



ANNUAL REPORT

SUMMERHOUSE

2023



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, Outcomes

10

COMMUNITY EMPLOYMENT

Stats, Outcomes

13

FUNDRAISING

Past/Upcoming Events, Donors

14

LOOKING FORWARD

2024 Strategy, 2027 Vision



2023 was a fantastic year for Summerhouse Houston! Another year of growth, building expansion, incredible community support, and lots of hard work by the board and staff.

After our successful capital campaign in 2022, construction finally began on our addition in 2023, creating office and meeting space for our employment staff and community relations staff, additional restrooms, and a classroom. We moved into our new space in December.

We continued to focus on our 2022-2024 strategic plan, and due to accomplishing almost all of it, we will be revising our plan in June of 2024. Staff, parents, board, and other stakeholders will be asked for input as to what is next for Summerhouse.

Highlights this year included:

- A successful golf tournament in May 2023. Swing for Summerhouse continues to be a hit with community members, sponsors, and our members.
- Carnival Masquerade, our annual Fall Fundraiser, raised money for operations, scholarships, and vehicles. It was an enchanting evening of mystery and fun.
- A new position of Assistant Program Director/COO was established to provide support and training for staff, manage waivers and billing, handle parent engagement, and address facility-based concerns. This addition aims to enhance overall operational efficiency and ensure comprehensive support across various aspects of our organization.
- We maintained a strong focus on assisting members in securing regular supported employment positions within the community. Notably, our second member departed from Summerhouse, having successfully secured a full-time job. This accomplishment underscores our commitment to empowering members in their pursuit of meaningful employment opportunities.
- 6 additional volunteer sites were incorporated: Billion Graves, SIRE, Main Street Ministries, Buffalo Bayou Partnership, Houston Pets Alive! and Target Hunger.
- Our ongoing commitment to staff development included training in positive practices, Mandt, and effective communication. Notably, two of our staff were certified in Mandt training. We continued to provide monthly training on various topics of health and safety that pertained to both staff and members. We also organized 3 of our in-service training courses to be led by community experts, covering essential topics such as leadership, communication, and diversity.
- The decision was made to downsize Shred for Independence, as a significant number of members expressed a preference for volunteering in the community or securing community-based jobs.
- Thanks to the generosity of our funders, we have been able to continue to offer scholarships to families in need.
- Our Community Employment Program experienced significant growth and enhancements. A full-time director was added, and the program has expanded to a dedicated team of 5. The SES staff have actively worked to become fully credentialed by UNT, which is a requirement for TWC funding) to cover programs such as Job Skills Training, Job Placement, Supported Employment, and Autism Endorsement.
- Our employment program's placements encompassed a diverse range of members and clients getting jobs, work experience sites, Summer Earn and Learns, and placements for TWC clients. As of 12-31-23, we served 42 clients, with 11 of them being members. Since the inception of the program, we have successfully served over 100 individuals. Ongoing efforts involved building and strengthening relationships with employers and TWC counselors.

Looking ahead to 2024, our future is bright. We look forward to continuing to grow our employment program and to find ways to strategically address our waiting list for our day 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

Melissa Walsh
Employment Director

Kimberly Miller
Community Relations
Director

Angela Crutchfield
Program Director

Megan Maradiago
COO/ Asst. Program
Director

PROGRAM

Associates

Jessica Wine
Administrative Assistant

Mackenzie Laird
Social Media

Elizabeth Salcido
Shred for Independence

EMPLOYMENT

Specialists

Chrysty Florvil
SES

Racquel Dorsey
Job Coach

Leah Christian
SES

Erika Alonso
SES

COMMUNITY

Relations

Nadine Heffernan
Community Relations Associate

DIRECT SUPPORT

Professionals

Jaccie Mendoza

Ashley Galvan

Drew Swain

Claire Pena

Katie Trowbridge

Joye Ardrey

Peter McGeorge

Jen Keane

Board of Directors

Connor Wiginton
Board President

Keith Botley
Treasurer

Mary Jane Williams
Board Secretary

BOARD

Members

Dr. Becky Shermis

Mimi Blomberg

Jared Grodin

Eleazar Lara

Jason Beesinger

THE SUMMERHOUSE

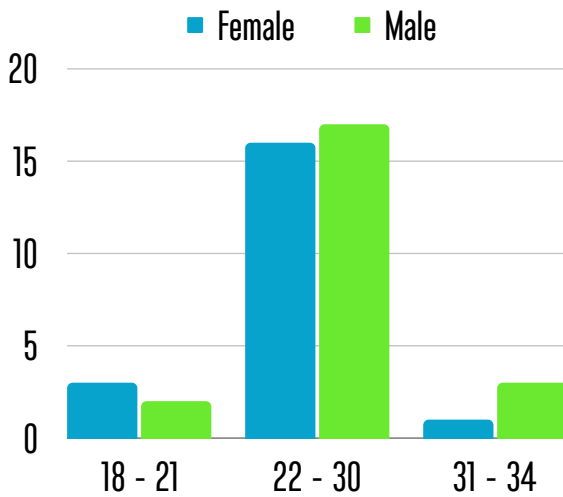
Difference

- 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



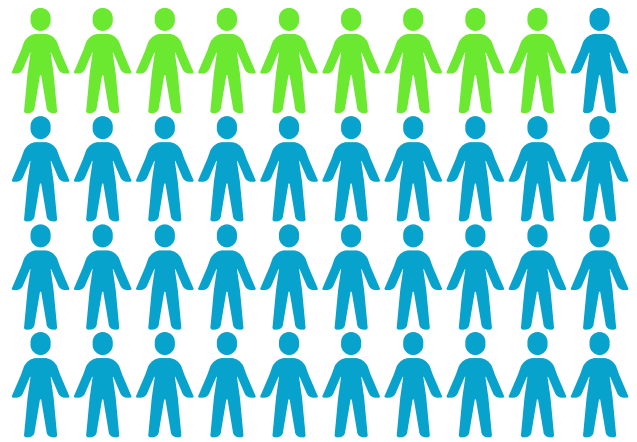
ABOUT OUR Day Program

PERSONS SERVED



25.9
average age of members

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

28

Total number of places we have volunteered

6

Number of volunteer sites we have added this year

400+

HOURS PER MONTH WE SPENT VOLUNTEERING AT NONPROFITS AROUND THE CITY

VOLUNTEER SITE SATISFACTION

satisfied
37.5%

very satisfied
62.5%

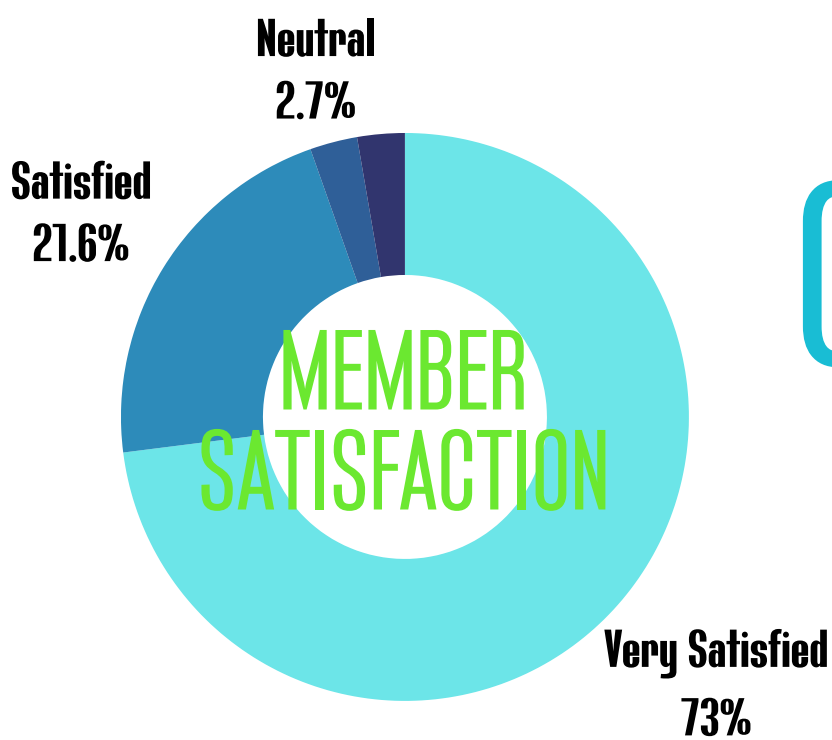
Summerhouse members commit to making Houston a better place by regularly volunteering at:

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, SIRE, Main Street Ministries, Buffalo Bayou Partnership, Houston Pets Alive, Target Hunger

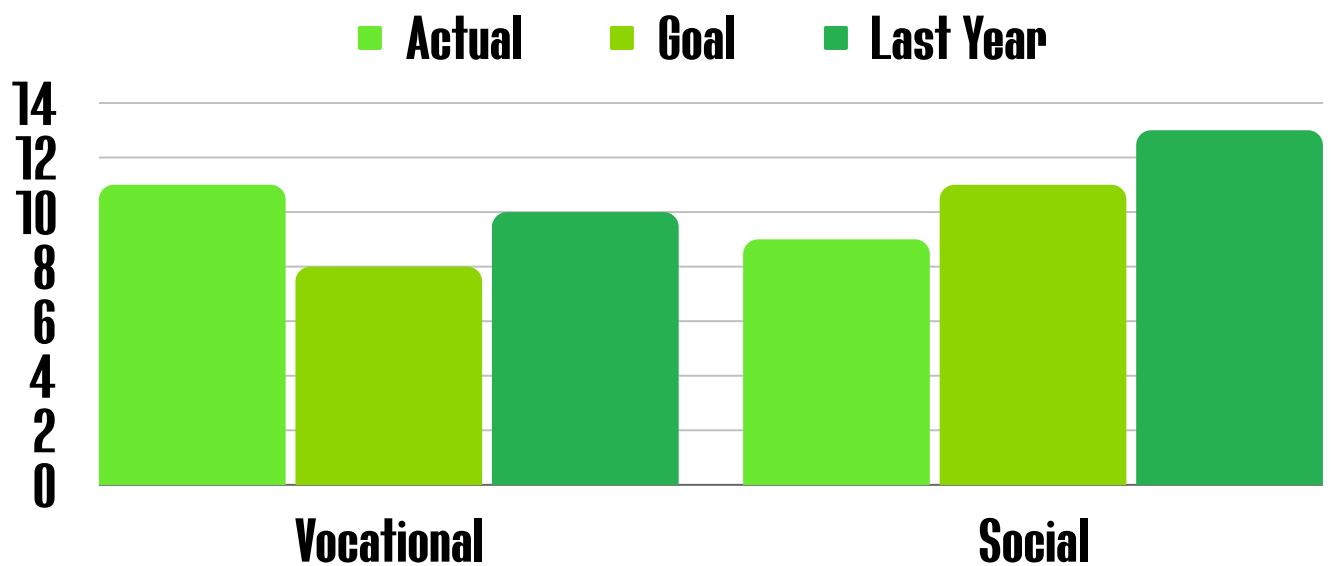


GROUP PICTURES

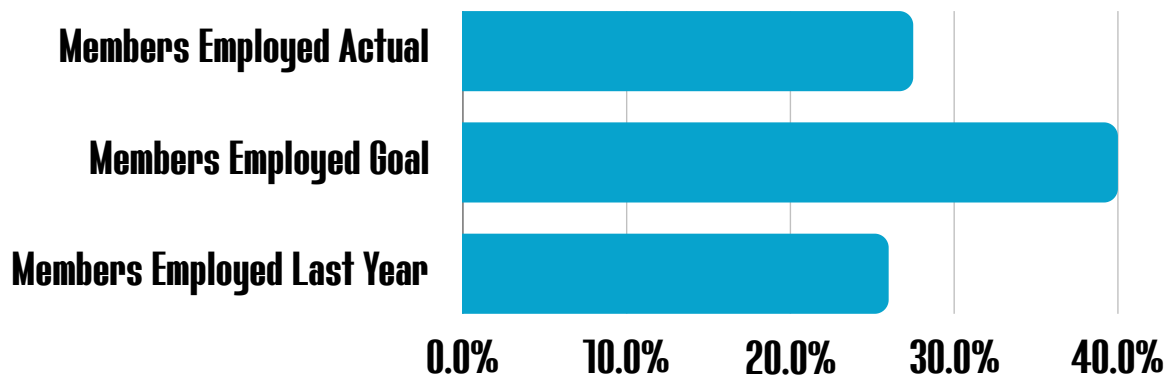




MINIMIZE MONTHS TO MEET GOALS



% MEMBERS EMPLOYED





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



\$10.13

AVERAGE WAGE

4

MEMBERS WERE PLACED IN
COMMUNITY JOBS

2-35

HOURS PER WEEK



100+ PEOPLE SERVED, SINCE INCEPTION OF THE PROGRAM

*Summerhouse's journey to make
employment accessible to all*

To increase our service offerings to the Houston community we expanded in several ways.

- Grew from 3 to 5 full-time team members dedicated to supported employment services.
- Added territory outside Harris County to include Fort Bend County which contains parts of Katy, Richmond, Rosenberg, Sienna, and Sugarland.
- Expanded our services to include work-based learning internships.
- Held our first Career Connections event celebrating and supporting integrated community employment.

42

Total number
of individuals
supported in
2023

7

Number of
internships
supported

7

Number of new
businesses we
added to our
employers

POSITIVE EMPLOYER Round Table

OCTOBER 4, 2023

11 AM ZOOM

Embrace Inclusivity:
Learn where to start when hiring individuals with IDD and how it can positively impact your business

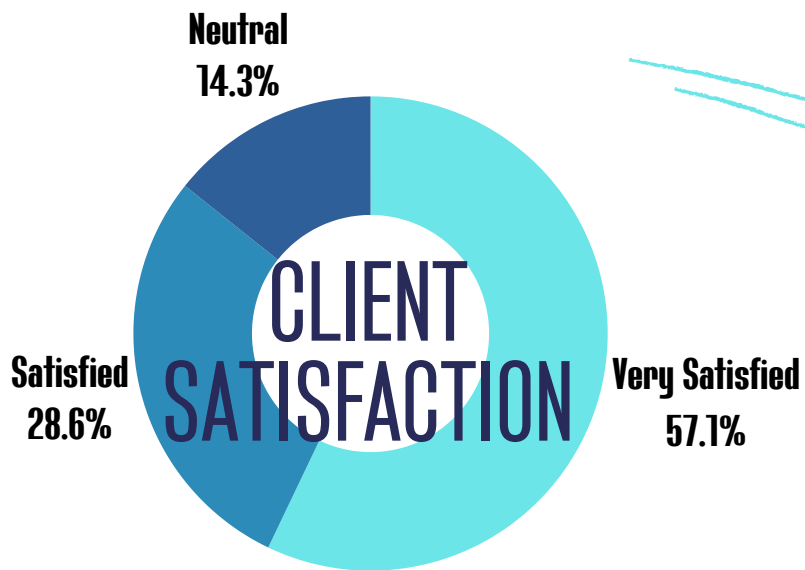
Gain Valuable Insights:
Hear from an inclusive employer who has successfully integrated individuals with IDD into their team

Ask Your Questions:
Engage in an open discussion and get answers to your queries from experienced professionals

For more info or to reserve your spot
brooke@summerhousehouston.org
832-632-846



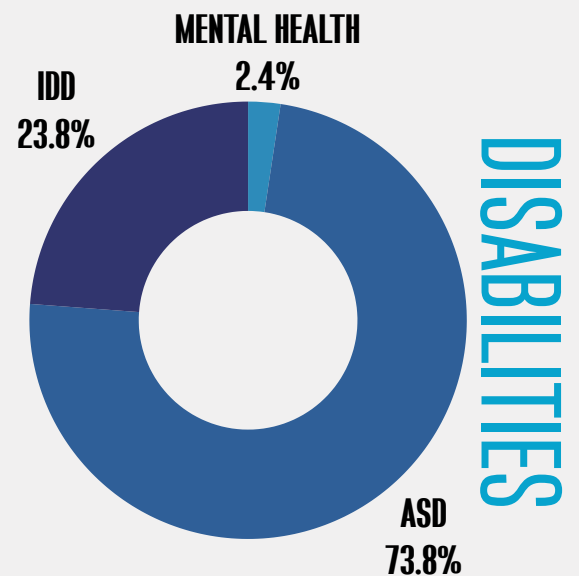
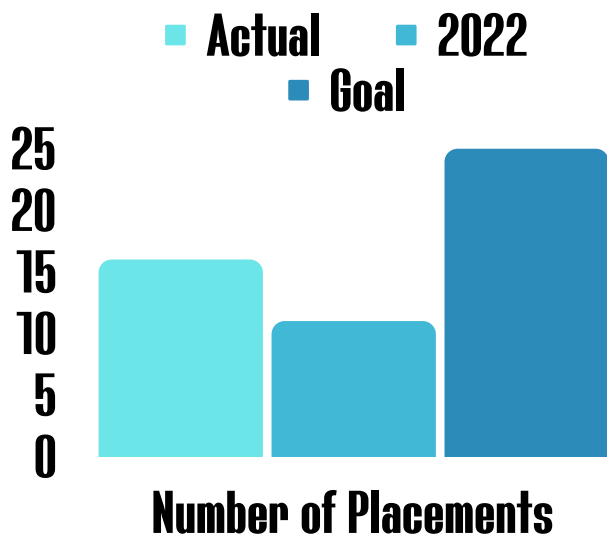
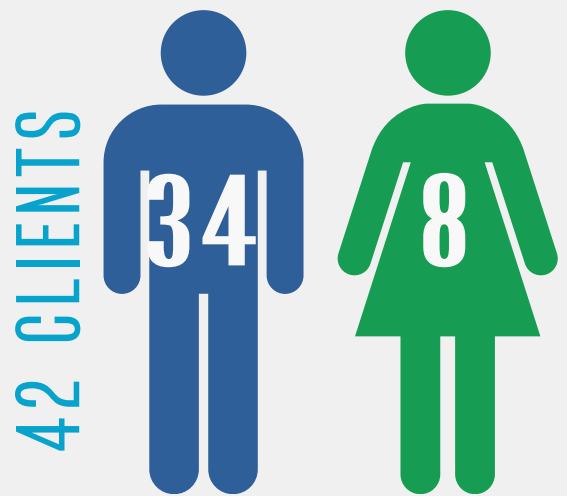
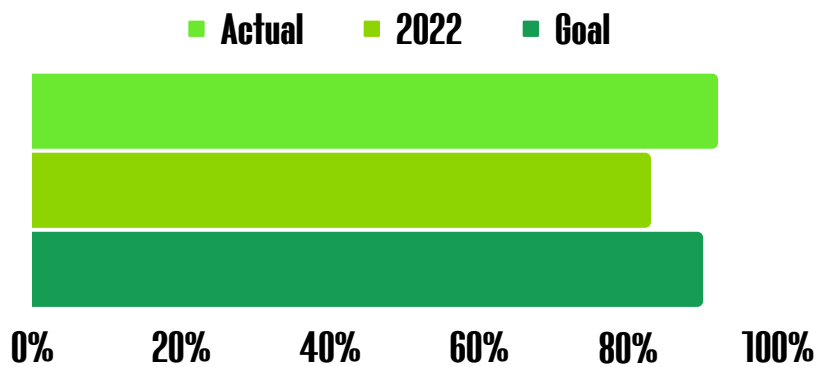
OUTCOMES *Employment*



Demographics



RETENTION AT 90 DAYS





2023 Fundraisers

GOLF TOURNAMENT

Rainy skies did not dampen the motivation of our diehard supporters, as we hosted our second annual Swing for Summerhouse golf tournament on Wednesday, May 10th at BlackHorse Golf Club. Summit Midstream graciously served as the title sponsor, with Barrilleaux Energy Services as the champion. Our founder sponsor designation was DistributionNow. Foursomes from a variety of industries took to the soggy course to compete. The afternoon culminated with an awards ceremony and reception. Summerhouse members were on hand to cheer on participants and assist with raffle winners.

SUMMERHOUSE HOUSTON'S SECOND ANNUAL SWING FOR SUMMERHOUSE GOLF TOURNAMENT



MAY 10, 2023
BLACKHORSE GOLF CLUB

We would like to express our appreciation to all who supported through their time and resources. It was a memorable event thanks to our many sponsors, donors and volunteers. We could not have done it without you.

BIKE TO THE BEACH

Summerhouse Houston, in conjunction with the national autism awareness cycling organization, Bike to the Beach, hosted a reststop for riders on October 14th at Tom Bass Park. Riders from across the state joined the fundraising efforts that originated in downtown Houston and culminated with a beach finish line celebration in Galveston. Summerhouse's "Unmask disAbilities" themed stop offered riders the opportunity to rehydrate and refuel while learning about our program. Both teams and individual cyclists united for the common goal of raising funding for local non-profits.

biketotheseach
THE TEXAS RIDE FOR
AUTISM & disABILITIES

 **OCTOBER 14 2023**

JOIN THE SUMMERHOUSE TEAM
BIKETOTHEBEACH.ORG

ANNUAL GALA

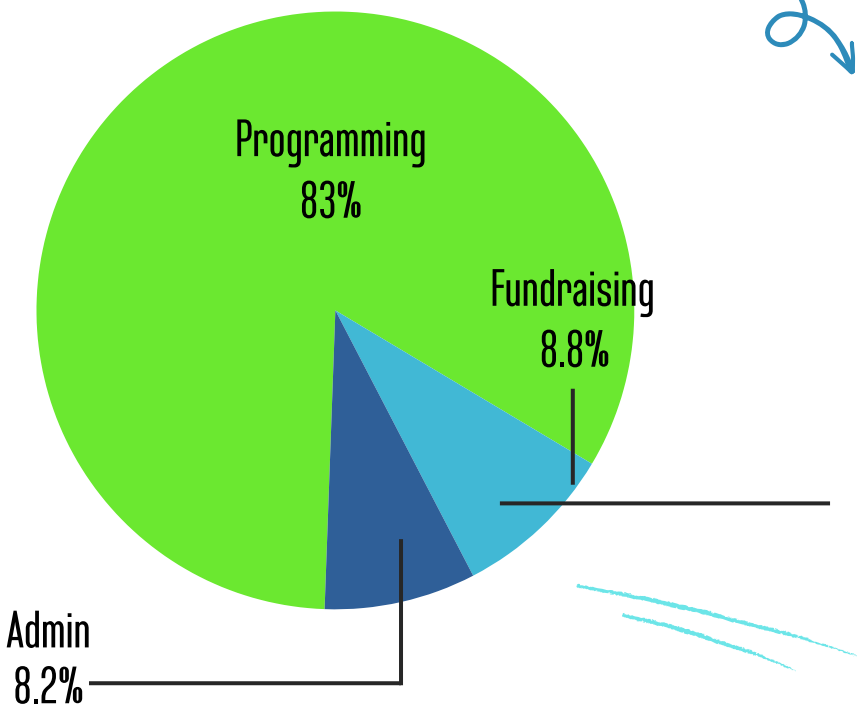
Masquerade Carnival served up memories for all who attended the Fall fundraiser on October 18th held at the Norris Center. Guests were entertained by our own SH member and saxophonist, Patrick Billette, along with Runaway Radio, lead by board president, Chris Mudd.



KPRC news anchor, Keith Garvin and former SH member, Sean Davis served as the evening's emcees. Highlights included a video presentation featuring both present and past SH members along with our growing supported employment services. A huge thanks to all our sponsors, donors, volunteers and attendees. Because of your support, the evening was a grand success!



EXPENDITURES



UPCOMING EVENTS



Thursday, April 18th, 2024

6:30-9:00 p.m.

Onion Creek Restaurant

Tickets and Sponsorships: summerhousehouston.ticketqtego.us

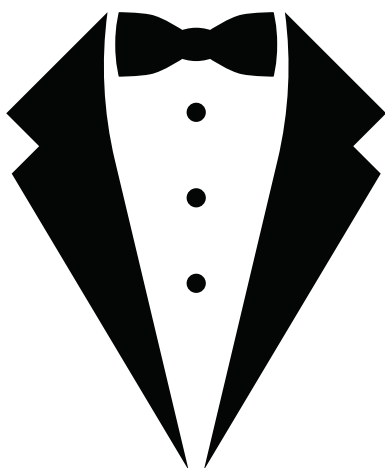


Swing for Summerhouse

Monday, May 6, 2024

Black Horse Golf Club

Tickets and Sponsorships: birdease.com/summerhousehouston



Save the Date!

Fall Fundraiser

Thursday, October 17th, 2024

7:00-10:00 p.m.

The Junior League of Houston

For all event questions contact Nadine Heffernan,
Community Relations Associate

nadine@summerhousehouston.org 832-200-6158

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

OUR MAJOR DONORS INCLUDE:

The Mabee Foundation, William Stamps Farish Fund, Amerigroup/Wellpoint, Right of Way, Cares/Dan Ewing Golf Tournament, Agee Family Foundation, M.D. Anderson Foundation, The Medallion Foundation, H&E Montandon Charitable Trust, Jackie and John Gaylord, Robert and Kay Onstead Foundation, Summit Midstream Partners, LP, Vertical Bridge REIT, Albert & Ethel Herzstein Foundation, Canaan Barrilleau, Elisabeth and Bjarte Bruheim, Anni Greene, Frontstream, Joe Briers, Rima Hashmi, Stephanie Engelhardt, Bobby's Fund Foundation, Connor Wiginton, Bennett Rowe, Mike and Susan Connell, PHI Medical Records LLC, Trinity Tate, Keith and Patricia Botley, National Christian Foundation, Hugo and Esther Guerrero, Walt and Cydney Cameron, Christ the Savior Lutheran Church, Laura Lopez and Lewis Marks, Mark and Donna Meyer, Rebecca Shermis, Allyn Beesinger, Michelle Morisse, Service Corporation Dignity Memorial Fund, Kashif and Mangalam Lone, Mitchell and Elizabeth Mauch

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

