



MESSAGE FROM THE EXECUTIVE DIRECTOR



Typically, I take this opportunity to highlight the progress our programs have made during the last year. This year, I will let the annual report speak for itself. Instead, I want to look ahead toward a major milestone in our nonprofit journey. Reading and Beyond will be celebrating its 20th anniversary on March 16, 2019. While almost two decades have passed, it feels like it was just yesterday when a board was formed to establish the Fresno Covenant Foundation, which is now known as Reading and Beyond. There have been many who have made a significant impact on our organization, especially during the early years.

While Reading and Beyond was established as an independent, secular nonprofit organization, it wouldn't have accomplished what it has without the strong support of the First Mission Covenant Church, which was where the idea of Reading and Beyond

began. The church will always be recognized as the parent of Reading and Beyond. As I think about this, I realize most of the church members who were with us at the beginning -- many volunteering their time, making financial contributions and being our champions -- are no longer here with us. In Reading and Beyond, they left a huge legacy I will treasure forever.

Community volunteers have been and continue to be key contributors in Reading and Beyond's success. However, they played an even more crucial role during the first years of the organization, when financial resources were limited. Volunteers, such as Elizabeth Flood, Marj Johnson, Eleanor Swanson and Carol Larson among many others, provided tutoring for our students for several years without hesitation.

The quality of any organization has a lot to do with its leadership. Throughout the years, Reading and Beyond has had great Boards of Directors. Some stayed for a short period, while others served more than a decade, but they all made significant contributions. The same is true for Reading and Beyond staff members who have and continue to make an impact. Without their dedication to the organization and empathy for the families we assist, we wouldn't be here anymore.

The organization's sometimes unspoken, but guiding four principals have helped shape

what we do and how we do it:

- Long-term approach: The families we serve have longer-term needs. A short-term approach will not help them.
- Research-based/evidence-based programs: We need to know if what we offer produces positive outcomes for our families.
- Focus on children and parents: Through the years, experience has taught us we cannot produce positive, lasting impacts on a child's life without working with the parents as well.
- Holistic approach: We embrace a dual-generation methodology and select the programs we offer to better fit the needs of our families.

Reading and Beyond would not be where it is today without the leadership and support of our Board of Directors as well as past and present staff team members and volunteers. They believe in the mission and vision of the organization and have worked hard to deliver on those goals. Without our partners, volunteers and donors, we would have been limited in what we could do. To all of you, THANK YOU for your partnership as we prepare to celebrate our 20th Anniversary.

Blessings,

BOARD OF DIRECTORS

Working together to bring success to our families



Fausto Hinojosa, CPA
Chairperson
Managing Partner
Price, Paige & Company



Francine Farber
Vice-Chairperson
League of Women
Voters Fresno



Daniel Castro
Secretary
Attorney, Partner
Loza & Loza LLP



James Aleru
Treasurer
Owner
James A. Aleru
CPA/ABV, CVA



Randy Dhindsa
Past Chairperson
Regional Vice
President -
Credit Ops
Farm Credit West



Mary Avigliano
Member
Vice President-Senior CPO
Bank of the West



**Richard Shaymus
Bakman**
Member
Vice President
Bakman Enterprises



Antonio Avalos, Ph.D.
Member
President
Valley Economics
Associates, Inc.
CSUF Economics Professor



Juan Garza
Member
Associate Partner
Leadership Associates
Retired Kings Canyon Unified
Superintendent



Yvonne Juarez
Member
Pediatrician
Kaiser Permanente

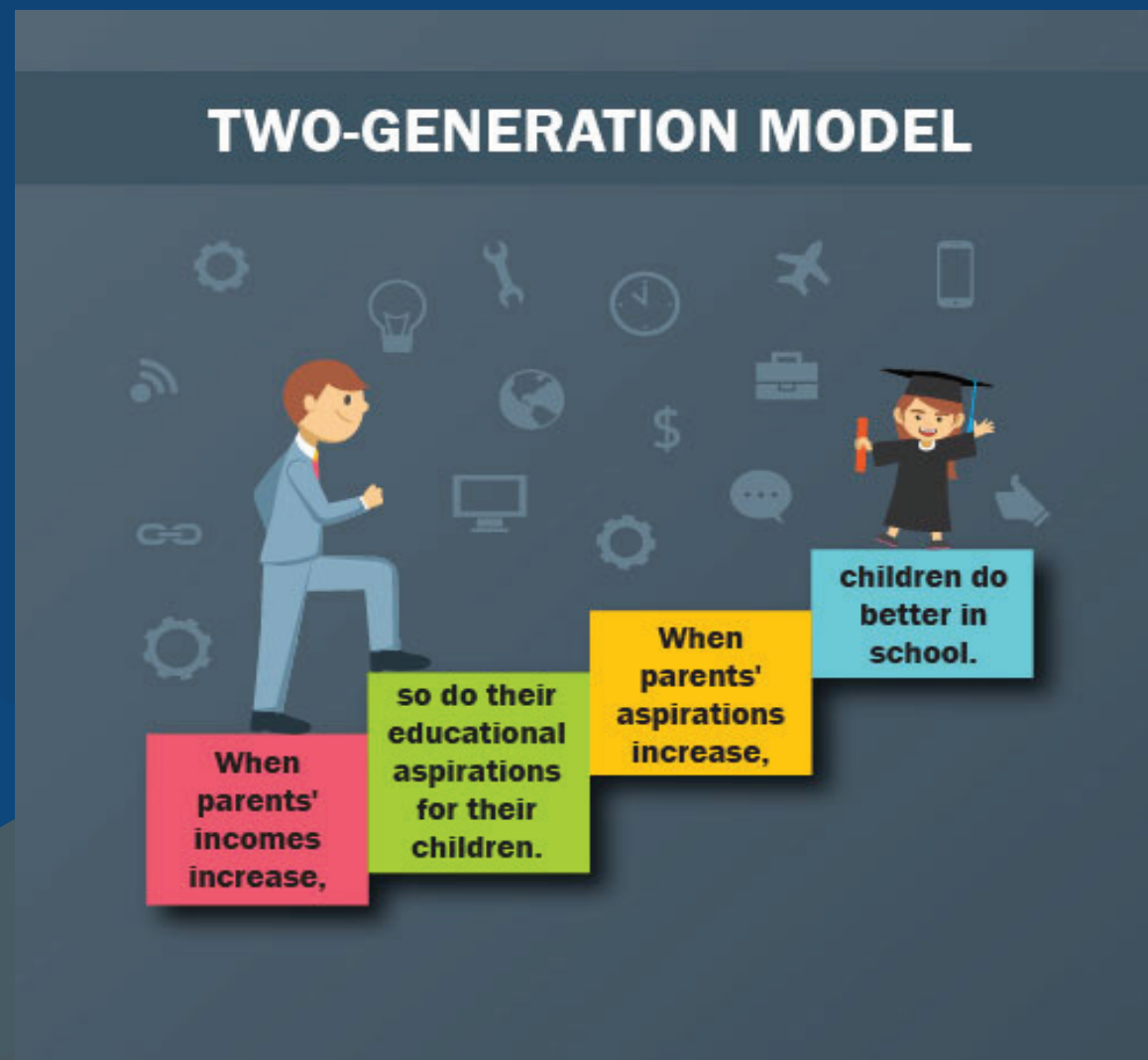


OUR MISSION:
To empower
children and families
to live productive,
self-reliant lives.



Dual-Generation Theory of Change

Dual-generation approaches focus on creating opportunities for and **addressing the needs of both children and the adults in their lives together**. A growing body of evidence illustrates that dual-generation strategies -- which integrate education, employment, parenting and peer support for parents alongside developmental, academic and social supports for children -- are most successful at improving economic mobility for families and education outcomes for children. Research shows that even modest increases in family income have significant impacts on a child's math and reading scores, and that children from disadvantaged backgrounds feel the positive effects disproportionately. Therefore, our dual-generation model is based on two key evidence-based insights: **when parents' incomes increase, so do parental aspirations for their children's academic achievement, and when parental aspirations increase, children's educational outcomes improve.**



YEAR-AT-A-GLANCE

July



Local Dental Pilot Project Launched

Reading and Beyond partnered with local organizations to assist Medi-Cal families use their dental benefits to maintain healthy smiles.

August



Summer Academy 2017

The annual Summer Academy had about 175 kids participating at four locations during the six-week session.



Second Preschool Opened

The first day of Reading and Beyond Preschool on Alluvial Avenue was on August 7, 2017.

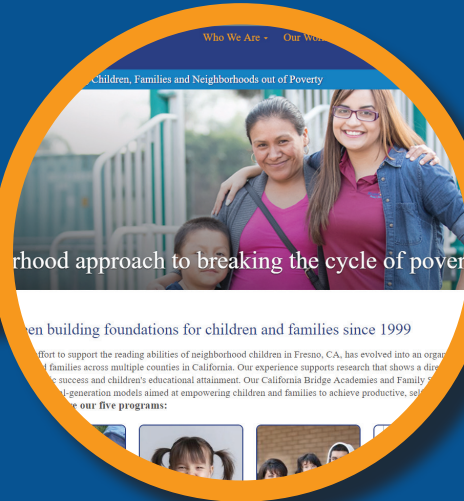
November



New N Street Building

Reading and Beyond purchased another building to accommodate its growing programs.

March



New Website

Reading and Beyond launched its redesigned website.

June



Beyond Awards

The California Bridge Academies in Fresno recognized participants who accomplished major achievements.



Preschool

Reading and Beyond Preschools provide early education to low-income families who have children ages 3 to 5. We serve ethnically-diverse communities throughout Fresno and Clovis, and our program accepts everyone who meets our income eligibility. To accommodate the constant need for quality preschools, Reading and Beyond has two locations.

Reading and Beyond Preschool at Mosqueda has two full-day classrooms with a total of 45 students. Since 2016, the preschool has received a 4-star rating by the Fresno County Office of Education's Early Stars program. The rating makes it easier for parents to identify quality providers.

Reading and Beyond Preschool on Alluvial Avenue in northeast Fresno opened in 2017. In March 2018, this preschool also earned a 4-star rating from the Early Stars Program. It has 24 children enrolled and continues to grow. During the summer a second classroom, which can hold an additional 24 students, was added. By the end of 2018, both classrooms are expected to be full.

At the end of June, 100% of the students who were 5 years old successfully graduated from both Reading and Beyond Preschools, ready for kindergarten.

Now serving more than 69 students at two locations with 4-star ratings!

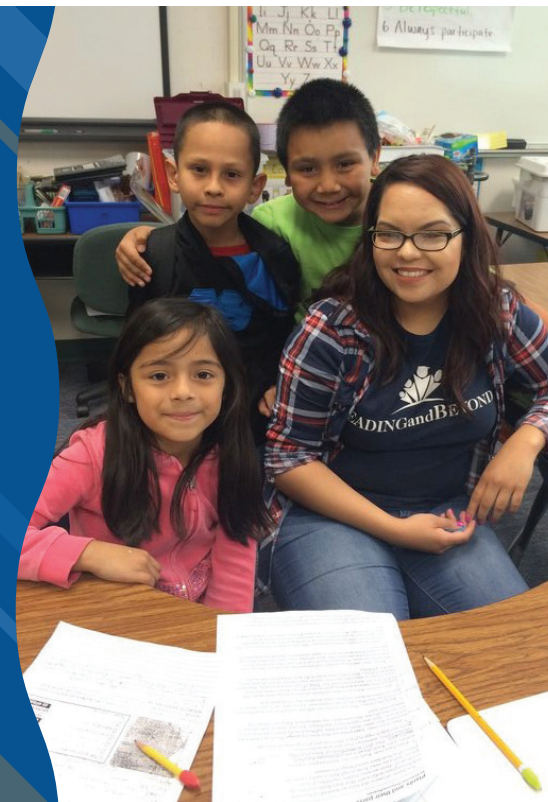




K-12 Education

The Reading and Beyond K-12 program helps children who are struggling with literacy to read at grade level or higher. Students who are falling behind in school need additional support that often isn't available in large classrooms. With the help of volunteer tutors and work-study students from California State University, Fresno, instructors work with students in small groups on literacy and language skills. Instructors utilize strategies recommended by Fresno Unified School District reading specialists and administrators, and they incorporate phonemic awareness, vocabulary, comprehension, writing and oral language skills. In addition to literacy, the K-12 program provides physical activities and homework assistance and enrichment.

During the 2017-2018 year, Reading and Beyond had a total of 800 students enrolled at 12 literacy intervention programs throughout Fresno and surrounding rural areas, including After-School Programs at three Fresno Unified School District schools. Five sites - Orange Cove North, Orange Cove South, Sequoia Courts, Firebaugh and Reading and Beyond at Van Ness - were in partnership with the Fresno Housing Authority.



Success Story

Last year, Michael Chavez was in the 1st grade at Lowell Elementary. Michael was a great kid but really struggled in class to stay out of trouble due to his hyperactivity. His grandmother would frequently come in to check how he was doing with the After-School Program because he was constantly getting in trouble in his regular school class. Michael also was struggling with his reading.

On his initial reading Developmental Reading Assessment, Michael scored as a non-reader, which placed him in the lowest literacy group. As the first few weeks went by, instructors developed a good relationship with Michael. They worked with him at his own pace by using different strategies that allowed him to participate and learn without causing him additional frustration. By mid-year, Michael tested at level 8 on his assessment. At the end of the year, he reached level 20 (2nd grade level).

Michael's improvement in literacy also positively impacted his behavior. He actively participated in class and got his work done. The instructors definitely took notice as well as did his grandmother. She was very pleased and excited to see how well Michael had progressed throughout the year.





Local Dental Pilot Project

In January 2017, Reading and Beyond partnered with other local organizations to receive a four-year grant to be part of the statewide Dental Transformation Initiative. The goal of the initiative is to increase access and utilization of California's Medi-Cal Dental Program's services for children ages 0-20. The grant was awarded to address the chronic lack of access to dental care for low-income youth in Fresno County. The grant's lead agency is the Fresno County Public Health Department. Other partners include the Fresno County Economic Opportunities Commission, Fresno Unified School District, Fresno Madera Dental Society, and a number of community leaders and other organizations. The program is known locally as the Local Dental Pilot Project.

The dental program launched in early July, and Reading and Beyond began hiring two Dental Project Coordinators, two Provider Relations Representatives to maintain a network of dental providers who accept Denti-Cal patients, and 12 Dental Outreach Health Educators to assist children and families in accessing dental care and educating them on good oral habits.

The dental program was recently profiled in the California Health Report. One of the critical problems discussed in the article is that historically Denti-Cal patients have had an appointment no-show rate of over 30%. Our dental program staff has successfully used case management to reduce the rate to 7% in one year.

Reading and Beyond's Provider Relations staff made more than 100 visits a month to dental and medical offices to successfully build and maintain a network of quality dental offices to treat our clients.

Our Outreach Health Education team has built relationships with more than 200 schools, community groups, churches and other organizations to raise awareness of our program throughout Fresno County. They attend more than 20 events a month recruiting children and families to participate and get much needed dental treatment. As a result of their efforts, almost 4,300 children have received dental care since our program started.

Success Story

A Dental Outreach Health Educator met a mother with two sons at a children's medical center. The last time the boys had seen a dentist was about a year before, and she was looking for a permanent dentist for her children. The educator helped find a dentist close to her home and appointments were scheduled. The family went to their appointments, and the mom loved the service. Both children had more than 18 cavities each and needed lots of work done. After seven appointments in less than two months, treatment was completed without them missing any appointments. Now both boys go routinely to the dentist every six months.



Family Success Zone

The Family Success Zone serves families living in the 93701 zip code in Fresno County, the poorest zip code in California among areas with 1,000 or more residents, by helping them improve their quality of life and empowering them to be independent, resourceful and active members of the community.

The program offers families a support system through our Family Navigators, who build trusting relationships with the families and help them reduce and/or eliminate social barriers that keep them from achieving success. Each family creates a plan around the four core areas of the program: Parent/Child/School Involvement, Education, Job Readiness and Financial Planning.

In previous years, we provided a tutoring program for school-aged children living in the area. However, this past year, we were unable offer it due to a lack of funding. Despite that we continued the work we were doing with families at 93701. Family Navigators served families with children 0 to 5 by offering parents with training on Abriendo Puertas/Opening Doors. The hope and promise of Abriendo Puertas/Opening Doors (the nation's first evidence-based parent leadership and advocacy curriculum for Latino parents with children ages 0-5) is to improve the outcomes of the nation's Latino children by building the capacity and confidence of parents to be strong and powerful advocates in the lives of their children. The content of the curriculum was designed to incorporate the values, concerns and culture of Latino families.

Children participating in this program were screened on their development through Ages and Stages and Ages and Stages Social-Emotional assessments. Mothers who were pregnant were screened for depression and post-partum depression through the Edinburgh assessment. This program is funded by First 5 Fresno County.

In addition, a General Education Development (GED) class and financial literacy workshops were offered to families. Our vision is to change the status quo surrounding the 93701 community so that families thrive and future generations have HOPE!

Success Story

Less than a year after enrolling with the Family Success Zone, 19-year-old Rafael became the first student to graduate from the its General Education Development (GED) program on June 5, 2018.

Rafael dropped out of high school during his sophomore year to financially support his young family and mother. When he joined our program, Rafael struggled to make it to class. He had a busy schedule at work and home, which included caring for his 2- and 3-year-old daughters. He even dropped out of the GED program at one point. However, he returned, determined to earn his GED. "When I started to see results and see that I was passing with high scores, it gave me confidence to continue," he said.

Rafael is now talking about college and working toward enrolling in a community college. His girlfriend is also participating in our First 5 program. When Rafael is at home during home visits by the Family Navigator, he actively joins his girlfriend in learning about their children's growth stages and new parenting skills to support their development.



California Bridge Academies



Reading and Beyond's California Bridge Academies is a unique model that goes beyond the traditional educational, employment and training structures. Our model is an 18-month, outcomes-based Employment and Training program focused on providing services to help participants and their families build foundations for success through holistically-engaging case managers called Career and Family Navigators. The Navigators work closely with participants to create individualized plans to achieve employment, training and personal goals while also supporting them in overcoming any barriers. In addition, they assist participants in developing the habits and skills that will benefit them professionally and personally in the long term.

This triage and continuum of care approach has been found to be an effective model in employment retention among those adults who are most in need. The program has the nation's only Employment and Training services Return on Investment calculator to monitor the cost efficiency of its services. Every \$1 put into a Bridge Academy participant generates a return of more than \$22, of which \$5.50 goes directly back to taxpayers.



The California Bridge Academies came out of the success of Reading and Beyond's Fresno Bridge Academy, which launched in 2010 as a demonstration project. Since 2012, the Fresno Bridge Academy has been Fresno County's Supplemental Nutrition Assistance Program Employment and Training services provider. In 2016, the USDA Food and Nutrition Service selected a pilot proposal, which was based on the Fresno Bridge Academy model, by Fresno County's Department of Social Services to reach more CalFresh participants.

During the fiscal 2017-2018 year, the California Bridge Academies served more than 2,100 participants at our Bridge Academies in Fresno, Madera, San Joaquin and Napa counties. From those participants, almost 4,300 referrals were made to address their needs, such as housing assistance, legal services, financial literacy and transportation. As the California Bridge Academies continue to expand to other needy communities in 2018, a new office will be opening in Riverside by the end of summer.





Success Story

Margarita (Maggie), a 41-year-old married mother of four, had years of experience working seasonally with her parents' tax assistance business, which made her confident with computers. When she enrolled in the Fresno Bridge Academy in May 2017, she was frustrated by her inability to find stable, year-round employment. She was ready to pursue training related to her computer experience. After completing the program's Job Club Workshops, Maggie researched careers with her Career & Family Navigator Yarely and decided to pursue the Medical Billing and Coding field. As a tenacious, determined and self-motivated person, and with tuition assistance from the Fresno Bridge Academy, Maggie successfully enrolled in and completed an online program for medical billing and coding in a matter of months.



During her training, Maggie worked with her Navigator on interviewing skills and went through a Ready2Hire screening, which she passed with high accolades. However, several barriers kept her from focusing on finding employment, including recurring health difficulties and her husband's criminal record, which limited his job prospects. Navigator Yarely worked with Maggie, her husband and a lawyer from the Public Defender's Office to get his record expunged so both partners could focus on pursuing successful careers with no impediments. Once this barrier was resolved, Maggie's health began to improve. In April 2018, she was hired full time as a medical biller for a local medical institute. Maggie has been thrilled with her new job. Each time Maggie comes to the office, she thanks the Navigators and the Fresno Bridge Academy for everything they have done to help her and her family begin to thrive!



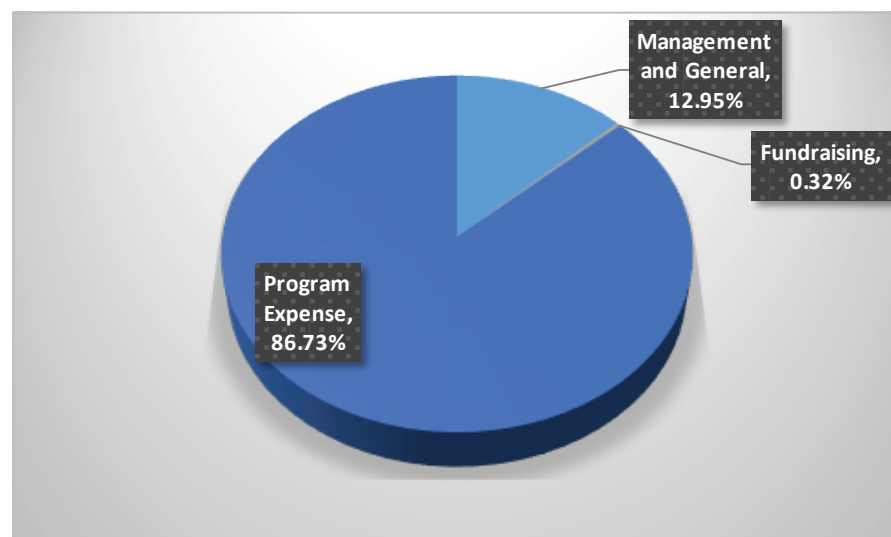
Financials

Financial Summary as of June 30, 2018

Assets	\$5,393,607.97
Liabilities	1,189,237.98
Net Asses	4,204,369.99

Revenue

Contributions	50,917.71
Grants & Contracts	
Foundations & Others	748,296.36
Government	5,898,727.51
In-kind Service and Goods	330,485.00
Fundraising	34,942.34
Investment	39,617.70
Miscellaneous	2,827.25
Total Revenue	\$7,105,813.87



Expense

Wages	\$4,118,944.00
Other Employee Benefits	610,464.21
Payroll Taxes	372,760.36
Subcontractor Expense	62,500.00
Supplies	69,007.63
Utilities	22,769.65
Depreciation	41,763.36
Travel/Conference	120,287.21
Consulting	31,292.75
Accounting	20,000.00
Special Program Expenses	1,179,683.17
Insurance	27,159.00
Rent & Janitorial	184,258.35
Printing & Copying	34,896.69
Payroll Processing & Bank Fees	16,538.41
Telephone & Internet	83,915.39
Contracted Instructors	1,215.87
Marketing and Public Relations	2,525.96
Licenses & Fees	11,257.32
Special Events Expense	11,659.64
Dues & Subscriptions	11,049.08
Fingerprinting Outreach/ Volunteer Retention	5,952.15
Miscellaneous	2,903.15
In-kind Expenses	330,485.00
Total Expense	\$7,373,288.35



OUR STAFF

Preschool



K-12



California Bridge Academies



Fresno Success Zone



Local Dental Pilot Project



Admin & Support Staff



Thank you to all of our volunteers!

Community Volunteers

Evelyn Alvarado
Kemie Calastro
Marissa Castillo
Po Jen Chen,
Nathaniel Clutter
Stephany Corona
Rebekah Doughty
Anita Gonzalez
Lilliana Gonzalez

Jessica Gutierrez
Kelsey Hopper
Bob Jolliff
Virginia Jolliff
Jacqueline Juarez
Gurneet Kaur
Tisha King
Michelle Kong
Rhiamae Legaspi

Patricia Lerena
Carolyn Lewellen
Brenda Manriquez
Sara Manzanares
Christina Mares
Ariana Martinez
Savannah Martinez
Liliana Mendoza
Jennifer Nava Rodriguez

Andrey Ortega
Ariana Ortega
Delilah Ortiz
Tania Pena
Selenia Prudente
David Ramirez
Jennifer Sanchez
Andreina Sandoval
Yesenia Santos

Regina Sevel
Nkauj Vang
Norma Vasquez
Carlos Villegas
Mainue Vue
Breanna Watkins
Meng Hsuan Yu

Reading and Beyond at Fresno State

Reading and Beyond and the Jan and Bud Richter Center continue to provide quality kindergarten through 6th-grade literacy services while ensuring meaningful service experiences for participating Fresno State student tutors. Fifty Fresno State tutors provided 12,326 hours of academic support and literacy services to elementary children through the Reading and Beyond at Fresno State program. Participating students received \$147,912 in financial aid work-study funds for their service activities during the 2017-2018 school year.

Reading and Beyond at Fresno State tutors provided on-going assistance to 234 targeted elementary students. The students were chosen by the Fresno Unified School District based on attendance, behavior and/or academic performance and received tutoring in small groups. The program also served more than 600 children and parents through outreach and community events, including school carnivals, health fairs and



educational events. In total, close to 1,000 children were served by this program.

Thank you to all of our partners!

Donors

Athena Philoptochos Society
Jerad & Mary Avigliano
Betty Dotson
Teresa & Daniel Boyce
Cal-Valley Insurance Services,
Inc.
Center for Health Program
Management
Central Valley Networks, Inc
Chase Bank
Skyler Cleveland
Debbie Yanez
Donald George Larson
Elizabeth & Robert Stiffler
Elvira Lugman
Francine Farber
Rogelio & Flavia Flores
Amy Hernandez
Fausto & Maria Hinojosa
Janice Mathurin
Joel and Margot Karlin
Richard Johanson
Judi Anderson
Kathy Brown

Kaye B. Cummings
Laura Fishback
Lifetouch National School
Studios
LuAnne Pinedo
Marc D Hernandez
Ratan & Emil Milevoj
Adair Murphy
Buzz & Faith Nitschke
Office Depot
Olga & Ado Quercia
PG&E
Patrick Mills
Save Mart SHARES
Sieg and Doris Fischer
Foundation
Target
Turner Security Systems, Inc.
William & Karen Podolsky
William Mullaly
YourCause
Yvonne Juarez, M.D.
Michael & Nyla Zender

Funders & Grantors

Bank of America
Boys & Girls Clubs of Fresno County
California Department of Education
California Department of Social Services
California Endowment
California State University Fresno
Central Valley Community Foundation
CitiBank
Comcast
First 5 Fresno County
Fresno County Department of Behavioral Health
Fresno County Department of Public Health
Fresno County Department of Social Services
Fresno County Office of Education
Fresno County Superintendent of Schools
Fresno Regional Workforce Investment Board
Fresno Unified School District
Golden One Credit Union
James Irvine Foundation
Kaiser Permanente
Madera County Department of Social Services
Sierra Health Foundation
Truist
Wells Fargo Foundation
West Park Unified School District
Westly Foundation



*Lifting children, families and neighborhoods
out of poverty*

Printing provided by



READINGandBEYOND

4670 E. Butler Ave.

Fresno, CA 93702

(559) 342-8600

www.readingandbeyond.org

