



COMM
UNITY
ACTION
MARIN

STEP UP FOR MARIN

JOINING TOGETHER FOR AN EQUITABLE COMMUNITY

EVERYONE DESERVES TO LIVE WITH DIGNITY AND RESPECT

Marin County is one of the wealthiest counties in the United States. Yet many in our community go without the basics of healthy food, affordable housing, and a living wage.

Income inequality in Marin is among the highest in the nation, and race plays a large role in who is well off and who is not. 95% of Black households and 73% of Latinx households in Marin are struggling to make ends meet compared to 29% of white households.

Almost a third of Marin residents live paycheck to paycheck, just to meet basic needs. 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.

\$167k

what a family of four in Marin requires to cover their basic needs each year

37%

percent of households in Marin do not earn enough income to make ends meet. For people of color, that figure exceeds fifty-five percent

6.8%

percent of residents ages 65+ in Marin live in poverty

1 in 5

families (and 1 in 3 seniors) in Marin struggle to put food on the table

18.9%

the poverty rate for Latinx households in Marin, three times greater than the overall poverty rate for the county

WE NEED POLICIES THAT PRODUCE EQUITY

MANY IN OUR COMMUNITY ARE LEFT OUT OF THE SOCIAL AND ECONOMIC BENEFITS THAT A LARGE NUMBER OF US ENJOY.

Inequities rooted in public policies and systems have resulted in Marin being a state leader in racial disparities across many indicators of health and well-being. We also have one of the largest wealth gaps in the nation.

Without deliberate action to advance racial and economic justice through changes to policies and systems, the status quo creates and perpetuates inequities at every turn.

Creating a plan to move Marin County into an equitable future requires an approach that takes bold steps forward. Now is the time to ensure that all Marin County residents can thrive.

The challenge before us is to meet the most basic of needs for all residents by providing a safety net for those most vulnerable, while also supporting individual hopes and dreams starting with early education, workforce development, and job opportunities that provide

a foundation for all to thrive. We must come together in community, a diverse array of voices raised together to create and advance public policies that achieve justice and equity for all of us.

"I'VE SEEN HOW COMMUNITY ACTION MARIN HAS STRENGTHENED ADVOCACY to keep people housed and safe during the pandemic. They have taken on challenges no one else could sustain through homeless outreach, mental health, and basic needs. As a neighbor in Marin, I'm so proud to stand with CAM in the work of achieving an equitable recovery."

ISABEL ALLENDE, AUTHOR

WE ARE MARIN'S OFFICIAL ANTI-POVERTY AGENCY

POVERTY IS A PROBLEM THAT REQUIRES MULTI-FACETED AND CREATIVE SOLUTIONS. COMMUNITY ACTION MARIN TAKES A COMPREHENSIVE APPROACH TO EMPOWERING WHOLE FAMILIES AND PEOPLE ACROSS GENERATIONS.

- **PEOPLE OF LOW INCOME** and communities of color across our county are our collaborators in this work.
- **PARTNERSHIPS IN COMMUNITY** help us tackle both every day and more pervasive challenges, such as inequities in education and housing.
- **TRANSFORMING SYSTEMS** together with our Marin neighbors helps to close the gap between rich and poor among us.



COMMUNITY ACTION MARIN

FOUNDED in 1966

DESIGNATED as the county's official anti-poverty agency in Marin in 1967

EMPLOYING over 200 people countywide

10 LOCATIONS throughout the county provide early education and safety net services

Assist over **7,000 HOUSEHOLDS** annually

500+ CHILDREN A DAY learn and play at our high-quality, free, and affordable child development centers

TOGETHER WE CAN MAKE A DIFFERENCE FOR ALL OF US

COMMUNITY ACTION MARIN IS MEETING PEOPLE WHERE THEY ARE.

DECADES OF EXPERIENCE

The agency has over five decades of experience rooted in the lived experience, strengths, and innovations of the communities we serve. We provide bundled services along the crisis-to-thriving continuum, and take on the challenges at the heart of poverty today.

WE ARE COMMUNITY

Employing over 200 people, many of whom are bilingual and bicultural success coaches and preschool

teachers working on the front lines, our staff provide healing-centered approaches to helping people every day.

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

STRATEGIC TARGETS...
OUR MEASURABLE IMPACT OVER THE NEXT FIVE YEARS WILL FOCUS ON:

1. EXPANDING ECONOMIC OPPORTUNITY

via workforce development, financial wellness, and asset building pathways

2. INCREASING HOUSING STABILITY

via resources and supports for those who are unhoused or at risk of homelessness

3. ENHANCING INDIVIDUAL AND FAMILY WELL-BEING

via early childhood education, income and family supports, and mental health resources

LEVERS FOR CHANGE

BUILDING AN ANTI-POVERTY MOVEMENT IN MARIN

SHIFT the Narrative and Create New Mindsets.

ADVOCATE to Change Systems

BUILD Power with People

PROVIDE Community-Responsive Services

BRIGHT SPOTS OF INNOVATION AND SUCCESS

AT COMMUNITY ACTION MARIN, WE HELP INDIVIDUALS AND FAMILIES MEET THEIR BASIC NEEDS AND GET ON A PATH TO SELF-SUFFICIENCY AND THRIVING. THE AGENCY'S WHOLE FAMILY APPROACH WORKS TO ENSURE THAT NEEDS ARE MET AND OUTCOMES AT THE INDIVIDUAL, AGENCY, AND COMMUNITY LEVELS ARE ACHIEVED TO STRENGTHEN WELL-BEING.

AS A COMMUNITY ACTION AGENCY, the array of services we provide promote racial and economic equity by addressing the real and varied needs of individuals and families who lack the income to be self-sufficient.

Achieving well-being and support for individuals and families across Marin County involves constant innovation to adapt to the unique character of our community. We're thrilled to showcase some of the recent bright spots that we achieved in collaboration with partners.

THE ROAD TO SELF-SUFFICIENCY

This six-month program, now in its second year, is for up to 72 individuals across three cohorts and is designed to help residents in Marin secure employment

and overcome barriers along the way. The effort, funded primarily by the California Employment Development Department, focuses on an individual's strengths and offers job placement support in high demand fields, including hospitality, commercial driving, early childhood education, and more.



Participants work with a team of success coaches from each department at Community Action Marin to create an individualized career, stability, education, and forward-looking plan. Participants gain valuable insight about available supports from childcare to increasing their financial health and overall well-being.



DRIVING TO SUCCESS

Working with Vivalon, we began a commercial driver's license training academy to make living-wage jobs possible for more people. The program launched with behind-the-wheel and classroom instruction to prepare participants to successfully pass DMV written exams and field tests. The first driver academy participant graduated in August 2022.



STRENGTHENING FOOD SERVICE CAREERS

We partner with Homeward Bound of Marin to support job placement in the food services industry. We work together through existing program models to strengthen the successful Fresh Starts Culinary Academy and Economic Justice SparkPoint services by offering career coaching, financial literacy skill building, as well as outreach

support to students in both English and Spanish. The collaboration focuses on employment readiness and job placement to ensure graduates are successful in securing meaningful employment once they complete the program.

FEEDING OLDER ADULTS IN MARIN

As more people are aging into poverty, we now provide healthy meals to seniors at four community centers and day homes from Southern Marin to Novato. Our agency was awarded a county contract made possible by the federal Older Americans Act Congregate Meal Program, and the team is taking on private contracts too, with the Central Kitchen team helping to ensure that more people across generations who may be at risk of losing their independence have community-based nutrition services available to them.



HOW YOUR GIFT CHANGES LIVES.

\$250 GIVES CHILDREN

AT OUR CENTERS a new learning garden with seeds and digging tools, or ensures our homeless outreach staff have trauma-responsive training

\$500 AFFORDS

A PROFESSIONAL DEVELOPMENT OPPORTUNITY for an early childhood teacher, or gives a one-time cash grant to someone in need

\$1,000 MAKES

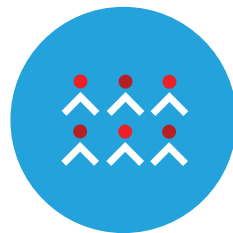
IT POSSIBLE FOR OUR CARE MOBILE OUTREACH TEAMS to provide case management to unhoused people, or offers a day of on-site services at one of the agency's safety net hubs in Marin City, San Rafael, or West Marin

OUR AGENCY'S COMMITMENT TO EQUITY

DOING ANTI-POVERTY WORK IN COMMUNITY AND HOLDING A STEADFAST COMMITMENT TO EQUITY INCLUDES LIFTING OUR OWN TOOLS TO DO THE WORK OF RACIAL AND ECONOMIC JUSTICE. WE MANIFEST THIS WORK ACROSS FOUR LANES OF OUR EQUITY AND WELL-BEING ROADMAP:



**THRIVING
LEARNING & GROWTH**
Equipping people with the information, skills, and resources needed to be successful



**FAIRNESS
PAY EQUITY**
Honoring equal pay for equal work and moving towards a living wage for all employees



**ADVOCACY
ACTION FOR JUSTICE**
Building power by centering community voice



**APPRECIATION
CELEBRATE & RECOGNIZE**
Lifting up each employee to support a thriving workplace

"I AM PROUD OF THE WONDERFUL WORK OF COMMUNITY ACTION MARIN. Through their services and programming they transform the lives of our most vulnerable residents and set them on a path towards success. Thank you for all that you do to make Marin a much better community for all."

DENNIS RODONI, MARIN COUNTY BOARD OF SUPERVISORS



HELP US GROW MARIN

COMMUNITY ACTION MARIN IS SEEKING TO **INCREASE ITS BUDGET TO \$25M** AND TO DIVERSIFY ITS FUNDING BASE TO BETTER MEET THE URGENT NEEDS OF TODAY AND ANTICIPATE THE NEEDS OF TOMORROW.

\$25M BY 2030



Strengthening workforce development



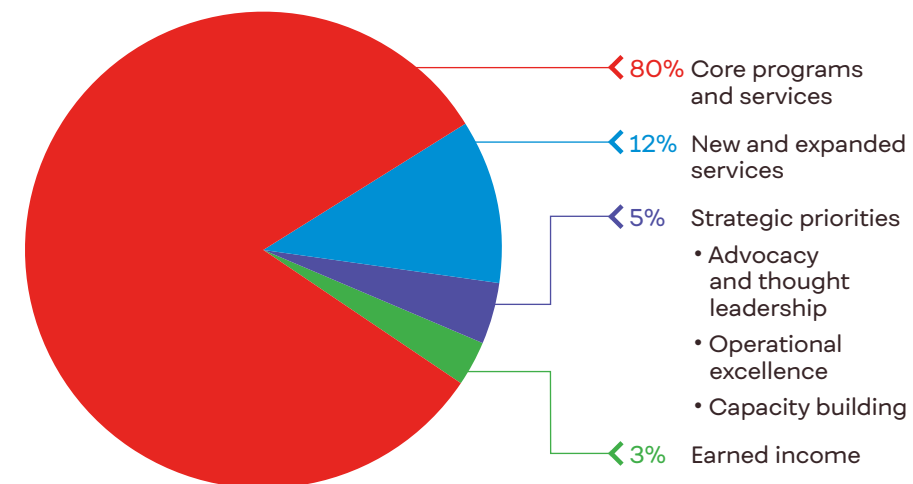
Building community power and equity initiatives



Direct services are meeting needs and changing lives



Strategic partnerships leveraged for collective impact



HOW YOUR GIFT CHANGES LIVES.

\$2,500 HELPS US HOST pop-up events to support connections in hard-to-reach West Marin communities each year

\$5,000 PROVIDES 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 GIVES ONE YOUNG PERSON a better future through youth mentorship in English or Spanish





WHAT YOUR GIFT WILL DO

"BANK OF AMERICA IS ADVANCING ECONOMIC MOBILITY and in turn, helping local communities thrive. We are proud to support Community Action Marin's team and mission."

AMY LOFLIN,
SENIOR VICE PRESIDENT,
NAPA, MARIN, SONOMA
BANK OF AMERICA

\$10,000 ALLEVIATES AN URGENT SHORT-TERM CRISIS for a family through safety net services including emergency financial support for food, rent, and necessities

\$25,000 GETS 10 PEOPLE WHO ARE UNHOUSED the stability they need to navigate the housing system and find community resources to meet their needs

\$30,000 HELPS A CLASSROOM OF PRESCHOOL CHILDREN learn by providing a healthy breakfast, lunch, and snack for one year

\$50,000 STRENGTHENS AGENCY TRAINING AND EDUCATION for staff across all teams with a focus on technology, motivational interviewing, and our whole family approach to service delivery

\$65,000 SUSTAINS OUR PRODUCTION FARM with a teacher leader at our high-quality preschool to educate children and support families with fresh food

\$75,000 ESTABLISHES A CREDIT COACH in one of several high-need areas in the country

\$100,000 CREATES CAREER PATHWAYS in early childhood education for 10 low-income parents, and helps solve a critical teacher shortage by expanding the pool of talented educators in Marin

\$150,000 FUNDS OUR CENTRAL KITCHEN to create social enterprise pathways for workforce development and apprenticeships

\$250,000 SUPPORTS OUR THOUGHT LEADERSHIP and advocacy efforts for equity in Marin and California: educational equity, affordable housing, and movements for change

\$500,000 FUNDS OUR EARLY CHILDHOOD EDUCATION to K-12 pipeline of empowered educators of color initiative

"HAVING GROWN UP IN MARIN, I'VE SEEN UP CLOSE THE CHALLENGES THAT FAMILIES—WORKING FAMILIES, ESSENTIAL, LOW-WAGE EARNERS—FACE HERE EVERY DAY. Sometimes, it's the need for affordable childcare and help paying household bills. Sometimes, it's just putting food on the table. My becoming a Champion for Marin means I get to help people get a better chance to succeed."

MEREDITH PARNELL, MONTHLY DONOR
AND FORMER BOARD MEMBER



"COMMUNITY ACTION MARIN IS A VERY KEY PARTNER for us at the foundation in achieving some of the goals that we have. As a funder, we do some direct work with community and some direct advocacy work. But a large part of our work is with non-profits like Community Action Marin, providing funding for programs and services that they offer. And so if I was to use an analogy. Community Action Marin is a great car and it can move, but it needs gas. They raise funds from folks like us to support their their mission to ultimately get them from A to Z, or wherever it is they want to go."

JOHNATHAN LOGAN, VICE PRESIDENT FOR COMMUNITY
ENGAGEMENT, MARIN COMMUNITY FOUNDATION

JOIN US! BE PART OF A BETTER FUTURE FOR ALL OF US IN MARIN



"I WAS RAISED IN BOLINAS, AND I LIVED THERE FOR TWENTY-TWO YEARS. Divorce happened, then my truck broke down, and I became truly homeless. Community Action Marin basically saved my life. They got me a case manager who kept telling me, 'I'm not ever going to let you go back to the streets.' She kept her word, just pure dedication, not giving up. REALLY IN YOUR CORNER. REALLY THERE FOR YOU."

KELLI McMAINS,
2022 COMMUNITY
COURAGE AWARD
RECIPIENT



OUR MISSION

WE MAKE IT POSSIBLE FOR PEOPLE TO ACHIEVE WELL-BEING BY PROVIDING THE 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.



VISIT OUR WEBSITE TO GET SERVICES, VOLUNTEER, OR DONATE!

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