

# ANNUAL REPORT 2022



LIFE STEPS  FOUNDATION®

*Cultivating Skills and Abilities*

# Community Comments

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

### Northern California Adult Services

"Thank you for your vigilance and care for David."  
- Parent

### Central Coast Adult Services

"Leaina is my case manager. I've been with her for seven years and I think she is a wonderful person." - Participant

### Children and Family Services in NorCal

"Cathy is truly amazing!!! We wish we could continue services with her but understand the age limit. Cathy has helped us through some difficult times and celebrated our triumphs with us. She has this wonderful way of relating to kids even when they can't say words back. As a parent, I have learned so much from Cathy through her suggestions and the external learning/support resources that she has provided. She's calm and patient and everything I could have hoped for in a specialist for our child." - Parent

### Children and Family Services in SoCal

"We are very thankful for everything you have done to help us teach Eden. He is going to miss you!" - Parent



## A Message from our Chief Executive Officer and Board President

During fiscal year 2021-2022, Life Steps Foundation was on a pathway to full in-person services as the world began to move past the pandemic. It was a gradual change from remote to in-person services. The individuals who rely on our services felt anxious at first about the return of face-to-face assistance and at the same time were happy to return to a sense of normality after so much time feeling isolated. Throughout the transition, Life Steps Foundation maintained COVID-19 safety protocols to ensure the wellbeing of those we assist. Our organization was proud and relieved to have made it through such a complex, challenging time in the history of our nation and the world. We had managed to keep those we serve and our dedicated first line staff members as safe as possible while continuing to deliver vital services including regular tele-visits with activities to deliver important early intervention for young children with delays and life skills training for adults with developmental disabilities. In addition, we had conducted regular wellbeing check-ins with the seniors we assist along with delivery of groceries and household supplies. This period was also a time of increased hope for the future as vaccinations for COVID-19 had reached wide distribution and hospitalization rates were reduced significantly along with mortality rates.

At this time, Life Steps Foundation also started to return to plans for the future postponed since 2020. In addition, our organization opened a new inclusion preschool called Happy Campers Children's Center in Baldwin Park, California in the second half of 2021 to serve Los Angeles County. As we entered 2022, families began to feel more comfortable having their children attend in person. At first, it was limited to a fraction of full capacity. We were able to grow attendance significantly by the end of the first half of 2022. LSF Happy Campers is a purpose built preschool for infants, toddlers, and children up to five years of age. We focused on providing inclusion preschool services for infants to three-year-olds with a plan to assist older children at a future time. Our educational program for three and up is based on the popular Montessori system of learning. As mentioned in the last annual report, LSF Happy Campers can serve as many as 100 children and has an outdoor playground and classrooms for infants, toddlers, and preschoolers. We see Happy Campers as a model inclusion preschool that we hope to duplicate in other locations with high need in the coming years.

We continue to strive to raise awareness of the needs of adults with developmental disabilities and their potential to overcome significant life challenges to play a greater role in the communities in which they reside. They each have unique abilities and desires for meaningful life experiences and friendships. Life Steps Foundation staff members that assist children diagnosed with delays know that early intervention and learning through play with children of all abilities can be lead to life-changing outcomes in language, collaboration, socialization, and mobility skills. In addition, we are always happy to see seniors living confidently in their own homes thanks to a little assistance with home upkeep and personal care from our trained staff members. The work of Life Steps Foundation is made possible by its devoted community of partners and supporters aspiring to make the world a better place for people of all abilities.

Sincerely,

  
Susan Chang, M.S.  
Chief Executive Officer

  
Eugene J. Boykins  
Board/President

LIFE STEPS



FOUNDATION®  
Annual Report 2022

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

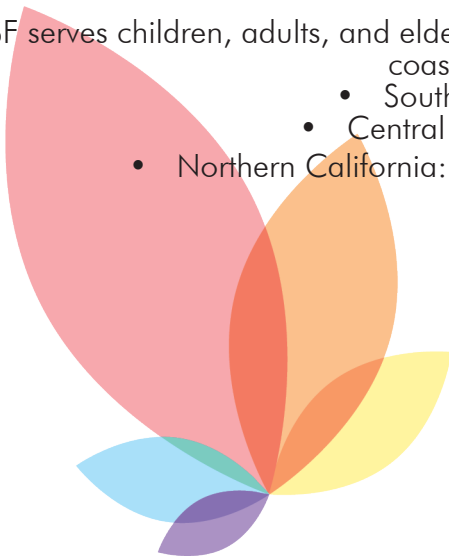
## Awards and Recognition

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 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 in SoCal



## Participant Story

Eden is a shy and reserved little boy who enjoys participating in activities with his family. He was referred to Life Steps Foundation for Early Intervention at 25 months due to concerns with his speech and language development. He was reported to use 1 to 2 words at 12 months of age, but had since stopped using them. He was wary of strangers and would cry and hide behind his mother when there was someone outside the front door. He would also not make any audible sounds other than crying. After receiving early intervention services, Eden easily welcomed the early interventionist and sat down in a small chair ready to begin class. He now uses a combination of sign language and single word sentences to communicate with his parents. He has also begun to greet familiar and unfamiliar people who walk into the home. He actively explores and plays outside without hiding behind his mother. Eden has gained great confidence in his ability to communicate with his parents and peers. I am very proud of Eden and his family, and I hope they continue to grow together.

## Our Participants

**Total Participants Served Monthly** 178

### Demographics

African American	1%
Asian/Pacific Islander	39%
Caucasian	8%
Latino/Hispanic	49%
Other/Multiple	3%

### 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 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



## Participant Story

Jamode is a fun loving, charismatic, friendly participant who attends the Seaside Learning Center three times a week as a part of the morning session. He has been a part of the day program for over 10 years and enjoys coming to hang out with his friends and to work on his social skills. Some of Jamode's favorite activities include going to El Dorado Park to exercise through sports like basketball and going out to eat at some of his favorite restaurants like McDonalds, Louis Burger and Denny's. There is no doubt that the program has been beneficial for Jamode, by helping him form friendships as well as improve his social skills through interactions with the community. At the Seaside Learning Center, Jamode is also an active member of the Wii Bowling League and is the official referee. It is amazing to see Jamode progress towards his goals at such an impressive rate, and there is no doubt that he will be successful as long as he continues to keep the same positive outlook and friendly nature that is his personality.

## Our Participants

**Total Participants Served Monthly**

264

### Demographics

African American	19%
American Indian/Alaskan Native	1%
Asian	7%
Caucasian	34%
Hawaiian Native/Pacific Islander	1%
Latino/Hispanic	37%
Other/Multiple	1%

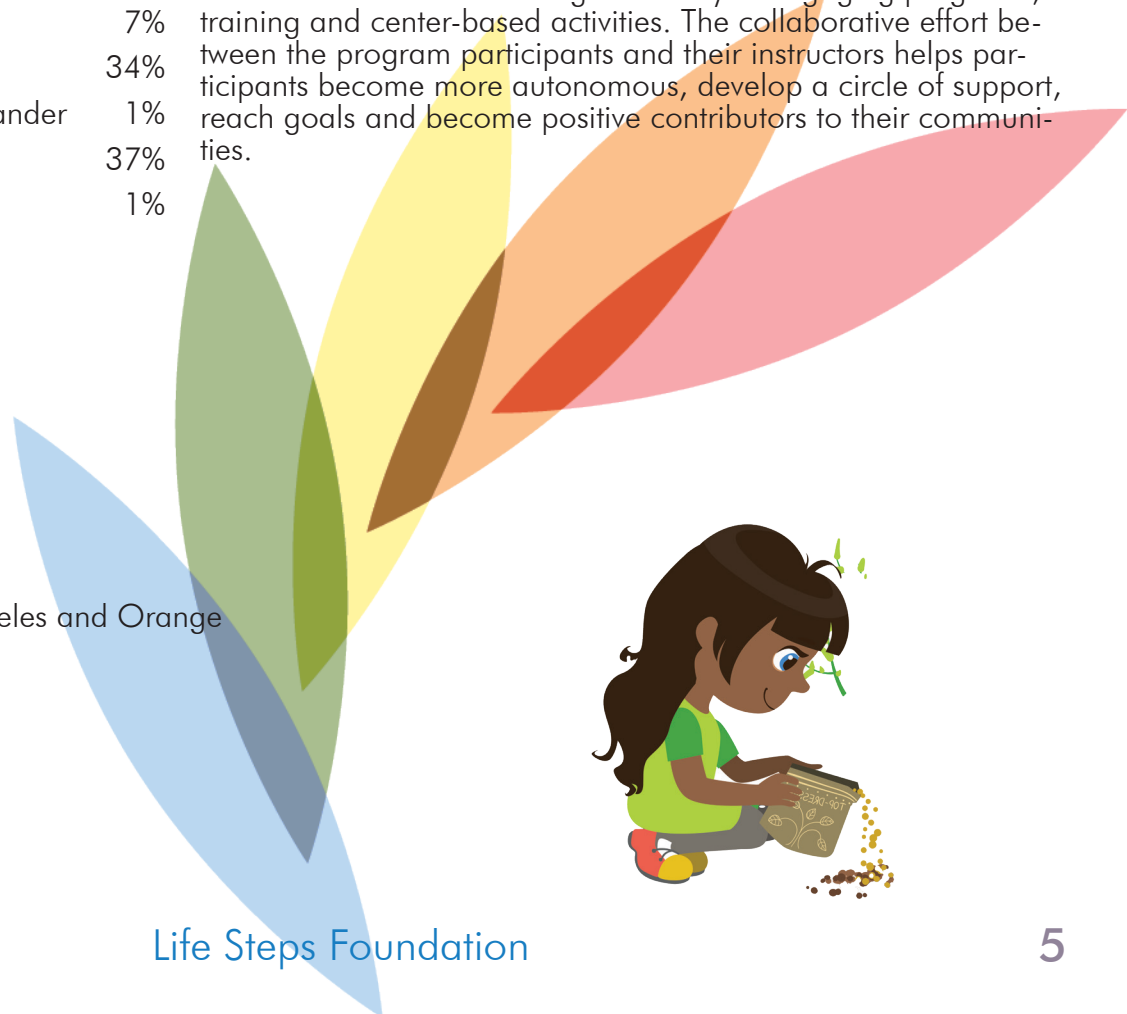
### Types of Disabilities

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

**Counties Served:** Los Angeles and Orange

## 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

Carrie has been with Life Steps Foundation for many years. Recently, she has had some medical issues where she needed to spend some time in a skilled nursing facility and her needs changed from minimum assistance to full time 24/7 care. Life Steps was able to provide the services she needed so that she may return home and remain living independently in her own apartment. Carrie is adjusting to her new routine, with the goals of walking with a walker and utilizing her left arm more with the assistance of a Life Steps staff member. Now that she is home, she is looking forward to a belated birthday party and getting a pet to love and care for with the assistance of Life Steps staff.



## Our Participants

**Total Participants Served Monthly**

**Adults**

**Seniors**

### Demographics

African American

Asian

Caucasian

Latino/Hispanic

Other Multiple

87

28

59

3%

3%

61%

19%

14%

## 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.

## 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



# Life Steps Foundation Children and Family Services in NorCal

## Participant Story

Taylor was a little over two years old when referred to LSF Children and Family Services. Assessments showed delays in speech and communication, understanding language, fine motor skills, social interactions and adaptive skills. The family's priorities were finding ways to help their child talk and participate in daily routines. Both parents eagerly participated in the sessions with Taylor and their Early Interventionist. The focus was coaching the family on ways to support Taylor's development. Taylor's parents most appreciated direct modeling of strategies in person and on camera, receiving feedback and new ideas from the EI, and having supportive problem-solving conversations about how to help their child. Due to frequent illnesses, the family decided to have Taylor leave preschool and stay home. At that time, they switched to the LSF full inclusion virtual circle time program in addition to one-to-one sessions. They participated in two circle times a week and received weekly lesson plans with activities that supported Taylor's development. It was exciting seeing Taylor blossom into a playful, talkative child who loved pretending to cook, building with blocks, playing with vehicles, coloring, and singing and dancing along to fun songs. At age three, everyone was thrilled with Taylor's progress.



## 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.

## Our Participants

**Total Participants Served Monthly** 311

### Demographics

African American	7%
Asian/Pacific Islander	14%
Caucasian	15%
Latino/Hispanic	17%
Other/Multiple	47%

### Types of Disabilities

Autism Spectrum Disorder  
Cognitive, Motor and Social Delays  
Developmental Disability

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

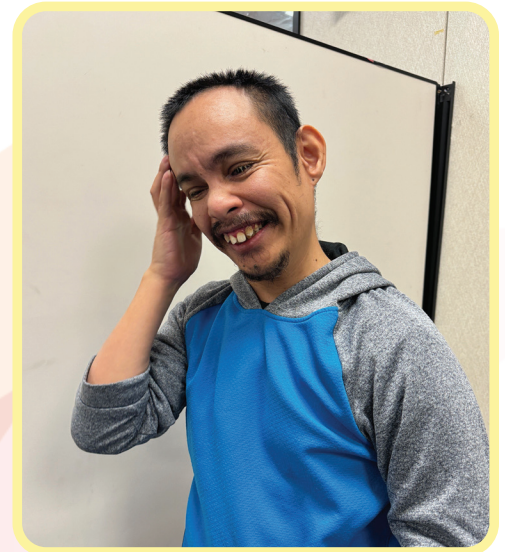




# Life Steps Foundation Northern California Adult Services

## Participant Story

David has been with the LSF Northern California Adult Services Social Dynamics Program since 2009. Over the years, David has shown growth and progress that his family and educators have been excited to witness. One of the challenges we faced as a team with David was gaining his trust anytime he worked with a new team member. With consistency, patience and a team effort, David has grown to enjoy working with our team and his peers. David enjoys playing his piano and listening to music. We look forward to witnessing the many great achievements David will make. David's family is pleased with the quality services that LSF Northern California Adult Services has provided through its Social Dynamics Program, and they are also one of our regular donors for Life Steps annual fundraisers.



## 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 Disorder
- Cerebral Palsy
- Epilepsy
- Intellectual Disability
- Schizophrenia
- 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®

**FUN RUN FOR INCLUSION**  
**CELEBRATING DIVERSE ABILITIES**  
**Halloween 5K**  
**Virtual 2021**

LOS ANGELES COUNTY SUPERVISOR  
**JANICE HAHN**  
Fourth District

THE FENG FAMILY  
JBC Group, LLC  
ALBERTSONS COMPANIES FOUNDATION  
CFEDERAL  
PVC COMMERCIAL  
ALB DESIGN & CONSTRUCTION INC.

**VISIT [WWW.LSFSK.ORG](http://WWW.LSFSK.ORG) TO REGISTER**

**MONDAY, OCTOBER 25, 2021**

You can run, walk, hike, or bike around your neighborhood, park, or in a gym to complete the run! You will have between Monday, October 25 and Sunday, October 31 to finish the 3.1 miles at your own pace. Don't forget to tag us and share your journey with us!

**FOR MORE INFORMATION, PLEASE CONTACT US AT  
(650) 259-1808 OR [NCAS@LIFESEPSFOUNDATION.ORG](mailto:NCAS@LIFESEPSFOUNDATION.ORG).**  
*Sponsorship opportunities are available.  
Contact us for more information.*

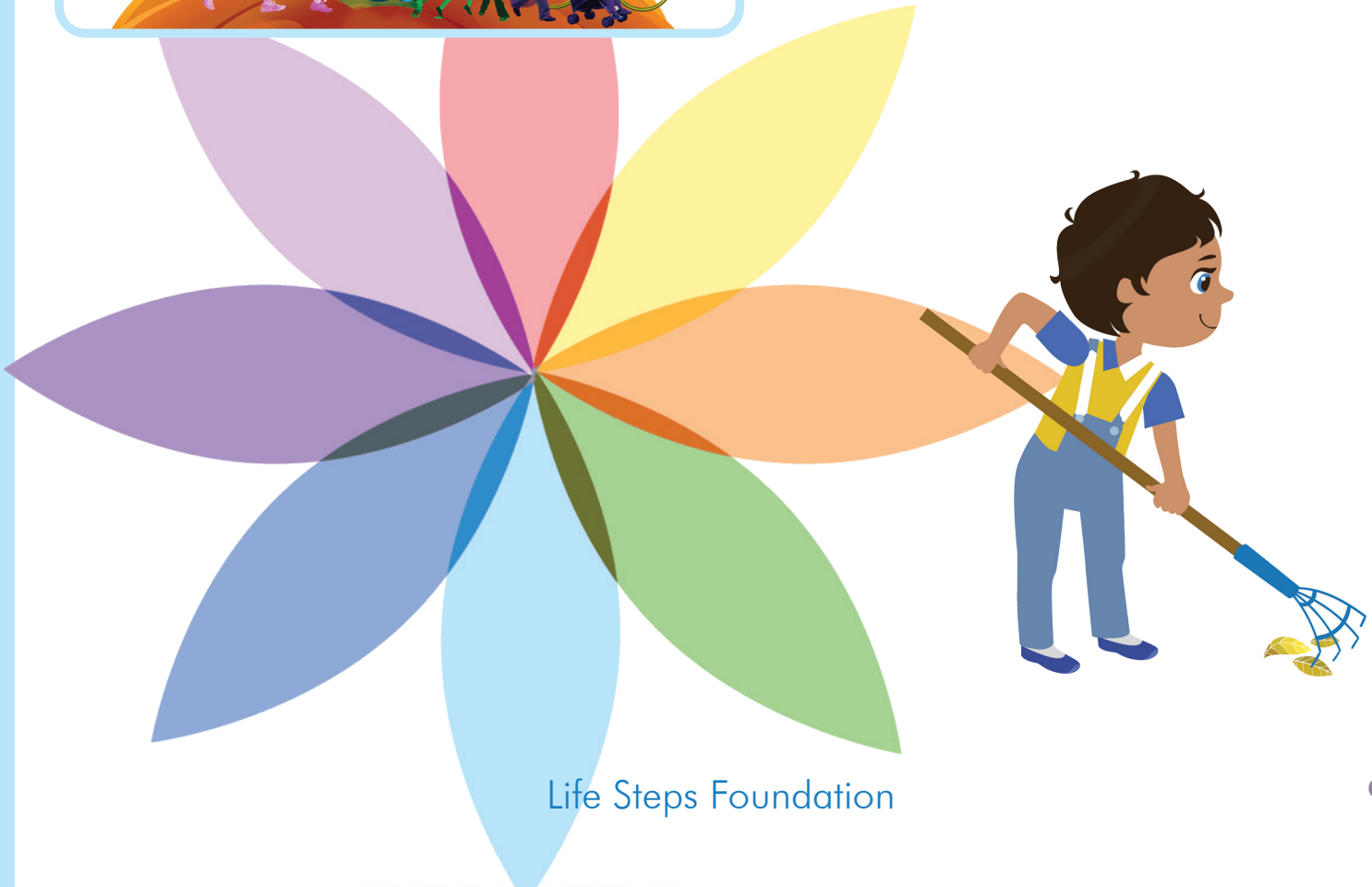
**RUN FOR YOUR LIFE!!!**



## Life Steps Fun Run for Inclusion 5K 2021 Virtual Benefit Event

Our spooky Halloween Fun Run for Inclusion 5K began on October 25, 2021 and participants had until October 31, 2021 to complete the distance by running, walking, hiking, or biking at their favorite location. We even welcomed participants to wear costumes and provide pictures and the time it took to complete the distance. Life Steps is grateful to the sponsors, individual donors, and runners/walkers/hikers/bikers that made Fun Run for Inclusion 2021 such a success. Many Life Steps Foundation staff members also showed their support by completing the distance.

A top priority of Life Steps Foundation's programs and services is to promote inclusivity in communities for people of all abilities. People with developmental disabilities are each unique individuals with hopes, dreams, and a desire to make friends and explore their surroundings just like everyone else. The Fun Run for Inclusion is a way for our organization to raise awareness of the thriving community of children, adults, seniors and families we assist and work to empower to achieve their life goals.



# Life Steps Foundation Leadership and Fiscal Position

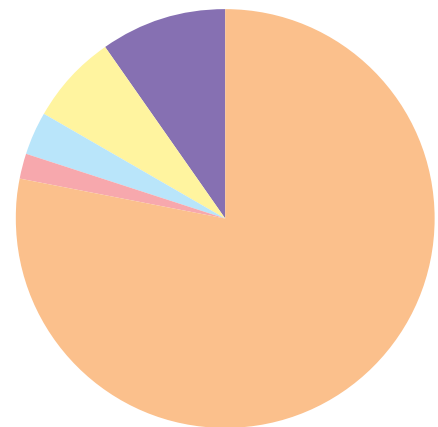
## Main Office

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 2022 was nearly \$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.

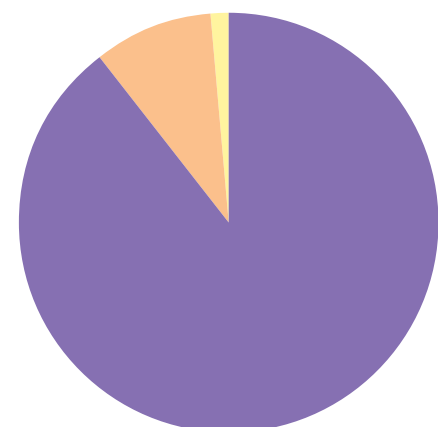
## Revenue Fiscal Year 2022 \$11,308,417

<span style="color: #f4a460;">■</span>	Regional Centers .....	\$ 8,847,213
<span style="color: #e91e63;">■</span>	Rental .....	\$ 222,445
<span style="color: #4dd0e1;">■</span>	Donations & Grants .....	\$ 376,018
<span style="color: #fff176;">■</span>	Private Pay .....	\$ 778,517
<span style="color: #673ab7;">■</span>	Investments & Interest .....	\$ 1,084,223



## Expenses Fiscal Year 2022 \$9,857,714

<span style="color: #673ab7;">■</span>	Program Services .....	\$ 8,818,703
<span style="color: #f4a460;">■</span>	General and Administrative .....	\$ 924,461
<span style="color: #fff176;">■</span>	Fundraising .....	\$ 114,550



**LSF Board of Directors**

**Officers**

Eugene Boykins, President  
Maria Benel-Se, Secretary  
Dominic Fattore, Treasurer

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Pauline Arneberg  
Susan Atkins  
Susan Chang

