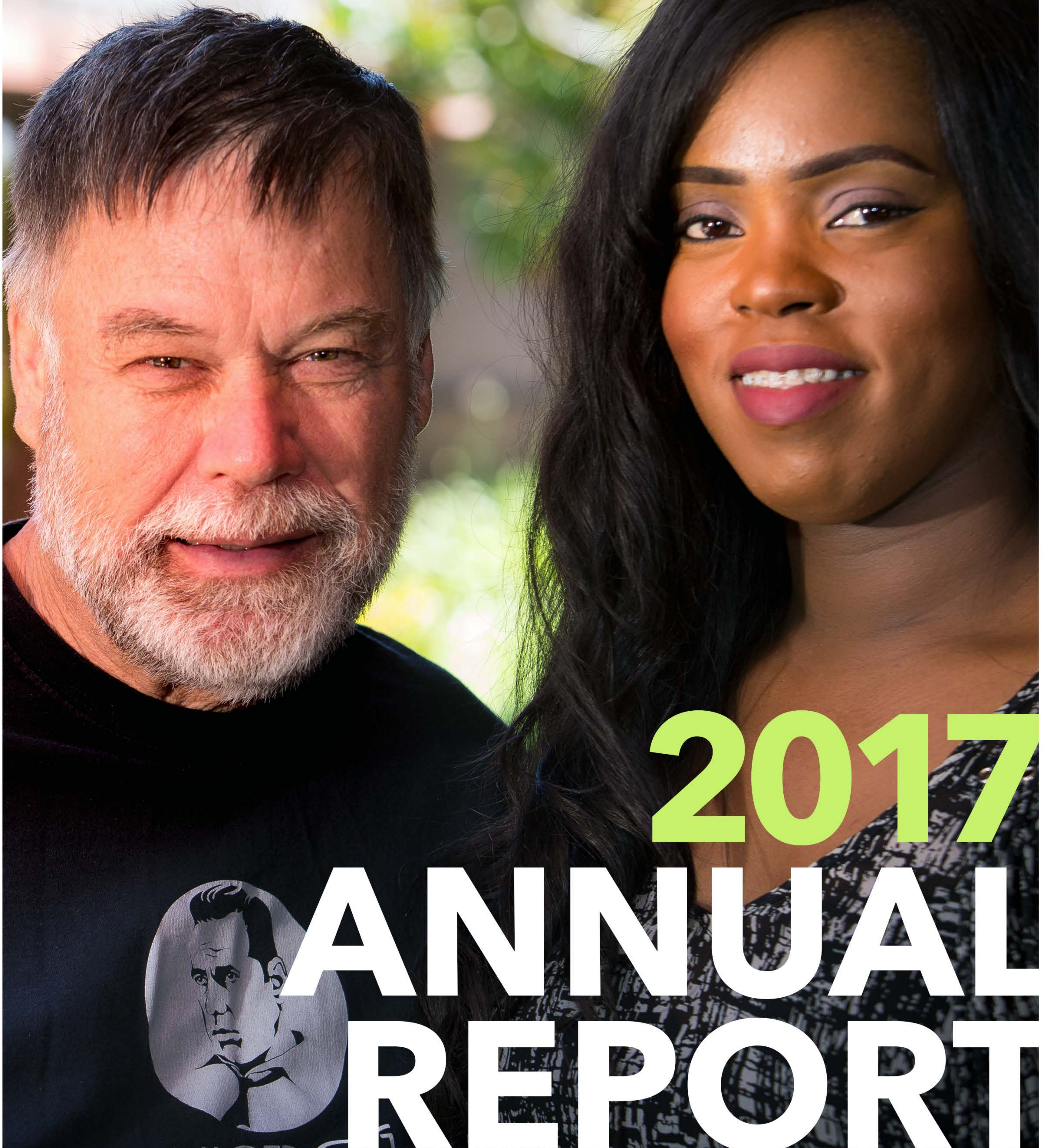




Integrated
Community
Services



2017



ANNUAL
REPORT



BOARD OF DIRECTORS

Janet Miller, President

Claims VP
Republic Indemnity

Alexis Lynch

Owner/Principal
Law Office of Alexis Lynch

Kari Peterson

Data Analyst
Haas School of Business, UC Berkeley

Kathee Shatter

Realtor
Pacific Union

Kevin Price, Vice President

Retired Partner
Ernst & Young

Orlee Dykan

Project Director
Salesforce

Alyson Paine

Brand Manager
Microsoft

Patti Stadlin

Community Volunteer & Fundraiser
Multiple Programs

ICS DIRECTORS

Irene Klein

Mental Health Programs

Lisa Newmark

Employment Programs

Josh Milstein

GEM Program

Michael Pinkerton

Independent Living Services

Hi Friends!



ICS has made great strides in growing the kind of community that welcomes diversity and is inclusive of people with disabilities. In 2017, ICS grew by 20% and served 312 people on their path to independence. We're so proud of the work that we've done as collaborators in our community as we work to end isolation for people with disabilities.

In this year's annual report, we will show how we equip the people we serve with the tools and skills they need to move through their path to independence. We'll show how ICS walks alongside people with disabilities as they meet their individual milestones, whether that's getting their first job, driver's license or their own apartment.

Each of the 312 individuals that we worked alongside this year have accomplished amazing successes in their lives and are now able to give back to our Marin community in immeasurable ways. Still, the need to serve more people to meet their independence goals persists. Over 22,000 people in Marin have disabilities and many of them are dealing with unemployment and homelessness. In fact, 70% of people with disabilities in Marin lack sufficient housing.

But there is hope for change. Thanks to the inclusive employers, neighbors and organizations in Marin, we are primed to work with even more people in this next year as we build the diverse and thriving community we all want to be a part of.

Thank you for all your support and partnership!

In community,

Abby

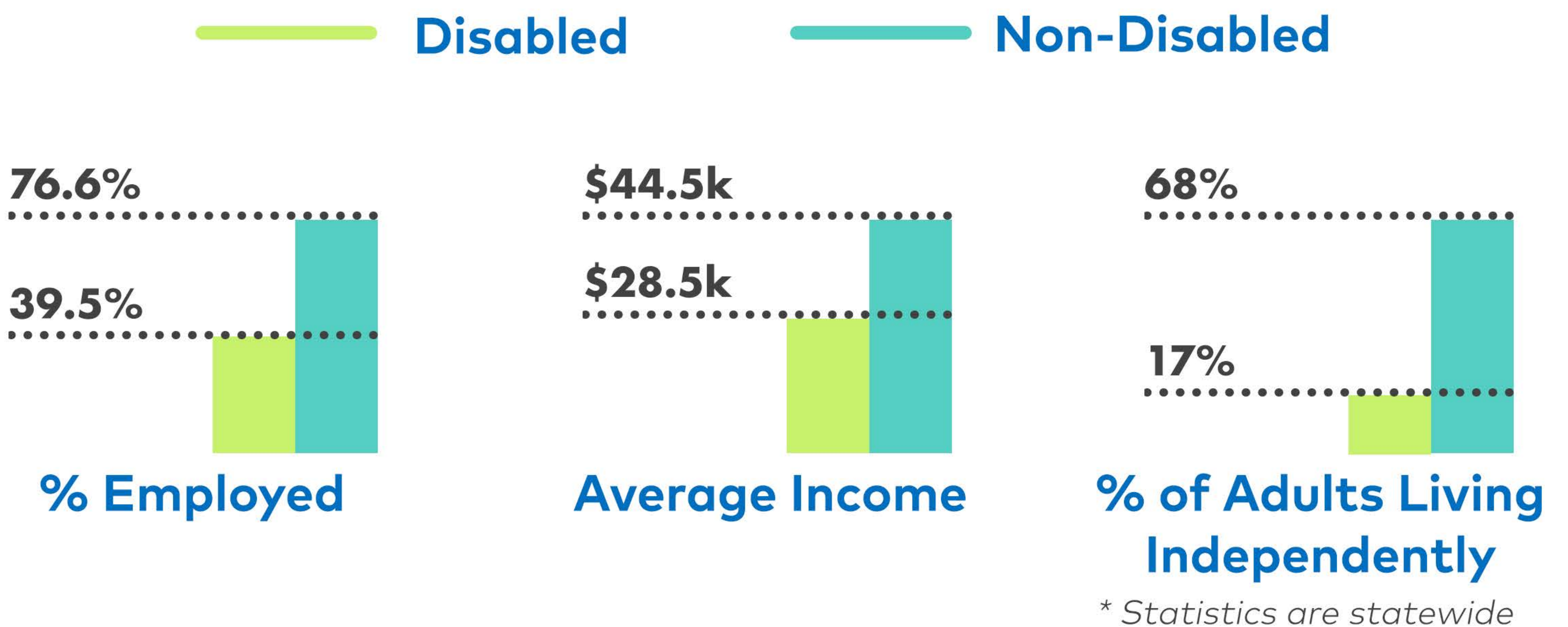


Abby Yim
Executive Director
Integrated Community Services



In Marin, 22,000 people have some type of disability.

People with disabilities are the largest minority group in the county. Despite this fact, there are huge disparities between the resources and opportunities available to disabled people and non-disabled people.



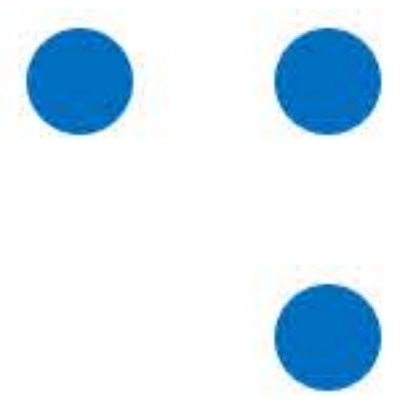
OUR GOAL

To close these gaps for people with disabilities by equipping our clients with the skills to be independent and encouraging our community to empower diversity.

THE PATH TO INDEPENDENCE



We partner with individuals with disabilities and their families on the path to independence



Together, we assess needs and create goals like employment, independence at home and community engagement



Independent Living

- Secure stable housing
- Train in financial literacy
- Pursue education
- Master cooking & cleaning
- Learn to use transit



Employment

- 100+ employer partners in Marin
- Identify interests + search for jobs
- Get on-the-job training once hired
- Work towards financial independence

Community Engagement

- 9 social clubs + volunteer matching
- Promote integration
- Build healthy habits
- Leave a positive impact

Last Stop, Independence!

Our goals: to help people with disabilities become independent and inspire our community to promote diversity and inclusion.

We hope you'll join us!



We
PARTNERED WITH
312 **PEOPLE**
with disabilities

SERVICES

- Independent Living Skills
- Employment Services
- Job-Training Programs
- Mental Health Services

We served 20% more individuals this year, and we're still growing.

Since 1994, Integrated Community Services (ICS) has forged partnerships between individuals with disabilities and our community to create a **diverse and inclusive** place for us all.

We equip adults with disabilities with the skills needed to become independent: from **building a career**, to **securing housing**, to learning the crucial life skills needed to **maintain independence**.

INDEPENDENT LIVING

140

people participated in our Independent Living Training

126

clients secured independent housing

Our Independent Living Skills Training teaches our clients how to become independent at home.

Our training looks different for everyone, from helping a young adult learn to cook and clean in preparation for them moving out, to helping a senior client understand their retirement finances and manage their medications. We also encourage our clients to become more active in the community through our social clubs.

Skills We Teach

- Financial Literacy
- Social Skills
- Conflict Resolution
- Community Involvement
- Domestic Skills
- Personal Health/Hygiene
- Transportation Training

Social Clubs We Offer

- Client Advisory Committee
- Hiking
- Art and Board Games
- International Cooking
- Bowling and Billiards
- Video Games
- Movies



EMPLOYMENT

189

clients were employed throughout Marin

33

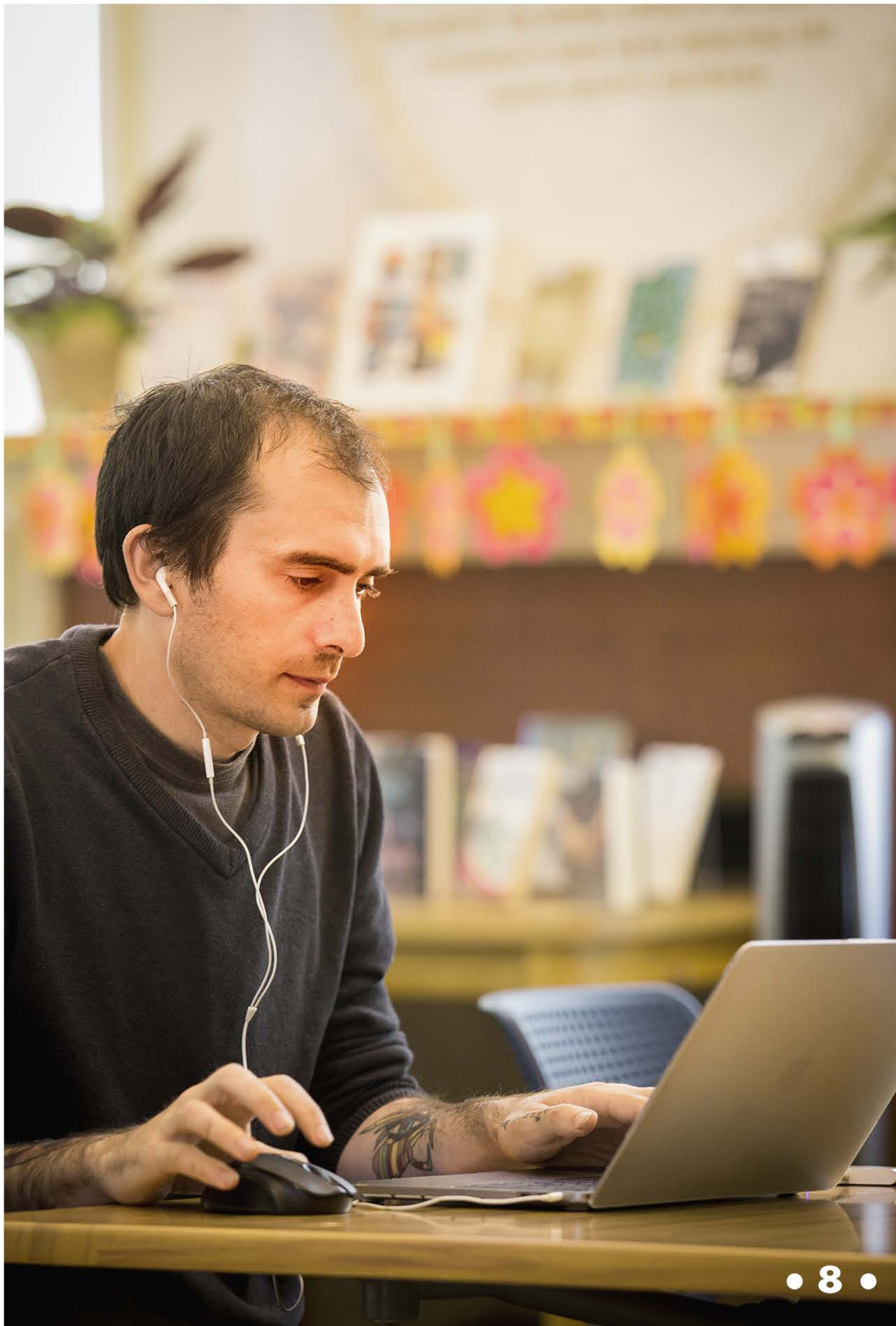
clients were hired into new jobs

100%

of unemployed clients found employment

100%

of clients retained employment for 4+ months



We help our clients build their careers and move off of benefits.

We achieve this through a multi-step program that meets our clients where they are, from individuals who have never had a job to people who are looking for career advancement.

ICS provides follow-up services, which means that we offer guidance and support for the lifetime of our clients' jobs.

Employment Services:

- Resume Development
- Job Searching
- Interview Support
- On-Boarding Assistance
- On-the-Job Coaching
- Follow-Up Support



50

clients graduated from a job-training program

95%

found employment within 3 months

Our 6-month, paid training programs include:

Business Management & Sustainable Agriculture

At our garden, GEM

While at GEM, clients learn business skills such as budgeting and customer service, while learning each step of managing an organic, sustainable garden.

Clerical Training

At Republic Indemnity Insurance & ICS office

Clients who are interested in office or administrative work benefit from learning computer literacy, data entry, managing office technology and customer service.

Retail Training

At TJX Companies & 101 Surf Sports

Our various locations of retail training each help our clients pursue their passion of working in the retail industry, including working the floor, back room and register.

Production Work

With Slingshot Foods

Technical hand work and production line experience are taught as clients assemble packaging for Slingshot Foods' yogurt drink.



70

people participated in our
Mental Health Services

34

young adults received
preventative support

We provide support on the path to recovery for individuals with mental health or substance use challenges, and who have also been homeless or incarcerated.

The path to recovery looks different for everyone. We provide support around reconnecting people of all ages to their social, work and educational communities.

Last year, we launched COPE, an educational course that prepares people with lived experience in mental health/substance use to become peer counselors.

This year, we launched a Transitional Age Youth program to help young adults overcome mental health challenges.

What We Promote

- Volunteer in the Community
- Participate in Social Clubs
- Pursue Education
- Build a Career
- Exercise and Healthy Choices
- Explore Positive Hobbies
- Share Your Experiences
- Create a support network



To our donors and
 employer partners,
THANK YOU
 for your support.

101 Surf Sports
 Accuchex
 Aegis Corte Madera
 AlmaVia
 American Guard Services
 Aramark
 Bank of Marin
 Bay Area Discovery
 Bayside Nurseries
 California State Parks
 Camp K-9
 Cinemark Theaters
 City Hall of San Rafael
 Community Action Marin
 Computers of Marin
 Cowgirl Creamery
 CVS
 Donald O. & Ronald R.
 Collins Fund
 Driver's Market
 Epstein Law Firm

Extreme Pizza
 EY
 Gap
 Good Earth
 Goodwill
 Gottman Institute
 GSI Benefit Solutions
 Home Depot
 HomeGoods
 Horizon Pharma
 I Made It Glass
 In Defense of Animals
 Jamba Juice
 Juice Girl
 Kohl's
 Larkspur Library
 Lifehouse
 Lilitab
 Lucky's
 Luxury Cars of Marin
 Macy's

Magic Flute
 Marin Ace Hardware
 Marin Gastroenterology
 Marin General
 Marshalls
 Mercedes Benz of
 Marin
 Michaels
 Microsoft
 Mollie Stone's
 Nelson Staffing
 Orchard Supply
 Pacific American
 Group
 Pacific Union
 Panama Hotel
 Peet's Coffee
 Petco
 Play Well TEKologies
 REI
 Republic Indemnity

Round Table
 Safeway
 Salesforce
 Scotty's Market
 SF Giants
 Silk Road Teas
 Slingshot Foods
 Sloat
 Sol Food
 Sprouts
 Telltale Games
 T. J. Maxx
 Target
 Toyota of Marin
 Trader Joe's
 United Markets
 Wells Fargo
 West End Nursery
 Whole Foods
 Woodland's Market
 YMCA



THANK YOU!

For sharing another impactful year with us as we partner with people with disabilities to achieve independence, and with our community to promote diversity and inclusion.

Learn more at www.connectICS.org



Integrated
Community
Services

3020 Kerner Blvd Ste A
San Rafael, CA 94901
415.455.8481