



LIFE STEPS FOUNDATION
GREATER THAN THE SUM OF ITS PARTS



ANNUAL REPORT 2016

LIFE STEPS  FOUNDATION



Good Words



Selected Quotes and Comments from Supporters and Family Members of Program Participants

Santa Maria Wisdom Center

*To The Wisdom Center Staff,
Wishing there was a
new way to say Thank you,
for the care and thoughtfulness
you gave Alvin during the
time he was in your care.
I really appreciate it.*

*Thanks again to all of you,
Iva Hepp*

Children and Family Services

- o "My EI is excellent; A much better early interventionist from prior services"
- o "Wee play and my Early Interventionist have been very helpful in my daughter's development and growth; They care for her and are very kind, loving and caring"
- o "I am very happy with current services"
- o "I truly appreciate all the help your organization has provided to my child. Thank You"
- o "I can not ask for more help. Services are great."
- o "Our EI is great, a big thank you to her and Life Steps!!"

Central California Adult Services

o "The services provided to my son, Kameron, have been exceptional. He has been treated as a part of a family, that has been very uplifting and healthy for him. I'm truly thankful." - Dave C.

o "Services are good, No complaints" - Timothy W.

o "I am so blessed to have Senior Homemaker Program helping me as I did not have any help before. I can live in a cleaner environment. Thank you so much Tara for staying in touch and making sure my schedule is consistent and I have staff all the time." - Dorothy M.

o "Senior Homemaker has made my life so much more manageable, I was not able to even clean my floor or vacuum which made it hard to breath, I feel clean in my home now. Thank you for your support." - Gladys A.

Northern California Adult Services

"Since in 1982, the Life Steps Foundation (LSF) has been providing many services and programs to children, families, and adults with special needs. LSF Northern California Adult Services' Social Dynamics Program is located in my Assembly District 22 (San Mateo County). Social Dynamics, a center-based day program for adults with developmental disabilities and behavioral challenges, encourages participants to develop confidence, self-sufficiency skills, and socialization. When their staff and participants took the time to visit my District Office, I saw the dedication of their staff and the advancement of their participants. Thank you, Social Dynamics, for your commitment to helping those who are most vulnerable in our community."

Kevin Mullin
California State Assembly Speaker pro Tempore



A Message from our Board President and Chief Executive Officer



We are deeply grateful for your goodwill and support in fiscal year 2016, a year that proved to be momentous for Life Steps Foundation and the individuals served by our programs. The early education intervention, center-based social and cultural experiences, life skills training and in-home independent living and support services provided by Life Steps caring specialists are life-changing for our program participants. Many of the children, adults and elderly we serve are at risk of institutionalization due to a broad range of cognitive, emotional, or physical disabilities. We are pleased to report that Life Steps served over 1,200 individuals per month in fiscal 2016.

The outcome of the Back to Basics strategic plan that will carry us through 2018 is the reaffirmation that our organization has a much greater impact in the communities it serves when our individual program sites collaborate and support one another – thus Life Steps Foundation as a group is truly so much more than simply the sum of its program components. The early intervention work initiated by our trained specialists gives hope to young ones at risk of developmental delays to set them on a significantly improved path to lifelong learning. Many of these children return to our organization as young adults upon completion of the formal education system and remain with us through their lifespan. As such, our staff members and the enriching skills and experiences they provide serve a vitally important role in enhancing the life quality of our program participants. In many cases, they would have nowhere else to turn to ensure they could continue to live at home with their families or as independent, self-sufficient adults. Not only is this key to life enrichment for those we serve, it also results in a tremendous economic savings by preventing costly institutionalization.

We are pleased to share that Life Steps Foundation made strong progress in its plans to build a new senior center for frail elderly in Santa Maria to serve Santa Barbara and San Luis Obispo counties. This has paved the way for our capital campaign to construct the building and ensure sufficient resources for expanded programs as well as nearly doubling program capacity. The future looks bright for frail elderly in Santa Maria and surrounding areas in need of social and cultural experiences as well as medical monitoring through our senior day health care center.

Our Board and staff are thankful for any support you provide. If you are not already a donor, volunteer, or advocate, it is our sincerest hope you will consider becoming involved in supporting the work of Life Steps Foundation. It means a great deal to the children, adults and seniors we serve. You can find out the many ways to contribute to our work by visiting lifesteps.org or by calling our headquarters at (310) 410-8190 – or contacting us by email at info@lifestepsfoundation.org.

Sincerely,

Sue Horowitz

Virginia Franco, MA



About Life Steps Foundation



MISSION

Life Steps Foundation, Inc. is a fiscally responsible, culturally competent California 501(c)(3) non-profit dedicated to meeting the health, psychological and socioeconomic challenges of people throughout their lifefespan who are experiencing mental, developmental or physical disabilities.

HISTORY AND GOALS

Founded in 1982, Life Steps Foundation (LSF) assists people with developmental disabilities to acquire confidence, training and social and emotional support needed to overcome obstacles related to their disability. At times, all of us need help taking the more challenging steps in life. When someone is living with a mental, developmental or physical disability, navigating through even the most basic challenges of daily life can be overwhelming. Our clients find a better quality of life and thrive as vital members of their communities through their experience at Life Steps Foundation. Each year, Life Steps serves a combined monthly total of more than 1,200 children, adults and seniors.

In alignment with its mission, Life Steps Foundation's primary goals are to 1) Help clients achieve their full potential, 2) Empower people with development disabilities and frail elderly at risk of institutionalization to live independently, 3) Inspire and equip our clients with the necessary skills to become responsible, self-sufficient individuals able to function productively in their homes and communities and 4) Serve as an information resource for assisting people with developmental disabilities and senior citizens.

Over the years, Life Steps Foundation has been recognized several times for its work by the United States Senate, California State Senate, California State Assembly and City of Los Angeles among other government entities.

LOCATIONS

LSF serves children, adults and frail elderly at program sites in the following counties in the southern, central and northern regions of California.

- SoCal: Los Angeles and Orange
- CenCal: Santa Barbara and San Luis Obispo
- NorCal: Alameda, Contra Costa, San Francisco and San Mateo



Life Steps Foundation Children and Family Services (LSF CAFS)



CLIENT STORY

Sofia D. was referred to LSF with delays due to a rare syndrome known as Beckwith-Wiedemann, characterized by thick and long tongue, low tone and muscular complications. Due to premature birth, Sofia underwent major surgeries for abdominal hernia and enlarged tongue. Sofia's parents explained she was discharged in healthy condition, however she had major delays in speech, language and gross motor development. When Sofia began the LSF inclusion program in Happy Hall, everybody instantly loved her. She initially had a hard time balancing and climbing steps and needed support in communication. Our intervention specialist used sign language and PECS (picture exchange communication system) to initiate communication. Sofia rapidly picked up sign language and started using it to communicate and express her needs. She needed lots of support in socialization with her friends and to initiate play. Our intervention specialist worked on contrived play situations for Sofia to initiate play and interact with her teachers with verbal prompts or sign language. As a result, her ability to use sign language greatly improved. The specialist also worked on Sofia's balance and coordination and made a referral to physical therapy. The combined efforts of the physical therapist, intervention specialist and her parents' strong participation enabled Sofia to make major improvements.

PROGRAM

LSF CAFS, with services throughout the state of California, meets the needs of our youngest community members. Youngsters from birth to five years old who have or are at risk of developmental delays, and have a diagnosis of developmental disabilities, learn through in-home and center-based (alongside children without disabilities) early intervention programs. These specialized programs support the youngster and maximize their development while helping parents foster their child's full potential. Through play and fun activities that attract the child's interest, our young participants learn many skills including how to socialize, make changes from one activity to another, develop attention skills, use language and cope with emotional challenges.

OUR CLIENTS

Total Clients Served Monthly 370

Demographics

African American	9%
Asian/Pacific Islander	36%
Caucasian	16%
Latino/Hispanic	37%
Other	2%

Types of Disabilities

Autism Spectrum Disorder
Cognitive, Motor and Social Delays
Developmental Disability

Counties Served: NorCal - Alameda, Contra Costa, San Francisco and San Mateo
CenCal - San Luis Obispo
SoCal - Los Angeles and Orange



Life Steps Foundation Southern California Adult Services (LSF SCAS)



CLIENT STORY

LSF SCAS CEO Kristine Engels first met Albert T. in the early morning hours on a June day in 2000. Newly released from being incarcerated for about six months, he was staying with friends. Kristine entered the apartment and saw Albert scrubbing down the kitchen. Albert said the kitchen was dirty and needed cleaning before he would start cooking. Kristine realized cleaning would not be a goal Albert would need to achieve. Over the years, Albert has had problems securing housing. A few years ago, he came to Kristine and asked about the HOPE program at Harbor Regional Center. She explained the program and together they called the service coordinator. He was not initially chosen for a house. His Community Support Facilitator, his supervisor and Kristine checked persistently to see if HOPE would select him. In 2016, Albert was finally chosen for a three bedroom house in Norwalk with two other roommates. In all the years Kristine has known Albert, she has never seen him so happy. Albert frequently expresses his joy to his peers and staff at Seaside Learning Center, where he attends several times each week. Having a clean, safe and inexpensive place to live has changed his outward demeanor, and people notice the difference.

PROGRAM

LSF Southern California Adult Services is headquartered in Long Beach, California, and serves a monthly average of 300 adults throughout the region. Most participants have an intellectual disability; others are living with cerebral palsy, epilepsy, autism, or other physical, emotional or mental issues. We help these adults maximize their independence and maintain their desired quality of life. Participants learn critical skills and have the opportunity to socialize through a variety of high-quality and proven programs, training and center-based activities. Ours is a collaborative effort between the participant and our instructor as the participant learns to be autonomous, develops a circle of friends and other people who can support their goals and becomes a positive contributor to his or her community.

OUR CLIENTS

Total Clients Served Monthly 314

Demographics

African American	17%
Asian/Pacific Islander	9%
Caucasian	41%
Latino/Hispanic	33%

Types of Disabilities

- Autism Spectrum Disorder
- Cerebral Palsy
- Mental Disability
- Intellectual Disability
- Epilepsy
- Seizure

Counties Served: Los Angeles and Orange



Life Steps Foundation Central California Adult Services (LSF CCAS)



CLIENT STORY

Timothy F. is an easy going individual who has created his own place in the community. He likes to talk with others but at the same time likes his alone time. It is important to Tim to advocate not only for himself but for others with disabilities through being a part of the People’s Advisory Committee (PAC). He meets with other advocates regularly to discuss issues that are important to the individuals serviced by Tri-Counties Regional Center. Tim then brings the important information and insight from the People’s Advisory Committee to the Tri-Counties Association for the Developmentally Disabled (TCADD) Board of Directors. This year, Tim was chosen to serve on the Association of Regional Center Agencies (ARCA) which represents California’s 21 independent, non-profit regional centers. He continues to advocate for others while having challenges of his own. Tim was diagnosed with cancer this year and had surgery while remaining on all three boards, quite an accomplishment. We at Life Steps Foundation Central Coast Adult Services are really proud of Tim for helping the developmentally disabled through his own voice.

PROGRAM

LSF CCAS provides in-home supportive services and fosters independent living skills for adults with physical and developmental disabilities. Program participants learn daily living skills and through in-home assistance provided by caring and specially trained staff, they lead full and independent lives within their own community. Some participants live independently and others live with their families or in another supportive environment. Working closely with Life Steps instructors, participants develop skills to overcome everyday challenges and meet their individual goals.

LSF’s Senior Homemaker and Personal Care programs provides older adults over the age of 60 who reside in San Luis Obispo County with homemaker and personal care services. Program participants, many with low income, find that this program allows them to remain independent in their homes. LSF staff member’s assist participants with light housekeeping and personal care. All services are provided free of charge thanks to funding from the Area Agency on Aging. A total of 81 clients were served in FY 2016.

OUR CLIENTS

Total Clients Served Monthly 34

Demographics

African American	6%
Caucasian	65%
Latino/Hispanic	29%

Types of Disabilities

- Autism Spectrum Disorder
- Bipolar
- Cerebral Palsy
- Depression
- Down Syndrome
- Intellectual Disability
- Schizophrenia

Counties Served: Santa Barbara and San Luis Obispo



Life Steps Foundation Santa Maria Wisdom Center (LSF SMWC)



OUTSTANDING VOLUNTEER

Sandy S. has been an essential part of our volunteer program at the Santa Maria Wisdom Center for the past three years. She is known for her immense empathy towards program participants with challenging disabilities. Sandy provides the Center's elderly and/or disabled senior population with her kind attention and never ending patience four days each week. She brings her love of theatrical arts into LSF SMWC when she is involved with creative projects that engage seniors and particularly enjoys coaxing participants to sing along with her. In addition to Life Steps Foundation, she volunteers at Hope Cancer Center. She herself is a two time cancer survivor (terminal lung and breast) who relates to those who have been down the path of treatment and recovery. Sandy largely credits the power of prayer to her survival and relates this to those struggling with the disease and in need of hope. Sandy is truly an example of vibrancy in aging and is a wonderful unofficial community ambassador.



PROGRAM

LSF SMWC, based in Santa Maria, California, is the only licensed Community Based Adult Services Program (CBAS) in the counties of Santa Barbara and San Luis Obispo. For frail elderly and disabled adults who require medical monitoring, our comprehensive day health care program enhances their quality of life. Programs are designed to prevent, delay, or reduce their premature institutionalization and help our participants remain in their natural, supportive living environments for as long as possible while providing loving family caregivers with much needed quality elder care assistance. Our program includes door-to-door transportation, nursing and medication monitoring, rehabilitative therapies and stimulating social and recreational therapies.

OUR CLIENTS

Total Clients Served Monthly 89

Demographics

African American	2%
Asian/Pacific Islander	6%
Caucasian	61%
Latino/Hispanic	31%

Types of Disabilities

- Alzheimer's and other Dementias
- Cognitive Impairment
- Depression
- Diabetes
- Frail Elderly
- Heart Condition and Stroke
- Vision and Hearing Loss

Counties Served: Santa Barbara and San Luis Obispo



Life Steps Foundation Northern California Adult Services (LSF NCAS)



CLIENT STORY

F.C. was LSF NCAS Social Dynamics’s Star for the month of June 2016. He is one of the well-loved participants here at the program. F.C. greets everybody with a cheery, “Good Morning,” upon arriving at the center, then pulls up a chair to sit in front of the television to watch his favorite talk show. He enjoys going on community outings with his educators and fellow participants and appreciates everything his educator gives him including magazines or books to browse, a piece of cookie, or even just a simple pat on the shoulder. He also enjoys having brief conversations with his educator and really likes participating in leisure activities at the Center, especially listening to music and dancing to the beat while taking part in one of his favorite activities – musical chairs. This was F.C.’s second time winning the Star of the Month award for being such a jolly, independent and lovable individual.

PROGRAM

LSF NCAS Social Dynamics is a center-based day program for developmentally disabled adults with behavioral challenges. Our participants require assistance and supervision. At the Center, they receive intervention, education and training in a low pressure environment that is rich in positive reinforcement and designed to empower these men and women to advocate for themselves, participate in their community and maximize their potential. Through interaction with our professional and highly trained staff, our program participants learn important tools such as how to communicate their needs more effectively, methods to integrate into their community and mobility training so they can move safely around their environment.

OUR CLIENTS

Total Clients Served Monthly 68

Demographics

African American	15%
American Indian/Alaskan Native	5%
Asian/Pacific Islander	35%
Caucasian	30%
Latino/Hispanic	15%

Types of Disabilities

- ADHD
- Autism Spectrum Disorder
- Bipolar
- Cerebral Palsy
- Epilepsy
- Intellectual Disability
- Schizophrenia
- Seizure

Counties Served: San Mateo and San Francisco



Life Steps Foundation Leadership



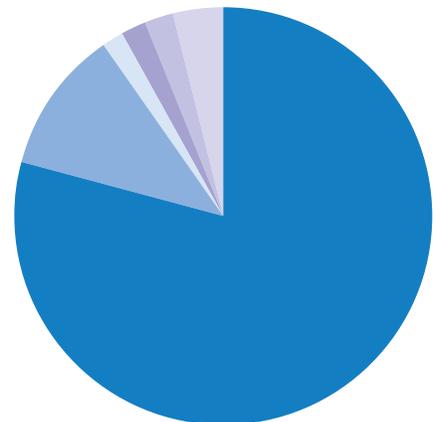
Headquarters

Life Steps Foundation headquarters houses administrative support units that provide accounting, payroll, human resources, development and marketing, training and quality management and information technology services for our sites across southern, central and northern regions of California. Our centralized model for administrative services increases staffing and fiscal efficiency as well as enhancing group cohesion and consistency of high quality program delivery across all sites.

The Life Steps Foundation budget for fiscal year 2016 was approximately \$9 million. Thanks to the prudent financial planning of our executive leadership, LSF maintains a robust ratio of assets to liabilities that is approximately 7:1 to ensure fiscal stability as a hedge against unforeseen economic circumstances. We are currently focused on increasing the diversity of our revenue streams to mitigate unanticipated shortfalls in any specific income source. Growing support from foundation, corporate and individual donors is key to the success of our revenue diversification initiative. Life Steps leadership also recognizes the importance of planned giving and will work diligently to identify and cultivate opportunities for legacy gifts.

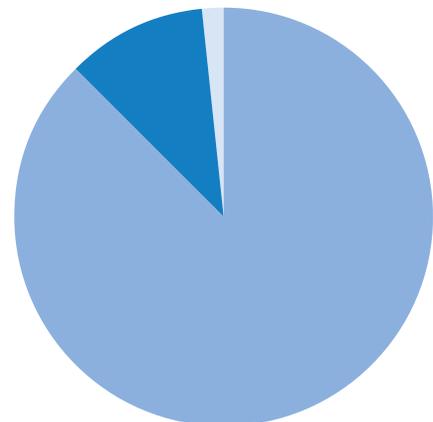
Revenue Fiscal Year 2016

Regional Centers	\$7,811,280
Adult Day Health Care	\$1,089,668
Rental	\$ 162,263
Donations & Grants	\$ 200,063
Private Pay	\$ 221,046
Investment & Interest	\$ 371,364



Expenses Fiscal Year 2016

Program Services	\$7,772,398
General and Administrative	\$ 964,271
Fundraising	\$ 145,514



Campaign for the New Santa Maria Wisdom Center



Meeting the Needs of Frail Elderly

Life Steps Foundation is in the midst of a capital campaign to raise the funds to construct a new Santa Maria Wisdom Center senior day health care facility to serve frail elderly in Santa Barbara and San Luis Obispo counties. The purpose of the new building is to increase the Center's capacity from its current ability to serve 60 participants to be capable of serving 100 seniors per day. It will be more than 9,000 square-feet in size including a 6,000 square-foot activity room, seven physical therapy and treatment rooms, a full-service commercial kitchen, a secure outdoor patio and a secure drop off area where participants can arrive and be picked up by Life Steps buses or by their caregivers.

Nearly 25% of the residents in Santa Maria are disabled and according to the 2010 Census more than 75,000 individuals residing in Santa Barbara County are ages 60 years and up. This represents an increase of 10,000 compared with 2001 Census data and includes approximately 13,000 residents in Santa Maria. In consideration of this growing population, the City of Santa Maria recognizes that increasing services for the elderly is a top priority.

Approximately 75% of the seniors currently served by the Santa Maria Wisdom Center struggle with Alzheimer's or other forms of dementia. To address this phenomenon, the new Center will offer a Dedicated Alzheimer's Program and host an Alzheimer's Association Caregiver Support Group.

We hope to open the new building in late 2017. You can help us reach our capital campaign goal of \$1.7 million. Find out more at lifesteps.org.





LSF Board of Directors

Officers

Sue Horowitz, President
Maria Benel-Se, Finance Chair
Eugene Boykins, Secretary
Virginia Franco, CEO

Members

Barbara Bishop
Susan Chang
Kristine Engels
Erin Farrell
Bruce MacKenzie

LSF Advisory Board

Victor Castillo
Matthew G. Fetui
Neal Frankle
Allen Haile, Ph.D.

