



easterseals  
Florida

# 2024 Annual Report



# LETTER FROM THE PRESIDENT & CHAIR OF EASTERSEALS FLORIDA

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2024 marked the end of an era for Easterseals Florida. After 38+ years, with nearly 20 of those as President and Chief Executive Officer, Sue Ventura is retiring. Stepping into the role of CEO in 2005, Sue had a vision for the organization to operate seamlessly and collaboratively in Florida. The mission: to lead the way to 100% equity, inclusion, and access for people with disabilities, families, and communities by enriching education, enhancing health, expanding employment, and elevating community.

The transformation of Easterseals Florida has been remarkable. Through collaboration and unity, Easterseals Florida has tripled in size and impact since 2005. Tens of thousands of children and adults with disabilities have been served with respect and dignity and given the tools for the most independent life possible. Innovative programs have been developed to meet changing needs. Families, caregivers, and loved ones feel the support of Easterseals and will continue to do so as we write our next chapter.

While growing externally, looking internally has also fueled growth. In its 5th year of being a certified Great Place to Work, Easterseals Florida makes sure that the incredible team providing critical services is always appreciated and supported. Together we have built a culture of trust and transparency.

None of this happens without the support of communities. Donors, volunteers, board members, elected officials, governmental agencies, and local advocates are the real heroes. These groups are the fuel behind Easterseals. Thank you for being part of our journey today and in the years to come.

**Sue Ventura**  
President and Chief Executive Officer



**Karen E. Osborne**  
Board Chair





# OUR PURPOSE

LEADING THE WAY TO 100% EQUITY, INCLUSION, AND ACCESS  
FOR PEOPLE WITH DISABILITIES, FAMILIES, AND COMMUNITIES  
by enriching education, enhancing health, expanding employment,  
and elevating community.

# Who We Served

## INDIVIDUALS SERVED IN FY 2024



10,840



+5%

MORE INDIVIDUALS SERVED THAN 2023

+/- FROM FY23	# OF INDIVIDUALS	
+19%	9,471	0-3 YEARS
-78%	360	4-17 YEARS
+37%	614	18-59 YEARS
+36%	395	60+ YEARS

MOVING THE DIAL IN EARLY INTERVENTION  
THROUGH YOUNGER EVALUATIONS 0-3YRS



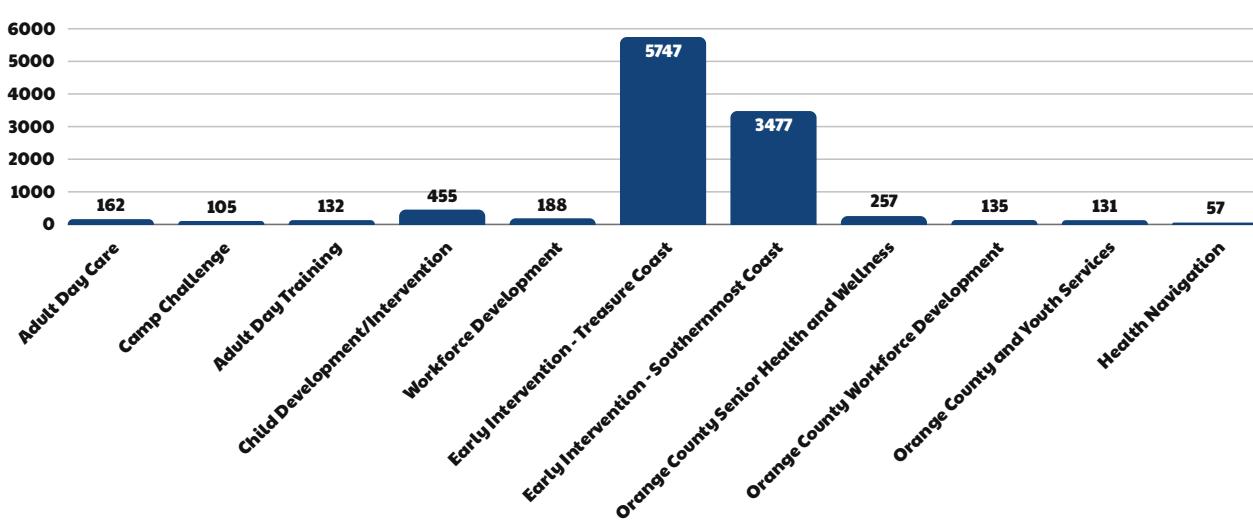
38% FEMALE | 62% MALE

### RACE & ETHNICITY OF INDIVIDUALS SERVED

HISPANIC / LATINO 48%  
CAUCASIAN / WHITE 23%  
BLACK / AFRICAN AMERICAN 20%  
2 OR MORE RACES / OTHER 8%  
ASIAN 1%

VETERANS / VETERAN FAMILIES SERVED 129

AUTISM / ASD SPECIFIC INDIVIDUALS SERVED 448





# Meet Lotus

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At just 2 ½ years old, Lotus is already a remarkable source of joy and inspiration. Born with Down syndrome, her journey has been one marked by challenges, emotions, and incredible triumphs.

Lotus has made significant progress thanks to the support of Treasure Coast Early Steps, Music Together, and the special needs playgroup and support groups. These programs have provided her family with a network of support, offering guidance, encouragement, and a sense of community.

One of the most heartwarming changes has been in Lotus' communication skills, which are thriving. Her ability to express herself has opened up new ways for her family to connect with her, filling their hearts with gratitude and pride.

Although challenges remain, the growth Lotus has shown inspires hope and confidence for her future. With the continued support of these invaluable resources and services provided by Easterseals, she is sure to shine in her own special way.

*"Raising a child with Down syndrome has been an emotional journey. Thanks to Treasure Coast Early Steps, Music Together, and Special Needs playgroup/support groups, we've seen remarkable progress. They have given us a team of support. Our daughter's communication skills are thriving, and we're grateful. Though challenges remain, we're hopeful and confident about her future."*

—Yesenia, Lotus' Mother



# PROGRAMS AND SERVICES



# Enriching Education



## Child Development Center

The Igoe-Amar Child Development Center provided inclusive, high-quality childcare and developmental programming for children with disabilities/developmental delays from birth to five years of age through specialized approaches and instruction to prepare preschoolers for entry into the school system, and/or to support children in learning, growth and to achieve at their highest level.

## Early Steps

Early Steps is Florida's early intervention system that offers services to eligible children, birth to 36 months, with developmental delays or a condition likely to result in a developmental delay.

**Service areas: Treasure Coast Early Steps – Indian River, St. Lucie, Okeechobee, Martin and Palm Beach Counties**  
**Southernmost Coast Early Steps – Miami-Dade and Monroe Counties**

# Enriching Education

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## Early Intervention Assessment Team (EIAT)

The Early Intervention Assessment Team (EIAT) provides developmental evaluations for children birth to 35 months of age who have been referred to the Healthy Beginnings Entry Agency, based on a score of "Concern" on the ASQ-3.

The purpose of the Assessment Team is to ensure the families and caregivers of infants and toddlers receive services from the multidisciplinary team in an expeditious manner. Our goals are to connect families to services that: help parents understand and address developmental concerns; promote child physical, social and emotional growth; and provide tools for a child's success. This service is fully funded by the Children's Services Council of Palm Beach County.

**Service area: Palm Beach County**

## Early Learning Intervention Program (ELIP)

The Early Learning Intervention Program (ELIP) is an in-home intervention program serving children ages birth to 5 years. Families who may not qualify for Early Steps or Child Find may be referred to Easterseals for short-term, gap services (between 6 and 12 months). This program also includes parent training to empower families to continue working with their child between sessions. Referrals are required to participate. This program is generously funded by the Children's Board of Hillsborough County.

**Service area: Hillsborough County**

## Easterseals School for Limitless Learning

The Easterseals School for Limitless Learning in Valrico, FL, serves children who are neurodiverse or have related disabilities with two specialized programs: Lower Elementary (K-2nd) and Early Learning (6 weeks to pre-K). Using a play-based approach to learning (DIRFloortime®), the school fosters social, emotional, and intellectual growth in an inclusive environment, empowering students to achieve their Limitless PossAbilities.

**Service area: Bloomingdale area of Hillsborough County**



## Enhancing Health

### The PLAY Project®

The PLAY Project® (Play and Language for Autistic Youngsters) is an evidence-based, in-home, intensive play-based early intervention program for children on the autism spectrum, or highly suspected. Through parent training, we empower families to work on intervention skills, improving language, development, and social skills through PLAY. This program serves children ages 2-6 years and their families.

**Service areas: Throughout Florida**

### Families in Training (FIT) Behavioral Therapy

The Families in Training (FIT) Behavioral Therapy Program provides Board Certified Behavior Analyst (BCBA) led services for children, birth to age 22. Our services include BCBA conducted assessments and in-home therapy. The FIT program utilizes a parent educational concept that assists families in their homes. By learning behavioral intervention skills, parents enhance their ability to effectively manage their child's problem behaviors. This program is fully funded by Orange County Government.

**Service area: Orange County**

### Adult Day Health Care

Families choose adult day health care for many reasons, most commonly being Alzheimer's disease and dementia, Parkinson's disease, autism, or other conditions related to aging or developmental delays. Members engage in therapeutic recreational activities, fitness, arts and wellness, and social activities, while caregivers can continue working or enjoy respite. Services are under the supervision of healthcare professionals.

**Service areas: Day Break in Winter Park, and Altrusa House in Gainesville**

# Enhancing Health

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## The Incredible Years®

The Incredible Years® is an evidence-based mental health group program serving both caregivers and children ages 3 to 8 years. Families enroll in a 14-week session that focuses on building strong parent-child relationships and preventing negative behavior through social-emotional learning, self-regulation, and problem-solving. Program sessions are held in the community. This program also includes a home education component. Generously funded by The Children's Board of Hillsborough County.

Service area: Hillsborough County

Incredible Babies coming Fiscal Year 25

## Health Navigation

Health Navigation works directly in-home with clients and caregivers developing a health service plan to meet the client's health and disability service needs. The Health Navigation in Alachua County (generously funded by Alachua County) serves clients 18 to 65 years of age who are at or below 150% of the Federal Poverty Level. Health Navigation in South Lake County (funded by the Live Well Foundation of South Lake) helps caregivers and clients (up to age 72) find the services they need to reach developmental milestones, maintain health, and thrive within the community.

Service areas: Alachua County and South Lake County

## Sibling Support Therapy

Through the Sibling Support Therapy program, counselors provide in-home services for ages 0 through 22 years to help strengthen and increase the bond between siblings and the family unit at no cost. Our goal is to help foster relationships and enhance coping mechanisms, mental health, and well-being for neurotypical siblings of those diagnosed with a neurodivergent condition. This program is fully funded by Orange County Government.

Service zip codes: 34787, 32836, 32837, 32835, 32821, 34786, 32830, 34747, 32819 and 34737

## Audiology

Easterseals has served Monroe County since 1948. We partner with Hear 4 U Audiology to provide audiology services, hearing aids, hearing tests, and hearing aid repair to children and adults throughout the Florida Keys.

Service areas: Throughout the Florida Keys



# Expanding Employment

## Workforce Development

Easterseals provides workforce development services and programs in many communities around the state, for youth transitioning out of high school and adults. Services include - job placement, supported employment, on-the-job training, pre-employment training, work-based learning, self-advocacy, vocational training in both hospitality and healthcare and career camp.

**Service areas: Throughout Florida**

## STRIVE

### (Skills Training Results in Vocational Employment) in Hospitality

STRIVE in Hospitality trains individuals with disabilities ages 15 and up using a curriculum based on standards from the American Hotel & Lodging Educational Institute (AHLEI) to prepare individuals to work in the hospitality industry. Classes are year-round, in-person at select locations and offered virtually.

**Service areas: Hillsborough, Collier, Orange, Duval, Volusia, and Palm Beach Counties**

## STRIVE

### (Skills Training Results in Vocational Employment) in Healthcare

STRIVE in Healthcare uses a curriculum based on Florida state standards and provides training (both written and skills) for the Certified Nursing Assistant (CNA) exam. Classes are year-round, in-person at select locations.

**Service areas: Orange and Palm Beach Counties**

# Expanding Employment

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## Vocational Training for Adults with Disabilities

Clients 18 years of age and older will learn the basics of work readiness, self-advocacy, fiscal management, work ethics, as well as soft skills needed in the workplace. Services are provided in small group or individual settings. Generously funded by Orange County.

Service area: Orange County

## Vocational Opportunities for Youth

Clients ages 15 through 22 years of age with a disability will receive an education and various certification opportunities for students in Orange County based off the American Hotel & Lodging Educational Institute curriculum. Funded by Orange County.

Service area: Orange County

## Naples LEAP

### (Life-Skills, Employment-Readiness, Advocacy, and Participation)

Easterseals LEAP (Life Skills, Employment Readiness, Advocacy, and Participation) is an Adult Day Training (ADT) program in Naples for adults with developmental disabilities ages 18 and up. LEAP members learn important life and social skills, community-based job skills, digital literacy, and other unique, individualized programming.

Service area: Naples

## Adult Day Training/Life Skills Development Program

Easterseals Palm Bay Adult Day Training Program provides a safe, supervised environment for adults with disabilities and special needs. This may be the right program for individuals who need additional skills training before attempting to transition to competitive, community employment and independent living. Our programs encourage independence while our participants learn daily living, social, pre-employment, and self-advocacy skills through age and culturally appropriate activities. Individuals are provided with paid work opportunities and vocational skills training available through local companies contracted work such as light assembly and recycling.

Service areas: Palm Bay / Melbourne



## Elevating Community

### Camp Challenge

Camp Challenge is a fully accessible overnight special needs camp that provides a unique and inclusive experience for children over 6 years of age and adults of any age with disabilities and special needs, along with respite for caregivers. Weekend getaway camps, winter and spring break camps, and summer camps are available, and climate-controlled cabins are provided. Campers can participate in fun-filled activities and interact socially with their peers. From campfires and hiking on the nature trail to playing sports and swimming in the fully accessible pool, campers engage in a variety of enriching outdoor activities in a natural Florida setting.

**Service location:** Camp Challenge is located in Sorrento, Florida.

### Disability Navigator Program

The Disability Resource Navigator Program helps clients and their children (up to age 22) find the disability services a child needs to achieve developmental milestones, stay healthy, and thrive in the community. Services range from screening to determine if a child is exhibiting delays due to a disability to service referrals, case management, and education on disability topics for community partners and parents. This program is funded in full or part by Orange County.

**Service area:** Orange County - Apopka Zip Code 32703

### Health, Recreation, and Support Services for Seniors

Easterseals Florida is committed to enhancing the overall well-being of seniors 55+ in our communities through therapeutic recreation, the arts, wellness and to strengthening their socialization and independence. Staying active is not simply about maintaining health, it is also about preserving independence, well-being, and quality of life. Funded by Orange County.

**Service area:** East Orange County



**CREATING SOLUTIONS,  
CHANGING LIVES**



# FINANCIALS

## Statement of Revenue

Revenue and Support	2024	2023
Federal/State Governmental Contracts	\$15,102,329	\$15,086,982
Local Governmental Contracts	\$5,128,938	\$4,157,088
Service Fees	\$2,394,706	\$1,908,246
Contributions	\$2,013,496	\$2,174,271
Other Revenue	\$909,416	\$419,812
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	\$25,548,886	\$23,746,399

## Statement of Expenses

Expenses	2024	2023
Children's Services	\$19,392,771	\$18,527,285
Adult Services	\$3,876,172	\$3,536,653
Management & General	\$817,151	\$670,698
Camp Challenge	\$713,920	\$588,019
Public Health & Professional Education	\$393,110	\$382,432
Fundraising	\$389,411	\$381,577
National Dues	\$77,960	\$68,758
	<hr/>	
	\$25,660,495	\$24,155,422

# EVENTS



Donate here:

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Our special events serve as a meaningful time of connection for the disability community and those that support equity, inclusion, and access through life-changing disability and community services.



### **Golf Rock: Fore A Cause – Central Florida:**

Golf Rock: Fore A Cause golfers, volunteers, and sponsors help break down barriers and take on disabilities together with a friendly competition in a round of golf.

### **Get Down to BUSINESS Lunch**

### **Get Down to Business – Tampa & West Palm Beach:**

At our Get Down to Business events, we gathered business executives and young professionals in our local Tampa Bay and West Palm Beach communities to share best practices of social and philanthropic responsibility as we raise vital funds for helping to increase opportunities for people with disabilities and their families.

### **A Pair to Remember ® – Central Florida:**

Enjoy this exclusive ladies' luncheon where you have the opportunity to view the latest spring fashions. Raise your paddles for the hottest designer shoes and unique travel experiences to raise funds for children and adults with disabilities in our community.

### **24 Hours of Giving:**

Join us for our 24 Hours of Giving online-only auction. Get ready to scroll through our auction filled with exciting items and experiences, all in support of our mission to empower individuals with disabilities and their families. Mark your calendars and be part of this incredible opportunity to give back.



We are grateful for all the support that we have received for this year's events! We know that our work would not be possible without the commitment, creativity, and generosity of countless donors, partners, volunteers, and champions of our work. We are humbled to have partnered with new supporters and to have continued relationships with existing partners.

# OUR SUPPORTERS



## INSPIRATION - \$50,000+

Constance Yust

## INDEPENDENCE - \$25,000 TO \$49,999

Mike Good	Cory & Steve Kneipp	Charlotte & Rob Underwood
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## EMPOWERMENT - \$10,000 to \$24,999

Anonymous	James Austin	Norma Ceraolo	
Chiara Clatterbuck	Paige & Mike Cooper	Jason Drewes	
Jody & Kathy Dreyfuss	Joe & Lisa Kern	L. Herbert King, Jr.	Leon Washut

## OPPORTUNITY - \$5,000 TO \$9,999

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Michelle Corbin	Avery Donaudy	Kaylea Frantzis	Carolyn Gentile
Jill Gentry	Toni Gilbert	Melanie & Richard Gonzmart	Kenneth Himmel
Harvey Kobrin	Amy McCook	Gina & Dean Miller	Molly O'Neill
Peter Rezzonico	Andy & Sally Rivero	Melissa Riviere	Sue Ventura & Gary Singer
Rachel Wheeler			

## DIGNITY - \$2,500 TO \$4,999

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Laura Dulay	Derek & Kimberly Grimm	Ed & Alida Hanna	Jeff & Vicki Kneen
Ron Lambert & Todd Fox	Joy McKenna	Amr & Shereen Oloufa	Karen & Bob Osborne
Cecilia Rooks	Ashley Sheaffer	Phil & Lisa Storey	Joanne & Bob Sullivan
Edna Trimble	Joy Watson	Terry & Diane Willcox	

## ABILITY - \$1,000 TO \$2,499

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Marjorie Cooper	Frank Del Castillo	Pamela Filutowski	Amy Fondo
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Stephen Sjaggerud	Tara Tedrow	Herin Warner	Christopher Williams
Denise Wynn	Marlana Yarrington		

# OUR SUPPORTERS

## Organizations



### INSPIRATION - \$50,000+

Batchelor Foundation, Inc.  
The Spurlino Foundation

Francis & Gertrude Levett Foundation  
Live Well Foundation of South Lake, Inc

### INDEPENDENCE - \$25,000 TO \$49,999

Charles & Virginia Jacobsen Charitable Trust  
The Joe & Sarah Galloway Foundation

Comcast Foundation  
Southeast Shell LLC

### EMPOWERMENT - \$10,000 to \$24,999

Conn Memorial Foundation  
CareSource Foundation  
Sid Pashelinsky Family Foundation  
City of Orlando Community Investment Fund  
C. Kenneth & Laura Baxter Foundation  
The Breakers Palm Beach  
Chesley G. Magruder Foundation, Inc.

Sentara Health  
Chastain Charitable Foundation  
Holiday Inn Club Vacations Inc.  
Mount Dora Community Trust  
Alice Ann Bien Memorial Foundation  
Bradford Electric

Florida Mechanical LLC  
Charles B. McLin & Mary M. McLin Foundation  
The Hans & Cay Jacobsen Charitable Foundation  
Harper Family Charitable Foundation, Inc  
New York Yankees Tampa Foundation

### OPPORTUNITY - \$5,000 TO \$9,999

AdventHealth  
Bohica Ophthalmics, Inc.  
Century 21 Beggins Enterprises - Apollo Bch  
Century 21 Miller Elite  
Century 21 Tenace Realty of Palm Beach, Inc.  
Colling, Gilbert, Wright and Carter  
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Farmer & Irwin Corporation  
Florida Power and Light  
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Nathan Vanags Design  
Project Management & Installation  
Related Southeast LLC  
SlateStone Wealth Management  
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### DIGNITY - \$2,500 TO \$4,999

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AdventHealth Foundation  
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Vema Mortgage

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\*Deceased

## LIFETIME GIVING MEMBERS - INDIVIDUALS

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### Chairman's Roundtable (\$1,000,000+)

The Batchelor Foundation, Inc.

### Leadership Circle (\$500,000 - \$999,999)

C. Kenneth & Laura Baxter Foundation  
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### Edgar Allen Founders Society (\$100,000 - \$499,999)

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Live Well Foundation of South Lake, Inc.  
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My Benefit Partners, LLC  
Mount Dora Community Trust  
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Project Management &  
Installation/COO

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