



# ANNUAL REPORT 2025

**Fontana Resources *at* Work**

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# EXECUTIVE DIRECTOR REPORT

## Strategic Highlights

### Programs

- Community Integrated Training Program is thriving & growing. All of the Group Leaders are providing quality services in the community, and all participants are enjoying the daily services provided. Volunteering at local church & animal shelter. Discovering the Inland Empire's notable educational sites.
- Adult Work Experience is growing, offering our participants an array of opportunities at various employment establishments. (See below).
- Transportation is growing, good clientele transporting to day service program & contract work sites. FRW drivers continue to work hard to ensure no interruption in transporting services.

## Financial Highlights

Fontana Resources at Work FY2025 Audit on file. Viewable upon request. (Financial condensed report pg. 10.)

**“Coming together is a beginning. Keeping together is progress. Working together is success.” –Henry Ford**

## Operating Highlights

FRW continues to address the needs of our participants and the future of services. We have made huge steps in moving in the direction of full community-based services.

Management & staff have participated in multiple opportunities to further employment and community participation. Although staffing remains a challenge, it has improved over the past year. FRW has still been able to maintain all programs without interruptions or a waiting list. Dedicated staff, including managers, have stepped up to cover other jobs

With the recent rate study, the last installment was installed first part of 2025. There is still a lot of work to do to keep legislation moving in the right direction to enhance programs across the board. FRW has been involved with the coalition to champion the IDD population at the state level every year & pursuing local government to get FRW known throughout the Inland Empire.

FRW is taking the following steps in the achievement of its goals.

- Looking for contract opportunities to increase revenue to enhance services for its participants.
- New vehicles to swap out for current aging vehicles.
- Continuing to seek additional program opportunities to better serve our participants.

**Joe Varela,**  
Executive Director  
FY 2025

# OPERATIONS REPORTS

## Human Resources Annual Report 2024-2025

As we reflect on the past year, I am proud to share the progress and resilience demonstrated by our team and the entire organization. 2024-2025 was a year of transformation, marked by strategic hiring, enhanced employee engagement, and a renewed focus on diversity, equity, and inclusion.

We welcomed 16 new team members across departments, streamlined our onboarding process, and launched a new training program that has already shown promising results. Our employee engagement survey revealed a 35% increase in satisfaction, a testament to our commitment to fostering a supportive and inclusive workplace.

We also prioritized well-being, expanding mental health resources and introducing flexible work arrangements that better align with our employees' needs. These initiatives have contributed to a 15% reduction in turnover and a stronger sense of community across our teams.

Looking ahead, we remain committed to aligning our people strategy with the organization's mission and values. We will continue investing in talent development, data-driven decision-making, and a culture that empowers every employee to thrive.

Thank you to all our employees for your dedication and to our leadership for their continued support. Together, we are building a workplace where everyone can grow and succeed.

Rodger Stott

Human Resources Manager

FRW

## 2024-2025 Annual Report

### Employment Services - Contracts - Transportation

This past fiscal year, we continued to face the challenge of maintaining quality staff. However, through excellent team effort, Fontana Resources at Work (FRW) has remained committed to delivering high-quality services to our participants.

Employment Services supported a total of 11 participants through both Direct Placement and Individual Placement programs. Additionally, 9 participants were served under the Adult Work Experience program.

#### Contracts:

FRW experienced the loss of the Wildwood Rest Area janitorial contract, one of our Department of Transportation agreements, due to state budget restrictions. Despite this, FRW continues to operate successfully under the following agreements:

- 1 Federal Contract
- 2 State Contracts
- 1 County of Riverside Contract
- 1 Commercial Contract

#### Transportation:

Our transportation department, supported by a fleet of 14 vehicles, provided door-to-door services for 39 participants throughout the year.

FRW remains focused on strengthening our services and actively pursuing new contract opportunities to increase both impact and revenue.

Respectfully submitted by,

Paul Porter  
Sr. Program Manager



**FRW Fleet**

**5 Fusions, 1 Explorer, 1 Escape, 2 F-150**

**1 Transit Cargo Van, 2 Transit Vans, 2 Transit Connect**

## Production 2024-2025

Fiscal year 2024-2025 has been a challenge, with no badge contracts due to an overabundance of supply at DLA supply depots. We are currently seeking Ability One & Non-Ability One contracts to increase our revenue. Local Chamber of Commerce functions are being attended in hopes of finding opportunities for our participants.

Danny Cervera,  
Production Manager

## CALIFORNIA



Over  
400,000  
Individuals  
Served

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## 2024-2025 Annual Report

### Community Training Program (CTP)

The Community Training Program (CTP) began the year with 28 participants and has grown steadily to currently serve 40 participants. Our goal is to expand further and reach 50 participants by the end of December 2025.

Employment Services has made significant strides this year, successfully assisting two CTP participants in securing community-based employment:

- One participant was hired by the Rancho Cucamonga Quakes to work at their concession stand.

- Another participant secured a position as an usher at AMC Theatres.

In addition, five more participants are actively working with our Employment Services team to explore job opportunities in the community.

CTP continues to maintain and grow relationships with several community partners, providing meaningful training and volunteer experiences for participants. Current partners include:

- Olive Branch
- Upland Animal Shelter
- GHH Ministries a local thrift store
- Various local merchants

These partnerships are critical in supporting our mission to provide inclusive, hands-on training and community engagement opportunities.

Submitted by:  
Danny Cervera  
CTP Manager



# FINANCIAL STATEMENTS

## Statement of Financial Position

**FONTANA RESOURCES AT WORK**  
**STATEMENT OF FINANCIAL POSITION**  
**JUNE 30, 2025**

**ASSETS**

**CURRENT ASSETS**

|                      |                  |
|----------------------|------------------|
| Cash                 | \$ 204,558       |
| Investments          | 2,063,732        |
| Accounts receivable  | 143,617          |
| Total Current Assets | <u>2,411,907</u> |

**PROPERTY AND EQUIPMENT**

|                                |                  |
|--------------------------------|------------------|
| Property and equipment         | 564,761          |
| Less: accumulated depreciation | <u>(482,171)</u> |
| Total Property and Equipment   | <u>82,590</u>    |

**TOTAL ASSETS**

\$ 2,494,497

**LIABILITIES AND NET ASSETS**

**CURRENT LIABILITIES**

|                           |               |
|---------------------------|---------------|
| Accounts payable          | \$ 7,356      |
| Accrued payroll           | 28,274        |
| Accrued vacation          | 32,552        |
| Total Current Liabilities | <u>68,182</u> |

**NET ASSETS**

|                            |                  |
|----------------------------|------------------|
| Without donor restrictions | <u>2,426,315</u> |
|----------------------------|------------------|

**TOTAL LIABILITIES AND NET ASSETS**

\$ 2,494,497

### Opinion

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Fontana Resources at Work as of June 30, 2025, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

# BOARD OF DIRECTORS

## OFFICERS

David Canfield, President  
Zack Stewart, Vice President  
Dolores Armstead, Treasurer  
Artina McIntosh, Secretary

## DIRECTORS

Draymond Crawford  
Richard Granados  
Alison Bracy  
Amy Malone  
Lisa Gilbert

## AFFILIATIONS

AbilityOne  
California Disability Services Association  
SourceAmerica

## VENDORING/ACCREDITATION

CARF  
California Department of Rehabilitation  
Department of Developmental Service  
Inland Regional Center



# STAFF

Joe Varela, Executive Director

Marina Chacon, Finance

Rodger Stott, Human Resources Manager

Roxanne Alvarez, Receptionist

Paul Porter, Sr. Program, Contract & Resources Manager

Amanda Mora, Job Developer

Sara Ibanez, Case Manager

Danny Cervera, Community Programs Manager

Group Leaders

Danny Cervera, Production Manager

## COMMUNITY PARTNERS

Fontana Chamber of Commerce  
Inland Empire Regional Chamber of Commerce

## EMPLOYERS

Allard Engineering  
Amazon  
California Department of Food and Ag  
California Department of Transportation-CalTrans  
CW Resources - March Air Force Base  
Defense Logistics Agency - Troop Support  
Ring Can Corporation  
Riverside County Fleet Services  
SunEarth  
TJ Maxx  
Trauma & Healing Foundation  
United Parcel Service  
U.S. Army Reserve - Thrall Hall  
Olive Branch  
Upland Animal Shelter  
GHH Ministries a local thrift store  
Various local merchants