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Vista Environmental Consulting Engineering Ent.	David & Kathy Babcock	Western Star Nursery
Studio Urbis	MN Builders	Caldwell-Roland Roofing, Inc.
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2021/2022

IMPACT REPORT



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OUR MISSION

Las Trampas supports adults with developmental disabilities to discover their capabilities and to lead full lives in their home, at work, and in the community.



Thank You to Our Supporters

Grand Opening Sponsors

Jackie and Terry Haws
Connie and Michael Collier
Janet and William F Cronk
The Simpson Family
Gary Hall
Sidne Long, Lisa Laird, and Hank Delevati
The Rudney Family
David Babcock & Associates
MN Builders
Bob and Nancy Bishop

Molly Gleason-Kodama &
David Garmon Hines
Mark S. Mahaney
My Philanthropy Team
Jorge and Helen Burnett
Brian and Susan Candell
Daniel L. Hogue
Erin & Greg McGregor
Patsy Mickens
Regalia & Associates
Brandon & Miriam Scholes



Capital Campaign

A little over two years ago, we left a building built in 1968, with flat roofs that leaked during every storm, termites that had eaten away at support beams, bathrooms so small they were inaccessible to people who use wheelchairs, and settling cracks in pavement that posed hazards to even those with a steady gait.

We had a dream of a state-of-the-art facility with large, accessible, flexible spaces that promote independence, choice, and personal growth.



A building with accessibility features including push-button and automatic doorways, changing rooms for adult hygiene, elevators, ADA compliant ramps, and more. We dreamed of a facility that would allow us to increase our capacity by 70% and bring in participants off the significant waitlist for our gold-standard programming.

A little over two years later, our dream has come to fruition, and we have finally opened the doors of our new state-of-the-art facility. Nothing was more rewarding than seeing the faces of our participants, as they returned to the campus they love, with our new incredible building.

This \$14M project would never have been possible without widespread and generous support from the community. Thank you for knowing that our participants deserved better, and committing yourselves to the cause.



Michael Collier

Message from the Board President

What an incredibly fast and rewarding year we've had, and one to now celebrate together.

Our amazing new state-of-the-art campus is now open and able to accommodate participants. I encourage each and every one of you to come and see what your contributions have made possible.

Speaking for myself, as well as our many dedicated Board Members, we find our organization well positioned to expand our programs, both on and off campus during the 2022-2023 fiscal year.

I can't thank the entire team enough, who, supported by your generosity, worked tirelessly during the 24-month construction project!

But lastly, and most importantly, many thanks to you, our long time and our new loyal supporters. You have made it possible for Las Trampas to thrive and continue with our mission to improve the lives of our participants, and support them in discovering their capabilities and achieving their highest and best individual accomplishments, at home, at work and in the community.





Message from the Executive Director

Every day we are touching the lives of people with intellectual and developmental disabilities and their families. As many of you know, over the last three years, it has certainly been more challenging to provide services and supports. Unfortunately, it has meant remote learning for those in our day program. However, our amazing staff have been there in person for all of the participants in our licensed residential homes and those who receive services in their homes through our Supported and Independent Living Services.

Daniel L. Hogue, M.S.

We have been very fortunate that with strict protocols in place, we have come through the pandemic with 98% of program participants vaccinated and no severe outcomes for participants or staff.

One great thing about this last year is that, while limited, we were able to resume in-person services in our Adult Development Day Program. It was the first time many had even seen our temporary facility in Martinez while we completed our campus renovation in Lafayette. But better than seeing the location was seeing each other's faces in person!

Our new hybrid service model of both in-person and remote services has taught us new ways to meet the needs of the people we serve that open up opportunities for individuals with varying preferences. Our tradition of innovation, flexibility, and the ability to quickly adapt to the changing environment while continuing to meet the needs of the people we serve only proves our dedication to this population.

We understand the importance of direct interaction and instruction. On the other hand, we have also learned that remote services is a viable option, even a preferable option, for many participants. We look forward to increasing choice by expanding on these options and including them as part of our post-pandemic program.

Of course, it goes without saying that our greatest moment this year is returning to our newly-renovated, state-of-the-art campus in Lafayette! This achievement, as well as getting through the pandemic, would not have been possible without you, our loyal supporters. Your ongoing support will help us to ensure that this facility is filled with the best staff and programs to support people with intellectual and developmental disabilities, both at the campus, and in the community.



Thank you to our Major Donors

\$100,000+

Jackie and Terry Haws
Anonymous

\$50,000 – \$100,000

William A. Kerr Foundation

\$10,000 – \$49,999

Robert and Nancy Bishop
Janet and William F. Cronk
Gary Hall
Tineke and Torsten Jacobsen
Lore Kral
Michael Laird
Karen and Tom Mulvaney
Robert Nienaber

Michael M. Peacock Foundation
Craig Powers
Share the Spirit
The Simpson Family
Cherida Collins Smith
TWANDA Foundation
John and Diane Watson
Ed and Mike Wilson
Anonymous

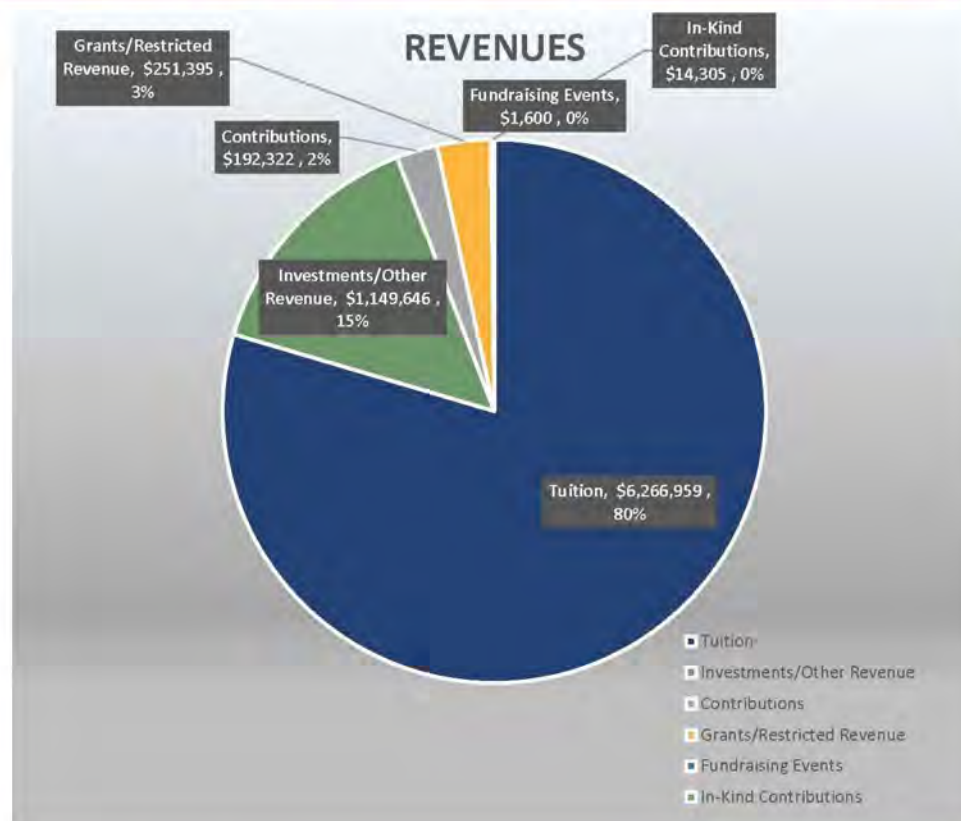
\$5,000 – \$9,999

Doug Anderson
California Bank of Commerce
Richard Clancy Family
Dan and Krystyne Clinton
Connie and Michael Collier
Jennifer Langan
Sidne Long, Lisa Laird, and Hank Delevati

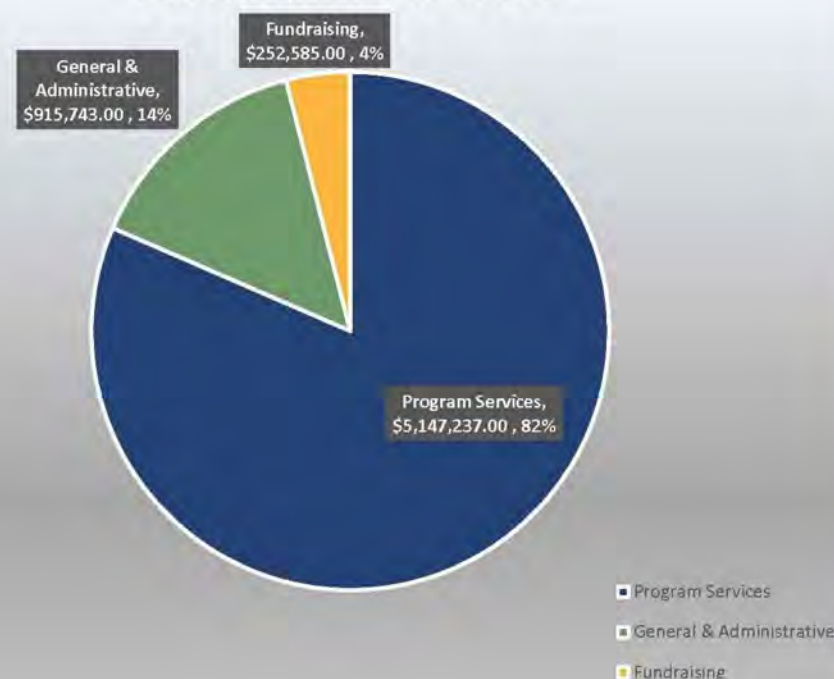
Sally L. Davis Rhodes
The Rudney Family
Maureen and Ray Russell
William and Carol Ward
Kathleen and Briggs Wood
Anonymous

2020-2021 Audited Financials

REVENUE



FUNCTIONAL EXPENSES



EXPENSES

2021-2022 Financials will be shared after our audit is complete.

Message from Human Resources

I've joined such a phenomenal team here at Las Trampas, and I'm extremely excited to be launching new initiatives for staff recruitment, retention, and the total employee experience. People are at the heart of our organization and our work, and without such a dedicated, committed, and passionate team we would accomplish nothing. Due to low government reimbursement rates for our services, we have struggled to offer competitive wages for our Direct Care Staff, and have thus suffered from understaffing. Due to this understaffing, we have a number of eager participants on the waitlist for our services.

It is more vital than ever to ensure we continue to empower, support, and offer the very best resources, benefits, and tools to our staff members. Because of the generosity of our donors, we were able to increase the salaries of all current staff, and offer new starting wages to incoming applicants from the community. Thanks to these increases, we have already seen an influx of applicants for positions organization-wide. Additionally, we have been able to attract top talent by offering sign-on bonuses. This could not have been accomplished without the generosity and kindness of our donors, and we are truly grateful.



Corbyn Brooker





This was an epic year for the Las Trampas Adult Day Program. Over the past few years our extremely generous donors made it possible to update our day program facility. We officially opened in July of 2022 and we could not be more excited and grateful for the building we are able to share with the people we serve. The Day Program has worked hard over this past year to provide as many services to participants as possible while balancing COVID precautions and severe understaffing.

Donors have been critical in providing funds for technology and other supplies that helped create more robust virtual and in-person services. These donations also allowed us to increase direct care staff wages to combat understaffing, and we are hopeful this will allow us to return to full time in-person services in the coming months. When we return, our program structure and name will change. Moving forward, the Adult Development Day Program will be known as the DISCOVER Program, and our participants will be able to discover their Dreams, Independence, Strengths, Community, Opportunities, Voice, Exercise, and Relationships.



Leadership Team

Daniel Hogue
Executive Director

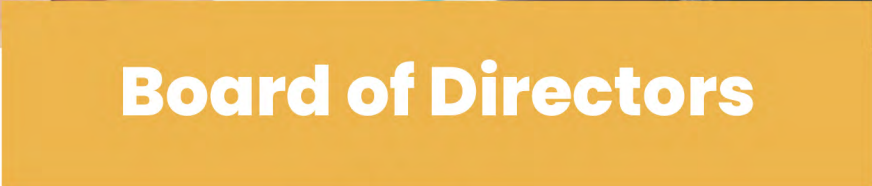
Joe Cashel
Director of Residential
and Day Services

Judy Hunter
Director of Supported
& Independent Living
Services

Patti Costa
Director of Business
Services

Corbyn Brooker
Director of Human
Resources

Katherine Koller
Director of
Philanthropy



Board of Directors

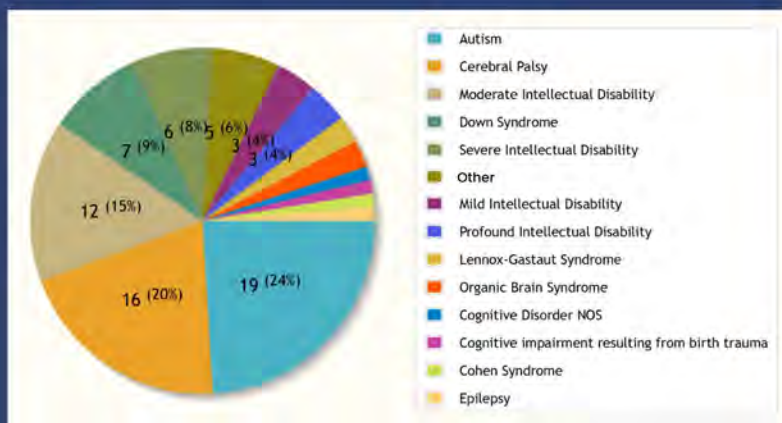
Officers	
Michael Collier President	Jelani Tyler Johnson Brislow 1st Vice President
Diego Guerrero Treasurer	Laura Altieri 2nd Vice President

Peter Jurichko Secretary
Members

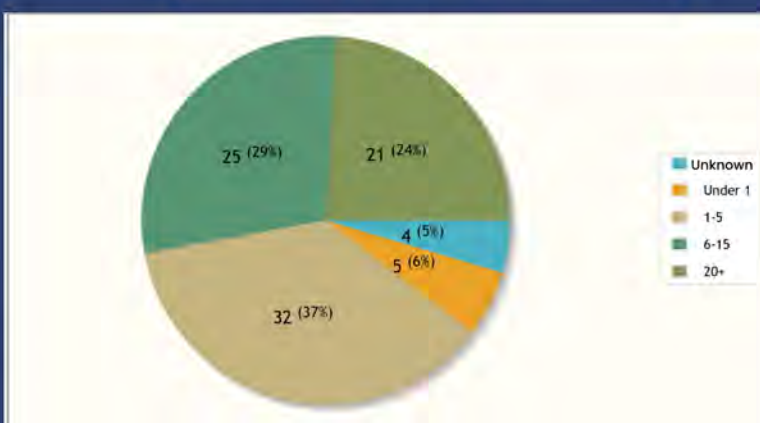
Laura Altieri	Claude Garbarino
Jelani Tyler Johnson Brislow	Diego Guerrero
Keira Leilani Brown	Peter Jurichko
Christin Chan	Dawn Knight
Michael Collier	Mark Mahaney
Bob Damaschino	Terrance Murray
Sarah Edinger-Gomez	Miriam Scholes

Who We Serve

Primary Diagnosis of Las Trampas Participants



Participant's Years Spent in a Las Trampas program



Adult Residential Services

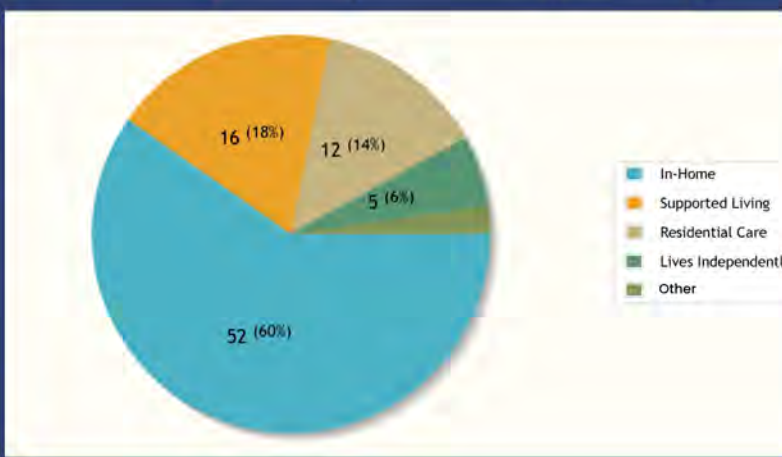
The staff in our residential homes have worked diligently to continue to support our residents while other services haven't been available. They have done a fantastic job following COVID safety protocols, which has minimized the impact on participants in these high risk settings. Donors have helped the homes fund the additional activities and outings required to keep our participants engaged, learning, and having fun during this difficult time.

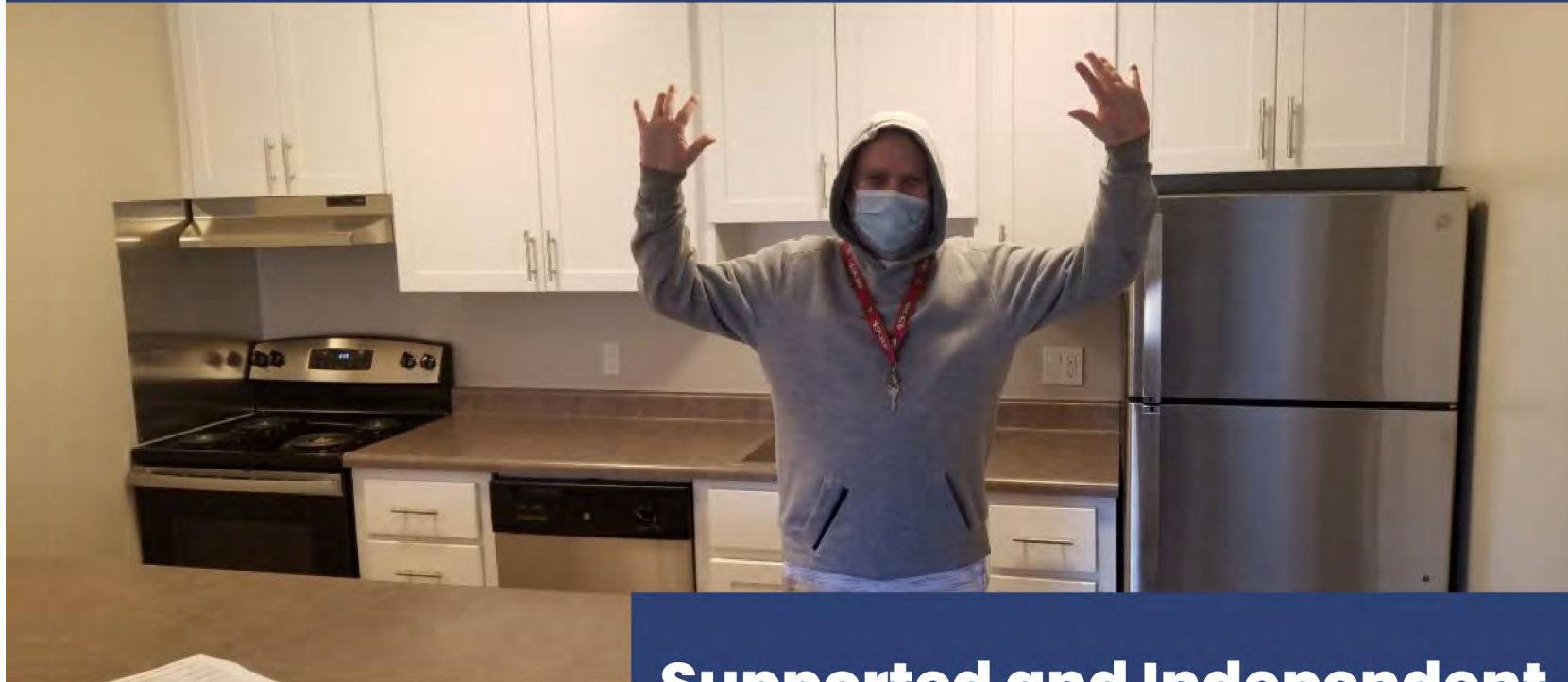
Each home has had significant updates over this past year, which were critical to creating a safer and more comfortable environment for our participants. Maureen House had a major bathroom renovation that helped ensure participant safety and the longevity of the home. Sheila House had important improvements to their landscaping including eliminating a dangerous tree and replacing a dilapidated fence. These projects were possible because of the generous contributions from our donors.

Participant Numbers by Program

Program	Number of Participants
Adult Development Program	61
Supported Living Services (SLS)	22
Independent Living Services (ILS)	8
Adult Residential Services	7

Living Situation of Las Trampas Participants





Supported and Independent Living Services



2021-2022 continued to be a challenging year for our participants and staff in Supported and Independent Living Services, given COVID restrictions and precautions. Thanks to generous donations of the sanitation supplies, face masks, face shields, and hand sanitizer, we were able to continue to take the necessary steps to keep our participants safe. During the holidays, we received donations of gift cards and holiday meals, which made the holidays a much happier time for our participants. These gifts made Christmas especially merry for one of our ILS participants who has a child. As 2022 progressed and COVID restrictions were lifted, our participants were able to venture back out into the community for outings. They too were also able to return to Day Program two times a week in the new building.

Confidence | Opportunity | Independence

Participant Story



Jeffrey picking strawberries

Jeffrey, Brian, and Bob have been friends for a very long time. We sat down with Jeffrey's sister, Amy, who shared their story with us.

Jeffrey, has been a Las Trampas participant since the 1970s when he was a young child living in the dorms. Unfortunately, there are many fewer supports for adults than children with developmental and intellectual disabilities. Amy shared how lucky Jeffrey was to be able to join Las Trampas' Supported Living Services (SLS) program, when he aged out of other youth programs.

Las Trampas team members paired Jeffrey with his roommate, Brian, in 1994, and they have been best friends and roommates ever since. Amy shared that their companionship has been so important for Jeffrey, and the two have a wonderfully symbiotic relationship. Brian is on the autism spectrum and he is less verbal. Jeffrey is diagnosed with cerebral palsy, and he is able to translate for Brian to others. Brian is able to help Jeffrey when he struggles physically.

Amy shared that, "residing in an SLS home is Jeffrey and Brian's first opportunity to live in a community-based setting that allows them the fullest degree of autonomy possible." One of the ways that Brian and Jeffrey have utilized their freedom is to adopt a cat. Caring for a pet provides Brian and Jeffrey with a sense of purpose and responsibility.

Both Jeffrey and Brian have become extremely close with their Las Trampas caregiver of 12 years, Bob. They even attend holiday events with his family. Bob has been a crucial advocate for Jeffrey and Brian's needs and well-being.

Earlier this year, Jeffrey's health took a turn for the worse, and he had to be admitted into a residential nursing home facility. In an environment where he was surrounded and cared for by people who didn't understand his unique needs and desires, Jeffrey suffered tremendously. When Jeffrey was in this environment, Amy was reminded of the importance of Las Trampas, and specialized person-centered care.

Bob served as an important advocate on Jeffrey's behalf to ensure that he received the support that he desperately needed. Amy & Bob worked tirelessly to ensure that Jeffrey could return to SLS, his home, and Brian. Jeffrey now has additional medical needs, but SLS staff immediately learned the skills necessary to care for him.

Amy is extremely grateful for Bob and the services that Las Trampas has been able to provide Jeffrey over the last several decades. She even mentioned that he likely would have died if he hadn't been able to return to his home and his Las Trampas support system. Amy is aware that "people with cerebral palsy used to be locked away and institutionalized." Instead, Las Trampas has offered Jeffrey and Brian structure, safety, care, and family. SLS has provided Jeffrey with an immense amount of pride, privacy, and one-on-one connection with staff and other participants that would not have been possible in any other setting.



Brian petting his cat