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# The InAlliance Annual Report

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**FY 2023-2024**



## MESSAGE FROM THE BOARD PRESIDENT

What a year for InAlliance as we continue our mission of helping adults with intellectual and developmental disabilities participate fully in their communities, work toward their goals, and achieve and maintain independence.

With our success and celebrations this year, challenges were still present. The economic circumstances, further augmented by rising inflation and a slowing economy, are still present, and the state-set service rates remain below what would be necessary to stay competitive with inflation. Despite that headwind, we continue to move forward, building back our staff to support our existing clients and bring on new clients. We've made small strides in bringing on new staff and participants and hope to gain momentum next year.

InAlliance couldn't even begin to do any of these things without the generous support of contributors, the partnership of our community and local businesses, and the dedication of employees committed to this vital mission.

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. Our commitment to this belief and to our mission is unwavering, and we are dedicated to continuing our work in empowering and supporting individuals to live the life they want to live.

A handwritten signature in cursive script that reads "Ted Morley". The ink is dark and the signature is fluid and legible.

**TED MORLEY**  
BOARD PRESIDENT



## MESSAGE FROM THE EXECUTIVE DIRECTOR

As we reflect on the past year, we are proud of our progress and partnership in supporting individuals with intellectual and developmental disabilities in reaching their goals. Guided by our mission, we continue to provide meaningful services that create opportunities that empower those we serve. We had the privilege of serving over 300 individuals, each with their own unique highlights. While we can't capture every story in this report, we can confidently say that every person here is actively pursuing the life they want to live.

This year, we made significant strides in refining our internal processes, including improving our efficiency and effectiveness within our Human Resources department and making structural adjustments to better support individuals in our Community Employment Services program. These adjustments allow us to better meet the needs of both our staff and the individuals we support. Also, a particularly exciting milestone this year was hosting our first in-person staff event that fostered team bonding and celebrated our staff's hard work and dedication.

Additionally, we were inspired by the active involvement of our staff and participants in various advocacy efforts. Their dedication and the impact of these efforts, along with those of our community partners, were felt by the Governor's office. These collective efforts will help ensure we can continue delivering the high-quality services our individuals and families deserve.

As we look forward, our focus remains on providing consistent, high-quality support to individuals and families and on creating a livable and workable world for everyone. We are deeply grateful for the ongoing dedication of our staff and the generosity of our community, which is instrumental in allowing us to continue this important work. It is your support that makes a lasting difference in the lives of those we serve, and we thank you for being a part of our journey.

**ANDREA CROOM**  
EXECUTIVE DIRECTOR





# May 21st Rally

On Tuesday, May 21st, around 600 people were at the State Capitol asking for Governor Newsom to **stop the delay of full rate reform in the state budget**. Over 25 people from InAlliance were in attendance as well, doing their part in drawing attention to the issue.

This rally was an opportunity for people from all around California to speak out against the funding delay. The protest included a letter-writing campaign in which people wrote and hand-delivered letters to the current legislators, all in an attempt to get the legislators to see the negative impact of the proposed delay.

The rally was fueled by a shared concern over the Governor's proposed delay of rate increases intended to provide essential funding for services across the state. These rate increases are critical to ensuring the sustainability and quality of services provided to individuals with intellectual and developmental disabilities. Originally, the Governor's budget plan proposed pushing the implementation from July 2024 to July 2025. **For many in the disability services community, this delay would have caused serious setbacks.**



Fortunately, thanks in part to multiple advocacy efforts, the California legislative leadership and the Governor reached a compromise: while the rate increase was not immediately enacted, **the implementation was moved up to January 1, 2025—six months earlier than initially proposed.** This partial victory is a direct result of the hard work, passion, and persistence displayed by the rally participants, who made their voices heard.



Terry Scussel, ProBonoPhoto.org

In the weeks following the rally, the discussions around intellectual and developmental disabilities funding continued to gain momentum. Advocacy efforts remained strong as the community and advocates rallied around the revised budget proposal. While the delay was only partially mitigated, the push for further improvements to the funding model remains a priority.

InAlliance and other advocates will continue to push for adequate and sustained funding for all service providers, ensuring that the needs of individuals with intellectual and developmental disabilities are prioritized in the state's budget. The May 21st rally was just one example of how collective action can lead to meaningful change. We remain committed to fighting for a more sustainable future for those we serve.



Terry Scussel, ProBonoPhoto.org

# Our Services

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# 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 90 people in these programs.

In the picture above, Quentin, supported by SLS, is enjoying his new apartment!

## 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 71 individuals and celebrated the successful job placements of 12 individuals into new roles.

# CES Reaches High Fidelity



InAlliance's **Community Employment Services (CES)** program is making significant strides in its mission to support individuals in achieving competitive integrated employment. Central to this effort is adopting the **Individual Placement and Support (IPS)** model. The IPS model focuses on helping individuals find competitive, integrated jobs that align with their interests and skills while providing ongoing, personalized support.

As part of a statewide grant project facilitated by the **UC Davis MIND Institute**, InAlliance's CES program recently underwent two fidelity reviews to assess how closely it adheres to IPS principles. The first review in December 2023 highlighted areas for growth, including the need to streamline processes, increase employer outreach, and enhance staff training. CES responded quickly. By the second review in June 2024, the program showed significant progress by improving employer outreach, simplifying documentation, and retiring the Job Developer position in favor of a streamlined Employment Specialist role.

Reviewers from the MIND Institute's pilot program commended InAlliance for its commitment to the IPS model and the tangible improvements made in a short time. This review demonstrates that CES is meeting the standards of the IPS model—positioning InAlliance as a leader in innovative, person-centered employment services.

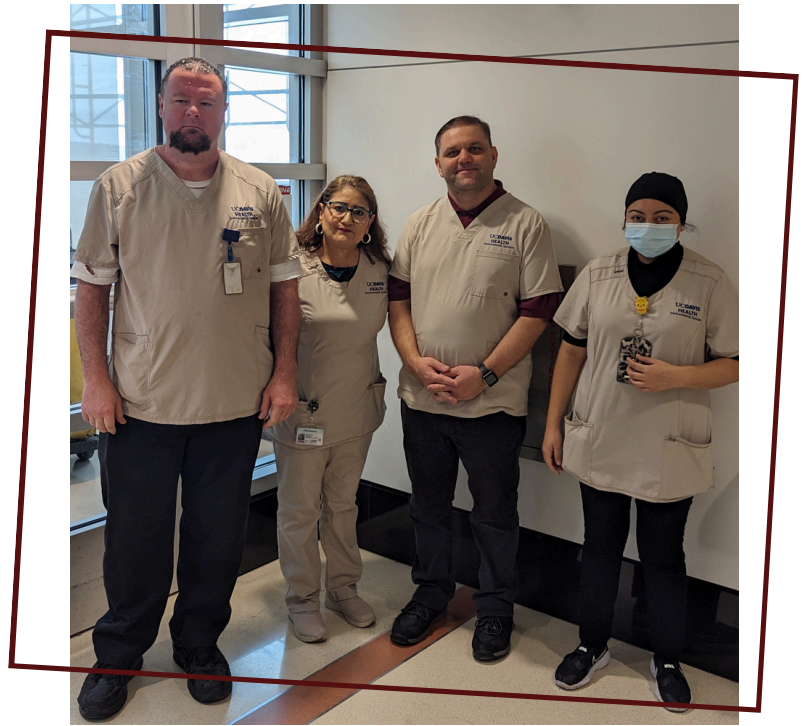
While the IPS model widely utilized the mental health field, InAlliance, with the support of the UC Davis MIND Institute, is successfully adapting it to serve individuals with intellectual and developmental disabilities. This adaptation aims to showcase the IPS model's potential and promote more inclusive opportunities for those with intellectual and developmental disabilities.



**UC DAVIS**  
**MIND INSTITUTE**



# Program Highlights



## 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 33 people on their journey toward independence and connection.

In the picture above, Yoli stands with her team—Aaron, Eugene, and Maria—who help ensure the UC Davis Medical Center remains clean and well-maintained. They handle tasks like sweeping, mopping, and sanitizing and are always ready to take on additional responsibilities as needed.

## 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 167 remarkable individuals across the North Valley, Placerville, and Sacramento areas.

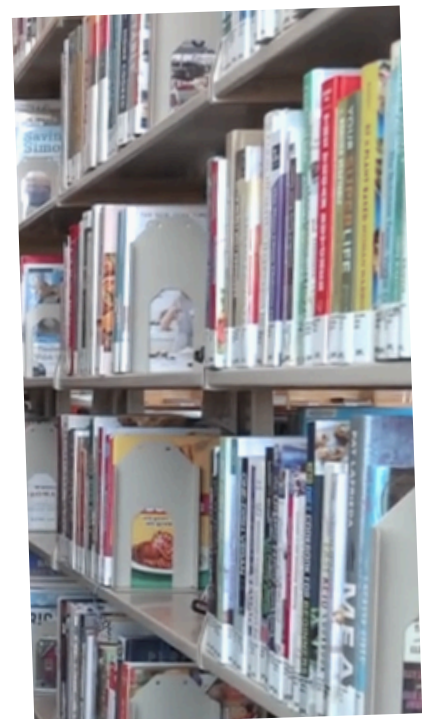


# Courtney at the Library (CTP)

Twice a week, Courtney volunteers at the Valley Hi-North Laguna Library, where she has been helping out since the COVID-19 shelter-in-place mandates were lifted. Over time, her role has grown, and her consistent time spent volunteering has made her an integral part of the library team. Initially, she focused solely on alphabetizing books. Now, she engages with children, this new task was asked of her by the library's volunteer coordinator.

On Wednesdays, Courtney participates in the Explore and Learn program, interacting with the kids using her communication device and assisting with cleanup. On Thursdays, she focuses on cleaning and processing books.

The library staff deeply values Courtney's contributions. The volunteer coordinator at the library is dedicated to fostering an inclusive environment and provides Courtney with many opportunities to learn and practice new skills. By embracing additional responsibilities at the library, Courtney exemplifies how each person can play a vital role in enriching their community in impactful ways.







CTP

Jane, Paulina and Steven B. at the May Rally



CTP

Danielle working at Crawford's Books



CTP



CTP

Daniel (left) and Julian (right) volunteering at All About Equine



CTP

Steven Q. working at Walmart



SLS

Paula celebrating her birthday



CES

Ruby working at Sam's club

# Join us!







# Hiring and Onboarding

In 2023–2024, InAlliance made significant strides in expanding our team and focusing on staff retention, all while maintaining our commitment to providing high-quality services for individuals with intellectual and developmental disabilities. **We're always looking for dedicated individuals to join our team**, and thanks to recent updates, our hiring and onboarding processes are better than ever.

We've streamlined hiring to make it easier and faster for interested applicants to connect with us. We have standardized phone screenings, participated in job fairs, and started using an HR cell phone for quick and efficient communication via text.

Once someone joins InAlliance, we want them to feel supported from the start. Our redesigned onboarding process prioritizes staff retention and engagement. Initiatives such as stay interviews and regular check-ins with new hires encourage open communication, helping us address possible concerns early on, ensuring new employees know they are valued. It's important to us that every team member understands that **they are essential to our mission of creating a more livable, workable world.**

Staffing challenges are a statewide issue in this field, and that's why the updates we've made to our hiring and onboarding processes are so important. These changes help us address these challenges while ensuring our programs can grow to meet the needs of more individuals who are eager to join. We're proud that our employees find their work meaningful, and we're committed to continuously improving our processes to get more people involved. If you or someone you know is looking for a rewarding career, we'd love to hear from you—help us grow our incredible team!

<https://www.inallianceinc.com/join-us/#work-with-us>



# 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.

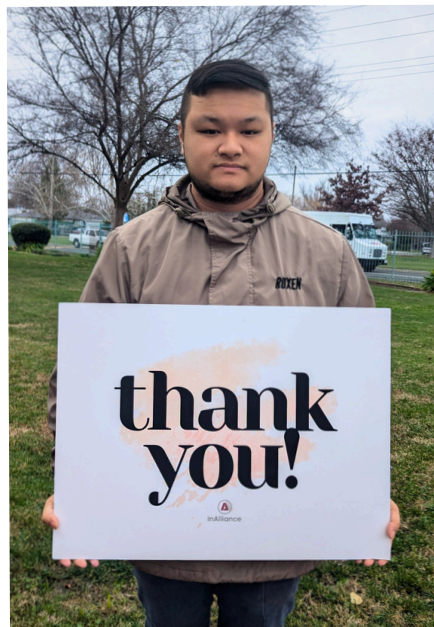
If you're considering supporting our cause, a donation, regardless of the amount, will directly impact the lives of individuals with intellectual and developmental disabilities. Your contribution allows us to continue offering vital programs, supporting dedicated staff, and enhancing the quality of life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

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

<https://www.inallianceinc.com/donate/>

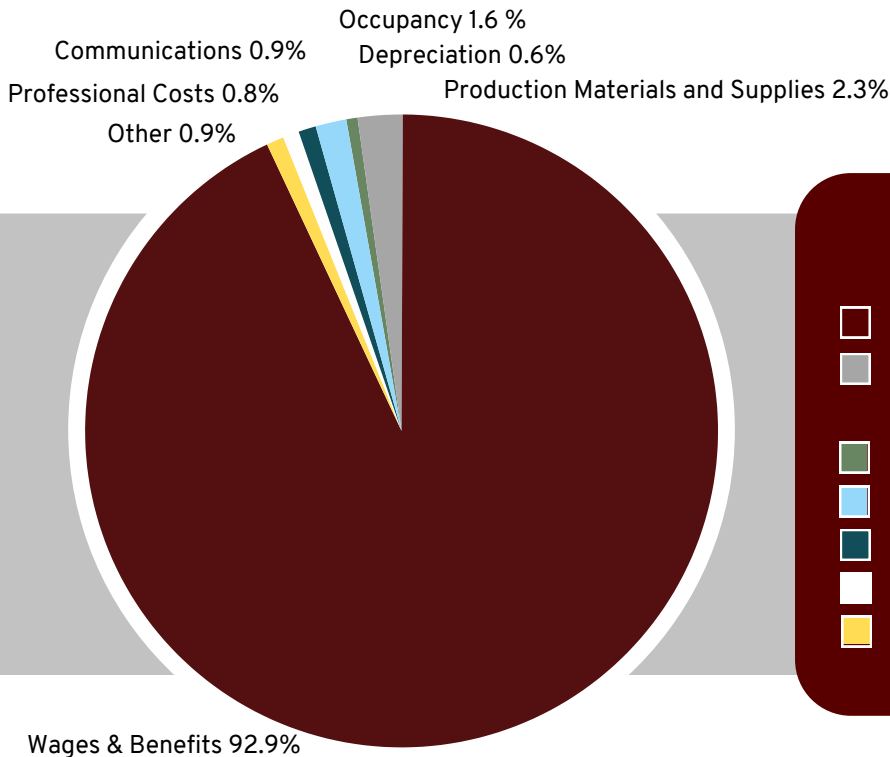
On behalf of everyone at InAlliance, we extend our heartfelt gratitude for your consideration and support. Together, we can continue making a meaningful difference in the lives of those we serve.

Thank you!



# Financial Data

## 2023-2024

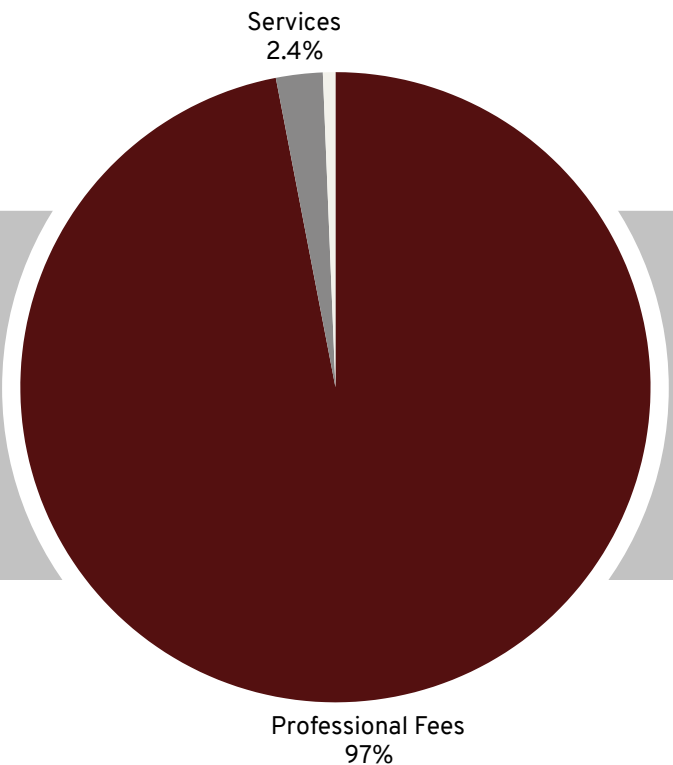


### Expense data

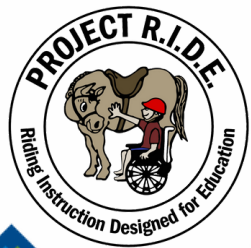
Wages & Benefits	92.9%
Production Materials and Supplies	2.3%
Depreciation	0.6%
Occupancy	1.6%
Communications	0.9%
Professional Costs	0.8%
Other	0.9%

### Income Data

Professional Fees	97%
Services	2.4%
Rental Income	.6%



# Our Community Partners



Thank you for your support!