



# 2025 **Community Impact**

# From Our CEO

Throughout 2025, we have been deeply grateful for the support that has allowed Easterseals Northern California to continue making meaningful differences in the lives of individuals with intellectual and developmental disabilities (I/DD) and their families. With this responsibility in mind, our focus remains on continuing to provide the types of care that meet the needs of our community.

By 2030, the number of people with I/DD over the age of 60 is expected to nearly double, highlighting the growing need for comprehensive, lasting services. At the same time, 1 in 6 children today is diagnosed with a developmental disability. Together, these trends reinforce the need for our commitment to providing a full continuum of care – supporting individuals and families at every stage of life.

In response, our work continues to center on three core priorities:

- **Lifelong Services**, offering support from birth through adulthood and into older age
- **Individualized Care**, tailored to each person's goals, culture and unique needs
- **Family-Centered Support**, including caregiver coaching, burnout prevention and stress-reduction resources

The impact of this work is significant. Last year alone, Easterseals Northern California delivered more than **288,000 hours** of service to over **5,000 families** - an average of nearly **800 hours** of care, treatment and support every single day.

This growth has been made possible by our dedicated and highly skilled teams. With over 300 practitioners delivering and supporting care across the region – from San Jose to the Oregon border – the results spoke for themselves with an overall Client Satisfaction score of 4.54 out of 5 - one of our highest yet.

None of this would be possible without you. Your partnership and generosity are essential to our success, and we invite you to read on to learn more about the impact we are making together.



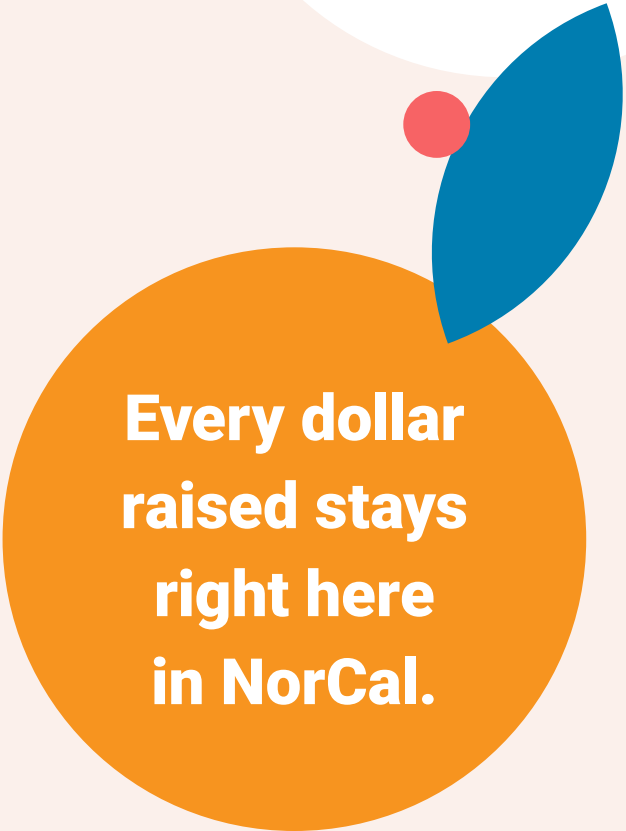
**Andrea Pettiford**  
CEO, ESNorCal

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**We wouldn't leave you wanting more!**

Throughout this book, you will find QR codes that will take you to more of the story, videos and other online-only content for you to enjoy.



## Your Generosity in Action

The work we do across Northern California is made possible thanks to our generous supporters and reflects the impact the community has in making the world a more equitable place for people with intellectual and developmental disabilities. Just as our clients and families choose their path, you've also chosen yours – one of giving and inclusion.

Together, we can close the gaps in service for families throughout their lifespan to provide the kind of care they need.

# What We Do

For nearly 100 years, Easterseals Northern California has provided services to people with intellectual and developmental disabilities (I/DD), and their families so that they can choose their own path. Annually, we provide over 288,000 hours of direct service, benefiting individuals and families across Northern California. We are reimagining how care and support can be better connected to fill gaps in human services across an individual's life span.

## Behavioral Health

Behavioral Health includes services that support a variety of diagnoses, like autism spectrum disorder (ASD), Down syndrome, Attention-deficit/hyperactivity disorder (ADHD) and more. With clinical service lines like applied behavior analysis (ABA) and Social Skills Groups, clients and caregivers can strengthen skills, build confidence and achieve their individual goals.

## Early Intervention

Our Early Intervention program offers comprehensive, research-based care for children from birth to age 5 who are diagnosed with a developmental delay or may be considered at risk of delay. We use a family-guided model to structure care. With families being the most vital component of a child's development, we work together to provide customized care in natural environments.

## Adult Services

The Kaleidoscope Community Adult Program offers specific programming for adults with I/DD, helping focus on their interests, independent living skills, recreation and leisure, health and wellness, socialization and employment readiness. Activities like volunteerism, cooking, golfing, gardening and more, ground participants in routine while introducing new opportunities in lifelong learning.

## Respite Services

Our Respite Services provide caregivers with opportunities to take breaks, knowing their loved ones are well-cared for in a safe environment. Caregivers get time to recharge and rejuvenate, visit with friends, tend to another dependent's activities or have a date night. Participants enjoy activities with kind and compassionate staff, including outings in the community, homework help and more.



# Behavioral Health

## What We Do

Applied Behavior Analysis (ABA) is a common treatment for individuals with autism spectrum disorder (ASD). It focuses on positive behavior change by teaching communication, social and daily living skills while reducing challenging behaviors.

We offer center-based, in-home and telehealth ABA services in 1:1 and group settings, including Social Skills Groups and Caregiver-Led ABA. Other offerings include programs focused on communication, connection and organization skills rooted in self-determination. These flexible, evidence-based services support families with diverse needs and schedules while helping improve quality of life.

**192,626**

**Hours of service provided**

**Clients served in 2025**

**4,000**

## What We Accomplished

This year, we introduced a new program, called PEERS Curriculum, with 4 teen groups utilizing this evidence-based model to improve their social skills and resilience.

We also presented on our Caregiver-Led ABA model both nationally and internationally with record attendance, introduced an internal monthly Wellness Hour for staff with a 400% growth in participation, and secured another 3-year accreditation from CARF - the highest achievable status.



2025 was a heavy year in the ASD community, but we adapted alongside our families to become a stronger, inclusive and resilient community.”

**- Alyssa, Clinical Manager**

In 2026, we will begin incorporating Everyday ABA - a new caregiver-mediated model of care - into our caregiver service lines. Additionally, we look forward to integrating Frontera AI to optimize our assessment and reassessment processes for a more expedited and accurate experience for individual episodes of care.



## Meet Anthony

He's made great progress in communication in the Chat program. [Learn more here!](#)



# Early Intervention

## What We Do

Our Early Intervention (EI) services support children from birth to age 5 in meeting important milestones to help set them up for success throughout their lives. Using a personalized approach and evidence-based research, each child in our program receives individualized treatment from highly skilled practitioners in their home or in one of our centers.

Caregivers are a fundamental part of each session and receive coaching on how to engage with their loved one in a way that matches their development. Through play, skills can be mastered for both the client and the caregiver - tips and support from the team at ESNorCal turn playtime into therapy and form a toolbox that families can utilize anytime, anywhere!

“

All the compassion and kindness has really stuck with me, and seeing the continuous progress with the clients we work with. It's so rewarding.”

- Isaac, Early Interventionist

## What We Accomplished

In 2025, we began serving even more families in the northernmost counties of California, from Lake County to Del Norte. With an influx of families in need of Early Intervention services in Del Norte County, it was clear immediate support was needed. Our team provided virtual sessions with great success, and in 2026, we anticipate increasing staff to deliver more in-person care.

Families reported positive results in their experiences, contributing to preschool readiness in clients, increased caregiver confidence through coaching, and reaching developmental milestones that have created healthier relationships and greater connection between caregivers and children.

1,102

clients served  
in 2025

27,397

hours of service  
provided in 2025



## Meet Vinny

Vinny hasn't let his Angelman syndrome get in the way of being a happy, determined little boy. His mom, Melissa, says that the support from his loving family, along with the therapies he receives at Easterseals Northern California, have helped him make tremendous progress.

Watch his story unfold in this short video!



# Adult Services

## What We Do

Our program improves quality of life by helping participants build autonomy, advocate for themselves and engage meaningfully with their community. Kaleidoscope offers a safe, supportive environment where participants can develop their strengths, explore interests and new areas in the community, and try new things through a self-guided, interest-based approach.

The program also emphasizes pre-vocational and volunteer opportunities, money management, independent living skills, health and wellness, and friendship. Participants help plan social activities, such as grocery shopping, cooking and sharing meals or hosting parties - all with a goal of building confidence.

66

**participants  
served in 2025**

53,685

**hours of service  
provided in 2025**

## What We Accomplished

Our program experienced significant growth in 2025. At our Dublin location, we increased from 41 participants to 55. To support this growth and accommodate everyone comfortably, we expanded the physical program space by remodeling.

“

Getting out into the community and seeing how the community welcomes the participants, it's what makes it the best job.”

**- Tim, Direct Service Professional**

Our Walnut Creek location was a large focus last year, growing its participant count by 150%. We added a new room to our clinical space for participants to use, allowing for more variety in group activities.

With a steady increase in referrals, we anticipate continued growth at both locations in 2026.

## Meet Toromi

Toromi attends ESNorCal's Kaleidoscope program for adults. He has many interests, tons of friends, and an unparalleled enthusiasm for life. The program has introduced him to new activities and given him more confidence, wellness and a sense of self-reliance.

Read more about Toromi's journey!



# Respite Services

## What We Do

Respite services offer a break for caregivers who spend significant time caring for a loved one with I/DD. Burnout is a common result of continuous care, so our goal through this program is to alleviate some of the day-to-day pressure caregivers feel, while also providing opportunities for wellbeing, connection with other children and family members or tending to important tasks that require attention.

Our highly trained respite associates are skilled in caregiving specifically for individuals with I/DD to help set their participants up for success. They provide care both at home and in the community, seeing movies, dining out, doing homework, visiting local attractions and more, making the time they spend together enjoyable, while caregivers focus on their wellbeing.

**14,533**

**service hours delivered**

**63**

**families served**

## What We Accomplished

Our program continued to experience growth in 2025. The number of families we served nearly doubled, we delivered over 7,000 more hours, and we began partnering with an additional funder so that more families can benefit from respite care.

As part of that growth, more staff were added to the team, including a Senior Respite Associate. Having more full-time staff allows us to increase our service hours, which, in turn, provides more respite care to reduce caregiver burnout.

“

Respite care is especially rewarding because it provides practical support with genuine human connection. Families can rely on us when they need extra help.”

**- Camille, Respite Associate**

Another accomplishment we're proud to share was the development of new virtual sessions, which launched in January 2026. These sessions provide participants with opportunities to drop in virtually to connect with respite associates and other participants, and reap the rewards of casually socializing with peers and friends - just like everyone deserves.



## Meet Briana

See a day in the life of a Respite participant and learn more about the program.





# Events and Impact

## Tasting in the Dark Fundraiser

Guests joined us for an evening of wine and appetizer pairings, all while blindfolded, to enhance the sensory experience as a pre-event for our Annual Golf Classic. Led by Dr. Hoby Wedler, who was born blind, the unique fundraiser featured curated bites and sips, a moving speech by a former client's mother, and raised nearly \$3,000. This unique event will return in February 2026.

## 2nd Annual Golf Classic

The Driving Change Golf Classic swung into action at San Francisco's Olympic Club with 74 golfers - including participants from the Kaleidoscope adult program - having fun and raising funds for the organization. The event featured celebrity guest golfer Anthony Thomas, a Golf for All activity, and raised over \$130,000. Join us on June 1, 2026, for our next Golf Classic!

## Berkeley Half Marathon

Staff and clients teamed up to raise funds for the organization at the locally famous annual event in November. Our team of a dozen runners hit the streets and had a blast while increasing awareness about the organization. We'll be back at the 2026 Berkeley Half Marathon.

## Special Olympics Partnership

Teams from across NorCal played in a flag football competition in San Jose, where ESNorCal staff volunteered and hosted a sensory space to give athletes a break in between games. We also joined their Healthy Young Athletes Screenings in San Francisco to provide resources to athletes and families. Look out for our space at upcoming Special Olympics events.

**5,222**

individuals and families  
served annually

**311**

ESNorCal practitioners  
delivering care

**Over 288,000**

total hours of service  
provided to individuals  
and families

**1**

new insurance  
provider onboarded

**4.54**

overall Client Satisfaction  
score (out of 5)

**Over 112k**

visits to our website  
to seek information

# Your Giving

**Every Dollar Raised  
Stays in NorCal!**



**27**

corporate and  
community  
partners

**Over  
\$170k**

in grant funding  
awarded

**Over  
\$141k**

raised at events

## A Partnership to Celebrate

For over 15 years, The Safeway Foundation has supported Easterseals Northern California. In 2025, they awarded us with a **\$90,000** grant to support the Kaleidoscope Community Adult Program, expanding community-based activities focused on healthy living, budgeting, meal planning and independent life skills for adults with disabilities.

**37.1%**

increase in donors  
year-over-year

# Our Board in Action



**Andrea Pettiford**



**Fran Olson**



**Frances Allen**



**Jeff Roest**



**Jim Ernest**



**Kimberly Donellan**



**Patrick Oh**





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