



# HeartSpring DIALOGUE

Summer 2023





## On the Cover

Grant has been building confidence and social skills at Heartspring. Read his story on page 8.

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Watch  
Elizabeth's  
Story

# Meet Dan Soliday

## President & Chief Executive Officer

In December 2022, Kansas native Dan Soliday began his tenure as president and chief executive officer of Heartspring. Throughout Dan's 30-year career, he's had a focus on youth development, global poverty, HIV/AIDS prevention, youth mentoring, and providing services and independence for those with intellectual and developmental disabilities. Dan has a passion for bringing children with complex needs together to learn and grow.

"No one does it better than Heartspring," Dan said. "The staff is amazing. The kids we serve are unbelievable and are making remarkable progress. I am grateful to the Heartspring board of directors for entrusting me with this opportunity to serve such an extraordinary organization and talented staff, along with the amazing Heartspring children, youth, and their families."

Previously, Dan was the CEO of



the Woodhaven Learning Center in Missouri. Before that, he was the CEO of Kansas Big Brothers Big Sisters from 2010 to 2020 where he served on the national federation as a member of its governing body and the National Leadership Council as chair of the Organizational Sustainability Committee. He was also elected as the chair of BBBS's Large Agency Alliance.

Dan is a 2013 graduate of Leadership Kansas and served as the program chair in 2015. He's been a mentor, a member of the downtown Rotary Club, and on Team Justice—Sedgwick County's Department of Corrections Juvenile Corrections Advisory Board.

Dan obtained his bachelor's degree and a master's of divinity from MidAmerica Nazarene University and an MBA from the University of Missouri Kansas City.

### **Our Mission:**

To be a leader and innovator in providing clinically supported services through education and therapies for children with complex needs to empower them to grow and learn on a path to a more independent life

### **Our Vision:**

Creating hope and opportunity that changes the lives of children with complex needs and their families

### **Our Values:**

Celebration  
Excellence  
Integrity  
Leadership  
Possibility  
Service



# Meet Crystal Hough

## Chief Financial Officer

Crystal Hough joined Heartspring as the chief financial officer in February of 2023. Crystal's immediate goals in her role as CFO are to build a robust Financial Annual Operating Plan, establish a unified approach to managing operating expenses using a solid procurement strategy and financial spending policies, and focus on people and talent development.

Crystal joins Heartspring after spending more than 16 years at Airbus. She holds an MBA in Finance from Baker University, a BBA in Human Resource Management from Wichita State University, and a Controller's Diploma from the Controller Akademie in Feldafing, Germany. In 2015, Crystal was selected for the Wichita Business Journal's 40 Under 40 Award and was also a participant in Leadership Wichita.

When Crystal isn't at work, she enjoys spending time with her husband and two children. She is also active in the community through several organizations including the United Way of the Plains, the WSU Alumni Association, her children's activities, and church. She proudly supports many organizations, having served on multiple boards including the Wichita Regional Chamber of Commerce and was a founding board member of W (formerly Young Professionals of Wichita).

# Meet Makala Navarro

## Chief People Officer



**M**akala Navarro joined Heartspring as the chief people officer in October of 2022. Makala had a connection to Heartspring even before she joined the organization. Her daughter received therapy services here. Makala was able to get a glimpse into how Heartspring operated.

"I saw that the mission, vision, and values are not just words, but something that is put into action every day," Makala said. "I wanted to be a part of an organization I could stand behind."

Some of Makala's goals as chief people officer are to improve morale and engagement, help the organization achieve its strategic goals, and ensure Heartspring's success by building teams with individuals who enjoy collaborating and working independently.

Makala has two decades of HR and business experience and has earned an associate degree in journalism, a bachelor's degree in business administration, a master's degree in human resource management, and a MiniMPA from Wichita State University. She has also obtained her Certified Public Manager credential.

In 2014, Makala was recognized by the Wichita Business Journal as part of their HR Professionals Award. In 2015, she was selected for the Wichita Business Journal's 40 Under 40 Award and was the Kansas HR Professional of the Year.

She enjoys spending time away from work with her husband and four kids. Makala also enjoys reading, bingeing *The Office*, and volunteering with many non-profits.

# Honoring Chris Shank

## A Lifetime of Heartspring Giving and Support

Since 2017, the Fred F. Berry Jr. Spirit of Heartspring Award has recognized outstanding individuals and organizations who embody the Heartspring values and share in our mission's success. Heartspring is proud to announce that Chris Shank of USI Insurance Services is this year's Fred F. Berry Jr. Spirit of Heartspring Award winner.

In 1977, when Chris was working with Dulaney, Johnston & Priest as a commercial account executive, his company started providing coverage and services to the non-profit industry, including Heartspring. That was the catalyst for Chris' involvement with Heartspring and how he became an advocate for its mission, making him an integral part of the Heartspring family for more than 45 years.

Chris' relationship with Heartspring reflects his passion for helping people. Chris is always going above and beyond to advance, support, and advocate for Heartspring and is truly passionate



about the organization and its mission. He has been an active member of Heartspring for many years including time as a board member, volunteer, and committee member.

With all the contributions and commitments he has made to Heartspring over the years, Chris Shank epitomizes all that the Fred F. Berry Jr. Spirit of Heartspring Award represents and truly is a deserving recipient of this year's award. Congratulations, Chris!

# Values Ambassador of the Year: Cassidy Hardin

## Making a Difference Behind the Scenes

Heartspring's 2022 Values Ambassador of the Year is Cassidy Hardin, Associate Project Manager in the Facility Services department. Cassidy has a long history with Heartspring. It started when she was taking classes and working at Butler Community College seven years ago. A coworker suggested she apply for a job at Heartspring as a Direct Care Professional.

Cassidy had always had an interest in working with people with complex needs, so Heartspring seemed like it might be a good fit. She has been an integral part of Heartspring ever since.

Now, Cassidy has a different job title but she's still involved with the staff, students, and their families.

"Knowing that I can have an impact, no matter how big or small, even if it is a little bit more behind the scenes, is very important and means a lot to me," Cassidy said. "I feel, in a way, I grew up here. I was 19 when I started, and in the last seven years, Heartspring has been a big part of my growth not just professionally, but personally as well. I've been able to see the growth in myself as well as our students."

Even though Cassidy enjoys her current position, she has an eye on the future.

"Though I am not sure what the future holds, I definitely want to have a bigger impact on our staff, students, and their families," Cassidy said.



**Left:** Grant swings on the playground.  
**Middle:** Grant and music teacher Roxanne Nelson play the handpan during music class. **Right:** Grant and his mom Elna dance during prom at Heartspring's Family Weekend.

# Grant's STORY

## The Importance of Relationships

Relationships are important to Grant. They always have been. Whether it be with his parents, Elna and Gary, his brother, Ryan, or with the staff at Heartspring, Grant's warm personality makes an impact on those around him.

When trying to decide where to send their nonverbal son, relationships, this time between Heartspring staff and the students they serve, also played a role.

"When I visited, I had such a sense of the genuineness of the staff there and their caring for the students," Elna, Grant's mom, said. "Seeing the happiness on the students' faces."



Grant enrolled at Heartspring about five years ago, and over that time he formed his own relationships with the staff. His warm personality is infectious.

"Every time we pick up Grant, we actually see the staff bracing themselves for how much they're going to miss him, and every time we bring him back, we see how excited and how happy they are to have him," Gary, Grant's dad, said. "Knowing my son is in a loving environment gives me a tremendous amount of comfort."

The care and appreciation for Grant is easy to see when the staff talk about him. Their faces light up as they recount singing songs with Grant on his iPad. Or



the rounds he makes saying goodnight to everyone individually before he goes to bed. This comfort Grant has and the caring environment has helped him grow his independence. Something Elna has noticed on his home visits. He's able to do more independently on every trip he takes home.

"His ability to do things for himself and as well as the pride that I can see in him when he's doing it, you know, it matters to him," Elna said.

The person who has one of the closest relationships with Grant, his older brother Ryan, has also seen the change in the young man.

"Now it feels like he's becoming a lot more comfortable," Ryan said. "Like [he's thinking] 'I'm seeing myself grow now. I'm seeing myself progress.' He's recognizing his own growth and his own progression which is helping him be more confident and also helping him continue to grow."

And that confidence, again, leads to better independence, which will make it easier for him to find an adult placement home when he is ready.

"We know he had a firm foundation and experience because of Heartspring," Gary said. "And it'll be better for that transition because of the care that he received in his five years there."



## Drawing a Career Through Art

### Trent is an artist.

He has the amazing ability to draw at an incredibly quick speed. It's an ability that he, with the help of his family, has built into a business—Drawings by Trent. Trent's store offers T-shirts, hoodies, tumblers, and even an illustrated book featuring Trent's unmistakable art. He also has a TikTok account with more than 2 million followers and a podcast about his life called "Used Up Pens" hosted by his family.

Trent also has an autism diagnosis. He spent much of his youth as a student at Heartspring due to his lack of verbal communication and aggression.

Like so many of the people in Trent's life, the staff there recognized Trent's talent and helped him create something that would change his life—a coloring book.

Members of the school and IT team helped Trent create and print his very own coloring book. Trent and his family started mass-producing these books and selling them to support Trent and fund his future. Very quickly this coloring book turned into a big small business—Drawings by Trent.

"Every parent wants their child to be successful and to, you know, play a role in their own life

and community and contribute," Corey, Trent's dad, said. "Trent was hanging out and...somebody saw him and said, 'hey, Trent, love your drawings.'"

Trent still gives back to Heartspring. He attends our events and has stayed a big part of the Heartspring family.

Unique and one-of-a-kind items from Trent will be featured in our One in a Million monthly giving campaign this fall. If a supporter is able to give \$100 or more a month, they'll receive a swag bag filled with Drawings by Trent items. You can check out all of his work at [DrawingsByTrent.com](https://www.drawingsbytrent.com).



## Caffeine Connection: Job Training from the *Grounds* Up

**R**eturning to Heartspring is the Caffeine Connection coffee cart. Caffeine Connection is designed to help students develop job skills and obtain real-world experience by serving coffee.

Heartspring is partnering with six businesses this summer to bring the coffee cart to their locations. While at these partner locations, students will serve coffee and learn and practice skills like customer service, keeping a schedule, and other essential qualities that future employers will ask of them.

Caffeine Connection also provides students with a safe space to learn about workplace etiquette

and protocols they might not otherwise be exposed to. Basic questions about having a job, schedules, dress codes, etc. can be asked in a safe environment.

Tristen Moore, CARE Coordinator and lead of Caffeine Connection, believes this can help be a springboard for the future success of students and the communities they live in.

"These students are going to inevitably get a job, and they need to practice these skills with real-life people," Tristen said. "Providing that opportunity for these kids is going to help their future and their future customers."



## PEERS Group

### Helping Children Build Social Skills and Lifelong Friendships

Over the past two years, Heartspring has launched a new program for teens, middle school and high school students, who need support with social skills.

This group is called PEERS, which stands for Program for the Education and Enrichment of Relational Skills. It was developed at UCLA and has been used across the US and other countries. It provides evidence-based social skills treatment for kids and adults with ASD, ADHD, anxiety, depression, and other socio-emotional concerns.

This program meets once a week for

multiple weeks for 90 minutes. The children and staff follow a curriculum with a different topic each week. Some of the topics discussed are how to use appropriate conversation skills; how to join a conversation; how to find common interests with a peer; how to use appropriate humor; and how to handle rejection, teasing, and bullying.

The August-December session is about to start, but Heartspring will be offering the program at different times throughout the year. If you know of any families that might be interested, please email [ssgenrollment@heartspring.org](mailto:ssgenrollment@heartspring.org).



# CAREfest

Join the summer fun on **August 26 at Heartspring** for our **FUN**draining festival jam-packed with activities for everyone!

We've taken the Autism CARE Walk and PedalFest bike rides and put them together on the same day. We also added live music, food trucks, a beverage garden, and plenty of other summer activities. It's like your neighborhood block party but even better (and without that suspect casserole dish).

- **Autism CARE Walk: Free**
- **PedalFest 5K Family Ride: Free**
- **PedalFest 100K and 50K Bike Rides: \$75/person**
- **5K Run: \$45/person**
- **Live Music from Annie Up, Patz, and DJ Carbon: Free**
- **General Admission: Free**

Funds from CAREfest benefit the children and families at Heartspring. Don't miss out on the biggest party of the summer!



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# Consolidated Statement of Activities

Years Ended June 30, 2022 and 2021

	2022	2021
<b>Revenue, Gains, and Other Support</b>		
Fees	\$ 24,044,097	\$ 24,036,318
Contributions	1,917,211	1,248,104
Legacies and Bequests	250,000	
Investment Return	(1,498,126)	2,517,603
Change in assets held by Wichita Community Foundation	(682,726)	893,128
Paycheck Protection Program		3,577,762
Other	168,871	88,984
<b>Total Revenue, Gains, and Other Support</b>	<b>24,199,327</b>	<b>32,361,899</b>
<b>Expenses</b>		
School	21,811,689	21,609,218
Outpatient Services	4,595,249	4,931,999
<b>Total Program Services</b>	<b>26,406,938</b>	<b>26,541,217</b>
Management and General	1,493,284	1,241,572
Fund Raising	721,526	700,777
<b>Total Expenses</b>	<b>28,621,748</b>	<b>28,483,566</b>
<b>Change in Net Assets</b>	(4,422,421)	3,878,333
<b>Net Assets, Beginning of Year</b>	40,689,714	36,811,381
<b>Net Assets, End of Year</b>	<b>\$ 36,267,293</b>	<b>\$ 40,689,714</b>



# Consolidated Statement of Financial Position

Years Ended June 30, 2022 and 2021

	2022	2021
<b>Assets</b>		
Cash and cash equivalents	\$ 2,160,053	\$ 4,120,528
Accounts receivable, net of allowance	2,948,965	2,972,081
Prepaid expenses and other	448,651	475,556
Investments	12,885,352	14,417,595
Contributions receivable	302,350	59,121
Interest in assets held by Wichita Community Foundation	4,670,818	5,353,544
Property and equipment, net of accumulated depreciation	14,911,967	15,511,994
<b>Total Assets</b>	<b>\$ 38,328,156</b>	<b>\$ 42,910,419</b>
<b>Liabilities and Net Assets</b>		
<b>Liabilities</b>		
Accounts payable	\$ 302,398	\$ 534,783
Accrued compensated absences	424,465	418,267
Other accrued expenses	1,307,157	1,246,855
Deposits and advances	26,843	20,800
<b>Total Liabilities</b>	<b>2,060,863</b>	<b>2,220,705</b>
<b>Net Assets</b>		
Without donor restrictions	30,475,178	34,375,818
With donor restrictions		
Purpose restriction	2,863,494	3,635,275
Perpetual in nature	2,928,621	2,678,621
<b>Total Net Assets</b>	<b>36,267,293</b>	<b>40,689,714</b>
<b>Total Liabilities and Net Assets</b>	<b>\$ 38,328,156</b>	<b>\$ 42,910,419</b>



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- PEDALFEST 100K, 50K, AND 5K FAMILY BIKE RIDES
- 5K RUN
- LIVE MUSIC FEATURING ANNIE UP, PATZ, AND DJ CARBON
- FREE GENERAL ADMISSION
- FOOD TRUCKS
- FAMILY FUN AND MORE!



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