



A Community Anchor for 50 Years

 **NORTH MARIN
COMMUNITY SERVICES**

2021-2022 Annual Report



200,000 People Served Since 1972

About Us

North Marin Community Services provides life-changing, comprehensive services to people in need in North Marin. We are honored to 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.



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

FY22/23

Board of Directors

President—Rick van Adelsberg

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Karen Robertson Strain

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Alejandro Menacho Molina

Sanaa Wiley

Chief Executive Officer

Cheryl Paddack



**Mark your calendar
for Saturday,
December 17, 2022**

This year marks our 50th Holiday Share and Toy Drive! Experience the joy of giving. Visit www.northmarincs.org in November to sponsor a local family, volunteer, or be a Holiday Share corporate sponsor for this heart-warming community event.

Dear Caring Supporters,

Please accept our deepest appreciation for ensuring that safety net services are available to people in need in North Marin. This past year we served **10,579 children, adults, and seniors** because generous community advocates like you made gifts to our organization—monetary donations, lending your expertise, or choosing to work or volunteer with us. We thank you and are grateful that you choose North Marin Community Services to help lift neighbors during these challenging times.



The pandemic continues to impact the social, economic, and environmental well-being of the most vulnerable people in our community. These impacts are increased for our participants who have been adversely affected by intergenerational poverty, trauma, and lack of opportunity.

Your partnership with us is important now more than ever. As the community anchor organization serving basic needs in North Marin, we will continue to see increased demand for services. Our whole family approach ensures individuals and families have access to comprehensive, trauma informed support designed to foster resiliency and strengthen community. Our pathways to programs ensure that participants will be assessed for all of our programs and services, no matter which door they enter through. Our team of 320 (65 staff and 255 volunteers) is well-positioned and ready to serve from our inclusive workplace that is the most diverse in its 50-year history.

Together, we continue to advocate for policies and services that benefit underserved communities and promote racial justice. Our wide-ranging efforts help reduce poverty by improving access to basic needs such as food, rental assistance, housing, and childcare for working families. We also provide mental health care, disaster preparedness and response, climate action, voter registration, and educational opportunities. In all these programs, our approach is to correct systems of inequity as advocates for social justice.

We believe that when all members of a community receive equitable access to education, housing, employment, and health care, the community at large is strengthened.

Please enjoy reading our 2021-22 Annual Report that highlights participant successes and the impacts of our programs and services. This year our ability to increase and deepen our services was possible because of your thoughtful support.

Everyone deserves a chance to succeed in a strong community with opportunities for all. You are receiving this annual report because you have helped bring gainful employment, mental and physical health, housing, healthy meals, educational opportunities, and more to 200,000+ people in our community over the past 50 years. We are truly grateful for your partnership.

In appreciation,

Cheryl Paddock
Chief Executive Officer

Rick van Adelsberg
Board President



Programs and Services that Strengthen

Case Management • 4,678 Participants

Our team of eight experienced bilingual and bicultural case managers support families through crisis with a goal to achieve well-being and self-sufficiency. Services may be short-term or long-term based on the participants' needs and circumstance, which may include job loss, health emergency, or a family fleeing domestic abuse. Our services include: emergency rental assistance; weekly food pantry distribution (in partnership with SF-Marin Food Bank); Holiday Share; employment counseling and financial education; and connecting adults to key resources including Legal Aid of Marin, College of Marin, ESL classes, CalFresh, and more. Our Intensive Care Coordination Services provide longer-term, intensive supports and include Amigos de la Familia, Thriving Families Initiative, and School Works Initiative programs.



Impacts:

- Emergency rental assistance enabled 586 people to stay in their homes.
- Hunger was prevented for 2,016 people (seniors on fixed incomes, children living in poverty, single parents, and others in need) through our weekly food pantry and CalFresh enrollment.
- 468 children received gifts for the holidays through Holiday Share and Toy Drive.
- 268 children and families participated in our Thriving Families Initiative and Amigos de la Familia Programs.



Mental Health and Wellness • 3,332 Participants

Our 18 mental health professionals serve children through seniors and ensure all in our community have access to timely, affordable care. Students and their families can access no-cost, school-based mental health at five Novato Unified School District (NUSD) schools. Teens and young adults ages 12-25 can receive no-cost, confidential reproductive and behavioral health services at the Novato Teen Clinic, a partnership between NMCS and Marin Community Clinics. Youth, families, and adults in the community can access high quality and affordable mental health support at our 680 Wilson Ave. location (sliding fee and no-cost care available based on eligibility). We provide workforce development, offering mental health clinical training and supervision to therapists obtaining licensure.



Impacts:

- Novato Teen Clinic Staff and Peer Health Promoters greatly exceeded outreach and health education goals this year, serving 2,156 youth in our community.
- 151 teens and transitional age youth were screened for behavioral health-related concerns and/or received access to critical behavioral health and reproductive care services.
- 568 NUSD students and their family members received mental health screening and support, including crisis interventions, individual, and group therapy sessions.





Latine Services 2,390 Participants



NMCS has the longest established Promotores Program in Marin County. Our 21 volunteer Promotores participate in leadership training and skills development to lift up and connect our Latine community to critical health information, educational opportunities, and emotional support and services.

Impacts:

- Provided support to 120 Newcomer students to foster a sense of community and connection through assessment, outreach, and engagement.
- As lead to the Novato Community Response Team, NMCS developed a vast outreach network and with our 21 Promotores and community partners helped reduce the number of eligible, yet unvaccinated people in Novato by 68%, facilitated 6,419 COVID vaccinations, and distributed more than 5,500 COVID tests.



- In June 2022, in collaboration with the City of Novato, NMCS launched an equitable climate action initiative to engage vulnerable populations and help mitigate climate change.
- 100% of Promotores stated they experienced personal growth from participating in our Promotores Program.

"Each training is an opportunity to open new doors of knowledge and personal growth, and prepare to be better Promotores and communicators in the Novato community." —NMCS Promotora



Child Development • 179 Participants

Our Child Development Program supports the developmental growth of children from 2-14 years old and helps parents/guardians access financially sustainable care through scholarships and affordable fees. An inclusive, safe learning environment, parent and child workshops, healthy food, and trauma-informed care support the whole family and create opportunities for all to be successful. Specific offerings include: no-cost developmental playgroup for children 2-5 years old and their parents/guardians; early care and education that strengthens the social-emotional, linguistic, cognitive, and physical development of children 2-5 years old; and after-school and summer enrichment program for K-8th graders that fosters resiliency, social-emotional wellness, and includes memorable off-site field trips.



Impacts:

- 67% of Child Development families received financial support, enabling them to work, attend school, and advance their economic well-being.
- We served 30,362 nutritious meals to our students.
- 85% of parents/caregivers reported their child's enrollment made it easier for them to keep their jobs.
- 83% of parents/caregivers reported their child is more successful in school due to NMCS' academic and homework support.



Sharon

"How am I going to make it?"

This is what Sharon thought when overwhelming medical bills from cancer treatments and surgeries depleted her savings. A friend told her about North Marin Community Services. Sharon's son drives her to our food pantry every Tuesday. When they arrive, a regular food pantry volunteer hugs Sharon and another volunteer says she is beautiful every time she sees her.

Sharon says the NMCS volunteers and staff are "just wonderful!" Sharon's resilience and grateful spirit bring joy to our staff and volunteers each week.

NMCS continues to distribute fresh food to twice the number of families since the pandemic began.

"They are happy and they are giving of themselves. I love it there. I just love it!" —Sharon

Tanya

Tanya was very sick and in a coma for three months. During that time, she lost her housing and then experienced homelessness with her children. Tanya was connected to our Amigos de la Familia Program and her case manager, Isaura Resendiz, helped her secure permanent housing; basic home furnishings through Welcoming Home; and connected her to critical medical supports, including regular doctor visits and food. The stable home that was created enabled all of Tanya's children to live together under one roof. Tanya's teenage son recently said:

"I'm so grateful for everything you have done for us. I'm so grateful for you finding a house for us. Another thing I am grateful for is you bringing back my little sister to us. Thank you for the food, clothing, and furniture. God bless you and I hope you keep changing people's lives."

Dylan and Family

When Stephanie Meza's son, Dylan, suffered a massive hemorrhagic stroke, NMCS was there for Dylan, his two sisters, and their whole family.

"They went above and beyond to make sure Dylan had the best care when it was time for him to return... If it wasn't for them, I don't know what I would do. Dylan has been a student there since he was 1.5 years old, and so was I when I was a child. I've always thought so highly of this childcare center and admire the care they provide for all the families in Marin. Thank you NMCS for your impeccable service!" —Stephanie Meza



Participant Demographics

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

61% Latine • **22%** White • **4%** Black

Wellness and Success



Nancy

Nancy came to NMCS seeking rental assistance. A single parent with two daughters, she was working as a head cook at a school and needed financial help when the school closed during the summer. Intensive Care Coordination Manager, Isaura Resendiz, noticed Nancy's strong motivation and invited her to join our Thriving Families Initiative (TFI) Program.



Nancy's goals in the TFI Program included becoming a US citizen, obtaining a culinary certificate, and getting a better paying, year-round job. Isaura connected her to partner services that could help her achieve her goals and checked in every month to provide support.

As part of the TFI Program, Nancy received financial literacy support and created a working budget for her family. Working with immigration services from Canal Alliance, Nancy became a US citizen in January 2019! She graduated from Homeward Bounds' 10-week Fresh Start Culinary Program in January 2022 with a full-time job in Santa Rosa and an updated resumé. Nancy is now the Head Cook at NMCS where she is fully employed throughout the year. Nancy is expected to graduate from TFI in November 2023.

Alejandro

Alejandro is a 13-year-old NUSD student who participates in his church's youth group and enjoys selling Mexican candy in his neighborhood during school breaks. However, in school he was struggling with his behavior, attendance, and academics. His school referred him to our School Works Initiative Program (SWI). Once in SWI, Alejandro and his parents signed a contract to improve his frequent tardiness and low grades. NMCS Specialty

Youth Case Manager, Darlene Hoglund, worked with Alejandro to identify and pursue his goals, and Alejandro shared his plan to improve his academic performance. Within months there was a transformation in Alejandro! He started getting perfect attendance and was proud of his improving grades.

Alejandro is always willing to give new opportunities a chance. This summer, he attended a local summer camp with financial support from SWI. It was his first time going to camp, and he enjoyed every minute of it.

"I get to go places that I would never get to go to!" —Alejandro



4% Asian/Pacific Islander • **1%** Native American • **8%** multiracial/other

Our Team's Expertise

Our services are delivered by a diverse, experienced team with the following expertise:

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

Management Team

Administration, Finance, and Development

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

Wellness Programs

Director of Wellness Programs, Alaina Cantor, LCSW; Clinical Director, Maria Rea, LMFT; Community Support Services Manager, Liliana Palu; Intensive Care Coordination Manager, Isaura Resendiz

Latine Services

Director of Latine Services, Berta Campos-Anicetti; Program Manager, Maria Rea, LMFT



Child Development Programs

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



Thank you to our dedicated volunteers!

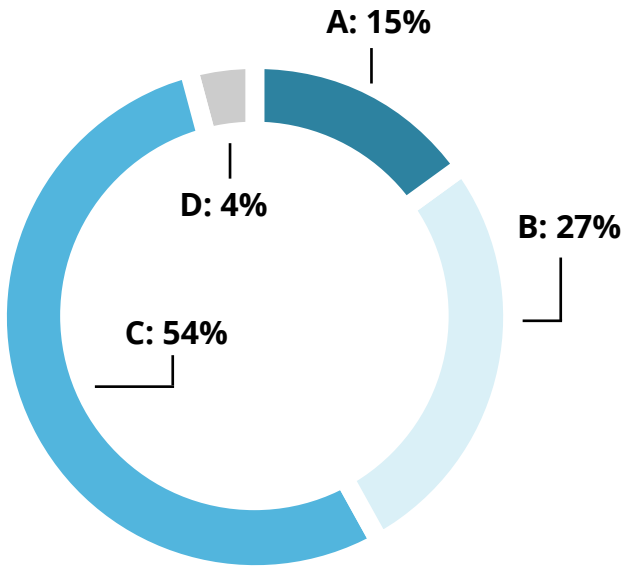
255 volunteers • 12,300 hours

A Model for Transparency

Financials

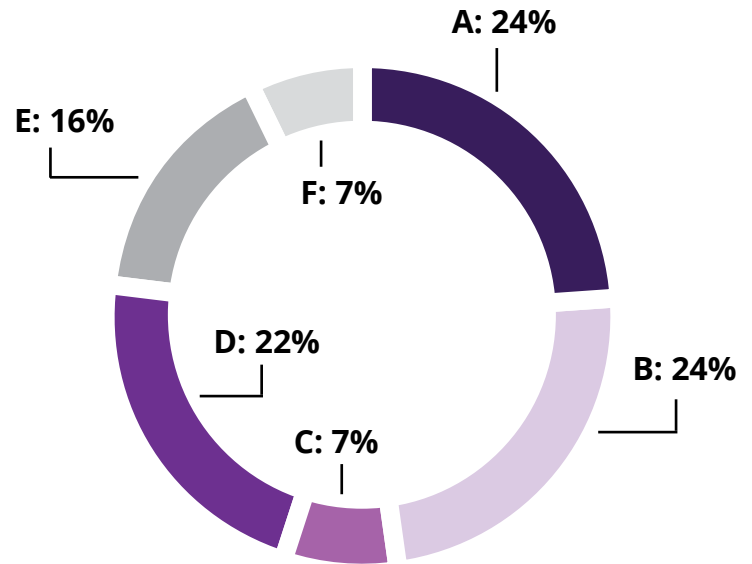
Fiscal Year 2022/23 Operating Budget:

\$6,441,508



INCOME

- A: 15%** Program Fees
- B: 27%** Government Grants & Contracts
- C: 54%** Charitable Giving (Individuals, Foundations & Businesses)
- D: 4%** Other Funding



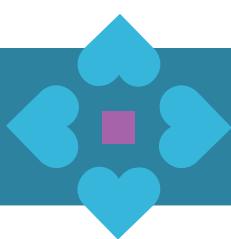
EXPENSES

- A: 24%** Child Development
- B: 24%** Mental Health & Wellness
- C: 7%** Latine Services
- D: 22%** Case Management, Health & Safety
- E: 16%** Admin & Facilities
- F: 7%** Fundraising

Recent Awards

- CEO Cheryl Paddack—recipient of the 2021 Jefferson Silver Award, presented by KPIX and Multiplying Good
- Director of Latine Services Berta Campos-Anicetti—recipient of North Bay Business Journal's 2021 Latino Business Leadership Award
- CFO Vanshika Nachnani—recipient of North Bay Business Journal's 2019 CFO Recognition Award
- CVNL Heart of Marin Achievement in Nonprofit Excellence Award, received January 2022
- 2021-2022 Marin Quality Counts Consortia's Mastering High Quality Standards, Early Child Development Program





In Partnership

Impact Circle

\$100,000+

County of Marin
Crescent Porter Hale Foundation
Ginnie and Peter E. Haas Jr.
HCA Family Fund
Marin Community Foundation
State of California

Leadership Circle

\$50,000-99,999

Anonymous
Bob Brown & Angela Strehli
Dean and Michele Moser
Gary and Toni Bramon
George H. Sandy Foundation
Gruber Family Foundation
James Duckworth & Roberta Dixon
Life Science Cares
Nancy H. and James Kelso Fund
Sutter Health

Leadership Circle

\$10,000-49,999

A.O. Dragge Foundation
Anonymous
Bank of Marin
Beso Bistro LLC
Brayton Purcell LLP
First 5 Marin Children and Families Commission
FP Builders
George and Virginia Jurkowich
Greg Beyer & Bridgit Lappin
Hugh and Elizabeth Fullerton
Jeffrey and Kathy Johnson
Jonas Family Foundation
Kaiser Permanente Northern CA Community Benefit Programs
Kira and Bradley J. Haas
Knoles Family Charity Fund
Marin Child Care Council
Marin Health Medical Center
Mike and Leslie Murphy
Partnership HealthPlan of CA
Patricia and Roy Swaney
Presbyterian Church of Novato
Redwood Credit Union
Sandro and Jeannie Sangiacomo
Scott MacLeod & Linda Kislingbury
The Isabel Allende Foundation
The Morris Stulsaft Foundation
The Village Fund
Ultragenyx
W. Bradley Electric, Inc.
Walter & Elise Haas Fund
Wells Fargo Foundation



"We have lived in Novato since 1970 and very early on felt it was important to give back to the community. In early years we contributed token amounts yearly but realized the need has gotten bigger so it's reasonable to help even more. Each year as we read the accomplishments in the NMCS annual report, we realize we have given to the right place. We hope others will read this report, note what is being done, and join others to help our community." —Gary and Toni Bramon



Heart of Community Circle

\$1,000-9,999

Aileen and Glen McGoldrick
Aleka Seville
Alpha Wealth Management
Amy Wright & Ed Batista
Ann and Andrew Mathieson
Anne Reed
Annie and Isaac Munene
Anonymous (5)
Anthony and Martha Eason
Arlene Mulligan
Autodesk Corporation Foundation
Ben and Kathy Kibbe
BioMarin
Brouwer & Janachowski Advisors
Carol Preisig
Catherine Skinner
Center for Volunteer & Nonprofit Leadership
Cheryl and Mark Paddack
Cheryl Lind
Chevron
Chris Skinnell
Christopher and Sarah Kujawa
City of Novato
Col. William Cope
Cristine and Brad Jones
David and Nancy Zanardi
David Guggenhime
David Mazzera
Kathy Dean/Dean Family Fund
Denis Carrade
Denise Cutler
Diane and Scott Patterson
Donald and Gail Schreuder
Doris and Paul Schnur
Drysdale Community Foundation
E. May and Steven Gotanda
Edward J. Boracchia Foundation
Elizabeth and Martin Sleath
Eric and Lauren Mitchell
Farhad Mansourian
Francesca Bell
Front Porch Realty
Fullerton Family Foundation
Gabrielle Griffith
Gerald Cahill & Kathleen King
Gertrud Herkommer
Ghirardo, CPA
Golden 1 Credit Union
Greg and Linda Rice
Hannah and Bryan Stitt

Hennessy Funds
Hobson/Lucas Family Foundation
Hugh and Elizabeth Fullerton Full Circle Fund
Jami Davis
Jean Gunn
Jeanne and Patrick MacLeamy
Jeff Borders
Jeff Doar
Jeffrey and Nancy Amen
Jennifer Goldfinger
Jennifer Vraney
Joan Ciabattari
John and Jennie Gill
John Musser
Josh and Kate Chassman
Judith and Robert Harms
Karen and Mark Hein
Karen Robertson Strain & Jim Strain
Kate and Matthew Shilvock
Katherine Dirkes
Kathrin Dellago & Doug Dossey
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Laura and Peter Meier
Laurence and Mary Mazzotta
Lavenia Sue Brown
Lisa and George Bousquette
Lorne and Susan Magnone
Lou and Tami Fehrenbacher
Louis O'Brien
Love2Dance/Tara-Caprice Broadwater
Lyle and Elsa Borcherdig
Marin Charitable
Marin County Parks
Marin County USBC Association
Marty and Andrew Regis
Medtronic Foundation
Michael Rosenthal, DDS and Raj Anand, DDS
Miriam Kaegi
Molly and James Roth
Nikki Collins
Oak River Insurance Company
Patrick DeLoach
Paul and Deirdre Lopez
Pini Ace Hardware
Richard and Cathy Janigian
Richard and Linda Tarrant
Richard and Nancy Kuhn
Richard Heath and Associates
Rick and Gail van Adelsberg
Riezman Family Philanthropic Fund
Robert and Karen Kustel
Robert Anderson & Lois Stevens

Heart of Community Circle

\$1,000-9,999 *continued*

Roberta and Mark Hoffman
 Roberts-Hansen Gratitude Fund
 Rotary Club of Ignacio
 Rotary Club of Novato
 Rotary Club of Novato Sunrise
 Sara Wardell-Smith & Bruce Raabe
 Saxon Holt
 Securian Financial Foundation
 Sel and Nancy Eddy
 SF-Marin Food Bank
 Shirley Sokolowski
 Shirley Twitchell
 Sjaak's Organic Chocolates
 Soroptimist International of Novato
 Stephanie and Benjamin Williams
 Steve and Michele Rempe
 Susanna Boeck
 Sutter Instrument Company
 Sylvia and Zachary Mastroyannakis
 The Frankie Poulos Foundation
 The Heck Foundation
 The Mathews Gilkerson Family Fund
 The Sax Agency
 The Stanley S. Langendorf Foundation
 The William H. Donner Foundation, Inc.
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 Tom Keena & Diane Campbell
 Truist Foundation
 Uday and Sharmila Wagle
 Umpqua Bank
 Vanshika Nachnani & Mandeep Singh
 Veronica and Gary Reed
 Wambach Family Charitable Account
 Westamerica Bank
 William and Virginia Schultz
 Zelia Fernandes & Brad Arnold

Guardian Circle

Monthly contributors

Aleka Seville
 Andrew Peasley
 Anonymous (2)
 Betsy Guthrie
 Brian and Leslie Benjamin
 Brian Calder
 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
 Erin O'Grady
 Evelyn Thoma
 HCA Family Fund
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 Jami Davis
 Jeff Borders
 Jeff Doar
 Jeffrey and Kathy Johnson
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 Jon McDowell
 Kathleen Conte
 Leland Yee

Leslie and Jeff Belingheri
 Lighthouse Christian Church
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 Mary Beth and Robert Wheeler
 Mary Lou Coyle
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 Robin and Chris Diederich
 Saxon Holt
 Sharon Fertitta & Aileen Friedman
 Susan and Michael Alvarado
 Suzan Spry
 Terence and Jeaneen Whistler
 William Stephenson
 Zelia Fernandes & Brad Arnold

Loyalty Circle

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

Alan and Roberta Dunham
 Allison White
 Anne and Tim Varner
 Anonymous (2)
 Bank of Marin
 Bill and Vicki McDill
 Brayton Purcell LLP
 Brian Brady
 Charlotte and Dexter Shell
 City of Novato
 Col. William Cope
 County of Marin
 Crescent Porter Hale Foundation
 Dave and Karen Kenyon
 Dave and Lynn Durbin
 Dean and Michele Moser
 Frances and Marek Bozdech
 Gail Enos
 Gary and Judi Joseph
 Gerald and Donna Peters
 Ghirardo, CPA
 Ginnie and Peter E. Haas Jr.
 Jan La Torre
 Jeanne and Patrick MacLeamy
 Jennifer Goldfinger
 Joseph and Barbara Basso
 Kaiser Permanente Northern CA Community Benefit Programs
 Kathy and Larry Gondola
 Kathy Dean/Dean Family Fund
 Laurence and Mary Mazzotta
 Marin Charitable
 Marin Community Foundation
 Mary Jane Burke
 Michael and Sheila Rokeach
 North Bay Lighting & Electrical
 Novato Police Officers Association
 Pini Ace Hardware
 Rich and Edith Scarpa
 Richard and Nancy Kuhn
 Rotary Club of Ignacio
 Rotary Club of Novato
 Rotary Club of Novato Sunrise
 Sandy Williams
 Shirley Nye
 Shirley Sokolowski
 Soroptimist International of Novato

"During these especially challenging times we are blessed to be able to support an organization that truly cares for and serves our community on multiple levels. Thank you North Marin Community Services!" —Terry and Gene

Steve and Michele Rempe
 Susan Wernick
 Terry Kelso
 The Frankie Poulos Foundation
 The Morris Stulsaf Foundation
 Tommie and Svetlana Whitener
 Veronica and Gary Reed
 Vince and Gerri Chisholm
 W. Bradley Electric, Inc.
 Westamerica Bank
 William and Virginia Schultz

In-Kind Donors

\$1,000+

Alicia Al Rescate Hair Salon
 Bob Doulan
 Cheryl and Mark Paddock
 CLIF Bar & Co
 Costco Wholesale Corporation
 Davis Family
 Desire to Inspire Studios Foundation
 Equip Sports
 ExtraFood
 Ford Lincoln Fairfield
 Girl Scouts of Northern California
 Kaiser Permanente Northern CA Community Benefit Programs
 Karen and Robert Gifford
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 Marin Independent Journal
 Nicasio Valley Farm
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 PRANDI Property Management
 Redwood Credit Union
 Rotary Club of Ignacio
 Rotary Club of Novato
 San Marin Girls Basketball
 Sonoma-Marin Area Rail Transit (SMART)
 Sparkle Foundation, Inc.
 Tim and Beverly Noonan
 Trader Joe's
 Unicorn Group
 Vintage Wine Estates
 W. Bradley Electric, Inc.
 Wednesday's Gift



Special thanks to SF-Marin Food Bank for their contribution of 337,783 pounds of food.



680 Wilson Avenue
Novato, CA 94947



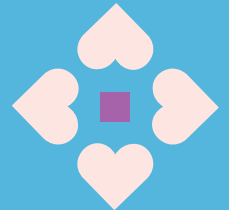
Invest in your community with a legacy gift that will impact generations to come.

"It was easy to make a planned gift to NMCS, and I encourage everyone to leave a legacy. It gives me comfort and joy to know I will be furthering the causes I care about after I've left this world." —Anonymous

Contact us at (415) 892-1643, ext. 261 to envision your legacy today.

Other ways to connect with your community

- Join our Guardian Circle and give monthly
- Make a gift to celebrate someone you love
- Buy a gift for a child in need during Holiday Share
- Sign up for our monthly E-news
- Volunteer!
- **Learn more at: www.northmarincs.org/connect**



We welcome your participation

As we create our next three-year strategic plan, we invite you visit, call, or email to let us know what NMCS means to you and our community.

***Your support has a
positive impact locally.
Thank you.***

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

www.northmarincs.org | donate@northmarincs.org

Mailing address: 680 Wilson Ave, Novato, CA 94947

Nonprofit Tax ID: 94-1735064