2020-2021 Community Action Plan

California Department of Community Services and Development

Community Services Block Grant

[intentionally left blank]

Contents

Purpose

The Community Action Plan (CAP) serves as a two (2) year roadmap demonstrating how Community Services Block Grant (CSBG) agencies plan to deliver CSBG services. The CAP identifies and assesses poverty related needs and resources in the community and establishes a detailed plan, goals and priorities for delivering those services to individuals and families most affected by poverty. CSBG funds may be used to support activities that assist low-income families and individuals, homeless families and individuals, migrant or seasonal farm workers and elderly low-income individuals and families by removing obstacles and solving problems that block the achievement of self-sufficiency.

Community Action Plans must comply with Organizational standards and state and federal laws, as outlined in the following sections.

Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum (IM) #138 dated January 26, 2015,](#) CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that provide guidance for the development of a comprehensive Community Needs Assessment. The following is a list of Organizational Standards that will be met upon completion of the CAP and CNA. This section is informational only, and narrative responses are not required in this section. Agencies are encouraged to utilize this list as a resource when completing Organizational Standards annually.

MAXIMUM FEASIBLE PARTICIPATION

CATEGORY ONE: CONSUMER INPUT AND INVOLVEMENT

Standard 1.1 The organization/department demonstrates low-income individuals' participation in its activities.

Standard 1.2 The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

Standard 1.3 The organization/department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

CATEGORY TWO: COMMUNITY ENGAGEMENT

Standard 2.1 The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

Standard 2.2 The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

Standard 2.3 The organization/department communicates its activities and its results to the community.

Standard 2.4 The organization/department documents the number of volunteers and hours mobilized in support of its activities.

CATEGORY THREE: COMMUNITY ASSESSMENT

Private Agency - Standard 3.1: Organization conducted a community assessment and issued a report within the past 3-year period.

Public Agency - Standard 3.1: The organization/department conducted a community assessment and issued a report within the past 3-year period, if no other report exists.

Standard 3.2: As part of the community assessment the organization/department collects and analyzes both current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

Standard 3.3: The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

Standard 3.4: The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

Standard 3.5: The governing board or tripartite board/advisory body formally accepts the completed community assessment.

VISION AND DIRECTION

CATEGORY FOUR: ORGANIZATIONAL LEADERSHIP

Standard 4.2: The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

Standard 4.3: The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle. In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

Standard 4.4: The tripartite board/advisory body receives an annual update on the success of specific strategies included in the Community Action Plan.

CATEGORY FIVE: BOARD GOVERNANCE

Standard 5.1: The organization's/department's tripartite board/advisory body is structured in compliance with the CSBG Act

Standard 5.2: The organization's/department's tripartite board/advisory body either has:

1. Written procedures that document a democratic selection process for low-income board members adequate to assure that they are representative of the low-income community, or
2. Another mechanism specified by the State to assure decision-making and participation by low-income individuals in the development, planning, implementation, and evaluation of programs.

State Assurances

As required by the CSBG Act, Public Law 105-285, states are required to submit a state plan as a condition to receive funding. Information provided in the CAP by agencies is included in California's State Plan. Alongside Organizational Standards, the state will be reporting on State Accountability Measures in order to ensure accountability and improve program performance. The following is a list of state assurances that will be met upon completion of the CAP. This section is informational only, and narrative responses are not required in this section.

California Government Code 12747 (a): Community action plans shall provide for the contingency of reduced federal funding.

California Government Code § 12760: CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

California Government Code §12768: Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

Federal Assurances and Certification

Public Law 105-285, s. 676(b) establishes federal assurances agencies are to comply with. CSD, in its state plan submission, provides a narrative describing how the agencies in California will comply with the assurances. By completing and submitting this Community Action Plan, your agency certifies that it will comply with all Federal Assurances and any other laws, rules, and statutes in the performance of the activities funded through this grant. **(Federal Assurances can be found in the CSBG Act Section 676)**
The following is a list of federal assurances that will be met upon completion of the CAP. This section is informational only, and narrative responses are not required in this section.

CSBG Services

676(b)(1)(A) *The State will assure "that funds made available through grant or allotment will be used –*

(A) *to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under part A of title IV of the Social Security Act (42 U.S.C. 601 et seq.), homeless families and individuals, migrant or seasonal farm workers and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals—*

(i)	*to remove obstacles and solve problems that block the achievement of self-sufficiency, (including self-sufficiency for families and individuals who are attempting to transition off a State program carried out under part A of title IV of the Social Security Act);*
(ii)	*secure and retain meaningful employment;*
(iii)	*attain an adequate education, with particular attention toward improving literacy skills of low-income families in the communities involved, which may include carrying out family literacy initiatives;*
(iv)	*make better use of available income;*
(v)	*obtain and maintain adequate housing and a suitable environment;*
(vi)	*obtain emergency assistance through loans, grants or other means to meet immediate and urgent family individual needs; and*
(vii)	*achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to;*
(I)	*document best practices based on successful grassroots partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to;*
(II)	*strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;*

Needs of Youth

676(b)(1)(B) *The State will assure "that funds made available through grant or allotment will be used-*

(B)   to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

(i)   programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and

(ii)   after-school child care programs;

Coordination of Other Programs

676(b)(1)(C) *The State will assure "that funds made available through grant or allotment will be used to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including State welfare reform efforts*

Eligible Entity Service Delivery System

676(b)(3)(A) *a description of the service delivery system, for services provided or coordinated with funds made available through grands made under section 675C9(a), targeted to low-income individuals and families in communities within the State*

Eligible Entity Linkages – Approach to Filling Service Gaps

676(b)(3)(B*) a description of "how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow up consultations."*

Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources

676(b)(3)(C) *a description of "how funds made available through grants made under 675C(a)will be coordinated with other public and private resources."*

Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility

676(b)(3)(D) *a description of "how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting."*

Eligible Entity Emergency Food and Nutrition Services

676(b)(4) *"An assurance that eligible entities in the State will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may*

be necessary to counteract conditions of starvation and malnutrition among low-income individuals."

State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities

676(b)(5) *"An assurance that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act."*

State Coordination/Linkages and Low-income Home Energy Assistance

676(b)(6) *"An assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community."*

Coordination with Faith-based Organizations, Charitable Groups, Community Organizations

676(b)(9) *"An assurance that the State and eligible entities in the State will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations."*

Eligible Entity Tripartite Board Representation

676(b)(10) *"An assurance that "the State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation."*

Eligible Entity Community Action Plans and Community Needs Assessments

676(b)(11) *"An assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community services block grant made under this subtitle for a program, a community action plan (which shall be submitted to the*

Secretary, at the request of the Secretary, with the State plan) that includes a community-needs assessment for the community served, which may be coordinated with community-needs assessments conducted for other programs."

State and Eligible Entity Performance Measurement: ROMA or Alternate system

676(b)(12) *"An assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization."*

2020/2021 Community Action Plan Checklist

The following is a check list of the components to be included in the CAP. The CAP is to be received by CSD no later than June 30, 2019:

- ☒ **Cover Page and Certification**
- ☒ **Documentation of Public Hearing(s)**
- ☒ **Vision Statement**
- ☒ **Mission Statement**
- ☒ **Tripartite Board of Directors**
- ☒ **Community Needs Assessment**
- ☒ **Community Needs Assessment Process**
- ☒ **Community Needs Assessment Results**
- ☒ **Service Delivery System**
- ☒ **Linkages and Funding Coordination**
- ☒ **Monitoring**
- ☒ **Data Analysis and Evaluation**
- ☒ **Annual Report Projections**
- ☒ **Appendices (Optional)**

COMMUNITY SERVICES BLOCK GRANT (CSBG)
2020/2021 Program Year Community Action Plan
Cover Page and Certification

Submission Date: 6-28-19

Agency Contact Person Regarding the Community Action Plan:

Name:	Mary Watts
Title:	Deputy Director
Phone:	707-544-6911
Email:	mwatts@capsonoma.org

Certification of Community Action Plan and Assurances

The undersigned hereby certify that this agency complies with the Assurances and Requirements of this FFY _____ Community Action Plan (CAP) and the information in this CAP is correct and has been authorized by the governing body of this organization.

Johnny Nolen
Board Chair (printed name)   Board Chair (signature)   6-25-19   Date

Susan Cooper
Executive Director (printed name)   Executive Director (signature)   6/25/19   Date
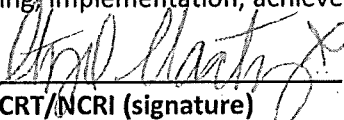
Certification of ROMA Trainer
(If applicable)
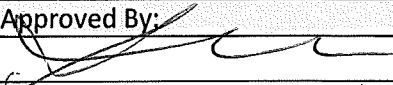
The undersigned hereby certifies that this organization's Community Action plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation).

Itzel Martinez
NCRT/NCRI (printed name)   NCRT/NCRI (signature)   6/27/19   Date

CSD Use Only:

Date CAP Received:	Date Approved:	Approved By:
6/28/19	7/31/19	CSD - Sandra Fletcher ROMA Certified

Documentation of Public Hearing(s)

California Government Code 12747(b)-(d) requires all agencies to conduct a public hearing in conjunction with their CAP. In pursuant with this Article, agencies must prepare and present the completed CAP for public review and comment. The public hearing process must be documented to include how the hearing was advertised and all testimony presented by the low-income and identify whether the concerns expressed by that testimony are addressed in the CAP.

The agency shall conduct at least one public hearing and provide for a public comment period.

Note: Public hearing(s) shall not be held outside of the service area(s)

1. The agency has made (or will make) the plan available for review using the following process:

    ☒ **Public Hearing**

    Date: June 25th 2019 at 6:00 PM

    Location: 141 Stony Circle Suite 210, Santa Rosa CA 95404

    ☒ **Public Comment Period**

    Inclusive Dates for Comment: June 25th 2019 at 6:00 PM

2. When and where was/will be the Notice(s) published or posted? List the dates and where below

Date	Where (name of newspaper, website, or public place posted)
Continous calendar kept up to date regularly	www.capsonoma.org
5/30/2019	https://www.facebook.com/capsonoma/
6/4/2019	https://www.facebook.com/capsonoma/
6/25/2019	https://www.facebook.com/capsonoma/

See pages 62-65 fordocumentation of public hearings ***Submit a copy of published notice(s) with the CAP Application for documentation purposes.**

Vision Statement

Provide your agency's Vision Statement below:

Community Action Partnership of Sonoma County strives to eliminate poverty and invests in families through partnerships, advocacy and high-impact programs.

Mission Statement

Provide your agency's Mission Statement below:

Community Action Partnership of Sonoma County partners with the community to empower low income families through community engagement, health and wellness, education and financial stability strategies

Tripartite Board of Directors

(Organizational Standards 5.1, 5.2, CSBG Act Section676(b)(10))

Section 676B of the Community Services Block Grant Reauthorization Act of 1998 requires that, as a condition of designation, private nonprofit entities and public organizations administer their CSBG program through tripartite boards that *"fully participate in the development, planning, implementation, and evaluation of the program to serve low-income communities."*

1. Describe your agency's procedures for establishing adequate board representation under which a low-income individuals(s), community organization, religious organizations, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on the board (or other mechanism) of the agency to petition for adequate representation. (Organizational Standards 5.2, CSBG Act Section 676(b)(10))

CAP has a tri-partite board, with an established policy and procedure for the public to exercise their need to petition for adequate representation on the CAP Board, Head Start Policy Council or other entity represented by the CAP. The CAP Governance committee oversees all established policy, procedures and by-law rules to ensure the agency is in compliance and adheres to established policy systems.

The Bylaws state: "At least one-third of the tripartite board members shall be persons chosen in accordance with democratic selection procedures adequate to assure that these members are representative of low-income individuals and families in the neighborhood served; reside in the neighborhood served; and are able to participate actively in the development, planning, implementation, and evaluation of the corporation's programs (Low-Income Sector Board Members);"

The Board policies state: **Low-Income Sector**
i.   A minimum of five (5) and up to a maximum of eight (8) directors (one per elected or appointed official) shall be appointed to the Board of Directors from the Low-Income Sector.

ii.   The Board of Directors shall solicit director candidates to represent the low-income sector through service programs, public media, and any other means deemed appropriate.

iii.   Representatives of the Low-Income Sector are not required to be low income but must represent and be familiar with the interests and needs of low income people.

iv.   Candidates for the low-income sector shall be democratically selected*Examples of democratic selection procedures for low-income sector directors include: (1) election by ballots cast by the CAA's clients and/or by other low-income people in the CAA's service area (ballots could be cast, for example, at designated polling place(s) in the service area, at the CAA's offices, or via the Internet); (2) vote at a community meeting of low-income people (the meeting could serve not simply to select low-income sector directors but also to address a topic of interest to low-income people); (3) designation of one or more community organization(s) composed predominantly of and representing low-income people in the service area (for example, a Head Start policy council, low-income housing tenant association, or the board of a community health center) to designate representative(s) to serve on the CAA's board.

(1)   The candidate shall be asked to submit a statement outlining their reasons and qualifications for serving on the Board of Directors.

v.   Directors from the low-income sector shall serve a (3) three-year term. They are eligible for additional terms upon completing the process outlined in this section.

Candidates shall sign the Community Action Partnership of Sonoma County Code of Conduct upon appointment.

2.   Please describe how the individuals on your Advisory or Governing Board are involved in the decision-making process and participate in the development, planning, implementation and evaluation of programs funded under CSBG to meet the requirements listed above. Please place emphasis on the *low-income individuals* on your board.
(Organizational Standard 5.1)

Every Board member is required to sit on at least one standing committee. A popular committee, and highly recommended for new board members and board members representing the people we serve, is the Program and Evaluation Committee.

Committee Purpose:
The purpose of the Program Committee is to facilitate the strategic identification, implementation, evaluation and oversight of the programs and services of CAPSC. The committee will also review program budget allocation and effectiveness. The committee will assist the Deputy Director in ongoing review and assessment of the effectiveness of the Agency's programming and associated expenditures. The committee will also serve as a creative resource group for ideas pertaining to programs and services and review and recommend to the Board actions needed concerning program planning, implementation, and evaluation. This committee will participate in the development of the Agency Strategic Plan.

Committee Activities:
   A. Planning: Review and advise on:
   1. Community Action Plan (bi-annual)
   2. Strategic Plan (continual)
   3. Head Start Community Assessment (annual)
   4. Head Start and other programmatic items requiring informing of, or approval by, the Board
   5. Discussion of new or modified programs and strategies
   6. Grant submissions that require Board action prior to submission

7. Updates on grant applications for new or continuing operations

B.   Implementation
    1. Review implementation and monitoring reports on current programs
    2. Discussion of programmatic issues and challenges
    3. Discussion of outcomes-based program models and approaches

C.   Evaluation
    1. Oversee and monitor efforts to create and implement program evaluation plans.
    2. Monitor implementation of client intake and referral process and review data collected.
    3. Review regular reports on program outcomes
    4. Review of external evaluation reports
    5. Assure program priorities are included in the Strategic Plan.

Community Needs Assessment

Public law 105-285 requires the state to secure from each agency, as a condition to receive funding, a CAP which includes a Community Needs Assessment (CNA) for the community served. Additionally, state law requires each CSBG agency to develop a CAP that assess poverty-related needs, available resources, feasible goals and strategies, and that yields program priorities consistent with standards of effectiveness established for the program (*California Government Code 12747(a)*).

As part of the CNA process, each organization will analyze both qualitative and quantitative data to provide a comprehensive "picture" of their service area. To assist the collection of quantitative data, CSD has provided a link to a dashboard with the latest Census data with easily available indicators at the county level.

https://public.tableau.com/profile/benjamin.yeager#!/vizhome/Cap_Assessment/CAPData

The link gives agencies access to the five-year American Community Survey (ACS) data for every county in the state. By clicking on a county, the user will have access to quantitative data such as the poverty rate, median income information, and unemployment rate.

Helpful Resources		
United States Census Bureau Poverty Data click here	**State of California Department of Justice** Statistics by City and County click here	**U.S. Department of Housing and Urban Development** Homelessness Assistance click here
Employment Development Department Unemployment Insurance	**California Department of Education** Facts about California Schools	**California Department of Public Health** Statistical Data

Information by County	Using DataQuest	
click here	click here	click here
Bureau of Labor Statistics Labor Data	**California Department of Finance** Various Projections/ Estimates	**Community Action Partnership** Community Action guide to develop a CNA
click here		click here
	click here	
A Comprehensive Community Needs Assessment (CCNA) Tool Statistical Data to assist CNA development		
click here		

Community Needs Assessment Process

(Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4, 3.5)

The CNA captures the problems and conditions of poverty in the agency's service area based on objective, verifiable data and information gathered through various sources. Identified problems and conditions must be substantiated by corroboration through public forums, customer questionnaires, surveys, statistical data, evaluation studies, key informants, and/or other reliable sources. The CNA should be comprehensive and serve as the basis for the agency's goals, and program delivery strategies as reported on the CSBG Annual Report. The CNA should describe local poverty-related needs and be used to prioritize eligible activities offered to low-income community members over the next two (2) years.

Please indicate which combination of activities were used in completing the CNA, including when and how these activities occurred in the spaces below. If the activity was not used, please type N/A or Not Used.

Focus Groups	Three focus groups were held. 1) Board of Director meeting (public meeting) April 23rd, 2019 2) CAP Executive Team meeting April 10th 2019 3) Cap Direct Service Staff meeting April 12th 2019 These focus groups were qualitative data.
Asset Mapping	Staff and the BOD worked on Asset Mapping in the focus groups listed above. This led to qualitative data and a way to prioritize needs. The dates were as follows; 1) Cap Direct Service Staff meeting April 12th 2019 2) Board of Director meeting (public meeting) April 23rd, 2019
Surveys	Held the entire months of April and May 2019. This was accessible in paper format and electronically on survey monkey. Distributed to current clients, partners, staff, Board of Directors, and

	potential clients. Partner agencies included educational institutions, faith based, CBO's, financial institutions, local government, health professionals and more. These surveys were both quantitative and qualitative data.
Community Dialogue	NA
Interviews	Director of Community Engagement conducted two sets of interviews with staff in regards to the Listen for Good survey. These interviews took place on 4/4/19 and 4/14/19. These interviews were qualitative data.
Public Records	CAP Sonoma Engaged with EFA Economic Forensics & Analytics to conduct a community needs assessment with input from the staff. This consisted of analysis of public record data including but not limited to: census, HUD Housing, State of California Employment Development Department, Department of Health and Human Services, ACS, 2017 5-yr PUMS, 2018 Homeless Count, American Community Survey, 2010 and 2017 1-year Summary File, Kids Count, and many more.

Date of most recent completed CNA: **May 28ᵗʰ , 2019**
Date CNA approved by Tripartite Board (most recent): **May 28ᵗʰ , 2019**
(Organizational Standard 3.5.)

Your responses to the questions below should describe how the agency ensures that the CNA reflects the current priorities of the low-income population in the service area, beyond the legal requirements for a local public hearing of the CAP.

1.   For each key sector of the community listed below, summarize the information gathered from each sector and how it was used to assess needs and resources during the needs assessment process (or other planning process throughout the year). These sectors should include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.
(Organizational Standard 2.2)

CAP Sonoma gathered information from key sectors about the causes, definition and solution of poverty in out community. We also asked partners where they send people experiencing poverty in out community. Partner agencies came from: 0-5 Education, housing agencies K-14 Education, Employment agencies, child care agencies, physical and mental health professional, adult education staff, advocacy groups and financial institutions.

Overall, partners have appreciated the efforts that have been made to help educate the community about the nature of poverty (especially systemic poverty) and to advocate for systemic changes that can help us break cycles of poverty. In addition, they would like to see more collaborative efforts to help those experiencing poverty; which have been especially effective. They not only provide needed resources but they strengthen the social fabric of the community, which builds more community resilience. Ultimately relational connections are often the "secret sauce" that maximize the effectiveness of our efforts to address poverty in our community and release the incredible gifts and resources of those experiencing poverty to the benefit of our community. Most partners wanted to see more work to ensure equitable access to healthcare; increase number and availability of low income housing units; free junior college for all; develop skilled labor apprenticeships; create on-site, quality and

affordable childcare in all businesses; increase parental leave benefits; Nurse Home Visitors for all low-income, first time mothers and more.

<mark>See page 67 for sector responses and pages 79-91 for the partner survey data to back up standard 2.2</mark>

2.   Describe the causes and conditions that contribute to poverty affecting the community in your service area.
     (Organizational Standard 3.4)

Partners defined poverty differently, however a trend was around the individual and not the system. Partners suggested that often times we look at the circumstances of poverty but miss the systemic elements of poverty. Circumstances might "have" a family in poverty at any given time, but it is systems that tend to keep families in poverty. These systemic issues manifest in the framework of institutions addressing poverty, in the socio-economic mores of a community, and within the functions of the family unit themselves. In addition, there are often overt and/or more subtle bias' that can contribute to limiting the opportunities that a family has to resources, education, experiences, employment and programs which could help them move out of poverty.

The Community Needs Assessment suggested the causes and conditions of poverty are complicated and started many years ago. Sonoma was an agirculture town with the help of Native Americans, Russians and then the famous Luther Burbank. In the 1970s, the wine industry reinvented itself in the valleys surrounding Santa Rosa and became northern California's "Wine Country" alongside of Napa Valley. The expansion of acreage and tourism based on the wine industry (including world-renowned restaurants) is a major economic partnership that continues in 2019. In the 1980s and 1990s, technology came to Sonoma County, as Hewlett-Packard moved to Santa Rosa. Medical device, aerospace and telecommunications were soon to follow. Though the 1990s ended with difficulty, many remnants of those industries remain and continue to flourish in this area. The 2000s saw more economic diversity with an expansion of construction and tourism, ending briefly with the Great Recession. This decade has been marked by slower growth of the regional economy and all industries slowly rising.

Housing costs have skyrocketed and made it difficult to live here. The population is aging and school enrollment is declining. Low income families are surviving by sharing housing and resources in the community.
<mark>See pages 107-153 for the EFA Community Needs Assessment data for Standard 3.4</mark>

3.   Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board.
(Organizational Standard 1.3)

Participant/client feedback is underutilized when it comes to improving the programs and services provided by agencies and programs. CAP Sonoma has a dedicated program for addressing the customer satisfaction to improve systems and programs. Listen for Good (L4G) is an initiative dedicated to building the practice of listening to the people we seek to help. Nonprofits and funders explore a simple but systematic and rigorous way of getting feedback from the people at the heart of our work. L4G is focused on applying a semi-standard survey instrument, which includes using the Net Promoter System (NPS®) employed widely in customer feedback circles, to the nonprofit beneficiary context. CAP Sonoma was invited to participate in the L4G process by the Community Foundation Sonoma County. The L4G

steps are: Survey Design, Survey Administration, Interpreting Results, Responding to Feedback, Closing the Loop

The listening for good staff gave an update the Program Committee on July 11th, 2018. Now with more results they are used to enhance the community needs assessment, which was presented to the Board of Director May 28th 2019. With this model we improve the feedback loop between the agency, programs and our participants/clients. L4G is a simple, standardized survey used to improve local feedback loops and also provide comparisons to like programs/agencies across the country.

The following is the model for evaluation:
- Employ simple yet flexible data collection approaches.
- Capture a large number of representative client voices and gather credible, candid feedback.
- Identify areas for celebration and areas for improvement, while shedding light on differential experiences across specific client groups.
- Engage organizational decision-makers (and external stakeholders, such as funders) to learn from client feedback and implement changes based on what is learned.
- Close the loop by sharing back with clients what was learned from listening to them and the specific ways that an organization is responding to feedback. (the feedback has been shared and can be found on the website at: https://www.capsonoma.org/listen-4-good-initiative-feedback-recommendations/

See pages 92-106 for the Listen for Good survey data for standard 1.3

4. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area.
(Organizational Standard 3.2)

CAP Sonoma worked with EFA to review data and analyze specifically poverty trends for the 2019 Community Needs Assessment. EFA used the following structure to assess the community. Project Specifics:
- Facilitation where EFA's team met with CAP Staff;
- Reviewed latest agency reports and data;
-Interviewed key staff by phone (on-site meetings with Board, parents, and staff can be arranged if needed);
-Prepared summary tables and illustrative graphics on conditions and trends related to each section of the Report;
· The final report integrated the latest public data, with figures and analysis based on the key questions identified in initial consultations with CAP and its Policy Council.
· Much of the report is based on primary and secondary data gathering. On the primary side, information from CAP staff from community partners and also survey information as to some of the Head Start Specific Standards. The demographic make-up of Sonoma County's Head Start eligible children and families, including estimated number of children, geographic location, racial and ethnic composition are examples of specific data to be identified directly by CAP staff.
· Partner organizations provided details on other child development and child care programs that serve Sonoma County's Head Start eligible children, including publicly-funded state and local pre-school programs. The data here provide the approximate number of Head Start eligible children

served by each program in Sonoma County. Our team can use their community links and CAP staff leads to gain that information.

The final report reviewed:

Population and related trends

Race/ethnicity/age composition

Poverty and demographics: age, race/ethnicity and gender

Poverty rates for children

Special section: post-fire dynamics and population change

Employment

Current unemployment

Current employment and household incomes, Sonoma county overall education

Child care

Housing affordability, conditions and homelessness

Mobility

Homelessness

Disabilities

Community involvement

Child care availability

Community assets to address unemployment issues

Community assets to address education issues

Community assets to address affordable housing issues, including HUD

Community assets to address homeless issues

See pages 107-153 for the EFA Community Needs Assessment data for Standard 3.2

5.   Briefly summarize the type of both qualitative and quantitative data collected and analyzed as part of the needs assessment process.
(Organizational Standard 3.3)

Quantitative data that was collected for this CNA were survey in which clients were able to rate the importance of an issue from one to five. The issues ranged from transportation to affordable housing. In this survey there was comment section where the clients were able to give feedback or voice any other issues. Aside from the client survey, we also completed focus group sessions and interviews with clients, staff and partners. Partner surveys were completely qualitative. We partnered with EFA group to conduct research and analyze quantitative data that contributes to poverty.
See page 78 of word cloud made up of comments from qualitative results

6.   Describe how the agency analyzes information collected from low-income individuals as part of the community needs assessment process.
(Organizational Standard 1.1, 1.2)

The 2019 Community Needs Assessment for Community Action Partnership of Sonoma County was created as a paper survey and a Survey Monkey link to reach as many community members as possible. Paper surveys were collected in our main office, housing programs, classrooms, community meetings, and resource centers. The online survey was emailed to all CAP employees and partners, and everyone was encouraged to share it with anyone who lives in Sonoma County. Both surveys were written in English and in Spanish. With a total of 754 responses collected, the Community Needs Assessment shows us at CAP what issues are affecting the people we serve.

The survey asked people to rank a collection of issues on a scale of 1 to 5, with 1 being an issue of no concern and 5 being an issue or major concern. There was also an open-ended question where people could fill in concerns that the survey did not list. The top concerns that received the most 5's were affordable housing, child care, health (physical and mental), employemtn and trianing, youth services, low quality living conditions, gang prevention, and emergency preparedness. A word cloud of the responses to the open-ended question reveals that the top concerns are roads, school safety and quality, more assistance programs, and housing.

See pages 66-78 for survey results from CNA 2019 survey

Community Needs Assessment Results

(Organizational Standard 3.4, 4.2, 4.3, CSBG Act Section 5.76(b)(12))

Utilize the table below to list the needs identified in your Community Needs Assessment:

Table 1

Needs Identified	Integral to Agency Mission (Yes/No)	Currently Addressing (Yes/No)	Agency Priority (Yes/No)
Affordable Housing	Yes	Yes	Yes
Affordable Childcare	Yes	Yes	Yes
Emergency Services	Yes	Yes	Yes
Mental and Physical Health Services	Yes	No	Yes
Youth Services	Yes	Yes	Yes
Food Assistance	Yes	No	No

Needs identified: list the needs identified in your most recent Needs Assessment.
Integral to agency mission: indicate yes/no if the identified need aligns with your agency mission.
Currently Addressing: indicate yes/no if your agency is already addressing the identified need.
Agency Priority: indicate yes/no if the identified need will be addressed either directly or indirectly.

For needs marked "no" in "Agency Priority", please describe how the gap was identified, (CNA, surveys, focus groups, etc.) and why the gap exists (Federal rules, state rules, lack of funding/resources, etc.) Explain how your agency plans to coordinate services and funding with other organizations to address these service gaps. Include how you ensure that funds are not used to duplicate services. If you will not be coordinating services to address the service gaps, please explain why.
(CSBG Act Section 676b(3)(B),(5), State Assurance 12760)

Food Assistance is addresses internally as a referral option. Many of our clients do not come to CAP for food assistance. We have partner agenices that are an expert in the food assistance arena. Currently the food bank and meals on wheels address this issue. We work closely with them when needed. *For needs marked "yes" in "Agency Priority" in Table 1, please stack rank according to priority, and complete the table below.*

Table 2

Needs Identified	Description of programs/services /activities	Agency/Commuity Family & Individual	Reporting Section (CNPI, FNPI, SRV)
1. Affordable Childcare	Our Head Start program is funded to serve 453 children ages ranging from 3 to 5 years old. We operate 13 centers throughout Sonoma County 4 days per week, 10 months per year. We offer 25 part-day morning or afternoon center based classes. Our Early Head Start program is funded to serve 32 children including pregnant women/infants/toddlers from prenatal to 3 years old. We operate 3 centers in Santa Rosa 5 days per week, 12 months per year. We offer 4 full-day center-based classes. We use the Creative Curriculum for Infants, Toddlers and Twos along with The Program for Infant / Toddler Care.	Community	Individual FNPI 2a FNPI 2b FNPI 2c.1. FNPI 2d.1
2. Affordable Housing	CAP's Housing Pathways helps move clients from short-term housing to permanent housing. Focusing on stabilizing the resident's physical, emotional and financial health, this program has been an incredibly successful model in addressing the County's housing need.Short term housing for women and children. Assistance with finding financial benefits and resources. Provide supportive services.	Community	Individual FNPI 4a. FNPI 4b. FNPI 4e FNPI 4f.
3. Mental and Physical Health Services	CAP Sonoma offers many health programs. Mostly our helath programs fall into the dental health field. School-based preventative service program that provides oral health education and healthy eating habits, dental screenings, fluoride varnish, dental sealants, and referrals for additional treatment for 0-5 year olds and grades K-8. In addition, CAP Sonoma runs the nursing staff at Roseland Schools District. Throughout the year, Throughout the school year staff follows state mandated hearing, vision and dental screenings, with referral and case management as needed, participate in developing Individual Health Plans, 504 Health plans and IEP for student with health conditions and	Community	Individual FNPI 5b. FNPI 5c.

	disabilities, assist with medication administration and Insulin dependent and resistance treatment and care for students at schools; provide puberty education to students in 5th and 6th grade is also part of our participation.		
4. Emergency Services	In response to the devastating wildfires that overtook Sonoma County on the evening of October 8th, 2017, Community Action Partnership of Sonoma County (CAPSC) responded to community need by creating the Disaster Relief Housing Assistance Fund (DRHA) and a Rebulding our Community Resource Center (ROC). The purpose of ROC Sonoma County is to establish and maintain a network within and on behalf of faith-based, non-profit, governmental, business and other organizations and agencies, which will provide a coordinated fire recovery effort.	Individual and Community	Individual 4.4b 4.4e 4.3h Community: CNPI 4z. Other Count Of Change: percent of households who lost homes in the 2017 wildfires that have rebuilt and stayed in Sonoma County
5. Youth Services	CAP Sonoma offers many youth service programs. CAP Sonoma has established a new Youth Civic Engagement Project (YCEP) program for youth ages 15 to 21. This approach recruits community youth to provide voter registration outreach and civic education to underserved populations in the Sonoma County. YCEP includes ongoing training a core group of youth leaders and provides support for their community engagement activities including hosting events, tabling at schools and events, door-to-door canvasing, and youth-led engagement of community youth and adults.	Individual	Individual FNPI 6a.1. FNPI 2c.

Table 3

Reporting Section (CNPI, FNPI, SRV)	Measurement Tool	Data Source, Collection Procedure, Personnel	Frequency of Data Collection and Reporting
Individual FNPI 2a FNPI 2b FNPI 2c.1. FNPI 2d.1	Gold Quest report and assessment	Childplus, Head Start attendance records, FOW plan, family goal sheet FOW's, ERSEA team, teachers, and are supervisors are responsible.	Daily Collection, Monthly reporting and annual reporting
FNPI 4a. FNPI 4b. FNPI 4e FNPI 4f.	Wellness Women's Plan pre and post	Cap 60, HMIS, housing staff (shelter assistant, case manager, housing coordinator, property coordinator are responsible for data	Weekly collection, quarterly reporting
FNPI 5b. FNPI 5c.	Pre and Post assessments	CAP 60, Dentalquest Database Community Health Workers are responsible	Monthly collection, annual reporting
FNPI 2h. FNPI 1a FNPI 1b. FNPI 1c FNPI 1d. FNPI 1h.	FMBS survey, pre and post intakes, ACES survey	CAP 60, ACES database, FMBS excel spreadsheet Mobility Coach and Program Manager are responsible	Monthly collection, quarterly reporting
FNPI 6a.1. FNPI 2c.	Pre and Post surveys, school records, case management notes	CAP 60 Program Coordinator and Director of Community Engagement are responsible	Monthly collection, bi-annual reporting

Service Delivery System

(CSBG Act Section 676(b)(3)(A))

Describe the overall Service Delivery System for services provided with CSBG funds and describe your agency's services enhance and/or differ from those offered by other providers, i.e. bundled services– please include specific examples.

1. Please describe the agency's service delivery system. Include a description of your client intake process or system. Also specify whether services are delivered via direct services or subcontractors, or a combination of both.

   CAP Sonoma provides direst services to over 10,000 annually. The intake process starts with recruitment. The recruitment and outreach efforts begin throughout Sonoma County and include working with the local radio stations (bilingual, English and Spanish), newspaper and television, door knocking, reaching partners and more. Through this medium, the program runs public service announcements both in English and Spanish. The majority of our families come from Spanish speaking families. It also distributes flyers at selected public elementary schools and collaborative partners. Throughout the county, at different vendor and shopping area locations, similar flyers and posters are distributed and displayed. The agency also runs recruitment announcements on its web site: www.capsonoma.org and its Facebook page. Staff are in constant contact with community agencies and collaborative partners such as Family Nurse Partnership, WIC, CPS, Indian Health, St. Joseph Mobile Health Clinic, Alliance Clinics, Catholic Charities, The Living Room, The Salvation Army, COTS, SCOE and others.

   Applications for the program year will be accepted throughout the year depending on the program. Most applications consist of a a one-page form to address basic eligibility for our programs. Then formal applications are started for families and individuals based on the program needs. Clients can register for programs in a variety of ways, in person, online, or show up to a service and fill out an application on the spot. Some programs have more strict eligibility requirements.

   For example, Head Start has the longest intake process. The Application is a one-page form with the Priority Points Worksheet as a separate page. The formal process used for the selection of children will be referred to as the Priority Points System. Priority points will be established in the following categories: Parental Status, Disability, Income Eligible, Age, Health, Family Situations, Referrals and School District Agreements. As a part of the application process, children and prenatal families will be assigned priority points at the time of the application using the Priority Points Worksheet. The number of points assigned by staff is determined by the responses to the questions that are asked of all parents while filling out an application. The points are then entered into the ChildPlus computer program which in turn will produce a report of all the children for any given center in order of their priority ranking.

2. Please list your agency's programs/services/activities funded by CSBG, including a brief description, why these were chosen, how they relate to the CNA, and indicate the specific type of costs that CSBG dollars will support (examples: staff salary, program support, case mgmt., T/TA, etc.)

   Currently we have two programs mainly funded by CSBG. Via Esperanza Family resource Center and our Pathways Housing program.Via Esperanza Education Center is a multi generational community hub that educates, empowers and fosters leadership through collaborations/partnerships, resources, and community engagement in order to promote a positive impact in the lives of children and families, and community transformation. Via Esperanza is piloting "The Whole Family Approach," this approach which

will be implemented within the whole agency, and aims to provide opportunities for both children and parents to create economic security that passes from one generation to the next. CSBG dollars are specifically being used for staff and operations of the center. Since Via Esperanza is the Whole Family pilot, we decided to use CSBG dollars to support the program in order to test this approach to ending poverty.

Community Action Partnership of Sonoma County has provided housing assistance in the form of four main complexes, emergency shelter, transitional shelter and two permanent supportive housing complexes. In Sonoma County, there is a well-documented housing crisis. Furthermore, there is a major lack of temporary housing whose sole purpose is to help residents move on to permanent housing.CAP's Housing Pathways helps move clients from short-term housing to permanent housing. Focusing on stabilizing the resident's physical, emotional and financial health, this program has been an incredibly successful model in addressing the County's housing need.CSBG dollars have been used to help fund the shelter and housing staff needed to provide adequate temporary and permanent supportive housing. Since affordable housing is the number one need in our community, we allocated CSBG resources to better serve our county.

Linkages and Funding Coordination

(Organizational Standards 2.1-2.4)
(CSBG Act Section 676b(1)(B), (1)(C), (3)(C), (3)(D), (4), (5), (6), (9))
(State Assurance 12747, 12760, 12768)

1.   Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, please list the coalitions by name, who participates, and methods used by the coalition to coordinate services/funding.
    (Organizational Standard 2.1, CSBG Act Section 676(b)(1)(C),(3)(C))

Community Action Partnership coordinates funding and services with other providers in the area. Two examples demonstrate these relationships and coordination. First, the Rebuilding Our Communities (ROC) center is a collaboration of multiple agencies who provide case management and disaster relief services to victims of the 2017 fire and 2019 flood. Each one of the agencies in the ROC receive funding from individual funding sources such as Tipping Point, Redwood Credit Union and FEMA. Although each agency (e.g. CAP, Catholic Charities) receives separate funding the collaborative meets in one location, shares best practices, and shares the case management load.

Another example is the Dental Health Network, which is designed to avoid duplication and maximize services for the local in-need community for dental services. This is also a collaborative of stakeholders who are funded independently by sources such as the State of California, First 5, St Joseph's Health, and others. Like the ROC, stakeholders come together to share lessons learned, resources and funding opportunities. In some cases cooperative agreements are signed between agencies to clarify roles and responsibilities for the work.

2.   Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding:
(Organizational Standard 2.1).

CAP Sonoma coordinates services formally and informally. For formal coordination we use MOU's and contracts and route those contracts the folliwng way.

Routing Process: The contract router received an MOU and entered the name and date it was received to a spreadsheet for tracking purposes 2. The MOU is given to the contract router to route internally 3. The contract router attaches the MOU routing form to the MOU and gives to the program manager to fill in the section that requires information about the MOU 4. The contract router orders an insurance certificate from our insurance broker 5. The contract router then brings the MOU to the Executive Director for approval and signature 6. The contract router then scans and saves the MOU into the appropriate data base folder 7. The contract router emails or mails out the original copy to the partner and keeps a copy for our records 8. The contract router enters the MOU into our CAP60 database 9. The contract router emails the internal agency parties involved (program manager, the staff accountant, the CFO, deputy director, and the ED) with the link to the appropriate folder where the MOU is located. The contract router then submits the executed MOU packet to our staff accountant for it to be processed in fiscal.

For informal coordination, CAP staff generally establish partnerships in collaborates or on an as needed basis. For example, CAP Sonoma does not have many mental health services. However, we recently started a conversation with Life Works about applying for grants together to provide wrap around services. As of now, there is not an official partnership but we hope to establish an MOU when we receive funding or a specific project.

3. Describe how your agency utilizes information gathered from key sectors of the community (local school districts, social services departments, state agencies, colleges, faith-based organizations, community-based organizations, local utility companies, charitable organizations, homeless programs, local food banks, or other) and describe how your agency will coordinate and partner with other organizations in your service area.
(Organizational Standard 2.2, CSBG Act Section 676(b)(3)(C), (9))

We use the information gathered to inform program delivery, increase effectiveness of programs, help Community Action Partnership of Sonoma County (CAP Sonoma) understand community needs, allows us to focus both our direct services and helps us to partner with other organizations to meet individuals needs and assist our community in a more efficient manner. For example, CAP Sonoma partners with Sonoma State University (SSU) and St. Mary's College to have an on site AmeriCorps/VISTA in our organization. AmeriCorps/VISTA is the liaison with SSU, promotes CAP Sonoma and recruits volunteers for our organization. Thus, we are fulfilling an agency need for volunteers. CAP Sonoma has an on site volunteer coordinator that manages the volunteers and strengthens CAP Sonoma's capacity. CAP Sonoma will partner with community organizations to address and alleviate poverty, improve program services and work towards policy systematic change and a healthier community for all.

4. Describe how services are targeted to low income individuals and families and indicate how staff is involved, i.e. attend community meetings, I&R, etc. Include how you ensure that funds are not used to duplicate services.
 (CSBG Act Section 676(b)(3)(C), 676(b)(9), State Assurance 12760)

 Our agency mission and objectives are to provide services to our most vulnerable communities in order to empower and create self sufficiency. Our programs focus on communities with a large percentage of schools that have high percentage of English learners (largely Spanish speaking), free and

reduced lunch recipients and foster children and youth. These communities reflect the higher concentration of low income individuals and families, lower social connections, and low economic resources. We partner with community agencies that also serve these populations for outreach and increased access to vulnerable populations. Our programs are reaching populations that are undeserved and are otherwise unable to access services in other community programs or resources, not limited to but focused on families with children 0-5. Our collaborative partnerships such as Health and Wellness, Disaster Relief and Education programs work with programs and groups such as WIC, Health Action, So. Co Dental Health Network, Maternal Child Adolescent Health, and ROC Disaster Collaborative. This also ensure that we are working together to pool resources and avoid duplication of services. In addition to targeting low income populations, many of our programs have specific eligibility criteria set by funders. For example, our WIC dental days, which is an Upstream Investment program, collaborates with First 5, WIC and other community dental partners to provide services to a population that historically has been unable to access care

5. If your agency is a Migrant and Seasonal Farmworker (MSFW) agency, describe how you will coordinate plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries. If your agency is not a MSFW, please mark N/A.
(State Assurance 12768)
N/A

6. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. Describe your agency's contingency plan for potential funding reductions.
    (State Assurance 12747)

The Board of Directors engages in ongoing training regarding fiscal responsibility, governance, sustainability, fundraising, and fulfillment of organizational standards relating to the administration of Community Action Agencies. Training are conducted at national and regional conferences, by staff, and third-party contractors. The Board collaborates with the Executive team to steer the agency according to evidence-based strategies to alleviate poverty. Board members with fiscal expertise provide oversight for responsible financial and resource strategy, to ensure the sustainability of the agency, and advise the whole Board of key issues relating to their fiscal responsibility. The Board is engaging in community outreach to assist in securing sponsorship's and fundraising opportunities to meet funding gaps, and increase the agency's strategic funding reserve.

The agency maintains an emergency line of credit for temporary funding disruptions, and is building a strategic funding reserve to bridge gaps. In the event that a grant is not renewed, or a funding stream ends, the agency seeks to replace the funding through grants and sponsorship's from community partners, municipal agencies, and is expanding applications to national philanthropic groups. In absence of funding, we would strategically reduce the size and scope of a program, seek collaboration with another community partner who has capacity to host a portion of the program, or seek to transfer the program to another organization. Programs founded under a temporary funding source may have a targeted end date.

7. Describe how your agency communicates its activities and its results to the community, including how the number of volunteers and hours are documented.
    (Organizational Standard 2.3, 2.4)

CAP Sonoma works closely with community partners, including our largest school district, county one-stop job placement, County Human Services Department, and the community college to implement our Whole Family Approach/2Gen effort. The Whole Family Approach is a framework that provides opportunities for and meets the needs of children and their parent's together, building education, economic assets, social capital and health and well-being to create a legacy of economic security that passes from one generation to the next. We are participating in the National CAP "community of Practice" for Whole Family with 10 other CAP's across the country, and are working towards embracing the concept throughout the whole agency and expanding it throughout our county. We realized after, the disastrous fires in 2017, that many of our low income families had no assets that could tide them through the immediate aftermath, and that it was going to be necessary to include the areas of job training, English learning, and financial education to strengthen the families and to provide a stable foundation for the children. A grant from the Office of Child Abuse Prevention provided some funding for this effort. The grant funded coaching and education in focusing on financial stability with the idea that if families were more stable financially, there would be less child abuse and neglect.

In addition to our Head Start Early Head Start Programs, we offer other early childhood programs with strong parent education components (AVANCE and Pasitos which serve 400+ Latino families with young children). Our Community Building Initiative works with members of the Roseland neighborhood in southwest Santa Rosa, to identify and then work towards solving neighborhood challenges. Our Padres Unidos Program works with Latino parents with children 8-18 with behavior challenges.

8. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. Describe how your agency will contribute to the expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as: programs for the establishment of violence-free zones that would involve youth development and intervention models like youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs.
(CSBG Act Section 676(b)(1)(B))

 CAP Sonoma addresses the needs of youth by participating on community coalitions and committees/teams as well as through direct services activities. Our coalition committees/teams involvement includes participation include the Santa Rosa Violence Prevention Partnership (SRVPP), school and community-based multi-disciplinary team at local elementary and high schools, and the work of our Roseland Community Building Initiative (CBI) resident leadership team. The SRVPP has a Policy Team, Operational Team, and a community-based multidisciplinary team as a part of the structure. The Policy Team meets every other month and looks at policy level strategies and activities to coordinate and collaborate the best community-wide approaches to addressing youth violence and crime. The Operational Team meets once a month and is focused on agencies working at the service coordination level to reduce youth violence and crime community-wide and in specific areas. The community-based multidisciplinary team meets monthly is address the need of youth and families of at and high risk youth in danger of violence and criminal involvement through a robust referral process. CAP Sonoma participates on all three teams with our Executive Director (Policy Team), Director of Community Engagement (Operational Team), and Program Manager (multidisciplinary team). Through this work we are able to directly or indirect impact youth development and promote increased community coordination in meeting the needs of youth.

CAP Sonoma works in partnership with the Roseland School District and the community to reduce youth crime and violence to prevent and intervene through direct work with the parents of high-risk youth through our Padres Unidos 16-week parenting sessions, school-based case management, and ongoing prevention workshops. In addition parents graduating from our parenting sessions are encouraged to participate in our Roseland CBI leadership and community engagement activities. We have been successful provide leadership development for residents to address youth crime as well as involve parents in community level policy change aimed at reducing youth crime.

CAP Sonoma has established a new Youth Civic Engagement Project (YCEP) program for youth ages 15 to 21. This approach recruits community youth to provide voter registration outreach and civic education to underserved populations in the Sonoma County. YCEP includes ongoing training a core group of youth leaders and provides support for their community engagement activities including hosting events, tabling at schools and events, door-to-door canvasing, and youth-led engagement of community youth and adults. The youth YCEP are partners with the adult advisor and other CAP Sonoma staff. Youth leaders plan and lead meetings, designed and implemented the current campaign. This model moves us away for the youth as recipients framework and towards true youth-led service learning strategies. The youth project mirrors our adult Roseland CBI project in using community engagement, leadership develop, linking to community organizations, and bridge building with policy makers/community leaders. We are planning to expand outreach to develop leaders from underserved population in our community. The overall goal of these efforts are improve civic involvement and build community capacity to engage community level issues in our community.

9.	Describe how your agency will provide employment and training activities. If your agency uses CSBG funding to provide employment and training services, please also describe the coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102].
	(CSBG Act Section 676(b)(5))

CAP Sonoma's Via Esperanza family resource center provides employment and training activities by way of three programs: the English Language Learner Immersion Program, the Mobility Coach Program, and the Community Health Worker training program. This three-pronged approach allows us to address the community's needs to prepare for the workforce and secure employment.

The English Language Learner Immersion Program (ELL) is a partnership between Sonoma County Job Link, Santa Rosa Junior College, and our agency. Through an intensive, immersion English course complemented by basic computer literacy exercises and one-on-one coaching, participants are able to vastly improve their English skills, better understand workplace culture, and begin the process of preparing to enter the workforce. This last element is the main focus of the one-on-one coaching provided at our family resource center where participants are able to assess their personal and family lives, set goals for themselves, make a plan of action, and work with our coach to connect with local resources to accomplish these goals. As part of the in-class programming, students participate in mock interviews that help them prepare and be comfortable with the entire experience from application to on-boarding. Many participants require assistance in working towards achieving their GED and continuing their English language education and this becomes their first step after completing the Immersion Program and puts them on the road to entering the workforce or improving their career prospects.

Briefly covered in our description of the ELL Program above, the Mobility Coach Program provides clients with access to a coach to help them address the multitude of needs that their families may have. One-on-one coaching sessions are complemented by group workshops that focus on the five gears of the Two-Generational Approach (2Gen) and create greater awareness of local resources that address needs in the following categories: 1) Postsecondary Education and Employment Pathways; 2) Early Childhood Education and Development; 3) Economic Assets; 4) Health and Well-Being; and 5) Social Capital. As our agency looks to improve the long-term financial stability of the families that we serve, our center focuses on implementing the Your Money, Your Goals financial literacy curriculum at all levels of service, from one-on-ones to community programming.

In addition to our regular, tried-and-true programming, our family resource center aims to increase and complement our services and programs by way of partnerships. Most recently, we have partnered with the Center for Well-Being to host community health worker (CHW) trainings. Community members go through the introductory core competencies training and then continue their education through supplemental trainings that focus on specific themes such as heart health and blood pressure. Partnerships, such as the CHW Program, allow us to not only improve community awareness of important topics such as health but also allow us to provide additional opportunities for our clients to work towards improving their skill sets and their employment prospects.

10.   Describe how your agency will provide emergency supplies and services, nutritious foods, and related services to counteract conditions of starvation and malnutrition among low-income individuals.
     (CSBG Act Section 676(b)(4))

CAP Sonoma will provide emergency supplies and services to counteract conditions of starvation and malnutrition by providing emergency gift cards to supermarkets, referrals to the food bank, food pantries and Cal-Fresh.

In the disaster program, CAP will provide assistance to replace employment tools, storage payment lost in natural disasters; such as fire and flood. CAP will provide security deposit and rental assistance to those who lose their housing to a major natural disaster. And provide intensive case management to those who are extremely vulnerable. CAP will provide security deposit, rental assistance, and financial coaching to low income individuals who are at risk of becoming homeless during an emergency circumstance. CAP's priority is to assist those who have recent three-day eviction notices.

CAP will provide emergency shelter for women and children and extensive case management to extremely low-income families. Mental health services referrals are made for individuals going through mental health episodes. CAP provides nutritious meals through a third service provider to individuals staying at our shelter. CAP also provides transitional housing to individuals with some income but cannot afford market rate rentals and because of their income they do not qualify for the emergency shelter.

11.   Describe how your agency will ensure coordination between antipoverty programs in each community in the State, and ensure where appropriate, that the emergency energy crisis intervention programs under title XVI (relating to low-income home energy assistance) are conducted in the community.
     (CSBG Act Section 676(b)(6))
 Although CAP has not received LIHEAP or weatherization funding, the agency runs a program providing education and financial assistance for Santa Rosa Water customers. The water department provides a

water audit to determine water usage and how to conserve in the home. The water and energy nexus is a growing topic, especially in California, which is pronged to drought. This program helps financially as well as save energy when leverages with other programs offered by Santa Rosa Water. For example, the clients have qualified for the free toilet programs, which are high efficiency toilets saving water and energy.

We work with our partner agencies that provide LIHEAP and make referrals on an as needed basis. In addition, CAP Sonoma runs the local Season of Sharing program which can cover emergency utility payments.

12.	Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting.
	(CSBG Act Section 676(b)(3)(D))

CAP Sonoma works closely with community partners, including our largest school district, county one-stop job placement, County Human Services Department, and the community college to implement our Whole Family Approach/2Gen effort. The Whole Family Approach is a framework that provides opportunities for and meets the needs of children and their parents together, building education, economic assets, social capital and health and well-being to create a legacy of economic security that passes from one generation to the next. We are participating in the National CAP "community of Practice" for Whole Family with 10 other CAP's across the country, and are working towards embracing the concept throughout the whole agency and expanding it throughout our county. We realized after, the disastrous fires in 2017, that many of our low income families had no assets that could tide them through the immediate aftermath, and that it was going to be necessary to include the areas of job training, English learning, and financial education to strengthen the families and to provide a stable foundation for the children.

A grant from the Office of Child Abuse Prevention provided some funding for this effort. The grant funded coaching and education in focusing on financial stability with the idea that if families were more stable financially, there would be less child abuse and neglect.

In addition to our Head Start Early Head Start Programs, we offer other early childhood programs with strong parent education components (AVANCE and Pasitos which serve 400+ Latino families with young children). Our Community Building Initiative works with members of the Roseland neighborhood in southwest Santa Rosa, to identify and then work towards solving neighborhood challenges. Our Padres Unidos Program works with Latino parents with children 8-18 with behavior challenges.

Monitoring
(CSBG Act Section 678D(a)(1)(B))
1.	Describe your agency's specific monitoring activities and how they are related to establishing and maintaining the integrity of the CSBG program, including your process for maintaining high standards of program and fiscal performance.

Community Action Partnership of Sonoma County's Cap 60 a database is used specifically to gather client data. We are consistently working to make CAP 60 the hub for all program data. By having clients information in one place we able to track all the services that have been provided by the agency and be able to fully track the family's journey out of poverty. As an agency we are moving towards a whole family approach and CAP60 is a great tool to capture this. The agencies data specialist conducts quarterly check ins with each program to ensure that the data is up to date and also to ensure the

correct data is going into the database maintaining high standards for program logistics. At the end of the year data is shared widely for each program to see how the data has changed year to year. This way we ensure that the services that we are providing are still relevant to the community.

CAP Sonoma recently switched accounting software and started using NetSuite. This system makes it easier to monitor many funding sources. Our fiscal department follows their policy and procedure manual to ensure processes are in place. This is a living document and is reviewed annually. CAP completes an annual single-audit to ensure compliance with OMB circulars. Oversight is provided by Audit and Financial board committees.

2.   If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency and type (i.e., onsite, desk review, or both)

CAP Sonoma uses very little subcontractors to run direct service programming. When subcontractors are used the contract will have established key performance indicators for each activity. The contract manager will be responsible for reviewing the key performance indicators throughout the contract. This is usually done as a desk review.

3.   Describe how your agency ensures that cost and accounting standards of the Office of Management and Budget (OMB) are maintained?
(CSBG Act Section 678D(a)(1)(B))

The fiscal Policies and Procedure manual is reviewed annually to update and include all new regulations for OMB requirements.. CAP has a CFO with certified public accounting credentials and who is the gatekeeper to ensure all the OMB and GAAP regulations are applied properly. Also, all fiscal staff are receiving OMB trainings to learn the new regulations to apply it in properly. They attend annual Wipfli trainings as well.

Data Analysis and Evaluation
(Organizational Standards 4.3, 4.4)
(CSBG Act Section 676(b)(12))

1.   Describe your methods for evaluating the effectiveness of programs and services, including the frequency of evaluations.
(Organizational Standard 4.3)

Each program is required to have a set of tools. Each set of tool contains four main components: A logic model, scope of work, budget, and an evaluation plan. Each element directly relates to the elements of the ROMA cycle. The logic model is part of the planning process, the scope of the work is the implementation and the evaluation plan covers the achievement of results and the evaluation element. Data is collected across CAP programs at client intake and various points of service depending upon the program. All CAP client data is stored in the Cap 60 database, except for Head Start which utilizes Child Plus, however HS will now be able to use CAP 60 through an automatic bridge.

Each program collects and evaluates data regularly, some programs produce annual reports and others report on a monthly basis. In compliance with the CSD contract, CAP prepares and submits the NPI report and the Demographic Report reports annually. CAP Sonoma as an agency produces two annual

mail pieces to supporters, partners, and client that talk about programmatic achievement within the last six months.

2.   Describe how your agency ensures that updates on the progress of strategies included in your CAP are communicated to your board annually.
(Organizational Standard 4.4)

CAP has a program and evaluation committee of the Board of Directors. The purpose of the Program & Evaluation Committee is to facilitate the strategic identification, implementation, evaluation and oversight of the programs and services of CAP. On a monthly basis, programs present to the committee with their reports, budgets, scope of work and more. The committee also reviews program budget allocation and effectiveness. The committee assists the Deputy Director in an annual review and assessment of the effectiveness of the Agency's programming and associated expenditures each fiscal year.

3.   Provide 2-3 examples of changes made by your agency to improve service delivery to enhance the impact for individuals, families, and communities with low-incomes based on an in-depth analysis of performance data.
(CSBG Act Section 676(b)(12))

1. After the fires in October, 2017, attendance for staff and participants suffered. We quickly followed up with surveys and post retrospective survey to figure out what the causes were. Most children and families were suffering trauma from the fires and stopped programs. We quickly observed that our Early Childhood curriculum did not have adequate information on dealing with this trauma for both families (parents and children) and staff. We added training's that helped the staff cope with their own trauma while still providing a stable environment for the parents and children. We invited community resources into speak to the classes. We learned about short and long term effects of disasters and realized that understanding this was critical to retaining families and staff in the short term and about promoting resilience for the long term health of individuals and the community as a whole.

2. After the fires, it became even clearer that we needed to intentionally focus on financial empowerment education. Many families were caught without any savings or credit when the fires hit. Scores on the assessment tool, Financial Management Behavior Scale, given in all early childhood classes, informed our focus on knowledge about credit and savings. We included resource hour presentations in each class on these topics using the "Your Money Your Goals" curriculum with the support of our grant from the Office of Child Abuse Prevention (OCAP). OCAP understands that poverty impacts child abuse and neglect, precluding optimal child development and lessening a child's chances for success in school and beyond.
The feedback from parents was that these were very helpful. Home visitors were trained in providing additional information and resources. In addition to financial educational and coaching, we are partnering with JobLink to provide English immersion classes and will continue our efforts to connect participants to further education (ESL, GED) and work force development opportunities, e.g., Santa Rosa Junior College career training and certificate programs.

3. The agency ran a project called Listen for Good. This looked at our customer feedback and provided recommendation based on the findings. After several surveys and focus group the following three recommendations came out:
•   Evaluate and recommend systems improvement to reduce wait times for participants.

• Evaluate enrollment and registration system to look at ways to streamline the process for enrollment of participants.

• Evaluate current data collection to determine necessity (Is the data going to be used or is it some we collect and never use).

After receiving feedback from Head Start families and then mapping out the intake process, Head Start implemented online application in order to streamline the process for families and minimize the time spent waiting on acceptance. Currently, Head Start is father in long with the enrollment process then ever for the 19-20 school year. More parents are able to apply without coming in to the office. This has been a vast improvement.

Annual Report Projections
(CSBG Act Section 676(b)(12))
As part of the CAP process, each agency is asked to review and identify the appropriate outcome measures or indicators and develop two years of projections/goals and strategies. The CSBG Annual Report Projections will be monitored and evaluated by CSD Field Operations Representatives.

The CSBG Annual Report is part of the greater CSBG Performance Management Framework and Results Oriented Management and Accountability (ROMA) Next Generation efforts. The CSBG Annual Report supports an enhanced focus on improved data collection, analysis and continuous learning. Information will be used at all levels (National, State and Local) to improve performance, track results from year to year and assurance accountability for critical outcomes.

The CSBG Annual Report is organized into four Modules. Agencies are responsible for completing Modules 2-4. Projections are required for Modules 3 and 4. To access the CSBG Annual Report Projections, please use the following links:

Module 3

See pages 38-51

Module 4

See pages 52-61

Upon completion, save the Excel spreadsheets and include the workbooks as an attachment to the CAP. A helpful resource to complete the projections is the Community Services Block Grant (CSBG) Annual Report instruction manual located on the National Association for State Community Services Programs (NASCSP) Annual Report webpage.

Appendices (Optional)

All appendices should be labeled as an appendix (i.e., Appendix A: Community Survey Results) and submitted with the CAP.

Instructional Notes

Module 3 - Community Level

Module 3, Section A: Community Initiative Status Form

CSBG Eligible Entities will complete the **Community Initiative Status Form** for the CSBG Eligible Entity identified initiatives intended to achieve community level outcomes. This form provides a central place to report valuable information about a single community initiative that started, continued, or ended during the current reporting period. The information reported on the status form will be selected via a dropdown menu or written as a narrative. In future reporting periods, CSBG Eligible Entities will update the status form based on the initiative's progress. Please see additional notes below:

Problem Identification: CSBG Eligible Entities will provide information on how the problem was identified in the Community Needs Assessment. This will include any data collected.

Issue/CSBG Community Domains: Select the domain(s) category(ies) that best describe the issue addressed by the initiative. A full list is provided in the Status Form.

Ultimate Expected Outcomes: Select the indicator(s) from the Community Level NPIs (full list is found in Section B) that measures the ultimate expected outcome of the initiative OR enter an "Other Outcome Indicator".

Partnership Type: Select the partnership type from the choices provided. For example, a multi-partner initiative includes the CSBG Eligible Entity and one or more partners.

Module 3, Section B: Community National Performance Indicators (NPIs) - Data Entry Form

To facilitate the reporting, use, and learning from Community NPIs the Annual Report provides two types of indicators (**Counts of Change** and **Rates of Change**). Based on the community-level work in which the CSBG Eligible Entity is engaged, select the appropriate NPIs in either section. All the NPIs are **optional** and a category of "other" exists for a CSBG Eligible Entity to create its own indicator if none of those provided captures what the CSBG Eligible Entity is trying to achieve.

The first way to report impact is the **Counts of Change** indicators. These are basic measures that provide the number of units being measured, e.g. jobs, houses, resources, etc. that have been added (created) or subtracted (eliminated), and in some cases maintained, in the community the CSBG Eligible Entity has targeted.

The second way to report impact is the **Rates of Change** indicators. While requiring a bit more information, these indicators tell the full story of the *magnitude of the impact* a community initiative (usually involving multiple organizations) has had in a community.

Instructional Notes

Module 3 - Community Level

In the **Rates of Change** section, the measures call for reporting the "percent change"—the increase or decrease of something from one year to the next. Please see the example below.

> Counts of Change Example: If you are measuring a percent increase in shelter beds, you would provide the following information:
> **II.) Baseline existing starting point used for comparisons (#):** Total Number of shelter beds (last year)
> **III.) Target (#):** Targeted Number of shelter beds
> **V.) Actual Results (#):** Actual number of shelter beds for the year

> Rates of Change Example: If you are measuring a percent increase in the high school **graduation rate** in the identified community (in this case one school district), you would provide the following information:
> **II.) Baseline existing starting point used for comparisons (%):** High School Graduation Rate (last year)
> **III.) Target (%):** Targeted High School Graduation Rate
> **V.) Actual Results (%):** Actual High School Graduation Rate (at the end of the initiative)

The calculation for a percent increase or decrease for the community NPI rates of change is auto calculated in column VI (actual percent change from baseline). The same logic applies when reporting a percent decrease.

Note, outcomes will only be reported once a community initiative has been reached or when progress has been made toward the ultimate expected outcome. If progress has not been made, there is a place to identify this in the Community Initiative Status Form.

Assistance with these types of calculations can either be obtained locally or from the national partners.

Module 3, Section C: Community Strategies List

CSBG Eligible Entities will use the Community Strategies field provided in the Community Initiative Status form to identify relevant strategies community level initiative. A complete listing of the Community Strategies is found in Section C. The Community Strategies List provides a basic identification of strategies, arranged by Domain and by topic area. The list cannot be all-inclusive, as such an "other" category is included. This standardized list will aid in local and state analysis of the relationship between community-level strategies and outcomes.

Module 3, Section A: Community Initiative Status Form

Name of CSBG Eligible Entity Reporting: CAP Plan 20-22

	Use the dropdown menu to select the response where appropriate.
1. Initiative Name	Rebuilding Our Community
2. Initiative Year	Year 2
3. Problem Identification	ROC Sonoma County grew out of the catalytic efforts of the Sonoma County Fire & Emergency Services Department, Sonoma County VOAD membership, California Office of Emergency Services, and the Federal Emergency Management Agency, who, based upon experience understood the resources needed to promote long-term recovery within a community. The purpose of ROC Sonoma County is to establish and maintain a network within and on behalf of faith-based, non-profit, governmental, business and other organizations and agencies, which will provide a coordinated fire recovery effort
4. Goal/Agenda	Mission Statement: ROC Sonoma County is a collaborative network that addresses the long-term recovery needs related to the disastrous 2017 Sonoma County Fires. Our Focus: Identifying and assisting individuals and families who do not have the adequate personal resources for basic needs in order to rebuil as a result of the 2017 Sonoma County Fire.
5. Issue/CSBG Community Domains	Housing
6. Ultimate Expected Outcome	CNPI 4z. Other Rate Of Change: (please specify) percent of households who lost homes in the 2017 wildfires that have rebuilt and stayed in Sonoma County
7. Identified Community	County
8. Expected Duration	4 years or until all homes rebuilt
9. Partnership Type	CAA is the core organizer of multi-partner Initiative

10. Partners	Affiliated Agencies: Co. Churches United Relief, Catholic Charities,Tzu Chi Santa Rosa, The Salvation Army, PEER Sonoma, SR Kiwannis Club, Volunteer Center of SoCo Sonoma County VOAD, Red Cross, ST. Vincent De Paul, Jewish Family & Children's Services, La Luz Center, Habitat for Humanity, Rebuilding Together, Community Disaster Response Team, Congregation Shomrei Torah, Lutheran Social Services/Disaster Relief, California Human Development Corporation, Lions Club International, Community Childcare Council of Sonoma County, Joseph Health Sonoma County, Santa Rosa Metro Chamber, Jewish Community Federation, FEMA, Cal Office of Emergency Services, LO*OP Center Inc., Hope Crisis Response Network, Sonoma County Community Development Corporation, United Policyholders, City of Santa Rosa, Sonoma County Fire & Emergency Services Department Engineers without Borders, RECAMFT, CA Office of Emergency Services Petaluma Health Center, Santa Rosa Community Health Community Foundation of Sonoma County, United Way Goodwill Industries, Council of the Presbytery of the Redwoods, Petaluma People Services Center, Graton Rancheria, Rotary, Becoming Independent Undocufund, Mennonite Disaster Services, Recovers, Redwood Credit Union Legal Aid of Sonoma County, Council on Aging, AmeriCorps NCC IMCF: Imagine YOU
11. Strategy(ies)	Emergency Management STR 8a State or Local Emergency Management Board Enhancement Emergency Management STR 8b Community wide Emergency Disaster Relief Service Creation Emergency Management STR 8f Other Emergency Management Strategy: (please specify) Strategic partnerships created Civic Engagement and Community Involvement STR 6 G2g Coordinated Community wide Needs Assessment Civic Engagement and Community Involvement STR 6 G2a Development of Health and Social Service Provider Partnerships
12. Progress on Outcomes/Indicators	Interim Outcomes
13. Impact of Outcomes	Since October 2017, the Disaster Relief Assistance program has assisted over 608 households with a total of $924K in assistance. 48% of funding has been provided in rental assistance ,10% for deposit assistance, 2% mortgage assistance, 9% unmet needs, and 31% was provided for other essential needs. Our construction liaison is working to assist families in rebuilding efforts and our unmet needs funding is helping to bridge gaps in insurance coverage and rebuilding costs. While the rebuilding of Sonoma County continues to be a long process, as an agency we have been grateful for the response of aid to our community and our ability to be of assistance to so many individuals and families.

14. Outcomes/Indicators to Report	Community Level National Performance Indicators (NPIs) (Reference the Community NPIs listed in Section B)
15. Final Status	Initiative Active
16. Lessons Learned	This initiative was a response from the disaster. Unfortunately, we planned this program as the emergency continued. It was difficult to work with so many partners in the beginning without a clear delineation of leadership and duties.

	Rates of Change for Housing Indicators (CNPI 4)	I.) Identified Community (auto-populated)	II.) Baseline existing starting point used for comparisons (%)	III.) Target (%)	IV.) Expected % change from baseline (Target % auto calculated)	V.) Actual Results (%)	VI.) Actual % change from baseline (% auto calculated)	VII.) Performance target accuracy (% auto calculated)
Rates of Change	CNPI 4e Percent decrease in the **rate of homelessnes**s in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 4f Percent decrease in the **foreclosure rate** in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 4g Percent increase in the **rate of home ownership** of people with low incomes in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 4h Percent increase of **affordable housing** in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 4i Percent increase of **shelter beds** in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!

	Other Rates of Change for Housing Indicators (CNPI 4z) - Please specify below.	I.) Identified Community (auto populated)	II.) Baseline existing starting point used for comparisons (%)	III.) Target (%)	IV.) Expected % change from baseline (Target % auto calculated)	V.) Actual Results (%)	VI.) Actual % change from baseline (% auto calculated)	VII.) Performance target accuracy (% auto calculated)
Other Rates of Change	CNPI 4z.4 Other percent of households who lost homes in the 2017 wildfires that have rebuilt and stayed in Sonoma County.	County	1.00%	3846.00%	384500%	459.00%	45800%	12%
	CNPI 4z.5 Other				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 4z.6 Other				#DIV/0!		#DIV/0!	#DIV/0!

General comments: CNPI 4z.4 Other percent of households who lost homes in the 2017 wildfires

Module 3, Section A: Community Initiative Status Form

Name of CSBG Eligible Entity Reporting: CAP Plan 20-22

	Use the dropdown menu to select the response where appropriate.
1. Initiative Name	Roseland Strong
2. Initiative Year	Year 3
3. Problem Identification	A Portrait of Sonoma 2014 (APOS) report shows that within Santa Rosa, and between neighborhoods, extreme disparities in basic health, education, earnings outcomes, and ethnicity exist. APOS says, "Level of education is the single biggest predictor of earnings for racial and ethnic groups and for census tracts in Sonoma County." However, in Santa Rosa neighborhoods such as Roseland, Roseland Creek and Sheppard four out of ten adults lack high school diplomas. The APOS well-being levels for people who live in these neighborhoods "are comparable to those found in areas that register some of the country's lowest human development levels - California neighborhoods in the Fresno area and South Los Angeles and counties in the Mississippi Delta and Appalachia." APOS intends to help our community understand gaps in opportunities and build comprehensive and inclusive responses. In order to address the high disparities among this population, CAP Sonoma must use a whole family approach and work with kids, parents and the community as a whole to improve the quality of life in the Roseland area.
4. Goal/Agenda	The Community Action Partnership Roseland Strong Initiative is a continuum of integrated, place-based programs providing services in southwest Santa Rosa focusing on youth and family and community success. For example, the 3-year Roseland Community Building Initiative (CBI) project has built strong relationships with the residents, and worked with a variety of partners to connect residents to the larger community. With continued funding and focus under the umbrella, Southwest Santa Rosa residents will continue to improve neighborhood health and civic outcomes. Strategies include: a) ensuring Roseland students of all ages attend and engage in school and also positive extra-curricular activities; b) implementing the Positive Youth Justice model, and trauma-informed care at CAP's Southwest Family Resource Center by adding a youth development specialist; c) strengthening families with Padres Unidos, a Tier Two upstream program that addresses attendance and truancy issues; and d) collaborating with community partners including Roseland Coordinated Service Team (CST) and the CBI resident leadership team.

5. Issue/CSBG Community Domains	Civic Engagement
6. Ultimate Expected Outcome	Civic Engagement and Community Involvement CNPI 6 G2c. Percent increase of people participating in public hearings, policy forums, community planning, or other advisory boards related to the CSBG Eligible Entity's delivery of service and/or implementation of strategies to address conditions of poverty in the identified community. CNPI 6 G3b. Percent increase of people with low incomes who acquire and maintain leadership roles with the CSBG Eligible Entity or other organizations within the identified community. CNPI 6 G3a. Percent increase of people with low incomes who support the CSBG Eligible Entity's delivery of service and/or implementation of strategies to address conditions of poverty in the identified community
7. Identified Community	Neighborhood
8. Expected Duration	4 years
9. Partnership Type	CAA is the core organizer of multi-partner Initiative
10. Partners	SR Police department, Sheriff Department, Roseland School District, St. Joseph, local elected officials, Sonoma County Departments
11. Strategy(ies)	Civic Engagement and Community Involvement STR 6 G2a Development of Health and Social Service Provider Partnerships STR 6 G2b Recruiting and Coordinating Community Volunteers STR 6 G2e Build/Support Increased Equity STR 6 G2h Civic Engagement and Community Involvement in Advocacy Efforts STR 6 G2i Civic Engagement Policy Changes STR 6 G3a Empowerment of Individuals/Families with Low Incomes STR 6 G3c Social Capital Building Campaign for Individuals/Families with Low Incomes
12. Progress on Outcomes/Indicators	Interim Outcomes

13. Impact of Outcomes	this is to better sever low income population. There are two policy statements that were created by Roseland members. The policy statements have been narrowed down to two topics—housing and law enforcement. The policy statements read as follow: 1. The City of Santa Rosa will amend code enforcement ordinance to require mandatory inspections of all rental properties in the city of Santa Rosa to improve the quality and conditions of Housing through increased code compliance of landlords and property owners in Santa Rosa. The City of Santa Rosa will include code enforcement awareness campaign for landlords and residents to ensure compliance with new code enforcement rules and guidelines including information to ensure landlords and residents know their rights and responsibilities, understand the new code enforcement process, legal and community resources for tenants. 2. The Santa Rosa Police Department will engage the Roseland neighborhood to increase collaboration, communication, and outreach opportunities in conjunction with Roseland CBI to increase reporting and decrease criminal activity in the Roseland neighborhood. Members have connected with stakeholders and decision makers that help move the policy statements forward.
14. Outcomes/Indicators to Report	Community Level National Performance Indicators (NPIs) (Reference the Community NPIs listed in Section B)
15. Final Status	Initiative Active
16. Lessons Learned	Providing residents with tools and skills enables them to make a change in their own community. Thus, residents build their credibility with other community members, decision makers and stakeholders. Exposing members to stakeholders and decision makers builds credibility and connections. As time progressed members became more comfortable in interacting with stakeholders and decision makers. A key example is when the group received a $500 donation for the Roseland Beautification Project on October 2017. Empowerment groups: housing and law enforcement Members began having more ownership of the group. This enabled them to take more initiative, complete tasks, own project. Having the city council recognized them and give them a Merit Award motivated them to continue their efforts. members acquired experience with event planning (i.e. Roseland Beautification Project and Parent Engagement Dinner). This enables members to execute an event effectively and work towards sustainability efforts.

Module 3, Section B: Community National Performance Indicators (CNPIs) - Data Entry Form
Goal 2: Communities where people with low incomes live are healthy and offer economic opportunity.
Civic Engagement and Community Involvement Indicators

Name of CSBG Eligible Entity Reporting: _____

	Rates of Change for Civic Engagement and Community Involvement Indicators - Goal 2 (CNPI 6)	I.) Identified Community (auto-populated)	II.) Baseline existing starting point used for comparisons (%)	III.) Target (%)	IV.) Expected % change from baseline (Target % auto calculated)	V.) Actual Results (%)	VI.) Actual % change from baseline (% auto calculated)	VII.) Performance target accuracy (% auto calculated)
Rates of Change	CNPI 6 G2a Percent increase of **donated time** to support the CSBG Eligible Entity's delivery of services and/or implementation of strategies to address conditions of poverty in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 6 G2b Percent increase of **donated resources** to support the CSBG Eligible Entity's delivery of services and/or implementation of strategies to address conditions of poverty in the identified community.				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 6 G2c Percent increase of **people participating** in public hearings, policy forums, community planning, or other advisory boards related to the CSBG Eligible Entity's delivery of service and/or implementation of strategies to address conditions of poverty in the identified community.	Neighborhood	0.00%	6.00%	#DIV/0!	3.00%	#DIV/0!	50%

	Other Rates of Change for Civic Engagement and Community Involvement Indicators - Goal 2 (CNPI 6 G2z) - Please specify below.	I.) Identified Community (auto-populated)	II.) Baseline existing starting point used for comparisons (%)	III.) Target (%)	IV.) Expected % change from baseline (Target % auto calculated)	V.) Actual Results (%)	VI.) Actual % change from baseline (% auto calculated)	VII.) Performance target accuracy (% auto calculated)
Other Rates of Change	CNPI 6 G2z.1 Other				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 6 G2z.2 Other				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 6 G2z.3 Other				#DIV/0!		#DIV/0!	#DIV/0!

General comments:

Module 3, Section B: Community National Performance Indicators (CNPIs) - Data Entry Form
Goal 3: People with low-incomes are engaged and active in building opportunities in communities.
Civic Engagement and Community Involvement Indicators

Name of CSBG Eligible Entity Reporting: _____

	Rates of Change for Civic Engagement and Community Involvement Indicators - Goal 3 (CNPI 6)	I.) Identified Community (auto-populated)	II.) Baseline existing starting point used for comparisons (%)	III.) Target (%)	IV.) Expected % change from baseline (Target % auto calculated)	V.) Actual Results (%)	VI.) Actual % change from baseline (% auto calculated)	VII.) Performance target accuracy (% auto calculated)
Rates of Change	CNPI 6 G3a Percent increase of people with low incomes **who support** the CSBG Eligible Entity's delivery of service and/or implementation of strategies to address conditions of poverty in the identified community.	Neighborhood	0.00%	150.00%	#DIV/0!	128.00%	#DIV/0!	85%
	CNPI 6 G3b Percent increase of people with low incomes **who acquire and maintain leadership roles** with the CSBG Eligible Entity or other organizations within the identified community.	Neighborhood	6.00%	15.00%	150%	17.00%	183%	122%

	Other Rates of Change for Civic Engagement and Community Involvement Indicators - Goal 3 (CNPI 6 G3z) - Please specify below.	I.) Identified Community (auto-populated)	II.) Baseline existing starting point used for comparisons (%)	III.) Target (%)	IV.) Expected % change from baseline (Target % auto calculated)	V.) Actual Results (%)	VI.) Actual % change from baseline (% auto calculated)	VII.) Performance target accuracy (% auto calculated)
Other Rates of Change	CNPI 6 G3z.1 Other				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 6 G3z.2 Other				#DIV/0!		#DIV/0!	#DIV/0!
	CNPI 6 G3z.3 Other				#DIV/0!		#DIV/0!	#DIV/0!

General comments:

Module 3, Section C: Community Strategies List

	Employment Strategies (STR 1)
STR 1a	Minimum/Living Wage Campaign
STR 1b	Job Creation/Employment Generation
STR 1c	Job Fairs
STR 1d	Earned Income Tax Credit (EITC) Promotion
STR 1e	Commercial Space Development
STR 1f	Employer Education
STR 1g	Employment Policy Changes
STR 1h	Employment Legislative Changes
STR 1i	Other Employment Strategy: (please specify)

	Education and Cognitive Development Strategies (STR 2)
STR 2a	Preschool for All Campaign
STR 2b	Charter School Development
STR 2c	After School Enrichment Activities Promotion
STR 2d	Pre K-College/Community College Support
STR 2e	Children's Trust Fund Creation
STR 2f	Scholarship Creation
STR 2g	Child Tax Credit (CTC) Promotion
STR 2h	Adoption Child Care Quality Rating
STR 2i	Adult Education Establishment
STR 2j	Education and Cognitive Development Policy Changes
STR 2k	Education and Cognitive Development Legislative Changes
STR 2l	Other Education and Cognitive Development Strategy: (please specify)

	Infrastructure and Asset Building Strategies (STR 3)
STR 3a	Cultural Asset Creation
STR 3b	Police/Community Relations Campaign
STR 3c	Neighborhood Safety Watch Programs
STR 3d	Anti-Predatory Lending Campaign
STR 3e	Asset Building and Savings Promotion
STR 3f	Develop/Build/Rehab Spaces
STR 3g	Maintain or Host Income Tax Preparation Sites
STR 3h	Community-Wide Data Collection Systems Development
STR 3i	Local 211 or Resource/Referral System Development
STR 3j	Water/Sewer System Development
STR 3k	Community Financial Institution Creation
STR 3l	Infrastructure Planning Coalition
STR 3m	Park or Recreation Creation and Maintenance
STR 3n	Rehabilitation/Weatherization of Housing Stock
STR 3o	Community Center/Community Facility Establishment
STR 3p	Asset Limit Barriers for Benefits Policy Changes
STR 3q	Infrastructure and Asset Building Policy Changes
STR 3r	Infrastructure and Asset Building Legislative Changes
STR 3s	Other Infrastructure and Asset Building Strategy: (please specify)

Module 3, Section C: Community Strategies List

	Housing Strategies (STR 4)
STR 4a	End Chronic Homelessness Campaign
STR 4b	New Affordable Single Unit Housing Creation
STR 4c	New Affordable Multi- Unit Housing Creation (Single Resident Occupancy (SRO), temporary housing, transitional housing)
STR 4d	Tenants' Rights Campaign
STR 4e	New Shelters Creation (including day shelters and domestic violence shelters)
STR 4f	Housing or Land Trust Creation
STR 4g	Building Codes Campaign
STR 4h	Housing Policy Changes
STR 4i	Housing Legislative Changes
STR 4j	Other Housing Strategy: (please specify)

	Health and Social/Behavioral Development Strategies (STR 5)
STR 5a	Health Specific Campaign
STR 5b	Farmers Market or Community Garden Development
STR 5c	Grocery Store Development
STR 5d	Gun Safety/Control Campaign
STR 5e	Healthy Food Campaign
STR 5f	Nutrition Education Collaborative
STR 5g	Food Bank Development
STR 5h	Domestic Violence Court Development
STR 5i	Drug Court Development
STR 5j	Alternative Energy Source Development
STR 5k	Develop or Maintain a Health Clinic
STR 5l	Health and Social/Behavioral Development Policy Changes
STR 5m	Health and Social/Behavioral Development Legislative Changes
STR 5n	Other Health and Social/Behavioral Development Strategy: (please specify)

Module 3, Section C: Community Strategies List

	Civic Engagement and Community Involvement Strategies - Goal 2 (STR 6 G2)
STR 6 G2a	Development of Health and Social Service Provider Partnerships
STR 6 G2b	Recruiting and Coordinating Community Volunteers
STR 6 G2c	Poverty Simulations
STR 6 G2d	Attract Capital Investments
STR 6 G2e	Build/Support Increased Equity
STR 6 G2f	Equity Awareness Campaign
STR 6 G2g	Coordinated Community-wide Needs Assessment
STR 6 G2h	Civic Engagement and Community Involvement in Advocacy Efforts
STR 6 G2i	Civic Engagement Policy Changes
STR 6 G2j	Civic Engagement Legislative Changes
STR 6 G2k	Other Civic Engagement and Community Involvement Strategy: (please specify)

	Civic Engagement and Community Involvement Strategies - Goal 3 (STR 6 G3)
STR 6 G3a	Empowerment of Individuals/Families with Low-Incomes
STR 6 G3b	Campaign to Ensure Individuals with Low-Incomes are Represented on Local Governing Bodies
STR 6 G3c	Social Capital Building Campaign for Individuals/Families with Low-Incomes
STR 6 G3d	Campaign for Volunteer Placement and Coordination
STR 6 G3e	Civic Engagement Policy Changes
STR 6 G3f	Civic Engagement Legislative Changes
STR 6 G3g	Other Civic Engagement and Community Involvement Strategy: (please specify)

Instructional Notes

Module 4 - Individual and Family Level

Module 4, Section A: Individual and Family National Performance Indicators (NPIs) - Data Entry Form

All Individual and Family NPIs are **optional** there is a category for "Other Outcome Indicator". CSBG Eligible Entities will only report an "Other Outcome Indicator" if the current NPIs do not capture the outcomes the CSBG Eligible Entity is trying to achieve. Sample language is provided in the "Other Outcome Indicator" data entry section and will be modified by the CSBG Eligible Entity as necessary.

Please see additional notes below:

For All Individual and Family Domains:

Targeting: Targets are set in the Community Action Plan and are identified through the planning phase of the CAA's ROMA (Results Oriented Management and Accountability) cycle. The following will be repotred for every indicator:

Column I: Number of Participants Served

Column II: Target (number planned to achieve an outcome in the reporting period)

Column III: Actual Results (actual number of participants who achieved the outcome)

Please note, it is rare that 100% of the people served will achieve the proposed outcome.

Domain Specific Instructions:

Employment, Income and Asset Building, and Housing Domains

Indicators tracking outcomes for 90 or 180 days: CSBG Eligible Entities are **only** expected to report on indicators with retention time frames for programs that specifically include follow up. If the CSBG Eligible Entity does not conduct follow up activities as a part of their programs, outcomes for indicators with retention time frames **will not be reported**.

Employment Domain

FNPI 1e-1g: When reporting on indicators related to **living wage**, CSBG Eligible Entities can provide their own definition or select from national or locally-defined models. Please idenitfy the living wage definition used in the General Comments Section.

Income and Asset Building Domain

FNPI 3a and 3b: CSBG Eligible Entities are **only expected** to report on basic needs indicators as applicable to the CSBG Eligible Entity's programs. When reporting on indicators related to **basics needs**, CSBG Eligible Entities can provide their own definition or select from national or locally-defined models. Please idenitfy the basic needs definition used in the General Comments Section.

FNPI 3h: This indicator requires agencies to keep an unduplicated count of people who report improved financial well-being based on responses to the CFPB Financial Well Being Scale (found in the link below)

http://www.consumerfinance.gov/reports/financial-well-being-scale/

Instructional Notes

Module 4 - Individual and Family Level

Outcomes Across Multiple Domains:

> The data from this indicator will help tell the story of how many lives were improved because of the CSBG Network. Reporting on this indicator requires CSBG Eligible Entities to keep an unduplicated count of individuals who achieved one or more outcomes reported in the NPIs.

Module 4, Section B: Individual and Family Services - Data Entry Form

---

CSBG Eligible Entities will report unduplicated counts of individuals receiving any of the services listed on the **Individual and Family Services form**. This standardized Individual and Family Services list will aid in analysis of the relationship between people, services, and outcomes.

Module 4, Section C: All Characteristics Report - Data Entry Form

---

> The **All Characteristics Report** collects data on all individuals and households, whether or not funded directly by CSBG. This demographic information will strengthen the CSBG Annual Report by demonstrating who is being served by CSBG Eligible Entities.

> To obtain unduplicated counts, a CSBG Eligible Entity will need to have a system that distinguishes the characteristics for each individual/household. While some individuals and households may be served by several programs within a reporting year and entered into multiple data systems (e.g. LIHEAP, WIC, etc.), they must be reported as unduplicated individuals (in row A) and unduplicated households (in row B) in this report. Please note, a single person is reported as an unduplicated individual and an unduplicated household.

> We recognize that CSBG Eligible Entities have multiple data systems and may not be able to have an unduplicated count across several systems. If you are unable to collect any characteristics on unduplicated individuals or households due to data systems issues, include those individuals in row E and households in row F at the end of this report. Additionally, please indicate the programs in which these individuals and households were enrolled. The system will allow mutliple programs to be added.

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Employment Indicators

Name of CSBG Eligible Entity Reporting: 2020-2021

Employment (FNPI 1)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 1a The number of unemployed **youth** who obtained employment to gain skills or income.				#DIV/0!	#DIV/0!
FNPI 1b The number of unemployed **adults** who obtained employment **(up to a living wage)**.	50	10		0%	0%
FNPI 1c The number of unemployed **adults** who obtained and maintained employment for at least 90 days **(up to a living wage)**.				#DIV/0!	#DIV/0!
FNPI 1d The number of unemployed **adults** who obtained and maintained employment for at least 180 days **(up to a living wage)**.				#DIV/0!	#DIV/0!
FNPI 1e The number of unemployed **adults** who obtained employment **(with a living wage or higher)**.				#DIV/0!	#DIV/0!
FNPI 1f The number of unemployed **adults** who obtained and maintained employment for at least 90 days **(with a living wage or higher)**.				#DIV/0!	#DIV/0!
FNPI 1g The number of unemployed **adults** who obtained and maintained employment for at least 180 days **(with a living wage or higher)**.				#DIV/0!	#DIV/0!

Employment (FNPI 1)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 1h The number of employed participants in a career-advancement related program who **entered or transitioned** into a position that provided increased income and/or benefits.				#DIV/0!	#DIV/0!
FNPI 1h.1 Of the above, the number of employed participants who Increased income from employment through **wage or salary amount increase**.	12	12		0%	0%
FNPI 1h.2 Of the above, the number of employed participants who increased income from employment through **hours worked increase**.				#VALUE!	#DIV/0!
FNPI 1h.3 Of the above, the number of employed participants who **increased benefits** related to employment.				#DIV/0!	#DIV/0!

Other Employment Outcome Indicator (FNPI 1z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Employment Indicators

Name of CSBG Eligible Entity Reporting:				2020-2021	
FNPI 1z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Education and Cognitive Development Indicators

Name of CSBG Eligible Entity Reporting: _____ 2020-2021

Education and Cognitive Development (FNPI 2)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 2a The number of **children** (0 to 5) who demonstrated improved emergent literacy skills.	3402	3402		0%	0%
FNPI 2b The number of **children** (0 to 5) who demonstrated skills for school readiness.	3402	3402		0%	0%
FNPI 2c The number of **children** and **youth** who demonstrated improved positive approaches toward learning, including improved attention skills. (auto total).	3138	3098	0	0%	0%
FNPI 2c.1 Early Childhood Education (ages 0-5)	2922	2922		0%	0%
FNPI 2c.2 1st grade-8th grade	192	162		0%	0%
FNPI 2c.3 9th grade-12th grade	24	14		0%	0%
FNPI 2d The number of **children** and **youth** who are achieving at basic grade level (academic, social, and other school success skills). (auto total)	0	0	0	#DIV/0!	#DIV/0!
FNPI 2d.1 Early Childhood Education (ages 0-5)				#DIV/0!	#DIV/0!
FNPI 2d.2 1st grade-8th grade				#DIV/0!	#DIV/0!
FNPI 2d.3 9th grade-12th grade				#DIV/0!	#DIV/0!
FNPI 2e The number of **parents/caregivers** who improved their home environments.	2672	2642		0%	0%
FNPI 2f The number of **adults** who demonstrated improved basic education.	160	60		0%	0%
FNPI 2g The number of **individuals** who obtained a high school diploma and/or obtained an equivalency certificate or diploma.	30	10		0%	0%
FNPI 2h The number of **individuals** who obtained a recognized credential, certificate, or degree relating to the achievement of educational or vocational skills.				#DIV/0!	#DIV/0!
FNPI 2i The number of **individuals** who obtained an Associate's degree.				#DIV/0!	#DIV/0!
FNPI 2j The number of **individuals** who obtained a Bachelor's degree.				#DIV/0!	#DIV/0!

Other Education and Cognitive Development Outcome Indicator (FNPI 2z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 2z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Income and Asset Building Indicators

Name of CSBG Eligible Entity Reporting: _____ 2020-2021

Income and Asset Building (FNPI 3)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 3a The number of individuals who achieved and maintained capacity to meet basic needs for **90 days**.	30	30		0%	0%
FNPI 3b The number of individuals who achieved and maintained capacity to meet basic needs for **180 days.**	30	30		0%	0%
FNPI 3c The number of individuals who opened a **savings account or IDA**.				#DIV/0!	#DIV/0!
FNPI 3d The number of individuals who **increased their savings**.	160	132		0%	0%
FNPI 3e The number of individuals who used their savings to **purchase an asset**.	50	20		0%	0%
FNPI 3e.1 Of the above, the number of individuals who **purchased a home**.				#DIV/0!	#DIV/0!
FNPI 3f The number of individuals who **improved their credit scores**.				#DIV/0!	#DIV/0!
FNPI 3g The number of individuals who **increased their net worth**.				#DIV/0!	#DIV/0!
FNPI 3h The number of individuals engaged with the Community Action Agency who report **improved financial well-being**.	3156	2892		0%	0%

Other Income and Asset Building Outcome Indicator (FNPI 3z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 3z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

Name of CSBG Eligible Entity Reporting: 2020-2021

Housing (FNPI 4)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 4a The number of households experiencing homelessness who obtained **safe temporary shelter**.	160	160		0%	0%
FNPI 4b The number of households who obtained **safe and affordable housing**.	570	570		0%	0%
FNPI 4c The number of households who maintained safe and affordable housing for **90 days**.	250	250		0%	0%
FNPI 4d The number of households who maintained safe and affordable housing for **180 days**.	30	15		0%	0%
FNPI 4e The number of households who **avoided eviction**.	700	700		0%	0%
FNPI 4f The number of households who **avoided foreclosure**.				#DIV/0!	#DIV/0!
FNPI 4g The number of households who **experienced improved health and safety** due to improvements within their home (e.g. reduction or elimination of lead, radon, carbon dioxide and/or fire hazards or electrical issues, etc).				#DIV/0!	#DIV/0!
FNPI 4h The number of households with **improved energy efficiency and/or energy burden reduction** in their homes.				#DIV/0!	#DIV/0!

Other Housing Outcome Indicator (FNPI 4z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 4z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

58

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Health and Social/Behavioral Development Indicators

Name of CSBG Eligible Entity Reporting: 2020-2021

Health and Social/Behavioral Development (FNPI 5)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 5a The number of individuals who demonstrated **increased nutrition skills** (e.g. cooking, shopping, and growing food).	50	50		0%	0%
FNPI 5b The number of individuals who demonstrated **improved physical health** and well-being.	7540	7490		0%	0%
FNPI 5c The number of individuals who demonstrated **improved mental and behavioral health and well-being**.	20	12		0%	0%
FNPI 5d The number of individuals who **improved skills** related to the adult role of parents/ caregivers.	2412	2378		0%	0%
FNPI 5e The number of parents/caregivers who **demonstrated increased sensitivity and responsiveness** in their interactions with their children.	3066	2946		0%	0%
FNPI 5f The number of **seniors (65+)** who maintained an independent living situation.	70	50		0%	0%
FNPI 5g The number of **individuals with disabilities** who maintained an independent living situation.	50	50		0%	0%
FNPI 5h The number of **individuals with chronic illness** who maintained an independent living situation.				#DIV/0!	#DIV/0!
FNPI 5i The number of individuals with **no recidivating event** for six months.	0	0	0	#DIV/0!	#DIV/0!
FNPI 5i.1 Youth (ages 14-17)				#DIV/0!	#DIV/0!
FNPI 5i.2 Adults (ages 18+)				#DIV/0!	#DIV/0!

Other Health and Social/Behavioral Development Outcome Indicator (FNPI 5z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 5z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Civic Engagement and Community Involvement Indicators

Name of CSBG Eligible Entity Reporting: 2020-2021

Civic Engagement and Community Involvement Indicators (FNPI 6)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 6a The number of Community Action program participants who increased skills, knowledge, and abilities to enable them to work with Community Action to improve conditions in the community.				#DIV/0!	#DIV/0!
FNPI 6a.1 Of the above, the number of Community Action program participants who **improved their leadership skills.**	80	50		0%	0%
FNPI 6a.2 Of the above, the number of Community Action program participants who **improved their social networks.**	606	494		0%	0%
FNPI 6a.3 Of the above, the number of Community Action program participants who gained other skills, knowledge and abilities to **enhance their ability to engage**.	530	306		0%	0%

Other Civic Engagement and Community Involvement Outcome Indicator (FNPI 6z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 6z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

Module 4, Section A: Individual and Family National Performance Indicators (FNPIs) - Data Entry Form
Goal 1: Individuals and Families with low incomes are stable and achieve economic security.
Outcomes Across Multiple Domains

Name of CSBG Eligible Entity Reporting: 2020-2021

Outcomes Across Multiple Domains (FNPI 7)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 7a The number of individuals who achieved one or more outcomes as identified by the National Performance Indicators in various domains.				#DIV/0!	#DIV/0!

Other Outcome Indicator (FNPI 7z)	I.) Number of Participants Served in program(s) (#)	II.) Target (#)	III.) Actual Results (#)	IV.) Percentage Achieving Outcome [III/ I = IV] (% auto calculated)	V.) Performance Target Accuracy (III/II = V] (% auto calculated)
FNPI 7z.1 The number of individuals or households _____.				#DIV/0!	#DIV/0!

Comments:

Community Action Partnership of Sonoma County
Published by Vince Harper [?] · May 30 at 9:07 PM · 🌐

Community Action News: The Community Action Partnership of Sonoma County 2019 Needs Assessment was presented to the CAP Sonoma Board Directors on Tuesday, May 28, 2019 by Robert Eyler, Ph.D. President, Economic Forensics and Analytics Inc. Professor, Economics, Sonoma State University. The presentation was a look at key data points and trends in our communiity. We wanted to share the slide on Concerns and Opportunities:

Concerns:

*Housing prices and choices
*Jobs spliting into lower wage and high wage, middle depends on contruction and manufacturing
*Homeless and Poverty: with job market this good, why is there not more improvement?

Opportunities:
*Youth jobs and workforce development: Where will our grads go?
*Seniors and shifting health dynamics
*Housing and post-fire realities

#CAPSonoma #CommunityNeedsAssessment www.capsonoma.org

CAP Sonoma staff will be presenting the Community Action Plan tonight at 6:00 pm, 141 Stony Circle, Suite 210. The CAP identifies and assesses poverty related needs and resources in the community and establishes a detailed plan. Come on by #CAPSonoma #HelpingPeople #ChangingLives

Photo/Video   Get Messages   Feeling/Activ...   •••

News Feed
Posts are public and show up on your Page and in search results.

Community Action Partnership of Sonoma County
Published by Vince Harper [?] · June 4 at 7:27 PM · 🌐

Nosotros encuestamos a los padres de familia en nuestros programas de aprendizaje a temprana edad, AVANCE / Pasitos y Head Start entre el 2018 y 2019. Usted puede tener acceso a los resultados de las encuestas: 2018 y 2019. Después de analizar los resultados, nosotros encontramos conclusiones claves y dimos recomendaciones basadas en los comentarios y opiniones de los padres de familia.

Si usted llegase a tener alguna pregunta, por favor comuníquese con Analy Onofre: aonofre-aguado@capsonoma.org ó (707) 579-4816 Ext. 3196

See Translation

AN INITIATIVE OF
FUND FOR SHARED INSIGHT

Listen4Good

CAPSONOMA.ORG

Listen 4 Good Initiative Feedback & Recommendations

Community Action Partnership of Sonoma County (CAP Sonoma) receive...

Appendix D- Client and Different Sector Level Survey Results

Community Action Partnership- Community Needs Survey
Q1. City/Ciudad:

Answered	**754**
Skipped	**0**

Q2. Please select your gender/Por favor seleccione su género

Answer Choices	Responses	
Male/Masculino	8.62%	65
Female/Femenino	83.55%	630
Other/Otra	7.82%	59
Answered		**754**
Skipped		**0**

Q3. Age Range/Edad:

Answer Choices	Responses	
12-17	0.53%	4
18-23	4.77%	36
24-44	74.93%	565
45-54	9.28%	70
55-69	3.85%	29
70+	0.27%	2
N/A	6.37%	48
Answered		**754**
Skipped		**0**

Q4. Status/Estado Civil:

Answer Choices	Responses	
Single/Soltero	11.27%	85
Married/Casado	22.81%	172
Single with children/Soltero con Niños	20.16%	152
Married with children/Casado con Niños	39.39%	297

Veteran/Veterano	0.13%	1
Senior/De la Tercera Edad	0.40%	3
N/A	5.84%	44
Answered		**754**
Skipped		**0**

Q5. Choose which description best illustrates your relation to CAP/Seleccione qué descripción ilustra mejor

Answer Choices	Responses	
Educational Institution Partner/Socio institución Educativa	2.79%	21
Faith Based Organization Partner/Socio de Organización Basada en	1.06%	8
Client/Participant/Cliente/Participante	52.25%	394
Government Partner/Socio del Gobierno	1.59%	12
Financial Institution Partner/Socio de la Institución Financiera	0.66%	5
Board Member/Miembro de la Junta	1.46%	11
Other Community Organization Partner/Otro Socio de la Organizació	2.25%	17
Community Member/Miembro de la Comunidad	11.67%	88
N/A	26.26%	198
Answered		**754**
Skipped		**0**

Q6. Are you currently enrolled in any CAP programs? If yes, please them down/¿Está actualmente inscrito e

Answered	**106**
Skipped	**648**

Q7. Public Transportation/Transporte Público

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.369713506	2470	100.00%	733
			Answered	**733**
			Skipped	**21**

Q8. Child Care/Cuidado de los Niños

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	4.043243243	2992	100.00%	740
			Answered	**740**
			Skipped	**14**

Q9. Legal Aid/Asistencia Legal

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.633288227	2685	100.00%	739
			Answered	**739**
			Skipped	**15**

Q10. Employment/Business Training // Empleo/Formación Empresarial

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.6374829	2659	100.00%	731
			Answered	**731**
			Skipped	**23**

Q11. Youth Services/Servicios para Jovenes

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.801082544	2809	100.00%	739
			Answered	**739**
			Skipped	**15**

Q12. Low Quality Living Conditions/Condiciones de Vida de Baja Calidad

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.908719346	2869	100.00%	734
			Answered	**734**
			Skipped	**20**

Q13. Literacy/Alfabetismo

Answer Choices	Average Numbe	Total Number	Responses	

(no label)	3.598908595	2638	100.00%	733
			Answered	**733**
			Skipped	**21**

Q14. Financial Education/Educación Financiera

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.803523035	2807	100.00%	738
			Answered	**738**
			Skipped	**16**

Q15. Emergency Preparedness/Preparación para Emergencias

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	4.046132972	2982	100.00%	737
			Answered	**737**
			Skipped	**17**

Q16. Physical Health Services/Servicios de Salud Fisica

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.952893674	2937	100.00%	743
			Answered	**743**
			Skipped	**11**

Q17. Mental Health Services/Servicios de Salud Mental

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.794354839	2823	100.00%	744
			Answered	**744**
			Skipped	**10**

Q18. Food Assistance/Asistencia Alimentaria

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.954177898	2934	100.00%	742

Q19. Senior Programs/Programas para Ancianos

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.601085482	2654	100.00%	737
			Answered	**737**
			Skipped	**17**

Q20. Utilities Assistance/Asistencia de Servicios Públicos

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.879403794	2863	100.00%	738
			Answered	**738**
			Skipped	**16**

Q21. Affordable Housing/ Viviendas Asequibles

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	4.362533693	3237	100.00%	742
			Answered	**742**
			Skipped	**12**

Q22. Gang Prevention/Intervention // Conocimiento y Prevención de Pandillas

Answer Choices	Average Numbe	Total Number	Responses	
(no label)	3.810810811	2820	100.00%	740
			Answered	**740**
			Skipped	**14**

Q23. Other Concerns/Otras Preocupaciones:
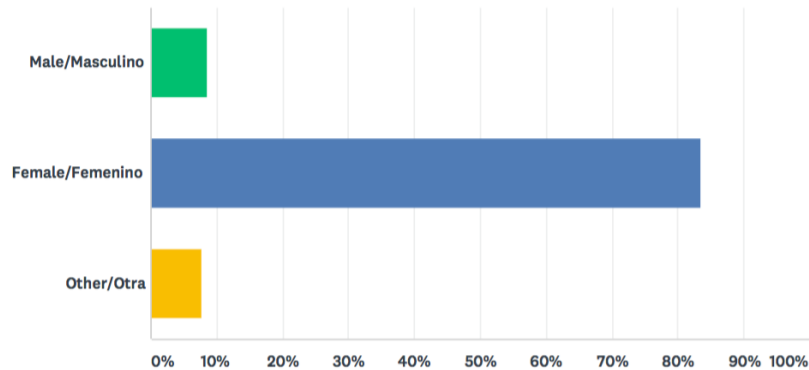
Answered	**138**
Skipped	**616**

Q1 City/Ciudad:

Cloverdale Santa Rosa, CA Petaluma Geyserville Windsor Cotati
N Guerneville Santa Rosa Sebastopol
Rohnert Park Sonoma Healdsburg Forestville

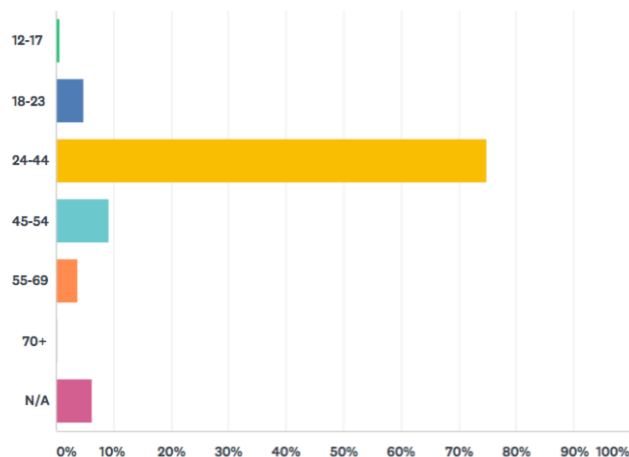# Q2 Please select your gender/Por favor seleccione su género

Answered: 754   Skipped: 0

ANSWER CHOICES	RESPONSES	
Male/Masculino	8.62%	65
Female/Femenino	83.55%	630
Other/Otra	7.82%	59
TOTAL		754

Q3 Age Range/Edad:

Answered: 754   Skipped: 0

ANSWER CHOICES	RESPONSES	
12-17	0.53%	4
18-23	4.77%	36
24-44	74.93%	565
45-54	9.28%	70
55-69	3.85%	29
70+	0.27%	2
N/A	6.37%	48
TOTAL		754

71

Q4 Status/Estado Civil:

Answered: 754   Skipped: 0
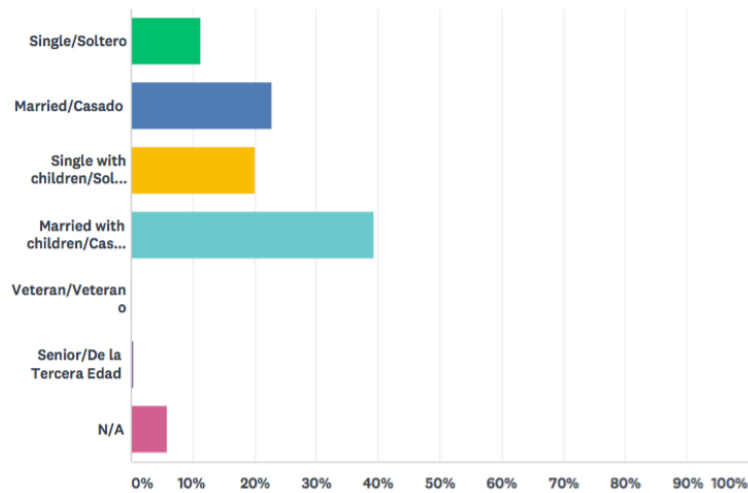
ANSWER CHOICES	RESPONSES	
Single/Soltero	11.27%	85
Married/Casado	22.81%	172
Single with children/Soltero con Niños	20.16%	152
Married with children/Casado con Niños	39.39%	297
Veteran/Veterano	0.13%	1
Senior/De la Tercera Edad	0.40%	3
N/A	5.84%	44
TOTAL		754

Q5 Choose which description best illustrates your relation to CAP/Seleccione qué descripción ilustra mejor su relación con CAP:
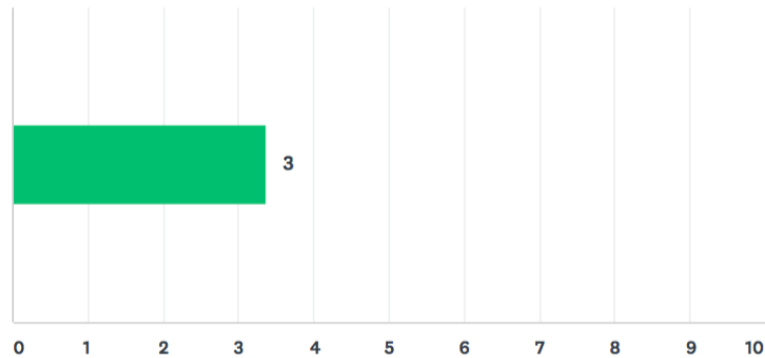
Answered: 754   Skipped: 0
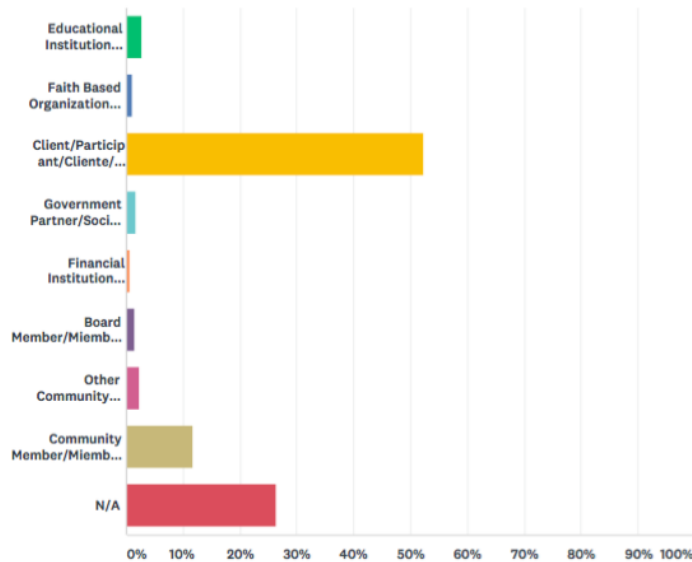
ANSWER CHOICES	RESPONSES	
Educational Institution Partner/Socio institución Educativa	2.79%	21
Faith Based Organization Partner/Socio de Organización Basada en la Fe	1.06%	8
Client/Participant/Cliente/Participante	52.25%	394
Government Partner/Socio del Gobierno	1.59%	12
Financial Institution Partner/Socio de la Institución Financiera	0.66%	5
Board Member/Miembro de la Junta	1.46%	11
Other Community Organization Partner/Otro Socio de la Organización Comunitaria	2.25%	17
Community Member/Miembro de la Comunidad	11.67%	88
N/A	26.26%	198
TOTAL		754

Q6 Are you currently enrolled in any CAP programs? If yes, please them down/¿Está actualmente inscrito en algún programa CAP? Si es así, por favor ellos abajo:

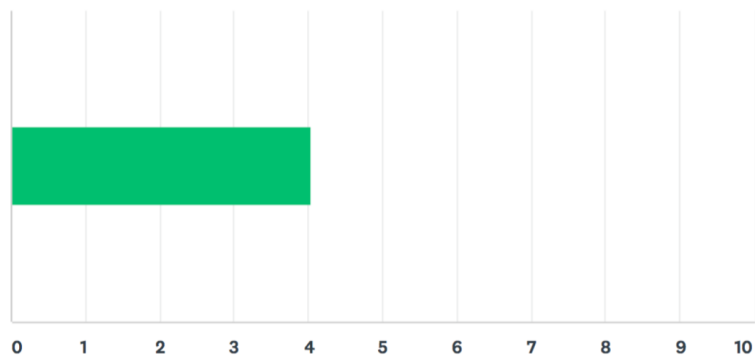Sloan Shelter Pasitos N

Q7 Public Transportation/Transporte Público

Answered: 733   Skipped: 21

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	3	2,470	733
Total Respondents: 733			

Q8 Child Care/Cuidado de los Niños

Answered: 740   Skipped: 14

ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,992	740
Total Respondents: 740			

Q9 Legal Aid/Asistencia Legal

Answered: 739   Skipped: 15
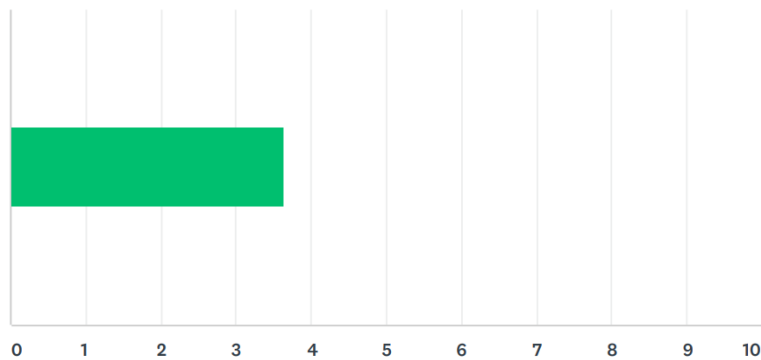
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,685	739
Total Respondents: 739			

Q10 Employment/Business Training // Empleo/Formación Empresarial

Answered: 731   Skipped: 23
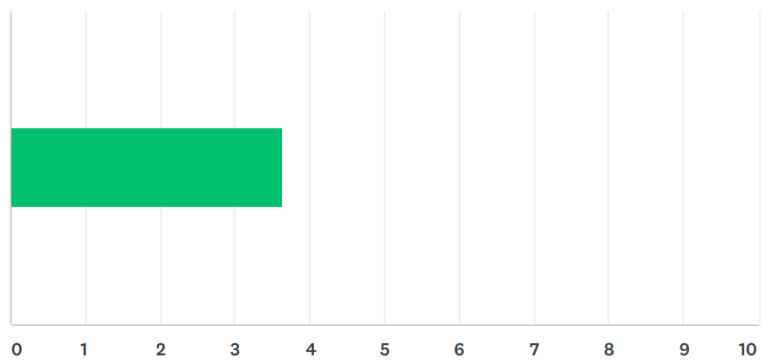
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,659	731
Total Respondents: 731			

Q11 Youth Services/Servicios para Jovenes

Answered: 739   Skipped: 15
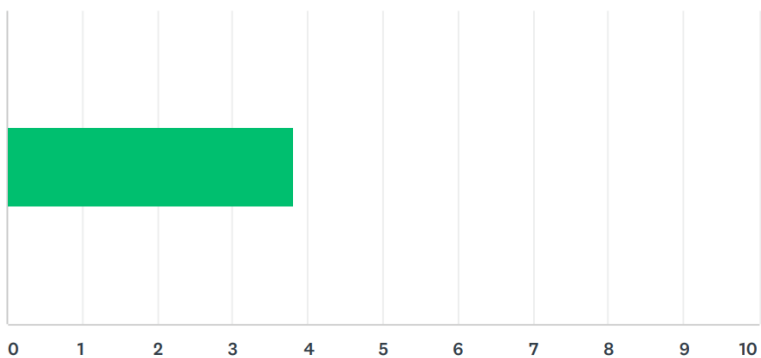
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,809	739
Total Respondents: 739			

Q12 Low Quality Living Conditions/Condiciones de Vida de Baja Calidad
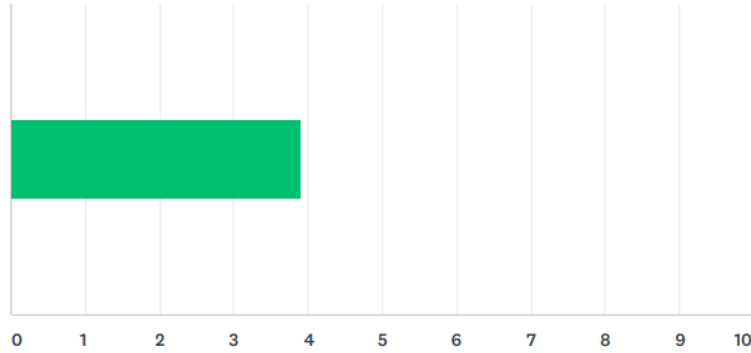
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,869	734
Total Respondents: 734			

Q13 Literacy/Alfabetismo

Answered: 733   Skipped: 21
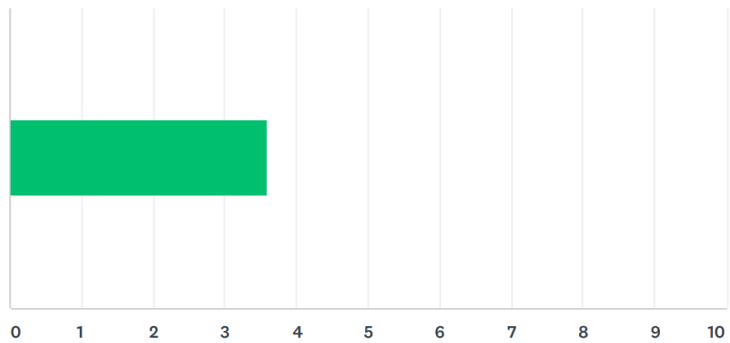
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,638	733
Total Respondents: 733			

Q14 Financial Education/Educación Financiera

Answered: 738   Skipped: 16
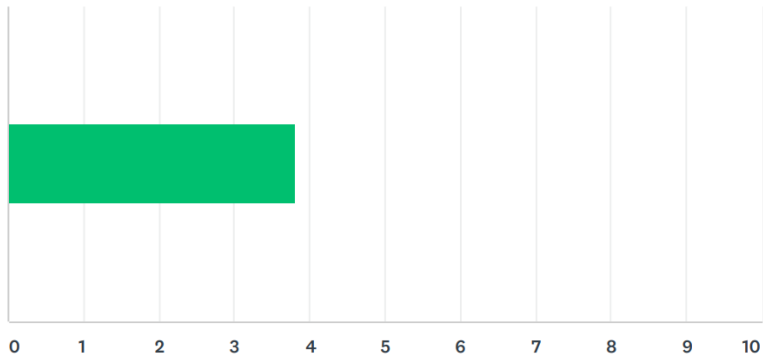
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,807	738
Total Respondents: 738			

75

Q15 Emergency Preparedness/Preparación para Emergencias

Answered: 737   Skipped: 17
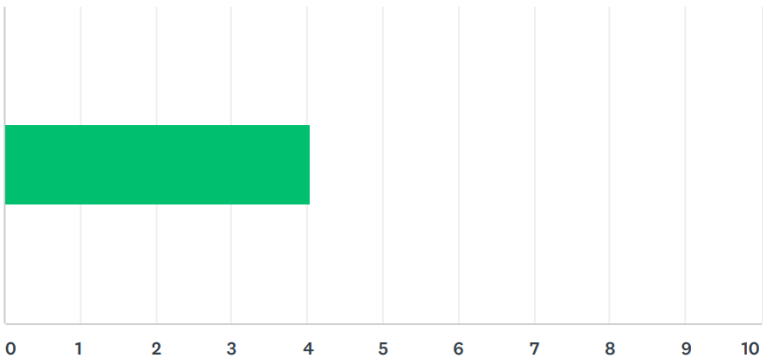
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,982	737
Total Respondents: 737			

Q16 Physical Health Services/Servicios de Salud Fisica

Answered: 743   Skipped: 11
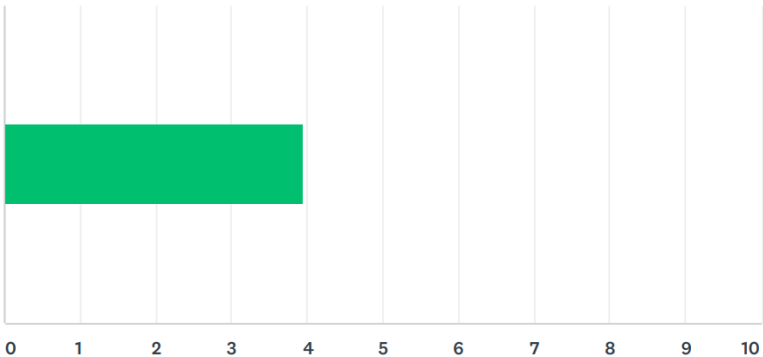
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,937	743
Total Respondents: 743			

Q17 Mental Health Services/Servicios de Salud Mental

Answered: 744   Skipped: 10
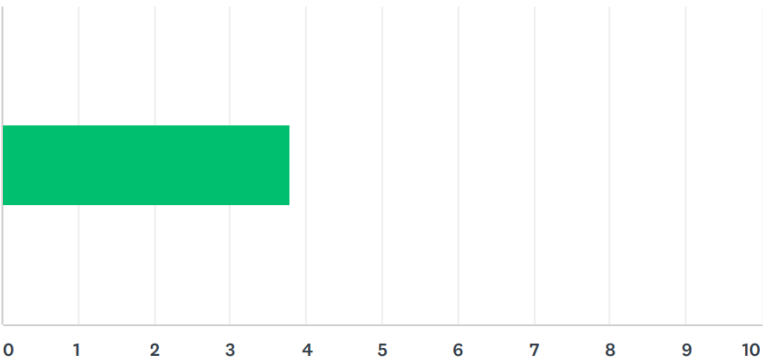
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,823	744
Total Respondents: 744			

Q18 Food Assistance/Asistencia Alimentaria

Answered: 742   Skipped: 12
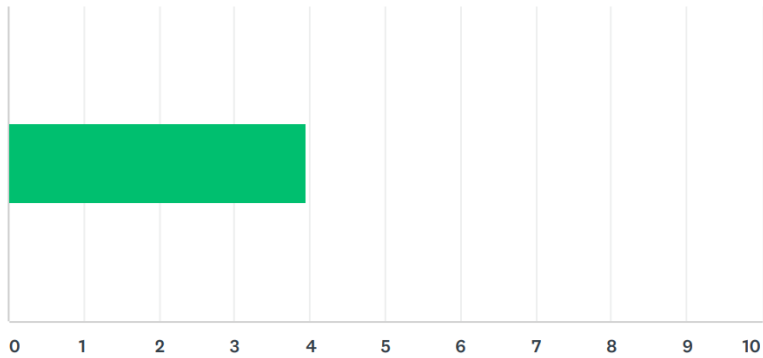
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,934	742
Total Respondents: 742			

Q19 Senior Programs/Programas para Ancianos

Answered: 737   Skipped: 17
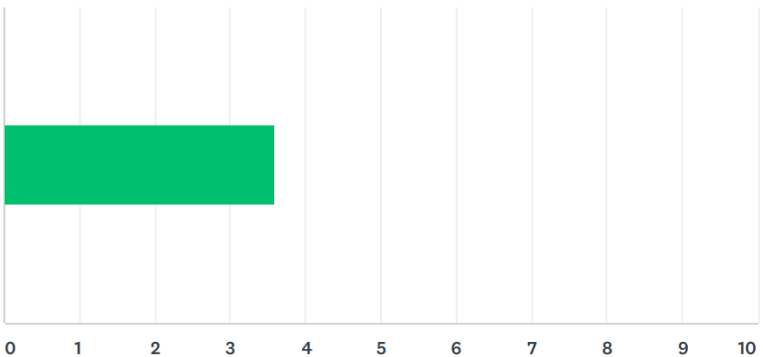
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,654	737
Total Respondents: 737			

Q20 Utilities Assistance/Asistencia de Servicios Públicos

Answered: 738   Skipped: 16
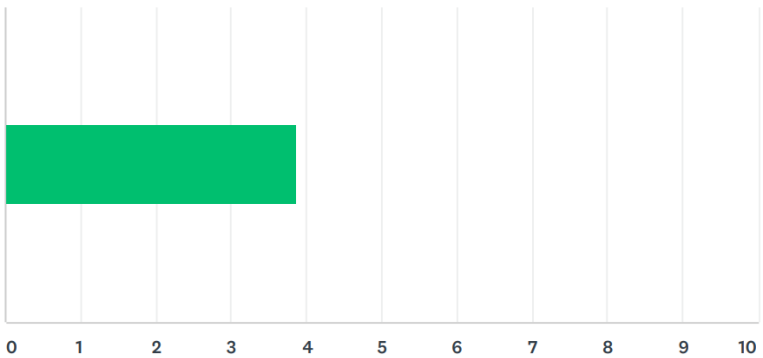
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,863	738
Total Respondents: 738			

Q21 Affordable Housing/ Viviendas Asequibles
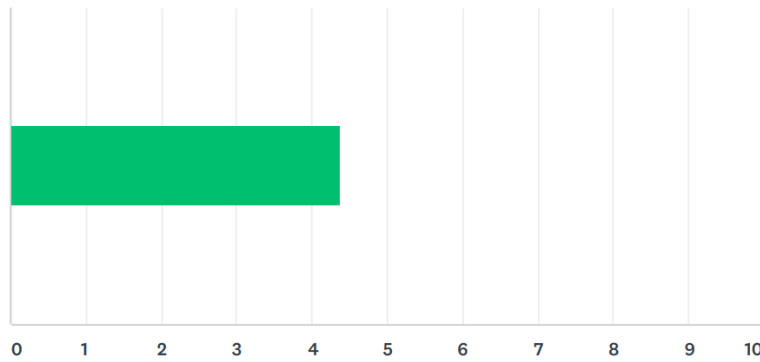
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	3,237	742
Total Respondents: 742			

Q22 Gang Prevention/Intervention // Conocimiento y Prevención de Pandillas

Answered: 740   Skipped: 14
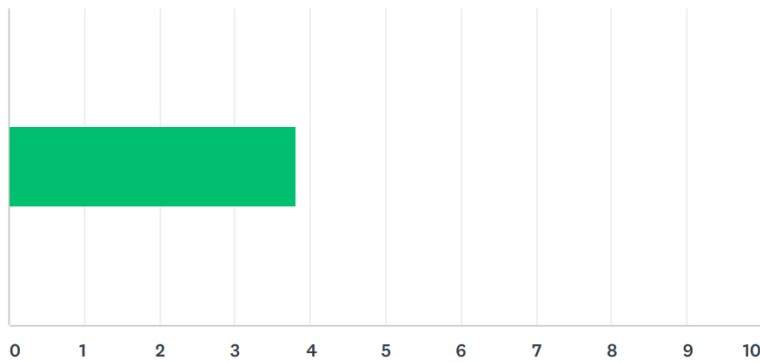
ANSWER CHOICES	AVERAGE NUMBER	TOTAL NUMBER	RESPONSES
	4	2,820	740
Total Respondents: 740			

Q23 Other Concerns/Otras Preocupaciones:

#1

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Friday, April 26, 2019 3:33:16 PM
Last Modified:	Friday, April 26, 2019 3:56:06 PM
Time Spent:	00:22:50
IP Address:	107.77.214.143

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

0-5 Education,

Child Care,

Adult Education,

Advocacy,

Other (please specify):
Health and Nutrition

Q2 Do you serve the following aged populations? (Please check all that apply)

0-5,

6-13,

25-45,

45-59

Q3 What do you see are the challenges facing these issues in the community?

Access, affordability and quality of child care. Training for teachers. Housing for families and teachers

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**CAP Sonoma**
#2	**Food Bank**
#3	**Catholic Charities**
#4	**County TANF, WIC**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

Some programs use State Median Income and school lunch criteria as eligibility determination. We are seeing poverty challenges in families with higher incomes due to cost of living (housing, child care etc) in Sonoma County

Q6 What keeps families in poverty?

Housing costs, low wages, access to services and early education programs. Parental education levels and generational family poverty.

Q7 What should we as a community do to address poverty?

Access to child care and health services for all. Create affordable housing. Support all students success in school and working towards graduation and college. Upstream investments and two generation programs

#2

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Friday, April 26, 2019 7:52:14 PM
Last Modified:	Friday, April 26, 2019 8:01:00 PM
Time Spent:	00:08:46
IP Address:	73.189.131.53

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

Physical Health Services ,

Mental Health Services

Q2 Do you serve the following aged populations? (Please check all that apply)

0-5,

6-13,

13-18,

18-24,

25-45,

45-59,

60+

Q3 What do you see are the challenges facing these issues in the community?

Increasing Housing costs,

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**Redwood Empire Food Bank**
#2	**County of Sonoma Health Depaftment**
#3	**Catholic Charities**
#4	**Community Action Povert**
#5	**SSU**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

People who live at or below 200% of FPL

81

Q6 What keeps families in poverty?

Educational Disparities, Racial Inequities,

Q7 What should we as a community do to address poverty?

Improve access to high quality early education, to high quality public education,

---

#3

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Sunday, April 28, 2019 2:46:16 PM
Last Modified:	Sunday, April 28, 2019 2:49:21 PM
Time Spent:	00:03:05
IP Address:	174.214.31.20

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

Housing,

Financial Education

Q2 Do you serve the following aged populations? (Please check all that apply)

0-5,

6-13,

13-18,

18-24,

25-45,

45-59,

60+

Q3 What do you see are the challenges facing these issues in the community?

Housing

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**CAPS**
#2	**COTs**
#3	**County of Sonoma**
#4	**City of Santa Rosa**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

Under employed, housing unstable

Q6 What keeps families in poverty?

Under employed and tense housing market as well as lack of education around financial and health wellness

Q7 What should we as a community do to address poverty?

Regional collaboration

#4

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, April 29, 2019 7:47:21 AM
Last Modified:	Monday, April 29, 2019 7:51:02 AM
Time Spent:	00:03:41
IP Address:	73.231.237.137

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

0-5 Education,

K-14 Education,

Child Care

Q2 Do you serve the following aged populations? (Please check all that apply)

0-5,

6-13,

13-18

Q3 What do you see are the challenges facing these issues in the community?

Affordable child care is a big one.

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**Catholic Charities**
#2	**Redwood Food Bank**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

Unable to meet basic needs with 2 working adults in the home.

Q6 What keeps families in poverty?

Lack of education, "poor" generational role models

Q7 What should we as a community do to address poverty?

Adequately fund early childhood education

#5

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, April 29, 2019 8:11:28 AM
Last Modified:	Monday, April 29, 2019 8:34:31 AM
Time Spent:	00:23:03
IP Address:	209.77.204.154

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

0-5 Education,

Housing,

Employment,

Child Care,

**Physical Health   ,
Services**

**Mental Health   ,
Services**

Financial Education,

Adult Education,

Advocacy

Q2 Do you serve the following aged populations?
(Please check all that apply)

0-5,

18-24,

25-45

Q3 What do you see are the challenges facing these issues in the community?

lack of available low income housing and subsidized childcare; lack of consistent maternal mental health screening and lack of culturally competent (and spanish speaking) therapists to meet the need of the mild to moderately depressed and anxious mothers of infants/toddlers; lack of access to health services (medical, dental, and mental health) for undocumented women;

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**Catholic charities**
#2	**Burbank Housing**
#3	**Legal Aid**
#4	**CPI**
#5	**Community Action Partnership**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

Inability to acquire resources needed to provide a healthy, stable life for self and family

---

Q6 What keeps families in poverty?

historical trauma (ACEs); institutional racism; lack of family and community support; high cost of education; high cost of living; low minimum wage; lack of apprenticeships

---

Q7 What should we as a community do to address poverty?

ensure equitable access to healthcare; increase number and availability of low income housing units; free junior college for all; develop skilled labor apprenticeships; create on-site, quality childcare in all businesses; increase parental leave benefits; Nurse Home Visitors for all low-income, first time mothers;

#6

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Monday, May 06, 2019 10:53:22 AM
Last Modified:	Monday, May 06, 2019 11:21:49 AM
Time Spent:	00:28:27
IP Address:	50.196.176.37

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

K-14 Education,

Child Care,

Advocacy,

Other (please specify):
Disaster Recovery and Preparation

Q2 Do you serve the following aged populations? (Please check all that apply)

0-5,

6-13,

13-18,

18-24,

25-45,

45-59,

60+

Q3 What do you see are the challenges facing these issues in the community?

Affordable Housing
Living Wage
Access to affordable health care
Child Care
School Enrichment Programs
Spanish Speakers in the Social Services field

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**Community Action Partnership**
#2	**Catholic Charities**
#3	**Redwood Gospel Mission**
#4	**Local Congregations**
#5	**Regional Congregations**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

I'm not sure I want to "define" poverty but when there is an interruption (or likelihood of future interruption) in these essential resources poverty is likely present...
* Safe, Sanitary, Stable Housing
* Nutritious food for multiple meals
* Access to affordable health care
* Access to affordable transportation

Q6 What keeps families in poverty?

I think that often times we look at the circumstances of poverty but miss the systemic elements of poverty. Circumstances might "have" a family in poverty at any given time, but it is systems that tend to keep families in poverty.
These systemic issues manifest in the framework of institutions addressing poverty, in the socio-economic mores of a community, and within the functions of the family unit themselves. In addition, there are often overt and/or more subtle bias' that can contribute to limiting the opportunities that a family has to resources, education, experiences, employment and programs which could help them move out of poverty.

Q7 What should we as a community do to address poverty?

I have appreciated the efforts that have been made to help educate the community about the nature of poverty (especially systemic poverty) and to advocate for systemic changes that can help us break cycles of poverty.
In addition, I think collaborative efforts to help those experiencing poverty are especially effective. They not only provide needed resources but they strengthen the social fabric of the community, which builds more community resilience. Ultimately relational connections are often the "secret sauce" that maximize the effectiveness of our efforts to address poverty in our community and release the incredible gifts and resources of those experiencing poverty to the benefit of our community.

#7

COMPLETE

Collector:	Web Link 1 (Web Link)
Started:	Sunday, May 12, 2019 8:41:05 PM
Last Modified:	Sunday, May 12, 2019 8:44:21 PM
Time Spent:	00:03:16
IP Address:	50.196.188.89

Page 1

Q1 Do you address the following issues or need in the community? (Please check all that apply)

Physical Health Services ,

Mental Health Services ,

Advocacy

Q2 Do you serve the following aged populations? (Please check all that apply)

0-5,

6-13,

13-18,

18-24,

25-45,

45-59,

60+

Q3 What do you see are the challenges facing these issues in the community?

The decline in mental health capacity at the county for people who are seriously mental ill is verging on a crisis.

Q4 Who do you partner with when you need to help someone who is facing poverty? Top 5 agencies

#1	**CAP**
#2	**Catholic Charities**
#3	**Center for Wellbeing**
#4	**Legal aid**

Q5 How do you define poverty? - The look of poverty in Sonoma County right now.

Respondent skipped this question

Q6 What keeps families in poverty?

Respondent skipped this question

Q7 What should we as a community do to address poverty?

LISTEN 4 GOOD INITIATIVE FEEDBACK & RECOMMENDATIONS

Community Action Partnership of Sonoma County (CAP Sonoma) received a Listen4Good (L4G) grant from the Fund for Shared Insight Initiative and the Community Foundation Sonoma County. L4G is a Fund for Shared Insight (Shared Insight) initiative designed to help nonprofits build sustainable, high-quality, client-focused feedback loops that lead to meaningful change. The goal is to provide widespread access to tools and resources that increase the capacity among organizations to systematically listen to and respond to the people they seek to help. Working with funders and nonprofits, L4G is building key infrastructure for feedback in the social sector, and creating a community of organizations using client feedback to inform positive changes in the way they work, make decisions, deliver services, and relate to clients.

We surveyed parents in our early learning programs of AVANCE/Pasitos, and Head Start in 2018-19. Please find the Survey results here: 2017, 2018, 2019. After analyzing the results we found key finding and made recommendations based on parent feedback. Please find the findings and recommendations HERE. If you

Listening for Good
Cohort #1 AVANCE, Roseland Community Building Initiative/Padres Unidos (N=102)

Q1: Would recommend CAP Sonoma to a friend or family member? (102)

- 92% Promoters – 9-10 (94)
- 6% Passives – 7-8 (6)
- 2% Detractors – 0-6 (2)

Q2: What is CAP Good At? (102)

- Programs – no cost or low cost services
- Parent Education and Support – parent-child learning together
- Community- Community Involvement, Community Resources, Accessibility to the Community
- Content – Clear content, Real life experiences, drug use info useful
- Environment of service delivery - Respectful, Confidential, Safe Environment, Diversity
- Staff- Very good, entertaining,

Q3: What could CAP do better? (83)

- Outreach – Visibility of program, Share benefits to families, more participation from the community, Share stories, more slots
- Staff – more prep in subject (only one)
- Program – more programs for kids, more trips for moms/kids, Start later
- Client Support- more help, organizing families more, more accountability from families, call backs, more facilities
- More Time – everything from more time during the day, week, able to reenroll, more toy time

Q4: Overall, how well has CAP Sonoma met your needs? (102)

- 44.12% Extremely well (45)
- 33.33% Very well (34)
- 19.61% Fairly well (20)
- 1.96% A little bit (2)
- .98% Not well at all (1)

Q5: How often does CAP Sonoma staff treat you with respect? (102)

- 87.25% - Always (89)
- 8.82% - Mostly (9)
- 2.94% - Sometimes (3)
- .98% - Rarely (1)
- 0% - Never (0)

Q6: How easy is it for you to get services at CAP Sonoma? (98)

- 32.65% Extremely easy (32)
- 30.61% Very easy (30)
- 22.45% Fairly easy (22)
- 12.24% A little bit easy (12)
- 2.04% Not at all easy (2)

Q7: Please explain your answer. (74)

- Info and Resources available
  - Info about benefits to family
  - Correct info given
  - Resources and info abundant and available
  - Info available in the schools
- Staff and Programs
  - Helpful and supportive programs
  - Staff attentive, knowledgeable, and available
- Requirements
  - Free
  - No income requirements
  - Not a lot of paper or requirements
  - Not a lot of extra personal or other info required
- Logistics
  - Open to the public
  - Easy to get into
  - Knew right away that space available
  - Hours /Timing worked
  - Offered in Spanish
  - Location convenient
- Barriers
  - No or limited Space
  - Promoting other programs needed
  - Lack of publicity
  - Timing
  - Work conflicts
  - Not enough info
  - Income barriers

Q8: How connected do you feel to other participants at CAP Sonoma? (102)

- 21.36% Extremely connected (22)
- 30.10% Very connected (31)
- 33.98% Fairly connected (35)
- 14.56% A little bit connected (15)
- 0% Not at all connected (0)

Q9 How often do you interact with CAP Sonoma? (102)

- 3.88% Every day (4)
- 12.62% A few times a week (13)
- 77.67% A few time a month (80)
- 2.91% Once a month (3)
- .97% Once every few months (1)
- 1.94% Once every few weeks (2)

Cohort #1 AVANCE, Roseland Community Building Initiative/Padres Unidos (N=102)

Q10 Participating in this program helps me become more engaged in my community. (102)

- 4.90% Strongly disagree (5)
- .98% Disagree (1)
- 11.76% Neither agree or disagree (12)
- 56.86% Agree (58)
- 25.49% Strongly agree (26)

Q11: How safe do you feel in your neighborhood? (102)

- 21.36% Completely safe (22)
- 37.86% Very safe (39)
- 23.30% Moderately safe(24)
- 16.50% Slightly (Somewhat) safe (17)
- .97% Not at all safe (1)

Q12: What are your Top 3 Safety Concerns? (75)

1. Drugs (22)
2. Gangs (18)
3. Vandalism (10)
4. Stealing (11)
5. Violence (7)
6. Homelessness (7)
7. Discrimination `(6)
8. Delinquency (4)
9. School safety (4)
10. Speeding (3)
11. Traffic (3)
12. Kidnaping of children (3)
13. Assaults (2)
14. Bullying (2)
15. Trash (3)
16. Police (2)
17. Immigration (2)
18. Safety educations needed (2)
19. Park safety (2)
20. Crime in general (1)
21. Drug Dealers (1)
22. Marijuana growing (legalization) (1)
23. School shootings (1)
24. Dark places (1)
25. Community (1)
26. Guns (1)
27. Shootings (1)
28. Illness (1)
29. Attendance issues (1)

Cohort #1 AVANCE, Roseland Community Building Initiative/Padres Unidos (N=102)

30. Sex offenders (1)
31. Not safe (1)
32. Accidents (1)
33. Loitering (men) smoking marijuana (1)
34. People (1)
35. Addiction (1)
36. Bad Friends (1)
37. Bad information (Rumors) (1)
38. Domestic Violence (1)
39. Dogs in the park (1)

*11 responses were no concerns or not applicable

<mark>Q13: How likely are you to meet with a staff member one-on-one to improve you family's economic status (employment, education, other)?</mark>

- 11.22% Completely likely (11)
- 27.55% Very likely (27)
- 28.57% Moderately likely (28)
- 29.59% Slightly likely (29)
- 3.06% Not at all likely (3)

<mark>Q14: How likely are you to move out of Sonoma County in the next two years? (100)</mark>

- 1% Completely likely (1)
- 4% Very likely (4)
- 8% Moderately likely (8)
- 21% Slight likely (21)
- 66% Not at all likely (66)

Q15: What is your age? (102)

- 0% Under 13 years old (0)
- .98% 13-17 (1)
- 10.78% 18-24 (11)
- 40.20% 25-34 (41)
- 36.27% 35-44 (37)
- 10.78% 45-54 (11)
- .98% 55-64 (1)
- 0% 65-74 (0)
- 0% 75 year or older (0)

Q17: What is your race or ethnicity? (101)

- .99% White (1)
- .99% Black or African American (1)
- 98.02% Hispanic or Latino (99)
- 0% Asian (0)

Cohort #1 AVANCE, Roseland Community Building Initiative/Padres Unidos (N=102)

- 0% American Indian or Alaska Native (0)
- 0% Native Hawaiian or other Pacific Islander (0)
- 0% Multiracial or Multiethnic (0)
- 0% Some other race or ethnicity (please specify) (0)

Q18: How did you take this survey? (102)

- 100% On paper (102)
- 0% On my phone (0)
- 0% On a computer (0)
- 0% On a tablet (0)
- 0% Interview (0)

Q1: Would recommend CAP Sonoma to a friend or family member? (114)

- *86% Promoters – 9-10 (98)*
- 12% Passives – 7-8 (14)
- 2% Detractors – 0-6 (2)

Q2: What is CAP Good At? (119)

- *Serving Children*
- Programs
- Helping

Q3: What could CAP do better? (98)

- *More days*
- *More hours*

Q4: Overall, how well has CAP Sonoma met your needs? (123)

- *34.15% Extremely well (42)*
- 34.15% Very well (42)
- 30.08% Fairly well (37)
- 0.81% A little bit (1)
- 0.81% Not well at all (1)

Q5: How often does CAP Sonoma staff treat you with respect? (124)

- *92.74% - Always (115)*
- 6.45% - Mostly (8)
- .81% - Sometimes (1)
- 0% - Rarely (0)
- 0% - Never (0)

Q6: How easy is it for you to get services at CAP Sonoma? (122)

- 23.77% Extremely easy (29)
- *40.16% Very easy (49)*
- *24.59% Fairly easy (30)*
- 10.66% A little bit easy (13)
- 0.82% Not at all easy (1)

Q7: Please explain your answer. (71)

- Easy
- Programs
- Informational

Q8: How connected do you feel to other participants at CAP Sonoma? (122)

- 15.57% Extremely connected (19)
- *33.61% Very connected (41)*
- *30.33% Fairly connected (37)*
- 17.21% A little bit connected (21)
- 3.28% Not at all connected (4)

Q9 How often do you interact with CAP Sonoma? (120)

- 2.5% Every day (3)
- 30% A few times a week (36)
- 52.50% A few times a month (63)
- 4.17% Once a month (5)
- 2.5% Once every few months (3)
- 8.33% Once every few weeks (10)

Q10 Participating in this program helps me become more engaged in my community. (122)

- 1.64% Strongly disagree (2)
- 0.82% Disagree (1)
- 15.57% Neither agree or disagree (19)
- *63.11% Agree (77)*
- 18.88% Strongly agree (23)

Q11: How safe do you feel in your neighborhood? (124)

- 25% Completely safe (31)
- *35.48% Very safe (44)*
- 23.39% Moderately safe(29)
- 15.32% Slightly (Somewhat) safe (19)
- 0.81% Not at all safe (1)

Q12: What are your Top 3 Safety Concerns? (82)

- *Street*
- People (Homeless)
- School Safety

Q13: Would be interested in meeting with a CAP Sonoma Staff member one-on-one to improve your family's economic status (employment, education, other)? (122)

- *22.13% Completely interested (27)*
- 19.67% Very interested (24)
- 15.57% Moderately interested (19)
- *22.13% Slightly interested (27)*
- 20.49% Not interested at all (25)

Q14: What areas present challenges do you and your family currently face in Sonoma County (check all that apply) (96)

- *Affordable housing (48)*
- *Child care (44)*
- Food costs (18)
- Youth activities (19)
- Housing conditions (17)
- Transportation (4)
- *Healthcare (26)*
- Health Insurance (19)
- Employment (14)
- Civic involvement / Community involvement (4)
- Emergency preparedness (20)
- Mental health services (lack of /cost) (3)
- Other (4)

Q15: What is your age? (119)

- 0.84%   Under 13 years old (1)
- 0%   13-17 (0)
- 4.20%   18-24 (5)
- *57.14%   25-34 (68)*
- *36.13%   35-44 (43)*
- 0.84%   45-54 (1)
- 0.84%   55-64 (1)
- 0%   65-74 (0)
- 0%   75 year or older (0)

Q16: What is your gender? (117)

- 5.98% Male (7)
- *94.02% Female (110)*
- 0% Other (0)

Q17: What is your race or ethnicity? (120)

- 0% White (0)
- 0% Black or African American (0)
- *98.33% Hispanic or Latino (118)*
- 0% Asian (0)
- 0% American Indian or Alaska Native (0)
- 0% Native Hawaiian or other Pacific Islander (0)
- 0% Multiracial or Multiethnic (0)
- 1.67% Some other race or ethnicity (please specify) (2)

Q18: How did you take this survey? (121)

- *98.35% On paper (119)*
- 1.65% On my phone (2)
- 0% On a computer (0)
- 0% On a tablet (0)
- 0% Interview (0)

Q19: In what language are you taking this survey? (121)

- English - 15.70% (19)
- *Spanish - 84.30% (102)*

Q1: Would recommend CAP Sonoma to a friend or family member? (153)

- *82% Promoters – 9-10 (126)*
- 12% Passives – 7-8 (19)
- 5% Detractors – 0-6 (8)

Q2: What is CAP Good At? (144)

- *Helping*
- Children
- Programs
- Community

Q3: What could CAP do better? (115)

- *More staff*
- More Hours
- More Funding
- Too much requirements
- Advertise CAP More

Q4: Overall, how well has CAP Sonoma met your needs? (164)

- *38.41% Extremely well (63)*
- 35.37% Very well (58)
- 21.95% Fairly well (36)
- 3.66% A little bit (6)
- .61% Not well at all (1)

Q5: How often does CAP Sonoma staff treat you with respect? (165)

- *87.27% - Always (144)*
- 10.91% - Mostly (18)
- .61% - Sometimes (1)
- ..61% - Rarely (1)
- .61% - Never (1)

Q6: How easy is it for you to get services at CAP Sonoma? (163)

- 26.38% Extremely easy (43)
- *33.13% Very easy (54)*
- 23.31% Fairly easy (38)
- 14.11% A little bit easy (23)
- 3.07% Not at all easy (5)

Q7: Please explain your answer. (78)

- *Info and Resources available*
- Helpful Staff
- Barriers
    - o Income requirement too high
    - o Long process
    - o Lot of requirements
    - o Program too short (8am to 12)

Q8: How connected do you feel to other participants at CAP Sonoma? (161)

- 12.42% Extremely connected (20)
- *29.81% Very connected (48)*
- *29.81% Fairly connected (48)*
- 22.98% A little bit connected (37)
- 4.97% Not at all connected (8)

Q9 How often do you interact with CAP Sonoma? (159)

- *37.11% Every day (59)*
- 16.35% A few times a week (26)
- 18.24% A few time a month (29)
- 11.95% Once a month (19)
- 6.92% Once every few months (11)
- 9.43% Once every few weeks (15)

Q10 Participating in this program helps me become more engaged in my community. (170)

- 3.53.88% Strongly disagree (6)
- 2.94% Disagree (5)
- 17.06% Neither agree or disagree (29)
- *60.59% Agree (103)*
- 15.88% Strongly agree (27)

Q11: How safe do you feel in your neighborhood? (170)

- 37.65% Completely safe (64)
- *41.76% Very safe (71)*
- 15.29% Moderately safe(26)
- 4.12% Slightly (Somewhat) safe (7)
- 1.18% Not at all safe (2)

Q12: What are your Top 3 Safety Concerns? (91)

- *Traffic*
- School Safety
- Fires
- Disaster

Q13: Would be interested in meeting with a CAP Sonoma Staff member one-on-one to improve your family's economic status (employment, education, other)? (159)

- *10.06% Completely interested (16)*
- 14.47% Very interested (23)
- 16.98% Moderately interested (27)
- 25.79% Slightly interested (41)
- 32.70% Not interested at all (52)

Q14: What areas present challenges do you and your family currently face in Sonoma County (check all that apply) (129)

- *Affordable housing (63)*
- Child care (49)
- Food costs (27)
- Youth activities (25)
- Housing conditions (20)
- Transportation (20)
- Healthcare (17)
- Health Insurance (13)
- Employment (12)
- Civic involvement / Community involvement (7)
- Emergency preparedness (7)
- Mental health services (lack of /cost) (4)

Q15: What is your age? (164)

- 1..22% Under 13 years old (3)
- 0% 13-17 (0)
- 6.10% 18-24 (10)
- *46.34% 25-34 (76)*
- 37.80% 35-44 (62)
- 6.71% 45-54 (11)
- 1.83% 55-64 (3)
- 0% 65-74 (0)
- 0% 75 year or older (0)

Q16: What is your gender? (159)

- 10.06% Male (16)
- *89.94% Female (143)*
- 0% Other (0)

Q17: What is your race or ethnicity? (164)

- 11.59% White (19)
- 2.44% Black or African American (4)
- *76.22% Hispanic or Latino (125)*
- 3.05% Asian (5)
- 1.22% American Indian or Alaska Native (2)
- 0% Native Hawaiian or other Pacific Islander (0)
- 2.44% Multiracial or Multiethnic (4)
- 3.05% Some other race or ethnicity (please specify) (5)

Q18: How did you take this survey? (166)

- *96.99% On paper (161)*
- 0% On my phone (0)
- 0% On a computer (0)
- .60% On a tablet (1)
- 2.41% Interview (4)

Listen for Good
Findings and Recommendations

Number of Surveys Collected: 300 total surveys were collected (175 from Head Start and 125 from AVANCE/Pasitos)

Key findings:

Program specific data showed that families rated all of our early learning programs. Here are the key areas that came up for participants through the survey:

1. There is a need for more community awareness for Community Action Partnership of Sonoma County (CAP Sonoma). Participants knew their own program, however, were unaware of the link to the agency. In some instances, the participants had to be informed of that their program was a CAP Sonoma program.
2. The amount of paperwork associated with Head Start was mentioned as a barrier for participation.
3. The length of time for participants to learn if they were accepted to Head Start was mentioned as a barrier for participants.
4. Low income levels for Head Start were mentioned as a barrier for participation in the program.

Recommendations from CAP Sonoma Listening for Good project staff. These recommendations are based on feedback from both participants and staff.

1. Ensure branding of all agency documents, materials, and giveaways with the agency current logo.
2. Develop specific strategies to educate staff about agency resources available to participants (building meetings, presentations across staff meeting, opportunities for staff to get to know each other and what they do, etc.).
3. Ensure that agency programs table together at community events.
4. Ensure that the agency and programs provide a feedback loop that accessible to both participants and staff. These loops should include survey summaries, recommendations based on feedback, and program improvement tied to feedback.
5. Increase interdepartmental communication and collaboration
6. Evaluate and recommend systems improvement to reduce wait times for participants.
7. Evaluate enrollment and registration system to look at ways to streamline the process for enrollment of participants.
8. Evaluate current data collection to determine necessity (Is the data going to be used or is it some we collect and never use?)
9. Agency advocate for more affordable housing in Sonoma County.
10. Agency advocate for more affordable child care options in Sonoma County.

Appendix G- CNA public records data analysis

Community Profile and Needs Assessment

For Community Action Partnership, Sonoma County
May 2019

Prepared by

Economic Forensics and Analytics, Inc.
PO Box 750641
Petaluma, CA 94975-0641
eyler@econforensics.com

TABLE OF CONTENTS

Contents

COMMUNITY INFORMATION PROFILE

County Indicators at a Glance

Indicator (Year)	Number	Percentage
Population in 2019	503,332	
Population in 2060	608,250	+20.8
People living below 100% of poverty line (2017)	52,707	10.7
People living below 130% of poverty line (2017)	72,410	14.7
People living below 200% of poverty line (2017)	126,102	25.6
Children (0-17 years old) living below 100% of poverty line (2017)	13,050	13.1
Median Household Income	$71,769	
Median Earnings from Wages (Full time, Annual)	$66,904	
Population over 25 years old with a Bachelor's Degree or higher		35.7
Households paying more than 30% of income toward housing, Owners with a mortgage (2017)		19.9
Households paying more than 30% of income toward housing, Renters, 2017		56.3

Figure 13. Chart shows California has only twice as many children in poverty 28,025 than Sonoma County 11,669? CA must actually be many, many times that.

Figure 14. California numbers are too low. California as a state has to have a lot more than 7,737 children in poverty ages 0-4.

Figure 31. Median home prices, chart shows in thousands – 628,3., e.g. $628,300. But vertical scale on left says "Millions of 2019 Dollars". Should say "Thousands of 2019 Dollars"

Add a paragraph at the end describing Economic Forensics, and listing team members. Allen and I provide additional credibility in the Head Start sector.

General Area Description

Proposed Service Area Description
The proposed service area for Community Action Partnership of Sonoma County (CAP Sonoma) is a geographically-variable terrain with one major federal highway (101) and six state routes (12, 121, 116, 37 and 128). The county is bound on the west by the Pacific Ocean, with coastal mountain ranges running north to south throughout the County. Sonoma County spans 1,786 square miles, with a population density of approximately 300 people per square mile.

Governing Structure: CAP Sonoma

Mission Statement: Community Action Partnership of Sonoma County partners with the community to empower low income families through community engagement, health and wellness, education and financial stability strategies.

Vision Statement: Community Action Partnership of Sonoma County strives to eliminate poverty and invests in families through partnerships, advocacy and high-impact programs.

Promise**:** Community Action changes people's lives, embodies the spirit of hope, improves communities and makes America a better place to live. We care about the entire community and we are dedicated to helping people help themselves and each other.

Diversity Statement: Community Action Partnership of Sonoma County recognizes the richness that our differences bring to our community. Community Action Partnership of Sonoma County expects employees to be accepting of differences. Further, Community Action Partnership of Sonoma County seeks to foster and celebrate diversity in our clients, our employees and our community. Community Action Partnership of Sonoma County seeks to institutionalize diversity and create an environment of welcome and appreciation for all clients and employees.

Governance: CAP Sonoma has an executive staff team of seven (7), with two (2) additional staff, and multiple program managers and assistant directors of programs. CAP Sonoma's board of directors is a mix of eleven (11) people from low-income households and assistance organizations, and also private- and public-sector employers. Please see https://www.capsonoma.org/team/ for more information.

Sonoma County – How We Got Here[1]

For 150 years, Sonoma County has had a thriving agricultural economy that continues to reinvent itself in its fertile valleys and sunny hillsides. Crops came quickly in the temperate climate and the growing population of the Santa Rosa and Russian River valleys tried everything. Wheat came first, as it generally does when farmers go "pioneering." But with the transcontinental railroad in the 1860s and a hotter climate, the Sacramento Valley soon took the lead in grain crops.

Sonoma County did not just start 150 years ago, as there is a rich Native American history here that dates back thousands of years, Pomo, Wappo, Miwok tribes settle in villages in a land of abundance.   Early arrivals from other parts of the world included Russians who in 1812 settled along the Pacific Coast creating a settlement known as Ft. Ross hoping to prosper with sea otter trade. It was the Russian settlers who named the Russian River that empties into the Pacific Ocean in nearby Jenner.

The real blossoming of Santa Rosa (the county seat) as a farm town came with the railroads — the first of which arrived on the last day of 1870. By the late 19th century, there were trains on three lines for bringing in and shipping all the products of the land. Before the urbanization that began with the population booms of the second half of the 1900s, agriculture was the engine that drove the civic machine. Eight years earlier, Hunt Bros. processing plant on the tracks had kick-started a national food empire. And, in 1909, California Packing Co. (the Del Monte label), canning everything that grew here.

However, much of Sonoma County's Ag industry could not have happen without the assistance of Luther Burbank. When he arrived in Santa Rosa, Burbank bought a 4-acre farm and there he built his nursery and greenhouse. He also established fields where he conducted most of his crossbreeding projects.   Burbank's touch remains in Santa Rosa and Sonoma County to this day.

In the 1970s, the wine industry reinvented itself as the public rediscovered the virtues of wine that had been lost in the years during and after Prohibition.   Wine came off the immigrant dinner tables and marched militantly into the national consciousness. The valleys surrounding Santa Rosa became northern California's "Wine Country" alongside of Napa Valley. The expansion of acreage and tourism based on the wine industry (including world-renowned restaurants) is a major economic partnership that continues in 2019.

In the 1980s and 1990s, technology came to Sonoma County, as Hewlett-Packard moved to Santa Rosa. Medical device, aerospace and telecommunications were soon to follow. Though the 1990s ended with difficulty, many remnants of those industries remain and continue to flourish in this area. The 2000s saw more economic diversity with an expansion of construction and tourism, ending briefly with the Great Recession. This decade has been marked by slower growth of the regional economy and all industries slowly rising, as the data

---

[1] Much of this section is attributed to Gaye LeBaron of the Press Democrat (unofficial Sonoma County historian). Some of her columns used include: https://www.pressdemocrat.com/news/3179974-181/lebaron-long-history-of-immigration and https://www.pressdemocrat.com/lifestyle/6341903-181/a-look-back-at-sonoma?sba=AAS. Some additional details also came from the following: http://sonomaleague.org/sonoma-history.html.

in this report are to testify. In 2019, Sonoma County is the hub of the California economy above the Golden Gate Bridge and west of Sacramento.

CAP Sonoma Overview

The purpose of Community Action Partnership of Sonoma County is to partner with low income families and individuals to help them achieve economic and social stability, to build community, and to advocate for social and economic justice.   CAP Sonoma accomplishes this purpose by building relationships with clients and communities, embracing diversity, advocating for change in public policy, partnering with other organizations, and ensuring the participation of low income persons in the development and implementation of programs and projects.

Incorporated as a non-profit 501(c) 3 organization in 1967, Community Action Partnership of Sonoma County (CAP Sonoma) is the designated Community Action Agency for Sonoma County and is one of the largest service organizations in northern California operating programs benefiting more than 10,000 low-income children, youth and families, in underserved Sonoma County neighborhoods annually. CAP Sonoma is a dynamic, multi-program, human-services organization dedicated to partnering with families and individuals to improve lives and build community.

CAP Sonoma does this through both direct services, and in our role as a Locally-Based Intermediary to improve the regional system as a whole. Our bylaws require maximum feasible participation of the low-income population in program design and implementation. Our organization's volunteers, staff, and leadership are reflective of the racial and cultural diversity or our clients:

- One-third of our Board of Directors is from the low-income community;
- Over half of our staff is Hispanic and our Program Directors represent various cultural backgrounds.

Diversity training is mandatory at all levels of the organization, and built into our core values The goal of Community Action Partnership of Sonoma County is to empower the lives of low income individuals and families to help them thrive in the community by providing services through these programs area: Community Engagement, Health and Wellness, Education and Financial Stability. Examples of some of our programs include: Head Start/ Early Head Start, Avance and Pasitos early childhood education programs, Dental Days at WIC, School Smile Program, School Nursing Services for Roseland School District, Health Education and Promotion activities, Financial Assistance programs (rent, security deposit, water utilities, Season of Sharing etc.), VITA free Tax preparation, Padres Unidos, Via Esperanza Family Resource Center and Pathways Housing programs.

Most recently, CAP Sonoma has added a robust Disaster Relief Program after the 2017 wildfires. Currently six of our programs have been included in the Sonoma County Upstream Investments Portfolio. The agency is closely aligned with important county initiatives designed to make Sonoma County the healthiest county in California. Some of them are; Health Action, which mobilizes community partnerships and resources to focus on

opportunities for action that are most likely to improve health status; Rebuilding Our Community Sonoma County (ROC), intended to help to collaboratively address the long-term recovery needs related to the 2017 wildfires; and the Upstream Investment Portfolio, which seeks to eliminate poverty in Sonoma County and ensure equal opportunity for quality education and good health in nurturing home and community environments. Upstream Investment Portfolio strategies are to invest early, invest wisely and invest together. CAP Sonoma has also started a new collaborative effort with the County and other partner agencies around the anti-poverty model, the Whole Family Approach. This approach is designed to meet the needs of children and parents together intentionally to stabilize the family and end generational poverty.

POPULATION AND RELATED TRENDS

Population Change

Population change for Sonoma County from 2010-2018 is shown in Figure 1. The California Department of Finance population estimates for Sonoma County showed population growth of 3.7 percent, increasing from 483,555 persons in 2010 to over 501,000 persons in 2018.

Figure 1. Population Change, 2010 - 2019

Geographic Area	Census 2010 Population	DOF 2019 Population	Population Change	% Change
Sonoma County	483,555	503,332	19,777	4.1
California	37,334,578	39,825,181	2,490,603	6.7
United States	308,745,538	327,167,434	18,421,896	6.0

Source: California Department of Finance (DOF), Demographics Estimates – E1, 2018 Release and Census Bureau

Sonoma County has eight incorporated cities in addition to the county seat of Santa Rosa. Santa Rosa comprises approximately 35.5 percent of the report area's population base in 2019. Since 2010, other municipalities have experienced growth, specifically Rohnert Park and Petaluma.

- In the north, Windsor, Healdsburg and Cloverdale are key municipalities.
- West Sonoma County has the city of Sebastopol as its hub, with smaller communities in Guerneville, Russian River, Forestville, Graton, and Bodega.
- West Sonoma County extends to coastal areas of Bodega Bay, Gualala, Sea Ranch, and Annapolis before one reaches Mendocino County moving south to north.
- Eastern Sonoma County connects Santa Rosa to the town of Sonoma, with communities such as Oakmont, Kenwood and Boyes Hot Springs in between.
- Southern Sonoma County has two distinct population centers, including the incorporated cities of Petaluma, Rohnert Park and Cotati.
- The Santa Rosa region represents by far the largest population and largest

concentration of low-income residents in the region.

Figure 2 includes populations for the nine incorporated cities based upon the 2019 California Department of Finance estimates:

Figure 2. Population by Major Community in Sonoma County, 2019

City	Population	% of County
Santa Rosa	178,488	35.5
Petaluma	62,708	12.5
Rohnert Park	43,598	8.7
Windsor	28,060	5.6
Healdsburg	12,061	2.4
Sonoma	11,390	2.3
Cloverdale	9,134	1.8
Sebastopol	7,786	1.5
Cotati	7,716	1.5
Unincorporated	142,391	28.3
County Total	503,332	100.0

Source: California Department of Finance, 2018 Population Estimates, January 2019

Though the population from 2010 to 2018 rose by 3.7 percent, population projections from the California Department of Finance (DOF) expects slightly faster annual growth between 2019 and 2060. As can be seen from Figure 3, DOF projections from January 2019 reflected an 18 percent growth of Sonoma County's population between 2019 and 2060 (40 years). The annual growth projection is slow, at just 0.51 percent per year for Sonoma County. From 2010 to 2018, the annual, average growth of the population was 0.46 percent on average.

Figure 3. Projected Population Increases, 2019 and 2060, Sonoma County and California

Place	2019	2060	Overall Growth Increase (%)	Annual Average Growth (%)
Sonoma County	503,332	608,250	20.8	0.51
California	40,639,392	50,975,904	25.4	0.64

Source: California Department of Finance, 2019 Population Projections

Race/Ethnicity/Age Composition

The Hispanic population, though still the largest ethnic population, no longer continues to be the most rapidly growing population. The January 2019 projections from the California Department of Finance forecasts the Hispanic population to increase by approximately

51.2 percent between 2019 to 2060 from its 2019 level of 138,433 Hispanic residents. In 2019, the Hispanic population is estimated to be 27.5 percent of Sonoma County's population. Figure 4 shows these data.

Figure 4. 2019 and 2060 Race and Ethnicity Projections, as of 2019

Race/Ethnicity	2019	% of total	2060	% of Total	Change	% change 2019-60
White	318,403	63.3%	331,873	54.60%	13,470	4.2%
Hispanic	138,433	27.5%	209,305	34.40%	70,872	51.2%
Asian	19,799	3.9%	27,965	4.60%	8,166	41.2%
Other	26,696	5.3%	39,107	6.40%	12,411	46.4%
Total	**503,332**	**100.00%**	**608,250**	**100.00%**	**104,918**	**20.8%**

Source: California Department of Finance

Two assumptions about the Hispanic population in these estimates stand out. The California Department of Finance assumes the Hispanic population experiences a fertility rate drop in the 2030s as the next generation has fewer children. Also, the population aging locally will become ethnically diverse and the number of Hispanics over 45 years of age begin to rise (see Figure 7 below). Figure 5 shows the estimated population.

Figure 5: 2019 Population by Race/Ethnicity for Sonoma County, Estimates

Race/Ethnicity	Population	Percent of Total
White	322,585	64.0
African American/Black	7,404	1.5
American Indian/Alaska Native	3,656	0.7
Asian	19,466	3.9
Native Hawaiian and Other Pacific islander	1,500	0.3
Some other Race	13,734	2.7
Hispanic or Hispanic (of any race)	135,538	26.9
Total	**503,332**	**100.0**

Source: California Department of Finance

Sonoma County residents are generally older than the residents of California as a whole – Sonoma County's median age is 40.4 years compared to 36 years old in California. The California Department of Finance projections (as of January 2019) show the impact of an aging population on the county demography. Between 2018 and 2030, projections suggest an increase of more than 114 percent of residents over 75 years of age.   Between 2010 and

2017, residents ages 50 and over grew quickly; there are fewer residents under 29 years old and also between 40 and 49 years old. California DOF projections for 2030 and 2060 from 2018 (Figure 7) reflect a smaller increase in those aged 50 to 74, a more rapid increase in 40 to 49 year olds, and robust growth of residents over 75 years of age. Those residents under 29 years of age are projected to see further reduced populations, more rapid contraction in those under 14 years of age. We use the California Department of Finance forecasts from the Census Bureau baseline (2010 to 2017) in Figure 6.

Figure 6. Population by Gender and Race/Ethnicity, Sonoma County, 2017

Race/Ethnicity	Male		Female		All	
	Totals	%	Totals	%	Totals	%
White, Not Hispanic	151,585	61.8	162,486	62.7	314,071	62.3
Black, Not Hispanic	4,580	1.9	3,357	1.3	7,937	1.6
Asian, Not Hispanic	8,554	3.5	12,207	4.7	20,761	4.1
Hispanic	69,591	28.4	66,764	25.8	136,355	27.0
Total	**245,250**	**100.0**	**259,040**	**100.0**	**504,290**	**100.0**

Source: American Community Survey, 2017 1-year PUMS

Recent projections by California DOF through 2060 also indicate that the proportion of White and Hispanic elders compared to Asian elders will decline significantly. The 60+ white and Hispanic populations is projected to decrease by approximately 79,301 and 49,781 respectively by 2060. But the Asian population will increase by 285% (8,413). Even with this major increase, the Asian senior population will only surpass the White senior population by .55% (4,185), while the Hispanic senior population will maintain its position as the largest segment of the senior population. Figure 7 provides these data.

Figure 7: Population Change by Race and Age
60 years old or more, Sonoma County, 2018 - 2060

Race	Chg. in Population by 2060	% Chg. in Population by 2060
White	29,411	25.9
Hispanic	65,024	516.7
Asian	7,361	158.6
Other	10,396	158.8
Total	112,192	83.3

Sources: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.
and California Department of Finance, P2_Age_Group_Sex_1yr_Nosup_interim.xlsx, January 2018

The fastest-growing age group in Sonoma County is projected to be those over 75 years of age. The population shift to older residents presents major challenges to county services and facilities, particularly if trends point to lower levels of federal and state financial support. Labor markets are also shifting to accommodate those changes in demand and away from younger residents, the focus of CAP Sonoma's activities. Fewer children (0 to 17 years of age) in Sonoma County is also part of the forecasted data. Figure 8 reflects these changes in the demographic estimates from the California Department of Finance.

Figure 8: Rate of Population Change by Age from 2010 (Last Census)
Percentage (%) change, 2017, 2030 and 2060

Age	2017	2030	2060
0-14	-7.7	-15.1	-22.5
15-29	-3.3	-5.1	-14.2
30-39	12.8	15.1	8.8
40-49	-11.1	3.3	4.3
50-74	16.9	20.1	39.3
75+	18.7	154.5	294.1

Source: California Department of Finance, 2060 Age/Race/Sex Projections, Sonoma County, January 2019

Economists, elected officials and demographers alike are concerned about the economic status of both older and young residents, especially those outside the classic working age range (18 to 64 years old).

POVERTY AND DEMOGRAPHICS: Age, Race/Ethnicity and Gender

The percentage of people living in poverty in Sonoma County was 10.7% per the US American Community Survey 2013-2017 estimates. Figure 9a provides these data for Sonoma County and California and the United States.

Figure 9a: Comparison of Poverty in Sonoma County and Similar Counties and State
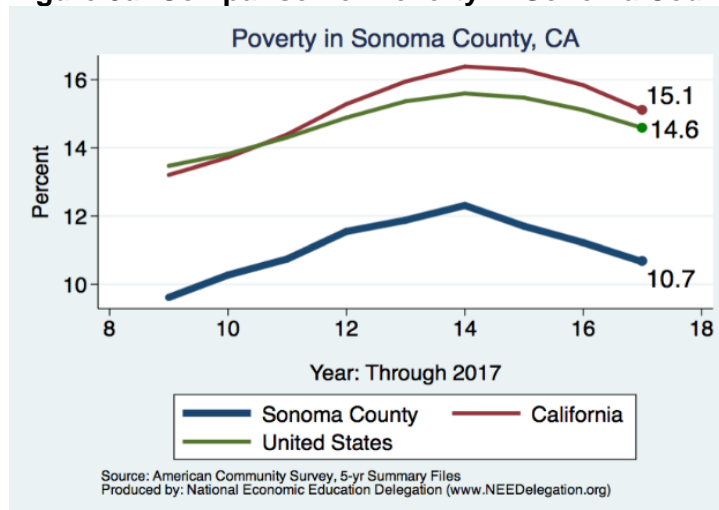
Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

This is down from a peak in 2014. Notice that Sonoma County, California and the United States all saw remnants of the Great Recession in the poverty data through the five-year

averages between 2009 and 2014. Those rolling averages saw a rise in poverty rates. Though 10.7 percent may seem high in absolute terms, the Sonoma County poverty level is almost four (4) percentage points below California on average and 4.5 percentage points below the national average.

Figure 9b provides data on the population 130% or below the poverty line by age, indicating the number of Head Start eligible children and also what age groups may be focal areas for help on workforce development and assistance. Figure 9b suggests 24.9 percent of children under 5 years old in Sonoma County live at 130 percent or below of the 2017 poverty level.

Figure 9b: Population 130% or less of the Poverty Line, 2017, Sonoma County

Age Group	Caucasian	%	African-American	%	Asian	%	Hispanic	%	All	%
Under 5	4,737	12.5	224	15.3	626	20.8	10,934	41.1	**18,192**	**24.9**
5-17	5,524	14.6	167	11.4	261	8.7	3,133	11.8	9,624	13.2
18-34	4,665	12.4	200	13.6	266	8.8	4,016	15.1	9,660	13.2
35-64	15,230	40.3	711	48.5	1,506	50.1	7,583	28.5	26,070	35.8
65-74	4,187	11.1	164	11.2	267	8.9	478	1.8	5,249	7.2
75+	3,414	9			80	2.7	449	1.7	4,126	5.7
Total	**37,757**	**100**	**1,466**	**100**	**3,006**	**100**	**26,593**	**100**	**72,921**	**100**

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Figure 10 provided more details of the 2017 data from the Census Bureau.

Figure 10: Poverty in Sonoma County by Demographic Characteristics, 2017 (Census)

Population	Total	Below Poverty	Percent
TOTAL POPULATION	494,366	52,707	10.7
Age			
Under 18	99,993	13,050	13.1
18-64	308,698	33,924	11
65+	85,675	5,733	6.7
Race and Hispanic or Hispanic Origin			
Black or African American	7,566	1,236	16.3
American Indian or Alaska Native	5,638	662	11.7
Asian	19,408	1,837	9.5
Native Hawaiian and Other pacific Islander	1,658	187	11.3
Two or more Races	26,058	3,096	11.9
Hispanic or Hispanic (of any race)	316,140	27,263	8.6
White alone, not Hispanic or Hispanic	129,987	19,668	15.1

 Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Figure 11 shows percent of households in poverty by household type in Sonoma County. In 2017, it is estimated that 9.6 percent of all households were living in poverty for Sonoma County (the report area), compared to the national average of 13.8 percent (which is also California's poverty rate as of 2017). Female-headed households are in poverty over double the rate of male-headed households. Individuals are different than households, as

households may be one person or multiple people; a household in poverty is consider more grave an issue if more than one person, especially with children.

Figure 11: Household Poverty Rate (%) by Gender of Householder, 2013 – 2017, Sonoma County

Geographic Area	All Types	Married Couples	Male Householder	Female Householder
Sonoma County, CA	9.6%	3.9%	8.5%	17.5%
California	13.8%	6.6%	15.2%	26.0%
United States	13.8%	5.3%	15.3%	28.8%

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Even when the federal poverty threshold is used as a measure, at 200% of poverty 27.6% of Sonoma County residents are living in relative economic hardship and may be unable to pay for basic living expenses without assistance. Figure 12a shows a breakdown of the percent of Sonoma County's population at different percentages of the poverty level by major age groups. Figure 12b shows data on the number of people that are under 130% of the poverty line that speak a language other than English at home, which matches one eligibility criterion for CAP Sonoma. These folks may also speak English, but they speak at least one more language also; a second language is spoken at home for 84.5 percent of those under 130% of the poverty line in 2017 for Sonoma County.

Figure 12a: Percent of People in Sonoma County Living Below 200% of Poverty
% of total population for the age group

	All	Under 5 Years Old	5-17	18-65	65+
Poverty Rate (100%)	10.7	11.5	11.8	10.4	6.5
< 110%	11.7	14.8	14.5	11.9	7.8
< 120%	13.0	15.7	16.2	13.1	9.2
< 130%	14.7	17.3	18.7	14.6	10.9
< 140%	15.9	18.7	19.9	15.7	12.4
< 150%	17.5	20.6	22.1	17.2	13.8
< 160%	18.8	21.8	24.2	18.3	15.3
< 170%	20.6	25.0	26.3	19.9	17.0
< 180%	22.1	26.8	28.7	21.1	18.8
< 190%	23.9	30.4	31.4	22.7	20.0
< 200%	25.6	33.1	33.8	24.2	21.3

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Poverty Rates for Children

The poverty rate change for all children in Sonoma County from 2009 to 2017 is shown in Figure 13. According to the American Community Survey of the U.S. Census, the poverty rate for Sonoma County children increased by 0.3 percent, compared to a state increase of 0.8 percent and a national increase of 0.4 percent. The poverty rate change for children

between 0 and 17 years of age is 10.9 percent as of 2017 for Sonoma County.

Figure 12b: Population that Speaks a Language Other than English at Home and is 130% or less of the Poverty Line, Sonoma County, 2017

Age Group	Total
Under 5	3,700
5-17	11,254
18-34	13,679
35-64	24,045
65-74	5,372
75+	3,589
Total	**61,639**

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Figure 13: Change in Childhood (0-17) Poverty Rate, 2009 – 2017, Sonoma County

Geographic Area	Children in Poverty, 2009	Poverty Rate, 2009	Children in Poverty, 2017	Poverty Rate, 2017	Change in Poverty Rate, 2009 - 2017
Sonoma County	13,243	12.9	11,669	11.7	-1.2
California	1,698,813	18.0	1,865,225	20.5	2.5
United States	13,518,977	18.5	14,798,518	20.4	1.9

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Figure 14 shows the rate change for children under five years of age in Sonoma County from 2009 to 2017. The poverty rate for the county decreased by 0.8% between 2009 and 2017 to 11.7 percent. The decreased level among children under 5 in Sonoma County was a major improvement versus California and the United States overall, where the national average actually went up.

Figure 14: Poverty Rate Change for Children (under 5), 2009 – 2017, Sonoma County

Geographic Area	Children in Poverty 0-4, 2009	Poverty Rate, 2009	Children in Poverty 0-4, 2017	Poverty Rate, 2017	Change in Poverty Rate, 2009 - 2017
Sonoma County	4,682	16.4	2,935	11.5	-4.9
California	524,535	19.4	527,995	21.1	1.7
United States	4,372,793	21.3	4,386,790	22.5	1.2

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

For children between 5 and 17 years of age, poverty conditions in Sonoma County have worsened. Figure 15 shows that all comparison areas saw poverty conditions worsen for those between 5 and 17 years of age between 2009 and 2017, where Sonoma County was relatively better than California and the national averages, but the increase in poverty rates signal a need for improvement for these children.

Figure 15: Poverty Rate Change for Children Ages (5-17), 2009 - 2017

Geographic Area	Children in Poverty 5-17 2009	Poverty Rate, 2009	Children in Poverty 5-17, 2017	Poverty Rate, 2017	Change in Poverty Rate, 2009 - 2017
Sonoma County	8,561	11.5	8,734	11.8	0.3
California	1,174,278	17.4	1,337,230	20.2	2.8
United States	9,146,184	17.4	10,411,728	19.7	2.3

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

There is a natural link between improving economic and employment conditions in an area and a reduction of poverty. The next section looks at employment, but first we look at a special section on demographic change and possible forecasts after the 2017 fires.

Special Section: Post-Fire Dynamics and Population Change

Since the 2017 fires in Sonoma and Napa counties, there has been some focus on the population dynamics and if these two counties would lose population because of the fires. The 2018 American Community Survey (ACS) data are not out yet, and five-year averages are going to be heavily weighted to the 2014-2017 period until 2021. However, Figures 16 and 17 are the latest statement about Sonoma County compared to others in terms of mid-year population changes and corresponding data on net migration and net births. Net migration is the flow in and out of a place; net births are births less those who passed away.

Figure 16: Population Change, Annual %, 2011-12 to 2017-18 Fiscal Year
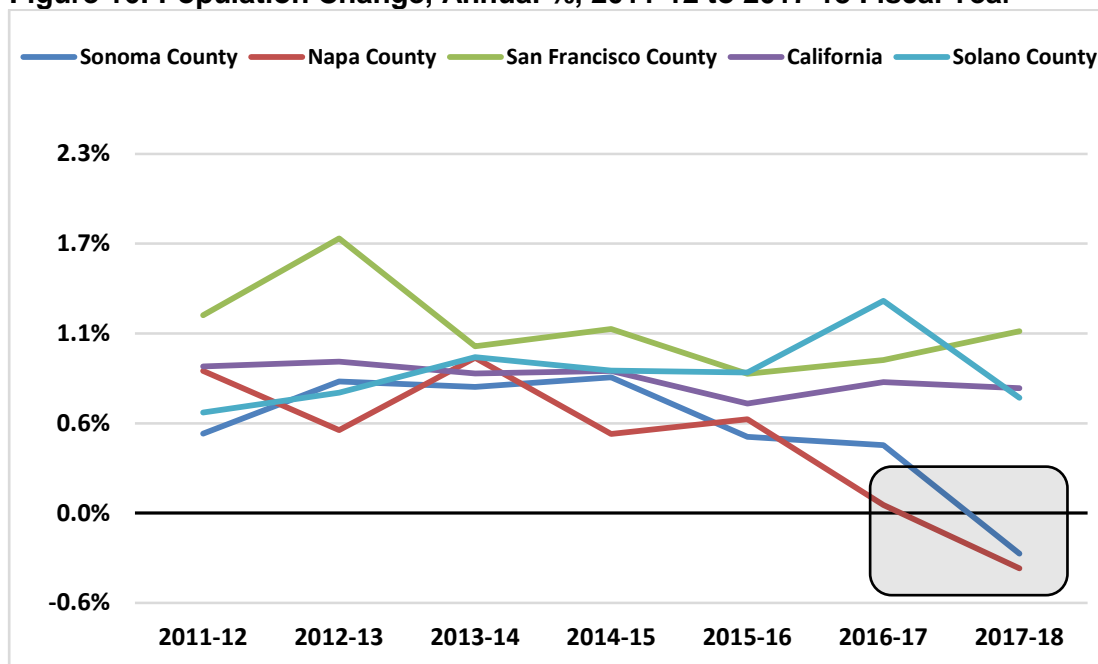
Source: California Department of Finance, July to June, (www.dof.ca.gov)

Figure 17: Components of Population Change (Net Births and Net Migration) 2011-12 to 2017-18 Fiscal Year, Sonoma County
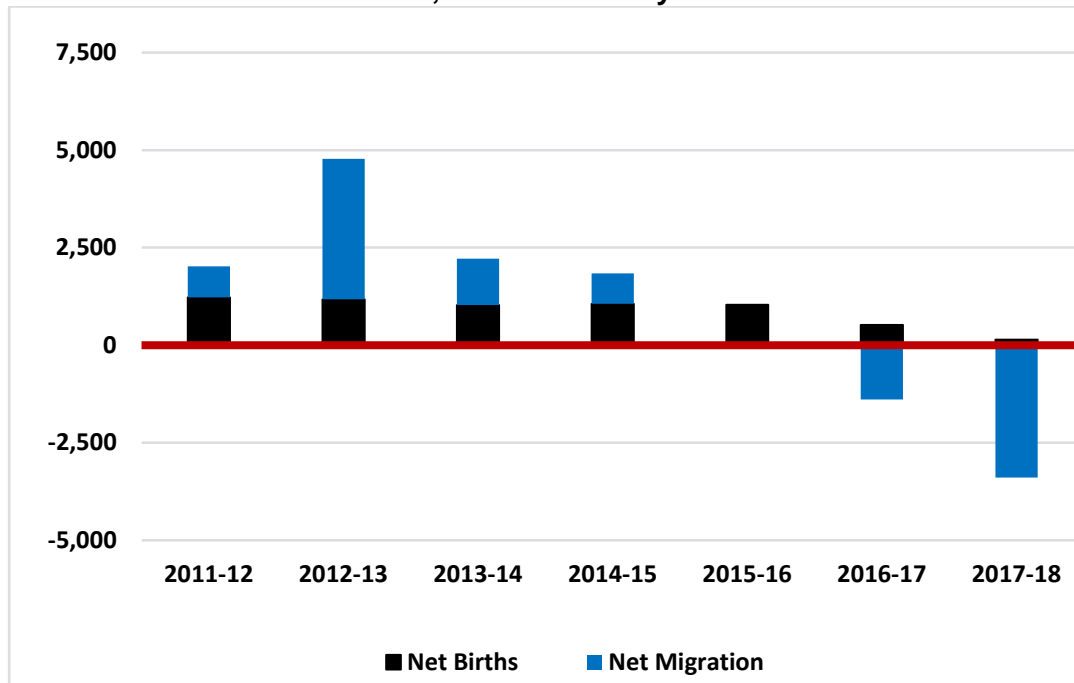
Source: California Department of Finance, July to June, (www.dof.ca.gov)

Thinking Forward: Will the Fires Continue to Affect Sonoma County's Population?

It is likely that for the next two to three years, this trend will continue. The California Department of Finance has not made any major adjustments to its long-term forecasts for Sonoma or Napa counties since the 2017 fires. For Sonoma County, the population growth forecasts suggest that the fires will be a short-term loss of residents. From 2019 to 2023, the following data provide the January 2019 forecast for Sonoma County. The post-fire scenario, as with most disasters, is normally short-lived for population change. As suggested in Figure 3 above, the California Department

Fiscal Year	Change in Residents
2018-19	+3,818
2019-20	+4,178
2020-21	+3,932
2021-22	+3,977
2022-23	+3,934

Source: California Department of Finance, July to June, (www.dof.ca.gov)

of Finance shows continued growth through 2030 and 2060. The rate of growth may be slowing down, but more people are coming. The broader question is where the new residents will live and in what conditions they will live. Growing populations also need to be supported by work and support local businesses.

Employment

Current Unemployment

Sonoma County is among the lowest unemployment counties in California. As of February 2019, as reported by California Employment Development Department, the unemployment rate is 3.1 percent. Figure 18 shows these data for Sonoma County's, the state and national labor markets. Labor force, the estimated number of residents that are available for work or working is just over 261,400 people as of February 2019. Figure 19 shows the seasonally-adjusted unemployment rate for major, metropolitan statistical areas (MSAs) in California, Sonoma County included, and California overall as of February 2019. These data show that Sonoma County is among the counties with the lowest unemployment rate in the state at 2.9 percent after the seasonal adjustments.

Figure 18: Employment/Unemployment Information, February 2019

Geographic Area	Labor Force	Employment	Unemployment	Unemployment Rate
Sonoma County	261,444	253,353	8,091	3.1
California	19,596,296	18,729,028	867,268	4.4
United States	163,184,000	156,949,000	6,235,000	3.8

Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Feb 2019.

Figures 20 and 21 provide two different perspectives on employment for those over 55 years of age, a population that is generally considered more economically vulnerable. Figure 20 shows the way local residents over 55 years of wage have found work, regardless of its location. Figure 21 shows how many people over 55 years of age are working at employers in Sonoma County. Employers with relatively larger numbers of workers aged 55 and above may indicate industries that have more retirements and thus jobs openings if traditional labor-market conditions hold.

Figure 19: Seasonally Adjusted Unemployment Rate, Sonoma County Feb 2019
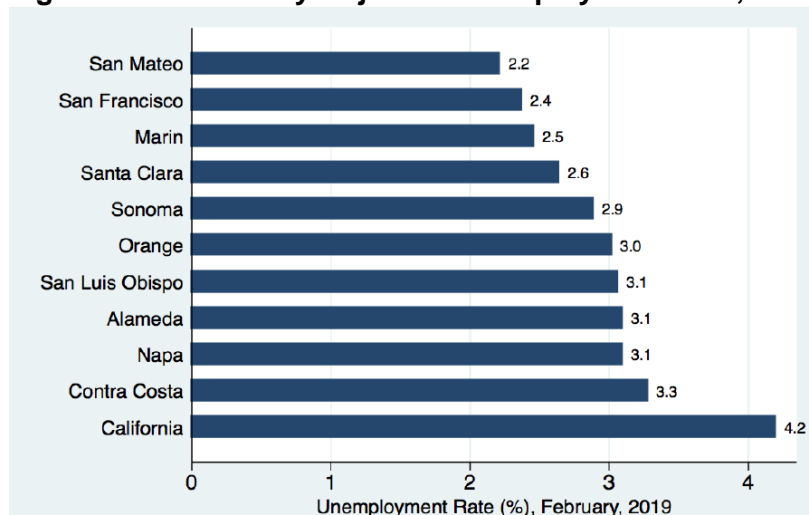
Source: U.S. Department of Labor, Bureau of Labor Statistics, Local Area Unemployment Statistics, Feb 2019.

It is also possible that automation replaces aging workers in some industries rather than hiring and also there may be no consistent rehiring. The healthcare and social assistance industry employs has nearly 9,500 employees as of 2017 over 55 years old, and the largest concentrations of older workers are in health care, education, professional and technical services, and manufacturing. Figure 21 provides these details for local employers versus where local residents work (regardless of location) in Figure 20.

Figure 20: County Residents' Employment by Industry for those aged 55+, 2010 and 2017

Industry	2010 Employment	2010 Share	2017 Employment	2017 Share
Ag., Forestry, Fishing and Hunting	1,776	2.5	2,388	2.5
Mining	46	0.1	49	0.1
Utilities	646	0.9	1,070	1.1
Construction	4,622	6.6	6,159	6.5
Manufacturing	6,076	8.6	8,103	8.6
Wholesale Trade	1,901	2.7	2,955	3.1
Retail Trade	6,974	9.9	8,917	9.5
Transportation and Warehousing	2,575	3.7	3,396	3.6
Information	1,372	2.0	2,089	2.2
Finance and Insurance	3,762	5.4	3,435	3.6
Real Estate and Rental and Leasing	2,528	3.6	3,596	3.8
Prof., Sci., and Tech. Services	5,835	8.3	9,456	10.0
Management of Companies and Enterprises	42	0.1	47	0.0
Admin Support and Waste Management Services	2,721	3.9	3,632	3.9
Educational Services	8,138	11.6	8,973	9.5
Health Care and Social Assistance	9,696	13.8	14,131	15.0
Arts, Entertainment, and Recreation	1,890	2.7	2,976	3.2
Accommodation and Food Services	1,773	2.5	3,033	3.2
Oher Services (except Public Admin)	4,296	6.1	5,532	5.9
Public Administration	3,622	5.2	4,239	4.5
Totals	**70,291**	**100.0**	**94,176**	**100.0**

Source: American Community Survey, 2010 and 2017 5-year PUMS, by Major NAICS Codes

Figure 21. Sonoma County Employment by Industry for those aged 55+: Local Employers

Industry	2010 Employment	2010 Share	2017 Employment	2017 Share
Ag., Forestry, Fishing and Hunting	1,149	2.6	1,965	3.4
Mining		0.0	14	0.02
Utilities	292	0.7	582	1.0
Construction	2,787	6.3	3,358	5.7
Manufacturing	4,280	9.6	5,795	9.9
Wholesale Trade	1,239	2.8	2,029	3.5
Retail Trade	4,756	10.7	5,122	8.8
Transportation and Warehousing	1,468	3.3	1,785	3.0
Information	789	1.8	1,307	2.2
Finance and Insurance	1,960	4.4	2,090	3.6
Real Estate and Rental and Leasing	1,780	4.0	2,250	3.8
Prof., Sci., and Tech. Services	3,893	8.8	5,591	9.6
Management of Companies and Enterprises	35	0.1	11	0.0
Admin Support and Waste Management Services	1,870	4.2	2,412	4.1
Educational Services	5,095	11.5	5,439	9.3
Health Care and Social Assistance	6,526	14.7	9,449	16.1
Arts, Entertainment, and Recreation	1,088	2.5	1,616	2.8
Accommodation and Food Services	1,222	2.8	1,829	3.1
Other Services (except Public Admin)	2,546	5.7	3,907	6.7
Public Administration	1,579	3.6	1,974	3.4
Totals	**44,354**	**100.0**	**58,525**	**100.0**

Source: American Community Survey, 2010 and 2017 5-year PUMS, by Major NAICS Codes

For those over age 55, three phenomena are happening with respect to the labor market. First, there are more people over 55 years old working in 2017 than during 2010. The increase in workers over 55 years old is partly due to an aging population (more people available for work), and thus more people over 55 years old available for work. Second, these workers are spread over most major industry sectors, not just services. Notice that construction is still an industry for this age group, as is manufacturing. Most workers over 55 are in services (over 64%). Third, these numbers also include self-employed workers, but do not break them out. Self-employed businesses include everything from Uber drivers to lawyers for those residents 55 years or older and still working.

Current Employment and Household Incomes, Sonoma County Overall

Figure 22a shows the distribution of incomes in Sonoma County. The bottom 20% of households make less than $18,200 in 2017. The top twenty percent make a minimum of $251,000 as a household. Figure 22b shows the sources of income for Sonoma County households in 2017. The percentages in Figure 22b do not add up to 100 percent because households may have more than one source of income; when households have more than one source, the household's income tends to be larger than those with one source. Working from home is also rising as a trend in Sonoma County, with more than 10,623 people with home-based work in 2017 (Census Bureau, American Community Survey).

Figure 22a: Sonoma County Household Income Distribution 2010 and 2017, Thousands of 2017 Dollars
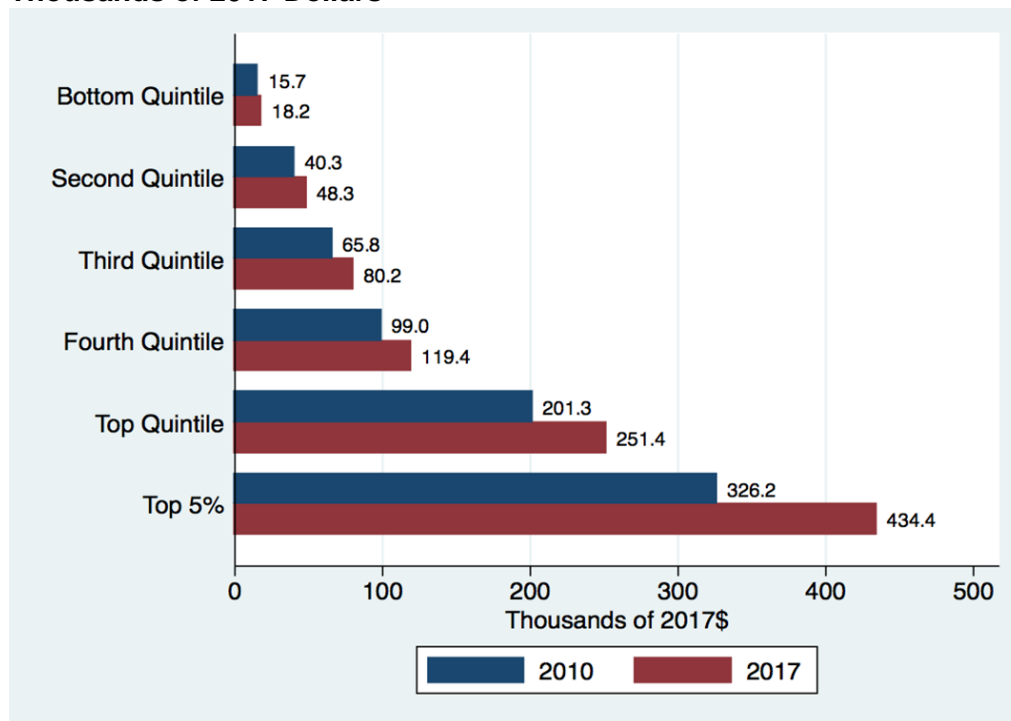
Source: American Community Survey, Census Bureau (2018)

Household income is generally dominated by wage income. Investment income and other sources can also help households pay bills and save after taxes are paid. Lower-income households, especially with local costs of living relatively high, may struggle to save; home ownership is one way to hold savings, but a lack of housing affordability can also make a transition from renting to ownership more difficult. Figure 23 shows major occupations (what people do to earn a wage) and the employment levels and median annual wage for 2010 and 2018 for comparison in Sonoma County.

Figure 22b: Households by Selected Types of Income by Source, and Median Household Income, Sonoma County, 2017

Type of Income	Number	Percent	Median Income
Wage or Salary	136,340	71.8	$66,904
Self-Employment	35,301	18.6	$22,631
Interest, Dividends, or Net Rental Income	57,838	30.4	$6,740
Social Security	65,039	34.2	$16,759
Supplemental Security Income (SSI)	9,164	4.8	$9,875
Public Assistance	3,941	2.1	$2,426
Retirement, Survivor, or Disability Income	38,866	20.5	$21,223
	Sonoma County	California	United States
Median Household Income, 2010	$63,274	$60,883	$51,914
Median Household Income, 2017	$71,769	$67,169	$57,652

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018.

Figure 23: Employment and Median Wages by Major Occupation Code

	2010		2018	
Occupation	Employment	Wages	Employment	Wages
Architecture and Engineering	2,710	$76,610	3,210	$93,200
Arts, Design, Entertainment, Sports, and Media	2,070	$42,920	2,080	$55,540
Building and Grounds Cleaning and Maintenance	6,410	$26,860	6,980	$33,240
Business and Financial Operations	10,440	$61,770	10,150	$69,580
Community and Social Service	2,020	$42,340	4,080	$49,080
Computer and Mathematical	3,130	$79,910	3,440	$86,460
Construction and Extraction	7,190	$55,890	10,850	$60,270
Education, Training, and Library	11,480	$44,640	12,510	$54,630
Farming, Fishing, and Forestry	2,390	$22,230	2,970	$30,470
Food Preparation and Serving Related	16,690	$19,400	21,910	$26,310
Healthcare Practitioners and Technical	10,130	$76,180	10,550	$85,070
Healthcare Support	4,670	$30,530	4,920	$39,840
Installation, Maintenance, and Repair	5,460	$48,330	7,220	$51,410
Legal	580	$75,340	850	$98,580
Life, Physical, and Social Science	1,310	$68,450	1,660	$78,340
Management	9,380	$92,410	12,060	$105,230
Office and Administrative Support	26,380	$36,250	28,720	$41,130
Personal Care and Service	4,770	$24,360	12,040	$28,040
Production	10,880	$31,750	11,490	$36,940
Protective Service	3,420	$53,360	3,120	$54,590
Sales and Related	19,380	$29,530	21,980	$34,840
Transportation and Material Moving	10,070	$30,200	12,230	$35,970

Source: Bureau of Labor Statistics, Occupational Employment Statistics (also at California EDD)

Special Section: Labor Markets and Incomes and Post-Fire Concerns

Economic and workforce development come together well when adding jobs that pay higher-than-median wage levels. Figure 24 shows the forecast (starting in 2016 as a base year) for jobs growth through 2026. California Employment Development Department and the Bureau of Labor Statistics provide these data. Notice that these data suggest that those ten years have 11,519 more people working in Sonoma County at some mix of occupations, regardless of what employer pays their wage. Agricultural (Farming, etc.) occupations and manufacturing (Production) occupations are projected to contract, while construction jobs are forecasted to grow. In short, the Sonoma County economy is forecasted to grow over all, but if jobs are lost it is likely to be in a mix of agriculture, construction and manufacturing. These are lower-skill sectors historically, where construction and manufacturing pay relatively high wages. Sonoma County is likely to see a continued rise in the number of workers trying to work from home, for themselves in a home-based business or simply not commuting.

**Figure 24. Employment Projects by Major Occupation Code: Forecasted**

	Employment		Change, 2016-26		Median annual wage, 2018
Occupation	**2016**	**2026**	**Number**	**Percent**	
Total, all	**156,064**	**167,582**	**11,519**	**7.4**	**$38,640**
Management	9,533	10,340	807	8.5	$104,240
Business and financial operations	8,067	8,841	774	9.6	$68,350
Computer and mathematical	4,419	5,027	608	13.7	$86,340
Architecture and engineering	2,601	2,795	194	7.5	$80,170
Life, physical, and social science	1,300	1,424	125	9.6	$66,070
Community and social service	2,571	2,943	372	14.5	$44,960
Legal	1,283	1,400	116	9.1	$80,810
Education, training, and library	9,427	10,315	889	9.4	$49,700
Arts, design, entertainment, sports, and media	2,773	2,941	168	6.1	$49,290
Healthcare practitioners and technical	8,752	10,088	1,337	15.3	$66,440
Healthcare support	4,316	5,335	1,020	23.6	$29,740
Protective service	3,506	3,664	158	4.5	$40,640
Food preparation and serving related	13,206	14,438	1,232	9.3	$23,070
Building and grounds cleaning and maintenance	5,654	6,178	524	9.3	$26,840
Personal care and service	6,420	7,647	1,228	19.1	$24,420
Sales and related	15,748	16,207	459	2.9	$28,180
Office and administrative support	23,081	23,231	150	0.6	$35,760
Farming, fishing, and forestry	1,060	1,057	-4	-0.3	$25,380
Construction and extraction	6,813	7,560	748	11	$46,010
Installation, maintenance, and repair	5,905	6,294	388	6.6	$45,540
Production	9,357	8,950	-407	-4.3	$35,070
Transportation and material moving	10,274	10,908	634	6.2	$32,730

Source: Bureau of Labor Statistics, Occupational Employment Statistics (also at California EDD)

Figure 25 shows a recent forecast to 2027 for Sonoma County labor markets. The recent past is showing some simple effects of the fires on jobs in Sonoma County. These disasters not only affect households, but also affected businesses including self-employed, home-

based businesses. The data are not yet available to know in detail the type of resident affected by the fires and their work status. Figure 25's data also suggest that agricultural jobs (including vineyard workers) contract for all of California as we get closer to 2027, but all other industry employers are going to hire more workers.

Figure 25: Forecast from CalTrans CA Economy Project, 2018-2027 Jobs Growth
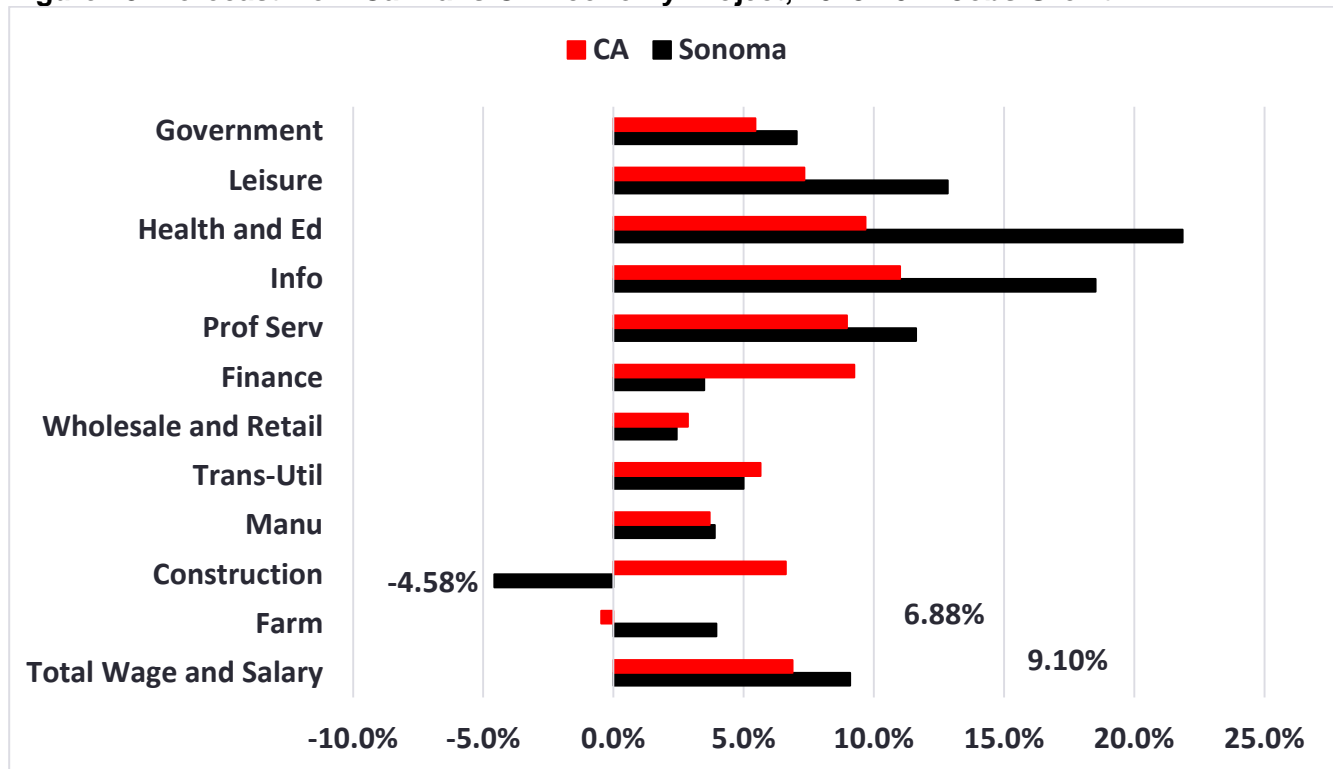
Source: CalTrans (www.dot.ca.gov)

Figure 26 shows the change in jobs since 2001 on a rolling, 12-month average. Notice, since mid-2018, there has been a reduction in jobs growth and a contraction as 2018 ended. We are watching closely as 2019 continues for this trend to reverse or continue. Jobs loss in 2018 was 0.3 percent or 300 jobs net, but was the first time since early 2012 there was a contraction. Also, most of the jobs were in education, local and state government, and hotels, restaurants and bars.

Figure 26: Jobs Growth for Sonoma County and California
Non-Farm Jobs, % change, 12-month average, January 2001 - February 2019
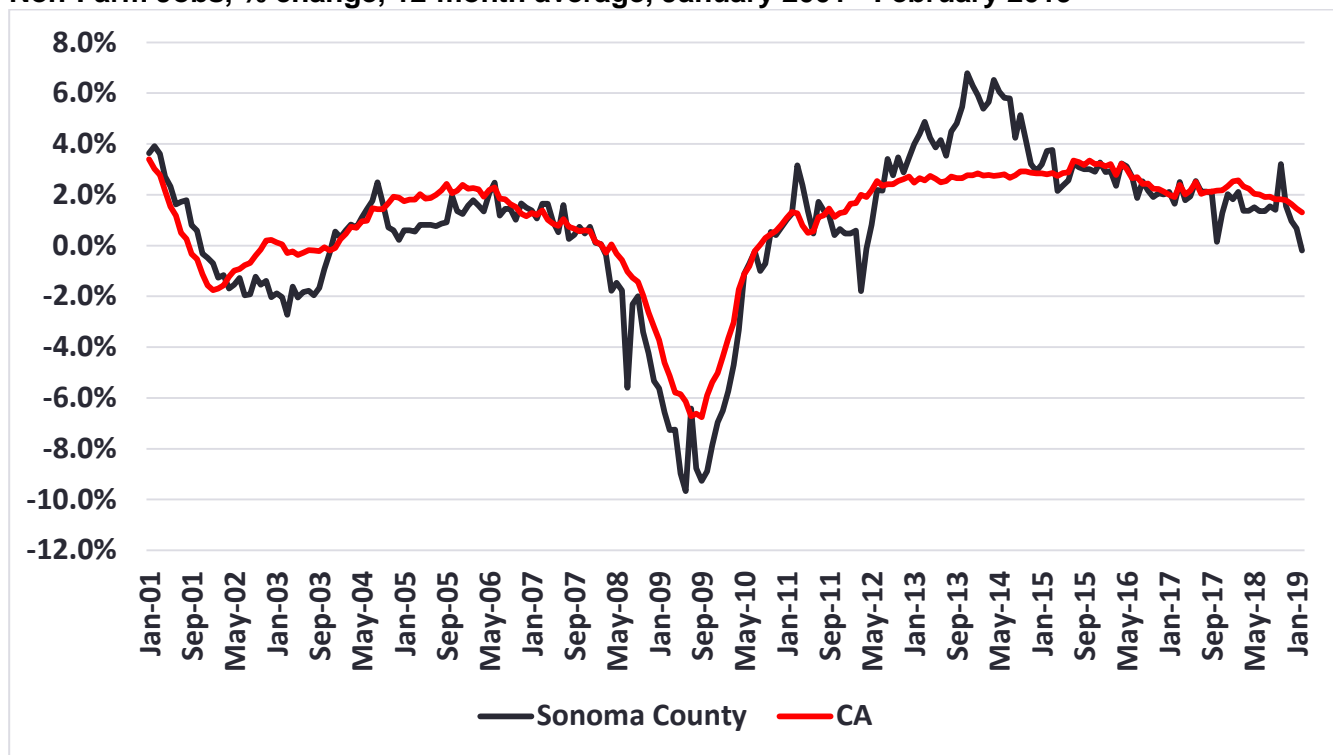
Source: U.S. Department of Labor, Bureau of Labor Statistics and California EDD, Feb 2019.

Considerations for CAP Sonoma

Like population projections, the jobs projections shown above were published in 2018 and early 2019 after the 2017 fires. These jobs projections have fire-related shifts, as seen by those forecasting the Sonoma County economy and jobs growth, and the employment prospects remain positive in spite of the fires. Much like the population data, the jobs data suggests there is some shifts are happening in the short-term that need to be monitored; the projections remind us that few disasters have long-term effects that are not also related to other economic conditions. Two conditions that may affect long-term labor market prospects include education and housing.

EDUCATION

Education is an essential building block to economic success. A lack of education results in poor employment opportunities, poor health outcomes, increased likelihood of involvement in criminal activities and ultimately poverty. Sonoma County's public school system includes over 40 school districts. Educational attainment indicates the percentage of the population who has earned a high school diploma, bachelor's degree or advanced degree. Note that the data is not cumulative; a person holding a bachelor's degree is not considered to have a high school diploma (numbers reflected are stand alone and not inclusive of attainment at lower levels). Sonoma County ranks favorably, with 35.7% of the population holding at least a bachelor's degree, compared to a state average of only 33.7%. Lower educational attainment is an important in predictor of lower incomes. Figure 27 compared major metropolitan areas in California to each other in terms of population with at least a bachelor's degree.

Figure 27: Comparison Educational Attainment Sonoma County and Like Counties
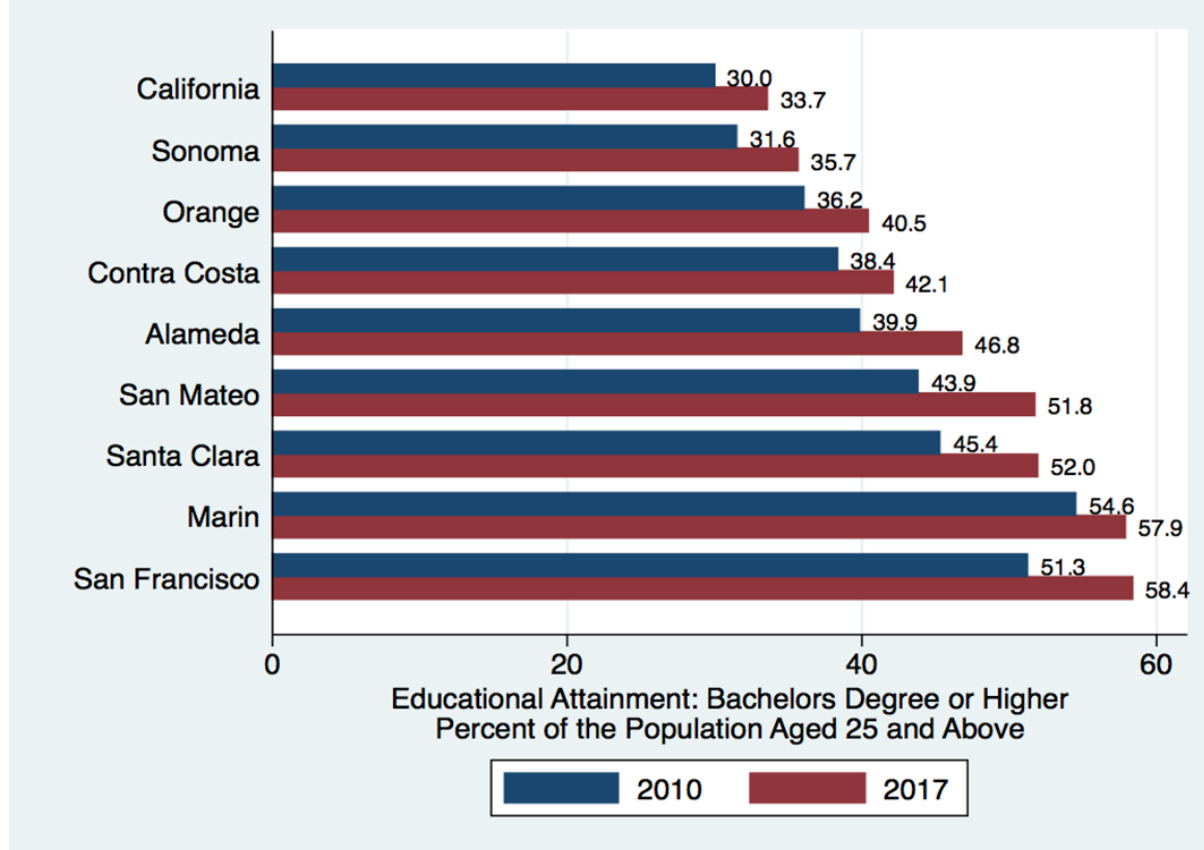
Source: American Community Survey, Census Bureau (2018)

Figure 28 provides a broader breakdown of the educational attainment data, showing different levels of attainment by race and ethnicity. These data also compare 2010 Census data to the 2017 American Community Survey for Sonoma County. The Hispanic population remains far behind on bachelor's degree holding residents,

Figure 28: Comparison Education Attainment by Race and Ethnicity, 2010 and 2017, Sonoma County and CA

Sonoma County	Caucasian		African Amer		Asian		Hispanic		All Races	
Educational Attainment	**2010**	**2017**	**2010**	**2017**	**2010**	**2017**	**2010**	**2017**	**2010**	**2017**
Not a High School Graduate	6.1	3.9	11.4	10.6	17.5	10.3	44.1	34.4	13.9	10.6
High School Graduate	18.7	19.4	28.3	12.2	14.7	11.8	23.5	20.8	19.6	19.2
Some College/ Associate's Degree	38.3	35.6	38.4	35.0	27.6	31.7	22.1	28.0	34.9	34.5
Bachelor's Degree	23.6	25.7	14.2	34.3	24.7	25.4	7.8	11.7	20.4	22.5
Master's Degree or Higher	13.3	15.4	7.6	7.8	15.5	20.8	2.5	5.2	11.2	13.2
High School Graduate or Higher	**93.9**	**96.1**	**88.6**	**89.4**	**82.5**	**89.7**	**55.9**	**65.6**	**86.1**	**89.4**
Bachelor's Degree or Higher	**36.9**	**41.1**	**21.8**	**42.1**	**40.2**	**46.2**	**10.4**	**16.8**	**31.6**	**35.7**

California	Caucasian		African Amer		Asian		Hispanic		All Races	
Educational Attainment	**2010**	**2017**	**2010**	**2017**	**2010**	**2017**	**2010**	**2017**	**2010**	**2017**
Not a High School Graduate	6.6	5.0	12.5	10.2	14.3	12.3	42.8	34.9	19.3	16.6
High School Graduate	20.0	18.4	24.3	24.4	14.6	14.2	23.9	26.2	20.7	20.7
Some College/Associate's Degree	34.6	32.8	41.9	39.8	22.9	20.8	23.0	25.8	29.9	29.0
Bachelor's Degree	23.8	26.3	13.9	16.6	32.0	33.1	7.3	9.4	19.1	21.1
Master's Degree or Higher	15.0	17.5	7.4	9.1	16.2	19.5	3.0	3.8	10.9	12.6
High School Graduate or Higher	**93.4**	**95.0**	**87.5**	**89.8**	**85.7**	**87.7**	**57.2**	**65.1**	**80.7**	**83.4**
Bachelor's Degree or Higher	**38.8**	**43.8**	**21.3**	**25.7**	**48.2**	**52.6**	**10.3**	**13.1**	**30.0**	**33.7**

Source: 2017 American Community Survey 1-yr Estimate

An achievement gap refers to the observed disparity on a number of educational measures between the performance of groups of students, especially groups defined by gender, race/ethnicity, and socioeconomic status. An achievement gap can be observed on a variety of measures, including standardized test scores, grade point average, dropout rates, and college enrollment and also college completion rates. The Hispanic population has an achievement gap in Sonoma County, as does the African American population compared to Caucasian and Asian residents. Child care resources are an extension of education in our communities, and also support working parents.

Child Care

The 2014 Childcare Needs Assessment, developed by the Sonoma County Office of Education Child Care Planning Council, documents a child care supply shortfalls for most children ages 0 to 12 years. Figure 29 provides a summary of that information from that report on the supply and demand conditions in 2015 (the latest data) in child care for Sonoma County. While these data are old relative to the timing of this report, these data remind readers that the supply and demand conditions in child care are difficult to keep in balance without focal effort on funding and use.

Figure 29: Sonoma County Existing Childcare Demand and Supply 2015, Number of Children
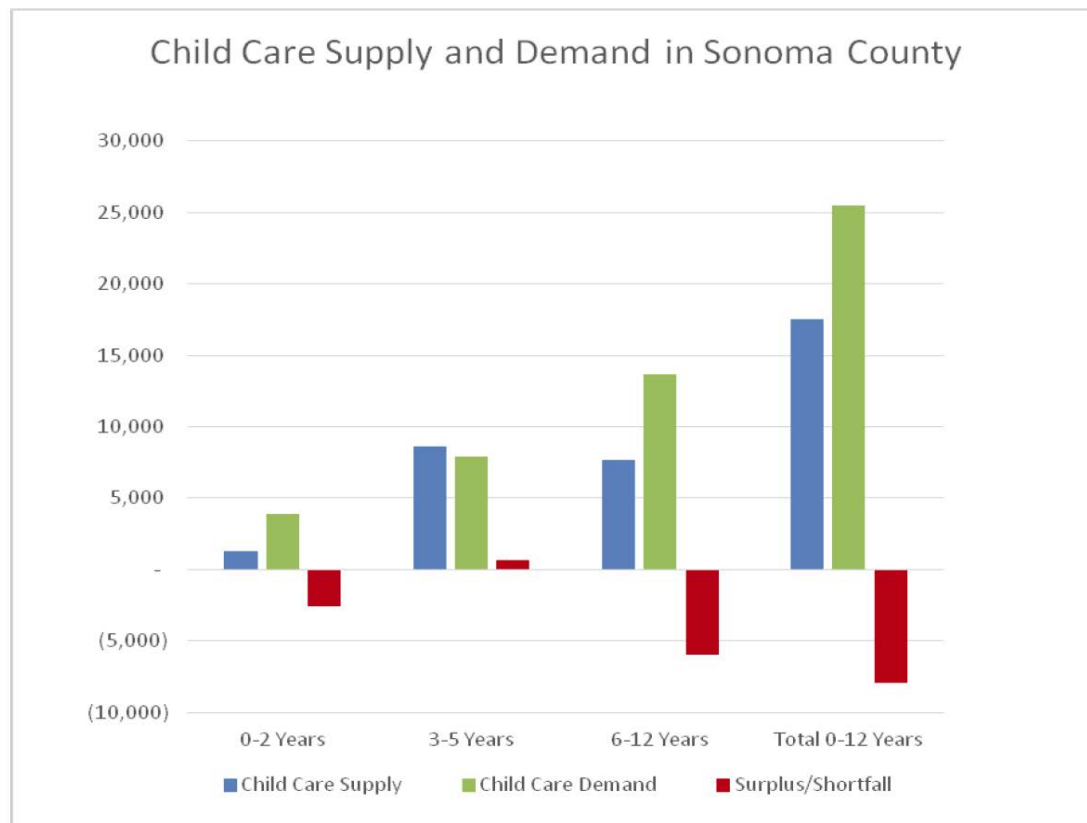
Source: Sonoma County Child Care Planning Council, Child Care Economic Impact Analysis for Sonoma County, 2015 Update Prepared by Nilsson Consulting

Figure 30: Sonoma County Child Care Profiles, Cities and Other Places in Sonoma County 2015

Community/ High Risk Area	% of Infant Demand Met	% of Preschool Demand Met	% of School Age Demand Met
Santa Rosa	48%	79%	78%
Petaluma/Penngrove	61%	105%	83%
Sonoma Valley	34%	105%	42%
Rohnert Park/Cotati	63%	108%	60%
Sebastopol	50%	94%	49%
River Area/West County	78%	117%	10%
Windsor	73%	86%	59%
Healdsburg/Geyserville	24%	177%	105%
Cloverdale	36%	72%	114%
East Cloverdale	43%	96%	115%
Fetters Springs/Agua Caliente	18%	43%	125%
NorthWest Santa Rosa	32%	74%	50%
SouthWest Santa Rosa	63%	56%	14%
SouthEast Santa Rosa	20%	29%	35%

Source: Nilsson Consulting

Families face financial burdens when their income does not stay up with the local cost of living. Child care is one of those costs. The lack of child care supply, depicted in Figure 29 is shown by city in Figure 30. When child care is not readily available, families must choose between a parent staying at home versus working. Female-headed households, especially single mothers, are especially at economic risk without affordable child care. Not all of Sonoma County is struggling to meet the needs, but infant care is a problematic area.

Costs of living are driven mainly by housing costs. The next section looks at housing costs and conditions in Sonoma County.

HOUSING AFFORDABILITY, CONDITIONS AND HOMELESSNESS

Figure 31: Median Home Prices, Thousands of Current Dollars, Sonoma County, CA and US

Source: Zillow and BLS
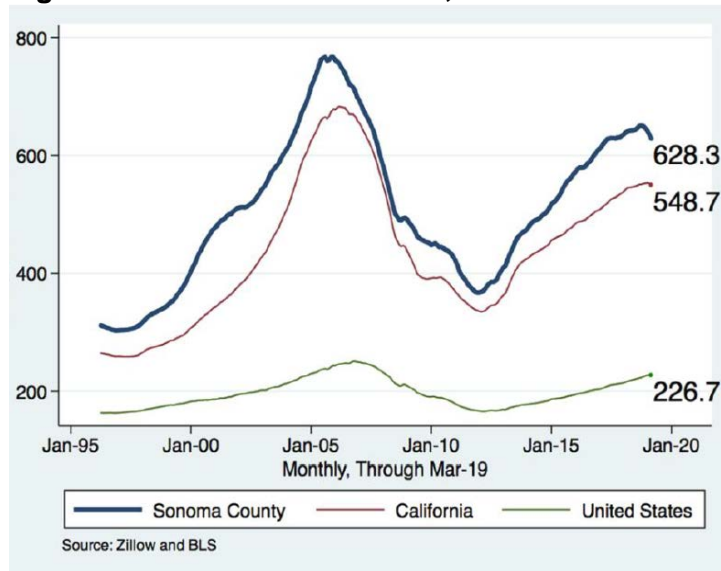
Recent fires and general economic conditions have come together to reduce housing affordability, both for rent and to buy, in Sonoma County. In late 2018 and early 2019, home prices have fallen back down a bit, likely due to some decisions made by those that were directly and indirectly affected by 2017's regional fires in Sonoma County and other adjacent counties (Lake, Mendocino, and Napa) to not stay in Sonoma County. This increases the number of available housing units. Figure 31 shows median home prices in California and the United States as well through March 2019. Notice the movement of California prices is similar to Sonoma County, both data series much different than the national median prices. The median price for Sonoma County is $628,300 as of March 2019.

Figure 32: Mortgage Affordability, Various MSAs 1980-2019, Quarterly

Mortgage Affordability

Quarterly, through Q4-18
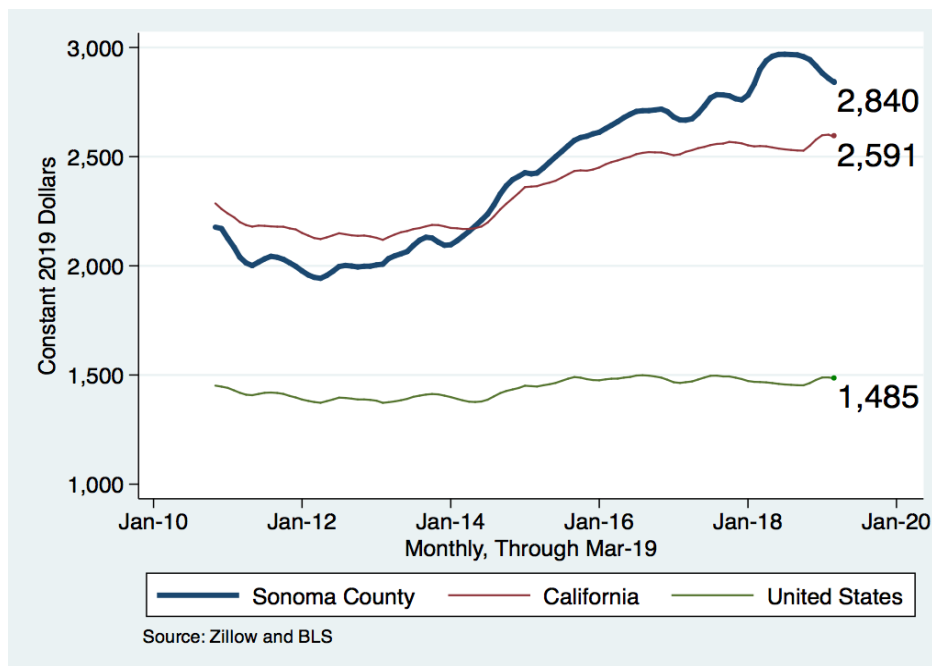
Legend: Santa Rosa, Napa, Vallejo, San Francisco

Source: Zillow
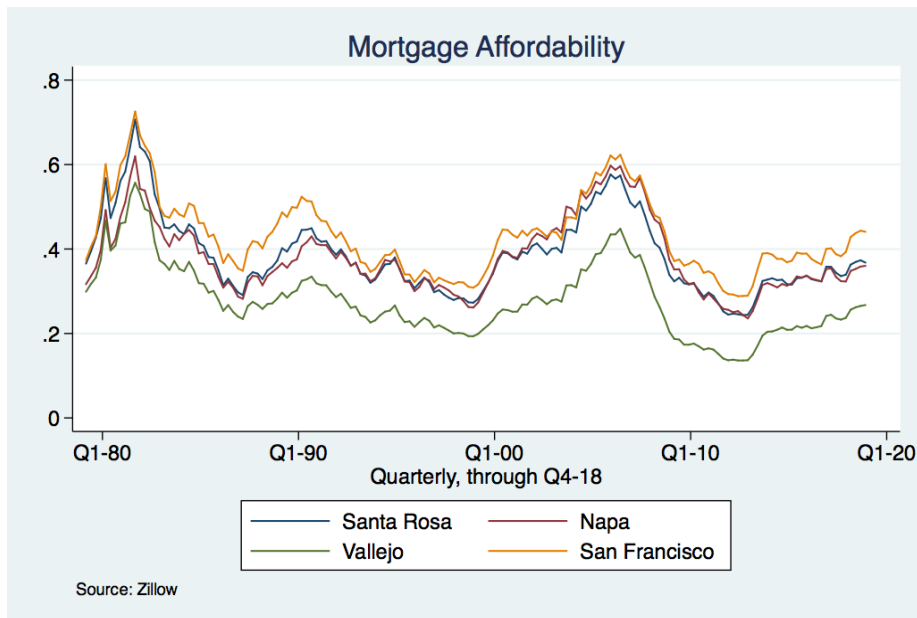
Affordability remains an issue for policy makers, residents and commuting workers. Figure 32 shows one calculation of mortgage affordability, based on a typical household aiming to pay no more than 30 percent of a household's monthly income for PITI payments (principal, interest, taxes, and insurance). Affordability is affected by interest rates, median incomes and median home prices. Affordability measures the percent of households that can afford the median home price as a purchase price. Notice that affordability has fallen and climbed back up a bit in this decade. In the 2000s, affordability peaked in 2005, fell quickly to 2012 and 2013 (depending on which metro area we are examining), and then has increased again and continues to do so in 2019. Rental prices tend to follow home prices for purchase.

Figure 33: Median Rents, 2011 to 2019, Sonoma County, CA and the US

Constant 2019 Dollars

2,840
2,591
1,485

Monthly, Through Mar-19

Legend: Sonoma County, California, United States

Source: Zillow and BLS

The median rent in Sonoma County is now over $2,800 per month. A four-person household including two adults, a preschooler and an infant would need a monthly income of $9,333 (equivalent to an hourly wage of nearly $28 for two adults) to afford the current rent at 30 percent of monthly income.

Such a rent may lead to a question of rent affordability. Using a similar metric to that shown in Figure 33, Zillow Research tracks the number of households in a specific area that can afford the median rent amount based on 30 percent of income being the rent payment at which any higher is unaffordable. Notice that San Francisco in Figure 34 has been less affordable for decades for its residents versus Sonoma County (the Santa Rosa MSA) and Solano County (Vallejo MSA) as comparisons.
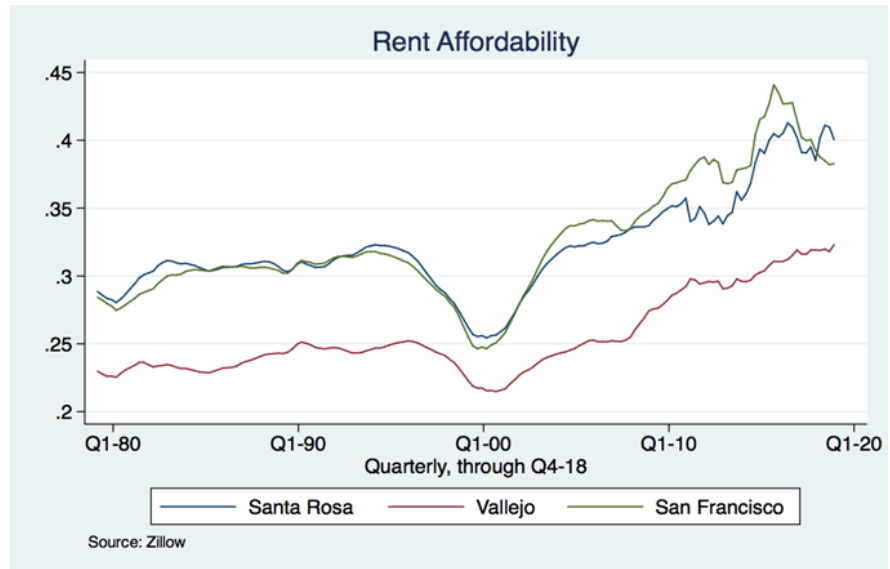
Figure 34: Rent Affordability, Various MSAs 1980-2019, Quarterly

Source: Zillow

Figure 35a summarizes "burdened" renters and owners that pay at least 30 percent of their income for housing every month. Figure 35b looks specifically how rental households pay for their utilities. In some cases, utilities are part of rent and in other cases utilities are not. When utility rates rise, it is a regressive tax on lower-income households because electricity and gas are necessary to cook food and heat spaces efficiently. When utilities are part of rent payments, households that rent have a fixed cost (not a changing one) for housing and utilities in the short-term.

Figure 35a: Housing Burden, % of Households, Sonoma County, 2010 and 2017

Housing Tenure (Rent or Own)	Sonoma County, 2010	California, 2010	United States, 2010	Sonoma County, 2017	California, 2017	United States, 2017
Renters	46.4	45.7	41.7	56.3	55.2	49.5
Owners with Mortgage	43.4	42.1	28.6	19.9	18.8	14.3
Owners without a mortgage	13.0	11.7	12.1	15.7	15.1	11.2

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release 1 year, Summary File.

Figure 35b: Utilities as Part of Rent, Sonoma County, 2010 and 2017, Number of Households

Utilities in Rent?	2010	%	2017	%
No extra payment for any utilities	6,149	8.4	6,348	9.2
Pay extra for one or more utilities	66,949	91.6	62,898	90.8
Total Rental Households	73,098	100.0	69,246	100.0

Source: American Community Survey, 2010 and 2017 1-year Summary File

The median age of a home can be an indicator of risk in terms of maintenance costs and perhaps deferred maintenance inherited when purchasing a home. Older homes for rent can also have more problems, not be up to current code, and problems that may be harmful to residents. Individuals and families that cannot afford housing usually settle for housing that is old and not up to building code. Sonoma County is roughly on par with the nation in terms of median age of available housing stock, where California is older on average.

Figure 36: Median Housing Unit Age, 2017, 5-Year Avg from 2013, Sonoma County, CA and US

Geographic Area	Total Housing Units	Median Year Built	Median Age (2017)	People/Household
Sonoma County	209,308	1978	39	2.6
California	14,177,270	1975	42	3.0
United States	137,407,308	1978	39	2.6

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018. The 2017 American Community Survey 5-year data is an average of data collected from 2013 through 2017.

In Figure 37, the number of houses without plumbing has fallen in Sonoma County since 2007 as of 2017, while occupied housing units increased by 5.7 percent in Sonoma County overall. This increase includes the recent losses due to fire but are an average of 2013 to 2017.

Figure 37: Housing without Plumbing, 2017, 5-Year Avg from 2013, Sonoma County, CA and US

Geographic Area	Occupied Housing Units, 2007	Housing Units without Plumbing, 2007	Percent without Plumbing, 2007	Occupied Housing Units, 2017	Housing Units without Plumbing, 2017	Percent without Plumbing, 2017
Sonoma County	178,505	697	0.39	188,829	500	0.26
California	12,200,672	49,515	0.41	13,005,097	52,973	0.41
United States	112,377,977	461,614	0.41	120,062,818	459,450	0.38

Source: U.S. Census Bureau, American Community Survey, 2017 Data Release, December 2018. The 2017 American Community Survey 5-year data is an average of data collected from 2013 through 2017.

A lack of affordability can also lead to people moving away from the area.

Mobility

With rising home prices and slowly-rising incomes, housing affordability can become tenuous enough that a household considers moving away. Sonoma County is no exception in terms of housing affordability, and lower-income households are particularly vulnerable to rising housing costs. The following figures show mobility data, the flows of people in and out of Sonoma County, by specific income ranges. Notice that households below $25,000 per year declined and left Sonoma County during the recent recession, but then came back as housing costs fell and job opportunities came back. They are fading again as of 2017.

The $25,000 to $75,000 household is more stable and has come back recently, likely due to rising wages and more job opportunities. Households that make over $75,000 per year continue to come to Sonoma County. It is important to note that these data do not provide (Census Bureau lags two to three years) on data of where specifically (county by county) people come from and move to when on the move. These graphs simply show that income is a consideration when households consider where to live.

In some cases, when mobility is not an option, people may be forced into temporary or long-term homelessness due to housing affordability falling. There are, unfortunately, many causes of homelessness.

Figure 38: Mobility by Income Range, 2006-17, Sonoma County
Number of People Coming to (inflows) or Leaving (outflows)
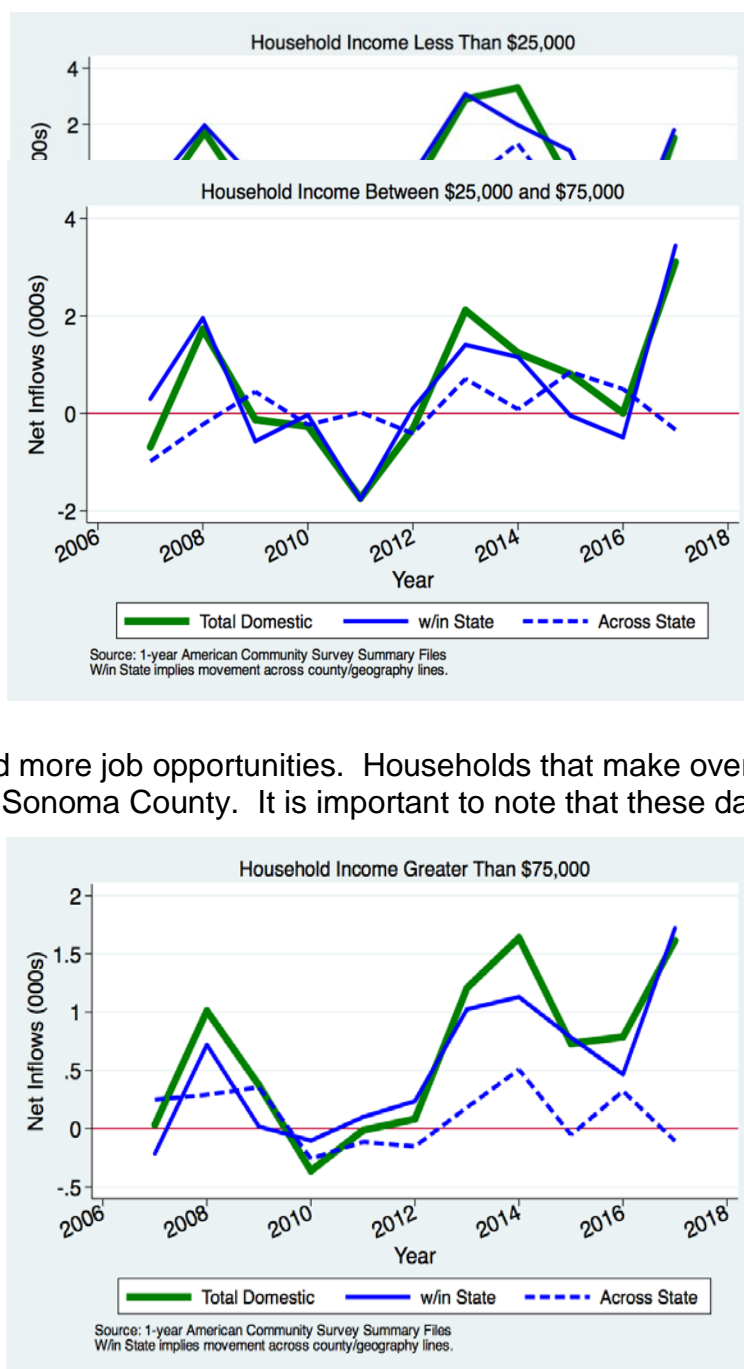
Homelessness

The Sonoma County Continuum of Care recently released their annual 2018 Homeless Census and Survey findings. The 2018 Homeless Count found 2,996 homeless individuals during the 2018 point-in-time count. This point-in-time count represented 0.6% of Sonoma County's total population. It also represents a 34% **decrease** in the homeless population since 2011 when there was a peak of homelessness in this report.
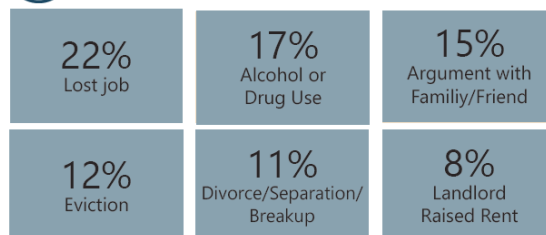
It is important to remember there is a continuum of homelessness that moves from "chronically" homeless to currently homed but marginal based on income. In the 2018 study by the County of Sonoma, eight (8) percent of estimated homeless were children. The data here, including the infographics are from the 2018 Homeless Census of Sonoma County.

Some highlights include:

➢ **8% under 18 years old**, with 14% at least 55 years old;

➢ 36% are sheltered some nights;

➢ 18 percent of adults surveyed stated they had been in foster care previously when younger;

➢ 28% were Hispanic and 62 percent Caucasian;

➢ 52% of the homeless were located in Santa Rosa.

➢ 35% of the respondents were in their first episode of homelessness, down from 55% in the 2011 survey;

➢ 37% of the respondents had been homeless for the first time said they were homeless for at least a year;

➢ 56% of those surveyed had been homeless for at least one year;

➢ 84% lived in Sonoma County before becoming homeless;

➢ 48% of those surveyed had at least a GED; 52 percent had not completed high school;

➢ 91% of homeless families were sheltered;

➢ 39% of the respondents were female, up from 2011 by 6 percentage points;

➢ 64% of respondents were unsheltered, down from 74% in 2011;

➢ 72% reported receiving one or more forms of government assistance, up from 67% in 2011;

➢ 7% of homeless surveyed were working full-time; 78% were unemployed; and

➢ 44% of respondents had a disabling condition in 2011, down from 76% in 2009 and 47% in 2011.

Primary Event or Condition That Led to Homelessness
(Top 6 Responses)

| 22% Lost job | 17% Alcohol or Drug Use | 15% Argument with Familiy/Friend |
| 12% Eviction | 11% Divorce/Separation/ Breakup | 8% Landlord Raised Rent |

Obstacles to Permanent Housing
(Top 4 Responses)

| 72% Can't Afford Rent | 54% No Job/Not Enough Income |
| 31% No Housing Available | 30% No Money for Moving Costs |

Disabilities

Many social services help those with disabilities. In the case of school-age children, the presence of disabilities brings more services to bear on helping the students and also more challenges in learning. Figure 39 provides an overview of the population in Sonoma County in 2017 that are estimated to have some disability by gender and age. Figure 40 provides data on that population with specific disabilities. Ages 0 to 17 in Figures 39 and 40 are bolded, as this is an estimate of the number of children with disabilities.

Figure 39: Disabilities, Gender and Total, By Age, Sonoma County Population, 2017

Age	Male with Disability	% of Age	Female with Disability	% of Age	Total with Disability	% of Age
Under 5	**339**	**2.5**	**120**	**0.9**	**459**	**1.7**
5-17	**1,592**	**4.1**	**1,229**	**3.3**	**2,821**	**3.7**
18-34	3,318	6	3,250	6.1	6,568	6.1
35-64	12,078	12.4	10,838	10.5	22,916	11.4
65-74	5,439	22.1	4,694	16.8	10,133	19.3
75+	5,911	44.4	9,519	48.5	15,430	46.8
Total	28,677	11.8	29,650	11.7	58,327	11.7

Source: ACS, 2017 5-yr PUMS

Figure 40: Specific Disability by Age, 2017, Sonoma County Population

Age	Total, civilian Non-institutionalized Population	Hearing Difficulty	% of Age	Vision Difficulty	% of Age
Under 5	**26,290**	**310**	**1.2**	**210**	**0.8**
5-17	**75,300**	**406**	**0.5**	**567**	**0.8**
18-64	309,494	6,759	2.2	4,430	1.4
65+	85,545	11,311	13.2	3,831	4.5
Total	496,629	18,786	3.8	9,038	1.8

Source: ACS, 2017 5-yr PUMS

Whether students and others are in need of learning assistance, social assistance, or other help, community involvement is key. This is discussed in the next section.

COMMUNITY INVOLVEMENT

Helping low-income people reach self-sufficiency requires far more investment than the amount allocated by the Federal government for the Community Development Block Grant (CDBG) program: both in terms of the contributions of individuals, and in the amount of funding.

Sonoma County is fortunate to have an active Volunteer Center, which serves as a clearinghouse for volunteers (see https://www.volunteernow.org/). Faith and civic service organizations are another opportunity for community involvement. There are numerous churches, four synagogues, and several other houses of worship. All of these and more provide the opportunity for community involvement, although each family facing poverty will have its own level of interaction with the larger community.

Community Action Partnership of Sonoma County is committed to the promotion of volunteer opportunities not only to leverage our funding and to support community involvement, but also to bring members of the low-income community opportunities to give direct feedback on programming and to involve them in leading our agency.

Child Care Availability

Approximate number of Head Start-eligible children served

Figure 41 shows the number of Head Start (HS) eligible children Served in the 2018-19 academic year. The primary language of the children in Head Start is also shown. Figure 42 shows similar data for Early Head Start (EHS) children for the 2018-19 academic year. Many of the community partners are public schools.

Figure 41: Head Start Eligible Children, 2018-19, Sonoma County

Public School	Participants		Primary Language	Participants
HS Barbara Daniels-Love	20		Arabic	1
HS Cloverdale	19		English	119
HS Cook	20		Fijian	1
HS Doyle Park	20		French	1
HS Guillory	19		Hindi	1
HS JX Wilson	38		Nepali	1
HS Lincoln	37		Punjabi	2
HS Martin Luther King	20		Spanish	226
HS Martinez	18		Swahili	1
HS Petaluma	20		Tagalog	1
HS Ridgeway	35		Thai	1
HS RL Stevens	37		Tigrinya	1
HS Rohnert Park	40		Vietnamese	5
HS Sonoma Valley	20		Decline to State	2
Total	**363**		**Total**	**363**

Source: Department of Health and Human Services (www.hhs.gov)

Figure 42: Early Head Start Eligible Children, 2018-19, Sonoma County

Early Head Start Site	Participants		Primary Language	Participants
EHS Cloverdale 1	4		English	28
EHS Cloverdale 2	7		Field Blank	4
EHS Cook 1	8		Spanish	29
EHS Cook 2	8		**Grand Total**	**61**
EHS Home Visiting	5			
EHS Home Visiting Prenatal	7			
EHS Kawana	7			
EHS Lincoln 2	7			
EHS Nueva Vista	8			
Grand Total	**61**			

Source: Department of Health and Human Services (www.hhs.gov)

Community assets to address unemployment issues

There are several agencies whose main purpose is to assist with employment, including our local welfare-to-work office, Sonoma WORKS, and several agencies which work to help individuals from certain ethnic backgrounds or specific types of disabilities to gain employment. These agencies have had various levels of success meeting the needs of low-income individuals according to feedback from our low-income participants and the state's review of the transition from Welfare to Welfare-to-Work. For the past several years Community Action Partnership of Sonoma County has been an indirect and supportive participant in the development of the following employment programs in Sonoma County.

Provider Name	Location
University of Northern California	Petaluma, CA
Sun Pirate Inc.	Cotati, CA
Sonoma-Marin School of Real Estate	Rohnert Park, CA
Sonoma State University, Extended Education	Rohnert Park, CA
Sonoma County Regional Occupational Program	Santa Rosa, CA
Sheet Metal Training School Local 104, N	Petaluma, CA
Sebastopol Massage Center	Sebastopol, CA
Santa Rosa Junior College	Santa Rosa, CA
Redwood Empire Electrical Training JATL	Santa Rosa, CA
Petaluma Adult Education	Petaluma, CA
P C Tutor - Duplicate	Rohnert Park, CA
Operating Engineers JAC	Santa Rosa, CA
Lytle`s Redwood Empire Beauty College	Santa Rosa, CA
Lewis Adult Education Center	Santa Rosa, CA
Julie Nation Academy	Rohnert Park, CA
J Bass & Associates	Sonoma, CA
Institute of Integrated Healing Arts	Petaluma, CA
Institute of Imaginal Studies: Graduate & Research Center	Santa Rosa, CA
Hypnotherapy Training Institute	Santa Rosa, CA
Empire College	Santa Rosa, CA
Contractors' License Courses	Santa Rosa, CA
Career Transitions	Santa Rosa, CA

Source: State of California Employment Development Department, training Providers, May 2017

Community Resources available to address needs of eligible children and families

CAP Sonoma contracts with Early Learning Institute (ELI) (http://earlylearninginstitute.com/) for more assessments and follow up. ELI provides confidential consultation to preschool teachers serving children birth through age 5 who have not yet begun Kindergarten. Their team of consultants include: mental health clinicians, early childhood education specialists, early interventionists, occupational therapists and parent educators. They address behavioral, developmental, mental health, or family issues. ELI also helps facilitate positive relationships with parents and develop collaborative goals and action plans to address the needs of the child and family through home visits and sessions. In addition, Head Start has a disabilities coordinator on staff to work with families and refer to needed services. As the needs of our clients exceed our own resources, we feel that coordinating and convening meetings with partners is an excellent way to avoid duplication.

CAP Sonoma actively supports partnerships through memberships on local advisory boards. Through a systems capacity-building and collaborative approach, Community Action Partnership of Sonoma County continues to enlarge the overall human service effort in Sonoma County. CAP Sonoma currently has over 100 partnerships. The following table represents a sample of our collaborative partners.

	Community Partners – Sample of collaborations
Head Start/ Early Head Start	Santa Rosa City Schools Child Care Planning Council
School Readiness	Sonoma County First 5 Commission Roseland School District California Parenting Institute
School Nursing Program	Roseland Elementary School District
Family Advocates	Roseland Elementary Multi-Disciplinary Team Sheppard Accelerated Multi-Disciplinary Team Wright District Roseland Elementary Multi-Disciplinary Team Bellevue District elementary schools Multi-Disciplinary Team County Providing Safe and Stable Families Group
Youth and Neighborhood Development	Regional Parks and Recreation District Youth Services Planning group for Santa Rosa Alcohol & Drug abuse prevention planning group for Sonoma County
	Santa Rosa Police Department Social Advocates for Youth Santa Rosa Parks and Recreation Sonoma County Department of Health Services Sonoma State University The Volunteer Center City of Santa Rosa Santa Rosa City Schools, Sonoma County Office of Education California Human Development Corporation Community Baptist Church Legal Aid of Sonoma County Workforce Investment Board Youth Employment Task force Probation Department

Community assets to address education issues

Public school systems play a vital role in meeting the educational needs of low-income children and families. One of the measures of community commitment to education is the expenditure per student in the public schools. Figure 43 shows the schools in Sonoma County in order of lowest current expense per average daily attendance (ADA) to the largest.

Figure 43: 2017-18 Current Expense per Average Daily Attendance (ADA), Sonoma County

DISTRICT	EDP ($)	Current Expense ADA ($)	Current Expense Per ADA ($)	LEA Type
Piner-Olivet Union Elementary	$7,822,103	$1,163	$6,729	Elementary
Gravenstein Union Elementary	4,445,772	660	6,739	Elementary
Twin Hills Union Elementary	4,951,625	710	6,973	Elementary
Waugh Elementary	6,229,135	892	6,984	Elementary
Bennett Valley Union Elementary	6,834,118	961	7,115	Elementary
Cloverdale Unified	10,111,246	1,377	7,345	Unified
West Side Union Elementary	1,288,277	173	7,438	Elementary
Cotati-Rohnert Park Unified	42,096,742	5,591	7,529	Unified
Oak Grove Union Elementary	6,429,682	842	7,633	Elementary
Windsor Unified	39,747,590	5,044	7,880	Unified
Mark West Union Elementary	9,819,434	1,244	7,892	Elementary
Sebastopol Union Elementary	5,188,568	654	7,935	Elementary
Rincon Valley Union Elementary	23,743,823	2,992	7,936	Elementary
Old Adobe Union Elementary	13,271,070	1,659	7,999	Elementary
Wilmar Union Elementary	1,768,864	220	8,056	Elementary
Dunham Elementary	1,383,815	172	8,068	Elementary
Healdsburg Unified	15,076,073	1,834	8,222	Unified
Liberty Elementary	1,578,066	192	8,241	Elementary
Wright Elementary	12,780,661	1,546	8,266	Elementary
Santa Rosa Elementary/High	127,237,123	14,632	8,696	Comm Admin
Guerneville Elementary	2,442,493	276	8,854	Elementary
Bellevue Union Elementary	15,223,867	1,692	8,997	Elementary
Petaluma City Elementary/Joint Union High	64,914,995	7,193	9,025	Comm Admin
West Sonoma County Union High	18,863,699	2,068	9,123	High School
Forestville Union Elementary	3,324,209	360	9,246	Elementary
Sonoma Valley Unified	38,383,414	4,006	9,582	Unified
Two Rock Union Elementary	1,875,952	174	10,774	Elementary
Roseland Elementary	16,980,375	1,484	11,443	Elementary
Cinnabar Elementary	1,937,732	168	11,535	Elementary
Geyserville Unified	2,926,194	250	11,705	Unified
Alexander Valley Union Elementary	1,475,257	123	11,962	Elementary
Harmony Union Elementary	2,929,854	216	13,589	Elementary
Kenwood Elementary	2,087,746	145	14,370	Elementary
Monte Rio Union Elementary	1,141,563	74	15,502	Elementary
Fort Ross Elementary	458,696	28	16,583	Elementary
Montgomery Elementary	536,146	27	19,675	Elementary
Horicon Elementary	1,305,839	55	23,947	Elementary
Kashia Elementary	297,068	9	35,032	Elementary

Source: California Department of Education, Data Quest, 2017–18 Current Expense per Average Daily Attendance (ADA), Sonoma County

Community assets to address affordable housing issues, including HUD

Affordable housing continues to be a major issue for low/moderate income families in Sonoma County. For many years Sonoma County had one primary provider of new

construction for affordable housing, Burbank Housing Development Corporation. Today, there are several affordable housing developers that service Sonoma County:

- Housing Land Trust;
- Burbank Housing;
- Mercy Housing; and
- Habitat for Humanity.

Department of Housing and Urban Development (HUD) housing is also a major asset to combat rising costs of housing. Figure 44 compares 2010 data to 2018

Figure 44: HUD Housing, 2010 and 2018, Sonoma County, California and the US

2018	Total Units	% Occupied	People/Unit	Total Pop	Rent/Month	Household income
Sonoma County	6,433	92	1.7	10,041	$423	$17,582
CA	491,113	90	2.1	945,541	$444	$17,182
US	5,035,824	91	2.1	9,535,360	$346	$14,347
2010	Total Units	% Occupied	People/Unit	Total Pop	Rent/Month	Household income
Sonoma County	6,225	97	1.7	9,930	$349	$14,900
CA	485,345	96	2.3	1,026,923	$372	$14,636
US	5,095,126	93	2.1	9,859,194	$288	$12,364

Source: Department of Housing and Urban Development (HUD), 2018

Community assets to address homeless issues

Sonoma County has a strong continuum of care, which is involved in coordinating resources and responses to homelessness. CAP Sonoma has been a member of the Sonoma County Continuum of Care (CoC) which coordinates services among homeless providers. Major providers of shelter beds include:

- Catholic Charities (Santa Rosa);
- Committee on the Shelterless (COTS -Petaluma);
- Interfaith Shelters;
- Gospel Mission,
- Social Advocates for Youth (SAY); and
- The Young Women's Christian Association (YWCA).

CAP SONOMA continues to:
- Operate year round emergency shelter for women and children – Sloan House Emergency Shelter.
- To coordinate a county-wide network of providing emergency assistance to prevent homelessness.
- Support families with case workers and a continuum of case management services to enable participant families to move towards self-sufficiency.

AGENCY RESPONSE

CAP Sonoma reviews the current needs of clients, resources from partner agencies addressing similar issues, and availability of resources to pursue the mission of the agency. Under the guidance of the executive director, the executive team conducts weekly team meetings to discuss agency issues, current needs, met and unmet, available funding opportunities and opportunities to form new partnerships with other community based organizations serving this population.

CAP Sonoma participates in a wide variety of forums and examines data regularly to look at the efficacy of programs. The low-income population of Sonoma County is regularly polled by county agencies and other community based organizations. CAP Sonoma has access to this information not only as a participant in the process, but also as a member of advising committees. The agency has a pool of consumers whom we regularly work with to get information.

Focus Areas for Program Years 2019-2020

Community Action Partnership of Sonoma County has targeted a range of services and development activities to be carried out during the coming program years. Each planned service is among those activities authorized by the Federal Community Services Block Act (Public Law 9735, Title VI, Subtitle B, as amended) and is designed to specifically to assist federally identified low income and moderate income priority eligible beneficiaries pursuant to Government Code Section 12730(f). These include children, youth, adults, pregnant adolescents and the homeless and elderly poor.

Healthy Communities Department: Structure and Services

Significant structural and programmatic changes at Community Action have taken place during the past year to respond to current economics, our theory of change and to more effectively enact our mission of eliminating poverty in Sonoma County, especially after the 2017 wildfires. The majority of the Agency's direct service programs to individuals, children and families have been organized, leveraged and integrated into one department, referred to as Healthy Communities. These program areas include school and community health; preventative oral health; youth development; housing stability; school readiness; family strengthening and asset development. The targeted outcomes of these program areas are integrally connected, a strong justification for re-casting our program delivery approach.

The agency has engaged place-based strategies that attack the challenges and barriers to achieving a life potential. This "new" war on poverty begins at birth, supporting the parents as the first teacher and advocate of their child. This theory of change is based upon family strengthening practices that support a Whole Family approach, emphasizing the need to serve children and their parents at the same time, an essential to helping both succeed. This approach supports community development in low-income neighborhoods while also helping to create programs that focus on healthy development, growth and education for children, as well as services that concentrate on parenting, job skills and financial security for adults.

These operational changes resulted in several impacts to agency functioning:
- Programs are placed-based to facilitate access to programs and services for clients;
- Programs no longer work in a silo, but pool resources, when possible, to better serve clients;
- Through the use of a centralized database the programs can cross refer clients to ensure maximum impact and minimum redundancy.
- Clients are offered bundled services for maximum impact – no door is the wrong door;
- Community partnerships are more engaged, community resources are better utilized, and the process of collective impact is engaged and tracked.

Our expected outcomes, as a result of the collective efforts of our program area staff are: increased family self-sufficiency and asset development; improved health and oral health outcomes; increased access to community benefits and services; and, improved academic performance of children and youth.

Community Engagement:

Roseland Community Building Initiative
A program empowering local residents in the Roseland neighborhood to determine and implement positive change in their neighborhoods.

Padres Unidos
Through structured classes, case management, and alumni services, Padres Unidos helps reduce gang involvement and other destructive behaviors of high-risk youth by teaching parents simple techniques to regain control of their families.

Youth Civic Engagement

A youth-led leadership and civic engagement project offering monthly trainings and outreach activities. Youth develop and lead initiatives to address civic and voter engagement in predominantly Hispanic neighborhoods.

Southwest Family Resource Center

An early intervention, school-based program providing family support to address issues that may negatively impact a student's success.

Youth Development and Education:

Head Start & Early HeadStart
A national child and family development program for low-income children 0-5 years old and their families. Promotes school readiness by enhancing the social and cognitive development of children through educational, health, nutritional, social, and other services to enrolled **children and families.** The federal government has allocated funding to provide classroom slots for a limited number of children in Sonoma County. For the past five years this number has stayed the same. We are allowed on any single day to serve 363 children in the Head Start program and 61 children in the Early Head Start program.

Via Esperanza Resource Center
An inspired Education Center in partnership with Santa Rosa City Schools providing parent education, family support and school readiness with programs such as: Abriendo Puertas, ESL, GED, Triple P (Positive Parenting Program), nutrition, yoga, AVANCE & Pasitos education programs, and much more.

AVANCE & Pasitos℠
AVANCE is a nationally-recognized evidence-based parent education program that reaches Spanish-speaking, low-income families. Pasitos focuses on preparing young children aged 3-4 years old from underserved neighborhoods to be successful in school.

To best understand the needs of the community, during the 2018-19 school year Road to Early Achievement and Development for Youth (READY) staff conducted key informant interviews with representatives from participating Districts, ECE providers and SCOE. In addition, a literature review and best practice research were conducted. The results were compiled and analyzed, and guided the development of the new READY 2019-21 work plan.

For the first time in Sonoma County, school readiness data is available for students who are now in 2nd and 3rd grades. These data enable READY staff to conduct longitudinal analyses in order to examine the varying factors contributing to school readiness in Sonoma County. During 2019-2021, an in-depth multivariate analysis will be conducted on factors including, but not limited to:

- Equity trends, barriers, and protective factors;
- 2nd and 3rd grade reading levels of READY students;
- KSEP readiness categories and impacting factors, e.g., cognitive skills vs. socio-emotional skills and behaviors; and
- Relationship between last 2 readiness categories, Ready to Go and Almost Ready.

In addition, READY staff will leverage shared data agreements with community partners in order to conduct analysis of additional early learning programs and their impact on school readiness, e.g. AVANCE, Pasitos. Lastly, READY staff will continue to engage in sustainability-building activities and leverage First 5 and SCOE investments. In 2019, the READY Initiative applied for the Bold Upstream Integrated Local Data-Driven (BUILD) Health Challenge funding opportunity.

<u>Shelter and Housing Services:</u>

Sloan House
A renowned temporary emergency shelter offering women and children a safe place to live and a host of supportive services, including case management. In 2017, 59% of clients attained permanent housing with the support of Sloan and its services.

Harold's Home
A transitional housing environment for women and children, including supportive services, supplemented by resident rent.

Permanent Supportive Housing
CAP Sonoma operates two permanent housing properties, offering a total of 18 supportive units in Santa Rosa.

The HCA Family Fund
Rental assistance, deposit assistance and/or mortgage assistance are available for low income families in Sonoma County who meet eligibility requirements.

Financial Stability:

Volunteer Income Tax Assistance (VITA)
Each January through April 15th, VITA provides complimentary tax assistance to over 1,000 low-income families in Sonoma County. A program with United Way of Wine Country.

H2O Water Program Assistance
Provides assistance and water-use efficiency improvements for individuals in Santa Rosa who are having difficulty paying their water bills.

Disaster Relief Housing Assistance
A component of the ROC Resource Center, provides disaster case management and financial assistance for the survivors of the 2017 wildfires in Sonoma County.

Season of Sharing
The Chronicle Season of Sharing Fund provides temporary grant assistance to help individuals and families with emergency housing and critical needs.

Health and Wellness:

Dental Programs
Our groundbreaking dental programs have pioneered low-income dental health countywide. Our dental programs all provide oral health services and education, and are called the Give Kids a Smile, Give Kids a Sealant, the School Smile Program, and Dental Days at WIC programs. We continue our outreach and advocacy through CAP's Community Dental Health Consultants group.

School Nursing
Working together with Roseland School District, we concentrate on preventative screenings for health, vision, dental, diabetes, and scoliosis in the Roseland School District.

Client Demand for Services
We are confident that by gradually adopting and implementing more evidence-based and upstream approaches to achieve these outcomes, CAP Sonoma can truly make a significant positive impact on our low-income community. In addition, the Healthy Communities department works closely with the Development department to cultivate more collaborative relationships with current and new partners in our county in order to leverage competencies and resources and ultimately to collectively change and improve systems of services to low-income people.

National Goals

Goal 1: Individuals and families with low incomes are stable and achieve economic security.

Goal 2: Communities where people with low incomes live are healthy and offer economic opportunity.

Goal 3: People with low incomes are engaged and active in building opportunities in communities.

Services and Strategies
- Employment
- Education and Cognitive Development
- Income, Infrastructure and Asset Building
- Housing
- Health/Social, Behavioral Development
- Civic Engagement and Community Involvement

Core Principles
- Recognize the complexity of the issues of poverty
- Build local solutions specific to local needs
- Support family stability as a foundation for economic security
- Advocate for systemic change
- Pursue positive individual, family, and community level change
- Maximize involvement of people with low incomes
- Engage local community partners and citizens in solutions
- Leverage state, federal, and community resources

Performance Management
- How well does the Network operate?
  - Local Organizational Standards
  - State and Federal Accountability Measures
  - Results Oriented Management and Accountability System
- What difference does the Network make?
  - Individual and Family National Performance Indicators
  - Community National Performance Indicators

Authoring Team

EFA is a consultancy located in Petaluma, CA. We specialize in policy analyses and forensic economics for litigation support. We want to thank CAP Sonoma staff for their guidance. Team biographies are below.

Robert Eyler, Ph.D. - Team Leader	Jon Haveman, Ph.D. – Data Lead
Dr. Robert Eyler is President of Economic Forensics and Analytics, specializing in public policy analysis for firms and governments. He is also Professor of Economics at Sonoma State University. He earned a Ph.D. from the University of California, Davis and a B.A. in Economics at CSU, Chico. Robert is a Sonoma County native, and his family have been sheep and cattle ranchers in Marin and Sonoma counties since 1910.	Jon Haveman is widely considered to be one of California's leading experts in regional economies and local economic development. Prior to joining Marin Consulting, Dr. Haveman was the Chief Economist at the Bay Area Council Economic Institute, a founding principal at Beacon Economics, and the Director of the Economy Program at the Public Policy Institute of California. Dr. Haveman holds a Ph.D. and Master of Science in Economics from The University of Michigan and a Bachelor of Science in Economics from the University of Wisconsin.
Jim Masters – Head Start and Community Action Lead and Volunteer	Allen Stansbury – Policy and CDBG Expert
Jim Masters, President of Center for Community Futures has been a management consultant to Head Start and Community Action Agencies throughout the country for over 35 years. He provides a range of technical assistance directly, and through the annual Head Start Management institute he operates in San Francisco each year. Jim holds a Masters has a BA in Cultural Anthropology from the University of Kansas and a MS in International Business (with Honors), from St. Mary's Graduate School of Business, Moraga, California.	Allen Stansbury has served as a Senior Associate and Consultant at the Center for Community Futures in Berkeley, CA, since 1990. Allen also has his own private practice providing consultation in international development in local government capacity building during the last 20 years. He earned his MA from Dominican University of California in San Rafael (1990) in International Economic and Political Assessment. He holds a BA in International and Comparative Government from the University of Texas at Austin.