ANNUAL REPORT 2022

SUMMER HOUSE

CELEBRATING 10 YEARS!

ASPIRE to Excellence®

CART ACCREDITED
A NOTE FROM OUR EXECUTIVE DIRECTOR

OUR STORY
Areas of Focus, Staff, The Summerhouse Difference

DAY PROGRAM
Stats, Volunteerism, Shred for Independence

COMMUNITY EMPLOYMENT

FUNDRAISING
Past/Upcoming Events, Donors

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.
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

Board of Directors

Chris Mudd
Board President
Walt Cameron
Vice President
Matthew Heberlein
Treasurer
Mary Jane Williams
Board Secretary

Hugo Guerrero, PMP
Dr. Becky Shermis
Jason Beesinger
Connor Wiginton
Mimi Blomberg

EXECUTIVE Staff

Michelle Howard-Herbein
CEO/Executive Director

Kimberly Miller
Community Relations Director
Angela Crutchfield
Program Director
Megan Maradiago
Asst. Program Director

Elizabeth Beard
Shred for Independence

PROGRAM Associates

Raquel Smith
SES Manager
Melissa Toombs
SES Manager

Jennifer Wine
Social Media
Brooke Magers
Volunteer Services
Leah Christian
Job Coach

EMPLOYMENT Specialists

Raquel Smith
SES Manager
Melissa Toombs
SES Manager

Journal of Independence

Brandy Smith
Claire Pena
Drew Swain
Jaccie Mendoza

Justin Ortiz
Mackenzie Laird
Nadine Heffernan
Travis Marshall

DIRECT SUPPORT Professionals

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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**

<table>
<thead>
<tr>
<th>Gender</th>
<th>18 - 21</th>
<th>22 - 30</th>
<th>31 - 34</th>
</tr>
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<tbody>
<tr>
<td>Female</td>
<td>20</td>
<td>15</td>
<td>10</td>
</tr>
<tr>
<td>Male</td>
<td>5</td>
<td>0</td>
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- **Average age of members**: 25.4 years
- **Average age at admission**: 22 years

- **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
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!

38 total number of clients we serviced

26,000 pounds of paper recycled

244 total bins picked up from clients around the city
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**

- **SAWYER HEIGHTS Chick-fil-A**
- **the Y**
- **harold’s Restaurant | Bar | Terrace**
- **Chuck E. Cheese**
- **SHRED for independence**
- **Advance Auto Parts**
- **Steak 48**
- **DISH SOCIETY**
- **amazon**
- **Marshalls**
- **The Rise School of Houston**
- **Easton Commons Animal Hospital**
- **Rise Against Hunger**
- **STML**

**THANK YOU**
FOR ENCOURAGING COMMUNITY & WORKPLACE INCLUSION

- **$9.52** AVERAGE WAGE
- **10** MEMBERS WERE PLACED IN COMMUNITY JOBS
- **3-30** HOURS PER WEEK
IN AUGURAL 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.
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!
WE COULDN'T HAVE DONE IT WITHOUT YOUR GENEROUS support.

OUR MAJOR DONORS INCLUDE:

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

<table>
<thead>
<tr>
<th>Day Program</th>
<th>Details</th>
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|             | - 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 |

<table>
<thead>
<tr>
<th>Employment</th>
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|             | - 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 |

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<thead>
<tr>
<th>Residential</th>
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|             | - 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 |

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<tr>
<th>Expansion to New Locations</th>
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|                           | - 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 |

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<thead>
<tr>
<th>Facilities</th>
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|            | - 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 |

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<th>Board</th>
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|       | - 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 |

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<th>Staff</th>
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|       | - 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