

Q1
2021

ISSUE 01, 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.

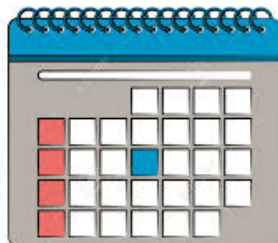


A NOTE FROM THE DESK OF MITCH GARIADOR...

Who would have known at the start of 2021, that we would be still dealing with the Coronavirus which is fully impacting our ability to provide services to the participants of Anthesis. We look forward to the end of the pandemic and the ability to resume in-person services to our participants, many of whom who have been home bound for over 10 months. The vaccine is the hope for everyone.

A shout-out to our medical provider Kaiser Permanente who has offered vaccines to all of our staff that will allow them to be protected when we are able to resume in-person services. This edition of Inclusion Matters will introduce you to Lina West, our newest Job Developer, Mohammed N. who is achieving his goals in photography, one of sponsors Bill Obernaus of Ability Center, along with other current issues at Anthesis. Enjoy!

UPCOMING EVENTS



MARCH, 2021

Association Meeting
March 17, 2021

"Boas and Bowties"
Virtual Annual Dinner
March 27, 2021

HOLIDAY CLOSURES

President's Day
February 15, 2021

ANTHESIS IS PUTTING A SPOTLIGHT ON LINA WEST



We'd like to give a warm welcome to Lina West, Anthesis' newest Job Developer. Lina's past experience and enthusiasm made her the perfect candidate for the role. Lina joined Anthesis as a job developer in October of 2020. The job developer role is vital to supporting the participants. Job developers focus on finding and creating employment opportunities for Anthesis participants.

So far at Anthesis, Lina has been able to make 3 placements for our participants. It is without a doubt that Anthesis has gained a great asset. Being a job developer can be challenging, but worth it. Lina explains "There are a lot of no's when finding working for our individuals but with all the dedication, time, and effort, there will be a yes, and it will all be worth it when you see the happiness and big smile on an individual's face, hear them say how thankful they are, and know you were able to help them have a better future. I believe that Anthesis is the perfect place for me. I knew I wanted to be a part of this non-profit organization that has the same vision and passion to assist the people we serve and want to help them grow." Welcome Lina, we look forward to seeing all the great things you will do!

HIGHLIGHTING MOHAMMAED N., TRANSITION PROGRAM

Mohammed N. has been a part of Anthesis since December 2018. When Mohammed first came to the Transition Program, he worked with a community coach who helped him set person-centered goals for what he wanted to accomplish during his time in the program. Mohammed was able to explore his interest in photography. Mohammed expressed a desire to have a job in the field of photography, which helped guide his path when transitioning to the Discovery Program. Once in the Discovery Program, Mohammed was able to explore the steps needed to be placed in a paid position that matches his interests.

Mohammed was able to get some pointers from photographer (and Anthesis board member), Sonja Stump. From his meeting with Ms. Stump, Mohammed expressed an even greater interest in pursuing a career in photography. To further explore his interest, job developers set up a meeting with Kathleen McCall of the Gallery SOHO located in Montclair Place. Kathleen took notice in Mohammed's art and passion for



photography and offered Mohammed an opportunity to work in the gallery under a Paid Internship Program (PIP), which is a type of supportive employment sponsored by Regional Center. The PIP is teaching him about different aspects of running a gallery. During his tenure at the Gallery SOHO, Mohammed has even been able to show some of his work. Congratulations on the opportunity to display your photos at Gallery Soho, Mohammed!

SPONSORSHIP HIGHLIGHT: ABILITY CENTER



Bill Obenaus
Ability Center

Bill Obenaus from Ability Center is one of Anthesis' most supportive and enthusiastic supporters. Bill and Ability Center are part of a very special group of Anthesis sponsors who believe in and support Anthesis' mission to support independent and inclusive lives for adults with [dis]abilities through employment and community integration. With both of our organizations serving the same group of individuals for many years and with our great partnership, we are both excited about the future of services we can provide to our individuals and their families. Thank you for your continuous support!

LEGISLATION MATTERS

We were very pleased when Governor Newsom submitted his preliminary State budget for FY2021-22 to the legislature in January with a forecasted surplus of \$15 billion. This is a significant change from the \$54 billion deficit projected last summer when the COVID-19 pandemic caused significant economic problems. Fortunately, the stock markets have weathered the COVID storm and State revenue is on a positive trend for this coming fiscal year. Therefore, the good news is that there will be no funding cut at this time for programs like Anthesis which was a possibility when the deficit looked so menacing. Hopefully, Anthesis, our advocacy partner CDSA and other vendors serving the intellectually and developmentally disabled (I/DD) community through funding from the Department of Development Services (DDS) can resume our efforts to fully implement the Rate Study by Burns & Associates that indicated an ongoing structural \$1.4 billion deficit in funding the IDD system in California. Our programs continue to suffer from systemic underfunding along with

the financial costs of dealing with COVID for the past year. We continue to desperately need additional funding from the State.

On the Federal front, we are encouraged that the Biden administration put together a comprehensive Disability Plan to advance the advocacy efforts of our supporters to ensure equity and access for those with disabilities. Unfortunately, within the Plan there is a provision to eliminate the 14c certificate which allows organizations like Anthesis to pay our workers according to their productivity. Anthesis feels that this is a fair way to ensure that our disabled workers are competitive in the marketplace and we fear that good jobs will be lost if some of our employers are required to pay our individuals at minimum wage or higher.

Productivity pay is especially beneficial as an individual is learning skills. It is difficult enough finding jobs in the community for our workers but elimination of 14c limits the

Protect disabled workers ability to earn fair wages.

number of employers who would be willing to hire our workers. Employers will not pay minimum wage if they are not receiving that level of productivity from the employees. 14c certificates offer opportunities for employment to this population of individuals who are among the highest unemployed groups in the U.S.

For additional information on 14c: <https://www.dol.gov/agencies/whd/workers-with-disabilities/workers>

9TH ANNUAL VIRTUAL POWER OF THE FLOWER RE-CAP

In previous years, it has been the Anthesis tradition to gather our community and host a major event for the Power of the Flower fundraiser. This year, however, was a little different. Due to COVID, the event had to be completely virtual. What at first seemed to be a huge hurdle to overcome, turned out to be quite the success. Anthesis' 9th Annual Power of the Flower Virtual Event, which occurred during the week of October 5th-October 10th, had a great turn out as 239 supporters and 18 sponsors were able to come together to fundraise towards Anthesis programs for adults with [dis]abilities. With the funding raised, Anthesis will be able to purchase health and safety supplies for staff and consumers. The supplies we can purchase will allow adaptability towards continuing our services under COVID health regulations.

We appreciate everyone who donated and/or participated in our virtual fundraiser. We are elated to share that you helped us raise \$28,000. Thank You!



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

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THANK YOU TO OUR POWER OF THE FLOWERS SPONSORS!



The Bridge Church Group



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**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*

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