

Year in Review

2019-20



Opportunities for all.

We empower people of all ages to achieve success —
at home, at school, at work and in life.



Food



Money



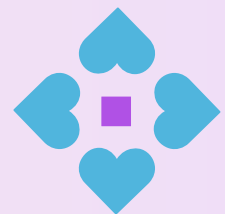
Childcare



Education



Health





About Us

In our 48th year of serving people in need in North Marin, our mission is to empower youth, adults and families in our diverse community to achieve well-being, growth and success. We envision a strong community with opportunities for all.

Our History

Sprouting from a grassroots community over four decades ago, we now serve more than 8,000 people each year, helping them be successful at home, at school, and in life.



Board of Directors



President, Karen Dillon Gifford

Vice President, Rick van Adelsberg

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Treasurer, Seth Shorett

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Cathy Janigian

Sandra Lara Trejo

Alberto Lopez

Rafelina Maglio

Aileen McGoldrick

Isaac Munene

Karen Robertson Strain

Kate Shilvock



In your neighborhood

Our programs are available at:

- 680 Wilson Ave. Center
- 1907 Novato Blvd. Center
- Novato Teen Clinic at 6090 Redwood Blvd. (in partnership with Marin Community Clinics)
- On Novato Unified School District campuses and in the community

To our Treasured Neighbors and Friends,

What an unprecedented time for our community!

As the anchor human service nonprofit in North Marin, the community immediately turned to us for support when the COVID-19 pandemic began. The demand for basic needs was enormous and our organization was called upon to be responsive and adaptable to the changing circumstances. In the pages of our 2019-20 year in review, you will learn firsthand how we were able to provide 8,380 people with the essential support and guidance they needed during this time.

But let us first say that we could not have met this challenge without your support, your advocacy and your contributions. You have been responsible for enabling those most vulnerable - families living in poverty, immigrants, people of color and older adults - to navigate these times. Access to healthy food,

critical rent payments, direct financial assistance, access to remote learning, mental health therapy and more have been made possible because of you.

**Where our
community
connects**



This year has shown us the power of a community. The power that a group of people can have when they share not just a geographic location, but a common set of values and beliefs. Our North Marin community came together as never before to show that we care about each other. In the halls of NMCS we witnessed incredible acts of kindness; tireless volunteer efforts; a willingness to learn new ways to help and so much more. We like to think that we're a place where our community connects and this time has borne that out to be true. And we intend to continue to be that place, well after this time of pandemic.

Our merged organization is strong and in a better position than ever before to help vulnerable people in our community find stability, self-sufficiency, and success. We have served more than 100,000 people and we are proud to have treated each person as an individual. Every single person deserves to be seen and heard - in their own language and in a way that's appropriate to their culture and their circumstances. And that's our focus.

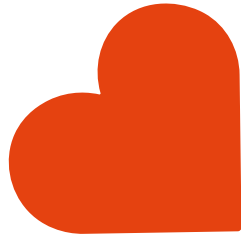
For all of these reasons, we are grateful to you, our generous donors, our hardworking 230 volunteers, our empathic and dedicated 60 staff, our dozens of community partners, and Marin County at large. Thank you for your care and compassion to those we serve.

A handwritten signature in black ink that reads "Cheryl Paddack".

Cheryl Paddack
Chief Executive Officer

A handwritten signature in black ink that reads "Karen Dillon Gifford".

Karen Dillon Gifford
Board President



Community Impact

During the 2019-20 fiscal year, we mobilized quickly to ensure all our programs continued to operate during the pandemic, either virtually or on-site.



- Our food pantry program prevented hunger and food insecurity for 2,022 people (672 households) and was converted to a drive-through to continue operating during the pandemic (80% increase from last year).
- Our emergency rental assistance program prevented homelessness for 1,331 low-income seniors, adults and children (275% increase from last year).
- We brought holiday magic, toys, food, books and heart-felt joy to 401 children (175 families) through our Holiday Share and Toy Drive campaign.

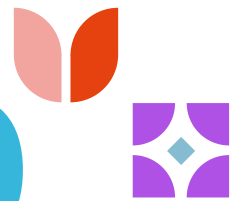


- 100% of our 17 promotores/community health advocates stated that they experienced growth as community leaders due to participation in our Promotores Program.
- Our school-based clinicians provided 850 elementary, middle, and high school students and their families with mental health therapy through in-person and Telemental health sessions (through Zoom for Healthcare). 3,361 no-cost sessions were provided, including 63 crisis interventions, to support students with depression, anxiety and other challenges.
- Our teachers increased the social and emotional development skills of 170 children, ages 6 months to 14 years. Services included early childhood education, on-site enrichment, remote learning and childcare for essential workers.
- We served 30,026 balanced, nutritious meals to ensure kids' minds, bodies and souls were nourished for optimal growth and learning.
- 230 volunteers contributed 7,140 dedicated volunteer hours to support clients across all programs.



**Total
Clients
Served**

8,380



Family and Community Engagement

5,733 clients



We provide comprehensive engagement programs for at-risk adults and vulnerable families, including: basic needs support (rental assistance, food pantry, holiday share, employment services, financial literacy); case management; leadership training and support to immigrants (Promotores); parenting education; and life skills training.



Health and Wellness

2,422 clients



We promote health, wellness and resiliency for individuals, groups and families. Programs include: Community and School-based Counseling; Counseling Internship; Novato Teen Clinic's Adolescent Health Education and Peer Health Promotion; and fitness such as Indoor Soccer and Zumba.



Child Development

225 clients



Our enrichment programs support the developmental growth of children and permit their parents/guardians to be in the workforce with the assistance of childcare scholarships and affordable fees. Programs include: Early Childhood Education (ECE) for children ages 3 to 5 years old; Youth Enrichment for elementary and middle schoolers during the summer and afterschool; Healthy Food; mindfulness practices; and parent/guardian skill building workshops. For three years the ECE Program has been awarded "Mastering High Quality Standards" by Marin Quality Counts.



Our Stories



Family and Community Engagement

Promotores Program

"All the training and the support I received from the program staff helped me discover the great potential I have and the importance of being an active leader in the community... I've learned that there are always places where we can get help even when we think there are no solutions to our problems. NMCS staff taught me to seek and ask for help without feeling ashamed – such help exists for good reasons. I have now shared these skills with other people... It is like a leader helping another leader to grow."

—Promotora



Case Management Program

"The financial hardship of sheltering in place was weighing very heavily on me. The support North Marin Community Services provided gave me hope! I've always been the one who has taken care of and helped others my entire life. This is the first time I can remember someone helping me and I am grateful."

—Client





Health and Wellness

"A fourteen-year-old teen suffering from anxiety and depression came to our Novato Teen Clinic for help. She 'did not want her parents to worry about her' and believed she could not talk to her parents. I helped her practice coping skills to use when symptoms arose, and we worked through her fears about talking to her family. By our last session, the client expressed gratitude for my help, and felt hopeful that with her family's support and the coping skills she learned and practiced with me, that she would experience less anxiety, less stress, and more joy."

—NMCS clinician

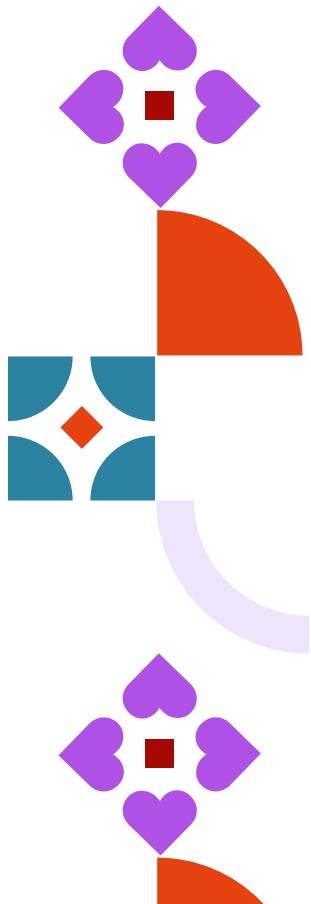


Child Development

"It takes a village, and we are so thankful for the North Marin Community Services 'village.' We were fortunate that David (7) and Amia (6) were part of the NMCS summer cohort that helped give them a sense of a normal fun summer during the pandemic. We are truly blessed to have NMCS not only to coordinate David and Amia's academics but also to help our kids grow emotionally and socially."

—Grateful foster care parent





Community Connectors

To address the extreme health disparities in Marin County, our organization uses a three-year strategic plan with the following goals:

1. Build a growing community of inspired and engaged donors, volunteers and staff;
2. Develop a high quality and sustainable mental health program that builds community wellness;
3. Respond to and meet the unique needs of immigrants and Spanish speakers; and
4. Expand prevention efforts to increase equity and effectively advocate for and with the underserved.

Our 230 volunteers and 60 staff members work together to make our goals a reality. We are proud that over half of our staff members are bilingual, enabling us to serve a culturally and socio-economically diverse mix of families in a manner that integrates and unites our community.

Management Team

Chief Executive Officer, Cheryl Paddock
Director of Wellness Programs, Alaina Cantor
Wellness Program Manager, Chelsea Fenton
Community Support Services Manager, Liliana Palu
Intensive Care Coordination Manager, Isaura Resendiz
Latino Services Director, Berta Campos-Anicetti

Chief Financial Officer, Vanshika Nachnani
Development Director, Stephanie Williams
Human Resources Generalist, Alaine Kalder
Child Development Program Director, Ruthie Reeder
School Age Assistant Manager, Anne Varner
ECE Assistant Manager, Michelle Keane

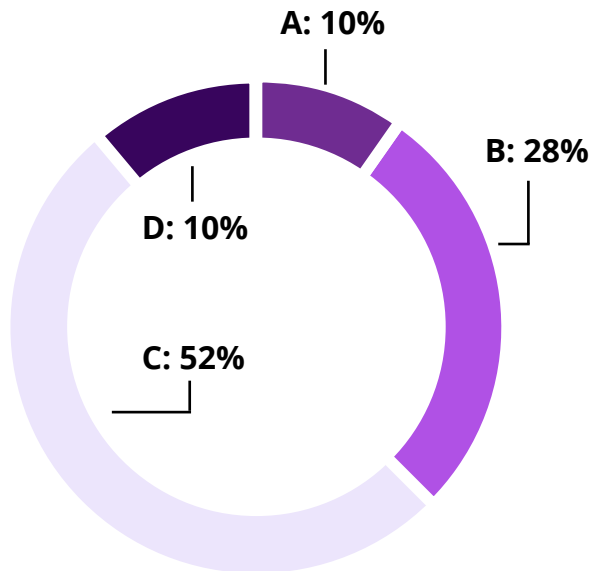
Advocacy and Equity

We are committed to advocating for policies and services that benefit underserved communities and promote racial justice. Our staff and board members stand in solidarity with groups and organizations providing upstream approaches that influence policies and legislation, change organizational practices, foster coalitions and networks, and educate providers. Our inclusive programs consider communities of color, and how all families may have been adversely affected by childhood experiences in the context of inequitable environments. These environments include poverty, discrimination, violence, and lack of educational opportunity.



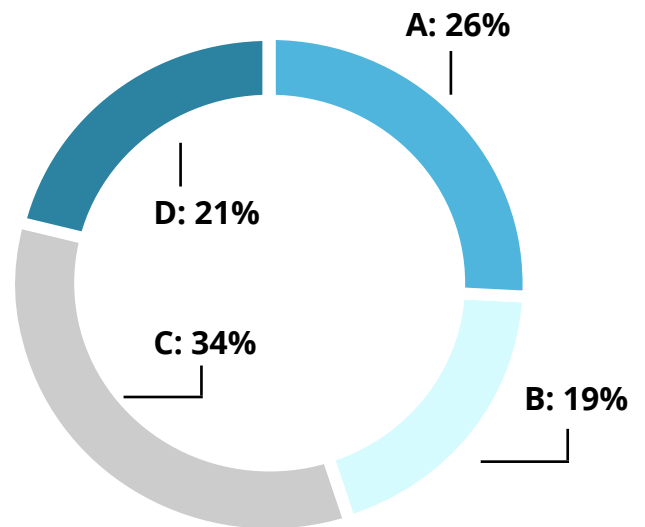
Financials

Fiscal Year 2020/21 Operating Budget:
\$4,409,617



INCOME

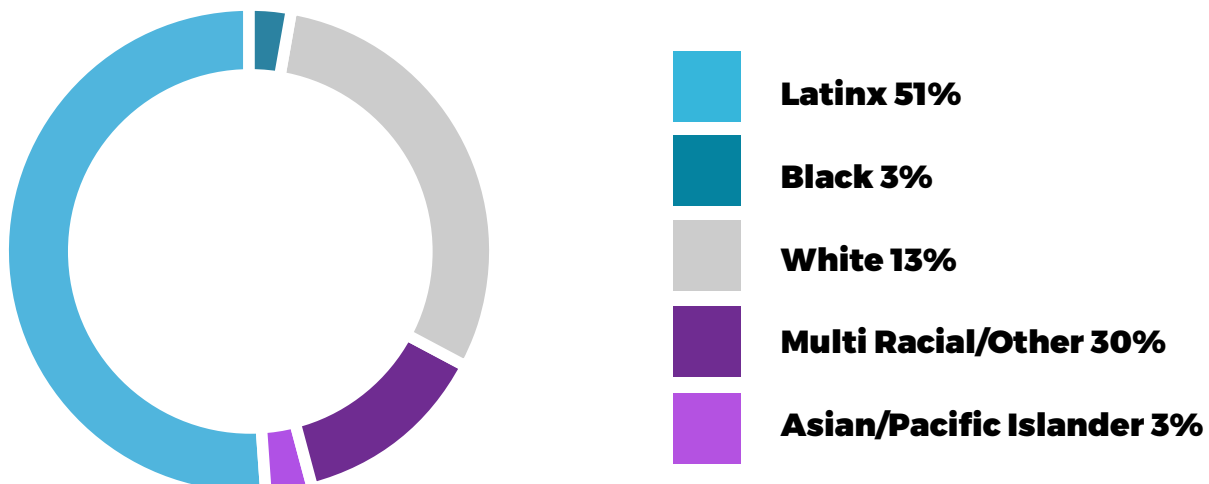
- A: 10%** Program Fees
- B: 28%** Government Grants & Contracts
- C: 52%** Foundation Grants, Family Funds, Individuals & Donor-Advised Funds
- D: 10%** Community & Other Funding



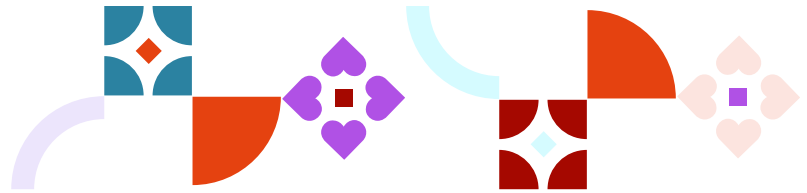
EXPENSES

- A: 26%** Child Development
- B: 19%** Health & Wellness Programs
- C: 34%** Family & Community Engagement
- D: 21%** Allocated Overhead, Capital and Fundraising Costs

Client Demographics



Donor Listing



Leadership Circle

\$50,000 and above

Bob Brown and Angela Strehli
California Department of Education
City of Novato
County of Marin
Crescent Porter Hale Foundation
Dean and Michele Moser
Duckworth-Dixon Charitable Fund
Ginnie and Peter E. Haas Jr.
HCA Family Fund
Margaret E. Haas
Marin Community Foundation
Nancy H. and James Kelso Fund
V W Lackey and Don S Fund

\$25,000-\$49,999

Anonymous Donor
George H. Sandy Foundation
Gertrude Herkommer
GGs Foundation
James Henderson
Jonas Family Foundation
Rotary Club of Ignacio
Wells Fargo Foundation

\$10,000-\$24,999

Bank of Marin
BioMarin
Brayton Purcell LLP
Dutra Museum Foundation
Frank and Lauren Puliafico
Gary and Toni Bramon
Greg Beyer Insurance Agency
Gruber Family Foundation
Kaiser Permanente Northern CA Community Benefits Program
Kira and Bradley J. Haas
Leslie and Mike Murphy

Marin Health Medical Center
Mark and Mary Gire
Redwood Credit Union
Rotary Club of Novato
Rotary Club of Novato Sunrise
The Isabel Allende Foundation
The Presbyterian Church of Novato
Ultragenyx Pharmaceutical
W. Bradley Electric Inc.
Walter & Elise Haas Fund

"It brings tears to our eyes to see the brave humanitarian work that you are doing. Thank you from the bottom our hearts."

The Isabel Allende Foundation (L to R):
Director Lori Barra, Founder Isabel Allende, Associate Sarah Hillesheim



Heart of the Community

\$5,000-\$9,999

California Family Resource Association
Cheryl and Mark Paddack
Elizabeth and Martin Sleath
First 5 Marin Children and Families Commission
Jeanne Dinkelspiel
Jeffrey and Kathy Johnson
Kathy Dean/Dean Family Fund
Roberts-Hansen Gratitude Fund
Scott MacLeod and Linda Kislingbury
Sutter Health Novato Community Hospital
Sutter Instrument Company
The Frankie Poulos Foundation
The San Francisco Foundation

\$2,500-\$4,999

Anonymous Donors (3)
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Coree and Troy Cameron
David and Kay Price-Jones
Donald and Gail Schreuder
Edward J. Boracchia Foundation
Hein Family Fund for Marin
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The Marquis George MacDonald Foundation, Inc.

Umpqua Bank
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\$1,000-\$2,499

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Robert Pinder
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Shirley Twitchell
Soroptimist International-Novato
St. Francis of Assisi Episcopal Church
Stephanie and Benjamin Williams
Tara Caprice-Broadwater and Kevin Broadwater/Love2Dance
Uday and Sharmila Wagle
Uma and Ashok Subramanian
Westamerica Bank

Contributors

\$500-\$999

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Anixter & Oser, Inc.
Ann and Andrew Mathieson
Anonymous Donors (2)
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Nativity of Christ Greek Orthodox
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Novato Lions Club

Novato Police Officers Association
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Pini Ace Hardware
Ray's Catering
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Richard and Nancy Kuhn
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Sandra Lara Trejo
Shirley Sokolowski
Sonia Wagle
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The Heck Foundation
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Tim Noonan
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Vicki Martinez
Vince and Gerri Chisholm
Virginia Boracchia
Wendy Sissel
Ylva and Stephen Dominy

Loyalty Circle

Individual & Business donors 25+ years

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Bill and Vicki McDill
Brayton Purcell LLP
Brian Brady
Charlotte and Dexter Shell
Col. William Cope
Dean and Michele Moser
Dean Family Fund/Kathy Dean
Gail Enos
Ginnie and Peter E. Haas Jr.
Jeanne and Patrick MacLeamy
Jeanne Dinkelspiel
Jennifer Goldfinger
Jenny Chingon
Joseph and Barbara Basso
Kathy and Larry Gondola
Larry and Myra Aronson
Laurence and Mary Mazzotta
Mary Jane Burke
Paul Webster
Pini Ace Hardware
Richard and Nancy Kuhn
Rotary Club of Novato
Sandy and Brian Williams
Shirley Sokolowski
Steve and Michele Rempe
Vince and Gerri Chisholm
Veronica and Gary Reed
W. Bradley Electric Inc.
Walter & Elise Haas Fund
Westamerica Bank
William and Virginia Schultz

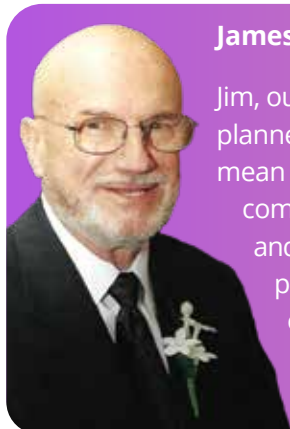
In-Kind Donors

\$500 and above

Bales Orthodontics
Carolyn Guerra
Christine and Eric Koenig
Coree and Troy Cameron
CPI Developers
Danielle Buoncristiani
Dorothea and Cooper Jacob
Fairview Capital
Gary Butler Insurance Agency
Ghilotti Bros., Inc.
Jane Gianino
Jared Goff
Kaiser Permanente Public Affairs

Karen and Robert Gifford
Marin Independent Journal, Giving Marin
Novato in Action
Novato Lions Club
Nugget Markets
Redwood Credit Union
Rolling Hills Club
Terri Kehoe
Thirty-Seven Wines
Ultragenyx Pharmaceutical
Unity In Marin
Vikki Garrod/Marin Community Foundation
VJB Cellars and Winery
Wellington Cellars

Leaving a Legacy



James (Jim) Walter Henderson, Former Novato City Mayor

Jim, our donor for 23 years, could not have known when he made his planned gift to North Marin Community Services how much it would mean to us. We are truly grateful for his unwavering commitment to community, family, and faith during his life, and for his thoughtful and generous planned gift. Jim's legacy is helping us serve more people in need during this difficult time, and working to provide opportunities for all in our community. Contact us if you would like to create a legacy and include North Marin Community Services in your estate plans.



NORTH MARIN COMMUNITY SERVICES

680 Wilson Avenue, Novato, CA 94947

Contribute and Help People Succeed

Make a donation today

Your contribution makes a tremendous difference in our ability to provide educational, enrichment and support services to those in need. Donors who contribute \$1,000 or more annually will become Heart of the Community members. Monthly and quarterly giving options are available.

Holiday Share and Toy Drive campaign

Continuing this 47 year tradition, please join our efforts to ensure low-income youth and families enjoy the benefit of the holiday season. Contact us to become a Holiday Share sponsor.

Make an Honor or Memorial gift

Honor a friend or a relative by making a contribution in their name.

Invest in our future by joining our Legacy Circle

Make a lasting commitment by naming North Marin Community Services in your will, trust, or as a life insurance policy beneficiary. Thank you for your investment that will help future generations of youth, adults and families succeed.

Please call (415) 892-1643, ext. 261 for more information.
www.northmarincs.org | donate@northmarincs.org



Thriller Thursday

Join us for our free, virtual Halloween fundraiser on **October 29th, 5-6:15pm**. A benefit to support the increased demand for our services, and ensure opportunities for all. Register now at www.northmarincs.org.