



## THANK YOU FOR JOINING US!

### Events of the Evening

6:15 p.m. Welcome

6:25 p.m. Speaker Ortencia Cervantes

6:35 p.m. Advocate Award

6:45 p.m. Speaker Sheldon Dominick

6:55 p.m. Distinguished Service

7:05 p.m. Speaker Sam Wells

7:15 p.m. Humanitarian Award

7:25 p.m. Speaker Chad and Diane Blythe

7:35 p.m. Employers of the Year

7:45 p.m. DWI Champion Service Awards

8:00 p.m. Speaker Susan Goldman

8:15 p.m. Employee of the Year Award

8:30 p.m. Heart of a Champion Award

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**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.**

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**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.

**THANK YOU TO OUR  
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.
- Jon Bonnett, Vice Chair
- Steve Holt
- Teresa Clawson Board Secretary
- David Mecham
- Todd Devries, LMSW
- Terri Hill
- Angelica Guzman, CPA,
- Chad Johnson
- Diane Blythe, Parent Advocate
- Rep. Jerald Raymond
- Eric Lloyd Christensen
- Janice Seargent, Med
- Amy Ciciliot
- Sam Wells, Client Director
- Caleb Cole, Client Director
- Benny Garcia, 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.**

**THANK YOU TO OUR  
ANNUAL DINNER PARTNERS**

Catering provided by



Printing Services provided by



Venue Services provided by

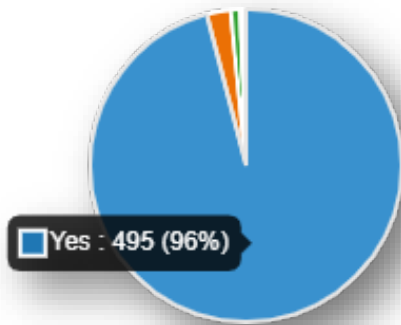


# CUSTOMER SATISFACTION SURVEYS

Blue: Yes

Orange: Usually

Green: Sometimes



**Person Served (516 Responses)**

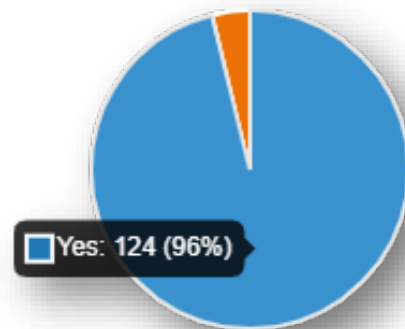
**YES 96%**

I am satisfied with the services DWI provides

**Guardian and Advocates (130 Responses)**

**YES 96%**

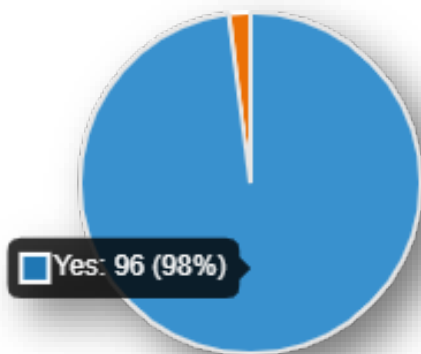
I am satisfied with the services DWI provides



**Funder (98 Responses)**

**YES 98%**

I am satisfied with the services DWI provides.

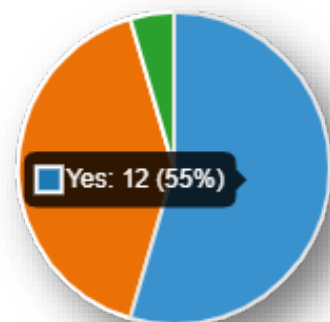


**Person Served who have discharged**

**(22 Responses)**

**YES 55%**

I am satisfied with the services DWI provides.



# FINANCIAL STATEMENTS

Fiscal Year 2024  
July 1, 2023, to June 30, 2024  
Data submitted as part of the Fiscal Audit

<b>Total Revenue</b>	<b>\$4,728,320.57</b>
<b>(Snapshot of Revenue)</b>	
Manufacturing and Production	\$645,450.12
Industrial Service Contracts	\$1,498,440.05
Medicaid (LIFE Adult/Children)	\$1,971,104.61
EES-CSE	\$114,336.48
EES-Work Services	\$135,339.41
Vocation Rehabilitation	\$37,775.75
Grants	\$45,373.66
Donations	\$76,078.03
Total Cost of Materials	\$188,254.71
Total Variable Expenses	\$1,577,846.82
Total Fixed Expenses	\$3,131,203.58
<b>Gross Profit</b>	<b>\$-169,011.54</b>

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## Balance Sheet

Total Current Assets	\$2,051,699.34
Total Assets	\$6,146,188.55
Total Current Liabilities	\$493,464.23
Total Liabilities	\$1,133,472.44
Total Equity	\$5,012,716.11
Total Liabilities and Equities	\$6,146,188.55
Development Workshop Foundation Contributions	
Distribution to Idaho Falls	\$38,065.12
Distribution to Salmon	\$286.08
Distribution to Rexburg	\$28,018.38

Checkout our Amazon Wishlist!



# HIGHLIGHTS WITH A FOCUS ON STRATEGIC INITIATIVES

**Community Engagement: To improve communications between the Corporation and its internal and external stakeholders.**

- Sponsored a Wreath at the Rexburg Veteran’s Day Ceremony
- DWI supported and participated in the 57<sup>th</sup> Annual Festival of Trees
- Volunteered for Spud King Concession stand benefitting Idaho Falls Rescue Mission
- Packed over 10,000 eggs for the Rexburg Easter Egg Hunt
- Packed eggs for the Salmon Easter Egg Hunt
- Participated in the Idaho Gives Campaign
- McKayla joined in a panel discussion on KID NewsRadio
- Supported and volunteered at Scenic River Classic Running Race. Received a \$5,000 donation through Live Forward Performance and Idaho Environmental Coalition.
- DWI provided buses for shuttles at Melaleuca Riverfest on 4<sup>th</sup> of July
- Presented Community Table at Chukars Games to promote and interact with fans
- Participated in Great Snake River Greenbelt Duck Race (DWI prepped 25,000 ducks for the race)
- Non-Profit Table at Alive After Five
- Participated with a booth at Experience Rexburg
- Presenting Business at the Greater Idaho Falls Chamber of Commerce Lunch
- Salmon Bowling Tournament
- Client and Staff Celebration at the Elks Lodge in IF, 200 attendees
- 34% increase Month over Month in Google organic searches to our website
- 9% Increase in followers on all Social Media platforms
- DWI continues to partner with the community to rent space by donation to a variety of groups and community members.

Festival of Trees: November 18th-22nd Idaho Falls Elks Lodge



**Development: Maximizing our capacities and resources to meet mission and community needs.**

- Welcomed Grand Teton Energy as lease tenant in the DWI Rexburg Building.
- Began the process of implementing SETWorks - Software and services empowering disability service agencies.

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

- Whittaker Warehouse Roof Replaced
- Whittaker Building Roof Repaired

- Railing on the East side of Admin building was repaired.
- Griffith Sidewalk has been replaced
- The gutters on the Griffith building replaced.

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

- Implementation of DWI Champion Program for donors
- Festival of Trees donation received for \$83,000
- Discontinued LIFE for Children
- Submitted and granted a Forever Idaho East grant of \$3900 for electronic devices for implementation of SetWorks.

**Human Resources (HR): Invest in the satisfaction, training, and quality of our employees**

- DWI Champion On-Boarding 1<sup>st</sup> session was held on 8/24
- Starting wage increases for DSPs made permanent at \$13.00 per hour from \$12.50
- Staff wages were considered at a 2% increase
- Annual Staff Training Day held in April
- Budget and allocation of Employee Appreciation and Retention Funds
- Implementation of Relias Training Platform for all Admin, Medicaid, and Vocational Staff 85 Staff
- Implementation of Prevue HR | Pre-Employment Testing, Hiring Assessments.

## DWI CHAMPION DONOR PROGRAM

- Curriculum
- Employment Support
- Greater Community Access (Transportation)
- Classroom Support (Salmon, Idaho Falls and Rexburg)
- Greater Community Engagement (Zoo Passes, Museum Passes, etc.)
- Educational Programs (Art, Music and Cultural)
- Technology
- Greatest Need (General Support)

**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.

# PROGRAMS AND SERVICES

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## LIFE ADULT SERVICES

### Persons Served

Developmental Therapy	135	Adult Day Health	118
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Ages 19-80

LIFE is staffed by trained professionals committed to helping individuals achieve their goals in a 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 program provides opportunities to access the community through both therapeutic and recreational activities: We provide community inclusion opportunities

- 57% of the time in Idaho Falls
- 44% of the time in Rexburg
- 34% of the time in Salmon



Subscribe to our DWI Communicator to stay in the know of upcoming activities.

## 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.

**Production Worker Total Wages** \$132,822.03

Average Hourly Wage \$14.82

**Clients Work Services Total Wages** \$96,230.10

Average Hourly Wage \$ 7.25

**Disabled Labor Ratio** 82.17%

### Product Items

- Bags
- Combs
- Shoe Covers
- Fiber Boxes
- Neck Tabs
- Shovel Tool Cover
- Pulaski Tool Cover
- Snowboard Leash
- Postal pouch
- BIO Touch
- Fire & Ice
- Batter Mats
- Tincup Creek Fence
- 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.



Like, Follow and Share our Social Media Sites



## **INDUSTRIAL SERVICES**

### **ABILITY ONE CONTRACTS**

<b>Disabled Labor Ratios</b> 95.68%	<b>Hours Worked</b> 25,000	<b>Total Wages Paid</b> \$430,000
<b>Average Wage</b> \$17.51	<b>Full Time Workers</b> 8	<b>Part Time Workers</b> 10

### **Source America Federal Contracts**

- USDA Salmon Cobalt
- US Department of Energy RESL labs
- Idaho Environmental Coalition TSA/TSB, Training Center/ Warehouse
- Salmon Challis National Forest
- Bureau of Land Management Salmon
- US Department of Energy Admin Support

### **Commercial and State Use Contracts**

<b>Disabled Labor Ratios:</b> 84.76%	<b>Hours Worked:</b> 15,300	<b>Total Wages Paid</b> \$193,000
<b>Average Wage:</b> \$12.41	<b>Full Time Workers:</b> 2	<b>Part Time Workers:</b> 16

### **State Use**

- State police Foote drive
- City of Idaho Falls City Hall and garage
- Salmon Fish and Game
- College of Eastern Idaho Rexburg Cleaning
- State of Idaho Department of Transportation (Clark Hill, Sage Junction and Lost River)
- Dist. 6 Office Rigby
- Idaho Falls Fish and Game salmon office
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### **Commercial Contracts**

- East Idaho Community Action Partnership
- ABF Freight
- Fisher's Technology
- Hartwell Corporation
- Architectural Building Supply

## VOCATIONAL SERVICES

### Persons Served

**Extended Employment Services:** Community Supported - 6 Work Services- 34

**Vocational Rehabilitation Services** 15

**Medicaid Waivered Supported Employment Services** 22

**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

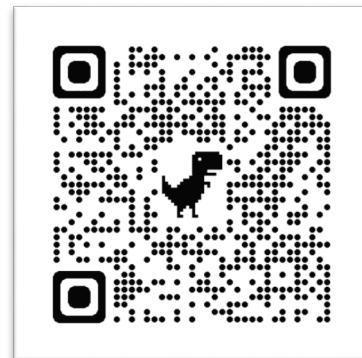
### **Work Services**

"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.

Be A Dwi Champion:  
Join Our Team Today!





**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.