



2020
ANNUAL REPORT
ANTHESIS.US

DEAR ANTHESIS COMMUNITY,



Mitch Gariador
Executive Director



Cheryl Gilbert
President, Board of Directors

“We have been working hard on our new strategic plan and looking forward to meeting our fundraising goals for 2021 (some of our most robust ever!) as well as continuing to increase awareness of who we are and what we do. Stay safe and well out there!”

Cheryl Gilbert,
President of Board of Directors

NEW BEGINNINGS

Think back one year ago and none of us realized what we know now – the COVID-19 pandemic has made 2020 the most life altering year for society. Not since the World Wars has humankind lived through such an uncertain time. Since March 2020, Anthesis has carried on past the initial program shut down and pivoted operations in order to continue serving participants. We have transformed services through remote and electronic means, implemented safety protocols to keep people healthy, adapted to new government guidelines, and started offering the COVID vaccine to staff and participants. We are proud to say that Anthesis has persevered despite the COVID-19 pandemic. We greatly look forward to resuming in person services and activities in 2021. As we reflect on the past year, there is no doubt that Anthesis was profoundly affected; we are still discovering the path to the new normal, or what we like to think of as a *new beginning*. As the COVID-19 pandemic comes to an end, Anthesis will start again with updated program models to serve participants via in-person and remote activities. This new beginning is both an opportunity and a challenge to streamline operations and discover more effective ways to serve adults with intellectual and developmental disabilities.

Now located in Ontario, we finally moved into our new corporate headquarters building! The moving process, including the purchase of the building and transitioning operations, lasted over 13 months. Moving during a pandemic was quite the ordeal – a huge thank you to the staff and participants for their dedication, innovation, and patience while we juggled many changes throughout the year. The Anthesis Board of Directors and funders provided much-needed encouragement and financial support to get us through the transition. Now that we are moved into and acclimated to our new home, we are excited to continue community-based services for participants. Our five core day programs – *Supported Employment, Employment Placement Services, Transition, Adult Development Center, and ‘Round About Senior Services* – are prepared to serve individuals on all levels of the spectrum. We will drive forward a *new beginning* of program services focused on compliance with the Home & Community Based Services regulations which will take effect in 2023.

While we are celebrating a *new beginning*, let’s take a moment to acknowledge Anthesis’ long and successful history serving adults with disabilities in the Inland Empire. In 2021, we are celebrating our 55th anniversary! For over five decades, Anthesis is proud to be the choice of program for many individuals and families. With strong traditions and new priorities in a redefined world, we continue our dedication to the Anthesis mission in support of the individuals we serve now and beyond.

BOARD OF DIRECTORS

OFFICERS

Cheryl Gilbert, President

Professor, Mt. SAC Psychiatric Technician Program

Samantha James-Perez, Vice President

Professor, Mt. San Antonio College (Mt. SAC)

Elena Barstow, Secretary

Retired

Mother of an Individual served by Anthesis

Andrew Pramschufer, Treasurer

CEO, HC Merchandisers, Inc.

Brother of an individual served by Anthesis

Doug Vincent, Immediate Past President

Retired Radio Broadcaster

BOARD MEMBERS

Blair Aldworth

Retired Special Education Teacher-Chino Valley U.S.D.

Andrea Bidart-Oteiza

Coordinator of Special Education, Valle Lindo School District

Yi Eubanks

Special Education Teacher, Ayala High School
Sister of an individual served by Anthesis

J. Grady Jennings

Dignity Group and Jennings Insurance

Marisa Jones

Grainger, Safety Specialist
Sister of an individual served by Anthesis

Carmen Martinez

Retired High School Teacher

Sonja Stump

Owner, Sonja Stump Photography

Hilma Thomas

Accounting Supervisor, Chaffey Federal Credit Union

Board committees that are open to the community are:

Finance

meets 3rd Monday each month

Long Range Planning & Programs

meets 1st Thursday every other month

Fundraising

meets 1st Monday each month



Left to Right: Andrea Bidart-Oteiza, Mitch Gariador, Cheryl Hilbert, Ines Short, Terri Perkins, Blair Aldworth, Doug Vincent, Maggie Bohlman, Bill Tannehill, Sonja Stump, Elena Barstow, Kitty DuBois, Yi Eubanks, Samantha James-Perez, Andrew Pramschufer, Carmen Martinez

“We do not know what lies ahead, yet whatever the challenge, leaders will rise, finding the heart, the language, the caring that embraces and sustains.” - Frances Hesselbein

CONGRATULATIONS TO OUR 2021 HONOREES



Sabrina Y.
Participant of the Year

Over the past year, Sabrina inspired both staff and participants to follow their passions and find new ways to blossom during the pandemic. In addition to developing her passions as an artist, singer, and dancer, Sabrina discovered a new-found love for cooking! Sabrina has Zoom meetings with her instructor to do crafts and cooking activities. Now, she is comfortable cooking in front of the camera and hopes to start a cooking show on YouTube one day.



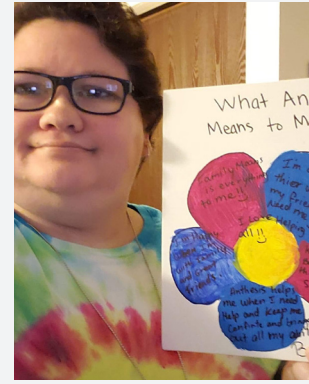
FSC Lighting
Business Partner of the Year

FSC Lighting is a generous and loyal business partner for Anthesis since 2013. FSC Lighting has helped bridge the employment gap for adults with disabilities. During the past year, FSC Lighting and Anthesis program participants achieved a remarkable milestone: over 100,000 employment hours! The FSC Lighting management team worked tirelessly during the pandemic to ensure Anthesis' enclave member safety while they continue to work. Thank you, FSC, for your compassion, dedication, and trust.



Cliff B.
COVID-19 Resilience

Cliff has been a part of the Anthesis family for 26 years. During the pandemic, Cliff created "Cliff's Rockin' Sports," a live Zoom session featuring up-to-date sports information and guitar playing. Cliff's Rockin' Sports encourages engagement – participants are more willing to share opinions and ask questions! Cliff also provides face-to-face home visits remotely via Zoom. For his assigned individuals, he puts together well-researched, weekly activities and drops off at their homes. Cliff has even helped families with their personal shopping needs, just to make life a little easier during these tough times.



Brenda: ADC.

Brenda, a participant in the Adult Development Center program, continued interacting and being involved in her community. With Anthesis' support, she safely navigated within her community, despite the challenges of the pandemic. Most importantly, she was still able to enjoy her iced upside-down caramel macchiato with one shot and a side of whipped cream from her local Starbucks.



Darlene: RASS.

During this past year, it was very important to Darlene to take care of her health and stay connected to her Anthesis family. As a long-time participant and active member of Round about Senior Services (RASS), Darlene learned to use Zoom meetings to talk to her many friends. She is always excited to share what she receives in the mail and even prefers Zoom calls to regular phone calls!



Stephen: Transition.

Stephen's journey to supported employment began with exploring his passions in our person-centered programs. He discovered that he loves working with animals, so the Transition staff matched him with volunteer activities at local animal shelters and pet daycares. Stephen dedicated himself to learning about pet caregiving and gained valuable experience. In October, Stephen accepted a paid internship at Playful Paws!



Mohammed: Discovery, Transition.

Mohammad joined the Transition program so he could find work that aligned with his love of photography. Once he gained valuable job-related skills, he was ready to find his dream job through the job development methods of Discovery. With the support of Anthesis Job Developers, Mohammad interviewed at a local art gallery and his talent for art and passion for photography landed him a paid internship. Currently, Mohammad is learning various aspects of running a gallery, including framing and displaying artwork.



01



02



03



04



05



06

01

Lina West

Job Developer

Her enthusiasm and encouragement of participants to live independent lives have helped three individuals find fulfilling jobs doing what they love.

03

Melody Clayton

Community Coach

Her ability to go above and beyond to help provide community-based services created many fun and educational experiences for participants.

05

Kathie Goyeneche

Accounting Manager

Her dedication has helped staff and participants succeed within our community and have helped Anthesis flourish.

02

Armando Rangel

Program Specialist

His dedication and creativity have allowed for virtual programming to remain educational and exciting for participants.

04

Gina Chirino

Job Coach

Her positive spirit and engagement with Anthesis' participants make her a great role model for both our staff and participants.

06

Doug Vincent

Board Member

His marketing experience and broadcasting expertise have helped Anthesis communicate and grow our support in the greater community.

HOW YOU CAN BE A HERO TOO!

Ways to be involved and support Anthesis

- Partner with us, share your expertise, and provide learning opportunities for Anthesis participants
- Employ Anthesis participants so they can learn job skills and gain independence
- Join the Anthesis community group to stay informed on educational and advocacy issues
- Donate your gently used clothes and household items to the Anthesis thrift store
- Like Anthesis on social media and join our email newsletter to stay up to date
- Donate to Anthesis – all gifts are a tax-deductible financial contribution

Contact Mitch Gariador at mitch@anthesis.us or 909 / 624-3555 x 241.

To learn more about these extraordinary individuals, visit anthesis.us/our-stories

DESPITE THE PANDEMIC, ANTHESIS WAS ABLE TO CREATE A YEAR'S WORTH OF MOMENTS FOR OUR PARTICIPANTS

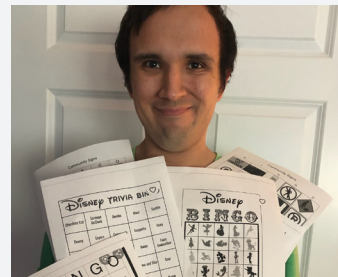
“Even though the pandemic caused chaos and change, both staff and participants were able to adapt and continue to move forward through the adversity by working together and learning new skills and technology.” - Lucy Yamas-Cortez, Director of Day Programs



Joanna R.
RASS
Pre-Covid Superbowl Party



Travon A.
Transition Program
Money Management Goal



Austin B.
Transition Program
Bingo and Trivia Day



Greg R.
Supported Employment Program
Retirement Party



Mitchell F., Supported Employment Program
1st Day at Amazon



Marianna C.
ADC
Monster Zoom Activity

JAN

DEC



Ken S.
RASS
Valentine's Day Celebration



Charis A.
Transition Program
Cooking with Charis



Caleb H., Brock B.
Transition Program
Long Beach Adventure



Augusto B., Supported Employment Program
Donation Day at the Thrift Store



Amy T.
ADC
Cooking Pancakes



Sabrina Y.
ADC
Holiday Virtual Activities

Your donations directly impact people with disabilities.

Thanks to the generosity of individuals, business partners, and the entire Anthesis community, we can provide the caring and supportive services that truly make a difference in the lives of those we serve.

our participant outcomes.

>>>
2020

58,428

hours worked in our Supported Employment Groups

69

Average number of activity packets dropped off to participants at home each week during pandemic

our program outcomes.

5

individuals placed in community jobs through the Transition Program

35

number of partnering employers

45

number of direct care staff (all programs)

6.6

Average years of employment for direct service staff



01 New Facility

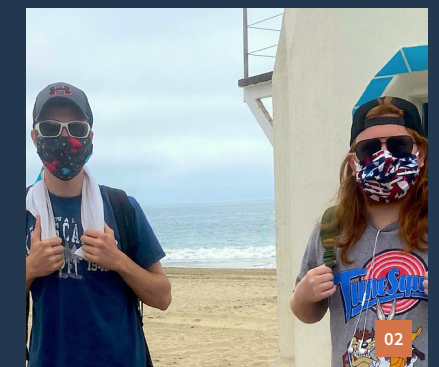
In November of 2020, Anthesis officially moved into the new corporate headquarters office. After 13 months of planning and renovation, the office is now ADA compliant, fully refurbished, and equipped to meet the needs of Anthesis community programs. Feel free to stop by and visit the new office!

02 COVID protocols

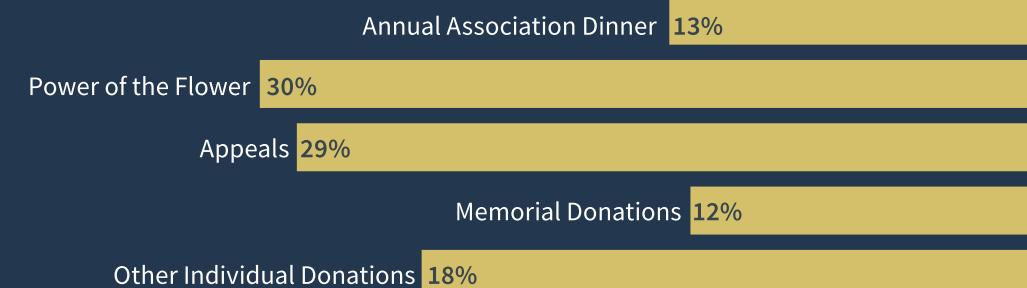
Over the past year, we have learned how to provide services remotely using phone calls and video check-ins. Additionally, we have developed safety protocols – mask wearing, hand washing, disinfecting – and Anthesis staff and participants are following the protocols diligently. As the latest COVID-19 surge subsides and vaccine distribution increases, we look forward to resuming in-person services.

New Directors

We welcome two new Directors to Anthesis in 2021. In January, **Bill Tannehill** began his role as the Director of Administration. Bill has an extensive experience helping nonprofit organizations enhance their operational capabilities and improving finance, facilities, and IT functions. In March, **Adriana Lopez** joined Anthesis as the Director of Development and Communications. Recently, she worked at Girl Scouts of Greater Los Angeles as the Individual Giving Manager. In this new role, she will organize and grow Anthesis development efforts, a vital component of Anthesis' ongoing success.



how individuals gave.



ALONE WE CAN DO SO LITTLE; TOGETHER WE CAN DO SO MUCH

- Helen Keller



52%

of donations to Anthesis are under \$100. Every gift – no matter the size – helps continue vital services for adults with disabilities.

33%

of donors made two or more donations per year. Thank you for your continued generosity and support for Anthesis programs!

ORGANIZATIONS

Ability Center
 AFVW Protestant Fellowship
 Amazon Smile Foundation
 American Business Bank
 Automobile Club of Southern California
 Baldy Electric
 Bento Management & Realty
 Chaffey Federal Credit Union
 Chino Commercial Bank
 City of Chino Hills
 City of Montclair Police Department
 Columbian Foundation Supporting People with Intellectual Disabilities, Inc.
 Cunning Dental Group
 DCL Logistics
 DoubleTree by Hilton Claremont
 Duncan+Coleverria
 East Valley Water District
 El Tejon Sheep Co
 Ethel Josephine Scantland Foundation

FSC Lighting
 Heritage Container
 Inland Empire Community Foundation
 Inland Empire Health Plan
 Kiwanis Club of Chino
 Mehas Construction, Inc.
 Michael & Jeanette Bidart Family Foundation
 Montclair Community Action Committee
 NonProfits United
 OneHope
 Ontario International Airport
 Penoles
 Sheppard Mullin Richter & Hampton LLP
 Supervisor Curt Hagman
 Team Lally, Inc.
 The Ahmanson Foundation
 The Enterline Foundation
 The Rose Hills Foundation
 University of Redlands
 West Peak Insurance Services
 Wool Growers Restaurant

INDIVIDUALS

Brenda Abrams
 Elizabeth Aguerre
 Susan and Cecilio Alcala
 Colette and Gilbert Aldaco
 Blair and Chris Aldworth
 Connie Almaguer
 Linda An
 Chris Anderson
 Andrew & Patricia Arellano
 Patricia L. Bachoc
 Evan Baker
 Dennis & Sylvia Balich
 Sharon Barr Moore
 Elena and Edward Barstow
 O.A. Batcheller
 Ed & Toni Bauter
 Bernard and Barbara Bernstein
 Bernard and Susan Bidart
 John & Rosemary Bidart
 Michael and Jeanette Bidart
 Andrea Bidart-Oteiza
 Yvette and Jean Bidegaray
 Lisa Biscaichipy
 Marie Biscaichipy
 Ignazio & Ulla Bizkarra
 Alvin & Tawana Blake
 Marguerite Bocksberger
 Megan Bocksberger
 Maggie Bohlman
 Erick Bones
 Beverly Bowman
 Daniel & Mary Brooks
 Pat Campbell
 Carlos & Heather Cardenas
 Margaret Cardenas
 Brad and Marie Carr
 Gregg Carr
 Francois and Veronique Challet
 Robert Cheli
 Lucy and Clair Chen
 Kathryn Cheza
 Gina Chirino
 Michelle Christensen
 Sam Cianchetti
 Jean and Susan Cihigoyenetcha

Ted Cortez
 Vicki Covan
 Ivan and Eleanor Cranston
 Fred Crossley
 Florence Cubiburu
 Yvonne and Jean-Leon Cuburu
 Marie Curutchague
 James Cutler
 Joisanne Dailey
 Felix & Lou Lou (Mary) Delgadillo
 Bernadette DeMars
 Teresa Dixon
 Kitty DuBois
 Erika Duenas
 Ned and Ruth Duffield
 Carmen Duhart
 Jeanette Duhart
 Yoko Dun
 Bethany Duncan
 Lisa Duncan
 Cheryl Duran
 Kirsten Durfee
 William and Nancy Durkee
 Annette Durriztague
 Begona Echeverria
 Candida Echeverria
 Eduardo Echeverria
 Ramon and Kristine Echeverria
 Carol Erickson
 Martha Esparza
 Dominic and Suzanne Etcheberria
 Marianna Etcheverria
 Anna Marie and Michael Etcheverria-Coleman
 Mike and Yi Eubanks
 Robert Eubanks
 Miriam Everette
 Audrey Farrell
 Rhonda Fellows
 Angelique Felten
 Kit Flores
 Jane Fong
 Mark Fox
 Anne Marie Gariador
 Kimberlee Gariador



PLANNED GIVING

Donations to Anthesis are used to fund programs and services that support adults with disabilities live happier and more fulfilled lives. If you are interested in making a direct donation or including Anthesis in your estate planning, please contact:

Adriana Lopez
 Director of Development
 and Communications
 adriana@anthesis.us
 (909) 624-3555 ext. 250

Mitch & Delora Gariador	Mary Lomeli	Vince Pertusati	Ellen Tuchman
Randy & Debra Gariador	Valerie Lord	Marie Petracek	Linda and William Tucker
Eileen Garibay	Frances Lucas-Hill	George & Marie Petrissans	Patricia Turney
Josie Garro	Joe and Eva Macera	Nancy & Denis Petrissans	Bernadette Turowetz
Jean and Catherine Gastelluberry	Maite Maisterrena	John & Julie Plaa	Barbara Tyer
Judy Gebhart	Martha Mancilla-Wackley	Karen Platt	Mark & Barbara Umann
Bradley and Deborah Geysler	Ernest and Michelle Marlowe	Lizette Ponce	Denis & Kim Valois
Cheryl Gilbert	Carmen Martinez	Andrew and Jenny	Sharron Varga
Robert & Jessica Golightly	Kathleen Martinez-Rael	Pramschufer	Ana Vega
Phyllis Gonzales	Isabel McDaniel	Laurie Pratt	Jacob Veigel
Robert & Cathy Gonzalez	Dr. Joy McElwee	Bernadette Quincey	Anthony Verches
Rietta Goodglick	Irene Melendez	Rhona Reddix	Doug Vincent
Kathie Goyeneche	Noeline Mocho	Stacey Rhoten	Gary and Suzanne Wahl
John Goyenetché	John & Wanda Monger	Amy Roberts	David & Vickie Warner
Guy & Jean Gray	Delfi Monteaguado	Linda Rodriguez	Anthony Warren
Mitch Gray	Sharon Moore	Jessica Rueda	Mark & Pat Warren
Christina Grossi	Sebastian Morales	Barbara Rugeley	Rebekah Weatherill
Hugo and Marcie Guerrero	Lori Moreno	Rosemarie Rummel	Rhonda & Josef Weber
Joel Haber	Mary Morgan	Ricky Salazar	Lacey Welborn
Lori and Jim Hadley	Richard Morris	Martha Saldivar	Dorothy Wheat
Beverly Hall	Leigh Morrison	Chantal Sallaberria	David Wilder
Arlene Hallan	Dawn Mueller	Anne Sanchez	Durinda Wilson
Rick & Dawn Harris	Frank & Lydia Mulkey	Philip and Marilyn Sarasqueta	Valerie Wright-Stevens
Donna Hellenbrand	Charles & Tina Munoz	Terri Satterfield	Lida Yamas
Rebecca and James Heuer	Eric & Eva Munoz	Jane Scharrer	Mary Lou & Richard Yamas
James Heusdens	John & Dina Munoz	Gregory Scheuring	Lucy Yamas-Cortez
Deidre Hogan	Jonni Munoz	Marie Schofield	Margaret Yenoki
Dean Hughbanks	Mike & Judy Musser	Robert Schott	Emilia Young
Vicki Hunter	David Narasky	Ronald & Denise Schwartz	D C Zell
Jean Idiart	Wanda Narsai	Sandra Selio	
Nicole Idiart	Cecilia Neal	Lyn Shaible	
Darline Indacochea	Darleen Nelsen	Kathleen Sharpe	
J.P. and Linda Iriart	Ann Villa Nguyen	Maggie Shoemaker	
Will Irons	Bam Ha Nguyen	Ines Short	
Jesse and Jenny Isom	Jacqueline Niederlander	Josh Simmons	
Denise James	Lauren Nunez	Claudia Smith	
Samantha James-Perez	Bob & Linda Olin	Leon & Nicole Sorhondo	
Steve Jaureguy	Sandra Oliver	Mike & Heidi Sorrentino	
J. Grady Jennings	Louis and Leslie Pappas	Mark & Bertha Spicer	
Jeannette Jimenez	Katherine & Craig Parker	Irene & Mike St Esteben	
Marisa Jones	Edwin & Barbara Patterson	Angus Strawbridge	
Art Klementz	Leonard Paulitz	Mike Stringer	
Carolyn Kreslake	Fabian Peregrina	Douglas & Barbara Stryker	
Chris Krueger	Terri Perkins	Kenneth Stryker	
Mary Louise Labrucherie	Amanda Pertusati	Sonja Stump	
Gilbert Lanathoua	Danny & Sara Pertusati	Joshua Taylor	
Paula Landry	Diana & Dennis Pertusati	Hilma and Jason Thomas	
David & Joy Lewis	Frances Pertusati	Jack & Katharine Trotter	

FISCAL YEAR 2020

REVENUE BY TYPE

Govt. Program Fees	\$3,726,615
Contract Fees	\$639,672
Government Grants	\$365,923
Sales	\$34,043
Foundations	\$185,000
Individual Giving	\$62,249
Organizations/Corporation	\$41,279
Misc	\$63,432

Total Revenue	\$5,118,213
----------------------	--------------------

EXPENSE BY FUNCTION

Staff Salaries	\$2,665,129
Employee Benefits	\$736,229
Client Salaries	\$606,015
Occupancy	\$384,348
Office/Program Expenses	\$199,079
Depreciation	\$254,507
Rent	\$254,507
Other Expenses	-

Total Expenses	\$5,208,371
-----------------------	--------------------

Statement of Financial Position

Assets

Current Assets	\$ 1,802,748
Property and Equipment	\$ 2,800,982
Other Assets	\$ 1,292,454
Total Current Assets	\$ 5,896,184

Liabilities / Net Assets

Current Liabilities	\$ 1,075,434
Long Term Liabilities	\$ 922,482
Total Liabilities	\$ 1,997,916

Net Assets	\$ 3,898,268
Liabilities/Net Assets	\$ 5,896,184

Revenue	\$ 5,118,213
Expenses	\$ 5,208,371
Surplus/(Deficit)	\$ (90,158)

FINANCIAL NOTES

Due to the COVID-19 pandemic, 2020 was a fiscally challenging year and Anthesis experience a financial loss. In order to continue operating and providing services, we needed to purchase Personal Protective Equipment (PPE), sanitation chemicals, and electronic devices for remote work, which incurred additional and unanticipated costs. Thankfully, financial support from donors and grant funders were able to offset these extra costs. Additionally, Anthesis received federal relief funds through the Paycheck Protection Program (PPP) and Provider Relief Funds through the CARES Act. Overall, with the help of our community of supporters, foundations and government relief, Anthesis was able to continue operations and, ultimately, avoid a more difficult financial position.

ANTHESIS

1063 W. 6TH STREET
ONTARIO, CA 91762

Return Service Requested

NONPROFIT ORG

U.S. POSTAGE

PAID

PERMIT #113
CLAREMONT, CA

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

CURRENT PROGRAMS:

DAY: *Adult Development Center (ADC) and Round About Senior Services (RASS)*

TRANSITION: *Integrated Employment and Community Based Supports (IECBS)*

PLACEMENT: *Employment Placement Services (DATS)*

SUPPORTED EMPLOYMENT: *Individuals and group (SE-IP & SE-Group)*

To learn more about these programs, call 909-624-3555 or visit anthesis.us.



Follow Us

facebook.com/anthesis.us
instagram.com/Anthesis.us1

Donate

online: www.anthesis.us/donate
by mail: 1063 W. 6th St. | Ontario, CA 91762

Anthesis is a non-profit charitable 501(c)3 organization