



Integrated
Community
Services



ANNUAL REPORT 2021-2022

VISION OF ICS



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

We partner with **361 people** with any disability as they find employment, housing and community.

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

BOARD OF DIRECTORS

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Operations
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Volunteer & Fundraiser
Multiple Programs



LEADERSHIP TEAM AT ICS

Abby Yim

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Operations Manager

Elaine Blakeley

Employment Programs Manager

Melanie Hutchens

Behavioral Health Programs
Manager

Irene Klein

Behavioral Health
Programs Director

Josh Milstein

GEM Program Director

Kathy Roshan Moreno

SLS Program Manager

Lisa Newmark

Employment Programs
Director

Keira Pelletier

Director of Strategy +
Development

Michael Pinkerton

Living Skills Programs
Director



SNAPSHOT 2021-2022

361
**PEOPLE WITH
DISABILITIES
SERVED BY ICS**

Through our employment,
living skills, behavioral health
and community services

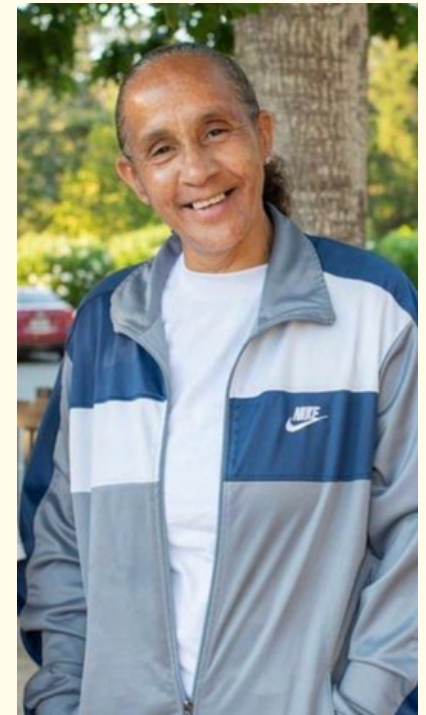


**ICS
MOVED
OFFICES**



We're now located at
523 4th Street, San Rafael

13/80
**STAFF HAD
PREVIOUSLY
RECEIVED
SERVICES
FROM ICS**



13 **SOCIAL CLUBS OPEN
TO ALL ICS CLIENTS**

STRATEGIC PLAN WINS

PROMOTE ALLYSHIP AT ICS

To support our staff in becoming stronger allies, we:

- Refreshed our onboarding practices, basing our new-hire training on the principles of disability justice
- Launched a new database that includes information about our clients' interest, goals and preferences
- Held ongoing cultural humility trainings with our staff

SUPPORT OUR CLIENTS IN BEING SELF-ADVOCATES

To support our clients' self-advocacy, we:

- Started a self-advocacy club
- Launched a digital literacy program
- Employed 13 individuals who once received services from ICS

INCREASE THE VISIBILITY OF PEOPLE WITH DISABILITIES

To increase disability visibility, we:

- Planned and hosted a book launch party for disability activist Alice Wong
- Co-hosted a training on disability justice for County of Marin staff
- Launched a Goodwill job-training site



WHAT DOES A RICH LIFE LOOK LIKE TO YOU?



Being a guest speaker at the Self-Advocacy Club - Elliot

Harvesting flowers and herbs for Botnia Skincare at our garden - Pam



Celebrating the holidays with cookies - Jeff



Being prepared for fire season - Ben



Taking pride in reorganizing a department at work - Dulce



Achieving goals by cleaning and reorganizing the house - Sean



Cooking a dinner from the farmers market - Louis



Having artwork shown in the Marin IJ - Sheri



Landing a dream job at Cavallo Point - Madison



Becoming friends at ICS - Jessy + Spencer



Going to Hawaii - Gracie

BEHAVIORAL HEALTH

154 people served

26 people were looking for work, and 58% found employment

EMPLOYMENT

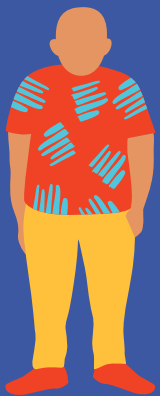
97 people served

37 people hired into new jobs

7 new employer partners

44 job-training participants

- 16 in retail at Goodwill
- 28 in agriculture at GEM



LIVING SKILLS

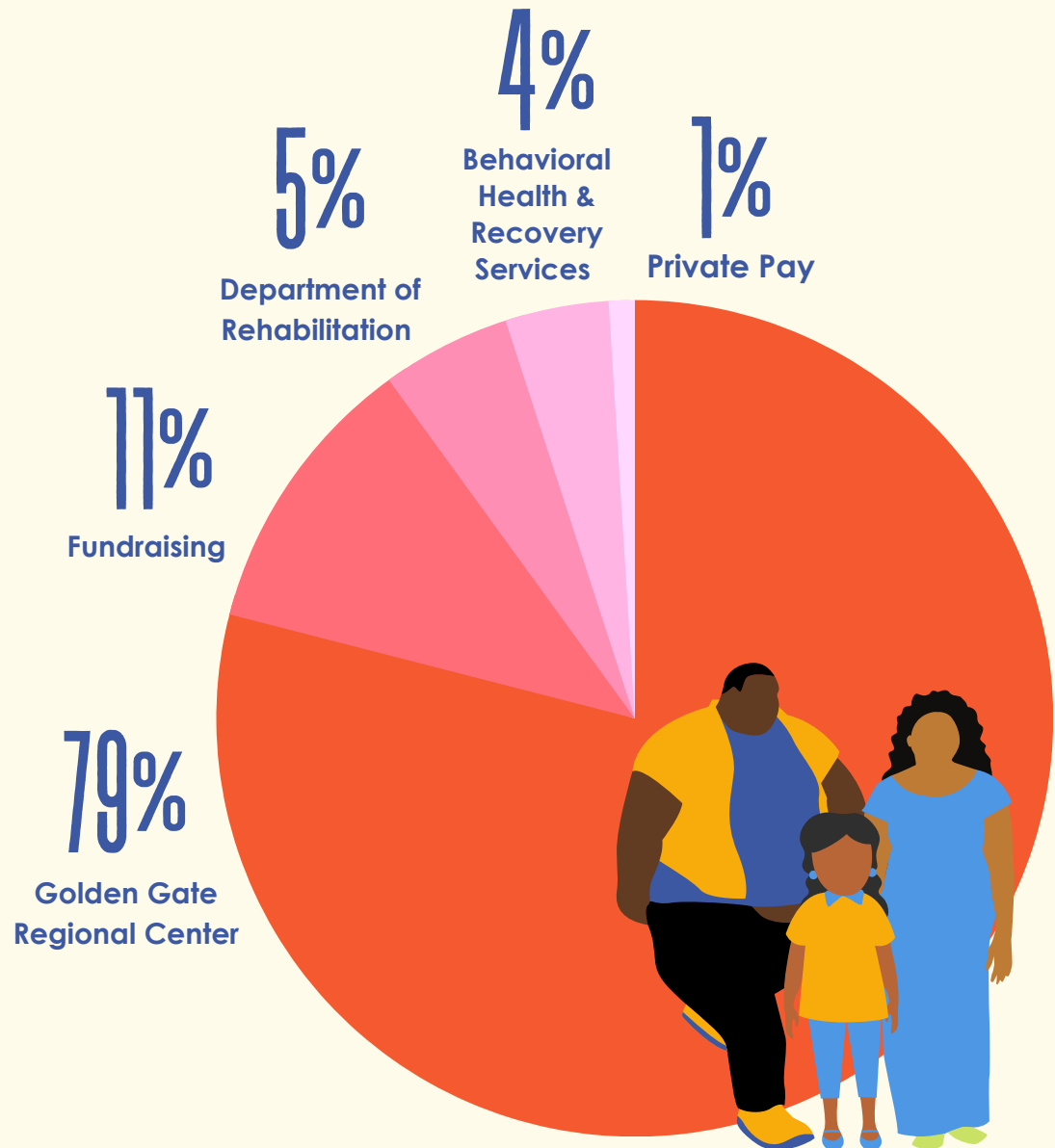
149 people served

82 people living independently

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

FUNDING SOURCES

ANNUAL BUDGET: 4.5 MILLION



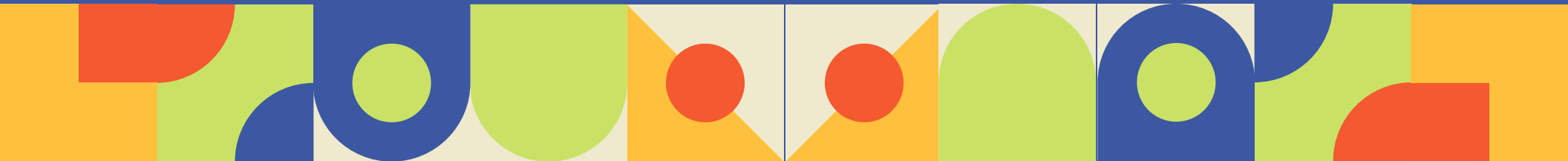
THANK YOU TO OUR PARTNERS

101 Surf Sports
Alma Via
American Guard Services
Anthropologie
Aramark
Arcturus
Bank of Marin
Barsotti's Body & Fender
Bay Area Discovery
Museum
Bazille
Behavioral Health and
Recovery Services
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
Department of
Developmental Services
Department of
Rehabilitation
Dominican University
Drivers Market and Deli
Equator Coffees
Extreme Pizza
Fairfax Market
Gap
Golden Gate Regional
Center
Golden Gate Visitor's
Center
Goodwill
Harvest Market
Good Earth Natural
Foods

Mountain School
Panera Bread
Home Depot
HomeGoods
Humankind Alliance
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

Pini Hardware
Play-Well TEKologies
Presidio Pets
Redwoods Assisted Living
Republic Indemnity
Ross Dress for Less
Round Table Pizza
Safeway
Salvation Arm
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!**



Integrated Community Services

www.connectics.org

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Tax ID: 68-0326851