

Napa Valley Support Services

2026 Annual Report

707-253-7490 napavalleysupportservices.org
1119 Jordan Lane, Napa CA 94559

LETTER FROM THE DIRECTOR



Here, success is not one number.
It can be a first paycheck, a new skill, a goal achieved, a piece of artwork proudly displayed, greater independence, or simply having a stronger voice in what comes next.
During 2025–26, we saw progress in all of these ways. Our services continued to grow, our community partnerships became stronger, and we received meaningful new grant support that allowed us to invest in opportunities that state funding alone does not always cover.

We also saw an important shift in the choices people are making. Our employment services experienced significant growth this year, reinforcing something we have long believed: **when people are given meaningful choices and the right support, their goals continue to evolve.**
Numbers and financial results matter, but they are only part of how we measure success. We listen to the people we support. We look at individual outcomes and progress. And we value the voices of the staff who show up every day and know our programs best.
I am incredibly grateful that I get to be part of this mission for another successful year and to see firsthand what can happen when people are given opportunities, support and the freedom to define success for themselves. It is a privilege to work alongside the people we support and the remarkable team that makes this work possible every day.
I am equally grateful for our Board of Directors, our families and our community partners who continue to believe in and invest in this work.

OUR MISSION & VALUES

Mission: Napa Valley Support Services enhances and supports quality of life for individuals with disabilities through a person centered approach to self-discovery, artistic expression, community engagement, employment, and education

Vision: Individuals with disabilities are valued and feel valued by society

Values: All individuals have something to offer
Everyone's time and input are valuable

We believe in...

A collaborative approach to solutions

Innovation and creativity

Continuous quality improvement

Respecting communication styles

Prioritizing understanding before action





2025–26 AT A GLANCE





















THREE PROGRAMS MANY PATHS

NVSS supports adults with disabilities in building meaningful lives through community, creativity, learning and employment. Our three programs offer different opportunities while sharing one goal: helping each person pursue what matters to them.

Imperial Way

Community • Learning • Vocational Skills

Our largest program provides opportunities to build life and vocational skills, explore the community, learn, socialize and work toward individual goals. Participants can also gain hands-on work experience through community-based janitorial and landscaping crews.

Brown Street Gallery

Art • Expression • Community

Brown Street Gallery is both a creative day program and a public art gallery in downtown Napa. Artists explore their creativity, develop skills, exhibit and sell their work, and connect with the larger community through art.

Napa Personnel Systems

Employment • Independence • Opportunity

Napa Personnel Systems helps people who want to work find and succeed in meaningful paid employment. Through job development, individual placements, employment crews and ongoing job coaching, we help people build careers, earn wages and become more independent.

GRANT IMPACT 25-26





Community grants and partnerships became increasingly important this year as federal changes and long-term planning reinforced the value of strong local collaboration. These investments helped improve programs, expand opportunities, and pursue projects that would not have been possible alone.

A very special thank you to **Bank of Marin, Redwood Credit Union, F&M Bank, The Oxbow School/ Education Foundation, Moving Forward, NCCD, ParentsCAN, CVNL, The Syar Foundation, Gasser, The Community Foundation, and CASF** for investing in collaboration, innovation, and meaningful improvements throughout Napa. Together, these partnerships strengthen not only NVSS, but the broader community we serve.



PROGRESS IN ACTION

Leadership Napa Valley: Building a More Inclusive Workforce

NVSS was proud to partner with Leadership Napa Valley's Class 38 practicum team on Workforce Inclusion: Napa's Employer Guide to Hiring Adults with Disabilities, a multi-month project designed to help local employers move from an interest in inclusive hiring to practical action. Working across the business, education, workforce development, and disability service sectors, the team researched local employment barriers, connected with employers and community partners, and developed a practical Inclusive Hiring Employer Toolkit. The resource addresses common questions and misconceptions, highlights available supports and incentives, and provides employers with tangible guidance for recruiting, hiring, training, and retaining employees with disabilities. The project extended well beyond the toolkit itself. Leadership Napa Valley participants worked alongside NVSS and members of Napa's disability community to elevate the conversation around employment inclusion and connect employers with the resources already available to support successful placements.See the report here by scanning the QR code!





PARTNERS, SUPPORTERS & COMMUNITY

We are grateful for the funders, donors, employers, families and community partners who invest in opportunities for people with disabilities throughout Napa Valley.

Academy of Danse
Cindi Meyers
Heli Kangas
Marie Froehlich
Phyllis Denby
Alejandro Navarro
Claudia Izarraraz
Honig Winery
Marie lmlig
Platypus Tours
Alice Middleton
Janice Clifton
Irene Martinez
Marilyn Bond
Purvi Knopf
Alicia & Julie Marietti
Gerald & Joan Cohn
Edward & Debbie Jacobson
Marita Musante
Randy Lung
Alisha Prasad
Crysta Tim-Ruiz
James French
Mark Goodenough
Rick Pina
Allison Saether
Dan Madison
Jamie Thompson
Mark Wood
Bertha & Salvador Rios
Alpha Omega
Dave & Lori Rodriguez
Jane Frye
Mary Cipriano
Ritual Coffee Roasters
Alston Hayne
Dave Stoker
Jeanette Bennett
Mary Kondos
Robin McCarthy
Andrea Marquardt
Debra Hallemann
Jeannie Cruz
Mary Stack
Rosas Luz Maria
Ann Matheson
Denise Smith
Jennifer Rippey
Megan Mathew
Rosemary Inglin
Anonymous
Diane Davidson
Jill Hancock
Melodie Hilton
Sally Welch
Arminda Sanchez
Scott & Sirena Domecus
Joan Osterman
Meritage Resort and Spa
Sally Wood
Arty Reyes
Doug Allen
Joel King
Michael Diehl
San Francisco Opera
Bill and Susie Ashby
Dr. Sherry Tennyson
Julia Winiarski
Mike Rivers
San Jose Sharks
Auty Hayne
Edward Schilter
Stephanie and Gus Jullien
Miller Joseph & Marjorie
Sanders Carolyn Mary
Barbara Blue
Edwards Gretchen & Mark
June Ressler
Monica Smith-Braun
Scandia Family Center
Barbara Montaldo
Elizabeth Gilbert
Karen Olson
Morimoto
Ann Marie Schwartz
Barbara Nemko
Elizabeth Hawkins
Karin Haywood
Mountain Mikes
Share the Care
Barbie Jamieson
Emmy Bennett
Karl Rufener
Moving Forward
Sharon Hale
Barrera Ana Cecilia
Ethel Kelley
Kelli Marchbanks
Myhre Bonnie J.
Sharyn Barthes
Bazan Cellars
F&M Bank
Kelly Rios
Nancy Fireman
Silva Aura M
Diane & Dan Beltrami
Lisa and Fred Fakkema
Bruce and Debra Ketron
Nancy Goodin
Stephanie Solberg
Ben & Jerry's
Mary Ann Formosa
Khan Cathy Reat
Nancy Lim
Benjamin Horne
Frances Knapczyk
Kim and Forry Kimbler
Napa Hot Yoga + Wellness
Sonoma Zipline
Beverly Lake
Frances Schilter
Christian & Jeannie Kuttel
Napa Noon Rotary
Stacie Forsythe
Bill Keast
Gary Hirdler
Lagunitas
Napa Valley Bistro
Stags Leap Wine Cellars
Heather Nations
Getz Gary and Linda
Leonard Chan
Napa Wine Train
Stanley David and Lana
Bob Nations
Giorgi Louis and Neva
Lewis Cellars
Napa Yoga
Stephanie Davis
Borgo Larry and Rhonda
Gloria Bazan
Lia Edwards
NCCD
Steven Kim
Brandi Scheimer
Gordan Jeong
Linda Pidgeon
Nimbus Arts
Alice & Mark Stoker
C&C Strohl
Jeff and Debra Gotch
Lisa Bowers
NV Education Foundation
Sunshine Cafe
Cana Ranch
Greenhaus Day Spa
Joan Lockhart
The Omlin Family
Susan Archer
Carol Glaser
Greg McGrath
Louis Galetti
Oakland Zoo
Susan Reedy
Carol Nelsen
Salvador & Hilda Gutierrez
Louise Renne
Karl and Katherine Omlin
Susan Segal Wood
Cat Kipsey
Bob & Mary Ann Hairston
Lynelle Heuschober
Leo Jolene Josie Mike Omlin
Suzanne Trudelle
Cathy Felipe
Richard and Sandra Hanf
Lynne Baker
ParentsCAN
Tara Macias
Celeste Giunta
Hannah Clemenson
Marcia Hadeler
Patricia Sullivan
Tearle Mel
Charlotte Egli
Sandra H Hansen
Marcie Neller
Patty Saunders
Ted Stumpf
Children's Museum
Hargis Dolly (Darlene)
Marcy Lavender
Paula Cantera
Teresa Reynolds
Mr. & Mrs. Chrisco
Alice & Dwayne Harkness
Margo Pruyn
Penny Souza
Terry Kelly
Christie Fulton
Harris Nussbaum
Maria Martinez
Peter Stephens
The Hayne Family
Christopher Kim
Heather Almirol
Todd-Heiser Heather Margaret
Philippa Ward
The Paananen Family
Churchillians By the Bay
Helen Bergin
Tom Nelson
Tony Fletcher
Trisha Tortolani
Gery and Rosemary Wagner
Wayne Gilbert
Marvin & Karen Winograde
Trinchero Family Estates
Valerie Aguirre
Stephanie & Sheldan Wahle
Wayne Miller
Heather and Dale Wright
Madeline Wenneker
Volkmar Kunerth
Gary and Terry Warburton
Wendy Greene
James & Virginia Wright

Please forgive us if we have inadvertently omitted or misspelled your name.
Call NVSS at 707.253.7490 with any corrections, omissions or preferences

LEADERSHIP ROOTED IN COMMUNITY

NVSS is guided by a volunteer Board of Directors whose experience, community connections and commitment to our mission help strengthen the organization and the people we support.

25-2026 BOARD

ROBERT NATIONS
BOARD PRESIDENT

PETER STEPHENS
VICE PRESIDENT

STEPHANIE DAVIS
SECRETARY TREASURER

AUTY HAYNE

CELESTE GIUNTA

25-2026 LEADERSHIP TEAM

JAMIE THOMPSON
EXECUTIVE DIRECTOR

WILLIAM KEAST
HUMAN RESOURCES
ADMINISTRATIVE DIRECTOR

EMMY BENNETT
DAY SERVICES PROGRAM DIRECTOR

JEANNIE SMITH
NAPA PERSONNEL SYSTEMS DIRECTOR







LOOKING AHEAD

As we look ahead, we will continue to:

Listen to the people we support and respond to changing goals.

Expand meaningful employment, community and creative opportunities.

Invest in technology, accessibility and staff development.

Build partnerships that help people define success for themselves.

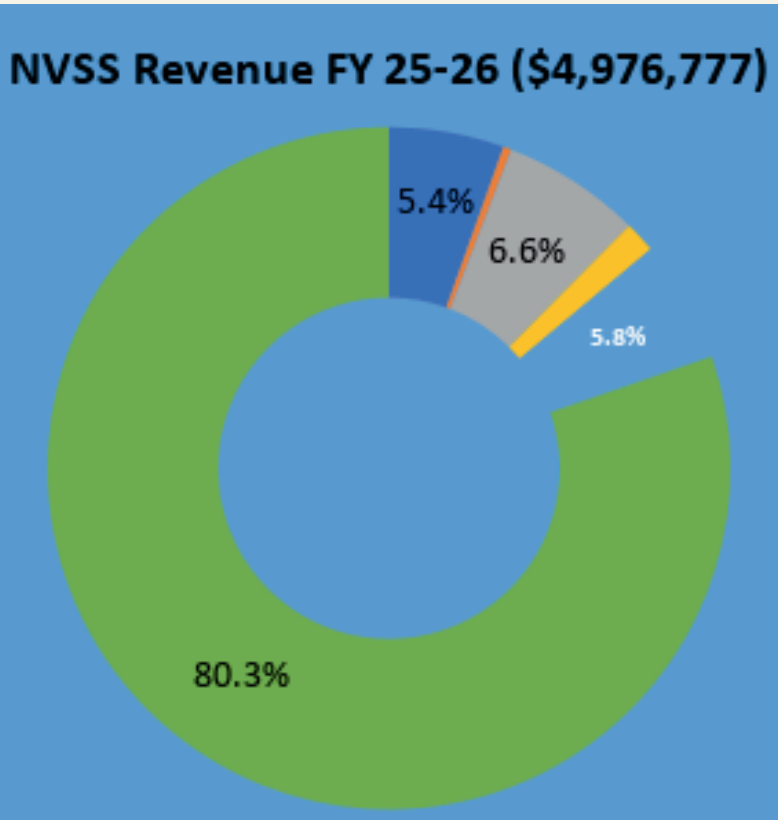


FINANCIAL OVERVIEW

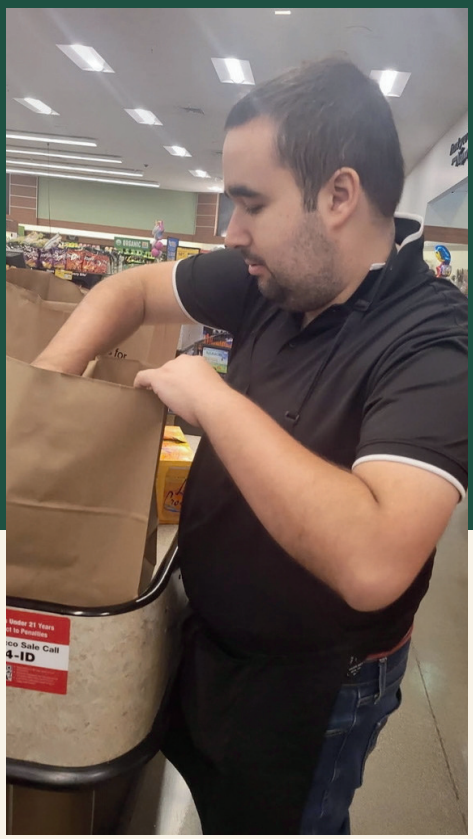
Program Service Fees 80.3%
Employment Contracts 6.6%
Fundraising / Grants 5.8%
Investments 5.4%
Educational Credits 1.5%
Other Income 0.4%
Revenue $4,9676,777

Expenditures $4,271,563

Programs: NPS, IW & BSG 88.7%
Supporting Administration & Consultants 11.3%



Napa Valley Support Services



Be part of the change.

www.Napavalleysupportservices.org
Mail a check: 1119 Jordan Lane, Napa CA 94559



Your Support Makes Progress Possible

Your generosity helps NVSS create opportunities that go beyond what state funding alone can provide—from accessible transportation and technology to employment, artistic expression and meaningful community participation.

Napa Valley Support Services is a 501(c)(3) nonprofit organization. Contributions are tax-deductible to the extent permitted by law.

Thank you for investing in opportunities, choice and meaningful progress for people with disabilities in our community.

Contact us: 707.253.7490
General: Jamie@napavalleysupportservices.org
Day Programs: Emmy@napavalleysupportservices.org
Board involvement: Bnations@seniorhelpers.com
Employment or program entry: Allie@napavalleysupportservices.org