

ANNUAL REPORT 2025



IGNITE!
People Supporting People



Kindling Studios supports 18 artists

Kindling Studios artists earned \$11,032 from art sales



In 2025 we welcomed eight new employees to our IGNITE family

4 folks obtained employment in their fields of expertise including at the Intuit Dome and Disneyland



12 total trained communication partners



13 individuals were promoted at their jobs and continue to grow and develop in their career field



2 individuals earned their drivers licenses

8 folks graduated from two and four year university programs



6 individuals strengthened their resume by earning volunteer, internship and certificate positions



45% of individuals completed classes with grades of C or better



From the Board

Dear IGNITE Family,

Holy moly, another year! As is inevitable, change happens, and IGNITE is forever moving forward. We've been focused on doing what we do best - meeting the needs of the people we support in the most meaningful ways possible.

As we move into 2026, IGNITE will continue to do just that - we've paused growth in order to maintain quality services, and to pay everyone the professional wages they deserve. Thanks to the persistence of Chris Clark, 2025 brought in many overdue, hard-earned dollars from Regional Center contracts.

Kindling Studios is as creative as ever, and in 2025 partnered with a number of local organizations to exhibit art and celebrate neurodiversity. We welcomed Mariah Green as Kindling's leader, and were honored to participate in the Mayor's State of the City in Agoura Hills.

Our continued focus on quality will include providing more supports through California's Self-Determination Program (SDP).

As always, please feel free to reach out with any questions, comments, ideas, or concerns: [Hello@ignitefutures.org](mailto>Hello@ignitefutures.org).

IGNITE Collective, Inc. Board of Directors



A. Louis Dorny, JD



Tina Ebsen, MA, LMFT, ATR



Molly K. Rearick Day, EdD



Christopher Rosien, MBA

Letter from Chris Clark & Sara Hayes

Congratulations to our families, staff members, and board directors on another stellar year at IGNITE Collective. IGNITE is incredibly fortunate to be surrounded by such a strong, compassionate, and dedicated community. This year was marked by meaningful change, growth, and exciting new opportunities. Our people and our community are what truly make IGNITE a special and unique place—thank you for being at the heart of all that we do.

Thank you to Tina Ebson, Chris Rosien, and Molly Rearick Day for your guidance and unwavering support throughout the year. You consistently made time to listen, offered thoughtful solutions, and provided heartfelt encouragement to me, our program coordinators, staff members, and the individuals we support. I continue to learn and grow from your leadership and look forward to working even more closely together next year as we explore new ways to strengthen and improve IGNITE for our families and individuals seeking support.

Special recognition must be given to Nick Gaffaney, Program Coordinator, and Jose Hernandez, Program Coordinator. Nick and Jose worked tirelessly this year to support their staff and the individuals we serve. They consistently gave 100%—covering for clients when needed, supporting individuals in reaching their goals, problem-solving, and training staff to deliver high-quality services. Without your dedication and leadership, our program would not have achieved the level of success it did this year. Thank you both for all that you do.

Tailored Day Services experienced significant success this year. Forty-five percent of our individuals completed classes with grades of C or better and will continue their academic journeys in 2026. We are incredibly proud of your perseverance and accomplishments. Two individuals earned their driver's licenses and are now confidently driving independently, and nine individuals successfully transferred schools and completed their first semester.

This year also brought exciting milestones in employment. Four individuals began new jobs, including positions at the Intuit Dome and Disneyland. Thirteen individuals continued to grow in their careers, learning new skills and excelling in their roles. Additionally, six individuals strengthened their resumes through volunteering and certificate programs as they worked toward employment in their chosen fields.

Participants in our Individualized Support Services program made meaningful progress toward their personal goals this year. Through person-centered practices, our mentors supported individuals as they built confidence, independence, and skills related to employment, education, daily living, and inclusive community life. Individuals explored new interests, expanded their community involvement, and took important steps toward goals that mattered to them. Whether practicing self-care through art, volunteering at the library, starting a new fitness routine, pursuing a business idea, or learning to prepare meals independently, we celebrated every small win along the way.

We also celebrated positive team transitions this year. We were excited to welcome Nick Gaffaney as our new Program Coordinator and extend our heartfelt appreciation to Anna Smith, who supported the program earlier in the year. Their dedication and commitment helped create a year filled with growth, connection, and opportunity for the individuals we support.

As we look ahead, we do so with gratitude, pride, and optimism. The successes of this year are a direct reflection of the passion, teamwork, and belief in possibility shared by our entire IGNITE community. Thank you for your continued trust, collaboration, and commitment. Together, we will continue to empower individuals, strengthen families, and create inclusive opportunities that allow everyone we serve to thrive.

Christopher Clark
Assistant Program Director

Sara Hayes
Assistant Program Director



Letter from Communication Supports

It is an honor to serve our community through Communication Supports, and I continue to be grateful for every individual, family, and team member who makes this work possible.

This year, Communication Supports continued to grow in meaningful and impactful ways. We provided direct support to 13 individuals, each receiving individualized strategies built around their goals, environments, and preferred communication methods. Their progress reminds us that communication is not just a skill. It is a doorway into belonging, confidence, and self direction.

Our team also grew stronger and more skilled. We trained four new Communication Partners, bringing our active Communication Partner team to twelve dedicated staff members. We doubled basic Communication Partner training from 4 hours to 8 hours, ensuring that every Communication Partner has a stronger foundation, clearer strategies, and more tools to support communication growth. This intentional investment in professional development means our partners are equipped to provide consistent, compassionate, and creative support.

Communication outcomes across the program were meaningful and supported growth. Four individuals are pursuing higher education, including community college and university transfer pathways. One individual reached

a major milestone, progressing from limited responses to open ended communication in just three months with a new partner. Several individuals practiced self advocacy in meetings related to education, employment, healthcare, and daily life, creating opportunities to make choices and participate in their communities.

In the year ahead, we will continue to strengthen Communication Partner support, share resources, and build confidence in natural communication experiences across all teams. Thank you for your continued trust, encouragement, and belief that every voice deserves to be heard. Together, we are building a culture where communication is not a privilege, it is a human right.

With heartfelt gratitude,

Liz Luviano
Assistant Program Director,
Communication Supports



Letter from Kindling Studios

2025 has been my first year at Kindling Studios, and it has been an incredibly positive experience to join a community filled with creativity and connection.

We now support a total of 17 artists, and this year we were grateful to welcome three new artists to our studio community: Alex Rodriguez, Shannon Dutter, and Ruby Logan. Their voices and creativity have added so much to our daily studio life, and we are excited to continue shaping their artistic journeys with them.

Throughout the year, our artists participated in several meaningful events and exhibitions. We began with our annual Sparkler Event, led by our previous Assistant Program Director, Hannah Clark, which brought in over \$4,000 in artist sales and just over \$1,700 from donations to our silent auction. We hope that this next Sparkler will be just as successful as this past year's—and it should be because it will be the 10th year!

We enjoyed participating in the Aut2Run, Art Bash at Studio Channel Islands, and were hosted for our Halloween pop-up at Topa Topa Brewery Company. These events provided opportunities to share their work with supportive audiences, connect with the autism community, meet new community members, and collaborate with other local vendors.

One of our favorite highlights of 2025 was our connection with Mayor Penny Sylvester of Agoura Hills. Kindling Studios was invited to be the featured highlight of her Mayor's Show at the Agoura Hills Event and Recreation Center's Artists with Disabilities exhibition. The opening took place on the same evening as the State of the City event. This was an important and memorable moment for our artists, allowing them to present their work in a sophisticated setting and to reach a much wider community.

Our Holiday Market Home Collection, The Night's Alchemy, was also a meaningful achievement. This project taught our artists how to build a cohesive and intentional collection through packaging, logo design, color themes, and thoughtful product development. It was a hands-on way to explore what it means to create a unified body of work from concept to finished product.

Looking ahead, we are preparing to re-launch our new online store in 2026. This online space will include customizable print on demand items featuring artist work and will allow us to expand our reach beyond Ventura County. We are also excited to plan more collaborative events with local businesses to continue increasing visibility and opportunities for our artists.

We want to thank all of our supporters, donors, and community partners for their generosity this year. Your contributions directly impact our ability to provide meaningful opportunities for the artists. Your support helps us build a studio environment where artists feel valued, encouraged, and inspired.

A heartfelt thank you to Blair, Christen, Christian, Brianna, and Estefania for everything they do each day. Their dedication and guidance strengthen our program and make our studio a welcoming place to learn and create.

Most importantly, I want to thank our artists. You bring purpose, joy, and excitement to every day. Your creativity and spirit shape Kindling Studios into the vibrant community it is. I feel supported by each of you in more ways than you know, and I am honored to work alongside you.

With gratitude,

Mariah Green
Assistant Program Director,
Kindling Studios



LEADERSHIP

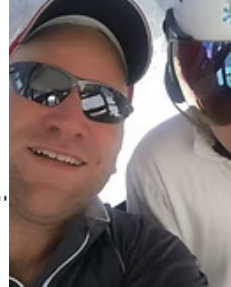
Founding
Board Members



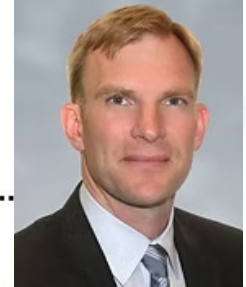
Molly Rearick
Founding Director
Board Member



Tina Ebsen
MA, LMFT, ATR
Clinical Director
Board Member



Chris Rosien
Treasurer
Board Member



Louis Dorny
Board Member



Sara Hayes
Assistant Program
Director
Individualized
Support Services



Chris Clark
Assistant Program
Director
Individualized
Support Services



Liz Luviano
Assistant Program
Director
Communication
Support



Hannah Clark
Program
Administrator



Mariah Green
Assistant Program
Director
Kindling Studios



Nick Gaffaney
Program
Coordinator



Jose Hernandez
Program
Coordinator



Trish Mayrina
Program Coordinator
Fundraising
Coordinator



Brittany Rodriguez
Social Media

STAFF

Tailored Day Services

Cynthia Aguilar
Amy Akiba
Brendan Alcott
Thomas Balsz
Yolanda Benning
Joshua Diggs
Zenus Dismukes
Erica Garcia
Gregory Gilman
Mia Glenn
Samantha Gonzales
Angelina Hamilton
Kaylee Haro
Lisa Hernandez
Valery Hernandez
KiSea Horgan
Christopher Johnston
David Martin
Grace Mosier
Marielle Ordone

Gennaro Platano
Brittany Rodriguez
Keaton Rogers
David Sebastian
Irvin Soria
Timothy Washington
Omer Zalmanowitz

Independent Living Skills

Reyes Aguiler
Denise Alejandres
Dani Hart
Holly Howell
Jose Moncada
Sherilyn Rudney
Jaymie Thibault
Michael Tripoli

Kindling Studios

Christian Hali
Brianna Martin
Christen Shank

Therapy

Blair Guerrero

EMPLOYEE OF THE YEAR

Our Employee of the Year is a person who provides direct support and goes above and beyond in all areas.



Valery Hernandez

It has been a pleasure to watch Valery Hernandez grow into the mentor she is today. Her confidence, planning, and diligence is unmatched. She commits herself to her clients and their goals, truly. Valery pushed her clients to invest in the systems they've created together to achieve their goals. She holds them accountable for successes and their mistakes, carefully turning them into support moments, where her clients and herself can take away meaningful pieces of accomplishments. I am proud to announce Valery Hernandez as our employee of the year.

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
Board Member

Molly K. Rearick Day, EdD
Founder
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.

Claudia Adriana Alvarez Palomo

Steve Andrews

Shelley Carnes, MS, OTR/L

Kelly Collins

Shauna Farabaugh, CSSe

Amanda Frazier Timpson

Alva Gardner

Cindy Idell

Cecilia Laufenberg

Ellen Rearick, PhD, RD, CCM

Joyce Show, MD

Peter Tran

Wesley Witherspoon

SUPPORTS

Individualize Support Services

Communication Supports

Kindling Studios

Self Determination Program

Mental Health Services

Art Therapy

INDIVIDUALIZED SUPPORT SERVICES

The background of the page features a bright, sunny scene with a fairytale-style castle with blue roofs and white walls. In the foreground, two men are smiling. The man on the left has a beard, glasses, and is wearing a blue t-shirt and a tan baseball cap. The man on the right is wearing a green baseball cap and glasses.

Our individual community-based Tailored Day 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

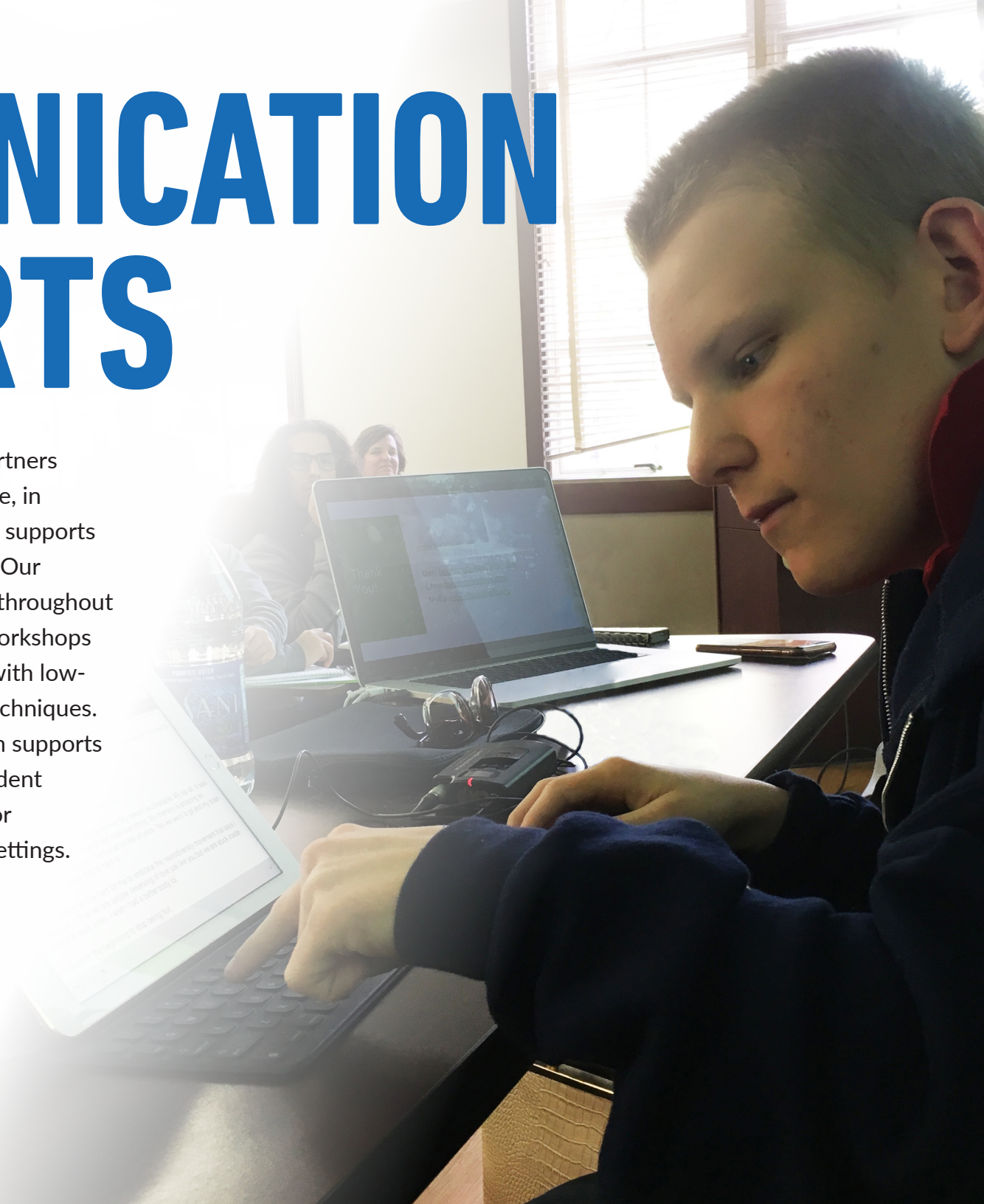
Leading an Inclusive Life

Self-Advocacy

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.

COMMUNICATION SUPPORTS

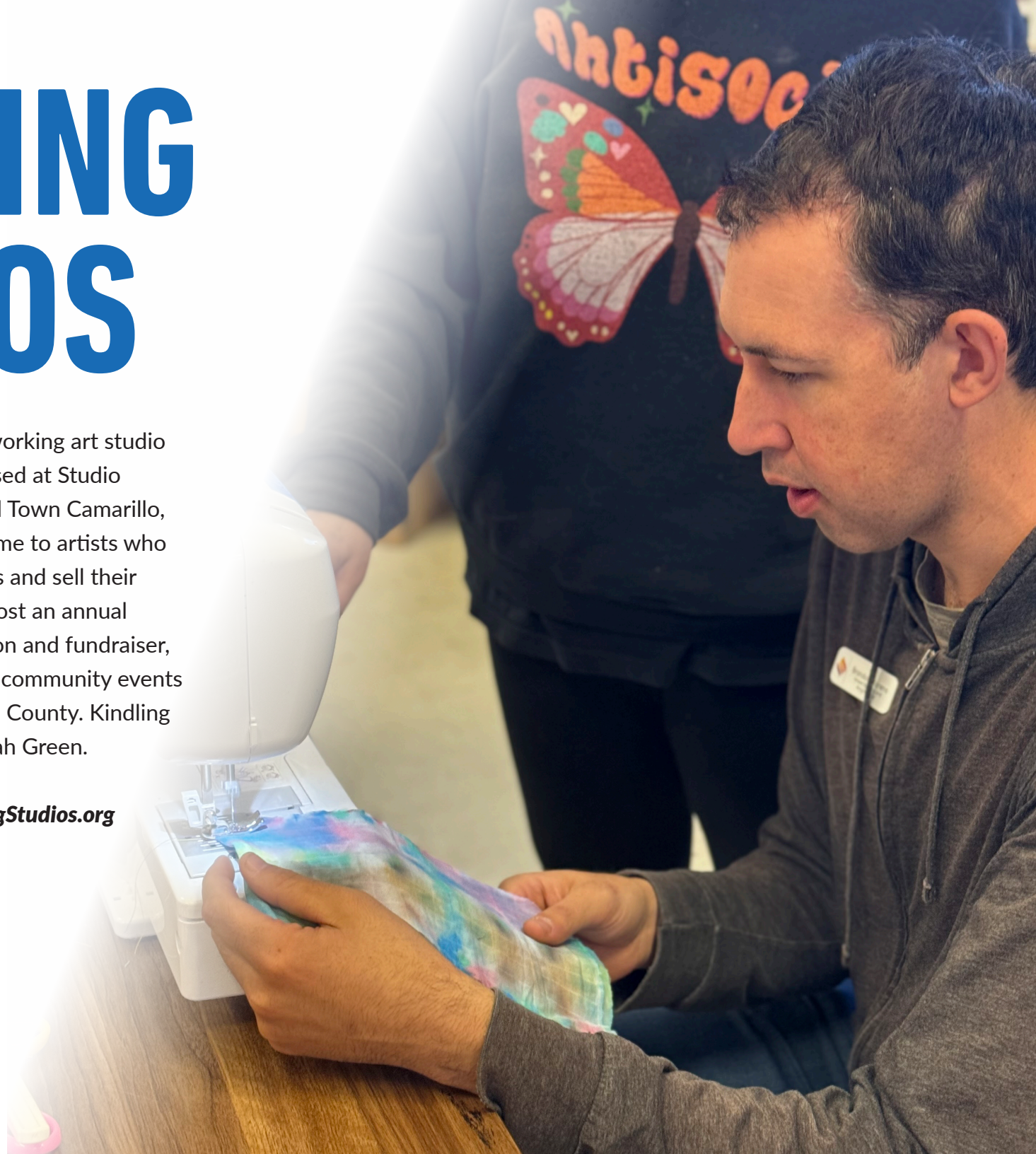
Our trained Communication Partners support people in all areas of life, in combination with other IGNITE supports and/or as a standalone service. Our Communication Trainers travel throughout the state and country to lead workshops aimed at increasing familiarity with low-tech communication support techniques.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



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. Kindling Studios is led by Mariah Green.

Learn more at KindlingStudios.org



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 info@ignitefutures.org to learn more.

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



MENTAL HEALTH SERVICES

Supports include and are not limited to:

Community Counseling Services

- Person-Centered/Humanistic Oriented
- Neurodiversity Affirming Counseling
- Specialization in Transition-Age Youth
- LGBTQIA2S+
- Alternative & Augmentative Communication (AAC) Users Welcome!

Low-Cost Options Available

- Limited "Pay-What-You-Can" Opportunities Available

Services

- Individual Counseling Children, Teens, and Adults
- Group Therapy (Coming Soon!)
- Conjoint & Family Counseling
- Neurodiverse Couples Counseling
- Telehealth and In-person Sessions (Simi Valley, Newbury Park, evenings in Camarillo)



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



Blair Guerrero, MA, AMFT *(she/her)*
Associate Marriage & Family Therapist*

Blair is a Neurodiverse and Queer Identity-affirming therapist who places social justice at the heart of her practice. She holds a Master of Arts in Clinical Psychology with a focus on Marriage and Family Therapy from the Graduate School of Education & Psychology at Pepperdine University in Malibu, California. Blair's therapeutic approach seamlessly blends evidence-based practices with experiential learning, and she views therapy through a creative and intuitive lens. For Blair, authentic connection is paramount in her therapeutic work, serving as the wellspring for profound healing and self-exploration.

blair@ignitefutures.org | (805) 665-3714



Tina Ebsen, MA LMFT ATR *(she/her)*
Clinical Director, Licensed Marriage & Family Therapist, Clinical Art Therapist

Tina is a second-generation therapist practicing Person-Centered/Humanistic psychotherapy with the aim to bring people closer to the lives they want for themselves. Tina earned a Masters in Marital & Family Therapy with a Specialization in Clinical Art Therapy from Loyola Marymount University in Los Angeles, California. With over twenty years of working in the autism and disability community in Ventura County, Tina is uniquely qualified to provide specialized treatment and clinical training to support individuals with disabilities and their families.

tina@ignitefutures.org | (805) 500-6597 |
www.tinaebsen.com

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.

Do your usual shopping at **Ralphs** and IGNITE programs benefit. In 2024 these easy, hands-off techniques earned \$275.48 to support individuals and families.

Amazon Wishlist for Kindling Studios:

https://www.amazon.com/hz/wishlist/ls/B1GKOF903LGP?ref_=wl_share

Donations through PayPal



Financials

PROFIT AND LOSS STATEMENT JANUARY 2025 THROUGH DECEMBER 2025

Income		Cost Of Sales	
Services		Labor	1,256,347.13
Tailored Services		Mileage & Transportation	2,726.76
WRC	519,495.27	Supplies	9,464.31
HRC	43,957.28	Total Cost of Sales	<u>1,268,538.20</u>
SCLARC	33,867.84		
ELARC	28,035.48	Gross Profit	<u>19,611.51</u>
LRC	68,118.56		
NLARC	79,598.17	Expenses	
SDP / Private	44,433.25	Bank Fees	472.99
Total Tailored Day Services	<u>817,505.85</u>	Staff Development	7,219.03
		Rent	29,082.45
Independent Living Services		Insurance	6,213.00
TCRC ILS	202,306.03	Advertising	1,687.60
Total Independent Living Services	<u>202,306.03</u>	Donations Out	1,458.00
		Utilities	2,330.88
Counseling	100,504.48	Interest	1,745.70
Total Services	<u>1,120,316.36</u>	Total Expenses	<u>50,209.65</u>
Kindling Studio		Net Profit/(Loss)	<u><u>-30,598.14</u></u>
Tuition	16,595.00		
Events	-1,566.25		
Sales	4,489.60		
Donations	148,315.00		
Total Income	<u>1,288,149.71</u>		

Financials

BALANCE SHEET AS OF DECEMBER 2025

Assets

Checking, FRB	7,835.75
Checking, CBB	0.00
PayPal	-294.08
PayPal other	74.98
Venmo	752.43
Cash	46.26
Endowment, BofA Merrill Lynch	195,324.30
AR - Regional Centers	66,981.62
linked account not used	0.00

Total Assets 270,721.26

Liabilities

Payroll Charity Admin Services	0.00
Notes Payable	0.00
SBA PPP	0.00
SBA EIDL	0.00
Grants to Next Chapter Bk Club	0.00
Grant Obligations	0.00
linked account not used	0.00

Total Liabilities 0.00

Equity

Unrealized Gains in Endowment	226,026.90
Retained Earnings	75,292.50
SBA PPP/PP2 Funding	0.00
Net Income	-30,598.14
Historical Balancing Account	0.00

Total Equity 270,721.26

Total Liability & Equity 270,721.26



IGNITE!

People Supporting People

www.IgniteFutures.org

Hello@IgniteFutures.org

(310) 594-8152



Annual Report 2025
designed by Kristi Day
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kayday.se