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Hi Friends!

ICS has made great strides in growing the kind of community that welcomes diversity and is inclusive of people with disabilities. In 2017, ICS grew by 20% and served 312 people on their path to independence. We’re so proud of the work that we’ve done as collaborators in our community as we work to end isolation for people with disabilities.

In this year’s annual report, we will show how we equip the people we serve with the tools and skills they need to move through their path to independence. We’ll show how ICS walks alongside people with disabilities as they meet their individual milestones, whether that’s getting their first job, driver’s license or their own apartment.

Each of the 312 individuals that we worked alongside this year have accomplished amazing successes in their lives and are now able to give back to our Marin community in immeasurable ways. Still, the need to serve more people to meet their independence goals persists. Over 22,000 people in Marin have disabilities and many of them are dealing with unemployment and homelessness. In fact, 70% of people with disabilities in Marin lack sufficient housing.

But there is hope for change. Thanks to the inclusive employers, neighbors and organizations in Marin, we are primed to work with even more people in this next year as we build the diverse and thriving community we all want to be a part of.

Thank you for all your support and partnership!

In community,

Abby

Abby Yim
Executive Director
Integrated Community Services
In Marin, 22,000 people have some type of disability.
People with disabilities are the largest minority group in the county. Despite this fact, there are huge disparities between the resources and opportunities available to disabled people and non-disabled people.

**Our Goal**

To close these gaps for people with disabilities by equipping our clients with the skills to be independent and encouraging our community to empower diversity.

*Statistics are statewide*
THE PATH TO INDEPENDENCE

We partner with individuals with disabilities and their families on the path to independence.

Together, we assess needs and create goals like employment, independence at home and community engagement.

Independent Living
- Secure stable housing
- Train in financial literacy
- Pursue education
- Master cooking & cleaning
- Learn to use transit

Employment
- 100+ employer partners in Marin
- Identify interests + search for jobs
- Get on-the-job training once hired
- Work towards financial independence

Community Engagement
- 9 social clubs + volunteer matching
- Promote integration
- Build healthy habits
- Leave a positive impact

Last Stop, Independence!
Our goals: to help people with disabilities become independent and inspire our community to promote diversity and inclusion.
We hope you'll join us!
We PARTNERED WITH 312 PEOPLE with disabilities

SERVICES

• Independent Living Skills
• Employment Services
• Job-Training Programs
• Mental Health Services

We served 20% more individuals this year, and we’re still growing.

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 equip adults with disabilities with the skills needed to become independent: from building a career, to securing housing, to learning the crucial life skills needed to maintain independence.
INDEPENDENT LIVING

140 people participated in our Independent Living Training

126 clients secured independent housing

Our Independent Living Skills Training teaches our clients how to become independent at home.

Our training looks different for everyone, from helping a young adult learn to cook and clean in preparation for them moving out, to helping a senior client understand their retirement finances and manage their medications. We also encourage our clients to become more active in the community through our social clubs.

Skills We Teach
- Financial Literacy
- Social Skills
- Conflict Resolution
- Community Involvement
- Domestic Skills
- Personal Health/Hygiene
- Transportation Training

Social Clubs We Offer
- Client Advisory Committee
- Hiking
- Art and Board Games
- International Cooking
- Bowling and Billiards
- Video Games
- Movies
EMPLOYMENT

189 clients were employed throughout Marin

100% of unemployed clients found employment

33 clients were hired into new jobs

100% of clients retained employment for 4+ months

We help our clients build their careers and move off of benefits.

We achieve this through a multi-step program that meets our clients where they are, from individuals who have never had a job to people who are looking for career advancement.

ICS provides follow-up services, which means that we offer guidance and support for the lifetime of our clients’ jobs.

Employment Services:
- Resume Development
- Job Searching
- Interview Support
- On-Boarding Assistance
- On-the-Job Coaching
- Follow-Up Support
50 clients graduated from a job-training program
95% found employment within 3 months

Our 6-month, paid training programs include:

**Business Management & Sustainable Agriculture**
*At our garden, GEM*

While at GEM, clients learn business skills such as budgeting and customer service, while learning each step of managing an organic, sustainable garden.

**Retail Training**
*At TJX Companies & 101 Surf Sports*

Our various locations of retail training each help our clients pursue their passion of working in the retail industry, including working the floor, back room and register.

**Clerical Training**
*At Republic Indemnity Insurance & ICS office*

Clients who are interested in office or administrative work benefit from learning computer literacy, data entry, managing office technology and customer service.

**Production Work**
*With Slingshot Foods*

Technical hand work and production line experience are taught as clients assemble packaging for Slingshot Foods' yogurt drink.
MENTAL HEALTH

70 people participated in our Mental Health Services
34 young adults received preventative support

We provide support on the path to recovery for individuals with mental health or substance use challenges, and who have also been homeless or incarcerated.

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

Last year, we launched COPE, an educational course that prepares people with lived experience in mental health/substance use to become peer counselors.

This year, we launched a Transitional Age Youth program to help young adults overcome mental health challenges.

What We Promote
- Volunteer in the Community
- Participate in Social Clubs
- Pursue Education
- Build a Career
- Exercise and Healthy Choices
- Explore Positive Hobbies
- Share Your Experiences
- Create a support network
To our donors and employer partners, THANK YOU for your support.

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Whole Foods
Woodland’s Market
YMCA
THANK YOU!

For sharing another impactful year with us as we partner with people with disabilities to achieve independence, and with our community to promote diversity and inclusion.

Learn more at www.connectICS.org

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