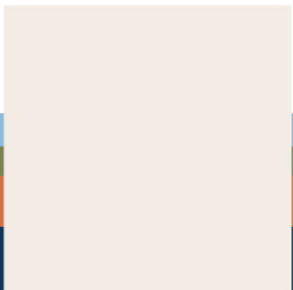




Innovative & Collaborative with Compassion, Integrity and Accountability



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Our Mission

"To empower individuals with disabilities achieve a more independent and productive life"



About PSW

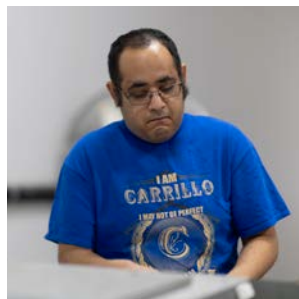
Continuing a Legacy of Service

Founded nearly 70 years ago, PSW now serves more than 500 individuals with the support of 240 dedicated staff. From day programs and behavioral health to independent living and workforce development, PSW continues to build inclusive communities where people of all abilities thrive! We're inspired by the strength, resilience, and dreams of the individuals we support.

At PSW, our motivation comes from the people we serve every day. We see capabilities, potential, and hope. We're here because we believe everyone deserves access to a life filled with opportunity, growth, and connection. For our individuals, we make it a priority to ensure they can select the services and supports that best suit their needs. We empower each person to shape their own path, supporting them in meeting the objectives in their Individual Program Plan (IPP) while maintaining independence and promoting meaningful integration within the community.

Whether it's helping someone prepare for their first job, learn independent living skills, or feel seen and valued in their community, our work is fueled by a simple yet powerful mission: to empower individuals with disabilities in achieving a more productive and independent life.

We don't do this alone. Families, caregivers, staff, and community partners are all part of the journey. Together, we create a world where inclusion isn't the exception, it's the expectation.



Our Impact



Providing over 780,000 hours of direct support annually.

Offering over 160 job training opportunities through our employment support programs.

Supporting over 1,600 individuals through a range of PSW programs.

Employing over 200 dedicated team members engaged in life-changing work.

Collecting over 2 million pounds of recyclable materials each year.

Over 30,000 purchases at our thrift store, helping keep items out of landfills.

Above & Beyond



July 2025 -David Doss



August 2025 -Vince Pizano



September 2025 -Jonathan Martin



October 2025 -Vince Leon



November 2025 -Debra Cox



December 2025
Gerardo Ruiz Diaz Barriga

PSW's Employee of the Month program recognizes team members who consistently demonstrated exceptional dedication, professionalism, and commitment to our values. These employees went above and beyond in their roles, contributing meaningfully to our organization's success while positively impacting colleagues, individuals, and the broader community. Their achievements reflect the high standards we strive for and serve as an example of excellence for the entire team.



Executive Director's Vision

PSW Vision Statement

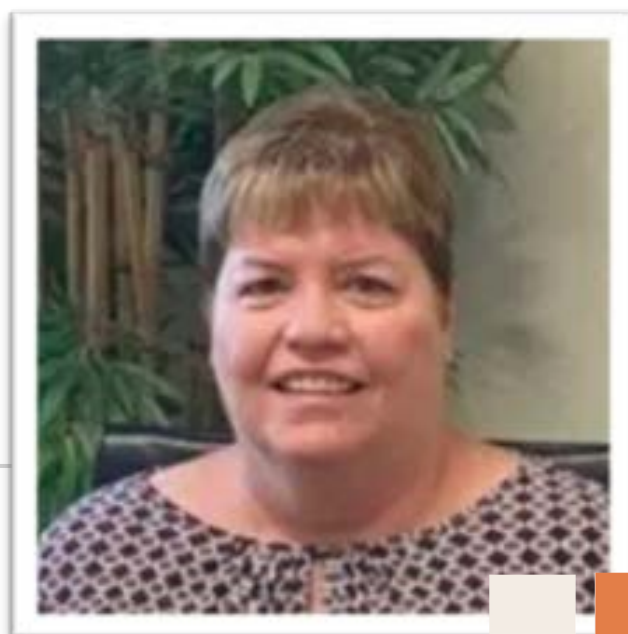
PSW was founded on a simple but powerful belief—that every individual deserves to be known, valued, and supported in living a meaningful life. What began as a mother's determination to create better opportunities for her child has grown into a trusted organization rooted in dignity, choice, and person-centered care.

Looking ahead, PSW remains committed to evolving alongside the needs of the individuals and families we serve. We envision a future where support remains flexible, innovative, and responsive designed to promote independence, strengthen relationships, and expand opportunities for full participation in community life.

Guided by our values and grounded in our history, PSW will continue to invest in strong partnerships, dedicated staff, and thoughtful growth. We will embrace new approaches, strengthen our programs, and uphold the highest standards of care to ensure long-term stability, sustainability, and impact.

As we move forward, PSW remains focused on what has always mattered most: honoring everyone's voice, supporting families across the lifespan, and building inclusive communities where every person has the opportunity to thrive.

Pam Gruber, M.A.
Executive Director



Meet Our Leadership Team

BOARD OF DIRECTORS

Amy Kaufman, Ph.D. - President
Julia Inestroza - Immediate Past President
Clint Ashcraft - Vice President
Allan Bailey - Secretary
Laurie Pugh - Treasurer
Brent Borum - Member at Large
Judge Glade Roper - Member at Large
Val Dean Craig - Member at Large
Tom Cemo - Member at Large
Pam Voss - Member at Large
Jan McKinley - Member at Large
Anthony "AJ" Moore - Member at Large
Dennis Ickes - Member at Large
Milt Stowe - Member at Large
Logan Couch - Member at Large

SENIOR MANAGEMENT TEAM

Pam Gruber - Executive Director
Carol Ledbetter - Director of Program Services
Qursha Clark - Director of Business Services
Cheryl Haugen - Director of Human Resources
Elizabeth Tellez - Director of Finance
Shauna Fitton - Director of Transportation and Safety
Rick Carrillo - Director of Operations
Ron Killingsworth - Director of Communications

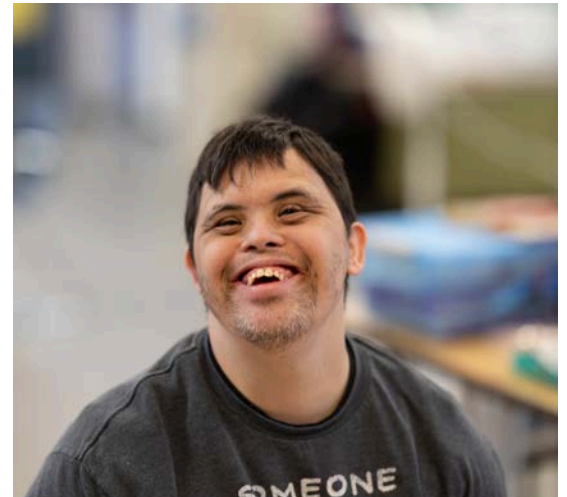
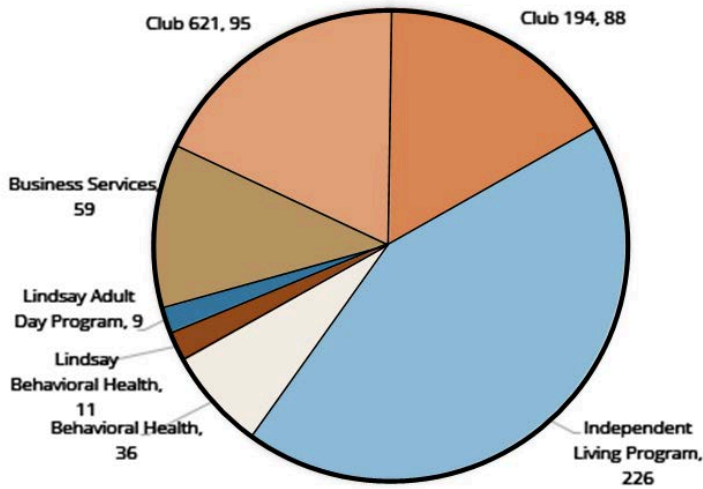


PSW

Service Overview

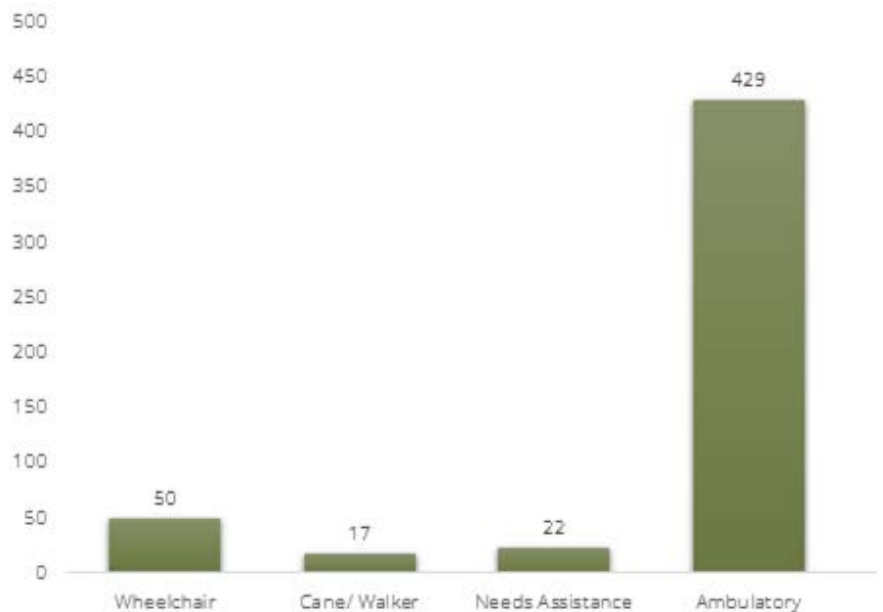
524 Individuals Served Annually

2024-2025



Ambulatory Status

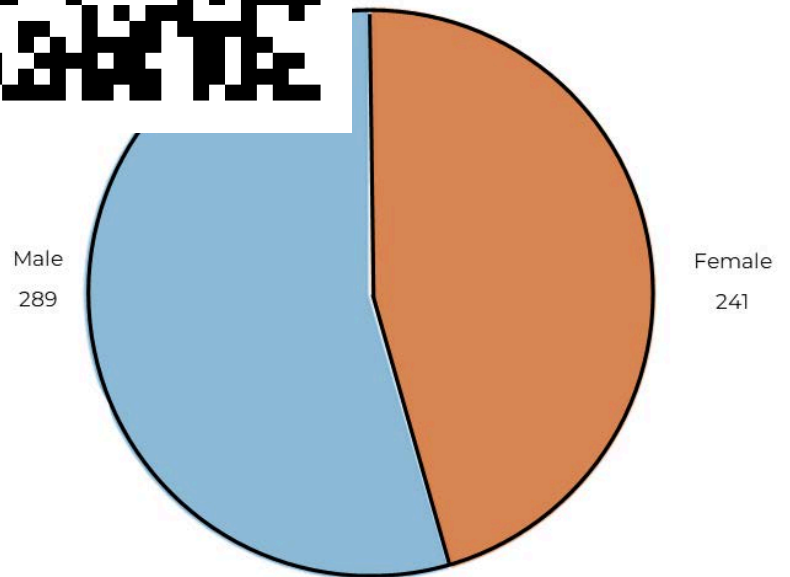
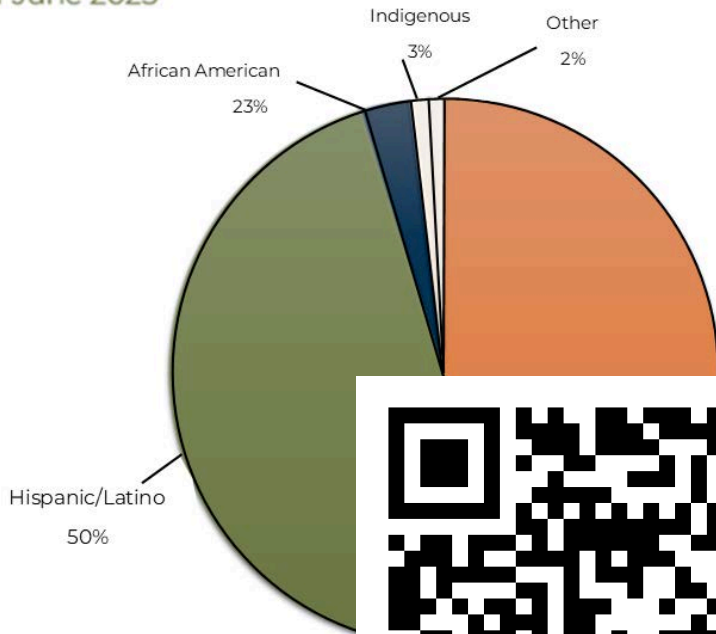
As of June 2025



Service Overview

Ethnicity/Race

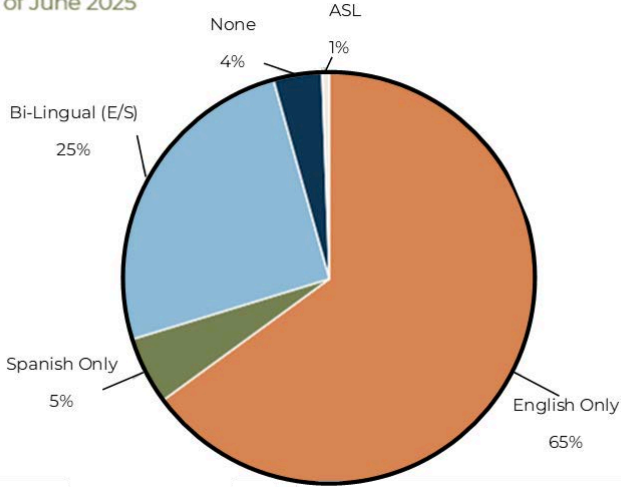
As of June 2025



Service Overview

Language

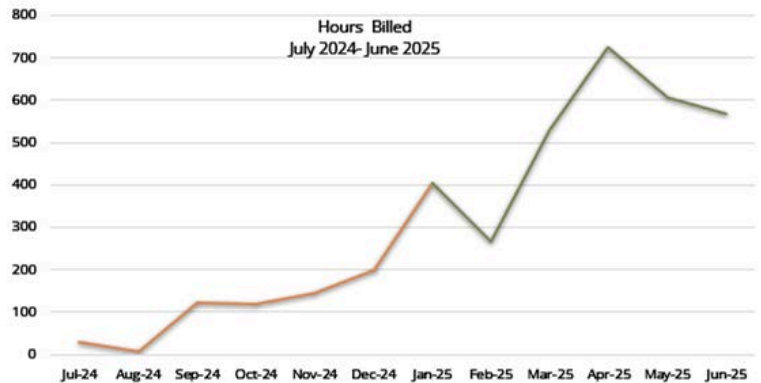
As of June 2025



Social Recreation Program

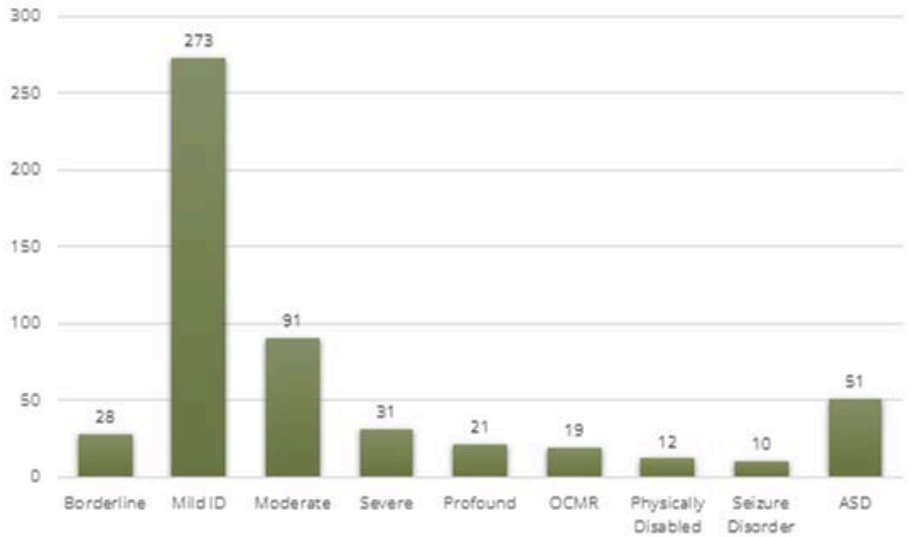
Total Hours Billed July 2024-June 2025 : 3,500+

October 2024: 22 Participants
September 2025: 60+ Participants



All Programs Except EDP-IP

As of June 2025





PSW

SWOT

Analysis Table



S

Strengths

- Mission-driven culture centered on inclusion and independence
- Compassionate, bilingual, and experienced workforce
- Established financial systems and controls
- Strong partnerships with community, legislative, and regulatory bodies
- Integrated IT, HR, and facility systems supporting operational stability

W

Weaknesses

- Limited transportation fleet capacity and routing efficiency
- Inconsistent communication across departments and teams
- Inconsistent employee morale and staff turnover
- Dependence on primary funding streams with limited diversification
- Inadequate new hire training and compressed onboarding timeframes

O

Opportunities

- Opening of the Lindsay Wellness Center with holistic programming
- Leverage digital tools to enhance service awareness and outreach
- Brand modernization and increased stakeholder engagement
- Solar implementation to improve energy efficiency and long-term cost savings
- Broader collaboration with regional centers, workforce boards, and municipalities

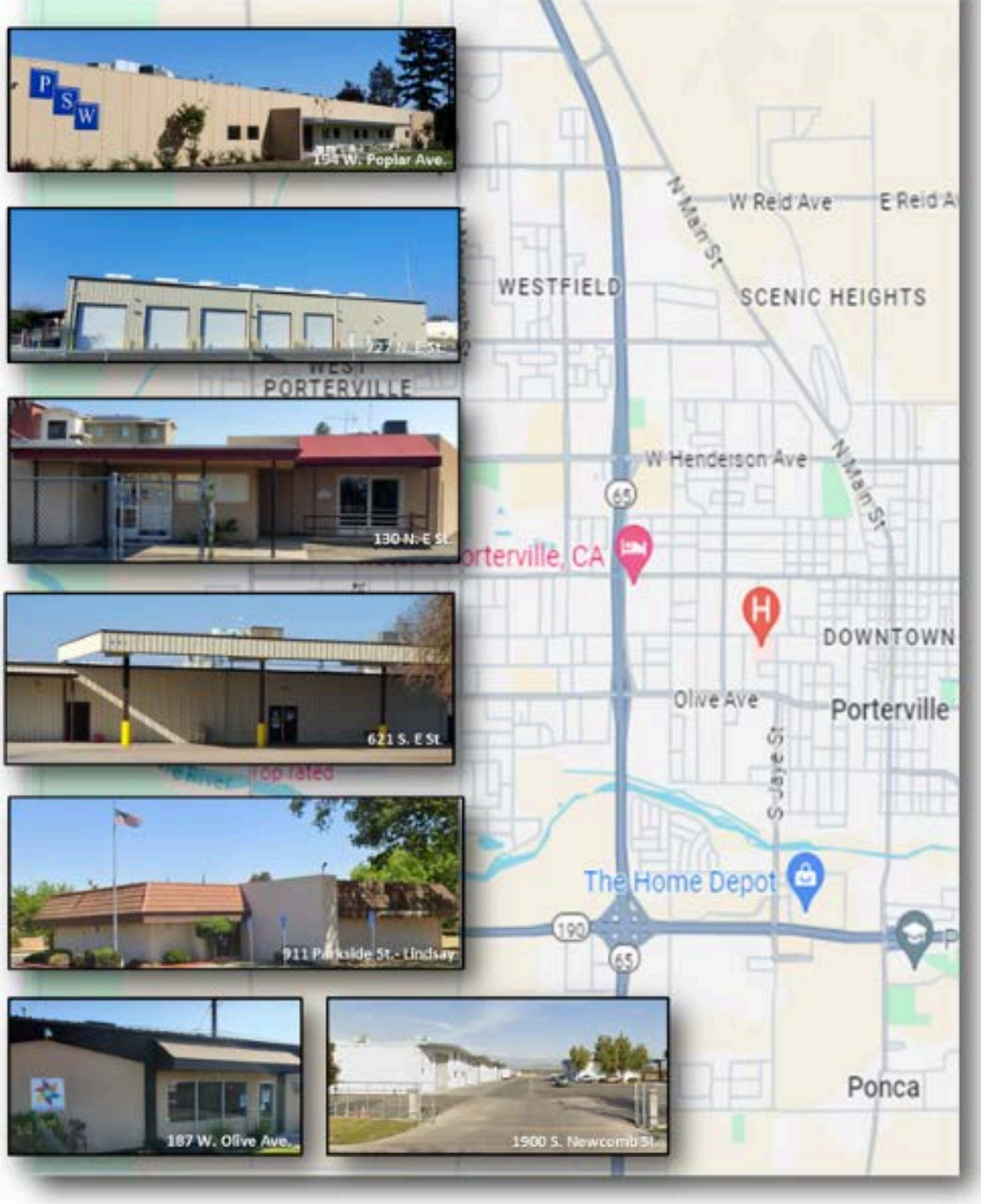
T

Threats

- Escalating costs for labor, materials, and transportation
- Competitive landscape among service providers and employers
- Fluctuating state budgets and policy shifts
- Aging infrastructure and workforce
- Reduced referrals due to changing regional demographics

LOCATIONS

N



S



Above and Beyond

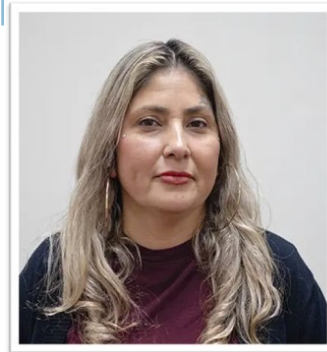
SHOUT OUT



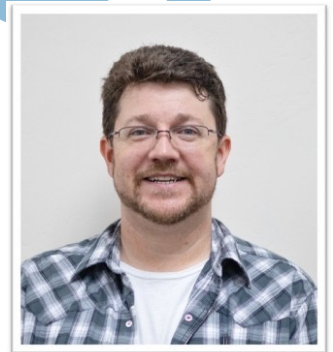
Wesley Floyd



Bianca De La Cruz



Angelica Maduena



Shane Rangel



Susan Roberts



Christina Martinez



Humberto Salazar



Cooper Weitz
Elia Tapia



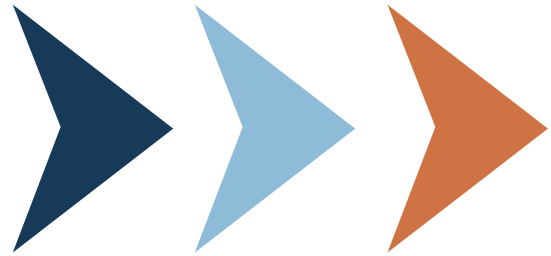
Chad Aucutt

We are very proud of the recipients of the PSW Shout Out Program where peers nominate one another for going above and beyond their normal job duties to add to the lives of those we serve!

Congratulations to all of you for helping raise the bar of the services we provide!

SHOUT OUT

Community Involvement



California Disability Services Association
Member – Public Policy Committee
Member – Public Relations Committee
Member – Legislative Subcommittee
State Budget Subcommittee
Member – Alternative Employment Committee

California Department of Developmental Services
Member –Rate Study/Models Committee
Member –Structure and Resource Committee
Member – Quality Incentive Program Workgroup

Valley Coalition – Organization Chair

Porterville Breakfast Rotary Club
Member – Committee -Stars in the Hills Prom
Member – Committee -Friends of the Fair Day

Assemblymember Alexandria Macedo
Member – Community Round Table

Central Valley Regional Center
Member – Board Subcommittee on Employment
Vendor Advisory Committee – Chair
Member – Board of Directors

Porterville Chamber of Commerce
Board Member

Local Partnership Agreement (LPA)
Member

Porterville Lions Club
Member

California Employers Advisory Council
Member

SHRM (Society of Human Resource Management)
Member

CalCPA
Member
National Leadership Institute
Alumni

National Leadership Consortium on Developmental
Disabilities
Member

Disability Resource Center Advisory Committee
at Porterville College
Member

Tulare County SELPA Community Advisory Committee
Member

California Chamber of Commerce
Member

Tulare County Hispanic Chamber of Commerce
Member

Visalia Chamber of Commerce
Member

Porterville Area Coordinating Council
Community Partner

Quarterly Joint Collaboration - PSW/TCOE/CVRC

University of Notre Dame, Mendoza School of Business
Transformational Nonprofit Leadership
Alumni

Contact Us



559-784-1399



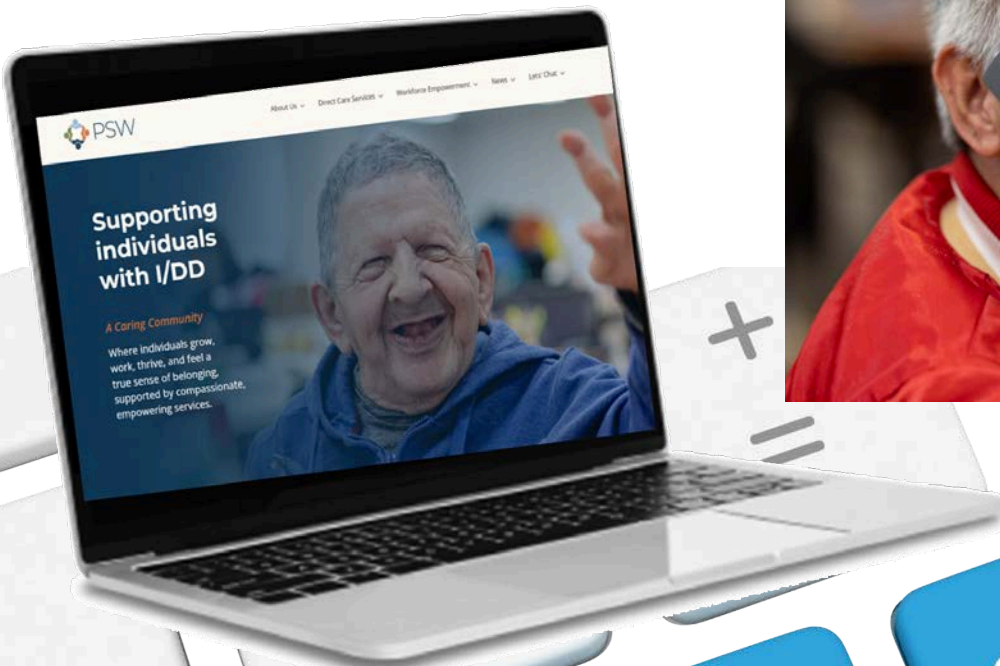
info@pswcares.org



pswcares.org



Employment Opportunities
careers@pswcares.org



Acronyms and Abbreviations

Accreditation - Statement by an independent, recognized, national organization that an agency meets standards of performance claimed by that national body. (CARF)

ADP - Adult Developmental Program. Program designed to prepare adults with developmental disabilities for opportunities to engage in work, recreation, or other meaningful activities. PSW's ADP is ASC with a 1:3 ratio of staff to person served.

Advocate - one who speaks on another's behalf.

ASC - Adult Services Center.

Assessment - method of measuring an individual's strengths and weaknesses.

BMGT - Behavior Management – systematic process to help an individual change behavior Ratio of 3:1.

BMOD - Behavior Modification - systematic process to help an individual change behavior Ratio of 6:1.

CARF - Commission on Accreditation of Rehabilitation Facilities.

CCP - Coordinated Career Pathways - Designed for individuals exiting work activity program, subminimum wage settings or within two years of exiting secondary education.

CDER - Client Development Evaluation Report - Generated by Regional Center and included with intake jacket with referral.

CDSA - California Disabilities Services Association - Statewide trade organization made up of peer organizations and advocates.

CFS - Coordinated Family Support is a service option specifically designed for adults who are 18 years and older who choose to live in their family home.

CIE - Competitive Integrated Employment.

Club 194 - formally known as Day Training Activity Center (DTAC).

CMS - Center for Medicare/Medicaid Services.

Competitive Employment - Unsubsidized work in non-congregate settings.

Confidentiality - protection of individual information; such information cannot be shared without the individual's written permission.

CVRC - quasi state agency that is one of 21 centers set up as separate nonprofits to provide assessment, referral and case management services for those individuals with developmental disabilities.

CWICs - Certified Work Incentive Coordinators working under WIPA contract with Social Security.

Day Programs -Support services usually provided between 8 am-2 pm for 6 hours per day in community-based work, school or social settings.

Individual Program Plan. A written program of action developed and reviewed at regular intervals, including individual and all agencies and parties concerned.

IDT- meeting- Interdisciplinary Team Meeting. A meeting called together to discuss program planning issues, etc.

ILP - Independent Living Program– services that support people living on their own or with roommates/spouses or family.

Individual - an individual who receives program services.

Individual's Rights - individual's deserved privilege to participate and be heard. “Nothing about me without me.”

Job Developer - an individual working with various resources in the community to increase employment opportunities for persons with disabilities.

Lanterman Act - California legislation that declares that persons with developmental disabilities have the same legal rights and responsibilities guaranteed to all people and charges regional centers with protection of these rights.

LRP - Long Range Plan.

PCT - Person Centered Thinking.

PIP - Paid Internship Program.

POS - Purchase of Service – Individual Regional Center contract for each person served.

Reasonable accommodation - modifications or adjustments that assist the person served to access benefits and privileges that are equal to those that are enjoyed by others. Ex: making existing facilities readily accessible, modifying work schedules, acquiring or modifying equipment, modifying exams, providing readers, interpreters.

Referral - individual being directed to particular agency because he needs and wants services offered.

SEP (G & I) - Supported Employment Program – individual and group support for people in competitive employment.

Self-Advocate - a person who works on their own behalf.

SIR - Special Incident Report.

TEWLS - Tailored Training for Employment and Work/Life Supports.

WIOA - Workforce Innovation and Opportunity Act.

