



COLORADO
CROSS-DISABILITY
COALITION

2016 CCDC Report to the Community

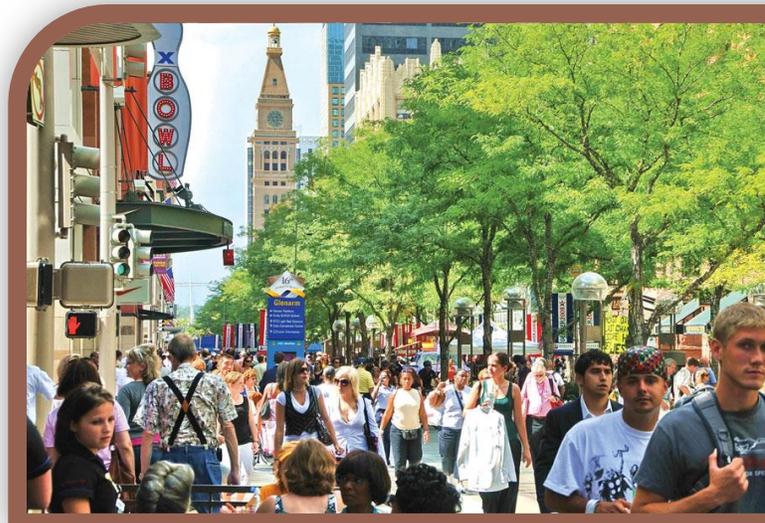


Photo of 16th Street Mall courtesy of Visit Denver website

Our Mission:

Colorado Cross-Disability Coalition Advocates for Social
Justice for People with All Types of Disabilities.

Letter from the Executive Director

As I write this letter in April of 2017 summing up the year of 2016, I have to struggle to remember what seems like so long ago. The world has certainly changed a lot since 2016. One thing that has not changed at CCDC is that we are incredibly blessed. We have a wise Board of Directors that governs with care, holds us accountable to our mission in a supportive manner, and provides us with all kinds of support. We have a staff whose commitment and dedication are unparalleled. They are committed to the mission, feel honored to be serving this amazing community, and embrace a culture of learning. We have a cadre of dozens of members, leaders and advocates who are the heart and soul of CCDC. These folks represent our community on boards, show up at the Capitol, at state agencies, advocate for peers that have problems with the system, respond to alerts, put on events, and so much more. Our members were active in 2016 and stay active today. We continue to welcome new people and our existing advocates continue to hone their considerable skills. We also have allies -- other organizations that are always there for us—and I hope we are good allies to you also. To all of you, I want to start this letter with a heartfelt THANK YOU. Without all of you, there is no CCDC.

2016 was a wild year for the country, and it was a year of growth for CCDC. Like the rest of the country, CCDC participated eagerly in the election. We engaged in a massive voter engagement campaign making more than 1,500 personal contacts encouraging people with all types of disabilities to vote. In addition to our written voter guide, we also created [eight fully-accessible videos](#) explaining the voting process and the ballot initiatives on which CCDC had taken a position. We even participated in the social media #CripTheVote efforts! CCDC is not partisan! We don't care HOW you vote, but we absolutely care IF you vote.

After an evaluation of our individual advocacy program, we could not escape the fact that our cases have become more complex in recent years, and the needs of our CCDC Members are increasing. Even though our staff is amazing, we simply needed more hands on deck to meet the demand for assistance. We hired Michelle McHenry-Edrington as our Individual Advocacy Coordinator in June. Michelle had previously worked at Bayaud Enterprises doing benefits acquisition work, and had taken our advocacy class and volunteered with CCDC. The needs continue to grow, and having another advocate on staff is definitely helpful to our disability community.

We always need more advocates—and have been promising that we would create a way for those individuals who cannot do a live 8-week class in Denver to become certified advocates. In the fall of 2016, we launched our inaugural online class. Our first online graduate, Krystin Trustman, has proven to be a terrific advocate, and is focusing on transportation. Online learning will now be a part of each advocacy course.

We had a successful Statewide Membership meeting in September. At that meeting, advocates from around the state agreed to embark on an experiment for improved

communication. We created an online forum for advocates to share and receive information and are in the process of creating an innovative WIKI. This will be like a Wikipedia for the Colorado Disability Community. We are working on setting it up, with groups forming to take responsibility for various topics. We will have up to date information on all things disability –and for people who are practicing advocates, we will have “how to” documents, sample letters, a brief bank for hearings, etc. As people graduate from our Basic Advocacy Training course, they will be assigned to a WIKI group. This will be a way to make sure people are quickly engaged, provide leadership opportunities and enable people to become subject matter experts –so the knowledge will be spread.

We engaged CCDC Members and advocates in training housing providers, medical providers and others around the state. Through our relationship with Rocky Mountain Health Plans, we supported the growth of a group called Bridging Communications, a Deaf advocacy group focused on improved communication access in health care. This group started in Larimer County and now a Western Colorado chapter is starting. We support the newly established Rocky Mountain Health Plan Member Council, a group that remains strong and growing. The Durango contingent was especially active, putting on a terrific two-day training for their community.

We had a successful legislative session with a few wins, including HB 16-1277 improving the Medicaid appeals and notice process (that led to an interim committee on these issues) and SB16-77 leading to an Employment First Council. We were also excited to get SB16-192 requiring the Medicaid agency to look at a better, more fair, assessment process for all clients, including those with Intellectual and Developmental Disabilities. We worked on many Medicaid issues, defending attacks on consumer direction, improving the Medicaid Buy In, participating in the Accountable Care Collaborative and Dual Eligible Demonstration Project.

We worked on other policy issues as well, such as transportation—focusing on improvements in Access-A-Ride, addressing taxi driver shortages, and improvements in Medicaid transportation. We collaborated with other organizations like 9-5 Colorado and FRESC on the Affordable Fares Task Force, as part of our work with Mile High Connects. In addition, CCDC Member Randy Kilbourne was appointed to the Mayor’s Task Force on Affordable Housing.

Despite a serious illness affecting our amazing Legal Program Director in the beginning of the year, our Legal Program excelled as always. We settled a case with RTD addressing light rail access and created a process for ongoing dispute resolution. We also addressed several point of sale access cases, related to the ability of people who are blind or visually impaired to independently use check out systems. We addressed discrimination by law enforcement agencies on behalf of our Deaf members, took on a case against Lakeside after they ousted people and their service dogs, and with our friends at CREEC and Disability Law Colorado

took on Red Rocks. Our legal program assistant Lauren Haefliger left us to attend law school—a loss to CCDC. However we were very lucky to get a wonderful replacement in Tram Ha.

In addition to increasing our staff, we welcomed some new additions to our Board in 2016. Jeannie Benfield joined in late 2015 –our first member from outside the metro area in many years and a great representative of someone that lives inside the DD system. We were also lucky to get Dr. Kim Jackson, a physician who has a disability. Dr. Jackson not only helped develop our physician training, but set up the forums and WIKI discussed earlier. Finally, we were thrilled to get Brenda Mosby, an employment professional (with a disability) to help us implement the part of our strategic plan that addresses employment.



We created a strategic plan in late 2015 to take us through 2020. Our plan addresses equity issues and has us continuing to fight for civil rights, as well as basic human needs such as health care and transportation. What's new is our adding employment advocacy as a priority. We need to get out of poverty, as a community. We must fight for this in a way that leaves no one behind. This means we must always address issues through a racial equity lens, in addition to the disability equity lens. The world is a different place than we thought it would be when we wrote our plan, and we have had to react to threats to our survival, such as the now failed American Health Care Act. We will continue to fight any effort to cut Medicaid and other important programs. We will not however, abandon our plans to continue to work to move the disability agenda forward. We know that you, our members, deserve better. We also know that we cannot do this alone. If we rise to the challenge and work together as a community, we can cut through the noise and simultaneously beat back the threats and work on our proactive agenda to reduce poverty, increase employment and continue to improve the various systems with which we must interact.

Respectfully,

Julie

Julie Reiskin
Executive Director

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About CCDC

The Colorado Cross-Disability Coalition was founded in 1990. As written recently by Kristin Jones of the Colorado Trust's Communications team, "Against a history of taking hits, a strong culture of organizing and activism has emerged among people with disabilities in Colorado. CCDC is a membership-based advocacy group, taking direction from people with disabilities all over the state." We are proud to advocate for social justice for people with ALL types of disabilities every day.



Nearly 1 in 5 people have a disability in the United States, according to the Census Bureau (2012 data). That is almost 57 million people. People in the oldest age group — 80 and older — were about eight times more likely to have a disability as those in the youngest group — younger than 15 (71 percent compared with 8 percent). The probability of having a significant disability is only one in 20 for those ages 15 to 24, while it is one in four for those ages 65 to 69. This is important because the population of older adults in Colorado is expected to grow enormously in the next decade.

In the year 2013, almost 30% of people with disabilities lived below the poverty line!! Remember the poverty line is way below what one needs to actually survive. CCDC is increasing our focus on addressing the overwhelming and disproportionate poverty that plagues too many people with disabilities, especially people with disabilities who are refugees, who are African American and who are Native American. Further, in the world of disability advocacy, change is a constant.

Our Programs

The Colorado Cross-Disability Coalition is the largest statewide disability rights organization. Cross-Disability is a philosophy that means we believe that people with different types of disabilities have more in common than not and that we do best working together.

CCDC is a membership organization. Membership is free to anyone who believes in our mission which is to advocate for social justice for people with all types of disabilities.



We have three basic areas of work:

- Advocacy
- Legal Services
- Education/Training

CCDC regularly sets goals and evaluates our accomplishments. For a complete list of our 2016 goals and accomplishments, please email Director of Evaluation and Development, Laura Gabbay, at lgabbay@ccdconline.org and she will provide them. A few examples of our accomplishments include:

- 22 people completed the CCDC 9-week Basic Advocacy Training.
- In 2016, CCDC's Individual Advocacy Program opened 255 intensive cases for clients. "Cases" are hands-on assistance typically addressing an issue of life or liberty. The Individual Advocacy Program also assisted people with Information & Warm Referral to resolve 480 issues.
- We proudly participated with 16 other nonprofit organizations in Phase II of a health equity advocacy cohort funded by the Colorado Trust. This means all of these organizations agreed that we would work specifically on racial equity (or lack thereof) in terms of our health policy. This is a good fit for CCDC. And we will continue this work in 2017-19 during Phase III. Our strategic plan outlines our desire to increase focus on the intersection of ableism and racism. Outcomes for people with disabilities who are people of color demonstrate the effects of structural racism whether you look at education, health care, employment, or income stability.
- In January 2017, we also launched a social enterprise we call Probate Power which is providing probate legal services to families and adults with disabilities with market-rate fees in Colorado.

Our thanks to our 2016 ADA Access Awards Ceremony Sponsors



Special thanks to our 2016 CHAMPION Level sponsor, Rocky Mountain Health Plans

2016 ADA Access Award Honorees

Elisabeth Arenales

Aaron Harber

Jennine Jeffries

Jeremy Meyer

Mile High Connects

Thanks also to sponsors,

David Henninger and the

Colorado Department of

Human Services

Our Financial Highlights

CCDC Balance Sheet (as of December 31, 2016) Audited

ASSETS

	<u>2016</u>	<u>2015</u>
<u>Current Assets</u>		
Cash and cash equivalents	\$ 475,158	\$ 369,474
Grants and contributions receivable, current	255,000	159,000
Accounts receivable	15,563	9,417
Prepaid and other	9,730	4,380
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Total Current Assets	755,451	542,271
<u>Property and Equipment, at cost</u>		
Office furniture and equipment	77,789	70,386
Leasehold improvements	-	1,265
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	77,789	71,651
Less: accumulated depreciation	68,942	66,153
	<hr/>	<hr/>
Net Property and Equipment	8,847	5,498
<u>Other Assets</u>		
Grants and contributions receivable, L-T, net	199,092	-
Deposits	2,759	5,334
	<hr/>	<hr/>
Total Other Assets	201,851	5,334
	<hr/>	<hr/>
Total Assets	\$ 966,149	\$ 553,103
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LIABILITIES AND NET ASSETS

<u>Current Liabilities</u>		
Accounts payable	\$ 22,054	\$ 6,027
Accrued salaries and wages	38,779	33,258
	<hr/>	<hr/>
Total Current Liabilities	60,833	39,285
<u>Net Assets</u>		
Unrestricted	428,034	428,516
Temporarily restricted	477,282	85,302
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Total Net Assets	905,316	513,818
	<hr/>	<hr/>
Total Liabilities and Net Assets	\$ 966,149	\$ 553,103
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CCDC 2016 Income and Expense Statement (Audited)

	2016			2015
	Temporarily			Total
	<u>Unrestricted</u>	<u>Restricted</u>	<u>Total</u>	
<u>Revenue, Gains, and Other Support</u>				
Program fees and settlement revenues	\$ 276,325	\$ -	\$ 276,325	\$ 370,505
Foundation contributions	260,000	630,196	890,196	289,810
Event sponsorships and donations	60,588	-	60,588	82,686
Corporate and individual contributions	28,801	-	28,801	43,130
Other	1,972	-	1,972	1,764
In-kind	91,049	-	91,049	97,144
Net Assets released from restrictions	238,216	(238,216)	-	-
Total Revenue, Gains, and Other Support	956,951	391,980	1,348,931	885,039
<u>Expenses</u>				
Program Services				
Advocacy	492,995	-	492,995	329,772
Legal	288,408	-	288,408	325,704
Outreach	45,717	-	45,717	67,842
Probate law	22,786	-	22,786	-
Total Program Services	849,906	-	849,906	723,318
Supporting Services				
Management and general	88,141	-	88,141	79,580
Fundraising	19,386	-	19,386	26,264
Total Supporting Services	107,527	-	107,527	105,844

Total Expenses	957,433	-	957,433	829,162
Change in Net Assets	(482)	391,980	391,498	55,877
NET ASSETS, Beginning of Year	428,516	85,302	513,818	457,941
NET ASSETS, End of Year	\$ 428,034	\$ 477,282	\$ 905,316	\$ 513,818



Letter from the Board Chair

I am very proud to chair the Board of this very effective disability organization. As a parent of a pre-teen with Down Syndrome, it is important to me personally to know that the rights of people with disabilities are being protected, and that my son will have a strong community to join as he grows up and enters the world.

As the CEO of [ARC Thrift Stores of Colorado](#), one of the largest employers of people with developmental disabilities, I am thrilled that our CCDC new strategic plan has a specific emphasis on increasing the abysmal employment rates of people with disabilities. As a businessman, I look at the bottom line and have found that including people with disabilities in the workforce helps that bottom line. CCDC is an organization with strong values and a clear mission—to advocate for social justice on behalf of people with all types of disabilities.

As we continue to grow, improve, and respond to the needs of our communities, we never stray from our values. The Board of Directors employs all of the best practices in nonprofit governance and we are always looking to better serve our membership and community. All of us on the board feel honored and humbled by the responsibility to lead this incredible organization. We thank all of you for your membership and interest in CCDC.

Lloyd Lewis

Lloyd Lewis
CCDC Board Chair

Congratulations to our 2016 CCDC Memorial Award Recipients Honored at our 2016 Statewide Membership Meeting

- Hymie Pogir, the Paul Stewart Memorial Award for Durable Medical Equipment Advocacy
- Dawn Russell, the George Roberts and Jeanette Klimach Foot Soldier Award
- Jo Booms, the Juli Stewart Memorial Award for Caregiving
- Douglas Howey, the Jerry Urban "David versus Goliath" Award
- Andrew Montoya, the Peter F. Robertson Award for Civil Rights
- Kristen Castor, the Ron Halsey Memorial Award for Rural Activism
- Pat Greer, the Lucile Weiss Memorial Award for Education Access
- Dale Butterbaugh, the Kathy Vincent Leadership Award for his advocacy on Deaf issues
- Sam Murillo and David Hayes, the Memorial Award for Supporting Transition
- Brandon Kass, the Kyle Frohne Memorial Award for Inclusion
- Barb Henry, the Cappi Award for Helping with Access to Service Dogs
- Margaret Williams, the Brady Goguen Memorial Award for Family Caregiver



2017 BOARD OF DIRECTORS

Name:	Title:	Term:	Organization Affiliation	County
Lloyd Lewis *	Co-Chair	12/17 2 nd term	CEO Arc Thrift Stores	Denver
Joshua Winkler *	Co-Chair	12/18 – 2 nd Term	Engineer/Community Activist	Adams
Peter Konrad	Treasurer	12/17 – 2nd Term	Non-Profit Expert/Foundation Consultant	Denver
Brenda Mosby*	Secretary	12/19 – 1 st Term	Employment Specialist	Denver
David Henninger	Director	12/19 – 2nd Term	CEO Bayaud Enterprises	Denver
Lori Jones *	Director	12/18 – 2nd Term	CEO Avocet Communications/Marketing	Longmont
Scott Markham *	Director	12/18 – 2nd Term	Fire/Medic Ret./Public Relations	Jefferson County Evergreen
Damian Rosenberg	Director	12/18 – 2 nd Term	Health Care Provider	Jefferson County Lakewood
Patrick Mahncke	Director	12/19 – 2nd Term	USA Mobility, Inc.	Denver
Emily Quinn	Director	12/19 – 2nd Term	College Student - Ithaca College	Westminster (College Student in NY)
Jeanie Benfield*	Director	12/18 – 1st Term	Disability Activist, Co-Chair Pueblo ADA Committee	Pueblo
Dr. Kimberley Jackson*	Director	12/19 – 1 st Term	Disability Activist	Denver

*Publicly Identify as PWD or Immediate Family Member



Our Staff

Julie Reiskin, Executive Director

Kevin Williams, Legal Program Director

Joe Beaver, Controller

Christopher Brock, Managing Attorney, Probate Power

Tom Carter, Receptionist

Kristen Castor, Lead and Rural Advocate

Laura Gabbay, Director of Evaluation and Development

Tram Ha, Legal Program Assistant

Dawn Howard, Community Organizer

Ron Hutter, Special Events Assistant

Sheryle Hutter, Advocacy Training Coordinator

Jaime Lewis, Transportation Advocacy Liaison

Michelle McHenry-Edrington, Individual Advocacy Coordinator

Andrew Montoya, Staff Attorney

Heather Morrow, Advocacy Assistant

Marlene Murillo, Executive Assistant/Office Manager

Angela Nevin, Communications Manager

Donna Sablan, Director of Individual Advocacy

Jose Torres-Vega, Information Technology Manager



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