



One Step Beyond, Inc.™



Employment | Culinary | Education | Fitness | Arts



Comprehensive Programs for People Who Have Intellectual Disabilities



2018 ANNUAL REPORT

OSBI.ORG



OUR VISION:

Our Vision is a world in which people who have intellectual disabilities are fully included in all areas of our community and are recognized for their potential, their talents, and their contributions to society.

OUR MISSION:

OSBI provides dynamic programs to individuals who have Intellectual Disability and their families to achieve full participation in their community.

OUR CORE VALUES:

- **RESPECT AND DIGNITY:** People who have Intellectual Disability are fully included citizens of our community and deserve to be treated as such.
- **PERSONAL CHOICE:** Personal choice is a human right, and people who have Intellectual Disability must have a controlling voice in defining their current and future goals for achieving an enriching and meaningful life.
- **INDEPENDENCE:** People who have Intellectual Disability must have access to opportunities for continuous personal development to attain skills, to achieve the ability to support themselves through meaningful employment, to access community resources, and to live in a residence of their choice that is affordable and meets their needs for support.
- **INCLUSION AND ACCESS TO COMMUNITY RESOURCES:** People who have Intellectual Disability are citizens of our community and deserve access to all the resources that any member of the community has – employment training and placement, fair wages for work performance, public transportation, fitness and arts opportunities, health and mental health care services, and financial aid when needed.
- **PERSONAL RELATIONSHIPS AND SOCIAL NETWORKS:** “No man [or woman] is an island.” People who have Intellectual Disability cannot be relegated to isolation in a family home or public housing without access to opportunities to be with peers, form friendships, and enjoy the fulfillment that comes with enriching relationships.
- **PARTNERSHIP:** It takes a “Village” to address the needs of vulnerable populations in our community. We recognize that we cannot achieve our Mission alone. We must work with partners in local businesses, governmental bodies, community service organizations, agencies with aligned missions, and other civic entities to open doors of opportunity to people who have Intellectual Disability.
- **COMMUNITY AWARENESS:** People who have Intellectual Disability have for too long been seen as a subculture of our community, sequestered in protective but isolating programs. They are no longer to be seen as the recipients of charity, but as fully participating contributors to our community. Their abilities rather than their disabilities must be showcased and acknowledged.



2018 BOARD OF DIRECTORS

Deborah Schrack - Chair
*Former Project Manager
 Wells Fargo*

Sheryl Benevides, MA
*in Education & Adult Education, BS
 in Business Management/Accounting*

Jim Rio
*Chef and Founder
 OSBI Culinary Program*

Dr. Joseph Rogers, Ph.D. - Treasurer
*Director Biological Research
 Division of SRI*

Chris Curtiss
Executive Chef at Fox Restaurants

Megan Selvey, JD.
*Associate Attorney with Bivens &
 Associates Estate Planning, Special
 Need Law & Elder Law*

Mary Lou Micheaels - Secretary
Educator and School Board Member

Stephanie Hayes, MA
*Special Education Teacher
 for 39 Years.*

Thomas Slack, JD.
*Partner
 Beale, Micheaels, Slack & Shughart P.C.*

Christine Beard
*Sotheby's Real Estate Agent
 Belmont Lions Club President*

Dawn Lukes
*Writer, Journalist
 Agency Spokesperson*

Kristine Beaudoin, JD.
*Attorney, Commercial Litigation
 Associate, Perkins Coie LLP*

Jeff Peck
*Founder and President
 Big Wave Project*

Cynthia Thiede, Ph.D.
*Director Professional Development
 Education, Nonprofit Management Institute*

Carol Gissel served on our Board for 3 years and was about to renew for another 3-year term but unfortunately became ill. Carol was particularly helpful in her service to the Development Board Committee. She provided wonderful guidance to our Executive Team, and as a former Special Education Teacher, Carol truly embraced the Mission of One Step Beyond. Carol did not win her struggle against cancer. She is missed by all of us at One Step Beyond.

Steve Meissner served on our Board for almost 6 years. He never missed a Board Meeting even during the 2 years he was in treatment for cancer. Steve, a writer, journalist, and press representative for Arizona governmental agencies, provided exceptional guidance to our team, especially in communications and navigation of government agencies. We all miss Steve for his commitment to One Step Beyond and his nonstop innovative ideas; but, most of all, we miss his sense of humor and his huge heart and generosity.

FROM OUR C.E.O.'S DESK



2018 marked our 15th year serving the needs of adults who have Intellectual Disability (ID). We celebrated with a Music Festival in downtown Phoenix that was an amazing showcase for our dancers, musicians, and actors who were joined on stage by professional musicians who volunteered their time and talent. A gathering of supportive families, Board Members, and new and veteran friends of OSBI from the Community all showed up to make the event an afternoon and night to remember. In preparation for this Celebration, we took some strolls down “memory lane” to reflect on our first step, in 2003, when we served 16 young adults in a small neighborhood home.

We had a dream. We believed then, as we believe now, that people who have ID are citizens of our community and must have the opportunity to contribute to our community and access community resources to achieve their personal life goals.

We have come a long way since 2003. We now serve over 500 adults who have ID in Arizona and California. 2018 was a year of growth and expansion in both states. We opened a second location with a fully equipped Music Studio in California to expand our presence in San Mateo County. We established a partnership with the San Jose Sharks to complement our ongoing partnership with the Arizona Coyotes to provide hockey training to our participants. We added space to our Glendale and Surprise Campuses to increase our capacity to provide quality programs to the individuals we are proud to serve. Our Catering Company now employs 35 of our Culinary Program graduates, and we more than doubled our catering income and events this year. We gained several new partnerships with local businesses to provide employment opportunities for our Vocational Program participants. Our greatest accomplishment this year is the growth in skills and strides made toward the realization of personal goals that our program participants have achieved. That is why we are here. We are deeply grateful to all of you who are reading this letter, our families, our donors, our staff, and our partners. With your support, One Step Beyond is no longer a dream; it is an ensemble of impactful programs that truly make a difference in the lives of adults who have ID. Thank you.

Best,

A handwritten signature in black ink that reads "Mimi Rogers". The signature is fluid and cursive.

Mimi Rogers

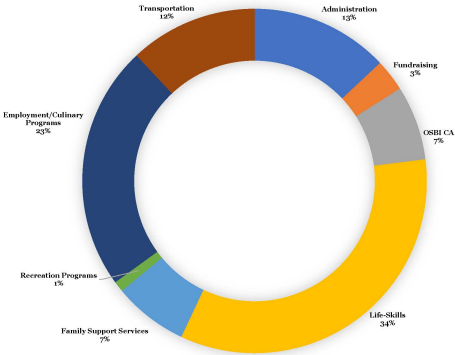
One Step Beyond, Inc. Founder and C.E.O.



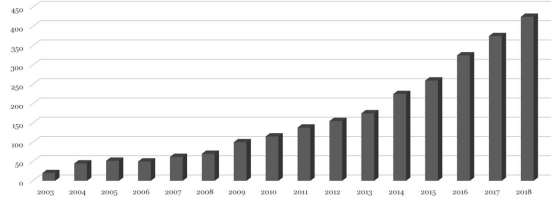
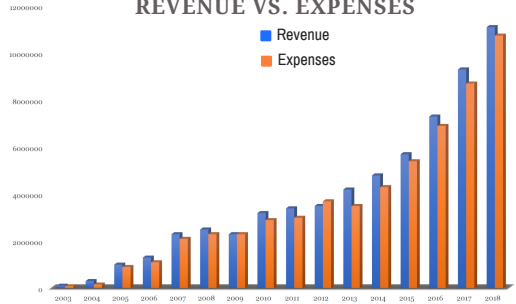
2018 AT A GLANCE

EXPENDITURE BY PROGRAM

Expenditure by Program



REVENUE VS. EXPENSES



INDIVIDUALS SERVED FROM 2003 TO 2018

HERE'S TO 15 YEARS!

October 27th, 2018 we had the privilege to celebrate the 15th year of OSBI serving the community and the people and families we love. As OSBI has exponentially grown through the course of our 15-year history, we are honored to be able to continue to serve a growing number of individuals and families. We celebrated an all day extravaganza which showcased many of the programs we have spent years growing... Vocational, Culinary, Arts & Recreation, Theater, Hockey; and of course we celebrated with lots of live Music! It was a community event with something for everyone! We raised \$28,822.00 to continue our mission! We plan to evolve and serve more communities by creating opportunities and promoting inclusion wherever there are needs!



OSBI OPENS SAN CARLOS ONE STEP BEYOND'S 5TH LOCATION

The vision of promoting inclusion and creating empowering opportunities for our participants has been achievable by opening our arms to individuals and their families who seek the progressive programs that One Step Beyond has to offer. There are individuals with special needs everywhere and wherever they are, OSBI needs to be there. It is with great excitement that we announce the opening of our fifth location in San Carlos California. 575 Old County Road, San Carlos, CA opened its doors in December, 2018 to 22 new participants, who now have the opportunity to thrive in the innovative programs that move them one step...well, you know, Beyond!

OUR PROGRAMS

One Step Beyond's annual Dance Recital, Music Festival, and Theater Showcase generated **\$20,012** in revenue to support the continuance of our Performing Arts Programs. We promote a strong emphasis on the importance of the arts and how they can be used as a catalyst of social change and awareness.



Art Program Members showcased their work at numerous community events and fundraisers, generating 2,869 in revenue to support our Fine Arts Program while creating amazing artwork and community awareness.



14 members continued their education at Estrella Mountain Community College. **5** program participant's received full scholarships from EMCC. The members received graduation certificates upon completion of "Introduction to Windows and Microsoft Office".



In Arizona and California, OSBI provided daily Community Integration opportunities in Community Service Volunteer Work, Life Skills Immersion Training, Health and Fitness, Culinary Education, and Employment Preparation to over **450** individuals.



One Step Beyond Catering generated **\$142,915** in revenue. **\$4,000** was received from the 2018 Taste of Surprise Event. **Thirty** members worked the Taste of Surprise alongside **60** staff volunteers.



Six members received offers of employment from the outside community and **11** members were moved to Group Supported Employment.



Through successful fundraising, One Step Beyond, Inc. raised **\$38,686** to take **100+** members and **36** staff on a three day adventure to Knott's Berry Farm in early November. Valuable memories were made by all!



Our Friday Fun Night and Saturday Socials provided over **160** members with weekly opportunities to participate in community events, an array of unique outings, and cultural and entertainment events. These social and extra curricular activities help to develop confidence, build friendships and encourage independence. They also promote community inclusion and help to provide social opportunities.

OSBI created Arizona's very first Special Needs Adult Ice Hockey Team in 2016. This year, in partnership with our Arizona and California OSBI locations, our adult special hockey programs were adopted by the Arizona Coyotes and the San Jose Sharks.



With support from the NHL, new exposure to our growing hockey programs and The One Step Beyond, Inc. organization has been generated. Currently, we have 50 players and counting!

Group Supported Employment Program (GSE) gained 4 new vocational contracts including the City of Surprise. Pre-Vocational members also worked at 12 newly acquired volunteer sites.



Arizona pre-vocational participants volunteered **26,321** hours at community service sites throughout the Phoenix area and California. Participants volunteered **1,236** hours for San Mateo County nonprofit organizations.



GSE members worked a collective 33,151 hours over the course of the year and culinary program members worked a collective **27,902** hours during 2018.

Over the course of the year, our Arizona-based vocational programs generated **\$33,061** in revenue, allowing OSBI to expand programs in vocational training, placement, and job coach support.





YOUR SUPPORT MATTERS & HERE'S HOW

To continue to positively impact the lives of adults who have Intellectual and Developmental Disabilities please continue to give generously. Every dollar benefits our participants and furthers our ability to provide services to these deserving individuals and their families



- \$50.00- One Dance Class in our Performing Arts Center**
- \$200.00- One full day of programs for two students**
- \$400.00 Annual supplies for one student in the Culinary Program**
- \$1000.00 One day of transportation services for all members in our programs**

www.osbi.org/donate

2018 VALUED SUPPORTERS

DEDICATED VOLUNTEERS

Diana Alchimisti
James Allen
Arizona School of the Arts
Mathew John Arnold
Leticia Avena
Sean Beaven
Kevin Bentz
Kurt Bickersteth
Trina Boutin
Brophy College Prep Key Club
Quirina Buchwald
Aaron Cleary
Leslie Courts
Leticia Courts
JoAnna D'Andrea
Marla Dressen
Julie Dutton
Jeska Eichenberger
Jill Fogle
Michael Fornwalt

Carol Frid
Terry Fung
Barrett Gardner
GCU Dance Team
Anthony Germinero
Emily Halligan
Chris Hanson
Jeph Harris
Stephanie Hayes
Denise Holben
Howler Coyote
Influential Arts Club
Vicki Jensen
Peter Keys
Chad Martin
Luke Mathers
Chloe McCluth
Mary McComb
Mary Lou Micheaels
Yoko Miyagi

National Charity League
Matt Nisbet
Jill Oliver
Aron Orosz
Gary Petersmeyer
Anne Rassmusen
Edward Schweitzer
Matt Shott
Jeremy Silva
Sandy Springer
The Be Kind People Project
Anne Timss
Chris Topham
Zach Torres
Tutu's for Tots
Taylor Upsahl
Mike Upshal
Sandy Urbanc
Jill Vogel
Krista Walker

FOUNDATIONS & TRUSTS

AmazonSmiles
American Family Dreams Foundation
Arizona Coyotes Foundation
Arizona Sports and Tourism Authority
Belmont Lions Club
Community Foundation - Santa Cruz
Endeavor Foundation Inc.
Fiesta Bowl Charities
Freedom Financial Network
KORG Music Education Foundation
Los Altos Community Foundation

Maricopa Association of Governments
NAMM Foundation
Philanthropic Ventures Foundation
Rockycapella Charities
Silicon Valley Community Foundation
Staples Foundation Inc.
United Way of Central and Northeastern
Connecticut
USA Hockey Foundation
Virginia G. Piper Charitable Trust
West Valley Lutheran Thrift Shop

BUSINESS AND CORPORATIONS

Advantage Converting Incorporated	Gallagher & Kennedy	Phoenix Afrobeat Orchestra
American Express	GFI Musical Products	POD's Phoenix
Amplitude Media	Glasson Insurance Agency, Inc.	RCP Charities
APS	Gold Canyon Candles	Rotary Club of Glendale
Arch Insurance Group Inc.	Goodwill of Central & Northern Arizona	Rotary Club of Surprise
Arizona Cardinals	Grand Canyon University	Sabian Cymbal Makers
Arizona Coyotes	Guitar Center	Salt River Project
Arizona Diamondbacks	Harkins Theaters	Sam Ash Music Stores
Arizona TechWorks Inc.	Hawaii Management	Sam's Club
AZ Ice Peoria	INCA Roofing, Inc.	San Jose Sharks
Bank of America	Jerusafunk	Santa Cruz County Bank
Barro's Pizza	Jody Zavala	Schwab Charitable
Beale, Micheaels, Slack & Shugart P.C.	King Margo	Soldier
Behind the Mask Hockey Shop	Kirlin Corporation	Special Olympics - Arizona
Belmont Lions Club	KORG	SRP
Benevity	Land Devices	Strock Real Estate, Inc.
Big Lots	Lost in the Sun	Study.com- Ben Wilson and Adrian Ridner
Big Wave Group	Ludwig Artist Relations	The Freeport Aesthetic
Bivens and Associates	Luna Guitars	The Madan Team
Blue Cross Blue Shield of AZ	Manuel's Fine Mexican Food	Top Golf
Circus Farm	Maricopa County Bar Foundation	TRUIST
City of Peoria	Medina Real Estate	Uptown Alley
City of Phoenix	Melaleuca	Valley of the Sun United Way
City of Surprise	MidFirst Bank	W.L. Gore and Associates
Community Care Solutions, LLC	Midtown Realty	Walmart Stores
Epic Produce Sales, LLC	Nazareth Ice - San Mateo	Walrus Audio
Fast Signs - Glendale	Network for Good	Wendy's
Fender USA	NHL Enterprises LP	Westside Speech and Language Services
Friedl Richardson, P.C.	Orange Amplification	Wines for Humanity
Fry's Food Stores	Oriental Trading Company	

STEP BEYOND DONORS

Donors who made contributions above \$5,000

Luis and Sheryl Benavides
Richard and Theresa Crocker
Paul and Carol Gissel
John and Mary Lou Micheaels
Gary and Kitty Petersmeyer
Joe and Mimi Rogers
Chris and Edward Schweitzer
Woody Shakelton
Jane Solomon
Richard and Virginia Strock

NEXT STEP DONORS

Donors who made contributions \$1,000-\$5,000

Diana and Jerry Alchimi	Barbara Leffler
David and Wendy Bagshaw	Jayson Madani
Alivin Banman and Gene	William McCorrison
Stephanie Chastain	Gary and Kris McEntee
William and Karen Corcoran	Summer Miller
Tim Deas	Gary and Heather Nicolosi
Sivert and Kelly Foglerie	Jeffrey and Martha Paulson
Eugene and Pamela Franzoy	Paul and Audrey Ribarich
Andy and Sharon Gambardella	Walter Robb and Wendy Armstrong
Linda Gaudiani	John and Nadine Rogers
Alan Sykes and Maureen Gorman	Raul and Linda Sabori
Bob and Carmen Holster	Stephen Schmid and Lori Pegg
Mike and Angie Homco	Mike and Bonni Schwartz
Vicki and Ron Jensen	Ben Sand Marta Strock
Ed and Rhonda Jones	Jeff and Melissa Swanson
Ken and Margaret Kondo	Thomas Tobin
Don and Linda Kronenbitter	Richard Wholstader
Dennis and Robin Kudo	Ward and Polly Wolff

Ways to Support One Step Beyond:

AZ Gives Day:

A statewide 24-hour online fundraiser held in early April through Arizona Alliance of Nonprofits and the Arizona Grantmakers Forum. In 2018 we benefited \$2,640.00.

Giving Tuesday:

An international day of giving the Tuesday following Thanksgiving, Black Friday, and Cyber Monday this on line giving day utilizes the power of social media and collaboration. In 2018 we benefited \$14,905.00.

AZ Charitable Tax Credit:

A unique opportunity for AZ residents to receive dollar-for-dollar credits. Individuals can receive up to a \$400 credit and couples filing jointly can receive up to an \$800 credit.

Corporate Matches:

Donations an employer makes to match their employees charitable contributions.

AmazonSmile:

Proceeds from eligible online orders made through AmazonSmile are given to OSBI.

Fry's Rewards:

Fry's V.I.P. Customers can link their rewards account to OSBI, and proceeds from eligible purchases are given to OSBI.

Employee Giving:

OSBI employees gave back over \$14,000.00 from their annual earnings in 2018.

Thank you

FIRST STEP DONORS

Donors who made contributions \$250-\$1,000

Shane and Adrienne Addington	Steven and Rebecca Durfey	Howard and Denise Holben
Tony and Kathy Aguilera	Barbara Engler	David and Karen Hooper
Royal and Nancy Bagley	Francesco Fagnini	Gary and Cathy Jantzen
Kathryn Baker	Bruce Feder and Sharon Mills	Larry Katz
Deanna Bascelli	Susan Fleming	Michael and Wendy Kaveney
Jim and Christine Beard	Stephen Flinn	Rich Kelley
Jeffrey and Barbara Beaudoin	David and Patricia Florence	Tom and Connie Kelley
Kimberly Beckwith	Robert and Cathy Frye	Rob and Karen Kerns
Cheryl Bower	Celia Fushille	Yvonne Kinsella
Richard Boyd	Dawn Gabel	Michael and Lisa Kirsch
Robb Boyd	David and Kim Gainza	Lynn Krestan
Bruce Braden	Nancy Gall	Rachel Krueger
Nathan Brekken	Andy and Sharon Gambardella	Grace Huang and Ken Kotzur
Samuel and Kelly Bronfman	Darlene Gilbert	Shelly Lane
Martin Brown	Dale Goebel	Susan Larson
Michael and Teri Bullington	Patricia Goodson	Craig Leiker
Nancy and Chris Burns	Bucky and Jan Green	Shawn and Becky Rose Lent
David Canepa	Carol Haddad	Judine Leonhart
Jessica Chisum	Olivia Haddad	Dennis Lippitt
Bob Clark and Dori DiPietro	Charles and Patricia Hall	Michael Logan
William and Mary Ann Collins	Sherry Hall	Greg Lukina
Robyn and Scott Cooper	Katherine Hannigan	Tim and Marie Maki
Tina Crisci	Grace Hannon	Dean and Virginia Martin
Philip Cussen	Ida Harris	Mitch and Mary McComb
Nathan Collin and Maguy Letulle	Mike Harrison and Elna Krichagina	Mitchell McComb
Jim and JoAnna D'Andrea	Josiah Harvey	Jan McEwan
David Danley	Small-Fire and Sally Hawk	Robert McFall
Timothy and Beth Dombek	Lucky and Stephanie Hayes	Drew Meissner
George and Kris Donellan	Roy and Debi Henderickson	Sherri Meredith
Benjamin Dorgan	Michael and Sharon Hensley	Carol Merryfield
Robert Doster	Gary and Debbie Hodgkiss	Andrew and Marcia Meyer
Paul Duffie		Jack and Denise Milinovich

Art Miller
Michelle Miller
Scott and Linda Monsanto
Edward Moran
Dwayne and Karen Mosakowski
Charles Narramore
Mike and Linda Oesterle
Jeff and Mary Parker
Lisle and Roslyn Payne
Jeff and Valerie Peck
Janis Peel
Jon Petersmeyer
Scott Petersmeyer
Jon and Martha Pierce
Gayle Pizzuto
Phil Ponce
Robert and Brenda Randolph
Paul and Andrea Raub
Kevin Rauter
Friedl Richardson P.C.
Dale and Karen Riddle
Mike and Kim Rinke
Jim and Ellie Rio
Ian Ritchie
Nick Roberts and Nancy Henry
Derek and Theresa Robinette
Ken and Candace Rogers
Warren and Michelle Rogers
Joyce and Jay Rosenthal
Yvie Rudolph
Tom and Jill Runyon

Jennifer Schrader
Dennis and Tammie Schroeder
Mark and Kathryn Scott
Chris Scully
Dave and Cindy Shughart
Lonnie and Pamela Siebrandt
Nancy Sippe
Kathy Slagle
Cary Smoliarz
Jerry and Janet St.Mary
Karen Stone
Joanne Swanson
Keren Terry
Kristine Thomas
Lorey Thomas
David and Lavonnia Towns
Scott and Teresa Trobbe
Eric and Ellen Van Stone
Vance Verderame
Galen and Linda Waterson
Susan Watson
Michele and Chris Watters
Nancy Wellman
Kelly Wells
Gary and Cathy Whitman
Josh and Hannah Willett
Jared and Kristin Woosley
Michelle Worhacz
Larry and Vicki Ann Yamaoka
Vicki Ann and Larry Yamaoka
Kenneth and Heidi Zinn



Thank You 

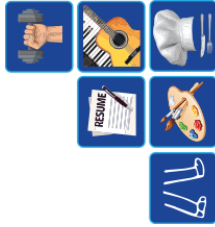
Many of you gave gifts to One Step Beyond throughout the year, but there are so many of you that we cannot list each of you here. We truly appreciate your generosity and commitment to the One Step Beyond mission.

Without supporters, like yourself, we would not be able to provide such a powerful platform that empowers our members to achieve their dreams of optimal independence, enriching social networks, and effective participation in our community.

To view the full list of One Step Beyond supporters please visit www.osbi.org/donors

One Step Beyond, Inc.TM

Employment | Culinary | Education | Fitness | Arts



Comprehensive Programs for People Who Have Intellectual Disabilities

Culinary Arts Training Center

9299 W. Olive Avenue
Suite 311

Peoria, AZ 85345

Phone: (623) 215-2449

Surprise Campus

15527 N. Reems Road
Surprise, AZ 85374

Phone: (623) 215-2449

Glendale Campus

7200 W. Bell Road
Buildings H, J, K
Glendale, AZ 85308

Phone: (623) 215-2449

San Mateo Campus

126 W. 25th Avenue
Suite 202

San Mateo, CA 94403

Phone: (650) 760-8025

San Carlos Campus

575 Old County Road
San Carlos, CA 94070

Phone: (650) 532-0509

NONPROFIT ORG
U.S. POSTAGE PAID
SUN CITY, AZ
PERMIT NO. 227



**Please subscribe to our quarterly newsletter
and learn more about us at OSBI.org**