Dear Valued Donors, Stakeholders, and Supporters,

I am honored to address you in this opening statement for our Fiscal Year 2023 Annual Report, a testament to our collective commitment to addressing the pressing challenges posed by the largest housing crisis of our lifetime. As the CEO of HomeFirst, I am both humbled and inspired by the unwavering dedication of our community to creating a more just and equitable society.

The past year has been marked by unprecedented challenges, magnified by the harsh reality of a housing crisis that has left individuals and families without a stable place to call home. As we navigate these tumultuous times, we must acknowledge that our work is more critical than ever. We find ourselves at a pivotal moment that demands resilience, innovation, and compassion as we confront the far-reaching impacts of homelessness.

In the face of adversity, HomeFirst has remained steadfast in its mission to provide shelter, support, and hope to those experiencing homelessness. The tireless efforts of our dedicated staff, the generosity of our donors, and the collaboration with our community partners have allowed us to make a meaningful impact. However, the challenges persist, and the need for our services continues to grow.

Our mission's heart lies in a commitment to Diversity, Equity, and Inclusion (DEI). We recognize that systemic issues perpetuate homelessness, disproportionately affecting marginalized communities. As an agency, we are dedicated to fostering a culture of inclusivity where every individual, regardless of background, feels seen, heard, and valued. Our commitment to DEI is not just a statement but a guiding principle that informs our policies, programs, and outreach efforts.

As we reflect on the past year's accomplishments and challenges outlined in this report, let us renew our collective determination to make a lasting impact. Together, we can build a future where homelessness is a relic of the past and every person has the opportunity to lead a life of dignity and purpose.

I extend my deepest gratitude to each of you for your ongoing support. Your generosity fuels our mission and propels us forward in pursuit of a more just and compassionate society. Let us face the challenges ahead together, with empathy and an unwavering commitment to making a positive difference in the lives of those we serve.

Sincerely,

Andrea K. Urton
Chief Executive Officer

To the HomeFirst Community,

My name is Jonathan Joannides, and I served as HomeFirst's Board Chair from FY21 to FY23. This letter allows me to reflect upon my experience as I handed the reins of board stewardship to my colleague, Sri Venkat. Over the last three years, I have been privileged to work alongside our board members, partner with our executive leadership team led by CEO Andrea Urton, and see our dedicated donors and volunteers in action. Together, we have certainly made an impact.

As you will see in this report, HomeFirst has served over 5,500 unique individuals this year, including 659 children and 518 senior citizens. Furthermore, we transitioned 865 individuals and 582 households to permanent housing. As a former Marine Corps Officer, I am proud of HomeFirst's efforts to serve veterans. In FY23, we served 479 Veterans and continue to make strides toward ending Veteran homelessness.

HomeFirst is continually approached for its expertise by counties and cities outside of Santa Clara County that are interested in enacting some of the programs that have been successful here. We are always happy to share our knowledge and are proud to be a leader in the fight to end homelessness.

I feel it essential that I bring attention to the extraordinary talents of HomeFirst’s team members. Our employees tolerate the summer heat as they walk to meet folks in need. They trod through flood-destroyed camps to salvage the remnants of people's only possessions, find new homes for them, and display a deep understanding of the traumas many HomeFirst participants have faced.

With all this said, I appreciate your support. While financial contributions are, of course, a tremendous help, the positive way in which you speak about our organization also has an impact. Your role in promoting a narrative of unhoused people being valuable members of our community is important.

Please continue to share this message, follow us on social media, volunteer at our shelters, and learn about our programs.

I hope that one day I can thank you in person,

Jonathan Joannides
Board Chair, 2021–2023
DIVERSITY • EQUITY • INCLUSION

At the heart of our organization’s mission to create positive change, six years ago, a visionary group of individuals came together to establish what would become the cornerstone of our commitment to diversity, equity, and inclusion (DEI).

The birth of our DEI workgroup marked a pivotal moment in our journey, reflecting our dedication to fostering a workplace that embraces and celebrates the uniqueness of every individual.

THE GENESIS

In 2017, a handful of passionate individuals within our organization recognized the need for a dedicated effort to promote diversity, equity, and inclusion. Driven by a shared vision of a workplace that reflects the rich tapestry of our global community, they founded the DEI workgroup. With a mission to address systemic barriers, promote understanding, and champion equal opportunities, this group set out to enhance our organizational culture.

THE EARLY STRIDES

In its infancy, the DEI workgroup embarked on a journey of awareness-building and education. The group launched workshops, training sessions, and book clubs to engage employees in meaningful conversations about biases, stereotypes, and the importance of creating an inclusive environment. These early efforts laid the groundwork for a cultural shift within our organization.

THE RIPPLE EFFECT

As the DEI workgroup’s influence grew, its impact extended beyond the workplace. Collaborations within our communities, like support of the African American Community Service Agency and participation in San Jose PRIDE, demonstrated our commitment to fostering diversity and inclusion internally and in the broader societal context.

TODAY’S LANDSCAPE

Fast forward to today, and the DEI workgroup has become integral to our organizational fabric. The commitment to diversity, equity, and inclusion is now embedded in our policies, practices, and decision-making processes. The workgroup has transitioned to a DEI Council (DEIC), and initiatives have led to tangible changes, including increased representation in leadership roles, rewriting policies to remove gender bias, and establishing employee resource groups. In January of 2023, we hired a full-time DEI Director to lead our efforts.

THE URGENCY OF NOW

In the face of evolving social landscapes and global challenges, the importance of our DEIC has only deepened. Recent events have underscored the critical need for organizations to actively confront systemic inequalities and foster environments where all individuals feel valued and respected. The council has responded by amplifying its efforts, pushing for greater accountability, and embracing new strategies to ensure sustained progress.

LOOKING AHEAD

Reflecting on the past six years, we acknowledge the progress made while recognizing the continuous journey ahead. Our commitment to diversity, equity, and inclusion is unwavering, and the DEIC remains a driving force for positive change. Together, we aspire to build a future where every person, regardless of background, feels empowered to contribute their unique perspectives, talents, and experiences to our shared mission.

In FY2023, HomeFirst served approximately 5,553 people experiencing homelessness and housing insecurity. We also opened a number of new housing programs including our Transitional Aged Youth (TAY) program at affordable housing complex, Mesa Terrace, and Labath Landing, our first interim housing site in Sonoma County. You can read more about these important programs below.

TRANSITIONAL AGED YOUTH PROGRAM

In 2023, HomeFirst launched its Transition Aged Youth Program (TAY). This is a case management program at Mesa Terrace, a recently opened, affordable housing complex in San Jose. The provision of affordable housing for transition aged youth and accompanying services at Mesa Terrace is made possible by partnership. The building is owned by Eden Housing, an affordable housing developer, and managed by the John Stewart Company.

OUR SERVICES

- Case management for 23 households
- Transportation to external appointments
- Employment assistance
- Resources to basic income, insurance, food stamps, etc.

LABATH LANDING INTERIM HOUSING

Labath Landing is an Interim Housing Site in Rohnert Park that provides safe and secure interim housing to eligible adults. Labath Landing serves as a stepping stone to permanent housing. Many residents at Labath Landing came to the site from a large homeless encampment that in 2022, was designated by the city of Rohnert Park as a Safe Sleeping Site. Many Safe Sleeping residents were offered placement at Labath Landing when the site opened.

OUR SERVICES

- 60 private sleeping cabins
- On-site supportive services
- Communal kitchen, laundry room, etc.
- Shared showers and restroom facility
Meet Sketch

In 2014, Sketch became homeless for the first time in her life, after a car crash left her with a brain injury and intensified her struggle with addiction. HomeFirst’s Outreach Team and our Low Barrier approach to service provision, however, gave Sketch the chance to regain housing and attain sobriety.

Sketch first learned about HomeFirst from the Outreach Team that would visit her friend’s camp and bring water, snacks, and other needed resources, including hygiene kits and inclement weather supplies that were provided by our donors. It was during one of these routine visits in 2015, that Sketch was offered a business card from a HomeFirst outreach worker. Sketch reluctantly took the card, as she felt that she didn’t need help, but one year later, she called the number to ask for assistance.

Sketch’s call led to an office visit, where she was welcomed warmly by the Outreach Team and encouraged to do an intake evaluation that would assess her needs and begin her journey to permanent housing. Following this, Sketch was placed on the waitlist for the Baccarondo Reception Center (BRC), HomeFirst’s shelter in San Jose, where she then received medical and mental health services.

While receiving services at the BRC, Sketch worked with her Case Manager from the Office of Supportive Housing (OSH) to obtain permanent housing, and after four months, she secured a housing voucher and a one-year apartment at Curtner Studios. Sketch and her case manager agreed that if she signed a one-year housing contract, she could build a positive rental history that would allow her to have more choice in her housing search moving forward. Sketch had no rental history, poor credit, a criminal background, and no letters of recommendation, but signing this lease was a way for her to overcome that.

The transition to permanent housing was a challenge for Sketch, but time and mental health services helped her adjust to this new way of life. Sleeping in a bedroom at Curtner Studios felt strange and exposing after having spent so much time living in a small tent. With the support of her Case Manager and the Outreach Team, which she maintained contact with, however, this new life began to feel normal.

Sketch has been able to overcome the difficulty of the transition from unhoused to housed, and her life has flourished. She is now five years sober and lives in a home that she only used to dream of. Sketch's dider has been able to overcome the difficulty of the transition from unhoused to housed, and her life has flourished. She is now five years sober and lives in a home that she only used to dream of.

Meet Melanie

When Melanie became homeless for the first time in her life, she found herself sleeping at the Robert’s Lake Park and Ride, a homeless encampment in Rohnert Park. Now, she lives at Labath Landing, HomeFirst’s first Emergency Interim Housing Site (EIH) in Sonoma County. With the stability that Labath Landing has provided, Melanie can now think about her next steps and how to secure permanent housing.

Melanie first learned about HomeFirst from our Outreach Team, which would frequent the encampment at Robert’s Lake. Our staff would bring meals, clothing, and blankets to the camp, build relationships with the people staying there, and share information about HomeFirst’s services. The Outreach Team also informed people about Labath Landing, Rohnert Park’s first EIH.

Melanie was thrilled when she was offered a spot at Labath Landing, as she was eager to get off the streets. Now, she has lived at the EIH for almost one year. Melanie feels grateful to have a safe place to sleep. She has made her space feel like her own by decorating it with personal photos and hanging plants, and she knows many of her neighbors.

Melanie’s ultimate goal is to find a permanent apartment to call home. With the stability that Labath Landing provides and the help of her case manager, this goal is certainly attainable.
We have achieved a significant milestone, exceeding $50 million in revenue for the first time. This accomplishment is a testament to the quality of our work and our strong relationship with government funders. Furthermore, for the fourth consecutive year, we have generated a cash surplus, highlighting our financial stability. Our organization is highly cost-effective, boasting an overhead rate of less than 11%, which is best in class.

- Art Stein, CFO

HomeFirst offers more than 60 programs and services to unhoused individuals and those experiencing housing insecurity to fulfill our mission to end homelessness. More than 1,000 individuals, families, donor advised funds, community organizations, foundations, corporations, and government agencies support HomeFirst and our vision of a community in which each person has a home. Thank you!

**GOVERNMENT & LOCAL PARTNERS**
- City of San Jose
- City of Rohnert Park
- City of Sunnyvale
- Pacific Clinics
- Sacred Heart Community Service
- San Jose Behavioral Health
- Santa Clara County
- Sonoma County
- University of Notre Dame
- U.S. Department of Veterans Affairs
- Willow Housing LP

**FOUNDATIONS & DONOR ADVISED FUNDS**
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- AmazonSmile
- American Endowment Foundation
- Ameriprise Financial
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- The Smith Family Endowment
- Silicon Valley Community Foundation
- Sobrato Philanthropies
- Starbucks Foundation: Neighborhood Grants Fund
- Sunlight Giving
- T. Rowe Price Program for Charitable Giving
- Tides Foundation
- Tosa Foundation
- U.S. Charitable Gift Trust
- UK Online Giving Foundation
- United Way California Capital Region
- United Way of Bay Area
- United Way of Greater Atlanta
- Vanguard Charitable
- Warmenhoven Family Foundation
NON-PROFIT ORGANIZATIONS
Ascension
Bellarmine College Preparatory
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The Knights of Columbus Morgan Hill
Pacific Clinics
Second Harvest of Silicon Valley
St. James Anglican Church
St. Luke Lutheran Church
Stone Church of Willow Glen Presbyterian
Sunnyside Presbyterian Church
Surety Association of Northern California
Unitarian Fellowship of Los Gatos
Unitarian Universalist Fellowship of Sunnyside

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Employee Matching Gifts

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SINCE 1991
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Mary Ellen Barash
Alan & Mary Jo Bernard
Lori & Dean Johnson
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Michael & Carol Lavelle
Allan & Harriet McLeod
Sandra Rich
Louella Romero
Rochelle Rubenstein

SINCE 1992
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Ann Blach
Daina Carbonaro
John & Paula Figini
Richard & Dolores Harbrecht
Edward Nauss
Martin & Lisa Rauch
Donald & Ann Rothblatt
Prasad Saggurti
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Harriet & Sanford Wolf

SINCE 1993
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SINCE 1994
Robert & Denise Atten
John & Carol Bower
Richard & Sandi Canniff
John & Mary Elliott
Linda Grevera

SINCE 1995
Mary Pope-Handy & Jim Handy
Linda Davis & Serge Rudaz
Eleanor Smith

SINCE 1996
James Marks & Patricia Kinney
Peggy O’Laughlin
Peter & Teresa Patron
Thomas Rindfleisch

SINCE 1997
Robert & Sara Ellman
Susan & Jeffrey Hare
Barbara & Scott Knaster
Sarn & Martha Lazarakis
Janette Mello
Victor Rogni
Maryellen & David Saxby
Davide & Theresa Vieira

SINCE 1998
Joe & Alison Barta
Steven Kleiman & Helen Bradley
Michael & Roxanne Davis
David Fowler & Kathleen Demetri
Annette & Noel Hancock
Laura Liccardo
Thomas Miller
John & Penny Pollock
Debra Cohen & John Swartley
Angela & Michael Szyniak

SINCE 1999
Susan Adams
Debbi & George Behrman
Lawrence & Anne Hambly
Barton & Carrie Hechtman
Sheryl Heckmann
Norman & Pamela Matteoni
Bruce & Janice Peetz
Elizabeth Brinkman & Gregory Scott

SINCE 2000
William Benson
Paul Billig
Marion Steeg
Salvador Bustamante
Gary Campanella
Patricia Curia
Robert & Sara Ellman
Susan & Jeffrey Hare
Barbara & Scott Knaster
Sarn & Martha Lazarakis
Janette Mello
Victor Rogni
Maryellen & David Saxby
Davide & Theresa Vieira

SINCE 2001
Donald & Patricia Kassner
David King
Sandra & Henry Lee
Ira Leventhal
Leslie Daniels & Michael Logue
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Kathleen M. Ramirez
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Kirk Price & Sandra Shepherd
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Samuel & Anne Ng
Denise Giacomini
Chester & Cynthia Gabriel
Martha & Douglas Beattie
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Elizabeth & Tom Pavel
Denise Michael
Philip Letts
Michael & Janis Klebig
Richard & Sharon Blaine
Kavon Bigelow
SINCE 2003
Ronald & Ann Whyte
Elene Terry
Scott Slade & Sara Hazlewood
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Stan & Karen Watt
Sharon & Ronald Barrett
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Kathie Bowles
SINCE 2004
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Sandra Black
Ann Celik
Sally Cooperider
Dena Dickinson
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Gladwin
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Daniel & Sharon Winnike
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Chiao-Chih Huang
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Karen Zimmer
Greg Shuman
SINCE 2015
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SINCE 2009
SINCE 2008
SINCE 2007
SINCE 2006
SINCE 2005
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SINCE 2002
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Did you know?

A recent addition to our mission supporters, The HomeFirst Young Professionals Group (HFYPG) is a social initiative led by a group of young leaders who utilize their skills and innovation to generate funds and steer HomeFirst’s mission ahead. Being a member of HFYPG includes:

- **PROFESSIONAL DEVELOPMENT**
- **EXCLUSIVE VOLUNTEER ACTIVITIES**
- **NETWORKING & FUNDRAISING**
- **LUNCH & LEARNS**

The inaugural HFYPG gathering featured a gift wrapping event at Hapa’s Brewery in Los Gatos, where gifts were prepared for families at HomeFirst’s Family Living Centers in Santa Clara and San Martin.

For more information about HFYPG, please email development@homefirstscc.org.

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### In-Kind Donors

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Advanced Micro Devices  
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Kilian McCardie  
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Are you interested in joining our Board of Directors or Advisory Council? Please email us at info@homefirstscc.org

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17

18
We are thrilled to have hosted the 2022 In From The Cold Gala in-person at Pivot Interiors in Santa Clara. Thank you to all our sponsors and donors who made this incredible event possible. Your ongoing support will help HomeFirst fulfill its mission of providing a continuum of care to individuals who are unhoused or experiencing housing insecurities throughout the Bay Area.
Hats off to the amazing Amy Pizarro, the engine of compassion behind the 9th Annual Pad Parade, where Amy’s friends and neighbors donated a generous $1,526 feminine hygiene and incontinence products for our unhoused neighbors! For nine years, Amy (and her family) have cleared the family dining room to make way for sorting and counting donations! While we did have to pivot from an in-person Pad Party event to a drive-up Pad Parade during COVID - this event has grown through Amy’s commitment to the HomeFirst mission. The Pad Parade showcases the essence of community spirit and spreading love far and wide. A heartfelt thank you to all the event supporters, especially Amy, for her pioneering collaboration! Will you join us next year? Fingers crossed!

Event Donors

Michelle Albertson  
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Tamara Welsh  
Dana White  
Katie Zazueta  
Blage Zelalich

We are extremely grateful to everyone who supported our inaugural Home Is Where the Art Is event. It was a great pleasure to see a large number of attendees appreciating the beautiful artwork created by HomeFirst participants with the help of our professional artists. We hope that our guests thoroughly enjoyed the event and were able to learn more about our participants, teams, and the positive impact our services are having on the community.

Event Donors

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Mary Pacifico Curtis & Michael Miller  
Mark & Mari Donnelly  
Susan Hayes  
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Kelly Vazquez  
Srikanth Venkat  
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Winnie Zhao  
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Every effort for accuracy has been made. Please report any errors to Rocio Gutierrez at (408) 539-2106 or via email at rmgutierrez@homefirstscc.org. For more information about future events, please connect with B. Michael McFarland at (408) 649-9274 or via email at bmcfarland@homefirstscc.org.
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