



ANNUAL REPORT

2018

Our mission is to support independent and inclusive lives for adults with [dis]abilities through employment and community integration.

Our Mission

To support independent and inclusive lives for adults with [dis]abilities through employment and community integration.

4650 Brooks Street
Montclair, CA 91763
Tel: 909-624-3555
Web: anthesis.us



WELCOME

FROM THE DESK OF THE EXECUTIVE DIRECTOR + THE BOARD PRESIDENT

2018 marked one of the most transitional years for Anthesis since our founding. As you will see in our highlighted financials on page 15, over 70% of our revenue comes from government-directed program fees and grants. Another 23% of our revenue comes from our contract fees with local businesses. Meeting the needs and requirements of these revenue sources is critical to the vitality of our organization.

After a thorough review of our program offerings, our management team developed and implemented two new employment programs in 2018. These programs were designed to enrich participants interested in competitive integrated employment opportunities, provide increased value to the businesses we work with, and be in compliance with changing regulations, such as the Home and Community Based Services (HCBS) regulation. We couldn't be more thrilled with the results.

Our new Integrated Employment and Community Based Support (IECBS) and Discovery (DATS) programs have enrolled 66 individuals since our launch in June 2018, with more referrals from regional centers coming every week. We have hired 21 community coaches, allowing us to provide job training at a 1:3 staff to participant ratio. (Read more about these programs on pages 5 and 6.) We are the first organization in our area to offer these programs and we look forward to continue being a leader in these services. Both programs are in full compliance with HCBS a full four years ahead of the 2022 deadline for programs receiving Medicaid funds.

Our transition to community-based services also brought significant changes. In December, we ended our longest running program, the Work Activity Program (WAP). This program was our primary employment training program for 51 years, with over 250 individuals employed in the program during our peak years. However, declining enrollments, lack of manufacturing jobs in California, and an unfavorable regulatory and political environment towards funding these programs resulted in unsustainable financial losses.

At the end of this transition, we were able to transfer over 85% of our program participants and staff to our other



MITCH GARIADOR



YI EUBANKS

programs, primarily to IECBS, the Adult Development Center (ADC) and 'Round About Senior Services ('RASS). While we are sad to end this chapter of Anthesis, we are excited and well-positioned to move into the new world of community-based services.

Finally, this past year our dedicated staff received training in "Person Centered Thinking", a major component of HCBS regulatory compliance. This training will ensure our staff is focused on creating individualized services for each of our participants across all programs.

We are honored to lead such a diverse organization that comes together in celebration and support to empower adults with disabilities to blossom.

PS - We hope to see you at our Annual Run/Walk Fundraiser this fall! Stay tuned for more information on this Fun Family Festival!

OUR BOARD OF DIRECTORS LEADING THE WAY.

In 2018, the Board voted to close a program due to sustained financial loss and diminished support from participants and our funders. This closure enabled us to pursue funding focused on employment training. As a result, Anthesis created two new community-based program, and is now a leader in community integrated employment.

OFFICERS

Yi Eubanks, President
Doug Vincent, Vice President
Don Gdula, Treasurer
Cheryl Gilbert, Secretary
Grady Jennings, Past President

BOARD MEMBERS

Blair Aldworth
Jessica Arenas
Elena Barstow
Andrea Bidart-Oteiza
Hugo Guerrero
Samantha James-Perez
D'Adrienne Rystad
Robert Serrano



BOARD OF DIRECTORS

OUR PARTNERSHIPS + PARTICIPANTS

01

WEST END YMCA VOLUNTEER OF THE YEAR

The West End YMCA (The Y) provided several volunteer opportunities for participants in our integrated IECBS program. Their amazing employees have made our volunteer workers feel welcomed as valued members of The Y team. The courtesy, enthusiasm, and respect towards our program participants is a shining example of the best of what community integration can be. In addition to providing volunteer opportunities, the management at the Upland location has allowed our groups to use their facility at no cost. This generosity has provided vocational education opportunities for those individuals interested in pursuing fitness as a possible career, as well as recreational activities such as weight lifting, swimming and basketball. We look forward to continuing this incredible partnership in the coming year.



02

JOHNNY ROCKETS EMPLOYER PARTNER OF THE YEAR

Since the beginning of our business relationship in 2018, Jennifer Rudin, owner of Johnny Rockets in Ontario and Rancho Cucamonga, and her staff, have gone above and beyond to ensure our individuals are successful. Through the Paid Internship Program, we have placed 5 individuals at the two locations. One of these individuals has been hired as a regular employee, and the others are in their training program. Jennifer worked closely with these individuals to assess their skills and prepare personal learning aids to ensure they are supported and trained. Her patience, flexibility, and unwavering support for the success of this program demonstrates true leadership in inclusive employment. We are grateful to Johnny Rockets and look forward to continuing our successful business relationship.

03

SCOTT ALLISON PROGRAM PARTICIPANT OF THE YEAR

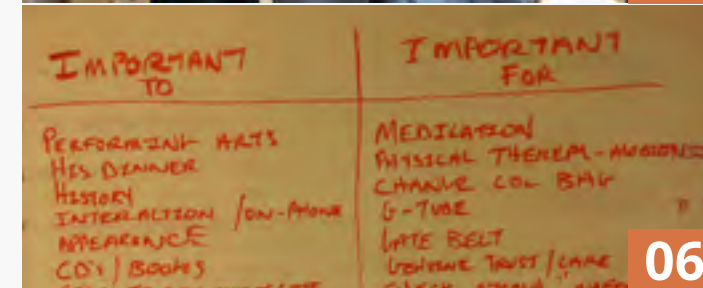
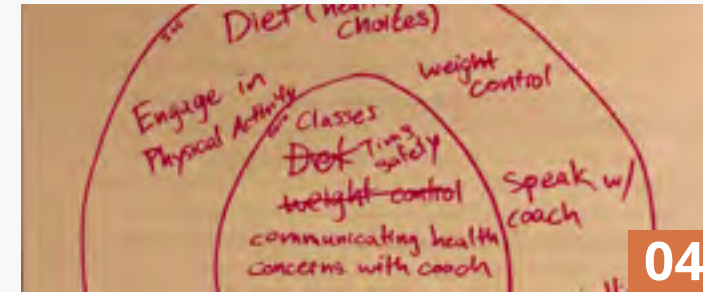
Scott joined our Work Activity Program in 2010. He enthusiastically participated in activities, especially the Kiwanis Aktion Club and the Annual Convention, but had not pursued particular employment opportunities. In 2018, he explored community opportunities through IECBS and developed his job skills through volunteering at the YMCA, Amy's Farm and other nonprofits. At an informational interview at Johnny Rocket's Restaurant in Ontario, owner Jennifer Rubin saw his potential and Scott began working as an intern. He learned tasks quickly and became a beloved member of the Johnny Rocket's team. Scott was hired through our Supported Employment Program and is now an integral member of the Johnny Rocket's staff. He is a great example of the right support leading to great success.

GUIDE US TO GREAT ACCOMPLISHMENTS.

04

ANTHESIS IMPLEMENTED TWO NEW COMMUNITY-BASED PROGRAMS

In June, Anthesis was approved to begin providing services in our new Discovery: Assessment and Training Services (DATS) and Integrated Employment & Community Based Supports (IECBS) programs. These two new programs incorporate competitive integrated employment, community integration and person-centered thinking concepts in order to assist our program participants to achieve their employment aspirations. These programs are intended to provide a seamless transition for individuals interested in employment to train within the local business community through thorough skills assessments and targeted employment matching.



KEY

- > IECBS: *Integrated Employment & Community Based Supports*
- > DATS: *Discovery: Assessment & Training Services*
- > SES: *Supported Employment Services*
- > ADC: *Adult Development Center*
- > RASS: *Round About Senior Services*

05

STAFF TRAINED IN PERSON-CENTERED THINKING

A major component of the changes to the Home and Community Based Services (HCBS) regulation as outlined by the Center for Medicaid and Medicare Services (CMS) is programs receiving Medicare funding in the future must implement Person-Centered Thinking (PCT) as part of their core philosophy and daily operations. PCT is a process of continual listening and learning in order to focus on what is important to an individual now and in the future. In 2018, Anthesis hired Joe Donofrio, a certified trainer in PCT to conduct training to our staff. So far 48 staff members have been trained and 10 individuals have begun advanced coaches training. We have seen much benefit from this training and will continue training additional staff in 2019.

06

TRANSITION

Anthesis has been transitioning our organization to better serve our mission of transforming lives. We have successfully transitioned our employment training services from our Montclair-based Work Activity Program (WAP) to a community-based training program through IECBS. Our history with WAP began with our founding in 1966 when we were known as the Pomona Valley Workshop. However, significant changes in our industry meant we could no longer train job skills using in-house packaging and assembly operation. Instead, we must rely on volunteering and seasonal work to train and prepare our workers for employment. Thanks to the dedication of all involved with Anthesis, we were able to transfer nearly 85% of both staff and consumers into our other programs.

THE CORE OF WHO WE ARE SHINES IN OUR MANPOWER.

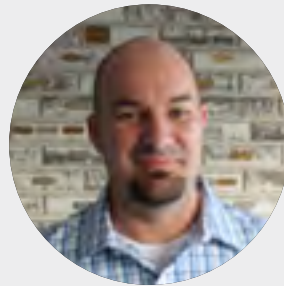
WAYS TO GET INVOLVED

- ✓ Hire one of our workers or a group of workers at your company.
 - ✓ Nonprofits, consider hiring a group of volunteers to help your organization.
 - ✓ Volunteer at an event (including our monthly dances), serve on a committee or join our Board of Directors.
 - ✓ Donate used clothes and household goods to our Thrift Store.
 - ✓ Teach Arts & Crafts to our day program participants.
 - ✓ Share your story or volunteer to teach a skill to our participants.
 - ✓ Donations are always welcome. We are a 501(c)3 nonprofit and donations are tax deductible.
- Contact Mitch Gariador at mitch@anthesis.us or 909 / 624-3555 x 241 to learn more about getting involved with Anthesis.



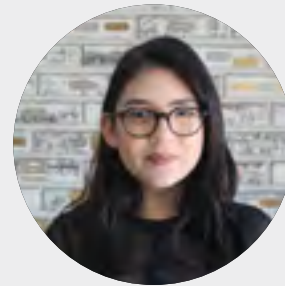
ELENA BARSTOW
EXCEPTIONAL VOLUNTEER

Elena became involved with Anthesis when her son began participating in our programs in 2014. Her involvement and commitment to her son's programming, and her thoughtful participation in organizational meetings and activities made her an ideal candidate for our Board of Directors. She joined the Board at the beginning of 2018, and we have benefitted from having a parent's perspective in our thought process and decision-making. Since joining, she has volunteered at numerous events, including our monthly dances where she helps serve, clean-up, and have fun with the people who attend. She is always ready to assist as needed, and we are grateful for her guidance in her role on the Board.



LELAND DALBY
EXCEPTIONAL EMPLOYEE

Leland is an outstanding employee and role model for both staff and program participants. As the Outcomes Coordinator for the IECBS community-based program, he has played a key role in its growth and success. Leland volunteers his time in support of the Inland Empire Aktion Club which is a service club that performs acts of giving to various charities. His dedication and passion for those we serve is exhibited on a daily basis.



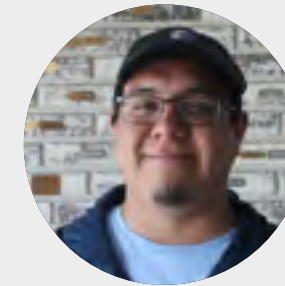
ALICIA AHUMADA
EXCEPTIONAL EMPLOYEE

Alicia Ahumada goes above and beyond to help Anthesis 'RASS program run smoothly. As Program Specialist for the 'RASS program, she can be seen assisting staff and participants by warming up food, providing and assisting with daily activities, and preparing for Anthesis' Open House & Fashion Show. Her continued support ensures that the people in our programs have opportunities to experience new adventures while doing a variety of new and familiar activities they enjoy.



CHERYL GILBERT
EXCEPTIONAL VOLUNTEER

Cheryl is a professor in the Psych Tech program at Mount San Antonio College (Mt. SAC). For the past six years, she has conducted the clinical portion of her classes at Anthesis and has become extremely familiar with the staff and people in our programs. She has helped our staff learn more about intellectual and developmental disabilities and has provided in-service training so we can better engage with the people we serve. She has been an active member of the Board of Directors since 2017 and is a committed volunteer at various events. We are grateful for her continued Board governance. She currently serves as Board Secretary and is slated to become Vice President next year and President in 2021.



ARMANDO RANGEL
EXCEPTIONAL EMPLOYEE

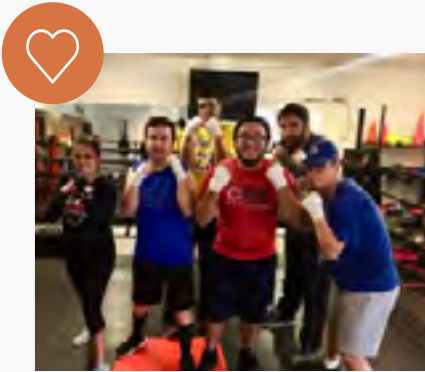
Armando Rangel is one of the busiest individuals in our ADC program. Not only does he do his own work while assisting the program specialists, Armando takes the time to help other participants and staff. As Program Assistant for the ADC, he can often be seen holding doors for others, and be heard advocating and pursuing new and adventurous outings. Outside of the ADC program, Armando is a reliable volunteer at Anthesis' dances, picnics and run/walks. This year he is serving as a volunteer on the Anthesis Run/Walk Committee, our largest fundraising event of the year.



ROSALINA ROSALES
EXCEPTIONAL EMPLOYEE

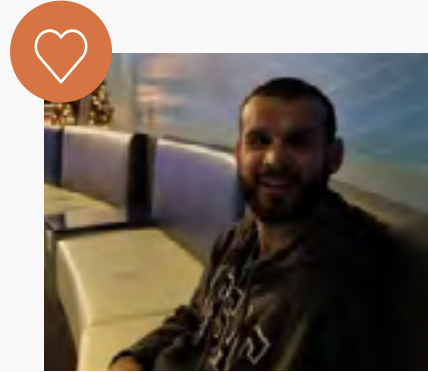
Rosalina joined the Anthesis team 5 years ago as the Job Coach for a new enclave with East Valley Water District. Rosalina's commitment to her position and her dedication to providing quality service has solidified the business relationship. The management of EVWD and Anthesis applaud Rosalina for exemplifying the standards necessary to maintain such a strong relationship.

2018 HIGHLIGHTS



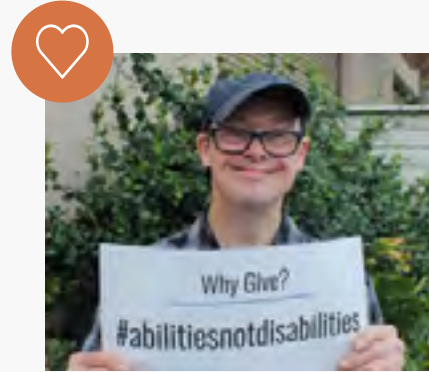
COMMUNITY COACHES TORI AND SHANE...

brought a group from our IECBS program to boxing classes. This activity falls under two of the seven domains of the program; learning/education and recreation/leisure. Boxing reduces stress, lowers levels of depression, gives you a better version of yourself and is just fun!



TYLER RECEIVED A JOB OFFER...

on the spot thanks to his award-winning personality during a "Discovery" outing at LOL Kid. Tyler started our community-based program, IECBS, in August and was quickly identified as an individual ready for Discovery and he proved us right. Congratulations, Tyler!



PARTICIPATION IN #GIVINGTUESDAY...

fundraising nearly doubled over last year. GivingTuesday is a social media-driven international movement to increase charitable giving on the Tuesday after Thanksgiving. This year, #GivingTuesday falls on December 3, 2019. Follow-us on social media to participate!



HOT OFF THE PRESSES!!!

Two innovative programs developed by Anthesis to provide training and community placement have received approval by Inland Regional Center, making Anthesis the **FIRST IN REGION** to roll out these community-based programs.

FOLLOW US ON SOCIAL MEDIA TO SEE HOW ANTHESIS IS TRANSFORMING THE LIVES OF PEOPLE WITH [DIS]ABILITIES.

FACEBOOK.COM/ANTHESIS.US

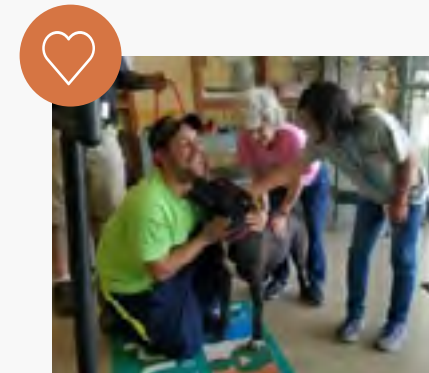
INSTAGRAM.COM/ANTHESIS.US1

LINKEDIN.COM/COMPANY/ANTHESIS



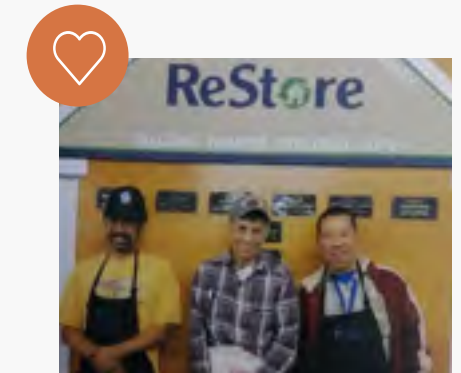
DURING THE 'RASS ANNUAL CANCER WALK 2018...

program participants walked through Anthesis buildings 1, 2 & 3 on Brooks St. chanting "Kiss Cancer Goodbye", "Hope, Fight, Cure", "Fight against breast cancer", while staff and other program participants cheered along. Participants walked in remembrance of family and friends who have died of cancer and who are battling cancer.



THE BENEFITS OF WORKING IN THE COMMUNITY...

are priceless! While there is work to be done, the IECBS participants enjoy the benefit of being surrounded by loving and deserving creatures. Looks like a fun day on the job!



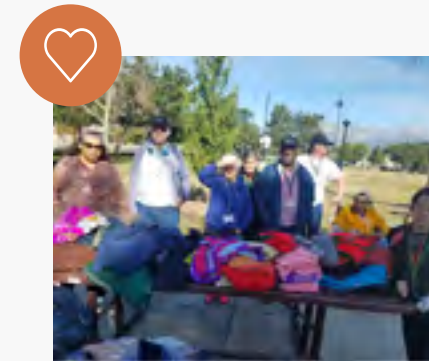
LARRY, DONALD AND AN ARE MAKING A DIFFERENCE...

Anthesis is very proud of Larry, Donald and An. Since joining the new IECBS Program these gentlemen have become invaluable to the staff of Habitat for Humanity. Larry, Donald and An enjoy their volunteer positions very much and the staff of Habitat clearly enjoys working along side them. The three were named Employees of the Month in June 2018.



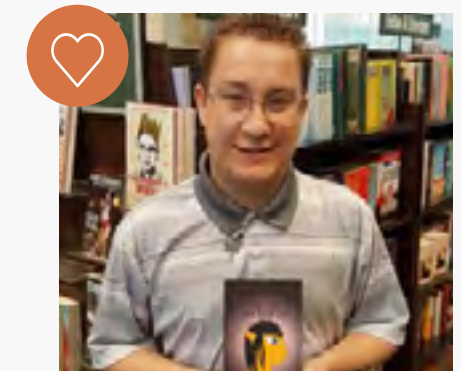
TWO NEW VEHICLES ADDED TO OUR FLEET...

We received a 2018 "Ford Transit 150" passenger van for our Supported Employment program and a 2018 Focus Hatchback for our staff. Both vehicles were funded by the Tiki Hour Benefit held on our behalf by John Watkins of FSC Lighting and many of his vendors, family, friends and staff. We are grateful for the generosity of all who participated in that event and the impact you've made to our organization.



GIVING BACK...

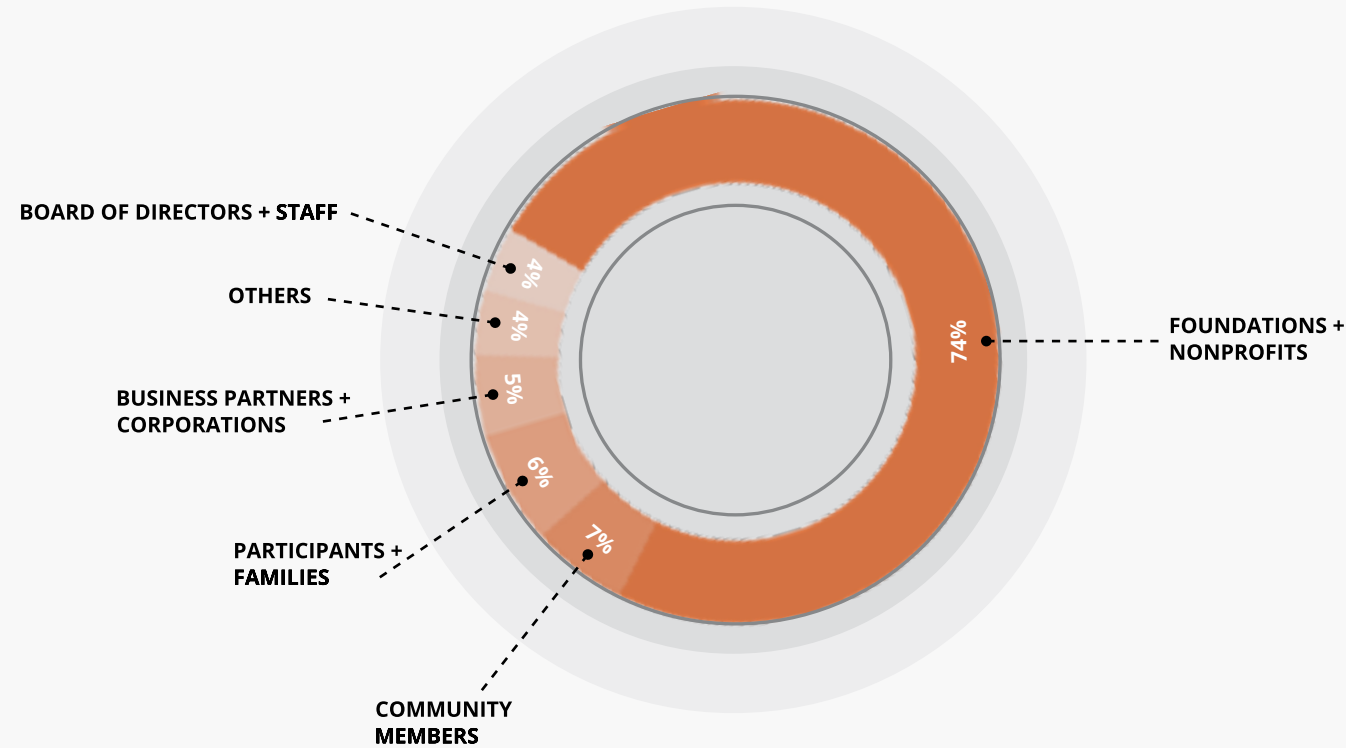
Participants in 'RASS blessed our local homeless community with blankets, jackets and water at the park and then dropped off more jackets at our local Women's Foothill Shelter. Marianne C helped a little girl find a blanket in her favorite color before wrapping the purple blanket around the little girl's shoulder. The little girl jumped for joy, shouting "it's my favorite color" and then asked Marianne for a hug. This was a true blessing for our community, and this gift giving outing was made possible by generous donations from our Kiwanis Division 15 Inland Empire Aktion Club members, a gift card donation and Mary Lomeli, mother, of one of our members who crocheted the blankets.



DARIEN BECOMES A PUBLISHED AUTHOR...

Darien has a lot to be proud of these days. Not only was Darien hired to work at Barnes & Noble, but he has written and self-published a book, Darkstorm, that is currently selling on Amazon.com. Congratulations, Darien! We all can't wait to read it.

INDIVIDUAL GIVING



 **+31%**
increase in individual giving.

 **+126**
New donors in 2018.

 **+130%**
increase in revenue from top revenue generating events, specifically the Annual Dinner and the Run/Walk.

 **+17 Placements**
7 job placements and 10 paid internship placements.

DONATIONS AT WORK



AHMANSON FOUNDATION

In May, we received a generous grant from the **Ahmanson Foundation** for \$175,000 to purchase 19 new air conditioning and heating units to replace our aging systems at two of our buildings on Brooks St. and our Holt Blvd. site. This was such a relief to our staff and participants as the old units were over 25 years old and quite inefficient. We thank the Ahmanson Foundation for their generosity as well as **Dan Deseran** and **WEDO A/C & Heat** for installing the units.



ARTS + CRAFTS

We received various grants in 2018 to assist with the establishment of an Arts and Crafts program in our day programs. Funders included the **Montclair Community Activities Commission**, the **Kiwanis Club of Claremont** and many individuals through one of our direct Appeals. The funds paid for the purchase of storage racks, supplies and various materials to start up the program. This was a wonderful opportunity for our program participants to show off their artistic talents and to earn a few dollars when their items were sold to the community.



PERSON-CENTERED THINKING TRAINING

Funds received through the **Weingart Foundation**, the **Ethel Scantland Foundation** and from the **State of California ABX2-1 HCBS grant**, allowed us to pay for the Person-Centered training for our staff. Without these funds, we would not have been able to hire consultants to educate our staff on effective techniques to ensure program participants' ideas and desires are always at the forefront of their daily activities.

THOSE OF YOU WHO MAKE IT HAPPEN...

CORPORATIONS/BUSINESSES

10-8 Retrofit
 Ability Center
 Allied Group Sales Inc.
 Alvarado Manufacturing
 American Business Bank
 California Specialized Equipment Systems
 Chaffey Federal Credit Union
 Chino Commercial Bank
 Colson Group
 D&L Supply Co.
 DCL Logistics
 DoubleTree by Hilton Claremont
 Duncan+Coleverria
 Foamtec International
 FSC Lighting
 GMX International
 Hampton Direct
 Heritage Container
 J&H Auto
 Jassu Ltd.
 KRT Realty & Property Management
 LLR Inc
 M&J Plastics
 Penoles Chemicals
 Team Lally
 U.S. Bank
 Upland Optical Services
 Wacker Chemical Corp.
 Walmart Fulfillment Center #8103
 Walnut Curves for Women
 West Peak Insurance Services

MUNICIPALITIES/SPECIAL DISTRICTS

City of Chino Hills
 City of Montclair
 City of Montclair Police Department
 City of Montclair Community Activities Commission
 East Valley Water District

FOUNDATIONS/SERVICE CLUBS/NONPROFITS

Ahmanson Foundation
 Bidart Family Foundation
 Boys Republic
 Columbian Foundation Supporting People with Intellectual Disabilities, Inc.
 David & Margaret Youth and Family Services
 Dignity Group
 Ethel Josephine Scantland Foundation
 Helpful Honda
 Kiwanis Club - Upland Foothill
 Kiwanis Club of Chino
 Kiwanis Club of Claremont
 NonProfits United
 Pomona Valley Hospital Medical Center
 Rotary Club of Claremont Sunrise
 San Manuel Band of Mission Indians
 Smart & Final Charitable Foundation
 Soroptomist International of Montclair/Inland Valley
 Southern California Basque Club
 Southern California University of Health Sciences
 Trinity Youth Services
 University of Redlands
 Warren Family Foundation
 Weingart Foundation
 West End YMCA
 Western University of Health Sciences



INDIVIDUALS

Ray & Sunnie Abrahamson
 Brenda Abrams
 Sam Acuna
 Martin Aguerre
 Teri Aguilar
 Maria Aldrete
 Blair & Chris Aldworth
 Laura Alexander
 Kenneth & Lorna Allison
 Michael & Barbara Allison
 Carol Anderson
 Greg & Aline Anema
 Yolanda Arellano
 Maria Arevalo
 Irene Augusto
 Jerry & Janis Bailey
 Rebecca Ballinger
 Elena & Edward Barstow
 Annette Bauman
 Ed & Toni Bauter
 Bernard & Barbara Bernstein
 Bernard & Susan Bidart
 Michael & Jeanette Bidart
 Andrea Bidart-Oteiza
 Michel & Marie Biscaichipy
 Sharon Bivins
 Sidney Blumner
 Loyd & Marilyn Bonneville
 Daniel & Mary Brooks
 Marene & Richard Brown
 Phoebe Brown
 Curtis & Mary Jean Byer
 Thomas & Gloria Candelaria
 Linda Cano
 Carlos & Heather Cardenas
 Dlane Carlton
 Marcia Cazares
 Anna Ceballos
 Lupe Cisneros
 Barbara Clarke
 Jennifer Concepcion
 Rosa Contreras
 John Cortez
 Vicki Covan
 Donald Crawford
 Justine Cristan
 Bee De La Cruz
 Marco De Santiago
 Brina DeLapp
 Lou Lou (Mary) & Felix Delgadillo
 Rochelle Desamito
 Fermin & Aurora Diaz
 Janis & John Dietz

Camille Dowdell
 Cedric & Julia Duffield
 Denise Duffield
 Ned and Ruth Duffield
 Bethany Duncan
 Laura Duncan
 Lisa Duncan
 Warren & Barbara Duncan
 William & Nancy Durkee
 Annette Durrizague
 John & Anne Dutrey
 Candida Echeverria
 Ramon & Kristine Echeverria
 Anita Elias
 Barbara Elias
 Kathryn Elias
 Rick Elias
 Ron & Tina Elias
 Ruben & Terry Elias
 Ruby Elizalde
 Adam Elmayan
 Lance English
 Eileen Escalante
 Laura Estrada
 Marianna Etcheverria
 Anna Marie & Michael Etcheverria-Coleman
 Michael & Yi Eubanks
 Carrie Evans
 Charles Farritor
 Karen Findley
 Mike & Patty Garcia
 Debbie Garcia-Yanez
 Anne Marie Gariador
 Mitch & Delora Gariador
 Rodney Garner
 Jean & Catherine Gastelluberry
 Laurie Gates
 William & Shirleyann Gavitt
 Don Gdula
 Maxine Gerzel
 Cheryl Gilbert
 Juliet Gilek
 Leland Glisson
 Harry & Edith Goldsworthy
 Kathie Goyeneche
 Guy & Jean Gray
 Jon & Nancy Greenberg
 Katie Greene
 Hugo & Marcie Guerrero
 Marcela Gurganian
 Sandra Guzman
 Supervisor Curt Hagman



Melanie Hahn
 Arlene Hallan
 Earnestine Halsell
 Robert & Margaret Hanevik
 Rick Harris
 Corinna Hathuc
 Susan & Dennis Hays
 Andrea Hernandez
 William Hoag
 Mary Honer
 Beverly Hooper
 Randy Horowitz
 Kim Hosack
 Brian & Rosa Hotchkiss
 John & Linda Hsieh
 J.P. & Linda Iriart
 Will Irons
 Samantha James-Perez
 Barbara Jefferson
 J. Grady Jennings
 Grace & Herman Jimenez
 Lynda Johnson
 Karen Jones
 Marisa & Jeff Jones
 Tiffani Keenan
 John & Cynthia Kenton
 Patti Kirik
 Stephanie Kitchen
 Carolyn Kreslake
 Chris Krueger
 Marvin & Kathryn Kuebler
 Joe & Billie Laponis
 Arlene & Joseph Laviera

INDIVIDUALS (CONTINUED)

Ed & Charlene Leavell
 Pat Lee
 Richard & Mary Lightner
 William & Dorothy Lindenberg
 Lois Lippman
 Ronald & Lynne Logsdon
 Mary Lomeli
 Debra Lopez
 Colleen Lund
 Delores & Del Maple
 John & Dorci March
 Ernest & Michelle Marlowe
 Roy Marquez
 Irma & Richard Martinez
 Bob & Mary Mayou
 Dr. Jack & Dr. Joy McElwee
 John McGrew
 Rebecca & Mark McNicholl
 Jakob & Marie Meinders
 Steve & Jinny Merhar
 Grover Merritt
 Andy Miller
 David & Eldonna Miller
 Jessica Miramontes
 Sebastian Morales
 Lydia & Frank Mulkey
 Charles & Tina Munoz
 Eric & Eva Munoz
 John & Dina Munoz
 Lindsay Munoz
 Robert Mussig
 Calvin Myers
 Claudia Navarro
 Natalee & Sara Navarro
 Susie & Manuel Navarro
 Joni Noggle
 Carrie OByrnes
 Jamie OHara
 Anita Oshaben
 Moises Osornio
 Louis & Leslie Pappas
 Sara Parra
 Edwin & Barbara Patterson
 Leonard Paulitz
 Jim & Yasuko Pemberton
 Diana & Dennis Pertusati
 Frances Pertusati
 George & Marie Petrissans
 David Plotnik
 Andrew & Jenny Pramschufer

Holly Pugno
 Alejandra Quesada
 Bernadette Quincey
 Ernest & Rachel Quiroga
 Ray, Carolyn & John Raft
 Clarkie Rambo
 Rita Ramirez
 Olivia Razo
 Eunicia Reburiano
 Stacey Rhoten
 Andrew James Rico
 Veronica Rocha
 Daniel Rock
 Betty Rodriguez
 Jennifer Rodriguez
 Marlene Rofe
 Cynthia Rogers
 Ken & Maggie Rogers
 George & Irene Romero
 Elizabeth Rowland
 Christina Royal
 Barbara Rugeley
 Thomas Rummel
 Margo Ryan
 D'Adrienne Rystad
 Doreen Salas
 Terri Satterfield
 Marie Schofield
 Ronald & Denise Schwartz
 Sandra Selio
 Ines Short
 Asif Siddiq
 Helen Smalling
 Claudia Smith
 Jerry & RoseMarie Smith
 Virginia & Richard Smith
 Angelina Soria
 Mike Stringer
 Kenneth Stryker
 Sonja Stump
 Scott Sveslosky
 Namal Tantula
 Catherine TeVault
 Limore Torbati
 Helen Torres
 Jeri Torres
 Joey Torres
 Dolores Trousil
 Linda & William Tucker
 Beth Tweed

Carolyn Sue Van Horn
 Marilyn Vanterpool
 Andrew Verhauz
 Brianna Villagomez
 Daniel Villagomez
 Douglas Vincent
 Dan & Marina Waldo
 Ken Walker
 Dave Wallace
 David & Vickie Warner
 Mark & Pat Warren
 Catherine Washburn
 James Weaver
 Tenisha Whitcher
 Valerie Wright-Stevens
 Lucy Yamas-Cortez
 Emilia Young
 D. Zell
 Aurora Zorrilla

PLANNED GIVING

All gifts are deeply appreciated as they are used to fund programs and services that help people with disabilities live happier, more fulfilled lives.

If you are interested in making a pledge and setting up a payment plan, or in making an estate gift, please contact:

Mitch Gariador
 Executive Director
 mitch@anthesis.us
 (909) 624-3555 ext. 241.

FISCAL YEAR IN REVIEW | 2018

ASSETS

Current Assets	\$1,072,736
Property and Equipment	\$ 849,343
Other Assets	\$ 26,582
Total Current Assets	\$ 1,948,661

LIABILITIES / NET ASSETS

Current Liabilities	\$ 544,783
Long Term Liabilities	\$ 465,231
Total Liabilities	\$ 1,010,014
Net Assets	\$ 938,647
Liabilities/Net Assets	\$ 1,948,661

Because over 70% of our funding comes from government sources, and 23% comes from contracts with local businesses, it is critical our programs align with regulatory requirements and provide value to the business community.

Revenue from Foundation grants continue to decline, making individual giving more important than ever.

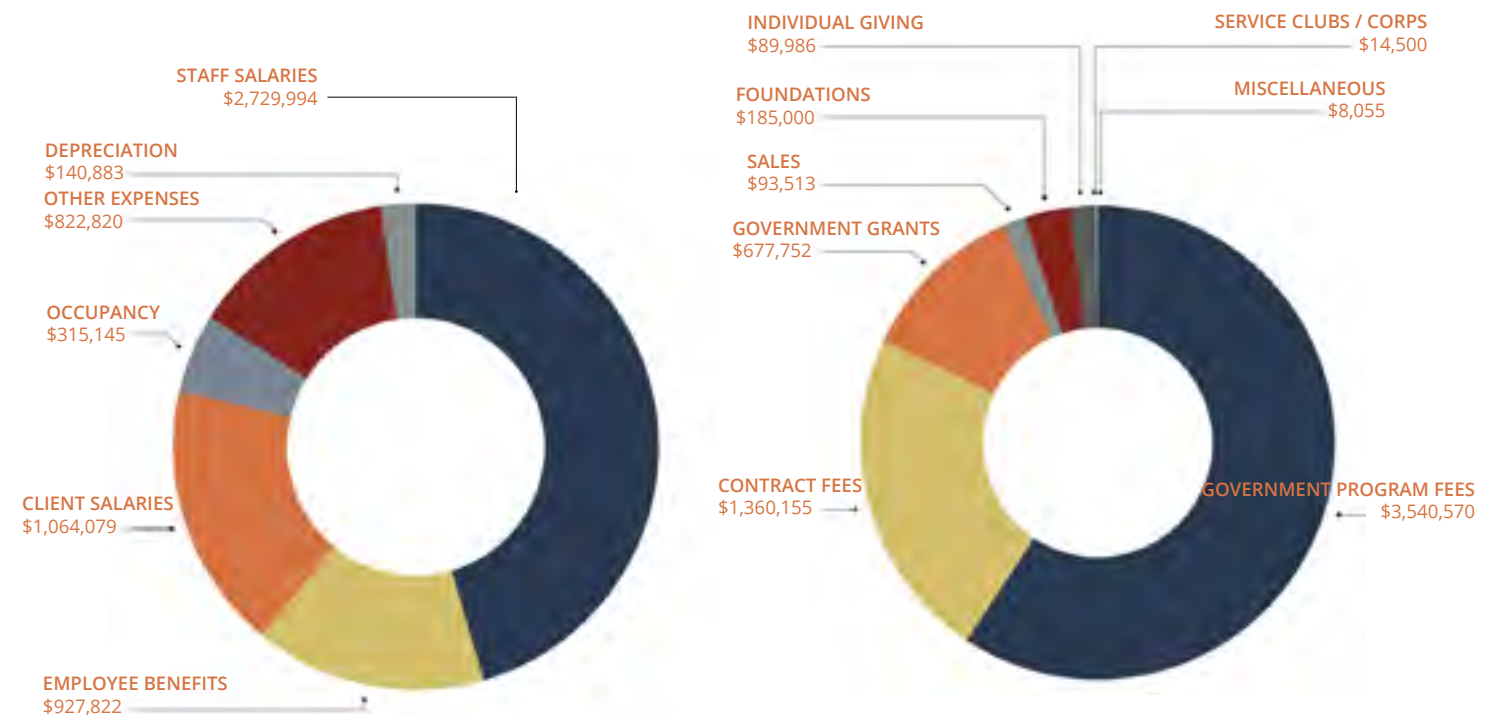
Over 75% of our revenue goes directly to the people we employ. Because of the revenue loss due to the closure of WAP, we sustained an overall loss for the year.

EXPENSES

\$ 6,000,743

REVENUE

\$ 5,969,531



Surplus / (Deficit) \$ (31,212)

ANTHESIS
4650 BROOKS STREET
MONTCLAIR, CA 91763

Return Service Requested

NONPROFIT ORG.
U.S. POSTAGE

PAID

PERMIT #113
CLAREMONT, CA



“Our new community-based programs offer our participants magnificent opportunities to get involved in, and connect with, their communities.

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