



SUMMERHOUSE ANNUAL REPORT 2022

CELEBRATING



YEARS!



Table of CONTENTS

1

A NOTE FROM OUR EXECUTIVE DIRECTOR

2

OUR STORY

Areas of Focus, Staff, The Summerhouse Difference

5

DAY PROGRAM

Stats, Volunteerism, Shred for Independence

10

COMMUNITY EMPLOYMENT

11

FUNDRAISING

Past/Upcoming Events, Donors

14

LOOKING FORWARD

2024 Strategy, 2027 Vision



What a year 2022 has been! A year of growth, incredible community support, and lots of hard work by our board of directors and staff members.

We started the year by obtaining our international CARF accreditation (www.carf.org) demonstrating excellence in our business practices and best practices in our services. Much time and effort went into preparing for this high distinction.

Due to our continued growth in both our day program and employment services, we embarked on a capital campaign for an addition to our building. The generosity of our board, our families, and family foundations brought this to fruition, exceeding our goal by November 2022. We are currently in the architectural and permitting process, with groundbreaking expected in June of this year. This space will add a classroom as well as much needed office space to house our continually growing employment program.

In May 2022, we held our inaugural golf tournament at Blackhorse Golf Club. We raised a great deal of money, and a wonderful time was held by all. In November, we "Put on the Glitz" and celebrated our 10th anniversary at Red Oak Ballroom, with Donna Fruge, our founder, being one of our featured speakers.

In June 2022, our board and staff embarked on a new strategic plan (2022-2024), setting forth positive and possible goals for the future of Summerhouse.

Other accomplishments this year:

- 85% of our members reported being satisfied with our services.
- 100% of our parents said they were satisfied with our services.
- We expanded our employment program to three full-time staff members, assisted 10 new people in obtaining jobs, and currently support a total of 45 clients. Our placements included a mixture of members securing paid jobs, and placements for TWC clients.
- We taught three Pre-ETS (Pre-Employment Transition Services) classes on self-advocacy, work readiness, and leadership to high school students.
- We grew to 18 staff and our day program expanded to 39 members.
- We continued the revamping of our service planning process, utilizing PATHs and Individual Life Plans to guide each member's goals and overall life choices.
- We continued monthly health and safety trainings as well as diversity training for both staff and members.
- We added eight new community-based volunteer sites.
- Through the generosity of our donors, we obtained two more vans.
- We continued a strong focus on members getting supported employment jobs in the community.
- All staff are being trained in MANDT (a holistic evidence-based training to handle challenging behaviors).
- Through the generosity of foundations and families, we continue to offer scholarships to our families in need.
- We have worked on board recruitment, orientation, development, and engagement.

Looking ahead to 2023 and beyond, we are confident that we have the right people to move in the right direction! Our longer-term goal is to consider the opening of a second Summerhouse due to our growing wait list as well as continuing to grow our employment program.



Michelle Howard-Herbein
CEO/Executive Director



OUR MISSION

To support adults with IDD, their families, and our community through employment, volunteerism, and partnerships to foster a culture of belonging, choice, and respect.

AREAS OF FOCUS

Employment.

We provide highly individualized and customized job placement, coaching, and supported employment services to members and outside referrals.

Volunteerism.

We assist members to give back to the community while exploring their career interests and learning valuable work skills.

Community Engagement.

Our community is stronger when everyone participates, and we support members to develop socially valued roles and engage in their communities.

Family Support.

We are a resource and support to families as we truly partner to implement each member's PATHs and Individualized Life Plans.

Core Values

PERSON-CENTERED

RELATIONSHIPS

MEANINGFUL WORK

COMMUNITY

STABILITY

WHO WE ARE



Staff Members

EXECUTIVE *Staff*

Michelle Howard-Herbein
CEO/Executive Director

Kimberly Miller
Community Relations
Director

Angela Crutchfield
Program Director

Megan Maradiago
Asst. Program
Director

PROGRAM *Associates*

Elizabeth Beard
Shred for Independence

Jessica Wine
Social Media

Brooke Magers
Volunteer Services

EMPLOYMENT *Specialists*

Raquel Smith
SES Manager

Melissa Toombs
SES Manager

Leah Christian
Job Coach

DIRECT SUPPORT *Professionals*

Brandy Smith

Claire Pena

Drew Swain

Jaccie Mendoza

Justin Ortiz

Mackenzie Laird

Nadine Heffernan

Travis Marshall

Board of Directors

Chris Mudd
Board President

Walt Cameron
Vice President

Matthew Heberlein
Treasurer

Mary Jane Williams
Board Secretary

BOARD *Members*

Hugo Guerrero, PMP

Dr. Becky Shermis

Jason Beesinger

Connor Wiginton

Mimi Blomberg

THE SUMMERHOUSE

Difference

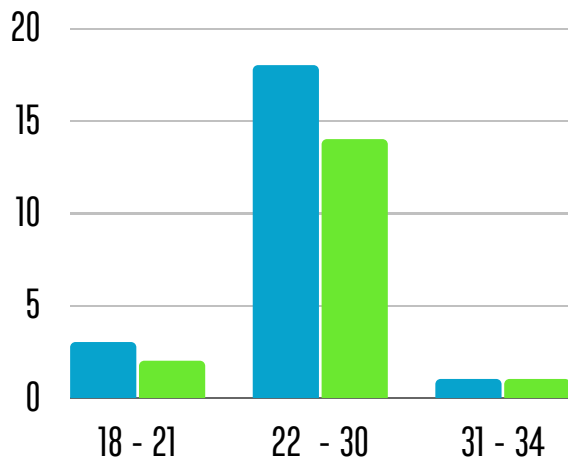
- Highly skilled and trained professional staff
- Intentional 4:1 member/staff ratio (with 1:1 provided for community employment)
- Focus on vocational training and job readiness placement
- Choice of many community integration/participation activities
- PATH planning for building positive futures
- Online data tracking of Individual Life Planning goals
- Extensive health and safety curriculum
- Weekly advocacy and leadership training
- Weekly small-group “social clubs” to work on communication and socialization skills
- Strong parent/family involvement



ABOUT OUR Day Program

PERSONS SERVED

■ Female ■ Male



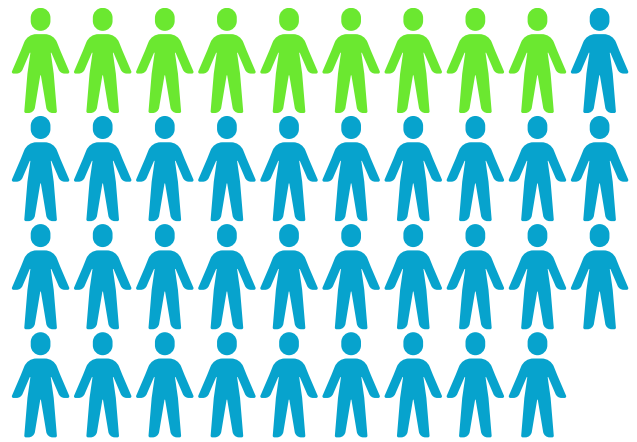
25.4

average age of members
average age at admission: 22

TIME IN THE
COMMUNITY

75%

9 NEW MEMBERS



100%

of members

volunteer in the
community and/or have
paid employment

have an intellectual
disability
(56% also being on the Autism Spectrum)



VOLUNTEERISM

22

Total number of places we have volunteered

8

Number of volunteer sites we have added this year

300+

HOURS PER MONTH WE SPENT VOLUNTEERING AT NONPROFITS AROUND THE CITY

VOLUNTEER SITE SATISFACTION

very satisfied
60%

satisfied
40%

Summerhouse members commit to making Houston a better place by regularly volunteering at:

Meals on Wheels, Houston Food Bank, Memorial Assistance Ministries, Kids Meals, Nature Discovery Center, Clothed by Faith, Heights Food Pantry, Fair Haven Food Pantry, Rise Against Hunger, Lord of the Streets, Loaves & Fishes, Billion Graves, The Women's Home, The Cottage Shop, Houston Humane Society, Harris County Pets, WHAM, Books Between Kids, Friends of the Houston Public Library, Hermann Park Conservancy, Houston Food Bank - Teachers Aid





GROUP PICTURES



VOCATIONAL *Training*



SHRED
for independence



38

total number of clients we
serviced



26,000

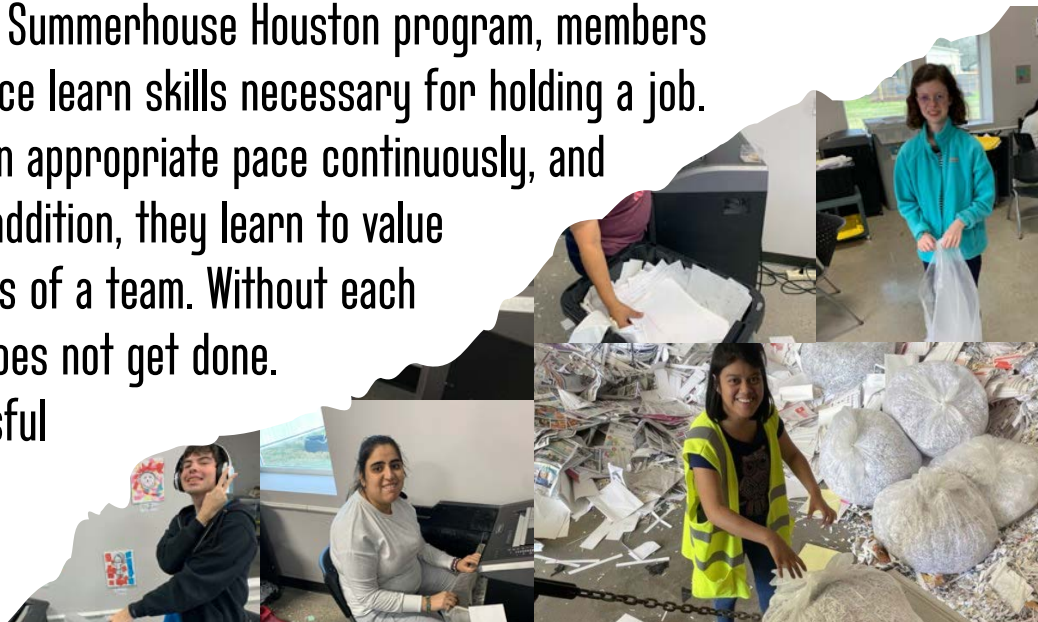
pounds of paper recycled



244

total bins picked up from clients
around the city

As a vocational component of the Summerhouse Houston program, members working at Shred for Independence learn skills necessary for holding a job. These skills include: working at an appropriate pace continuously, and asking for help when needed. In addition, they learn to value themselves as important members of a team. Without each member of our team, the work does not get done. They feel productive and successful — because they are!





Summerhouse's Supported Employment team has been hard at work finding meaningful employment for individuals with IDD. We've partnered with employers all over the city to build a community that celebrates differences and workplace inclusion.

Positive Employers Club



THANK YOU

FOR ENCOURAGING COMMUNITY & WORKPLACE INCLUSION

\$9.52

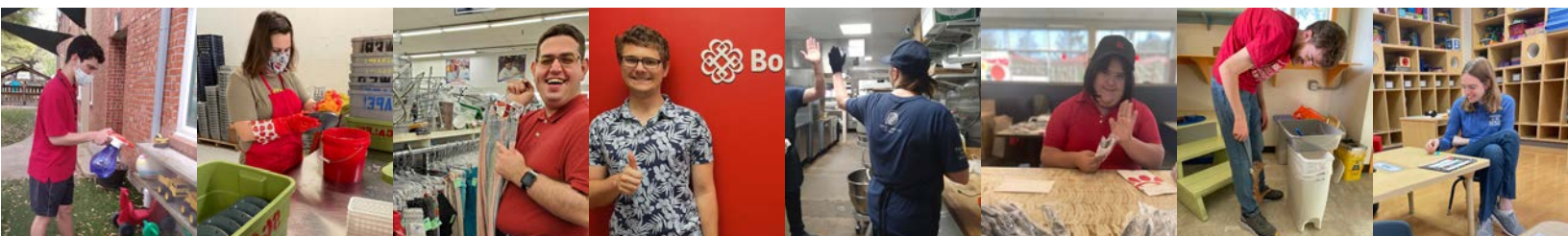
AVERAGE WAGE

10

MEMBERS WERE PLACED
IN COMMUNITY JOBS

3-30

HOURS PER WEEK





2022 Fundraisers

INAUGURAL GOLF TOURNAMENT



Summerhouse Houston hosted its inaugural golf tournament at BlackHorse Golf Club on Wednesday, May 11th. Our SHH board member, Hugo Guerrero, served as the tournament chairman that hosted 144 golfers. SHH members were on hand supporting the golfers through staffing a course hole, providing refreshments to attendees and working on their golf game at the putting green. Summit Midstream served as the title sponsor with Volumetrics and Battalion Oil being recognized as the champion sponsors. Tournament founder sponsors included Avangard Innovative, Quarter Turn Resources, and Ardent Services. The event culminated with an awards ceremony recognizing the top golfers and foursomes along with raffle winner announcements.

BIKE TO THE BEACH



Summerhouse Houston was fortunate again this year to partner with Bike to the Beach and host a rest stop at NRG on Saturday, October 15th. The event, which consist of a community of people who combine biking, purpose and fun to inspire individuals to overcome obstacles through personal challenge and to inspire the larger community to raise funds and awareness for autism, offered cyclists the opportunity to bike to Galveston through various ride distances (100, 50 and 25 mile). "It was a valuable opportunity to share with riders the mission of Summerhouse and to collaborate with other local non-profits in the efforts," commented Community Relations Director, Kimberly Miller. Summerhouse riders included Hugo Guerrero and Stephen Dee.

ANNUAL GALA

It was an evening to cherish as Summerhouse Houston commemorated its tenth anniversary with a memorable celebration on Thursday, November 10th at the Red Oak Ballroom at City Centre. Barrilleaux Energy Services served as title sponsor of the "Putting on the Glitz" themed event. Guests delighted in musical performances by Summerhouse member Patrick Billette and the band Runaway Radio, led by board president Chris Mudd.



Johnny "Bravo" Holloway emceed the programming that included presentations from Executive Director Michelle Howard, board members Walt Cameron and Hugo Guerrero, founder Donna Fruge, member Patrick Billette, and Judy and Ryan Blake. The evening culminated with a live auction followed by music and dancing. We are incredibly grateful to all who supported our efforts in honoring the impact Summerhouse Houston has made over the last ten years. A huge thanks to our sponsors, volunteers, and attendees for making the event possible. Looking forward to the next decade to come!



UPCOMING EVENTS



EXPENDITURES

Programing	81.5%
Admin	7.0%
Fundraising	11.4%
Subtotal	100.0%

**WE COULDN'T HAVE DONE IT WITHOUT
YOUR GENEROUS** *support.*

OUR MAJOR DONORS INCLUDE:

The Mabee Foundation, The Willam Stamps Farish Fund, M.D. Anderson Foundation, The Brown Foundation, The Fondren Foundation, The Medallion Foundation, The Briers Family and Southwest Pipe Services, Amerigroup, Sonic Automotive, Albert & Ethel Herzstein Foundation, The Posoli Family Foundation, H&E Montandon Charitable Trust, Jackie and John Gaylord, Laura Lopez, Lewis Marks, The Barrilleaux Family and Barrilleaux Energy Services, The Bruheim Family, Glenn, LLC, Silver Fox Energy, The Hashmi Family, The Guerrero Family, Agee Family Fund, Strake Foundation, Summit Midstream, Bennett Rowe, Battalion Oil, Volumetrics Inc, The Cameron Family, Fidelity Charitable, Sharon Brown, Mitchell and Elizabeth Mauch, The Simonich Family, The Cardinal Family, Quarter Turn Resources, Inc, American Janitorial Services, Ardent, Avangard Innovative, The Meyer Family, The Mudd Family, CMT Properties, Chris Glenn, Jason Beesinger, The Botley Family, Ernst & Young LLP, Bright Funds, Bike to the Beach, Inc., Joseph V Summa, APS Building Services, Blaise Robert Fallon, Charles J LeBlanc, Vertical Bridge REIT, Hope Northrup, Quorum Software, Hunter Cameron, Bell Trenchless Consulting, Bobby's Fund Foundation, The Womble Company Inc., The Seiler Family, Stacey Stevens, Carolyn Hardouin, CMT Properties, Unified Energy, Chiron Financial, Connor Wiginton, Cross Foundation, Hunton Andrews Kurth, Lance Flessner, Maintenance of Houston, Michael Harris, Randall and Georgeanna Tonnesen, Stanley W Cameron, Jack H. and WM M. Light Charitable Trust.

THANK YOU
to all our donors and volunteers!

2027 vision

1

Expand Summerhouse to additional locations

2

500 persons in the employment program

3

Have reserves/endowment/growth of individual, corporate, and foundation funding

4

SHH recognized as a leader and the best program in Houston

5

Extensive staff training program

6

Succession plan/career paths for staff

7

Compensation structure to retain/maintain high quality staff

8

3-4 successful fundraising events

9

Successful volunteer program; including board

10

Expanded Administrative team

11

Increased diversity/increased need for scholarships

OUR 2024 Strategy

PROJECTS	DETAILS
DAY PROGRAM	<ul style="list-style-type: none"> • Electronic System for waiver check in and check out • Increase number of members that have jobs from 12 to 24. Develop clear path for members to obtain employment • Increase number of volunteer sites from 17 to 25
EMPLOYMENT	<ul style="list-style-type: none"> • Hold regular Pre-ETS classes (3-4 per year/more when addition is finished) • Build a partnership with Spring Branch schools • Serve 125 in supported employment/job placement services • Continue to hire job coaches as needed
RESIDENTIAL	<ul style="list-style-type: none"> • Expand collaboration with Monarch for additional members desiring residential • Develop one other collaboration with a residential provider that would allow members to live there and continue at Summerhouse
EXPANSION TO NEW LOCATIONS	<ul style="list-style-type: none"> • Complete a thorough cost analysis of current model • Continue to evaluate waiting list and look for patterns in locations • Explore the market for new locations/meet with school districts, special education, and parent groups • Decide on location and plan for first new site
FACILITIES	<ul style="list-style-type: none"> • Complete capital campaign, schedule groundbreaking • Obtain 2 new vehicles • Build awning for drop off • Continue comprehensive health and safety program including training, drills, and inspections
BOARD	<ul style="list-style-type: none"> • Develop onboard/mentoring program for new board members • Grow/maintain board at 11-13 members • Develop board committee for "New Locations" • All board members volunteer 2x a year in the program
STAFF	<ul style="list-style-type: none"> • Reinstate Assistant ED position • Increase pay to upper level of the United Way not-for-profit scale • Have an active pool of at least 20 regular volunteers/interns • Complete succession plan; set career growth paths for staff

WE THANK YOU
FOR YOUR CONTINUED SUPPORT IN
OUR PROGRAMS

