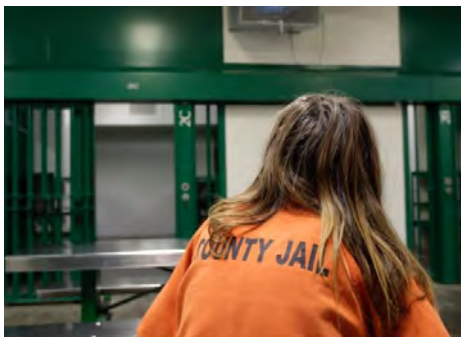


Disability Law Colorado protects and promotes the rights of individuals with disabilities and older people in Colorado.

Spring 2019

## CONSENT DECREE SIGNED APRIL 2 Settlement in "Jail Wait" Case

We are pleased to announce a settlement in the "Jail Wait" case. In 2012, the Colorado Department of Human Services (CDHS) and Disability Law Colorado settled a federal lawsuit brought by our organization to address chronic delays in the system for providing court-ordered competency evaluations and restorative treatment to pretrial detainees with serious mental illness. The lawsuit alleged that pretrial detainees, almost half of whom are charged with minor non-violent crimes, were languishing in county jails across Colorado suffering unconstitutional delays, in some cases lasting six months, in receiving evaluations and treatment that would enable them to participate in their criminal proceedings.



In 2015, the State declared a crisis, causing it to hold up to 100 pretrial detainees on any one day in jails across the state longer than the agreed upon timeframes. Disability Law Colorado reopened the federal lawsuit to seek enforcement of the settlement agreement, and the parties settled again in 2016, adding stricter terms that included hiring an independent consultant to monitor the agreement, and extending the life of the agreement.



Again, in 2017, the state declared it was unable to keep pace with its obligations. Pretrial detainees suffer greatly under the State's inability to properly treat and manage individuals with serious mental or developmental disabilities. With no end in sight, in June 2018, our attorneys again filed a motion to reopen the litigation seeking enforcement of the agreement and immediate compliance. Federal Magistrate Judge Nina Wang ruled that CDHS was in breach of the agreement, and set a hearing to determine the extent of the department's breach and to fashion long-term relief for this vulnerable group of individuals.

**"This Consent Decree will ensure sweeping reforms to Colorado's broken competency system that in the coming months and years will provide thousands of detainees with serious mental illness a better life."**

Mark Ivandick, Esq.  
Managing Attorney for Disability Law Colorado

On April 2, 2019, the parties signed a consent decree that includes various provisions, such as a special master, who is a specialist in forensic competency systems, who will assist in the creation of a new competency system, the development of a system to streamline

Jail Wait Case story continued on page 8

## Inside this Issue:

### Open House Kudos | Page 4

We had a wonderfully successful Open House as we welcomed over 150 guests to celebrate our work to protect rights and improve lives.



### New MRP Website | Page 5

Mighty Rights Press debuted a new stand-alone website with the goal of increasing sales and creating an excellent customer experience.



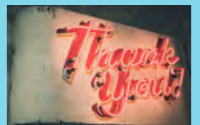
### Sub-Minimum Wage | Page 6

Discover Disability Law Colorado's newly released report, *The Quest for Equal Pay for Equal Work*, to end the practice of sub-minimum wage and sheltered workshops.



### Thank You Donors | Page 10

We're grateful for the loyal support of donors who empower us to do our live-changing work. Check out our list of contributors.



### Colfax Marathon | Page 12

Join us for the Colfax Marathon on May 18-19 at Denver City Park. Sign up to run, walk, or roll for the 5K or Sunday's four races; and help staff our charity partner tent.



# PROVIDING A TRUSTED VOICE FOR DISABILITY & ELDER RIGHTS



Dear Friends,

I have always said it is a privilege to do this work. I am inspired by the daily response of our staff to the challenges laid out before them. The requests for help come over the phone, by email, by regular mail, and in person. Fundamentally, we want to make sure that the people we serve are safe from abuse and neglect. Beyond that, we want to assure that they have opportunities to thrive. The issues are broad and complex—from life-threatening conditions in facilities, barriers to appropriate educational services in public schools or in higher education, employment discrimination in the form of sub-minimum wages, and lack of access to housing and community services, including the right to vote.

As I write this, we are deep into the legislative session, where we are seeking legislative solutions which will sustain the recent consent decree for mental health services for people involved in the criminal justice system—the result of a decade of advocacy on this issue.

The work of Disability Law Colorado takes perseverance and courage as well as creativity, and we are daily on the front line of social justice in Colorado. We are the only Protection & Advocacy System in the country which also administers the State Long-Term Care Ombudsman and Legal Assistance Developer for Elders programs. This gives us a distinct perspective on services that address the needs of people from birth to old age and draws us to seek systemic solutions.

In this issue of *Mainstream* we invite you into Disability Law Colorado to read about our accomplishments and challenges, and to meet the remarkable individuals who work here.

I also want to thank our Board of Directors, volunteers and donors who support our work, and all of you for taking the time to learn more about us!

**Mary Anne Harvey**  
Executive Director

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## JOIN OUR SOCIAL MEDIA REVOLUTION

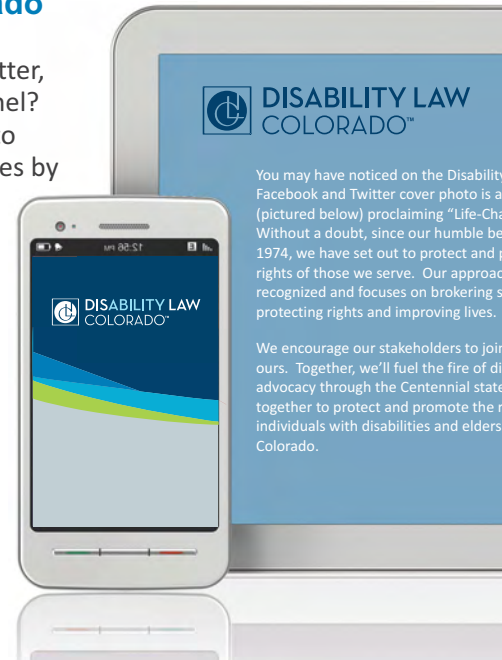
### Get an Inside Look at Disability Law Colorado

Have you “liked” us on Facebook? “Followed” us on Twitter, LinkedIn or Instagram? Subscribed to our YouTube channel? Disability Law Colorado fully embraces the opportunity to engage with current stakeholders and emerging audiences by utilizing social media platforms.

Get an inside look at Disability Law Colorado through our social media posts as we use pictures and articles to help tell the story of our work. Help us grow our social media presence by encouraging your friends, family and co-workers to “like” and “follow” us today!



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You may have noticed on the Disability Facebook and Twitter cover photo is a (pictured below) proclaiming “Life-Changing.” Without a doubt, since our humble beginning in 1974, we have set out to protect and promote the rights of those we serve. Our approach is recognized and focuses on brokering solutions that protect rights and improving lives.

We encourage our stakeholders to join our efforts. Together, we’ll fuel the fire of disability advocacy through the Centennial state by working together to protect and promote the rights of individuals with disabilities and elders in Colorado.



# PROTECTING ELDER RIGHTS

## Boulder County Legal Services Offers Pro Bono Assistance

Hats off to Kelsey Lesco, Legal Assistance Developer for Elders, and Boulder County Legal Services attorneys who worked on a pro bono case to maintain the independence of a 71-year-old low-income senior living in a mountain town. The client's neighbor blocked the access road to her home – a road she had used for 40 years – which forced her to walk a longer route to carry water, firewood, and provisions to her small cabin. Without help, the senior faced a challenging future and she was afraid that she would have to leave her home.



Three pro bono attorneys experienced in real estate and access issues took on the case, representing the client until her case was resolved. After a combined total of 538 pro bono hours, the attorneys were able to negotiate an easement agreement with the mountain town, giving the senior easier access to her home. She was so grateful: "It's hard enough to be old and living on the side of a mountain," she said. "I couldn't have done it without them. I love those attorneys!"

# TRAINING HELPS END ELDER ABUSE

## Protecting Residents from Neglect & Abuse

In the summer of 2018, a certified nursing assistant (CNA) was arrested and charged with multiple offenses related to abuse of nursing home residents. The CNA had worked at the nursing home for several years and other staff had witnessed her mistreatment of the residents, but were afraid to report her. The investigation began after an anonymous note was left under the administrator's door. Witnesses reported that the CNA was "very profane" with residents who soiled themselves, stating that she "rubbed feces on a resident's face" and that she would "stick residents' soiled underwear in or on their faces." She would "yell and swear at residents and threatened them" according to the arrest affidavit. It was also reported in the affidavit that the staff person "would 'double brief' residents so it was easier to change them later and elevate residents' beds so it was easier for her to work with them, even though that increased the risk of falls." When the anonymous report was made to the administrator, he reported it to law enforcement for further investigation, which ultimately resulted in an arrest. The Long-Term Care



Ombudsman was included in the reporting and follow up investigation. Notably, just one week prior to the anonymous report, she had provided a training to the facility's staff that included information on the law about abuse and mandatory reporting. We believe that this training was the impetus for the abuse being reported and the CNA being arrested.

State Long-Term Care Ombudsman Anne Meier (back row center) supports the network of ombudsmen who serve more than 44,000 Colorado elders in long-term care. Ombudsmen strive to resolve complaints that range from simple quality of care issues to very serious, sometimes life-threatening, concerns involving abuse and neglect.



## ANNUAL REPORT Older Americans Act Programs

The 2018 Annual Report reflecting the work of the Colorado Long-Term Care Ombudsman and Legal Assistance Developer programs is available online and in hard copy. The report shares stories of impact and service metrics. A new feature of this year's report is a detachable 2019 Resource Directory which provides Lead Ombudsman, Legal Assistance Developer and Area Agency on Aging contact information for all 14 regions across Colorado.



Left to right: Leah McMahon, Jeremy Bell, Vinni Ferrara, Kelsey Lesco and Anne Meier

## OLDER AMERICANS ACT PROGRAM STAFF

**Anne Meier**  
State Long-Term Care Ombudsman

**Kelsey Lesco**  
Legal Assistance Developer for Elders

**Leah McMahon**  
State PACE Obudsman

**Vinni Ferrara**  
Ombudsman Program Manager

**Jeremy Bell**  
Ombudsman Program Manager



# 2018 ANNUAL OPEN HOUSE

## Celebrating Our Work and Sharing Stories of Community Impact

We welcomed over 150 guests to our Annual Open House on November 15, 2018 and shared stories about our work through four "storytelling stations" - Protection & Advocacy System, Older Americans Act Programs, Mighty Rights Press, and art created by individuals at the Colorado Mental Health Institute at Pueblo (CMHIP). Thank you to all those who were able to attend the Open House to celebrate our work to protect and promote the rights of individuals with disabilities and older people throughout Colorado. Special thanks to our sponsors: Colorado Access and CMIT.



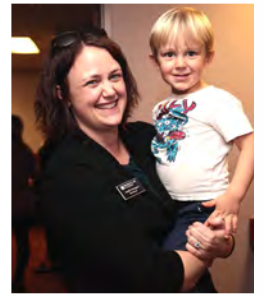
### VOLUNTEER APPRECIATION

Disability Law Colorado is supported by a wonderful crew of volunteers. We are grateful for the gifts of time and talent our volunteers share with us. Together, we work to promote change, protect rights and improve lives. Our volunteer opportunities include board members, committee members, PAIMI advisory council members, pro bono lawyers, legal interns, Mighty Rights Press interns, language translators, and outreach event helpers.

Special thanks to our in-house volunteers: **Fern Black, Howard Hertzberg, Naomi Martin, and Alirio Moran.**

For more information about Disability Law Colorado's volunteer opportunities, please call 303.722.0300 or visit our website:

**[DisabilityLawCO.org/volunteer](http://DisabilityLawCO.org/volunteer)**





# WE REMEMBER CARRIE ANN LUCAS

## Nationally Recognized Advocate Dies at Age 47

The disability community in Colorado and across the nation has lost a legendary advocate. Carrie Ann Lucas passed on February 24, 2019, at the age of 47, leaving a legacy of activism and persistence that will be remembered by everyone who met her. In the eloquent obituaries that followed, she was described as a fierce pioneer of justice for parents with disabilities and a bare-knuckled advocate.



She was discriminated against in her attempt to adopt a second child. This led to her eventual career path advocating for parents with disabilities. Already a teacher with a Master's Degree in Divinity and working as a legal assistant and advocate for the Colorado Cross-Disability Coalition, she received a full scholarship to attend the University of Denver School of Law. Following her graduation, she started a program to combat discrimination against parents

with disabilities. The program later became Disabled Parents Rights. She became a national expert and trainer on the rights of parents with disabilities, and through her legal work, secured decisions upholding those rights in Colorado. Most recently she was recruited to the Colorado Office of Respondent Parents Counsel to assist in developing a program to train other attorneys around the state.

Carrie adopted four children. All of her children have significant disabilities, and she was dedicated to making sure that they were loved, respected, and supported in their individual hopes and dreams.

She fought for many causes involving access to health care and transportation, and was a member of ADAPT and Not Dead Yet. She was among the protestors arrested in 2017 for refusing to leave Senator Cory Gardner's Colorado office until he met with them to discuss what cuts to state funding for Medicaid would mean for people with disabilities.

Carrie was a plaintiff in the case against the City of Denver for access to Red Rocks Amphitheatre for people with disabilities. The case was brought by Disability Law Colorado, Colorado Cross-Disability Coalition and Civil Rights Education and Enforcement Center (CREEC). She was also a Disability Law Colorado Board member from 2005-2011.



## NEW MIGHTY RIGHTS WEBSITE

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



On February 1, Mighty Rights Press, the publications division of Disability Law Colorado, debuted a new stand-alone website. The website features a much improved customer purchasing experience, an easier product fulfillment system, plus a stronger ability to elevate the brand. Prior to the introduction of the new website the Mighty Rights Press store was embedded in the Disability Law Colorado website.



## NEW P&A PROGRAM Representative Payee Initiative

Legislation passed by Congress last fall will increase oversight and protection for some of our nation's most vulnerable citizens. The bill, called the Strengthening Protections for Social Security Beneficiaries Act (H.R. 4547), will increase independent oversight of the Social Security Administration's Representative Payee Program.

A representative payee is a person who acts as the recipient of Social Security Disability or Supplemental Security Income for a person who is not fully capable of



Bill DeSonier, Representative Payee Investigator

managing their own benefits. Unfortunately, multiple investigations have uncovered representative payees who have stolen or misused funds, exploited, neglected, and even abused the people with disabilities they were supposed to be helping.

Last August, Disability Law Colorado took on this new federally-mandated program to monitor and investigate how representative payees are administering Social Security funds. Bill DeSonier has been hired as our Representative Payee Investigator. He started his new position on March 4, 2019.

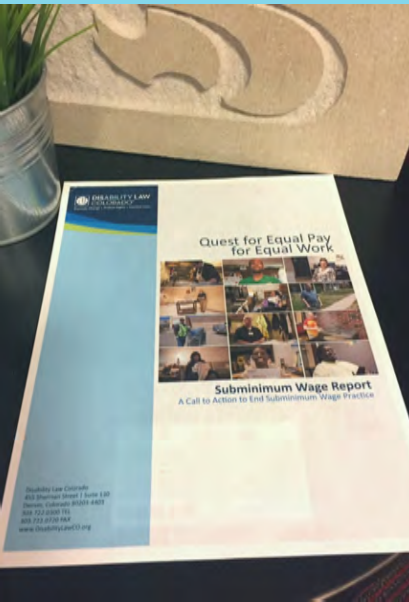
"Congress has recognized the critical role P&As have played for 40 years in keeping our nation's most vulnerable citizens safe from abuse and neglect in institutions and the community," said Mary Anne Harvey, Executive Director. "This new law provides critical protections for Social Security beneficiaries as well as needed reforms to the representative payee program."

# EQUAL PAY QUEST FOR EQUAL WORK

## A Call to End Sub-Minimum Wage

Disability Law Colorado believes it is time for a change in the practice of employing people with disabilities at sub-minimum wages in sheltered workshops. While there have been some positive developments in the process of improving wages and working conditions, it has become clear that there is too little progress at too slow a pace toward creating equity in wages and work conditions for people with disabilities.

### SUB-MINIMUM WAGE REPORT



In the fall of 2018, we released a report, *The Quest for Equal Pay for Equal Work*, and began to build a coalition to address the best way to phase out and then eliminate sheltered workshops and sub-minimum wages. Since 1938, Section 14(c) of the Fair Labor Standards Act (FLSA) has allowed employers to pay sub-minimum wages (less than the federal minimum) to workers with disabilities if they first obtain an authorizing certificate, usually referred to as a Section 14(c) certificate. Ironically, one of the original motivations for passing this legislation was to encourage mainstream employers to hire more individuals with disabilities, which would allow them to integrate more fully into their communities.

Ever since the establishment of this exception, the most common approach to the employment of individuals with disabilities has been the sheltered workshop model, typically a segregated work environment where individuals with disabilities perform menial jobs, such as shredding paper, putting labels on jars, assembling small parts, or stuffing envelopes - essentially mindlessly repetitive work for hours on end for far less than minimum wage. Colorado has 18 employers holding 14c certificates, and they employ an estimated 750 individuals.

An often repeated but demonstrably inaccurate assertion is that sheltered workshops provide meaningful work experience and training opportunities that will lead - eventually - to integrated employment at fair wages. In fact, most sheltered workshops offer no training at all and the individuals with disabilities who find themselves stuck in these workshops rarely move on to more competitive, integrated employment. There are some employers who claim to offer an integrated work experience where employees with disabilities work alongside those without. One such example we visited was a janitorial service where the crew consisted of a team of people with disabilities who entered "regular" businesses before or after hours to clean - they never even crossed paths with the other employees!

It refers to a provision in the Fair Labor Standards Act (Section 14(c)) that allows employers to pay people with disabilities less than the minimum wage if their disability impairs their earning or productive capacity. It can be as low as 10¢ per hour up to a few dollars per hour. This is substantially lower than both Colorado's minimum wage (\$10.20) and the federal minimum wage (\$7.25).

### WHAT IS SUB-MINIMUM WAGE?

It is competitive work performed in an integrated work setting where individuals are matched to jobs consistent with the strengths, resources, abilities, capabilities, interests, and informed choice and are provided individualized supports to learn and keep the job.



### WHAT IS SUPPORTED EMPLOYMENT?

It is competitive work performed in an integrated work setting where individuals are matched to jobs consistent with the strengths, resources, abilities, capabilities, interests, and informed choice and are provided individualized supports to learn and keep the job.

In the fall of 2018, we released a sub-minimum wage report, *The Quest for Equal Pay for Equal Work*, and began to build a coalition to address the best way to phase out and then eliminate sheltered workshops and sub-minimum wages. The report contains metrics and stories to support our efforts.

View the report at:

[DisabilityLawCO.org/  
Sub-Minimum-Wage](http://DisabilityLawCO.org/Sub-Minimum-Wage)



# A COLLABORATIVE APPROACH

## Sub-Minimum Wage Public Will Building Campaign

There are many ways to address the issue of how best to eliminate sheltered workshops and sub-minimum wages. Several states that have passed legislation have stipulated a phase-out period, during which benchmarks are set for progress toward fully integrated and supported employment. The U.S. Department of Labor is promoting an Employment First policy, which aims to end sheltered workshop programs, stating that all people, regardless of disability, should be able to find jobs in competitive workplaces. We believe it is time that Colorado signed onto this policy. Sadly, many of the employers paying sub-minimum wages and operating sheltered or segregated workplaces include well known charities, community centered boards and county governments. These are the very entities that we would expect to be allies in the critical foundational goal which all disability rights advocates seek to facilitate: helping individuals find work not simply for work's sake, but rather as a path to meaningful, gainful employment leading to a genuinely independent life."



Disability Law Colorado asks for your support. We invite you to:

1. Download *The Quest for Equal Pay for Equal Work* report from our website and study this issue
2. Tell employers that the discriminatory practice of sub-minimum wages must end
3. Join our coalition and help shape the legislation to be introduced in 2020.

## WHAT IS EMPLOYMENT FIRST?

It is a philosophy based on practical, yet innovative thinking about employment of all people with disabilities, including those most significantly impacted. Proponents contend that before opting out of work, people with disabilities should be provided appropriate information, encouragement, supports and services to learn how they can meet the business needs employers present. Additionally, people with disabilities should be given meaningful, individualized opportunities to explore the world of work, to discover how they might contribute, and to chart a course to employment and greater prosperity.



## WHAT IS A SHELTERED WORKSHOP?

The term sheltered workshop refers to an organization that employs individuals with disabilities separately from others. They have become the subject of criticism for being exploitative, abusive and discriminatory. National Disability Rights Network issued a report that said "people with disabilities are being isolated and financially exploited by their employers."



## POPPIN' JOE'S

### Joe Steffy's Inspirational Story

Joe Steffy has Down syndrome, autism and is non-verbal. He is also the proud owner of Poppin' Joe's Kettle Korn. Joe has the same dreams and aspirations as any young businessman, and that is to run a successful business.



Joe is able to run his own business due to the support he received from his parents, Ray and Janet. They didn't agree with the assessment of the school district in which they lived, which had said Joe would never be able to work or live independently. According to his father, "We saw more in Joe than that. We set out to prove to the school that he had capabilities." Joe discovered a love for kettle corn while on a trip to Alaska and his parents realized all that popping, scooping, and serving suited Joe's love of work. In 2005, Poppin' Joe's Kettle Korn was born. Due to the success of his business, Joe is no longer on Social Security disability benefits. He rents his own house and is helped by caregivers who are paid by a state program.

# “JAIL WAIT” CASE SETTLEMENT

Continued From Page 1

competency services in the community to reduce the need for expensive inpatient beds, the development of a triage system, which will ensure that the most acutely ill pretrial detainees will be transported from jails to the hospital in seven days, instead of 28 days, and shortened deadlines for completion of competency evaluations and restorations. In the event CDHS violates the agreement, the consent decree also provides for fines and liquidated damages that will be placed in a trust to be used for non-departmental and community mental health services.

“This Consent Decree will ensure sweeping reforms to Colorado's broken competency system that in the coming months and years will provide thousands of detainees

with serious mental illness a better life,” stated Mark Ivandick, Managing Attorney for Disability Law Colorado stated. Disability Law Colorado was represented by Iris Eytan of Eytan Nielsen LLC, Caleb Durling of Fox Rothschild LLP, and Ellie Lockwood and Timothy Scalo of Snell & Wilmer LLP.



The “Jail Wait” Litigation Team won the Colorado Lawyers Committee’s 2017 “Team of the Year” award. This group is nominated for the same award in 2019.

## WELCOME NEW DLC STAFF MEMBERS

Recent Staff Hires Completes Quest to Field a Full Team



**Jeremy Bell, Ombudsman Program Manager** | Jeremy completed his undergraduate education at the University of North Carolina at Chapel Hill. He earned his MBA at Pepperdine University, and studied at the Straus Institute where he graduated with a Master’s in Dispute Resolution. Jeremy began working within long-term care in 2007; accepted a position in Seattle as the Director of the Long-Term Care Ombudsman Program in 2015; and as the State Long-Term Care Ombudsman for Indiana.



**Bill DeSonier, Representative Payee Investigator** | Bill is a US Navy Operations Specialist veteran who has a Criminal Justice and Psychology degree from Columbia College. Bill worked for the State of Colorado as a District Court Probation Officer and with the State of Texas in their Child Protective Services and Office of Inspector General departments. He has also worked with the Arapahoe County Department of Human Services and with the Attorney’s Office as a Welfare Benefits Fraud Investigator.



**Liz Kenny, Facilities Team Leader Attorney** | Liz is a graduate of Northwestern University School of Law. She spent a decade working in the Colorado Public Defender system and at the Public Defender Service for the District of Columbia’s Mental Health Division. Liz developed a passion for working with clients who were diagnosed with a mental illness, were involuntarily hospitalized or committed for mental health treatment, as well as clients challenged with drug addiction.



## SHAPING POLICY

As we continue our commitment to protect and promote disability rights, elder rights and quality long-term services in Colorado, you’ll find Disability Law Colorado:

**In the conversation:** Informing and shaping the debate on disability rights, elder rights and long-term care; providing perspective to the media, partner groups, opponents, and thought leaders.

**At the ballot:** Our advocacy efforts put important policies on the ballot, giving Coloradans the power to advocate for disability and elder rights with their votes.

**At the legislature:** Elected leaders rely on Disability Law Colorado’s expertise and unique insights on disability rights, elder rights and long-term care, often looking to us to better understand their constituents’ needs. We advance legislation and assist coalition partners with their goals.

**In the community:** Disability Law Colorado connects with local leaders and residents from communities across Colorado through outreach events and educational meetings, and also builds strong coalitions to elevate issues.





# WORKING TO MAKE CCT A REALITY

## Colorado Choice Transitions

Since 2013, Disability Law Colorado has been committed to making the promise of the “Colorado Choice Transitions” (CCT) program into a reality for the many nursing home residents who long to live in the community. The U.S. Supreme Court's 1999 “Olmstead” decision held that individuals with disabilities have the right to live in the most integrated setting appropriate to their needs. In response, more than a decade later, Colorado developed CCT to provide transition plans and appropriate support.

Working on transitions has been an uphill struggle. While we take very seriously the issues of safety for our clients, it has been our experience that most long-term care facilities are better at offering objections to transition plans than they are at suggesting solutions. Sadly, many family members also try to block their relative's desire for freedom and autonomy. In 2016, we sent a demand letter to the state outlining the deficiencies in the Colorado Choice Transitions process (essentially there was little choice and few transitions for the many residents desperate to leave nursing homes) and when there was no movement to look for solutions, in November 2016 we filed a complaint with the U.S. Department of Justice Civil Rights Division. Two years later, we received a response!

A Department of Justice (DOJ) team came to Colorado in October. They met with our advocates and visited numerous nursing homes. The team officially opened an investigation. After speaking with many residents who have apparently been institutionalized unnecessarily, the DOJ team agreed to open an investigation. This means that Colorado's system of transitioning appropriate candidates out of nursing homes will now be under scrutiny from the federal government. Disability Law Colorado will continue to assist the DOJ in their efforts to clear the way for the many hundreds of people who deserve a chance to live a life closer to their desires. We look forward to working with DOJ to forge lasting systemic change.



## BOBBY'S HARD FOUGHT JOURNEY

### “Gang of 19” Member Enjoys Independent Living



Bobby is a wonderful example of how hard our advocates work to provide individuals choice and independence. Bobby has intellectual/developmental disabilities and has long been an advocate for people with disabilities. In 1978, Bobby was one of the famed “Gang of 19” protesting that Denver city buses were not accessible for wheelchair users. The protest was a success and Bobby continued living an independent life until a series of medical problems led him to live in a nursing home.



Emily Harvey, DLC staff attorney, gives a thumbs up with Bobby upon news of his fulfilled CCT request.

After he had recovered from his temporary ailments, Bobby longed to resume an independent life outside of the nursing home. Unfortunately, Bobby faced many bureaucratic obstacles through Colorado Choice Transitions (CCT). Our advocates stepped in and, after two years, were finally able to get Bobby out of the nursing home and into more independent living. He is happily residing with a host family in his new Broncos themed room.

## DISABILITY LAW COLORADO STAFF

**Mary Anne Harvey** | Executive Director

**Alison L. Butler, Esq.** | Director of Legal Services

**Mark Ivandick, Esq.** | Denver Office Managing Attorney

**David Monroe, Esq.** | Grand Junction Office Managing Attorney

**Kaytie Angeli** | Administrative Assistant

**Meghan Baker, Esq.** | Facilities Attorney

**Jeremy Bell** | Ombudsman Program Manager

**Julie Z. Busby** | Office Manager

**Bill DeSonier** | Representative Payee Investigator

**Vinni Ferrara** | Ombudsman Program Manager

**Anna French** | Program Coordinator, Rights Advocate

**Angela Garberding** | Senior Intake Specialist

**J. Patrick Hackney, Esq.** | Community Integration Team Leader, Attorney

**Emily Harvey, Esq.** | Intake Team Leader, Attorney

**Liz Kenny, Esq.** | Facilities Team Leader, Attorney

**Miriah Lawson** | Grand Junction Administrative Assistant

**Kelsey Lesco, Esq.** | Legal Assistance Developer for the Elderly

**Jennifer Levin, Esq.** | Education Team Leader, Attorney

**Shannon MacKenzie, Esq.** | Access Attorney

**Jim McBride** | Director of Administrative Services

**Leah McMahon** | State PACE Ombudsman

**Anne Meier** | Colorado State Long-Term Care Ombudsman

**Olivia Pilcher** | Grand Junction Rights Advocate

**Jennifer Purrington, Esq.** | Access Team Leader, Attorney

**Mike Robbins** | Director of Development and Marketing

# THANK YOU DONORS!

## We Greatly Appreciate Those Who Supported Our Work in 2018

### LEGACY SOCIETY

The following donors notified Disability Law Colorado that they included a gift in their estate plan:

Alexander R. Aitken  
Anonymous (2)  
J. Fern Black

Randy Chapman  
George & Marion Curtis  
Merle Greear  
Mary Anne Harvey

Paul Hunter  
Thomas Stamm  
Louise Todd & Gerald Stoll

### INDIVIDUAL DONORS

The following donors made contributions in Fiscal Year 2018 (October 1, 2017 - September 30, 2018). \*The Presidents' Circle includes individuals making gifts of \$500 or more in one year or annual gifts in any amount for over a decade.

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Bucky Amaria  
Aaron Amaya  
\*John Paul & Abigail Anderson  
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George & Constance Boyle  
Randy Brodersen  
\*Julie Z. Busby  
Barbara Buswell  
Sherry & Glenn Butcher  
Vicki Capek  
Dave Cardegna & Stephanie Titus  
James Carr  
\*Randy and Carol Chapman  
Nancy Clearwater  
Nadine Cohen  
John Combs  
\*Frederic "Jerry" Conover  
\*Dale Coski & Alice Fritz  
Jeffrey Courtney  
\*George & Marion Curtis  
Daisy Damania  
Frank & Elinor Dickson  
Rumi Engineer  
\*Kimberley Erickson & Barbara Vossler  
Kathryn Fernandez  
James J. Ferrara  
Vinni Ferrara  
Tricia Fingerle  
Adela Flores-Brennan  
Martin Frumkin  
\*Liz & Chris Fuselier  
Terry Galpin-Plattner  
\*Angie Garberding  
\*Sandy & Roger Garberding  
\*Ed George  
Katherine Gerland  
Candy Gilliland  
Marjorie & Seth Goldstein  
Maevae Goodbody  
Kate Goodspeed  
Carmen Gorgas

\*William & Cindy Hanna  
Matt Hansen  
\*Deborah Harney  
Erin Harris  
Emily & Zach Harvey  
\*Mary Anne Harvey  
Carol Hedges  
Nora Helmus  
David Henninger  
Linda Henry  
\*Howard R. Hertzberg  
\*Jim Hertz  
Greg & Dara Hesse  
\*Bill and Ellen Higgins  
Dianne Hitchingham  
Sally Holloway  
Patty Ho  
\*Greg & Mary Holm  
\*John S. Holt  
\*Elizabeth Horn  
\*Walter Houghtaling  
Mark Johnson  
\*Raymond Jones  
George Kawamura  
Carol Keith  
\*Nora Kelly  
Mary Kay Kisseberth  
Dale Knorr  
\*Gerald and Dolores Kopel  
\*Randy Parcel & Tracy Kovach  
Deb & Bob Kovacs  
Craig Kurtz  
Ayo Labode  
Karla Laurent  
\*James Lauer  
\*David Le Compte  
Sally Leuer  
Jennifer Levin  
Mark & Linda Lewis  
\*Peter & Pam Lindquist  
\*John Litz  
\*Monica Loseman-Barwind  
Jeannie Losh  
Sue MacKenzie  
Terry & William Malone  
\*Michele Manning  
Richard & Joyce Manning  
Eric Maxfield  
Jim & Beth McBride  
Pamela J. McKeage  
Leah McMahon & Jaclyn Piel  
\*Nancy McMahon  
Anne Meier  
Michael Miller  
Mitzi Mortensen  
Cindy Muniz  
John & Myrna Murray  
Elizabeth Nares  
\*William Neighbors  
Robert Neilley  
Barbara Neilson  
\*Arnie & Bobbi Neiss  
Mike Nosler  
Phyllis & William Odell

Anne O'Leary  
Grace Ormsby  
Kristine Papi  
\*Richard & Karyn Parsons  
Leslie Percival  
\*Geoff & Mary Lou Peterson  
Jacque Phillips  
Eileen Price  
\*John & Jeanne Posthumus  
\*Eileen Price  
Bill & Linda Purrington  
Ken Ransford  
\*Stephen P. Rickles  
Martha Ridgway  
\*Mandy & Michael Rigg  
\*Mike Robbins  
Amy Robertson  
Jack Robinson  
Stanton & Jane Rosenbaum  
\*Howard I. Rosenberg  
Andrew Rosenthal  
Aisha Rousseau  
Desiree Salerno  
Toni S. Salerno  
\*Nancy Salerno  
Neville Sarkari  
Jessica Sarkisian  
Derek Schneider  
\*Leonard Segreti  
Way Shen  
Renee Shields  
Dena Singer  
\*Billie & Sid Smith  
Lynn M. Smith  
\*Fred Smokoski  
\*Vinson Snowberger  
Alexander Stadlin  
\*Sandra & Richard Stanley  
\*Michele L. Suriano  
Daniel Sweetser  
Myron Swize  
Connie Talmage  
Marcos Tester  
Patria Thomas  
\*Louise Todd & Gerald Stoll  
John & Athena Troy  
\*Nancy E. Tucker  
\*Valerie & Stephen Veraldi  
James & Kay Wade  
Cynthia Wadle  
\*Jody Webb & Judy Wolfe  
Jeanne Weis  
Dan Wennogle  
Maya Wilbourn  
Greg Welch  
\*Lola & Chuck Wilcox  
Claire & Lyle Williamson  
Neil & Joan Windsor  
Ryan Wingert  
\*Patricia Yeager  
\*Richard Yolles  
Brad Zeig  
\*David Zinger

## PRESIDENTS' CIRCLE



By becoming a member of the Presidents' Circle, you are helping to fuel the fire of disability rights advocacy. Our ability to protect and promote the rights of individuals with disabilities and elders in Colorado is only possible with your support.

As a member of the President's Circle, you'll receive regular updates from Disability Law Colorado along with a variety of special benefits.

Thank you for your support and advocacy.

[DisabilityLawCO.org/PresidentsCircle](http://DisabilityLawCO.org/PresidentsCircle)

### TRIBUTE GIVING

**In Memory of R. Sterling Ambler**  
\*Dorothy Ambler  
**In Honor of Julie Busby**  
Vicki Capek  
\*Mike Robbins  
\*Billie & Sid Smith  
\*Jody Webb & Judy Wolfe  
**In Memory of Leda Cohan**  
\*Faith Gross  
**In Honor of Andrew Fokestad**  
Alan Fokestad  
**In Honor of Andrew Fox**  
\*Denver & Nora Fox  
**In Honor of Mary Anne Harvey**  
Marjorie & Seth Goldstein  
**In Honor of Emily Harvey**  
Sally J. Leuer

**In Memory of Jean Hertz**  
Phil Bucher  
\*Julie Z. Busby  
Larry & Bernice Connors  
Mary L. Doyle  
Carol Fritz  
\*Mary Anne Harvey  
Kathleen Hertz  
John Hutchins  
James & Barbara Kellogg  
James & Anne Lauer  
Suanne Lippman  
Jim & Beth McBride  
Bartley Pell  
\*Mike Robbins  
John & Carol Ross  
Beverly Schofield  
Lynn Schneeberger

Karl Sutterfield  
Tiffany Taylor  
James & Patricia Thomkins  
Fred & Judy Thorne  
Donald Zorn  
**In Memory of Dan Hoffman**  
\*John C. Hanley  
**In Memory of Bill Keating**  
Cleone & Paul Smith  
**In Memory of Princy Jensen**  
H. Alan Dill  
**In Memory of Clarence Miller**  
\*Randy & Carol Chapman  
**In Honor of Jack & Marcia Robbins**  
\*Mike Robbins  
**In Honor of Teri Westerman Wagner**  
\*Deborah Clendenning



## FOUNDATIONS, BUSINESS AND ORGANIZATIONAL SUPPORT

Alliance Colorado  
AmazonSmile  
Anschutz Family Foundation  
Bacon Family Foundation  
Caring Connection  
Colorado Access  
Colorado Bar Association  
Denver Bar Association

Denver University- Sturm College of Law  
Harry W. Rabb Foundation  
Louis and Harold Price Foundation, Inc.  
McConnell Fleischer Houghtaling, LLC  
Salsa Labs  
Sheridan Ross, LLC  
Source Office and Technology

Spirit of Christ Catholic Community  
Sunflower Wealth Management  
The American Association of Nurse Attorneys  
The Benefit Group, LLC  
The Denver Foundation - Lowe Fund  
The Jay & Rose Phillips Family Foundation of CO  
Virginia W. Hill Charitable Foundation  
Zimm Consulting

## BY THE NUMBERS

### Fiscal Year 2018 Impact Report & Financials

In 2018, Disability Law Colorado enjoyed victories that changed the lives of hundreds of individual clients, as well as public policy advances that have the potential to change thousands of lives for years to come. We continue to stand our ground and fight every day for the rights of people with disabilities and elders throughout Colorado.

The Protection & Advocacy Teams include: Intake, Education, Access, Facilities, and Community Integration. In 2018 P&A staff recorded: **794** Information & Referrals (I&R's) and a total of **586** Case Services. **We served clients aged 2 to 90 in 51 of Colorado's 64 counties.** Thirty-nine percent of our cases were from rural areas, while 61 % were in urban settings. In addition to taking over **3,000** calls and conducting over **1,000** intakes, staff from all teams contributed to our work. [www.disabilitylawco.org/P&A2018Report](http://www.disabilitylawco.org/P&A2018Report)

In 2018, Disability Law Colorado celebrated three decades as the home of the Colorado State Long-Term Care Ombudsman Program and the Legal Assistance Developer Program. In 2018, legal assistance providers served **7,163** elders across the state requiring **12,071** hours of legal services. In addition, **3,076** hours of service were provided on a pro bono basis, which is a 73% increase over the previous year. Colorado has **232** nursing homes with a total of **21,489** beds and **664** assisted living residences with a total of **23,258** beds. In 2018 local ombudsmen made **8,879** visits to homes to monitor the quality of care, quality of life and to investigate and act upon concerns and complaints; investigated **3,787** complaints of which **2,868** were partially or fully resolved to the satisfaction of the resident; provided **6,583** consultations to staff or administrators of facilities and **10,434** consultations to residents, their family or friends or to the community at large on a wide range of long-term care issues and concerns; attended **1,506** resident council meetings and conducted **167** community education sessions; and conducted **112** training sessions. [www.disabilitylawco.org/OlderAmericans2018Report](http://www.disabilitylawco.org/OlderAmericans2018Report)



**Together We're Stronger**



What if giving from the heart helped change the lives of individuals with disabilities, older adults and their families in Colorado? Rest assured that your donation to Disability Law Colorado will impact lives throughout the Centennial state – up and down the Front Range, to rural communities on the Eastern Plains and across the Mountain Frontier and Western Slope.

Your gift will help fuel the fire of disability rights advocacy as we work to broker systems change, protect rights and improve lives. But we cannot accomplish this alone. Please partner with us and join your voice with ours by making a donation.

## WAYS to GIVE

Return the enclosed remittance envelope along with your tax-deductible donation.

Donate online at:  
[DisabilityLawCO.org/donate](http://DisabilityLawCO.org/donate)

## FISCAL YEAR 2018 FINANCIALS

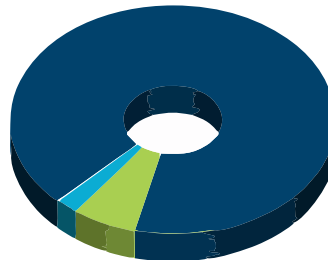
October 1, 2017 – September 30, 2018

### INCOME

Operating Support:

Government Grants	\$2,304,404	91%
Charitable Contributions	\$176,270	5%
Court Awards & Client Fees	\$54,205	2%
Other	\$47,250	2%

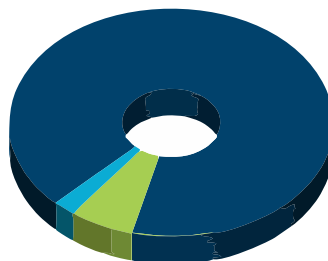
**Total Revenue, Gains and Support**      **\$2,582,139**      **100%**



### EXPENSES

Programs	\$2,239,231	89%
Fundraising	\$132,277	4%
Administrative	\$253,593	7%

**Total Operating Expenses**      **\$2,625,101**      **100%**



Change in Net Assets      <\$42,962>

**Total Net Assets**      **\$683,734**

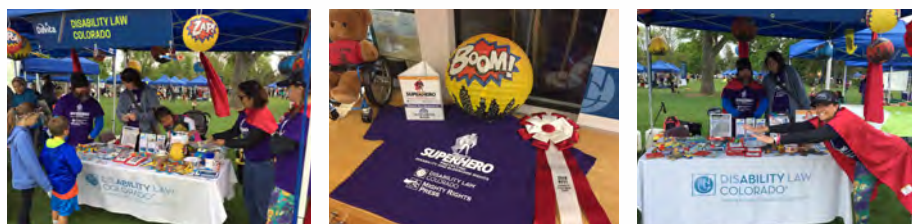
This publication was made possible by funding support from the U.S. Department of Health and Human Services Substance Abuse and Mental Health Services Administration and the Administration for Community Living; U.S. Department of Education, Rehabilitation Services Administration; Social Security Administration; State of Colorado; and Individuals, Foundations and Corporations.

## JOIN US FOR THE COLFAX MARATHON

### Sign Up to Race or Volunteer at Our Charity Partner Tent

This year marks Disability Law Colorado's ninth year as a Colfax Marathon Charity Partner which elevates our participation to a Legacy Charity Partner level. Join our Colfax Marathon efforts May 18-19 by registering to run, walk or roll in one of the eight races - 5K, Half Marathon, Relay, Full Marathon. Be sure to select Disability Law Colorado as the charity you're supporting during online registration. [www.RunColfax.org](http://www.RunColfax.org)

Another great way to be involved in our Colfax Marathon efforts is to volunteer at our Charity Partner Tent. Last year we won the Best Charity Partner Tent award from over 230 Charity Partner Tent participating organizations! This community event serves as a wonderful way for us to engage the community in a conversation about our work. You can join our Colfax Marathon Team or become a team sponsor by going to our website: [www.disabilitylawco.org/ColfaxMarathon](http://www.disabilitylawco.org/ColfaxMarathon) or by calling Mike Robbins, Director of Development and Marketing, at 303.862.3508.



## SAVE THE DATE

### Grand Junction Open House

The Disability Law Colorado Board of Directors and staff invite you to our Grand Junction Open House on Thursday, September 12 from 4:30 pm to 6:30 pm. Come discover more about our work on the Western Slope to protect the rights of individuals with disabilities and older people.



 **DISABILITY LAW**  
COLORADO™ | Grand Junction  
Office

# OPEN HOUSE

The Grand Junction Open House will feature great food, drinks (wine, beer & soft drinks) and interactive storytelling stations. Free and easy parking is available. RSVP registration will be open beginning June 1.

Please request accommodations when you RSVP at:  
[www.disabilitylawco.org/GJOpenHouse](http://www.disabilitylawco.org/GJOpenHouse)