

Annual Report 2021



Growing Our Mission

HELP

· LIVE · WORK · LEARN ·

Dear Friends



Dear Friends,

2021 was an exciting year as we moved forward in **"Growing Our Mission."** After years of planning, envisioning, and developing, our capital campaign kicked off and we broke ground on the HELP Harvest Greenhouse. My heart swelled with pride in July 2021, as we held the shovels that marked the construction site. I was surrounded by many of the people who made this dream a reality including – Board, staff, friends, family, community members, donors, and HELP families. No doubt, this was a monumental personal and professional highlight for me over my 35 years at HELP.

As we continued to forge ahead from the residual effects of the pandemic, we grew and became stronger as a result. Our programs and services only improved because of what we had learned. We became more streamlined and efficient in the way we delivered services. HELP continued to evolve and prosper even when the world came to a brief halt.

These pages are full of excitement and examples of how we live out our mission every day. Thank you for the part you play in helping us achieve our dreams and goals. We simply could not do what we do without you, our HELP extended family.

Sincerely,

A handwritten signature in blue ink, which appears to be "Tamara S. Honkala".

Tamara S. Honkala
President & CEO





Tamara S. Honkala
President & CEO

Susan Berneike
Chief Program Officer

Allison Briskey
Chief Day Services Officer

Belinda Grassi
Chief Financial Officer

Doug Knoop
Chief Asset Officer

Joan M. Palumbo
Chief Philanthropy Officer

Leslie Quilty
Chief Vocational & Employment Services Officer

Christina Webb
Chief Human Resources Officer

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Be Super Creative

HELP's Mission

HELP Foundation empowers individuals with intellectual and developmental disabilities through residential, day support, vocational, and summer education programs to choose services and opportunities as respected and valued members of the community

HELP's Vision

HELP Foundation supports pathways that give every person the chance to thrive and reach their full ability, contributing to a vibrant, inclusive community.

Programs

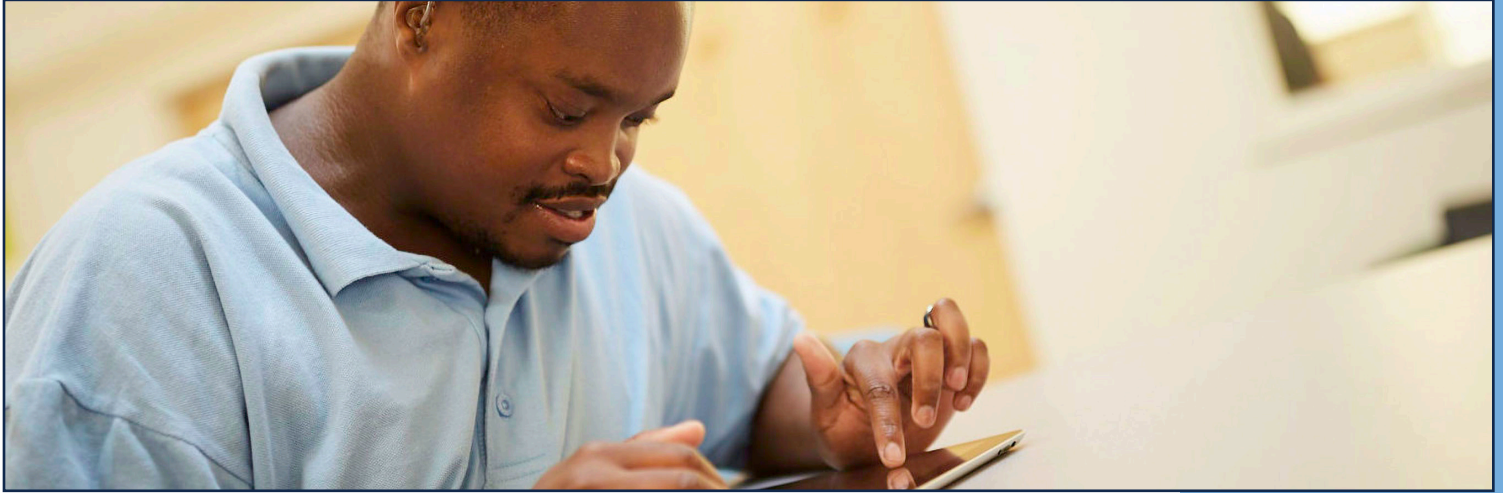
Introducing HELP Harvest!

Our newest HELP program incorporates three important initiatives that enhance our vocational habilitation training and moves individuals toward a successful path to employment:

- **The HELP Harvest Greenhouse** located in Euclid expands HELP's vocational habilitation programming and integrated employment services for adults with intellectual and developmental disabilities (IDD). HELP's Greenhouse leverages and modifies a best practice model of vocational training by providing individuals with IDD the basic workplace skills, behaviors, and hands-on paid training important to ensuring their personal and professional success in the workforce.
- **The HELP Harvest Kitchen**, located in Lakewood, serves as the training ground to prepare the produce grown at the greenhouse. Here, individuals learn the basic skills that will lead to meaningful community employment, which is the goal of HELP's Employment Services Program.
- **The HELP Harvest Grab & Go Café** will be located in the new Cleveland Foundation headquarters and serve as the stepping-stone for individuals who are ready to "graduate" into community employment. This program will integrate employment services with vocational habilitation, a first for HELP. Equally important, HELP's presence in a new community will provide an opportunity to share our mission with a different audience, highlighting the idea of creating an inclusive community where we all have the chance to thrive.



Programs



Day Program – Euclid, Lakewood and Northfield

We take fun and engagement seriously! Each month, we customize a full calendar of activities based on individuals' interests and outcomes. We take advantage of all the wonderful, unique experiences the Greater Cleveland Area has to offer. Most days, you'll find us enjoying priceless works of art at the Cleveland Art Museum, admiring the natural beauty at the Cleveland Botanic Gardens, picnicing in the Cleveland Metroparks, playing pinball at the Super Electric Pinball Parlor, dining with their peers at local eateries, skating at the roller rink and joining a class at the local YMCA, just to name a few and 2021 was no exception.

- Our Adult Day Support program teaches individuals about important life skills through meaningful activities, discussions, and hand-on learning.
- We were so grateful to be included in the latest round of support from the Greater Cleveland COVID-19 Rapid Response Fund to support our residential programs as well as our innovative Virtual Adult Day Support program which kept our Day Program participants engaged with their peers and staff with fun activities and socialization while staying safer at home in the early months of 2021!
- We were bursting with holiday spirit over at HELP Euclid Adult Day Support program! We were thrilled to participate in the city of Euclid's holiday card display again in 2021.



Programs

HELP Employment Services

- Throughout the continuing pandemic, HELP Employment Services staff provided uninterrupted services to individuals both in the community and virtually. Services included assistance with resumé building, interview skills, time management and scheduling, job placements, job coaching, discovery, and community-based assessments. Our summer youth experience through Lakewood Park concessions was successful and led to individuals interested in our vocational services after graduation from high school.
- In 2021, individuals who lost jobs in 2020 and were hesitant to re-enter to workforce needed our employment services creativity and patience in helping to find job environments where safety and security were highly valued. In a particularly difficult year of employment transitions and barriers to getting and keeping jobs, HELP's employment specialists worked diligently with focusing on the strengths and skills of the individuals we serve.
- HELP Employment Services is a Commission on Accreditation of Rehabilitation Facilities (CARF) accredited program. This designation signals a service provider's commitment to continually improving services, encouraging feedback, and serving the community. HELP's 2021 job placements average wage was \$11.06 and job retention rate of 57.4% (after 90 days), which exceeds the statewide average retention rate of 53.9%.

Employer Partnerships:

Giant Eagle; City of Lakewood; Dave's Supermarket; Discount Drug Mart; Marc's; Jennings Center; Lucky's Supermarket; North Olmsted City Schools; PetSmart; Rock n' Roll Hall of Fame; And many more!



Programs



Residential Services

- We continued to offer the best care and support to the residents who live in one of our 20 locations in Cuyahoga and Summit counties.
- We celebrated Direct Support Professional's Week in September by offering food, fellowship and fun to the people who are the heart of HELP, our DSP's who work hard every day.
- Vaccine Clinics hosted in-house (sites)– three occurred in 2021 resulting in approximately 100 residents being vaccinated.
- It was a busy year! Individuals prepared to transition back to day program, work, and community life while maintaining safety through masking, social distancing and COVID vaccines.

We love to work with everyone to see them thrive in their home environments. With a motivational and

friendly team, we provide an uplifting experience with customized plans. Our Residential Service enables individuals to live independently and achieve the highest quality of life possible by enhancing current capabilities through hands-on learning.

HELP Residential Services Provides:

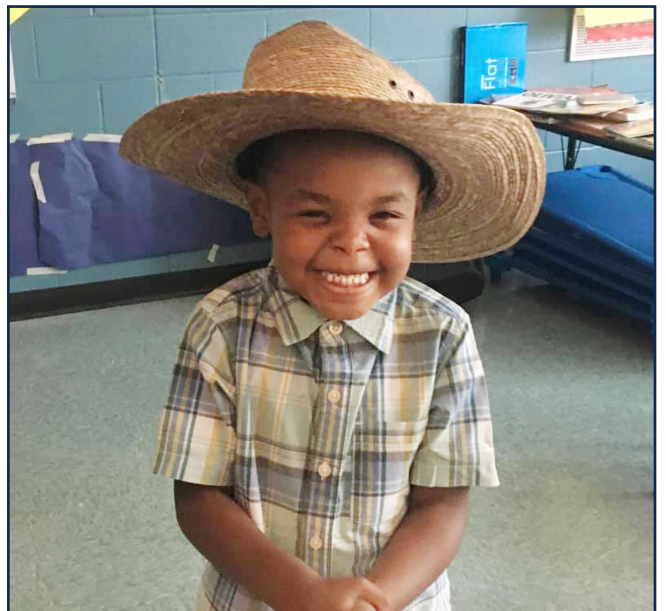
- An secure safe housing environment
- Budgeting and money management
- Recreation opportunities
- Nursing & medical services
- Job support
- Social activities
- Transportation assistance
- Exercise & fitness
- Shopping and menu planning
- Explanation of rights and help protecting them

Programs



Summer Program

- 70 children with various developmental disabilities were enrolled in the 2021 HELP Extended School Year Summer Program. We partnered with one school district to host the six-week program, Chardon Hills Magnet School in Euclid.
- 56 students were enrolled to receive Extended School Year Services. There were 4 school districts that partnered with the HELP Summer Program to provide Extended School Year Services to students from their school district. On average, each student had between 3 – 4 goals and/or objectives identified within their IEP's to be worked on through summer programming.
- Extended School Year teachers averaged around 10 students per classroom. Our largest classroom consisted of 13 students based on the students' chronological age. Our Extended School Year Program utilized various forms of data collection and reporting of the students' progress of the IEP goals and objectives. School Districts and parents received Progress Reports at the end of the program. These reports detailed quantitative data focused specifically on the identified goals and objectives that each child was to work on specifically. Also, within these reports school district received documented interventions that were used that proved to be beneficial to the students along with prompting procedures that were provided and determined to be necessary to the success of the child.



Programs



Vocational Services

- HELP created 3-year business plans for each of our vocational and employment services, including our newest venture: HELP Harvest, which includes HELP Harvest Greenhouse, HELP Harvest Kitchen, and HELP Harvest Grab & Go Café. These business plans became an essential blueprint that not only outlines our goals, strategies, and key partners, but also the steps and timeframes for achieving those goals.
- HELP partnered with Accenture, who reviewed our business plans and provided guidance on the development and delivery of the vocational training. Additionally, they reviewed operational processes and the integration of those across all 3 locations of HELP Harvest in order to drive cost efficiencies and optimize our supply chain. HELP implemented pieces of their guidance in our day-to-day operations.
- HELP's Vocational Services researched, created, and then launched (in January 2022) a brand-new training curriculum for vocational services for all our sites. The structured classroom-style curriculum helps individuals develop skills such as teamwork, problem solving, time management, work ethic, and interpersonal skills, which are vital to forming relationships with co-workers, building trust, and enjoying the social interactions and comradery that we all hope for in our work environments. The curriculum includes site leader instruction, interactive vocational software, as well as community based integrative learning.



Events & News

Events

- The Up Side of Downs, Cleveland Ward 16 Councilman Brian Kazy, and the Bellaire Puritas Development Corporation, partnered to create the first mural in the city of Cleveland celebrating individuals with developmental disabilities. The "More Alike Than Different" mural, located on Puritas Ave. just west of 161st Street, features a field of local flowers & vegetation to represent their theme as well as a few local landmarks. Local artist Garrett Weider was commissioned for the project. HELP was proud to sponsor this mural that combines art philanthropy to advocate for the individuals whom we serve.
- We were excited to participate in Cleveland Foundation's Common Ground program where we exchange meaningful dialogue with our supporters and community partners.
- We had such a fun filled day at HELP's 10th Annual Golf Outing! Thank you to our Presenting Sponsor, MAI Capital Management and StoneWater Country Club for making it a day to remember!
- Tami Honkala, HELP's President & CEO had the opportunity to share our mission with the The Cleveland Professional 20/30 Club at their CEO dinner. HELP is grateful for the young leaders in our community who are eager to learn about HELP and the individuals whom we serve.



News of Note

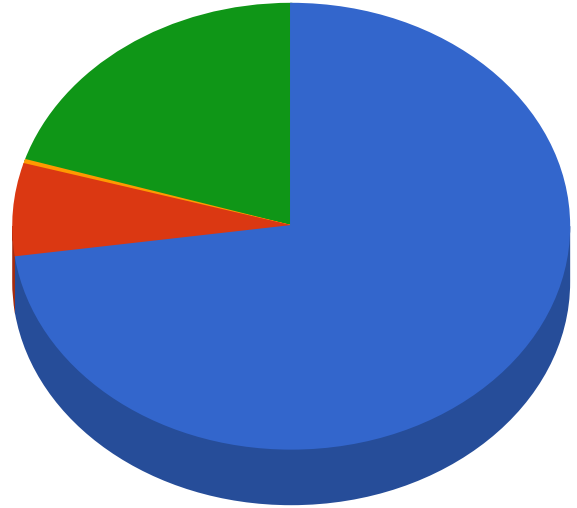


- As we began a new year, we started off with our shot to help change the world! HELP began its first round of COVID-19 vaccinations for all the individuals we serve and employees in January of 2021.
- Joan M. Palumbo joined our executive team as Chief Philanthropy Officer in 2021. Having worked at HELP from 2003 to 2008, Joan has built on her previous successes that elevated our fundraising and marketing efforts. She has been a respected leader in the Northeast Ohio nonprofit community since 1994. Joan is the Immediate Past President of the Ohio Association of Nonprofit Organizations and actively serves on the Board of the Association of Fundraising Professionals, assuming various leadership roles including Vice President of Resource Development and Chair of 2021 National Philanthropy Day.
- In spring of 2021, we recognized, Connie Ford, Site Leader for our Oak Court and Sycamore Homes on her retirement! Connie was a loyal and dedicated leader at our organization for 19 years!! HELP will always be eternally grateful for the work you have done for us! Congratulations, Connie!!

Financials

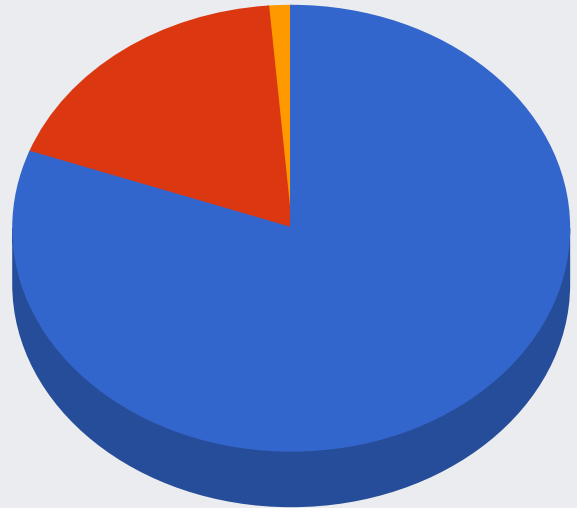
2021 REVENUE

Program Service Revenues	\$9,319,766
Fundraising	\$861,292
HUD Management Fee	\$38,965
Investments & Other Income	\$2,588,203
TOTAL	\$12,808,226



2021 EXPENSES

Program Services	\$8,596,180
Supporting Services	\$1,932,370
Foundation Development	\$141,260
TOTAL	\$10,669,810



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26900 Euclid Avenue
Euclid, Ohio 44132



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www.helpfoundationinc.org



COMPANY MATCH PROGRAM

Participate in your company's matching gift program. Donate to HELP and your employer may match your gift.

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