



BAYAUD
ENTERPRISES

Employment Matters

BE HOME **IMPACT** **REPORT**

2024

SERVING DENVER SINCE 1969

Bayaud Enterprises, through comprehensive, culturally responsive, trauma-informed interventions, has been developing programs and services that advance the self-sufficiency, health/wellness, and life goals for our constituents with disabilities and barriers to sustainability.

A photograph of the Denver skyline at sunset, with the city lights beginning to glow against a sky of orange and blue. The image is partially obscured by a dark grey diagonal overlay on the right side, which contains the text.

Executive Director Letter

Dear Friends and Supporters,

As we reflect on the first year of the BE HOME program, we are proud of the positive impact we've made in the lives of Denver residents with Intellectual and Developmental Disabilities (I/DD). At Bayaud Enterprises, stable housing is a basic need and the foundation for thriving communities. Our BE HOME program, launched in May 2023, provides tailored housing navigation services to help individuals with I/DD find housing stability, access resources, and plan for long-term goals such as homeownership.

In just one year, we've served 111 Denver residents with confirmed or suspected I/DD, and 26 family members, connecting them with housing vouchers, preventing evictions, and offering essential services like mental health support and life skills programs. Our dedicated team of housing navigators, counselors, and support staff has worked tirelessly to empower individuals and families to navigate the often complex housing systems.

A key focus of BE HOME is our commitment to Diversity, Equity, and Inclusion (DEI). We ensure our staff are trained in trauma-informed care, mental health first aid, and I/DD-specific practices, enabling us to provide our participants with the highest level of support. We also prioritize inclusive hiring practices and ongoing professional development to ensure our team is diverse, skilled, and ready to meet the needs of the communities we serve.

As we progress through December 2025, we are determined to continue addressing the housing challenges individuals with I/DD face. While we celebrate our successes, we remain committed to overcoming the persistent systemic barriers and ensuring everyone has access to stable housing and a fulfilling future.

Thank you for your continued support in this vital work.

Sincerely,

Tammy Bellofatto
Bayaud Enterprises Executive Director

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BAYAUD MISSION

The mission of Bayaud is to create Hope, Opportunity and Choice, with work as the means through which people with disabilities and other hurdles to employment can more fully participate in the mainstream of life.

VISION

Bayaud envisions a community where residents are self-reliant and have the capacity, support, and resources they need to overcome obstacles to employment and life challenges.

VALUES

HOPE: Bayaud envisions a community where residents are self-reliant and have the capacity, support, and resources they need to overcome obstacles to employment and life challenges.

OPPORTUNITY: All people should have access to the resources and support they need to achieve and maintain self-reliance.

CHOICE: Bayaud provides options that empower participants to choose their own pathways to well-being and economic success.

BE HOME: KEEPING FAMILIES TOGETHER

176
REFERRALS
RECEIVED

ABOUT BE HOME

I/DD HOUSING NAVIGATION SERVICES

At Bayaud Enterprises, we believe that housing is more than a basic need—it's the foundation for thriving communities and fulfilling lives. Our BE HOME program, which stands for *Bayaud Enterprises Housing Options Mean Everything*, is a testament to this belief, offering tailored housing navigation services to Denver residents with Intellectual and Developmental Disabilities (I/DD).

Launched as a funded partner of the IDDEAS (I/DD Equitable Access to Services) mill levy program—a dedicated property tax approved by Denver residents in 2003, BE HOME responds to the critical housing needs and service gaps identified through stakeholder and community feedback. The program empowers individuals and families by addressing housing instability, offering guidance on housing vouchers, managing urgent crises, and fostering long-term planning for stable housing and homeownership.

Since the contract's inception in May 2023 and participant enrollment beginning in September 2023, BE HOME has grown into a robust team of dedicated professionals, including four housing navigators, a lead navigator, an intake coordinator, a mental health counselor, an intern, and a program manager. Together, this team has worked tirelessly to build the necessary infrastructure and establish meaningful partnerships, ensuring participants and their families receive the support they need.

Over the past year, BE HOME has centered its efforts on four key focus areas:

- 1. Addressing Homelessness and Housing Insecurity:** By connecting individuals with I/DD and their caregivers to housing resources and assisting with basic needs, we help lay the groundwork for stability.
- 2. Navigating Housing Voucher Programs:** Our navigators provide comprehensive assistance with voucher applications, wait list enrollment, and the complex processes needed to secure stable housing.
- 3. Managing Urgent Needs:** Whether facing eviction or a mental health crisis, our team is equipped to link participants to critical resources and support during their most challenging times.
- 4. Long-term Planning/Homeownership:** We help participants pursue their housing goals through personalized planning, including the dream of homeownership.

As 2024 comes to an end, the BE HOME program is slated to continue its impactful work through December 2025. Reflecting on our first year, we celebrate the resilience and achievements of the Intellectual and Developmental Disability (I/DD) community we serve while acknowledging the challenges and lessons that have shaped our journey. This report highlights our efforts, successes, and vision for the future as we continue to address housing inequities and advocate for a more inclusive Denver.

STAFF ROLES AT BE HOME

Director

Provides leadership to the Housing Stability and Community Counseling Services Department. This role involves strategic planning, budget management, operational oversight, ensuring compliance, and overseeing staff performance. The director works on implementing organizational plans and acting as a liaison between executive management and staff.

Mental Health Counselor

Supports clients with mental health challenges affecting their housing stability, collaborates on trauma-informed care, and helps maintain data in systems. The counselor works alongside navigators to ensure cultural responsiveness.

Associate Director

Leads Housing Programs within the Navigation Department, including contracts for HAWC, Del Norte, and Atlantis. They provide strategic input, manage budgets, ensure compliance, oversee operations, and liaise between management and staff.

Program Manager

Oversees daily operations of the BE HOME program, supervises housing stability navigation staff, coordinates with community partners, and supports program development and staff training. They ensure efficient program delivery and staff supervision.

Intake Coordinator

Handles administrative and intake tasks for Housing Stability Services, ensuring client eligibility through phone screenings, document processing, and data recording. They schedule initial meetings, create client profiles, and assign case managers.

Housing Stability Navigator

Assists individuals with Intellectual and Developmental Disabilities (I/DD) in overcoming housing instability by providing support for eviction prevention, mediation, financial coaching, housing counseling, and access to various community services like mental health support and workforce development.



DEI: DIVERSITY EQUITY & INCLUSION

A component of BE HOME'S Staff Hiring and Training

The BE HOME program incorporates Diversity, Equity, and Inclusion (DEI) into its hiring and training processes to ensure a supportive and inclusive environment for staff and I/DD clients.

Here's a summary of DEI Training at BE HOME:

- **Inclusive Training Programs:** Staff receive timely training on essential topics such as Trauma-Informed Care, Mental Health First Aid, Housing and Urban Development (HUD) housing counseling, and Colorado State University's (CSU) Developmental Disabilities Training Series (including topics such as disabilities law, visual supports, and managing behavior).
- **External Training:** Bayaud actively seeks additional external consultations, workshops, and training opportunities, such as SSI/SSDI outreach programs to help individuals apply for disability benefits.

Training Completed by Staff:

- **Comprehensive Training:** All staff complete essential training, including Trauma-Informed Care, Mental Health First Aid, HUD Housing Counseling, CSU's Developmental Disabilities Training Series, and the Neuro-Inclusive Housing Summit.



59%
PARTICIPANTS
IDENTIFIED
AS BIPOC

- **Additional Expertise:** Staff have participated in various training and collaborations, such as Metro Denver CoC, Corporation for Supportive Housing (CSH) training, and partnerships with external experts.

DEI in Hiring:

- **Open Hiring Practices:** All promotion opportunities, including salary ranges, bonuses, and compensation details, are shared publicly. Bayaud Enterprises is committed to equal-opportunity employment and encourages people with disabilities to apply.
- **Inclusive Employment:** Affirmative action is taken to employ and advance individuals with disabilities, ensuring non-discriminatory practices.
- **Job Accommodations:** Accommodations are made individually for employees, allowing for the prioritization of workplace modifications.
- **Compensation Incentives:** Spanish-speaking employees are paid differentials to foster diversity among both staff and clientele.

Plans for Continued Growth:

- **External Training and Consultations:** To continue growing, Bayaud plans to seek more subject matter expert consultations and training, including CSH training, case management collaborations, and university courses.
- **Financial Literacy:** All staff will receive financial health and literacy training.
- **Ongoing Professional Development:** Staff will continue their HUD counseling training, and the mental health counselor will offer further training on cultural competency and trauma-informed care.
- **Specialized Training:** BE HOME staff will receive additional training from Rocky Mountain Human Services on Medicaid waivers and the I/DD designation process.



INTERNSHIP PROGRAM

Master of Social Work (MSW) Program

BE HOME collaborates with Master of Social Work (MSW) programs to offer an internship opportunity that helps build capacity in Denver's workforce to serve residents with Intellectual and Developmental Disabilities (I/DD).

This internship program provides valuable hands-on experience for MSW students, equipping them with the knowledge and skills necessary to work with individuals with I/DD and address their unique needs, particularly from a mental health and housing stability perspective.

Developing Workforce Capacity

Through this internship program, Bayaud exposes MSW interns to various resources, services, and strategies used to support clients with I/DD. Interns are also provided opportunities to engage directly with individuals facing housing instability and mental health challenges, learning how to navigate and connect clients to critical services and supports. Interns are introduced to:

- **Mental Health Resources:** Interns gain a deep understanding of how to approach mental health issues in the context of I/DD, learning techniques for trauma-informed care and cultural competency.
- **Housing and Community Support Services:** The program exposes interns to housing navigation and case management, teaching them how to assist individuals with I/DD to secure and maintain stable housing
- **Practical Experience:** Interns participate in client-facing tasks, collaborate with staff, and receive mentorship that helps them build real-world skills in social work practices specific to the I/DD population.

This exposure has sparked significant interest among interns in pursuing careers in social work that focus on serving individuals with I/DD. As a result, Bayaud's internship program is playing a key role in developing a more skilled workforce in Denver, addressing critical gaps in services for residents with I/DD, and contributing to the long-term sustainability of support for this community.

COUNSELING: MENTAL HEALTH

FOSTERING STABILITY, RESILIENCE, AND
COMMUNITY CONNECTION

The mental health component of BE HOME provides individual therapy to participants, their family members, or caregivers interested in mental health services. Key offerings include:

- **Therapeutic Services:** Talk therapy is offered to all interested participants ages 18 and up.
- **Specialized Mental Health Support:** The program ensures warm hand-offs and connections to external providers for those needing services beyond therapy (e.g., medication management or psychiatry).
- **Psychoeducation and Resource Navigation:** Clinicians educate participants and staff on behavioral health systems and collaborate with navigators to support clients during crises or complex cases.
- **Crisis Intervention:** Clinicians provide emotional support and resources to participants in distress, such as those experiencing interpersonal/domestic violence or thoughts of self-harm.

Lessons Learned:

- **Collaboration is Key:** Coordination between housing navigators and the mental health provider has significantly improved care planning and goal setting for participants.
- **Group Therapy Demand:** Many participants have expressed interest in group therapy, prompting the program to develop curriculum and schedules.
- **Preference for Virtual Services:** While virtual services are heavily utilized, transportation challenges have also highlighted the need for flexible in-person options.

Program Data (Contract Year: Sept. 2023 - Sept. 2024):

- 14 clients received mental health consultations.
- 55 individual therapy sessions were conducted.
- One psychoeducation group was completed (two participants attended).
- Crisis interventions frequently involve collaboration between navigators and the mental health provider to connect participants with appropriate crisis services.

Community Engagement:

- A psychoeducation group was successfully conducted, and additional community-based mental health initiatives, including life-skills and psychoeducation groups, are in development.

78

**PARTICIPANTS
IDENTIFIED
AS HAVING A
MENTAL HEALTH
DIAGNOSIS**

Plans for Growth:

- **Group Expansion:** A schedule for monthly life-skills and psychoeducation groups has been created, with some groups ready for immediate implementation. The program now has access to a dedicated community room (capacity of 50+ participants) at 201 S Cherokee St.
- **Additional Offerings:** Exploration of weekly or bi-weekly mental health groups is underway to meet participant needs.
- **Enhanced Accessibility:** Plans are in place to balance virtual and in-person services to accommodate transportation barriers.

This program reflects BE HOME's commitment to addressing the mental health needs of its participants, fostering stability, resilience, and community connection.



PARTNERSHIPS, OUTREACH, & GRATITUDE

CREATING A NETWORK OF SUPPORT THAT PRIORITIZES DIGNITY STABILITY AND OPPORTUNITY

The progress and achievements of the BE HOME program are a direct result of the meaningful partnerships, community outreach efforts, and the trust of our participants. These collaborations have been essential in addressing the multifaceted challenges faced by Denver's I/DD community and creating pathways to stability, independence, and empowerment.

Our Participants

At the heart of BE HOME's success are our participants and their support networks. Their resilience, collaboration, and trust drive the program's mission forward. We are especially proud that many participants have become referral sources themselves, underscoring the strength of the community and their commitment to helping others navigate similar challenges.

Formal Community Partnerships Established

BE HOME has solidified formal partnerships with the following organizations to enhance service delivery and participant outcomes:

- Denver Human Services (DHS)
- Rocky Mountain Human Services (RMHS)
- RMHS Mission Supports
- RMHS Mill Levy
- RMHS START (with quarterly advisory council participation)
- Denver Rescue Mission
- Second Chance Center
- El Grupo Vida
- Denver Housing Authority

Gratitude for Collaboration

The BE HOME team expresses its deepest gratitude to the many organizations and individuals who have contributed to the program's success. From participants and their families to community partners and team members, each has played a critical role in making BE HOME a vital resource for Denver's I/DD community.

Together, these partnerships and outreach efforts have created a network of support that prioritizes dignity, stability, and opportunity for all.

Community Organizations Reached

Bayaud Enterprises' BE HOME program has actively engaged with a wide range of community organizations to expand accessibility and strengthen support networks. Outreach efforts have included presentations and



partnerships with key organizations in the following areas:

- **Housing & Disability Services:** Rocky Mountain Human Services, Denver Housing Authority, Atlantis Community Inc., Colorado Fund for People with Disabilities.
- **Supportive Services & Advocacy:** AdvocacyDenver, The Initiative, El Grupo Vida, Mill Levy, START (Systemic, Therapeutic, Assessment, Resources and Treatment) Advisory Council.
- **Homelessness & Shelter Services:** Denver Rescue Mission, St. Francis Center, Urban Peak, Denver Public Library (DPL), Catholic Charities.
- **Education & Employment:** Denver Public Schools (DPS), Mission Supports, Second Chance Center.
- **Temporary Housing Providers:** Bayaud HousingWorks at Radisson, Silva Markham/Del Norte.

Outreach Activities Conducted

To increase accessibility and program awareness, BE HOME has engaged in the following outreach initiatives:

- Hosted a webinar for the Inclusive Housing Coalition.
- Delivered an in-person presentation at the Inclusive Housing Summit.
- Conducted presentations for key organizations and councils, including:
 - ◆ DHS' IDDEAS Advisory Council
 - ◆ WellPower
 - ◆ AdvocacyDenver
 - ◆ Denver Public Library
 - ◆ Denver Rescue Mission
 - ◆ Catholic Charities
 - ◆ Urban Peak
- Delivered presentations within Bayaud Enterprises to enhance collaboration and awareness among programs.

Future Outreach Plans

BE HOME remains committed to expanding its outreach efforts to better serve the community. Future plans include:

- Presenting program services to additional organizations and potential partners.
- Distributing I/DD-friendly fliers to shelters and community hubs to reach individuals in need.
- Strengthening formal partnerships to provide comprehensive support for participants.

INTAKE & ELIGIBILITY

A TRAUMA INFORMED PROCESS

This section outlines the steps taken to establish and refine the intake and eligibility determination process for the BE HOME Program. The eligibility determination process ensures that participants meet essential criteria, such as residency, I/DD status, and risk of homelessness.

Development Steps Taken:

- A dedicated intake coordinator was employed to manage the intake process.
- Established a dedicated phone number ((720) 979-2645) and email address (BEHOME-IDD@bayaudenterprises.org) for referrals.
- Developed and distributed a referral form approved by Denver Human Services to community partners, shelters, and service agencies.
- Created a BE HOME Intake Form for eligibility screening and initial information gathering.

Eligibility Determination Process:

- Community partners, family members, household members, or prospective participants submit referrals via phone or email.
- The intake coordinator conducts a phone screening to assess eligibility based on:
 - ◆ Denver residency.
 - ◆ Confirmed or suspected I/DD of one or more household members.
 - ◆ Seeking housing-related support and/or homeownership assistance.
- If a participant meets some but not all criteria, additional questions are asked to assess stability and explore other needs.
- Participants meeting all three criteria are offered an intake appointment.

Intake Process:

- Intake meetings occur in person at accessible locations (e.g., libraries, shelters) or virtually if preferred.
- During the intake, the intake coordinator:
 - ◆ Collects demographic, household, and housing-related information.
 - ◆ Assesses current resources and services being utilized.
 - ◆ Gather necessary documentation for housing (e.g., IDs, birth certificates, income information).

111
PARTICIPANTS
CONFIRMED OR
SUSPECTED I/DD



- ◆ Completes coordinated entry assessments for eligible participants.
- ◆ Provides information about the BE HOME program.
- Referrals Received: 176
137 referrals met eligibility requirements and enrolled in the program (across 106 households).
- Active Households: 88
- Exited/Closed Households: 9

Future Plans:

- Continue to utilize current systems and infrastructure, with adjustments and updates as needed.
- Further, develop services related to homeownership and support for participants with aging caregivers.

CRISIS MANAGEMENT INTERVENTION

SUPPORTING IMMEDIATE NEEDS AND WORKING TOWARD SUSTAINABLE SOLUTIONS

The BE HOME program provides comprehensive crisis management support to participants, addressing a range of challenges, including:

- **Housing-Related Crises:** Risk of eviction due to financial issues, lease noncompliance, pest control issues, or interpersonal conflicts with property management.
- **Mental Health Crises:** Participants experiencing emotional distress or crises requiring immediate intervention and support.
- **Unmet Basic Needs:** Addressing gaps in nutrition, utilities (heat/electricity), and other essential resources.

Response and Interventions:

- **Mental Health Crises:** Housing navigators collaborate with mental health providers, START program, or Colorado Crisis Services to ensure participant safety and well-being. Staff facilitate connections to appropriate resources and provide direct transportation when needed.
- **Housing Crises:** Navigators assist with rental assistance, advocacy, shelter arrangements, and community resource connections. When immediate needs arise, program funding is used to address urgent issues such as securing food, preventing eviction, or finding temporary accommodations.

- **Long-Term Stability:** After resolving the initial crisis, staff work with participants to develop strategies to avoid similar situations, including budgeting assistance, resource referrals, and ongoing advocacy.

Success Stories:

- A participant with limited vision and intellectual disability was found safe during a mental health crisis, connected to RMHS START program, and transitioned to a host home for long-term care.
- Families at risk of eviction received rental assistance, advocacy, and court support, enabling them to remain housed and stable.
- A participant moved to a more accessible housing unit after receiving financial and logistical assistance, improving their quality of life.

Outcome Data:

- **Total Housing Crises Managed:** Approximately 125 instances during the reporting period.
- **Evictions Prevented:** 25 households received assistance to avoid eviction, helping maintain stability and preventing long-term barriers.
- **Temporary Housing Support:** 19 households received hotel/motel vouchers to avoid homelessness while transitioning to sustainable housing solutions.

Future Plans:

- Continue to deliver culturally responsive, trauma-informed crisis management services.
- Strengthen collaborations with community partners to provide additional support and resources.
- Expand staff training on Community Access Team (CAT) vouchers, Medicaid waivers, and other relevant programs (scheduled with RMHS in January).
- Utilize recently obtained 17 housing vouchers to assist participants in achieving housing stability.

This intervention approach ensures that participants are supported in their immediate needs while working toward long-term housing goals.

25 HOUSEHOLDS
RECEIVED
ASSISTANCE
TO AVOID
EVICTION

ADDRESSING HOMELESSNESS

SERVICES PROVIDED FOR PEOPLE EXPERIENCING HOMELESSNESS (PEH)

The BE HOME program provides individualized support tailored to participant needs, focusing on accessible and affordable housing. Key services include:

- **Basic Needs Assistance:** Meals, water, hygiene kits, showers, laundry, weather-appropriate clothing, and professional attire for interviews.
- **Vital Document Support:** Assistance in obtaining IDs, Social Security Cards, and birth certificates.
- **Transportation Support:** RTD bus fare, education on public transit, Lyft rides, car repairs, Access-a-Ride applications.
- **Emergency Shelter & Transitional Housing:** Finding shelter for the night, securing hotel stays, and addressing disability-related or family composition barriers.
- **Advocacy & Resource Navigation:** Maps, phone/email access, community resource advocacy, financial education, and public benefits support (Medicaid, SNAP, LEAP).
- **Limited Employment Assistance:** Job application support, resume creation, SSI/SSDI application help.
- **Health & Appointment Coordination:** Scheduling transportation, medical appointments, and medication access.

Major Challenges:

- Finding immediate and sustainable transitional housing options.

- Overcoming barriers such as family composition and disability-specific needs.
- Securing emergency shelter and hotel stays due to financial and logistical constraints.

Outcome Data:

- **Homelessness:** 39 adults entered the program while experiencing homelessness.
- **Hygiene Support:** 50 households received hygiene products.
- **Food Assistance:** 75 households benefited from nutritional assistance through food deliveries, food bank referrals, and other means.
- **Coordinated Entry:** 25 households enrolled in Coordinated Entry (per HMIS data).
- **Transportation Services:** 78 transportation services were provided (e.g., Lyft rides, bus tokens, and passes).

Future Plans:

The program will continue addressing the immediate needs of Persons Experiencing Homelessness (PEH) while working toward long-term solutions like affordable housing vouchers and enhanced transitional housing options.



39

**PARTICIPANTS
ENTERED THE
PROGRAM
WHILE
EXPERIENCING
HOMELESSNESS**

TRIUMPHS OF TRANSFORMATION AND STABILITY:

Stories of Hope and Resilience

HD's Story: Finding Safety and Care

HD reached out to BE HOME during a deeply distressing mental health crisis. Blind and living with a diagnosed intellectual disability, they were lost and disoriented in the Denver Metro Area, unable to determine their location or reach safety. Our housing navigator and program manager sprang into action, contacting Rocky Mountain Human Services START (Systemic, Therapeutic, Assessment, Resources and Treatment) program as the first step in providing critical support. After tirelessly searching, the navigator located HD brought them to a secure and supportive environment and ensured a seamless hand-off to mental health professionals. Today, HD thrives in a host home, where they receive the consistent care and compassion needed to live a stable, fulfilling life. This is not just a story of a crisis averted but a life renewed with dignity and Hope.

RJ's Story: A Second Chance at Stability

RJ's household found themselves on the brink of eviction, struggling with a conflict with property management that threatened their housing stability. The fear of losing both their home and their housing voucher was palpable. BE HOME quickly stepped in, mobilizing community partners and resources to prevent the eviction. Through persistence and collaboration, BE HOME helped RJ resolve the conflict and supported them in securing a new apartment where they could rebuild their life.

Today, RJ continues to work with BE HOME and our partners, steadily moving toward long-term housing stability and Hope. Their story reminds us of the power of a community that refuses to give up on those in need.

MJ's Story: A Place Called Home

MJ had been living in financial instability and facing the imminent threat of eviction due to back rent. Years of wishing for a more accessible home seemed out of reach. When MJ turned to us, our housing navigators rallied to help. They navigated the complexities of rental assistance, used internal funds to cover the remaining balance, and tirelessly negotiated with property management. Hours of dedication, countless meetings, and unwavering advocacy from our team led to a breakthrough: not only was MJ able to avoid eviction, but they could finally move into a more accessible apartment. With budgeting and financial literacy training now part of their journey, MJ reflects on the transformation with gratitude: *"Moving from my studio apartment to a one-bed feels like I just got out of jail,"* explained MJ. The Opportunity for stability and independence is now within MJ's grasp.



DAR's Story: Reclaimed Stability

A BE HOME participant family faced the heart-wrenching possibility of losing their home due to unpaid back rent. Their future felt uncertain and overwhelming, with an eviction looming and a court date set for an eviction court proceeding. Our housing navigator stepped in with determination and care, assisting the family in securing rental assistance and mediating directly with the landlord to find a path forward. Standing by their side in eviction court, the navigator's advocacy resulted in an extension that gave the family the needed time. The family has avoided eviction and is now settled in a new home. They are receiving ongoing support to furnish their household and build a stable future. What once felt like an inevitable loss became a story of advocacy, resilience, and Hope.

9 HOUSEHOLDS SECURED VOUCHERS

HOUSING VOUCHERS

ADVOCATING FOR STABILITY ON BEHALF OF PARTICIPANTS

The BE-HOME program works diligently to secure housing vouchers for participants despite significant challenges in availability and process delays. Key efforts include:

- **Lottery Submissions:** When housing voucher lotteries open, BE-HOME submits as many applications as possible to maximize opportunities for participants.
- **Community Partnerships:** Collaborating with Atlantis Community Foundation and Del Norte Neighborhood Development Corporation to manage Project-Based Voucher (PBV) referrals. Although this process has been slow, recent results have shown promise.
- **Overcoming Barriers:** Even voucher recipients often face challenges, such as delays caused by inspection and administrative requirements, which conflict with the rapid timelines property managers demand. These delays can create additional hurdles to securing housing.

Outcome Data:

- **Voucher Recipients:** Nine households in the program secured vouchers, including PBVs, Housing Choice Vouchers (HCVs), and vouchers from Atlantis and Del Norte.
- **Voucher Applicants:** 39+ participants experiencing homelessness sought assistance with voucher access.
- **Existing Voucher Holders:** 22 households entered the program with housing subsidies or vouchers.

Challenges:

Housing vouchers remain scarce, and their complex requirements can hinder participants from securing timely housing. Due to this limited availability, only 8% secured a housing voucher through BE-HOME's support. The team must navigate these obstacles while assisting clients in finding long-term stability

Future Plans:

- **Leverage Lotteries:** Continue submitting applications to voucher lotteries as they open.
- **Expand Partnerships:** Strengthen relationships with community partners and grantees to uncover additional voucher opportunities and resources.
- **Advocacy:** Explore ways to advocate for streamlined processes and better access to housing vouchers to address one of the most significant barriers to housing stability.

By focusing on partnerships and advocacy, BE-HOME is committed to helping participants access the housing stability they need to thrive.



30%

REPORTED A
HOUSEHOLD
INCOME OF
ZERO



AGING CAREGIVER AND HOMEOWNERSHIP CHALLENGES AND FUTURE PLANS FOR PROGRAM IN 2025

Homeownership programming has not been developed yet because many clients are not at a stable housing point to begin the process, facing challenges like poor credit, debt, and insufficient income for down payments. Additionally, clients with aging caregiver concerns have more immediate issues related to homelessness and housing instability.

Moving forward, BE HOME plans to develop this programming by pursuing HUD counseling certifications for staff, connecting with realtors, and strengthening partnerships with community organizations to better support clients in need of homeownership resources and assistance for aging caregivers.

Current Status:

• Homeownership Programming:

This area is not yet fully developed due to the challenges participants face in achieving sufficient housing stability. Many clients navigate ongoing crises and focus on immediate needs rather than future goals like homeownership. Barriers include:

- ◆ Poor credit scores and outstanding debts.
- ◆ Inability to save for down payments or closing costs due to low income.
- ◆ Lack of financial stability to meet home loan qualifications.

• Aging Caregiver Support:

Participants with aging caregiver concerns often face pressing issues like homelessness or significant housing instability, preventing them from focusing on long-term planning.

Plans for Development:

- Homeownership Programming:
 - ◆ BE HOME staff is pursuing HUD counseling certifications to support participants better.
 - ◆ The outreach plan includes connecting with realtors to build knowledge and resources when participants are ready.
 - ◆ Collaboration with existing community partners will continue, and efforts will expand to engage new partnerships within Denver communities to provide pathways for clients to explore homeownership opportunities in the future.
- Aging Caregiver Support:
 - ◆ BE HOME plans to develop partnerships with organizations specializing in caregiver support and aging services.
 - ◆ Future programming will address the unique needs of clients with aging caregiver concerns.

Current Data:

- **Clients with Aging Caregiver Concerns:** 0 (no current participants identified with active concerns).
- **Clients with Homeownership Goals:** At least one participant has expressed interest in homeownership, but none can pursue this goal actively. Stability and routine must be achieved first.

Future Goals:

BE HOME aims to continue building competency among staff, particularly in housing counseling and leveraging community connections to address long-term needs like homeownership and caregiver concerns. These efforts will provide a foundation for participants to explore these opportunities once their immediate housing stability has been secured.

DEMOGRAPHICS

The BE HOME program addresses the housing needs of Denver residents with I/DD. To qualify for BE HOME services, participants must meet three eligibility criteria:

1. Reside in the City and County of Denver.
2. Have a confirmed I/DD diagnosis or be in the process of obtaining one, based on the Colorado state definition (10 CCR 2505-10 8.600.4).
3. Seek housing-related support and/or homeownership assistance.

Our program not only supports individuals with confirmed or suspected I/DD but also includes their household members, recognizing that housing stability impacts everyone in the family.

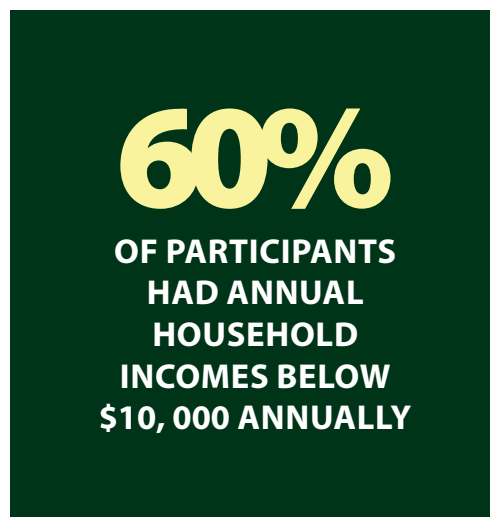
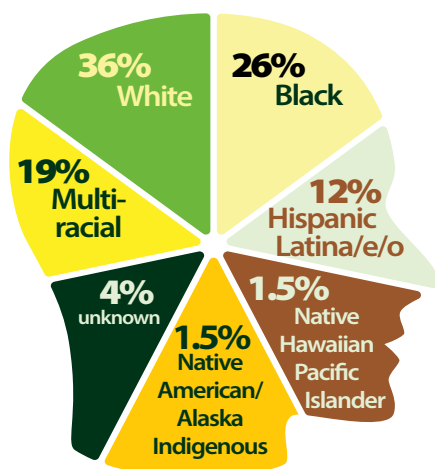
Program Reach and Referrals (September 25, 2023 – September 30, 2024)

- 176 Referrals Received
 - ◆ 19 referrals: Housed but seeking alternative or independent housing.
 - ◆ 96 referrals: Experiencing homelessness, living in temporary housing, or institutionalized.
 - ◆ 39 referrals: At risk of eviction.
 - ◆ 21 referrals: General housing support/services needed.
 - ◆ Common reasons for referral: Homelessness, financial challenges, and other risk factors for housing instability.

Participant Demographics

- 137 Individuals Served
 - ◆ 111 participants with confirmed or suspected I/DD.
 - ◆ 26 family members living with individuals with I/DD.
- Living Situation at Enrollment:
 - ◆ 39 participants entered the program while experiencing homelessness.

RACE & ETHNICITY



39+
EXPERIENCING HOMELESSNESS SOUGHT HELP WITH VOUCHER ACCESS

- ◆ 74 participants housed at the time of enrollment.
- Household Income:
 - ◆ 60% of participants had a household income below \$10,000 annually.
 - ◆ 30% reported a household income of zero.
- Mental Health:
 - ◆ 78 participants (59%) self-identified as having a mental health disorder.
- BIPOC Representation:
 - ◆ 59% of participants identified as members of BIPOC communities.

Program Support and Impact

BE HOME staff completed 25 Coordinated Entry Assessments to connect participants with housing resources. Many referrals already had assessments recorded in the Homeless Management Information System (HMIS).

These figures reflect the urgent need for targeted housing solutions and holistic support for Denver's I/DD community.

PRIOR LIVING SITUATION



CELEBRATIONS & LESSONS LEARNED

CELEBRATIONS

The BE HOME program has made significant strides in its first year, bringing positive change to the lives of participants and their families. Here are some of the program's most notable achievements in 2023 and 2024:

Housing Stability Milestones:

- Four clients/households exited homelessness of whom:
 - ◆ One exited homelessness into an apartment with a new voucher,
 - ◆ Two exited homelessness into apartments using vouchers obtained before BE HOME enrollment.
- One exited homelessness into a market-rate apartment
- Four clients/households moved to new housing spaces into apartments using vouchers obtained prior to BE HOME enrollment.
- 25 households avoided eviction.

Supportive Services:

- 50 clients/households received food and nutrition assistance.
- 25 clients/households benefited from direct mental health support.
- 30 clients/households received clothing assistance.
- 50 clients/households were provided hygiene products.

Community Engagement:

- Hosted community events, including a participant barbecue, fostering a sense of connection and support.
- Facilitated life skills groups, empowering participants with tools to navigate housing and life challenges.

Program Outcomes:

- Seven clients/households exited the program after achieving stabilization, reflecting the program's success in fostering long-term housing and support solutions.

LESSONS LEARNED

As a pilot initiative, the BE HOME program has faced and overcome several challenges, providing valuable insights for continuous improvement. Such as:

- 1. Affordable Housing Challenges:** Finding affordable housing that participants can sustain remains a significant barrier. Limited income and a scarcity of housing vouchers greatly restrict options, particularly for those experiencing homelessness or seeking to leave unstable living conditions.
- 2. Systemic Barriers:** Participants encounter complexities navigating systems that directly impact housing stability. While beneficial, the I/DD designation process is cumbersome and time-consuming, leaving critical gaps for participants awaiting designation.
- 3. Urgent Housing Needs:** Immediate housing solutions are essential for participants in shelters or in unsafe conditions. These situations are particularly acute for households with multi-layered needs, such as those involving multiple genders or vulnerable demographics.
- 4. Relational Advocacy:** Advocacy is a cornerstone of the program, with 216 instances of BE HOME staff working with external agencies on behalf of participants. This highlights the importance of partnerships and collaboration in bridging service gaps.
- 5. Support for Complex Needs:** Many participants face relational challenges or unsafe environments that magnify their need for supportive housing and individualized assistance.

BE HOME Participant Summer Barbecue 2024



50

HOUSEHOLDS
RECEIVED FOOD
& NUTRITION
ASSISTANCE

EXECUTIVE SUMMARY

As we conclude the first year of the BE HOME program, we celebrate the significant strides made in addressing the critical housing needs of Denver residents with Intellectual and Developmental Disabilities (I/DD). Our program responds to the needs identified through community feedback, helping participants navigate housing insecurity, manage urgent crises, and plan for long-term housing stability, including homeownership.

In its first year, BE HOME has provided essential housing navigation services to 137 individuals, including 111 clients with confirmed or suspected I/DD and their families. Our dedicated team, including housing navigators, mental health counselors, and a program manager, has focused on four key areas:

- 1. Addressing Homelessness and Housing Insecurity:** We connected individuals with I/DD to housing resources and provided basic needs support, helping 25 households avoid eviction and 39 participants entered the program while experiencing homelessness.
- 2. Navigating Housing Voucher Programs:** Our navigators assisted participants in applying for and managing housing vouchers, helping eight households secure new homes, four of which exited homelessness.
- 3. Managing Urgent Housing Needs:** BE HOME responded quickly to crises, providing emergency housing and referrals for 25 Coordinated Entry Assessments, ensuring participants received timely support.
- 4. Long-term Planning/Homeownership:** We helped participants pursue long-term housing goals, including homeownership, through personalized planning and case management.

Throughout the year, BE HOME has made significant impact by helping eight clients move into new housing, four clients exit homelessness, and 25 households avoid eviction. We also provided food, mental health support, and life skills training to participants, further enhancing their stability and well-being.

While we celebrate these successes, we acknowledge the ongoing challenges. Affordable housing remains a significant barrier, with limited income and scarce housing vouchers restricting options. The I/DD designation process is cumbersome, creating delays for participants awaiting services. Additionally, participants in unsafe living conditions urgently need stable housing solutions.

Our success in overcoming these challenges is due in part to strong partnerships with external agencies. BE HOME staff advocated on behalf of participants in 216 instances, securing critical housing and services. These partnerships, along with our commitment to Diversity, Equity, and Inclusion (DEI), have been instrumental in ensuring equitable access to support and services. Our staff receives comprehensive training in Trauma-Informed Care, Mental Health First Aid, Housing Counseling, and Developmental Disabilities, ensuring they are prepared to meet the diverse needs of our clients.

Looking ahead to 2025 and beyond, BE HOME will continue to advocate for affordable housing, streamline systems, and refine our approach based on lessons learned in our first year. We are committed to providing more affordable housing options, expanding staff training, and enhancing our advocacy efforts.

The future of BE HOME is bright, and with continued community support, we will continue to work toward a more inclusive, equitable Denver where all residents, regardless of their abilities, can thrive in stable housing. Thank you for your ongoing support as we continue this critical work.





Employment Matters

333 W Bayaud Ave., Denver CO 80223 • bayaudenterprises.org