

Q4
2019

ISSUE 02, WINTER

ANTHESIS PRESENTS

INCLUSION MATTERS

A QUARTERLY UPDATE

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OUR MISSION

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



A NOTE FROM THE DESK OF MITCH GARIADOR...

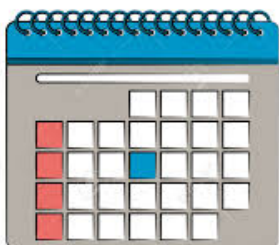
In this edition, we will introduce you to Cici, Patty, Michelle, our East Valley Water District Enclave and the Upland-Foothill Kiwanis Club who are all part the great team that makes up Anthesis. These articles represent all aspects of our organization and we are proud to present them to you this quarter.

The big event during the past few months was our Family Fun Festival which we expanded

from our annual Run/Walk to include so many more activities. Everyone who was there were very pleased with the new location and the fun activities. We continue to expand the use of Person-Centered Thinking to ensure that we are providing services based on the needs and desires of our participants.

We wish you all a Happy Holidays and we look forward to another great year in 2020!

UPCOMING EVENTS



DECEMBER, 2019

Holiday Program Closures
December 24th & 25th

SAVE THE DATE

Anthesis Annual Dinner | March, 27 2020 | 5:30 to 10:30

JANUARY, 2020

Association Meeting
January 22nd
6:00pm - 8:00pm

Holiday Program Closures
January 1st
January 20th

ANTHESIS IS PUTTING A SPOTLIGHT ON PATTY LOPEZ



Patty began her career with Anthesis in 2011 when (PVW at the time) was starting a new transportation program. Patty's background in handling schedules, housing and carpools for students made her a great candidate for what we needed in our new transportation program. The program was successful from the start and continues to be successful, with Patty being one of the main reasons. Patty continues to work magic with transportation schedules whenever our ridership, hours and destinations change, including the unexpected changes; she works tirelessly to ensure routes are covered, with little interruption as possible to our program participants and in conjunction with our Maintenance Technician, ensures that all of our vehicles are kept in working order. Patty's attendance and punctuality are commendable and she can be counted on to be here whenever asked to be. Few may know this but Patty has also helped management out by covering IP placements when those pesky unexpected changes come to be in Supported Employment Services Program.

Thank you Patty.

HIGHLIGHTING CECILIA O., [ADULT DEVELOPMENT CENTER]

Cecilia O. best known as "Cici" has been a long time participant with Anthesis work program starting in November 1988. Everything was about routine for Cici as she is only able to communicate through gestures and her facial expressions. In December 2018, Cici transferred to the Adult Development Center (ADC). Although Cici behaved reluctantly at first, Cici soon found new enjoyment in the opportunities she had while participating in community outings. Cici smiles and gestures that she enjoys the outdoors, she began expressing that she wanted to buy clothes for special occasions or buy hair bows after cutting her hair short. She also enjoys participating in special events and the ADC Open House. When speaking with Cici's family, they have expressed their excitement in the transformation they have seen in Cici since coming to ADC. Cici will now attend family functions, socialize with others that are there, and enjoys going on weekend vacations with her parents. Additionally, Cici is now a big help around the house for



her parents. Helping to carry in groceries and putting them away as well as helping with laundry. We're excited to see Cici blossom and we can't wait to see her continue her transformation.

MEET OUR NEW BUSINESS PARTNER: EAST VALLEY WATER DISTRICT



Christopher, Stephanie, Rosalina, and Brenda
East Valley Water District

In April 2014, Anthesis forged a relationship with East Valley Water District that becomes stronger every year. John Mura, General Manager made the decision to have an enclave at EVWD. The enclave performs maintenance/janitorial services. Christopher, Stephanie and Brenda are the three members of the team and Rosalina is their Job Coach. Anthesis appreciates everyone at EVWD for their support.

LEGISLATION MATTERS

In 2019, Anthesis along with its advocacy partners throughout the State scored a huge victory in securing additional funding for our services. The new funding will take effect on January 1, 2020 and is long overdue. The victory was due to the grassroots efforts of so many who care deeply about services in California and now it is time to continue our fight for services.

In Washington D.C. the U.S. Congress has introduced legislation that would eliminate the regulations related to our 14c certificate which allows us to pay our disabled workers according to their own productivity rates. Individuals with disabilities are unable to compete with their non-disabled peers in a competitive work environment but with the use of a subminimum wage certificate, Anthesis and many other organizations can

find employment opportunities because they are paid according to their own productivity. This puts them on an equal playing field with other workers and allows an employer to receive full value of each worker rather than having to subsidize the disabled worker. The Federal 14c system that has been in effect since the 1930s and has allowed many individuals to have meaningful work experiences.

The two pieces of legislation working their way through Congress are H.R. Bill 582 and Senate Bill 150, called the "Raise the Wage Act". These bills are intended to increase the minimum wage at the Federal level but also include provisions that will eliminate the 14c certificate over a period of years. Although, there are many who feel it is a human rights issue that all individuals should earn minimum wage, the reality is that employers will not pay for services that they are not getting equivalent value for. The unintended consequence of eliminating the 14c certificate is that many hard-working disabled workers

**You can help
protect the
jobs of
disabled
individuals**

will lose their job and/or opportunities for employment. This should not be allowed to happen, and we need your help in preventing these bills from passing with this component included. Please go to the following Accses website and sign on to the Action Alert titled Protect 14(c).

Go to: <https://accses.org/action-center>

Thank you in advance for helping to protect the jobs of many disabled individuals.

NOTEWORTHY ANTHESIS HAPPENINGS



We want to thank everyone who came out to our Family Fun Festival this year at Ayala Park in Chino. We had guests bounce around in the bubble soccer balls, reach new heights on the rock wall, take a ride on a catricle and get squirted with water and colored powder through the obstacle course! Everyone had such a great time from the activities to the raffle to the pancake breakfast and all of this could not have been done with the support of our sponsors, volunteers, board members and community members. Our participating adults with disabilities, whom we serve also had a blast as they were able to enjoy the event with their family and friends. At Anthesis, our mission is to support independent and inclusive lives for adults with [dis]abilities through employment and community integration and we are hopeful that our annual event will continue to bring those opportunities for inclusivity.

UPLAND-FOOTHILL

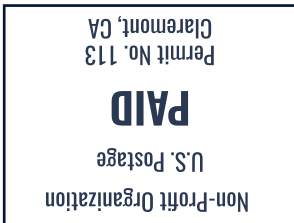


We also want to recognize our Petunia Sponsor, Upland-Foothill Kiwanis Club for their continuing support for our Family Fun Festival. For fifty years the Upland-Foothill Kiwanis Club has been a premier service organization in the City of Upland that serves children, families and seniors in Upland and beyond. They meet each Wednesday morning for fun and fellowship, and to sign up to participate in important local projects. Members of Upland-Foothill Kiwanis Club are commonly proud of their 'hands-on' tradition, evident in over 55 local projects each year. Our Board Treasurer, Don Gdula also serves as one of their Directors and has been one of Anthesis' advocates in supporting our mission. To learn more about them go to www.ufkiwanis.org.

Under the Internal Revenue Code, Section 501(c)(3) Anthesis is classified as a non-profit, public benefit, publicly supported, tax-exempt, charitable organization with nothing given in return for donations.

RETURN SERVICE REQUESTED

4650 Brooks Street
Montclair, CA 91763



EMPOWERING ADULTS WITH [DIS]ABILITIES TO BLOSSOM.

CURRENT PROGRAMS:

DAY: *Adult Development Center and Round About Senior Services*

TRANSITION: *Integrated Employment and Community-Based Supports*

PLACEMENT: *Employment Placement Services*

SUPPORTED EMPLOYMENT: *Individuals and group*

Get in Touch

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DONOR SPOTLIGHT: SPECIAL THANKS TO MICHELLE LEMOINE

“ *These commitments have always been appreciated by everyone here at Anthesis and we have always valued Michelle’s wisdom.* ”



We want to recognize an important member of our donor community, Michelle Lemoine. She has been with Chaffey FCU since 2011 and was first introduced to Anthesis in 2015 by providing financial services to our staff. Once she came to Anthesis, she immediately took an interest in wanting to do more. She has helped secure sponsorships, donated, attended our events and most importantly become an advocate for Anthesis. She also introduced us to

Hilma Thomas, who also works for Chaffey FCU and has been an active committee member for the past two years. These commitments have always been appreciated by Anthesis and we’ve always valued Michelle’s wisdom. Michelle has now entered a new chapter, retirement! From everyone at Anthesis, we hope you enjoy the new adventures to come and wish you nothing but the best!