

2022/2023

Impact Report



Table of Contents

- 02** — **Message from Board President**
- 03** — **Message from Executive Director**
- 04** — **Programs Update**
- 05** — **Human Resources Update**
- 06** — **Participant Story**
- 07** — **Who We Serve**
- 08** — **Leadership Team & Board of Directors**
- 08** — **2021-2022 Financials**
- 09** — **Sponsors**
- 10** — **2022-2023 Major Supporters**



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,

Message from Our Board President



Dear Donors, Staff, Participants, and Board Members,

The middle of June marked the one year anniversary of the opening of our new campus. What an incredibly rewarding year we've all had!

Speaking for myself, as well as our many dedicated Board Members, we find our organization in a stable, sustainable financial position and we continue to look for opportunities to expand our staff, add participants, and enrich our programs both on and off campus.

I can't thank the entire team enough, who, supported by donor generosity, tirelessly worked to successfully complete an amazing fundraising year, capped by our most successful Gala yet!

Lastly and most importantly, many deserved thanks to you, our long time, as well as new, loyal supporters. You are the lifeblood of Las Trampas year in and year out. 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.

In the new year, I am very pleased to welcome my new Co-President of the Board, Mark Mahaney, who, as a Las Trampas parent, volunteer, and expert in his field, will help us continually improve to be the greatest organization we can be.

Sincerely,

Michael Collier
Board of Directors President



**Michael
Collier**

**"You have
made it
possible for Las
Trampas to
thrive and
continue with
our mission."**

Message from Our Executive Director



Dear Supporters and Friends,

I want to express my sincere gratitude for your support of Las Trampas over the past year. Your generous donations have allowed us to continue to provide gold standard services for our friends and neighbors with intellectual and developmental disabilities.

This has been a year of great growth and accomplishment for Las Trampas. Our day program has been able to resume full-time services in our new facility, and we have welcomed a new Director of Day Services, Jason Parks. Jason comes to Las Trampas as a certified person-centered specialist with over eight years of experience in Day Programs, personal care, supportive employment, and advocacy. Jason has supported his team to implement a Person-Centered Individualized Service Plan for all Las Trampas participants, including those in ILS/SLS.

We have also welcomed the promotion of Martha Rubio as our new Assistant Director of Residential Services. With Martha's successful certification as a Residential Care Facility for the Elderly (RCFE) Administrator, we are poised to complete the conversion of Sheila house to an RCFE to ensure our residents can age in place – in the home they love.

After decades of state-mandated rate freezes, as a result of both the state's rate increases and your support, we have been able to provide much-needed wage increases for our very hard-working and dedicated direct care staff. It is our hope to be able to continue annual increases to ensure that those who provide the quality care and instruction that our participants deserve are compensated fairly.

We are proud of the work we have accomplished this past year, and we could not have done it without your support. Thank you for your continued commitment to Las Trampas. Your generosity makes a huge difference in the lives of our participants.

Sincerely,

Daniel Hogue
Executive Director



**Daniel L.
Hogue, M.S.**

**"We are proud of
the work we have
accomplished
this past year,
and we could not
have done it
without your
support."**

Adult Day Program



Our participants were thrilled to return to full-time programming in October, and we are all so grateful to our donors for our new state-of-the-art facility. Many participants are utilizing the modern accessibility features to gain greater independence. Also in service of independence and individuality, we implemented our new DISCOVER program, which gives participants the opportunity to choose their own classes, much like in a junior college. Choices of class include: Art, Health & Wellness, Life Skills, Adventurers & Explorers, and Volunteer & Occupations. We will continue to hone this program in the new fiscal year, to provide more opportunities for community outings, engagement, and exploring new interests.



Adult Residential Model



As another year comes to an end, our residential services staff continue to provide the highest quality support to our participants. This past year, each home has undergone many positive changes, critical to creating a safer and more accommodating atmosphere. Over at Sheila House, we welcomed our newest resident Barbara, and the home is once again at full capacity. Thanks to the generosity of our donors, we were able to give Maureen House a much need makeover. The roof has been completed and the inside of the home is being remodeled. Once we add state-of-the-art furniture for people with IDD, Maureen House will be looking good as new.

Supported and Independent Living Services



Last holiday season, we shared the story of Jeff and Brian, Supported Living Services participants and best friends for over 40 years. We are thrilled to share that Brian is finally a participant in our Adult Day Program! We all adore Brian, and after many years of waiting, we are so glad that we can welcome him into another of our programs. As we look to next fiscal year, we are excited to bring new participants into our Supported and Independent Living Services program! We are currently aiming to support 8 more adults with IDD to live in homes of their own, reliant upon hiring additional staff. We are also looking forward to the arrival of our new van, generously donated by our gala supporters, which will allow our participants who use wheelchairs to travel with ease.



Human Resources Update



As we come to the close of the 2023 fiscal year, I am reminded of the great successes we have had, thanks to the support of our community and the extreme generosity of our donors. In the past year, we were able to provide wage increases to all direct care staff, as well as offer higher starting wages to incoming staff. This immediately resulted in additional new hires and increased employee morale. We appreciate and invest in our staff, just as our staff invest in us. Hiring more team members allows us to serve more participants from our ever growing waitlist. Though obstacles and hurdles are still present with low government reimbursement rates and the daily changes to our economy, we have tremendous support from our donors which allows our organization to persevere and thrive. We are truly better together, and we thank you.

Participant Story



When Melissa gets on the bus to go to Las Trampas' Day Program, she feels "joyful." It's a long ride from her group home in Concord, but "it's worth it." As many of us enjoy loosened COVID restrictions, reopenings, and parties, our participants are equally grateful to go back to the new normal, and we are continually inspired by the resilience they have shown.

Melissa, who is on the autism spectrum, has shown great resilience throughout her life. Her mother died of breast cancer when she was only five years old, and in 2017 her father died suddenly of a heart attack. Melissa's aunt, Erin, brought her home to live with her in the Bay Area. She and Melissa are extremely close, but taking her in very unexpectedly and juggling a full-time job put Erin in a situation in which she urgently needed support. Erin feels so lucky that just a few weeks after Melissa joined Las Trampas' waitlist, they received a call that there was an opening.

Melissa recalls that she started Las Trampas' Adult Day Program on, "December 18th, 2017, a week before Christmas." Erin was so happy that Melissa had a place to go and feel supported every day, while Erin worked and Melissa was grieving the death of her father. Going to Las Trampas, being with other people and in the community, learning skills like taking the bus, and continuing her development gave meaning to her days. Melissa's resilience shone through.

Melissa had to be resilient again when COVID hit. She missed the self-esteem and pride she got from earning spending money through Las Trampas' janitorial program. Melissa also missed her Las Trampas friends and community, and asked every day when she could go back in person, 5 days a week.

Melissa was thrilled when Las Trampas brought all our participants back fulltime in October 2022. Through our new DISCOVER program, Melissa was able to select two classes to participate in – "outings class" and "work class." She's so happy to get out more by "going to parks and the library" and "getting the place clean and earning money." Melissa also loves to read cookbooks and food magazines, so she adores the new teaching kitchen, which will help her develop cooking skills to support her to live independently one day.

As Erin states, "Las Trampas is not a babysitting program...it's about supporting Melissa to reach her highest potential." Erin loves that the community outings let participants see parts of the world they might not be able to otherwise. "They're also good for the community," she says, "they need to see that there are people who maybe don't look like them, but have a lot of value to the community."

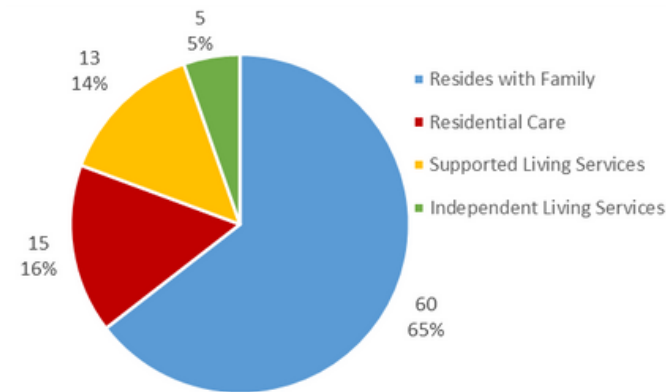
We were so lucky to be able to accept Melissa into our program at such a crucial time in her life, but we now have a waitlist of 50 participants for our Adult Day Program. While our new facility provides the space we need for additional participants, we—like most direct-service nonprofits—are facing profound staffing challenges. We need additional resources for staff recruitment and retention, so we can bring more participants off our significant waitlist. It is your support for Las Trampas that creates opportunities for our participants to reach their highest potential. As always, thank you for your support.



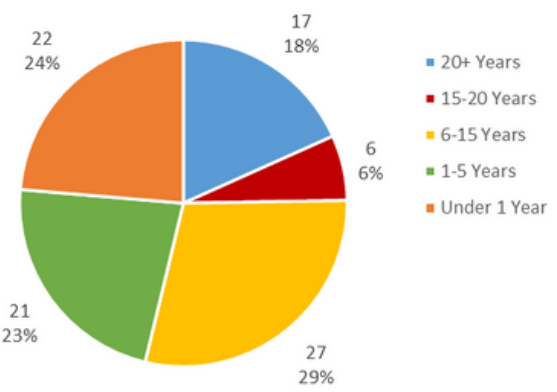
Who We Serve



Living Situation of Las Trampas Participants



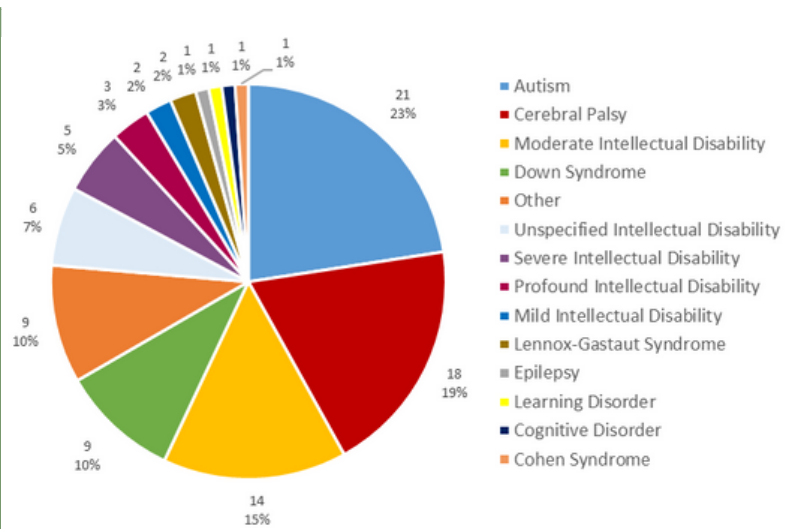
Participants' Years Spent in a Las Trampas Program



Participant Numbers by Program

Program	Number of Participants
Adult Day Program	67
Supported Living Services (SLS)	19
Independent Living Services (ILS)	10
Adult Residential Model	8

Primary Diagnosis of Las Trampas Participants



Leadership Team

DANIEL HOGUE
Executive Director

CORBYN BROOKER
Human Resources Director

PATTI COSTA
Director of Business Services

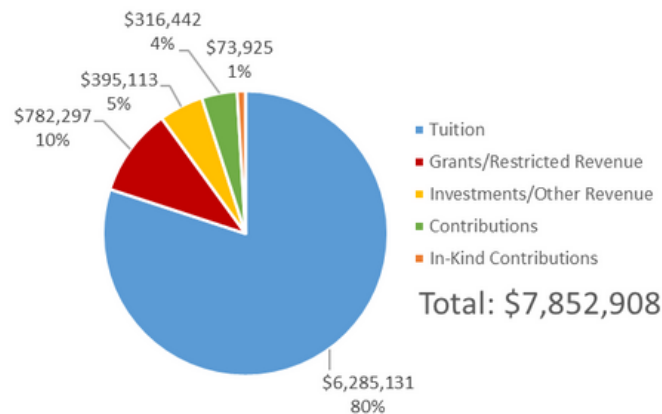
JUDY HUNTER
Director of Supported and Independent Living Services

KATHERINE KOLLER
Director of Philanthropy

JASON PARKS
Director of Day Services

MARTHA RUBIO
Assistant Director of Residential Services

2021-2022 Financials



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Board of Directors

FY23 OFFICERS

MICHAEL COLLIER
President

LAURA ALTIERI
Vice President

DIEGO GUERRERO
Treasurer

PETER JURICHKO
Secretary

FY23 MEMBERS

KEIRA LEILANI BROWN

BOB DAMASCHINO

CLAUDE GARBARINO

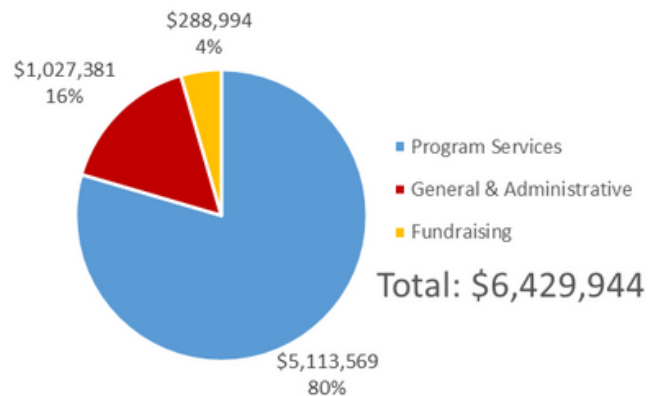
DAWN KNIGHT

MARK MAHANEY

TERRANCE MURRAY

MIRIAM SCHOLES

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2022-2023 financials will be shared after our audit is complete.

We Appreciate Our Sponsors!



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Siebert Williams Shank and Co., LLC
Rachel Zinn

Thank You to Our Generous Supporters!



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Delevati
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Mark Woolway

*In Loving Memory of Our Founding Father,
Terry R. Haws*



FEBRUARY 24, 1926 -- MARCH 19, 2023

