



LIFE STEPS  FOUNDATION®



ANNUAL REPORT 2020

WHEN "I" IS REPLACED WITH "WE,"
ILLNESS BECOMES WELLNESS



Community Comments

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

Northern California Adult Services

"Justin has enjoyed participating in group activities daily with Life Steps staff. He had a rough start in the beginning with these new services, but he loves showing off his masterpieces (puzzles). Thank you so much for helping us get through these times." - Parent

Central Coast Adult Services

"The Foundation offers an outstanding service to our Community and they help so many people in ways you don't even realize." - Participating Couple

Children and Family Services

"I truly believe without the services from Life Steps' Early Intervention, Neah would not have come as far as she has already." - Parent



Southern California Adult Services

"I love the guy, he's great to work with, his services [are] very important to us and we can trust him with our son during emergencies or regular situations, he is awesome." - Parent

"Maria is the best helper that I ever had. She's very supportive, fantastic, always on time." - Participant

"I like everything my support staff is doing; I like the services, Claudia is great." - Participant

"If I need help, I'll ask for help and she will give me the answers," and "Llamilett is a very good person. I really look forward to working with her again." - Participant

A Message from our Chief Executive Officer and Board President

The transition from 2019 to 2020 was off to a great start until the world faced the monumental challenge of a complex pandemic. It has been one of the most extraordinary learning experiences of our time, and at the same time a true tragedy with too many lives lost. Life Steps Foundation held steadfast to its mission and purpose to provide assistance for children diagnosed with delays, adults with developmental disabilities, and frail elderly. Our team worked quickly to reinvent the way Life Steps delivers services and to develop innovative new ways to support the individuals we serve. In some cases, devoted Life Steps staff members were required to provide in-person assistance under strict safety protocols even for individuals diagnosed with COVID-19 in need of constant monitoring and support. The addition of remote tele-services and regular deliveries of food and essential household supplies became a vital lifeline for our communities.

In the face of such a daunting challenge, our supporters held strong alongside the Life Steps Foundation team as we swung into action to ensure uninterrupted programs and services for the children, adults, and seniors relying on our care and assistance. Resilience, adaptability, and agility were key to the success of our organization during this time of anxiety and uncertainty. We understood that many of the members of the communities we serve were vulnerable to serious illness due to COVID-19. This drove us to strengthen our resolve and maximize the care that was possible to provide under the circumstances of a worldwide pandemic. We are proud of the way our team came together and the relief and hope Life Steps was able to provide to the individuals we serve. It has not been easy for anyone, but our unity and decision to face the pandemic head-on created a beacon of hope that we are all going to get through this together.

It was encouraging to see all of the support from community stakeholders that came through in 2020. We are pleased to report that Life Steps Foundation is on a fiscally sound footing as we continue to work diligently to increase contributed revenue from foundations, corporations, and individual donors. Our leadership team is also assessing the programs and services offered by Life Steps Foundation to determine the best ways to optimize the assistance we provide and identify opportunities to benefit the individuals and communities we serve in new ways to meet unmet needs.

I applaud the Life Steps Foundation team and thank our supporters for rising to meet one of the biggest challenges of our time. We still have a ways to go for the world to return to normal, but the promise of a better tomorrow looms larger every day with advancements in medical intervention technologies to counter the pandemic. In the meantime, Life Steps Foundation will continue to enhance its programs and services and provide uninterrupted care and assistance for vulnerable children, adults, and seniors.

Sincerely,



Chief Executive Officer



Board President

LIFE STEPS



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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 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 - Life skills training, 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

Isaac started receiving in-home infant services from LSF Children and Family Services when he was 14-months old. He could not make any sounds or words, and he barely showed interest in playing with toys. Isaac had an attention span of less than a minute, meaning he did not show much eye contact or sustain any interaction. He also did not follow any directions from his parents or the Early Interventionist. After receiving some early intervention sessions, Isaac gradually started to blossom at his own pace. He started to show more engagement during play, have a longer attention span and follow directions better. Now, Isaac is speaking in full sentences that consist of 4-5 words. He enjoys reading books with his parents and pretending to cook for them with his kitchen set. Isaac recently turned 3 years-old and his parents are ecstatic with his developmental progress.

Our Participants

Total Participants Served Monthly 337

Demographics

African American	6%
Asian/Pacific Islander	31%
Caucasian	15%
Latino/Hispanic	23%
Other	25%

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 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 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

When we first met Bobby, he was excited to learn more about living independently. Bobby had spent 17 years institutionalized; he would often lose his temper, was physically aggressive, and even engaged in self-harming behaviors. At the institution, Bobby relied on a sizable team to meet most of his needs. Bobby recalls that the staff at the institution was very nice but disliked the rules they had. For example, Bobby remembers that he couldn't leave or visit his mom whenever he wanted. He also disliked the food. Soon after the initial meeting with Life Steps, Bobby moved into his new apartment for the very first time. Bobby would say, "I have my own place now," and "I'll get to pick the food I want to buy." When asked what he liked about living independently, Bobby shared that he loved the company of his staff, his apartment, his privacy and choosing the food he eats. Bobby also shared that he likes the freedom to talk to his mom or visit whenever he wants. Bobby is well-liked by his neighbors and has even been invited to barbeques, Easter and 4th of July gatherings. Before the pandemic, Bobby maintained a partial job program, but he has not worked due to the COVID-19 closure regulations. He continues to take walks in his neighborhood and has a new hobby, fishing! Bobby lives in his own apartment and is learning how to pay his bills and cook his own meals. Everyone at Life Steps is extremely proud of Bobby's progress.

Our Participants

Total Participants Served Monthly

309

Demographics

African American	16%
American Indian/Alaskan Native	1%
Asian American	4%
Caucasian	32%
Hawaiian Native/Pacific Islander	3%
Latino/Hispanic	41%
Middle Eastern	1%
Multiracial	2%

Types of Disabilities

Autism Spectrum Disorder
Cerebral Palsy
Intellectual Disability
Epilepsy
Seizure

Counties Served: Los Angeles and Orange

Program

Life Steps Foundation SoCal Adult Services is based in Long Beach, California and serves over 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 a positive contributor to their community.

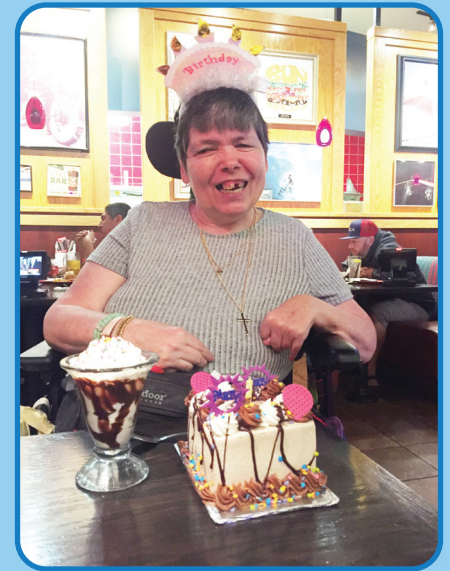


Life Steps Foundation Central California Adult Services (LSF CCAS)



Participant Story

Brenda has celebrated many birthdays with Life Steps throughout the years. All year long, Brenda works on her goals to remain living independently in her own apartment. Her top two goals are to continue to get regular checkups with her doctors and eat healthy. This is very important for her as she is a breast cancer survivor and she wants to live a long happy life. Life Steps assists Brenda in her day-to-day life in every aspect, especially in making sure that Brenda can get to her medical appointments. We also help her to understand the doctors as well as pick up and organize prescribed medications. If it wasn't for Life Steps, Brenda would have to live in a facility with no choices. Luckily, Brenda is a part of the Life Steps family and we work hard to make Brenda's birthday as special as it can be, because it is the one day that Brenda gets to splurge.



Our Participants

Total Participants Served Monthly 134

Adults 25

Seniors 109

Demographics

African American 2%

Caucasian 75%

Native American 1%

Latino/Hispanic 14%

Other 8%

Types of Disabilities

Alzheimer's

Autism Spectrum Disorder

Bipolar

Cerebral Palsy

Dementia

Diabetes

Down Syndrome

Epilepsy

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 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.

Participant Spotlight

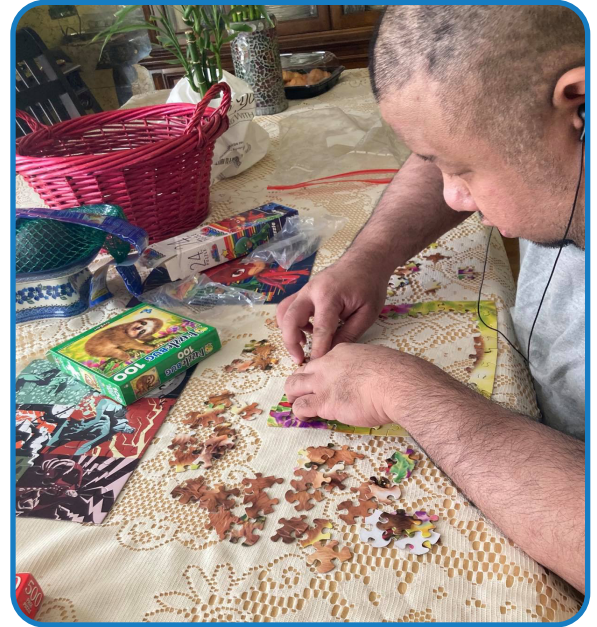
John, a 102 year-old senior, states how blessed he is to have someone he can count on to come over weekly and assist him. Without Life Steps, John says he would not be able to live in a clean environment. He also loves the fact that he receives a weekly visitor to share in his activities, considering many seniors do not get much companionship in their daily lives. John still plays the piano and loves to go out into the community to share his passion for music with others. John is able to stay strong thanks to Senior Homemaker services that prevent falls and sickness by keeping his house clean, orderly and free of clutter.



Life Steps Foundation Northern California Adult Services (LSF NCAS)

Participant Story

Justin has been such a joy to work with since we began providing alternative services. Although he did face some challenges in the beginning, Justin has made great progress. He participates in our daily Zoom meetups ready to take on the day and overcome any challenges that may come his way. Justin's family has been his biggest support throughout the pandemic, and we have been there alongside them giving as much support as we can. To keep Justin occupied, we have provided 100-piece to 1500-piece puzzles weekly through our Social Dynamics program. He has enjoyed putting his pieces on display and showing them to our staff and participants during our daily Zoom sessions. We look forward to Justin's return to the day program in the near future to continue making progress and overcoming any challenges that may come his way.



Our Participants

Total Participants Served Monthly 60

Demographics

African American	13%
Asian/Pacific Islander	39%
Caucasian	31%
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

The LSF Northern California Adult Services 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 been providing alternative services. These services include a weekly drop-off of activity materials and daily Zoom activities.

Staff Spotlight



Roxy Roberson

Roxy Roberson joined the Life Steps Foundation team as a volunteer in September 2015. She enjoyed assisting the mission of Life Steps so much that she became a staff member in January 2019 in the capacity of Administrative Assistant for Human Resources. During her time with Life Steps Foundation, she has had the good fortune of working closely with two Human Resources Managers. Lesia McKensie was the first and when they first met for her interview to serve as a volunteer, Roxy realized how well her past career experience fit in with the needs of Life Steps. Raymond Mercado is the second Human Resources Manager she has worked with at Life Steps. He was the one who inspired and convinced her to sign on as a permanent on-call staff member.

In her past life, Roxy worked at Los Angeles International Airport for 14 years and in the health and family care industry for several years. She has also spent many years as a freelance writer and author. Her most recent book was titled *Hard Candy* and featured faith inspiring stories based on true events. She delights in the satisfaction she feels for her love of learning and continues to focus on Biblical Studies at Liberty University Christian College in her longterm pursuit of a PhD. She has a website, www.letpeacebeginwithroxy.com, for those interested in Christian insights, biblical stories, readings, and prayers.

Roxy is often accompanied around town by her doggy named Blu. He is a friendly but protective brown chihuahua with an adorably cute face and endless curiosity for his surroundings. In her spare time, Roxy enjoys exploring Los Angeles with her niece Morgan as well as taking her on nature adventures.



Special Events Spotlight



Life Steps Foundation Northern California Adult Services 4th Annual Fun Run 7K: In Memory of Kevin Hendrickson

The 2019 *Fun Run 7K: In Memory of Kevin Hendrickson* took place on October 5 at Lake Merced in San Francisco. Kevin Hendrickson was a beloved program participant at the Center who passed away in 2017. We invited all runners and participants to come dressed as their favorite superhero to celebrate the heroism of the individuals we serve who work to overcome challenges related to their developmental disabilities as well as all who support the work of Life Steps Foundation to assist these individuals. It was a beautiful day at Lake Merced as the runners left the starting line at 8:30 am to complete a seven kilometer course around the lake. Most runners and walkers were finished within a couple of hours. The winner of the 2019 *Fun Run 7K* was Jack Turner. We are grateful to the sponsors, individual donors, runners/walkers, and in-kind supporters that made our 4th annual *Fun Run 7K* such a success.



LIFE STEPS  FOUNDATION®

4TH ANNUAL 7k FUN RUN

IN MEMORY OF KEVIN HENDRICKSON

OCTOBER 5, 2019 • 8:30 AM – 12:00 PM
LAKE MERCED, SAN FRANCISCO, CA

REGISTER ONLINE AT LIFESTEPS.ORG/4THFUNRUN








Be a Hero and Help Us Improve the Lives of
Adults with Intellectual Disabilities



DONATE • VOLUNTEER • SPONSOR

Life Steps Foundation Leadership and Fiscal Position

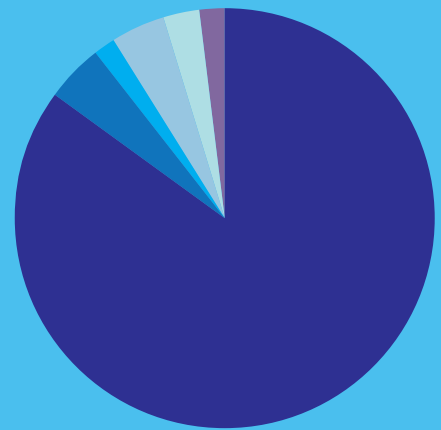
Main Office

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

The Life Steps Foundation budget for fiscal year 2020 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 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.

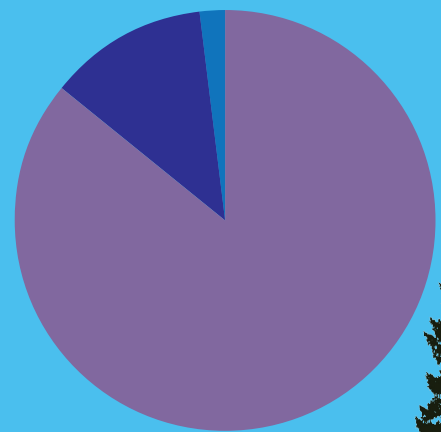
Revenue Fiscal Year 2020

Regional Centers	\$10,099,057
Adult Day Health Care	\$ 539,097
Rental	\$ 189,349
Donations & Grants	\$ 508,495
Private Pay	\$ 329,137
Investment & Interest	\$ 207,225



Expenses Fiscal Year 2020

Program Services	\$ 9,170,563
General and Administrative	\$ 1,316,870
Fundraising	\$ 186,656



LSF Board of Directors

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Eugene Boykins, President
Maria Benel-Se, Secretary
Bruce MacKenzie, Treasurer

Members

Pauline Arneberg
Susan Atkins
Susan Chang
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