



DWI promotes a society that values the ability and potential of all people to live, work and play.

to align with our vision

DWI wants people to see those who have a disability or who are disadvantaged as having the ability to

develop (verb) de·vel·op) which is to grow or have cause to grow and become more mature, advanced, or elaborate, to have

worth (preposition ‘werth’) which is to be treated equal in value to others, and to gain

independence (in·de·pen·dence, noun) providing freedom from outside control or support: the state of being independent.

DWI’s mission is to assist individuals who have a disability or who are disadvantaged to recognize and to achieve their chosen level of economic and social independence.

Our MISSION is achieved through our guiding principle of **doing the right thing**. This principle drives our daily behavior, is the foundation of the culture of DWI, and drives decisions on how we work with vendors, employees, the community at large, and especially those we serve.

Events of the Evening

- ❖ 6:45 pm Welcome
- ❖ DWI Champion Program Highlight
- ❖ LIFE for Children Presentation
 - Cindy and Dylan Hare
- ❖ Adult LIFE Presentation
 - Noah King on behalf of Laurel and Brian Cahoon
- ❖ Work Service Presentation
 - Serina and Rachel Slay
- ❖ Industrial Services Presentation
 - Kelsie Harmon
- ❖ Highlight of Development Workshop Foundation
- ❖ Presentation of Awards
 - Advocate Award
 - Distinguished Service Award
 - Humanitarian Award
 - Employee of the Year

BOARD OF DIRECTORS

The purpose of our board of directors is to further the mission of DWI by supporting and promoting the services and products offered, taking board actions to establish corporate policies that guide the organization and develop a strategic plan to address the needs of the community and those served.

- | | |
|---|------------------------------|
| ❖ Dennis Wilkinson, JD, Board Chair | ❖ Steve Harrison, Ph.D. |
| ❖ Todd Devries, LMSW | ❖ Terri Hill |
| ❖ Angelica Guzman, CPA, Board Secretary | ❖ Steve Holt |
| ❖ Jon Bonnett, Fiscal, Chair | ❖ Chad Johnson |
| ❖ Diane Blythe, Parent Advocate | ❖ David Mecham |
| ❖ Eric Lloyd Christensen | ❖ Rep. Jerald Raymond |
| ❖ Amy Ciciliot | ❖ Janice Seargent, Med |
| ❖ Teresa Clawson | ❖ Sam Wells, Client Director |
| ❖ Caleb Cole, Client Director | |

Board Members meet six times a year as a board and serve on one of three committees:

Fiscal, Personnel and Programs, and Community Engagement and Awareness, which meet monthly.



DWI Received its first three Year Accreditation from CARF (Commission on Accreditation of Rehabilitation Facilities) in 1973 and has done so every three years since!

Mission

The mission of CARF is to promote the *quality, value, and optimal outcomes of services* through a consultative accreditation process and continuous improvement services that center on enhancing the lives of persons served.

CARF is committed to:

- The continuous improvement of both organizational management and service delivery.
- Diversity and cultural competence in all CARF activities and associations.
- Enhancing the involvement of persons served in all CARF's activities.
- Persons served being active participants in the development and application of standards of accreditation.
- Enhancing the meaning, value, and relevance of accreditation to persons served.

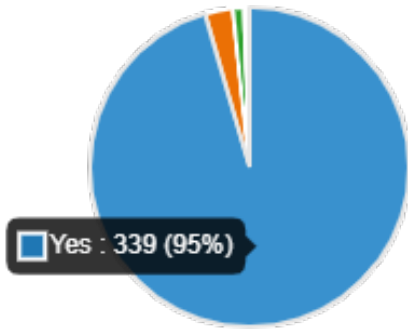
Next Survey to be completed in 2024.

CUSTOMER SATISFACTION SURVEYS

Blue: Yes

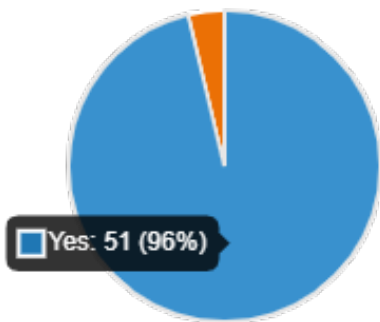
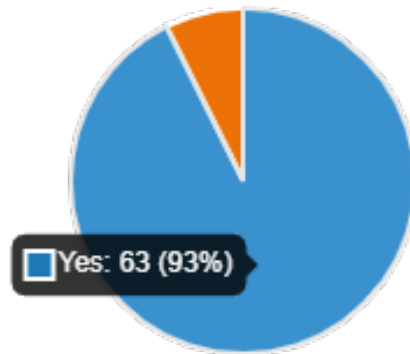
Orange: Usually

Green: Sometimes



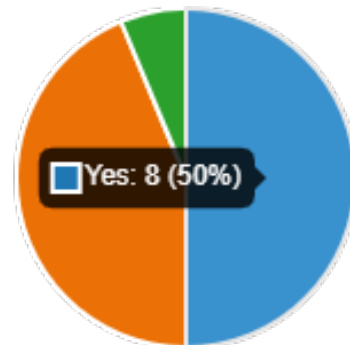
Person Served (355 Responses)
I am satisfied with the services DWI provides

Guardian and Advocates (69 Responses)
I am satisfied with the services DWI provides



Funder (53 Responses)
I am satisfied with the services DWI provides.

Person Served who have discharged (16 Responses)
I am satisfied with the services DWI provides.



FINANCIAL STATEMENT

Fiscal Year 2023

July 1, 2022, to June 30, 2023

Data submitted as part of the Fiscal Audit

Total Revenue \$5,247,603.62

(Snapshot of Revenue)

Manufacturing and Production	\$728,039.05
Industrial Service Contracts	\$1,581,139.34
Medicaid (LIFE Adult/Children)	\$2,085,065.17
EES-Work Services	\$118,458.02
Vocation Rehabilitation	\$26,643.16
Grants	\$196,771.96
Donations	\$234,876.16

Total Cost of Materials \$274,804.59

Total Variable Expenses \$1,486,997.89

Total Fixed Expenses \$3,389,153.79

Gross Profit \$96,647.35

Balance Sheet

Total Current Assets \$2,281,247.30

Total Assets \$6,465,397.36

Total Current Liabilities \$602,853.09

Total Liabilities \$1,283,096.98

Total Equity \$5,182,300.38

Total Liabilities and Equities \$6,465,397.36

Development Workshop Foundation Contributions

Distribution to Idaho Falls \$137,579.20

Distribution to Salmon \$2,746.24

Distribution to Rexburg \$74,645.39

FY HIGHLIGHTS WITH A FOCUS ON STRATEGIC INITIATIVES

Community Engagement

To improve communications between the Corporation and its internal and external stakeholders.

- DWI provided buses and personnel for shuttles at Melaleuca Riverfest
- Scenic River Classic Donation received in the amount of \$5000
- Great Snake River Greenbelt Duck Race (DWI prepped 20,000 ducks for the race)
- Sponsored the DASH for Down Syndrome Race, DWI booth in family area
- Participation in Experience Rexburg
- 56th Annual Festival of Trees opens at the Elks Lodge in IF
- Participated in the Rexburg Chamber Forum with Lt. Gov. Bedke, display table
- 50th Anniversary Client Celebration at the Elks Lodge in IF, 200 attendees
- 50th Anniversary Community Celebration at Melaleuca, 300 attendees
- DWI Featured in the Idaho Falls Magazine
- DWI received the Chamber of Commerce Business of Distinction Award
- Name change and new logo representing Develop, Worth and Independence

Development

Maximizing our capacities and resources to meet mission and community needs.

- Statute Title 33 Chapter 63 moves Extended Employment Services from Voc Rehab to Family Community Services - codifies the value of Work Services.
- Marissa was our first student from CEI through our Service-Learning Program
- Hanai joins Work Services, first client since the signing of Statute Title 33 Chapter 63 in Spring of 2022
- New Art Program in Rexburg funded by Festival of Trees

Property, Plant and Equipment

Maintain and assess the quality, safety, efficiency usability, and reliability of Property, Plant, and Equipment (PPE)

- Community Development Block Grant Received and Admin Parking Lot Remodel Completed
- Binary Engine begins service as our IT Support
- Standard Journal Article Featured on Egg Hunt prep for Rexburg (Rexburg Life prepped 19,000 eggs)
- New wheelchair accessible van purchased with support of the Foundation

Fiscal

Maintain the fiscal health of the Corporation while achieving sustainability long term.

- Festival of Trees donation received for \$80,000
- Gross Profit Revenue of \$96K

Human Resources (HR):

Invest in the satisfaction, training, and quality of our employees

- Starting wage increases for DSPs made permanent at \$12.50 per hour
- Held our first All Staff Training Day since prior to the pandemic
- Budget and allocation of Employee Appreciation and Retention Funds with a total expended of \$18K
- Executive Assistant FT position created
- Purchase of Relias Training Platform for use by all Direct Support Professionals and Leadership.
- \$2400 allocated to Employee Appreciation Week and Caught in the Act of Excellence Program

PROGRAMS AND SERVICES

LIFE ADULT SERVICES

Adults Served

Developmental Therapy

133

Adult Day Health

118

Ages 19-79

LIFE is staffed by trained professionals committed to helping individuals achieve their goals in friendly environment, so they feel included, valued, and respected.

Our Program focuses on instructing individuals with developmental disabilities in Activities of Daily Living (ADL), which include seven major areas:

- Self-Care
- Receptive and Expressive Language
- Learning
- Gross and Fine Motor Development
- Self-Direction
- Capacity for Independent Living
- Economic Self Sufficiency

The programs provides opportunities to access the community through both therapeutic and recreational activities: We provide community inclusion opportunities

- 40% of the time in Idaho Falls
- 34% of the time in Rexburg
- 29% of the time in Salmon

LIFE for CHILDREN SERVICES

Children Served 19

Ages 3-18

Acquiring LIFE Skills is essential for every child's success. LIFE Skills for Children is about exploring interests, developing skills, learning as a family, and practicing appropriate behaviors in small groups and larger social settings. With LIFE Skills from Development Workshop, the focus is on the individual and on the family as a whole.

LIFE Skills for Children is provided in the home and in the community. Services are individualized to help children with developmental delays gain social skills, reduce negative behaviors, and improve their daily functional skills so they can develop greater independence.

First 5 individuals became part of our implementation of **Service Learning**, this was an educational opportunity that combines learning objectives with community service to provide a pragmatic, progressive learning experience while meeting societal needs and engages in reflection activities to deepen their understanding of what is being taught.

MANUFACTURING AND PRODUCTION

DWI just may be the solution to many of the challenges you face in operating your business.

From identifying and introducing you to qualified candidates for your workforce, to providing a mobile, on-demand, flexible work force-complete with trained supervisors. We have the people, experience, and enthusiasm to get your job done.

Another option is we can relieve the hassle of managing your own workforce, plant, and equipment by providing a wide range of manufacturing, warehousing, order fulfillment, shipping, and logistics to get your product to market competitively and on-time.

Manufacturing and Production

Production Worker Total Wages	\$105,153.16
Average Hourly Wage	\$11.80
Clients Work Services Total Wages	\$75,590.75
Average Hourly Wage	\$ 7.25
Disabled Labor Ratio	80.77%

Product Items

Rio Bulk
Bags
Combs
Shoe Covers
CWI Rope Pull (1000)
Fiber Boxes (2000)
Suspenders
Neck Tabs (28,000)

Shovel Tool Cover
Pulaski Tool Cover
Windsock
Snowboard Leash (2500)
Notta Cookie (10,500)
Postal pouch
Flagstaff Poles

Flashlights
Tape Dispenser
Sandbags
Highway Safety toolkit (248)



SourceAmerica is one of two U.S. central nonprofits designated in the Javits–Wagner–O'Day Act to support nonprofit agencies participating in the AbilityOne Program.

The AbilityOne Program uses the purchasing power of the federal government to buy products and services from participating, community-based nonprofit agencies nationwide, dedicated to training and employing individuals who are blind or have significant disabilities. Through the AbilityOne Program, people who are blind or have significant disabilities enjoy full participation in their community and can market their AbilityOne-learned skills into other public and private sector jobs.

INDUSTRIAL SERVICES



Ability One Contracts

Disabled Labor Ratios 95.68% **Hours Worked** 30,000 **Total Wages Paid** \$489,000
Average Wage \$16.59 **Full Time Workers** 14 **Part Time Workers** 9

Source America Federal Contracts

- USDA Salmon Cobalt
- Salmon Challis National Forest
- Bureau of Land Management Salmon
- US Department of Energy IAB, TSA/TSB, and LABS
- US Department of Energy Admin Support

Commercial and State Use Contracts

Disabled Labor Ratios 84.76% **Hours Worked** 17,500 **Total Wages Paid** \$204,000

Average Wage \$11.71 **Full Time Workers** 2 **Part Time Workers** 20

State Use

- City of Idaho Falls Police training Center
- City of Idaho Falls City Hall and garage
- College of Eastern Idaho Rexburg Cleaning Labs
- Idaho Falls Fish and Game
- Salmon Fish and Game
- State of Idaho Department of Transportation (Clark Hill, Sage Junction and Lost River)

Commercial Contracts

- East Idaho Community Action Partnership
- Studsvik
- YMCA
- Fisher's Technology
- Chukars Stadium
- Architectural Building Supply
- Tree Springs Partners
- ABF Freight
- Lemhi Regional trust
- Hartwell Corporation
- Salmon Valley Stewardship

VOCATIONAL SERVICES

Persons Served

Extended Employment Services: Community Supported -14 Work Services-29

Vocational Rehabilitation Services 25 **Medicaid Waivered Supported Employment Services** 26

Community Employment Services to find the perfect job match with support of a Career Counselor

- Job search assistance
- Resume updates
- Interview assistance
- Short-term and long-term job supports

Community Supported Employment

- Individual assistance from job search to job support to ensure success.
- Fee for service funded through Vocational Rehabilitation, Extended Employment Services, or waived through Medicaid

Work Services

"Work services" means activities, including remunerative work, typically conducted on provider premises, intended to assist participants in understanding the value and demands of work. Also, developing functional capacities that increase or maintain the skill sets needed to achieve and maintain employment. The assistance is provided by employment training specialists and funded through state funds dedicated to this service.

DWI's Manufacturing and Production Program acquires contracts through the Ability One Program, as well as commercial and state use contracts. These contracts provide real work experience.

Our goal is to fade ourselves out by allowing our clients to gain confidence and build workplace relationships allowing for natural supports on the job.

GRADUATES

Once the chosen level of independence determined by the client and their employer is achieved, job coaching is no longer necessary.





Development Workshop Foundation, Inc.

The Purpose of the Foundation is to make funding available to organizations that assist individuals who have a disability or who are disadvantaged to recognize and to achieve their chosen level of economic and social independence.

- Created in October 1997
- Granted 501(c)3 status February 1998
- Endowment fund created March 29, 2001
- Granted 509(a)1 status September 27, 2004

Vision: like that of the organizations we support, promotes a society that accepts, values, and utilizes the ability and potential of all individuals

The foundation achieves its objective: by requesting and securing bequests, grants and gifts from individuals, private entities, corporations, and foundations. Success in these endeavors provides support for vocational training, assistance with securing and maintaining employment, daily living skills training and advocacy. Individuals access these services through DWI.

In addition to personal satisfaction, you will discover by supporting these services, designating your gifts to Development Workshop Foundation helps you to recognize significant income tax, estate tax, and probate savings.

If our mission and vision align with your philanthropic goals, the Foundation offers one or more of the following planned giving options:

- Life Insurance Trusts
- Living: Charitable Remainder
- Irrevocable: Charitable Income Leads Trust
- Revocable: Charitable Gift Annuity
- Wills Or Estates

As you consider your estate planning and philanthropic goals, first decide what is best for you, your family, corporation, or foundation. With our technologically advanced charitable gifts calculation software, we can unveil individualized planning options to help you achieve your goals. In consultation with you and your legal and financial advisors, we can arrive at the most advantageous way to formulate your charitable gift. Not only can you gain tax advantages, but also the satisfaction of knowing that your charitable donation will have a significant impact on the lives of people with disabilities.

If the suggested planned giving techniques are not an option for you, your corporation or foundation, there are additional avenues that will provide significant benefit to you and to individuals with disabilities:

- Cash
- Real Estate
- Personal Assets
- Securities
- IRA
- Pension Plans 401 (K)
- Memorial Tributes

However modest or large your charitable gift to Development Workshop Foundation, Inc., together we can make a difference, one individual at a time.

To receive more information or to arrange for your personal, confidential consultation, call Development Workshop Foundation, Inc. at (208) 524-1550.

DWI CHAMPION DONOR PROGRAM

As a DWI Champion, you have invested in the DWI Mission of assisting individuals who have a disability or who are disadvantaged to recognize and to achieve their chosen level of economic and social independence.

Your investment supports the DWI Vision of living within a society that values the ability and potential of all people to live, work and play.

See below for specific opportunities.

Curriculum

Our LIFE program is staffed by trained professionals who are committed to helping individuals achieve their goals in an environment where they feel included, valued, and respected.

Our Program focuses on training individuals with developmental disabilities in Activities of Daily Living (ADL), which include seven major areas:

- Self-Care
- Receptive and Expressive Language
- Learning
- Gross and Fine Motor Development
- Self-Direction
- Capacity for Independent Living
- Economic Self Sufficiency

Employment Support

Community Supported Employment provides employers and people with disabilities access to a job coach. The primary responsibility of the job coach is to assist the individual to explore employment opportunities, provide skill training, and facilitating the adjustment process that occurs naturally whenever anyone accepts a new job. The job coach can provide long-term follow-up to ensure continued employer-employee satisfaction.

- Our employment training specialists provide training to ensure the employee adapts to the job, and to the standards and requirements that the employer sets.
- As the scope of work evolves and expands for the new employee, our employment training specialist will be there to provide the additional training required at no cost to the employer.
- As a result, the employer gains a satisfied, trained employee, who is committed to providing a quality product or service that is unrivaled.

Greater Community Access (Transportation)

We believe that social skills and enhanced independent growth are best learned in a social environment thus we offer access to the greater community businesses, events, and recreational activities to instruct and reinforce appropriate skills.

Classroom Support (Salmon, Idaho Falls and Rexburg)

DWI provides learning opportunities that engage the individual in skill development, within a safe and welcoming environment.

Greater Community Engagement (Zoo Passes, Museum Passes, etc.)

We believe that social skills and enhanced independent growth are best learned in a social environment. Therefore, we offer access to the greater community businesses, events, and recreational activities to instruct and reinforce appropriate skills.

Educational Programs (Art, Music and Cultural)

DWI Welcomes the Greater Community to our facilities. If community members have a talent they can share, we invite them to come and share while instructing or simply share as an experience.

Technology

As the world evolves so does technology and we always want to stay ahead of what makes life and work most beneficial. We love instructing individuals on how technology can provide greater independence.

Greatest Need (General Support)

At times unexpected opportunities or expenses arise and we need resources at that time to address them.

Donor Levels



- Partner Champion \$1,000 or more
- Supporter Champion \$500-\$999
- Contributor Champion \$250-\$499
- Friend Champion \$100-\$249

<https://www.dwinc.org/get-involved/dwi-champion/>

Benefits

- Contributions to DWI are often tax-deductible. We are a 503 (c) (3) Non-Profit Corporation.
- We recognize you as a valuable donor and will be listed on our DWI Champion page.
- We invite you to have a conversation with our CEO or Marketing Manager today to discuss how DWI can partner with you or your organization. Few partnership opportunities can yield as much financial and emotional satisfaction as what is available with DWI.