



# 2016 Annual Report

Together, we're changing the way the world defines and views disability by making profound, positive differences in people's lives every day.





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## Dear Friends,

Our mission to change the way the world defines and views disability is just as relevant today as it was nearly 100 years ago when Easterseals was first founded. As we celebrate our accomplishments in 2016, we remain focused on the many challenges still facing the people we support. Together, we are committed to the vision of a truly inclusive world – one that values the contributions of people with disabilities and affords them equal opportunity to live a life of independence.

This year we met one of our biggest goals: to make high quality services available to more people than ever before. Easterseals Midwest now supports 4,600+ adults, children, teenagers, and seniors. To grow our reach, we opened three new offices, brought additional staff on board, held four conferences, and shared our message with thousands. Demand for services continues to rise, faster than ever.

To prepare for continued growth, we focused on supporting the people who embody our mission: the Easterseals Midwest direct care staff. In 2016, we finally secured salary increases for our employees, a huge step forward for our employees, and an act we hope will set new industry-wide standards. A big thank you to the dedicated Missouri House and Senate members who helped us move the needle on this important issue.

Fiscal year 2016 also saw a tremendous rise in public support—we saw an 81% increase in philanthropic giving, as well as a growing corps of volunteers and advocates. To build on that momentum, the Easterseals Midwest leadership team and board have crafted a strategic plan that will go into effect in 2017. We will invest in areas that amplify our impact, advocate for change, and scale our organization's reach even further.

Thank you to everyone who gave of their time, money, and spirit – like us, you believe in the unlimited potential of people with disabilities. We are excited to move forward together in 2017 and beyond.

Again, thank you.



**Sean Donlin**  
Board Chairman



**Wendy Sullivan**  
Chief Executive Officer

**Together, we are creating  
a better, more inclusive  
world for people of all  
abilities.**



# OUR SERVICES

## Autism Services

Our professional staff offers personalized support to people with autism and the families who love them. Through parent training, therapy, assessment, community integration, respite services and more, we equip people of all ages and abilities with the tools to live an independent life.

## Community Living Services

We partner with families and individuals to create living arrangements that offer the right balance of independence, community interaction, and support. All of our options are customized, and range from 24-hour care to just a few hours of support monthly.

## Early Childhood Services

Our childhood programs provide high-quality education to children of all abilities. Through state-of-the-art tools, learning plans, and home support programs, we partner with families to promote lifelong impact and bright futures.

## Employment Services

Through a variety of training programs and support services, we help people with disabilities find jobs in their community. Programs include occupational training, career exploration, job placement, workplace social skills, on-site training, and more.

Easterseals Midwest is part of a nearly century-old network of disability service providers. Our services are custom designed in and for the communities we serve. We support more than 4,600 children and adults with disabilities, helping to build a world where all people have equal opportunity to realize their goals, dreams, and aspirations.



**4,600<sup>\*</sup>+**  
**LIVES CHANGED**

**INDIVIDUALS  
SERVED**

Autism

**2,656**

Community Living

**616**

Early Childhood

**626**

Employment

**698**

\*duplicated



## Tavish

When Tavish McCain was 18 months old, he stopped talking. Despite meetings with speech therapists and educators, no one could tell Edward and Rosemary why their son's speech development had halted. It wasn't until Tavish entered kindergarten that they started to get answers.

Tavish was diagnosed with autism, a lifelong developmental disability that impacts a person's ability to communicate and interact socially with others. Autism affects 1 in 68 children nationwide, and 1 in 70 children in Missouri. For Tavish and his family, things really began to change when they started Easterseals Midwest's Parent Training. This free, two-week intensive program coaches parents in order to help them become lifelong supporters and advocates for their child.

Tavish was also able to participate in our Friendship Training program, which teaches kids the skills they need to make friends – something that can be a huge obstacle for children with autism.

Today, Tavish is a creative, active young boy who loves to build and problem solve. He has a bright future ahead of him!

**I can remember thinking,  
"I just hope someday I get to  
have a conversation with him."**

**–Edward McCain, Tavish's father**

## Karen

At the start of 2015, Karen shared a small room in a nursing home with only a curtain for privacy. She didn't have the freedom to go out into the community, and mostly stayed inside. She was overweight, on oxygen 24 hours a day, and experiencing seizures. Things began to change when Karen joined the Easterseals Midwest family. In March 2015, Karen moved into one of our community living homes in Bolivar, Missouri. With the chance for a fresh start, Karen decided to change her life for the better.

Determined to lose weight, Karen started walking, and making healthier food choices. So far, Karen has lost over 80 pounds and, amazingly, no longer needs oxygen or suffers from seizures. She even walked a mile in our Walk, Run 'n Roll fundraiser—something she could never have imagined doing a year ago.

With the support of Easterseals Midwest staff, Karen also reconnected with her family, an important milestone in her journey back towards a fuller, more active life. After 20 years apart, Karen reunited with her daughter just in time to find out she is going to be a grandmother to twins! Her next goal is to find a job and become employed.

Giving Karen the support she needed to live independently has completely expanded her world and empowered her to create a happier, healthier life for herself.

**"If it wasn't for Easterseals  
my life wouldn't be this  
good."**



## Briana

Ask Bri where she sees herself in the near future, and she has a clear answer: in a leadership role at her job. Bri's vision for her life wasn't always this focused, but with support from Easterseals Midwest Employment Services, she is now living a happier, more independent life.

Before entering Easterseals Midwest's Employment Program, Bri says she struggled with work responsibility — she admits that she would be on her phone all the time, even when she was supposed to be focusing on tasks. That isn't the sort of behavior you'll see from Bri now! Since starting her job at Kohl's in the spring of 2015, she has grown into a reliable and valuable employee.

**Bri has gone from just wanting a paycheck to taking ownership of her job and finding meaning in her work.**

With the support of job coach Kerry Holland, Bri made progress in following the routines of her assigned departments and managing her time, including break time, appropriately. Her supervisors noticed Bri's progress and began to try her out in other roles, including the men's department, the jewelry department, and customer service — for which she needed to learn the entire sales floor in order to restock returned items accurately. Bri excelled when given these responsibilities, and was even named Employee of the Month at her store.

Since beginning services with Easterseals Midwest, Bri has gone from just wanting a paycheck to taking ownership of her job and finding meaning in her work. We see big things in the future for this mature, dedicated young woman!

## The Gallo Family

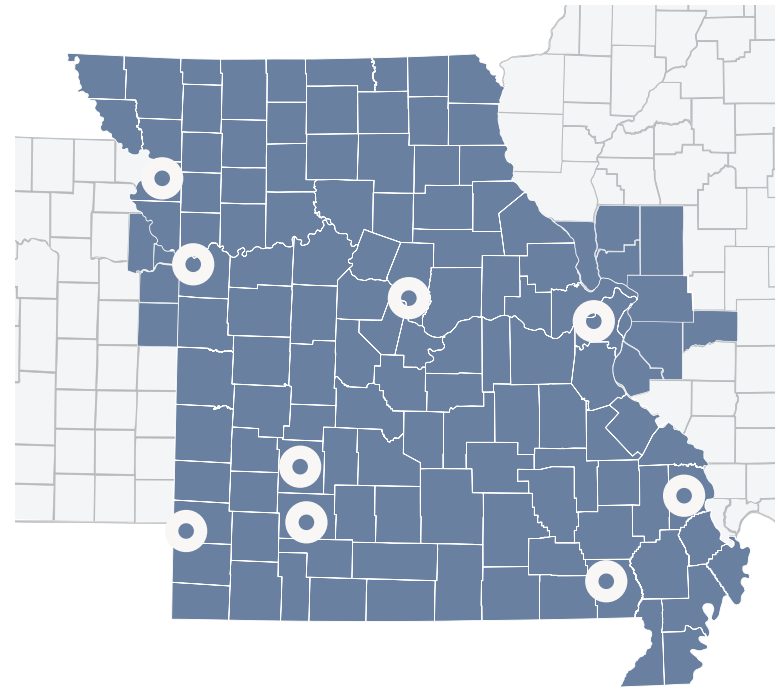
When Louis and Eric Charles-Gallo decided to foster children, it was one of the happiest moments of their lives. Before taking their first placement, they began to seek out early child care providers and discovered Easterseals Midwest — "we had no idea how much it would change our lives," said Eric.

Because many of the Charles-Gallo children had disabilities and past traumas, Louis and Eric were committed to finding a daycare that would help their family heal. "Easterseals was there for us from the beginning to aid our kids in the healing process.

Not only did they help with the trauma, they also helped develop our little ones— I can say without a doubt that they were ready to go to "big kid school." To date, the Charles-Gallos have fostered almost 30 kids, with 27 of them attending either the Head Start program or the Missouri First Step program at Easterseals Midwest.

**"We had no idea how much it would change our lives."**

# SERVICE AREA



## 19 REGIONAL OFFICES:

- Bolivar
- Cape Girardeau
- Columbia
- Joplin
- Kansas City – 3 Locations
- Poplar Bluff
- Springfield
- St. Louis – 9 Locations
- St. Joseph

**103,088** estimated Missouri adults living with an intellectual/developmental disability



**92%** unemployment rate for adult Missourians with an intellectual/developmental disability



**15%** of children ages 3 - 17 have an intellectual/developmental disability



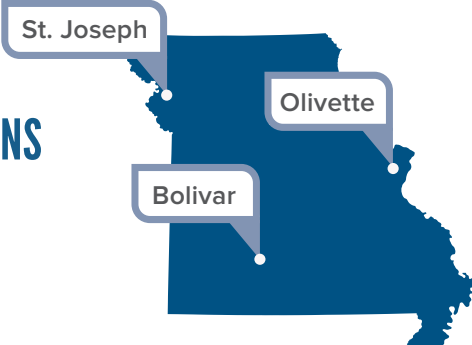
# ADVOCACY & REACH

Easterseals Midwest believes that everyone, regardless of ability, should be free to live a life of opportunity, independence, and contribution. Our mission to make the world more inclusive includes community engagement, outreach programs, and an advocacy team dedicated to shaping state, local, and national policy around critical disability issues.

**3%** INCREASE IN COST OF LIVING ALLOCATIONS  
for all providers as a result of our advocacy efforts

 **10,499** PEOPLE REACHED  
through public presentations

**3** NEW LOCATIONS OPENED



St. Joseph  
Olivette  
Bolivar



**40** STAFF CERTIFIED AND TRAINED  
to implement PEERS®, an innovative social skills training program. 92% of participants report improved skill development and confidence



**3** 5-WEEK ADVOCACY TRAINING SESSIONS  
designed to support people with disabilities in using their strengths and talents to share their experience and participate in direct advocacy

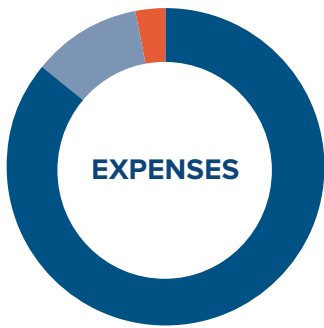
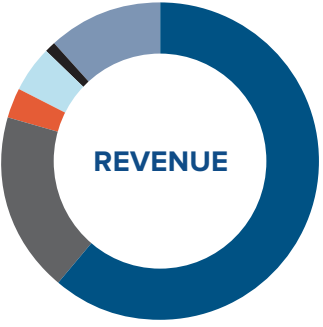
FUNDING SECURED FOR **2**   
new programs for young adults  
in St. Louis County and St. Louis City





# FINANCIALS

## FISCAL YEAR 2016 AUDITED ACTUALS



Administration & Facilities	11%
Fundraising	2%
Programs	87%

Programs	\$45,241,422
Management & General	\$5,388,641
Special Events	\$224,440
Fund Development	\$849,849
	<b>\$51,704,352</b>

Community Living	\$29,052,724
Employment	\$8,083,623
Autism	\$6,630,183
Early Childhood	\$1,624,424
	<b>\$45,390,954</b>

Autism	13%
Community Living	63%
Development	3%
Early Childhood	3%
Employment	17%
Other	1%

Programs	\$49,754,746
Contributions & Grants	\$723,113
Special Events	\$853,939
Investment Income	\$15,769
Gain of Sale of Assets	(\$449,283)
Miscellaneous Income	\$284,083
Endowment/Special Gifts	\$190,336
	<b>\$51,372,703</b>

Community Living	\$32,699,304
Employment	\$8,872,186
Autism	\$6,767,317
Early Childhood	\$1,415,939
	<b>\$49,754,746</b>

# PHILANTHROPY

In 2016, Easterseals Midwest saw huge gains in donor and engagement. This support not only helps us provide life-changing services to thousands, but to also involve new communities in our mission.



## 2,500+

Individual Donors



## 15,000

Pieces of correspondence to our stakeholders



## 592%

Increase in the number of responses to our end-of-year giving campaign\*



## 81%

Increase in philanthropic giving\*



## 429

Volunteers



## 4,300+

Volunteer Hours

# GIVING

## DONOR INFORMATION

Name \_\_\_\_\_

Phone \_\_\_\_\_  Cell  Home

Address \_\_\_\_\_

City \_\_\_\_\_ State \_\_\_\_\_ Zip \_\_\_\_\_

Credit Card Number \_\_\_\_\_

Exp. Date (MM/YY) \_\_\_\_\_ CVV Code \_\_\_\_\_

Email \_\_\_\_\_

Gift Amount \$\_\_\_\_\_ With a gift of \$1,000 or more, you will become a member in of the President's Circle.

## GIVING OPTIONS

Check Enclosed (Please make payable to Easterseals Midwest)

Please charge my credit card (include information above)

Visa

MasterCard

Discover

American Express

I have made a gift of stock\*

\*Please use the following information to make a gift of stock, and use this form to notify us of the gift:

U.S. Bank N.A.  
10 N. Hanley Road  
Clayton, Missouri 63105

DTC#2803 | Account# 080017738600 | Tax ID# 43-0979927

With my gift of \$1,000 or more, please send me an application for Missouri state tax credits if available. See page 20 for more information.

**Easterseals Midwest**  
Office of Development  
13545 Barrett Parkway Drive, Suite 300  
Ballwin, MO 63021-3823

## Missouri Tax Credits

**Missouri state tax credits can help make your support of Easterseals Midwest more affordable.**

Currently, Easterseals Midwest has two types of Missouri state tax credits:

- **Youth Opportunity Program (YOP)**
- **Neighborhood Assistance Program (NAP)**

YOP tax credits are available to anyone who pays state income tax, while NAP credits are available to anyone who pays taxes on business income. This includes partners in firms, people who own their own companies, as well as sole proprietorships and sub-S corporations, people who receive royalties or rental income in the state of Missouri, and, of course, corporations themselves.

These credits are worth 50 percent of your gift, in addition to state and federal standard deductions. The higher the income tax bracket, the lower the final cost of the gift to the donor.

If you are considering a tax credit gift, we suggest consulting your tax advisor to learn more about how these credits can best impact your desired outcome.

**For further information please visit  
[www.eastersealsmidwest.org/taxcredits](http://www.eastersealsmidwest.org/taxcredits) or call the  
office of Development at 1-800-200-2119.**



## Easterseals Midwest Board of Directors

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Mark Darrell | Vice Chairman

Kent Schien | Vice Chairman

William Florent | Treasurer

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Judy Kent | Director Emeritus

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Rich Harkwell

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Michael Monson

Marian Nunn

Shelley Ririe

Stephen H. Wedel

Chris Wittenauer

Rob Woerther

Brian Wright

## Executive Team

Wendy Sullivan | Chief Executive Officer

John Adkins | Chief Financial Officer

Tom Barry | Chief Development Officer

Jeanne Marshall | Chief Program Officer