



2024-2025 Annual Report



InAlliance ▶▶▶▶



MESSAGE FROM THE EXECUTIVE DIRECTOR

Dear Friends and Partners,

As we reflect on Fiscal Year 2024–2025, I am proud to share the progress and resilience that defined this year for InAlliance. Amid significant statewide changes, including the implementation of California’s Rate Reform and the full transition away from subminimum wage employment, our commitment to supporting individuals with intellectual and developmental disabilities remained unwavering.

This year, we reaffirmed our mission and refined our vision and values to ensure they reflect both our history and our future. Our purpose is clear: to empower individuals to live meaningful, self-directed lives as valued members of their communities. Guided by our core values, Inclusion, Respect, Empowerment, Collaboration, Integrity, and Compassion, we advanced initiatives that strengthen person-centered practices and organizational sustainability.

Despite workforce challenges and fiscal uncertainty, InAlliance continued to deliver high-quality services across Supported Living, Independent Living, Community Employment, Work and Life Skills, and Community Training Programs. We celebrated employment successes, expanded partnerships, and invested in leadership development by launching the InAlliance Leadership Academy.

Our advocacy efforts were equally strong. Through our partnerships with service-related associations and coalitions and participation in statewide initiatives, we worked to protect the Lanterman Act and ensure equitable access to services for all Californians with intellectual and developmental disabilities.

Looking ahead, we remain focused on innovation, collaboration, and inclusion. Together, with your support we will continue to build a more livable workable world.

Thank you for standing with us in this mission.

Warm regards,

ANDREA CROOM, MPA
EXECUTIVE DIRECTOR
InAlliance

MESSAGE FROM THE BOARD PRESIDENT



2025 was another year of big changes at InAlliance, as we reformed the structure of the agency to better reflect the mission of providing critical services to the community, supporting individuals with intellectual and developmental disabilities reaching their goals and, equipping staff with the tools and training they need to provide these services to our participants.

It is our privilege to serve over 300 people, each with their own challenges and unique gifts. While we could never hope to capture all those stories in this report, we are proud that InAlliance, today more than ever, is here to ensure that every one of those stories is about people that are actively pursuing the lives THEY choose.

Self reflection and change are never easy, and this year was about making structural changes, streamlining administration and increasing the effectiveness of the organization. The result, I am proud to say, is that despite challenges often outside our control, the agency is thriving. We are growing, and bringing on new participants for the first time since the pandemic... and the staff and the services we provide are more committed and effective than ever before.

We are continually inspired by the dedication, vision and involvement of our dedicated staff and our participants in fighting for a better future for our community. To that end, we are committed to expanding into new arenas for advocacy, pushing for change that is long overdue at the state level. With your help, we hope that all the hard work pays off, and we see those changes come to fruition, and that we are better able to deliver the kind of high-quality services that our individuals and families deserve.

A handwritten signature in black ink that reads "Ted Morley". The signature is written in a cursive, flowing style.

▷ **TED MORLEY**
BOARD PRESIDENT

Our Mission Statement:

InAlliance supports the belief that people with developmental disabilities have an absolute right and responsibility to participate fully and equally in society and to maximize their own quality of life potential.





Program Highlights

Community Living



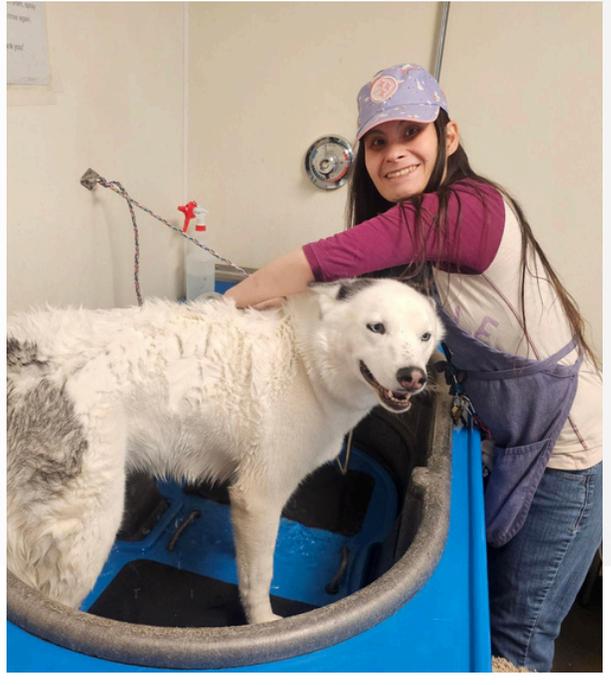
The Community Living Services include Supported Living Services (SLS) and Independent Living Services (ILS), both of which empower individuals to live independently or cultivate the skills necessary for independent living. Last year, we had the privilege of supporting over 85 people in these programs.

Community Employment

The Community Employment Department encompasses three impactful programs: Supported Employment, Tailored Day Services, and Job Development. These services empower individuals with intellectual and developmental disabilities to find, secure, and thrive in competitive integrated employment. This year, we proudly supported 77 individuals



Program Highlights



Community Training ^

The Community Training Program (CTP) is a community-based day program that inspires individuals to explore their unique strengths while mastering essential life skills. It offers valuable vocational and social skills training, equipping people with the tools they need to engage confidently in their communities. This past fiscal year, we have proudly supported over 165 remarkable individuals across the North Valley, Placerville, and Sacramento areas.



Work and Life Skills

The Work and Life Skills program is a community-based day program that empowers individuals through vocational training and community access services. Participants gain valuable paid work experience in small groups with dedicated staff at local job sites. Our goal is to inspire increased community integration and active participation in supported work. This year, we proudly supported 31 people on their journey toward independence and connection.





Paid Internship Program (PIP)

with Armando Cruz and SMUD

For many job seekers with developmental disabilities, the hardest part isn't the doing work...

...the hardest part is getting the *chance* to prove oneself. Fortunately, the Department of Developmental Services (DDS) has created a Paid Internship Program (PIP) that allows people with intellectual and developmental disabilities to explore potential career options and to develop job skills in a professional environment through year-long internships. Over this last year, several participants with InAlliance have taken advantage of this opportunity. The Sacramento Municipal Utility District (SMUD) has offered multiple internship opportunities to individuals with intellectual and developmental disabilities who are looking to gain professional job experience.

Armando has been a participant in InAlliance's **Supported Employment Program (SEP)** since 2022. InAlliance told him about the internship opportunity, and he went in for the interview. Soon after he was selected for an internship for a customer service position.

Right away, he went above and beyond expectations, completing his work significantly faster than what SMUD planned for. This led to Armando being moved to the Energy Management Center to work as an Office Specialist. Armando's main task as an Office Specialist is timekeeping. Armando said it is one of his favorite things about the job. "**I know what I'm doing is actually affecting the people around me,**" he said. It's an important position because this department is responsible for making sure everyone gets paid correctly.

Armando has a Job Coach with InAlliance who meets with Armando periodically to discuss his job. Additionally, the job coach will meet with Armando's managers at SMUD to check on his progress.

The partnership between SMUD and InAlliance has played a key role in making opportunities like this possible. Arlene Chacon, from SMUD's Talent Acquisition, spoke about the nature of this relationship: "Our relationship with InAlliance has been very transparent. We talk about what's best for the individual, what's best for the employer, and what's best for the agency and we've really tried our best to balance that," she said. **"InAlliance is open to understanding where SMUD stands, and SMUD is able to understand where InAlliance stands."**

"InAlliance is open to understanding where SMUD stands, and SMUD is able to understand where InAlliance stands."

Arlene Chacon
from SMUD's Talent Acquisition



Paid internship opportunities allow for people with developmental disabilities to get their foot in the door to careers they'd like to explore further. **"Whether they become permanent or not..." Arlene said, "they're going to learn things here that they might not have had the opportunity to [elsewhere]."**

Arlene said that on Armando's first day at SMUD, he had a huge smile because he wasn't working in a food service job anymore. According to Armando, SMUD's office environment was more in-line with his career goals. Since joining SMUD, he has been taking their online courses to help grow his career even further, and in the future he hopes to gain a full-time position at SMUD.

Armando's experience shows that when given the opportunity, individuals can surpass workplace expectations and take major steps toward long-lasting career success.

25 Years of Support

An interview with Employment Training Specialist,
Sonji Terrell-Mosley about her experience at InAlliance

Left, Ruby McCree,
participant in CTP 1

Right, Sonji Terrell Mosley,
InAlliance Employment
Training Specialist



Interview conducted by Cooper Allen, Operations Coordinator at InAlliance

Q: So, you've been with In Alliance for about 20, 25 years?

SONJI: 25 years. I started September 1st, 2000.

Q: What's the first thing that comes to mind when you think of back of when you started?

SONJI: First thing that comes to mind, was that it was just simple. It was all paper back then, you know? I mean, we literally wrote our billing time with colored pencils.

Q: So 25 years is a long time. What makes you stay in this field of work?

SONJI: I love what I do. I enjoy seeing growth. I enjoy watching people do different things at different times. But I just love this field. I love the people.

Q: What's an example of the growth you see?

SONJI: I work with several different participants and they all got their own thing that they do. Tomorrow I work with someone who, when I first started working with him, he hated wearing gloves at the food bank. You couldn't pay him to... But he will now. He'll put them on every now and then which is growth, you know, so it's just the little things like that. Just watching people grow.

Q: For someone who has no idea what you do, how would you describe your job to them?

SONJI: My job is an **Employment Training Specialist**. So basically, whether it's a volunteer site or a job site, we just basically go in, one-on-one, making sure that they get the job done. That usually entails breaking the job down. So we'll come in and just break down the steps so that it's easy for them to do. And they work on that, and then we gradually get them to where they complete the whole thing.



"...we're helping people to not be so apprehensive towards people with disabilities. Allowing others to see that people with disabilities are just as productive as somebody without one."

Q: What's one thing you've learned from the people that you support?

SONJI: Patience. Gratitude. Working together...

Q: Can you tell me more about how you've learned gratitude?

SONJI: I'm just grateful that I get to do this job. I'm grateful that I can have the capacity to do this job. I'm grateful for the people that I work with. I love our department (I can't say enough about CTP). I enjoy the team that I have, I really do. I love how we can come together no matter what headspace I'm in. And I love the fact that we work as a team. Like if somebody can't cover somebody, somebody will say, "oh, I can do this," and will help out. I just love the camaraderie we have.

Q: Why do you think this field is important? Helping people with intellectual and developmental disabilities?

SONJI: It's huge because I think for the community, we're helping people to not be so apprehensive towards people with disabilities. Allowing others to see that people with disabilities are just as productive as somebody without one. Community awareness is huge because a lot of people really do have a stigma towards people with disabilities. Especially if they see someone in a wheelchair, they think they can't be productive. But they *can* be, you know? It's just a matter of what *kind of job* where they can be productive. I love being out in the community with the people I support just for that reason. Just for people to see that people with disabilities can be productive.

Q: What does InAlliance's mission statement mean to you?

SONJI: It just means that it's inclusive. Just...I love how it's including people with disabilities with everybody. The inclusive part is really what it means. And it still stands for that.



CTP 1

Ruby McCree and Sonji Terrell-Mosley at VITAS



CTP North Valley

Wayne Calvo and Michael Koutney at a Fall Festival



CTP 3

Henry Tyler and Ashlyn Archer at the food bank.



SLS

Peter Cooney in Santa Cruz on vacation



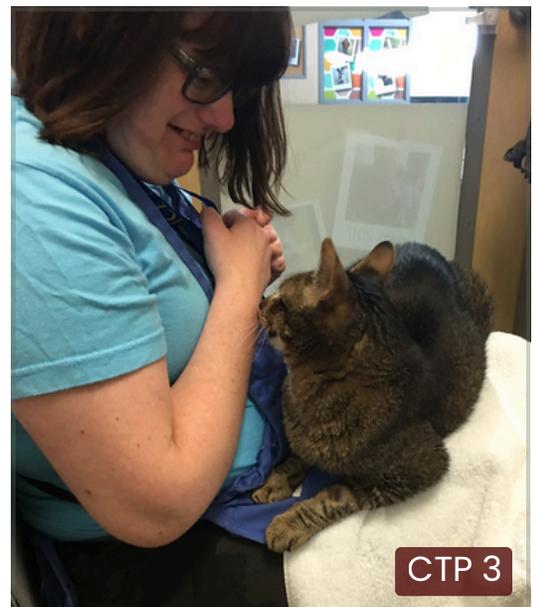
SLS

Alyssa Miller and Quentin Sheppard



CTP 3

Natalie Eddy at the SPCA

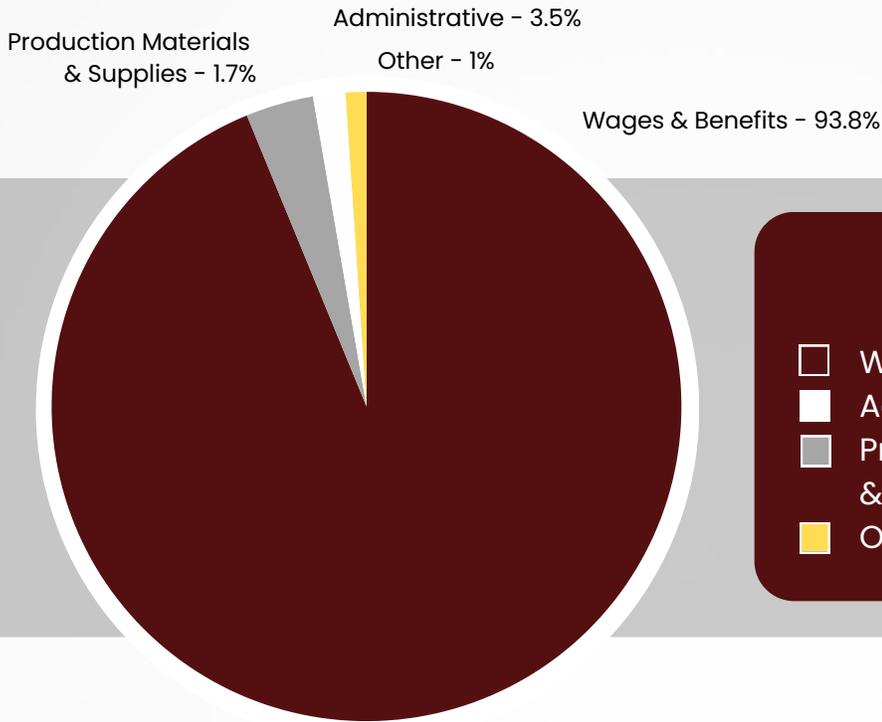


CTP 3

Sydney Detherage at the SPCA

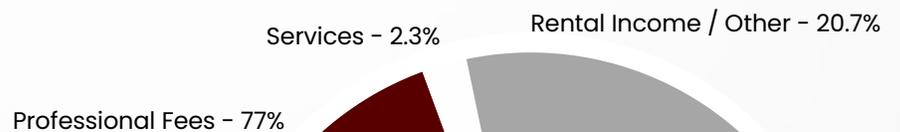
Financial Data

2024-2025



Expense data

Wages & Benefits	93.8%
Administrative	3.5%
Production Materials & Supplies	1.7%
Other	1%



Income Data

Professional Fees	77%
Rental Income / Other	20.7%
Services	2.3%



JOIN US IN MAKING AN IMPACT

We recognize and deeply appreciate the support of our community members, partners, and friends like you. Your generosity has been instrumental in enabling us to provide tailored services, create opportunities, and foster independence for those we serve.

Will you consider supporting our cause? A donation, regardless of the amount, will directly impact the lives of individuals with intellectual and developmental disabilities. Your contribution allows us to continue offering vital programs, supporting dedicated staff, and enhancing the quality of life for those we assist.

To donate, please visit our website and click on the “Donate” page.

On behalf of everyone at InAlliance, we extend our heartfelt gratitude for your consideration and support. Together, we can continue making a meaningful difference in the lives of those we serve.

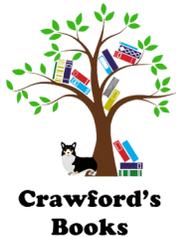
Thank you!



Our Community Partners



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Raley's



NEW BEGINNINGS GOLD COUNTRY

Thank you for your support!