



Life-Changing Impacts

 **NORTH MARIN
COMMUNITY SERVICES**

2020-2021 Annual Report



About Us

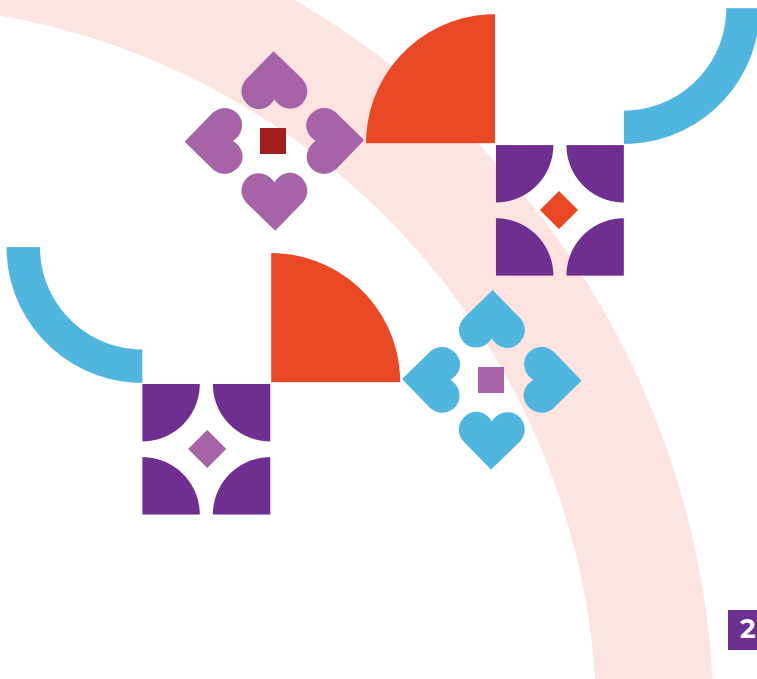
North Marin Community Services provides life-changing, comprehensive services to people in need in North Marin. This spring we will celebrate our 50th year in the community.

Mission

Our mission is to empower youth, adults and families in our diverse community to achieve well-being, growth and success.

Vision

We envision a strong community with opportunities for all.



Board of Directors

President, Rick van Adelsberg

Vice-President, Jim Correa

Treasurer, Uday Wagle

Secretary, Kate Shilvock

Nikki Collins

Jim Duckworth

Karen Dillon Gifford

Cathy Janigian

Cris Jones

Alberto Lopez

Rafelina Maglio

Aileen McGoldrick

Alejandro Menacho Molina, San Marin High

Isaac Munene

Karen Smail Poksay

Karen Robertson Strain

Rosa Velasquez, Novato High School

Chief Executive Officer, Cheryl Paddack



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

A Challenging and Rewarding Year

To Our Caring and Compassionate Supporters,

This has been a challenging and rewarding year for communities locally, nationally and globally. In North Marin, your tremendous support helped elevate the mission of North Marin Community Services (NMCS) and allowed us to quickly expand to be there for 11,000 people in need this year.

Life-changing events — illnesses, job losses, relocations, divorce, domestic abuse and the passing of loved ones — happened for thousands of people. To navigate these stressful life events, people turned to NMCS for help with rent and housing, finances, food, childcare and mental health support for depression, anxiety and feelings of hopelessness.

Fortunately, with your partnership, our team of 378 (63 staff members and 315 volunteers) was strategically positioned and ready to provide trauma informed, integrated and culturally appropriate services. Our 2020-21 Annual Report describes how impactful and life-changing our four program areas have been.

- Case Management (7,579 served)
- Mental Health and Wellness (1,853 served)
- Latinx Services (1,577 served)
- Child Development (165 served)


As the anchor safety-net provider in North Marin, we experienced a dramatic increase in the demand for our services from communities of color, underserved individuals and families adversely affected by traumatic childhood and life experiences. Our approach also includes correcting systems of inequity; when all people receive fair treatment and access to education, housing, employment and health care, we all succeed.

This year, our advocacy will focus on reducing poverty, basic needs access (rental assistance, food and childcare), preparing for public health and disaster response, voter registration, guaranteed income programs, and income tax credits. As an employer, we are committed to hiring and retaining experienced staff, offering an inclusive workplace to attract bilingual, bicultural staff, offering ongoing professional development and competitive wages and benefits. We are proud this year to have been named one of the North Bay Business Journal's Best Places to Work.


There are thousands of participant successes this year. For example, Angel, who did not join a gang and instead now aspires to go to UC Berkeley and Tiffany, who moved from living in a shelter to finding full employment, getting out of debt, and purchasing her first home (read these stories and more on pages 6 and 7). Throughout our 49 years, we have supported 100,000+ people, and this spring we will celebrate 50 years of service. We are all stewards of this grassroots anti-poverty nonprofit, which was originally founded by our caring community through the Novato Youth Center and Novato Human Needs Center.

Whether you are a long-time supporter, a founding board member, or have recently joined us, thank you for your generosity. You fuel this work and together we are creating a stronger community with opportunities for all.

In gratitude,



Cheryl Paddack
Chief Executive Officer



Rick van Adelsberg
Board President



Programs That Make a

Case Management • 7,579 participants

Providing comprehensive safety net services for vulnerable families and adults that help people work towards greater self-sufficiency.

1) Community Support Services include: basic needs support (rental assistance, food pantry, holiday share, employment services, financial literacy), case management, parenting education, and life skills training; 2) Intensive Care Coordination to help strengthen the health and wellness for North Marin's low-income residents and connect people to resources. Programs include: Amigos de la Familia, Thriving Families Initiative, School Works Initiative (prevention services for underserved students 4th-8th grade).

- Rental assistance prevented homelessness for 1,098 low-income seniors, adults and children (\$754,659 distributed)
- Food pantry prevented hunger and food insecurity for 5,079 people (1,464 households)



Mental Health and Wellness 1,853 participants

Promoting health, wellness and resiliency for individuals, groups and families. Programs include: Community and School-based Mental Health Services; Mental Health clinical training and supervision; and the Novato Teen Clinic, which offers no-cost reproductive and behavioral health services for youth ages 12-25.



Difference

Total
Participants
Served

11,174



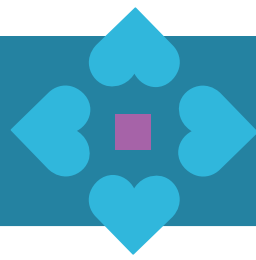
Latinx Services 1,577 participants

Providing leadership development, skill building, workshops and connection to health resources for the Latinx community through a Promotores/community health worker model. In addition, we support Newcomer students in fostering a sense of community and connection through assessment, outreach and engagement.



Child Development • 165 participants

Offering Early Childhood Education and School Age enrichment programs that support the developmental growth of children ages 2 to 14 years old, while assisting parents/guardians in the workforce through childcare scholarships and affordable fees. An inclusive and safe environment, including skill building, academic support, healthy food, and mindfulness practices. After-school/summer programs for youth K-8th grade to strengthen foundational academic practices, foster resiliency, and increase social-emotional skills and motivation, including for those who have experienced trauma or have high needs, so that each child can be successful. Developmental Playgroup for ages 2-5 years and their parent/guardian through virtual learning experience or local park meet-ups.



Life-Changing



Angel

"I'm proud of who I have become because of the support that School Works Initiative has given me. Now I wake up every day with confidence and motivation to tell myself that I can do this. I can and will accomplish my goals and go to UC Berkeley." Angel

Angel was fourteen years old when he was referred to NMCS' new School Works Initiative Program by his school's Vice Principal. Angel was trying to distance himself from a group of youth that were gang affiliated. Through this new NMCS program, Angel was connected to a specialty youth case manager and began to work with one of our mental health counselors weekly. His parents received parenting coaching and support from Isaura Resendiz, NMCS Intensive Care Coordination Manager. Through these integrated services, Angel and his family have a stronger relationship and Angel has developed new coping strategies, new friends, and his grades have improved. We also connected him to other partners including 10,000 Degrees. Angel now has a plan for college and a new path to take!



Patricia

Patricia and her husband both work and have three children. When Patricia was laid off from her job in a restaurant, the family could not make ends meet. They turned to NMCS for help with emergency financial assistance and food. Patricia's case manager, Ana Rivera, provided the couple with tools to move from financial insecurity and debt to

financial security. Patricia is now employed, has a savings account for their children's future education, and aspires to be a chef.



Tiffany

"I came from domestic violence. Me and my son tried to get away, moving from shelter to shelter just trying to make it... If it weren't for NMCS there would be no Christmas...so grateful for Isaura, the donors and the support!" Tiffany

NMCS Intensive Care Coordination Manager, Isaura Resendiz, enrolled Tiffany in our Thriving Family Initiative (TFI) program, which is a longer-term program that builds self-sufficiency. Through TFI and the help of community partners, Tiffany found housing, employment, got out of debt and became fully self-sufficient. Tiffany is now a family advocate for the Center for Domestic Peace and recently purchased her first home.



Maria

NMCS' emergency financial assistance was "a Godsend."

Maria fled her home with her four children, who ranged from newborn to 17 years old. Children and Family Services referred Maria to NMCS' Intensive Care Coordination Case Manager, Ana Rivera. Ana connected Maria to Welcoming Home, who furnished her apartment. Maria was struggling financially and we provided her with two emergency distributions of

\$500 dollars and connected her to CalFresh for food. Ana recently connected Maria to Lawyers at the Library and Bay Area Legal Aid so that she can begin securing a divorce and receive child support. Maria is out of crisis, but her journey continues as she aims to return to school to gain skills and support her family. She is proud that her oldest child was just accepted to Marin Academy and received a full scholarship.

Participant Demographics

Known demographics, duplicated count for participants who used multiple programs.

80% Latinx • **11%** White • **3%** Black

Impacts



Sylvia

"When I met Isaura (NMCS' Intensive Care Coordination Manager) she immediately became an advocate for my son and I, as well as very passionate about helping. She made it her duty to make sure my son and I had what we needed to feel safe and empowered to get through a low time in my life. I was battered emotionally and physically. I had no place to live ...

Through the sacrifice and efforts of our community in Marin county I was able to maneuver and take courage and find God...I find it valuable to be rooted in my faith to forgive and the courage to change any situation that tries to take my life. As well as help others along the way." Sylvia

Isaura supported Sylvia throughout her journey and connected Sylvia to needed emergency housing and financial assistance and to our Holiday Share Program and emergency rental assistance when she lost her job due to the pandemic.

Support for Teens

A high school student, Janelle (name changed) called the Novato Teen Clinic to ask for a reproductive health appointment. During the intake process, Janelle confided that she had thoughts of suicide, and had made a suicide attempt that she had not disclosed to anyone. Our Teen Clinic staff immediately developed a Care and Safety Plan with Janelle and her mother. Janelle began weekly therapy and art activities that helped increase her sense of self-esteem. Thanks to timely and comprehensive support, Janelle reports feeling happier and more confident.



Peavler Family

"COVID hit half way through our son's 1st grade year. The months that followed were some of the worst emotionally and academically. It was also the most emotionally taxing time for us as parents, trying to work and teach, and losing our jobs at different points.

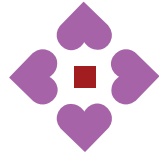


Our saving grace was when NMCS' Child Development Program opened back up. We will be eternally grateful that both our boys were able to go back. It meant so much for their

mental health. It provided a sense of normalcy and routine. It enabled our son to have the "school" structure he needed in order to have any kind of academic progress at all.

We are two working parents and for years I had long commutes. It was peace of mind knowing my children were incredibly well cared for and the staff at NMCS has my eternal gratitude."

2% Asian/Pacific Islander • **1%** Native American • **3%** multiracial/other



Award-Winning Work



Recent Recognitions

- 2021 North Bay Business Journal's Best Places to Work
- 2021 Look Who's Getting It Done Award, presented by District 5 Supervisor Judy Arnold
- 2021 Jefferson Silver Award to Cheryl Paddock, CEO, presented by KPIX and Multiplying Good
- 2021 Community Pandemic Assistance Award to Lead Food Pantry Volunteer, Cindy Stern
- 2020 Outstanding Child Abuse Prevention Award from The Marin Child Abuse Prevention Council
- 2020 Marin Quality Counts Consortia's Mastering High Quality Standards to Early Child Development Program (4 years, since 2017)
- 2019 North Bay Business Journal's CFO Recognition Award to Vanshika Nachnani

Management Team



Administration, Finance and Development

Chief Executive Officer, Cheryl Paddock; Chief Financial Officer, Vanshika Nachnani; Development Director, Stephanie Williams; Director of Operations, Paul Russell; HR Generalist, Alaine Kalder

Wellness Programs

Director of Wellness Programs, Alaina Cantor; Wellness Program Manager, Chelsea Fenton; Community Support Services Manager, Liliana Palu; Intensive Care Coordination Manager, Isaura Resendiz

Latinx Services

Director of Latinx Services, Berta Campos-Anicetti

Child Development Programs

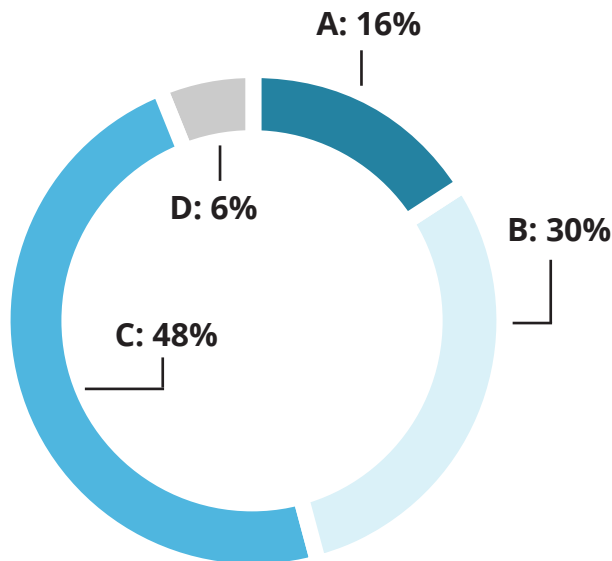
Program Manager, Emily Bugos; Assistant Manager, Angelina Susmani; Early Childhood Education Assistant Manager, Michelle Keane; School Age Assistant Manager, Anne Varner

A Model for Transparency

Financials

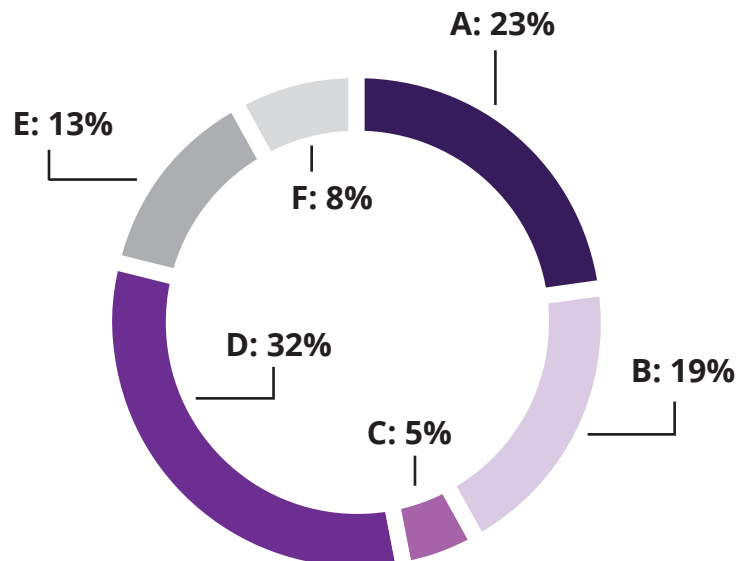
Fiscal Year 2021/22 Operating Budget:

\$5,385,993



INCOME

- A: 16%** Program Fees
- B: 30%** Government Grants & Contracts
- C: 48%** Foundation Grants/Individual Donor-Advised Funds
- D: 6%** Community & Other Funding



EXPENSES

- A: 23%** Child Development
- B: 19%** Mental Health & Wellness
- C: 5%** Latinx Services
- D: 32%** Case Management, Health & Safety
- E: 13%** Admin & Facilities
- F: 8%** Fundraising



Our Caring

Impact Circle

\$100,000+

California Department of Education
City of Novato
County of Marin
Crescent Porter Hale Foundation
Ginnie and Peter E. Haas Jr.
HCA Family Fund
Marin Community Foundation



Leadership Circle

\$50,000-99,999

Bob Brown and Angela Streheli
Dean and Michele Moser
Duckworth-Dixon Charitable Fund
Gruber Family Foundation
Margaret E. Haas
Sandro and Jeannie Sangiacomo
Together Toward Health, a program of the
Public Health Institute

\$10,000-49,999

A.O. Dragge Foundation
Anonymous Donors (3)
Bank of Marin
Beso Bistro LLC
Donald O. & Ronald R. Collins Fund
Elizabeth and Martin Sleath
First 5 Marin Children and Families Commission
Fullerton Family Foundation
Gary and Toni Bramon
George and Virginia Jurkovich
George H. Sandy Foundation
Greg Beyer and Bridgit Lappin
Jeffrey and Kathy Johnson
Jonas Family Foundation
Kaiser Permanente Northern CA Community
Benefits Program
Kira and Bradley J. Haas
Leslie and Mike Murphy
Marin Health Medical Center
Presbyterian Church of Novato
Rotary Club of Ignacio
Scott MacLeod and Linda Kislingbury
The Boris and Vera Bogart Foundation
The Isabel Allende Foundation
The Village Fund
Ultragenyx Pharmaceutical
W. Bradley Electric, Inc.
Walter & Elise Haas Fund
Wells Fargo Foundation

Heart of Community Circle

\$1,000-9,999

Alaina and Ian Cantor
Alan Brickman
Aleka Seville
All Bay Vehicle Donations
Allensby Charity Fund Trust
Amy Wright and Ed Batista
Ann and Andrew Mathieson
Anne Reed
Anonymous Donors (7)
Bay Builders, Inc
Bay City Capital Foundation
Ben and Kathy Kibbe
Betty Jo and David Rasmussen
BioMarin
Bonner-Ring Charitable Fund
Brayton Purcell LLP
California Family Resource Association
Cameron Coffey & Kaye Prof. Corp.
Carol Preisig
Carole Bennett

"NMCS has played a vital role in our community helping those who otherwise would fall through the cracks. It is important to us that this doesn't happen here. So we are happy to support you as much as we can."

Jeffrey and Nancy Amen

Catherine Skinner
Cecilia Brunner-Pierce
Cheryl and Mark Paddack
Cheryl Lind
Chevron Corporation
Chris Skinnell
Christopher and Sarah Kujawa
Col. William Cope
Denis Carrade
Diane and Scott Patterson
Dick and Fran O'Brien
Donald and Gail Schreuder
Dorothy and F. Robert Kuchem
Edward J. Boracchia Foundation
Edwin and Miriam Kaegi
Eleanor and Robert Thiel
Elfi and Charles Bakken
Eric and Karen Andresen
Eric and Marianna Nickel
Farhad Mansourian, remembering Mariam
Mansourian
Francesca Bell
Frank and Lauren Puliafico
Front Porch Realty Group
George and Sheila Bertram
Ghirardo, CPA
Good Stuff Partners
Hanna and Adam Sicker
Hannah and Bryan Stitt

Harvest Market

Hein Family Fund for Marin
Hennessy Funds
Hobson/Lucas Family Foundation
Hugh and Elizabeth Fullerton Full Circle Fund
Isaac and Annie Munene
James Cleaves
Jami Davis
Jean Gunn
Jeanne and Patrick MacLeamy
Jeanne Dinkelspiel
Jeff Borders
Jeff Doar
Jeff Qvale
Jeffrey and Nancy Amen
Jennifer Goldfinger
Jennifer Thayer
Jennifer Vraney
Jerry and Shirley Etemadfar
Jim Henderson (Legacy Gift)
Joan Ciabattari
John Musser
John Sestak
Judith and Robert Harms
Karen Robertson Strain and Jim Strain
Kate and Matthew Shilvock
Katherine Dirkes
Kathrin Dellago and Doug Dossey
Kathy Dean/Dean Family Fund
Kent and Lisa Webber
Kuvara Law Firm
Laura and Peter Meier
Laurence and Mary Mazzotta
Lisa and George Bousquette
Lisa Cimarelli
Lorne and Susan Magnone
Lydia and Kevin O'Riordan
Marin Charitable
Marin Professional Women's Network
Mark and Mary Gire
Mary Lou Coyle
Medtronic Foundation
Michael Rosenthal, DDS and Raj Anand, DDS
Molly and James Roth
Nikki Collins
Novato Grove Druids #113
Novato Unified School District - Chapter 312 CSEA
Pamela Rand-Barzakov
Paul and Jenny Miller Family Fund
Paul Lopez
Rasmussen Construction
Rick and Gail van Adelsberg
Riezman Family Philanthropic Fund
Robert and Sheryl Perez
Robert Anderson and Lois Stevens
Robert Kuste
Robert Monsour
Roberta and Mark Hoffman
Roberto and Barbara Hernandez
Roberts-Hansen Gratitude Fund
Rotary Club of Novato
Rotary Club of Novato Sunrise
Rotasa Family Fund
Sel and Nancy Eddy
Sharon Ebner

Community

Heart of Community Circle

\$1,000-9,999, continued

Sidney Stern Memorial Trust
 Soroptimist International-Novato
 St. Francis of Assisi Episcopal Church
 Stacey Kelly-Egide
 Stephanie and Benjamin Williams
 Steve and Michele Rempe
 Sutter Instrument Company
 Suzanne Lacey
 Sylvia and Zachary Mastroyannakis
 Teresa and Mitchell Nilsen
 The Albertsons Companies Foundation
 The Frankie Poulos Foundation
 The Mathews Gilkerson Family Fund
 The San Francisco Foundation
 Uday and Sharmila Wagle
 Umpqua Bank
 Vanshika Nachnani and Mandeep Singh
 Wambach Family Charitable Account
 Wednesday's Gift
 Westamerica Bank
 William and Virginia Schultz
 Zelia Fernandes and Brad Arnold

Guardian Circle

Donors that make monthly contributions

Aleka Seville
 Anonymous Donors (3)
 Betsy Guthrie
 Carol and Rich Riboli
 Chris Skinnell
 Col. William Cope
 Cristine and Brad Jones
 Dean and Michele Moser
 Diane Kelley
 Doris and Paul Schnur
 Eric and Karen Andresen
 Eric and Marianna Nickel
 Evelyn Thoma
 HCA Family Fund

Jacob Darby
 Jeff Borders
 Jeffrey and Kathy Johnson
 Jennifer Kilpatrick
 Jon McDowell
 Leland Yee
 Leslie and Jeff Belingheri
 Lighthouse Christian Church
 Lynne Bannen
 Mark Miller and Madeline Martin
 Robin and Chris Diederich
 Sharon Fertitta
 Susan and Michael Alvarado
 Terrence and Jeaneen Whistler
 William Stephenson
 Zelia Fernandes and Brad Arnold

Loyalty Circle

Individual & business donors that have given faithfully for 25+ years

Bill and Vicki McDill
 Brayton Purcell LLP
 Brian Brady
 Charlotte and Dexter Shell
 Col. William Cope
 County of Marin
 Dave and Lynn Durbin
 Dean and Michele Moser
 Gail Enos
 Gary and Judi Joseph
 Ginnie and Peter E. Haas Jr.
 Jeanne and Patrick MacLeamy
 Jeanne Dinkelspiel
 Jennifer Goldfinger
 Jenny Chingon
 Joseph and Barbara Basso
 Kathy and Larry Gondola
 Kathy Dean/Dean Family Fund
 Larry and Myra Aronson
 Laurence and Mary Mazzotta
 Marin Charitable
 Marin Community Foundation
 Mary Jane Burke
 Rich and Edith Scarpa
 Richard and Nancy Kuhn
 Rotary Club of Novato
 Sandy Williams, remembering Brian Williams
 Shirley Sokolowski
 Steve and Michele Rempe
 The Frankie Poulos Foundation
 Thomas Bales
 Tommie and Svetlana Whitener
 Veronica and Gary Reed
 Vince and Gerri Chisholm
 W. Bradley Electric, Inc.
 Walter & Elise Haas Fund
 Westamerica Bank
 William and Virginia Schultz

"It is exciting to enhance the Diversity, Equity and Inclusion program started by the diligent staff at NMCS. It is to their credit that this pebble can be dropped in the pond to reverberate throughout the community for years to come. May this program contribute by leading us into a more peaceful and aware world."

Jennifer L Miller

In-Kind Donors

\$1,000+

Cagwin and Dorward
 Candra Canning and Matt Glerum
 Charlotte and Dexter Shell
 Cheryl and Mark Paddack
 College of Marin
 Dory Weston
 Frank and Lauren Puliafico
 Girl Scouts of Northern California
 Hanna and Adam Sicker
 Josh and Kate Chassman
 Kaiser Permanente Public Affairs
 Karen and Robert Gifford
 Kate and Matthew Shilvock
 Marin Independent Journal
 Microsoft
 Mission Committee of the Presbyterian Church of Novato
 Nicasio Valley Farm
 Redwood Credit Union
 Rotary Club of Novato
 Sparkle Foundation, Inc.
 The Principal
 Ultragenyx Pharmaceutical
 Unicorn Group
 Vintage Oaks Shopping Center
 Vintage Wine Estates
 W. Bradley Electric, Inc.

Special thanks to the SF-Marin Food Bank for their partnership in our work.



"We are long-time supporters of NMCS, as their work encompasses the issues that matter most to us in our community: food insecurity, healthcare for uninsured and underinsured people, and education."

Martin and Elizabeth Sleath



Help Us Make More Life-Changing Impacts

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. Donors that give monthly at any level are warmly welcomed into our Guardian Circle.

Make a Celebration 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.

The Legacy Circle

"The idea that we should love our neighbor is embraced by all the major faith traditions and even by those who are not religious. I wanted to give a lasting gift to do just that for my neighbors, here in this community that's become my home, and I can see no better way to do that than by a Legacy gift to North Marin Community Services." Anonymous Legacy Circle Member

Please call (415) 892-1643, ext. 261 for more information.

www.northmarincs.org | donate@northmarincs.org

Mailing address: 680 Wilson Ave, Novato, CA 94947

Tax ID: 94-1735064

***Thank you for fueling this work and enabling life-changing impacts for people in North Marin.
Together we are strengthening our community and creating opportunities for all.***

Mark Your Calendar

Thriller Thursday, October 21

Join us for our free, virtual Halloween fundraiser on October 21st, 6-7pm. A benefit to support the increased demand for our mental health care and case management services. Register now at www.northmarincs.org.

Holiday Share and Toy Drive Campaign, December 18

Continuing this 49-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.