

# IMPACT REPORT 2025

# Welcome



Rancho Cielo had an outstanding year, and all students now have the opportunity to be engaged in our earn-as-you-learn program, which provides paid work experience and skill development on campus. Inspired by the success of the Drummond Culinary Academy's Friday Night Dinners, each vocational program is developing its own microenterprise, giving students practical opportunities to learn, lead and contribute.

Our Classic Car Restoration program, one of the most unique high school initiatives of its kind in the country, officially became its own program in 2025 through our partnership with the Pebble Beach Concours d'Elegance.

To expand our college pathways, we have continued to offer dual-enrollment programs with Hartnell College and Monterey Peninsula College, including a new Student Success Seminar taught during our After School Program. (These programs allow students to earn both college credits and high school credits simultaneously.) Additionally, we expanded the After School Program to include 3D printing, a campus podcast, bicycle skills and maintenance, and equine-assisted learning and horsemanship through our onsite nonprofit partner, Hope, Horses & Kids.

Meanwhile, our RIDE (Rancho Invests in Driving Equity) Scholarship awarded cars to eight recent Rancho Cielo graduates. We also reignited our efforts to support our Endowment Fund, securing Rancho Cielo's future impact for years to come.

When we uplift the most vulnerable, we elevate the whole, and I am most grateful for the community's support of our mission to empower youth and transform lives.

Warm regards,



Chris Devers, CEO

# A Message From Our Founder

The students at Rancho Cielo have taught me a lot over the years about what is and isn't being learned at home or in traditional schools today. It has only strengthened my belief that we are doing the right thing here—providing a pathway for youth facing challenges to learn crucial work and life skills that help them become productive, confident and successful adults.

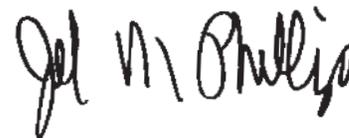
This reminds me of when a friend who is a general contractor volunteered to teach our construction students how to lay pavers for a walkway. He later noted the students' lack of work experience: They didn't know how to use a wheelbarrow, shovel, pick or tape measure. No one ever showed them how.

This is exactly what we've observed over the years at Rancho Cielo, and it's not limited to our students—young people today often aren't exposed to trades, craftsmanship or the work ethic you can develop along the way. By the time I was eight, kids my age could wield a hammer, use a saw and handle a tape measure. Working and building a work ethic were just as vital as academics.

That same contractor friend also shared another important observation about our students. "I have never met such a polite group of kids in my entire life. Everyone I passed in the hall said, 'Good morning' and addressed me as sir."

While it may take time to master using a hammer or welding metal, our students are learning something equally important—civility. It is one of the most valuable lessons they take from our campus and a fundamental element for their personal and professional development. We take pride in nurturing these qualities in our students and supporting the next generation.

Sincerely,



John M. Phillips, Founder



## MISSION

Rancho Cielo invests in all young people facing challenges for success through diploma education, vocational training, counseling and life skills development in a safe and affirming environment.

## BOARD OF DIRECTORS

Gregory Ahn

Luis Alvarez

Patrick Amaris

Mark Borman

Lance Buckledee

Mike Costa

Jacqueline Cruz

Jennifer Dacquisto

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## EMERITUS

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Dale Meyer

Clement Miller

Judge John M. Phillips

Jennifer Rosenthal

Pete Scudder

Sarasina Tuchen

Mike Zimmerman

Bert Cutino

Joanne Taylor

## RECOGNIZING BOARD LEADERSHIP AND SERVICE



We acknowledge the immense contributions of outgoing board members Don Chapin, Janine Chicourrat, Jeff Cook and Jamie Kitz. Board service is a rigorous volunteer role: Don served as a founding member and board chair; Janine served as board chair and provided expertise to several committees; Jamie served as board secretary and chaired our Equity committee; and Jeff served on our Audit committee. Each of these individuals served Rancho Cielo with commitment, dedication and unwavering passion for our mission. On behalf of everyone at Rancho Cielo, we are eternally grateful for the time, talent and support they have given to our organization.

### DEAR RANCHO CIELO DONORS AND SUPPORTERS,

In October 2025, we celebrated an incredible milestone—Rancho Cielo’s 25th Anniversary! The campus came alive with tours, a recognition ceremony, heartfelt speeches, delicious food and exciting musical performances. It will be a fond memory for years to come.

We owe special gratitude to our founder, Judge John Phillips, and his wife of 53 years, Patti Phillips. Without John’s vision and Patti’s unwavering support, Rancho Cielo would have remained only a dream.

There are countless reasons to love Rancho Cielo, but the greatest is helping students thrive. This is a shared passion that drives our amazing donors, sponsors, my fellow board members and the Rancho Cielo staff every day.

I’m proud to serve on such a generous and dedicated Board of Directors—the most engaged and focused team I’ve ever known. This board gives not only financial support but also time, wisdom and leadership that have shaped our campus into what it is today.

Looking ahead, Rancho Cielo’s potential is limitless. Our future goals include expanding into home health care and medical training; creating a historic car restoration facility; and updating our culinary kitchen, dining room and outdoor pavilion. Soon, the organization’s model will be showcased worldwide because so many young people need what we offer in their home towns.

Though as we continue to evolve, our mission and goals remain clear: 100% of our students will go on to higher education and/or secure quality, living-wage jobs after graduation, for five years and beyond.

Thank you for your generosity and commitment to help Rancho Cielo transform lives. The best is yet to come.

With gratitude,

Pete Scudder, Board Chair



# Academic Instruction | JMCS Partnership



**JOHN MUIR**  
CHARTER SCHOOLS

Rancho Cielo provides a pathway to complete high school education and earn a high school diploma or the equivalent via the HiSet® (*High School Equivalency Test*) or GED® (*General Education Development*) test, thanks to our partnership with WASC (*Western Association of Schools and Colleges*)-accredited John Muir Charter Schools.

*Our students rotate between high school and career technical education every day, and the academic curriculum integrates key skills that support students' vocational training.*

**77 students with IEPs** (*Individualized Education Program*) or **504 plans** received support services to meet their unique learning needs.

We assist students with IEPs in applying for services with California's **Department of Rehabilitation** to obtain paid work-based learning experiences and quality employment after graduation.

Monthly professional development is provided for academic staff, including conferences and training from Chartwell Teaching Institute and Hartnell College.

**UCSF's Dyslexia Center** continues its research with our students to improve literacy outcomes for youth and support the California Institute of Law, Neuroscience and Education's work to end the school-to-prison pipeline. This win-win research at Rancho Cielo is a dynamic collaboration involving aligned universities and local organizations.

**UCSF and Chartwell School** provided structured literacy instruction and developed targeted interventions focused on decoding (word recognition) and cross-linguistic understanding—and also trained JMCS staff to implement these strategies.

**UCSF and Ohana**, Montage Health's youth mental health program, partnered to incorporate a sleep intervention to help students improve cognitive function, emotional regulation and academic performance.

## Rancho Cielo is the largest of 34 JMCS sites in California.

7

**Credentialed Teachers**  
(full-time)

2

**Credentialed Administrators**

7

**Credentialed CTE**  
(*Career Technical Education*)  
**Instructors**

6

**Paraeducators**

2

**Special Education/Resource Specialist Teachers**

4

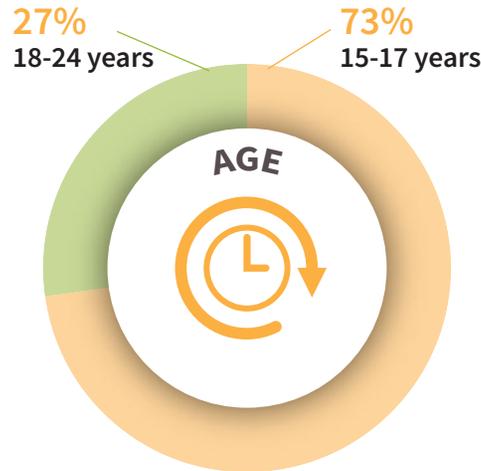
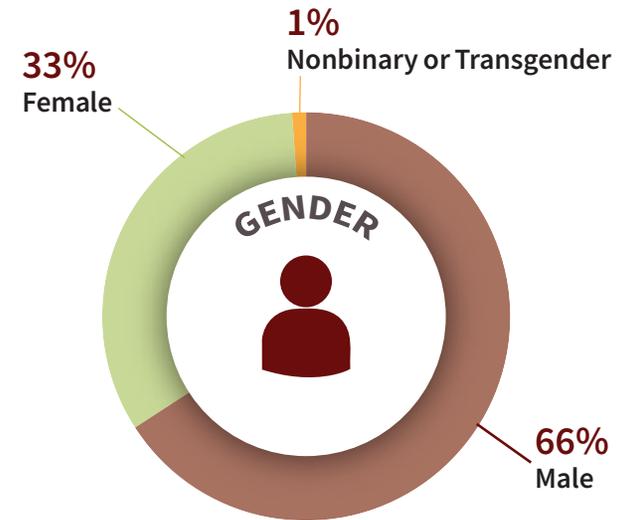
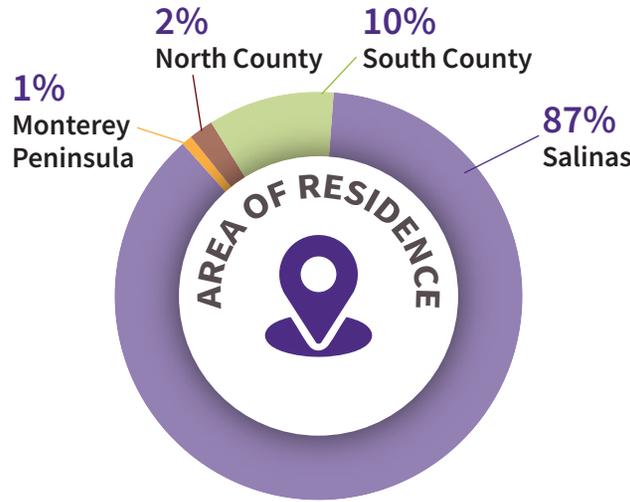
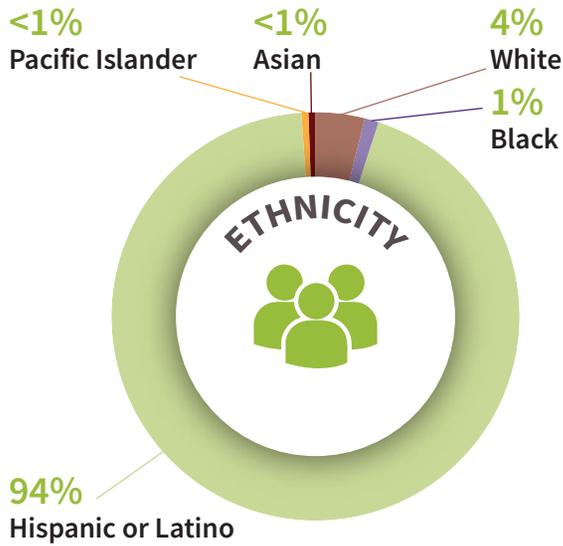
**College Adjunct Faculty on Staff**

The 2024-25 school year was the second year of implementing **Infinity Learning Maps**. This approach can help students learn how to learn by actively reflecting on their learning and adapting and resolving challenges impacting it—setting them up to survive and thrive in our modern world. *More at [infinitylearn.org](https://infinitylearn.org).*

**2 Dual Enrollment Programs** offered in partnership with Hartnell College and Monterey Peninsula College. Students earn college credits and credits toward high school completion.

**2 California Climate Action Corps Fellows** (*Sept. 2024-Aug. 2025*) **diverted 1,500 lbs. of food waste** from meals served at the ranch; **575 lbs. were composted** in the garden. The fellows also organized activities for the students around gardening, climate change, energy and sustainability. **Both are now paraprofessionals with JMCS at Rancho Cielo.**

# Who We Serve



**71%** English as Second Language

**9%** Unhoused/homeless

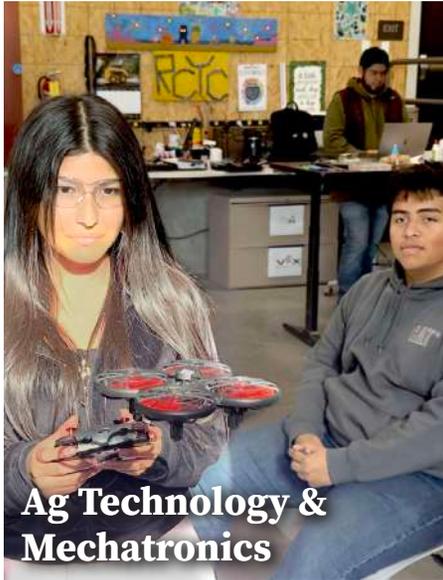
**18%** On probation or adjudicated

**96%** Socioeconomically challenged



“ I chose Rancho Cielo because I want to build real culinary skills in a hands-on environment. Cooking has always been something I enjoy, and here I get to learn from professionals.

–Aaron Ford student, Drummond Culinary Academy



**Ag Technology & Mechatronics**

- A UC Santa Cruz partnership provided a drone technology curriculum, supporting preparation for **FAA Part 107 Remote Pilot Certification**.
- **6** drones were acquired for the program.
- Western Growers Association provided **24** students with curriculum and professional development.
- Students built a sensory garden with textured plants, fragrant flowers, a color wheel and a butterfly mural, with support from our **Master Gardener/Garden Manager** and volunteer **UC Master Gardeners**.
- The garden is designed to engage all senses while reinforcing environmental stewardship and precision agriculture principles.



**Construction & Sustainable Design Academy**

- Students worked on building **2** small, sustainably designed homes.
- **31** students earned **OSHA 30 certifications**.
- Our award-winning **Orange County Sustainability Decathlon** accessory dwelling unit (ADU) was placed on a permanent foundation on campus, where it will serve as a teaching tool and example for future projects in collaboration with **Hayward Healthy Home Solutions**.
- Students built **22** owl boxes for Monterey County Parks.
- In 2024, a **3-year** program launched with **DOL's YouthBuild** to support our Construction Academy.
- As part of our YouthBuild partnership, **30+** construction students completed a mental toughness course, demonstrating critical readiness for program success.



**Auto & Diesel Repair and Classic Car Restoration**

- **Classic Car Restoration** became its own dedicated program.
- In partnership with **John Muir Charter Schools**, a downdraft paint booth with paint mixer was installed, expanding hands-on training in classic car restoration.
- Students showcased a **1929 Ford Model A** restoration in progress at the Concours Village during the **2025 Pebble Beach Concours d'Elegance**.
- Students gained industry exposure by meeting **Tony Purnell**, an engineering entrepreneur and former principal of the **Jaguar and Red Bull Formula One** teams, and his team on our campus, and learning how they prepare his **rare 1953 Jaguar C-type** to be shown in the 2025 Concours d'Elegance, where it earned second in its class.
- **25** students participated in our new **FORD Automotive Career Exploration (ACE) program**—a direct path to become certified technicians at Ford and Lincoln dealerships nationwide.



**New Ford Tech**  
ACE



## Drummond Culinary Academy (DCA)

- The DCA program completed the **CA RISE** program, the nation's first-ever statewide investment in employment social enterprises, with our flagship Friday Night Dinner service.
- Students gained over **5,000** hours of practical work experience at **90** events, including **33** sold-out Friday Night Dinners.
- **17** students completed our **8-week** summer internship program at local restaurants and hotels, working a combined **4,000+** hours. **10** of them received job offers.
- **18** students earned college and high school credits through our dual enrollment program with Monterey Peninsula College, taught by our Executive Chef and Instructor Estevan Jimenez.
- **2** students competed in a national culinary competition.
- **34** students earned ServSafe certifications.
- In 2024, a **3-year** program launched with **DOL's YouthBuild** to support our Culinary Academy.
- Through our YouthBuild partnership, **30+** students completed a mental toughness course, showing readiness for program success.



## Welding & Fabrication

- Students built **2** small home trailers (**20' x 10'**) that successfully passed inspections and received VINs from the DMV and **1** custom barbecue (from design to manufacturing), and they fabricated custom door locks for a shipping container.
- In collaboration with Classic Car Restoration students, Welding students installed a small-block engine in a **1950s Studebaker truck**; they designed and built custom crossmembers and engine mounts.
- Students played an essential role in receiving, organizing and installing equipment in our vocational center, including **2** lathes, **1** mill, a large band saw, a stomp shear and a fixture bench.



## Silver Star Youth Program and Youth Corps

- **36** students participated in the Silver Star Youth Program; **13** of them ended probation.
- **5** Silver Star students transitioned to a vocational program; **1** Silver Star youth graduated.
- **8** Silver Star students completed a work study program in partnership with the Monterey County Probation Department.
- **1** Youth Corps participant received a full scholarship to UC Berkeley for fall 2027 with support from nonprofit Underground Scholars, after completing general education at Hartnell College, where he is currently enrolled.
- **1** Youth Corps participant transferred to the **California Conservation Corps** and is training to become an arborist.



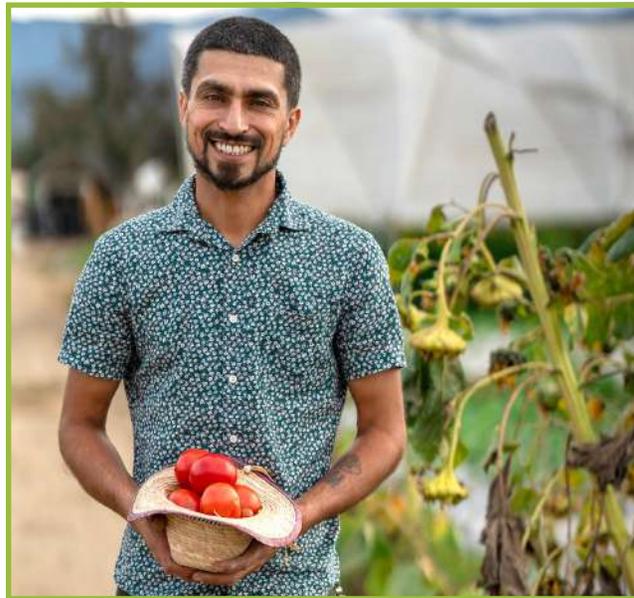
## After School Program

- Launched in fall 2024.
- The program provides tutoring and credit recovery, college and career readiness, recreation and enrichment activities, a hearty snack and more.
- **55** students participated in the first year.
- Offerings were expanded in fall 2025 to include **introductory 3D printing**, a **college seminar** through our dual enrollment program with Hartnell College, **personal finance**, a **campus-based podcast**, **bicycle skills and maintenance**, and **equine-assisted learning and horsemanship** through our onsite nonprofit partner **Hope, Horses & Kids**.
- **15** students enrolled in the Student Success Seminar, expanding their college pathways.



## In Rancho Cielo's 25-Year History

- ✓ **2,250+** students served
- ✓ **786** diplomas awarded
- ✓ **500+** vocational certificates earned in Ag Technology, Auto & Diesel, Culinary Arts, and Construction & Sustainable Design



*Rudy Jimenez, a 2007 Silver Star graduate, now owns and operates Green Thumb Farms, a thriving 24-acre sustainable farm in San Juan Bautista, which serves weekly farmers markets in the SF Bay and Monterey Bay Areas and supplies produce for Cultiva, his partner's plant-based restaurant that is also based in San Juan Bautista.*

- 288** students served/enrolled\*
- 83%** average daily attendance
- 77** graduates
- 92%** graduation rate
- 250%** increased number of graduates in 3 years
- 90+%** are continuing education and/or employed
- 100%** had clear opportunities to transition to college, careers, postsecondary training or military service

*\*Our open enrollment model allows students to exit and re-enroll as needed, ensuring continuous access to education and support.*

# Removing Barriers to Success

<p><b>296</b> 1:1 counseling sessions provided onsite* (74% of those counseled maintained/improved emotional stability)</p>	<p><b>100%</b> of students received holistic case management</p>
<p><b>80</b> students provided transportation to/from Rancho Cielo <b>183</b> days/yr   <b>170</b> miles roundtrip</p>	<p><b>27,311</b> healthy lunches served</p>
<p><b>191</b> students participated in driver's education <b>160</b> obtained permits <b>113</b> obtained driver's licenses since 2023</p>	<p><b>8</b> cars given to students through the <b>RIDE Scholarship Program</b> <a href="http://ranchocieloyc.org/ride">ranchocieloyc.org/ride</a></p>

*\*We partner with Harmony at Home and Monterey County Behavioral Health to provide mental health and counseling services.*

*In January 2025, Monterey-Salinas Transit installed a campus bus stop and launched a new direct route from downtown Salinas, expanding student access to Rancho Cielo across Monterey County; it is now the county's most productive MST route by ridership per hour.*





### American Red Cross

Together, Rancho Cielo and the American Red Cross Community Adaptation Program

(CAP) are working toward establishing a Resilience Hub at Rancho Cielo. This hub will be an important community resource and vital resilience lifeline during disasters and other emergencies. Key components established this year:

- A generator for our mobile kitchen to support our culinary program and ensure operation and service of meals during power outages.
- 6 solar-powered workstations installed on campus, establishing a stable location for connectivity and communication, and access to power for mobile devices.
- A BrightDrop electric cargo van was donated by GM to the Red Cross to boost disaster efforts via our local CAP and provide reliable, sustainable transport for materials and supplies when traditional fuel sources may be compromised.



### Salinas Inclusive Economic Development Initiative (SIEDI)

Rancho Cielo is a proud community partner in SIEDI, a growing movement of nonprofits, businesses, education and public organizations that inclusively collaborate on economic projects, tackle local challenges, uplift our community and increase access to economic opportunities for all. SIEDI is made possible through a generous grant from The James Irvine Foundation in partnership with the Community Foundation for Monterey County.



# Key Collaborations

**Rancho Cielo** was founded through strong public and private partnerships that have grown exponentially over the past 25 years—and remain essential to the life-changing impact we create for our youth and our community. We are deeply grateful for the many dedicated collaborators who help make our work possible. The three partnerships highlighted here represent only a snapshot of the broader network of supporters who collectively propel our mission forward.



### Monterey County Hospitality Association (MCHA)

MCHA is a strong supporter of our

vocational programs and the Drummond Culinary Academy (DCA), as well as our fundraising events. Local MCHA business members donate time, money and expertise to mentor and guide our culinary students for confidence, connections and future success in the industry. Throughout the year, students experience the following MCHA programs:

- White Tablecloth Dinner Experience
- Job Shadow Opportunities
- Connections to internships (17 in summer 2025, and 6 in January 2026)
- Yearly clothing drive to provide professional attire for interviews
- Resume building and interview preparation
- Annual job fair featuring over 25 recruiting properties
- Networking and job placement



### Pebble Beach Concours d'Elegance

When our Classic Car Restoration program started to take shape in recent years, our ongoing

charitable partnership with Pebble Beach Concours d'Elegance dramatically increased, as they saw our potential in training youth to repair and restore classic cars. This has included (*but is not limited to*):

- Increased exposure for Classic Car Restoration program.
- Student showcases at Concours Village in 2024 and 2025 Concours d'Elegance.
- Immersive industry exposure for students, including show field exploration and Concept Lawn innovations and participation in exclusive culinary events (*Drummond Culinary Academy students*) during Pebble Beach Automotive Week.

**Read more about our partnership with Pebble Beach.**



**“ In the last few years, MCHA and DCA have deepened their partnership with more far-reaching programs than ever to support and positively impact the lives of our students. MCHA truly cares about our students and works tirelessly to provide them with tremendous support and possibilities.**



**Wanda Straw**  
General Manager, DCA

# Annual Events & Involvement

Across one campaign and three events:

\$1.8M raised | 1,800+ individuals engaged | 500+ volunteered



## 2024 Jazz at the Ranch,

a benefit for arts and mental health programs at Rancho Cielo, featuring acclaimed jazz and blues performances, headlined by the legendary Los Lobos.



## 2025 Culinary Round Up,

an elevated food-and-wine experience with a Western flair, highlighting our Drummond Culinary Academy students working alongside top local chefs, exclusive live and silent auctions and more.



## 2025 Annual Partnership Fund,

a community-oriented fundraising campaign, supporting the sustainability of core programs and services—and directly impacting students' lives.



## 2025 Veggie Boxes & BBQ,

a unique event connecting donors, sponsors, volunteers and partners. With produce generously provided by regional agricultural companies, 15,000+ healthy veggie boxes are sold to community members and donated to feed families in need across Monterey County and beyond.

# 25th Anniversary CELEBRATION

OCT.  
25,  
2025



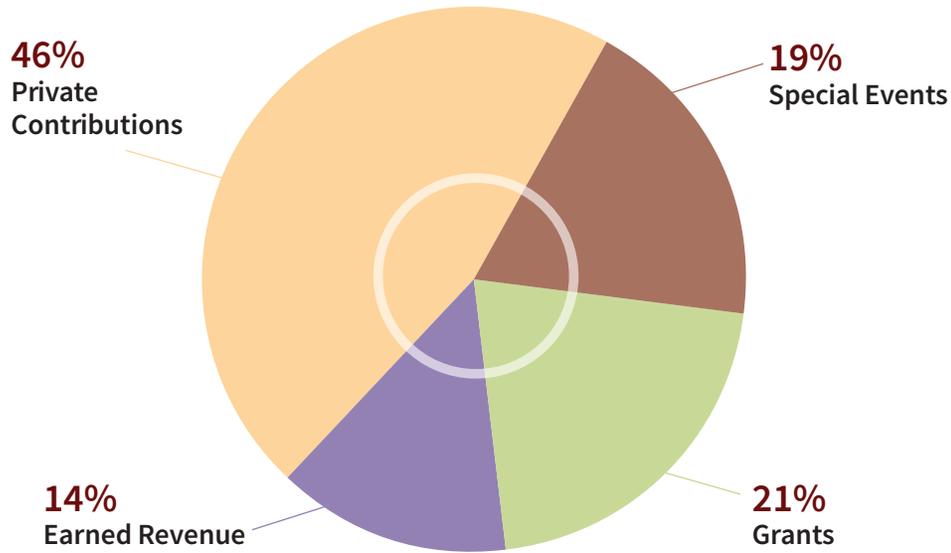
We proudly recognized these longstanding advocates of Rancho Cielo at our 25th Anniversary event. Their generous philanthropy and commitment to empowering our youth have been instrumental in our mission-driven work and making a tangible, lasting impact in Monterey County.

John Phillips  
Ted Balestreri  
Susie Brusa  
Don Chapin  
Mike & Kim Costa  
Bert Cutino  
D'Arrigo Family  
Mary Jane & Ralph Drummond

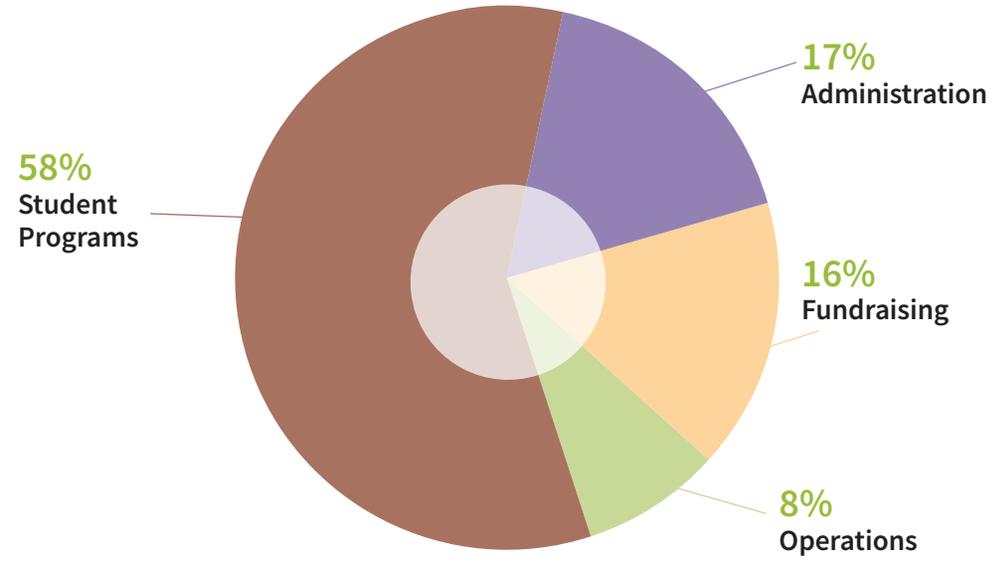
Bill Hayward  
Lesley Miller Manke  
Pete Scudder  
Joanne Taylor  
Community Foundation for Monterey County  
Harden Foundation  
Monterey Peninsula Foundation

Pebble Beach Company, Pebble Beach Company Foundation and Pebble Beach Concours d'Elegance  
David Wilkinson & the Larry and Phyllis Wilkinson Foundation

### REVENUE



### EXPENSES



2024-25 Annual Operating Budget: **\$6,276,142**



### With Gratitude to Our Donors and Supporters

We are thankful to all who helped to grow and develop Rancho Cielo over the last 25 years and the new supporters who joined us along the way. Because of your contributions, we have served more than 2,250 individuals and their families to date.

For a full list of donors in fiscal year 2024-25, scan the QR code here.





**RANCHO CIELO**

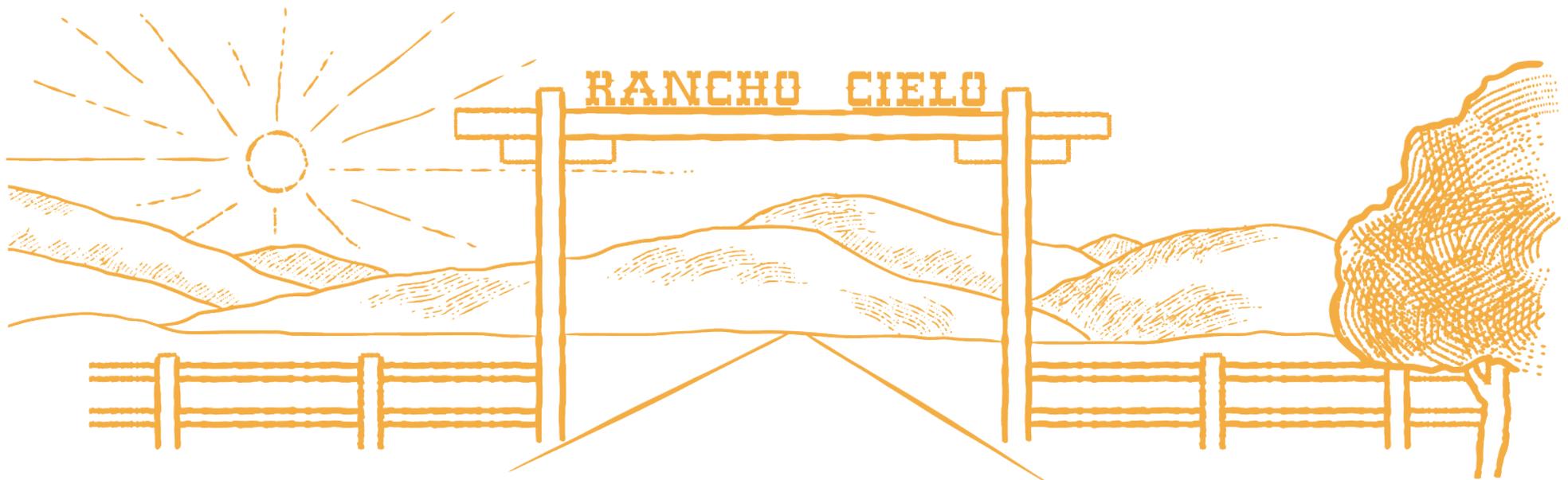
P.O. Box 6948

Salinas, CA 93908



## Amplify Our Impact

Make a gift to support  
Rancho Cielo today.



**[ranchocieloyc.org](http://ranchocieloyc.org)**   

710 Old Stage Road, Salinas, CA 93908 | 831-444-3533

Rancho Cielo is a 501(c)(3) nonprofit organization. Federal Tax ID #77-0555859