

## Our Friends at Willows Way,

*If there's one word that can capture the year for Willows Way, it's growth! We officially began construction on the extensive expansion project in October of 2016. This expansion will allow us to double the size of our day program and serve an additional 25 participants. The project includes installing an elevator and stairwell to connect the two floors and the renovation of 18,000 square feet. Nearly all of the agency will be remodeled and repurposed. We've had this vision for years and now the time is finally here. We're starting to see (and hear!) our vision become a reality. It's an exciting time to be sure!*

*We are working in and around an active construction site and yet we are still dedicated to not only continuing to provide the same level of quality service, but grow the programs that are the cornerstone of Willows Way. This year, our Realities program began providing Individualized Skills Development Services to clients that are not yet living on their own. Most often, the folks in the program are still living with their parents/guardians and are seeking to learn skills needed to be successful when they move away from home. This increases the likelihood for a successful transition from home to living independently. We are now providing these services to nine clients and are predicting continued growth for 2017.*

*Our Mentor Arts Program and related Art of Wine event is gaining momentum and community-wide attention with each passing year. We have about 20 participants in our Photography Club and another 8 in our painting/drawing program. When this grass-roots program started, it was a three month program for the participants. Due to the high level of interest from the folks in the program, we now offer it year round. The program participants will also have a dedicated art studio in which to work when the expansion is complete. In June, we held our 3rd Annual Art of Wine at EdgeWild Restaurant and Winery to showcase and sell the artist's work. Many of the artists sold out of their pieces and, as always, all of the artists kept 100% of the money earned through their art sales.*

*In 2015, our Independent Living Program (ISL) was in a state of flux as we experienced a high level of turnover. I'm happy to report that we made some organizational changes that we hope will result in increased staff longevity and reduced turnover. The entire nation is facing a shortage of Direct Support Professionals and we, along with other community providers, experienced the impact of this shortage. Increasing wages, implementing retention programs and offering advancement opportunities through our online College of Direct Support Certification are a few of the strategies we've implemented to combat the staffing shortfall. We value our employees and recognize that they play a vital role in the lives of the clients we serve and the agency as a whole. We will continue to be at the forefront in employee compensation and recognition in an effort to maintain a stable, quality team.*

*We are entering a time of unprecedented change and growth for Willows Way. And we simply could not do it without each of you. We are grateful for the ongoing and dedicated support of Willows Way's friends, families, and community and look forward to an amazing 2017!*

*Joy Steele*  
Executive Director

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## Mission

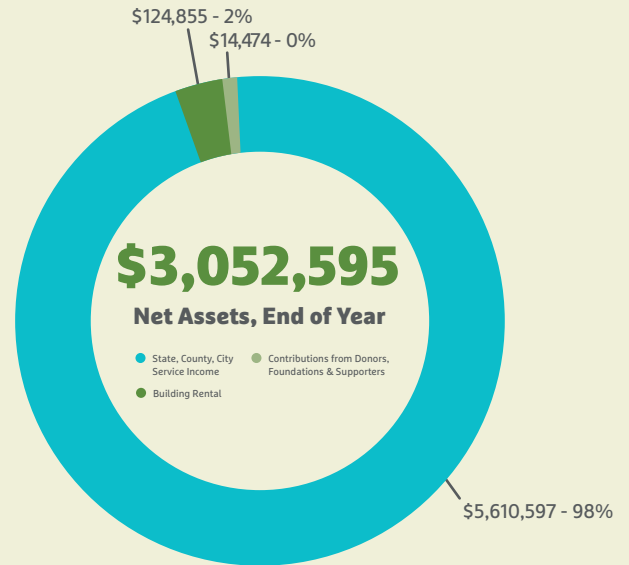
Willows Way provides personalized support to individuals with challenges, promoting dignity while fostering independence, growth and life choices within the community.

## Vision

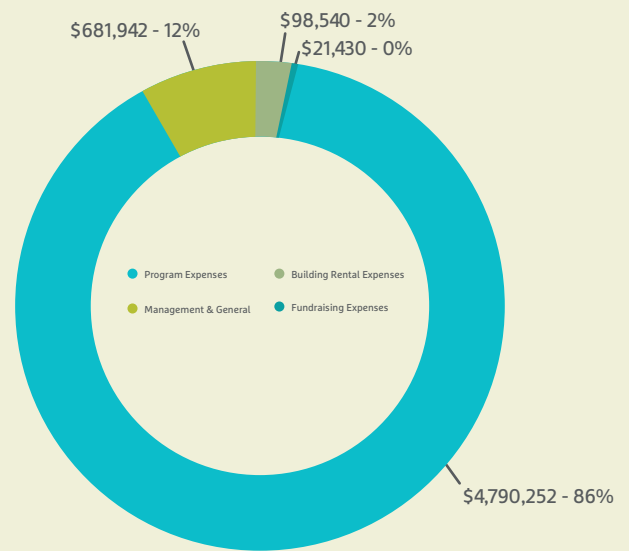
That all people who seek personalized support that nurtures the body, mind and spirit will experience a sense of home, a feeling of security, and an avenue for personal growth in the community.

# 2016 ANNUAL REPORT

## Total Support & Revenue

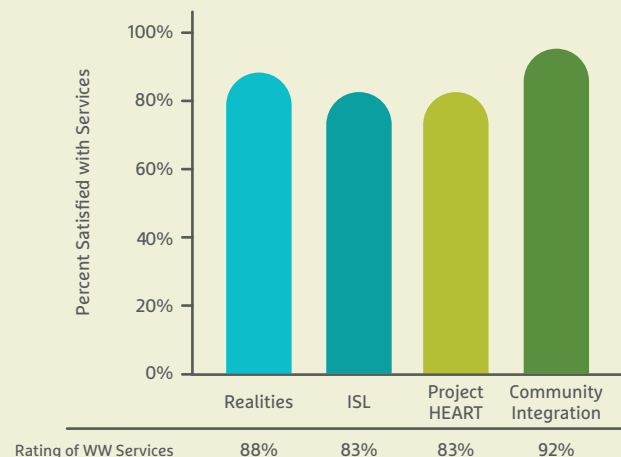


## Total Expenses



## Overall Ratings of Willows Way Programs Clients, Family & Friends

(April 2015) Realities: N=14, ISL: N=23, Community Integration: N=11, Project HEART: N=13



# Our PROGRAMS

## Community Integration

*Community Integration is an innovative day program designed for clients to be involved in community and volunteer activities for the majority of their day. In 2016, we began the implementation of expansion plans of our day program to enable services for an additional 25 individuals—supporting a meaningful day and helping to build on social, vocational and independent living skills. Clients participate in organized activities that include community activities, volunteering opportunities, as well as classes and activities at the Community Integration program site. Volunteer opportunities included 9 community partnerships this year with the majority of our clients participating in an average 6-8 volunteer opportunities each month - with some as many as 15-20 volunteer activities.*

## Individualized Supported Living (ISL)

*Individualized Supported Living (ISL) service coordinates the supports needed for an individual to live in their own home in the community. Person centered supports are designed to facilitate choice, assisting the individual with deciding how they wish to live, work, learn and actively participate in their community. Supports are provided by trained, caring staff at the individual's home with support available 24/7 as needed. Daily living skills building, social and recreational activities, transportation support and personal care supports are some of the core supports offered within the service. There have been numerous successes in 2016 for our clients in ISL services. Three individuals living in a home in Florissant were in desperate need of a new service provider. Willows Way ISL services staff were able to design and implement a new support structure for the men to enable them to be successful living in the community. Another individual experienced a family loss and joined the Willows Way family, moving into Individualized Supported Living services.*

## Realities

*Realities provides Independent Living Assistance (ILA) support to enhance skills that enable clients to live independently and maintain a household. We teach living skills such as healthy meal planning, comparison shopping, and cooking skills. We provide social learning opportunities through activities coordinated by clients and opportunities to build upon activities of daily living that encourage personal growth and independence in the home environment. In 2016 we began providing Individualized Skills Development services to 9 new clients not yet living independently. This service supports the individual to build independent living skills while developing friendships and community connections. We anticipate an ever increasing need for this service in 2017 as individuals plan for future moves to Independent Living Assistance services.*

## Project HEART

*Project HEART provides stimulating, person-centered health education classes, skills training and resource information to people with intellectual/developmental disabilities and those supporting them. The Project HEART philosophy is that each of us learns best by doing and having fun at the same time. Each class is designed for everyone to participate, not just sit and listen. Because of the unique needs of each participant, we modify classroom information and activities to accommodate learning styles and abilities. Participants learn, laugh and leave wanting to come back again. Client successes were a highlight of 2016 in Project HEART. Two participants obtained their driver's permits upon completing the Project HEART Drivers Permit Course while another individual who has had great difficulty welcoming others into his home in the past worked with staff to gain comfort with his ability to invite friends in and hosted his first HEART at Home event.*

