



Integrated
Community
Services

ANNUAL REPORT

July 2022 -
June 2023



415.455.8481

www.connectICS.org

ics@connectICS.org

WHO WE ARE

Integrated Community Services is a **cross-disability** organization in Marin County, CA.

We partner with **332 people with disabilities** as they find employment, housing and community.

We believe in an **interdependent world** where everyone is valued for their unique contributions.



ICS HIGHLIGHTS



We launched a lending library where staff and clients can check out books about disability justice, history and fiction



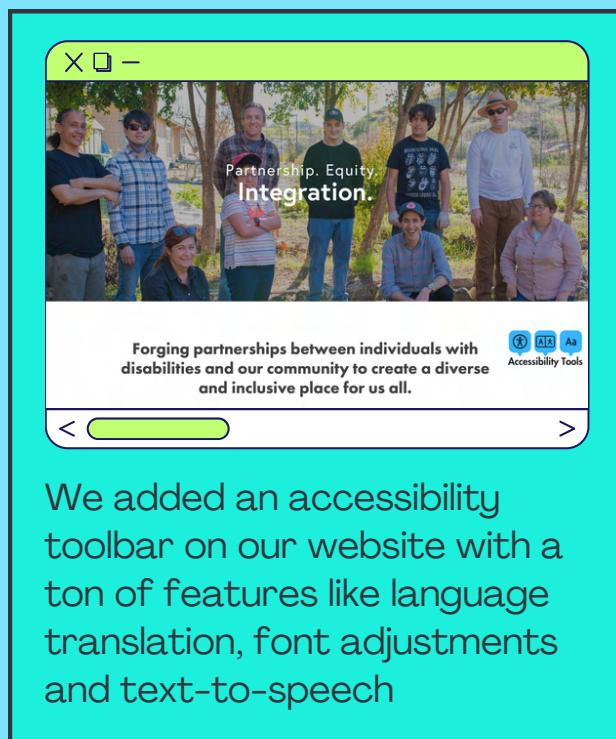
Our GEM garden program opened a flower stand at Andy's Market



Our Client Advisory Committee celebrated its 7th year, and we launched a Healthy Masculinity club



Our social media is now run by ICS client and staff member, Jessy



We added an accessibility toolbar on our website with a ton of features like language translation, font adjustments and text-to-speech



We worked with our clients and disability service providers to create a mental health and wellbeing guide for people with disabilities



Our staff and board received cultural humility training from Keri Gray



We hired 15 new staff and promoted 5 people

TEAM HIGHLIGHTS

1. Continued to diversify our workforce, as **35% of our staff are people with disabilities**
2. Revised our **annual staff evaluation** process to be more supportive for staff and consistent across programs
3. Overhauled our **new hire onboarding process** to be more accessible to our staff with disabilities
4. Created a **management training series** to support our new leaders as they grow their careers at ICS
5. Launched **new staff incentives**, including a commuter stipend and retention bonuses for all staff



PROGRAM HIGHLIGHTS

Living Skills

145 people served

77 people living independently

46 people receiving education and job support through our Tailored Day Services

Behavioral Health

117 people served

31 people hired into new jobs

Employment

141 people served

31 people hired into new jobs

1 new employer partner

48 job-training participants

- 16 at Goodwill
- 30 at GEM, ICS' garden
- 1 at CVS (new!)
- 1 in ICS' living skills program (new!)



BOARD OF DIRECTORS

Janet Miller

Board President

Senior VP Production Operations
Republic Indemnity

Kevin Price

Board Vice President

Retired Partner
Ernst & Young

Isaac Haney-Owens

Analyst

The Kelsey

Erin O'Malley

Attorney

Civil & Disability Rights

Karen Herz

Founder and Principal

Impartial Investigations, PC

Leigh Oshirak

Schuberth

Strategic Business
Advisor

Debbie Kim

Digital Health Care Integration

Program Manager

Stanford Health

Kari Peterson

Visualization Developer

Consultant

Accenture

Alexis Lynch

Owner/Principal

Law Office of Alexis Lynch

Patti Stadlin

Volunteer & Fundraiser

Multiple Programs

LEADERSHIP TEAM

Abby Yim

Executive Director

Lisa Newmark

Employment
Programs Director

Michael Pinkerton

Living Skills Programs
Director

Keira Pelletier

Director of Strategy

Amanda Barnes

Operations Manager

Erik O’Keady

ILS Program Manager

Elaine Blakeley

Employment Programs
Manager

Lillian Rangel

TDS Program Manager

Casey Gauer

GEM Program Manager

Kathy Roshan Moreno

SLS Program Manager

Melanie Hutchens

Behavioral Health
Programs Manager

Nicole Sheehan

SLS Program Manager

CELEBRATING IRENE KLEIN

"I love the 'out-of-the-box' approach to partnering with clients - pulling on other resources within the community, connecting with others to develop strategies and ways for people to reach their goals. When people are heard and supported they bloom; life expands, in work, at home and with others."

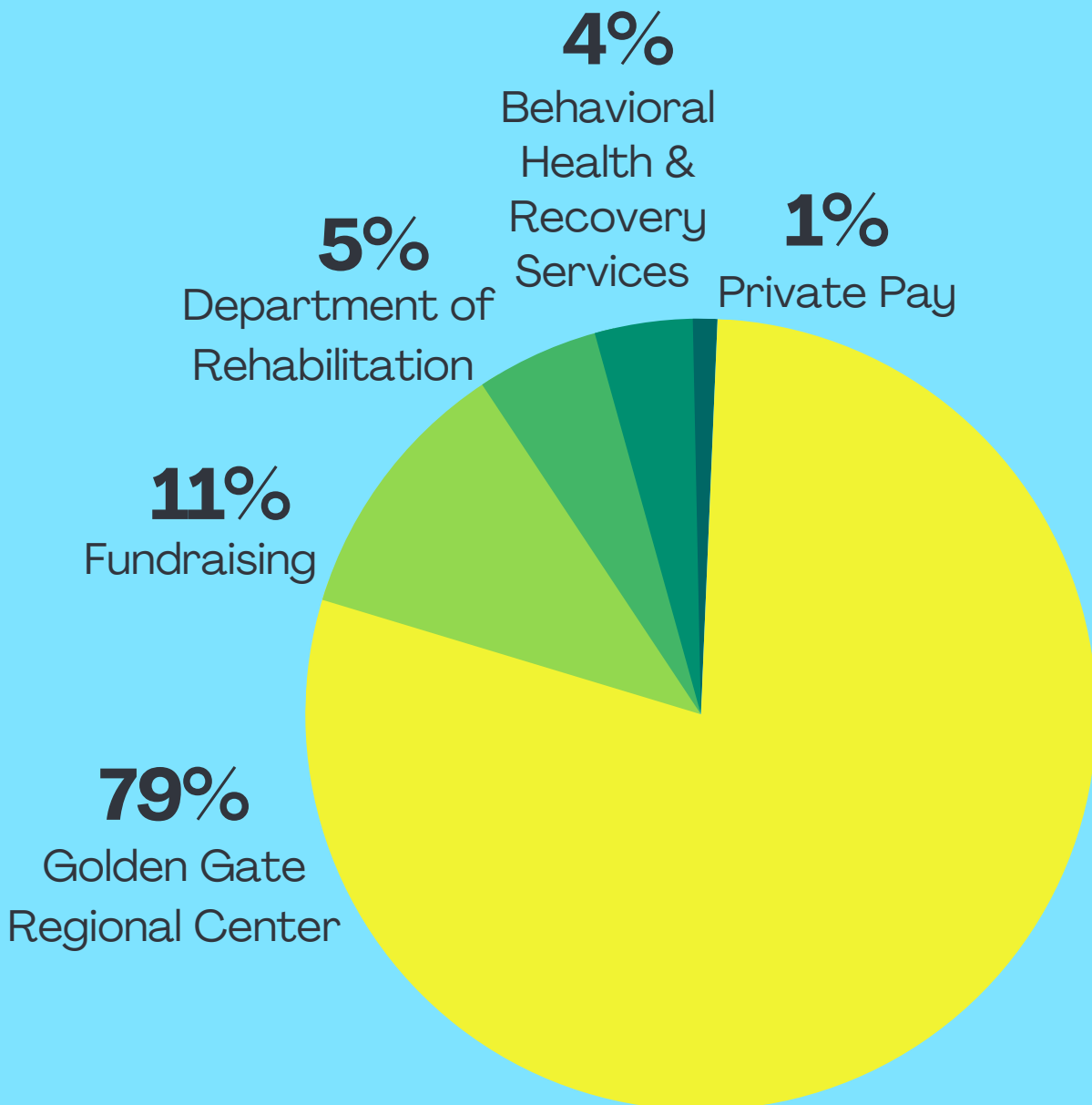
Irene has been a pillar in Marin for decades as a kind and nurturing support for individuals with disabilities and a wise and encouraging mentor for disability service providers. ICS wouldn't be the organization it is today without Irene's leadership, expertise and empathy.

As Irene moves into retirement after 25 years of service to ICS, we wish her the joys of spending time with family and friends, the excitement of many adventures and the fulfillment of a life spent in service to others. Aloha, Irene!



FUNDING SOURCES

Annual Budget: \$4.8 million



WE OUR PARTNERS

101 Surf Sports
Alma Via
American Guard
Services
Anthropologie
Aramark
Arcturus
Bank of Marin
Barsotti's Body &
Fender
Bay Area Discovery
Museum
Bazille
Body Kinetics
Botnia
California
Department of
Public Health
Camp K-9 of Marin
Cavallo Point Inn
Cinemark
City of San Rafael
Claudia Chapline
Gallery
College of Marin
Community Action
Marin

Computers of Marin
Country Club Bowl
Dominican University
Drivers Market
Equator Coffees
Extreme Pizza
Fairfax Market
Gap
Golden Gate Visitor's
Center
Good Earth Natural
Foods
Goodwill
Harvest Market
Home Depot
HomeGoods
Humankind Alliance
IndiGO Auto Group
Juice Girl
The Kehillah Fund
KFC
Kohl's
Lifehouse
Lucky Supermarkets
Luxury Cars of Marin

Macy's
The Magic Flute
Margot's Morsels
Marin Country Club
Marin Office of
Education
Marin General
Hospital
Marin Luxury Cars
Marshalls
Maximus
Accounting
Mercedes Benz of
Marin
Michaels
Mill Valley
Recreation
MOD Pizza
Mollie Stone's
Markets
Mountain School
Panera Bread
Pini Hardware
Play-Well
TEKnologies

Presidio Pets
Redwoods Assisted
Living
Republic Indemnity
Ross Dress for Less
Round Table Pizza
Safeway
Salvation Army
Silk Road Teas
Smith Rafael Film
Center
Smith Ranch Skilled
Rehabilitation
Sprouts
Sumstatic
Accounting
T. J. Maxx
Taco Bell
Target
Toyota of Marin
Trader Joe's
United Markets
Wagster
Way Station
Wells Fargo
West End Nursery
Whole Foods

THANK YOU!



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