



Capper Foundation's Five-Year \$4 Million Capital Campaign Plan  
to serve increasing numbers of individuals with disabilities  
in northeast and southcentral Kansas  
from 2020 thru 2024.

## EXECUTIVE SUMMARY

### I. WHAT IS THE PLAN?

Capper Foundation (Capper) is developing new service initiatives to be more inclusive and diverse to increasing numbers of individuals with disabilities in northeast and southcentral Kansas. These new efforts will provide life-changing therapy, services, programs and environments to infants, children, teens and adults, giving them and their families hope for independence. These initiatives (*Capper Can!*) will unify our communities' approach to serving individuals and their families with intellectual, physical, developmental and behavioral disabilities.

### SUMMARY DESCRIPTION OF THE 2020-2024 INITIATIVES

#### No. 1 Pediatric Services Enhancement - \$2,650,000

- **Significantly Reduce the Pediatric Waiting List** – Currently, hundreds of children are waiting to receive high-quality, individualized Pediatric Therapies: Occupational, Speech, Physical and Behavioral Support Services at Capper. Waiting lists lose valuable time, sometimes months, many times years, of potential progress for a child. Our goal is to provide more children and their families the opportunity to receive timely services, make progress and build their abilities and capabilities. By increasing the number of therapy service hours, we can reduce waiting time for children and families on our waiting list. Over the past **two years**, **543 children** have received multiple therapy services at Capper. **One hundred percent** of the children we see make progress on their treatment goals.

**STRATEGY** – Increase the number of Pediatric Therapy hours by 3,000 on an annual basis

**OUTCOME** – Adding additional therapy services will allow children to start services sooner and begin to make progress towards their goals more quickly. Example of goals met in:

- **Physical Therapy**: sit independently, take steps on their own, play catch with a friend
- **Occupational Therapy**: drink from a cup, use a spoon, dress themselves, draw shapes and use scissors
- **Speech Therapy**: speak more clearly, expand vocabulary, eat a variety of food, eat a meal with family
- **Behavior Support Services**: greet others, expand conversation skills, increase attention with others

- **Pediatric Scholarships** - Over 75% of children served at Capper need subsidized assistance to cover service fees. Scholarships allow services to continue for needed therapy, directly impacting budgetary write-offs in any given year by the organization, while assuring the highest level of service is provided to each child. The amount of therapy varies per child depending on how many types and hours of therapy interventions are required to reach goals and objectives.

**STRATEGY** – Obtain community support to cover non-reimbursed costs of service, provider write-offs and service scholarships incurred to support additional children served.

**OUTCOME** – Reduce funding shortage with more families receiving services. Community support provides needed funds to cover the shortfall between service revenue and operating expenses.

#### No. 2: Employment Readiness for Adults with Disabilities - \$350,000

- **Employment Readiness for Adults with Disabilities** – Capper provides both on-site employment opportunities and coached off-site opportunities for adults with disabilities. An employment readiness program will empower these individuals to provide for themselves, reduce dependency on Medicaid governmental support, and provide a valuable sense of self-confidence. An employment readiness program, supported with a formal classroom and curriculum, will better prepare adults for a wider variety of work opportunities in the community.

**STRATEGY** – Employ an Employment Readiness Instructor who will procure classroom materials, computers, and audio-visual equipment. This position, with additional job coaches, will teach Job Readiness classes and help with Job Searching, Job Trials, and Job Placement.

**OUTCOME** – During five years, our goal is to train approximately 180 individuals, working with area employers to locate job trials and permanent job placement.

### No. 3: Program Endowment/Sustainability - \$1,000,000

• **Endowment** – To ensure services will continue for years to come, endowments play a critical role in Capper’s sustainability. Endowments, whether through a trust, will or donated assets, help provide stability. Endowments also allow service and program enhancements and innovative opportunities beyond basic services.

**STRATEGY** – Provide annual funding for future service and program enhancements and innovation by investing in our Program Endowment.

**OUTCOME** – Enhanced services because of available funds.

## II. HOW WILL INITIATIVES BE IMPLEMENTED?

Additional staffing will enhance therapy options for children and job readiness training for adults. It takes people to serve people and operate the needed programs and services that advance the ability and independence of those individuals served with disabilities. Sustainability of all programs requires intentional funding. Subsidized assistance dedicated to scholarships relieves families of a financial burden allowing them to continue services. An enhanced Endowment Program provides stability to ensure all services and programs will be available for years to come well beyond the campaign timeframe.

The measurable goals and objectives for **Capper Can!** have been developed through a process that involved input from families served, local businesses, Capper management, Capper Board of Trustees, and other stakeholders. This process ensures initiatives are sensitive to the growing needs of the communities we serve. There is a shared desire to sustain the organization and services relevant to individuals and the community.

## III. WHAT ARE THE BENEFITS?

It is Capper’s intent to be relevant for many more years, continuing to provide high-quality services required in our communities. The time is now to plan, so our friends with disabilities can have access to needed services for their future. Therapy services for children prepare them for their adult years, increasing their potential to live independently and become fully inclusive, contributing members of our communities.

## IV. HOW WILL YOUR INVESTMENT BE SPENT?

As our Charity Navigator’s highest 4 STAR RATED Kansas nonprofit organization approaches its 100<sup>th</sup> Anniversary in 2020, it has returned to its roots and corporate name Capper Foundation, keeping its funds within Kansas. The five-year cost for **Capper Can!** is a minimum of \$4 Million. The area’s businesses, individuals, and foundations will be asked to invest in this expansion of services, programming and sustainability that impacts their community. Leaders and staff will ultimately be responsible for the success of the final initiatives identified once implemented.

Performance based metrics will be developed to document achievement during the five-year investment cycle.

### TOTAL PRIVATE INVESTMENTS NEEDED: \$4,000,000 Over 2020-2024

THREE CORE INITIATIVES	ONE YEAR	FIVE YEARS
Pediatric Services Enhancement	\$530,000	\$2,650,000
Adult Employment Readiness	\$70,000	\$350,000
Endowment/Sustainability	\$200,000	\$1,000,000
<b>TOTAL</b>	<b>\$800,000</b>	<b>\$4,000,000</b>

\*The total represents a minimum investment to put these priorities in place. The Board of Trustees, along with the Board Audit and Fiscal Committees, will provide allocation oversight of donated funds and service implementation.

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