



T H E C I L

2018 ANNUAL REPORT

EMPOWERED



WHO WE SERVE

TOTAL PEOPLE SERVED
8,350 total people served

Age

14 - 24:	16%
25 - 59 :	43%
60+:	41%

GENDER

Male	52 %
Female	48 %

TYPES OF DISABILITY

Cognitive	17%
Mental Health	32%
Physical	37%
Hearing	1%
Vision	4%
Other	9%



A LETTER FROM OUR LEADERS

Dear Friends,

Thank you for your generous support, which has enabled TheCIL to build programs that empower youth, adults, and seniors with disabilities to achieve goals and pursue dreams. In the pages that follow, we share stories about some of the individual lives you have touched through your support.

When the federal Workforce Innovation & Opportunity Act recently established youth services as a pillar of independent living services, we were in full agreement as we believe that the well-being of communities across the nation depends on the ability of disabled youths and young adults to aspire, to achieve, and to envision and effectively advocate for a better future. We immediately set out to design and implement youth-specific programming, and this past year has seen TheCIL's capacity to serve young people grow by leaps and bounds.

Enrollment in our self-advocacy classes in the local school districts has doubled. These classes provide students with the skills to articulate and promote their interests and with the confidence to seize opportunities. We've shared our comprehensive Self-Advocacy For Beginners curriculum with the statewide network of independent living centers, some of which have already begun incorporating our materials into their own programming. We've also create multiple venues for socialization and recreational activities. Our quad rugby team, The California Storm, includes at least three college students, and in their first year playing together the squad qualified for the National Championship in Arizona. Our Social Club for youth with developmental and intellectual disabilities offers a shared space, engaging activities, and skilled staff that help young people meet new people, forge new friendships, and hone their ability to fully participate in group processes. And in January of 2019, TheCIL will launch our computer coding bootcamp for high schoolers,

which will help students to obtain internships with our tech neighbors in San Francisco, including Pinterest, Salesforce, and more.

We have also seen significant strides in our other foundational core services, through which we serve upwards of 7,000 people each year. This past year, in collaboration with Youth Alive, we built our first access ramp outside of Berkeley. We now offer Living Well With A Disability, our health-n-wellness workshops for seniors with newly acquired disabilities, in Spanish as well as in English. Community Connections, our travel training and mobility management program, hosted the first Momentum Expo, a transportation and mobility showcase that brought in 500+ visitors onsite and online.

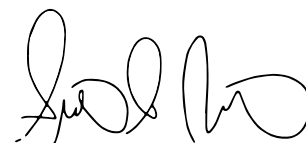
In the next year, TheCIL is poised to be the resource for people with disabilities so they have every chance to achieve their dreams. This will mean increasing support for Spanish speakers with disabilities, building more home modifications outside of Berkeley, and further ramping up our sports and recreation programming. In order to reach these goals we need to attract more support, and we are determined to do so.

Many of our exciting and rewarding initiatives this past year were possible because of your partnership with us. Thank you for believing in us and the work that we do to empower people who aspire to achieve beyond the boundaries of expectations others have placed on them.

In gratitude,



Melissa Male
Board Chair



Stuart S. James
Executive Director

Board of Directors

Melissa Male, *Board Chair* Caleb van Docto, *Vice Chair* Eric Broque, *Treasurer* Joan Leon, *Secretary*
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OUR MISSION

The Center for Independent Living (TheCIL) provides advocacy and services that increase awareness, collaboration, and opportunity among people with disabilities and the community at large.

TheCIL's programs provide people with skills, knowledge, and resources that empower them to eliminate damaging and stereotypical notions of disability so that they are able to strive toward realizing their full human potential.

OUR GUIDING PRINCIPLES

- The strongest and most vibrant communities are those that include and embrace all people.
- A community-centric approach that creates targeted programming based on the needs of individual communities.
- Individuals can be their own best advocates.

OUR HISTORY

Founded in 1972, TheCIL is the original Independent Living Center in the country and the model for more than 400 centers nationally and worldwide.

TheCIL has offices in Alameda, Oakland, and Berkeley, and provides services to eight cities in the East Bay Area. All our programs and services are available to the community at no cost.

www.thecil.org



SNAPSHOTS OF 2018



380 students and working professionals participated in TheCIL's Disability Awareness Training to learn enhance their understanding of the disability community.



TheCIL held our first adaptive curling event with the San Francisco Bay Area Curling Club at the Oakland Ice Center. We had skilled coaches show us why this sport is sweeping the nation.



TheCIL's self-advocacy class decided to write the mayor of Oakland, Libby Schaaf, and she responded with an invitation to meet her in person!



150+ OUSD and AUSD students participated in an East Bay scavenger hunt that included navigating public transportation and building relationships with local business owners.

EMPOWERMENT THROUGH ADAPTIVE SPORTS

Through sports and recreation, TheCIL offers adaptive activities for both youth and adults of all abilities, and recreational classes, including art and social clubs, to foster community inclusion.

Wheelchair rugby, or quad rugby, is one of the adaptive sports that TheCIL hosts. Led by Coach Chris Cook, the team participates in tournaments around the country. Quad rugby is played indoors, on a gymnasium court, by players with some impairment in both arms and legs, measured in "points". Quad rugby is practiced in over twenty-five countries around the world and is a summer Paralympic sport.

Ed litigates in the courtroom by day and dominates on the courts by night. In his 24th year playing quad rugby, he has experienced the beginnings and advancements of the sport.

Q: Why is wheelchair rugby important to you?

A: Quad rugby has always been a big part of my life. It forces you to work out and stay in shape year round. You have to lift weight and do cardio because you go up and down constantly on the court. There's teamwork and genuine camaraderie on the teams.

Q: How has the sport impacted you?

A: It helps build independence and mental outlook. This sport is good for you physically and mentally. You're always planning for the season, a tournament, and maybe nationals. There are so many opportunities. If you want any playing time, you have to earn it. I need to work out harder the older I get, but I plan on playing until I can't play anymore frankly.



ED, member of California Storm, with his son.

“There are so many opportunities. But if you want any playing time, you have to earn it.”

Q: Why do you think adaptive sports are important?

A: We have a new young player on the team and I think it's been good for him to see people that are going for it. He can see that people at practice exercise, have a job, wife and kids, and life goes on. He's from a community where there may not be many quads for him to interact with and I think it's opened his eyes to what's achievable. Personally, when I was first injured and going through rehab, one of the doctors that I encountered was in a wheelchair that left an important impact on me.

PARTNER HIGHLIGHT:

When TheCIL moved to Alameda, the **Alameda Recreation and Parks Department** immediately showed their support for our work. They provide our quad rugby team with gym space, offer multiple beach wheelchairs at Alameda shoreline, and as part of their commitment, their staff participates in the Disability Awareness Trainings.



EMPOWERMENT THROUGH ACCESS

Led by Margie Cochran for the past 20 years, TheCIL's Residential Access Program is the longest running program of our agency. The program offers consultations and builds or installs various home modifications in Berkeley that includes exterior lifts or ramps, grab bars, flashing doorbells, tactile stair tread, and much more. Access is important not just for individuals with disabilities, so that they may go to school, work, or hang out with friends, but it's also important that the community has access to individuals. As a result of these home modifications, individuals gain independence, build confidence, and can share their talents with the community.

Luis is a 20-year-old resident of Oakland. Youth ALIVE!, a nonprofit in Oakland that works with victims of violence, referred him to TheCIL. He has received a ramp, learned to navigate his wheelchair, and even participate in adaptive sports.

Q: What is your advice to other young people with disabilities?

A: Things are not impossible even though they may seem. Have faith and put in practice. It may be hard work and that it's not necessarily going to be an easy, but it's still possible to realize your dreams. The journey may just be a little bit different.

Q: What does the ramp mean to you?

A: The ramp has been a huge help. I have been able to meet up with friends and do more things independently. The ramp has helped me see that there still are opportunities and I can continue living my life.



“The ramp has helped me see that there still are opportunities and I can continue living my life.”

Q: How has having the ramp impacted your life?

A: One of the first things I want to do is improve my English. I've enrolled in school and plan to obtain my GED. I've also always had a love of sports because I like being active and doing things. These are the main things right now that I can foresee myself getting involved in. There's other things that may present themselves as opportunities as I go on.

PARTNER HIGHLIGHT:

Youth ALIVE! is an Oakland based nonprofit that works to prevent violence and create young leaders. Their youth leaders, mentors, case managers, counselors, and intervention specialists work together to help violently wounded people heal themselves and their community. When a person has acquired a physical disability, TheCIL provides additional support for them.

EMPOWERMENT THROUGH PEER COUNSELING

TheCIL's CORE Services adopts the cross-disability approach and the peer-based model that are central to the Independent Living Philosophy. Staff with disabilities support others with disabilities to become more empowered via sharing knowledge of resources, disability life experiences and goal-setting.

Mary is a longtime Berkeley native who found herself struggling with housing. Through peer counseling with Grace Wright, TheCIL Living Well Coordinator, Mary found confidence and self-motivation to advocate for herself.

Q: What made you choose to come to TheCIL?

A: I met Grace at a Living Well event at a senior center. Things Grace said in the presentation made me believe there was hope; that I had a chance. When I got the letter about my apartment in the mail later on, I pulled out her business card and reached out to her. I did the right thing!

Q: How do you feel after working with TheCIL and Grace?

A: TheCIL has changed my life 100%. I feel human again. I was at a point where I felt afraid to leave my house because I didn't know what would happen next. I've gotten all my help through TheCIL with Grace and the supportive team of Alexander Sing, Carolyn Bonner and Janet Brown. They encouraged me and advocated for me. The staff really understand disability. It's important for people to know TheCIL exists. It's really changed my life.



Mary and Executive Director Stuart at ED Roberts Day.

“It motivated me in such a way that I believe [in myself] and want to do more things for myself.”

Q: How has working with your peer counselor impacted your life?

A: It motivated me in such a way that I believe [in myself] and want to do more things for myself. I gave myself the goal to take care of my health and learn about computers. I also feel driven to help others. I want to share my experience so people know they don't have to go through any experience alone.

EMPOWERMENT THROUGH SELF-ADVOCACY

TheCIL's Youth Transition Program is based on the Five Pathways to Independence and is meant to help students with disabilities be successful with their transition into postsecondary life.

Any qualifying youth can register to take a summer bootcamp or participate in weekly Youth Activities based on the Five Pathways.

Students are invited to mix and match activities from the Five Pathways (including sports and recreation, employment, assistive technology, and more) to create a unique program that is based on their individual needs.

Reid is a local student and an active participant in TheCIL's youth transitions program. His dad, David, also shares how he has seen Reid change through his involvement with us.

Q: What programs have you participated in?

R: I have played Frisbee golf, attended an A's game, yoga, and electrical circuits with the tiny bots. I liked the yoga a little bit more because it helps me calm down a bit.

D: Yeah, and he's been doing it at home in the mornings.

Q: What did you learn from the programs?

R: I learned about myself. I learned how to use my own skills to try new things.

D: What about interacting with people?

R: Yeah, interacting with people and getting out in the community too. I have also made new friends through the program.



Program Manager
Jenni and Reid.

“ I learned about myself. I learned how to use my own skills to try new things. ”

Q: As his father, what do you think has been the most impactful for Reid?

D: He's definitely gaining confidence and I think he's doing a better job of advocating for himself. He looks forward to getting out and doing things. This helps to broaden his horizons. As special needs kids get older, it's nice to have other activities [outside of school] where they can go have a social life, interact, learn, and make new friends. It's been great to see Reid more independent. It's exactly what we want for him.

PROGRAM HIGHLIGHT

The **Social Club** is one of Bay Area's first group for 14-24 year olds with intellectual and/or developmental disabilities who are interested in having fun and creating lasting bonds with people just like them. The group meets once a month to explore different activities in the Bay Area and to create friendships along the way.

THECIL IN THE COMMUNITY



TheCIL hosted an interactive workshop with partners in disability organizations, civil rights organizations, and law enforcement to discuss maximizing safety in interactions between police and youths with disabilities. Thank you to Officer Hank Morten from Alameda Police Department, Lieutenant Mike Hayes from BART Police Department, Tunisia Owens from Ella Baker Center for Human Rights, Andrea Prichett from Berkeley Cop-watch, Sandra Regan from Regional Center of the East Bay, and Susan Gonzalez from Deaf Counseling Advocacy & Referral Agency.

ALAMEDA 4th OF JULY RACE

TheCIL team joined Alameda Mayor Herrera Spencer in a 5K in support of the Midway Shelter for women and children. Our team of 13 runners and cyclists completed a combined total of 60 Kilometers!



MOMENTUM EXPO: A TRANSPORTATION AND MOBILITY SHOWCASE

The event aims to empower people with disabilities of all ages and their families to get out, to get moving, and to actively explore their community. Hosted at the Ed Roberts Campus, the event had 250 people in attendance and 200 more through a Livestream broadcast to see cutting edge assistive technology, meet vendors, and interact with other community organizations. Bookmark April 27 for Momentum Expo 2019!



FINANCIAL REVIEW

REVENUE 2017 - 2018

CONTRIBUTIONS

Individuals	\$51,943
Bequests	\$301,000
Organizations & Foundations	\$22,133
Businesses	\$22,424
In Kind	\$60,000

TOTAL CONTRIBUTIONS \$457,500

GRANTS

Government	\$1,932,381
Foundation	\$13,066
Endowment	\$279,527
Fee For Service	\$15,305
Other Revenue	\$7,015

TOTAL GRANTS \$1,945,447

TOTAL REVENUE \$2,704,839

EXPENSES

Program	\$1,767,019
General & Administration	\$751,363
Fundraising	\$104,916

TOTAL EXPENSES \$2,623,298



THANK YOU TO OUR SUPPORTERS

5k+

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Regional Center of the East Bay
US Department of Health & Human-Services, Title VII C

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George Krevsky Gallery

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Oakland Zoo
Pinot's Palette
Sonoma Canopy Tour
San Francisco Giants
St. George's Spirits
Southwest
UC Theater

WAYS TO GET INVOLVED

- VOLUNTEER
- ATTEND AN EVENT
- MAKE A PLANNED GIFT
- MAKE A REOCCURING GIFT
- BE A CORPERATE LEADER

Attending the launch of the SF Chapter of AbilityForce. Learning about accessibility and inclusive design. I'm delighted to support all orgs, and host @TheCilOfficial ... #SalesforceEng #EqualityForAll @SalesforceEQ



@franklinminty
08/28/2018



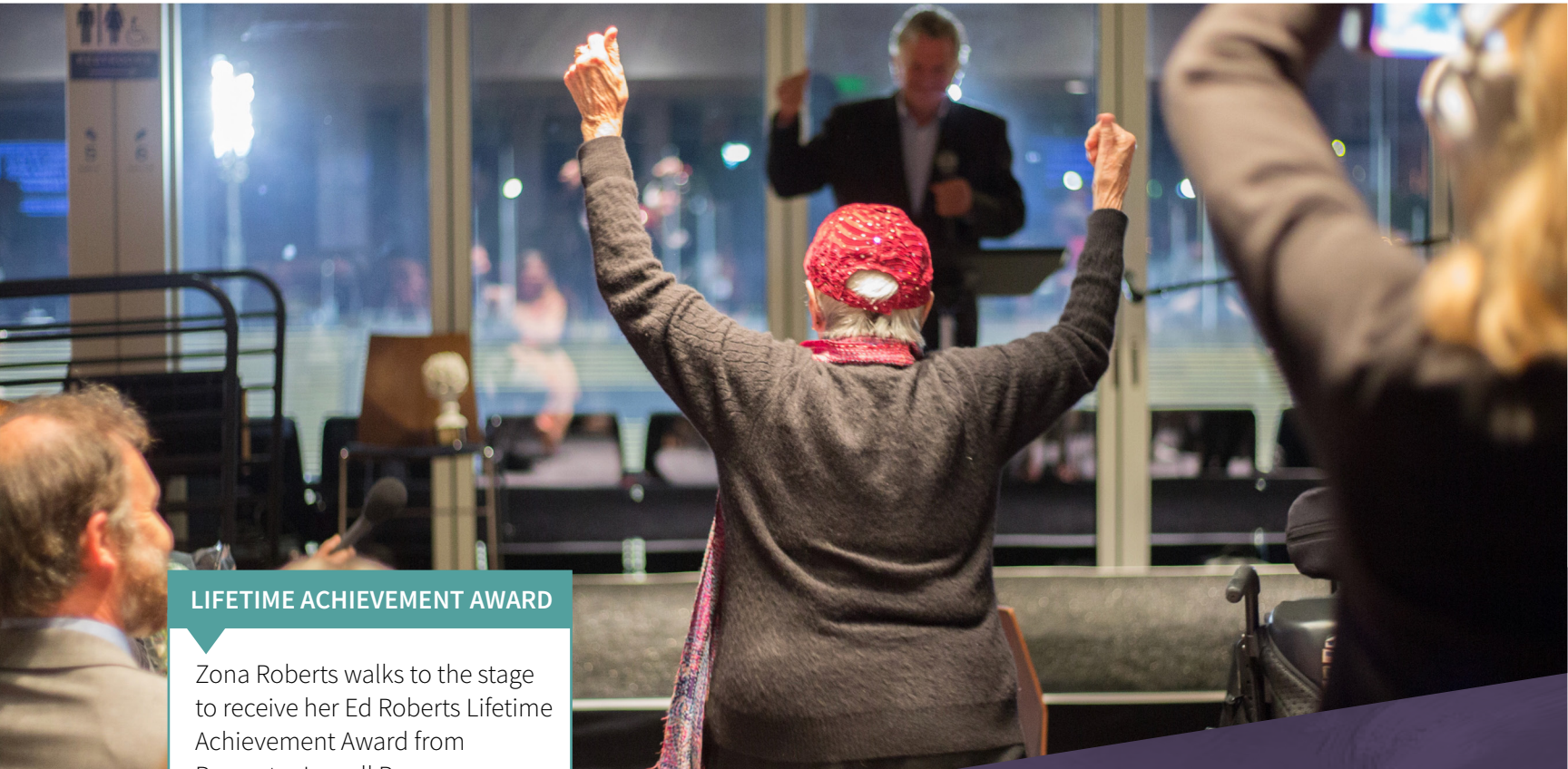
"We've had an amazing experience working with the team at TheCIL. The awareness training Astrid and I participated in there was so informative and vital for us..."



@gregg.leonard.1
10/4/2018

For more information on how to invest in the future of TheCIL, please visit www.thecil.org/donate

ED ROBERTS AWARD 2018



LIFETIME ACHIEVEMENT AWARD

Zona Roberts walks to the stage to receive her Ed Roberts Lifetime Achievement Award from Presenter Lowell Bergman.

With 300 attendees at a sold out event atop the Memorial Stadium, the 2nd Annual Ed Roberts Awardees were presented to UC Berkeley professor of architecture “grandfather” of universal design Raymond Lifchez and accessible travel blogger of “Curb Free with Cory Lee”, Cory Lee Woodard for their work in making the world more supportive and inclusive for us all.

Additionally, a Lifetime Achievement Award was presented to the magnificent Zona Roberts for her longtime support of disability rights and the independent living movement.

Thank you to our sponsors: Kaiser Permanente, Panoramic Interests, Alameda Alliance for Health, Alameda County Supervisor Keith Carson, City of Oakland, Equal Justice Society, Joan Hancock, Koret Foundation, Leddy Maytum Stacy Architects, Loni Hancock & Tom Bates, and Louie Haas.





T H E C I L

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