



RUBICON
PROGRAMS

ANNUAL REPORT

2018



PARTNERSHIP = SUCCESS



Dear Rubicon Friends & Family:

This year, Rubicon Programs entered a new phase in the implementation of our model, leading with grace to innovate our transformative work and fight for a stronger community where everyone can thrive.

Together, we dared to push the limits of what it means to break poverty and made the journey more accessible than ever before. We accomplished this by producing more keys that unlock each pathway out of poverty and by forging fruitful partnerships with nearly two dozen like-minded organizations.

Hand-in-hand with local governments, school districts and community organizations, we created a brand-new community of poverty-fighters from the ground up – the Contra Costa Workforce Collaborative. It's the first initiative of its kind in California, expanding access to – and the quality of – resources for those in need of a job or career change at 10 sites across the county.

We have also strengthened our connections work, building out new communities that gravitate towards neighborhood service projects and legislative advocacy.

Our Men's and Women's Support Groups have taken service to the next level, organizing meals for local families, collecting holiday toys for Rubicon children, giving new clothes to people who are homeless, and fundraising for other important causes.

While these individuals brought smiles to our community, our Participant Advisory Board helped make history by bringing participants to Sacramento to advocate for "Ban the Box" and other reforms that have made it easier for people with a criminal record to get a job and reenter their community.

In the coming year, Rubicon is going to focus on even more opportunities to forge new keys to break poverty, continuing to answer the call of justice.

I hope you will join us on this journey and continue to be our key to change in the East Bay.

Stay tuned throughout the year by following us on social media – you won't want to miss what's coming next.

In Solidarity,



Jane Fischberg
President & CEO



ASSETS in 2018



Average Credit Score Increase:

50 Points

Savings Accounts Opened:

300

Participants Served

500



Rubicon won Travis Credit Union's "Crave 2 Save" competition after enrolling nearly 300 people in their first savings account ever, earning Rubicon and Sparkpoint \$75,000.



**START
HERE**

Left: Wade, a Rubicon Participant, speaks to elected officials and the media about our assets work. Right: Kenneth Street, Rubicon Financial Coach, listens.



Rubicon brought on four incredible interns and partnered with Wardrobe for Opportunity to launch our first professional clothing closet to provide our participants with access to quality interview attire.



"Our intern team was incredibly grateful for this opportunity to help break poverty by creating a boutique-style closet for participants, where they can choose a fresh, professional outfit that puts them on the path to success."

Justin, Intern



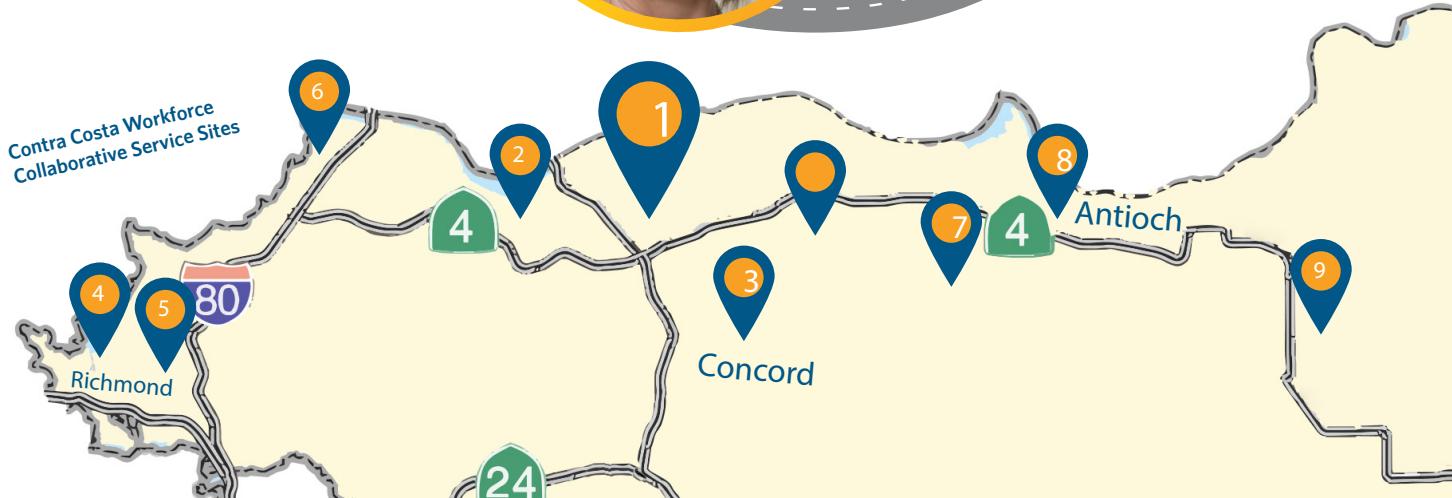
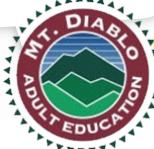
INCOME in 2018



This year, Rubicon launched the Contra Costa Workforce Collaborative, the first of its kind in California. Ten organizations led by Rubicon, including school districts, local nonprofits and the community college district, joined together to offer America's Job Center of California (AJCC) career services, like resume workshops, computer classes, and job opportunities, at sites in every corner of the County.

"We believe that we can accomplish more together and that we'll be able to make it easier for vulnerable families to get back on their feet, avoiding a fall into long-term, intergenerational poverty."

- G. Vittoria Abbate
Director, College & Career
and Adult Education
Mt. Diablo Adult Education





"My coach, Amabella, makes me feel comfortable. I can tell her anything. I can share anything. Now, I feel ready to win in my next interview."



Legal Services to Remove Barriers to Employment

229	44	89
Legal Consultations	Legal Workshops	Participants Represented



In the second year of implementation of our comprehensive model, we have continued to break poverty by supporting 461 of our participants to find a job, helping them address legal barriers to employment and access the one-on-one coaching, training, and education they need to accomplish their long-term career goals.



WELLNESS in 2018



Participants Enrolling
in Healthcare
72%

Participants Achieving
Their Health Goals
75%



Rubicon, in partnership with Share Our Strength and 18 Reasons, launched its first Cooking Class program to help people cook healthy meals while on a budget.



Graduates of our first Cooking Class celebrate the final day of their coursework with staff and family.



The "Cooking Matters" curriculum helps our participants prevent diabetes and liver disease by outlining strategies to increase their families' access to healthier foods, and to prepare meals that taste extraordinary.



Participants prepare a delicious meal of Low-Fat Chicken Alfredo with fresh vegetables.

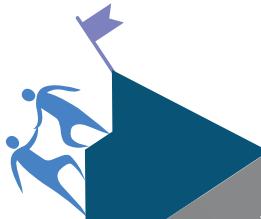
Exzavier



"We are also now able to do more with less. We are healthier and always bargain shop. Even better, our family now eats together every night. "We have reconnected and discovered a new activity for us to bond over."



CONNECTIONS in 2018



Number of Participant Support & Action Groups
5

Number of Legislative Bills Supported or Opposed
28

Rubicon's Participant Advisory Board, Connections staff, Safe Return Project, and RYSE volunteers partnered with Legal Services for Prisoners with Children to advocate for criminal justice reform, "Ban the Box," and bail reform, among other initiatives.



"I joined the Men's Group to get support from, and communicate with, men like me. Since the first day, these men have helped me restore my self-confidence, as well as regain trust in my community."

Theodore



Rubicon's Men's Support Group worked with local business owners to organize a special Mother's Day luncheon for the community's moms and the women in their lives. The Group has also organized multiple service projects to give toys to children during the holidays, and raise funds for other important causes.



THANK YOU for a strong 2018!

The transformative work Rubicon does would not be possible without your generous support. Our sincerest gratitude goes to the following donors and sponsors:

\$250,000-1,000,000+

James Irvine Foundation
Tipping Point Community

\$100,000-\$249,999

Bank of America
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\$1,000-\$4,999

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Sachiya Yoshii

Scott Mertens

Shevette Swayze-Venters
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Karina Moreno
Katherine Welch
Kathleen Shaw
Katlyn Torgerson
Kelly Dunn
Kenneth Fischer
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Liz Tuan
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Mahnoor Tariq
Marcos Santiago
Marcus Weiss
Marcy Helm

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Wes Reed
William Shuford
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Yolanda Collins
Yolanda Quevedo

Employee Giving

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Matteucci
Adrienne Kimball
Aina Kugai
Alex Pfeifer-Rosenblum
Alicia Hastings
Amabella Camins
Aurora Pecoraro
Bryce Allemann
Carole Dorham-Kelly
Celeste Jones
Chelsea Detweiler
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Delia Cantu
Eraina Turner
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SF Public Utilities Commission

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Frank, Rimerman + Co. LLP

**Allison Thurman**
Nonprofit Consultant

**Karen Norwood**
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Kaiser Permanente School of
Allied Health Sciences

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Business Analyst
Workday

**Sophie Sharp**
Executive Vice President
Wells Fargo

**Sachi Yoshii**

Dir. of Strategic Initiatives
East Bay Community Foundation

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Rubicon President and CEO

**Kelly Dunn, Asst. Secretary**
General Counsel and Director,
Rubicon Legal Services

**Roger Contreras, Asst. Treasurer**
Chief Financial Officer

ASSOCIATE BOARD

This year, Rubicon Programs launched its first Associate Board (AB), featuring emerging leaders from a variety of professional backgrounds.

Working together, these individuals dedicate their time, talents, networks, and personal resources to raise awareness of Rubicon's mission and build support for our work, helping us to create an East Bay without poverty.

During the AB's inaugural year, members have accomplished the following:

- Raised thousands of dollars for our operations
- Forged fruitful partnerships with local businesses and partner organizations
- Organized an After Party for our East Bay State of Mind Special Event
- Cultivated new leadership and expanded our advocacy capacity

In 2019, we'll begin recruiting new members for the Associate Board, taking on even more new challenges.



FOUNDING MEMBERS

Monica Ayers
Associate Governmental Program Analyst
California Department of Public Health

Martine Blake
Director of Community Engagement
West Contra Costa Unified School District

Justin Crum
Executive Director
CCS Fundraising

Sophia Elson
Associate Manager, Content
Salesforce

Brandon Evans
Outreach Coordinator
Richmond Police Activities League

Gerad Hanono
Senior Manager, Strategic Finance
BlueVine

Demnius Johnson
Community Worker
Richmond High School

Nga Le
Senior Health Education Specialist
Contra Costa Health Services

Cat McGuire
Client Success Manager
Affirm

Molly Nelson
Director, Inside Sales & BizDev
The RealReal

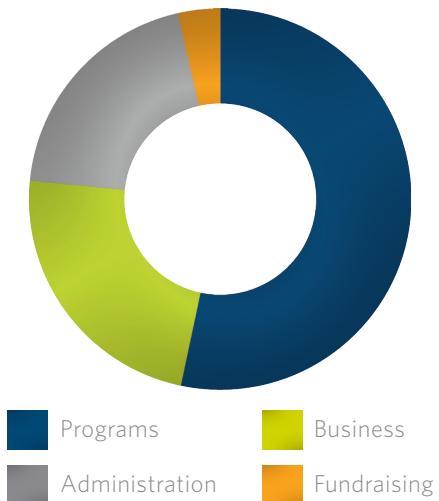
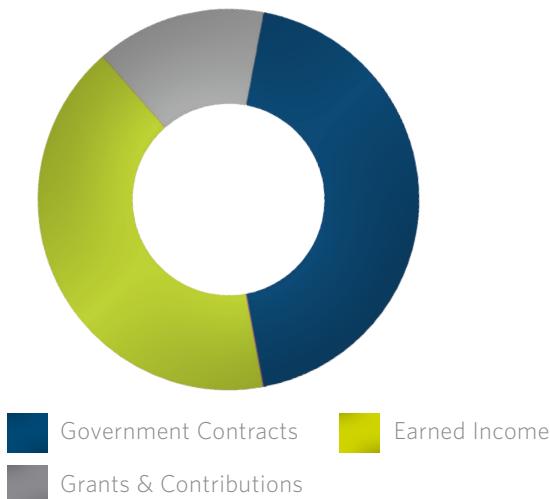
Omari Parker

Sophia Ritchie
Independent Consultant

Allison Thurman, Chair
Nonprofit Consultant

Christopher Whitmore
Policy and Government Affairs
SF Public Utilities Commission

FINANCIALS



FISCAL YEAR 2018 (July 1, 2017 – June 30, 2018)

ASSETS AND LIABILITIES

Current Assets	\$5,213,518
Property and Equipment	\$3,637,923
Other Assets	\$0
Total Assets	\$8,851,441
Current Liabilities:	\$3,248,597
Other Liabilities:	\$2,349,871
Total Liabilities:	\$5,598,468
Total Net Assets:	\$3,252,973
Total Liabilities & Net Assets:	\$8,851,441

REVENUE

Government Contracts:	\$6,653,617
Earned Income:	\$7,075,442
Grants & Contributions:	\$2,313,967
Total Revenue:	16,043,026

EXPENSES

Programs:	\$9,320,647
Businesses:	\$4,066,530
Administration:	\$3,472,776
Fundraising:	\$622,408
Total Expenses	\$17,482,361

The amounts indicated herein are representative of the financial results of operations for Rubicon Programs Incorporated, Rubicon Enterprises Incorporated, and Rubicon Housing.



EIN 94-2301550

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