

ANNUAL REPORT 2021



IGNITE!
People Supporting People

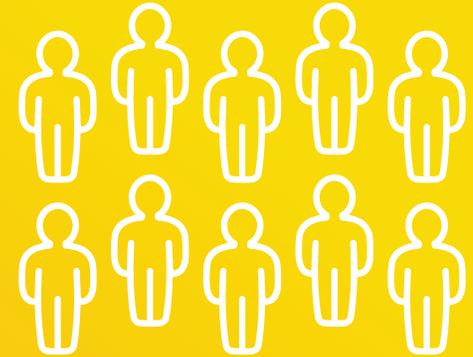


223 pieces of art sold by the artists of Kindling Studios



5 people we support learned the skills to no longer need our assistance (we worked ourselves out of a job)

10 people said that we were a breath of fresh air this year



6 people accomplished things that someone said they couldn't do

14 in-house leadership workshops since 2020

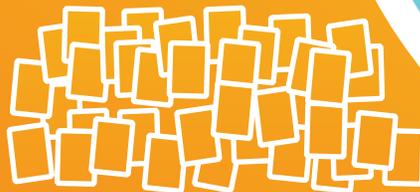


Leadership workshop presenters:

21 presentations given by self-advocates at state and national conferences since 2015



36 Transition assessments since 2016 (in 21 public California school districts and one Bureau of Indian Education school)





Letter from the Clinical Director

Well, we made it through another year full of both celebrations and challenges. As a whole, I'm proud of the work we are doing at IGNITE throughout what now is a good geographic chunk of California. In my supervisory role working alongside the Tailored Services, Independent Living Skills, Communication Support, and Kindling Studios leadership teams, I am continually impressed by our staff and the people they support.

Additionally, in response to the increased need for mental health services, I'm pleased to report we have expanded counseling offerings by bringing on an Associate Marriage and Family Therapist, Blair Guerrero MA, AMFT, APCC. Blair joining our team has enabled us to make mental health services more accessible to the community at a time when many need the support. This was a big step that will bring a bit more hope and healing in the midst of this pandemic.

With lightening restrictions, we hope to reintroduce our beloved programs, and premiere new ones in Ventura

County. We were able to offer limited summer programming but plan to return to our robust routine as soon as possible. New groups are in development to connect others through shared meaningful themes and activities.

We also are returning to planning for our annual Kindling Studio Sparkler, which personally, I am feeling very excited about after the artists' first in-person exhibition late last year. It was a phenomenal success and I cannot wait to see what the artists will turn out next.

So stay safe, and stay tuned to more from us in 2022!

Tina Ebsen, MA, LMFT, ATR
Clinical Director
Art Therapist

“I am continually impressed by our staff and the people they support.”



Letter from the Program Director

As we neared the end of 2021, we reflected on our goals for the past year and what we have accomplished. I am really proud to see our team of Assistant Program Directors grow stronger in unity. Our Tailored Services team has taken on many new Mentors who we are very excited for, and many new people to support. This year we have also contracted with North Los Angeles County Regional Center for Tailored Services, Independent Living Skills through Westside Regional Center, the Department of Rehabilitation in Ventura County, many people enrolled in the Self-Determination Program,, as well as individuals seeking Relationship and Sexuality support.

We are especially excited to be able to support individuals who are already enrolled in the Self-Determination Program or who are considering enrolling. We have supported people in accessing the resources needed to start the process of being in charge of their services and budget! Kristian Constantino and Chris Clark have

started to perform person-centered plans for our staff and individuals we support. If you are interested, please reach out!

2021 has been a year of growth, change, and a lot of lessons learned. I am excited to enter 2022 with more knowledge, health, and people surrounding me as we grow our amazing team and IGNITE family.

Happy Holidays!

Morgan Tingey-Dias
Program Director

“We are especially excited to be able to support individuals who are already enrolled through the Self-Determination program.”



Letter from the Educational Director

This year went by ... so ... fast! I continue to be proud of all IGNITE stands for and of the adaptations and accommodations we've been able to offer through unprecedented times. Things have not always been easy, and at the moment we are working hard to balance supporting people with mandates over which we have no control.

We have had to ask our Mentors, those providing direct support, to (almost literally) jump through hoops in order to continue doing the work they love. They have responded with nothing but compassion and understanding. Doing this work in this time is difficult to say the least, and I admire the strength shown by our entire team.

Our Program Coordinators Vanessa Perez, José Hernández, Sara Treptow, and Nick Gaffaney and Assistant Program Directors Liz Luviano, Chris Clark, Kristian Constantino, and Hannah Clark have led their teams with a ferocity for what is right.

We continue to promote people who show a passion for and commitment to what they do, including Mentors Sasha Burik (Marketing & Social Media Associate) and Sabrina Smith and Trish Mayrina (Grant Writing Associates).

I also want to commend and thank Program Director Morgan Tingey-Dias for her resiliency, patience, and creativity. Morgan took on her role in the midst of great turmoil and has shown an enormous amount of growth and leadership.

Thank you for your continued support and love.

#peoplesupportingpeople

With appreciation,

A handwritten signature in black ink that reads "MKR".

Molly K. Rearick Day, EdD
Founder & Educational Director
Communication Trainer
Educational Consultant

“Doing this work in this time is difficult to say the least, and I admire the strength shown by our entire team.”



Letter from Tailored Services

What a year 2021 has been! On the heels of normalcy, the IGNITE Collective staff and the individuals we support have been spending their time getting back to the active and social lifestyles we all knew before the COVID-19 pandemic struck. I am so proud of our individuals, families, and staff who banded together and stuck through the challenges and curveballs that 2021 threw our way.

While some folks returned in person to their classes, work, and friends, others have continued their classes and hangouts virtually. The Tailored Service staff has been instrumental in adapting to all learning and support styles of the individuals we support. All of which have been united by the common struggle of navigating life amidst a global pandemic. We hope this year brings us even closer to each other and to our goals.

I have had the absolute pleasure of overseeing Tailored Services this year and I have been floored by the amount of effort and growth I have seen from our Program Coordinators. Jose Hernandez, Vanessa Perez, and Nick Gaffaney have been paramount in the

organization's stability, efficiency, and ability to grow. They continue to lead their dedicated staff even in very uncertain times, with decisive and positive action. This being my first year as the Assistant Program Director, I can say with honesty, I do not know what I would've done without their support, vision, and willingness to elevate our leadership team. Thank you all so much.

Lastly, I want to thank Morgan Tingey-Dias and Kristian Constantino. Both of them have made me feel so welcomed on the leadership team this year. They have empowered me to be myself and to be confident in my decisions. I look forward to growing the team with them next year and making 2022 a success in supporting our Tailored Service staff, families, and individuals.

Thank you,

Christopher Clark
Assistant Program Director
Tailored Services

“I am so proud of our individuals, families, and staff who banded together and stuck through the challenges and curveballs that 2021 threw our way.”



Letter from Independent Living Skills

Despite the challenges this year has brought, our Independent Living Skills (ILS) team has been thriving. Our incredible Mentors have been successfully building and maintaining enriching relationships with the people we support while adapting to these ever-changing times. After a year of remote work, we closed 2021 excited to be able to see each other in person again. Like many of you, we have seen changes in our social, professional, and personal lives. Some have been temporary while others have become part of our everyday lives. While most people have transitioned to in person supports, there are some who continue to enjoy and prefer virtual interactions.

In 2021 we celebrated the second year our ILS program has been serving people and families in Ventura County. The dedication from our Mentors and growth of our team has me confident we will be able to serve a larger part of our community

this upcoming year. I am grateful to IGNITE leadership for the opportunity to be overseeing such a great team and for the guidance during my transition into this role. Thank you to our Mentors who are constantly learning, growing, and striving to go above and beyond to meet the needs of the people they support. I look forward to 2022 being another great year!

A handwritten signature in black ink, appearing to read 'Liz Luviano'.

Liz Luviano
Assistant Program Director,
Independent Living Skills

“Our Mentors are constantly learning, growing, and striving to go above and beyond to meet the needs of the people they support.”



Letter from Communication Supports

2021 has been a year of transitions, growth, learning, and continuing to adapt to this new world we are living in. This year has proven to be difficult at times, but with a dedicated team we have continued to provide support to the individuals we work with. I am extremely proud of our team!

The people we support have proven their resiliency over and over again, witnessing it first hand. Many have discovered new hobbies, continued their college education, found new volunteer opportunities, gone on nature adventures, and continued to push through their comfort zones.

It is exciting to see all of the growth happening around us.

Thank you for the continued support from our team, families we support, and others we have the pleasure of working with.

Kristian Constantino

Assistant Program Director,
Communication Supports

“Many have discovered new hobbies, continued their college education, found new volunteer opportunities, gone on nature adventures, and continued to push through their comfort zones.”



Letter from Kindling Studios

This year has been full of twists and turns as we navigated through 2021 at Kindling Studios. Our artists started the year with a virtual studio three times a week, but by May we were back in person, ready to grow and learn together. The artists have been patient, flexible, and resilient through the changes and have continued with making beautiful art at the studio.

We hosted our first gallery back from COVID-19 at the Topa Topa Brewery in Camarillo in October. The artists had over 100 pieces there, and sold \$2,000 worth of their art in two hours. We are looking forward to continuing to make meaningful partnerships in the city to support the entrepreneurship goals of our artists.

This year would not have been possible without Sarah Pinner and Brittany Lambert, our two amazing Teaching Artists at the studio. They have been an integral part of the success of the studio this past year and will continue to be as we grow.

I am grateful to be a part of this wonderful team and studio full of artists ready to take on 2022 full of hope. We are looking forward to many more events that will allow us to be together again, continuing to work with individuals on their goals for the future and growth of us as a team.

Hannah Clark

Hannah Clark
Assistant Program Director
Kindling Studios

“The artists sold \$2,000 worth of their art in 2 hours.”



Letter from the Treasurer

To our IGNITE community,

This year was actually a bit more difficult compared to the previous when it comes to money. We implemented a plan to raise wages pretty much across the board. We wanted employees to have an easier time of things and to help with hiring and retention. That went well but inflation appears to be gobbling up our advances and employees will need more. All of this is against the backdrop of Regional Center rates that have not increased in years! As a result, we are becoming reliant on donations and grants again to balance the books.

On a brighter note, our endowment continues to grow thanks to special donations. Next year we hope to top \$1M and start taking payments from the endowment into the general budget.

As always, I welcome interest in the bookkeeping and am happy to answer questions.

Chris Rosien

Treasurer & Board Member & Dad

“We implemented a plan to raise wages pretty much across the board.”

SAVE THE DATE FOR

the 6th annual Kindling Studios art exhibit & fundraiser

SPARKLER

A free evening of art, silent auctions, and fundraising to support artists with disabilities!

Open to the public.
Theme: "Common thread"

Saturday February 26th

5:00pm - 9:00pm

RSVP @ kindlingstudios.org

2222 Ventura Blvd
Camarillo, CA 93010



LEADERSHIP

Morgan Tingey-Dias

Program Director

Tina Ebsen, MA, LMFT, ATR

Clinical Director

Art Therapist

Molly K. Rearick Day, EdD

Founder & Educational Director

Communication Trainer

Educational Consultant

Chris Clark

Assistant Program Director,

Tailored Services

Liz Luviano

Assistant Program Director,

Independent Living Skills

Kristian Constantino

Assistant Program Director,

Communication Supports

Communication Trainer

Hannah Clark

Assistant Program Director,

Kindling Studios

Vanessa Perez

Program Coordinator,

Tailored Services

José Hernández

Program Coordinator,

Tailored Services

Nick Gaffaney

Program Coordinator,

Tailored Services

Sara Treptow

Program Coordinator,

Independent Living Skills

Zachary Russell

Program Coordinator,

Ventura County

Sabrina Smith

Grant Writing Associate

Mentor

Trish Mayrina

Grant Writing Associate

Mentor

Sasha Burik

Marketing & Social Media Associate

Mentor

STAFF

Tailored Services

Erika Aoki
Thomas Balsz
Yolanda Benning
Justin Bieggar
Lucas Bracewell
Sasha Burik
Linda Crowfoot
Noah Dach
Sonny Diggs
Jazzmine DuBose
Chelsea Enos
Matthew Gagnon
Judy Gallego
Karen Gonzalez
Juliette Lerner
Jake Margo
Katie Mayo
Trish Mayrina
Stephanie Meza

Valerie Moriel
Amy Moton
Fernando Ramos
Brittany Rodriguez
Emeral Sandusky
Cayden Shiltz
La'Keyia Smith
Sabrina Smith
Ken Stevens
Breann Tang-Gaddi
Nick Walker
Adam Wheeler
Adewole Williams
Alec Williams
Sophia Wright
Belinda Wolke

Independent Living Skills

Blair Guerrero
Dani Heart
Zachary Russell

Kindling Studios

Brittany Lambert
Sarah Pinner

EMPLOYEE OF THE YEAR

Our Employee of the Year is a person who provides direct support and goes above and beyond in all areas. In 2021 we were pleased to honor six people who excel in their roles.



Karen Gonzalez
Mentor,
Tailored Services

Karen is an excellent asset to our team. Karen is reliable, trustworthy, committed, and devoted. Karen is one of those employees who remains providing face-to-face support with our individuals with no problem. We want to highlight this effort.

NOMINEES:



Chelsea Enos
Mentor,
Tailored Services



Bianca Gallo
Mentor,
Tailored Services



Dani Heart
Mentor,
Independent Living Skills



Brittany Lambert
Teaching Artist,
Kindling Studios



Sarah Pinner
Teaching Artist,
Kindling Studios

BOARD OF DIRECTORS

We are proud to have a working Board of Directors, meaning each member donates their time and expertise to organizational topics.

A. Louis Dorny, JD

Board Member

Christopher Rosien, MBA

Treasurer

Board Member

Tina Ebsen, MA, LMFT, ATR

Clinical Director

Art Therapist

Board Member

Morgan Tingey-Dias

Program Director

Board Member

Molly K. Rearick Day, EdD

Founder & Educational Director

Communication Trainer

Educational Consultant

Board Member

ADVISORY BOARD

Our Advisors are a group of self-advocates, family members, and professionals who help guide the development of the organization. Many members identify with more than one category.

Steve Andrews

Don Baker & Mary Baker

Amy Brooks, MEd

Shelley Carnes, MS, OTR/L

Kelly Collins

Shauna Farabaugh, CSSE

Alva Gardner, Trainer & Public Speaker

Rolf Henriksson

Cindy Idell

Cecilia Laufenberg, RTC

Mindy Newhouse, MS, CCC-SLP

Claudia Adriana Alvarez Palomo

Ellen M. Rearick, PhD, RD, CCM

Lareina Rodriguez, Teacher Specialist

Joyce Show, MD

Amanda Frazier Timpson

Lisa Tivens

Peter Tran

Wesley Witherspoon

SUPPORTS

Tailored Services

Independent Living Skills

Kindling Studios

Communication Supports

Summers

Relationship & Sexuality Education

Long-Distance & Outdoor Adventures

Art Therapy

Educational Consulting

Self-Determination Program

Tailored Services

Our individual community-based Tailored Services supports are available to all adult Regional Center clients in the Self-Determination Program and to traditional clients of Westside, Lanterman, South Central LA, Eastern LA, and Harbor Regional Centers in the following areas:

Higher & Continuing Education

**Employment, Entrepreneurship,
Internships, & Volunteerism**

Leading an Inclusive Life

Self-Advocacy



Independent Living Skills

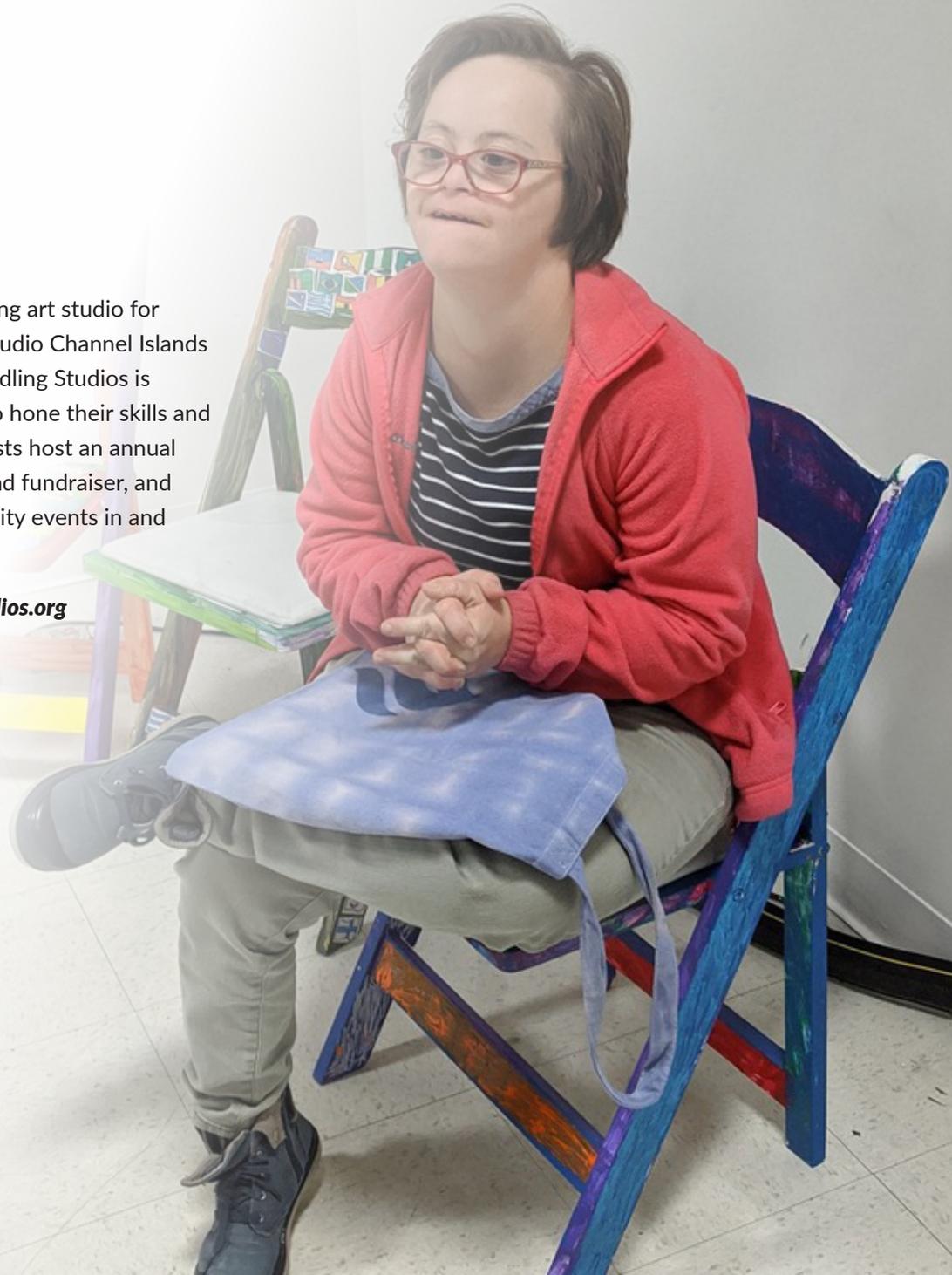
Individual community-based Independent Living Skills (ILS) support is available to all adult Regional Center clients in the Self-Determination Program and to traditional adult clients of Tri-Counties Regional Center in Ventura County. We support people in many areas of life including (and not limited to) healthy living, self-advocacy, continuing education, entrepreneurship, relationship development, and communication.



Kindling Studios

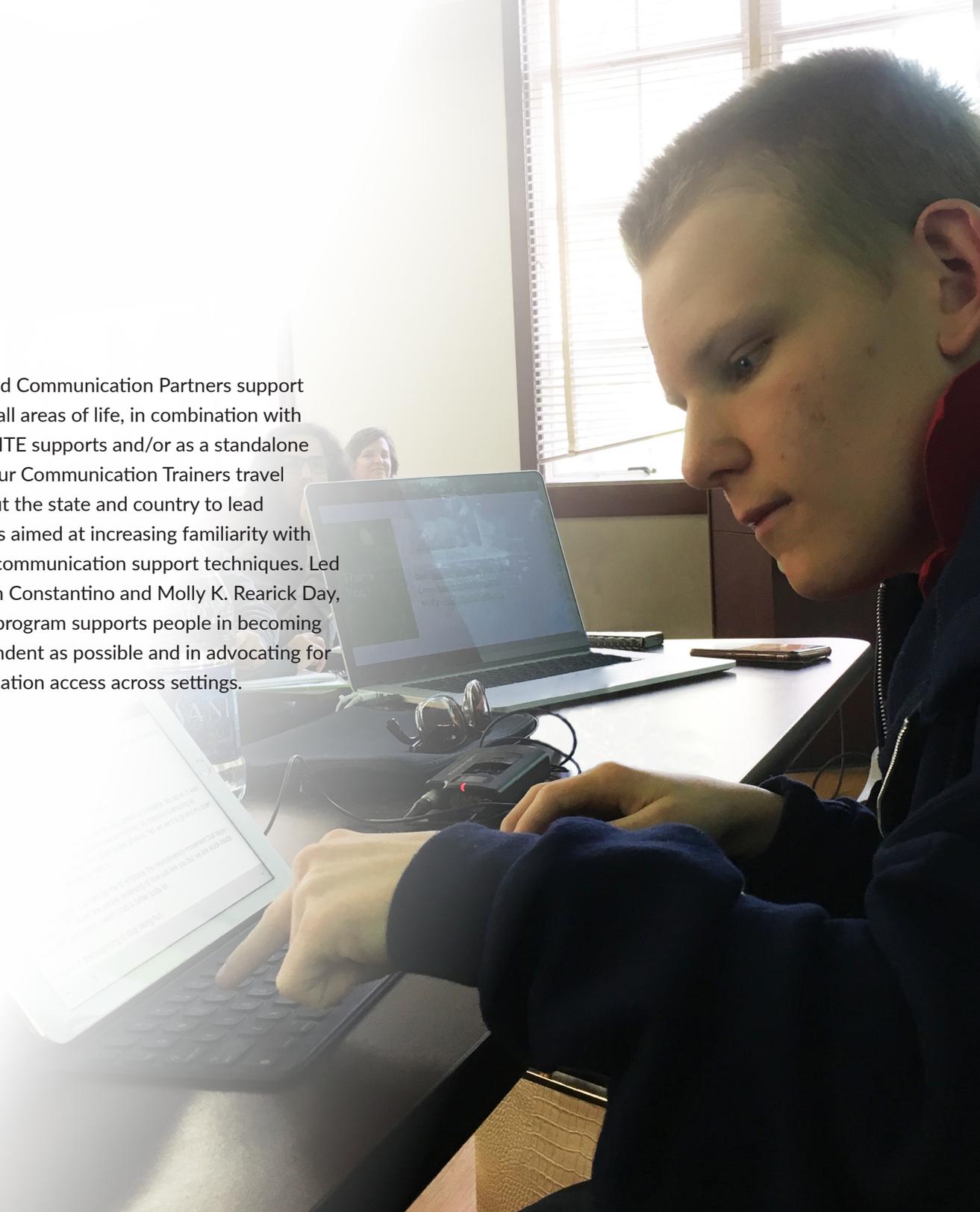
Kindling Studios is a working art studio for entrepreneurs. Based at Studio Channel Islands in Old Town Camarillo, Kindling Studios is home to artists who aim to hone their skills and sell their wares. These artists host an annual "Sparkler" art exhibition and fundraiser, and take part in many community events in and around Ventura County.

Learn more at kindlingstudios.org



Communication Supports

Our trained Communication Partners support people in all areas of life, in combination with other IGNITE supports and/or as a standalone service. Our Communication Trainers travel throughout the state and country to lead workshops aimed at increasing familiarity with low-tech communication support techniques. Led by Kristian Constantino and Molly K. Rearick Day, EdD, this program supports people in becoming as independent as possible and in advocating for communication access across settings.



Summers

Since 2014 our project-based summer programs have been aimed at teaching real-life skills in people's communities. Art, living skills, recreation, communication skills, fitness, food preparation, problem solving, socialization, cultural experiences, adventures, and more! We are eager to reimagine these in-person opportunities in 2022, in Ventura County and the San Fernando Valley.



Relationship & Sexuality Education

IGNITE believes that everyone has the right to real, meaningful relationships, and to be sexual self-advocates. Our experienced team of Relationship & Sexuality trainers is working to bring online and in-person learning opportunities to Los Angeles and Ventura Counties. We are proud to be values-inclusive, meaning we honor individual, community, family, and cultural beliefs while supporting people in talking with their loved ones about values and beliefs. All are welcome!



Long-Distance & Outdoor Adventures

Each year we offer adventures for everyone – in 2019 we flew to Hawai'i, traveled to Mammoth Lakes, and backpacked at Dorothy Lake. In 2021 we returned to the mountains and made plans for coming years. Thanks to volunteer guides we are eager to arrange a trip to Europe in Summer 2023!

Keep your eyes peeled for additional opportunities including rock climbing and water sports, coming soon ...

All trips are self-funded by those attending.



Art Therapy

Tina Ebsen, MA, LMFT, ATR is a Clinical Art Therapist (ATR #16-262) and Marriage and Family Therapist (CA License #98268) specializing in person-centered work with individuals, or family members of individuals with disabilities. Clients who have seen the most benefit are often people with autism, young women and mothers, and those experiencing difficulty “adulting” or finding fulfillment and balance in their lives.

Learn more at tinaebsen.com.



Educational Consulting

Molly K. Rearick Day, EdD is an educator, researcher, curriculum writer, university lecturer, communication trainer, and non-profit leader. Her consulting services are available in all geographic areas and focus on inclusion, communication, and transitioning to adulthood. Molly is also available as an Independent Facilitator for participants of the California Self-Determination Program.

Learn more at mollykrearick.com



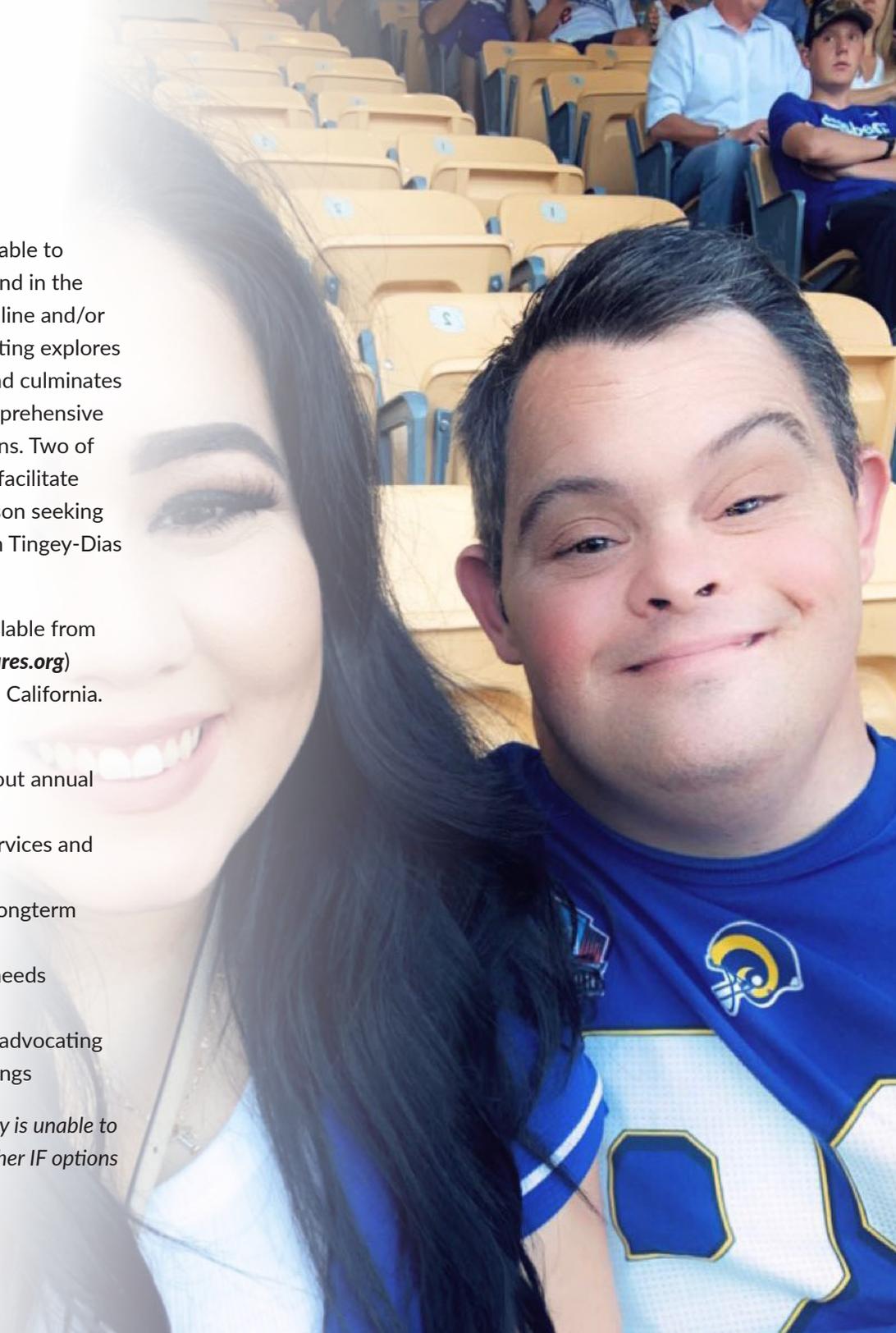
Self-Determination Program

Our Person-Centered Planning team is available to lead plans throughout Southern California and in the Eastern Sierra, in English and/or Spanish, online and/or in person. A Person-Centered Planning meeting explores the unique goals and dreams of a person, and culminates with both a graphic representation and comprehensive written report with specific recommendations. Two of IGNITE's Person-Centered Planners will co-facilitate the meeting, under the guidance of the person seeking supports. Contact Program Director Morgan Tingey-Dias at morgan@ignitefutures.org to learn more.

Independent Facilitator (IF) services are available from Molly K. Rearick Day, EdD (molly@ignitefutures.org) throughout the Eastern Sierra and Southern California. Supports include and are not limited to:

- Helping to make informed decisions about annual spending budgets
- Locating, accessing and coordinating services and supports*
- Assisting in identifying immediate and longterm goals and needs
- Developing options to meet goals and needs
- Advocating for supports
- Leading, assisting, participating, and/or advocating during Person-Centered Planning meetings

**If you are seeking supports from IGNITE, Molly is unable to act as your IF. We are happy to recommend other IF options in this situation.*



FUNDRAISING

We are honored that many people we support, their families, our staff, and friends choose to donate their birthdays as fundraisers on Facebook.

Contact us to learn how!

Our annual “**Sparkler**” art exhibition will be on February 26, 2022.

Do your usual shopping at **Ralph’s** or via **AmazonSmile**, and IGNITE programs benefit. In 2021 these easy, hands-off techniques earned more than \$500 to support individuals and families.


You shop. Amazon gives.



Ongoing Support from Ability Central Philanthropy

Since 2019 we have been grateful to benefit from generous grants from Ability Central Philanthropy. These grants are aimed at growing and developing our leadership team in order to ensure the sustainability and capacity of IGNITE. In 2020 and 2021 we brought in thirteen self-advocates, family members, and professionals from across the country to present online workshops on topics including mental health, management styles, self-determination, presencing, person-centered culture, relationships and sexuality, disability culture, transition to adulthood, creative self-expression, and more. We also sent more than a dozen up-and-coming IGNITE team members to online learning opportunities including conferences and workshops.

In 2022 we are poised to host seven online workshops from self-advocates and family members, and to access learning opportunities from groups and experts including Cal-TASH, Syracuse University, Shauna Farabaugh, Elevatus Training, and the CA Gathering for Person-Centered Practices. These resources help our leaders better manage their teams which allows our staff to provide high quality, long-lasting supports.

Learn more at philanthropy.abilitycentral.org.



Last year's Creative Self-Expression workshop

In 2021 *Every Voice Matters* and *IGNITE Collective, Inc.* were excited to work together with author **Rebekah Taussig** to bring together a *Creative Self-Expression* workshop!



Rebekah is a writer, teacher, wife and mother who earned a PhD in Creative Nonfiction and Disability Studies from University of Kansas. She has spent most of her life immersed in the world of writing and reading because she believes that the words we use and the stories that we tell matter. In her own writing, she focuses on personal essays that participate in stories being told about disability. She currently runs an Instagram account, [*@sitting_pretty*](https://www.instagram.com/sitting_pretty), on which she crafts “mini-memoirs” that explore what it means to live in her particular (disabled, female) body. She recently completed a memoir in essays: *Sitting Pretty: The View from My Ordinary Resilient Disabled Body*.

Financials

PROFIT AND LOSS STATEMENT JANUARY 2021 THROUGH DECEMBER 2021

Income

Tuition - Kindling Studio	24 772,18
Total Tuition	24 772,18
Services	
Tailored Services	
WRC	462 719,73
HRC	39 577,47
SCLARC	56 027,45
ELARC	16 101,25
LRC	100 286,14
NLARC	1 115,85
SDP / Private	3 504,44
	<u>679 332,33</u>
Independent Living Services	
WRC ILS	3 062,83
TCRC ILS	30 152,22
	<u>33 215,05</u>
Consulting	14 450,00
Counseling	10 343,35
	<u>24 793,35</u>
Total Services	737 340,73
Events	23,42
Sales	6 471,53
Grants	130 181,70
Donations	129 232,34
	<u>259 414,04</u>
Total Income	1 028 021,90

Cost Of Sales

Labor	1 102 900,98
Mileage & Transportation	9 406,01
Supplies	9 355,93
	<u>921 662,92</u>
Total Cost of Sales	1 121 662,92
	<u>-93 641,02</u>
Gross Profit	-93 641,02
Expenses	
Bank Fees	194,51
Staff Development	24 820,72
Rent	7 800,00
Tax and Licenses	150,00
Insurance	2 939,49
Advertising	4 797,27
Suspense	-902,29
	<u>39 799,70</u>
Total Expenses	39 799,70
	<u>-133 440,72</u>
Net Profit/(Loss)	-133 440,72

Financials

BALANCE SHEET AS OF DECEMBER 2021

Assets

Checking, FRB	10 850,27
PayPal	100,10
PayPal other	74,98
Cash	46,26
Endowment, BofA Merrill Lynch	727 535,06
AR - Regional Centers	58 854,91

Total Assets 797 461,58

Liabilities

Grant Ability Central	17 500,00
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Total Liabilities 17 500,00

Equity

Unrealized Gains in Endowment	288 125,06
Retained Earnings	234 877,24
SBA PPP/PP2 Funding	390 400,00
Net Income	-133 440,72

Total Equity 779 961,58

Total Liability & Equity 797 461,58



IGNITE!

People Supporting People

www.ignitefutures.org

hello@ignitefutures.org

760-648-0450

