



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.

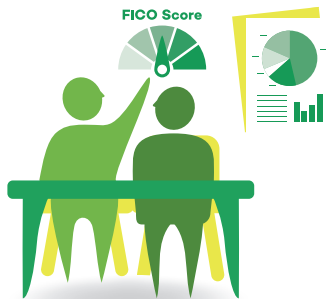
Stay tuned throughout the year by following us on social media – you won't want to miss what's coming next.

In Solidarity,

Jane Fischberg
President & CEO



ASSETS in 2018



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."



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.

Justin, Intern



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.



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."

Marthe



Legal Services to Remove Barriers to Employment

229

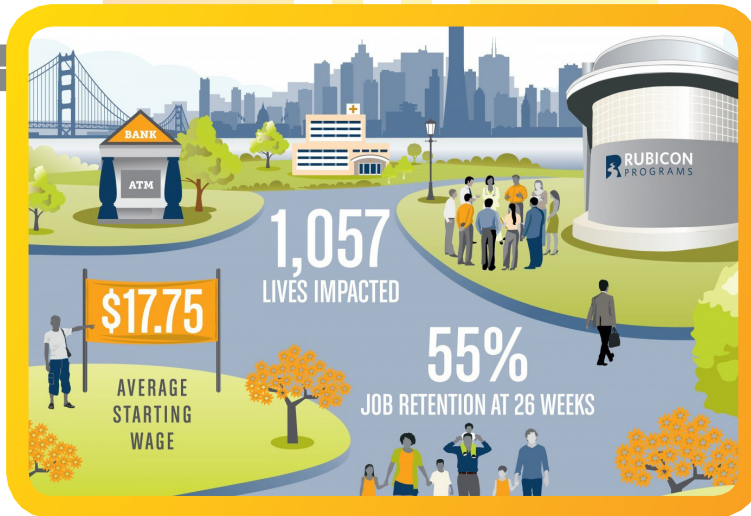
Legal Consultations

44

Legal Workshops

89

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*



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.



"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."



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

Participants Enrolling
in Healthcare
72%

Participants Achieving
Their Health Goals
75%



Exzavier



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.



CONNECTIONS *in 2018*

Number of Participant
Support & Action Groups
5

Number of Legislative Bills
Supported or Opposed
28

"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 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.



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

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Shevette Swayze-Venters
Stacie Overbaugh
Tim Bentley
Workday

\$1-499
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Emily Lee
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Erin York
Estela Granera
Evy Kavalier
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Gina Ziyad
Haig Agigian
Hal Hershey
Hallie Friedman
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Andrew Bell
Heather Davis
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Isabella Marconi
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Jamie Raba
JaNae Powell
Jeannette Moon
Jeff Dobrinsky
Jessica Browning
Jessica Carbajal

Jessie Stewart
Jessie Warner
Joan Bartulovich
Joann Welch-Nutte
Joanne Abelson &
Christopher Goelz
Joe Summers
John Hoban
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Joy Koletsky &
Jonathan Jacobs
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Karen Eichler
Karen Hecht
Karina Moreno
Katherine Welch
Kathleen Shaw
Katlyn Torgerson
Kelly Dunn
Kenneth Fischer
Kevin Allen
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Kimi Barnes
Krista Fechner
Kristen Lum &
Jason Mar
Lara Miller
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Harold Berman
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Mahnoor Tariq
Marcos Santiago
Marcus Weiss
Marcy Helm

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 Martine Blake
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 Mary Law
 Maryam Shamlou
 Matthew Valdez
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 Melissa Congdon
 Melissa Margain
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 Sanctuary Bistro
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 Shaneaika Tarrea Mack
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 Nordrum
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 Hon. Teresa Gerringer
 Terry Stevens
 Thomas Cheng
 Tiffany Young
 Tim Hallahan
 Tima Khatri
 Toni McNulty
 Vanessa Nyborg
 Vi Ngo
 Virginia Reddy

Vivian Acevedo
 Wendy Szczech
 Wes Reed
 William Shuford
 Yolanda Bolden
 Yolanda Collins
 Yolanda Quevedo

Employee Giving

Adriana Ponce-
 Matteucci
 Adrienne Kimball
 Aina Kugai
 Alex Pfeifer-Rosenblum
 Alicia Hastings
 Amabella Camins
 Aurora Pecoraro
 Bryce Allemann
 Carole Dorham-Kelly
 Celeste Jones
 Chelsea Detweiler
 Dechen Naga
 Delia Cantu
 Eraina Turner
 Estela Granera
 Gary Goodson
 Gina Ziyad
 Hallie Friedman
 Heather Davis
 Jane Fischberg
 Jessica Carbajal
 Jonathan Bash
 Kelly Dunn
 Kimi Barnes
 LeRoy Gainey
 Lila Blanchard
 Lisa Dyas
 Mahasin Abdullah
 Melissa Margain
 Michael Covarrubias
 Mishal Boscana
 Nathan Muus
 Pat Kaspar
 Patricia Donati
 Porschea Brown
 Rick Wood
 Robert Alexander
 Roger Contreras
 Ron Thomas
 Ron Wilson
 Sandra Buford
 Sharon McGrath
 Shatae Deckard
 Stephanie Gonzales

Vi Ngo
 Vivian Acevedo
 Wes Reed
 Yolanda Bolden
 Yolanda Collins
 Yolanda Quevedo

BOARD OF DIRECTORS AND OFFICERS



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 Consultant



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 Deputy Director, Community Benefits
 SF Public Utilities Commission



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Sophie Sharp
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 Wells Fargo



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 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

Demnlus 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

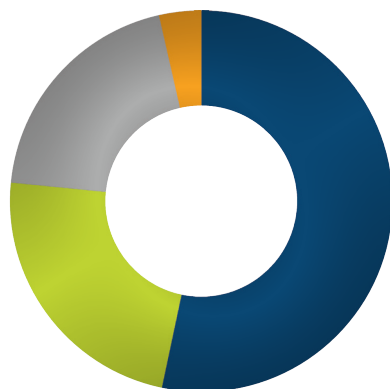
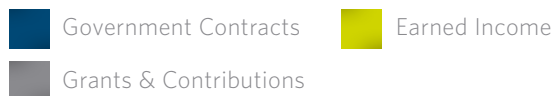
Nonprofit Consultant

Christopher Whitmore

Policy and Government Affairs
SF Public Utilities Commission



FINANCIALS



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

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 |
|-----------------------|---------------------|



EIN 94-2301550

2500 Bissell Avenue
Richmond, CA 94804
www.rubiconprograms.org

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