

# ear Friends and Supporters,

Never in our history has there been a single experience that has had such a profound impact on our entire global community. Just over halfway through our last fiscal year, seemingly overnight, Covid caused life as we all knew it to change. Nobody could have been ready for it, but here at Becoming Independent (BI), we are grateful that 53 previous years of experience created a foundation that prepared us to weather this storm

Typically, our annual report reflects on the fiscal year that is now in the rearview mirror. While the financial report and donors contained herein continue that tradition, this letter is written with reverence for the past and an eye toward the future.

As it became clear that the pandemic was disrupting all of our lives in ways previously unimaginable, we knew that

# **A Word From** Luana Vaetoe **CHIEF EXECUTIVE OFFICER**

I firmly believe that we succeeded because since its inception, Becoming Independent has been defined by resiliency, innovation, and an abiding ability to adapt. This is true both for the individuals BI supports and for the organization as a whole. In fact, to discover a treasure trove of creative adaptations that meet challenges effectively, look no further than adults with intellectual and developmental disabilities (IDD), their families and allies.

we had to pivot, and quickly.

With BI's core program services -Independent Living, Employment and Day Programs - re-designed to accommodate the pandemic, we were poised to begin to imagine the future. At BI, we know that this future must be grounded in safe, welcoming, and dignified opportunities for people with IDD to connect, engage, and contribute. While we welcome the day when our partner organizations have recovered and are ready once again to greet us as students, volunteers, and

employees, we know that the

road back to normalcy will be a long one. And, if history serves as an indication, people with IDD will unfortunately be among the last to be invited back.

Pre-Covid, BI made huge strides

migrating from congregate-based

services to those that occur

primarily in the community. Many of our clients were delighted by this opportunity, aided by a "Discovery Process" through which they were able to carefully define, and to then pursue, their unique life goals. On the heels of many BI clients choosing to receive their services directly in the community, the agency found itself with several underutilized facilities. While all clients continue to receive services - in their homes and in the community - there are no longer physical sites in Healdsburg, the town of Sonoma, or San Rafael. Because BI's main Santa Rosa campus was also underutilized, the agency was able to sell one of its two buildings and will now consolidate all operations into its last remaining physical asset: 1455 Corporate Center Parkway.

But first, this aging industrial building is due for an upgrade and a complete re-imagining of its purpose.

have to offer.

While many BI clients wish to So, how will the space look and receive their services wholly in feel? It will be modern, airy and the community, others prefer to spend their time in the company of their peers at BI. Whether engaging in social groups, skill building classes, or working production jobs, these individuals have made their preference clear. Like many of us, they feel most comfortable in the company of people who share similarities, where they feel free to be their most authentic selves.

To ensure we provide meaningful and tailor-made services to those who choose to be served in the community and on campus, we are now consolidating all of our campuses into one Program Headquarters - a think tank for programs where innovative offerings are developed and experienced. After receiving national recognition and awards for our Passport to Independence, Discovery and Virtual Day Programs, we are excited to lean into this next innovative chapter. While our headquarters will be in Santa Rosa, our friends from Healdsburg, Sonoma, Marin and

all of Sonoma County, will be We welcome you to join us on welcomed and encouraged to this journey and look forward to avail themselves of everything we sharing more about the vision of our new BI Program Headquarters and discovering ways for you to

be involved.

welcoming, and thanks to our It has been said that, in this successful Technology Campaign, pandemic, we are all in the same equipped with appropriate tools storm, but we are not all in the to support people in reaching same boat. Some of us have been able to weather this storm in far their educational and personal goals. Skills will be learned in calmer waters. For our friends, an environment that mirrors the families and neighbors with trailblazing programming that IDD, this last year has brought we have recently developed. challenges that have been far It will include a 10,000 sq. ft. more difficult to endure. Here at flexible program space similar Becoming Independent, we are to co-working, a worldwide proud to have been a lifeboat phenomenon that gained to many, and we are grateful for momentum thanks to its ability each of you who have given and to offer opportunities for supported us so graciously and networking, connecting with fiercely. We know that nothing we others, collaboration and the do is possible without you. accompanying boost in creativity. Activities ranging from art and

Sincerely,

music to job skills development

and social support circles will be

offered. Friends will be reunited

in a vibrant setting that includes

access to a large, beautiful

outdoor garden. The space will

be home to not just adequate

programming, and all who gather

programming, but superior

there will feel pride in their

environment.

Luana Vaetoe Chief Executive Officer Becoming Independent

# **Becoming Independent's Future Program Headquarters**







**\$81,932** (o.6%)

#### **Support & Revenue** CONTRIBUTIONS \$650,594 (4.5%) CONTRIBUTIONS BY SUB CATEGORY DONATIONS \$236,178 \$75,664 \$248,065 1.7% **GRANT REVENUES** \$90,687 0.6% SERVICE FEES EMPLOYMENT INCOME \$14,384,267 (85.3%) \$12,274,962 **\$611,552** (4.3%) **EDUCATION SUBSIDIES \$509,614** (3.5%)

OTHER INCOME

\$255,613 (1.8%)

## **Outcomes of Becoming Independent Services**

Due to Covid, Becoming Independent's Day Programs have shifted to mostly virtual, offering unique and remote services to individuals served. Becoming Independent tracks the number of engagements, how many hours of service staff are providing and the types of engagements being offered. The outcomes listed are based on average engagements and hours in a year.

**Zoom Events** 

3,900

2019-2020

**Unique Engagements** 

47,450

**Socially Distanced In-Person Visits** 

9,300

**Support Services** 

**Hours of Community** 

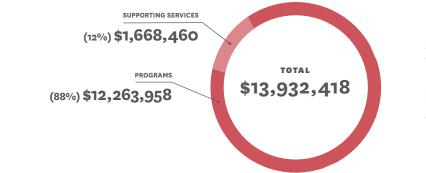
126,000







### **Expenses**



# DAY PROGRAMS & ACTIVITIES

\$8,193,354 \$756,940 TRANSPORTATION SERVICES TOTAL PROGRAM SERVICES

**SUPPORTING SERVICES** \$1,192,888 FUNDRAISING \$475.572

TOTAL SUPPORTING SERVICES \$1,668,460

# **Many Thanks**

Becoming Independent thanks the following for their support and generous donations throughout the 2019-2020 fiscal year.

Anonymous (8) Cates, Bryan & Donna **Acclamation Insurance** Management Services Managemen Agrella, Dr. Robert & Kim Alcaine, Carlos & Anne Alexander, Dr. Marc & Meg Clifton, Cindy & Randy Comstock, Dr. Gary & Andersen, Barbara Kathryn Anderson, Jeney & Paul Andrada, Randy Connolly, Honora Conrad, Cooper Antares, Cecili Coogler, Robert & Lisa Arden, Arlene & Ha Armida Winery Cookie...take a bite Armstrong Paper Group CookieLove Askew, Jan Copus, Jerry & Patty ATL Events Cory, Beverly Avilla, Barney & Guia Costco Baci Chocolatier Crawford, Barbara Creations by Xochit Bangsberg, Bert & Vera Barclay, Corinne Crellin, Tom & Judy Barclay, Leo & Adele Crew, Shari Barrel Brothers Cruz, David & Sarah Bates, Kathryn Cunha Jr., Onofre Baur, Antonette Bender, Douglas & Pamela David P. Nolan Charitable Fund Benz, Roger & Lisa Cole Benz Benziger, Bob & Kathy Dahl, Gary & Gina Blaisdell, Taunda Darling, Lawrence Blamires, Catherine Born, Donna Charitable Fund Bramhall, Robyn & Ellen Maremont Silver Dean, Carol Debiase, Michaela Bravo, Steven Breazeale Family Ravioli DeCesare, Kenneth Bressick, Zachary Definition Films Briggs, Sally & Joe Dei Rossi, Alan & Nadine Britton, Nicole Delorenzo, Mary Brown, Larry & Elizabeth Browning, Debbie Devincenzi Concrete Bufano, Vikki Construction Burrell, Timothy & Bonnie Di Grazia, Barbara Jean Burwell, Nate Byrne, Kevir Dickson, Kyle Calderon, Oscar & Susar DiPaolo, Gregory & Barbara Campbell, Martin & Carol Hughes DiPaolo Doherty, Bridget Lee Campbell Canfield, James Dolinsek, Jim & Kathleen Carlson, Stevi & Craig Stoddart-Dolinsek Casassa, David Donahue, Cecelia & Pat

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# **Very Special Thanks to**

## The June Waite Legacy Circle...

Many thanks to the following individuals who have included Becoming Independent with a legacy gift in their estate plans, most often through a bequest in a will:

Anonymous (4), Eileen Adams, Tony Apolloni & Maria Mar, Norman Chalmers\*, Shiah Cherney, Geneva Scheihing Folsom\*, Lisa Folsom-Ernst & Richard Ernst, Michael Haddad & Julia Sherwin, Jayne & Peter Hamel, Cami Kahl, Sandy Madsen, Lucia Milburn & Joseph Como, Jack T. Morris\*, William Morris\*, Lené & John Prior, Ed Rimbaugh, Hilma Schaffer\*, & June Waite\*

\*Deceased

Near, Liz

Patella, Ronda & John

Pedroni Construction

Penna, Louse & Phil

Patterson, Kathy

Milburn, Dr. Lucia 8 Sankoff, Cheri & Stephen Person, Norma Joseph Como Petersen, Karen & Mel Sanville, Angela & Ax Millan, Mary Phenicie, Kim & Brady Sanville, Betsy & Rob Miller, Holly Ann Scandia Family Fun Center Power, Paulette Miller, Inger Press, David & Jeanne Schneider, Julia Mitch White Insurance Co Preston, Karen & Albert Schulz, Jean Mlynarczyk, Laura Preston, Mert Schumacher, Dr. Edmund & Montoya, Anthony Price, Jennifer Prior, Sherrie Morgan, Nichole & Schweigert, Dona Dylan Greene Rackerby, Anita Seder, Karin & Brad Morley, Carol Ramirez, Judge Raul A. Seidler, Lora & Kim Morris, Wendie Ransbottom, Vicki Seismic Brewing Compar Red Lobster Morton & Bassett Spices Sheela, John & Elizabeth Mosgers, Peg & Reid, Mary Sherwin, Julia & Michael Haddad Sarah Woody Reinking, Bill & ML Mrkvicka, Andrea Reiter, Kim & Dan Shirley's Contractors' Mullineaux, J & Matt Mali Richardson, Jill Service, Inc. Murray, Cynthia Rico, Arlene & Russell Sjoblom, Mel & Carol Naworski, Priscilla Rico, Gloria Skinner, Susie Neal, Holly Rico, Hazel Slama, Melissa Rico, JayJay Smith, Homer & Kathy Rinde, Rissa Smith, Louis & Karla Griffin Nelsen, Duane & Rinos, Jim Smith, Pam Peggy Matson Ristad, Ed & Karla Nelson, Gwen Soares Andrea Roach, Gerald & Trina Nereo, Philip & Lynn Norlander, Hans & Tove Robbins, Marina Sonoma County Employe Norris, Renee Robinson, Shannon & Advisory Council Oga, Hideko Gary Gockel Sonoma County Event Oliver, Robert & April Rochioli, Terrence & Myrtle Center Oliver's Market Rockwell, Linda Sonoma Design Apparel Olson, Erika & Jeff Calegari Rodney Strong Vineyards Sonoma Media Investments Olson, Joerg & Millie Rodriguez, Stephanie & Soracco, Lisa & John Sorensen, Phebe Orcutt, Carolyn Romero Pacific Gas and Electric Co. Ronchelli, Raymond & Sotak, Michael Padilla, Nubia & Ron Sotak Michael 8 Christimarie Parks-Stallmann, Connie & Rosenblum, Arthur Maricel Galon Sotak David Stallmann Sotak, Pam & Mark Roskam, Andrea Parks, Sally Rosser, Kathryn Spaulding, Mark

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## Leadership Team

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### **Our Purpose**

Elevating human abilities for the mutual benefit of our Community

### Our Vision

**Becoming Independent** innovative partnerships fostering authentic human connections.

### **Who We Are**

Leading innovators in the field of human services.

#### **Our Values**

**Human Dignity** Integrity



Please forgive us if we have inadvertently omitted or misspelled your name. Call Becoming Independent at (707)524-6765 with any corrections, omissions or preferences

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