



2019-2020 Arts for All, Inc. Annual Report

Accessibility – We are committed to accessibility in the arts in all of our projects, classrooms, workshops and productions by having adequate wheelchair seating, audio description, Braille materials, and sign language interpreters. We successfully employed fifteen persons with disabilities during the past year and supported their employment/service through equipment purchases, audio description, Braille materials and reasonable accommodations.

Administration – This year had four full-time administrative staff – executive director, assistant director, administrative assistant and accountant. The Director of Human Services supervised the adult and children programs until resigning in May 2020. The Director of Human Services was responsible for recommending for hire, training, supervising and evaluating direct care staff (direct support professionals) as well as coordinate the services for adults and children. This position was vacant for the remaining months of the year. Full-time employees received paid holidays, vacation and sick leave as well as health insurance, retirement, life insurance and elective benefits. We have just completed our eighth financial audit with Jennifer Phillips, CPA, LLC. There was no reduction in staff salaries or wages during this fiscal year.

Adult Dance Company – The Dance Company was under the co-leadership of Victoria Arredondo and Reness Nasca until March 2020 when most of the dancers and leaders chose to stay home due to COVID-19. Their performance venues included Summer Arts Talent Show at Pima Community College’s Center for the Arts, Leaps for Lives Concert at DeMeester Outdoor Performance Center, and Zuzi’s No Frills Concert.

Arts – We have showcased our visual arts at community venues including Tucson Police Department, Banner Family Medicine Clinic, and Joel D. Valdez Main Library. Greeting cards and prints were sold throughout the year. Discount tickets were available to adults and children through the generosity of Broadway in Tucson for their Saturday matinee productions and Arizona Theatre Company’s student matinees.

Board and Board Development – The Board actively discussed priority needs to integrate with a larger organization throughout the year. At the end of the year June 30, 2020 there were eight board members and seven advisory board members. The 2017-2019 Strategic Plan was not revised this year due to the concentration on an integration strategy for the future of Arts for All. In March 2018 the Board contracted to work with Anne Maley of Anne Maley Consulting to help explore the possibility of strategic partnerships and future planning. Anne Maley continued to work with our organization for the first half of the year.

Building – This is the 19th year in our own arts center that was purchased in 2000, renovated in 2001 and occupied in 2002. Current building needs include replacing flooring throughout the center, painting the exterior of the center, repaving the parking lot and additional parking lot lighting. We had a professional building inspection done by Pacific Northwest Consulting LLC on March 13, 2018 and in the summary they wrote “In our opinion, the remaining useful life of the building could be considered indefinite with the timely maintenance, competent on-going management and adherence to standard maintenance and capital improvement schedules”.

Day Program – Our Day Treatment and Training Program started in 1998. Fifty-seven adults with disabilities were enrolled and an average of twenty-four adults attended on any given day. This was down from thirty in 2018-2019 due to COVID-19 in the last four months of the year. Some of the adults

needed 1:1 or 1:2 ratios of staff to participants for their care. This staff to participant ratio allowed the individuals to receive the personalized attention that they need. The arts are the framework for their day. The participants enjoyed community outings, arts, cultural and recreational activities until March 2020. Monthly community dances hosted by Arts for All, Inc. were enthusiastically attended by participants from other day programs until COVID-19 curtailed this monthly event. The haunted house on Halloween was a lot of fun and held in conjunction with the monthly October dance. L.A.T. (laser art technique) continued to excite participants and a point to point system has also been developed for those who are able to describe to the tracker exactly what they want to paint. There were four private pay participants who attended the day program (one came for private art lessons, and three for day program activities). Partial scholarships were provided to four participants who needed financial assistance to go on field trips. Most of the adults who participated in the day program were funded through Arizona Department of Economic Security/Division of Developmental Disabilities.

Demographics –

DEMOGRAPHICS COMPARISONS 2013 – 2020								
CATEGORY	2013	2014	2015	2016	2017	2018	2019	2020
# of participants	268	229	207	189	209	206	252	156
# of adults	50	47	46	41	40	43	47	57
# of children (2-22)	218	182	161	148	169	163	205	99
# with disability	151	141	127	111	130	144	183	114
# of adults	50	47	46	41	40	43	47	57
# of children (2-22)	101	94	81	70	90	101	136	57
# from low income homes	223	201	170	161	176	175	204	123
# of adults	38	47	45	40	38	43	47	56
# of children (2-22)	185	154	125	121	138	132	157	67

Direct Support Professionals – Direct Support Professionals (DSP) were trained and worked in the out-of-school time, day program, summer and winter arts camps and provided personal care, respite, employment support aide (ESA) and transportation services. They were trained by staff and other community professionals. This year we trained 2 new direct support professionals for the day program and 4 were retained from the previous year. Continuing education/training is an important aspect of employment at Arts for All, Inc. and the 20 hours/year requirement by Childcare Licensure was adhered to throughout all departments.

Fundraising – Grants were received from ARC/ADDPC, Arizona Commission on the Arts, Kroger, Landsburg Foundation, Levelor Foundation, OneAZ Credit Union, Target and Zia Enterprises. This was our 29th year of funding from Arizona Commission on the Arts. Foundations, corporations, board members and individual donors continued to support our organization. The Board sponsored the yearly annual appeal letter. Solicitation letters were also sent out for sponsorship for camp scholarships. Our annual appeal letter received \$28,654.50 (2018-2019 \$57,680.49, 2018-2019 \$63,578 and 2017-2018 \$18,630 and our campership letter received \$24,455 (2018-2019 \$25,010, and 2017-2018 \$27,834). Thank you letters with art cards by the supported campers were sent to campership donors.

Marketing – Our current website, constructed by Nuanced Media, has the ability to receive donations and this year 31 donors contributed \$7,885 (2018-2019 33 donors contributed \$10,027 and 2017-2018 \$6,289) through the website. The website had 6,931 viewers (2018-2019 - 7,790 viewers and 2017-2018 – 6,343). Staff is able to make changes and additions easily. Facebook had 1,070 likes (2018-2019 had 786 likes, 2017-2018 – 716 and 2016-2017 - 642). Instagram had an increase in viewers to 308

2018-2019 had 261, 2017-2018 – 184, 2016-2017 – 73). The A-frame continued to advertise in the front of our building. Four out of the six vans have Arts for All’s logo and information. Many information tables were supported by staff to share information with the community. Job openings were regularly posted with Arizona Commission on the Arts, Arizona Job Connection, Arizona Universities at Arizona Career Site “Handshake”, Arts Foundation for Tucson and Southern Arizona, Craigslist, Facebook, Indeed, Pima Community College Job Board, TucsonHelpWanted.com, and United Way of Tucson “Get Connected” volunteer platform. Job descriptions as well as employment applications and instructions were posted on Arts for All’s website. Flyers were sent to many schools advertising our out-of-school time classes and homework help as well as our full day activities during school vacations.

Out-of-School Time – The out-of-school time classes were the first project that Third St. Kids opened in 1985. There was and continues to be a tremendous need in the community for creative programs that include children with disabilities and for those from low income homes. A minimum of two daily classes were held in the afternoons from August through May. 2019-2020 87 children (2018-2019 - 107 students and 2017-2018 – 120) attended from throughout the greater Tucson area. During Winter Arts Camp, 36 children (2018-2019 - 38 children and 2017-2018 – 50) attended. For the fourth year in October, the Out-of-School Time children participated in National Night Out at the Balboa Neighborhood Center by dancing and teachers did the face painting activity. It is a great success and Arts for All is happy to be part of this neighborhood endeavor. March through May 2020 Arts for All opened for full day attendance and provided instructional help for children.

Scholarships – Scholarships were disbursed to children from low income families to attend Summer Arts Camp, and Out-of-School time. One of the ways that we can help our staff is by providing childcare. Five staff members received scholarships for their children to attend. (2018-2019 – 8, 2015-2016 – 7 staff received scholarships, in 2014-2015 eight staff members enrolled their children in out-of-school time and/or Summer Arts Camp and all really appreciated it).

SCHOLARSHIP COMPARISONS						
CATEGORY	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
Total Scholarship Amount	\$125,250	\$111,341	\$142,952	\$94,012	\$80,181	\$28,438
Out of School Time / SAC	\$64,388	\$69,921	\$84,754		\$37,635	\$3,716
Day Program			\$21,550		\$1,650	\$354
Children of Staff	\$60, 862	\$41,241	\$36,648		\$40,896	\$24,368
Number of staff scholarships	8	7	8	8	7	9

Staff – In 2019-2020 we employed 53 people. This included direct support professionals (DSP), teachers and administrative staff. (2018-2019 – 65, 2017-2018 – 74, 2016-2017 – 60, 2015-2016 – 60, 2014-2015 – 75 and 2013-2014 - 40). These numbers include full-time, part-time and seasonal employees.

Summer Arts Camps – 2019 Summer Arts Camp brought together children with and without disabilities to enjoy the richness of the arts. The camp had 35 classes/day from 9am to 6pm Mondays through Fridays and 87 children attended. The end of 2019 Summer Arts Camp is in this year and the beginning of 2020 Summer Arts Camp is in this year. 2020 Summer Arts Camp enrolled 38 children. (2019 - 93 children; 2018 - 82 children; 2017- 82; 2016 - 65 children, 2015 - 96 children; 2014 – 127; 2013 – 188 and 2012 enrolled 171 children). During the summer months the adults had 2 classrooms/hour and the children had 5 classrooms/hour. They changed classrooms every hour. The annual 2019 Summer Arts Camp Talent show/gallery extravaganza was held at Pima Community

College Center for the Arts on the proscenium stage and was a huge success with over 50 children and staff on stage with approximately 200 people attending. A DVD was available of this show.

Teachers – Ten teachers were employed during the year. They were full-time, part-time or seasonal. Frank Hernandez continued to teach music classes for day program, out-of-school time and Summer Arts Camp. Harriett Morton taught art classes for day program, out-of-school time and Summer Arts Camp. Harriett also provided individual classes as desired by participants interested in L.A.T. (laser art technique) to approximately 5 artists. Andrea Graziani taught ceramics classes for both the adults and children. Victoria Arredondo taught dance to the children and film classes to the children and adults. A crafts teacher was hired in October who started teaching the adults and then in May started teaching classes during Summer Arts Camp with the children as well.

Teens in Childcare Training – Due to COVID-19 this program did not continue during 2020 Summer Arts Camp. It was held during 2019 Summer Arts Camp. This program was formalized through the generosity of Community Foundation for Southern Arizona 2013-2014 and 2014-2015 grants. It continues through our partnerships with COPD (Community Outreach Program for the Deaf), Pima County Summer Youth Program, Tucson Urban League and DES/DDD. We hope to resume this project in the future.

Transportation – We have three lift vans, two minivans and one maxivan. All are maintained regularly and running well. Transporting members to and from the program, to community activities

Volunteers – An ongoing effort was made to recruit, train, and retain volunteers. In 2018-2019 - 38 volunteers (16 were teens). In 2017-2018 - 37 volunteers (31 were teens). In 2016-2017 - 43 volunteers (34 were teens). In 2015-2016 - 53 volunteers (37 were teens). In 2014-2015 - 45 volunteers. In 2013-2014 - 55 volunteers and in 2012-2013 – 38 volunteers). This year volunteers contributed approximately 4,959 hours with 1,412 being from teens. (2017-2018 – 3,142 hours; 2016-2017 – 5,988 hours; 2014-2015 – 6,685; 2013-2014 - 3,880; 2012-2013 - 2,264.75 hours).

DEMOGRAPHICS COMPARISONS 2012 – 2020								
CATEGORY	2012-2013	2013-2014	2014-2015	2015-2016	2016-2017	2017-2018	2018-2019	2019-2020
# of Volunteers	38	50	43	47	44	38	38	15
# of teen volunteers	13	27	28	36	34	31	26	2
# of Hours	2,265	3,880	4,537	4,906	3,899	3,263	3,618	1,618
# of teen hours	1,302	1,758	2,611	3,381	3,789	2,710	1,764	118

Winter Arts Camp – 2019-2020 Winter Arts Camp had 36 children and was held for two weeks in December with art, ceramics, music, dance and drama classes. (2018-2019 – 38; 2017-2018 – 50; 2016-2017 – 45; 2015-2016 – 46; 2014 -2015 – 29; 2013-2014 - 37 and 2012-2013 - 30).

COVID-19 EFFECTS - In the Spring of 2020 our Out-of-School Time program went to full day when schools closed and our three child care workers went to full-time. Our Day Program had less adult participants attending but we did not lay off any direct support professionals. We increased the staff to participant ratio as needed to keep everyone healthy and safe. Many of our participants needed increased attention to hygiene primarily hand washing throughout the day. The teaching artists (2 full-time and 2 part-time) increased the number of classes taught daily and all went to full-time. At the end of May our Summer Arts Camp began with 10 new temporary/seasonal staff working with five groups of eight children. The Day Program for adults which is the major revenue source for our organization went from an attendance of 30/day to 5/day in April, and slowly increasing until 14/day in August. Currently we

are working with 30% of our fee for service revenue for the Day Program. Providing remote learning for school-aged children has caused us to increase our internet speed, hire more staff due to maintaining small groups and the need for individualized support. This individualized support is necessary because 80% of the children attending full day remote learning have a disability. During the pandemic, the two co-directors of the dance company were furloughed when the dancers stayed home due to health concerns and none of the retained staff lost hours.