

PREPARING COMPANIES



Cultivating strategic, mutually beneficial relationships with our corporate partners is an ongoing priority and we accomplish this by inviting companies to uniquely informative, smoothly executed events like the **2019 Workforce, Workplace Disability Summit**. Our third annual Summit brought HR specialists and disability hiring experts from across the region together for a day of learning, networking, and tearing down barriers to meaningful employment.

Summit attendees participated in "Meet the Professionals," a series of discussions led by working professionals with disabilities. Breakout sessions later in the day dealt with topics such as developing a disability recruitment pipeline, eliminating unconscious bias, affordable solutions to assistive technology, and using service animals as reasonable accommodations. The conference concluded with a keynote address from Lori Golden, Abilities Strategy Leader at Ernst and Young, who spoke passionately about the importance of establishing a culture of inclusion in the workplace.



The workforce, workplace disability advisor.

2019 ANNUAL REPORT

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EDUCATING THE COMMUNITY



Program staff members participate in community engagement events all throughout the year as a regular part of their jobs, but October of 2019 took the concept of outreach to an unprecedented new level. Recognized as **National Disability Employment Awareness Month (NDEAM)**, October represents an annual celebration of people with disabilities and their contributions in the workplace. NDEAM is also a time to acknowledge the tireless advocacy efforts that must persist if we hope to continue dismantling barriers to disability employment.

As the Workforce, Workplace Disability Advisor, SDI stood front and center during NDEAM in St. Louis, flooding the community with positive and empowering messages, specifically: "St. Louis works best when everyone works." KMOV-TV partnered with SDI throughout the month, airing a series of stories on successful Starkloff graduates as well as a recurring public service announcement promoting our unique programs. With targeted email and social media campaigns, prominent billboards, eye-catching posters, and Colleen Starkloff talking disability all over town, we introduced our mission to more than half a million people during NDEAM 2019.



65 ADULTS received career advice and gained confidence



18 HIGH SCHOOL STUDENTS received career exploration and self-advocacy skills



40 COLLEGE STUDENTS received career advice and internship support



48 ST. LOUIS COMPANIES partnering to become more welcoming to people with disabilities



4,988 AUDIENCE MEMBERS taught by Colleen Starkloff Talks Disability



500+ HUMAN RESOURCE PROFESSIONALS educated on disability hiring practices



500,000+ PEOPLE reached during National Disability Employment Awareness Month with our message that **St. Louis Works Best When Everyone Works**

- BOARD OF DIRECTORS:** Steve Degnan, Chairperson
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PREPARING CANDIDATES: Starkloff Career Academy

Adult Services and Capstone Course

In 2019, SDI's Spring and Fall Capstone Courses expanded to 10 weeks, allowing us to add incredibly valuable and innovative workshops through the Center of Creative Arts (COCA). Our popular Spring Resume Cleanup and Fall Forum connected disabled job-seekers and top HR professionals in the regions. We capped our Networking Bootcamp, an intensive summer program, off with our first ever Accessible Networking Happy Hour!

Access U

Our new college-focused program got off to a running start in 2019! Katie Fields, College Outreach Coordinator at SDI, is connecting with students at schools across our region and designed a new brand new curriculum for the program. Access U prepares college students with disabilities to be strong self-advocates as they navigate the college landscape, positioning them for successful internships with SDI's corporate partners, and equipping them with the tools necessary for pursuing meaningful careers after graduation.

DREAM BIG

Kicking the year off with the Learn to Code event at Boeing, DREAM BIG continues to ignite ambition in young people with disabilities! Our College Application and Transition Planning Workshop in the Spring was a huge success for both students and parents. DREAM BIG Career Camp, the program's cornerstone, exposed students to 13 innovative and inclusive companies as they extracted strawberry DNA at Bayer, discovered the science of making pet food at Nestlé Purina and learned the basics of software development at LaunchCode. Students developed confidence and learned leadership skills as three previous participants returned as counselors and peer examples of college success!



Candidates in the Capstone Course worked with the renowned actors and writers at COCA on improv exercises to establish confidence and personal presence, use of creative language and literary devices to craft compelling stories, as well as the mechanics of confident public speaking, to become even more confident and well-equipped job-seekers.

CANDIDATE SPOTLIGHT: Aundrell White



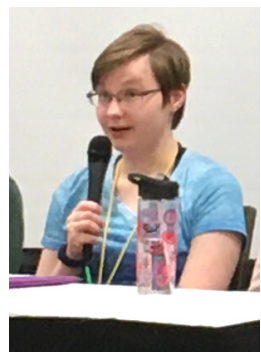
Aundrell White works as a customer care representative at Panera. He was introduced to SDI after his mom saw a local TV news segment profiling the organization. Aundrell lives with a brain injury resulting from an aggressive form of cancer. Removal of the malignant, grapefruit-size brain tumor saved Aundrell's life but left him with extensive damage to his right frontal lobe, optic nerve, hypothalamus and pituitary gland.

After months of physical and occupational therapy, Aundrell was finally ready to return to work, but adjusting to his newly acquired disability proved difficult and jobs never seemed to last more than a few months. He joined the Starkloff Career Academy in 2017, participating in the Capstone Course, working one-on-one with Susan Menhard and Jason Hartsfield, and taking advantage of SDI's many events and resources.

"I had lost my confidence. I had these huge gaps in my employment history and I was concerned about that," Aundrell recalls. "Participating in the Capstone Course and working with Jason and Susan was a real confidence-builder."

Aundrell's enthusiasm and determination ultimately paid dividends with a promising job offer. "Landing the Panera job was a huge accomplishment. It really feels like the perfect opportunity," Aundrell says. "I found out about Panera through the Fall Jobs Forum in 2019. I'm a talker, you know, and they're like 'Heck, come with us. we love talkers. Your skills are perfect for a customer service position here.'"

CANDIDATE SPOTLIGHT: Katie Schleicher



Katie offered great insights as part of Access U's panel "Navigating the Path from High School to Career" at the Arya Foundation's Disability Awareness Conference.

Katie Schleicher, a recent graduate of Webster University and participant in Access U, describes a tearful experience as a young job seeker on the Autism spectrum.

"I cried during my first interview at the Webster University Center," Katie recalls. "The people there were very concerned that they had made me cry, but no. I just don't deal well with conflict."

The specialized training and mock interviews offered through SDI's Access U program empowered Katie to approach her job search with a new sense of confidence and self-assuredness.

"Job interview prep was the main thing I needed," Katie explains. "Being shown that it's a nonconfrontational environment where I can answer all their questions with certainty, it really reversed my way of thinking. Access U was unbelievably helpful."

Katie's resilience paid off, as she recently landed a position at the St. Louis Science Center as a visitor services representative. She also works part-time as an after-school educator with Mad Science of St. Louis. Katie is optimistic that these entry-level jobs will pave the way to her ultimate goal of becoming a full-time educator in the field of biology.

“ At the beginning of the week, when I first started thinking about careers, I had one thing in mind. Throughout the week, I have realized that you need to have more than two careers in mind because there are so many opportunities that exist. ”

- DREAM BIG 2019 participant

FINANCIAL STATEMENTS

STATEMENT OF ACTIVITIES (UNAUDITED)

For the year ended December 31, 2019

| | |
|------------------------------------|-------------------|
| Public Support and Revenue | |
| Contributions | |
| Corporate | \$ 71,326 |
| Foundation | \$ 88,094 |
| Individual | \$ 402,280 |
| Total Contributions | \$ 561,700 |
| Special Events | \$ 113,080 |
| Professional Services | \$ 46,882 |
| Total Support and Revenue | \$ 721,662 |
| Expenses | |
| Program Services | \$ 551,852 |
| Administration | \$ 146,635 |
| Fundraising | \$ 189,971 |
| Total Expenses | \$ 888,458 |
| Change in Net Assets | \$ (166,796) |
| Net Assets, Beginning of the Year | \$ 409,927 |
| Net Assets, End of the Year | \$ 243,131 |

STATEMENT OF FINANCIAL POSITION (UNAUDITED)

For the year ended December 31, 2019

| | |
|---|-------------------|
| Assets | |
| Current Assets | \$ 246,976 |
| Accounts Receivable | \$ 1,250 |
| Total Assets | \$ 248,226 |
| Liabilities and Net Assets | |
| Current Liabilities | \$ 5,095 |
| Long-Term Liabilities | \$ - |
| Total Liabilities | \$ 5,095 |
| Total Net Assets | \$ 243,131 |
| Total Liabilities and Net Assets | \$ 248,226 |

