

## SERVICES

### Community Living Support Services (CLS)

Enables hundreds of men and women to live free and independent lives with the support of BI staff and volunteers.

### Continuing Education

From art to computers to recreation and social opportunities, these services encourage and help BI participants to become life-long learners and fully engaged in society and the culture.

### Employment

More than 350 men and women earn paychecks and respect by holding down jobs in the community under BI's employment service.

### The Family Resource and Advocacy Center (FRAC)

Education, support, advocacy and direct services are provided to families and children as they navigate the world.

### Transportation

A fleet of more than 60 vehicles delivers vital transportation services to hundreds of people with disabilities each day.

## OUR MISSION

To promote community inclusion and participation for people with developmental disabilities.

## OUR VISION

An improved quality of life – meaningful work, recreation and support of family, friends and the community.

## BOARD OF DIRECTORS 2010 - 2011

Ken Maiolini, *President*  
Bonnie Burrell, *Vice President*  
Eileen Adams, *Treasurer*  
Leo Barclay, *Treasurer*  
Jerry Fabiano, *Secretary*

Diane Hobaugh  
Richard Johnson  
Bob Nugent  
Scott Ormeord  
Ellie Rowland  
Rosie Schueler  
Cindy White

## MANAGEMENT GROUP

Cami Weaver  
*Chief Executive Officer*

Carin Lawrence  
*Chief of Services*

Louise Siri  
*Controller*

Lois Shelton  
*Director of Administration*

Lauren Meiklejohn  
*Director of Community Living Supports*

Jean Levine  
*Director of Continuing Education*

Penny Snyder  
*Director of Employment*

Nubia Padilla  
*Director of Family Services*

Lea Ronald  
*Director of Sonoma Valley*

April Gray  
*Director of Healdsburg*

Tyler Hewitt  
*Transportation Manager*

Lisa Folsom-Ernst  
*Fund Development Director*

Jacqui Salyer  
*Fund Development Manager*

## SERVICE LOCATIONS

Becoming Independent provides services throughout Napa, Solano and Sonoma counties for men, women and children with disabilities.

Santa Rosa  
Central Office  
1425 Corporate Center Parkway  
Santa Rosa, CA 95407  
Phone: (707) 524-6600 Fax: (707) 527-1206

Sonoma Valley  
355 West Napa Street  
Sonoma, CA 95476  
Phone: (707) 996-5988 Fax: (707) 935-7861

Healdsburg  
625 Center Street  
Healdsburg, CA 95448  
Phone: (707) 431-1345 Fax: (707) 431-8136

Napa/Solano  
1832 Soscol Avenue, Suite 101  
Napa, CA 94559  
Phone: (707) 252-9288 Fax: (707) 252-0682

The Gallery of Sea and Heaven  
312 South A Street  
Santa Rosa, CA 95401  
Phone: (707) 578-9123 Open Thursday - Sat 12-5 pm

[www.becomingindependent.org](http://www.becomingindependent.org)



Promoting community inclusion and participation for people with developmental disabilities  
ANNUAL REPORT 2010 - 2011

## Dear Friends and Supporters,



There were more challenging times at Becoming Independent during fiscal 2010-11. For community-based service organizations like ours it appears that the rise and fall of the California State Budget has become our fifth wheel. We have had to do a fair share of fighting, educating and advocating to the folks in Sacramento. But there's plenty of time to talk about that. First, let me assure you that inspiration and progress abound at Becoming Independent, and there is a lot to share.

On the business side, an audit by the state Department of Labor showed BI is in full compliance in our Employment Services program. During the past year more than 350 men and women earned wages totaling a little less than \$1 million working out in the community.

Thanks to BI employee programs to encourage healthy lifestyles – including a “Half a Ton of Fun” weight loss challenge – we held our annual Kaiser Permanente health care premium increase to just 8 percent. In the past, annual premium rate hikes ranged from 12 to 19 percent. Our insurance broker told us she'd like to bottle BI's commitment to employee wellness to hand out to her other customers.

In April, we opened the Celebrate Community Library on campus which provides resources and information to parents and families of children with disabilities. Made possible by a \$10,000 grant from The Press Democrat's Celebrate Community Partnership, it is being operated by staff and parent volunteers. The library is open to the general public. Our message to parents is, “You're not in this alone.” Also in April, we made some important improvements to our Santa Rosa campus thanks to Rebuilding Together volunteers, many of them our friends from Winzler and Kelly (which in October 2011 merged and became GHD.) In just one day, the 30 volunteers built a wheelchair ramp, painted our south campus walls, replaced a worn out carpet in the employee lounge with ceramic tile and cleaned up our garden. It was there and it was phenomenal.

In Healdsburg, the “Teen Zone” afterschool program for young people received a grant from the Healdsburg Area Affiliate of Community Foundation Sonoma County. Operating at Healdsburg High School, the program provides break-through experiences and training for young people transitioning into adulthood. We hope to expand the Teen Zone into Santa Rosa schools.

Artists in our ArtWorks program teamed up with their counterparts in the community to produce “You're Perfect,” a unique exhibit of portraits shown at The Gallery of Sea and Heaven on A Street, Santa Rosa, in late spring and into the summer. The exhibit featured portraits of community artists painted by ArtWorks artists and visa versa. It was a huge success and helped introduce BI artists to new and important friends in the greater art community.

Our BI programs received broad news coverage in the North Bay Biz magazine in January, and we were selected by North Bay Biz readers as the North Bay's best non-profit and charitable organization.

These are just a few examples of how well BI was able to perform under the dark cloud of state budget cuts which consumed much of our time. We didn't take the on-going budget crisis lightly and, in fact, the people we serve became very engaged in the process of deciding how the State of California spends our limited taxpayer dollars. Plans to expand Death Row at the same time the state proposed cutting \$270 million more from programs for the disabled served as a call to action. Supported by BI staff, dozens of men and women served by BI joined hundreds of protesters at the gates of San Quentin Prison. Anyone in Sacramento who may have missed that protest was reminded of the situation by dozens of letters we sent to state officials. Board member Jerry Fabiano carried our message to newspaper “letters” columns and in a 5-minute video imploring the Legislature not to make further cuts and to spend resources carefully. The Death Row expansion project was later shelved.

Nonetheless, I'm afraid there's no end in sight to the state's revenue shortfall that affects BI and our colleagues and partners at North Bay Regional Center, Santa Rosa Junior College, and the state Department of Rehabilitation. Accordingly, my management team and staff, with the support of the Board of Directors, decided we have to find the money to sustain BI programs. No matter what. How much? Worst-case scenario forecasts a 10 percent revenue cut, fewer education dollars, and job opportunities for our participants. That's about a cool \$2 million a year, we figured, and thus was born our “2Cool2Fail” fund drive which was well under way when Gov. Brown reluctantly announced he'd have to trim even more from the current budget on Jan. 1, 2012.

Meanwhile, we are expanding efforts to trim spending, including with this annual report document made leaner and less costly, you'll see, by changes in how we thank and honor our supporters and donors and how we inform the public of our programs. Where we won't compromise is in our enthusiasm. Stay tuned.

Sincerely,

*Cami Weaver*

Cami Weaver, CEO  
Becoming Independent



### Outcomes of BI Services

Success and progress experienced by individuals and families served by Becoming Independent are measured in real terms. BI tracks the number of people served, how many hours of service they receive from staff, the number of hours of work they perform and wages they earn, and their level of inclusion in mainstream community activities. BI also gauges overall satisfaction with the Becoming Independent experience.

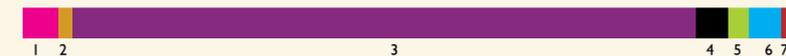
	2010 - 2011
Number of people served*	2,457
Number of families served	503
Hours of Service	739,282
Hours of Work	145,637
Wages	\$901,587
Hours of Inclusion	259,035
Rate of Satisfaction	93 %

\* 125 people per month were served at community dances through a partnership with Santa Rosa Parks and Recreation Department.

### FINANCIAL REPORT 2010 - 2011

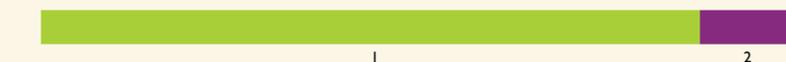
#### Support and Revenue

1 Contributions	\$ 566,856	3.70 %
2 Special Event Ticket Revenue	\$ 35,800	.02 %
3 Service Fees	\$ 12,365,433	84.00 %
4 Educational Subsidies	\$ 655,069	4.30 %
5 Employment Income	\$ 728,011	4.80 %
6 Investment Income	\$ 229,988	1.04 %
7 Other Income	\$ 38,584	.03 %
<b>Total Unrestricted Support &amp; Revenue</b>	<b>\$ 14,619,741</b>	<b>98.25 %</b>
Net Assets Released From Restrictions	\$ 260,446	1.75 %
<b>Total Unrestricted Support, Revenue, And Assets Released from Restrictions</b>	<b>\$ 14,880,187</b>	<b>100 %</b>



#### Expenses

<b>1 Programs</b>		
Community Living Supports		
Continuing Education		
Employment Services		
Family Resource and Advocacy Center		
Transportation Services		
<b>Total Program Services</b>	<b>\$ 12,553,964</b>	<b>89.00 %</b>
<b>2 Supporting Services</b>		
Administration	\$ 1,177,798	
Costs of direct benefits to donors	\$ 52,725	
Fundraising	\$ 308,471	
<b>Total Supporting Services</b>	<b>\$ 1,538,994</b>	<b>11.00 %</b>
<b>Total Unrestricted Expenses</b>	<b>\$ 14,092,958</b>	<b>100 %</b>
Increase in unrestricted net assets	\$ 787,299	



Becoming Independent's most recent audited financial statement and tax return are available at [www.becomingindependent.org](http://www.becomingindependent.org).

### BI at a glance

More than 1,300 men, women and children, all living with a variety of disabilities, seek their own paths to personal fulfillment and independence with the help of programs and opportunities made available at Becoming Independent.

Developing since BI was established in 1967, our programs provide instruction in activities and skills essential to successful everyday living. The skills are wide ranging and include the most basic and incidental, to the very sophisticated and personal. BI provides individualized programs for each person served, promoting personal choice based on areas of interests and passions.

As the North Bay's largest nonprofit human services organization dedicated to people with developmental disabilities, BI services are available in Napa, Solano and Sonoma counties. We are dedicated to “promoting community inclusion and participation for people with developmental disabilities.”

