



A Word From Luana Vaetoe

CHIEF EXECUTIVE OFFICER

Dear 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

we had to pivot, and quickly. 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.

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.

While many BI clients wish to receive their services wholly in 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 welcomed and encouraged to avail themselves of everything we have to offer.

So, how will the space look and feel? It will be modern, airy and welcoming, and thanks to our successful Technology Campaign, equipped with appropriate tools to support people in reaching their educational and personal goals. Skills will be learned in an environment that mirrors the trailblazing programming that we have recently developed. It will include a 10,000 sq. ft. flexible program space similar to co-working, a worldwide phenomenon that gained momentum thanks to its ability to offer opportunities for networking, connecting with others, collaboration and the accompanying boost in creativity. Activities ranging from art and 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, but superior programming, and all who gather there will feel pride in their environment.

We welcome you to join us on this journey and look forward to sharing more about the vision of our new BI Program Headquarters and discovering ways for you to be involved.

It has been said that, in this pandemic, we are all in the same storm, but we are not all in the same boat. Some of us have been able to weather this storm in far calmer waters. For our friends, families and neighbors with IDD, this last year has brought challenges that have been far more difficult to endure. Here at Becoming Independent, we are proud to have been a lifeboat to many, and we are grateful for each of you who have given and supported us so graciously and fiercely. We know that nothing we do is possible without you.

Sincerely,

Luana Vaetoe
Chief Executive Officer
Becoming Independent

Becoming Independent's Future Program Headquarters



Flexible Program Space

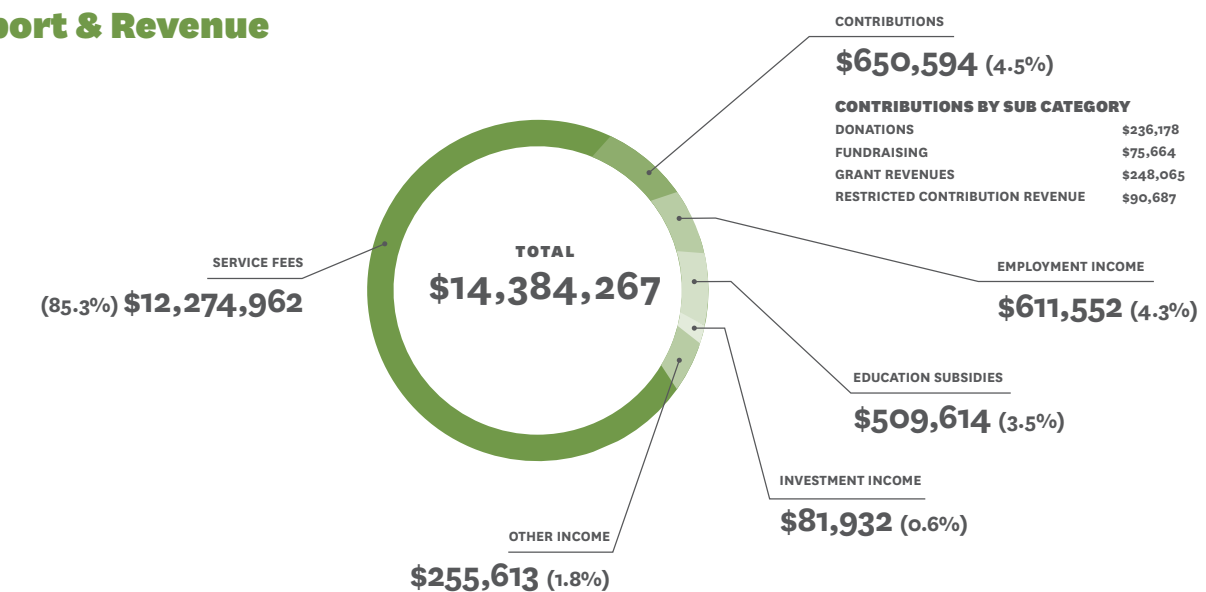


Headquarters Entry

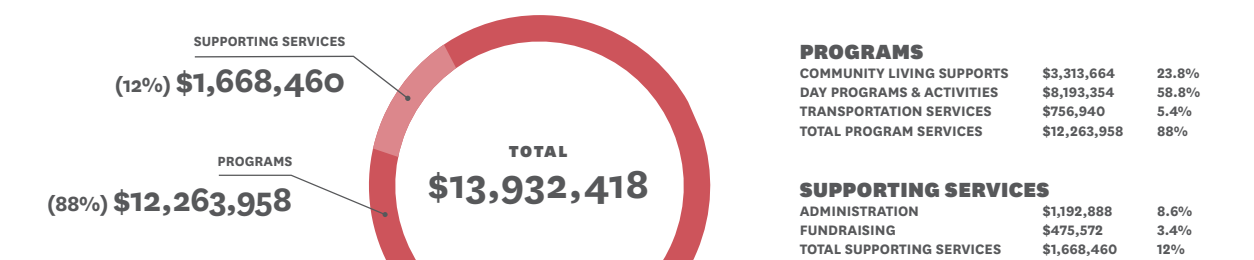


Administrative Offices

Support & Revenue



Expenses



PROGRAMS		
COMMUNITY LIVING SUPPORTS	\$3,313,664	23.8%
DAY PROGRAMS & ACTIVITIES	\$8,193,354	58.8%
TRANSPORTATION SERVICES	\$756,940	5.4%
TOTAL PROGRAM SERVICES	\$12,263,958	88%

SUPPORTING SERVICES		
ADMINISTRATION	\$1,192,888	8.6%
FUNDRAISING	\$475,572	3.4%
TOTAL SUPPORTING SERVICES	\$1,668,460	12%

Becoming Independent's most recent audited financial statements and tax returns are available at BecomingIndependent.org



Ian, Individual Served



Oma, Individual Served



Gerald, Direct Support Professional & Andrew, Individual Served

