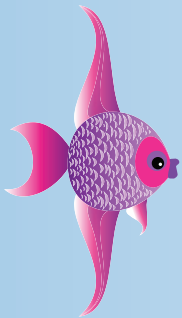
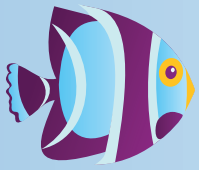


LIFE STEPS  FOUNDATION®



ANNUAL REPORT 2021

EVERY JOURNEY BEGINS WITH A SINGLE STEP



# Community Comments

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

### Northern California Adult Services

"We are satisfied with the program. Kenneth liked the services and staff when he attended. We appreciated that they had a Cantonese speaker to reach out every week. We also appreciated the drop-off of supplies and gifts during the pandemic" - 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 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

"You truly made me think that if everyone has experiences like [Nathan] and I had with you, the world would be a... much better place..." - Parent



# A Message from our Chief Executive Officer and Board President

The transition from 2020 to 2021 was a time of anxiety, hope, and optimism as the world continued to cope with the COVID-19 pandemic. Life Steps Foundation worked diligently to provide consistent assistance to the children working to overcome delays, adults with developmental disabilities, and seniors it serves. Thanks to the support of the community and grants and donations received, we were able to maintaining the staffing levels required to ensure the wellbeing of the community of individuals that rely on our programs and services. As we headed into 2021, our organization was able to increase the proportion of in-person services provided while adhering to COVID-19 safety protocols. We also maintained the alternative remote, tele-service offerings for those that preferred to limit contact with others.

Our world has truly been on a journey during the time of COVID-19 that has required resourcefulness and perseverance to maintain a positive outlook for the future. Life Steps Foundation is fortunate to have a dedicated and caring team guided by compassion and hope for the children, adults, and seniors we assist. We could not have been so successful during these challenging times without such an exceptional team and our generous supporters. These times have been unique in the worldwide ups-and-downs with which we have all had to contend. Thankfully, the medical and scientific community has been able to pull together to strengthen our ability to cope with and manage the pandemic. Our world is learning to adapt to COVID-19, and this will make it possible to be better prepared for future outbreaks. This has helped to alleviate some of the anxiety of those we serve as our staff members have worked to educate them about staying safe and healthy.

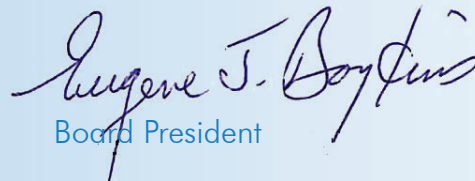
We are pleased to report that we are preparing to open an inclusion preschool in Baldwin Park, California that will serve Los Angeles County. The name of the new preschool will be Life Steps Foundation Happy Camper's Children Center. We hope to host up to 100 young ones there in future years. The preschool features a large central playground and separate rooms for infants, toddlers, and preschoolers. The new preschool is in alignment with the vision of Life Steps' leadership to focus on opening additional inclusion preschools in areas of high need.

Our team has also prioritized raising awareness across California of Life Steps Foundation's work and the individuals we serve. It is important for the public to have a better understanding of the needs of children with delays, adults with developmental disabilities, and frail seniors. They are unique individuals with hopes and dreams who enjoy exploring and participating in their home communities. Many have life goals including living as independently as possible and earning higher education degrees. It is always inspiring to see young children achieve developmental milestones, adults with disabilities learning new life skills, and seniors empowered to remain living on their own at home. The future is bright for Life Steps Foundation and the individuals we assist to achieve life-changing milestones.

Sincerely,



Chief Executive Officer



Board President

LIFE STEPS



FOUNDATION®

Annual Report 2021

# 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.

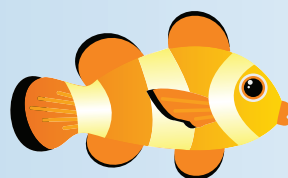
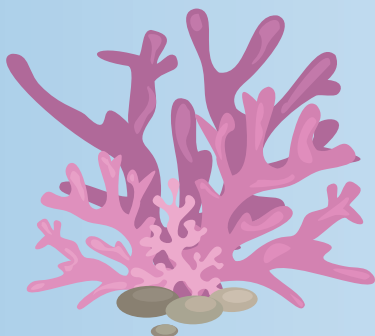
## Awards and Recognition

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



# Life Steps Foundation Children and Family Services in SoCal



## Participant Story

Nathan began receiving early intervention services at 26-months due to concerns regarding his speech and language development. While he was easy-going and had great social skills with limited play skills, his mother had deep concerns about Nathan's speech and language development and overall childhood development. When services began, he used just 10-15 words to express himself and his play was very limited. His mother was unsure about what to work on with her child and much of the initial sessions involved discussing skills development and how to teach these skills. Nathan enjoyed his playtime with the Life Steps Early Interventionist (EI) and his mother so much that he would often say, "no," when he was told the session was over. He would also tell the EI that she could not leave yet. After almost a year of services, his skills improved tremendously. More importantly, his mother is now confident in how she is raising her child and in her advocacy for him. Nathan now talks non-stop and plays role-playing scripts, such as doctor and firefighter with his friends. In addition, he is able to retell events that happened, such as when another child pushed him at school. Nathan's new language and communication skills enabled him to tell his mother what happened and even how he felt when he got home. His mother was ecstatic and relieved that he had come so far.

## Our Participants

**Total Participants Served Monthly** 147

### Demographics

African American	5%
Asian/Pacific Islander	38%
Caucasian	19%
Latino/Hispanic	35%
Other/Multiple	3%



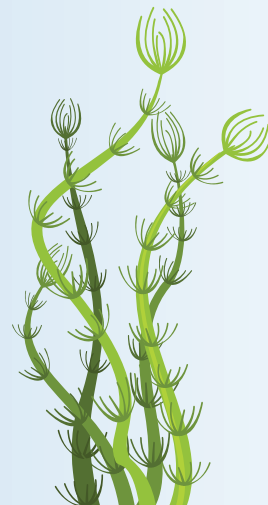
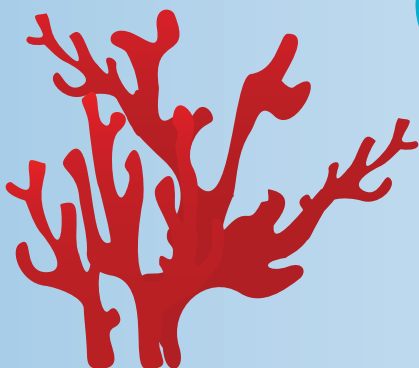
### Types of Disabilities

- 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

Christina is an intelligent and hardworking woman. She has been a participant of Life Steps Foundation SoCal Adult Services for over fifteen years. On May 2021, after a lot of hard work and effort, Christina graduated from Cerritos College earning an Associate Degree in Social and Behavioral Sciences, an Associate Degree for Transfer in Sociology, and a California State University General Education Certificate. Additionally, Christina graduated with Phi Theta Kappa Honors on the Dean's List, and was awarded the Academic Excellence Award in Sociology. After being offered admission to California State University, Los Angeles and California State University, Dominguez Hills, Christina decided to transfer to California State University, Dominguez Hills in the fall of 2021. She is currently a full-time student, a mother, and an ambassador of the Little Black Dress Campaign. We are very proud of Christina and are happy to continue supporting her in her bright future.

## Our Participants

**Total Participants Served Monthly**

309

### Demographics

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

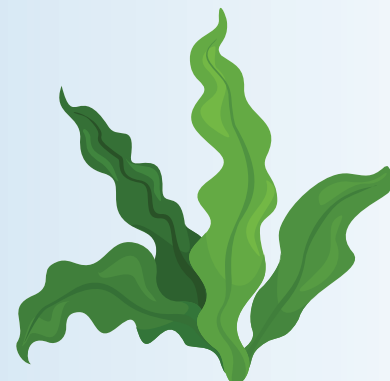
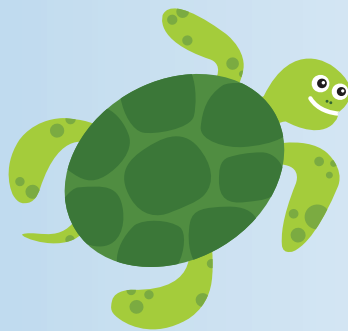
### Types of Disabilities

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

**Counties Served:** Los Angeles and Orange

## Program

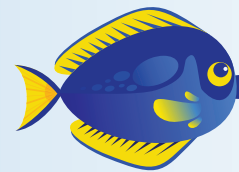
LSF SCAS is based in Long Beach, California and serves over 300 adults in the Southern California region each year. Many of the individuals served have a comorbidity of intellectual disability, physical disability and mental illness. We help the adults we serve to maximize their independence and maintain 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 Coast Adult Services

## Participant Story

LSF Central Coast Adult Services would like to highlight one of the long-term individuals we assist, who is incredibly sweet and caring and who we consider our star of the year. Alden has been with Life Steps for over ten years and enjoys his independent life. He loves to go out walking around town, as well as going to thrift stores so he can buy tape players or small radios. Everyone in town knows who Alden is, and he has really made himself a part of the community. He also likes to keep up with politics and frequently writes letters to politicians. Alden recently reached his goal of moving into his own apartment without roommates. He is doing well in his new home with the support of Life Steps staff, who are assisting in teaching him how to cook. This way he can feed himself when staff is not present. Life Steps staff members also assist with money management, health appointments, and daily living tasks; making sure that Alden is happy, healthy and safe. Lastly, Alden is actively trying to search for his birth father and the burial site of his birth mother. Our staff are diligently trying to figure out how to get this information for him.



## Our Participants

<b>Total Participants Served Monthly</b>	103
<b>Adults</b>	28
<b>Seniors</b>	75
<b>Demographics</b>	
African American	4%
Asian	1%
Caucasian	72%
Latino/Hispanic	12%
Native American	1%
Other/Multiple	10%

## Types of Disabilities

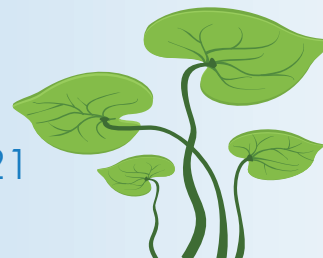
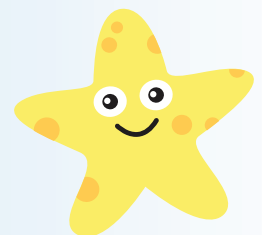
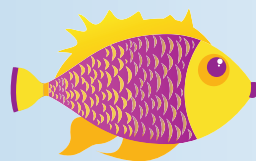
- Alzheimer's and Dementia
- Autism Spectrum Disorder
- Bipolar Disorder
- Cerebral Palsy
- Diabetes and Epilepsy
- Down Syndrome
- Intellectual Disability
- Motor Dysfunction and Symbolic Dysfunction
- Schizophrenia

**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

Mason started receiving in-home services from Life Steps Foundation when he was 22-months-old. He had around five words and was not yet following simple directions. His parents were hesitant to bring him to the park or other public places as he would typically run off and disliked holding hands. Due to the pandemic, Mason did not have much interaction with other children his age. When he turned 2-years-old, he started attending Life Steps' center-based inclusion preschool program, We Play We Learn, three days a week. With the help of his Early Interventionist and preschool teachers, he began to follow the classroom routine and participate in Circle Time socializing sessions. Peer models helped him further develop his play skills and social skills. Over time, Mason's vocabulary grew and he expressed his wants and needs with 1 to 2-word sentences. Mason turned 3-years-old in April and his parents report that his communication skills are continuing to flourish and he is doing very well.



## Our Participants

**Total Participants Served Monthly** 272

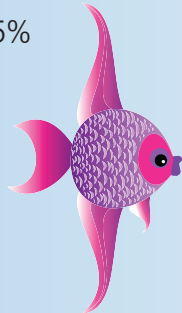
### Demographics

African American	8%
Asian/Pacific Islander	14%
Caucasian	15%
Latino/Hispanic	18%
Other/Multiple	45%

### Types of Disabilities

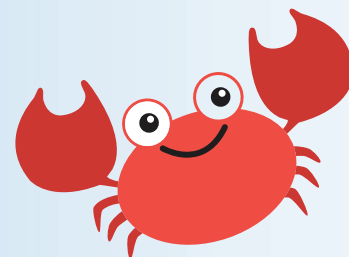
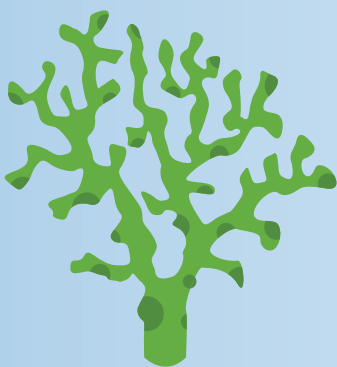
Autism Spectrum Disorder  
Cognitive, Motor, and Social Delays  
Developmental Disability

**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.

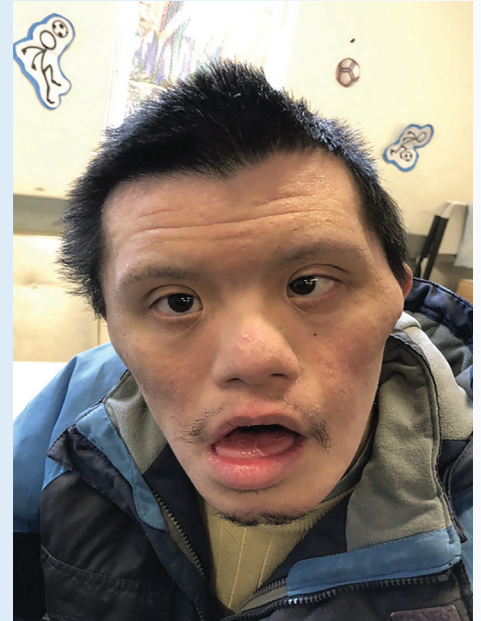




# Life Steps Foundation Northern California Adult Services

## Participant Story

Kenneth joined NCAS Social Dynamics in January 2018 and participated in our program until his passing on April 23, 2022. He had a great rapport with his educator and loved listening to his radio. Additionally, Kenneth really enjoyed dancing to the music that played on his favorite radio stations. His time with Social Dynamics was short but sweet. Kenneth brought so much joy to our adult day program and will be missed. His parents provided the following statement about his time with Life Steps Foundation: "We are satisfied with the program. Kenneth liked the services and staff when he attended. We appreciate that they have a Cantonese speaker to reach out every week. We also appreciate the drop-off of supplies and gifts during the pandemic." – Kenneth's Parents



## Our Participants

**Total Participants Served Monthly** 61



### Demographics

African American	13%
Asian/Pacific Islander	39%
Caucasian	33%
Latino/Hispanic	15%

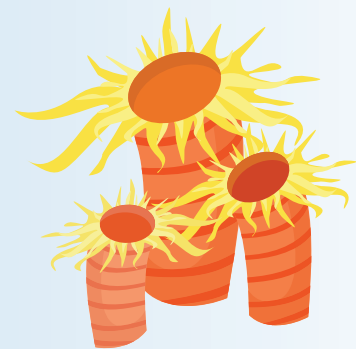
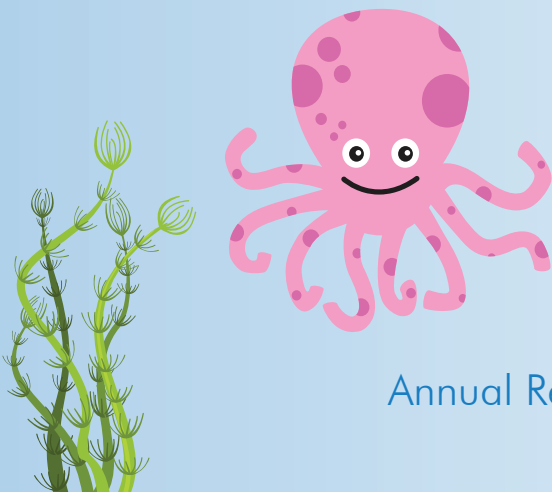
### Types of Disabilities

- 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 been providing alternative services. These services include a weekly drop-off of activity materials and daily Zoom activities.



# Special Events Spotlight

LIFE STEPS FOUNDATION

## EVERY DAY IS EARTH DAY 5K

RUN / WALK / HIKE / BIKE  
VIRTUAL EVENT

TO SUPPORT CHILDREN AND ADULTS WITH DEVELOPMENTAL DISABILITIES

LOS ANGELES COUNTY SUPERVISOR  
**JANICE HAHN**  
DISTRICT 10

Athens Services

PYC COMMERCIAL

OE FEDERAL CREDIT UNION

Los Angeles County Supervisor  
**HILDA L. SOLIS**  
First District - District 10

Touchstone

JBC Group, LLC  
CREATOR AND UNUSUAL

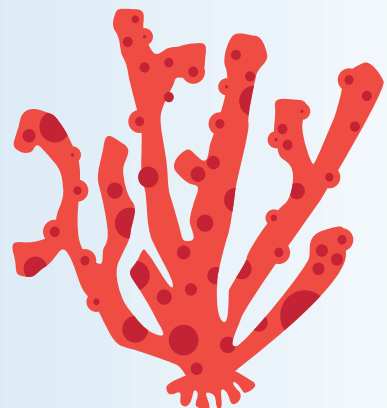
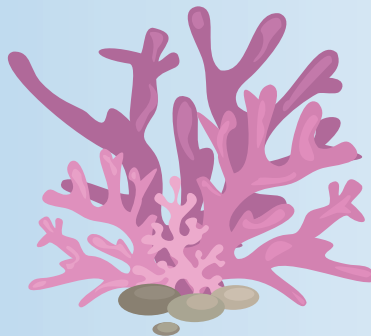
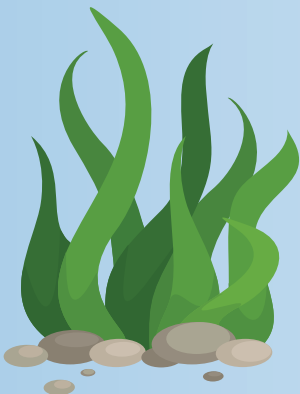
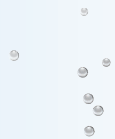
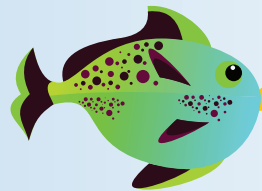
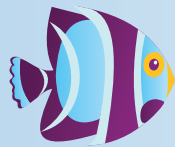
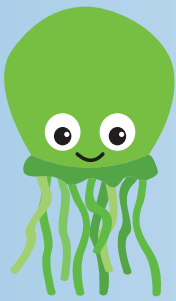
Visit [ED5K.ORG](http://ED5K.ORG) to register

Saturday, October 24, 2020

## Life Steps Foundation Launches Every Day is Earth Day 5K 2020 Virtual Fund-raiser

Due to the COVID-19 pandemic, the Life Steps Foundation team decided to continue its 5K run fundraiser as a virtual event titled the *Every Day is Earth Day 5K* to be held on October 24, 2020. Participants were invited to complete the 5K distance at a location of their choice by running, walking, hiking, or biking. The event was especially welcomed by all involved considering it encouraged people to go out into the fresh air and enjoy being outside after all of the anxiety brought about by the necessary lock-downs and life limitation imposed by the pandemic.

We asked participants to send us photographs of their run and to provide the time it took to finish. Life Steps selected the *Every Day is Earth Day 5K* nature theme due to the connection between nature, health, and wellbeing. The great thing about a virtual event is that people could take part from anywhere. This opened it up to people all across the nation. We were delighted to see that people in several states signed on and supported the event to benefit the children and adults we assist with developmental disabilities, and the seniors we serve. All proceeds went directly to the programs and services Life Steps Foundation provides to the individuals it serves.



# Life Steps Foundation Leadership and Fiscal Position

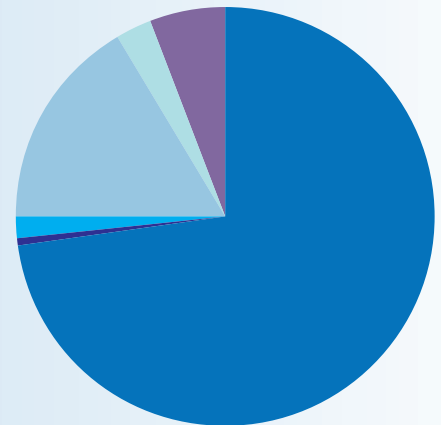
## Main Office

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 2021 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.

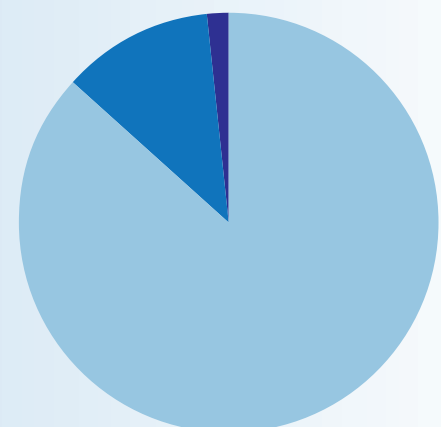
## Revenue Fiscal Year 2021 \$12,387,779

<span style="color: #0072bc;">■</span> Regional Centers	\$ 9,018,845
<span style="color: #1a3d54;">■</span> Adult Day Health Care	\$ 80,452
<span style="color: #0072bc;">■</span> Rental	\$ 225,314
<span style="color: #a6c9e1;">■</span> Donations & Grants	\$ 2,021,183
<span style="color: #c1e1c1;">■</span> Private Pay	\$ 338,460
<span style="color: #7a52a6;">■</span> Investment & Interest	\$ 703,524



## Expenses Fiscal Year 2021 \$10,265,531

<span style="color: #a6c9e1;">■</span> Program Services	\$ 8,918,515
<span style="color: #0072bc;">■</span> General and Administrative	\$ 1,180,290
<span style="color: #1a3d54;">■</span> Fundraising	\$ 166,726



# LIFE STEPS FOUNDATION®

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## LSF Board of Directors

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Maria Benel-Se, Secretary  
Dominic Fattore, Treasurer

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