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# TABLE OF CONTENTS

<table>
<thead>
<tr>
<th>Page</th>
<th>Section</th>
</tr>
</thead>
<tbody>
<tr>
<td>3</td>
<td>Message from the CEO</td>
</tr>
<tr>
<td>4</td>
<td>Breaking Barriers</td>
</tr>
<tr>
<td>5</td>
<td>Empowering Change</td>
</tr>
<tr>
<td>6</td>
<td>Program Spotlight</td>
</tr>
<tr>
<td>7</td>
<td>Participant Spotlight</td>
</tr>
<tr>
<td>8-9</td>
<td>Donor Appreciation</td>
</tr>
<tr>
<td>10</td>
<td>Leadership</td>
</tr>
<tr>
<td>11</td>
<td>Financials</td>
</tr>
<tr>
<td>12</td>
<td>Night Out for Rubicon</td>
</tr>
</tbody>
</table>
MESSAGE FROM THE CEO

Dear Neighbors,

Current times are creating challenges for many, especially for our neighbors who are disconnected from sufficient basic needs, living wages and quality jobs. Normalcy and economic recovery were central themes in 2021 as many raced to resume pre-COVID-19 comforts and security. Pursuit of stability and economic mobility for individuals living in poverty is not a new journey. The hill climb steepened, with COVID-19, for job seekers overcoming barriers in pursuit of a family-supporting wage. The longstanding gaps in wellness and wealth have been exacerbated by the pandemic on top of existing systemic inequities, creating further urgency for systems change to increase access to economic mobility.

At Rubicon, we’ve prioritized making necessary adjustments and improvements to our infrastructure and delivery model. This has allowed us to remain responsive and ensure relevant and effective supports are available to our community in an evolving climate. This past year was a mix of recalibrating familiar strategies and innovating new approaches to break barriers to economic mobility. Pronounced isolation and fear, threats to emotional and physical health, and increased caregiving demands all presented individual and family challenges for many communities on top of systemic challenges, including race-based hate and violence, inequitable hiring and promotion practices, and geographic inequities in resources.

In addition to the direct services that remain critical at the individual level, we also engage in strategic partnerships and leverage our resources to influence change at the systems level. We invite you to join us in our renewed energy and increased intentionality around advocacy and building collective power for systems change. As a Rubicon Neighbor, you are already aware of the disparities on the path to accessing opportunities and resources. Thank you for being an active partner and offering neighborly support to help provide tools to individuals as they traverse tough inclined terrains while also smoothing the path to make it safe, visible, and accessible, so everyone who follows on this journey can climb easier.

With gratitude,

DC

"At Rubicon, we’ve prioritized making necessary adjustments and improvements to our infrastructure and delivery model. This has allowed us to remain responsive and ensure relevant and effective supports are available to our community in an evolving climate."
Our mission is to transform East Bay communities by equipping people to break the cycle of poverty. At Rubicon, we know that an individual simply obtaining an entry-level job is not enough to achieve this mission, and no one service is sufficient to address the many challenges people living in poverty face. In 2021, Rubicon broke barriers by engaging with and leading the community in our collective efforts to end poverty in the East Bay.

As the lead agency in the Better Careers Design Group, Rubicon engaged in an 18-month planning process to secure funding and launch a pilot program, the Returning Home Project. The program will provide individual supports for adults released from incarceration, as well as systemic change through an employer Fair Chance Hiring Video to help shift hearts and minds about hiring justice-impacted job seekers.

Rubicon led the Contra Costa Workforce Collaborative and successfully applied for and received a renewal for 2022-2025. We have shared successes and learnings from our first three years with the Contra Costa Workforce Development Board and workforce partners. The goal is to collectively advocate for resources and systems change work that reduces barriers to access and utilization.

Rubicon is actively engaged in a partnership-based strategy with East Contra Costa County partners to leverage resources and collaboration in support of individuals most impacted by COVID-19.

Since January 2021, Rubicon’s services have been offered in a hybrid modality, i.e. both in-person and remotely. Staff have successfully incorporated social distancing, masking, and other health and safety protocols. This transition has allowed us to begin reaching more participants.

Rubicon supported several criminal justice bills that were signed into law by Governor Newsom. These include AB 333 which provides reform in sentencing related to gang enhancements and SB 354 which supports people with criminal histories to foster relative children who are part of the child welfare system.

The Rubicon Education Partnership (REP), now in its third year, is designed to support justice-impacted participants to pursue higher education as a vehicle for obtaining living-wage careers. Many participants worked with the REP staff attorney to seek criminal record analysis and remedies to reduce barriers to employment after graduation and/or to advance careers in sectors such as health care.
EMPOWERING CHANGE

Our theory of change model is based on a foundational belief that all participants have the ability and agency to achieve long-term economic mobility. We empowered change in our participants this year by providing people with the tools they can use to climb their personal ladders to prosperity in four areas: Income, Assets, Wellness, and Community Connections.

Rubicon served 1,128 participants across all of our programs and services. 69% of participants who started a training activity successfully completed the training activity.

Rubicon participants secured 232 jobs, with an average starting wage of $22.49 per hour. 47% of participants who secured a job retained their employment for at least six months.

Rubicon attorneys provided individual legal services to 311 unduplicated clients, of which 128 were new enrollments and 183 were participants we have been working with for more than a year.

The Reentry Success Center (RSC) served 521 members, of which 351 were new members. 93% of RSC members achieved at least one of their goals, and members achieved a total of 729 goals collectively.

79% of participants achieved at least one of their legal goals, and 23 people achieved more than one legal goal. 76% of all legal goals were closed successfully.
Rubicon’s legal services team works with justice-impacted participants as part of our comprehensive program model. Staff attorneys work in partnership with participants to create legal strategies that will best meet participants’ needs, including appealing employment denials through the Fair Chance Act, mediating family disputes rather than going to court, and clearing Record of Arrests and Prosecutions (RAP sheets) of incorrect information, among other services. Nearly half of all participants in 2021 received limited scope or full representation for their legal concerns.

Kelly Dunn
Chief Legal Counsel

“We’re dedicated to people developing a career path, not just getting a job. So if they have a criminal record that is keeping them from their potential of what they could be doing, we want to address that if we can.”

Sarah Williams
Senior Staff Attorney

“A lot of people don’t know that they can clean up their records or that there are these remedies in place. And they need advocates around to tell them about those rights and then help enforce them. I think having attorneys as part of Rubicon who are working with people from day one lowers the barrier to seeking legal assistance.”

Pat Kaspar
Senior Staff Attorney

“It seems like it’s a very effective use of time here for participants to work with an attorney and make really big strides in three years, where they really change their lives dramatically.”

Jess Temple
Staff Attorney

“Here at Rubicon, legal services are just one small piece of the puzzle. We have a team for every participant. We’re acknowledging the full person, acknowledging that reentry and successful economic empowerment is not just a legal issue or an economic issue. It’s not just a mindset or mental health issue. It’s the intersection of all of those.”

Keiko Rosenbaum
Staff Attorney

“It’s extremely helpful to have agencies outside of the public defender’s office working on cases. I think that’s been the importance of having outside agencies, along with Rubicon, helping with these things and not just having a public defender handle a variety of participant needs by themselves.”
After just a few minutes of listening to Warnisha speak, it’s easy to see why a career in caregiving suits her. Her passion for working with the elderly and disabled is apparent as she describes her hopes for the future, including a goal to one day open her own care facility. “I can’t really explain why,” Warnisha says. “This is just what I’m supposed to do.”

Not too long ago, her goal seemed a distant, unattainable dream. In 2018, Warnisha was struggling on her own to clear her criminal record, which showed a felony robbery charge for which she was never tried or convicted. As a young mother with her second child on the way, Warnisha came to Rubicon to get back on her feet and connect to resources that would help her move forward with her life.

Warnisha connected with Pat Kaspar, Senior Staff Attorney for Rubicon Programs, after being turned down for a job opportunity due to her record. “I wasn’t really worried about my record, I was like, ‘Oh, it’s not that serious,’” Warnisha says. “I didn’t know it could prevent me the way it started preventing me once I got older and actually trying to look for work.”

Pat found that a first-degree robbery charge appeared incorrectly on Warnisha’s RAP sheet and immediately began working to correct the information with the CA Department of Justice and the FBI. After six months, Pat finally received Warnisha’s RAP sheet with the felony case corrected, but the inaccurate felony robbery charge had also triggered an automatic lifetime ban with the Community Care Licensing Board at the Department of Social Services prior to the record correction. Removing the ban would require another lengthy appeal process.

“I’ve been working my whole life since I was 18 with the autistic and elderly,” Warnisha says. “Now my hope and everything was down, I’m like, ‘I’m never gonna get the job I want.’ All my hope and joy, all my pride, everything is going down.”

While waiting for her appeal to process, Warnisha continued to work with her coaches at Rubicon and set new goals for herself and her family. She earned her guard card, HAZMAT certification, and forklift operator certification during this time, and she restored her credit and started earning enough at her new job to be able to move into stable housing. After achieving all of these goals and setting more for the future, Warnisha and Pat finally learned that the lifetime ban was removed from her record, and Warnisha’s exemption to work with the disabled and elderly was granted.

“I went from having no hope, not really doing anything with my life, bouncing from job to job to now having my own stable housing, stable income, and better opportunities ahead of me right now,” Warnisha says. “The opportunities I wouldn’t have had the chance to get if it wasn’t for Rubicon Programs and their help.”
# DONOR APPRECIATION

## $250,000 - $1,000,000+
- Crankstart
- James Irvine Foundation
- Tipping Point Community

## $100,000 - $249,999
- Charles and Helen Schwab Foundation
- Dean & Margaret Lesher Foundation
- Foundation for California Community Colleges
- San Francisco Foundation
- Walter & Elise Haas Fund Workday, Inc.

## $50,000 - $99,999
- Kaiser Permanente
- Y & H Soda Foundation

## $25,000 - $49,999
- East Bay Community Foundation
- George H. Sandy Foundation
- John Shrewsberry and Erecia Miller
- Paul Leonard and Amanda Feinstein
- Virginia Davis

## $10,000 - $24,999
- Bank of America Charitable Foundation
- Bhatia Foundation
- Brian Ellsworth
- Charlotte Von Der Hude
- David and Brynne Staley
- First Republic Bank
- Justice, Justice Foundation
- Laura Trupin and Beth Ross
- Nonprofit Finance Fund
- Samuel Schuchat and Ilana DeBare
- Sophia Loh and Thomas Li
- The Morton Foundation
- The Safeway Foundation
- United Way of the Bay Area
- van Löben Sels/RembeRock Foundation
- Wells Fargo Foundation

## $5,000 - $9,999
- Alec Clowes
- Andy and Barbara Fremder
- Annikka Berridge
- Brian Hoppe
- Claire and Brett Levay-Young
- Contra Costa Crisis Center
- eBay Foundation
- Emerald Cities Collaborative, Inc.
- Heffernan Insurance Brokers

## $1,000 - $4,999
- Anonymous
- Christian Rowley and Sally Smith
- Doug and Mary Ireland
- Elizabeth Schaaf
- Eric and Teri Sullivan
- Francine and Murray Farber
- James and Janet Foster
- Jennifer Rose and Richard Hart
- Jim and Ellen Lussier
- John Ford and Toni Ayres
- Justin Crum and Alexandra Chan
- Karen and Stephen Beck
- Karen Norwood
- Lena Robinson
- Lynn Vear and Dale Schultz
- Margaret and Matt Heafey
- Maureen Kennedy
- Miriam Joscelyn
- Pamela Jones and Steve Herskovitz
- Pamela Lewis
- Philip Monrad
- Port of Oakland
- Rick and Pamela Newacheck

## $500 - $999
- Adrienne Kimball
- Annel Aguayo
- Anonymous***
- Carol Dorham
- Craig and Ellen Whittom
- Edward Schilling
- Facebook
- Jennifer Cutting
- JL and Margaret Wiegert
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- Charitable Fund
- Jon Blue
- Kathleen and Bill Hamm
- Kelly Dunn
- Kevin Morsony
- Leona Seidell
- Leslie and Sydney Dent
- Madeleine Kahn
- Marie Monrad
- Meghan Harris
- Paul and Andrea Swenson
- Paul and Cathie Staley
- Shevette Swayze-Venters
- Steven Kaufhold
- Thomas Goetze

## $1 - $499
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- Aaron Ware
- Acacia Berry
- Adriana Ponce-Matteucci
- Alex Thomas
- Alice Berger
- Ally Thurman
- and William Shuford
- Amazon Smile
- Amelia Whalen
- Amirh Morgan
- Amy and Kirby Wilcox
- Amy Spencer
- Andrea Walker
- Andrew Cohen
- Anonymous********
- Antoinette Meza
- Bethany Hanson and Daniel Hoffman
- Betsy Ami
- Betty Webster
- Carole Dorham-Kelly
- Charlie Stanton
- Christina Mathis
- Christina Robinson
- Christina Wilde
- Christopher Buckley
- Christopher Kirk
- Connie Sutton
DONOR APPRECIATION

$1 - $499
Cornelia Sias
Craig Wildman
Cynthia and Michael Karasik
Cynthia de Leon
Cynthia Peters
Daniel Mejia
Daniel Rossi and Robin Miller
Deborah Kelley
Dennis Goins
Diana and Dave Butler
Donte Blue
Dora Brown
Edna Angel
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Helen Levay
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Kerry Dunn
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Kiva Holmes
Krista Fechner
Kristen Lum and Jason Mar
Laura and Thomas Sander
Laura Congdon
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Lisa Young
Littler Mendelson Foundation
LJ Anderson
Lori Breunig
Lyne Welch-Morris
Madeline Miles
Madison Reardon Household
Marcia Miller Household
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Mehari Teklu
Meri Mitsuyoshi
Michael Hagerty
Michelle Chan
Michelle Long
Michelle Stewart
Mishal Boscana
Miye Goishi
Molly Bergstrom
Mona Goldfine
and Jay Goldman
Natalie Aliga
New York Life
Nicholas Lopez
Pam Woodbridge
Pat Mims
Patricia Enrado
and David Rossi
Patty Flynn
Paul Zuvella
Peter and Patricia Williams
Philip Farrocco
Phillip Goodman
Phyllis Weinstock and Mark Hansen
Pierre Bull
Rahel Smith
and Caroline Boyden
Randall Newcomb
Rebecca Dowdakin
Rebecca Haskell
Rhody McCoy
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Robert Hope
and Sarah Shanley Hope
Robert Solotar
Roderick Brown
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Sharon Wilson
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Steve Zuckerman
and Debra Meyerson
Stuart Rickard
Sue Heppell
Sung Ae Choi
Susan and Chris Willrich
Susan Johnson
Terence DellaCruz
Teruyo Mitsuyoshi
The Kiwanis Club of Richmond
Theodore Blackburn
Tieara Caron
Toni McNulty
Tonya Wright
United Way
of the Wine Country
Valerie and Scott Corvin
Walter Turner
Wayne Binkley
Zoe Leonard-Monrad
FINANCIALS

**Fiscal Year 2021**
**July 1, 2020 - June 30, 2021**

### Revenue

- **Government Contracts**: 48%
- **Earned Income**: 21%
- **Grants**: 30%
- **Individual Contributions**: 2%

### Expenses

- **Programs**: 57%
- **Administration**: 20%
- **Business**: 20%
- **Fundraising**: 4%

### Assets and Liabilities

- **Total Assets**: $13,905,498
- **Current Assets**: $11,072,397
- **Property and Equipment**: $1,983,101
- **Other Assets**: $850,000
- **Current Liabilities**: $4,001,109
- **Other Liabilities**: $601,553
- **Total Liabilities**: $4,602,662
- **Total Net Assets**: $9,302,836
- **Total Liabilities/Net Assets**: $13,905,498

### Revenue

- **Government Contracts**: $8,814,760
- **Earned Income**: $5,492,793
- **Grants**: $3,810,669
- **Individual Contributions**: $283,598
- **Total Revenue**: $18,401,820

### Expenses

- **Programs**: $9,178,299
- **Businesses**: $3,228,686
- **Administration**: $3,198,602
- **Fundraising**: $621,066
- **Total Expenses**: $16,220,753
May 12, 2022 | 6:00 PM - 10:00 PM

Oakland, CA