

DEVELOPMENTAL FX

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

2019

ANNUAL REPORT



ENGAGE

THE ECOSYSTEM OF
THE CHILD, EDUCATOR
OR THERAPIST

EMPOWER

EACH TO BE THE VERY
BEST VERSION OF
THEMSELVES

ELEVATE

THE POTENTIAL AND
OUTCOME FOR ALL

LETTER FROM INCOMING PRESIDENT

The DFX team feels, to me, like the 1996 Team USA Women's Soccer team. In the 1996 Olympics, that inaugural team won gold. For sports, the USA Women's soccer's burst onto the scene was a seminal moment for the USA: winning tournaments, sparking controversy, and pushing the world of sports into self-examination and growth ever since. For so many, that gigantic win was the beginning. However, in truth, that iteration of Team USA had been playing together for almost a decade: succeeding, failing and mostly working, working, and working together to foment as a team that was capable of sustained greatness.



ELIZABETH DORIS
2019 - 2022 PRESIDENT

That's the part that feels like DFX: we work, work, and work to identify and share the newest and most effective innovations in supporting people with challenges from simple to complex. The groundwork laid by the founders and original Board of Directors enabled what might look externally like overnight success. New grants allow expansion of research and services, as well as extending services long offered. The successful 15th Anniversary auction provided an opportunity to celebrate the contributions of our Co-Founder, Mouse Scharfenaker, and share with more people the valuable community resource of DFX. These efforts solidified the staff and board team, allowing us to continue to work toward growing the organization's impacts in the field for years to come. I'm so honored to be a part of the DFX Board and look forward to building on the successes and teamwork developed in the last years to continue to grow our impact in the future. Go Team DFX!

A handwritten signature in black ink, appearing to read "Elizabeth Doris", written over a light green background.

LETTER FROM OUTGOING PRESIDENT

It has been a remarkable few years for Developmental FX! We dramatically expanded the number of people who benefit from "Therapy that fits." We served children and families in the clinic, in their schools, and in their communities in Colorado. We used a generous grant from the Buell Foundation to see families in their homes and help expand the impact of therapy into their family life. Our clinicians even took the best integrated therapeutic practices overseas to Australia and Costa Rica!

The board is deeply committed to continuing to grow Developmental FX's impact. We want to make sure that every child has access to "Therapy that fits" so that they can find their way in the world, even after DFX. To do this the board is developing an ambitious strategic plan that includes expanding our online presence through Project Echo and other online learning platforms, promoting our method digitally, and participating in research on best practices in therapy.

Thank you for all you have done to help DFX get to where it is today. We hope you will stay with us on the journey to make sure that every child who needs it has access to Therapy that fits!

A handwritten signature in black ink, appearing to read "Elizabeth J. Anderman", written over a light green background.

ELIZABETH ANDERMAN
2016 - 2019 PRESIDENT





TRACY STACKHOUSE
EXECUTIVE DIRECTOR

LETTER FROM OUR EXECUTIVE DIRECTOR

To achieve our vision of a future where all children are engaged, empowered, and elevated, we have to push the boundaries on care as usual and transcend limitations of insurance-driven, funding limited care – because in the end, without proper care and support, a future that is maximized and inclusive is much harder to achieve. But, confronting limitations is required in our daily work and a part of our fabric, indeed, it is inherent to our mission.

We innovate, deliver, and scale our services to help set the standard of care necessary to transform the lives of children and families affected by learning and developmental disorders so that they can achieve their fullest potential. We build community, share resources, and educate to realize the fullness of inclusion for all.

Engaging teachers, health professionals, pediatricians, legislators, business leaders, and families, we empower and elevate understanding of what it takes to truly transform a child - and we do this wherever it's needed – around the corner or around the world. All from our humble DFX home in Denver.

We make care available to all by innovative training models and tools grounded in our philosophy "Therapy that fits" – this encompasses the individual differences of children and families with a full range of developmental, educational, and mental health needs. We often find ourselves filling in the gaps of care as usual that exist between the mental health and developmental approaches. An ever-widening gap that we know exactly how to fill. As such, we elevate everyone's understanding of differences, paving the way for a future of true inclusivity and full possibility.

Sharing this annual report gives us the opportunity to reflect on our progress toward a truly sustainable organization, and from this terra firma of sustainability and possibility, we are well-positioned to deepen our impact as we work to engage, empower and elevate all those we consider a part of our DFX family. I wanted to extend my heartfelt thanks for being a part of the DFX community, and look at what you did! Thanks to you, over 5500 children's and family's lives were transformed by DFX & Therapy that fits. On behalf of them, we thank you for your support – as none of it is possible without you.

Tracy M. Stackhouse

ENGAGE

THE CHILD • THEIR ECOSYSTEM • OUR COMMUNITY • ONE ANOTHER

WE IMPACT

+

250

ON-SITE

At any one time, we have 250 children as active clients in our Denver clinic.

+

850

DENVER AREA

Our presence is in several local schools, including The Logan School, Stanley British Primary School, and DPS schools.

+

12,000

WORLDWIDE

DFX empowers kids, parents, educators, therapists, and health care providers around the globe.

+

48

STATES

DFX has spread its philosophy of "Therapy that fits" to 48 of the United States.

+

21

COUNTRIES

DFX trains professionals around the world, including in India, Australia and Ireland.

BUILDING A SUSTAINABLE ORGANIZATION

GOING FOR GRANTS

With our model of care, we're committed to supporting the whole ecosystem of the child, which extends beyond the clinic. We formalize this care through our DFX Wraparound initiative programs. The Developmental FX Wraparound Initiative is a unique, home visitation program that provides parent education and training to create a home environment that is more adequate for supporting their child's development. Unlike most home visitation programs, the DFX Wraparound Initiative supplies each family with a highly trained, multidisciplinary professional who is able to connect the family with resources and knowledge that builds their understanding of the needs of their child. Parents gain the insight, skills, and empowerment they need to confidently parent their child at his or her level of development.

Though the Wraparound Initiative utilizes the uniquely trained eye and skilled approach of professional therapists, this service is not therapy, and therefore is not covered by insurance. Unique and necessary programming like our Wraparound Initiative is only possible through grant funding.



Thanks to the Buell Foundation's generous support, we are able to provide this service at a lower cost to the family, breaking down the financial barriers of insurance-driven care. In 2019, The Buell Foundation granted DFX with a second year of funding to provide Wraparound programs for 12 local families, changing their lives forever. Thank you again to the Buell Foundation for empowering Denver families.

VOICING THE IMPACT OF GRANTS

We learned ways to better parent our son and support his growth and development. He learned to use language to express his needs and emotions and discovered ways to control his body at home and school. We will be forever grateful for the Buell funded program.

We knew we needed additional support to help us help our son learn to regulate his body, build strategies when flooded with big emotions and balance his "fight" response in new environments. Thanks to Dr. McCue, Developmental FX and the Buell grant for the help we have been given.

Being a recipient of the Buell grant at Developmental FX had made a lasting impact on my family's life, giving my husband and me the information we need to help our daughter. The guidance that we have received has been invaluable in our family and we are forever grateful

EMPOWER

THE CHILD • ONE ANOTHER • OUR COMMUNITY • OUR WORLD

ELEVATE

THE CHILD'S POTENTIAL • THE STANDARD OF CARE • OUR COMMUNITY • OUR WORLD

RESEARCH FOR BEST PRACTICES

Our philosophy, "Therapy that fits," reflects our dedication to wholeheartedly understanding and meeting the needs of each child. To achieve this, we have devised propriety tools that allow us to identify a child's individual profile of needs and strengths and comprehensively plan interventions across their ecosystem - with their families and caretakers - at home, school, and in everyday life. This robust approach is informed by thoughtful insight into development and individual differences which leads to true and deep understanding, and in turn, leads to the possibility of lasting transformation.

One of our families summarized our care by sharing:

"The ease with which your clarity and insight flows is unparalleled; it has allowed our son to receive the care he needs and his treatment team shared with us that their own work has been elevated by seeing new ways of creating progress."

We engage the bold claim of empowered, individual transformation which elevates all of us collectively toward a truly inclusive society. Thus, our tools are not only transforming individuals and families but whole communities.

Our efforts have culminated in several tools that we now share through evidence-based research and education. Here we highlight some of our advances:

THE SPIRiT MODEL & THE STEPSI

The SpIRiT© Model is a clinical reasoning tool that assists therapists to do the thinking work of the 'what' the child needs, addressing the underlying 'whys' of intervention. Through this, the intention of the treatment is clarified and strengthened, and in turn, the treatment is strengthened and the therapeutic process becomes transformative.

The SpIRiT© Model has been used as the fidelity to treatment tool for research done at Camp Jabiru© in



Australia, and currently being disseminated through professional publication and presentation through peer-reviewed forums, including at the American Occupational Therapy Association Annual Conference.

The SpIRiT© tool includes an evidence-based database to allow therapists ready access to the fund of research that supports the treatment. It also highlights a strengths-based approach to care, shifting the predominate model mandated by the current payer-driven system which mandates a remediation of limitations and deficits. The SpIRiT© creates a method for shifting the emphasis to balancing strengths and needs with an aim toward true integration, adaptation, and realization of self-determination and wholeness.

SpIRiT© utilizes a previously published propriety tool, the STEPSI as the treatment planning process. The STEPSI was authored by Tracy Stackhouse in collaboration with colleagues at Colorado Children's Hospital, Julia Wilbarger and Sharen Trunnell.

FINANCIAL REPORT BREAKDOWN

CONSOLIDATED STATEMENTS OF OPERATING ACTIVITIES

Revenue	FY 2018-2019	
Program	92%	\$596,751
Grants: Foundations	3%	\$20,000
Contributions	3%	\$17,841
Board Giving	2%	\$16,200
Total Revenue	100%	\$650,792

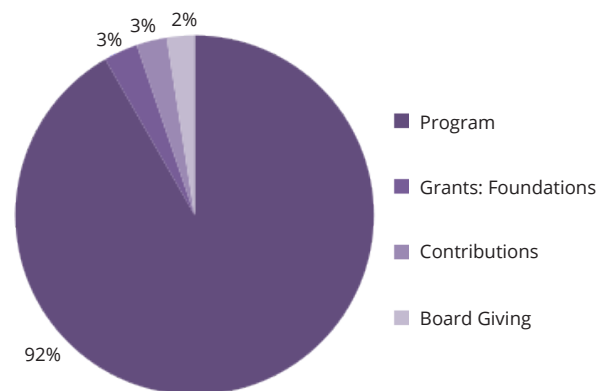
Operating Expenses	FY 2018-2019	
Program	80%	\$521,598
Management & Administration	12%	\$79,000
Fundraising & Development	7%	\$47,568
Total Expenses	100%	\$648,366

Excess of Revenue Over Expenses \$2,426

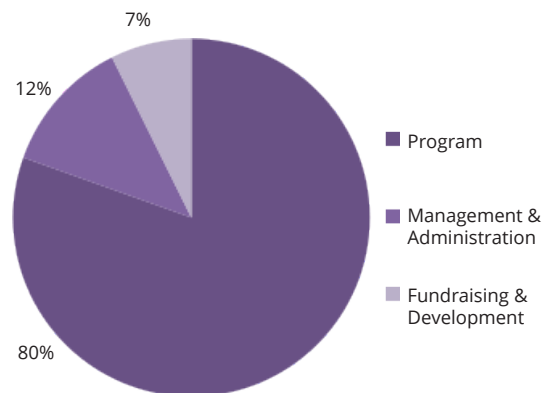
Components of Net Assets	FY 2018-2019
Unrestricted	\$168,208
Restricted for future programming	\$17,278
Permanently Restricted	\$0
Total Net Assets	\$185,486

Our Program Dollars at Work	
INNOVATE: Research & Publications	10%
INNOVATE: Therapy that fits	10%
SCALE: International	5%
SCALE: National	5%
SCALE: Local	9%
DELIVER: Clinic	61%
	100%

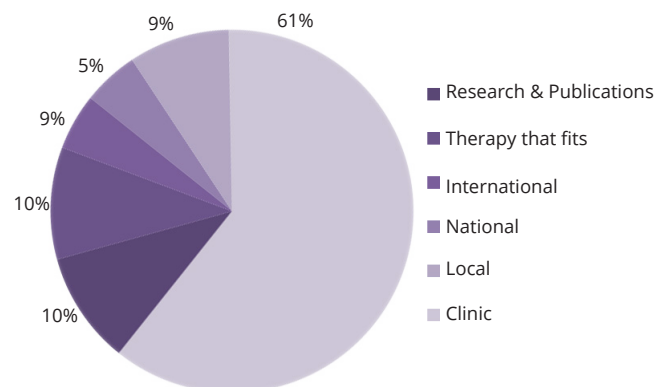
REVENUE OVERVIEW



OPERATING EXPENSES



DOLLARS AT WORK



PROFILES FROM OUR COMMUNITY

RUTH MEISSNER

I am originally from Minnesota, and studied at Marquette University and the University of Texas at Austin. I have been living in Colorado since 2003, but started my career in Chicago where I learned Spanish while doing home visits on the South and West sides of the city. I have been married for 16 years, and have two daughters, aged 12 and 14. I started working at DFX when my oldest daughter was 18 months old, in 2006. I was initially drawn to DFX because of the opportunity for interdisciplinary collaboration, the level of expertise, and its 'out of the box' approach to just about everything. I thrive in this environment of learning and growing and exploring.



RUTH MEISSNER
SPEECH LANGUAGE

My favorite part about working at DFX is the environment of excellence. Our team is constantly and eagerly striving to know more, understand more deeply, communicate more clearly, and figure out extremely complex challenges in order to remove barriers to development and self-realization for our clients. We read, study, discuss, and challenge thinking to be sure that we are finding right answers. When this process works and a child moves from avoidant and fearful to engaged and curious, it is the goldest of all gold stars. Not only do we celebrate this for ourselves, but the team recognizes this happening, and everyone celebrates the success.

What we do at DFX is so different because we focus on creating change from foundational levels and not simply training kids to perform new skills, so the trajectory of a child's and family's life is qualitatively different. Development is a cumulative process; the last stage allows the next stage to emerge. I think it's difficult to express how transformational our work can be not only for the child, but for the family, the school team, the extended family, and the community. I love to coordinate and collaborate with medical colleagues and school teams—teachers, therapists, and administrators because we all want to achieve the same goal—success for our kids. While it looks like we play all day (we do) the degree to which our team is thinking analyzing processing and facilitating for kids is exciting. I hope you will join us as we create a more understanding, inclusive world for every child in our community.



CONNECTING

THE

DOTS



MICHAEL FRANK
BOARD MEMBER

MICHAEL FRANK

I am a retired Pediatrician who specialized in children with Autism, ADHD and other developmental disabilities including Fragile X syndrome. It was a natural fit for me to become involved in this wonderful organization that does pioneering work with children with these challenges. I joined the board two years ago and have acquired immense respect for the organization's leaders, staff, and practitioners. In my opinion, they provide the most effective, individualized care as can be found anywhere in the world. In addition, the success of their clinical practice is amplified exponentially by their own cutting edge research that they share with practitioners around the globe.

WE LIVE BY OUR MISSION

Developmental FX **transforms** the lives of children and families affected by neurodevelopmental disorders so that they can **live to their fullest potential**. Our clinicians create and implement **best practices** with **individualized and multi-disciplinary** therapies for children with a wide range of learning and developmental disabilities – "Therapy that fits." In order to reach as many families and clinicians as possible, we actively provide **local, national, and worldwide training and mentoring** in DFX's methods and best practices. Our involvement in internationally recognized collaborations, research, and publications ensures our **continued growth** and provision of the best "Therapy That Fits" to each of the children and families we serve.

OUR FRAGILE X WORK CONTINUES TO ELEVATE OUR EFFORTS

Some of our efforts include participating in research, education, and publications. Often, these efforts show up related to our particular expertise in Fragile X Syndrome. Our team has representative members on the Scientific and Clinical Advisory Committee of the National Fragile X Foundation, and our clinic overall is a part of the broad Fragile X Clinical Research Consortium. Through this affiliation, we have participated in the publication of several Consensus Documents that guide leading edge intervention and practice. Additionally, papers we have contributed to have been presented at the Annual Meetings of the American Occupational Therapy Association and the Society for Developmental and Behavioral Pediatrics, as well as at Duke University/Duke Children's Health & Discovery Initiative Research Showcase, where our work was awarded first prize and is currently in preparation as a peer-reviewed publication.

FOR

EVERY

CHILD

MEET THE DFX STAFF



TRACY STACKHOUSE
EXECUTIVE DIRECTOR / DIRECTOR
OF PROGRAMS / CO-FOUNDER



JENNIFER VERMEIJEN
DIRECTOR OF FINANCE
& ADMINISTRATION



JENNA KOPPEN
DEVELOPMENT LEAD



SARAH MOORE
CLIENT COORDINATOR



LINDSAY BECKERMAN
MOT, OTR/L



KARI CASTIGLIONE
MOT, OTR/L



RIVKA CYLICH
MOT, OTR/L



ERIN FAIRBAIRN
OTR/L



KELSEY FORBRINGER
MS, OTR/L



REBECCA HELBRAUN
MS, OTR/L



DIANE LOWRY
MA, CCC-SLP



RACHEL MALMQUIST
MS, OTR/L



SYD MARTIN
MS, OTR/L



MEADE MCCUE
PSY.D, CLINICAL PSYCHOLOGY /
WRAPAROUND COORDINATOR



RUTH MEISSNER
MA, CCC-SLP; CLINIC & FRAGILE X
PROGRAM COORDINATOR



JULIANA PADILLA
MS, OTR/L



ANGELA SAUER
MS, OTR/L



ENGAGE • EMPOWER • ELEVATE

Developmental FX believes in individualized, transformative pediatric services. "Therapy that Fits" describes our philosophy – every child is met exactly where they are and supported to make progress in a manner that matches their needs and strengths. We set the standard of care and provide highly individualized intervention, specific to each child or adult we treat.

Ongoing progress monitoring, collaboration, and communication are a part of our professional care for families receiving therapy.

At DFX, we take a holistic approach to evaluation and treatment. By assessing each child's developmental levels and individual differences, underlying challenges can be better understood and the difficulties that a child is experiencing can be resolved more quickly and more fully. We aim to improve collaboration between all professionals relevant to the child, and work in partnership with families.

OUR WORK INCLUDES

OCCUPATIONAL THERAPY
SPEECH / LANGUAGE THERAPY
PSYCHOLOGY
OCCUPATIONAL THERAPY EVALUATION
SPEECH / LANGUAGE EVALUATION
PSYCHOLOGICAL EVALUATION
MULTI-DISCIPLINARY TEAM EVALUATION
THERAPEUTIC CONSULTATION
EDUCATIONAL CONSULTATION
MENTORING
TRAINING IN OCCUPATIONAL THERAPY
TRAINING IN SPEECH / LANGUAGE THERAPY
RESEARCH AND PROGRAM DEVELOPMENT
PARENT TRAINING
TEACHER TRAINING
STUDENT CLASSROOM SUPPORT
SCHOOL PARTNERSHIPS
ARTICLES
WEBINARS
SEMINARS
RESEARCH PRESENTATIONS
RESEARCH PUBLICATIONS
DEVELOPMENT OF PROPRIETARY TOOLS





DEVELOPMENTAL FX

THERAPY THAT FITS



2019

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