



Annual
Report **2016**





OUR VISION

IS OF A SOCIETY THAT VALUES EACH INDIVIDUAL
AND PROVIDES THE OPPORTUNITY FOR ALL PEOPLE
TO LEAD FULL AND PRODUCTIVE LIVES; LOOKING
BEYOND DISABILITIES, FOCUSING ON CAPABILITIES,
EXPANDING POSSIBILITIES.



Debra Marsteller,
CEO/President

Message from the CEO/PRESIDENT

Dear Friends

Integrity, Wisdom, Safety, Honesty, Commitment to our Clients and Commitment to our Staff. These are our Core Values. For almost four decades, these guiding principles have been woven into the fabric of everything we do at Project Independence to help people in Orange County who have developmental disabilities. At Project Independence, it's not just something we say. It's something we do. Guided by these values, we can be resourceful with your donations. Creative in our solutions. Intuitive in our decisions.

You'll see it in every program, from our new partnerships with the Kiwanis Aktion Club to our Work Incentives Planning Assistance contract with Social Security. In the tenderness of staff helping a person before a doctor's appointment. In the patience of our receptionist who answers the same questions every week. In every apartment, jobsite and training. With you by our side, these basic human values can flourish in the hearts of every person we help - values that will guide them to become good citizens of our Orange County community. I invite you to read the following pages to learn more about how the core values of Project Independence form the cornerstone of the work you so kindly make possible.

ACHIEVEMENTS

- ♥ Our organization was featured on a local cable show called Orange Slices highlighting the success of our clients and Supported Employment program at Hyundai.
- ♥ Meeting the highest of standards, our Supported Employment program received a 3-year accreditation from CARF.
- ♥ Over 200 of our supporters joined us for our 6th Annual Walk for Independence & Health Fair, raising \$40,000 to maintain our core services and expand our Healthy Living Program.
- ♥ We participated in the first ever OC Giving Day, a 30-hour online giving challenge that raised \$2,200 and brought in all new donors for Project Independence.
- ♥ As an official charity partner for the OC Marathon, we raised \$16,000 and won "Water Station of the Year" with over 40 volunteers passing out water to the runners.
- ♥ The most committed and caring Board of Directors established our new Strategic Plan.





CREIGHTON

TOGETHER PROJECT INDEPENDENCE TEAMS WITH WONDERFUL EMPLOYERS LIKE TRADER JOE'S TO HELP THOSE WHO ARE JUST LIKE US, PEOPLE WITH HOPES AND DREAMS OF RESPONSIBILITY AND VALUE.

INDEPENDENCE

“Independence is happiness.” Susan B. Anthony

Creighton came to us from Nebraska where he began building his life of brotherhood, friendship and purpose through his passionate volunteering and work helping others with special needs find lives of independence and achievement. We were excited to partner with him while he continued to create the same life here in California while adding the title of “World’s Best Uncle” and aspiring actor. Creighton teamed with his job developer to find the perfect match for his unbridled spirit and passion.

Trader Joe’s shares the same spirit with Creighton and was proud to add him to their team. Together they put the customer first, creating a welcoming and inviting environment where employees and customers come together to celebrate their community and its members.

Creighton arrives 10 minutes early every day, enthusiastically supports his teammates, matches the vitality of the store, and importantly fulfills a strong sense of belonging and inclusion. Through our Supported Employment Program, Creighton has become a valued member of the Trader Joe’s team with the resourceful guidance of his Job Coach.

COMPASSION

“ Love and compassion are necessities, not luxuries. Without them humanity cannot survive. ”

Dalai Lama

Compassion, first and foremost, is the quality that drives our staff. Combined with the amazing talent and remarkable efforts from our staff members like Cory Bodda, humanity gets a shot in the arm. Every year Cory participates in the OC Marathon with his posse, Scott, Megan, Gabby and John. Their unbridled support of each other vividly illustrates the potential we all have when we are offered the compassion that comes from true friendship.



CORY



RAYMOND



JACKIE

COMMUNITY

“ We rise by lifting others. ” **Robert Ingersoll**

Our Community is measured by how we include others within it. When we create this inclusive community, we discover that everyone has something wonderful to offer, like Ray. Whether he is spiriting his partner around the dance floor or working diligently at his job at High Times Wine, or laughing with his posse in the Day Program, Ray strengthens our community with his talents and uninhibited gusto for life.

STRENGTH

“ A river cuts through rock, not because of its power but its persistence. ” **Jim Watkins**

Jackie lived with a father who was hunched with severe arthritis since his early forties. Her mother was confined to an armchair due to complications from diabetes. Jackie has taken it upon herself to never suffer like her parents and, with the help of her Project Independence Coach, rigorously maintains an active regimen of physical therapy, a healthy diet and an overall lifestyle that ensures that she will never suffer ailments that keep her from participating in life.



OUR DONORS

Lifetime Major Gift Donors (Lifetime giving over \$10,000)

Albert Dixon Foundation	Jerry & Lee Keating
Allianz	Debra Marsteller
Alternative Office	Pacific Life Foundation
Solutions	SKS Die Casting & Machining
Patricia Arthur	Spiers Enterprises
California Communications	Union Bank
Access Foundation	Weingart Foundation
The California Wellness Foundation	Kurt & Barbara Yeager
Marco Di Prima	
Marilyn Donovan	
Michael & Rena Donovan	
Federal Transit Administration	
Ed Florreich	
HBLA	

Major Gift Donors

(FY 2015-1016 Gifts \$1,000-9,999)

Albert Dixon Foundation	GIV Mobile
Patricia Arthur	Mitsubishi Electric Automotive of America
Trevor Beadle	Libby Moore
California Communications	Matthew Murphy
Access Foundation	McCullough Family Foundation
Jack Campbell	John and Jayne O'Brien
Martin and Suzanne Campbell	Pacific Life Foundation
John Catoe	Robert & Carol Perkins
Solomon Cohen	Lawrence and Pamela Rizzo
Costa Mesa-Newport Harbor Lions Club	Ronald and Constance Robertson
Cornerstone United Methodist Church	Serv-Well Disposal & Recycling
Pacific Life Foundation	Mickey & Barbara Shubin
Michael and Rena Donovan	Spiers Enterprises
Edison International	TV Ears Incorporated
Federal Transit Administration	Union Bank
Filice Insurance	Weingart Foundation
Ed Florreich	Kurt & Barbara Yeager

Ramón Gálvez-Arango, Architect, LEED AP, CPP, Principal



"As a local architect and resident, I support Project Independence through my business and personally. There is a worthy mission that I support wholeheartedly: helping people

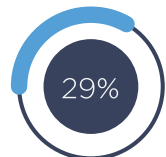
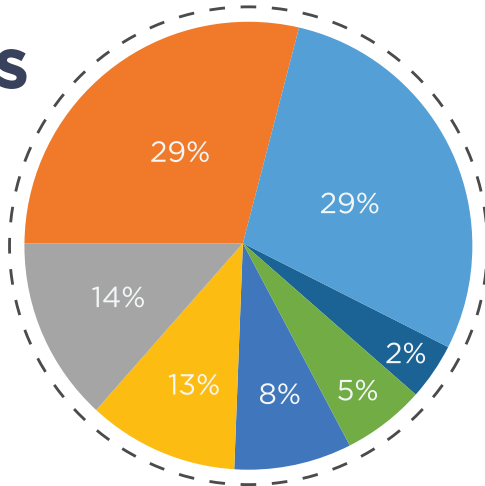
with disabilities live independent lives. Their support elevates people's lives and removes barriers."

We are so lucky to have people like Ramon in our community who realize the importance of actively and compassionately giving back.

FINANCIAL HIGHLIGHTS

Expenses

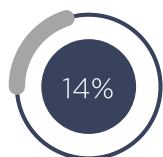
FYE June 30, 2015



Behavior



Adult Development



Independent Living



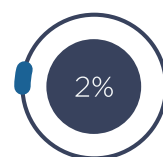
Supported Living



Supported Employment



Work Incentives and Planning Assistance



Fundraising

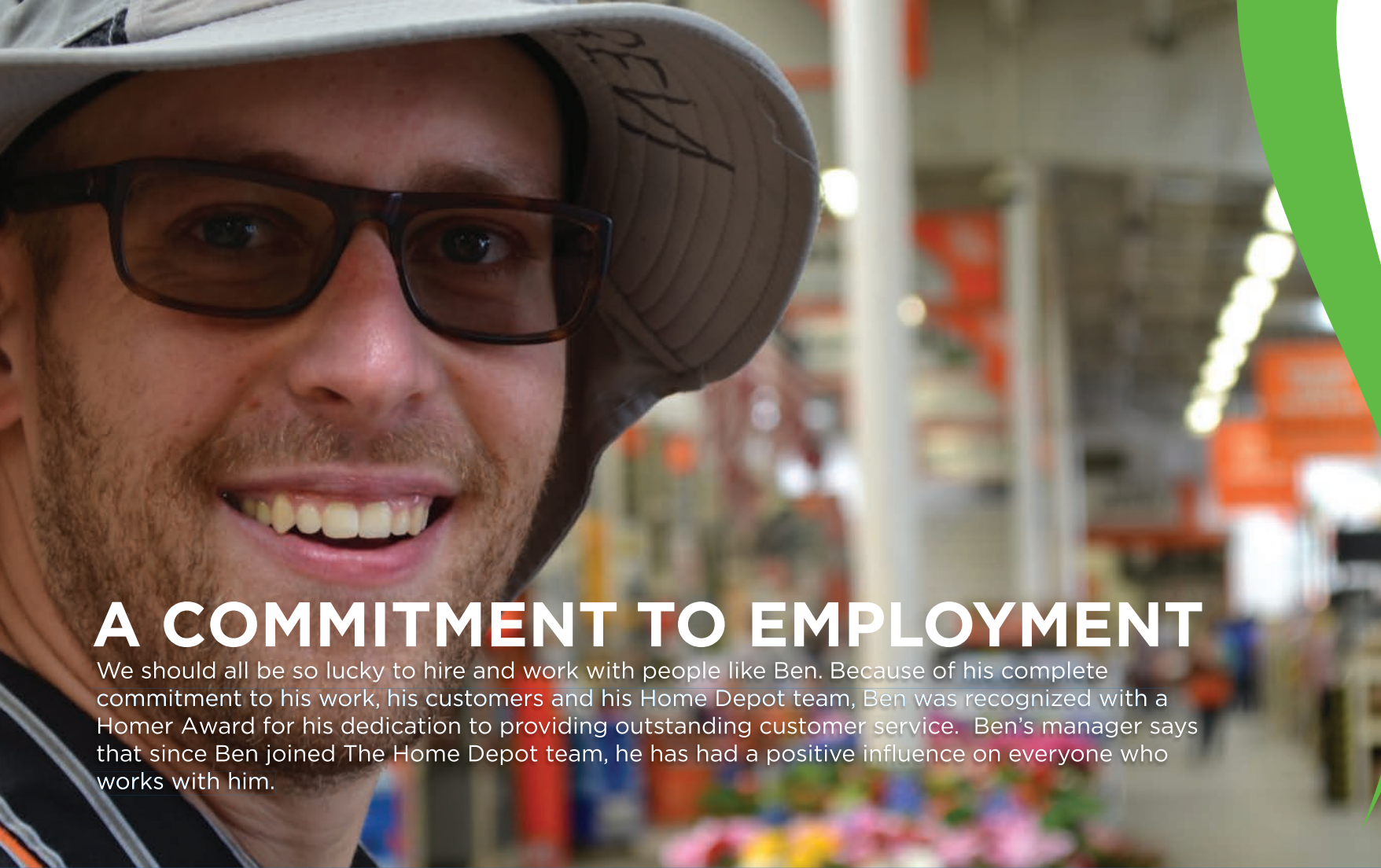
Recent Grants

- ♥ Weingart Foundation
- ♥ Annenberg Foundation
- ♥ Pacific Life Foundation
- ♥ California Communications Access Foundation
- ♥ Federal Transit Administration
- ♥ Edison International
- ♥ WIPA

KEY GOALS

- ♥ To expand the current level of services being provided to our clients with developmental disabilities by increased focus on people with behavior issues by 2019
- ♥ To implement a new entitlement advocate program designed to assist people with developmental disabilities to understand benefits, expand work options and report wages.
- ♥ To expand our administrative capacity through full electronic data collection, analysis and evaluation systems by 2019
- ♥ To triple our fundraising by 2019 by expanding monthly and planned giving
- ♥ To increase quality and tenure of staff through comprehensive staff training by use of competency based online training by 2019





A COMMITMENT TO EMPLOYMENT

We should all be so lucky to hire and work with people like Ben. Because of his complete commitment to his work, his customers and his Home Depot team, Ben was recognized with a Homer Award for his dedication to providing outstanding customer service. Ben's manager says that since Ben joined The Home Depot team, he has had a positive influence on everyone who works with him.

HOME DEPOT, A PROUD PARTNER OF PROJECT INDEPENDENCE

The Home Depot is not just a strong community resource and place for all that is home repair, The Home Depot recognizes the importance of inclusion and tapping a broad spectrum of talent:

Inclusion is welcoming and accepting differences to ensure that associates, customers, and suppliers can openly share their perspectives and bring their whole selves to The Home Depot every day



They are also proud to call many of our clients employee team members. The Home Depot acknowledges that through an inclusive and diverse employee base, all employees benefit. With this in mind, The Home Depot helps to build a successful community resource and for that reason received the **Project Independence Extra Mile Award** for going above and beyond in support of our mission.

We are proud to partner with The Home Depot in building a stronger more inclusive community.



PROGRAM HIGHLIGHTS

- 1** We have obtained jobs for 148 people with I/DD beyond subminimum or temporary work with employers in the community at or above minimum wage.
- 2** We provide access to community based supports, including senior centers and volunteer jobs for those who have not secured full employment.
- 3** We support 183 people in safe and permanent housing, in apartments our clients choose, with roommates the choose.
- 4** We support 27 seniors with I/DD, in collaboration with local senior centers, to address the unique needs of our folks over 55

MEALS ON WHEELS

Project Independence proudly partners with Meal on Wheels throughout Orange County. Like so many of us, our clients love to celebrate the empowerment of their independence by giving back. Every week staff and clients of Project Independence come together as a team to deliver daily meals to those who might not be so mobile.

The smiling faces and helpful hands that accompany each delivery go a long way letting those confined to their homes know that they are not forgotten.

A community can only be strong when those who need us most are supported and compassionately connected to the rest of us.



WHAT'S IN OUR FUTURE

Project Independence is proudly celebrating its 40th anniversary of serving those who need us most. This exciting next year will include:



1 A fresh new logo and website to celebrate 40 years of achievements and a new Business Champions program for companies that support independence.



2 Our program expansion as we partner with new staff who bring their passion and enthusiasm to Project Independence to assure that we are here with the support and services for all those who desire to build lives of joyful independence for another 40 years!

3 Entitlement Advocate – new program designed to help clients and families learn more about ABLE Act Savings Plans and Entitlements

4 WIPA - new 5 year non-compete contract from the Social Security Administration enables people on benefits to plan for self sufficiency.

5 We are also excited about our 7th Annual Walkathon and Health Fair 2016. A fundraiser yes but most importantly a celebration by clients, family, friends and the community of a year of achievement and independence.

GIVE INDEPENDENCE

 www.proindependence.org/donate | 





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Enriching Lives Since 1977