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RUBICON
P R O G R A M S

Annual Report 2016

FUELED BY **H****PE.** MOVING TOWARD **JUSTICE.**

This year we mourned the deaths of the men, women, boys and girls who have lost their lives to gun violence, including hundreds at the hands of law enforcement. Our mission is to break poverty in East Bay communities, but progress is difficult when we exist in a state of perpetual grief.

We cannot break poverty without dismantling the systems of injustice that not only prevent the communities we serve from rising up, but also put people's lives at risk. We honor the lives of those who were taken too soon, and dedicate our ongoing work to ending the systems of oppression that worked against them.

Black lives matter, our communities matter, and we will continue to fight.



Dear Rubicon Friends and Family:

For many years, I have believed that we were approaching a point where we could not only break poverty but also address the very roots of systemic oppression for generations to come. While my optimism for our communities and their potential remains intact at the end of 2016, I feel the storm that is brewing.

The story of our communities, however, remains one of hope. Participants show up every day eager to learn, and ready to put in the work to achieve their goals.

They continue to dream of a better future for themselves, their families, and

friends. And when we do experience tragedy and heartache, we do not suffer in solitude, but rather face each new challenge united in community.

This is the story of Rubicon in 2016. It was the year participants spoke at city council meetings in support of a fair housing ordinance. They organized peaceful protests in response to violence. They are making decisions about program structure and content, and participating in hiring panels. They are organizing community events and are the faces that welcome new people to our programs.

The next year will bring new challenges, and our core values of hope, justice, and humility will continue to guide us. We will not sit in silence; we will work to lift up the voices of our participants and fight back against injustice wherever we find it.

Together we have the will and the strength to change the world for the better.

In friendship and solidarity,

Jane Fischberg
President and Chief Executive Officer

In the pages that follow, you will have the opportunity to read more about the successes of our program participants and other important program milestones. In 2016, we have also made progress to ensure that we are building the strongest team possible to achieve our mission of an East Bay without poverty. This work includes:

- Training staff in Trauma-Informed Care, Motivational Interviewing and coaching techniques.
- Implementation of a new Salesforce.com database to better measure our impact on poverty.
- Training Executive Team to build capacity to lead with our values.
- Implementing a Cultural Responsiveness Workgroup to help Rubicon define its position and stance as an antiracist organization.

INCOME

Rubicon helps participants:

- Find a job to meet their immediate needs
- Address legal barriers to employment
- Access the training, education, and resources needed to build a career



657

participants placed
into jobs



\$14.34

average starting wage



611

people participated in
workshops to help them
prepare to find, get, and
keep a job



424

individuals used our
computer labs

\$ ASSETS

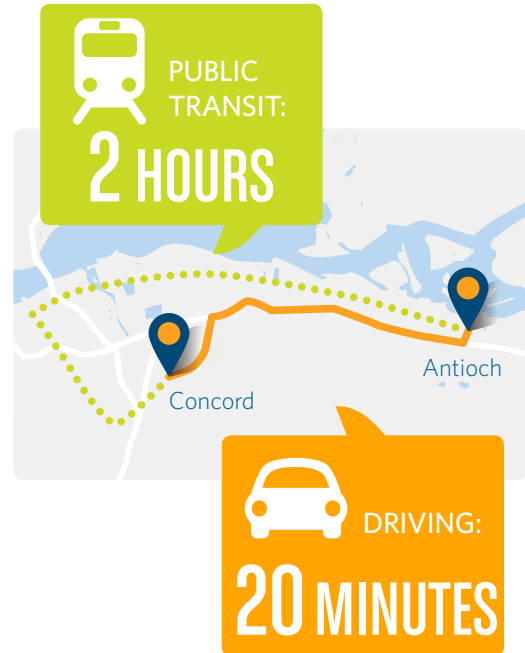
Rubicon helps participants:

- Repair credit
- Access mainstream banking
- Address legal barriers to operating and owning a vehicle



Assets Open Doors

When you live in East Contra Costa County, having your own car opens up opportunities. Lynette's first job after completing the Foundations Workshop was a temporary gig unloading 40-foot trucks. It wasn't her dream job, but it was one she could get to on public transportation. She saved diligently and was soon able to buy a car at auction. Having a car unlocked a bigger and more lucrative pool of job opportunities. She expanded her job search to Concord and successfully interviewed for a full-time job at a homeless shelter. Her commute, 20 minutes by car, would have taken more than two hours by bus. She is proud of the work she is doing and is making progress toward her goal of owning a home. She looks forward to having a dog, and a place where she can spend time with her grandchildren.



WELLNESS

Rubicon helps participants:

- Take charge of their physical and emotional health
- Identify and nurture relationships, hobbies and activities that promote good health



Our Wellness workshops help participants set health and wellness goals, and create a plan to achieve them. In 2016, our participants set goals to:

Find a better doctor

Change my eating habits

Get my cholesterol level checked, it's been too long

See if I can get my wisdom teeth pulled

Start walking more

Research the air quality in my neighborhood



CONNECTIONS

Rubicon helps participants:

- Repair and build personal and professional networks
- Become powerful agents for change in their own communities



At Rubicon, you will often hear us say, “the intervention is the relationship, and the relationship is the intervention.” It means that the relationships we build with our participants — the bonds that they create with potential employers, friends, and family — are at the core of our work. We provide our participants with more than information; from the moment they first walk through our doors, we provide an individualized approach and a growing community of people invested in each other’s success.

Our Connections work also supports our participants’ ability to be change agents in their own communities. In the aftermath of the officer involved shootings of Alton Sterling and Philando Castile, participants and Rubicon staff marched together in Richmond to express their sorrow, anger, and support for solutions to injustice in their own community.



Participants and staff also worked together to speak out against proposed cuts to homeless services in Contra Costa County. The issue of homelessness touches many Rubicon participants. Whether experiencing homelessness directly, or witnessing the struggles of friends or family, the issues surrounding the high cost of housing are never far away. A participant came up with the idea of writing “homeless” across our backs to help county officials see the faces of the actual people impacted by their decisions.



FUELING OUR HOPE

The Stepping Stones ceremony marks the successful completion of the Foundations Workshop series. They are emotional celebrations that give our participants the opportunity to reflect upon where they have been, what they have learned, and where their dreams will take them.

Stepping Stones ceremonies take place monthly at Rubicon Richmond and Rubicon Antioch, and we welcome guests to join us at these inspiring events. To attend an upcoming ceremony, please contact our Development Department at dev@rubiconprograms.org.



I'm not satisfied with myself, I know I could do better.

I'm tackling my struggles head on and moving on.

I'm praying, I'm taking action,
actions and then receiving.

All due to my believing, committing and
committing to my commitments.

Man that's what I call discipline.

If you gon' seek it, you gon' swim,
you gon' make it or you're not.

I'm just trying to tell you, starting out is procedure,
learning from mistakes, hustle, hustle, run,
do whatever it takes.

All I need is my
dreams, dreams, dreams.

Kikko
Rubicon participant
Richmond, CA



ART BUILDS COMMUNITY

Freedom's Expressions is a floor-to-ceiling sized mural that welcomes visitors to the Reentry Success Center. The mural was created by Center members with support from professional muralists. Funding for the project was provided by the Richmond Neighborhood Public Arts Mini-grant program, and gave Center members the opportunity to explore their hopes for all those touched by incarceration.





RUBICON'S SPECIALIZED SERVICES

In addition to our core program that supports people as they generate income, build assets, live healthier lives, and nurture strong professional and social connections, we also operate several specialized programs and centers that provide targeted support to low-income job seekers and people returning to the community after incarceration.

You guys have helped me in ways that I couldn't get anywhere else. I just thank you from my heart.

—Gerald, Member, Reentry Success Center

Reentry Success Center

The Reentry Success Center is a hub located in Richmond's Iron Triangle that brings many services together under one roof to support a successful transition back to family and community after incarceration. The Center's priority is to serve its members on-site, integrating partner resources effectively and efficiently, rather than making people navigate across town or across the County for services. The Center opened November 2015, and in its first year served 240 members.

Rubicon Hayward

Eden Area One Stop Employment Center

Rubicon operates the largest comprehensive One Stop Employment Center in Northern California. The Center is open to any area job seeker who needs access to computers, specialized job databases, and basic

support with their job search. More intensive one-on-one employment services are available, including job training, to eligible participants through the Workforce Innovation and Opportunity Act. Last year, our center helped 262 people find employment at an average starting wage of \$18.60.

Rubicon Hayward/Rubicon Oakland

Career and Employment Center

Our Career and Employment Centers are specialized programs to help people participating in the CalWorks welfare-to-work program find and retain employment. In addition to having access to all One Stop services and resources, participants take part in a six-week Job Club program that helps them maximize their job search by creating a winning resume, learning to tap the hidden job market, and develop their interviewing skills. Last year, 147 job club participants found employment.

Having support for my job search feels great. Even when I feel down, I know there is someone who cares.

—Lidia, Participant, Career and Employment Center



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

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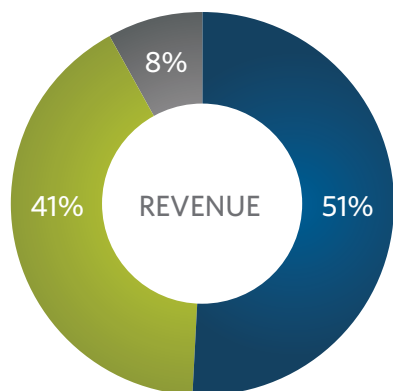
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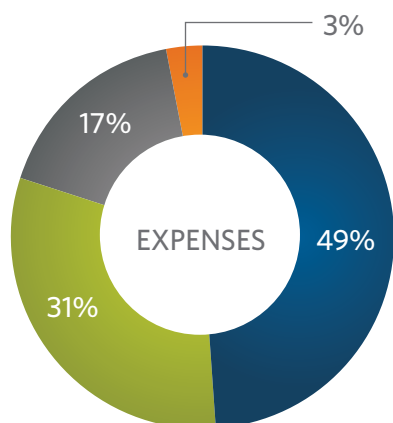
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FINANCIALS



■ Government Contracts ■ Earned Income
■ Grants and Contributions



■ Programs ■ Business
■ Administration ■ Fundraising

The amounts indicated herein are representative of the financial results of operations for Rubicon Programs Inc. and Rubicon Enterprises Inc. Previous years included housing activities from separate corporations in which Rubicon had an interest. As part of Rubicon's strategic plan, these properties have been transferred to other entities; and, therefore, Rubicon is no longer reporting activities outside these two corporations.

FISCAL YEAR 2016 (July 1, 2015 - June 30, 2016)

ASSETS AND LIABILITIES

Current Assets	\$5,049,770
Property and Equipment	4,023,881
Other Assets	0
<hr/>	
Total Assets	\$9,073,651
<hr/>	
Current Liabilities	\$2,358,380
Other Liabilities	3,105,389
Total Liabilities	5,463,769
Total Net Assets	3,609,882
<hr/>	
Total Liabilities and Net Assets	\$9,073,651

REVENUE

Government Contracts	\$9,839,162
Earned Income	7,763,900
Grants and Contributions	1,478,018
<hr/>	
Total Revenue	\$19,081,080

EXPENSES

Programs	\$8,989,352
Businesses	5,640,029
Administration	3,240,094
Fundraising	481,418
<hr/>	
Total Expenses	\$18,350,893



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PROGRAMS

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