



IN ALLIANCE

Annual
Report

2018
2019



INALLIANCE

Mission

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.

INALLIANCE is committed to providing services that contribute to the independence of adults with developmental disabilities and acquired brain injury. Services focus on job placement, employment training and the facilitation of supports necessary for integrated employment and community living.

since **1952** supporting adults with developmental disabilities

Dear Friends,

As the new executive director of INALLIANCE, I am thankful to have the opportunity to serve this vibrant agency. I am appreciative of the dedication and passion of our staff, participants, families, board of directors and community partners who continue to uphold and strengthen our mission throughout the years.

While the 2018-2019 fiscal year was a year of administrative transition and getting back to basics, productive time was spent assessing the needs of the agency to refine our strategic plan and renew our focus, all of which will carry INALLIANCE into the next decade prepared to serve.

This year INALLIANCE served over 500 program participants in our community living, community integration, and employment programs, and employed over 400 full and part-time staff. Over 230 program participants worked in the local community, earned a paycheck, and had an opportunity to contribute. Over 750 hours of community volunteer hours were provided by program participants as well.

INALLIANCE received our 14th three-year accreditation from the Commission on Accreditation of Rehabilitation Facilities (CARF), the highest possible accreditation. This certification acknowledges our high standards and continuity of service, despite a state budget that has not grown with the needs of service recipients. Like many other service provider organizations, INALLIANCE dealt with the harsh reality of finding and retaining qualified staff. With the rising minimum wage and the inability to increase wages due to stagnant rates, we have continued to experience a severe staffing shortage. The shortage has a direct negative effect on those we support. This year the provider community organized, spoke out, and connected with legislators to educate them on the importance of services to people's lives; and they were able to communicate the importance of hiring and retaining dedicated and professional direct staff.

This year many of our staff and participants were invigorated to speak out and participate in vari-

ous advocacy efforts and the impact those, along with other community partners' efforts, was felt by the Governor's office. We believe that because of these efforts, some fiscal relief will be seen in 2020.

We look forward to many years of serving our community and believe that the world is a better place when people with developmental and intellectual disabilities are an integral part of it.

Andrea Croom, MPA
Executive Director





Meet Anthony...

To say that Anthony has had every job that INALLIANCE has to offer through the Community Training Program (CTP) is an understatement. Anthony has received pre-vocational training in CTP since 2008. He has set the bar very high and has become a go-to employee at many contracted employment sites. As a natural leader, Anthony has also trained his peers at worksites.

Due to Anthony's hard work, dedication, and the training received through CTP, in 2018 Anthony was hired by Country Waffles in Citrus Heights to bus tables. His work was so impressive that he was offered a position at Flap-Jacks, a sister company of Country Waffles.

In 2019, Anthony wanted to learn more about the restaurant industry, so, with the help of INALLIANCE, he pursued the Paid Internship Program (PIP). The PIP is funded through the Alta Regional Center, which allows Anthony to gain paid work experience in an area of interest while his employer is reimbursed for Anthony's wages.



Anthony's paid internship was at a local well-known restaurant, Squeeze Burger. There, Anthony was able to learn more about the food prep side of the restaurant business. He was responsible for opening the restaurant and prepping food for the day, as well as helping when and wherever needed.

Highlights

Community Employment Services (CES)

The Community Employment Services department provides services through three programs: Tailored Day Services, Job Development, and Supported Employment. Through the diversity of these programs, CES offers assistance with goals ranging from post-secondary education to competitive employment and job retention.

67
supported

- 52 program participants employed in the community earning minimum wage or higher
- 16 new job placements
- Average hourly earnings of \$13.90

Community Living Services (CLS)

The Community Living Services department offers both Supported Living and Independent Living Services programs. These departments provide flexible and tailored support services to individuals living on their own and those developing the necessary skills to live independently.

133
supported

8
counties

INALLIANCE is a nonprofit organization that provides support and training to adults with intellectual and developmental disabilities that qualify for Regional Center services. Currently providing services in eight counties, we strive to act as an industry leader offering person centered community-based supports.

Community Training Program (CTP)

The Community Training Program provides supports to people in the community at various contracted and community jobsites, college classes, and volunteer sites that fit the skills and interests of the person supported. Vocational and Community Skills training are provided to those that need 1-to-1 or 1-to-2 supports.

291
supported

- 103 program participants employed in the community
- 45 are direct hires (non-contract work)
- 2 are working through a Paid Internship Program
- An average of 16 hours a week of community volunteer work completed

Work & Life Skills (WLS)

The Work and Life Skills program provides vocational training through contracts with businesses out in the community. The program fosters real-world job training for people needing less support than 1-to-1 to gain necessary skills to obtain independent employment.

75
supported

- Maintained 23 employment contracts with businesses in the greater Sacramento area
- Obtained 4 additional employment contracts with businesses
- Ran two café kiosks in the community La-Boutique, at the Alta Regional Center building, and MIND Café' at the MIND Institute
- 3 program participants were referred to Supported Employment/Job Development

Board of Directors

Seren Taylor
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Senior Legislative Advocate
Personal Insurance Federation
of California

Edward Morley
Vice President
Parent & Principal Consultant
Senate Republican Office of Policy

Donna Bettencourt
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Treasurer
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Carl London
Parent and Lobbyist
London & Gonzalez Advocacy

Chris Rice
Association Executive
Cal. Disability Services Assoc.

Kit Tyler
Parent & Producer/Owner
The American Mercury Inc.

Kit Tyler

Meet our newest board member, Kit Tyler. Kit is an Emmy award winning media producer, photographer, and owner/producer of The American Mercury where he provides full-service media design and production. His career spans thirty years in broadcast journalism, independent media production, and documentary film making.

Now, as a volunteer member of our Board of Directors, Kit serves as Chair of our PR/Marketing Committee. He and his wife Libby are proud to be part of the INALLIANCE family; their son Henry has excelled since joining the Community Training Program in 2017.

Kit wants to use his media experience to help communicate and celebrate INALLIANCE's mission.



Molly Ward

This year Molly Ward joined INALLIANCE as our Chief Financial Officer. As CFO, Molly's primary responsibility is to oversee finance and accounting; she is a key player in the sustained financial stability of INALLIANCE.

Molly comes to us with more than fifteen years of experience with expertise in both the areas of non-profit and supported living. She is a graduate from Western Governors University with a BS in Business Administration. Having spent the last three years in corporate and private equity, Molly says she "...grew to miss working for an agency that supports folks with developmental disabilities."

Fortunately for us, our mission is what drew her, and with her experience and passion for our work, we couldn't be more excited to welcome her as part of our team.

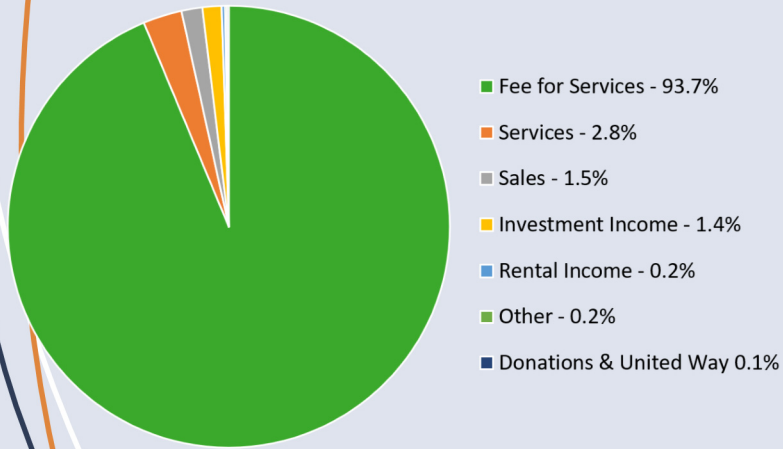
"We are excited to welcome Kit and Molly to INALLIANCE"

Andrea Croom, Executive Director

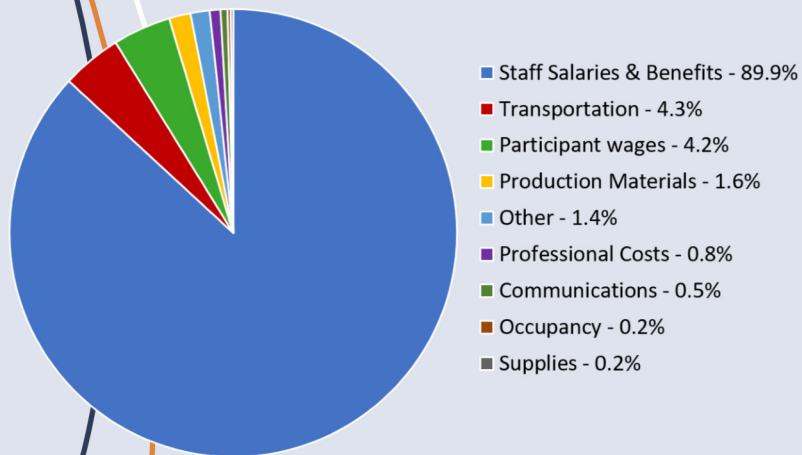


2018-2019

Distribution of Income \$20,130,429



Distribution of Expenses \$18,641,419



Your Legacy

INALLIANCE accepts legacy gifts to ensure the future of developmental disability services. With a planned gift, you can combine your desire to make a charitable difference with your overall financial, tax, and estate planning goals.

When you include INALLIANCE in your estate plan, your generosity gives the gift of lasting inclusion and support for adults with developmental disabilities. For more information on planned giving, contact Molly Ward at (916) 381-1300 x104.

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