



LIFE STEPS  FOUNDATION®

Let's Be...

Kind

Helpful

Safe

Respectful

Patient



ANNUAL REPORT 2019

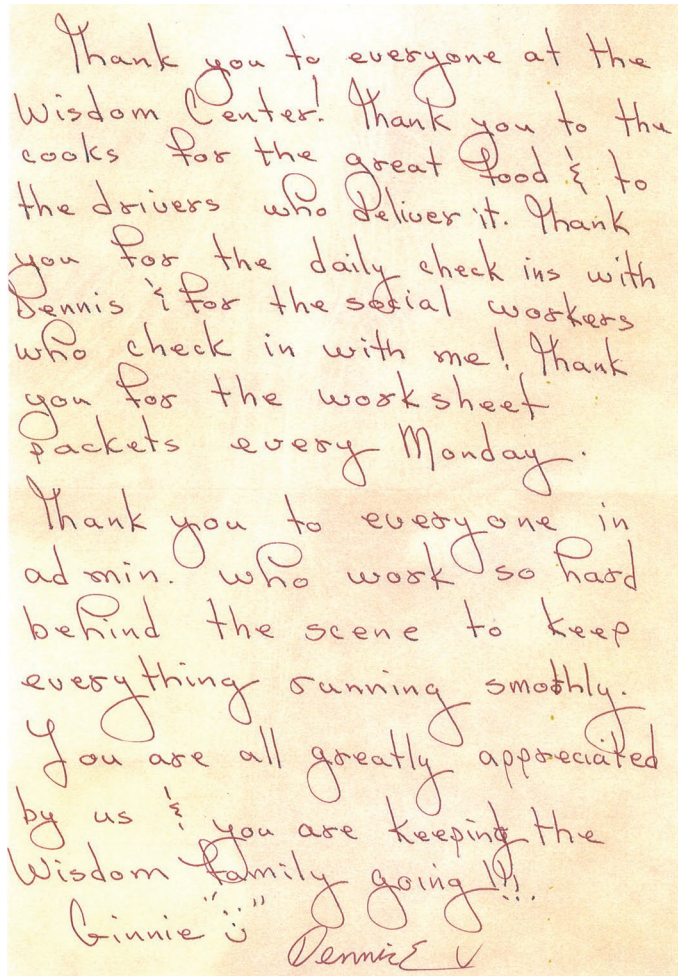
OUR STEPS IN LIFE BUILD OUR
FOUNDATION



Community Comments

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

Santa Maria Wisdom Center



Thank you to everyone at the Wisdom Center! Thank you to the cooks for the great food & to the drivers who deliver it. Thank you for the daily check ins with Dennis & for the social workers who check in with me! Thank you for the worksheet packets every Monday.

Thank you to everyone in admin. who work so hard behind the scene to keep everything running smoothly. You are all greatly appreciated by us & you are keeping the Wisdom family going!!

Binnie ☺
Dennis ✓

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

Northern California Adult Services

"I am writing a letter to let you know of John's improvement at home. John communicates with us very well, he does eye to eye contact, and routine activities every day. I am so proud of John and his improvements. Thank you so much to all employees of LSF-NCAS. More power to you!" - Parents

"The Lifesteps staff was extremely supportive with the transition and continues to provide a fun and safe environment for people like Stepanie to thrive. She has been a member of the LSF-NCAS program for several years now and she is excited to attend every morning. I love hearing about all the fun activities the program provides and thank you again for all you do!" - 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

Southern California Adult Services

"I'm happy with the person that helps me, and I'm happy with the services that I am receiving." - Participant

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



A Message from our Chief Executive Officer and Board President

During fiscal year 2018-2019, Life Steps Foundation was delighted to host the grand opening of the new Santa Maria Wisdom Center senior day health care facility. The opening of the Wisdom Center marked the beginning of a series of organization-wide accomplishments and enhancements. Life Steps leadership identified and implemented the following initiatives to strengthen the ability of our organization to meet mission objectives and refine program delivery: Expand community outreach and explore potential partnerships with other nonprofits and community organizations, focus on team building and effective communication between staff, grow the success of fundraising events and individual donor campaigns, continue to diversify revenue by securing support from foundations and corporations, and strengthen our board.

We are collaborating with preschools and school districts to expand inclusion preschool programs in California. One example is in Northern California where Life Steps is working with Community Arts Preschool in Walnut Creek. Life Steps is also partnering with organizations like Meals on Wheels in Southern California to bolster its connection with the community. Our SoCal Adult Services program location is assisting Meals on Wheels to deliver food to those in need. Staff members at this Life Steps location also participate alongside the adults they serve in the local Long Beach Marathon as a way to engage the adults they serve in the community and to connect Life Steps as an organization with the community. Additionally, this event is an opportunity for team building amongst the staff and individuals with developmental disabilities served.

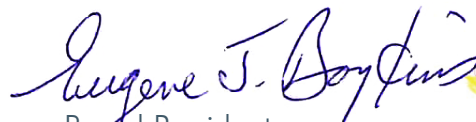
As we work to increase the success of Life Steps' benefit events to secure community support, our program locations in proximity to each other are coming together to host exhilarating community gatherings and recreational events such as the popular Lobster Feed banquet dinner and the annual Fun Run in the Northern California Bay Area. Our organization has also had success garnering grants from foundations and corporations that had not previously supported Life Steps. This has made it possible for us to open the new Santa Maria Wisdom Center and to carry out important updates to the technological infrastructure of our organization. Life Steps is deeply grateful for contributions and support received from generous individuals, foundations, corporations, and government agencies.

It was also during fiscal year 2018-2019 that Eugene Boykins became the new Board President. His familiarity with Life Steps Foundation as a longtime member of the Board and his marketing and business expertise are a great asset to our organization. We recognize there is an opportunity to strengthen the Life Steps Board by adding new members with experience in professional capacities that will complement the knowledge base of current members. Our Board has worked diligently to identify key areas of expertise that will help Life Steps achieve its mission and plan for the future.

The future of Life Steps Foundation and those we serve is bright. It promises to become even more brilliant through teamwork between our staff, leadership, and community partners, and the support of our donors.

Sincerely,


Chief Executive Officer


Board President



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 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

Neah had feeding difficulties requiring an NG tube soon after birth and was diagnosed with hypotonia and global developmental delay. She was listless and not interactive as months went by. Her parents were worried and overwhelmed. They started receiving weekly early intervention services from Neeti of Life Steps when Neah was 5 months old.

Neeti was very professional, knowledgeable, and caring. She provided Neah's parents with recommendations and the support needed to help Neah grow, develop, and meet her milestones. Neeti was like the baby whisperer during each hour-long, weekly session. Neah began to surprise her parents each week with a new ability. Neeti empowered Neah's parents with strategies and tips to

practice and play with Neah until her next visit.

Neah's parents stated, "She grew and improved so much within a span of 10 months. We cannot thank Neeti and Life Steps enough for each milestone Neah met. She began crawling and cruising, and exploring her world with her hands and mouth. The changes we witnessed were amazing. The in-home early intervention services of Life Steps enabled Neah to learn and grow in a familiar and safe environment."

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



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.

Counties Served: NorCal - Alameda, Contra Costa,
San Francisco and San Mateo
CenCal - San Luis Obispo
SoCal - Los Angeles



Life Steps Foundation Southern California Adult Services (LSF SCAS)



Participant Story

Judy L. came to Life Steps Foundation SoCal Adult Services more than twenty years ago from a group home agency. The agency was having problems with Judy and really did not know how to handle the situation. When Judy came into our world, she was violent and did not know key skills to live on her own. Judy's first couple of years with Life Steps were difficult and she would sometimes become frustrated. One example is when she sat down in the middle of the bank and refused to leave. This caused quite a disturbance. She had trouble getting along at the grocery store with shoppers and staff. Dinner at first was quite an ordeal, because Judy would put her face in her plate and eat everything as fast as she could. She was used to behaving this way to protect her food in the institutions and group homes where she once lived. One day Judy all of a sudden slowly started to come around. She would no longer sit on the bank floor or fight with customers at the super market. Seeing Judy now, it is hard to believe she is the same person from more than 20 years ago. Not only can she manage her home, but six years ago she voted for the first time and knew exactly who she wanted elected. All of us here at Life Steps Foundation SoCal Adult Services are proud of Judy and everything she has accomplished.

Our Participants

Total Participants Served Monthly 308

Demographics

African American	17%
Asian/Pacific Islander	6%
Caucasian	34%
Latino/Hispanic	41%
Middle Eastern	1%
Multiracial	1%

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

Ray is determined to remain as independent as possible. He lives in his own apartment close to downtown where all the action is, and uses his power wheelchair to get around. He enjoys taking public transportation to and from his work program, to community activities, and to attend church on Sundays. Life Steps assists Ray with tracking deadlines, personal hygiene needs, toileting and transferring in and out of bed to his wheelchair. He loves to search for recipes and gets assistance from his staff to prepare meals for himself. One of Ray's main goals is to be able to learn to cook with minimal assistance from Life Steps staff.



Our Participants

Total Participants Served Monthly

155

Adults

27

Seniors

128

Demographics

African American

4%

Caucasian

87%

Native American

1%

Latino/Hispanic

8%

Types of Disabilities

Alzheimer's

Autism Spectrum Disorder

Bipolar

Cerebral Palsy

Dementia

Diabetes

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.

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 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 Santa Maria Wisdom Center (LSF SMWC)

Participant Story

Born in Orange County, California on May 24, 1925, Arnulfo was one of eight children and the youngest of the five boys. Drafted into the Army in his early 20's during WWII, he did basic training in Mineral Wells, Texas and served during the occupation in Europe. Arnie then did a short stint in Korea. After the war, he returned home and met his lovely wife, Anna. They married in 1950 and had three sons and a daughter. Arnie has always been known for his strong work ethic and devotion to his family. He has worked as a baker, owned a trucking company, and then became a driver for the Knudsen Creamery Company where he worked for 25 years. He was assigned to the Santa Maria-to-Fresno route and received many awards for time efficiency. Arnie and his wife recently celebrated their 70th wedding anniversary, and they also recently celebrated Arnie's 95th birthday. They have spent their retirement traveling to places like Mexico, Spain, Portugal, Israel, and Rome - where they were able to be a part of a private mass with Pope Benedict. Arnie has always been a true patriot and loves his country. He passed a respect for our military and service to our country down to his children and grandchildren. He has a son who served in the Marines, a grandson serving in the Air Force, and a great grandson serving in the Navy. Another grandson served in the Army and tragically lost his life during his second tour of duty in Afghanistan, a true hero.



Our Participants

Total Participants Served Monthly 156

Demographics

African American 12%
Asian/Pacific Islander 11%
Caucasian 38%
Latino/Hispanic 41%

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

Stephanie's outgoing personality and vibrant energy has been such a joy to work with since joining Life Steps Northern California Adult Services in 2016. Every morning when she arrives to Social Dynamics, she greets her peers and staff with a smile and "Hello!". She begins her day with morning Zumba along with her peers for half an hour. Stephanie communicates using a Picture Exchange Communication System (PECS) for all of her wants and needs while at the day program. She enjoys putting together complicated puzzles and shredding old files. She also enjoys going out into the community to shop at the local Trader Joe's with her educator to pick up healthy snacks. Although Stephanie does require close supervision, she continues to show improvement and does it all with a smile on her face.

Our Participants

Total Participants 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

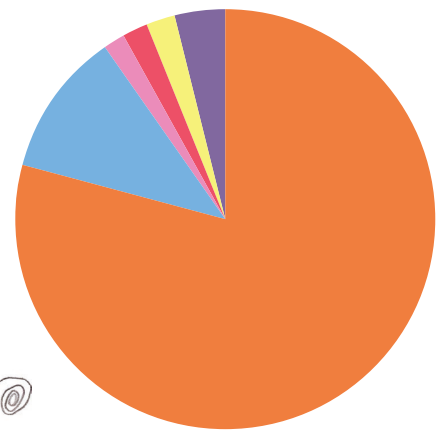
Main Office

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 2019 was approximately \$11 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.

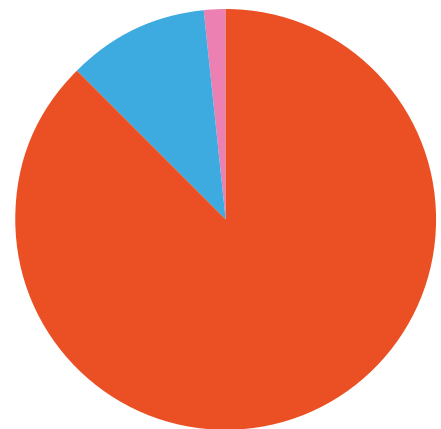
Revenue Fiscal Year 2019

	Regional Centers	\$9,692,574
	Adult Day Health Care	\$ 839,530
	Rental	\$ 187,329
	Donations & Grants	\$ 575,854
	Private Pay	\$ 451,391
	Investment & Interest	\$ 193,593



Expenses Fiscal Year 2019

	Program Services	\$9,362,580
	General and Administrative	\$ 1,142,242
	Fundraising	\$ 211,057



Spotlight

Life Steps Celebrates its Dedicated Volunteers

Life Steps Foundation recognizes the importance of its staff members and volunteers who make it possible to deliver programs and services vital to the communities our organization serves. In Fiscal year 2018-2019, we are spotlighting two staff members at Life Steps Northern California Adult Services who exemplify the dedicated, caring staff members who make the work of Life Steps Foundation possible.

The first staff member is Rosanna Pamatian (top photograph) who retired in summer 2018 after 17 years of service. She served as an educator who worked with individuals with many types of developmental disabilities including attention deficit disorder, autism spectrum disorder, bipolar disorder, cerebral palsy, epilepsy, intellectual disabilities, schizophrenia, and seizures. Ms. Pamatian was always willing to mentor and assist management with cross-training new employees. She is an outgoing person who brought much light and laughter to the Center. Her hard work and dedication during her time at Life Steps Northern California Adult Services is deeply appreciated.

We are also pleased to celebrate Mary Welch (bottom photograph) who has been with Life Steps Northern California since 2002. She is a talented educator and transportation driver. She is especially noted for her work with program participants on art projects. In her words, "Life Steps has brought joy and happiness in my life. Taking care of and interacting with participants and the feeling of fulfillment I get from meeting the needs of intellectually disabled people is priceless." Ms. Welch was born and raised in Alabama and moved to San Francisco in 1969. She had many jobs before joining Life Steps including working as a sewing technician and as a bus driver for Paratransit serving the developmentally disabled. When asked how long she plans to remain with Life Steps, she just burst into laughter and said, "Forever!"



LIFE STEPS FOUNDATION®

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