

Abilities

EMPLOYMENT INDEPENDENCE

Lincoln
Training Center
Turning Disabilities into Possibilities

Annual
Report
2007-08



LTC Client Scott Elkins
at Nordstrom Espresso Bar

Message from the Chairman and President

*“I feel proud
to earn my
paycheck.”*

– Michael,
LTC Client

Much has changed since Lincoln Training Center opened its doors in 1964. However, throughout the years our goal has remained the same – to provide employment opportunities that match the specific needs of the over 500 individuals with disabilities that the Center annually serves. The support of our community partners makes a difference for adults who are seeking self-sufficiency and independence at Lincoln.

We are proud of our rapidly expanding Supported Employment program, which led us to open our third office this year. Lincoln Training Center is now providing employment opportunities for over 120 adults with disabilities at 50 job sites in Northern, Central, and Southern California.

It is nearly impossible to overstate how much a job can mean to a person with a disability. Just ask Michael, a young man who came to Lincoln Training Center and found a place where he could succeed. Michael, who is diagnosed with a developmental disability, has learned many skills. After mastering the use of a variety of janitorial and landscaping equipment, he joined one of the Center’s mobile work crews, where he excelled at his job. Because of his positive attitude and exemplary performance, Michael was honored as Lincoln Training Center’s Supported Employment Client of the Year.

Michael is always striving to reach new goals. Next on his list is moving into Lincoln’s Individual Placement program, where he can work independently. Since he really enjoys interacting with people, he will be trained in customer service.

Michael’s story exemplifies that with determination and hard work, the possibilities are indeed endless for individuals with disabilities at Lincoln Training Center.



A handwritten signature in black ink, appearing to read "Michael Cramer".

Michael Cramer, Esq.
Chairman of the Board



A handwritten signature in black ink, appearing to read "Caron Nunez".

Caron Nunez
President



Letter from the Client Council

Lincoln Training Center's Client Council, under the guidance of staff advisor Mario Manzano, meets twice a month to discuss issues of importance to all Lincoln clients. Meeting topics include the Center's programs, self-governance, safety, and clients' rights. There are currently 25 members of the Client Council; officer elections are held once a year.

Our staff advisor teaches us leadership training and presentation skills. Last year, Council members had the opportunity to speak at several community functions on behalf of Lincoln to promote employment opportunities for people with disabilities. Client Council members are also Aktion Club participants, involved monthly in community volunteer opportunities.

The welfare of each and every client at Lincoln Training Center is important to us. During the past year, we sent numerous get-well cards to clients who were out sick. We also have a safety committee that reports directly to management on any areas of concern. For example, last year we noticed that several floor tiles had broken in the lunchroom and expressed our concern to Lincoln management. Lincoln agreed that this was a safety issue and had new flooring installed. The Council is also happy with the new automated front doors that allow our co-workers in wheelchairs easier access to the building and for the new driveway. At transportation time it is faster to board our busses.

But we do fun things as well. We are responsible for planning our three annual parties (Spring Dance, Halloween, and Christmas), doing everything from picking a theme, helping with decorations, and even acting as deejays.

On behalf of the Client Council, thank you for your support of Lincoln Training Center and individuals with disabilities.

Michael Garcia
Client Council President

Board Chair

Michael Cramer, Esq.

Vice Chairs –

Special Projects

Judy Angelo

Debra Scheibel

Vice Chair –

Marketing & Planning

Nick Kezman

Vice Chair –

Resource Development

Eric Brown

Treasurer

Jackie Koukol

Assistant Treasurer

Diana Romano

Secretary

Maureen Bateman

Parent Representative

Ben Daniel

John Amador

Doug Heil

Bill Loew

David Nelson

Alan Thian

Bob Wu

Caron Nunez,
LTC President

ADVISORY COUNCIL

John Amador

Craig Ciebiera

Jim Davis

Nona Edelen

Gary George

Darrell Heun

Dwight Hicks

Albert Liu

Ann Luke

Leticia Pacillas

Debra Scheibel

Dr. Stanley Toy, Jr.

James Wang

John Webb

Wilbur Woo

Year In Review

SUPPORTED EMPLOYMENT

Lincoln has 50 Supported Employment sites throughout California that currently employ over 120 adults with disabilities. To provide support for the CarMax Modesto and Fresno sites and the Department of Transportation's Los Banos Roadside Rest Areas, LTC opened its third office in Fresno.

New Supported Employment sites include CarMax Costa Mesa, Los Angeles/San Pedro Naval Marine Base, Caltrans Burbank and the Department of Technological Services in Sacramento.

LINCOLN PRODUCTION SERVICES

A combination of quality service, competitive prices, and a commitment to excellence brought new production customers to LTC, including Huntington Advertising, For Keeps, Roplast Industries, GB Solutions, Southern California Gas Company, T-Easel, We Pack It All, Kiss Health Care, Associated Packaging, and Temple Inland Container.

FOUNDATION GRANTS

New building improvements were completed with funding from the Carl Wynn Foundation, the Silicon Valley Community Foundation and the Ireland Foundation. Generous contributors to LTC client programs include the Employees Community Fund of Boeing, Arcadia Association of Realtors, and the Beth and Wilbur Woo Foundation. In addition, board member Doug Heil and his company, Heil Construction, donated the installation of automatic front doors and a new driveway that enhances client safety during transportation.

COMMUNITY OUTREACH

Lincoln hosted an open house to showcase our client programs. The 90 guests who attended included current and prospective employers, school district personnel, and representatives from the Department of Rehabilitation and Regional Centers. LTC also hosted 60 guests from the Buddhist Light International Association, University of the West, and a very special group of performers from the China Disabled People's Performing Arts Troupe.



LTC clients Fernando Lara and Mark Navarro are part of a landscaping crew at Mater Dolorosa Retreat Center in Sierra Madre.



LTC Client Hung Nguyen works on bulk packaging, one of many options Lincoln Production Services offers to its customers.

EVENTS

The 24th Annual Affair of the Heart, presented by National Certified Insurance, was chaired by Janel Anderson and Patrick Currall. Honored at the event were OII International, Abernathy Insurance, the Woo Family and Clients of the Year Branden Hernandez and Amy Longthorne. Sponsors included Imperial Capital Bank, Lions Clubs, Verizon, and Citibank.

The Arcadia Chinese Lions Club raised \$10,000 for Lincoln at an open house they sponsored at the Center.

LTC hosted its 8th annual golf tournament at the Industry Hills Golf Club at Pacific Palms. Golf co-chairs Doug Heil and David Nelson led the successful event that featured LTC client Mark Navarro speaking about his LTC experience and the job that provides him independence. Top sponsors were Heil Construction and NCI.

Community Partnerships

LTC Clients Play Vital Role in Los Angeles' New Landscape

Lincoln Training Center is fortunate to have the support of many outstanding companies who employ our clients. Enclos Corporation is such a company. Enclos Corporation is one of the largest specialty contractors in the United States. The company designs, engineers, fabricates and installs exterior facades and curtain wall cladding systems. Many of the most prominent buildings throughout the country showcase Enclos' innovative approach to engineering and construction. Currently, Lincoln's clients are working on an exciting project – "The Hotel & Residence @ LA Live," a complex that will house 878 Marriott guest rooms, 123 Ritz-Carlton guest rooms, nearly 80,000 square feet of meeting space, and multi-million dollar condominiums on the upper floors.

The Lincoln crews work on the production of the entire exterior of the structure, installing the components that ensure the overall skin will remain leak-proof and water-tight. The LTC team is also in charge of the general appearance of the building, making sure that each component leaves the facility in showroom condition. Their effort, dedication, knowledge, and hard work play a vital part in the progress and successful completion of this project that in time will become an icon in the City of Los Angeles.

Enclos' belief in the capabilities of LTC's clients provides proof that the sky's the limit.

Right: The Enclos and LTC teams are currently in the process of completing The Hotel & Residence @ LA Live. The structure is located near Staples Center in downtown Los Angeles.



Far left: LTC client Crystal Flores applies the silicon gasket around the interior of a window panel.

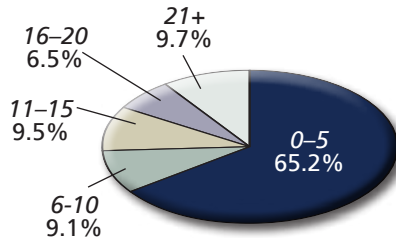
Left: LTC client Larry Parker plays an important role in the completion of the window panels, ensuring that product quality is meeting expectations.

SUPPORTED EMPLOYMENT

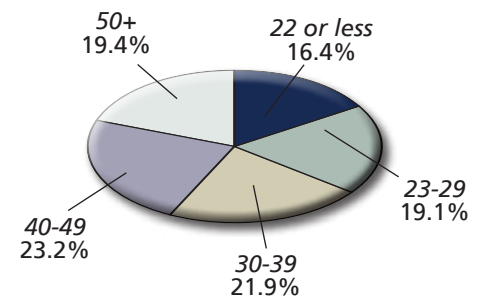
CLIENT STATISTICS

- Abernathy Insurance Agency
- Air National Guard
 - Costa Mesa
 - Van Nuys
- Arcadia USD
- Arco Arena
- Army National Guard - Azusa
- AutoWest Dodge
- Beagles and Buddies
- CHP Facilities Section
- CA Dept. of Veterans Affairs
- California Auto Dealers Exchange
- Caltrans
 - Burbank
 - GoldRun Rest Area
 - Slauson
- CarMax Auto Superstores, Inc.
 - Buena Park
 - Burbank
 - Costa Mesa
 - Duarte
 - Fresno
 - Henderson
 - Inglewood
 - Irvine
 - Las Vegas
 - Modesto
 - Ontario
 - Riverside
 - Rockland
 - Roseville
 - San Diego
 - Torrance
- Citizens Business Bank
 - Arcadia
 - South El Monte
- City of Citrus Heights
- Communications Supply Corporation
- Crossroads
- Dept. of Transportation
 - Commerce
 - Los Banos
- Dept. of Technological Services
- Enclos Corp.
- Georg Fischer Signet LLC
- H & H Specialties
- HD Supply
- Home Depot

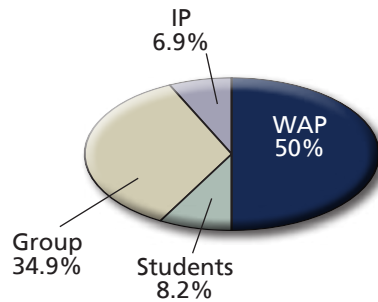
Clients in Program: Years



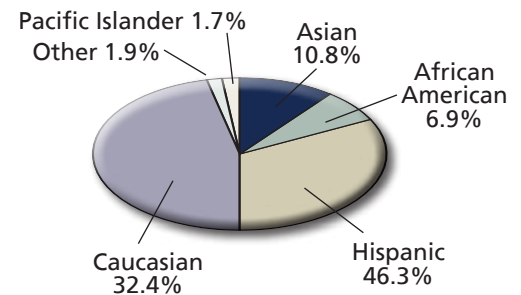
Clients in Program: Age



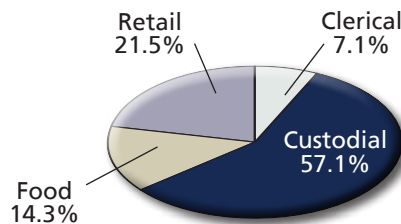
Service Employment



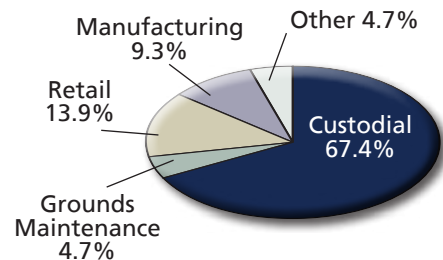
Client Ethnicity



Total Supported Employment (Group & IP) by Industry - NORTH



Total Supported Employment (Group & IP) by Industry - SOUTH



- Kohl's
- Loudermilk, Inc.
- Lowe's
- Marco's Auto Body
- Mater Dolorosa
- McDonald's
- Michael Levine, Inc.
- Mini of Universal City
- Montebello Unified School District
- Naval Marine Reserve Center
 - Encino
 - L.A. / San Pedro

- Nissan North America, Inc.
- Nordstrom
 - Glendale
 - West L.A.
- Norwalk Auto Auction
- Old Navy
- Ralphs
- SGV Management
- Service Source, IRS Program
- Skyscraper Brewing Company
- So. Calif. Flower Market
- Starbucks

- Target
- Tom Flowers
- Unilever HPC/USA
- US Army Corps of Engineers
 - Encino
- USARC
 - Garden Grove
 - Sacramento
 - Van Nuys / Sherman Oaks
 - West Los Angeles
- Vons

An LTC Success Story



Amy Longthorne

Amy Longthorne's work at Lincoln Training Center has continued to play a central role in her life since she started working at the Center in 1991 following her graduation from Rosemead High School. Full of energy and enthusiasm, Amy enjoys learning new skills, working on a variety of projects, and helping her co-workers on the production floor. Her favorite job is inflating and packaging balls for Regent Sports.

Amy has worked in a variety of community jobs through Lincoln's Supported Employment Program, experiences that were very helpful in building her sense of maturity and self esteem. She worked for several years in retail at Nordstrom, first in Glendale, and later transferring to their Arcadia store. Because Amy loves to shop, her favorite perk while working there was getting the employee discount. Amy also worked at Argus Foods and Beagles and Buddies, a dog rescue organization. Amy's next job was at a nonprofit organization, Phones For Life, where she reprogrammed donated cell phones with emergency numbers; the phones were then donated to seniors. Amy's dream job? She would like to be an office assistant.

A natural leader, Amy is president of the Aktion Club (sponsored by the Rosemead Kiwanis Club); one of the group's projects is making sack lunches for the homeless in Pasadena once a month. Amy was recently elected Treasurer of Lincoln's Client Council, and she attends Lincoln Training Center's Board of Directors' meetings to report on council activities. Amy was also pleased to be invited to join the Signs of Music choir.

Poised and self-assured, Amy is also an accomplished public speaker and Lincoln Training Center advocate. She has been a voice for individuals with disabilities in a number of diverse settings, including Soroptimist, Kiwanis, and Rotary meetings, Lincoln open houses, and membership meetings.

During Amy's years at Lincoln, she has learned valuable work skills, and achieved a tremendous sense of self-confidence and independence.

All Source Container, Inc.
 American Lighter, Inc.
 Askew Industrial Corporation
 Associated Packaging
 Cole Lighting
 Excell Engineering, Inc.
 Fleetwood - Fibre
 For Keeps
 GB Solutions
 Geiger Bros. West
 Georg Fischer Signet LLC
 Huntington Advertising
 Industrial Control Equipment
 Industrial Threaded Products
 Industry Manufacturers Council
 International Paper (Box USA)
 James Jones Company
 Kiss Health Care
 Lighting Source Packaging
 Lisi Aerospace
 Mais Packaging, Inc.
 Mc Connell Cabinets
 Metropolitan Water District
 Mid West Fabricating
 Mission Packaging
 Modernica
 Morris National
 Multiquip, Inc.
 Najaro Group
 Omni Packaging
 Plastic Dress - Up Company
 Pup Tool Company
 Regent Sports Corporation
 Roplast Industries
 Smurfit-Stone Container
 - Fullerton
 - Industry
 - Corona
 Southern California Gas
 Company
 Spique Creative
 T-Easel
 Temple Inland Container
 Vantage Point Products
 We Pack It All

Financial Statement

For the Year Ended June 30, 2008 (with Comparative Totals for 2007)

	2008			2007 Total
	Unrestricted	Temporarily Restricted	Total	
REVENUE AND SUPPORT				
Habilitation fees	\$ 1,129,994	–	\$ 1,129,994	\$ 1,088,952
Production activity	402,909	–	402,909	426,218
Supported Employment	5,810,439	–	5,810,439	4,693,857
Los Angeles County Office of Education	167,208	–	167,208	177,084
Interest and dividends	41,284	–	41,284	45,513
Donations	84,686	30,000	114,686	137,851
Special events	245,616	–	245,616	212,040
Other income	17,520	–	17,520	19,940
Gain on sale of property and equipment	100	–	100	–
Realized and unrealized gain (loss) on investments	(82,690)	–	(82,690)	49,462
Net assets released from restrictions				
Satisfaction of program restrictions	30,000	(30,000)	–	–
TOTAL REVENUE AND SUPPORT	7,847,066	–	7,847,066	6,850,917
FUNCTIONAL EXPENSES				
Program services				
Habilitation program	1,020,665	–	1,020,665	861,468
Production activity	898,540	–	898,540	890,994
Supported Employment	5,162,545	–	5,162,545	4,093,353
Total program services	7,081,750	–	7,081,750	5,845,815
Supporting services				
Management and general	928,208	–	928,208	817,074
Fund development	175,527	–	175,527	200,226
TOTAL FUNCTIONAL EXPENSES	8,185,485	–	8,185,485	6,863,115
CHANGE IN NET ASSETS	(338,419)	–	(338,419)	(12,198)
NET ASSETS – BEGINNING OF YEAR	2,509,841	50,000	2,559,841	2,572,039
NET ASSETS – END OF YEAR	\$ 2,171,422	\$ 50,000	\$ 2,221,422	\$ 2,559,841