

# DEVELOPMENTAL FX

T H E R A P Y T H A T F I T S

# 2020

ANNUAL REPORT



ORT

## ENGAGE

THE ECOSYSTEM OF  
THE CHILD, FAMILY,  
EDUCATOR OR THERAPIST

## EMPOWER

EACH TO BE THE VERY  
BEST VERSION OF  
THEMSELVES

## ELEVATE

THE FUTURE  
POSSIBILITIES OF  
ENGAGED BELONGING

## Letter from our President

This year, the whole world learned something that DFX families, teachers, and therapists know all too well: our systems that enable more types of people to thrive and contribute to our society lack the resilience needed to withstand a turbulent world. Through the seemingly interminable spring of 2020, we witnessed the slow boil of COVID-19 breaking social and economic system after system.



**Elizabeth Doris**  
2019 - 2022 PRESIDENT

As previously tenuous structures fell apart under the pressure, leaving more kids and families vulnerable to social and emotional challenges, the DFX team emerged with new resolve. Our mission became critical to an ever expanding group of people, and we needed to stand up, dust ourselves off, and get to work.

And dust off we did! We came together (on many, many video calls) to focus in on what we are good at: compassion, a holistic approach, and hard, hard work. With an even bigger challenge in front of us, we recommitted toward the mission of developing research-based approaches to create ecosystems where kids with a wide variety of challenges can thrive. I've never been more proud to be a part of this organization. I watched staff and board members come up with creative solutions to challenges while simultaneously caring for their own families and navigating immense personal heartbreak. I watched our corporate partners step up and support with funds, help staff navigate complex federal processes, and contribute physical work to improve the gym. I watched, masked, from a distance, exhausted but dedicated therapists nurture my own child by pivoting to nature-based therapy and helping her navigate friendships in a world of social distancing.

In 2021, we focus on scaling up the approaches to meet the extensive original need, and the COVID-19 exposed expanded need to support non-neurotypical kids, their families, teachers, and therapists to contribute to a faster, stronger recovery and resulting in a world that is more resilient overall. In my five years on the board, we've long talked about the challenge of scale: How do you take a research-based approach that addresses each individual uniquely where they are, and scale it up to increase our global impact? Alongside implementing research-based methods for individual families across Colorado and the world, our therapists and training partners worldwide are developing family, teacher, community, and therapist training methodologies that can enable large number of people to access the "Therapy that fits" approach. We are actively seeking and developing new partnerships and development mechanisms to bring the benefits of these approaches to meet the need. It's 2021, and DFX is moving forward.

A handwritten signature in black ink, appearing to read "Ely D".



OUR  
**MISSION**

## Letter from our Executive Director



**Tracy Stackhouse**  
EXECUTIVE DIRECTOR

Every year at DFX is an extraordinary year, and then there was 2020... As the co-founder of Developmental FX, I find myself in awe as I reflect on this past year and see how the challenges we have all collectively faced have only set us up for an even brighter future. Strong, steadfast, resilient —Behold, hope!

The extraordinary convergence of historical events has taxed a sense of hope. But at DFX, hope despite challenge is our daily experience. In a very real way, our work addresses complex challenges faced by children and families that when met through our Therapy that fits model results in a life of possibilities. Through steadfast engagement in our comprehensive process of care, we know that no challenge is too great and that a future of engaged belonging is possible. At DFX, hope is realized and a brighter future evinced as we shine light at the tricky spots and shift what was daunting and overwhelming to an experience of support and possibility.

At the core of our mission is a strong commitment to creating meaningful social change through efforts to embody true inclusion. The essence of inclusion for us is summed up in our phrase engaged belonging. At its root, engaged belonging requires tangible effort to learn from and embrace difference and to take these learnings to create equity and inclusion. Our ultimate goal is to improve the human condition and prepare and equip children and families to resiliently and fully participate.

This year began with the implementation of our strategic plan and as the challenges of the pandemic disrupted the world, we focused our energies on the work at hand. As my grandma used to say, when things are hard, get busy. Such a mantra served us well as we put our mission front and center. We offered telehealth and created our Therapy in the Parks program so that we could continue to serve our clients. In true DFX fashion, these became not just temporary solutions, but creative, additive elements that will continue to be a part of our programs long past the necessity of the global pandemic. This type of thinking is part of what makes DFX so special. We identify solutions and engage and elevate care, even in the most challenging of circumstances.

Together, we are building the underpinnings of inclusion - now that is something to find hope in! Thank you for your continued support and for joining us on this journey.

With gratitude,

*Tracy M. Stackhouse*

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 programs in Colorado and around the world.





---

## UNDERSTANDING THE DFX DIFFERENCE

### ONE FAMILY'S EXPERIENCE

---

As a loyal supporter of DFX, you know that we push past the structures which define “care as usual” and work to address the unique needs of each of our clients by diving deeply into their ecosystem, helping them to build skills that will improve their daily lives, and supporting those around them in learning ways to encourage and engage with their child at the appropriate developmental level.

We want to share the story of just one of the families who have benefited from Therapy that fits, so you can move beyond an abstract understanding of our work and gain additional insight into the transformative nature of DFX's approach to care.

---

***“I feel like no matter what, I can turn to DFX for support and understanding—I feel like I have found a community at DFX!”***

---

Our clinicians focus on building an emotional connection and sense of security with each child which enables

them to go deeper and explore new issues with the child in a safe place... and here is where the magic can happen. Each of our clinicians can not only focus on their specialty but also hold space for all the other pieces so that clients can transition seamlessly from one area of therapy and type of intervention to another.

In 2015 Senika and Hazyl moved to Denver from the East coast. Hazyl was an energetic, happy four-year-old who was learning to read and count. After the move, Hazyl lost these abilities and was falling behind on other developmental milestones which previously had seemed within her reach. Thinking this was due to the challenges of the move, Senika sought mental health support and then started down the winding road of therapy sessions, medical procedures, EEGs, sleep studies, and seemingly endless appointments in which she needed to re-explain Hazyl's condition.

Senika O'Connor and her daughter Hazyl came to DFX in January 2019 exhausted by all of the testing and therapy they had gone through over three and ½ years, and were assigned to work with Lindsay Beckerman, MOT,



OTR/L. “The way that DFX operates is so different. At other clinics, I felt like we'd just be getting comfortable with a therapist when we'd be shuffled to a new one, have to go through our entire story and start at the beginning again. At DFX, Lindsay has been with us throughout this unique journey and helped us every step of the way. She has helped me accept my child for who she is and where she is developmentally, and to find the language to talk about it.” Senika and Hazyl started genetic testing in November 2019.

For so many years, Senika felt like having a diagnosis for Hazyl's condition would give her the answers she needed to find a path forward. When Hazyl was the first person in Colorado diagnosed with a rare genetic condition called IQSEC2, Senika felt like she “birthed a unicorn” and was excited, but shortly realized this presented more uncertainty than answers.

Shortly after the diagnosis, she began working with Dr. Meade McCue, Psy.D., for psychological evaluation and support. As she struggled to understand what yet another diagnosis meant for Hazyl, Dr. McCue walked Senika through what the diagnosis meant and moved beyond the clinical description to provide emotional support and resources.

Senika noted a clear difference between protocols at DFX and those at the other clinics where Hazyl was treated, in that the therapists at DFX used the diagnosis as a tool that helps them know what to look for in her



child's atypical behaviors and guide them to interventions, rather than as a prescription for enumerating the limitations this condition would place on Hazyl. "At DFX, we were given the tools to describe what we are seeing as atypical behavior, but Hazyl gets to be herself – developmentally and emotionally – and that is a gift!"

"Part of what we do differently at DFX is to be supportive and affirming of where the child is on that day," said Lindsay. "Hazyl is very aware of the things that are hard for her – we don't need to focus on those things as "goals", but instead let them become part of our work together as they become necessary. We don't approach it as 'here's what we are going to work on today', but rather let things flow naturally and it is through play that she has been able to access things we previously thought were out of reach – things are just clicking for her now!"

Hazyl, now 9, recently "graduated" from OT and is working on higher level language development in speech therapy with Ruth Meissner, MA, CCC-SLP. "I never thought we'd be finished with OT," said Senika, "it is so exciting because Hazyl can move on to other things – and focus on just being a kid! It shows that when you focus on a whole person rather than just one part of them, they can really reach their goals." It is wonderful to see the pure joy in Hazyl's face, whether she is making discoveries in the river, dancing in the DFX gym, or talking about her day with her mom. Senika said that Hazyl's sweet nature has been one constant through all of this, and she often says "Mommy, I just want to be a kind person!"

Senika seeks to expand understanding for children and families who have been affected by IQSEC2 as a parent advocate and is pursuing a master's degree in elementary education. Her advice to other parents searching for answers as to their child's unique conditions and/or atypical behaviors "You shouldn't have to struggle to be heard and believed. Trust your instincts – if you know that a diagnosis does not fit your child, don't give up! When you get to that diagnosis that does fit – you feel victorious!"

# OUR IMPACT



## LOCAL

Developmental FX has provided 250 children with transformative multidisciplinary care in our Denver clinic, through telehealth, and in local parks with nature-based therapy.



## WORLDWIDE

Developmental FX offers training, consultation, & mentoring to families, caregivers, educators, therapists, and health care providers in 21 countries around the world, reaching over 12,000 people.

## Overcoming adversity to ensure inclusion

By sharing our expertise, DFX is working to strengthen and nourish the roots of understanding and care for children with complex needs, so that from this strong foundation, there will grow a vibrant forest of inclusion and possibility for all.

## Elevating the standard of care around the world

Through Wraparound Care, Consultation, Mentoring/ Professional Education, and Research, DFX offers support to children, parents, caregivers, early childhood educators, clinicians and other health care professionals in Denver, throughout the US, and around the world.





# Expanding

## SERVICES

IN THE ERA OF COVID-19

### Adapting Operations & Increasing Support

DFX rapidly acquired telehealth capabilities and trained our clients to work with these new technologies so that we could continue to treat them remotely. We devised protocols for covid-safe, outdoor therapy sessions in nearby parks and backyards. Our therapists created a video series called "Permission to Play" and a "Parent Connections" newsletter to help parents adapt and explore new activities with their kids.

### Ensuring Client Health & Safety

DFX acquired personal protective equipment and established protocols for covid-safe, in-person care, modeling behaviors for our young clients. Our therapists worked to help children with sensitivities overcome challenges around mask-wearing and other safety protocols. We reconfigured our gym and office space to set up additional play and consultations spaces, so that we could offer appointments in the clinic while socially-distancing.

### Strategic Partnerships & Funding

DFX expanded efforts to identify and strengthen community partnerships. **Meritech**, a Golden-based hygiene technology manufacturer, selected Developmental FX as its corporate philanthropy partner and has provided significant financial and volunteer support over the past year. **The Buell Foundation** expanded their support for our Wraparound Initiative, through which we offer home visitation for children from birth to age 5 who have developmental disabilities. **The Burt Foundation** continued to offer support for Wraparound care as well. We embarked on a robust campaign to secure additional foundation funding to support the transformative care we provide that goes beyond what insurance will cover. We worked with federal, state and city agencies to secure COVID-relief funds that enabled us to continue operating during the pandemic.



Meritech employees volunteered their time to pack the Back To Therapy Kits to support remote therapy for DFX clients during the COVID-19 pandemic.



Client families picked up their Back to Therapy Kits via socially distanced drive thru at our "Pack Parade!"



Our clients were elated to (safely!) see their therapists and receive their Back To Therapy Kits!

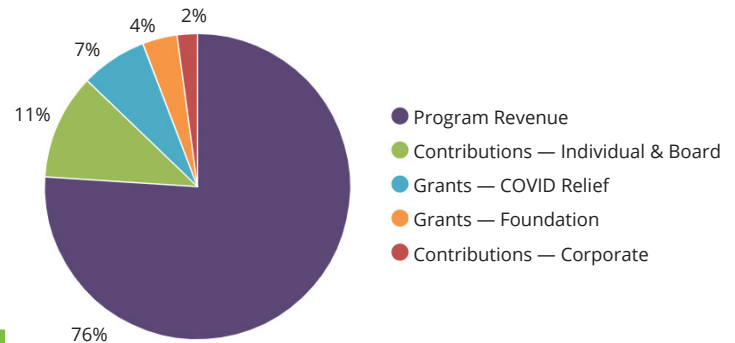
# FINANCIAL REPORT

## FY 2019-2020

### Where Did Our Money Come From?

Program Revenue	76%	\$529,018
Contributions — Individual & Board	11%	\$77,681
Grants — COVID Relief	7%	\$48,696
Grants — Foundation	4%	\$25,500
Contributions — Corporate	2%	\$15,000
<b>Total Income</b>		<b>\$695,895</b>

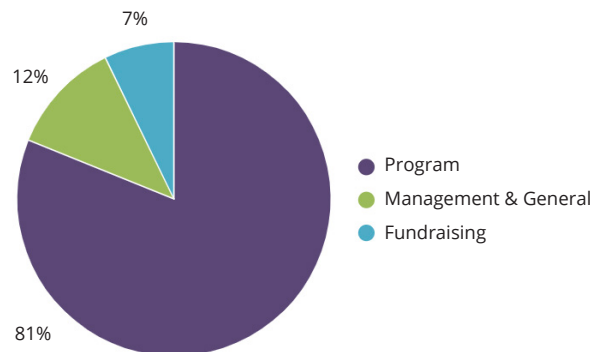
### INCOME



### How Was Our Money Spent?

Program	81%	\$554,208
Management & General	12%	\$79,765
Fundraising	7%	\$49,341
<b>Total Expenses</b>		<b>\$683,314</b>

### EXPENSES



### Excess of Income Over Expenses

**\$12,581**

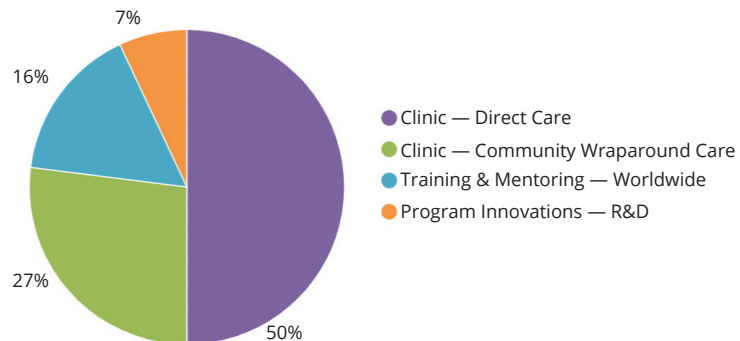
### Components of Net Assets

Unrestricted	\$147,948
Restricted for future programming	\$50,119
Permanently Restricted	\$0
<b>Total Net Assets</b>	<b>\$198,067</b>

### PROGRAM DOLLARS AT WORK

### How Did Our Program Expense Create Impact?

Clinic — Direct Care	50%	\$277,104
Clinic — Community Wraparound Care	27%	\$149,636
Training & Mentoring — Worldwide	16%	\$88,673
Program Innovations — R&D	7%	\$38,795
<b>Total Program Spending</b>		<b>\$554,208</b>





# DEVELOPMENTAL FX

Therapy that fits.™



2020

## Contact Us

**Developmental FX**  
7770 East Iliff Ave., Suite C  
Denver, CO 80231

**Phone**  
303-333-8360

**Fax**  
303-333-8380

**Email**  
[info@DevelopmentalFX.org](mailto:info@DevelopmentalFX.org)

**Website**  
[DevelopmentalFX.org](http://DevelopmentalFX.org)

## Follow Us On Social

