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DEVELOPMENTAL FX

therapy  
that fits

# ANNUAL REPORT

**OUR MISSION** is to prepare children with developmental differences for a bright future of engaged belonging by equipping them, their families, therapists, and teachers via innovative programming in Colorado and around the world.

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LETTER FROM THE  
BOARD PRESIDENT

# KATHLEEN THOMAS

DFX began as a small clinic in an office suite in Cherry Creek in 2003. One office had a swing hung in the middle of the room with plush pillows and crash pads all around; another office was used for other OT and speech exercises; and the third office served as the administrative area. Despite its physical size, it was undoubtedly the best place in town for a child to learn to be the best version of themselves. The two founders, Tracy Stackhouse and Sarah Scharfenaker, somehow transformed the physically-limited space into a place that offered joy and play to my son, and hope and healing to me and the rest of my family.

DFX soon began to grow - both in terms of the number therapists and number of kids they were able to treat, as well as their physical presence. The Asbury Avenue location offered an expansive gym space and cozier, quieter rooms for other types of therapy. Needing to see even more children and families, DFX moved to the Iliff location which offered two gyms and could accommodate additional parking. The last 10 years at this location have coincided with a dramatic transformation of the organization. As the operating budget has grown, so have the number of children touched by the organization. The number of community projects has expanded, as has the number of school partners, staff, and board of directors.

The organization has evolved from a tiny office suite clinic to a nationally and

internationally known resource with unlimited potential for further growth.

In 2022, DFX continues its journey of 'Becoming' as we move to a new location on the Clayton Campus, which will yield even more opportunities for local children to find the help that they need through a more suitable space and two kinds of access - outdoor and organizational. The unique and immediate access to nature spaces will allow us to expand our Covid-era nature-based therapies. Access to other organizations with the like-minded mission of elevating the future of our children will help DFX continue to flourish. The organization is also restructuring internally to accommodate this growth in our programs and the number of families we serve.

All of this growth hinges on the powerful values and goals of the organization, its remarkable people, and the generous contributions of its donors, big and small. The new year will also bring on a development initiative by the board to cover the expenses for developing the new Clayton Campus space. I hope you will be able to join DFX in this opportunity to support their Becoming.

*Kathleen Thomas*



LETTER FROM THE  
EXECUTIVE DIRECTOR

# TRACY STACKHOUSE

At times of challenge and transition, which would be a fair characterization of life in 2021, returning to our base foundation - our core values and the quality of our relationships - is a good way to realign with our sense of strength and certainty. Strong foundational cornerstones allow for creative building blocks. This is true for not only the places we live, but for the places we work as well as for each of us as individuals.

This past year at DFX, we have taken time to inventory our cornerstones and have redesigned our logo to reflect the dynamic building blocks that represent our approach, *Therapy that fits*. Our cornerstone values are the pillars of our organization, and our programs and people are the building blocks that allow us to scale our work every day to ensure a bright future of engaged belonging for all the children and families that we serve.

We organize our programs into four areas of impact: our Multidisciplinary Clinic, Clinic in the Community, Learning Journeys, and Innovation, Advocacy and Research. Our work in each of these four program areas allows us to build the future we all know is possible. I encourage you to stay in

touch with us through our Parent Connections Newsletter and through our online presence to see our building block programs in action. Sharing our growth and impact here is done with an immense sense of gratitude and pride. We have seen the power of commitment and engagement to bring about the energy necessary for building for the future, even and especially as we face continuing and unsettling challenges in our world.

As we look to the future, we do so with optimism, momentum, and a focus on increasing our sustainability and impact. Our work to create positive change in the lives of children and families through our innovative approaches is more important than ever. We hope we can count on your continued support as we pursue this work to create the building blocks needed in order to empower and enrich communities, break down barriers to equity, and strive for a brighter tomorrow.

*Tracy Stackhouse*



## INNOVATION

exploring therapeutic techniques through research, elaboration, advocacy, and sharing best practices



## INFRASTRUCTURE

investing in new clinic space and capacity building for leadership and clinicians



# CLINIC IN THE COMMUNITY

**DFX as a change agent in the community: impacting the everyday lives of children who live with complex developmental and mental health challenges**

Community Partners

Wraparound Initiative

Expanding Access & Inclusion

At DFX, we are committed to changing the landscape of what transformative care looks like for children who are non-neurotypical and their families. Our Clinic in the Community programs extend the principles of therapy that fits beyond the clinic to create ecosystems of inclusion. We believe that this work to build a culture of understanding, acceptance, and empowerment is critical for all children and families to thrive and can set the stage for systemic change.

## Community Partners: Creating Building Blocks for Inclusion

DFX's Community Partners program is a key building block of our Clinic in the Community programs. Several Denver schools have invited the DFX team to support their teachers in creating environments in which children of all abilities can thrive, including *Stanley British Primary School, The Logan School for Creative Learning, Montview Community Preschool and Kindergarten, and Clayton Early Learning*. We appreciate the vision of these partners to commit the time and resources to ensure that their teachers have the resources they need to offer enhanced support to children in their care. Our community partnership at Clayton, the Supportive Web of Care for Families and Teams (SWIFT) is supported by The Caring for Denver Foundation, Denver Human Services Human Together, and Constellation Philanthropy.

DFX does not believe in "one size fits all" - and this extends to our school partnerships. When entering into a collaboration, our team's first task is to understand a school's unique culture and values, and a key to success is establishing trust, so that the teachers and staff know that we are there to partner with them for the long term. DFX's team member observes a classroom with a clinician's eye toward what kids are experiencing developmentally, neurologically, and sensorily that may be impacting their ability to react to classroom situations. We recognize that the teachers have the skills, knowledge, and training to plan what they want to accomplish in the classroom, and that they know their students and want what is best for them. Our shared goal is to identify those things that are working well in addition to those areas that can be explored further. Our therapists offer strategies that teachers can implement to create a more supportive environment so that all the children in their care can flourish.

Joanna Hambridge of Stanley British Primary School spoke about how the partnership with DFX has enriched their school environment:

*"It has been an honor and joy to work with members of the Developmental FX team. They are deeply knowledgeable and extend our understanding of children, their development, and how best to meet their needs. As teachers and administrators in a K-8 school, they have been an invaluable resource for our professional development and program design. They have also worked closely with us to support the children and families of our school. We are grateful for their collaboration!"*



DFX tailors our support to match the needs of each school, and the specifics of our work in each setting has evolved accordingly. Another long-standing partner, The Logan School, noticed many of their younger students having challenges with emotional regulation as they navigated the constantly changing COVID protocols in spring 2021. To offer teachers and staff additional support to address these stressors, administrators at Logan asked DFX to expand our role there. Learning Specialist Sarah Kaufman said

*"The Logan School has been fortunate to partner and collaborate with DFX for many years. Tracy Stackhouse and her team have provided valuable insights on how to best structure our classrooms, train our teachers, and individually support the needs of our students. This school year, we have been lucky to have Rachel Malmquist join us at Logan for two mornings a week to directly support our youngest learners. Each week, Rachel meets with several small groups of K-2 students to help build skills in the areas of emotion and attention regulation, body awareness, fine and gross motor coordination, and handwriting, among other things. Her expertise has played an important role in the growth and success of our young learners."*

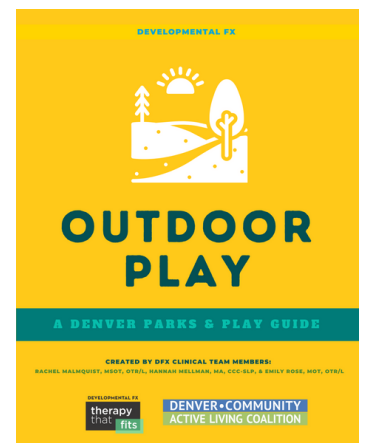
## Expanding Access & Inclusion

The third building block of Clinic in the Community is creating innovative, accessible resources to promote inclusion. DFX undertakes innovative projects to help families who have children living with developmental challenges feel connected and supported in navigating public spaces. These include our "Denver Parks & Play Guide" and the "Denver International Airport Guide for Families and Caregivers of Children with Developmental Disabilities". These special projects have been made possible with funding from organizations such as Denver Community Active Living Coalition and the Office of Business & Community Engagement of Denver's Department of Transportation & Infrastructure.

## Wraparound Initiative

Another building block of Clinic in the Community is our Wraparound Initiative in which the DFX team works with parents, siblings, teachers, healthcare providers, and others in a child's ecosystem through consultations, home and school visits, and mentoring so that caregivers and providers can understand each child's unique needs.

The compound stress of the pandemic and economic uncertainty are impacting the mental health and general well-being of children and parents and to support families as they navigate these challenges, DFX now incorporates some level of Wraparound care for every family we treat. Our commitment to serve the most vulnerable children - those at the intersection of developmental disabilities, mental health challenges, and economic and societal inequities - has never been stronger, and we will continue to expand our outreach and efforts to elevate "care as usual" to the transformative, individualized care we know if essential for these children to thrive.







# Envisioning a Bright Future of Engaged Belonging...

*DFX is moving to the Clayton Campus to enhance our programs and strengthen our impact!*

Our leadership has recognized that a critical step toward realizing our vision of equitable, accessible, multidisciplinary care is to have our clinic located within reach of a community that has been traditionally underserved, to become recognized and trusted by those families so that we can hear directly from them what their needs are, and work with them to improve their access to care for their children.

We were invited by the leadership of Clayton Early Learning to help them identify gaps in services for children with developmental disabilities and mental health issues who are enrolled at Clayton. In 2021, we began working with their early childhood educators and families with children enrolled there to create a Supportive Web of Care for Families and Teams (SWIFT), a multi-year, capacity-building program for which we have received funding from the Caring for Denver Foundation, Denver Human Services, and Constellation Philanthropy.

As our connections to Clayton deepened, our leadership recognized an opportunity to make a bold move toward achieving our vision by relocating our clinic to the Clayton campus in northeast Denver, where we can become part of the community hub and offer the families served on the Clayton campus and in surrounding neighborhoods barrier-free access to DFX's pediatric therapy practice in an environment they trust.

To take the next step on this journey, DFX will relocate our clinic to the campus of Clayton Early Learning in summer 2022.

This move will allow us to create an ideal space that is accessible and appropriate for the range of services we provide, and enable us to expand our services and reach more children and families in need of therapy that fits.

We will be renovating a mid-century modern building to create an inviting, energizing space that will include three sensory gym spaces, three flexible treatment rooms for individual, group, and family therapy, two kitchen areas for feeding therapy, a suite of offices for mental health and speech therapy, a resource library, a staff office area, and dedicated recording space for our Learning Journeys program.

An added benefit of relocating our clinic to the Clayton campus is that we will have easy access to outdoor spaces for nature-based therapy. There are three fenced garden areas directly accessible from treatment rooms, as well as a community garden and other nature spaces on campus. In Spring 2023, we are planning a project to create a nature-scape and sensory playground on the west side of our building, which will also be accessible to other groups on the campus and neighborhood families when not being used for nature-based therapy.

We hope you will share our excitement, join us in this new stage of growth for DFX, and support our efforts to build a more inclusive, affirming, and engaging community for all, especially for those who are among society's most vulnerable.

# FINANCIAL REPORT

FY 2020-2021

## Where Did Our Money Come From?

<b>Program Revenue</b>	64.1%	\$760,683
<b>Loan Forgiveness Income</b>	17.5%	\$207,936
<b>Grant Income</b>	12.4%	\$147,000
<b>Contributions - Individual &amp; Board</b>	5.6%	\$66,514
<b>Other</b>	0.4%	\$4,980
<b>Total Income:</b>		<b>\$1,187,113</b>

## How Was Our Money Spent?

<b>Program</b>	82%	\$746,555
<b>Management &amp; General</b>	11%	\$100,173
<b>Fundraising</b>	7%	\$63,506
<b>Total Expenses:</b>		<b>\$910,234</b>

**Excess of Income Over Expenses \$276,879**

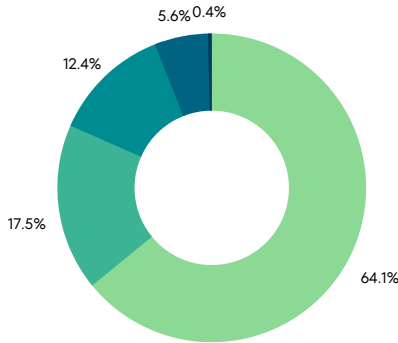
## Components of Net Assets

<b>Unrestricted</b>	\$364,666
<b>Restricted for Future Programming</b>	\$110,280
<b>Permanently Restricted</b>	\$0
<b>Total Net Assets:</b>	<b>\$474,946</b>

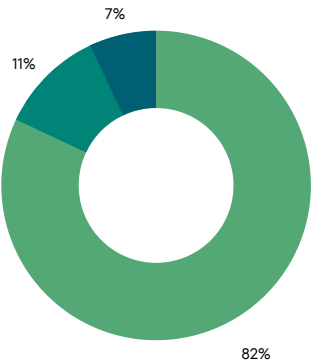
## How Did Our Program Expense Create Impact?

<b>Clinic - Direct Care</b>	53%	\$393,120
<b>Clinic - Community Wraparound</b>	23%	\$174,297
<b>Training &amp; Mentoring - Worldwide</b>	12%	\$92,322
<b>Program Innovations - R&amp;D</b>	12%	\$86,815
<b>Total Program Spending:</b>		<b>\$746,555</b>

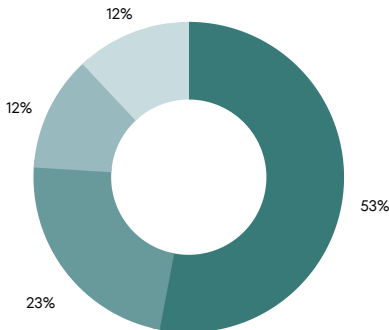
### INCOME



### EXPENSES



### PROGRAM DOLLARS AT WORK



# CONTACT US

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Platinum  
Transparency  
2022

Candid.

## CHAMPIONS

DFX is grateful for the support we have received from the following organizations:

