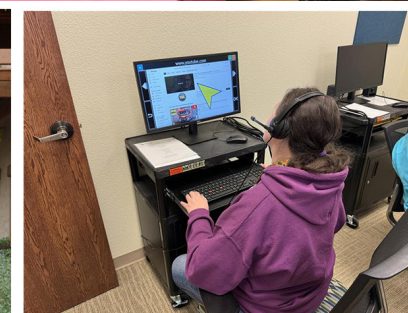
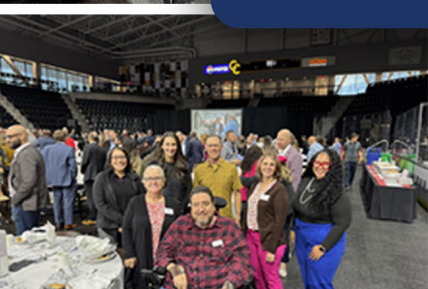




THE
INDEPENDENCE
CENTER

2024
ANNUAL REPORT



Our Mission

Working with people with disabilities, their families, and the community, we create independence so that all may thrive.

Our Vision

The Independence Center will redefine disability to focus on the unique abilities of our communities, so all are **Known**, **Valued**, and **Included**.

Board of Directors

Dan O'Rear | Board Chair

Carl (Chip) Frazer | Secretary

Teal Heath | Board Member

Sharon Lane | Board Member

Kimberly Gold | Board Member

Velette Britt | Board Member

Jim Vacik | Vice Chair

Kevin Light | Treasurer

Drew Wills | Board Member

Shawna Dusharm | Board Member

Steve Wesselhoff | Board Member



Building a world
where everyone is

**KNOWN,
VALUED &
INCLUDED.**

Letter from the CEO



Indy Frazee

CEO, The Independence Center

As we reflect on the past year at The Independence Center, I am deeply grateful for our dedicated team, the resilience of those we serve, and the partnerships which make our work possible. Together, we continue to build a more inclusive and accessible community where everyone has the opportunity to thrive.

In 2024, we took meaningful steps forward in advocacy, launching a strategic roadmap to advance Universal Design and Visitability initiatives. By working hand-in-hand with community leaders, policymakers, and industry professionals, we are making progress toward a future where accessibility is not an afterthought, but a standard. Ensuring that the voices of people with disabilities are heard and valued in key decision-making spaces remains at the heart of our work.

Community engagement was also a priority this year, as we strengthened partnerships and deepened our role in shaping the future of accessibility and inclusion. Whether through collaboration with local organizations or participation in civic initiatives, we are committed to fostering a world where people with disabilities are not just accommodated, but actively included and celebrated in every aspect of society.

The progress we've made is a testament to the power of connection and shared purpose. As we look to the future, we do so with optimism, determination, and a continued commitment to creating meaningful change.

Thank you for being part of this journey with us.

With gratitude,





2024

at a glance

1,065

Number of people served by our Independent Living programs.

310

Number of Home Health caregiver and office staff at The IC.

241

Number of Home Health clients served.

178

Number of Veterans we serve on a monthly basis.

125

Number of Peer Support consumers who participated in recreational and social events throughout the year.

35

Number of projects completed through the Consumer Independence Fund.

ADA Fest-ABLE



We extend our sincere gratitude to everyone who contributed to making this year's Fest-ABLE, held on Friday, July 26, a truly memorable celebration. The event marked the 34th anniversary of the Americans with Disabilities Act (ADA), bringing our community together in recognition of this important milestone.

Hundreds of community members gathered at The Independence Center to take part in an afternoon filled with engaging activities, demonstrations of adaptive technology, adaptive gaming, and even a visit from miniature therapy horses! We were especially honored to welcome Colorado Springs Mayor Yemi Mobolade, who generously took time from his schedule to attend the event and show his support for the ADA and our community. During his visit, Mayor Yemi toured our Independent Living classroom and participated in adaptive gaming demonstrations, highlighting his commitment to inclusion and accessibility.

Celebrating the ADA is more than recognizing a landmark piece of legislation—it's about honoring the progress we've made toward equity and inclusion, while reaffirming our ongoing commitment to accessibility for all. Events like Fest-ABLE remind us of the power of community and the importance of continuing to advocate for a more inclusive future.



Don't just watch the Games

Experience them.

Partnership with US Olympic and Paralympic Museum

In July, The IC's Assistive Technology Specialist Paul Spotts teamed up with the U.S. Olympic and Paralympic Museum (USOPM) to create a series of print and video advertisements encouraging fans to watch the 2024 Summer Olympic and Paralympic Games in Paris, France! Thanks to VisitCOS and USOPM for helping to build a world where everyone is Known, Valued, and Included!



Advocacy at The IC

SB24-019 | "Purple Placards Bill"



In the fall of 2024, we had the opportunity to celebrate the passing of SB24-019, a bill sponsored by The IC!

The bill addresses remuneration-exempt disability parking placards (purple placards) exempting qualified individuals with disabilities from paying fees for metered parking. This bill specifically defined the requirements for this placard, thereby making parking more accessible to those who truly need it. A special thank you to IC Board Member Jim Vacik and our two lobbyists Edie Busam and Emily Biniki for working to get this bill to Governor Polis' desk!

The Bill officially went into law on November 1, 2024.



Disability Awareness

In 2024, The Independence Center made significant strides in raising awareness around disability and inclusion. Recognizing a growing need in the community for education on Disability Awareness and Etiquette, our team developed a specialized training aimed at equipping businesses, organizations, and community partners with the tools to foster more inclusive environments.

This training offers practical guidance on respectful and informed interactions with individuals with disabilities, provides space for open dialogue and questions, and shares resources to help create accessible, welcoming spaces. Over the course of the year, The Independence Center delivered 15 of these trainings across the Pikes Peak region, furthering our mission to promote understanding, accessibility, and inclusion throughout the community.

National Disability Employment Month

CEO Indy Frazee, Housing Specialist Erica Rosario, and Information & Referral Specialist Tyler Box spoke in front of the Colorado Springs City Council on October 8 to talk about the work of The IC as well as to share personal stories of navigating the experience of employment with a disability. Afterwards, the Council voted unanimously to recognize October 2024 as **National Disability Employment Awareness Month!**

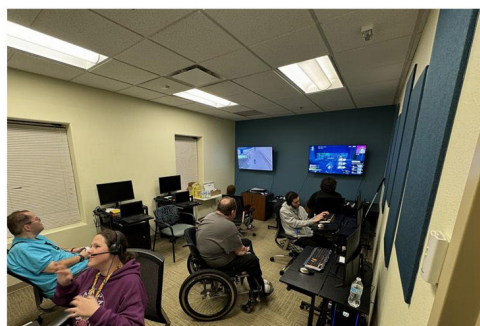
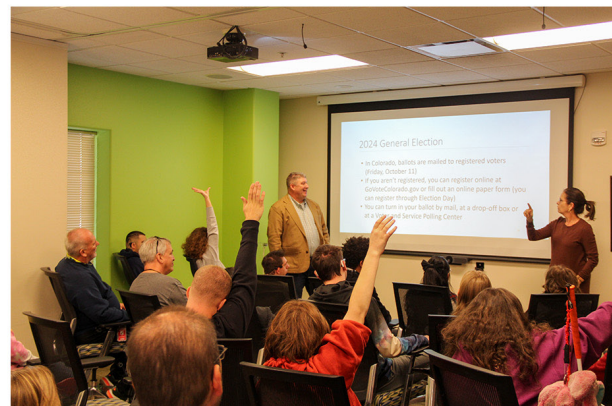


#AccessibleCOS

Colorado Springs is known as one of the best places to live, explore, and visit—and now, it’s also becoming one of the most accessible! In 2024, The Independence Center partnered with VisitCOS and other community organizations to launch #AccessibleCOS, a campaign designed to highlight accessible businesses, restaurants, hotels, experiences, and more. This initiative helps individuals with disabilities plan itineraries that include businesses and locations committed to accessibility, ensuring that everyone can fully experience all that our city has to offer. In addition, The IC is proud to have a seat on Colorado Springs’ Accessibility Task Force, a committee of leaders from throughout our city dedicated to addressing accessibility needs, advocating for community-driven solutions, and celebrating projects and events that foster inclusivity. Together, we are working toward a community where **everyone is Known, Valued, and Included.**

Financials

Income	Income			
	FEE FOR SERVICE	GRANT INCOME	CONTRIBUTIONS AND OTHER	TOTAL INCOME
Expenses	\$13,696,541	\$866,219	\$51,997	\$14,614,757
	PROGRAM EXPENSES	ADMINISTRATIVE	TOTAL EXPENSE	
	\$12,504,489	\$2,198,100	\$14,702,589	



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