FY2024 Annual Report

DDRB

Developmental Disabilities Resource Board of St. Charles County

OUR MISSION

Through partnership and direct action, the Developmental Disabilities Resource Board of St. Charles County builds a community that strengthens and includes people with intellectual and developmental disabilities.

WHO WE ARE

The DDRB is also commonly referred to as the "Senate Bill 40 Board" or "SB 40 Board". SB 40 refers to a bill in the Missouri Senate enacted by the 75th Missouri General Assembly in 1969, enabling Missouri county voters to tax themselves to pay for services for people with certain disabilities. The legislation has been amended several times, however these county entities throughout the state are commonly known as SB 40 Boards. The DDRB is a nine-member volunteer board whose members are appointed to 3-year terms by the presiding St. Charles County governing body.

OUR VISION

We envision a community that is enriched by the contributions and inclusion of all people.

A MESSAGE FROM

DDRB Board President, Dr. Dan Dozier

Looking back on fiscal year 2024 can only be described as a year of change. I would like to recognize our new Executive Director for the DDRB who came on board in June of 2023. Denise Cross, M.A. came to the DDRB from the Platte County Board of Services in Kansas City, MO where she served the last 7 years as Executive Director. She also was selected by her statewide colleagues to serve in 2021 and 2022 as President of the Missouri Association of County Developmental Disabilities Services (MACDDS). Denise earned a B.S. in Organizational Communication and Psychology from Missouri State University and a M.A. in Psychology from Southern Illinois University at Edwardsville. Cross, a native of St. Charles County, has over 20 years of serving the Intellectual and Developmental Disability (I/DD) community beginning her career as a direct support professional.

Lead by Cross and the team at IllumiLab, the DDRB went through an extensive reflection of our goals, services, and mission to complete a new strategic plan that will guide the organization for the next 3 to 5 years. This strategic plan created with input from clients, caregivers, families, and staff can be found on our website at ddrb.org. One of the important steps in the strategic planning process was to create a new mission statement to guide our work. Our new mission statement is "Through partnership and direct action, the Developmental Disabilities Board of St. Charles County builds a community that strengthens and includes people with intellectual and developmental disabilities".

In 2024 over 2,400 individuals accessed DDRB-funded services in St. Charles County through our 34 partner agencies. Like many of you recognize, the cost of providing services in the current economic environment continues to be challenging. Our tax dollars continue to be stretched to their limit as the cost of providing services to individuals with I/DD grow. The DDRB also provided case management services to over 1,400 individuals over the age of 18 with active Medicaid and individual's aged 16 and 17 regardless of their Medicaid status. The DDRB celebrates providing quality case management to citizens in St. Charles County for 18 years. In this annual report you will find contact information for partner agencies and outcomes of programs supported by your tax dollars.

The Board and Staff of the DDRB will continue to leverage every tax dollar to maximize the opportunities for our citizens with developmental disabilities to be fully included in society. On behalf of the individuals and families we serve, the outstanding staff of the DDRB and dedicated members of the governing board, I want to thank the citizens of St. Charles County for your continued support. Your support enriches the lives of our clients and direct support professionals which allows individuals to live a quality life included in our community. For over 24 years I have had the pleasure of serving on this board. I would like to thank the County Executive and County Council for your continued appointment to this board. It has been an honor and pleasure to serve the citizens of St. Charles County and I hope in some way I have been able to improve the lives of people in the I/DD community.

A MESSAGE FROM

Executive Director, Denise Cross

St. Charles County has long been a pioneer in fostering a community where all individuals can thrive. The vision of the DDRB is both simple and powerful: a community enriched by the contributions and inclusion of all people, including those with Intellectual and Developmental Disabilities (I/DD). This vision has been championed for decades by Missouri self-advocates and their allies — families, friends, professionals, and concerned citizens — whose advocacy led to the passage of Senate Bill 40 (SB40) in 1969. This historic legislation empowered each Missouri county to vote on a property tax levy to support the inclusion of people with I/DD through employment, residential, and other related services.

In St. Charles County, voters embraced this vision in 1976, and with continued support in 1986, we have been able to sustain and expand the critical services necessary to ensure that individuals with I/DD are included as contributing members. Today, we proudly steward the generosity of St. Charles County residents by supporting nearly 2,500 individuals with I/DD through our partner agencies and our own initiatives, helping them live, work, and play in our community.

Our commitment to quality is reflected in the trust that over 1,400 families and individuals place in us, allowing us into their homes to provide case-management services of the highest standard. We are proud that 95% of those we serve report satisfaction with the support they receive. This trust is a testament to the dedication of our team and the ongoing support of the St. Charles County community.

While no one looks forward to paying an annual tax bill, we believe the results of that investment speak for themselves. The evidence of how these tax dollars are being put to good use is clear throughout this publication, and we hope it reinforces the value of our work. As we look ahead, we are deeply committed to continuing to serve our community and to advancing the following key goals:

- Being an Ally to the I/DD Community
- Promoting the Benefits of Inclusion for the Entire Community
- Changing Perceptions and Raising Awareness
- Building Inclusive Systems
- Stewarding Tax Dollars and Responding to a Changing Economy

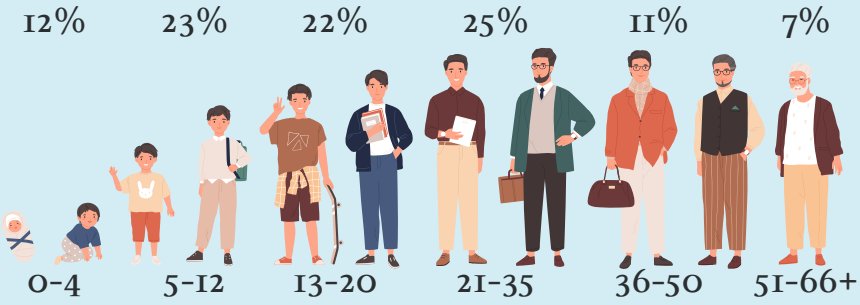
We are incredibly grateful for the ongoing support of our community. Together, we are building a St. Charles County where everyone can contribute, belong, and thrive. As we move forward, we remain dedicated to ensuring that our community continues to be a place of inclusion and opportunity for all.

Thank you for your trust and support.

DDRB FUNDED SERVICES

At A Glance

Ages of Individuals Served



Highlights of Agency Funding

545 Individuals/Families
Received Support through Respite Care

101 Individuals
Received support to live independently

686 Individuals
Received Advocacy Services

546 Individuals
Received Employment Supports

1,292 Individuals/Families
Accessed Family Support Services

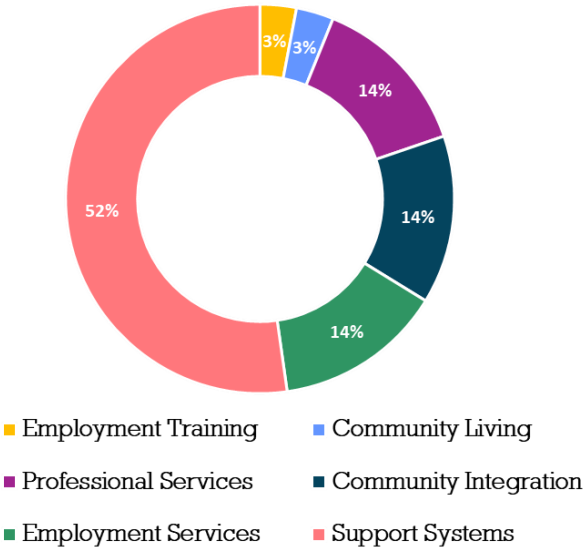
545 Individuals
Received Support to participate in the community

2,471

INDIVIDUALS ACCESSED DDRB FUNDED SERVICES

- DDRB Contracted with 34 Funded Partner Agencies
- Funded 69 Quality Programs

ENGAGEMENT by Service Category



OUR FUNDED PARTNERS

ADAM MORGAN FOUNDATION
Technology for Independence
$67,628

ASSOCIATION ON AGING WITH DEVELOPMENTAL DISABILITIES
Retirement Group Support, Retirement Planning - Individual
$62,261

BCI
Benefits Specialist, Sheltered Workshop, Skills Center, Transition Employment Specialist, Transportation Support Services, Supported Employment, Transportation Support Services
$1,693,789

BOONSLICK REGIONAL PLANNING COMMISSION
MO-RIDES Mobility Coordinator
$27,560

CARING SOLUTIONS
PRE-ISLA and ISLA
$61,261

COMMUNITY LIVING, INC.
Center-Based Respite, Consultative Behavioral Support, In-Home Respite, In-Home Respite Reimbursement Pass-Through, In-Home Respite Coordination, Respite Care Home, Recreation, SOAR Teen Program, Building Employment Skills Training (BEST), Supported Employment
$3,505,245

DEPARTMENT OF MENTAL HEALTH (DMH)
Partnership for Hope Waiver Match
$44,668

DISABLED ATHLETE SPORTS ASSOCIATION (DASA)
Sports Training
$77,120

DOWN SYNDROME ASSOCIATION OF GREATER ST. LOUIS
Family Support
$37,048

EASTERSEALS MIDWEST
Employment Access, PEERS, Summer Teen Employment Program, Summer Teen Employment Program Administration, Self-Determination in Action, PRE-ISLA, ISLA, Supported Employment
$633,547

EPWORTH CHILDREN AND FAMILY SERVICES
Family Support Network
$15,057

FAMILY ADVOCACY AND COMMUNITY TRAINING (FACT)
Advocacy, Family Support Partner, People First of St. Charles
$1,597,118

FIREFLY SUPPORTED LIVING AND EMPLOYMENT
Supported Employment
$12,001

FRANCIS HOWELL SCHOOL DISTRICT
Camp Breaks/Summer, Before/After School Child Day Care, Preschool Child Day Care
$313,961

GATEWAY REGIONAL YMCA
Before/After School Child Day Care, Camp/Breaks Summer
$28,053

ITN-GATEWAY
Transportation, Driver Mileage, Grant Match
$52,919

LATITUDE THERAPY
Virtual Behavioral Caregiver Training
$9,295

LIFEBRIDGE PARTNERSHIP
Camp
$41,795

MERCY
Supported Employment
$7,760

MERS MISSOURI GOODWILL INDUSTRIES
Supported Employment
$209,196

OPTIONS FOR JUSTICE
Advocacy
$141,694

ORCHARD FARM SCHOOL DISTRICT
St. Charles County Bridge to Success
$132,500

PATHWAYS TO INDEPENDENCE
Skills Development
$99,859

PREFERRED FAMILY HEALTHCARE
Supported Employment
$12,000

RECREATION COUNCIL OF GREATER ST. LOUIS
Community Access Vouchers, Information and Referral, Parks & Recreation Partnership
$207,676

SHOW-ME AQUATICS & FITNESS
Aqua-Ability
$352,207

ST. LOUIS ARC
Employment Training, Launch, Life Tech, Supported Employment
$270,189

*Agency totals are unaudited

OUR FUNDED PARTNERS
CONTINUED

ST. LOUIS CRISIS NURSERY
Respite
$13,149

THE CENTER FOR HEAD INJURY SERVICES
Adaptive Equipment and Assistive Technology, Employment Training, Counseling, Supported Employment, PRE-ISLA, ISLA
$494,864

THE CHILD ADVOCACY CENTER
Child Abuse Prevention Education
$40,416

TREE HOUSE OF GREATER ST. LOUIS
Equine Therapy
$425,233

UCP HEARTLAND
Employment Training, Adaptive Equipment and Assistive Technology, Supported Employment
$63,723

UNITED SERVICES FOR CHILDREN
Early Intervention, Family Support and Education, High Intensity Early Intervention, Therapeutic Interventions in the Classroom
$1,431,228

VARIETY THE CHILDREN'S CHARITY
Adaptive Equipment and Assistive Technology
$174,051

WILLOWS WAY, INC.
Project Heart, PRE-ISLA, ISLA
$1,083,888

*Agency totals are unaudited

CASE MANAGEMENT

At A Glance

Case Management Supervisors and Team Leads

Case Management Highlights

- Provided quality Case Management services for the past 18 years.
- Hosted the annual Provider Fair that drew nearly 50 exhibitor provider agencies and nearly 100 Case Managers from across the St. Louis Region in attendance.
- Collaborated with Enable Dental to host 5 events serving approximately 40 customers to secure initial dental exams and follow up treatment.
- Maintained a Technology Navigator Specialist to promote and educate individuals on technology and remote support options.

1,405

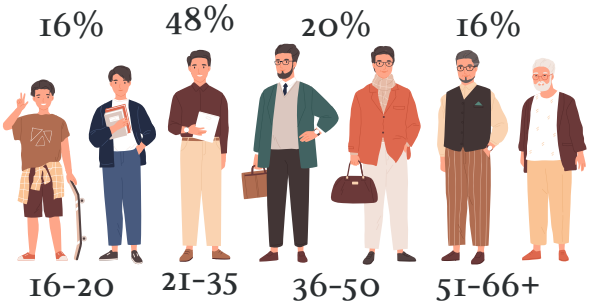
INDIVIDUALS RECEIVED DDRB TARGETED CASE MANAGEMENT

95%

SATISFACTION RATING

Continue to receive a satisfaction rating of Satisfied or Higher

Ages of Individuals Served



CASE MANAGEMENT

Meet Michael

DDRB Case Management Services

Michael knew he wanted to move out of his family home like his siblings did when they reached adulthood. Michael's parents wanted that for him too but knew that some support would be necessary to keep him safe.

To accomplish this, the family got creative with technology on their own and when Michael moved into his condo there were cameras installed on the outside doorways and doorbell, and with Michael's permission, one camera in the corner of his living room that is monitored by his parents. Michael also uses an iPhone and iPad.

Michael's DDRB case manager enlisted the assistance of its technology navigator specialist, and together they advised the family about Remote Monitoring and how the use of technology could enhance the safety measures already in place. Here, remote monitoring is technology that's monitored without visual invasion of privacy.

For this, Michael's condo was set up with motion sensors that alert the monitoring agency if Michael hasn't moved about when expected or is moving about at unexpected times. He also has an emergency button, steam sensors in the bathroom, bed sensors, and heat sensors over the stove.

Case management also helped coordinate independent supported living services, where staff assist Michael a few hours a week, Michael is becoming more independent and learning new skills.

Michael is proud of his home and accomplishments and lives by the motto of, "I have faith".

COMMUNITY LIVING

services support individuals as they develop
and maintain skills needed to live in the community.

$1,479,867 was invested in **Community Living** programs that served **121 individuals**

Services Include • Pre-ISLA • ISLA • Independent Living Assistance Fund (ILAF)

Outcome and Indicator Highlights

In 86% of instances, individuals have the life skills necessary to live independently.

In 83% of instances, individuals have the skills to ensure their safety in their homes and community.

In 87% of instances, individuals live independently in the community.

- 100% of individuals with a related goal, gained or maintained skills for following safety procedures.
- 3 Individuals moved out on their own.
- 100% of individuals who received ISLA supports remained living independently.

COMMUNITY LIVING

Meet Stephanie

ISLA- Independent Supported Living Assistance

Stephanie has been successfully living on her own with minimal weekly support through Caring Solutions' Independent Supported Living Assistance (ISLA) program. This past year, however, presented serious challenges to her independence due to a diagnosis of cancer.

At times, Stephanie needed additional staff hours to help her with understanding her medications, medical paperwork, budgeting and meal preparation. Thankfully the ISLA program does allow to temporarily increase weekly hours due to special circumstances. The increase allowed staff to assist with ensuring medical appointments were made and attended and that Stephanie understood her medical treatments and other resources to help maintain her health.

As a result, Stephanie was able to maintain the necessary skills to live independently through this season of her life. She has remained confident in her appearance through help from staff as radiation and different treatments have caused that to be altered.

Additionally, because of her treatment, Stephanie wasn't always able to report to work which adversely affected her income and ability to meet all her financial obligations. The DDRB Emergency Housing Assistance Program provided some utility assistance to help bridge her income gap.

Knowing that she was eligible for these additional supports helped to alleviate her concerns for maintaining her independence and housing, allowing her to focus on her health and well-being.

Stephanie has been able to continue positive and healthy relationships with her family and friends through this program. She continues to work toward gaining back her strength, being physically active, and regaining her health.

COMMUNITY INTEGRATION

services support individuals in accessing community and social life in self-directed, safe, and inclusive ways.

$1,050,541 was invested in **Community Integration** programs that served **545 individuals**

Services Include • Camp • Socialization • Retirement Supports

Outcome and Indicator Highlights

In 84% of instances, individuals experienced positive and self-directed social lives.

In 92% of instances, individuals have the skills necessary to access and succeed in their community and social life.

In 90% of instances, individuals have the skills to ensure their safety in the community.

- 500 individuals participated in Socialization services which support individuals to develop and/or maintain connections to their community.
- 97% of individuals with a related goal reported their experiences in the community were meaningful.

COMMUNITY INTEGRATION

Meet Kennadi

Socialization

Kennadi's parents were looking for assistance with helping Kennadi build and retain relationships with friends and family. The Easterseals Midwest PEERS program for teens aged 11-17 and young adults aged 18-21 seemed a good fit. There, she could learn and practice social skills to build healthy and meaningful friendships. There is also a parent participation component that helps parents support their child to apply the skills being taught.

In January 2024 Kennadi received a PEERS assessment and while her scores qualified her for the program, she stated multiple times that she didn't want to take the class. For this reason, she was not accepted into the program. However, in March 2024, Easterseals Midwest followed up with Kennadi to see if her interest in the program had changed and she stated that she now wanted to attend the program. She enrolled and began the course in May 2024.

For most of the program, Kennadi had been coming weekly but had shown almost no motivation to do the homework or participate during class. Her parents were becoming more and more concerned. Staff met weekly to discuss strategies to get her more involved. The week before the July 4th holiday, her dad told advised that they planned to attend a large family get together out of town over the holiday weekend. He further reported that in preparation, he encouraged Kennadi to practice entering and exiting conversations, but he wasn't feeling hopeful about the outcome.

The following week he came into class and couldn't wait to share his homework update with the group. Before their family left town for their trip his daughter initiated a shopping trip (this was the first time she had initiated doing ANYTHING in several years). She picked out all new clothes for their trip. Once they arrived at the family gathering, she made her way to each person in her large extended family and had 1:1 conversations with almost every person there.

Her dad said that after they left his sister called him and said, "I don't know what you are doing with your daughter or what program she's in but keep it up. Keep going. We can all see a difference!" Dad told the class that he was almost in tears when he heard these words from his sister; in fact, he was almost in tears relaying the story to the class. Every parent in the room cheered and told him that he had reason to be so proud of his daughter, and that he could also be proud that he continued to come to PEERS each week despite feeling frustrated and defeated at times.

PROFESSIONAL SERVICES

are provided by qualified professionals and support the physical and emotional well-being of the individual and their caregivers.

$2,713,406 was invested in **Professional Services** that served **516 individuals**

Services Include • Therapies • Adaptive Equipment • Assistive Technology

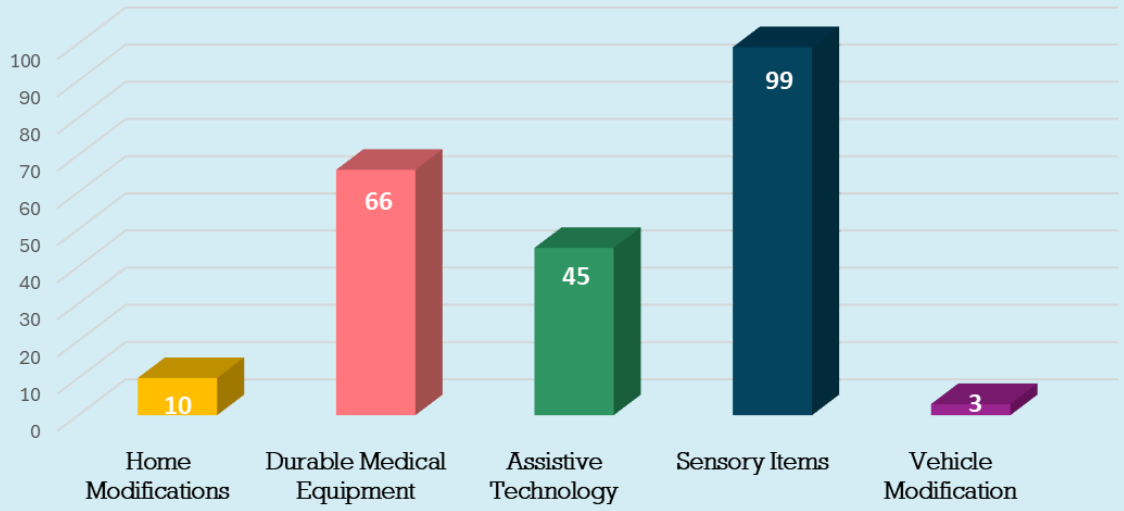
Outcome and Indicator Highlights

In 92% of instances, individuals and caregivers experienced improved physical and/or emotional well-being.

In 94% of instances, individuals experience improved physical well-being.

In 90% of instances, Individuals increase independence.

Adaptive Equipment and Assistive Technology



PROFESSIONAL SERVICES

Meet Tom

Equine Therapy

Tom began receiving therapy at TREE House in Feb 2024 to address his history of falls. The organization provides overlapping concepts of physical and occupational equine therapy that help clients achieve personal goals and transfer these skills into their everyday lives. Adaptive therapeutic riding gives individuals with disabilities a sense of independence and freedom. Up on the horse, they are just another rider and not a person with a disability.

Tom's evaluation revealed impaired balance, impaired gait, decreased coordination, deficits in motor planning, decreased strength, and decreased endurance. Tom's initial reaction to the program was to have fun, but he also wanted to work those areas that would improve his balance, gait and decrease his risk for falls, especially when entering and exiting his shower.

An integral part of Tom's therapy was providing him with balance and strengthening challenges, flexibility, coordination of movement, and improved endurance. Some therapies targeted improving his ability to maintain an upright, centered position without relying on support while the horse is walking. While the horse is stationary, Tom worked to strengthen his fine motor skills, and flexibility. His overall strength and balance have improved such that he hasn't had a fall getting in and out of the shower. Tom reports that he's better at slowing down and planning what he's going to do, which also helps decrease his risk of falling.

He's gained the strength to perform activities on and off the horse with greater control and balance, resulting in increased self-confidence and pride. These improvements allow Tom to remain safe and to be more independent with his daily activities.

PROFESSIONAL SERVICES

Meet Hailey

Adaptive Equipment & Assistive Technology

Hailey's family connected with Variety The Children's Charity for an assessment and recommendations for appropriate adaptive equipment and assistive technology. Based on Hailey's needs and interests, Variety recommended a specialized bicycle and a communication device to help her communicate her wants and needs.

Variety coordinated bicycle fittings with the adaptive bicycle vendor to measure and deliver an adaptive bicycle build specifically for Hailey's needs. Variety also worked with the communication device vendor to ensure the insurance portion was applied and costs were shared, saving the family the challenge of navigating service systems for payment.

Hailey's family is excited about new opportunities for Hailey to engage in family outings and conversations. Hailey is working on learning to pedal and steer the bicycle on her own.

Hailey's mom shared, "These devices have opened up a lot of growth for Hailey. She is more confident, and her communication has grown so much. She's starting to seek out her device when she wants to communicate something clearly and wants to get our attention. And the bike is such a fun way for her to experience our neighborhood. We would not have been able to afford either piece of equipment on our own and we're extremely grateful for the help."

SUPPORT SYSTEMS

services strengthen the individual's natural and formal support systems.

$5,170,319 was invested in **Support System** programs that served **1,768 individuals**

Services Include • Family Support • Childcare • Advocacy • Educational Support • In-Home Support (Respite) • Facility Based Support (Respite)

Outcome and Indicator Highlights

In 90% of instances, individuals and/or their caregivers are able to meet their needs.

In 79% of instances, individuals have the skills to ensure their safety in their homes and community.

In 90% of instances, individuals have the necessary supports.

- 833 individuals /families received 1:1 support to strengthen the individual's natural and formal support system.
- 414 individuals/families reported increased confidence in their ability to advocate for and/or seek out services.
- 95% of individuals with a related goal reported increased satisfaction with family relationships.

SUPPORT SERVICES

Meet Nathan

Benefits Planning

While Nathan and his family were navigating the devastating loss of Nathan's father, Nathan's mother, Cindy, knew she needed to determine what she needed to do to access and understand benefits her son may be eligible for. She was overwhelmed with knowing where to start and was referred to BCI's Benefits Specialist to assist her through this process.

The benefits specialist provides benefits planning assistance regarding Social Security, Medicaid, Ticket to Work, ABLE accounts and more.

The benefits specialist explained the processes for applying for Social Security, Medicaid and an ABLE account. Medicaid is required for Nathan to continue to receive case management through MO Department of Mental Health (DMH) due to changes by the state regarding those receiving DMH funding through the Eastern Missouri Autism Project.

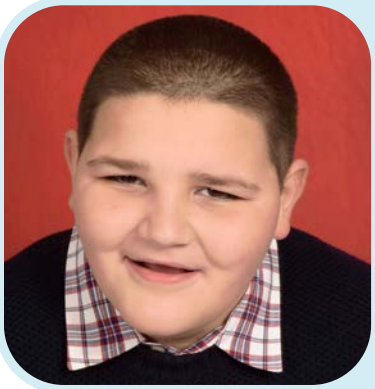
The ABLE account allows individuals with disabilities to save and invest money without losing eligibility for certain public benefits programs. ABLE account earnings are not subject to federal or state income tax, provided such earnings are used on qualified expenses.

All the information presented a huge learning curve for Cindy, but after meeting with the benefits specialist, they had a plan of action and continued to meet as each step was completed.

As a result, Nathan now has benefits based on his father's work record, has an ABLE account, understands how working impacts his benefits and has applied for Medicaid. Nathan now has a savings account (ABLE), guaranteed health care and soon will be eligible for Medicare. Without the benefits specialist's help, Nathan would not have these supports in place.

Being accepted for benefits was a relief for the family. Now Nathan has some financial security and has a way to put away money for his future. His mother reported, "I have peace of mind knowing that Nathan is financially taken care of."

SUPPORT SYSTEMS



Meet Collin

Facility-Based Respite Support

Community Living's center-based respite program is a weekend respite facility for individuals with developmental disabilities who display significant behavioral challenges and may otherwise be at risk for out-of-home placement. Individuals that attend the program have their own private bedroom and a Jack and Jill-style bathroom. Home-cooked family-style meals are served for breakfast, lunch, and dinner.

Collin has participated in the program for just over 5 years, beginning with In-Home Respite to Teen Club and now Respite Center services, all with Community Living, Inc. During their stay at the Respite Center, participants enjoy an interactive, exciting, and safe environment in a fun-loving atmosphere.

Collin's father recently reported that, "The respite Center has had a profoundly positive impact on both Collin's life and our family's overall well-being over the past years. Through the program, Collin has been able to develop a greater sense of autonomy and independence, which has been invaluable for his growth. The structured environment, combined with the diverse range of activities and field trips, has not only enhanced his self-care skills but also provided him with opportunities to enjoy meaningful and enriching experiences with his peers."

Collin's father went on to report that, "For me, as an only parent with a demanding full-time career, the respite provided by this program has been essential. It gives me the necessary time to recharge and ensure that I am in the best possible position to provide for Collin's care and needs. The peace of mind knowing that Collin is in a nurturing environment, with caring and thoughtful people, where he is growing and having fun allows me to focus on my work and self-care without worry."

"The support from the Respite Center has truly been a lifeline. The impact on our lives has been immeasurable and we are deeply grateful for the opportunities and support the program has provided."

SUPPORT SERVICES

Meet Maverick

Advocacy

Maverick's mom utilized Educational Advocacy services from FACT (Family Advocacy and Community Training) for eight months for advocacy support for her son. Once for support during an evaluation process and the second for behavior support.

Mom wanted to accomplish getting her son in a more appropriate setting where he would be able to receive his education without negative behavior, elopement, and work refusals. Maverick was not attending any of his general education classes due to elopements.

The FACT advocate shared the law and her son's right to receive a free appropriate public education with the added aid and services. After mom and advocate discussed the options, mom communicated with the school to schedule the meetings with the needed team members to accomplish the changes. Mom wanted an intra district change. There was a school in the same district that could support Maverick better than his home school placement.

Mom said she has been able to build positive working relationships with the staff and administration at the new school and it has been great to have a fresh start. Mom reports that life at home has been less stressful for the entire family and her son enjoys going to school now. Maverick regressed from being potty trained and needing to wear pull-ups again and the new placement has worked on getting him out of the pull-ups, participating in some general education classes, and recess with his peers.

Mom has felt so confident from the success of using Educational Advocacy services from F.A.C.T., that she has since used the services to help her other son. Mom feels empowered and has the additional skills to support her family in and out of school.

Mom has considered the possibility of a change of career and has considered working in the social service field to be able to give back to her community. Mom stated that she feels very passionate about helping others the way that F.A.C.T. has assisted her family.

Mom felt that the services and the advocates were just what she needed, at the time that she needed it.

EMPLOYMENT SERVICES

support working individuals to develop and maintain the skills necessary for Employment and/or advancement.

$2,028,539 was invested in **Employment Services** programs that served **546 individuals**

Services Include • Sheltered Employment • Supported Employment

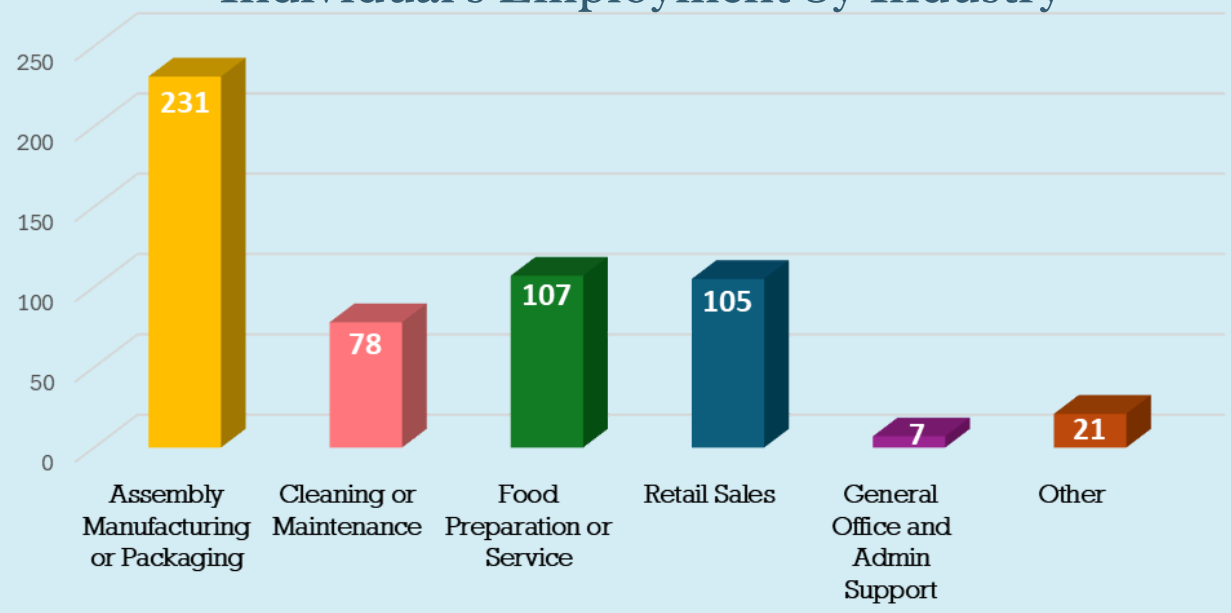
Outcome and Indicator Highlights

In 94% of instances, individuals have the skills necessary to maintain employment.

In 90% of instances, individuals who are employed have skills necessary for career development and/or advancement.

- 65 individuals received a pay increase
- 543 individuals are working in a position of their choice

Individual's Employment by Industry



EMPLOYMENT SERVICES

Meet Emily

Sheltered Employment

Emily joined BCI with just one work experience on her resume, having participated in a summer work program at Embassy Suites. Upon graduation, she was deemed ineligible for competitive employment and turned to Organizational Employment at BCI. Emily began working in October 2022.

Emily's first few months were challenging, but her BCI employment support specialists (ESS) worked extensively on Emily following directions and rules. The ESS team took a proactive approach, intervening and assisting Emily, which helped her build a rapport with several staff members and provided consistent expectations. The key was encouraging Emily to not give up and return each day new.

In July of 2023, Emily received her first Positive Incident Report for taking on additional tasks to assist the supervisor. By September, she was awarded Employee of the Month. Her positive momentum continued, and in November, she earned a Great Catch award for spotting an error on the production line. Emily was on a positive trajectory!

At BCI's Christmas party in December 2023, in front of her peers, BCI staff and board, Emily was honored as the Most Improved Employee. With her knack for detail and improved communication skills, Emily now interacts effectively with supervisors and is sought after to be on specific lines due to her attention to detail and independence.

Mom shared that there is no doubt Emily has grown since being at BCI. Emily has become much more independent at home, especially with chores. Mom also shared that Emily loves coming home to share her excitement of the day and has so much pride in the awards she has won.

Emily wants to continue building skills at BCI. When asked, she stated, “I have lots of favorites about BCI, but it's important that we watch A. I. so they don't take my job."

EMPLOYMENT SERVICES

Meet Grace

Supported Employment

Grace was diagnosed with autism spectrum disorder her junior year of college at St. Louis University. Grace graduated in May 2022 with her BA in psychology from SLU. She previously worked summer camps and the before/after school program for the YMCA located an elementary school near her home through high school and college.

After graduation, Grace continued her part time job because she didn't feel confident applying for jobs in the psychology field and was experiencing extreme anxiety about "adulting". Through job exploration with Easterseals Midwest and the supported employment program, Grace expressed interest in a research position. Her employment specialist suggested meeting with another successful woman she knew with the same diagnosis who could relate to her situation and possibly offer some insight. As a result, Grace learned that they had some things in common which eased some of her anxieties.

Feeling somewhat more confident, Grace agreed to an informational interview with a manager in a research department at Washington University. Grace asked many questions about research positions there. She shared her feelings of inadequacy having a bachelor's degree in psychology from SLU. Grace was assured that Washington University hired employees from a variety of backgrounds and universities and that her experience made Grace a qualified applicant. Following the interview, Grace applied for a full time "professional rater" (researcher) position at Washington University and after several interviews, Grace was hired in March 2023.

In addition to being hired into exactly the field that she wanted, Grace has also received specialized training and works as an MRI technician and a phlebotomist when needed. Grace was recently promoted to be the lead researcher in her department where she will supervise several staff starting in August 2024.

Grace continues to receive supported employment services outside of work hours as she has not disclosed her diagnosis to her employer as is her right.

EMPLOYMENT TRAINING

services support an individual who may or may not be employed to develop skills necessary to obtain and maintain employment in the community.

$662,779 was invested in **Employment Training** programs that served **101 individuals**

Services Include • Youth Employment Training • Adult Employment Training

Outcome and Indicator Highlights-Youth

In 94% of instances, individuals have the skills necessary to become employed in the community.

In 51% of instances, individuals secure employment that utilizes newly developed skills.

Outcome and Indicator Highlights-Adult

In 97% of instances, individuals have the skills necessary to become employed in the community.

In 82% of instances, individuals secure employment that utilizes newly developed skills.

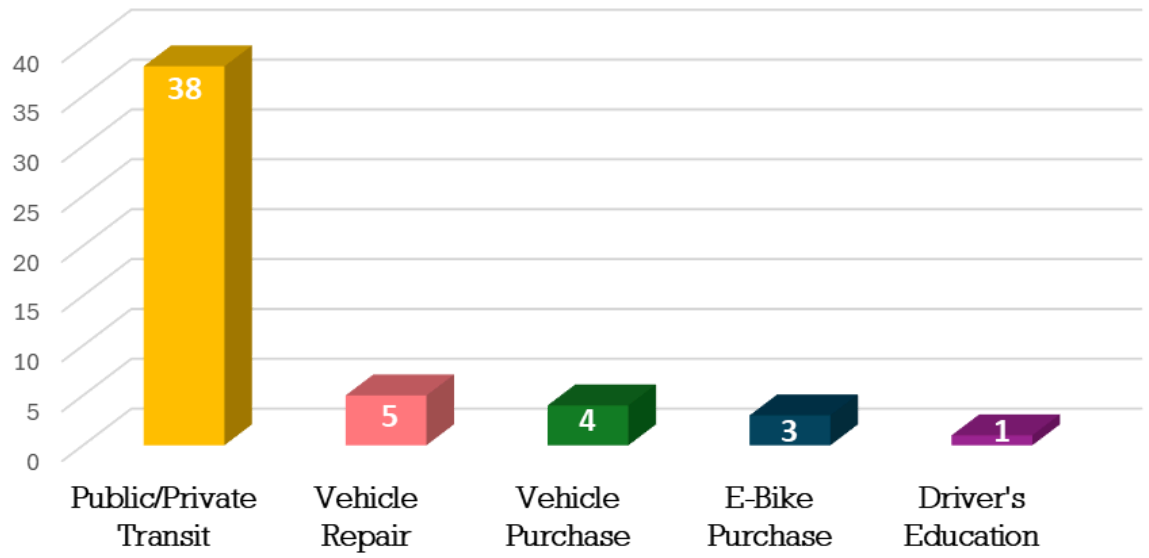
- 10 Individuals gained employment due to their participation in Employment Training.
- 68 Individuals participated in a Youth Employment Training program and gained work experience.

DDRB Community Programs

$34,915 was reimbursed of the Transportation Reimbursement Funds
(Pre Employment/Employment)
to 34 individuals for transportation related expenses.

The DDRB Transportation Reimbursement Fund temporarily supports an individual's transportation needs. This funding is not intended to cover total transportation costs, but to enhance options and opportunities while individuals explore long-term transportation solutions.

Types of Transportation Funds Reimbursed



"The transportation funds allow for me to work whenever I want without having to rely on family to take me. It has allowed me to live as independently as possible."

Zachary A.

DDRB COMMUNITY PROGRAMS

Independent/Residential Living Assistance Fund (Start-Up)

Funds support individuals receiving Independent Supported Living Assistance (ISLA)/DMH funded residential services provided by a qualified agency, or individuals accessing DMH funded self-directed residential services. Funds assist with costs associated with furnishing your living space.

$37,252 of Initial Start-Up Funds Reimbursed

13 Individuals Utilized Initial Start-Up Funds

$15,217 of Replacement Funds Reimbursed

27 Individuals Utilized Replacement Funds

"I had an old twin sized mattress. So my staff and I bought a new good quality queen size mattress and I sleep better. I am so happy to have the first "adult mattress" of my life."

Mark B.

Conference Reimbursement for Individuals and Families

The DDRB encourages individuals with developmental disabilities and their families to participate in opportunities that advance their knowledge and understanding related to their disability. Conference reimbursement funds provide an opportunity to attend educational conferences or seminars that might otherwise be cost prohibitive.

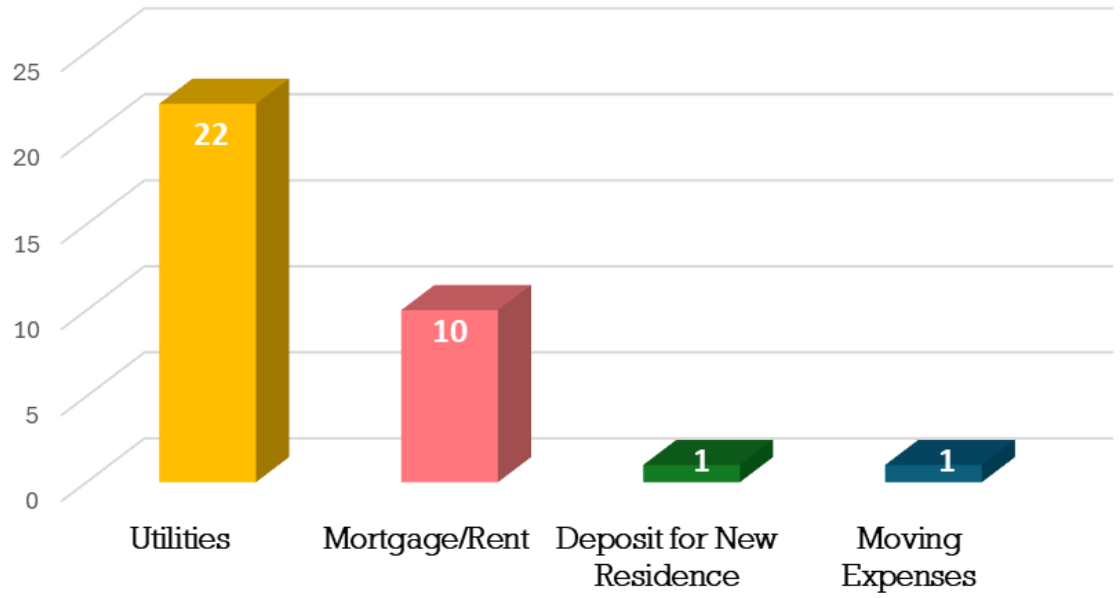
» $1,250 was reimbursed of Conference Reimbursement Funds for 7 Individuals/families to attend a conference to learn and/or gain understanding about their disability and/or a family member's disability.

DDRB COMMUNITY PROGRAMS

$17,565 of Emergency Housing Assistance funds was utilized assisting 16 individuals/families to remain in their home and/or establish a new permanent residence.

The DDRB assists individuals with developmental disabilities who may become homeless due to an event that has interrupted their ability or the ability of a related household provider to sustain their independence. This program is designed to provide emergency/ temporary assistance that allows individuals to remain in their home or establish a new permanent residence.

Types of Emergency Housing Assistance Provided



- 100% of individuals/families developed specific goals to assist them in moving towards self-sufficiency.
- 7 of the 16 individuals/families accessed Emergency Housing Funds for the first time in FY24.

DDRB Community Programs

Vehicle Match - $87, 669

MoDOT matching funds were unutilized for the purchase of 6 vehicles.

- 3 vehicles to Emmaus Homes to support individuals who receive Residential Services
- 3 vehicles to Community Living: 1 van for Young Adult Center/Day Habilitation, 1 van for Respite Care Home and 1 for Mahon Center/Day Habilitation.

AAIM Membership - $8,848

Funds utilized for AAIM basic membership, providing Human Resources support, at a generously discounted rate to non-profit agencies funded by the DDRB and other boards in the Eastern Regional Alliance. The DDRB paid this membership fee for 17 agencies.

DDRB Owned Housing - $101,136

Funds utilized for the maintenance and repair on five (5) DDRB owned homes.

Coalition of Service Providers - $13,000

Funds utilized by Coalition of Service Providers to assist organizations with legislative advocacy, Direct Support Staff Conference; Direct Support Award Celebration and Training/ networking opportunities.

THE EASTERN REGION ALLIANCE

The Eastern Region Alliance (ERA) is a collaboration between the Senate Bill 40 Boards of St. Charles County, St. Louis County, St. Louis City, and Jefferson County. Together we receive approximately $62.5 million in property taxes each year, to invest in services for people with intellectual and developmental disabilities. The four County Boards aligned in January 2019 with the goal of reducing the administrative burdens, leverage taxpayer resources, and allow for the collection, analysis and reporting of regional data.

Regional Impact

Community Connection

In 91% of instances, individuals increased access to their community, improved their well being, or strengthened their natural support system.

Independent Living

In 93% of instances, individuals made progress in their goals to live independently.

Employment

In 83% of instances, individuals made progress in obtaining employment, advancing in their careers, and/or maintaining current employment.

ST. LOUIS OFFICE FOR Developmental Disability Resources

DDRB Developmental Disabilities Resource Board of St. Charles County

Developmental Disability Advocates Connecting Individuals with Resources

PLB PRODUCTIVE LIVING BOARD

WHO WE SERVE

Persons with Developmental Disabilities

St. Charles County Residents who have a severe, chronic disability attributable to an intellectual disability, cerebral palsy, epilepsy, head injury, autism, or a learning disability related to a brain dysfunction or any other mental or physical impairment or combination thereof.

The disability must have manifested before the age of 22 and is likely to continue indefinitely and results in substantial functional limitation in two or more of the following major life areas: self care, receptive and expressive language development and use, learning, mobility, self direction and capacity for independent living or economic self-sufficiency.

OUR BOARD

Board Meetings are open to the public, and held on the third Thursday of each month at 7:00 p.m. at the DDRB office.

Please check the DDRB website or call the DDRB office to confirm meeting location, date and time. Each meeting includes opportunities for public comment.

CONTACT US

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www.DDRB.org

OUR BOARD MEMBERS:

As of June 30, 2024

Executive Committee Members:

Dr. Dan Dozier
President

Mr. Bryon Hale
Vice-President

Dr. Sue Sharp
Treasurer

Mr. Todd Gentry
Secretary

Board Members:

Mr. Terry Elmendorf

Ms. Missy Fallert

Mr. Michael Mahoney

Ms. Missy Palitzsch

Ms. Connie Tan