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 **JOIN**

2018 ANNUAL REPORT

Dear Friends,

Thanks to our committed staff and generous supporters like you, JOIN was able to connect with over 1,814 folks who were experiencing homelessness last year and of those, assisted in the efforts of 1,377 folks to transition into permanent housing.

And because we know that homelessness is a symptom of systemic and not personal failure, alongside our partners and community leaders we have fought for system change as well, resulting in increased public investments in affordable housing through city and regional bond measures, and stronger protections for renters through local and state policy wins.

As Board President, I'd like to thank you for your commitment to JOIN's work in our community.

Recently, JOIN announced that our Executive Director, Shannon Singleton accepted a position in Governor Kate Brown's Office as Housing Policy Advisor. We are heartbroken to lose her but thrilled to know that her smarts and skills are involved at a State level. In the interim, JOIN's Deputy Director, Will Harris has stepped in as JOIN's Interim Executive Director and we are actively engaged in the search for a new Executive Director.

Shannon's leadership at JOIN began in 2015. At that time, we were evolving from a founder based organization of 15 staff to an ever-expanding organization with a staff of nearly 30. We were challenged with "scaling up" to meet the demanding need in front of us.

We were also becoming painfully aware that homelessness affects communities of color at disproportionate rates, and we knew that centering racial equity in all our programs was – and would continue to be – our most pressing priority as we examined racial bias in our delivery of service and our leadership.

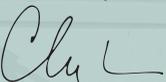
Shannon brought laser focus to the task, identifying the path forward to providing a more diverse, sustainable and supportive staffing structure. Her educational credentials combined with her political acumen, front line social service experience, and emotional intelligence were employed to JOIN's benefit - and what resulted was 4 years of fine-tuning, hard learning and a lot of laughs.

Today, JOIN has grown to a staff size of 50, and revised the organizational structure to better support our neighbors experiencing homelessness and sustain a transparent and equitable workplace. We have adopted a strategic plan that incorporates becoming an anti-racist organization and we are actively involved in system change conversations across the region.

Looking ahead, the Board is committed to co-creating with Staff, a hiring process that maintains the fidelity of our values: centered in anti-racism, relationships, inclusion, and staff-driven processes.

Thank you for joining us on our journey to ensure our neighbors experiencing homelessness have a place to call home, find peace and live in dignity.

Sincerely,



Chris Bonner
JOIN Board President

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BOARD

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

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Hasson Company

Vice President
Andrea Durbin
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Treasurer
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Rena Jimenez-Blount
Kantor Taylor

Aaron Nawrocki
Capital M Lending

Rich Rodgers
Community Development Partners

2018 STAFF

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

Shannon Singleton
Executive Director

Will Harris
Deputy Director

Emily Nelson
Director of Equity and Inclusion

Liz Weber
Program Director

Sophie Jaggi
Development Director

Angie Hernandez
Retention Coordinator

April Ewing
LRRP Worker

Brittney Merino
Retention Worker

Callie Carroll
Lead Retention Worker

Chloe Faison
Data Coordinator

Chris Copland
Retention Worker

Cristina Castaño-Henao
MPSH Coordinator

Cynthia Williams
AR/AP Specialist

Deborah Taylor
HFSC Data Specialist

DiJonnette Montgomery-Thompson
Dayspace Coordinator

Dustin Pattison
Outreach Worker

Erica Wegner
Data Specialist

Fernando Peña
Lead Outreach Worker

Frank Alvarez
Retention Worker

Gurney Kimberley
LRRP Worker

Herman Bryant
Retention Worker

Holly Sullins
Development Associate

Jamal Glover
Outreach Worker

Katie Mays
Development Associate

Kayleigh Thornton-Sundt
LRRP Coordinator

Kristin Schwing
Dayspace Worker

Leda Stoutenburg
Bookkeeper

Lio Alaalatoa
Outreach Worker

Liz Starbuck
MPSH Worker

Mike O'Malley
Outreach Worker

Mona Wimmer
Executive Assistant

Perlia Bell
Outreach Worker

Precious Lott
Retention Worker

Quinn Colling
Outreach Coordinator

Rebecca Fry
Outreach Worker

Safiya Norman
Retention Worker

Sean James
Immersion Coordinator

Sarah Schneider
Outreach Worker

Tauna Soderquist
Retention Worker

Tria Caywood
Data Specialist

Victory LaFara
Dignity Village Support Specialist



JOIN ranks in the top 1% of organizations to receive the highest 4-star rating for the 12th 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

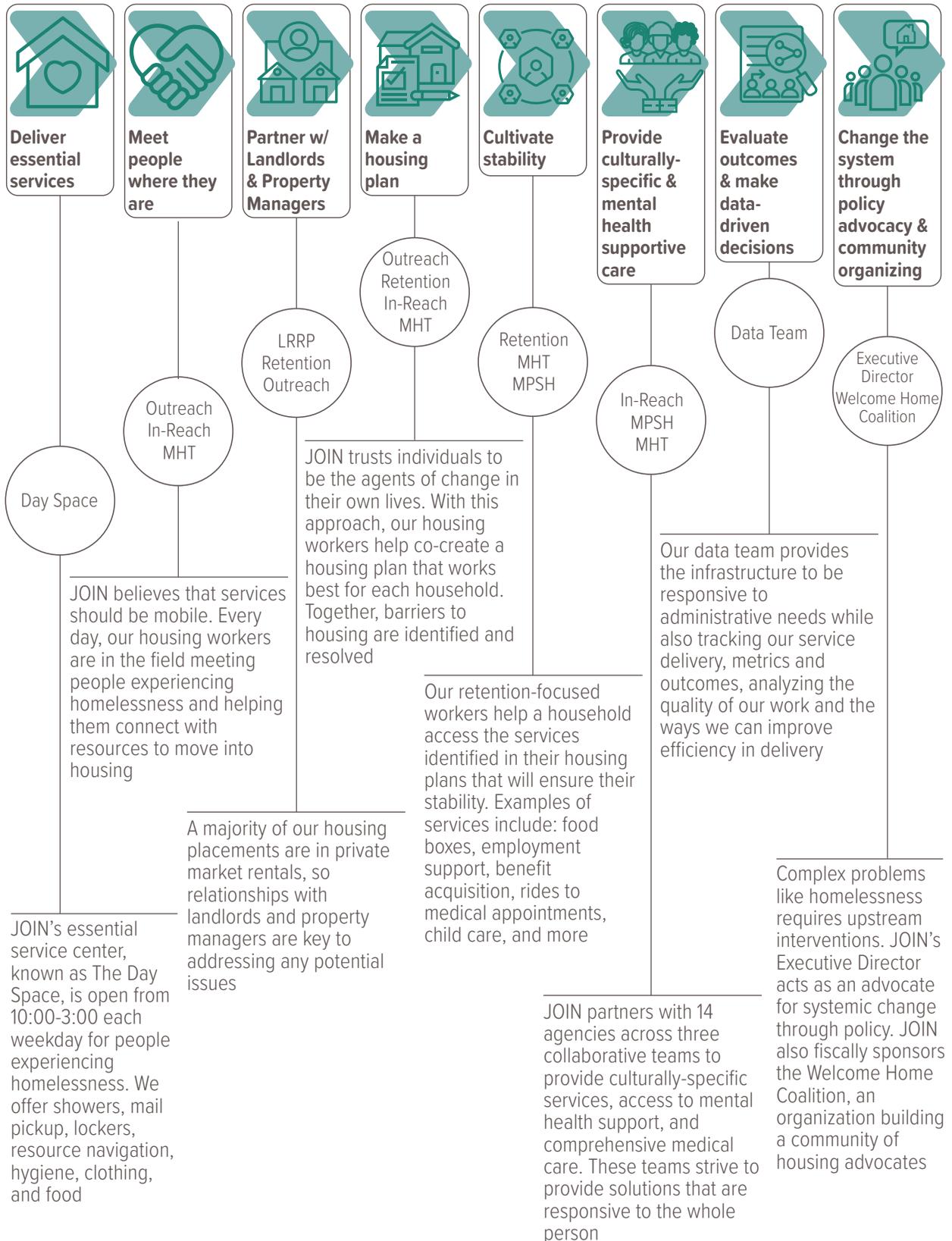
JOIN is committed to preserving the dignity, humanity, and uniqueness of each person that we work with on their path back to housing stability. To achieve this, we will:

- 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.

ORGANIZATIONAL STRUCTURE

JOIN services are centered in our commitment to becoming an anti-racist organization.



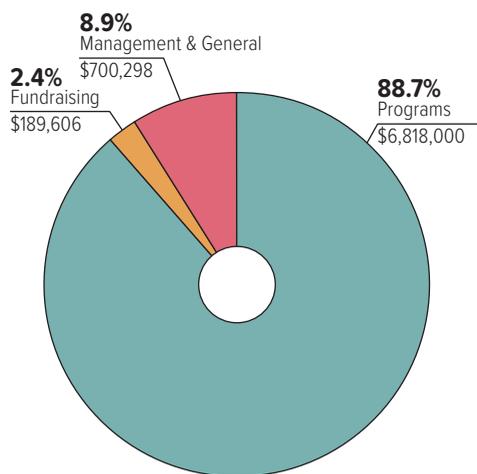
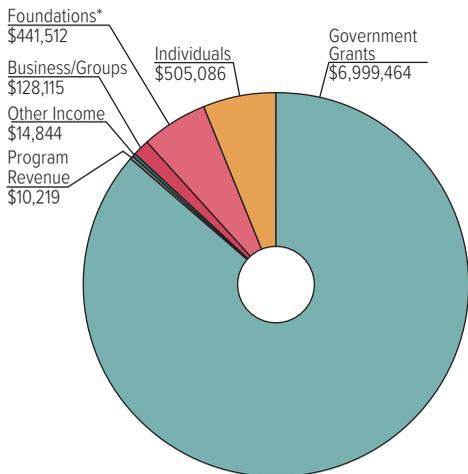
JOIN Budget 2018

JOIN's budget operates in a positive net income. In 2018, we updated our Fiscal Policies, passed our first Multnomah County Audit, and received our 12th

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: \$13,187,279*

Expenses SUBTOTAL: \$7,707,904



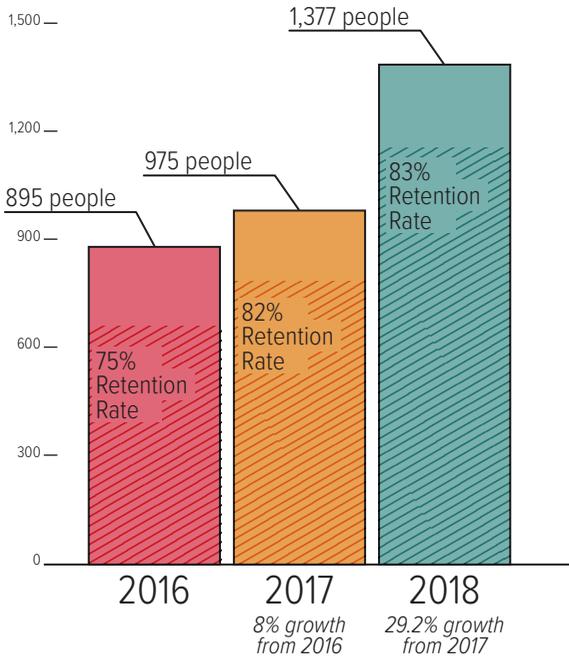
*Foundation total also includes \$5,088,039 from Day One Foundation grant, not represented in chart

JOIN Consolidated Statement Of Functional Expenses as of December 31, 2018

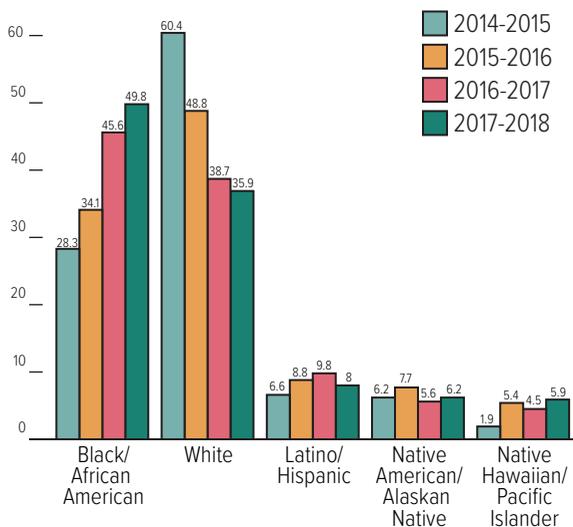
	Program	Management & General	Fundraising	Total
Salaries & related expenses	\$ 1,502,141	\$ 583,566	\$ 148,859	\$ 2,234,566
Direct assistance to individuals	3,991,132	-	-	3,991,132
Contract services	1,031,691	-	-	1,031,691
Professional fees	41,036	5,651	1,642	48,329
Supplies & office expense	6,463	35,376	7,946	49,785
Telephone	17,940	5,708	1,560	25,208
Equipment & technology	7,173	8,202	3,943	19,318
Occupancy	60,120	12,931	3,756	76,807
Bank & other service fees	7,206	18,934	13,205	39,345
Insurance	15,088	5,611	1,630	22,329
Travel & mileage	66,960	-	-	66,960
Depreciation	42,735	15,215	4,587	62,537
Interest expense	9,568	4,133	1,034	14,735
Board & staff development	18,747	4,971	1,444	25,162
Total expenses	\$ 6,818,000	\$ 700,298	\$ 189,606	\$ 7,707,904

JOIN's work, by the numbers

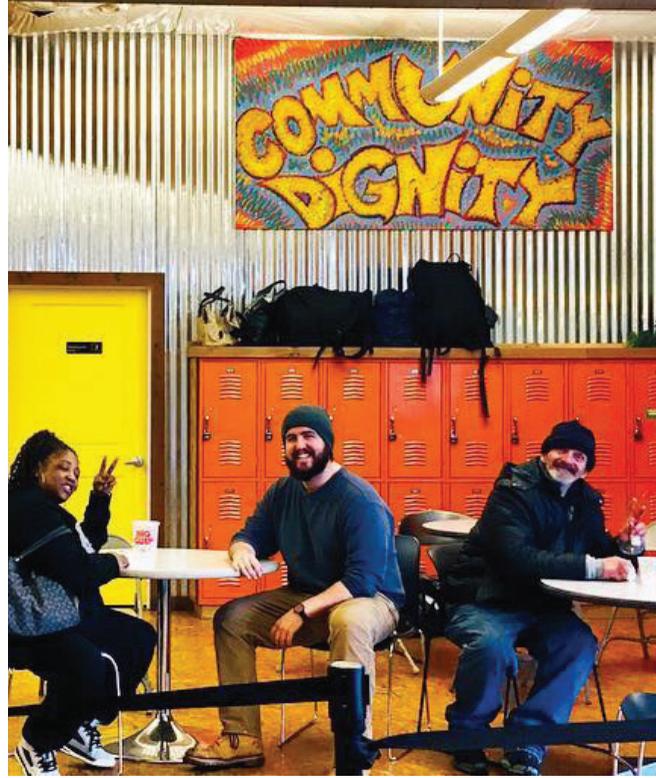
Housing placement data over the past three years



Percentage of housing placements by race and ethnicity, 2014-2018*



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



JOIN's Day Space offers essential services to **80-100 people** each weekday

Day Space

Each weekday, JOIN operates a high quality, low barrier Day Space, also known as "The House." The Day Space supports individuals and families living outside. The Day Space provides an abundance of services including: resource navigation, mail pickups, a welcoming space for children, a well curated library, access to the internet, assistance with food stamps and TANF, lockers for treasured belongings, laundry vouchers, bus tickets, showers to refresh, clothing, cold weather gear, hygiene items, food, and last but not least, freshly brewed coffee to fuel the day. Simply put, the Day Space offers refuge and respite.



JOIN helped **1,377** people transition from homelessness to permanent housing in 2018

Outreach Program

JOIN's Outreach Team engages individuals, couples and families experiencing homelessness in the city of Portland and throughout Multnomah County. The Outreach team believes in meeting people where they are— living in cars, under bridges, sleeping outside, or doubled up in temporary housing.

I met Tasha after visiting a group of campers in East County. I was walking out of the camp, as she was walking in. She was living out of her car nearby but was arriving to deliver needed supplies to the campers. Tasha, though herself homeless, had a part-time job at a local diner and, after using what little she made to provide for her own basic needs, she was still able to scrape up enough energy and resources to take care of those she saw as even less fortunate than herself. Tasha was living in her car alone but has two teenage daughters who were staying with their father. She explained to me that if she could get a place, her two daughters could move back in with her and she would then start receiving child support from their father. Because of her earned income and the prospect of child support, JOIN was able to help her find an affordable, quiet, and comfortable apartment. Usually a major barrier is the upfront move-in costs, through JOIN we assisted with the move-in costs and a few month's rent, which allowed her to get a firmer financial footing as she moved forward. Tasha's daughters were elated to be back with their mother and were so happy and proud to see her situation change for the better. Tasha now receives modest child support and continues to get as many shifts at the diner as she can. She still goes out almost every day - now often with her daughters - to visit campers, bring them gear, food and water, and provide rides to shelters. Tasha is an example of community compassion in action.

Housing Retention

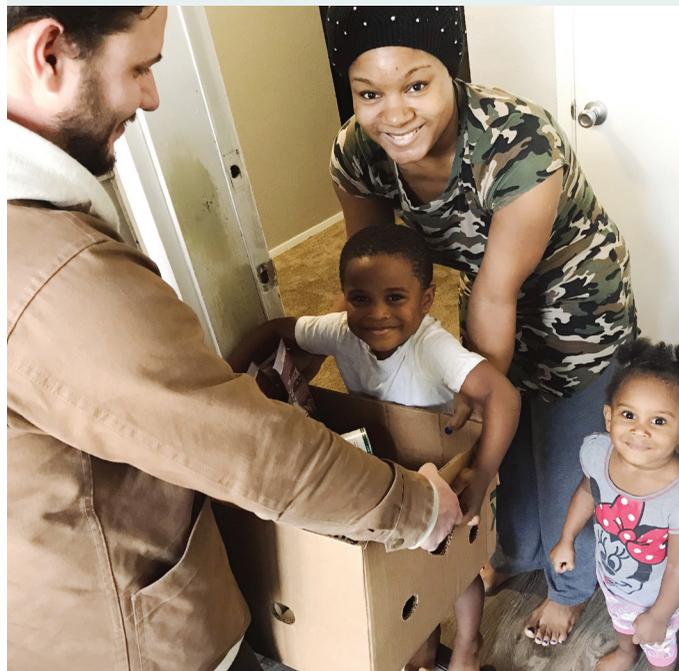
JOIN's Retention Team provides post-housing placement support to each household that has transitioned into housing. This team visits people in their home to provide supportive services that range from help finding employment, connecting with a benefits advocate, assistance accessing important medical, mental health and addiction services, and support, resources to combat food insecurity, community-building activities, and a variety of other services based on the unique needs of each household.

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

JOIN's Retention Team made **10,525 friendly visits** to people in their new homes

Lena and her children found housing through JOIN in 2017; they were previously living in their car. Their Retention Worker assisted with getting the family settled in their new home and familiar with their new neighborhood. They attended our Back-to-School event in the fall and the kids got their very own backpacks and school supplies. Their worker connected Lena to our subcontracted employment specialist, as well as other employment resources. Due to mental health challenges, her worker explored Social Security as an option to receive regular income. Lena had grown up with the trauma of living in a war stricken area, this trauma continued to impact her into adulthood. Her worker connected her to mental health resources in the community, however, there were few options that offered culturally specific resources to best serve Lena's needs.

This family is undoubtedly in a better situation than if they had remained living in a car, however, their stability is not guaranteed. An identified need for Lena and her family is a housing voucher, which is partially or fully subsidized rent assistance from the federal government. A voucher is needed so they can keep their housing while addressing Lena's mental health needs and providing safety off the street for her school-aged children. Vouchers are a scarce resource, so in the meantime, her JOIN worker will visit with her, listen to her as she laughs and cries about all her experiences and seek out as many resources as possible to help Lena and her family find stability over time.



Landlord Recruitment and Retention Program

In 2016, JOIN piloted the Landlord Retention and Recruitment Program (LRRP) to expand our highly successful model of working with private market landlords to open the doors to housing for our neighbors experiencing homelessness.

In a housing market where landlords have the freedom to make exorbitant rent increases and charge double deposits without fear of having vacant properties, this team works to recruit community oriented landlords and property managers. They maintain productive relationships with existing landlords to ensure that low-income people continue to have affordable rental options.



JOIN provided
6,018 instances
of landlord and
system advocacy.

JOIN's Landlord Recruitment and Retention Team (LRRP) was contacted by a hospital Case Worker, letting them know about the Johnson family facing medical issues and experiencing homelessness. The woman was pregnant, and the Case Worker was concerned about the family living outside. She requested LRRP's help locating housing and mentioned community resources that the family had, including a veteran's voucher. The LRRP team met with the couple and let them know of housing opportunities that would meet the voucher requirements. It soon became apparent that the Johnsons faced many barriers to housing— including poor credit, no income, insufficient rental history, and criminal history. Though the family applied for private market apartments with the support of LRRP, their applications were denied several times which left them feeling hopeless with nowhere to turn.

The LRRP Team connected the Johnsons with a collaborative team led by JOIN, the Mobile Housing Team (MHT), this team works exclusively with families experiencing homelessness. The Johnson's maintained a positive attitude and patience with the process while facing health issues, pregnancy, and recovery. Their resiliency was incredible. MHT was supporting the family as LRRP continued their housing search. Eventually, LRRP found an opportunity to master lease a 2-bedroom home in the Gateway neighborhood. With the support of MHT, the team was able to get the family approved and moved into their home. The LRRP team got furniture for the family at Community Warehouse, and then surprised the family by taking them to their brand new home. The excitement the family felt finally having a roof over their heads and a place to call home was cause for celebration! As the LRRP team walked the family through their new home, everyone shared huge smiles and tears of joy at seeing their backyard, a bed, and a home for their baby to grow.

The home has already served the Johnson family well. It has provided space to host a baby shower, a place for the new dad to study tech school coursework— and most importantly, a home for their baby to feel loved and safe.



In-Reach

In-Reach engages people living in organized camps and shelters. The In-Reach team leads the effort on visiting communities and temporary housing to connect people with resources to transition into stable, long-term housing. Rather than being comprised entirely of internal JOIN staff, In-Reach is a unique collaboration between six culturally responsive agencies and is led by JOIN.

Jeff was connected to a worker on our collaborative In-Reach team that was working out of Dignity Village, a tiny house transitional community for people exiting street based homelessness. Jeff had been residing at the village since 2012 and not yet connected to permanent housing. Jeff was apprehensive about beginning a housing search, as he survives off of a fixed income and his finances left him with limited capacity to pay for rent. Together with his In-Reach worker, they slowly began discussing housing options that would take into account his personal needs. Jeff shared that he has compromised mobility due to an accident 20 years ago. Fortunately, his In-Reach Worker was able to secure Jeff housing that was ADA compliant to suit his mobility needs. After seven years of being enmeshed in the community at Dignity Village, Jeff signed his lease on a quaint street in NE Portland. He has been a vital member of the community at the village– he served as the secretary and was a reliable neighbor, his presence is missed but also serves as a highlight and hope for other Dignity Village residents to transition into stable housing. Jeff has many passions and interests that he will be able to focus more time on when he gets established in his new home including playing bass guitar, cooking healthy meals, and giving back to his local community.



JOIN helped **161 families** with children move into their home

The Smith family was referred to JOIN's Mobile Housing Team, a collaborative that serves families through county based referrals. A local shelter provider hoped that MHT could help transition the Smith family out of the shelter. While in the shelter, the Smiths had experienced racism from other residents and felt increasingly unsafe. MHT responded quickly to relocate the family out of the shelter and into a motel until more permanent housing could be secured. Once in the motel, the family could finally breathe again, feeling a sense of safety and peace for the first time in a long time. They worked with their MHT Worker to identify their strengths and challenges in order to identify next steps into a stable living situation. The MHT Worker quickly found a rental unit that met their needs. A barrier to moving in was past debts, fortunately with the help of MHT, this was able to be resolved and soon after, they moved into their new home and quickly settled in.

Mobile Housing Team (MHT)

MHT serves families referred through Multnomah County's Homeless Family System of Care (HFSC). Multnomah County identifies referrals through a standardized vulnerability scoring system. In 2014, MHT became a service provider within JOIN tasked with securing permanent housing for families. Once connected to housing through MHT, retention support is provided.



Mobile Permanent Supportive Housing Team (MPSH)

MPSH is a proven solution to end chronic homelessness. This model pairs affordable housing with wrap-around services that support people while they care for an illness, receive treatment, or to simply live in dignity. The team is comprised of six culturally and medically responsive partner agencies.

Tomas and Camila were referred to JOIN's MPSH team through their community health social workers. As immigrants to the United States, the couple was socially isolated and not receiving culturally-specific services. Their first health case workers connected them to Meals on Wheels and scheduled transportation. However, they kept missing the rides because they couldn't understand the scheduling as there was a cultural and language barrier. The meals that they were receiving contained foods that the couple couldn't eat.

Tomas was diagnosed with cancer and diabetes. MPSH connected with culturally-specific doctors that could speak the language and provide more intentional services. MPSH provided two Spanish speaking case workers, a counselor to provide culturally-specific mental health service, a hospice nurse, a health advocate, and helped reconnect with their family.

Camila and Tomas were living in a small garage space with mold that was contributing to health issues. They were in high risk of homelessness, and the team was able to move the couple into one of the affordable housing units built from the 2016 bond.



Immersion

JOIN's Immersion Program involves over 350 youth in experiential learning opportunities that open their minds to the experience of homelessness and how they can be involved in solutions. The program also promotes the leadership development of people with lived experience of homelessness by engaging them in the facilitation of immersion experiences.

welcome
HOME

Welcome Home Coalition

JOIN fiscally sponsors the Welcome Home Coalition. Its mission is to work collaboratively with community partners to advance housing policies that raise the resources needed to ensure all our neighbors have a safe and affordable place to call home. To date, Welcome Home and its members have helped raise nearly \$1 billion in new affordable housing investments in the Portland metro area.



ENGAGE WITH JOIN

JOINin 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.

Tour JOIN

JOIN hosts monthly tours that are open to all! For upcoming dates, please contact Katie at kmays@joinpdx.org.

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.

Volunteer

JOIN's Day Space is open each weekday from 10 am-3 pm. We are most in need of recurring volunteers that can make a weekly or monthly commitment. For inquiries related to volunteering individually or as a group, please contact volunteer@joinpdx.org.

Volunteers help out in the following ways:

- Organize donations of clothes, shoes, and toiletries.
- Work the front counter: this involves helping folks sign up for showers, get their mail, and assisting as needed.
- Clean around the premises, trash collection in parking lot and in garden.

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

GIVING STATS

1,007

Individual donors contributed

\$484,343.21

in 2018 through 2,788 gifts, making
the average donation

\$181

50

Corporations or groups donated

\$103,954.91

in 2018 through 58 gifts, making the
average donation

\$2,209

22

Foundations granted

\$5,529,551*

in 2018 through 25 successful grant
applications

*We are honored to be one of 24 nonprofits
selected nationwide by the Day One Families
Fund for a \$5,000,000 grant. These funds are
restricted to support families transitioning out of
homelessness and budgeted out over four years.



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

**Please find our list of 2018
contributors at:**

joinpdx.org/supporters