

2025 IMPACT REPORT

# MEETING THE **MOMENT**

COMM  
UNITY  
ACTION  
MARIN





Dear Friends and Supporters:

Marin is at a pivotal moment. In a county where prosperity often masks deep inequities, individuals and families are struggling to put food on the table, keep a roof over their heads, and access the opportunities that so many take for granted. **The challenges are urgent, and the stakes are high**—for children, for families, and for the future of our county.

At Community Action Marin, **we are meeting the moment** by responding quickly and thoughtfully, addressing a full spectrum of needs and speaking up for change in alignment with our values.

Through our Whole Family Approach, we meet people wherever they are. Every program and service we offer works together to address immediate challenges while building long-term stability and hope.

**The stories and outcomes that follow are proof that timely, intentional action transforms lives.**

Today, I invite you to **make an investment** in this work to move your commitment into action. Your support ensures that we can continue to meet urgent needs, respond to crises as they arise, and build a Marin where everyone can belong, contribute, and thrive.

With gratitude,

**Chandra Alexandre**  
Chief Executive Officer



[camarin.org/donate](https://camarin.org/donate)



## Meet Monica & Hanna

"Community Action Marin has definitely made me feel safe and comfortable. It's been literally a lifesaver for me to come and ask for help there and feel literally safe."

[camarin.org/monica](http://camarin.org/monica)

## Whole Family Approach

In Marin County, our collective prosperity can be deceiving. While the county is known for its wealth, more than **14% of residents live in poverty**\*—over 35,000 people struggling each day to secure housing, food, and opportunities that many take for granted. Beneath the surface of an affluent county, the reality is that many families struggle for the basics, and the stark needs often go unseen.

At Community Action Marin, we are changing what's understood about Marin and are addressing the problems in our midst. Through a **Whole Family Approach that tackles issues across generations**, we strengthen possibilities for children, parents, and individuals, creating stability and hope. Our work in community builds trust. Our team listens deeply and learns

what will make the greatest impact. For one family, it might be securing childcare so a parent can keep working or attending classes. For another, it could mean job training, financial coaching, or nutritious meals.

What we do is intentionally interconnected. A family receiving housing support may also need food assistance or childcare. A parent in workforce training might also need credit and budgeting coaching to succeed. Staff work together as Success Coaches and respond in ways that foster lasting change.

This is the power of CAM's Whole Family Approach—and it's how we are building a Marin where everyone has the chance to feel secure and reach their full potential.

\*ppic.org/blog/poverty-varies-widely-across-californias-regions

**17,000+**

**SERVICES DELIVERED  
COUNTYWIDE**

From Marin City to Bolinas,  
people get needed support

**2,500+**

**PEOPLE FOUND  
STABILITY**

Jobs secured • Housing  
gained • Basic needs met

**70%**

**OF FAMILIES RECEIVED  
MULTIPLE SERVICES**

CAM staff deliver a  
people-centered approach



## Meet Jacob's Family

"Jacob wasn't talking. He was two years old, about to turn three. It has been wonderful to receive Community Action Marin's support, because they were able to help us with his development."

[camarin.org/jacob](http://camarin.org/jacob)

## Children & Family Services

Early childhood education is all about brain-building, laying the foundation for future success. In fact, research shows that the first five years of a child's life are the most critical, shaping how they learn and grow. But in Marin, high-quality early education comes at a steep price, often costing families more than \$36,000 a year.

With **17% of children in our county living in poverty\*** and others supported by caregivers and families living paycheck to paycheck, **Marin families need access to free and affordable high-quality early education.** With Head Start and California funding leveraged for impact, this is what CAM's Children & Family Services team provides to families across the county.

In state-of-the-art classrooms within nurturing and safe environments, children learn through play, build relationships, and develop kinder-

garten readiness skills. Teachers inspire creativity, problem-solving, and social and emotional growth every day. Coaches on the frontlines like Family Advocates and Home Visitors work alongside parents, sharing age-appropriate activities, modeling positive interactions, building parenting confidence, and supporting family goals.

The ripple effects are profound: **children enter kindergarten ready to succeed, and both families and our shared community grow stronger.** Parents gain the stability they need to work and pursue their own education. People are able to plan for the future and become changemakers in their own neighborhoods. By investing in high-quality early education, CAM helps families build a strong foundation that transforms lives across generations and benefits the whole of Marin.

\*ppic.org/blog/poverty-varies-widely-across-californias-regions

600+

CHILDREN

received high-quality  
early education and  
after-school support.

95%

OF PARENTS

experienced less  
stress and  
greater resilience.

94%

OF PARENTS

reported that  
CAM helped  
them maintain  
employment.

87

CHILDREN

graduated  
kindergarten-ready.



## Housing Justice

Did you know that in Marin, **two-thirds of low-income households spend more than 50% of their income on housing**?\* This is unsustainable, and it's a reality that touches every part of our community. When individuals and families struggle to make ends meet, the impacts are widespread: schools face teacher shortages, health care services experience longer wait times, small businesses reduce hours due to staffing challenges, and caregivers become increasingly scarce. Housing stability isn't just a roof over someone's head—it's the foundation for strong, connected communities.

CAM's Housing Case Management and Homeless Outreach teams work hand-in-hand with individuals and families to prevent eviction, secure emergency assistance, and navigate the rental market if displacement occurs. For transitional age youth ages 18-24, our staff offer

housing support as well as personalized guidance and resources to support their continued growth and independence.

CAM's work confidently supports all aspects of the path toward stable housing, from working with landlords, to making referrals to supportive services, to ensuring access to benefits that strengthen long-term housing security. Our team's expertise informs our policy advocacy to improve housing for all. Combining immediate relief with system change efforts helps to increase housing stability at individual, family, and community levels. With housing stability, relationships across Marin foster the creation of vibrant places to work, serve, play, and grow.

**Safe and affordable housing is a launching point for personal and professional transformation**, and CAM is there alongside our friends and neighbors every step of the way.

\*camarin.org/community-data



## Learn about TAY

Transitional Age Youth are 18 to 24 year old young adults within Marin who are... trying to survive night to night, alone, without the support of anyone."

[camarin.org/tay](http://camarin.org/tay)

**862**

**PEOPLE**

avoided utility shut-offs,  
keeping homes  
safe and warm.

**398**

**PEOPLE  
AVOIDED EVICTION**

with emergency  
rental assistance.

**54**

**PEOPLE**

secured  
stable housing.



## Meet Edith

"I'm proud of myself for defeating the fears that I had, the fear of thinking that I wasn't going to make it—that I might fail. I definitely took a big risk, but it was totally worth it."

[camarin.org/edith](http://camarin.org/edith)

## Economic Justice

Everyday expenses can quickly overwhelm people, no matter how hard or how much they work. Full-time jobs alone are often not enough to pay rent and put food on the table. In Marin, a single parent with two children must earn **\$86.12 per hour\***—more than five times California's \$16.50 minimum wage—to make a livable wage. In a county with one of the highest costs of living in the state, **having a job does not necessarily mean financial stability.**

This is where CAM's Economic Justice team helps individuals and families. Through one-on-one financial coaching, tax assistance, and support accessing public benefits, staff help people to rebuild credit, manage debt, and create realistic budgets. We create pathways for participants to access training and

apprenticeships—such as our Early Childhood Education Pathways to Success program—while offering wraparound coaching and support that remove barriers and empower individuals to achieve their goals. This can include child-care, emergency food boxes, and referrals to legal services.

**Skill development, access, and confidence building are at the heart of our work.**

At CAM, we help our community members navigate complex financial systems and job searches with both self-determination and knowledge. Our team is proud to help people meet immediate obligations while also investing in their future planning and career development. The result is increased financial stability for the long term.

\*livingwage.mit.edu/counties/06041

**78%**

**OF FINANCIAL  
COACHING  
CLIENTS**

improved their  
financial well-being.

**15**

**APPRENTICES  
GRADUATED**

from the Early Care & Education Pathways to Success workforce program.

**50%**

**OF FINANCIAL  
COACHING  
CLIENTS**

increased  
their savings.

**\$495K**

**RETURNED TO  
COMMUNITY**

through federal  
and state tax  
return assistance.



## Meet Chef Jose

"I grew up in Mexico City. When I was a kid, I didn't have any food to eat sometimes.

And one day, I promised myself that I would help kids to get something to eat."

[camarin.org/chefjose](http://camarin.org/chefjose)



## Food & Climate Justice

Hunger in Marin doesn't always look as we might expect. It's surprising to many that even in our affluent county, 1 in 5 people in Marin are food insecure.\* Even for families with full-time earners, making ends meet often means facing impossible trade-offs between rent, utilities, and groceries.

**Over 30,000 people—including children—quietly struggle to get nutritious food each day. In the past year, 67% of low-income residents in Marin experienced food insecurity.\*\***

CAM's Food and Climate Justice team confronts inequities head on, offering access to nutritious, culturally appropriate food for people across generations. They provide immediate relief with nutrient-dense snacks and meals, including breakfast and lunch, for over 550 children in our early education classrooms. They bring older adults together over meals that provide nourishment, companionship, and moments that

enrich lives. These solutions are part of the fabric that strengthens families and communities.

Hands-on engagement lies at the heart of our approach. Our organic Production Farm and Learning Garden serve as living classrooms where children and families learn how to grow their own produce and prepare food. Programs also promote environmental stewardship and community resilience. Children and adults gain knowledge in composting, waste reduction, seasonal eating, and sustainable agriculture.

By connecting food access with education and environmental responsibility, CAM cultivates a local food system that **nourishes families today and builds skills and resources for the future**.

Through this work, our team helps families overcome immediate challenges, embrace healthier habits, and participate in a community where access to nutritious food is a right, not a privilege.

\* extrafood.org

\*\* camarin.org/community-data

**170,000**

**MEALS**

prepared and served to children and older adults countywide.

**606**

**CHILDREN**

in our early education program received nutrition education.

**3,000+**

**POUNDS**

of fresh produce grown and distributed to low-income households.

**387**

**CHILDREN**

received hands-on, experiential gardening education.



## Well-Being In Our Own House

Meaningful change in the community begins with the people who make it happen every day. That's why CAM continues to advance to a **livable wage for all 250 staff**.

On July 1, 2025, CAM raised its **entry-level wage from \$23/hour to \$24/hour**. This increase marks five years of moving its baseline wage by an average of 10% annually, far outpacing federal cost-of-living adjustments and both state and local minimum wages.

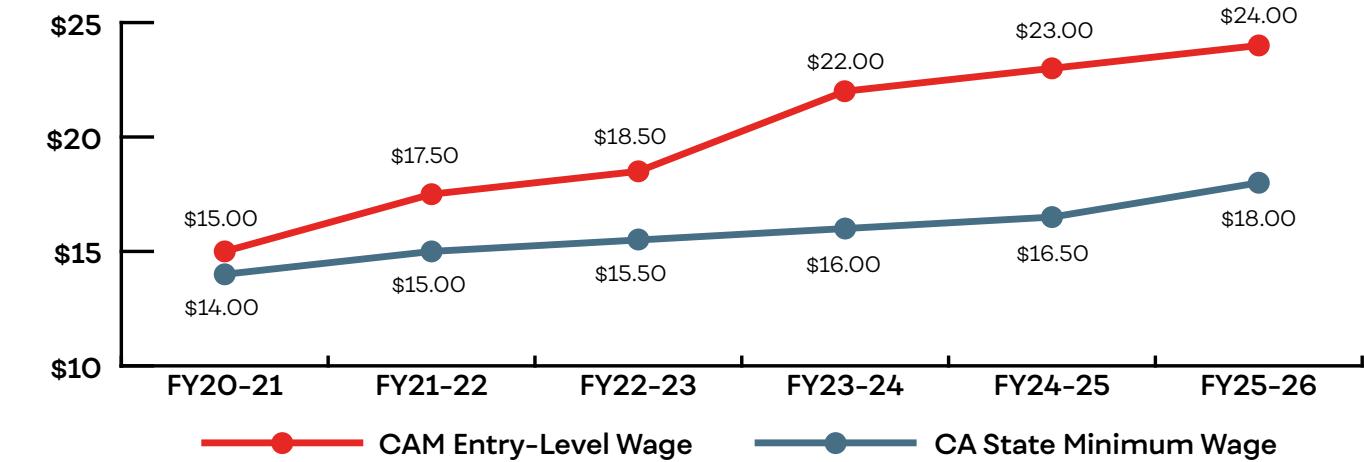
This intentional investment as part of CAM's **Equity & Well-being Roadmap** reflects a commitment to staff appreciation, learning and

professional development, and pay equity.

As one of the largest employers in the county, **this is the foundation for successful anti-poverty movement building**. We must do the work in our own house so that we can do better in the work of helping people and changing lives in the communities we serve.

Through leverage of government investment, careful stewardship of resources, and strategic use of unrestricted funding, CAM has achieved what many in the nonprofit sector consider impossible: consistently advancing pay equity while strengthening mission every step of the way.

**CAM Entry-Level Wage v. CA State Minimum Wage**





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CORNER

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Community Action Marin is a 501(c)(3) non-profit anti-poverty agency that helps people throughout Marin County achieve well-being, dignity, & hope.