

LIFE STEPS  FOUNDATION®



STEPPING TOGETHER INTO
SUCCESS!

ANNUAL REPORT 2018

Community Comments

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

Northern California Adult Services

"The Life-Steps Foundation is making a significant difference in the lives of children and adults in our community. They uniquely fill a social service need focused on our vulnerable youth and adults who are at risk from developmental delays. Their innovative programs and talented staff meaningfully impact the lives of their clients. Please join me in supporting this valuable and much needed community organization so they can continue their outstanding work". - Burlingame Vice Mayor, Donna Colson

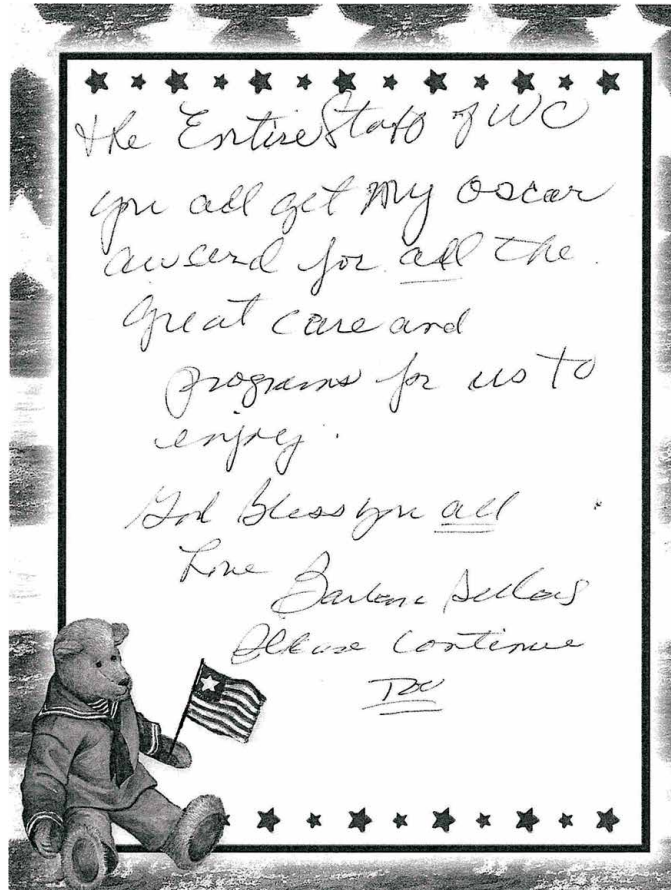
"Life Steps employees are very helpful and attentive to our son J.V. They always make sure that J.V. practices proper hygiene daily and they always keep an eye on his inappropriate behaviors due to his Intellectual Disability. Life Steps staff are also very patient and understanding". - Parents

Children and Family Services

"The teachers at We Play We Learn are awesome! They are kind, patient, and make an effort to help the students and parents. I am grateful they are in my son's and my life!" - Parent

"I want to take the opportunity to thank Life Steps Foundation Children and Family Services for partnering with City of Walnut Creek and provide the inclusion program at Community Arts Preschool. The biggest and most obvious leap was my daughter move to walking just a few weeks after started the program. I've found it so beneficial to have IDS come to the house and see and interact with my daughter in our home environment and then see her again at school. I am very grateful for this partnership." - Parent

Santa Maria Wisdom Center



Central Coast Adult Services

"Life Steps provides a much needed service in our community, you do great work" - Community Stakeholder

"I am happy with the services that Life Steps provided for my daughter" - Parent

Southern California Adult Services

"Life Steps takes care of the people. I like coming to the Seaside Learning Center and I live in a nice HOPE house because of Life Steps." - Participant

A Message from our Board President and Chief Executive Officer

The 2017-2018 fiscal year was marked by important milestones for Life Steps Foundation. The new Santa Maria Wisdom Center began to take shape when the building frame, roof and drywall were put in place. It was also during this time that I assumed the role of Chief Executive Officer for Life Steps Foundation at the start of 2018, after founder and CEO Virginia Franco stepped down to begin a much deserved retirement. Over the course of 35 years, Ms. Franco worked tirelessly to grow Life Steps from a small grass roots organization to a statewide nonprofit. I had the pleasure of working with her for more than 20 years, and I am proud of everything Life Steps has accomplished through exceptional teamwork.

As I work together with Life Step Foundation's Board of Directors and staff, we have identified many opportunities to strengthen the programs and services our organization provides to children and adults with developmental disabilities as well as the elderly in California. We are in the early stages of considering ways to deepen our impact where Life Steps program sites are located in California and beyond.

Life Steps recognizes there is a dearth of inclusion preschools in California that provide opportunities for children diagnosed with delays to interact with children without learning deficiencies. Research in childhood development highlights the opportunity for the malleable brains of young ones to benefit from early intervention and learning experiences while socializing with children across the spectrum of learning ability. The inclusion preschool model encourages children without delays to actively include children of all abilities in their social activities and to see all children as unique individuals who deserve respect and kindness regardless of their abilities.

We have seen a growing housing problem faced by adults with developmental disabilities throughout California. Rents have begun to outpace the fixed income many of them receive to cover essential living expenses. Life Steps Foundation is on the frontline for helping developmentally disabled adults maintain housing stability. We know this can only be accomplished by partnering with other nonprofits focused on low-income housing and assistance and with generous donors that have a shared interest in ensuring all community members have a safe place to live. Additionally, Life Steps recognizes the growing need in California for services for older adults at risk of costly institutionalization due to medical frailty and dementia. These are important focuses of our efforts and plans for the years to come.

Diversity, equity and inclusion are core tenets of our organization that drive the decisions made by the leadership at Life Steps Foundation. With a long history of innovation in the field of developmental disability programs and services and care for the elderly, we will be proactively addressing the needs of the communities we serve. This is an exciting time for Life Steps as we look to the future poised to take the next leap towards enhancing our organization's capabilities as a vital resource for communities across California.

Sincerely,



Susan Chang, M.S.
Interim Board President and Chief Executive Officer

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 services in 1983 as a partnership among 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 serving a monthly average of 1,200 individuals across the life spectrum. Our core tenets are integrity, social responsibility, diversity, equity, teamwork and collaboration, creativity, innovation and transparency. Life Steps' Board of Directors and staff are over 70 percent minority represented.

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 be 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 and inclusion preschools, and parent training.
- Adult Services - In-home support and center-based activities.
- Senior Care - In-home assistance and center-based adult day health care.

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 prevention. 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 (LSF CAFS)

Participant Story

Alexis was referred to Life Steps Foundation at age two due to global delays. She had just started walking, used only five words, had trouble with self-feeding and presented with low muscle tone. Alexis received two mornings per week, four hours a day in an inclusion classroom and three hours of specialized instructions at home with our Early Interventionist. The first goal for the family was to strengthen her core muscles and upper body so she could play with her friends appropriately. The park and library were the perfect settings for social interaction and to imitate other kids. Every week the IDS and parents picked a developmental goal for her and worked towards it.



Alexis's mother was very curious and engaged and asked questions to learn how to encourage development and use the strategies at home. In just a few weeks, her speech and language improved drastically as did her social skills. She started initiating play with other friends, running and chasing them and standing for herself when needed. Her active participation boosted her confidence, and with the help of our IDS and other therapists showed a marked improvement. Now at age three, she does not need any more services from the school district and is doing great in her preschool.

Our Participants

Total Participants Served Monthly 337

Demographics

African American	4%
Asian/Pacific Islander	48%
Caucasian	13%
Latino/Hispanic	18%
Other	17%

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

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.

Life Steps Foundation Southern California Adult Services (LSF SCAS)

Participant Story

Rhonda has been a Life Steps Foundation SoCal Adult Services participant for more than three years. She has made a lot of progress during this time. In the beginning, she had a rough time acclimating to the organization, but once Rhonda understood her actions would not affect her participation at Life Steps she changed her demeanor. She is a completely different person from when she first came to Life Steps. She smiles, laughs, is more outgoing and has changed her approach to other participants and staff members. These last five months have been especially good for her. Rhonda has met with family members she has not been in contact with in over a decade. Visiting her mother and sisters has given her peace of mind. LSF SoCal Adult Services CEO Kristine Engels believes not giving up on Rhonda and always letting her know she is special is what we did well.



Our Participants

Total Clients Served Monthly 345

Demographics

African American	15.7%
Asian/Pacific Islander	6.8%
Caucasian	30.8%
Latino/Hispanic	44.9%
Middle Eastern	.2%
Multiracial	1.6%

Types of Disabilities

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

Counties Served: Los Angeles and Orange

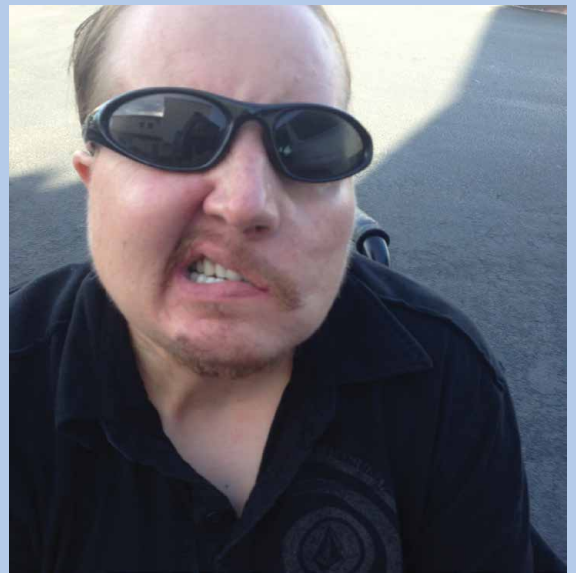
Program

LSF SoCal Adult Services is headquartered in Long Beach, California and serves a monthly average of more than 300 adults throughout Greater Los Angeles and Orange County. 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 program participant and Life Steps 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.

Life Steps Foundation Central California Adult Services (LSF CCAS)

Participant Story

Life Steps Foundation has lost a long-term individual. Kameron had multiple strokes from cancer which he had been battling from a young age. Over the years, Kameron became part of the Life Steps family, he was loved by all staff as he was a positive, strong and funny individual. Life was a playground for him and he couldn't wait to play a joke on somebody. He had many memorable moments with staff, having an ongoing silly string battle. One early morning, Kameron waited lying awake to surprise a staff member while he pretended to sleep. No matter what Kameron was faced with, he stayed positive and was a kind-hearted individual always looking out for those less fortunate. Life Steps was able to provide him with services to sustain his independence in his own home and community for most of his life. He will be dearly missed.



Our Participants

Total Clients Served Monthly 33

Demographics

African American	6%
Caucasian	64%
Latino/Hispanic	30%

Types of Disabilities

- Autism Spectrum Disorder
- Bipolar
- Cerebral Palsy
- Depression
- Down Syndrome
- Intellectual Disability
- 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 allows them to remain independent in their homes. Life Steps 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.

Life Steps Foundation Santa Maria Wisdom Center (LSF SMWC)

Participant Story

Patricia was born and raised in Bakersfield, California. She is the mother of six children including two sets of fraternal twins – one set of girls and the other set boys. When asked how she felt after the first set was born, she answered, “Surprised.” After the second set, her response was, “How am I ever going to do this?” Circumstances were such that she raised her children on her own with the help of her mother who was her rock. Patricia had to work long, hard hours to support her family and took a job as a cocktail waitress at the Blackboard. It was one of the popular honky-tonk establishments where the Bakersfield Sound was developed. The Bakersfield Sound is a genre of country music that came about in the mid-to-late 1950’s. It was a reaction against the slickly produced, Nashville sound popular at the time. She met and heard a lot of performers – Merle Haggard, Billy Mize, Buck Owens and his wife Bonnie and Dwight Yoakam to name a few. Buck Owens just happened to be Patricia’s cousin by marriage. She liked and admired Billy Mize the most, since he came from absolutely nothing and persevered to make something of himself. Being able to hear all this classic country music live was priceless to her.



Our Participants

Total Clients Served Monthly 123

Demographics

African American	5%
Asian/Pacific Islander	9%
Caucasian	47%
Latino/Hispanic	39%

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

Program

LSF Santa Maria Wisdom Center, based in Santa Maria, California, is the only licensed Adult Day Health Care and Community Based Adult Services (CBAS) program in the counties of Santa Barbara and San Luis Obispo. For elderly and disabled adults who require medical monitoring, our comprehensive day health care program enhances their quality of life. Wisdom Center programs and services are designed to prevent, delay or reduce premature institutionalization and help our participants remain in their natural, supportive living environments for as long as possible. The Center provides loving family caregivers with much needed, quality elder care assistance. Our programs and services include door-to-door transportation, nursing and medication monitoring, rehabilitative therapies and stimulating social and recreational therapies. Additionally, the Center offers interested seniors a nutritious dinner Monday through Friday delivered to their doorstep at a cost of \$5.50 per meal.

Life Steps Foundation Northern California Adult Services (LSF NCAS)

Participant Story

Alvin is a happy and physically-active individual with a very supportive family. He greets his favorite staff members, "Good morning," and, "Hello," everyday. He will also say, "Thank you," every time a staff member does a favor for him. Alvin enjoys doing Zumba every morning with staff and other participants, and spends time watching movies and playing games on his iPad. He knows how to manage his money and purchases his own lunch from the Day Program's mini store. Additionally, Alvin loves going to the park and doing table-top activities. He can mold animal figures like dinosaurs, elephants and others using colorful Play-Doh as his medium. Life Steps supports Alvin on every activity he loves doing, especially with those that help enhance his talents and abilities.



Our Participants

Total Clients Served Monthly 65

Demographics

African American	15%
Asian/Pacific Islander	38%
Caucasian	30%
Latino/Hispanic	17%

Types of Disabilities

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

Counties Served: San Mateo and San Francisco

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. Our programs and services are 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.

Life Steps Foundation Leadership

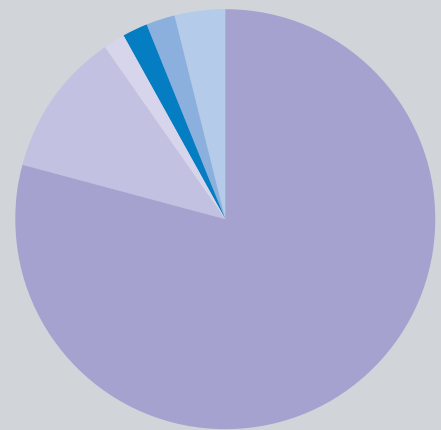
Main Office

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 group cohesion and consistency of high quality program delivery across all sites.

The Life Steps Foundation budget for fiscal year 2018 was approximately \$10 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 continue to focus efforts on increasing the diversity of our revenue streams to mitigate unanticipated shortfalls from any one 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 is working diligently to identify and cultivate opportunities for legacy gifts.

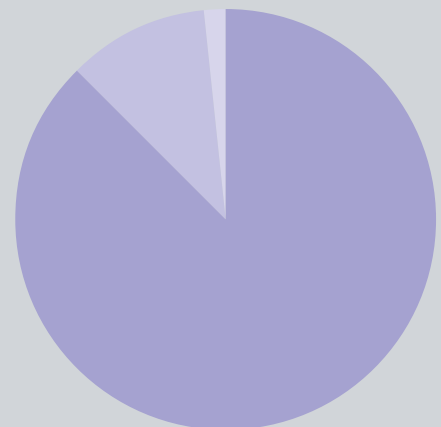
Revenue Fiscal Year 2018

Regional Centers	\$8,971,292
Adult Day Health Care	\$ 982,047
Rental	\$ 178,552
Donations & Grants	\$ 655,826
Private Pay	\$ 325,805
Investment & Interest	\$ 249,843



Expenses Fiscal Year 2018

Program Services	\$9,017,768
General and Administrative	\$ 981,187
Fundraising	\$ 198,944



Program Site Spotlight



New Santa Maria Wisdom Center Building Construction is Complete

The close of fiscal year 2018 marked the conclusion of the construction phase of the new Santa Maria Wisdom Center pictured to the left of this page in June 2018.

Building an adult day health care center can be a complex undertaking and everyone involved was delighted to finally see the new building completed. There were still small equipment details that needed to be worked out in order to ensure all inspections were passed with flying colors as is the usual process with any newly built structure. This cleared the way for receiving the certificate of occupancy and licensing to operate an adult day health care center in the new building. With this in mind, the leadership and staff of Life Steps Foundation and the Santa Maria Valley community were excited to see the new building come to life. The 9,000 square feet of interior space provides 6,000 square feet of activity area for seniors as well as an outdoor activity area pictured in the lower image at the front left side of the building. The outdoor area is designed as a space for gardening activities and for our guests to take in a little fresh air. It will also be a place to host bbq's and other outdoor cooking festivities.

Life Steps' campaign to raise the remainder of the approximately \$2 million final cost of the new building is ongoing and support opportunities including naming portions of the building are still available. You can learn more at lifesteps.org.





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