

2024/2025



IMPACT REPORT





THANKS TO OUR SUPPORTERS, THIS YEAR WE...

- Raised over \$1 million in donations for vital programs and services
- Expanded our behavioral services by certifying 10 staff as Registered Behavior Technicians (RBTs)
- Strengthened our medical care by welcoming a Licensed Vocational Nurse (LVN)
- Increased daily community engagement for over 50% of our day program participants
- Launched a new "Music and Movement" class to foster creativity and expression



TABLE OF CONTENTS



2	Message from Board President
3	Message from Executive Director
4	Program Highlights
6	Community Story
7	2025 Celebration Gala
8	Participants by the Numbers
9	Board of Directors & Leadership Team
9	2023-2024 Financials
10	2024-2025 Major Supporters



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.



We envision a world where:

- People of all abilities feel a sense of belonging, inclusion, and friendship in their communities, and are valued for their contributions.
- All people are empowered to make choices about their own lives and achieve their highest level of independence and potential.
- Las Trampas serves as a leader and a model of excellence for innovative person-centered services for people with intellectual and developmental disabilities.

MESSAGE FROM OUR BOARD PRESIDENT

Dear Las Trampas Supporters,

As we reflect on three years in our new campus home, one thing remains unchanged: the spirit of Las Trampas is as vibrant, resilient, and heartwarming as ever. I always say Las Trampas is a gift to its participants, their families, and our community. As members of the Board, we are continually honored, humbled, and energized to be part of this incredible gift.

On behalf of the entire Board of Directors, I extend our deepest gratitude to each of you for your unwavering commitment to our mission: to empower people with intellectual and developmental disabilities (IDD) to discover their capabilities and lead full lives. Thanks to all of you, we have been able to welcome 34 new participants over the past three years and start offering specialized behavioral supports. We've got the formula down, and we are committed to expanding our reach to serve even more individuals and families who can benefit from this remarkable community.

To our donors: your generosity means the world. Amidst a heightened degree of financial uncertainty, your support allows us to provide stability, opportunity, and excellent care. We take seriously the responsibility of turning your kindness into a stronger, more vibrant Las Trampas—one that remains the leading program for adults with IDD in California. Quite simply, without you, Las Trampas would not be possible.

To our dedicated staff and volunteers: thank you for the compassion, commitment, and skill you bring every day. Your work is not only deeply valued—it's essential. As the father of Noah, a participant in the Day Program, I feel an overwhelming sense of comfort knowing there's a place in our community where he can spend his days engaged, joyful, and safe. That peace of mind is priceless—and it's because of you.

A handwritten signature in blue ink that reads "Mark S. Mahaney". The signature is fluid and cursive, with a long, sweeping underline.

Mark S. Mahaney
Board Chair & Las Trampas Parent

MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dear Supporters and Friends,

I couldn't be more proud to be a part of this amazing organization and its impact on the lives of people with intellectual and developmental disabilities. It's amazing how fast the last 13 years have flown by since I became Executive Director... and how far we've come. It is truly a team effort... and that team includes you, our faithful supporters.

This past year, we received a grant from O2 Initiatives to provide me with a three-month sabbatical. For most people in my position, this could be a daunting prospect... how will they survive without me? Well, I was able to restore and refresh with full confidence in our Board, Leadership Team, and staff to run the show while I was gone. And, I was not disappointed! I am truly fortunate to have such a confident, capable, and diverse team of professionals to support me and the people we serve. This experience has allowed me to return more invigorated than ever and to take Las Trampas to new heights.

We will be entering the fiscal year with a new strategic plan. The Board and I are aware that we have some ambitious goals. Nevertheless, the people we serve and our staff deserve no less. Our only concern around meeting these goals is the uncertainty in federal funding. What we know is that we are in a position of strength to endure at least some of the potential impacts if cuts are significant.

We couldn't be in this place without the support of our community and donors like you. Your contributions make Las Trampas strong and we look forward having you as a partner in the next chapter of our journey.

Gratefully yours,



A handwritten signature in blue ink, appearing to read 'D. Hogue'.

Daniel L. Hogue, M.S.
Executive Director

PROGRAM HIGHLIGHTS



Adult Residential Model

We're proud to report that both of our homes recently exceeded expectations during unannounced inspections by Community Care Licensing, earning recognition as model programs for residential living. Your support helps make this exceptional level of care possible! Thanks to your generosity, we welcomed our first full-time Board-Certified Behavior Analyst this year, who has been providing personalized support to the residents of Maureen House. Maureen House also received much-needed updates—including new flooring, a new fence, and a refreshed front yard—creating a more welcoming and comfortable living space. And in a moment that brought joy to all of us, two residents from Sheila House visited Disneyland for the very first time—a dream come true made possible by you!

Supported & Independent Living

Your support continues to create life-changing opportunities in our SLS and ILS programs. It is with tremendous pride that we share that one of our participants enrolled at UC Davis this year, and another was interviewed by KTVU on how Las Trampas has supported his journey! Three participants enjoyed a memorable trip to Santa Cruz, filled with first-time experiences and joyful exploration. With your help, we also purchased a new van for SLS – an essential resource that's expanding access to medical appointments and community activities. Thanks to your generosity, we've been able to host joyful birthday and holiday celebrations, offering warmth, connection, and belonging—especially for those without nearby family. These moments of togetherness mean the world to our community!



PROGRAM HIGHLIGHTS



Adult Day Program

Thanks to your continued support, our Adult Day Program is thriving! Enrollment has grown to 85 individuals, each empowered to make meaningful choices and live with greater independence every day. With your help, we continue to create a vibrant, inclusive community where every person is valued and supported in reaching their full potential.

We're especially proud to celebrate Carmen Sanchez, one of our outstanding team members, who recently received the Direct Service Provider of the Year Award from the California Disability Services Association! Carmen has dedicated 23 years to Las Trampas, and her deep compassion, steady presence, and unwavering commitment continue to inspire our entire team and the individuals we serve.

This year, your generosity fueled our participants' growing passion for self-advocacy and civic engagement. In November, over 15 participants attended educational sessions on voting and civic responsibility, and 10 took the empowering step of registering to vote—some for the very first time! Our participants also had the opportunity to travel to Sacramento, where they proudly marched at the Capitol steps and met face-to-face with lawmakers to advocate for essential funding for people with intellectual and developmental disabilities. Because of their voices—and yours—no funding cuts have occurred as of June! Your support truly makes a difference in protecting and expanding vital services for our community.



COMMUNITY STORY

Kate Hartline, one of our most beloved team members, recently announced her retirement from Las Trampas after 16 incredible years. While we are thrilled for her to enjoy a well-earned next chapter, her presence will be felt deeply by participants, families, and staff.

Kate joined Las Trampas, like many do, hoping for a job where she could give back — not just earn a paycheck. Back then, Direct Support Professionals for people with intellectual and developmental disabilities earned just \$10 an hour, and still she chose this work. From her first day, it was clear: this was her calling. She brought energy, compassion, and leadership. She committed to high-quality, person-centered care. She refused to let our participants just be “parked” in front of a TV. Instead, she created opportunities for growth — even founding our first walking club when she recognized a need for more physical activity. Kate was soon promoted to Adult Day Program Supervisor, where we hoped she would inspire other staff to lead with the same passion and focus.

And she did just that. When Danny joined our day program, staff were told that he would never speak. But Las Trampas doesn’t accept “never” for an answer. Jeff Dollar, a long-time staff member, worked with Danny daily, encouraging him to say “hi, how are you?” They would walk along our beautiful trail, and every time they came upon another person, Jeff would encourage Danny to say, “hi, how are you?” The first time Kate heard Danny say, “hi, how are you?” the pride in his eyes moved Kate to tears. “Seeing participants achieve their goals is one of the best feelings in the world,” she shared.



Kate vividly remembers her first interview at Las Trampas, when a participant named John ran up to greet her. Upon returning for a second interview, John recognized her instantly and exclaimed, “You’re back!” From that moment, Kate knew she had found her place. “The folks that I’ve gotten to know here have changed my life,” she shared. “Las Trampas participants are the most resilient, determined folks I’ve ever known. They face enormous challenges, but they never stop striving. During my time here, I went through a lot personally, and their strength inspired me to keep going when I was at my lowest.”

When asked what she would miss most, Kate didn’t hesitate: “Morning arrivals. That burst of joy when the buses pull up — it’s the best part of the day. Some participants even come in sick because they don’t want to miss out. That’s how I know we’re doing something right.”

2025 CELEBRATION GALA

Thanks to our generous community, our Spring Gala at Blackhawk Country Club raised over \$340,000! \$100,000 has been used to purchase a new ADA-accessible van, and the remainder will ensure that our programs and services continue to go above and beyond.

Gala Sponsors

Acrisure

Jackson Lewis

Helen Stacey Bennett

Lafayette Car Wash

California Bank of Commerce

Erin & Greg McGregor

Connie & Michael Collier

McLean Family

Commercial Bank of California

Patsy Mickens

Cresco Equipment Rentals

Oakland Chapter of Clipped Wings

Patricia Curtin

Reach-A-Star Foundation

Bob & Nancy Damaschino

Regalia Associates

De Trane Family

Republic Services

Diablo Foods

Rudney Associates

Norma & Bob Evans

Siebert Williams Shank Foundation

DedeQ Irrantha Gerungan

Pat Graham

Nancy Wallace & Robert Ishii

Brian & Elizabeth Griggs

Wilson Sonsini Goodrich & Rosati Foundation

Daniel L. Hogue



Pattie Curtin, recipient of the Spirit of Las Trampas Award



Jessica Boynton, day program staff & gala speaker



Attendees bidding on live auction packages

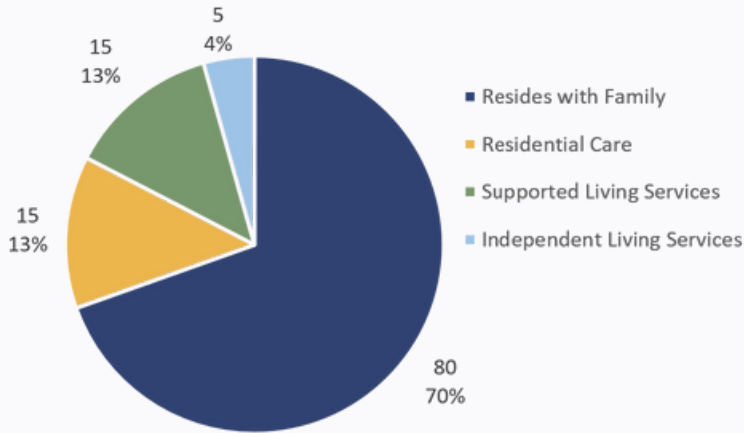


OUR PARTICIPANTS BY THE NUMBERS

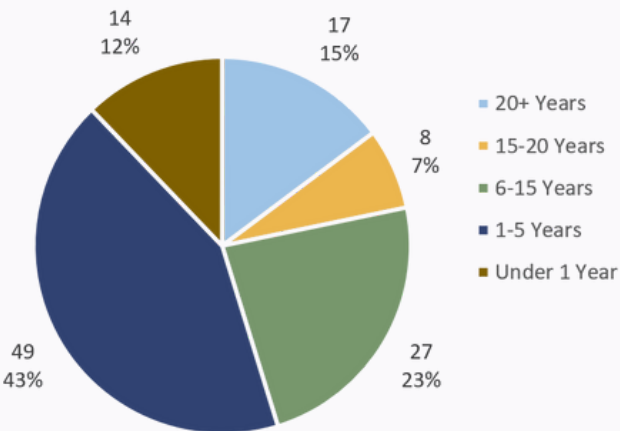
Program	
85	-- Adult Day Program
20	-- Supported Living Services
11	-- Independent Living Services
8	-- Adult Residential Model



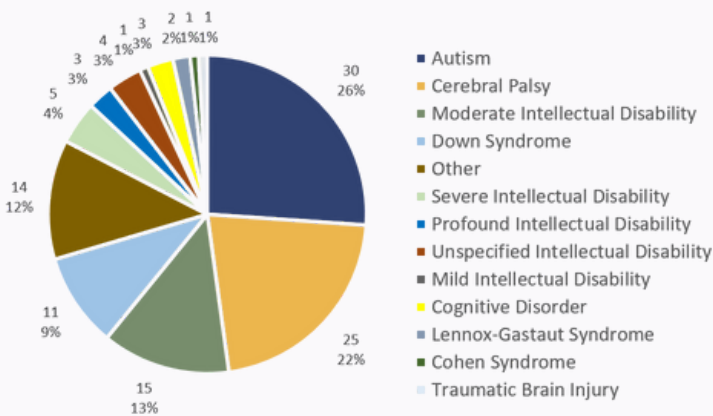
Living Situation



Years Spent in our Programs



Primary Diagnosis



2024-2025 BOARD OF DIRECTORS

Mark Mahaney, President

Michael Collier, Past President

Daniel Fujimoto, Vice President

Diego Guerrero, Treasurer

Peter Jurichko, Secretary

Helen Stacey Bennett

Eraina Ferguson

Claude Garbarino

Ashleigh Norris

Elena Ricevuto

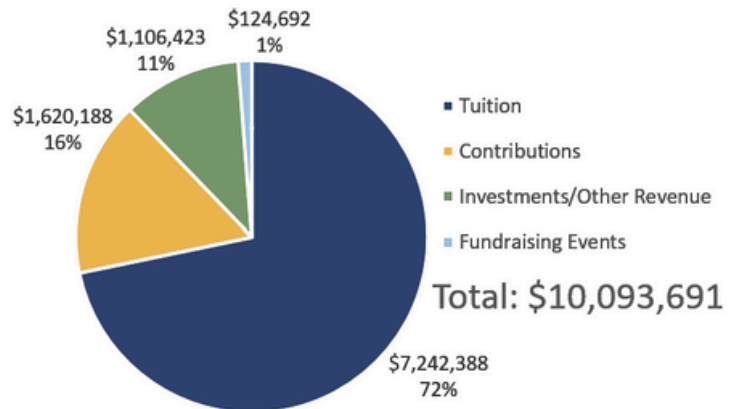
Fei Tong

Nancy Wallace

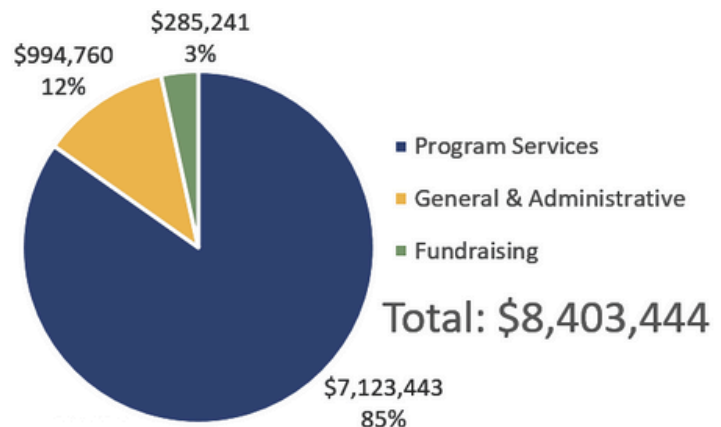
2023-2024 Financials

2024-2025 financials will be shared
after our audit is complete

Revenues



Expenses



2024-2025 LEADERSHIP TEAM

Daniel Hogue, Executive Director

Patti Costa, Director of Business Services

Natalie Roberts, Director of Human
Resources

Jason Parks, Director of Day Services

Martha Rubio, Director of Residential
Services

Judy Hunter, Director of Supported and
Independent Living Services

Anthony Foglia, Director of Behavior
Support Services

THANK YOU TO OUR GENEROUS SUPPORTERS!

Diamond

California Department of Aging
California Foundation for Stronger Communities
William A. Kerr Foundation
William G. Irwin Foundation
Ed and Mike Wilson

Platinum

Marcina Barker
Anthony and Kathleen Brekke
Connie and Michael Collier
Cresco Equipment Rentals
Patricia Curtin
Dean and Margaret Leshar Foundation
Sidne Long and Hank Delevati
Robert and Norma Evans
Tineke and Torsten Jacobsen
Michael Laird
Jennifer Langan

Mark Mahaney
Steve and Catherine McLin
Laura Nelson
Robert Nienaber
Ashleigh Norris
Amy Parlett
Stephen Parlett
Eric Rudney
Kim Starr
Nancy Wallace and Robert Ishii
Ralph Briggs and Kathleen Wood

Gold

Doug and Jenny Anderson
Ken and Hildie Brooks
California Bank of Commerce
Commercial Bank of California
Community Foundation of Lafayette
Deb and Joe De Trane
Anna Baxter and Evan Ginsburg
Dana Green
Jackson Lewis
Kathy Kovell

Erin and Greg McGregor
Karen and Tom Mulvaney
Patricia Niven
Sally L. Davis Rhodes
Siebert Williams Shank Foundation
Chris and Kristina Smith
Cherida Collins Smith
Lisa and John Sween
William and Carol Ward