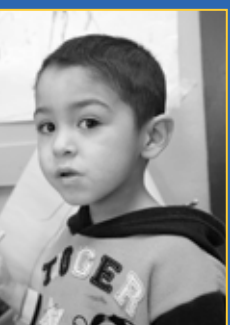


# Las Cumbres Community Services

*Helping People Reach the Peaks of Their Potential*



**Annual Report  
2009-2010**





## Mission

The mission of Las Cumbres Community Services is to provide quality services, public awareness, and integrated community supports for children, adults, and families facing social, emotional, and/or developmental challenges.

## From the President and Executive Director

Dear Friends,

We are pleased to present the 2009/2010 fiscal year annual report for Las Cumbres Community Services. As we approach our 40th anniversary, please join us in celebrating another year filled with the great work that the Board, the staff and the families we work with have accomplished.

We are led by a dedicated and experienced management team who works closely with a wonderfully talented staff. They continue to create a strong programmatic and financial foundation, ensuring the sustainability of all our services. This year was challenging as the state and nation continued to face the worst recession in more than 50 years. In spite of funding cuts, we continued to seek ways to become more efficient, without affecting the quality of the services we provide.

Our programs are as diverse as the people we serve in areas such as Santa Fe, Los Alamos, Española, Chama, Tierra Amarilla, and Dulce. We reach our communities through a wide range of integrated services in three core areas:

- Child and Family Services, focusing on behavioral health and early intervention for children ages birth to 5 and their families.
- Adult Services, providing residential, employment, and community integration supports for adults with developmental disabilities
- Respite and Personal Care, for families of individuals with disabilities

The cultural, geographic, and economic diversity of Northern New Mexico is both a source of celebration and of challenge, and we are excited about the opportunities that lie ahead. We feel optimistic that we will carry on our unwavering commitment to our agency's mission by continuing to listen to and partner with staff, the people we work with, and the communities who welcome us with open arms.

You will read stories about families in this report, and as these stories come to life on paper, we hope you will gain an understanding of the importance of our mission. It is the source of our inspiration and has helped sustain us through these trying economic times. We are steadfastly committed to continue providing the best services possible. Therefore, preserving funding for our programs is critical, especially in the rural communities we serve where essential services are scarce. Generous assistance from individuals, foundations, and businesses will help guarantee we continue to meet our goals. Thank you for your interest and support.



Rubina Cohen  
President

A handwritten signature in blue ink that reads "Rubina Cohen".



Rex Davidson  
Executive Director

A handwritten signature in blue ink that reads "Rex Davidson".

## Agency History and Overview



### Mission

The mission of Las Cumbres is to provide quality services, public awareness, and integrated community supports for children, adults, and families facing social, emotional, and/or developmental challenges.

### History and Overview

Las Cumbres Community Services is dedicated to promoting the health and well-being of people of all ages in Northern New Mexico. The agency was incorporated in 1971 with a structured program of day habilitation services for adults with developmental disabilities residing in Los Alamos. Las Cumbres added a preschool program in Española Valley in 1979. Services for adults, children, and families have continued to expand since then in order to best meet the growing and changing needs of the Northern New Mexico community. Today, the agency is one of the largest social service providers in northern New Mexico, with a staff of more than 200 individuals. Las Cumbres offers direct services in Rio Arriba, Los Alamos and Santa Fe Counties, and reaches almost 6,000 individuals each year. The agency's headquarters are located in Española, with a group home in Los Alamos and additional children's programs in its Santa Fe facilities.

### Values

All programs are based on a set of beliefs that services should be:

- Consumer driven
- Relationship-based
- Culturally appropriate
- Easily accessible
- Community-based
- Inclusive
- Collaborative
- Based on individual strengths and natural supports

*I could not ever thank how helpful and loving the services has had influence in our lives. Thank you! Truly Yours, a mother and family that needed your help!*

— Quote from a consumer

## Fiscal Year 2009–2010 In Review

Fiscal Year 2010 was a transitional one for Las Cumbres. In January, 2010, the Board of Directors hired Rex Davidson as the new Executive Director. The year also was marked by a significant and positive turnaround in the agency's finances. Las Cumbres went from a \$445,361 operating deficit at the end of the 2009 fiscal year to a \$383,650 operating surplus in 2010.

The continued stress on the national and state economies resulted in public funding cuts to several programs at Las Cumbres. In addition, private support was more challenging to obtain. Most departments weathered the decreases without compromising the quality or delivery of services. Other funding sources were found and staff improved efficiencies by streamlining systems. However, the difficult decision was made to close the Early Childhood Mental Health Training Institute.

Despite the challenges and changes of the fiscal year, Las Cumbres remained committed to serving the community by helping more than 5,666 clients, an increase of almost 8% over the previous year.



### **Direct Services**

- 881 Children in programs and receiving individual services
- 2,279 Parents, guardians, and family members provided with services, support, and case management
- 74 Adults in programs and receiving individual services
- 139 Children and adults receiving respite services
- 3,373 Total individuals receiving direct services**

### **Community Outreach**

- 93 Families who used the Community Resource Center
- 270 Children screened in Child Find Health Fairs
- 1,520 People reached through 38 presentations
- 410 Requests for information from the community
- 2,293 Total individuals receiving outreach services**

### **5,666 Total individuals receiving direct and outreach services**

- 59% Las Cumbres consumers from Rio Arriba County
- 30% Las Cumbres consumers from Santa Fe County
- 11% Las Cumbres consumers from Los Alamos County
  
- 75% Hispanic
- 13% Anglo
- 12% Native American and Other

## Children and Family Services



### Family Infant Toddler

Family, Infant, Toddler (FIT) services provide a continuum of integrated developmental and therapeutic services to families who have concerns about the development of their young child ages birth to three. FIT is part of a statewide program that provides early intervention services to infants and toddlers who have or are at risk for delays in development.

This program's goal is to strengthen the capacity of families to meet the developmental and health-related needs of their infant or toddler. The FIT staff works with children and their families to achieve optimal physical, emotional, social, and cognitive development. Families also are encouraged and mentored by staff to develop healthy, positive, and nurturing relationships with their children. Services include:

- Evaluation and assessment
- Developmental consultation and counseling
- Family education
- Home visits
- Community Resource Center of materials on child development
- Speech, occupational, and/or physical therapy

### A Success Story

As an infant, Gabriela (Gabby) was diagnosed with Rod Monochromatism, a condition associated with color blindness, visual acuity loss, extreme light sensitivity, and nystagmus. She was referred to and evaluated by Las Cumbres and qualified with delays in fine and gross motor skills, as well as her diagnosis with Rod Monochromatism. Gabby's team consisted of a service coordinator, physical therapist, developmental specialist, and a vision specialist from the New Mexico School for the Blind and Visually Impaired. With therapy, Gabriela progressed rapidly in her development and overcame many of her delays. As she learned how to walk, she was assigned a mobility specialist who helped her navigate in her home as well as in new environments. By her first birthday she was talking two and three word sentences.

When Gabby turned two, her 23-year-old brother suddenly died, and her family's world turned upside down. To help Gabby process the loss of her brother, a mental health specialist from Las Cumbres was added to her team. The next year, she was accepted into Las Cumbres' Conjunto preschool. Today, Gabby is full of life and has a spark that shines through in all that she does. She is curious and not afraid to try new adventures.

## Children and Family Services (continued)

### Behavioral Health

Behavioral Health services at Las Cumbres offer a prevention-based program that promotes healthy attachment and social/emotional development in children prenatal to age 6 and their families.

Services include:

- Infant mental health — home- and center-based counseling
- MiHijito/MiHijita group
- Family therapy and parenting classes
- Fatherhood Program
- Dialectical Behavior Therapy
- Play therapy
- Behavioral respite
- Safe Exchange and Supervised Visitation

Highlights for the fiscal year:

- A new comprehensive Fatherhood Program is now centered in Española and serving all of Rio Arriba County, funded in part by the National Fatherhood Initiative and the Children, Youth and Families Department of New Mexico.
- A new parenting class, "Parenting with Confidence," was developed for parents of children ages four to ten years.
- The Behavioral Respite Program is now coordinated by a Master's Level art therapist, who brings that service to a new therapeutic level.
- Las Cumbres became a member of the Teen Pregnancy Coalition and the New Mexico Alliance for Fathers and Families.



*I would like to come back to Boot Camp when I have another baby and share a new experience with two children*

— Quote from a "Boot Camp for New Dads" new father participant

## Children and Family Services (continued)



### Conjunto

The Conjunto Preschool forms a major element of the agency's integrative early intervention strategy. This innovative preschool model equally blends students ages 3 and 4 who are diagnosed with developmental disabilities or delays, at risk for social-emotional issues/problems, or considered "developing normally." The program promotes self-esteem, cooperative behaviors, and the constructive expression of feelings, as well as developmental growth in language, cognition, motor and self-help skills.

Highlights for the fiscal year:

- The program expanded by adding a second classroom, which made it possible to increase enrollment by 60%.
- The annual art exhibition was held at Northern New Mexico College. Every child had at least 2 art pieces in the exhibit.
- Graduation and the end-of-the-year ceremony was held at the Knights of Columbus hall in Española. The more than 300 guests included parents, grandparents, siblings, uncles, aunts, friends, and staff.

### A Success Story

As children graduate from Conjunto to the public schools, we work with their families to ensure their children make the transition as smoothly as possible. "Maria" was very reluctant to go to another school. Our teachers worked with her and went with her to visit the new school. On the first day of classes, her Conjunto teacher went with Maria to the new school. After about 20 minutes, Maria came over to her Conjunto teacher and said "I have a new teacher at my school, you can go now." She transitioned successfully, and continues to do well in her kindergarten class.

## Children and Family Services (continued)

### Santa Fe Community Infant Program

The Community Infant Program provides comprehensive therapeutic home based and center based services with a focus on the mental health of infants and young children — prenatal to age three — and their parents or caregivers in Santa Fe County. Program therapists support parents and caregivers to develop a secure relationship with their infant or child which is the essential foundation for social/emotional well being. Services Include:

- Infant mental health — home- and center-based individual family services
- Mother-infant groups
- Infant, parent, and/or family therapy
- Circle of Security parenting and Dialectical Behavior Therapy
- Case management

Highlights for the fiscal year:

- Staff attended workshops and trainings to continue building their knowledge base.
- Five support groups were offered that met for 10- to 12-week sessions.
- A series of three English speaking Dialectical Behavior Therapy groups were initiated.
- Staff was included in the State's Children, Youth and Families Department's "pilot" program specific to home visiting services.



#### A Success Story

When Ana came to the program with her six-weeks-old daughter, she was a recent immigrant from Mexico. Ana was experiencing difficulties adjusting to motherhood and living in a new culture, where she knew no one. She joined our Spanish-speaking group, where she received emotional support, made connections and friendships with other immigrant mothers, and participated in rich discussions around social/emotional development of her child. Upon discharge, she wrote: *"Thank you for all your help and support that you have given me. I have learned what I needed to be a good mother."*

## Adult Services

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### Supported Living

The Supported Living Program offers round-the-clock services, making it possible for adults with developmental disabilities, whose needs are beyond the scope of parents or family members, to live in a home setting.

Highlights for the fiscal year:

- Eight individuals in two homes continued to be served in Los Alamos.
- Participants received individualized support based on each person's different needs and preferences.
- Residents participated in Special Olympics events, attended concerts, played sports, exercised at the gym, shopped, were involved in arts and crafts events, and went out to dinner and movies.

*Thank you very much for all the help and support that I have received. Thanks to you I have learned what I need to be a good mother. Thank you for listening and being responsive to my problems. The truth is I don't know how I would have done it if I hadn't known you.*

— Quote from a consumer

### Independent Living

The Independent Living program provides comprehensive supports to adults with developmental disabilities who live in their own homes or with family members. The program offers consumers the opportunity to live as independently as possible while actively participating in community life. Services include:

- Day habilitation – a safe and engaging environment to learn new living and leisure skills, to socialize with peers, and to address physical needs
- Supported employment – including job development and placement, ongoing training and coaching, and transportation
- Community access – activities to promote participation in community life and to increase capacity to reside in, and engage with, the community

Highlights for the fiscal year:

- Participants received between 20 and 90 hours of support per month. The level of staff support varied based on individual need and choice.
- Adults received one-to-one staff time and also participated in group activities such as cooking.
- Transportation was provided to consumers for medical, therapy and other appointments, and for field trips to area events and recreational destinations.



*I really think that programs like these are a blessing and that the people who work here are very special, professional, like angels for helping all the mothers to have more confidence in themselves.*

— Quote from a consumer

## Adult Services (continued)



### Employment

Employment Programs extend the natural supports concept by connecting people with developmental disabilities with skills training and paid employment. Meaningful employment gives individuals a measure of financial independence and fosters their self-confidence and sense of belonging in the community. Work situations also provide opportunities for social interaction, enhanced communication skills, and help in developing natural support networks.

Highlights for the fiscal year:

- 32 individuals were helped to get and keep jobs with local businesses.
- The program staff worked with the following businesses: Angelina's Restaurant, Big Rock Casino, Black Mesa Golfcourse, Christina's Beauty Shop, Hilltop Inn, Jicarilla Grocery, Jicarilla Head Start, Jicarilla Inn and Casino, Long John Silver's, Lowe's Supermarket, McDonalds, New Mexico Office Products, Northern New Mexico Quality Care, OHKAY Travel Center, OR Communications, Otowi Cafeteria, Pizza Hut, Professional Hair Design, Pro Sec Security, Puye Travel Mart, Ruby's Bagel Shop, Santa Clara Senior Center, Santa Clara Tribal Schools and Administration, Smith's Supermarket, Snow Bird Travel Mart, Sonic, The Spa Works, Toby's Sports, Towa Golf Resort, and Walmart.

### A Success Story

When Adam came to our program, he was having issues with anger. Through the staff's work with him and their intervention to get him the appropriate medication, Adam's emotional challenges dramatically improved. Supported Employment helped Adam with job development, and he obtained a job a month after starting with the program. Adam got a drivers license with support from the staff, and he has purchased a vehicle. He graduated from the Supported Employment program in November, 2009, no longer requires a job coach, and is now driving himself to work. Supported Employment staff stay in touch with Adam to provide any additional support he may continue to need.

### Respite

Respite and personal care services offer parents, family members, and guardians temporary relief from the responsibilities of caring for a family member with disabilities. Families of any adult with a developmental disability and any child with, or at risk for, delayed development or a developmental disability are eligible to receive respite care.

Respite is available on an occasional or a regular basis, or for emergencies. Respite programs are tailored for each individual. Families decide when and where services will be provided, whether in the client's home, the provider's home, or in another location. Services can be provided for an hour, a day, a weekend, or a week.



*We love the services that we receive through Las Cumbres. We learned so much. You guys are very awesome! Thank you so much!*

— Quote from a consumer

## Financial Statements



### Balance Sheet, June 30, 2010

	FY 2009	FY 2010
Assets		
Current Assets		
Cash and cash equivalents	470,406	<b>630,618</b>
Accounts receivable	347,112	<b>473,619</b>
Investments	995,729	<b>1,010,482</b>
Prepaid expenses	32,253	<b>20,532</b>
Deposits	6,898	<b>40,115</b>
Total current assets	1,852,398	<b>2,175,366</b>
Non current assets		
Beneficial interest on agency endowment fund	89,073	<b>99,839</b>
Capital assets		
Property and equipment	897,898	<b>886,802</b>
Total non-current assets	986,971	<b>986,641</b>
Total assets	2,839,369	<b>3,162,007</b>
Liabilities and Net Assets		
Current liabilities		
Accounts payable	76,397	<b>39,341</b>
Accrued payroll liabilities	90,747	<b>128,891</b>
Accrued compensated absences	94,570	<b>91,828</b>
Note payable-current portion	19,357	<b>20,809</b>
Total current liabilities	281,071	<b>280,869</b>
Non-current liabilities		
Note payable	458,976	<b>438,166</b>
Total non-current liabilities	458,976	<b>438,166</b>
Total liabilities	740,047	<b>719,035</b>
Net assets		
Unrestricted	2,010,249	<b>2,343,133</b>
Permanently restricted	89,073	<b>99,839</b>
Total net assets	2,099,322	<b>2,442,972</b>
Total liabilities and net assets	2,839,369	<b>3,162,007</b>

## Financial Statements (continued)

### Statement of Activities, June 30, 2010

	FY 2009	FY 2010
Revenue and other support		
Contractual services	1,481,050	<b>1,436,370</b>
Medicaid	2,177,119	<b>2,896,735</b>
Client fees	141,559	<b>84,369</b>
United Way	96,798	<b>119,451</b>
Federal grants	343,994	<b>377,352</b>
Donations, grants, and fundraising	221,749	<b>139,069</b>
In-kind donations	91,860	<b>91,860</b>
Investment income (loss)	31,396	<b>91,438</b>
Training	1,331	<b>1,973</b>
Total support and revenue	<u>4,586,856</u>	<u><b>5,238,617</b></u>
Expenses		
Program services		
Adult services	1,108,031	<b>1,350,119</b>
Children and family services	1,943,247	<b>2,171,415</b>
Respite services	413,195	<b>439,661</b>
Training institute	356,214	<b>99,081</b>
Total program services	<u>3,820,687</u>	<u><b>4,060,276</b></u>
General, administrative, and fundraising	1,211,530	<b>834,691</b>
Total expenses	<u>5,032,217</u>	<u><b>4,894,967</b></u>
Net increase (decrease) in net assets	(445,361)	<b>343,650</b>
Net assets at beginning of year	2,544,683	<b>2,099,322</b>
Net assets at end of year	<u>2,099,322</u>	<u><b>2,442,972</b></u>



## Leadership

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### **Board of Directors** (as of April 1, 2011)

Rubina Cohen  
*President*

Erika Spallitta  
*Vice President*

Mustafa Chudnoff  
*Treasurer*

Brandy Van Pelt  
*Secretary*

Luis Peña  
*Member*

### **Senior Management Team** (as of April 1, 2011)

Rex Davidson  
*Executive Director*

Kathleen Benecke  
*Director, Santa Fe Community Infant Program*

Megan Delano  
*Director of Human Resources*

Stacey Frymier  
*Director of Behavioral Health Services*

Anna Marie Garcia  
*Director of Early Childhood/Family Infant Toddler Program*

Larry Pepin  
*Director of Finance*

Delfinia Romero  
*Director of Family Educational Services/Conjunto Preschool*

Alex Shapiro  
*Director of Development and Communications*

## Staff Profile

The experience and long-term tenure of staff members represent a major strength of Las Cumbres Community Services. Staff retention is a high priority because staff continuity helps maintain and strengthen our connection with the communities we serve. Many of our more than 200 staff members have been with Las Cumbres for six or more years. We are deeply grateful for their loyalty and dedication, which have helped our agency earn its reputation as an outstanding human services organization.

26 years	Arlene Chavez	10 years	Mabel Martinez
23 years	Inez Ingle	10 years	Evangeline Martinez
22 years	Delfinia Romero	10 years	Christine Mascarenas
18 years	Rosita Rodriguez	10 years	Irene Panas
18 years	Becky Trujillo	10 years	Michelle Romero
18 years	Lorraine Jaramillo	10 years	Maribel Torrez
17 years	Julia Martinez	9 years	Kathleen Benecke
17 years	Rebecca Quintana	9 years	Carmen Chavez
17 years	Carmelita Chacon	9 years	Valerie Huerta-Giron
16 years	Molly Trujillo	9 years	Michelle Montoya-Griego
15 years	Velma Clevelle	8 years	Elizabeth C De Baca
15 years	Barbara Lovato	8 years	Higinia Gallegos
15 years	Ermelinda Romero	8 years	Socorro Martinez
15 years	Rosemarie Valdez	8 years	Jennie Romero
14 years	Racheal Romero	8 years	Angela Vigil
14 years	Lisa Roybal	7 years	Maria Cordova
13 years	Stella Valdez	7 years	Arlene Trujillo
13 years	Maria Bayardo	7 years	Cleotilde Megariz
13 years	Sandra Sandoval	7 years	Judy Espinoza
12 years	Carlos Garcia	7 years	Adriano Valdez
12 years	Orlinda Martinez	7 years	Natalie Martinez
12 years	Della Vigil	7 years	Angelina Martinez
12 years	Ymelda Garcia	7 years	Casilda Vigil
12 years	Frances Griego	7 years	Cynthia Wilcox
12 years	Patricia Lovato	7 years	Clara Smith
11 years	Beatrice Fernandez	7 years	Maria Martinez
11 years	Elberia Fernandez	7 years	Ernestine Romero
11 years	Eleanor Garcia	6 years	Natalie Guzman
11 years	Rosella Jaramillo	6 years	Melanie Martinez
11 years	Myra Lopez	6 years	Juan Avila
11 years	Lucrecia Martinez		
11 years	Joann Salazar		
11 years	Patricia Shure		



## Funders



**Las Cumbres Community Services** gratefully thanks the following funders who gave from July 1, 2009 - December 31, 2010. The Board of Directors and staff deeply appreciate their support for our mission, our goals, and above all, the many families we serve.

### **\$35,000 & up**

Brindle Foundation  
Children, Youth, and Families  
Department of New Mexico  
Christus St. Vincent Regional Medical  
Center  
City of Santa Fe  
County of Rio Arriba  
County of Santa Fe  
First Judicial District Court of New Mexico  
New Mexico Department of Health  
New Mexico Department of  
Transportation  
United Way of Northern New Mexico

### **\$10,000 - \$34,999**

Anonymus  
Con Alma Health Foundation  
The Frost Foundation  
Jane and Kevin Loughrey  
National Fatherhood Initiative  
New Mexico Community Foundation  
Doris Goodwin Walbridge Foundation

### **\$1,000 - \$9,999**

ARK Foundation  
Española Rotary Club  
Los Alamos Knights of Columbus  
Los Alamos National Laboratory  
Foundation  
March of Dimes  
McCune Charitable Foundation  
PNM  
Pro2Serve  
Santa Fe Community College  
Santa Fe Community Foundation  
Rosemarie and Peter Shalek  
Erika and Joseph Spallitta  
Adair Waldenberg and Jon Peck

### **\$500 - \$999**

Cerrillos Masonic Lodge #19  
Rex and Joyce Davidson  
Duval Search Associates LLC  
Lynne E. Heilbuth  
Anthony Medina  
Ruth Omlin  
Mara and Charles Robinson  
Santa Fe Association of REALTORS  
Edward Smith  
SMK Marketing and Communications  
Marlaina Wall

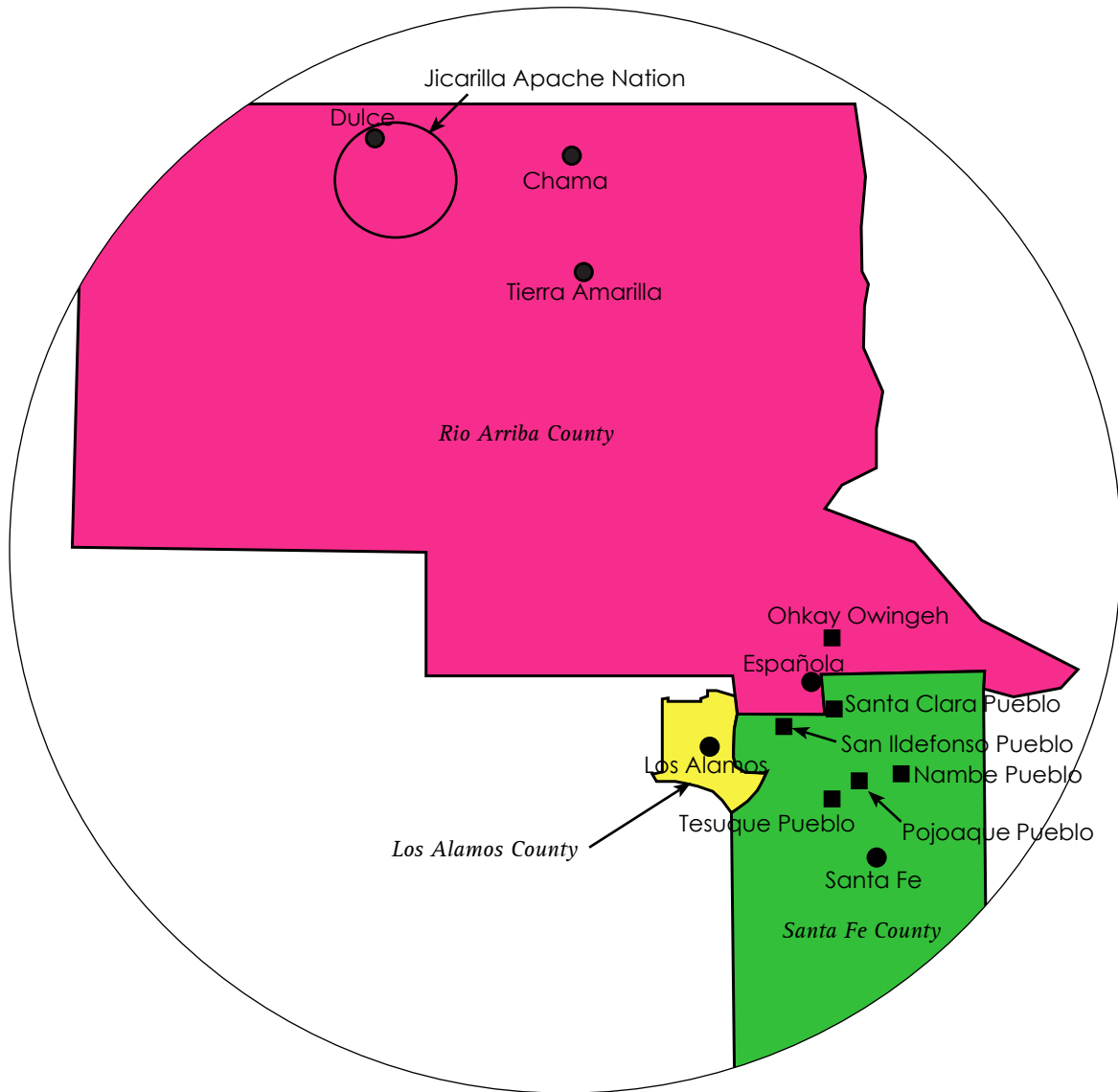
### **\$100 - \$499**

Alexander's Inn  
Anonymus  
Susan and Lee Berk  
Marythelma Brainard  
Evangeline M. Chavez  
Rubina Cohen  
James H. Duncan, Sr.  
Jennifer A. Dryfoos  
Dave and Helen Hadani Family Foundation  
Rosalie Heller  
Samuel Holdsworth  
Rebecca and Steve Howard  
Lynn F. Lee  
Robert N. Lee  
Los Alamos National Security  
Audrey Martinez  
Santa Fe Masonic Lodge  
Marguerite McClune  
Rebecca S. Miller  
Mark Rendleman  
Rio Grande Sun  
Kate Davis Rogers  
James R. Ruhe  
Maria D. Sanchez  
SG Western Construction  
Sara and John Tracy  
Valley National Bank

### **Up to \$99**

Cecilia A. Albert  
Alberstons  
Charmay Allred  
Anonymus  
Florence H. Ault  
Marylou Butler  
Michelle M. Daly  
Fiquet Hanna Duckworth  
Judy Espinoza  
Kathryn A. Flynn  
Patricia Goulding  
Jackie Hall  
Elizabeth Lee  
Sandra Y. Levine  
Meria Loeks  
Jackie M and Michael Motley  
Eileen Mandel  
Christine C. Mascarenas  
Seren Morris  
Sarah and Luke Pierpont  
Halina Postrozna  
Scott A. Reiber  
Deborah Schroder  
Kim Straus  
Doris Thielemann and Charles Hollas  
Wells Fargo Community Support  
Zia Diner

## Communities Served by Las Cumbres Community Services



### Española/Main Office

404 Hunter Street  
P.O. Box 1362  
Española, NM 87532  
505.753.4123

### Santa Fe Office

805 Early Street  
Suite B-102  
Santa Fe, NM 87505  
505.955.0410

### Adult Group Home

2056 Peach Street  
Los Alamos, NM 87544  
505.662.4703 (Women's)  
505.662.7653 (Men's)

### Adult Services Office

104 N. Coronado Avenue  
Española, NM 87532  
505.747.4715

### Chama Office

493 S. Terrace Avenue  
Suite 1  
Chama, NM 87520

Las Cumbres Community Services, Inc.  
404 Hunter Street  
Española, NM 87532

505.753.4123  
lascumbres-nm.org

