



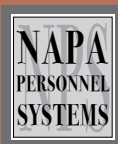
Napa Valley Support Services

The proud parent organization of

Imperial Way Program

Napa Personnel Systems

Brown Street Gallery



Annual Report Napa Valley Support Services

2008

Many Thanks to All of Our Donors

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Businesses, Foundations & Organizations

California Association for the Retarded
(Napa Valley)
IKON
Knights of Columbus
Lawler's Liquor Store
Round Table Pizza
California Pizza
Fazerrati's Pizza
Napa Chapter of Realtors and Affiliates
Napa Valley Vintners Association
Dickenson, Peatman & Fogarty
Special Needs Fund at the Napa Valley
Community Foundation
St. Mary's Guild
Veolia Transportation
Welcome Wagon Club of Napa



Letter from the Executive Director



Napa Valley Support Services

Dear Supporters,

Napa Valley Support Services (NVSS) continues to sustain quality programs for individuals with disabilities, even when operating costs continue to rise while reimbursement from the State of California is frozen. This year we face the same circumstances as last with additional funding cuts proposed and a poor economy making our challenge just that much greater. Now more than ever we need your support.

Over the last year generous donations from our supporters equaled over \$71,000.00 (which is tripled from the previous year). This assisted us in maintaining the quality of service we are so well known for. This year we are hoping to double that amount to \$140,000.00.

There are many ways you can partner with us including sponsorships, donations and volunteering to sponsor a fundraising event.

I invite you to visit our web site at www.napavalley-supportservices.org. If you are interested in donating or partnering in other ways and need more information please don't hesitate to call us.

*I would like to take this opportunity to give a big **THANK YOU** to NVSS staff, board of directors, volunteers and donors. Thank you for making NVSS such a successful organization.*

Sincerely,

Beth Atton, MRA
Executive Director

FINANCIAL REPORT LEGEND

- (1) Contracts and grants increased by \$272,630.
- (2) Total revenue increased \$265,201.
- (3) Program services expenses increased \$340,378.
- (4) Supporting services expenses decreased \$(2,520).
- (5) Total expenses increased \$337,558.
- (6) Net profit decreased \$(72,357).
- (7) Cash and securities in the development fund at year end were \$345,578, a decrease of \$(21,770).
- (8) Cash and securities in the general fund at year end were \$392,828, a decrease of \$(146,779).
- (9) Working capital decreased by \$(32,058) to \$902,255 at year end.

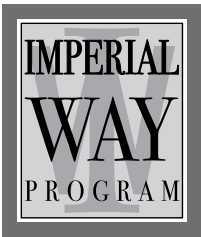
Note: Revenues and Expenses cover 12 months ending 6/30/07 and 6/30/08. Cash & Securities, and Working Capital, are at points in time. "INC (DEC)" is the change from one year to the next.

Board of Directors

President	Peggy Hamilton
Vice President	Walter Hampe
Secretary & Treasurer	John Shea
Director	Alex Reyes
Director	Margaret Boitano
Director	Amy Smith
Director	Gerald Cohn
Director	Stephen Bakalyar
Director	Deborah Brunner

Year End Financial Report

	6/30/07	6/30/08	INC (DEC)		
REVENUE					
Contracts and Grants	2,832,338	3,104,968	272,630	(1)	
Interest & Dividend Income	22,169	29,966	7,797		
Realized/Unrealized Gains (Losses) on Investments	30,737	(45,240)	(75,977)		
Contributions	29,318	88,472	59,154		
Other	16,900	18,497	1,597		
Total Revenue	2,931,462	3,196,663	265,201	(x)	
EXPENSES					
Program Services Expenses	2,490,482	2,830,560	340,078	(3)	
Supporting Services Expenses	388,762	386,242	(2,520)	(4)	
Total Expenses	2,879,244	3,216,802	337,558	(5)	
INC (DEC) IN NET ASSETS	52,218	(20,139)	(72,357)	(6)	
CASH & SECURITIES - Development Fund	367,348	345,578	(21,770)	(7)	
CASH & SECURITIES - General Fund	52,218	392,828	(146,779)	(8)	
Working Capital - Current Assets Less Current Liabilities	934,313	902,255	(32,058)	(9)	



This past year has been a very exciting one for the Imperial Way Program. Our community-based work sites continue to thrive and give the people we support meaningful employment opportunities while providing a very high level of service to our customers.

Last October (2007) the Imperial Way Yard Crew started a very large and demanding job at Honig Winery in Rutherford that lasted for over three months. Michael Honig (President of Honig Vineyard and Winery) contacted Napa Valley Support Services (NVSS) with a need to hire a crew to come up to his winery and plant several hundred native trees and shrubs along a levee that bordered his vineyard. Michael wanted to improve the cover and habitat with the added benefit of helping manage the incidence of Pierce’s Disease in the vineyard. With the option of using his own personnel resources, or hiring professional restoration crews, Michael instead decided to hire the NVSS yard crew to complete the job and couldn’t have been happier with the outcome.

The yard crew planted several different species of plants along side small flags that were put along the levee by



NVSS yard crew.

Honig Winery staff. Each colored flag represented a different plant that needed to be planted in that particular spot. Dave Rodriguez, the yard crew supervisor said, “The yard crew worked like a fine tuned planting machine the whole time we were out there. The only road block we ran

into was when a nest of yellow jackets got disturbed by one of the crew members and two of the crew got stung several times; we had to call it quits for the rest of the day.” Other than that one incident,

With the option of using his own personnel resources, or hiring professional restoration crews, Michael instead decided to hire the NVSS yard crew to complete the job and couldn’t have been happier with the outcome.

the yard crew finished the job in a timely manner leaving another customer completely satisfied with their work.

In May of 2006, a young man by the name of Ramon C. reluctantly began attending Napa Valley Support Services. He spoke only Spanish and really didn’t know what he wanted to do with his life. Ramon took an instant interest in taking care of the NVSS garden and began volunteering out at Patty Saunders property. He took great pride in keeping the garden watered and looking beautiful. He also loved being able to take home all the veggies that were grown out there. Ramon eventually expressed an interest in the yard crew.

They say timing is everything and in this instance it sure was. It turned out



Keith mowing the lawn.

that two days prior to Ramon expressing his interest, an opening on the yard crew had become available. Ramon started working on the yard crew the following week and has become without a doubt the lead man on the crew. He operates all the equipment like a pro and takes great pride in his work. He has also made some new friends since he’s been on the crew and has even gained a better understanding of the English language over the past several months. His supervisor Dave said “I couldn’t even imagine this crew without Ramon on it – he’s awesome!” Great job Ramon! Keep up the great work!



Ramon hard at work.

The Brown Street Gallery is a place where artists with developmental disabilities can come and create their work in a supportive environment. Our Gallery has been open for three years now and proudly produces eight shows a year.



We participate in The Napa Valley Open Studios, and have various exhibits throughout the community. The Gallery is open Monday through Friday from 10:00 a.m. to 3:00 p.m. The Brown Street Gallery continues to gain supporters from the community, and revenues from the sale of artists' works were over \$10,000.00. This income helps further develop our program and more importantly provides valuable income to our artists, which helps them to develop a greater sense of self-esteem through their art making.

Brown Street Gallery artists participated in some great community field trips this year. On April 17th a group of 14 artists, staff and a volunteer traveled to a residential art program at the Marin Headlands. This tour was to see an installation project by artist Amy Rathbone (Amy was one of the collaborative artists from last year). Another outing included

our volunteer JP. Karen taught three artists and two staff basic ceramics while JP worked one-on-one with another artist. It was a great experience for everyone involved. Karen's studio is on a farm where we sat outside listening to the clucking of the chickens. Some quotes from the artists were: "The ceramics class opened my eyes to a new world." (*Carol Marsh*)

"Good exploring for your hands." (*Heather Almirol*) "The class was good. I would do it again. I made a penguin." (*Sal Gutierrez*).

The Brown Street Gallery has also started exhibiting work at the Napa



Don Miller in the Gallery.

Open Studios. He also has a collection of his work in a hardbound book, which he is very proud of. One of Don's paintings was sponsored for a collection of note cards to be sold at the gallery and he will soon be having his first solo show. *Great Job Don!*



Installation exhibit at Marin Headlands.

visiting the city of Sonoma and touring the Picasso exhibit at the Sonoma Valley Museum.

Artists also participated in an exciting experience at Karen Winegrade's ceramics studio, which was arranged by



Ceramics at Karen Winegrade's.

Airport. Our artists are proud to see their work in the Napa community. Don Miller saw some of his work at the Airport and shares this information with pride to everyone he knows. He has been very focused on his art making. Don's watercolors were juried into Napa Valley



Picasso exhibit in Sonoma.

Job Sites



David working hard at Lixit.



Anna, great customer service for Whole Foods.

Client Crew Job Sites

Allen, Shea & Associates
 American Red Cross
 Becoming Independent
 Community Resources for Independence
 Cottage Gardens Nursery
 Culinary Institute of America
 Devlin Road Transfer Station
 Ernest Heine & Associates
 Geo Central
 George Schofield & Associates
 Honig Winery
 Land Trust of Napa County/Connolly Ranch
 Lixit Corporation
 Napa County Transportation Planning Agency
 Napa Sanitation District
 Napa Valley College
 Napa Recycling & Waste Services
 North Bay Regional Center
 Public Works Department (American Canyon)
 A T & T
 Vallejo Village/Baccala Realty
 Veolia Transportation
 Villagio Inn & Spa
 Vintage Estates
 Vintage Inn
 Wendy's Restaurant

Individuals' Job Sites

Aegis Assisted Living
 Blackhawk Body Shop
 Buttercream Bakery
 Camp Rawhide
 Carl's Jr.
 Church Mouse
 Family Drug
 Frida's Mexican Grill
 In Home Support Services
 JV Wine & Spirits
 Lucky Store #730
 McDonalds
 Meritage Resort
 Merry Maids
 Minuteman Press
 Nob Hill Foods
 Overlander Sheepskin
 Radio Shack
 Raley's Supermarket
 Safeway Stores (Napa, St. Helena, Sonoma, American Canyon)
 Salvation Army
 Silverado Country Club
 Sunshine Foods
 Taco Bell (2)
 3 C Welding & Fabrication
 Togo's
 Umpqua Bank
 Valleriga's Market
 Villagio Inn & Spa
 Walmart
 Wendy's
 Whole Foods Market

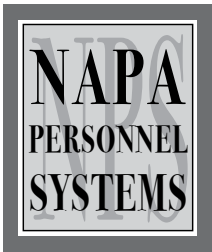
SUPPORTED EMPLOYMENT	1/08-6/08	7/07-12/07	1/07-6/07	7/06-12/06	1/06-6/06	7/05-12/05
EFFECTIVENESS GOAL: 100% of individuals placed will be placed within 90 business days.	83%	82%	67%	100%	40%	43%
EFFICIENCY GOAL: 85% of individuals are contacted within 5 business days of referral.	100%	100%	100%	NA	100%	100%
85% of individuals will have weekly contact.	100%	100%	100%	NA	100%	100%
SATISFACTION GOAL: 100% of individuals placed express overall job satisfaction.	100%	100%	100%	92%	100%	93%
80% of individuals are satisfied with the hours they are working.	89%	89%	92%	81%	98%	82%
100% of individuals are satisfied with NPS support.	100%	100%	100%	100%	100%	100%
EMPLOYMENT SERVICES						
EFFECTIVENESS GOAL: 100% of individuals placed will be placed within 90 business days.	82%	86%	50%	38%	57%	100%
EFFICIENCY GOAL: NPS will contact a minimum of 85% of individuals referred within 5 business days of referral.	100%	86%	100%	100%	100%	100%
NPS will maintain weekly contact with a minimum of 85% of individuals on referral list.	80%	85%	85%	100%	85%	100%
SATISFACTION GOAL: 100% of individuals are satisfied with NPS support.	100%	100%	NA	NA	NA	NA
100% of individuals feel they have enough contact.	100%	100%	NA	NA	NA	NA



Phoebe, courtesy clerk at Raley's.



Vintage Inn crew:
 Catheryn, Amy, Andy.



Napa Personnel Systems (NPS) provides quality work opportunities for individuals with unique employment needs in the beautiful Napa Valley.

We offer a variety of services to help people find and keep jobs they want including the following: work assessments, assisting individuals to get ready for a job, helping individuals find a job and supporting them once they are working.

Over this last year NPS has provided the above services to over 168 individuals. This currently includes 39 people supported in individual placements, 38 individuals in group placements (crews), and 33 individuals actively searching for employment. More than 45 employers work with our organization, some of them having worked with us for over 20 years.

NPS currently supports 13 “crews” in local businesses, which include Lixit (production and assembly), Villagio/Vintage Estates (hotel kitchen/house-keeping), North Bay Regional Center (clerical) and the Napa Sanitation District (janitorial).

Since 1989 NPS has been providing Napa Sanitation District (NSD) with



Jim and Carol sitting on their porch.



Jake at Carl's Jr.



Erin, courtesy clerk at Nob Hill.



Maurice, washing dishes at Vintage Estates.



Jim Biggs, leader of The Dream Team.

janitorial services. The NSD co-workers fondly refer to the current janitorial crew as “*The Dream Team*,” which consists of Apollo (2008), Jon (2004), Robert (1994) and Jim (1989). Jim Biggs is the indisputable leader of *The Dream Team*. He gets to work by 6:00 am with the help of his wife of 33 years, Carol, who gets up with him every morning to make sure he has his lunch and is ready to go. He has been at NSD for almost 20 years and has earned the respect of all of his colleagues. The job coach describes him as “consistent and genuine” and says that “he cares about the crew and his work. Jim is a man who believes in hard work, a good job done is praise enough at the end of the day.” Jim

is well-versed in all the duties required to keep NSD well-maintained; he knows the job inside and out; he acts as leader, role model and trainer when he sees the need. Jim’s crew members look up to and admire him. Robert, who has worked with him since 1994, states that Jim is “a good man, nice guy.”

Lately, Jim has been hinting about retirement. When asked what he will do next, he says that he and Carol plan to travel to see family and to visit Las Vegas. When asked about his experience of working with NSD and NPS he says, “Well, it’s been a great job. It is hard to say what is the best part because everything is the best.”



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