

Building Our Future Through Strategic Partnerships Annual Report 2015



Improving the lives of children and adults with special needs since 1946

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Mission Statement

Our mission is to provide the highest quality services for children and adults who are challenged with developmental, learning, and emotional disabilities — empowering them to reach their greatest potential.

Vision

ECF envisions a society in which all people with developmental, learning, and emotional disabilities are valued and integrated in educational, social, work, and residential settings.

Letter from President and Board Chairperson

Dear Friends,

The theme for this year's Annual Report is "Building Our Future through Strategic Partnerships."

During the 2014-2015 fiscal year, ECF partnered with an exceptional group of businesses and individuals, recognized inspiring business leaders and solidified long-term partnerships. We also executed pivotal strategic plans that will strengthen revenue streams in the future, while positioning us well for generations to follow.

With the improved economy over the last year and increased property values in Culver City, ECF made the strategic decision to sell our Culver City headquarters building to leverage our assets and invest in our future. Proceeds from the sale will allow us to strengthen ECF's financial position by reducing our short-term debt and investing in our endowment. The calculated transaction also allows us to purchase a new building for our Westside programs and renovate space at an existing facility to serve as our administrative home.

In celebration of our partners who "Do Well by Doing Good," we hosted our inaugural ECF Business Partner Recognition Luncheon on May 19, 2015. That day, we spotlighted 70 business partners who hire adults with developmental disabilities from our Supported Employment/Career Placement program; contract with our PAR Services program for packaging, assembly, and fulfillment work performed by adults with developmental disabilities; and provide financial and in-kind support to help fulfill our mission. We believe that our best work will be accomplished via our many partnerships throughout the communities we serve.

On behalf of our Board of Directors, staff, and extended family of exceptional partners, we thank you for your continued support that makes our important work possible.work possible.

Sincerely,

Scott D. Bowling, Psy. D./ President and CEO

Shelley J. Smith, Esq. Chairperson of the Board



Program Descriptions

Early Start Program

Early Start Program provides early intervention, prevention, and educational services to families with children 0-3 who are developmentally delayed or disabled. Early childhood education and therapeutic services, including speech, occupational, and physical therapies, are offered in center-based settings and in clients' homes. Through play and therapeutic learning activities, Early Start child development specialists and therapists guide each child to develop motor, self-help, cognitive, speech, language, and social skills – all contributing to each child's healthy and age appropriate development. Family supports are also provided and include parent education and training, counseling and mentoring, referrals, and advocacy, and medical assessments.





ECF Kayne Eras Center

The ECF Kayne Eras Center (KEC) School is a California state-certified Non-Public School (NPS) accredited by the Western Association of Schools and Colleges (WASC) for children in grades K-12 who are challenged by learning, emotional, behavioral, or developmental difficulties. Many of our students previously struggled at public schools. The school uses individualized programming and proven strategies, such as educational therapy, to meet each student's specific needs. Many receive counseling, speech therapy, and/or occupational therapy. The school offers small classes with an emphasis on performing and visual arts, team sports, community service, and training in technology.

Mental Health Services are also available to the entire KEC student population and their families, as well as to students and families in the surrounding community. These services, including individual and family therapy, case management, and psychiatry may be provided at KEC, in the client's home, or in the community. Also on the KEC campus is a statecertified Non-Public Agency (NPA), which provides behavior intervention services and individualized academic support and assistance to help meet grade-level expectations.

PAR Business Services

PAR Business Services provides high quality and competitively-priced packaging and assembly services to the Southern California business community. Adult clients are employed through this onsite job placement program, earning a paycheck while providing the following services: packaging (collating, stuffing, and assembly); closure (blistering, heat sealing, and shrink wrapping); sanitizing and cleaning of products; and fulfillment (storage, mailing, and nationwide shipping). Through ECF's Work Activity Program, clients receive on-the-job training and ongoing support to ensure continued success.

Art Center Program

Art Center Program provides adults with developmental disabilities fine arts training, life skills training, and case management. Art instruction is offered in a variety of mediums including watercolor, oil, pen and ink, printmaking, and ceramics. Through juried art shows, gallery and museum exhibitions, and online sales, artists are given exposure and the opportunity to benefit financially from their work, which creates a sense of accomplishment. Art sale proceeds are split between Art Center artists and the program.

DAC Gallery

DAC Gallery is a contemporary art space in the heart of Downtown LA's Gallery Row, which is adjacent to the Downtown ECF Art Center studio. Exhibitions focus on mid-career local and international artists, while bringing attention to a community of individuals whose works are rarely presented to mainstream audiences. In addition, there are approximately 2,000 pieces of artwork created by ECF adult artists available in a variety of price ranges through Amazon's Fine Art program online at www.ECFonAmazon.com.



"Fencing, cool" By Justina Ko ECF artist at Downtown Art Center Program





Since 2010, adult clients with developmental disabilities who attend ECF's Developmental Activity Centers program have partnered with the Culver City's branch of Meals on Wheels. Each week, ECF clients visit the Culver City Senior Center to package food and then board a bus to deliver the meals to homebound seniors. ECF is proud that our adult clients enjoy making a difference in the community.

Program Descriptions

Developmental Activity Centers

Developmental Activity Centers provide adults with developmental disabilities training in self-help, vocational, recreational, and social skills. They learn personal grooming, physical fitness, cooking, crafts, and how to use public transportation – all with respect for each individual's ability level. On-site practice is reinforced through community integration experiences including trips to the grocery store to practice shopping, trips to community art fairs and picnics in the park, as well as a range of volunteer opportunities.

Supported Employment Program

Supported Employment Program serves as a career placement services program and provides pre-screened job applicants at no cost to employers in the Southern California business community. Adults with developmental disabilities receive job match counseling, job placement, on-the-job training and support, and case management – and earn competitive, fair market wages. In addition to highly qualified employees, employers can also work with ECF job coaches, who serve as liaisons between employees and employers. Working in the community provides a critical entrée to greater independence for participants and contributes to increased self-esteem and financial security. Businesses can earn tax incentives, and the community benefits from a diverse workforce.

Residential Services Program

Residential Services Program offers three types of living arrangements. In the Independent Living Program, residents live in individual apartments and develop the necessary skills to transition to a home of their own. For individuals who want independence but require 24-hour care and specialized services plus more support with day to day tasks, ECF offers intermediate care facilities where residents live in private and semi-private bedrooms. For individuals whose medical needs require daily supervision, a Licensed Vocational Nurse (LVN) provides services eight hours a day. ECF also offers a Level III, Community Care Facility, for residents who want more independence but still require 24-hour assistance.

Sale of ECF Headquarters

Building on the Future through Improved Financial Stability

Over the past several years, ECF streamlined operations in response to public funding cuts. Understanding that going forward, public funding allocations would not likely return to the higher levels of prior years, ECF created a plan to explore alternative sources of revenue. In 2013 a Business Development Task Force comprised of board members and community leaders was convened to identify opportunities that would increase ECF's financial strength and generate \$2 million in revenue annually by 2023. These funds were to support general operations, helping to supplant public funding which had been cut dramatically over many years.

The Task Force made the following recommendations to ECF's Board of Directors:

- S Leverage ECF's real estate to enhance the endowment.
- O Develop additional partnerships with compatible businesses.
- S Expand in-home support services to seniors.
- Cultivate relationships with targeted demographics including the entertainment and aerospace industries.
- Create e-commerce opportunities.

As a starting point, the Board decided to move forward with the first recommendation. Therefore, after comprehensive analysis of financial and programmatic variables, and with the property values in Culver City increasing tremendously, the board chose to sell ECF's Headquarter facility at 8740 Washington Boulevard in Culver City.

The property sold with escrow closing in May 2015 – with a lease-back option for 15 months. The proceeds of the sale were earmarked toward (a) the purchase and rehab of new facilities for programs and administrative offices located at the HQ building, (b) the reduction of ECF's short-term debt, and (c) the investment of a minimum of \$5 million into ECF's endowment.

The successful execution of this strategy greatly contributes to ECF's financial stability and well-positions the organization for future growth opportunities.



Expansion of PAR Services

New Business Opportunities

Over the past year, PAR Services, one of ECF's adult programs, significantly expanded its business customer base from five to 15 companies. Local businesses hired PAR to provide packaging, assembly, shrink wrapping, and light manufacturing for their products – with work done by ECF adult clients. These business partners included Assemblies Unlimited, Inc., L.H. Dottie Company, Icrest, Marukan Vinegar, Phillips, Pottery Barn, Pottery Barn Kids, Rejuvenation, Rhinox, SourceAmerica/GSA, Stone Candles, Surfas Café, West Elm, Williams-Sonoma and Zhena's Gypsy Tea.

In addition, PAR's capabilities grew to include light manufacturing, which led to significant expansion by one partner, Stone Candles, who contracted with PAR Services to manufacture and package 250-500 candles per day. The partnership between PAR and Stone Candles has grown from candle packaging to the development of a Stone Candles/ECF co-branded candle called Light4Life, which will be created at ECF and sold in retail outlets including Ralphs, Bristol Farms, and Nordstrom throughout Southern



California with the theme: *Light a candle. Create a job. Empower a person with disabilities.*

Referred to as a social enterprise, PAR Services applies business disciplines and the power of the marketplace to advance ECF's mission of improving the lives of individuals with special needs. PAR is the business-to-business (B2B) division of ECF that receives income from the business community while simultaneously advocating for integrated and inclusive workplaces.



Partnership Highlights

- ✿ Assemblies Unlimited Packaged 140,000 units.
- ICREST International LLC Packaged 64,000 Sriracha chili bottles.
- L.H. Dottie Company Assembled 300,000 packages of screws, nuts, and bolts.
- S Marukan Packaged 20,160 bottles of vinegar.
- **Phillips -** Assembled 60,000 semi-truck parts.
- Rhinox Inflated 500,000 soccer balls and constructed retail boxes for all in preparation for delivery.
- SourceAmerica Assembled nine versions of accordion folders for a total of 60,000 folders.
- Stone Candles Manufactured and packaged 40,000 candles.
- Surfas Café Assembled 8,000 take-out boxes.
- Chena's Gypsy Tea Packaged 440,000 stackable tea tins; 300,000 glass tea jars; 6,000 one-pound tea bags; and 4,000 store display stands.

Stone Candles

Stone Candles contracted with PAR to develop an integrated workforce where members of both organizations work side-by-side. Stone Candles is a father-and-son-run candle manufacturer and retailer based in Santa Monica, and the family-run business prides itself on its core tenets of designing and manufacturing high-quality, American-made candles of a variety of colors, fragrances, sizes, and shapes.

Zhena's Gypsy Tea

Zhena's Gypsy Tea contracted with PAR to handle packaging for its products including retail packaging, display floor stands, and logistics. PAR was tasked with the assembly of new glass containers, which required adding spoons to the outside of glass containers, inserting tea into the glass, adding a lid, and

finally, the shrink wrapping. Another product required the insertion of tea bags into four containers before shrink wrapping, and the packaging of a new temperature-resistant product was also introduced for delivery to gourmet tea shops across the country – all assembled by ECF clients with developmental disabilities.

ECF Business Partner Recognition Luncheon

Recognizing Businesses that "Do Well by Doing Good"



On May 19, 2015, ECF hosted an inaugural event that placed a well-deserved spotlight on all of our business partners that "Do Well by Doing Good." The 70 business partners hire adults with developmental disabilities from ECF's Supported Employment/Career Placement program; contract with ECF's PAR Services program for packaging/assembly work performed by adults with developmental disabilities; and/or provide financial and in-kind support to help fulfill ECF's mission. Over 100 people representing 70 business partners attended the event held at Killer Shrimp Restaurant in Marina del Rey, graciously underwritten by Board Member Paul Zimmerman.

ECF's business partners understand the importance of integrated and inclusive workforce settings, and as a result, are some of ECF's best community advocates. They're proof that workforce integration strengthens operations while simultaneously creating opportunities for community awareness and understanding regarding the value of employing adults with developmental disabilities. Thanks to ECF's business partners, hundreds of adults with developmental disabilities and have become valuable employees in today's competitive business climate.

Tex Boggs, President of Antioch University Los Angeles, provided the keynote address. He talked about the many benefits of corporate social responsibility, when for-profit businesses partner with nonprofits. According to Tex, "As a result of a partnership, everyone's lives are changed."

ECF's Exceptional Business Partnership Awards:

- Hawker Pacific Aerospace for hiring nine ECF clients and being an effective advocate for inclusive workplaces in the aerospace industry.
- Zhena's Gypsy Tea for contracting with ECF's work activity program and utilizing the talents of 60 clients this past year to complete a variety of packaging and assembly projects.
- Lowe Enterprises for making in-kind contributions of food baskets, toys, clothing, and household items that impacted the young children and families of ECF's Early Start program.
- Ivan Rosenberg for his commitment to identifying new business opportunities and his tireless advocacy to develop cultures of inclusion; he received ECF's Exceptional Ambassador Award.

Thanks to Our Business Partners

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Photo: ECF Exceptional Business Partnership Award winners: Nora Frausto (Hawker Pacific Aerospace), Sean Ryan (Zhena's Gypsy Tea), Jeremy Jaccino (Lowe Enterprises), and Ivan Rosenberg.

Thanks to our donors

For their cumulative giving in support of ECF's programs and ongoing operations, our heartfelt thanks to our good friends and donors. You may recognize many of the names on the following pages – all of whom have made a tremendous difference in the lives of children and adults with special needs.



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2014-2015 Program Outcomes

EARLY START PROGRAM

- 13,150 Home visits for families with infants and toddlers with developmental delays
- 5,158 Hours of "Parent and Me" Enrichment Groups
- 6,691 Hours of speech and language therapy

KAYNE ERAS CENTER (School, Mental Health, DATS)

- 7,155 Hours of school-based counseling
- 2,600 Hours of one-on-one educational therapy
- 14,450 Hours of behavioral therapy
- 6,072 Hours of individual and family therapy
- 100% Percentage of graduating class that passed the High School Exit Exam (CAHSEE)
 - 10 Graduates attending 2-year or 4-year colleges/universities in Fall 2015
 - 4 Graduates attending vocational training programs in Fall 2015
 - 6 Graduates attending ECF adult programs in Fall 2015

ART CENTER PROGRAM

- 718 Pieces of artwork sold
- 146 Artists participated in exhibitions

WORK ACTIVITY PROGRAM/PAR SERVICES

16,650 Hours that program participants were engaged in paid work activities

SUPPORTED EMPLOYMENT PROGRAM (SEP)

- 102 Clients placed/working in community jobs
- 23,504 Hours of job coaching for adults with developmental disabilities working in community jobs
 - 84 Number of business locations where SEP clients are employed

RESIDENTIAL SERVICES

- 10,594 Hours of independent living training for adults with developmental disabilities who live in their own apartments
- 4,890 Hours of higher level of care (RN/LVN)





Financial Highlights

July 1, 2014 – June 30, 2015

REVENUE

PROGRAM AND OTHER REVENUE

Regional Centers - Tuition and Fees 10,255,970
Unified School Districts - Tuition and Fees 5,219,902
Contract Sales 1,880,495
ICF Medi-Cal Fees
DMH Contract
Non Public Agency Fees
HUD Program Revenue
Investment and Other Miscellaneous Income
Sale of Merchandise
Total Program and Other Revenue

COMMUNITY SUPPORT

Contributions
Fundraising Events 172,629
Total Community Support
TOTAL REVENUE

EXPENSE

PROGRAMS

KEC School6,098,534
Early Start4,285,879
Residential Services2,233,323
Supported Employment
Work Activity Centers (PAR)
Art Centers
Developmental Activities
Mental Health 1,083,133
Diagnostic and Therapy 902,408
HUD Properties635,877
Total Program Expense

ADMINISTRATIVE

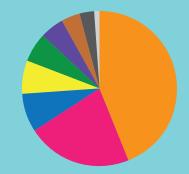
Administration2,373,481
Development and Fundraising
Total Administrative Expense
TOTAL EXPENSE 25,965,244

Surplus (Deficit) before Gain on Sale* (2,497,614)
Gain on Property Sale17,160,260
Surplus (Deficit) \$14,662,646

*The deficit includes \$779,719 for depreciation (non-cash items)

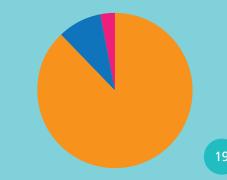
REVENUE

Regional Centers	44%
School Districts	22%
Contract Sales	8%
ICF Medi-Cal	7%
Fundraising	6%
DMH Contract	5%
Non Public Agency Fees	4%
HUD Program Revenue	3%
Investment +	
Other Miscellaneous Income	1%



EXPENSE

Program Expenses	88%
Administration	9%
Development and Fundrai	sina 3%





ADMINISTRATION

Main Headquarters 8740 Washington Blvd. Culver City, CA 90232 (310) 204-3300

ADULT and BUSINESS SERVICES

Developmental Activity Centers

DAC/ADP Culver City (310) 204-3300

S. Mark Taper Center for **Exceptional Citizens** (213) 748-3556

Art Centers

West LA Art Center (310) 204-3300

Downtown Art Center & Art Gallery (213) 627-7590 (213) 627-7374

San Pedro Art Center (310) 519-8527

South LA Art Center

(323) 766-7503 (323) 766-7504

YOUNG CHILDREN SERVICES

Early Start Los Angeles Arleta (323) 735-1424 (818) 830-6411

Residential Services

Westington Complex (323) 934-5265

Barman Home (310) 559-0922

Keystone Home (310) 838-1109

Fairbanks Home (310) 915-6606

Santa Fe Springs Residence (562) 698-4914

Valverde Home (818) 342-3826

STUDENT SERVICES

ECF Kayne Eras Center

Culver City

(310) 737-9393

Work Activity/PAR Services

PAR West – Culver City (310) 204-3300

PAR East – Santa Fe Springs (562) 945-1064

Supported Employment and Career Placement Services

SEP – Culver City (310) 204-3300









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