

# IMPACT REPORT

## 2023-2024





# THANKS TO OUR SUPPORTERS, THIS YEAR WE...



- Expanded our behavioral services by hiring a Board-Certified Behavior Analyst (BCBA)
- Accepted more participants by increasing staffing for our day program
- Improved residential living homes by re-furnishing our houses with new appliances and amenities
- Enhanced accessibility with the purchase of new ADA-compliant vans
- Celebrated our community through a festive holiday meal for participants
- Cultivated a thriving environment by revitalizing our garden with fresh produce



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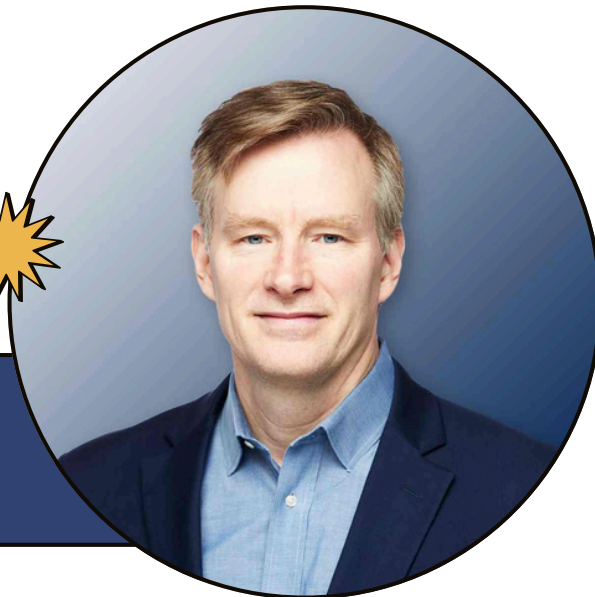


## MISSION

Las Trampas empowers people with intellectual and developmental disabilities (IDD) to discover their capabilities and lead full lives in their homes, at work, and in the community.



# MESSAGE FROM OUR BOARD PRESIDENT



MARK MAHANEY

Dear Participants, Staff, Board Members, and Donors,

We have now spent two years on our new campus, and the newness and spirit of Las Trampas remain as robust and heart-warming as ever. Las Trampas is a gift to its participants, their families, and our community. We, the members of the Board, are excited, humbled, and honored to be part of this gift.

On behalf of the Board, I want to thank all of our supporters – our donors, our staff, and our volunteers – for helping Las Trampas achieve its mission of supporting adults with developmental disabilities to discover their capabilities and lead full lives. Thanks to all of you, we have been able to bring on 25 new participants over the past two years, and we are committed to sharing the gift of Las Trampas with even more people going forward.

To our donors, we are especially thankful for your generosity, and we are fully conscious and embracing our responsibility to translate that generosity into an even better Las Trampas. We are working hard to make Las Trampas a place of growth, support, and caring for all of our participants. Without you – our donors – the gift of Las Trampas would not exist.

To our staff and volunteers, we are especially grateful for all of your hard work and commitment to our participants. Your care and compassion for the participants is truly inspiring and deeply appreciated. We are very thankful that you have chosen to work with us. Without you – our highly talented staff – the gift of Las Trampas would not exist.

Lastly, I want to sincerely thank outgoing Board President, Michael Collier, for all that he has done for our community. His warmth, experience, dedication, and hard work have enormously benefitted me, other Board members, and the entire Las Trampas community. Thank you, Mike, for all you have done to make real the gift of Las Trampas.

Sincerely,

A handwritten signature in blue ink that reads "Mark S. Mahaney".

Mark Mahaney



# MESSAGE FROM OUR EXECUTIVE DIRECTOR

● DANIEL L. HOGUE, M.S. ●

Dear Supporters and Friends,

I am ending this fiscal year incredibly invigorated by our accomplishments, recognition, and community support, none of which would have been possible without you, our most generous donors.

We have increasingly been recognized as a leader and model of excellence for innovative person-centered services for people with intellectual and developmental disabilities (IDD). We recently received the “Golden Yes” award from the Contra Costa Developmental Disabilities Council for our work supporting not only the people we serve day to day, but the broader IDD community. It is great affirmation that we are doing excellent work to achieve a better world for people with IDD, their families, care providers, and the community at large.

I am personally thrilled to have a fully staffed leadership team. Earlier this year, we welcomed Natalie Roberts, our new Director of Human Resources. She has hit the ground running, and we are especially proud of her work founding our Diversity, Equity, Inclusion, and Belonging Staff Committee.

Thanks to many generous donations, we were also able to welcome Anthony Foglia, our first Board Certified Behavior Analyst. As the world evolves, so do we, and we are seeing many new and prospective participants with increased maladaptive behaviors; some as a result of decreased emotional wellbeing due to COVID-19 isolation. We are delighted to bring on Anthony to support behavior-related needs, train our staff on behavioral support principles, and offer a pathway for staff to become Registered Behavior Technicians.

As we look to the new fiscal year, the Board of Directors and I are beyond excited to be exploring and developing proposals for new service options. We’ll have more to share on this soon!

None of this would have been possible without your support. Thank you for your continued commitment to Las Trampas, and creating a community where people of all abilities feel a sense of belonging, inclusion, and friendship.

With tremendous gratitude,

Daniel Hogue

# PROGRAM UPDATES

## ADULT RESIDENTIAL MODEL

This past year has brought many exciting developments to our two residential homes. Sheila House has undergone a transformation, becoming a Residential Care Facility for the Elderly (RCFE), so our staff can continue to provide the highest quality support to our participants as they age. Kerri, a dedicated caregiver since April of 2009, was recently promoted to Sheila House Administrator, and she will continue to do amazing work in her new leadership role. Maureen House received a well-deserved makeover thanks to our generous donors. Residents now enjoy a brand new fridge, dishwasher, and even an art table! Both homes recently aced their Quality Assurance inspections, exceeding expectations and earning praise for being a model of excellence for how these types of homes should operate.



## SUPPORTED & INDEPENDENT LIVING

This past year, we were thrilled to welcome three new participants into our Independent Living Services (ILS) and two new participants into our Supported Living Services (SLS)! Thanks to our supporters, participants from both programs enjoyed a festive holiday gathering with a delicious meal and gift cards. As always, our participants are active community members. Several of them volunteer at the Food Bank of Contra Costa and Solano, giving back to the community in a meaningful way. With the generous gifts of our supporters, we also hosted a wonderful participant appreciation party last fall. At this event, we celebrated our participants' attributes, decorated pumpkins, played games, and shared a delicious lunch. We had so much fun celebrating our participants and the community that we have built, where all individuals have the right to lead meaningful, self-determined lives.



# PROGRAM UPDATES


## ADULT DAY PROGRAM

Our Adult Day Program has seen a wave of positive change this year! Staff have empowered participants by supporting their use of BART, leading to a significant increase in community outings. Participants are gaining confidence navigating public transportation, enjoying trips to baseball games, parks, and museums across the Bay and San Francisco. We are also thrilled to introduce a new Music and Movement class to our 75 participants this upcoming year. Our day program's staffing levels have steadily expanded, and we are optimistic about accommodating up to 90 participants by December.

Our participants have been heavily involved in self-advocacy activities. Many took a stand by advocating against the Governor's proposal to delay funding for critical supports and services for Californians with intellectual and developmental disabilities. Their advocacy efforts, which included protests, marches, and visits to legislative offices at the State Capital in Sacramento, successfully resulted in a six-month delay in funding, rather than the year-long delay proposed by the governor.



# PARTICIPANT STORY




Terri's life has changed a lot in the 7 years she's been living with her three Las Trampas roommates on a quaint cul-de-sac in Pleasant Hill. Before she came to Las Trampas, Terri lived for twenty years in Sonoma Developmental Center, initially established in 1891 as an institution for the "feble-minded." Las Trampas Caregiver, Kerri, went to visit Terri in Sonoma and helped her move into Sheila House, one of our two community homes. Kerri remembers the institution as a hospital-like setting. "It was a scary place, with dirty clients walking around aimlessly. There was only one room for clients to hangout in, and they were not encouraged to do anything during the day," shares Kerri.

Now Terri has her own room with a desk and TV, her own space for her belongings, and she has a new glow and lust for life. She loves going to the Concord farmer's market on Tuesdays and dancing at senior centers on Fridays. Terri's brother Mike shares, "It's nice for her to finally be in a house in a nice neighborhood with a backyard (compared to Sonoma which was depressing). It is amazing how clean and orderly the house is."

At Sonoma Developmental Center, the staff warned Kerri about Terri's aggressive behaviors and stealing. But within three months of moving in with her Sheila House family, those behaviors disappeared. The staff at Las Trampas have helped Terri improve her communication skills by asking her questions, and now she can have a conversation instead of just repeating words. Terri is learning to do her own laundry, and she helps with the grocery shopping every week. It's incredible how much progress a person can make when they have the opportunity for choice and community living!

Mike loves that the staff at Las Trampas spend so much one-on-one time with Terri. Kerri shared that most of the staff have been at Sheila House as long as Terri has, and this consistency creates a sense of trust for participants and helps cut down on negative behaviors. They're a family. When everyone in the house (staff and participants alike) had COVID, Las Trampas employee of the year, Cheryl, practically lived at the house and worked 24-hour shifts to make sure the ladies received the care they needed.

Not wanting to break up the family, we've recently transitioned Sheila House into a Residential Care Facility for the Elderly (RCFE). Terri and her friends would have legally aged out of Sheila House at age sixty, and would have needed to find alternate housing. Mike is happy that Las Trampas converted to an RCFE so Terri can continue to live in the home she loves. "It is great to see a problem solved before it needs solving" shared Mike. "People get older, and need a place to go when their parents or siblings can't give them that home life...we found the best for Terri, and we feel very lucky."





# NEW INITIATIVES



## DONOR APPRECIATION DINNER

We celebrated the New Year with our most dedicated supporters. We presented the 2024 Spirit of Las Trampas Award to Bob Damaschino and Terry Murray, who were extraordinarily devoted and generous with their time and talent while on our Board of Directors. Sharing a room with such steadfast supporters made this event truly special!



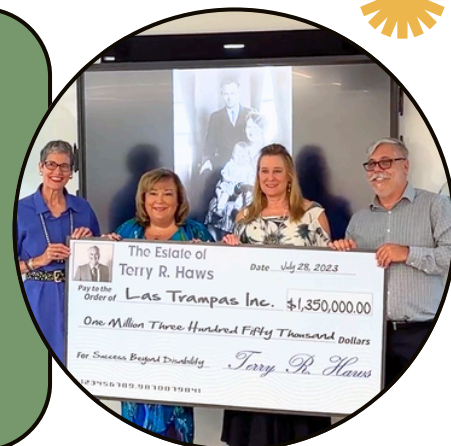
## NAVIGATING TOMORROW SEMINAR

In May, we organized our first seminar on *Navigating Tomorrow: Planning for Your Child with an Intellectual or Developmental Disability's Future* in collaboration with SEED Lafayette. Guest speakers presented on government benefits, estate planning, and financial planning. This event was a huge success, and we look forward to hosting more in the future!



## LEGACY GIVING

We recently launched our *Legacy Giving Program*, which refers to donations that you plan to give after your passing. These gifts have the potential to supply Las Trampas with meaningful funds for years to come, and to honor your legacy. For more information, please visit [bit.ly/LasTrampasLegacyGiving](https://bit.ly/LasTrampasLegacyGiving)

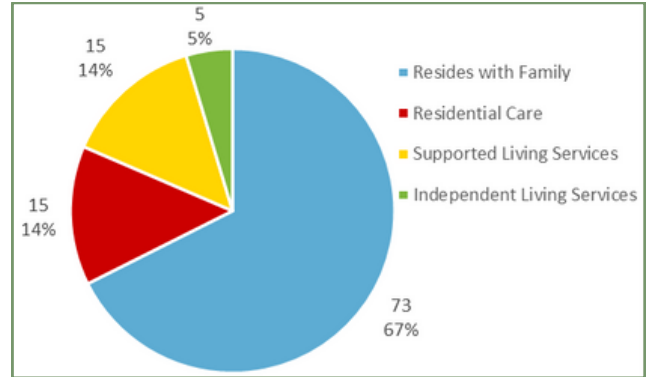


# WHO WE SERVE

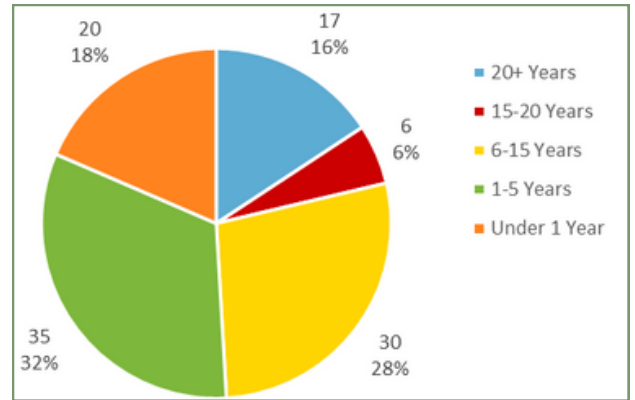
## PARTICIPANT NUMBERS BY PROGRAM

Adult Day Program	75
Supported Living Services	20
Independent Living Services	13
Adult Residential Model	8

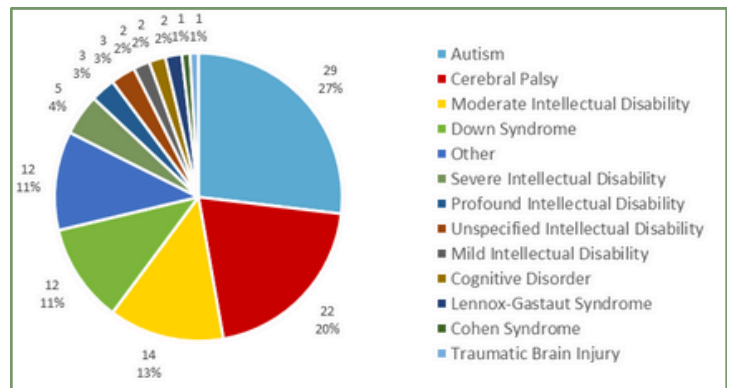
## LIVING SITUATION OF OUR PARTICIPANTS



## PARTICIPANTS' YEARS SPENT IN OUR PROGRAMS



## PRIMARY DIAGNOSIS OF OUR PARTICIPANTS



# BOARD OF DIRECTORS

## FY24 OFFICERS

MICHAEL COLLIER	Co-President
MARK MAHANEY	Co-President
DIEGO GUERRERO	Treasurer
PETER JURICHKO	Secretary

## FY24 MEMBERS

HELEN STACY BERNETT	CHRIS LOKER
DANIEL FUJIMOTO	ASHLEIGH NORRIS
CLAUDE GARBARINO	ELENA RICEVUTO

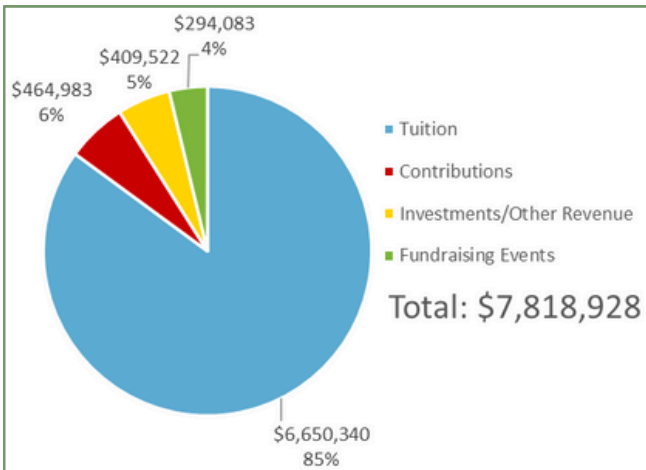
# LEADERSHIP TEAM

<b>DANIEL HOGUE</b>	Executive Director	<b>JASON PARKS</b>	Director of Day Services
<b>PATTI COSTA</b>	Director of Business Services	<b>NATALIE ROBERTS</b>	Director of Human Resources
<b>JUDY HUNTER</b>	Director of Supported and Independent Living Services	<b>MARTHA RUBIO</b>	Director of Residential Services
<b>KATHERINE LEVINE-KOLLER</b>	Director of Philanthropy		

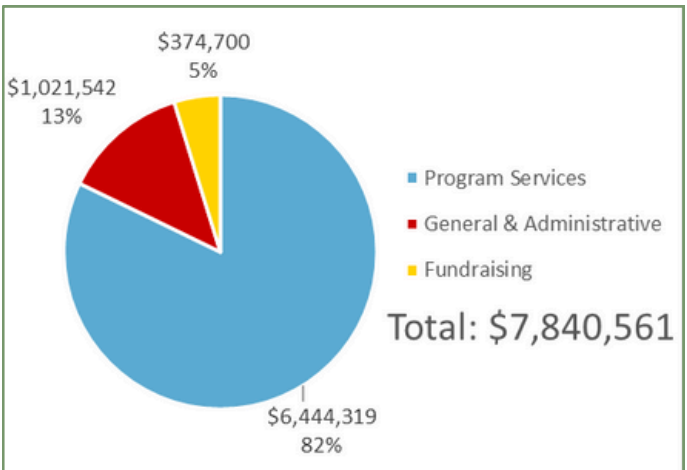
# 2022-2023 FINANCIALS

2023-2024 financials will be shared after our audit is complete

## REVENUES



## EXPENSES



# THANK YOU TO OUR GENEROUS SUPPORTERS!

## DIAMOND

**Terry and Jackie Haws**

## PLATINUM

**California Department of Aging**

## GOLD

**California Foundation for Stronger Communities**

**Connie and Michael Collier**

**Tineke and Torsten Jacobsen**

**Michael Laird**

**Jennifer Langan**

**Sidne Long and Hank Delevati**

**Mark Mahaney**

**Steve and Catherine McLin**

**Myron Moskovitz**

**Laura Nelson**

**Eric Rudney**

**Chris and Kristina Smith**

**Ed and Mike Wilson**

## SILVER

**Doug Anderson**

**AssetMark**

**California Bank of Commerce**

**Community Foundation of Lafayette**

**Patricia Curtin**

**Deb and Joe De Trane**

**Karen and Tom Mulvaney**

**Sally L. Davis Rhodes**

**Siebert Williams Shank Foundation**

**Cherida Collins Smith**

**TJX Foundation**

**William and Carol Ward**

**Ralph Briggs and Kathleen Wood**