



HARBOR

REGIONAL CENTER



2024-25 Annual Report

Dear Friends,

This year has been one of growth, innovation, and collaboration. I am proud to share Harbor Regional Center's Annual Report for Fiscal Year 2024-2025.

One of the most memorable highlights was Harbor's 50th Anniversary Celebration, which culminated in a community carnival attended by more than 1,000 individuals. This joyful event marked an important milestone in our history that celebrated five decades of partnership, service, and dedication to supporting individuals with developmental disabilities and their families.

We made significant progress in advancing the goals outlined in our Strategic Plan. We gathered valuable input from our community through several new surveys, implemented Universal Customer Service Standards across the organization, and launched a Community of Practice to promote shared learning and collaboration among our staff, providers, and community. In addition, we






introduced new programs designed to better meet the needs of individuals we serve, including the opening of our first Enhanced Behavioral Support Home to provide specialized residential services for individuals requiring higher levels of behavioral support.

Our achievements this year reflect the dedication of many people who share a common purpose. I am deeply grateful to our Board of Trustees, whose leadership continues to guide our mission; to our staff, whose commitment and compassion make a difference every day; and to our community partners, whose collaboration helps bring our shared vision to life. Together, we con-





tinue to build a stronger, more inclusive system of support for the individuals and families we serve.

As we move forward, we remain focused on listening, learning, and adapting to meet the evolving needs of our community. Thank you for being part of this journey and for your continued trust in Harbor Regional Center.

We look forward to the opportunities and progress that the coming year will bring.

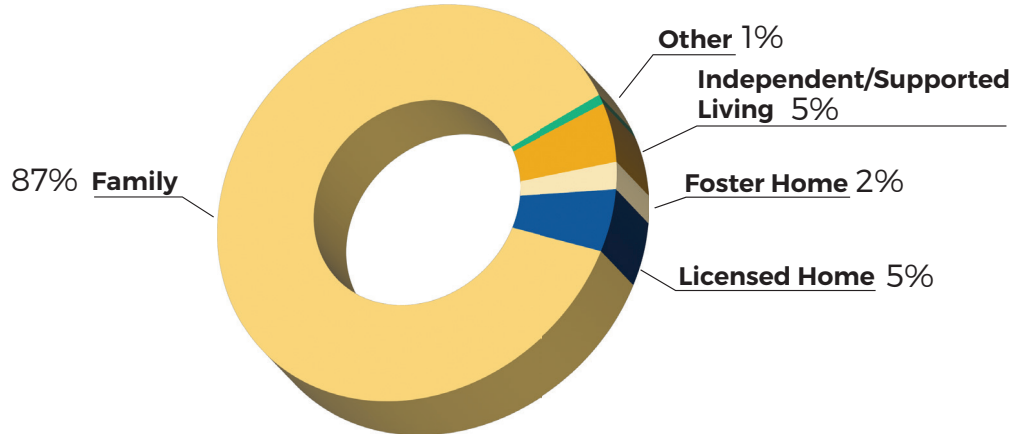
Sincerely,



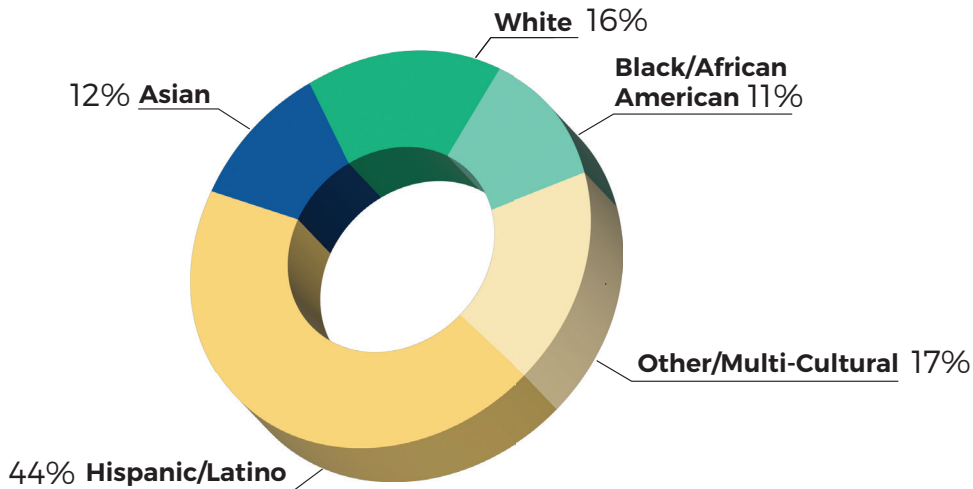
Executive Director
Harbor Regional Center

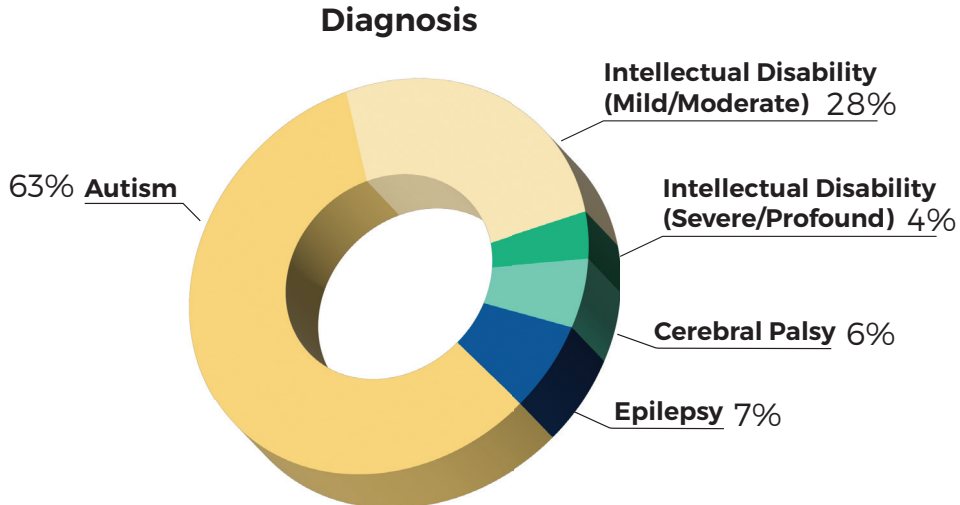
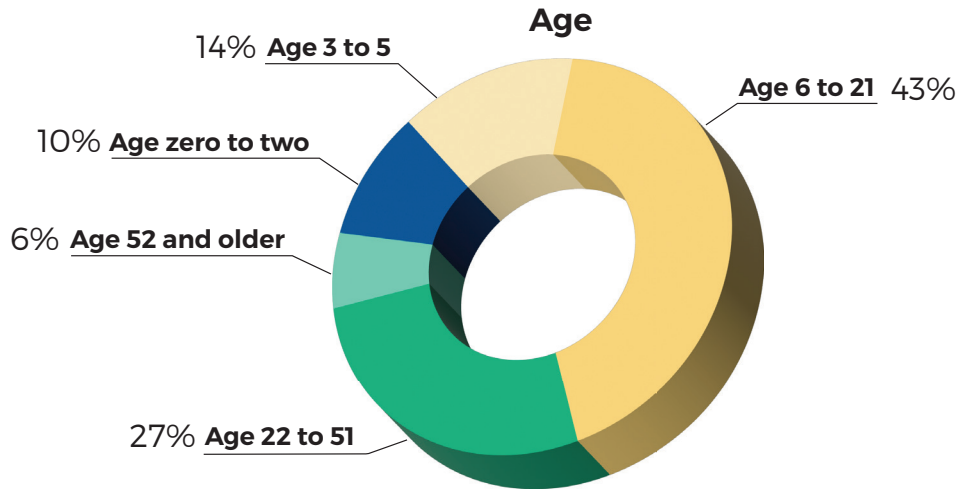
Who We Serve

Living Arrangements



Ethnicity





Our Staff

Harbor Staff Languages

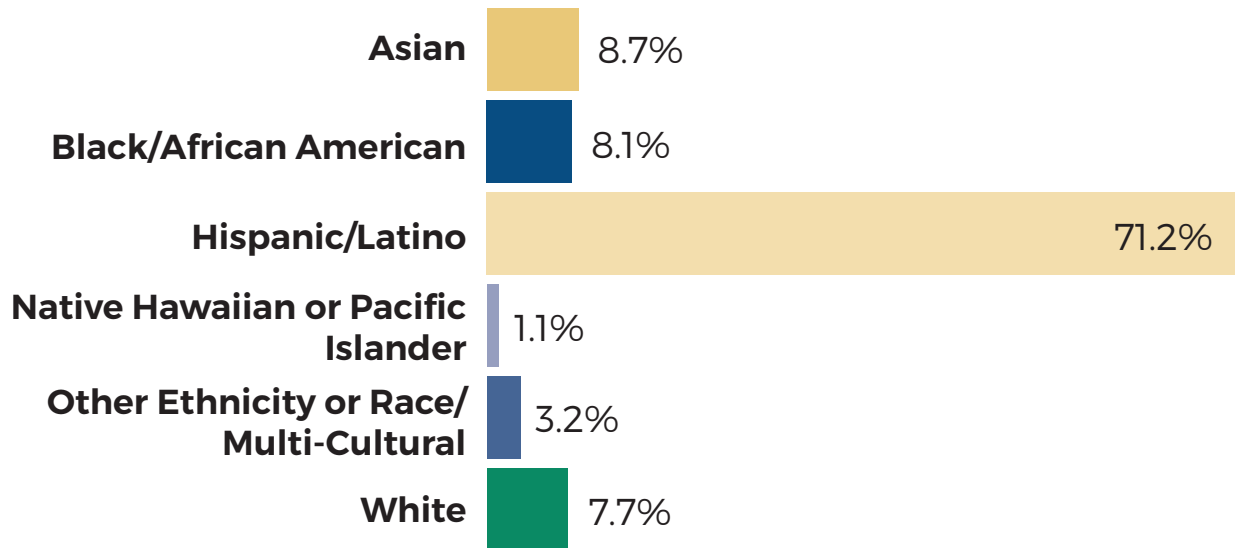
Our staff communicate in a variety of languages to better serve our community. All team members speak English, and several also communicate in additional languages.

- Spanish 269
- Tagalog 8
- Khmer 2
- Korean 4
- Japanese 6
- Mandarin 2
- Vietnamese 2
- Farsi 2
- German 1
- French 2
- Visay 1
- Portuguese 1
- Samoan 1
- American Sign Language 1



Our Staff

Harbor Staff Ethnicity



Statements of Financial Position

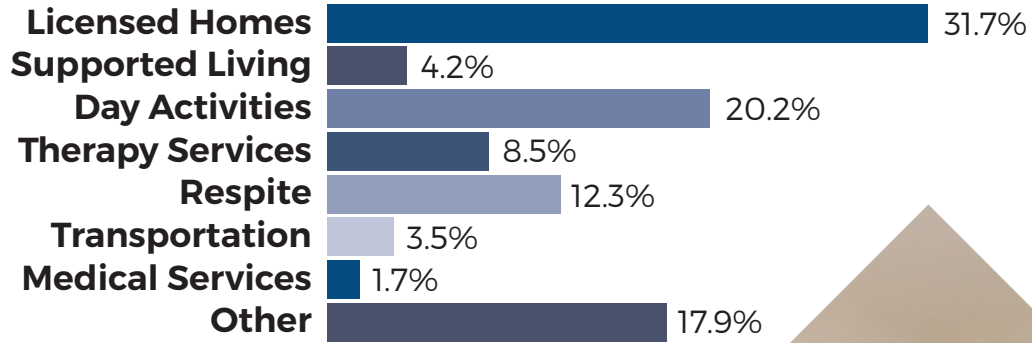
ASSETS

	June 30,	
	2025	2024
ASSETS		
Cash and cash equivalents	\$ 21,342,839	\$ 30,564,886
Cash and cash equivalents - client trust funds	109,042	117,569
Investments	50,105	49,795
Receivable - State Regional Center contracts	32,034,029	11,502,151
Receivable - Intermediate Care Facility providers	842,487	546,973
Prepaid expenses and other assets	655,028	1,661,535
Due from State - accrued vacation leave benefits	2,179,536	2,033,024
Due from State - leases receivable	4,771,868	3,353,056
Operating lease right-of-use assets	<u>86,144,649</u>	<u>90,622,478</u>
TOTAL ASSETS	<u>\$ 148,129,583</u>	<u>\$ 140,451,467</u>

LIABILITIES AND NET ASSETS

LIABILITIES		
Accounts payable	\$ 52,209,115	\$ 42,468,975
Accrued expenses and other liabilities	2,416,348	1,671,695
Accrued vacation leave benefits	2,179,536	2,033,024
Unexpended client support	128,786	138,646
Operating lease liabilities	<u>90,916,517</u>	<u>93,975,534</u>
Total Liabilities	<u>147,850,302</u>	<u>140,287,874</u>
NET ASSETS		
Without donor restrictions	<u>279,281</u>	<u>163,593</u>
Total Net Assets	<u>279,281</u>	<u>163,593</u>
TOTAL LIABILITIES AND NET ASSETS	<u>\$ 148,129,583</u>	<u>\$ 140,451,467</u>

Purchase of Service

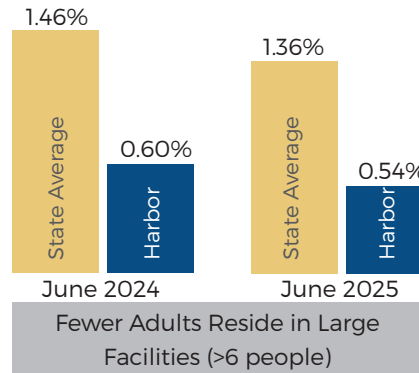
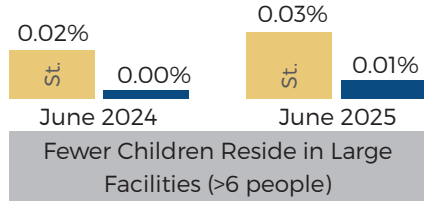
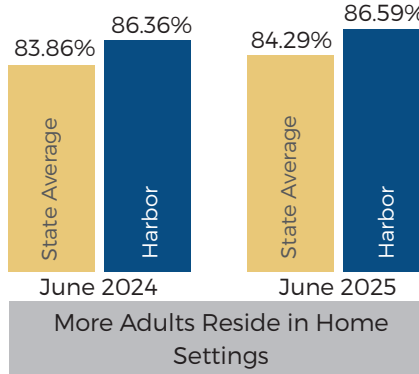
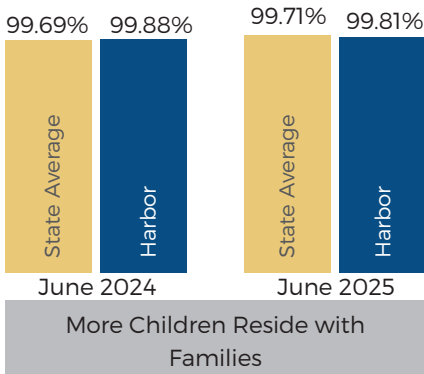




Statements of Activities

	For the Year Ended	
	June 30,	
	2025	2024
SUPPORT AND REVENUE		
State Regional Center contracts	\$ 513,973,886	\$ 409,539,373
Intermediate Care Facility supplemental services income	1,984,947	1,554,158
Intermediate Care Facility administrative fee	25,486	23,884
Interest income	627,079	79,167
Donations and other income	214,495	87,947
Total Support and Revenue	<u>516,825,893</u>	<u>411,284,529</u>
EXPENSES		
Program services		
Direct services	512,516,110	407,502,998
Supporting services		
General and administrative	4,194,095	3,801,899
Total Expenses	<u>516,710,205</u>	<u>411,304,897</u>
CHANGE IN NET ASSETS WITHOUT DONOR RESTRICTIONS	115,688	(20,368)
NET ASSETS WITHOUT DONOR RESTRICTIONS AT BEGINNING OF YEAR	<u>163,593</u>	<u>183,961</u>
NET ASSETS WITHOUT DONOR RESTRICTIONS AT END OF YEAR	<u>\$ 279,281</u>	<u>\$ 163,593</u>

Harbor's Performance Compared with the Statewide Average





Regional Center Performance Measures

The Regional Center Performance Measures (RCPM) program, initiated by the California Department of Developmental Services (DDS), focuses on six key areas to enhance the quality of services for individuals with developmental disabilities. These areas include:

- Early Start
- Employment
- Equity and Cultural Competency
- Individual and Family Experience and Satisfaction
- Person-Centered Services Planning, and
- Service Coordination and Regional Center Operations

Each area is associated with specific performance measures aimed at achieving desired outcomes. Although voluntary, Harbor Regional Center successfully met every performance measure, while meeting the maximum standard on the Person-Centered Services Planning measure in FY 2024-25. Harbor Regional Center is committed to providing high-quality, person-centered services aligned with statewide outcomes.

Guiding Statements

Vision

Harbor Regional Center envisions a world where everyone with a developmental disability has meaningful relationships, is respected and empowered, is informed and knowledgeable, and reaches their highest potential throughout their life.

Mission

Harbor Regional Center empowers everyone with developmental disabilities, and the people who support them, by providing innovative and person-centered services that help them live their best lives in our diverse community.





Guiding Values

Person Centered Philosophy – We recognize and respect each person’s unique strengths and contributions, and support informed decision-making and self-direction.

Diversity, Equity, & Inclusion – We promote a culture of inclusion and belonging that strengthens meaningful relationships and embraces differing perspectives that guide our decision-making.

Partnership – We collaborate and grow with our partners; including those we serve, the people who support them, our staff, our service providers, community leaders, elected officials, and others who share our commitment to the vision of the Lanterman Act.

Innovation – We evolve by seeking better ways to advance our future.

Accountability & Transparency – We are fiscally responsible and use resources effectively, share timely and accurate information, and actively listen to our community.



HARBOR

REGIONAL CENTER

