

Annual Report Year Five: 2017-2018

Reid's Gift, Inc.

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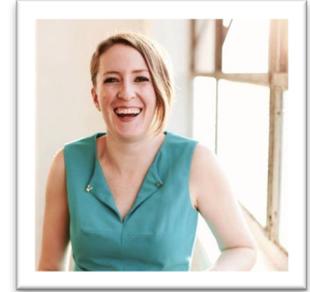


TABLE OF CONTENTS

Letter from the Founder	3
Letter from Ventura County	4
Letter from Tailored Services	5
Letter from the Treasurer	6
Supports & Services	7
Tailored Services (Los Angeles)	7
Kindling Studios (Camarillo)	7
Afternoons (Newbury Park)	7
Communication Support	7
Relationships & Sexuality Courses (Chatsworth)	7
Art Therapy (Newbury Park & Chatsworth)	8
Consulting	8
Summer Programs (Thousand Oaks & Chatsworth)	8
Travel	8
Coming Soon	8
Leadership	10
Directors & Coordinators	10
Advisory Board	11
Board of Directors	11
Community Involvement	12
Presentations & Trainings	12
Research & Collaboration	12
Grants	12
Financial Statements	13

LETTER FROM THE FOUNDER

I continue to be amazed by the people I am proud to call friends and colleagues. We have grown to a family of more than fifty employees with a plethora of interns, volunteers, and community members, and while a group of this size can sometimes be unwieldy, it includes some of the most dedicated, hard-working, caring people I know. I am admittedly a bit of a control freak (okay, more than “a bit”), and have grown into the role of supporting people in running their own programs. This continues to involve self-reflection and patience, and it is paying off in marvelous ways.



Our artists at Kindling Studios have partnered with local organizations to show and sell their work; our Tailored Services clients are organizing activities like bowling, beach trips, and watching movies together while attending college, working, and growing; and our Chatsworth location is about to begin a new Relationships & Sexuality course, an area of education sorely lacking in our field. Other innovative ideas include a television club (think book club, minus the reading), Zumba classes, and travel to destinations near and far. These self-sustaining programs afford me the opportunity to focus on providing communication training to staff and other organizations, and to support staff, clients, and families in a more personal manner.

A colleague recently asked where I saw myself in ten years, and while I didn't have an immediate response, I know I wouldn't want to be anywhere but with you all.

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

Molly K. Rearick, EdD, CESP
Founder & Executive Director
December 28, 2018

LETTER FROM VENTURA COUNTY

Reflecting on the year, I cannot help but be overcome with an immense sense of gratitude for our Reid's Gift family and our community here in Ventura County. I am proud of our organization's commitment to authentic relationships and fierce inclusion. Most recently, you could see these ideals exemplified by the care for each other, the brave discussions, and the direct action taken by *everyone*, as together, we honored the loss and acted in service and gratitude after the events that shook us this November.



I laud the leadership and staff in their thoughtful care and dedication to our clients and families throughout the year. This shows in the quality of our programs, and for this, I'm pleased to report, we have been featured by various local periodicals, namely, *VCReporter*, Vercel's web series *The Change you Want to See*, *The Acorn*, and *La Ventana Magazine*. We continue to strive to follow best practices while developing leadership strategies and optimal processes to bring out the best in our programs, and holding true in alignment with our mission.

Jessie Driver has moved into a full director role at Kindling Studios. Zachary Russell and Ashlie Bridge-Jackson lead our Newbury Park Afternoon Program, which is jam-packed with adventurous, meaningful experiences. This service is matched by our Conejo Valley summer program, both of which help people make authentic connections with others. With that, my goal is to expand our offerings for mental health and wellness support, especially as we head down our path to recovery and healing. We will also continue to grow and do what we love – we are so fortunate to do so.

A handwritten signature in black ink, appearing to read 'Tina Ebsen', enclosed in a thin black rectangular border.

Tina Ebsen, MA, LMFT, ATR
Program Director
December 28, 2018

LETTER FROM TAILORED SERVICES

In our third year of Tailored Services we were blessed to see the growth and change of over fifty people we support. Several individuals earned competitive employment and are proving that employment is for everyone! Many others successfully completed four semesters at local community colleges.



As a team of over thirty, we have pushed ourselves to not only be strong support staff, but to also change the community around us. I often say, our job is not to support the individuals we do, rather to model for the community how to interact with those with disabilities. Our goal is to be interdependent on each other! We have created strong bonds that exceed the workplace. Each day we instill confidence, advocacy, and autonomy within ourselves and in the individuals we support. As a team we strive to enhance the quality of lives of ourselves and everyone with whom we interact.

A handwritten signature in black ink, appearing to read 'Morgan Tingey-Dias'. The signature is fluid and cursive, with a long horizontal line at the top.

Morgan Tingey-Dias
Assistant Program Director
December 28, 2018

LETTER FROM THE TREASURER

Well ... what can I say about money that hasn't already been said? It can be a royal pain, but it really does help!



In particular, donations and fundraising help keep the lights on when the cost of delivering quality is difficult to match with what families can bear. To that end, I can't thank enough our core families who share so much of their time, talents, and resources. In particular, those who have joined in making Kindling Studios a reality deserve much gratitude.

2018 was a big year for the Tailored Services piece of the organization and, thanks to very lean overhead and wonderful managers, Reid's Gift is profitable in this area without donations. We are hopeful that in 2019 this will allow us to pay staff a little more and, in particular, continue to invest in quality people. In the meantime, the proceeds are helping to offset the costs of our other programs.

Reid's Gift as a charity has matured from its dependence on stake money and a primary donor to a collection of programs that either support themselves, or one another, with help from fundraising and donations.

It's wonderful to have turned a corner and we look forward to your continued support as we want to be in the giving business forever!

A handwritten signature in black ink, appearing to read "C. Rosien".

Christopher Rosien

Treasurer & Board Member

December 28, 2018

SUPPORTS & SERVICES

Tailored Services (Los Angeles)

Available to adult Regional Center clients, Tailored Services focus on employment/volunteerism, higher/continuing education, and leading an inclusive life. Contact your Service Coordinator at Westside, Harbor, Lanterman, or South Central LA Regional Center to request "Tailored Services from Reid's Gift."

morgan@reidsgift.org

Kindling Studios (Camarillo)

A working art studio for entrepreneurial artists, open to adults with a passion for creation, we are a part of Studio Channel Islands in Old Town Camarillo. www.kindlingstudios.org

art@reidsgift.org

Afternoons (Newbury Park)

Join other teens and adults from 3:00-6:00pm in Newbury Park (Monday through Friday) for project-based learning that teaches adaptive skills, social communication, problem-solving, autonomy, interdependence, community engagement, and more. Ages 14+.

zachary@reidsgift.org

Communication Support

We are proud to provide communication support to people who have little, no, and/or unreliable speech. Our leadership and staff are trained in best practices as outlined by the Institute on Communication and Inclusion, and adhere to the Communication Bill of Rights as developed by the National Joint Committee for the Communication Needs of Persons with Severe Disabilities. Communication support is available in all areas, including trainings in Mono County.

kristian@reidsgift.org

Relationships & Sexuality Courses (Chatsworth)

Weekly educational sessions for male, female, and non-binary teens and adults with disabilities, beginning January 2019.

molly@reidsgift.org

Art Therapy (Newbury Park & Chatsworth)

Tina 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 or mothers, and those experiencing difficulty “adulting” or finding fulfillment and balance in their lives.

tina@reidsgift.org

Consulting

Molly is an experienced educator, school administrator, researcher, curriculum writer, university faculty, and non-profit director in Los Angeles, CA. Services include independent educational evaluations (IEEs), transitioning from high school to adulthood, goal development, program development, curriculum design, staff training, inclusion, communication support, and independent facilitator services for the California Self-Determination Project. www.mollykrearick.com

molly@reidsgift.org

Summer Programs (Thousand Oaks & Chatsworth)

Each summer we offer unique, skills-based summer programs for teens and adults in the Conejo and San Fernando Valleys. Since 2014, participants have engaged in cooking, yoga, hiking, socialization, geocaching, technology, self-care, communication skills, Zumba, meditation, money management, art, theatre, self-expression, self-advocacy, and so much more.

info@reidsgift.org

Travel

Annual all-ages family-friendly trips that involve winter sports, hiking, backpacking, camping, air travel, and other fun to locations outside of California. In 2019 we are confirmed for Dorothy Lake, CA; Oahu, HI; San Diego, CA; and Mammoth Lakes, CA. Additional locations coming soon.

info@reidsgift.org

Coming Soon

Zumba, book club, television show club, cooking classes, movie nights, game nights, and more!

info@reidsgift.org



LEADERSHIP

At the beginning of our sixth year, we have 50 employees (and growing!) who support 150 clients and families, year-round, in a variety of ways. To lead and sustainably grow this dynamic team, we assemble once per quarter to learn about leadership methods, celebrate successes, brainstorm challenges, and support each other. Reid's Gift leaders come from a variety of fields, all with hands-on experience in learning from clients and collaborating with families. We almost always promote from within, with a rare exception when we have a specific need that current staff cannot meet.



left to right: Gregory Frank, Elizabeth Jimenez, Morgan Tingey-Dias, Zachary Russell, Amy Brooks, Tina Ebsen, Kristian Constantino, Liz Luviano, Ashlie Bridge-Jackson, Molly K. Rearick, & Jessie Driver

Directors & Coordinators

Molly K. Rearick, EdD, CESP

Founder & Executive Director

Jessie Driver

Creative & Entrepreneurial Director

Zachary Russell

Program Coordinator, Conejo Valley

Kristian Constantino

Program Coordinator & Communication Mentor

Ashlie Bridge-Jackson

Program Coordinator, Conejo Valley

Karen Marks

Fundraising Coordinator

Tina Ebsen, MA, LMFT, ATR

Program Director

Morgan Tingey-Dias

Assistant Program Director

Elizabeth Jimenez

Program Coordinator, Tailored Services

Liz Luviano

Program Coordinator, San Fernando Valley

Amy Brooks, MEd

Program Coordinator, San Fernando Valley

Advisory Board

Steve Andrews	Susan Baukus
Don Baker & Mary Baker	Shelley Carnes, MS, OTR/L
Cindy Idell	Cecilia Laufenberg, RTC
Chika K. Johnson	Mindy Newhouse, MS, CCC-SLP
Brian & Kristin Thompson	Ellen M. Rearick, PhD, RN, CCM
Lisa Tivens	Lareina Rodriguez, Teacher Specialist
Wesley Witherspoon	Yrenka Lolli-Sunderlin, MS, BCBA

Board of Directors

Molly K. Rearick, EdD, CESP	Tina Ebsen, MA, LMFT, ATR
Founder & Executive Director	Program Director
Consultant & Adjunct Faculty	Art Therapist
Christopher Rosien, MBA	A. Louis Dorny, JD
Treasurer	Board Member
Englekirk Structural	Gordon, Rees, Scully, and Mansukhani

COMMUNITY INVOLVEMENT

Presentations & Trainings

Transitioning into Adulthood as an AAC User | 2018 National TASH Conference

Introduction to Being a Communication Partner | Aurelia Foundation

Building & Supporting Communication Skills | Disabled Sports Eastern Sierra

Inclusion in the Art World | 2018 Cal-TASH Conference

Art Therapy Experientials with Live Streams | 2018 Arts & Learning Symposium @ CLU

Typing: From Research to Practice to Independence | 2017 National TASH Conference

Research & Collaboration

Monthly "AAC Community of Practice" meetings | The Hirsch Academy, Connections School of Atlanta, & Minds in Motion

longitudinal study on supported communication | Casey Woodfield & The Hirsch Academy

untitled book on supported communication | Aja McKee & Casey Woodfield

Grants

\$8,415 | California Arts Council in collaboration with Ventura County Arts Council

\$15,000 | Disability Communications Fund

FINANCIAL STATEMENTS

Profit & Loss Statement

January 2018 through December 2018

Income		
Tuition		
TO Afternoon Program	6,837.89	
CV Summer Program	19,434.00	
SFV Summer Program	3,275.00	
Sunday Program	1,120.00	
Kindling Studio	29,481.40	
Client Classes	100.00	
Total Tuition		60,248.29
Services		
Tailored Day Services		
WRC	612,770.90	
HRC	96,101.78	
SCLARC	26,832.49	
TDS/ AAC other	35,606.41	
Total Tailored Day Services	771,311.58	
Consulting	19,527.67	
Counseling	15,296.02	
Total Services		806,135.27
Events		11,851.50
Sales		3,513.60
Grants		8,650.00
Donations		17,938.92
Total Income		908,337.58
Cost Of Sales		
Labor		750,143.49
Mileage		24,490.15
Supplies		12,108.66
Total Cost Of Sales		786,742.30
Gross Profit		121,595.28
Expenses		
Bank Fees		2,041.00
Staff Development		8,857.01
Professional Expenses		2,230.88
HRA		3,600.00
Rent		12,100.00
Tax and Licenses		75.00
Insurance		3,704.00
Advertising		6,494.10
Utilities		4,050.96
Suspense		3,162.41
Total Expenses		46,315.36
Net Profit/(Loss)		75,279.92

Balance Sheet
As of December 2018

Assets		
Checking, FRB	56,119.04	
PayPal	7,665.91	
PayPal other	74.98	
Cash	<u>46.26</u>	
Total Assets		<u>63,906.19</u>
Liabilities		
Equity		
Retained Earnings	-11,373.73	
Net Income	<u>75,279.92</u>	
Total Equity		63,906.19
Total Liability & Equity		<u>63,906.19</u>