



Integrated
Community
Services

Annual Report

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Development & Recruiting
Littler Mendelson

Alexis Lynch

Owner/Principal
Law Office of Alexis Lynch

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VP Northern CA
Operations
Republic Indemnity

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Civil and Disability Rights

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Office 365
Microsoft

Kari Peterson

Institutional Research Analyst
UC Berkeley

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Retired Partner
Ernst & Young

Orlee Smith

Product Manager
In-Vehicle Experience
Waymo

Patti Stadlin

Volunteer & Fundraiser
Multiple Programs



ICS DIRECTORS

Irene Klein

Behavioral Health Programs Director

Josh Milstein

Director of Social Enterprises

Lisa Newmark

Employment Programs Director

Keira Pelletier

Director of Strategy & Development

Michael Pinkerton

Living Skills Programs Director

Abby Yim

Executive Director

FY 20-21 SNAPSHOT

338

people with disabilities participated in our employment, living skills and behavioral health programs

ALL

ICS services were able to continue during the pandemic, both in person and virtually using Zoom

100%

of produce grown at our garden, GEM, was donated to food pantries and ICS clients

0

serious cases of Covid with both clients and staff due to intensive health and safety precautions taken by our staff and discussed with clients

1,200

People registered for Disability + Pleasure Activism, an online event hosted by ICS, with adrienne maree brown, Claudia Alick and Alice Wong



[Click here to watch the event!](#)

LETTER FROM ABBY YIM

Dear friends,

One of my favorite podcast hosts is the writer, Glennon Doyle. She recently was in conversation about the work she has been doing to build her community with the nonprofit she founded, Together Rising, and she said her life motto is to “run towards the hard stuff with joy.” When I heard that quote I immediately thought of the staff at ICS. Every week I’m amazed by how much connection, positivity and tenacity runs through the meetings we have as a team. How much joy everyone is able to access despite the hard stuff.

And this year has been hard. COVID has caused incalculable loss for us all and ICS was not immune to the grief, sadness and heartache that came with the pandemic. The isolation, health risks and economic insecurity of people with disabilities was at an all time high over the pandemic and our services were in urgent need while presenting challenges on how to provide them safely both for our staff and our clients. What struck me was the consistency in which each one of our staff and clients showed up to work on goals while finding new, creative and effective ways to continue our mission’s focus to build a more equitable and accessible community for people with disabilities.

Thank you for all that you’ve done to stay connected to ICS and our mission as we’ve continued to take on what’s hard with joy.

In community,
Abby Yim, Executive Director



ANNUAL STRATEGIC PLAN



The Path to Interdependence

Through our programs, our client leadership pathways and by connecting clients to our community, we are partnering with people with disabilities on the path to interdependence.



ICS Programs



Self-Advocacy



Visibility



Practice



The Path to Allyship

Through education and by sparking conversation between people with disabilities and non-disabled people, we are supporting our staff, board and community on the path to allyship.



Education



Conversation

Our Goal

We aspire to evolve from solely being an agency that provides excellent services to becoming an agency that influences and elevates our community. We will do this by equipping and inspiring allyship in our staff and community while partnering with people with disabilities on their path to leadership at ICS.

LIVING SKILLS PROGRAMS

From cooking healthy meals, to creating a personal budget, to moving into a first apartment, our Living Skills Training supports people with disabilities as they work towards their goals.

149

people with disabilities participated

70

people lived in their homes independently

1/3

of clients participated in social clubs

New This Year

The pandemic created the need and opportunity for many services to go virtual. For many people with disabilities, including people with limited mobility, social anxiety and processing differences, Zoom opened doors to accessible, customizable spaces. Many of the people whom we partner with thrived participating in services over Zoom.

Virtual Clubs We Offered

Art
Disney
Cooking
Mindfulness
Photography

Travel
Video Games
Fantasy Sports
Creative Writing
Advisory Committee



EMPLOYMENT PROGRAMS

We partner with our clients as they build work skills and launch bright careers.

Our Services

- Job Search Tools
- Resume Development
- Interview Prep and Support
- On- and Off-site Job Coaching
- New Hire Onboarding Assistance
- Ongoing Check-ins for the Whole Job

New This Year

Our employment team met the sudden job losses and high unemployment rate with steadfast commitment to our clients. Through weekly phone calls and virtual meetings, our clients felt supported and seen. In the months where there were very limited job opportunities, our team worked with clients to build other skills to prepare for finding a job, such as mock interviewing and learning job searching strategies.

117

people with disabilities
participated

21

clients were hired
into new jobs

3

clients received
promotions



GEM GARDEN PROGRAM

GEM grows plants, careers and community through a paid, garden-based job-training program for people with disabilities.

27

people with disabilities participated

70%

of program graduates found employment

1

graduate hired as a permanent staff member (5/7 staff are GEM grads)

New This Year

Our two outdoor gardens were able to continue operating throughout the pandemic and we developed online meetings and programs to ensure safety and build social connection between participants. The GEM team prioritized giving back to the community during this difficult time by increasing produce donations to local food pantries and offering free produce to ICS clients.



BEHAVIORAL HEALTH PROGRAMS

We provide support on the path to recovery through our Behavioral Health Programs. These programs serve individuals with a mental health diagnosis, substance use challenges, a history of homelessness and/or incarceration.

154

people with disabilities participated

20

clients were hired into new jobs

We Promote

- Exercising
- Building a Career
- Pursuing Education
- Exploring Positive Hobbies
- Participating in Social Clubs
- Nurturing a Support Network
- Volunteering in the Community

New This Year

Mental health services were a top priority at ICS in 2020. We checked in every week with each of our clients to ensure their safety and ask about their wellbeing. We encouraged outdoor exercise and virtual social connection. Our goal was to provide stability for every person who we work with.



OUR PARTNERS

A special thank you to the businesses and foundations that fund ICS and employ our clients.
We couldn't do this work without you!

101 Surf Sports	Community Action Marin	KFC	Republic Indemnity
Alma Via	Computers of Marin	Kohl's	Ross Dress for Less
American Guard Services	Country Club Bowl	Lifeshouse	Round Table Pizza
Anthropologie	Department of Rehabilitation	Lucky Supermarkets	Safeway
Aramark	Dominican University	Luxury Cars of Marin	Salvation Arm
Arcturus	Drivers Market and Deli	Macy's	Silk Road Teas
Bank of Marin	Equator Coffees	The Magic Flute	Smith Rafael Film Center
Barsotti's Body & Fender	Extreme Pizza	Margot's Morsels	Sprouts
Bay Area Discovery Museum	Fairfax Market	Marin Country Club	T. J. Maxx
Bazille	Gap	Marin General Hospital	Taco Bell
Behavioral Health and Recovery Services	Golden Gate Regional Center	Marin Luxury Cars	Target
Body Kinetics	Good Earth Natural Foods	Marshalls	Toyota of Marin
Botnia	Goodwill	Mercedes Benz of Marin	Trader Joe's
California Department of Public Health	Harvest Market	Michaels	United Markets
Camp K-9 of Marin	Home Depot	Mill Valley Recreation	Wagster
Cinemark	HomeGoods	MOD Pizza	Way Station
City of San Rafael	Humankind Alliance	Mollie Stone's Markets	Wells Fargo
Claudia Chapline Gallery	Juice Girl	Mountain School	West End Nursery
College of Marin	The Kehillah Fund	Panera Bread	Whole Foods
		Pini Hardware	
		Play-Well TEKnologies	
		Presidio Pets	



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Thank you!

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