



THE DESERT ENTERPRISE

**Second Half
issue
Jan- Jun
2019-2020**

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**Desert Haven
Wants...**



Interested in supporting the mission of DHE by employing those whom we serve, donating your time or financial resources, or joining our team as an employee...

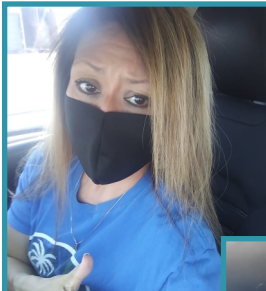
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Accredited Agency



Commission on
Accreditation of
Rehabilitation Facilities

DHE PIVOTS/THRIVES IN MIDST OF PANDEMIC



The evening of March 19, 2020 was disconcerting and surreal, to say the least, with the issuing of the "Safer at Home" order, which required the closure of all non-essential businesses and services, effective March 20, 2020 through April 19, 2020...which ultimately extended well beyond that date. Immediately, the management team returned to Desert Haven to secure the agency's facilities, vehicles, and other assets and to advise the remainder of the staff and consumers of the closure of DHE's facilities until further notice.

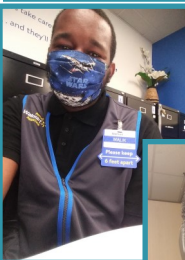


That very next day, Team DHE immediately went into action setting up home offices and beginning to meet to develop a strategy for managing operations and serving consumers through the pandemic. Within a matter of days, the team had developed a variety of means for the conduct of remote services and began introducing consumers to Zoom videoconferencing, Facebook Live, Facebook remote classrooms, and DHE's own YouTube channel, in addition to making daily phone calls, initially to touch base and to ensure their health and well-being and to offer assistance, support, and resources, as needed.

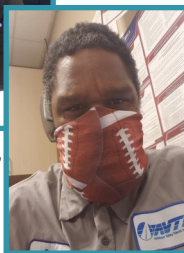
At each and every step along the way, Team DHE has risen to the occasion and has continued to provide the very best in services and supports to consumers both remotely and in person. While the Project Independence Program has continued remote services, with Instructors bringing classes "live and in-person" via Zoom to program participants, the Work Readiness Program was reopened to in-person services, starting in mid-May, as essential workers returned under strict COVID protocols to provide essential services at essential businesses considered part of the critical infrastructure within the State of California. Even in the midst of a pandemic, Team DHE continues to step up and to lean in together to ensure that the mission critical services to our consumers has not missed a single beat! Way to go, DHE!!



A THANK YOU TO OUR ESSENTIAL WORKERS



Since the beginning of the pandemic many, many DHE consumers and former consumers, employed through DHE's Supported Employment Program and those training within the Work Readiness Program, have continued to work in positions considered an essential part of the critical infrastructure of the State of California and/or the nation.



Essential Workers,
Malik Session
above, Walmart,
and Sean Wallace
at right, AVTA.

We applaud our consumers working on the front lines within the supermarket industry, the supply chain industry, and those providing essential janitorial or grounds maintenance services at a myriad of businesses throughout our community. Your efforts have supported those who are more accustomed to supporting you. For all that you have done and continue to do, we thank you!!!

How are we doing?...Keeping a finger on the pulse of our consumers

Following is a summary of performance in DHE's key program areas, based upon a review of data for the second half of the 2019-20 fiscal year:

Work Readiness Services: Off-Site Hab Crews - AV and SCV

- ✓ Sixty-two percent of consumers placed in the Work Readiness program were trained on jobs new to them.
- ✓ The availability of paid work averaged 68% for all consumers in the Work Readiness program.
- ✓ A total of twelve off-site hab crews were developed or expanded in the second half of the fiscal year.
- ✓ Two consumers obtained individual, community-based employment from the Work Readiness Program during this review period
- ✓ One hundred percent of consumers placed in the Work Readiness program expressed satisfaction with DHE's services, as did 100% of the customers utilizing the off-site hab crew service.

Community Employment Services: Supported Employment - Individual Placement

- ✓ A total of 5.1 individual placements were achieved for the second half of the year for consumers seeking community employment.
- ✓ Hourly earnings exceeded minimum wage with an average of \$13.73 per hour for consumers in individual placement.
- ✓ Two consumers transitioned into follow-along status this review period, while another transitioned into competitive employment.
- ✓ Consumers within active job search averaged 10.7 months of job seeking for the job of their choosing.
- ✓ One hundred percent of responding consumers placed in program expressed satisfaction with DHE's services, as did 100% of employers responding to the survey.

Day Training Activity Services: Project Independence

- ✓ Thirty-seven percent of consumers in the DTAC program achieved individual ISP/IPP goals.
- ✓ No (0) consumers graduated from the DTAC program into the Work Readiness Program this review period.
- ✓ Consumers in program had opportunity to participate in a total of 46 diversified, meaningful community outings, prior to the shut down of in-person services in mid-March.
- ✓ Forty-two percent of consumers in the program demonstrated skill acquisition and retention in a key area.
- ✓ One hundred percent of consumers placed in program expressed satisfaction with the services offered.

NEW JOBS WITHIN THE COMMUNITY

The following employers have recently hired consumers into regular jobs within their business:

Individual Placements

- ✓ **Enterprise Rent-a-Car** **Service Agent/Car Washer**
- ✓ **Von's** **Courtesy Clerk/Sanitation**
(40th West and L - Lancaster)
- ✓ **Walmart (10th St West)** **Day Maintenance Associate**
(10th Street West - Palmdale)

Please show your appreciation to these businesses for supporting persons with developmental disabilities in achieving their career aspirations.

NEW CREWS WITHIN THE COMMUNITY

The following companies and corporations have recently contracted with DHE for the listed outsource services within their business:

Off-Site Habilitation Crews

Antelope Valley

- ✓ **AV College - Fox Field** Janitorial Crew
- ✓ **Kensington Campus** Temp Janitorial Crew - Phase 3
- ✓ **Longhorn Pavilion Apts** Weed Abatement Crew
- ✓ **Michaels Stores** Relabel/Repack Palm Tree Crew

Santa Clarita Valley

- ✓ **Santa Clarita Plaza** Janitorial/Custodial Crew
(Newhall)
- ✓ **Pet Supplies Plus** Retail/Janitorial/Stock Crew
(Stevenson Ranch)
- ✓ **Whimby's Thrift Store** Retail Service Crew
(Canyon Country)

Please show your appreciation to these businesses for supporting persons with developmental disabilities.

STATE OF THE STATE

California State Budget Update

Without question the COVID-19 pandemic has totally upended life as we know it and the State's Budget is no exception. In fact, the Governor's May Revise definitely reflected the degree to which the budget has been decimated by the pandemic with a proposal for DEEP cuts to service providers throughout the I/DD system, over half a billion dollars in new cuts...cuts that would have equated to a 14% reduction to DHE's already reduced rates.

The economic crisis caused by the pandemic is deep. We get it! Each and every time an economic crisis has overtaken our state, the developmental disabilities community has more than done its part, taking cut after cut after cut, without ever being restored and made whole again when things have improved for the state. Fortunately, we have a band of warriors on our side in the Legislature, who have not only listened, but have taken up the fight on our behalf. As a result, the version of the Legislature's Budget provided to Governor Newsom in June did not hurt people with disabilities or their families. Both the Senate and the Assembly came up with creative ways to protect the I/DD system from additional cuts and the budget they crafted even helped to improve the lives of our consumers and their families in key ways by:

- ◇ Keeping extra funds for Early Start Therapeutic Services, Independent Living Services, and Infant Development Programs;
- ◇ Holding off on instituting additional closure days for programs and services as outlined in the Uniform Holiday Schedule;
- ◇ Rejecting new family fees (disability taxes); and
- ◇ Protecting other services, including Intermediate Care Facilities, In-Home Supportive Services, and some Medi-Cal health care benefits.

Needless to say, thanks to the literally tens of thousands of calls, emails, tweets, and faxes to the Governor, and thanks to the help of our friends in the Legislature, Governor Newsom ultimately signed a budget deal that removed all proposed cuts to services to the I/DD community for the 2020-21 fiscal year!! We will likely have another battle to wage next year, but we are thankful today!

DHE OPENS ACCELERATED WORK TRAINING PROGRAM WORK READINESS 2.0

For the past several years now, DHE's leadership has been exploring a means for creating a full-wage program for consumers participating in the organization's vocational training program. Historically, persons with disabilities, who participate in work training programs, are paid either on a piece rate system of pay (as is typically the case in sheltered workshops) or a productivity-based system of pay (as is typically the case in community-based work groups and enclaves). This system of pay is referred to as "sub-minimum wage" and is permissible for service providers and employers who hold a 14(c) subminimum wage certificate through the Department of Labor. Both the piece rate system of pay and productivity-based wage system of pay have allowed even those with the greatest challenges both physically and intellectually to work at their own pace and to earn a commensurate wage based upon the amount of work they are able to perform. However, differing schools of thought on this matter have called subminimum wages into question and multiple swipes at the 14(c) subminimum wage certificates will ultimately likely result in its demise.

Despite one's thoughts on this matter, Desert Haven has been working behind the scenes for many months to design a program that would better prepare consumers for entry-level employment and would also afford them the opportunity to earn minimum wage. With the support of North Los Angeles County Regional Center, the dream became a reality when, on May 1, 2020, the program was officially vendored and services were begun shortly thereafter. What we did not anticipate, as an added benefit, was the fact that the new program operates at a much smaller ratio of no more than 1:4, than our previous 1:6 program. For this reason, Desert Haven was able to safely re-open in-person services for essential workers enrolled in the new program.

The mission of DHE's accelerated *Work Readiness 2.0 Program* is to assist and support employment-minded/employment-bound adults with developmental disabilities to mitigate issues and barriers that might hinder long-term employability, to perform at levels generally expected and accepted by the employment community, and to refine and strengthen desired work skills necessary to make them more marketable, hireable, and competitive within the local job market. The accelerated program offers a blend of both paid and volunteer opportunities and will enhance the movement of consumers toward regular, individualized, community-based employment through intensive skills training activities, heightened expectations for performance, a more richly integrated vocational training experience, and remuneration at minimum wage.

We are excited for the opportunities for growth, development, and employment that this program offers our current consumers and will offer those who are to come... and they are thrilled for the opportunity to maintain gainful employment as essential workers in this time of great uncertainty for so many.

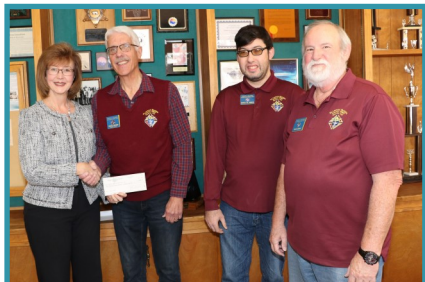
ANNUAL INSTALLATION AND AWARDS CEREMONY CANCELLED



Unfortunately, in light of the pandemic and the continuing restrictions on assembling, DHE was forced to cancel its annual installation and awards ceremony for only the second time in 42 years. The first cancellation came in 2012 due to budgetary constraints associated with the lingering effects of the Great Recession and resulting losses in contract revenue and additional losses due to rate cuts.

It is our sincere hope that come May 2021, we will again be able to assemble together to recognize and install DHE's exemplary Board of Directors and to thank those members of the community-at-large, as well as those among the ranks of Desert Haven Enterprises for their selfless and Herculean contributions toward fulfillment of our mission to serving persons with disabilities.

Sadly, this will likely not be the only cancellation of the year, as DHE anticipates also cancelling its 2020 "Viva La Fiesta" Baja Bash Fundraiser in September.



QH Knights of Columbus Come Through for DHE

Just like clockwork, our faithful friends from the QH Knights of Columbus have come through in a very big way on behalf of persons with intellectual disabilities, raising \$4,980 in a single weekend, through the annual tootsie roll drive. With an additional donation of a \$20 bill from the Grand Knight Vince Fisher, the grand total hit \$5,000.

Standing outside local supermarkets, this mighty band of brothers collected funds from hundreds of Valley residents, who demonstrated their commitment to Desert Haven and their devotion to the Knights. Over the years, the Knights have raised more than \$80,000 for DHE through the drive.

ANNUAL STRATEGIC PLANNING SESSION

Following are a few of the objectives authorized by the Board of Directors during the June 2020 Board Retreat to be pursued/achieved in the 2019-20 fiscal year:

- Re-open DHE's facilities and safely re-introduce consumers to in-person services through DHE's newly vendored Work Readiness 2.0 Program in keeping with strict COVID-related restrictions, protocols and guidelines.
- Continue to develop and improve upon remote service options for consumers continuing to shelter at home in light of the pandemic.
- Launch partnership with the AVUHSD for use of DHE's café for the purpose of food service training for transition special education students, as feasible;
- Initiate and complete vendorization process for the Paid Internship Program and for the Competitive Integrated Employment Incentive Program.

For more information regarding the strategic plan, please contact the office of the Executive Director



Desert Haven Enterprises
43437 Copeland Circle
Lancaster, CA 93535

**HAPPY ANNIVERSARY
 STAFF MEMBERS:**

| | |
|------------------------|----------|
| Martha Knight | 31 years |
| Ronnie Hofus | 29 years |
| Nancy Matherly | 26 years |
| Roberta Terry | 18 years |
| Salvador Sanchez | 15 years |
| Lucia Portillo | 15 years |
| Shareace Browne | 13 years |
| Christina Bonner | 12 years |
| Maria Campos | 12 years |
| Kristin Strait Connors | 9 years |
| Rhina Perez | 9 years |
| Maria Sanchez | 9 years |
| Cindy Ziegler | 9 years |
| Deida Hernandez | 9 years |
| Mark Franklin | 8 years |
| Ericka Pasley | 7 years |
| Martha Flores | 6 years |
| Maria Erazo | 6 years |
| Claudette Glenn | 5 years |
| Sara Segura | 4 years |
| Ruben Garcia | 4 years |
| Sarah Boyd | 4 years |
| Maribel Way | 3 years |
| Deidra Moore | 3 years |
| Lionel Mongiano | 3 years |
| Jennifer Avron | 3 years |
| Ana Hernandez | 2 years |
| Cathy Jones | 2 years |
| Anetra Cantrell | 2 years |
| Lovely Daniels | 2 years |
| Kathleen Rendon | 1 year |
| LaDonna Windham | 1 year |
| Regis Miles | 1 year |
| Tyequighae Fulton | 1 year |
| Celeste Harris | 1 year |
| Dennis Hernandez | 1 year |
| Keiola Moore | 1 year |

YOU ARE GREATLY APPRECIATED!!

"SHARE THE LOVE" EVENT

Subaru Antelope Valley to Share the Love Again with DHE

In July 2020, Desert Haven was selected by Subaru Antelope Valley for a second time to participate in Subaru's "Share the Love" program as a Hometown Charity. Entering its 13th year, during the Share the Love event, Subaru of America donates \$250 to the purchaser's choice of participating charities. Over the past twelve years of the event, Subaru and its retailers have donated more than \$170 million to a wide range of both national and local charities.

In 2019, DHE received a check for \$25,725 from CEO of LA Car Guys Mike Sullivan and General Manager of Subaru AV Sean Homayoun.

They say, "Timing is Everything"...and the timing for this blessing to come could not have been better! Thank you, Subaru AV!



CARF ACCREDITATION

DHE last participated in the CARF accreditation survey in April 2018, receiving a three-year accreditation. Interested persons may review the most recent CARF survey report by visiting Desert Haven's website at www.deserthaven.org and clicking on "About" and then on "Accreditations".

Mission Statement

Desert Haven Enterprises, Inc. is a private, non-profit organization dedicated to developing, enhancing, and promoting the capabilities of persons with developmental disabilities.

The primary objective of the agency is to enable persons served to maximize their potential to become independent, self-sufficient, and participating members of their community through pre-vocational and vocational training, independent living and community skills training, job placement, community-based employment, and supportive services.

Support DHE: Shop AmazonSmile

AmazonSmile is a simple and automatic way for you to support your favorite charitable organization every time you shop, at no cost to you.

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<http://smile.amazon.com/ch/95-6006073>

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