

The ANNUAL REPORT

2021

STATS, FACTS & IMPACTS



PERSON-CENTERED
LIFE-SKILLS, EDUCATION,
EMPLOYMENT, and
FINE ARTS **PROGRAMS**



OSBI.ORG

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CA (650) 532-0509

ENJOY
THE

2021 ANNUAL REPORT

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OSBI aims to help lead the **INCLUSION REVOLUTION**. Become an advocate and join the journey!

OUR VISION, VALUES & MISSION

MISSION

OSBI PROVIDES DYNAMIC PROGRAMS TO INDIVIDUALS WHO HAVE INTELLECTUAL DISABILITY AND THEIR FAMILIES TO ACHIEVE FULL PARTICIPATION IN THEIR COMMUNITY.

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.

VALUES

OPPORTUNITY IS WHERE WE SEE THE IMPACT OF OUR MISSION. EVERY DAY WE WORK TOWARDS CREATING NEW OPPORTUNITIES FOR OUR PROGRAM PARTICIPANTS AND STAFF TO REACH THEIR GOALS AND FURTHER THE POSITIVE IMPACT WE HAVE IN OUR COMMUNITY.

PERSON-CENTERED THINKING ENSURES THAT THE FOCUS OF OUR WORK REMAINS FOCUSED ON THE PEOPLE WE SERVE. EVERY DECISION, BIG OR SMALL, IS MADE WITH OUR PROGRAM PARTICIPANT'S INDIVIDUAL DREAMS AND GOALS AS THE HIGHEST PRIORITY.

COMMUNITY PARTNERS WHO SHARE OUR MISSION & VISION HELP TO SHAPE SOCIETY AND THE LIVES OF OUR PARTICIPANTS BY CREATING INCLUSIVITY IN OUR COMMUNITIES & BUSINESSES.



INCLUSION IS A SENSE OF BELONGING, A VOICE THAT IS HEARD, AND COMFORT IN AN ENVIRONMENT WHERE WE KNOW WE CAN BE OURSELVES WITHOUT JUDGMENT. WE PROMOTE INCLUSION BY CREATING DAY-TO-DAY EXPERIENCES FOR OUR PROGRAM PARTICIPANTS SO EVERYONE CAN FEEL THEY BELONG AND ARE EQUALLY INVOLVED AND SUPPORTED IN ALL AREAS OF THEIR LIFE.

UNDERSTANDING THE DEEP MOTIVATIONS OF WHY WE DO WHAT WE DO HELPS US DEVELOP AND MAINTAIN LONG-LASTING RELATIONSHIPS WITH OUR DONORS, COMMUNITY PARTNERS, STAFF, PROGRAM PARTICIPANTS, AND FAMILIES. WE TAKE TIME TO GET TO KNOW ONE ANOTHER SO WE CAN MUTUALLY SUPPORT EACH OTHER TO REACH OUR GOALS AND CREATE MORE INCLUSIVE COMMUNITIES TOGETHER.

**BECOME A COMMUNITY PARTNER
HIRE INCLUSIVELY!**

A MESSAGE FROM OUR CEO & OUR BOARD CHAIR

Madison Blanton – CEO

Board Chair – Jim Rio

As we look back on the past year, my thoughts go out to our program participants, their family members and support systems, and our OSBI staff, whose resilience was tested even more so than the previous year. While uncertainty was a theme in 2020, it continued to be a theme in 2021 under the pressures and stress of consistent regulation and subsequent service changes. And while many would consider 2021 a lost year, as you will see throughout our report, that was not the case at One Step Beyond.

Throughout the past year, our organization has continued to grow, learn, and adapt in the face of uncertainties. We entered into 2021 hoping for a renaissance because when things get difficult, there is no better way to go than up. We continued to build upon the

foundations of our mission and innovated in ways we might not have if we had not been put in this position. We took a look at our departments and organization in ways we had not before. We updated our core values as an organization but also as advocates for our community. As a result, we have participants, staff, and a community ready for the inclusion revolution on the horizon.

In the following report, you will see some examples of our accomplishments from the past year and an immense amount of appreciation for all of those who made it happen. Thank you for believing in our mission and having confidence in our ability to get through this challenging year. We look forward to your continued support through a prosperous 2022.

**AT OSBI, WE ARE CHAMPIONS FOR INCLUSION WITHIN
OUR PROGRAMS AND WITHIN OUR COMMUNITIES.**



DISABLED OR NOT, WE ALL HAVE
INCLUSIVE FOR EVERYONE. WHO
AND HAVE CONVERSATIONS ABOUT
EMPLOYERS, OUR FAMILIES, OR

**I WILL SUPPORT
BUILD A MORE**

**100
OF THE TIME**

—MADISON BLANTON



WE HAVE THE POWER AND RESPONSIBILITY TO MAKE OUR COMMUNITY MORE
TOGETHER FROM LIVED EXPERIENCES OR TAKING THE TIME TO ASK QUESTIONS
ABOUT INCLUSION AND EQUALITY WITH OURSELVES, OUR NEIGHBORS, OUR
AND OUR FRIENDS, WE CAN MAKE AN IMPACT AND CHANGE LIVES TOGETHER!

SUPPORT ALL EFFORTS MADE TO
CREATE AN INCLUSIVE WORLD

100%

JIM & ELLIE RIO



JIM AND HIS WIFE, ELLIE, BEGAN
THE CULINARY PROGRAM IN 2003
AND ARE STILL CREATING DELICIOUS
OPPORTUNITIES IN THE
OSBI KITCHENS!



OUR PROMISE
TO THE
COMMUNITIES
THAT WE SERVE
IS TO NEVER
STOP SEEKING
NEW VENTURES
TO PROVIDE
INCLUSIVE
OPPORTUNITIES.



2021, 2022

OSBI

BOARD OF DIRECTORS

**Thank you for all
you do!**

Our Board is far from boring!

BOARD CHAIR - JIM RIO

CULINARY INSTITUTE GRADUATE. FORMER OWNER OF DELI AND CATERING COMPANY. FOUNDER OF ONE STEP BEYOND CULINARY PROGRAM AND CATERING COMPANY AND DIRECTOR OF THE SAME 2006 TO 2011. CONSULTANT DEVELOPER OF CIVITAN CULINARY PROGRAM. CONSULTANT OSBI CA CULINARY AND FARMERS' MARKET BUSINESS START-UP.

EDWARD SCHWEITZER, MBA - TREASURER

FINANCE/BA ECONOMICS. FINANCIAL CONSULTANT/INVESTMENT BANKER AND FOUNDER OF ED SCHWEITZER & ASSOCIATES, LLC IN 2005. PRIOR INVESTMENT BANKING EXPERIENCE AS A MANAGING DIRECTOR AND GROUP HEAD AT BANK OF AMERICA SECURITIES AND BANKERS TRUST. EXPERTISE IN SELL AND BUY SIDE M&A, PUBLIC AND PRIVATE EQUITY, SENIOR NOTES, HIGH YIELD DEBT, AND BANK DEBT. PREVIOUSLY SERVED AS TREASURER AND BOARD MEMBER AT THE SAN FRANCISCO BALLET, AND AS DEVELOPMENT COMMITTEE MEMBER AT THE POSITIVE COACHING ALLIANCE (MOUNTAIN VIEW). FATHER OF A YOUNG WOMAN WITH INTELLECTUAL AND PHYSICAL DISABILITIES.

SHERYL BENAVIDES - SECRETARY

MA IN EDUCATION AND ADULT EDUCATION. BS IN BUSINESS MANAGEMENT/ACCOUNTING. RETIRED AIR FORCE SERGEANT (HONORABLE DISCHARGE AFTER 4 YEARS OF SERVICE). CURRENTLY, MANAGING MEMBER OF ALEXICAN GROUP, REAL ESTATE INVESTMENT AND MANAGEMENT, AND SOUTHWEST EDUCATIONAL PARTNERSHIPS. FACILITATING PARTNERSHIPS WITH BUSINESSES AND COLLEGES AND ASSISTING FAMILIES WITH COLLEGE ENTRANCE FOR THEIR YOUNG ADULTS. FACULTY AT NAU, GGC, AND KINGWOOD COLLEGE, TX. LEADER AND PARTICIPANT, MANY CIVIC COMMISSIONS, ADVISORY COMMITTEES, AND COMMUNITY ACTION TEAMS SUPPORTING EDUCATIONAL MISSIONS.

CHRISTINE BEARD

REAL ESTATE PROFESSIONAL FOCUSING ON RESIDENTIAL SALES IN THE SAN FRANCISCO BAY AREA AND SILICON VALLEY FOR REMAX CAPITAL. A GRI GRADUATE, SRES GRADUATE, WCR MEMBER, VOLUNTEER FOR SERRA HIGH SCHOOL MOTHER'S CLUB, SAN MATEO COUNTY COORDINATOR FOR NORCAL GOLDEN RETRIEVER RESCUE (NGRR), AND FORMER PRESIDENT AND MEMBER OF THE BELMONT LIONS CLUB.

CHRIS CURTISS

EXECUTIVE CHEF AT FOX RESTAURANTS CONCEPTS. 25+ YEARS WORKING AS A CHEF IN ARIZONA AND CALIFORNIA. NOMINATED FOR FOOD AND WINE BEST NEW CHEF. RECEIVED NATIONAL ATTENTION AS A NOMINEE FOR JAMES BEARD BEST NEW RESTAURANT AND AAA FOUR DIAMOND AWARD. INVITED TO COOK IN 2016 AT THE JAMES BEARD HOUSE CULINARY EVENT IN NEW YORK CITY.

DANIEL E. FREDENBERG

ATTORNEY AT FREDENBERG BEAMS, LLC. SPECIALIZATION IN LITIGATION, CORPORATE TRANSACTIONS AND BUSINESS ADVISORY. PHILANTHROPIC VENTURES INCLUDE PRO-BONO GENERAL COUNSEL FOR VARIOUS NON-PROFITS IN THE AREAS OF SPECIAL NEEDS, UNDERPRIVILEGED YOUTH SPORTS, AND BREAST CANCER.

EDWARD L. MORAN, III

CERTIFIED FINANCIAL PLANNER FOR 36+ YEARS. MORAN FINANCIAL SERVICES, SPECIALIZING IN BUSINESS, ESTATE, AND RETIREMENT PLANNING, INVESTMENTS, LIFE, HEALTH, & DISABILITY INSURANCE. BORN AND RAISED IN PHOENIX AZ. MEMBER OF THE PHOENIX THUNDERBIRDS SINCE 1997, WITH AN ALIGNED MISSION WITH ONE STEP BEYOND TO SUPPORT COMMUNITY PROJECTS THAT FURTHER EDUCATION AND FINANCIAL ASSISTANCE TO YOUTH AND OTHER VULNERABLE POPULATIONS IN OUR COMMUNITY.

GRACE HUANG

CURRENTLY, COMMERCIAL AND RESIDENTIAL REAL ESTATE PROPERTY OWNER/MANAGER. FORMERLY SALES REPRESENTATIVE, SUPERVISOR, AND PROJECT MANAGER FOR MERCK PHARMACEUTICALS.

HUGH KNOELL

ARCHITECT, FOUNDING PRINCIPAL, AND DESIGN LEADER OF KNOELL & QUIDORT ARCHITECTS FROM 1978 UNTIL RETIREMENT IN 2021. MORE THAN 40 PROFESSIONAL AWARDS FOR PLANNING AND DESIGN OF RESIDENTIAL, COMMERCIAL, AND COMMUNITY PROJECTS. PRIOR TO ARCHITECTURE CAREER, SERVED AS PROGRAM ASSISTANT FOR CATHOLIC RELIEF SERVICES IN CHILE AND PROGRAM DIRECTOR IN NICARAGUA. EDUCATION: UNIVERSITY OF NOTRE DAME, THUNDERBIRD SCHOOL OF INTERNATIONAL MANAGEMENT, UNIVERSIDAD CATÓLICA DE CHILE, ARIZONA STATE UNIVERSITY.

DR. JOSEPH ROGERS, PH.D.

DIRECTOR BIOLOGICAL RESEARCH DIVISION OF SRI INTERNATIONAL. FOUNDER AND FORMER PRESIDENT, AND SENIOR SCIENTIST FOR BANNER SUN HEALTH RESEARCH INSTITUTE, A NONPROFIT BIOMEDICAL RESEARCH CENTER FOR STUDIES OF AGING AND AGE-RELATED DISORDERS. DR. ROGERS IS THE FATHER OF A YOUNG WOMAN WHO HAS DOWN SYNDROME.

JEFF PECK

GENERAL CONTRACTOR, FOUNDER AND PRESIDENT, BIG WAVE PROJECT, A RESIDENTIAL AND EMPLOYMENT OPPORTUNITY PROGRAM FOR ADULTS WHO HAVE INTELLECTUAL DISABILITY. FATHER OF A YOUNG WOMAN WHO HAS INTELLECTUAL DISABILITY.

JENNIE S. BADER

JENNIE'S PROFESSIONAL EXPERIENCE BRINGS EXTENSIVE KNOWLEDGE IN PROGRAM/PROJECT MANAGEMENT, NETWORKING, AND COMMUNICATIONS. SHE IS EXCITED TO SHARE WITH OSBI HER PASSION FOR WORKING WITH INDIVIDUALS WHO HAVE DISABILITIES AND WHO ARE UNHOUSED FOR THE PAST FOUR YEARS. MS. BADER HAS AN MS IN TELECOMMUNICATIONS, PMP, PMC AND IS A LICENSED HEALTH INSURANCE AGENT. PERSONALLY, JENNIE IS AN AVID GARDENER, TENNIS PLAYER, AND SPORTS FAN.

KELLY FOGERLIE, MBA

RETIRED TALENT ACQUISITION LEADER, W.L. GORE, FORMER BUSINESS SUPPORT EXECUTIVE, BANK OF AMERICA. THIRTY-EIGHT PLUS YEARS IN BANKING OPERATIONS, MARKETING, PRODUCT DEVELOPMENT, HUMAN RESOURCE MANAGEMENT, AND QUALITY CONTROL. SERVED AS BOARD MEMBER OF SEVERAL NON-PROFIT ORGANIZATIONS. MOTHER OF A YOUNG WOMAN WHO HAS INTELLECTUAL DISABILITY AND ATTENDS OSBI.

KEN KONDO, MBA

30+ YEARS OF WIDE-RANGING EXPERIENCE FINANCIAL ANALYSIS AND ACCOUNTING MANAGEMENT IN BOTH START-UP AND FORTUNE 500 ENVIRONMENTS. HELD POSITIONS AS CFO, CONTROLLER AND SR. DIRECTOR OF FINANCE AND ADMINISTRATION FOR SEVERAL FIRMS, INCLUDING SILICON GRAPHICS, INC., SUN MICROSYSTEMS, SUNI MEDICAL IMAGING, INC., RAVIX GROUP, INC., AND MOST RECENTLY GIGSTER. KEN HAS ALSO SERVED ON THE BOARD OF SEVERAL NON-PROFIT ORGANIZATIONS.

MARK FOSSE

MARC FOSSE IS AN ATTORNEY AT TRUCKER HUSS AND SPECIALIZES IN EXECUTIVE COMPENSATION AND BENEFITS. AS PART OF HIS PRACTICE, HE ADVISES TAX-EXEMPT ORGANIZATIONS ON EMPLOYEE COMPENSATION AND BENEFITS. HE ENJOYS VOLUNTEERING FOR NON-PROFITS THAT SERVE INDIVIDUALS WITH SPECIAL NEEDS, SUCH AS THE FRED FINCH YOUTH CENTER. HE WAS AWARDED THE E. RANDOLPH WILLIAMS AWARD FOR PRO BONO SERVICES FOR HIS WORK REPRESENTING VETERANS BEFORE THE U.S COURT OF APPEALS FOR VETERANS CLAIMS.

MARY LOU MICHAELS

MARY LOU MICHAELS, RETIRED EDUCATOR: SCHOOL BOARD AND NON-PROFIT BOARD WORK INCLUDING LEADERSHIP, TECHNOLOGY, BUDGET DEVELOPMENT, COMMUNICATION, SPECIAL EDUCATION, AND COMMUNITY INVOLVEMENT. LONGTIME VOLUNTEER FOR NUMEROUS NON-PROFITS, INCLUDING OSBI AND NATIONAL MS SOCIETY. CURRENTLY WORKING FOR MARICOPA COUNTY DEPT. OF PUBLIC HEALTH IMPLEMENTING A COVID-19 RELIEF GRANT FOR PUBLIC SCHOOLS.

MIMI ROGERS - OUR FOUNDER

MIMI HAS HER BACHELOR'S IN ENGLISH AND ANTHROPOLOGY FROM THE UNIVERSITY OF CALIFORNIA, SANTA BARBARA AND HER MASTER'S IN ENGLISH FROM ASU. MIMI WAS OUR OSBI CEO 2002-2021. 8 YEARS HIGH SCHOOL AND COLLEGE EDUCATOR, 21 YEARS PROFESSIONAL EDITOR, GRANT WRITER, AND FUNDRAISER. CURRENT VOLUNTEER FOR OSBI AND OTHER NONPROFIT ORGANIZATIONS.

PHIL CUSSEN

CO-FOUNDING MEMBER, PRESIDENT & COO, EPIC RIGHTS AND ARTIST SERVICES, MUSIC MERCHANDISING AND BRAND LICENSING SUBSIDIARY OF UNIVERSAL MUSIC. PHIL HAS 35+ YEARS OF EXECUTIVE EXPERIENCE LEADING THE FINANCE AND OPERATIONS TEAMS AT MUSIC MERCHANDISERS AND CONCERT PROMOTERS. HIS PRIOR POSITIONS INCLUDE PRESIDENT/COO AT LIVE NATION MERCHANDISE, VP FINANCE, CLEAR CHANNEL ENTERTAINMENT, MUSIC WEST, AND CFO, WINTERLAND PRODUCTIONS. PHIL HAS ALSO SERVED AS TREASURER ON THE BOARD OF THE SAN MATEO LIBRARY FOUNDATION.

STEPHANIE HAYES, M.ED.

SPECIAL EDUCATION TEACHER FOR 42 YEARS, SPECIAL OLYMPICS COACH AND VOLUNTEER FOR 25 YEARS. MEMBER OF GLENDALE COMMISSION ON INDIVIDUALS WITH DISABILITIES. ONE STEP BEYOND DONOR AND VOLUNTEER FOR 10+ YEARS.

TRAVIS MCGANN, CFP

FINANCE/BS GLOBAL BUSINESS, CERTIFIED FINANCIAL PLANNER®, ADVISOR/PRESIDENT AT COGENT WEALTH MANAGEMENT, LLC SINCE 2017. INVESTMENT AND CONSUMER BANKING OFFICER 2006- 2017 AT JP MORGAN CHASE AND WELLS FARGO ADVISORS. EXPERTISE IN PERSONAL FINANCIAL PLANNING AND INVESTMENT MANAGEMENT. PROUD VOLUNTEER AT ONE STEP COYOTES.

COMMUNITY SUPPORT IN GRANTS

Partnerships that Help
People Progress

Thank you to our community partners
who have granted the gift of prosperity to
our programs and participants in 2021.

APS

CARDINALS CHARITIES FOUNDATION

CITY OF GLENDALE

CITY OF PEORIA

DESERT DIAMOND CASINOS

HELPERS COMMUNITY FOUNDATION

JUNE AND JULLIAN FOSS FOUNDATION

LARRY MILLER HYUNDAI CHARITIES

SHARKS FOUNDATION

SMC STRONG

MARICOPA ARPA

MARICOPA ASSOCIATION OF GOVERNMENTS

WEST VALLEY MAVERICKS

2021



IMPACT CAMPAIGNS

KEEP US GOING

Each fundraising campaign is strategically designed to distribute funds throughout the year to all OSBI programs. 100% of the time, 100% of the proceeds directly benefit our participants.

\$1250K

The Annual HUG Campaign

November through January

During the end of year giving season, this is the one time where we all come together to support our annual fund that provides necessary resources to our programs in the upcoming year.

\$80K

First Ever Gala

November

The first of many... On this night we celebrate OSBI and all of the accomplishments and future opportunities made possible by donors like you!

\$3.5K

Lets Get Moving Campaign

September

This new annual peer to peer fundraiser challenges you to get moving in ways that promote inclusion and support our communities.

\$6.9K

AZ Gives Day

April

Join your fellow Zonies in support of local charities, like OSBI!

\$9.9K

#GivingTuesday

December

This Global Annual Day of Giving starts the holidays off right by putting us all in the giving spirit!

RECURRING GIVING TOTAL - \$11,078

Shout out to our generous and dedicated team members and supporters who help make up this important group of donors!

CALLS TO ACTION...

WE CALLED... YOU ANSWERED

We **understand** that as supporters of OSBI you are parents, participants, providers, community partners, employers, staff members, local businesses, board members, and more! We **understand** that you hear our messaging and calls to action, asking you to respond in supportive ways to enhance the experiences that we are able to provide for our members and families. We **understand** that you continue to generously and consistently answer our calls giving your time, money, and support repeatedly throughout the years. We **understand** **YOUR importance!**



TOTAL FUNDRAISING IN 2021

\$819,484K

THAT'S IMPACT!

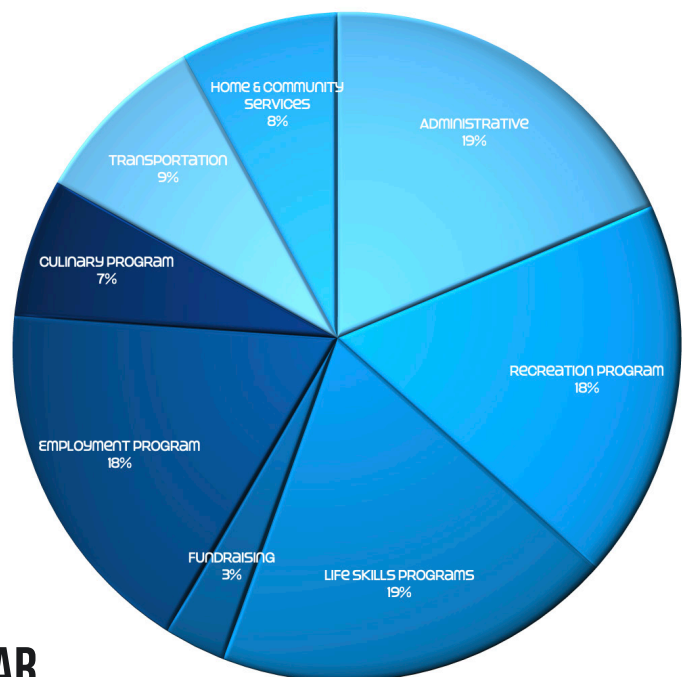
2021 was not without struggles, but we continued to pass the support from our donors to our participants, programs, and communities through vital services and opportunities.

CHARTS, MAPS, AND GRAP

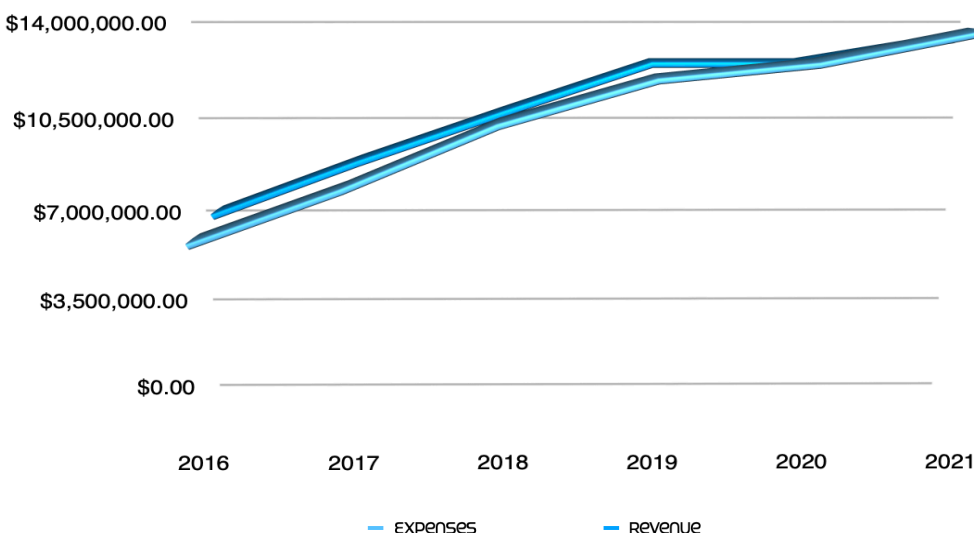
EXPENDITURES BY PROGRAM

THE MAJORITY OF OUR ANNUAL INCOME IS REINVESTED DIRECTLY INTO HELPING OUR PROGRAMS MEET THE NEEDS OF OUR PARTICIPANTS

- ADMINISTRATIVE
- RECREATION PROGRAM
- LIFE SKILLS PROGRAMS
- FUNDRAISING
- EMPLOYMENT PROGRAM
- CULINARY PROGRAM
- TRANSPORTATION
- HOME & COMMUNITY SERVICES



EXPENSES V. REVENUE YEAR OVER YEAR

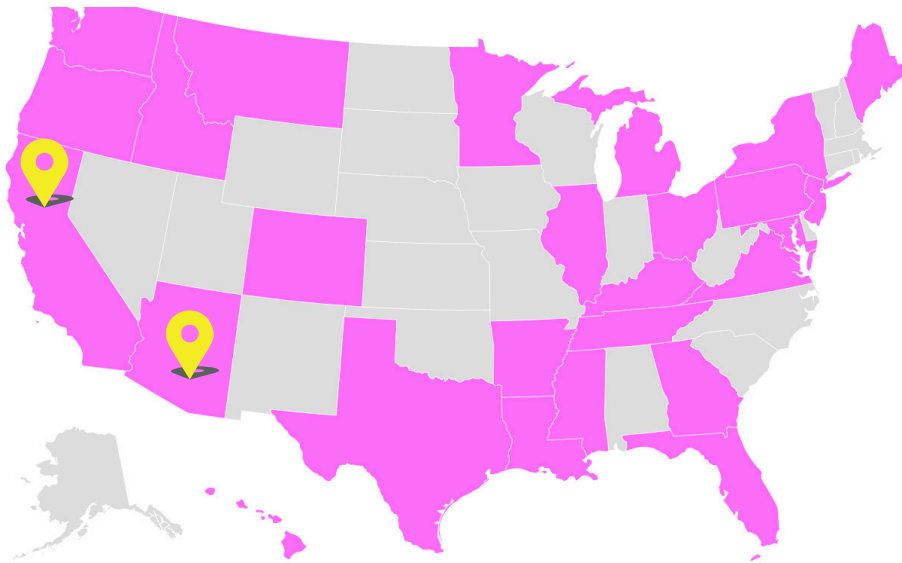


FUNDS THAT PRODUCE OUTCOMES

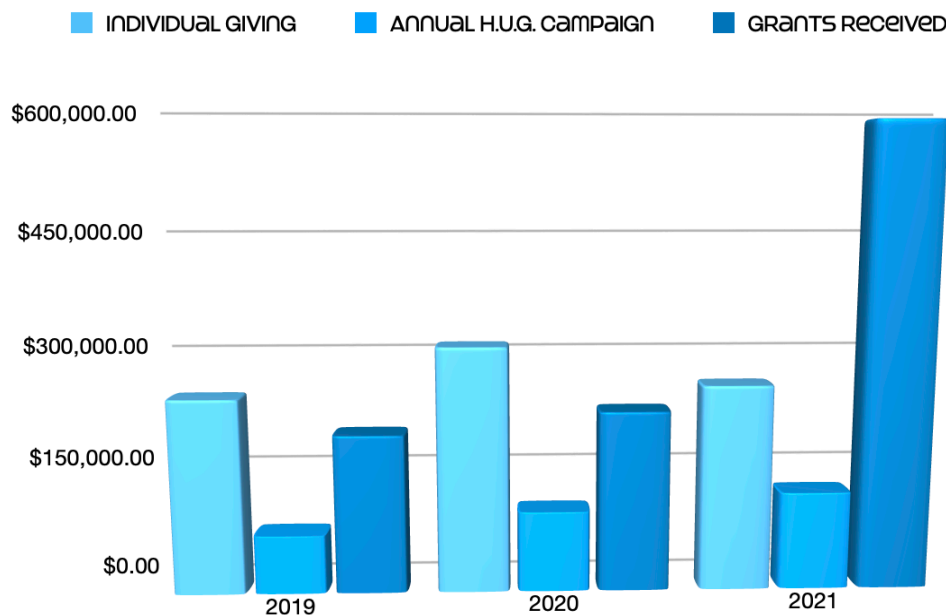
[OSBI.ORG/DONATE](https://osbi.org/donate)

PHS

SUPPORT ACROSS THE COUNTRY



FUND DEVELOPMENT GROWTH OVER THE LAST THREE YEARS



WE ARE SOCIAL...

STAY IN STEP
WITH OSBI ON
SOCIAL MEDIA



OSBI offers many dynamic programs, we use social media to showcase the highlights of each one. So, check out our multiple social pages to follow all of our OSBI Programs!

FACEBOOK

@OneStepBeyondInc @onestepbeyondmusic @OneStepCoyotes
@OneStepSharks

TWITTER

@onestepAZCA

LINKEDIN

@One Step Beyond, Inc.

TIKTOK

@onestepbeyondinc

YOUTUBE

One Step Beyond, Inc. Beyond Abilities Media

INSTAGRAM

@onestepbeyondinc @osbiFineArts @osbiMusicProgram
@OneStepCoyotes @OneStepSharks_SpecialHockey
@osbiCulinaryProgram @osbiDance @osbiHealthandFitness



Follow Follow Follow... We aim to be the leader in the INCLUSION REVOLUTION, but we need followers!

SOCIAL STATS IN 2021



4,174

**Facebook
Followers**

An oldie but a goodie, find all the current happenings here!

5,815

**Instagram
Followers**

Every program has its fans, become a supporter of ALL the OSBI programs!

752

**LinkedIn
Followers**

Check out current job opportunities, leadership team advancements, community engagement, and media releases.

150

**TikTok
Followers**

Hurry, there is no time like the present, we have room to grow!

418

**Twitter
Followers**

The bird is the word...

FUNDRASING THROUGH SOCIAL MEDIA...

\$10,215K

Online FUNdraisers work!

We often call it peer-to-peer fundraising...

It is engagement! When you share a post from OSBI, or like a post, or follow our channels, you are creating engagement!

This engagement is an act of action that is needed for OSBI to get loud and be heard! We need those clicks so that we can create impact through our message of inclusion, this is one way that you can join the journey and the revolution! Thank you for SHARING!

**ONLINE IMPACT CREATES
OPPORTUNITIES FOR GROWTH**

ORGANIZATION ACCOMPLISHMENTS

2021

* **ENROLLMENT IN CALIFORNIA PROGRAMS IS UP 24% FROM LAST YEAR**

* **ENROLLMENT IN ARIZONA HCBS HAS SURPASSED GOALS BY 10%**

* **WE INCREASED WAGES FOR ALL STAFF ACROSS THE ORGANIZATION**

* **WE REVISED THE ORGANIZATION CORE VALUES TO BETTER DEFINE INTERNAL OSBI CULTURE**

* **SOCIAL MEDIA ENGAGEMENT INCREASED BY 24%**

* **ALMOST \$10K IN SCHOLARSHIP FUNDS** DISTRIBUTED TO OSBI PROGRAM MEMBERS TO COVER ACTIVITY FEES, COLLEGE TUITION SUPPORT, AND SUPPORT SERVICES

* **WE LAUNCHED E-COMMERCE PLATFORM** TO PROVIDE OSBI BRANDED MERCHANDISE, CULINARY PRODUCTS, AND ORIGINAL ARTWORK BY OSBI ARTISTS

OSBI PROGRAMS

ENGAGING, DYNAMIC,
PROGRESSIVE



BEYOND

EXPRESSION

= PROGRESSION

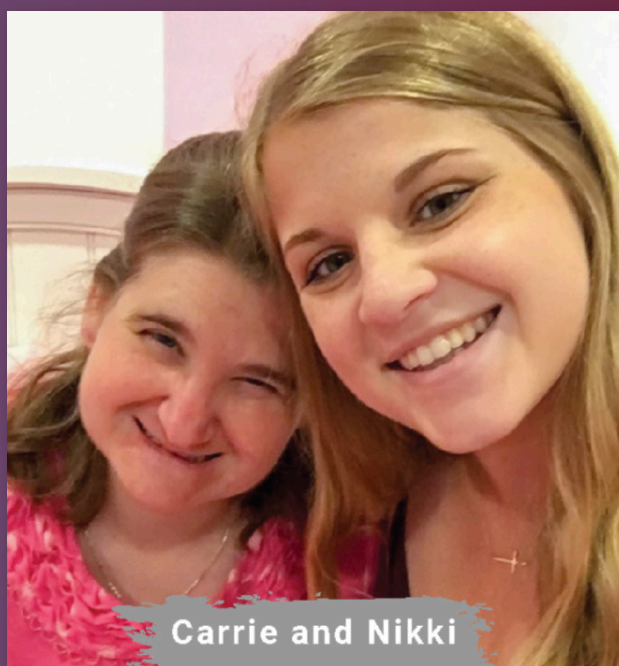
Check out [OSBI.org/OurPrograms](https://osbi.org/OurPrograms) for more info



After many years of planning and conversation with our participants and their families, in 2021 we launched Nikki's Next Step as a response to the lack of reasonable independent living opportunities available to adults with disabilities in our state.

Nikki was a friend and dedicated volunteer of One Step Beyond, and while she did not have a disability, she routinely expressed that the same opportunities she enjoyed should be available to her friends at OSBI. Nikki had a generous spirit, loving heart, and unconditional acceptance for everyone, just the way they are. Some might say that we cannot measure the value of life in years, but rather by the difference we make and the impact we have on those around us whether our time here is long or short. Nikki passed away from cancer at far too young an age, but her positive impact on all our lives at One Step Beyond will continue to live on.

Inspired by the life and legacy of Nikki, our condominium community will provide safe, supportive, and affordable residences for 35-40 adults with disabilities. Over the past year, we have set the ground work to develop our residential community and will continue to build upon that framework in the oncoming year. If you are interested in this opportunity for your adult or would like to help support the project by becoming a member of our Founder's club, please visit our website OSBI.org/residential.



valued

DONOR SUPPORT



STEP ABOVE DONORS

DONORS WHO
CONTRIBUTED
\$2,500 AND
ABOVE

Kristine Beaudoin and Chris Curran
Kelly and Sivert Fogerlie
Mike and Angie Homco
Mary Lou and John Micheaels
Jeffrey and Martha Paulson
Joseph and Mimi Rogers
Robert Rain
Linda and Raul Sabori
Ted and Martha Schmidt
Tabitha Skuba
Lori Pegg and Stephen Schmid
Richard and Virginia Strock
Jolene Westmann
David and Julia York



NEXT STEP DONORS

DONORS WHO CONTRIBUTED
\$1,000 – \$2,500

Marisa and Bryan Atsatt
Christine and James Beard
Jeffrey and Barbara Beaudoin
Luis and Sheryl Benavides
Madison and Scottie Blanton
Kristine Thomas and Robb Boyd
Glen Brown
James and Stephanie Chastain
Sara Dean
Margaret Dean and Bryan Buckholz
Eileen and Jack Easterbrook
Susan Edwards
Barbara and Maya Engler
Jeffrey Parker and Mary Fredenberg
Kim and David Gainza
Sharon and Andy Gambardella
Richard and Judy Gates
Leah and Jimmy Glover
Lucky and Stephanie Hayes
Ken Kotsur and Grace Huang
Nancy Homco

Ronald and Vicki Jensen
Karen and Rob Kerns
Margaret and Ken Kondo
Don and Linda Kronenbitter
Randy Larsen
Travis McGann
Summer Miller
Edward and Cathy Moran
Garry Moore
Gary Nicolosi
Jeff and Valerie Peck
Yvonne Kinsella and Susan Pinto
Dale and Karen Riddle
Mike and Kim Rinke
Jim and Ellie Rio
Thomas and Jill Runyon
Mike and Bonni Schwartz
Chris and Ed Schweitzer
Dev Sethi
Angela Wang
Diane Witthar

FIRST STEP

DONORS



DONORS WHO CONTRIBUTED \$500 – \$1,000

Neil Agnew

Gerald and Diana Alchimisti

Nancy and Royal Bagley

Missy Baker

Deanna Bascelli

Monica Benavides

Jacob Bergum

Bob and Cathy Byram

Sheryl Cameron

James Carr

Mary Ann and William Collins

Doug and Linda Collins

William and Karen Corcoran

Linda Cossette

Jeffery Cricks

Philip Cussen

Michila Dahlstrom

Norbert & Heidi Dalhof

Nancy and David Danley

Sally DeRosia

George and Kristine Donellan

Robert and Mary Doster

Marla and Hunter Dressen

Mary Duffy

Heather Espinoza

McVeigh Family

Steven and JoAnne Ferguson

Susan Fleming

Patricia and David Florence

James and Margaret Fredenberg

Patrick Fredenberg

Daniel Fredenberg

James Fuller

Donald and Heather Gala

Scott and Lisa Geyer

George Gibson

Vivie Lee and Kate Goka

Become an OSBI Donor at OSBI.org

OSBI.ORG/DONATE

Alan Sykes and Maureen Gorman
Bucky and Jan Green
Carol Haddad
John and Emily Halligan
Joseph Hartzell
Sally and Small-Fire Hawk
Maddie Heinemann
Michael and Sharon Hensley
Denise Hernandez
Rich Kelley
Susan Kistner
Hugh and Josefina Knoell
Cindy and Jerry Kress
Robin and Dennis Kudo
Shelly Lane and James King
Barbara Leffler
Marguerite Letulle and Nathan Collins
Louise and Bob Levi
Dionne Linton
Scott and Patricia Marsters
Dean and Virginia Martin
Cheryle Matteo
Cindy and Bob McCracken
Kris and Brian McEntee
Tony and Jane Miller
David Bagshaw and Wendy Petersmeyer
Wes and Martha Pierce
James and Joyce Quinn
Andrea and Paul Raub
Patricia Reiman
Nadine and John Rogers
Thomas and Jill Runyon

Lana and Jason San Diego
Richard and Lori Sanders
Hawwrold and Arlene Schnitzer
Marilyn Seymann
Barry and Beth Shannahan
Pamela and Lonnie Siebrandt
Katie and Thom Slack
Wendi and Howard Sobelman
Hugh and Shelly Sterns
Joanne Swanson
Jeff and Melissa Swanson
Thomas Tobin
Ellen and Eric Van Stone
Steve and Mary Vincelette
Ron and Mary Lou Viterbo
Luke and Sarah Vorderer
Justin Watson
Chris and Michele Watters
James and Patricia White
Hannah and Josh Willett
Richard Wohlstadter
Ron and Maybelene Young
Maryann and James Zalinski
Kenneth and Heidi Zinn
Linda and Scott Monsanto
Edward and Cathy Moran
Jackie and Micheal Nachtigall
Charles Narramore
Mary Neibarger
Mary Ann and Tom Niccoli
Mike and Linda Oesterle
Jayrene Oshaughnessy

IN-KIND DONATIONS

**WE KINDLY
THANK YOU**

AZ Ice Peoria
Coyote Oatie Cookies
Duckhorn Vineyard
Kendra Scott
Olives Mediterranean Cuisine
Renaissance Hotel
San Francisco Zoo
San Jose Sharks
Sonoma Zipline Adventures
Thunderbird Charities
Zalles Racquet Sports



Jeff and Ilene Bragman
Claire Carter
Barb Cleary
Doug and Linda Collins
Isaac Easley
Susan Fleming
Nancy and Malcolm Gibson
Rachel Hall
Cynthia Harvey
Lucky and Stephanie Hayes
Denise and Howard Holben
Cindy and Bob McCracken
Don and Bonnie McDonald
Peter Metzler
Mary Lou and John Micheaels
New Balance
Justin Plimley
Mimi and Joseph Rogers
Julie and Paul Schenkman
Cheryl Sills
Steve & Mary Vincelette
Carol and Terry Walters

A BIG THANK YOU TO ALL OF OUR INCREDIBLE VOLUNTEERS

THANK YOU

We appreciate all contributions and support in so many ways. Although, we can't list all of you, we could not continue our mission without you!

COMMUNITY PARTNERSHIPS

BUSINESSES,
CORPORATIONS, and
COMPANIES

THESE
PARTNERS
SUPPORTED
OSBI THROUGH
FINANCIAL
OPPORTUNITIES

American Special Hockey Association

AmFam Agents

APS

Arch Insurance Group Inc.

Arizona Community Foundation

AZ Ice Peoria

Behind the Mask Hockey Shop

Campbell, Yost, Clare, & Norell, P.C.

Cardinals Charities

Community Auctions

Copper Point Insurance

Delta Kappa Gamma

Dignity Health

Enterprise Holdings Foundation

Harold and Arlene Schnitzer CARE
Foundation

Helpers Community Foundation

Larry H. Miller Hyundai-Peoria

Marathon Petrol Corporation

MRK Development

National Charity League

Panda Restaurant Group

Peninsula League

PlayStation

Salt River Project

Selective Insurance

ServiceMaster F/M by AP Property
Solutions

Sharks Foundation

SMCU Community Fund

Snyder and Wenner PC

The Arizona Insurance Group-United
Agents of Arizona, LLC

Take it Easy Productions

Tim Maki and Associates

Walmart

Westside Speech and Language Services

West Valley Mavericks Foundation

THESE PARTNERSHIPS SUPPORT OSBI AND THE
COMMUNITY THROUGH INCLUSIVE HIRING AND
EMPLOYMENT OPPORTUNITIES

COMMUNITY PARTNERSHIPS

INCLUSION REVOLUTION FRONT LINERS

Promoting Inclusion through
Group Supported Employment

Art One Galleries
AZ Care Providers
AZ Ice Peoria
B.W. Parts
and Equipment Repair
Barros Pizza
Big Wave
City of Surprise Fire
Department
City of Surprise Senior Center
Desert Industries Thrift Store
Dogtopia
Epi Hab
Estrella Mountain Community
College
Glendale Community College
Habitat for Humanity
Central Arizona
Harvest Compassion Center
Home Depot
Kingswood Place
Assisted Living Community

Larry Miller Hyundai of Peoria
White Tank Library
Peoria Discount Grocery
Phoenix Library
Phoenix Warehouse Library
Rita's Italian Ice
Royal Oaks Retirement
Community
Saguaro Janes Food Bank
Salvation Army Food Bank
Soldier's Best Friend
Special Olympics Arizona
St. Mary's Food Bank
St. Vincent de Paul
Sunsational Coffee
Sun Valley Elementary School
The Turning Page Bookstore
Top Golf
Toyota Hyundai of Peoria
White Tank Library

BECOME AN INCLUSIVE PARTNER
[OSBI.ORG/INCLUSIONREVOLUTION](https://osbi.org/inclusionrevolution)

*“I am PART OF
an IMPORTANT
Team”*

-Sarah Z. OSBI member and employee at
community partner, Top Golf



INCLUSIVE OPPORTUNITIES = SELF DISCOVERIES

We hope to increase the development of our employment program by continuing to add community partnerships to provide additional job sites throughout Arizona and Northern California enabling us to offer additional employment opportunities to our OSBI members.



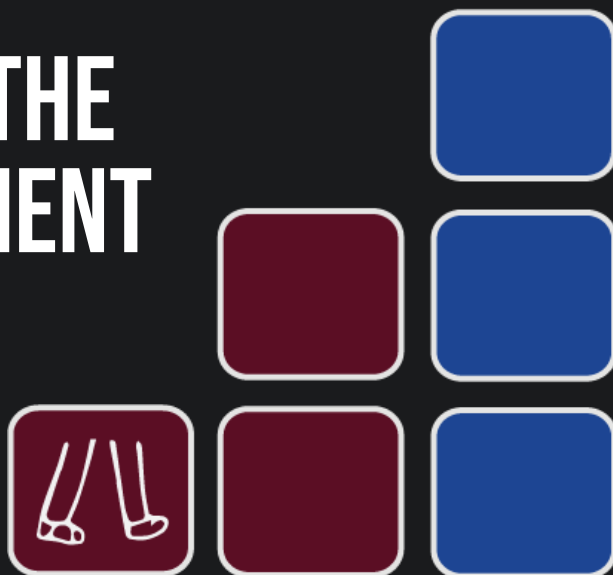
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WE ARE GRATEFUL FOR THE SUPPORT AND ENGAGEMENT THAT 2021 BROUGHT.

2022 is well underway, we continue to support the
Inclusion Revolution, join our journey today!



OSBI.ORG

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Support

100% of all
contributions directly
impact our participants
and programs.



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Our artists create
original artwork and
are fairly compensated
for their sales.



Engage

Expand your
understanding of One
Step Beyond at
OSBI.org