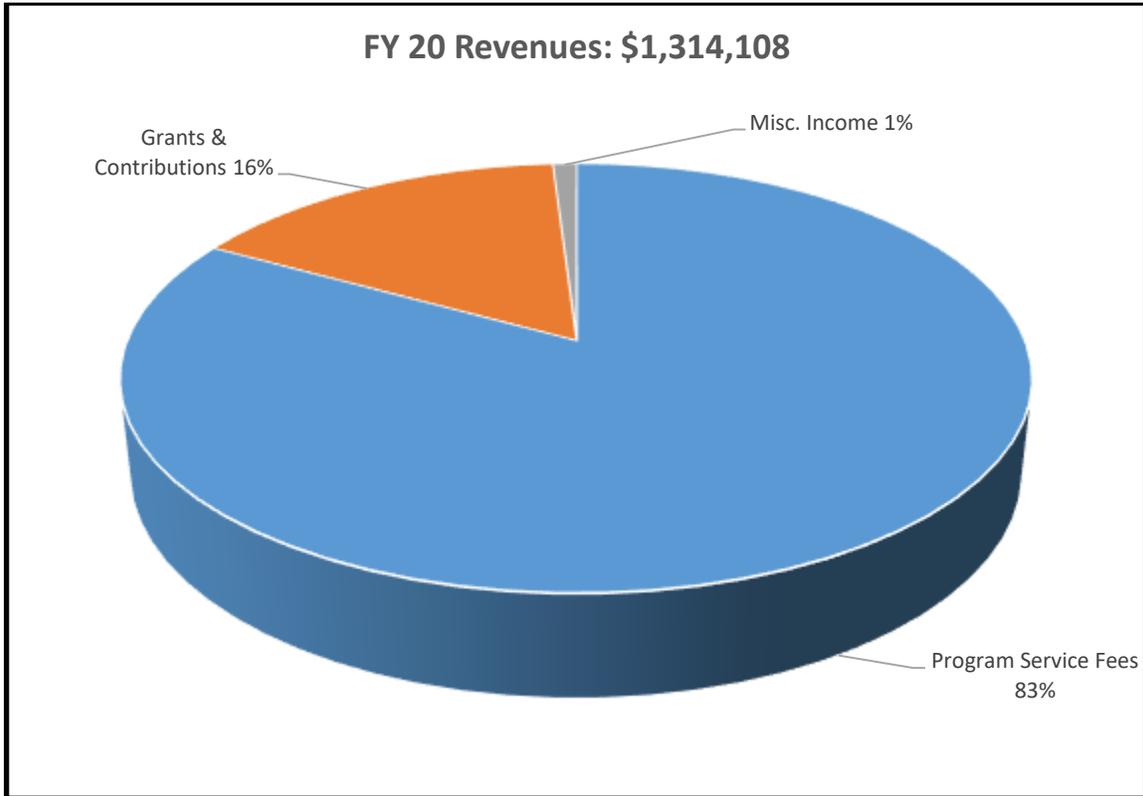
#### Dances & Recreational Activities

PCADD also sponsors a variety of recreational and social programs and activities throughout the year, including dances.

*Admission to any PCADD program, service or staff position will not be denied due to race, religion, color, sex, age, national origin, ancestry, creed, sexual orientation, military status, disability, or other status protected by law.*



# FY 20 Revenues & Expenses \*



\* Financial information taken from PCADD's FY 20 audited financial statements.