

I. CHESTER COUNTY COMMUNITY FOUNDATION

GRANT PROPOSAL SUMMARY SHEET

One page only. This page will be shared electronically with Grant Panel Members & Fund Advisors.

Note: If Philanthropy Network's Common Grant Application is used, CCCF's **Summary Sheet MUST accompany application.** To obtain an electronic version of this application, visit www.chescocf.org

Date: 2/22/23

Contact Information

Organization Name: Devereux Foundation
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Phone: 484-784-7089
Website: www.devereux.org
Year Incorporated: 1941
FEIN: 23-1390618

ED/CEO Name: Christopher Betts
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Board Chair Name: Greg Dupee
Board Chair Approval (check here): ☒
Primary Contact Name: Lauralei Dorian
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Organization Information:

Field/s of Interest:

☐ Arts, Culture & Humanities ☐ Environment/Animal Welfare ☐ Education
☐ Health ☒ Human Services ☐ Religion

Mission:

Devereux Advanced Behavioral Health is guided by our mission to change lives by unlocking and nurturing human potential for people with emotional, behavioral or cognitive differences. Founded in 1912 by special education pioneer Helena Devereux, today, we are a national nonprofit partner for individuals, families, schools and communities, serving many of the most vulnerable members of our society in the areas of autism, intellectual and developmental disabilities, specialty mental health and child welfare.

Geographic Area Served (If not all of Chester County, specify primary Chester County regions served):

Our individuals live in our Berwyn, Chester County community, and in homes and apartments located throughout the local community in Southeastern Pennsylvania. Adults Services operated 64 homes in the community and 12 homes on our Berwyn Campus.

Describe Population Served & Annual Number of People Served:

Devereux Pennsylvania Adult Services serves more than 350 adults, ages 21 through life span, with intellectual and/or developmental disabilities, autism spectrum disorder, emotional and/or behavioral differences and brain injuries.

Annual Budget **\$64,874,000.00**

87 % of budget for program expenses
12 % of budget for administrative expenses
1 % of budget for fundraising expenses
100 % total

697 # of Full-Time Equivalent Paid Staff
26 # of Board Volunteers
25 # of Active Non-Board Volunteers
N/A # of Volunteer Hours

Top 3-5 funding sources:

- Ametek Foundation--\$10,000
- PennDOT--ten accessible minivans (approved and pending delivery)
- Genuardi Family Foundation--\$150,000
- Triumph Group Foundation--\$7,500

Is this grant proposal for: Capacity Building ☐ or General Operating ☒

Grant Amount Requested from the Community Foundation: \$7,500

Proposal Summary: Devereux PA Adult Services respectfully requests a grant in the amount of \$7,500 from the Chester County Community Foundation. Our funding does not fully cover the cost of the quality of care we provide and any funds provided will ensure the continued health and wellbeing of both our individuals and our staff members.

II. CHESTER COUNTY COMMUNITY FOUNDATION GRANT PROPOSAL NARRATIVE

Provide clear, concise information. 3 pages maximum.

1. Nonprofit's history, goals, key achievements & distinctiveness

Devereux Advanced Behavioral Health is one of the most advanced behavioral healthcare organizations in the country. We are guided by our mission to change lives by unlocking and nurturing human potential for people with emotional, behavioral or cognitive differences.

We were founded in 1912 by one of the first pioneers in the field, Helena Devereux, a teacher in a South Philadelphia public school. Today, we are a national nonprofit partner for individuals, families, schools and communities, serving many of the most vulnerable members of society in areas of autism, intellectual and developmental disabilities, specialty mental health, and child welfare.

Informed by the latest advancements in science and medicine, we combine evidence-based interventions with compassionate family engagement to help change lives. Our programs are offered in hospital, residential, community, and school-based settings and include the following:

- Comprehensive Assessment, Diagnostics and Measurement to support data-driven care
- Evidence-based Treatment & Special Education
- Transition and Independent Life Services
- Family Education and Professional Training
- Research and Innovation to advance the field
- Advocacy, Public Awareness and Prevention

Our services are offered at 15 centers and a multitude of community-based settings in 13 states. We provide a continuum of care for children, adolescents and adults faced with intellectual and developmental disability, autism spectrum disorders and mental health challenges, including psychiatric hospitals, residential and day treatment programs, community-based group homes, respite care programs, supervised apartments, foster care homes and special education day schools, and vocational and pre-vocational training to more than 20,000 individuals annually. Across its national network, Devereux partners with families, schools and communities in order to help some of our nation's most vulnerable individuals achieve happiness and personal fulfillment.

Devereux Adult Services, headquartered in Berwyn, PA of Chester County, remains a preferred provider for counties across southeast, PA, especially for adults with multiple and complex challenges. As a national provider, Devereux continues to be recognized for its effective business practices and sound financial management. Devereux is committed to maintaining our focus on health and wellness and meeting the "family standard" of care.

2. Funding request

A. Description of key initiatives

Excellence and innovation in care for adults with intellectual disabilities, autism spectrum disorder, mental health issues and other developmental disabilities continue to be the hallmarks of Devereux Pennsylvania Adult Services. Based on individual needs, a wide range of supports are available from intensive, 24-hour care to more independent living arrangements. We offer apartments and community homes with options for semi-independent living, supported living programs and shared living/life sharing. We serve more than 400 adults living in homes and apartments throughout southeast Pennsylvania. Adult Services also provides respite services in our homes or in an individual's home; social, recreational and cultural programs; and vocational training and supported employment options.

Adult Services continues our health and wellness activities to make a significant impact on the nutrition and fitness of our individuals. COVID-19 still presents challenges to the vulnerable population we serve and the Devereux leadership team continues to rally together in support of PA Adult Services and our work to maintain programs with the least disruption to services to the greatest extent possible, while ensuring the health and welfare of our clients and staff.

Adult Services focuses on programs that improve the wellness of our ladies and gentlemen—a critical issue for adult with intellectual disabilities. Through a variety of programs (Distance Club, Mary Robin Brigham Aquatic Center, Multi-Sensory

Rooms and Nutrition Focus), Adult Services promotes health and wellness and assists our individuals to make positive lifestyle changes in order to have the best quality of life.

Distance Club

During the summer months, our individuals and their staff participated in the “Distance Club,” a weekly walking activity at local parks throughout Chester, Delaware and Montgomery Counties. The goal is not only to encourage physical fitness but also opportunities to engage in conversation with members of the community. The staff selects the trails based on accessibility, bathroom facilities, parking, shade, and opportunity for positive interaction.

Mary Robin Brigham Aquatic Center

Each month, more than 250 individuals use the Mary Robin Brigham Aquatic Center, a state of the art therapeutic pool open 10 hours a day, 6 days a week. The air is kept at 88 degrees, and the pool water is kept at 86 degrees to maximize the comfort of our individuals. The pool provides many wonderful social and therapeutic activities for our individuals, including pool volleyball, water basketball, aerobics, and a brand new activity called Water Walkers which will serve as a “walking club” in in the water.

Multi-Sensory Rooms

Four years ago through a generously funded philanthropic grant we created a Multi-Sensory Room serving more than thirty-two individuals in the Hankin Program at Adult Services, providing more effective therapy and treatment, aimed at promoting intellectual activity and encouraging relaxation. The diverse population that Hankin serves led to the desire to add a Multi-Sensory Room to help relieve stress, receive sensory input, and to engage with staff in ways that they may not have been able to do in a normal setting. Sensory equipment in the room includes visual, tactile, auditory, olfactory and multi-sensory furniture.

Nutrition Focus

In addition to the troubling statistics noted above, our direct care professionals, nurses and supervisors witnessed that our ladies and gentlemen often come to Adult Services with a diet that favors processed and/or high-fat content foods – or simply have not been exposed to fresh fruits and vegetables. As a result, Adult Services, through philanthropic dollars alone, employs a registered nutritionist to work not only with our individuals but also with their families and our staff. The goal of the program is to promote health wellness and assist our individuals to make positive lifestyle changes in order to have the best quality of life.

Employment Programs - The Shops at Devereux

As part of our services in Pennsylvania, The Shops at Devereux – founded in 1962 – offers vocational and employment training for individuals with disabilities. The Shops’ training center comprises several small businesses that give the individuals we serve an opportunity to learn marketable skills in a realistic work setting, and allows them to learn socially appropriate behaviors as they work toward employment within the local community. The Shops offer individuals the ability to:

- Choose a variety of work environments, focusing on strengths and preferences
- Earn a paycheck – prevailing wage rates, performance evaluations and piece rates/hourly rates
- Build social skills and self-esteem

Located in Devon, PA, The Shops are open to the public Monday through Friday, from 8:30 a.m.–4:30 p.m., and offer the following work settings/services:

- Apparel Shop – custom embroidery and silkscreen
- Auto Shop – auto mechanic services including state inspections, car washes and brake/engine repair
- Bike Shop – repairs, service and sales of rehabilitated bicycles
- The Daisy Shop – full-service floral shop
- The Greenhouse – specialty plants, seasonal landscape or indoor greenery, fresh and dried herbs
- Packaging, Assembly and Clerical Work – collating, stuffing, labeling, packaging, shrink wrapping
- Mobile Work Crews – office, bathroom and outdoor litter cleaning services during daytime hours
- Recycling Crew – paper, plastic and aluminum waste recycling pick-up service

These businesses produce goods/services for the community; all revenue is reinvested into the program. The Shops also offers career development counseling, academic and tutorial services, and acts as a liaison to help businesses comply with the American Disabilities Act regulations.

B. Specific needs & issues to be addressed

The stability and appropriateness of financial resources continue to plague Adult Services and our peers in the field. A history of rate reductions, unfunded mandates, and duplicative licensing requirements render private philanthropy a necessity. In addition, the ongoing expenses and staffing shortages related to ongoing effects of COVID-19 recovery, as well as emerging concerns related to the continue to add strain to the budget. Our Training/Education programs are particularly subject to costs of inflation and ongoing fixed costs due to varied membership over time.

The movement to increase wages has placed additional pressure on budgets. Devereux has proactively decided to increase the wages of its direct care professionals. Salary increases have been determined a marketplace necessity to attract and retain superior staff to preserve the high quality of our care. Finally, there are anticipated costs associated with raising rental costs of Devereux's locations that are difficult to meet.

C. Why it is important to fund this now

As reported by the Bureau of Labor Statistics, in 2021, only 19.1 percent of individuals with disabilities were employed, despite the fact that people with intellectual and developmental disabilities consistently demonstrate success in integrated employment. Due to the employment statistics cited above, the majority of individuals served by Devereux meet the standard of low-moderate income. Our educational training programs help support our local community members learn and develop pre-employment skills so that they have an opportunity to contribute to the local economy in any way they can, in addition to leading a fulfilling life where they are exploring their full potential to be a member of the community.

Additionally, evidence shows that poor diet and obesity are more common for people with intellectual disabilities. According to The Arc, it is estimated that 29.5 percent to 50.5 percent of people with intellectual disabilities are obese. A factor that also plays into this is that people with autism and intellectual/developmental disabilities often exercise less regularly than typical adults. Only 10 percent of adults with intellectual disabilities engage in physical activity regularly, and 50 percent of adults with intellectual/developmental disabilities do not exercise at all. Health research conducted with adults with an intellectual disability shows that diet affects many of their most frequently reported secondary conditions, such as fatigue, weight problems, and constipation or diarrhea. Proper nutrition can improve these individuals' quality of life by improving existing secondary conditions and preventing additional conditions from developing.

D. How impact & results will be demonstrated

Devereux utilizes Profiler (an electronic health record), RADAR (an incident reporting system) and the TRACER system to measure the quality systems and detect areas of improvements in the assessment process, treatment plan development, training and integrity of services. These internal measures were developed by Devereux and modeled after the Joint Commission on Accreditation of Healthcare Organizations. Devereux programs are also overseen by our National Quality Improvement Department. Additionally, Adult Services conducts an annual family survey to collect data on performance feedback and quality of life.

At the micro level, each individual served by the programs has an Individual Support Plan (ISP) developed by clinicians to target behavior goals. Assessment of these goals are evaluated on an annual basis. Each individual also is evaluated on the skills gained, both technical and social, through the program and provided a performance evaluation. Individual success is evaluated through job satisfaction within the program, advancement within the program, and transition to competitive employment and/or voluntary opportunities in the community.

**Please access the link below to view a short video of our
PA Adult Services program:**

<https://www.youtube.com/watch?v=XHF4y5FCHC4>