

ANNUAL REPORT 2023



Stepping into the Future

LIFE STEPS  FOUNDATION

Community Comments

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

Northern California Adult Services

"I love how they communicate whatever changes are happening, good or bad." - Parent

Central Coast Adult Services

"I am thankful for the Senior Homemaker Program as it operates presently." - Participant

"I am happy with my services and I'm happy with my case manager." - Participant

SoCal Adult Services

"I appreciate them for their services, they help me a lot." - Participant

Children and Family Services in NorCal

"I am so grateful for Sharon's guidance and support. She always showed she cared, was a great, compassionate listener, and I always felt that I had someone "in my corner." She was not judgemental and was open to all my questions, and she really helped me when I was feeling low, feeling overwhelmed. She appreciated my child and loved him, and it was infectious to me as well!" - Parent

Children and Family Services in SoCal

"We are going to miss you! You were both of our daughter's favorite teachers, thank you for everything!" - Parent

A Message from our Chief Executive Officer and Board President

As we headed into fiscal year 2022-2023, Life Steps Foundation was on a solid fiscal footing with approximately 30 percent more revenue than the two prior fiscal years. This was largely due to a return to full operation after the pandemic had significantly subsided. We also saw increased success securing contributed revenue from grants, sponsorships, and individual donors.

In late 2022, we experimented with presenting our popular Lobster Feed fundraiser as a drive-thru just in case there were any more outbreaks of COVID-19. Our dedicated volunteers and staff members were able to help make the event a rousing success with a similar level of participation from supporters as during seated benefit dinners in years past. It was wonderful to see many members of the Life Steps Foundation support community together in person for the first time in a couple of years. We were also delighted to see the Lobster Feed was as popular as ever even in the new format.

Life Steps Foundation was launched in 1983, and 2023 marked the 40th anniversary of our programs and services for individuals with developmental delays and disabilities. It is extraordinary to consider the thousands of lives changed in four decades of operation. Our organization has come a long way from its small beginnings in Southern California to become a statewide organization providing intensive assistance to children with delays, adults with developmental disabilities, and frail seniors across three major California regions. This includes the Central Coast and Northern California in addition to Los Angeles County where it all started.

Fiscal year 2022-2023 concluded with a strong feeling of optimism toward the future for those we assist. Many of our staff members were able to complete professional development courses to strengthen Life Steps Foundation's ability to maximize positive outcomes for children and families working to overcome developmental delays, adults with developmental disabilities reaching to achieve life goals, and elderly in need of assistance around the house in order to remain able to live in their own homes. Life Steps Foundation exists to brighten the lives of the individuals we assist, and we are grateful for the commitment and generosity of our partners and supporters. The work of Life Steps Foundation would not be possible without them.

Sincerely,


Susan Chang, M.S.
Chief Executive Officer


Peggy Huang
Board President

LIFE STEPS

FOUNDATION®
Annual Report 2023

About Life Steps Foundation

Mission

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

History and Goals

Life Steps Foundation (LSF) began in the South Bay of Los Angeles County providing children's services in 1983 as a partnership between three mental health professionals who identified the need for in-home educational and preventive interventions as an alternative to costly institutionalization. Today, LSF is a statewide nonprofit with an annual budget of more than \$10 million providing intensive services to a monthly average of 900 individuals from infants to seniors. Our core tenets are integrity, social responsibility, diversity, equity, teamwork and collaboration, creativity, innovation, and transparency. Life Steps' Board of Directors and staff are 80 percent minority represented and 70 percent female.

Life Steps Foundation 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 seem overwhelming. The individuals we serve enjoy an increased quality of life and thrive as vital members of their communities through their experience at Life Steps.

In alignment with its mission, Life Steps Foundation's primary goals are to: 1) Help children and adults achieve their full potential, 2) Empower people with development disabilities and elderly at risk of institutionalization to live independently, 3) Inspire and equip program participants 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.

Programs and Services

- Children and Family Services - In-home early intervention, inclusion preschools, and parent training.
 - Adult Services - Life skills training, in-home support, and center-based activities.
 - Senior Care - In-home assistance.

Awards and Recognition

Life Steps Foundation is well-established throughout California and respected for its commitment to best practices, quality services, empowerment of the individuals it serves, and focus on inclusion and prevention of costly institutionalization. Over the years, Life Steps 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 elderly at program sites in the following counties in the southern, central coast, and northern regions of California.

- Southern California: Los Angeles and Orange
- Central Coast: Santa Barbara and San Luis Obispo
- Northern California: Alameda, Contra Costa, San Francisco, and San Mateo

Life Steps Foundation Children and Family Services in SoCal



Participant Story

Jameson and Maverick, a set of twins, began receiving speech and early intervention services with us at the age of one. As they approached preschool age, we had to find a creative solution to provide them with one-on-one services without causing any distress. By coordinating the schedules of their speech and Child Development Specialist (CDS) providers, we were able to arrange in-home sessions where each child received individual attention while the other played and engaged with the other provider. This approach kept both boys interested and involved in their services. The support and involvement of their parents and older siblings played a crucial role in their progress. In April of the previous year, they turned three and aged out of our program, transitioning to school-based services if needed. However, we still occasionally receive updates from their mom, which we always cherish. The twins had speech delays and general global delays, and our aim was to help them reach their developmental milestones, ensuring they were prepared for their next educational journey.

Our Participants

Total Participants Served Monthly 290

Demographics

African American	4%
Asian/Pacific Islander	36%
Caucasian	8%
Latino/Hispanic	48%
Other/Multiple	4%

Types of Disabilities

Autism Spectrum Disorder
Cognitive, Motor and Social Delays
Developmental Disability

Counties Served: Los Angeles

Program

LSF CAFS SoCal, with services throughout Los Angeles County, meets the needs of our youngest community members. Youngsters from birth to four 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 youngsters 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.

Life Steps Foundation Southern California Adult Services



Our Participants

Total Participants Served Monthly 287

Demographics

African American	14%
American Indian/Alaskan Native	1%
Asian	6%
Caucasian	32%
Hawaiian Native/Pacific Islander	1%
Latino/Hispanic	46%

Types of Disabilities

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

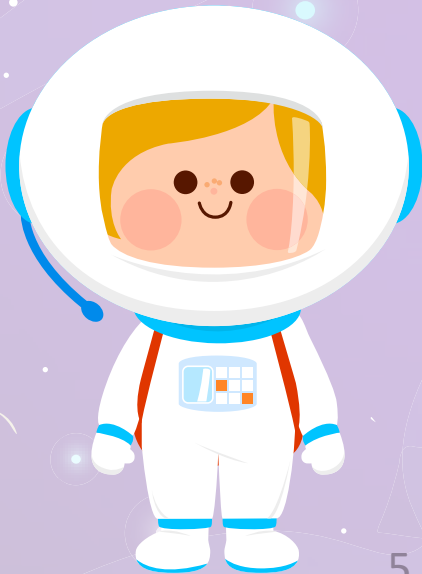
Counties Served: Los Angeles and Orange

Participant Story

Judy is a vibrant and enthusiastic participant who attends the Seaside Learning Center and receives our Supported Living Services. She has been with Life Steps Foundation for over 20 years and has always enjoyed our day program, especially seeking opportunities to engage in meaningful activities, developing new skills, and meeting new friends. Before joining our day programs, Judy struggled with being out in the community and meeting people. However, with the support and encouragement of our dedicated staff, Judy began learning new independent living skills, speaking with others appropriately, and making new friends. While she continues to receive support in her daily activities, she proudly states that she can be left alone and is capable of using the community life skills she has learned from Life Steps Foundation. Judy attends the Seaside Learning Center three times a week. She enjoys starting her day by reading magazines and is always the first person to say “Hello” to everyone who comes in. Some of Judy’s favorite activities include going to the grocery store to purchase ingredients for the center’s lunches and spending time at the mall with her friends from the center. Being part of the Seaside Learning Center program has helped Judy form friendships and improve her social skills.

Program

LSF SCAS is based in Long Beach, California and serves an average of nearly 300 adults in the Southern California region each year. Many of the individuals served have a comorbidity of intellectual disability, physical disability and mental illness. We help the adults we serve to maximize their independence and maintain their desired quality of life. Participants learn critical life skills and socialize through a variety of engaging programs, training and center-based activities. The collaborative effort between the program participants and their instructors helps participants become more autonomous, develop a circle of support, reach goals and become positive contributors to their communities.



Life Steps Foundation Central Coast Adult Services

Participant Story

Freddie is sweet, caring and always wanting to help others. He wants to be loved for who he is and not be taken advantage of. Freddie loves to play video games and work outside with his hands. This past year, he had one of the hardest years of his life. Freddie was in a horrible living situation with an abusive roommate and instead of staying in that situation, he chose to leave and live on the streets. Due to this, his medication was not being taken properly and his hygiene was poor. With the assistance of his Life Steps workers, Freddie was able to get into a homeless shelter in another city. During his stay, Life Steps workers assisted in filling out applications, staying up to date on the Section 8 and Housing Authority lists, and ensuring he kept up with hygiene and medication. While there, Freddie stepped up and assisted with yard maintenance to remain productive and keep himself busy. Freddie was also working hard to save money for a deposit and home furnishings. Life Steps workers encouraged him to remain patient and to trust the process. Finally, the day came when it was Freddie's turn to receive a permanent place to live in his own apartment.



Our Participants

Total Participants Served Monthly 116

Adults 34

Seniors 82

Demographics

African American 3%

Asian 3%

Caucasian 64%

Latino/Hispanic 20%

Other Multiple 10%

Types of Disabilities

Alzheimer's and Dementia

Autism Spectrum Disorder

Bipolar Disorder

Cerebral Palsy

Diabetes and Epilepsy

Down Syndrome

Intellectual Disability

Motor Dysfunction and Symbolic Dysfunction

Schizophrenia

Counties Served: Santa Barbara and San Luis Obispo

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 Community Support Facilitators, participants develop skills to overcome everyday challenges and meet their individual goals.

LSF's Senior Homemaker Program provides older adults over the age of 60 who reside in North Santa Barbara County and San Luis Obispo County with Homemaker and Personal Care services. Program participants, many with low income, find that this program empowers them to remain independent in their homes. Life Steps staff members assist participants with light housekeeping and personal care. All services are provided free of charge thanks to funding from the Area Agency on Aging.

Life Steps Foundation Children and Family Services in NorCal

Participant Story

Grow With Me virtual playgroups are 6-week sessions that serve as a safe space to educate parents about child development, provide and model age-appropriate activities and songs, and to provide individualized resources and support to each family. Our staff members support new families by connecting them with other families with children of similar ages. We have a family who joined our first ever-infant group for their son, Andrew who was demonstrating behavioral challenges. They continued to join each progressing group, as it was appropriate for Andrew’s age. Andrew’s mother consistently joined and participated in the group, asked great questions, and shared stories, challenges and triumphs. We had the opportunity to watch this first time mother and her son learn and grow over the course of the group. The family shared that their primary reason for joining the group was for socialization opportunities for both mother and son. She was also interested in learning about child development and gaining ideas about songs and activities she could do with her son to address his gross motor and expressive language developmental challenges. She shared that she enjoyed learning new songs and activities modeled during the group. She also found the PowerPoint presentations, community resources that were shared, and the Warm Line we offer within the group helpful.

Our Participants

Total Participants Served Monthly 443

Demographics

African American	1%
Asian/Pacific Islander	12%
Caucasian	48%
Latino/Hispanic	5%
Other/Multiple	34%

Types of Disabilities

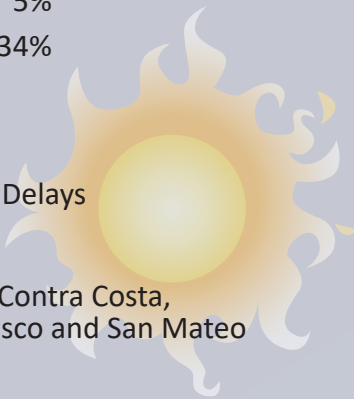
Autism Spectrum Disorder
Cognitive, Motor and Social Delays
Developmental Disability

Counties Served: Alameda, Contra Costa, San Francisco and San Mateo



Program

LSF CAFS NorCal, with services throughout the San Francisco Bay Area, meets the needs of our youngest community members. Youngsters from birth to three 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 early intervention programs (alongside children without delays). This includes our We Play We Learn inclusion-based preschool program in the scenic coastal community of Pacifica, CA. 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. Additionally, LSF CAFS NorCal offers a Mommy and Me virtual play circle with helpful tips on maximizing the development of infants and toddlers.



Life Steps Foundation Northern California Adult Services

Participant Story

K.G. is a 30-year-old male participant of the Social Dynamics Adult Day Program at LSF Northern California Adult Services. He has been with Social Dynamics for almost 10 years. K.G. is a jolly person and can sometimes be encouraged to participate in activities when he is in a good mood. Throughout the years, K.G. was able to participate in new activities that he had initially refused to do. His behavior such as resistance to functional life demands, socially disruptive behavior, and wandering away from his group went down to zero this past year. The continuous improvement of K.G. with the help of his Life Steps staff is the main reason he was able to succeed and achieve his goals here at Social Dynamics. He now often joins group activities.



Our Participants

Total Participants Served Monthly

53

Demographics

African American	14%
Asian/Pacific Islander	38%
Caucasian	32%
Latino/Hispanic	16%

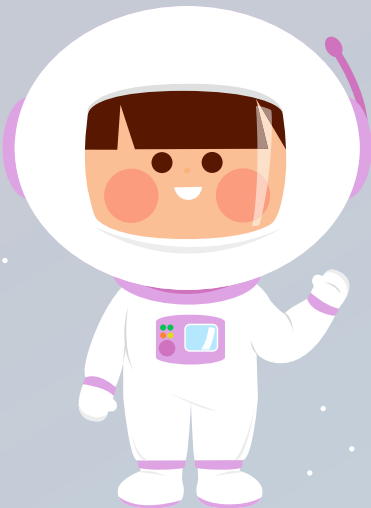
Types of Disabilities


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

Counties Served: San Mateo and San Francisco

Program

The LSF NCAS center-based day program for developmentally disabled adults with behavioral challenges is called Social Dynamics. 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 skills 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. Participants interested in working are encouraged to pursue volunteer opportunities in the community. We also provide round-trip transportation to and from the Center, and to a variety of community destinations. This includes public libraries, recreation centers, parks, the zoo and shopping malls. Since March 2020, LSF NCAS has been providing alternative services. These services include a weekly drop-off of activity materials and daily Zoom activities.





LIFE STEPS FOUNDATION®

NORTHERN CALIFORNIA CHILDREN & FAMILY SERVICES AND ADULT SERVICES

PRESENTS

8TH ANNUAL

LOBSTER FEED



DRIVE THRU

ALL PROCEEDS WILL SUPPORT SERVICES FOR CHILDREN WITH DEVELOPMENTAL DELAYS AND ADULTS WITH DISABILITIES IN THE BAY AREA.

SATURDAY, OCTOBER 1, 2022

4:30PM-6:00PM

828-C MAHLER ROAD, BURLINGAME CA 94010

BEHIND THE BUILDING/PARKING LOT.



\$75 PER PERSON

PRICE INCLUDES:

1 1/4 LB LOBSTER, SHRIMP,
CORN ON THE COB, POTATOES,
ARTICHOKE, SAUSAGE, GARLIC, ONION,
SOURDOUGH BREAD AND BUTTER.

PURCHASE TICKETS BY:

SEPTEMBER 23, 2022

CALL: (650) 259-1808

EMAIL: DEVELOPMENT@LIFESTEPSFOUNDATION.ORG

OR VISIT US ONLINE [HTTP://WWW.LSFLOBSTERFEED.ORG](http://WWW.LSFLOBSTERFEED.ORG)

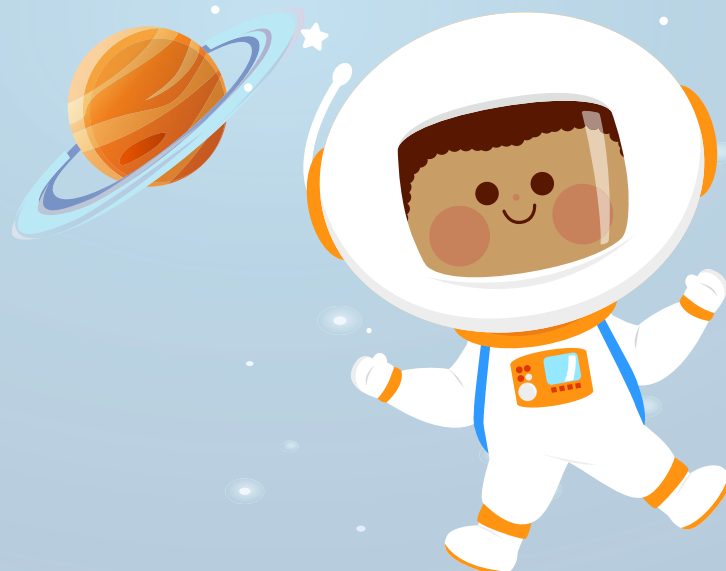
Life Steps Foundation is a 501(c)(3) non-profit organization founded in 1983 that provides services for children under five and adults with disabilities

Life Steps Foundation Lobster Feed 2022

Life Steps Foundation Children and Family Services and Adult Services held a Lobster Feed fundraiser on October 1, 2022 in a drive thru format to mitigate the spread of COVID-19. This was the first time the popular Lobster Feed event was presented since 2018. Meals included a quarter pound lobster along with shrimp, corn on the cob, potatoes, artichoke, sausage, garlic, onion, and sourdough bread with butter.

Attendees were invited to drive their cars up to serving stations set up in the parking lot of the Life Steps Foundation Children and Family Services and Adult Services location in Burlingame, California. Everyone was happy to see the Lobster Feed event return even if it was not in the traditional seated dinner configuration. All tickets sold out and the event was well coordinated with volunteers from the Lion's Club cooking lobsters and Life Steps staff members alongside National Charity League mother-daughter teams arranging each meal and delivering them to the vehicles of each supporter.

Our staff members were thrilled to see many of our supporters in person for the first time since before the pandemic. The proceeds of the fundraiser made it possible to enhance early intervention services for children diagnosed with developmental delays. Funds were also used for life skills and socialization training for adults with developmental disabilities.



Life Steps Foundation Leadership and Fiscal Position

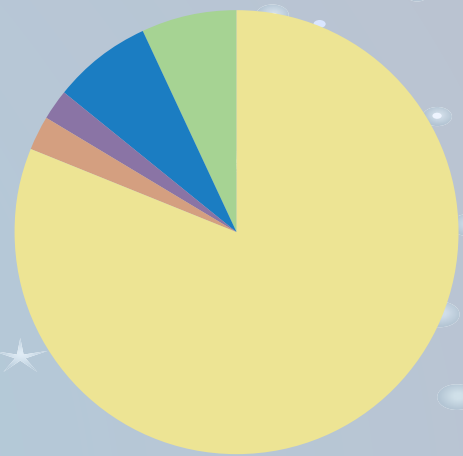
Main Office

Life Steps Foundation’s headquarters houses administrative departments that provide executive leadership, accounting, payroll, human resources, development and community relations, training and quality management, and information technology services for our sites across the southern, central coast, and northern regions of California. Our centralized model for administrative services increases staffing and fiscal efficiency. It also enhances organization cohesion and consistency of high quality program delivery across all sites.

The Life Steps Foundation budget for fiscal year 2023 was more than \$10 million. Thanks to the prudent financial planning of our executive leadership, LSF maintains a robust ratio of assets to liabilities that is approximately 10:1 to ensure fiscal stability as a hedge against unforeseen economic circumstances. We continue to focus efforts on increasing the diversity of our revenue streams to mitigate unanticipated shortfalls from any one revenue 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 is working diligently to identify and cultivate opportunities for legacy gifts.

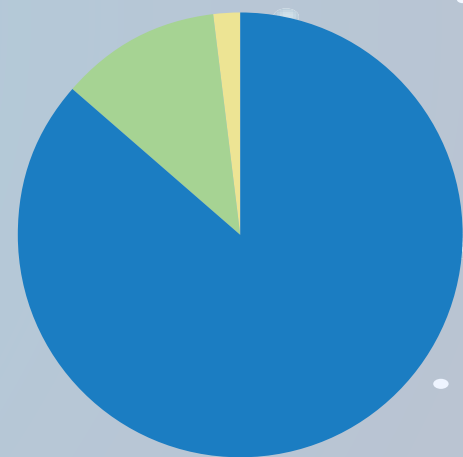
Revenue Fiscal Year 2023 \$12,000,779

Regional Centers	\$ 9,735,281
Rental	\$ 305,592
Donations & Grants	\$ 276,757
Private Pay	\$ 865,787
Investments & Interest	\$ 817,362



Expenses Fiscal Year 2023 \$10,290,875

Program Services	\$ 8,896,068
General and Administrative	\$ 1,209,487
Fundraising	\$ 185,320



LIFE STEPS FOUNDATION®

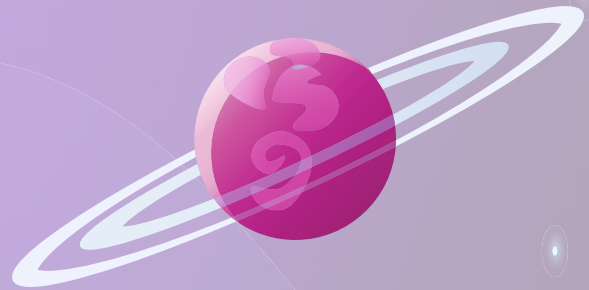
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