



2024

Annual Report

We are committed to delivering quality programs that enrich the lives of more than 30,000 children, youth, and families annually throughout San Diego County.



MESSAGE FROM THE CEO



The world continues to evolve at an unprecedented pace, demanding moments of pause, reflection, and deep breaths as we navigate change. Yet, through it all, it is our flexibility, collective strength, and unwavering spirit that have allowed our Harmonium's Board and Workforce Team to remain steadfast in our mission. Together, we have embraced transition while staying true to our vision of An inclusive and equitable world where all children, youth, and their families flourish and realize their fullest potential.

As a nonprofit, we are no strangers to budgetary challenges, shifting political landscapes, and evolving community needs. Advocacy for children, youth, and families requires resilience, especially as we uphold our commitment to excellence and quality services. To keep us on course, every decision we make is thoughtfully anchored by our mission, vision, and core values.

Like other nonprofits, we have navigated the challenges of program expansions and contractions, the long term impact of COVID-19, shifting funding priorities, evolving policy landscapes, and the growing demand for services—all while striving to maintain operational efficiency. Through it all, our caring and skilled staff, strong internal teamwork, and external partnerships have been essential in fostering our resilience and sustaining our impact.

What fuels our work are the moments of impact—the joy in a child's laughter during our before- and after-school programs, the heartfelt reunion of parents and children at pick-up time, the transformative breakthroughs of a young person finding their voice, and the connection of families with needed resources. These moments affirm that our services embody the fundamental human needs of respect, trust, meaningful connections, and overall well-being.

Despite local and global uncertainties, Harmonium is inspired to innovate, grow, and evolve as we remain steadfast in demonstrating our resilience and our unwavering dedication to the communities we serve throughout San Diego County. Through this year's annual report, I invite you to learn more about our services and programs, as we embark on this journey together, forging a future of safety, hope, and well-being for the children, youth and families of San Diego.

Sincerely,

Rosa Ana Lozada, LCSW, IFMHS, RFP II

About Harmonium, Inc.

Mission: To provide quality services that advance well-being in children, youth, and their families through environments and relationships that are safe, nurturing, and respectful.

Vision: An inclusive and equitable world where all children, youth and their families flourish and realize their fullest potential.



CORE VALUES



Respect: We honor each person's culture, diversity, uniqueness and values.

Relationships: We support environments that promote positive relationships, wellness, and resilience for staff and those we serve.

Creativity: We apply strength-based practices to inspire innovative ideas and generate solutions.

Excellence: We commit to providing excellent services through continuous improvement efforts.

MEET THE TEAM

BOARD MEMBERS



Margie de Ruyter
Board Chair



Jaime Romo
Secretary



Don Pilger
Treasurer



Ethel Williams
Board Member



Xiomalys (Xio) Crespo
Board Member



Sylvia Ramirez
Board Member

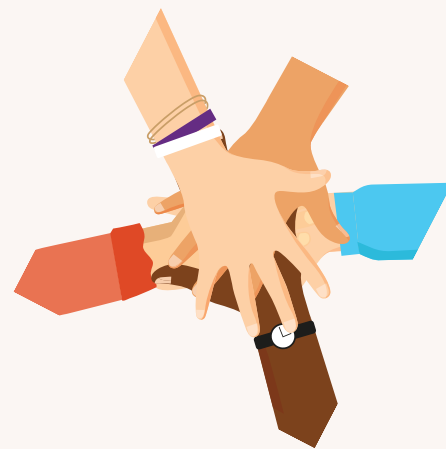
EXECUTIVE TEAM



Rosa Ana Lozada
Chief Executive Officer



Carole Steele
Chief Programs Officer



Working Together

LEADERSHIP TEAM

Bryan Deng, Controller

Dave Baxter, Operations Manager

Joey Montorsi, PrimeTime Program Manager

Kristen Gonzalez, Klassic Kids Licensed Program Manager

Laura Varney, PrimeTime Program Manager

Nikoo Sadatrafiei, Family Youth Partner Program (FYPP) Program Manager

Ramarah Scott, SDUSD FYPP Manager

Teresa Ceotto, Human Resources Director

Vanessa Arteaga, Integrated Community Behavioral Health Director

Initiatives

Trauma Informed
Social Emotional Development
Equity and Inclusion

Before & After School Care

Klassic Kids

Klassic Kids programs provide fee-based, licensed childcare in San Diego county for children entering Transitional Kindergarten through 12 years of age. The program supports families by promoting positive, safe environments where children can raise their confidence, explore their world, and build their social-emotional well-being.

The Klassic Kids program staff design and plan activities to be engaging and age-appropriate. Children have the opportunity to participate in a wide variety of activities such as crafts, creative arts, STEM (Science, Technology, Engineering, and Math), sports, group games, community service learning projects, and special events.

Klassic Kids programs include before and after-school care, full-day care on school breaks and non-legal holidays, and summer camps at various San Diego Unified School District campuses. Klassic Kids is licensed by the CA Dept. of Social Services Community Care Licensing.

PrimeTime

The PrimeTime Extended Day Program is a free service offered to elementary and middle school students within the San Diego School District. Harmonium operates 33 PrimeTime programs and provides students with age-appropriate activities such as academics, arts and crafts, music, science, athletics, and educational games, all while allowing them to socialize with friends and peers. Parents/guardians can feel comfortable knowing their child(ren) is receiving academic support, fun enrichment activities and interacting with peers in a physically and emotionally safe environment.



"Wonderful experience! Klassic Kids was a highly recommended program. This was our first time enrolling and it exceeded our expectations. Mr. Dylan went above and beyond to make our kids experience a safe and fun place to spend their summer." - Klassic Kids Parent

"Bianca has been a great housing navigator. She provided me with resources to find housing for me and my family. Thanks for the constant support and all you do for me and my community."

-Housing Navigator Client

Integrated Community Behavioral Health

Enhanced Care Management (ECM)

Enhanced Care Management (ECM) applies a person-centered approach for Medi-Cal members. Lead Care Managers (LCM) provide goal setting, case management, housing navigation, and community resources to improve members overall physical and mental health needs. Services are offered in partnership with the San Diego Wellness Collaborative.

After School Behavioral Health

Provide students enrolled in Harmonium's before-and-after school program with high-quality individual and group behavioral health support services, recognizing that children often communicate their needs and emotions through behavior rather than words. Early Mental Health Supports focus on addressing life circumstances that may impact a child's well-being, reducing behaviors that interfere with their academic success and social-emotional development. Behavioral Support Specialists (BSS) play a key role in supporting staff, students and families by fostering positive behavioral strategies and enhancing social-emotional literacy.

Community Behavioral Health Counseling Program

The program offers a warm and safe counseling environment where individuals and families are provided culturally responsive, strength-based, and trauma-informed interventions to improve overall mental health and well-being. Individual, family, and group therapy services are provided with a variety of interventions including play and art therapy.

Family Youth Partner Program (FYPP)

Family Youth Partner Program provides support in navigating and accessing behavioral health and other public systems and community resources. Family Youth Partners work with children, youth, and their families to assist in reducing conflict at home, school, and other settings. Through a family-centered approach, the FYPP team understands that mental health issues are often complicated by life challenges such as physical health, limited resources, educational needs, employment, legal issues, and daily life experiences. Funded by the County of San Diego, HHSA, Behavioral Health.



**"When I was first arrested for shoplifting, I was angry at everyone. This program helped me feel better about myself and gave me a chance to give back to my community."
-Juvenile Diversion Youth Participant**

Youth Development

Juvenile Diversion Program

The 90-day Juvenile Diversion program reduces recidivism among juvenile offenders using a restorative justice approach, offering an alternative to formal court procedures and preventing legal system involvement.

In partnership with the San Diego Northeastern Police Department and the Sheriff Department, the program focused on repairing harm and restoring relationships within the community. Offenders, typically first-time misdemeanor youth aged 12-18, reflect on their actions and their impact through community service, reflective writing, and, when needed, referrals for counseling or other services.

Youth Entrepreneurship Employment Program (YEEP)

An innovative approach to entrepreneurship training and leadership skill development for youth, YEEP is designed to teach youth the skills needed to develop a business from conception of the business plan to production, marketing, and sales of the actual product. YEEP provides skills for youth to create their own business while reinforcing positive interactions and relationships with peers, family, school and community.

Youth Wellness Program

Harmonium's Youth Wellness Program addressed the safety of children, youth and their families and the challenges that may adversely affect education performance, behavioral health, physical safety, pro-social behavior and engagement. Service strategies include:

- Case Management
- Linkages and referrals
- Access to supportive services



Total Impact in the Community: 30,000

Direct Services: 5,000

Reach: 25,000

Financials

Fiscal Year 2023-2024 Agency Audit is being finalized. In the meantime, here's a snapshot of our 2023 financials:



Total Revenue - \$11,842,304.00

Contributions, gifts, and grants - \$232,630.00

Program service revenue including government fees and contracts-
\$11,609,674.00

Total Expenses - \$12,068,209.00

Program - \$10,642,544.00

Administration - \$1,425,665.00

Total Assets - \$3,613,282.00

Total Liabilities - \$1,672,751.00

Net Assets or Fund Balance at the end of the year - \$1,940,531.00



A special thanks to all of
our generous funding
partners and donors!

50th Anniversary



Families

For five decades, we have been privileged to walk alongside children, youth, and families, providing quality programs that nurture, support, and empower our community. From before- and after-school childcare to essential mental health services, our mission has always been rooted in care, compassion, and lasting impact.

To the families who have entrusted us with your children's well-being we thank you. Your trust and partnership mean everything to us. We are honored to be part of your journey and look forward to many more years of growth, love, and shared success.

Partners and Vendors

We are deeply grateful for the partnerships we've built with our vendors, including local small businesses, who share our commitment to strengthening nonprofits and enriching the San Diego community. Our collaboration has created opportunities for coordinated care, connections to vital resources, and innovative tools and skills that enrich the lives of the children and youth we serve.

By working together, we are not only supporting the work of nonprofits but also empowering the next generation and fostering a thriving community. Thank you for your dedication, generosity, and shared vision. Your partnership contributes to our lasting impact!

Collective Impact

At Harmonium, we believe in the power of collaboration to drive meaningful change. Our commitment goes beyond the programs and services we offer—we actively partner with others to create a lasting impact for children, youth, and families. By fostering strategic connections, we strengthen communities, shape policies, and enhance well-being for those we serve.

Our engagement extends beyond direct services. We proudly contribute to collective efforts such as Birth of Brilliance, the BOOST Conference, We Can't Wait, the San Diego Wellness Collaborative, City and County efforts. Through these partnerships, we reinforce our shared values and demonstrate the broader impact of our work to sustain and expand our mission, ensuring a brighter future for the communities we serve.



“Many programs, many
services, one Harmonium.”





The future belongs to those who
believe in the beauty of their dreams.
- Eleanor Roosevelt



STAY CONNECTED:

@harmoniumsd



FOR MORE INFORMATION:



858-684-3080



www.harmoniumsd.org



5440 Morehouse Dr. STE. 1000
San Diego, CA 92121

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