

Seeds of Change



Annual Report 2022
A Year of **Growth** and **Purpose**



Dear Friends

Dear Friends,



Tamara S. Honkala
President & CEO

2022 was another banner year for HELP in its growth of mission and programs. In May, we officially opened the HELP Harvest Greenhouse, formally launching the HELP Harvest program. This innovative program incorporates three initiatives that expand and enhance HELP's vocational services for individuals with intellectual and developmental disabilities (IDD) on their path toward community employment.

Additionally, we continued to provide excellent care at eighteen residential sites, four Adult Day Service locations, five Vocational Service locations, and through community-based employment services, including pre-employment transition services and summer youth work experience for transitional aged youth. We provide transportation for these programs as well as for community integration opportunities. We are grateful to the staff who strive daily to ensure that the individuals served by HELP receive the highest quality of care possible.

The theme of the 2022 Annual report, "Seeds of Change," conveys a profound message – the belief that small, intentional actions can yield remarkable and far-reaching outcomes. As we literally plant seeds at the HELP Harvest Greenhouse, we see transformation in the growth of the produce and the progress of the individuals who participate in our vocational and community employment programs. It has been gratifying to witness the evolution of our mission and plant metaphorical seeds of hope, resilience, and positive influence as we turn our dreams into reality.

Enjoy looking back at 2022. Thank you for being there for us in many ways as we grow and prosper—we know we cannot achieve our important mission alone.

Sincerely,



Leadership

Tamara S. Honkala
President & CEO

Susan Berneike
Vice President

Allison Briskey
Chief Program Officer

Belinda Grassi
Chief Financial Officer

Vicki Holava
Chief Residential Officer

Doug Knoop
Chief Asset Officer

Joan M. Palumbo
Chief Philanthropy Officer

Christina Webb
Chief Human Resources Officer

Our Board of Trustees

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Perficient Inc.

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Immediate Past President**
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Aaron Eatman
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ROE Dental Laboratory

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Amy Salapski
Cambium Development Group, LLC

Erica Regan Sattler
Quadax, Inc.

Jessie Showalter
Grant Thornton LLP

Jeffrey Stark, CFA
MAI Capital Management

Julie Ann Sweet-Buntin
KeyBank

Maia R. Ward
PNC Financial Services

Delanie West
Be Super Creative

HELP's Mission

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

2022 Happenings

HELP is proud of our staff and Board and the many milestones they achieved in 2022. The following is a sampling of our fun and accomplishments.

HELP became an official charity of the 2022 Cleveland Marathon providing an opportunity to raise more funds and awareness for our mission.

Congratulations to Charles who was awarded the 2022 [Carlene Weaver Achievement Award](#). This award honors individuals with developmental disabilities whose actions or self-advocacy help change perceptions or bring about positive awareness for those with developmental disabilities in their community. The award was presented at the Annual Summit DD Appreciation Breakfast and Awards Ceremony.



Congratulations to HELP's now retired Manager of Nursing Services, Anne Teubl, for winning [The Plain Dealer Top Nurses Advocacy in Action Award](#). Anne was not only a caring, strong, and compassionate clinical provider but also a woman who chose to devote her life to a vulnerable population that requires specialized care and advocacy.



Individuals at the HELP Northfield Day Support program celebrated Inclusion Day at the Akron Zoo! Thank you to our friends at the Akron Zoo and Summit Board of Developmental Disabilities for making their day so special!

Congratulations to Tami Honkala, HELP's President & CEO, for being elected as District 7 Board Director for the Ohio Provider Resource Association (OPRA). The mission of OPRA is to support and provide advocacy for community-based service providers to ensure the availability of programs, services, and funding adequate to support and assist individuals with developmental disabilities as they strive to achieve a life of increasing independence, productivity and integration.



In May of 2022, we opened the HELP Harvest Greenhouse. This seed to table concept grows hydroponic produce at the HELP Harvest Greenhouse, which is then harvested to make healthy meals and snacks at the HELP Harvest Kitchen and then prepared, packaged, labeled, and sold at two HELP Harvest cafés: Susanna's Café by HELP Harvest at the Cleveland Foundation and The Bistro by HELP Harvest at the Cove Community Center in Lakewood. Both HELP Harvest cafés offer a stepping-stone for individuals who are ready to graduate into community employment.



HELP is pleased to have been selected as one of Cleveland Foundation's Summer Internship Program Host sites.



In September of 2022, HELP partnered with the Cove Community Center in Lakewood to operate The Bistro by HELP Harvest. Here, HELP trains and employs individuals with disabilities who either graduate from one of our vocational training programs or are referred through our employment services. This unique partnership is a natural extension of our long history of serving the Lakewood community and will provide the opportunity to offer healthy and savory culinary options for the City of Lakewood's employees and community members.



Capital Management

Thank you to MAI Capital Management, our 2022 HELP Golf Outing Presenting Sponsor.

In July, HELP Harvest Greenhouse donated nearly 200 heads of lettuce to the Greater Cleveland Food Bank. Individuals in our vocational training program lovingly sowed the seeds and harvested six different lettuce varieties. This donation stayed local, as Euclid's neighborhood pantry received this donation!

Thank you to our friends at Accenture for your Day of Service. Accenture is a great partner to HELP, and we appreciate the gifts of time, talent, and financial resources they provided to our organization in 2022.

2022 Happenings



HELP's Board Members and Chiefs had so much fun together baking cookies at the HELP Harvest Kitchen in Lakewood! We were so grateful to share in the spirit of the season together.

Euclid's Lake Shore Compact Urban Agriculture seniors at Euclid High School joined HELP Harvest Greenhouse's horticulture training. Dr. Josh Stephens and his students cross-trained throughout the school year at the HELP Harvest Greenhouse.

The HELP Continuing Education Extended School Year Summer Program celebrated its 50th year of operation! Here thousands of children 3-22 received critical skills that helped prevent regression during the summer months.

HELP welcomed three new Board Members in 2022 – Aaron Eatman of Warrensville Heights City Schools, Jessie Showalter of Grant Thornton LLP and Delanie West of Be Super Creative.



It was fitting that on International Women's Day, we learned that HELP's President & CEO, Tami Honkala, was awarded the 2022 Euclid Chamber Business Innovation Award.



Scouts from BSA Troop 286 in Kirtland delivered four specially designed patio seats to three HELP Homes. This Eagle Scout project was to lead the design and construction of patio seating tailored to the needs of HELP's consumers living at the Nottingham, Oak, and Sycamore homes. An innovative design provided durable seating with a side table that is at a height and configuration which makes it easy for people who have various disabilities to easily sit and rise with no, or minimal, assistance. Constructed of pressure-treated lumber and hand-built by skilled community volunteers, these benches are an attractive and welcome donation to our homes!

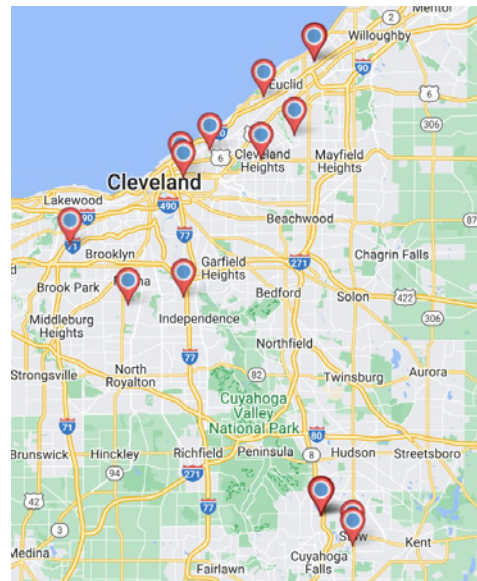
Programs

Residential Services

We love seeing individuals thrive in their home environments. Our team of direct support professionals provides enriching experiences based on life goals and identified needs. HELP's variety of housing options and range of supports vary based on level of assistance required; from a few hours a week to twenty-four hours a day. Our goal is to provide services that promote choice while helping individuals live as independently as possible. Our programs focus on community activities that people enjoy; helping them discover common interests with others, contributing to a vibrant inclusive community.

HELP Residential Services Provides:

- Budgeting and Money Management
- Social and Recreational Opportunities
- Nursing and Medical Services
- Transportation
- Assistance with Daily Living Needs
- Community Integration
- Safe and Appropriate Housing



Programs

Employment Services

HELP Employment Services assists individuals of all ages and disabilities in navigating their path toward community employment. Employment Specialists help individuals focus on their abilities and walk individuals through a process of assessing their strengths and skills, building upon their knowledge to successfully enter the workforce. HELP collaborates with County Developmental Disability Boards and Opportunities for Ohioans with Disabilities.

Employment Services provides the following service options to persons with disabilities, which are not exclusive to persons with intellectual and developmental disabilities:

COMMUNITY BASED ASSESSMENT (CBA)

WORK ADJUSTMENT (WA)

CAREER DISCOVERY

JOB COACHING /ON-THE-JOB SUPPORTS (OTJS)

CAREER EXPLORATION (CX)

JOB DEVELOPMENT

SUMMER YOUTH WORK EXPERIENCE (SY)

PRE-EMPLOYMENT TRANSITION SERVICES (Pre-ETS)

Employer Partnerships

City of Lakewood

Dave's Supermarket

Discount Drug Mart

Giant Eagle

Jennings Center

Lucky's Supermarket

Magnificat High School

Marc's

North Olmsted City Schools

PetSmart

Rock n' Roll Hall of Fame

And more!



Programs

Vocational Programs

HELP's Vocational Programs provide individuals with both hands-on learning and classroom instruction that will help develop skills such as teamwork, problem solving, time management, work ethic, and interpersonal skills, to name a few. These skills are vital to forming relationships with co-workers, building trust, and enjoying the social interactions and comradery that we all share in our work environments. Individuals are encouraged to work on their paths toward community employment and, when appropriate, we offer linkage to employment specialists who help explore options with community work experiences. Transportation to and from HELP's Vocational Habilitation Programs is available.

HELP Shredding provides interactive experiences within facility and community settings, as well as hands-on experiences with sorting, organizing, shredding, and baling documents and cardboard for recycling. HELP partners with local businesses needing secure and confidential shredding services.

HELP Harvest Greenhouse, located in Euclid, features over 4,000 square feet of hydroponic greenhouse space and classroom space, where individuals learn skills that are critical to navigating employment. Produce grown at the HELP Harvest Greenhouse is harvested to create healthy meals and snacks at the HELP Harvest Kitchen that is then packaged, labeled, and sold at the HELP Harvest cafés.

HELP Harvest Kitchen, located in Lakewood, serves as a training facility to prepare, package, and label produce grown at HELP Harvest Greenhouse. Training covers the entire range of expected duties in a commercial kitchen. HELP creates a vocational experience, with the benefit of skilled staff on hand to support and guide them towards success.

HELP Harvest cafés are proud to partner with the Cleveland Foundation to operate Susanna's Café by HELP Harvest and with The City of Lakewood to operate their café, The Bistro by HELP Harvest, in Cove Community Center. Both sites offer a stepping-stone for individuals who are ready to graduate into community employment.



Programs

Adult Day Support

At HELP's Adult Day Programs, we focus on both fun and engagement. HELP offers a customized calendar of activities each month based on input from the individuals we serve. These activities are conducted, focusing on the intended goals and objectives outlined in individual service plans, unique to each person. Our program participants appreciate all of the unique and cultural experiences that Northeast Ohio offers.

Most days you will find individuals enjoying the priceless works of art at the Cleveland Art Museum, admiring the natural beauty at the Cleveland Botanical Gardens, picnicking at the Cleveland MetroParks, playing pinball at the Super Electric Pinball Parlor, dining with peers at local eateries, skating at the local roller rink, or getting fit at the YMCA. This is just a small sampling of the many outings and experiences that HELP's Adult Day Program offers.

Key Program Components:

- Individual Assessment
- Community Integration
- Personal Care
- Recreation and Leisure Activities
- Self-Direction
- Skill Development & Reinforcement
- Socialization
- Volunteer and Philanthropic Opportunities

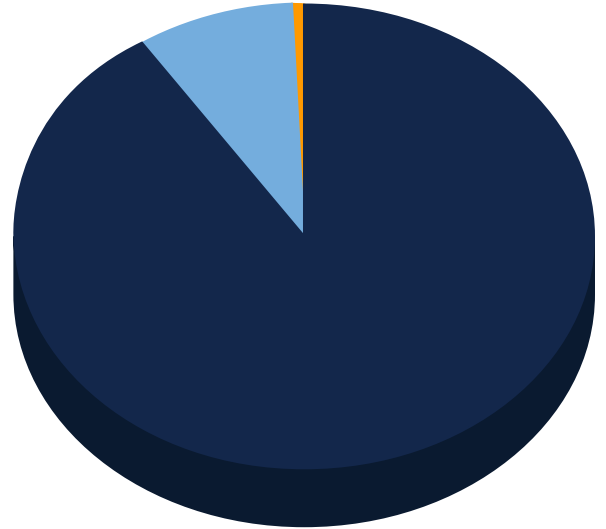
Transportation is available to and from HELP's Adult Day Support Program.



Financials

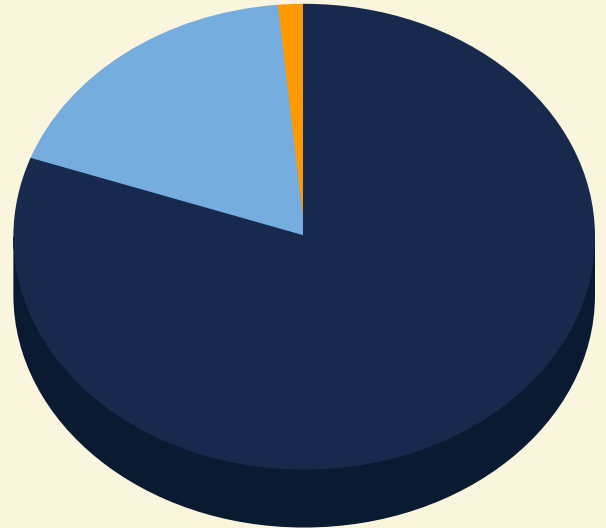
2022 REVENUE

Program Service Revenues	\$10,264,952
Fundraising	\$1,285,619
Other Income	\$110,768
TOTAL	\$11,661,339



2022 EXPENSE

Program Services	\$9,176,910
Supporting Services	\$2,062,151
Foundation Development	\$171,842
TOTAL	\$11,410,903



MAIL DONATION

HELP Foundation, Inc
26900 Euclid Avenue
Euclid, Ohio 44132



DONATE ONLINE

www.helpfoundationinc.org



COMPANY MATCH PROGRAM

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

Looking Ahead

Strategic Goals

Strengthen HELP's current program focus

The Strategic Planning Committee concluded that the current program focus is strong and relevant. At the same time, the committee affirmed the importance of ongoing review to maintain and enhance quality. It also recognized that technology can be used in additional ways to improve efficiency and effectiveness.



Evaluate the sustainability of HELP's programs and facilities

While acknowledging current program strengths, the committee concluded that it is important to evaluate the sustainability of programs and facilities in the context of changes in government funding and the economic environment.

Explore and pursue appropriate opportunities for expansion

HELP is open to opportunities where it can add value and provide innovative services that address unmet and/or newly emerging needs. However, it is not seeking growth for growth's sake.

Develop and implement a comprehensive communications plan for HELP

While well-known by organizations and individuals in the field of services for the intellectually and developmentally disabled, HELP is less well-known in the broader community. HELP seeks to increase its visibility in order to enhance its capacity to deliver high-quality services. It also seeks to share its expertise to build greater understanding of services needed by people with intellectual and developmental disabilities.

Increase and diversify HELP's revenue

As government funding and regulations continue to change, HELP should work to diversify its revenue base to maintain sustainability as an organization and to have the flexibility to provide the mix of services which best meet consumers' needs.

Strengthen HELP's governance structure and operations

A strong and engaged board is essential for HELP to maintain its standing as a premier service provider and financially sound organization.

Enhance recruitment, retention, and recognition of HELP's human resources

HELP is reliant upon the quality of its executive leadership, management, direct service workers and other staff to carry out its mission and maintain its standard of excellence in service delivery. It is critically important that HELP pursue a variety of human resource strategies to achieve these ends.

HELP has a storied history of making a difference in the lives of those served. Our Strategic Vision positions the organization to continue this remarkable story of service. The plan provides a road map for HELP board and management over the next five years, instructing the organization how to focus its resources to build on the capacities developed since its inception. The implementation of the strategies will enable HELP to remain among the premier nonprofit organizations serving individuals with intellectual and developmental disabilities and their families for years to come.