



INSPIRATION

ANNUAL REPORT

2021-2022

SCAN ME



Delivering Insightful Analysis for a
Successful Past Year

www.deafcommunityservices.org

ABOUT US

Deaf Community Services of San Diego (DCS) plays a crucial role in representing and empowering the spectrums of Deafness within the San Diego Deaf community. This community consists of individuals who are deaf, deafblind, deaf disabled, hard of hearing or late-deafened, and encompasses people from various intersectional identities, backgrounds and identities, including professionals, senior citizens, disabled individuals, immigrants, families, refugees, and youth and students from all walks of life.

One of the key aspects of DCS' significance is its provision of inclusive and comprehensive services across different stages of life. From early intervention and educational support for Deaf children to employment assistance for professionals and advocacy and recovery, DCS addresses the specific challenges and opportunities faced by individuals at various points in their lives. This holistic approach ensures that individuals within the Deaf community have access to the necessary resources and support networks to thrive. DCS' culturally and linguistically accessible services are paramount in providing effective communication and facilitating equal participation within the Deaf community.



DEAF ACCESS PROGRAMS SERVICE REGION





MISSION


We advocate, educate and serve as partners within our community to achieve full access and inclusion of, by, for and with Deaf, Hard of Hearing, DeafBlind and Late Deafened people.

VISION

ADVOCATE for the rights of full and equal access to ASL, Deaf Culture, English, education, employment and improving the quality of lives of Deaf, Hard of Hearing, DeafBlind and Late Deafened individuals.

EDUCATE the community of the unique communicative needs, abilities, and accomplishments of Deaf, Hard of Hearing, DeafBlind and Late Deafened children and adults.

SERVE the diverse community of Deaf, Hard of Hearing, DeafBlind and Late Deafened individuals to live independently and productive.



ORGANIZATIONAL TRANSFORMATION

DCS initiated an organization healing process in 2020, which continued through 2021. DCS felt a greater need to invest in the organizations healing process with its community to support the upcoming Executive Director Search process.

The organizational healing aimed to repairing interpersonal relationships, policies and practices, and foundational structures towards establishing the organization to being more compassionate, resilient and united going forward.

The healing sessions revealed that DCS aims to focus on Accountability, Communication, Language Justice and Accessibility, Racial Justice and Inclusion, Leadership and Culture, and Human Resources and Hiring. DCS is unquestionably a much-needed and valuable service within the San Diego Community.





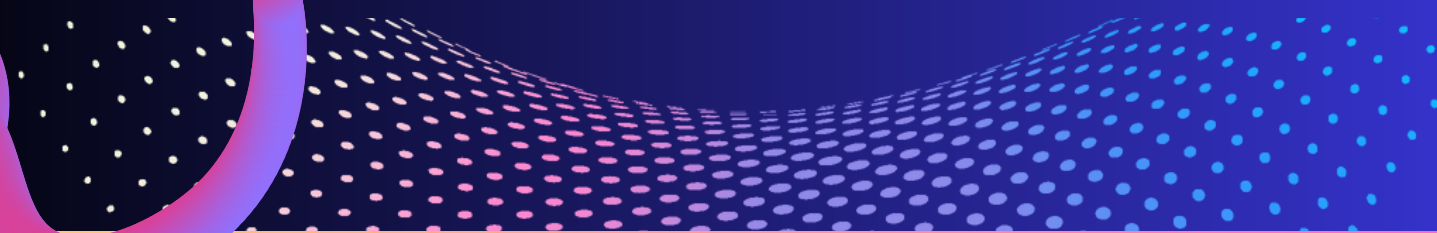

ORGANIZATIONAL TRANSFORMATION

In response to staffing challenges caused by furloughs and the revelation from a fiscal audit that only 20% of the grants funding allocated were being utilized, the Executive Director took strategic approach to restructure the organization. Recognizing the need to maximize the usage of grant funding and ensure the longevity of staffing within the organization, a comprehensive restructuring plan was implemented.

The first step involved a thorough analysis of grant allocation and utilization, identifying areas of underutilization and addressing them accordingly. By optimizing the utilization of grants, the organization aimed to increase its overall funding and better serve the deaf community in San Diego.

Furthermore, the Executive Director sought to bolster staff morale and improve productivity. The restructuring plan involved sharing the vision of DCS client-based approach, providing department retreats and staff training and cultural competency training in order to deliver high-quality services. Collaborative team-building initiatives were also implemented to foster a supportive and efficient work environment.

Through this organizational restructuring, Deaf Community Services of San Diego aimed to maximize the impact of grant funding and ensure the long-term sustainability of its services. By prioritizing efficient resource allocation and investing in staff development, the organization sought to strengthen its ability to meet the diverse needs of the deaf community in the region.



NEW EXECUTIVE DIRECTOR SEARCH

The Executive Director leader profile defines the vision for the type of leader that stakeholders and the San Diego community expect the organization to hire. This leader profile was built on the feedback of the six focus groups and 65 survey responses from the San Diego Deaf and Hard of Hearing community, DCS supporters, and many other stakeholders. The leader profile provided a critical description which helped the potential applicants understand the type of leader the organization was looking for, as well as the potential opportunities and challenges the new leader would encounter. The search committee and the board used the leader profile to determine who to select for the candidates, finalists and eventual Executive Director.

MONIQUE BALL, EXECUTIVE DIRECTOR



FINANCIAL OVERVIEW

Revenues & Expenses



FUNDING SOURCES

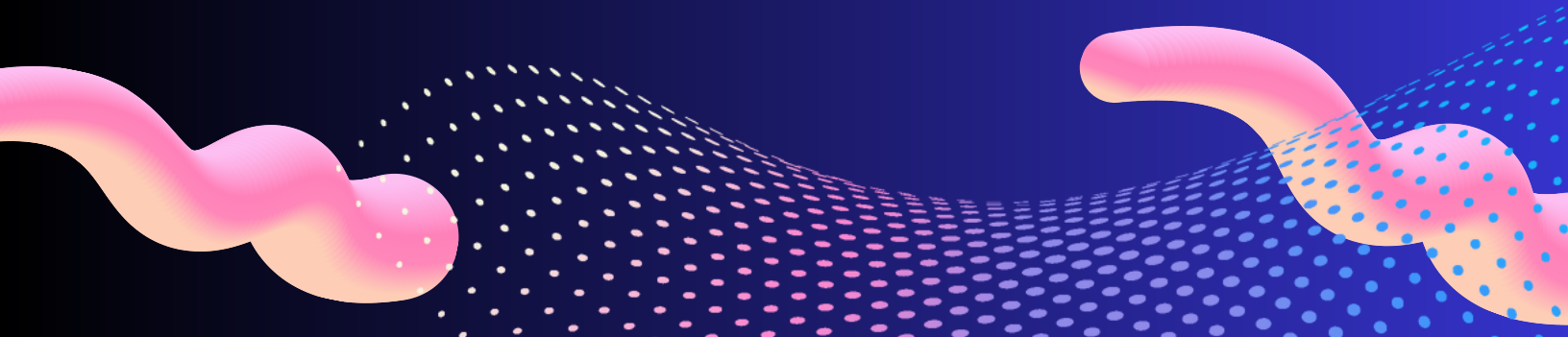
- Grants & Contracts
- Interpreting Services
- Adult Literacy Program
- Donations and Other



PROGRAM **IMPACT**

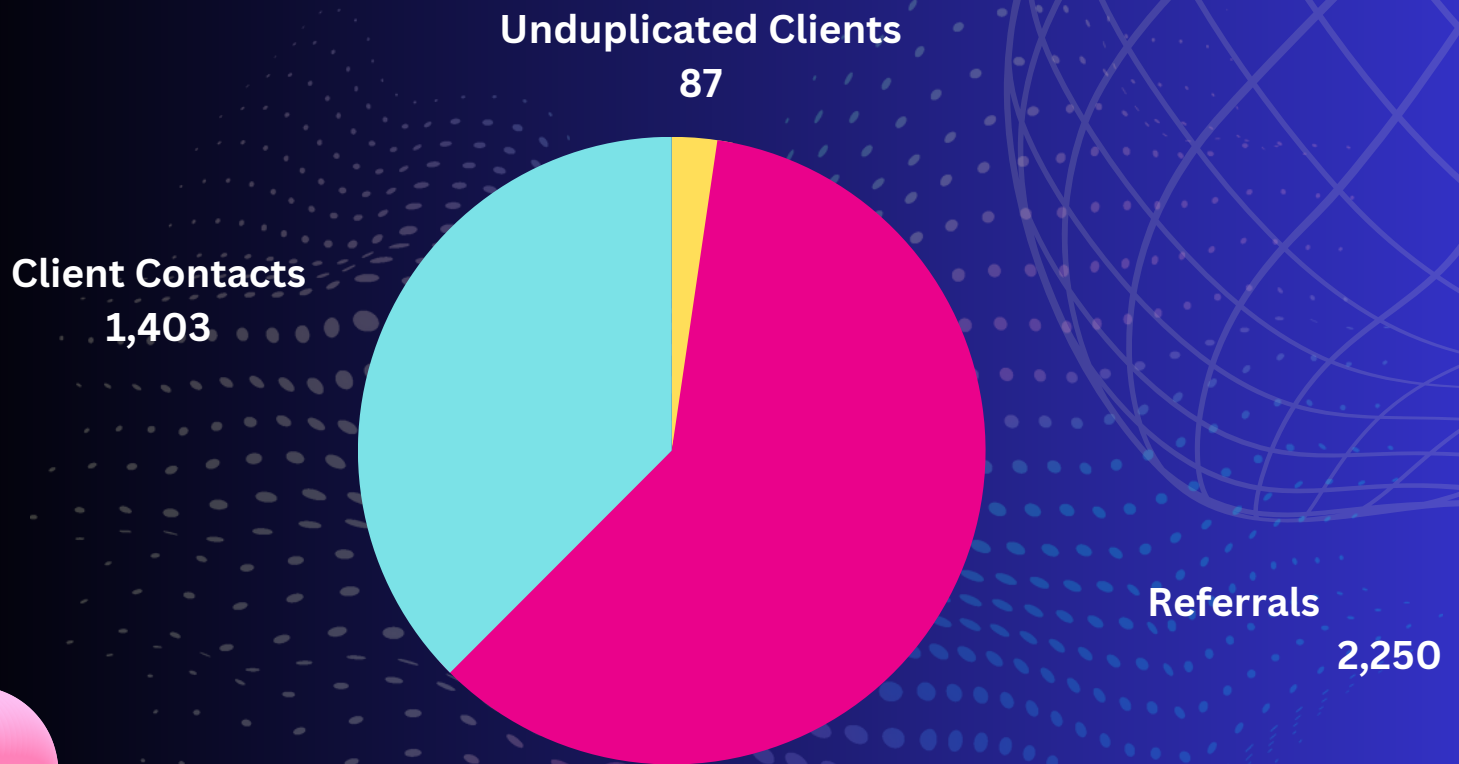


-  **ADVOCACY & COMMUNITY ENGAGEMENT SERVICES + LITERACY PROGRAM**
-  **SIGNS OF LIFE SERVICES**
-  **EMPLOYMENT SERVICES**
-  **YOUTH & FAMILY SERVICES**
-  **INTERPRETING SERVICES**
-  **CLUBHOUSE SERVICES**





ADVOCACY & COMMUNITY ENGAGEMENT SERVICES

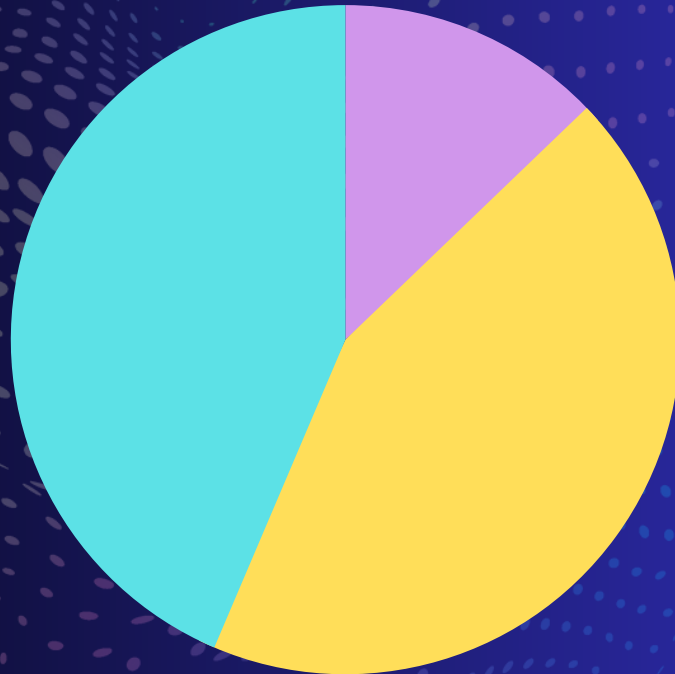




ADVOCACY & COMMUNITY ENGAGEMENT SERVICES (LITERACY PROGRAM)

PVSA PARTICIPANTS
43.6%

Lead Trainees
12.8%

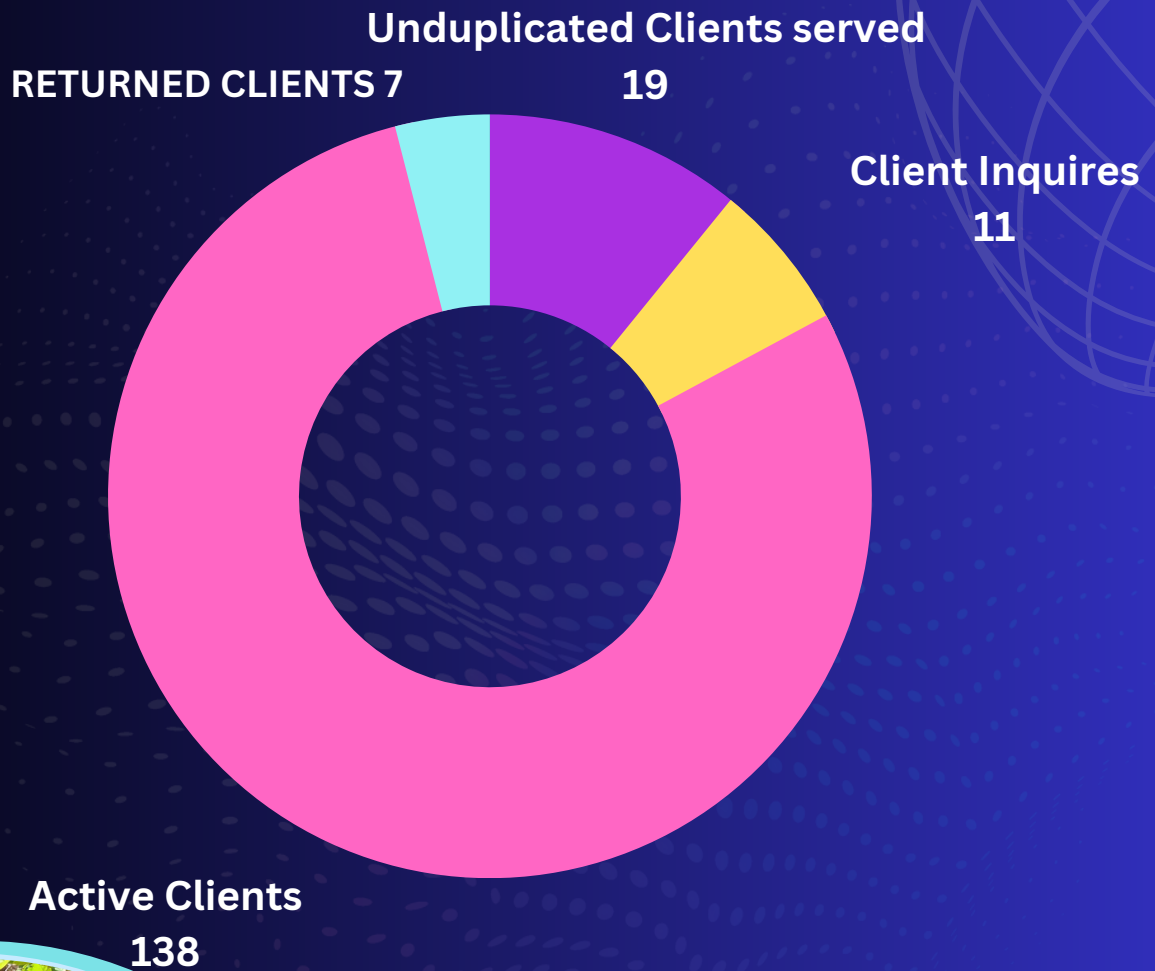


DOR Referrals
43.6%





SIGNS OF LIFE SERVICES



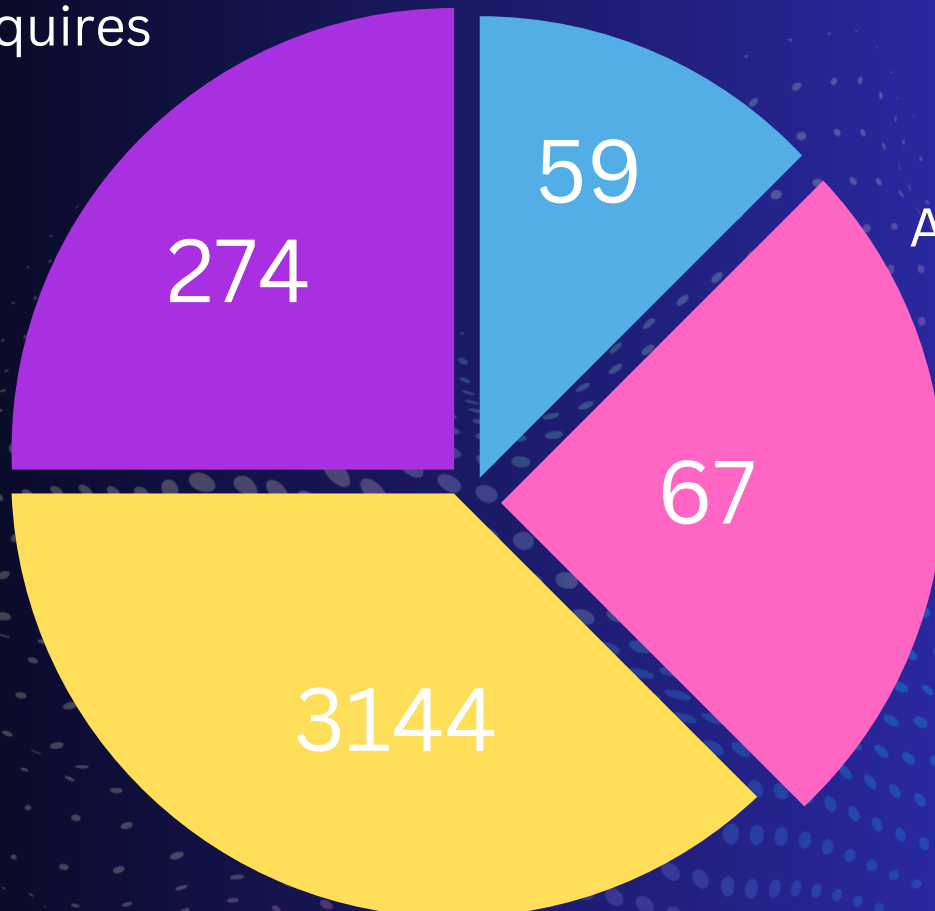


EMPLOYMENT SERVICES

Employer
Inquires

Job Placement

Deaf
Awareness

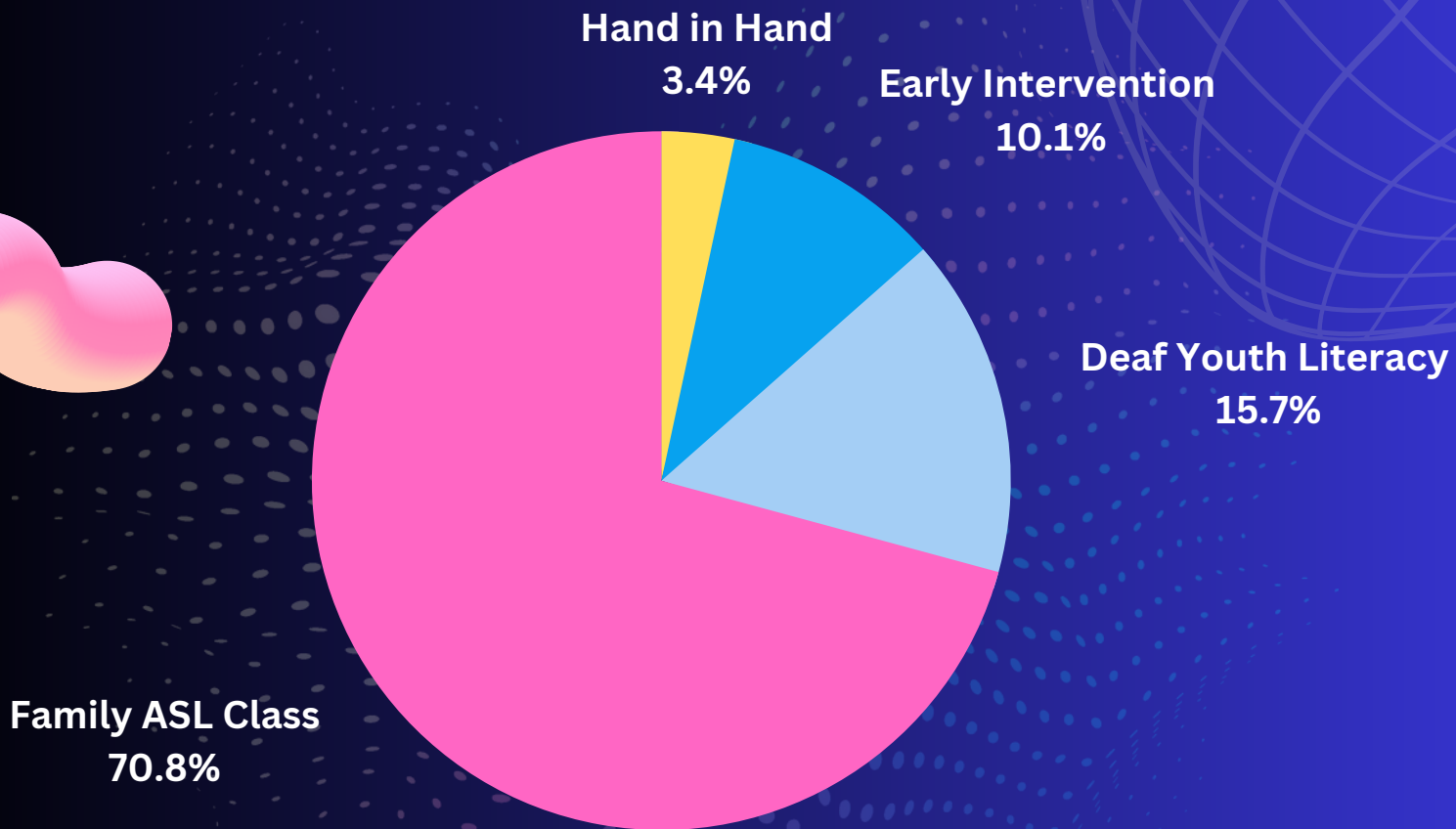


Client Counseling



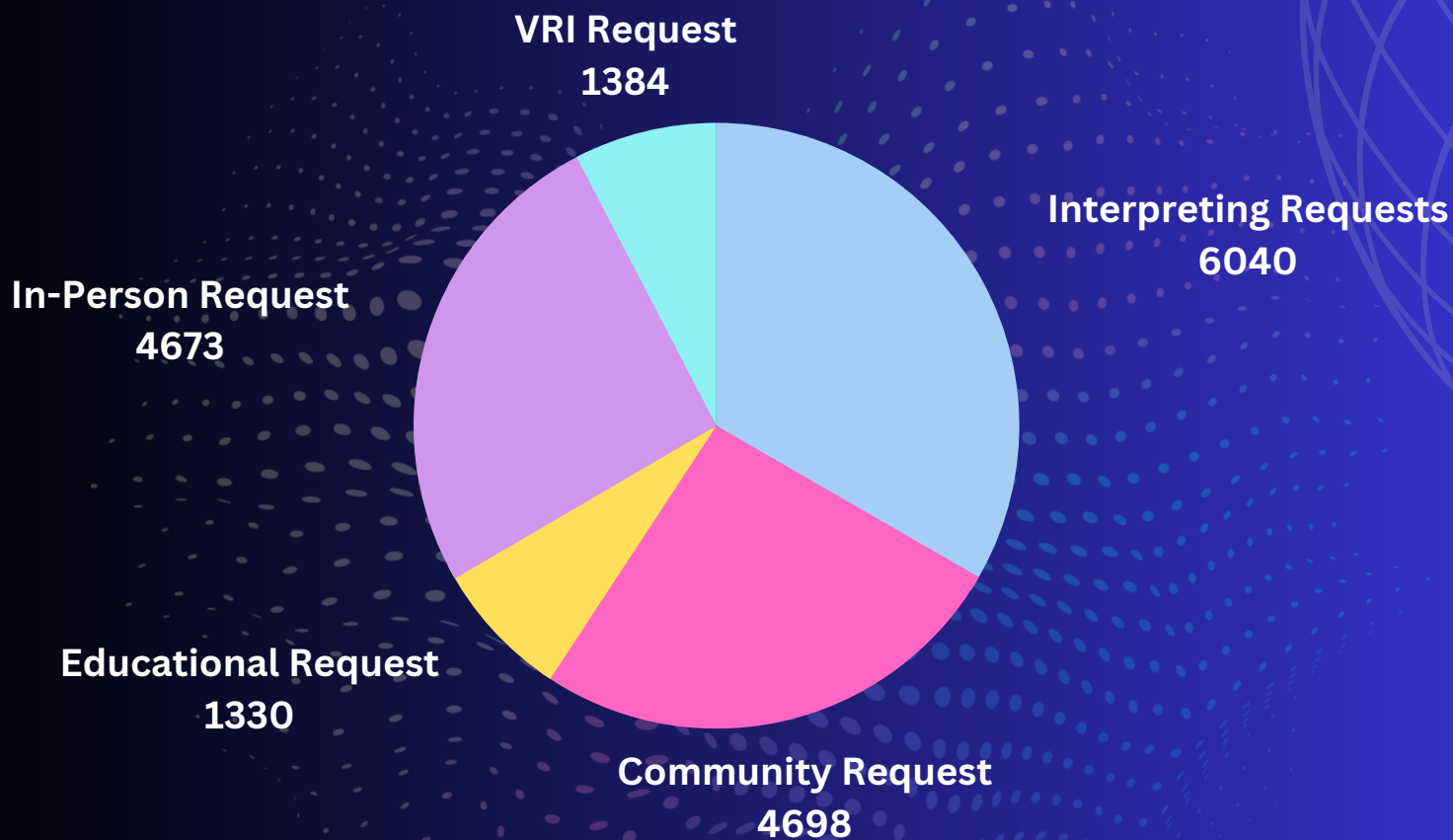


YOUTH AND FAMILY SERVICES





INTERPRETER SERVICES

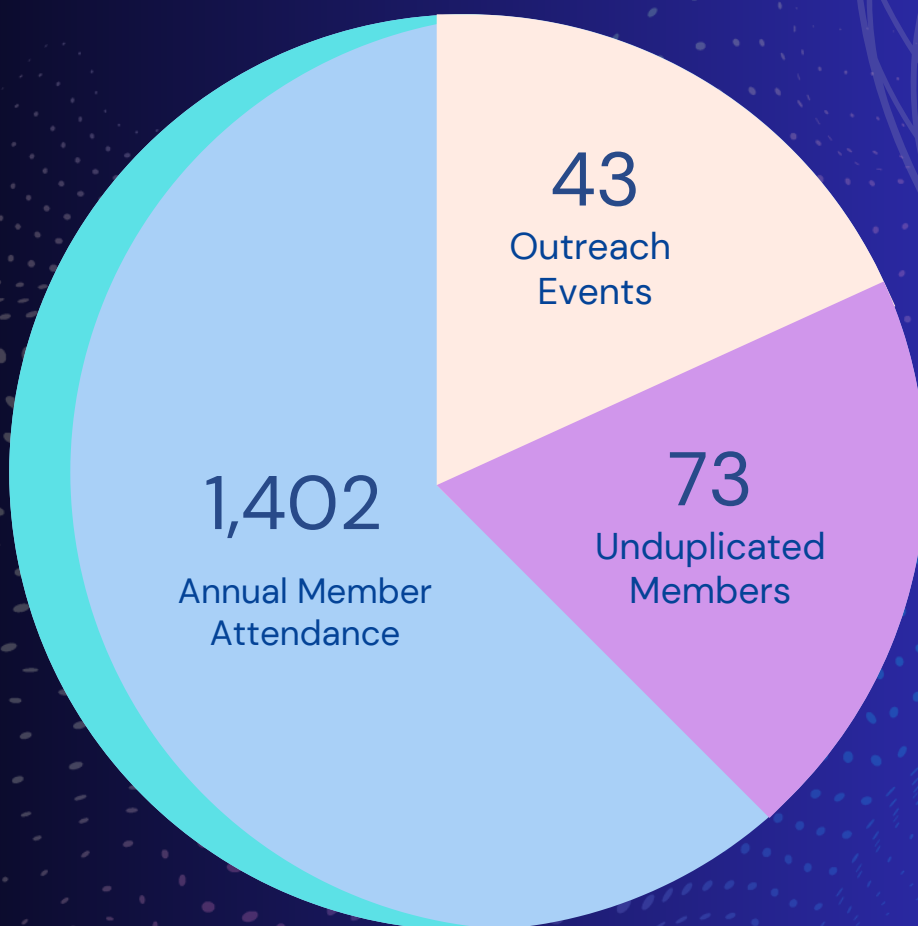


Interpreting Revenue
\$2,001,703.24

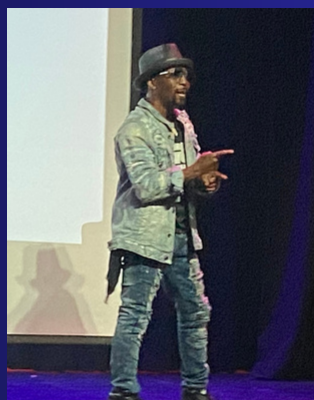




CLUBHOUSE SERVICES



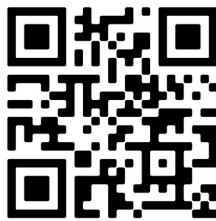
21-22 HIGHLIGHTS



#DCSLOVE GRATITUDE



DCS expresses a heartfelt gratitude to Doug Sampson for his exceptional leadership and unwavering commitment to DCS and the board. His remarkable dedication and vision have guided DCS organization to new heights and ensured its continued success. It has been an honor and a privilege have Doug for seven years. We will still see you around the community!



SCAN ME