

One Step Beyond, Inc.®

Employment | Culinary | Education | Fitness | Arts

Comprehensive Programs for People Who Have Intellectual Disabilities



2019

ANNUAL REPORT

OSBI.ORG

A photograph of two women, Mimi and Dylan Rogers, on a stage. Mimi, on the left, is wearing a black t-shirt and has her arm around Dylan's shoulder. Dylan, on the right, is wearing a black t-shirt with a logo and glasses, and is holding a microphone. In the background, there is a banner with the text "One...nc." and "Intellectual Disability".

MIMI & DYLAN ROGERS

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.

A LETTER FROM OUR C.E.O. & BOARD CHAIR



We first wrote this Annual Report letter earlier this year in February 2020. Now, as we are about to go to print, we realize we have to write a very different letter. We know we are stating the obvious when we say that the world has changed for all of us and, of course, for One Step Beyond as well. 2019 was an amazing year for One Step Beyond.

We opened a new campus in Scottsdale and were poised to offer our programs to a population of young adults newly graduating from High School Transition Programs in the East Valley. We had secured a new center in San Carlos, CA, with a projected opening of January 2020. We were at last making true progress on a plan for a residential program for several of our participants and their families who are so ready to take this next step in their goals of independent living. Our CA hockey team sponsored by the San Jose Sharks flew to AZ to scrimmage against our AZ Coyote sponsored team at the 2019 Cactus Cup. Our One Step Catering Company had its best year ever, almost doubling our 2018 business opportunities and employment for our Culinary Academy graduates. 100 of our participants had achieved their goals of paid employment. Yes, indeed, 2019 was a great year, and 2020 looked full of promise. Life in the reality of COVID-19, presents significant challenges to how we will provide the programs and services our participants and their families need, deserve, and expect of One Step Beyond. In California, we have been sheltered in place since early March. In AZ, we were considered an essential service, so we have kept a small center-based program going. In both states, we quickly developed virtual programming for our participants so that they would not feel isolated from friends and staff and continue to work on their personal developmental goals. It is hard to know what the future will bring, but we are as committed to our Mission as ever. "There are Special Needs everywhere; and where there are Special Needs, One Step needs to be there." (Co-Founder, Joseph Rogers, 15-Year Celebration). As we begin our 18th year of service to people who have Intellectual Disability, we appreciate all of you who have supported us this year and those of you who have supported us year after year. We will get through this because of you.

Thank you,

Mimi Rogers

Mimi Rogers
Founder & C.E.O.

Mary Lou Micheaels

Mary Lou Micheaels
Board of Directors Chair



2019 BOARD OF DIRECTORS

Mary Lou Micheaels - Chair

Educator. School Board Member. Advocate for Implementation of IDEA. Educational Consultant.

Joseph Rogers, Ph.D. - Treasurer

Financial Consultant/Investment Banker and Founder of EH Schweitzer & Associates, LLC in 2005.

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Educator. Specializing in Adult Education, BS in Business Management/Accounting. Retired Air Force Sergeant.

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*Sotheby's Real Estate Agent
Belmont Lions Club President.*

Kristine Beaudoin, JD.

*Attorney, Commercial Litigation
Associate, Perkins Coie LLP.*

Chris Curtiss

*Executive Chef at Fox Restaurants
Concepts*

Stephanie Hayes, MA

*Special Education Teacher for 39 years.
Special Olympics coach and volunteer.
Member of Glendale Commission on
Individuals with Disabilities.*

Grace Huang

*Commercial and residential real estate
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manager for Merck Pharmaceuticals.*

Jeff Peck

*General Contractor. Founder and President,
Big Wave Project, residential and employment
opportunity program for adults who have
Intellectual Disability.*

Jim Rio

*Culinary Institute Graduate, Former Owner
of Deli and Catering Company, Founder of
One Step Beyond Culinary Program and
Catering Company.*

Deborah Schrack

*Former Project Manager at Wells Fargo
Bank. Founding member of the OSBI
Surprise Parent Advisory Committee.*

Megan Selvey, JD.

*Licensed Attorney in CA and AZ. Associate
Attorney with Bivens & Associates Estate
Planning, Special Need Law & Elder Law.*

Edward Schweitzer, MBA,

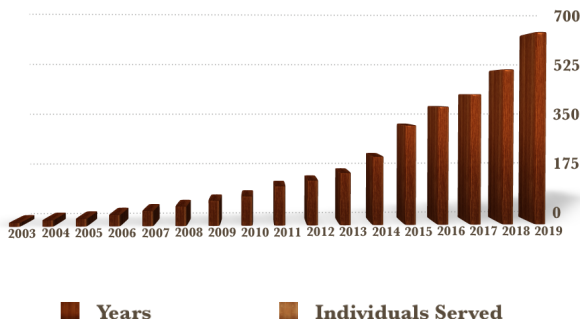
*Financial Consultant/Investment Banker and
Founder of EH Schweitzer & Associates,
LLC.*

Cynthia Thiede, Ph.D.

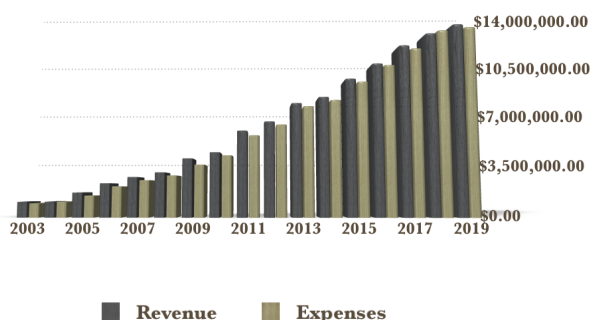
*Director, Professional Development
Education, Nonprofit Management Institute,
ASU Lodestar Center for Philanthropy &
Nonprofit Innovation.*

2019 AT A GLANCE

INDIVIDUALS SERVED FROM 2003 TO 2019



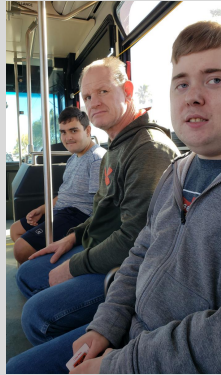
REVENUE VS. EXPENSES



GROWTH BEYOND EXPECTATION

In 2019, we experienced growth throughout all areas of OSBI; empowering our organization to serve more individuals and families who need our services!

- Our Scottsdale location held its grand opening! Our new location provides **14,000** square feet and **5** new program spaces which will eventually serve **200** new OSBI participants.
- We received a generous grant of **\$150,000** from the Del E. Webb Foundation to remodel our culinary building with a commercial kitchen.
- OSBI California expanded its San Carlos Campus, to include more space for current and future participants.
- The OSBI Transportation Program provided rides, to and from, home to program, for **509** of our participants across Maricopa County in AZ, and to **38** participants in San Mateo County.
- Our inaugural H.U.G. Campaign raised **\$87,236** dollars. This annual campaign **Helped Us Grow**, providing new opportunities for our participants!



THE PROGRAMS

**LIFE SKILLS VOCATIONAL TRAINING &
JOB PLACEMENT CULINARY TRAINING
COMMUNITY BASED PROGRAMS
RECREATION & FINE ARTS
HEALTH & FITNESS
ICE HOCKEY**



CULINARY PROGRAM

prepares participants for culinary job placement and teaches in-home kitchen skills and safety. Consider OSBI for your catering needs. Please visit **OSBI.org** for catering and event info.

ICE HOCKEY PROGRAM

engages over 70 team-members in two states and is still growing. In CA we are proud to be The One Step Sharks, and in Arizona we are The One Step Coyotes.

HEALTH & FITNESS

offers the opportunity to participate in team sports through Special Olympics, to workout with a personal trainer, to meet personal health goals, obtain a gym membership, and work out in the community with peers and OSBI staff.

VOCATIONAL PROGRAM

provides job-readiness training and opportunities for both volunteer and paid work in community settings. Our community partnerships strengthen our goals of inclusion and meaningful employment for our participants.

LIFE SKILLS PROGRAM

prepares participants to accomplish their personal developmental goals. Our variety of classes and opportunities promote socialization and independence.

RECREATION PROGRAM

offers multiple levels of learning and showcase opportunities in Music, Fine Arts, and Dance, as well as social outings on nights and weekends that promote community experience and inclusion.

CALIFORNIA COMMUNITY-BASED PROGRAMS

help participants learn and gain access to resources in their community while focusing on teaching independent living, social communication, safety, and job-readiness skills.

PROGRAM HIGHLIGHTS OF 2019

HERE'S WHAT WE WERE UP TO!

- **Culinary Program**

Our Culinary Department provided catered meals at events all over Phoenix, including The Legislative Awareness Day at the Capitol, serving a full meal for 800 community members. **\$14,000** was also raised during **3** special events organized and catered by our OSBI Culinary Academy Chefs.

- **Life Skills Program**

In Arizona and California our Life-Skills Programs allowed **600** plus participants to make steady progress toward their personal goals of independence. In addition, **16** of these participants attended courses in their local community colleges.

- **Community-Based Programs**

With a generous grant from the City of San Carlos, our groups learned how to access public transportation and **50** individuals rode the Caltrain to a San Francisco Giants baseball game at AT&T Park.

- **Recreation Program**

We answered the call for more recreation opportunities with the addition of **16** new classes. The Annual Trip consisted of **3** large charter buses, **100** participants, **32** staff members, **2** nights, **3** days and a ton of fun at Camp Pinerock in Prescott, AZ.

- **Health & Fitness Programs**

Over **95** participants enjoyed working out in the community at our partnered gyms, The YMCA and Rio Vista Recreation Center. Over **280** participants engaged in the Personal Fit Program and reached their individual fitness goals.

- **Fine Arts Program**

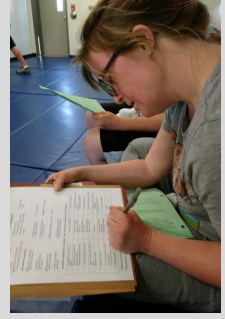
The Art Program participated in wonderful community art showcases and events. Among them was Phoenix Fan Fusion, WHAM Art gallery exhibits, and Painting with Holiday Helpers. Check out their Instagram page at OSBIFineArts to see their talented artwork!

- **Employment Program**

In California, we launched our Community-Based Work Programs, placing **2** individuals in paid internships and **1** individual in independent paid employment, as well as contributing **1,200** volunteer hours to local San Mateo nonprofits. In Arizona, the Vocational Program added **4** new community partnerships, employing **11** OSBI participants, and the Pre-Vocational Program added **6** new partnerships employing **29** participant volunteers. Participant volunteers provided over **13,500** community service hours to local Arizona nonprofits.

- **Ice Hockey Program**

The OSBI Hockey Program has been steadily growing with the support from **2** NHL franchises, The San Jose Sharks and The Arizona Coyotes. Currently, the program not only provides hockey to approx. **70** OSBI team members, but the local Arizona rink also provides jobs to some of our Vocational Program members.



THEIR
PROGRAMS



YOUR COINS MAKE CHANGE

To continue to positively impact the lives of adults who have Intellectual and Developmental Disabilities please continue to give generously. 100% of every dollar donated directly benefits our participants & their families.

STAY IN STEP FOLLOW OSBI ON SOCIAL MEDIA

One Step Beyond, Inc.
One Step Coyotes
One Step Sharks
OSBIMusic
OSBIFineArts
OSBIDance
OSBIHealthandFitness



Visit OSBI.org to DONATE Today!

2019 VALUED SUPPORTERS

DEDICATED VOLUNTEERS

Diana Alchimisti	Stephen Flinn	Chloe McLouth
Diana Allen	Michael Fornwalt	Mary McComb
Arizona School of the Arts	Carol Frid	Mary Lou Micheaels
Mathew John Arnold	Barrett Gardner	National Charity League
Kevin Bentz	Anthony Germinero	Jen O'Brien
Kurt Bickersteth	Emily Halligan	Jill Oliver
Brophy College Prep	Jeph Harris	Aron Orosz
Quirina Buchwald	Stephanie Hayes	Anne Rassmusen
Sung Choi	Denise Holben	John Rauhouse
Aaron Cleary	Howler Coyote	Edward Schweitzer
Joanne Couling	Influential Arts Club	Shaun Shaulman
Leslie Courts	Vicki Jensen	Matt Shott
Leticia Courts	Jeff Jones	Jeremy Silva
JoAnna D'Andrea	Sean Ketchum	Camille Sledge
Chris Daniels	Key Club	Sandy Springer
Marla Dressen	Michael Krasner	Tutu's for Tots
Julie Dutton	Robin Kudo	Chris Topham
Jeska Eichenberger	Chad Martin	Zach Torres
Randy Exelby	Lukas Mathers	Taylor Upsahl
		Mike Upsahl
		Sandy Urbanc
		Robin Vining

BUSINESSES, CORPORATIONS & FOUNDATIONS

Advantage Converting Incorporated	Clty of San Carlos	Salon 51
Alpha Delta	Community Care Solutions, LLC	Samaritan House
Andeavor Foundation Inc.	Del E. Webb Foundation	San Jose Sharks Foundation
Antones Cocktail Lounge	Enterprise Holdings Foundation	San Carlos Chamber of Commerce
Arch Insurance Group Inc.	Fast Signs	San Mateo Garden Center
Arizona Cactus Cup	Facebook Payments, Inc.	Schwab Charitable
Arizona Commission on the Arts	Fidelity Charitable	Secura Insurance Group
Arizona Community Foundation	Foundation for Blind Children	ServiceMaster Facilities
Arizona Coyotes Foundation	Glendale Chamber of Commerce	San Mateo Garden Center
Arizona Sports & Tourism Authority	Gibi	Saguaro Jane's Food Bank
AZ Ice Peoria	Goodwill Thrift Store	Scottsdale Area Chamber of Commerce
Bank of America	Hernandez Companies, Inc.	Subway Kids and Sports of Arizona
Bay Club	Home Depot - Daly City	Solar4America Ice Arena
Behind the Mask	INCA Roofing Inc.	St. Mary's Food Bank
Belmont Lions Club	JB Computer Networking and Repair	St. Vincent De Paul
Big Lots	Kroger	Top Golf
Big Wave Project	Life Care Center	Trader Joes
Boatlift Technicians	Maintenance by AP Property Solutions	TRUiST
BW Parts, LLC	Melaleuca	Thunderbirds Charities
Cardinals Charities	Microsoft Store - Palo Alto	Valley of the Sun United Way
Cibbo	Muscular Moving Men	Virginia G. Piper Charitable Trust
City of Glendale	Network for Good	Vivace Ristoratnte
City of Peoria	Nine Lives Cat Rescue	Walmart
City of San Carlos	North Canyon Dentistry	Wells Fargo Advisors Financial Network, LLC
City of San Mateo	Olives Mediterranean & Greek Cuisine	Wells Fargo Foundation
City of Scottsdale	Paper Clouds Apparel, LLC	Westside Speech and Language Services
City of Surprise	Pazzo Restaurant	West Valley Thrift Store
City of Surprise Fire Department	Peoria Chamber Of Commerce	Wines for Humanity
Community Foundation-Fox Valley	The Phoenix Symphony	Wolf Haven International
Camp Cosultants, Inc	Phoenix Warehouse Library	Zalles Racquet Sports
Carrington Homes	ReCares	

STEP BEYOND DONORS

Donors who made monetary contributions above \$5,000

Luis & Sheryl Benavides

Paul Gissel

John & Mary Lou Micheaels

Joe & Mimi Rogers

Richard & Virginia Strock

David & Julie York

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

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Sara Dean

Sally DeRosia

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Mark Roden

John & Nadine Rogers

Mike & Bonni Schwartz

Edward & Chris Schweitzer

Joanne Swanson

Shawn & Maley Walsh

Angela Wang

*thank
you*

Ways to Support One Step Beyond:

AZ Gives Day:

A statewide 24-hour online fundraiser held in early April. In 2019 we benefited **\$4,071.00.**

Giving Tuesday:

An international day of giving which utilizes the power of social media and collaboration. In 2019 we benefited **\$26,855.00.**

AZ Charitable Tax Credit:

A unique opportunity for AZ residents to receive dollar-for-dollar tax 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 **\$14,455.00** from their annual earnings in 2019.

FIRST STEP DONORS

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

Deirdrian Alger	James & Imelda Daly	Krystal Grubbs
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Christopher Avery	Sally DeRosia	Olivia Haddad
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Norbert & Heidi Dalhof	Denise & Janice Grubbs	Barbara Krebs
		Robert & Marcia Kritsberg

FIRST STEP DONORS

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

Rachel Krueger	Dave Mukul	Alex & Christine Simonini
Steve & Maggie Laughlin	Charles Narramore	Rob & Amy Singer
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Donald & Joanne Moss		Larry Zuercher
		Frank & Carmina Zuniga

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 OSBI Mission.

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



One Step Beyond, Inc.[®]

Employment | Culinary | Education | Fitness | Arts

Comprehensive Programs for People Who Have Intellectual Disabilities

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and learn more about us at OSBI.org**

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