

# The Future's So Bright



## FY 2014-2015 Annual Report



For people with intellectual  
and developmental disabilities

[www.thearcsf.org](http://www.thearcsf.org)

[givearcsf.org](http://givearcsf.org)

Donate

VISIT US AND

Follow us!



**BOARD OF DIRECTORS**  
Kirsten Mellor, Chair  
Dan Cousins, Vice Chair  
Margaret Rosegay, Secretary  
Michel Kapulica, Treasurer

**MEMBERS**  
Courtney Broadus  
Aaron Cohen  
Bruce Francis  
Ellen Hanscom  
Sejo Jahic  
Todd Janzen  
Sharon Jones  
Mark Marshall  
Larry Melillo  
Connie Tabas  
Tedi Vihreas

**CHIEF EXECUTIVE OFFICER**  
Dr. Glenn Motola

**The Arc**  
San Francisco  
1500 Howard Street  
San Francisco, CA 94103  
For people with intellectual  
and developmental disabilities

RETURN SERVICE REQUESTED

## Thank you for your support in FY 2014-2015

**You Make a Difference**  
Your donations during this past fiscal year (July 1, 2014-June 30, 2015) made a real difference in the lives of our clients, empowering those we serve to reach their highest potential. We thank the following donors who made Annual Fund gifts or pledge payments of \$250 or more to support the vital work of The Arc San Francisco.

**~ KEY ~**  
**Arc Angels (\$)**  
The Arc Angel Society is comprised of Angels who make gifts or multi-year pledges of \$5,000. These leadership donors support the mission and vision of The Arc, helping to transform the lives of those we serve. We are pleased to identify our Arc Angels in the following lists with this \$ designation.

**Tributes in Honor or in Memory (H)**  
These donors kindly made contributions to The Arc in honor or in memory of a Tributee.

**Heart of The Arc Society**  
Planned gifts from our legacy donors ensure a secure future for those we serve.

Shelley Gottlieb  
Dorothy and Joseph Miles  
LaVey and Brandt (T) Norquist  
Honorable Justin Rockwell  
Walter Slater †  
† Deceased

**85¢**  
of every dollar  
donated  
directly benefits  
client services.

**Individual Major Donors**  
Thank you to these generous individuals whose support creates more opportunities for our clients.

**\$25,000 - \$50,000**  
Bruce Francis \$

**\$10,000 - \$24,999**  
Courtney Broadus & Christian Meyers \$  
Gerald Coletti  
Kacy Gott \$  
Parker Harris & Holly Johnson \$  
Catherine & Sam Humphreys \$  
Brian & Allison Jacobs \$  
Michel Kapulica and Elizabeth Brogna \$  
Carole & Ted Krumland  
Peter and Deborah Magowan \$  
Jane Slater & Amie Ranum H  
Frank Van Veenendaal \$

**\$5,000 - \$9,999**  
Pamela Buttery \$  
Trae Chancellor \$  
Elizabeth Cumming \$  
Sam & Juliet Fleischmann \$  
Frank & Lenore Heffernan \$  
Dick & Nancy Hoedt \$  
Jodi Sherman & Sejo Jahic \$  
Patricia Kennedy \$  
Jenny & Clifton Linton \$  
Timothy Lynn & Gary Sullivan \$  
Daniel Straus & Darleen DeMason \$  
Valerie Barth & Peter Wiley

**Individual Valued Donors**  
These donors make our work possible with contributions that support and empower our clients every day.

**\$2,500 - \$4,999**  
Matthew & Amy Berler \$  
Guy Campisano  
Paula Champagne & David Matson \$  
Hardy Chan

Dan Cousins \$  
Carolyn Ghazal  
Terrance Gill  
Rodney Grebe \$  
Jodi & Todd Janzen \$  
Nancy Kato  
Chris & Rebecca Lien  
Margaret Rosegay & Steve Piatek  
Dieter Schmalzing & Benedicte Lebreton  
John & Catherine Schroeder

**\$1,000 - \$2,999**  
Ann Armstrong \$  
Lorenza Arnal & Gabriel Sod Hoffs \$  
Lisa Bailey \$  
John Beeleer \$  
Michael & Donna Bernick \$  
Camilla & Ronald Bixler \$  
Kim Bollin \$  
Jean & Armando Brazil  
Hilary Newsom Callan  
Monika Campbell  
Lisa Campos \$  
Jenny & Danny Cheng \$  
Aaron & Jeanine Cohen \$  
Michelle Curtis Harris \$  
James Doehman  
James Draper \$  
Alita & Scott Eaton  
Robert Elfiont  
Alene & Matthew Frankel \$  
Tom & Myrna Frankel \$  
Kay Franklin \$  
Gary Friedman  
Audrey Fucilla Carlson  
Cary & Marjorie Fulbright \$  
Denise Garone & Stuart Kogod  
Fiona Grandi  
Ellen Hanscom \$  
Mona & Richard Harroch H  
Ann Marie Heffernan & Scott Gardner \$  
Bob Hermann & Dan Joraanstad \$  
Kristen Hickey Pedersen  
Pat Napoliello Hornbecker \$  
Susan Igras  
Barbara Johnson  
Carl Kaufman

Jackie & McDowell Kenley \$  
Cole P. Kinney \$  
Nine & Ron La Dow \$  
Kathleen & John Leones  
Andrea Leszek & Ali Shamsi  
Rob Massey \$  
Susan Masters  
Larry Melillo & Elizabeth Sheofsky \$  
Marilyn Miles-Petrich & Richard Petrich  
Tricia Miller \$  
Paula Morgan  
Christopher Neil \$  
Matthew & Leah Odette  
Christine Opitz  
Sheila Otvos \$  
Janet & Michael Paige \$  
Chris Parker \$  
Eileen & Phillips Perkins \$  
Marsha Raulston  
Jeanne Peterson  
Laura & Robert Repke H \$  
Michael Saldi  
Cindy Schlaefter \$  
Bob & Sue Shayne  
Marti Sullivan  
Thomas & Mary Sullivan  
Eric & Connie Tabas \$  
Juliana Terheyden \$  
William and Jean Terheyden \$  
Simon Voong  
Guy & Virginia Wanger  
Betty Watson \$  
Alexandra Whitehead \$  
Diana M. Wild \$  
Loren and Barbara Wilson  
Amelia & Keith Wolff  
Jan Woolsey  
Chris Yaros \$  
Betty Yee \$  
Susan Zetzer H  
Jon Zimman

**\$500 - \$999**  
Brad Aris  
Teresa Briggs  
Regina Casciato  
James & Ruby Cheng  
Margaret Hewitt & Tom Christian

Katie Coffey  
Steven Condiotti  
Pamela Dayton  
Christine De Voto  
Mary & David Dietrich  
Jon & Allison Felder  
Lindsey Finch  
Linda Frasca  
Bill Ginchereau  
Wolf Gomez  
Alana Zavett & Steven Green  
Deborah Hales & Daniel Gordon  
Kelsey Hermann  
Adam & Arlie Hochschild  
Paul Holland  
Craig Issod \$  
Vladimir & Tatyana Kardonskaya  
Sara Klein  
Frances Lau  
Eugene & Beverly Lee  
Shoab Malik  
Meredith Manning & Mike Ryan  
Kurt Mayrand  
David Moellenhoff  
Glenn Motola & Mark Walden  
Thomas Murphy  
Dwight Nacnac  
Pamela Nichter  
James Russell Pitto  
Anne Raimondi  
JoAnn & Ralph Roberts  
Jeffrey Robertson  
Dean Sampson  
John M. Sant Sr.  
Michiko Shibata & Jeffrey Tabas  
Clarence So  
Mikkel Svane  
Greg Vogel  
Eileen Wagner  
Stacey Wexler  
Robert Willing  
Traci Wolverton-Kokoszka  
William Wong  
Sandra & Armando Zimmerman

**\$250 - \$499**  
Afra Afsharipour  
Shigeru Aizawa  
Josephine Amoroso

Ryan Aull  
Patricia Baldwin  
Jace Bartholoma  
Kari Battles  
Maria Becker  
Terry Betterly & Victor Jones  
Stacy Blalock & Chris Bichler  
Lois Boyd  
Arthur Broadus  
Margaret & Timothy Brown  
Steven Brown  
Emelino Bulanadi & Lucila Samanigo  
Donna & Daniel Busch  
Susan Cavalieri  
Joe Chang  
Claire Collopy & Richard Weisbrod  
Patricia Connolly  
Courtney Conrad  
Kelly Cordero H  
Mick Cox  
Lucy & William Crain  
Donald DeCrescenzo  
Edward Denebeim  
Patrick Dodson  
Danielle Drake  
Edward Drost  
Fe & Kathleen Echiverri  
Joseph & Jill Feldman  
Robert Feyer  
Carol Fleming  
Anna Frankel  
Renee French & Carrie Bagley  
Erin Frey  
Robert & Leslie Garcia  
Ronnie Genotti & David Oldroyd H  
Hall & Theresa Gong  
Karen Grunisen H  
Thomas Hales H  
Dennis & Linda Halsey  
Scott Hansma  
Maria & Chris Hemphill  
Richard Hoedt  
Hilary Holz  
Tim Hornbecker  
Jonathan Hubbard  
Munir Iman  
Helen Jung  
Mark Kirk  
Barbara Knege

Endora Lau  
Hannah Lawrence  
Joseph Lerer & Kris Johnson  
Peter Logan  
Paul Luciano  
Mr. & Mrs. Erik Lue  
James Lugannani  
Lise and Marc Maisano  
Brigitte Marshall  
Katherine Martin  
Pedro Mascaro  
Thomas & Susan Mason  
William Mastrangelo  
Sharon McCool H  
Richard & Corrine Perri Morales  
Marybeth Moser & Thomas Murphy  
Mark Nelson  
Dan Newman  
Rachel Norton  
Dominic Pasch  
Michael Perlstein  
Cameron Phleger  
William & Catherine Poole  
Cheryl Porro  
Andrea Reid H  
Jim & Sandra Robbins  
Kevin Robinson  
Joan Rowe  
Michelle Sahl  
Lydia Tolmachoff & Mark Scardina  
Harry Schoening  
Tamara Schroeder  
Leila Simms  
Lawrence Slater  
Marissa Snapp  
Richard & Diane Stein  
Megan Blue Stermer  
Wayne & Mary Straight H  
Jonathan Strober  
Santa Susarapu  
Daniel Taylor  
Victoria Terheyden  
Donald Thielsch  
Brendan Timmer  
Mesut Timur  
Patty & Andrew Tu  
Lew Tucker  
Linda Tung  
Kateri Tyre  
Rodney Urquhart  
Ann & Thomas Van Ess  
Jennifer Wales

Michelle White Hopfner  
Karen Wilcox  
Karen Williams  
Pamela & Harold Williamson  
Patti & Barry Wood  
Stade Yancy  
Srikanth Yendiluri  
Sarah Yoon  
Clay & Leslie Young  
Tony & Cindy Yu  
Monika & George Yungert  
Jeanette Zalder  
Ann Ziolkowski

**Corporate Circle**  
Members are companies who contribute \$1,000 or more to sustain and improve our services.

**Circle of Inclusion**  
\$25,000+  
AT&T California  
Echo Technology Solutions  
Wolff Urban Development

**Circle of Empowerment**  
\$15,000+  
Union Bank  
State Street Global Advisors

**Circle of Dignity**  
\$10,000-\$14,999  
Pillsbury Winthrop Shaw Pittman  
Salesforce

**Circle of Equality**  
\$5,000 - \$9,999  
DocuSign  
Ernst & Young  
Fenwick & West  
Hanson Bridgett LLP  
Julia Morgan Ballroom/  
Merchants Exchange  
Morrison & Foerster  
OSISOFT LLC  
Osterweis Capital Management  
PG&E  
United Way of the Bay Area  
Wells Fargo  
WILD 94.9  
Zendesk

**Circle of Community**  
\$2,500 - \$4,999  
Burr Pilger & Mayer  
Deloitte  
DH Insurance  
Kixeye  
Marin Software

**Circle of Independence**  
\$1,000 - \$2,499  
Bright Horizons  
Commercial Interior Builders, Inc.  
EIS  
Eleven, Inc.  
Hiscox, Inc.  
Intuit  
Levi Strauss & Co.  
Lockton Insurance Brokers  
MapR Technologies  
Melwood Horticultural Training Center  
Opus Capital Group, LLC  
San Francisco Giants  
San Francisco Toyota  
The Oasis  
Venables Bell & Partners

**Corporate Donors**  
Our corporate partners invest in our clients' success, changing lives and building awareness in the business and wider community.

\$500 - \$999  
Chevron USA, Inc.  
Google  
Kabuki Springs & Spa  
Mariposa Hunters Point Yacht Club  
Nanigans  
Patri's Pizza  
Tonic  
Westmont University

\$250 - \$499  
AMC Metreon 16 Theatres  
Cisco Foundation  
Costco  
Dolby  
Franklin Templeton Investments  
Microsoft  
New York Life Insurance Company

**Foundations**  
We gratefully acknowledge the support of our foundation partners who advance our mission.

\$250,000+  
The Walter & Elise Haas Fund H  
\$10,000 - \$100,000  
The Carl Gellert & Celia Berta Gellert Foundation  
The Celebrate Foundation  
The George H. Sandy Foundation  
The Margaret E. Haas Fund of the Marin Community Foundation  
Mayor's Office of Community Investment  
Mount Zion Health Fund  
The San Francisco Foundation  
The Special Hope Foundation  
The Stanley S. Langendorf Foundation  
Wells Fargo Foundation

\$5,000 - \$9,999  
Art4Moore Fund of the Tides Foundation  
Sidney Stern Memorial trust  
The California Wellness Foundation

\$1,000 - \$4,999  
California Academy of Sciences

**Arc Staff Campaign**  
Nina Asay  
Joan Burns  
Jacy Cohen  
Stephen Earnshaw  
Terry Goodwin  
Charmaine Grays  
Kelsey Hermann  
Kristen Hickey Pedersen  
Mark Kirk  
Meredith Manning  
Jason McMonagle  
Glenn Motola  
Joanne Rolle  
Charles Slocumb  
Marti Sullivan  
Eliana Teles  
Jon Zimman





FY 2014-2015 IMPACT SUMMARY

inspire challenge dream achieve givearcssf.org



Kirsten Mellor

Brighter Futures Ahead

Dear Friends of The Arc San Francisco,  
The Arc had an impressive year highlighted by many remarkable accomplishments embodied in our theme, "The Future's So Bright."  
The Arc's career programs yielded internships and new employment opportunities of which we are very proud. This is a testament to the success of our expanded education curriculum which is creating a new generation of clients with the skills and experience necessary to succeed. Our Wellness and other services continued to provide support, from young adults to seniors, in staying healthy and fully engaged in community life.

I wish to thank the donors, volunteers, families and corporate partners who believe in our dream of creating new paths to success for people with developmental disabilities. I am grateful for your generous contributions, which we are pleased to list here. I also honor the work of the dedicated professionals at The Arc, especially Dr. Glenn Motola, who every day bring their best ideas and commitment to our mission.

As I retire from membership on our Board of Directors and as its Chairperson, I want to express gratitude to my fellow Board members for their dedication, advocacy and support of The Arc's work.

Helping improve the lives of our clients and families has been both personally and professionally inspiring. As we empower individuals with disabilities to achieve their highest potential, we also empower ourselves to change and shape the community we serve. It has been my honor to lead The Arc though so many transformative years and I thank you for joining me in that endeavor.

Sincerely,

Kirsten N. Mellor  
Chair, Board of Directors

VISIT OUR NEW WEBSITE

Donate

givearcssf.org

CLIENT ENROLLMENT

FY 2014-2015

757

San Francisco, Marin & San Mateo Counties



Female

Male

45%

55%

FY 2013-2014

702

SF



POPULATION

SAN MATEO

FAQ:

DEVELOPMENTAL DISABILITY

Developmental disability refers to a lifelong disability attributable to cognitive, neurological or other impairments manifested before the age of 18. Autism Spectrum Disorders, Down syndrome, epilepsy and cerebral palsy are examples.

EMPLOYMENT

FY 2014-2015

298

FY 2013-2014

246

CLIENTS EMPLOYED

+21%

Increase in clients employed

2014-15 New employers: 16 2013-14 New employers: 15

Total employment sites: 171

Clients' avg. hourly wage: \$13.60

EARNED TAXABLE INCOME

\$2.5 MILLION

FACTS

Working clients of The Arc:

- Pay taxes and broaden the tax base
- Promote diversity in the workplace
- Have a lower rate of absenteeism
- Provide less turnover in hard-to-fill positions

Worth Noting

In just two years, the employment rate for our work-eligible Arc clients rose from 38% to 57% while the national employment average lags at an alarming 8% for this population.

NEW PLACEMENTS

48

2013-14

61

2014-15

Guo Ren, a former intern at PG&E, takes a break from his rounds in Office Services at Intuit.

CONTINUING ED.



"The Arc gives me the support and training I need to improve my skills and achieve my goals and dreams."

Jocelyne, Arc-Project SEARCH intern grad and Office Services Assistant at Hanson Bridgett

From life skills-building to careers, The Arc's continued learning programs provide academic, vocational and life enrichment options that can evolve as needs change throughout the lifespan.

INTERNSHIP GRADS: 15 (through June 2015: PG&E & California Academy of Sciences)

INTERNSHIP GRADS PLACEMENT RATE: 96%

ARC ALLIES CLIENT-MENTOR PROGRAM GRADS: 12

ADULT ED & CAREER CLASSES AT THE ARC: 24

AFFILIATED CLASSES with CITY COLLEGE: 4

211

CONTINUING ED. STUDENTS

Clients in The Arc Project SEARCH internship polish their professional skills at the Microsoft Store Computer Lab, San Francisco.

HEALTH & WELLNESS

FY 2014-2015

CLIENTS SUPPORTED

144

FY 2013-2014

122



Health Advocates assist with:

- Medical Appointments and Communication
- Rx Management
- Follow-up & Monitoring
- Nutrition & Fitness

9,875 hours

HEALTH CARE COORDINATION

1,238

INTERVENTIONS

Provided support for:

- Health Screenings
- Vision Care
- Dental Health
- Fitness
- Podiatry
- Protective Advocacy



Kelly has senior friends and activities that keep her smiling.

FY 2014-2015

49 clients

FY 2013-2014: 53 Seniors

SENIORS PROGRAM

49 seniors stayed active and engaged on-site and in the community with us.

FY 2014-2015

80 clients

FY 2013-2014: 75 Clients

RESIDENTIAL SERVICES

80 clients received support to live as independently as possible in the community.

"FRIENDS LIKE ME" PROGRAM

WEEKLY GAME NIGHTS + THEATRE WORKSHOP	FY 2014-2015	FY 2013-2014	Increase
Number of Participants (avg.)	110	60	83%



RECREATION & ART

MONTHLY "SECOND SATURDAY" ACTIVITIES Participants (avg.) 55  
Zumba, Anti-Bullying Classes, Art & Cooking Groups

MONTHLY EXCURSIONS Ball-games, hikes, museums 45

Art Studio Sales by Artists from The Arc \$11,025

VOLUNTEERS

1,080 volunteer hours

FY 2014-2015

Regular volunteers: 15

PULSE of The Arc: 10 volunteers raised over \$11,000

Corporate and Group volunteers: 360

Lucilla (L.) from Triage Consulting with Albert, co-gardeners with our Seniors Program.

REVENUE & SUPPORT

Total: \$10,452,000

Contracts & Private Pay

\$608,900 (6%)

Fundraising, Events & Special Activities

\$1,433,600 (14%)

EXPENSES

Total: \$10,713,600

Fundraising

\$620,700 (6%)

Administration

\$1,005,500 (9%)

Rent/Other Income \$424,900 (4%)

STATEMENT OF ACTIVITIES

FY 2014-2015\*

State & Federal Funding \$7,984,589 (76%)

Program Services \$9,087,400 (85%)

\*unaudited figures

Expansion and merger exploration costs impacted The Arc's resources and precluded the balanced budget we had anticipated. While no services for clients were affected, we have taken strategic steps to ensure we complete the next fiscal year in a positive position. The complete 2014-2015 audited Financial Statements for The Arc San Francisco will be available online at [www.thearcssf.org](http://www.thearcssf.org), or contact us at (415) 255-7200.