Life-Changing Impacts
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
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
**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.
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 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!

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!”

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.

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.

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.
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 ...” 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.

Peavler Family
“COVID hit halfway 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.”

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.

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 Paddack, 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 Paddack; 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

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<th><strong>EXPENSES</strong></th>
<th><strong>A: 23%</strong></th>
<th><strong>B: 19%</strong></th>
<th><strong>C: 5%</strong></th>
<th><strong>D: 32%</strong></th>
<th><strong>E: 13%</strong></th>
<th><strong>F: 8%</strong></th>
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<td>Child Development</td>
<td>23%</td>
<td>Mental Health &amp; Wellness</td>
<td>19%</td>
<td>Latinx Services</td>
<td>5%</td>
<td>Case Management, Health &amp; Safety</td>
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<td>Admin &amp; Facilities</td>
<td>13%</td>
<td>Fundraising</td>
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<th><strong>INCOME</strong></th>
<th><strong>A: 16%</strong></th>
<th><strong>B: 30%</strong></th>
<th><strong>C: 48%</strong></th>
<th><strong>D: 6%</strong></th>
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<td>Program Fees</td>
<td>16%</td>
<td>Government Grants &amp; Contracts</td>
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<td>Foundation Grants/Individual Donor-Advised Funds</td>
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<td>Community &amp; Other Funding</td>
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**GUIDESTAR PLATINUM TRANSPARENCY 2021**

**CHARITY NAVIGATOR**

**Four Star Charity**

**WELLNESS JOURNAL**

**BEST PLACES to Work**
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

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

Leadership Circle
$50,000-99,999
Bob Brown and Angela Strebel
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
Ultradynex Pharmaceutical
W. Bradley Electric, Inc.
Walter & Elise Haas Fund
Wells Fargo Foundation

“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 Paddock
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 Pulifaco
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 Cleavins
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 Shilovick
Katherine Dirkes
Kathrin Dellago and Doug Dossey
Kathy Dean/Dean Family Fund
Kend and Lisa Webber
Kuvara Law Firm
Laura and Peter Meier
Laurence and Mary Mazzotta
Lisa and George Bousquettet
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
Robert Monsour, remembering Mariam Mansourian
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
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

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

In-Kind Donors  
$1,000+
Cagwin and Dorward  
Chandra Canning and Matt Glerum  
Charlotte and Dexter Shell  
Cheryl and Mark Paddock  
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

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

“**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*

“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.northmarinscs.org | donate@northmarinscs.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.northmarinscs.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.