



**New
Beginnings:
A New System
Impact Report
2023**



MESSAGE FROM OUR EXECUTIVE DIRECTOR

MCCT was born in 2020 as an emergency response to the COVID-19 pandemic. In just 24 hours, I created MCCT to ensure the continuation of comprehensive support services in Marin City. What started as a **reactive**, 200-volunteer-run organization in 2020 evolved into a **proactive**, staffed non-profit in 2022.

We created partnerships from scratch. We formed networks where there had previously been silos. And we broke down barriers by leading with a sense of shared purpose, with honesty, and with innovation. All in service of **Marin's Black community**.

This proactive approach has translated into a new system. A system grounded in enhancing efficiencies through rigorous accountability and partnerships, synergistic and innovative programming, and a rejection of the status quo.

This new system has resulted in tremendous growth in 2022-2023. We've **added 7 new staff members** and **3 new board of directors**. We've launched **4 new programs** in 2023-2024. And our budget has seen **new growth to the tune of over 190%**.

Our hope for the future is to enhance our new system by (1) expanding our Youth Academy to at least three more Marin County schools, (2) offering proactive empowerment programming for our Safety Net Services clients, and (3) increasing coordination with our 50+ partnership network to have a more intentional and positive impact for **Marin's Black community**.

Please, join me in celebrating the past, while looking to the future: a new system.



“MCCT is changing the system by creating a **new system**. A system that puts community at the center. A system based on teamwork.”

- **Jahmeer Reynolds**
Executive Director

OVERVIEW & PILLARS

Led by the Zulu saying *Ubuntu* - “I am because we are,” MCCT is a partnership-first, County-wide, Black-led multi-service agency.

MCCT seeks to combat the **vast disparities** imposed upon the **Black** community in key issue areas and **break down the silos** that exist among nonprofits serving the **Black** community.

Deliberately designed and created to change the economic, socio-emotional, and health trajectory of Marin City and Marin’s Black residents, MCCT has **three main pillars**.

01

Safety Net Services: The Support System

Breaking down the siloed system of social service delivery to create an integrated approach based on partnerships, resourcefulness and collaboration.



02

Youth Empowerment: The Opportunity System

Dismantling the systems that prevent Black youth from having opportunities to grow and succeed, and creating an approach based on opportunities to thrive.



03

Community Coalitions: The Social System

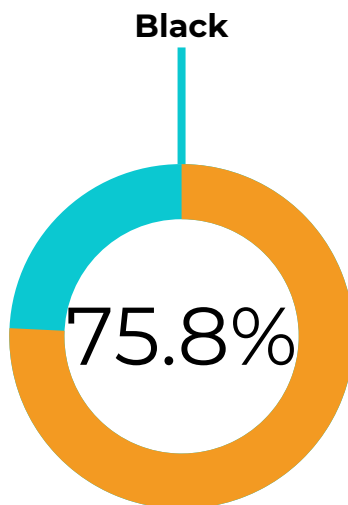
Eliminating the systems that are forced upon the community from the outside and creating community-based groups that best understand the cultural needs and local dynamics.



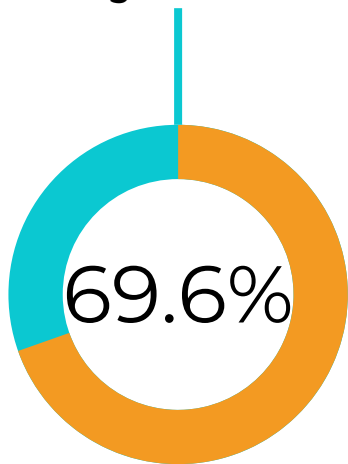
SAFETY NET SERVICES: **THE SUPPORT SYSTEM**

As the “Amazon” of comprehensive support services, we provide a holistic, wrap-around approach to service that addresses the needs of the whole family, meets the community where they are, and operates with integrity, transparency, and openness.

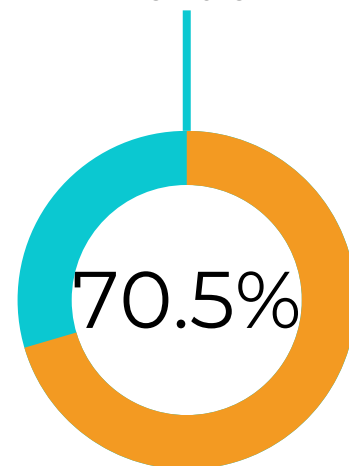
With our Safety Net Services Director, **Ain Ashby**, at the helm, we have been able to **DOUBLE** our impact compared to last year, with **434 individuals** served in 2022-2023.



Single Parents

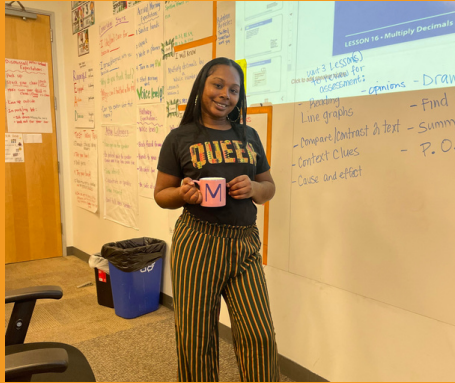


Female



SAFETY NET SERVICES: THE SUPPORT SYSTEM

Our client testimonials say it all!



Mariah A.

“Ms. Ain Ashby was extremely helpful while handling my FastTak case. While commuting from Marin to Richmond as a 5th grade teacher on a teacher’s salary, I was able to stay on the road with the FasTrak assistance from MCCT.

It lifted a burden off of my shoulders and I was able to get my car registered without any problems. Due to the fact that my vehicle was unregistered, she drove me to the FasTrak building and waited until I handled my affairs.

She went above and beyond to make sure my case was handled and didn’t stop supporting me until my case was closed. For that I’m forever grateful for Ms. Ain Ashby’s invested interest she had for my FastTak case.”

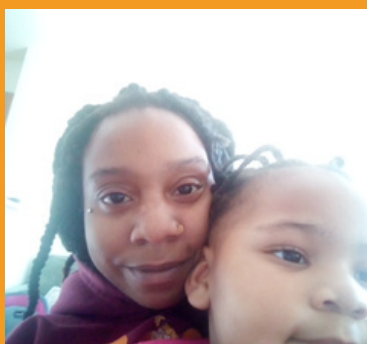
“Since 2022 Ain Ashby has shown true dedication into helping my daughter and I secure permanent housing. She has gone above and beyond to check in on us daily, as well as helping us reach out to the right people for help.

Not once has she wavered or given up on us due to countless doors being closed in our faces. As many times as I wanted to give up myself, she has always motivated me to hang in there and stay strong. True to the saying that patience is a virtue, she was patient with the process as well as making sure we crossed the finish line.

Not only was she there to see us cross the finish line with securing permanent housing, but she also helped us secure furniture and bedding for our housing. **Ain is a true inspiration to helping others and someone I know I can count on if I was to ever in need of help again. I truly am blessed to have her serve the community that I live in. I thank you 1,000x for your services.”**



Capri P.



Christine C.

“Since moving back to Marin, homeless, disabled, and with a little girl, I was connected with Ain Ashby. She provided me help with information from organizations that helped get me established with the necessities needed for me and my child (housing, welfare, etc), and stays at the motel when we ended up on the street or were in danger of being there.

When I finally got my apartment, she made sure we got it furnished so we weren’t sleeping on the floor. **But to be honest the biggest thing for me was her just calling to check on us and make sure we had what we needed, and I really appreciate that.”**

YOUTH EMPOWERMENT: THE OPPORTUNITY SYSTEM

MCCT has **three main Youth Empowerment Programs**. All youth programs are designed to dismantle the systems that prevent Black youth from having opportunities to grow and succeed, and instead **create systems with opportunities to thrive**.

01

Frederick Leon Marcus Youth Academy

Named for the first Black Sheriff Deputy in Marin County, the FLMYA is designed to **uplift, transform, and empower** our youth by providing healing support, generating safety, confronting and disrupting toxic masculinity, enriching students' futures and creating the next generation of civic-minded leaders.

Through our partnerships with Sausalito Marin City School District and Davidson Middle School, Black 6th-8th graders are provided with **weekly sessions** in personal/leadership development; civic engagement; social justice; community building; health/wellness practices; financial literacy/literacy; entrepreneurship; and trauma response.

Students also conduct a **Community Service Project**, attend a **Spring Break College Tour**, and some will also go on an excursion to **Accra, Ghana**. The FLMYA has now expanded from 1 to 3 cohorts, with its first girl's cohort.



02

DLW Golf Program

Through our partnership with the Mill Valley Golf Club, since the summer of 2022, Marin City elementary and middle schoolers have received monthly free golf range access, golf clubs and balls, coaching from a Golf Pro, instruction, and mentorship.



03

City of Mill Valley Internship Program

Through our partnership with the City of Mill Valley, since the summer of 2022, Marin City high schoolers and young adults have participated in a paid internship program focusing on practical and bonafide workplace experience within different City departments.



YOUTH EMPOWERMENT: THE OPPORTUNITY SYSTEM

Listen to these youth voices.



**Romeo, 7th Grade
Marin City FLMYA**

“I feel like it’s important to be a part of the Youth Academy because I get to be with my friends, **I get to learn about my culture**, I get to learn about a lot of stuff. I get to learn about how to **show more respect to people** and **like get my act better**.”

I feel like it’s a **safe space** for me. I rate my experience 10/10. I would definitely recommend it to my peers and would like to return next year.”

“MCCT has been essential in helping me get a new handle on life in so many different aspects. After recommending me for an internship with the City of Mill Valley, I was blessed with the **opportunity to stay full-time and be a public servant**.”

I truly don't know where I would be right now without the support and encouragement that Jahmeer and Ain gave me and still continue to give me. Whether it was new work clothes or furniture for my new place, they never hesitated to follow through.

Unlike other organizations I've experienced, it's not just about financial help but support all around, MCCT gives me a true sense of community. I'm extremely proud to share this testimony of what they've done for me and I can't wait to see how they continue to grow.”



**Adreaizana C.
MV Intern**



Davidson FLMYA

“I’d definitely recommend my peers to come [to the Youth Academy] because you can have **such a good community**.” - Daisy

“I’d rate my experience a 10/10 because **I like being around people who are more like me**. It is important so that we can **feel connected to our community more**. I definitely do feel safe here.” - Alex

“The Youth Academy is important because it **helps you get some stuff off of your chest that you might not feel comfortable sharing with other people**.” - Tahir

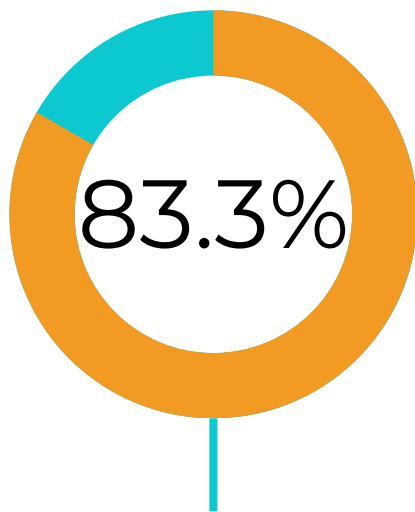
“It’s super important because **if I didn’t have it, I’d have a lot to carry on my shoulders**.” - Alana

YOUTH EMPOWERMENT: THE OPPORTUNITY SYSTEM

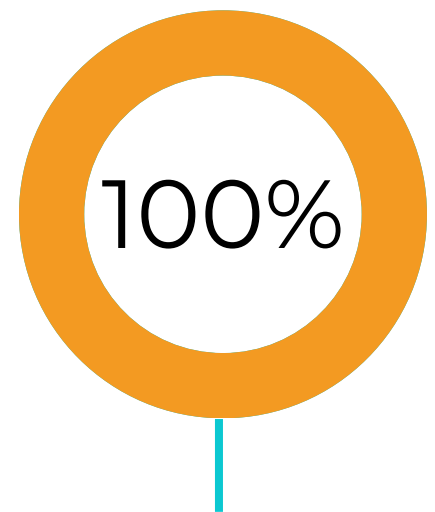
The FLMYA served **28 Black youth** from 2021-2023. It will serve another **20 Black youth** in the 2023-2024 school year.

For the **2022-2023 Marin City FLMYA cohort**, when asked “Why was being a part of the Youth Academy important to you?,” participants responded with “because I had a **chance to learn more about our Black history**,” “it taught me things that I think are going to **help me go far in life**,” “it just felt like I was **becoming more of a man**,” and that it provided “a **brotherhood**.”

Many of these participants also saw a **three-letter grade** increase based on our partnership with their English/Language Arts instructor to provide after school support.



Reported that they felt that they have the **power to change the world**, and that their **self-esteem increased**



Experienced an **increase in self-confidence**, were **better leaders**, **felt safe** during sessions, felt **more empowered**, and were better able to identify the **positive and negative effects of friendships** and **handle difficult emotions**

COMMUNITY COALITIONS: THE SOCIAL SYSTEM

MCCT has **three main Community Coalitions**. All community coalitions are designed to eliminate the systems that are **forced upon the community** from the outside, and instead create community-based groups that **best understand the cultural needs and local dynamics**.

01

Southern Marin Community Response Team

In partnership with Marin County Public Health, the SM CRT is focused on building capacity and infrastructure to respond to and recover from public health threats and emergencies with **equitable support for vulnerable communities**.

As the lead agency since the Fall of 2021, MCCT hosts biweekly meetings with our **20+ community partners** to center the needs of the Marin City community. The SM CRT successfully lobbied the County to provide consistent **COVID-19 testing and vaccination clinics in Marin City** that provide a place-based solution to address the inequitable resource distribution in Marin County.



02

Marin City Healthy Eating Active Living (HEAL) Collaborative Community Action Team

In partnership with Marin County's Community Health & Prevention Dept., MCCT addresses equity and empowerment through food and **promotes healthy food systems** through community-driven solutions and leadership. Through a year-long, extensive community engagement process, we developed **3 community-driven food system priorities**, one of which was supporting food entrepreneurs in selling food for profit. To that end, MCCT launched its Culinary Business Incubator (CBI) Program. The CBI supports **8 Marin City food entrepreneurs** in selling their food for profit in a 6-month program.



03

Southern Marin Substance Use Prevention Coalition

In partnership with Marin County's Substance Use Prevention Dept., MCCT runs a 20+ member community-based coalition **to develop initiatives aimed at reducing underage opioid, marijuana, and alcohol use**.



COMMUNITY COALITIONS: THE SOCIAL SYSTEM

Hear directly from our partners.



Pastor Floyd Thompkins
St. Andrew Presbyterian Church
SM CRT Partner

“The CRT makes all of our work easier. It puts us together and allows us to **work as one on the big problems**, and **work individually in ways that draw upon our strengths and cover our weaknesses**. It is important.

MCCT is in fact an organization not of the past but of the future.”

“I had the opportunity to participate in MCCT’s CBI. My experience has been fulfilling and has **enlightened and motivated me to step out of my comfort zone**, improve my public speaking, and get into a **whole new world of opportunities throughout Marin County that I would not have had the chance to be a part of on my own.**

MCCT has provided a space for my business to grow and has also helped me form business relationships. I recommend MCCT’s CBI to any small home chef or catering companies that **want to improve their business, learn how to public speak, and really get your business off of the ground!**”



Alexis Haynes
Owner
Fullyz-VeSoul Cafe



Elaine Wilkinson
Marin’s Emergency Preparedness
Coordinator/SM CRT Partner

“The CRT in one word, I would use **community**. The work that they do is so important in bringing everyone together in the Southern Marin region. **Everyone feels welcome. Everyone feels celebrated. And everyone feels supported.** I’m really grateful for the work that they do and they are an amazing group to collaborate with. “

COMMUNITY COALITIONS: THE SOCIAL SYSTEM

The SM CRT model was featured in the Journal of Humanistic Psychology: "[Using Cross-Cultural Collaboration to Establish a Working Coalition for An Equitable COVID-19 Vaccine Program.](#)" The paper has been cited in **over 160 academic journals** and is also being distributed by the National Library of Medicine.



27,000+

610+

COVID-19 rapid home testing kits and masks distributed since 2021

Narcan kits distributed since July 2023

FINANCIALS

We are proud to report a successful year!

This progress toward our vision of changing the economic, socio-emotional, and health trajectory of **Marin City and Marin's Black residents** would not be possible without your support and commitment.

Thank you for your belief in our mission — it's not possible without you.

2022-2023 (past fiscal year)	2023-2024 (current fiscal year)	Growth
Revenue: \$433,810.41	Revenue: \$1,290,210.63 (and growing!)	Over 190%!
Expenses: \$433,451.77	Expenses: TBD	TBD



OUR TEAM & VALUES

BOARD OF DIRECTORS

Jahmeer Reynolds

*Director,
MCCT*

Anna Abramson, MD

*Director,
UCSF VA Internal Med.*

Randi Lachter

*Director,
Marin VOAD*

Alex Cushner

*Director,
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Shakira W. Reynolds

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STAFF

Jahmeer Reynolds

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Lakisha Hill

Director of Programming

Ain Ashby

*Safety Net Services,
Director*

Curtis Aikens

*Marin City HEAL CAT,
Director*

Shannon Bynum

*Youth Academy, Dir.
Community Liaison*

Maya McCray

*Executive &
Administrative Assistant*

Jaydin Clark

Social Media Specialist

PJ Taylor Jr.

*Youth Academy,
Coordinator*

Monica Grant

Community Liaison

Phillip Logan

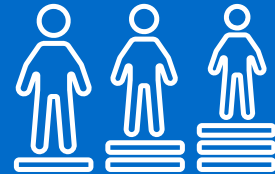
Youth Academy, Director



Innovation



Community



Equity



Connection



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



www.marincountycooperationteam.org



[@Marin County Cooperation Teams](https://www.facebook.com/MarinCountyCooperationTeams)



2330 Marinship Way, Sausalito CA,
94965



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