



SKILLS TO SUCCEED

2014 Annual Report



Lifeskills Management Center, Inc
dba Skills to Succeed
413 E Santa Fe Street, Olathe, Kansas 66061
info@theskillstosucceed.org | theskillstosucceed.org
Office (913) 254-0001 | Fax (913) 782-4997

Executive Summary

We are so proud to report the growth of Skills to Succeed in 2014. With a change in mission just a few short years ago, programs and revenue are expected to continue to grow and change over the years ahead.

Last year we started the Discover Day Service Program that has evolved in the past year at near capacity, serving 20 young adults. This community-based program builds on the strengths, interests and abilities of participants. Ahli Hedges and her staff under the supervision of Director of Program Services, Stephanie Breaker, has made Discover the cornerstone program of the agency.

In January we opened the doors to our new Create Art Studio at the Olathe Great Mall. It not only serves as a programmatic extension of our main facility by offering art as a means of encouraging communication and social interaction, but also as a resource to the community for creative expression. The monster mascot created by the participants of Discover has become a sort of center of attention at the Mall as children regularly pull their parents to see Mr. Howler in whatever seasonal window display has been created.

Fun and Fitness with Friends that began last year on Sunday afternoons at the Jewish Community Center in Overland Park was expanded with a second site on Saturday afternoons at the brand new Olathe Community Center. These two collaborations provide three hours of recreational programming for children and teens, ages 8 – 14, with a central focus on social skill development for the age group. FFWF also provides three hours of respite for families on the weekend.

TechConnect was introduced in July as a collaboration with Johnson County Community College and offered hands-on training with college student mentors and faculty in the Media Department in the skills of video production combined with training around social skill development. Barbara Ladd, Immediate Past Board Chair and a faculty member at JCCC, commented on how excited and proud she was to see the neon green t-shirts of TechConnect all over the campus as they were working on their projects. Participants got to showcase their video productions at a final filming and reception.

Our agency was the recipient of an \$118,470 grant from UnitedHealthcare to create a demonstration project where young adults with autism participate in an employment process with the end goal of competitive employment. Employment services advocacy will continue into next year as Skills to Succeed prepares to facilitate an Employment Systems Change Coalition that represents a grassroots effort to impact employment services and funding throughout Kansas across fields of disability.

We enjoyed hosting our second annual Pouring with Purpose fundraiser – this year held at Standee's in Prairie Village as our attendance grew from 80 in the first year to 125 and brought in funds to support the critical work of the agency. Part of the success of this event is certainly due to the growth of our Board of Directors that doubled in size to 12 this year and helped to make it a success as our financial resource development efforts continue to expand.

As the volunteer and professional leaders of Skills to Succeed, it is wonderful to see the continued transformation of the agency into a vital community resource. There are lots of new projects in the works for 2015 and we look forward to reporting on new successes in the year ahead. Thank you to the Board and Staff of Skills to Succeed for making this all happen.

Sincerely,
Andrew Heinicke, Board Chair

Hal Bordy, Executive Director



Overview

Skills to Succeed is a values-driven organization and seeks to make an impact through a consistent and intentional support of those things which create opportunities and remove barriers.

Mission

Skills to Succeed (STS) has as its mission to equip individuals and their families with the skills to thrive through providing solutions, resources, and support. STS fulfills this mission by providing a spectrum of services to individuals with an Autism Spectrum Disorder, ADHD, High Anxiety Disorder, and other clinical and developmental needs. The agency also provides programs for parents to help them improve their parenting skills with proven tools and helps them parent with intent.



Values

Core values embody the way that STS approaches services, people and life:

RESPECT– People should be treated with courtesy and respect in recognition of their dignity.

CHOICE – Individuals should make decisions about choices in their lives.

SOLUTIONS – Options, opportunities and solutions are the focus rather than problems.

CREATIVITY – Imagination and innovation create a rich, progressive environment.

QUALITY – Services should be excellent, resulting in a meaningful impact.

EXPERIENCE – The opportunity to take risks increases potential and experience.

COMMUNITY – Individuals should be active participants in their communities.

INDEPENDENCE – Give support, but don't rescue; Give assistance, but don't enable.

RESPONSIBILITY – Personal choices and appropriate behavior increase social opportunities.

EMPLOYMENT – Work is the first and preferred option for working age adults.

Services

Work

Work is Skills to Succeed's employment program for adults. Work looks beyond traditional approaches and jobs to seek the right match, building on a person's skills interests and abilities. An employment research project was established with the receipt of a grant from UnitedHealthcare, which will establish the validity of a customized employment approach for young adults with autism. With a strong focus on assessment and planning, each person can create their own unique pathway to success. We don't think it's about finding a job; we think it's about finding the right job.



Discover

Discover is a community-based day service program. This active crew spends the majority of each day involved in a variety of community activities. Individuals build skills through volunteerism including delivering Meals on Wheels, socializing cats at a pet shelter and preparing meals at a soup kitchen. Another key focus is developing relationships and building socialization skills. Whether interacting with each other or making new friends, building social capital is important.

Create

Create Art Studio opened in January 2014. Create classes are open to the public, and this integrated space supports people in developing their creative potential along with opportunities to build a variety of other skills. Art activities and classes create opportunities for self-expression and skill building.



Connect

Connect programs and activities all focus on the important aspects of socialization that impact daily life for children, teens and adults with autism and other developmental disabilities. Building positive relationships, navigating social situations, interacting appropriately in school or work can all dramatically impact quality of life and success in maintaining relationships and employment.



Fun & Fitness with Friends

Fun & Fitness with Friends combines socialization and recreation in one fun package for kids and teens with autism and other developmental needs. In 2014, this program expanded to two sites: the Jewish Community Center in Overland Park and the new Olathe Community Center.

TechConnect

Transition-age teens and young adults with autism took a video production course taught in conjunction with Johnson County Community College. JCCC instructors taught video production skills while STS staff focused on soft skills that can positively impact school and work.

Discover

In addition to building on skills and abilities, socialization groups and ongoing coaching assist individuals in recognizing social cues and understanding the more subtle aspects of communication.

PROGRAM BENCHMARKS



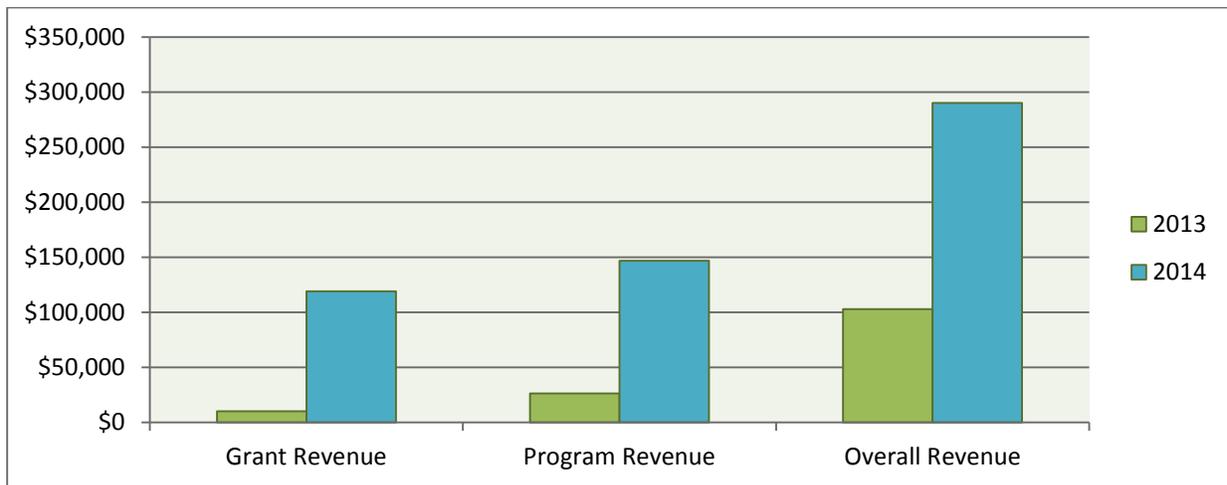
74 people participating in ongoing services.

Provided of over 15,000 hours of programming.

Overwhelming majority of services occurring in integrated, community-based settings.

Finances

The growth that Skills to Succeed has experienced has not just impacted program participation. Program income, grant income and general revenue have all experienced exponential growth in the past year.



Building New Revenue

Future program growth will continue to impact programs and revenue. When Skills to Succeed established underwent a mission change, it essentially faced starting over in all areas of service. The agency budget has demonstrated dramatic growth and continues to do so in 2015 as is expected in the years ahead. This attributed to the fact that Skills to Succeed has successfully targeted areas of need in the community and combined that with outreach and services that are excellent and progressive. This is the fiscal strategy has impacted our revenue growth:

PARTNERSHIPS

Partnerships increase our impact and reduce our load. We constantly look for ways to partner and connect across programs and fields. These partnerships may impact program sites, direction, staffing and outcomes.

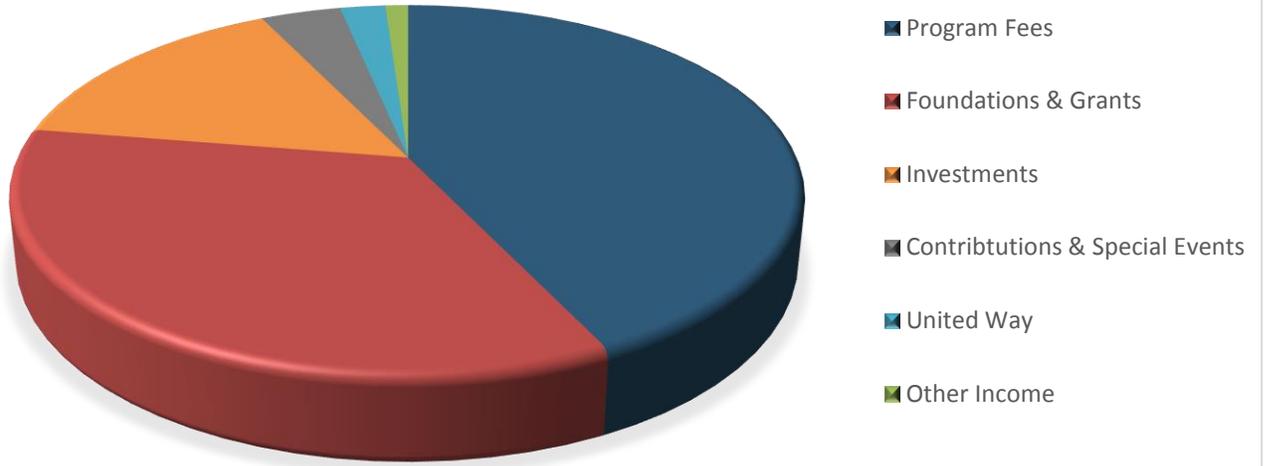
VOLUNTEERISM

We enjoy being on the giving and receiving end of this impact. Not only did our programs give back over well over 500 hours of volunteer hours, we received over 2,500 hours of volunteer services in 2014.

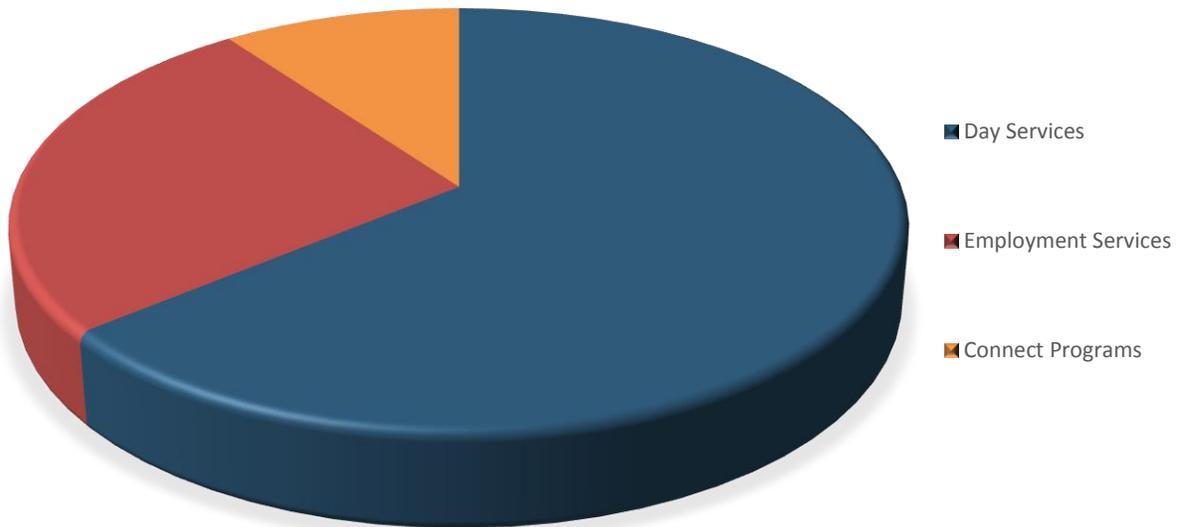
COMMUNITY

Related to partnerships and volunteerism, the overwhelming majority of our services occur in integrated settings. Not only are we proud of this from an ethical viewpoint, it also keeps us from investing in lots of unnecessary segregated building space.

2014 REVENUE \$342,342



2014 PROGRAM EXPENSES



Highlights

There are many big milestones to celebrate from 2014: opening an art studio, receiving a significant grant to impact employment outcomes, celebrating Discover's one-year anniversary, opening a new site for Fun and Fitness with Friends and so much more. At the end of the day, though, it's the little milestones that make us smile the most. Hopefully you will also enjoy some of our celebrations!

"Going here has given me more confidence."

Starting a conversation can be tough, but equally important is knowing how to end one. It's awesome to celebrate the development of that skill!

"I appreciate the professionalism of your organization and the care that is provided for [my son]. I would never hesitate or feel uncomfortable asking for help if needed."

Watching people grow in employment groups has been great. Some people have become more open to different employment opportunities and others have become more comfortable in talking about themselves, specifically about having autism.

"My son at 26 said for the first time 'I love you mom,' and I think it is because of all the teaching you do to help him see how others feel. I cried because those are the words a mother waits her whole life to hear. Thank you so much."

Our Discover crew is working on building volunteer opportunities. Currently about 8-10 hours a week are put into volunteer activities. One of our volunteers regularly takes initiative and really likes to show other people "the ropes" at sites where they may not have as much experience.

"I've learned that patience is something you don't just do, you have to practice."

It's so great to watch your efforts pay off when someone waves instead of grabbing, says that the biggest thing they've learned at Skills to Succeed is to "respect others" and start building true friendships.

"Volunteering to deliver lunches for Meals on Wheels has helped me work on talking to people I don't know, this has helped build my skills to greet customers at my job."

We love being active. Our membership at the Olathe Community Center gives so many people a chance to burn off some extra energy. One person has become a total "gym rat" and is setting fitness goals for himself while losing weight!

"Just hearing you laugh makes my day better."

Finding women to round out our research numbers was great. With the high incidence of autism in males, many men have been involved in our employment grant. It's great to be able to represent both genders.

"I like volunteer in Create story time because I get to work with the little kids and teach them how to paint."

The magic of hearing a man tell a woman in a kind and respectful way that she is beautiful.

Donors

American Century Investments
Argosy Hotel and Spa
Mary Ann Baz-Dresch
Donna Beauchamp
Peter & Sarah Beren
Bob Blacketer
Blue Valley Parks & Recreation
Grace Bolz
Hal & Cheryl Bordy
Ashley Breaker
Bill & Jodean Breaker
Stephanie Breaker
Stephanie Busetti
Arlene Casparian
Melanie Clegg – HALO Branded Solutions
Dick Coleman
Stephanie Coleman
Lari Ann Collins
Corner Bakery
Sara Cuevas
Amy Dedrick
Door to Door Organics
Doug & Ruthie Osa
Enterprise Bank
Adele Falk
FCI Advisors
Lois Ferguson
Geoffrey Friedman
Fulk Chiropractic
Alan Gallas
Isabelle Gallas
Michele Goldman
Janey Goodman
GRAM
Myron Haith
Joe Harter
Ahli Hedges
Andrew & Sarah Heinicke
Tracy Herter
Sarah Hoffmeier
Steve Hoover
Hyatt Place - Overland Park Convention
Nancy Jansen
Jim and Allison Henschel
John & Joan Melvin
Kansas Coffee Cafe
KC Color
Dr. James & Betsy Khalili
Marilyn Kubler
Faith Kuster
Barbara Ladd
Bob Layton
Michael & Leah Lee
Anna Leitch
Jim & Karen Lesky
Michele Lockwood
Linda Lott
Manny Macapinlac
Gary McCoy
McCoy's Public House
Michael & Leah Lee
Lauren Miller
Teresa Montgomery
Tammi Morgan
Nothing Bundt Cakes
Old Chicago
Joyce Parker
Amy Petersen
Pinnacle Career Institute
Joyce Probst
Bill & Julie Rainen
Kathy & Mike Rainen
Ronald Ratkey
Linda & Richard Rostenberg
Thomas Salman
William Schifman
Michael Sikora
Cece & Bruce Solomon
Richard & Claudia Sophir
Dr. Elaine Spencer-Carver & Dr. Larry Carver
STANDEES
Mark Steenwyk
Mark Stengel
Dana Sterner
Sugar Rush
Cathy Trenton
Sandra Valentine
TJ Wiegert
Candy Warinner
Ken Watson
Tim Wiegert
Christopher White
Brian Williams

Volunteers

In addition to our Board of Directors & Interns listed later, the following volunteers made a tremendous impact due to their support:

Abbey Gebhardt
Adam Sapp
Ale Bolin
Alexis Sargent
Anna Woods
Amy Peteresen
Ashleigh McDaniel
Ashton Day
Bayu Wilson
Bill Breaker
Breena Berkland
Breland Basler
Brian Becker
Caitlin Dellar
Caleb Heavilin
Caroline Vanslyne
Chris Woods
Chrystar Tactay
Emily Moehlmann
Emily Ritch
Emily Volker
Erika Heavilin
Garrett Greaves
Gina Franken
James Elliot
Jennifer Harenza
Jennifer Kienstra
Jessica Zeiss
Jodean Breaker
Jonathon Becker
Julianne Perrini
Kaelin Walsh
Kayla Jacques
Kayla Wellemeyer
Kendra Alberts
Kristin Fosheim

Laura Walker
Ley Gough
Lucas Kurz
Mark Steenwyk
Martha Mott
Mary Kate Dubois
Matthew St. John
McKayla Wilbanks
Megan Arpin
Megan Baker
Megan Reardon
Michael Hudson
Michelle Claasen
Molly Barnes
Molly Baumgardner
Monzerrat Molina
Nate Heavilin
Nathan Mata
Paola Rodriguez
Paula Mitre
Paula Sayago
Rebecca Sapp
Roymah Puckett
Saige Cullen
Sophie Cordova
Sophie DeHaven
Stephanie Gordon
Stephanie Greene
Stephanie Moore
Trent Nichol
Victoria DiPiazza
Victoria Surdyke
William Kuklinski
Wonjo Paik
Yasmine Zaman
Zoey Sweeny

Leadership

2014 BOARD OF DIRECTORS

Andrew Heinicke, EdS, NCSP, Board Chair
Bill Rainen, Vice Chair/Treasurer
Ginny Stimac, Secretary
Barbara Ladd, M.A., Immediate Past Chair
Peter Beren
Stephanie Coleman
Sarah Hoffmeier
Karen Lesky
Paula Mitre
Celia Soloman
Rich Sophir
Elaine Spencer-Carver

2014 STS TEAM MEMBERS

Hal Bordy, Executive Director
Stephanie Breaker, Director of Program Services
TJ Wiegert, Office Administrator
Ahli Hedges, Day Services Coordinator
Cassie Weber, Employment Coordinator
Katie Cleary, Direct Support Professional
Adele Falk, Employment Specialist
Jess McMaster, Direct Support Professional
Sarah Reed, Direct Support Professional

2014 STS INTERNS – Spring Semester

Kneshia Lambert, MSW Student, UMKC
Anna Rosine Leitch, MSW Student, KU
Katie Shern, BSW Student, Avila
Jenessa Watkins, BSW Student, KU

2014 STS INTERNS – Fall Semester

Kate Heavilin, MSW Student, KU
Ryan McHugh, UMKC



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