Vision: A strong community with opportunities for all.

Mission: We empower youth, adults and families in our diverse community to achieve well-being, growth and success.

Visión: Una comunidad con fortaleza y oportunidades para todos.

Misión: Le otorgamos poder a jóvenes, adultos y familias en nuestra comunidad diversa para que logren el bienestar, el crecimiento y el éxito.
Dear Friends,

It’s been an incredible year for us, and we thank you for your tremendous support as we merged the Novato Human Needs Center and Novato Youth Center to become North Marin Community Services on January 1, 2018.

Now stronger together, 5,537 youth, adults, seniors, and families benefited from the educational, enrichment and support services available through our combined organization. Delivered by more than 60 highly qualified staff and 255 dedicated volunteers, services are available at two facilities (680 Wilson, 1907 Novato Blvd), on Novato Unified School District campuses, at the Novato Teen Clinic (a partnership with Marin Community Clinics), and throughout the community. We are proud that over half of our team is bilingual, enabling us to serve a culturally and socio-economically diverse mix of families. This year we combined front and back office functions, which increased efficiency and sustainability of our organization and its $3.6 million annual budget.

We are deeply grateful for the support you provided that allowed us to join forces and expand critical services for those neighbors who need it most. People can now access more services through any door they enter, including the weekly Food Pantry, Rental Assistance, Childcare, Case Management, Promotores, or Counseling.

As the most comprehensive human services nonprofit organization serving North Marin, we welcome you to join our efforts and invest so that youth, adults and families have the supports they need to be successful at home, at school, and in life—lighting a pathway for brighter futures. Please find enclosed a contribution envelope for your consideration. Thank you for sharing our vision of building a strong community with opportunities for all. We couldn't do it without you.

With Gratitude,

Cheryl Paddack
Chief Executive Officer

Michael Domer
Board President

Novato Youth Center and Novato Human Needs Center past and current Board of Director Members, Advisory Members and Staff at our February 15, 2018 Merger Luncheon Celebration.
CLIENTS AND FINANCIALS

FISCAL YEAR 2018/19 OPERATING BUDGET: $3,565,276

INCOME
A: 26% Program Fees
B: 26% Government Grants & Contracts
C: 21% Foundation Grants/Individual Donor-Advised Funds
D: 27% Community & Other Funding

EXPENSES
A: 38% Child Development
B: 14% Health & Wellness Programs
C: 24% Family & Community Engagement
D: 24% Allocated Overhead, Capital Purchases, Fundraising Costs

CLIENT DEMOGRAPHICS
Total: 5,537 clients

53% Latino
23% Caucasian
18% Multi Racial/Other
3% African American
3% Asian/Pacific Islander
## Programs for the Entire Family

### Child Development

<table>
<thead>
<tr>
<th>Program</th>
<th>Clients Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Early Childhood Education</td>
<td>56</td>
</tr>
<tr>
<td>Youth Enrichment Program, Elementary School</td>
<td>118</td>
</tr>
<tr>
<td>Youth Enrichment Program, Middle School</td>
<td>46</td>
</tr>
<tr>
<td>Parent/Guardian Workshops</td>
<td>80</td>
</tr>
</tbody>
</table>

### Health and Wellness

<table>
<thead>
<tr>
<th>Program</th>
<th>Clients Served</th>
</tr>
</thead>
<tbody>
<tr>
<td>Community and School-Based Counseling</td>
<td>680</td>
</tr>
<tr>
<td>Adolescent Health Education and Peer Health Promotion</td>
<td>630</td>
</tr>
<tr>
<td>Novato Teen Clinic</td>
<td>251</td>
</tr>
<tr>
<td>Counseling Internship Training</td>
<td>11</td>
</tr>
<tr>
<td>Indoor Soccer</td>
<td>181</td>
</tr>
<tr>
<td>Zumba</td>
<td>61</td>
</tr>
</tbody>
</table>

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Youth Enrichment Program, Elementary School

Youth Enrichment Program, Middle School

Parent/Guardian Workshops

Community and School-Based Counseling

Adolescent Health Education and Peer Health Promotion

Novato Teen Clinic

Counseling Internship Training
FAMILY & COMMUNITY ENGAGEMENT

- Developmental Playgroup: 77
- Promotores/Leadership Program Volunteers: 17
- Promotores Program Clients and Workshops: 1,130
- Amigos de la Familia: 207
- Thriving Families Initiative: 114
- Community Services and Support: 1,878

TOTAL CLIENTS: 5,537

TOTAL VOLUNTEERS:
- 255 people
- 10,179 hours
Accomplishments and Outcomes

Preschool
Preschool students showed an increase in all 8 of their developmental domains. As a whole, the classroom moved at least one whole level towards mastery in 7 out of the 8 domains, as measured by the Desired Result Developmental Profile. Domains include:

- Approaches to Learning–Self-Regulation
- Social and Emotional Development
- Language and Literacy Development
- Cognition, Including Math and Science
- Physical Development–Health
- History-Social Science
- Visual and Performing Arts

Youth Enrichment Program

Elementary School: 100% of students showed an increase in Social and Emotional Development skills as measured by the Desired Result Developmental Profile.

Middle School: 80% of the students reported that they learned the skills needed to shift from a fixed mindset to growth mindset. Growth mindset results in a more positive attitude and links success to hard work rather than innate gifts. After the students participated in the G.R.E.A.T. program with the Novato Police Department, 88% of students agreed that getting involved with gangs would interfere with reaching their personal goals.

Early Childhood Education
Youth Enrichment Program, Elementary School
Youth Enrichment Program, Middle School
Parent/Guardian Workshops

100% of the ECE families reported being satisfied or very satisfied with the program. They attribute the success of the program to the high quality staff. 100% of School Age parents agreed that their child is more successful in school because of the academic and homework support they receive through the Novato Youth Enrichment Program.
HEALTH AND WELLNESS

Community and School-based Counseling
- 87% of youth clients who participated in at least 3 sessions of brief intervention demonstrated improvement in wellbeing, as measured by the Outcome Rating Scale.
- 100% of school administrators agreed NMCS' school-based counseling services contributed to an increase in student wellness.

Adolescent Health Education
Youth who participated in the Novato Teen Clinic's school-based workshops on birth control and sexually transmitted infections reported an overall increase in knowledge on these topics of 55%. Additionally, 96% of youth who attended sexual health workshops said they intended to reduce their risk for health problems by taking concrete steps such as communicating more, visiting the teen clinic, or abstaining from sex.

Novato Teen Clinic
29% of Novato Teen Clinic clients utilized a Long Acting Reversible Contraceptive, which are the most effective methods of birth control. The latest national data show usage by teens at only 5.8%.

Indoor Soccer
- 95% of youth agreed that the atmosphere was fair and appropriate.
- 95% of youth agreed that participating in the league increased the amount of time they spent being physically active.

Accomplishments and Outcomes

• Community and School-based Counseling
• Counseling Internship Training
• Novato Teen Clinic
• Adolescent Health Education and Peer Health Promotion
• Indoor Soccer
• Zumba
Accomplishments and Outcomes

Developmental Playgroup
95% of parents reported increased knowledge of methods to help their child adjust to preschool/kindergarten. Playgroup’s curriculum includes circle-time, music, literacy and small group’s activities. 90% of playgroup children improved their ability to socialize with others by year-end.

Promotores/Leadership Program Volunteers
100% of Healthy Novato Initiative partners, a group of community partners working to reduce underage drinking and drug use, reported the Promotores’ participation increased the cultural competency of prevention efforts. 100% of Promotores stated that they have experienced growth as community leaders due to their participation in the Promotores Program.

Promotores Program Clients and Workshops
100% of parent workshop participants reported that their knowledge and skills to successfully talk with their children about alcohol and drug use increased. 94% of clients who received emotional support from Promotores stated that they were able to deal more effectively with their problems.

Community Services and Support
Homelessness was prevented for 152 households who received rental assistance from NMCS. 1,183 individuals received healthy, nutritious food through the food pantry (a partnership with the SF-Marin Food Bank), and hunger was prevented.

Amigos de la Familia
100% of families who participated in the Amigos program for at least six months increased their stabilization and self-sufficiency in at least two key areas, such as parenting, safety, health, and basic needs. 76% of these families increased by at least 10%. 95% of families who were in the program at least three months did not have another incident of abuse or neglect.

Thriving Families Initiative
95% clients who engaged in at least one year of TFI increased their self-sufficiency, as measured by the Self-Sufficiency Index. 86% increased their self-sufficiency by between 10% and 73%.
With your support this year, North Marin Community Services’ team (60 Staff and 255 Volunteers) were able to serve 5,537 youth, adults, seniors and families through three program areas. The following client stories provide a few illustrations of how our programs are making a difference in the lives of people served.

**Client Story: Youth Enrichment Program, Elementary School**

A fourth grader in our program had been displaying a variety of challenging behaviors, including a lack of empathy, low self-esteem and suffering grades at school. Her behavior was making it difficult for her to form friendships and connections. Through Second Step (a social-emotional evidence-based curriculum used weekly throughout the school year), her NMCS Teacher was able to help the student work through these challenges, helping her to handle accusations, manage disappointment, find empathy with others, show compassion and take on leadership roles. The program created fluid communication with the child’s parents, ensuring consistency between NMCS and home and allowing the child to find confidence, build friendships, and work through challenges. She is now a confident student who is eager to help others. The Second Step curriculum is offered as part of our program and will support many more youth this coming year.

**Client Story: Case Management through Child Development**

As a result of providing childcare services for a single mother of three, NMCS learned that the mother was in the midst of a crisis. She was divorcing the children’s father, but did not have the support she needed and was finding it difficult to work enough hours given school pick-ups and drop-offs. The father was delinquent in child support and the mother couldn’t afford a lawyer. The mother started working with our Case Manager who helped connect her with low-cost legal services—services that ultimately helped her through her divorce and claim for child support. NMCS was able to provide childcare scholarships for all three children, as well as school pick-ups through our van service, allowing her to take on more hours at work.

**Client Story: Holiday Share**

For the past 45 years, Holiday Share has aimed to bring the magic and joy of the holidays to families who don’t have enough resources to otherwise celebrate. Last year, we were able to work with a single mother who had no disposable income to buy Christmas presents for her two children. A NMCS Case Manager registered the family for the Holiday Share program, enabling each child to receive a bag of toys carefully selected to create big smiles. Hundreds of toys are collected each year through the Novato Toy Drive hosted by the Novato Fire District. Our Case Manager was also able to connect the children to the Novato Police Department’s “Shop with a Cop” event, allowing them to purchase presents for their mother. The mother and the children could not have been more happy and grateful for the help in making this a magical moment in their lives.

**Client Story: Counseling Program**

NMCS is committed to helping students in North Marin find positive and empowering pathways through their school years. An 8th grader came to NMCS to work through family issues, self-harm risks, and great anxiety about the transition to high school. Our Therapist was able to provide tailored coping tools that allowed the student to address the core issues at home and school that were leading to her thoughts of self-harm. The Therapist and student constructed a behavior plan that was included as an addendum to the student’s Individualized Education Plan. This provided a structure for support from family, teachers, and administration. The student ended up with the tools necessary to prepare academically and psychologically for her transition, and is now doing very well at her new school.

**Client Story: Amigos de la Familia**

Amigos is a home-visit assistance program for families trying to find stability after incidents of abuse or neglect. Through Amigos, NMCS provided support to a woman whose husband had been arrested for domestic violence and who was not earning enough to cover monthly expenses. She had two toddler-age children, one of whom had been diagnosed with speech delay and autism. The family had lost their apartment and was living day-to-day with relatives. The NMCS Case Manager supported the client through a range of services, developing a plan to find stability and empowerment. Together they worked through options for housing support, childcare placements and subsidies, and speech therapy services. Our Case Manager was also able to connect her with the Center for Domestic Peace which provided an 18-month transitional housing program.

If you know of someone in-need, please let them know about our services at www.northmarincs.org.

Thank you for your continued support which makes these services possible.
North Marin Community Services (NMCS) recognizes a special group of friends whose leadership contributions have the power to help us transform lives and give hope to so many in our community. Heart of the Community donors make an annual gift of $1,000 or more to NMCS. Their support allows us to ensure clients have access to our comprehensive programs, connecting those in need to resources that strengthen skills, and support academic, emotional and physical growth. As a member of Heart of the Community, your generosity changes the course of lives and has an impact for generations to come.

We look forward to sharing with you first-hand examples of how your giving directly impacts those we serve. Your generosity provides people in-need the support they need to be successful at home, at school, and in life—lighting a pathway for brighter futures. North Marin Community Services is a tax-exempt 501(c)(3) nonprofit organization, Federal Tax ID 94-1735064. Your donations are tax-deductible to the extent of IRS tax laws.

For more information, or to join Heart of the Community, please contact us at info@northmarincs.org or (415) 892-1643, ext. 228.

**Timeline**


NHNC opened; launched Holiday Share

Novato Boys Club opened at 680 Wilson Ave Center

Renamed to Novato Youth Center; launched licensed School Age childcare

NYC launched Indoor Soccer

NHNC launched Latino outreach, Kinship Suicide Hotline, Thrift Store, Senior Transportation, Food Pantry

NHNC opened 1907 Novato Blvd Center

NYC launched Counseling Program

NHNC launched Amigos de la Familia Program

NHNC launched Rental Assistance

NYC launched Early Childhood Education

**$50,000 and above**

California Department of Education
City of Novato
County of Marin
Crescent Porter Hale Foundation
Jim Duckworth and Roberta Dixon
Ginnie and Peter E. Haas Jr.
HCA Family Fund
Marin Community Foundation
Novato Unified School District

**$25,000-$49,999**

First S Marin Children and Families Commission
Jonas Family Foundation
Kiosk Creative LLC

**$10,000-$24,999**

Dutra Museum Foundation
George H. Sandy Foundation
Google
Kaiser Permanente Northern California Community Benefits Program
Jeanne and Patrick MacLeamy
The Isabel Allende Foundation
The Presbyterian Church of Novato
W. Bradley Electric Inc.
Walter & Elise Haas Fund
Wells Fargo Foundation

**$5,000 to $9,999**

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The Frankie Poulos Foundation

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The Safeway Foundation
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Rick and Gail van Adelsberg
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**Paul Winterhalder**

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**DONOR LISTING: CONTRIBUTORS Fiscal year 2017/18**

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1999
NYC launched Teen Pregnancy Prevention
NHNC launched Families Made Whole

2004
Families Made Whole renamed to Thriving Families Initiative

2006
NYC launched Novato Wellness Center

2007
NYC launched Parent-Child Interaction Therapy

2009
NYC launched Promotores Program

2016
NYC relocated Novato Teen Clinic; launched Case Management

2018
NYC and NHNC merged; renamed to NMCS
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 45 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. We will send a card of celebration or sympathy to that special person in your life.

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. 0 for more information.
www.northmarins.org

IN YOUR NEIGHBORHOOD
Our programs are available at our two facilities (680 Wilson Avenue; 1907 Novato Boulevard); at the Novato Teen Clinic (6090 Redwood Boulevard, a partnership with Marin Community Clinics); on Novato Unified School District campuses, and throughout the community.

Freaky Friday Fundraising Event
October 19th, 2018, 6pm
Join us for a ghoulishly fun evening with dinner, costumes, raffle and more! Proceeds to benefit the programs of North Marin Community Services.

SAVE THE DATE!