



Anthesis

2019
ANNUAL REPORT

www.anthesis.us

We begin this new decade with triumphs, challenges, and changes.

TRIUMPHS

Anthesis is (nearly) ready for the new federal Home & Community Based Services (HCBS) regulations to go into effect on March 17, 2022.

This achievement has been a huge focus of ours over the past few years, and has required tremendous effort and dedication from everyone at Anthesis. Today, our five ongoing programs (SE, DATS, IECBS, ADC & RASS) incorporate the requisite community integration component of this regulation. As you can see in the faces of the people highlighted in this report, these programs have been quite successful in Empowering People with [Dis]abilities to Blossom!

CHALLENGES

Anthesis' revenue is dependent on our compliance with this new regulation. Revamping our services, training our staff, and managing this cultural shift while still providing excellent service to our 300 program participants, was a tremendous challenge. We want to commend the staff and managers who have had to learn a whole new way of doing business, while continuing to deliver quality services. Change is never easy and we are proud of the team we've built at Anthesis to lead us through this change.

In addition to federal funds, Anthesis also relies on state funding to support our services. While the Governor and Legislature did approve an 8% rate increase for Developmental Disability (DD) service reimbursements, our programs continue to remain woefully underfunded. These funds represent a mere 20% of the funding needed to pay care providers a decent wage. Many of our direct care staff work multiple jobs to make ends meet and

stay with us because they love their jobs and the people we serve. In 2020, we ask for your support in advocating with us to make additional funding a priority with our elected officials.

Finally, since the 2017 Tax Law changes went into effect, there has been a national downward trend in charitable contributions from individual donors. We have certainly felt this impact at Anthesis. Individual donations were down in 2018, and again in 2019. We rely on these donations to help us bridge the gap between government funding and our costs. Now that we have addressed the critical HCBS regulations, this will be an area of focus for us in 2020.

CHANGES

Unfortunately, HCBS compliance necessitated the closure of our foundational facility-based program. We worked closely with each of the 125 individuals affected by this change to find the community-integrated program that best fit their needs and talents.

This program closure also meant we no longer needed the 37,000-square-foot of production space at Brooks Street. In 2019 we sold this property, which has acted as the corporate headquarters and base for our Employment programs for 40 years. Our new headquarters is a 9,000 square-foot-building at the corner of Mountain Ave. and 6th St. in Ontario. We hope to have our ADA renovations completed in the coming months and hope you will come visit our new home when we celebrate at our Open House.

Mitch Gariador Doug Vincent
Executive Director President, Board of Directors

Board of Directors

OFFICERS


- Doug Vincent, President**
Retired Radio Broadcaster
- Cheryl Gilbert, Vice President**
Professor, Mt. SAC Psychiatric Technician Program
- Elena Barstow, Secretary**
Retired
Mother of an Individual served by Anthesis
- Blair Aldworth, Treasurer**
Retired Special Education Teacher-Chino Valley U.S.D.
- Yi Eubanks, Immediate Past President**
Special Education Teacher, Ayala High School
Sister of an Individual served by Anthesis

BOARD MEMBERS

- Andrea Bidart-Oteiza**
Educational Consultant / School Psychologist
- Hugo Guerrero**
Logistics / Father of an Individual served by Anthesis
- Samantha James-Perez**
Professor, Mt. San Antonio College (Mt. SAC)
- 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**
meets 1st Thursday every other month
- Fundraising**
meets 4th Tuesday each month



Standing: Samantha James-Perez, Andrea Bidart-Oteiza, Hilma Thomas, Marisa Jones, Sonja Stump *Seated:* Elena Barstow, Carmen Martinez, Cheryl Gilbert, Doug Vincent, Yi Eubanks *Missing:* Blair Aldworth and Hugo Guerrero

“Never doubt that a small group of thoughtful, committed citizens can change the world; indeed, it is the only thing that ever has.” - Margaret Mead

“It is an honor to be recognized as the 2019 Employment Partner of the Year. East Valley has always been a place for people from different backgrounds to come together, share talents, and build community. Over the past six years, we have had the privilege to work alongside the hardworking and dedicated Anthesis staff. Each day they provide invaluable assistance to maintain a welcoming environment for all our visitors.” - *John Mura*



John Mura
General Manager / CEO



Eric F. at The Home Depot

The next time you visit The Home Depot in Rancho Cucamonga, you might just be helped by Eric, an Anthesis program participant since 2001 and a proud employee of Home Depot since 2007. Eric began his journey at The Home Depot as a parking lot attendant and soon began helping out in the garden department. He continued to gain more duties and responsibilities and now helps out throughout the entire store, including his favorite place - the Pro desk. Eric is a natural at helping customers and co-workers, and we couldn't be more proud of our 2019 Program Participant of the Year!



East Valley Water District

When John Mura, East Valley Water District's General Manager, reached out to Anthesis in April of 2014, we could not have imagined the incredible business partnership that was about to form. Nestled at the foothills of the San Bernardino Mountains, East Valley Water District's state-of-the-art facility has been the workplace of enclave members Christopher, Brenda, and Stephanie and Job Coach Rosalina. Everyone in this organization has been incredibly supportive of the mission of Anthesis, and their impact on these individuals has truly been life-changing. We are grateful and honored to select them as our Employment Partner of the year.



Rising Stars Equestrian Therapy

Since 1991, this organization has provided therapeutic riding lessons to children and adults with physical, mental, social and/or emotional challenges. Ric Morris, President and Founder, has given our IECBS participants volunteer opportunities to tend to these horses. The bonds and lessons learned from caring for Whiney, Abbey, Kiwi, Nala, Bentley and Crusier help develop a greater sense of purpose in our participants while building strong connections within our greater community. We are truly grateful to be a part of our Volunteer Partner of the Year in such a unique way.



passionate.

When you are doing what you love, it shows. Michael is enjoying life at 'Round About Senior Services ('RASS) and has been exploring his passion for music with our Senior Companions. Michael loves to go to music stores and play the drums. He especially loves the strong, fast-paced rhythm of rock music. Michael also toured the Hollywood Bowl Museum where he was able to see the dressing rooms and the stage where the 'Stars' perform. Michael is definitely our 'RASS Rock Star!



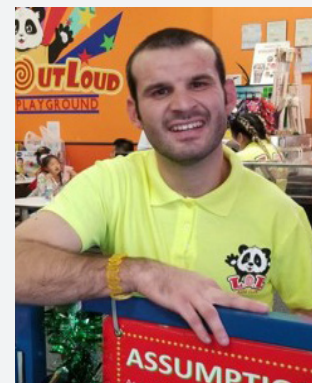
diligent.

The next time you get a package delivered to your door, you might want to thank Miguel. Since 2018, Miguel has been helping FedEx get their packages out on time. A diligent worker who thrives in this fast-paced environment, Miguel has made an impact in his work and on his co-workers. He loves what he does so much, he went out and earned his driver's license so he can get himself to and from work on time! Having found the perfect place for him to work, this former shy guy has become one of the most social and hard-working employees at FedEx!



determined.

Mitchell's story speaks to the power of "Person Centered Thinking" and the impact it can have in helping individuals flourish. When he first started, Mitchell had not spent a lot of time thinking about his own goals and wishes, and what it meant for him to feel fulfilled. Through Anthesis' IECBS program, he was able to identify and develop his interest and he started seeing his own potential and place in the working community. In December of 2019, Mitchell was offered a seasonal position at Boys Republic. In February of 2020, Mitchell became a direct hire at the Ontario Airport!



enthusiastic.

When you've got a winning smile and a personality to match, you get hired on the spot at "LOL Kids Club". At least that's how it happened for Tyler. Tyler joined our IECBS program in August of 2018 and enthusiastically participated in all our activities and volunteer opportunities. After a few months, he joined our Discovery Program where he was able to participate in informational interviews with a variety of businesses in our area. While being interviewed, the manager at LOL Kids Club in Ontario hired him on the spot. Tyler loves his job, and the children and parents love being greeted by Tyler!



01

Clara Anderson

Instructor/Senior Companion, RASS Program

Her patience and kindness makes her a favorite employee among our program participants since 1997.

02

John Guillen & the Walmart Teams

Provide much needed volunteer support at many events throughout the year.

03

Mayra Castillo

Senior Job Coach, SE Program

She's a role model for both staff and participants.

04

Regena Abernathy

Job Coach, SE Program, DoubleTree by Hilton Claremont

Her compassion and patience has helped participants be successful working in the hospitality industry within our community.

05

Elizabeth Valdez

Community Coach, IECBS

Her consistent community outreach has created fun and engaging experiences for our participants.

06-07

Our Volunteers

The Munoz/Jones Family and Helpful Honda folks

How you can be a hero too!

Ways people can get involved locally

- Hire workers from Anthesis.
- Request volunteers from Anthesis to help at your events.
- Volunteer at our monthly social events or on project days, or serve on a committee.
- Join our Association and learn how to Advocate for needed resources.
- Volunteer to teach your skill to our program participants.
- Donate your gently used clothes and household items to our thrift store.

Ways everyone can get involved

- Like and share our stories on social media to help spread our news.
- Make a financial contribution: We are a 501(c)3 nonprofit and donations are tax deductible.
- Include Anthesis in your Estate Planning.

Contact Mitch Gariador at mitch@anthesis.us or 909 / 624-3555 x 241 to learn more about getting involved with Anthesis.

To learn more about these extraordinary individuals, visit www.anthesis.us/annualreport2020



@Operation Community Cares



@Heartland Thrift Store



@International Women's Day



@Magnolia Bird Farm



@Playful Paws



@Johnny Rockets



@ Assemblyman F. Rodriguez

“People with disabilities flourish in a caring and supportive environment. Our programs help people with disabilities learn new skills and discover meaningful experiences that build confidence and provide purpose in their daily lives” - Mitch Gariador, Executive Director



@Disneyland



@Angels Stadium



@Aktion Club Kiwanis



@Montclair Community Garden



@Mayor Corey Calaycay



@YMCA Upland



@Starbucks



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Your donations directly impact people with disabilities.

It is through the generosity of individuals in our organization, our community, and our business partners that we are able to provide the caring and supportive services that truly make a difference in the lives of those we serve.

our program participants.

>>>
2019

61,888

hours worked in our community

1,104

hours volunteered in our community

our programs.

4

individuals placed in competitive integrated employment

9

individuals placed in paid internships

5

individuals placed in supported employment enclaves

29

individuals completed our comprehensive Discovery program



01 Advocacy leading to 8% rate increase

Our fight for fair rates led to the largest state rate increase for programs like ours in the last 20 years. Anthesis staff, program participants and their families, and community partners all joined together for legislative visits, letter writing campaigns, rallies, and phone campaigns to raise awareness of our plight. We will continue this fight in 2020 and beyond to get the funding people with disabilities deserve.

02 Anthesis To Move Its Corporate Headquarters

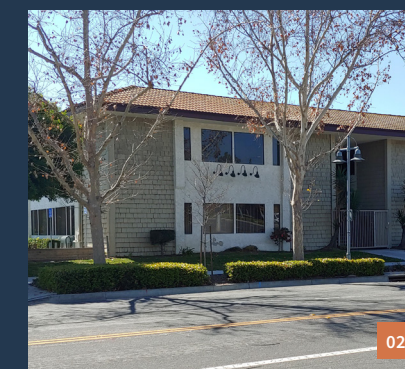
In October, Anthesis closed escrow on an office building at the corner of Mountain Ave. and 6th St. in Ontario which will become our corporate headquarters and base for our Employment programs. This two-story building will provide our organization with great marketing visibility and easy access from all parts of Los Angeles and San Bernardino counties. We look forward to moving into our new home in the 2nd quarter of 2020.

Customized Employment Certification

Anthesis became the first organization in our area to receive certification from the Department of Rehabilitation for our services in Customized Employment.

Person-Centered Thinking Training

In 2019, we received a State grant to provide additional training for our staff in Person-Centered Thinking (PCT). This central component of the Home & Community Based Services (HCBS) regulations is required to continue to receive funding from the Federal government after 2022. With these funds we have already provided initial staff training, and are in the process of training two of our managers, Lucy Yamas-Cortez and Jessica Jorski, to become certified trainers in PCT.

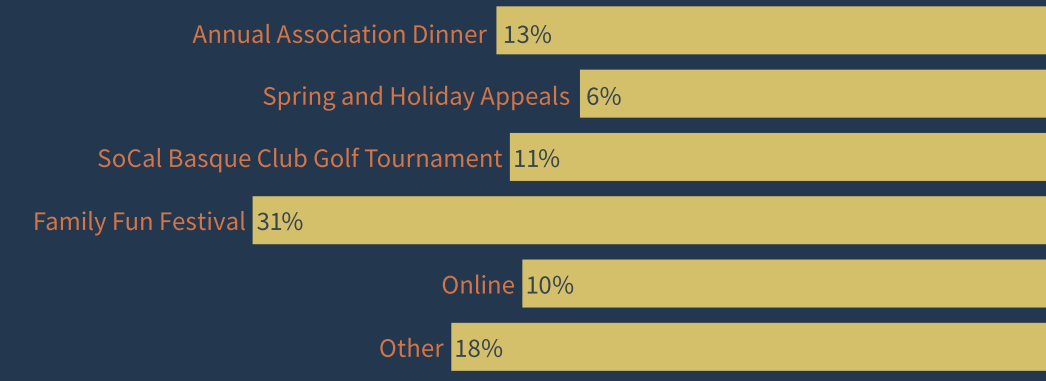


03 CARF Accreditation

The Commission on Accreditation and Rehabilitation Agencies (CARF) renewed our good-standing and certification for another three years. During this 2-day review process, CARF surveyors carefully reviewed our compliance with hundreds of industry standards.



how individuals gave.



**“We make a living by what we get,
but we make a life by what we give.”**

- Winston Churchill

thank you for your generosity.



63%

of our donations came from Businesses and Community Members.

27%

of our donations came from Board Members, Employees, Care Givers and Participants

ORGANIZATIONS

- Ability Center
- Aetna
- AFVW Protestant Fellowship
- Amazon Smile Foundation
- American Business Bank
- Anthesis Store
- Big Sky Electric Inc.
- Chaffey Federal Credit Union
- Chino Commercial Bank
- City of Montclair Police Department
- David & Margaret Youth and Family Services
- DoubleTree by Hilton Claremont
- Duncan+Coleverria
- EC & AM Associates Inc.
- Ethel Josephine Scantland Foundation
- FSC Lighting
- Supervisor Curt Hagman
- Heritage Container

- Inland Empire Health Plan
- Inland Empire Utilities Agency
- Kiwanis Club of Chino
- Lee & Ro Inc.
- Love Them All Foundation
- MGR Realty
- Mark Warren Realty & Investments Inc.
- Michael & Jeanette Bidart Family Foundation
- MUFG Union Bank, N.A.
- Network for Good
- NonProfits United
- Ontario International Airport
- Penoles
- Pomona Valley Hospital Medical Center
- Sheppard Mullin Richter & Hampton, LLP
- Signarama
- Smart & Final Charitable Foundation
- Southern California Basque Club
- The Pat & Mark Warren Foundation
- The Rose Hills Foundation
- University of La Verne
- University of Redlands
- Upland Optical Services
- Upland-Foothill Kiwanis Club
- Walmart Fulfillment Center #8103
- West Peak Insurance Services
- Your Cause, LLC

INDIVIDUALS

- Brenda Abrams
- Elizabeth Aguerre
- Susan and Cecilio Alcala
- Blair & Chris Aldworth
- Michael and Barbara Allison
- Alex Alvarez
- Linda An
- Greg & Aline Anema
- Curtis Annett
- Jessica Arenas
- Elena and Edward Barstow
- Ben & Sylvia Bateman
- Sharon Benson
- Bernard and Barbara Bernstein
- Bernard and Susan Bidart
- Michael and Jeanette Bidart
- Andrea Bidart-Oteiza
- Christina Birkey
- Lisa Biscaichipy
- Marie Biscaichipy
- Sidney Blumner
- John Boles
- Daniel & Mary Brooks
- Alain Camou
- Carlos Cardenas
- Heather Cardenas
- Diane Carlton
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- Jeanette Cervantes
- Lucy or Clair Chen
- Antonio Coronado
- Joseph Coyne Jr.
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- Roberto & Marcela Delgado
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- Camille Dowdell
- Ned and Ruth Duffield
- Bethany Duncan
- Laura Duncan
- Lisa Duncan
- Annette Durritzague
- Begona Echeverria
- Candida Echeverria
- Ramon and Kristine Echeverria
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- Laura Estrada
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- Marianna Etcheverria
- Anna Marie and Michael Etcheverria
- Coleman
- Mike Eubanks
- Yi Eubanks
- William & Jennifer Ferguson
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- Jane Fong
- Manuel Garcia
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- Randy & Debra Gariador
- Rodney Garner
- Jean and Catherine Gastelluberry
- Don Gdula
- Bradley and Deborah Geysler
- Cheryl Gilbert
- Teresa Giliotti
- Jonathan & Maria Gomez
- Ramiro Gomez
- Lisa Gonzales
- Councilmember Rubio Gonzalez
- Kathie Goyeneche
- Guy & Jean Gray
- Leslie Gray
- Mitch Gray
- Nelletje Groenveld
- Hugo and Marcie Guerrero
- Joel Haber
- Rick Harris
- Susan Hays
- Dean Hughbanks
- Rex Huigens



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

Darlene Indacochea
 J.P. and Linda Iriart
 Will Irons
 Samantha James-Perez
 J. Grady Jennings
 Marisa Jones
 Roberta Juarez
 Vijayakumar & Srividhya Korisal
 Tanya Kresback
 Carolyn Kreslake
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 Linda and William Tucker
 Douglas Vincent
 Mark & Pat Warren
 E. Mark Waterman
 Michelle & Forrest Wolfe
 Valerie Wright-Stevens
 Lucy Yamas-Cortez
 Mary Ynzunza
 Emilia Young

Balance Sheet 2019

Revenue by Type

Govt. Program Fees	\$3,815,890
Contract Fees	\$782,077
Government Grants	\$431,413
Sales	\$43,030
Foundations	\$62,000
Individual Giving	\$68,415
Service Clubs/Corps	\$14,500
Misc	\$50,241
Total Revenue	\$5,267,566

Expense by Function

Staff Salaries	\$2,846,014
Employee Benefits	\$885,949
Client Salaries	\$701,583
Occupancy	\$361,832
Other Expense	\$686,428
Depreciation	\$120,595
Sale of Building	\$(3,384,614)
Total Expenses	\$2,217,787

Financial Notes:
 Our profit in 2019 was \$3,049,779 due to the sale of Brooks St. property. Operations struggled due to the ongoing transition to community-based services. The learning curve for managing these programs has challenged us to quickly make these programs profitable. With the rate increase in 2020, Anthesis should return to ongoing profitability.

Statement of Financial Position

Assets

Current Assets	\$ 1,163,329
Property and Equipment	\$ 1,935,065
Other Assets	\$ 1,283,298
Total Current Assets	\$ 4,381,692

Liabilities / Net Assets

Current Liabilities	\$ 271,891
Long Term Liabilities	\$ 121,375
Total Liabilities	\$ 393,266

Net Assets	\$ 3,988,426
Liabilities/Net Assets	\$ 4,381,692

Revenue	\$ 5,267,566
Expenses	\$ 2,217,787
Surplus/(Deficit)	\$ 3,049,779



ANTHESIS

BROOKS STREET 4650
MONTCLAIR, CA 91763

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.



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www.instagram.com/Anthesis.us1

Donate

online: www.anthesis.us/donate
by mail: 4650 Brooks Street | Montclair, CA 91763

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