



2019
ANNUAL
REPORT

Dear Friends,

It’s been an incredible year, to the say the least, even in the face of our once-in-a-century pandemic. I’m thrilled to be on board with JOIN’s amazing staff and working in community to place as many people as we can into permanent housing. I’m inspired by the heartfelt commitment JOIN team members have.

The next year is one that’s hard to see, for sure, but one thing remains steadfast: no matter how long COVID-19 sticks around, regardless of what our national leadership decides to do (or decides not to do), we will continue working hard to make sure our neighbors can find a stable place to call home. It might look very different from what we traditionally do in order to protect the folks we serve and our staff, but we remain committed to that central mission.

This next year we’ll be answering questions about how we grow healthily, solidifying each of our roles as team members with a much bigger staff than when we started, and working to refine the ways in which we support our friends through some of the toughest and most exciting parts of their lives. We will also be delving deeper into what being an anti-racist organization means both internally and externally. While this work is certainly not new to us, it would be foolish to not surmise that this moment of civil unrest demands more of us. We will work to hold ourselves accountable to the principles of dismantling white supremacy, anti-Black racism, and much more. We will continue to be a voice in the system that advocates and pushes for stronger and measurable accountability, innovation in the way we approach this work so the system can be better in the ways we can truly serve our BIPOC communities, and demanding stronger infrastructure and resources for our frontline workers who give so much of themselves to do this work.

We appreciate your heartfelt support over the years and I, personally, look forward to walking this journey together. Thank you for your vote of confidence in our work. Thank you for believing that our region can do better by our houseless neighbors. We can’t do this without you!

Warmly,

Katrina Holland
Executive Director

*Katrina Holland was hired as JOIN Executive Director in February 2020.

TABLE OF CONTENTS

Welcome 2
Board/Staff List..... 3
Mission+Equity 4
2019 Data 5
Structure 6-7
Program Highlights.. 8-13
Budget..... 11
JOIN Shares..... 14
Giving Stats 15
Get Involved 16

BOARD

JOIN’s Board of Directors are partners to enhance JOIN’s work in our community.

- President
Chris Bonner
Hasson Company
- Vice President
Andrea Durbin
Portland Bureau of Planning and Sustainability
- Treasurer
Kevin Kaufman
CBRE, Inc.
- Secretary
Anna Plumb
Multnomah County
- Angelette Hamilton**
Kaiser Permanente
- Amanda Hess**
NW Public Affairs, LLC
- Rena Jimenez-Blount**
Kantor Taylor
- Aaron Nawrocki**
Capital M Lending
- Rich Rodgers**
Affordable Housing Developer & Advocate

2019 STAFF

We work with an exceptional collection of caring individuals, dedicated to our shared mission.

- Will Harris**
Interim Executive Director
- Liz Weber**
Program Director
- Emily Nelson**
Director of Equity and Inclusion
- Sophie Jaggi**
Development Director
- Alvin McClure**
Day One Family Outreach Worker
- Angie Hernandez**
Retention Coordinator
- April Ewing**
LRRP Worker
- Bree Abraham**
Administrative Assistant
- Chloe Faison**
Data Team Coordinator
- Chris Copland**
Retention Worker
- Christopher Sage**
Family Services Coordinator
- Connie Graham**
Retention Worker
- Cristina Castaño-Henao**
MPSH Coordinator
- Deborah Taylor**
HFSC Data Specialist
- Dermott Smith**
Immersion Coordinator
- DiJonnette Montgomery-Thompson**
Day Space Coordinator
- Dustin Pattison**
Outreach Worker
- Erica Wegner**
Data Specialist
- Ericka Rangel Calderon**
Retention Worker
- Essien Umoh**
Day Space Worker
- Fernando Peña**
Lead Outreach Worker
- Gurney Kimberley**
LRRP Worker
- Herman Bryant**
Retention Worker
- Jamal Glover**
Outreach Worker
- James Jenkins**
Outreach Worker
- Katie Mays**
Development Associate
- Kayleigh Thornton-Sundt**
LRRP Coordinator
- Lio Alaalatoa**
Outreach Worker
- Liz Starbuck**
MPSH Retention Worker
- Mike O’Malley**
Outreach Worker
- Mona Wimmer**
Executive Assistant
- Perlia Bell**
Outreach Worker
- Precious Lott**
Day One Family Retention Worker
- Quinn Colling**
Outreach Coordinator
- Rebecca Fry**
Outreach Worker
- Safiya Norman**
Retention Worker
- Sarah Schneider**
Outreach Worker
- Serena Howell**
In-Reach Coordinator
- Sia Hanna**
Retention Worker
- Sunday Taabu**
Day One Family Retention Worker
- Tauna Soderquist**
Retention Worker

- Tess Debartolo**
Volunteer Coordinator
- Trevor Newhart**
Day Space Worker
- Tria Caywood**
Data Specialist
- Victory LaFara**
Dignity Village Support Specialist
- Vivianne Marks**
AP/AR Specialist
- Welcome Home Coalition Staff
- Tyler Mac Innis**
Coalition Director
- Sebastian J. Martinez Hickey**
Emerson Fellow
- Jessica Mathis**
Regional Organizer

COMMUNITY ADVISORY COMMITTEE

The CAC brings the wisdom from lived experience of homelessness to advise on JOIN’s external service delivery and internal decision making.

- Kathy White**
- Bernabe Ruiz**
- Shelley Hines**
- Glenn Newman**
- Calvin DeAdder**
- Lavonne Carder**
- Romas Anthony**



JOIN ranks in the top 1% of organizations to receive the highest 4-star rating for the 13th year in a row from Charity Navigator. This rating is based on financial integrity, strong organization and leadership.
JOIN also achieved a Gold Seal from GuideStar.

MISSION + EQUITY WORK

Mission

JOIN partners with individuals and families that are experiencing homelessness. Together we identify a path to safe and sustainable housing that opens the doors to stability, opportunity, and community.

Values

- JOIN is in pursuit of becoming an anti-racist organization– because we are building toward a future that is inclusive and equitable.
- JOIN is ever evolving– because we are all continuously learning and growing.
- JOIN applies creativity to conquer complexity– because the complex issues surrounding homelessness requires innovation and flexibility.
- JOIN is a partner– because we trust people to be the primary agents of change in their own lives. We reflect strengths and walk alongside people on their journey to stability.
- JOIN is centered in relationships– because we believe in community.

Model

JOIN’s success is based on a fidelity to core values of providing services that are relationship centered, strength-based, non-judgemental, equity-informed, trauma-informed, flexible, and mobile to adults and families experiencing homelessness or housing insecurity.



Equity Commitment

JOIN is committed to preserving the dignity, humanity, and uniqueness of each person that we work with on their path back to housing stability. To achieve this, we will:

- Strive to ensure that all of our programs and services are equitable in both access and outcomes regardless of a person’s race, ethnicity, faith, culture, language, disability, gender, gender identity, sexual orientation or family status.
- Operate with the knowledge that certain communities are significantly over-represented among those experiencing homelessness in Portland/Multnomah County and that there are disparities in outcomes for members of those communities.
- Pursue effective strategies and devote dedicated time and resources at every level of our organization to address these disparities.

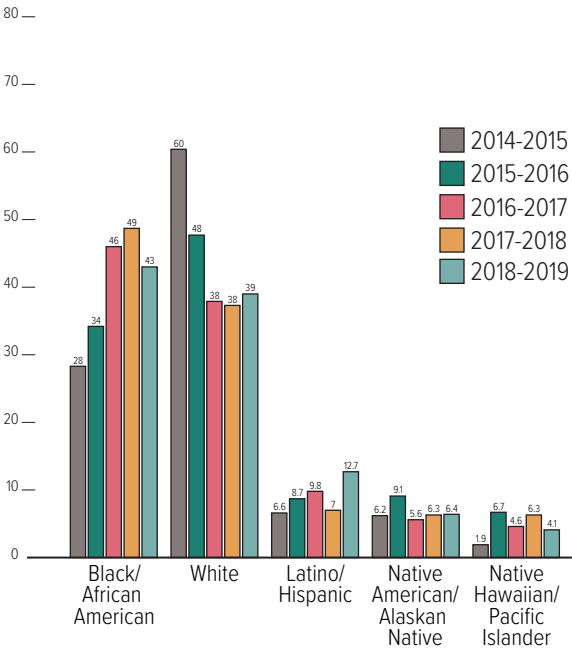
These efforts are performed in service to the vision of a community where outcomes cannot be predicated based on a perceived identity.

JOIN’s work, by the numbers

In 2019, JOIN moved **1,348 people** including 161 families, into housing

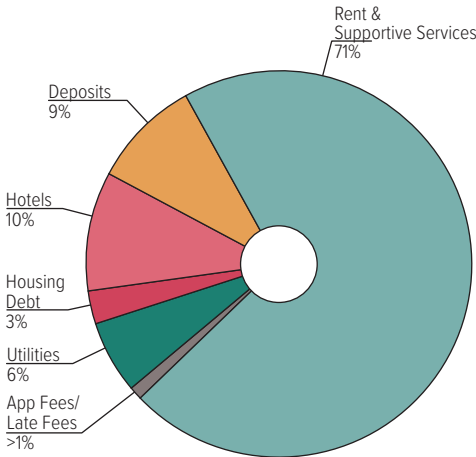
83% of the households we helped into housing retained their housing for at least twelve months

Percentage of housing placements by race and ethnicity, 2014-2019*



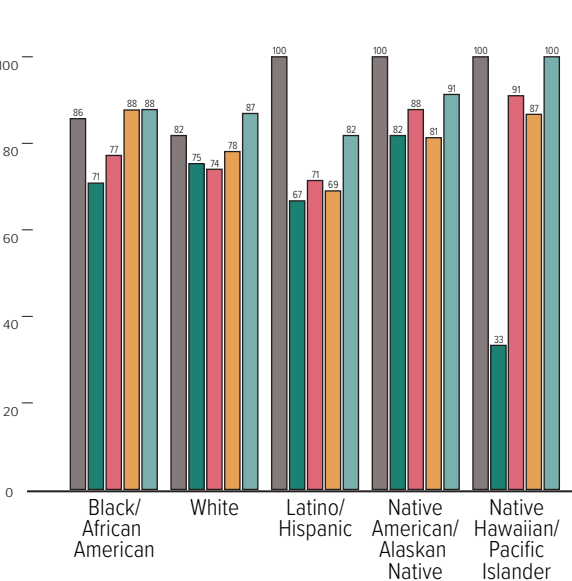
*Does not include In-reach, MHT, or long-term voucher housing placements.

General Fund Spending Percentages for 2019*

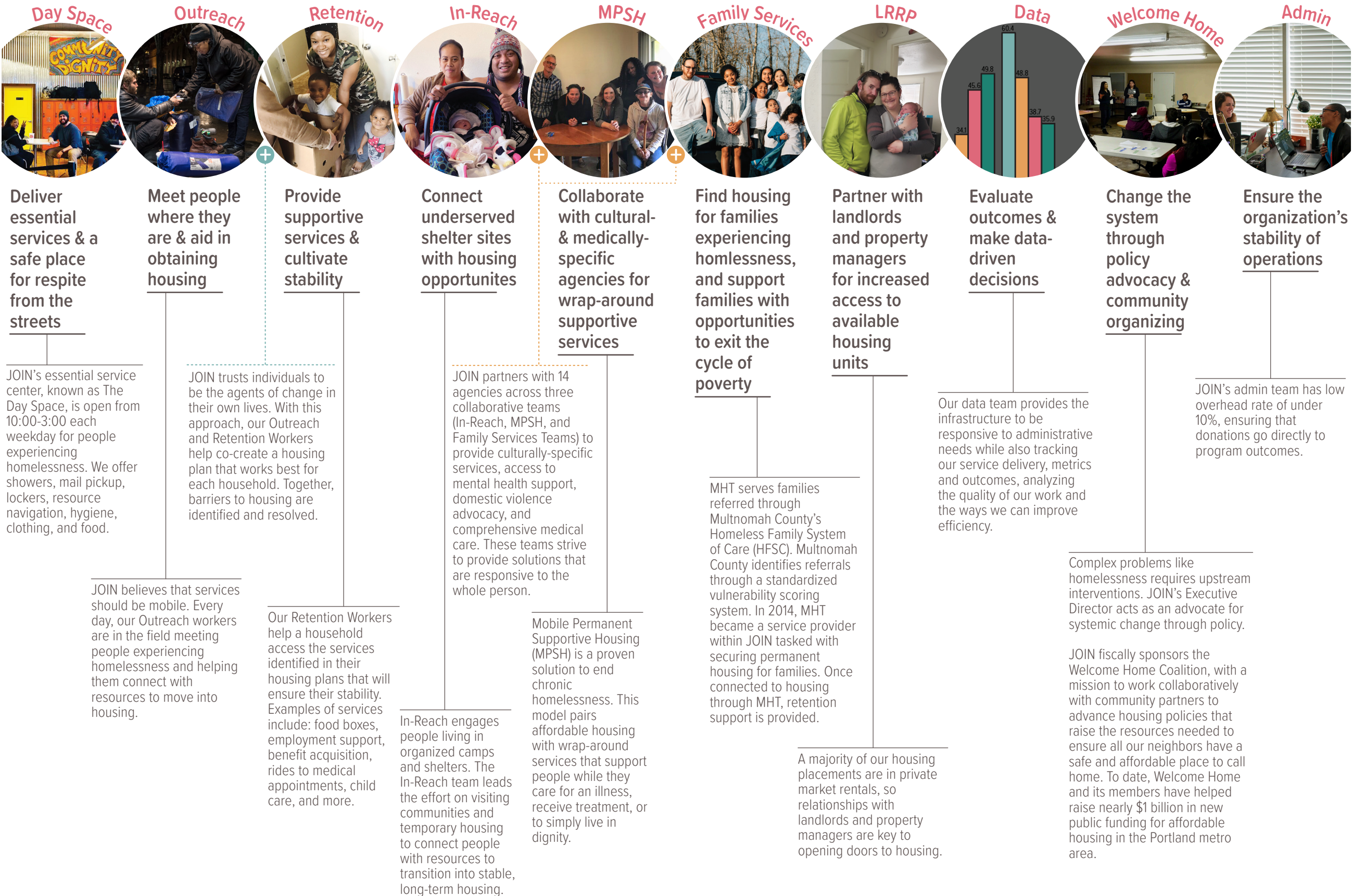


*Includes only JOHS, STRA, EHA, and STRA General Funds

12-month retention rate by race and ethnicity, 2014-2019*



JOIN TEAMS AT WORK





Expanding housing opportunities

In partnership with Guerilla Development, JOIN master leased 11 Single Room Occupancy (SRO) units. This innovative housing opportunity provides space for people with low income or reliant on social security benefits. Each unit rents for \$450 monthly and is managed by JOIN's Landlord Recruitment and Retention Team. Each unit offers a deeply affordable housing option in the exorbitant rental market. This type of housing is often a chance for someone to get off the streets while waiting for their name to come up on an affordable housing waitlist, builds up rental history, creates community among tenants, helps with the transition to living indoors, and in some cases can allow people to save money for their next housing opportunity.

"The ability to work for an organization that has the capability to rent an entire building and act as the landlords can be a real potential game changer for how we view housing opportunities. These SRO units are going to be able to provide low priced, new and safe housing with compassionate, trauma-informed property management from an equity lens. I am proud of the intense amount of work our team has put into the project so far including procuring the furniture, moving it multiple times, assembling it, purchasing items for daily living like kitchen supplies, creating lease agreements, creating community guidelines and building chores, and developing a protocol for the team to be available 24/7 as property managers. It has been a long road so far, but we are tremendously excited to welcome our new residents and are excited to share this project with the community."

—Kayleigh Thornton-Sundt, Landlord Recruitment and Retention Program Coordinator



Investing in Relationships

A core value across all of JOIN teams is to invest in relationships, building trust to create a sense of community and belonging. The experience of homelessness can be isolating and dehumanizing. When policies and systems that govern our society fail to provide for the basic needs of all people in our community, trust is broken. JOIN teams rebuild trust by listening to the needs of the people they work with and co-create housing plans to transition out of homelessness and achieve long term stability.

Advocating for systemic change

As is true in most social service organizations, the needs outweigh the resources. At a system’s level, JOIN advocates for building a strong social safety net. We also advocate for our workers. Oftentimes, workers delivering services are paid less than livable wages—due to public funding limitations. In some cases, this leads to workers needing to access the same resources that they are directing to service participants. The need for affordable housing, living and housing wages, health care, and additional community support programs are essentials to keeping our community healthy and vibrant.



Working toward becoming anti-racist

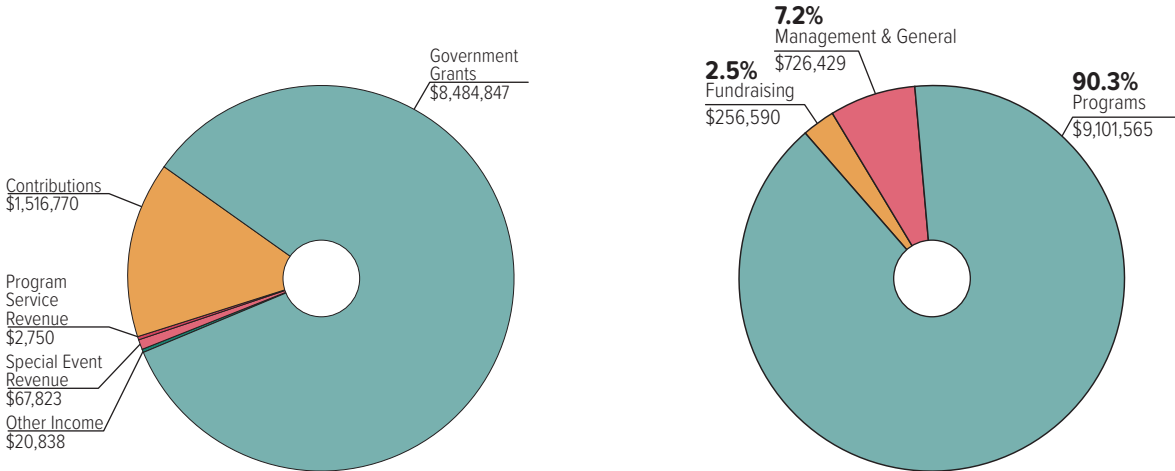
In 2016, JOIN formally committed to becoming an anti-racist organization recognizing that BIPOC communities experience homelessness at alarmingly disproportionate rates. This reality is linked to legacies of racist housing policies, such as redlining and forced displacement. Systemic racism is one of the root causes of the mass homelessness crisis. JOIN’s work to transition people out of homelessness, support housing stability, and advocate for housing justice is centered in our commitment to anti-racism.

JOIN Budget 2019

JOIN’s budget operates in positive net assets. In 2019, we passed our Multnomah County Audit and received our 13th consecutive 4-star Charity Navigator rating.

JOIN is in the 1% of all monitored charities to do so across the nation. We take great pride in our financial integrity.

Revenue SUBTOTAL: \$10,093,028 Expenses SUBTOTAL: \$10,084,584



Revenue includes funds from the Welcome Home Coalition, which JOIN fiscally sponsors.

JOIN Consolidated Statement Of Functional Expenses as of December 31, 2019

	Program	Management & General	Fundraising	Total
Salaries & related expenses	\$ 1,951,279	\$ 565,483	\$ 146,854	\$ 2,663,616
Direct assistance to individuals	5,697,662	-	-	5,703,859
Contract services	1,091,948	-	250	1,092,198
Professional fees	44,053	66,280	7,716	118,049
Supplies & office expense	23,159	4,420	43,504	71,083
Telephone	29,909	6,902	1,534	38,345
Equipment & technology	18,782	3,496	6,494	28,772
Occupancy	75,244	10,104	2,245	87,593
Bank & other service fees	2,814	27,535	12,697	43,046
Insurance	20,294	4,683	1,041	26,018
Travel & mileage	70,704	1,290	756	72,750
Depreciation	50,544	11,797	2,621	64,962
Interest expense	13,302	1,790	398	15,490
Board & staff development	11,871	16,452	30,480	58,803
Total expenses	\$ 9,101,565	\$ 726,429	\$ 256,590	\$ 10,084,584



Fighting poverty starts at Day One

JOIN’s Day One program is defined as an anti-poverty effort versus a simple rent assistance program. The program serves families who are working to achieve financial independence. We take a depth versus breadth approach, by serving a smaller caseload of families than other family service programs, and investing far greater financial and human capital into each household. Families engaged in the Day One program must be seeking living wage employment or interested in pursuing trade skill education.

JOIN will subsidize a participant’s education and all living expenses while in school. When the head of household gains employment, JOIN will continue to assist with child care, transportation, and housing expenses to allow the household to stabilize. The Day One team applies JOIN’s person-centric retention model in developing a plan to budget, save money, build the health of their household, and eventually take over all their expenses.

“
I just come in, love on people and hopefully put a little hope in their lives. For that enriches my spirit.”
– Alvin McClure, Day One Worker

Jordan came to JOIN and met with Alvin, a Day One Family Outreach Worker. Lost and discouraged, Jordan was eight months pregnant and still working hard physical labor as a line cook. She was determined to get out of the situation before the baby arrived. She didn’t know what to expect when she met with Alvin. He recalls their first meeting: “When I met with her, you could just tell her spirit was broken. She wouldn’t look me in the eye. She didn’t have a lot of family or support. When we did an eco-map she only had one relationship– her mother, and that relationship was difficult.” Alvin told her they’d start looking for a place– JOIN would pay the move-in costs and work with her to have a place to raise her child.

“I could see the hope in her eyes. So often people hear ‘no’– hearing ‘yes’ brought some life back to her. She just wants for her baby coming into this world to have a place to call home– that’s her motivation for working hard.” A month later, feet swollen, she still showed up to work– and was ready to deliver. Alvin coordinated getting her settled into a two bedroom apartment. Jordan was so grateful for the opportunity to be connected to JOIN. She is working towards her goal of a career in massage therapy. Alvin encouraged her to pursue massage therapy school and get grants through financial aid. He assured her JOIN will pay the difference to make it happen.

Alvin shared: “When families come to me, their wings are broken, they’re feeling helpless– but each meeting I had with Jordan, I could see the feathers in her wings coming through and slowly but surely, she was ready to fly!” Alvin then said with exuberance “I’m on Team Jordan! She’s fired up to go back to school and looking forward to getting through her program and onto her dream career. This

is my first JOIN god baby!”

Jordan is now able to save funds, she works with Alvin to budget monthly and make sure there is financial longevity.

What’s your favorite part?

Alvin: When I see the joy in people’s eyes. When I’m able to help give a hand up, help someone work out of the system.

What gets you up in the morning?

Alvin: JOIN is changing people’s lives, taking the stress out of the lives. At the end of the day – it is money, but it’s how we use it that creates possibility and steady foundation for people. We have accountability to be good stewards of the funds, we follow through with love to ensure it works for everyone. Whether it’s one family or 20 families – this is giving people the opportunity to better themselves. Rental support allows people to create a savings account for future stability.

What’s challenging – where do you need more support?

Alvin: Have discernment, ensuring resources are going to people who can be engaged and leverage opportunities to achieve long term stability.





JOIN Shares Recap

On June 21, 2019, our community gathered for JOIN Shares: A Community Symposium on Housing First. We discussed the partnership between non-profits and private market landlords to open more doors to housing for our neighbors experiencing homelessness.

Our keynote speakers were Shannon Singleton, JOIN's former Executive Director, and Dr. Sam Tsemberis, Founder of Pathways Housing First. Dr. Tsemberis shared the historical origins of the Housing First model and the importance of providing people the dignity of housing choice to exit homelessness. Shannon shared the disparities between income and homeownership that exists for Communities of Color.

In the workshop, we learned about the Landlord Recruitment and Retention Program's Toolkit- a roadmap for service providers to engage with private market landlords and property management companies to open doors for people transitioning out of homelessness. We also heard about JOIN's successful housing retention practices as the foundation of working with private market property owners and managers- sharing our belief that it's critical for retention services to support the person placed in housing as well as the landlord and/or property manager that is liable for the property.

Across communities, we know there are tightening rental markets, rising rents, lack of housing wage jobs that provide sustainable employment, and scarcity of affordable public housing. Understanding this landscape, it is essential to work across sectors by engaging private property owners to increase housing choice and opportunity for the people we serve.

Thank you to the JOIN LRRP team, Retention team, MPSH team, and Will Harris for their work putting together this event! Thank you Sam Tsemberis and Shannon Singleton for their keynote speeches, and for Katrina Holland for moderating the discussion!

You can find the Landlord Recruitment and Retention Toolkit, as well as a recording from the JOIN Shares Community Symposium, at www.joinpdx.org/LRRP



GIVING STATS

1,522

Individual donors contributed

\$578,307

in 2019 through 3,300 gifts, making the average donation

\$175

55

Corporations or groups donated

\$123,992.70

in 2019

14

Foundations granted

\$325,400

in 2019 through successful grant applications

1,026.5

Number of volunteer hours

798

Number of In-Kind donations, including 344 Santapalooza gifts



We are grateful for all of our supporters who allow us to continue this critical work.

Please find our list of 2019 contributors at:

joinpdx.org/supporters



ENGAGE WITH JOIN

JOIN in with us, here's how:

Donate

Make a monthly contribution:

Be a Catalyst for stability through monthly contributions to our work. Help JOIN maintain stability – so we can help others find stability through housing. Donate monthly via credit card or set up direct withdrawal from your checking or savings account (recommended) by visiting joinpdx.org/catalyst

Make a one-time contribution:

Every donation makes a difference. Donate through our website at joinpdx.org/donate.

Questions? Contact Sophie at sjaggi@joinpdx.org or call 503.936.4804.

Lead a Collection

Lead a collection drive among your coworkers, friends, and family. Our list of needs is updated regularly, view at joinpdx.org/needs.

Want to promote a digital collection? Share our Amazon Wish List across your social networks, purchase and have items delivered directly to JOIN by visiting our Amazon Wish List.

Holiday Support

Would you like to help us make the holidays a little brighter for families we serve? JOIN is gearing up for our Santapalooza: Gifts for Families program and needs generous donors to make it possible. Please email Katie at kmays@joinpdx.org if you'd like to help. We are anticipating a creative reimagining of the program to meet the needs of a pandemic-affected world.

Volunteer

Our volunteer opportunities have shifted in this post-pandemic society. If you are interested in volunteering, please connect with Marvissa, JOIN's Volunteer Coordinator, at volunteer@joinpdx.org to discuss options for getting involved.

Advocate

Are you passionate about equity and housing justice? There are many ways you can get your voice heard by attending public hearings, lobby days, and advocacy training. Contact Tyler, Director of the Welcome Home Coalition at tyler@welcomehomecoalition.org for more information.

Stay Connected

Sign up for our newsletter at joinpdx.org

Get to know our work on social media:

Facebook: [@joinpdx](https://www.facebook.com/joinpdx)

Instagram: [@join_pdx](https://www.instagram.com/join_pdx)

Twitter: [@pdxjoin](https://twitter.com/pdxjoin)

Have other ideas for engagement? We'd love to hear from you! Please contact info@joinpdx.org

**Thank you for being
part of the JOIN
community!**