2018-19 Year in Review
We empower youth, adults and families in our diverse community to achieve well-being, growth and success.

A strong community with opportunities for all.

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Susan Lauer
Alberto Lopez
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Isaac Munene
Kate Shilvock
Karen Robertson Strain

For a listing of our past Board Presidents and Advisory Board members, please visit www.northmarincs.org.
Dear Friends,

North Marin Community Services is an established 501c3 nonprofit organization that has been serving Marin for over 46 years. Over these years, we have helped more than 100,000 vulnerable people find stability, self-sufficiency and success. A vulnerable person could be a single parent working full-time and raising kids on their own, a senior on a fixed income or a teenager struggling with substance use, anxiety or depression.

Throughout the pages of this 2018-19 Year in Review, you will read about how we served 6,008 people, and connected them to essential services such as scholarships for preschool, youth enrichment programs, a weekly food pantry, emergency housing, employment assistance and mental health counseling.

We are supported by the community and work in service to those in need. Thank you to our generous donors, hardworking volunteers and dedicated staff that help us make this work possible. Together, we change lives every day.

We invite you to invest in this important work and be a part of creating a stronger community, with opportunities for all.

In Gratitude,

Cheryl Paddack
Chief Executive Officer

Karen Dillon Gifford
Board President
• Our Food Pantry Program prevented hunger and food insecurity for 1,129 people.

• Our emergency Rental Assistance Program prevented homelessness for 355 low-income seniors, adults and children.

• We brought holiday magic, toys, food, books and heart-felt joy to 415 children through our Holiday Share and Toy Drive campaign.

• Our school-based counselors provided 331 elementary, middle, and high school students with support around mental health needs such as depression, anxiety and crisis intervention through the provision of 3,600 no-cost counseling sessions to youth in need.

• Our teachers supported 194 children ages 6 months to 14 years old in increasing their social and emotional developmental skills.

• We served 45,000 balanced, nutritious meals to ensure kids’ minds, bodies and souls were nourished for optimal growth and learning.

• All 18 Promotores/Community health advocates stated that they experienced growth as community leaders due to participation in our Promotores Program.

• 237 volunteers contributed 9,638 hours of their time to help others.
Enrichment programs that 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 6 months to 5 years old; Youth Enrichment Programs for elementary and middle schoolers during the summer and afterschool; Healthy Food Program; and parent/guardian skill building workshops. For two years the ECE Program has been awarded “Mastering High Quality Standards” by Marin Quality Counts.

Health and wellness programs for individuals, groups and families to increase wellness and resiliency. Programs include: Community and School-based Counseling; Counseling Internship Program; Novato Teen Clinic’s Adolescent Health Education and Peer Health Promotion; and fitness such as Indoor Soccer and Zumba.

Comprehensive engagement programs for at-risk adults and vulnerable families. Case management, parenting education, life skills training and basic needs support (rental assistance, food pantry, holiday share, employment services, financial literacy) to maintain a healthy family environment. Programs that support immigrant and underserved families in increasing their leadership skills, health and well-being.
Mental Health Counseling Services
A ten-year-old girl came to us because of high levels of anxiety and stress. During her first session, she said, “Sometimes I feel very nervous during school and I cannot focus on my schoolwork.” Both her grades and self-esteem had dropped. During treatment, our counselor taught her mindfulness-based coping mechanisms that she could use during school. In her final session, she said, “The coping tools really help me! Often, it feels as if my anxiety is completely gone!”

Holiday Share
A single mom with a four-year-old son on a very limited income was not able to purchase a Christmas gift for her son and was distraught about disappointing him. We immediately enrolled her family in our annual Holiday Share Program, which helps ensure that all children get to enjoy the magic of the holidays. The little boy received holiday gifts, a new bike and helmet. The look of pure joy on his face while riding his first bike was priceless. The mom gushed, “My son loves his bike and rides it every day. He is a lot more active now.”
Childcare Scholarships
“I do not know what we would do without the amazing staff of NMCS. To find a place that feels like “home” to your kids is always important. The amazing teachers at NMCS have given us such relief when at work. Additionally, the support with tuition for our family has been invaluable. I do not know what we do without it. As a family of four and cost of living being so high- we struggle living in the middle (financially). Too high for most programs and support, but not enough to make it completely on our own - THANK YOU!”

“It’s great to have a safe and fun physical activity for my kid, especially on those rainy days to have an outlet for his excess energy. Love it, love it, love it!”

-Indoor Soccer Parent

Emergency Rental Assistance
A woman with two children—a victim of domestic violence —needed help with housing, as she could not support her children on her own yet. We provided three months of emergency rental assistance and connected her to additional supports.

As a result of these supports, she has been able to advance in her place of work, pay bills on time, and even has an emergency savings account. She is proud that she can now support her family without any assistance, and that her children are well.

“The staff at all levels are exceptionally caring, culturally competent and fully trained.”

“They care!”
EXPERIENCED DELIVERY TEAM

Our services are delivered by an experienced team of 300 people, 60 staff and 240 volunteers, who work together to make our mission a reality. Their wide range of professional expertise includes:

- Mental Health, Public Health, Behavioral & Reproductive Health
- Social Work & Case Management
- Child Development & Early Childhood Education
- Community Advocacy and Organizing
- Administration & Finance, Fund Development & Marketing

We are proud that over half of our staff members are bilingual (and some multilingual), enabling us to serve a culturally and socio-economically diverse mix of families in a manner that integrates and unites our community.

We measure and ensure program effectiveness through regular program evaluations—by gathering and analyzing qualitative and quantitative data, by setting annual goals that coincide with our three-year strategic plan, and by participating in external evaluations. We also regularly ask for feedback from our clients and administer satisfaction surveys. Through these mechanisms, we are able to show the life-changing impacts that result from our work, and we are pleased to share them with you.

This year we received Charity Navigator’s Four-Star Rating (their highest possible rating), and successfully completed our annual audit with full compliance. Last Fall we participated in an outside iCAT assessment (Impact Capacity Assessment Tool). The results were overwhelmingly positive: “NMCS is performing exceptionally well, indicating that the organization is very able to effectively implement its programs, realize its mission and achieve a positive impact.”

Thank you for helping us make a measurable difference in the lives of so many!
FISCAL YEAR 2019/20 OPERATING BUDGET: $4,155,059

INCOME
A: 24% Program Fees
B: 22% Government Grants & Contracts
C: 31% Foundation Grants/Individual Donor-Advised Funds
D: 23% Community & Other Funding

EXPENSES
A: 37% Child Development
B: 16% Health & Wellness Programs
C: 24% Family & Community Engagement
D: 23% Allocated Overhead, Capital Purchases, Fundraising Costs

DEMOGRAPHICS

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<thead>
<tr>
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<th>Percentage</th>
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<tbody>
<tr>
<td>Latino</td>
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<td>Caucasian</td>
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<tr>
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<td>22%</td>
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<td>African American</td>
<td>3%</td>
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<td>Asian/Pacific Islander</td>
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DONOR LISTING: HEART OF THE COMMUNITY  Fiscal year 2018-19

$50,000 and above
California Department of Education
City of Novato
Crescent Porter Hale Foundation
County of Marin
Jim Duckworth and Roberta Dixon
Ginnie and Peter E. Haas Jr.
HCA Family Fund
Gertrud Herkommer
Kaiser Permanente Northern California
Community Benefits Program
Marin Community Foundation

$25,000-$49,999
First 5 Marin Children and Families Commission
George H. Sandy Foundation
Jeanne Dinkelspiel
Jonas Family Foundation
Dean and Michele Moser
The Bothin Foundation
The William G. Irwin Charity Foundation

$2,500-$4,999
Lisa and George Bousquette
Brouwer & Janachowski Advisors
Nikki Collins
Dean Family Fund/Kathy Dean
Donald O. & Ronald R. Collins Fund
Edward J. Boracchia Foundation
Zelia and Brad Fernandes
Mark and Mary Gire
Marin Charitable
Medtronic Foundation
Steve and Michele Rempe
Donald and Gail Schreuder
Hanna and Adam Sicker
Soroptimist International-Novato
Karen Robertson Strain and Jim Strain
The Safeway Foundation
Umpqua Bank
Rick and Gail van Adelsberg
Yelp

$1,000-$2,499
Anonymous Donor (3)
Jeffrey and Nancy Amen
Robert and Lois Anderson
Lyle and Elsa Borchering
Jeff Borders
Coree and Troy Cameron
Cameron Coffey & Kaye Prof. Corp.

In memory of Rick Wernick—Board of Directors, Advisory Board and Committee member from 1989-2019. Generous honor gifts helped create the Rick Wernick Early Childhood Education Enrichment Fund, which will continue Rick’s legacy of ensuring all children have a strong start in life. Contact us to contribute to this fund.
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<th>Tier</th>
<th>Donors</th>
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<tr>
<td>In-Kind Donors $500 and above</td>
<td>Ashe Cosgrove, Inc., Christian and Jill Chase, Girl Scouts of Northern California, Kiosk, Latinas in Power, Marin Braces, Ody's Gym, Rolling Hills Club, San Francisco Marriott Marquis, Robert and Margie Semple, Charlotte and Dexter Shell, Hanna and Adam Sicker, VJB Cellars and Winery, Wellington Cellars</td>
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<td>Loyalty Circle</td>
<td>Larry and Myra Aronson, Joseph and Barbara Basso, Mary Jane Burke, Fred and Tessa Cherniss, Vince and Gerri Chisholm, Col. William Cope, Dean Family Fund/Kathy Dean, Jeannie Dinkelspiel, Alan and Roberta Dunham, Jennifer Goldfinger, Kathy and Larry Gondola, Ginnie and Peter E. Haas Jr., Gary and Judi Joseph, Richard and Nancy Kuhn, Marin Landscape Materials, Laurence and Mary Mazzotta, Bill and Vicki McDill, Dean and Michele Moser, Joyce Palmer, Pini Ace Hardware, Veronica and Gary Reed, Steve and Michele Rempe, Rotary Club of Novato, Rich and Edith Scarpa, William and Virginia Schultz, Shirley Sokolowski, W. Bradley Electric, Inc., Walter &amp; Elise Haas Fund, Paul Webster, Westamerica Bank, Tommie and Svetlana Whitener, Sandy and Brian Williams</td>
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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 46 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.

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

Please call (415) 892-1643, ext. 261 for more information.
Website: www.northmarincs.org
Email: info@northmarincs.org