

Our Values

Quality. Integrity. Respect.

Three core values encompass the Carmel philosophy and guide all of our efforts.

Quality is delivered through Carmel's superior services. We focus on excellence and we continuously evaluate our operations to identify any needed improvements and in turn develop plans to correct those areas. Carmel believes that collaboration is essential to excellence and quality. We are committed to listening to and responding to the people in our services and their families or guardians. Carmel employees and providers collaborate in a partnership that has the person in service and their best interest at heart. Quality services can only happen if everyone involved is accountable for their performance. Carmel employees know what is expected and take pride in doing it well. To maintain leadership in delivering quality services, Carmel stays abreast of developments in our field and benchmarks our services against other industry leaders. To maintain our tradition of excellence, we use what we have learned to develop new innovative service models.

Integrity is often used to describe moral character and actions. Integrity as we at Carmel use it means that all of our actions are honest, and ethical. Our entire organization is devoted to our mission and every employee upholds our dedication to supporting people with disabilities and assisting them to participate in their communities. Integrity is also used to describe systems or structures that are complete or whole. Carmel services support individuals with developmental disabilities in a comprehensive, cohesive manner. Supports and services are delivered within a structure that insures that all areas of a person's life are evaluated, needs are prioritized and supports are integrated and complete.

Respect for the people we serve is our constant priority. Carmel demonstrates our respect for those we serve through people first language, focusing always on the person and not their disability. Even more than sensitivity to words and labels, Carmel values the active participation of the people we serve by asking them for opinions about their services and measuring their level of satisfaction. Carmel seeks input from all of our constituents and we are committed to responding to their feedback. We always advocate for the people we serve to be active members of the communities where they live and work.



1969

Present



A Piece of Our History

Carmel began providing services in 1969 in Boulder, Colorado when Carmel House opened its doors to fourteen people. These pioneers moved out of state institutions and into one of the first community-based residential facilities in the state. Within one year, our small group had grown to more than 60 and Carmel became a model for community supports of its type. During 23 years of operation, Carmel House served over 200 people of all ages and abilities.

and scope of services and supports. We now have offices in four geographical regions and serve over 600 people all along the Front Range of Colorado

Many of the people who came to Carmel in the 1970's are still with us today. Four key staff members have worked here for decades and made the transition from Carmel House to the corporation. Together, they have more than 110 years' experience with the Carmel organization.

In 1991-1992, all of the residents moved into their own apartments or host homes and a new Carmel House became Carmel Community Living Corporation. In sixteen years, Carmel has expanded in size



Vocational



Progressive Job Solutions (PJS), a division of Carmel Community Living Corporation, works extensively with the Colorado Division for Vocational Rehabilitation (DVR) all along the Front Range, providing Situational Assessments and job placement.

Career planning, training and assessment for people with abilities through PJS include:

- **Vocational Assessment**
Discover a career path that is suited to individual wants and needs.
- **Pre-Employment Skills**
Write a resume, train to seek out a potential job, learn interviewing skills, personal presentation and appearance, and complete a job application.
- **Job Development**
Assistance with applying, interviewing for and obtaining a job.
- **Job Coaching**
On-the-job training, monitoring successes and challenges, providing support, direction and encouragement for as long as needed.
- **Job Follow-Up**
Follow along support, direction and encouragement through regularly scheduled visits to ensure problem solving, communication and retention.
- **Crews**
Individuals work in small groups throughout the community which are supervised by PJS staff.
- **Transportation**
Public transportation training helps ensure individuals are able to get to and from work. Arrangement and provisions for transportation are also provided.
- **Continuing Education**
Preparation of future goals, learning a new trade or skill and professional development through local educational sources.

School to Work Transition: For students in their last years of school, we offer work experiences at various locations in the community. This allows them to observe and to “try on” different types of jobs before they enter the employment world.

Learning about the work environment through PJS’s “*Employment First*” training is also integrated into Carmel’s Day Program. Individuals with all levels of abilities and skills have the opportunity to learn about work through field trips at potential work sites.

PJS places a high priority on promoting and improving an individual’s dignity, independence, quality of life and decision-making skills.



Residential

In our Residential Services program, we directly assist and/or provide access to all services an individual may require through two different concepts: Host Homes and Independent Living.

Host Homes

A family, couple or individual takes one or two people into their own home and provides all needed services and supports. This arrangement is the most common type of residential setting and the level of support and the amount of supervision offered by the Providers depend upon the person's needs.

Independent Living – Personal Care Alternative (PCA)

Persons receiving services live in independent settings alone or with one or two housemates of their choosing while receiving supports and reminders from staff who visit on a regular basis. A few of these settings have live-in or around-the-clock staff due to the intensity of behavioral or medical challenges which are not appropriate for a Host Home.

Carmel supports people through a range of activities of daily living, including:

- Medical and Dental Care
- Hygiene
- Safety
- Housekeeping
- Laundry
- Nutrition
- Cooking
- Shopping
- Money Management
- Community Skills
- Recreation

The people we serve range from independent, requiring little assistance, to having profound challenges, requiring complete care.



Supported Living & CES

Individuals who are not in a comprehensive residential program through Carmel are still able to receive supports through Supported Living Services (SLS) and Children's Extensive Services (CES).

These participants may be children or adults, live independently or with their families and may require services for only a few hours a month or several hours a day.

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Carmel can provide assistance and training in the following areas:

- Mentorship, including problem solving and self-advocacy
- Community Access
- Financial Management
- Nutritional Counseling
- Menu Planning and Cooking
- Reading and Academic Skills
- Personal Grooming
- Housekeeping
- Safety
- Medical Care and Therapies
- Exercise and Health Care
- Child Care (for children of people in services)
- Recreation
- Community Access
- Vocational and Day Program
- Supervision (Respite)

Carmel's SLS and CES services can be scheduled at an individual's convenience and can be provided in their home or in their community.

Carmel can provide assistance in accessing dental, medical, vision care and home modification funding. Many of these costs can be covered by SLS.



Community Connecting



Carmel's Community Visions Program provides a variety of opportunities that focus on using the community as a learning environment and building natural supports.

We plan fun, skill-building activities!

The activities we plan help participants develop and maintain valuable life skills to use in their communities. Our connection with our local communities consists of developed partnerships with other community members and organizations which provide fulfilling volunteer opportunities. Some of the organizations we have the pleasure of working with include the Humane Society, Meals on Wheels, Therapeutic Riding Center, hospice, libraries, food pantries, hospitals, nursing homes, thrift stores and even the Cheyenne Mountain Zoo.



We keep you informed!

Each month, staff and participants develop a calendar of events and outings which may include museums, tours of local businesses, visiting local parks or national forests and other special events such as bowling, swimming, a variety of skill building classes and volunteer opportunities. Calendars for each Region's program can be seen on our website's Day Program page. Check out the latest Carmel Community Visions events today!

Visit www.carmelcorp.com

