



STARKLOFF DISABILITY INSTITUTE

2018-19 REPORT TO STAKEHOLDERS

FINANCIALS

STATEMENT OF ACTIVITIES (AUDITED)

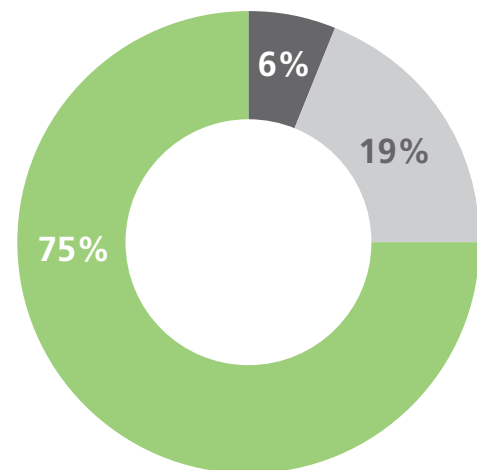
For the year ended December 31, 2018


| | |
|--|---------------------|
| Public Support and Revenue | |
| Contributions | |
| Corporate | \$ 113,024 |
| Foundation | \$ 126,714 |
| Individual | \$ 613,257 |
| Total Contributions | \$ 852,995 |
| Special Events | \$ 209,075 |
| Professional Services | \$ 68,837 |
| Total Support and Revenue | \$ 1,130,907 |
| Expenses | |
| Program Services | \$ 469,869 |
| Administration | \$ 179,014 |
| Fundraising | \$ 197,179 |
| Total Expenses | \$ 846,062 |
| Change in Net Assets | \$ 284,845 |
| Net Assets, Beginning of the Year | \$ 81,863 |
| Net Assets, End of the Year | \$ 366,708 |

STATEMENT OF FINANCIAL POSITION (AUDITED)

For the year ended December 31, 2018

| | |
|---|-------------------|
| Assets | |
| Current Assets | \$ 384,619 |
| Accounts Receivable | \$ 12,800 |
| Total Assets | \$ 397,419 |
| Liabilities and Net Assets | |
| Current Liabilities | \$ 12,492 |
| Long-Term Liabilities | \$ 18,219 |
| Total Liabilities | \$ 30,711 |
| Unrestricted Assets | \$ 343,508 |
| Restricted Assets | \$ 23,200 |
| Total Net Assets | \$ 366,708 |
| Total Liabilities and Net Assets | \$ 397,419 |



-  **TOTAL CONTRIBUTIONS**
-  **SPECIAL EVENTS**
-  **PROFESSIONAL SERVICES**

The Workforce, Workplace Disability Advisor.

ADVANCING OUR MISSION TO CREATE PATHWAYS FOR PEOPLE WITH DISABILITIES TO GAIN ACCEPTANCE IN ALL FACETS OF SOCIETY THROUGH EMPLOYMENT, EDUCATION, AND UNIVERSAL ACCESS.



> **Developing Candidates**



> **Preparing Companies**



> **Educating the Community**



MESSAGE FROM THE BOARD CHAIR

As a supporter of Starkloff Disability Institute, you have invested wisely.

Thanks to your generous investment, the Starkloff Disability Institute (SDI) is fulfilling its mission.

In 2018, our many partners and benefactors helped us achieve a fundraising milestone of more than \$1,000,000. Raised in a single calendar year of unprecedented organizational growth, this allowed us to invest in our staff, expand youth programs, and develop a continuum of career services for everyone from teens to mature adults.

2018 saw many other milestone achievements. The Institute's staff continue to surpass outcome goals in their respective program areas, including job acquisition rate, increases in program participation, and the level of knowledge and confidence obtained by our participants.

Civic engagement is another significant marker of SDI's overall impact, and our staff has never been more visible and actively involved in strengthening the social fabric of our community. Corporate leaders, community and faith-based organizations, high school administrators, and institutions of higher learning are increasingly turning to the unique experience and expertise of SDI to guide and inform their disability inclusion efforts.

This reinforces Starkloff Disability Institute as **"the Workforce, Workplace Disability Advisor."**

The most exciting thing to witness is that disability is now becoming more recognized as a pillar of diversity; as a culture to be embraced rather than an illness to be cured. Thanks to the legacy of our pioneering founders, SDI is the thought leader in disability, refocusing the discourse to reflect the strength and resolve of our people. Together, with your generous support, we set the gold standard for hiring disabled professionals. There is no better organization to advance this discussion in our communities and our companies.

Yet, there is a long road to full participation, access, and employment equity. We recognize that our mission is only attainable through steadfast collaboration with like-minded supporters, tirelessly devoted partners like you.

We appreciate your trust in the value of our work. We are proud to report on our accomplishments in 2018 and 2019 and to share our plans for significantly expanded services in 2020 and beyond.

Sincerely,


Steve Degnan
 Board Chair

STARKLOFF CAREER ACADEMY

The Spring 2019 Capstone course expanded on new initiatives originally introduced in the Fall 2018 course, including:

1. Two weeks of new programming
2. An additional day at the Center of Creative Arts, where participants learned storytelling and public speaking skills

Participants also practiced behavioral interview techniques with recruiters from Mercy Healthcare and Ameren Corporation. The course culminated with the 2019 Spring Resume Cleanup on April 25th, an event where participants had their resumes critiqued by professionals from Boeing, Olin Corporation, CannonDesign, and Royal Banks of Missouri. 11 candidates graduated on May 2nd. They are the 13th group to graduate since Starkloff Career Academy launched in 2012.

DREAM BIG

Learn to Code with Boeing was the first DREAM BIG event of the year. Student participants represented high schools from across the region, from Affton to Carrollton. Participants had a variety of disabilities, including autism, learning disabilities, cerebral palsy, and muscular dystrophy.

This intro to computer science workshop showcased aspects of coding and culminated in students writing a program that could launch a virtual rocket. Students greatly enjoyed learning about careers using computers. They were surprised that Boeing had such a variety of jobs available.

Other DREAM BIG events in 2019 have included "What is DREAM BIG?," "Metro Transit Training," and college application workshops.

ACCESS U

In 2019, services expanded to college students with disabilities through ACCESS U. Our new college transition coordinator, Katie Fields, will begin services for the more than 5,000 student graduates with disabilities in the St. Louis area seeking employment. College graduates with disabilities are one-third less likely to graduate and 40% less likely to get jobs compared to their non-disabled peers.



2018 FLASHBACK

STARKLOFF CAREER ACADEMY

65 ADULTS PARTICIPATED IN OUR CAPSTONE COURSE



and profited from one-on-one consultation; the largest number served in a given year since the program's inception.

85% OF OUR CANDIDATES FIND & KEEP JOBS

of their choice, a rate that far exceeds any other organization of our kind.

2018 FLASHBACK

DREAM BIG

35 HIGH SCHOOL STUDENTS

with disabilities were inspired to explore and pursue the in-demand careers of tomorrow.



3 WEEKS OF CAMP

included visits to Centene, Purina, Boeing, Express Scripts, Bi-State, Microsoft, Fleishman Hillard, and Riot Games.

2 FALL SEMESTER ACTIVITIES

for students involved partners at Purina, Boeing, and Special School District.

CONSULTING SERVICES

David Newburger, our lead consultant, and Jason Hartsfield, adult career services coordinator, presented at the Society of Human Resource (SHRM) Management of Greater St. Louis' annual meeting to more than 100 hiring professionals. The presentation was entitled, "Up Your Disability IQ in 2019," and it focused on real-world scenarios of recruiting, hiring, accommodating, disciplining, and terminating in situations involving disability.



"As always, Starkloff put on a terrific training for SHRM's members," said Andrew Metcalf of Ogletree Deakins, an employment law firm, and board member for SHRM of Greater St. Louis. "Their team came up with real-world fact patterns for us to discuss, directly confronting some of the challenges managers face in the process of making the workforce accessible. In the end, we left educated about practical approaches to accommodations and new ways to engage with employees through the interactive process."

ILG FAIR

On April 17th, our consultants met with federal contractors and area employers to discuss ways our programs could help increase their disability hiring. The Office of Federal Contract Compliance Programs (OFCCP) and the St. Louis Industry Liaison Group (ILG) partnered for the fifth year to host the fair.

At our table, we clearly displayed our position as the Workforce, Workplace Disability Advisor by unveiling our new accessible workplace tour video. The video, which was well received by the audience, highlighted some pieces of adaptive technology that provide people with disabilities the accommodations they need to be successful employees.

"Their team came up with real-world fact patterns for us to discuss, directly confronting some of the challenges managers face in the process of making the workforce accessible."

Andrew Metcalf | Ogletree Deakins



COMPANIES THAT ATTENDED TRAININGS

- | | | | |
|---------------------------|-------------------------|-------------------------|-----------------------------|
| AAIM | Commerce Bank | Launchcode | Royal Banks of Missouri |
| AARP | Cortex | Maryville University | SHRM |
| Allstate | Danforth Plant Science | Mercy | SLU |
| Bailey's Restaurants | DEAF Inc. | Missouri History Museum | St. Louis Blues |
| Bayer | Edward Jones | Nestlé Purina | St. Louis Community College |
| Bi-State Development | Emerson | Ogletree Deakins | St. Louis Science Center |
| Boeing | Enterprise Bank & Trust | Olin Corporation | Thompson Coburn |
| Brentwood School District | Enterprise Holdings | Parallon | True Manufacturing |
| CannonDesign | Express Scripts | Paraquid | Washington University |
| Centene | Fabick Cat | Permobil | Webster University |
| CLA | Fleishman-Hillard | Riot Games | Wells Fargo |
| COCA | Forest Park Forever | ROHO | |

2018 FLASHBACK | WORKPLACE ADVISORS

During National Disability Employment Awareness Month, **HUNDREDS OF THOUSANDS OF ST. LOUISANS SAW OUR BILLBOARDS.**



1220 HR PERSONNEL participated in workshops, seminars, and consulting to help create welcoming environments in companies.

48 PARTNER COMPANIES ATTENDED TRAININGS. 

Colleen Starkloff educated the St. Louis community through **20 PUBLIC SPEAKING ENGAGEMENTS.**

RUSSELL LEHMANN LIVE

On March 14th, educators, students with disabilities, advocates, and parents of children with autism gathered at Maryville University to hear autism and mental health advocate, Russell Lehmann, speak about his tumultuous upbringing marked by a range of developmental and behavioral disabilities. Russell credited his expression through writing as the catalyst for overcoming his inability to communicate and interact with the world around him. He encouraged attendees to learn from their past experiences and leverage strong relationships with family and community to “never giving up the fight.”

A dessert reception and book signing followed his presentation, giving everyone the opportunity to meet Russell and thank him for his message.

COLLEEN STARKLOFF TALKS DISABILITY

Colleen Starkloff received the 2019 Alumni Merit Award from the Doisy College of Health Sciences at Saint Louis University. She is a 1973 graduate of Doisy and received her bachelor’s degree in physical therapy. She was recognized for her relentless career, championing of Independent Living and overall disability rights for more than 45 years.

Additionally, Colleen served as the commencement speaker for the Doisy College of Health Sciences on May 18, 2019. In her commencement remarks, she invited graduates to become agents of change. She also paid tribute to her late husband, Max Starkloff, for helping her see disability through his lens. She credits her personal convictions of change to his strong vision.



“Your attitude about a subject drives how you address it ... We had plenty of physical therapists back then but not enough agents of change.”

Colleen Starkloff | Starkloff Disability Institute



2018 FLASHBACK **DISABILITY STUDIES**

10 COLLEGE STUDENTS AT MARYVILLE UNIVERSITY

participated in classes taught by a Starkloff educator.



SOCIAL WORKERS RECEIVED CONTINUING EDUCATION

on disability from the Starkloff perspective.

STARKLOFF ACHIEVED RECOGNITION AS EXPERTS

on disability disclosure at 10 events.



7 INTERNS PROFITED FROM LEARNING

about disability and working in an accessible workplace alongside disabled professionals.



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The workforce, workplace disability advisor.

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