



IGNITE!
People Supporting People

ANNUAL REPORT 2020

LETTER FROM THE CLINICAL DIRECTOR

In a year of disruption and uncertainty, our team and families in Ventura County continue to rise and meet challenges with resilience. Throughout this time we have been able to stay connected by pivoting and adapting to circumstances in a constantly changing landscape.

Kindling Studios started out 2020 with the annual *Sparkler* exhibition centered around “Community, Inspiration, Collaboration.” This theme was carried throughout the year by collaborating on community projects such as a mural project with the *City of Oxnard*, logo design for *Mulberry Lane Farms*, and the (virtual) *Pop-Up Gallery* for annual *Aut2Run* with *Autism Society Ventura County*. Holding the studio virtually provided an opportunity for artists to “Study the Masters,” launch the “Quarantine Coloring Book,” and bolster online sales.

It has been quite the adjustment to toggle between virtual, in-person-outdoor, and indoor operations, and Program Coordinator Tess Zufolo and Art Instructor RoxAnne Trujillo have supported the artists through it all. The team continues to think creatively in order to modify well-laid plans to carry through the annual home goods collection that keeps it cozy using sustainable, natural materials.

Similarly, newly launched in late 2019, Ventura County’s *Independent Living Skills* (ILS) Program has experienced challenges with translating supports into virtual means. Under the direction of Assistant Program Director Ned Durrett, ILS has grown steadily in the first year, and is “primed and ready to go” to better serve families in the next.

I am grateful to the leadership and teamwork at IGNITE as we work tirelessly to make difficult decisions and to continue our mission to provide meaningful programs and services in our communities. I am enthusiastically looking forward to welcoming back our *Summer Program* and announcing new local opportunities and adventures where we can reconnect with each other in person as soon as possible.

Be Well,



Tina Ebsen, MA LMFT ATR
Clinical Director
Art Therapist



LETTER FROM THE PROGRAM DIRECTOR



2020 has been a year of growth, adaptation, learning, and breaking down unexpected barriers. While the COVID-19 pandemic affected our delivery of support, our amazing Tailored Services team took on the challenge to provide virtual supports and to assist people who thrive from in-person interactions.

Having the opportunity to oversee Tailored Services, I was impressed that there were no complaints from those we support or from our staff, although these times warrant concerns. As a team we have grown in our autonomy and our ability to reach out to and rely on our support systems. Our astounding Program Coordinators Kristian Constantino, Byron Tannehill, Jr., Manny Jackson, Chris Clark, José Hernández, and Vanessa Perez continue to lead our dedicated staff (please see a full roster on our “Team” page – there are too many to list here!) through this difficult and unpredictable time. We are excited to see where the next year leads us ... growth and more success are welcomed!

Many thanks for the ongoing love and support from our team, families, and others we have the blessing to work with!

A handwritten signature in black ink, reading "Morgan Tingey-Dias". The signature is fluid and cursive, with a long, sweeping underline that extends across the width of the text.

Morgan Tingey-Dias
Program Director

LETTER FROM THE EDUCATIONAL DIRECTOR

The close of 2020 finds me in a slightly different role, moving from Executive Director to Educational Director of IGNITE. In this new position I am eager to focus on building a strong, lasting leadership team and putting effort into personal and professional passions (communication, relationship and sexuality education, transition to adulthood, inclusive education, outdoor adventures, bringing supports to rural areas of California, and more).

As always, I am exceedingly proud of our team, this year especially because of the creative ways we have been able to support people within State and local regulations. Ned, Kristian, Tina, and Morgan describe some of this creativity in their letters. I am also proud of our growing leadership lineup, including José Hernández and Vanessa Perez as new Tailored Services Program Coordinators, Morgan Tingey-Dias as Program Director, and Kristian Constantino as Assistant Program Director

of Communication Supports. It brings me such joy to have a part in colleagues' professional growth.

In 2021 we are hopeful to resume offering opportunities including an early spring mountain trip and a summer backpacking adventure. We are also looking forward to growing our endowment fund (see Chris' letter) so that we can continue to prioritize quality supports for all.

#peoplesupportingpeople

Much love,



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



LETTER FROM INDEPENDENT LIVING SKILLS



In the words of my fellow Ned, “watch out for that first year! It’s a doozy!” Despite 2020 being a rollercoaster year, the Independent Living Skills (ILS) program has been steadily growing! Although the COVID-19 pandemic dealt all of us a difficult hand, we’ve been successful in pivoting support to meet the needs of our clients as well as the necessary safety standards of this trying time. Whether it be switching to completely virtual supports, meeting outdoors, doing joint online dance classes, learning about American Election history, or navigating best practices for online dating together, our incredible ILS Mentors Nick Gaffaney and Zachary Russell have artfully provided creative and thoughtful support ensure that progress towards our people’s goals is still being achieved. The quality of support from

our Mentors and the can-do attitudes of the individuals that make up our ILS family has left me feeling inspired and ecstatic to see what the future holds for our company and our program.

I couldn’t be more proud of our Independent Living Skills family! Thank you for all of your hard work and dedication to our mission! I’m looking forward to our continued growth in 2021!

Ned Durrett

Assistant Program Director,
Independent Living Skills

LETTER FROM COMMUNICATION SUPPORTS



In a year that seemed to last forever, that presented challenges to staff, families, and the individuals we support, we made it through. We are all resilient. Our staff masked up and continued working; navigating a shut down community.

Those individuals we support who were now homebound felt a sense of isolation. We tailored our supports and thought outside of the box, bringing learning opportunities, community outings, creativity, and so much more right to the home. I am proud of our team's creativity, tenacity, and unending dedication to the work they do.

Our staffs' dedication and growth got us through 2020, now let us look to the new year embarking on new adventures, setting new goals, and continuing to grow.

A handwritten signature in black ink that reads "Kristian Constantino".

Kristian Constantino

Assistant Program Director,
Communication Supports

LETTER FROM THE TREASURER

Well ... our plan coming into 2020 was to repeat our 2019 approach; profits go to raises! Staff is 95% of our budget and we wouldn't have it any other way. Every year we want to increase our base salary and reward performers.

Well ... come March we were facing a very different situation. Clients were canceling and revenues started shrinking. We took the Small Business Administration's Paycheck Protection Program (PPP) money and the previous years' profits and put together a program to support staff pay. For seven payrolls we effectively paid staff what

they were earning previously. Then for the next six payrolls, as some clients began to return and embrace virtual services, we paid the greater of what an employee earned or 50% of the previous amount. After six months, most employees were close to earning what they had been at the beginning of the year.

In the fall, we also took in a substantial stock donation and started an endowment fund - the goal being to set aside enough funds to cover scholarships and important programs that generate less revenue than they cost.

To those that have given their time, talents, and resources to IGNITE; thank you so much! You truly have helped build an organization that is helping this world.



Chris Rosien

Treasurer & Board Member



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 2020 WE WERE PLEASED TO HONOR SIX PEOPLE WHO EXCEL IN THEIR ROLES.



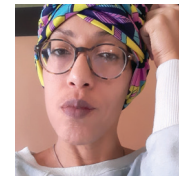
EMPLOYEE OF THE YEAR:

RoxAnne Trujillo
Art Instructor,
Kindling Studios

NOMINEES:



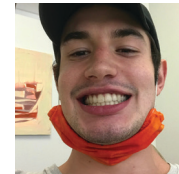
Sonny Diggs
Mentor, Tailored Services



Sabrina Smith
Mentor, Tailored Services



Nick Gaffaney
Mentor,
Independent Living Skills



Adam Wheeler
Mentor,
Tailored Services



Megan Sharp
Mentor, Tailored Services

LEADERSHIP

Molly K. Rearick, EdD

Founder & Educational Director
Communication Trainer
Educational Consultant

Tina Ebsen, MA, LMFT, ATR

Clinical Director
Art Therapist

Morgan Tingey-Dias

Program Director

Kristian Constantino

Assistant Program Director,
Communication Supports
Communication Trainer

Ned Durrett

Assistant Program Director,
Independent Living Skills

Chris Clark

Assistant Program Director,
Tailored Services

Manny Jackson

Program Coordinator,
Tailored Services

Byron Tannehill, Jr.

Program Coordinator,
Tailored Services

José Hernández

Program Coordinator,
Tailored Services

Vanessa Perez

Program Coordinator,
Tailored Services

Nikita Urs

Program Coordinator,
Independent Living Skills

Tess Zufolo

Program Coordinator,
Kindling Studios

Zachary Russell

Program Coordinator,
Ventura County

Rithi Arora

Program Administrator
Grant Writer

STAFF

Tailored Services

Yolanda Benning
Sasha Burik
Roger Bussell
Kiaya Charlton-Grant
Linda Crowfoot
Sonny Diggs
Jazzmine DuBose
Chelsea Enos
Richard Falodun
Matthew Gagnon
Emma Gasman
Juliette Lerner
Trish Mayrina
Fernando Ramos
Joe Reed
Megan Sharp
La'Keyia Smith
Sabrina Smith
Breann Tang-Gaddi
Christiana Valenzuela
Adam Wheeler
Adewole Williams
Alec Williams
Sophia Wright

Independent Living Skills

Tyler Farmer
Nick Gaffaney
Dani Heart
Zachary Russell
Tamar Sheffi

Kindling Studios

Nicholas Eisenberg
RoxAnne Trujillo

Administrative Support

Rithi Arora
Scott Macdonald

BOARD OF DIRECTORS

WE ARE PROUD TO HAVE A WORKING
BOARD OF DIRECTORS, MEANING EACH
MEMBER DONATES THEIR TIME AND
EXPERTISE TO ORGANIZATIONAL TOPICS.

Molly K. Rearick, EdD

Founder & Educational Director

Communication Trainer

Educational Consultant

Board Member

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

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

Shelley Carnes, MS, OTR/L

Kelly Collins

Shauna Farabaugh, CSSE

Rolf Henriksson

Cindy Idell

Cecilia Laufenberg, RTC

Mindy Newhouse, MS, CCC-SLP

Ellen M. Rearick, PhD, RD, CCM

Lareina Rodriguez, Teacher Specialist

Lisa Tivens

Wesley Witherspoon

SUPPORTS

TAILORED SERVICES

INDEPENDENT LIVING SKILLS

KINDLING STUDIOS

COMMUNICATION SUPPORTS

SUMMERS

RELATIONSHIP & SEXUALITY EDUCATION

LONG-DISTANCE & OUTDOOR ADVENTURES

ART THERAPY

EDUCATIONAL CONSULTING

TAILORED SERVICES

Our individual community-based Tailored Services supports are available to adult 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

IGNITE Collective, Inc.
IGNITEFUTURES.ORG

INDEPENDENT LIVING SKILLS

Individual community-based Independent Living Skills (ILS) support is available to 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.



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[IGNITEFUTURES.ORG](https://ignitefutures.org)

KINDLING STUDIOS

Kindling Studios is a working art studio for entrepreneurs. Based at Studio Channel Islands in Old Town Camarillo, Kindling 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



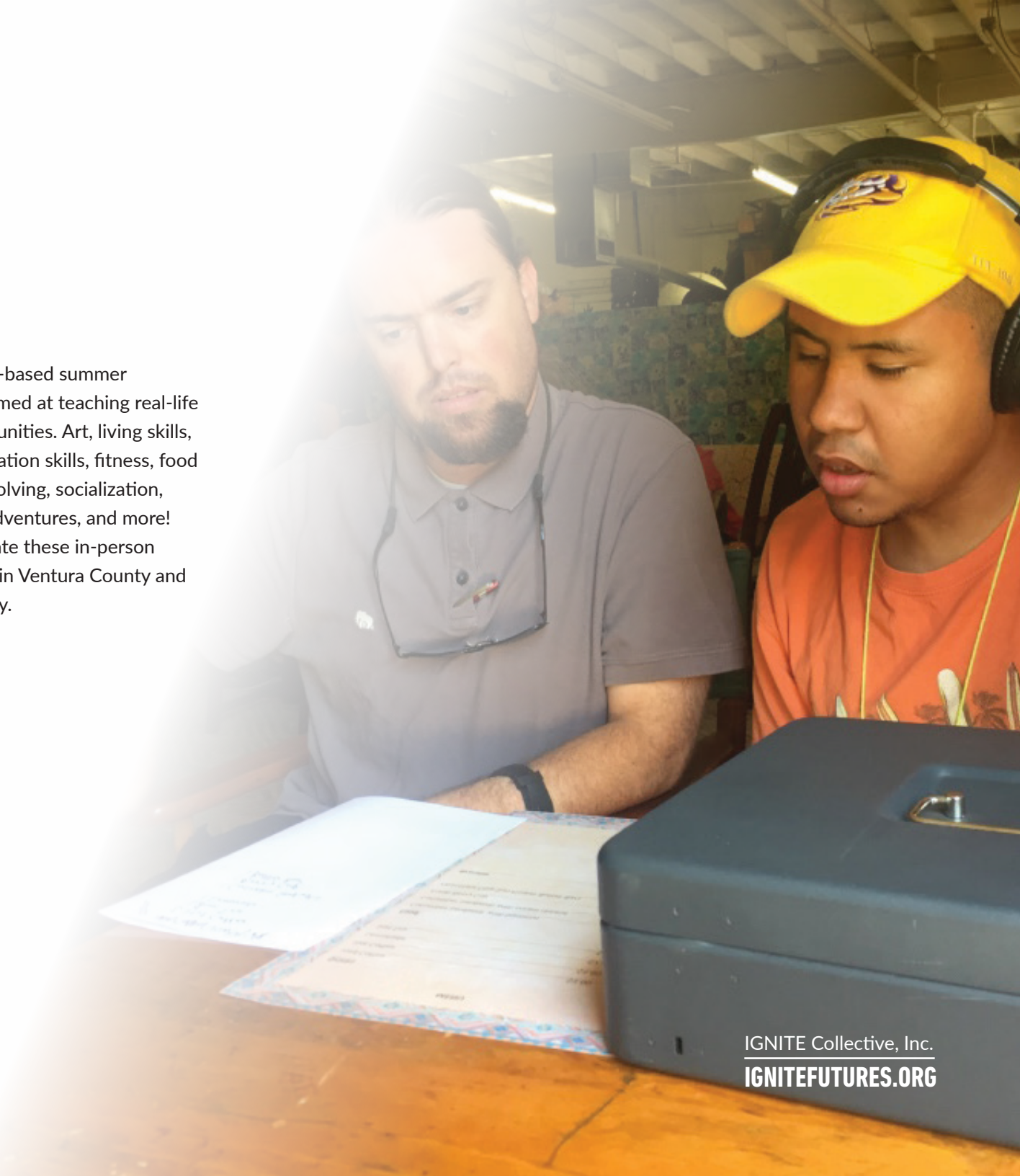
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IGNITEFUTURES.ORG

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, 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 reinstate these in-person opportunities in 2021, 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!



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LONG-DISTANCE & OUTDOOR ADVENTURES

Each year we offer adventures for everyone
– in 2019 we flew to Hawaii, traveled to Mammoth Lakes, and backpacked at Dorothy Lake. In 2021 we will return to the mountains and make plans for coming years. Thanks to volunteer guides we are eager to arrange a trip to Europe in 2022 or 2023!

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

All trips are self-funded by those attending - donations do not pay for these adventures.

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. Contact Tina at tina@ignitefutures.org.



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EDUCATIONAL CONSULTING

Molly K. Rearick, 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**](http://mollykrearick.com)

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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 in 2022 - stay tuned for details.

Do your usual shopping at **Ralph's** or via **AmazonSmile**, and IGNITE programs benefit.

The AmazonSmile logo features the word "amazon" in a lowercase sans-serif font, followed by a curved arrow pointing from the end of "amazon" to the start of "smile", and then the word "smile" in the same font. Below this, the text "You shop. Amazon gives." is written in a smaller, lowercase sans-serif font.
amazon
You shop. Amazon gives.



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\$40,000 ABILITY CENTRAL PHILANTHROPY GRANT

In both 2020 and 2021 we are thrilled to benefit from generous grants (\$40,000 each year) 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 we (virtually) brought in seven guest speakers from across the country who presented workshops on topics including mental health, management styles, self-determination, presencing, person-centered culture, and more. We sent three team members to a week-long leadership training, purchased software to increase access to online and virtual supports, and engaged in many learning opportunities.

In 2021 we are poised to host eight workshops with experts and access online resources including Conversations That Matter, Open Future Learning, and The Mind of the Leader. These resources and learning opportunities help our leaders better manage their teams which allows our staff to provide more quality, long-lasting supports.

We look forward to continued growth with support from Ability Central Philanthropy and are grateful for their support.

FINANCIALS

PROFIT AND LOSS STATEMENT JANUARY 2020 THROUGH DECEMBER 2020

Income

Tuition - Kindling Studio	31 027
Services	
Tailored Services	
WRC	563 988
HRC	50 535
SCLARC	40 432
ELARC	17 191
LRC	32 255
TCRC ILS	18 135
TS/AAC other	10 250
Total Tailored Services	732 785
Consulting	12 025
Counseling	13 716
Total Services	758 526
Events	50
Sales	2 706
Grants	217 897
Donations	23 240
Total Income	1 033 446

Cost Of Sales

Labor	949 401
Mileage & Transportation	5 912
Supplies	9 145
Total Cost Of Sales	964 458

Gross Profit

68 989

Expenses

Bank Fees	722
Staff Development	29 662
Professional Expenses	215
HRA	4 800
Rent	13 163
Tax and Licenses	155
Insurance	4 139
Advertising	2 480
Donations Out	156
Total Expenses	55 493

Net Profit/(Loss)

13 496

FINANCIALS

BALANCE SHEET AS OF DECEMBER 2020

Assets

Checking, FRB	128 663
PayPal	1 895
PayPal other	75
Cash	46
Endowment, BofA Merrill Lynch	491 816

Total Assets	622 495
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Liabilities

SBA PPP	201 500
SBA EIDL	10 000
Grant Ability Central	20 000

Total Liabilities	231 500
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Equity

Unrealized Gains in Endowment	202 406
Retained Earnings	175 093
Net Income	13 496

Total Equity	390 995
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Total Liability & Equity	622 495
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Ignite Collective, Inc.

Profit & Loss Statement

Accrual Basis Reporting

January 2020 through December 2020

Income		
Tuition Kindling Studio	31,027.48	
Services		
Tailored Services		
WRC	549,481.74	
HRC	46,394.55	
SCLARC	42,733.22	
ELARC	17,661.66	
LRC	32,742.93	
TCRC ILS	20,420.79	
TS/AAC other	10,250.00	
Total Tailored Services	719,684.89	
Consulting	12,025.40	
Counseling	13,715.77	
Total Services	745,426.06	
Events	49.65	
Sales	2,706.36	
Grants	217,896.60	
Donations	23,239.90	
Total Income		1,020,346.05
Cost Of Sales		
Labor	949,400.70	
Mileage & Transportation	5,912.00	
Supplies	9,144.92	
Total Cost Of Sales		964,457.62
Gross Profit		55,888.43
Expenses		
Bank Fees	722.00	
Staff Development	29,662.47	
Professional Expenses	215.00	
HRA	4,800.00	
Rent	13,163.30	
Tax and Licenses	155.00	
Insurance	4,138.97	
Advertising	2,480.00	
Donations Out	156.00	
Total Expenses		55,492.74
Net Profit/(Loss)		395.69

Ignite Collective, Inc.

Balance Sheet

Accrual Basis Reporting

As of December 2020

Assets		
Checking, FRB	128,663.08	
PayPal	1,894.62	
PayPal other	74.98	
Cash	46.26	
Endowment, BoFA Merrill Lynch	491,815.78	
AR - Regional Centers	46,288.30	
Total Assets		668,783.02
Liabilities		
SBA PPP	201,500.00	
SBA EIDL	10,000.00	
Grant Ability Central	20,000.00	
Total Liabilities		231,500.00
Equity		
Unrealized Gains in Endowment	202,405.78	
Retained Earnings	234,481.55	
Net Income	395.69	
Total Equity		437,283.02
Total Liability & Equity		668,783.02

Notes - This represents the organizations move to accrual bookkeeping so as to prepare for required audits.

\$59,388.45 of January cash receipts, the result of December 2019 billing, were moved from 2020 Income to Retained Earnings.

\$46,288.30 in billing for efforts in the month of December 2020 were posted as income in 2020 and setup as Accounts Receivable.

Cash basis Net Income of \$13,496 is thus restated to \$396.59 on an accrual basis.
(13,495.84 - 59,388.45 + 46,288.30 = 396.59)



IGNITE!

People Supporting People

www.ignitefutures.org

hello@ignitefutures.org

310-853-0794



Annual Report 2020
designed by Kristi Day
kristi@kayday.se