



IN SUPPORT OF

ALL OF US

COMM  
UNITY  
ACTION  
MARIN



IN YOUR  
CORNER



AFTER PAYING FOR RENT  
IN MARIN COUNTY,

Latinx households are left with

**\$16,367**

while White households are left with

**\$59,304**

# THE PROBLEM

Marin County is one of the wealthiest counties in the United States. But the realities for some here are no different than in far less affluent places.

**GETTING BY AND GETTING AHEAD HAVE BECOME HARD FOR MANY RESIDENTS.**

For almost a third, just meeting basic needs means living paycheck to paycheck. With no savings to fall back on to fix a car, recuperate from illness or accidents, or find new housing or work, many are forced to make difficult choices—sometimes between putting food on the table for their families or paying rent.

In a recent four-year period, the cost of living in Marin has risen a staggering 48 percent. The burden is not equally distributed, however. Income inequality in Marin is among the highest in the nation,

**“I HAVE NEVER BELIEVED MORE IN THE POWER OF WHAT’S POSSIBLE than I do at this agency. In times like these, with so much at stake for people of color and low income, we must do all that we can to change how we do business and what we fight for together. I am proud to stand in solidarity with community and colleagues for an equitable Marin County.”**

**CHANDRA ALEXANDRE, CEO**

and race plays a large role in who is well off and who is not. Fewer than 45% of African American and Latinx households in Marin make enough to get by each month, compared to nearly three-quarters of White households.

The challenge before us is to meet the most basic of needs for all residents and to ensure that what has kept us from realizing our dreams today doesn’t hinder the possibilities and potentials of our children tomorrow.

# ONE OF MORE THAN A THOUSAND COMMUNITY ACTION AGENCIES ACROSS THE NATION BORN OF THE ECONOMIC OPPORTUNITY ACT OF 1964.

## COMMUNITY VOICE

The agency reserves 1/3 of the seats on its board of directors for the communities we serve. This ensures that people of low income have a say in the services provided, and it ensures community voice in decision making.

## ENLIVENING MARIN'S NONPROFIT LANDSCAPE

We have incubated a number of mission-aligned nonprofit partners, including:

- > Homeward Bound
- > Ritter Center
- > Farmer's Market



"We must open the doors of opportunity. But we must also equip our people to walk through those doors."

LYNDON B. JOHNSON

## WHY US?

Founded in 1966, Community Action Marin is the official anti-poverty agency of Marin County

### EXPERIENCE

The agency has over five decades of experience rooted in the lived experience, strengths, and innovations of the communities we serve.

### MEETING COMMUNITY NEEDS

We listen to the needs of our community, connect families with the right supports to boost their skills and resources, and help to ensure that as Marin prospers, all of us can thrive.

### WHOLE-FAMILY APPROACH

Poverty is a problem that requires multi-faceted and creative solutions. Our work is driving a comprehensive approach to

empowering whole families across generations. Partnerships in community help us tackle both every day and more pervasive challenges, such as inequities in education and housing. We provide bundled services along the crisis-to-thriving continuum as we also take on systemic and structural challenges at the heart of poverty today.

As costs continue to skyrocket, the time for a solution is now. Together, we are building momentum for a county ready to seize opportunities and make a difference for all of us.

### WE ARE COMMUNITY

Employing over 300 people, many of whom are bilingual and

bicultural success coaches and preschool teachers working on the front lines, our staff are daily providing healing-centered approaches to helping families. We reflect the heartbeat of our community and help to represent the voice of those we serve.

With funding from community and government, our agency has helped over 150,000 people get skills, address emergency needs, obtain a high-quality early education for their children, gain confidence and financial stability, recover well-being, and build thriving lives and families.

# OUR SERVICES

We offer bundled services to ensure that every individual and family receive what they need in support of their well-being and dreams. With a no-wrong-door approach to working with community members, we help people not only with their greatest need, but also with the services that will best help them on the road to self-sufficiency.



## THE SAFETY NET PROGRAM

Many Marin residents experience hardship every day. More than 31 percent make less than what is needed to cover basic expenses such as food, clothing, and rent; and for people of color, that figure exceeds 55%. Wages are lagging behind the increasing cost of living and of those who fall

**CHILD POVERTY**  
for all Marin families is **9.7%**  
but for Latinx families, it is **25.4%**

short of what they need to get by each month, nearly 20% are two-income households.

Living paycheck to paycheck like this, even small emergencies can be catastrophic. Our safety net services help ensure that a setback does not turn into a crisis. Our work targets needs that other forms of assistance may miss. We make rent and mortgage

payments when illness or job loss strike. We provide security deposits to help families put a roof over their heads. And we are there to pay for heating, electricity, and food for seniors when they cannot make ends meet.

Still, for all we are able to do, there are many we must turn away due to limited funding and restrictions on who is eligible for those funds. For every family we can help with rental assistance, there are five or more individuals between 18 – 54 who have an urgent need that we cannot fulfill. We want to do more.

“I was at the end of my rope and didn’t know where to turn. Without Community Action Marin being in my corner, my kids would’ve gone hungry.”

AUDREY, COMMUNITY MEMBER AND SUCCESSFUL WORKING MOM



## MENTAL HEALTH

Poor mental health is a significant issue in communities of low income. Financial strain takes a toll, and a lack of support systems can intensify the impact of economic instability or existing mental health challenges. Lack of health insurance and other barriers to medical care can also negatively affect well-being.

Our Mental Health services offer an atmosphere of warmth and caring relationships to help people living with mental illness find their own way to thrive. We are committed to teaching, empowering, and advocating for our clients, and we provide a variety of services free of charge to those with a mental illness as well as to their family members and friends.

### IN COMMUNITY WE RECOVER!

“Working at the Enterprise Recovery Center helped me so much. I felt no stigma there for having a mental illness. Instead, I found renewed self-respect for the counseling and support I gave others.”

LOUISA



Community Alternative Response & Engagement (CARE) Teams help our homeless population find resources and trusted relationships.

### SPOTLIGHT STORY:

## LIZ CAME TO THE AGENCY SEEKING ASSISTANCE IN BUILDING A BETTER LIFE FOR HERSELF AND HER YOUNG SON.

“Seventeen years ago,” Liz says, “I was married to a man who physically abused me and emotionally abused my young son.

I HAD NO CAREER, NO EXPERIENCE, AND NO MONEY. I SOUGHT HELP AND SAFETY FROM THE COMPASSIONATE AND SKILLED PROFESSIONALS WORKING ON COMMUNITY ACTION MARIN’S MENTAL HEALTH TEAMS.

With their help, I fled that relationship safely. I also received rental assistance and professional training from the agency.”

Liz took full advantage of a range of services and eventually joined the staff.

**SPOTLIGHT STORY:**

# FROM HOMELESS TO AN 800 CREDIT SCORE.

Suffering from complex mental health challenges that made finding work difficult, Bless had been homeless for 14 years. Our staff offered help obtaining a housing voucher, but this was only the beginning of his journey. With no credit rating, landlords were reluctant to take a risk renting to him.

**“THE LONGER YOU STAY HOMELESS, THE MORE YOU THINK THERE’S NO ANSWER, NO SOLUTION, AND YOU’RE TRAPPED BEING HOMELESS,”** Bless says.

With nine rejections in hand, he came back to the agency and began working with one of our coaches. Building a good credit score required discipline, and the process gave him other skills to ensure his continued financial security. Bless learned how to create a budget, live with it, and make the most of the money he had. Soon, he found that he was no longer out of money before the end of the month. With his coach and a group of friends he made through our programs, Bless developed the knowledge, skills and support he needed to keep his financial life under control, and keep a roof over his head.



## ECONOMIC OPPORTUNITY & WORKFORCE DEVELOPMENT

We promote prosperity and hope through a powerful set of financial, tax and workforce development services.

**COACHING SUPPORT.** Offering one-on-one financial coaching carried out over a period of at least six months, we help participants not only to identify their goals, but to realize them. People get assistance with budgeting, make savings plans to start new businesses, build better credit scores, and powerfully gain control of their money. Currently, we have a waiting list for community members seeking our coaching services and are working to meet the tremendous need there is for support on the road to self-sufficiency.

**MEANINGFUL WORK.**

We know that caring for children is a gift and a necessity for working parents, for those seeking employment, and for others getting a degree or job training. There is an acute and growing need for qualified early childhood education specialists. We partner

with people of low-income to develop the credentials they need to succeed in this field as we seek to meet the demand for free and affordable high-quality care. Our one-year program includes coursework at College of Marin, a teaching internship, and ongoing support as specialists launch their careers. To better meet the real needs of community, particularly in infant and toddler high-quality care, we would like to offer more opportunities for more people each year to join our workforce.

**616**

**MARIN RESIDENTS** got a collective

**\$1,042,589**

in tax refunds in 2018



## SERVICES FOR CHILDREN

**EARLY CHILDHOOD EDUCATION.**

A child’s early years are critical. High-quality care and education in the years before five have a significant impact on academic, and ultimately, on life success. But such childcare can be too expensive for many people just getting by in Marin.

For 30 years, our agency has made sure that all children have a good start by providing free and affordable high-quality early childhood education for people of low-income. Today, we help to develop the early cognitive and social-emotional skills of nearly 1,000 children each year at over



**30,000+**

**CHILDREN HAVE GRADUATED** from our high-quality early education programs ready for school and life success

20 locations throughout the county. Every year, we make capital improvements to our sites to ensure the safety and well-being of children, and we are regularly in need of funding to support vibrant learning and teaching environments.

**FOOD JUSTICE.**

With a focus on healthy eating and the nutritional benefits of fresh, local, and organic food, we provide breakfast, lunch, and snack each day to the children in our programs. Prepared at our central kitchen and increasingly using the produce from our own production farm, our meals are culturally appropriate and delicious. The kitchen also plays a role in our growth as we look to new sources of revenue and workforce development opportunities.

# ENVISIONING EQUITY

Living in Marin County can be difficult for anyone, yet a person’s race is the most reliable predictor of outcomes.

**MARIN RANKS**

**#1**

of all California counties in racial disparities across indicators of health, education, and well-being among its residents

We hold a shared vision for equity: Those who live, work, and visit Marin, including all racial and ethnic groups, experience fair and just inclusion. We act together to rectify historic patterns of racial, class, and gender marginalization, ensuring that all see themselves reflected in decision making and that all can participate, prosper, and reach their full potential.

While the overall poverty rate for the county is 5.6%, it is more than three times greater for:

**AFRICAN AMERICANS AT**

**17%**

**AND LATINX HOUSEHOLDS AT**

**18.9%**



"We are now faced with the fact that tomorrow is today. We are confronted with the fierce urgency of now. In this unfolding conundrum of life and history, there is such a thing as being too late. This is no time for apathy or complacency. This is a time for vigorous and positive action."

DR. MARTIN LUTHER KING, JR.

# WHY NOW?

**MARIN COUNTY IS CHANGING.** While the problems we face today are not unique to Marin, we have the opportunity to uniquely address them.

Across the country, inequity is growing, the wealth gap widens, and more and more Americans are struggling to keep pace with rising costs and the changing landscape of work. Yet in our county, we have unparalleled

resources, and many are stepping up to make a public commitment to eradicating the racial and economic injustices that persist. At the state level, advocacy is in action for increased prosperity and well-being, with budgets

proposed that invest in the health and financial security of all residents. As a community, the time is now to support the American dream for all who live, work, play and serve in our beautiful county.



# THE SOLUTION:

As an agency, we work to create and sustain social change. Whether through direct services, a whole family approach to well-being, or community building to create visibility and voice with those we serve, our efforts are:

- > **INCREASING AWARENESS**  
and agency among individuals and families
- > **STRENGTHENING ACCESS**  
to resources, services, and power in community
- > **CHANGING CULTURE**  
and practice through both trauma-informed and equity lenses
- > **FOSTERING EQUITY-ALIGNED POLICIES**  
and building organizational capacity as a thought leader and driver of change



# HOW WILL WE GET TO BETTER OUTCOMES FOR ALL?

**OUR MISSION:** We make it possible for people to achieve well-being by providing the education, mental health, and vital services they need. Together, we break down the barriers that get in the way of fair and lasting change in service to better outcomes for all.

## 1. LEVERAGE OUR LEGACY & EXPERIENCE IN MARIN COUNTY

- > Over 50 years of work meeting the needs of people of low-income

## 2. STRENGTHEN A COMMITMENT TO EXCELLENCE AND INCREASE VISIBILITY & VOICE

- > Providing the high-quality services our community needs to thrive
- > Taking a stand for our staff, our neighbors, and our community through education, advocacy, and action

## 3. GROW MOMENTUM FOR EQUITY AND FOSTER SUSTAINABILITY

- > Create pathways to pay equity for our staff
- > Strengthen strategic partnerships and collective impact approaches aligned around a racially and economically equitable county
- > Use data and connect across our programs and services to meet people where they are and map the road to their dreams as trusted allies on the journey

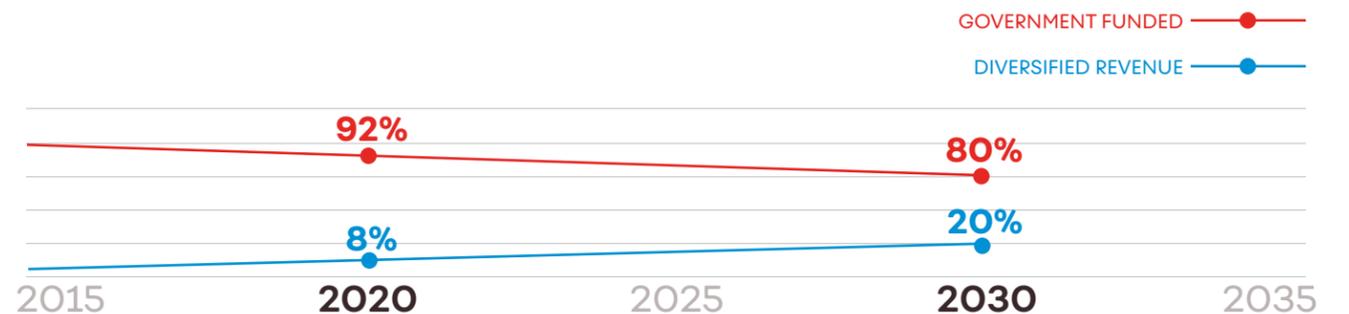
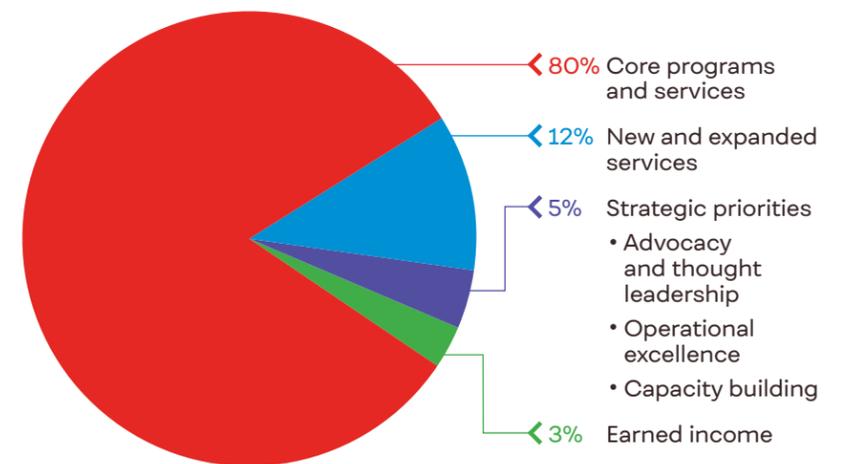
# WE'RE FOR MARIN, BY MARIN.

Community Action Marin is seeking to **increase its budget to \$25M** over the next decade and to diversify its funding base to better meet the community needs of today and anticipate the needs of tomorrow.

## \$25M BY 2030

### HIGHLIGHTING THE NEXT DECADE

- Strengthening workforce development
- Building community power and equity initiatives
- Direct services are meeting needs and changing lives
- Strategic partnerships leveraged for collective impact



# WHAT YOUR GIFT WILL DO

**\$2,500**

= **HELP ONE ADULT** through peer specialist support through our mental health drop-in services

**\$5,000**

= **PROVIDE AN UNEMPLOYED MOTHER** a chance for a career in our early childhood education training and apprenticeship program by funding the supplies and transportation needs she has during the program cycle

**\$7,500**

= **GIVE ONE YOUNG PERSON** a better future through youth mentorship in English or Spanish

**\$10,000**

= **ALLEVIATE AN URGENT SHORT-TERM CRISIS** for a family through safety net services including emergency financial support for food, rent, and necessities



**PROVIDE AN UNEMPLOYED MOTHER A CHANCE FOR A CAREER**

**\$25,000**

= **GET 10 HOMELESS PEOPLE** the stability they need to navigate the housing system and find community resources to meet their needs

**\$30,000**

= **HELP A CLASSROOM OF PRESCHOOL CHILDREN** learn by providing a healthy breakfast, lunch, and snack for one year

**\$50,000**

= **STRENGTHEN AGENCY TRAINING AND EDUCATION FOR STAFF** across all teams with a focus on technology, motivational interviewing, and our whole family approach to service delivery

# JOIN US!

BE PART OF A BETTER FUTURE FOR ALL OF US IN MARIN.



"Community Action Marin is striving daily to offer programs and services of the highest quality. On behalf of the foundation, I am pleased to support the agency's work to move Marin residents of low income to economic security."

SHIRIN VAKHARIA, DIRECTOR OF HEALTH & AGING, MARIN COMMUNITY FOUNDATION

**\$65,000**

= **SUSTAIN OUR PRODUCTION FARM** with a teacher leader at our high-quality preschool to educate children and support families with fresh food

**\$75,000**

= **ESTABLISH A CREDIT COACH** in one of several high-need areas in the county

**\$100,000**

= **CREATE CAREER PATHWAYS IN EARLY CHILDHOOD EDUCATION** for 10 low-income parents, and help solve a critical teacher shortage by expanding the pool of talented educators in Marin

**\$150,000**

= **FUND OUR CENTRAL KITCHEN** to create social enterprise pathways for workforce development and apprenticeships

**\$250,000**

= **SUPPORT OUR THOUGHT LEADERSHIP AND ADVOCACY EFFORTS FOR EQUITY** in Marin and California: educational equity, affordable housing, and movements for change

**\$500,000**

= **FUND OUR EARLY CHILDHOOD EDUCATION TO K-12 PIPELINE** of empowered educators of color initiative

OUR VISION

ALL OF US IN MARIN  
HAVE AN EQUAL  
OPPORTUNITY  
TO LIVE OUR LIVES  
WITH DIGNITY  
AND RESPECT.

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