

2024/2025
ATCAA Community Needs Assessment and
Community Action Plan

California Department of Community Services
and Development

Community Services Block Grant



Contents

Introduction	3
Purpose	3
Federal CSBG Programmatic Assurances and Certification.....	3
State Assurances and Certification	3
Compliance with CSBG Organizational Standards.....	4
What’s New for 2024/2025?	4
Checklist.....	6
Cover Page and Certification	7
Public Hearing(s).....	8
Part I: Community Needs Assessment	10
Community Needs Assessment Narrative	11
Community Needs Assessment Results	20
Part II: Community Action Plan	24
Vision and Mission Statement.....	24
Tripartite Board of Directors	25
Service Delivery System	26
Linkages and Funding Coordination.....	27
Monitoring.....	33
Data Analysis, Evaluation, and ROMA Application.....	34
Response and Community Awareness	36
Federal CSBG Programmatic Assurances and Certification.....	38
State Assurances and Certification	41
Organizational Standards.....	42
Appendices	44

Introduction

The Department of Community Services and Development (CSD) has developed the 2024/2025 Community Needs Assessment (CNA) and Community Action Plan (CAP) template for the Community Services Block Grant (CSBG) Service Providers network. Each agency must submit a completed CAP, including a CNA to CSD on or before **June 30, 2023**. Changes from the previous template are detailed below in the “What’s New for 2024/2025?” section. Provide all narrative responses in 12-point Arial font with 1.15 spacing. When the CNA and CAP are complete, they should not exceed 65 pages, excluding the appendices.

Purpose

Public Law 105-285 (the CSBG Act) and the California Government Code require that CSD secure a CAP, including a CNA from each agency. Section 676(b)(11) of the CSBG Act directs that receipt of a CAP is a condition to receive funding. Section 12747(a) of the California Government Code requires the CAP to assess poverty-related needs, available resources, feasible goals, and strategies that yield program priorities consistent with standards of effectiveness established for the program. Although CSD may prescribe statewide priorities or strategies that shall be considered and addressed at the local level, each agency is authorized to set its own program priorities in conformance to its determination of local needs. The CAP supported by the CNA is a two-year plan that shows how agencies will deliver CSBG services. CSBG funds are by their nature designed to be flexible. They shall be used to support activities that increase the capacity of low-income families and individuals to become self-sufficient.

Federal CSBG Programmatic Assurances and Certification

The Federal CSBG Programmatic Assurances are found in section 676(b) of the CSBG Act. These assurances are an integral part of the information included in the CSBG State Plan. A list of the assurances that are applicable to CSBG agencies has been provided in the Federal Programmatic Assurances section of this template. CSBG agencies should review these assurances and certify that they are complying.

State Assurances and Certification

As required by the CSBG Act, states are required to submit a State Plan as a condition to receive funding. Information provided in agencies’ CAPs will be included in the CSBG State Plan. Alongside Organizational Standards, the state will be reporting on [State Accountability Measures](#) in order to ensure accountability and program performance improvement. A list of the applicable State Assurances and the agency certification for them are found in the State Assurances section of this template.

Compliance with CSBG Organizational Standards

As described in the Office of Community Services (OCS) [Information Memorandum \(IM\) #138](#) dated January 26, 2015, CSBG agencies will comply with implementation of the Organizational Standards. CSD has identified the Organizational Standards that are met through the completion of the CAP and the CNA. A list of Organizational Standards that will be met upon completion of the CAP can be found in the Organizational Standards section of this template. Agencies are encouraged to utilize this list as a resource when reporting on the Organizational Standards annually.

What's New for 2024/2025?

Community Action Plan Workgroup (CAPWG). In summer 2022, CSD organized a workgroup to inform the development of the 2024/2025 CNA and CAP. Workgroup members were selected from the CSBG Service Provider network and the ROMA Coalition. The feedback CSD received from the workgroup has informed not only the 2024/2025 template but also the accompanying CAP training scheduled for mid-December 2022.

Public Hearings – Additional Guidance. The public hearing requirement has been modified. Two years ago, we were in an active pandemic due to the COVID-19 virus. The public health guidelines throughout the state advised communities against large gatherings. CSD advised agencies to follow public health protocols and hold public meeting virtually if an in-person meeting was not an option. For the public hearing on the 2024/2025 draft CAP, CSD requests that agencies conduct in-person, virtual, or hybrid public hearings. While transmission rates of COVID-19 remain high in many communities, agencies are requested to follow their local public health guidelines when deciding in which format to conduct the public hearing. For more information, please see the Public Hearing section of this template.

CNA Helpful Resources. The Helpful Resources section in Part I: Community Needs Assessment contains additional data sets and resources. On recommendation of the CAPWG, CSD has added data sets from the Massachusetts Institute of Technology, the University of Wisconsin, and a point-in-time data set from the U.S. Department of Housing and Urban Development. We have also added links to the Local Agencies Portal where you can find examples of completed Community Needs Assessments and project timelines from the CSBG Service Providers network.

Part II: Community Action Plan. The number of questions in the Tripartite Board of Directors, Service Delivery System, Linkages and Funding Coordination, and Monitoring sections has changed. Questions were removed because it was determined that agencies meet these reporting requirements through other CSBG work products such as monitoring and Organizational Standards. In the Service Delivery System and Linkages and Funding Coordination sections, new questions were added. These questions will be covered during the template training webinar.

Sunset of COVID-19 Flexibilities. ATCAA's COVID-19 Paid Time Off sunset on 12/31/2022. This provision allowed staff to be paid for up to 10 days of time off due to COVID-19 illness. This provision also paid for staff time to obtain a flu vaccine and recover from the vaccine, if applicable. Staff may still take time off for these reasons but will have to use accrued PTO or authorized unpaid leave.

Response and Community Awareness. This section replaces the “Additional Information” section in the previous template. For 2024/2025 CSD has included questions pertaining to Diversity, Equity, and Inclusion (DEI). The questions about disaster preparedness have been retained from the previous template. While none of this information is directly mandated by statute, CSD is requesting the information to gauge where the CSBG Service Provider network is as a whole on these topics. Responses to the questions in this section are mandatory.

ROMA Certification Requirement. Under section 676(b)(12) of the CSBG Act, CSD and all CSBG agencies are required to assure that we will participate in a Results Oriented Management and Accountability System “not later than fiscal year 2001.” CSD and the CSBG Service Providers have fulfilled this requirement through various approaches. With respect to the ROMA certification of the network CAPs (Organizational Standard 4.3), CSD has allowed agencies to submit their CAP without the signature of a ROMA trainer or implementer if the agency did not have a ROMA trainer or implementer on staff. CSD staff who had the requisite training would certify those CAPs on behalf of the agencies. This process will still be in place for the 2024/2025 template. However, for the 2026/2027 template, CSD will require that CSBG Service Providers provide their own ROMA certification either by staff who have the required ROMA training or in partnership with another agency or organization. CSBG Service Providers should begin formulating a plan to fulfill this requirement.

Checklist

- Cover Page and Certification**
- Public Hearing(s)**

Part I: Community Needs Assessment

- Narrative**
- Results**

Part II: Community Action Plan

- Vision Statement**
- Mission Statement**
- Tripartite Board of Directors**
- Service Delivery System**
- Linkages and Funding Coordination**
- Monitoring**
- Data Analysis and Evaluation**
- Response and Community Awareness**
- Federal CSBG Programmatic Assurances and Certification**
- State Assurances and Certification**
- Organizational Standards**
- Appendices**

COMMUNITY SERVICES BLOCK GRANT (CSBG)
 2024/2025 Community Needs Assessment and Community Action Plan
 Cover Page and Certification

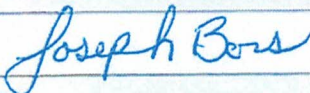
Agency Name	Amador Tuolumne Community Action Agency
Name of CAP Contact	Joe Bors
Title	Executive Director
Phone	(209) 223-1485
Email	jbors@atcaa.org

CNA Completed MM/DD/YYYY:
 (Organizational Standard 3.1)

08/11/2023

Board and Agency Certification

The undersigned hereby certifies that this agency complies with the Federal CSBG Programmatic, and State Assurances as outlined in the CSBG Act and California Government Code, respectively for services provided under the Federal Fiscal Year 2024/2025 Community Action Plan. The undersigned further certifies the information in this Community Needs Assessment and the Community Action Plan is correct and has been authorized by the governing body of this organization. (Organizational Standard 3.5)

Frank Axe		8-11-23
Board Chair (printed name)	Board Chair (signature)	Date
Joe Bors		8/11/2023
Executive Director (printed name)	Executive Director (signature)	Date

Certification of ROMA Trainer/Implementer (If applicable)

The undersigned hereby certifies that this agency's Community Action Plan and strategic plan documents the continuous use of the Results Oriented Management and Accountability (ROMA) system (assessment, planning, implementation, achievement of results, and evaluation).

CYNTHIA ROCKWELL		8-22-2023
NCRT/NCRI (printed name)	NCRT/NCRI (signature)	Date

CSD Use Only

Dates CAP (Parts I & II)		Accepted By
Received	Accepted	
8/11/2023	8/24/2023	Caleb Gendron

Public Hearing(s)

California Government Code Section 12747(b)-(d)

State Statute Requirements

As required by California Government Code Section 12747(b)-(d), agencies are required to conduct a public hearing for the purpose of reviewing the draft CAP. All testimony presented by low-income individuals and families during the public hearing shall be identified in the final CAP. Agencies shall indicate whether or not the concerns expressed by low-income individuals and families have been addressed. If an agency determines that any of the concerns have not been addressed in the CAP, the agency shall include in its response document, information about the concerns and comment as to their validity.

Guidelines

Notice of Public Hearing

1. Notice of the public hearing and comment period must be published at least 15 calendar days prior to the public hearing.
2. The notice may be published on the agency's website, social media channels, and/or in newspaper(s) of local distribution.
3. The notice must include information about the draft CAP; where members of the community may review, or how they may receive a copy of, the draft CAP; the dates of the comment period; where written comments may be sent; date, time, and location of the public hearing; and the agency contact information.
4. The comment period should be open for at least 15 calendar days prior to the public hearing. Agencies may opt to extend the comment period for a selected number of days after the hearing.
5. The draft CAP must be made available for public review and inspection at least 30 days prior to the public hearing. The draft CAP can be posted on the agency's website, social media channels, and distributed electronically or in paper format.
6. Attach a copy of the Notice(s) of Public Hearing as Appendix A to the final CAP.

Public Hearing

1. Agencies must conduct at least one public hearing on the draft CAP.
2. Public hearing(s) will be held in the designated CSBG service area(s).
3. Low-income testimony presented at the hearing or received during the comment period must be memorialized verbatim in the Low-Income Testimony and Agency's Response document and appended to the final CAP as Appendix B.
4. The Low-Income Testimony and Agency's Response document should include the name of low-income individual, his/her verbatim testimony, an indication of whether or not the need was addressed in the draft CAP, and the agency's response to the testimony if the concern was not addressed in the draft CAP.

Additional Guidance

COVID-19 poses unique challenges to fulfilling the public hearing requirement. CSD asks that agencies continue to adhere to state and local public health guidance to slow the spread of the virus and ensure public safety. The health and safety of agency staff and the communities you serve is paramount. Therefore, for the purposes of fulfilling the public hearing requirement on the draft CAP, agencies may conduct the public hearing in-person, remotely, or using a hybrid model (in-person and remotely) based on the public health protocols in place in their communities.

Public Hearing Report

Date(s) of Public Hearing(s)	7/31/2023
Location(s) of Public Hearing(s)	ATCAA Sonora Site ATCAA Jackson Site Virtual Zoom Meeting via both Sites
Dates of the Comment Period(s)	6/30/2023 -7/31/2023
Where was the Notice of Public Hearing published? (agency website, newspaper, social media channels)	Agency Website Social Media: Facebook, Instagram, Twitter Newspaper: myMotherLode, The Union Democrat, Ledger Dispatch
Date the Notice(s) of Public Hearing(s) was published	7/14/2023
Number of Attendees at the Public Hearing(s) (Approximately)	Six (6) Attendees

Part I: Community Needs Assessment

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

Helpful Resources

In 2011, NASCSP published a [Community Action to Comprehensive Community Needs Assessment Tool](#) that supports planning and implementing a comprehensive CNA. The tool lays out design choices, planning steps, implementation practices, analysis, and presentation options.

The National Community Action Partnership has an [Assessment Tool](#) designed specifically for the community needs assessment process. Here you can select from a variety of county-specific data sets.

Examples of Community Needs Assessments and project timelines from agencies within the California CSBG Providers network can be found on the [Local Agencies Portal](#) under the CSBG – Resources tab. If you do not have an account or have not received CSD login credentials, please email CSD at ExternalAccess@csd.ca.gov.

To provide a comprehensive “picture” of the community needs in your service area(s), agencies will collect and analyze both quantitative and qualitative data. Links to several national and state quantitative data sets are given below. Local and agency data also provide information about the needs of the community.

Sample Data Sets			
U.S. Census Bureau Poverty Data	U.S. Bureau of Labor Statistics Economic Data	U.S. Department of Housing and Urban Development Housing Data & Report	
HUD Exchange PIT and HIC Data Since 2007	National Low-Income Housing Coalition Housing Needs by State	National Center for Education Statistics IPEDS	
Massachusetts Institute of Technology Living Wage Calculator		University of Wisconsin Robert Wood Johnson Foundation County Health Rankings	
California Department of Education School Data via DataQuest	California Employment Development Department UI Data by County	California Department of Public Health Various Data Sets	
California Department of Finance Demographics	California Attorney General Open Justice	California Governor’s Office Covid-19 Data	California Health and Human Services Data Portal
CSD Census Tableau Data by County			Population Reference Bureau KidsData

Community Needs Assessment Narrative

CSBG Act Sections 676(b)(3)(C), 676(b)(9)

Organizational Standards 1.1, 1.2, 1.3, 2.2, 3.2, 3.3, 3.4

1. Describe how your agency collected and included current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for your service area. (Organizational Standard 3.2)

ATCAA conducted a robust Community Needs Assessment (*Appendix C*) in 2022 and 2023 using several sources to collect data specific to poverty and its prevalence related to gender, age, and race/ethnicity in Amador and Tuolumne Counties to assure that we reached those in need of service. Such sources include Amador and Tuolumne Counties Healthy Kids Survey Reports, Sutter Amador Hospital Health Needs Assessment, Adventist Sonora Hospital Health Needs Assessment, Central Sierra Continuum of Care Point- In- Time survey, Area 12 Agency on Aging Community Needs Assessment, California Department of Health Status Profile and the US Census Bureau American Community Survey (ACS).

ATCAA also uses a data base called Bell Data as its client/customer demographic data collection system and utilized this data to see demographics, trends in service needs, and service growth. This system is integrated with the Homeless Information Management Systems (HMIS) to provide housing information. We also integrated the Energy Program data base, ServTraq, data to avoid duplicate entries.

2. Describe the geographic location(s) that your agency is funded to serve with CSBG. If applicable, include a description of the various pockets, high-need areas, or neighborhoods of poverty that are being served by your agency.

The Amador Tuolumne Community Action Agency (ATCAA) serves residents in two non-contiguous rural counties, Amador, and Tuolumne, which comprise our service area. These counties are 45 miles apart and located in the western Sierra Nevada foothill region south east of Sacramento. Both counties have similar geography with elevations that range from 300 to 13,000 feet. Amador, the northernmost of the two counties, covers 593 square miles, whereas Tuolumne County has 2,235 square miles.

The geography and transportation corridors of the region help to define where major population areas are in the two counties. The major transportation arteries in both counties connect the western valley floor with the eastern mountainous regions. Most residents live along these corridors. Amador County has some largely unpopulated areas in the El Dorado National Forest and Mokelumne Wilderness areas, and agricultural land in the Shenandoah Valley. Tuolumne County also has sparsely populated areas including the Stanislaus National Forest and the northern half of Yosemite National Park.

Amador County (Estimated US Census 2021 population: 41,259) has five small, incorporated cities which include Amador City, Sutter Creek, Lone, Plymouth, and Jackson, the county seat. Residents living outside of these cities are scattered throughout the region in small communities.

Tuolumne County (Estimated US Census 2021 population: 55,620) has one incorporated city, Sonora, which is also the county

seat. The balance of the county population is spread out among small communities. As in Amador County, these towns are situated near major roads.

Due to the unique geographic profile and arrangement of populated areas, our recruitment area and program operations are limited to the regions located to the west of the summit of the Sierra Nevada Mountains, and outside of National Forest lands and Wilderness Areas in Amador and Tuolumne Counties.

One Tuolumne County geographics area ATCAA has targeted is the community of Jamestown which exhibits a higher level of poverty according to the last census data. ATCAA has its Food Bank and an Early Head Start and Head Start Center in that area.

Poverty in Amador County is more evenly spread throughout the county. Future census data will be assessed by ATCAA once available and ATCAA will target outreach and future initiatives in those areas of highest poverty.

3. Indicate from which sources your agency collected and analyzed quantitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Federal Government/National Data Sets

- Census Bureau
- Bureau of Labor Statistics
- Department of Housing & Urban Development
- Department of Health & Human Services
- National Low-Income Housing Coalition
- National Center for Education Statistics
- Center for Education Statistics
- Other online data resources
- Other

Local Data Sets

- Local crime statistics
- High school graduation rate
- School district school readiness
- Local employers
- Local labor market
- Childcare providers
- Public benefits usage
- County Public Health Department
- Other

California State Data Sets

- Employment Development Department
- Department of Education
- Department of Public Health
- Attorney General
- Department of Finance
- State Covid-19 Data
- Other

Surveys

- Clients
- Partners and other service providers
- General public
- Staff
- Board members
- Private sector
- Public sector
- Educational Institutions

Agency Data Sets

- Client demographics
- Service data
- CSBG Annual Report
- Client Satisfaction data
- Other

4. If you selected "Other" in any of the data sets in Question 4, list the additional sources.

Feeding America
CA-526 Amador, Calaveras, Mariposa, Tuolumne Counties Continuum of Care
Area 12 Agency on Aging
Sutter Amador Hospital
Adventist Health Sonora
First 5

5. Indicate the approaches your agency took to gather qualitative data for the CNA. (Check all that apply.) (Organizational Standard 3.3)

Surveys

- Clients
- Partners and other service providers
- General public
- Staff
- Board members
- Private sector
- Public sector
- Educational institutions

Interviews

- Local leaders
- Elected officials
- Partner organizations' leadership
- Board members
- New and potential partners
- Clients

Focus Groups

- Local leaders
- Elected officials
- Partner organizations' leadership
- Board members
- New and potential partners
- Clients
- Staff

 Community Forums **Asset Mapping** **Other**

6. If you selected “Other” in Question 6, please list the additional approaches your agency took to gather qualitative data.

N/A

7. Describe your agency’s analysis of the quantitative and qualitative data collected from low-income individuals and families. (Organizational Standards 1.1, 1.2, 3.3)

In an effort to collect both quantitative and qualitative data ATCAA used surveys and focus groups, emphasizing outreach to low-income residents, and secondary data sets. Through the 2022 needs assessment process, ATCAA involved 5,042 individuals within 2,537 households, including low-income residents. Data collected from clients included demographics such as age, gender, race, and ethnicity, and gathered information on their greatest needs and biggest challenges across all domains.

ATCAA collected information, through surveys and focus groups, from 36 partner agencies and other local community-based organizations with expertise in working with low-income individuals, families and communities. These focus groups and surveys allowed for open discussion and free response regarding the needs of low-income individuals, families and the communities they serve. ATCAA also used secondary data reports to collect data sets that are often inclusive of underrepresented groups. Groups that are difficult for ATCAA to collect data on include youth, young adults, and the elderly.

Qualitative and quantitative information was collected by ATCAA’s Community Services Block Grant Coordinator and ROMA Implementor as well as ATCAA’s Executive Director. Collected data was transcribed into the overall draft Community Needs Assessment. The draft assessment was presented to the ATCAA Leadership Team and an Ad Hoc Committee of Board members to review and analyze the data relevant to poverty and the needs of low-income individuals and families in Amador and Tuolumne Counties.

As we digest the information gathered, we examine the data to see what it says and whether our programs are geared toward meeting individual, family, and community level needs.

Examples of data sources:

- ATCAA Client Survey
- ATCAA Head Start Family Survey
- Data collection and reporting from ATCAA programs using Bell Data, ServTraq, COPA and the Desired Results Developmental Profile assessment for Head Start
- Focus groups: conducted with Head Start families and partner agencies
- Online Community Needs Assessment Survey
- Employee Survey
- Board of Director Survey
- Demographic and poverty prevalence data from the US Census and California Finance Dept.
- Local County-level assessments
- Partner Agency Survey

8. Summarize the data gathered from each sector of the community listed below and detail how your agency used the information to assess needs and resources in your agency's service area(s). Your agency must demonstrate that each sector was included in the needs assessment; A response for each sector is required. (CSBG Act Sections 676(b)(3)(C), 676(b)(9), Organizational Standard 2.2)

A. Community-based organizations

ATCAA involved Community Based Organizations (CBO's) in The Community Needs Assessment process in several ways. CBOs were included as a large segment of our Partner Survey in which Partner agencies provided input on the greatest community needs. Respondents also provided information about what is working well in the community, which ATCAA used in Asset Mapping. The results of the Partner Survey and the Community Needs Survey were very closely aligned indicating the following greatest community needs: paying off debt, utility payment assistance, employment/better jobs with better pay, (job/computer training were a component of employment, food assistance, affordable housing and transportation. Interestingly, affordable housing, affordable/flexible hour infant and childcare, medical/dental were not a significant survey leader in concerns in the 2022/2023 surveys. Though, partner surveys did allow that affordable housing is a greater concern than the ATCAA clients' response to that portion of the survey.

B. Faith-based organizations

Faith-based organizations were included in our Partner surveys and comprised 15% of the participants in our Community Needs Survey the results of which are listed above.

C. Private sector (local utility companies, charitable organizations, local food banks)

Amador and Tuolumne Counties each have one hospital, Adventist Health Sonora and Sutter Amador Hospital. Both hospitals did Community Health Needs Assessment Reports in the following years: Adventist Health Sonora, 2020 and 2021; Sutter Amador Hospital, 2022. Both hospital organizations approaches included surveys, key person interviews and focus groups, as well as review of secondary data. The results of their surveys included needs also identified in ATCAA's Community Needs Assessment though priority needs reflected in the hospital reports were not as high as in ATCAA's priority areas identified by Partner and Community Needs Surveys. Adventist Health Sonora emphasized quality health care services, mental/behavioral health and substance abuse services as the highest priorities, after which affordable housing/jobs/food access services were a concern. Sutter Amador prioritized access to quality primary care/health services, mental/behavioral health and substance abuse next, followed by basic needs of housing, jobs, and food. Both hospital reports reflected priority areas; access to health care and mental/behavioral health. ATCAA also gleaned food and hunger data from a national organization, Feeding America, and housing information from the National Low Income Housing Coalition.

D. Public sector (social services departments, state agencies)

The Public Sector was involved in our secondary data collection. We used data from the California Dept. of Education's Healthy Kids Survey and from the California Department of Public Health's "2022 County Health Status Profile Report". This report reflected a number of local health indicators, as well as ranking Amador and Tuolumne against California State average and all other California Counties. The highest occurrences, as nearly the highest in the State, were Drug-

Induced Death with Tuolumne ranking 43 of the 58 California counties and Amador ranking 46 out of the 58 counties in Death by Suicide.

ATCAA also used data from the California Department of Employment Development for unemployment figures which reflected dramatic increases due to COVID-19 peaking in April of 2020 at 14.4% in Amador County and 17.3% in Tuolumne County. By the beginning of 2023, Amador County experienced only a 5.8% unemployment rate, and Tuolumne County experienced a 5.6% unemployment rate.

Homeless data was gleaned from the **Central Sierra Continuum of Care's (CoC) Point - in -Time Homeless Count**. The count is performed every other year. The count reflected a 8% decrease in Amador County homeless/unsheltered persons from 2019, and a 74% decrease in Tuolumne County homeless/unsheltered persons.

The CoC is a regional collaborative made up of public, private, CBO's and homeless representatives. ATCAA also utilized secondary data from the US Census American Community Survey (ASC). Public Sector members participated in both ATCAA's Partner Survey and were 29% of the respondents to ATCAA's Community Needs Survey.

It should be noted that all data that ATCAA accessed from this Statewide report reflects data gleaned locally from each County.

E. Educational institutions (local school districts, colleges)

Educational institutions were included in our Partner Surveys and in our Community Needs Survey the results of which are listed above.

It should be noted that our local schools work very hard to implement the Healthy Kids Survey (HKS) in all 7th, 9th, and 11th grade schools. Due to Covid 19 in 2020, it was difficult for Amador and Tuolumne Counties to perform accurate surveys. The most accurate prior survey was performed in 2019. In 2021, the Healthy Kids Survey reported that total student participation in Amador County was 3,914, and in Tuolumne County, total student t participation was 5,685. Interestingly, the "moderate motivation" level, in 2019, Amador County HKS reported an average/moderate motivation level of 42.6%, and Tuolumne County reported an average/moderate motivation level of 44.9%. In 2021, Amador County surveys reported an average/moderate motivation level of 60%, and Tuolumne County HKS reported an average/moderate motivation level of 59%. Following the 2020 Covid 19 year, in 2021 there was an average increase in educational motivation for both counties of more than 16%.

9. "Causes of poverty" are the negative factors that create or foster barriers to self-sufficiency and/or reduce access to resources in communities in which low-income individuals live. After review and analysis of the data, describe the causes of poverty in your agency's service area(s). (Organizational Standard 3.4)

Broadband has been a negative factor creating barriers to self-sufficiency. Lack of broadband impedes resident's ability to seek services and job opportunities on-line, find and accept remote job opportunities, and access computer training, which are areas identified in the CNA.

Transportation, identified as a need in the CNA, is a barrier to self-sufficiency for low-income residents. Those without a working vehicle have difficulty in getting to work, applying for jobs, and accessing food pantries, social service, and health services. It is very difficult to live in our rural counties without a vehicle.

One of the major causes of poverty is the lack of affordable housing due to the higher cost of median rental housing and home purchase prices in Amador and Tuolumne County, and California, in general.

In Amador County, 19.2% are living below 184% of the Federal Poverty Level (FPL), and in Tuolumne County, 21.6% are living below the same Federal Poverty Level guidelines. On a positive note, the rate of change from 2010 – 2020 of persons living below poverty level has decreased -2.5% in Amador County, and in Tuolumne County, -3.1%.

Working poor may typically spend 50% or more on housing and then have to make choices about their family's health care, food, water and other basic needs. They find themselves having growing issues with money management, piling up debt and unpaid utility and water bills to the brink of electricity and water shut off.

The survey highlighted the need for healthy food; limited income families are forced to make poor food choices to try to cut costs. ATCAA often hears stories that families must weigh the value of food from pantries compared to the gasoline it will take to get to the Food pantry.

Lastly, affordable childcare is a huge barrier to low-income residents entering the workforce. There is very limited affordable childcare, and the services are even slimmer for infant care. In our rural counties many of our jobs are tourist based in ski resorts, hotels and restaurants paying minimum wages matching the hourly cost of childcare. These jobs are also outside of 8 a.m. – 5 p.m. making childcare near impossible to find. Aside from these high need barriers the CNA reflected needs in the areas of job skill/computer skill training, utility assistance, money management, health/mental health and substance abuse barriers as well as affordable medical and dental care.

10. "Conditions of poverty" are the negative environmental, safety, health and/or economic conditions that may reduce investment or growth in communities where low-income individuals live. After review and analysis of the data, describe the conditions of poverty in your agency's service area(s). (Organizational Standard 3.4)

One of the greatest conditions of poverty is the lack of good paying jobs in the area. New businesses that may pay a living wage do not locate in our counties for the following reasons:

- 1) lack of a highly skilled workforce. The percentage of residents who have graduated from college is decreasing. Amador County does not have a community college facility, but does have an online community college. Local training in the trades is lacking and survey results indicate our residents are requesting job skills and computer training.

- 2) Our Counties are at least an hour or two from an urban area which creates a barrier to businesses locating here.

- 3) There is a lack of affordable housing in the area which is a deterrent to new businesses locating here.

- 4) There is a lack of infant care and childcare in the areas we serve. Many companies need workers around the clock or off hours beyond normal business hours.

- 5) For a company that was once located in an urban area bringing in management and employees that are used to using public transportation to get back and forth to work will find limited public transportation options.

These issues are deterrents to assisting economic growth in our communities. The above areas effect current businesses seeking workers or wanting to expand hours and cannot find workers due to lack of affordable childcare or infant care, which is especially difficult to find after normal business hours.

The lack of affordable housing drives residents to homelessness and the lack of shelter beds drives the homeless to live in cars and on the street. Local businesses see more and more homeless in our downtown areas and have concerns about this deterring visitors and local shoppers.

The ATCAA Needs Assessment indicated a lack of access to health/mental health and substance abuse resources. This can deter new business from locating in our area.

11. Describe your agency's approach or system for collecting, analyzing, and reporting customer satisfaction data to the governing board. (Organizational Standard 1.3)

ATCAA provides a customer satisfaction survey to every client we work with. Throughout the year customer responses are compiled on a spreadsheet. In 2022, ATCAA received 1,381 responses to our Client Needs Survey with 97% reporting being satisfied with ATCAA services (see page 77). This satisfaction data was presented to the ATCAA CNA/CAP Review Ad-hoc committee on July 21, 2023 and presented to the entire ATCAA Board at the August 11, 2023 Board of Directors meeting.

Community Needs Assessment Results

CSBG Act Section 676(b)(11)

California Government Code Section 12747(a)

State Plan 14.1a

Table 1: Needs Table

Complete the table below. Insert row(s) if additional space is needed.

Needs Identified	Level	Agency Mission (Y/N)	Currently Addressing (Y/N)	Agency Priority (Y/N)
There is a lack of affordable housing in our community	Community	Y	Y	Y
Individuals and Families cannot afford available housing	Family	Y	Y	Y
Individuals and Families cannot afford health insurance	Family	Y	N	Y
Families need affordable childcare & flexible hours	Family	Y	Y	Y
Families lack reliable and affordable transportation	Family	Y	Y	Y
Individuals cannot afford the high cost of utilities	Family	Y	Y	Y
There is a lack of well-paying jobs in the community	Community	Y	N	Y
Families need food assistance	Family	Y	Y	Y
Families need help paying off debt	Family	Y	Y	Y

Needs Identified: List the needs identified in your most recent CNA.

Level: List the need level, i.e., community or family. Community Level: Does the issue impact the community, not just clients or potential clients of the agency? For example, a community level employment need is: There is a lack of good paying jobs in our community. Family Level: Does the need concern individuals/families who have identified things in their own life that are lacking? An example of a family level employment need would be: Individuals do not have good paying jobs.

Essential to Agency Mission: Indicate if the identified need aligns with your agency's mission.

Currently Addressing: Indicate if your agency is already addressing the identified need.

Agency Priority: Indicate if the identified need will be addressed either directly or indirectly.

Table 2: Priority Ranking Table

List all needs identified as an agency priority in Table 1. Insert row(s) if additional space is needed.

Agency Priorities	Description of programs, services, activities	Indicator(s) or Service(s) Category	Why is the need a priority?
1. Affordable Housing	Housing: Rental Assistance Affordable Housing Support Rapid Rehousing Homeless Shelters Homeless Continuum of Care Veterans Varley Place	SRV 4c FNPI 4a SRV 4m FNPI 4	In 2022, the number of clients receiving assistance is; Rental Assistance = 494 Affordable housing = 146 Rapid Rehousing = 221 Homeless shelters = 178 Varley Place rents apartments to qualifying veterans and their families.
2. Utility Payment Assistance and Weatherization (Note: This priority ties indirectly to all affordability priorities like Medical/Dental Insurance and transportation. It does so by reducing the recurring cost of utilities enabling added discretionary income)	Utility Bill Assistance: Utility Assistance services for tenants and homeowners include payment of some or all of their current PG&E, Propane and/or water bill. Weatherization services reduce monthly energy cost, enhance air quality and comfort of a home.	SRV 4i Utility Payments SRV 4l Level Billing Assistance	Utility Bill Assistance allows families to keep utilities on so they can reside comfortably in their homes. Without water, Electricity and or propane, clients are at risk of illness, death, food scarcity and other risks. Utility Payments served 1,635 households in 2022. Level Billing Assistance served 1,400 households in 2022.
3. Flexible hour infant & childcare	Head Start Early Head Start Direct Bill Pay for HS/EHS	SRV 2a SRV 2b SRV 7c	Served 87 clients. Served 124 clients. Served 202 clients.
4. Food Assistance	Food Bank: Emergency Food Assistance Farmers Market Food for Kids College Students Mobile Food Truck	SRV 5jj	Food Bank served 9,816 individuals 4,098 households (both described repeat clients) in 2022 in Tuolumne County.
5. There is a lack of well-paying jobs in the community	ATCAA is an advocate of and partner with Mother Lode Job Training and provides links to their website from our website and provide referrals from both of our Service Centers. The Executive	SRV 7c	Partnering with Mother Lode Job Training allows ATCAA to support its clients in finding sustainable and competitive paying jobs in the local job market in three counties. Though ATCAA does not have

	Director sits on the Work Force Investment Board and has input with bringing jobs to the county. ATCAA also provides job referrals via our Foster Youth Program.		a Job Training program, we refer our clients to MLJT for assistance.
6. Paying off Debt	Smart Money Program: Teaches budget and debt management. Topics include: Repairing credit damage Budgeting Credit Reporting Fair Housing Landlord-Tenant Relationship	FNPI 3c FNPI 3d FNPI 3f FNPI 3g FNPI 3h SRV 5ll	Budget and debt management, credit scores, fair debt collections, reducing housing expenses and helping to make client's money work for them. This course provides tools to assist in achieving financial goals by creating realistic budgets and strategies for long-term financial stability. It teaches concepts on spending behavior, money challenges and how to set goals.
7. Job/computer training for better paying jobs in the community	Head Start Family Learning Program: A comprehensive program that provides a holistic access to learning opportunities for the entire family, which includes GED/ESL preparation classes, Adult Basic Education, English language instruction, life and job skills, and parenting classes. All to break the cycle of low-literacy and achieve improved family function and quality of life.”	FNPI 2a FNPI 2h FNPI 6a FNPI 6a 2 SRV 2g	The following data is from our 2022 CSBG Report. Unfortunately, ATCAA no longer provides these services and refers clients to the County. Served 117 individuals to improve emergent literacy skills. Served 1 individual who obtained educational credential. Served 30 individuals who increased knowledge and abilities that enabled them to work with community action to improve conditions in community. Served 30 individuals to improve their social skills. Served 14 individuals to improve literacy/English language education.

Agency Priorities: Rank your agency's planned programs, services and activities to address the needs identified in Table 1 as agency priorities.

Description of programs, services, activities: Briefly describe the program, services or activities that your agency will provide to address the need. Identify the number of clients to be served or the number of units offered, including timeframes for each.

Indicator/Service Category: List the indicator(s) (CNPI, FNPI) or service(s) (SRV) that will be reported in CSBG Annual Report.

Why is this need a priority: Provide a brief explanation about why this need has been identified as a priority. Connect the need with the data. (CSBG Act Section 676(b)(3)(A))

Part II: Community Action Plan

CSBG Act Section 676(b)(11)

California Government Code Sections 12745(e), 12747(a)

California Code of Regulations, Title 22, Division 11, Chapter 1, Sections 100651 and 100655

Vision and Mission Statement

1. Provide your agency's Vision Statement.

Our Vision is for residents to be self-reliant, healthy, free from economic hardship, feeling sustained by the support of community and family, and able to achieve their maximum potential as engaged citizens.

2. Provide your agency's Mission Statement.

To help individuals in Amador and Tuolumne Counties toward self-sufficiency.

To support local residents in becoming involved and contributing members of our community.

To promote family and other supportive environments so that children, youth and elders can achieve their maximum potential.

And, finally, to form partnerships and coalitions within the community to meet those needs.

Tripartite Board of Directors

CSBG Act Sections 676B(a) and (b); 676(b)(10)

California Code of Regulations, Title 22, Division 11, Chapter 1, Section 100605

1. Describe your agency's procedures under which a low-income individual, community organization, religious organization, or representative of low-income individuals that considers its organization or low-income individuals to be inadequately represented on your agency's board to petition for adequate representation. (CSBG Act Section 676(b)(10))

From ATCAA's Board of Director's By Laws.

Representatives of the low-income sector shall be chosen in accordance with democratic selection procedures adequate to assure that these members are representative of the low-income individuals and families in the service area; reside in the service area; and are able to participate actively in the development, planning, implementation, and evaluation of ATCAA programs. One seat will be assigned to a Head Start Policy Council member according to Article II section A 2a.

A person seeking to serve as a representative in any of the remaining low-income seats shall circulate an ATCAA petition form. Petition forms shall be signed by a minimum of (10) low-income people who are residents of the County in which the vacancy exists. "Low-income" is defined as the CSBG defined poverty level, at the time a representative petition for a seat is submitted. It is the seated Board members who shall accept or reject for whatever reason, petitions for membership to the Board.

There shall be two types of low-income representation:

- People who are low-income by virtue of their income situation.
- Those that represent the concerns and interests of low-income people by virtue of their representing agencies, organizations, or institutions whose concern or business, partly or wholly, is involved with the affairs of low-income people.

Low-Income Representatives of the first type must themselves be low-income at the time of election. However, it is not necessary for a low-income individual, once elected, to maintain that economic status for continuing service. Actual low-income people will be given a higher priority for nomination over those who represent low-income residents.

All representatives of the low-income sector, regardless of economic status, must be elected in such a way that ensures that they truly represent the low-income sector.

A person seeking to serve as a representative in any low-income seat shall, 1) send a letter of interest to the Board Secretary, and 2) circulate an ATCAA petition form.

A majority of a quorum of seated Board members shall approve or reject for any lawful reason, the selection of low-income representatives and/or their alternates. The Agency shall have a defined process for the election of low-income representatives.

Service Delivery System

CSBG Act Section 676(b)(3)(A)

State Plan 14.3

1. Describe your agency's service delivery system. Include a description of your client intake process or system and specify whether services are delivered via direct services or subcontractors, or a combination of both. (CSBG Act Section 676(b)(3)(A), State Plan 14.3)

ATCAA has a coordinated service delivery system using a comprehensive centralized intake form used for referral and service provision to clients or those inquiring about access and eligibility through one of two ATCAA Service Centers. ATCAA serves clients using a case management approach as well as individual direct service model for one time needs. ATCAA's centralized intake procedure records services provided to individual clients using ATCAA's Bell Data and ServTraQ information systems. ATCAA coordinates its program plans and activities to the best possible extent and does not pursue activities that would result in a duplication of services to the same client. ATCAA collaborates and partners with many local groups and cross refers to one another to improve program efficacy and to mitigate duplication of services to the same beneficiaries.

2. Describe how the poverty data related to gender, age, and race/ethnicity referenced in Part I, Question 1 informs your service delivery and strategies in your service area?

ATCAA is continually analyzing data via the Client Intake/survey forms. ATCAA reviews data annually to access gaps in deliveries of ATCAA services. .ATCAA has regional action plans that identify specific areas of service, and then makes service area decisions regarding "demographics of need" work to serve those that are not accessing ATCAA service system yet are showing need.

Linkages and Funding Coordination

CSBG Act Sections 676(b)(1)(B) and (C); (3)(B), (C) and (D); 676(b)(4), (5), (6), and (9)

California Government Code Sections 12747, 12760

Organizational Standards 2.1, 2.4

State Plan 9.3a, 9.3b, 9.4b, 9.6, 9.7, 14.1b, 14.1c, 14.3d, 14.4

1. Describe how your agency coordinates funding with other providers in your service area. If there is a formalized coalition of social service providers in your service area, list the coalition(s) by name and methods used to coordinate services/funding. (CSBG Act Sections 676(b)(1)(C), 676(b)(3)(C); Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

ATCAA is a part of a strong community network of service providers, which have a history of working together to assure needs in the community are met (*Appendix D*). These organizations cross refer to one another. ATCAA has and will continue to develop and maintain linkages with community groups and agencies to assess and fill gaps in services. ATCAA also links current participants of one program to other programs ATCAA offers. Additionally, ATCAA reviews local area partnering agencies' strategic planning information and associated data as it becomes available publicly which include data from key sectors.

The number of partnerships and referral relationships between ATCAA and referral agencies and groups is extensive. ATCAA keeps data of the agencies it works with, and what programs work with what partners, formally and informally.

An example of community coordination meetings attended by the ATCAA Executive Director include: Amador & Tuolumne Homeless Task Forces, T-Stan IRWMA WAC, MAC IRWM, Central Sierra Continuum of Care, Mother Lode Workforce Development Board, Head Start Policy Council, YES Partnership and Yes Executive Committee, Substance Solutions for Amador Youth Coalition (SSAY), Homeless Outreach Committee, PSPS Partner-Regional Collaboration-Region 2, ACCES Roundtable, Community Preparedness Coalition, Daily Resource Partner Coordination, CBO Resource Partners. Methods used to coordinate services are both formal and informal. Formal coordination is done through the development of MOU's between to agencies. Some of the collaborations that ATCAA participates in have formal agreements of participation outlining expectations on involvement and representation. Much of the coordination happens on an informal basis when ATCAA staff are communicating about service by phone or email and especially at meetings when it is discovered how each entity can help the other, reduce service barriers to clients and leverage resources.

2. Provide information on any memorandums of understanding and/or service agreements your agency has with other entities regarding coordination of services/funding. (CSBG Act Section 676(b)(9), Organizational Standard 2.1; State Plan 14.1c, 9.6, 9.7)

In a rural community with scarce resources, local organizations need to work together to provide critical services. ATCAA has over 20 Memorandums of Understanding (MOUs) and/or service agreements. Many of these MOUs/service agreements are in our Housing, Food Bank and Head Start Programs. Examples include MOUs with the Health Dept. for child health services, agreements for dental screenings, agreements with schools where we have our sites on their campuses, and agreements with various agencies for food distribution.

ATCAA coordinates with local and regional planning and collaborative groups and partnerships on an ongoing basis; these groups have representation from all sectors of the community and

represent service providers as well as clients. Members share current events and activities, their concerns, identifiable issues, and collaborate in developing funding streams and provision of services.

ATCAA coordinates and collaborates with local law enforcement agencies, other local government agencies, and CBOs to provide activities and programs that include but are not limited to: YES Partnership, Friday Night Live, Opioids Safety Coalition, mentoring, parent support, childcare services/Head Start, health education, and home visiting/case management. ATCAA provides no formal after school childcare program, but we coordinate extensively with schools and agencies that provide this service. We also participate in the local Childcare Planning Councils and the First 5 agencies.

3. Describe how your agency ensures delivery of services to low-income individuals while avoiding duplication of services in the service area(s). (CSBG Act Section 676(b)(5), State Plan 9.3a, California Government Code 12760)

Most of our services have income levels mandated by funding sources, such as our Federal and State administered Energy, Housing, and Head Start programs. Staff participate in local councils and collaborations in each county where they provide information and leverage resources. When staff learn that another agency may be working on a project ATCAA is also working on, we coordinate to insure there is no duplication of services. Also, there are a few programs that require eligibility determinations using front end data bases, (ServTraq for Energy programs, Blue Bell for Housing and Head Start programs and HMIS) that flag applicant duplications and deny service.

4. Describe how your agency will leverage other funding sources and increase programmatic and/or organizational capacity. (California Government Code Section 12747)

ATCAA will continue to leverage multiple sources of government and non-government funding in its normal course of business as reflected in its \$12 million-dollar budget compared to the CSBG grant. Each program area has more than one funding source and continually seeks additional funding. Each program has a non-restricted donation fund which can be used for unanticipated expenses. The Board also has a designated Contingency fund of unrestricted funding set aside and reflected in the ATCAA audit. Each program has an informal contingency plan though we acknowledge that some programs such as Energy and Head Start, have too large a program to continue service with no contract support. ATCAA programs collaborate with other agencies who may be able to assist through short gaps of funding as well.

5. Describe your agency's contingency plan for potential funding reductions. (California Government Code Section 12747)

ATCAA leverages multiple sources of government and non-government funding in its normal course of business as reflected in its >\$12-million-dollar budget in Fiscal Year 2022-2023, compared to the CSBG grant. Each program area has more than one funding source and continually seeks additional funding. Each program has a non-restricted donation fund which can be used for unanticipated expenses. The Board also has a designated Contingency fund of unrestricted funding set aside and reflected in the ATCAA audit. Each program has an informal contingency plan though we acknowledge that some programs such as Energy and Head Start have too large a program to continue service with no contract support. For these large programs, ATCAA can scale capacity to available funding. ATCAA programs collaborate with other agencies who may be able to assist through short gaps of funding as well.

6. Describe how your agency documents the number of volunteers and hours mobilized to support your activities. (Organizational Standard 2.4)

The system used to track the number of volunteers and volunteer service hours is defined by funder or contract requirements and, therefore, tailored individually by program and reported monthly by program staff. For example:

ATCAA Food Bank uses volunteer sign-in sheets that are turned in regularly to the Food Bank Manager and entered into a data spreadsheet.

Our Shelters use a daily log to capture all volunteer hours, which are reconciled monthly.

Outreach volunteers are tracked through a spreadsheet that includes name, hours, activity-type, event, or place of outreach and will often include other criteria such as the number of individuals engaged, and the number of materials distributed. Tax preparation (VITA) volunteers are issued a spreadsheet each season to post hours to at the end of each of their shifts. Training hours are included and separated on the sheet. Volunteers turn in their logs at the end of the tax season or more often if needed.

Lifeline volunteer 'checkers', i.e., monthly callers, each get a list of their clients to call. These lists have space to write down anything of significance, and at the end, their hours are indicated for the month. Individual volunteers report all expended hours quarterly; hours are tallied and recorded quarterly, and total hours are calculated annually. Lifeline volunteer installers/technicians are provided work orders for each client that are then reconciled.

7. Describe how your agency will address the needs of youth in low-income communities through youth development programs and promote increased community coordination and collaboration in meeting the needs of youth. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

ATCAA provides programs for youth that focus on promoting less violent communities, such as drug- and alcohol-free zones; anti-bullying; and social, emotional, psychological, physical, and financial support for low-income youth. ATCAA provides youth development services and youth drug-free activities through Friday Night Live and Club Live programs which we expect to more than double our footprint in the 2023-2024 school year. The YES Partnership, led by ATCAA, is a community-wide coalition that collaborates with local organizations, parents, and teens to create a drug-free and suicide-safe community by engaging youth in leadership opportunities supporting and providing adult interaction with youth, and developing youth assets. ATCAA has received funding through the HHIP program to initiate a Youth Coalition within the SCCoC to enable youth with lived homeless experiences to share in our Continuum of Care. Further, ATCAA has formed and chairs the Substance Solutions for Amador Youth Coalition (SSAY). This coalition has applied for a 10 year Drug Free Community Grant and hopes to continue the effort of making systemic change in Amador County to prevent substance use of youth and their families.

Though not since COVID, ATCAA holds two support groups for elementary and high school students called Boy's Council and Girls Circle. The Boy's Council is a strengths-based group approach in building supportive environments passage though pre-teen and adolescent years. In this environment, boys and young men gain the vital opportunity to address masculine definitions and behaviors and build their capacities to find their innate value and create quality lives – individually and collectively. The Girls Circle group is a structured support group for girls from 9-18 years, integrating relational theory, resiliency practices, and skills training in a specific format designed to increase positive connection, personal and collective strengths, and competence in girls.

8. Describe how your agency will promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs such as the establishment of violence-free zones, youth mediation, youth mentoring, life skills training, job creation, entrepreneurship programs, after after-school childcare. (CSBG Act Section 676(b)(1)(B), State Plan 14.1b)

In late 2020 ATCAA initiated a new youth based collaborative initiative focused on reducing substance use and abuse in Amador County. ATCAA is leading a new broad-based Coalition called Substance Solutions for Amador Youth Coalition (SSAY). The Coalition is building steadily in participation each month and includes representatives from the sectors of Education, Health/Mental Health, Law Enforcement, Media, Faith based institutions, Local and Tribal Government, and Youth serving organizations. SSAY has developed their Mission and Vision statements and developed an action plan to address a community-based reduction of these substances in youth and eventually in adults.

9. Describe the coordination of employment and training activities as defined in Section 3 of the Workforce and Innovation and Opportunity Act [29 U.S.C. 3102]. (CSBG Act Section 676(b)(5); State Plan 9.4b)

ATCAA Head Start/ Early Head Start offers entry level jobs, not requiring ESC units, to program parents providing them the opportunity to enter the work force. Once employed, parents are given career advancement opportunities and the flexibility and income to be able to attend school to enhance their education and, if desired, to obtain credits needed for other higher positions within ATCAA Head Start/Early Head Start. ATCAA Head Start/Early Head Start calls this “growing our own”. ATCAA refers residents seeking employment to the local Job-Connection agency and Mother L Job Training (MLJT) Agency. ATCAA works closely with the Job Connection and MLJT in both counties with our Housing program. Though ATCAA offered GED and ESL through its Family Learning and Support Center, a Family Literacy Initiative into 2022, these classes have been discontinued due to available funding and lack of enrollment.

ATCAA Foster Youth IDA program provides help to educate youth about career paths, employment or education avenues and assists them in making transitional plans for independent living as young adults. ATCAA assists in reducing barriers to initial or continuous employment, such as access to reliable transportation, health care, safe and affordable housing, food assistance, childcare, etc. ATCAA coordinates and collaborates with local agencies to advocate for increased employment development services. ATCAA’s Executive Director sits as an ex-officio member of the Motherlode Work Force Investment Board (MLWIB). The MLWIB is an economic advisory, planning and policy board assisting local businesses in the recruitment and development of a skilled workforce and by making services available to the business to promote stability and growth. The ATCAA Executive Director also participates in the Motherlode Educational Opportunity Center (MEOC). EOC’s provide counseling and information on college admissions to qualified adults who want to enter or continue a program of postsecondary education.

10. Describe how your agency will provide emergency supplies and services, nutritious foods, and related services, as may be necessary, to counteract conditions of starvation and malnutrition among low-income individuals. (CSBG Act Section 676(b)(4), State Plan 14.4)

ATCAA provides nutritious emergency food and related services through the Tuolumne County Food Bank and referral to the Amador County Food Bank. Our Head Start program and our three emergency shelters provide daily meals to all individuals participating in the program or staying at the shelter. The ATCAA Food Bank works with the Recreation Department and local libraries to

provide three special programs: Senior Fresh Produce program, Food for Kids program and Summer Food program.

Since 2020, ATCAA facilitated getting PG&E food boxes out to customers in need during PSPS and severe weather events. PG&E has ATCAA listed on their website as a resource partner. When customers lose

their power, they are allowed to come pick up a box of food from ATCAA that we have prepared (\$40 value) as long as their zip code matches the list that is provided to us by PG&E. The customer must be eligible through one of PG&E's low-income programs, unless otherwise stated; for example, during this last storm that caused power outages due to fallen trees and high winds, PG&E welcomed any of their customers, not just low-income clients.

Further, clients are referred to appropriate community agencies such as the County Departments of Social Services SNAP program, the local WIC providers, county churches and partner food pantries, and the Area 12 Agency on Aging for Senior congregate or home delivered meals.

11. Describe how your agency coordinates with other antipoverty programs in your area, including the emergency energy crisis intervention programs under Title XXVI, relating to low-income home energy assistance (LIHEAP) that are conducted in the community. (CSBG Act Section 676(b)(6))

Since 1981, ATCAA offers a home weatherization program (LIHEAP and/or DOE) that addresses utility cost reduction, energy savings and creates a more suitable living environment in Amador, Calaveras, and Tuolumne Counties. ATCAA prioritizes the elderly and people with disabilities for this program and coordinates the program with public and private partners such as Salvation Army, Area Agency on Aging, Catholic Charities, Social Services Depts, REACH for PG&E, Central California Legal Services, DRAIL, Interfaith Legal services, CNVC, Habitat for Humanity Home Repair Program, Behavioral Health and more.

ATCAA expanded into the area of water conservation assessments and measure installation in 2016 receiving funding to leverage the weatherization program from the California Dept. of Water Resources for the provision of water conservation measures in and outside the home, as well as water leak detection.

ATCAA also works closely with PG&E contracting to outreach and sign-up low-income residents for the California Alternative Rates for Energy (CARE) program.

Our LIHEAP Energy Crisis Intervention Program, partners with the local Salvation Army, Social Services, non-profits, and Faith based entities as well as Propane companies and PG & E. The partners work together to avoid duplication across all three counties and reserve funding with Salvation Army and HUD funding to serve persons not qualified for LIHEAP.

ATCAA has an excellent history of coordination between its many programs and refers clients to other ATCAA programs when necessary.

ATCAA Executive Director also is a member of the Tuolumne Stanislaus Integrated Regional Water Management (TS- IRWM) and the Mokelumne/Amador/Calaveras IRWM representing the Disadvantaged population sector. He has been instrumental in leveraging water conservation funding to integrate with ATCAA weatherization services for low-income households.

12. Describe how your agency coordinates services with your local LIHEAP service provider?

ATCAA is the LIHEAP Service Provider in Amador, Calaveras, and Tuolumne Counties and has been since 1981. We are in constant coordination with PG&E and coordinate with ~40 Propane purveyors and have a written contract agreement with each one which is reviewed and renewed every 2 years. LIHEAP services are available via our Energy Outreach staff located in our Amador and Tuolumne service centers and weekly in-person availability at the Calaveras HHS building in San Andreas. We

coordinate with Calaveras HHS by asking them to post our LIHEAP flyers at their HHS site and all other sites that might best be visible to county constituents. We also have a dedicated phone number and Intake Staff to address Calaveras residents. As a result of Public Forum comments, ATCAA has expanded our website to include a webpage specific to Calaveras residents. Additionally, ATCAA has requested that CMCAA and H&HS add weblinks from their websites to our website. ATCAA has spent out every LIHEAP, SLIHEAP, ARPA and ESLIHEAP, program dollar in all three counties that we serve for at least the last two decades. We rarely use all our allocated administrative dollars, allowing for greater direct service to our constituents, because we can leverage administrative dollars across our three service areas and have an efficient infrastructure built over our 42 years of LIHEAP service. At a 7/26/2023 CMCAA Board meeting, ATCAA asked Board Members and HHS to define the Calaveras County demographic they want us to focus on reaching and support our effort to reach those people. We also noted that because of limited funding, if the demographic they want us to reach results in a greater number of those clients, other clients that would otherwise be served, will not be served.

13. Describe how your agency will use funds to support innovative community and neighborhood-based initiatives, which may include fatherhood and other initiatives, with the goal of strengthening families and encouraging effective parenting. (CSBG Act Section 676(b)(3)(D), State Plan 14.3d)

Every ATCAA program and project has a result of strengthening and improving families. (Reference CSD Form 801). Many of our services are provided through a Case-Management approach, whereby the needs of the whole individual or the whole family are met by one or more of ATCAA's own programs, or through referral. ATCAA's Head Start Program offers special education and events through family advocacy work where they have parent meetings at each site (which contain an educational component about child learning domains and parenting information such as car seat safety or lead poisoning), parenting groups, and You & Me Nights (family events that focus on school readiness activities and information). This year, we are holding virtual parent meetings, and community partners are holding Zoom meetings about topics such as dental health, nutrition, car seat safety, lead poisoning, tobacco reduction, child support, parenting topics, library services, mental health, and school readiness. The community education Zoom meetings are recorded so parents and staff can view them later. Housing Assistance Programs especially at the Family Shelters, offer educational opportunities for parents that strengthen families and encourage effective parenting.

14. Describe how your agency will develop linkages to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations. (CSBG Act Section 676(b)(3)(B), State Plan 9.3b)

The gaps identified in this CNA include community needs associated with a lack of well paying jobs and necessary computer skills to acquire better paying jobs. As discussed previously, ATCAA does not have the resources or expertise to affect the community's need. But we refer clients to agencies that do have the resources to support this need, like Mother Lode Job Training (MLJT). Internal to ATCAA, in response to increasing national inflation and interest rates, our Board approved a first time in a decade 10% Cost of Living Adjustment in 2022 for all Non-Head Start employees. Head start employees receive an annual COLA that non-Head Start employees do not. Wage comp analysis are performed every two years.

Monitoring

CSBG Act Section 678D(a)(1)(A) and (B)

1. Describe how your agency's monitoring activities are related to establishing and maintaining the integrity of the CSBG program. Include your process for maintaining high standards of program and fiscal performance.

A combination of monitoring and evaluation methods is used by ATCAA. As a multiservice, diversely funded agency, ATCAA adheres not only to internal monitoring and evaluation but also to that mandated by a wide range of funding sources and contract requirements. Individual contracts and grants establish evaluation and monitoring methods. Since a service may be funded by several separate grants and operate under different contracts several evaluation methods may be used by some services or components of services. These evaluations usually, at minimum, include process evaluation.

ATCAA has an independent Fiscal Audit completed annually, by a CPA firm approved by the Board of Directors. An annual Fiscal Audit Report is published and reported on the CSBG website. CSD also reviews and comments on the results of the annual report.

ATCAA program goals, objectives, and strategies for obtaining them are developed through strategic planning approved by the Board of Directors, which align with the CSBG Family National Performance Indicators as well as federal, state, and non-profit funding source grant development and application processes.

ATCAA Board program review and oversight includes required fiscal reports be presented and approved in accordance with federal grantor regulations, bi-monthly programmatic narrative reports that include quantitative and qualitative program successes, outreach, and community linkages.

ATCAA has internal monitoring and evaluation processes that include quarterly statistical and narrative reports to the ATCAA Board of Directors, CSBG annual reporting, other specific program reporting requirements of each funder, and an ATCAA annual report on program activities and accomplishments. All ATCAA programmatic reporting formats, whether internal or external, include client statistics and narrative details that reflect progress toward ATCAA's goals, whether they be outcomes under the CSBG contract or other grant contracts. The frequency of evaluations is usually done on a per family basis model and could be weekly in a shelter, or monthly at Head Start with overall review of how the full program did with goals being evaluated annually at the end of the school year.

2. If your agency utilizes subcontractors, please describe your process for monitoring the subcontractors. Include the frequency, type of monitoring, i.e., onsite, desk review, or both, follow-up on corrective action, and issuance of formal monitoring reports.

ATCAA does not sub-contract CSBG services.

Data Analysis, Evaluation, and ROMA Application

CSBG Act Section 676(b)(12)

Organizational Standards 4.2, 4.3

1. Describe your agency's method for evaluating the effectiveness of programs and services. Include information about the types of measurement tools, the data sources and collection procedures, and the frequency of data collection and reporting. (Organizational Standard 4.3)

ATCAA utilizes a number of methods for internal and external evaluation and monitoring. ATCAA has over 20 funding sources in 9 areas of service that each have mandated evaluation methods specifically geared to each target service.

Areas of Service Include:

- A.2a. Employment
- A.2b. Education and Cognitive Development
- A.2c. Income, Infrastructure, and Asset Building
- A.2d. Housing
- A.2e. Health and Social/Behavioral Development (*includes nutrition*)
- A.2f. Civic Engagement and Community Involvement
- A.2g. Services Supporting Multiple Domains
- A.2h. Linkages (*e.g., partnerships that support multiple domains*)
- A.2i. Agency Capacity Building
- A.2j. Other (*e.g., emergency management/disaster relief*)

An external evaluation example is child enrollment in Head Start and age appropriate abilities assessed on each child at the start of the school year and at the end of school year. The child evaluation data is then combined program wide and reported to the funding source and to the ATCAA Board.

Internally ATCAA's evaluation methods include evaluation of progress on Strategic Plans, Risk Management, Board review of customer and stakeholder satisfaction surveys, intake data questions about service delivery are tabulated and reported, post- service client surveys assess outcomes and client satisfaction. We also use a family development model in our housing program to assess effectiveness of service and family movement to self-sufficiency. Program and budget reports are provided to the Board of Directors.

Measurement tools, data sources, collection procedures, and frequency of data collection and reporting are unique to each program and/or service. For example:

Our Housing Program uses an automated case management system of clients served and shelter logs. Data is collected at intake and entered into the automated case management system by housing staff, and a log of rental assistance payments kept by the Case Manager. Data is collected weekly, quarterly and annually and reported quarterly to the Program Director.

ATCAA Head Start uses a client case record of enrollment, data is collected at intake and recorded in an automated case file by the Early/Head Start staff (follow-up progress data is recorded into case record), Data is collected on an ongoing basis and reported monthly to the Program Director and annually to the ATCAA Board and Executive Director.

Additional Data Collection and Reporting Method examples: (Appendix E)

2. Applying the Results Oriented Management and Accountability (ROMA) cycle of assessment, planning, implementation, achievement of results, and evaluation, describe one change your agency made to improve low-income individuals' and families' capacity for self-sufficiency. (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

Recognizing from current and prior CNA's that there is a continual need to increase the number of emergency shelter beds for the homeless, in partnership with Amador County HHS programs, ATCAA procured a home in Jackson, CA in early 2022, with the intent to renovate and create an additional 8-12 beds to provide shelter to homeless individuals and families. ATCAA worked with City officials and local contractors to have renovations approved and opened our new shelter in January 2023. Though the results are not yet quantified for 2023, we are regularly placing new visitors in shelter beds and estimate a total of ~1,200 bed nights of support. Since inception, we have housed one homeless father and his 14-year-old son for approximately 3 months. In that time, he found local employment. Because he is a veteran and qualifies for HUD-VASH, he and his special needs son just moved from the shelter to permanent housing in our 12-unit Veterans Services apartment complex. From homeless to permanent housing in <6 months.

3. Applying the full ROMA cycle, describe one change your agency facilitated to help revitalize the low-income communities in your agency's service area(s). (CSBG Act Section 676(b)(12), Organizational Standard 4.2)

The need for affordable housing has been a long-standing need identified in our Community Needs Assessments. And our last CAP described our partnership with Calaveras County service providers to enable a community wide change toward providing affordable housing. Amador Tuolumne Community Action Agency (ATCAA) as the lead Agency for both the CoC and Homeless Management Information Systems, partnered with Calaveras Mariposa Community Action Agency, Sierra Hope, The Resource Connection, and Calaveras Health and Human Services to address this need. ATCAA will continue to partner with Sierra Hope in Calaveras County to provide HHAP funds for development and ongoing referrals through the Central Sierra Continuum of Care's Coordinated Entry System. This Transitional Housing Program will prioritize homeless families and homeless youth as defined by HUD, and the State of California Education System.

In addition, ATCAA has converted what were once 6 transitional homes, into affordable housing units in Tuolumne County. Though not quite complete, each of the 6 units and the tenants have been submitted for approval of section 8 housing. 6 of the 8 have completed the application and approval process. The effect of section 8 approval is the reduction of tenant monthly housing cost due to monthly vouchers paid by Stanislaus Housing Authority.

Response and Community Awareness

Diversity, Equity, and Inclusion

1. Does your agency have Diversity, Equity, and Inclusion (DEI) programs in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures, and sexual orientations?

- Yes
- No

2. If yes, please describe.

With all due respect, this is the first time I have become aware of the term DEI. Though ATCAA is an Equal Opportunity Employer, we have no specific “program” that could be considered DEI. Additional research identifies that the California Community Action Partnership Association (CalCAPA), which ATCAA is a member of, has some certificate courses specific to DEI. I will establish a goal that our leadership team complete the training by the end of 2024.

In response to Public Forum requests that ATCAA make available Spanish language versions of application forms, we will incorporate approved Spanish Language CSD Forms for our LIHEAP programs. Further, we will strive to translate our “informational” forms into Spanish. It should be noted that ATCAA has always served Spanish speaking clients by scheduling Spanish speaking ATCAA staff to perform the intake process.

3. Does your agency have Diversity, Equity and Inclusion (DEI) policies in place that promote the representation and participation of different groups of individuals, including people of different ages, races and ethnicities, abilities and disabilities, genders, religions, cultures and sexual orientations?

- Yes
- No

4. If yes, please describe.

I think these ATCAA policies support the concept of inclusion and prohibit discrimination.

- 1.7 Non-discrimination/Americans with Disabilities Act (ADA) Policy
- 3.1 Equal Employment Opportunity Employer (EEOE)/Affirmative Action (AA) Policy
- 3.7 Policy against Discrimination and Unlawful Harassment

Disaster Preparedness

1. Does your agency have a disaster plan in place that includes strategies on how to remain operational and continue providing services to low-income individuals and families during and following a disaster? The term disaster is used in broad terms including, but not limited to, a natural disaster, pandemic, etc.

Yes

No

2. If yes, when was the disaster plan last updated?

ATCAA has a written policy 6.15 Inclement Weather & Natural Disasters/Emergencies policy and an associated Time Off Reporting policy that apply to all facilities. This policy was last updated in 2020 and it addresses natural disasters, weather events and pandemics that close the facility where employees report to work and address the inability for employees to report to work.

3. Briefly describe your agency's main strategies to remain operational during and after a disaster.

Nearly all employees have been equipped with necessary tools to work remotely from home. Additionally, we have added backup generators to our Food Bank and our Sonora emergency shelter. We have also purchased 14 portable backup generators for our partner food pantries. We have a backup power supply for our Service Center security/video system in the event of a power failure. We have additional shelf stable foods that will help us get through natural disasters as well.

Federal CSBG Programmatic Assurances and Certification

CSBG Act 676(b)

Use of CSBG Funds Supporting Local Activities

676(b)(1)(A): The state will assure “that funds made available through grant or allotment will be used – (A) to support activities that are designed to assist low-income families and individuals, including families and individuals receiving assistance under title IV of the Social Security Act, homeless families and individuals, migrant or seasonal farmworkers, and elderly low-income individuals and families, and a description of how such activities will enable the families and individuals--

- i. to remove obstacles and solve problems that block the achievement of self-sufficiency (particularly for families and individuals who are attempting to transition off a State program carried out underpart A of title IV of the Social Security Act);
 - ii. to secure and retain meaningful employment;
 - iii. to attain an adequate education with particular attention toward improving literacy skills of the low-income families in the community, which may include family literacy initiatives;
 - iv. to make better use of available income;
 - v. to obtain and maintain adequate housing and a suitable living environment;
 - vi. to obtain emergency assistance through loans, grants, or other means to meet immediate and urgent individual and family needs;
 - vii. to achieve greater participation in the affairs of the communities involved, including the development of public and private grassroots
 - viii. partnerships with local law enforcement agencies, local housing authorities, private foundations, and other public and private partners to
-
- I. document best practices based on successful grassroots intervention in urban areas, to develop methodologies for wide-spread replication; and
 - II. strengthen and improve relationships with local law enforcement agencies, which may include participation in activities such as neighborhood or community policing efforts;

Needs of Youth

676(b)(1)(B) The state will assure “that funds made available through grant or allotment will be used – (B) to address the needs of youth in low-income communities through youth development programs that support the primary role of the family, give priority to the prevention of youth problems and crime, and promote increased community coordination and collaboration in meeting the needs of youth, and support development and expansion of innovative community-based youth development programs that have demonstrated success in preventing or reducing youth crime, such as--

- I. programs for the establishment of violence-free zones that would involve youth development and intervention models (such as models involving youth mediation, youth mentoring, life skills training, job creation, and entrepreneurship programs); and
- II. after-school childcare programs.

Coordination of Other Programs

676(b)(1)(C) The state will assure “that funds made available through grant or allotment will be used – (C) to make more effective use of, and to coordinate with, other programs related to the purposes of this subtitle (including state welfare reform efforts)

Eligible Entity Service Delivery System

676(b)(3)(A) Eligible entities will describe “the service delivery system, for services provided or coordinated with funds made available through grants made under 675C(a), targeted to low-income individuals and families in communities within the state;

Eligible Entity Linkages – Approach to Filling Service Gaps

676(b)(3)(B) Eligible entities will describe “how linkages will be developed to fill identified gaps in the services, through the provision of information, referrals, case management, and follow-up consultations.”

Coordination of Eligible Entity Allocation 90 Percent Funds with Public/Private Resources

676(b)(3)(C) Eligible entities will describe how funds made available through grants made under 675C(a) will be coordinated with other public and private resources.”

Eligible Entity Innovative Community and Neighborhood Initiatives, Including Fatherhood/Parental Responsibility

676(b)(3)(D) Eligible entities will describe “how the local entity will use the funds [made available under 675C(a)] to support innovative community and neighborhood-based initiatives related to the purposes of this subtitle, which may include fatherhood initiatives and other initiatives with the goal of strengthening families and encouraging parenting.”

Eligible Entity Emergency Food and Nutrition Services

676(b)(4) An assurance “that eligible entities in the state will provide, on an emergency basis, for the provision of such supplies and services, nutritious foods, and related services, as may be necessary to counteract conditions of starvation and malnutrition among low-income individuals.”

State and Eligible Entity Coordination/linkages and Workforce Innovation and Opportunity Act Employment and Training Activities

676(b)(5) An assurance “that the State and eligible entities in the State will coordinate, and establish linkages between, governmental and other social services programs to assure the effective delivery of such services, and [describe] how the State and the eligible entities will coordinate the provision of employment and training activities, as defined in section 3 of the Workforce Innovation and Opportunity Act, in the State and in communities with entities providing activities through statewide and local workforce development systems under such Act.”

State Coordination/Linkages and Low-income Home Energy Assistance

676(b)(6) “[A]n assurance that the State will ensure coordination between antipoverty programs in each community in the State, and ensure, where appropriate, that emergency energy crisis intervention programs under title XXVI (relating to low-income home energy assistance) are conducted in such community.”

Community Organizations

676(b)(9) An assurance “that the State and eligible entities in the state will, to the maximum extent possible, coordinate programs with and form partnerships with other organizations serving low-income residents of the communities and members of the groups served by the State, including religious organizations, charitable groups, and community organizations.”

Eligible Entity Tripartite Board Representation

676(b)(10) “[T]he State will require each eligible entity in the State to establish procedures under which a low-income individual, community organization, or religious organization, or representative of low-income individuals that considers its organization, or low-income individuals, to be inadequately represented on the board (or other mechanism) of the eligible entity to petition for adequate representation.”

Eligible Entity Community Action Plans and Community Needs Assessments

676(b)(11) “[A]n assurance that the State will secure from each eligible entity in the State, as a condition to receipt of funding by the entity through a community service block grant made under this subtitle for a program, a community action plan (which shall be submitted to the Secretary, at the request of the Secretary, with the State Plan) that includes a community needs assessment for the community serviced, which may be coordinated with the community needs assessment conducted for other programs.”

State and Eligible Entity Performance Measurement: ROMA or Alternate System

676(b)(12) “[A]n assurance that the State and all eligible entities in the State will, not later than fiscal year 2001, participate in the Results Oriented Management and Accountability System, another performance measure system for which the Secretary facilitated development pursuant to section 678E(b), or an alternative system for measuring performance and results that meets the requirements of that section, and [describe] outcome measures to be used to measure eligible entity performance in promoting self-sufficiency, family stability, and community revitalization.”

Fiscal Controls, Audits, and Withholding

678D(a)(1)(B) An assurance that cost and accounting standards of the Office of Management and Budget (OMB) are maintained.

By checking this box and signing the Cover Page and Certification, the agency’s Executive Director and Board Chair are certifying that the agency meets the assurances set out above.

State Assurances and Certification

California Government Code Sections 12747(a), 12760, 12768

For CAA, MSFW, NAI, and LPA Agencies

[California Government Code § 12747\(a\)](#): Community action plans shall provide for the contingency of reduced federal funding.

[California Government Code § 12760](#): CSBG agencies funded under this article shall coordinate their plans and activities with other agencies funded under Articles 7 (commencing with Section 12765) and 8 (commencing with Section 12770) that serve any part of their communities, so that funds are not used to duplicate particular services to the same beneficiaries and plans and policies affecting all grantees under this chapter are shaped, to the extent possible, so as to be equitable and beneficial to all community agencies and the populations they serve.

By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.

For MSFW Agencies Only

[California Government Code § 12768](#): Migrant and Seasonal Farmworker (MSFW) entities funded by the department shall coordinate their plans and activities with other agencies funded by the department to avoid duplication of services and to maximize services for all eligible beneficiaries.

By checking this box and signing the Cover Page and Certification, the agency's Executive Director and Board Chair are certifying the agency meets assurances set out above.

Organizational Standards

Category One: Consumer Input and Involvement

Standard 1.1 The organization/department demonstrates low-income individuals' participation in its activities.

Standard 1.2 The organization/department analyzes information collected directly from low-income individuals as part of the community assessment.

Standard 1.3 (Private) The organization has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the governing board.

Standard 1.3 (Public) The department has a systematic approach for collecting, analyzing, and reporting customer satisfaction data to the tripartite board/advisory body, which may be met through broader local government processes.

Category Two: Community Engagement

Standard 2.1 The organization/department has documented or demonstrated partnerships across the community, for specifically identified purposes; partnerships include other anti-poverty organizations in the area.

Standard 2.2 The organization/department utilizes information gathered from key sectors of the community in assessing needs and resources, during the community assessment process or other times. These sectors would include at minimum: community-based organizations, faith-based organizations, private sector, public sector, and educational institutions.

Standard 2.4 The organization/department documents the number of volunteers and hours mobilized in support of its activities.

Category Three: Community Assessment

Standard 3.1 (Private) Organization conducted a community assessment and issued a report within the past 3 years.

Standard 3.1 (Public) The department conducted or was engaged in a community assessment and issued a report within the past 3-year period, if no other report exists.

Standard 3.2 As part of the community assessment, the organization/department collects and includes current data specific to poverty and its prevalence related to gender, age, and race/ethnicity for their service area(s).

Standard 3.3 The organization/department collects and analyzes both qualitative and quantitative data on its geographic service area(s) in the community assessment.

Standard 3.4 The community assessment includes key findings on the causes and conditions of poverty and the needs of the communities assessed.

Standard 3.5 The governing board or tripartite board/advisory body formally accepts the completed community assessment.

Category Four: Organizational Leadership

Standard 4.1 (Private) The governing board has reviewed the organization's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The organization's programs and services are in alignment with the mission.

Standard 4.1 (Public) The tripartite board/advisory body has reviewed the department's mission statement within the past 5 years and assured that:

1. The mission addresses poverty; and
2. The CSBG programs and services are in alignment with the mission.

Standard 4.2 The organization's/department's Community Action Plan is outcome-based, anti-poverty focused, and ties directly to the community assessment.

Standard 4.3 The organization's/department's Community Action Plan and strategic plan document the continuous use of the full Results Oriented Management and Accountability (ROMA) cycle or comparable system (assessment, planning, implementation, achievement of results, and evaluation). In addition, the organization documents having used the services of a ROMA-certified trainer (or equivalent) to assist in implementation.

Appendices

Please complete the table below by entering the title of the document and its assigned appendix letter. Agencies must provide a copy of the Notice(s) of Public Hearing and the Low-Income Testimony and the Agency's Response document as appendices A and B, respectively. Other appendices such as the community need assessment, surveys, maps, graphs, executive summaries, analytical summaries are encouraged. All appendices should be labeled as an appendix (e.g., Appendix A: Copy of the Notice of Public Hearing) and submitted with the CAP.

Document Title	Appendix Location
Copy of the Notice(s) of Public Hearing	A – pg. 45
Low-Income Testimony and Agency's Response	B - pg. 46
Community Needs Assessment	C - pg. 47
Collaborations and Partner Agencies	D - pg. 97
Data Collection and Reporting Methods -Program Samples	E - pg. 102

APPENDIX A

Notice(s) of Public Hearing

The 2024-25 Community Action Planning process is underway! *We want your input.*

Have you used our services? Are you one of our organizational partners? Are you concerned about poverty in our community?

Your input and opinion are needed and appreciated.

HELP STRENGTHEN OUR RESPONSE TO POVERTY!

Make sure your voice is heard as we identify priorities to invest in over the next two years! ATCAA has released the Draft 2024-25 CSBG Community Action Plan that includes our most recent Community Needs Assessment.

Members of the public are invited to attend and provide input, either in person or virtually via Zoom.

The Public Comment Period for our
2024-25 CSBG Community Action Plan is:

July 31st, 2023

5:00 p.m. - 7:00 p.m.

Join us at one of our 2 locations:

Jackson Service Center

Community Room

10590 Highway 88, Jackson, CA. 95642

Sonora Service Center

427 N. Highway 49

Third Floor Conference Room

Sonora, CA. 95370

OR via Zoom at the following link:

<https://us02web.zoom.us/j/89033203104?pwd=YXQwZlhUQWxJRnRwVnZBY1k5T2pSQT09>

APPENDIX B

Amador Tuolumne Community Action Agency

Low-Income Testimony and Agency's Response			
Name	Verbatim Testimony (Note: testimony is not verbatim. An audio recording was saved.)	Concern addressed in draft CAP (Y/N)?	If not, Agency Response
The draft CAP is open for public comment from 6/30/23 – 7/31/23			
The following comments were received at ATCAA's Public Forum on 7/31/2023.			
Stephanie Moreno	Suggested that Survey Data be identified by Census Tract	No	ATCAA's client survey does not currently include zip code information. We will incorporate it in our 2024 client survey, and beyond
Stephanie Moreno	A request is for ATCAA to periodically have a "pop-up-shop" in 95669 to inform the community of available services.	No (not really a CAP item)	ATCAA Exec Dir. agreed to hold a periodic outreach event in zip code 95669. Will coordinated with the Mayor of Plymouth.
Stephanie Moreno	Suggested that ATCAA update our website to include application forms in Spanish.	Yes, Community Awareness section, Question 2.	ATCAA Exec Dir. stated that we are working to add approved Spanish forms on our website. We also hired a Spanish speaking staff member to support Spanish speaking clients
Stephanie Moreno	Suggested starting a community-based consortia to pool together available resources and increase effectiveness in our community	No (not really a CAP item)	ATCAA Exec Dir. stated that he will commit to initiating a "Poverty Symposia" with community service providers to see if we can make a more leveraged dent in poverty
Lucy Hernandez	Requested we correct appendix D and move CMCAA as a partner in the "Non-Profit" to the "Local Government" category	Yes	Corrected in Draft CAP on 7/31/2023
Lucy Hernandez	Increase accessibility to non-English residents from Calaveras County, to apply for LiHEAP/WX services offered by ATCAA. At this time there are no Spanish information or materials (ex:	Yes, in the Community Awareness section, Question 2.	

	application) for residents that do not speak English to apply. Asking for Spanish outreach, materials and applications to be available to ensure Diversity, Equity and Inclusion (DEI) is followed and reduce barriers for our low-income residents, seniors and vulnerable populations in Calaveras Co to access the LIHEAP/WX programs.		
Lucy Hernandez	Calaveras County LiHEAP & WX Outreach—a need to increase outreach/marketing of these programs that ATCAA is contracted to offer to our Calaveras County residents. The ask is to increase outreach efforts to increase awareness to our low-income residents. At this time ATCAA has stated there is no paid marketing occurring in Calaveras County—shared at 7.26.2023 CMCAA Boar meeting presentation.	Yes, in the Linkages and Funding Coordination section- Question 12.	

Appendix C



Amador Tuolumne Community Action Agency 2024/2025 Community Needs Assessment

In preparation for the 2024-2025 Community Action Plan (CAP), ATCAA completed an assessment in 2022 and 2023 that included analysis of community measures, and feedback from partner agencies, stakeholders, and ATCAA clients. Through this process, top community needs were identified. The purpose of the assessment is to enhance understanding of the needs in both Amador and Tuolumne Counties. The report is meant to build upon the work done in 2020-2021 and inform the community and other interested parties of ATCAA’s efforts to improve conditions of living for Amador and Tuolumne and to the degree funded, Calaveras low-income residents.

Phase One: Secondary Data Reports

ATCAA utilized secondary data reports to collect data sets that are often inclusive of under-represented groups. Groups that are difficult for ATCAA to collect data on include youth, young adults, and the elderly. Sources of secondary data included in the Needs Assessment were collected from Federal, State, and local data sets such as the U.S. Census, the Department of Education, the Central Sierra Continuum of Care and the Area 12 Agency of Aging.

Phase Two: ATCAA Demographics and Surveys

Priority was placed on developing and conducting well-rounded surveys to collect data from all three counties served. The **Client Needs Survey** gathered information on “greatest needs” and “biggest challenges”, capturing the awareness of the agency and agency satisfaction. The survey also captured client demographics such as age, gender, race and ethnicity.

ATCAA also conducted an extensive external **Partner Agency Survey** targeting diverse respondents representing the private, public, and low-income sectors. Partner agencies commented on programs and resources that are working well in our community, the challenges our communities are facing and how they view their relationship with ATCAA.

ATCAA also surveyed its internal stakeholders, **ATCAA employees and the ATCAA Board of Directors**. ATCAA strongly believes that employee and board input and involvement are critical components to future planning and goal setting.

*Note: Respondents were not required to answer every question for Phase II surveys and some questions allow for multiple answers. Therefore, the percentages that are presented reflect the percentage of responses received for that question, not percentage of all respondents, unless otherwise indicated.

Phase Three: Focus Groups

Qualitative information was collected from **community-based organizations and residents** with an emphasis on gathering feedback on the needs of low-income residents through focus groups. The focus groups were designed to encourage discussion and free response by asking a single open-ended question, “What do you see as the greatest needs for low-income community members?”. Feedback was transcribed into qualitative data and analyzed as part of the overall Community Needs Assessment data.

Phase Four: Community Asset Mapping

ATCAA has captured a listing of community assets from the Partner Agency survey participants listing the assets into service categories. ATCAA has also included links to community resources.

PHASE ONE:

Demographics

The Amador Tuolumne Community Action Agency (ATCAA) serves residents in two non-contiguous rural counties, Amador and Tuolumne, which comprise our service area. These counties are 45 miles apart and located in the western Sierra Nevada foothill region south east of Sacramento. Both counties have similar geography with elevations that range from 300 to 13,000 feet. Amador, the northernmost of the two counties, covers 593 square miles, whereas Tuolumne County has 2,235 square miles.

The geography and transportation corridors of the region help to define where major population areas are in the two counties. The major transportation arteries in both counties connect the western valley floor with the eastern mountainous regions. Most residents live along these corridors. Amador County has some largely unpopulated areas in the El Dorado National Forest and Mokelumne Wilderness areas, and agricultural land in the Shenandoah Valley. Tuolumne County also has sparsely populated areas including the Stanislaus National Forest and the northern half of Yosemite National Park.



Amador County (US Census estimated population 41,259 as of 2021) has five small, incorporated cities which include Amador City (200), Sutter Creek (2,646), Ione (5,141), Plymouth (1,078), and Jackson (5,019)- the county seat. Residents living outside of these cities are scattered throughout the region in small communities such as Camanche (964), Pioneer (1,066), Fiddletown (279), River Pines (390), Martell (207), and Pine Grove (2,891) which are located near transportation corridors.

Tuolumne County (US Census estimated population 55,620 as of 2021) has one incorporated city, Sonora (5,003), which is also the county seat. The balance of the county population is spread out among communities such as Jamestown (3,478), Groveland (540), Soulsbyville (2,092), Twain Harte (2,378), Columbia (2,577), Tuolumne City (1,798), and Pinecrest (232). As in Amador County, these towns are situated near major roads. Due to the unique geographic profile and arrangement of populated areas, our recruitment area and program operations are limited to the regions located to the west of the summit of the Sierra Nevada Mountains, and outside of National Forest lands and Wilderness Areas in Amador and Tuolumne Counties.

Population

The U.S. Census Bureau Census Tract indicates that the population of Amador County is on a rise and while Tuolumne County's population was on the decline in 2019, the 2020 U.S. Census indicates that Tuolumne County's population has risen. According to the American Community Survey (ACS) 5-year estimate, reports indicate that in 2021 Amador County has a total population of 40,095 and Tuolumne County has a total population of 55,243.

Amador County Population

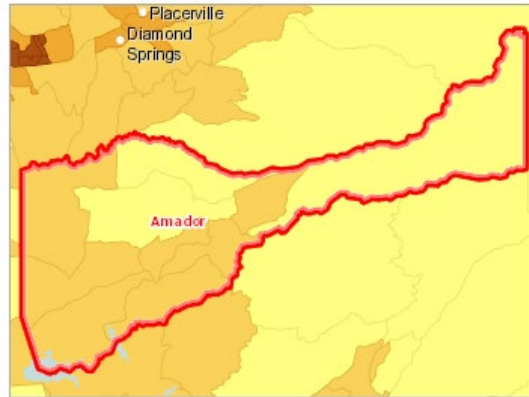
Rate of change

2010-2021: 9.5%

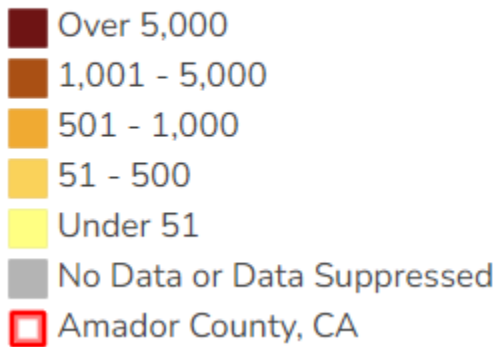
Tuolumne County Population

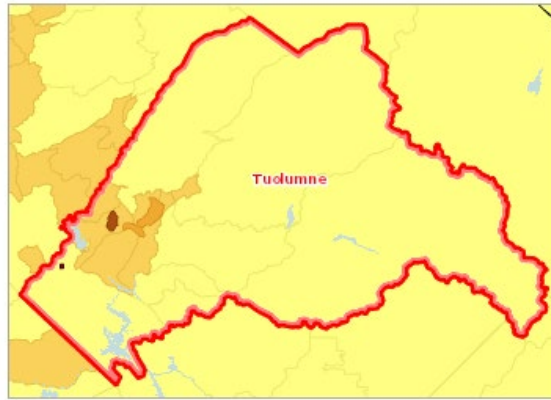
Rate of change

2010-2021: -1%

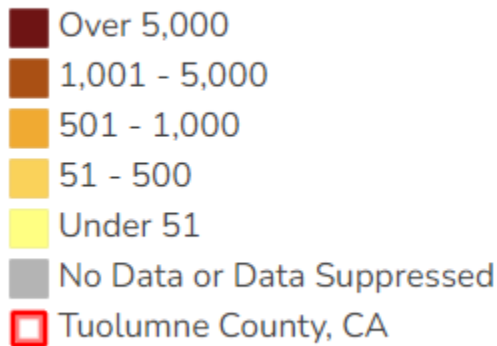


Population, Density (Persons per Sq Mile) by Tract, ACS 2017-21





Population, Density (Persons per Sq Mile) by Tract, ACS 2017-21



Age and Gender

In Amador County, the female population comprises 45.2%, while the male population comprises 54.8%. In Tuolumne County, the female population comprised 47.5% while the male population comprised 52.5%.

The median age in Amador County moved from 47 years of age in 2010 to 50 years of age in 2020 and in Tuolumne County, the median age moved from 46 to 48.

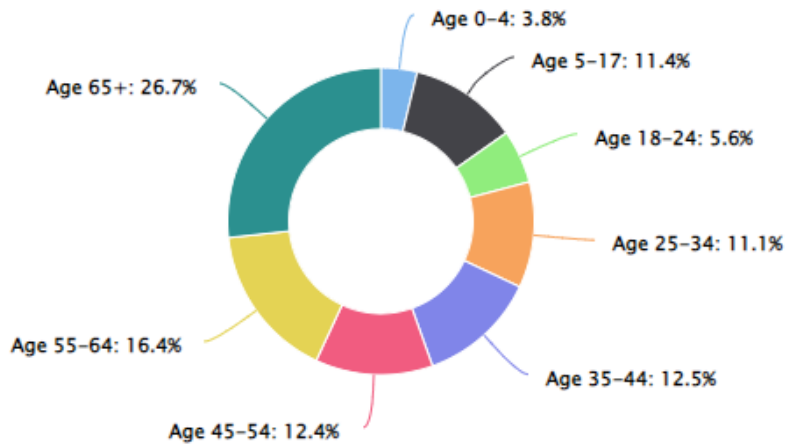
The 2020 census data indicates the median age of the total population aged 65 and over is 72 in Amador County and 73 in Tuolumne County. The Amador County “age 65 and over” population is 27.4%, and in Tuolumne County, the “age 65 and over” population is 27.2%.

According to the Area 12 Agency on Aging’s 2020 Community Needs Data Analysis there has been significant growth in the 60- 84 year old populations according to the 2020 Suburban Stats County Population Estimates. Both Amador and Tuolumne Counties 60 and over age group account for 38% of each county’s total population.

American Community Survey (ACS) 5-year population, 2019 estimates

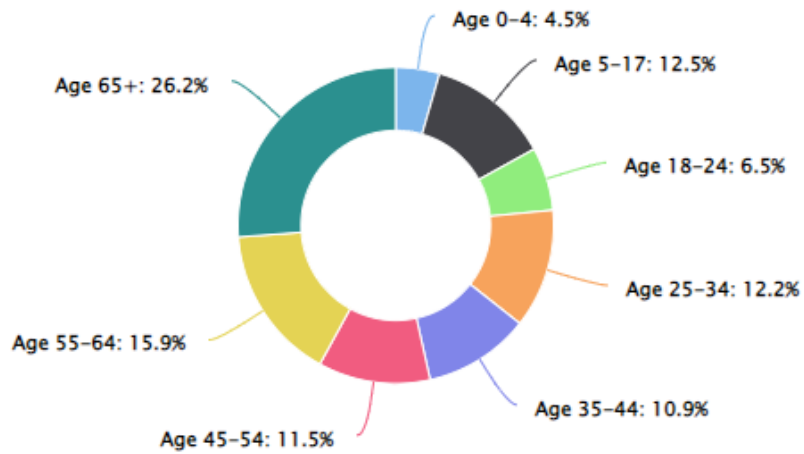
Total Population by Age Groups, Total

Amador County, CA



Total Population by Age Groups, Total

Tuolumne County, CA



Data Source: US Census Bureau, American Community Survey. 2017 -2021

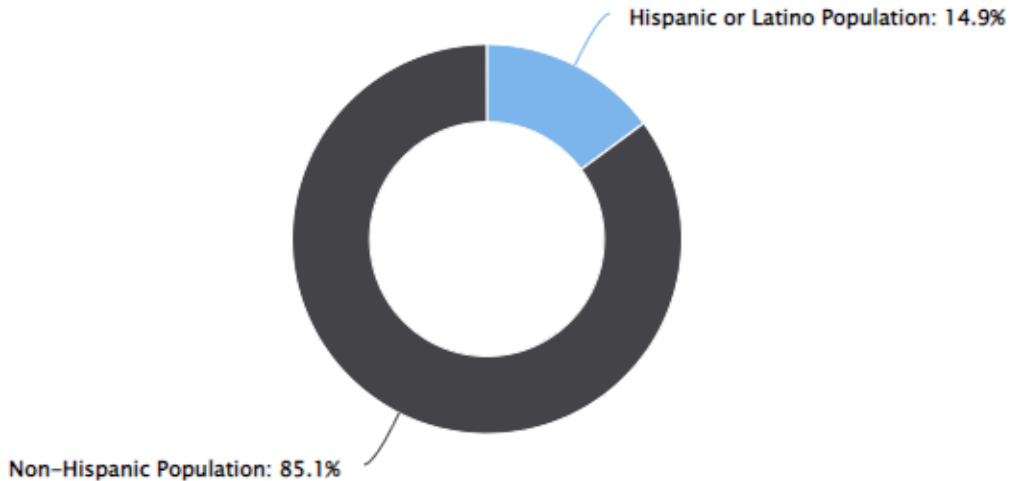
Ethnicity and Race

U.S. Census estimates reflect very little change in ethnicity for both Amador and Tuolumne Counties from 2010 to 2020, with a Hispanic/Latino increase of 3% in Amador County and a 1% increase in Tuolumne County.

- 14% of Amador County's Hispanic/Latino population is comprised of 62.6% male and 37.4% female, and 10% of this population is aged 65 years and older.
- 13% Tuolumne County's Hispanic/Latino population is comprised of 57.1% male and 42.8% female, and 11% of this population is aged 65 years and older.

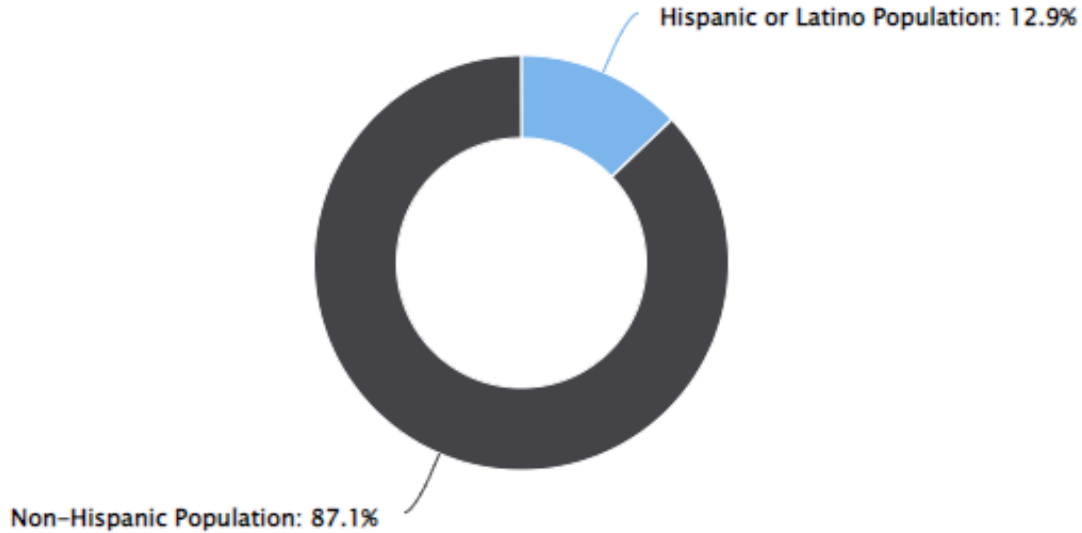
Total Population by Ethnicity Alone

Amador County, CA



Total Population by Ethnicity Alone

Tuolumne County, CA

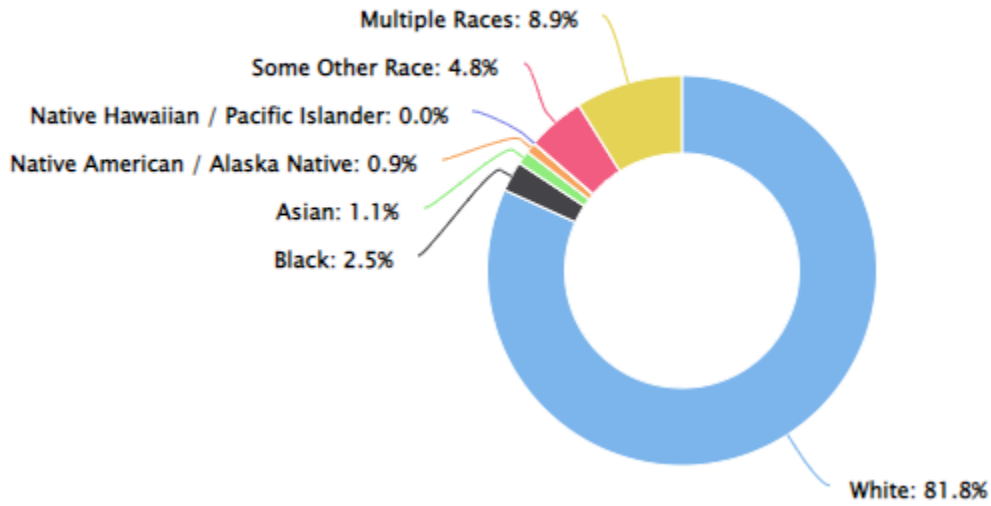


Data Source: US Census Bureau, American Community Survey. 2017 -2021

The American Indian/Alaska Native population in Amador County is .61% of the total county population while the Tuolumne County American Indian/Alaska Native population is 1.75% of the total county population . The Black/African American population in Amador County is 1.14% of the total county population while the Black/African American Tuolumne County population is 1% of the total county population.

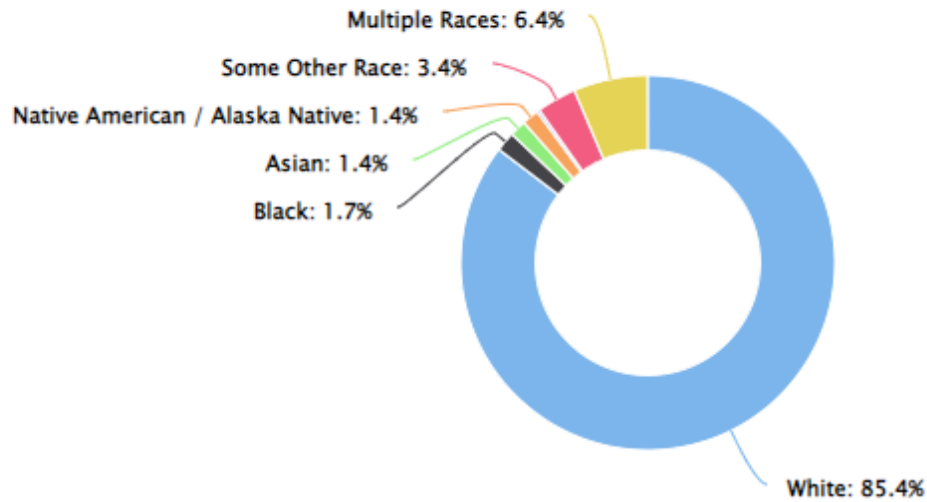
Total Population by Race Alone, Total

Amador County, CA



Total Population by Race Alone, Total

Tuolumne County, CA



Source: Community Action Partnership Website 2/2023

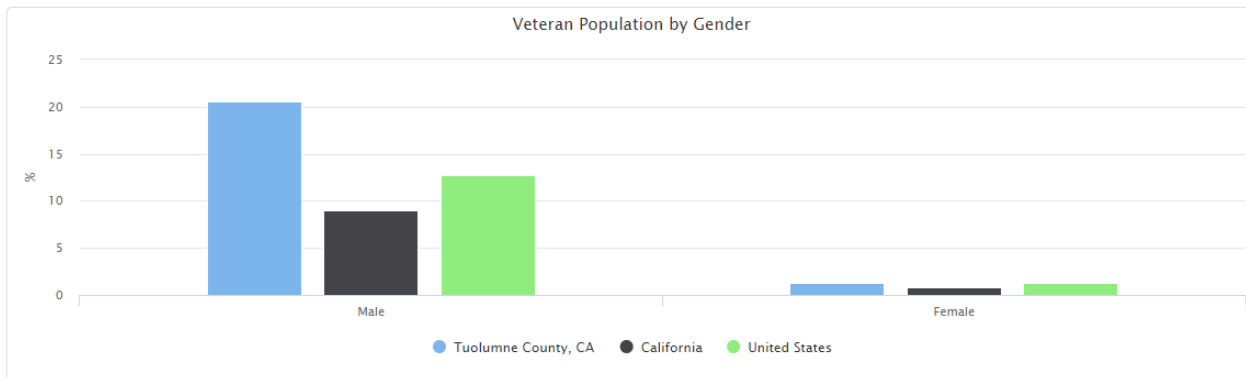
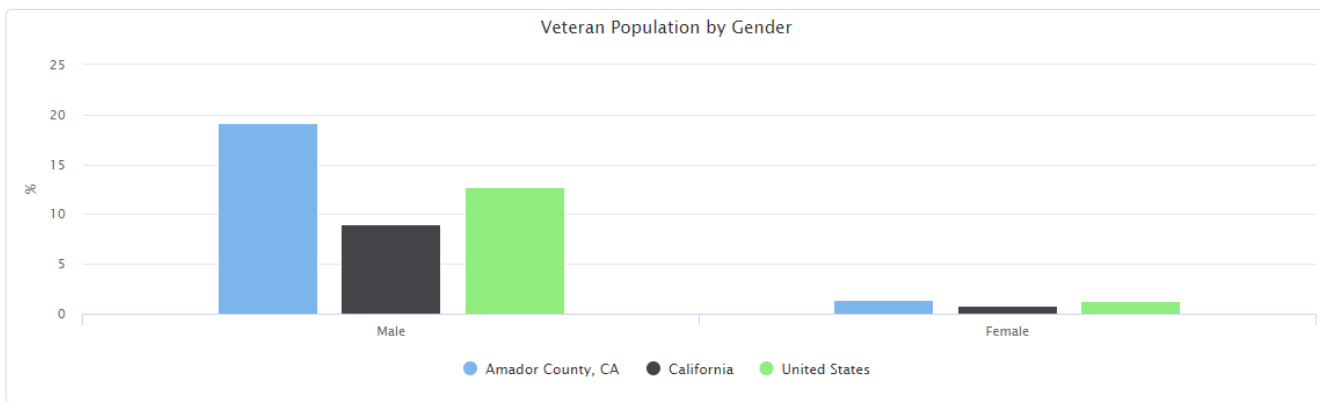
Veterans, Age and Gender

The total number of Veterans living in Amador and Tuolumne Counties comprise 11.18% and 11.43%, respectively, with 3,797 Veterans residing in Amador County and 5,241 Veterans residing in Tuolumne County.

The largest percentage of Veterans by gender was male in both Amador and Tuolumne Counties. In Amador County, the male veteran population percent was 19.12% as of 2021, and the female veteran population percent was 1.38% for the same timeframe. Tuolumne County reported that the male veteran population percentage was 20.59% as of 2021, and the female veteran population percent was 1/34% for the same timeframe.

In Amador County the number of veterans reflected in 2019 decreased by 5.5% but only decreased by 1.8% in Tuolumne County from 2010 census data.

Data Source: US Census Bureau, American Community Survey. 2017-21



Source: Community Action Partnership Website 2/2023

Poverty

Poverty thresholds and *poverty guidelines* are dollar amounts set by the U.S. government to indicate the least amount of income a person or family needs to meet their basic needs.

The Census Bureau uses poverty thresholds as part of the official poverty measure to estimate the population's income and poverty levels and related information.

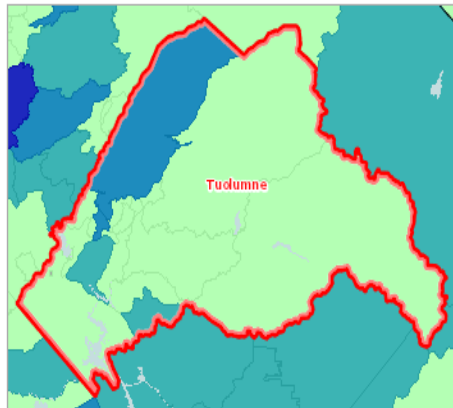
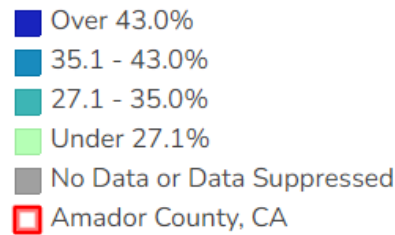
The U.S. Department of Health and Human Services (HHS) sets the poverty guidelines. The guidelines are a simpler version of the thresholds set with the official poverty measure, mostly used by federal agencies to determine eligibility for public programs such as food assistance.

2023 POVERTY GUIDELINES FOR THE 48 CONTIGUOUS STATES AND THE DISTRICT OF COLUMBIA	
Persons in family/household	Poverty guideline
1	\$14,580
2	\$19,720
3	\$24,860
4	\$30,000
5	\$35,140
6	\$40,280
7	\$45,420
8	\$50,560
For families/households with more than 8 persons, add \$5,140 for each additional person.	

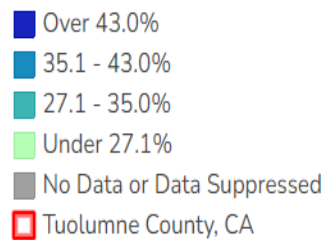
In Amador County 19.19% are living below 185% of the Federal Poverty Level (FPL) and in Tuolumne County 21.59% are living below 185% of the FPL according to the 2020 US Census Bureau, Small Area Income and Poverty Estimates.



Population Below 185% Poverty Level, Percent by Tract, ACS 2017-21



Population Below 185% Poverty Level, Percent by Tract, ACS 2017-21



Poverty level information is reflected as 100% of the federal poverty income guidelines. US Census 2020 poverty estimates reflect 7.90% of Amador County and 9.90% of Tuolumne County persons living below poverty level. In Amador County, the Jackson Census County Division has the highest concentration of those living below poverty level and in Tuolumne County that area is the Sonora Census County Division.

The rate of change from 2010-2020 of persons living below poverty level has decreased -2.5% in Amador County and -3.1% in Tuolumne County.

Poverty quick facts:

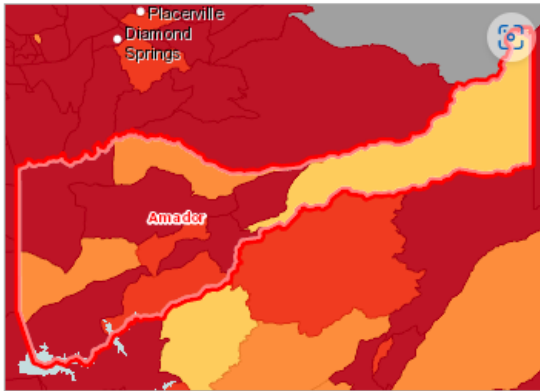
- 3% more females than males in both Counties are living in poverty.
- Females, 25 and over, despite educational attainment, have a 3% higher rate of poverty in both Amador and Tuolumne Counties than males.
- 15% of Amador and Tuolumne County residents living in poverty are under the age of 18.
- 15% of Amador and Tuolumne County residents, respectively, living in poverty are 65 years of age and over.
- 7% of Amador children under 18 and 8.4% of Tuolumne children live at 185% of the federal poverty level.
- 41.8% of the children in Amador County are eligible for free or reduced price lunches, and 43.6% of the children in Tuolumne County are eligible for free or reduced price lunches.

Median income- (US Census)

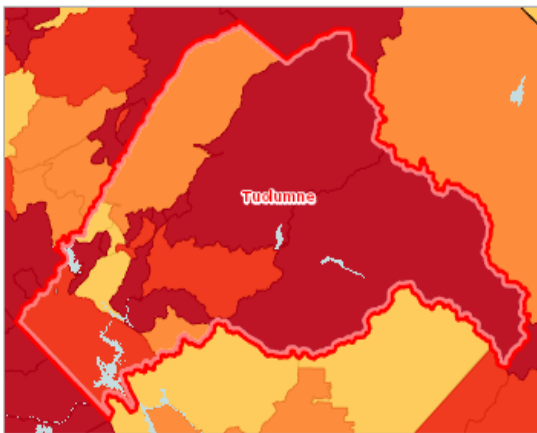
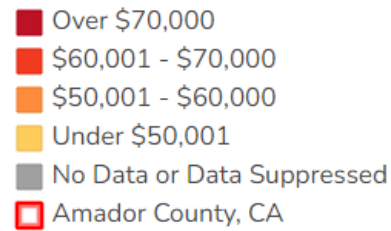
- Amador County Median Income: \$31,281 in 2010 and \$36,589 in 2021 reflecting \$5,308 increase (14.5%) in nine years.
- Tuolumne County Median Income: \$25,498 in 2010 and \$37,042 in 2021 reflecting \$11,544 increase (31.16%) in nine years.

- California Average Median Income: \$54,283 in 2010 and \$69,021 in 2021 reflecting \$23,822 increase (35%) in nine years.

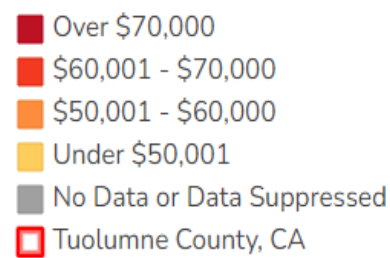
Data Source: US Census Bureau, [American Community Survey](#). 2017-21. Source geography: Tract



Median Household Income by Tract, ACS 2017-21



Median Household Income by Tract, ACS 2017-21

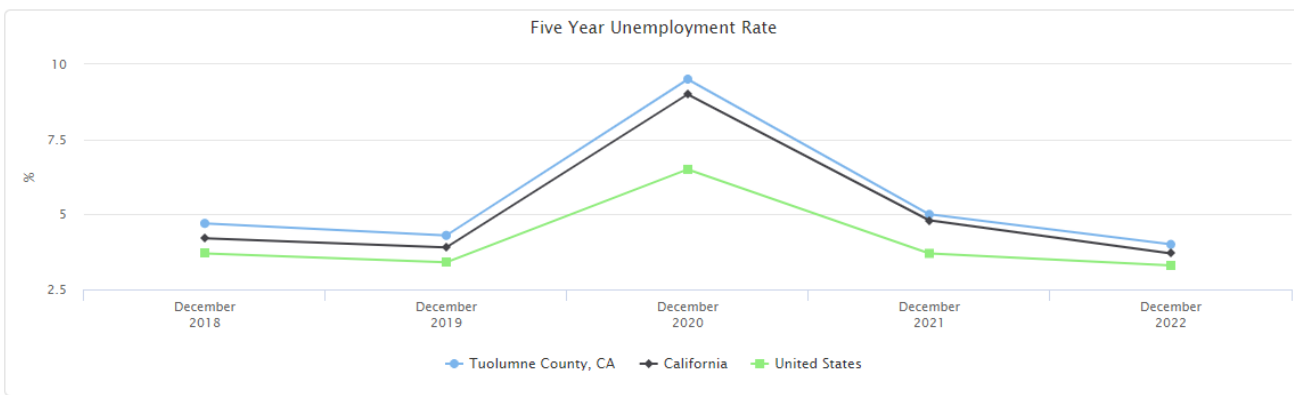
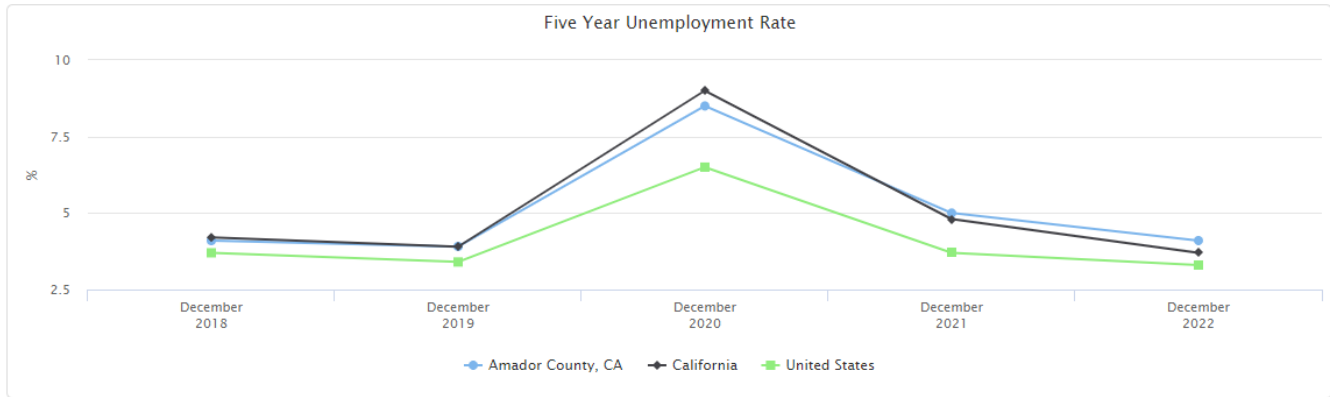


Employment

The graphs below reflect a steady reduction in the annual average unemployment rate from 2018 to 2022 in Amador and Tuolumne Counties with a minute percentage change in Amador (during the five year reporting) and 9% in Tuolumne in 2018, decreasing 6% respectively by 2022, with an average reduction of 6% in the five years. The unemployment rates increased dramatically in 2020 climbing to an average of 9% in Amador and 10% in Tuolumne County with the peak month of April 2020 at 14.4% and 17.3% respectively.

The 2020 increase coincided with the COVID-19 outbreak. Ten of the first twenty confirmed COVID-19 cases in the United States occurred in California, the first of which was confirmed on January 26, 2020, which subsequently prompted the shutdown of businesses, schools and “stay at home” orders. What followed was a dramatic increase in unemployment throughout California.

2022 brought drastically increased employment opportunities to both Amador and Tuolumne Counties as the Covid Pandemic had run the majority of its course. Private business, State and Local Government Agencies, and public service providers returned to hiring. By the beginning of 2023, Amador County unemployment rate was 5.8%, and Tuolumne County unemployment rate was 5.6% respectively.



Education

Graduation Outcomes

- 8.8% of the Amador County population have less than a high school graduate education
- 9% of the Tuolumne County population have less than a high school graduate education
- 30% of the Amador County population have a high school education only
- 25.7% of the Tuolumne County population have a high school education only
- 18.1% of the Amador County population have completed college
- 22.3% of the Tuolumne County population have completed college

Of the students who started high school in 2010, 23% completed a four-year college degree by 2020. Another 27% had enrolled in college but not yet graduated.

Among Black and Hispanic students who entered high school in 2010, the share who earned a four-year degree by 2020 was lower than the overall student rate – less than 14% for either group.

Educational attainment, 4-year college class of 2020

All races ▼

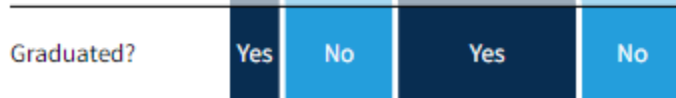
High school



College



College



Sources: National Center for Education Statistics; Census B

Food Insecurity

Food insecurity describes a household’s inability to provide enough food for every person to live an active healthy life. Food insecurity is one way we can measure and assess the risk of hunger. The effects of food insecurity can include:

- serious health complications and difficult decision-making for seniors - especially when people facing hunger are forced to choose between spending money on food and medicine or medical care,
- damage to a child’s ability to learn and grow.

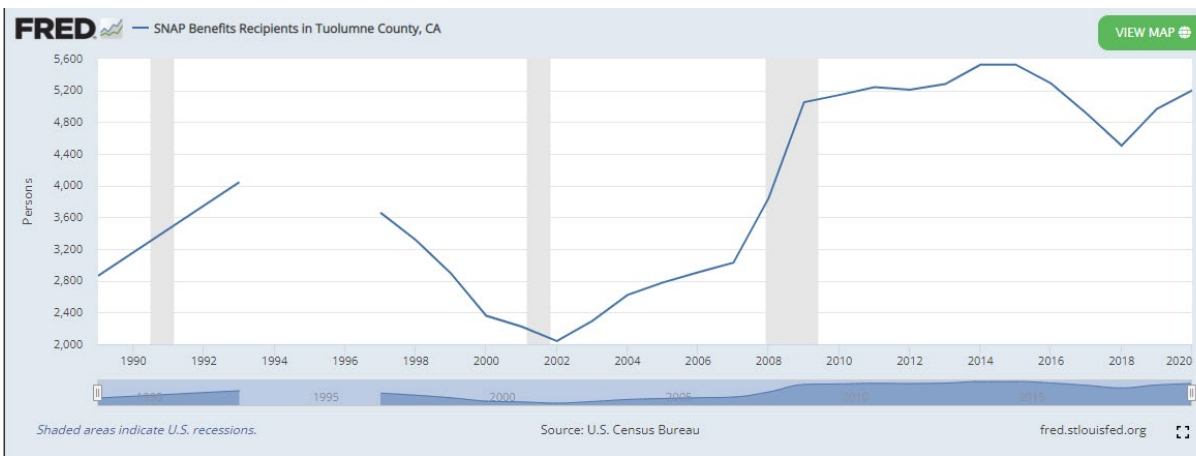
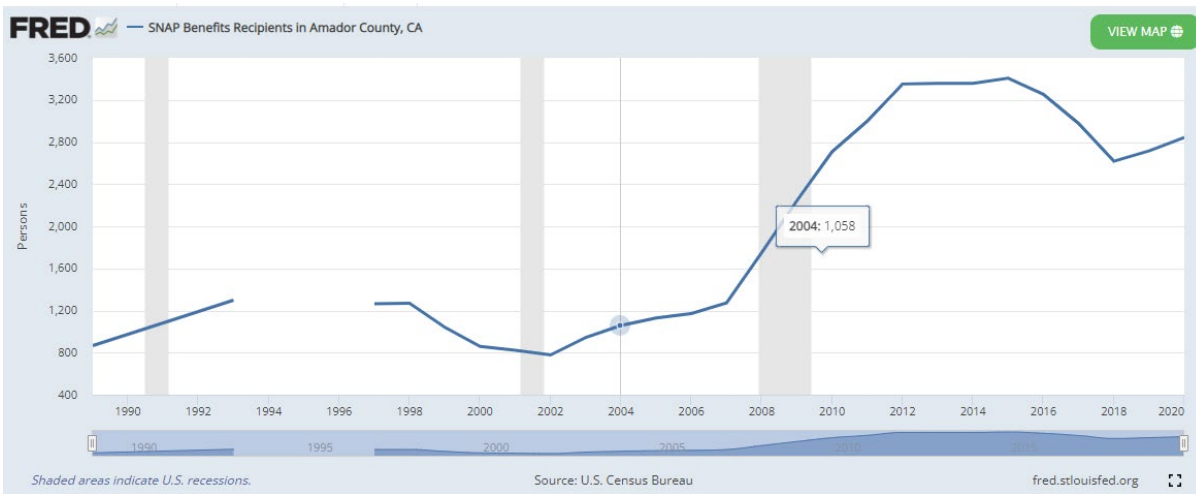
Rural communities make up 63% of counties in the United States and 87% of counties with the highest rates of overall food insecurity and 86% of the counties with the highest percentage of children at risk for food insecurity are rural. In Amador and Tuolumne Counties, 1 in 8 people struggle with hunger and 1 in 5 children struggle with hunger (feedingamerica.org). Food insecurity rates are higher in rural areas than in urban areas. According to the USDA, in 2021 11% of rural households were food insecure.

In 2020, Amador County had 4,160 food insecure persons with an overall food insecurity rate of 10.6%, and Tuolumne County had 7,050 persons with an overall food insecurity rate of 11.7% (feedingamerica.org).

The Supplemental Nutrition Assistance Program (SNAP) substantially reduces the prevalence of food insecurity and thus is critical to reducing negative health outcomes.

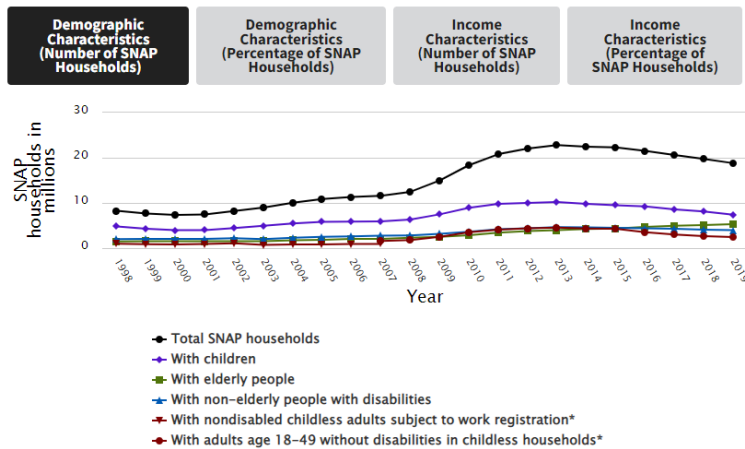
In Amador County, the annual food budget shortfall in 2020 was estimated at \$2,825, and in Tuolumne County the annual food budget shortfall for the same year was estimated at \$4,568.

Food Stamp Use



- 2,842 households in Amador County used Food Stamps in 2020 (FRED Economic Reporting) which increased from 2,715 in 2019
- 5,201 households in Tuolumne County used Food Stamps in 2020 (FRED Economic Reporting) which also increased from 4,967 in 2019.
- SNAP households that also receive Social Security benefits may see a decrease in their SNAP benefits beginning January 2023 because of their higher Social Security benefits.

Yearly trends SNAP households by demographic and income characteristics



Source: www.fns.usda.gov/SNAP-household-trends

Free & Reduced Lunch Program Use:

- In Amador County, 55% of all students (5 years through 17 years) were eligible for the program in 2020-2021.
- In Tuolumne County, 52% of all students (5 years through 17 years) are eligible for the program in 2020-2021.
- In the 2019-2020 school year, more than 3.6 million California students received free or reduced price meals – nearly 60% of all students in the state, according to the California Department of Education. In the 2020-2021 school year, even during the pandemic, about 3.5 million students were served.

Food Stamps/Supplemental Nutrition Assistance Program (SNAP)-(ACS), 2020-2021 estimates

Housing and Homeless

The Census Bureau combines 5 consecutive years of ACS data to produce estimates for geographic areas with fewer than 65,000 residents. These 5-year estimates represent data collected over a period of 60 months. Because the ACS data is based on a sample, rather than all housing units and people, ACS estimates have a degree of uncertainty associated with them, called sampling error.

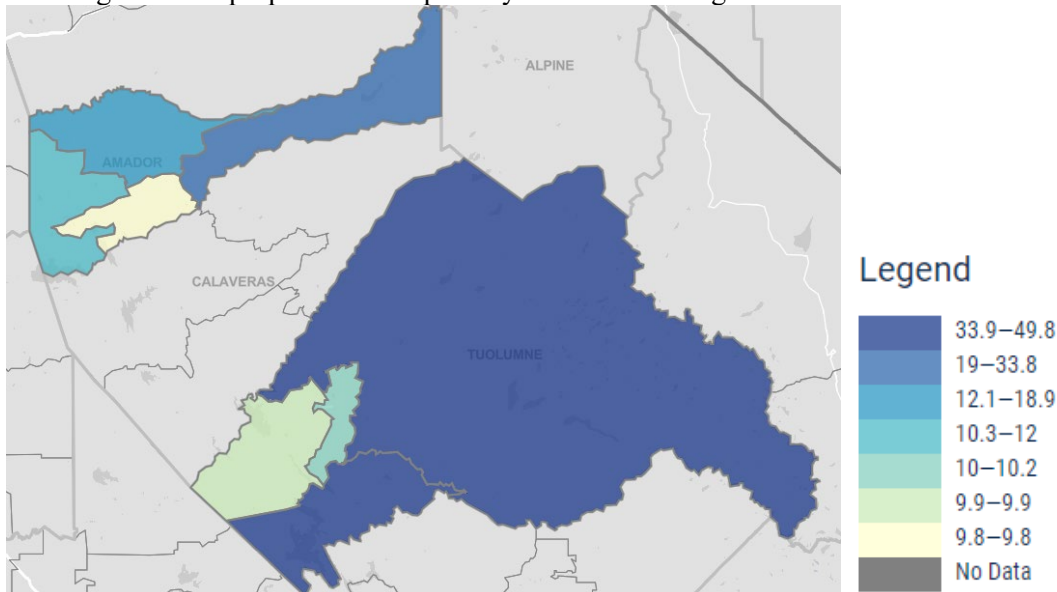
Housing Quick Fact (2020 census data)

	<u>Amador County</u>	<u>Tuolumne County</u>
Housing units	18,875	31,487
Owner-occupied housing unit rate	78.4%	74.7%
Median value of owner-occupied housing units	\$349,500	\$333,500
Median selected monthly owner costs -with a mortgage	\$1,881	\$1,930
Median selected monthly owner costs -without a mortgage	\$598	\$666
Median gross rent	\$1,126	\$1,105

Heating Fuel Use

In Amador County, information provided by ATCAA’s Energy Department “Client Intake Form”, ATCAA occupied housing units use electricity as their primary source of heating fuel.

In Tuolumne County, information provided by ATCAA’s Energy Department “Client Intake Form”, ATCAA occupied housing units use propane as their primary source of heating fuel.



Housing Occupancy-Total Housing Units-Vacant Housing Units Percent-by Census County Division (CCD), 2019 estimates

**National Low-Income Housing Coalition
Out of Reach 2021: California**

Number of Households	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
TOTAL	13,103,114	14,884	22,937
RENTER	5,861,796	3,448	6,051
PERCENT RENTERS	45%	23%	26%
Housing Wage	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ONE-BEDROOM	\$31.18	\$17.81	\$16.54
TWO-BEDROOM	\$39.01	\$22.08	\$21.77
THREE-BEDROOM	\$52.39	\$31.37	\$29.92
Fair Market Rent	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ONE-BEDROOM	\$1,621	\$926	\$860
TWO-BEDROOM	\$2,028	\$1,148	\$1,132
THREE-BEDROOM	\$2,724	\$1,631	\$1,556
Annual Income Needed to Afford	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ONE-BEDROOM	\$64,846	\$37,040	\$34,400
TWO-BEDROOM	\$81,133	\$45,920	\$44,280
THREE-BEDROOM	\$108,973	\$65,240	\$62,240
Minimum Wage	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
MINIMUM WAGE	\$15.00	\$15.00	\$15.00
RENT AFFORDABLE AT MINIMUM WAGE	\$780	\$780	\$780
Work Hours/Week at Minimum Wage	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
ONE-BEDROOM	83	47	57
TWO-BEDROOM	104	59	75

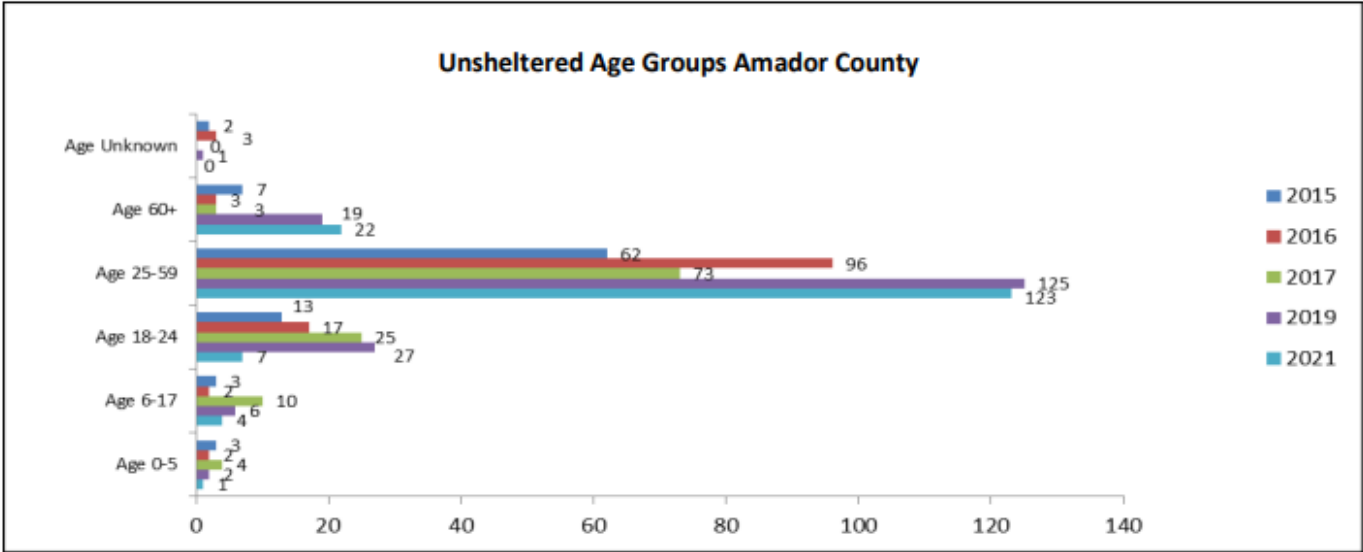
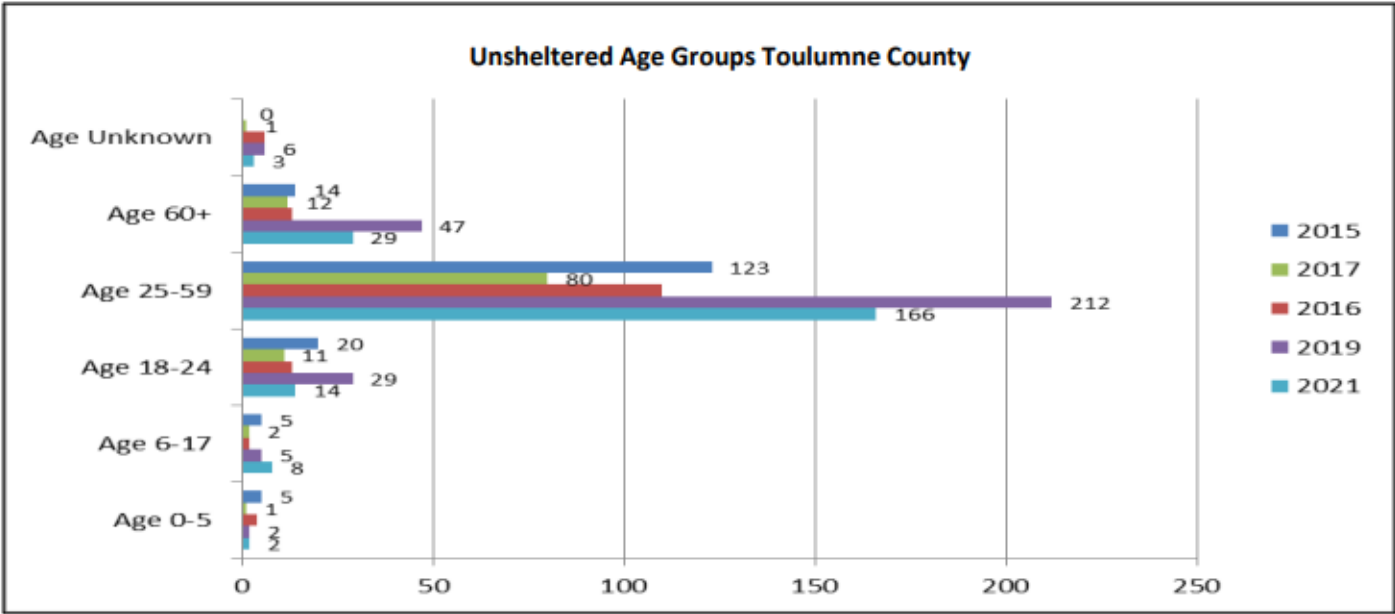
THREE-BEDROOM	140	84	104
Supplemental Security Income (SSI) Payment	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
SSI MONTHLY PAYMENT	\$1,002	\$1,002	\$1,002
RENT AFFORDABLE TO SSI RECIPIENT	\$301	\$301	\$301
Income Levels	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
30% OF AREA MEDIAN INCOME (AMI)	\$31,855	\$25,980	\$25,290
ESTIMATED RENTER MEDIAN HOUSEHOLD INCOME	\$64,242	\$41,005	\$37,902
Rent Affordable at Different Income Levels	<i>California</i>	<i>Amador County</i>	<i>Tuolumne County</i>
30% OF AREA MEDIAN INCOME (AMI)	\$796	\$650	\$632
ESTIMATED RENTER MEDIAN HOUSEHOLD INCOME	\$1,606	\$1,025	\$948

Homeless Point-In-Time (PIT) Count

The Point-in-Time (PIT) count is a count of sheltered and unsheltered people experiencing homelessness that HUD requires each Continuum of Care (CoC) nationwide to conduct in a single night in January. HUD requires that CoCs conduct an annual count of homeless persons who are sheltered in emergency shelters, transitional housing, and Safe Havens. CoCs must also conduct a count of unsheltered homeless persons at least every other year. The unsheltered count is intended to demonstrate the unmet need.

It is difficult to accurately count homeless individuals who are spread out in remote areas of Amador and Tuolumne Counties and a homeless count in January might not accurately capture the number of unsheltered homeless individuals who may leave the area in the harsh winter months to return in the spring, summer, or fall.

- In 2022, PIT counts identified 222 total homeless persons in Tuolumne County, The PIT count for 2022 was a “sheltered only” count. It did not include unsheltered individuals. Due to such, there was a 43% decrease in homeless individuals versus persons from the 2019 PIT count that identified both sheltered and unsheltered homeless individual. Due to Covid 19, the 2020 and 2021 PIT counts only identified sheltered homeless individuals as well.
- In 2022, PIT counts identified 146 total homeless persons in Amador County. Again, the PIT count for 2022 was a “sheltered only” count. It did not include unsheltered individuals. Due to such, there was a 32% % decrease in homeless individuals versus persons from the 2019 PIT count that identified both sheltered and unsheltered homeless individual. Due to Covid 19, the 2020 and 2021 PIT counts only identified sheltered homeless individuals as well.
- * In both Amador and Tuolumne Counties, approximately 10.2% of the homeless counted in 2022 were children under 18 years of age. There was a .2% increase in the amount of homeless children counted yet this number is most likely quite a bit more due to the fact that only the sheltered families and children were counted in the 2022 PIT count.



Central Sierra Continuum of Care, CA-526: 2022 Point-in-Time Count with comparative graphs from 2021 Point-in-Time Count

Health and Mental Health

[California Department of Public Health](#)

2022 County Health Status Profile Report

Morbidity/Mortality in Amador/Tuolumne - age adjusted data – per 100,000 persons through 2019 (Significant ranking noted in Bold)		Amador Co. per 100k pop.	Tuolumne Co. Per 100k pop.	California Average as of Year 2022
Death All Causes	Amador & Tuolumne above CA	433	670	625
Death from All Cancers	Amador & Tuolumne above CA	107	141	128
Lung Cancer	Amador & Tuolumne above CA Amador ranking 54 out of 58 counties	30	34	23
Coronary Heart Disease	Tuolumne above CA ranking 45 of 58	58	102	80
Stroke	At or near average	22	36	37
Diabetes	Amador & Tuolumne below CA Ranking 5^h and 11th as some of the lowest Counties in the State	7	13	11
Unintentional Injuries	Amador & Tuolumne above CA	22	47	38
Motor Vehicle Related	Amador & Tuolumne above CA	8	8	10
Alzheimer's Disease	Tuolumne ranks 8th lowest in CA	31	13	38
Death Due to Suicide	Amador & Tuolumne above CA Ranking 46 and 43 in CA	8	14	11
Death Due to Homicide	Amador ranking 27th and Tuolumne ranking 16th	1	2	5
Firearms Related Death	Amador & Tuolumne above CA Amador ranking 42 & Tuolumne 31	5	8	8
Drug Induced Deaths	Amador & Tuolumne above CA Amador ranking 27 and Tuolumne ranking 56th	6	18	18
Tuberculosis	Amador & Tuolumne ranking very low Amador ranking 3rd and Tuolumne lowest in CA	0	1	5

Most significant data areas where Amador and or Tuolumne Counties differed from the California average in the above chart were the following:

- ◆ Amador County had one of the highest incidents of **Lung Cancer** deaths in California ranking 54th out of 58 counties.
- ◆ Amador and Tuolumne Counties had lowest incidents of deaths from **Diabetes** compared to the rest of California ranking 5th and 11th respectively in California.
- ◆ Tuolumne County had a very low incidence of **Alzheimer's** deaths ranking 8th lowest in California.
- ◆ Amador had a high incidence of deaths due to **Suicide** ranking 46th of 58 California counties.
- ◆ Tuolumne had a high instance of **Drug Induced Deaths** ranking 56st **highest** in California.
- ◆ Tuolumne had the lowest incidents of Tuberculosis in the State ranking **0** with Amador County ranking **3rd** in California.

Areas of Change in Five Years reflected in the California Department of Public Health –County Health Status Profile Reports:

- Amador County has seen a reduction in lung cancer deaths, Alzheimer's, stroke and heart disease and drug induced deaths.
- Amador County has seen an decrease in combined cancer deaths, diabetes, unintentional injuries, motor vehicle accidents.
- Tuolumne County has seen an increase in drug induced deaths.
- Tuolumne County has seen an increase in Alzheimer's and motor vehicle deaths.

Healthy Kids Survey

The California Healthy Kids Survey (CHKS) is an anonymous, confidential, and voluntary survey of school climate and safety, student wellness, and youth resiliency. There are supplementary modules to choose from at the secondary level,

(grades 7,9& 11) that asks detailed in-depth questions on specific topics such as social emotional health and learning; tobacco use; alcohol and other drug use; safety/violence; and physical health. Districts can also customize their questions in a custom module targeting topics of local interest. Percentages are based on the participation response rate for each question and therefore do not represent the total students enrolled.

2021 Tuolumne County Public School Demographics

- Total student participants:5,685
- 14% were enrolled in Special Education Classes
- Ethnicity: 71% White, 18% Hispanic, 2% American Indian, 9% mixed (2 or more races)
- 43% were eligible for free and reduced lunches

2021 Amador County Public School Demographics

- Total student participants: 3,914
- 18% were enrolled in Special Education Classes
- Ethnicity: 66% White, 23% Hispanic, 2% American Indian, 9% mixed (2 or more races)
- 42% were eligible for free and reduced lunches

The following tables/graphs are Academic Motivation statistics for years 2017 – 2019, and more currently, 2019 – 2021 for Amador and Tuolumne Counties, California. Interestingly, academic motivation between 2017 – 2019 (pre Covid 19) was at a lower level than what was charted during, and after the Covid 19 Pandemic waned.

AMADOR COUNTY

Academic Motivation (Student Reported), by Grade Level: 2017-2019			
Grade Level	High Motivation	Moderate Motivation	Low Motivation
Grade 7	28.9%	43.3%	27.8%
Grade 9	26.9%	45.5%	27.6%
Grade 11	22.8%	38.9%	38.2%
Non-Traditional	S	S	S

School Connectedness (Student Reported), by Grade Level: 2017-2019			
Grade Level	High	Medium	Low
Grade 7	36.7%	50.1%	13.2%
Grade 9	47.6%	41.3%	11.0%
Grade 11	45.7%	43.3%	11.0%
Non-Traditional	S	S	S

TUOLUMNE COUNTY

2019 Academic Motivation Tables

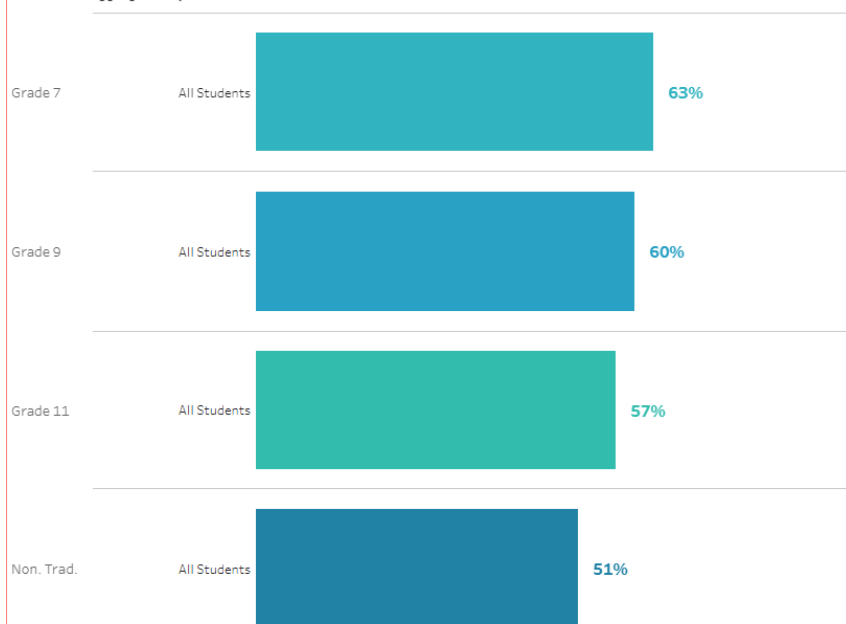
Tuolumne County	Percent		
Grade Level	High Motivation	Moderate Motivation	Low Motivation
Grade 7	33.1%	41.0%	26.0%
Grade 9	27.7%	45.6%	26.7%
Grade 11	20.3%	46.7%	33.0%
Non-Traditional	1.4%	61.5%	37.2%

Tuolumne County	Percent		
Level of School Connectedness	High Motivation	Moderate Motivation	Low Motivation
High	36.8%	46.1%	17.1%
Medium	16.6%	49.1%	34.3%
Low	9.0%	35.6%	55.4%

County: Amador | Most Recent Data (2019-21)

Academic Motivation Scale | Average percent of respondents reporting 'Strongly Agree' or 'Agree'

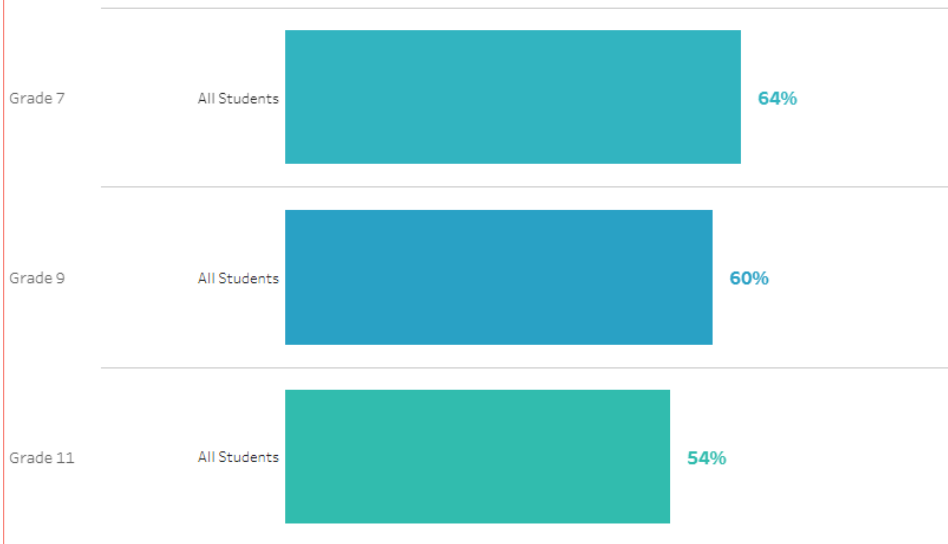
Results disaggregated by: All Students



County: Tuolumne | Most Recent Data (2019-21)

Academic Motivation Scale | Average percent of respondents reporting 'Strongly Agree' or 'Agree'

Results disaggregated by: All Students



Data supplied: <https://calschls.org/reports-data/public-dashboards/>

Area 12 Agency on Aging

Population Trends

As indicated in the chart below, five counties have one third age 60+ older adults. According to the 2020 Suburban Stats County Population Estimates, PSA 12 is home to over 100,000 people. Older adults, age 60+ represent, on average, over 36% of the total population in the five counties.

Older Adults age 60+			
Alpine, Amador, Calaveras, Mariposa & Tuolumne Counties			
County	Total Population*	Population Age 60+**	% of County Age 60+
Alpine	1,175	433	37%
Amador	38,091	14,437	38%
Calaveras	45,578	18,228	38%
Mariposa	18,251	7,214	38%
Tuolumne	54,478	19,735	35%
Total	157,231	60,047	36%

*Suburban Stats 2020 County Population Estimates

**CA DOF 2020 Population Demographic Projections

The following chart gives an estimate of the number of age 60+ in the PSA that are low income. The poverty

guidelines published by the US Department of Health & Human Services are used to determine eligibility for government programs.

Low Income Adults (PSA 12)*			
County	Total Population Age 60+	Age 60+ Low-income	% of 60+ Low-income
Alpine	433	50	12%
Amador	14,437	1,310	9%
Calaveras	16,090	1,770	11%
Mariposa	7,214	970	14%
Tuolumne	19,735	2,235	11%

*2020 CA DOF Population Demographic Projections

Technology: Area 12 on Aging surveys indicated that close to 85% of seniors indicated they use the computer, while 85.4% use email and over 70% use the internet. In addition, 57% noted they use Facebook, approximately 68% use smartphones, and 30% use iPads, with 27% of those surveyed expressing concern of knowing what services were available to them in their community

Many of the Issues & Concerns (Figure 5.1) and “Services would Use if Available” (Table 6.2) include ATCAA current services:

52% - Home Repair - (some of which may be related to weatherization). (Table 5.1)

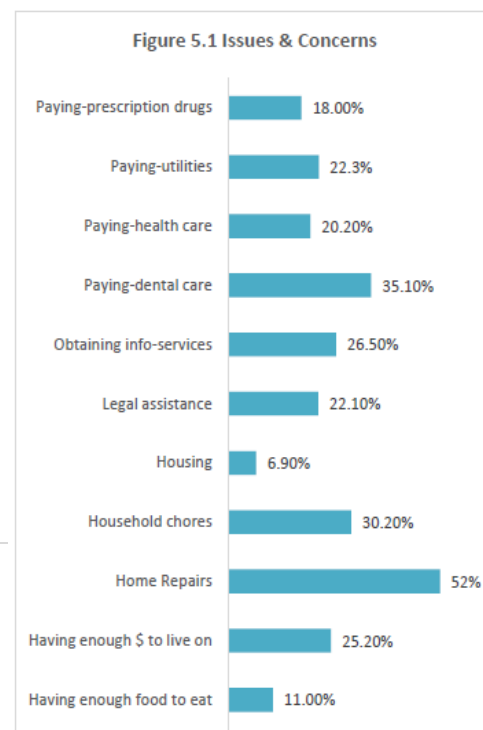
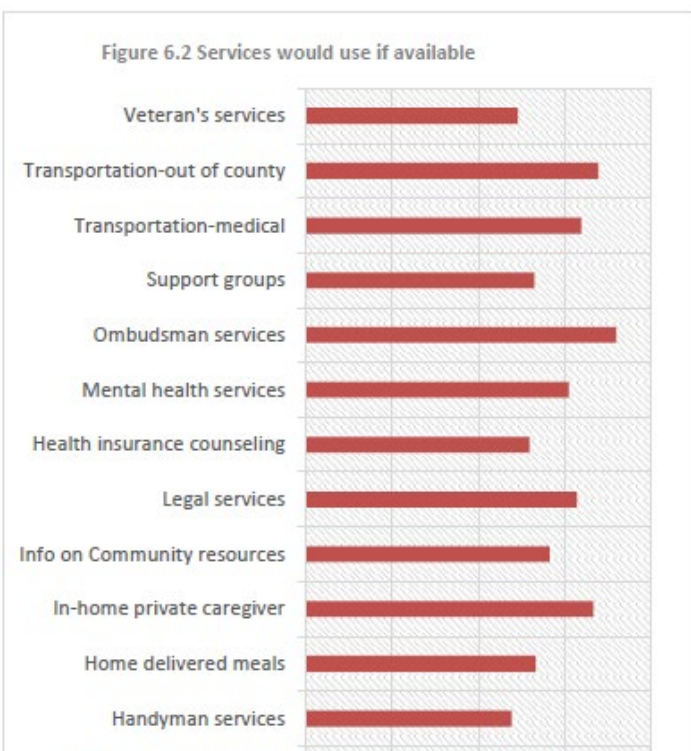
22%- Paying Utilities (Table 5.1).

50% -Assisting with Utilities (Table 6.2)

55% Information on Community Resources (Table 5.1)

11%- “Having Enough to Eat” (Table 5.1)

Of note on table 6.2 is “Out of County Transportation” selected by 65% of respondents and “Medical Transportation” at 70% of respondents.



The Sutter Amador Hospital

2019 Community Health Needs Assessment and 2022 Health Needs Assessment Results

The report included primary and secondary data, key informant data, and focus group information. Key informants and focus groups identified the following areas as a community health need.

2019 Survey Results

Access to Mental/Behavioral/Substance Abuse Services	100%
Access to Basic Needs Such as Housing, Jobs, and Food	92.3%
Injury and Disease Prevention and Management	92.3%
Access and Functional Needs	92.3%
Access to Quality Primary Care Health Services	84.6%
Access to Central Care and Preventive Services	69.2%
Access to Specialty and Extended Care –69.2	69.2%

2022 Survey Results

Access to Mental/Behavioral/Substance Abuse Services	100%
Access to Basic Needs Such as Housing, Jobs, and Food	92.3%
Injury and Disease Prevention and Management	17%
Access and Functional Needs	100%
Access to Quality Primary Care Health Services	100%
Access to Central Care and Preventive Services	100%
Access to Specialty and Extended Care –69.2	92%

- *Access to Mental/Behavioral/Substance Abuse Services** -Qualitative themes from key informants and focus groups:
- limited access to mental health treatment, lack of psychiatrists,
 - need to recruit mental health professionals,
 - not enough mental health or drug rehab facilities in the area,
 - stigma to seek mental health services,
 - substance use and abuse is prevalent,
 - remote area and isolation,
 - veterans struggling with PTSD.

***Access to Basic Needs Such as Housing, Jobs, and Food**-Qualitative themes from key informants and focus groups:

- more resources needed to support homeless living,
- need for more shelters,
- limited affordable housing,
- lack of quality employment,
- cost of living increases in the area,
- Butte County fire victims moving to Amador County,
- many working poor fall short of qualify for aid,
- lack of affordable childcare,
- limited services for Spanish speaking residents,
- many residents living in isolation without basic needs,
- access to healthy food, health care and resources.

Since completion of the Sutter Amador Hospital 2019 Community Health Needs Assessment, the emphasis on prioritized health needs has changed, as seen below in the Sutter Amador Hospital 2022 Prioritized Health Needs Index.

Sutter Amador Hospital 2022 Prioritized Health Needs

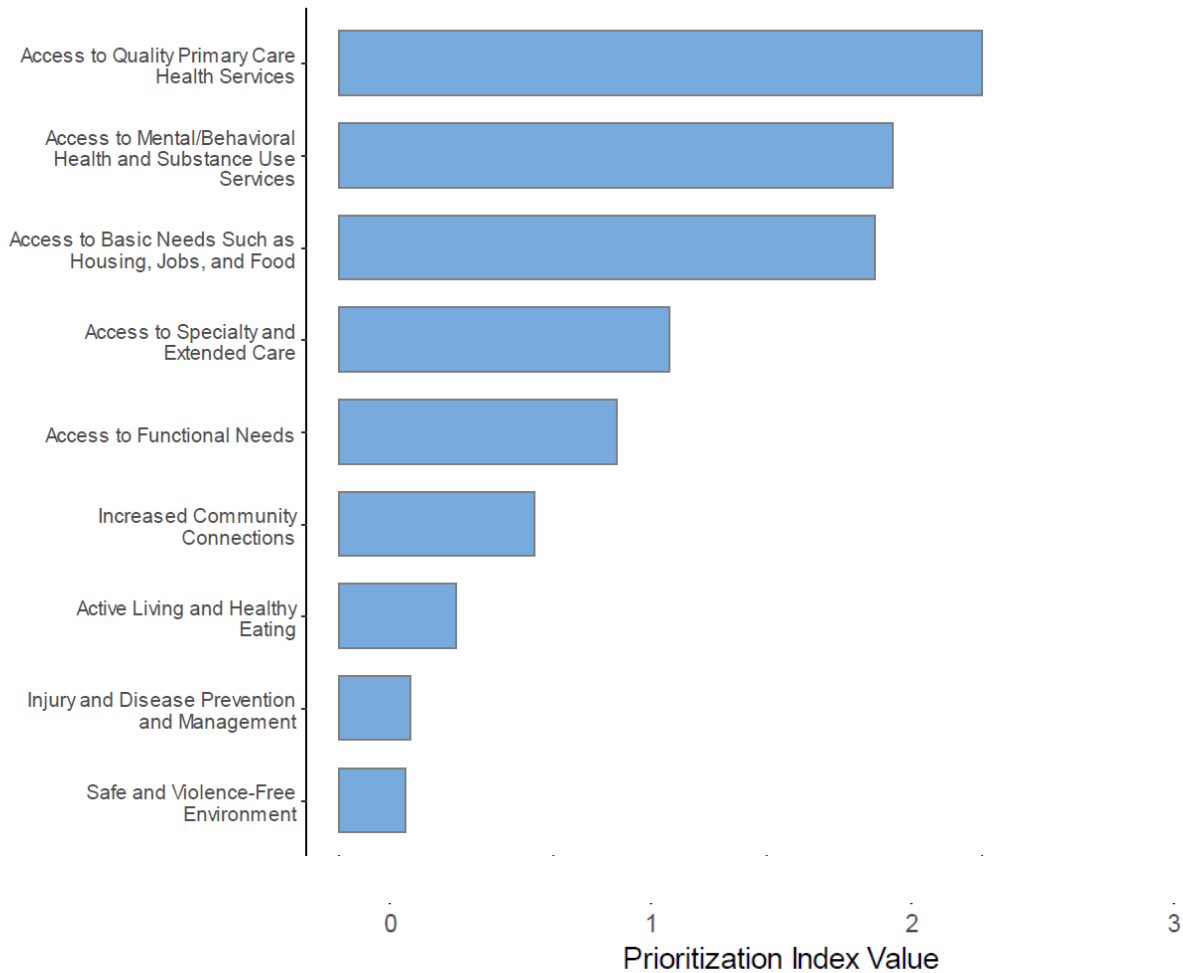


Figure 1: Prioritized significant health needs for SAH service area.

The Adventist Health Sonora

2019 Community Health Needs Assessment and 2020/2021 Health Needs Assessment Results

The report included significant health and social needs. The focus groups, key informants, and surveys contained questions about the most significant health needs in the community resulting in the following concerns expressed:

	Focus Groups	Key Informant Interviews	Surveys
1	Mental and behavioral health	Access to health care	Access to health care
2	Access to health care	Mental and behavioral health	High rates of youth or adults engaging in risky health or sexual behaviors
3	Housing and Homelessness	Elderly services	Lack of affordable housing options
4	Immunization	Immunization	Lack of access to mental health services
5	Smoking	Poverty/housing	High rates of chronic diseases

Adventist Health: Order of Most Frequently Mentioned by Data Source Typ

The top five needs mentioned below are a combination of all three data sources based on frequency of response. The most frequently mentioned health issues by focus groups, key informant interviews, online surveys and corresponding data from the secondary sources were the following:

Priority Health Issues:

- Access to Health Care – focus: lack of providers, preventative care, and transportation
- Mental and Behavioral Health- focus: substance abuse, trauma, and isolation
- Housing and Homelessness
- Chronic Disease- focus: asthma and obesity
- Poverty

Since 2019, Adventist Health Sonora has published both a 2020 and a 2021 Community Health Plan that addresses Adventist Health’s success in the above described areas of health and social needs. Adventist Health reported in 2021 that Tuolumne County has taken the lead in providing initiatives, services and resources in addressing the community needs for: access to health care, mental and behavioral health, housing and homelessness and chronic disease.

PHASE II

ATCAA Client Demographics

Customer and community input are valued by ATCAA as critical to future planning and setting goals for continual quality targeting service and enhancements. ATCAA customers include the full community with a focus on low-income and vulnerable populations, ATCAA client base, Community Partners, ATCAA staff, ATCAA Board of Directors and agency volunteers. Every two years ATCAA completes a Community Action Plan (CAP), which includes a Community Needs Survey, to lay out strategic goals and follow a clear plan to achieve desired results.

*In 2022, ATCAA served a total of 12,398 individuals within 9,620 households. Of that, demographics were collected on 5,042 individuals and 2,537 households.

Age-All ATCAA Clients Served

- 0 – 5 years of age: 14%
- 6 – 13 years of age: 12%
- 14 – 17 years of age: 5%
- 18 – 24 years of age: 4%
- 25 – 44 years of age: 22%
- 45 – 54 years of age: 7%
- 55 – 59 years of age: 6%
- 60 – 64 years of age: 7%
- 65 – 74 years of age: 12%
- 75 years +: 10%
- Unknown: 1%

In 2021, Amador and Tuolumne Counties foreign-born population was both 5%, respectively.

Foreign-born populations include anyone who was not a U.S. citizen or a U.S. national at birth. This includes respondents who indicated they were a U.S. citizen by naturalization or not a U.S. citizen.

Net migration refers to the arrival of people (foreign- or native-born) to California. The rate of net migration is projected to steadily grow from approximately 1.8 net migrants per 1,000 population per year in 2015 (70,000 net migrants) to 4 per 1,000 by 2060 (215,000 net migrants).

The net effect of in-migration and out-migration on an area's population, in a given time period, is expressed as an increase or decrease. Both Amador and Tuolumne Counties have a net positive increase, 2,507 and 2,914, respectively.

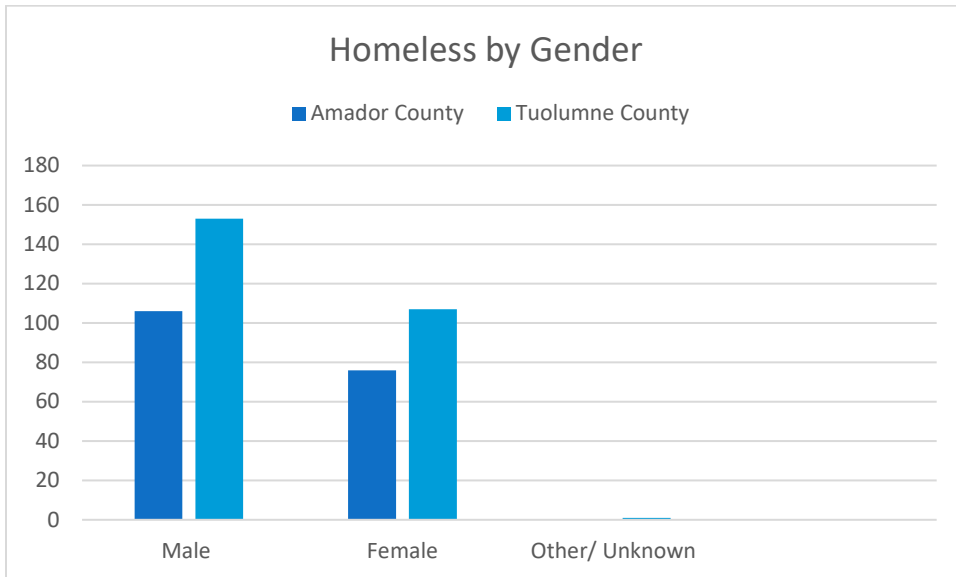
The US Census and the American Community Survey (ACS) measure an individual's race and ethnicity through self-identification. In 2019, the ACS 5-year estimate, 0.8% of California residents identified as American Indian/Alaska Native. It is worth noting that the percentage of ATCAA's clients, served in 2020, that identify as American Indian/Alaska Native is five times that of the rest of California. With the presence of the Buena Vista Rancheria of Me-Wuk Indians in Amador County, the Tuolumne Band of Me-Wuk Indians in Tuolumne County, and a strong collaboration with Tribal TANF, this is not surprising.

The Hispanic/Latino Population has been growing steadily over the last decade in Amador and Tuolumne. There has been an 11% rate increase since 2011 in Tuolumne County and a 12% rate increase in Amador County.

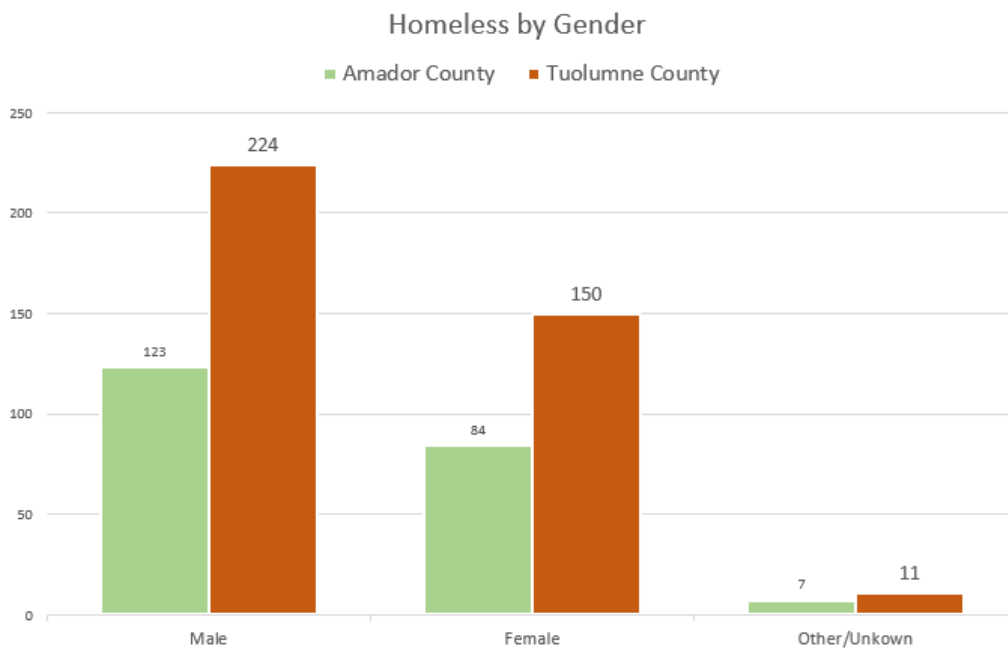
The vast majority of Amador and Tuolumne County residents identify as White alone, although there has been a slight decrease since 2010 in Amador and slight increase in Tuolumne. Compared to the rest of California, ATCAA's Hispanic/Latino client population is significantly smaller, and its White population is significantly larger.

Client data indicates that 18% of ATCAA's clients served in 2022 fell below 100% the federal poverty line

✓



According to HUD, an individual is considered chronically homeless if he or she has a disability, including a substance use disorder, post-traumatic stress disorder and a serious mental illness, and has been homeless continuously for at least one year or on at least four occasions in the last three years (with those instances adding up to at least a year). In addition, California also has one of the highest percentages of chronic homelessness in the country. Meaning that there is a significant number of individuals who have a disability and have been homeless for at least a year or have been frequently homeless.



- In 2022, PIT counts identified 222 total homeless persons in Tuolumne County. Unsheltered homeless individuals were not counted in the 2022 PIT count. This was a 26% decrease from 2019 as unsheltered persons count was not included.
- In 2022, PIT counts identified 146 total homeless persons in Amador County. Unsheltered homeless individuals were not counted in the 2022 PIT count. This was a 19% decrease from 2019 as unsheltered persons count was not included.

In 2022, 25% of ATCAA clients reported having a disabling condition.

Homelessness is exacerbated by the lack of affordable housing. California has the 2nd highest, “housing wage”, in the U.S. A worker earning minimum wage in California, would have to work nearly 104 hours per week to afford a modest two-bedroom rental home, according to the National Low Income Housing Coalition (2021).

Agency Awareness and Satisfaction

With the growing emphasis on agency accountability, it is important to document the quality of overall agency function. As a Community Action Agency and essentially a human service organization, ATCAA recognizes the need for and the benefit of receiving feedback from clients and partner agencies. ATCAA does this by incorporating a satisfaction question in our Needs Surveys.

Client Needs Survey 2022:

- 97% of clients reported being satisfied with ATCAA services,
- 41% indicated they were applying for Energy/Weatherization Assistance,
- 41% indicated they had utilized Energy/Weatherization assistance in the past,
- 34% of new clients indicated they learned of ATCAA from a friend or family member,
- 26% of those who completed the needs survey were new clients.
- 20% indicated they had utilized Food Bank services.
- 10% were referred by ATCAA staff,

Comments received from clients:

- Thank you for all the help over the last few years!
- Good service and assistance option!
- Thank you for helping my daughter and myself. Thank you dearly,
- ATCAA has been very helpful and wonderful for our family.
- What you do for less fortunate people is amazing. Thank you for all of your hard work,
- We appreciate all of you! Thank you!
- Access to documents online and ability to work-in for assistance is very helpful.
- All of my needs are met at this time because of ATCAA food and energy assistance.
- Grateful for the help ATCAA provides to our communities.

In late January 2023, ATCAA posted a single Community Needs Assessment Question on the ATCAA Website: “What do you see as the greatest needs for low-income community Members.”

75% of the respondents answered that affordable housing, either as rental housing or affordably priced housing units for purchase, are the first and most important need in the Amador-Tuolumne Communities.

Early Childhood Services (ECS) Parent Survey (Head Start and Early Head Start):

- 73% of parents stated that ECS encouraged volunteerism and in-kind by having a welcoming environment and friendly staff.

Comments received from parents:

- The teachers and staff are always willing to help you with anything you may need.
- The staff is amazing and do everything they can to help me with getting any programs I needed or assistance for programs I might need that can help. I absolutely love head start and the staff are just wonderful.
- Everyone actually cares about the kids unlike other schools where they are just teachers and students
- Head Start has always exceeded my parental expectations when it comes to teaching and caring for my child(ren)! I am so grateful to have such a strong, compassionate team of teachers/staff for my child’s preschool experience!
- The teachers are fantastic! They listen to my concerns and even when it came to his speech, they made sure to get us an appointment with a therapist, so we could create a plan to keep him on track.
- You guys were amazing through the whole shut down.
- The team is really fast about meeting my family’s needs and helping us meet our goals.
- I think the staff are amazing and go over and beyond for my family.

Partner Agencies:

ATCAA surveyed 35 partner agencies seeking feedback on their relationship with ATCAA. Of the respondents who replied, 69% stated they had been working with ATCAA for eight or more years and 97% stated that their partnership with ATCAA had agreed upon goals, measurable outcomes, and processes for accountability.

- 91% agreed or strongly agreed that ATCAA services offered seem to benefit the community and increase participants’ knowledge of city resources.
- 86% were satisfied with the overall partnership between their organization and ATCAA.

Comments received from partner agencies:

- ATCAA is a community rock star. Thanks for being such a great community partner. I'd like to give a shout out to your housing staff which I work with. They are all great & so dedicated to their jobs and helping their clients.
- ATCAA's Financial Literacy and Tax support services are working well.
- Other than ATCAA's financial course, I am unaware of any income use/personal budgeting programs/resources.
- ATCAA's Housing Assistance program and homeless shelter are good resources.
- ATCAA's Smart Money classes seem well-received.
- ATCAA homeless program is helping but there are limited landlords willing to participate in the program. Weatherization program working well it seems.
- I think ATCAA does a good job with the homeless shelter and assisting families in housing options.
- ATCAA is a fantastic resource on many fronts.

ATCAA 2022 Phone and Walk-in logs

ATCAA uses agency phone and walk-in logs as an additional layer of data collection to help find trends in client needs. In 2022, ATCAA received 5,278 phone calls and welcomed 2,879 clients through its front doors. This is a 9% decrease in phone calls and a 76% increase in walk-in clients since 2021.

The top 5 services requested/inquired by County:

Amador

PG&E/Propane (-43% from 2021)
Financial Assistance (+13% from 2021)
Rental Assistance (+13% from 2021)
Gasoline (-48% from 2021)
Homeless Shelter/Transitional Housing (+47% from 2021)

Tuolumne

PG&E/Propane (+27% from 2021)
Food Bank (-11% from 2021)
Water Assistance (+54% from 2021)
Rental Assistance (+22% from 2021)
Homeless Shelter/Transitional Housing (+35% from 2021)

***Chart does not reflect services that received a total of less than 30 inquiries.**

Needs Surveys

Client Needs Survey Results

- ❖ ATCAA received **1,381** responses from the Client Needs Survey administered in 2022
- ❖ 361 responses came from Amador,
- ❖ 667 from Tuolumne,
- ❖ 337 from Calaveras.
- ❖ ATCAA's energy department which offers utility assistance in all three counties, is the greatest contributor to this survey. Below are the cumulative response percentages of greatest needs.

*** PAYING OFF/REDUCING DEBT (41%)** ATCAA clients are increasingly concerned about their debt burden and interested in any assistance available. This survey was taken in 2022 which was after the 2020-2021 pandemic where as many families had already faced layoffs and worked hour reduction and finding themselves still needed to utilize any existing savings they might have, or most unfortunately, possibly dissolved all savings by 2022..

- Low-income families today are burdened with rising levels of family debt such as credit card bills, medical and legal bills, and personal loans.
- Families have few assets to leverage if they are confronted by a financial crisis, such as losing a job, as we have seen with the recent pandemic. It is estimated that a family of 4 living in Amador County needs \$5,830 as a median monthly starting budget, and in Tuolumne County, a family of 4 would need \$5,570 as a median monthly starting budget.
- While poverty thresholds are absolute income levels used to measure the number and percentage of those who are the most impoverished and poor in our society, family budgets are a relative measure of the dollar amount families need to live modestly in the communities where they reside.

***UTILITY ASSISTANCE (38%)** continues to be one of the greatest housing needs for our clients. Along with the continual rise in housing and rental costs so is the cost for utilities.

- From 2021 to 2022, the average price of residential electricity in California jumped by 4.3%. This corresponds with newer restrictions on natural gas and California's already-high electricity prices are

headed even higher (The Foundation for Research on Equal Opportunity). The EIA estimated a 4.3% residential electricity price hike in 2022, and a more modest rate hike of 1.6% in 2023.

- Rural communities have high concentrations of low-income households and elderly that experience high energy burdens and often cannot afford the upfront costs needed for energy efficiency improvements.
- Renters experience higher-than-average energy burdens and split incentives may be a barrier to efficiency in rental properties. If the owner does not pay the energy bills, then he or she may not want to invest in efficiency upgrades to lower those bills. On the other hand, the renters who pay the bills may not have an incentive to invest in energy efficiency upgrades for a property that they do not own.
- Propane, natural gas and fuel oil providers typically do not fund weatherization and efficiency programs.

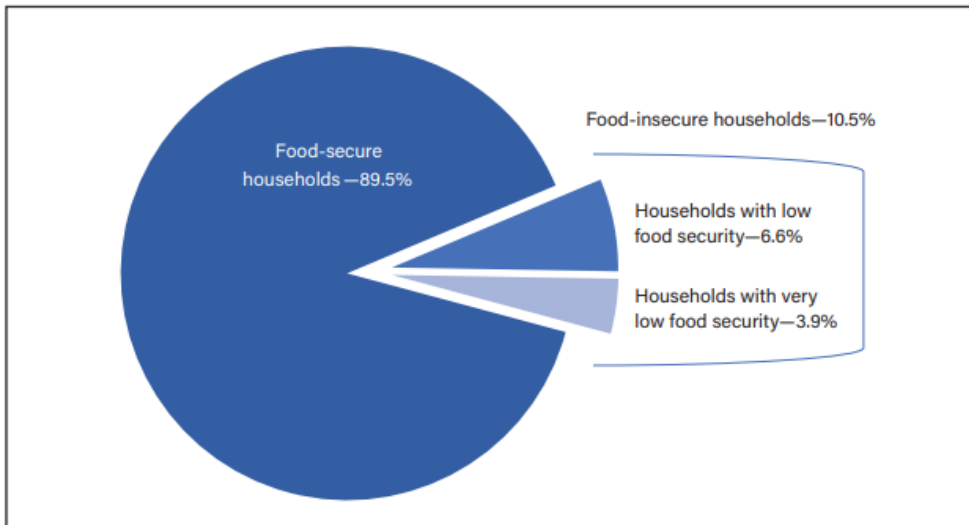
***BROADBAND Access & Affordability (28%)** ranked among one of the greatest needs.

- In 2020, with the onset of COVID-19 and the cancellation of in-person education, broadband access became a top need for child education, with more families having to rely on remote learning.
- Broadband, although slowly expanding, is still difficult for many rural communities to access, especially the smaller communities located at higher elevations in the counties served. In urban areas such as Sacramento or the San Francisco Bay Area residents enjoy internet speeds of up to 500 megabits per second (Mbps) while in Amador and Tuolumne Counties those who live too remotely to access cable can only access DSL or satellite and may experience speeds as low as 5 Mbps.

***FOOD ASSISTANCE (28%)** has been a constant concern for both Amador and Tuolumne clients.

- The U.S. Department of Agriculture (USDA) defines food insecurity as a lack of consistent access to enough food for an active, healthy life. Hunger refers to a personal, physical sensation of discomfort, while food insecurity refers to a lack of available financial resources for food at the household level.
- Even as the demand for charitable food assistance increases, federal food programs are failing to serve eligible, hungry families.
- In California, as of October 1, 2022, the SNAP (Supplemental Nutrition Assistance Program) Income Eligibility Limits were: Family of four (4) could earn no more than \$3,007 per month gross income; \$36,084 per year gross income which is 130 percent of the poverty level. When managing competing household expenses while already living on low incomes, many food insecure families cut back on food expenditures to pay for critical household expenses and will often choose between food and utilities, medicine, or transportation.
- Changes in SNAP Benefits for 2023 starting on March 1, 2023, the SNAP benefit amount received will no longer be based on household size, as with emergency allotments due to the Covid Pandemic. Instead, it will reflect household income and assets only, the benchmark used before the pandemic.
- Economic ramifications are also being felt by individuals already at risk of hunger, such as those who have lost their jobs due to the pandemic. In 2022, **Stacker.com** studies project that the overall food insecurity rate is 12.7% (6,860 total) in Tuolumne County which is 16.5% higher than the national average, and 10.7% (4,120 total) in Amador County which is 1.8% lower than national average.
- In California, Tuolumne County rates 24th and Amador County rates 34th out of 50 California counties with the highest rate of food insecurity per the **Stacker.com** survey in 2022.
- Average cost of a meal in Tuolumne County is \$3.99, and in Amador County, \$4.15, as of 2022 survey,

U.S. households by food security status, 2020



Source: USDA, Economic Research Service using data from U.S. Department of Commerce, Bureau of the Census, 2020 Current Population Survey Food Security Supplement.

EMPLOYMENT & JOB SKILLS & COMPUTER SKILLS TRAINING (18%)

- According to a recent study completed by Kapur Center, a nonprofit that focuses on equity and access in technology, and Computer Science for California, only 42% of California high schools offer computer science (CS) courses. The study further showed that California lags behind the national average and behind 34 other states in the percentage of high schools offering at least one computer science course..
- The study shows that schools serving low-income communities were 3 times less likely to offer core CS courses and over 2 times less likely to offer Advanced Placement courses than schools serving high-income communities.
- Rural schools were 2 times less likely to offer CS courses than urban schools.

AFFORDABLE HOUSING (19%) remains a priority for ATCAA clients.

- The median cost of housing in Tuolumne County is 10% higher than the U.S. Average and Amador County is 9% higher,
- Renters make up 32% of Tuolumne County’s occupied housing units and in Amador County 24%
- In Amador County, 45% of renters pay \$1,000 -\$1,499 a month and in Tuolumne County 34%,
- When factoring in the average cost of housing, childcare, transportation, health care, taxes and other necessities, the monthly estimated cost of living in Amador County is \$5,830 for a family of 4 and in Tuolumne County \$5,570. Both costs of living reflect basic income at 252% above the reported Federal poverty level of \$13,590.
- 11% of Amador households live in poverty and 14% in Tuolumne County,
- Low-income residents face juggling increasing household expenses such as rent, utilities, food and other necessities.

- Most rentals and housing options require at least 2 years rental history, good credit, with many rentals requiring a substantial deposit, and first and last month’s rent
- Low-income residents lack the capital to obtain safe, affordable housing.

***TRANSPORTATION (14%)** concerns are prevalent among ATCAA clients.

- Many low-income individuals and families lack reliable transportation or have limited access to public transportation.
- 14% of 2-person households in Amador County have a single vehicle and in Tuolumne County 16%; for 3-person households Amador County is 11% and Tuolumne County is 22%.
- In Amador and Tuolumne Counties, public transportation runs only on the main arterial roads, making transportation to and from services difficult for low-income individuals who lack their own transportation or are on limited incomes.
- For people with no other means of transportation, access to a public transit system is an important component of health. Access to transit is particularly important for people with physical disabilities.
- In 2019, 29% of clients noted that transportation was on their list of greatest needs but with the onset of COVID-19 and regional stay at home orders transportation in 2020 was not as high a necessity.

	Amador/ Calaveras Combined: 698 responses	Tuolumne: 667 responses
Adult Ed	34% broadband 23% computer skills training 11% night/eve/wknd classes	30% broadband 25% computer skills training 10% night/eve/wknd classes
Child Ed	30% broadband 27% counseling services 11% smaller class sizes	27% broadband 30% counseling services 9% smaller class sizes
Employment	20% computer skills training 20% job skills training 41% job search assistance	33% computer skills training 37% job training skills 13% job search assistance
Housing	39% utility assistance 14% affordable housing 18% rent/mortgage assistance	38% utility assistance 19% affordable housing 19% rent/mortgage assistance
Health	37% available medical/dental/vision 28% available food resources 9% available health resources	34% available medical/dental/vision 29% available food resources 19% available health resources
Income	32% pay off/reduce dept 21% address credit issues 17% set up/maintain a budget	25% pay off/reduce debt 20% address credit issues 16% set up/maintain a budget
Overall Support	29% food assistance 14% nutrition education 10% life skills programs	38% food assistance 10% nutrition education 10% life skills programs

Partner Survey Results

ATCAA conducted a survey in early 2023 seeking feedback from our partner agencies regarding programs and resources that are working well in our community, and about the challenges they feel our communities are facing. Partner agencies included those of Faith Based organizations, other non-profits, local government agencies, for-profit business or corporations, school districts, consortiums/collaborations, and special districts.

Of the total respondents, 17% were from Tuolumne County, 50% were from Amador County and 17% were from Calaveras County. The remaining 16% indicated that they represented more than one county.

Below you can see how the counties ranked their greatest needs in each Category.

<p>Adult Education</p> <ul style="list-style-type: none"> ● 60% broadband/internet access ● 60% convenient public transportation ● 40% after school/childcare options
<p>Child Education</p> <ul style="list-style-type: none"> ● 40% available counseling services ● 40% broadband/internet access ● 40% proactive approaches to violence/bullying
<p>Employment</p> <ul style="list-style-type: none"> ● 60% convenient public transportation ● 80% after school/childcare options ● 60% programs to improve job skills, training
<p>Income Use/Personal Budgeting</p> <ul style="list-style-type: none"> ● 100% general money management programs ● 67% programs on how to address credit issues ● 33% programs on how to pay off or reduce debt
<p>Health/Mental Health</p> <ul style="list-style-type: none"> ● 80% mental health counseling services ● 60% available health resources ● 60% affordable medical/dental/vision insurance
<p>Housing</p> <ul style="list-style-type: none"> ● 100% affordable housing ● 80% rental/mortgage assistance programs ● 60% utility assistance programs
<p>3 most leveraged challenges you see our community facing today</p> <ul style="list-style-type: none"> ● 80% substance abuse programs/services ● 20% affordable/available transportation ● 40% affordable childcare programs

Community Needs Survey Results (January 2023- 2 years post pandemic)

ATCAA understands that individuals and families need more support now than ever before. To do this, ATCAA (as previously described) chose to conduct a short survey in January 2023, two year post pandemic declaration, to better understand the current challenges that COVID-19 has brought to our communities. This survey asked one simple question, “What do you see as the greatest need(s) for our low-income community?”

Respondents represented non-profit organizations, for-profit businesses, health services institutions, local government agencies, **and** local community members.

Survey Results:

- Housing
- Health/Mental Health
- Rehabilitation
- Transportation
- Education
- Childcare
- Medical/Dental Care

Employee Engagement Survey Results

ATCAA understands the importance of employee engagement cannot be overstated- one of the most important determinants of program excellence is the presence of qualified, well-trained, and satisfied team members. In September 2022, ATCAA distributed an Employee Engagement and Satisfaction Survey that resulted in a 100% response rate.

The survey was divided into five categories

Cat 1: Organization, Strategy and Planning (questions 4-12)

Cat 2: Culture, Recognition and Reward (questions 13-26)

Cat 3: Communication, Training and Development (questions 27-37)

Cat 4: Customer Satisfaction and Community Outcomes (questions 38-45)

Cat 5: Free response (questions 46-51)

Each response is given a weighted score as follows.

- “Strongly Agree” = 2 points
- “Agree” = 1 point
- “Neutral” = 0 points
- “Disagree” = -1 point
- “Strongly Disagree” = -2 points

The average score of each question is then calculated. To highlight discussion areas as strengths and potential areas for improvement, average scores have been highlighted in either “Green” for scores of 0.76 or higher, and “Red” for average scores of negative (-0.01) and lower. All other scores (between 0.00 and 0.75) reflect a general neutrality with the survey question.

Employee Demographics:

- How long have you worked for ATCAA?
 - 43% less than or equal to 5 years
 - 24% 6-10 years
 - 33% 11 or more years
- What is your employment status?
 - 97% full-time
 - 3% part-time
 - 0 % seasonal
- Job seniority or classification
 - 41% project and program staff
 - 35% management/coordinator
 - 16% administrative staff
 - 8% executive/director

Survey Results

Category 1 Organization, Strategy and Planning (questions 4-12)

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
4. The agency encourages new ideas and innovations				0.65

5. The agency is always striving to change for the better	0.59
6. Our Board and staff actively advocate on behalf of the agency and those we serve	0.65
7. I see teams working together effectively across different departments	0.27
8. The agency possesses the tools, technology and resources it needs to produce community results	0.51
9. The agency is quick to apply resources to new ideas that will drive future success	0.30
10. Changes to the way we do things are well managed and help us to deliver better performance	0.27
11. As it plans for the future, the agency involves me and asks for my ideas	0.03

Category 2: Culture, Recognition and Reward (13-26)

RESPONSE RATING	
Strongly Disagree with Statement	Strongly Agree with Statement
	Weighted Average
13. The leaders of this agency care about their employee's well-being	0.56
14. The leaders of our agency are accessible	0.49
15. I have a safe/productive and team-oriented workplace	0.86
16. My job provides me with a sense of meaning and purpose	1.24
17. I feel part of a team working towards a shared goal	0.81
18. I can see myself working at this organization one year from now	0.97
19. I am proud to work for our agency	1.32
20. I believe there is a spirit of cooperation within our agency	0.35
21. The people I work with take accountability and ownership for results	0.68
22. My supervisor treats me fairly and with respect	1.32
23. My coworkers treat me fairly and with respect	1.27
24. I receive appropriate recognition (beyond my pay) for my contributions and accomplishments	0.27
25. I am paid fairly for the contributions I make to agency success	-0.11

Category 3: Communication, Training and Development (27-37)

RESPONSE RATING	
Strongly Disagree with Statement	Strongly Agree with Statement
	Weighted Average
27. I have a clear understanding of my job role	1.43
28. I have the tools I need to do my job	1.05
29. I am encouraged and have access to the training I need to improve my work	0.95
30. My supervisor is available and provides coaching to develop my skills	0.84
31. Our agency mission/vision (what we are trying to accomplish) is well understood by staff at every level	0.39
32. I have a good understanding of the organization's goals and objectives	0.76

33. I understand how my role contributes to achieving agency outcomes	1.19
34. My supervisor is open to hearing my opinion or feedback	1.08
35. There is good communication between the different departments	-0.16
36. I utilize the agency website and social media pages to access information and resources about the agency	0.73

Category 4: Customer Satisfaction and Community Outcomes (38-45)

RESPONSE RATING		
Strongly Disagree with Statement	Disagree with Statement	Neutral
Agree with Statement	Strongly Agree with Statement	
		Weighted Average
38. Our agency stays in touch and listens to our customers		0.70
39. We annually evaluate customer satisfaction about our program’s services		0.65
40. Our agency regularly measures, tracks, and reports our results and impacts to our staff, Board, and the community		0.81
41. Our agency engages and involves the community and stakeholders in planning our future		0.69
42. Our customers are highly satisfied with our services and the work we do		0.92
43. Our agency obeys laws and regulations and has high ethical standards		1.05
44. Our agency makes a substantial difference in our community		1.51

Board Member Self-Assessment

ATCAA performed a Board Member self-assessment in September 2022. The Board of Directors are important internal stakeholders, and the self-assessment provides insight and alignment into Board member involvement in ten key organizational components: Vision/Mission, Strategic Planning, Executive Leadership, Financial Resources, External Relations/Community Involvement and Fiscal Oversight, Assessing Program Performance, Board and Organizational Roles, Board Structure and Operations, Board Member Self- Reflection.

Each response is given a weighted score as follows.

- “Strongly Agree” = 2 points
- “Agree” = 1 point
- “Neutral” = 0 points
- “Disagree” = -1 point
- “Strongly Disagree” = -2 points

The average score of each question is then calculated. To highlight discussion areas as strengths and potential areas for improvement, average scores have been highlighted in either “Green” for scores of 0.76 or higher, and “Red” for average scores of negative (-0.01) and lower. All other scores (between 0.00 and 0.75) reflect a general neutrality with the survey question.

SECTION I: VISION AND MISSION

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
1. The organization has clearly stated vision and mission statements.				1.14
2. The organization's vision and mission have specific goals.				1.57
3. The organization's mission is clearly understood and accepted by the board.				1.00
4. The board considers how all programs, activities, and policy decision fit with the organization's mission.				0.86
5. There is consensus among the board that the vision and mission accurately reflect where the organization is headed in the next two to three years.				0.86

SECTION II: STRATEGIC PLANNING AND POLICY DECISIONS

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
6. The board engages in strategic planning process that lays out the organization's goals over the next two to three years.				1.14
7. The board demonstrates a strong ability to promote improvement and manage change in the organization.				1.10
8. The board takes primary responsibility for establishing and reviewing the organization's policies and procedures.				1.10
9. The board operates using clearly written policies and by-laws that enhance The governing body.				1.10
10. The board has and follows the conflict-of-interest policy when making official program and policy decisions for the organization.				0.86

SECTION III: EXECUTIVE LEADERSHIP

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
11. The executive director demonstrates the ability to maintain a positive, constructive relationship with the board that maximizes organizational performance.				1.14
12. The executive director ensures the board has access to relevant information and data to				1.14

facilitate informed decision-making regarding the organization and its programs, activities, and services.	
13. The executive director and board chair are viewed as working cooperatively as a team.	0.71
14. The executive director ensures that the organization has clearly defined and implemented board approved policies and procedures that are used for oversight of operations.	1.14
15. The executive director's performance and compensation is formally assessed annually based on objectives established by the board at the beginning of the organization's fiscal year.	1.00

SECTION IV: ENSURING ADEQUATE FINANCIAL RESOURCES

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
16. Board members are clear about expectations for their personal fundraising responsibilities (i.e., individual giving, volunteering at fundraising events).				0.71
17. The board works to diversify and maximize sustainable revenue sources beyond CSBG funding to ensure the health of the organization.				1.0
18. The board supports efforts to seek public and private funding to implement new programs and services to address the identified needs of the community.				1.0
19. A clearly written fund development plan is in place with specific implementation strategies and goals.				0.71

SECTION V: EXTERNAL RELATIONS AND COMMUNITY INVOLVEMENT

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
20. The organization collaborates with other agencies and groups that provide assistance to low-income families in the community.				0.86
21. The board and staff engage community members to strengthen the organization's advocacy efforts.				0.86
22. The organization can readily mobilize a network of community allies and advocates who can be influential at neighborhood, city, town, and state levels.				0.43
23. The board actively promotes the organization and its activities to enhance its reputation in the community.				1.14
24. The board and organization invite policymakers and elected officials to agency events, such as the annual meeting.				0.50
25. The organization has an effective public relations and communication plan in place, keeping the community informed about the organization's activities and accomplishments.				0.71
26. Community members and other partners that are not on the board have opportunities to serve on board committees.				0.86

SECTION VI: PROVIDING EFFECTIVE FISCAL OVERSIGHT AND MANAGEMENT

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
27. The organization’s annual budget is fully discussed and understood by board members prior to its approval.				1.29
28. The fiscal status of the organization is regularly reviewed, and necessary board action is taken in a timely manner.				1.14
29. Organizational funding needs are reviewed annually, and priorities are established.				1.29
30. The Chief Financial Officer provides relevant financial statements and documents to the board at least one week before every board meeting for review by board members.				1.29
31. The organization’s audit report is reviewed by the full board and necessary actions are taken in a timely manner.				1.14

SECTION VII: ASSESSING PROGRAM PERFORMANCE

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
32. Data is used to inform decisions regarding implementation of programs and services targeted to reduce inequality in outcomes for low-income children and families.				1.14
33. The organization staff demonstrates the ability to work effectively with diverse populations.				1.38
34. The board used the results of activity performance reviews to update the strategic plan.				1.14
35. The board annually engages in a thorough review of performance of the organization’s programs and services.				1.29
36. The board uses evaluation and activity performance review information to guide decisions about the program modification and/or new programs.				1.14
37. The board evaluates program performance against the organization’s mission on a regular basis.				1.00
38. Written organizational procedures are in place to ensure equitable access to program services and facilities.				0.88

SECTION VIII: BOARD AND ORGANIZATIONAL STAFF ROLES

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
39. Line of responsibility for board and organizational staff are clearly defined and differentiated.				1.14
40. The board delegates to the executive director sufficient authority to lead the staff and carry out the organization's mission.				1.29
41. Board and staff have a shared understanding of the organization's strategic goals and work cooperatively to achieve those goals.				1.29

SECTION IX: BOARD STRUCTURE AND OPERATIONS

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
42. The roles, responsibilities, and expectation of board members are clearly understood.				1.14
43. The board size is adequate.				1.29
44. The areas of expertise, skills, and other factors needed to be an effective board for the organization are adequately represented among current board members.				0.86
45. Board members are actively recruited based on the organization's needs.				1.00
46. Board members are provided a comprehensive orientation that includes the history of community action community action promise and code of ethics, and the organization's mission, vision, by-laws, programs, and roles and responsibilities as board members.				1.14
47. The board has a written succession plan in place for board leadership to provide guidance when there is an anticipated or unanticipated change.				0.57
48. The board thoroughly examines the pros and cons of all major issues before decisions are finalized.				1.00
49. The board's committee structure is effective, the number of committees is appropriate, and their objectives are well-defined.				1.14
50. Each board member serves on at least one board committee.				1.00
51. The organization's conflict of interest policy is clear, and all board members adhere to it.				1.14
52. The format of the board meetings is the right balance of information sharing and strategic thinking about major issues and concerns.				1.00
53. The board's meeting schedules has the right number and length of meetings.				0.86
54. Board meeting are generally well-run and make good use of members' time.				1.29

SECTION X: INDIVIDUAL BOARD MEMBER SELF-REFLECTION

RESPONSE RATING				
Strongly Disagree with Statement	Disagree with Statement	Neutral	Agree with Statement	Strongly Agree with Statement
				Weighted Average
55. I get excited about the mission of the organization and support where we are headed in two to three years.				1.29
56. I look for news and trends that impact our organization.				1.38
57. I am knowledgeable about and can describe the organization’s programs and services.				2.00
58. I have a clear understanding of my role and responsibilities as a Community Action board member.				2.00
59. I thoughtfully prepare for board and community meetings.				1.75
60. I actively participate in board meetings and feel very engaged in the governing process.				1.29
61. I actively participate on at least one board committee.				1.86
62. I actively participate in board and committee work.				1.57
63. I recommend people for the board and board committees.				0.71
64. I respect the other members of the board and have a strong working relationship with them.				1.86
65. I actively participate in the development of the organization’s strategic plan.				1.00
66. I actively participate in the annual review of the organization’s executive director.				1.86
67. I am knowledgeable enough about the organization’s budget to make informed funding decisions about the organization and the programs and services it offers.				1.50
68. I make an annual financial gift to the organization.				0.00
69. I share information about the mission and programs of the organization with people in the community.				1.88
70. I actively participate in at least one organization activity or event each year.				1.00
71. I am an advocate for Community Action in my community.				1.75
72. I believe that being a member of this board is meaningful and a productive commitment of my time.				1.63

Phase III

Focus Groups

Head Start/Early Head Start

In February 2023, nearly two years out from the pandemic official recognition, ATCAA Head Start/Early Head Start program reached out to 77 parents in Amador and Tuolumne Counties asking seven questions, the two main questions being “What do you feel the biggest problem is for low-income residents?” and “Aside from our own struggles, what do you think friends and family would say is our counties biggest struggles?”

From the communities’ parents, the top needs identified include:

- Sustainable low income housing and homelessness
- Soaring food costs and nutritional concerns
- Free youth activities including after school sports and local youth agricultural (FFA and 4H) participation
- Daycare and Toddler activities

Other needs identified were:

- problems having children at home while one or both parents worked multiple jobs, and not having activities for them
- Stress from not being able to provide family time due to long hours of the above described work
- not knowing how to access resources or what is available in the community
- Accessible medical/dental and mental health evaluation services in rural communities where Medi-Cal is not accepted

Amador and Tuolumne parents’ greatest concerns were centered around housing, food insecurity, rising costs of utilities, personal and public transportation, childcare, employment, and the ever increasing challenges of making ends meet each month.

Housing - by far the most problematic issues. Parents expressed:

- ❖ There is a limited amount of affordable housing and that low-income housing wait lists are too long.
- ❖ There is not enough affordable housing to rent or buy, especially for single parents with one income; it’s hard to move out on your own because of cost.
- ❖ We lack appropriate, affordable housing; families must live in homes that are too small for them because they cannot afford anything bigger.
- ❖ Securing a rental is also difficult for low-income residents as there is a fee associated with each application submittal and applicants typically do not have the upfront capital to secure first and last month’s rent.

Cost of Living –Parents expressed:

- ❖ The current cost of living is too high.
- ❖ Not enough available jobs or enough jobs that pay a decent wage and the uncertainty of employment as
- ❖ Small businesses struggle financially during the pandemic.
- ❖ Grandparents are raising their grandchildren struggling to live on a fixed income.
- ❖ Struggle with the daily costs of living and high prices such as clothes and shoes for their kids, baby wipes and diapers, food, and hygiene items.
- ❖ The hardest part is not being able to pay all the bills and never having anything to save at the end of the month. They must decide which ones they can pay and which they must wait on.
- ❖ Managing and paying bills, especially those that overlap each other, such as PG&E, was noted.

Transportation -concern for parents expressed:

- ❖ Many low-income families do not have a vehicle or only have one vehicle, making it difficult to run their errands or get their children to and from extra curriculars.
- ❖ For families that have a car, the cost of keeping and maintaining a car is expensive as well as the cost of fuel to keep getting to and from a job.
- ❖ Some low-income families need assistance to obtain a license and noted that auto insurance is too high.

Childcare- Parents expressed concerns about:

- ❖ The lack of affordable **childcare**,
- ❖ Not having enough infant/toddler care options,
- ❖ Income eligibility guidelines are inadequate and felt that they needed to be unemployed to qualify for Head Start or other assistance,
- ❖ Assistance needed for extended childcare hours,
- ❖ lack of low cost full-day daycare options or stipends,
- ❖ Due to the pandemic, people are trying to work from home and watch small children, making it extremely difficult to work without full-day childcare.

Other needs identified by parents included:

- ❖ The high cost of food and utilities,
- ❖ Needing more assistance for seniors living on fixed incomes,
- ❖ The cost of basic health coverage (dental, primary, optometry),
- ❖ The feeling that people look down on you because you are low-income
- ❖ Their children experiencing bullying due to the child's inability to be financially able to attend and/or participate in school run sports, field trips and extracurricular activities due to financial limitations.

Top Needs Identified in the ATCAA Needs Assessment

- Available Housing: Communities lack affordable housing.
- Affordable Housing: Individuals and Families cannot afford available housing.
- Affordable Medical/Dental Services: Individuals and Families cannot afford health insurance.
- Affordable Childcare: Individuals cannot afford available childcare.
- Available Childcare: There is a lack of extended hour infant/childcare in the community.
- Transportation: Families lack reliable means of transportation.
- Utility Assistance: Individuals cannot afford the high cost of utilities.
- Living Wage Opportunities: The Community lacks well-paying jobs.
- Employment: There is a lack of well-paying jobs in the community.
- Food: Individuals and Families cannot afford healthy food.

ATCAA Client Survey	Partner Survey	Community Needs Survey	Focus Groups	Total of Surveys Showing Need
1381 Surveys	8 Surveys	5 Surveys	77 parent participants	Total Surveys 1471
Available/Affordable Housing	Available/Affordable Housing	Available/Affordable Housing	Available/Affordable Housing	4
Affordable Medical/Dental		Affordable Medical/Dental	Affordable Medical/Dental	3
	Childcare	Childcare	Childcare	3
	Transportation	Transportation	Transportation	3
Utility Assistance			Utility Assistance	2
Living Wage Employment			Living Wage Employment	2
Food			Food	2
Broadband	Broadband			2
	Money Management		Money Management	2
	Mental Health	Mental Health		2
	Substance Use Counseling	Rehabilitation		2
Job Skills/Vocational Training				1
			Family Time	1
			Free After School Activities	1
		Education		1

Phase IV

Asset Mapping

What is it? **Asset Mapping** is a tool that relies on a core belief of asset-based community development; namely, that good things exist in communities and that those things can be highlighted and encouraged — these are assets suited to advancing those communities. (VISTAcampus.gov).

As part of the Partner Agency survey, organizations were asked to provide resources that worked well in their community. Below is a listing of the responses categorized by service area and county.

What works well in our community:

Adult Education:

- Tuolumne County: YES partnership, ATCAA, TCSOS, ICES, JFRC and Columbia College.
- Amador County: ATCAA, WIC, ACUSD, Amador College Connect, Independent HS, Nexus, Amador Quality for Kids and Sierra Wind.

Child Education:

- Tuolumne County: First 5, ATCAA Head Start and Early Head Start, ICES, WIC, MCAH, HVP Partnerships, ATCAA Promotores/ES, Smile Keepers, CNVC, YES Partnership, Friday Night Live, Youth Mentoring, Suicide Prevention, TCSOS, and PM Club programs.
- Amador County: WIC, ATCAA Head Start and Early Head Start, First 5, and Amador College Connect.

Employment Resources:

- Tuolumne County: Mother Lode Job Training, Welfare to Work, Columbia College, Job Fairs, EDD, Family Stabilization and Housing Support programs.
- Amador County: Amador College Connect, Mother Lode Job Training, and CalWorks.

Income Use/Personal Budgeting Resources:

- Tuolumne County: CNVC, WIC, SNAP-ED, BBVA Compass Bank and ATCAA's Energy Assistance, Housing for the Homeless, and Rental Assistance.
- Amador County: ATCAA programs such as Foster Youth IDA, Energy Assistance, Housing for the Homeless, and Rental Assistance.

Health/Mental Health Resources:

- Tuolumne County: Behavioral Health, CNVC, NAMI and SAMI, ICES, Peer Enrichment Center, Lambert Drop-in Center, Me-Wuk, MACT, FSP, and YES Partnership.
- Amador County: ATCAA, WIC, Sutter Amador Hospital, Interfaith Food Bank, Nexus, Wellspace, MACT, NAMI, MHSA, First 5 and Amador/Calaveras Perinatal Wellness Coalition.

Housing Resources:

- Tuolumne County: ATCAA, County First Time Homebuyer Program, CalWorks, Behavioral Health, CNVC, and GRACE fund through Catholic Charities.
- Amador County: ATCAA programs, Operation Care and Sierra Wind

Other programs and services and assets noted:

Sonora Area Foundation, Central Sierra Continuum of Care, The Enrichment Center, ATCAA Food Bank, Project Hope, Meals-on-Wheels, Road to Resiliency Differential Response, Operation Care, Senior Center in Amador, Tribal TANF, and ASPIRE Student Assistance Program.

For additional references please use the Amador and Tuolumne County Resource Directories below:

<C:\Users\PSARAN~1\AppData\Local\Temp\mso529B.tmp>
[2022-23 amador calaveras resource directory](#)

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<https://www.prb.org/usdata/indicator/migration/table/California/counties>
[State of Homelessness: 2020 Edition - National Alliance to End Homelessness](#)

APPENDIX D

Amador Tuolumne Community Action Agency

2023 Collaborations and Partner Agencies by Sector

Non Profit
AARP Foundation
Amador County Commission on Aging
American Red Cross
A Place for Mom
Area 12 Agency on Aging
Calaveras Business Resource Center
Catholic Charities
Center for a Non-Violent Community (CNVC)
Central Valley Opportunity Center (CVOC)
CETF
Refuge Recovery Center
David Lambert Drop in Center
DRAIL
Foundation for Rural Services
Golden State Opportunity
Grandma's House
Groveland Aare Involved Neighbors (GAINs)
Groveland Rotary Club
GSAC/Give Someone a Chance
Hope Home
Hospice of the Sierras
Infant Child Enrichment Services
Interfaith – Amador
Interfaith – Sonora
Legal Aid of Northern California
Microsoft Corporation
Mother Lode Job Training
NAMI
Nancy's Hope
Operation Care
Resiliency Village
Salvation Army
Servant's Heart Ministry REACH Program (Dollar Energy Fund)
Sierra Hope
Sierra Non Profit Services
Sierra Senior Providers
Sierra Wind Wellness and Recovery Center
Sonora Area Foundation Teen Works
The Resource Connection
Tuolumne County Chamber of Commerce
Tuolumne County GRACE Fund
United Way Bay Area
United Way California Capitol Region
United Way of Stanislaus County

United Way of California
Valley Mountain Regional Center
Verizon Wireless
Vets Helping Bets Thrift Store
Victory Village
WATCH Resources Inc.
First 5
For-Profit Business or Corporation
Amador Volcan Telephone
Black Oaks Casino
California Student Housing
Conifer Communications
Discovery Chiropractic
Jackson Rancheria Casino
Kohl's
Faith Based
All Saints Catholic Church
Calvary Chapel
Christian Heights Church
Discover Life Seventh Day Adventist (Food Pantry)
Equipping God's People
Grace Baptist
Groveland Evangelical
Harvest Fellowship
Lake Don Pedro Baptist
Lighthouse Ministries
Mt. Calvary Lutheran Church
SDA Community Services Food Pantry
Sierra Bible Church
Sonora United Methodist Church
James Evangelical Church
St. Patrick's Parish
The Journey
Unitarian Universalist Fellowship
Word of Life Fellowship
Tuolumne United Methodist
Collaborations/Consortiums (Local)
Amador-Calaveras Consensus
Amador Child Abuse Prevention Council
Amador County Children and Family Programs
Amador County Local Childcare Planning
Amador County Oral Health Task Force
Amador County Quality for Kids (QRIS)
Amador Senior Center
Amador Start
Central Sierra Child Support Agency
Central Sierra Continuum of Care
Compassion Outreach
East garden Apartments
Health Care and Safety Coalition
Motherlode Survivors of Suicide Loss

NorCal Homeless Roundtable
NorCal Mental Health America
Resilient Amador
Revive Warehouse
Safe Kids California
SARB (Student Attendance Review Board)
SOAR collaborative
Social Service Steering Committee
Sonora Social Services Consortia
Tuolumne County Local Childcare Planning
Tuolumne County Senior Center
Tuolumne County Quality Rating Improvement Consortium
Tuolumne Resilience Coalition
Twin Pines Apartments
School Districts
Amador County Unified School District
Amador Office of Education
Bellview Elementary School
Cassina High School
Chinese Camp School
Columbia Elementary School
Curtis Creek School
Jamestown Elementary School
Lake Don Pedro High School
Motherlode Jr. Academy
Sonora Elementary School
Sonora High School
Soulsbyville Elementary School
Summerville Elementary School
Summerville High School
Tenaya Elementary School
Tioga High School
Tulare County Superintendents of Schools
Tuolumne County Superintendents of Schools
Transitional Youth/The Greater Valley Conservation Corps
Twain Harte Elementary School
Institutions of Post-secondary Education/Training
Amador College Connect
Amador Learning Center
California Department of Education
California UC Extension
Columbia College
Yosemite Community College
Financial/Banking Institutions
Umpqua Bank
West America Bank
Wells Fargo Bank
Health Services Institutions
Adventist Health Sonora
Amador County Behavioral Health
Amador County Children's Dental

Amador County Public Health
Amador County WIC
M.A.C.T. Health Board, Inc.
Mathiesen Memorial Health Clinic
MiWuk Indian Health Care
Parrish Nurses
Sonora High School
Sutter Health Valley Area
Tuolumne County Behavioral Health/MHSA
Tuolumne County Medical Society
Tuolumne County Public Health
Tuolumne County WIC
UC Cooperative and Planning Department
Wellspace
Local Government
Amador Board of Supervisors
Amador Chamber of Commerce
Amador County
Amador County Sheriff's Department
ATOD
Calaveras Mariposa Community Action Agency (CMCAA)
Cal Net
CalWORKs/Welfare-to-Work
Child Welfare Services
First 5 Amador
First 5 Tuolumne
Groveland Youth Center
MHSA
Sonora Chamber of Commerce
Sonora City Council
Sonora Fire Department
TANF
Tuolumne County DSS
Tuolumne MeWuk Tribal Council
Tuolumne County Board of Realtors
Tuolumne County Board of Supervisors
Tuolumne County children's Dental Project
Tuolumne County community Advisory Board (CAB)
Tuolumne County Depart of Social Services
Tuolumne County District Attorney
Tuolumne County District Attorney's Office V/W
Tuolumne County Housing
Tuolumne County Library
Tuolumne County Probation
Tuolumne County Recreation Department
Tuolumne County Resource Conservation Department
Tuolumne County Sheriff's Department
Tuolumne county Superior Court
Tuolumne County Tobacco Control
Tuolumne county Transit Authority
Tuolumne County Veterans Services

APPENDIX E

Amador Tuolumne Community Action Agency Data Analysis and Evaluation – Program Sample

Program/Services	Measurement Tool	Data Source, Collection Procedure, Personnel	Frequency of Data Collection and Reporting
Housing/Rentals	<p>Housing Management Information System (HMIS) – clients served.</p> <p>Shelter log</p>	<p>Data collected at intake and entered into automated housing information system by the housing staff.</p> <p>Log of rental assistance payments is kept by the case manager.</p> <p>Follow up progress data is entered into case data.</p>	<p>Data is collected weekly, quarterly and annually reported quarterly to the Program Director.</p>
Head Start	<p>Client case record – enrollment</p>	<p>Client application-data is collected at time of intake and entered into automated case file by the Early/Head Start staff.</p> <p>Follow up progress data is entered into case record</p>	<p>Data is collected on an ongoing basis and reported monthly to the Program Director and annually to the ATCAA Board and Executive Director.</p>

Food Bank	<p>(1) Sign in sheet Service log-number of households/individuals served.</p> <p>(2) Classroom roster with eligible children.</p> <p>(3) Pantry Reports – number of households/individuals served.</p>	<p>(1) Application for client to self-certify – after reviewing, it is entered into spreadsheet by the Food Bank Manager for funder reporting and data collection for demographics.</p> <p>(2) Application for Food for Kids Program – they are protected – only child name is entered onto applicable school/teacher roster with family size.</p> <p>(3) Partner Pantry – is an application process if eligible, we enter into agreement. Schools – only verbal agreement; no written agreement.</p> <p>(4) Medical referrals for delivery.</p>	<p>(1) Data is collected weekly and reported to funders.</p> <p>(2) Data is collected monthly and reported to funders.</p> <p>(3) Data is collected annually and reported to funders.</p> <p>All data is reported regularly to Program Director and ATCAA Board of Directors.</p>
PG & E And Propane Assistance	ServTraq (front end) and CORE (CSD database) Case records – number of households served in each county	Data collected at intake and entered into automated case record by the Energy outreach workers.	Data collected on an ongoing basis. Reported monthly to the funder and annually to the ATCAA Board/Executive

			Director.
Referrals	(1) Phone and walk-in log	(1) Front office secretary logs the number of referrals provided to clients.	(1) Data is collected on a daily basis and reported monthly.
Linkages	(2) Amador centralized referral form	(2) FRS Director compiles referral data from intake forms.	(2) Data is collected on an ongoing basis and reported at least annually.
	(3) Partner agency list	(3) Partner/Linkages are updated by the Program Directors and compiled by the CSBG Coordinator.	(3) Data is collected on an ongoing basis and reported annually.