



FONTANA RESOURCES AT WORK

ANNUAL REPORT

2026



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EXECUTIVE DIRECTOR REPORT

Strategic Highlights

FRW successfully relocated its operations to Rancho Cucamonga while maintaining uninterrupted services for participants. The transition supports continued growth in community-based programming, employment services, production and transportation.

The Community Training Program expanded to 50 participants, with a goal of serving 70. Community-based learning, volunteer placements and individualized skill development remain priorities.

Employment and contract opportunities expanded through two Caltrans litter abatement crews, federal and county contracts, the Army badge production project and new commercial fulfillment work.

FRW continues to implement its 2025–2028 Strategic Plan, emphasizing employment opportunities, community integration, reliable transportation and continuous quality improvement.

Financial Highlights

Fontana Resources at Work FY2026 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

Operating Highlights

The relocation to 10532 Acacia Street, Suite B-11, Rancho Cucamonga, was completed while programs and transportation services continued without interruption. FRW also expanded its operating space to accommodate production and fulfillment activities.

Employment Services currently supports 18 participants, including 8 in work groups and 10 in individual placements. FRW operates two Caltrans service-yard assignments and two litter abatement crews, while continuing federal, county and commercial contract services.

Transportation added four vehicles, bringing the fleet to 16 vehicles, and is authorized to provide door-to-door transportation for 58 participants.

The Community Training Program reached 50 participants and continues to build practical life skills, volunteer partnerships and community participation. Production work includes the 70,000-piece military badge contract and commercial flower assembly.

FRW maintained its focus on staff training, regulatory compliance, safety and service quality. Human Resources reported 27 additions, 16 departures and zero reported accidents during the 2025–2026 reporting period.

Continuing Priorities

Strengthen employee retention and training; develop sustainable contract and employment opportunities; expand CTP participation; maintain dependable transportation; and implement organizational quality-improvement objectives.

HUMAN RESOURCES ANNUAL REPORT

2025-2026 Human Resources Annual Summary

During 2025-2026, the Human Resources Department at Fontana Resources at Work remained committed to supporting the organization's mission by recruiting, developing, and retaining a dedicated workforce serving adults with disabilities. HR successfully filled key positions, strengthened onboarding and orientation processes, administered employee benefits, and ensured compliance with federal, state, and organizational policies. Throughout the year, employees participated in essential training programs, including workplace safety, First Aid, ethics, harassment prevention, and client rights, helping to maintain a safe, knowledgeable, and compliant workforce.

With 27 additions and 16 departures in this period, our annual turnover rate stands at 32%.

In addition to supporting employees through performance management, employee relations, and recognition programs, HR continued to enhance workplace safety through ongoing training, safety meetings, and regulatory compliance initiatives. This training resulted in zero reported accidents. The department also updated HR policies and procedures, improved recruitment strategies, and expanded professional development opportunities for supervisors and staff. Looking ahead, Human Resources remains focused on increasing employee retention, strengthening leadership development, improving employee engagement, and supporting the continued growth and success of Fontana Resources at Work while fostering a positive, inclusive, and mission-driven workplace.

Rodger Stott

Human Resources Manager

EMPLOYMENT – CONTRACTS – TRANSPORTATION

2025–2026 Employment Services – Contracts – Transportation

This fiscal year FRW faced challenges, particularly the relocation of the program. Through the efforts of the team, the relocation was successful. FRW continues to work on recruiting and retaining quality staff.

Employment Services

Employment Services currently supports 18 participants: 8 in work groups and 10 in individual placements.

Contracts

FRW continues to serve state and federal contracts. The Thrall Hall Army Reserve Barracks contract was renewed. California Department of Transportation work includes two service yards and two litter abatement crews. FRW continues services for Riverside County Fleet Services and the commercial SunEarth Solar contract.

Transportation

FRW added four new vehicles to its fleet, bringing the total to 16. FRW is currently authorized to transport 58 participants door to door.

Fontana Resources at Work remains focused on strengthening quality services and pursuing additional contract opportunities for the benefit of program participants.

Respectfully submitted,
Paul Porter
Senior Program Manager

COMMUNITY TRAINING PROGRAM & PRODUCTION

Community Training Program (CTP) 2026

The Community Training Program started with 38 participants and is currently at 50 participants. Our goal is to serve 70 participants by the end of the year.

The main mission of CTP is to help individuals learn everyday life skills. These skills include money development, budgeting, exercise, working on prevocational skills, socialization, and advocating for oneself. Participants are asked what they would like to work on, and progress is documented in daily progress notes. Participants work on community engagement by volunteering in places such as the MCC Thrift Store, Upland Animal Shelter, the community garden, and Olive Branch Food Pantry. Individuals learn to work well with others by volunteering as tasks are done in groups. In addition, participants explore new locations such as art/history museums, sports games, botanical gardens, different cultural stores, and downtown areas. The participants learn of the different rules in diverse settings such as speaking in a lower tone in a museum in comparison to a sports stadium. Learning is hands on, with one group leader to every three participants. Participants not only form connections with peers and staff, but also with individuals out in the community.

In regard to Employment Services, it has been noted by outside parties that it is difficult to ascertain between participant and job coach. Participants learn the full scope of their employment with the job coach as helpful support. The job coach encourages the participant to assimilate to their work culture and to advocate for themselves to supervisors. There are individual placements in a Solar panel company, car detailing post for the county, AMC theatres, Baker's etc. There are three supported employment groups, one being a janitorial crew and two Caltrans groups. The janitorial crew contains three participants. The Caltrans groups have six individuals, and they clean trash from the freeways. Employment opportunities can also be found in the production aspect of CTP, such as the current badge and flower contract.

Production 2026

The military badge contract began in 2026 and has a time constraint of 3 months with 70,000 pieces. Participants work in different tasks such as wiring, cutting the wire, mounting the pin, labeling, bagging, and sealing the bags. Tasks are distributed through a strength-based lens, with participants given tasks that best suit them. For example, one participant is the fastest sealing bags. The other contract is the flower contract for Cosmetic Industries Inc. which began in June 2026. Participants sort flowers in groups of 10 and then place the flowers in bottles. Participants work in a group and will be preparing 25,000 nail polish bottles per month.

Danny Cervera – Community Services / Contract Manager

FINANCIAL STATEMENTS

**FONTANA RESOURCES AT WORK
STATEMENT OF ACTIVITIES
FOR THE YEAR ENDED JUNE 30, 2026**

	<u>Unrestricted</u>
REVENUES	
Contracts	\$ 412,461
Client fees	1,692,687
Grants	29,108
Fundraising, net	2,575
Investment income	186,668
Interest and dividend income	20
Other revenues	<u>9,342</u>
Total Revenues	<u>2,332,861</u>
EXPENSES	
Program Services	1,971,418
Management and General	<u>232,075</u>
Total Expenses	<u>2,203,493</u>
CHANGE IN NET ASSETS	129,368
NET ASSETS- BEGINNING OF YEAR	<u>2,426,315</u>
NET ASSETS- END OF YEAR	<u><u>\$ 2,555,683</u></u>

FINANCIAL STATEMENTS

FONTANA RESOURCES AT WORK
STATEMENT OF FINANCIAL POSITION
JUNE 30, 2026

ASSETS

CURRENT ASSETS

Cash	\$ 176,711
Investments	1,962,384
Accounts receivable	342,877
Total Current Assets	<u>2,481,972</u>

PROPERTY AND EQUIPMENT

Property and equipment	685,545
Less: accumulated depreciation	<u>(509,883)</u>
Total Property and Equipment	<u>175,662</u>

OTHER ASSETS

Prepaid rent	6,365
Security deposit	5,332
Right-of-use lease asset	327,032
Total Other Assets	<u>338,729</u>

TOTAL ASSETS	<u><u>\$ 2,996,363</u></u>
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LIABILITIES AND NET ASSETS

CURRENT LIABILITIES

Accounts payable	\$ 21,780
Accrued payroll	46,790
Accrued vacation	45,078
Lease liability current portion	78,290
Total Current Liabilities	<u>191,938</u>

LONG TERM LIABILITIES

Lease liability less current portion	<u>248,742</u>
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TOTAL LIABILITIES	<u>440,680</u>
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NET ASSETS

Without donor restrictions	<u>2,555,683</u>
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TOTAL LIABILITIES AND NET ASSETS	<u><u>\$ 2,996,363</u></u>
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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, 2026, 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 Gonzalez, Finance Manager

Rodger Stott, Human Resources Manager

Sophia Arce, Receptionist

Paul Porter, Sr. Program, Contract & Resources Manager

Brittney Morgan, Job Developer

Sara Ibanez, Case Manager

Danny Cervera, Community Programs/ Production Manager

Group Leaders

Drivers

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