



2021
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 2022 (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

In 2021, the COVID-19 pandemic continued to be, the main focus of attention for Anthesis as we endured a second year of this extremely challenging situation. Once again, the Board of Directors, management, staff and participants were subjected to ever changing guidelines, the onset of new variants and learning to live with it in our lives. In spite of all the challenges, we couldn't be prouder of everyone for their patience, diligence and ongoing perseverance throughout the last couple of years. We thank everyone for continuing to make Anthesis a great organization in support of individuals with intellectual and developmental disabilities under less than ideal circumstances.

In this Annual Report, you will learn about some of the individual accomplishments of a few of our shining stars, who like everyone else, endured a difficult year but they did not let the pandemic stop them from participating in their communities or providing support for our participants. Although, a few have been chosen to be highlighted, our organization is full of success stories and people who truly care about Anthesis and the people we serve. We have been honored to share these great stories with you and to celebrate our accomplishments.

There are so many people to thank for our achievements in 2021 and we appreciate all of you who played a role in our success. The Board of Directors has provide the guidance and leadership needed to help the organization keep pivoting as needed. The directors and managers were constantly challenged to keep their staffing needs juggling in the air during the surges and while desperately waiting for new staff to be hired to fill the vacancies. Our staff are incredible and we wouldn't be where we are today without them. Our partners at DDS, DOR and the regional centers have allowed us a great deal of flexibility in providing services while ensuring that we were following all the latest guidelines and safety requirements. We appreciate our many individual and corporate donors, as well as our Foundation grantors that provide much needed funding to make ends meet. Finally, the participants and their families and care providers are the reason we exist and why what we do is so important. We realize that these individuals have choices and the fact that they have chosen Anthesis is an incredible motivation for all of us to continue to provide the best services to each and every individual. It is through the efforts of everyone that Anthesis remains strong and ready for the future.

BOARD OF DIRECTORS

OFFICERS

Cheryl Gilbert, President

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

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.

Melinda Cutler

Elementary Teacher, Chino Valley Unified 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

Amanda Meeks-Turner

Director of Business Development, HC Pacific

Sonja Stump

Owner, Sonja Stump Photography

Hilma Thomas

Accounting Supervisor, Chaffey Federal Credit Union

John Watkins

Former CEO of FSC Lighting

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: Cheryl Gilbert, Austin Barstow, Elena Barstow

“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



Brendan D.
Participant of the Year

When Brendan first started with Anthesis in March 2019, he shared with us his dreams about his future, but was struggling to provide the necessities for himself. Through group effort, Brendon was able to get his birth certificate, social security card, California ID, bank account, first job and his California driving permit. After volunteering at numerous sites to gain employable skills and develop a strong work ethic, Brandon was able to obtain full-time employment. Brandon has maintained his job for over a year and has been promoted to shift leader and is up for a promotion to manager position. Brendan has shown great improvement not just in his professional life, but in his personal life, as well.



Penn Emblem
Business Partner of the Year

Penn Emblem has helped bridge the employment gap for adults with disabilities. Penn Emblem has been wonderful working with Anthesis in getting our participants the jobs that suit their skills and interest. They have been very supportive, flexible, willing to work with our participants' schedules, and work great with our job coaches. Our participants are very happy and have been working there over a year now. We look forward to working with Penn Emblem and continuing our relationship, so that we can have more of our participants working, making a living for themselves, and be a part of the community.



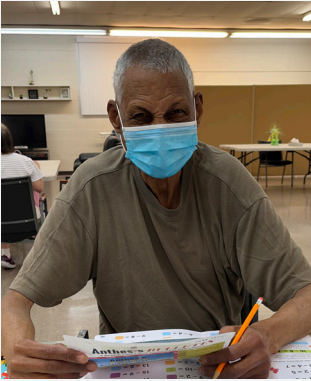
Veronica Wise
Employee of the Year

Because of Veronica's strong work ethic and compassion towards our participants, she is a major asset to the Anthesis family. Veronica's assistance with the coordination of the Day Program Zoom Activity Calendar has allowed for participants, who are not at program, to continue receiving services. She incorporates person-centered activities in order for our participants to have meaningful days and strives to do her best in everything that she does. Due to her ability to multi-task, complete assignments in a timely manner, communicate well with families, participants and coworkers, she was promoted from Program Assistant to Program Specialist.



Andrew: ADC.

Andrew C. has improved and has come a long way. Initially, Andrew was untrusting of others and did not want to participate in activities and outings with his peers. With the care and support received from staff, he is eager to participate in a variety of activities and events out in the community. Andrew has also began trusting staff to help him budget his finances for activities and events. With the help from his staff, Andrew has learned to successfully budget outings for him to enjoy with his peers. Keep up the good work, Andrew!



Barry: RASS.

Barry always arrives to program with a positive attitude and is always willing to participate in group activities. With encouragement from Anthesis staff and person-centered planning, Barry has greatly improved his communication and advocating skills. Barry has the confidence to express whether he would like to stay on-site and work on his math activities or go out into the community. Barry has come a long way from strengthening his advocacy skills as he's advocated that coming two days a week to program wasn't enough and would like to attend program an additional day. Let's continue our advocacy, Barry!



Andrea: Transition.

Andrea joined the Anthesis workforce on June 24, 2019 and referred to IECBS/055 program. On November 2020, Andrea was hired at Mathis Brothers in Ontario as a Merchandise Prep. Andrea continued doing such an excellent job that on April 30, 2022, she was nominated Employee of the Month. Anthesis is so proud to have Andrea in our workforce.



James: SEP.

James came to Anthesis in August 2019 and worked on various enclaves mastering his janitorial skills. However, James was ready for an individual placement doing what he likes to do best... janitorial work. With the support of his Job Developer, James was able to interview with Bowlero Bowling Alley and was hired for the job! Currently, James is doing very well in his current role as a janitor. We are so happy that he is doing well at his job and wish him all the success for his future.



Richard Chatman

Maintenance Technician

Richard's dedication and enthusiasm to dedication to maintaining Anthesis' facilities and empowering participants is admirable to those he encounters.



Patty Lopez

Transportation Coordinator

Patty's creativity allows participants to continue receiving scheduled transportation that allows them to work towards completing their program goals.



Rita Ramirez

Job Coach

Rita's dedication to helping create equal opportunities for adults with intellectual and developmental disabilities make a difference in the lives of our participants.



Jefferson Olivares

Outcomes Coordinator

Jefferson's strong work ethic and dependability has proven to be an incredibly valuable resource to participants looking to reach their goals.

YOU CAN BE A HERO TOO BY SUPPORTING ANTHESIS!

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 Shawn Prokopec at shawn@anthesis.us or 909 / 624-3555 x 241.

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

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.

Participant outcomes... and Program outcomes.

71,934

hours worked in our Supported Employment Groups

35,813

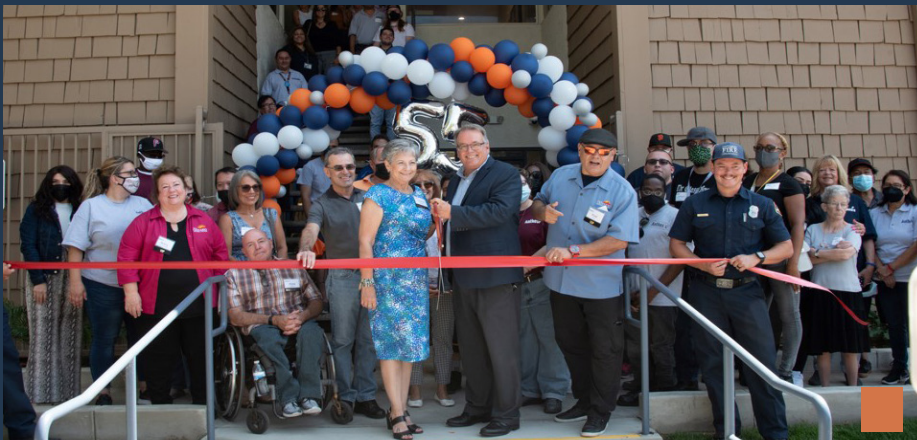
total service hours received by Transition Program and Day Program participants

30

individuals placed in community jobs through the Transition Program

27

number of partnering employers



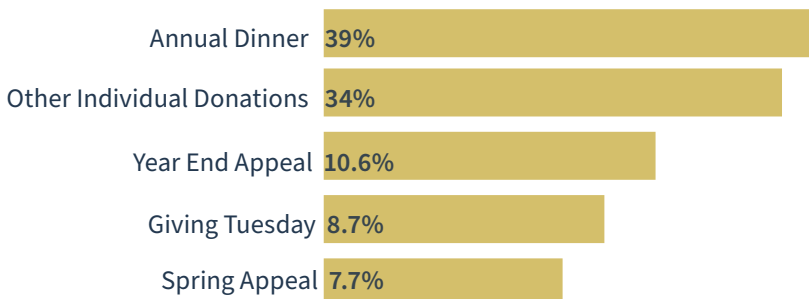
Grand Opening and Ribbon Cutting

Although we moved into our new building in November 2020, our celebration of that move was delayed due to the ongoing COVID-19 protocols. On August 20, 2021, Anthesis celebrated our new corporate headquarters with our supporters and the local community. Over 100 individuals attended the ceremonies to listen to local dignitaries talk about Anthesis and to witness the ribbon cutting. A reception was immediately held afterwards where light refreshments and drinks were served. It was a great day to celebrate the new future of our facilities.

Annual Dinner Held Virtually

In March 2021, Anthesis held its annual dinner using a virtual format. The program was kept similar to previous in-person events with a similar agenda of presentations, speeches and entertainment by the Amanda Castro Band, but all attendees viewed the event from the comfort of their home. We did provide drive-by dinners for those who purchased an Italian dinner from the Old World Deli in Upland. The event raised over \$32,000 for our programs. It was a successful night, but we look forward to being together in person in 2022.

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

AFVW Protestant Fellowship
Amazon Smile Foundation
Central Cal Management
Chaffey Federal Credit Union
City of Chino Hills
City of Montclair Police Department
City of Montclair Community Activities Committee
Dodge & Cox
Duncan+Coleverria
East Valley Water District
Ethel Josephine Scantland Foundation
FSC Lighting
HC Merchandisers
Inland Empire Health Plan
Love Them All Foundation
MIH Water Treatment Inc.
NonProfits United
Ontario Community Foundation
Ontario International Airport

Ontario Professional Firefighters Association
Pomona Valley Hospital Medical Center
Rotary Club of Chino
San Manuel Band of Mission Indians
Southern California Basque Club
Supervisor Curt Hagman
The Pat & Mark Warren Foundation
The Rose Hills Foundation
Walnut Home-Salem Christian Homes

INDIVIDUALS

Brenda Abrams
Michael Aguerre
Colette and Gilbert Aldaco
Blair and Chris Aldworth
Carol Anderson
Andrew & Patricia Arellano
Brian Argumosa
Karen Bacha
Jeanna Barbaste-Findlen
Elena and Edward Barstow
Denise Bartley
Ben & Sylvia Bateman
Tyler Bateman
Nicole Batz
Ed & Toni Bauter
Bernard and Barbara Bernstein
Bernard and Susan Bidart
Michael and Jeanette Bidart
Andrea Bidart-Oteiza
Marie Biscaichipy
Alvin & Tawana Blake
Flora Bloemhof
Maggie Bohlman
Steve Borba
Daniel & Mary Brooks
Nancy Bumstead
Kellie & Jeffrey Burum
Thomas & Gloria Candelaria
Carlos & Heather Cardenas
Brad and Marie Carr
Chiaen Yi Chen
Clair Chen
Gina & Faustino Chirino
Sam Cianchetti
Linda Clinton
Karen Cook
Lupe Cortez
Ivan and Eleanor Cranston
Yvonne and Jean-Leon Cuburu
James and Melinda Cutler
Jadie Delgado
Kitty DuBois
Stephanie Dudeck
Ruth Duffield
Carmen Duhart

Yoko Dun
Lisa Duncan
Moe & Laura Duncan
Annette Durritzague
John & Anne Dutrey
Candida Echeverria
Ramon and Kristine Echeverria
G. Renee Edwards
Joyce Edwards
Dominic and Suzanne Etcheberria
Marianna Etcheverria
Anna Marie and Michael Etcheverria-
Coleman
Michael and Yi Eubanks
Robert Eubanks
Miriam Everette
Audrey Farrell
Angelique Felten
Sandra Ferro
Karen Findley
Thomas Fitzgerald
Eric Flom
Jane Fong
Karen Gabel
Marisela Garcia
Vanessa Garcia
Yanira Garcia
Anne Marie Gariador
Kimberlee Gariador
Mitch & Delora Gariador
Randy & Debra Gariador
Rodney Garner
Josie Garro
Jean and Catherine Gastelluberry
Judy Gebhart
Suzy Gero
Cheryl Gilbert
Robert and Cathy Gonzalez
Kathie Goyeneche
Cathy Graue
Guy & Jean Gray
Marcie Guerrero
Marcela Gurganian
Joel Haber
Anna Haboud



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:

Ariana Carter
Individual Giving Specialist
ariana@anthesis.us
(909) 624-3555 ext. 239

Lori and Jim Hadley
Beverly Hall
Susan Hall
Rick & Dawn Harris
Rebecca and James Heuer
James and Frances Heusdens
Dean Hughbanks
Rex & Karen Huigens
Darline Indacochea
J.P. and Linda Iriart
Will Irons
Jesse and Jenny Isom
Samantha James-Perez
Barry Jardini
J. Grady Jennings
Lucy Jimenez
Jared Johnson
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Tiffani Keenan
Susan Keith
Carolyn Kreslake
Chris Krueger
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Quang Nguyen
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Jonathon Raft
Eddie & Rosa Ramirez
Esmeralda Ramirez
Rita Ramirez
Armando Rangel
Stacey Rhoten
Sally Rico
Amy Roberts
Daniel Rock
Doreen Rodriguez
Raul Rodriguez
Raquel Roman
Alicia Route
Christina Royal
Jessica Rueda
Barbara Rugeley
Thomas Rummel
D'Adrienne Rystad
Lorraine Sacca

Anne Sanchez
James Schaefer
Mark & Sue Schafer
Pat Schmidt
Ronald & Denise Schwartz
Devin & Ines Short
David Shuttle
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Valerie Smith
Leon & Nicole Sorhondo
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Tarnia Stanley
Angus Strawbridge
Mike Stringer
Kenneth Stryker
Sonja Stump
Luann Suber
Bill Tannehill
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Ted Watkins
Lacey Welborn
Lina West
Dorothy Wheat
Bob Wilber
Valerie Wright Stevens
Lida Yamas
Mary Lou & Richard Yamas
Lucy Yamas-Cortez
Sabrina Ynzunza
Emilia Young
D C Zell

FISCAL YEAR 2021

REVENUE BY TYPE

Govt. Program Fees	\$3,514,177
Contract Fees	\$548,112
Government Grants	\$286,765
Sales	\$74,990
Foundations	\$92,000
Individual Giving	\$74,911
Organizations/Corporation	\$820,947
Misc	\$61,966
Total Revenue	\$5,473,948

EXPENSE BY FUNCTION

Staff Salaries	\$2,711,432
Employee Benefits	\$636,605
Client Salaries	\$635,968
Occupancy	\$385,580
Office/Program Expenses	\$261,851
Consultants	\$194,197
Depreciation	\$148,999
Other Expenses	\$59,090
Total Expenses	\$5,033,682

Statement of Financial Position

Assets

Current Assets	\$ 1,993,948
Property and Equipment	\$ 2,785,295
Other Assets	\$ 245,093
Total Current Assets	\$ 5,524,336

Liabilities / Net Assets

Current Liabilities	\$ 1,055,497
Long Term Liabilities	\$ 130,305
Total Liabilities	\$ 1,185,802

Net Assets	\$ 4,338,534
Liabilities/Net Assets	\$ 5,524,336

Revenue	\$ 5,473,948
Expenses	\$ 5,033,682
Surplus/(Deficit)	\$ 440,226

FINANCIAL NOTES

2021 was again a challenging financial year as Anthesis endured another year of the COVID-19 pandemic which limited our ability to return to full services in our programs and the challenges in recruiting and retaining staff during a nationwide hiring crisis impacted revenues. It appears as if much of this is finally behind us and we look forward to increased services in 2022 including the first phase of funding of the Rate Study that was approved in the 2021-2022 State budget. Although for 2021, our programs remained underfunded and most struggled to break even during the year.

Overall, the organization had a surplus of \$440K in 2021 due to full loan forgiveness of our Payroll Protection Plan (PPP) funds received in 2020 as part of the federal CARES Act. We were granted the \$820.9K funding in April 2020 and successfully used all the funding in the appropriate categories that led to full forgiveness of the loan by the SBA last year. Thankfully these funds were available, as well as Alternative Service Delivery funding from the Department of Developmental Services, which allowed the flexibility needed for Anthesis to survive these incredibly difficult 2 years.

ANTHESIS
1063 W. 6TH STREET
ONTARIO, CA 91762
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CLAREMONT, CA

Our mission is to support independent and inclusive lives for adults with disabilities 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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online: www.anthesis.us/donate
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Anthesis is a non-profit charitable 501(c)3 organization