



GROWING FUTURES

Annual Report 2023



SERVING DREAMS



Dear Friends



Tamara S. Honkala
President & CEO

Dear Friends,

I am pleased to present the 2023 HELP Annual Report, with the theme of “Growing Futures: Serving Dreams.” This report recaps our collective achievements, milestones, and impact over the past year as we continue to support and serve people with intellectual and developmental disabilities.

The theme of “Growing Futures: Serving Dreams” reflects not only our commitment to nurturing the potential of those we serve but also our dedication to turning dreams into tangible realities. There is no better illustration of our annual report theme than the 2023 opening of Susanna’s Café by HELP Harvest. Through the HELP Harvest Vocational training program we have empowered individuals to dream boldly and provided them with the tools and opportunities to turn those dreams into meaningful employment.

As I reflect on the past year’s accomplishments, I extend our deepest gratitude to our HELP team whose unwavering commitment has been the driving force behind our success. Through implementing programs, building relationships, engaging in advocacy, and increasing capacity, their commitment to HELP has been the cornerstone of our achievements, and for that, I am profoundly grateful.

Looking ahead, our team is filled with optimism and enthusiasm for the growth and possibility in our future. With your continued support, I am confident that we can further expand our impact, reach new heights, and continue to make a positive difference in the lives of people with intellectual and developmental disabilities.

On behalf of HELP, my heartfelt thanks to each and every one of you for your dedication, generosity, and belief in our mission. Together, we are truly making a difference and shaping a brighter future for all.

Sincerely,

A handwritten signature in blue ink, appearing to read 'Tamara Honkala', written over a white background.

President & CEO



Leadership

Tamara S. Honkala

President & CEO

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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

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Community Volunteer

Steven Urich

MAI Capital Management, LLC

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.

2023 Happenings

We are grateful for the people, experiences and success that shaped our organization in 2023:



Longtime HELP employee Susan Berneike was promoted to Vice President, a newly created role on our leadership team.



In February of 2023, HELP partnered with Cuyahoga Community College (Tri-C) to implement a Frontline Management Certificate Program that enhanced and developed leadership skills for our employees who work directly with the people whom we serve. The inaugural training class started in February and concluded in June. A second class graduated in June of 2023.



We are so grateful to Marty Dugan for his gift of \$50,000 to HELP early in 2023. Marty visited the HELP Harvest Greenhouse with his childhood friend, Mark Blakeslee. At

this meeting, we learned about Marty and Mark's friendship and dedication to HELP, which stems from significant family involvement in our beginnings. While we received a substantial gift from Marty, the staff walked away inspired by an example of friendship bonds and how a few people can make a significant difference in the lives of others.



Vicki Holava was promoted to Chief Program Officer on the HELP Leadership Team. Ms. Holava has served HELP in various roles, beginning as the Director of Quality Improvement

& Compliance. Later, she served as the Director of Residential Services.



HELP was pleased to be part of an esteemed group of provider agencies of the Cuyahoga County Developmental Disabilities Provider Consortium inducted into the Cuyahoga County Board of Developmental Disabilities Hall of Fame last year. The Consortium was recognized for 30 years of partnership with the Cuyahoga County Board of DD and its dedicated service to providing homes and services that give individuals with IDD the chance to thrive, contributing to a vibrant, inclusive community.



HELP was excited to work with the City of Lakewood to operate the Lakewood Park Summer Concessions at the beautiful new pool. This program offers the opportunity for youth with disabilities to train and learn new job skills through HELP's Summer Youth Work Experience Program.



Community Partner of the Year Award on behalf of the Cleveland Foundation, The City of Euclid, and The City of Lakewood for their valuable contributions in helping to launch our HELP Harvest Program.



It was an honor to celebrate the official ribbon cutting of Susanna's Cafe' by HELP Harvest in July of 2023. HELP was so grateful to be part of Cleveland Foundation's opening celebration event.

Susanna's Cafe' by HELP Harvest is an important part of HELP's mission as we provide opportunities for individuals with intellectual and developmental disabilities to seek and maintain community employment.



We are honored to celebrate the success of Yamika as HELP Harvest Greenhouse's first graduate. She is known for her hard work, friendly personality, and positive attitude. Yamika joined HELP Shredding in July 2021 and was a part of the first cohort to enroll in HELP Harvest Greenhouse. She quickly became a natural leader in the classroom, putting her career building skills she was learning into practice. She is the first of many HELP Harvest 2023 graduates.



MAI was the Presenting Sponsor of HELP's Annual Golf

Outing in August at StoneWater Golf Club. We are so fortunate to have a caring group of people who like to have fun and contribute to HELP year after year.

2023 Happenings



HELP was so excited to host the Empower pop up with the Cuyahoga County Board of Developmental Disabilities at the HELP Euclid campus. Through this event, individuals had the opportunity to have fun while participating in activities that focused on building self advocacy skills. Empower Pop-Ups personal-choice advocacy activities included:

- Creating tools for leading individual service plans
- Living more independently with assistive technology
- Finding employment and community activities
- Health and fitness opportunities
- Voting rights and responsibilities
- Financial literacy
- Self-expression

SMART BUSINESS

Our President & CEO received two distinguished honors in 2023: Tamara Honkala was one of the recipients of the

ninth annual Corporate College Smart 50 Awards, presented by Smart Business magazine. She was also included in Cleveland Magazine's GIVE Cleveland 200 List of top nonprofit leaders making a difference in Northeast Ohio.



Members of the HELP Leadership team were thrilled to have the opportunity to support and commemorate the 70th Anniversary of the Euclid Chamber of Commerce at their celebration event last year. The Chamber's steadfast support of Euclid businesses has translated into tangible benefits for the community promoting growth, innovation, and collaboration.



Thank you to the University Circle Police Department for partnering with HELP in 2023 to execute a Police Ambassador Program. We appreciate their commitment to ensuring that individuals with IDD have opportunities to work and make a difference in their communities. HELP is proud of Sherena, UCP's first Ambassador.

Programs

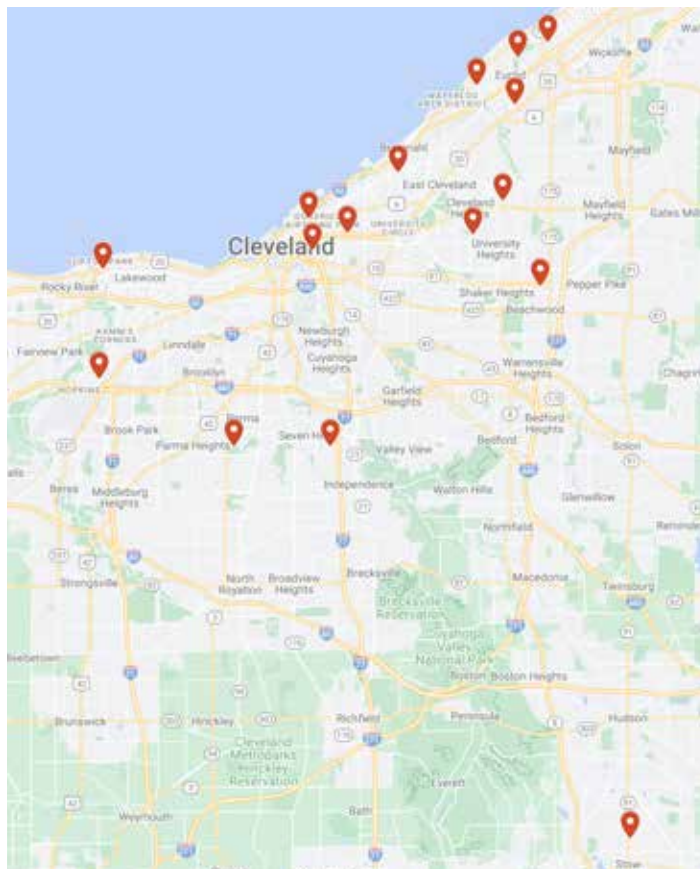
Residential Services

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.

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.

HELP Transportation provides safe, reliable non-medical transportation (NMT) for individuals who participate in HELP programs and who require transportation services.



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.

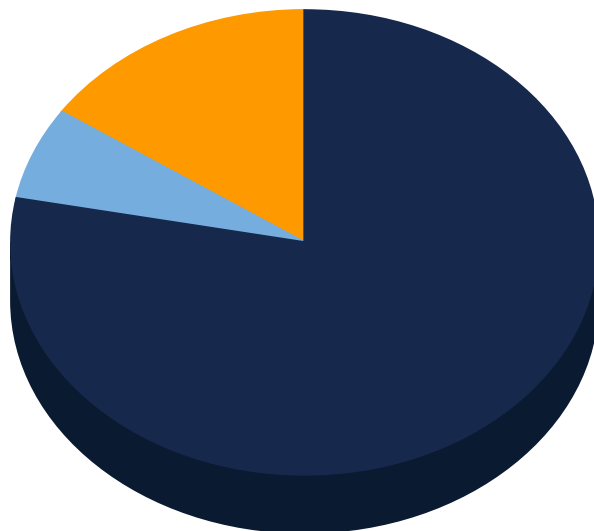
Adult Day Support

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.

Financials

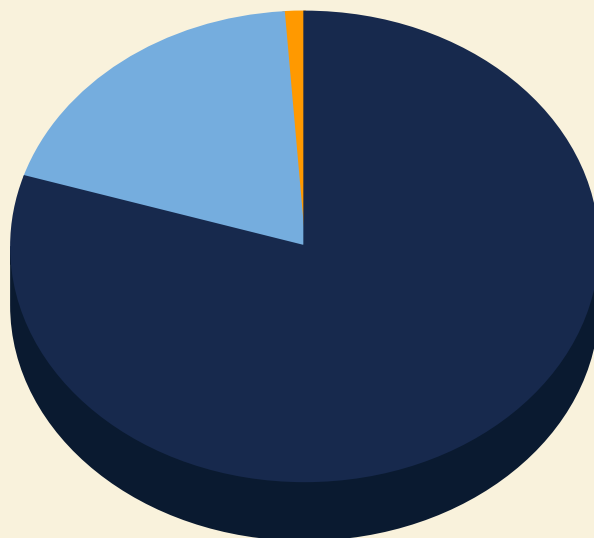
2023 REVENUE

| | |
|--------------------------------|---------------------|
| Program Service Revenues | \$10,720,189 |
| Fundraising | \$887,025 |
| Other Income | \$2,128,732 |
| TOTAL | \$13,735,946 |



2023 EXPENSE

| | |
|-----------------------------|---------------------|
| Program Services | \$9,771,267 |
| Supporting Services | \$2,332,860 |
| Foundation Development..... | \$138,017 |
| TOTAL | \$12,242,144 |



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



HELP is seeking community support for a two-million-dollar capital campaign to renovate and expand our Lakewood facility on Sloane Avenue. This location includes Adult Day Services and the HELP Harvest Kitchen, which is part of the HELP Harvest Vocational Training Program.

The expansion and renovation will allow us to serve more individuals as we are outgrowing the physical space. This recent growth stems from the success of the HELP Harvest Program and the exposure generated by Susanna's Café by HELP Harvest located at the Cleveland Foundation.

In 2021, HELP launched our "Growing our Mission" capital campaign for 1.7 million dollars for the HELP Harvest Greenhouse. We successfully closed the capital campaign in May of 2022 and opened the HELP Harvest Greenhouse. The HELP Harvest Greenhouse provides job skills training that allows individuals the opportunity to seek integrated community employment upon successful

completion of the curriculum. The HELP Harvest Kitchen provides similar Vocational Programming and classroom instruction but for individuals who live on the west side of Cleveland.

The ongoing success of HELP's Adult Day and Vocational Programs is a great benefit to our community. Through

these programs, HELP has been able to support hundreds of individuals who have a wide range of disabilities in finding and succeeding in integrated community employment. Furthermore, providing opportunities for individuals with intellectual and developmental disabilities to enjoy their neighborhoods and

work contributes to the overall health and well being of our community.

Please support our continuing mission by helping to fund this crucial expansion and renovation.

As individuals are trained and obtain jobs, the community benefits. Integrated community employment promotes inclusion and diversity, social interaction, skill development, independence, and quality of life.

