

One Step Beyond, Inc.®

Employment | Culinary | Education | Fitness | Arts

Comprehensive Programs for People Who Have Intellectual Disabilities



2020

ANNUAL REPORT

OSBI.ORG

Promoting Inclusion Creating Opportunities



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**
- **PERSONAL CHOICE**
- **INDEPENDENCE**
- **INCLUSION AND ACCESS TO COMMUNITY RESOURCES**
- **PERSONAL RELATIONSHIPS AND SOCIAL NETWORKS**
- **PARTNERSHIPS**
- **COMMUNITY AWARENESS**

A Letter From Our C.E.O. & Board Chair



I'm thrilled to have the opportunity to write the Annual Report letter this year, with our Board Chair Mary Lou Micheaels, but I'll be honest it's no easy task. How do you sum up a year like 2020? With so many events that made a significant impact on our organization, it's hard to put it all into words. So, I suppose we will just start from the beginning.

We began the year with so much excitement and anticipation! Having just opened our brand-new campus in Scottsdale, the potential seemed limitless. Little did we know that in March we would have to do something we have never done in the almost 20 years of One Step Beyond existence. We closed the doors to all of our programs. It was sad, disappointing, scary, and stressful for our employees, our families, and program members. But what initially seemed like a lost cause, actually became a unique opportunity for us all.

The Covid-19 pandemic, for our organization, forced us to take what we now recognize as a necessary pause. Thank goodness our temporary closure did not last long, and our program leadership and staff recognized early on how important it would be for us to consolidate and concentrate our efforts to make the best of what we had, after seemingly losing so much. We took a few steps backward to re-assess and then went forward to innovate and develop new ways of making sure we are truly meeting the needs of our current program members as they grow and develop, while also ensuring we have the right programs in place to recruit and retain the human resources needed to maintain those responsive programs. I'm also happy to report that we had an unprecedented opportunity to test our risk-management policies and procedures and successfully sustain our business operations to a level needed to support our program members and their families. Although we are all looking forward to a time when we get to worry less about Coronavirus, I believe our organization will rise from the pandemic, stronger than ever.

Lastly, we want to thank all of our supporters, all of whom are listed throughout the pages of this report, for truly "Helping us Glow". The slogan of our annual campaign this past year was a meaningful one, shining a light on the resiliency, growth, and perseverance of our program members and staff. Your support was needed more than ever last year, and our donors and supporters showed up, helping us raise \$204,000 during our spring and fall campaigns. Thank you for believing in our mission, and the important role we continue to play in the lives of over 700 people with intellectual disabilities and their families.

Sincerely,

Madison Blanton
C.E.O.

Mary Lou Micheaels
2020 Board Chair

A handwritten signature in black ink, appearing to read "Madison Blanton".

A handwritten signature in black ink, appearing to read "Mary Lou Micheaels".



2020 Board of Directors

Mary Lou Micheaels - Chair

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

Sheryl Benavides, MA - Secretary

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.*

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Attorney, Commercial Litigation Associate, Perkins Coie LLP.

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Executive Chef at Fox Restaurant Concepts

Kelly Fogerlie

Human Resources Executive/Consultant

Dan Fredenberg

Attorney at Fredenberg Beams, LLC. Specialization in litigation, corporate transactions and business advisory

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 property manager. Formerly sales representative, supervisor, and project manager for Merck Pharmaceuticals.

Ken Kondo

Oversees Finance, HR and Facilities at four startup companies

Edward Moran

Certified Financial Planner, and Investment Manager 36+years

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.

Edward Schweitzer, MBA,

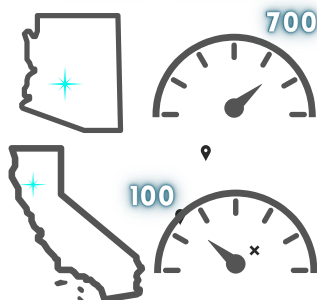
Financial Consultant/Investment Banker and Founder of EH Schweitzer & Associates, LLC.

Megan Selvey, JD.

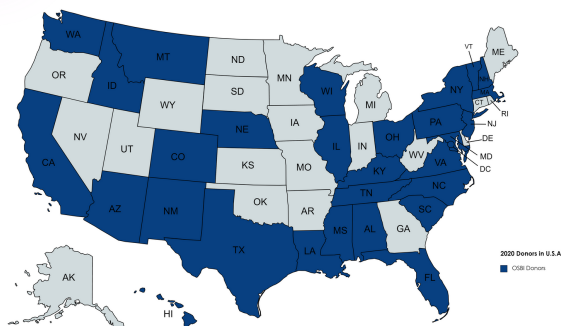
Licensed Attorney in CA and AZ. Associate Attorney with Bivens & Associates Estate Planning, Special Need Law & Elder Law.

2020 at a Glance

2003 - 2020



Families Served



Donors Across the Nation

We Made It Through

In 2020, we gained a newfound sense of resilience. We were able to keep our impactful programs available to our participants virtually and in-person.

The Capital Campaign **\$ 102,317**

A call to action that was answered with immense generosity

#Giving Tuesday

\$ 36,000

Last year's total was surpassed by over 10k

Employee Giving

\$ 11,800

We are proud to count on our caring team

Grants

\$230,806

The H.U.G. Campaign

\$ 102,753



You Helped Us Glow



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](https://www.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, workout with a personal trainer, meet personal health goals, obtain a gym membership, and exercise in the community with peers and OSBI staff.

EMPLOYMENT 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 development 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

helps 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 2020

CA & AZ KEPT IT GOING!

• Culinary Program

With the support of a generous grant, our Peoria commercial kitchen underwent a huge makeover and remodel. We re-opened in October with some brand-new commercial kitchen equipment, a walk-in freezer and fridge, and the necessary space to grow and meet the needs of our catering company.

• Life Skills Program

When the pandemic hit, we quickly adapted our programs into a virtual setting and provided, on average, 50 LIVE Life Skills classes, as well as small group and 1 on 1 learning sessions - reaching over 100 participants a day. We were also able to develop and implement the necessary safety protocols and procedures to provide in-person services to those that continued to need that kind of support.

• Recreation Program

We had an exciting start to our year as celebrity artist, Matthew Gubler, paid a visit to our Fine Arts program, and our OSBI bands, Heartstrings, and No Strings Attached, played a LIVE show at the Marquee Theater in Tempe, AZ. The Heartstrings band went on to represent Special Education Music at the annual NAMM Convention. Shortly thereafter, the impacts of the pandemic hit, and we leaped into action, providing over 50 weekly virtual dance, fitness, music, and art classes, bringing recreation into the homes of all our participants.

• Employment Program

Like with all of our programs, our major focus for 2020 quickly became executing dynamic and creative class options and curriculum through Virtual Zoom learning. Our job coaches taught classes 5 days a week and over 7 hours a day, addressing a variety of job readiness topics. In order to stay connected with our community, we brought in guest speakers, representing a wide variety of careers and job opportunities. We also kept our participants employed, maintaining jobs and creating new job opportunities.



Their Programs



Social Media Platforms Metrics Follow the Funds!

- Donations via Facebook - \$16,997
- Donors on Facebook - 223
- Facebook Followers - 2,251
- Instagram Followers - 1,122

YOUR COINS MAKE CHANGE

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

FOLLOW OSBI ON SOCIAL MEDIA

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



STAY IN STEP WITH US!



Visit OSBI.org to DONATE Today!

2020 VALUED SUPPORTERS

DEDICATED VOLUNTEERS

Alexandria Love

Angie Deleon

Anne Marie Cowsill

Blake Whisenhunt

Bob Hollster

Bobby Jo Valentine

Brian Chamberlain

Brooke Heinechen

Cheryl Angeles

Chris Curtiss

Chris Houston

City of San Mateo Police

Clara Bijl

David Gerow

Diane Alchimisti

Felicia Davis

George Long

Harald Junker

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Jim Rio

Jimmy Cheung

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Justin Yaeger

Karen Holmes

Kristy Masten

Kwanee Price

Kwanza Price

Lucky Hayes

Luke Vasquez

Marcus Blunt

Marisa Atsatt

Mark Kunerth

Marla Dressen

Martha Ann Milikin

Mayor Joe Goethals

Michael Shoesmith

Mimi Rogers

Natalie Pearson

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Nicole Tran

Pat Griffin

Poly Poptart

Redwood City Fire Dept.

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Steven Campbell

Taylor Upsahl

Thea Holmes

Zack Torres

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Aramark	Delta Kappa Gamma
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AZ Ice	Genentech
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Arizona Commission on the Arts	Goodyear Library
Arizona Community Foundation	Google
Arizona Sports and Tourism Authority	Habitat for Humanity
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Bauer Hockey	Kroger
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Benevity Community Impact Fund	LinkedIn
BGA	Marathon Petrole Corporation
BW Parts, LLC	Matthew Gray Gubler, Inc.
Chan Zuckerberg	Melaleuca
City of Peoria	Mercedes-Benz of Scottsdale
City of Phoenix	Microsoft Rewards API
City of San Carlos	Mighty Cause Charitable Foundation

BUSINESSES, CORPORATIONS, & FOUNDATIONS

ON Semiconductor	St. Mary's Food Bank
Oxford Global Resources, LLC	St. Mary's Warehouse
Packages from Home	St. Vincent de Paul Clothing
Panda Restaurant Group	State Farm Agent - Gina Vallee
Papa Murphy's	Subway Kids and Sports of Arizona
Pazzo	Sun Valley Elementary School
Peninsula Health Care District	Sundt Foundation
Peninsula League	TD Ameritrade
Peoria Discount Groceries	The Arc of the United States
Phoenix Library	The Arizona Insurance Group
Phoenix Library Warehouse	The Nest
PlayStation	The Sprouts Healthy Communities Foundation
Property Damage Appraiser of Northern AZ	Thunderbirds Charities
PWC Hockey Club Inc.	Tim Maki and Associates
Rebound Physical Therapy Scottsdale	Top Golf
Roc-N-Soc, Inc.	TRUiST
Safeway Foundation	Turning Page Bookstore
Salt River Project	United Way Bay Area
ServiceMaster F/M by AP Property Solutions	USAA
Silicon Valley Community Foundation	Valley View Food Bank
Surprise Fire Department	Vanguard
Surprise Senior Center	Virginia G. Piper Charitable Trust
SMCU Community Fund	Walmart
State Compensation Insurance Fund	WestSide Speech and Language
Treasury and Investments	West Valley Mavericks Foundation
Saguaro Jane Food Bank	Workday
Salvation Army	4 Paws
Soldier's Best Friend	White Tank Library

STEP BEYOND DONORS

Donors who made monetary contributions above \$5,000

John and Mary Lou Micheaels

Jeff and Valerie Peck

Mike and Kim Rinke

Edward and Chris Schweitzer

Richard and Virginia Strock

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Lonnie and Pamela Siebrandt

Richard and Virginia Strock

Eric and Ellen Van Stone

Steve and Mary Vincelette

Angela Wang

James and Patricia White

Yijuan Zheng

Richard Wohlstadter

*Ways to Support
One Step Beyond:*

AZ Gives Day:

A statewide 24-hour online fundraiser held in early April.

Giving Tuesday:

An international day of giving which utilizes the power of social media and collaboration.

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.

RECURRING DONORS

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Barbara Engler	Marcia and Robert Kritsberg	Ann Powers	Taneka Wright
Rochelle Faulkner	Michael Logan	Sandra Rivers	Zaya Youkhana
Mindy French	Saul Lugo		Jasmine Young
			Berneill Zembal
			Carmina Zuniga

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The Peninsula League

Glen Brown

Michelle Diago

Marla Dressen

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Lucky and Stephanie Hayes

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Al Magaloff

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Kelly Prior

Lawrence and Lisa Rogoff

Steve and Mary Vincelette

Wanda Vonderhaar

Daniel and Sandra Waldor

Thank You



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Donors who made contributions \$200-\$1,000

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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

Mailing Address

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Peoria, AZ 85345

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San Carlos, CA 94070

Scottsdale Campus

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Scottsdale, AZ 85260

Surprise Campus

15527 N. Reems Road
Buildings F, C, G, B
Surprise, AZ 85374

Glendale Campus

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



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(650) 532-0509

Arizona Phone

(623) 215-2449



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and learn more about us at OSBI.org

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