

**2016
Annual
Report**



**Integrated
Community
Services**



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Hi Friends!

ICS is proud to share more about the work we did last year in fighting isolation for people with disabilities. The collaborative effort needed to create a more integrated and inclusive community takes time, and we still have much work to do. That's why we have focused our efforts on **growing community**.

Why do we need to grow community? Over **13,000 people in Marin have disabilities**. There is such great potential for us to be more inclusive, but we have barely scratched the surface of tapping in to this dynamic and diverse population of people that are capable of giving back to our community, and deserving of feeling both valued and valuable to us.

Our County's reticence to include the increasing population of people with disabilities puts them in danger of being isolated. As the largest minority group, people with disabilities have the highest rates of unemployment, incarceration, homelessness and poverty, largely due to being disconnected from their community.

We believe that the answer to this global issue is to empower our communities to embrace people with disabilities. When people with disabilities are visible, equal members in our community, it fuels innovation, boosts our economy and broadens our perspective. Integration benefits us all, **but it starts with growing community**.

There's still a lot of work to be done in meeting this critical mission, and **we welcome you to join ICS** as we make Marin County a diverse and inclusive place for us all. Thank you for your support and partnership!

In community,

Abby Yim
Executive Director

We're moving from **isolation to integration.**

1970's

The movement of **deinstitutionalization of people with disabilities** gained momentum, and community services began to form.

1980's

Thousands of individuals with disabilities began receiving **community services** that allowed for "normal" rights and experiences such as air travel, access to buildings and education.

1990's

The **Americans with Disabilities Act (ADA)** established **civil rights**, barred discrimination and required reasonable accommodations. **ICS was founded in 1994.**

2000's

In the past three decades, the percentage of **people with disabilities living in large group facilities** dropped from **44% to 9%**. Disability Pride parades were held for the first time, and advocacy groups continued to grow.

2010's

We've come a long way in accessibility, advocacy and integration, but **there is still a lot of work to be done.**

Read on to find out how ICS is partnering with people with disabilities to empower diversity, inclusion and integration in our community.

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 are a cross-disability employment and independent living service provider that equips people with any type of disability to make their own choices as they integrate into our community and work towards independence.

Our Services

Employment Programs
pgs 6-7

Job Training
pgs 8-9


Independent Living Skills
pgs 10-11

Mental Health Services
pgs 12-13

Last year
we partnered with
267 people with
disabilities



EMPLOYMENT PROGRAMS



152 clients employed

25 new job placements

15 received promotions

Our Path to Work

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

From the beginning of the job search to on-the-job coaching, our Employment Programs provide support throughout each stage of finding and maintaining work.

The path to a bright career looks different for everyone, so we tailor our support to meet each person where they are.

We've partnered with 100+ employers in Marin County



SILK ROAD TEAS



Bay Area
Discovery
Museum



MARIN
GENERAL
HOSPITAL



Mercedes-Benz





JOB TRAINING

ICS manages four Job-Training Programs which are designed to teach marketable skills that lay the foundation for a bright career.

Business + Horticulture

ICS has a garden-based program, GEM, where participants gain experience managing a small business while learning the value of helping something grow.

Clerical Training

We partner with tech and insurance companies to offer Clerical Training, which teaches the skills needed to be successful in administrative work.

Production Work

In partnership with Slingshot Foods, participants can be part of a production team that assembles components of their products.

Retail Training

Our Retail Training is offered at three TJX Companies' stores throughout Marin County, where participants can pursue their interests in the retail industry.

30

people
participated in
a Job Training
Program



92%

of participants
found employment
after graduating

INDEPENDENT LIVING SKILLS



people
received
services

115

engaged with
social clubs

56

found
independent
housing

15

One-on-One Support

Our ILS Trainers provide one-on-one daily living skills training to individuals with disabilities as they work towards their personal goals and overall independence.

Training can range from teaching cooking skills to a young adult who lives with their parents, to helping a senior manage their medication and understand their Social Security benefits.

ICS also offers nine social clubs where participants can explore healthy hobbies, make friends and integrate into their community.

Our Focus

Communication Skills

Community Involvement

Domestic Skills

Financial Literacy

Personal Health/Hygiene

Transportation Training



MENTAL HEALTH SERVICES

job-seekers found work **100%**

enrolled in continuing education **32%**

volunteered in the community **44%**



Mental Health Programs

Our services provide support on the path to recovery for individuals experiencing mental health challenges, substance abuse, homelessness and incarceration.

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

In 2017, we launched COPE, an educational program where individuals who have experienced mental health challenges or substance abuse (called lived experience) are trained to become peer-mentors. This is a transformative program that is training skilled counselors, while giving people with lived experience the opportunity to grow and continue their own recovery.



Our Client Demographics

88	Developmental Disability
71	Mental Health Diagnosis
29	Multiple Diagnoses
26	Autism
13	Learning Disability
9	Down's Syndrome
6	Developmental/Mental Health
6	Traumatic Brain Injury
6	Other
5	Asperger's Syndrome
4	Cerebral Palsy
4	Physical Disability

Age

22	16-22 years
188	23-54 years
55	55+ years



Supporters and Employer Partners Thank You

3 Twins Ice Cream
A Closet Affair
Aegis Corte Madera
American Guard Services
Bank of Marin
Bay Area Discovery Museum
Bay Club
Bayside Nurseries
BJ's
Buzz Photo Booths
Calleen Cordero Designs
California Pizza Kitchen
California State Parks
Christine's' Upper Crust Pies
Cinemark Theaters
City Hall Records
Community Action Marin
Cost Plus World Market
Cowgirl Creamery
CVS
Dollar Tree
Edible Arrangements
Embassy Suites
Fairfax Market
Gap
Good Earth
Goodwill
Home Depot
HomeGoods
Horizon Pharma
I Made It Glass
In Defense of Animals
Jamba Juice
Juice Girl
Kohl's
Lagunitas
Lowe's
Lucky's
Luxury Cars of Marin
Macy's
Magic Flute
Marin Ace Hardware
Marin Cheese Company
Marin General Hospital
Marshalls
Michaels
Microsoft
Minute Man Press
Mollie Stone's
Nelson Staffing
Neve and Hawk
Orchard Supply
Pacific American Group
Panama Hotel
Panda Express
Peet's Coffee
Petco
PF Chang's
Pini Hardware
Play Well TEKnologies
R.A.B. Motors
REI
Republic Indemnity
Rite Aid
Rocky's Quality Meats
Round Table
Safeway
Salvation Army
San Rafael Pacifics
Salesforce
Scotty's Market
Sears
SF Giants
Silk Road Teas
Slingshot Foods
Sloat Garden Center
Sol Food
Sprouts
Staples
T. J. Maxx
Target
Toyota of Marin
Trader Joe's
United Markets
West End Nursery
Whole Foods
Woodland's Market



To support ICS, visit:
www.connectICS.org/donate



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