Integrity and Accountability

are the values we employ in our day to day operations.

Rubicon Programs Incorporated provides a broad scope of services to meet the needs of individuals and families we serve in Contra Costa, Alameda and San Francisco Counties.

Workforce Services
Job and skill assessment, job training, career workshops, career placement and employer services.

Comprehensive Services
Behavioral health services:
counseling, psychotherapy, medication support services and individualized supportive services.

Housing and Case Management Services:
Temporary and permanent housing and money management services.

Legal Services:
Legal representation for Social Security benefits and assistance to people with physical or mental disabilities and HIV/AIDS, and assistance to job applicants who have a history with the criminal justice system.

Landscape Services
Our commercial landscape business provides job training opportunities, creates jobs and provides earned income to support programs.

“The Y & H Soda Foundation is proud to be a longtime investor in Rubicon Programs Inc. Rubicon’s innovative program model is holistic, consumer-driven and strength-based. It respects and builds upon the natural strengths and assets of people with multiple barriers to employment, and helps them to transform their lives.”

~Karina F. Moreno, Program Officer, Y & H Soda Foundation
Compassion

COMPASSION granted Laila a second chance in life.

"I needed someone to look past my past and help me find my future," said Laila.

After five years of being sober, she relapsed. She was driving drunk and had drugs and guns in the car. Laila turned her 3 kids over to Child Protective Services and went to jail for nine months.

"It impacted me deeply to be gone from my kids. I learned my lesson," she said.

When she was released, she stayed at her cousin’s apartment in Richmond and learned about Rubicon. We worked with her and CPS to regain custody of her children. She attended our two week job readiness workshops. And we found her affordable housing at a new apartment complex.

"I needed someone to take a chance on me. Rubicon gave me my life back."

She needed:
Legal assistance
Job readiness workshops
Stable family housing with supportive services

The right services:
Comprehensive Integrated Services

Laila Steele
Greg Bell

He needed:
Addiction counseling
Job skills
A job
Encouragement

The right services:
Counseling, job training, job placement and an encouraging word

INNOVATION created opportunities for Greg to help himself.

Before coming to Rubicon at nearly age 50, Greg had 30 years of substance abuse and few marketable skills under his belt. Despite the overwhelming odds against him, Greg came to Rubicon with commitment, energy, and sincerity in creating change in his life — mostly, he had hope.

Now Greg works full-time as a custodian at the Lawrence Laboratory. He proudly shares that after walking the streets and shaking hands with drug dealers years earlier, he loves his job, receives the same benefits as a professor at the University of California, and he now shakes the hands of Nobel Prize winners!
RESPECT is what motivated Jackie to move towards a life of independence.

Jackie is a little shy about sharing her story, but when she does, it’s immediately clear that she deeply appreciates what Rubicon has done for her.

“Rubicon is very helpful,” she said with a big smile on her face.

Five years ago she was living with her brother in his house and suffered from a deep, dark depression. It was hard for her to get around and live life with any amount of normalcy. She went to an institution for three months and then came to Rubicon’s Independent Living Program.

“Rubicon is concerned with our health and our well-being” said Jackie.

We helped her find her own apartment and get her medications under control. For four years she has been coming to Rubicon five days a week. She has learned to garden and paint. And she has made friends.
Demographics and Program Outcomes
2007-2008

Workforce Services
• Provided services to 1162 people (31% more than expected)
• Enrolled 749 new participants (30% more than expected)
• Placed 342 participants in jobs

Housing Programs
• Served 1065 participants (9% more than expected)
• Enrolled 654 new participants (31% more than expected)
• Placed 249 participants into permanent or transitional housing

Behavioral Healthcare
• Served 671 participants
• Enrolled 353 new participants

Hawkins Center
• Provided Social Security Benefits representation to 292 clients
• Provided Social Security Benefits representation to 159 new clients
• Provided legal services to 147 people living with HIV
• Provided 59 people with legal services through LEAP (Legal Employment Assistance Project)

TOTAL PEOPLE SERVED: 3,862
2007-2008
30% increase from 06-07

GENDER
Female 49%
Male 51%

AGE
Under 21 4%
21-30 22%
31-40 23%
41-64 50%
65 and older 1%

RACE
African-American 64%
White/ Non-Hispanic 20%
Hispanic/ Latino 10%
Asian/ Pacific Islander 4%
Multi-racial, other or declined to answer 2%

STATUS AT ENTRY
Reporting Psychological Disability 24%
Homeless (including at risk) 74%
Unemployed 85%
# Statement of Activities

## For the Fiscal Period July 1 2007 - June 30 2008

## Support
- **Program & Business Expenses**: $13,496,473 (85%)
- **Housing Development & Management**: $1,135,563 (7%)
- **Administration**: $1,012,113 (6%)
- **Fundraising**: $324,240 (2%)
- **Total Support**: $15,267,117 (100%)

## Expenses
- **Government Contracts**: $5,980,124 (39.17%)
- **Business Revenue**: $5,939,686 (38.91%)
- **Grants and Contributions**: $1,316,742 (8.26%)
- **Service Fees & Other Earned Income**: $1,078,778 (7.07%)
- **Rental Income**: $951,787 (6.23%)
- **Total Expenses**: $15,968,389 (100%)

## Assets
- **Current Assets**: $4,564,603
- **Property and Equipment**: $4,921,814
- **Other Assets**: $807,338
- **Total Assets**: $10,293,755

## Liabilities
- **Current Liabilities**: $3,357,363
- **Other Liabilities**: $4,305,498
- **Total Liabilities**: $7,662,861

## Net Assets
- **Total Net Assets**: $2,630,894
- **Total Liabilities and Net Assets**: $10,293,755
Our Generous Donors & Funders
FOR FISCAL YEAR: 07/01/2007 - 06/30/2008

$1,000,000+
Contra Costa County
U.S. Department of Housing and Urban Development

$250,000 - $999,999
Alameda County Workforce Investment Board
California Employment Development Department
City and County of San Francisco
U.S. Department of Health and Human Services
U.S. Department of Labor

$100,000 - $249,999
Charles Stewart Mott Foundation
William Randolph Hearst Foundation
S.H. Cowell Foundation
Surdna Foundation
Tipping Point Community
Woodcock Foundation

$25,000-$99,999
Alameda County
Bank of America
City of Berkeley
Kaiser Permanente
Dean and Margaret Lesher Foundation
Peralta Community College District
ReDF
The San Francisco Foundation
Silicon Valley Community Foundation
United Way of the Bay Area
Wells Fargo Bank
Y&H Soda Foundation

$10,000-$24,999
Bank of the West
Chevron Corporation
Citi Foundation
Crescent Porter Hale Foundation
East Bay Community Foundation
City of Richmond
Social Security Administration
The Mechanics Bank
Union Bank of California

$5,000-$9,999
Anonymous
Brandt and Aubyn Severson
Brickyard Family Fund
City College of San Francisco
City of Pittsburgh
Contra Costa County Bar Association
Goldman Sachs Matching Gift Program

$1,000-$4,999 (continued)
John Ford and Toni Ayres
Constance Fraser
Lindy Hahn
Diana Hargrave
Daniel Higgins and Maiya Shaw
Miriam Joscelyn
Steve Kaufhold and Christy Richardson
Paul Leonard
Lucasfilm Foundation
Mustard Seed Neighborhood Development Corporation
Paul, Hastings, Janofsky & Walker LLP
Robert and Carol Richardson
Richmond Sanitary Service
San Pablo Community Foundation
Louis and Sybil Slicht
Cyndi Sunderman
The Safeway Foundation
Lynn Year

$500-$999
Kim and Diane Aubry
Laura Belzer
Christopher Buckley
Heffernan Insurance Brokers
Wayne and Vickie Hilty
Christopher and Dee Hockett
Charles R. Lewis
Gerald and Corrine Lynch
One Beacon Insurance
Jennifer Rose
Hank Royal
Elizabeth Schaaf

$1-$499 (continued)
Anonymous (7)
Arthur Adams
Haig Agigian
Kamaledeen Alsoaudi
Amanda Anderson
Irma Anderson
Daniel Anisman
Berkeley Public Library
Bill and Joanne Baker
Jordan Bass
Taylor and Judith Bell
Caro Beth
Patricia Boyle
Rebecca E. Braffman
Brooks Street
Gaylord Burke
Susan L. Buseck
David and Diane Butler
David and Elizabeth Calfee
Susan Cieutat
Aurora Cobos
Community Housing Development
Douglas and Rosemary Corbin
Miriam Covington
Tracy Curtis
Betty Dahlquist
Linda Dannewitz
Brian and Melissa Dantzig
Kerry Dantzig
Ruchira Datta
Carla Della Zoppa
John Desmet
Jack and Phyllis Dolhinow
Ana Maria and Luis Dominguez
Sheila Duffy, PH.D.
Mary Dunbar and Tod Thorpe

$1-$499 (continued)
James Edwards
Gretchen Eger
Barry and April Farber
Krista Fechner
Burke and Katharine Ferrari
Ken Fischer
Joe Fisher
Linda Fountain
Gary and Paula Fracchia
Eda Freggiaro
Martin Gibb and Karen Panico
Paul Gibson, Gibson & Associates
Debbie Greiff
Raymond Griselhuber
Steven and Sarah Grolicn-McClurg
Steve and Nancy Habetz
Barbara Hahn
Jeff and Mary Hall
Bill and Kathleen Hamm
Kathleen Hanson
Amy Rohrbach Harmon and Tyler Harmon
Antoinette Harris
John Hillman
Sherry Hirsch
Dr. Jeanne Hoff
Carrie Hostetler
Devi Jameson
Barbara Johnson
Marcia Kadanoff
Charles and Laura Kahn
Bruce Keim
Susan Kelly
Adrienne Kimball
Grant and Jan Kimura
Elizabeth and Christopher King
Emily and Paul Klein
Emily Korzenik
Kathy Kuza
Thomas La Tour
Mary Law
Le Beau’s Nob Hill Market
Bob Leet
Maryann Leshin
Whitlow Magor
Johanna Mandelbaum
Claire Marcus
Myneshia D. Mathis-Bailey
Laurence Mayers and Janis Brewer
Martin Mitchell and Bob Cox
MB Jessei Painters
Francisco Morales
Raja Mukherjee and Ratna Bindra
Alfred Musante
Kristina Omari
Joseph and Leslie Omrám
Vidyut and Madga Pandya
Judith Peak
Tony and Janine Pribyl
Eleanor Pipps Price
David and Susan Porter
Silva Raker
Erwin Reeves
Clara Richert
Michael Rosenthal
Alison Russell
Rob Sakurai
Thomas Sander and Laura Carter Sander
Joyce Saydah
Catherine Seferi
Ralph and Sue Severson
Sherri Smith

$1-$499 (continued)
Carl and Grace Smith
Diana Smith
Kristie Snider
Robert and Althea Soldano
Alan Sorensen
Jeff and Whitney Spagnolia
Jonathan Squire and Megan McKeon
Paul Sussman and Linda Dallin
Synovate
Ceil Tilney and Dan Simmons
Edward and Barbara Toningerseen
Adrienne Torre
Robert Torres
William Van Dyk and Margaret Sullivan
Rita Vear
Neal Weissman
Stanley and Rose Willner
Michael Woldemar & Associates
Doug Wood
Tracey Woodruff and Ande Madeira
William Yetter
Claire Edwards Yskamp
Beverly Zell

Employee Directed and Corporation Matching Contributions:
Adobe Systems Inc. Matching Gift
America’s Charities
Bank of America United Way Campaign
Chevron Humankind Employee Funds
Community Health Charities
Johnson & Johnson
Kaiser Permanente Community Giving
KP Corporation
Microsoft Matching Gifts Program
Moody’s Foundation Matching Gifts Program
Pfizer Foundation Matching Gifts Program
PG&E Corporation Campaign for the Community
United Way Campaign—Capital Region
Wells Fargo Community Support Campaign

In Kind Contributions:
Andrew Lane Wines
Berkeley City Club
Beth Byrne
Chuck Bowers
Double Vision
Karen Brava
Alex Burke and Viki Ruchkan
CBSS/ The CW44 cable 12
El Cerrito Speakeasy Theatre
Kelly Services
Lost Canyon Winery
Macy’s
NBC11
Periscope Cellars
Phacill Inc.
Rosenblum Cellars
Jonathan Squire and Megan McKeon
Sheridon Keith Design
Urban Cellars
Wildflower Linen—San Francisco
Woodbridge by Robert Mondavi
Zero Divide
Rubicon Programs’ Mission is to create and deliver integrated solutions to profound social problems. Our purpose is to make a positive and lasting impact on people living in poverty and on people living with disabilities, especially psychiatric disabilities. We empower people to move out of poverty and improve their quality of life.

**Rubicon Programs’ Values**

**Compassion**
We care deeply about the people we serve and the communities in which we operate. We are dedicated to serving our clients and the community.

**Respect**
We treat the people we serve and each other with respect. We honor diversity of people, talents, and ideas.

**Integrity**
We act ethically. We are true to our word.

**Innovation**
We constantly seek even better ways to help the people we serve. We think creatively about how to solve social problems. We collaborate with others who share our goals.

**Accountability**
We value open, honest, and direct communication. We measure and demonstrate our impact to the people who support Rubicon.
Each day, I am inspired by the life stories of those who’ve come through our programs. Jackie Alexander, Greg Bell and Laila Steele shared their stories with us and we want to share them with you. You can read about Jackie, Greg and Laila’s successes on the following pages. I think you will be as inspired as I am.

Rubicon provides the services and resources to transform lives, but our participants teach us that it takes much more than successfully completing a program – they need a sense of hope and community. Then they have the confidence to move on to be fully self-sufficient and independent.

Our programs feature a holistic and individualized approach to ensure that each participant has exceptional resources to empower themselves -- not just for a day, but for the rest of their lives. Also integral to our approach, are the values that we employ in our daily work: Compassion, Respect, Innovation, Integrity and Accountability. Participants, staff, volunteers, community members and funders are treated with respect and integrity. We honor the diversity of all people, cultures, talents and ideas.

For more than 36 years, Rubicon Programs has responded to the changing needs of those we serve. I am pleased to report that in 2008, we successfully expanded our services and that we now operate programs in the Eden area of Alameda County and in the Western Addition neighborhood in San Francisco, in addition to our operations in Berkeley and Richmond.

Last year, more than 4,000 people came to Rubicon for help, and now the need is greater than ever. With your ongoing support and participation, we will be equipped to meet that rise in need.

Each of us at Rubicon is honored to call you our community partner. Together, we create positive, lasting change.

With warmest regards,

Jane Fischberg
Executive Director