



FY25 Annual Report

NURTURING THE GROWTH OF CHILDREN WITH SPECIAL
NEEDS AND COMPLEX MEDICAL CONDITIONS.

From the Desk of the CEO

Dear Friends and Supporters,

My heart is full of joy as I share this year's annual report with you. This was our best year yet. We exceeded our budget goals, grew our services, and saw amazing results for the children and families we serve. Our Respite Care team includes over 100 caring team members, each earning a living wage. I feel honored to see how far we have come to strengthen our mission.

On the pages that follow, you will see numbers, statistics, and stories. But it is really about something much bigger. It's about helping our children grow and reach their full potential. It's about giving families the support they need. And it's about making our community stronger.

Our team worked hard to earn Texas Child Centered Care (T3C) active status, making us one of the first organizations in our area to reach this level. Achieving this status required innovation and transformation of our residential program's processes. The state reviewers noted our BRE Treatment model as one of the best approaches they have seen.

Next year, we will share more about our Crisis Nursery Collaborative outcomes. We are teaming with trusted partners, including the YMCA, YWCA, ChildSafe, Family Service Association, and SJRC Texas, to pilot this new approach.

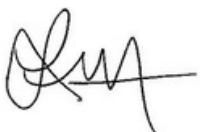
The goal is simple but powerful: keep families intact. We will do so by providing emergency childcare and/or residential support alongside case management when families need it most. Thanks to forward-thinking funders who believe in this work, major renovations to one of our homes are underway to create safe, comfortable spaces for children who need temporary care.

As leaders, we can run wonderful nonprofits, yet we have an immense responsibility to improve the system of care, too.

There is also progress on improving system-wide services for people with intellectual and developmental disabilities (IDD). A partnership with The Arc of San Antonio, Brighton Center, The MAC, and SA Life Academy is now engaged deeply. You can read about the IDD work in our community study published on our website, and next year we will share updates.

Before we close, sign up for our monthly newsletter on our website. Follow us on social media and plan a visit. The best way to feel inspired is to see our children's bright smiles in person.

Yours in Service,



Rebecca Helterbrand, President and CEO

Mission and Vision



Respite Care of San Antonio's (RCSA) mission is to protect, love, build trust, and nurture the growth of children with special needs and complex medical conditions while strengthening the families who care for them. RCSA fulfills its mission by offering community and residential programs for children with medical and special needs, including 24/7 Residential Children's Homes, Community Respite programs, and Developmental Childcare programs.

RCSA's vision is for children with special needs and their families to be empowered to reach their maximum potential.

Organizational Overview

CARING FOR CHILDREN WITH SPECIAL NEEDS SINCE 1987



Respite Care of San Antonio, Inc. (RCSA) was founded in 1987 to provide support for families caring for a child with developmental disabilities.

Respite, or relief from caregiving for these families had never been provided at that level before. Through the years, RCSA's programs have proven to reduce caregiver stress, strengthen families, and help prevent child abuse.

In 1997, the mission expanded to address the scourge of child abuse in our community. RCSA began to provide care for children with special needs in our community (and beyond) who have been taken into the state of Texas's protective custody as a result of abuse and neglect.

Meanwhile, the essential wrap-around respite services that RCSA provides in its prevention programs relieves caregiver stress while providing a high-quality childhood developmental experience.



Our Programs



Residential Children's Homes

Davidson Respite Home & Najim Family Respite Home

Respite Care of San Antonio's Residential Children's Homes operate 24/7/365 to provide protection and urgent essential needs (shelter, food, clothing, transportation, and care) to children removed from their homes due to abuse and neglect. This program is dedicated to serving children with intellectual and developmental disabilities and complex medical conditions. This vulnerable population requires extra resources to overcome the effects of medical neglect and inadequate care.

Developmental Childcare Center

Located at Christ Episcopal Church

Respite Care of San Antonio's Developmental Childcare Program helps meet San Antonio's need for early childhood education for children with special needs and complex medical conditions from six weeks to six years of age.

RCSA's Childcare Program, a Texas School Ready, Head Start program, offers a dual-language curriculum and is a four-star-certified Texas Rising Star Provider, the highest possible rating.



Community Respite Programs

On & Offsite Offerings

Including Day Out every Monday through Thursday, Night Out every Friday, and Weekend Out every Saturday and Sunday, as well as year-round school break camps, RCSA's Community Respite Programs are proven to reduce caregiver stress, prevent child abuse and neglect, & improve the emotional and financial resiliency of families caring for a child with special needs.

Continuum of Services

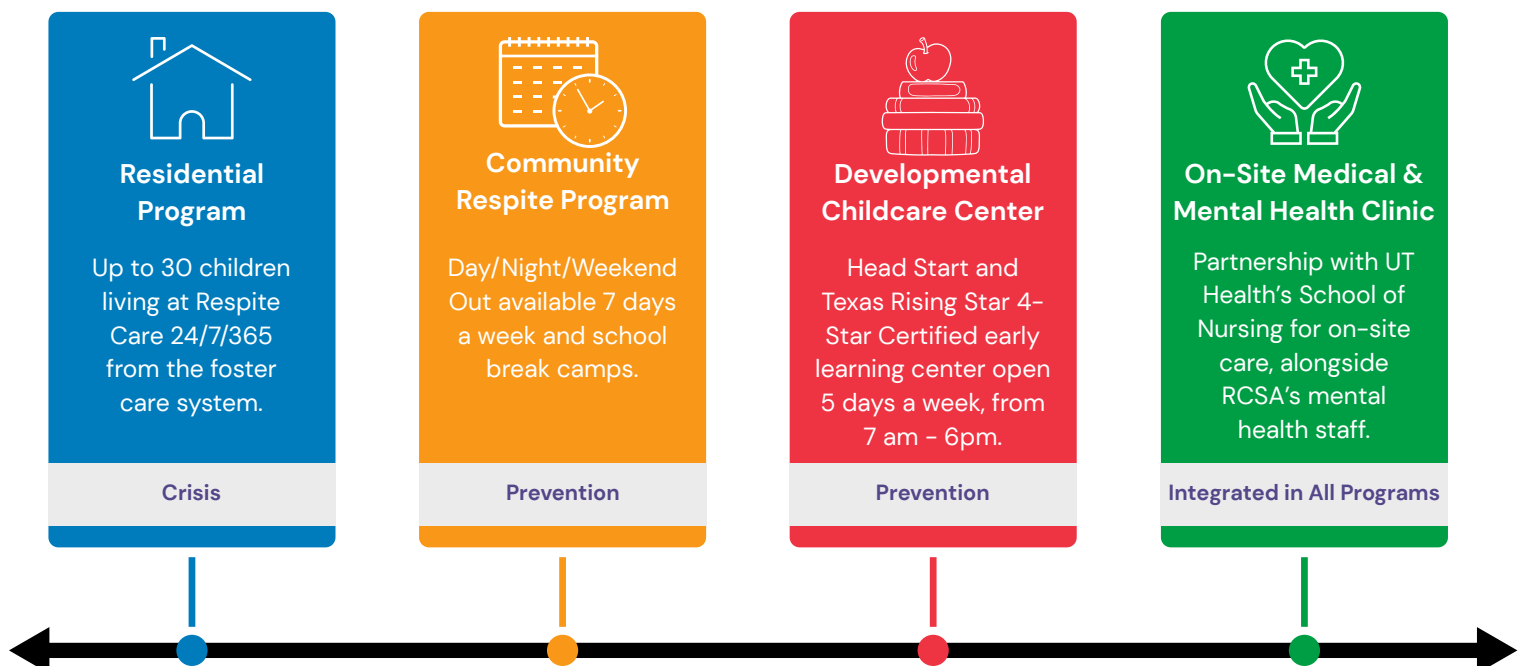
RCSA views its programs through the lens of a comprehensive **continuum of services** for children with special needs and complex medical conditions, ranging from prevention, intervention, and crisis care.

Stable families access the Developmental Childcare Center (DCC), currently the only childcare center in San Antonio and the surrounding areas that provides full-time, on-site nursing care for children with special needs (up to 6 years old). This 4-star Texas Rising Star facility provides kindergarten prep, therapy coordination, and family support, including free meals and supplies.

Families with greater needs utilize the Community Respite Program, which offers free professional childcare seven days a week (including Friday nights) for children up to 13 years old, along with camps when school is not in session. This enables caregivers to work and pursue education while reducing the stress that can lead to abuse.

The **most vulnerable children** receive care at RCSA's Residential Children's Homes, providing trauma-informed residential care in beautiful historic homes alongside medical and therapeutic interventions. *Coming soon* – the Crisis Nursery intervention is in pilot phase and is expanding.

The **Medical Program**, an on-site clinic in partnership with the University of Texas Health Science Center at San Antonio (UT Health San Antonio), coordinates comprehensive healthcare for all families, addressing gaps in care resulting from fragmented or delayed treatment due to medical neglect.



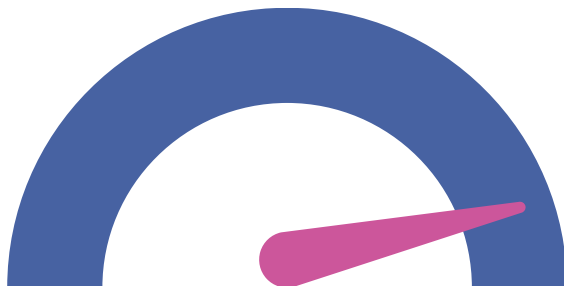
Our Program's Impact

CHILDREN REACH DEVELOPMENTAL MILESTONES WHILE FAMILIES EXPERIENCE REDUCED STRESS

In FY25, **100% of the children** in both our Developmental Childcare Center, Community Respite, and Residential Programs achieved at least one developmental milestone each quarter as measured by evidence-based assessments. Many children arrive far below where their peer groups are developmentally, so every milestone achieved is critical to their future!

Using an evidence-based survey, **90% of parents and caregivers** with children enrolled in Respite Care's programs reported a reduction in stress as a direct result of having access to care.

These outcomes demonstrate our organization's commitment to fostering developmental progress while simultaneously supporting the well-being of families in our community.



**90% of Parents Report
Reduced Stress from Respite
Care Programs**



**100% of Children Achieved at
Least One Developmental
Milestone**



Our Program's Impact

427 UNIQUE INDIVIDUALS
SERVED

In Fiscal Year 2025, RCSA made a meaningful impact across our service area by providing comprehensive, intensive support to **427 unique individuals**. This diverse group of community members represents children and families who accessed our various programs and services throughout the year. Each individual served reflects our organization's **commitment to reaching those who need specialized care and support**, demonstrating the breadth of our community presence and the trust families place in our mission to enhance lives and strengthen our region's most vulnerable populations.

21,516 DAYS AND NIGHTS OF
CARE PROVIDED

Throughout our most recent fiscal year, RCSA provided **21,516 days and nights of care** to children with special needs through our residential services, community respite programs, and Developmental Childcare Center. This volume of care represents our commitment to delivering continuous specialized support. Each day and night of care reflects **the dedicated work of our trained staff** who ensure that children with special needs receive the compassionate, professional attention they require in safe, nurturing environments designed to promote their growth and well-being.

EACH HOUSEHOLD UTILIZES
AN AVERAGE OF 3 SERVICES

In Fiscal Year 2025, RCSA delivered **521 services** across 157 households*, reaching 291 children. This represents an average of **1.79 services per child and 3.31 services per household**. This means RCSA serves its family deeply, as they integrate and mix/match multiple services.

**For reporting purposes, "households" encompasses all family units served by RCSA, including traditional family homes as well as children placed with RCSA through the residential home.*



Living Our Values

OUR VALUES GUIDE OUR WORK AND DECISION-MAKING PROCESSES.

THESE VALUES ARE:

COMMITMENT

We pursue a shared vision by demonstrating a mutual desire for our teammates, the children and families we serve, and our partners to succeed.

EXCELLENCE

We are passionate about being our best, being innovative, and forging strong partnerships, believing that it takes a diverse and inclusive team to achieve outstanding results.

COMPASSION

We demonstrate caring for others through our words and actions while acknowledging, respecting, and collaborating with everyone we engage.

INTEGRITY

We are accountable, consistent, and honor our commitments by demonstrating commitment to the mission, vision, values, and practices of RCSA.



Senior Leadership



Rebecca Helterbrand

President and CEO

Rebecca Helterbrand has served as RCSA's President & CEO for over three years and offers over thirty years of senior leadership experience. Ms. Helterbrand holds a B.A. in Business Administration and is a trained Malcolm Baldrige Performance Excellence assessor, a Texas Hospital Association Fellow, and certified in Trauma-Informed care. She directly supervises the Chief Operating Officer, the Controller, and the Development Team.



Jessica Rosales

Chief Operating Officer

Jessica Rosales joined RCSA over four years ago and oversees all program operations. Ms. Rosales coordinates with the on-site medical clinic and the Executive Team to achieve the best outcomes possible for the agency's children and their families. She holds a B.A. in Operational Management and an M.A. in Business Administration and has fifteen years of nonprofit leadership experience, specializing in the care of individuals with intellectual and developmental disabilities.



Gaye Preston

Controller

Gaye Preston brings a diverse background in accounting spanning over several decades. Her list of accomplishments includes attaining a Master's of Professional Accountancy, being voted CFO of the year twice by the San Antonio Business Journal, teaching finance courses at the University of Texas at San Antonio for thirty years, opening her own CPA firm, and serving nearly twenty years as the CFO and Vice President of Finance at the San Antonio Lighthouse for the Blind.

Board of Directors

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Valkenaar, LLC

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TIB Consulting Solutions

Chris Derby

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San Antonio Livestock Exposition

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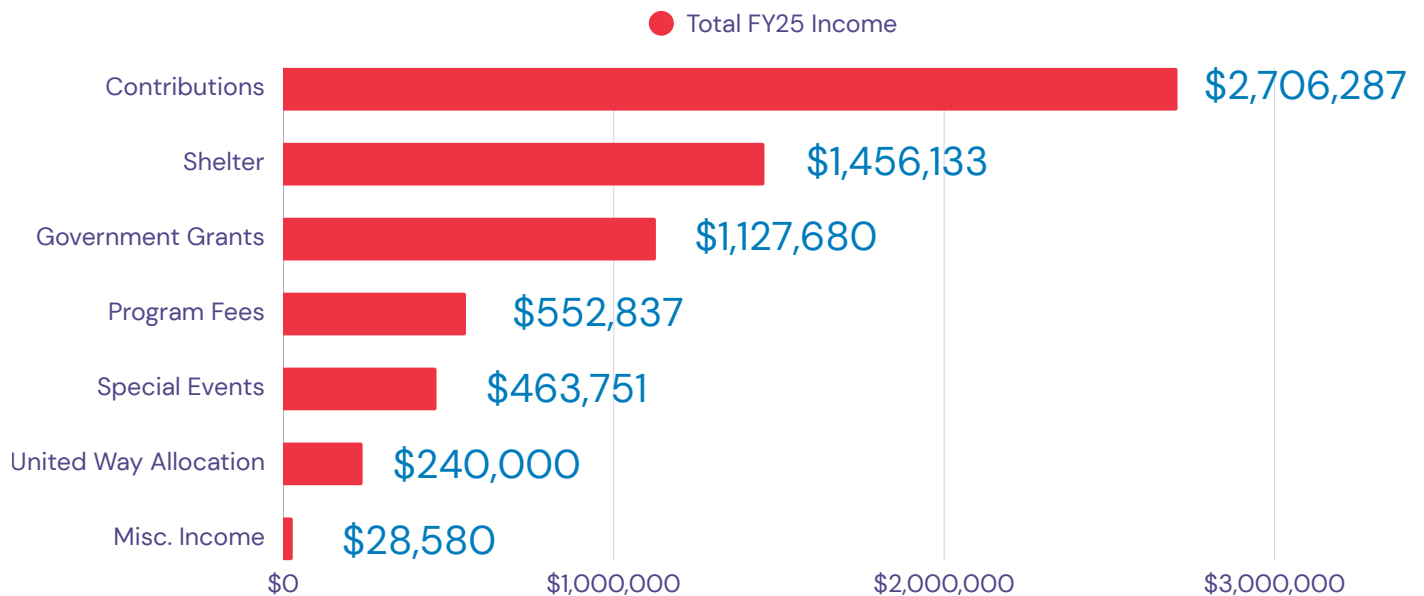
Lt. Col. (Dr.) Alicia Williams

U.S. Army Institute of Surgical Research

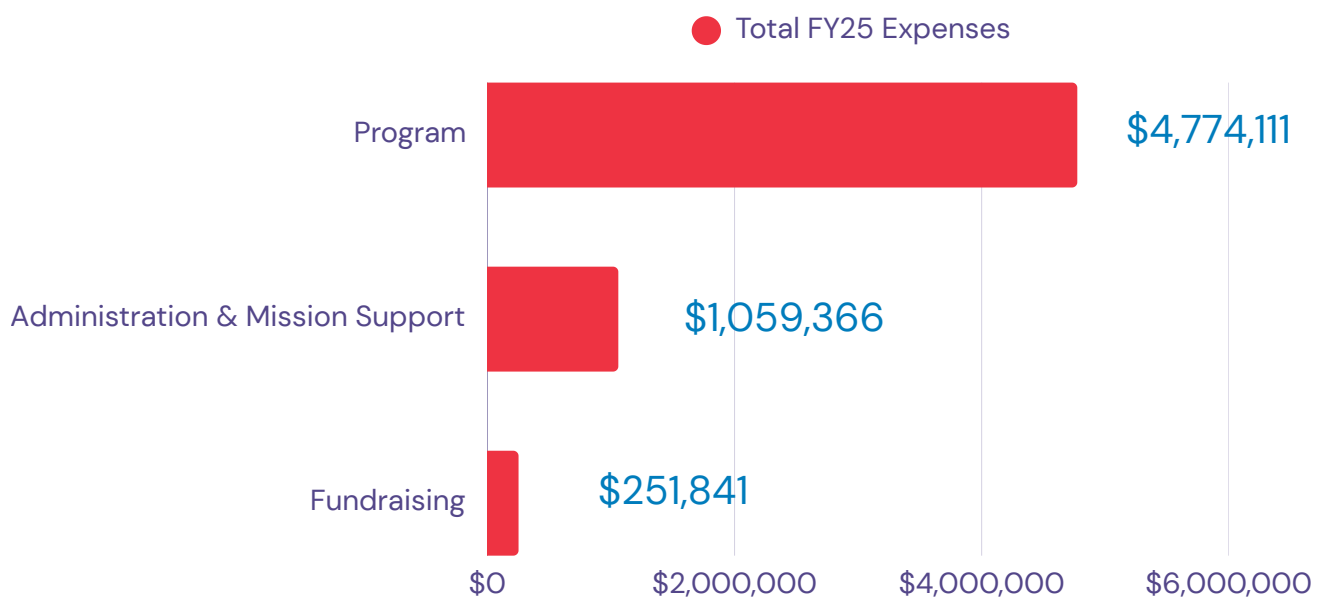


Fiscal Year Financial Overview

Total Income: \$ 6,575,268.00



Total Expenses: \$6,085,318.00



Net Income: \$489,950.00

Fiscal Year Accomplishments

Through an Impact San Antonio grant award, RCSA completed the refurbishment of all seven classrooms in the Developmental Childcare Center.

RCSA met all state requirements to obtain Texas Child Centered Care (T3C) "active" designation for the children's residential program.

Community Respite's Day/Night/Weekend Out expanded to seven days a week at multiple locations, and summer camp was available at two sites.

The Texas Cavaliers selected RCSA as one of seven nonprofits in the IDD ecosystem to be highlighted and uplifted during the 2025 Fiesta celebrations.



Fiscal Year Accomplishments

RCSA partnered with UT San Antonio to integrate Master's-level social workers and LPC students into our team, strengthening our clinical capacity and service delivery.

In collaboration with several San Antonio-area nonprofits, RCSA conducted a comprehensive community study of intellectual and developmental disability needs.

Raised over \$400,000 to fund a Crisis Nursery pilot in collaboration with local nonprofit partners ChildSafe, the YMCA, the YWCA, AVANCE, the Family Service Association, and SJRC Texas.



How Our Work Makes a Difference

“MARIA’S” STORY

When “Maria” was born prematurely, her family never imagined the journey ahead of them. After spending her first four and a half months in the NICU, this tiny fighter faced ongoing challenges with weight gain and oral aversion. This condition made traditional feeding impossible and required a G-tube for nutrition. As Maria's mother faced the daunting prospect of returning to work, the family encountered an unexpected obstacle: no childcare center in San Antonio could accommodate Maria's complex medical needs. Center after center turned them away, leaving Maria's mother with what seemed like an impossible choice between her career and her daughter's care.

Just when resignation from her job appeared inevitable—a decision that would have pushed the family into severe financial hardship—they discovered RCSA's Developmental Childcare Center (DCC). Not only could the DCC provide the specialized nursing care Maria needed to thrive, but it also welcomed her older sibling, allowing the family to maintain their routine with just one drop-off location. Today, Maria is thriving in an environment designed for children like her. At the same time, her mother continues to build her career, knowing her daughter receives exceptional care that supports both her medical needs and her development.

What began as a story of limited options has transformed into one of hope, growth, and a family's resilience strengthened by finding exactly the right support at exactly the right time.



How Our Work Makes a Difference

“PRINCESS,” RUNNING TOWARD HER FUTURE

When "Princess" first arrived at our residential home, she was a school-age child who had endured more than any child should have to face. The effects of abuse and neglect had compounded her developmental disabilities, leaving her crawling when she should have been walking, playing, and learning alongside her peers.

Our team assembled a dedicated support network around her, implementing the medical therapies and interventions essential for her growth and healing. With patience, expertise, and unwavering compassion, we worked with "Princess" day after day. Gradually, she began to respond to the consistent care she received. A significant milestone was when "Princess" took her first steps within our walls.

When it was time for "Princess" to return home, our team celebrated the progress she had made. However, a few months later, "Princess" returned to us. All the progress we had celebrated was gone—she was crawling again, and her trauma and developmental challenges had regressed without the supportive environment she needed. But our team didn't hesitate. We welcomed "Princess" back with the same dedication and love as before, understanding that healing isn't always linear and that children like her deserve as many chances as it takes.

"Princess's" story continued to unfold beautifully. With resumed therapies, consistent medical support, and the loving, compassionate environment every child deserves, she began to thrive once again. "Princess" was no longer crawling; she was not just walking—she was running.

She ran through our halls, ran to staff who had become her champions, and ran with the joy that should define every childhood. Most importantly, she was running toward her future—a future where her potential isn't limited by the trauma she's endured, where her developmental journey is supported every step of the way, and where she knows she is valued, loved, and believed in.



How Our Work Makes a Difference

DEAR RESPITE CARE:

I would like to express my sincere gratitude to all of you for making this summer camp an amazing experience. For the first time in many years, we were able to spend valuable time with my son, while my daughter attended summer camp at the RCSA H-E-B House. She was so happy to go to camp every day, and with that knowledge, we were all able to relax and enjoy summer too.

[Her teacher] did such a fantastic job, as did all the teachers! Summer camp, along with our respite Saturdays and Friday nights, diligently scheduled by [the Family Support Services Manager], has left us feeling so blessed.

So, a big thank you to all of you. You have made such a difference.

SIGNED, A GRATEFUL PARENT



Thank You to Our FY25 Partners

Alamo Freeze, LLC
Amarillo National Bank
Amy Shelton McNutt Charitable Trust Foundation
The Arch & Stella Rowan Foundations Inc.
Arying, LLC
Baptist Health Foundation
Betty Stieren Kelso Foundation
Bexar County
Broadway Bank
CAPTRUST
Carl C. & Marie Jo Anderson Foundation
Casa Verde Farms
Cavender Auto Family
C.H. Guenther & Son
Charity Ball Association of San Antonio
Chicken N Pickle San Antonio
Christ Episcopal Church
CHRISTUS Children's Hospital
Circle Bar Foundation
City of San Antonio - Department of Health & Human Services
CPS Energy
Daniel & Halstead, LLC
DOCUMation
Drawings Plus
Elizabeth Huth Coates Charitable Foundation
First Chance Foundation
Frost Bank
Greehey Family Foundation
Harvey E. Najim
H.B. Family Foundation
H-E-B
H-E-B Tournament of Champions
Heart Gallery of South Central Texas
Hope Hits Harder
Impact San Antonio
Impetus Foundation
In-N-Out Burger Foundation
Joan & Herb Kelleher Foundation
John Newman Family Charitable Fund of the San Antonio Area Foundation
John R. & Greli N. Less Charitable Trust
Kendra Scott
Koehler Foundation
Kronkosky Charitable Foundation

KSL Family Foundation
Kym's Angels Foundation
Kyle Ward Media
Las Aguilas
Luther King Capital Management
Margie & Bill Klesse Foundation
Meadows Foundation
Methodist Healthcare Ministries
Moody Foundation
Myra Stafford Pryor Charitable Trust
Najim Charitable Foundation
Nielsen Associates
Noble Texas General Builders, LLC
Nordan Trust
Northside Lions Charitable Foundation
Nothing Bundt Cakes
Pre-K 4 SA
Rachael & Ben Vaughan Foundation
Randolph Brooks Federal Credit Union
Ricos Products Co.



Thank You to Our FY25 Partners

Robert & Kathey Anderson Foundation
San Antonio Area Foundation
San Antonio Medical Foundation
San Antonio Stock Show & Rodeo
Security Service Federal Credit Union
Shiner Beers
Sigma Theta Tau Sorority
SJRC Texas | Belong
Southwest Benefits Association
Southwest Research Institute (SwRI)
Spurs Sports & Entertainment
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Texas Department of Health & Human Services
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The Mays Family Foundation
The Parker Foundation
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The Wade Richmond Foundation
Tres Grace Foundation
United Way of San Antonio & Bexar County
University Health System
University of Texas at San Antonio
University of Texas Health Science Center at San Antonio
Valero
Valero Benefit for Children
Valero Champions for Charity
Valkenaar PLLC
Vericast
Warm Springs Foundation
Wave Healthcare
Woman's Club of San Antonio



Community Support

In Fiscal Year 2025, the San Antonio community raised over \$600,000 for the children of Respite Care of San Antonio through our Annual Appeal, Annual Gala, and generous monthly donations!

DONATIONS \$10,000+

Michael Ciskowski
Barbara & Michael Gentry
Joe & Lacie Gorder
Mary Henrich
Kim Lewis

DONATIONS \$5,000-\$10,000

Nelda Benninger
Mary Rose Brown
James Burch
Luz Elena Chapa
The Darr Family
Marianne Dowdy
David & Rebecca Helterbrand
Carmen & Jason Kamiya
Dr. Kathryn Keeton
Barbara Kyse
Susan Pope
Pilar & Dr. Jaweed Sayeed
Dr. Paul & Marie Smith
Ruben Tenorio, D.O.

DONATIONS \$1,000-\$5,000

Annette Alonzo
Mary Ellen & Stephen Archer
Paul & Lisa Barham
Cathy Bertone & Sandy Pacheco
Harminder Bhullar
Michael & Mary Pat Bolner
Stephen Carson
Maria Castillo
LaVerne & Jack Dysart
Ronda Ebner
Stephen Fuselier
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Vickie Hunsucker
Magdalena Janeczek
Carol Jendrzey
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Monica & Joe Lerma
Traci Lewand
Anthony & Jennifer Perez
Analise Pfullmann
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Ryan Powers
Karen Presley
Letty Ramirez
Kurt Retherford
Garlyn Stapleton
Sharath Subramanian
Marilyn Taylor
Mark Till
John & Monica Trollinger
Lauren Valkenaar
Araceli Vela
Dr. Karen Walker-Schwab
Louise Wheir
Doreen & Fred Zepeda



Volunteering at RCSA

THANK YOU TO THE FOLLOWING BUSINESSES, ORGANIZATIONS, AND INDIVIDUALS
FOR THE INCREDIBLE IMPACT MADE AT RCSA!

AIM
Alamo City Roller Derby
American Bank
Atonement Academy
Autism Community Network
Bank of America
BioBridge Global
Broadway Bank
CAPTRUST
Cardiology Clinic of San Antonio, Medical Center
Central Catholic: Guardian Angels
C.H. Guenther & Son
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CHRISTUS Children's Hospital
Delta Xi Nu
ESC 20
Frost Bank
Gateway Church
Guido Construction
H-E-B
HOLT CAT
HUB International
INTRUST Bank
Jefferson Bank
Joeris General Contractors
JPMorganChase
Junior League of San Antonio
K Harvey Brand Partners
Karen Meade Co.
Kennedy High School
Keystone School
Kohls Cares
Las Aguilas
LIVE! Ministries

National Charity League: Alamo Chapter
Nielsen Social Solutions
Northrock Church
Northwest Vista College
Our Lady of the Lake
Providence Catholic School
Pure Posh Salon
Random Acts of Kindness
Revolut Business
S.A.L.E.S
SA Chamber
SA Life Academy
Salvation Army
San Antonio Zoo
Sigma Theta Tau Sorority
Sikick
Solventum
Southwest Benefits Association



Volunteering at RCSA

THANK YOU TO THE FOLLOWING BUSINESSES, ORGANIZATIONS, AND INDIVIDUALS
FOR THE INCREDIBLE IMPACT MADE AT RCSA!

Southwest Research Institute (SwRI)
STAC NAPNAP
The Place Commercial Real Estate
The Tailpipes
Travelers
U.S. Army Institute of Surgical Research
University United Methodist Church
University of the Incarnate Word
USA Airforce
USAA
University of Texas at San Antonio
University of Texas Health Science Center at
San Antonio
Valero
Valkenaar PLLC
VeraLogics
Vericast
Wave Healthcare
Wells Fargo
Woman's Club of San Antonio
Zachry Corporation
Zachry Hotels

TOTAL VOLUNTEER HOURS:

3,218

UNIQUE NUMBER OF VOLUNTEERS:

705

To all 705 incredible individuals who gave
of their time and talent, we are deeply
grateful for you, and we look forward to
seeing you back at RCSA soon!



Thank You for Your Support!



CONTACT US

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respitecaresa.org