



# ANNUAL REPORT 2014 - 2015



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2014 - 2015



PUEBLO DIVERSIFIED INDUSTRIES ❖ 2828 GRANADA BLVD. ❖ PUEBLO, COLORADO 81005  
WWW.PDIPUEBLO.ORG ❖ (719) 564-0000

## SUPPORTING A DREAM

If you were going to dream, what would you dream for your life? This is the question we've been asking our consumers this year. Understanding what each person wants helps us direct that person closer to the life they dream for themselves. As you read this year's Annual Report, we want you to enjoy celebrating with those individuals who have been able to ride a wave of joy.

For example, it's been a wonderful year for Adam who came to PDI in 2013 to help build his confidence and gain skills necessary for a community job. After working with peers and making good friends at PDI, Adam came to



know that people really do like him and that he's capable of very good work. In addition to his time at PDI, Adam also participated in a national Special Olympics event in New Jersey and he expressed interest in a community job. After lots of work with the PDI staff and an assessment from the Division of Vocational Rehabilitation (DVR), his chance for a community job came in January, 2015, when he was hired as a custodian at the Pueblo Athletic Club. His employer is very happy with his work and he continues to demonstrate

an excellent work ethic. Adam still comes to visit PDI on his days off and shares his experiences with his peers (and proud staff) and encourages them to excel. A highlight of Adam's year came in April, 2015, when he and his girlfriend were elected King and Queen of the PDI Prom and were featured on the front page of The Pueblo Chieftain.

The board and staff of PDI are honored to be able to help people, like Adam move forward with their lives. And we are exceptionally grateful to have the

financial resources to support Individuals with significant disabilities achieve their dreams. We hope this year's Annual Report will help you learn more about how PDI supports people in achieving success through programs and services that, taken together, help form a part of the overall structure of support for individuals served.

Your support has been vital to PDI for 48 years and we thank you sincerely.

*May your dreams defy  
the laws of gravity.*

*H. Jackson Brown*

## A NEW ERA IS COMING

For the better part of the past ten years, Medicaid has been transitioning toward more integrated options for people with intellectual and developmental disabilities. In alignment with these changes - and following guidelines issued by Medicaid - Colorado has rewritten its waiver for home and community-based services to incorporate certain values promoted in person-centered planning. While we do not know all of the details, we do know absolutely that services will be delivered in a less traditional approach with a new selection of services.

We understand that the plan is for the residential and day programs with which we, and our consumers, are familiar will be replaced with home modification, personal support and health maintenance, community and personal engagement and much more.

It will be a learning curve for parents and providers. Our commitment will continue to be to keep you as informed as we can with as much information as we can when it's available to us. At the moment, details are scarce but we are working very hard to stay ahead of this very rapidly changing environment.

### LIVING INDEPENDENTLY OR LIVING WITH FRIENDS: A CHOICE THAT WORKS

People who need the support of 24-hour staff have the opportunity to live in one of PDI's eight residences. Each PDI home houses three people who enjoy each other, live together, share meals and engage in other activities with their housemates or



guests. Community activities are an important part of every week and monthly meetings help residents determine what they want to do with their free time. And sometimes those choices can be difficult when

they include things like presentations at the Broadmoor World Arena (Disney on Ice, WWE wrestling), a day at the Colorado State Fair, Easter Seals Camp, an evening at the drive-in, fishing, swimming and "salon days" that include lunch and shopping. There are separate activities for women and men along with co-ed options. These activities are always very highly rated when we receive our consumer satisfaction surveys.

Funding for these activities comes from our October Harvest Walk and donations from special people like you.

### *PDI's Vital Statistics*

- *240 individuals served*
- *82,660 supported employment hours*
- *53,205 prevocational hours*
- *\$1.8 million consumer wages*

### PREVOCATIONAL AND SUPPORTED EMPLOYMENT – PREPARING FOR A JOB IN THE COMMUNITY



PDI has often been the first step for many people transitioning into services following Pueblo City Schools' Community Transition Program. Our goal is to help prepare individuals with necessary work skills and move them toward an assessment with DVR and a job in the community. This process has been successful over recent years, in part because of PDI's commitment

to the custom design and use of adaptive equipment that helps everyone earn a paycheck. We know the value of work and the sense of pride and accomplishment that comes with success. Building on that success helps people gain the confidence to reach for new experiences.

### PERSON-CENTERED PLANNING

In the "person-centered" planning model being implemented with the Medicaid waiver changes noted earlier, individuals will be expected to have a more focused effort during their school years to prepare for a community job. The goal will be for every person to successfully move from school to work with very short-term supports. The prevocational services that we're very proud of will be the option of last resort when people are unsuccessful in their initial employment experiences and need additional development time in a supported environment. Because we know that our philosophy of supporting success works, PDI is confident that the need for services like those we provide will always be important.



## IT'S ABOUT THE PEOPLE WE SERVE

**Jill** was referred to PDI by friends of her family. She's a smart and quiet young woman but very shy and her parents had struggled to find a place for her. She has a Veterinary Assistant's certificate but found it difficult to find work. With no job and no real schedule, it was challenging for her to develop a social life outside of her family. Her parents visited PDI and chose to privately pay for services so that she'd have the opportunity to work, make friends and expand her world. It's been a perfect decision and Jill has flourished. She's made many good friends, enjoyed her work and has been referred to DVR – all in her first 60 days. With help from our staff, she has gained her dream job and by the time this Annual Report is published, will be working in a local veterinary clinic.



**John** was a part of PDI a few years ago before he moved on in hopes that he could find work on his own. However, he learned that he wasn't quite prepared and needed to have some supports in place. He applied for services through DVR and came back to PDI for a situational- and community-based assessment on which he did well. Together, he and the Supported Employment Coordinator found the right fit for John and he is doing very well. In fact, his confidence improved so much that he recently took the microphone and spoke to a group of parents, state employees, providers and others about how important the community of PDI is to him.

**Dean** was referred to PDI by DVR. An assessment was arranged in a local business where the store manager was able to work with PDI staff and complete the assessment working around Dean's class schedule at Pueblo Community College. He is an exceptional artist and dreams of owning his own computer animation studio. He's developed a positive relationship with his supervisors and, with the help of PDI's energetic job coach, is quickly learning new tasks and responsibilities. Dean continues to pursue his PCC coursework while working, earning a good wage and making a place for himself in the Pueblo community.

**Jim** has been with PDI for four years and has developed into a peer leader and role model where he was once a very shy, retiring person. Jim receives great joy in helping his PDI companions and is often a voice for those who may not be able to speak for themselves. He learned janitorial skills while working in-house at PDI and eventually started participating in some of our group supported community employment jobs. In August, he decided that he was ready to move into a community job that would increase his earnings and give him a chance to live independently. Our Supported Employment Coordinator helped Jim find a good 30-hour per week job that has helped him move out of his family's house into a separate home on the family property. We miss seeing Jim every day but we're very proud of his accomplishments and he visits PDI for social events, special activities and to spend time with his friends.



**Kevin** came to PDI following his schooling to be a part of the supported employment and day habilitation programs. Kevin was initially very shy and with the encouragement of staff, he began to take steps to improve his personal hygiene, take pride in his appearance and gain the confidence he needed to make new friends. His father is amazed at how much his speech and communication skills have improved. At work, Kevin pays close attention to detail, stays focused

and picks up tasks with minimal supervision. Kevin's next step will be to DVR for assessment and he should ultimately secure a community job. PDI helps Kevin continue to gain the confidence he needs and we're as proud of his progress as he and his family are.

**IT'S NOT ALL WORK AT PDI – FUN IS IMPORTANT TOO!**



**PDI Prom – A Masquerade Ball (2015)**



**Business After Hours (2014)**

**VERY SPECIAL PROGRAMS FOR VERY SPECIAL PEOPLE**

**WHEN IT'S TIME TO RETIRE**

When it's time to slow down and work is no longer the primary interest, PDI's Golden Opportunities program is often a good choice. The program offers individual support that allows people with more involved needs to participate fully with their peers. For example, Tom's recent medical changes make the day-to-day work routine too tiring. Tom is happy in this new environment and joins with his friends to participate in many activities at a more relaxed pace to keep our seniors active and engaged.

**FOR THOSE WITH SEVERE AND PROFOUND NEEDS**

PDI has a remarkable staff but while each person brings their own gifts, our employees who work with people significantly limited in their physical and cognitive functions in the Intensive Habilitation program are special and sensitive caregivers. With very quiet demeanor, caring touch and gentle guidance they create a serene and secure place in the world where each person knows they are valued and safe.

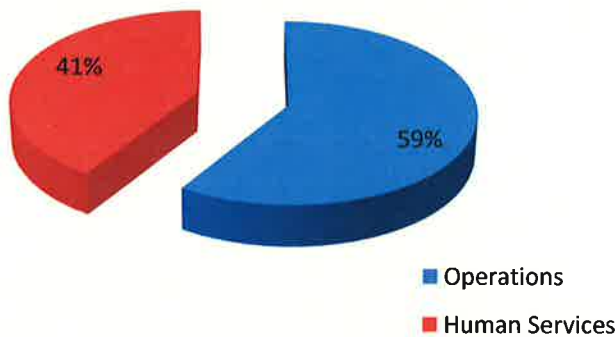


FINANCES

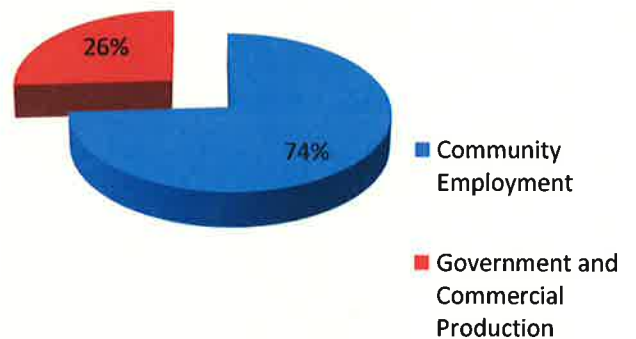
PDI's fiscal year 2014 – 2015 was very successful in spite of many new regulatory challenges.

- Total revenue decreased by one percent while expenses rose two percent compared to fiscal year 2013 – 2014.
- Changing requirements for employee benefits led to an increase in personnel expense – however, reduced spending elsewhere helped minimize the overall impact of those increased expenses.
- Community employment experienced three percent growth over the last fiscal year and is the largest contributor by category to operations revenue.
- Consistent with previous years, PDI continues to maintain healthy cash reserves while carrying no debt.

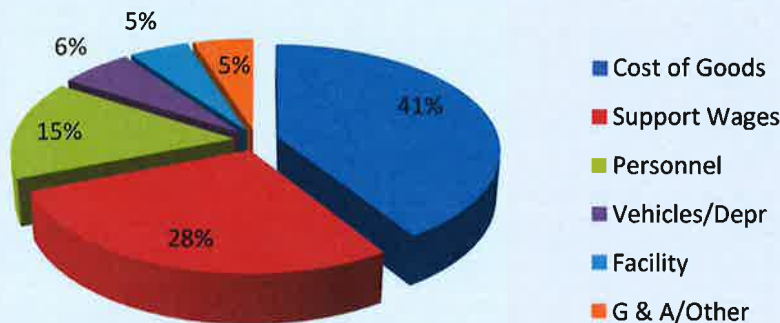
Total Revenue



Operations Revenue



Total Expenses



**INCOME STATEMENT AND BALANCE SHEET ON FOLLOWING PAGES**



## FINANCES

**PUEBLO DIVERSIFIED INDUSTRIES, INC.  
INCOME STATEMENT - CONDENSED  
FOR THE TWELVE PERIODS ENDED JUNE 30, 2015**

**REVENUE**

HUMAN SERVICES	\$ 2,747,787
OPERATIONS	\$ 3,957,504
OTHER	\$ 73,327

TOTAL REVENUE	<u>\$ 6,778,618</u>
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COST OF GOODS SOLD	\$ 2,634,828
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GROSS MARGIN	<u>\$ 4,143,790</u>
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61.1%

**EXPENSES**

TOTAL WAGES	\$ 3,690,029
LESS COGS WAGES	<u>\$ 1,922,473</u>

SUPPORT WAGES	\$ 1,767,556
PERSONNEL	\$ 982,854
FACILITY	\$ 330,103
VEHICLE	\$ 92,372
DEPRECIATION	\$ 253,265
OTHER	<u>\$ 344,799</u>

TOTAL EXPENSES	\$ 6,405,777
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<b>NET INCOME/(LOSS) OPERATIONS</b>	<u><u>\$ 372,841</u></u>
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## FINANCES

**PUEBLO DIVERSIFIED INDUSTRIES, INC.**  
**BALANCE SHEET**  
**FOR THE TWELVE PERIODS ENDED JUNE 30, 2015**

**ASSETS**

## CURRENT ASSETS

Cash	\$ 108,382.00	
Restricted Funds	\$ 21,461.00	
Customer Receivables	\$ 774,205.00	
Other Receivables	\$ 1,500.00	
Investments	\$ 4,905,055.00	
Inventory	\$ 269,942.00	
Prepays & Deposits	\$ 85,457.00	
<b>TOTAL CURRENT ASSETS</b>	<b>6,166,002.00</b>	<b>\$ 6,166,002.00</b>

## FIXED ASSETS

Land	\$ 80,500.00	
Buildings	\$ 3,722,837.00	
Equipment	\$ 2,000,579.00	
Vehicles	\$ 805,324.00	
Less Accum Depreciation	\$ 4,494,840.00	
<b>TOTAL FIXED ASSETS</b>	<b>2,114,400.00</b>	<b>\$ 2,114,400.00</b>
<b>TOTAL ASSETS</b>	<b>8,280,402.00</b>	<b>\$ 8,280,402.00</b>

**LIABILITIES & FUND BALANCE**

## CURRENT LIABILITIES

Accounts Payable	\$ 136,216.00	
Payroll Withholdings	\$ 16,564.00	
Accrued Payroll Liabilities	\$ 188,746.00	
Lease Payable: PDI	\$ 88,836.00	
Deferred Contributions: PDI	\$ 22,500.00	
<b>TOTAL CURRENT LIABILITIES</b>	<b>452,862.00</b>	<b>\$ 452,862.00</b>

## LONG TERM LIABILITIES

Susan Hulben Memorial	\$ 3,597.00	
<b>TOTAL TERM LIABILITIES</b>	<b>3,597.00</b>	<b>\$ 3,597.00</b>
<b>TOTAL LIABILITIES</b>	<b>456,459.00</b>	<b>\$ 456,459.00</b>

## NET ASSETS

Reserved for Transition	\$ 79,000.00	
Operating Fund Bal Forward	\$ 7,372,102.00	
Retained Earnings-Current Year	\$ 372,841.00	
<b>TOTAL NET ASSETS</b>	<b>7,823,943.00</b>	<b>\$ 7,823,943.00</b>
<b>TOTAL LIABILITIES &amp; FUND BALANCE</b>	<b>8,280,402.00</b>	<b>\$ 8,280,402.00</b>



## PDI DEEPLY APPRECIATES OUR COMMUNITY SUPPORT

Angelo's  
 Jeff Arnold  
 Mona Askwig  
 Benefits Broker  
 Blazer Electric Supply Co.  
 Brookdale Senior Living Solutions  
 Jeff Chostner, District Attorney  
 Colorado Lottery  
 Colorado Mountain Club  
 Colorado State University - Pueblo  
 Cottage Innovations  
 D.E.M.S.  
 Tom Drolshagen and Karen Lillie  
 Fraternal Order of Eagles, Pueblo Auxiliary #145  
 Kathleen M. Farley  
 FCE Benefits  
 Garren, Ross & Denardo, Inc.

Gobin's Inc.  
 Hub International Insurance Services  
 Mr. and Mrs. Keith Kohrs  
 Todd and Laura Kelly  
 Richard and Annette Knudsen  
 Life Care Centers of America  
 Peter and Kelly McCarthy  
 Carl Montes  
 Montgomery & Steward Funeral Directors  
 Olive Garden  
 Connie Padilla  
 Parkview Medical Center  
 Pepsi Beverages Co.  
 pewag  
 The Pueblo Chieftain  
 Pueblo Community Health Center  
 Pueblo West Women's League

PVC Tech  
 Sol Raso and Family  
 San Isabel Electric Association, Inc.  
 Schrock Electric  
 Mr. and Mrs. Randolph L. Smith  
 Sport It  
 Staples Advantage  
 Stifel Investment Services  
 Sunwest Credit Union  
 K.R. Swerdfeger Construction, Inc.  
 Thornton Wheelchairs Plus  
 United Healthcare  
 US Bank  
 Dr. Charles and Desi Vial  
 Vidmar Motor Co.  
 Waxie Sanitary Supply  
 Wells Fargo

## GETTING BETTER ALL THE TIME – WITH HELP FROM YOU



**Bobby** has Cerebral Palsy and has been in a wheelchair since early childhood. His lack of physical activity caused by his mobility restrictions was having a significant and negative impact on his health. Since independent mobility was impossible, Medicaid provided Bobby with a new walker and every day he grows, step by step, from wheelchair to adaptive walker. Bobby walks a circuit around PDI and counts both the number of steps and the number of trips and is as committed to his exercise schedule as the most hard-core marathoner or mountaineer. Bobby is cheered on by staff along the path that help him count, encourage him and celebrate each time he goes by just to see this smile and feel this determination.

**WAYS TO BECOME INVOLVED WITH PDI**

**Volunteer at an event like the Halloween party**



**Help wrap Christmas gifts for consumers**



**Participate in the 2016 Harvest Walk (Oct 1, 2016)**



Former Denver Bronco Antwon Burton and Karen Lillie at the 2015 Harvest Walk

**Donate**

**You'll find a donation form and Pueblo County Enterprise Zone information on the back page of this Annual Report**

**Or visit [www.pdipueblo.org](http://www.pdipueblo.org)**

**THANK YOU**

**On behalf of the board of directors, staff - and especially the consumers of PDI - we thank you for your continued support.**

**T.J. Wright  
Chairman, Board of  
Directors**



**Karen K. Lillie  
President and CEO**



**PDI ANNUAL REPORT**

**DONATION FORM**

Name

Amount of Donation

Address

City, State ZIP

Telephone

Email Address

Check Enclosed  Bill My Credit Card

Credit Card Number

Expiration Date

**PUEBLO ENTERPRISE ZONE INFORMATION**

Enterprise Zone (“EZ”) tax credit is available for donations of \$250.00 or greater. As an authorized EZ Contribution Project, we are required to submit specific information to the EZ Administrator and the State of Colorado in order for our donors to receive Colorado EZ Tax credit for qualifying contributions to PDI.

1. Complete the form below
2. Submit the completed form and your check made out to Pueblo Diversified Industries to:

**Pueblo Diversified Industries**  
**2828 Granada Blvd.**  
**Pueblo, CO 81005**

Your contribution to PDI is appreciated and donations are always welcome. You must provide the required address and tax information to receive Colorado EZ tax credit.

Please note that your full Colorado Tax Account Number or the last four digits of your Social Security Number is required to receive the tax credit. To receive a Colorado Tax Account Number, please visit [www.colorado.gov/revenueonline](http://www.colorado.gov/revenueonline).

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**PRINT LEGIBLY TO RECEIVE YOUR ACCURATE EZ TAX CREDIT FORMS**

Name

Amount of Donation

Address

City, State ZIP

Last Four Digits of Social Security Number

OR Full Colorado Tax ID Number / Federal EIN Number

Pueblo Diversified Industries

Name of Enterprise Zone Program

Email Address (optional delivery method)