



Home of Guiding Hands

Annual Report 2024
www.guidinghands.org



ANNUAL REPORT

A Message from the President

Dear Home of Guiding Hands Family,

As I reflect on the past year, I write with a profound sense of gratitude and purpose. The journey we have embarked upon at Home of Guiding Hands (HGH) has been one of transformative growth, deepened community ties, and an unwavering commitment to the individuals and families we serve.

This year marked a significant milestone in our organizational development as we fully embraced the Entrepreneurial Operating System (EOS). This holistic system has been instrumental in strengthening accountability, increasing transparency, and enhancing our operational efficiency.

One of the most heartwarming highlights of the year was our 2024 Gala. The event not only celebrated our achievements but also underscored the power of community and the spirit of giving.

At HGH, we measure success not just by the funds we raise or the efficiency of our operations, but by the real, positive changes we see in the lives of our clients. This year, we witnessed numerous stories of empowerment, moments of joy, and milestones of independence that our clients achieved.

While we have many successes to celebrate, we also face challenges. This year, the delay in state funding has impacted our operations. Originally promised funds have been postponed, affecting not only our organization but the broader community we support. This development makes your continued support even more crucial. It enables us to maintain the quality and breadth of our services amid financial uncertainties.

Your ongoing partnership and support are vital to our mission. Together, we can continue to make a meaningful difference, navigating any challenges that come our way with resilience and hope.

Thank you for your trust, your generosity, and your commitment to Home of Guiding Hands. We are excited about what lies ahead, and we are honored to have you with us on this journey.

With deepest gratitude,



Edward Hershey
President & CEO



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*deceased

HGH Client Social Club: Where Fun is Number One!

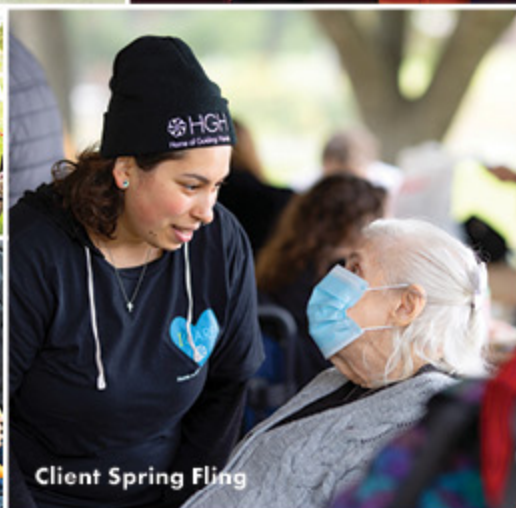
At the Home of Guiding Hands, we believe that a vibrant social life is essential to the well-being of our clients. The HGH Client Social Club, thanks to the generosity from Bob Carne, The Foundation for Developmental Disabilities and the Rancho Sante Fe Rotary, guided by the motto "Where Fun is Number One!" is at the center of this vision. The club's mission is to build and support community through social activities, empowering clients to actively participate in planning events that are meaningful and enjoyable to them.

Meeting weekly, the HGH Client Social Club is a dynamic group where clients of all ages and abilities, employees, HGH supporters, community volunteers, and donors come together to bring incredible events to life. From small, personalized art classes to large-scale celebrations, our clients are proud to have a voice in the planning process, and their passion shines through in every event.

The Club's first big event was the inaugural Halloween-themed "Monster Mash" in October 2023, which set the tone for the fun and creativity that defines their gatherings. Following this, February's "Love, Laugh, and Brunch Ball" was a Valentine's celebration to remember, showcasing the Club's ability to outdo themselves with each new event. In March, the Club launched their now-popular monthly Bingo Nights, complete with prizes and mocktails, creating an atmosphere of joy and friendly competition.

As spring blossomed, May brought the Client Spring Fling at Santee Lakes, a day filled with laughter, outdoor activities, and a strong sense of community. The excitement continued to build as the Club began rehearsals for the agency-wide Talent Show in late July, where clients had the opportunity to showcase their unique talents on stage.

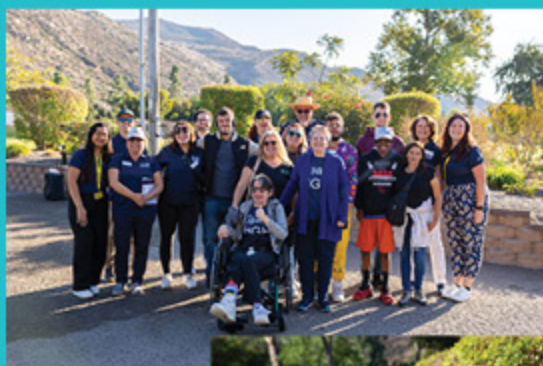
Looking ahead, the HGH Client Social Club has a vision that reaches far beyond our walls. From attending Padre games and concerts to exploring other fun-filled activities in the community, the sky's the limit for what this group can achieve. The Club's commitment to creating memorable experiences is unwavering, and there is much more in store for the future.



Stay tuned as the HGH Client Social Club continues to lead the way in bringing people together and making every moment count. Their journey is just beginning, and we cannot wait to see where their passion and creativity take them next!

This year was packed with amazing events that united our community in support of HGH!

We began on August 10th which saw our lively pub crawl in **North Park**, where over 100 attendees enjoyed craft beers and camaraderie across three local breweries. The event was a hit, raising over \$10,000 to support our mission.



Then, our **41st Annual Golf Tournament**

was held on October 27th at Singing Hills Golf Course, where

golfers of all skill levels joined together for a day of friendly competition and fun, further supporting our programs and services.



Next, on March 2nd, we enjoyed our **14th Annual Randy Jones Run/Walk & Roll for Independence**, where over 200 participants braved the rain to show their dedication to HGH and the IDD community, making it a day full of magic and togetherness.



Finally, on April 27th, we celebrated our **50th Annual Gala, "Glitz & Glam,"** at the Pendry Hotel in Downtown San Diego. With more than 300 guests, we raised over \$500,000 for our programs. The night featured a cocktail hour, dinner, dancing, and vibrant music, making it an unforgettable evening.

David's Journey with Home of Guiding Hands

David's progress over the last six months has been nothing short of remarkable. Through the support and care provided by Home of Guiding Hands (HGH), David has achieved significant milestones that have greatly enhanced his quality of life.

David has been actively participating in a variety of community outings, where he has explored new environments and engaged with his peers and staff. Some of the highlights of his adventures include:

- Exploring the beauty of Big Bear
- Enjoying the thrills at Universal Studios
- Touring the historic USS Midway, where he particularly enjoyed climbing the stairs
- Strolling through the vibrant Sea Port Village
- Watching movies with friends
- Showing off his bowling skills

These experiences have not only expanded David's world but have also strengthened his connections with others. He has been spending more quality time with his family, joining in on family gatherings, outings, and even enjoying overnight visits.

In addition to his social achievements, David has also excelled in his work life. He now holds a job where he gains valuable experience working in



different environments daily. Some of the places David has contributed his talents include Joann's Fabrics, a local pizza shop, and REI. His teacher has shared with us that David is rapidly learning new tasks and is becoming increasingly independent.

Perhaps the most profound change in David's life is his newfound independence and the reduction of self-injurious behaviors, which have been a part of his life since he was four years old. Before coming to HGH, David required constant supervision due to frequent self-injurious behaviors that were tracked daily. However, thanks to the dedicated staff at HGH, David has made tremendous progress. After just two years with us, these behaviors have stopped, allowing David to remove the protective helmet he had worn for years.

David now takes pride in completing daily tasks like doing laundry and washing dishes, which have bolstered his confidence. His joyful spirit is evident in the laughter and social interactions he now shares with those around him. David's journey with HGH is a powerful reminder of the impact that compassionate care and support can have on individuals with intellectual and developmental disabilities. His story is one of hope, resilience, and triumph.

3 THINGS THAT MAKE US UNIQUE

- 1. History:** Over 55 years of quality service, long-standing agency, positive reputation.
- 2. Exceed min. requirements:** We go above and beyond basic regulations to provide the best experience for our clients.
- 3. Family:** We are a family to our clients, providing the care and support they need to be successful.

MARKET STRATEGY**Donors****Government relationships****Clients and families****Job seekers****Vendor relationships****Internal support departments**

AND WHERE WE'RE GOING.

TRACTION ORGANIZER (VTO)

OUR CORE VALUES

Innovation We encourage creativity and innovation because we believe that by striving for more efficient and effective ways of doing things, we can achieve exceptional results.

Collaboration We believe that working together collaboratively is the foundation of a culture that values teamwork, communication, and cooperation. This belief is central to every part of our business.

Accountability We take responsibility for our actions and for delivering on our commitments. We believe that by being transparent and accountable, we build trust and maintain the respect of our stakeholders.

Respect We treat everyone with respect and dignity. We value inclusivity and believe that by upholding a culture of respect, we can foster a positive and supportive work environment.

Empathy We value empathy and understanding in all our interactions. We seek to understand the perspectives and needs of our colleagues, clients, and stakeholders, and meet them with kindness and compassion.

OUR CORE FOCUS

Improve the lives of those we serve.

Support and strengthen the abilities of people within our communities.

7 YEAR TARGET

2029-2030

- Clients Served 15,000
- \$70,000,000 annual revenue
(\$5,833,333 average per month)
- \$21,000,000 diversified revenue





Spotlight on Family: Celebrating Cathleen Clark and the Enduring Impact of Home of Guiding Hands

At Home of Guiding Hands (HGH), we believe that our strength lies in the profound connections that form between our clients, their families, and our dedicated staff. These connections are not just built on trust but are deeply rooted in a shared commitment to creating a nurturing and empowering environment for all who are part of the HGH community. Here, we are privileged to share the remarkable story of the Clark family whose unwavering support, love, and dedication have left an indelible mark on HGH and the life of their beloved Cathleen Clark.

Cathleen's journey with HGH began when she was just 14 years old, a time when the organization was located on the Los Ranchitos Road campus. For the Clark family, choosing HGH was not merely a decision; it was a lifeline - a place where they felt Cathleen would be safe, cherished, and understood.

As Cathleen settled into her new home in the community, the bond between her family and HGH began to grow, nurtured by the caring and attentive staff who quickly became an extension of the Clark family. The transition, though emotionally challenging, was made easier by the reassurance that Cathleen was surrounded by people who truly cared about her well-being.

Over the years, the relationship between the Clark family and HGH deepened, evolving into something far more profound than they could have ever imagined. Cathleen lived at HGH for 30 years, from the tender age of 14 until her passing at 44. During this time, HGH became her home, a place where she felt truly seen, heard, and valued. The staff at HGH, many of whom had worked with Cathleen for years, knew her not just as a resident but as a unique individual with her own personality, quirks, and joys.

Cathleen's story is one of joy, growth, and fulfillment, made possible by the love and support she received at HGH. She formed close friendships with her housemates, relationships that brought her immense happiness and a sense of belonging.

The Clark family became active supporters of the organization, participating in various events such as the annual Run/Walk and Gala. For the Clarks, these events were not just about fundraising; they were about giving back to an organization that had given them so much. "We know our donations are doing good," Carolyn shared. "Home of Guiding Hands is so well run. There is no organization providing the level of care that HGH does."



Cathleen Clark

For the Clark family, supporting HGH also meant advocating for other families with special needs. The Clarks understand the anxiety and fear that many families feel when considering the future of their special needs loved ones. "It is a place where clients thrive," Steve Gates emphasized. "The resources and support offered by HGH exceed what we could provide on our own." This peace of mind was not just about knowing that Cathleen was well cared for; it was about knowing that she was living a life filled with dignity, respect, and joy.

Cathleen's legacy extends beyond her life at HGH. In an act of incredible generosity and selflessness, Cathleen became

Thank you for Giving

At the heart of this organization are the men, women, and children we so proudly serve. HGH would not be what we are today without your unwavering generosity and your time and dedication to supporting our mission. This list reflects gifts of \$1000 or more for July 1, 2023 – June 30, 2024.

Judith Anderson
 Jo Ann and Joseph Ascitutto
 Kathryn and John Barber
 Alfred Barrack
 Daniel Barrack
 Linda Bennett
 Linda E. Bethel
 Michael Blackwell
 Larry Bloom
 Yvonne and Jeffrey Bloom
 Marcy and Isaac Blumberg
 Marisa' and Cassidy Boelk
 Mary and Paul Botte
 Susan and David Bowers
 Boys and Girls Foundation
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 Sherry and Larry Delsen
 Mary and Rick Doremus
 Dowling & Yahnke
 Lynne and Stephen Doyle

Daniel Earnest
 Ursala and Kirk Ehrhart
 Endeavor Bank
 Joel Esrig
 Lauren Fishman
 Jean Fletsch
 Foundation for Developmental Disabilities
 Charles Frasier
 Richard Frelke
 Alma Gallardo
 Sophia Gallardo
 Carolyn and Steve Gates
 Lindy and Steve Goble
 Grapevine Giving Foundation
 Alec Grollman
 Grossmont Healthcare District
 Gustave Klaas Trust
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 Donetta and Steve Hoefler
 Lara Hoefler Moir
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 Frank Husson

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 Imperial Valley Respite
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 RSVP Weddings & Events
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 Jerome Ryan
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 Pauline and Robert Scott
 Stephen Shedd
 Sandy and Robert Shugert
 Alyssa Slater
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 St. Madeleine Sophie's Center
 Rory and Monica Staiger
 Pamela Starmack
 Stater Bros. Charities
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 James Stieringer
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 Sherri Summers
 Sycuan Casino & Resort
 The Heramb Charitable Foundation
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 Dean West
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 Andrew Williams
 Liane and Jason Wilson
 Rachel and Jesse Wood
 Dale Yahnke
 Jennifer and Trevor Yates
 Shally Zomorodi
 Bruce Entezam

We apologize for any errors and extend our deepest gratitude for any support that may have gone unrecognized.

FINANCIALS

2023-2024 HOME OF GUIDING HANDS REVENUE

Residential ICF Homes	\$13,763,215.00	40.46%
HUD Income	\$151,571.00	0.45%
Residential CCL Homes	\$4,036,543.00	11.87%
CLP, AFHA, Life Planning, Tailored Day, and FMS	\$1,279,944.00	3.76%
ECE, IDA, & Early Start	\$2,843,259.00	8.36%
Respite	\$6,298,829.00	18.52%
Transportation	\$1,649,852.00	4.85%
Other	\$108,326.00	0.32%
Contributions, Grants, and Special Events	\$2,127,633.00	6.25%
Rental	\$64,684.00	0.19%
Investments	\$1,695,151.00	4.98%
Total	\$34,019,007.00	100.00%

2023-2024 HOME OF GUIDING HANDS EXPENSES

In Kind	\$66,520	0.20%
Community Outreach and Special Events	\$439,547	1.35%
Program Salaries and Related	\$22,759,969	69.93%
Supplies	\$946,921	2.91%
Purchased Services	\$1,110,662	3.41%
Travel And Transportation	\$1,196,065	3.67%
Interest Expense	\$136,281	0.42%
Facility	\$2,091,589	6.43%
Other Expense	\$312,596	0.96%
Depreciation	\$676,207	2.08%
Admin Salaries and Related	\$2,810,540	8.64%
Total	\$32,546,897	100.00%

OVERALL EXPENSES

Program Services	82.8%	\$26,936,528
General Admin	14.2%	\$4,630,620
Fundraising	3%	\$980,576

Total Clients Supported

YEAR ENDING JUNE 30, 2024

2,627	Infant Development Assessments (IDA's)
1,087	Respite
335	Early Childhood Infant Education (ECE's)
192	Transportation
133	Intermediate Care Facilities – H Home
115	Life Planning
56	Early Start Therapies
56	Early Start (EST)
43	Community Living Program
33	Community Care Licensed Homes
19	Tailored Day
14	Adult Family Home Agency
8	Financial Management Services (FMS)

4,718 TOTALS

Upcoming Events

▶ 15th Annual Randy Jones' Run, Walk & Roll for INDEPENDENCE

Saturday, February 1, 2025

9:00am Event Begins (Registration Begins at 8:00am)
De Anza Cove, Mission Bay, San Diego

Join us on beautiful Mission Bay to help raise crucial funds for the invaluable programs and services provided by Home of Guiding Hands.

RANDYJONESRUNWALK.ORG

▶ 51st Anniversary Gala

Saturday, May 3, 2025

Pendry San Diego, 550 J Street, San Diego

Prepare to step into a world of elegance and purpose and help us improve the lives of those we serve.

HGHGALA.ORG

▶ Charity Golf Classic

Friday, October 10, 2025

9:00am Shotgun Start (Registration Begins at 7:00am)
Singing Hills Golf Club at Sycuan, Oak Glen Course
3007 Dehesa Road, El Cajon, CA

Enjoy playing 18 holes of golf and take pride knowing you are helping to support individuals with intellectual and developmental disabilities.

HGHGOLFCLASSIC.ORG

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Home of Guiding Hands

Serving the Special Needs Community for Over 55 Years
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Home of Guiding Hands

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