



ANNUAL REPORT 2024

ark Regional
Services



MESSAGE FROM THE CEO

“It is amazing what you can accomplish if you do not care who gets the credit.” – Harry S Truman

Ark has an inspiring mission and a set of core values that guide our leadership decisions and the choices our staff make daily. We have a history and reputation that is something to be very proud of and our approach to services is unique and respected throughout the State of Wyoming. Of course, we are not without our challenges. The cost of services is ever increasing and Medicaid funding continues to lag behind what is needed. We face continued challenges in maintaining the level of staffing necessary to ensure outstanding services and decrease employee burnout. The regulations and rules we face are at times overwhelming and difficult to meet. And yet, we continue to function at an extremely high level. We continue to provide some of the highest quality services in Wyoming. We continue to innovate and develop new ways to support people. This is the result of our over 165 employees who are committed to improving the quality of life of the people we support and doing so as a focused and determined team.



When a group of talented and dedicated people come together with a common purpose, great things can be achieved. This is what we see every day at Ark Regional Services. We are committed to seeing each other succeed. We offer our time and talent to improve the outcomes of other departments, and we take the time to listen and understand the challenges faced in each area across the organization. It is through teamwork that we have weathered the storms we have faced, and it is through teamwork that we will continue to succeed.

Thank you for spending some time reviewing the successes and accomplishments we have had over the past year.

Bob Sell
CEO

VISION

The vision of Ark Regional Services is a world that is equitable, respectful, and values the diverse perspectives of all people.

MISSION

Supporting people with intellectual and developmental disabilities to actively engage in their life through new opportunities, healthy relationships, and lifelong learning.

VALUES

The values of Ark Regional Services guide every decision made in supporting people with intellectual disabilities. These values are at the core of what we believe, and in turn how we behave. Ark values:

- Relationships;
- Integrity;
- Communication;
- Diversity;
- Innovation;
- Choice; and
- Safety.

TABLE OF CONTENTS

COOPER CENTER FOR CREATIVE ARTS	1
ARK EQUESTRIAN CENTER	3
EDUCATION	5
PERFORMANCE INDICATORS	7
ANNUAL SATISFACTION SURVEY	8
FINANCIAL INFORMATION	10
GRANTS AND FUNDING	11
ANNUAL FUNDRAISER	12
BOARD OF DIRECTORS	13
ARK MEMORIAL FOUNDATION	13
CONTACT US	13

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The logo features a stylized circular brushstroke in shades of blue, green, and yellow, partially overlapping the text.

COOPER CENTER FOR CREATIVE ARTS

The Cooper Center for Creative Arts has seen an incredible year of artistic growth and community engagement. Focusing on fostering creativity and collaboration, we proudly presented three successful live productions and a series of compelling art exhibits that attracted diverse audiences. To make our gallery available to a broader audience, we incorporated the work of local artists from the community and established regular gallery hours on Thursday evenings. Our commitment to showcasing local artists and performers supports the growth of creative professionals and contributes to building a strong arts economy in our area. We have seen increased foot traffic, fostered community members' curiosity, and new partnerships with local individuals and organizations. By providing a platform for diverse voices and experiences, our productions and exhibits foster conversations that enrich the community's cultural understanding. By encouraging attendance and participation in our programs, we have seen new friendships formed and existing relationships strengthened among community members.

The Cooper Center for Creative Arts remains dedicated to nurturing creativity, promoting collaboration, and making the arts accessible to everyone. Our programs have had a measurable positive impact on our students. Success stories from people studying at the Cooper Center highlight our services' real-life benefits, driving home the importance of our mission.

As we move into the next fiscal year, our focus will remain on expanding our reach, enhancing program effectiveness, and ensuring financial sustainability. This commitment to financial stability ensures that we can continue our mission and make a meaningful difference in the community. We are excited about the future and look forward to continuing our journey.



Cooper Center Events

Performances

Summer 2023

Ivan: A play about Finding Your Own Way

Fall 2023

regrettably: a tragicomic play

Spring 2024

The USO Show: An evening of dance and Comedy

Art Shows

Summer 2023

Prolific: An Art Expo featuring Artists with a plentiful collection of work

Fall 2022

Macro Micro: An Art Show of Epic Proportions

Spring 2023

Still Here: An Artistic Exploration of Resilience in Challenging Times

Community Events & Collaborations

December 2023

Holiday Art and Music Thing
Community Art Showcase

March 2024

WGCDD Artists Gala

June 2024

Pride in the Park Community Art Showcase

July 2024

Jubilee Days Banner Art Collaboration with the Laramie Public Art Coalition

REGRETTABLY SHOW



THE USO SHOW





Operating in Laramie for 34 years!

Ark Equestrian Center provides opportunities for personal growth for people with and without disabilities in a non-traditional setting through a variety of fun and engaging Equine Assisted Activities. Programs offered at the Center include Therapeutic Riding, Equine Assisted Learning, and Private Riding Classes. Classes can be tailored to accommodate all members of our community, including the individuals we serve and support at Ark Regional Services.

YEAR IN REVIEW - 2024

Adult Equine Assisted Learning Classes

Equine Assisted Learning (EAL) is a non-traditional approach to learning that helps participants build trust, respect, honesty, and communication skills. As people interact with equines, they begin to understand how their verbal and non-verbal communication impacts and influences others; consequently, they gain a heightened sense of self-awareness and an increase in confidence. In 2024, various classes were offered each week to interested individuals receiving support from Ark Regional Services. In total over 80 students participated in EAL classes.

Therapeutic Horseback Riding-

Therapeutic Riding Lessons are designed to support people's cognitive, physical, emotional, and social well-being. During a session in riding skills, participants engage in a variety of fun, therapeutic activities that stimulate the mind and strengthen the body. Each Therapeutic Riding session is individually tailored, yet there are many universal benefits that people experience through participation in riding. People report improvements in balance, equilibrium, coordination, hand-eye coordination, muscle memory, and self-esteem. People supported by Ark as well as community members had the opportunity to participate in Therapeutic Riding at the Ark Equestrian Center.

Horticulture Program

Ark Equestrian Center's horticulture program provides classes throughout the semester, including understanding the basics of horticulture, plant science, plant identification, soil science and organic gardening and farming. Students from Ark and ACSD#1 participated in 2024.





EAL & ACSD#1

Equine Assisted Learning Partnership Program

Ark Equestrian Center has been serving students in Albany County School District #1 for over 8 years!

Each month, the EAL Program explores a different core Value/Principle. The monthly lesson plans are written in advance to be easily incorporated into the Albany County School Districts lesson for that semester. This results in reinforcement of lessons learned in both the classroom and Equestrian Center, increases chances of success for the students.

The classes are tailored to meet the specific needs of, elementary, middle & high school children, as well as children in the ICARE program.

In 2024, five schools participated with 125 classes, including 80+ students ranging in age from 5 to 21. Students were accompanied by teachers, paraprofessionals, counselors, and University of Wyoming practicum students.

Vocational Agriculture

Skills for Success

This year, the Ark Equestrian Center's Vocational Agriculture class offered valuable personal and professional growth opportunities to assist people with intellectual and developmental disabilities to find and maintain meaningful employment in the Laramie community.

Students received hands-on training in horse care and horticultural sciences, learning about equine anatomy and behavior, as well as plant cultivation. They gained skills, knowledge, and experience in both areas, including cultivating plants in a greenhouse and caring for horses.

Vocational education is vital in assisting people with disabilities to overcome barriers in employment, and to gain the confidence to empower themselves to pursue their employment interests, and to encourage them to actively participate in and contribute to the community.

Discovering Horses Class



Furniture Class



Horticulture Class



ARK'S EDUCATION PROGRAM

During the 2023-24 fiscal year, we offered seventy class options each trimester across various disciplines. The Center for Professional Development houses our courses in social, political, and formal sciences, as well as our language arts and literacy programs. Vocational education and occupational development courses are based in our main building. The Equestrian Center hosts equine-assisted learning and vocational agriculture classes. The Cooper Center for Creative Arts is also dedicated to our fine and performing arts programs.

Our educational offerings are about learning and developing a holistic set of skills. We emphasize the development of critical thinking skills, emotional intelligence, interpersonal communication skills, and cultural competency. Our post-secondary education is tailored for a neuro-diverse student body, catering to those who may feel vulnerable or uncomfortable on a traditional college campus. Our classes are not about lectures and exams but about discussions, activities, and projects that present new experiences and opportunities for students to engage with the community and the workforce.

NEW ADDITIONS



Carissa Isom
Director of Education

Carissa started working at Ark in 2014 as an Instructor. She has held a variety of positions over the years at Ark, and has experience in several different programs. She currently oversees Ark's Education Program, including the variety of adult education classes.



Carter Sell
Education Manager

Carter has worked at Ark for over four years and began his career at Ark as a Direct Support Professional. After two years, Carter became an instructor in Ark's Education Program and has recently accepted the position of Education Manager, overseeing Ark's Education Program.



Emily Sheppard
Employment Coordinator

Emily has worked at Ark for over a year and began her career at Ark as a Direct Support Professional. Emily recently accepted the position of Employment Coordinator in Ark's Education Program and shows much excitement to assist and support individuals to find and maintain meaningful employment in our community.

SOME CLASSES OFFERED THIS YEAR INCLUDE:



OUTDOOR EXPLORATION



TEA CEREMONY CLASS



WILDFLOWER STUDIES



*ELECTRICAL CIRCUITS
CLASS*

AND MANY MORE!

PERFORMANCE INDICATORS

Annually, we analyze information in specific areas to further improve the quality of our supports and services. We collect data on, then review and assess our progress toward meeting our targeted objective for efficiency, effectiveness, access, and satisfaction. Performance Indicators and results for Fiscal Year 2024 were:

Effectiveness: Ark will operate within the budget approved by the board.

Target: +/-3%

Outcome: Ark was \$157,415 over our \$7,839,240 budget equal to plus 2%.

Effectiveness: Increased Program Productivity. % of billable daily CLS units.

Target: 95%

Outcome: 22,758 out of 23,469 billable days were billed, equal to 97.0%

Effectiveness: Increase Program Productivity. % of billable individual CLS units.

Target: 50%

Outcome: 11,648 of 20,477 billable units were billed, equal to 56.9%.

Effectiveness: Increase Program Productivity. % of billable supported employment units.

Target: 50%

Outcome: Not enough data to make a determination. Service has now been added to plans of care. Only billed three hours of this service in FY2024.

ANNUAL SATISFACTION SURVEY

Ark distributed its annual satisfaction survey to family members and guardians. The feedback and input we

received from our stakeholders is very important to us. Results from the 2024 survey include:

- 100% favorable response to the statement, “Ark Regional Services staff treat my family member with respect.”
- 95.2% favorable response to the statement, “My family member has the opportunity to complete activities at home that are meaningful to them.”
- 95.2% favorable response to the statement, “My family member has the opportunity to complete activities outside of the home that are meaningful to them.”
- 90.1% favorable response to the statement, “Ark Regional Services staff ensure the privacy of my family member at home.”
- 90.5% favorable response to the statement, “My family member has access to transportation provide by Ark Regional Services when they want it.”
- 90.5% favorable response to the statement, “Overall, I am satisfied with the health and wellness of my family member.
- 95.2% favorable response to the statement, “Overall, I am satisfied with the supports and services provided by Ark Regional Services.

Some of the comments received on question, “What could Ark Regional Services do to improve the services your family member receives?”

- “Ark is amazing! Just keep doing what you are doing.”
- “Right now, I am very pleased with the services. My family member is happy & that is very important.”
- “A little more energy and excitement by staff to build up activities”
- “Nothing that readily comes to mind, the Ark is a very good operation!”

Some of the comments received on question, “What could Ark Regional Services do to improve communication with you?”

- “More frequent phone or video calls would be nice.”
- “It would be nice to get a letter or newsletter periodically so that guardians could be kept up to date on what's going on at Ark.”
- “We have great communication--I speak with Ark members daily. We text, we call , and we see eachother in person.”

ANNUAL SATISFACTION SURVEY, CONT

Ark distributed its annual satisfaction survey to employees. It was made available through the online survey website Survey Monkey. Results from the 2023 survey include:

DSP Responses:

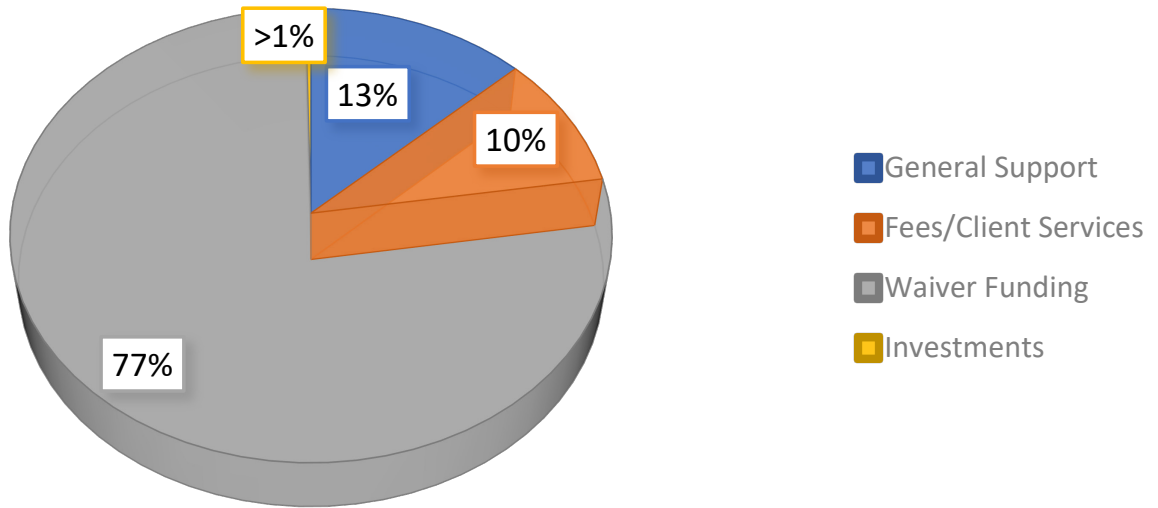
- 98.9% favorable response to the statement, “I feel like I can keep the people I support safe.”
- 74.5% favorable response to the statement, “I feel valued as an individual in my workplace.”
- 76.5% favorable response to the statement, “I feel connected to the organization.”
- 100% favorable response to the statement, “My work has purpose and meaning.”
- 90.6% favorable response to the statement, “I have the training to do my job well.”
- 71.9% favorable response to the statement, “I have development opportunities.”
- 89.6% favorable response to the statement, “I have clear understanding of my job responsibilities.”
- 80.9% favorable response to the statement, “I am comfortable asking my supervisor for help.”
- 79.8% favorable response to the statement, “My supervisor handles my work-related issues satisfactorily.”
- 78.7% favorable response to the statement, “I feel I can trust my supervisor.”
- 94.6% favorable response to the statement, “I am aware of the long-term goals of Ark Regional Services.”
- 67.4% favorable response to the statement, “Ark gives me enough recognition for work that is well done.”
- 62% favorable response to the statement, “I believe there is a spirit of cooperation within this organization.”
- 83.7% favorable response to the statement, “Ark promotes a culture of diversity.”
- 80.4% favorable response to the statement, “This organization makes a strong effort to minimize discrimination.”
- 89.1% favorable response to the statement, “I am proud to work for this organization.”
- 88.6% favorable response to the statement, “I would recommend working here to a friend.”
- 79.4% favorable response to the statement, “Overall, I am satisfied with Ark Regional Services.”

Additional comments shared about job satisfaction:

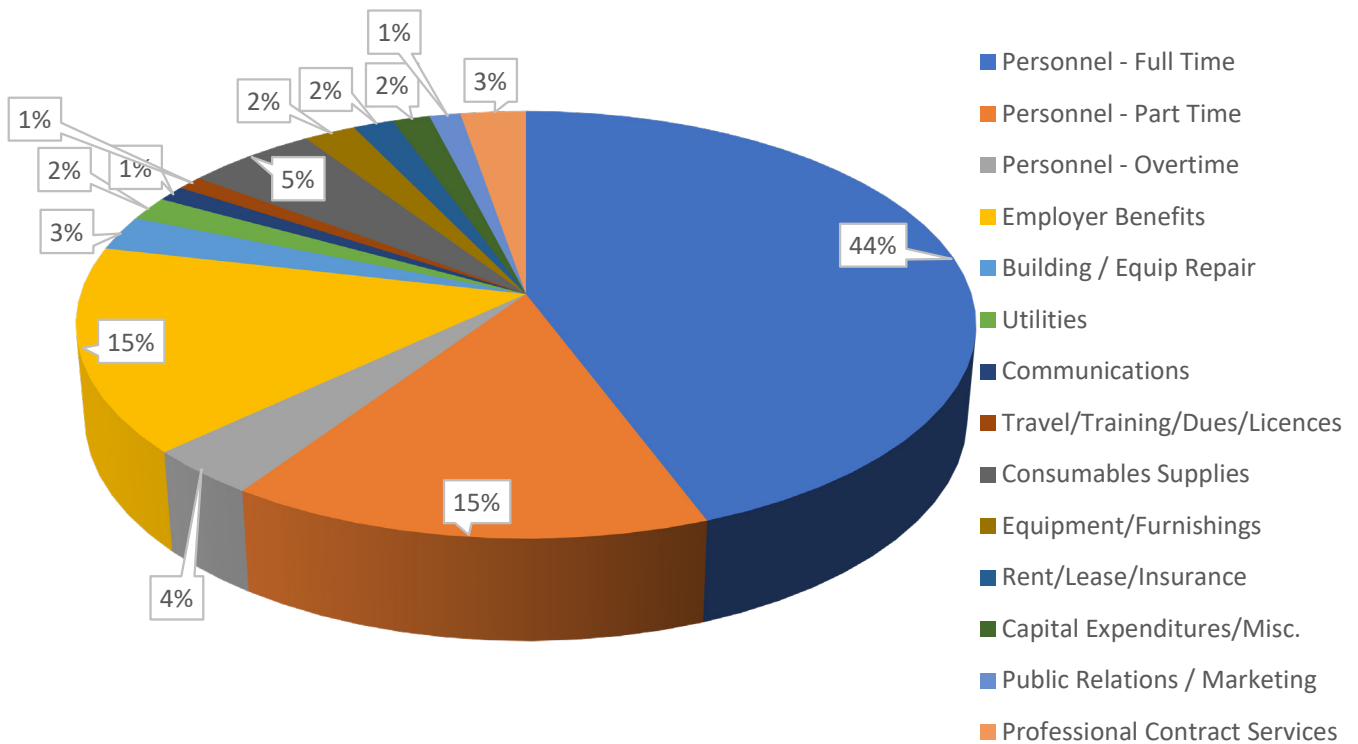
- “It all has its ups and downs but I am proud of Ark and the work we do here.”
- “I am so grateful to be apart of Ark. I truly feel as though they have invested plenty of time and training for me to be successful.”
- “My supervisor has high expectations and works hard I really like my coworkers although there are a few people who may not work as hard as others. I love my Job and feel like my work makes a difference. I was excited to be part of the certification I want to help my supervisor focus more on the future. The people I support are amazing people!”

2024 FINANCIAL INFORMATION

INCOME



EXPENSES



GRANTS AND FUNDING

11TH ANNUAL EVENT.....	\$7,8742
John Evans Match.....	\$60,000
ALBANY COUNTY COMMISSIONERS.....	\$5,000
Community Agency Distribution	
BMO.....	\$5,000
Community Employment	
CITY OF LARAMIE.....	\$7,334
Performing Arts Program	
COOPER CENTER ANNUAL GIVING.....	\$6,955
DANIEL'S FUND.....	\$75,000
EQUESTRIAN CENTER ANNUAL GIVING.....	\$3,260
GUTHRIE FAMILY FOUNDATION.....	\$25,000
Visual Arts Program	
HOME & COMMUNITY BASED SERVICES TECHNOLOGY GRANT.....	\$25,000
UNITED WAY OF ALBANY COUNTY.....	\$50,492
2023 Campaign Allocation	
UNITED WAY OF ALBANY COUNTY.....	\$4,000
Vocational Education Program	
WYOMING ARTS COUNCIL COMMUNITY GRANT.....	\$9,552
Creative Arts Program	
WYOMING BREAST CANCER INITIATIVE.....	\$5,802
Ark's Monthly Breast Clinic	
WYOMING CULTURAL TRUST FUND.....	\$16,818

Ark Regional Services would like to thank all grant and funding bodies who contributed to operating and programmatic services in 2024!

ANNUAL FUNDRAISER

Ark's hosted the 11th Annual Event and Casino Night on April 20th! The event included casino games, a gift card and liquor pull, live and silent auctions, and raffle prizes. We would like to thank John Evans for his generosity by supporting the fundraiser with a dollar-to-dollar match of \$60,000, bringing the total money raised to \$138,742! Additionally, we are beyond grateful for the generosity of participating local businesses and sponsors for their continued support of Ark Regional Services and the people for whom we provide supports.

We look forward to Ark's 12th Annual Event on April 5, 2025!

THANK YOU TO OUR SPONSORS!

HIGH ROLLER SPONSORS

TOYOTA OF LARAMIE
TOYOTA DEALER MATCH

ACE SPONSORS

ASPEN FAMILY CHIROPRACTIC
POPPY'S FLOWER SHOP

KING SPONSORS

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CW FENCING
FRATERNAL ORDER OF EAGLES
H&R BLOCK
INSURANCE UNLIMITED
IVINSON MEMORIAL HOSPITAL
LARAMIE TOWING & RECYCLING
NORTHRIDGE LIQUORS
POLE MOUNTAIN PHARMACY
PREMIER BONE & JOINT

RANGE COMMUNITY INSURANCE
THE WIRELINE GROUP
WALT SMITH WITH TOMAHAWK

QUEEN SPONSORS

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KAYC DEMARANVILLE & BOB SELL
GARY'S PLUMBING & HEATING
GROATHOUSE CONSTRUCTION
LARAMIE TELEPHONE EXCHANGE
MOUNTAIN CEMENT
NORM & DOTTIE BOCK
PENCE & MACMILLAN, LLC
RML & ASSOCIATES CPAS
WYOMING COMMUNITY
FOUNDATION

JACK SPONSORS

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ATTACH ALL IMPLEMENT SALES
BLACKMARKET VAPE & SMOKE
HIVIZ, LLC
JO ANN CANDELARIA
JOHN MCPHERSON DDS
KARLA & EMORY SPIEGELBERG
KEITH & JOYCE MILLER
LARAMIE ELKS LODGE #582
LARAMIE LAWNERY
RIVERSTONE BANK
STAGEPOINT FCU
TIM & KAREN SULLIVAN
TWICE THE ICE
UNIWYO FCU
W. ANDREW & LAURAN G. JACK



BOARD OF DIRECTORS

Our Board of Directors continue to dedicate their time, talent, and commitment to Ark Regional Services. They are an instrumental source of insight and vision as we embark on these exciting and challenging times. We are fortunate that Norm Bock, Sam Dunnuck, Dave Heath, Dustin Richards, Joe Shumway, and Emory Spiegelberg give their time to guide and govern our organization during this fiscal year. Additionally, we thank Norm Bock, Dave Heath, Rita Basom, and Emily Clark as board members of the Ark Memorial Foundation.

ARK MEMORIAL FOUNDATION

The Ark Memorial Foundation was established to help ensure the financial stability of Ark Regional Services. The Foundation offers a variety of giving options so donors can support individual programs or the organization as a whole. Some of the options include:

Ark Equestrian Center

The Cooper Center for Creative Arts

Direct Support Professionals training & development

General operating support for Ark

Memorials for loved ones

Information on these giving options is available on our website. Donations are tax deductible to the extent allowed by law.

CONTACT US

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